



ALL  
SOULS  
ARE  
MINE  
SAITH  
THE  
LORD

THE **2017** ANNUAL REPORT OF  
**ALL SOULS EPISCOPAL PARISH**

IN BERKELEY 2220 CEDAR STREET, BERKELEY, CALIFORNIA 94709

PRESENTED AT THE 91<sup>ST</sup> ANNUAL MEETING OF ALL SOULS PARISH

114<sup>TH</sup> ANNUAL MEETING OF THE CONGREGATION

**JANUARY 28, 2018**



# CONTENTS

---

Staff, Clergy, & Vestry Listing / 2  
Agenda for the 114<sup>th</sup> Annual Meeting of the Congregation / 3  
Minutes of the 2016 Annual Meeting / 4-5  
2017 Parish Statistics / 6

## STAFF REPORTS

The Rector / 7  
The Associate Rector / 9  
The Associate for Youth Ministries / 10  
The Associate for Ministry Development / 11  
The Parish Administrator / 11  
Exit the Dragon / 12  
Music Ministry / 12

## VESTRY REPORTS

The Senior Warden / 13  
The Junior Warden / 14  
The Treasurer / 15  
2017 Financial Statements / 17-24  
2018 Budget / 25-28

## MINISTRY REPORTS

Acolytes / 29  
Adult Formation / 29  
Archives / 30  
Arts at All Souls / 30  
Evangelism Team / 31  
Newcomer ~ Greeter Ministry / 31  
Hospitality Ministry / 32  
Justice & Peace / 32  
Parish Life / 34  
Parish House Project / 35  
Sacristans / 35  
Small Groups Ministry / 35  
Stephen Ministry / 36  
Stewardship / 36  
Vocations / 37

# ALL SOULS EPISCOPAL PARISH IN BERKELEY

The One Hundred and Fourteenth Annual Meeting of the Congregation  
January 28, 2018

## STAFF

The Reverend Philip T. Brochard, *Rector*  
The Reverend Liz Tichenor, *Associate Rector*  
Jess Powell, *Associate for Youth Ministries*  
Emily Hansen Curran, *Associate for Ministry Development*  
Jamie Apgar, *Associate for Music*  
Steven Zimmerman, *Bookkeeper*  
Nettie Pinell, *Administrative Assistant*  
Scott Garriott, *Sexton*

### *Assisting Priests*

The Very Reverend Dr. Donald Brown  
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*

Alison Fischer  
Nikky Wood

## VESTRY & OFFICERS

Tara McCulloch, *Senior Warden*  
Maggie Cooke, *Junior Warden*  
Katherine Lisa, Bob Holum, & Erin Horne, *Chaplains*  
Jamie Nelson, *Clerk*  
Marilyn Flood, *Treasurer*

### **Class of 2018**

Mark Koops-Elson  
Tara McCulloch  
Nancy Pryer  
Mary Rees

### **Class of 2019**

Bo Burlingham  
Maggie Cooke  
Ivor Emmanuel  
Rebecca Whitney

### **Class of 2020**

Katherine Lisa  
Bob Holum  
Erin Horne  
Matt McGinley

# ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

## AGENDA

The One Hundred and Fourteenth Annual Meeting of the Congregation  
January 28, 2018

Welcome and Call to Order

Prayer

Introduction to the Meeting

Minutes of the 2016 Annual Meeting

Report of the Associate Rector: The Reverend Liz Tichenor

Report of the Nominating Committee

*Vestry Candidates:*

Stacey Alexeef, Glenn Brown, Priscilla Camp, Laura Eberly, Kieran King,  
George Tharisayi, Lenore Williamson

*Deanery Delegates for 2017–2018 /*

*Convention Alternates for 2017; Convention Delegates for 2018:*

Shawn Adderly, Dani Gabriel, Andrew Lisa, Stephen Southern, Ari Wolfe

Election of Vestry and Convention Delegates

Report of the Associate for Youth: Jess Powell

A Look Back: The Annual Report of All Souls in 1967, delivered in 1968

Report of the Associate for Ministry Development: Emily Hansen Curran

Presentation of the 2018 Budget: Marilyn Flood

Report of the Associate for Music: Jamie Apgar

A Look Back: The Annual Report of All Souls in 1992, delivered in 1993

Recognition of Retiring Vestry Members

Report of the Rector: The Reverend Phil Brochard

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 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 90th Annual Meeting of All Souls Parish  
The 113th Annual Meeting of the Congregation  
All Souls Episcopal Parish in Berkeley  
January 29, 2017

The One Hundred and Thirteenth annual meeting of the congregation of All Souls Episcopal Parish in Berkeley was held on January 29, 2017, in the Parish Hall of the church at 2220 Cedar Street, Berkeley, California, with the Rector, The Rev. Philip T. Brochard, presiding.

## Welcome and call to order

A quorum of registered participants being present, the Rev. Philip T. Brochard called the meeting to order at 10:15 am and opened with prayer. The agenda was reviewed.

## Minutes of the 2016 Annual Meeting

MSC (Rosenmayer/Putnam): To approve the minutes of the 2016 annual meeting as posted and distributed.

## Report of the Associate Rector

The Rev. Liz Tichenor shared two stories from the past year. The first was the story of an expression of spontaneous pastoral care offered by Tara McCulloch to a woman who approached Tara in downtown Berkeley. After their conversation, Tara prayed with the woman. Tara's faithful service on the All Souls healing prayer team was what had prepared her to be present in that moment, far removed from Sunday morning worship. The second story was a recounting of the immediate intense enthusiasm offered by many when Liz first suggested the possibility of All Souls organizing a homegrown version of Vacation Bible School (with Jane Thomason later taking the lead on program design). Liz announced that registration was now open for Camp All Souls, with the theme of "Called to Justice."

## Report of the Nominating Committee

Phil reviewed the process of the Nominating committee. The committee, made up of outgoing vestry members Thomas Burcham, Madeline Feeley, Marilyn Flood, and Kim Wong, presented a slate of candidates for vestry and for diocesan convention alternates/deanery representatives. The slate included:

For Vestry: Katherine Lisa, Bob Holum, Erin Horne, and Matt McGinley.

For Deanery Delegates for 2017-2018/Convention Alternates for 2017/Convention Delegates for 2018: Janet Chisholm, Gretchen Donart, Marilyn Flood, Sharon Roberts, Dean Williamson, and Kim Wong.

MSC (McCall/Cooke): To elect the candidates by acclamation.

## Report of the Associate for Youth

Jess Powell reported on the weekly rhythms of youth ministry and on special events. She shared that three All Souls youth attended the East Bay middle school immersion trip, with its theme of "Welcoming the Stranger," and three All Souls youth attended the high school immersion trip to Washington, with its theme of "Rise Up." Twenty-three youth attended the Parish Retreat, where they learned about Sabbath, and four youth are participating in the Confirm not Conform program.

## A Look Back: All Souls in 1967

As the 1967 annual report was not in the archive, Phil shared stories from the parish newsletter. On January 19, 1967, the Presiding Bishop visited All Souls and blessed the parish with his sonorous tones. On January 26th, church school was cancelled in order to have a parishwide conversation about the conflict in Vietnam. The next week, the rector (at his personal expense) traveled to Washington, DC, with several thousand other clergy to lobby for de-escalation of the war. In February, the newsletter discussed the purchase and management of the parish house property at the corner of Cedar and Oxford. In May, the assistant priest left to begin a new diocesan taskforce ministry position in the Haight-Ashbury district of San Francisco. The ministry's emphasis was on offering outreach to "hippies" and others in a changing community. Also that year, a decline in church school attendance was reported, with 1965 enrollment for K-5 youth at 140 dropping to 80 in 1966.

### **Report of the Associate for Ministry Development**

Emily Hansen Curran reported that 49 new members joined All Souls in 2016. She reflected on the threshold moment of newcomers coming forward to share their joys and thanksgivings with the community during worship.

### **Presentation of the 2017 Budget**

Parish Treasurer John Danielsen described 2016 as a challenging but uplifting year. It started with a projected \$74,349 budget deficit, yet concluded with an operating surplus of \$26,305 due to \$48,595 of growth in giving, \$17,544 in savings from a reduction in projected expenses, and \$34,560 in earnings from the Jordan Bequest. The vestry adopted a balanced budget for 2017. This was due to a substantial increase in pledging coupled with modest growth in expenses. John thanked the committee: Don Gates, Marilyn Flood, Vimala Tharisayi, and John Love.

### **A Look Back: All Souls in 1992**

Phil shared stories from 1992's parish newsletters, as its annual report was also missing from the archive. He recounted the challenges faced by the parish in 1991 after the resignation of the rector. The search committee for a new rector was chaired by Doree Laverty and Fred Lothrop, with Cathy Thompson serving as Senior Warden. In June 1992, the rectory at 839 Oxford Street was sold for \$346,000.

### **Recognition of Retiring Vestry Members**

The Rev. Phil recognized the outgoing vestry members and thanked them for their service: Kim Wong, for her service as Junior Warden and for her particular heart for children, youth, and the vulnerable, Thomas Burcham, for being the voice of the loyal opposition and consistent prompting to action, Marilyn Flood, for her service as Senior Warden, deep well of faith, and gift for managing details as well as larger-picture thinking, and Madeline Feeley, for her decades of patience and love and gift for helping people of all ages feel at ease. Each retiring vestry member was presented with a framed photo of the Good Shepherd icon and thanked for their service.

### **Report of the Rector**

Phil reported on several highlights from 2016. He recounted the Pentecost Service on May 15, which included music from Hearts on Fire Gospel Choir and Oakland's Allen Temple Baptist Church Men's Gospel Choir, and the thanksgiving of a Parish House accompaniment program resident sharing her gratitude at the hospitality shown by All Souls. Another highlight was the vestry approving a Letter of Intent with SAHA (Satellite Affordable Housing Associates) to build affordable housing on the site of the current Parish House. Phil announced that a new Associate for Music, Jamie Apgar, had been hired to replace Christopher Putnam, who retired in September after 12 years at All Souls. Another retirement approaches on June 15, as Parish Administrator Joy Shih Ng announced that she will retire after 18 years at All Souls.

Phil presented the Rector's Cross to four parishioners, in recognition of their dedicated service to All Souls: Renae Breitenstein, for her leadership of the Sunday hospitality team for three years, John Danielsen, for his service as parish treasurer, and Carol Terry and Joe Rosenmayer, for their interim leadership as parish musicians.

### **Dismissal**

The meeting closed at 11:18am with prayer.

**Respectfully Submitted,**

Jamie Nelson, *Clerk*

# ALL SOULS EPISCOPAL PARISH IN BERKELEY

In the Diocese of California

## 2017 STATISTICS

### Baptisms ~ 13

Malcolm Thomas Wood (Baptism of Our Lord, January 8)  
Maxwell Rowan Quarles (Easter Vigil, April 15)  
Morgan Thomas Good Jackson (Easter, April 16)  
Grace Joan Nicol (Pentecost, June 4)  
Jackman von Damm (Pentecost, June 4)  
Elizabeth Gidlund (August 13)  
Jack Dylan Kassemos (August 13)  
Henry Francis Kelly (August 13)  
Samuel Carson Kelly (August 13)  
Abby Shaver (August 13)  
Ruben Shay Gillaspay (November 5)  
Georgia Maureen Weaver (November 5)  
Andrew John Willis (November 5)

### Marriages ~ 1

Connie Chung and Sean Albrecht (September 9)

### Confirmations ~ 8

Fifi Barash (May 20)  
Bill Eldridge (May 20)  
Tess McGinley (May 20)  
Holly Quarles (May 20)  
Stephan Quarles (May 20)  
Jane Vandenburg (May 20)  
Chinyere Florence Van Doren (May 20)  
Amanda Price (June 3)

### Deaths ~ 6

Adele Louise Hellberg Mackay (April 5)  
Kyle Peter Dean Malkasian (April 15)  
Anna-Maija Wilson (May 10)  
Florence Barnsdale (May 17)  
Sharon Brostrom (July 8)  
Georgia Becker (July 10)

### Attendance at Key Services

Lent 1	283		
Easter	707	Vigil	177
		Easter Day	7:30a ~29 / 9:00a ~264 / 11:15a ~237
Pentecost	310		
Feast of St. Francis	295		
All Saints	315		
Advent I	416	Day	7:30a ~27 / 9:00a-124 / 11:15a-105
		Festival/L&C	160
Christmas	766	Eve	4:00p ~375 / 8:00p~214 / 10:30p~101
		Day	10:00a~76

Average Sunday Attendance 272

---

## REPORT OF THE RECTOR

The year 2017 started in a most auspicious way—on a Sunday. This was a pattern that would repeat itself as the year came to a close: with the shortest possible Advent, as the 4th Sunday of Advent shared the Sunday with Christmas Eve. Strange days indeed. The unusual and unpredictable seemed to become the norm this past year, as the political life of our community in particular, and the country in general, coursed with tumult and volatility. Throughout it all, day by day, and Sunday by Sunday, this part of the Jesus Movement, as Presiding Bishop Curry has described Christianity at this time, has been faithful. In gathering those who seek to follow this Way, in the transformation that happened in worship, study, action, and community, and especially in our witness in the world.

Throughout this Annual Report you will read of real challenges faced, necessary perseverance found, and genuine hope that emerged. It was a year when we bid Godspeed to a number of our members as several All Soulsians moved away, both newer and longer-term members. We mourned the loss of several beloveds and rejoiced in the births and baptisms of many new Christians. We walked with scores of pilgrims as they found faith afresh with each other and in this body. We marched, we rallied, we listened, we prayed. This was the kind of year it was, dear reader. Read on to learn more.

### Gathering Together

In Advent of 2016, we imagined and constructed a three part sign, or triptych, now known to many as the Sign on Cedar. With a chalkboard panels on two parts, and a third for a banner of advocacy, this simple way of gathering people to read, reflect, and pray, has wildly surpassed all of our expectations. Cabbies, PG&E Meter Readers, and neighbors have remarked about it. For many this is focus for regular prayer practice, and for some it has actually led them in our copper doors. In all, it has allowed us, and encouraged us to be a leader in the conversation of our neighborhood.

This past year also saw us gather information about where the life of Spirit is moving at All Souls. In the beginning of the year, a stellar group of All Soulsians led an Appreciative Inquiry process to discern what the fruit of the changes (structure, staffing, and services) of the past three plus years have been. Thanks to their efforts, we have a clearer sense that our worship, our community life, and our broader leadership are vital to the life of this congregation. And that one area that we are looking to build upon in this coming year is discipleship—teaching, learning, and serving.

One aspect of change was in our staff. We welcomed in three new members to what has proved to be a gifted, faithful and cohesive group: Jamie Apgar, Maria Gallo, and Nettie Pinell. Jamie began as our Associate for Music in March, and has amazed us all with his technical skills, broad range, and creative mind. With the retirement of Christopher Putnam,

there was big shoes to fill, and Jamie has done this well and with grace. As you will read in the Rev. Liz Tichenor's report, we called a new lead for Childcare, Maria Gallo. Maria has been a steady, caring and warm presence every week.

The newest staff member came aboard because of a tectonic shift in our staff—the retirement of our long-time Parish Administrator, Joy Shih Ng. Joy had been the rock and hub of All Souls for 18 years and left us in amazing shape. The goodbye for her on Pentecost was tear-filled and punctuated often with laughter, as parishioners and old colleagues called, wrote, and were present to wish her well. How do you replace a worker in the vineyard as skilled and dedicated as Joy? With two people. After a good deal of thought, prayer, and conversation, I invited Emily Hansen Curran, our Associate for Ministry Development to become full time and add in parish life, newcomers, the calendar, and the parish database to her duties. Thankfully, she agreed. Then, after two tries, we were fortunate to call Nettie Pinell to be our half-time Parish Administrative Assistant. Nettie's careful attention, organized mind, and tireless cheer have been a Godsend. Now that our staff is complete again, after many people filling in over 18 months, I am incredibly grateful to work with this group of skilled practitioners.

### Being Transformed

Transformation happened in many forms this year at All Souls. Primarily, as is often the case, it took place during worship. Our great feasts—Lent and Holy Week, Easter and Pentecost, Advent and Christmas—were especially powerful. But this year change was seen particularly in the feria, the days other than Sunday. When summer came, we re-constructed the nave into a form of the round, and once again it allowed for, almost demanded, different ways of practicing. Preaching, singing, silence, all of our ways of being shifted during this time, and it made us consider afresh how we approach the Divine. One of the marked differences was in attendance: our average attendance during the summer months of June, July, and August, was 256 people, which was the overall average Sunday attendance of the previous year.

But Sundays were not the only locus of change. After experiencing a lag in participation and energy for our Lenten Series the past several years, we decided to try an experiment—to move our Lenten formation from the Parish Hall into parishioner's homes. We called it Soup & Story, and it featured parables of Jesus, as told by Godly Play teachers. The groups were intentionally multi-generational, and met in the evenings, Monday through Friday, across the East Bay. The response was stunning. In previous years attendance at our Lenten Series had been between 40-50 participants. This past year it averaged over 120 All Soulsians. What we kept hearing was the sense of kinship that was being built, alongside (or perhaps because of?) the depth of conversation. Because of this, in the fall, we offered a second four week series, led by our Stewardship team.

