

ALL SOULS' EPISCOPAL CHURCH
PARISH PROFILE

Dear Friend,

The members of All Souls' Episcopal Church in San Diego invite you to learn about our beloved church. We hope that through this parish profile you will gain an appreciation of the passion and prayerful desire that accompanies our search for a new rector.

The profile will provide you with an understanding of how we worship and express our appreciation for God's grace. Included is a physical description of our parish, the church grounds, our rectory, our many blessings and the beautiful surrounding community in which we live. We have also tried to express who we are, what we seek in the pursuit of our faith, the qualities we wish for in our new rector, and how we aspire to grow closer to Christ while always welcoming one and all to join the family of All Souls'.

We welcome the opportunity to further discuss our church's future with you. Please know that the parish seeks a rector whose energy, compassion and joy will help us grow. We all wish to be members of a parish filled with the presence of the Holy Spirit, so that we can do God's work within our community and throughout the world. Thank you for your interest as we begin to write the next chapter in our history. Our prayers are with you during your own journey of discernment.

In His love and service,
All Souls' San Diego Call Committee

By September 15, please submit a cover letter addressed to All Souls', an OTM Portfolio, and a Résumé to the Rev. Canon Gwynn Lynch, Canon to the Ordinary at Glynch@edsd.org



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MISSION STATEMENT

We invite all to grow in faith with us as we embody and courageously share God's love in the world.

OUR VISION STATEMENT

To be a vibrant and joy-filled congregation that serves as the community hub for Christ's transformative love.

I. Our Church

“Worship the Lord in the Beauty of Holiness”

The principal focus of our spiritual life is the varied, weekly liturgical services including:

- Saturday 5:00 pm Celtic mass
- Sunday 8:00 am Eucharist (Said)
- Sunday 10:15 am Eucharist (Sung, live-streamed)
- Evensong 5:00 pm (Third Sunday of the month)
- Tuesday 9:30 am Morning prayer (Zoom)
- Thursday 9:30 am Eucharist (Said in the chapel)

Our sanctuary is filled with light, significant art, modern stained glass and vaulted ceilings, lending itself to prayer and contemplation. Children are welcomed as Jesus welcomed them, whether in pews with family, in one of two child-friendly spaces in the sanctuary, or in our nursery. In addition to our Evensong in the Anglican choral tradition, the Brotherhood of Saint Andrew men’s group has a Eucharist on the second Saturday morning of each month.

The Tuesday morning prayer service is attended by members of our parish, as well as by friends and members from around the USA and in the United Kingdom. More than once, an attendee has zoomed in while riding on Amtrak!

On one Sunday each month, our children, youth and family minister, Ms. Alex, invites children to join her to gather in prayer in a side chapel after the readings and gospel. The children rejoice their families for the Eucharist after Ms. Alex’s program. Additionally, once a month the children of the parish are invited to sit around the priest in front of the altar for a children’s sermon before the “adult” sermon. Adults appreciate seeing the children and often find the children’s sermon enlightening themselves. The third Saturday of each month our 5pm service is dedicated to an all-ages service with kid-friendly language and hands-on opportunities for all children.

Our vision of the future would include:

- More robust attendance at all services
- Parishioners motivated to attend services in different traditions
- Worship elements designed to appeal to different ages and cultural groups



Our parish enjoys seeing the youngest members gather around the altar for a monthly children’s sermon.

The History of All Souls'



All Souls' circa 1960 - a surplus chapel from a decommissioned Army base.

*“Born in 1960, I’ve been coming to All Souls’ since 1965 or 1966.
All Souls’ is and has been my sanctuary - when in All Souls’, I am ‘home’.”*

-Todd McCracken

BEGINNINGS

After World War II, San Diego burst with development to accommodate the new population that came here for war-factory work and in military service. Point Loma, with sweeping views of San Diego Bay and the Pacific Ocean, was a popular site for new housing. A forward-thinking resident thought it was time to establish an Episcopal parish. Gladys Gauss personally canvassed the neighborhoods to identify other Episcopalians who went to the downtown church (now St. Paul’s Cathedral), a small older parish in the adjoining beach community of Ocean Beach and to other denominations in the area.

After writing letters to the Bishop of the Diocese of Los Angeles in 1946, this ambitious lady fulfilled the requirements to charter a mission parish. Her primary goals were to provide Christian education for children and the sacrament of baptism. With the help of active and retired clergy, the mission was established in a dance studio, with altar implements and prayer books donated by other parishes.

PARISH

The Reverend Frederick Hammond was the first

vicar in November, 1948 who steered the new congregation into parish status. The land was acquired at a prominent intersection in mid-Point Loma area of San Diego to house a surplus chapel, moved in 1949 from a decommissioned army camp nearby. It served as the sanctuary until the present church was built in 1969. Meanwhile, the open areas around the church were developed to house the post-war population surge. Young families were moving in with favorable GI and VA financing. All Souls’ built a parish hall, then a Sunday school and administration building by the late 1950s.

GROWTH

The parish flourished in the tradition under the leadership of The Rev. Larry Pearson who guided the building of the new sanctuary before he retired. Over 66 years, All Souls’ has called seven rectors, two interim associate rectors and two retired priests serving during a transition. One rector was a woman, and three other women were ordained here and served as associate rectors until called to other parishes. All Souls’ has been blessed with rectors and associates who sing, lead, and preach exceptionally well.

Children and Youth

As part of our priority to cultivate involvement of children, youth and young families, we were blessed to hire Alexandra Howard (Ms. Alex) as our energetic and spirited children, youth and family minister who is working diligently to grow our youth group and engage the teenagers in our parish. To demonstrate our commitment to this ministry, the Vestry at its June meeting increased Ms Alex's hours from 10 to 20 hours a week. Ms. Alex has an infectious love for Christ and All Souls'. She hit the ground running in this ministry and publishes a weekly email to the parish inviting this age group to participate in all levels of parish life.

All Souls' parishioners find joy in welcoming children and youth to worship with us. To be inviting and comfortable, we have created several child-friendly spaces. Children are a gift from God and we love to hear the sounds and activity that accompany their presence in church. Children are always welcome to worship with their families in the pews and we have bags of supplies to keep them engaged and occupied, including coloring, children's bulletins, pipe cleaners and finger labyrinths.

All Souls' additionally has children's tables, books and a soft mat in the sanctuary where preschoolers may color comfortably and spread out. The narthex has a quiet nook with a rocking chair and changing table for parents of infants and babies to be able to care for their little ones while still listening to the service.

We're very proud of our recently renovated community building that has a beautiful nursery with a children's restroom, outdoor play area and cushioned flooring. For our Sunday church services, the nursery is open from 9 am to 1 pm with two professional care providers who welcome and care for infants and toddlers up to four years of age. This nursery is also available to be staffed and used during other Parish events to make it comfortable and convenient for parents of babies and toddlers to participate in parish life.

Our older youth in grades 6 through 12 are invited to join our youth group. The youth group participates in food drives, assembling Blessings In A Bag and other various outreach events. In the past, our youth have participated in mission trips. Our youth have also attended weekend retreats run by Camp Stevens, our Episcopal church camp in the mountains near Julian, CA.



We share God's love with local children with a week-long vacation bible school supported by a dozen parish volunteers.

In 2017, our part-time Family and Ministry Associate Rector led a group to serve for a week at Holy Cross Anglican School in San Pedro, Belize. We have had opportunities for youth and other parishioners to serve in Tijuana through the Episcopal Diocese. We have adult parishioners ready to support a return trip to Belize. We hope to offer these international service opportunities, and hopefully others, in the near future.

