

ANNUAL REPORT 2005



**Annual Meeting
January 22, 2006**

All Saints' Church
555 Waverley Street • Palo Alto, CA 94301
E-mail: office@asaints.org
Web site: www.asaints.org
Telephone: 650-322-4528
FAX: 650-322-4552

All Saints' Church Mission Statement

A number of years ago All Saints' developed a Mission Statement. Each year the Vestry, during its annual retreat, reviews the Mission. It is our best, and most enduring attempt at describing our vision for the Parish. It is a touchstone and is presented here to give insight into what we aspire to be.

With Christ at the center of our life together, All Saints' seeks to:

- Be an inviting spiritual center in downtown Palo Alto, sharing the Gospel, and welcoming people into our fellowship;
- Be a community that embraces diversity where everyone is known and valued;
- Help people identify their gifts and encourage their ministry;
- Provide a haven and spiritual leadership for children and youth;
- Be an extended family in our fragmented society;
- Engage in significant outreach to the community;
- Nurture our spirituality through worship, the arts, culture, and play;
- Grow in the knowledge and love of God.

CONTENTS

The Minutes of the January 16, 2005 Annual Meeting Part I	Pages 1-2
The Minutes of the April 17, 2005 Annual Meeting Part II	2-4
The Rector Search Committee Final Report	4
The Rector's Report	5-6
The Acting Rector's Report: The Rev. Kathy McAdams	6-9
The Senior Warden's Report: Ms. Mary Ann Hayward	9-10
PARISH LIFE/OUR WORLD	11-25
PARISH LIFE ZONE	11-19
Parish Life Committee	11
Acolytes	11
Altar Guild	12
Children's Ministry, Childcare, "Small Saints"	12-14
Education & Spiritual Formation	14
Adult Education	14
Lay Eucharistic Visitors	14
Library	15
Music	15-16
Practical Support Team	16
Small Groups	16-17
Book Lovers Group	17
Healing Group	17
Men's Breakfast Group	18
Women's Group	18
Youth Ministry	18-19
OUR WORLD ZONE	19-25
Evangelism/Outreach Committee	19
Computer and Technical Support	19-20
Office Volunteers	20
Web Site	20
Outreach	21-25
Flash Mob with a Purpose	21
Food Closet	21
Friday Breaking Bread Team	21-22
Fundraising for Hurricane Katrina	22
Opportunity Center	22
Parish Outreach	23
Peninsula Interfaith Action: PIA	23-24
Santa Maria Virgen	24
TOPAZ Concert Benefits	24
UMPA: Urban Ministry of Palo Alto	24-25
FACILITIES ZONE	25-26
Buildings & Grounds Committee	25-26
GOVERNANCE ZONE	26-31
Governance Zone Committee	26
Personnel Review & Development Committee	27
Diocesan Convention/Deanery Delegates	27-29
Financial Reports	29-31
Finance Committee	29
Stewardship Committee	29-31

**Minutes of the Annual Meeting for January 16, 2005
of All Saints' Episcopal Church, Palo Alto, California
Annual Meeting: Part I**

Senior Warden Gloria Van Bree called the Meeting to order at 9:20 am in the Parish Hall.

The Rev. John Allen offered the invocation.

The Senior Warden reviewed the Agenda and explained why there would not be an election of new Vestry members at this meeting. The current terms of the senior class are being extended until a new Rector is called, with the extension not to last beyond three months. The extension of Vestry terms is not unusual when a parish is in the midst of a Rector Search. Today's meeting would end in a recess to be reconvened within three months time. New Vestry members would be elected at the reconvened meeting.

The Senior Warden pointed out that the Rector Search report was in the white handout, not the packet. The Diocesan report would occur in the Agenda after the Rector Search Report.

The minutes of the 2004 Annual Meeting were approved.

The Senior Warden introduced the Vestry members and thanked them for their service

Mary Ann Hayward, Junior Warden, gave the Stewardship Report. She explained one difference in this year's campaign was using an Every Member Canvas, which resulted in connections being made between callers and parishioners. This connection between people made a huge difference. Another difference was the theme of giving in proportion to one's gratitude towards God, and proportional giving (which is not the same as tithing). We also express our gratitude towards God in how we give of our Time and Talent: outreach, adding the Friday noon breaking bread meal, Small Saints', the Labyrinth, and the connection with Santa Maria Virgen. Mary Ann thanked John Allen for his inspiration for this year's campaign.

The treasurer, Bev Benson, gave the Financial Report explaining each line item on the "Income vs. Expense 2004-2005 Report." All in all, All Saints' ended 2004 a little over \$6,000 in the black. Bev then presented the 2005 budget as approved by the Vestry. There were no questions from the members.

Gloria Van Bree reported that Bev was retiring as church treasurer and everyone thanked Bev for her many years of service to us. Lin Miller, Jr. will become treasurer. He will have oversight of the budget. The actual bookkeeping is being outsourced. A very competent woman has been hired who will be working on a month to month basis.

Gloria gave some highlights for 2004. This has been an interim year for us with so many changes, and our Diocese in disarray – where were we to go for help? We went to our neighbors, the Diocese of California, for help with the Rector Search. Our own Diocese seemed to have a sigh of relief at this, and they are constantly kept in the communication loop of our search process and progress.

All Saints' continues to move forward due to everyone in this Parish. Gloria feels very positive about where we've come from and where we are going.

Our dark cloud continues to be the budget. Half of our pledgers increased their pledges. A number of families have left for a variety of reasons, but mainly due to job changes. There are many things we can't cut. The Finance Committee recommended that we do not project more than a \$20,000 deficit. To do this we needed to reduce staff. After Kathy McAdams becomes our

Acting Rector, her position as Assistant will not be replaced. We needed to communicate this change in budget and personnel to our Rector candidates, and received a variety of responses. One asked if we are afraid to grow, and Gloria does not believe this to be true. However, with this staffing, we can't expect to grow much, but the Vestry made a commitment not to have yet another mid-year campaign. The Housing Fund will be an issue, but we won't know how much of an issue it will be until after all Rector Candidate interviews are complete.

The Interim Rector, John Allen, gave his Viewpoint report. He and Georgie both felt very welcomed upon their arrival to All Saints'. We have the spirit to double the size of this congregation if we wish to. We are very well organized, especially the Vestry. We are practically and spiritually oriented. The Diocese is moving forward and All Saints' is well represented by Nancy Cohen and Katy Dickinson. There are diocesan opportunities for us all. He looked at all of our programs, gave them fair evaluations and made recommendations if needed. All of our programs are well run and we can only improve on a good thing.