For our youth and adults, transformation came in the form of the confirmation of their Christian faith. Over the course of the academic year four young women from All Souls participated in Confirm Not Conform with Jess Powell, the Rev. Liz Tichenor, and me. Week by week, I was stunned by their insight, forthrightness, and curiosity. In May they were joined by a host of adults from the Catechumenate at the Golden Gate Overlook at the Presidio. There Bishop Andrus joined with the Presiding Bishop Michael Curry (in the dense and swirling fog—there was no looking over) to confirm, receive, and re-affirm with scores of others.

This year was also a watershed year for vocations to Holy Orders at All Souls. By the end of the year there were four All Soulsians recommended by this parish to the Bishop and Diocese: Dani Gabriel and Ari Wolfe for the Diaconate and Tripp Hudgins and Nikky Wood for the Priesthood. You can read more about their process later in this report, but for my part, I was heartened and amazed by the work that they did, and especially by the work of the Vocations Team with the nominees. All involved dedicated themselves to the exhausting, trying, and illuminating work of discernment. It was with delight, then, in December to learn that all four of them were made postulants. I cannot wait to see how they serve, lead, and change this church. This year also brought the culmination of a couple other vocations: Dan Joslyn-Siemiatkoski and Marguerite Judson. Marguerite (sponsored by St. Mark's) and Dan (sponsored by All Souls) were ordained deacons at Grace Cathedral in June. Marguerite served with us as a deacon was ordained a priest in December. Dan, still a professor at the Seminary of the Southwest, will be ordained a priest in the seminary chapel on February 3rd. All Souls has long been a training ground and incubator for vocation, but this year was remarkable in the breadth and depth of those who in discernment.

### **Witnessing to the World**

Given the volatility of our nation in this past world, it is not surprising that this year was a year of witness for many at All Souls. By no means are we of one mind as a congregation, but given the myriad challenges that we face as a people, it was inspiring to see the various responses that have taken root. Our Justice and Peace team continues to lead and participate in the monthly vigils at the ICE detention center at the West County Detention Center in Richmond. We continue to provide respite and care for recently released detainees and others on the first floor of the Parish House. We gather all who are hungry for our Open Door Dinner of Jambalaya on the second Sunday of every month, rain or shine. We've deepened our relationship with Braid Mission and gathered together All Soulsians willing and able to serve as mentors for teens in the foster care system.

And our work to transform our Parish House took even more time and attention in 2017. This became a part-time job for many of us (me included), as we negotiated legal agreements, received Diocesan consent to enter into this partnership with Satellite Affordable Housing Associates (SAHA), got down

to the granular details of design, and worked with our neighbors in the community. Community Open Houses, twice a month design meetings, conversations with city officials, and careful editing of legal documents were the norm every week of the year. Thanks to the tireless efforts of our Parish House Project Group, the Vestry, and many others, we seem to have consensus support of our neighborhood, and a design that will serve the needs of the wider community and All Souls Parish. The final design, permitting, and the securing of financing all await us in 2018. My hope is that my report next year will show progress. What is clear to me in any case, is that we are at the forefront of a call from God to offer support and care for those shunted to the margins in a crisis of housing that has developed over decades.

This report would be incomplete without reflecting on the ways that parishioners rallied, over and again, to respond to the injustice this year. It began at the beginning, with the Women's March. All Soulsians trekked to Washington DC, and over 40 marched at Lake Merritt in Oakland, joining over 100,000 others. We joined with thousands for the People's Climate March, our children learned about justice in our community at Camp All Souls (and received a commendation from the City Council), and then on August 27th, we took part in a interfaith response to a proposed "alt-right" rally in downtown Berkeley. Sustained by our worship at the 11:15am Eucharist, over 100 All Soulsians were blessed by Bishop Marc and marched across campus to join other Christians to give witness. As we walked towards downtown, the hundreds became peace-filled thousands, and even for that moment, with that group, in the tension between the White Knights and the Black Bloc, a vital, courageous witness was offered.

August also offered a witness of another kind. On the 13th, alongside several baptisms, we were honored to pray and recognize the transformation of one of our parishioners in his transition into living as a boy. The Renaming Rite, written by the Rev. Liz Tichenor, with the support of colleagues, the staff of All Souls, and our Bishop, was a profound recognition of a radical truth—that we are always known, named and loved by God, and that this is most truly known in community. The reverberations of this rite are still being felt, as news stories and other articles tell the story of a witness to a path of love that never ends.

### **Balance in Motion**

The past year at All Souls Parish has brought great change, but the kind of change that Benedict of Nursia espoused in his Rule: stability. This may sound impossible, that change can reveal stability, but the stability that Benedict aimed for wasn't stasis, instead the kind of community life that is constantly in motion to maintain balance. This is what it felt like in 2017, even as we were buffeted by forces beyond our control, that we persisted in our trust that God was present in us, in this parish, and really, in it all. For this, the gathering, transformation, and witness of this body I remain tre-

mendously grateful. And curious to see what this next year will bring.

Peace,

The Rev. Philip T. Brochard  
12th Rector of All Souls Parish, Berkeley

---

## REPORT OF THE ASSOCIATE RECTOR

2017 was a year of launching, of bringing big ideas to fruition, and of digging into new creativity together. We took on new practices and projects, and reimagined how we might live well as Christians in this present context of political unrest and a nation severely divided along political lines. How, then, do we tell our sacred stories? How, then, do we gather?

We began in January by coming together across generations for the Women's March in Oakland on Inauguration Day. From toddlers to teens to seniors, we donned hand-knitted pink "pussy hats" and joined tens of thousands locally in giving voice to the value of justice and equality — an embodied witness to our baptismal vow of respecting the dignity of every human being.

We recognized that focusing on practices that sustain our faith, both as individuals and as a body, would be particularly important in this national season of unrest. As we moved into Lent, we adopted two new disciplines as a parish: haiku and house groups. Looking to find a way to focus our reflection a little more pointedly than usual — that is to say, in a manageable amount — we took to writing haikus and sharing them both on paper in the Narthex and also online. A word a day, connected to some aspect of the Lenten journey, grounded our poetry together even as we took each word in countless different directions. It was rich.

We also gathered in a dozen homes weekly through Lent to share simple meals and reflect on the parables of Jesus. This new practice, dubbed simply Soup & Story, is explained in more detail in Emily Hansen Curran's report. What I wish to highlight as part of this practice, though, is how powerfully transformative it was that most of the groups were thoroughly intergenerational, with kids and adults wondering together as we opened the golden Godly Play parable boxes each week. It took some work to learn how to engage this reflection together, as so often we do it segregated by ages. I was deeply moved to see how the group I took part in learned to do this though, and that by the end very young children and adults were coming together beautifully to make sense of these unusual stories. As we approached Easter, I worked with some of our children's ministry leaders to reimagine our Holy Week for Children service on Good Friday. Kids and families first gathered to dye and decorate red eggs, following an Eastern Orthodox practice. We created a new Godly Play

story covering the arc of the Holy Week narrative, borrowing physical pieces from other story sets and the natural world. The kids and their families took part in foot-washing and other forms of devotion, and shared in song and prayer.

Another big idea that grew into reality over many months was Camp All Souls: an entirely home-grown day camp, held right here on the corner of Cedar and Spruce. In past years we had partnered with Shepherd of the Hills Lutheran Church and Mt. Cross Camp to offer a Vacation Bible School, but in 2016 we came to the conclusion that the theology and practicality of this arrangement was no longer a good fit for All Souls. Creating a new camp is not for the faint of heart, though. Leaders stepped up to dream on whole new levels, as we sought to design the infrastructure for the camp, create the vision for this new ministry, and train parishioners-turned-counselors in preparation for the week. Jane Thomason deserves particular celebration for her great generosity of time, talent and vision, all offered tirelessly in her role as the camp's co-director. Finally in August, 19 campers, 6 teenage counselors-in-training, 10 counselors, and many more generous volunteers came together to make the dream a reality. Continuing with our hope of responding proactively to the climate of our nation, the theme of the camp this year was "Called to Justice." Through games, songs, stories, art and adventure, we explored themes of justice and listened for how we are called to take part in bringing a more just world into being. We visited City Hall to thank some of our City Council representatives for their work on key issues of justice in Berkeley and met with Mayor Jesse Arreguin to learn more about his leadership in these areas. I was reminded yet again that our young ones have a very clear sense of how the world needs to change and grow, and was grateful to have the time to learn with them at camp.

The Sunday immediately following Camp All Souls was memorable, too: with the pews still in the round for the summer, we gathered for five baptisms, and another kind of celebration that was entirely new. Well earlier in the year, a child of All Souls asked me if we could re-baptize him. He had come out as transgender, and wanted to be baptized with his new name and gender. I told him that wasn't an option, as we were confident that God knew him fully in his first baptism, but that we could come up with another way to recognize his transition. After much conversation with other leaders in the wider church, Phil, and Bishop Marc, we arrived at a carefully tailored renaming rite based on the Commitment for Christian Service. Standing with his parents, sister and godparents, in the midst of a very packed house, he claimed again his identity as a beloved Child of God. We, in turn, pledged again to do all in our power to love and support him. It was a remarkable and holy moment, and one that continues to reverberate through our community.

Lest the year end without a bang, Emily Hansen Curran and I decided rather late in the game that it was the right time for another new Christmas pageant. Dreaming together, we

came to the conclusion that generally speaking, these pageants do a pretty good job of getting at the “what” of the story, but not necessarily pointing to the “why.” Why would God decide to take on human form? Why did it matter then, what difference does it still make now? We decided to situate our response to these questions in a sweeping arc of our sacred story. All of a sudden, we were writing the nativity story, as told by the Holy Trinity. Relying more heavily on narrators and the embodied storytelling action of a great cadre of kids and youth, we began at the very beginning of the cosmos and made our way (quite rapidly) through the stories of salvation history in the Old Testament before arriving at the story everyone came expecting to hear. It was wild, it was complicated, it was a bit awkward at times, and it was funny. At the end of the day, I know I found a new way into the Christmas story and the beauty of the incarnation through the hard work and creativity of this fabulous band of actors and artists.

Finally, it is important to note and celebrate the change in leadership of a number of ministries in my area of responsibility.

In the nursery, which offers care for babies and toddlers on Sunday mornings, we parted ways with Ed Silberman this spring after many years of service. In May, we welcomed Maria Gallo onboard as our New Lead Childcare Worker. Maria brings a wealth of experience with early childhood development and has been a source of great warmth of cheer on Sunday mornings.

In pastoral care, Jennifer Boehler has stepped up to be the point person organizing Eucharistic visitors for those who are sick or recovering at home, after many years of faithful service from the Rev. Joseph Delgado there at the helm. Erin Horne assumed leadership of Meals & Rides, offering some respite to Alisa Hofmann, who had also served in that capacity for a long time. To each of them, I am very grateful for what has been, and equally excited for what is now emerging.

This year, I have appreciated that there is very seldom a dull moment here at All Souls. While we reach to create space for silence and reflection, there is always something brewing. This family of families is one that dreams big, reaches in exciting new directions, and does not sit still for too long. What a wild ride it can be — a good one, and a life-giving one — and how grateful I am to be on it with you all.

Peace,  
Liz+

---

## REPORT OF THE ASSOCIATE FOR YOUTH MINISTRIES

Youth ministry here at All Souls involves a combination of food, fun, celebration, and thoughtful discussions. We

kicked off 2017 with a celebratory spirit and an Epiphany Party. Tripp and Phil joined us as Santa Claus and St. Nicholas. Weekly Bibles and Breakfast, which we now call T-time, and youth group sessions resumed after the party.

In February, we had the annual Post-Super Bowl Party. The youth acted out their favorite Super Bowl commercials, and everyone brought their favorite Super Bowl food.

Middle and high school youth worked with adults to decorate the Parish Hall for the Shrove Tuesday celebration. Thanks to everyone who made it a success!

Lenten activities included defining Lent and discussing why we celebrate it in youth group and T-time. The Confirm not Conform (CnC) students and I went to the Maundy Thursday, Good Friday, and Easter Vigil services. We learned about the services and about Lent over dinners during Holy Week.

Middle and high school youth groups kicked off the Easter season with an Easter Party. There was an extensive Easter Egg Hunt and a few quizzes about Easter and candy brand taglines.

CnC ended on May 20th with Eco-Confirmation in the morning and the All Souls Confirmation Celebration in the afternoon and evening. Our day started in the Presidio, shrouded in fog, while standing at a labyrinth with Bishop Marc and Presiding Bishop Curry. Two of the CnC youth were confirmed, along with several adult All Soulsians and others in our diocese.

The Confirmation Celebration was a party. The service had wonderful reflections from the four CnC students. The party itself had delicious food and, following All Souls tradition, karaoke. Music ranged from Hamilton to country, and costumes included sunglasses and feather boas. I truly cannot thank everyone who helped with CnC enough. Missy Longshore and Jill Churchman were especially helpful with organizing food and setting up the Parish Hall for the Celebration. Thank you—and all of the other adults involved—for your hard work!

We ended the program year in mid-June. I used the last sessions of youth group as time to reflect on everything that had happened in the 2016-17 school year. After that, the focus shifted to the summer events, which started with the middle school immersion trip in late June.

Youth and adults from St. Stephen's Orinda, St. Timothy's Danville, and Christ Church Alameda joined four All Souls middle school students and me for five days in the Parish House and the Bay. Among other activities, we learned about community organizing, went to the Tilden Animal Farm with refugees connected to At Home Humanitarian, had a Eucharist together at the end of the week, and played Com-mando Church.

There were two outings over the summer. A few middle school youth, Kim Wong, and I went to Angel Island in July. We went to the military barracks and talked about how immigration should have been handled when folks were coming through Angel Island.

In August, Annika McPeck and I took two high school youth to China Camp. We went on a short hike, did a guided meditation, and slept under the stars. Barring visits from a few bold raccoons (including one jumping on our table and going after the s'mores during the meditation), I think everyone had a good time!

The Parish Retreat was our main kick-off event in the fall. More than twenty youth came to learn about heaven, play Capture the Flag and Dibble, and enjoy the All Souls community at the beautiful Bishop's Ranch. Many, many thanks to Annika McPeck, Blake Harper, and Shawn Adderly for their help in making the youth retreat a success!

The fall continued with exploring identity in middle and high school youth groups. More than twenty youth came to the Stewardship Dinner in October and enjoyed chili at the youth table. Many youth helped in the Christmas Pageant again this year as stage managers and actors. Well done!

As always, I give thanks for the many people who make youth ministry happen here. I am blessed to work with amazing volunteers, parents, youth, and staff. This ministry could not happen without you. Thank you all!

—Jess Powell

---

## REPORT OF THE ASSOCIATE FOR MINISTRY DEVELOPMENT

In my report last year, I concluded by offering up a hope for 2017. That hope was to grow deeper into the things I had already been given here at All Souls. Be careful what you wish for. I didn't know how deep it could go! The year started somewhat normal: updating pew cards, an Ash Wednesday sermon, connecting with newcomers, launching our first round of Soup+Story home dinner groups, helping to write a new Catechumenate curriculum, moving from part time to full time, you know, the usual stuff. Then, in June, Joy Shih Ng, our Parish Administrator of 18 years, retired, and I was tasked with helping to transition the new Administrative Assistant into their job. As many of you know, that didn't exactly go as planned, and so starting in June I jumped feet first, something akin to a frog in boiling water, into the role of Administrative Assistant.

The summer and fall are a blur, but here are a few things I learned: 1. Joy Shih Ng is a champion. 2. I can handle more than I thought I could. 3. Y'all are very generous.

First, yes, it's true, Joy Shih Ng is a champ. She left to me and to our new Administrative Assistant wonderful and copious notes about how to do the job, so that when we got word that someone had died and wanted to have their memorial here, or the copier ran out of toner, I had the tools to handle the problem. Related, I learned that making the weekly bulletin is an incredibly challenging job, one that requires great attention to detail, a sense of humor, and humility. It's not a job for the faint of heart.

Second lesson: I really, truly, did not always know that I was going to be able to do all that I had to do in a given day or week. This past summer and fall stretched me in ways I didn't know I could. It was no longer about catching all the balls that were in the air, as much as it was about learning to handle them off the bounce. As Liz would say, I didn't learn to juggle, I learned to play racquetball. I was able to do this, however, because I was held up by an incredibly light-hearted and supportive staff who didn't hand out answers, but tools, to do the hard work required to deal with the depth of things. I feel deeply grateful for the models, systems, and tools I was given this past year.

Lastly, this past year, I witnessed and experienced—at least a glimpse of—your generosity. As I already enumerated above, things got a little wacky this past year, and yet, or perhaps because of that wackiness, you all seemed to pour out grace and love in new and abundant ways. I experienced it personally, but also generally. You all keep showing up and engaging, working through hard things, and it's impressive and inspiring.

I would classify this past year as a year full of growth—being stretched to do more than I thought I could. But also when I reflect on the year, there is some loss that I feel. I missed a lot this past summer and fall, or at least that is how it seems to me, but, it's this loss that I think is propelling me into this new year with hope that I can serve in ways that deepen the ways we live together, and which help grow our personal and collective discipleship. Bring it, 2018.

