

The **2022** Annual Report of  
**ALL SOULS EPISCOPAL PARISH**



PRESENTED AT  
THE 96<sup>TH</sup> ANNUAL MEETING OF ALL SOULS PARISH  
THE 119<sup>TH</sup> MEETING OF THE CONGREGATION

**JANUARY 29, 2023**

2220 CEDAR STREET • BERKELEY, CALIFORNIA • 94709



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# ALL SOULS EPISCOPAL PARISH IN BERKELEY

The One Hundred and Nineteenth Annual Meeting of the Congregation  
January 29, 2023

## STAFF

The Reverend Philip T. Brochard, *Rector*  
The Reverend Maggie Foote, *Associate Rector*  
Emily Hansen Curran, *Associate for Ministry Development*  
Dent Davidson, *Associate for Music*  
Steven Zimmerman, *Bookkeeper*  
Annie Rovzar, *Administrative Assistant*  
Scott Garriott, *Sexton*  
Lassandro Wilson, *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*

Dan Carlson  
Michael Drell

## VESTRY & OFFICERS

Melissa Devereaux, *Senior Warden*  
Irina Wolf Carriere, *Junior Warden*  
Nydia MacGregor and Tim Ereneta, *Chaplains of the Vestry*  
Shelley Altura, *Treasurer*  
Suzanne Siebert, *Clerk*

### **Class of 2023**

Irina Wolf Carriere  
Tim Ereneta  
Toni Martinez Borgfeldt  
Melissa Devereaux

### **Class of 2024**

Shawn Adderly  
Nydia McGregor  
Kirk Miller  
Kim Wong

### **Class of 2025**

Jennifer Akiyama  
Jill Anderson  
Nathan Brostrom  
Sarah Kern

# ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

## AGENDA

The One Hundred and Nineteenth Annual Meeting of the Congregation  
January 29, 2023

Welcome, Call to Order & Prayer

2022 Annual Meeting Minutes Approved

Retiring Vestry Recognition

Report of the Nominating Committee

*Vestry Candidates:*

Ryan Greene-Roesel, Michael Lewis, Grace Telcs, Mark Wilson

*Deanery Delegates and Convention Alternates for 2023; Convention Delegates for 2024:*

Bruce Elgin, Mary Elgin, Toni Martinez Borgfeldt, Kirk Miller,

Ann Myers, Cathy Thompson

*Deanery Delegates and Convention Delegates for 2023 (elected in 2022)*

Chris Bailey, Renae Breitenstein, Kaki Logan, Richard Page, Erin Horne, Margaret Sparks

Election of Vestry Members and Convention Delegates

A Look Back: The Annual Report of All Souls in 1973, delivered in 1974

Presentation of the 2023 Budget: Shelley Altura

A Look Back: The Annual Report of All Souls in 1998, delivered in 1999

Living Waters: Funds Raised

Living Waters: Project Scope

Living Waters: Isaiah Project

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 95th Annual Meeting of All Souls Parish  
118th Annual Meeting of the Congregation

All Souls Episcopal Parish in Berkeley  
January 30, 2022 at 10:10am

## **Welcome and Agenda Review**

The Rev. Philip T. Brochard called the meeting to order and opened with a prayer. [At the start 87 persons were in person attendance, and the meeting was also streamed on Zoom].

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

The minutes were MSA (Moved or Motion, Seconded and Approved).

## **Retiring Vestry Recognition**

Retiring vestry members, class of 2022, were Howard Perdue, Joe Garrett, Kieran King, and Kaki Logan. In his expressions of appreciation for their service Phil+ noted that Kieran had especially brought ideas into focus, color and clarity; Howard has “never met a stranger” and reminds of the life and love of Jesus; Kaki (as Junior Warden) had provided details and foresights for the future; and Joe (who served earlier as Senior Warden) was integral in our PPP loan and led in negotiations for Jordan Court.

## **Report of the Nominating Committee** (Kaki Logan, *Chair*)

Four candidates were presented for four Vestry vacancies (3 year terms):  
Jennifer Akiyama, Jill Anderson, Nathan Brostrom, and Sarah Kern.

Deanery Delegates and Convention Alternates for 2022 ; Convention delegates for 2023:  
Chris Bailey, Renae Breitenstein, Kaki Logan, Richard Page, Erin Horne, and Margaret Sparks

Deanery Delegates and Convention Delegates for 2022 (elected 2021):  
Janet Chisholm, Cynthia Clifford, Gretchen Donart, Carol Terry, Dean Williamson, and Kirk Miller (for one year).

The Vestry candidates and Convention Delegates were elected by MSA.

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

Phil+ described that Samuel Clark as Senior Warden had noted that the Rectory was sold so that funds could be used for housing for the newly called Rector, The Rev. William Power Clancey, Jr. Margaret Beade, the Junior Warden, reported that women’s lib had hit All Souls two years earlier, seen especially in her role in the management of the church property, which was being used for a variety of expressions. Also, in 1972 the parish had stopped paying its’ diocesan pledge because of significant financial difficulties. The nextdoor apartment house was seen as a financial burden because of high mortgage payments and insufficient rental income. Finally, the trial “Green Book” (a trial prayer book that led to the 1979 BCP) was thoroughly used, and after the trial period the Vestry voted to alternate Sundays between the “Green Book” and the 1928 BCP.

## **Presentation of the 2022 budget by Treasurer Vimala Tharisayi**

Vimala Tharisayi, Treasurer, reported that the parish ended the year with a \$44,000 surplus, which was placed in the Reserve Fund. She briefly summarized the 2022 budget, which included a budget gap projection of about \$83,000, though she is confident that we might be close to a balanced budget by year’s end. She gave thanks for the service of the Finance Committee

and the working of the community of All Souls, and was grateful for Steve Zimmerman as Bookkeeper. She noted that her term as Treasurer has come to a close and that Shelley Altura will be our new Treasurer.

### **Another Look Back: The Annual Report of All Souls Parish in 1997, delivered in 1998**

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 Apgar: (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**

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

Phil+ noted that the Annual Meeting of 1997 was convened at 11:45am and adjourned at 2:15pm. As was the case 50 years ago, 25 years ago there was a search for a new Rector, the Rev. Andrew Walmisley. Gert Allen as Senior Warden and Cathy Thompson as Junior Warden reported that there was New Year’s flooding, and the Vestry was proceeding with plans for a capital funds drive. They hoped that they had finally solved this problem by the extensive drain project.

### **Capital Campaign Reintroduction**

Richard Lynch is chair of the (5th in the history of All Souls) re-activated Capital Campaign and Marilyn Flood is the vice-chair. The theme is “Living Waters” and the monetary goal is \$1.5-\$2 million towards five goals: communal flexibility, carbon neutrality, complete accessibility, continued vitality, with a gift to the world beyond these walls.

### **Jordan Court Project**

Thanks to the technology of Zoom, Phil+ gave a tour of the new spaces at Jordan Court: the staff offices, the two apartments for All Souls use. Tenants are expected to begin moving in about early February. Welcome baskets have been prepared for the new tenants. Parishioners Ed Hahn, Kirk Miller, Caitlin Lempres Brostrom, Bob Cross, Vimala Tharisayi, Margaret Sparks, Nancy Pryer, Mary Rees, Ed Sisson, Joe Garrett, and Phil Brochard+ were thanked for their many, many hours over seven years of dedicated service.

### **Rector’s Cross & Report**

Phil+ distributed Rector’s Crosses for outstanding, often unseen service: Cathy Goshorn for being an organizing force with Meals & Rides, and a loving presence with the Friends on Wheels RV camp; Molly Nicol for leading with children and families, being a food pantry driver, teaching, all with kindness, encouragement, and pluck; Richard Lynch for leading the Stewardship efforts for several years, then the capital campaign, with his analytical mind, his creativity, and his humility; and Kaki Logan for organizing and doing all kinds of work: Christmas bulletins, flooring after a flood in the preschool, acting as Annie Rovzar’s right hand. Phil+ offered thanks to Toni Martinez Borgfeldt as Senior Warden and announced that Melissa Devereaux will be our Senior Warden for 2022. Looking forward to these things in 2022: moving into Jordan Court, the Living Waters capital campaign, and the search for a new musician, shared with CDSP.

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

Prayers concluded the meeting which adjourned at 11:16am.

Submitted:

Suzanne Siebert, *Vestry Clerk*



# ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

## 2022 STATISTICS

### Baptisms ~ 5

McEwen Spencer Foote (April 16)  
 Lorena Grundy (April 16)  
 Lia Dehr (April 16)  
 Camila Lucero Nube (September 17)  
 Mia Clare Evans (June 5)

### Marriages ~ 1

Brian Beachler and Katie Ring

### Deaths ~ 3

Joan Blair (February 19)  
 Barbara Nelson (March 19)  
 Tyler Stovall (January 20)

### Attendance at Key Services

Easter Vigil	141 <i>LS 97, PV 10</i>
Easter Day	9:00a - 120 / 11:15a - 167 / 5:00p - 21 <i>LS 147, PV 24</i>
Pentecost	9:00a - 80 / 11:15a - 76 / 5:00p - 12 <i>LS 52, PV 20</i>
Feast of St. Francis	9:00a - 66 / 11:15a - 87 / 5:00p - 27 <i>LS 41, PV 12</i>
All Saints	9:00a - 90 / 11:15a - 75 / 5:00p - 16 <i>LS 30, PV 12</i>
Advent 1	9:00a - 79 / 11:15a - 60 / L&C 97 <i>LS 46, PV 17</i>
Christmas Eve	4:00p - 193 / 8:00p - 208 / 10:30p - 73 <i>LS 143, PV 11</i>
Christmas Day	10:00a - 52 <i>LS 32, PV 8</i>

Average Sunday Attendance 157  
*LS 44, PV 16*

- LS indicates the number of people streaming from the website. PV indicates the peak viewership on Facebook. Only the 11:15am service was streamed. All other numbers represent in-person attendance.

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## REPORT OF THE RECTOR

One image that I've held of this past year at All Souls Parish in Berkeley is of a tree at the edge of spring. For the most part the branches are bare, having survived the harshness of winter. But at the edges buds are starting to emerge, with leaves soon to break, and hopefully blossoms and fruit to follow. In the pages of this Annual Report that follow you'll read of a congregation that has slowly begun to emerge from pandemic, and the signs of new life that are beginning to show.

Each stage of this pandemic has offered challenges, and this one was no different. After a couple years of having the staff take on more of the day to day and week to week work of the parish, this past year our steadfast Vestry engaged in an extended assessment of the ministries of the parish and began the work of actively supporting and guiding them. After fits and starts, over the course of 2022 we came more fully back into congregating—in worship, around tables, in action. New practices, like Faithful Families, labyrinth walks, and the Isaiah Project, came to life.

It also was a season of letting go of some of the practices that were essential to life in lockdown and limited gatherings. Within weeks of the shelter in place orders in 2020, Emily Hansen Curran and I decided to record a weekly video which we called the Soulcast. The purpose was to reach out to the parish in an asynchronous way, to spread some good news during a confusing and difficult time, and to be able to highlight the activity of All Souls even while congregating was challenging to impossible. The Soulcast did all that and more. But once we were able to meet in person and could see one another and share the life of the parish on Sunday mornings, the original purposes of the Soulcast (a big weekly lift for Emily and Maggie) were no longer as pressing. So the Soulcast as a weekly offering came to an end in 2022, though there are special episodes being released. In an unexpected way, the constraints of the pandemic offered us a new tool that we are looking to hold onto and use in new ways.

Similarly, in June of this year, all of our Sunday morning worship returned indoors. Our first way to gather and worship in person had been outdoors in our courtyard. It was one of the many ways we flexed and re-created our practice to meet the current moment. Our music had to shift—Jamie Apgar, Ed Hofmann, Nat Lewis, Matt Stimpson, and the members of the choir who braved the sun and wind and cold were incredible. An altar and lectern and dozens of chairs had to be set up and broken down each week—thanks to Scott Garriott, Emily Hansen Curran, Michael Drell, our sacristans, and many others. These were just a few of the ways that our worship had to adjust. For some being able to worship each week out-of-doors was their favorite way to come close to God, with the blue jays offering their praise or lament along the way. Many of us will never forget the Rt.

Rev. Eugene Sutton of the Diocese of Maryland ascending to the top of the playground structure to preach with us in the courtyard. I am grateful that we had the space and the willingness to adapt, as well as the ability to move indoors where it has been easier to hear, a little warmer, and offered a wider range of instruments. Again, a practice that was forced on us due to pandemic has also allowed us another option. In this case we now know how to worship in our courtyard, which we did for the first part of the Easter Vigil around the new (camp)fire, and for our Advent Festival liturgy.

One of the hallmarks for 2022 was that we were able to gather and eat together. This simple act, previously taken for granted, was a great gift. Once again we were able to share pancakes and jambalaya at Mardi Gras, festive receptions after Easter and Christmas, and soup suppers in Advent. It made our Parish Retreat more possible, with more and more people gathering at the Bishop's Ranch to enter more deeply into the Easter Vigil, play (and be baptized) in the pool, feast in the Refectory, and discern next steps with our Living Waters capital campaign.

This year also marked the culmination of one of the most consequential efforts in the history of All Souls Parish, the building of Jordan Court. For over seven years this parish prayed and listened and planned. Then, on March 1st, 2022, after eighteen months of construction, the first residents of Jordan Court moved in. The community engagement portion of our Parish House Project Team were ready to welcome them with items to help them household, and with houseplants to make their new space a home. On May 5th we held the Grand Celebration of Jordan Court—and what a celebration it was. Many of us gathered that day in the Jordan Courtyard had tears in our eyes: All Soulsians who gave thousands of hours to see these homes built, elected officials who had worked behind the scenes for years, our partners with SAHA who saw this project through from start to finish, residents who now have a safe, affordable place to live. Our Mayor, Jesse Arreguin, gave thanks for our vision, generosity, and persistence. And near the end of the year, in the Community Room of Jordan Court, members of the Jordan Court Project Team gathered to give thanks to God and celebrate the combined efforts and attention that resulted in the first affordable housing in this part of Berkeley in over 30 years.

The creation of Jordan Court also has meant new spaces for All Souls. This past March we moved the staff offices to the second floor of Jordan Court, and my goodness, what a gift the new office space has been. Our closer physical proximity to one another has been a boon for collaboration, the new furniture (the first new furniture in over 30 years), the light—it is amazing what the new space has done for the spirit of the staff. Along with the office spaces there are two apartments for All Souls use, and this past August saw our first use of one of them as staff housing, as Dent Davidson and his husband Jim (and their two golden retrievers) moved in. In addition

to housing staff in the second apartment, we are hoping to use it as sabbatical housing for clergy and scholars looking to be in residence with All Souls while on sabbatical.

This act of collaborating to build affordable housing for seniors has reverberated far and wide. The project has been the subject of articles in *Berkeleyside*, *East Bay Times*, the *Atlantic* magazine, and was highlighted in a segment for KQED radio that was then picked up by National Public Radio across the U.S. Over the past year I've continued to meet with congregations, dioceses, and judicatories, sharing our experience so that others can learn from our mistakes and our successes, and see if this path is one for them to follow. I've consistently been surprised by the hope that Jordan Court has inspired in so many people, inside and outside of the Church. At a time when hope has been in short supply, Jordan Court has lifted the hearts of many, many people.

For many years now—10? 15?—people at All Souls have been wondering about a capital campaign to address long-deferred maintenance and realize some long-held dreams. In March of 2020 we were ready to launch a long-anticipated capital campaign. As the last couple of annual reports can tell you, due to the worldwide Covid pandemic, that campaign was placed on hold. As vaccinations and pharmaceutical therapies took hold, and case rates, hospitalizations, and severe illness due to Covid dropped, we began to plan for the campaign once more. At the end of 2021 and into 2022 Richard Lynch stepped in as campaign chair and led an incredible group of dedicated All Soulsians, many of them returning from our work in 2019 and 2020. Richard's report later in this annual report gives you the details of the Living Waters campaign, but the short story is that the results of our campaign were profound, exceeding our wildest expectations by double. I will always remember the palpable sense of awe as the results of the campaign became clear: this people of this parish were extraordinary in their generosity.

And this is a generosity that will not remain solely within our own bounds. On May 18th the Vestry voted to tithe funds from the Living Waters campaign towards racial reparations in the form of the Isaiah Project. Grounded in Isaiah 58:12, the call of the people of God to be, "repairers of the breach and restorers of the streets to live in," over the next several years almost \$400,000 will be given to organizations in the East Bay that are already engaged in this work. This fall the project team held listening sessions to help discern the areas where we will be focusing our efforts. In the year to come we will be researching organizations in the East Bay that are repairing the breaches and restoring the streets and could benefit from our attention, support, and resources.