Margaret Weil, Search Committee Chair, gave a report on the search process. The Committee has made five of nine visits. One candidate withdrew a week ago and Margaret has yet to find out exactly why. On February 1, the Committee will meet to discern the final three candidates to give to the Vestry, and this will end the work of the Committee. Margaret anticipates we should call a rector within two to three months time. Diane Frankle has been vice-chair and a great help. The entire Committee has been a joy to work with. Michael Hansen, Canon to the Ordinary to the Bishop of California has been an invaluable help. Margaret thanked the parish for their ongoing prayers.

Katy Dickinson gave the Diocesan report. Our Diocesan Delegates represented us in Convention yesterday and the day before. Everyone was able to meet the new Assisting Bishop, The Right Reverend Sylvestre Romero. At Convention the discussion was on the budget, leadership, and resolutions. Three main resolutions were discussed, one being 10-10-10 funding for Diocesan Pledges. See the write up on p.19-20 for more details. This proposal is to change the method used to determine each parish's Diocesan Pledge. The proposal to explore 10-10-10 was passed with three amendments. A sub-committee is to bring recommendations to the next Convention. Another resolution passed is to change the timing of General Convention from January of each year to October. And the last major resolution was to increase the basic salary to clergy. Katy will hold an Adult Forum on Diocesan Convention at a later date to give more details.

The Reverend Kathy McAdams gave the closing prayer and dismissal.

Part I of the Annual Meeting went into Recess at 10:25am.

Respectfully submitted,
Robin Poppoff, Clerk of the Vestry

**Minutes of the Annual Meeting for April 17, 2005
of All Saints' Episcopal Church, Palo Alto, California
Annual Meeting: Part II**

Senior Warden Gloria Van Bree reconvened the Annual Meeting at 9:10 am in the Parish Hall.

The Rev. Kathy McAdams offered the opening prayer.

Gloria Van Bree opened the discussion of our Rector selection with, "God works in mysterious ways."

Margaret Weil then reviewed the entire search process. The Search Committee began the process with a series of Town Hall Meetings from which the Parish Profile was made. The Committee received support and guidance from Michael Hansen, Canon of the Diocese of California. The Committee received thirty-three applications from all over the United States by their closing date of September 2004. The Search Committee then narrowed the field down to ten candidates. Each candidate was visited by one of three traveling groups. After these on-site interviews, four names were given to the Vestry. At this point, the Search process became the responsibility of the Vestry.

The Search Committee was decommissioned, Gloria continued. One candidate withdrew immediately. The remaining three candidates were invited to All Saints' for week-end long interviews by the Vestry. The week-end would begin with an informal get together at a Vestry member's home with the Rector candidate and his partner (all candidates were men) on Friday evening. The Vestry split up into small groups and interviewed each candidate at a meal on Saturday or Sunday. There was a formal two hour interview with the full Vestry, a Eucharist/homily given by the candidate, and a pre-employment meeting with Lin Miller, Jr., Nancy Cohen, and Gloria Van Bree.

After these interviews, two of the three candidates withdrew saying that in their own personal discernments, they felt they were not being called to be Rector of All Saints'. The Vestry met to discern the remaining candidate and concluded it was not a good match.

Gloria relayed some of the comments by the candidates.

On the "minus" side:

- All Saints' is smaller than his present congregation,
- he doubted his ability to attract,
- he felt the housing market was daunting,
- he was concerned about the organization and state of the Diocese of El Camino Real,
- he was concerned about the staffing – going to no or half-time Assistant when we say we want to grow.

On the "plus" side:

- The interview was hard but good. There were no surprises,
- All Saints' was exactly as they thought we would be,
- sadness about his decision,
- this was the first search where he, a gay man, felt fully accepted as a whole person,
- they all felt the right person for All Saints' was out there.

In terms of looking at the future, Michael Hansen assures us that there are new candidates for us to look at in a new search. The new Vestry will decide who will decide the search effort, whether to start a new committee or continue with the existing committee. The process could be shorter, and the process may use rolling interviews this time. In the mean time, Gloria said, we will continue under Kathy's capable leadership to praise and worship God at All Saints'.

Gloria fielded questions from the members of the congregation.

The slates of nominees were then introduced:

For Vestry:

- 3-year terms – Sally Cadigan, Diane Frankle, Christian Pease, Jeff Rensch, Bob Tatum
- 1-year term – Mary Walker

For Delegates to Diocesan Convention:

2-year terms – Mary Cloutier, Dorothy Dewing, Nicci Prentice
Alternate - John Plocher

The vote was taken and all nominated candidates were elected.

Kathy McAdams offered the closing prayer, and Part II of the Annual Meeting was adjourned at 10:15am.

Respectfully submitted,
Robin Poppoff, Clerk of the Vestry

RECTOR SEARCH COMMITTEE

The Rector Search (Phase 2) was launched at the Vestry Retreat in April 2005. The committee of six was selected and approved by the Vestry on May 10, 2005 and began working immediately. The charge to the committee was to conduct a nationwide search for a new Rector for All Saints' Church, Palo Alto, and to present unranked final candidate(s) to the Vestry using a rolling process until the Vestry called a new Rector.

From the outset, we kept a sense of urgency (but never panic) for this charge. We were able to build on the excellent groundwork of the previous Rector Search Committee (indeed, two of our members had been on the previous committee), and we were also given the freedom to try a different, expedited process:

- A smaller committee (six instead of ten)
- A rolling process where candidates would be reviewed and interviewed as soon as their application packets were completed (instead of waiting until all applications were in hand)
- A phased discernment process (based on the Art Stevens model) would be used, so that all committee members would evaluate candidates multiple times during the process (after the paper screen, after a phone interview and after a site visit).
- Each final candidate would be presented to the Vestry for another round of interviews and another discernment process

The first order of business was to update our Parish Profile. We conducted parish-wide exercises to discern our core ministries and to understand what we mean by "Growing the Parish".

We had over 45 applicants from across the country. It was a privilege to get to know them, and we felt we were blessed by an abundance of quality candidates. The help from our Diocesan Deployment Officer, Rev. Nancy Miller, was also greatly appreciated throughout the process.

The Search Committee was decommissioned on October 30, 2005 at which time the Vestry announced that the Vestry had called the Rev. Ian Montgomery as our new Rector.

Our heartfelt thanksgiving goes to all those who prayerfully supported the search process. I want to offer a special thanks to the members of the Rector Search Committee... it has been an honor and a profound blessing to work with all of you.

Demian Harvill (chair)

Margaret Weil (vice chair)

John Barry, Abby Byrnes, Suzanne Miller-Moody, Walter Underwood

RECTOR'S REPORT

This Annual Report is so wonderfully full of so very much information and commentary – notably from sometime Acting Rector Kathy McAdams and Senior Warden Mary Ann Hayward in general and each of the reports in specific that I won't add very much to it but simply commend it to your reading as we look forward to the year 2006.