—Emily Hansen Curran

---

## REPORT OF THE PARISH ADMINISTRATOR

It was only 5 weeks before the end of 2017 that I was hired as the new Parish Administrative Assistant at All Souls, so I arrived just in time for the Advent and Christmas season. Joy Shih Ng's retirement in June 2017 left a gap felt by many, and personally she left some very big shoes to fill! I was amazed upon beginning work to see how willingly and uncomplainingly the rest of the staff had taken on all of the responsibilities associated with this position for months. I need to especially acknowledge and thank Emily Hansen Curran for her tireless efforts in keeping the background workings of All

Souls going as well as holding up her own duties as Associate for Ministry Development.

It has been a joy to work alongside the Rev. Phil, the Rev. Liz, the Rev. Marguerite, Jamie, Emily, Jess, Scott, and Steve—not only a staff who know and do their jobs well but who are also some quality human beings. The amount of care I see each of them put into pastoring this congregation is wonderful. They are always willing to stop and help when I tap on their doors with my often-repeated intro, “Sorry to bother, but how do I...?” Numerous parishioners and volunteers have been through the halls in front of my office as well, busy with their various ministries but always finding time to stop in and say hello to me and my son Lucas. Eventually I hope to learn all of your names, but in the meantime thank you for having grace and humor in reminding me! I have felt so welcomed here and I feel it speaks volumes about the culture of Christ alive in this parish.

In the midst of the beautiful Advent and Christmas chaos I saw All Souls continue to hold Open Door dinners, Lunch Bunch, send people to minister to the Kyakameena Nursing Facility, care for the property, move forward with plans for the Parish House Project, and a dozen other things that could have gotten lost in the shuffle but were carried forth by staff and dedicated volunteers. I am blessed to be part of such a ministry-forward parish and I look forward to what 2018 will bring for All Souls!

—Nettie Pinell

---

## EXIT THE DRAGON

Little did most people know that by the time I announced my retirement effective June at the Annual Meeting last January, the plans for my exit had been in the works for over a year. With much discussion with the rector, wardens, and the chair of Personnel, Marilyn Flood, the timing for my departure was carefully chosen.

Being a church geek all my life, I wanted to stay long enough to get All Souls through the Annual Meeting and Report, the Vestry Retreat, the Parochial Report and Church Audit, Holy Week planning and production of the Triduum booklet with the new Associate for Music Jamie Apgar, Pentecost and Trinity Sunday. Ordinary time seemed to be the perfect exit strategy.

To get ready for the big transition after 18 ½ years as your Parish Administrator, I created and updated numerous files of notes on the operations of the church—all named Joy’s HBB (Hit by Bus) files for easy searching: passwords and contacts, liturgical and diocesan duties, property concerns, weekly and monthly reminders, and how to work all the office machines. All ready-to-expire contracts were renegotiated. New parish hall chairs were sampled and purchased with help from Mary

Rees and Maggie Cooke with lots of laughs along the way. The parish hall floor was refinished. A new purple stained glass panel was replaced in the narthex after some vandalism. The old rug in the Chapel was pulled up and the floor polished. New parking lot signs were installed and much needed parking stripes were painted by John Love on the last day!

When I deleted two email accounts from all my personal devices, removed my nameplate off the door and returned all the keys, the exit was final. My transition to civilian life was surprisingly easy. Not having to commute 50 miles a day was the icing on the cake. But the memories of all the parishioners, staff, assisting clergy, seminarians, and volunteers who came into my life was the hardest to leave. A special thank you to the wonderful staff: Phil, Liz, Emily, Jamie, Jess, Steve, Scott, and Lassandro. Thank you for the opportunity to serve and I will never forget you. I left you in good hands.

—Joy Shih Ng  
Parish Administrator (1999-2017)

---

## REPORT OF THE MUSIC MINISTRY

2017 was the second consecutive year in which the Music Department experienced seismic change. As it began, a search committee led by Tripp Hudgins, who also filled in briefly as lead musician, had already begun the task of finding a new Associate for Music. When I heard about the post a year ago (through a professional singing colleague who happened to mention me to a parishioner at a party!), I was not looking for anything like it, content in the organist job I held and busy with dissertation research. But at the time I felt increasingly drawn away from academia and towards a larger role in the field of church music, hopefully in the Episcopal tradition in which I was raised. I sensed All Souls would feel familiar, its progressive understanding of the Church’s social mission and its nimble, expansive music program resembling those of the congregation I was then serving. I was thrilled (but also terrified) to begin work on 6 March, only a month before Holy Week.

Since surviving Easter, I have continued to learn the people and rhythms of our parish, and to re-learn the ways of the Episcopal Church. I have tried not to shake too much up, not least because Christopher Putnam, who retired from the position of Associate for Liturgy and Music in 2016, had built something truly remarkable over the years (he also deserves special mention here for generously dispensing encouragement and advice). We continue to use many of his compositions, arrangements, and ideas; the Choir and Angel Band, led by soprano Sarita Cannon, trumpeter Justin Smith, parish “jongleur” Tripp Hudgins, and the inimitable Ed Hofmann, continue to anchor our Sunday morning routine, even during the summer (a period when, in most churches, choirs are usually off or on substantially reduced schedules); and joyful noises of staggering variety continue

to be made on sundry instruments. Thanks are also due to Carol Terry and Joe Rosenmayer, who had previously taken over the music program following Christopher's retirement, for filling in for me in my absences.

In a fashion that Anglicans identify as distinctively Anglican, I have also made cautious adjustments. From the start I have focused on programming, preparing, and performing traditional choral music to a high standard, because this was the area of our music-making most often singled out in early conversations with parishioners and staff as needing attention. I have composed and arranged some new items for Choir and Angel Band. Information on the organ music I play each Sunday now appears in the bulletin, for those who are interested, and we are being newly vigilant about our use of copyrighted material. I have also taken as much care as time has allowed to tailor music to the lectionary (the schedule of readings for each week) and the liturgical action. As an example, we regularly omit hymn verses that are not of special pertinence to the scriptures appointed for the day, and that, if included, might cause a hymn's length to exceed that of the procession for which it has been chosen to hold space. Finally, with clerical guidance, we have been interrogating the suitability of the texts we sing to the theological and social outlook of the congregation as a whole, while simultaneously aiming to balance this with the aesthetic and practical problems of modifying words or putting entire songs to rest. This work is often difficult but seems in keeping with our wider goals for the Church and the world.

One significant technical issue was addressed this fall. Our Casavant organ is now fifty-four years old, and while it holds together fairly well (better this year than in past years from what I have heard), some parts have been showing their age. Chief among these had been the blower, the electric motor that generates the airflow required for the pipes to produce sound. It had been on its last legs for some time, and the concern of our organ technicians was that the process of replacing it can take up to a month (for ordering, shipping, and installation), unacceptably long if it were to give out just before Christmas or Holy Week. When I presented the matter to the Vestry, it decided to invest in a new blower that will last for years to come, and that has reduced the level of noise produced by the instrument when it is turned on but not being played.

There are other changes in the air. A recent highlight has been the formation of a Children's Choir following requests from a number of parents. The group debuted at the Advent Festival, leading the assembly in the singing of a seasonal classic as well as a piece from Cameroon. Intentionally informal but in no way un-serious, this ensemble will hopefully sing several times throughout the year, with rehearsals on Wednesdays leading up to each performance. It is a way to get some of our children involved in our musical life without the demands of other youth choirs. Another notable evolution has been in the structure and patterning of our Hearts on Fire Gos-

pel Choir. Having put so much love into this group, Katie McGonigal has found it best to transfer its operation to me, at least for the time being. While this means that it will not perform as often as in the past, we want to keep gospel and contemporary Christian music as a part of our liturgical routine, and to maintain this different opportunity for musical participation.

I have found these ten months exhilarating, challenging, and frustrating, but such a full range of emotions is perhaps to be expected in any place that seeks to cultivate such a deep sense of community. For me, one wonderful aspect of music is how it can seem to modulate these emotions, both producing and in turn being produced through communal bonds. I am confident these bonds will serve as a catalyst to many more joyful noises in the year to come.

—Jamie Apgar

---

## REPORT OF THE SENIOR WARDEN

From replacing the Parish House boiler, to supporting our postulants as they move toward ordination, to advancing the Parish House project, to approving the 2018 budget — each Vestry action is rooted deeply in All Souls' vision to seek to follow Jesus in his boldness, courage, and compassion.

This strong spiritual foundation — fortified by wise and wonderful clergy, strong ministry leadership, a soaring music program, a welcoming space, and a thriving community of faith whose numbers continue to grow — serves as the basis for the Vestry's work. All that we discuss, consider, and decide reflects a common understanding of the values that we hold most dear, and a powerful faith in the direction in which the spirit is moving us.

Following are some highlights from 2017:

**Most innovative:** Moving the Lenten Soup + Story series from the Parish Hall to small groups at parishioners' homes. For both Lent and the fall stewardship campaign, small groups that met week after week nurtured new relationships between young, middle-aged, and old.

**Most challenging:** Advancing the Parish House Project, especially reviewing multiple drafts of complicated legal documents between All Souls and Satellite Affordable Housing Associates (SAHA). Through the leadership of Fr. Phil and the Parish House team, we made significant progress toward solidifying our partnership with SAHA; approved an attractive and functional design for the new building; and secured support from members of the Berkeley City Council and our North Berkeley neighbors.

**Most surprising:** Finding depth and meaning in writing haiku for each day of Lent. I found the practice meditative, sometimes profound, and occasionally lighthearted and

funny. Writing haiku provided a new way to think about Lenten themes and invited me to spend some contemplative time in the (figurative) wilderness.

**Most fun:** Coming up with a Vestry recruitment song and skit (“On the Vestry” sung to the tune of the Village People’s 1979 hit, “In the Navy”) at the Talent-Optional Show at the Parish Retreat. In addition, Camp All Souls, inaugurated in August, taught our children about social justice and gave them a chance to visit City Hall and meet the Mayor of Berkeley!

**Most spiritual:** Walking with and supporting our postulants at various stages in their Vocation to Holy Orders process. I appreciated the opportunity to hear from our postulants on their callings to seek ordination. Through their stories of growing faith, I noticed a deepening of my own faith.

**Most transformative:** The *Building up in Love* stewardship campaign helped make it possible for the 2018 budget to support significant salary increases for our clergy and staff. Indeed, proportional giving has become a part of our culture. Community members are saying “yes” by committing resources to keeping All Souls financially strong.

Much of what the Vestry does is based in faith. In addition, our work requires that we take leaps of faith. Working to turn the Parish House into affordable housing for seniors may not be the easiest option, but is in alignment with our vision. While our path ahead still has some rocks and bends, it is a righteous path and we continue to walk it.

Moving from two to three Sunday services a few years ago was also a leap of faith. Now, we see the fruits of that hard decision come to blossom, with a healthy budget, a full staff, robust ministries, and more and more souls finding their way through those big copper doors every Sunday.

I will close with a story that demonstrates how important being on the Vestry has been to me. After a long and twisty drive, I finally arrived at the annual Vestry retreat at St. Dorothy’s Rest. It was nighttime and we had just finished eating a soup supper. We gathered in the cozy living room of Lydia House—I think it was raining outside. As a getting-to-know-each-other exercise, Father Phil asked each of us to go around and answer a question. Everyone was highly engaged in listening.

Suddenly, I felt overcome with a sense that this was the exact place where I was meant to be; and, these were the exact people whom I was meant to be with. I looked around the room and felt a strong sense of kinship with my fellow Vestry members, and my heart opened up to the possibilities of the work that we were about to do that weekend. Never before had I felt so grounded in the present moment. This feeling has stayed with me and has given me strength in times of difficulty this year. Serving on the Vestry has been a life-chang-

ing experience, a blessing, and has shaped who I am. For this opportunity and for your support, I am truly grateful.

—Tara McCulloch

---

## REPORT OF THE JUNIOR WARDEN

Separating church life from home life is not always easy, nor is it always necessary. Welcome to my metaphor! As I write, a crew is demolishing a good piece of the wall in front of our house, damaged by a drunk driver (he’s OK) over three months ago. It’s a wall that has stood for 88 years, but is being toppled in a few hours. The metaphor is all over the map; from the patience we’ve been forced to practice as we navigated a river of red tape to the unsettling knowledge that life changes in an instant. Add to the metaphor an large animal that is very VERY upset with the goings on. There is wailing, whining, barking, all from what I’m sure is his uncertainty of what’s happening and why.

Our parish continues to grow and we continue to live into our vision “striv[ing] for the reconciliation of a broken world through our daily practices, our mutual ministry, and our struggles for justice.” We have the somewhat uncomfortable honor of being the only parish in our diocese experiencing growth. Among many of the ministries in full force at All Souls, the energy and drive flies in the face of uncertainty. The Parish House Project Group proceeds steadfastly with faith and expertise, always aware of the uncertainty around the next corner. The end result, with God’s help, will be to relieve some of the uncertainty that faces low income seniors. While the Parish House stands, The PH Accompaniment Project provides a safe place to assess and deal with the uncertainty faced by immigrants entering a new life. The bread bakers and flower arrangers (both ministries need more members) persevere to answer the metaphorical questions of where to find sustenance and beauty, assuring us we can find both in our parish. The vigils at the ICE Detention Center in Richmond are clear and present reminders to those facing uncertainty that they need not face it alone.

Several months ago, the Wardens began taking turns composing a summary of our monthly vestry meetings, not to be read as minutes, but a personal recounting of the events that affect real people in real time, to offer information that may counter the uncertainty parishioners may feel when they just don’t know what’s going on. I hope these additions to the Pathfinder have had the effect of including you in our meetings held to serve you.

It is quite humbling to serve as your Junior Warden, and there is no uncertainty on my part that I want to be of use and serve this parish that has nurtured me and my family for nearly 20 years. It has pushed me into some areas of growth, e.g., reaching out to the City of Berkeley and local contractors to find a way to comply with the Exterior Elevated Ele-

ments (E3) Program. The City's inspection found several elements of the Parish House in want of costly repair to meet the safety standard. Our aim to keep our cherished guests safe remained a priority, but in digging a bit (not previously a strong suit on my part), I found the program had changed the height at which an Exterior Element became "Elevated" and we were able to proceed with minimal cost and comply with no compromise to safety.

Our Parish Hall was fitted with new chairs and upgraded blinds following a lot of research into containing costs for quality products. Very little waste was generated as the old chairs were all repurposed in new homes. Most of the packing material for the new chairs was repurposed as well. The Vestry was informed and asked questions of us every step of the way.

It was very rewarding to offer our home to the Soup and Story Lenten series, and then to the abbreviated Advent Series as well. Bringing together several generations helped us discover our common needs and wants as well as our varied and valuable perspectives. A non-church friend has frequently commented on how much our church life revolves around food. I explain the hospitality aspect and the welcoming of all to the table, but food, shelter, and companionship truly are things we cannot live without, and that perhaps is where my metaphor lives. My church is my life, even when I am not participating in services, for our community is where my soul is fed, my discomfort sheltered, and my loneliness abated. I hope I bring that into the wider world.

I welcome any concerns, with or without wailing, whining, or barking. I share your uncertainty and I hope we can face it together.

—Maggie Cooke

---

## REPORT OF THE TREASURER

This has been a good year in many ways, including the close match of current year income with expenses. The accompanying numerical report for 2017 is in two parts: (1) The final report on the 2017 Annual Budget and (2) the end-of-year Financial Position report. The Financial Position report this year combines the former Funds report with the financial position.

Annual budget income has three segments: (1) Giving, some pledged and some not promised ahead of time, (2) Rental income from the Parish Hall (main and undercroft levels), (3) Investment income.

- Pledged giving this year was spaced early and evenly over the year so that it matched well with expenses, avoiding issues of cash flow. Both pledged and other giving

exceeded expectations, in total by \$17,561. Giving comprised 90.5% of income.

- Casual rental income exceeded expectations while ongoing rental matched predicted levels, accounting for 8.4% of income.
- Investment income was not needed until the end of the year, and just \$9298 (of the \$68,023 expected need at the beginning of the year) was used because both income exceeded predicted levels and expenses were less than estimated at the beginning of the year. Investment income accounted for 1.3% of income.

Annual budget expenses are in three segments: (1) Ministry related - both internal and external, (2) Buildings/grounds/utilities/office, and (3) Diocesan and deanery assessments

- Ministry related includes:
  - compensation of exempt staff (rector, associate rector, and associates for music, youth, and ministry development, and administrative assistant) comprising 57% of expenses (\$429,858).
  - expenses of ministry teams related to parish life, worship, formation, and outreach were 10.7% of expenses (\$80,613).
- Buildings/grounds/utilities/office/miscellaneous (\$141,479), 18.8% of expenses. These provide the base for, and facilitate ministry, so in a sense this is an artificial distinction. The buildings and utilities also contribute indirectly to the non-gift part of income.

Diocesan and deanery assessments (\$103,209), 13.7%.

