

ANNUAL PARISH REPORT

of

ALL SOULS' EPISCOPAL CHURCH SAN DIEGO, CALIFORNIA

January 22, 2017



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2017 HOLY DAYS, FEASTS, FASTS, SERVICES AND FELLOWSHIP

January 1, 2017	The Holy Name of Our Lord Jesus Christ
January 6, 2017	The Feast of the Epiphany
January 22, 2017	Annual Meeting
February 2, 2017	The Feast of the Presentation
February 28, 2017	Shrove Tuesday Pancake Supper
March 1, 2017	Ash Wednesday
March 25, 2017	The Feast of the Annunciation
Holy Week:	
April 9, 2017	The Sunday of the Passion: Palm Sunday
April 13, 2017	Maundy Thursday – Foot Washing, Vigil at the Altar of Repose
April 14, 2017	Good Friday
April 15, 2017	Holy Saturday
April 15, 2017	Easter Vigil
April 16, 2017	Easter Day – Sunday of the Resurrection
May 25, 2017	Ascension Day
June 4, 2017	Pentecost Sunday with BBQ in the courtyard
June 11, 2017	Trinity Sunday
August 6, 2017	The Transfiguration
August 15, 2017	The Feast of St. Mary the Virgin
September 29, 2017	The Feast of St. Michael and All Angels
November 2, 2017	All Souls' Day
November 5, 2017	All Saints' Day (observed)
November 23, 2017	Thanksgiving Day
December 3, 2017	First Sunday of Advent
December 24, 2017	Fourth Sunday of Advent
December 24, 2017	Christmas Eve
December 25, 2017	Christmas
January 1, 2018	Holy Name
January 6, 2018	The Epiphany of Our Lord Jesus Christ

SUNDAY SERVICES:

Holy Eucharist – 8:00 a.m. and 10:15 a.m.
Small Souls – 10:15 a.m. except 3rd Sunday of each month
Nursery Care from 8:30 a.m. – 12:30 p.m. (infants - 5 years old)
Sunday School & Godly Play – 11:30 a.m. – 12:15 p.m.
Family Eucharist – 3rd Sunday of each month: 10:15 a.m.
Choral Evensong – 3rd Sunday of each month: 5:00 p.m.

WEEKDAY SERVICES:

Wednesday Holy Eucharist – 8:00 a.m.
Thursday Holy Eucharist – 9:30 a.m.
Saturday Celtic Eucharist – 5:00 p.m.

MINUTES OF THE 2016 ANNUAL MEETING

ALL SOULS' EPISCOPAL CHURCH
San Diego, California
ANNUAL MEETING OF THE PARISH OF ALL SOULS' EPISCOPAL CHURCH
JANUARY 24, 2016

CALL TO ORDER, OPENING PRAYER: The meeting was called to order at 11:00 by Fr. Joseph Dirbas. Opening prayer was led by Fr. Joe.

APPOINTMENT OF PARLIAMENTARIAN, TELLERS, AND SECRETARY: Paul Kissel was nominated as Parliamentarian; Judy Thompson and Mike Conner were nominated as Tellers; and Krista Spore was nominated as Secretary.

REVIEW AND APPROVAL OF MINUTES OF JANUARY 25, 2015 ANNUAL MEETING: The minutes from the January 25, 2015 minutes were reviewed and approved.
MSP

NOMINATION AND PRESENTATION OF VESTRY CANDIDATES: Rosemary Barnes gave a short explanation of the Vestry term, and thanked outgoing Vestry, Donna McDonald, Raymond Lynch, and Neil Malmquist, and pointed out that she is also outgoing this year. She presented Molly Bodeen, Heather Catron, Scott Crispell, and Judy Kebler as nominees for Vestry candidacy. There were no nominations from the floor. Acclamation was moved and seconded for the inclusion of Molly Bodeen, Heather Catron, Scott Crispell, and Judy Kebler to the All Souls' Vestry. **MSP**

TREASURER'S REPORT FOR 2015:

Overview: Cynthia Fleri reported that 2015 was a great year financially, and thanked Selma Vassal, Nancy Changnon-Baron, Susan McColl, and Molly Bodeen for their service. She also extended her gratitude to Jayne Ricker for her role as Bookkeeper.

Review of the 2015 Financial Report: Cynthia reviewed the 2015 Financial Statement, and pointed out that parishioners are welcome to catch up their 2015 pledges in 2016, as some have not come in. Offering donations came in higher than budgeted, and the "Other Income" loss is due to recent stock market activity. Total receipts are almost \$29,000 higher than what was budgeted.

In disbursements, salaries were lower than budgeted because Ruben started later than January 1. Administrative costs were up primarily due to printing expenses. Under Ministries, Music costs are up, but were offset by the Music Fund Transfer. In order to get the campus ready for Diocesan Convention, several property projects were completed; using Property Projects fund. The Distribution to Plant Fund is used for rainy day items such as roof repair. Cynthia and Fr. Joe answered questions from the floor regarding plant expenses and cell tower income.

PRESENTATION OF THE 2016 OPERATING BUDGET: Cynthia Fleri presented the 2016 Operating Budget. She reviewed key points and answered questions from the floor. The 2016 Operating Budget was accepted with thanks. **MSP**

PRESENTATION OF THE 2016 NARRATIVE BUDGET: Fr. Joe referred all to the printed Narrative Budget in the meeting packet, to give a more visual view of the budget. He reviewed key points and explained how to look at the diagrams. He asked for questions from the floor and invited all to contact him at any time if any questions arise. Fr. Joe thanked Donna McDonald and Hilliard Harper for constructing the narrative budget.

COMMISSION HIGHLIGHTS:

- A. Properties Commission:** John Brown pointed out that the Properties Commission has been hard at work in 2015 to transform the campus. A detailed list of items needing attention, cost, and timeline was started and continues to be a valuable tool in assessing campus needs. Vestry and Finance were consulted and approval was granted for many projects that have made a huge difference and increased pride in the campus. It looks better, is safer, and is greener. He invited parishioners to join the Properties Commission.
- B. Youth:** Terry Dirbas thanked parishioners for their support, inclusion, and respect for our youth. She shared the Youth mission and highlights from the year, including Bible Study, Spiritual events, Community events, and fun events. She pointed out that the Tween ministry was started this year, which was very successful. She also noted that the youth group has postponed their Mission Trip to Belize to Summer 2017.
- C. Strategic Planning AKA Compass Committee:** Ward Fleri thanked all members of the Compass Committee. He reviewed why we are doing Strategic Planning; the Planning Process overview; our Values, Vision and Mission; Current State analysis and SWOT analysis. He pointed out that the committee is in the final stages of drafting the Strategic Plan for the Vestry to review and accept. Once the Strategic Plan is adopted, it will be implemented by the Vestry.
- D. Music Ministry:** Ruben Valenzuela reported that much has been accomplished in the time that he has been at All Souls', and there has been a great deal of work put into the Music program. The Choristers program has been quite successful and is giving the children an excellent musical education. We have a growing group of children that participate and they are still recruiting. Several of them are new to All Souls'. He also pointed out that the Choir has almost doubled in size. In addition, the choir room has been cleaned, rearranged, and the baby grand piano has been moved there. The choir library has been cleaned and is in the process of being organized and cataloged. He encouraged all to connect via social media, as the music schedule is included on the Facebook page. He is looking forward to further enhancement of the Music Program.

REPORTS: COMMISSIONS, COMMITTEES, AND GROUPS:

- A. Time for a few questions:** There were no questions from the floor.

WARDENS REPORTS:

- A. Junior Warden:** Neil Malmquist asked that all refer to his written report that is included in the meeting packet.
- B. Senior Warden:** Rosemary Barnes reviewed her 18-month "Journey with Joe", beginning when she was asked to take Peggy Strand's place on the Vestry as Senior

Warden. She pointed out that we have made great progress in parish growth and activity, and our finances are strong. She encouraged all parishioners to get involved in the many activities at All Souls'. She thanked the Vestry members, and offered special thanks to Neil Malmquist for his outstanding service.

RECTOR'S REMARKS: Fr. Joe pointed out that 2015 was a busy year, and thanked the parish for accepting and supporting him and his family. He invited all to review the Annual Parish Report, with reports highlighting many of the activities going on at All Souls'. He thanked the Vestry, especially Rosemary Barnes as Senior Warden and Neil Malmquist as Junior Warden, outgoing and incoming Vestry members. He thanked the staff, including Fr. Jim Carroll, Jayne Ricker, Ruben Valenzuela, and Miss Betty and Miss Vanessa the babysitters. He also offered thanks to Cynthia Fleri as Treasurer, Donna McDonald as the new Assistant Treasurer, and Krista Spore as Clerk. He also thanked Scott Crispell and Betsy Tecca for spearheading the diocesan convention committee and Hallie Reynolds for her years of work as the coordinator of the Chalice Bearers and Readers. He pointed out that all we've accomplished at All Souls' is possible due to the efforts of all parishioners with God's love and love for God. He spoke of our growth, and how it is reflected in our youth, music, and outreach programs.

Fr. Joe expanded on the work of the Compass Committee and our Strategic Plan, detailing our values vision and mission, revealing our vision: "to be a vibrant and joy-filled congregation that serves as the community hub for Christ's transformative love." The Strategic Plan will be released and implemented in 2016. He pointed out that the 2016 budget reflects our values and we have been able to expand our ministries and outreach due to parishioners' participation and generosity. We are building a reserve fund to maintain and care for our facilities. We are a place where people can experience Christ's love through many avenues.

Looking ahead, Fr. Joe announced that Bishop Mathes has assigned the Rev. Pam Rieger as Deacon at All Souls', and she has already been a great help. We will continue to expand our ministries to families and children, introduce "Community Hour" between services for socializing, we will host Pt. Loma Arts Academy again this summer, as well as an after school arts program, and Vacation Bible School. We will host the folks from St. Peter's by the Sea Lutheran Church for worship, and celebrate Major Feasts throughout the year. There is a lot going on at All Souls'!

