

The **2023** Annual Report of
ALL SOULS EPISCOPAL PARISH



PRESENTED AT
THE 97TH ANNUAL MEETING OF ALL SOULS PARISH
THE 120TH MEETING OF THE CONGREGATION

JANUARY 28, 2024

2220 CEDAR STREET • BERKELEY, CALIFORNIA • 94709

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ALL SOULS EPISCOPAL PARISH IN BERKELEY

The One Hundred and Twentieth Annual Meeting of the Congregation
January 28, 2024

STAFF

The Reverend Philip T. Brochard, *Rector*
The Reverend Emily Boring, *Associate Rector*
Emily Hansen Curran, *Associate for Ministry Development*
Dent Davidson, *Associate for Music*
Betty Winnacker, *Bookkeeper*
Diana Markley, *Parish Administrator*
Scott Garriott, *Sexton*
Lassandro Wilson, *Sexton*

Assisting Priests

The Reverend Joseph Delgado
The Reverend Marguerite Judson
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

Michael Drell
Harlowe Zefting

VESTRY & OFFICERS

Sarah Kern, *Senior Warden*
Nydia MacGregor, *Junior Warden*
Shawn Adderly, Jill Anderson, Ryan Greene-Roesel, *Chaplains of the Vestry*
Shelley Altura, *Treasurer*
Priscilla Camp, *Clerk*

Class of 2024

Shawn Adderly
Nydia MacGregor
Kirk Miller
Kim Wong

Class of 2025

Jill Anderson
Nathan Brostrom
Sarah Kern
(One year term to be filled)

Class of 2026

Ryan Greene-Roesel
Michael Lewis
Grace Telcs
Mark Wilson

ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

AGENDA

The One Hundred and Twentieth Annual Meeting of the Congregation
January 28, 2024

Welcome, Call to Order & Prayer

Psalm 126, sung by the All Souls Choir

2023 Annual Meeting Minutes Approval

Retiring Vestry Recognition

Vestry Election

Vestry Candidates:

Laura Altieri, Bob Cross, Cathy Goshorn, Erin Horne, and Jenny Kern

Deanery/Diocesan Delegate Election

Deanery Delegates & Diocesan Alternates for 2024; Convention Delegates for 2025:

Mary Elgin, Richard Page, Dean Williamson, and Lenore Williamson

Deanery Delegates and Diocesan Delegates for 2024 (elected in 2023):

Toni Martinez Borgfeldt, Kirk Miller, Ann Myers, Cathy Thompson

50 Years Ago at All Souls-1974

Report on 2023 Finances

Living Waters: Isaiah Project

Living Waters: Capital Projects

25 Years Ago at All Souls-1999

The Jordan Gift: Celebrating the Sunset

A Shoot From the Stump

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 119th Annual Meeting of the Congregation

All Souls Episcopal Parish in Berkeley
January 29, 2023 at 10:10 am

Welcome:

The Rev. Philip T. Brochard called the meeting to order and opened with a prayer. 106 persons were in attendance, including those participating by Zoom.

Minutes of the 2022 Annual Meeting:

The minutes of the 2022 Annual Meeting, which were included as pages 4-6 of the 2022 Annual Report, were moved for acceptance:

MSA (Moved, Seconded and Approved).

Retiring Vestry Recognition:

Retiring vestry members were Melissa Devereaux, Irina Wolf Carrière, Tim Ereneta and Tonantzin Martinez-Borgfeldt. Phil+ gave his expressions of appreciation for their three-years of service, which began as Covid was beginning. Phil's remarks included: noting Tim's story-telling skills and service as Vestry Chaplain, where his stories and insights reflect the depth of his faith; Toni's present three year term was her second time on the Vestry within 10 years, and that prior term had begun with voting for seeking to build Affordable housing while this second term saw her serve as Senior Warden at the conclusion of the building of Jordan Court; Irina brought a keen eye to the organization and razor sharp analysis of the parish as Junior Warden; and, Melissa married the big picture of strategic design with the necessary detail work, giving generously the gift of her time and self as Senior Warden. Phil+ then handed each of the four gifts to enthusiastic applause. Phil+ thanked Suzanne Siebert for her diligence, thoroughness, and grace as the retiring Clerk (and she also received a gift). Priscilla Camp will be the Vestry Clerk for 2023 and Sarah Kern will be our Senior Warden for 2023.

Report of the Nominating Committee (Tim Ereneta, chair):

Four candidates were presented for four Vestry vacancies (3-year terms): Ryan Greene-Roesel, Michael Lewis, Grace Telcs, and Mark Wilson.

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

Bruce Elgin, Mary Elgin, Toni Martinez Borgfeldt, Kirk Miller, Ann Myers, and Cathy Thompson.

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

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

MSA to elect the four Vestry candidates and the Convention Delegates.

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

Phil+ described that 1972 had been difficult, but that William Power Clancey then became the new Rector, who told the Parish that he believed a new turn had been taken (after considerable social upheaval, especially in Berkeley). Roger Glassey served as Junior Warden and the church school All Souls Annual Meeting, January 29, 2023 children joined the main (10:00am) service once a month. A group calling itself the "Fanaticizers" was active.

Presentation of the 2023 budget by Treasurer Shelley Altura:

Shelley gave an overview. Looking first at 2022 she noted that what had been predicted to be a significant deficit was reduced to only \$6,464.70 and explained how this was achieved without any need to dip into the Jordan Court funds. The Living Waters capital campaign resulted in total commitments of \$3.9 million over three years, ending in May 2025. Although the 2023 has a predicted significant deficit, Shelley noted that we made up most of the predicted deficit in 2022 and would hope to do the same for 2023.

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

Phil+ reflected on the year reported for 1997 as having been challenging. In 1998 the Rev. Andrew Walmisley was called as Rector. A Capital Campaign was overseen by Gert Allen and David Cooke and Cathy Thompson served as Senior Warden. The Blessing of the Animals at St. Francis Day was begun. Roger Glassey was once again Junior Warden and there were 16 church school teachers as Godly Play began as a church school program. The successful stewardship campaign had a 21% increase in pledges and was led by Chair Dave Roberts.

Capital Campaign Reintroduction:

Richard Lynch was chair of the (5th All Souls) re-activated Capital Campaign and Marilyn Flood the vice-chair. The theme was “Living Waters” and the monetary goal was \$1.5-\$2 million. Richard noted that the re-launch of this campaign was just one year ago and when ended had received commitments totaling \$3.9M. The Vestry then allocated \$550,000 from the Anne Jordan gift and thus the Living Waters budget came to \$4.5 million. There were three sessions held to hear ideas from Parishioners and to prioritize. Repair/rebuild of the kitchen was number 1. We have had \$1.3M received so far (of the three year plan) so there is no need to take out a loan to begin. Patrick Tahara (chair of the Property Committee) then described the process towards the projects that has begun. Idea about scope were put together in October. In November an architect (HY) was selected and in December the general contractor (WCI) was selected. By January the project design has been embarked upon. He hopes that in February there will be the scope, budget and schedule for the project. Focus is now especially upon electrical/heating and lighting. By summer hopes to have drawings completed and a schedule. Lewis Maldonado then described progress of the Isaiah Project whereby 10% of the dollars collected would be tithed towards racial reparations. The Committee has selected 3 to 4 focus areas for this tithe after having held two listening sessions with parishioners for ideas. These are: Children and Youth; Housing; Native American land and sovereignty; and Environmental Justice with focus local concerns in the East Bay. Since the task force believes that larger amounts contributed are more important than the number of areas to which the contributions are made, this list may be reduced to three areas.

Children:

A children’s song was sung including the words “I got peace like a river in my soul”.

Rector’s Cross and Report:**All Souls Annual Meeting, January 29, 2023**

Phil+ distributed Rector’s Crosses for outstanding service to parishioners: Charlie Myers (participating by Zoom) for his IT work; Martin Ortega for attending to the property and the preschool, Patrick Tahara for the reprised Property Committee and the structure for implanting the capital projects of the Living Waters campaign; and, Jill Churchman who has been leader of the “Diggers” who have been clearing out spaces in the church—junk for Jesus doesn’t stand a chance. A motion to adjourn was passed, and prayers concluded the meeting at 11:28am.

Submitted:

Suzanne Siebert, *Vestry Clerk*

ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

2023 STATISTICS

Baptisms ~ 0

Blessing of a Marriage ~ 1

Jill Anderson and Ugo Ofoegbu, August 20th, 2023

Ordinations ~ 1

Calvin Payne-Taylor, Diaconate, December 8th, 2023

Deaths ~ 3

Christine Wu-Shepherd, January 15th

Joseph H. Pummill, February 25th

Ann Coburn, June 24

Attendance at Key Services

Easter Vigil	130 <i>Online: 22</i>
Easter Day	9:00a ~211 / 11:15a ~ 131 / 5:00p~ 22 <i>Online: 8</i>
Pentecost	8:00a ~ 14 / 10:30a ~ 145 / 5:00p ~ 7 <i>Online: 21</i>
Feast of St. Francis	8:00a ~ 19 / 10:30a ~ 108 <i>Online: 4</i>
All Saints	8:00a ~ 13 / 10:30a ~ 167 <i>Online: 11</i>
Advent 1	8:00a ~ 9 / 10:30a ~ 183 / 5:00p ~140 <i>Online: 14</i>
Christmas Eve	10:30a ~ 95 / 4:00p ~ 223 / 8:00p ~ 221 / 10:30p ~ 68 <i>Online: 16</i>
Christmas Day	10:00a ~ 50

Average Sunday Attendance

9a avg: 95 (until 5/21)

11:15a avg: 74 (until 5/21)

5p avg: 11 (until 6/11)

8a avg: 14 (as of 5/28)

10:30a avg: 139 (as of 5/28)

Total ASA: 172

REPORT OF THE RECTOR

In last year's annual report I reflected on the year using the image of a tree near the threshold of Spring, with branches bare but beginning to bud. This year I've continued to reflect with an agricultural image, this time with one that is found in Psalm 126,

When the Lord restored the fortunes of Zion, we were like those who dream.

Then our mouth was filled with laughter, and our tongue with shouts of joy; then it was said among the nations, "The Lord has done great things for them."

The Lord has done great things for us, and we rejoiced.

Restore our fortunes, O Lord, like the watercourses in the Negeb.

May those who sow in tears reap with shouts of joy. Those who go out weeping, bearing the seed for sowing, shall come home with shouts of joy, carrying their sheaves.

During the most restrictive days of the pandemic, when 12 people of All Souls were streaming worship from the corner of Cedar and Spruce, one Sunday after preaching to a nearly completely empty nave I thought to myself, "I really hope that I am here when we are all able to sing together with full hearts and people fill this church again." While we haven't returned to the church we were in 2019 (and may never), this past year, 2023, felt like one of the first years that after years of tears and bearing the seed for sowing, that we were bearing the fruit, carrying sheaves home.

One of the more significant harvests came in the change of our Sunday morning schedule. Coming out of strict COVID restrictions we held one, and then two Sunday services, at 9a and 11:15a. Then, after returning to completely indoors and in-person worship (with one service being streamed), we came to realize the truth of the late Rev. Dr. Louis Weil's teaching that, "the space always wins." The realities of now 44 households having left the East Bay, along with the change in pattern for some, meant that it was often hard to feel like there was a "there there," to paraphrase Gertrude Stein.

A task force was commissioned by the Vestry to learn more about the desires and hopes of All Soulsians. After reviewing the results of the survey, we changed to a Sunday morning schedule of an 8a contemplative Eucharist in the Chapel (for the first time in three years), a 9:15a teaching time for adults, and a 10:30a Eucharist with music and Sunday School for children. While there were some wrinkles to iron out and the loss of some flexibility, we experienced the gain of a substantial "there there" as part of the principal service, with a remarkable sense of Spirit. Part of this was because of a dramatic increase in participation for children and young families after the

change in schedule. In all, our average Sunday attendance grew. In 2022 our ASA was 157 (the highest in the diocese outside of the Cathedral), and in 2023 our ASA was 172. Some of this Spirit was witnessed in our growing group of musicians, and the continued experimentation, seen in one of the great sweetnesses of this past year, when we blessed the marriage of Jill and Ugo as part of the principal Sunday 10:30a service.

Some seeds that have been sown that will bear fruit in ways that are yet to be seen were found in the Sunday Night Service. As you'll read in Emily Hansen Curran's report, the Sunday Night Service was paused this year so that stock can be taken and next steps can be planned. What is clear at this point is that a chord was struck with many people around the Bay Area and profound possibilities await.

Because we were longer just trying to get from week to week or month to month sowing seeds, we were able to take action on long-held dreams. After a couple years of a website homepage that was literally stuck in 2020, we found a web architect in Mike Orr of the Diocese of Colorado. He helped us focus and did much of the infrastructure of the new site, but the labor of design and creation was shouldered by Emily Hansen Curran, Annie Rovzar and me. We now have significantly more flexibility and clarity in our site, and our hope is that more harvest awaits in the years to come.

You'll read more in the reports by Sarah Kern, our Senior Warden, and Nydia MacGregor, our Junior Warden, but the Vestry gave a significant amount of their attention to shoring up our collective operations: we examined and strengthened some of our financial practices and controls, and we spent hours and hours poring over our bylaws, checking them against our diocesan and national canons, and State of California non-profit law. The Vestry reviewed the revisions over the course of the year and adopted our new by-laws at our September meeting. As you can read in Shelly Altura's report on our Finances and Deirdre Nurre's report about Stewardship (19 new pledging households!), some of the gathered sheaves came in the form of the All Souls' apartments in Jordan Court which serve as part of the compensation for two of our staff members, as well as a planned \$85k deficit being whittled down to \$20k.

Speaking of Jordan Court, these homes of instantiated belief continue to create harvest far beyond where we had thought that we had scattered seeds. In February, the Rt. Rev. Jennifer Baskerville Burrows, Bishop of the Diocese of Indianapolis, and two canons, the Rev. Cn. Kristin White (soon to be consecrated as the Bishop of Southern Ohio) and Cn. Brendan O'Sullivan-Hale, stayed at Jordan Court and learned in detail about the process that led to its creation. And in October a Councilmember from Evanston, Illinois reached out to see how city government could be more helpful to faith communities in the creation of housing on

congregational land. May these seeds continue to be carried far and wide!

After the building of Jordan Court, we have been turning our attention to the buildings on the All Souls side of the campus, particularly in access to our spaces and the deferred maintenance on our infrastructure. In Patrick Tahara's Property report and Richard Lynch's Living Waters report, you can read that some of the work of the Living Waters capital campaign has begun: new downspouts and gutters, sealing and new floors in the preschool spaces. Alongside this work, the Property Team has spent hundreds of hours working with HY Architects and WCI Contracting to make the best use of the \$4M that this parish has put forward for this generational change. It has been a challenging process to discern the best way to fulfill our four capital pillars of Carbon Neutrality, Complete Accessibility, Communal Flexibility, and Continued Vitality. At times the strain of differing viewpoints took our body to the breaking point. In the end, decisions about scope and design were finalized by the Vestry by the close of the year, construction documents are being finished as I write, we should have bids in hand in February, and are hoping to begin this essential work this summer. Finally.