And thanks to the leadership of Patrick Tahara and the newly formed Property Team, a timeline to plan, design and do the work towards complete accessibility, carbon neutrality, communal flexibility, and continued vitality was created and begun. Listening sessions for prioritization happened

on retreat at the Bishop's Ranch, on a Sunday morning in the Parish Hall, and on Zoom. An architectural firm was discerned and contracted: Hibser/Yamauchi and Associates and a General Contractor, WCI, was selected at the same time so that the design of our work and the implementation will be done in parallel. There is a great set of puzzles to solve: an elevator path, the electrification of our plant, the renewal of our kitchen; all while continuing the extensive life of the parish. God only knows what this will look like at the end of this year, but I am very much looking forward to seeing the progress that we make.

A year at All Souls would not be complete with a significant amount of transition. All Soulsians graduated and headed out to their next adventure, well over 40 households in the last several years. In our staff, we bid Godspeed to our Associate for Music, Dr. Jamie Apgar. Jamie skillfully led our music efforts for the past five years, beginning the Women's Composer Initiative, and the Black Composer's Initiative. As a token of love and respect, the Vestry voted to start the Apgar Fund in thanksgiving for his vision and stewardship of our music. While it was sad to see Jamie head to Boston, we are so excited to see what's ahead for him.

Jamie's departure meant that we had a decision to make—whether to continue to "share" a musician between All Souls and the Episcopal seminary up the hill, the Church Divinity School of the Pacific, CDSP. After discerning similar values and vision, we decided that we were better together, with the equivalent of a full time position, benefits, and housing. Our discernment concluded in a search in common, the result being the calling of Dent Davidson. Dent comes to All Souls with decades of experience of leading Episcopal churches large and small, a love for music that makes community, and a skill in leading congregations in wide range of music. His love of communal song is clear and his joy is contagious. Long may we make song together!

Finally, I'd like to offer some words of thanks. Once again, I am profoundly grateful for the leadership, guidance, support, and persistence of the Wardens of All Souls Parish. Melissa Devereaux and Irina Wolf Carriere have been simply remarkable. Their vision for what can be has been married to an attention to detail and a love of this parish. Our staff—Maggie Foote, Emily Hansen Curran, Jamie Apgar, Dent Davidson, Annie Rovzar, Steve Zimmerman, Scott Garriott, and Lassandro Wilson, have been devoted, faith-filled "force multipliers." I am grateful to be more of myself day by day because of them.

And, finally, after a couple of years of planning and interviewing and writing, *Vital Christian Community: 12 Characteristics of Healthy Congregations*, was released in September. Co-written with the Rev. Cn. Alissa Newton, this book was a labor of love made possible due to a sabbatical spent over the summers of 2020 and 2021. This time away from the parish allowed me the necessary space to

contemplate, distill and write. Response across the Episcopal Church has been encouraging and dioceses from El Camino Real, Colorado, and West Tennessee have reached out to learn more about the tools and practices that are found in the book. I will be forever grateful to this parish for the support and encouragement I have received all along. My hope is that the practices of this parish and others will serve as a witness and a light for many for years to come.

This past season of life at All Souls and beyond has been challenging—it has taken all we've had to give, and at times, more. Even still, the presence of the Spirit in our midst has been palpable.

And, if the buds of growth that we have begun to see are indicators of what is to come, it may well mean a season of new life at All Souls Parish.

In Peace,  
The Rev. Phil Brochard

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

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## REPORT OF THE ASSOCIATE RECTOR

2022 brought many of the same challenges as the previous year, in terms of trying to recover and move forward from such an extended disruption of community life beginning in 2020, but it also brought with it hope, a spirit of experimentation, and joy. Personally, I began 2022 still on parental leave following the birth of my son. In my absence, the Children's Ministry Team, Jeannie Koops, Kim Wong, and Molly Nicol, provided faithful leadership in children and family programming, assisting clergy aided with pastoral care, and our Parish Administrator, Annie Rovzar, made sure that The Pathfinder hit your inboxes every Thursday.

In communications, we began a more intentional focus on Social Media and decided to sunset the Soulcast, our weekly video series. As we began to regather, the need for a weekly, personal, touch point and recounting of the announcements became less necessary and effective. We celebrated the Soulcast's legacy with a final episode that looked back over the series and reflected on how meaningful it had been to offer a lighthearted moment of connection when we were physically and emotionally distanced from one another. We also began the process of redesigning our website in 2022, and look forward to seeing that project come to life in 2023.

In pastoral care, a notoriously difficult part of church work to categorize, summarize, and otherwise organize, the people of All Souls continued to care for one another. Some practices that we had adopted during Covid, such as the senior calling ministry, went away, while others began to come back to life. In December we trained new Eucharistic Visitors

who are now prepared to pick up the practice of bringing communion to people who are unable to attend worship in person. Stephen Ministry has continued to care for many All Soulsians through a variety of circumstances, and will be training new Stephen Ministers in 2023 (you can read more about their stats in the Stephen Ministry Report!) The Prayer Chain remains unbroken, and they have held the needs and concerns of many in this community close to their hearts in prayer. We have provided Meals and Rides to many families (including mine while on parental leave!) thanks to the generous leadership of Cathy Goshorn.

While I will go into more detail about Children and Family Ministries and Youth Ministry in their individual reports, I would like to share some personal notable moments as Associate Rector of All Souls in 2022: memorable (and chilly!) baptisms outdoors at the Easter Vigil, including the baptism of my son, McEwen; a moment of peace among young children at the center of the labyrinth at Faithful families; moving to our new offices at Jordan Court, a Maundy Thursday feast for the ages; staff soccer games, being supported by the staff and community when Covid finally caught up with my family; leading a youth immersion trip to Los Angeles; going to an A's game with 50 other All Soulsians; building a display for our beautiful homemade Paschal candles for the Parish Retreat; collaborating with other youth ministers from the Alameda Deanery on youth events, and so many more.

The Rev. Maggie Foote, *Associate Rector*

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## REPORT OF YOUTH MINISTRIES

### Youth Ministry

Youth Group continues to return to life after a relatively dormant couple of years. We returned to meeting on Sunday Evenings in 2022 after having briefly experimented with a weeknight evening meeting time in the fall of 2021. Over the summer, 5 youth from All Souls, joined 2 youth from Christ Church, Alameda, along with their Associate Rector, The Rev. Will Scott, on an immersion trip to Los Angeles. We served at the Union Rescue Mission serving food and sorting clothing donations, as well as getting a taste of many of the fun things LA has to offer. The momentum from this trip inspired more collaboration between many of the youth leaders of the Alameda Deanery, and we have been meeting monthly since late summer and collaborating on Deanery wide youth events. The first event with this collective was a camping trip over the Veteran's Day Weekend in Pescadero with youth from All Souls, St. John's Oakland, and Christ Church, Alameda. The work of this group continues, and I hope that it continues to serve the youth of our deanery and their leaders. Several events for this group are planned for 2023. We also look forward to another immersion trip

this summer. 2022 also brought the return of Confirm not Conform, and four high school students are currently participating in that, along with four adult mentors.

### Children and Family Ministries

Children's Ministry has proven to be quite an intricate puzzle to sort out "after" Covid. This year we are trying a new approach: treating Sunday School the same way we treat adult formation: having short teaching series led by various members of the congregation (with the support of the Children's Ministry Team) on a variety of topics. The benefits of this approach are the potential for more adults from the parish being involved in children's ministry, a less demanding teaching load for Sunday School teachers, and a wider variety of topics and teaching styles. It does require a lot more preparation and coordination up front. This year has also seen a change in what families are looking to see in Family Ministry offerings. Covid innovations like Family Hikes and Outdoor movie nights no longer have the appeal they once did, but the desire to gather and build community remains. This has led to an increased effort behind Faithful Families, a weeknight dinner, formation, and worship experience for families with school age children. For the final Faithful Families of the year, we had a progressive Christmas caroling event going between the houses of several All Souls families and their friends. We sang carols, led by our new Associate for Music, Dent Davidson, drank hot chocolate, ate cookies and enjoyed being together. We ended the year with a Christmas Pageant based on the book *God's Holy Darkness*, and look forward to much more fun and community in 2023.

Maggie+

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## REPORT OF THE ASSOCIATE FOR MINISTRY DEVELOPMENT

I've made it a practice to leave myself a nugget every year at the end of my Associate for Ministry Development annual report. I always end my report with what will be the first lines or the prompt for my next year's report. I'm not sure that last year's ending was much of a nugget for this year's report, but it seemed to be all I had steam for at the end of a long year. I wrote, "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."

The work of 2022, from where I sit, felt slow. Our return to whatever was pre-Covid "normal" became a thing that won't likely exist. Connections continued to be slow to build as Covid and then other illnesses just kept so many

out of shared spaces. Some of what had been our regular programming, such as Soup + Story, our usher team, the camping trip, and many of the ministry teams just didn't bring out the same kinds of numbers that had been showing up in previous years. And, there were flashes of energy and deep life mixed into so much of the past year—I think of holy week and our Agape Meal; our Living Waters Campaign and the celebration dinner that accompanied the end of the campaign; staff team soccer games; newcomers at the Sunday Night Service and their stories; the finale to the Soulcast; Jordan Court opening up and meeting the residents; our new offices (!); the nearly back to "normal" Parish retreat we had at the Bishop's Ranch; or the Stewardship Celebration dinner that we just had in October.

2022 didn't have a theme the way that previous years have seemed to have, for me, but I suppose if it had a mantra it would perhaps have been "just keep showing up." I look at the year and it was a lot of showing up and doing the work, rebuilding behind the scenes, in hope. In that way a few things jump out to me about 2022: our ministry teams, newcomers, and the Sunday Night Service.

First, our ministry teams. Vestry retreat of 2022, back in February, was one that I will remember. It was the first vestry retreat, since I have been here, that was in-person but not at St. Dorothy's Rest. Instead we gathered for a day retreat at St. Clements in Berkeley. It was memorable to me because the staff and the vestry were working more closely together than I had seen yet in my time here. As has been written elsewhere, Covid had really put the staff in bigger roles than we were meant to fill—a product of only 10 people being allowed in the building on Sundays for all of 2020, and many of our ministry teams being shut down by Covid-related things. But at the retreat in 2022, the vestry heard that we had taken on too much and that things needed to change. We collectively decided to rebuild and re-work our ministry map of all the ministry teams and create new systems to help ministry leaders build back their teams. I walked away actually feeling lighter, and with systems-minded Junior and Senior wardens in Irina Carrier and Melissa Devereaux that feeling continued as the year went on. Using the College for Congregational Development model called "Sources of Transformation," we grew in clarity around the functionality of teams and around vestry member's roles in promoting the health of ministry teams. We've got a lot of work ahead of us in 2023 around ministry teams, but the way that problems with our ministry team structure surfaced in 2022 has, I believe, set the stage for growth and health in 2023.

Second, newcomers. I've written more about this in the Newcomer/Greeter report, but this portion of my role as Associate for Ministry Development stands out to me because it was one of the areas that has atrophied most in Covid. The fact is that new folks are not coming out to All Souls (and this is likely true of all churches) the way they were before Covid. On a given Sunday in 2022 we might have had one

newcomer in attendance between the two services, and most of those newcomers did not choose to fill out a pew card to give us their information in order to follow-up. Since about 2017 I have kept a “newcomer pathway” in my office—a chart for mapping out newcomers along the “Pathway to Membership”. When Covid hit, in 2020, I stopped this practice because we had so few newcomers attending and even when new folks did attend the live stream, we didn’t have a way to identify them. But even in all our regathering in 2021 and 2022, I still didn’t get this back up and running.

I have often thought (and said out loud) that one perk of Covid has been that it has pushed us to let some things die out and to reform our processes by letting our form follow function, rather than being tied to some forms that no longer have great function. Well, I thought that perhaps this process of mine might die out, but instead I have learned how important this Pathway and these charts and maps have been. As a result, as of the start of 2023 I have officially rebuilt this chart in my office and there are more sticky notes on it than there have been in a while. I am hopeful that this means better care and attention given to the brave souls who dare to enter a new church and community in 2023. And speaking of newcomer processes, Phil and I have been working on what we have called the Longings Model for several years now and spent more time in 2022 developing it. I don’t know where it will go, but I’m hopeful that this will continue to help us as a staff as we incorporate new folks into the life of this parish.

Lastly, the Sunday Night Service. This new service had lots of shifts and turns in 2022. We started the year outdoors in the courtyard, then moved into the Parish Hall, and then finally because the temperature in the Parish Hall was so hot towards the end of the summer, down to the Chapel. We lost two key core team members in July as our seminarian Dan Carlson and his wife Kim Taylor moved to Portland, and so ended 2022 with a core team of myself, Jason Morrell, Jenn Ying, Hillary Trainor, and the Rev. Maggie Foote. We brought on two new musicians and put together a musician collective to lead the songs for the weekly service. This musician collective had our first meeting at the end of June just before Kim Taylor left. This took a huge load off my plate as these three musicians (Keith Watts, Jason Morrell, and Kate Lamont) meet on their own and do all the work to select songs, retune hymns or other songs that we want to sing, and then lead the songs for our twice monthly Eucharist services. We also set up a structure for a primary and secondary musician and a pay (even getting them all on payroll!) schedule that is mostly clearly defined.

Our regular attendance at this service dropped in 2022 from about somewhere in the 20s to somewhere in the teens, but we also had our first “family meeting” in October of 2022, really crystallizing a group of about 20 who consider the Sunday Night Service their church home. I hired some coaches from Launchpad and was instantly connected with folks from all over the country doing this work of reconstructing faith in the

post-Evangelical world. I even got to attend their conference in Denver in October, which was a very life-giving event for me, personally. We started up a midweek hang out on the last Wednesday of every month at Westbrae Biergarten, which eventually has turned into a book club meeting (we alternate between reading a book and just hanging out) so that we could do a little bit of formational work together. In 2022 we read Marcus Borg’s *Convictions* which provided a fabulous introduction to progressive Christianity.

We held just two Storytelling Dinners, one on the first Friday of Lent (a fish fry) and another in November around the topic of Liturgy and the Sacraments. These remain a backbone of this community and I’m curious the turns this particular dinner will take in 2023. It surprises me every time someone new walks in the door, but we saw something like 20 newcomers find their way into this little service over the course of the year, most of whom were folks with a background in the Evangelical church. We didn’t get the New Episcopal Communities grant for which we applied, but we did get our first grant of \$20,000, from the Center for Church Innovation, here in the bay.

In short, there were a lot of exciting things that happened (and I didn’t even get to all the personal stories of the folks who are showing up!!), and, it didn’t grow in numbers the way that I had hoped it would—leaving a lot of room for growth in 2023.

Some final notes about my time as the Associate for Ministry Development in 2022. We made the decision to end the Soulcast back in June—a decision around staff resources, and the fact that we are now fully back in person and so able to communicate the heart of what is happening at church in person rather than needing to rely on video. We also launched one new Emmaus Group in December of 2022 with Jane Vandenburg who offered to help folks work on their own spiritual autobiographies with the Emmaus Group structure of meeting and covenant, making it our second Emmaus Group currently active in 2022. In September I got the honor of preaching the wedding of Brian Beachler and Katie Ring (some newcomers to All Souls) while Phil presided. We as a staff moved into the Jordan Court building and got new offices (!! ) and Jack Shoemaker loaned us some broadsides and paintings (from his office) for the new space, which really felt like the final touches on making this office feel like our new home. We had a photographer come a few times and take new pictures of us in worship, in hopes that we’ll be able to use those images for our new website forthcoming in 2023 (fingers crossed). And lastly, I can’t emphasize it enough: we ate together. I think it actually happened first for Maggie and Andrea’s baby shower at the end of 2021, but we really did it in 2022. We had parties and sat together, unmasked, around tables INDOORS! It was incredible.

All that, and I will remember 2022 for a bit of a slog. And, I think the work that was done in 2022 was the groundwork

needed to provide a good foundation for what will grow in 2023. I feel that, deeply. As the saying goes, all the flowers of tomorrow are in the seeds of today.