I arrived as Rector to a wonderful welcome on the Sunday after All Saints' Day – November 3, 2005. From that moment to the time of writing it has been a very busy and happy time for me personally. My wife Diane, and our children, Hermione, Robin, Charlie, and Anna are delighted to be part of the All Saints' community and I personally am thrilled to be the Tenth Rector of All Saints' Parish.

In this space and in my report at the annual meeting I will simply draw our collective attention to what I feel to be areas of priority for 2006. My approach to administration is to identify 1)What is really strong and encourage it 2)What is really weak and spend most of my time on it to make it stronger.

Real Strength: At first glance, the strongest element of the present All Saints' community is the lay leadership of the parish. From a collegial and collaborative (and HARD working) Vestry to the dedicated people who comprised the Rector Search Committee and the many people who support our four "Zones" and their work. Additionally, strong programs such as the Men's Group, the Lay Eucharistic Visitors, the Practical Support Team, the Church School Teachers, the Altar Guild, the Healing Prayer Group and many more are led and supported by scores of men and women living out their own ministries among us.

Real Weakness:

Youth and Children's Ministries – when our current directors of youth and children's ministries arrived they were greeted by very reduced numbers of participants, if not non-existent programs. Together, the directors, lay leaders, and I are looking at what currently works, what ages contain the largest concentration of kids participating, and we are working to support those age-group programs and build for next year the programs that they will "graduate" into. Recognizing we cannot "fix" or build everything at once, we are focusing on the programs just ahead of our pre-schoolers and just ahead of our junior high folks. At the same time we will be creating an entirely new program of 6th through 8th graders which will lead to Confirmation (a sacrament which has been ignored in recent years here) in the spring of the 8th Grade year.

The Diocese – The Diocese of El Camino Real MAY get healthy again following decades of dysfunctional leadership and irresponsible financial management. It WILL NOT if we do not get involved. The Vestry has thrown its support behind the "Ten Plus" scheme of diocesan funding and has pledged to the diocese that we will give beyond the 10% figure to support programs we feel are worthy and well run. Additionally we will lobby other congregations to support such programs. We believe this structure would add a layer of grass roots accountability to a leadership which has simply taxed and spent as they saw fit with no regard for parishes, like ours, which are struggling to meet a crippling diocesan tax liability while cutting staff and programs (e.g. reduction to 1 priest currently) while in the meantime being called "Rich" by congregations who depend on us cutting our budget to afford the diocesan tax which supplements their own struggling budgets. We will not let this continue.

Physical Plant – While most of the physical plant is in very good shape there are two aspects which need our attention desperately. The Education Building and the Rectory. The Education

Building is falling apart, is under used by our program and overused by underpaying tenants. The Rectory does not exist – currently an apartment is rented for the Rector which, though temporarily adequate, does not meet the current rector’s family’s needs and is far too small to have more than a modest parish gathering. It will be our commitment during the next year to explore ways in which the Education Building can become a center for increased parish programs and we can attract or cultivate partners in these programs who can either improve our income significantly or reduce our expenses by defraying capital and/or staff costs. We will also work to identify ways to find or create housing which will serve the needs not only of the current and future rectors, but also provide a place for parish fellowship and perhaps future curates as well.

Conclusion I firmly believe that we have a bright future ahead of us at All Saints’ and am confident in YOU that we will meet the challenges ahead with forthrightness and strength.

The Reverend Ian B. Montgomery,
Rector

ACTING RECTOR'S REPORT

In January of 2005, after John Allen’s call to St. Luke’s in Vancouver, Washington, I accepted the charge to be “Acting Rector.” We chose to call it that, instead of “Interim Rector,” since we anticipated my tenure would be only a few months, and wanted to allow for the possibility of some considerable overlap with the new Rector. The way it turned out, I functioned as Interim Rector for most of the year, and so it didn’t make sense for me to continue much past the time a new Rector was called.

The year 2005 was a year of discernment for All Saints’: discerning who we are and what God is calling us to be as a parish, as well as whom God is calling us to minister to. It was a year of coming to agreement about what growth means. It was a year of watching lay ministries blossom and flourish, and about empowering them. It was about witnessing the Spirit moving amongst us as we tried new things together. And it was also a year of gathering up all of those energies and talents and trying to focus them more on the areas that were bubbling up in our discernment.

Vestry / Search

Early in the year, we decommissioned the Search Committee, as they passed along the names of four Rector candidates to the Vestry. In April, we learned that the Vestry chose not to make a call from that list, and that the search would continue. At this time, I was asked to continue as Acting Rector.

The congregation was blessed by the ministry of Gloria Van Bree for the first four months of the year, to finish out her 2+ year term as Senior Warden, which spanned nearly the entire interim period. I was blessed to have her as my colleague in pastoring the congregation during that time. April brought her retirement from the Vestry, along with six other members. The six new and six continuing Vestry members began their tenure with a planning retreat, at which they elected Mary Ann Hayward as the new Senior Warden. Under Mary Ann’s leadership, this half-new half-not group quickly coalesced and began working well together.

At that retreat, we began to ask questions that guided our planning for the remainder of the interim period, and that informed the Rector search process: What are the gifts that our

congregation has to offer? Who needs those things (our target market)? How can we focus our efforts, so as not to be so scattered?

Soon after the retreat, we commissioned the new Search Committee, chaired by Demian Harvill. We continued the discernment begun by the first Search Committee, going back to the congregation to discuss the topic of Parish Growth (assisted by The Rev. Canon Michael Hansen, Executive Officer of the Diocese of California), as well as asking questions about where members of the congregation are already focusing their gifts of time, money and energy.

In May, the Rt. Rev. Sylvestre Romero, Assisting Bishop of the Diocese of El Camino Real, visited the parish, presided at both services, and met with the Vestry.

Mary Walker, chair of the 2005 Pledge Campaign, developed an incredible packet that was mailed to every member of the parish. If that didn't help us all get a handle on the finances at All Saints', I don't know what would. The Stewardship Committee, Mary plus Sally Cadigan and Mary Ann Hayward, recruited callers to conduct an every member canvass. Everyone should have received a phone call in which they were invited to discuss increasing their pledge. And many of you did just that.

I think that one of the most important legacies left by Margaret Irwin was the establishment of the Vestry as a spiritual community - one that breaks bread together, reflects on Scripture together, prays together, and prays for each other. Vestry members are spiritual leaders, and the spiritual community that they share nurtures them for this role. I was pleased to support and maintain that structure.

Liturgy

The Worship Committee was one of the firstborn of 2005. It gathered about five times to reflect on upcoming Scriptures, find common themes in each season, deliberate about additions and changes to the liturgy to capture those themes and moods, and to evaluate prior experiments. We tried many liturgical experiments, including Prayers of the People written by members of the congregation, as well as Prayers of the People bathed in the waters of baptism, symbolized by placing flowers in the font; a candlelight service on the Eve of Epiphany; new Alleluia banners during the entire Epiphany season, so we would notice when they were buried on Ash Wednesday; a desert of sand and ashes during Lent, plus a fountain of living water in front of the altar; the Seven Last Words of Christ on Good Friday, with reflections by members of the congregation; foot-washing as a more central part of the Maundy Thursday service; and a number of fabulous sermons from members of the congregation.