The work of learning, discerning, and taking action on repairing the effects of racial breaches continued this past year, with a specific focus. You can read more about this in Lewis Maldonado's report about the Isaiah Project report in these pages, but a critical turn for me came from a recently released book on racial reparations and Christian congregations. In reading this book we realized that in order to help to repair the particular breaches in our community we had to know more about the specific actions that make up our communal history. The Isaiah Project team took up this work and shared out the fruit of it with the congregation at our parish retreat and in the form of a substantial report. These learnings are, in turn, helping us in our discernment of which organizations to support in the coming years. The hope is that these relationships will begin at the end of 2024 and carry forward for years to come.

One of the great gifts I have received is being able to serve day in and day out, week in and week out, with the staff of this parish, those stipendiary and those non-stipendiary. It is hard to imagine inhabiting my role without working alongside people like Emily Hansen Curran and Dent Davidson. They bring such skill, heart, joy, and humility in their service to this parish. 2023 also brought a number of transitions to the staff of the parish. In May our bookkeeper, Steve Zimmerman, took long-awaited steps to retirement, and I am grateful for the tremendous experience and expertise that our new bookkeeper, Betty Winnaker has brought us. At the end of July, Annie Rovzar left us to pursue her her vocational yearnings, and I am delighted with the skill, thoughtfulness, and heart of Diana Markley as our new Parish Administrator. Also in July, the Rev. Maggie Foote left us to serve in a hospital

setting, and in August I am thrilled that we called the Rev. Emily Boring as our new Associate Rector. In her brief time among us Emily has helped to resurrect our Sunday School, give energy to our youth program, pastor with skill and grace, and preach with remarkable depth. And once again, through presiding and assisting and preaching and teaching and pastoring, our non-stipendiary clergy were unflagging in their willingness and acumen in leading us to make church together. Thank you to the Revs. Joseph Delgado, Marguerite Judson, Michael Lemaire, Ruth Meyers, Paula Nesbitt, Peggy Patterson, and Daniel Prechtel!

With the discontinuation of in-person formation at CDSP, the learning and gift of our seminarians has proved to be even sweeter. Michael Drell of the Diocese of Cuernavaca, Mexico was joined this past fall Harlowe Zefitig of the Diocese of New York, and in the Spring we welcomed the (now) Reverend Jack Belloli to serve with us as a seminarian from the Church of England. I've been reminded once more of the incredible gifts that All Souls has received for a century of serving as a site for learning and exploration as people learn what it means to be a priest.

A reflection on a year at All Souls Parish in Berkeley could not be complete without gratitude for the Wardens this past year, Sarah Kern and Nydia MacGregor. It was a challenging year on a number of fronts, but one not without its gifts and rewards. Their steadfast guidance, support, and faith were both balm and compass. Godspeed to Nydia as she completes her term on Vestry, and thanks be to God for Sarah who has agreed to serve another year as Senior Warden.

On a personal level, there was a great deal of fruit born in 2023. The release of the book *Vital Christian Community* resulted in presentations and retreats with churches and diocese in Florida, Colorado, and Tennessee. And, after listening to the wondering and encouragement of people around the diocese, I participated in the discernment for our 9th Bishop of the Diocese of California. It was an exhausting, at times grueling process, but also one that brought great gifts. In the end I finished a solid second and am grateful for the many fruits of this discernment that I am receiving now, and trust will be borne for years to come. One of those fruits was the joy at remaining the Rector of All Souls Parish. For years I have said that I serve one of the best jobs in the Church. This was made abundantly clear in this past year and I once again look forward to how God will make that known in the year to come.

Peace,

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

REPORT OF THE ASSOCIATE RECTOR

I arrived at All Souls in late August 2023 and was immediately embraced by the warmth, generosity, and authenticity of this community. My first day of work, August 27th, was a new tradition called Rally Sunday: an after-church courtyard gathering including food, info tables about all of our ministries, a bouncy castle, and a Blessing of the Backpacks. I remember thinking, “This parish has so much vision and life!”—an impression that has grown and deepened in the months since.

Following the structures left by my predecessor, the Rev. Maggie Foote, I began work in three key areas: Pastoral Care, Children & Family Ministry, and Youth Ministry.

In the area of pastoral care, I am fortunate to work alongside an extraordinary team of Stephen Ministers. I meet monthly with the Stephen Leaders (Kaki Logan, Nancy Pryer, Marilyn Flood, and Madeline Feeley) to discuss the support of parishioners, and in October, I was honored to deliver a class for a Continuing Education night. Our Meals Train ministry continues under the leadership of Cathy Goshorn, and our Lay Eucharistic Visitors are able to deliver communion to those who cannot join us in person in church. As part of my efforts to get to know the All Souls community, I have enjoyed making house calls to many parishioners. I’m grateful that more relaxed covid guidelines have allowed visits to parishioners in hospitals and assisted living. I am continually inspired by the vulnerability of All Soulsians and the privilege of bearing witness to your questions and the contours of your lives.

In the sections that follow, I will provide further reflection on the details of our Children & Family and Youth Ministry programs, both of which were launched with considerable re-visioning this fall. Before launching these programs, we—Phil, and our team of lay youth leaders—stepped back to clarify our big-picture goals. We asked, “When they leave All Souls, what do we hope that young people will have experienced and learned?” We created a Venn Diagram visual to illustrate three areas of inquiry. In their time at All Souls, we hope that our youth will engage with three core questions: Who is God? (Thinking Theologically), How Do I Experience God? (Developing Spiritual Practice), and What Does God Call Me to Do? (Acting Ethically in Community). At the center of our vision is the fundamental message that we hope every youth will receive and take with them: “You are a beloved child of God.” While we formulated these questions with middle and high schoolers in mind, we are in the process of adapting them to guide our work with younger kids as well. Our intention is that all of our programming choices—from Sunday School to Youth Group to immersion trips to family events—will be able to trace back to one or more of these areas, creating a unified and holistic shape to the experience of young people at All Souls.

I also want to share a few highlights of worship and parish life that illustrate some of the unique characteristics of All Souls. In mid-September, we held our annual Parish Retreat at the Bishop’s Ranch, focusing on a theme from The Isaiah Project, “Repairing the Breach.” This was my first introduction to many folks in the parish, and I thoroughly enjoyed the mix of play (including an epic water balloon war), worship, and serious discussion on the themes of justice, reparation, and belonging. Later that month, I got to combine my past life as a marine biologist with my present ministry by leading tide-pooling expedition to Half Moon Bay. Over forty All Soulsians, ages three through seventy-eight, joined me to observe sea stars, anemones, mussels, crabs, and more, marveling at the intricacy of our local ecosystems. A highlight of our liturgical year was our celebration of All Souls and All Saints Day. I’ll never forget the thrill of reading the Gospel underneath the “cloud of witnesses”—a great installation of translucent ribbons hanging from the ceiling, courtesy of the All Souls Arts Committee. I also enjoyed preparing this year’s Advent Booklet, drawing on the themes of darkness, stillness, waiting, and wonder, as we attuned our bodies, minds, and spirits to the rhythm of this expectant season.

Finally, I want to express my gratitude for a decade-long vision of the All Souls congregation: the completion of Jordan Court. I am the first full-time occupant of the 5th floor apartment of the building, where I enjoy a peaceful, spacious home and the world’s shortest commute to work! I am thankful to those who birthed this project and brought it to completion, enriching the lives of All Souls staff like me, the Jordan Court residents, and our broader community.

The Rev. Emily Boring, *Associate Rector*

REPORT OF YOUTH MINISTRIES

Youth Ministry

Our Youth Program year had a strong start this fall with a kick-off event in August, and we’ve continued with high participation and enthusiasm ever since. At the heart of our program is a core team of lay leaders from the congregation, including Tim Hausler, Lizzie Belgum, Tommy Belgum, Michael Drell, and Harlowe Zefting. With their support, we offer a weekly Youth Group from 7-8:30 in the Parish Hall, with an average attendance of 12-15 youth. Each session includes a mixture of games, reflection, prayer, and hands-on activities. Highlights have included a gingerbread house decorating competition, the 2nd Annual Halloween Candy Taste Test, an Epiphany bonfire, and many games of “sardines” (group hide-and-seek) in the church. We’ve had rich discussions on serious topics such as lament (in response to the Israel-Palestine conflict) and gender/sexuality in the Bible (for the occasion of Trans Day of Remembrance). Plans for the 2024 Summer Immersion Trips are under

way, including a possible joint program with youth from St. Gregory of Nyssa.

In addition to our programming within All Souls, we have continued our collaboration with the Alameda Deanery Youth Colleague Group, comprised of partners from the neighboring parishes of St. John's, St. Paul's, St. Clements, and Christ Church Alameda. In October, we hosted a successful kayaking trip and beach clean-up with fifteen youth. Looking forward, All Souls is helping to organize the second annual walking pilgrimage to Grace Cathedral in late April.

Children and Family

This fall, we were excited to launch a re-imagined Sunday School program taking into account our new Sunday morning service schedule (one principal service instead of two) and the needs of families post-covid. Led by the outstanding vision of Jeannie Koops, Kim Wong, and Molly Nicol, we have offered two different Sunday School classes: Godly Play for our youngest kids (pre-K through 1st grade), and Faith Explorers for our older kids (2nd-5th grade). Both classes meet during the 10:30 service; children head downstairs to class at the start of the service and return at the "Peace." The younger kids have observed a traditional Godly Play curriculum of parables and stories following the rhythm of the church year. The Faith Explorers have engaged in hands-on, investigative activities including crafts, Bible races, and group research projects. Our Sunday School program has had high attendance: 10-12 kids on average, including several Sundays with over 20 kids. These are the highest numbers we've seen post-covid, and we are hopeful that we are entering a robust, vibrant new season of Children's Ministry.

A highlight of our Children's Program this year was a wide variety of Advent and Christmas-related activities. Led by the vision and dedication of Tess Taylor (with support from Dent Davidson), we launched a Children's Choir, which performed at the outdoor Advent Festival and on Christmas Eve. The choir was a central part of our Nativity Story, "The Friendly Beasts," which took place at the 4pm Christmas Eve service with a cast of fifteen kids. We also enjoyed the annual All Souls Caroling Party, hosted by the Legrands and the Wilsons—an evening of dinner, cookies, and singing door-to-door among the homes of parishioners and neighbors.

Finally, we brought back the tradition of centering children in our Advent liturgy. Each, we had a child (or two) light the Advent wreath and participate in our Eucharistic prayer. The child stood at the altar and asked three questions, "Why is it right to give God thanks and praise?", "Why do we eat this bread and wine?", and "Why do we follow Jesus Christ?", with the congregation and the presider responding in between. Children, families, and many parishioners reported that this was a meaningful activity that invited a sense of wonder and

curiosity. We continue to look for ways to involve children more directly in our weekly worship and our communal life.

The Rev. Emily Boring, *Associate Rector*

REPORT OF THE ASSOCIATE FOR MINISTRY DEVELOPMENT

2023 was, in many ways, the year I had hoped it would be. I ended my 2022 report with this line: "As the saying goes, all the flowers of tomorrow are in the seeds of today." That was certainly true. Where 2022 felt like a slog, building without much evident progress, 2023 felt alive and full—very much like growth after a long season of planting.

I rolled into 2023 with a few big projects already in mind: we had the idea of an ambitious website remodel in mind; the Sunday Night Service was dwindling in attendance and my bandwidth was getting a little too stretched thin, so I was wondering and experimenting with how or even if we should keep it alive; we were watching Sunday attendance and general involvement wax and wane (post-COVID) and were looking to 2023 for some answers; and the Rev. Maggie Foote had just announced that she would be leaving in the summer to head off for a chaplaincy job, which meant that the staff team would be shifting dramatically over the next year.

First, the website. At the start of 2023 we were ready to start researching and interviewing website designers. Phil heard about a guy out in Colorado, Mike Orr, who works for the Diocese of Colorado helping Episcopal churches build websites and do all things communications. We interviewed him and instantly things were making sense. He was very capable, understood not just churches but also the Episcopal church, and his costs were much, much lower than the others. He kept his costs low because we would be doing the bulk of the work.* Mike would basically set the tracks for us to build upon and then jump in when we would get into too hot of water. At this point the team was Maggie, Phil, Annie, and Kieran King. We looked at each other and decided that we could do it.

As with most things, there were some things that came easy, and then there were parts of this project that were way more involved and so much more work than I had imagined or hoped they would be. We decided to organize the header options along the top bar of the website around our six expectations of membership at All Souls: that we worship together, pray together, serve together, eat together, give together, and learn together. With this as our guiding organizational principle, we turned to our web designer to design a few templates, and then we started chipping away at transferring information from our old site, updating pictures, and ultimately trying

to make the experience of the user better with more buttons and photos and clearer organization.

A tricky part of switching to the new site was how to publish and archive our weekly Pathfinder. With Maggie gone and Annie gone, the publishing of the Pathfinder fell to me. I spent countless hours trying to figure out a layout that both resembled what we had on the old site but also fixed some of the problems with the other site. At the close of 2023, this role has officially been shifted back to the All Souls administrator, as we finally have a consistent enough system for publishing that another person (besides me) can do it!

A final note about the website is that it surfaced a need for a new parish database, one that integrates better with our current site. For as long as I have been here, we have used Servant Keeper to keep track of all the data of this parish. It is seriously under-utilized due to the clunkiness of the program and because it is not cloud-based. But in 2023, vestry member Michael Lewis took the reins on our new Communication team, and a new parishioner, Dan Hardy jumped in to take the lead on researching and initiating a new church management system. In the final week of 2023 we signed a contract with Realm, which we will start to integrate into the life of All Souls in 2024.

Second, the Sunday Night Service. At the start of 2023 I was not especially hopeful about what was happening with the Sunday Night Service. We had already lost two core members in 2022, and were looking at losing two more in 2023 (Maggie Foote and Hillary Trainor), attendance was waning, and I was personally feeling the weight of the 12-15 hour work days on Sundays. I took off for two weeks in June and had a hard time finding all the staffing needed to keep it going while I was away and so decided that we would take a break from the service for the summer (it was evident that most of our regular attenders were also away for the summer). By the time August hit, we as a core team, felt that while we missed weekly service, it didn't make a lot of sense at this point to keep it going (you can read more about this on the Sunday Night Service blog if you're interested). We decided to keep our social events (Storytelling dinners and the monthly beer garden hang outs), but to cancel the weekly worship services. It felt scary to cancel, but we as a team believed that there was still life in this service, we just needed the space and time to figure out what that was.