The Financial Position report lists cash in the various accounts the church has, and in the latter part of the listing, the balances in the various designated and restricted funds. Some of the Funds have considerable activity during the year; others change only occasionally. The total of designated and restricted funds at the beginning of the year was \$74,233 and now at the end of the year \$77,199.

The bequest of Anne Jordan from 2011 continues to be held in the Vanguard family of funds for capital costs, primarily those anticipated for the furnishing of church space in Jordan House (aka the joint senior housing project with SAHA) and re-purposing of undercroft space subsequent to that. The primary investment goal is capital preservation, but for the time being we are enjoying considerable unrealized gain, i.e. earnings. At the end of the year, the balance in the funds was \$1,113,986, of which we are considering \$845,340 as principal, to be held for capital costs, and \$268,646 earnings (unrealized gain), available for ministry needs, within the limits of the intent of the bequest.

Looking ahead, the numbers we anticipate aren't as positive. There will be a larger draw on investment income for the 2018 year than for this past year. We are blessed to have this available, but our core income must rise to meet gradually inflating expenses so that when Jordan House becomes a reality, and there is no longer investment income, our ministry expenses (as well as the physical plant that provides a base) will be supported.

Looking toward 2019, the picture is even less positive on the income side; and expenses are relatively fixed unless we change program and/or custom. As a Finance team, our job is to look squarely at the numbers we see, or can anticipate,

and report them. We live with the unpredictability of both unforeseen income and unexpected expenses. But what we can predict in faith is that we will have what we need, in this context finances, to do the work that we as a congregation are called to do.

My thanks to the faithful Finance Committee members (John Danielsen, John Love, Vimala Tharisayi, Phil Brochard, and Don Gates from afar this year), to the Investment Advisory members (Vimala Tharisayi, Steve Dixon, Don Gates), and to Vimala Tharisayi for managing the 2018 budget development and communication through the year with ministry leads and staff. Finally, the thanks of all of us go to Bookkeeper Steve Zimmerman, who brought past experience as church treasurer to his core work with us.

—Marilyn Flood

11:22 AM  
01/16/18  
Cash Basis

**All Souls Episcopal Parish**  
**Financial Position**  
As of December 31, 2017

Dec 31, 17

**ASSETS**

**Current Assets**

**Checking/Savings**

1-0100 · Checking/Savings	
1-0101 · Chk-Mech-924	5,819.16
1-0102 · SavMech-380	68,255.62
1-0103 · Direct Dep - 615	4,124.24
1-0104 · MemFund-966	6,184.24
1-0105 · NEW Mechanics Checking	65,196.20
1-0107 · Schwab MM	2,714.12
1-0100 · Checking/Savings - Other	0.00

Total 1-0100 · Checking/Savings 152,293.58

1-1150 · PayPal	454.97
1-1160 · UnDeposited Funds	0.00
1-1170 · Clearing Account	0.00
1-1175 · Clearing Acct 2	0.00

Total Checking/Savings 152,748.55

**Other Current Assets**

1-0115 · Investments	
1-0116 · Vanguard	846,395.32
Total 1-0115 · Investments	846,395.32

1-1000 · Prepaid Deposits	
1-1001 · Bishop's Ranch	0.00
1-1002 · Vestry Retreat	532.00

Total 1-1000 · Prepaid Deposits 532.00

Total Other Current Assets 846,927.32

Total Current Assets 999,675.87

**Fixed Assets**

1-3101 · Land/Building/Furnishings	469,987.00
------------------------------------	------------

Total Fixed Assets 469,987.00

**TOTAL ASSETS 1,469,662.87**

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

Accounts Payable	
20000 · Accounts Payable	0.00

Total Accounts Payable 0.00

**Credit Cards**

2-1100 · Credit Cards	
2-1101 · CC-Rector x-5303	189.26
2-1102 · CC-KK	0.00
2-1103 · CC-SG	0.00
2-1104 · CC-Parish Admin x-6718	684.59
2-1105 · CC-Assoc. Rector x-6615	855.83

11:22 AM  
01/16/18  
Cash Basis

**All Souls Episcopal Parish**  
**Financial Position**  
As of December 31, 2017

	<u>Dec 31, 17</u>
2-1106 · CC-Parent Card	0.00
2-1107 · CC - Ministry Development	92.94
2-1108 · CC - Youth Associate	398.30
<b>Total 2-1100 · Credit Cards</b>	<u>2,220.92</u>
<b>Total Credit Cards</b>	2,220.92
<b>Other Current Liabilities</b>	
2-2000 · Employee Pension Contributions	
2-2105 · Rector RSVP Contribution	0.00
2-2205 · Assoc Rector RSVP Contribution	-100.00
2-2305 · Parish Admin Pension Contrib	-100.74
2-2405 · Music Dir Pension Contribution	2,700.00
2-2505 · Youth Assoc. Pension Contrib	-30.60
2-2605 · Ministry Dev Pension Contrib	664.92
<b>Total 2-2000 · Employee Pension Contributions</b>	<u>3,133.58</u>
2-2300 · Prepaid Donations	
2-2310 · Prepaid Pledges	45,362.50
2-2320 · Prepaid Gifts	33,000.00
<b>Total 2-2300 · Prepaid Donations</b>	<u>78,362.50</u>
<b>Total Other Current Liabilities</b>	<u>81,496.08</u>
<b>Total Current Liabilities</b>	<u>83,717.00</u>
<b>Total Liabilities</b>	83,717.00
<b>Equity</b>	
3-0000 · EQUITY	
3-0001 · Opening Balance Equity	0.00
3-1001 · Fund Balances Forward	
3-1002 · Restricted Funds	0.00
3-1003 · UnRestricted Funds	0.00
<b>Total 3-1001 · Fund Balances Forward</b>	<u>0.00</u>
3-2000 · Pass-Through Funds	
3-2100 · Pass Through Charitable	270.00
3-2200 · Pass Through Non-Charitable	
3-2205 · Bldg Use/Event Fees	0.00
3-2206 · Bldg Use/Liturgical	0.00
3-2208 · Vestry Retreat	667.28
3-2210 · Parish Retreat	633.65
3-2212 · Camping	386.03
3-2213 · CCD	1,800.00
3-2214 · Miscellaneous	50.00
3-2215 · Camp All Souls	633.63
3-2220 · Misc. Pass Through	0.00
3-2200 · Pass Through Non-Charitable - Other	0.00
<b>Total 3-2200 · Pass Through Non-Charitable</b>	<u>4,170.59</u>
<b>3-2000 · Pass-Through Funds - Other</b>	<u>0.00</u>

11:22 AM  
01/16/18  
Cash Basis

**All Souls Episcopal Parish**  
**Financial Position**  
As of December 31, 2017

	<u>Dec 31, 17</u>
<b>Total 3-2000 · Pass-Through Funds</b>	4,440.59
<b>3-3100 · Vestry Designated Funds</b>	
3-3110 · Sabbatical Funds (E2014)	12,535.26
3-3120 · Jordan Fund Principle	845,339.82
3-3130 · Fixed Assets Fund	469,987.00
3-3140 · Property Maintenance Fund	8,439.87
3-3150 · Reserve Fund	15,004.73
3-3100 · Vestry Designated Funds - Other	0.00
<b>Total 3-3100 · Vestry Designated Funds</b>	<u>1,351,306.68</u>
<b>3-5000 · Restricted Funds</b>	
3-5010 · Arts Project Funds	1,975.33
3-5020 · Children & Youth	
3-5021 · Children	1,625.93
3-5022 · eScript	2,091.26
3-5023 · High School Immersion	1,840.30
3-5024 · Middle School Immersion	0.00
3-5025 · Youth/Children/Families	8,376.96
3-5020 · Children & Youth - Other	25.24
<b>Total 3-5020 · Children &amp; Youth</b>	<u>13,959.69</u>
3-5030 · Drama	101.41
3-5035 · Flower Fund	0.00
3-5040 · Key Deposits	50.00
3-5045 · LEM Supplies	17.97
3-5050 · Memorial Fund	6,370.24
3-5055 · Music Funds	
3-5056 · Music - General	2,987.90
3-5057 · Choir Fund	1,285.61
3-5058 · Junior Choir	68.73
<b>Total 3-5055 · Music Funds</b>	<u>4,342.24</u>
3-5060 · Organ & Instrument Maintenance	0.00
3-5063 · Other	60.00
3-5065 · Outreach	10,016.05
3-5070 · Parish Hall Floor Fund	2,415.80
3-5071 · Parish House Accompaniment Proj	1,047.31
3-5073 · Stephen Ministry	0.00
3-5075 · Vestment Fund	863.03
<b>Total 3-5000 · Restricted Funds</b>	<u>41,219.07</u>
<b>Total 3-0000 · EQUITY</b>	1,396,966.34
<b>32000 · Unrestricted Net Assets</b>	-11,020.47
<b>Net Income</b>	0.00
<b>Total Equity</b>	<u>1,385,945.87</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>1,469,662.87</u></u>

## All Souls Episcopal Parish Statement of Activities: Actual Compared to Budget January through December 2017

Cash Basis

	Jan - Dec 17	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
4-0000 · INCOME				
4-1100 · Pledge Payments				
4-1101 · Current Pledges	533,485.33	535,352.00	-1,866.67	99.7%
4-1102 · Prior Year Pledges	5,715.50	1,500.00	4,215.50	381.0%
<b>Total 4-1100 · Pledge Payments</b>	<b>539,200.83</b>	<b>536,852.00</b>	<b>2,348.83</b>	<b>100.4%</b>
4-1300 · Plate Offerings				
4-1301 · Offering of Record	20,049.00	15,000.00	5,049.00	133.7%
4-1302 · Loose Offering	19,812.05	11,000.00	8,812.05	180.1%
<b>Total 4-1300 · Plate Offerings</b>	<b>39,861.05</b>	<b>26,000.00</b>	<b>13,861.05</b>	<b>153.3%</b>
4-1400 · Other Donations				
4-1401 · Special Gifts	20,650.00	18,000.00	2,650.00	114.7%
4-1402 · Special Days	10,101.00	8,500.00	1,601.00	118.8%
4-1403 · Restricted Gifts	48,000.00	55,000.00	-7,000.00	87.3%
4-1404 · Other Gifts	20,050.00	20,000.00	50.00	100.3%
4-1410 · Special Appeal	4,050.00	0.00	4,050.00	100.0%
<b>Total 4-1400 · Other Donations</b>	<b>102,851.00</b>	<b>101,500.00</b>	<b>1,351.00</b>	<b>101.3%</b>
4-1500 · Facilities Use				
4-1501 · Dedicated Space Rentals	56,707.50	57,800.00	-1,092.50	98.1%
4-1502 · Other Renters	6,222.84	3,500.00	2,722.84	177.8%
<b>Total 4-1500 · Facilities Use</b>	<b>62,930.34</b>	<b>61,300.00</b>	<b>1,630.34</b>	<b>102.7%</b>
4-3000 · Other Operating Income				
4-3001 · Interest Income	5.33	25.00	-19.67	21.3%
4-3003 · Investment Income	9,298.09	68,023.00	-58,724.91	13.7%
4-3009 · Misc Income	0.00	25.00	-25.00	0.0%
<b>Total 4-3000 · Other Operating Income</b>	<b>9,303.42</b>	<b>68,073.00</b>	<b>-58,769.58</b>	<b>13.7%</b>
<b>Total 4-0000 · INCOME</b>	<b>754,146.64</b>	<b>793,725.00</b>	<b>-39,578.36</b>	<b>95.0%</b>
<b>Total Income</b>	<b>754,146.64</b>	<b>793,725.00</b>	<b>-39,578.36</b>	<b>95.0%</b>
<b>Gross Profit</b>	<b>754,146.64</b>	<b>793,725.00</b>	<b>-39,578.36</b>	<b>95.0%</b>
<b>Expense</b>				
6-0000 · STEWARDSHIP EXPENSES				
6-2000 · Personnel Salaries & Benefits				
6-2101 · Rector				
6-2102 · Rector Salary & Housing	113,624.18	113,624.00	0.18	100.0%
6-2103 · Rector Benefits	29,445.24	29,203.00	242.24	100.8%
6-2104 · Rector Pension	20,452.32	20,452.00	0.32	100.0%
<b>Total 6-2101 · Rector</b>	<b>163,521.74</b>	<b>163,279.00</b>	<b>242.74</b>	<b>100.1%</b>
6-2201 · Assoc Rector				
6-2202 · Assoc Rector Salary	53,248.05	53,025.00	223.05	100.4%
6-2203 · Assoc Rector Benefits	29,371.46	29,127.00	244.46	100.8%
6-2204 · Assoc Rector Pension	13,370.13	13,438.00	-67.87	99.5%
6-2205 · Assoc Rector Pension Assess	0.00			
<b>Total 6-2201 · Assoc Rector</b>	<b>95,989.64</b>	<b>95,590.00</b>	<b>399.64</b>	<b>100.4%</b>
6-2301 · Parish Administrator				
6-2302 · Parish Admin Salary	36,731.39	38,548.06	-1,816.67	95.3%
6-2303 · Parish Admin Benefits	5,711.71	5,733.93	-22.22	99.6%
6-2304 · Parish Admin Pension	1,678.55	1,907.72	-229.17	88.0%
6-2305 · Parish Admin Pension Match	1,321.51	1,604.84	-283.33	82.3%
<b>Total 6-2301 · Parish Administrator</b>	<b>45,443.16</b>	<b>47,794.55</b>	<b>-2,351.39</b>	<b>95.1%</b>
6-2401 · Associate for Music				
6-2402 · Assoc Music Salary	29,166.80	28,939.00	227.80	100.8%
6-2403 · Assoc Music Benefits	346.77	500.00	-153.23	69.4%
6-2404 · Assoc Music Pension	1,456.14	1,985.00	-528.86	73.4%
6-2405 · Assoc Music Pension Match	3,764.90	1,588.00	2,176.90	237.1%

**All Souls Episcopal Parish**  
**Statement of Activities: Actual Compared to Budget**  
 January through December 2017

Cash Basis

	Jan - Dec 17	Budget	\$ Over Budget	% of Budget
<b>Total 6-2401 · Associate for Music</b>	34,734.61	33,012.00	1,722.61	105.2%
<b>6-2501 · Associate for Youth</b>				
6-2502 · Assoc. Youth Salary	28,367.04	28,367.00	0.04	100.0%
6-2503 · Assoc. Youth Benefits	389.82	357.00	32.82	109.2%
6-2504 · Assoc. Youth Pension	1,418.40	1,418.00	0.40	100.0%
6-2505 · Assoc. Youth Pension Match	1,134.72	1,135.00	-0.28	100.0%
<b>Total 6-2501 · Associate for Youth</b>	31,309.98	31,277.00	32.98	100.1%
<b>6-2601 · Assoc Ministry Development</b>				
6-2602 · Assoc Ministry Dev Salary	44,989.48	44,989.48	0.00	100.0%
6-2603 · Assoc Ministry Dev Benefits	6,203.25	11,672.00	-5,468.75	53.1%
6-2604 · Assoc Ministry Dev Pension	1,418.40	1,418.40	0.00	100.0%
6-2605 · Assoc Ministry Dev Pens Match	1,134.72	1,134.72	0.00	100.0%
<b>Total 6-2601 · Assoc Ministry Development</b>	53,745.85	59,214.60	-5,468.75	90.8%
<b>6-2709 · Sabbatical Set-Aside</b>	5,113.10	5,113.00	0.10	100.0%
<b>Total 6-2000 · Personnel Salaries &amp; Benefits</b>	429,858.08	435,280.15	-5,422.07	98.8%
<b>6-2550 · Employer Expenses</b>				
6-2551 · Employer FICA & Medicare	13,860.51	15,513.00	-1,652.49	89.3%
6-2552 · Worker's Compensation	1,860.00	1,500.00	360.00	124.0%
6-2553 · Payroll Processing	1,168.00	1,248.00	-80.00	93.6%
<b>Total 6-2550 · Employer Expenses</b>	16,888.51	18,261.00	-1,372.49	92.5%
<b>6-2560 · Professional Allowances</b>				
6-2561 · Rector Allowances	3,815.49	4,000.00	-184.51	95.4%
6-2562 · Assoc Rector Allowances	2,433.91	3,000.00	-566.09	81.1%
6-2563 · Parish Admin Allowance	44.77	225.00	-180.23	19.9%
6-2564 · Assoc Music Allowances	120.76	1,000.00	-879.24	12.1%
6-2565 · AssocYouth/ParishLife Allowan	836.17	930.00	-93.83	89.9%
6-2566 · Assoc Min Dev Allowance	233.07	300.00	-66.93	77.7%
<b>Total 6-2560 · Professional Allowances</b>	7,484.17	9,455.00	-1,970.83	79.2%
<b>6-3000 · General Operations</b>				
<b>6-3100 · Parish Administration</b>				
6-3101 · Office Machines	10,785.24	10,500.00	285.24	102.7%
6-3102 · Office Supplies	6,057.49	6,500.00	-442.51	93.2%
6-3103 · Postage & Mailings	1,101.03	1,900.00	-798.97	57.9%
6-3104 · Telephone	3,162.05	3,092.00	70.05	102.3%
6-3105 · Communications	607.04	1,500.00	-892.96	40.5%
<b>Total 6-3100 · Parish Administration</b>	21,712.85	23,492.00	-1,779.15	92.4%
<b>6-3200 · Information Technology</b>				
6-3201 · IT Services	1,418.14	2,200.00	-781.86	64.5%
6-3202 · Web Maintenance	0.00	0.00	0.00	0.0%
6-3203 · Software	757.19	2,000.00	-1,242.81	37.9%
6-3205 · Hardware	345.95	250.00	95.95	138.4%
6-3210 · IT Use of Restricted Funds	0.00	0.00	0.00	0.0%
<b>Total 6-3200 · Information Technology</b>	2,521.28	4,450.00	-1,928.72	56.7%
<b>6-3300 · Other Operations</b>				
6-3301 · Shield the Vulnerable	444.00	450.00	-6.00	98.7%
6-3302 · Archivist	143.23	250.00	-106.77	57.3%
6-3303 · Stewardship	1,082.28	1,500.00	-417.72	72.2%
6-3304 · Congregational Development	0.00	0.00	0.00	0.0%
6-3305 · Recruitment Expenses	619.54	200.00	419.54	309.8%
<b>Total 6-3300 · Other Operations</b>	2,289.05	2,400.00	-110.95	95.4%
<b>6-3400 · Finance &amp; Corporate</b>				
6-3401 · Insurance	12,309.75	16,413.00	-4,103.25	75.0%
6-3402 · County & State Assessments	2,298.49	2,100.00	198.49	109.5%
6-3403 · Bank Fees	75.00	72.00	3.00	104.2%
6-3405 · PayPal & Square Fees	289.80	72.00	217.80	402.5%
6-3406 · Bookkeeper	10,106.16	13,378.00	-3,271.84	75.5%
6-3407 · Audit	0.00	700.00	-700.00	0.0%