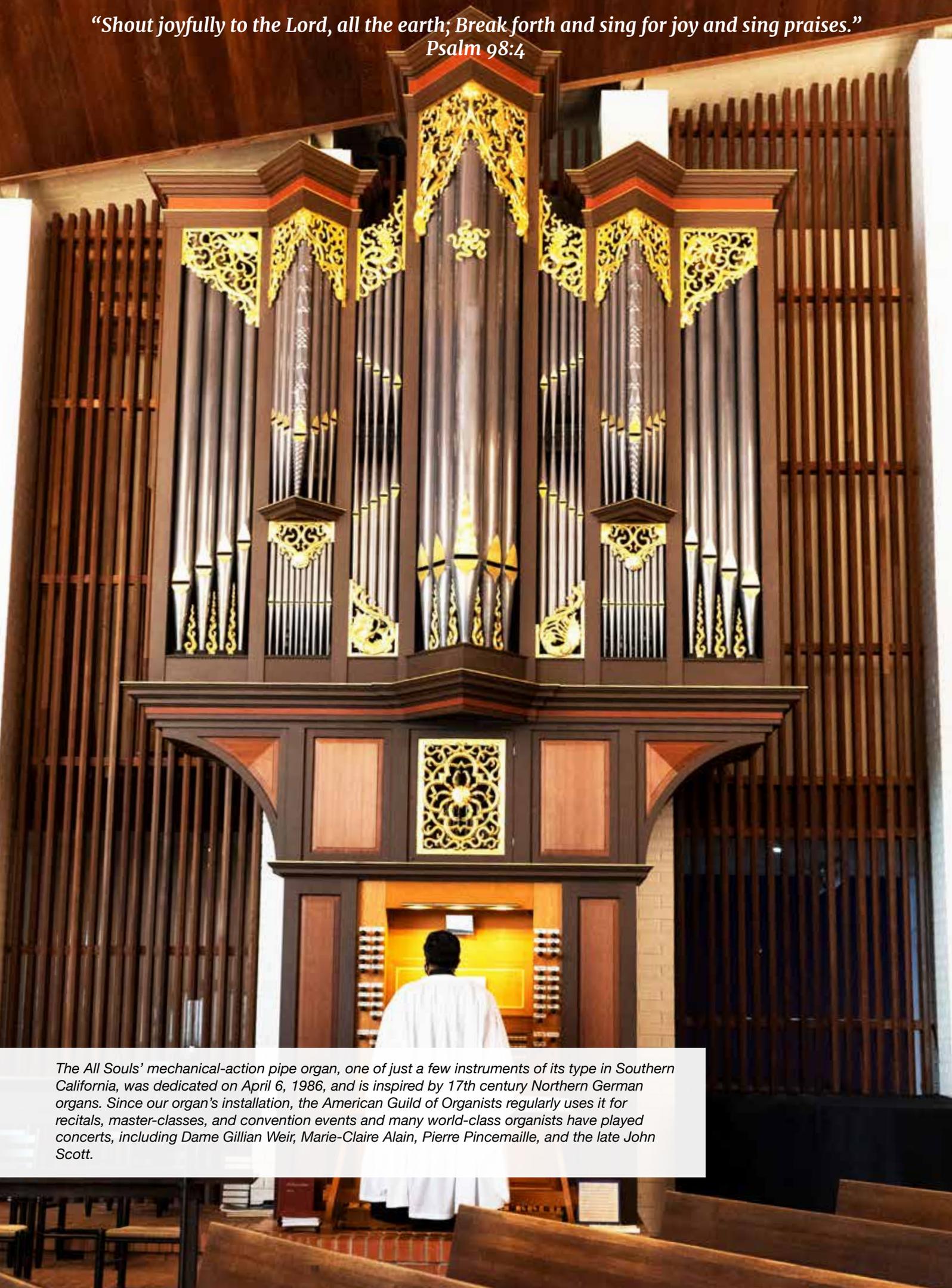
For many summers, we have partnered with St. Peter's-by-the-Sea Lutheran Church to host a weeklong summer Vacation Bible School, alternating which church campus hosts the camp. It is a week of celebrating God and sharing Jesus' love with children entering TK through 5th grade. Parishioners, youth group members and parish staff volunteer alongside each other to create five mornings of activities, crafts, snacks, songs and fellowship for the 75 children who participate from our local community.

Our vision for the future would include:

- Reinstating our summer Vacation Bible School program
- Attracting more young families
- Well attended teen worship, service and social opportunities
- Greater parent involvement



*“Shout joyfully to the Lord, all the earth; Break forth and sing for joy and sing praises.”
Psalm 98:4*



The All Souls' mechanical-action pipe organ, one of just a few instruments of its type in Southern California, was dedicated on April 6, 1986, and is inspired by 17th century Northern German organs. Since our organ's installation, the American Guild of Organists regularly uses it for recitals, master-classes, and convention events and many world-class organists have played concerts, including Dame Gillian Weir, Marie-Claire Alain, Pierre Pincemaille, and the late John Scott.

Music at All Souls'

“Music is at the core of All Souls’ worship life and is a direct response to the Psalm Worship the Lord in the beauty of holiness, or its corollary, Worship the Lord in the holiness of beauty. All Souls’ liturgical music is grounded in the rich and expanding Anglican choral tradition, with an unwavering commitment to excellence. Through our rich musical heritage we seek to fill hearts and minds with the glory of God, while respecting and responding to the diversity of the congregation and surrounding community.”

–Dr. Ruben Valenzuela, Director of Music and Principal Organist

All Souls’ has a long history of excellent liturgical music as well as tangible support of local performing groups. Our music department is led by Dr. Ruben Valenzuela, a widely-known organist and director, with assistance from Mr. Spencer Velky. Included in our list of prior music directors is hymnist Rev. David Charles Walker, whose hymn tune “Point Loma” (1982 Hymnal, #294) is named for the community served by All Souls’.

Dr. Valenzuela leads a 16 – 20 voice choir that is a mixture of auditioned volunteer parishioners, and paid section leaders – most of whom are also active communicant members of our parish, involved in vestry, education, and service. For special services and events, additional singers are often brought in to augment the group. We are blessed as well with our endowment-funded Choral Scholars from local universities and high schools, who receive high quality musical training and grow as musicians and individuals through their participation at All Souls’.

Our treasured Choristers made up of both boys’ and girls’ treble voices, are joined by our adult section leaders as they sing monthly at either a Sunday morning service or Evensong. The choristers follow the traditions of the Royal School of Church Music. One of the members of this program will be going to participate in the music program for youth at St. Thomas’ Fifth

Avenue in New York City this summer. Music at All Souls’ reflects the history and influence of the Anglican tradition, drawing on the great composers from our Anglican heritage. At any given worship service, the congregation will hear anything from Gregorian Chant to the newest in 21st Century compositions.

All Souls’ hosts concerts by groups such as The Peninsula Singers, The National Association of Teachers of Singing, The San Diego Symphony, American Guild of Organists, San Diego Mandolin Orchestra, and our resident organization, Bach Collegium San Diego, founded by our director of music, Dr. Ruben Valenzuela. We have sponsored concerts by jazz musicians, such as Charles McPherson and Mike Wofford.

Our vision for the future would include:

- Addressing interests from parish for music that supports their worship experience, while maintaining All Souls’ high standards of musical excellence.
- Continue to expand the Chorister program, which in turn supports expanded attendance and membership in the parish.
- Restart our Small Voices early childhood singing program.



All Souls’ Choir includes choral scholars from local high schools and universities.



Several dedicated youth participate in our chorister program under the tutelage of Dr. Ruben Valenzuela.



“What drew me to the church initially was the choir and then the events such as Super Sings, Arts Academy; wonderful worship; celebrations – the Easter Vigil, Transfiguration for example, as well as traditions – Home Tour and St. Nicholas visits and big potluck suppers.”

-Selma Vassall

“For where two or three gather in my name, there am I with them.”

