

ALL SOULS' ANNUAL
MEETING
2020



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Holy Days, Feasts, Services, and Fellowship at All Souls'

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| January 26 | Parrish Annual Meeting |
| February 25 | Shrove Tuesday Pancake Supper |
| February 26 | Ash Wednesday |
| April 5 | The Sunday of the Passion: Palm Sunday |
| April 8 | Tenebrae |
| April 9 | Maundy Thursday – Foot Washing, vigil at the altar of repose |
| April 10 | Good Friday |
| April 11 | Holy Saturday and Easter Vigil |
| April 12 | Easter Day |
| May 21 | Ascension Day |
| May 31 | Pentecost Sunday |
| June 7 | Trinity Sunday |
| August 6 | Feast of the Transfiguration |
| November 1 | All Saints Day |
| November 2 | All Souls Day |
| November 26 | Thanksgiving Day |
| November 29 | First Sunday of Advent, Advent Lessons and Carols |
| December 5 | Home Tour |
| December 24 | Christmas Eve |
| December 25 | Christmas Day |

WEEKEND SERVICES:

Holy Eucharist:

Saturday, 5:00 p.m.

Sunday 8:00 a.m. and 10:15 a.m.

Choral Evensong:

3rd Sunday of the month (Sep – June): 5:00 p.m.

Nursery and Child Care:

Every Sunday: 7:45 a.m. – 11:45 a.m.

WEEKDAY SERVICES:

Holy Eucharist – Thursday, 9:30 a.m.

Minutes of the 2019 Annual Parrish Meeting

I) CALL TO ORDER, OPENING PRAYER: The meeting was called to order at 10:58 by Scott Crispell, and the opening prayer was led by Fr. Joseph Dirbas.

II) APPOINTMENT OF PARLIAMENTARIAN, SECRETARY, AND TELLERS: Paul Kissel was appointed as Parliamentarian, and Krista Spore was appointed as Secretary. Myrtle Livingstone and Neil Malmquist were appointed as Tellers.

III) REVIEW AND APPROVAL OF MINUTES OF JANUARY 28, 2018 ANNUAL MEETING: The minutes from the January 28, 2018 Annual Meeting were reviewed. A motion was made and seconded to approve the January 28, 2018 minutes, which was unanimously approved.

MSP

IV) NOMINATION AND PRESENTATION OF VESTRY CANDIDATES AND ELECTION OF VESTRY MEMBERS: Scott Crispell presented Bruce Guenin, Leslie Hudak, David Ostrander, and Linda Parker as nominees for Vestry candidacy. There were no nominations from the floor. The inclusion of Bruce Guenin, Leslie Hudak, David Ostrander, and Linda Parker to the All Souls' Vestry was unanimously approved by Acclamation. **MSP**

V) TREASURER'S REPORT FOR 2018: Dave Latham introduced himself and noted that he accepted the role of Treasurer a couple of months ago. He pointed out that the All Souls' bookkeeping system has been upgraded and enhanced this year, which has been a positive transition, but one that was quite detailed and is almost complete. He began the review of the 2018 finances by letting everyone know that he is always available to answer any questions that arise. He noted that there were a few variances in the 2018 finances, but for the most part we are doing well. Our expenses were in excess of income by approximately \$6,000 because the 2018 budget included pledges that actually did not come in. This shortfall was perhaps due to parishioner pledging to our capital campaign. He noted that All Souls' is still a vibrant parish and 2018 turned out to be a good year all in all.

VI) Presentation of the 2019 Operating Budget and 2019 Narrative Budget: Dave presented the 2019 Operating Budget and the 2019 Narrative Budget and reviewed key points. In looking at a comparison of the 2018 and 2019 budgeted pledges, he pointed out that the 2019 budget will be reviewed soon. If pledges don't come in, we will have to tighten the belt and reduce expenses. Further, he explained that the Rectory remodel loan covers a full year of mortgage payments, and that home tour income gets carried over to the next year, so it is the only number that is absolutely correct. When going over the Narrative Budget, Dave reminded all that it was created to help us understand where the money is coming from and where it is going, and then he reviewed key points. He thanked the Vestry for working on and approving the 2019 budget, which is a good one. He asked for questions and there were none. The 2019 Operating Budget was accepted with gratitude.

VII) Committee Highlights

a) Facility Development / Capital Campaign: Rosemary Barnes began by thanking the members of the Capital Campaign Committee and the Facility Development Committee. She reviewed the three tiers of the project and pointed out that the process has been slow but steady. We got here through work with Episcopal Church Foundation, a wonderful video produced by John Carroll, a

great kick-off event, a fundraiser featuring Richard Lederer, and the committee members' personal contact with parishioners asking for their pledges. Rosemary reported that as of December 31, 2018, we have \$1,101,680 pledged, and the current estimate to complete the project is \$1.8 - 2.0 million. A total of 104 family units have pledged, which is 46%. She announced that a generous parishioner has offered to match all incoming pledges up to \$200,000 through the end of April 2019; she urged those that have not yet pledged to please consider pledging and those that have pledged to increase their pledge to take advantage of this wonderful offer.

Rosemary went on to report that the committee has met with four contractors and the selection should take place sometime before March. We will know more about the timing of the project once a contractor has been selected, and the goal is to have the work completed by the first Sunday in Advent. The Diocesan Finance Committee has approved All Souls' to secure a construction loan with United Methodist Credit Union. We are ready to move forward with the project!

Comments from the floor arose, beginning with David Ostrander pointing out that it is important that we have 100% participation in the project, no matter what level. This was emphasized by Linda Cobb noting that if every pledging unit gave \$1 per week more, it could amount to over \$35,000 which would now be matched. A question arose about the level of disruption we will go through during the project. Fr. Joe explained that we anticipate a great deal of disruption, but we will try to minimize it, using other rooms for meetings and the nursery; but that it may be a challenge to hold coffee hour and other social events during construction. Another question was raised about making the kitchen compliant with standards so that it could be rented out. It was noted that the current project does not include plans to modify the kitchen to that degree; however, it could be considered in the future. Discussion concluded with Fr. Joe and Rosemary highlighting this renewed push to pledge and reminding all that they and the committee members are available for further questions.

b) Youth Formation: Mother Terry Dirbas reported on a new program that began this Fall for the Youth Group. It is a comprehensive program called Rite 13 and J2A (Journey to Adulthood) for children from 6th to 12th grade. It was developed by the Episcopal Church, is grounded with mentors and leaders, aligns with our beliefs, incorporates prayer, and encourages questions. It is split into separate groups. The first, Rite 13, is for 6th and 7th graders, and emphasizes that manhood and womanhood are gifts of God and that adulthood is something that must be earned. Rite 13 culminates in a Rite of Passage Ceremony. For children 8th grade and older, J2A focuses on developing essential skills for adulthood, and culminates in a spiritual pilgrimage. Mother Terry pointed out that fundraising will take place for the youth groups, beginning with a Karaoke night.

c) Invite Welcome Connect: Bill Cobb reported that the Evangelism and Newcomers committees were combined in 2018 and became the Invite Welcome Connect (IWC) committee. He went on to explain that he attended an IWC conference and learned that it is important for a parish to have a mindset that invites people in, welcomes them, and makes the connection for visitors with the community. He pointed out that actually everyone has a role in this, so everyone is on the IWC committee! He noted that "Inviting" can be the most difficult for some folks, but that we have a great deal of events at All Souls' that people are interested in attending, which makes it easier to invite people. The next step, "Welcoming" is important, and he gave the scenario of a visitor not going to coffee hour because no one asked them to join us. "Connecting" is what helps to strengthen the visitor's relationship with All Souls', so it is helpful to find what interests and talents

they may have and invite them to participate. Bill concluded by pointing out that there are IWC cards in the pews and that all are welcome to attend the IWC meetings.

VIII) Reports

a) Committees - Questions on written reports: All were referred to the Annual Meeting Report for the Committee Reports. There were no questions regarding the Committee Reports.

b) Wardens' Reports: There were no questions regarding the Wardens' Reports.

IX) RECTOR'S REPORT AND REMARKS: Fr. Joe began by stating that All Souls' is a strong parish dedicated to answering God's call to share God's love with the community. He has experienced abundant generosity and solid evidence that our faith is strong. All Souls' love for our neighbors is demonstrated by our willingness to welcome the community. He listed some of the events from 2018, among them the many programs for children, musical programs, and educational programs. He went on to report that although there were some changes in staffing in 2018, we are blessed with a strong, capable, and dedicated staff. He thanked everyone in the parish for their support and commitment to sharing God's love. He gave thanks to the Vestry, Scott Crispell as Senior Warden, and Judy Kebler as Junior Warden. He announced that Jack Northam will serve as Senior Warden in 2019, and that he looks forward to working with Jack. He thanked Paul Kissel as Chancellor and noted that this meeting is his last as Chancellor, as he and his wife Marjorie will be moving to Florida. He then announced that Heather Catron has accepted the role of Chancellor. He noted that the Vestry works very well together and is dedicated. He expressed his gratitude to the out-going Vestry members, Molly Bodeen, Heather Catron, Scott Crispell, and Judy Kebler, and pointed out that they have all agreed to continue their work on various committees. Fr. Joe continued by thanking Bruce Guenin, Leslie Hudak, David Ostrander, and Linda Parker as the new Vestry members. He also thanked Woody Ledford and Judy Ingalls for their work with the finances. He expressed gratitude to Brad Fox for his time as Treasurer, and to Dave Latham for his recent work as Treasurer. He thanked Krista Spore as the Clerk.

Fr. Joe summed up by saying that All Souls' is a vibrant parish that is equipped with the Holy Spirit. We are adding new members and new ministries together. 2019 will be a year of change; our campus redevelopment will begin. The construction loan has been approved and the ball is rolling. We are eager to realize our dreams, hear God's calling, and we are ready. It is a risky, scary, and big project that will require the strength and faith of our entire parish family. We will stay committed to God's call for us and we will trust in the Spirit and the love of Jesus. Fundraising for the Capital Campaign will continue. The committee members are devoted and have worked hard. It is our dream to have 100% participation. God is calling us, so pray about your participation and your giving.

Finally, Fr. Joe expressed his thanks to everyone for the support of our ministries and this parish, and stated that it is a blessing to be the Rector of All Souls'.

X) BENEDICTION, CLOSING PRAYER AND ADJOURNMENT:

The closing prayer was led by Fr. Joe, and the meeting was adjourned at 12:08 p.m.