CLOSING PRAYER AND ADJOURNMENT:

The closing prayer was led by Fr. Joe, and the meeting was adjourned at 12:39 pm.

Respectfully Submitted,

Krista Spore

Vestry Clerk / Secretary

AGENDA

ANNUAL PARISH MEETING
OF ALL SOULS' EPISCOPAL CHURCH
SAN DIEGO, CALIFORNIA
JANUARY 22, 2017
11:00 a.m.

The Annual Meeting is preceded by 9:00 a.m. church followed by breakfast in the Parish Hall

- I. Call to order / Opening Prayer
- II. Appointment of Parliamentarian, Tellers, Secretary
- III. Review of minutes from January 24, 2016
- IV. Nominations and Presentation of Vestry Candidates and Election of Vestry Members
- V. Treasurer's Report
- VI. Presentation of 2017 Operating Budget
- VII. Presentation of 2017 Narrative Budget
- VIII. Home Tour Report
- IX. Committee Highlights (5 to 10 minutes each)
 - a. Compass Plan / Facility Development / Capital Campaign
 - b. Evangelism
 - c. Music and concerts / Bach Collegium
 - d. Fellowship
- X. Reports and Time for Questions: Committees, Wardens
- XI. Rector's Report and remarks
- XII. Benediction and Closing Prayer

WHO MAY VOTE: Canon 5. Electors and Elections

The following shall be qualified electors: any person of 16 or more years of age who is an attendant at worship and regular contributor of record and who for the previous 60 days shall have been registered in the congregation as a baptized person or communicant member.

The Vestry will meet in the Rankin Room for a short organizational meeting immediately following adjournment of the Annual Meeting.

FROM THE RECTOR

To my sisters and brothers in Christ at All Souls' Episcopal Church, Point Loma:

I consider it one of the greatest blessings of my life to serve as your rector. We are nearing completion of our third year together and I am grateful to God that we have grown in trust and in service with one another. All Souls' is an active, joyful and vibrant parish engaging in our mission and call to share the Good News of Jesus Christ in our community and in the world.

Through our long-range planning process which was concluded in 2016 we have discerned God's call for us. All Souls' is called to be a parish in the community of Point Loma. We are called to be active in the community, to open our doors to all, to share the Gospel, and show God's love through our love for each other and our neighbors. In 2016 we've begun to live into this call. We are becoming more present, we are shining with the light of Christ (literally, even, as the cross on our roof is now illuminated at night, thanks to a generous donation), and we are not shying away from our call.

Our worship life is strong. We continue to offer robust, joyful worship on Sunday Mornings with beautiful choral offerings thanks to our choir and our music director, Ruben Valenzuela. We also continue to celebrate major feast days as a community and often times including fellowship activities to build our community and enjoy each other's company. Our Evensong services continue and are beginning to grow in attendance as we have started offering the Gouraud Concert Series following certain evensongs during the year. Our music life is further blessed by our All Souls' Chorister program, which continues to grow as it provides excellent musical, liturgical, and theological education to students in our congregation. Lay volunteers for our worship services have also expanded. We've added the ministry of verger to our 10:15 service. We've added chalice bearers, acolytes and lectors. In addition, we've been blessed to have Deacon Pam Rieger with us for 2016. She has demonstrated the role of deacon in our liturgy and has provided her leadership in both our Sunday School program and in our Tuesday Evening Bible studies. The efforts we put into our worship matter. Our first and foremost obligation to God is worship. Our worship provides a basis for all of our other ministries.

As a result, our ministries are strong and continue to grow. Your dedication to the gospel of Jesus Christ continues to manifest in ways we may never have imagined. Our ministry with the military at MCRD has deep roots now and continues to grow in new ways and I am excited to see where it will bloom next. We continue offering our time and talent in ministry at the ECC in feeding the homeless men, women, and children on Wednesday evenings (under the able leadership of Janet Sanford) and offering our support of the Ecclesia Ministry worship which occurs every Wednesday night. In 2017, the outreach committee of All Souls' will once again make the Showers of Blessings available to those living on the streets on Saturday mornings at the ECC. Our evangelism committee has been active this year in making All Souls' known in the community, sharing the love of Christ in our lives and through our activities, with the world around us. 2017 will see an ever expanded role of our evangelism committee as we offer two significant events to the community of Point Loma and the greater San Diego area: a Robert Moshier Photo Exhibit and the Icons In Transformation contemporary art exhibit. The latter will provide many opportunities for us to engage with the community in educational events, special worship offerings, and icon writing workshops. We continue to expand our formation offerings

as we now offer two regular Bible studies on Tuesday evening and Thursday morning. And our youth ministries are growing as our high school youth group prepares for a mission trip in the summer of 2017. Our parish is alive. The Spirit is active. We are engaging in God's call.

The finances of the parish are strong. Thanks to the hard work of our Stewardship Committee and the parishioners who shared their reflections on stewardship, our 2016 pledge drive was very successful in increasing the amount and number of pledges to our parish to support our current and developing ministries. Our endowment continues to grow and is supporting the activities of our parish in 2017. Our finance committee and our treasurer, Cynthia Fleri, have continued to provide transparent reporting of our finances and to ensure that we are operating under the best possible practices. We have been blessed by a devoted, loving treasurer who has offered her time and talent to the life of this parish for over 20 years. After all these years, the time has come for Cynthia to step back as treasurer and spend more time with her family. As finding a volunteer to fill her shoes has proven to be impossible, our 2017 budget reflects hiring a contract accountant to maintain our finances. Ms. Sharon Simmonds (who comes highly recommended by our diocesan treasurer) has been working with Cynthia and will continue excellent management of our finances. Ms. Donna McDonald will step in and serve as Treasurer of All Souls.

2017 will bring many changes and many exciting possibilities. We are currently in a state of transition as Ms. Jayne Ricker resigned as our Parish Administrator and Facility Manager. We will soon replace Jayne's position with two part-time new hires: a Parish Administrative Assistant and a Facilities Technician, the latter will serve somewhat like a sexton to the parish. Both of these positions are reflected in the 2017 budget approved by the vestry. In addition, 2017 will likely include a capital campaign to make significant upgrades to our campus and develop a parish "master plan." The Facility Development Committee has selected Architects Mosher Drew to be our partner in this process. We are excited by the possibilities and are encouraged to continue walking the path that God has set us on.

I love this parish. I love our church family. I love this community and I feel that God has set me in exactly the place I was meant to be at this time in my life. Terry, my children, and I are so very blessed to be in ministry with you. God will continue to lead us forward as we add new staff and continue to encourage more lay involvement in our mission and ministries. It is an honor to be in ministry with Very Rev. James E. Carroll and The Rev. Pam Rieger. Our 2017 budget also allocates funds necessary to hire a part-time assistant priest to our parish. I invite you to be in prayer with me that we may call the person that God has prepared to be on this journey with us.

I want to offer my thanks to the Vestry of All Souls' and especially to Mr. John Brown who served as an able and dedicated senior warden and Mr. Scott Crispell who served as Junior Warden in 2016 and has agreed to serve as my Senior Warden in 2017. I am also so grateful for all members of this parish family. You have received the gospel, you have come to know our Lord, and you have a passion to share God's love with others. You have demonstrated, time and time again, your willingness to engage in ministry. You are incredibly generous, supportive, and open to the possibilities that God has in store for us. I am excited to be in ministry with you. I am eager to see how we will grow together. I continue to feel that we are well poised to live into our vision statement "to be a vibrant and joy-filled congregation that serves as the community hub for Christ's transformative love."

You all remain in my prayers and I invite you to pray for our parish, pray for each other, and pray for me, as your rector, and the leaders of this parish. May God bless us as we live into our

call. May our lives be full and may love abound. May we go into the world in peace sharing the love of Christ with all we meet.

Yours, in Christ, **The Rev. Joseph J. Dirbas, Rector**

FROM THE PASTORAL ASSOCIATE



When filling out a form for “non-parochial clergy” to be sent to the Office of the Bishop, I reported 88 Celebrations of Holy Communion; 12 private communions in homes or hospitals; 5 burials; and no baptisms. In addition I officiated at 8 Evensongs both at the Cathedral and at our parish.

Then I realized. “Non-parochial clergy?” There are many such in our Diocese but I’m not one of them. Though retired, I’m on the staff of All Souls’ Church. So I sent the report in, and reminded the registrar not to send me another until I am no longer on the Rector’s staff here!

My report here consists of performing various pastoral and sacramental duties assigned by the Rector to me. I’m privileged to assist Father Joe in his multitude of duties and thereby reduce the work loads on him. I’ve been blessed to promote the Centering Prayer movement, implementing sessions on Wednesday and Saturday evenings. I count it a blessing to minister in a fine congregation, as our parish becomes a “training ground” for mission to the world.

Respectfully submitted, **The Very Rev. James E. Carroll, Pastoral Associate**

FROM THE DEACON



I’ve had the honor and privilege of serving my first parochial assignment in the parish that “raised me up” for ordination- All Souls’! In January 2016, the Bishop appointed me for one year to be the deacon at All Souls’ Episcopal Church.

Not wasting any time, Fr. Joe involved me in the re-organization of the Sunday School; We chose the *Spark Curriculum* published by Augsburg Press that provides the main theme, for each Sunday and Bibles specifically for children – with incentives in the class for getting comfortable with the Bible, learning to read to and with the class, with games, crafts and skits to reinforce the message and comprehension for that week. We chose the Bible story-based theme for the curriculum the first half of the year, then in the last half of the year, we’ve gone to the Lectionary-based curriculum that mirrors what we are reading in Church

each Sunday, following the Liturgical Calendar. David McColl and I, along with volunteer teachers alternate Sundays to be with kids from grades 1-4. From 11:30-12:15. Once a month I also lead the Small Souls’ lessons in the Chapel during the Service.