—Emily Hansen Curran, *Associate for Ministry Development*

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## REPORT OF THE PARISH ADMINISTRATOR

2022 was a year of major developments in the property management department, though not without a fair share of plot twists! On the heels of the Great Water Intrusion of the preschool last year, things were finally starting to feel under control. Spring was in the air, our move into the new offices of Jordan Court was imminent, and nothing major was breaking or falling apart (always a win). But then, one fateful Thursday, the fire alarm went off, inexplicably, which prompted a visit from the fire marshall. He took one look at our hallways cluttered with miscellaneous furniture/boxes/stuff you left in the pew on Sunday, and at our entirely chaotic utility room, and he was like, “this is seriously not okay.” We were given a month to literally clean up our act, OR ELSE. Kaki Logan, Jill Churchman, and Anne Cockle (with assists from Margaret Sparks and Suzanne Nelson) immediately came to the rescue and began sorting, disposing, organizing and just generally dealing with the decades of detritus that had accumulated in so many forgotten nooks and crannies of the undercroft spaces. Y’all. If you don’t believe in miracles, might I suggest a moment of prayer in the newly immaculate utility room? I am truly blown away by the level of care and attention these women put into getting these spaces in order. Thanks to them, we now have an actual storage/tool room (in what used to be the old archive room), cleaned out offices spaces that are now functional for parishioners/outside groups to use, a new general use office space that is so organized it’s impossible to not find what you’re looking for, and a new archive room (formerly the staff copy room) which is diligently being organized by a new archive team as we speak (a special thanks to Alan Schut for stepping up to take the lead on creating a new archive system and to all the volunteers showing up to organize)!

In the spring we finally moved into our new offices. We have brand new furniture that is ergonomically appropriate for the modern human! And so much light! In addition to the office upgrades, a highlight of our new setup is getting to be in community with the Jordan Court staff and residence. Phil and I met regularly with Sam Fakiri, the Jordan Court property manager, in the first half of 2022 to get to know our neighbors and to work together to create a welcoming environment for all. Our ongoing collaboration with Jordan Court embodies, for me, what All Souls is all about, and I’m grateful and proud to be a part of it.

It is worth noting that our move into Jordan Court was not the smoothest, most notably because of our ongoing issues with getting Sonic to set up internet that actually, like, works. But, every thorn has its rose, as they say, and that rose in this whole situation was a one Charlie Myers. Charlie stepped in and mediated between Sonic and Clare Computers (the IT company we initially contracted with) to get to the bottom of what the actual problem was, and all while saving us money by doing some of the wiring himself. Charlie helped us big time with improving our wifi in the sanctuary, getting internet to the sabbatical and staff apartments, and dealing with various little IT issues associated with getting a new system up and running.

From where I stand, parishioners really stepped up this year, especially in tackling some of the not-so-glamorous tasks of running a church. Which leads me, finally, to the maintenance team—after numerous property fails including water intrusion of the preschool, a broken boiler, a thermostat gone wild, it became clear that managing the building was more than a single-person job. A Property Team was created to spearhead the upcoming redesign of the Living Waters project, which also included a maintenance subcommittee to respond to the more urgent property matters. The maintenance team, comprised of Martin Ortega, John Cockle, Patrick Tahara, and Kaki Logan (replaced by Ann Meyers in 2023) has been a true godsend. It feels like we’ve finally reached a sustainable solution to taking care of our buildings. In addition to replacing the boiler, doing some of the electrical work to get better wifi coverage in the sanctuary, having a beehive on Spruce street removed, the team (especially Kaki) also organized to have the preschool classrooms repainted as a gesture of goodwill after all the disruptions from the water intrusion last year.

After the haze of the first year and a half of the pandemic, it felt like 2022 was a year of finally getting our feet back on the ground. So much of this was thanks to the many parishioners who supported our staff in countless little ways, and I’m immensely grateful for it.

—Annie Rovzar, *Administrative Assistant*

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## REPORT OF THE MUSIC MINISTRY

Jumping into a new system is a daunting task. I am deeply grateful to Jamie Apgar, for his faithful leadership, and his excellent record-keeping, which made it so much easier to step in and begin my work with you all.

I view these past five months (and looking ahead) as the continuation of a season of rebuilding after COVID exile. Gradually we come back together to sing the old songs while learning new ones as well.

We've begun a new rhythm of using pre-service time as an opportunity to learn something new, and to warm up the voice and heart in preparation for worship. We've taken up the practice of singing "Paperless Music," which takes our noses out of printed resources, allowing us to more fully experience the joy of song together. We've even started improvising as a group – and more of that is on the way!

The Choir and I have had a robust time of "learning how to dance together," a process that includes song, prayer, play, and above all Trust-building. As a result, attendance has begun to creep up, and I am looking forward to an inspiring Lent and Easter with them. Section Leaders Sarita Cannon and Liam Daley help to keep the song strong, and Justin Smith on trumpet brings it all together, whether it's a Baroque postlude or tasty Jazz licks during a song. The Angel Band expects to rebuild as well. I am thankful for the gifts brought by Ed Hoffman, who after many years of leadership, stepped back from that role in the Fall. Nat Lewis has picked up the mantle, and along with Matt Stimpson, Sarah Reynolds, and Ryan Greene-Roesel, the group looks forward to a growing season. Check out one of the Angel Band Jam Sessions after a 9AM liturgy to catch the vibe.

These people offer extraordinary gifts to this community, and because of it we are able to sing a large variety of music in praise to God: early plainsong, renaissance polyphony, bluegrass, soulful gospel music and jazz, to name a few styles.

A few highlights of the season: A stirring All Saints'/All Souls Celebration with a thrilling anthem by America's First Lady of Song, Alice Parker; a wonderful Advent Festival with O Antiphons and musical representation from all 3 Sunday services; and Christmas Eve celebrations featured a fantastic sting quintet (the addition of a double bass makes all the difference!) helped lift our carol and anthem singing to new levels.

To me the most stunning thing about serving among you is the way you ALL sing with such gusto. It's a good indicator of congregational health and vitality, and it makes my own heart sing!

—Dent Davidson, *Associate for Music*

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## REPORT OF THE SENIOR WARDEN

After an extended illness or loss, often what we want most is a return to normal. To get back to our old routines. To dust off old plans and make new ones. To see friends. To get moving again.

So it was at All Souls in 2022. After two long years of pandemic-related isolation, Zoom worship and meetings, and tentative re-emergence that often had to be shut down by the latest variant, we at All Souls released some pent up energy. We moved our worship services indoors. We launched the long-delayed Living Waters Capital Campaign, raising over \$4M. We created committees and user groups to help guide how these funds will be spent. The Parish staff moved into new offices at Jordan Court, and we welcomed 34 residents to their new homes. We took stock of our long-standing ministry teams and even created a new team or two. We said goodbye to Jamie Apgar and welcomed Dent Davidson to our midst (and to our Jordan Court apartment). We threw parties to celebrate feast days and Jordan Court's Grand Opening and the publication of Phil's book. The Vestry even undertook to review and revise our Parish Bylaws.

We have been busy, and we have much to show for it. But we've also been through a lot as a body over the last three years, and some tender spots remain. A number of parishioners have moved away, and this has an impact on all aspects of our common life including our operating budget. Some families with younger children have not made their way back to regular worship for a host of good reasons, but we miss the sights and sounds of more small people in church. And then there is the enormity of trying to make sense of all that has happened in our world these last few years.

Having a front-row seat to all of this (and more) while serving as the Senior Warden this year has been a gift to me. I know how blessed we are by our wise and creative Rector, staff, and Vestry who help us tend to our sore spots and direct our energies in ways that bring us closer to realizing God's dream for her creation.

Faithfully,  
Melissa Devereaux, *Senior Warden*

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## REPORT OF THE JUNIOR WARDEN

If you read last year's annual report, you will remember that 2022 was a year of slow emergence from the social distancing imposed by a global pandemic. Some people stepped gingerly back into "normal" life, and the effort of ASEP leadership was focused on making that possible. What may not be as evident in the 2021 report is the exhaustion that our staff and volunteers were experiencing. Creating church with "skeleton crews" is not simple, and meeting each parishioner where they were in their quest to return to worship and community was a daunting task. With that as our backdrop, Rev. Phil came to the Vestry with a call to action: "We need you to step up. We need you to be actively involved in assessing where we are as a post-COVID congregation. We need you to lead."



As the Junior Warden with a background in organizational development, I like organizational effectiveness models. Who knew, but so does our staff leadership. So we established a Vestry focus in 2022 on our ministries: How do we organize ourselves through our ministries? What is the current health of each of those ministries? What needs to be done to re-energize or to retire and refocus specific areas?

Grounding ourselves in the College for Congregational Development's work on the purpose and work of a congregation, we developed shared language in the "Gather-Transform-Send"<sup>(1)</sup> and "Organizational Life Cycle"<sup>(2)</sup> models. We refreshed the ministry liaison role of each Vestry member, and we mapped out an annual calendar to understand the current state of each ministry. Our goal was to identify specific actions needed to breathe new life into each area. Vestry members spent time with each ministry lead and then came back to report on their findings.

As I look back on the exercise, I believe we accomplished several things. First, Vestry members have a clear understanding of the purpose and work of our congregation. It is simple: We are here to "gather those called by God into Christ's body, the Church – a community of transformation of mind, heart, and action – and to send these same people into the world both to be and to act as God's loving and transforming presence."<sup>3</sup> And we accomplish this work partially through our ministries. Second, we understand how each ministry is faring after the challenges of the past three years. Third, we have a sense of what we need to do in the coming months and years to ensure that the fabric of All Souls continues to thrive. And finally, my hope is that each Vestry member and volunteer ministry lead has heard the call to lead actively...to pull our congregation out of exhaustion and into exhilaration.

Another focus in my role this year was on the congregational listening process supporting the Living Waters Campaign. Each member of the congregation was given a chance to participate in group conversation and to prioritize the projects that the fruits of our campaign will pursue. In the process, we were reminded of the richness of perspectives embodied in our community: For some, providing critical access to our facilities to those with reduced mobility was priority #1. Others saw the opportunities to share our space with the community if it is configured appropriately. And yet others felt that ensuring the longevity of our infrastructure through much-needed maintenance projects should be our main focus. Although each parishioner's priority list differed, we proved through the process that listening to our diverse perspectives helps us to better understand one another and to live in community.

1 Gather, Transform and Send (cdcollege.org)

2 Life-Cycle-Model.pdf (cdcollege.org)

3 Gather, Transform and Send (cdcollege.org)

With each activity and component of my service this year, I was drawn further into the fabric and uniqueness of All Souls. My prayer for you is that you, too, may find a place here at All Souls that draws you in, that keeps you coming, that doesn't allow you to leave. We find God here. And He doesn't let us go.

Respectfully yours,  
Irina Wolf Carrière, *Junior Warden*

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## REPORT OF THE TREASURER

### Summary

In 2022, All Souls experienced an outpouring of faith, love and dedication. We are so thankful for all the blessings that have been given in time, talent and treasure. As a result, the Parish reached significant milestones with the completion of Jordan Court, the successful Living Waters capital campaign and the Stewardship campaign. Throughout the year, the ongoing collaboration and communication between the various ministries and the Vestry were of particular benefit to the Finance Committee in evaluating the financial results each month.

### Recommendations for 2023

- *Liquidity:* When facing a more challenging economic environment, liquidity is of primary importance. This was something we all experienced recently in our own lives when suddenly faced with the pandemic. As financial stewards we need to be mindful of having a healthy Balance Sheet and in providing considerable flexibility for the Parish to adapt to change and uncertainty.
- *Time Horizon:* Having a big picture, long-term mindset, as well as a prudent approach to current operations is imperative for sustaining of the mission and vision of All Souls.
- *Real Time Conversations:* More strategic conversations throughout the year within the congregation will serve to keep us on track, continually adapting and taking action when necessary. Feedback to the ministry leads will facilitate more conversation with the congregation as they too are stakeholders. Better communication reduces ambiguity and fosters healthy pledged giving.

### Financial Reports Discussion

**Balance Sheet** – The Statement of Financial Position reflects all assets, liabilities and equity of All Souls Episcopal Parish on December 31, 2022. This report is important in evaluating the financial health of the Parish on a given date and the ability to meet its obligations in the short and long term. The Equity section (excess Assets over Liabilities) is

the net worth of the Parish. The various fund balances are classified as Designated, Restricted or Undesignated. Net Income (Loss) flows from the Profit & Loss Statement for the current reporting period. Undesignated Net Assets represent the excess Assets over Liabilities that have not been classified as Designated or Restricted.

- *Cash & Investments:* In 2022, the total cash and investment balance was \$2,327,737. A significant amount of this balance is not available to meet day-to-day commitments as they represent the Vestry Designated Jordan Fund Principal of \$713,610, Reserve Fund of \$62,266 and Restricted Funds from Living Waters of \$1,236,491 and the Memorial Fund of \$12,150 (Total = \$2,024,517). As of December 31, 2022, \$303,220 of the available cash and investment balance was available to meet Parish current commitments of \$209,376 (Net Cash/Investments Available after Commitments = \$93,844). This analysis does not include the Jordan Fund unrealized earnings at Vanguard of \$167,516.

- *Vanguard Investments:* Total Vanguard Investment balances total \$1,011,126 as follows:

Jordan Fund – Principal	
\$728,610	Beginning Balance 1/1/22
<u>(15,000)</u>	Jordan Court Office Furniture
\$713,610	Ending Balance 12/31/22

Jordan Fund - Net Unrealized Earnings	
\$206,928	Beginning Balance 1/1/22
<u>(15,000)</u>	Unrealized Market Value Flux
\$167,516	

\$130,000 ASEP Savings 12/31/22

- *Living Waters* – The outstanding results of Living Waters Capital Campaign were a highlight in 2022. ASEP received Living Waters Commitments totaling \$3,917,855 for capital improvement projects. The Commitments will be fulfilled over a 3-year period ending May 31, 2025. For the year 2022, the Parish received cash or cash equivalents of \$1,203,520 towards the total Commitments outstanding. Cash and Investment account balances were materially higher than last year's balance due to this significant giving. As of the end of this year, the Total Assets were \$1,236,491. A short-term laddering of brokered CDs has been employed to provide a good short-term return with less market risk. \$400,000 is invested in 3-month CDs, \$400,000 in 6-month CDs (both at Schwab) and \$436,491 in Mechanics Bank, a portion of which will be invested in additional CDs in the Schwab investment account with consideration given to project cash flow drawdowns. The Finance Committee has also taken care to evaluate the investor protection coverage for these investments.

**Profit & Loss Statement** – The Statement of Revenue and Expenses reflects all income and expenditures of the Parish for the 12-month period ending December 31, 2022.

**Revenue Summary**

- Pledge Revenue this year was \$706,884. This was (\$16,042) less than projected in the budget.
- Plate Offerings and Other Donations totaled \$83,216 and was \$24,516 higher than expected per budget. As a result, the increase in income more than offset the lower Pledge Revenue.
- Facilities Use totaled \$93,930 and was \$17,858 higher than projected in the budget.
- The Parish did not need to draw against Jordan Earnings for operational expenses in 2022.
- Total Revenue was \$883,036 and exceeded the budget target by \$22,338 (102% of total budgeted revenue of \$860,698).

**Expense Summary**

- Total Expenses for this year were \$889,501 (\$24,342 below budget).
- As Total Revenue was \$22,338 over budget and Total Expenses at \$24,342 were lower than budget. We ended the year very close to a balanced budget with a deficit of only (\$6,465) as compared to the projected budget deficit of (\$53,144).
- There were reduced charges in the area of Electricity (Solar benefits), CAM and various aggregated ministry expenditures and Assessments.
- Monies from the Reserve Fund were utilized to offset the budget deficit of (\$6,465).

Expenses are presented in the Profit and Loss Statement with three account classifications as follows:

*Stewardship* includes compensation and related expenses for salaried staff (Rector, Associate Rector, Associate for Ministry Development, Associate for Music and Parish Administrator). These expenses were \$541,415. General Operations and Technology expenses were \$81,528. Church Property/ Building and Grounds expenses were \$83,903. Assessments (Diocesan and Deanery) expenses were \$114,332.

*Parish Life* includes Music, Worship Activities, Community Building and Hospitality. Total costs were \$66,865.

*Formation* includes Children/Family Ministries, Adult Ministries and Mission and Outreach. Total spending was \$29,966.

### **2023 Budget**

*Projected Revenue:* The 2023 Budget includes projected Pledge Revenue (including Offerings and Other Donations) to be \$732,300. This is 7.3% lower when compared with actual results for 2022. Careful consideration was given by the Finance Committee for the current economic uncertainty and on-going effects of the pandemic with regard to migration, giving patterns and church engagement. Projected Facilities Use Revenue is estimated at \$113,623. (a \$21,702 increase over actual in 2022). Investment Income of \$25,000 has been included. Total Income before Expenses is \$870,932 per budget.