Respectfully Submitted,
Krista Spore
Vestry Clerk / Secretary

Agenda

- I. Call to order / Opening Prayer
- II. Appointment of Parliamentarian, Tellers, Secretary
- III. Review of minutes from 2019
- IV. Nominations / Presentation of Vestry Candidates and election
- V. Financial Report
- VI. 2019 Operating Budget and 2019 Narrative Budget
- VII. Oral Reports and Highlights
 - a. Construction Status – Steve Barnes
 - b. Capital Campaign – Rosemary Barnes
 - c. Formation – David Ostrander / The Rev. Joseph Dirbas
 - d. Peninsula Shepherd Center – Ms. Jean Durgan
 - e. Special Presentations – The Rev. Joseph Dirbas
- VIII. Acceptance of Reports – By Title
 - a. Rector Report
 - b. Warden Reports
 - c. Committee Reports
- IX. Rector's Remarks
- X. Benediction and Closing

From the Rector

Dear Friends in Christ,

I am grateful to be the rector of All Souls' Episcopal Church in Point Loma. It is an honor to partner with you in ministry as we continue to proclaim the Good News of Jesus Christ and the love of God for all people. Together we are embracing opportunities, facing challenges, and stepping into uncharted territory as we seek and serve Christ in others. I'm excited to see where God is calling us and how we can make Jesus known in our community and in the world.

2019 has been an eventful year. The renovations of the community building and the exterior of the administration building have been completed. This transformation of our campus equips us to be in ministry in new ways. I fully expect our vestry will be in prayer and discernment as to how God is calling us to be part of God's mission in the world in 2020 and beyond. As we do so, we will remain faithful to our call trusting in the strength, grace, mercy, and love we know in Jesus Christ our Lord.

Over the past year, even with the veil of construction upon the campus, we continued to engage with the community and grow our congregation. Our Christian formation offerings included a fun and energetic Vacation Bible School with 45 children which transformed our chancel into a space station. Our Journey to Adulthood and Rite 13 programs, led by dedicated parishioners and Mother Terry, added students from the community and continues to teach about Christian discipleship. Our chorister program ended 2019 with 10 choristers who sing in church once a month (they even sang at the San Diego Yacht Club Christmas party). For adults, we invited parishioners and others in the community to hear Thomas Jay Oord and Professor Mark Karris speak on the uncontrollable love of God. We offered film viewings and conversations, in conjunction with Jewish Voices for Peace, about the Israeli-Palestinian conflict. We learned from each other at Sunday morning forums.

In 2019, our outreach ministries continued to serve those in need as we once again partnered with St. Peter's-by-the-sea Lutheran Church in hosting the Interfaith shelter network, offered the Showers of blessing ministry monthly at the Episcopal Church Center, and continued to provide dinner, once per month, for dozens of homeless men, women, and children. The IWC committee provided docents at community events at All Souls', including the San Diego Symphony community engagement concert, Open House San Diego, Bach Collegium Concerts, and other musical offerings. The Home Tour team reimagined and executed a beautiful and successful Home Tour to work on half our campus with no parish hall. Our fellowship committee continued offering wonderful Sunday morning hospitality on the patio right outside the church. We adapted and prevailed with love and care for all. Our parish life, our fellowship, our love for God and love for neighbor made Christ present in the world in real and tangible ways. Our activities are inviting more people to participate in the life of the parish. We are adding members of all ages and adding families. When they come, they experience the love and welcome of our parish family.

2019 also identified challenges in our corporate life. We experienced a bit of a hiccup in our financial life. In autumn, our Bookkeeper, Ms. Judi Ingalls suddenly became ill and died. (Prayers for Judi and her family are greatly appreciated.) As our accountant stepped in to take on these duties, we began to recognize and experience deficiencies in our accounting practices. As a result, we changed accountants in November 2019 and entered into a three-year agreement with ESP accounting. Ms. Erin Sacco-Pineda, highly regarded in diocesan circles, and her associate have assumed our

accounting duties. The finance committee is already very pleased with Erin's performance and dedication. We ended 2019 with our operating income and expenses close to budgeted expectations. Moving forward, our vestry approved a 2% deficit budget for 2020. The 2020 budget reflects the strong response to the 2019 stewardship campaign and increased expenses to maintain our beautiful campus.

We had a few changes in our parish staff and support personnel during 2019. We parted ways with Ms. Betty Nork and we now contract with Sitterwise for our childcare duties. Sitterwise provides trained and screened childcare professionals, as needed. Also, in 2019, we ended our agreement with our janitorial service and hired Mr. Jeff Dames as our Sexton. Jeff has been doing a wonderful job supporting our parish needs. On the music front, we've hired an assistant organist (Mr. Spencer Velky). Spencer's position is funded by the generosity of the Gouraud Trustees. The Gouraud assistant organist allows us to highlight the beautiful baroque organ in worship and also alleviates the need to find substitutes when Dr. Ruben Valenzuela is away. All these changes better position us to serve the needs of our congregation and support our parish life.

In addition to staff changes, there were some changes in our clergy staff in 2019. Our beloved Fr. James Carroll experienced a fall at home which made his regular participation in our parish life impossible. Fr. Jim and I had been discussing his plan to step down from regular parish duties beginning 2020 and this accident accelerated that decision. As a result, I reached out to Fr. Peter Sickels, a member of All Souls' since 2017. Peter agreed to come on staff, beginning 2020, as our new Pastoral Associate. You will see Peter regularly in church, helping with Small Souls', making pastoral visits, and engaging in other parts of our corporate life. Fr. Jim continues to recover. Your prayers for his continued healing and for the support and comfort of his family are encouraged and appreciated. I pray and hope that we will, once again, see Fr. Jim at the altar and in the pulpit at All Souls'. Finally, in late November 2019, Mother Terry gave birth to a beautiful set of twins, James and Mary. As a result, Mother Terry has been on pregnancy disability leave and will return to parish duties in March 2020.

As we look forward to 2020, we recognize the challenges and opportunities that lie ahead. The first phase of our campus renovation is complete which opens a whole slew of possibilities of how we can engage with the community. As with most construction projects, our renovation took longer than expected and came in over budget. As a result, the anticipated debt load at the end of our project will be greater than expected. While our capital campaign pledges continue to come in, we must continue to encourage all members of the parish to participate in financially supporting this project. We have stepped out in faith in response to God's call and I am certain that our parish can bear this burden.

2020 will also bring incredible spiritual growth opportunities for our parish family. Our youth pilgrims will be traveling to Greece. Pilgrimages to faraway places significant to our faith and tradition have been part of the Christian life for centuries. Our youth will have the opportunity to move beyond their comfort zones and begin to explore and experience their faith in new ways. Together they will walk where St. Paul walked. They will learn about the early church. They will discover, deepen, and enrich their relationship with Jesus Christ. I am pleased that our vestry has agreed to support the pilgrims in their journey. I also encourage our parish family to participate in their fundraising efforts to make this trip a success for their life in Christ. While our youth will be

traveling to Greece, a group of parishioners will make a pilgrimage to the Holy Land in the fall of 2020. We will attend a program at St. George's College in Jerusalem. We will walk where Jesus walked, learn about his ministry, and discover our own calls to follow as disciples of Jesus Christ. These two pilgrimages will have lasting effects on our congregation and, God willing, encourage others to deepen their walk with Christ.

Our parish is strong, vibrant, and healthy. We continue to offer beautiful worship services as we raise our voices in praise to our God: Creator, Redeemer, and Sanctifier. Our Sunday morning, Evensong, and Special services reflect the beauty of Holiness and allows others to experience the presence of God. I look forward to continued worship and praise with you and I am grateful for the offerings of our choir and the All Souls' choristers, and all those who make our worship possible: acolytes, chalice bearers, readers, intercessors, ushers, vergers, and altar and flower guilds. Our liturgy is the work of the people and our focus remains our praise of God.

We do this work together. Our parish life, our ministries, our presence in the neighborhood and community is only possible because of all of you, our dedicated vestry, and leaders from the parish. I am so thankful for the leadership and guidance offered by Mr. Jack Northam (Senior Warden) and Ms. Linda Parker (Junior Warden). Time and again they offered their gifts and talents in service to this church and as faithful witnesses to our Lord and Savior. Jack will be leaving the vestry this year, along with Kathleen Hare, Maria Piña, and Eric Spore. They will be greatly missed. Please join me in thanking them for their dedicated service. I am hopeful (and expectant) they will continue serving our parish in various ministry capacities. I am happy to announce that Ms. Linda Parker has agreed to serve as my Senior Warden for 2020. I look forward to continued work with her, leading All Souls' together.

I remain thankful for every member of this parish. God bless you all for your willingness to answer God's call and your support for our vision, mission, and ministries. 2020 brings countless opportunities to share God's love and to grow in relationship with Jesus and with others. We are ready. Ready to shine the light of Christ. Ready to proclaim the Good News. Ready to share the love of God with all. I am blessed to be your rector: blessed by the joy you share, the ministries which you serve, and the dreams you dream.

Please join me in prayer for our parish. Take time each day to pray for each other, pray for me, pray for the vestry and the leaders of this parish. Pray that we might have the wisdom and courage to follow God's will. May God bless us as we live into our call. May the love of Christ fill our hearts and inspire us to share that love with others. May we spread peace, joy, love, and hope for the sake of the kingdom of God.

Yours in Christ,

The Rev. Joseph J. Dirbas, Rector

From the Senior Warden

As we prepare for our 2020 Annual Meeting it seems like we just had our 2019 meeting. I don't know about you but for me the older I get the faster the years seem to go by. So now that we head into a new decade let us refresh our thoughts and beliefs in living a Christian life. I believe most of the parishioners that attend All Souls' are truly blessed, and we should stay focused on the less fortunate as we go about our daily routine in and about San Diego.

I know you heard it said that Rome wasn't built in a day, and we are not going to fix all the world's problems in a day. A great way to start is one person at a time. All Souls' offers a wide range of choices on how to help your fellow parishioners or a complete stranger. Please take a little time today and look over the different commissions and see if there is one that strikes your interest.

If we are not in the new parish hall today we will be very soon and I hope you take pride in what you see. From your outgoing Senior Warden, I would like to thank all of you for your thoughts and prayers and especially your commitment to making this dream come true. I believe these new renovations will propel All Souls' into the future with excitement and dedication towards being the new hub in Point Loma. The possibilities are endless and will only enrich our lives and those of the people in the community. I encourage all of you to make church life a priority. All Souls' offers a variety of opportunities through the course of a week to learn and understand what it's like to live a Christ-Centered life. Please try to make either of the two services on Sunday to get the week started off on a good note.

I would like to thank all the Vestry members that worked hard this year keeping the ship afloat. A big thanks to David Latham, as treasurer, and especially Krista Spore for keeping the minutes this year and the last 8 years.

I would like to give a special thanks to Linda Parker for her leadership role as Junior warden, and also reminding me when I wore shorts that it was cold outside!

I also want to give a very special thanks to Father Joe for believing in me as his Senior Warden. If you haven't noticed, the Dirbas family has brought new blood, a lot of excitement, and a good crop of future acolytes to All Souls'!

Respectfully Submitted,

Jack Northam
Senior Warden

From the Junior Warden

This year it has been my honor to serve as your Junior Warden, working alongside Fr. Joe and Senior Warden Jack Northam. It has been quite a year in terms of growth and change around All Souls’.

We completed the much-needed remodel of the Rectory this spring, turning the large, outdated home into a comfortable, well laid-out home for the Dirbas family as well as a great space for hosting parish groups. The Rectory is a significant asset, owned by All Souls’, and the remodel was a prudent investment.