Matthew 18:20

Caring For Each Other

Following Jesus’ teaching, at All Souls’ we strive to love and support one another and challenge each other to grow spiritually, creating a sense of community and inclusion. Advent and Lenten soup supper group study and blended fellowship events, such as adult educational forums, book clubs, and coffee hours, support our well-being.

Our lovely new labyrinth in an open area invites the congregation and wider community to seek spiritual well-being. A volunteer dinner ministry nourishes members going through life challenges. The parish provides transportation for seniors to attend services.

Our Pastoral Care Committee seeks to be alert and sensitive to the pastoral needs and concerns of the people of the parish. The Committee keeps updated prayer lists, delivers cards and flowers to our homebound parishioners, helps plan and coordinate funeral receptions, and offers a Prayer Square Ministry. The committee is proactive, with a strong tradition of laity informally ministering to each other.

Being a blessing to others is as simple as praying for someone who is hurting or performing any act of kindness toward another person. Our Prayer Square Ministry gives members an opportunity to bless others through a simple, personal encounter designed to leave a lasting impression of God’s love.

Our vision of the future would include:

- A stronger senior ministry
- Wider participation of our congregation in all facets of parish life
- Increased participation in our youth minister’s efforts
- Maximized use of our newly renovated family-friendly facilities



This Prayer Square is given to you as a reminder that you are in the prayers of the people of All Souls’ parish.

A lit candle in the foreground, with a blurred background of lights. The candle is light green with a gold-colored top. The background features a large, glowing, circular light fixture with many small lights, and other out-of-focus lights in the distance.

“For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.”

Matthew 25:35-36

Caring For Our Community

We put our faith into action as an outward and visible sign of God's transforming grace working in and through us. Simple acts of kindness, generosity and loving compassion make a difference in the lives of those we serve as well as our own lives.

Following Christ's teaching, we have more than a dozen ways in which we engage in community pastoral care. We minister to the homeless, hungry, seafarers, military, battered women living in a safe house and needy school children on both sides of the border.

All Souls' is situated in an urban environment close to the community of Ocean Beach and the transitional area known as the Midway District where the homeless population congregates and has dramatically increased in recent years. Homelessness is a widespread and complex issue in San Diego. Finding the right approach to the care of our unsheltered brothers and sisters can be challenging at times.

We have taken up the call in Matthew 25:40 to serve "the least among us, the farthest removed" by engaging actively in several ministries: Blessings in a Bag, enabling parishioners to provide immediate material comfort to those on the street; Showers of Blessings where parishioners set up and staff a mobile shower trailer monthly at the Episcopal Church Center; and a shift for the rotating Interfaith Shelter, with St. Peter's-by-the-Sea Lutheran Church. These are challenging ministries that bring us directly into contact with people living in vehicles and on the street. All Souls' also supports St. Paul's Senior Housing and their (increasingly successful) efforts to provide supportive housing for at-risk, formerly homeless seniors.

Prior to Covid-19, All Souls' supported the nearby Episcopal Community Center by cooking for the Wednesday Night dinners for the homeless. We hope this ministry will be resume soon. All Souls' works with Ocean Beach Emergency Food and members deliver prepared meals to Rachel's Women's Center, a safe space for homeless women. In the fall, we fill backpacks with school necessities for the children at a refugee-serving parish in San Diego. In December, we collect presents for the children of Colegio Esperanza in Tijuana. We are looking forward to the return of our weeklong summer Vacation Bible School when as many as 75 children participated.



Showers of Blessings provides hot showers for unsheltered people in Ocean Beach once each month, a crucial part of the Diocesan ministries at the Episcopal Church Center.



All Souls' enthusiastic team helped furnish new apartments for seniors at Trinity Place, the newest supportive housing development of St. Paul's Senior Services.



Our Call Committee

All Souls' has a long history of sharing the love of Christ with members of the Armed Forces and their families. San Diego County has the largest concentration of military personnel in the nation. All Souls' has been designated a Veteran Military Friendly Congregation (VMFC) and is an official member of the national organization, dedicated to providing a spiritual and friendly environment to members of the military and their families. Within our local community lies the Marine Corps Recruiting Depot (MCRD). At the end of each quarterly cycle at the MCRD, we host Kilo Company's drill sergeant training graduation with a barbecue lunch for service members and their families. After weeks of training, it's the first time they can relax and share their stories. It is an honor to sponsor these exemplary Marines.



At All Souls' Home Tour "pantry," parishoners' home-made jams, jellies, and baked goods rapidly sell out.

The All Souls' Home Tour is a 70 year old annual event that invites our greater community to view beautifully decorated local Point Loma Homes as well as convene on the parish campus for a lovely Christmas Marketplace and Tea. Special traditions abound, such as the large, delicious and elegant St Nicholas Cookies, and the wonderfully anticipated annual Christmas Mouse, a darling collectible whose theme remains a mystery until tour day.



All Souls' Home Tour Marketplace, an annual Point Loma tradition for over 70 years.

We always set aside the first Saturday in December for this event, which raises funds to support local, domestic, and international causes including:

- monthly dinners for those who are homeless and in need at The Episcopal Church Center (ECC) located in Ocean Beach,
- providing clothing and shelter for refugees as they arrive in San Diego through the Episcopal Refugee Network,
- supporting the Ocean Beach Loaves and Fishes Food Pantry, and
- providing support to students at Colegio Esperanza in Tijuana.

Each year, even including the much altered events in the past two years necessitated by COVID restrictions, our parish, as well as the larger Point Loma and San Diego community, eagerly anticipates, and robustly supports, the Home Tour as a major fundraiser and lovely start to the Advent season.



The annual Christmas mice

Our vision of the future includes:

- Involvement of our whole congregation in more projects to support those in need



Caring For Our Wider World

All Souls' is notable for showing up in full support of Diocesan ministries. We had a Spirit-filled band of parishioners helping at the recent opening of new senior supportive apartments. Additionally, we were one of the first parishes to undertake the Sacred Ground dialogue series, seeking to reach out to and understand cultural and religious diversity.

We facilitated three groups which met online during COVID, feeling the urgency for race-related community action and personal reflection and learning. Our former rector was a Deputy to General Convention. He was also on the board of an interfaith Anglican-Muslim initiative known as Salaam. Members of our parish continue to serve on various Diocesan committees. We strongly support outreach to seafarers and local immigrant communities such as Karin and Ethiopian through sister churches and through Salaam.

Our proximity to the US-Mexico border gives the opportunity to assist in border ministries serving migrant detainees, children and prisoners through Diocesan efforts such as support for Vida Joven orphanages in Tijuana, and Corazon home-building.

Our vision of the future includes:

- Envisioning new ways to serve our neighbors in Mexico, possibly including Corazon or Vida Joven.
- Creating opportunities for youth and other parishioners to serve in international missions.
- Building on our experience with the Sacred Ground dialogues, connect with San Diego Christians of diverse racial, ethnic, and historic backgrounds.
- Continuing to build and expand connections through Salaam, Seafarer outreach, and support for new Americans.

Creating A Community Hub: Our Strategic Plan

IMAGINING – TRANSFORMING – REALIZING

Thanks to the vision of our former rector, and quickly embraced by the congregation, in 2016 All Souls' created a strategic plan whose vision was "To be a vibrant and joy-filled congregation that serves as the community hub for Christ's transformative love."

To that end, the Vestry and our Rector formed the Compass Committee (our long range planning committee) and the Facility Development Committee. They began envisioning the All Souls' of the future. Our ultimate goal was to expand and upgrade our facilities to realize an even greater scope of mission and ministries, and to expand to be the Community Hub of Point Loma and Ocean Beach communities.

The Capital Campaign was launched as part of an ambitious, multi-phase effort to reinvision the campus and expand our facilities to serve as a community hub. After much discussion and planning, we divided the renovation into 3 sections, or tiers. Tier 1 included raising \$2 million to support a number of improvements in our Community Building. In 2017, we secured a fundraising consultant and formed a Capital Campaign Team. After an all-parish Cinco de Mayo kick-off event and publicizing the Campaign to the parish, the Capital Campaign Team produced a dynamic and [inspirational video](#) and began contacting 240 households.