I’ve been blessed to preach at All Souls’ about every 4-6 weeks, and contribute to a few Adult Forums as well.

One of the “unintended consequences” that grew out of one of the forums I presented was the beginning of the Popcorn Ministry. Every 2 weeks, we see a film on Sunday at 6 p.m. - some are not “overtly religious” in nature...we’ve viewed *A Beautiful Mind*, *The Devil’s Advocate*, *Shadowlands*, *The Matrix*, *The Rite*, *Grand Torino*, *Invictus*, along with *The Nativity Story*, *The Encounter*, *Luther*, *Amazing Grace* and others. We discuss where God is in these stories of human tragedy, grief, redemption and victory.

A Bible Study on Tuesday evenings started in the Fall of 2015 on the Prophets and rolled over into 2016, with more prophets studied and a 12-week course on the Acts of the Apostles in the summer. We then studied the Prophet Daniel, and Kathleen Hare joined me in leading the study...we are now studying the prophet Ezekiel, and plan on following up with Revelation in a few weeks, with others coming forth to lead with Kathleen.

I participated in a revival of the Cursillo Community at All Souls’ in 2016. Through the efforts of past Cursillistas, we sent candidates to the Cursillo weekends in April and again in October. In August, we hosted the first Ultreya held here in several years- having about 50 people attend. Cursillo Sunday brought more awareness about Cursillo, and we now have an active group who attend “Groupings”, Ultreyas and sponsor others for the weekends. We are on track to send 4-6 candidates to the April 2017 Cursillo weekend at Camp Steven’s. I’ve also served on the Clergy Team at both weekends in 2016.

One of the joys I’ve had this year is to provide pastoral care to All Souls’ Parishioners in rehab facilities and home visits with communion. On occasion, I’ve had the honor of providing healing prayer on the first Sundays of the month.

Through the Outreach Committee we are able to bring the Showers of Blessings back to the ECC on a monthly basis starting in 2017. We now have a budget for this much-needed ministry and will be bringing the showers back on one Saturday a month to start- We are busy now collecting items for this ministry and lining up volunteers to participate. We will be at the ECC in January, March and April.

In March, with the help of Fr. Joe and the Diocese, we began a street ministry – A Communion Service for people found at the ECC on Wednesday night who are there for the “Wednesday night supper”. Fr. Joe was instrumental in pointing me in the direction of the Ecclesia Ministries- a worldwide organization of street church ministry- for the homeless. We started small, with Fr. Joe presiding, and on that day in March we could only convince 6 people to come to our first service. Now, 9 months later we average 20-25 people attending and we have 7 priests (and more on the waiting list) on the ROTA to preside (including the Bishop!)

I am truly blessed to be serving at the Altar each week. *Each service*; the Celtic Service on Saturdays, the 8:00 and the 10:15 Sunday services, the Solemn Mass, the Evensong services- all the special and beautiful services All Souls’ provides...lift me up and bring me into God’s presence and I thank you and bless you for allowing me to serve as your Deacon.

Respectfully submitted, **The Rev. Pamela Rieger**, Deacon

FROM THE MUSIC DIRECTOR

Psallam Spiritu et Mente

I will sing with the spirit and with the understanding also



PARISH CHOIR

The Parish Choir's 16-20 members maintained stability and recruited new members beginning in September 2016. As is typical, the attendance of the Parish Choir ebbed and flowed according to the availability of its volunteer members. In addition to the volunteer members, the Parish Choir began September 2016 with the assistance of 5 section leaders and 2 choral scholars.

The Parish Choir rehearsed weekly on Thursday evenings (7-9 p.m.), and provided musical leadership at the weekly Choral Eucharist, Evensong once a month, Holy Days, including Holy Week (Palm Sunday, Maundy Thursday, Easter Vigil, and Easter Day). The choir's repertoire, mostly new, ranged

from plainsong through 21st-century anthems emphasizing the English choral tradition.

STAFF SINGERS 2016

Anne-Marie Dicce (*Soprano*)

Sarah-Nicole Carter (*Alto/Soprano*)

Evangelina Woo (*Alto*)

Brad Fox (*Tenor*)

Michael Sokol (*Bass*)

ASSISTING AT THE ORGAN Justin Murpy-Mancini served as Assistant Organist for the monthly Evensongs, in addition to occasional Holy Days.

• EDUCATION •

CHORAL SCHOLARS:

The All Souls' Choral Scholar program allows for young singers to work intensely within the context of a highly active church music program. The weekly musical experiences reinforce musicianship, professionalism, and leadership skills. The Choral Scholars were integral to Thursday rehearsals, the Sunday Choral Eucharist, Evensongs, and Holy Days. In 2016, the Choral Scholars were as follows:

Clara Valenzuela (*Soprano Choral Scholar*) January-June 2016

Danielle Post (*Soprano Choral Scholar*) September-present

Kenji Miura (*Tenor Choral Scholar*) September-present

ORGAN SCHOLAR:

Music at All Souls' began its Organ Scholar program in September 2016. This program allows for a young organist with an interest in church music to work alongside the Director of Music, and to experience working with a choir in an accompanist role. The ongoing musical experiences reinforce musicianship, professionalism, and leadership skills. The Organ Scholar was an integral part of rehearsals with the All Souls' Choristers, as well as assisting at the organ on Sunday morning twice a month.

In 2016, the Organ Scholar was Michele Eggleston. She continues in this role until the completion of the current music season.

ALL SOULS' CHORISTERS:

The All Souls' Choristers continued in 2016 with 8-10 choristers, meeting weekly on Thursday afternoons (3:30-5:30 p.m.). Additionally, the choristers sang once a month at the Family Eucharist and were part of the season ending Evensong in June 2016. Near the conclusion of the choral season (April), several choristers were appointed as full choristers after completing the White Level Exam of the RSCM White Workbook.

The new chorister season began in September 2016 with 15 choristers, including a handful of boys! After some ebb and flow with attendance, the roster settled into 12 choristers who regularly attend rehearsals. Rehearsals consisted of teaching basic musicianship, building teamwork, and fostering professionalism. The choristers sang monthly on Family Eucharist Sundays (3rd Sundays), and led the November Evensong. The chorister's repertoire ranged from plainsong Psalms through accessible anthems and carols taken from the English choral tradition.

The program continues to be funded through the generosity of the parish, and in particular through the significant proceeds raised at the May Chorister Gala led by Lanita Carroll and her committee.

Notable 2016 appearances:

Evensong (Nov. 2016)
Home Tour Caroling (Dec. 2016)
Caroling at Bristol Farms (Dec. 2016)
Christmas Eve Family Eucharist & Pageant (Dec. 2016)

Notable upcoming 2017 appearances:

Three Choirs Festival: Evensong (Feb. 2017)
Singing at Gull's Game (Feb. 2017)

CHOIR LIBRARY:

In 2016 the reorganization of the choral library was completed under the supervision of Holly Teetzel. The 300 plus titles in the choir library are now organized numerically and accessible via database.

CHOIR LIBRARIAN:

In 2016 Liz Waddell served as the choir librarian. Her weekly activities included regularly purging folders of old material, and supplying new materials according to the weekly music list. Ms. Waddell continues to fulfill this role for all choirs, in addition to her ongoing updates to the library database.

ORGAN RECITALS: FRITTS & RICHARDS (30TH ANNIVERSARY)

A series of special organ recitals were given to mark the 30th anniversary of the Fritts & Richards Op. 5 organ. The recitals were planned and sponsored by the Gouraud Fund. The recitals were scheduled as follows:

Simon Thomas Jacobs (April 2016)
Ruben Valenzuela (October 2016)
Robert Thompson (November 2016)

Both the first and last recital included a special reception where historical archives relating to the organ's history were displayed.

Gouraud Fund Trustees (2016)

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

ENSEMBLE-IN-RESIDENCE: BACH COLLEGIUM SAN DIEGO

All Souls' Ensemble-in-Residence, Bach Collegium San Diego, continued its partnership with Music at All Souls'. In 2016 the ensemble held open rehearsals on campus, in addition to presenting the following main season projects:

Trumpets and Tassels (April 2016)

J.S. Bach: *Easter Oratorio* BWV 249

Jean-Baptiste Lully: *Te Deum*

Welcome to Leipzig (October 2016)

J.S. Bach Cantatas

Siehe zu, daß deine Gottesfurcht nicht Heuchelei sei BWV 179

Wachet! betet! betet! wachet! BWV 70

Sinfonia from Am Abend aber desselbigen Sabbats BWV 42

Beginning in October 2016 the Bach Collegium San Diego held its ongoing BACH AT NOON concert series at All Souls'. These noontime concerts are free and open to the public. The ensemble presented two noon concerts in 2016:

Orpheus Britannicus & The Saxon (September 2016)

The music of Purcell, Handel, and Britten

Lübeck Connections: The Dance of Death (November 2016)

The music of Hugo Distler and Dietrich Buxtehude

Additionally, beginning in September 2016 the BCSD has set up an office in the second floor of the All Souls' administration building.

SOCIAL MEDIA: MUSIC AT ALL SOULS' (Facebook)

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 today there are 273 'likes' for Music at All Souls' Church.

†

I would like to thank The Reverend Joseph Dirbas, The Very Reverend James E. Carroll, Jayne Ricker, Cynthia Fieri, Dean Kallsen, Lanita Carroll and her Gala Committee, Liz Waddell and the Wardens and Vestry, 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 2017

FROM THE SENIOR WARDEN

As the outgoing Senior Warden and an outgoing member of The Vestry, I am proud to have been a part of the leadership for All Souls.

This last year we really focused on our facility. Improvements in parking, lighting, and the general condition of our facilities are clear for everyone to see. In addition we have started the exciting process of developing a long term plan for Capital improvements that truly create a campus that is the hub of our community.