*Expenses:* Total expenses are estimated to be \$957,037 with a forecasted deficit of (\$86,105). Earnings from the Jordan Fund will be used to offset the deficit if needed.

In closing, many thanks to the Finance Committee members: Nathan Conable, Marilyn Flood, Terry Kotsatos, Katie Saral, Vimala Tharasayi and the Rev. Phil Brochard and special thanks to our Parish Bookkeeper, Steve Zimmerman. Additional thanks to Maggie Cooke, Kirk Miller, Richard Lynch and Dierdre Nurre and to Melissa Devereaux who has inspired us all with her wisdom, grace and leadership this year as Senior Warden.

Shelley Altura, *Treasurer*

## All Souls Episcopal Parish

## Balance Sheet

As of December 31, 2022

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1-0100 Checking/Savings	0.00
1-0102 Mechanics- Savings	100,000.00
1-0103 Mechanics- Direct Deposit	15,907.01
1-0104 Mechanics- Memorial Fund	12,149.67
1-0105 Mechanics Checking	77,212.60
1-0106 LivingWaters-CapitalCampaign	436,491.22
1-0107 Schwab MM	42,357.00
1-0109 Living Waters - Schwab 3 Month CD	400,000.00
1-0110 Living Waters - Schwab 6 Month CD	400,000.00
<b>Total 1-0100 Checking/Savings</b>	<b>1,484,117.50</b>
1-01111 Vanguard Money Market	130,000.00
1-1150 PayPal	9.59
1-1160 UnDeposited Funds	0.00
1-1170 Clearing Account	0.00
<b>Total Bank Accounts</b>	<b>\$1,614,127.09</b>
Accounts Receivable	
1-1100 SAHA Reimbursement	0.00
1-1110 Staff Housing	2,663.74
<b>Total Accounts Receivable</b>	<b>\$2,663.74</b>
Other Current Assets	
1-0115 Investments	
1-0116 Vanguard	713,610.19
<b>Total 1-0115 Investments</b>	<b>713,610.19</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
1-1250 Prepaid Workers Comp Insurance	1.04
1-1300 Loan to Living Waters Capital Campaign	0.00
<b>Total Other Current Assets</b>	<b>\$715,078.23</b>
<b>Total Current Assets</b>	<b>\$2,331,869.06</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>\$2,870,233.78</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	

# All Souls Episcopal Parish

2022 Annual Report [19]

## Balance Sheet As of December 31, 2022

	TOTAL
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	42,557.11
<b>Total Accounts Payable</b>	<b>\$42,557.11</b>
Credit Cards	
2-1100 Credit Cards	
2-1101 CC-Rector x-5303	0.00
2-1102 CC - Assoc Rector - Maggie	1,191.29
2-1107 CC - Ministry Development	67.93
2-1109 CC-Admin Assist x 6643	2,161.77
<b>Total 2-1100 Credit Cards</b>	<b>3,420.99</b>
<b>Total Credit Cards</b>	<b>\$3,420.99</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	0.12
2-2313 2023 Prepaid Pledge	30,263.64
2-2320 Prepaid Gifts	0.00
2-2330 Prepaid Facility Use Fees	0.00
<b>Total 2-2300 Prepaid Donations</b>	<b>30,263.76</b>
2-2340 SBA/PPP Loan	0.00
2-2350 Schwab - In Transit	39,050.56
<b>Total Other Current Liabilities</b>	<b>\$69,314.32</b>
<b>Total Current Liabilities</b>	<b>\$115,292.42</b>
<b>Total Liabilities</b>	<b>\$115,292.42</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	40,043.20

# All Souls Episcopal Parish

[20] 2022 Annual Report

## Balance Sheet

As of December 31, 2022

	TOTAL
3-2200 Pass Through Non-Charitable	0.00
3-2205 Bldg Use/Event Fees	0.00
3-2206 Bldg Use/Liturgical	125.00
3-2208 Vestry Retreat	367.28
3-2210 Parish Retreat	-1,357.17
3-2212 Camping	-2,138.49
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>2,400.74</b>
<b>Total 3-2000 Pass-Through Funds</b>	<b>42,443.94</b>
3-3100 Vestry Designated Funds	0.00
3-3110 Sabbatical Funds (E2014)	25,695.41
3-3115 Literary Events	600.00
3-3120 Jordan Fund Principle	713,610.19
3-3130 Fixed Assets Fund	469,987.00
3-3140 Property Maintenance Fund	1,183.25
3-3150 Reserve Fund	62,265.91
3-3160 Personnel Search Expenses	0.00
<b>Total 3-3100 Vestry Designated Funds</b>	<b>1,273,341.76</b>
3-5000 Restricted Funds	
3-5010 Arts Project Funds	11,975.33
3-5015 LivingWaters-CapitalCampaign	1,236,491.22
3-5017 Jordan Court Project	1,481.70
3-5020 Children & Youth	624.23
3-5021 Children	1,186.89
3-5022 eScript	2,680.65
3-5023 High School Immersion	133.16
3-5024 Middle School Immersion	651.65
3-5025 Youth/Children/Families	8,402.28
<b>Total 3-5020 Children &amp; Youth</b>	<b>13,678.86</b>
3-5030 Drama	101.41
3-5035 Flower Fund	1.00
3-5040 Key Deposits	165.00
3-5045 LEM Supplies	17.97
3-5050 Memorial Fund	12,149.67
3-5055 Music Funds	
3-5056 Music - General	7,162.78
3-5057 Choir Fund	1,406.11
3-5058 Junior Choir	0.00
<b>Total 3-5055 Music Funds</b>	<b>8,568.89</b>
3-5060 Organ & Instrument Maintenance	0.00

# All Souls Episcopal Parish

2022 Annual Report [21]

## Balance Sheet

As of December 31, 2022

	TOTAL
3-5063 Other	160.00
3-5065 Outreach	23,219.02
3-5070 Parish Hall Floor Fund	1,765.80
3-5071 PHse Accompaniment Project	1,267.07
3-5073 Stephen Ministry	3,663.51
3-5075 Vestment Fund	1,292.53
<b>Total 3-5000 Restricted Funds</b>	<b>1,315,998.98</b>
<b>Total 3-0000 EQUITY</b>	<b>2,631,784.68</b>
3-0001 Opening Balance Equity	-563.70
32000 Unrestricted Net Assets	123,720.38
Net Income	0.00
<b>Total Equity</b>	<b>\$2,754,941.36</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$2,870,233.78</b>

All Souls Episcopal Church  
2022 ACTUAL TO BUDGET

	2022 ACTUAL	2022 BUDGET	DIFFERENCE	% of BUDGET
<b>4-0000 REVENUE</b>				
4-1100 Pledge Payments				
4-1101 Current Pledges	\$633,631.76	\$651,976.00	(\$18,344.24)	97.2%
4-1102 Prior Year Pledges	\$7,301.68	\$5,000.00	\$2,301.68	146.0%
4-1103 Prepaid Pledges Rec'd Last Year	\$65,950.44	\$65,950.44	\$0.00	100.0%
<b>Total 4-1100 Pledge Payments</b>	<b>\$706,883.88</b>	<b>\$722,926.44</b>	<b>(\$16,042.56)</b>	<b>97.8%</b>
4-1300 Plate Offerings				
4-1301 Offering of Record	\$35,665.00	\$27,000.00	\$8,665.00	132.1%
4-1302 Loose Offering	\$14,529.71	\$13,000.00	\$1,529.71	111.8%
<b>Total 4-1300 Plate Offerings</b>	<b>\$50,194.71</b>	<b>\$40,000.00</b>	<b>\$10,194.71</b>	<b>125.5%</b>
4-1400 Other Donations				
4-1401 Special Gifts	\$20,000.00	\$0.00	\$20,000.00	
4-1402 Special Days	\$3,021.00	\$3,700.00	(\$679.00)	81.6%
4-1404 Other Gifts	\$10,000.00	\$15,000.00	(\$5,000.00)	66.7%
<b>Total 4-1400 Other Donations</b>	<b>\$33,021.00</b>	<b>\$18,700.00</b>	<b>\$14,321.00</b>	<b>176.6%</b>
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	\$77,542.50	\$73,072.00	\$4,470.50	106.1%
4-1502 Other Renters	\$4,087.50	\$1,000.00	\$3,087.50	408.8%
4-1503 Staff Housing	\$10,300.00	\$0.00	\$10,300.00	
<b>Total 4-1500 Facilities Use</b>	<b>\$91,930.00</b>	<b>\$74,072.00</b>	<b>\$17,858.00</b>	<b>124.1%</b>
4-3000 Other Operating Income				
4-3001 Interest Income	\$973.96	\$0.00	\$973.96	
4-3003 Investment Income	\$0.00	\$0.00	\$0.00	
4-3004 All Souls Jordan Housing	\$0.00	\$0.00	\$0.00	
4-3009 Misc Income	\$32.60	\$5,000.00	(\$4,967.40)	0.7%
<b>Total 4-3000 Other Operating Income</b>	<b>\$1,006.56</b>	<b>\$5,000.00</b>	<b>(\$3,993.44)</b>	<b>20.1%</b>
<b>Total 4-0000 REVENUE</b>	<b>\$883,036.15</b>	<b>\$860,698.44</b>	<b>\$22,337.71</b>	<b>102.6%</b>
<b>6-0000 STEWARDSHIP EXPENSES</b>				
<b>6-2000 Personnel Salaries &amp; Benefits</b>				
6-2101 Rector				
6-2102 Rector Salary & Housing	\$140,517.36	\$140,517.12	\$0.24	100.0%
6-2103 Rector Benefits	\$41,572.92	\$41,572.92	\$0.00	100.0%
6-2104 Rector Pension	\$25,293.12	\$25,293.13	(\$0.01)	100.0%
<b>Total 6-2101 Rector</b>	<b>\$207,383.40</b>	<b>\$207,383.17</b>	<b>\$0.23</b>	<b>100.0%</b>
6-2201 Assoc Rector				
6-2202 Assoc Rector Salary	\$90,433.93	\$94,366.08	(\$3,932.15)	95.8%
6-2203 Assoc Rector Benefits	\$489.72	\$848.31	(\$358.59)	57.7%
6-2204 Assoc Rector Pension	\$16,985.88	\$16,985.89	(\$0.01)	100.0%
<b>Total 6-2201 Assoc Rector</b>	<b>\$107,909.53</b>	<b>\$112,200.28</b>	<b>(\$4,290.75)</b>	<b>96.2%</b>
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	\$33,553.44	\$33,557.17	(\$3.73)	100.0%
6-2303 Parish Admin Benefits	\$467.05	\$464.11	\$2.94	100.6%
6-2304 Parish Admin Pension	\$1,677.72	\$1,677.86	(\$0.14)	100.0%
6-2305 Parish Admin Pension Match	\$671.04	\$1,342.29	(\$671.25)	50.0%
<b>Total 6-2301 Parish Administrator</b>	<b>\$36,369.25</b>	<b>\$37,041.43</b>	<b>(\$672.18)</b>	<b>98.2%</b>



All Souls Episcopal Church  
2022 ACTUAL TO BUDGET

	2022 ACTUAL	2022 BUDGET	DIFFERENCE	% of BUDGET
6-2401 Associate for Music				
6-2402 Assoc Music Salary	\$55,745.09	\$49,207.08	\$6,538.01	113.3%
6-2403 Assoc Music Benefits	\$13,803.85	\$13,527.64	\$276.21	102.0%
6-2404 Assoc Music Pension	\$2,787.24	\$2,460.35	\$326.89	113.3%
6-2405 Assoc Music Pension Match	\$1,409.79	\$1,968.28	(\$558.49)	71.6%
<b>Total 6-2401 Associate for Music</b>	<b>\$73,745.97</b>	<b>\$67,163.35</b>	<b>\$6,582.62</b>	<b>109.8%</b>
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	\$99,446.16	\$99,446.26	(\$0.10)	100.0%
6-2603 Assoc Ministry Dev Benefits	\$1,321.02	\$947.17	\$373.85	139.5%
6-2604 Assoc Ministry Dev Pension	\$4,972.32	\$4,972.31	\$0.01	100.0%
6-2605 Assoc Ministry Dev Pens Match	\$3,977.88	\$3,977.85	\$0.03	100.0%
<b>Total 6-2601 Assoc Ministry Development</b>	<b>\$109,717.38</b>	<b>\$109,343.59</b>	<b>\$373.79</b>	<b>100.3%</b>
6-2709 Sabbatical Set-Aside	\$6,288.97	\$6,288.97	\$0.00	100.0%
<b>Total 6-2000 Personnel Salaries &amp; Benefits</b>	<b>\$541,414.50</b>	<b>\$539,420.79</b>	<b>\$1,993.71</b>	<b>100.4%</b>
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	\$19,118.31	\$18,909.46	\$208.85	101.1%
6-2552 Worker's Compensation	\$1,836.96	\$1,500.00	\$336.96	122.5%
6-2553 Payroll Processing	\$1,785.00	\$2,016.00	(\$231.00)	88.5%
<b>Total 6-2550 Employer Expenses</b>	<b>\$22,740.27</b>	<b>\$22,425.46</b>	<b>\$314.81</b>	<b>101.4%</b>
6-2560 Professional Allowances				
6-2561 Rector Allowances	\$2,617.68	\$2,500.00	\$117.68	104.7%
6-2562 Assoc Rector Allowances	\$993.59	\$2,000.00	(\$1,006.41)	49.7%
6-2564 Assoc Music Allowances	\$277.78	\$500.00	(\$222.22)	55.6%
6-2566 Assoc Min Dev Allowance	\$2,056.67	\$1,000.00	\$1,056.67	205.7%
<b>Total 6-2560 Professional Allowances</b>	<b>\$5,945.72</b>	<b>\$6,000.00</b>	<b>(\$54.28)</b>	<b>99.1%</b>
6-3000 General Operations				
6-3100 Parish Administration				
6-3101 Office Machines	\$9,520.21	\$9,000.00	\$520.21	105.8%
6-3102 Office Supplies	\$4,141.13	\$5,000.00	(\$858.87)	82.8%
6-3103 Postage & Mailings	\$385.57	\$600.00	(\$214.43)	64.3%
6-3105 Communications	\$2,893.72	\$1,750.00	\$1,143.72	165.4%
<b>Total 6-3100 Parish Administration</b>	<b>\$16,940.63</b>	<b>\$16,350.00</b>	<b>\$590.63</b>	<b>103.6%</b>
6-3200 Information Technology				
6-3201 IT Services	\$94.80	\$500.00	(\$405.20)	19.0%
6-3203 Software	\$3,907.31	\$2,000.00	\$1,907.31	195.4%
6-3205 Hardware	\$1,026.73	\$1,000.00	\$26.73	102.7%
<b>Total 6-3200 Information Technology</b>	<b>\$5,028.84</b>	<b>\$3,500.00</b>	<b>\$1,528.84</b>	<b>143.7%</b>
6-3300 Other Operations				
6-3301 Safe Church	\$230.64	\$200.00	\$30.64	115.3%
6-3302 Archivist	\$0.00	\$500.00	(\$500.00)	0.0%
6-3303 Stewardship	\$491.56	\$1,750.00	(\$1,258.44)	28.1%
6-3304 Congregational Development	\$0.00	\$1,800.00	(\$1,800.00)	0.0%
6-3305 Recruitment Expenses	\$0.00	\$0.00	\$0.00	
<b>Total 6-3300 Other Operations</b>	<b>\$722.20</b>	<b>\$4,250.00</b>	<b>(\$3,527.80)</b>	<b>17.0%</b>