At this current moment, the community of the Sunday Night Service is alive, but the service will not be revived. I have been offered a grant to plant a new Episcopal church in the bay area, which I have (with fear and trembling) decided to do. My hope is that many of the folks who found a spiritual home in the Sunday Night Service will continue with the events for the service that we have planned in 2024 and that they will consider joining in with this new church plant in 2025.

Third, general involvement in 2023. In the first quarter of 2023 we spent a lot of time and energy trying to figure out if we should move from three Sunday worship services to two services. While we were seeing Sunday attendance plateau (one of the reasons for moving to just two services), we were seeing other indicators of more energy and involvement. For example, there were enough newcomers coming in the doors (and saying hello via our new website) that I started back up tracking newcomers in my Pathway to Membership chart in my office. We saw 19 individuals become a member of All Souls in 2023, as compared to 11 in 2022 and 11 in 2021. It's not a massive increase, but it's pointing in the right direction, and there are more folks in the Pathway than we ever had between 2020-2022.

A few more exciting things in 2023: we shepherded eight people through being Confirmed or Received into the Episcopal church. The Rev. Maggie Foote and I decided to try the Agape Meal again this year (for the second year in a row). We employed the help of many folks to help ease the load of providing the meal, and it was as lovely as it was the first year. I'm hopeful that we'll continue this meal in Holy Week of 2024. We went back to Big Sur for our camping trip, which was exciting because the river was actually full this year (because of all the rain in 2022-23) and so it was an epic year for floating the Big Sur River. We didn't have a parish picnic in 2023 because our move from three services to two threw off our schedule in the spring. We've already reserved a Tilden picnic area for 2024 and so our hope is that it was just a one-off year. For Pentecost this year, we returned to an old All Souls tradition, which is to do a ministry fair. We had almost every ministry of All Souls represented in the courtyard at a table, and All Souls even returned (for the first time since 2020) and brewed a Whitsun Ale (a traditional beer of Pentecost). There was a great turn out and lots of good energy. We also tried to bring back our Sunday Hospitality team, however, this was not met with much success. With Sunday's coffee hour happening after the worship service, and there being only one coffee hour, it seems ripe for community building. We'll see what happens in 2024.

There were two new things we tried in 2023 to help folks better connect to the life of the community: our ministry team meetings and Homecoming. At the start of 2023 we were in the middle of an attempt at revitalizing what had been our Monthly Monday Ministry Meeting of all the ministry teams of the parish. Due to the drastic decrease in attendance at these meetings, we first tried to change the time to better accommodate folks. At the start of 2023 we moved the meeting from the first Monday night of the month to the third Sunday of the month. We decided to give it a five month trial to see if it would work. After five months, we realized it still was not increasing attendance and was therefore quite ineffective as a meeting. So, starting in June we decided to let ministry teams meet whenever it was good for them. Instead, we would gather just the leaders of all the ministry teams once per quarter in a meeting following the 10:30a service.

The meeting had a four-fold purpose: to share and connect to the vision of the Parish; time to share resources, practices and tools to lead the teams; share with one another what is going on in the teams; and to encourage one another and to be encouraged. It seems the energy for these is good and I'm hopeful that it will be an encouraging resource to those leading the teams that keep this church alive.

The second major thing we tried in 2023 is Homecoming. This idea came by way of Richard Lynch sometime in the middle of the summer. His idea was that we would host a "Homecoming, a celebration of the All Souls community" where we would invite our entire mailing list to come for a visit for an hour or two to see old friends, have some food, meet the new Associate Rector, and see what's happening in the next school year. He suggested that "the overall goal would be to reintroduce All Souls to some of the people who have drifted away since COVID." He also suggested that we expand the invitations to neighbors within a half mile of the church and that it be a sort of carnival, with a bouncy house, and a taco truck and games and such for folks from the community to come and enjoy. In spite of the labor involved in a thing like this, I said that I thought this was a great idea—one worth trying, anyway—and so we did it! We roped in the Parish Life team and used funds from the Children & Family team to do all of that, including the 1000 person mailer to everyone who identifies as protestant and who has children, who live within a half mile radius of the church. We have no idea the impact of the mailer, or even of the event, but the energy that day was fabulous and we saw nearly the entire 10:30a service pour out in the courtyard and wait in line for tacos, and just hang out with each other. The youth group got involved and helped serve, and we got to introduce our newest Associate Rector, the Rev. Emily Boring for the first time.

Finally, staffing changes in 2023. I'm sure it is recorded elsewhere, but at the start of 2023, the Rev. Maggie Foote announced that she would be leaving All Souls by the end of June. Sometime at the end of June, our administrator, Annie Rovzar, announced that she would also be leaving at the end of July. I had a rocky and full late summer and fall where I was both doing my own work plus most of the administrator's work. I helped lead the search team for the new administrator, along with Vimala Tharisayi, Jill Churchman, and Melissa Devereaux. We brought a final candidate to Phil towards the end of September, who he decided to hire. Diana Markley joined our team with just enough time to learn how to make bulletins in InDesign and manage all the property and other admin related roles so that I could head out on parental leave with ease, which began on Christmas Eve. She has been a very excellent addition to our staff team.

It is worth noting that an additional staffing bit for 2023 was that Phil had his name in the hat for the Bishop of California, which introduced an element of uncertainty to the last quarter of the year. Unfortunately (to my mind)

he did not win the election, which was held on December 2nd. This news came just as the budget for 2024 was being created and I realized that my own employment at All Souls was shifting. In 2023 I was offered a grant from the Center for Church Innovation to plant a new Episcopal church in the bay area. As I mentioned earlier, I have said yes to this opportunity and will begin this work on April 1st, when I will drop to half time at All Souls (and spend the other half of my work time planting this church). The plan is to then plant this new congregation in March of 2025 when I would then officially leave All Souls. I have no idea if this plan will hold or that it will work, but there it is.

In short, 2023 was a full and very alive year. Sunday attendance was up and felt very alive given that most of us were all at one principle service, newcomers started to return, and our parish retreat at the Bishop's Ranch was nearly full again. There were so many moving parts (sometimes too many), a lot of uncertainty, and some hard fought battles and turns that we navigated, but it felt like things were very alive. I'm looking forward to growing from, and seeing what comes from all the energy and effort that was put into 2023. For me, personally, 2024 will be a year unlike any other.

*The final two weeks of this project were sort of comical. It was mid-summer and Maggie had just left the staff team, Annie had also just left, and Phil was out for his planned vacation. I have a very vivid memory of sitting in Phil's office, where I would watch the Women's World Cup games on his office t.v., and work on building templates and pages on the new site, foregoing nearly all the other work I had to do for those two weeks. We were rushing to get the site up and launched before Homecoming, and we reached our goal and we went live on August 10th!

—Emily Hansen Curran, *Associate for Ministry Development*

REPORT OF THE PARISH ADMINISTRATOR

I began my tenure at All Souls late in September after a decade of working on the issue of food insecurity at both the San Francisco-Marin Food Bank and the Alameda County Community Food Bank, two nationally recognized food banks within the Feeding America network. Although social work has been an incredibly rewarding career, I found myself depleted after an extended emergency response in which our food bank served as a key partner within Alameda County's pandemic feeding response plan. After careful reflection, and leap of faith, I knew it was time for my path to veer into another direction.

I began my search being very intentional about wanting to find an opportunity that aligned with my values, experience, and where I felt I could be of service. I've often thought that the profession of social work was born out of the work that used to be done solely by churches and other faith-based groups so it was no surprise that I found myself looking at opportunities within the Episcopal church that I love so dearly. From the moment I expressed my interest in being your parish administrator, it felt like I was being led to this place, at this moment in time. It's been beautiful to learn about the incredible commitment you all have to the very same issues that I've spent my career and life working on... eliminating hunger, preventing homelessness, building equitable, just, and loving community, supporting foster youth as they transition to adulthood, and helping seniors to age in place with dignity. I've told just about anyone that will listen that this parish is doing the work that all people of faith should dedicate themselves to doing and I find myself deeply inspired.

All Soulsians have truly opened their arms and hearts to me. I have been graciously invited to services. In fact, I attended one on a very rainy Sunday and the music that morning felt like pure sunshine. I was also invited to attend the monthly luncheon as well as out for lunch at one of the many fantastic restaurants in North Berkeley. This neighborhood is a little oasis within the Bay. Thank you for your kindness and patience as I continue to learn how things work here at All Souls and how I can best support your efforts, both within this community and in the larger one. I really look forward to getting to know as many parishioners as I can in the year ahead.

In my short tenure, I have coordinated various building and property maintenance projects including ensuring the organ got tuned in time for Christmas services. I've been connecting with vendors and governmental offices to make sure we are in compliance with safety regulations as well as evaluating proposals that will save us money on our office equipment.

I've coordinated events with several of the many groups that utilize the All Souls campus including a couple of choir groups, leaders of mutual support groups, and folks interested in holding events within this sacred space when it's not in use by the parish. All parties have expressed how much they appreciate the lovely environment you all have created here and your generosity in sharing it with others.

I've had the pleasure of connecting with several residents of Jordan Court and look forward to deepening relationships with Krystal and Sam from the property management team. All the residents I have spoken with are thrilled to be living in such a safe and comfortable place that is so easily accessible to the larger community. Some have even started attending services.

I've worked on building a trusting and communicative relationship with the director and several teachers from Heart's Leap preschool. It is a joy to see the preschoolers playing in the courtyard during the weekdays...especially when they are stomping in puddles in their bright red rain boots. This parish is truly nurturing the next generation!

Lastly, I would be remiss if I didn't give a huge shout out to Emily Hansen Curran who was so patient with me as I learned the software to publish the weekly bulletins and showed me the ropes from day one. I'm grateful to work alongside all of you and the amazing leadership team you have in Phil, Emily B., Emily HC, and Dent. As a long time parishoner of St. John's Episcopal Church in Oakland, it's been fascinating to learn how things work "behind the scenes", expand my vocabulary and knowledge, and see how each parish has its own way of doing things within the larger diocesan framework.

I look forward to both the blessings and challenges that will come our way in the year ahead.

—Diana Markley, *Parish Administrator*

REPORT OF THE MUSIC MINISTRY

The sheer exuberance of song at All Souls is remarkable. I am consistently amazed and gratified by how willing you all are to try something new, or to cherish singing something traditional. It is emblematic of a congregation that knows itself deeply, and celebrates the love and gifts and challenges God sets before us at all times!

The Psalms exhort us to "Sing a New Song." This year's newest song came in the form of a children's choir who helped lead worship at both the Advent Festival and at the 4PM Christmas Eve service. Big thanks to Tess Taylor who took the initiative in this effort, recruiting and training our young singers, with really wonderful results.

That Angel Band has renewed its energy this year, under the leadership of Nat Lewis. They now, on most Sundays, provide music for prelude and communion. Now enjoying a monthly sectional, quite a few cross-over musicians share membership in both the band and the choir. Their lively witness is an essential part of our worship.

We've also seen new growth in our choir. We are not quite running out of room yet, but it's become quite a bit cozier. We are always open to new members, and still seek out those elusive tenors that may be lurking in the congregation. The hard, prayerful work we do together is more than just

learning music; it is a deep committing of time and energy to help make All Souls a place of joyful, meaningful worship.

Adding to the richness of our choral program, we've had instrumentalists who have helped to make robust worship: timpani for the Palm Sunday Passion helps us to hear the story fresh; brass and timpani at Easter, and Strings/Flute at Christmas aid in swelling our praises; and our jazz Eucharist at Pentecost was really swinging.

We have a steady group of in-house musicians to enhance our song as well. Thank you to: trumpeter Justin Smith; flutists Julie Legrand, Anne Yardley, and Jenn Ying; clarinetist Sarah Reynolds; percussionist and string player Matt Stimpson; violinist Bennett Schreiner; section leaders Sarita Cannon and Liam Daley; and the amazing Carol Terry, who dependably has filled in for me on organ and piano when I need to travel. My deepest respect to them for their leadership, flexibility and passion.

And passion is really what it's all about. May God continue to build upon the simple, common ground of song, so that we may be a blessing to our community.

—Dent Davidson, *Associate for Music*

REPORT OF THE SENIOR WARDEN

“Every day is a renewal, every morning the daily miracle. This joy you feel is life.” -- Gertrude Stein

Twenty twenty-three was a year of renewal. A year when finally, thankfully, we were able to settle deeply once again into the rhythms of gathering together at the corner of Cedar and Spruce to celebrate together the daily miracle of life. What a joy to simply sit among our congregation in a sanctuary that is full and feel the pulse and hum of old friends and new faces marking the passage of the year with remembrances, celebrations, fellowship, and festivals.

Change was afoot. We adjusted our Sunday worship schedule to return to a pattern of an 8am contemplative eucharist, a 9:15am formation hour, and a 10:30am choral eucharist. A dedicated team revamped our website. The Vestry addressed some of the mundane details of communal life, for example, passing the revised Bylaws. The Vestry was also privileged to participate in the wider Episcopal Church's work towards racial reconciliation, healing and justice through the Becoming Beloved Community practice. We saw significant changes with our staff, saying goodbye to three of our staff of five: former Associate Rector,

Maggie Foote, our parish bookkeeper, Steve Zimmerman, and our parish administrator, Annie Rovzar. We welcomed the Reverend Emily Boring, who has fit right in as if this has always been her home, along with new bookkeeper, Betty Winnacker, and new parish administrator, Diana Markley. As a congregation, we engaged in a deeper exploration of the ideas of the harms caused by racism in our community that we hope to take steps towards healing through the Isaiah Gift, to be given on behalf of the congregation as part of the fulfilment of the promises of the Living Waters campaign. The Vestry and the congregation at large discussed, attended to, grappled with, nurtured, and prayed over the important decisions and milestones related to the Living Waters capital projects.

And now, as we turn our attention to the year that is to unfold, I look forward to both the work ahead of us, including the joys and frustrations we know the fulfilment of the Living Waters projects will bring, as well as to the ways large and small that we will gather this year to feast, give thanks, hope for peace, and dearly love our friends.

Faithfully,
Sarah Kern, *Senior Warden*

REPORT OF THE JUNIOR WARDEN

Where were we 364 days ago? What faced the 2023 Vestry and All Souls Parish at this time last year? A distinct optimism buoyed us based on the success of the Living Waters campaign, the anticipated projects associated with it, and the arrival of new families. This was tempered by some concern with an anticipated budget deficit, the unexpected departure of our Associate Rector, and lower Sunday attendance (a trailing backwash of COVID-19). In response to those realities, the Vestry agreed to five goals for the year:

- Support the implementation of the Living Waters Capital Projects and the Isaiah Project;
- Support the health of our Finance Ministry and procedures;
- Develop a strategic staffing plan;
- Revitalize the experience of Worshiping together; and
- Develop a communications strategy and action plan.