We have worked hard to develop a committee structure that moves our progress forward on our Compass Strategic Plan. This has added a new level of meaning and focus to all the various committee and ministries.

Following Father Joe's lead we have restructured the staffing for our church to better respond to day to day needs while staying within our budget.

I want to take this opportunity to thank everyone on the Vestry for your support during this last year. It has been an honor and privilege to serve as Senior Warden in this my last year on the Vestry.

It has been a pleasure to work with Father Joe and Scott for the good of our church. There have been many challenges this year but there have also been great accomplishments. I look forward to working on the upcoming planning process for the future development of our facility.

Respectfully submitted, **John Brown**

FROM THE JUNIOR WARDEN

As most of you already know the Junior Warden is also referred to as the People's Warden...and in this vein, I must say that I am most grateful for the PEOPLE of All Souls'.

This has been a busy year...so much going on...all of which is detailed in the various committee reports in this packet. But what really jumped out at me was the willingness of so many people to be involved in the life of the parish. That is the sign of a healthy family.

Earlier in the year, much to the annoyance of some, I know!, parish members took the CAT Survey. This diocesan-wide "thermometer" is a tool that informs the clergy and vestry of the health of its parish. As reported with the results, the clergy and vestry were most gratified with how you, the PEOPLE, feel about the present day and future of All Souls'. Your willingness to be involved and to support plans for the future is thrilling.

The work of PEOPLE has included our worship, music, pastoral care, evangelism, newcomers, youth and families, outreach, properties, fellowship, spiritual formation, fiance, and stewardship. Being the People's Warden has provided me with the joy of seeing what a wonderfully committed parish family we are.

It has been a joy and honor to work with Fr. Joe and John Brown, Senior Warden, during the past year. Their love for and commitment to All Souls' is unbridled.

Respectfully submitted, **Scott Crispell**, Junior (People's) Warden

FROM THE SPIRITUAL FORMATION COMMITTEE

Committee Members: The Very Rev. James E. Carroll, Scott Crispell, The Rev. Joseph Dirbas, Kirsten Hanson-Garcia, Nan Hardison, Marlene Herndon, Mark Mann, The Rev. Pam Rieger, The Rev. Charles Rines

The Spiritual Formation Committee of All Souls' meets regularly throughout the year to plan forums and educational opportunities for our Sunday morning forums, season offerings of Lent and Advent, and other programs throughout the year. In addition, the formation committee also oversees our Sunday School offering and Small Souls children's worship.

Our Sunday School offering continues to be in development. Early in 2016 we began what we called "community hour." This was an hour of formation opportunities for all ages between the 8:00 and 10:15 services. Our hope was to create an atmosphere of fellowship and conversation. Unfortunately, this did not develop into the program we had hoped. So, in the fall of 2016, after several conversations with parents, we moved our Sunday School offering to after the 10:15 service. We are also focusing more on our Godly Play program as there seems to be energy and commitment there. In 2017, we expect to continue this path forward.

Our Small Souls children's worship has been serving the younger people in our community well. We will continue offering Small Souls in 2017. Small Souls provides our children with age appropriate worship – Sermon, Creed, Prayers – concurrently with the rest of the parish.

Our adult formation opportunities continue to bring in experts from around the county. Just to share a few highlights, we invited Dr. Elisabeth Koenig to speak on the Spiritual Senses. We welcomed professors from USD and PLNU in our Poetry and Theology forum series. We hosted local artists including James Hubbell, Ric Todd, and David Adey for our Art and Theology forum series. We spent time discussing social justice and our gospel imperative. We delved into theology including forums on the resurrection in Easter season and on the incarnation during Advent. We are blessed with a wide array of talent and knowledge in our local area and our formation committee has been offering some spectacular offerings.

We're already hard at work planning our offerings for 2017. All are welcome to join this committee as we continue to plan and offer programs for the spiritual growth and development of all ages.

Respectfully submitted on behalf of the spiritual formation committee, **Kirsten Hanson-Garcia**

UPDATES FROM SUNDAY SCHOOL



Early in 2016, we decided to revamp spiritual formation offerings on Sunday for children. Up to that time, we had Children's Chapel in the Rankin Room for all ages 3-5th grade. David McColl for several years had planned and creatively led the children on Sunday mornings at 9:10 to 10:10 with Bible stories, lessons from the lectionary, songs, crafts, videos and parts of adult worship in song and signing for children; the Apostle's Creed, confession and prayers of the people.

We chose to bring back Godly Play for younger children Pre-K through 2nd grade and to purchase age-appropriate curriculum for 3-4th grade 5th-6th grade. The curriculum we chose was through *Spark House Ministries*, a division of 1517 Media, the ministry of publishing within the Evangelical Lutheran Church in America. For the first part of the year we chose Bible story-based curriculum, and we decided to re-name it "Kids' Club" using incentives for participating, bringing friends to class, learning the weekly Bible verse, *etc.* Each child had their own Bible, and part of the program was about learning how to use the Bible, find verses, apply the stories we read to their lives today. Crafts, skits and puzzles were part of the lessons-all designed to reinforce the learning points each week. There were take-home sheets for the families to share and participate in the lesson with their children during the week. David and I alternated weeks in leading the Kids' Club, and began to recruit volunteers to assist each week. We found that the 1st & 2nd Graders in Godly Play asked their parents to bring them to Kids' Club, and we started incorporating them into the classroom, as well.

During the Summer break, after several conversations with parents to determine the best time for young families to attend Sunday School, we moved Kids' Club, re-named "Sunday School" to after the 10:15 service instead of between services, freeing up the children to attend services with their parents. We also switched to Lectionary-based curriculum, combined classes with 1st-4th graders attending and eliminated the incentives.

Throughout these efforts, attendance has been spotty. Some Sundays, we may have 4-5 children in class- others, 1 or none. We continue to prepare lessons and offer Sunday School each Sunday, regardless of how many may attend because we believe that the spiritual formation of our children is important and trust this program will continue to develop.

Respectively submitted, **The Reverend Pam Rieger**, Deacon

FROM THE PASTORAL CARE COMMITTEE



The Pastoral Care Committee seeks to be of help and comfort to fellow parishioners under the leadership of our clergy, and this has been a busy year for us. At our monthly meetings, we review the prayer list and make any necessary changes to keep it up to date. We conclude our meetings with prayers for all those on the list. One of our major duties is to help co-ordinate and carry out funeral and memorial receptions at All Souls'. If families choose to hold receptions at the church, commission members work to provide coffee, tea, and cookies and/or assist caterers with large scale receptions. It has been our custom for many years, through the generosity of Grace Hurst, to deliver lilies and poinsettias to parish sick and shut-ins at Easter and Christmas time. We have established a casserole ministry, "Tasty Blessings", with volunteers signed up to provide short-term meal delivery for sick and disabled parishioners. We have been putting on the occasional "Tea with the Rector", an informal opportunity for Father Joe to meet with small groups of parishioners in order to get to know them better than he can with a Sunday morning handshake. We have created materials regarding preparation for death and information helpful to survivors, which are available on request. We encourage parishioners to take part in the Shepherd Center's Care-giver and Grief support groups. Recently we began helping out with a disaster preparedness plan for All Souls', and in November we hosted the Feast of All Souls' pot luck celebration following our name day service.

Many thanks to our Pastoral Care group, which includes Drusilla Grubb, Marlene Herndon, Grace Hurst, Eric and Myrtle Livingstone, and Susan Straub with help from Todd McCracken, Nicki Sharp and Tracy Woodside.

We would love to have you join us in 2017! Meetings are in the Sherman Room beginning at 5:00 p.m. on the third Tuesday of each month.

Respectfully submitted, **Carol Sands**

FROM THE FELLOWSHIP COMMITTEE

For where two or three are gathered together in my name, there am I in the midst of them.

Matthew 18:20

Members: Leslie Hudak, Judy Kebler, Patricia Lynch, Liz Waddell, Kathleen O'Hara



The goal of the Fellowship Committee is 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 our famously bountiful Coffee Hours and lovely receptions which enhance the many traditional celebrations of Feast Days and Evensongs.

Coffee Hour-A big "THANK YOU" to Leslie Hudak and Patricia Lynch who coordinate both the 8:00 and 10:15 coffee hour schedules and to all of 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 a friendly way to greet newcomers.

Events-As our parish grows, so do the opportunities for celebrations! This year we broadened the involvement in the preparation and serving of receptions. All vestry commissions and other small groups were invited to join in the fun and adopt their favorite event to support with the help of the Fellowship committee. This has helped to create a greater awareness for the many vibrant ministries our parish has to offer.

This year's events included:

Annual Meeting Brunch	Annunciation Reception	Easter Vigil Pot Luck
Easter Day Brunch	Ascension-Reception	Pentecost Picnic
Transfiguration-Reception	Feast of St. Mary-Reception	Feast of All Souls'- Pot Luck
Lessons and Carols-Reception	Epiphany-Reception	Monthly Evensong Receptions

When not preparing for a celebration, our committee was busy organizing the supply room, washing tablecloths, developing expectations for kitchen use, and providing kitchen and coffee hour supplies as needed.

Many thanks to all the members of our Fellowship committee who have graciously donated time and energy which enables us to continue to be a vibrant and joy filled congregation!

Respectfully Submitted, **Judy Kebler and Leslie Hudak**

FROM THE NEWCOMERS COMMITTEE



This was the second year of our committee devoted to newcomers. We set up four brunches, two at the Rectory following church, and two at the co-chairs' homes. It became evident people were more apt to choose the Rectory over the home of someone they didn't know. So, lesson learned. We did have two very successful brunches that offered an unstructured, relaxed setting where new members could get to know some long-time parishioners and Father Joe and his family.