All Souls Episcopal Church  
2022 ACTUAL TO BUDGET

	2022 ACTUAL	2022 BUDGET	DIFFERENCE	% of BUDGET
6-3400 Finance & Corporate				
6-3401 Insurance	\$12,460.50	\$11,500.00	\$960.50	108.4%
6-3402 County & State Assessments	\$1,927.46	\$2,800.00	(\$872.54)	68.8%
6-3403 Bank Fees	\$25.43	\$70.00	(\$44.57)	36.3%
6-3405 3rd Party Processing Fees	\$1,125.74	\$1,000.00	\$125.74	112.6%
6-3406 Bookkeeper	\$14,110.00	\$10,400.00	\$3,710.00	135.7%
6-3407 Audit	\$0.00	\$500.00	(\$500.00)	0.0%
6-3409 Accounting Office Exp	\$501.61	\$300.00	\$201.61	167.2%
<b>Total 6-3400 Finance &amp; Corporate</b>	<b>\$30,150.74</b>	<b>\$26,570.00</b>	<b>\$3,580.74</b>	<b>113.5%</b>
<b>Total 6-3000 General Operations</b>	<b>\$52,842.41</b>	<b>\$50,670.00</b>	<b>\$2,172.41</b>	<b>104.3%</b>
6-3500 Church Property				
6-3501 Buildings & Grounds				
6-3502 Supplies	\$3,966.74	\$3,000.00	\$966.74	132.2%
6-3503 Kitchen Supplies	\$2,380.65	\$1,000.00	\$1,380.65	238.1%
6-3505 Repairs & Maintenance	\$4,726.06	\$4,000.00	\$726.06	118.2%
6-3506 Janitorial Service	\$14,228.00	\$13,720.42	\$507.58	103.7%
6-3507 Garden Work	\$1,800.00	\$2,360.00	(\$560.00)	76.3%
6-3509 Miscellaneous	\$279.72	\$150.00	\$129.72	186.5%
6-3510 Security	\$1,470.47	\$1,440.00	\$30.47	102.1%
<b>Total 6-3501 Buildings &amp; Grounds</b>	<b>\$28,851.64</b>	<b>\$25,670.42</b>	<b>\$3,181.22</b>	<b>112.4%</b>
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	(\$1,146.01)	\$180.00	(\$1,326.01)	-636.7%
6-3601G Gas - Church	\$3,762.15	\$1,400.00	\$2,362.15	268.7%
<b>Total 6-3601 Energy</b>	<b>\$2,616.14</b>	<b>\$1,580.00</b>	<b>\$1,036.14</b>	<b>165.6%</b>
6-3602 Water - Church	\$3,367.87	\$3,880.00	(\$512.13)	86.8%
6-3603 Refuse/Recycle - Church	\$4,623.89	\$4,500.00	\$123.89	102.8%
6-3604 Telecommuncations	\$5,146.51	\$5,506.00	(\$359.49)	93.5%
6-3605 Jordan Court Utilities				
6-3606 Electricity & Gas	\$95.48	\$7,500.00	(\$7,404.52)	1.3%
6-3607 Water & Sewer	\$1,350.00	\$2,500.00	(\$1,150.00)	54.0%
6-3609 Common Area Maintenance	\$9,000.00	\$12,000.00	(\$3,000.00)	75.0%
6-3604 Jordan Court Utilities	\$10,445.48	\$22,000.00	(\$11,554.52)	47.5%
<b>Total 6-3600 Utilities</b>	<b>\$26,199.89</b>	<b>\$37,466.00</b>	<b>(\$11,266.11)</b>	<b>69.9%</b>
<b>Total 6-3500 Church Property</b>	<b>\$55,051.53</b>	<b>\$63,136.42</b>	<b>(\$8,084.89)</b>	<b>87.2%</b>
6-3700 Assessments				
6-3701 Diocese	\$113,932.00	\$122,583.00	(\$8,651.00)	92.9%
6-3702 · Deanery	\$400.00	\$700.00	(\$300.00)	57.1%
<b>Total 6-3500 Assessments</b>	<b>\$114,332.00</b>	<b>\$123,283.00</b>	<b>(\$8,951.00)</b>	<b>92.7%</b>
<b>Total 6-0000 STEWARDSHIP EXPENSES</b>	<b>\$792,326.43</b>	<b>\$804,935.67</b>	<b>(\$12,609.24)</b>	<b>98.4%</b>
6-4000 PARISH LIFE				
6-4100 Music				
6-4101 Sheet Music & Permissions	\$980.78	\$1,350.00	(\$369.22)	72.7%
6-4102 Instrument Maint/Rental	\$3,922.50	\$3,500.00	\$422.50	112.1%
6-4103 Choir Section Leader/Cantor	\$15,210.57	\$17,720.75	(\$2,510.18)	85.8%
6-4104 Trumpet Musician	\$8,550.00	\$8,690.75	(\$140.75)	98.4%

All Souls Episcopal Church  
2022 ACTUAL TO BUDGET

2022 Annual Report [25]

	2022			% of
	ACTUAL	2022 BUDGET	DIFFERENCE	BUDGET
6-4105 Supply Accompanist	\$1,350.00	\$3,000.00	(\$1,650.00)	45.0%
6-4106 Artists	\$3,750.00	\$3,500.00	\$250.00	107.1%
6-4107 Sunday Night Musicians	\$11,500.00	\$12,000.00	(\$500.00)	95.8%
<b>Total 6-4100 Music</b>	<b>\$45,263.85</b>	<b>\$49,761.50</b>	<b>(\$4,497.65)</b>	<b>91.0%</b>
6-4200 Worship Activities				
6-4201 Sacristans-Flowers	\$1,114.49	\$500.00	\$614.49	222.9%
6-4202 Sacristans Altar Supply	\$2,224.25	\$4,000.00	(\$1,775.75)	55.6%
6-4203 Acolytes	\$0.00	\$300.00	(\$300.00)	0.0%
6-4205 Arts at All Souls	\$200.00	\$200.00	\$0.00	100.0%
<b>Total 6-4200 Worship Activities</b>	<b>\$3,538.74</b>	<b>\$5,000.00</b>	<b>(\$1,461.26)</b>	<b>70.8%</b>
6-4300 Community Building				
6-4301 Greeters/Newcomers	\$12.36	\$100.00	(\$87.64)	12.4%
6-4302 Evangelism	\$437.16	\$200.00	\$237.16	218.6%
6-4303 Retreat Scholarships	\$500.00	\$500.00	\$0.00	100.0%
6-4304 Parish Retreat	\$500.00	\$500.00	\$0.00	100.0%
6-4305 Continuing the Feast	\$0.00	\$100.00	(\$100.00)	0.0%
6-4306 Dinners/Picnics	\$448.90	\$1,000.00	(\$551.10)	44.9%
6-4307 Literary Events	\$0.00	\$500.00	(\$500.00)	0.0%
<b>Total 6-4300 Community Building</b>	<b>\$1,898.42</b>	<b>\$2,900.00</b>	<b>(\$1,001.58)</b>	<b>65.5%</b>
6-4400 Hospitality				
6-4401 Hospitality-Sunday	\$2,100.42	\$2,000.00	\$100.42	105.0%
6-4402 Hospitality-Special Days	\$313.01	\$300.00	\$13.01	104.3%
6-4403 Sexton	\$13,750.41	\$13,720.42	\$29.99	100.2%
<b>Total 6-4400 Hospitality</b>	<b>\$16,163.84</b>	<b>\$16,020.42</b>	<b>\$143.42</b>	<b>100.9%</b>
<b>Total 6-4000 PARISH LIFE</b>	<b>\$66,864.85</b>	<b>\$73,681.92</b>	<b>(\$6,817.07)</b>	<b>90.7%</b>
6-5000 FORMATION				
6-5100 Children/Family				
6-5101 Children's Programs	\$1,574.10	\$3,000.00	(\$1,425.90)	52.5%
6-5102 Family Ministry	\$2,392.69	\$4,150.00	(\$1,757.31)	57.7%
6-5103 Nursery Attendants (incl subs)	\$0.00	\$0.00	\$0.00	
6-5104 Other Childcare (Programs)	\$675.96	\$1,000.00	(\$324.04)	67.6%
<b>Total 6-5100 Children/Family</b>	<b>\$4,642.75</b>	<b>\$8,150.00</b>	<b>(\$3,507.25)</b>	<b>57.0%</b>
6-5200 Youth Ministries				
6-5201 Sunday School	\$308.40	\$400.00	(\$91.60)	77.1%
6-5202 Youth Group	\$3,457.94	\$2,600.00	\$857.94	133.0%
6-5203 Youth-Parish Retreat	\$853.00	\$750.00	\$103.00	113.7%
<b>Total 6-5200 Youth Ministries</b>	<b>\$4,619.34</b>	<b>\$3,750.00</b>	<b>\$869.34</b>	<b>123.2%</b>
6-5300 Adult Ministries				
6-5301 Adult Formation	\$1,316.08	\$1,000.00	\$316.08	131.6%
6-5302 Stephen Ministry	\$625.00	\$625.00	\$0.00	100.0%
6-5303 Young Adult Ministry	\$0.00	\$1,200.00	(\$1,200.00)	0.0%
6-5304 Small Groups	\$33.31	\$200.00	(\$166.69)	16.7%
6-5305 Vocations	\$0.00	\$1,200.00	(\$1,200.00)	0.0%
<b>Total 6-5300 Adult Ministries</b>	<b>\$1,974.39</b>	<b>\$4,225.00</b>	<b>(\$2,250.61)</b>	<b>46.7%</b>

All Souls Episcopal Church  
2022 ACTUAL TO BUDGET

	2022 ACTUAL	2022 BUDGET	DIFFERENCE	% of BUDGET
6-5400 Mission & Outreach				
6-5401 Peace and Justice	\$4,000.00	\$4,000.00	\$0.00	100.0%
6-5402 Open Door Dinners	\$7,629.54	\$8,000.00	(\$370.46)	95.4%
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%
<b>Total 6-5400 Mission &amp; Outreach</b>	<b>\$18,729.54</b>	<b>\$19,100.00</b>	<b>(\$370.46)</b>	<b>98.1%</b>
<b>Total 6-5000 FORMATION</b>	<b>\$29,966.02</b>	<b>\$35,225.00</b>	<b>(\$5,258.98)</b>	<b>85.1%</b>
6-9001 Suspense	\$343.55	\$0.00	\$343.55	
<b>TOTAL EXPENSES</b>	<b>\$889,500.85</b>	<b>\$913,842.59</b>	<b>(\$24,341.74)</b>	<b>97.3%</b>
<b>Surplus (Deficit)</b>	<b>(\$6,464.70)</b>	<b>(\$53,144.15)</b>	<b>\$46,679.45</b>	<b>12.2%</b>
<b>OTHER REVENUE</b>				
7-5000 Use of Reserve Funds	\$6,464.70	\$0.00	\$6,464.70	
<b>NET INCOME</b>	<b>\$0.00</b>	<b>(\$53,144.15)</b>	<b>\$53,144.15</b>	

**ALL SOULS EPISCOPAL PARISH**  
**2023 BUDGET**

	2023 Budget	2022 Budget	Difference	% Change
<b>Income</b>				
<b>4-0000 INCOME</b>				
4-1100 Pledge Payments				
4-1101 Current Pledges	\$675,000.00	\$651,976.00	23,024.00	3.53%
4-1102 Prior Year Pledges	\$5,000.00	\$5,000.00	-	0.00%
4-1103 Prepaid Pledges Rec'd PreviousYear	\$0.00	\$65,950.50	(65,950.50)	-100.00%
<b>Total 4-1100 Pledge Payments</b>	<b>\$680,000.00</b>	<b>\$722,926.50</b>	<b>(42,926.50)</b>	<b>-5.94%</b>
<b>4-1300 Plate Offerings</b>				
<b>4-1301 Offering of Record</b>	\$27,000.00	\$27,000.00	-	0.00%
<b>4-1302 Loose Offering</b>	\$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>0.00%</b>
4-1400 Other Donations				
4-1401 Special Gifts		\$0.00	-	
4-1402 Special Days	\$2,300.00	\$3,700.00	(1,400.00)	-37.84%
4-1404 Other Gifts	\$10,000.00	\$15,000.00	(5,000.00)	-33.33%
<b>Total 4-1400 Other Donations</b>	<b>\$12,300.00</b>	<b>\$18,700.00</b>	<b>(6,400.00)</b>	<b>-34.22%</b>
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	\$79,100.00	\$73,072.00	6,028.00	8.25%
4-1502 Other Renters	\$3,000.00	\$1,000.00	2,000.00	200.00%
<b>Total 4-1500 Facilities Use</b>	<b>\$82,100.00</b>	<b>\$74,072.00</b>	<b>8,028.00</b>	<b>10.84%</b>
4-3000 Other Operating Income				
4-3001 Interest Income	\$0.00	\$0.00	-	
4-3003 Investment Income	\$25,000.00	\$0.00	25,000.00	
4-3004 All Souls Jordan Housing	\$31,532.00	\$0.00	31,532.00	
4-3009 Misc Income	\$0.00	\$5,000.00	(5,000.00)	-100.00%
<b>Total 4-3000 Other Operating Income</b>	<b>\$56,532.00</b>	<b>\$5,000.00</b>	<b>51,532.00</b>	<b>1030.64%</b>
<b>Total 4-0000 INCOME</b>	<b>\$870,932.00</b>	<b>\$860,698.50</b>	<b>\$ 10,233.50</b>	<b>1.19%</b>

**Expenses****6-0000 STEWARDSHIP EXPENSES**

## 6-2000 Personnel Salaries &amp; Benefits

## 6-2101 Rector

6-2102 Rector Salary &amp; Housing

6-2103 Rector Benefits

6-2104 Rector Pension

**Total 6-2101 Rector**

## 6-2201 Assoc Rector

6-2202 Assoc Rector Salary

6-2203 Assoc Rector Benefits

6-2204 Assoc Rector Pension

**Total 6-2201 Assoc Rector**

\$150,072.57	\$140,517.12	9,555.45	6.80%
\$43,178.52	\$41,572.92	1,605.60	3.86%
\$27,013.06	\$25,293.13	1,719.93	6.80%
<b>\$220,264.15</b>	<b>\$207,383.17</b>	<b>12,880.98</b>	<b>6.21%</b>
\$100,782.97	\$94,366.08	6,416.89	6.80%
\$201.72	\$848.31	(646.59)	-76.22%
\$18,140.94	\$16,985.89	1,155.05	6.80%
<b>\$119,125.63</b>	<b>\$112,200.28</b>	<b>6,925.35</b>	<b>6.17%</b>

	2023 Budget	2022 Budget	Difference	% Change
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	\$35,839.06	\$33,557.17	2,281.89	6.80%
6-2303 Parish Admin Benefits	\$492.40	\$464.11	28.29	6.10%
6-2304 Parish Admin Pension	\$1,791.95	\$1,677.86	114.09	6.80%
6-2305 Parish Admin Pension Match	\$716.78	\$1,342.29	(625.51)	-46.60%
<b>Total 6-2301 Parish Administrator</b>	<b>\$38,840.19</b>	<b>\$37,041.43</b>	<b>1,798.76</b>	<b>4.86%</b>
6-2401 Associate for Music				
6-2402 Assoc Music Salary	\$52,553.16	\$49,207.08	3,346.08	6.80%
6-2403 Assoc Music Benefits	\$14,062.71	\$13,527.64	535.07	3.96%
6-2404 Assoc Music Pension	\$2,627.66	\$2,460.35	167.31	6.80%
6-2405 Assoc Music Pension Match	\$0.00	\$1,968.28	(1,968.28)	-100.00%
<b>Total 6-2401 Associate for Music</b>	<b>\$69,243.53</b>	<b>\$67,163.36</b>	<b>2,080.17</b>	<b>3.10%</b>
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	\$105,039.87	\$99,446.26	5,593.61	5.62%
6-2603 Assoc Ministry Dev Benefits	\$1,372.05	\$947.17	424.88	44.86%
6-2604 Assoc Ministry Dev Pension	\$5,251.99	\$4,972.31	279.68	5.62%
6-2605 Assoc Ministry Dev Pens Match	\$4,201.59	\$3,977.85	223.74	5.62%
<b>Total 6-2601 Assoc Ministry Development</b>	<b>\$115,865.50</b>	<b>\$109,343.59</b>	<b>6,521.91</b>	<b>5.96%</b>
6-2709 Sabbatical Set-Aside	\$2,984.01	\$6,288.97	(3,304.96)	-52.55%
6-2709 Vacation Accrual	\$5,238.00	\$0.00	5,238.00	
<b>Total 6-2000 Personnel Salaries &amp; Benefits</b>	<b>\$571,561.01</b>	<b>\$539,420.80</b>	<b>\$ 32,140.21</b>	<b>5.96%</b>
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	\$20,260.44	\$18,909.46	1,350.98	7.14%
6-2552 Worker's Compensation	\$1,800.00	\$1,500.00	300.00	20.00%
6-2553 Payroll Processing	\$1,848.00	\$2,016.00	(168.00)	-8.33%
6-2554 Staff Bonuses	\$0.00	\$0.00	-	
<b>Total 6-2550 Employer Expenses</b>	<b>\$23,908.44</b>	<b>\$22,425.46</b>	<b>1,482.98</b>	<b>6.61%</b>
6-2560 Professional Allowances				
6-2561 Rector Allowances	\$3,000.00	\$2,500.00	500.00	20.00%
6-2562 Assoc Rector Allowances	\$2,000.00	\$2,000.00	-	0.00%
6-2564 Assoc Music Allowances	\$500.00	\$500.00	-	0.00%
6-2566 Assoc Min Dev Allowance	\$1,900.00	\$1,000.00	900.00	90.00%
<b>Total 6-2560 Professional Allowances</b>	<b>\$7,400.00</b>	<b>\$6,000.00</b>	<b>1,400.00</b>	<b>23.33%</b>
<b>6-3000 General Operations</b>				
6-3100 Parish Administration				
6-3101 Office Machines	\$9,540.00	\$9,000.00	540.00	6.00%
6-3102 Office Supplies	\$5,000.00	\$5,000.00	-	0.00%
6-3103 Postage & Mailings	\$600.00	\$600.00	-	0.00%
6-3105 Communications	\$2,000.00	\$1,750.00	250.00	14.29%
<b>Total 6-3100 Parish Administration</b>	<b>\$17,140.00</b>	<b>\$16,350.00</b>	<b>790.00</b>	<b>4.83%</b>
6-3200 Information Technology				
6-3201 IT Services	\$500.00	\$500.00	-	0.00%
6-3203 Software	\$3,876.00	\$2,000.00	1,876.00	93.80%
6-3205 Hardware	\$2,000.00	\$1,000.00	1,000.00	100.00%
<b>Total 6-3200 Information Technology</b>	<b>\$6,376.00</b>	<b>\$3,500.00</b>	<b>2,876.00</b>	<b>82.17%</b>