The results included significant improvements in our building infrastructure including electrical systems, roofs, and sewer lines. Our parish specifically embraced green building practices to include solar energy, double paned windows and many other energy conservation measures. Highlights included: an enlarged nursery with a play yard (including an en suite children's restroom!), an upgraded Gooden Hall (our parish hall) with sound system, a renovated kitchen, improved and additional meeting rooms, an outdoor patio, a conference room, and new ADA compliant restrooms. Generous gifts provided funding for the creation of a Labyrinth – now open to the public for meditation and contemplation.

Over the course of three plus years, a significant number of parish members, as well as funds received from community sources, brought us close to realizing our \$2 million goal. The campaign continues today as a Parish Renovation Project to retire the current debt and someday



The first tier of our campus renovations included significant upgrades to our community building, making it a modern, inviting and highly functional space including kitchen, meeting rooms, outdoor patio and ADA compliant restrooms.

continue the completion of Tiers 2 and 3 to develop exterior spaces and upgrades to the Administration Building as funds are available.

Now, after the lessening of Covid-19 restrictions, All Souls' is once again open for use and with our new facilities we are more effective and have more capacity to be a community hub for groups and individuals.

All Souls' lends support and space to numerous community groups whose missions align with ours and help us build presence in the Point Loma community. We lend our support to numerous and varied community groups such as:

- **Concerts:** All Souls' is purposeful in its focus on being a community music venue. We host numerous musical events open to the public including the *Bach Collegium San Diego* (BCSD) and the *San Diego Symphony* with an opportunity for a future performance series on the front church patio.
- **Peninsula Shepherd Center** (PSC) is a long-established, independent non-profit providing ministry, socialization, learning opportunities and transportation to seniors in the immediate area. Their ecumenical ministries have been based at All Souls' for decades and are an important part of our pastoral care and senior ministry. Their staff and volunteers include both members of the church and surrounding community.
- **Scout troops** meet regularly on our campus and recently helped to renovate our flagpole, which now flies our Episcopal flag under the American flag.
- **Point Loma Arts Academy** is a three-week long art program serving the youth in our local community.
- **Point Loma Garden Walk** is a fundraiser for Rady's Children's Hospital.

The All Souls' Parish Demographics

All Souls' is one of forty-one churches in the Episcopal Diocese of San Diego, which stretches from Yuma, AZ in the east to Palm Springs, CA in the north and Mexico to the south. All Souls' is located northwest of San Diego Bay, on the middle of the Point Loma peninsula, bordered by the Pacific Ocean and San Diego Bay. Point Loma, including the adjacent community of Ocean Beach, has an approximate population of 48,000. Today, Point Loma houses two major military bases, a national cemetery, Cabrillo National Monument, and Point Loma Nazarene University, in addition to residential and commercial areas. Point Loma Nazarene University is a Christian liberal arts college whose ocean-view campus educates 3,200 undergraduates.



Neighborhood public schools include Point Loma High School, two middle schools, and six elementary schools. There is also a public charter school campus in the Liberty Station area which encompasses three high schools, two middle schools, and one elementary school, collectively known as High Tech High. Point Loma also includes a Catholic elementary/middle school, and a private elementary/middle school.

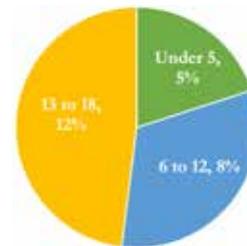
All Souls' is a neighborhood church for 62% of our parishioners who live within 5 miles of the church. However, we do draw from the greater region as well, with 11% traveling more than 15 miles to attend our services. Our average worship attendance has stayed steady at about 110 people across our three weekend worship services and we represent 139 households, making All Soul's a pastoral-sized church.

The demographics represented here reflect the 94 parishioners who responded to our survey. The majority, 82%, of our respondents were 55 years of age or older. Our respondents are less diverse than the city of San Diego, with approximately 95% identifying as white, 3% as Latino/Hispanic and 2% as Asian. A quarter of our respondents live alone and a little over half live in two-person households. Our respondents are 64% female and 36% male.

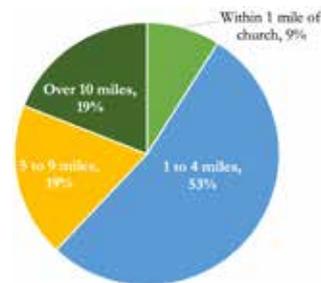
All Souls' has both parishioners who have joined in the last ten years (36%) and also long-term parishioners who have been members of our community for 20+ years (53%). This indicates recent growth, but also a divergence of experiences and perhaps needs.

All Souls' is blessed with an abundance of education and skill, with 75% holding college or graduate degrees, which is also reflected in our parish's interest in intellectual sermons and Sunday Morning Forums with guest speakers.

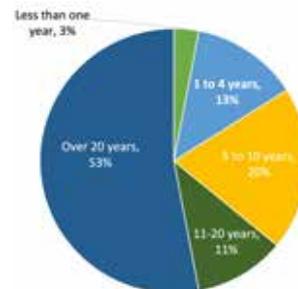
Percentage who have children ages...



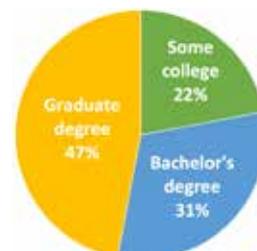
How far our parishioners travel to church



Parishioners have been part of All Souls' for...



Our Parishioners' educational attainment



Lay Leadership & Support Staff



Dr. Ruben Valenzuela
Director of the Music & Organist

What a gift we have in our Director of Music. He has been at All Souls' for eight years and has created a music program comprised of both parishioners and paid section leaders. He is truly a master in his field and not only an asset to All Souls' but to the music life throughout the country.



Mrs. Melissa Hull
Parish Administrator

Who really runs the parish? The Parish Administrator, of course! We are very fortunate to have Melissa Hull in that role. As the first contact many people may have with the parish, she is cheerful, and welcoming. Having grown up an Episcopalian she is familiar with all the details of our church life. She performs her tasks with great efficiency and in a timely manner.



Ms. Alex Howard
Youth and Family Minister

As stated earlier, Ms. Alex was hired in 2021 as our Youth and Family Minister. Her tireless energy finds her continually reaching out to families and drawing them into life in and outside the parish.



Mr. Andre Catibayan
Sexton

Recently hired as our part-time Sexton, Andre previously worked in the same position at our Diocesan office which is located downhill at the Episcopal Church Center. Andre has an unfailingly positive outlook and contagious smile.

Our Campus



“Through the ages, Almighty God has moved his people to build houses of prayer and praise, and to set apart places for the ministry of his holy Word and Sacraments.”

Book of Common Prayer, p. 567

Located in the heart of the Point Loma neighborhood, the All Souls' campus effectively supports our ministries and worship life.

All Souls' campus hosts three structures and several unique areas:

- **Sanctuary and Chapel** – The church building opened in 1969 and is acclaimed as one of the finest examples of mid-century church architecture in San Diego. It features a large stained-glass window behind the altar, designed by renowned local artist James Hubbell. A new state of the art video/sound system with three remotely controlled cameras was just added, allowing services to be streamed live and to be posted on the church website as well as other social media.
- **Community Building** – This building was recently renovated as part of the church's Capital Campaign. There, you find a beautiful state-of-the-art kitchen, the Sherman Room used for smaller parish meetings, the nursery, complete with outdoor play area and Gooden Hall. The architects of the renovated building are well known to All Souls'. The San Diego firm of Mosher



Drew is responsible for the design, which echoes architectural themes found in the church sanctuary, also designed by Mosher Drew.