## All Souls Episcopal Parish Statement of Activities: Actual Compared to Budget January through December 2017

Cash Basis

	Jan - Dec 17	Budget	\$ Over Budget	% of Budget
6-3408 · Rounding	0.00	5.00	-5.00	0.0%
6-3409 · Accounting Office Exp	564.87	0.00	564.87	100.0%
<b>Total 6-3400 · Finance &amp; Corporate</b>	<b>25,644.07</b>	<b>32,740.00</b>	<b>-7,095.93</b>	<b>78.3%</b>
<b>Total 6-3000 · General Operations</b>	<b>52,167.25</b>	<b>63,082.00</b>	<b>-10,914.75</b>	<b>82.7%</b>
<b>6-3500 · Church Property</b>				
6-3501 · Buildings & Grounds				
6-3502 · Supplies	3,821.91	2,800.00	1,021.91	136.5%
6-3503 · Kitchen Supplies	2,653.72	2,500.00	153.72	106.1%
6-3505 · Repairs & Maintenance	8,859.81	10,000.00	-1,140.19	88.6%
6-3506 · Janitorial Service	19,308.00	20,000.00	-692.00	96.5%
6-3507 · Garden Work	2,440.00	4,000.00	-1,560.00	61.0%
6-3509 · Miscellaneous	17.00	100.00	-83.00	17.0%
6-3510 · Security	2,520.00	2,880.00	-360.00	87.5%
<b>Total 6-3501 · Buildings &amp; Grounds</b>	<b>39,620.44</b>	<b>42,280.00</b>	<b>-2,659.56</b>	<b>93.7%</b>
6-3600 · Utilities				
6-3601 · Energy	15,727.15	11,094.00	4,633.15	141.8%
6-3602 · Water - Church	7,477.75	7,211.00	266.75	103.7%
6-3603 · Refuse/Recycle - Church	6,154.66	7,302.00	-1,147.34	84.3%
6-3604 · Internet	3,724.95	2,843.00	881.95	131.0%
6-3605 · Parish House Utilities	-7,766.00	-5,000.00	-2,766.00	155.3%
<b>Total 6-3600 · Utilities</b>	<b>25,318.51</b>	<b>23,450.00</b>	<b>1,868.51</b>	<b>108.0%</b>
<b>Total 6-3500 · Church Property</b>	<b>64,938.95</b>	<b>65,730.00</b>	<b>-791.05</b>	<b>98.8%</b>
<b>6-3700 · Assessments</b>				
6-3701 · Diocese	102,508.92	102,509.00	-0.08	100.0%
6-3702 · Deanery	700.00	700.00	0.00	100.0%
6-3700 · Assessments - Other	0.00			
<b>Total 6-3700 · Assessments</b>	<b>103,208.92</b>	<b>103,209.00</b>	<b>-0.08</b>	<b>100.0%</b>
<b>Total 6-0000 · STEWARDSHIP EXPENSES</b>	<b>674,545.88</b>	<b>695,017.15</b>	<b>-20,471.27</b>	<b>97.1%</b>
<b>6-4000 · PARISH LIFE</b>				
6-4100 · Music				
6-4101 · Sheet Music & Permissions	1,956.66	750.00	1,206.66	260.9%
6-4102 · Instrument Maint/Rental	1,089.88	1,200.00	-110.12	90.8%
6-4103 · Choir Section Leader/Cantor	11,072.04	16,021.00	-4,948.96	69.1%
6-4104 · Trumpet Musician	6,825.00	7,000.00	-175.00	97.5%
6-4105 · Supply Accompanist	6,200.00	6,725.00	-525.00	92.2%
6-4106 · Artists	1,700.00	2,075.00	-375.00	81.9%
6-4107 · Gospel Choir	1,039.94	1,825.00	-785.06	57.0%
6-4110 · Music Use of Restricted Funds	0.00	0.00	0.00	0.0%
<b>Total 6-4100 · Music</b>	<b>29,883.52</b>	<b>35,596.00</b>	<b>-5,712.48</b>	<b>84.0%</b>
6-4200 · Worship Activities				
6-4201 · Sacristans-Flowers	1,028.13	1,000.00	28.13	102.8%
6-4202 · Sacristans Altar Supply	3,296.24	3,500.00	-203.76	94.2%
6-4203 · Acolytes	260.41	400.00	-139.59	65.1%
6-4205 · Arts at All Souls	80.85	200.00	-119.15	40.4%
6-4210 · Flowers Use of Restricted Funds	0.00	1,000.00	-1,000.00	0.0%
6-4211 · Worship Use of Restricted Funds	0.00	0.00	0.00	0.0%
<b>Total 6-4200 · Worship Activities</b>	<b>4,665.63</b>	<b>6,100.00</b>	<b>-1,434.37</b>	<b>76.5%</b>
6-4300 · Community Building				
6-4301 · Greeters/Newcomers	120.80	266.00	-145.20	45.4%
6-4302 · Evangelism	325.47	500.00	-174.53	65.1%
6-4303 · Retreat Scholarships	0.00	500.00	-500.00	0.0%
6-4304 · Parish Retreat	0.00	700.00	-700.00	0.0%
6-4305 · Continuing the Feast	0.00	100.00	-100.00	0.0%
6-4306 · Dinners/Picnics	1,015.35	900.00	115.35	112.8%
6-4307 · Rally Sunday	67.77	75.00	-7.23	90.4%
<b>Total 6-4300 · Community Building</b>	<b>1,529.39</b>	<b>3,041.00</b>	<b>-1,511.61</b>	<b>50.3%</b>

**All Souls Episcopal Parish**  
**Statement of Activities: Actual Compared to Budget**  
 January through December 2017

Cash Basis

	Jan - Dec 17	Budget	\$ Over Budget	% of Budget
<b>6-4400 · Hospitality</b>				
6-4401 · Hospitality-Sunday	645.97	1,400.00	-754.03	46.1%
6-4402 · Hospitality-Special Days	464.03	480.00	-15.97	96.7%
6-4403 · Sexton	11,283.88	10,981.00	302.88	102.8%
<b>Total 6-4400 · Hospitality</b>	<b>12,393.88</b>	<b>12,861.00</b>	<b>-467.12</b>	<b>96.4%</b>
<b>Total 6-4000 · PARISH LIFE</b>	<b>48,472.42</b>	<b>57,598.00</b>	<b>-9,125.58</b>	<b>84.2%</b>
<b>6-5000 · FORMATION</b>				
<b>6-5100 · Children/Family</b>				
6-5101 · Children's Programs	906.05	1,800.00	-893.95	50.3%
6-5102 · Family Ministry	1,068.19	1,300.00	-231.81	82.2%
6-5103 · Nursery Attendants (incl subs)	7,914.64	7,897.00	17.64	100.2%
6-5104 · Other Childcare (Programs)	0.00	400.00	-400.00	0.0%
6-5110 · Children Use of Restricted Fund	0.00	0.00	0.00	0.0%
<b>Total 6-5100 · Children/Family</b>	<b>9,888.88</b>	<b>11,397.00</b>	<b>-1,508.12</b>	<b>86.8%</b>
<b>6-5200 · Youth Ministries</b>				
6-5201 · Sunday School	900.10	1,000.00	-99.90	90.0%
6-5202 · Youth Group	1,569.11	1,000.00	569.11	156.9%
6-5203 · Youth-Parish Retreat	0.00	750.00	-750.00	0.0%
6-5204 · CnC	824.79	750.00	74.79	110.0%
<b>Total 6-5200 · Youth Ministries</b>	<b>3,294.00</b>	<b>3,500.00</b>	<b>-206.00</b>	<b>94.1%</b>
<b>6-5300 · Adult Ministries</b>				
6-5301 · Adult Formation	1,003.63	1,100.00	-96.37	91.2%
6-5302 · Stephen Ministry	1,830.95	2,160.00	-329.05	84.8%
6-5303 · Phoenixes	109.45	250.00	-140.55	43.8%
6-5304 · Small Groups	0.00	200.00	-200.00	0.0%
6-5305 · Vocations	3,800.00	850.00	2,950.00	447.1%
6-5307 · EfM	166.67	350.00	-183.33	47.6%
<b>Total 6-5300 · Adult Ministries</b>	<b>6,910.70</b>	<b>4,910.00</b>	<b>2,000.70</b>	<b>140.7%</b>
<b>6-5400 · Mission &amp; Outreach</b>				
6-5401 · Peace and Justice	5,161.95	5,500.00	-338.05	93.9%
6-5402 · Open Door Dinners	2,785.24	7,500.00	-4,714.76	37.1%
6-5403 · GRIP Dinners	0.00	0.00	0.00	0.0%
6-5405 · AEMCH	0.00	0.00	0.00	0.0%
6-5406 · CDSP	3,500.00	3,500.00	0.00	100.0%
6-5407 · School for Deacons	0.00	750.00	-750.00	0.0%
6-5408 · Climate Change Action Group	500.00	1,000.00	-500.00	50.0%
6-5409 · Integrity	100.00	100.00	0.00	100.0%
<b>Total 6-5400 · Mission &amp; Outreach</b>	<b>12,047.19</b>	<b>18,350.00</b>	<b>-6,302.81</b>	<b>65.7%</b>
<b>Total 6-5000 · FORMATION</b>	<b>32,140.77</b>	<b>38,157.00</b>	<b>-6,016.23</b>	<b>84.2%</b>
6-9001 · Suspense	17.93			
66900 · Reconciliation Discrepancies	-1,030.36			
<b>Total Expense</b>	<b>754,146.64</b>	<b>790,772.15</b>	<b>-36,625.51</b>	<b>95.4%</b>
<b>Net Ordinary Income</b>	<b>0.00</b>	<b>2,952.85</b>	<b>-2,952.85</b>	<b>0.0%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
7-4000 · Non-Operational Income				
7-4500 · Immersion Trip Income	0.00			
<b>Total 7-4000 · Non-Operational Income</b>	<b>0.00</b>			
<b>Total Other Income</b>	<b>0.00</b>			
<b>Other Expense</b>				
7-6000 · Non-Operational Expense				
7-6500 · Immersion Trip Expenses	0.00			
<b>Total 7-6000 · Non-Operational Expense</b>	<b>0.00</b>			

**All Souls Episcopal Parish**  
**Statement of Activities: Actual Compared to Budget**  
January through December 2017

Cash Basis

	<u>Jan - Dec 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Total Other Expense</b>	0.00			
<b>Net Other Income</b>	0.00			
<b>Net Income</b>	<u>0.00</u>	<u>2,952.85</u>	<u>-2,952.85</u>	<u>0.0%</u>

**All Souls Episcopal Parish  
2018 BUDGET**

	2017 Budget	2018 Budget	\$ Increase (Decrease) over 2017	% Increase (Decrease) over 2017
Ordinary Income/Expense				
4-0000 · INCOME				
<b>4-1100 · Pledge Payments</b>				
4-1101 · Current Pledges	535,352.00	<b>542,672.06</b>	7,320.06	1%
4-1102 · Prior Year Pledges	1,500.00	<b>1,500.00</b>	0.00	0%
Total 4-1100 · Pledge Payments	536,852.00	<b>544,172.06</b>	7,320.06	1%
<b>4-1300 · Plate Offerings</b>				
4-1301 · Offering of Record	15,000.00	<b>17,000.00</b>	2,000.00	13%
4-1302 · Loose Offering	11,000.00	<b>14,000.00</b>	3,000.00	27%
Total 4-1300 · Plate Offerings	26,000.00	<b>31,000.00</b>	5,000.00	19%
<b>4-1400 · Other Donations</b>				
4-1401 · Special Gifts	18,000.00	<b>21,000.00</b>	3,000.00	17%
4-1402 · Special Days	8,500.00	<b>7,000.00</b>	-1,500.00	-18%
4-1403 · Restricted Gifts	55,000.00	<b>33,000.00</b>	-22,000.00	-40%
4-1404 · Other Gifts	20,000.00	<b>22,000.00</b>	2,000.00	10%
4-1410 · Special Appeal	0.00	<b>0.00</b>	0.00	
Total 4-1400 · Other Donations	101,500.00	<b>83,000.00</b>	-18,500.00	-18%
<b>4-1500 · Facilities Use</b>				
4-1501 · Dedicated Space Rentals	57,800.00	<b>57,800.00</b>	0.00	0%
4-1502 · Other Renters	3,500.00	<b>5,000.00</b>	1,500.00	43%
Total 4-1500 · Facilities Use	61,300.00	<b>62,800.00</b>	1,500.00	2%
<b>4-3000 · Other Operating Income</b>				
4-3001 · Interest Income	25.00	<b>25.00</b>	0.00	0%
4-3003 · Investment Income	68,023.00	<b>122,976.54</b>	54,953.54	81%
4-3009 · Misc Income	25.00	<b>25.00</b>	0.00	0%
Total 4-3000 · Other Operating Income	68,073.00	<b>123,026.54</b>	54,953.54	81%
<b>Total 4-0000 · INCOME</b>	<b>793,725.00</b>	<b>843,998.60</b>	<b>50,273.60</b>	<b>6%</b>
Expense				
6-0000 · STEWARDSHIP EXPENSES				
6-2000 · Personnel Salaries & Benefits				
<b>6-2101 · Rector</b>				
6-2102 · Rector Salary & Housing	113,624.00	<b>124,986.00</b>	11,362.00	10%
6-2103 · Rector Benefits	29,203.00	<b>32,815.44</b>	3,612.44	12%
6-2104 · Rector Pension	20,452.00	<b>22,497.48</b>	2,045.48	10%
Total 6-2101 · Rector	163,279.00	<b>180,298.92</b>	17,019.92	10%
<b>6-2201 · Assoc Rector</b>				
6-2202 · Assoc Rector Salary	53,025.00	<b>63,630.00</b>	10,605.00	20%
6-2203 · Assoc Rector Benefits	29,127.00	<b>32,781.96</b>	3,654.96	13%
6-2204 · Assoc Rector Pension	13,438.00	<b>16,362.00</b>	2,924.00	22%
Total 6-2201 · Assoc Rector	95,590.00	<b>112,773.96</b>	17,183.96	18%
<b>6-2301 · Parish Administrative Assistant</b>				
6-2302 · Parish Admin Salary	38,548.00	<b>28,600.00</b>	-9,948.00	-26%
6-2303 · Parish Admin Benefits	5,733.93	<b>395.00</b>	-5,338.93	-93%
6-2304 · Parish Admin Pension	1,907.72	<b>1,430.00</b>	-477.72	-25%
6-2305 · Parish Admin Pension Match	1,604.84	<b>1,144.00</b>	-460.84	-29%
Total 6-2301 · Parish Administrator	47,794.49	<b>31,569.00</b>	-16,225.49	-34%
<b>6-2401 · Associate for Music</b>				
6-2402 · Assoc Music Salary	28,939.00	<b>36,750.00</b>	7,811.00	27%
6-2403 · Assoc Music Benefits	500.00	<b>489.98</b>	-10.03	-2%
6-2404 · Assoc Music Pension	1,985.00	<b>1,837.50</b>	-147.50	-7%
6-2405 · Assoc Music Pension Match	1,588.00	<b>1,470.00</b>	-118.00	-7%
Total 6-2401 · Associate for Music	33,012.00	<b>40,547.48</b>	7,535.48	23%