	2023 Budget	2022 Budget	Difference	% Change
6-3300 Other Operations				
6-3301 Safe Church	\$100.00	\$200.00	(100.00)	-50.00%
6-3302 Archivist	\$500.00	\$500.00	-	0.00%
6-3303 Stewardship	\$1,600.00	\$1,750.00	(150.00)	-8.57%
6-3304 Congregational Development	\$0.00	\$1,800.00	(1,800.00)	-100.00%
6-3305 Recruitment Expenses	\$0.00	\$0.00	-	
Total 6-3300 Other Operations	\$2,200.00	\$4,250.00	(2,050.00)	-48.24%
6-3400 Finance & Corporate				
6-3401 Insurance	\$12,400.00	\$11,500.00	900.00	7.83%
6-3402 County & State Assessments	\$2,800.00	\$2,800.00	-	0.00%
6-3403 Bank Fees	\$50.00	\$70.00	(20.00)	-28.57%
6-3405 3rd Party Processing Fees	\$1,000.00	\$1,000.00	-	0.00%
6-3406 Bookkeeper	\$13,328.64	\$10,400.00	2,928.64	28.16%
6-3407 Audit	\$0.00	\$500.00	(500.00)	-100.00%
6-3409 Accounting Office Exp	\$500.00	\$300.00	200.00	66.67%
Total 6-3400 Finance & Corporate	\$30,078.64	\$26,570.00	3,508.64	13.21%
Total 6-3000 General Operations	\$87,103.08	\$79,095.46	\$ 8,007.62	10.12%
6-3500 Church Property				
6-3501 Buildings & Grounds				
6-3502 Supplies	\$3,000.00	\$3,000.00	-	0.00%
6-3503 Kitchen Supplies	\$1,500.00	\$1,000.00	500.00	50.00%
6-3505 Repairs & Maintenance	\$4,000.00	\$4,000.00	-	0.00%
6-3506 Janitorial Service	\$14,200.00	\$13,720.00	480.00	3.50%
6-3507 Garden Work	\$1,072.00	\$2,360.00	(1,288.00)	-54.58%
6-3509 Miscellaneous	\$0.00	\$150.00	(150.00)	-100.00%
6-3510 Security	\$1,537.92	\$1,440.00	97.92	6.80%
Total 6-3501 Buildings & Grounds	\$25,309.92	\$25,670.00	(360.08)	-1.40%
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	\$120.00	\$180.00	(60.00)	-33.33%
6-3601G Gas - Church	\$4,350.00	\$1,400.00	2,950.00	210.71%
Total 6-3601 Energy	\$4,470.00	\$1,580.00	2,890.00	182.91%
6-3602 Water - Church	\$4,100.00	\$3,880.00	220.00	5.67%
6-3603 Refuse/Recycle - Church	\$5,740.00	\$4,500.00	1,240.00	27.56%
6-3604 Telecommunications	\$5,700.00	\$5,506.00	194.00	3.52%
6-3605 Jordan Court Utilities				
6-3606 · Electricity & Gas - Jordan Court	\$480.00	\$7,500.00	(7,020.00)	-93.60%
6-3607 · Water & Sewer - Jordan Court	\$2,750.00	\$2,500.00	250.00	10.00%
6-3609 · Common Area Maintenance (CAM)	\$13,200.00	\$12,000.00	1,200.00	10.00%
Total 6-3605 Jordan Court Utilities	\$16,430.00	\$22,000.00	(5,570.00)	-25.32%
<b>Total 6-3600 Utilities</b>	<b>\$36,440.00</b>	<b>\$37,466.00</b>	<b>(1,026.00)</b>	<b>-2.74%</b>
Total 6-3500 Church Property	\$61,749.92	\$63,136.00	\$ (1,386.08)	-2.20%

	2023 Budget	2022 Budget	Difference	% Change
6-3700 Assessments				
6-3701 Diocese	\$126,579.00	\$122,583.00	3,996.00	3.26%
6-3702 · Deanery	\$700.00	\$700.00	-	0.00%
<b>Total 6-3500 Assessments</b>	<b>\$127,279.00</b>	<b>\$123,283.00</b>	<b>3,996.00</b>	<b>3.24%</b>
Total 6-0000 STEWARDSHIP EXPENSES	\$847,693.01	\$804,935.26	\$ 42,757.75	5.31%
6-4000 PARISH LIFE				
6-4100 Music				
6-4101 Sheet Music & Permissions	\$1,350.00	\$1,350.00	-	0.00%
6-4102 Instrument Maint/Rental	\$3,500.00	\$3,500.00	-	0.00%
6-4103 Choir Section Leader/Cantor	\$18,198.72	\$17,720.75	477.97	2.70%
6-4104 Trumpet Musician	\$9,291.60	\$8,690.75	600.85	6.91%
6-4105 Supply Accompanist	\$3,000.00	\$3,000.00	-	0.00%
6-4106 Artists	\$1,750.00	\$3,500.00	(1,750.00)	-50.00%
6-4107 Sunday Night Musicians	\$14,400.00	\$12,000.00	2,400.00	20.00%
<b>Total 6-4100 Music</b>	<b>\$51,490.32</b>	<b>\$49,761.50</b>	<b>1,728.82</b>	<b>3.47%</b>
6-4200 Worship Activities				
6-4201 Sacristans-Flowers	\$250.00	\$500.00	(250.00)	-50.00%
6-4202 Sacristans Altar Supply	\$3,500.00	\$4,000.00	(500.00)	-12.50%
6-4203 Acolytes	\$300.00	\$300.00	-	0.00%
6-4205 Arts at All Souls	\$400.00	\$200.00	200.00	100.00%
<b>Total 6-4200 Worship Activities</b>	<b>\$4,450.00</b>	<b>\$5,000.00</b>	<b>(550.00)</b>	<b>-11.00%</b>
6-4300 Community Building				
6-4301 Greeters/Newcomers	\$100.00	\$100.00	-	0.00%
6-4302 Evangelism	\$400.00	\$200.00	200.00	100.00%
6-4303 Retreat Scholarships	\$600.00	\$500.00	100.00	20.00%
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>\$3,200.00</b>	<b>\$2,900.00</b>	<b>300.00</b>	<b>10.34%</b>
6-4400 Hospitality				
6-4401 Hospitality-Sunday	\$2,300.00	\$2,000.00	300.00	15.00%
6-4402 Hospitality-Special Days	\$400.00	\$300.00	100.00	33.33%
6-4403 Sexton	\$14,653.41	\$13,720.42	932.99	6.80%
<b>Total 6-4400 Hospitality</b>	<b>\$17,353.41</b>	<b>\$16,020.42</b>	<b>1,332.99</b>	<b>8.32%</b>
<b>Total 6-4000 PARISH LIFE</b>	<b>\$76,493.73</b>	<b>\$73,681.92</b>	<b>\$ 2,811.81</b>	<b>3.82%</b>
6-5000 FORMATION				
6-5100 Children/Family				
6-5101 Children's Programs	\$2,500.00	\$3,000.00	(500.00)	-16.67%
6-5102 Family Ministry	\$3,000.00	\$4,150.00	(1,150.00)	-27.71%
6-5103 Nursery Attendants	\$0.00	\$0.00	-	
6-5104 Other Childcare (Programs)	\$1,000.00	\$1,000.00	-	0.00%
<b>Total 6-5100 Children/Family</b>	<b>\$6,500.00</b>	<b>\$8,150.00</b>	<b>(1,650.00)</b>	<b>-20.25%</b>



	2023 Budget	2022 Budget	Difference	% Change
6-5200 Youth Ministries				
6-5201 Sunday School	\$600.00	\$400.00	200.00	50.00%
6-5202 Youth Group	\$2,500.00	\$2,600.00	(100.00)	-3.85%
6-5203 Youth-Parish Retreat	\$750.00	\$750.00	-	0.00%
<b>Total 6-5200 Youth Ministries</b>	<b>\$3,850.00</b>	<b>\$3,750.00</b>	<b>100.00</b>	<b>2.67%</b>
6-5300 Adult Ministries				
6-5301 Adult Formation	\$1,100.00	\$1,000.00	100.00	10.00%
6-5302 Stephen Ministry	\$1,000.00	\$625.00	375.00	60.00%
6-5303? Young Adult Ministry	\$1,000.00	\$1,200.00	(200.00)	-16.67%
6-5304 Small Groups	\$100.00	\$200.00	(100.00)	-50.00%
6-5305 Vocations	\$1,200.00	\$1,200.00	-	0.00%
6-5307 EFM	\$0.00	\$0.00	-	
<b>Total 6-5300 Adult Ministries</b>	<b>\$4,400.00</b>	<b>\$4,225.00</b>	<b>175.00</b>	<b>4.14%</b>
6-5400 Mission & Outreach				
6-5401 Peace and Justice	\$4,000.00	\$4,000.00	-	0.00%
6-5402 Open Door Dinners	\$9,000.00	\$8,000.00	1,000.00	12.50%
6-5403 Foster Youth Ministry	\$500.00	\$2,500.00	(2,000.00)	-80.00%
6-5406 CDSP	\$3,500.00	\$3,500.00	-	0.00%
6-5408 Climate Change Action Group	\$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>\$18,100.00</b>	<b>\$19,100.00</b>	<b>(1,000.00)</b>	<b>-5.24%</b>
<b>Total 6-5000 FORMATION</b>	<b>\$32,850.00</b>	<b>\$35,225.00</b>	<b>\$ (2,375.00)</b>	<b>-6.74%</b>
<b>TOTAL EXPENSES</b>	<b>\$957,036.74</b>	<b>\$913,842.18</b>	<b>\$ 43,194.56</b>	<b>4.73%</b>
<b>SURPLUS / (DEFICIT)</b>	<b>(\$86,104.74)</b>	<b>(\$53,143.68)</b>	<b>\$ (32,961.06)</b>	<b>62.02%</b>

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## REPORT OF THE TECH TEAM

2022 was a transformational and exciting year for the tech and streaming team!

Streaming video moved from the center of the church in our Covid configuration to the normal pews on Holy Saturday. By June, the new wired and wireless network (see below) let us have a permanent configuration. We were blessed with a custom raised platform so that we see over the heads of parishioners and provide a quality streaming service.

The team of three techs (Jim, Scott, and myself) streamed every Sunday 11:15 service as well as all of Holy Week, Christmas Eve, and a few funerals in 2022.

The church network was significantly upgraded this year. The ethernet to the streaming platform at the back of the church is now permanent, so there are not any wires going across the church. Most people don't know that we ran a wire out a south window into the church office for each streaming service and removed it for each streaming service. It was great to be done with that, and we're sure that parishioners do not miss the tripping hazard. We also installed two wireless networks in the church. One is available to all parishioners for streaming and is called "AllSoulsParish" which operates in the parish hall and undercroft, as well as being available in the courtyard and the labyrinth; the password for this is "allsoulsaremine". There is also a private video network that lets us run remote cameras on the choir.

When the church office relocated to Jordan Court, a new network was installed there and the phone service was relocated. There is now a new network covering the church office and both All Souls apartments in Jordan Court.

Thank you all for your patience as we made this transition.

—Charlie Myers

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## REPORT OF THE ACOLYTE PROGRAM

The Acolyte program is beginning to come back to life after being suspended due to Covid, and is being led by Kate Sigford and Jill Anderson. On May 22, 2022, we held a training and 9 youth participated. Since then, at least one acolyte has been serving in the altar party most Sundays, but we are looking to grow our acolyte participation in 2023.

—Maggie+

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## REPORT OF ADULT FORMATION MINISTRY

In 2022 the Adult Formation Committee continued to work at making our events available both to those attending in person and those online whenever possible. Improvements to the wifi system in the parish hall and assigning some dedicated equipment helped to make this slightly smoother in the Fall. Thanks to Emily Hansen Curran and Charlie Meyers for their work on this.

Most Sundays, parishioners can choose between a bible study and at least one other class during the hour between the services. The AFC works to plan these classes out a year in advance and generally works in either 3 or 4 session blocks. During the spring of 2022 we formed an advisory committee which met three times to offer input into the 2022-2023 season. The calendar for the year was presented in August on Rally Sunday. The committee is very grateful to the immensely talented All Soulsians who have led classes.

In the summer of 2022, we ran two consecutive book groups: Jack Shoemaker and Jane Vandenburg offered "A Short Course on Thomas Merton" and Anne and Jim Yardley led a discussion of What Strange Paradise by Omar El Akkad.

2022 marked a change in leadership in the AFC as Cara Jobson stepped down as chair after serving so ably for several years. Anne Yardley began her work as chair in June of 2022 and Paul Matthew joined the committee in September.

Members:

Cara Jobson (through June 2022)

Anne Yardley

Paul Matthew (as of September 2022)

—Anne Yardley

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## REPORT OF ARTS AT ALL SOULS

2022 marked the beginning of renewal for Arts at All Souls. We agreed to start by only including visual arts in our planning, knowing that in the past we were taking on music, drama, poetry, and it felt daunting and unmanageable. We gathered souls who were drawn to the visual arts and now have a most impressive and enthusiastic committee:

Jeannie Koops

Michelle Barger

Margaret Sparks

Eloise deValpine

Kaki Logan

Diane Haavik

Lenore Williamson

Kieran King

Renae Breitenstein

Gert Allen

Our first official meeting was in the summer of 2022, and we met upstairs in the art storage room where we looked at the years of accumulated treasures and agreed to make a stab at organizing the wealth of material. We also ordered much needed fabric retardant, required by the Fire Department, to spray on fabrics that decorate the sanctuary.

Our first project start during the Bishop's Ranch Parish Retreat in September, where we asked people to take photos for next years Stations of the Resurrection, which we will display beginning with Easter Sunday. But with insufficient advertising, and too many other afternoon activities, we decided to postpone the event and ask again in January.

We have agreed as a team to approach each church year event with one or two people taking charge of the inspiration, planning and organizing for the project. Father Phil has been invaluable in giving us theological, scheduling, and historical advice.

This year for All Saints Day, Lenore graciously offered to develop the idea of the vines and branches which Jesus used to describe his followers. Parishioners were invited to write the names of particular loved ones who had influenced their spiritual lives on leaves made from special Lokta paper, and pinned to outstretched branches made of mesh ribbons. It was a great success with over 250 names contributed.

Eloise was in charge of the annual Christmas tree ornament project for the Advent Festival this year. She helped kids and adults create hanging stars from yarn and beads and other sparks of color; it was well attended and everyone was able to take home their original pieces of art.

During Advent, Jeannie used the rigging that we installed last year to hang gorgeous streams of blue mesh throughout the sanctuary. They seemed to resemble living waves of the spirit of Advent. Diane created ten images of The Names of Jesus which were placed on the columns. At Christmas, she hung a white and silver banner from the reredos, using the same type of mesh ribbons from Advent.