- **Administrative Building** - The administrative building houses all staff offices and is the home of many ministry functions. The administration building hosts the library and numerous classrooms. Significantly, the Peninsula Shepherd Center has its offices and event room in the administrative building as well.
- **Columbarium** - The Columbarium occupies a beautiful outdoor space on our campus. The niches are set in brick walls. There are places to sit and reflect on lives well lived. Longtime parishioner Eric Livingstone looks after the area, frequently placing floral arrangements around the columbarium, augmenting the sense of serenity and peace in this special place.
- **Labyrinth** - The All Souls' labyrinth is a relatively recent addition to the campus. It occupies a previously unused space above the intersection of Chatsworth and Catalina Boulevards. It is made of different sized pavers, cast in shades of gray. It is a wonderful place to connect with God in a purposeful, quiet and contemplative way. A sign affixed to the church building gives suggestions on how best to experience this ancient way of interacting with the ineffable.
- **Art** - Beautiful art surrounds us in our sanctuary and outdoor spaces. We have a fountain that is a unique piece of art created by renowned artist Rhoda Lopez.
- **Hospitality spaces** - Our large refurbished hall, as well as numerous outdoor spaces, ably support social and religious functions.
- **Rectory** - All Souls' provides a large family home that was recently refurbished. The rectory is a two-story, four bedroom and two and half bath home with a newly renovated kitchen. The home is located in a lovely Point Loma neighborhood that is approximately one mile from the church and near local schools.
- **Chatsworth House** -The church owns a smaller home that is rented, next to the campus.



Columbarium



Labyrinth



Fountain



Rectory

Traditions

Here at All Souls', we have a rich history of traditions to draw on, including the following:

Feast of St. Nicholas

In the 1970's, All Souls' started a tradition of celebrating the Feast of St. Nicholas, the Bishop of Myra, on the first Sunday in December. Using molds and a spice-rich cookie recipe, the parish makes hundreds of cookies that are passed out to the parishioners by St. Nicholas himself. The original tradition started with cookies for the children of the parish, but it evolved over the years into "children of all ages." The cookies have also become a favorite item to purchase as part of our annual Home Tour.



Christmas Posada

Reflecting the traditions of our neighbors we have started a celebration of reflection, group participation and fun by having a reenactment of the Posada – a Mexican tradition wherein Mary and Joseph's search for a place to have their baby is acted out. The sweet story is reenacted by all attendees – a play within a charming repeated song. A joyous Mexican food potluck party follows, culminating in a Pinata break for the children and young at heart.



Epiphany

At the conclusion of the Christmas season, following the Eucharist on Epiphany, we enjoy sharing an Epiphany cake with traditional tokens baked inside for the new year.



Shrove Tuesday

Our annual Shrove Tuesday begins with a pancake dinner (and pancake flipping relay races!). The evening culminates in a solemn procession to the Columbarium to "bury" the Alleluia banner and have a quiet, contemplative ceremony while burning our palm fronds to create ashes for Ash Wednesday.

Easter

The cross that is used for veneration on Good Friday is transformed by parishioners on Easter Sunday to a glorious flower display. All Souls' has a tradition of flowers playing an important role in our worship.

Pentecost

This annual tradition brings the All Souls' community together on the patio immediately following the Pentecost Sunday service for a barbeque with all the 'fixins'. For dessert, parishioners are encouraged to share brightly decorated cupcakes with fiery red and orange icing. Nobody leaves hungry and EVERYONE leaves with colored lips!

Dia de los Muertos

For ten years, in the month of October leading up to All Saints Day and All Souls' Day celebrations, we have set up a Dia de los Muertos shrine in the tradition of our Mexican neighbors. The shrine lives proudly in our expansive sanctuary and is full of colorful Latin American art and handicrafts, including colorful Alebrijes (Oaxacan wood-carved animals) and a joyous tableaux of Calavera (fascinating skulls and skeletons). Most special is the opportunity for all parishioners to bring in photos and mementos of their departed loved ones. This tradition connects us with the whole family of humanity here and those already with our Lord.

II. Our Blessings

Children and Families

Who wouldn't count children a blessing? And we must give thanks for our blessings. At All Souls', we strive to include children in all areas of our parish activities, whether it be from actual participation or providing childcare in our newly remodeled nursery. We are fortunate to have our baptismal font on a slightly raised platform for all parishioners to be able to witness this sacrament being bestowed upon (usually) little ones. But the best part is the invitation that is extended to all the children of the parish to come to the front and be personal witnesses of someone being made a member of Christ's holy church.

Throughout the life of a child at All Souls', great care is given to their spiritual upbringing whether it be through Sunday lessons particularly geared to their level or providing space for them to be themselves yet also closely observing Sunday worship.

And from youth group sponsored car washes that help pay for some of their activities to assisting on Home Tour Day... inclusion of our children and youth into our parish life is just a given. We welcome a scout troop at All Souls' and one of the Eagle Scouts just took on the project of personally repainting our flag pole... now that was a big job!