I have been the Vestry liaison to the Finance Committee this past year. In that role, I have learned a great deal about the financial workings of this parish. I appreciate the work done by this committee, under the leadership of Molly Bodeen.

Of course the Home Tour is near and dear to my heart as I have chaired this December event for the past four years, along with Judy Kebler, Derelynn Kalafer and the whole Home Tour Team! A heartfelt “thank you” to all who make this, our signature fundraiser, a success each year.

As I think back to the day Olga Snow welcomed me to All Souls’, I certainly feel that my life has been blessed and enriched by God’s grace and love and I am so very thankful to have been called to serve at All Souls’.

Respectfully Submitted,
Linda Byrd Parker

From the Fellowship Committee

Members: Eric Spore, Leslie Hudak, Judy Kebler, Darla Mercer, Krista Spore, Jeff Dames and Kathleen O'Hara.

The goal of the Fellowship Committee is always to promote the 5 F's of Fellowship: Faith, Friendship, Family, Food and Fun! We strive to provide a warm and welcoming environment through the organization of our famously bountiful Coffee Hours, lovely receptions, and special events that enhance the many traditional celebrations of All Souls'.



A big "THANK YOU" to Leslie Hudak and Darla Mercer who coordinate the coffee hour schedules and to all the members of the parish who faithfully share their abundance with the congregation each week. Coffee Hour provides both an opportunity for parishioners to socialize as well as a friendly way to greet newcomers. If you're not currently on our Coffee Hour volunteer list, and this sounds like something that might interest you, please contact anyone on our committee. This is a fun and easy way to participate in the life of the parish.

2019 was a somewhat unusual year for our committee as the majority of what we do takes place in Gooden Hall and the adjacent kitchen. Well.....as you all know, those were unavailable for most of the year. Before the remodel began, we were still able to host the annual meeting brunch, and with the help of the Brotherhood, the Shrove Tuesday Pancake Supper. Then construction started and we were required to change up our annual routine. Most notably, all our Coffee Hours were held on the patio in front of the Sanctuary. A special shout out to Jeff Dames, our new sexton, for reliably arriving early every Sunday morning and setting up (and later breaking down) all of the chairs, tables, umbrellas and condiments, along with hot coffee and tea. This was not an easy task, especially since we only had the break room to work from. Also, thank you to the many volunteers who had to adjust their "menus" so they could be served without the use of a kitchen. All in all, everything ran very smoothly.

There were a couple of events we were still able to manage. There was a terrific brunch between Easter Sunday services with sandwiches, sweet breads and fruit. We also started what we hope will become a new annual tradition. At the beginning and end of summer (in June and September) following the Evensong Service, we hosted an all parish barbeque, with hamburgers, hot dogs and all the fixin's. The food was great and the turnout was fantastic.

2020 looks to be an exciting year. As you read this, most of you are probably sitting in our new parish hall and enjoying a breakfast served from our new kitchen. Isn't it WONDERFUL! We can't wait for the upcoming year and the many opportunities we'll have to entertain in our new "digs". Again, thank you to all the members of our Fellowship Committee and all the other volunteers who have graciously donated time and energy which enables us to continue to be a vibrant and joy filled congregation.

Respectfully Submitted,

Eric Spore and Leslie Hudak

From the Pastoral Care Committee

The Pastoral Care Committee consists of our Pastor, a Vestry member, and 7 members of the parish. We meet monthly.

We have planned a few funeral receptions this year. We plan the number of tables, chairs, umbrellas, and tablecloths. If needed, we prepare a table for photographs, drinks, and food. The food is usually prepared by caterers that the family provides. We can provide the water, lemonade, coffee, and tea. Often, parishioners prepare cookies for dessert.

We have a number of parishioners who are homebound. The clergy or teams take them Communion. For Easter, we buy and take lilies to them. For Christmas we deliver poinsettias.

At our meetings, we review the prayer list. Names are updated. We then pray for each name.

If you are interested, we encourage you to join us, Help facilitate and support our important ministry.

Submitted by Leslie Hudak

From the IWC Committee

The IWC Committee continues to explore ways to encourage our community to join us at All Souls'. This year we began a Docents program for non-church events held on our campus. Parish members are invited to become a docent. It entails arriving 45-60 minutes prior to an event, sitting in the narthex with brochures that highlight some of our activities, and answering questions about the church. Sometimes the questions will be for directions to the nearest lavatory, sometimes we are asked about the art, and once we were even asked if All Souls' is a Christian organization.

The most difficult part of IWC is maintaining a newly established connection. We get CONNECT cards handed in nearly every Sunday, but then what? This is where our existing members come in. We all need to see ourselves as ex-officio members of this committee and take a moment to greet, meet, and get to know our newcomers. On the third Sunday of each month, we will have a newcomers event that includes a special coffee hour after church. Be sure and introduce yourself to our newcomers.

In the coming year, we will be able to use our modernized facility to have newcomers' events as well as other events that will, we hope, encourage our community to visit our campus.

Anyone who has an idea for an event for All Souls' to host, or who would like to serve as a docent, please contact IWC chairs Bill Cobb and/or Dan Garcia.

From the Worship Committee

Ushers

The ushers welcome the congregation when they enter the church and pass out the service bulletins. They count the number present at each service for the priest to enter into the parish records. They are present during the service to assist by answering questions and directing traffic. They pass the plates for the alms and bring them up to the altar. They assist with the flow of getting the congregation to the altar for communion. And they clean up the pews after the service, looking for any lost items as they straighten up the prayer books and hymnals. This is an important ministry as it is the “face” of our church for the people who attend each service. We would welcome anyone who would like to assist our parish in this ministry.

Sincerely, Betsy Northam

Acolyte

All Souls’ acolyte ministry provides an opportunity for our youth and adults to serve the Lord on a more personal level through active participation in our services from the vantage-point of the altar. Acolytes include the crucifer (those who carry the cross and assist in preparing the table for Holy Eucharist), torch bearers (those who carry the torches) and for special services, the thurifer (the individual who carries the thurible with the incense). We also have a verger at the 10:15 a.m. service. The role of the verger is to assure that all worship service participants are present and in their places prior to the service and to precede the participants shepherding them through the service.

At the beginning of 2019 we had a roster of 15 dedicated acolytes – seven youth acolytes, and eight adult acolytes. Due to a variety of reasons several of the acolytes are no longer on the roster. Presently we have ten active acolytes, four youth and six adult acolytes. Three of the adult acolytes are proficient as thurifers and we have one verger.

We have had two acolyte trainings in 2019. We have welcomed one new youth acolyte and one adult acolyte.

We look forward to welcoming additional church members in to this ministry in 2020. If you have a desire to participate in this ministry please contact myself or Father Joe. Most young people are ready to serve as acolytes starting between the ages of nine and eleven years of age. Training and direction are provided. On behalf of All Souls’, we would like to extend our sincerest thanks to each acolyte for their time and commitment.

Respectfully submitted,

Darla Mercer, Acolyte Coordinator

Altar Guild

Members of the Altar Guild prepare and work at a Thursday service, the monthly Brotherhood service, Saturday evening services, and Sunday's 8 and 10:15 services. Additionally, members prepare for and support multiple annual services such as those on Christmas Eve, the Easter Vigil and other Eucharist services. Flower Guild members assure the church is appropriately and beautifully decorated for all these services as well as working with families who want help with flowers for wedding and funeral services. We are eager to welcome new people to join both the Altar and Flower Guilds.



Submitted by Sally Parker

Chalice Bearers and Readers

All Souls' has four scheduled services a week. On Saturdays a Eucharist service at 5:00 p.m. and on Thursday a Eucharist at 9:30 a.m. On Sundays there is an 8:00 a.m. and a 10:15 a.m. service.

For the 8:00 a.m. Sunday service we schedule one person to chalice and read a lesson, another person to do the second lesson, and a third person to do the prayers of the people. At the 10:15 service we schedule two chalice bearers, two readers to do the lessons, and another reader to do the prayers of the people.

For the 8:00 a.m. service we have a list of eight readers of which six also are trained to chalice. For the 10:15 service we currently have nineteen adults and two youth on our list of readers. Six of those readers also do chalice duties. Like the 8:00 a.m. readers, the 10:15 readers do either a lesson or the prayers of the people. The 10:15 a.m. readers can sit in the congregation. The chalice bearers robe and process in with the clergy. Once a month two readers do the readings for evening prayer. We also assist at over services as requested.

A two-month roster is made up after all those on the list have furnished their availability for the following months. If, for some reason you are scheduled for a time that you are not going to be available, you can always trade with someone else on the list.

We can always use more readers and chalice bearers for either Sunday service. Contact either Fr. Joseph Dirbas or Neil Malmquist, if you are interested.

Submitted by Neil Malmquist

From the Youth Committee

All Souls' Youth Ministry seeks to provide opportunities for fellowship, outreach, and formation for parishioners in middle and high school and their friends. Youth ministry gathers regularly on Friday evenings from 7 p.m. – 9 p.m. for dinner and activities designed to support our youth as they grow in their faith.

Journey to Adulthood

This fall, we continued our program called “Journey to Adulthood”, which offers programming for small groups of youth who are of similar age. The Journey to Adulthood program emphasizes that manhood and womanhood are free gifts from God, but that adulthood must be earned. Youth who will be turning 13 by the end of the 2019-2020 school year have been combined into a small group known as “Rite 13.” These young people are exploring what it means for themselves to be made in God’s image, and over the next year and a half they will explore the connections between faith and life in greater depth as they prepare for a rite of passage ceremony to be held in church at the conclusion of the program. Leaders for this group are Teresa Espinoza and Mother Terry. Youth who are too old for Rite 13 have been grouped together in a program called “J2A” (taken from the name of the overall program, “Journey to Adulthood”). In J2A, young people focus on many of the same concepts as Rite 13, but in greater depth, and with an emphasis on developing six essential skills for adulthood: active listening, negotiation, assertion, research and information management, partnership, and leadership. As the culmination of this program, youth will make a pilgrimage to a holy place of their choosing in the summer of 2020. The current J2A class has chosen to travel to Greece. Their itinerary will include numerous sites of importance to Biblical and early Christian history. Leaders for this group are David Ostrander, Heather Catron and Fr. Peter Sickels.

Each program takes two years to complete. In the fall of 2020, our J2A students will form a new group called YAC (Young Adults in the Church), Rite 13 students will become the new J2A class, and a new Rite 13 group will form. Each program takes two years to complete. In the fall of 2020, our J2A students will form a new group called YAC (Young Adults in the Church), Rite 13 students will become the new J2A class and a new Rite 13 group will form.