Daunted by this long list and mindful that our work seemed concentrated on the first couple of quarters of the year, we assuage those feelings with the prospect of a lazier pace in

the final quarters. And so the good work began, moving each of the focus areas forward. Working in concert with staff and volunteers, we launched a new website, reorganized our Sunday service times, welcomed three wonderful new staff members, deepened and clarified our vision of the Isaiah Project, and moved the Living Waters Capital Projects from mere ideas to reality. And those are just the highlights! Our collective accomplishments all merit recognition and a moment of celebration.

Nevertheless, the prediction that the first half of the year would be the busiest period was flawed; intensity and focus were required through December. The tasks did not let up! And amid change, challenge, and some very stirred-up waters, we consistently chose a radical path: we slowed down and talked to each other*. This approach -- to reach out and ask and listen -- is what I am most proud of among what we've done and how we've worked together this year. Congregational surveys, extra Vestry meetings, three special Congregational conversations, and many "off-line" discussions fostered steady dialogue, creative solutions, and unwavering gratitude for the abundance that has been given and the opportunity today to shape this place for those to come.

Wendell Berry describes a proper community as a commonwealth, where what we have in common is the source of wealth. "It answers the needs, practical as well as social and spiritual, of its members - among them the need to need one another." The work and achievements of 2023 have reinforced our common source of wealth – the work we do together with faithful listening and constant caring for the community's needs. It is together that we are forever pilgrims on the way to God's love. In anticipation, we welcome the momentum that 2024 has already afforded, burgeoning Sunday attendance, a rosier financial picture than anticipated, and a revitalization of our common space so that we can continue to make church together.

In service and faith,

Nydia MacGregor, *Junior Warden*

*Mary Oliver reminds us that "the two most radical things you can do in America are to slow down, and to talk to each other."

REPORT OF THE TREASURER

– Lessons learned in 2023: Lean into God's grace and you will experience his glory.

The 2023 deficit projected was much smaller than we imagined was possible a year ago. One year ago, at the beginning of 2023, after several meetings and reviews, the 2023 budget was approved by the Vestry.

We expected an \$85,000 deficit at year-end and yet on December 31, 2023, we closed the books. See below to capture some highlights of the final results.

Income/Expenses Overview

Total Parish gross income for 2023 was \$898,910 and exceeded the budget projections by \$27,978 (103% of budget). Total expenses were \$921,900 for the year, \$34,137 under the budget. The bottom line resulted in a Net Loss (Deficit) for the Parish of (\$22,990). This was positive news as it was significantly lower than projected by \$62,125. (The deficit had been projected to be (85,105).

Income Overview

Pledge Payments, Plate Offerings and Other Donations.

Pledge income, a subset of total income, given during 2023 was \$667,944 and was under the budgeted amount of \$680,000 by (\$12,056). Plate offerings of \$52,435 were much higher than the budgeted amount by \$12,435. Other Donations were \$24,783 and exceeded the budgeted amount by \$12,483.

Facilities Use Income and Other Operating Income. The use of our facilities generated \$128,258. This was \$14,626 higher than anticipated. Other Operating Income was primarily a budgeted release of reserves of \$25,000 from the Jordan Fund Earning to offset the budget deficit.

Expense Overview

Stewardship. There were three areas on the expense side that contributed to reductions in expenditures. Changes in personnel: Salaries and Benefits saw a reduction of \$8,560 under budget. This was due to the departure of Maggie Foote, Associate Rector mid-year and hiring Emily Boring, our new Associate Rector later in 2023. Other changes in staffing in the Parish Administrator position and Bookkeeper also contributed to the fluctuation. Offsetting the reductions above, were inflationary increases in Utilities for the church and other general operating costs. The net effect of these factors was a total reduction in Stewardship Expenses of (\$12,737) under budget.

Parish Life. Changes in the schedule for the Sunday night service and programming reduced expenditures in the Music line items to (\$11,842) under budget. Total Parish Life results were (\$10,634) under budget.

Formation. Total expenditures of 21,083 were well under budget by (\$10,766) and spread throughout the various ministries. We anticipate that activities will be increasing in 2024 in several of these areas as the church increases programming, outreach and through growth.

Shelley Altura, *Treasurer*

All Souls Episcopal Parish

Balance Sheet

As of December 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1-0100 Checking/Savings	0.00
1-0101 Mechanics Bank Church Checking	83,553.97
1-0102 Mechanics Bank Savings	57,018.39
1-0103 Mechanics Bank Direct Deposit	21,495.37
1-0104 Church Memorial Fund (Mechanics)	12,301.92
1-0105 Schwab- Church Money Market	24,692.67
1-0106 Vanguard- Church Money Market	140,020.85
1-0107 RDF Checking (Mechanics)	3,589.67
Total 1-0100 Checking/Savings	342,672.84
1-0101- Living Waters Accounts	
1-0108 Living Waters- Mechanics Bank Checking	174,996.94
1-0109 Living Waters - Schwab Money Market	967,661.77
1-0110 Living Waters - Schwab CDs	800,000.00
1-0111 Living Waters Chase Checking	250,000.00
Total 1-0101- Living Waters Accounts	2,192,658.71
Total Bank Accounts	\$2,535,331.55
Other Current Assets	
1-0115 Investments	
1-0116 Vanguard Funds	709,110.19
1-0117 Vanguard Accrued Earnings	191,747.37
Total 1-0115 Investments	900,857.56
1-1200 Prepaid Expenses	1,467.00
12000 *Undeposited Funds	6,894.00
Total Other Current Assets	\$909,218.56
Total Current Assets	\$3,444,550.11
Fixed Assets	
1-3101 Land/Building/Furnishings	469,987.00
1-3102 Jordan Court	68,377.72
Total Fixed Assets	\$538,364.72
TOTAL ASSETS	\$3,982,914.83

All Souls Episcopal Parish

Balance Sheet

As of December 31, 2023

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	67,428.87
Total Accounts Payable	\$67,428.87
Credit Cards	
2-1100 Credit Cards	-567.98
2-1101 CC-Rector x-5303	181.42
2-1102 CC - Assoc Rector - 1526	201.37
2-1107 CC - Ministry Dev 3786	810.16
2-1109 CC-Admin Assist x4566	1,119.10
Total 2-1100 Credit Cards	1,744.07
Total Credit Cards	\$1,744.07
Other Current Liabilities	
2-2300 Prepaid Donations	
2-2310 2020 Prepaid Pledges	321.44
2-2313 2023 Prepaid Pledge	60.00
2-2314 2024 Prepaid Pledge	78,596.98
Total 2-2300 Prepaid Donations	78,978.42
2-2360 Vacation Accural	5,238.00
Total Other Current Liabilities	\$84,216.42
Total Current Liabilities	\$153,389.36
Total Liabilities	\$153,389.36
Equity	
3-0000 EQUITY	
3-1001 Fund Balances Forward	
3-1003 UnRestricted Funds	6,662.31
Total 3-1001 Fund Balances Forward	6,662.31
3-2000 Pass-Through Funds	
3-2100 Pass Through Charitable	36,386.92
3-2200 Pass Through Non-Charitable	0.00
3-2206 Bldg Use/Liturgical	125.00
3-2208 Vestry Retreat	100.00
3-2210 Parish Retreat	-4,752.46
3-2212 Camping	-650.00
3-2213 CCD	3,600.00
3-2215 Camp All Souls	804.12
3-2220 Misc. Pass Through	1,190.00
Total 3-2200 Pass Through Non-Charitable	416.66

All Souls Episcopal Parish

Balance Sheet

As of December 31, 2023

	TOTAL
Total 3-2000 Pass-Through Funds	36,803.58
3-3100 Vestry Designated Funds	0.00
3-3110 Sabbatical Funds (E2014)	28,679.45
3-3115 Literary Events	600.00
3-3120 Jordan Fund Principle	709,110.19
3-3121 Realized Investment Earnings (V)	29,400.46
3-3122 Unrealized Investment Earnings (V)	187,346.91
3-3130 Fixed Assets Fund	469,987.00
3-3140 Property Maintenance Fund	57,703.51
3-3150 Reserve Fund	36,190.16
3-3151 Accrued Interest Income on Reserves	3,408.94
Total 3-3100 Vestry Designated Funds	1,522,426.62
3-5000 Restricted Funds	
3-5001 Rector's Discretionary Fund	3,589.67
3-5010 Arts Project Funds	11,466.36
3-5015 LivingWaters-CapitalCampaign	2,169,816.61
3-5017 Jordan Court Project	2,676.47
3-5020 Children & Youth	670.91
3-5021 Children	686.89
3-5022 eScript	2,680.65
3-5023 High School Immersion	-8,079.42
3-5024 Middle School Immersion	726.65
3-5025 Youth/Children/Families	8,402.28
Total 3-5020 Children & Youth	5,087.96
3-5030 Drama	101.41
3-5040 Key Deposits	165.00
3-5045 LEM Supplies	17.97
3-5050 Memorial Fund	12,801.52
3-5055 Music Funds	
3-5056 Music - General	5,134.60
3-5057 Choir Fund	1,406.11
Total 3-5055 Music Funds	6,540.71
3-5063 Other	160.00
3-5065 Outreach	21,602.64
3-5070 Parish Hall Floor Fund	1,765.80
3-5071 PHse Accompaniment Project	1,267.07
3-5073 Stephen Ministry	1,976.51
3-5075 Vestment Fund	1,292.53
Total 3-5000 Restricted Funds	2,240,328.23
Total 3-0000 EQUITY	3,806,220.74
3-0001 Opening Balance Equity	5,446.22
32000 Unrestricted Net Assets	40,848.43

All Souls Episcopal Parish

Balance Sheet

As of December 31, 2023

	TOTAL
Net Income	-22,989.92
Total Equity	\$3,829,525.47
TOTAL LIABILITIES AND EQUITY	\$3,982,914.83

ALL SOULS EPISCOPAL PARISH
2023 PROFIT & LOSS STATEMENT

	2023 ACTUAL	2023 BUDGET	DIFFERENCE	% OF BUDGET
Income				
4-0000 INCOME				
4-1100 Pledge Payments				
4-1101 Current Pledges	\$ 644,659.55	\$ 675,000.00	\$ (30,340.45)	95.51%
4-1102 Prior Year Pledges	23,284.12	5,000.00	18,284.12	465.68%
Total 4-1100 Pledge Payments	667,943.67	680,000.00	(12,056.33)	98.23%
4-1300 Plate Offerings				
4-1301 Offering of Record	33,938.32	27,000.00	6,938.32	125.70%
4-1302 Loose Offering	18,496.56	13,000.00	5,496.56	142.28%
Total 4-1300 Plate Offerings	52,434.88	40,000.00	12,434.88	131.09%
4-1400 Other Donations				
4-1401 Special Gifts	22,637.50	-	22,637.50	-
4-1402 Special Days	1,952.00	2,300.00	(348.00)	84.87%
4-1404 Other Gifts	193.71	10,000.00	(9,806.29)	1.94%
Total 4-1400 Other Donations	24,783.21	12,300.00	12,483.21	201.49%
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	85,064.00	79,100.00	5,964.00	107.54%
4-1502 Other Renters	4,795.00	3,000.00	1,795.00	159.83%
4-1503 Staff Housing	38,398.54	31,532.00	6,866.54	121.78%
Total 4-1500 Facilities Use	128,257.54	113,632.00	14,625.54	112.87%
4-3000 Other Operating Income				
4-3001 Interest Income	490.24	-	490.24	-
4-3003 Release from Reserves	25,000.00	25,000.00	-	100.00%
4-3009 Misc Income	-	-	-	-
Total 4-3000 Other Operating Income	25,490.24	25,000.00	490.24	101.96%
Total 4-0000 INCOME	\$ 898,909.54	\$ 870,932.00	\$ 27,977.54	103.21%
Expenses				
6-0000 STEWARDSHIP EXPENSES				
6-2000 Personnel Salaries & Benefits				
6-2101 Rector				
6-2102 Rector Salary & Housing	\$ 150,072.48	\$ 150,072.57	\$ (0.09)	100.00%
6-2103 Rector Benefits	43,173.72	43,178.52	(4.80)	99.99%

6-2104 Rector Pension	27,013.08	27,013.06	0.02	100.00%
Total 6-2101 Rector	220,259.28	220,264.15	(4.87)	100.00%
6-2201 Assoc Rector				
6-2202 Assoc Rector Salary	85,019.36	100,782.97	(15,763.61)	84.36%
6-2203 Assoc Rector Benefits	6,630.02	201.72	6,428.30	3286.74%
6-2204 Assoc Rector Pension	18,672.58	18,140.94	531.64	102.93%
Total 6-2201 Assoc Rector	110,321.96	119,125.63	(8,803.67)	92.61%
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	32,536.17	35,839.06	(3,302.89)	90.78%
6-2303 Parish Admin Benefits	408.98	492.40	(83.42)	83.06%
6-2304 Parish Admin Pension	1,587.78	1,791.95	(204.17)	88.61%
6-2305 Parish Admin Pension Match	950.32	716.78	233.54	132.58%
Total 6-2301 Parish Administrator	35,483.25	38,840.19	(3,356.94)	91.36%
6-2401 Associate for Music				
6-2402 Assoc Music Salary	52,542.72	52,553.16	(10.44)	99.98%
6-2403 Assoc Music Benefits	15,514.42	14,062.71	1,451.71	110.32%
6-2404 Assoc Music Pension	2,627.16	2,627.66	(0.50)	99.98%
6-2405 Assoc Music Pension Match	-	-	-	-
Total 6-2401 Associate for Music	70,684.30	69,243.53	1,440.77	102.08%
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	107,039.84	105,039.87	1,999.97	101.90%
6-2603 Assoc Ministry Dev Benefits	1,356.32	1,372.05	(15.73)	98.85%
6-2604 Assoc Ministry Dev Pension	6,665.01	5,251.99	1,413.02	126.90%
6-2605 Assoc Ministry Dev Pens Match	2,968.58	4,201.59	(1,233.01)	70.65%
Total 6-2601 Assoc Ministry Development	118,029.75	115,865.50	2,164.25	101.87%
6-2709 Sabbatical Set-Aside	2,984.04	2,984.01	0.03	0.00%
6-2709 Vacation Accrual	5,238.00	5,238.00	-	0.00%
Total 6-2000 Personnel Salaries & Benefits	\$ 563,000.58	\$ 571,561.01	\$ (8,560.43)	-1.50%
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	18,362.42	\$ 20,260.44	(1,898.02)	-9.37%
6-2552 Worker's Compensation	1,583.04	\$1,800.00	(216.96)	-12.05%
6-2553 Payroll Processing	1,526.00	\$1,848.00	(322.00)	-17.42%
6-2554 Staff Bonuses	-	-	-	-
Total 6-2550 Employer Expenses	\$ 21,471.46	\$ 23,908.44	\$ (2,436.98)	-10.19%
6-2560 Professional Allowances				
6-2561 Rector Allowances	2,648.60	\$ 3,000.00	(351.40)	88.29%