The four weeks of Advent and before and after Christmas were slightly complicated with unrolling, hanging, climbing ladders, taking down the mesh, and adding more each week. Jeannie was incredibly brave at the top of the tallest ladder each week. A special thanks to Lenore and Dean, Margaret, Eloise, Kieran, Diane, Renae, Kaki, Michelle, and even Erin Horne and Opie who showed up through rain and sleet each week to help out and show their support.

2023 is full of exciting, new ideas. We will encourage parishioners to contribute to the new Stations of the Resurrection project in January. Diane is planning to decorate the pascal candle with our theme of vine and branches this year. Kieran has offered to make a decision about the Stations of the Cross, either using one of the many creations from the

past or trying something new. She is also offering to organize the photos for the Stations of the Resurrection after Easter. Diane is thinking about an Easter banner using silk painting. Renae is generous in organizing a Pentecost display around the question of how the Holy Spirit impacts our daily lives. In addition, we are considering an icon workshop and including other churches. Along with the incredible Good Shepherd icon displayed now, Father Phil is interested in adding one depicting the crucifixion and one depicting the resurrection. We also want to establish a lending library for other parishes, with our wealth of materials and past projects, as well as a workshop on pascal candle making.

Visual arts draw us into God's presence, and we are honored as a team to magnify and enhance this beautiful and sacred space.

—Diane Haavik, on behalf of the Arts at All Souls Committee

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## REPORT OF THE NEWCOMER/GREETER MINISTRY

The Newcomer/Greeter team in 2022 was made up of just Sunday Greeters (as opposed to having a Newcomer team separate from the Sunday Greeters). These folks were Howard and Martha Perdue, Renae Breitenstein, Julie Holcomb, Kate Garrett, Pat and Bob Cross, Dean and Lenore Williamson, and Gretchen Donart. One Greeter, Lorena Grundy, moved away in May to do post-doc work on the east coast.

Through the course of the year we brought back a few pre-covid newcomer practices. The first of which was to ask new folks to raise their hands if they were new so that we could give them a newcomer packet. Then in September we unveiled a new newcomer packet filled with updated images of the parish, updates regarding post-covid ministries, and a QR code as a pew card. We also chose to re-frame the newcomer packet around our six Membership Expectations: that members at All Souls worship with us, learn with us, eat with us, give with us, pray with us, and serve with us. In addition to a description of what those things mean at All Souls, we gave some practical ways that newcomers can practice with us for each of those six expectations of membership. Once the fall hit, we also brought back the team of greeter bread bakers and got ready to start hand delivering loaves of bread baked by parishioners to any newcomer who fills out a pew card on a Sunday.

We hosted our yearly Catechumenate class, which at this point is a pretty spectacular class (though I might be a bit biased). We had six folks take the Catechumenate and had a stellar group of teachers. The Rev. Dr. Ruth Meyers taught the introductory walk through liturgy class, the Rev. Michael Lemaire taught the class on the Bible, Dr. Scott MacDougall

taught the class on theology, the Rev. Dr. Paula Nesbitt taught the class on church polity, and Dan Carlson (our seminarian) taught the class on the Book of Common Prayer.

In spite of all this, 2022 was a tough year for newcomers. For starters, new folks are not walking in the door as often as they used to, which is evidenced by our 2022 Visitors Google doc. We had just 22 newcomers fill out pew cards to give us their contact information (though we had many more walk in the doors and even take newcomer packets!), and we only handed out one loaf of bread. We skipped the planned Newcomer Class in the spring of 2022 because we had just finished out a round in January of the 2021 class, and didn't have quite enough new folks attending at that time to host a new class. Instead we did a one-session class in the summer of 2022 for folks who were interested and welcomed eight new members over the summer. We then held our regularly scheduled Newcomer Class in the fall of 2022 and as a result welcomed in another three new members in December of 2022.

Things are recovering and building slower than we had hoped, post-Covid, but I sense that we are slowly readying ourselves, by revitalizing our newcomer packet and getting newcomer bread back in motion, to welcome in and incorporate new folks when they arrive.

—Emily Hansen Curran

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## REPORT OF THE JUSTICE AND PEACE MINISTRY

### Mission

We are called to be the Gospel in action in the world and to reach beyond All Souls. We meet monthly to hear from project teams and consider parish projects that respond to community needs. Due to Covid, we met by Zoom or Phone until November, and we kept our Vestry Representative informed. Gretchen Donart and Don Gates agreed to assume leadership in 2023.

Team: Janet Chisholm, chair; Lewis Maldonado, past chair/advisor. Members: Christine Trost, Elena Ramirez, Gretchen Donart, Don Gates, Paloma Pavel, Kaki Logan, Jenn Kern, Cathy Goshorn, Maggie Cooke, Pat Jones, Mary Rees, Anne Cockle.

### Food and Shelter

All Souls' parishioners participated in a range of activities to support homeless members of our wider community. More volunteers are always needed! Covid-19 restrictions necessitated special arrangements to communicate with

individuals 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.

*Berkeley Food Pantry:* All Souls donated a total of 330 bags of food and personal care items in 2022. (240 bags picked up bi-weekly by volunteer drivers from the front porches of All Souls households and 90 bags collected at church on Sundays). Contacts: Cathy Goshorn & Maggie Cooke

*Tiny Homes/Youth Spirit Artworks:* ASP continued its collaboration by providing supplies and furnishings for one new home plus discretionary funding. More building and furnishing opportunities may be available as the village grows toward its goal of 100 homes for formerly house-less young adults. Contact: Jenny Kern

*Open Door Dinners (ODD):* In 2022 three dedicated teams prepared, packaged and provided hungry folks in Berkeley approximately 1,440 meals.

One of the biggest changes this year was stirring the jambalaya into the rice before scooping it into the compostable container. This solved two issues: (1) ending up with either too much rice or too much jambalaya at the end, (2) took care of the excess liquid from the jambalaya. Innovation is alive and well at Open Door Dinner HQ.

The to-go meals (in bags) are still the primary means of providing our monthly jambalaya dinners. In late spring, starting to feel our way back to providing our guests a more hospitable experience, we experimented with setting up a table or two with some chairs just outside the courtyard so that diners who preferred to, could sit and eat their meal on site. The response to this has been favorable, though we are still a ways from reopening the Parish Hall with a cafeteria-style food line, seating 70+ people, as we did prior to the pandemic.

In addition to the walk-up service, we continue to deliver meals to three West Berkeley encampments: 8th & Harrison, 2nd & Jones and Grayson Street (a fenced-in lot closed Dec 31).

Teams: The 2nd Sunday of each month, one of our three teams puts these meals together and gets them to the Spruce side stairs for pick-up and into two cars for delivery to the encampments.

Team 1: Anne & John Cockle captains,  
Team 2: Melissa Devereaux & Nate Conable captains,  
Team 3: Mary Rees, Jennifer Akiyama and Patrick Tahara captains.  
Camp deliverers: Cathay & Jeff Goshorn, Chris Bailey, Randy Morris, Whitney Wilson, Pat Jones.  
Lead Organizers: Pat Jones and Don Gates

*Episcopal Impact Fund of the Diocese (EIF):* Using the EIF Grant funds that remained, our team provided 50 propane canisters, 20 jackets, 13 fleeces, 6 fire extinguishers, 9 headlamps and a large 12 volt battery to our friends in the encampments. We also bought a new mattress for a former encampment dweller recovering from foot surgery and sent a \$2400 check to Berkeley's Dorothy Day House earmarked for their Mobile Food Pantry. Along with items donated at the Advent Ingathering, we were able to help a few people feel seen and cared for. With the few hundred dollars remaining, we can help with what is most needed this winter. Contact: Pat Jones

### **Racial Justice and Prison Reform**

We continued to build upon our previous efforts offering educational opportunities to study racism:

- \* Russell Jeung, "An Asian American Christian Response to Racism" – adult forum May 22
  - \* Ibram Kendi on "How to Raise an Antiracist Child" – First Presbyterian Church – June 24
  - \* "Philly DA" documentary series & on-line discussions - May 23, June 6 & 20
  - \* "The Lived Experience of People of Color," church member panels – September 4 & 11
- Team: Wendy Calimag, Michael Lewis, Don Gates, Raymond Yee, Paul Mathew, Hallie Frazier

### **Climate Justice**

All Souls worked with Greening the Church, Interfaith Power and Light, and Diocesan programs.

- \* Earth Day, City of Berkeley Beach Cleanup – April 23
  - \* Reports from UN-COP in Egypt – November
  - \* Diocesan Program "Creation Care 101," 8 sessions on-line, September - December
- Contact: Paloma Pavel

### **Immigrant Support**

We continued our relationship with Interfaith Movement for Human Integrity (IM4HI), and its local chapter East Bay Interfaith Immigration Coalition (EBIIC), which provided ongoing information and opportunities for advocacy.

- \* Calls to Yuba County Supervisors to end ICE contracts with state prisons – May 10
  - \* Letter supporting SB 300, Sentencing Reform Act (Vestry endorsed last year) – May 25
  - \* Pilgrimage to state prisons housing immigrants for ICE at San Quentin – May 28
  - \* Sharing information about ongoing rallies in San Francisco
- Team: Elena Ramirez, Kaki Logan

**Foster Youth Support** with Braid Mission (on hold)

This project followed a compelling adult formation series a few years ago, connection with Braid Mission and our Vestry's adoption of areas of focus for Christian Practice and Daily Action, April 13, 2015. It requires forming mentor teams, to meet weekly with one foster youth. A team functioned well until Covid-19. We await Covid-19 decline to consider project re-activation. Contact: Anne Cockle

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

A few years ago, All Souls helped ICAC financially to become a nonprofit organization. We continued to work with and be informed by ICAC this year as they developed "safe parking" lots, maintained a dialogue with local police, and sought shelter and services for the unhoused. All Souls is a formal member by a vote of the Vestry. ASP Contact: Lewis Maldonado

### **Jordan Court Community Team**

The beautiful Jordan Court affordable housing units opened this year. The team formed to facilitate a bridge between Jordan Court and All Souls -- to be welcoming and good neighbors without being intrusive. After some conflicts arose, we offered a volunteer orientation for All Souls members on issues of inclusion, racism, and community-building to foster positive relationships among people with widely varying backgrounds (Trainers: Wendy Calimag and Emily MacDonald). In November, a new permanent service provider was hired by SAHA (Satellite Affordable Housing Association), the managers of the building. They have a well-developed structure of services and volunteers, and we look forward to collaborating with them and engaging with Jordan Court residents in 2023.

- \* Joint gardening, planting, harvesting of vegetables and fruits (Joni Stickney, Master Gardener)
- \* Meetings with SAHA, the service provider, for direction (Cathy Goshorn)
- \* Meetings with residents casually and in Townhalls
- \* Giving books to provide a library on the 5th floor (Margaret Sparks)
- \* Sharing jambalaya meals, bags of groceries, and furniture for some residents.

Team: Kaki Logan, Cathy Goshorn, Emily MacDonald, Emily Hansen-Curran.

### **Protecting Democracy and Voter Rights**

On January 6, Presiding Bishop Michael Curry publicly addressed the insurrection at the national capitol. Our Justice and Peace leadership team discussed his statement and the following national church's recommendations and resources, especially for strengthening voting rights. Margaret Sparks

offered a compelling article, “Protecting Democracy – A Moral Obligation?”

### Sharing with the Community

*Advent Sundays In-gatherings of parishioners' donations during church services*

- 11/27 Tiny Homes – furnishings & cash
- 12/4 Middle School Newcomers Program – sports equipment & clothes, games, books
- 12/11 Berkeley Homeless Encampments – items like locks, tarps, solar lamps &
- 12/18 Berkeley Food Pantry – food & personal care items

*Financial Donations from our budget*

- \$500 Refugee Eye for artists (built by immigrants formerly housed at All Souls)
- \$500 Interfaith Movement for Human Integrity (IM4HI)
- \$500 Interfaith Coalition for Alameda County (ICAC)
- \$500 Youth Spirit Artworks/Tiny Homes (YSA)
- \$500 Sogorea Te Land Trust
- \$500 Indian Child Resource Center
- \$500 Options Recovery
- \$500 Ella Baker Center
- \$500 California Interfaith Power and Light (IPL)
- \$500 Greening the Church
- \$2500 BRAID Mission for Foster Youth

—Janet Chisholm

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## REPORT OF PARISH LIFE

Community connection remained a core value of our parish in 2022. As Covid restrictions eased, we gathered more easily and consistently through the year and it seems there may be fresh energy to invest in supporting this bond in the future. Over the past several years the Parish Life ministry group has dwindled and we have been executing events with a crack team of rotating volunteers on an ad hoc basis. Looking into 2023 we see an opportunity to hand off this ministry group to a fresh group of parishioners who might bring bright eyes and a new vision of what our parish life could become.

Memorable gatherings of the All Souls community this year included:

Shrove Tuesday - Mardi Gras: We gathered in the traditional way over pancakes and jambalaya, entered Lent together with music, fire and festivity.

Parish Picnic: Worship in the cathedral of nature followed by grilling, picnic potluck, and leisurely conversations in the sun while kids threw around frisbees and kicked balls. This gathering feeds our community in so many ways.

Camping at new location: There was a scheduling snafu with Santa Lucia in Big Sur (our usual campout location), so we tried out a new camping facility in Cobb, CA. It provided some great new features (outdoor pizza oven! pool!) and a fresh group of All Souls campers came out to find fellowship with each other in God's backyard.

Retreat: We headed up to the Bishop's Ranch once again to explore our holy stories and retell them in spectacular style. It was a chance to rekindle rich conversations, engage new members of the parish, and turn ourselves over to abundant intergenerational fun.

The Advent Festival was a return to the high festivity of past years with bustling energy, wreath making, ornament crafting, refreshments, campfires and song. Potluck feasts helped us celebrate important days of the liturgical year together by breaking bread and sharing conversation around the table.

The many various gatherings in support of the Living Waters campaign are surely chronicled elsewhere in this report but were significant high notes of community life in 2022—energizing us around a common purpose, encouraging reflection on and recommitment to the ties that bind us.

— Jeannie Koops-Elson

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## REPORT OF LIVING WATERS

The work of All Souls to prepare its space for new and refreshed ministry took a huge leap in 2022. The Living Waters Project resumed its COVID-paused capital campaign in early 2022, amid economic, COVID and political uncertainty. A committee of creative, inspired and dedicated volunteers worked to share the vision for a renewed space and our ability to meet the call of All Soul's second century with the All Souls community.

The Rector, **Phil Brochard**, had, over the course of years, prepared the congregation to take faithful risk together and helped guide the entire project. Marilyn Flood, the vice-chair, kept us on track, helping the whole endeavor to keep its perspective and nurturing the Spirit at every turn. Then she shared her personal story of generosity and moved so many to give.

**David Cooke** led the Advance Commitment team, developed a way for people to decide how much they wanted to support the campaign, and gave a stem-winder of a reflection. Anyone got doubt and faith?

**Cathy Goshorn** and **Emily Hansen Curran** made phone call after phone call and sent email after email to convene us and nurture the community.

**Kieran King** lent her amazing design expertise, and patience, to produce a series of newsletters explaining the projects of the Living Waters effort and signs, maps and a brochure that helped spread the message.

**Jim Feeley** produced, filmed and edited the introductory video that shared stories and set the heart tone of the campaign.

**Rena Breitenstein** kept us moving with a dedicated group of mailers and callers.

**Jeannie Koops** and **Rebecca Whitney** prepared events and spaces for the church to join together in appreciation and more than once pulled our bacon out the fire.

**Kim Wong** worked with the youth of the parish to understand the importance of community and working together.

**Nancy Pryer** and **Patrick Tahara** led the final follow-up with people to make sure all were able to participate as they were moved.

**Toni Martinez-Borgfeldt** and **Erin Horne** created a prayer vigil for the work of The Living Waters and helped us be open to God's love at each committee meeting.

Our consultant, **Marc Rieke**, gave us the structure, and encouragement, to keep moving forward when the process looked uncertain.

And so many, many more people helped – hosting coffees, making calls, setting up for events, bringing food and sharing their stories and faith. As the campaign drew to a close all this hard work brought forth unimaginable generosity and support.

We began the campaign hoping to raise \$2 million. After the first event we had commitments for \$2.4 million. Within the next week we were at \$3.5 million in commitments. After a special evening of celebrating our community and history at the All Parish Dinner, we finished with \$3.9 million in commitments. The Vestry allocated \$550,000 from the Anne Jordan gift to the renewal and thus the Living Waters budget came to \$4.5 million.