We welcomed many new members this year, several of whom jumped right in and volunteered in a variety of settings eagerly making themselves useful and further enriching our parish life with great new ideas. In 2017 our goal is to host four brunches at three-month intervals at the Rectory. Anyone who shares an interest in meeting new members and welcoming them into our spiritual community as well as helping with the brunch setup, please let us know. It is a blessed gift to be able to share our love of All Souls' with others and make new friends along the way. Your interest and input would be greatly appreciated and morning greeters are always needed! Respectfully submitted, **Darla Mercer, Diane Holnback Sooy**, Co-Chairs

FROM THE FINANCE COMMITTEE

The Finance Committee met monthly to review the financial statements and bring to the attention of the Vestry any items that were outside of the budget limits.

The committee also addressed a compensation question from the Wardens concerning the Rector's FICA reimbursement. After a special meeting, and with concurrence from our Chancellor, no changes to the current plan were recommended. As a result of these deliberations, a method of determining the "fair rental value" of the rectory was decided upon and action taken in November to set a value for 2017.

The major action taken by the committee was to send to the Vestry for approval the acceptance of an offer to buy the next fifteen years of Sprint cell tower revenue at a discounted amount. From the proceeds an amount was set aside to cover any budget shortfalls for 2016 and 2017 as a result of this decision, the sum of \$100,000 was added to the Endowment Fund, and \$139,000+ has been set aside as "seed money" for the upcoming Capital Campaign. This is the first in a series to moves to cease dependence on the cell tower income for operating expenses.

After much hard work (mostly by Cynthia Fleri) the budget for 2017 was finalized and sent to the Vestry.

The financial statements for the year ended December 31, 2015, were reviewed by our auditor, James Colville, with no changes recommended.

The chair would like to thank Rosemary Barnes, Russell Chan, Daryl Ferguson, Cynthia Fleri, Donna McDonald, and Lisa Nokes for their participation and hard work this year. Also Fr. Joe and Paul Kissel for being available as needed.

Respectfully submitted, **Molly Bodeen**, Finance Committee Chair

FROM THE PROPERTIES COMMITTEE



2016 was an exciting time for the Properties Committee. Looking back over all that we accomplished in just twelve months was overwhelming. We started off the year by replacing the broken wooden door on the furnace room with a new secured metal door. We had two work days with a lot of participation by the church community. We cleaned up the area at the top of the driveway and created raised gardens. We have created an egress for our neighbors and are developing a garden area there. Six apple trees have been added along the fence line.

The Sanctuary cross has been repaired and is now lighted at night. After years of not being able to easily lock the Sanctuary doors, we have found a source for the parts and the doors have been repaired. Like any home, we continue to repair and do small upgrades to the property. Both Ruben's office and the choir room have been painted, the carpeting removed and new furniture installed. Jack Northam has done repairs to the office building gutters and replaced the roof overhangs on the West Wing building. Not wanting to redo the signage on the point at this time, we had a banner made that now gives a good first impression without interfering with what the plans are for the future campus signage. In 2017 we expect to work closely with the Facilities Committee in developing additional upgrades and changes.

Respectfully Submitted, Neil Malmquist

FROM THE YOUTH AND FAMILIES COMMITTEE

The brand new Youth and Families Committee, led by Committee Chair The Rev. Terry Dirbas, kicked off its year in summer 2016. One of the primary goals of the committee is to increase offerings and participation in fellowship and formation activities for the youth and families of All Souls.

Organizationally, the Committee kicked off its year by providing All Souls' families with a calendar of youth events covering the remainder of the 2016 year. The aim was to provide advance notice of youth activities so that families could work the events into their children's busy schedules, thereby serving to advance the Committee's goal of increasing youth participation.



Further, the previously successful Tweens youth group of 4th to 6th graders was rebranded this year as the "Explorers" group. This group was blessed with steady attendance, averaging around 7 participants at each activity. The group took part in large array of fun fellowship, formation, and volunteer activities. A summary of those activities follows:

- A roller skating field trip.
- Making dog treats and bird houses to remind them of St. Francis' lessons on the love of animals.
- Baking over 400 cookies to send to Kairos Prison Ministries.
- Conducting a neighborhood food drive.
- Participating in a float in the OB Christmas Parade
- Presenting a Christmas pageant at the church.

A very successful formation series was also created for the Explorer aged children. This group, FAQ – Faithfully Asking Question, meets every other week and is presented as a starting point for younger youth to learn what Christians, and more specifically Episcopalians, believe. It also offers a safe space for youth to ask any questions they may have. The sessions are led by alternating adult leaders, Father Joe, Shauna Hodges, Jack Northam, and Terry Dirbas. The meetings average about 5 youth per meeting.

Another significant achievement of the Committee this year was the creation of a team for a youth mission trip to Holy Cross Anglican School in Belize. The Holy Cross Anglican School is a primary school educating 440 students from preschool to the 8th grade, the majority of its students coming from an impoverished neighborhood in San Mateo, Belize. The trip will occur June 30, 2017 to July 10, 2017. The team is currently comprised of 12 high school aged youth. The mission team, led by adult team leaders Terry Dirbas and Shauna Hodges, will provide five days of service at Holy Cross School followed by a few days of cultural site seeing in the largest city in Belize, Belize City.

In preparation for this mission trip, the mission team has successfully participated in several fundraisers. Those efforts include car washes, baby sitting, and selling Christmas wreaths. The mission team also hosted the Spaghetti and Bingo Bash for Belize which featured a silent auction. The night started with the silent auction of many items generously donated by members of our community and continued with a delicious spaghetti dinner and several rounds of bingo. The night was much enjoyed by all and, thanks to the hard work of the youth and adult volunteers, the mission team raised over \$6,000 during this event.

Additionally, the INTERMission program was provided as a formation offering for 7th to 12th grade aged youth. This program is also a requirement for the youth attending the mission trip. The program emphasizes the role that faith plays in bringing about a better world. The curriculum was developed by the Chalmers Center which focuses on poverty and wealth in terms of our relationship with God, each other, and all of creation.

Lastly, the Committee provided several “entire family” events. Those events included the August family beach day and the September kick-off Barbeque and Pool Party.

Volunteers: Terry Dirbas (Committee Chair), Heather Catron (Vestry Liaison), Shauna Hodges, Melinda Steers, Sheri McClellan, Daniel Oakley, Teresa Espinoza, Darla Mercer, and Christine Carta

FROM THE EVANGELISM COMMITTEE

In order to continue living into our parish vision as the community hub, the Evangelism Committee continues to identify ways in which we invite all to grow in faith with us. There have been multiple opportunities to share our campus with others in the community including the numerous concerts offered by the Bach Collegium San Diego, Peninsula Shepherd Center senior lounge and lunches, and our regular worship on Sunday and major feast days.

We reach out through our updated website which connects to recorded forums and sermons, as well as providing upcoming events. Fr. Joe posts regularly on Facebook and Nextdoor. Ruben posts about our music on Facebook. Our campus banners and “moo cards” are part of our parish’s advertising to the larger community.



This past year we gathered at the Concerts in the Park, providing All Souls’ balloons to the children, shared empty bags with neighbors to be filled for those in need, which serves as both evangelism and outreach. Our youth in the parish (and their dedicated parents) created a crèche scene for a float in the Ocean Beach Christmas Parade. Our community went Christmas caroling for our third year in a row. We have some very exciting opportunities coming up soon, and we hope many of you will be able to participate as we continue to invite all to experience God’s love in this place.

The Evangelism Committee hopes to grow in participation and invites all to attend our meetings at 5:30 p.m. on the fourth Thursday of the month.

Respectfully submitted, **Marlene Herndon**

UPDATES FROM THE WORSHIP COMMITTEE

ACOLYTES

All Souls’ acolyte ministry provides an opportunity for our youth and adults to reverently 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). In the latter part of 2016 we added a verger to the 10:15am 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. The verger role is to be an inconspicuous part of the service. The ceremonial rod that is held is called a verge. In earlier times, the verger would use this “rod” to keep back animals or an unruly crowd from the procession he was escorting.

To date All Souls’ has 13 dedicated acolytes - 5 youth acolytes, and 8 adult acolytes. This year four youth acolytes were no longer available to acolyte and one of our adult acolytes relocated

out of state. We are fortunate to have welcomed two new youth acolytes and three new adult acolytes.

We look forward to adding several fun social events to our roster this year to get to know each other better.

We welcome new additions to our group of dedicated acolytes. If you have a desire to participate in this ministry please contact Father Joe to begin the conversation. 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. We look forward to welcoming additional church members to serve.

Respectfully submitted, **Darla Mercer**, Acolyte Coordinator

CHALICE BEARERS AND LECTORS

It has been over a year since Hallie Reynolds retired from doing the scheduling. Not only do we schedule chalice bearers, lectors for two lessons and a reader for the Intercessory prayers at 8:00 a.m. and 10:15 a.m. Sunday services, but once a month there is a 5:00 p.m. Sunday even- song service with two lessons. We routinely schedule Feast Day services thought-out the year, some with more than two lessons. Hopefully everyone that wants to serve gets to, and it works into their availability.

Early in the year John Carroll held a couple of work shops for lectors to practice reading from the Pulpit. John also created a one page guide for Lectors. Fr. Joe Dirbas has trained and furnished a "Chalice Bearer's Guide" from the book of Common Prayer including additional resources to follow up with for chalice bearers.

Early in the year we had four 8:00 o'clock chalice bearers/lectors resign and one from the 10:15 list move away. We continue to recruit and train new people who either want to be a reader or a chalice bearer and reader. If you are interested in serving in this way please let Fr. Joe or me know.

Respectfully submitted, **Neil Malmquist**, Chalice Bearer/Lector scheduler

ALTAR GUILD

In 2016, Altar Guild members have prepared and served at 108 scheduled services, plus assisting at multiple funerals and weddings. Thanks to their hard work and care services have been beautiful and offered with grace. During that same time the Flower Guild has prepared flower arrangements that have decorated services adding to the beauty of the services. I personally want to thank all the members of the Altar and Flower Guild for the support, hard work, and care they have provided throughout the year. Respectfully submitted, **Sally Parker**, Director of the Altar Guild

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 so the priest can enter the number in 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.