In preparation for Easter, the 5th-7th grade class melted down the old Paschal Candles to make a new one for use by the congregation at important occasions such as Easter, baptisms, and funerals. They used colored wax to decorate the candle in symbols of Resurrection.

Christian Education

Early in the year, I hired Alex Hardt to be the Interim Director of Youth Ministry. After the retirement of Paula Baldwin in June, I hired Krista Harmon to be the Interim Director of Children's Ministry. Both of them are doing a good job of bringing experience and innovation to our children's and youth programs. *Please see their individual reports.*

Some time in 2004, the Education and Spiritual Formation Committee (read Adult Education) went on sabbatical, both due to members moving away and to the exhaustion of others. We were, however, able to rally a few people to become moderators for Via Media, a new video program that is sweeping the Episcopal Church.

Via Media was extremely successful, with 20-25 people attending each Friday night during Lent, and with positive feedback about the discussions that came out of each video. It was a great community-building, as well as a formational tool. It did not, however, turn out to be a great evangelistic tool, in spite of our attempts at banners, paid advertising, and free publicity.

Since we didn't offer regular adult forums this year, I tried to schedule a few guest speakers and special topics. All of the following were quite well-attended and successful:

- The Rev. Jerry Drino on ministry in the Sudan
- The Rev. Dr. John Kater on the Windsor Report
- The Rev. Dr. Archie Smith on his book: *Siblings by Choice*
- The Evangelism Committee on Radical Welcome
- An outing to view John Cadigan's film: *People Say I'm Crazy*, then a follow-up forum with John & Sally Cadigan
- A discussion on the Iraq War led by Phil Palmer and Jake Warde
- A discussion of *God's Politics* by Jim Wallis, led by Susan Barkan

I was especially happy that the Cadigan film/forum seems to have opened up the topic of mental illness among members of the congregation and their family members.

In place of a sermon, one Sunday, I offered an "Instructed Eucharist," in which I paused in several places during the liturgy to offer commentary on what we were doing and where it came from, or why we do it that way, or what it's supposed to signify.

In November, Carla de Sola and David McCauley offered a Saturday Liturgical Dance workshop. Out of this workshop, seven members of the congregation developed and learned dances that they offered during the liturgy the following day.

About ten people from the Vestry and congregation attended the Diocese of California's Ministries Conference in May, and took workshops on all types of ministry: Stewardship, Music, Evangelism, Gifts Discernment, Worship styles, etc. Sally Cadigan, our Year-round Stewardship Chairperson, attended the International The Episcopal Network on Stewardship (TENS) conference in North Carolina. I hosted appreciation breakfasts and procedural reviews/training for Lay Assistants/MCs/Chalice Bearers, Ushers/Greeters, and Lectors, as well as ongoing training for Acolytes.

Newcomer Incorporation

I issued an invitation to anyone who wanted to talk about better incorporating newcomers into the parish. I was thrilled that twelve people showed up. This turned out to be an ad hoc committee that met only twice for brainstorming. After gathering ideas and implementing some of them, it was apparent that the work could be carried on by Our World/Evangelism, which in fact had some overlap in membership with these meetings.

Pastoral Care

I continued sacramental visits to homebound parishioners, as well as other visitation and sacraments as needed. In addition, four Lay Eucharistic Visitors provided monthly sacramental visits to homebound parishioners (*see more on this in a separate report*). The Practical Support team, coordinated by Susan Barkan and Laurie Jarrett, continued its important work of providing meals, rides and errands to people experiencing acute illness or recovering from surgery. *Please see their report.*

Community Ministry

The Our World Zone and Evangelism Committee continued to meet together in 2005, resulting in a vibrant and energetic committee. In reviewing the Outreach spending for 2006, this group made the decision not to renew our pledge of \$3,000 to Peninsula Interfaith Action, but to consider where that money might be used in line with our developing community ministry and evangelism goals.

Flash Mob with a Purpose part II finished the projects begun in 2004 at Cesar Chavez Academy in East Palo Alto (*see article below*). Topaz offered a Benefit Concert at All Saints' for our Outreach Programs (the Opportunity Center, Urban Ministry of Palo Alto, and Santa Maria Virgen).

Facilities

I commend to you the magnificent work by Robin Poppoff and the BuGs (Buildings & Grounds) Zone, as well as our sexton Kevin Wilson, for not only keeping the plant in good repair, but also improving it. They checked off two monumental tasks with the completion of the signage installation, as well as the new sound system in the worship space. In addition, the office is now equipped with DSL, thanks to Mary Walker and Mark Interrante. Mary also began evaluating the current computer system configuration (hardware/software) to determine what upgrades need to be made in the short/long run.

2005 was an incredible train ride that sometimes seemed to run at breakneck speed; sometimes seemed to screech to a halt; sometimes seemed to be running on several tracks at once; but mostly seemed like it was chugging along right on time. Thanks for the opportunity to be your conductor. I hope you enjoyed the ride as much as I did.

The Reverend Kathleen A. McAdams,
Acting Rector (February through October, 2005)

SENIOR WARDEN'S REPORT

In April the Vestry added six new members to replace six who were retiring. Our challenge was to become, fairly quickly, a Vestry team that could work collaboratively to support the life of the church while at the same time supporting the efforts of a new search committee. I'm happy to report that the Vestry did become an efficient, energetic group, at times a well-oiled machine, with each member providing many hours of time and leadership. This is a team that those of us going off the Vestry will miss.

The Reverend Kathy McAdams, our Acting Rector during nine months of 2005, encouraged the development of lay leadership, that is, initiatives developed and carried out by members of the parish. Due to her leadership, a number of new programs were introduced including Via Media during Lent and a Saturday series on various aspects of stewardship: of our environment, of our bodies, of our financial resources, our relationships, and our families. The Small Saints program, developed over the last year, continued to attract moms, dads and young children who come together on Friday afternoons in the nursery area to play, talk and walk. Patio Eucharists and dinners, one each month during the summer, attracted 30 – 40 people, some of them long-time All Saints' members and some of them newcomers. The innovation of monthly noontime organ concerts performed by All Saints' organist Al Campbell, has continued to attract music lovers who enjoy a brief respite from the busy-ness of work and shopping.