6-2562 Assoc Rector Allowances	749.94	2,000.00	(1,250.06)	37.50%
6-2564 Assoc Music Allowances	212.00	500.00	(288.00)	42.40%
6-2566 Assoc Min Dev Allowance	1,280.64	1,900.00	(619.36)	67.40%
Total 6-2560 Professional Allowances	\$ 4,891.18	\$ 7,400.00	\$ (2,508.82)	66.10%

6-3000 General Operations

6-3100 Parish Administration

6-3101 Office Machines	\$ 10,907.20	\$ 9,540.00	1,367.20	114.33%
6-3102 Office Supplies	2,784.12	5,000.00	(2,215.88)	55.68%
6-3103 Postage & Mailings	489.86	600.00	(110.14)	81.64%
6-3105 Communications	1,167.60	2,000.00	(832.40)	58.38%
Total 6-3100 Parish Administration	15,348.78	17,140.00	\$ (1,791.22)	89.55%

6-3200 Information Technology

6-3201 IT Services	247.35	500.00	(252.65)	49.47%
6-3203 Software	5,025.46	3,876.00	1,149.46	129.66%
6-3205 Hardware	323.35	2,000.00	(1,676.65)	16.17%
Total 6-3200 Information Technology	5,596.16	6,376.00	\$ (779.84)	87.77%

6-3300 Other Operations

6-3301 Safe Church	-	100.00	(100.00)	0.00%
6-3302 Archivist	-	500.00	(500.00)	0.00%
6-3303 Stewardship	1,946.78	1,600.00	346.78	121.67%
6-3304 Congregational Developmt	-	-	-	-
6-3305 Recruitment	-	-	-	-
Total 6-3300 Other Operations	1,946.78	2,200.00	(253.22)	88.49%

6-3400 Finance & Corporate

6-3401 Insurance	13,415.00	12,400.00	1,015.00	108.19%
6-3402 County & State Assessments	1,507.39	2,800.00	(1,292.61)	53.84%
6-3403 Bank Fees	65.00	50.00	15.00	130.00%
6-3405 3rd Party Processing Fees	2,067.00	1,000.00	1,067.00	206.70%
6-3406 Bookkeeper	14,530.95	13,328.64	1,202.31	109.02%
6-3409 Accounting Office Exp	-	500.00	(500.00)	0.00%
Total 6-3400 Finance & Corporate	31,585.34	30,078.64	1,506.70	105.01%

Total 6-3000 General Operations	\$ 54,477.06	\$ 55,794.64	\$ (1,317.58)	97.64%
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6-3500 Church Property

6-3501 Buildings & Grounds

6-3502 Supplies	\$ 3,327.68	\$ 3,000.00	\$ 327.68	110.92%
6-3503 Kitchen Supplies	1,070.18	1,500.00	(429.82)	71.35%
6-3505 Repairs & Maintenance	4,661.16	4,000.00	661.16	116.53%

6-3506 Janitorial Service	13,828.00	14,200.00	(372.00)	97.38%
6-3507 Garden Work	1,980.00	1,072.00	908.00	184.70%
6-3509 Miscellaneous	98.00	-	98.00	-
6-3510 Security	1,809.18	1,537.92	271.26	117.64%
Total 6-3501 Buildings & Grounds	26,774.20	25,309.92	1,464.28	105.79%
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	1,378.42	120.00	1,258.42	1148.68%
6-3601G Gas - Church	7,116.38	4,350.00	2,766.38	163.59%
Total 6-3601 Energy	8,494.80	4,470.00	4,024.80	190.04%
6-3602 Water - Church	3,172.16	4,100.00	(927.84)	77.37%
6-3603 Refuse/Recycle - Church	4,767.73	5,740.00	(972.27)	83.06%
6-3604 Telecommuncations	6,866.05	5,700.00	1,166.05	120.46%
6-3605 Jordan Court Utilitites	154.33	-	154.33	-
6-3606 · Electricity & Gas (Jordan Ct)	147.50	480.00	(332.50)	30.73%
6-3607 · Water & Sewer (Jordan Ct)	1,800.00	2,750.00	(950.00)	65.45%
6-3609 · Common Area Maintenance	12,000.00	13,200.00	(1,200.00)	90.91%
Total 6-3605 Jordan Court Utilities	14,101.83	16,430.00	(2,328.17)	85.83%
Total 6-3600 Utilities	37,402.57	36,440.00	962.57	102.64%
Total 6-3500 Church Property	\$ 64,176.77	\$ 61,749.92	\$ 2,426.85	103.93%
6-3700 Assessments				
6-3701 Diocese	126,588.81	126,579.00	9.81	100.01%
6-3702 · Deanery	350.00	700.00	(350.00)	50.00%
Total 6-3500 Assessments	\$ 126,938.81	\$ 127,279.00	\$ (340.19)	99.73%
TOTAL 6-0000 STEWARDSHIP EXPENSES	\$ 834,955.86	\$ 847,693.01	\$ (12,737.15)	98.50%
6-4000 PARISH LIFE				
6-4100 Music				
6-4101 Sheet Music & Permissions	\$ 1,035.10	\$ 1,350.00	\$ (314.90)	76.67%
6-4102 Instrument Maint/Rental	3,010.00	3,500.00	(490.00)	86.00%
6-4103 Choir Section Leader/Cantor	15,587.46	18,198.72	(2,611.26)	85.65%
6-4104 Trumpet Musician	8,690.30	9,291.60	(601.30)	93.53%
6-4105 Supply Accompanist	2,425.00	3,000.00	(575.00)	80.83%
6-4106 Artists	650.00	1,750.00	(1,100.00)	37.14%
6-4107 Sunday Night Musicians	8,250.00	14,400.00	(6,150.00)	57.29%
Total 6-4100 Music	39,647.86	51,490.32	(11,842.46)	77.00%

6-4200 Worship Activities

6-4201 Sacristans-Flowers	1,288.44	250.00	1,038.44	515.38%
6-4202 Sacristans Altar Supply	2,725.43	3,500.00	(774.57)	77.87%
6-4203 Acolytes	-	300.00	(300.00)	0.00%
6-4205 Arts at All Souls	227.13	400.00	(172.87)	56.78%

Total 6-4200 Worship Activities	4,241.00	4,450.00	(209.00)	95.30%
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6-4300 Community Building

6-4301 Greeters/Newcomers	42.78	100.00	(57.22)	42.78%
6-4302 Evangelism	134.99	400.00	(265.01)	33.75%
6-4303 Retreat Scholarships	600.00	600.00	-	100.00%
6-4304 Parish Retreat	500.00	500.00	-	100.00%
6-4305 Continuing the Feast	52.35	100.00	(47.65)	52.35%
6-4306 Dinners/Picnics	1,066.34	1,000.00	66.34	106.63%
6-4307 Literary Events	-	500.00	(500.00)	0.00%

Total 6-4300 Community Building	2,396.46	3,200.00	(803.54)	74.89%
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6-4400 Hospitality

6-4401 Hospitality-Sunday	2,056.87	2,300.00	(243.13)	89.43%
6-4402 Hospitality-Special Days	1,156.31	400.00	756.31	289.08%
6-4403 Sexton	16,361.49	14,653.41	1,708.08	111.66%

Total 6-4400 Hospitality	19,574.67	17,353.41	2,221.26	112.80%
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TOTAL 6-4000 PARISH LIFE	\$ 65,859.99	\$ 76,493.73	\$ (10,633.74)	86.10%
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6-5000 FORMATION

6-5100 Children/Family

6-5101 Children's Programs	1,852.23	2,500.00	(647.77)	74.09%
6-5102 Family Ministry	1,844.16	3,000.00	(1,155.84)	61.47%
6-5104 Other Childcare (Programs)	-	1,000.00	(1,000.00)	0.00%

Total 6-5100 Children/Family	3,696.39	6,500.00	(2,803.61)	56.87%
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6-5200 Youth Ministries

6-5201 Sunday School	102.23	600.00	(497.77)	17.04%
6-5202 Youth Group	1,257.92	2,500.00	(1,242.08)	50.32%
6-5203 Youth-Parish Retreat	1,078.48	750.00	328.48	143.80%

Total 6-5200 Youth Ministries	2,438.63	3,850.00	(1,411.37)	63.34%
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6-5300 Adult Ministries

6-5301 Adult Formation	1,079.78	1,100.00	(20.22)	98.16%
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6-5302 Stephen Ministry	112.80	1,000.00	(887.20)	11.28%
6-5304 Small Groups	168.08	100.00	68.08	168.08%
6-5305 Vocations	350.00	1,200.00	(850.00)	29.17%
Total 6-5300 Adult Ministries	1,710.66	3,400.00	(1,689.34)	50.31%
6-5400 Mission & Outreach				
6-5401 Peace and Justice	4,000.00	4,000.00	-	100.00%
6-5402 Open Door Dinners	4,166.85	9,000.00	(4,833.15)	46.30%
6-5403 Foster Youth Ministry	471.15	500.00	(28.85)	94.23%
6-5406 CDSP	3,500.00	3,500.00	-	100.00%
6-5408 Climate Change Action Group	1,000.00	1,000.00	-	100.00%
6-5409 Integrity	100.00	100.00	-	100.00%
Total 6-5400 Mission & Outreach	13,238.00	18,100.00	(4,862.00)	73.14%
TOTAL 6-5000 FORMATION	\$ 21,083.68	\$ 31,850.00	\$ (10,766.32)	66.20%
TOTAL EXPENSES	\$ 921,899.53	\$ 956,036.74	\$ (34,137.21)	96.43%
SURPLUS / (DEFICIT)	\$ (22,989.99)	\$ (85,104.74)	\$ 62,114.75	27.01%

All Souls: Living Waters

Balance Sheet

As of December 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1-0100 Bank Accounts	
1-0101 Mechanics Bank- Checking	174,996.94
1-0102 Schwab CDs	800,000.00
1-0103 Schwab- Money Market	967,661.77
1-0104 Chase Checking	5,000.00
1-0105 Chase CDs	245,000.00
Total 1-0100 Bank Accounts	2,192,658.71
Total Bank Accounts	\$2,192,658.71
Total Current Assets	\$2,192,658.71
TOTAL ASSETS	\$2,192,658.71
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	22,842.10
Total Accounts Payable	\$22,842.10
Total Current Liabilities	\$22,842.10
Total Liabilities	\$22,842.10
Equity	
32000 Unrestricted Net Assets	1,236,176.22
Net Income	933,640.39
Total Equity	\$2,169,816.61
TOTAL LIABILITIES AND EQUITY	\$2,192,658.71

All Souls: Living Waters

Profit and Loss

January - December 2023

	TOTAL
Income	
4-0000 REVENUE	
4-1100 Campaign Donations	
4-1101 Campaign Donations	1,097,655.78
Total 4-1100 Campaign Donations	1,097,655.78
4-1200 Other Revenue	
4-1201 Interest	29,648.43
Total 4-1200 Other Revenue	29,648.43
Total 4-0000 REVENUE	1,127,304.21
Total Income	\$1,127,304.21
Expenses	
6-0000 EXPENSES	
6-1000 Campaign Expenses	
6-1002 Administrative	1,229.09
Total 6-1000 Campaign Expenses	1,229.09
6-2000 Construction Planning	
6-2004 Fees	8,948.33
6-2006 Inspections	6,800.00
Total 6-2000 Construction Planning	15,748.33
6-3000 Construction	
6-3100 Architect	
6-3110 Programing & Conceptual Design	47,165.65
6-3120 Design Development	47,165.65
6-3130 Construction Documentation	4,550.10
6-3150 Other Services	42,625.00
Total 6-3100 Architect	141,506.40
6-3200 Restoration Work	35,180.00
Total 6-3000 Construction	176,686.40
Total 6-0000 EXPENSES	193,663.82
Total Expenses	\$193,663.82
NET OPERATING INCOME	\$933,640.39
NET INCOME	\$933,640.39

**ALL SOULS EPISCOPAL PARISH
2024 BUDGET**

	2024 BUDGET	2023 BUDGET	DIFFERENCE	% CHANGE
Income				
4-0000 INCOME				
4-1100 Pledge Payments				
4-1101 Current Pledges	\$ 686,894.00	\$ 675,000.00	\$ 11,894.00	1.76%
4-1102 Prior Year Pledges	7,000.00	5,000.00	2,000.00	40.00%
Total 4-1100 Pledge Payments	693,894.00	680,000.00	13,894.00	2.04%
4-1300 Plate Offerings				
4-1301 Offering of Record	37,000.00	27,000.00	10,000.00	37.04%
4-1302 Loose Offering	16,800.00	13,000.00	3,800.00	29.23%
Total 4-1300 Plate Offerings	53,800.00	40,000.00	13,800.00	34.50%
4-1400 Other Donations				
4-1401 Special Gifts	-	-	-	-
4-1402 Special Days	1,200.00	2,300.00	(1,100.00)	-47.83%
4-1404 Other Gifts	10,000.00	10,000.00	-	0.00%
Total 4-1400 Other Donations	11,200.00	12,300.00	(1,100.00)	-8.94%
4-1500 Facilities Use				
4-1501 Dedicated Space Rentals	79,100.00	79,100.00	-	0.00%
4-1502 Other Renters	5,140.00	3,000.00	2,140.00	71.33%
4-1503 Staff Housing	-	31,532.00	(31,532.00)	-100.00%
Total 4-1500 Facilities Use	84,240.00	113,632.00	(29,392.00)	-25.87%
4-3000 Other Operating Income				
4-3001 Interest Income	1,080.00	-	1,080.00	
4-3003 Release from Reserves	25,000.00	25,000.00	-	0.00%
4-3009 Misc Income	-	-	-	
Total 4-3000 Other Operating Income	26,080.00	25,000.00	1,080.00	4.32%
Total 4-0000 INCOME	\$ 869,214.00	\$ 870,932.00	(1,718.00)	-0.20%
Expenses				
6-0000 STEWARDSHIP EXPENSES				
6-2000 Personnel Salaries & Benefits				
6-2101 Rector				
6-2102 Rector Salary & Housing	\$ 154,424.58	\$ 150,072.57	\$ 4,352.01	2.90%
6-2103 Rector Benefits	45,300.00	43,178.52	2,121.48	4.91%
6-2104 Rector Pension	27,796.46	27,013.06	783.40	2.90%