**All Souls Episcopal Parish  
2018 BUDGET**

	2017 Budget	2018 Budget	\$ Increase (Decrease) over 2017	% Increase (Decrease) over 2017
<b>6-2501 · Associate for Youth</b>				
6-2502 · Assoc. Youth Salary	28,367.00	<b>29,785.00</b>	1,418.00	5%
6-2503 · Assoc. Youth Benefits	357.00	<b>408.48</b>	51.48	14%
6-2504 · Assoc. Youth Pension	1,418.00	<b>1,489.25</b>	71.25	5%
6-2505 · Assoc. Youth Pension Match	1,135.00	<b>1,134.68</b>	-0.32	0%
Total 6-2501 · Associate for Youth	31,277.00	<b>32,817.41</b>	1,540.41	5%
<b>6-2601 · Assoc Ministry Development</b>				
6-2602 · Assoc Ministry Dev Salary	44,989.48	<b>70,918.00</b>	25,928.52	58%
6-2603 · Assoc Ministry Dev Benefits	11,672.00	<b>11,672.22</b>	0.22	0%
6-2604 · Assoc Ministry Dev Pension	1,418.40	<b>3,545.90</b>	2,127.50	150%
6-2605 · Assoc Ministry Dev Pens Match	1,134.72	<b>2,836.72</b>	1,702.00	150%
Total 6-2601 · Assoc Ministry Development	59,214.60	<b>88,972.84</b>	29,758.24	50%
6-2709 · Sabbatical Set-Aside	5,113.00	<b>5,300.00</b>	187.00	4%
6-2710 · Associate Rector Sabbatical	0.00	<b>15,875.00</b>	15,875.00	
Total 6-2000 · Personnel Salaries & Benefits	435,280.09	<b>492,279.61</b>	56,999.52	13%
<b>6-2550 · Employer Expenses</b>				
6-2551 · Employer FICA & Medicare	15,513.00	<b>15,474.52</b>	-38.48	0%
6-2552 · Worker's Compensation	1,500.00	<b>1,800.00</b>	300.00	20%
6-2553 · Payroll Processing	1,248.00	<b>1,344.00</b>	96.00	8%
Total 6-2550 · Employer Expenses	18,261.00	<b>18,618.52</b>	357.52	2%
<b>6-2560 · Professional Allowances</b>				
6-2561 · Rector Allowances	4,000.00	<b>4,000.00</b>	0.00	0%
6-2562 · Assoc Rector Allowances	3,000.00	<b>3,000.00</b>	0.00	0%
6-2563 · Parish Admin Allowance	225.00	<b>225.00</b>	0.00	0%
6-2564 · Assoc Music Allowances	1,000.00	<b>1,000.00</b>	0.00	0%
6-2565 · Assoc Youth Allowance	930.00	<b>800.00</b>	-130.00	-14%
6-2566 · Assoc Min Dev Allowance	300.00	<b>300.00</b>	0.00	0%
Total 6-2560 · Professional Allowances	9,455.00	<b>9,325.00</b>	-130.00	-1%
6-3000 · General Operations				
<b>6-3100 · Parish Administration</b>				
6-3101 · Office Machines	10,500.00	<b>10,000.00</b>	-500.00	-5%
6-3102 · Office Supplies	6,500.00	<b>6,500.00</b>	0.00	0%
6-3103 · Postage & Mailings	1,900.00	<b>525.00</b>	-1,375.00	-72%
6-3104 · Telephone	3,092.00	<b>3,500.00</b>	408.00	13%
6-3105 · Communications	1,500.00	<b>1,500.00</b>	0.00	0%
Total 6-3100 · Parish Administration	23,492.00	<b>22,025.00</b>	-1,467.00	-6%
<b>6-3200 · Information Technology</b>				
6-3201 · IT Services	2,200.00	<b>1,000.00</b>	-1,200.00	-55%
6-3202 · Web Maintenance	0.00	<b>0.00</b>	0.00	
6-3203 · Software	2,000.00	<b>1,100.00</b>	-900.00	-45%
6-3205 · Hardware	250.00	<b>1,500.00</b>	1,250.00	500%
Total 6-3200 · Information Technology	4,450.00	<b>3,600.00</b>	-850.00	-19%
<b>6-3300 · Other Operations</b>				
6-3301 · Shield the Vulnerable	450.00	<b>200.00</b>	-250.00	-56%
6-3302 · Archivist	250.00	<b>500.00</b>	250.00	100%
6-3303 · Stewardship	1,500.00	<b>1,500.00</b>	0.00	0%
6-3304 · Congregational Development	0.00	<b>1,800.00</b>	1,800.00	
6-3305 · Recruitment Expenses	200.00	<b>200.00</b>	0.00	0%
Total 6-3300 · Other Operations	2,400.00	<b>4,200.00</b>	1,800.00	75%

**All Souls Episcopal Parish  
2018 BUDGET**

	2017 Budget	2018 Budget	\$ Increase (Decrease) over 2017	% Increase (Decrease) over 2017
<b>6-3400 · Finance &amp; Corporate</b>				
6-3401 · Insurance	16,413.00	<b>16,000.00</b>	-413.00	-3%
6-3402 · County & State Assessments	2,100.00	<b>2,300.00</b>	200.00	10%
6-3403 · Bank Fees	72.00	<b>70.00</b>	-2.00	-3%
6-3405 · PayPal & Square Fees	72.00	<b>50.00</b>	-22.00	-31%
6-3406 · Bookkeeper	13,378.00	<b>10,365.73</b>	-3,012.27	-23%
6-3407 · Audit	700.00	<b>700.00</b>	0.00	0%
6-3408 · Rounding	5.00	<b>0.00</b>	-5.00	-100%
6-3409 · Accounting Office Exp	0.00	<b>250.00</b>	250.00	
Total 6-3400 · Finance & Corporate	32,740.00	<b>29,735.73</b>	-3,004.27	-9%
Total 6-3000 · General Operations	63,082.00	<b>59,560.73</b>	-3,521.27	-6%
6-3500 · Church Property				
<b>6-3501 · Buildings &amp; Grounds</b>				
6-3502 · Supplies	2,800.00	<b>4,000.00</b>	1,200.00	43%
6-3503 · Kitchen Supplies	2,500.00	<b>2,500.00</b>	0.00	0%
6-3505 · Repairs & Maintenance	10,000.00	<b>10,000.00</b>	0.00	0%
6-3506 · Janitorial Service	20,000.00	<b>20,000.00</b>	0.00	0%
6-3507 · Garden Work	4,000.00	<b>3,360.00</b>	-640.00	-16%
6-3509 · Miscellaneous	100.00	<b>100.00</b>	0.00	0%
6-3510 · Security	2,880.00	<b>2,880.00</b>	0.00	0%
Total 6-3501 · Buildings & Grounds	42,280.00	<b>42,840.00</b>	560.00	1%
<b>6-3600 · Utilities</b>				
6-3601 · Energy - Church	11,094.00	<b>0.00</b>	-11,094.00	-100%
6-3601E - Electricity - Church	0.00	<b>2,163.00</b>	2,163.00	
6-3601G - Gas	0.00	<b>6,760.00</b>	6,760.00	
6-3602 · Water /Sewer: Church	7,211.00	<b>3,950.00</b>	-3,261.00	-45%
6-3603 · Refuse/Recycle: Church	7,302.00	<b>5,400.00</b>	-1,902.00	-26%
6-3604 · Internet	2,843.00	<b>2,850.00</b>	7.00	0%
6-3605 · Parish House Utilities				
6-3606 - Electricity & Gas - PHse	0.00	<b>7,100.00</b>	7,100.00	
6-3607- Water & Sewer - PHse	0.00	<b>3,465.00</b>	3,465.00	
6-3608- Refuse/Recycle - PHse	0.00	<b>2,200.00</b>	2,200.00	
6-3609- Guest Reimbursement	0.00	<b>-6,800.00</b>	-6,800.00	
Total 6-3600 · Utilities	28,450.00	<b>21,123.00</b>	-7,327.00	-26%
Total 6-3500 · Church Property	70,730.00	<b>63,963.00</b>	-6,767.00	-10%
6-3700 · Assessments				
6-3701 · Diocese	102,509.00	<b>110,119.00</b>	7,610.00	7%
6-3702 · Deanery	700.00	<b>700.00</b>	0.00	0%
Total 6-3700 · Assessments	103,209.00	<b>110,819.00</b>	7,610.00	7%
Total 6-0000 · STEWARDSHIP EXPENSES	700,017.09	<b>754,565.85</b>	54,548.76	8%
6-4000 · PARISH LIFE				
<b>6-4100 · Music</b>				
6-4101 · Sheet Music & Permissions	750.00	<b>974.00</b>	224.00	30%
6-4102 · Instrument Maint/Rental	1,200.00	<b>1,800.00</b>	600.00	50%
6-4103 · Choir Section Leader/Cantor	16,021.00	<b>14,400.00</b>	-1,621.00	-10%
6-4104 · Trumpet Musician	7,000.00	<b>7,550.00</b>	550.00	8%
6-4105 · Supply Accompanist	6,725.00	<b>2,700.00</b>	-4,025.00	-60%
6-4106 · Artists	2,075.00	<b>2,100.00</b>	25.00	1%
6-4107 · Gospel Choir	1,825.00	<b>1,400.00</b>	-425.00	-23%
Total 6-4100 · Music	35,596.00	<b>30,924.00</b>	-4,672.00	-13%

**All Souls Episcopal Parish  
2018 BUDGET**

	2017 Budget	2018 Budget	\$ Increase (Decrease) over 2017	% Increase (Decrease) over 2017
<b>6-4200 · Worship Activities</b>				
6-4201 · Flowers	1,000.00	<b>1,000.00</b>	0.00	0%
6-4202 · Sacristans Altar Supply	3,500.00	<b>3,300.00</b>	-200.00	-6%
6-4203 · Acolytes	400.00	<b>400.00</b>	0.00	0%
6-4205 · Arts at All Souls	200.00	<b>200.00</b>	0.00	0%
Total 6-4200 · Worship Activities	5,100.00	<b>4,900.00</b>	-200.00	-4%
<b>6-4300 · Community Building</b>				
6-4301 · Greeters/Newcomers	266.00	<b>266.00</b>	0.00	0%
6-4302 · Evangelism	500.00	<b>500.00</b>	0.00	0%
6-4303 · Retreat Scholarships	500.00	<b>500.00</b>	0.00	0%
6-4304 · Parish Retreat	700.00	<b>700.00</b>	0.00	0%
6-4305 · Continuing the Feast	100.00	<b>100.00</b>	0.00	0%
6-4306 · Dinners/Picnics	900.00	<b>1,000.00</b>	100.00	11%
Total 6-4300 · Community Building	2,966.00	<b>3,066.00</b>	100.00	3%
<b>6-4400 · Hospitality</b>				
6-4401 · Hospitality-Sunday	1,400.00	<b>700.00</b>	-700.00	-50%
6-4402 · Hospitality-Special Days	480.00	<b>780.00</b>	300.00	63%
6-4403 · Sexton	10,981.00	<b>11,362.75</b>	381.75	3%
Total 6-4400 · Hospitality	12,861.00	<b>12,842.75</b>	-18.25	0%
Total 6-4000 · PARISH LIFE	56,523.00	<b>51,732.75</b>	-4,790.25	-8%
6-5000 · FORMATION				
<b>6-5100 · Children/Family</b>				
6-5101 · Children's Programs	1,800.00	<b>1,800.00</b>	0.00	0%
6-5102 · Family Ministry	1,300.00	<b>1,300.00</b>	0.00	0%
6-5103 · Nursery Attendants (incl subs)	7,897.00	<b>5,941.73</b>	-1,955.27	-25%
6-5104 · Other Childcare (Programs)	400.00	<b>200.00</b>	-200.00	-50%
Total 6-5100 · Children/Family	11,397.00	<b>9,241.73</b>	-2,155.27	-19%
<b>6-5200 · Youth Ministries</b>				
6-5201 · Sunday School	1,000.00	<b>750.00</b>	-250.00	-25%
6-5202 · Youth Group	1,000.00	<b>1,250.00</b>	250.00	25%
6-5203 · Youth-Parish Retreat	750.00	<b>750.00</b>	0.00	0%
6-5204 · CnC	750.00	<b>0.00</b>	-750.00	-100%
Total 6-5200 · Youth Ministries	3,500.00	<b>2,750.00</b>	-750.00	-21%
<b>6-5300 · Adult Ministries</b>				
6-5301 · Adult Formation	1,100.00	<b>1,000.00</b>	-100.00	-9%
6-5302 · Stephen Ministry	2,160.00	<b>2,464.00</b>	304.00	14%
6-5303 · Phoenixes (20s & 30s)	250.00	<b>150.00</b>	-100.00	-40%
6-5304 · Small Groups	200.00	<b>50.00</b>	-150.00	-75%
6-5305 · Vocations	850.00	<b>950.00</b>	100.00	12%
6-5307 · EfM	350.00	<b>350.00</b>	0.00	0%
Total 6-5300 · Adult Ministries	4,910.00	<b>4,964.00</b>	54.00	1%
<b>6-5400 · Mission &amp; Outreach</b>				
6-5401 · Peace and Justice	5,500.00	<b>6,000.00</b>	500.00	9%
6-5402 · Open Door Dinners	7,500.00	<b>7,500.00</b>	0.00	0%
6-5406 · CDSP	3,500.00	<b>3,500.00</b>	0.00	0%
6-5407 · School for Deacons	750.00	<b>750.00</b>	0.00	0%
6-5408 · Climate Change Action Group	1,000.00	<b>1,000.00</b>	0.00	0%
6-5409 · Integrity	100.00	<b>100.00</b>	0.00	0%
Total 6-5400 · Mission & Outreach	18,350.00	<b>18,850.00</b>	500.00	3%
Total 6-5000 · FORMATION	38,157.00	<b>37,700.00</b>	-457.00	-1%
6-9001 · Suspense	0.00	<b>0.00</b>	0	
66900 · Reconciliation Discrepancies	0.00	<b>0.00</b>	0	
Total Expense	794,697.09	<b>843,998.60</b>	49,301.51	6%
Net Ordinary Income	-972.09	<b>0.00</b>	972.09	-100%

---

## REPORT OF THE ACOLYTE PROGRAM

This year the acolyte ministry continued to serve All Souls Parish. Three new acolytes, Keller Lynch, Zenaida Barash, Timothy Klinefelter, joined in the Spring as Torch Bearers. Additionally, Jonah Brochard and Jasper Kern were trained as Torch Bearers in the Fall. Acolytes with more than one year of service and are now clergy cross bearers. They are: Guilia Del Priorie, Ben Brochard, Sam Gabriel, and Luke del Valpine. James Conable and Cloey Klinefelter joined the cadre of Crucifer. Other Crucifers for 2017 include: Tess McGinley, Fifi Barash, Lucas Martin, Sofia Del Priorie, Chloe Howard, Magda Eros, Pearl McCulloch, and Mestie Thomas. This year Avery Martin, as our most senior acolyte, celebrates their seventh year of service.

There are currently nineteen active acolytes serving All Souls. Children and youth who are interested in joining the acolyte program are encouraged to speak with any of the acolyte leaders for more information and to schedule an orientation. Acolytes can begin training as early the 4th grade, but any youth at a higher grade level is very welcome to come and check it out.

—Katherine Lisa, Andrew Lisa, Jennifer Ying,  
Acolyte Master Team

---

## REPORT OF THE ADULT FORMATION MINISTRY

The purposes of Adult Formation at All Souls are

- To offer opportunities for spiritual growth and Christian formation for adults through classes, series, and other events held during Sunday morning formation hour and evenings during Advent and Lent; and
- To tap into the wisdom, passion, and expertise of All Souls congregants, as well as other presenters, to provide excellent content that is presented in an accessible way with clear take-aways for participants.

Sunday morning offerings in Jan.-May of 2017 continued the pattern begun in fall 2013. We had classes categorized in three ways: *scripture*, which offer structured ways to explore the lectionary or other sections of the Bible; *discovery*, which offer a deeper understanding of our Episcopal faith, history, theology, and practices; and *applied*, which are designed to move us to action as a result of our faith. In the fall of 2017, we rolled out a new program approach connected around the common theme of liturgy. The first four weeks in the fall and the last four weeks in the spring were/will be devoted to a Walk Through the Liturgy for the whole parish that provides a step-by-step exploration of the actions, gestures, meanings

and origins of our liturgical practices and then a review of how our hearts and minds have been shaped by our journey together. The series of classes that follow cover theology, social justice issues, history, and personal discipleship, included topics such as sacred spaces, evangelism, the Trinity, music, environmental justice, and much more. These classes generally take place over three or four sessions, and most weeks there are two course options available. The Course offerings started in September and will end in May with two three part walk through liturgies. We have offered 2 courses a session on such topics as the embodiment, gender, incarnation, evangelism, parenting, and others. Also built into the schedule were short sessions between seasons and/or courses to help participants reflect on and discuss what they had been learning.

Classes are offered between the 9 and 11:15 services, and an additional scripture class is held after the 7:30 am service. On any Sunday morning, each adult has the choice of at least three options (two classes and the Reading Between the Lines Bible study). Many people choose one course to attend for an entire series, while others drop in to different classes on different weeks. The walk-through liturgy averaged between 45–60. The other classes have averaged between 15–25.