The Vestry divides itself into four zones: Parish Life, Our World/Evangelism, Buildings and Grounds, and Governance. Parish Life, chaired this year by Diane Frankle, is responsible for all of the many things that enrich the life of our church. This group has expanded its membership and as a result has received help in producing, among other things, all of the festivals and celebrations in the church year. Our World, chaired by Katy Dickinson, has been successful in reaching out to more people in the wider community and staging fundraisers, most notably concerts with Mimi Dye and her string quartet, to raise money for increased outreach. Buildings and Grounds, chaired by Robin Poppoff, has monitored our extensive physical plant and open spaces and put together quarterly volunteer work teams to address the needs of our church property. Governance monitors the financial and personnel aspects of the parish. This year Governance has also started to convene a committee to establish a “Planned Giving Program” and an Endowment for the church.

The search to call a new Rector was intense. It was particularly intense for Search Committee chairman Demian Harvill and vice-chair Margaret Weil but almost equally time-consuming for his small, dedicated committee. Thanks to the thorough ground-work, phone interviews and in-person interviews conducted by the committee, the Vestry’s work was relatively simple. That is not to say the discernment process was an easy one. The Vestry, collectively and individually, invested many hours of prayer, discussion and deliberation and ultimately rejoiced in our decision to call the Reverend Ian B. Montgomery to be the tenth Rector of All Saints’ Church.

We are ending the year in a sound financial position. 2005 started with a provisional budget gap of \$20,000 between expenses and income. Due primarily to the fact that we did not call our new Rector until October 2005 and that, therefore, we expended less on payroll and benefits, we are at an almost break-even point as we start 2006.

The fall stewardship campaign, chaired by Sally Cadigan and Mary Walker, provided a large packet of information that described All Saints’ mission and tied that to the ways in which pledge monies are spent. Early in the campaign a challenge grant of \$20,000 was offered to match every pledge that was 10% over the previous year, as well as every new pledge. Currently we are within \$1,000 of reaching that challenge. At year’s end we see an increase of about 10% overall in the amount pledged by previous pledgers, with fourteen new pledges added to the list. Once again, the Finance Committee has recommended that we support a budget with no more than a \$20,000 gap. The Rector and Vestry are hopeful that through careful monitoring and spending as well as year-long encouragement of new pledges and other revenue enhancements, we can make up that gap by the end of 2006.

I want to acknowledge the support received this year from all the Vestry but especially Carol Hubenthal, the Junior Warden.

On Sunday, January 8, we renewed our Baptismal Covenant during both services. After each question by Father Montgomery (Will you continue in the apostles’ teaching? will you persevere in resisting evil? will you seek and serve Christ in all persons...) we answered “I will.” This has been a year for us to respond “I will” to all of the challenges posed at All Saints’ Church. I am proud of the way we have our new rector’s direction and leadership, All Saints’ will continue to thrive, to grow and to become an even brighter spiritual beacon in downtown Palo Alto.

Mary Ann Hayward,
Senior Warden

PARISH LIFE ZONE

PARISH LIFE COMMITTEE

This year Parish Life was filled with wonderful events – some old and some new! Highlights since the April 2005 Annual Meeting included the June Garage Sale which was a first under the leadership of Mary Walker and very successful, and 3 summer Patio Eucharists organized by Margaret Weil and very well attended, including fun visits by our youth. We had our traditional Lemonade Stand and Book Sale this August. In September a barbecue picnic helped us celebrate “Kickoff Sunday.”

Then in October we had our 3rd Annual Auction – this time held on Sunday after church and a rousing success, with singers galore. We also celebrated the traditional Blessing of Animals. A wonderful new festival was our Homecoming on All Saints’ Sunday, when many former All Saints’ parishioners returned! That Sunday we were joined by our new Rector, Ian Montgomery, to much excitement and celebration of the end of our 2 year rector search.

December found us holding our Christmas Tea and our Christmas Party, both well attended, and resuming Tables for Eight. Also in December we had Kathy McAdams’ birthday/going away party, at which Kathy practically succeeded in dancing with every parishioner. In January we tried a new celebration - the Epiphany Eucharist and Pot-Luck Dinner; with a discussion of journeying to God. We had some new innovations such as Kathy’s multiple week Stewardship Sundays, including Stewardship of the Body, one’s Wealth, etc. We began an evening program of Line Dancing, as well as regular Yoga and we saw the blossoming of a group called Small Saints, with a web site, a regular meeting on Friday afternoons, and lots of spirit [and reminders that we need childcare for parties!]

We began our work on Parish Life hoping for a Festivals Committee to organize these events and we continue to look for the committee extraordinaire. We had several brainstorming sessions with various parishioners about the Festivals and used many suggestions. We formed a wonderful band of men who go by the name “Tables R Us” and these gallant souls put up or take down tables for events on request, kind of like the fire brigade. We are collecting the “recipes” for various events and putting them where all can access the recipe! We also created a new Adult Education Committee which had a brainstorming session in the fall and will continue to work on the different ideas for adult classes.

2006 promises as much excitement!

Diane Frankle
Jeff Rensch
Sally Cadigan

ACOLYTES

Youth between grades 5 and 12 are encouraged to serve as acolytes at the 10:30am Eucharist on Sundays and for special services and Holy Days. Ten 5th through 8th grade youth serve as Torch Bearers and Banner Bearers; six High school youth serve as Crucifers, with one of them also trained as Thurifer. Acolyte training sessions were held in January and September.

The Rev. Kathleen A. McAdams

ALTAR GUILD

The work of the Altar Guild is an essential part of the worship of our church. When it is done carefully and competently, it helps us worship in an orderly, beautiful way. Being a member of the Altar Guild is a privileged discipline, a service of love and an offering of time. It is work done joyfully in thanksgiving for all the many things that God has done for us.

The Altar Guild is charged with preparing the church and chapel for worship services. This includes preparing the items needed for celebrating holy Eucharist, Baptism and special services throughout the year.

The Guild members are responsible for the care and preparation of the vessels, vestments and linens used in the services; maintaining an inventory of the items used in our worship; insuring that the priests' vestments and altar hangings are clean and the correct color for the season; laundering, ironing and repairing the large and small linens used at the Eucharist; and providing and caring for the flowers and candles. We also spend extra time during Christmas and Holy Week beautifying the church with special decorations.

Additionally one person coordinates the altar flower donations, contacting people who have given flowers in the previous year, communicating with the florist and writing the bulletin announcement.

The guild is divided into four working teams. Each team is responsible for services for one week of the month. On months when there are five Sundays, the teams rotate in turn throughout the year.

Membership Changes: This past year our membership remained stable with 14 regular members and one substitute, although our numbers are down from previous years.

We are grateful to the clergy and staff for their assistance in helping us in our work.

Carolyn Fox

CHILDREN'S MINISTRY CHURCH SCHOOL, CHILDCARE, AND "SMALL SAINTS"

The January through June 2005 Report:

The 2004-2005 church school year was filled with Godly Play activities. In more ways than one - we continued to use the Godly Play program and we filled the rooms with stories, wondering and quiet learning. We had eight to ten dedicated trained storytellers and door people. We had eager children and beautiful rooms.