Total 6-2101 Rector	227,521.04	220,264.15	7,256.89	3.29%
6-2201 Assoc Rector				
6-2202 Assoc Rector Salary	65,007.00	100,782.97	(35,775.97)	-35.50%
6-2203 Assoc Rector Benefits	16,284.00	201.72	16,082.28	7972.58%
6-2204 Assoc Rector Pension	20,341.26	18,140.94	2,200.32	12.13%
Total 6-2201 Assoc Rector	101,632.26	119,125.63	(17,493.37)	-14.68%
6-2301 Parish Administrator				
6-2302 Parish Admin Salary	40,000.00	35,839.06	4,160.94	11.61%
6-2303 Parish Admin Benefits	496.00	492.40	3.60	0.73%
6-2304 Parish Admin Pension	2,000.00	1,791.95	208.05	11.61%
6-2305 Parish Admin Pension Match	1,600.00	716.78	883.22	123.22%
Total 6-2301 Parish Administrator	44,096.00	38,840.19	5,255.81	13.53%
6-2401 Associate for Music				
6-2402 Assoc Music Salary	21,626.53	52,553.16	(30,926.63)	-58.85%
6-2403 Assoc Music Benefits	15,184.42	14,062.71	1,121.71	7.98%
6-2404 Assoc Music Pension	3,481.33	2,627.66	853.67	32.49%
6-2405 Assoc Music Pension Match	-	-	-	
Total 6-2401 Associate for Music	40,292.28	69,243.53	(28,951.25)	-18.38%
6-2601 Assoc Ministry Development				
6-2602 Assoc Ministry Dev Salary	65,649.90	105,039.87	(39,389.97)	-37.50%
6-2603 Assoc Ministry Dev Benefits	814.06	1,372.05	(557.99)	-40.67%
6-2604 Assoc Ministry Dev Pension	3,282.50	5,251.99	(1,969.50)	-37.50%
6-2605 Assoc Ministry Dev Pens Match	2,626.00	4,201.59	(1,575.59)	-37.50%
Total 6-2601 Assoc Ministry Development	72,372.45	115,865.50	(43,493.05)	-153.17%
6-2709 Sabbatical Set-Aside	3,070.55	2,984.01	86.54	2.90%
6-2709 Vacation Accrual	5,389.90	5,238.00	151.90	2.90%
Total 6-2000 Personnel Salaries & Benefits	\$ 494,374.49	\$ 571,561.01	\$ (77,186.52)	\$ (1.64)
6-2550 Employer Expenses				
6-2551 Employer FICA & Medicare	\$ 10,115.20	\$ 20,260.44	\$ (10,145.24)	-50.07%
6-2552 Worker's Compensation	1,854.00	\$1,800.00	54.00	3.00%
6-2553 Payroll Processing	1,512.00	\$1,848.00	(336.00)	-18.18%
6-2554 Staff Bonuses	-	-	-	-
Total 6-2550 Employer Expenses	\$ 13,481.20	\$ 23,908.44	(10,427.24)	-43.61%
6-2560 Professional Allowances				
6-2561 Rector Allowances	\$ 3,000.00	\$ 3,000.00	\$ -	0.00%
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	2,000.00	1,900.00	100.00	5.26%
Total 6-2560 Professional Allowances	\$ 7,500.00	\$ 7,400.00	100.00	5.26%

6-3000 General Operations

6-3100 Parish Administration

6-3101 Office Machines	\$ 10,500.00	\$ 9,540.00	\$ 960.00	10.06%
6-3102 Office Supplies	4,000.00	5,000.00	(1,000.00)	-20.00%
6-3103 Postage & Mailings	660.00	600.00	60.00	10.00%
6-3105 Communications	1,700.00	2,000.00	(300.00)	-15.00%
Total 6-3100 Parish Administration	16,860.00	17,140.00	(280.00)	-14.94%

6-3200 Information Technology

6-3201 IT Services	500.00	500.00	-	0.00%
6-3203 Software	4,264.00	3,876.00	388.00	10.01%
6-3205 Hardware	2,000.00	2,000.00	-	0.00%
Total 6-3200 Information Technology	6,764.00	6,376.00	388.00	10.01%

6-3300 Other Operations

6-3301 Safe Church	100.00	100.00	-	0.00%
6-3302 Archivist	-	500.00	(500.00)	-100.00%
6-3303 Stewardship	1,500.00	1,600.00	1,600.00	100.00%
6-3304 Congregational Developmt	3,700.00	-	-	
6-3305 Recruitment	-	-	-	
Total 6-3300 Other Operations	5,300.00	2,200.00	3,100.00	0.00%

6-3400 Finance & Corporate

6-3401 Insurance	12,772.00	12,400.00	372.00	3.00%
6-3402 County & State Assessments	2,884.00	2,800.00	84.00	3.00%
6-3403 Bank Fees	-	50.00	(50.00)	-100.00%
6-3405 3rd Party Processing Fees	2,067.27	1,000.00	1,067.27	106.73%
6-3406 Bookkeeper	13,950.00	13,328.64	621.36	4.66%
6-3409 Accounting Office Exp	-	500.00	-	0.00%
Total 6-3400 Finance & Corporate	31,673.27	30,078.64	1,594.63	11.39%

Total 6-3000 General Operations	\$ 60,597.27	\$ 55,794.64	\$ 4,802.63	8.61%
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6-3500 Church Property

6-3501 Buildings & Grounds

6-3502 Supplies	\$ 3,150.00	\$ 3,000.00	\$ 150.00	5.00%
6-3503 Kitchen Supplies	1,500.00	1,500.00	-	0.00%
6-3505 Repairs & Maintenance	4,000.00	4,000.00	-	0.00%
6-3506 Janitorial Service	14,611.80	14,200.00	411.80	2.90%

6-3507 Garden Work	2,160.00	1,072.00	1,088.00	101.49%
6-3509 Miscellaneous	100	-	100.00	
6-3510 Security	1,582.52	1,537.92	44.60	2.90%
Total 6-3501 Buildings & Grounds	27,104.32	25,309.92	1,794.40	7.09%
6-3600 Utilities				
6-3601 Energy				
6-3601E Electricity - Church	1,200.00	120.00	1,080.00	900.00%
6-3601G Gas - Church	8,800.00	4,350.00	4,450.00	102.30%
Total 6-3601 Energy	10,000.00	4,470.00	5,530.00	123.71%
6-3602 Water - Church	3,500.00	4,100.00	(600.00)	-14.63%
6-3603 Refuse/Recycle - Church	4,670.00	5,740.00	(1,070.00)	-18.64%
6-3604 Telecommuncations	7,760.00	5,700.00	2,060.00	36.14%
6-3605 Jordan Court Utilitites				
6-3606 · Electricity & Gas (Jordan Ct)	480.00	480.00	-	0.00%
6-3607 · Water & Sewer (Jordan Ct)	2,750.00	2,750.00	-	0.00%
6-3609 · Common Area Maintenance	13,200.00	13,200.00	-	0.00%
Total 6-3605 Jordan Court Utilities	16,430.00	16,430.00	-	-
Total 6-3600 Uiltities	42,360.00	36,440.00	5,920.00	16.25%
Total 6-3500 Church Property	\$ 69,464.32	\$ 61,749.92	\$ 7,714.40	12.49%
6-3700 Assessments				
6-3701 Diocese	137,649.05	126,579.00	11,070.05	126,579.00
6-3702 · Deanery	350.00	700.00	(350.00)	700.00
Total 6-3500 Assessments	\$ 137,999.05	\$ 127,279.00	\$ 10,720.05	8.42%
TOTAL 6-0000 STEWARDSHIP EXPENSES	\$ 783,416.33	\$ 847,693.01	\$ (64,276.68)	-7.58%
6-4000 PARISH LIFE				
6-4100 Music				
6-4101 Sheet Music & Permissions	\$ 800.00	\$ 1,350.00	\$ (550.00)	-40.74%
6-4102 Instrument Maint/Rental	2,500.00	3,500.00	(1,000.00)	-28.57%
6-4103 Choir Section Leader/Cantor	18,726.48	18,198.72	527.76	2.90%
6-4104 Trumpet Musician	9,561.06	9,291.60	269.46	2.90%
6-4105 Supply Accompanist	3,000.00	3,000.00	-	0.00%
6-4106 Artists	6,400.00	1,750.00	4,650.00	265.71%
6-4107 Sunday Night Musicians	-	14,400.00	(14,400.00)	-100.00%
Total 6-4100 Music	40,987.54	51,490.32	(10,502.78)	-20.40%

6-4200 Worship Activities

6-4201 Sacristans-Flowers	500.00	250.00	250.00	100.00%
6-4202 Sacristans Altar Supply	3,500.00	3,500.00	-	0.00%
6-4203 Acolytes	300.00	300.00	-	0.00%
6-4205 Arts at All Souls	400.00	400.00	-	0.00%

Total 6-4200 Worship Activities	4,700.00	4,450.00	250.00	5.62%
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6-4300 Community Building

6-4301 Greeters/Newcomers	100.00	100.00	-	0.00%
6-4302 Evangelism	200.00	400.00	(200.00)	-50.00%
6-4303 Retreat Scholarships	600.00	600.00	-	0.00%
6-4304 Parish Retreat	500.00	500.00	-	0.00%
6-4305 Continuing the Feast	100.00	100.00	-	0.00%
6-4306 Dinners/Picnics	1,300.00	1,000.00	300.00	30.00%
6-4307 Literary Events	500.00	500.00	-	0.00%

Total 6-4300 Community Building	3,300.00	3,200.00	100.00	3.13%
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6-4400 Hospitality

6-4401 Hospitality-Sunday	2,300.00	2,300.00	-	0.00%
6-4402 Hospitality-Special Days	1,400.00	400.00	1,000.00	250.00%
6-4403 Sexton	15,078.36	14,653.41	424.95	2.90%

Total 6-4400 Hospitality	18,778.36	17,353.41	1,424.95	8.21%
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TOTAL 6-4000 PARISH LIFE	\$ 67,765.90	\$ 76,493.73	\$ (8,727.83)	-11.41%
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6-5000 FORMATION

6-5100 Children/Family

6-5101 Children's Programs	\$ 2,000.00	\$ 2,500.00	\$ (500.00)	-20.00%
6-5102 Family Ministry	3,000.00	3,000.00	-	0.00%
6-5104 Other Childcare (Programs)	1,000.00	1,000.00	-	0.00%

Total 6-5100 Children/Family	6,000.00	6,500.00	(500.00)	-7.69%
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6-5200 Youth Ministries

6-5201 Sunday School	300.00	600.00	(300.00)	-50.00%
6-5202 Youth Group	3,000.00	2,500.00	500.00	20.00%
6-5203 Youth-Parish Retreat	1,250.00	750.00	500.00	66.67%

Total 6-5200 Youth Ministries	4,550.00	3,850.00	700.00	18.18%
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6-5300 Adult Ministries

6-5301 Adult Formation	1,100.00	1,100.00	-	0.00%
6-5302 Stephen Ministry	400.00	1,000.00	(600.00)	-60.00%

6-5304 Small Groups	100.00	100.00	-	0.00%
6-5305 Vocations	1,200.00	1,200.00	-	0.00%
Total 6-5300 Adult Ministries	2,800.00	3,400.00	(600.00)	-17.65%
6-5400 Mission & Outreach				
6-5401 Peace and Justice	4,000.00	4,000.00	-	0.00%
6-5402 Open Door Dinners	8,600.00	9,000.00	(400.00)	-4.44%
6-5403 Foster Youth Ministry	900.00	500.00	400.00	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%
Total 6-5400 Mission & Outreach	18,100.00	18,100.00	-	0.00%
TOTAL 6-5000 FORMATION	\$ 31,450.00	\$ 31,850.00	\$ (400.00)	-1.26%
TOTAL EXPENSES	\$ 882,632.23	\$ 956,036.74	\$ (73,404.51)	-7.68%
SURPLUS / (DEFICIT)	\$ (13,418.23)	\$ (85,104.74)	\$ 71,686.51	-84.23%

REPORT OF THE TECH TEAM

2023 had fewer changes than 2022, as we did a lot to optimize the process.

The team of three techs (Jim Feeley, Scott Garriott, and Charlie Myers) streamed every Sunday 10:30 service and all of Holy Week, Christmas Eve and a few funerals in 2023.

We changed the streaming provider in February 2023 from Facebook to YouTube, which was easier to access and gave us better viewer statistics. You can find our channel at <https://www.youtube.com/@allsoulsepiscopalparishber8431>/streams. We typically have 10-20 people watching the service live and 50-100 watching later. Our top video has had 181 views as we reach out to people worldwide and allow more time flexibility.

We added a set of reliable stairs, built by Will Boutelle, that replaced the stepladder that we used to get to the raised platform.. Thank you, Will, for both the platform and the stairs. The video techs can now get up to the platform safely! We made a few changes to cameras, with a better network feed for the choir, while we dropped the wide-angle camera at the back of the church.

There is also old news from 2022 that people do not always know about. The church network is available to parishioners for our zoom calls in bible studies and other classes. This 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".

—Charlie Myers

REPORT OF THE ACOLYTE PROGRAM

Our acolyte program has had a slow return post-covid, especially following the graduation of several of our older acolytes. We are grateful for the continued leadership of our experienced acolytes, Jonah Brochard and Keller Lynch (supported by Michael Drell). During Youth Group, we hosted an acolyte info session and gathered interest from a number of youth. We have recently begun training a new cohort of acolytes by offering shadowing opportunities during our 10:30 service. In particular, we are trying to increase participation by inviting some of our younger middle school youth to take part.

The Rev. Emily Boring, *Associate Rector*

REPORT OF ADULT FORMATION MINISTRY

In the summer of 2023, All Souls moved to a new Sunday morning schedule with services at 8:00am and 10:30am. With this change, the Adult formation schedule also underwent changes. The "Reading Between the Lines" bible study meets before the 8:00am service in person and on zoom; however, there is no a bible study between the services. The Adult Formation hour now runs from 9:15am -10:15am giving a full hour for the classes.

The main activity of the Adult Formation Committee is planning the schedule for the following academic year. In March 2023 we formed an advisory panel that met three times to offer input and advice on the schedule for the 2023-2024 program year. The committee works to represent historical, theological, biblical, liturgical, and social just topics during the program year. After the consultation with the advisory panel, the committee continued to work to schedule the classes, get descriptions of each class, and to put together the final brochure which debuted in August on Homecoming Sunday. A description of the classes can be found on our website in the section on learn.

We welcome suggestions from parishioners for topics for the 2024-2025 program year. Those should be sent in by the middle of March in order to receive consideration by the committee.

In the summer of 2023, we ran three books groups: The Seven Story Mountain by Thomas Merton (led by Jack Shoemaker); The Red Tent by Anita Diamant (led by Emily McDonald); and The Meal That Reconnects: Eucharistic Eating and the Global Food Crisis by Mary E. McGann (led by Ruth Meyers). The committee also welcomes suggestions for books for the summer of 2024.