Highlights from 2019

- In the fall fundraising for J2A Pilgrimage to Greece kicked off with the Agape Wall placed in the Narthex.
- September 20-22 Camp Steven’s: Some our youth enjoyed a retreat to Camp Steven’s in Julian. The youth had a great time bonding.
- October 26th Columbarium clean-up fundraiser: Our J2A youth volunteered to assist Eric Livingstone in sprucing up the Columbarium in preparation of Dia De Los Muertos celebration.
- November 2nd Dia De Los Muertos: Following the Requiem Service we celebrated with a fundraising dinner. Due to the construction going on we decided to have this dinner in the

Columbarium. The youth assisted with set up and decorating. Lights were strung, tables were set, which made for a very unique and intimate setting. Dinner was catered from Sunnie's Ocean Beach Mexican Cuisine. This was a successful dinner. All who attended were very impressed with our youth and really enjoyed the evening.

- December 7th Home Tour Coffee Sales: The J2A youth group sold fair trade coffees, teas, and hot chocolate during Home Tour as a fundraiser for their upcoming pilgrimage to Greece. We were stationed at the 4th house and had a lot of fun.
- December 13th Caroling: The youth rounded out their 2019 by caroling at St. Paul's Nursing and Rehabilitation to honor The Very Rev. James E. Carroll.



From the Facilities Development Committee (FDC)

When the Compass Plan was finalized five years ago, a central theme was that All Souls' was to become the hub of Point Loma. This idea was an underlying principle when the FDC was formed and began to brainstorm ideas as to how we could make our campus more inviting and thus be transformed to the hub of Point Loma.

This past Spring saw this committee interviewing several contractors who would make this a reality. The firm of Good & Roberts was hired and work began in the Summer months.

We cannot proceed with this report, however, without giving due praise and thanks to Steve Barnes. As the construction phase got underway, it became abundantly clear that we needed someone who is experienced in working with contractors and would act as our spokesperson. Steve was immediately "hired", and we couldn't have found a better person. He kept up regular contact with the architects and often accompanied someone from their office, or even went by himself, to push and prod to get those permits finalized in a timely manner. His rapport with this committee was excellent. If, and when, he felt he needed our input on some issues, he was quick to ask for a meeting. PLEASE offer Steve your sincere thanks for ALL his hard work on this project. I can honestly say it would not have been as thoroughly thought out and executed without his expert advice.

The Rankin Room is gone (a structural necessity) and has been replaced by the Rankin Patio, thus giving us even more space to host social events for others and ourselves. Gooden Hall has been made less sterile with the wooden trellis work that is a continuation from the trellises in our sanctuary. The stage is gone and has been replaced by a separate meeting room.

As you go down the hallway from Gooden Hall to Catalina Blvd., you'll pass on the right some new storage space. Then across the hall there's the kitchen! What a wonderful makeover that has

received. With the exception of the refrigerator, which is relatively new, and our wonderful stove and oven, given in memory of Jeff Straub, the kitchen is entirely new. What a great asset that will be.

There are new bathrooms, now ADA compliant, along the right side of the hallway, and then you arrive at the nursery and play area. This is a great addition to our parish life and shouts to our neighbors that we are a child friendly church and we welcome youngsters. Go look to see the “adorable” tiny toilets. The play area outside will give both children and adults time to get fresh air and sunshine and run off some of that energy!

Finally, the Sherman Room has been given a facelift with fresh flooring, new windows (throughout this entire wing, actually) and a paint job. This entire section of our church campus simply invites people to join us for all types of events.

We have all been grateful and honored to serve our parish family by playing a part in the overall effort to make this transformation in our life together a reality.

Respectfully submitted,

Fr. Joseph Dirbas, Jack Northam, Daryl Ferguson, Kathleen Hare, Kirsten Hanson-Garcia, Jennifer Koopman, Neil Malmquist, and Scott Crispell.



Capital Campaign Committee

Our Capital Campaign is officially over but fundraising to support our project continues. The vision of a Capital Campaign initially began in 2016 with a few special monetary gifts and a goal for All Souls' to become "The Hub" of Point Loma. On the drawing board was renewal of the Community Building and the Administration Building as well as improvements to the grounds and the area we call "the Point".

Visioning work with Architects Mosher Drew began; consultation and planning for the Capital Campaign with Reverend Michael Chalk of Episcopal Church Foundation came next, followed by researching and interviewing contractors. Our contractor of choice was Good and Roberts as they were willing to work within our budget.

The theme of our campaign was three-fold: Imagining/ Transforming/ Realizing. Brochures, articles, a 5-minute video produced by John Carroll, short talks from the pulpit by members of the committee, and a Cinco de Mayo kick-off celebration in 2018 signaled the beginning of our campaign. And then the hard work began. Members of the Capital Campaign Committee began communicating, contacting, and calling on parishioners. Father Joe led "Walk About Discussions" outlining our plans and goals. Our initial goal was to raise enough money to complete Tier One and hopefully most if not all of Tier Two.

As I write this summary, we've received \$1,216,618 in income (cash from pledgers as well as other sources) for the renovations to the Community Building. The actual cost of the renovation remains higher than the amount received and the amount pledged. Contributions (in the form of new donations or agreements to continue current pledges beyond their current term) are still being accepted. If you feel called to contribute to our transformation effort, please fill out one of the cards on the table. Rosemary Barnes will be sure to contact you.

Thank you to those who served on the Capital Campaign Committee. Members of the committee are: Molly Bodeen, John Carroll, Scott Crispell, Daryl Ferguson, Brent Fosnaught, Hilliard Harper, Kathleen Hare, Judy Kebler, Jennifer Koopman, Eric Livingstone, Lisa Nokes, David Ostrander, Carol Sands, Peggy Strand and Rosemary Barnes.

The work to realize Tier One is nearly complete. If you walk through the Community Building, you will be impressed at the transformation. A big "thank you" to Steve Barnes for representing the parish as our Project Manager. He put in many hours on site and saved us money during the project by working with the construction company and doing much of the leg work.

Thank you also to every one of you who contributed to the Capital Campaign. If you made a pledge, please complete your pledge. If you haven't contributed yet, please do so when you are able.

Respectfully submitted

Rosemary C. Barnes

Chair, Capital Campaign Committee

Music at All Souls'

THE CHOIR OF ALL SOULS' CHURCH

The Choir of All Souls' (20-25 members) rehearsed weekly on Thursdays (7-9 p.m.: September-June) and provided musical leadership for the weekly Choral Eucharist, Evensong once a month, Holy Days, including Holy Week (Palm Sunday, Tenebrae, Maundy Thursday, Good Friday, Easter Vigil, and Easter Day). The choir's repertoire ranged from plainsong through 21st-century anthems. The choir's roster consists of All Souls' members, community members, and section leaders. The Choir of All Souls' maintains one of the most active music schedules in the Episcopal Diocese of San Diego and maintains a high standard of excellence in worship. A full music list is published at: allsoulspointloma.org/music-lists.

SECTION LEADERS 2019

Anne-Marie Dicce, Soprano
Sarah-Nicole Carter, Alto & Soprano
Evangelina Woo, Alto
Brad Fox, Tenor
Phil Simon, Bass
Eric Carter, Bass (January-June)
Ravi Raghuram, Bass (September-December)

CHOIR OF ALL SOULS' HIGHLIGHTS

All Souls' Day: Jehan Alain: Requiem
Advent Procession of Lessons and Carols
Appointed Gouraud Assistant Organist, Spencer Velky

THE ALL SOULS' CHORISTERS

The All Souls' Choristers (10 members) rehearsed weekly on Thursdays (4-5.30 p.m. September-June) and provided musical leadership for the Choral Eucharist each 3rd Sunday of the month, including quarterly Evensongs. Weekly rehearsals consisted of teaching basic musicianship, building teamwork, and fostering professionalism. The chorister's repertoire ranged from plainsong to 21st century anthems and carols. Sarah-Nicole Carter served as teaching assistant January-June. A full music list published at: allsoulspointloma.org/music-lists.

ALL SOULS' CHORISTER HIGHLIGHTS

Three Choirs Festival Evensong (March 2019)
Sponsored 2 Choristers to attend RSCM Pacific Northwest Choir Camp (July 2019)
Chorister Open House (August 2019)
San Diego Yacht Club Caroling (December 2019)
Christmas Eve Eucharist & Pageant (December 2019)

Music at All Souls' maintained its affiliation with the Royal School of Church Music, America.

GOURAUD MUSIC FOUNDATION

CHORAL SCHOLAR PROGRAM

The Choral Scholar program provided an ongoing opportunity for young singers to receive intensive training in the art of choral singing and grow in a supportive community of volunteer and professional musicians. The weekly schedule reinforced musicianship, professionalism, and leadership skills. The Choral Scholars were integral to Thursday rehearsals, the Sunday Choral Eucharist, Evensongs, and Holy Days.

CHORAL SCHOLARS 2019

Libby Weber, Soprano
Elizabeth Figueroa, Soprano/SDSU
Matthew Sutton, Tenor/SDSU
Alexander Kuncz, Tenor/Bishop's School

GOURAUD ORGAN SCHOLAR PROGRAM

The Organ Scholar program provides an opportunity for a student organist with an interest in church music to work alongside the Director of Music. This program reinforces musicianship, professionalism, and leadership skills. At present, we have no incoming organ scholar.

GOURAUD ASSISTANT ORGANIST

Thanks to the generosity of the Gouraud Music Foundation, All Souls' appointed Spencer Velky as Assistant Organist beginning September 2019.

GOURAUD ORGAN RECITALS & OTHER SPECIAL EVENTS FEATURING THE FRITTS-RICHARDS ORGAN:

Emma Whitten (November 2019)
Bach at Noon with Bach Collegium San Diego (January-November)
Regular Choral Evensongs

GOURAUD TRUSTEES

Ruben Valenzuela, Ann Evans, Lanita Carroll, The Reverend Joseph Dirbas (Advisor)

ASSISTING AT THE ORGAN (January-June)

Justin Murpy-Mancini served as Assistant Organist for the monthly Evensongs and occasional Holy Days. Kimberly Bedell assisted at the Saturday evening Eucharist.

CHOIR LIBRARIAN

Cataloguing: Gaye Macy (January-May), Evangelina Woo (August)
Circulation: Demi Grubb (January-May), Ann Evans

MISCELLANEOUS

New choral folders for Parish Choir and All Souls' Choristers. Revamped vesting area, with storage lockers and hooks for choir vestments. Purchase of 3 custom-made choir desks for use in church proper

SOCIAL MEDIA: MUSIC AT ALL SOULS' (Facebook & YouTube)

Music at All Souls' remained active on Facebook with weekly posts announcing the music list, ongoing music activities, photos of recent events, and occasional videos of the choirs. As of the writing of this report there are 524 'followers/likes' for Music at All Souls' Church. Additionally, Music at All Souls' regularly posts highlights on YouTube to help promote All Souls' Church.

MUSIC IN THE COMMUNITY

ENSEMBLE-IN-RESIDENCE: BACH COLLEGIUM SAN DIEGO

The nationally acclaimed Bach Collegium San Diego continued its partnership with Music at All Souls' as Ensemble-in-Residence. In 2019 it held open rehearsals, the Bach at Noon Free Concert Series, in addition to presenting main season concerts.