FROM THE STEWARDSHIP COMMITTEE

The Stewardship Committee at All Souls’ has had a busy and productive year. Those serving on the committee are: Daryl Ferguson, Kathleen Hare, Diane Holnback-Sooy, Cynthia Fleri, Hilliard Harper, and Scott Crispell. Following are a couple of the highlights of this past year.

Early in 2016 we established the Legacy Circle which consists of parishioners who have mentioned All Souls’ in their estate planning. This is a wonderful way for people to continue their love and support for All Souls’ after their death. We have close to a dozen members at this point and will always welcome others who feel so called establish a bequest to our parish. It is our plan to sponsor an event at church when a lawyer or two will be present, pro bono, to discuss this process with those who need advice.

Our 2017 Stewardship drive was kicked-off with a sock-hop. Who knew we had such great dancers at All Souls’? It was a delightful evening, with entertainment provided by The Cliffs--a local band featuring our own Diane Holnback-Sooy as a vocalist. This purely social event brought together our parish family to eat, drink, and have fun---how typical of All Souls’!

The Stewardship drive itself was very successful thanks to the great generosity of so many parishioners. We are grateful for your commitment to our parish.

And please thank those named above for their tireless efforts in the work of this committee.

Respectfully submitted, **Scott Crispell**

FROM THE 65th HOME TOUR



On Saturday, December 3, 2016, All Souls’ 65th Christmas Home Tour, our signature fundraiser, was once again blessed with clear skies and balmy weather. This year, Peter the Church Mouse, was decked out as a Scottish Highlander ~ thanks to Selma Vassall and Betsy Tecca!

Two of the homes on the Tour were those of All Souls’ parishioners. Barbara and Lindy Thomas’s home featured wonderful sailing trophies and paintings. St. Nicholas Cookies were baked in their kitchen while the Choristers sang carols in the family room. Judy Thompson & Mike Conner’s home highlighted art work collected from their world travels along with a view from the deck that invited guests to linger. Additionally, we enjoyed a home situated on the sands of La Playa featuring cloisonné pieces

from many countries. Our fourth home was an historic home in the Plumosa Park area that made tour-goers feel as though they were walking through a Victorian Christmas Card.

The net proceeds from this year's Tour were \$34,500. *Our expenses were down by \$3000 from last year and were underwritten in their entirety through the generosity of our parishioners. **Our NET income was up by \$5900 over last year.*** This increase enables All Souls' to direct more support to our Missions and Ministries, locally, nationally and internationally as well as to our Parish work.

In an effort to reach out to the community there were several changes this year:

- Longer hours for MarketPlace and PastryPantry ~ 10-4
- Lots of activity on the Plaza between Church and Parish Hall
- Vendors and Food Trucks added
- Choristers sang carol sunder the direction of Ruben Valenzuela
- Increased web presence and more on-line sales
- Prominent News Coverage on CW6, thanks to John Carroll
- "Survey Monkey" sent to online ticket purchasers
- Underwriting of all Tour Expenses

Many thanks to members of our Parish Commissions as well as individuals who contributed so generously to the Opportunity Drawing Baskets! They were quite lavish and brought in \$1440.

As we look ahead ~ some input from our Home Tour Debrief Meeting:

- Important to have outstanding homes on the Tour
- Increase outreach to the community ~ Pt Loma and beyond
- Increase Web presence
- Involve more Parish members ~ including young adults and the youth
- Streamline ticket sales and pick-up both for the All Souls' members and the public

With grateful appreciation to Fr. Joe and the Vestry, the Home Tour Leadership Team and all who volunteered in myriad ways by hosting, baking, decorating, selling tickets, donating items, rounding up gift certificates, making the beautiful craft items, volunteering to pickup/drop off and take care of the last minute details on "Tour Day"!

Respectfully Submitted, **Linda Byrd Parker, Home Tour Chair**

FROM THE OUTREACH COMMITTEE

Another busy year is behind us. It really began with the Episcopal Community Service (ECS) Friend to Friend Luncheon in February. Nan Hardison, Ron and Molly Bodeen, Mary Brown and Carol Sands participated in this ECS annual event. This month was also highlighted by our Diocesan Annual Convention, the charitable focus this year being an in-gathering of children's

books to be distributed among the desert parishes. As usual, All Souls' outdid itself donating books. Maundy Thursday brought us to the Episcopal Church Center (ECC) in Ocean Beach to provide new shoes and socks to our homeless population and to wash feet for those getting new shoes--men, women and children.

During May and September, we collected clothing, and food supplies for God's Extended Hand. Charlotte Hartley arranged for the delivery and distribution of generous quantities of food and clothing to San Diego's downtown homeless and needy populations. In addition, we sent \$500 to purchase more supplies.

In May, Marlene Herndon, Eric Spore, Rosemary Barnes and other volunteers worked together to provide a special lunch for the drill instructors of Kilo Company, MCRD and their families. Another lunch was given in October. And as part of our program to support our military families we also provided turkeys and hams to serve 400 Marines and families a Thanksgiving dinner in November. This has proved a very satisfying outreach project for All Souls' volunteers and because we plan to expand to a third lunch for Kilo Company in 2017, we will need even more volunteers..



Throughout the year, thanks to Ann Evans and other volunteers, All Souls' provides food supplies to Loaves and Fishes--an interfaith project to serve the needy and homeless in Ocean Beach. This is a year-round effort to which we also donate \$2,400 to purchase additional supplies. The ECC houses the Loaves and Fishes project. Food distribution is done twice weekly. Some of you are familiar with our Blessings in a Bag to give to those we see on the streets of San Diego who need our help. The bags cost about \$3 each to fill with food, water, and toiletries that will not deteriorate from being stored in your cars for an extended period of time. Donations from parishioners supply most of the funding for this project but \$500 was added from the Outreach budget to purchase large quantities of items needed, including a pair of new socks for each bag. More than 400 bags were distributed in 2016 under the leadership of Kathleen Hare and Linda Cobb.

We also support two projects in Kenya. Nan and Gerry Hardison both worked for a number of years with a clinic in Maseno. Nan continues her involvement with orphans and also with an HIV project there. All Souls' contributed \$2,000 to the work in Kenya.

\$1,000 was given to St. Paul's Senior Services to furnish one apartment at a new project to house the homeless in the Talmadge section of San Diego (Wakeland). Wakeland in 2017 will give homeless veterans priority as does a similar project in downtown San Diego--Celadon--where All Souls' helped in 2015 to furnish 4 apartments.

RefugeeNet (formerly Episcopal Refugee Network) has been inundated with refugees coming in from all parts of the Middle East, Africa and Latin America. \$4,000 in assistance was given to help this wonderful organization resettle and assist new refugees.

We provided \$300 for Molly Bodeen to purchase backpacks for St. Mark's to distribute to children in City Heights, filled with school supplies and other needs in time for the opening of a

new school year. Hilliard Harper works with the SOLACE project to provide visitors to refugees and asylum seekers being held in the Federal detention center in Otay Mesa. Hilliard would welcome new volunteers.

Neil Malmquist works with the Seafarers' Mission and supplies them with hand-knitted caps and scarves, magazines and other reading material donated by parishioners. All Souls' also donates \$500 per year to this project. For the first time this year, Outreach donated a small sum to a group called Doors of Change housed at ECC to purchase toiletries and small food items for the homeless teenagers who participate in this ministry two days each week for music lessons and art classes. We will continue this ministry in 2017. Volunteers are always welcome on Sunday afternoons and on one other weekday. You can contact Demi Grubb for more information.

Thirty-three Colegio Esperanza students in Tijuana received Christmas gifts from generous All Souls' folk in 2016 and we also sent a check for \$1,000 to provide supplies for students and to purchase teaching materials.

A new ministry has been discussed and will be explored further in the new year by your Outreach Committee. It is called Hope Rising and is administered by the Dept. of Justice and Reconciliation of the Point Loma Nazarene University. The mission is to rescue victims of sex-trafficking from their lives on the streets and to provide them with drug and alcohol abuse counseling and rehabilitation and a pathway to a future to include education through higher education if deemed appropriate. This is a project encouraged by the county sheriff, the San Diego police chief and the District Attorney. Stay tuned.

Respectfully submitted, **Daryl Ferguson**

COMPASS PLAN IMPLEMENTATION

The Compass Plan was completed and shared with the congregation at a St. Patrick's Day celebration on March 17, 2016. We then moved into the Implementation Phase for the Compass Plan which in reality is intended to provide more of a "direction" rather than an exact plan. The Vestry and its committees have been busy referring to and slightly revising the timetable of the Compass Report throughout this past year. Following are a few highlights and steps that have been taken to fulfill the objectives and strategic actions of the Compass Plan:

The CAT Survey was sent out to the parish during the summer. This online survey was taken by most parishioners, but available to those without a computer in paper form. This was in fulfillment of the need to take a periodic pulse of the parish as well as satisfy the requirement set forth when we were beneficiaries of the Diocesan Love Grant. The results of this survey were very affirming of where we are and where we want to go; the results were presented to the parish as a whole last autumn.

Vestry committees have been diligent in aligning their ministries to the goals and objectives of the Compass Report. These results have been reported to plenary Vestry meetings throughout the year.

In October the Vestry and committee leaders also met to revise some of the Compass objectives and strategic actions, as well as their expected due dates so that they were aligned and integrated

with the activities of the parish. While we were pleased to see that a number of the objectives and strategic actions have already been achieved, we pushed back some of the due dates to make them more realistic. The Compass Plan is intended to be a “living” document that is modified as appropriate and when needed.

As we look forward in 2017, the upcoming photo exhibit the second week of February, which will feature the work of Architects Mosher-Drew, will address our community outreach goal because this will be open to the public.