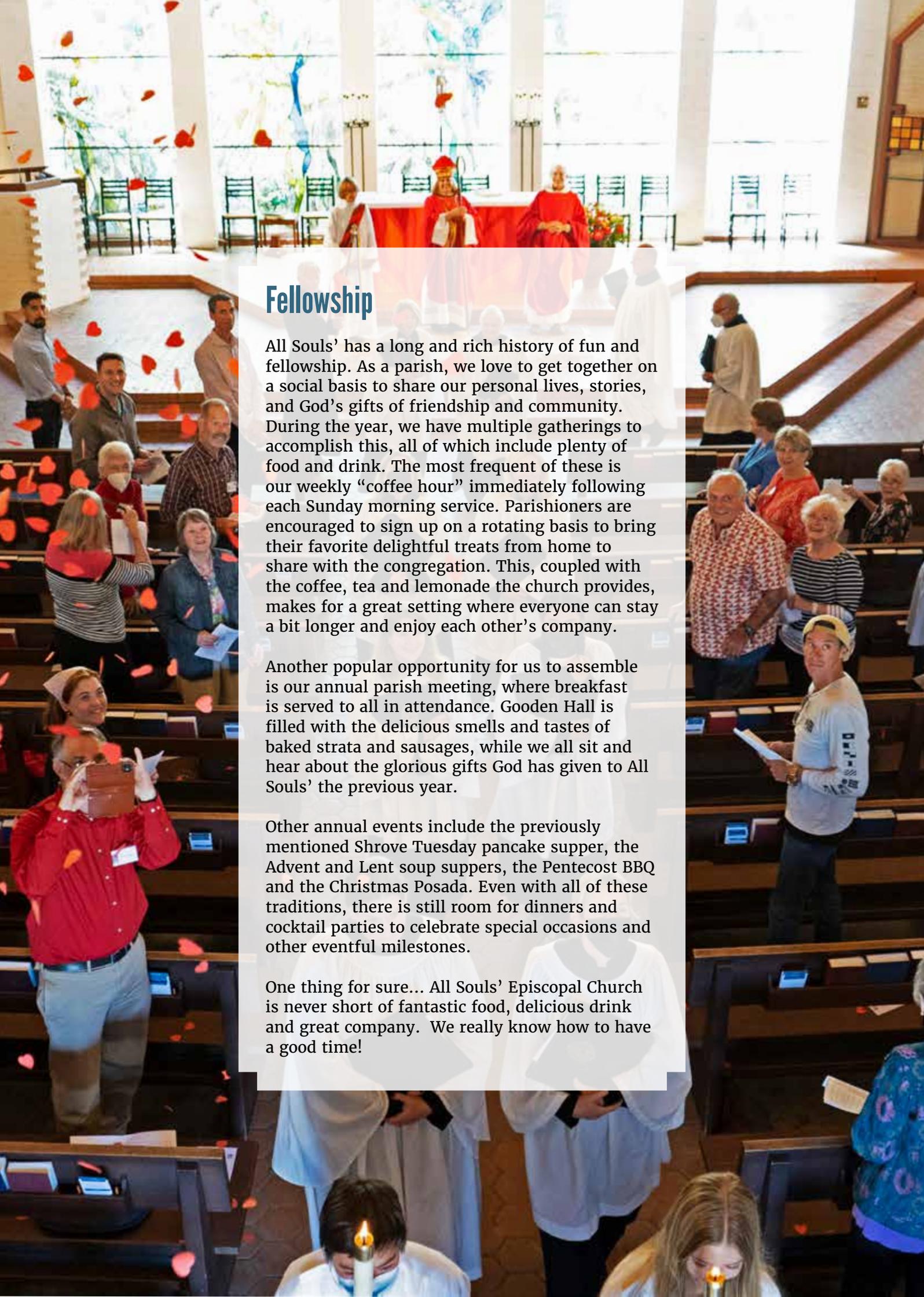
Christian Growth and Education

Many of us at All Souls' have inquiring minds. We have been blessed over the years to have had clergy who value this and prepare many opportunities for good Christian Education. From guest speakers such as Bishop John Shelby Spong in the late 1980s up to recently with an Imam from a local Muslim Community Center, we have been challenged to broaden our understanding of who our neighbor is. We also currently have faculty from our four major universities offer their spiritual insights from time to time. Not only do we have Lent Soup Suppers and discussion, but we've recently expanded that to include the season of Advent as well.

Though not used presently, Godly Play has been a successful curriculum used in the education of our children. Before Covid children had the option to go to the chapel during the Liturgy of the Word for their own time with two adults to reflect on Scripture if they did not wish to remain in church with their parents. Vacation Bible School has been offered at All Souls' for a number of years with our youth both taking part and teenagers assisting the adult leaders.

We value Christian growth and education as a gift from God and look forward to explore whatever opportunities may come our way.





Fellowship

All Souls' has a long and rich history of fun and fellowship. As a parish, we love to get together on a social basis to share our personal lives, stories, and God's gifts of friendship and community. During the year, we have multiple gatherings to accomplish this, all of which include plenty of food and drink. The most frequent of these is our weekly "coffee hour" immediately following each Sunday morning service. Parishioners are encouraged to sign up on a rotating basis to bring their favorite delightful treats from home to share with the congregation. This, coupled with the coffee, tea and lemonade the church provides, makes for a great setting where everyone can stay a bit longer and enjoy each other's company.

Another popular opportunity for us to assemble is our annual parish meeting, where breakfast is served to all in attendance. Gooden Hall is filled with the delicious smells and tastes of baked strata and sausages, while we all sit and hear about the glorious gifts God has given to All Souls' the previous year.

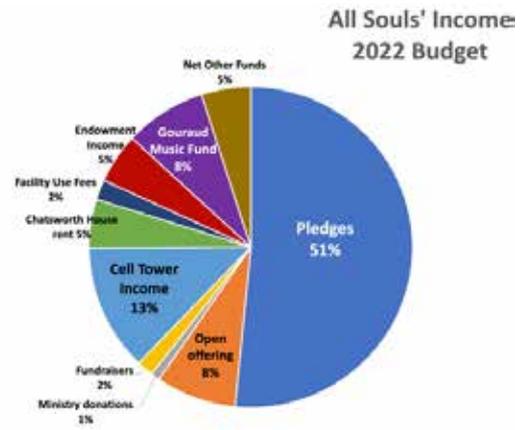
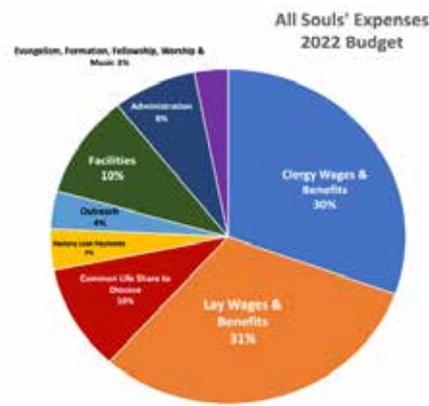
Other annual events include the previously mentioned Shrove Tuesday pancake supper, the Advent and Lent soup suppers, the Pentecost BBQ and the Christmas Posada. Even with all of these traditions, there is still room for dinners and cocktail parties to celebrate special occasions and other eventful milestones.

One thing for sure... All Souls' Episcopal Church is never short of fantastic food, delicious drink and great company. We really know how to have a good time!

Stewardship

Stewardship is an ongoing process throughout the year grounded by our thanks to God for our many blessings. Our faithful stewardship of treasure is effected through diverse and well-managed sources of income. Our annual Consecration Sunday program, overseen by lay members and staff, gave us financial success through the pandemic as well as additional sources of income such as cell tower rent, solar panels, and a music endowment. In addition, we found methods to save through restructuring our construction loan and receiving Payroll Protection Program monies. Time and talent are considered equal and essential facets of stewardship in our life as a parish family. Our many outreach ministries are accomplished through a cadre of dedicated volunteers who help keep our parish alive. We frequently reach out to new parishioners who may have specific, useful talents or time to share, but we do rely on a group of dedicated individuals who support multiple ministries.

Financial Management



All Souls' believes in, and practices, stewardship and maintenance of good financial practices. We have weathered the Covid storm in terms of maintaining a strong financial position. Our annual Stewardship Drive remains consistently strong. Members of the parish maintained their pledges and our operating funds are “in the black” as we come through the Pandemic. We discuss pledging with all new members of the parish.

Our budgeting process is done annually, and reconciliation is done each month by our controller, a CPA, who works with a number of churches in the Episcopal Diocese of San Diego. The controller also oversees a staff of bookkeepers who work in our offices once a week or as needed. Monthly financial reports are reviewed and researched by the Finance Committee, a group of seven representatives from various areas of the parish including three CPAs. All Souls' is scheduled to undergo an external audit during the third quarter of 2022.

The church (dedicated in 1969) and the Administration Building carry no debt. We recently renovated our Community Building and our Rectory, consolidating their outstanding balances into a low fixed rate mortgage fully amortized over 20 years. We further have reduced our monthly operating expenses by

installing solar panels and we've optimized income opportunities through lease income from cell towers, rent on an additional property owned by the parish and regular rental of the facility to community groups. Maintenance for the columbarium and fountain are supported by individual perpetual funds.

The Vestry is currently assessing the state of the parish grounds and buildings. A plan will be finalized in the near future, including refreshing existing plantings, landscaping new areas on the campus, refurbishing and replacing benches, and addressing campus irrigation. We feel optimistic about our financial position.

As reported in our annual reports, All Souls' has a variety of income sources in addition to pledges, including income from cell towers, rental income both from outside organizations such as Peninsula Shepherd Center and from a rental property, and endowment funds such as the Gouraud Music Fund. All Souls' operating expenses are primarily composed of personnel costs, both clergy and lay. As shown in the chart below, All Souls' supports Diocesan work by giving ten percent of our income in our Common Life Share. The remaining expenses include facility costs, administration, outreach, rectory loan payments, evangelization, formation, fellowship, worship, and music.