We left the Godly Play program during Lent and created lessons on death and dying. This came from a request at a parent's meeting. There is some wonderful material now for children of all ages, from kindergarten on. This series created an excellent bridge into Holy Week activities.

Chapel services continued for kindergarten-3rd grade. I used themes built around the church calendar, the lessons for the day, children's books, and biblical stories.

All age services continued about every six weeks with children involved in the 10:30 liturgy.

The childcare room continued to run smoothly with a paid caregiver and volunteers each week. I understand that the room has now been painted and refurbished. Thanks to parents and the Vestry for seeing this project through.

I retired in June. I understand new and exciting happenings are taking place now with our new Director of Children's Ministry, Krista Harmon.

Paula Baldwin,
Director of Children's Ministry, Retired

Fall 2005 through 2006 Report:

I came to All Saints' in October after the school year had started. Devoted teachers and parents kept the program alive by organizing the teacher schedules and supplies.

Due to a lack of participants, the program was reduced to one classroom serving mainly 4 year olds to 4th grade. 5th graders were invited to join the Middle School and High school youth group. Despite having a beautiful classroom, great program, and well-trained teachers, many factors – some known and some unknown – have affected the attendance of church schools program.

After a teacher breakfast, ways to better organize access to lesson plans, ways to involve older children, and ways to increase attentiveness during work time were discussed. Following the meeting lesson plans were made available through handouts and we started a two week project building 3D models of the temple in which the older children were involved.

During the 10:30 service Chapel was opened for ages 4yrs old to 5th grade. Attendance has gradually increased over the past few months. Stories used in the Sunday school program are elaborated on and brought in context of the lives of the children. Children draw weekly what they hope to give God or what they have learned about the lessons, and these are offered at the altar.

The Small Saints program is being woven into a cohesive children's program vision for the upcoming year. Many of their listed needs and wishes are being met, such as increasing the amount of child care during events, painting the toddler room and clearing more space for children to play.

During the Advent season, there were many events including all age participation. One such activity was the Advent craft fair that offered many different craft activities such as making wreaths, Christmas cards, snow globes and angels. Families were encouraged to take home a weekly short service for the advent wreath and a Jessie Tree ornament making kit. Each activity encouraged families to set aside time weekly or daily to reflect on the meaning of Advent. The advent fair had many activities available but little participation. There were many competing activities that afternoon.

Other all age activities included the celebration of the ministry of the Rev. Kathy McAdams. The children and youth came together to make a skit. Participation and reception was wonderful.

The Christmas pageant was a wonderful success. The children and youth programs came together to create a pageant that reflected the interests and diversity of all the children at All Saints'.

This past year has been one of many transitions. As the New Year approaches there are many things to look forward to. This upcoming year we will begin multi-age services, begin a three week parent discussion program to discuss the future of the children's program at All Saints'. The new school year will bring a new classroom for Upper Elementary children hosting a revised Godly Play program more suited to their age groups needs and possible summer program.

Krista Harmon,
Director of Children's Ministry

"SMALL SAINTS"

Infants, toddlers, and pre-schoolers and their parents gather every Friday afternoon. Parents (mothers and fathers) visit and share ideas while their children enjoy playing together. ≈3:00-5:30pm. The start time varies (close to 3:00pm, when the first parents and children arrive after the little ones wake up from their naps).

Deborah Bennett, Ellen Ford

EDUCATION AND SPIRITUAL FORMATION

[In addition to the Adult Education Report, please see the reports on the Book Lovers Group, the Healing Group, the Men's Breakfast Group, and the Women's Group.]

ADULT EDUCATION

Adult Education. For most of 2005, sparse attendance at programs planned for the 9:30-10:15 Sunday time slot, combined with the uncertainty about when a new rector would be in place made it seem expedient to put the program on hold and re-evaluate the place of adult education and spiritual development at All Saints'. A promising start was made with the first-ever Via Media sessions on Friday evenings during Lent, and the Vestry and former committee members are planning a revitalized program for 2006.

Susan Barkan

LAY EUCHARISTIC VISITORS

The Lay Eucharistic ministry to the Sick and Homebound at All Saints' is carried out by laity who have been trained for this ministry. After the Sunday service, the Lay Eucharistic Visitor (LEV) takes consecrated bread and wine to persons confined to home or hospital, so they may be linked to the gathered worshiping community. The LEVs serve an important role in augmenting the sacramental ministry provided by the clergy. This ministry was authorized by the national church in 1985 and All Saints' has had LEVs since that time. Until recently, Mel Kelm was the only active LEV here at All Saints'. This year, he was joined by Bev Benson, Robin Poppoff, and Gloria Van Bree, who received training through the Diocese of California, and interned under my supervision. If you know of a person who desires to have communion brought to them, please contact the Rector so a sacramental visit may be arranged.

LIBRARY COMMITTEE

Chairs: Katy Dickinson and Barbara Sawka. Members: Fran Bickford, Dorothy Dewing (Emeritus), Jessica Dickinson Goodman, and Ann Lane. Computer Consultant: John Plocher.

Library Committee projects this year included:

Annual August Book Sale

We made \$1014 in cash, plus over \$300 in trade credit. The Library Committee donated 10% of the proceeds from the annual book sale (actual cash plus store credit) to the All Saints' Rector's Housing Fund.

Purchase of 32 new volumes of the Anchor Bible dictionary collection (for a total of 56).

Started a new category: music books, scores, and recordings.

To make way for the new Anchor Bibles, sorted through the backlog of many dozens of books without Dewey Decimal numbers and got them data entered and on the shelves.

Moved the last big book case and had it bolted in place.

Installed new printer and software. (Thanks to John Plocher!)

Put up a big cork board and started posting articles of interest.

Major book categories in our library are: Music, Anglicanism, Bibles, Biography, Children's Books, Christian Church Work, Church History, Comparative Religion, Death and Dying, Denominations and Sects, General Fiction, Hymnals, Jesus, Liturgy, Pastoral Care, Prayer, Psychology, Reference, and Theology.

There are almost 2000 volumes now in the library. We are planning to hold an Adult Forum and Open House in early 2006.

Jessica wrote an essay: "Why I am a Librarian" and it was published in the December *Calling All Saints*.

Current uses of the library include: Adult Education program support, Bible reading and book group support, Children's Ministry program support, committee and public meeting location, reference and research, quiet reading spot.

We encourage suggestions for additions to the collection: Please fill out a yellow suggestion form available in the back of the church and in the library.

The library is staffed Sunday mornings between services (9:00 to 10:30 a.m.) and is also open by request to the clergy, the parish administrator, or to a Library Committee member. Please come by and check out our collection! We welcome new members to the Library Committee. We meet on the 2nd Sunday of each month at 9:15 a.m. in the Library.

