

## ALL SOULS EPISCOPAL PARISH 2019 STEWARDSHIP CAMPAIGN

### Financial Background

On Sunday, October 7<sup>th</sup>, we launched into this year's Stewardship Campaign. During our brunch, we shared some important information about the state of our church's income and expenses. Please take some time to learn more fully where we are now, and where we are headed in the years to come.

The good news: we are a growing, vibrant parish!

	2011	2012	2013	2014	2015	2016	2017
Average Sunday Attendance	215	234	239	247	246	256	272

## OUR COMMON LIFE, AND HOW IT HAS BEEN POSSIBLE

We have over 55 ministries and impact the lives and hearts of people, both within and outside our walls. At All Souls, we learn together, serve together, heal and pray together, feast and play together, and work to bring God's realm a little closer, here in the East Bay and around the world.

In 2011, we received a very generous bequest in the will of a parishioner, Ann Jordan. The vestry made a five-year commitment to invest the earnings from the Jordan gift in the personnel infrastructure of the church. Using those earnings to close the gap between income and expenses we have been able to move to:

- Three Sunday services
- Full-time Associate Rector
- Half-time Associate for Youth Ministry
- Full-time Associate for Ministry Development

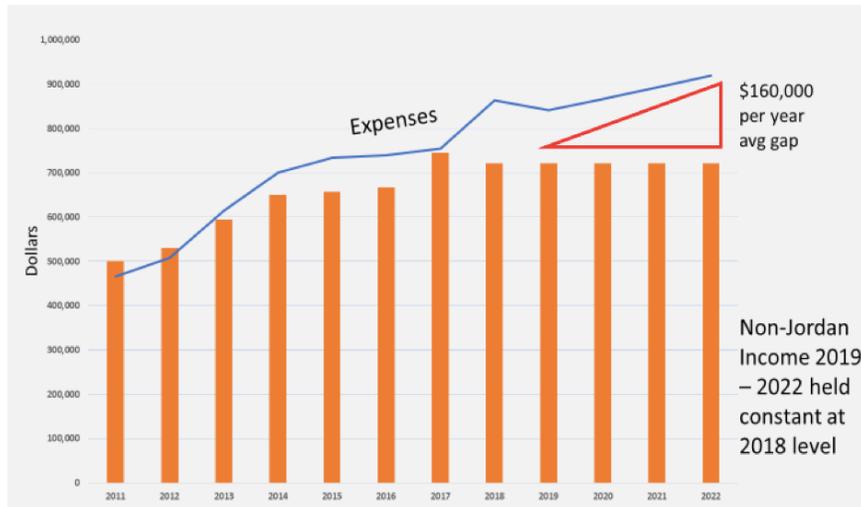
However, our other income has not increased as fast as our expenses. In 2018, at the end of the vestry's five-year plan, **we are still reliant on the earnings from the Jordan gift to meet our day-to-day operating costs.**

Between 2013 and 2018, we will have used over \$300,000 from the Jordan earnings to close the gap between income and expenses. But Ann Jordan did not intend the principal of her gift to be used for on-going expenses.

The vestry is now considering using the principal of the Jordan gift to finish and furnish the All Souls space in the new Parish House development and to renovate the undercroft of the current building. This will use the principal of the gift as Ann Jordan intended – but removes the income from the earnings from our budget.

## OUR HOPE FOR THE COMING YEARS

In the 2019 Stewardship Campaign, we aspire to a sustainable budget. When we are not able to use the Jordan Gift earnings, it will have a big impact on our budget and we will need to increase our pledge income to be financially sustainable and continue ministry in our current form.



For instance, this graph shows expenses increasing by only 3% a year over the next four years – there would be no new financial commitments or projects. If we remove the Jordan earnings and keep all other income constant at 2018 levels, we will have a \$160,000 average annual shortfall over the next four years.

The Jordan earnings will not disappear immediately, and can cushion our transition to sustainability, but we are facing a large giving gap that we will collectively need to fill.

## REFLECTING & RESPONDING

As we begin to think about the impact our budget might have, here is a general overview of where we spend our money (2018 budget)

### What are our Expenses, Anyway?

Staff: 68% of Budget

#### Salaried staff:

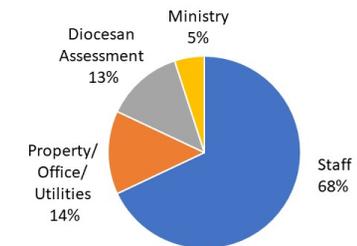
- Rector
- Associate Rector
- Ministry Development
- Music
- Parish Admin
- Youth Ministry



#### Hourly staff:

- Sexton
- Musicians
- Choir section lead
- Child care
- Bookkeeper
- Gardening
- Security

Left position unfilled in July 2018 in part to reduce expenses



As we continue to practice the spiritual disciplines of generosity and giving, we invite you to reflect on these questions:

1. What was the gift that welcomed us into All Souls? How we are building on what we've been given?
2. How we are giving to the building up of the Realm of God? How does our identity as Christians call us to practice the spiritual discipline of generosity?
3. How will we practice this generosity right here at All Souls? How is God's Realm being built here?

If you have questions, about the budget, pledging or any part of the Stewardship campaign, please contact the Rev. Liz Tichenor at 510-848-1755, ext. 3 or at [liz@allsoulsparish.org](mailto:liz@allsoulsparish.org).