The members of the committee are Emily McDonald, Paul Matthew, and Anne Yardley.

—Anne Yardley

REPORT OF ARTS AT ALL SOULS

The dedicated Arts at All Souls team meets several times throughout the liturgical year to create projects which depict the simple message of Jesus, who said that his only request is that we love God with all our hearts, and love our neighbor as ourselves. How do we give our neighbors a message of hope for a weary world and a threatened environment?

REPORT OF THE NEWCOMER/GREETER MINISTRY

Through the visual arts, we seek to express and communicate our values as a people of faith and a people who worship God in this holy space.

We began 2023 with a theme of the vine and branches (John 15:5) for our Pascal Candle, representing renewal and growth after the past years of Covid and the blessings of Jordan Court and the Living Waters campaign.

We were blessed to revisit Kieran King's thoughtful Stations of the Cross for Lent, and it was especially meaningful to watch those who attended the Good Friday service to walk the perimeter of the nave and pray beside each station. Diane painted quite large cloth banners of the sunrise over Jerusalem for Easter.

Rena created a series of bold, written banners for Pentecost, prompting several All Souls members to wonder why we couldn't leave them up all year? They were an inspiration and brought the Holy Spirit into our presence in a dramatic way.

During Ordinary Time in the summer, Erin and Michelle set up several stations where people could experience the presence of God through the five senses. Taste, touch, hearing, seeing and aromas were available to enhance our worship space.

Our highlight of 2023 was an awesome guided tour behind the scenes of Grace Cathedral in San Francisco. The Chief Verger and the Archivist took us, literally, behind the curtain, viewing priceless sacramental pieces as well as banners and historical artworks from ages past. Several of our team commented that the immense space and sacred artifacts made it feel like it was truly our own Cathedral.

We revisited the Cloud of Witnesses this year during All Saints Day with Jeannie organizing the ribbons hung in the middle of the congregation, and people were invited to write names of loved ones who had passed away. It was amazing to walk under the cloud, and experience the presence of those above us.

We painted three-dimensional star ornaments for the Advent Festival, and had an enthusiastic number of children and teens involved. Diane hung her three banners on the reredos depicting the night sky and the dawn of the coming of the Christ Child. On Christmas Eve, the banners were removed but the star of Bethlehem remained until Epiphany Sunday.

We welcome any suggestions or ideas for visual art projects during the coming year, and we are honored to create and enhance our beloved sacred space.

—Diane Haavik, on behalf of the Arts at All Souls Committee that includes Rena Breitenstein, Jeannie Koops, Margaret Sparks, Erin Horne, Lenore Williamson, Kaki Logan, Michelle Barger, and Betsy Dixon.

The Greeter team in 2023 consisted of Howard & Martha Perdue, Bob & Pat Cross, Dean & Lenore Williamson, Kate Garrett, Julie Holcomb, and Gretchen Donart.

It was an auspicious year for newcomers at All Souls. For the first time since COVID hit, we saw new folks walking in the door regularly on Sunday mornings. I was able to pull out the Pathway to Membership, once again, and start paying attention to newcomers and to the steps they take to enter the life of this community.

We taught three newcomer classes this year—one in the spring, one in the fall, and a short crash course in the summer. We had at least 52 folks respond to a newcomer packet or pew card and give us their contact information and we then had 19 new members officially join. The Sunday Night Service disbanded in 2023 and many of the folks who had regularly attended that service became members at All Souls, bringing in a new, young cohort of folks to All Souls.

In 2023 we launched our new website and so spruced up that particular version of our front door for newcomers. We added a "contact us" form on the New Here page and have seen three folks use that as a way to reach out before they even walk in the door. After much conversation, we decided to frame our entire website using the Membership Expectations: that we worship, pray, serve, give, learn, and eat together. Then, after even more conversation, we decided to change the word "eat" to "gather" as we felt that better suited the experience of a newcomer to our web site.

In a brainstorming meeting early in 2023, we decided to move the Welcome table from the back of the Nave to the Narthex, and decided to put materials relevant to All Souls (in addition to newcomer packets) at that table, along with a greeter who would stand there before and after the services. This was in response to many newcomers walking in the door, but not raising their hands to indicate that they were new. We are finding that this has been an excellent shift in our practice and we're looking to 2024 to new ways that we can expand the experience of newcomer at this table—perhaps we have a gift we give away (like a loaf of homemade bread), perhaps we hang a sign above the table so that folks can see the table from anywhere in the Narthex, etc.

In short, in 2023 we experienced the first glimpse of life before COVID, where new folks were joining us every Sunday and most Sundays we saw new folks raising their hands to indicate that they were new. It has caused us to be

hopeful for 2024 and ways in which we will welcome the folks who will come through our doors—people seeking community, a life of service, answers to life’s big questions, and worship of God.

—Emily Hansen Curran, *Associate for Ministry Development*

REPORT OF THE JUSTICE AND PEACE MINISTRY

All Souls Justice and Peace Ministry encompasses the shared concerns and activities that respond to our Baptismal Covenant, which calls us to be the Gospel in action in the world. The Justice and Peace Ministry Leadership Team identifies needs in our local community, the nation, and the world, and brings these needs to the congregation for reflection, prayer, and action. We initiate and coordinate opportunities for individual and collective participation in projects and programs that address these needs.

Immigration: We celebrate the grant of asylum for Erkhembat Lasran, who fled Mongolia for the US more than 6 years ago. His case was finally resolved in early January 2024 after a long and winding trip through the US immigration court system. Through our work with the Interfaith Movement for Human Integrity (IM4HI), ASEP members befriended him, housed him, bailed him out of ICE detention, accompanied him to several court hearings, and found expert testimony about his situation in the Mongolian mining industry. We have been praying for him weekly through this time. Barring an unlikely appeal by DHS, Erkhembat is now safe in the United States.

In October, three people from J&P helped prepare art-posters for the IM4HI pilgrimage to heal the community of immigrants that have been in ICE detention facilities throughout California, and supporting an effort to end detentions in the state. Joining several other Episcopal parishes, members donated to support the 7 days of vigils and forums at the detention centers. In November, J&P members supported the “Love over Fear” benefit concert hosted by IM4HI to build solidarity in the face of racism, criminalization, and xenophobia.

Berkeley Food Bank: Food Bank support continues! We’ve moved to 2x month pickups from parishioners who shop for extra groceries, reports Cathy Goshorn, and parish financial donations to the Food Bank have increased as well. New donors and driver volunteers are welcome and appreciated. Food donations are collected weekly at Sunday services also.

Jordan Court support and community: All Souls volunteers are building rapport with residents, many of whom were previously living on the street and are still adjusting to having

stable housing. In January 2024, we organized a pancake brunch, and are planning a Taco Tuesday ahead to try to facilitate interaction between the parish and JC residents.

Reminder: All Souls has the use of community rooms and the Courtyard at Jordan Court. To check availability and reserve a space, contact SAHA’s program coordinator Krystal Johnson kjohnson@sahahomes.org

Open Door Dinner: Open Door Dinner is going strong heading into our fourth decade of serving our unhoused neighbors. Our three Open Door teams are continuing to prepare and distribute bagged jambalaya meals both at All Souls and to encampments in multiple locations in West Berkeley on the second Sunday of each month. We consistently distribute 120 meals, with 75 being delivered to people on the streets. The need is not diminishing. Since we started delivering meals during the pandemic, All Soulsians have built relationships with several residents at the encampments.

Open Door will face a major challenge 2024 when our church kitchen will be out of commission mid-year due to the remodeling project. We have established an arrangement with Mary Magdalen Catholic Parish (on Berryman St.) to use their kitchen to prepare our signature jambalaya, ensuring the continuity of this vital ministry.

We also have an on-going need for additional drivers to deliver the meals. This is done in teams with two cars going out together to make the deliveries. As always, parishioners are encouraged to consider joining a team to assist four Sundays a year with food preparation..

Racial Justice: Our three-session adult formation series in October 2023, “Jesus, Power, and Privilege” was marked by quality of interaction and strong attendance. Wendy Calimag, Emily McDonald, Raymond Yee, and Paul Mathew led thoughtful discussions centered on the question, “What is your agency to create change in someone’s life, in your community, in our world?”

This year we celebrated being able to gather again in-person by hosting a series of Friday movie nights, screening the films Mississippi Masala, Get Out, and Summer of Soul. These were primarily informal community-building gatherings with pot luck food & drinks, but we did make time at the end of the evening to have a short discussion of the racial issues & themes brought up in the films.

In the year ahead, we intend to sponsor another adult formation series, more movie nights, and hopefully to contribute to the relationship-building with St. Paul’s AME Church and Congregation Beth El.

Youth Village: Jenny Kern and Mary Rees are working with Youth Spirit Arts (YSA) to support their tiny home village near the Oakland Coliseum which is now built and fully

functioning, focusing on providing the holistic support and therapy that formerly homeless young people need. Jenny reports that most are able to move into permanent housing after a year and a half of healing and skill-building support. But new residents need friends and activities, so volunteers who can teach a cooking class, play games, or hang out are needed. Our parish has supported their fundraising and helped fulfill their needs list for furnishings and space heaters.

Environmental Justice: This year we volunteered for the Berkeley Beach Cleanup in April and later gathered to screen the film *The Letter*, which centers on Pope Francis' challenge to faith communities to care for the earth. Paloma Pavel with Bishop Marc Andrus produced a video series *Sacred Earth*, featuring noted authors and activists from around the world. In 2024 we hope to again engage families, teens, kids, others in the Beach Cleanup and other Earth Day oriented projects. And working with the Interfaith Council of Alameda County we will continue to support No Coal in Oakland – the fight against a shipping terminal that would bring hundreds of coal trains to West Oakland.

Peace: The parish e-newsletter, the Pathfinder, publicized ways to help alleviate the suffering in Israel-Hamas War. Since the start, Episcopal Relief & Development has been supporting long-time partners in the Holy Land including Al Ahli Hospital, a ministry of the Episcopal Diocese of Jerusalem, to provide emergency medical support in Gaza. Despite being hit by two explosions that damaged buildings and claimed hundreds of lives, the hospital is still serving those who are in need of care. Please pray for peace in the Holy Land and consider making a contribution to the Episcopal Relief & Development Middle East Fund to help meet the growing needs of all people in the region. Stay informed about the Episcopal Relief & Development response at episcopalrelief.org.

Advent Ingathering: Members of the parish generously supported the Berkeley Food Pantry, the Youth Spirit Arts Tiny Home Village, Roosevelt Middle School Newcomer Project, and the West Berkeley RV & Tent Encampments, fulfilling the projects' wish lists for food, kitchen furnishings, recreational equipment, and warm clothing.

Financial Support: From its parish-wide budget allocation, the committee supported the Open Door Dinner monthly Jambalaya dinner, and, among community organizations: \$800 each to Interfaith Movement for Human Integrity, Options Recovery, Interfaith Coalition of Alameda County, the Ella Baker Center, Sogorea Te Land Trust; \$500 each to Interfaith Power and Light and Greening the Church.

—Gretchen Donart & Don Gates, *co-chairs*

REPORT OF LIVING WATERS

2023 was the year of turning construction hopes and ideas into priority lists, design drawings and budgets and fleshing out the Isaiah Project. We end the year with almost completed construction drawings, a building permit ready to submit and a clear path toward remaking our space. The Isaiah Project provides a detailed 2023 report in a separate section of this report.

Living Waters Construction

In early January 2023, the Property Committee received the initial estimates for the cost of all the work and projects we had imagined during the capital campaign. The estimates were about \$7 million, about twice the capital commitments we received.

All the planning work of the Property Committee and the Vestry this year has been against the backdrop that even with the success of the Living Waters capital campaign we must make hard, tangible tradeoffs and compromises to refresh our building within our budget.

In March, the Property Committee made its initial recommendations to the Vestry. Highlights of the recommendations included:

- Elevator service to the nave (church), and undercroft levels of the church, to be installed on the east side of the Spruce Street steps. Elevator service would not reach the crows' nest.
- Phased installation of new, higher capacity, electrical service from PG&E, that will eventually take the campus toward carbon neutrality.
- Complete remodel, though not an expansion, of the kitchen and an appliance upgrade that will make it easier to serve the parish and our broader community.
- Renovation of the parish hall, including a new floor, new storage, new curtains and repair of the two large parish hall windows.
- Substantial work in the undercroft, making the kitchenette accessible and improving the lighting.
- Refreshing the chapel with a new heating and cooling system, new lighting and new paint.
- Catching up on deferred maintenance by fixing the roof and gutters, water-proofing the walls on the south and west of the parish hall, sealing and replacing the floor in the classrooms used by the preschool.

To fit these projects into the budget available, the recommendations did not include funding for landscaping, audio visual equipment, replacing pews with chairs or installing shades over the skylight in the nave at this time. These were hard tradeoffs, but the Property Committee

concluded they are the best way to balance a host of competing desires within very real budget constraints.

The Vestry adopted these recommendations with the exception of the elevator placement. Based on a desire for a more central elevator location, the ability to provide elevator service to the parish hall level and costs that were estimated to meet the budget constraints, the Vestry voted to place the elevator in the northwest corner of the courtyard close to the current entry door into the parish hall foyer.

The plan for the elevator continued to evolve as costs became more defined and the architects, Property Committee, Vestry and parishioners grappled with how to install an elevator in a functional, affordable way that is consistent with the design of the 1924 and 1956 buildings. In September, the Vestry considered and approved an elevator option with a dedicated vestibule in the nave. In December, the Vestry affirmed the decision to place the elevator in the foyer/lift location approximately where the current lift is. However, on its upper level, the elevator will open directly into the nave, leaving that space unchanged. The elevator will also provide access to the parish hall level and the undercroft. A new set of stairs will start at the current door and run west, toward Jordan Court through the current janitor's closet, down to the foyer level.

For all the wide-ranging construction work supported by the Living Waters project, the placement, design and cost of the elevator was the focus of a great deal of time, effort and attention during the year. At times, the passion All Soulsians have had for competing locations, design preferences and cost calculations for an elevator, led to strained relations within the community. Reconciling relationships between All Soulsians with fiercely held views that diverge from one another will be a focus for the Living Waters work going forward - no matter where the elevator gets built.

As for now, the architects, HY Architects, are completing the construction drawings that will soon be used for getting more detailed and reliable construction pricing and to submit applications for a construction permit to the city and for electrical service upgrades to PG&E.

Living Waters Financial Information

The work of the Living Waters Project is shaped by its financial parameters.

As of December 31, 2023,

LW Commitments	3,936,555
Isaiah Project - 10% Tithe	-393,656
LW Commitment Funds	3,542,900

Vestry Allocation from Jordan Gift	550,000
Total LW Construction Budget	4,092,900

LW Commitments Received	2,430,699
LW Outstanding Commitments	1,510,956

Living Waters donors were invited to use a three-year giving period to complete their commitments. The commitments received a year and one-half into the period are slightly ahead of the giving schedules donors created at the time of their gifts. We anticipate reaching a total of approximately \$3 million in receipts by the beginning of this June.