COMMUNITY CONCERTS

In addition to Bach Collegium San Diego, the following ensembles performed community concerts or presented community events: Peninsula Singers, San Diego Symphony, Villa Musica, Pacific Coast Chorale, Melles Classical Music Foundation, and American Guild of Organists.

I would like to thank The Reverend Joseph Dirbas, The Very Reverend James E. Carroll, The Reverend Terry Dirbas, the Gouraud Trustees, Jennifer Smith, the Wardens and Vestry, Jeff Dames, Spencer Velky, and the entire community of All Souls' for their ongoing support and goodwill. I am blessed and honored to serve at All Souls' and look forward to the coming year.

Respectfully submitted,

Dr. Ruben Valenzuela

Epiphanytide 2020



From the Properties Committee

It's been a busy and challenging year for the Properties Committee since, beyond the normal wear, tear, and breakage of items all around the campus, we had additional challenges due to the remodeling project. The major activities and accomplishments of the committee are described below.

Mitigation of Impact of Campus Remodel on Parish Life

- Converted two 24 foot-long pews in Gooden hall to four shorter ones and relocated them into the sanctuary, clearing the way for construction.
- Reconfigured former workshop in the administration building that became a floor-to-ceiling storage room into an office for the construction foreman.
 - After office is vacated by the foreman, additional sprucing up is planned so the room will provide a more pleasant office environment with the possibility of renting it.
- Installed removable 10-foot-diameter umbrellas in 4 folding tables to provide shade for folks enjoying their post-service coffee and snacks al fresco.
- Worked with job foreman to troubleshoot blocked gas line that was delaying restoring heating to the campus during the final phase of construction. Coordinated with HVAC contractor to immediately perform final checks on all furnaces and start them after gas service was restored.

Energy Efficiency

- Working with consultant from diocese to create a Request for Proposal document that will be distributed to selected solar vendors to enable them to provide quotes for installation of solar panels on the community buildings and the rectory.
- Worked with vendor to replace all fluorescent tubes in the administration wing with energy-efficient LED equivalents.

Other Activities

- Replaced three stretches of wooden fence along the property line, that were falling down, with long-lifetime vinyl fencing.
- Worked with Property Manager of rental property on Chatsworth Blvd to upgrade landscaping of front yard, enabling a rent increase.
- Coordinated with HVAC contractor to perform routine maintenance on 3 furnaces serving the sanctuary and major work on 2 furnaces in administration building to bring them up to current codes.

Special thanks go to Neil Malmquist for his leading the charge on fence replacement and providing guidance regarding landscaping and the rental house; to Jack Northam and Eric Livingstone for their sage advice regarding priorities, planning, and implementation; and to Jennifer Smith for her help in scheduling vendor visits and being the contact person once the technicians show up to perform the work.

Respectfully submitted,
Bruce Guenin, Chair

From the Spiritual Formation

Formation is “The life-long, and life-wide work of forming disciples of Jesus.” Our committee creates opportunities through lectures, forums, study, fellowship and pilgrimages to encourage, enlighten and support our parish in our journeys as disciples of Jesus.

Committee Members: David Ostrander (chair), Mark Mann, Dwight Wilcox, Kirsten Hanson Garcia, Teresa Espinoza, Jennifer Smith, the Rev. Terry Dirbas, the Rev. Joseph Dirbas, the Rev. Peter Sickels

Forums:

Informal gatherings between Sunday morning services during which we discuss matters of faith, discipleship, church history, spiritual practice and life. Discussions may be led by clergy, attendees of the forum or guests from outside the congregation – often from neighboring Point Loma Nazarene University. As examples, during 2019 we used Kate Bowler’s book *Everything Happens for a Reason, and Other Lies I’ve Loved* and Thomas Oord’s book *God Can’t: How to Believe in God and Love After Abuse, Tragedy and Other Evils* as foundations for grappling with the ancient question of how an all loving and all powerful God can permit the existence of evil and tragedy. We used Fr James Martin’s book: *Jesus: A Pilgrimage* to examine, in Ignatian style, scriptures related to Jesus’ birth, formation, teachings, miracles and resurrection. During advent we explored the art of John August Swanson as a platform for reflecting on the miracles of that season. Many of our forums in 2020 will focus on the varied ways we can live out our discipleship including: evangelism, service to the poor, promotion of health in the community and health of our planet. We will read and discuss David Gortner’s book *Transforming Evangelism*, H. Richard Niebuhr’s classic *Christ & Culture*, and Fr Greg Boyles witty and deeply moving reflections, based on 35 years of ministering to gangs in Los Angeles, *Barking to the Choir*.



Lectures:

In 2019 we had evening lecture/presentations from Professors/Authors Thomas Oord (*God Can’t*) and Mark Karris (*Divine Echoes*). This coming year we hope to be able to bring John August Swanson to All Souls for an exhibit and discussion of his art (a number of pieces of which are on display in the sanctuary).

Pilgrimages:

In June of 2020 a group of our 9th and 10th graders, who have been participating in the J2A (Journey to Adulthood) program for the past 18 mos. will journey with Heather Catron, Peter Sickles and David Ostrander to Greece on a pilgrimage to explore religious and culturally significant place. In October, 15 of, not so junior members of the church, will trek to Jerusalem with Fr Joe, to spend 10 days at the 100-year-old Anglican seminary, St Georges’ College, to go on a pilgrimage entitled: “Footsteps of Jesus.”

On behalf of the committee
David Ostrander, MD, Chair

From the Outreach Committee

All Souls' Outreach mission is to know and serve God by serving others. We live out this mission through service within the parish and through All Souls' efforts to support those in our local community who are in need.

Molly Bodeen, Carol Sands, Nan Hardison, Janet Sanford, Isabel Lynne and Maria Piña, along with Father Joe Dirbas have participated in the monthly Outreach Committee meetings over the course of the past year.

We thank all of our supporters and contributors who have donated monies through our annual fundraising event of the All Souls' Home Tour which funds our outreach programs.

Our Outreach team of volunteers have provided countless hours of service to our local community. Following are some of those programs:

- 1) Providing support to **Episcopal Community Services (ECS)** in providing the meal for a Friend to Friend Life Celebration luncheon. Friend to Friend is a homeless outreach program serving over 900 adults each year. We are scheduled already for this February to provide another Friend to Friend lunch at ECS.
- 2) All Souls' parishioners answered the call to help our unsheltered brothers and sisters in downtown San Diego by donating clothing and food items to **God's Extended Hand Ministry**. We also provide a volunteer once a month to help at the breakfast meal by leading the daily devotional readings and reflections prior to helping to serve and clean up. All Souls' continues to provide financial assistance to support the great work of this ministry.
- 3) We continue to nurture our relationship with **MCRD Kilo Company**. To offer support to our military families, All Souls' parishioners provided money to Kilo Company for the special needs of the 400 Marines and their families. Eric Spore and other volunteers also worked together to provide a special lunch for the drill instructors and their families of Kilo Company this past year.
- 4) **Blessings in a Bag ministry**, under the guidance of Kathleen Hare and Linda Cobb, continue to provide sustenance to individuals we see on the street. Donations from parishioners supply the funding for this project.
- 5) All Souls' provides continued support to **Loaves and Fishes**, an interfaith project food pantry located in Ocean Beach through donations from parishioners and extra funding through the Outreach budget,
- 6) **Second Chance Ministry** provides a hearty breakfast meal each Saturday at the Episcopal Church Center (ECC) for our unsheltered brothers and sisters in Ocean Beach. All Souls' continues to provide financial assistance to support the great work of this ministry.
- 7) We provided financial assistance to support **St. Luke's Episcopal Church in North Park** with efforts to aid an asylum seeker and his family as they navigate the lengthy process of seeking asylum from their home in the Congo. All Souls', along with many other local churches,



joined in the **back to school backpack drive** held annually at **St. Mark's in City Heights**. All Souls' parishioners donated backpacks and money to purchase backpacks and we contributed additional funds through Outreach to help needy children get the supplies they needed for the start of the school year.

- 8) Neil Malmquist continues his work with the **Seafarers' Mission** and is the liaison for All Souls'. All Souls' parishioners donated reading material, hand-knitted scarves and caps and the Outreach Committee donated \$500 to this project last year.
- 9) All Souls' Outreach volunteers continue with providing hot showers for our homeless brothers and sisters through our **Showers of Blessings ministry**. This ministry operates monthly at the ECC parking lot in Ocean Beach. We have been blessed with a dedicated group of volunteers who work tirelessly to provide comfort and share loving acts of kindness to those in need.
- 10) Our generous parishioners supported the annual request by **Colegio de Esperanza** in Tijuana again this past year. Students from one third grade and one fifth grade class at the Tijuana school received Christmas gifts from our parishioners. The Outreach Committee also approved additional funds to provide supplies for the children at the school.
- 11) All Souls' partnered with St. Peters' by the Sea Lutheran Church to provide shelter to 12 individuals (at St. Peters') during last year's **Interfaith Shelter Rotation** in March. All Souls' provided overnight hosts for a week. Additional volunteers stepped up to provide the dinner time meals for the guests during that same week. The cooperative effort provided by both faith communities offered the opportunity for all involved to learn and grow in the Body of Christ. New friendships were formed in the process. All Souls' is already preparing for this year's IFSN offering, in partnership with St. Peters to provide shelter to the homeless in February.
- 12) Our **breadmaking ministry** is fully supported financially by those parishioners who purchase the homemade bread monthly. Our faithful group of parishioners who volunteer for this ministry provide sustenance to us all!
- 13) Our parish family participated in **United Thank Offering (UTO)** again this past year. UTO is a ministry of the Episcopal Church for the mission of the whole church. Through our "blue box" coin offerings, we nurture the habit of giving daily thanks to God.
- 14) All Souls' volunteers and friends have provided a hot dinner meal and hospitality for our homeless brothers and sisters at ECC in Ocean Beach on the third Wednesday of each month for this past year. Led by Janet Sanford, our volunteers have served, on average, 125 meals at each **O.B. Dinner** offering. This ministry has depended mostly on the financial support from the budgeted outreach funds. In addition, our neighbor Stumps grocery store donates the milk beverage for the meal and our generous volunteers bring dessert and other needed items to enjoy at the meals, as well.

We value all our outreach volunteers for their selfless and generous offerings of their time and talents! Please prayerfully consider joining our team of volunteers to help with any of our outreach ministries.

Respectfully submitted,

Maria Piña, Outreach Coordinator

From the Home Tour Committee

The 68th Point Loma Christmas Home Tour was held on Saturday, December 7, 2019, and what a Home Tour it was!! It had rained all week leading up to the tour and poured on Tour Day, creating a challenge for our homeowners, vendors and tour-goers who persevered and made the most of the challenge.