Year	2021	2020	2019	2018	2017
All Souls' Support and Revenue, including transfers from endowments, funds and Home Tour.	\$599,556	\$666,698	\$604, 224	\$665, 805	\$670,995
All Souls' Operating Expenses	\$612,279	\$605,776	\$602,033	\$671,670	\$603,883
Net Income (Loss)	(\$12,723)	\$60,922	\$2,191	(\$5,865)	\$67,112

III. Our Plan for the Future

Mission and Vision

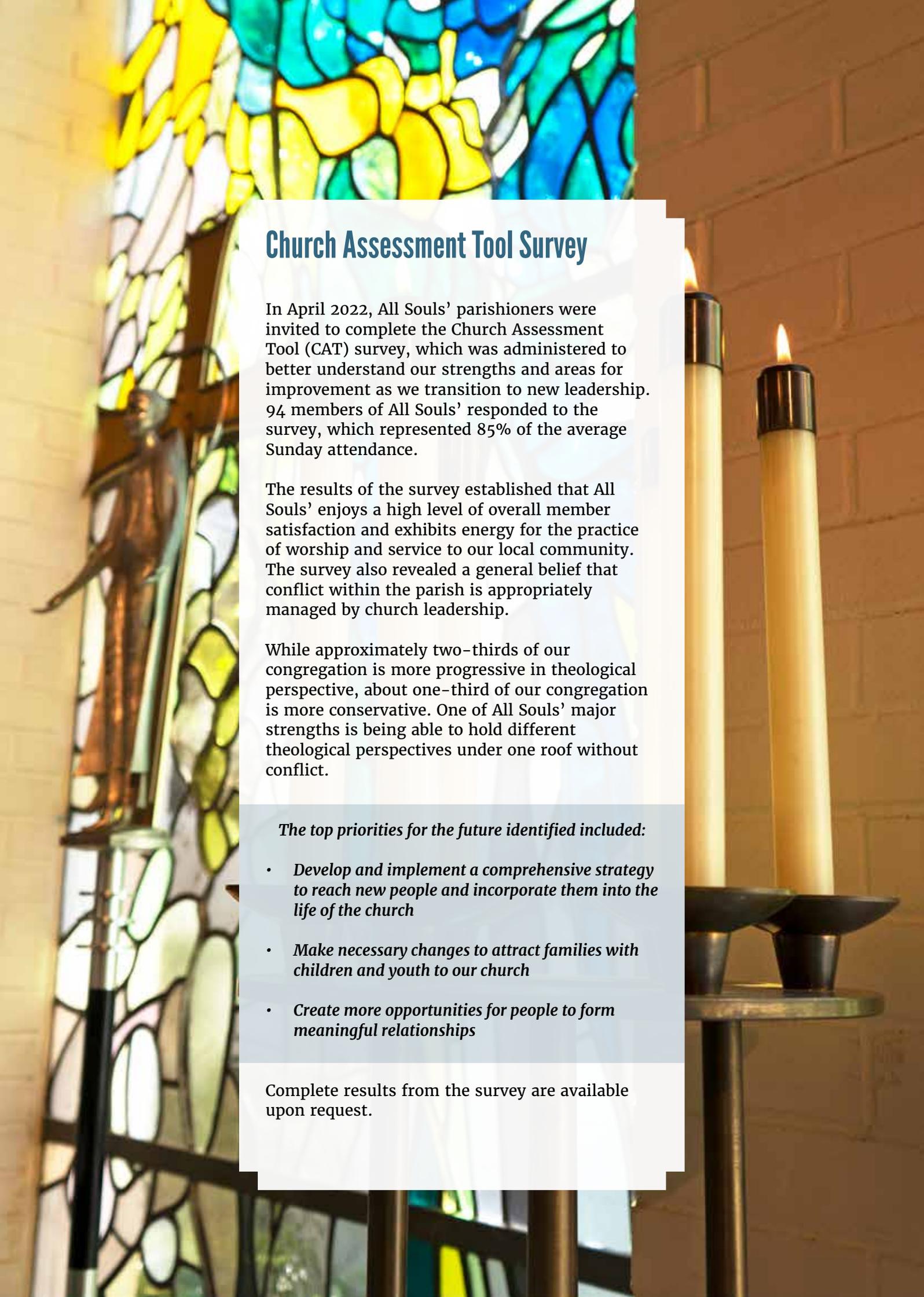
In 2015 a newly formed committee worked (through many meetings!) to articulate a Vision, Mission, and Values statement for All Souls'. The results are in the [Parish's Compass Plan](#), finalized in 2016.

VALUES

- Love – We are in a loving relationship with God, each other, and our community, embracing all individuals and families wherever they are in their journeys.
- Christ-Centered – We are guided by the Holy Spirit and the example of Jesus Christ in our prayer, worship, discipleship, and service to others, as we share the Good News.
- Respect – We honor the dignity of every person, valuing our differences, as we grow in Christ and learn from each other.
- Stewardship – We recognize that all we have comes from God, and with gratitude we generously share these abundant gifts, caring for all of God's creation.
- Creativity – We celebrate God's gifts of liturgy, music, and art as a window to experiencing the Divine.

Our GOAL AREAS are:

- Worship and Music: to create an environment that enables everyone to experience the gift of God's love
- Outreach and Social Justice: to love and serve those in need, and proclaiming our shared humanity, to advocate for the right of equitable treatment
- Evangelism and Community Presence: to share by word and action the Good News of Jesus Christ with compassion, understanding, and love, and to invite involvement in the life, ministries, and programs at All Souls' Episcopal Church
- Care and Nurture of Our Community: to attend to the spiritual, intellectual, and emotional needs of children, youth, and adults
- Value and Care for God's Gifts: to value, care for, and strengthen our human, physical, financial, and cultural resources in gratitude for God's abundance

The background of the page features a vertical stained glass window on the left side, depicting a figure in a dynamic pose. To the right, two lit candles in a dark metal holder are visible against a light-colored brick wall. The overall lighting is warm and soft.

Church Assessment Tool Survey

In April 2022, All Souls' parishioners were invited to complete the Church Assessment Tool (CAT) survey, which was administered to better understand our strengths and areas for improvement as we transition to new leadership. 94 members of All Souls' responded to the survey, which represented 85% of the average Sunday attendance.

The results of the survey established that All Souls' enjoys a high level of overall member satisfaction and exhibits energy for the practice of worship and service to our local community. The survey also revealed a general belief that conflict within the parish is appropriately managed by church leadership.

While approximately two-thirds of our congregation is more progressive in theological perspective, about one-third of our congregation is more conservative. One of All Souls' major strengths is being able to hold different theological perspectives under one roof without conflict.

The top priorities for the future identified included:

- *Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church*
- *Make necessary changes to attract families with children and youth to our church*
- *Create more opportunities for people to form meaningful relationships*

Complete results from the survey are available upon request.

Focus Group Input

Eight meetings with parishioners (including one with lay staff) were facilitated by all members of the Call Committee. It is fair to say that a majority of the regular worshipping community expressed their hopes and desires based on areas of interest including "Worship/Music, Outreach/Evangelism, Pastoral Care, Youth and Family, Stewardship/Finance, Staff/Administration," and "Other" (as a catch all section). People were asked to offer their insights to the question: "I want a Rector who...." Lively in-person discussions ensued.

The section that received the most responses was that of Worship/Music. This area of our parish life also received a very strong response from the CAT Survey. It is clear that All Souls' feels our liturgical and musical traditions are extremely important to us, ranging from our sung Eucharist on Sunday mornings to our Saturday evening Celtic service preceded by centering prayer.

The Outreach/Evangelism section also received many responses. It is clear that we want to not only continue with our ministries already in place: showers of blessing, outreach to the military, and ministry to the homeless, we also want to expand upon our desire to evangelize by increasing our efforts to be the hub of Point Loma.

Through our Youth and Family ministry we welcome children of all ages to attend our worship services. Our discussions revealed that it is important for us that, if it is the wish of the parents, the whole family be present for Eucharist. For the parents who prefer, we provide child care.

The Pastoral Care section clearly held responses that focused on the elderly. Home/hospital visits by the clergy is a top priority in this area as well as developing ministries for senior citizens. We seek a rector who is compassionate, empathetic, and respectful.

Stewardship/Finance elicited responses such as we want a rector who encourages tithing, is conscientious about finances, and meets regularly with the parish treasurer and others dealing with our finances.