During the summer, we had a summer book group with an average of 20 persons. We read *Book of Joy*, a conversation between Archbishop Desmond Tutu and the Dalai Lama. It was the first time we used “one book, one parish.” It was a tremendous success and we will continue this approach this coming summer. As can be seen from the “communication summary in the following table, the committee also attempted to be more intentional and informative about upcoming offerings and announcements.

### List of course offerings

January 2017— Rule of Life with Emily Hansen Curran and the rev Phil Brochard (both Spaces)

February 2017— Creeds with Scott MacDougall and Stories of All Souls

March/Lent—Thinking Theologically with Stephan Quarles and Baptismal Covenant II with Ruth Meyers and Nikky Wood

April/May—Islam Course: Evangelism Team with Special Guests

June–August—Book Groups: *The Book of Joy*

September/October—Walk Through Liturgy with Staff and others

October/November—Sacred Spaces with the Rev Phil Brochard and Michelle Berger and Reclaiming the Good News with the Evangelism Team

Advent—What We Talk about when we talk about Gender with Sarah Bakker-Kellog, Rob Johnson, and Scott MacDougall and Advent practices for families with the Rev Liz Tichenor.

NB: At the end of each group of classes, the schedule has inserted several “Rest and Reflection” sessions where those in attendance spend time together reflecting on the various material led by someone who taught one of or both of the courses.

### Lent

During Lent 2017, the AFC worked with the staff of ASP assisting with the logistics and organization of the Soup and Story groups.

### Member responsibilities

- generating ideas;
- working between meetings to recruit presenters, help develop content, handle logistics,
- gathering and analyzing feedback;
- maintaining connections with the peace & justice and other committees;
- attending formation hour events;
- listening for topics needed or valued by congregants.

### 2017 changes

Dana Kramer Rolls, Rob Johnson, Cara Johnson all are new members added. Sheryl Fullerton, and Alan Schultz recused themselves from the committee.

**Members 2017 forward:** Stephan Quarles (Chair), Ruth Meyers, Dana Kramer Rolls, Rob Johnson, Cara Jobson

—Stephan Quarles, on behalf of the Adult Formation Committee

---

## REPORT OF ARCHIVES AT ALL SOULS

2017 brought an important and very positive change for the Archives - Dana Kramer-Rolls became Deputy Archivist. During the year Dana did yeomanly (yeowomanly?) service by sorting and boxing many years (25? 40?) of Sunday bulletins, organizing Parochial Reports, property and financial records, vestry minutes, and reports while purging duplicates, thus creating a little more space in the overcrowded Archives. Dana is also checking that parochial records (i.e., Baptismal, Confirmation, Marriage, and Burial Registers) are being kept in conformity with Canon Law, is sorting photographs, is preparing displays for the Archives bulletin board in the Parish Hall, and is planning for my long hoped for “Oral History” project of interviewing and recording the life experiences of older, long-term parishioners. On my part, I have continued to prepare historical articles for *The Pathfinder*, which are occasionally published.

—Thomas Burcham, Parish Archivist

---

## REPORT OF ARTS AT ALL SOULS

Members: Michelle Barger, Jocelyn Bergen, Julie Burcham, Diane Haavik, Jeannie Koops-Elson, Margaret Sparks, Cathy Thompson, Lynne Turner

Members of the Arts at All Souls group contributed throughout the year to visually and experientially enrich parishioners’ participation during worship. In addition to working with the focal point of the reredos, new efforts to activate the back of the nave continued after launching the efforts during 2016.

Over the years, new icons have appeared on the walls at All Souls, most recently the Good Shepherd icon over the altar table. In order to offer a closer, more intimate experience with these images, our icons were gathered in January and installed in the art area at the back of the nave. We borrowed three icons from the deep holdings of St. Gregory of Nyssa, and additionally, parishioners shared their personal icons, adding to the display until the beginning of Lent.

The Stations of the Cross in 2017 drew from photographs contributed by parishioners. Invited to reflect on each station, people share images that resonated with the subject and themes for each station. Printed images were collaged onto metal crosses made from galvanized steel, and held in place with small magnets. This method allowed for the collages to build, grow and change over the course of Lent. Also during this time, *MacroLental* was on view in the area outside of the Parish Hall—an installation of Jocelyn Bergen’s journalistic photographic images taken as a Lenten practice.

The tradition for a community coming together to make the Paschal candle for the Easter Vigil continued this year, building on lessons learned from past experiences. Led by Jocelyn Bergen, this heroic undertaking resulted in an immense candle created from used candles, and then decorated with patterns derived from the Chapel stained glass windows. A large, Easter lily stencil cut into thick white paper held the central reredos on Easter morning.

In recent years, paper flames have swayed over the heads of worshippers coming to the table for communion on Pentecost Sunday. This past year, parishioners encountered the flames as soon as they walked in and out of the nave, in lower proximity to our beings. Red, orange and yellow ribbons fluttered with the spirit along the side columns.

Following a summer hiatus, Arts at All Souls installed *Wall of Sacred Curiosity* in the art area at the back of the nave in September. Possibly perplexing many, this installation was inspired when curious A@AS members met with Sacristans to explore the secret and often heavily decorated textiles in the Sacristy. Chasuble, palls and burses were among the elements on display, with text explanations to demystify their uses.

The Tree of Life remembrance area once again provided a place for worshippers to remember loved ones on All Saints/All Souls Sunday, either through a name written on a leaf that was attached to the Celtic tree, or by bringing in a photograph or a memento to place in the terraced area surrounding the tree. At the close of the display, the leaves were collected and burned in the Advent Festival courtyard fire.

In November, Arts at All Souls sponsored a music event *Even at the Grave: Songs of Death and Dying*.

All Souls members Adam Wood and Tripp Hudgins, and cellist Hallie Parkins offered a concert of secular and sacred songs exploring death, dying and our relationship to the dead.

The Advent Festival launched the season of Advent, and A@AS partnered with Parish Life to come up with a star ornament project for all ages. As is the tradition, during each Sunday in Advent the anticipation for the birth of Jesus builds with the addition of adornments each week. Diane Haavik's inspiring canvas paintings depicting the Advent blue pre-dawn light in a minimal landscape returned to the nave, first along the side columns, then the sides of the reredos, and finally culminating with a large canvas in the central reredos. Similarly, Jocelyn Bergen's paper stars — this year illuminated by a remote controller — enlivened the sides of the nave during the first Sunday in Advent, building each week and then culminating in a grand star in the central reredos.

Finally, the A@AS annual report must note the great and much anticipated improvements in the "loft closet." After years of discussion, we kicked off the year in January with a major reorganization in partnership with Parish Life and Sacristans. This exercise was bookended with a year-end installation of rolled storage so that banners, murals and textiles can be properly stored. Thank you Jeannie Koops-Elson!

Finally, I once again want to share my heartfelt thanks to a team of people who are willing and able to respond creatively to (more often than not) last minute projects, proceeding with the faith that it will all come together beautifully and successfully in the end.

—Michelle Barger

---

## REPORT OF THE EVANGELISM TEAM

This year the Evangelism Committee put on two successful events, an inter generational Valentines Day cookie making party that brought together parishioners of all ages and an egg dyeing party that focused on the Orthodox tradition of dyeing red eggs and the story of Mary Magdalene and the red egg. We hosted Ashes on the Way, bringing Ashes to members of the community who couldn't get to church and raising the visibility of All Souls. We conducted a three week course on Evangelism at All Souls, diffusing people's fear of the subject.

The course grew in attendance each week and sparked some really complex and positive discussions. We look forward to producing materials and events in 2018, raising awareness of the importance of evangelism within the church and raising awareness of the church in the community.

---

## REPORT OF THE NEWCOMER/GREETER MINISTRY

Do not neglect to show hospitality to strangers, for thereby some have entertained angels unawares. —Hebrews 13:2

The Newcomer/Greeter Committee focuses on three areas: welcoming visitors and newcomers, helping newcomers find their place in the parish, and recognizing and incorporating new members into the life of All Souls Parish.

The welcome starts as Greeters introduce themselves to newcomers at each service. Head greeters coordinate the greeter team each Sunday, collect newcomer contact information and arrange for delivery of a loaf of welcoming bread to visitors. Head Greeters in 2017 were Gloria Bayne, Mary Rees, Bob and Pat Cross, Mardie Becker, Gretchen Donart, Ray Concepcion, Nancy Pryer, Tom Reilly, Sharon Roberts and Nancy Austin. Our wonderful Greeters included: Roger Glassey, Cathy Thompson, Angela Hunkler, Kate Murphy, John and Rebecca Eros, Beryle Chandler-Carson, Kate Garrett, Martha and Howard Perdue, Suzanne Siebert, and Francis and Esubalow Thomas. Behind the scenes, the loaves of welcome bread were baked by Maggie Cooke, Suzy Mead, Harriet Patton, and Nancy Pryer.

During the service, packets containing information on parish life, education and ministries of All Souls are handed out to visitors by a number of eager volunteers. Thanks go to Jill Churchman and Joy Shih Ng, who produced the packets. Hundreds of these packets were distributed this year, and at least 117 visitors shared their contact information and interest in All Souls! All of these visitors received welcome e-mails the week after their visit, and invitations to upcoming events, thanks to the dedicated work of Gloria Bayne and Mardie Becker.

One of the great opportunities in newcomer ministry is helping newcomers connect more deeply with small groups and ministries of the parish. In 2016 we started a Connector program, consisting of small dinner groups for newcomers in order to meet existing parishioners in a deeper way, however, in 2017 we changed things around. Instead of focusing our energy on dinners for newcomers, we expanded our focus and created a parish-wide dinner group series called Soup + Story.

Soup + Story launched with the beginning of Lent in 2017. Here's how it worked: hosts named what nights worked best for them, we paired them with a facilitator, and then let parishioners choose which group (on different nights of the week) worked for their schedules and geography in the East Bay. For the five weeks in Lent we told parables in the Godly Play style, with the goal of engaging whole families. Each meeting started in prayer, then the facilitator would tell the Godly Play story, followed by a soup dinner cooked by an assigned person in the group. It was a huge success with an average weekly attendance of 120 people across 11 different groups. It worked so well, we decided to make a rhythm with the dinner groups: one round during Lent and another during the month of October. Our hope would be to continue to grow this ministry in the coming year.

To introduce newcomers to each other, the clergy, and to more members of the parish, we held four coffee receptions with Phil and Liz in Phil's office between the 9 & 11:15 services, two in the spring and another two in the fall. Newcomers who have found their place and are willing to commit to "make church" with us were recognized in two new member ceremonies this year, with 47 new members welcomed. Each new member was then given our "New Member Expectations" document and a "Where do I fit at All Souls" booklet to help navigate what it means to be a member of All Souls.

The adult catechumenate class is one of the routes by which newcomers explore the practices of faith at All Souls; in 2017 Emily Hansen Curran, Stephan Quarles and a fellow Episcopalian Andrew Lee wrote a new Catechumenate curriculum and taught it for the first time during the Lenten season. 5 adults were either Confirmed, Received, or Reaffirmed in 2017.

We hope that all members of All Souls consider themselves members of the Newcomer/Greeter committee, introducing themselves to visitors, and living out our vision statement: "We invite all who seek Christ deep into our parish family...."

—Emily Hansen Curran

---

## REPORT OF HOSPITALITY MINISTRY

2017 was a year of transition for the Hospitality team. With two new co-chairs, there was a lot to teach and even more to learn.

We had a great head start in 2017 thanks to the former Hospitality Chair, Renae. With her meticulous record keeping and thorough understanding of the needs of the congregation, she set up the Hospitality team for success when she passed the torch to us in May 2017. Emily Hansen Curran has been an incredible leader and guide through the transition, while helping us ease into this new role. She has been a

great source of creative ideas and a valuable partner in seeing these ideas come to fruition.

During the fall of 2017 we began using a google spreadsheet for Sunday morning hospitality sign-ups. We send the google spreadsheet out periodically to people who have expressed interest in being a part of the regular hospitality team, and then post the spreadsheet to the All Souls facebook group. We also have had a sign-up sheet for food in the Narthex throughout the summer and fall.

As we learn together, we continue to grow and develop new ideas. 2018 will be the year when we begin to implement these new ideas and collaborate with other church groups to grow together. Our goals for 2018 include increased involvement of our members, and discerning how this team can serve our congregation and community in a larger way by attracting members and visitors to spend time with each other during coffee hour and building stronger relationships. We hope to offer more food and drink options in 2018 to make a more welcoming environment. As our Sexton, Scott Garriott, has mostly taken over the set up and tear down of the Sunday morning coffee hour, we are excited to refocus our efforts as a team toward making an inviting space where people want to commune with each other.

Hospitality's year ended with successful Christmas Eve receptions and good cheer. We were fortunate to once again serve our very own "Ale-lelujah", brewed by Mal Mead, as well as a plethora of other delicious treats! 2017 was a successful year and we look forward to building on this in years to come.

-Will & Beth

---

## REPORT OF THE JUSTICE AND PEACE MINISTRY

**Mission and Leadership**—The All Souls Justice and Peace Ministry encompasses shared concerns and activities that reach beyond the Parish membership. This ministry calls us to be the Gospel in action in the world by identifying needs in our local community, the nation and the world; by bringing information about these needs to the congregation for reflection, prayer and action; and by providing opportunities for individual and collective participation in a range of activities that address these needs. The Justice and Peace Ministry Leadership Team consists of approximately a dozen All Souls parishioners who meet monthly to coordinate ongoing programs and develop new opportunities for actions that respond to needs in our community and in the wider world.

### Highlights of 2017 Justice and Peace Ministry Activities:

**Social Justice Ministry Resource Fair**—We began the year with a resource fair on January 22, in partnership with the Stewardship Ministry. We invited representatives from sev-

eral of our partner organizations in justice work to join us between and after Sunday services to discuss their work with parishioners and connect with them. A number of parishioners were moved to offer some time to work with these groups, particularly in the areas of immigration and foster youth.

**Immigrant Detention: Care and Advocacy**—Our team continues to place a strong emphasis on providing a faith-based response to detained immigrants and migrant refugees who are fleeing violence and seeking asylum in the US. Throughout the year, All Souls parishioners participated in a monthly prayer vigil at the West County Detention Center (the first Saturday of each month) organized by the Interfaith Movement for Human Integrity. In November 2017 All Souls hosted the vigil, which included a liturgy led by the Rev. Michael Lemaire and the Rev. Joseph Delgado, readings and intercessions by several parishioners, including one of our youth, and music provided by Tripp Hudgins. More than 50 All Souls parishioners participated. We also continued our participation in the Immigrant Accompaniment Program, which provides transportation, translation, housing, and food to immigrants who have been granted asylum or who have been released from the Detention Center while awaiting further court proceedings. We maintain two rooms in the Parish House (having added a second room this year) to provide short-term emergency housing to recently released immigrants. Housing was offered to several guests during the year.

**Acting for Racial Justice**—We continue to devote significant efforts to developing faith-based responses to racial injustice and discrimination against members of other ethnic groups or religions. In the spring our Racial Justice Group hosted an adult formation series on Islam, which included a presentation by Moina Shaiq, a Muslim woman who visits both faith and secular groups to talk about Islam. In April, a number of All Souls parishioners participated in a nonviolent Good Friday action in front of the Alameda County Courthouse to protest police violence against people of color, unjust sentencing, and the death penalty. In August, All Souls participated, with other East Bay faith groups, in a peaceful demonstration against hate groups who came to Berkeley in the wake of the events in Charlottesville. Bishop Marc, our Rector, and our Associate Rector led us in this march, at the conclusion of the 11:15 service, and many members of All Souls participated. In preparation for this event, members of the parish participated in nonviolence training offered by Janet Chisholm, a member of our Ministry. Janet also offered nonviolence training at various points throughout the year, both in the Bay Area and in other parts of the country.

**Climate Action and Environmental Justice**—On April 29, 2017 All Souls clergy and parishioners participated in a large climate action gathering and march at Lake Merritt in Oakland. The event drew thousands of attendees from all over the East Bay to support climate action and clean energy and

to protest the United States' planned withdrawal from the December 2015 Paris Climate Agreement. Rep. Barbara Lee and various East Bay community leaders spoke at the rally. The previous week, on Earth Day, April 22, some All Souls members had also participated in the March for Science in San Francisco.

In May 2017 members of All Souls participated in an Eco-Justice Weekend, a diocesan event dedicated to protecting and celebrating God's creation. A Day of Inspiration program began on Friday, May 19 with an afternoon panel conversation, led by Bishop Marc, at Grace Cathedral in San Francisco. The afternoon session was followed by a reception on the plaza to celebrate the Presiding Bishop of the Episcopal Church, the Most Rev. Michael B. Curry, who then led a Eucharist service in the Cathedral. On Saturday, May 20, Bishop Curry presided over an Eco-Confirmation service at the beautiful Golden Gate Overlook in the Presidio.