This year we were in the midst of construction on our new, much anticipated, Parish Hall wing and the Home Tour Team rose to the occasion. Nicki Sharpe and her helpers set up the Marketplace in the Narthex along with Myrtle Livingstone and her Pastry Pantry crew whose famous jams flew off the shelf. Mary Brown and her team created a Tea, which was beautifully staged in our Sanctuary! The necessity to relocate these activities provided an opportunity for many in the community to shop for crafts and baked goods and then partake of tea and cookies in our Sanctuary. All of this was accompanied by Bruce Guenin's classical guitar. Appropriately, Selma Vassell and Betsy Tecca created a whimsical 2019 Christmas Church Mouse "Construction Worker", who donned a yellow hard hat! Each year we hope that the tour-goers will take time to experience the beauty of our Sanctuary and this year many people commented on how much they enjoyed being in that space.

Five homes were showcased this year, including that of parishioner Kathy Krentler, where Judy Kebler, Derelynn Kalafer and their team baked and sold St. Nicholas Cookies. Our youth group, with Teresa Espinosa, sold coffees, teas and hot chocolate while Bill Cobb played his guitar and sang Christmas Carols at a beautiful Craftsman home which had been completely outfitted for handicapped access. Several of the homes offered panoramic views of our bay, including one on Garrison Street, famous for elaborately decorated homes.

This year, as you will see in the financial report of this Annual Meeting, our net proceeds were down from previous years. This is attributable in large part to the rainy weather and ongoing construction project. It is worth, however, looking at fresh ideas and novel ways to boost parish participation and ticket sales in the future. The success of our Home Tour is measured by the good will and outreach to our local Point Loma community as well as the wider community of attendees and, of course to our Missions and Ministries who are the beneficiaries of the Home Tour proceeds.

Many thanks to Fr. Joe, All Souls' Staff and members of the Vestry.

Special thanks to Leslie Hudak and her ticket sales team!

Respectfully submitted,

Linda Byrd Parker, Home Tour Chair, along with special gratitude to Co-chairs Judy Kebler and Derelynn Kalafer

From the Endowment Committee

The Endowment Committee meets twice a year to review the status of our Endowment Investments. Our Financial Advisors from Retirement Benefits Group (RBG) consisting of Dave Utter and Sean Ciemiewicz are in attendance to provide updated information as the balances in our investment accounts. The Committee is represented by Neil Malmquist, Michael Parrish, Daryl Ferguson, Father Dirbas and Chairperson Tom Sparrow. Our task is to review the information provided by our consultants and comment as to the status of the accounts. Our last meeting for 2019 was on November 12 so the information is dated to that date. The account balances as reported by RBG on November 21, 2019 were as follows: All Soul's operating account, \$525,073 (including a portion of funds designated for the ongoing improvement project). All Soul's Endowment Account, \$565,353, experiencing a 14.37% growth rate plus \$108,850 invested in the Griffin Health Care Account a real estate investment trust that experienced a 6% growth rate. The Betty Upton Gouraud Music Foundation \$533,146, a 14.79% growth rate and \$57,240 in the Health Care Trust. After careful review our consultants recommended reducing risk going into the new calendar year by investing the Endowment funds as well as the Gouraud Music Foundation from our current strategy to 50% Equity – 50% Fixed income. Our committee approved this activity going forward.

Finally, the endowment committee approved a \$30,000 distribution from the Endowment fund to the operating account for 2020. This distribution is designated to support both the rectory improvements that would be applied to incurred debt from the project and the Church's Outreach activities. This was approved by committee and sent on to the Vestry for final approval of the 2020 budget.

As in the past we are grateful for the generous donations in the past that have been instrumental in our ability to further the churches mission in our community. As suggested in past reports we encourage our membership as well as others to consider an endowment gift to All Soul's when designing your personal estate.

Respectfully Submitted,

Tom Sparrow
Endowment Committee Chair

From the Finance Committee

The Endowment Committee meets twice a year to review the status of our Endowment Investments. The Finance Committee met monthly during the year to give oversight to the accounting process and the financial condition of the parish. A report was submitted to the Vestry on a regular basis and recommendations were taken to that body.

We welcomed Erin Sacco Pineda, CPA, as our new accountant. Erin has a lot of experience in church accounting, and her staff is competent and helpful.

Negotiations were completed for obtaining a construction loan from United Methodist Federal Credit Union, and our thanks to Mark Nokes for facilitating this. The construction loan will be used to bridge the timing difference resulting from date of payment to the contractor to receipt of Capital Campaign pledge payments.

The budget for 2020 was drafted and submitted for Vestry approval.

Special thanks to Rosemary Barnes, Russell Chan, Lisa Faulk, Daryl Ferguson, Dave Latham (parish treasurer), and Linda Parker (vestry liaison) for their tireless efforts and

Submitted by Molly Bodeen

From PSC

Hello from the Peninsula Shepherd Center! As most of you know, we are an organization that supports Seniors by providing transportation through our Out and About Program for grocery shopping, errands and appointments. We host monthly luncheons and holiday events as well. We also have a Senior Lounge that is open for games, lectures, and overall coffee social time. OMIT Beginning next month we will be providing ADD We offer a knitting and crochet club, bridge, computer classes and excursions in Point Loma and Ocean Beach.

We are a vibrant organization that helps our seniors stay independent and healthy. OMIT Stay tuned for our new program for Positive Aging. ADD Stay tuned for news of our lounge expansion.

All Souls' has been a wonderful support system for us as our office and Senior Lounge are located in the Administrative Building. We welcome you as a prospective member, or a family member who could benefit by our help to support your loved one. Please feel free to contact me for more information.

Lisa Nokes
Executive Director - Peninsula Shepherd Center
lisa@sdpsc.org
(619)990-9758

Vestry Nominations

Carol Sands

I was raised in a family very active in the First Christian Church of Oakland, California. My interest in science led me from UC Berkeley to UC San Francisco, from which I was graduated with a degree in nursing. Though I worked for a few years as a nurse, most of my adult life has been spent as a housewife, Mom, and community volunteer.

My husband, John, and I were married for 42 years. Widowed in 2010, my family now consists of my two daughters, their husbands, and four grandchildren who live in Irvine and Portland, Oregon.



I began attending All Souls' in 1994 and was confirmed in 1997. I have served three previous terms on the Vestry, have served as Home Tour co-chair and chair, regularly serve as chalice bearer and lector, have completed the EFM course, have been helping out with our monthly dinners in OB, and have been involved in the work of the Pastoral Care and Outreach Committees over the years.

All Souls' has been an important part of my life, and I feel called to do my part to help it continue and grow as an open and caring community of committed disciples.

Donn Griffitts

I was born and raised in Redlands, CA. and attended the First Congregational Church. Upon graduating college in Arizona, I accepted a teaching position in La Mesa, CA and moved to San Diego in 1970. I married and raised our children in the Catholic Church. I hold an Ed.D in Education Administration and served as an elementary teacher, principal, and project director for 38 years before retiring. I was fortunate to have numerous opportunities to work with budget planning and development, personnel, and curriculum. One of my most interesting and enjoyable experiences was overseeing a complete school campus renovation project. After retiring, traveling, golf, my children and grandkids consumed much of my life. However, as life events change, I soon found my spiritual self somewhat lost. Then unexpectedly I was invited to attend the Icons in Transformation exhibit at All Souls' in 2017. Through that experience, I found my way into a caring and compassionate faith community. Along with my wife, Judy, I have been an active participant in various church activities. I look forward to being a member on Vestry and contributing to the future success of our parish community.



Dorothy Schmidt

I was baptized and confirmed in the Episcopal church in my home town of Modesto and active in EYC during high school. After moving to Dallas, Texas, I was Unit II Lead Teacher and Sunday School Superintendent at St. John's Episcopal School. Once I got my Master's Degree in Library Science, I worked as a reference librarian at Dallas Public Library.

When I lived in Sacramento, California I was a "special librarian" in the field of Medical Librarianship and enjoyed a 15-year career. As a member of Trinity Episcopal Church, Folsom I was on the Vestry and Altar Guild.

Upon my second move to Texas, I was a scientific grant writer for the Cancer Therapy and Research Center and University of Texas Health Science Center, San Antonio. I was an active member of Community Bible Church.

In 2016, I joined All Souls' Episcopal Church, San Diego, where I am a Chalice Bearer and honored to be nominated for the 2020 Vestry. In addition to being an avid reader, I enjoy sewing, gardening and entertaining.



John Lewis Brown

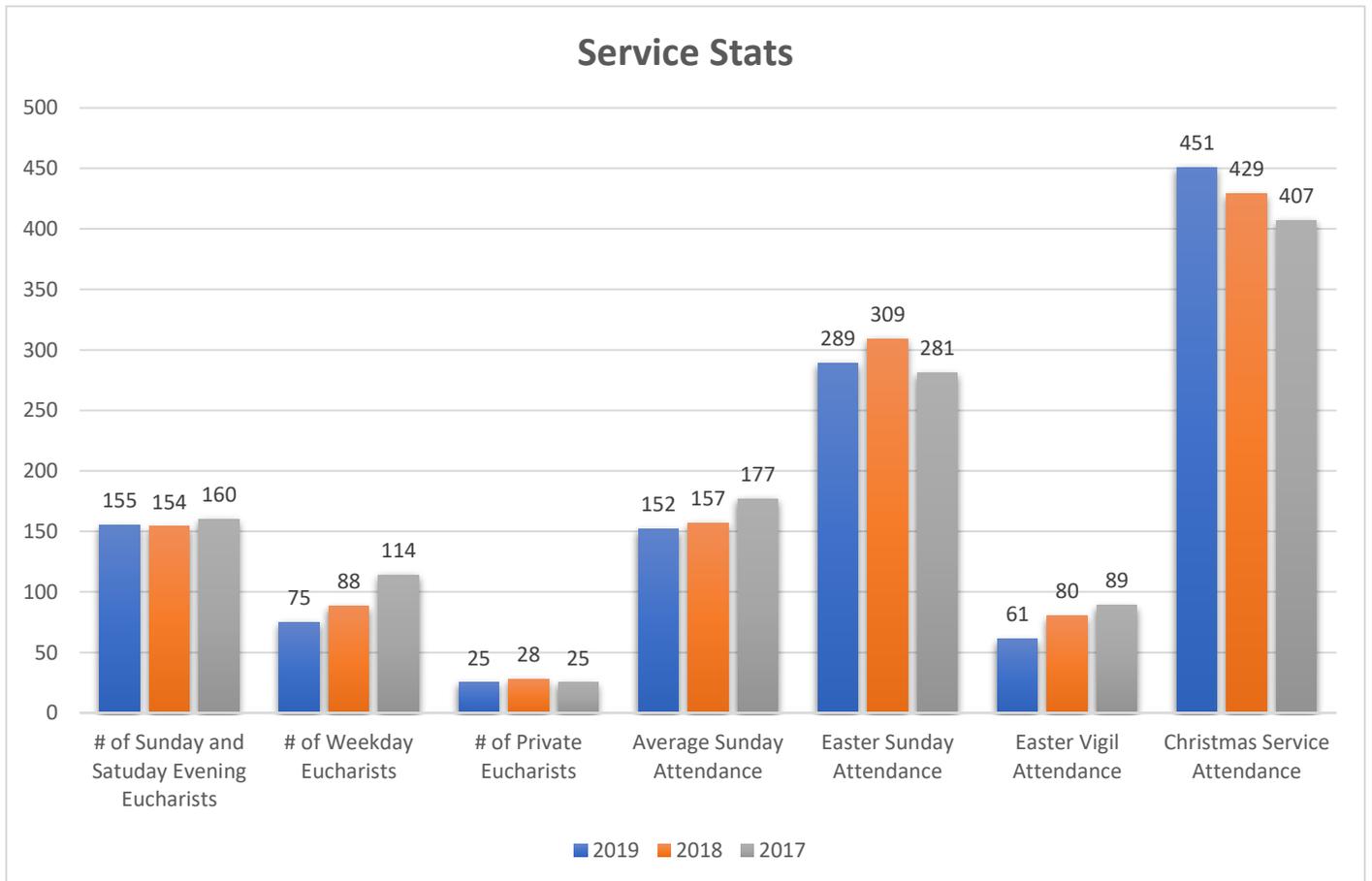
John Brown is a retired single parent who still does consulting for non-profits. He and his nephew Cody have been members of All Souls parish since 2012. John was Baptized into the Episcopal Church in 2000 by Father Andrew Green while living and working in the Palm Springs area. John has served on the vestry before and also as Head Warden. He helped in the initial stages of the Capital Campaign. He has four grown sons who he adopted as a single parent in the 80's and has 12 grandchildren and three great grandchildren. He was a successful fundraising Executive Director for a variety of Non Profits over 30 years. His last full time job was as Executive Director of San Diego Human Dignity Foundation. John and Cody live in Ocean Beach and enjoy a close village of friends and family. His motivation for serving a second term on the Vestry are very personal;