Katy Dickinson and Barbara Sawka

MUSIC

As always, the worship services are our main focus and function. As we prepare and present our offerings we continue to improve our musical abilities. Along with the weekly responsibilities the choir has presented two special works for the Ordinary of the Mass: a mass by Croce in

February and the great Solemn Mass of the French composer Vierne in June. Our other normal yet special services are Advent Lessons and Carols, Christmas Eve concert, Holy Week: Good Friday, Easter Vigil and Easter morning with a professional Wind Quintet.

For the community, the choir also offered the service of Compline at Memorial Church, Stanford, in February.

In another form of outreach, we have inaugurated a series of Noontime Organ Concerts. Beginning with a series of 4 concerts, every Thursday noon in July, we are now offering our First Thursday of the Month Noontime Concerts from 12:15 to 12:45.

All Saints' continues to be a popular venue for professional music organizations, especially the California Bach Society and Topaz with our own Mimi Dye.

Albert Campbell,
Director of Music

PRACTICAL SUPPORT TEAM

Coordinated by Susan Barkan and Laurie Jarrett, the Practical Support Team provides temporary help in the form of rides to doctor's appointments, meals brought to the home, grocery shopping, and errand running to those in need. If you or someone you know in the parish is facing surgery, recovery from an injury, or some personal crisis, please call the clergy, who will alert us. We will then make the necessary arrangements.

Susan Barkan and Laurie Jarrett

SMALL GROUPS

[The Small Groups Reports include the Book Lovers' Group, the Healing Group, the Men's Breakfast Group, and the Women's Group.]

BOOK LOVERS' GROUP

All Saints' Book Lovers meet about every other month in the church library on Sunday at 12:15. Our selections, nearly always current best-sellers of high readability, include both fiction and non-fiction and usually raise moral, ethical, or artistic questions. Our discussions are lively, free-wheeling, and fun! Book announcements may be found in the Thursday e-notes and Sunday announcement e-note reprints and on the church web site.

Our 2005 list looked at:

- The courageous attempts of a professor at the University of Tehran to keep her students reading and discussing Western literature when the fundamentalist government fired her and forbade all non-Islamic studies. *Reading Lolita in Tehran* by Azar Nafisi.
- The struggle of a young boy growing up in an upper-class household in Afghanistan to come to terms with his betrayal of his best friend; his guilt haunts him through his move

to Fremont, success as a writer in America, and happy marriage. *The Kite Runner* by Khaled Hosseini,

- The satiric and witty saga of a collapsing mid-western family, the book whose author refused Oprah's accolade. *The Corrections* by Jonathan Franzen.
- The aptly titled response to our current political polarization, *God's Politics: Why the Right Gets It Wrong and the Left Doesn't Get It*. Jim Wallis contends that Democrats need to appeal to people of faith and Republicans have to stop saying that focusing on two issues makes them the party of God.

All the above are gross oversimplifications!

Susan Barkan

HEALING PRAYER GROUP

The Healing Prayer group meets the first Monday of each month. We gather to share, meditate, pray and learn. We are committed to exploring the what, why, who, and what happens of healing prayer. To do that, we study (currently *Stretch Out Your Hand* by Tilda Norbert and Robert Webber), we attend workshops, we practice, and we pray. Healing prayer is joyous to be a part of. Healing prayer can be scary to those unfamiliar with it. Healing prayer is complex. Healing prayer is a ministry. We are the group who offers healing prayers at the 10:30 liturgy each Sunday. We are honored to do so and continually work to learn, understand, and share what we believe.

We have been active for six years. If you have a sense this is a ministry that you would like to explore, you are most welcome to join us.

Paula Baldwin

MEN'S BREAKFAST GROUP

The Men's Breakfast Group completed its sixth year as a forum for men in the congregation to share experiences and spiritual growth with one another. This past year the group has been blessed with several new regular members who energized and deepened the strength of our fellowship.

In addition to sharing a meal together each meeting includes a spiritual component led by one of the members. For example this past year members read their spiritually inspired poetry, led guided meditations, and offered Father's Day reflections on our Fathers. Many thanks to Jane-Marguerite who regularly provides short form Morning Prayer to the group.

The group also regularly assists in activities of Parish Life. As in past years, the group prepared the main dishes for both the Christmas dinner and Easter brunch.

The group meets regularly on the first and third Thursday mornings of each month from 7:00-8:30am. We invite you to join. If you are interested in participating, please contact Charlie Weige or the church (650-322-4528).

WOMEN'S GROUP

Six to eight women have met faithfully each Wednesday throughout the year to share, support each other, laugh, pray and discuss together.

We began about four years ago and have evolved into a community. A community that always welcomes new people. Usually we have a theme for six weeks, take two weeks off and then begin again. The new beginnings are always a time when someone can join us.

This year we have used poems by Mary Oliver, *Seasons of Grace* by Alan Jones, *Illuminated Life* by Joan Chittister, Advent Reflections by Joan Chittister and (in the summer) we read together Alexander McCall Smith's *No. 1 Ladies' Detective Agency*.

You can tell we bring in varied materials and find nuggets to chew on in each.

We meet in the daytime which limits some women joining us, but all are welcome. Wednesdays at 10a in the Conference Room. We end by noon.

Paula Baldwin

YOUTH

Youth Group started up around March of 2005 when I joined the church, though it didn't really start taking hold until April or May. Since that time, it has grown from just a few youth who come once in a while to about 10 to 15 who come on a regular basis. The ages range from 5th through 12th grade and, more recently, I have been trying to reconnect with the college students and those graduating this year from high school.

The Youth Group meets every Sunday morning, with a few exceptions, from 9am to 10:30am. We begin with food and fellowship as the youth sit down and talk about their week in highs and lows; then an interactive lesson is taught, which may involve skits, dramas, music, questions, readings, as well as just talking. After the discussion the youth run around as they play a variety of games, and then we finish with prayer.

On top of regular meetings Youth Group also has offsite and onsite activities that happen from time to time. In September I also became the Youth Director at Trinity Episcopal Church in Menlo Park and because of this have combined the groups for the non-regular meetings. The two youth groups feed off each other and this allows the youth to see that they are not alone in their faith.

On one occasion the Youth Group went to San Francisco where the kids toured around and looked at all the awesome sites. They walked about 5 miles and in the process learned about church history. Other events have included such things as Lock-Ins, Alternative Worship, "Wadawada Days", community service, and other things. Lock-Ins are where the youth spend the night at the church but also play games, eat lots of food, and just have a time of fellowship. The youth have done what are called alternative worships. These worship experiences are hands-on experiences that allow the youth to interact with the bible scripture as though they were there. The "Wadawada Days" are days of random excitement. The youth get to do such things as scavenger hunts, crazy puzzles, worship, play games, and hang out together. These events have provided great ways for the kids to invite their friends, thus adding to the growth of the Youth Group.