Members of Justice and Peace also began planning for an energy audit at All Souls to estimate how much of our energy currently comes from our solar panels and to evaluate how we can improve the parish's energy efficiency and our commitment to clean energy. In 2018, after obtaining the results of the energy audit, we hope to bring the information to the Vestry and request that All Souls take the Paris Pledge—to reduce our carbon emissions by 50% by 2030 and to move to 100% renewable energy by 2050.

**Support for Foster Youth**—Providing assistance to foster youth is the third area of Outreach priority, along with immigration and racial justice and climate action, that the Vestry has established for the parish. We began to generate interest in foster youth issues in May 2016 through an adult formation series, "Standing with Foster Youth" organized by parishioners Raymond Yee and Laura Shefler. There was great interest in this series, and it led to further work in this area. In the spring of 2017, ten All Soulsians received training in foster youth mentorship from our partners, Chris Chase and Rebecca Edwards, at Braid Mission. Three participants agreed to join a mentorship team and three others offered to serve as chaplains/facilitators of a team. A youth, who has spent most of his life in foster care, was identified as a potential match; however, the launch of the team was delayed for confidential reasons. We hope to commission a team in early 2018. Meanwhile, we support foster youth and the work of Braid Mission in other ways, including a generous donation from the Peace and Justice Ministry's General Community Outreach fund and creating 50+ Cards of Hope (made by children and adults at All Souls) that were delivered to foster youth just before the holidays.

**Providing Food and Hospitality to Community Members**—Throughout the year All Souls' parishioners participated in a range of activities directed at providing food and hospitality to members of our wider community. These included: preparing and serving the monthly Open Door Dinner to

120-140 of our homeless neighbors; weekly Sunday collections and delivery of food to the Berkeley Food Pantry; offering shelter in the Parish Hall to homeless persons on winter nights that are extremely cold or wet; and monthly visits to the Kyakameena Nursing Home. In December 2017, a large group of Justice and Peace members hosted a reception for the graduates (and their families and friends) of the Options Recovery substance abuse treatment program at the Veterans Memorial Building in downtown Berkeley. We have partnered with Options Recovery for several years and have high regard for their work.

**Interfaith Council of Alameda County**—We continued to participate in the Interfaith Council of Alameda County, formed in 2016. The Council is a notable effort by faith groups in the East Bay to work together on areas of common interest. The Council has strong participation from a diverse array of faiths, including Jewish, Muslim, and Buddhist faith groups, as well as many different Christian denominations. In 2017 the Council held important forums on immigrant rights and ways to respond to the challenges of affordable housing and homelessness. We find the leadership of the council and the energy at the meetings to be inspirational.

**Centering Prayer**—Recognizing the challenges of working for justice and peace in difficult times, Sarah Bakker Kellogg and Terry Trotter initiated a Centering Prayer series, led by a trained facilitator, in the chapel on alternating Monday evenings. Members of our ministry, along with other members of the congregation, found the sessions helpful and a new series is planned for 2018.

**Sharing Our Gifts and Advent Ingatherings**—Our Committee each year selects worthy organizations and projects serving the poor and marginalized to receive funds from our budget. In 2017 we made gifts to the following groups: BRAID Mission; California Interfaith Power and Light; Community Initiatives for Visiting Immigrants in Confinement (CIVIC); the Interfaith Movement for Human Integrity; the Interfaith Council of Alameda County; Temple Sinai; and the Sonoma County Just Recovery Fund. We also hosted four Advent ingatherings, in which parishioners generously donated items needed by the following organizations: Nueva Esperanza / New Hope, led by the Interfaith Movement for Human Integrity, supporting the transition needs of newly arrived migrant youth and families; UC Berkeley Food Pantry, providing food to students and their families who have used up all financial aid; Braid Mission Cards of Hope, providing holiday cards to foster youth ages 7-13 to let each child know that they are remembered, loved, and cared for; and the Berkeley Food Pantry, providing healthy food to those in need in Berkeley and Albany. To correct an omission from last year's Annual Report, we note that in 2016 we also hosted an ingathering for Nueva Esperanza.

— Lewis Maldonado, Chair

---

## REPORT OF PARISH LIFE

In 2017, our parish continued to be a place for people to meet kindred spirits and nurture one another, building a beloved community. We came together in small groups and large—to discuss books, study the bible, play games, feast, pray, laugh, learn from each other, and come closer to God.

A Scrabble group has sprung up to meet regularly (extra points for holy words!), while a long-running bible study group continues to meet faithfully on Saturday mornings. We compare notes and commiserate on the playground and over coffee, offering solidarity and support. We gathered in homes for soup and stories during Lent and again this fall, generating rich conversation and deepening relationships. We continue our tradition of making church in a variety of non-traditional places and ways. In all of these gatherings it is clear that part of All Souls' essential character is the way that we seek and make family of each other—an unexpected, quirky, diverse family—that cares for each other with hands of Christ and makes room to welcome newcomers to the family.

### Some moments of our year in community included:

- Stepping into Lent together with the Shrove Tuesday/ Mardi Gras celebration and holy fire.
- Sharing dinner and unfolding parables in small groups and generous homes throughout Lent.
- Making church outdoors in the cathedral of Tilden and the redwoods of Big Sur. Hearing God in the trees and the river and in each other singing around the fire.
- Retreating in record numbers (134 parishioners!) to the Bishop's Ranch to explore what we mean when we talk about heaven and to enjoy a little taste of it together.
- The Stewardship Celebration Dinner was 16 dinner parties under one church roof (including a huge youth table); great food and spirit capped off a successful annual pledge campaign.
- On the big days and the in-between times we gathered to continue communion, sharing food, grace and love with Continuing the Feast brunches between services.
- The Advent Festival brought together 160 people to begin the season with poetry and song, wreaths and ornaments, friends who are family.

---

## REPORT OF PARISH HOUSE PROJECT

### Progress Towards a Mission-Inspired Vision

In 2017, All Souls Parish continued moving forward with plans to replace the current Parish House with affordable housing, new parish offices, and housing for clergy. These plans came out of a parish committee's research into the options and the Vestry's discernment that, of those options, creating affordable housing units best matches our mission to serve others in concert with the wider community, something that is consistent with who we are as a church and as a part of the wider community.

Toward that end, we signed a joint development agreement with SAHA (Satellite Affordable Housing Associates), a non-profit affordable housing developer based in Berkeley. Soon thereafter, we obtained the consent of the diocese to replace the Parish House and current parking lot with an L-shaped, four-story structure and courtyard. The new building's Oxford Street wing will include 35 units of affordable housing for seniors, predominantly studios. The Cedar Street wing will include All Souls offices, a shared community room, a conference room, and two three bedroom apartments to house All Souls clergy. Parking will be moved underground.

Since this amount of construction and the additional residents will have impacts on All Soulsians and on our neighbors, we held regular discussions with the parish after church services. Extending our hands further, SAHA and All Souls hosted two joint, community-wide open houses for the neighbors, one in July and another in November, to announce our project, hear their concerns, and gather feedback about the design.

Parish House Group member Kirk Miller, Caitlin Lempres-Brostrom, and the Rector, Phil Brochard, put in untold hours over several months talking with HKIT, the SAHA-hired architect, about unifying the design and bringing it into harmony with our church and Parish Hall. Design drawings are now close to completed, and members of the Parish House Group have conferred with Berkeley City Council Members about the next steps.

We are targeting early February for submitting the application for a use permit, and for hope approval by the City Council by the end of 2018 or early 2019. The process of applying for funding will take most of 2018 and 2019; SAHA will lead that effort. Recent changes to the tax laws may have some impact on the amount of funding available, but we hope to break ground by late 2019 or early 2020. SAHA will manage the construction as well. We are grateful for the effort and attention that many have given to bring this to this point.

—Mary Rees, on behalf of the Parish House Project Group

---

## REPORT OF THE SACRISTANS

The Lay Ministry of the Sacristans serves under the direction of the Rector in setting up weekly worship services and special services held for baptisms, weddings, funerals, and other special services.

The Sacristans (as of December 31, 2017) have 13 members. Each dedicated member works on one of the four assigned teams. In addition, we have two substitutes who volunteer when extra help is needed. Each team has duties one week-end out of the month. On Sunday, the team divides its time to cover the three services for set-up and clean-up and preparation for the weekday services. The flowers for services are designed and arranged by talented members of the Flower Team.

Holy Week is the busiest time for all of 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.

Sacristans who contributed time and talent in 2017 were: Shelley Altura, Julie Burcham, Marilyn Flood, Hallie Frazer, Ruth Lambert, Suzy Mead, Cathy Thompson, Lenore Williamson, Kathryn Brooks, Charli Danielsen, Ray Concepcion, Rebecca Palmer and Kalonica McQuesten. We have no alternates. The Flower Team included Julie Burcham, Maggie Cooke, Suzy Mead, Cathy Thompson, Kathryn Brooks and Aska Wieloch. In 2017, the Sacristan Leadership Group included Kathryn Brooks, Director; Julie Burcham, Training and Vestments; and Cathy Thompson, Flowers.

Retiring from the group the end of 2017 was Eileen Van Hewitt, Jennifer Ying, and Logan Rimel. We so appreciate their love and dedication over the years.

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

—Kathryn Brooks

---

## SMALL GROUPS MINISTRY AT ALL SOULS

A program for training and developing small groups at All Souls began at the request of the vestry in 2010. A coordinating body, the Small Groups Steering Committee, was formed and oversaw training and support of small group leaders and

promoting small groups to deepen members' spiritual lives and build community. Our first leaders training was held in the spring of 2011 and resulted in beginning small groups that fall. Our leadership training program contributed greatly to a book by the Rev. Dr. Daniel Prechtel, *Where Two or Three are Gathered: Spiritual Direction for Small Groups* (2012), which then became the basic text for our own leadership formation and a notable resource for many involved in small group work in the broader church and in the field of spiritual direction.

Over the course of our small groups program we trained 28 people for leadership. The training opportunities extended beyond our parish, bringing in participants from other Episcopal churches and other faith contexts. Likewise, Daniel led several *Going Deeper* programs providing leaders, within and beyond the parish, the opportunity to explore selected depth studies and experiences in small groups.

Our small groups program generated 17 small groups over the period 2011-2017. Some of these groups were short-term by design, others continued for a year or more. One small group, *Listening Through Scripture*, was formed at the start of our program and continues uninterrupted to this day. It bears mentioning that our Small Groups Steering Committee in partnership with Daniel has been the primary vehicle for training our small group leaders but also for enriching many who exercise leadership in the parish. A number of parish leaders have served on the steering committee at one time or another and they themselves had their leadership capacities strengthened in this process. Participation in the parish's small groups program has served to strengthen and equip many of our parish's leaders, not only for leading small groups but in many other contexts.

Due to the many changes that the parish has undergone since the inception of the small groups program in 2010 a major review was conducted in 2017 by the final Small Groups Steering Committee members: Sharon Roberts, Lenore Williamson, and Daniel Prechtel. In consultation with our rector and staff member Emily Hansen Curran, the steering committee decided to bring the small groups program as it has existed to an end. The shift to expanded Sunday formation opportunities, the development of *ad hoc* affinity groups, expansion of the Bible study groups using *Reading Between the Lines* (formerly Bible Workbench), and other positive developments have resulted in less need for this formal program. Future small group development will be overseen by our Associate for Ministry Development, Emily Hansen Curran.

To all those who have been part of the parish's small groups ministry; whether as steering committee members, or small group leaders, or as group members over the past years, I give my grateful thanks. I believe our

parish is stronger now, with deeper spiritual vitality, in no small part because of your efforts and participation and spiritual relationships.

—Respectfully, The Rev. Daniel Prechtel, D.Min.

---

## REPORT OF STEPHEN MINISTRY

Stephen Ministers provide high-quality, confidential, individual care in relationships that continue for periods ranging from several months to a year or two. The Stephen Ministry program at All Souls took root in 2008 and was formally established in 2009. Over the last eight years, All Souls has commissioned 38 Stephen Ministers and these dedicated people have provided support for over 100 care receivers. During 2017, 18 active Stephen Ministers provided support for 22 care receivers.

In addition to meeting with their care receivers for an hour each week, Stephen Ministers faithfully attend peer supervision group sessions led by trained facilitators twice a month. These meetings provide mutual support and accountability for our ministries.

Once a month prior to a supervision group session, the groups meet together for continuing education led by a guest speaker. In 2017, we hosted guest speakers from Al Anon and the Alta Bates Telecare service. We also had presentations from parishioners and clergy on the work of Dr. Kristin Neff, Dr. Carl Simonton, and W.H. Vanstone as well as discussions of the challenges of social media in a Stephen Ministry context, death and dying, loss of faith, and healing prayer.

In 2017, five parishioners applied to take the next Stephen Ministry training class, which is scheduled to begin in February 2018.

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

—the Stephen Ministry Leaders: Nancy Austin, Judith Lothrop, Tom Reilly, David Wight

---

## REPORT OF THE STEWARDSHIP TEAM

The 2017 Stewardship Team continued to pursue our purpose as articulated in our team charter — to provide leadership for faithful stewardship of the resources in our parish. Our team membership changed in 2017, with Melissa Devereaux and Sherry Markwart stepping off the team and Richard Lynch joining us in our work. Eric Legrand, Laura Eberly, Sarah Crawford, and Caroline McCall, team chair, continued to serve throughout 2017.

We moved forward with the work of stewardship as a year-round ministry. In 2017 Laura Eberly took the lead on collaborating with the Justice and Peace Committee to focus on stewardship of our time and talent through action on behalf of others. We co-sponsored the “resource fair” in January, coinciding with the inauguration of President Donald Trump.

As we do every year, our team spent a significant amount of time on the annual campaign, continuing our emphasis on giving as a faithful and spiritual practice. The foundational principles informing our efforts are:

- Giving is a response to God’s grace and generosity, not primarily a tool to fund the parish budget.
- People do not drift into good giving habits, they decide into them because they learn them from scripture and from other people of faith. Giving, like other spiritual practices, is something we’re called to teach each other, learn from each other, and encourage and model as an essential element of our faith.
- The tithe—reflecting the teachings of scripture and our long Christian tradition—is neither the beginning nor the end of one’s spiritual journey, but serves as an important benchmark.

The theme for the 2017 campaign was Building up in Love. Most aspects of the campaign were similar to and/or built upon our successful pledge campaign in the fall of 2016. Here are some key components:

- Our campaign launch brunch took place during formation hour on October 8<sup>th</sup> and featured creative work with Legos and small group conversations.
- Soup and Story, The Stewardship Team worked with Emily Hansen Curran and members of the vestry to bring small house groups together for the four weeks in October. These small groups explored parables, engaged in group reflection and activities, and shared a simple meal.
- Celebration Sunday took place on October 29<sup>th</sup>, with guest preacher the Reverend Christopher Craun, the collection of pledges during our Sunday services, and our annual celebration dinner. Once again we owe a huge thank you to Jeanne Koops-Elson for her fantastic leadership and coordination of the celebration dinner.

Seventy-four individuals or households indicate that they determined their 2018 giving as an intentional proportion of their resources. As of January 15, 2018, \$553,747 has been pledged in support of our worship and ministry in 2018,

and an additional \$22,000 has been recommended as grants through donor advised funds.

Our Stewardship Team is committed to much more than the successful completion of an annual pledge campaign. We meet monthly and are working with our staff and other ministries as we focus on the many ways our congregation can engage in faithful stewardship of all that we have.

—Caroline McCall

---

## REPORT OF THE VOCATIONS COMMITTEE

Daniel Joslyn-Siemiatkoski, accepted into postulancy status toward ordination as priest in 2013, was ordained transitional deacon this past June at Grace Cathedral, and will be ordained priest by Bishop Marc Andrus at Seminary of the Southwest in Austin, TX on February 2, 2018. He will continue in his vocation as teacher/priest at Seminary of the Southwest.

Ethan Lowery continues in postulancy status, now enrolled at Church Divinity School of the Pacific. His former discernment committee (Tom Reilly, Grace Telcs, Matt McGinley) continues in a supportive role.

Two persons began discernment in 2016, were recommended by the Vocations Committee to the Vestry for support, and subsequently admitted to postulancy status in 2017. They are Tripp Hudgins (committee: Tom Reilly, Lisa Berndt, Priscilla Camp) moving toward priest ordination and Dani Gabriel (committee: Caroline McCall, Christina Robinson, Stephen Southern) moving toward the vocational diaconate.

Moving through discernment, recommendation to the Vestry, and appointment to postulancy status during 2017 were Ari Wolfe (committee: Marilyn Flood, Missy Longshore, Raymond Yee) moving toward the vocational diaconate, and Nikky Wood (committee: Marilyn Flood, Madeline Feeley, Rob Johnson, and Cynthia Clifford) moving toward priesthood.

Marguerite Judson came to us as Transitional Deacon in June. The Vocations Committee

(Tom Reilly, Matt McGinley, Caroline McCall, Cynthia Clifford, Marilyn Flood) recommended her to the Vestry for support toward ordination. She was ordained priest on December 2, 2017 at Grace Cathedral by Bishop Marc Andrus.

—Marilyn Flood



## ALL SOULS EPISCOPAL PARISH

2220 Cedar Street Berkeley, California 94709

510/848-1755      510/848-1759 (fax)

[www.allsoulsparish.org](http://www.allsoulsparish.org)