Finally, the Facilities Development Committee selected Architects Mosher-Drew to work with us on improving our campus. This will be a many year and many step process. It will speak to the Compass Plan’s goal of caring for our physical plant as well as being more inviting to our Point Loma neighbors. We look forward to your involvement and we’re excited about the journey ahead!

Respectfully submitted, **Kirsten Hanson-Garcia** and **Scott Crispell**

FACILITIES UPDATE

All Souls’ facilities continue to be well used. We were home to several polling places for the 2016 presidential election. The San Diego Community College District is now holding a qigong class on Thursday mornings. We once again housed the Point Loma Arts Academy. And we continue to be the home of children’s chess club.

We have a couple of groups that share our office space The Peninsula Shepherd Center continues to operate from our office building and now offers a senior lounge which is a place for seniors to come for conversation in addition to grief and care giver support counseling. In addition, we rent space to the Bach Collegium San Diego. In and among these, we have other activities around campus including traffic school classes on Saturdays in the Rankin Room, workshops and conferences, centering prayer groups on Wednesday evenings in addition to our group which meets every Saturday evening.

Our parish continues to provide concert space for several musical ensembles including: Bach Collegium San Diego, the Peninsula Singers, and Bodhi Tree.

As we move into 2017, we will continue to offer our campus and our church to programs and events in new and unique ways including art exhibits, classrooms, workshops, and a reception venue. We are blessed to have an able chancellor in Mr. Paul Kissel who continues to offer his expertise to make sure our church is adequately protected.

COMMUNICATIONS UPDATE

Communications is where it’s at and in 2017 we continued to expand the way we get the word out to our parishioners and our community about the many and varied events happening on our campus. Internal communication continues through bulletin announcements, e-Rubrics, e-news letters, and Sunday morning announcements. Communication to the community comes through signage and large banners, our website, Facebook, Twitter, Instagram, Sermon Player, and

NextDoor. As we move into 2017, we will make expanded use of our digital communication capabilities.

We encourage you to visit the All Souls' website. On it you will find a calendar of events and information about upcoming events as well as links to our e-Rubric and pictures of parish events. And, if you haven't yet like us on Facebook: All Souls Point Loma and Music at All Souls. And, if you're not on NextDoor... set up an account and let your neighbors know about the offerings at All Souls. Don't forget, of you miss a forum or a sermon and want to listen in, those are regularly posted on Sermon Player (allsouls.sermon.net).

Help us spread the word about All Souls' as we spread the word about God's love!

FROM THE PENINSULA SHEPHERD CENTER

The Peninsula Shepherd Center thanks the All Souls' community for its support and continuing partnership in honoring, respecting and caring for older adults. The year 2016 was a busy and productive one for the Peninsula Shepherd Center! Peggy Strand now serves as the All Souls' representative on the PSC Board of Directors. Peggy was elected Secretary of the Board at the annual meeting in March 2016. She is working closely with Jean Durgan on the Lunch Bunch program and was very actively involved in developing and facilitating our new Senior Lounge.

The Out and About Peninsula Senior Transportation Program continues to be the nucleus of our organization. With the growing demand for service and the lack of new volunteer drivers, PSC has had to create a waiting list for new transportation clients for the first time in 30 years. We are working hard to recruit new volunteer drivers. Our 4 van drivers are amazing and so dedicated. They include two All Souls' church members, Tracy Woodside and Neil Malmquist. A component of our Positive Aging Program is a monthly Lunch Bunch luncheon with program held at All Souls'. We are very fortunate to have a wonderful kitchen crew consisting of mostly All Souls' parishioners help with the luncheon each month. To further enhance the quality of life for our seniors, PSC offers technology seminars, hosts, and sponsors monthly knitting and volunteer chat and fold gatherings. Caregiver and Grief Support Groups were formed in 2016 and meet twice a month. We also sponsor the AARP Driver Safety Course quarterly. All are held at All Souls'. PSC hosted two special events in 2016 at All Souls'. At the end of August PSC held its annual Ice Cream Social. This is an annual event held at the All Souls' patio to celebrate the seniors in our community and to recognize our wonderful volunteers. Our Holiday Tea was another very special event. Held in December in the Rankin Room, this event was attended by about 45 people and everyone seemed to very much enjoy their time together. PSC's community newsletter, The Lamb's Tales, is available by mail, email, or on our website at www.sdpsc.org.

Our new PSC Senior Lounge at All Souls' opened in June 2016. The Senior Lounge is truly a warm, inspiring and safe place for seniors to gather, socialize and learn. The areas incorporated into this multifunctional space include: a computer area, craft/puzzle table, soft seating for relaxing and socializing, and a meeting and training space. Jim Donahoe joined the PSC staff in June of 2016 as the Senior Lounge Coordinator and is has been very well received. PSC is grateful to All Souls' for allowing us to open such a needed space for seniors. Please stop in and see the life enriching opportunities that will be provided.

With gratitude always, **Jean Durgan**

VESTRY NOMINEES, 2017

KATHLEEN HARE

For the past eight years I have been a member of All Souls' Episcopal Church. During this time I have served in a number of capacities. Currently I serve on three committees: Outreach, Stewardship and Facility Development Committees. Through my involvement on the Stewardship Committee I am assisting in the formation of All Souls' Legacy Circle. In addition to these commitments I co-facilitate a Bible Study group and usher services as needed.

For a very long time I have felt the need to help our homeless neighbors. Early in my tenure at All Souls' I brought the idea of assisting these folk through what is now known as Blessings-in-a-Bag. This program takes place the first Sunday of every month with the capable assistance of four additional wonderful volunteers. For a small donation our parishioners then deliver the bags to those in need.

In the past I worked as a development director for a National Non-Profit. Prior to coming to All Souls' I served on the chapter of St Paul's Cathedral, Lay Eucharistic Minister, ushered, taught Sunday School, and served on many committees. I was baptized and confirmed in the Church of England church in Sydney, Australia.

It would be an honor to serve as a vestry member at All Souls' Episcopal Church. Together, let us joyfully and prayerfully bring God's message to the world.

JACK NORTHAM

I have been attending All Souls since 1971. Became more involved in the 90's. I served on the Vestry during Mike Russell's time at All Souls'. I'm currently serving as a Usher, Chalice Bearer, Acolyte, Head Verger, and Saint Nicholas. Also, I served on the Compass Committee and I am married to Betsy Northam who also serves All Souls' in a variety of ways. Thank you for your consideration

MARIA PIÑA

My husband Alex and I have attended All Souls' for the past 15+ years. We transferred from St Joseph's Episcopal Church in Delray Beach, Florida where we were married in 1998.

I previously had the honor of serving on All Souls' Vestry for four years. I have since retired from full time employment as a health care administrator last year and have the needed time to devote to the work of the Vestry. Having participated in the Compass Committee process, I know that there are many challenges ahead towards our goal of being "the hub" in Point Loma. I am interested in offering my time, treasure and talent in faithful stewardship to support the work of our church community. Thank you for considering me for this service opportunity.

ERIC SPORE

Thank you for considering me as a candidate to join the All Souls' vestry. I'm grateful for this opportunity, as I've never had the pleasure to serve as a member. Not that I've never been approached. Back when Krista was a member, we went through a rough patch in our personal lives and her tenure became a difficult one. As a consequence, I've been a bit shy to commit to the responsibilities required of a vestry member. However, those days are past and I feel ready now to become more involved in the happenings around the campus. Having been on the Compass Committee, I look forward to being a part of the implementations for the plan. Father Joe has been a great addition, and I'm excited by his inspiration to bring All Souls' to the forefront of Point Loma as THE Community Hub.

SUMMARY OF THE PAROCHIAL REPORT

JANUARY 1, 2016 - DECEMBER 31, 2016

	Adults	Under 16	Total
Members on 1/1/16	434	58	492
Transfers In	3		
Transfers Out	0		
New Parishioners pending transfers	18		
Baptisms		1	
Deaths	3		
TOTAL MEMBERS			513
Confirmations	0 (Bishop did not visit in 2016)		
Marriages	1		

WORSHIP	2016	2015	2014
# of Sunday and Saturday Evening Eucharists	156	142	152
# of Weekday Eucharists	101	95	71
# of Private Eucharists	21	15	13
Average Sunday Attendance	174	160	149
Easter Sunday Attendance	270	246	223
Easter Vigil Attendance	72	129	76
Christmas Service Attendance	435	455	306

ALL SOULS' EPISCOPAL CHURCH
STATEMENT OF RECEIPTS AND DISBURSEMENTS
Year Ended December 31, 2016 (Whole \$)

	2016 Actual	2016 Budget	Variance
UNRESTRICTED RECEIPTS:			
Pledges	319,592	332,000	(12,408)
Prior Year Pledges	5,009	-	5,009
Offerings & Donations	28,226	20,000	8,226
Ministries Receipts	7,306	9,275	(1,969)
Other Income	(2,467)	500	(2,967)
Property Use Income	17,695	25,000	(7,305)
Chatsworth House Rent	30,000	30,000	-
Cell Tower Income	77,207	106,067	(28,860)
Sprint Make-up Income	23,625	-	23,625
Fundraising Income	38,571	31,850	6,721
Prior Year Net Home Tour	28,000	28,000	-
Prior Year Surplus	7,234	-	7,234
Music Fund Transfer	16,946	18,000	(1,054)
Gouraud Transfer	10,205	-	10,205
Choristers' Fund	6,636	-	6,636
Vestry Approved Transfers	2,610	-	2,610
TOTAL RECEIPTS	616,395	600,692	15,703
UNRESTRICTED DISBURSEMENTS:			
Clergy & Staff:			
Salaries	196,680	195,652	1,028
Benefits	61,166	64,808	(3,642)
Administrative Expenses	27,200	25,500	1,700
Common Life Share	41,736	41,736	-
Ministries	102,595	84,785	17,810
Miscellaneous	8,590	7,900	690
Rector Hiring Fund	975	975	-
Plant Disbursements:			
Taxes & Insurance	16,365	13,705	2,660
Property Projects	5,739	7,082	(1,343)
Plant Reserve Fund	5,350	5,350	-
Maintenance	63,885	57,000	6,885
Utilities & Rubbish	21,383	28,600	(7,217)
Vestry Approved Extra Exp	2,610	-	2,610
Cell Tower Expense	4,273	2,500	1,773
Rectory & Rental Hse Exp	28,068	33,349	(5,281)
Fundraising Expense	6,139	8,680	(2,541)
Distribute Net Tour to Next Yr	32,000	23,070	8,930
TOTAL DISBURSEMENTS	624,754	600,692	24,062
NET GAIN/LOSS	(8,359)	-	(8,359)