As the construction, and payment, schedule comes into focus, we may need to consider a construction loan or other options to meet our cash flow needs.

Funding for the Isaiah Project, ten-percent of the Living Waters Commitments will be available on an annual basis tied to the commitments received during the year.

We end 2023 trusting that 2024 will see significant parts of the construction work completed and the Isaiah Project working closely with new partners and a congregation ready to live God's call in refreshed space and with renewed commitment to justice.

Richard Lynch, *Chair*
Living Waters Capital Campaign

REPORT OF THE ISAIAH PROJECT

The All Souls Vestry voted unanimously, at its May 2022 meeting, to commit a tithe –10 percent– of the Living Waters Capital Campaign towards community impact projects. This overall effort has been named the Isaiah Project, drawing inspiration from Isaiah, Chapter 58, as the primary scriptural foundation for the work, including such verses as the following (58:10 and 12):

“if you offer your food to the hungry
And satisfy the needs of the afflicted, then your light shall rise
in the darkness and your gloom be like the noonday...
Your ancient ruins shall be rebuilt;
You shall raise up the foundations of many generations;
You shall be called the repairer of the breach,
The restorer of streets to live in.”

The Vestry also asked the rector to recruit a group of parishioners to serve as the Isaiah Project team or workgroup, with the goal of developing recommendations to the Vestry on specific community impact projects. The Workgroup is comprised of the following members: Philip Brochard; Nathan Brostrom; Wendy Calimag; Lewis Maldonado;

Toni Martinez Borgfeldt; Paul Mathew; Mark Mattek; and Christine Trost. The workgroup has been meeting regularly since the fall of 2022.

After much discussion and consultation with the congregation and approval by the Vestry, the Isaiah Project team at the end of 2022 selected four focus areas for our grants: (1) Children and youth empowerment (with particular emphasis on education, culturally relevant mental health, and fostering community); (2) Housing (with a particular emphasis on the unhoused and those in transition to permanent housing); (3) Native American land and sovereignty; and (4) Environmental justice.

In 2023, before moving directly into evaluating and selecting organizations, the Isaiah Project team decided to devote time to reviewing some of the history of Berkeley and our neighboring East Bay communities – from Richmond to San Leandro – which is the geographic scope of our Diocesan Deanery. Specifically, we have tried to educate ourselves about the harms caused by racism in our communities so that we might gain a better understanding of the areas of repair our Living Waters grants might support. While much of our focus was on harms caused to African Americans, we also wanted to educate ourselves about the harms suffered by all people of color in our communities. We also decided to issue a report in which we might summarize some of the key themes that emerged from our readings on racial harms in our East Bay communities. We were moved to do this difficult work after reading a recently published book, *Reparations: A Plan for Churches*, by the Rev. Peter Jarrett-Schell, an Episcopal priest in Washington, D.C., who serves as the chair of the Reparations Task Force of the Diocese of Washington.

In September 2023, the team issued an interim report of our findings. This report can be found on the All Souls website at the following link: <https://www.allsoulsparish.org/isaiah-project>. At the parish retreat in September 2023, we shared these findings and spent the Saturday morning session in a very meaningful discussion with the congregation, including several small group discussions throughout the course of the morning session. A shorter version of that discussion was also held at the church on Sunday morning for those not able to attend the retreat.

In October 2023, the team returned to researching and evaluating potential organizations that are engaged in the work of repair and restoration in our local communities. This has been stimulating and challenging work as there are so many East Bay organizations doing inspiring work in our four focus areas. Our goal in 2024 is to develop a list of about eight organizations that we will invite to apply for grants, and eventually award three to four grants. Based on the status of the Living Waters Capital Campaign, we believe All Souls will have approximately \$400,000 that it can make

available as grant funds. The team hopes to come back to the congregation and the Vestry in the spring of 2024 with our thoughts on which organizations we will be inviting to apply.

—Lewis Maldonado

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). After engaging HY architects and WCI Contractors in late 2022, the Property Committee worked with the Vestry and congregation to finalize the scope of work and budget throughout last year following the four basic themes of the Living Waters project: Complete Accessibility, Communal Flexibility, Carbon Neutrality and Continued Vitality.

In January 2023, HY architects completed the conceptual design phase that included renovation of the undercroft and chapel, parish hall and kitchen improvements along with reconfiguration of the crow's nest spaces. HY also provided two separate schemes on the location of the elevator known as the Spruce Street and Courtyard schemes.

WCI proceeded to provide a ROM estimate for the entire project separating scope of work so that the Property

Committee could readily evaluate the potential costs in each area. WCI completed their initial ROM estimate in February 2023 which totaled approximately \$8.4 million far exceeding the ASEP total budget of \$4.1 million.

By mid-March 2023, the Property Committee had reviewed the ROM estimate along with the potential costs for each area evaluating the scope of work, how it related to the four basic themes and the funding which was available for the Living Waters project. After several meetings over a span of two weeks, the Property Committee provided a recommendation of a scheme which would fund upgrading the electrical system, renovate the undercroft, parish hall and kitchen, provide for a better audio visual (AV) system and enhance the landscaping. The elevator was proposed to be located at the south narthex, Spruce Street entrance, providing direct accessibility to the nave, narthex, courtyard and undercroft areas. No elevator access would occur at the Crow's nest. At the end of March, the congregation was presented the Property Committee's recommendation for the Living Waters Project.

In April, the Vestry went through a discernment process evaluating the Property Committee's recommendation and toward the end of the month, decided that the scope of work

for the Living Waters project would include funding for the electrical upgrade, renovations to the undercroft, parish hall and kitchen. However, the proposed elevator would be located in the Courtyard in lieu of the entrance off Spruce Street. As the Courtyard elevator scheme was more costly, the AV and the landscaping work for the project was not funded.

For four months, the Property Committee, HY and WCI worked diligently to revise the schematic design and the budget which accompany the project. By mid-August 2023, the schematic design and the budget was presented to the Vestry in which the courtyard elevator preliminary costs significantly exceeded the budget. In response, the Property Committee recommended to the Vestry for HY Architects to review an elevator location in the existing foyer.

In October, the foyer elevator scheme was priced out and was significantly lower in costs than the courtyard elevator scheme. The Property Committee recommended the foyer elevator scheme to move forward to be incorporated in the Design development phase. The Vestry approved moving forward with this scheme and by November, the Design Development phase for the Living Waters Project was completed and the Construction Document phase commenced with the completion of this phase by mid-February 2024.

In addition to managing the Living Waters project, the Property Committee worked on some deferred maintenance projects which were performed during the Fall of 2023. Repairing the damage of the roofing and gutters on the North side of building, waterproofing the exterior walls around the parish hall, replacing the damaged floors in the Heartsleap space, repairing the fencing along the south perimeter of the All Souls and pruning the trees at the property were all projects coordinated by Property Committee members, Ann Myers, Kaki Logan and Martin Ortega.

For 2024, the Property Committee will manage the completion of the construction document phase, the bidding phase which should be completed by April 2024. The construction is scheduled to start in May 2024 with the completion of the project scheduled for January 2025.

The work of the Property Committee comes with its members who bring their special talents and offer their time contributing to its success. The seven members of the Property Committee who have performed this great work are: Nate Conable, Martin Ortega, Kaki Logan, Ed Sinek, Ann Myers, Nydia Macgregor (Vestry liaison), Patrick Tahara (chair) and the Reverend Phil Brochard. Special thanks to Shelley Altura who has helped keeping the finances in order and Richard Lynch who has helped communicate the progress of the Living Waters Project to the congregation. We also thank the efforts of John Cockle and Vimala Tharisayi who resigned from the Property Committee last year. We look forward to

continue our work in 2024 and fulfill the goals of Living Waters Campaign and maintain the facilities at All Souls.

—Patrick Tahara

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. The Sacristans are dedicated to the care of the linens, vessels, vestments and preparation of the sacred space – some of the items used to hold the Eucharist during weekly services are over 100 years old!

The Sacristan Team currently has 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. In 2023, we had the rare occurrence of Christmas Eve falling on the same day as the Fourth Sunday of Advent, and Sacristan team, along with several volunteers, completed the Greening of the Church in the space of several hours between the 10:30 AM service and the first celebration of Christmas Eve. This simultaneous occurrence of Christmas Eve and the Fourth Sunday of Advent last happened in 2017 and won't occur again until Christmas Eve in 2028.

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 2023 were: Garrett Estadt, Cathy Thompson, Jane Vanderburg, Jill Churchman, Vimala Tharisayi, Hallie Frazer, Kathleen Summerland Heuser, Suzy Mead, Kathryn Brooks, Ann Myers, Marilyn Flood, and Charlotte Blackmer. The Flower Team included: Kathryn Brooks, Julie Burcham, Suzy Mead, Suzanne Nelson, and Cathy Thompson. The Sacristan Leadership Group included the Ministry Leads, Cathy Thompson (outgoing) and Garrett Estadt (incoming),

and the other Team Leaders, Jill Churchman, Suzy Mead and Marilyn Flood. 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 Garrett Estadt.

— Garrett Estadt

REPORT OF EVANGELISM

This committee has no report for this year.

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 weeks to a year or more. Stephen Ministry at All Souls was established in 2009 and has commissioned 52 Stephen Ministers who have provided support for over 202 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 18 individuals during the past year: Jill Barash, Vicki Carlton, Madeline Feeley, Marilyn Flood, Kaki Logan, Edward Moore, Bruce Morrow, Nancy Pryer, Tom Reilly, Christina Robinson, Suzanne Siebert, Tim Sullivan, Carol Terry, David Wight and Raymond Yee. In addition to meeting with their care receivers for typically 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 2023, topics included caring for people grieving a loss, the quality of being fully present to another, and a book study on Henri Nouwen's book *The Wounded Healer*.

In 2023 we offered training for new Stephen Ministers from February through June, for a total of 50 hours of training. At the end of training, we commissioned new Stephen Ministers; Kaki Logan, Julie Holcomb and Beth Christensen, an experienced Stephen Minister transferring from another parish.

—Nancy K. Pryor, on behalf of the Stephen Ministry leaders

REPORT OF THE STEWARDSHIP TEAM

Stewardship for 2024 was led by chairperson Deirdre Nurre, with much help and advice from Tim Sullivan and Erin Horne of our Stewardship Committee. Our messages and materials this year focused on the parable of the mustard seed. When planted, "it becomes a tree, so that the birds of the air come and make nests in its branches."

Our campaign completed seven separate mailings (hardcopy and/or email) plus email follow-ups and five Pathfinder articles. Our stewardship ministry included personal reflections at Sunday services by Bonnie Bishop, Terry Nicol, and Tim Sullivan.

On Ingathering Sunday, October 29, Nat Lewis provided our sermon, as written by Nydia MacGregor. That evening we held a huge celebration feast with special decorations, and tables filling the parish hall and courtyard to the maximum capacity. Capping off the evening, All Souls staff participated in a high-stakes game of "Task Master", hosted by Tim Ereneta and featuring video clips of contestants completing unusual stunts around the office. Emily Boring trounced the competition by arising from the baptismal font in scuba gear. Dent Davidson led us in song to close the evening.

The stewardship campaign ended in December and yielded \$686,894, which appears to be the highest dollar total ever reached in a pledge campaign at All Souls. The total number of pledgers, 162, was fifteen pledges over last year. 162 is below our pre-pandemic peak of 203 in 2019. But the number of pledgers is on par with the 164 households we reached in 2015, when our pledge total was \$462,505.

Perhaps our best news: nineteen households pledged for the first time, a big increase over last year's seven, so the circle of support around All Souls widens. It's a promising way to start 2024.

Moving forward, we note that stewardship would benefit by being better integrated with the finance committee and with vestry. Together we can better forecast future needs and income opportunities.

—Deirdre Nurre, *Stewardship Chair*

REPORT OF THE VOCATIONS COMMITTEE

Calvin Payne-Taylor completed his postulancy and candidate statuses, and then was ordained a transitional deacon on December 8 in Grace Cathedral. He is currently in the final year of his 3-year Master of Divinity program at Church Divinity School of the Pacific (CDSP) and will graduate in May of 2024.

Emily Hansen Curran 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 (Toni Martinez-Borgfeldt, 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

REPORT OF THE KAYAKAMEENA TEAM

The committee that ministers to the residents and staff at Kayakameena skilled nursing facility was dormant in 2023. We look forward to making church together in 2024.

The Rev. Emily Boring, *Associate Rector*

REPORT OF THE ARCHIVES

The Archive Committee is now entering its second year examining and organizing the contents of over 100 years of parish documents, photos, and related paper ephemera. Our stalwart committee members continue to include Priscilla Camp, Jill Churchman, Anne Cockle, Marilyn Flood, Patricia Granberg, and Alan Schut. Thank you!

At this point in our efforts, we have filled 54 banker's boxes with inventoried materials and are poised to begin a second review of each box with the goal of classifying the contents in greater detail, first by theme and then by year, in an adaptation of the Library of Congress Subject Index more suitable to a parish archive. In a related undertaking this fall, we invited three longtime parishioners to look at old, unmarked photos of parish scenes and individuals in the hope of identifying them and estimating the time frames in which the photos were taken. Our sincere thanks to Sharon Roberts, Suzanne Siebert, and Cathy Thompson for their cheerful and very valuable input.

We also hope at some point to develop both print and digital finding tools to facilitate ready access to the newly classified materials. With this goal in mind, the contents of these 54 banker's boxes have been entered into a searchable Google document. The ultimate format of this finding tool remains a matter of discussion.

One of the most exciting aspects of the Committee's inventory to date has been the discovery of important documentation that highlights the tone and substance of All Soul's history and spiritual ethos. Two examples of these discoveries have been shared in recent Pathfinder articles:

- Marilyn Flood's piece, "Have you wondered ..." (11/23/2023), describes the stone carving in our parish garden given in memory of Lydia A. Williams (1878-1969), the first director of All Souls Altar Guild, by her son, David Allen Williams.
- Priscilla Camp's submission, "The Past Is Always Present" (9/28/23), reveals an undated telegram from the 1960s sent by 76 All Souls parishioners and clergy to the Vestry of St. Paul's Episcopal Church in Selma, Alabama "deploring" St. Paul's refusal to admit African Americans to its services.

Reading these articles will uplift our spirits and deepen our gratitude to those who preceded us in our commitments to dignified worship and inclusive community.

Alan Schut, Convener
Archive Committee



ALL SOULS EPISCOPAL PARISH

2220 Cedar Street Berkeley, California 94709

510-848-1755

www.allsoulsparish.org