"The parishioners of All Souls have helped to raise Cody into the healthy and kind young man he is today. All Souls have supported me in my relationship with Jesus, always inspiring me and motivating me through many challenges. I am proud to be part of this parish and want to help bring others into our church. I am interested in finding new ways to support our ministries and spread the word in our community about our newly renovated campus and all that it offers to young families."



Summary of the Parochial Report

| | Adults | 16 and Under | Total |
|----------------------------|--------|--------------|-------|
| Members Reported on 1/1/19 | | | 356 |
| Transfers In | 1 | | 1 |
| Transfers Out | 1 | | 1 |
| New Parishioners | 10 | 4 | 14 |
| Confirmations | 0 | 1 | 1 |
| Baptisms | 0 | 4 | 4 |
| Deaths | 5 | 0 | 5 |
| Total Members 1/1/20 | | | 377 |



2019 Year-End Finance

2019 OPERATING BUDGET PERFORMANCE For the year ended December 31, 2019

| | ACTUAL | BUDGET | \$ VARIANCE | % VARIANCE |
|---|-----------------|-------------------|-----------------|------------|
| SUPPORT & REVENUE | | | | |
| Contributions | | | | |
| Pledges | \$ 309,372 | \$ 340,000 | | |
| Open offering | 60,524 | 25,000 | | |
| Ministry donations | 9,280 | 15,920 | | |
| Miscellaneous other donations | 7,971 | 800 | | |
| Total Contributions | 387,147 | 381,720 | 5,427 | 1% |
| Revenue & Other Income | | | | |
| Cell Tower income | 71,558 | 71,195 | | |
| Chatsworth House rent, net | 27,283 | 28,840 | | |
| Other facility use fees | 21,473 | 22,100 | | |
| Home Tour income, net | 24,528 | 29,510 | | |
| Miscellaneous other income | 4,038 | 8,100 | | |
| Investment income, net | 9,136 | - | | |
| Total Revenue & Other Income | 158,016 | 159,745 | (1,729) | -1% |
| TOTAL SUPPORT & REVENUE | 545,163 | 541,465 | 3,698 | 1% |
| OPERATING EXPENSES | | | | |
| Personnel | | | | |
| Clergy salaries & benefits | 164,632 | 176,418 | | |
| Lay wages & benefits | 148,573 | 138,283 | | |
| Total Personnel | 313,205 | 314,701 | (1,496) | 0% |
| Non-Personnel | | | | |
| Worship & music | 60,358 | 42,426 | | |
| Fellowship | 9,788 | 3,700 | | |
| Formation | 6,476 | 8,750 | | |
| Evangelism | 792 | 3,100 | | |
| Outreach | 22,128 | 23,050 | | |
| Stewardship | 2,508 | 1,000 | | |
| Facilities | 57,777 | 77,600 | | |
| Administration | 49,475 | 50,275 | | |
| Common life share (to Diocese) | 55,718 | 55,581 | | |
| Rectory loan payments | 23,808 | 19,298 | | |
| Total Non-Personnel | 288,828 | 284,780 | 4,048 | 1% |
| TOTAL OPERATING EXPENSES | 602,033 | 599,481 | 2,552 | 0% |
| TRANSFERS IN/OUT OF OPERATING | | | | |
| Transfer in - Endowment Income | 30,000 | 30,000 | | |
| Transfer in - Choristers Fund | 7,299 | 3,800 | | |
| Transfer in - Gouraud Music Fndn | 27,102 | 26,295 | | |
| Transfer out - Property Reserve | (5,340) | (3,600) | | |
| NET TRANSFERS IN/OUT | 59,061 | 56,495 | - | 0% |
| NET INCOME / (LOSS) | \$ 2,191 | \$ (1,521) | \$ 4,048 | 1% |

2019 Balance Sheet

BALANCE SHEET (UNAUDITED)
DECEMBER 31, 2019

| | UNRESTRICTED | TEMPORARILY RESTRICTED | PERMANENTLY RESTRICTED | TOTAL |
|---|---------------------|---------------------------|---------------------------|---------------------|
| ASSETS | | | | |
| Current Assets | | | | |
| Cash | \$ 183,919 | \$ 656,313 | \$ 12,500 | \$ 852,732 |
| Investments | 176,912 | 348,870 | - | 525,782 |
| Prepaid expenses | 4,294 | - | - | 4,294 |
| Total Current Assets | 365,125 | 1,005,183 | 12,500 | 1,382,808 |
| Non-current Assets | | | | |
| Property, plant, & equipment, net | 867,383 | 879,441 | - | 1,746,824 |
| Endowment assets | - | 218,821 | 470,153 | 688,974 |
| Total Non-current Assets | 867,383 | 1,098,262 | 470,153 | 2,435,798 |
| TOTAL ASSETS | \$ 1,232,508 | \$ 2,103,445 | \$ 482,653 | \$ 3,818,606 |
| LIABILITIES & NET ASSETS | | | | |
| Liabilities | | | | |
| Payables | \$ 2,772 | \$ 603,300 | \$ - | \$ 606,072 |
| Deferred Sprint Income | 275,707 | - | - | 275,707 |
| Rectory Loan | 184,188 | - | - | 184,188 |
| Construction LOC | - | 1,106,780 | - | 1,106,780 |
| Total Current Liabilities | 462,667 | 1,710,080 | - | 2,172,747 |
| Net Assets | | | | |
| Unrestricted | 147,652 | - | - | 147,652 |
| Designated - Property | 407,498 | - | - | 407,498 |
| Designated - Other Purpose | 214,691 | - | - | 214,691 |
| Donor Restricted - Cap Campaign | - | 192,261 | - | 192,261 |
| Donor Restricted - Other Purpose | - | 184,039 | - | 184,039 |
| Donor Restricted - Time | - | 17,065 | - | 17,065 |
| Donor Restricted - Perpetual | - | - | 482,653 | 482,653 |
| Total Net Assets | 769,841 | 393,365 | 482,653 | 1,645,859 |
| TOTAL LIABILITIES & NET ASSETS | \$ 1,232,508 | \$ 2,103,445 | \$ 482,653 | \$ 3,818,606 |

2020 Budget

2020 vs. 2019 OPERATING BUDGET

| | 2020 BUDGET | 2019 BUDGET | \$ VARIANCE | % VARIANCE |
|---|--------------------|-------------------|------------------|------------|
| SUPPORT & REVENUE | | | | |
| Contributions | | | | |
| Pledges | \$ 365,000 | \$ 340,000 | | |
| Open offering | 25,000 | 25,000 | | |
| Ministry donations | 12,020 | 15,920 | | |
| Miscellaneous other donations | - | 800 | | |
| Total Contributions | 402,020 | 381,720 | 20,300 | 5% |
| Revenue & Other Income | | | | |
| Cell Tower income | 73,331 | 71,195 | | |
| Chatsworth House rent, net | 31,120 | 28,840 | | |
| Other facility use fees | 25,000 | 22,100 | | |
| Home Tour income, net | 20,000 | 29,510 | | |
| Miscellaneous other income | 4,000 | 8,100 | | |
| Total Revenue & Other Income | 153,451 | 159,745 | (6,294) | -4% |
| TOTAL SUPPORT & REVENUE | 555,471 | 541,465 | 14,006 | 3% |
| OPERATING EXPENSES | | | | |
| Personnel | | | | |
| Clergy salaries & benefits | 184,008 | 176,418 | | |
| Lay wages & benefits | 150,842 | 138,283 | | |
| Total Personnel | 334,850 | 314,701 | 20,149 | 6% |
| Non-Personnel | | | | |
| Worship & music | 79,732 | 42,426 | | |
| Fellowship | 13,500 | 3,700 | | |
| Formation | 6,900 | 8,750 | | |
| Evangelism | 2,500 | 3,100 | | |
| Outreach | 22,250 | 23,050 | | |
| Stewardship | 3,000 | 1,000 | | |
| Facilities | 71,500 | 77,600 | | |
| Administration | 52,825 | 50,275 | | |
| Common life share (to Diocese) | 56,386 | 55,581 | | |
| Rectory loan payments | 19,298 | 19,298 | | |
| Total Non-Personnel | 327,891 | 284,780 | 43,111 | 15% |
| TOTAL OPERATING EXPENSES | 662,741 | 599,481 | 63,260 | 11% |
| TRANSFERS IN/OUT OF OPERATING | | | | |
| Transfer in - Endowment Income | 30,000 | 30,000 | | |
| Transfer in - Vestry Reserves | 6,000 | - | | |
| Transfer in - Choristers Fund | 1,500 | 3,800 | | |
| Transfer in - Gouraud Music Fndn | 59,932 | 26,295 | | |
| Transfer out - Property Reserve | (6,000) | (3,600) | | |
| NET TRANSFERS IN/OUT | 91,432 | 56,495 | - | 0% |
| NET INCOME / (LOSS) | \$ (15,838) | \$ (1,521) | \$ 43,111 | 15% |

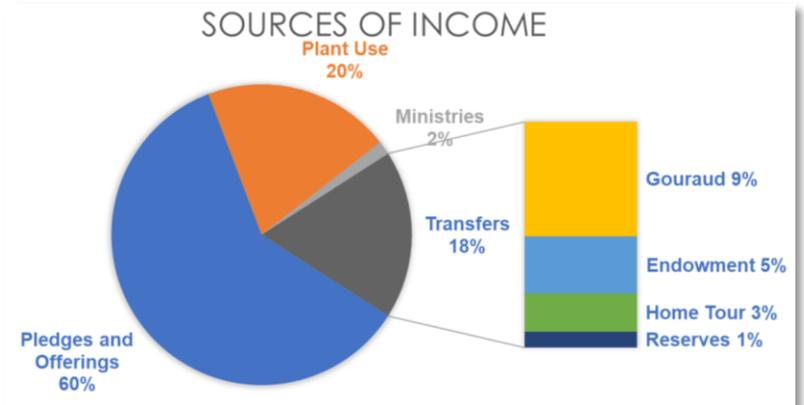
2020 Narrative Budget

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

OUR INCOME:

Income from multiple sources:

- ✓ Pledging, Open Plate offerings, Easter and Christmas offerings
 - 2020 budgeted pledge and offering income is **7% greater than 2019 budget** due to success of our New Consecration Sunday stewardship campaign
- ✓ Facilities use by outside organizations includes rental income from the Peninsula Shepherd Center and the Bach Collegium
- ✓ Facilities use income also includes income from Verizon and AT&T cell towers.
- ✓ Fundraising and transfer income include Home Tour, endowment funds for specific projects and outreach, and Gouraud fund transfers in support of our music program
- ✓ Transfer income sources illustrate the generosity of the Gouraud Music Foundation in supporting our music ministry.