The category, "Other" prompted these responses as to our hopes for a new rector: has a sense of being in ministry with parishioners, promotes new leadership, and someone who will get to know us and listen to us before making changes.

All Souls' staff input reveals a desire for a collegial style of leadership that reflects an openness to discussion and new ideas.

Though this didn't come out so much in the listening sessions, it's important to know we are a fun loving group of Christians. This year on the Feast of Pentecost we renewed our long standing tradition of having a barbeque following the 10:15 service and it felt SO GOOD to have a party once again after the two year plus Covid experience. We truly enjoy fun times together... involving food!!... and look forward to our next Rector sharing those times with us.

The ministry of the laity is "to represent Christ and his Church; to bear witness to him wherever they may be; and, according to the gifts given them, to carry on Christ's work of reconciliation in the world; and to take their place in the life, worship, and governance of the Church"

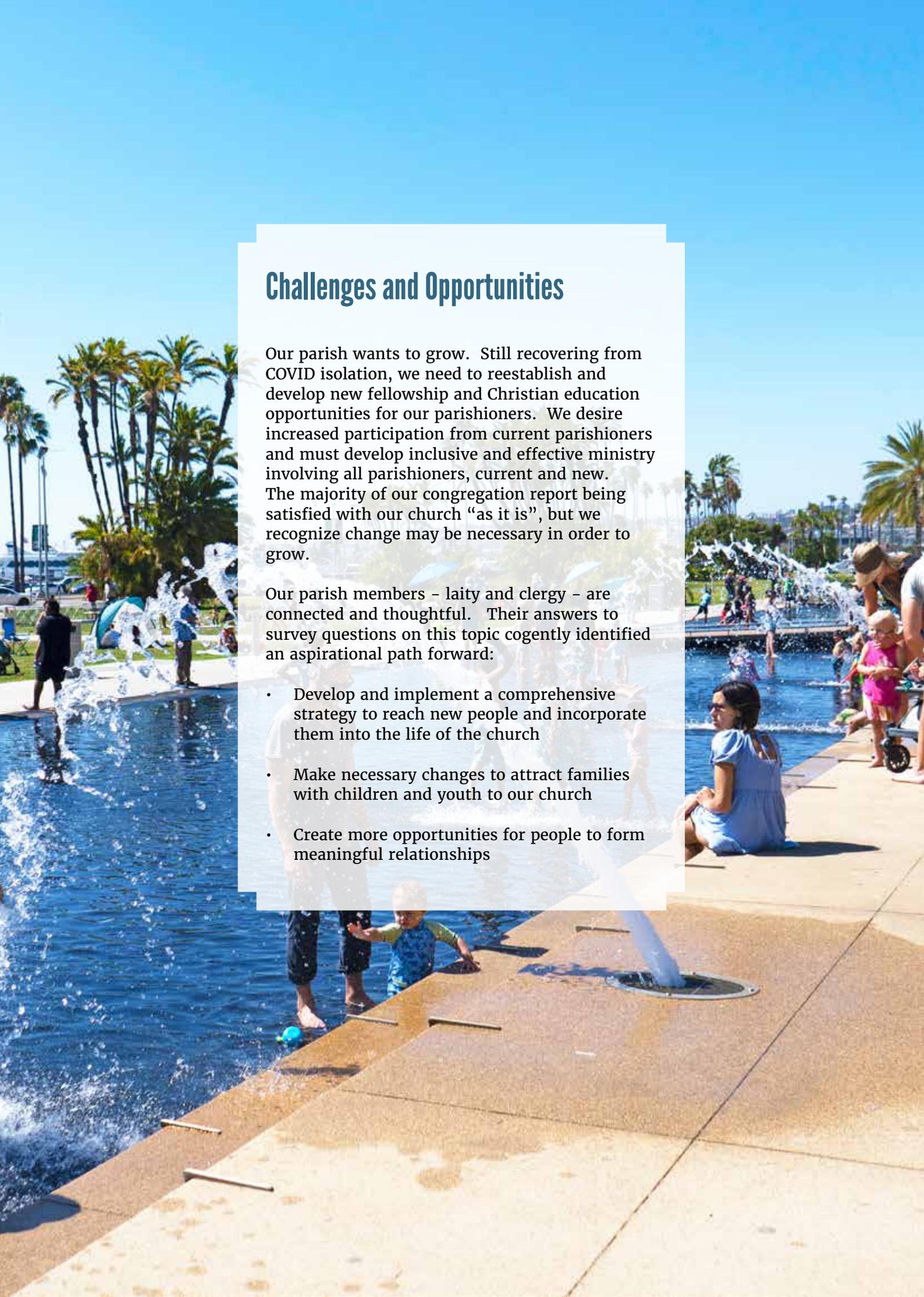
Book of Common Prayer, p. 855

Challenges and Opportunities

Our parish wants to grow. Still recovering from COVID isolation, we need to reestablish and develop new fellowship and Christian education opportunities for our parishioners. We desire increased participation from current parishioners and must develop inclusive and effective ministry involving all parishioners, current and new. The majority of our congregation report being satisfied with our church “as it is”, but we recognize change may be necessary in order to grow.

Our parish members – laity and clergy – are connected and thoughtful. Their answers to survey questions on this topic cogently identified an aspirational path forward:

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church
- Make necessary changes to attract families with children and youth to our church
- Create more opportunities for people to form meaningful relationships



IV. Our Next Rector

What We Seek in Our Next Rector

We are looking for a rector who is in tune with their people and can effectively minister to their needs and goals, spiritually, pastorally and corporately. We hope our new rector will understand and embrace our current and future church, guiding our common vision and leading us in new and better ways. The rector does not need to do everything on their own, but should be able to support and facilitate others to accomplish our shared vision.

Spiritual Leadership

- Deliver relatable, biblically-based sermons that are contemporary, yet respectful of tradition
- Use sung rites and be comfortable in using all traditional sacramental worship
- Teach and guide parishioners based on their depth of biblical knowledge and practical experience
- Connect with parishioners individually and in groups
- Actively listen and take opportunities for teaching

Community and Regional Leadership

- Inspire us to walk from the comfort of our church campus just a few short blocks to minister to the homeless and other less fortunate in the immediate neighborhoods of Ocean Beach and Loma Portal
- Facilitate the building of ministries that will reach the sick, elderly, disenfranchised and others not in the mainstream in the city of San Diego
- Work with us to reestablish ministries in Tijuana and Belize

Pastoral Leadership

- Enjoy and be among our parish family – in gatherings and fellowship
- Focus care to those who are in need
- Be adept and comfortable with supporting aging members' changing challenges
- Able to connect with and enjoy new and younger members
- Seek and accept support in matters that are appropriate to delegate

Corporate Leadership

- Continue to support our excellent financial base
- Continue to pursue campus and ministry expansion
- Lead us into new ventures and visions as we respond to future challenges

Healthy Leadership:

- Attend to their own physical, spiritual, and mental health
- Engage a spiritual advisor
- Pursue continuing education
- Take earned vacation and other appropriate time off

By September 15, please submit a cover letter addressed to All Souls', an OTM Portfolio, and a Résumé to the Rev. Canon Gwynn Lynch, Canon to the Ordinary at Glynch@edsd.org

APPENDIX

General Community Information

Rich in nature, people, and history, Point Loma is one of the oldest communities of San Diego and one of the area's most-visited neighborhoods, featuring some of the best activities; outdoor adventures abound. With spectacular views of the Pacific Ocean, the San Diego Bay, the downtown skyline, and Coronado, the sights in Point Loma are unparalleled.

[The Diocese of San Diego](#)

[Local Schools](#)

[Arts and Culture](#)

[Balboa Park](#)

[Ocean Beach](#)

[Food Scene](#)

[Best Things to do in Point Loma](#)

[10 Best Things to do in Point Loma](#)