The generosity of the community was staggering. Household after household stretched to support the future of All Souls. Many said it was the biggest gift they had ever given. Many said it was the first gift they had ever given.

After the capital campaign concluded, the work of the Living Waters Project moved to the planning phase. **Patrick Tahara** is chairing the Property Committee that has selected HY architects and WCI contractors to turn ideas into tangible upgrades. **Lewis Maldonado** is chairing the Isaiah Project which will use a tithe of our pledges to seek to repair the breach beyond our walls. User groups are meeting to discuss plans for specific parts of the church and the Vestry, new and old, steers us forward, preparing for our 2nd century at the corner of Cedar and Spruce.

Together the people of this place came together to prepare for new ministries over the next decades -- the Spirit was moving at All Souls in 2022. I am grateful to have been apart of this exciting time at All Souls. The people and work of the Living Waters Project have been a gift to me and I will always cherish this time.

Thank you all,

Richard Lynch

*Chair, Living Waters Capital Campaign*

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## REPORT OF THE PROPERTY COMMITTEE

From its inception starting in July 2022, the Property Committee's main objective has been to plan and oversee the Living Waters Capital Project at All Souls Episcopal Parish (ASEP). The Property Committee has worked with the Vestry and congregation to develop an initial scope of work which was developed over a period of several years. With the defined scope of work, the Property Committee has solicited proposals for Architects and the General Contractors to transform All Souls facility following the four basic themes of:

- Complete Accessibility
- Communal Flexibility
- Carbon Neutrality
- Continued Vitality

These themes will be translated into a design and then construction of ASEP's vision for the Second Century.

In November 2022, the Property Committee recommended and the Vestry approved HY Architect and their consultants to assist ASEP in the design and documentation of the Living Waters Project. In December, the Property Committee recommended WCI Contractors and the Vestry approved this General Contractor to assist in building the Living Waters Project. With the early formation of this team, the Property Committee hopes to plan, document and construct the Living Waters project within budget and develop a

schedule which will incorporate the needs of ASEP for our Second Century.

In addition to managing the Living Waters project, the Property Committee is also dealing with the ongoing maintenance issues at All Souls. This newly formed subcommittee has identified the deferred maintenance items which will be addressed within the schedule of the Living Waters project. Other deferred items which are more urgent in nature, will be dealt with prior to the start of the project.

The Property Committee plans to steer the design and construction team to complete the conceptual / schematic design of the Living Waters project in the first quarter of 2023. With the completion of this phase, the Property Committee will provide recommendations to the Vestry to determine the final scope of work. Subject to Vestry approval, the Property Committee will work with the Architect and General Contractor to continue with the design, documentation and submit for the building permit in the 2<sup>nd</sup> quarter of this year. In turn, construction could start in the 3<sup>rd</sup> quarter of 2023 but will be dependent on permitting process with the City of Berkeley, coordination work with PG & E and obtaining long lead items.

The work of the Property Committee comes with its members who bring their special talents and offer their time contributing to its success. The ten members of the Property Committee who have performed this great work are: Nate Conable, John Cockle, Martin Ortega, Vimala Tharisayi, Kaki Logan, Ed Sinek, Ann Myers, Kirk Miller (Vestry liaison), Patrick Tahara (chair) and the Reverend Phil Brochard. In the last six months, the Property Committee members have prepared the RFPs (Response for Proposals), conducted tours, interviewed and evaluated the potential Architects and General Contractors for the Living Waters Project. The Property Committee members have also identified deferred maintenance items, obtained proposals and have already repaired some of these items. We look forward to continue our work in 2023 to fulfill the goals of Living Waters Campaign and maintain the facilities at All Souls.

—Patrick Tahara

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## REPORT OF THE SACRISTANS

The Lay Ministry of the Sacristans serves under the direction of the Rector, setting up for weekly worship services and for baptisms, weddings, funerals, and other special services. This year brought back some sense of normalcy following two years of uncertainty, isolation, and change. Despite the challenges, the Sacristans are dedicated to the care of the

linens, vessels, vestments and preparation of the sacred space, whether it be indoors, outdoors, live-streamed or in person.

The Sacristans currently have 11 members. Each dedicated member works on one of four assigned teams. In addition, we have substitutes who volunteer when extra help is needed. Each team has duties one weekend each month. Before Sunday, usually Saturday morning, the team prepares the space and items to be used at the service. On Sunday, the team divides its time to cover the services for set-up and clean-up and preparation for any weekday services. The flowers for the weekly services are designed and arranged by 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.

Turnover in the membership occurred during the year as people moved on to other things or other places and several new or former members joined the team. Sacristan team members who contributed time and talent in 2022 were: Garrett Estadt, Cathy Thompson, Jane Vanderburg, Vimala Tharisayi, Ray Conception, Hallie Frazer, Suzy Mead, Kathryn Brooks, Ann Myers, Marilyn Flood, Jill Churchman, Charlotte Blackmer and Sheila Mackey-Mason. The Flower Team included: Kathryn Brooks, Julie Burcham, Maggie Cooke, Suzy Mead, Suzanne Nelson, Cathy Thompson and Sheila Mackey-Mason. The Sacristan Leadership Group included Ray Conception, Ministry Lead and the other Team Leaders, Cathy Thompson, Suzy Mead and Marilyn Flood.

Ray Conception, Ministry Lead extraordinaire, retired at the end of 2022. We are very grateful to him for his tireless service under difficult circumstances.

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 Cathy Thompson.

—Cathy Thompson

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## REPORT OF THE USHERS

In 2022 the 9 o'clock service moved back into the Church. To celebrate there was a basket or two of buttons in the back of the Church declaring we had survived Church in the Courtyard.

Yes, we did! It was amazing though some Sundays may have seemed like organized chaos. Yet with the efforts and flexibility of the Clergy, musicians, sacristans, our sexton,



ushers and the members of the Community we could gather in person, smile with our eyes and wave. We could receive Communion with wine in our “Chalices” brought from home, dixie cups and then from the collection of “Chalices” donated by many of us.

As part of this report, I want to acknowledge the ushers who, for many months, showed up and adapted to the various changes in tasks as we followed state, city and diocesan safety regulations. The Usher Checklist had several iterations to accommodate the surroundings but it never lost sight of the need to focus on the tasks of making church a welcoming place where we can be in community.

In 2023 our goal is to increase the number of ushers. The Usher Guide and Check list is in place. It is an excellent document and is used for training new ushers. I look forward to the meeting with members of the Usher Team on the third Sundays so we can discuss concerns, suggestions for improvements, and ways to recruit new ushers. The requirements for this role are smile, pay attention to details and be flexible.

Ushers have many roles including welcoming people, offering them a bulletin and reminding them to take a chalice. We are sometimes the first person someone new to All Souls meets. We take seriously our role in making church happen in a welcoming, orderly and dignified way.

All Souls’ ushers 2022:

Rod Becker  
Bonnie Bishop  
Toni Martinez Borgfeldt  
Rena Breitenstein  
Jill Churchman  
John Cockle  
Gretchen Donart  
Tim Ereneta  
Madeline Feeley

Marilyn Flood  
Cathy Goshorn  
Julie Holcom  
Nydia MacGregor  
Lewis Maldonado  
Joe Morganti  
Suzanne Siebert  
Kim Wong

—Rena Breitenstein

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## REPORT OF EVANGELISM

From its creation, the Evangelism ministry has strived to share the Good News outside of our church doors, by sharing who we are with our wider community, and the ways people can encounter and experience the Holy among us. For the past couple of years, however, there has not been an Evangelism committee. This year, the Rev. Maggie Foote and I are trying to combine the efforts of Evangelism and Communications (which does not have a team either), and we continue brainstorming recruitment and strategy efforts. As part of our communication to the wider community, Maggie and Emily have worked on our website and social media presence. This year, thanks to the efforts of the Children and Youth ministry, All Souls had a booth at the Solano Stroll.

One of the tasks of the Evangelism ministry has been the maintenance and upkeep of the triptych on Cedar street. In previous years, it had been a tool for communication of what we do (events, schedules, etc) and what we believe (statement banners), but it also encouraged people to write prayer requests and responses to a weekly prompt, based on the Sunday sermon. A combination of the pandemic, the construction of Jordan Court, and the “take over” of the triptych (one person tends to fill the entire central board every week), have lowered people’s engagement with the prompt, and our banners are being taken away. We are in the process of reimagining the layout and functionality of the triptych, so that it continues to serve its purpose.

We continue to affirm that All Souls is a place where many of us encounter God, a place that offers opportunities for transformation, service and fellowship that many are looking for. While the triptych, our social media and our website are great tools to spread the word, personal stories and invitation are at the center of Evangelism.

If you feel called to this work, to help envision how we can be better equipped to share our personal and communal stories of transformation, consider joining our efforts.

In Christ,  
Tonantzin (Toni) Martinez-Borgfeldt

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## REPORT OF THE STEPHEN MINISTRY

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 184 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 23 individuals during the past year: Gert Allen, Jill Barash, Vicki Carlton, Maggie Cooke, Marilyn Flood, Edward Moore, Bruce Morrow, Tom Reilly, Suzanne Siebert, Tim Sullivan, Carol Terry, and David 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 2022, topics included pandemic disruption and how churches respond, ASP caring ministries, therapy, spiritual direction, social work, caring for ourselves and each other, and a seminarian meet and greet. We had a very successful recruitment during the fall and look forward to launching

new minister training in February, 2023. Lastly, we had the opportunity to teach Deep Listening during three Adult Formation classes, which was lots of fun and hopefully impactful for the 20+ All Soulsians who attended each class. Below are a few comments from some of the attendees about how the class benefited them.

“They skillfully took parishioners through several exercises designed to improve listening skills. Attendees really enjoyed the interactive nature of the class and the chance to learn from several of the Stephen Ministers.” – Anne Yardley

“I had really been looking forward to The Deep Listening class, and wasn’t disappointed. It did help me learn skills to be a more effective listener, and also reminded me how kind my fellow All Soulsians are, as they struggled to act like closed, uninterested people in the role-playing exercises.” – Julie Holcomb

“I used the skill I learned in the deep listening course in a challenging discussion with a relative. As a result, we avoided a conflict and instead, each clarified our thinking and understanding of the issue.” – Kaki Logan

We remain grateful for the opportunities to continue our work both within and beyond the Parish community.

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

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## REPORT OF THE STEWARDSHIP TEAM

Stewardship was led by Tim Sullivan, John Chipman, Rebecca Whitney, Paul Mathew and Tom Verghese, with Deirdre Nurre as Stewardship Chair. At our September kickoff, All Soulsians reflected on “what keeps your leaves green?” or what ministries at All Souls ministries support you. We incorporated responses into a mixed-media art installation representing a river which appeared on the back wall of the church. To explore a new dimension of stewardship, we distributed bags of compost at Sunday services labeled with “Be A Steward of Creation - Nourish A Tree!” Fortunately, parishioners were very forgiving of the compost fragrance. Our campaign completed six separate mailings plus phone call follow-ups, Pathfinder articles, and two Instagram posts.

Our stewardship ministry included personal reflections at Sunday services by Paul Mathew, Jenn Ying, and Tim Ereneta. Tom Varghese preached a moving sermon at our Ingathering Sunday. After two years without an ingathering celebration, we held a huge ingathering feast with special

decorations and tables filling the parish hall and courtyard. To cap the event, All Souls staff participated in a high-stakes game called “Task Master”, featuring video clips of contestants completing unusual stunts. Rev. Maggie Foote trounced the competition. Reportedly, Phil+, Dent, and Emily are training for a rematch in 2023.

Our stewardship campaign ended in December and yielded 146 pledges totaling \$644,742. We fell short of last cycle’s 160 pledges which totaled \$688,666. We lost several pledging households after some moved away or experienced change in their personal circumstances. The good news here: our average pledge has increased substantially, even over last year. This increase reflects the deep connection people feel for All Souls AND the need to increase the number of pledging households. With increased expenses, some due to inflation, we see a gap between funds needed and funds pledged. To continue funding our ministries at current levels, the number of pledging households will need to increase.

—Deirdre Nurre

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## REPORT OF THE VOCATIONS COMMITTEE

Calvin Payne-Taylor continues in postulant status toward the priesthood. He is currently in the second year of his 3-year Master of Divinity program at Church Divinity School of the Pacific (CDSP).

Emily Hansen Curran also continues in postulant status. Due to her previous graduation from an accredited seminary, her academic requirements for potential ordination are limited to specific courses. She is completing these on a part-time basis at CDSP.

The Vocations Committee (Bob Holum, Matt McGinley, Tom Reilly, and I) stays in touch and meets with individuals in the ordination process as needed and at 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 were likewise unable to visit Kayakameena in 2022, but 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.

We look forward to welcoming new participants to our Kayakameena team, which includes Carol Terry, Elena Ramirez, 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

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## REPORT OF THE OPEN DOOR DINNER TEAM

In 2022 All Souls' three dedicated Open Door Dinner teams prepared, packaged and provided hungry folks in Berkeley approximately 1,440 meals.

One of the biggest changes we implemented this year was stirring the jambalaya into the rice before scooping it into the compostable container. This solved two issues: (1) ending up with either too much rice or too much jambalaya at the end, (2) took care of the excess liquid from the jambalaya. Innovation is alive and well at Open Door Dinner HQ.

The to-go meals (in bags) are still the primary means of providing our monthly jambalaya dinners. In late spring, starting to feel our way back to providing our guests a more hospitable experience, we experimented with setting up a table or two with some chairs just outside the courtyard so

that diners who preferred to, could sit and eat their meal on site. The response to this has been favorable, though we are still a ways from reopening the Parish Hall with cafeteria-style food line, seating 70+ people as we did prior to the pandemic.

In addition to the walk-up service, we continue to deliver meals to three West Berkeley encampments: 8th & Harrison, 2nd & Jones and Grayson Street (a fenced-in lot that will be closed down on Dec 31).

The second Sunday of each month, one of our three teams gathers together to put these meals together and get them out to the Spruce side stairs for pick-up and into two cars for delivery to the encampments. Team 1: Anne & John Cockle captains, Team 2: Melissa Devereaux & Nate Conable captains, Team 3: Mary Rees, Jennifer Akiyama and Patrick Tahara captains. Our rotating team of encampment deliverers in 2022: Cathay & Jeff Goshorn, Chris Bailey, Randy Morris, Whitney Wilson and Pat Jones.

—Pat Jones

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## REPORT OF THE ARCHIVES

Following some fifty years of faithful and creative service as Parish Archivist, Thomas Burcham retired in 2022. We are sincerely grateful to Thomas for his devotion in preserving the history of All Souls Parish in documents, photographs, and related paper ephemera and physical objects. Had it not been for Thomas's tireless dedication over many years, we would not now be in a position to move forward. Thank you, Thomas!

Upon Thomas's retirement and at Phil's request, an ad hoc Archive Committee was formed to continue his archival ministry until such time as a more permanent successor can be found. This committee includes Bonnie Bishop, Priscilla Camp, Jill Churchman, Marilyn Flood, Patricia Granberg, and Alan Schut. Our volunteers first met in early November and continue to meet regularly every two weeks, shuttling back and forth under the weight of boxes (over twenty-five to date) between the new Archive Room in the undercroft and the Common Room. Many thanks to these high-spirited and energetic volunteers. It has been a pleasure to work with them. The Committee's sometimes steep learning curve in tackling archival issues for the first time has been greatly reduced by the assistance of The Rev. John Rawlinson, retired pastor, former Archivist for the Episcopal Diocese of California, and current Archivist for The Church Divinity School of the Pacific. I wish here to acknowledge John's gracious mentorship and unstinting generosity.

Our mandate is straightforward, if complex and challenging: Inventory materials not yet sorted, design a classification

system that is appropriate to the unique structural needs of All Souls, organize these items accordingly and, finally, determine the extent to which the print archive can be digitized or otherwise made more readily accessible for historical research and for the deepening of our shared identity as a community of faith. As the Archive Committee progresses in each of these steps, we will need to identify more specific goals and develop more formal policies in consultation with the staff and the Vestry – all of which will involve considerable time, labor, and financial resources. This is where we are at the outset of the Committee’s work. Much more remains to be done, so we again invite aspiring archivists to join us in this significant ministry.

In *The Pathfinder* for August 11, 2022, I offered my thoughts on the historical and theological importance of a parish archive. After exploring our institutional memories for over two months now along with my committee colleagues, I believe more deeply than ever what I stated in that meditation: “No archive, no memory; no memory, no self.”

Alan Schut, Convener  
Archive Committee



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