OUR EXPENSES:

Expenses fall into 5 broad categories:

Year-Round Stewardship: 26% of our budget

We live into our call to be good stewards of our God given gifts and talents by managing our resources and caring for our campus

Worship: 31% of our budget

Our communal response to God's love in praise and thanksgiving for God's grace and mercy

Outreach: 21% of our budget

We share our resources with our diocese, our community, and the world to continue God's missions outside of our doors

Education: 10% of our budget

Formation for our members and neighbors: forums, children and youth programs, special events

Invite-Welcome-Connect: 12% of our budget

Invitation and welcome to newcomers and establishing connections between parishioners in care and fellowship with one another.

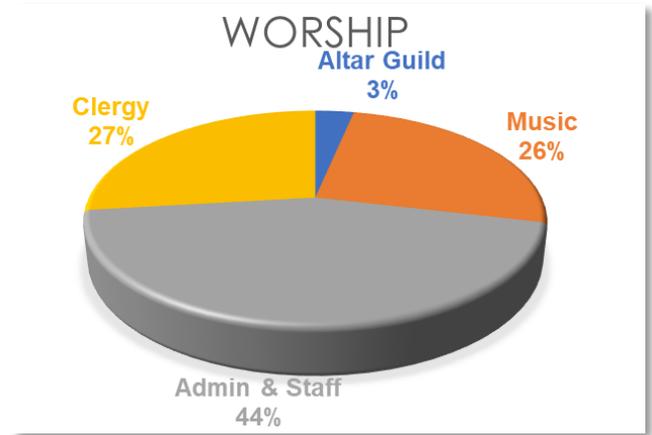


WORSHIP:

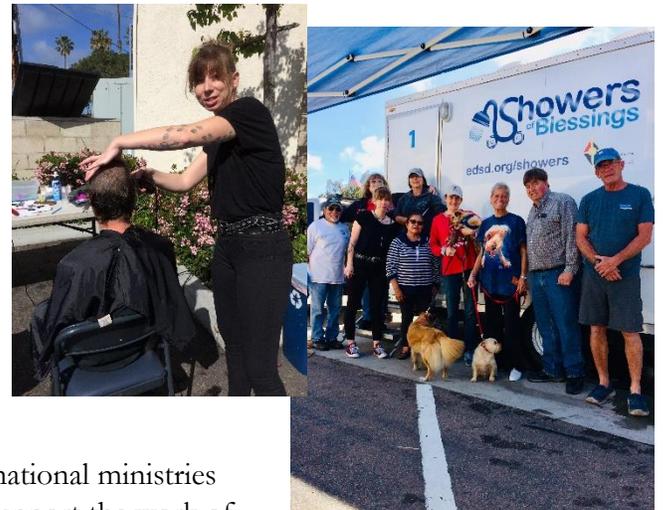
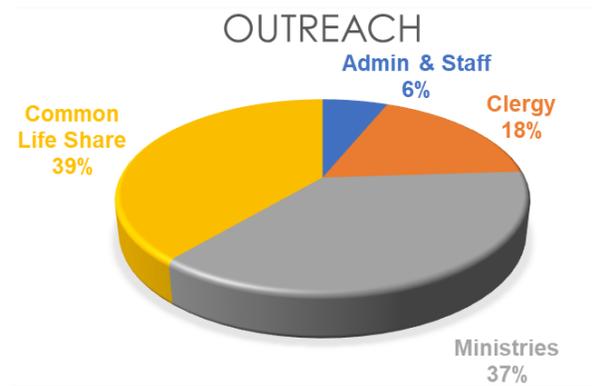
Our worship life is reverent and vibrant!

| | |
|------------------------|--------------|
| 4 Eucharists each Week | Holy Week |
| Evensong | Easter |
| Choristers | Christmas |
| Advent L&C | Major Feasts |

In 2020 we will be adding some worship opportunities including a quarterly compline service (funded by a diocesan grant) and a Taizé service in Lent in coordination with the Taizé community and other churches.



OUTREACH:



All Souls' actively supports a variety of local and international ministries with financial commitments and volunteers. We also support the work of our diocese through the Diocesan Common Life Share.

Outreach Ministries Supported include:

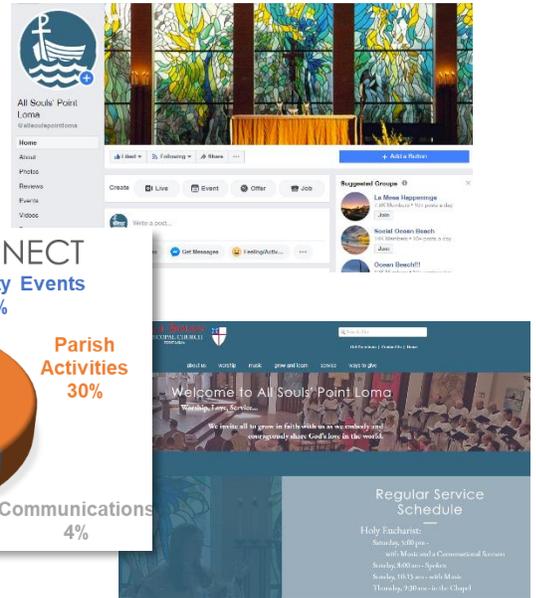
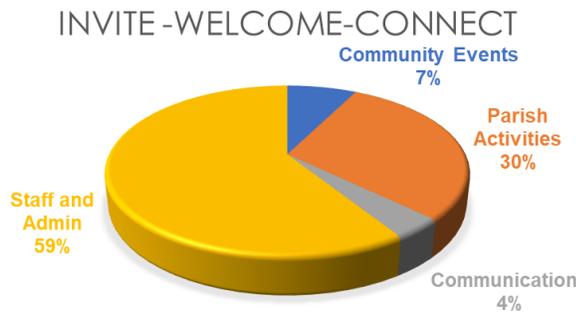
- | | |
|---|---|
| <ul style="list-style-type: none"> ✓ Peninsula Shepherd Senior Center ✓ Episcopal Church Center ✓ Showers of Blessing ✓ OB Dinners ✓ St. Paul's Senior Homes ✓ Blessings in a Bag ✓ Interfaith Shelter Newtork ✓ MCRD ✓ Loaves and Fishes ✓ ECS ✓ 2nd Chance Ministries | <ul style="list-style-type: none"> ✓ RefugeeNet ✓ Seafarers ✓ Corazon Mission Trips ✓ God's Extended Hand |
|---|---|

INVITE-WELCOME-CONNECT (INCLUDING PASTORAL CARE):

Invite-welcome-connect concentrates on creating opportunity to invite people to All Souls', for both church services and community events, to provide a warm All Souls' welcome when they arrive, and to find ways to connect people to parish ministries. For sake of the narrative budget, this line item also includes pastoral care (as we connect with and care for those in our parish)

IWC includes:

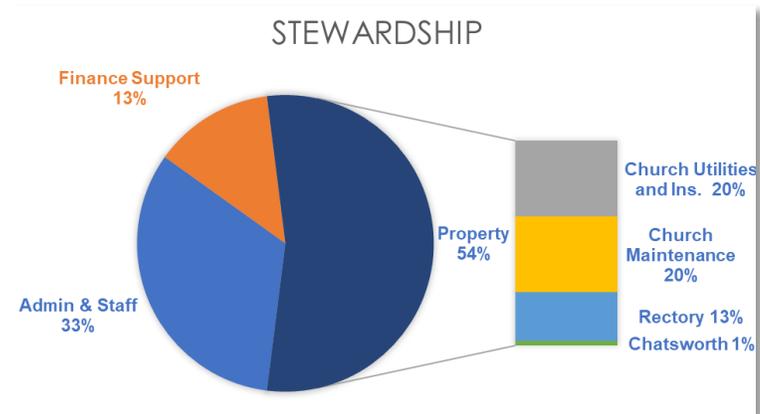
- ✓ Communications
- ✓ Community Events
- ✓ Advertisements, Banners, and Printed Material
- ✓ Web and Social Media Presence (NextDoor, Facebook, Instagram, Twitter)



STEWARDSHIP:

Stewardship includes taking care of our campus, managing our resources, proper use of the gifts we've been given, and raising pledge income

The biggest expense in our stewardship category is maintaining the various church properties. Property expense includes utilities, repair, maintenance, upkeep, cleaning, security, and beautification. We have a dedicated property committee responsible for identifying and overseeing the various property projects.

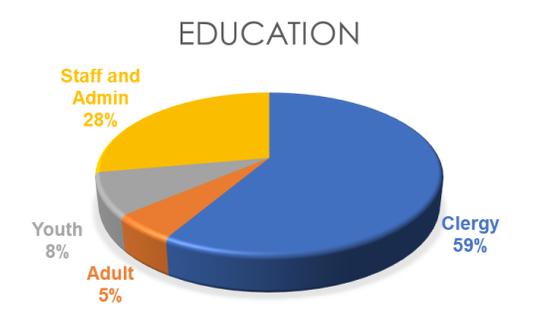


EDUCATION:

Education includes formation opportunities for adults, youth, and children in our congregation.

Youth formation includes support of our Journey2Adulthood pilgrims on their pilgrimage to Greece scheduled for summer 2020. It also includes the cost of Vacation Bible School and other costs associated with youth programming.

Adult formation includes stipends for invited speakers on specific topics, education resources, and opportunities for spiritual enrichment.





ALL SOULS'
EPISCOPAL CHURCH

The Reverend Joseph Dirbas, *Rector*

1475 Catalina Blvd, San Diego CA 92107 | (619) 223.6394 • www.allsoulspointloma.org