**ALL SOULS' EPISCOPAL CHURCH
2017 UNRESTRICTED FUNDS BUDGET
Year Ended December 31, 2016 (Whole \$)**

	2016 Budget	2017 Budget
UNRESTRICTED RECEIPTS:		
Pledges	332,000	360,000
Prior Year Pledges	-	-
Offerings & Donations	20,000	20,000
Ministries Receipts	9,275	7,350
Other Income	500	500
Property Use Income	25,000	21,150
Chatsworth House Rent	30,000	30,000
Cell Tower Income	106,067	65,394
Sprint Make-up Income	-	18,277
Fundraising Income	31,850	31,800
Endowment Proceeds	-	20,000
Prior Year Net Home Tour	28,000	32,000
Music Fund Transfer	18,000	15,000
Gouraud Transfer	-	16,350
Choristers' Fund	-	2,450
TOTAL RECEIPTS	600,692	640,271
UNRESTRICTED DISBURSEMENTS:		
Clergy & Staff:		
Salaries	195,652	204,605
Benefits	64,808	69,026
Administrative Expenses	25,500	26,670
Common Life Share	41,736	47,664
Ministries	84,785	111,686
Miscellaneous	7,900	8,676
Rector Hiring Fund	975	975
Plant Disbursements:		
Taxes & Insurance	13,705	13,000
Property Projects	7,082	6,000
Plant Reserve Fund	5,350	5,350
Maintenance	57,000	57,720
Utilities & Rubbish	28,600	23,900
Cell Tower Expense	2,500	2,000
Rectory & Rental Hse Exp	33,349	31,249
Fundraising Expense	8,680	8,680
Distribute Net Tour to Next Yr	23,070	23,070
TOTAL DISBURSEMENTS	600,692	640,271
NET GAIN/LOSS	-	-

**ALL SOULS' EPISCOPAL CHURCH
BALANCE SHEET (UNAUDITED)
December 31, 2016 (Whole \$)**

	UNRESTRICTED FUNDS	TEMPORARILY RESTRICTED FUNDS	PERMANENTLY RESTRICTED FUNDS	TOTAL
ASSETS				
Cash	35,176			35,176
Money Market Funds	182,437	29,542		211,979
Investment Securities	160,582	29,542	643,530	833,654
Total Current Assets	378,195	59,084	643,530	1,080,809
Columbarium Wall	41,249			41,249
Rectory	488,868			488,868
Land and Landscaping	252,869			252,869
Buildings	861,100			861,100
Furniture & Equipment	189,983			189,983
Organ	269,044			269,044
Chatsworth House Rental	115,669			115,669
Vestments & Paraments	24,183			24,183
Works of Art	24,816			24,816
Library Collection	788			788
Accounting Software	1,200			1,200
Subtotal	2,269,769			2,269,769
Less: Accum Depreciation	(1,604,084)			(1,604,084)
Net Property & Equipment	665,685			665,685
TOTAL ASSETS	1,043,880	59,084	643,530	1,746,494
LIABILITIES & FUND BALANCES				
Accounts Payable	56,138			56,138
Deferred Income	191,317			191,317
Current Portion of LT Note	15,681			15,681
Dedicated Funds Payable	129,262			129,262
Total Current Liabilities	392,398	0	0	392,398
Long Term Liab - Rectory Note	4,274			4,274
TOTAL LIABILITIES	396,672	0	0	396,672
FUND BALANCES	647,208	59,084	643,530	1,349,822
TOTAL LIABILITIES & FUNDS	1,043,880	59,084	643,530	1,746,494

ALL SOULS' HOME TOUR
December 31, 2016
Comparison Report (Whole \$)

	2016	2015	2014
	Final	Final	Final
Ticket Sales	18,885	19,015	19,746
Craft Sales (*)	8,185	7,125	8,896
Pantry	1,681	1,632	2,155
St. Nicholas Cookies	566	501	1,314
Misc/Vendors	9,254	7,498	6,755
TOTAL INCOME	38,571	35,771	38,866
Home Tour Expense	5,484	6,516	10,391
Craft Expense	655	630	708
TOTAL EXPENSE	6,139	7,146	11,099
NET INCOME	32,432	28,625	27,767

***Includes California Sales Tax**



All Souls' Episcopal Church 2017 Narrative Budget

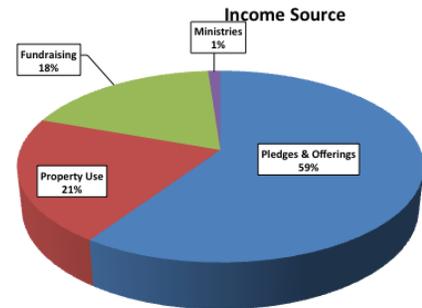
Our Resources Our Ministries Our Life

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

Income comes from multiple

sources:

- ✓ Pledging, Open Plate offerings, Easter and Christmas offerings
 - 2017 budgeted pledge income is 8.4% greater than 2016
- ✓ Facilities use by outside organizations includes rental income from PSC and BCSD
- ✓ Facilities use income by Cellular Providers (AT&T, Verizon, and Sprint) reduced by 30% as we wean ourselves off the Sprint income.
- ✓ Fundraising income includes 2016 Home Tour (14% increase over 2015), Music Gala fundraiser, and a draw from our endowment to support outreach



Expenses can be distributed into 5 broad categories.

Worship: 28% of our budget

our communal response to God's love as we offer our praise and thanksgiving for God's grace and mercy

Outreach and Evangelism: 23% of our budget

This is **about 30% greater than 2016** as we share our resources with our diocese, our community, and our world to continue God's missions outside of our doors

Community Life: 7% of our budget

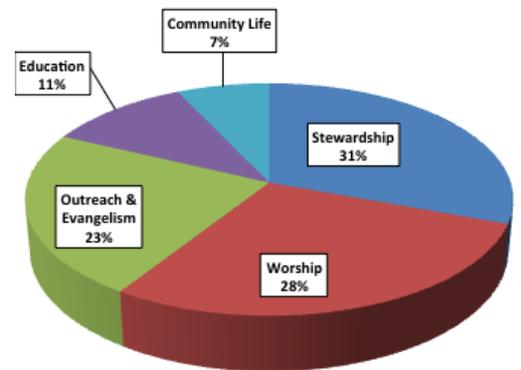
our care for and fellowship with one another

Education: 11% of our budget

Spiritual formation for all our members – Forums, Sunday School, Seasonal Events

Year-Round Stewardship: 31% of our budget

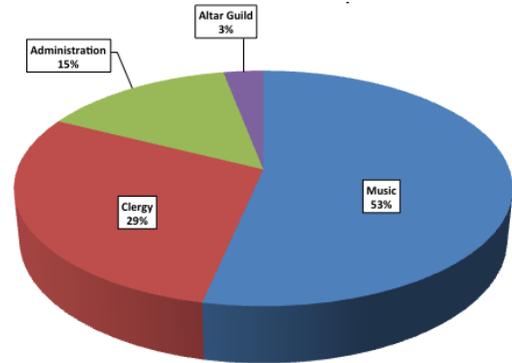
living into our call to be good stewards of our God given gifts and talents



Worship:

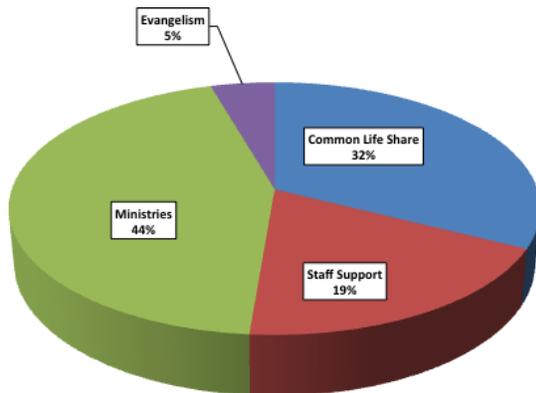
Our worship life is reverent and vibrant!

5 Eucharists / Wk Holy Week
 Evensong Easter
 Choristers Christmas
 Advent L&C Major Feasts



Outreach and Evangelism:

All Souls' actively supports local and global ministries and supports the work of our diocese through the Diocesan Common Life Share. Our evangelism continues to grow as we make Christ's love known in our local community.



Outreach Ministries include:

- ✓ Peninsula Shepherd Center
- ✓ OB Dinners
- ✓ Blessings in a Bag
- ✓ MCRD
- ✓ ECS
- ✓ RefugeeNet
- ✓ God's Extended Hand
- ✓ Showers of blessing
- ✓ St. Paul's Senior Homes
- ✓ Episcopal Church Center
- ✓ Loaves and Fishes
- ✓ SOLACE
- ✓ Seafarers
- ✓ Maseno

Evangelism includes:

- ✓ Communications
- ✓ Community Events / Art Exhibits
- ✓ Advertisements, Banners, and Printed Material

Web and Social Media Presence (NextDoor, Facebook, Instagram, Twitter, Sermon Player)





ALL SOULS' EPISCOPAL CHURCH

POINT LOMA

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