Youth Group has really started to morph into a faith-based community service group. Every month now there is a new community service project that the youth participate in. The goal is to build relations with the community while improving it. Participating in community service locally is preparing them for the mission trip, which is to happen the summer of 2006. The youth will be going to the Ceres Center in Modesto to learn about third world hunger.

As the Youth Group continues to progress I can only see more growth both spiritually and physically. Praises to God for the support of a wonderful church and the blessings of these incredible youth.

Alex Hardt,
Interim Director of Youth Ministry

OUR WORLD ZONE

EVANGELISM/OUTREACH COMMITTEE

The Evangelism / Outreach Committee had another very active and productive year. The committee is involved in many community programs that we believe demonstrate the welcoming and inviting spirit of All Saints'. In addition to its outward reaching activities Evangelism / Outreach also focuses on supporting the Greeters, Hospitality, and Newcomers committees and all the people who make our church a warm place to come for worship.

Several outreach oriented programs are covered separately in this annual report. They are: Urban Ministry of Palo Alto, Opportunity Center, Friday Breaking Bread Team, PIA, and Topaz Fundraisers.

We would like to especially recognize the work done this year by the Greeters- lead by Mabel Herring, Hospitality- led by Laura Biché, and Newcomers led by John Sack Heather Hadlock.

COMPUTER AND TECHNICAL SUPPORT

2005 was a year of some struggle with our computer resources in the church office. We have reached the point where our aged technology needs an overhaul.

On the accomplishments side for 2005, the office benefited from the donation of a color printer, and the improved usage of our black-and-white printer for making copies of photographs. Many thanks to Jane-Marguerite for making the effort to include more photographs in our AS publications.

Another big accomplishment for the year was the installation DSL / fast internet. This is an improvement that had been needed for some time. The AS office had spent too long using dial-up internet access, where the phone line would then be taken up by the internet connection, and only one individual in the office could connect at a time.

Goals for 2006: we will focus on replacing and updating our office computers (hardware and software), computer network, backup facilities, and phone system as needed. Because this project is an investment in our church infrastructure (these computer resources will be used over multiple years at All Saints'), we will likely be handling part of all of this project as part of the capital expense budget.

In addition to updated office technology, another goal for 2006 is to identify and get into place a resource for office computer support. In the past, we have relied on the goodwill and time of various parishioners and others in the community. This is not a good long-term strategy, as we cannot reasonably expect our volunteers to drop everything and rush to our assistance at a moment's notice every time we have a computer problem. We are investigating various companies and consultants that provide small-office computer support. This will probably become an ongoing line item in the budget.

In this write up, we also want to recognize one wonderful technology resource we have at All Saints': the digital photography provided by John Sack. His ongoing contribution of his time and effort on the AS photo directory, candid photos from our various AS events, donations of photographic images and cards for fundraising, and his contributions to our web site images are an invaluable resource to our community.

Mary Walker

OFFICE VOLUNTEERS

The staff at All Saints' thanks Don Bennett, Mark Interrante, John Sack, Jim Soland, and Mary Walker for the many volunteer hours they gave as our computer support team.

The staff is also grateful for all the parishioners who volunteered in the office this past year, helping with collating and folding bulletins and newsletters, preparing mailings, stewardship packets, invitations, and charity gift cards, counting money, answering phones, and other office tasks. Special thanks go to Fran Bickford, who volunteered 130 hours in the office this past year! We also thank Pledge Secretary, Pam Grange; Treasurer, Lin Miller, Jr.; Finance Committee member, Dale Tatum; and former Treasurer, Bev Benson; for their many hours of volunteer service to All Saints'.

Jane-Marguerite Russell,
Parish Administrator

WEB SITE

The All Saints' web site (www.asaints.org) continues to be one of the best "advertising" vehicles the church has. Perhaps half of the visitors mention locating us first by a web search (the [asaints.org](http://www.asaints.org) web site is #1 in Google's search result list for "Episcopal Church in Palo Alto"), with most younger visitors mentioning the web site as the first point of contact with us.

OUTREACH

[The Outreach Reports include: Flash Mob with a Purpose, Food Closet, Opportunity Center, Parish Outreach, PIA, Santa Maria Virgen, and UMPA.]

FLASH MOB WITH A PURPOSE

Capitalizing on the Gen X phenomenon of Flash Mobs (spontaneously organized gatherings to accomplish some random act), we attempted to reach people in their 20s-30s by organizing such a gathering (maybe-not-so-spontaneously) for the purpose of doing some good. I identified a couple of neighboring schools in East Palo Alto that needed some work in their yards – painting, gardening, and throwing out junk. We distributed cards in workplaces, coffee shops, bookstores, and other locations, as well as posted it on our All Saints' web site (www.asaints.org) and in other Internet locations. FMP part I was in the Fall of 2004; part II was in Spring of 2005. Several members of All Saints' turned out, as did one Stanford undergraduate who got the word from a listserv. We painted playground equipment and picnic tables, as well as picked up lots of trash, for the Cesar Chavez Academy.

The Rev. Kathleen A. McAdams

FOOD CLOSET

This has been another challenging year for the Food Closet. While food contributions have decreased, more people are using its services. Because of the high cost of living in Palo Alto and environs, more people are coming to the Food Closet so they can not only pay their rent, but make ends meet and have enough food to eat. Several factors contributed to less food on the shelves. Contributions from Second Harvest, a big Food Closet supplier, lessened due to a depressed economy, fewer donations from corporations, and less donations because of diversion of donations to hurricane disaster relief. Fresh food, vegetables and fruit, contributions from local grocery stores such as Safeway also decreased as stores used their overages for pig feed and compost. According to Brooke Scharke of UMPA church donations continue to be a major Food Closet resource and more is needed, particularly canned goods such as soups, meats and vegetables. Many thanks to All Saints' Church and their wonderful support!

FRIDAY BREAKING BREAD TEAM

All Saints' has for many years been the site of Urban Ministries' Thursday noontime Breaking Bread meal. In 2005 a second Friday meal was hosted at All Saints'. Now that a Friday meal is available Urban Ministry and the City of Palo Alto attained their goal of offering a no cost, high quality meal every day of the week in the city.

All Saints' volunteers are playing an important role in the new Friday program. The All Saints' Breaking Bread Team prepares and serves the entire meal one day of every month. The volunteers work two shifts of two hours each, one group preparing the meal and the other serving and cleaning-up. An Urban Ministry staff person serves as team leader in preparing the meal.

The group regularly serves between 60 and 80 warm meals to clients. We regularly visit with clients and have also initiated a prayer time with clients who wish to join in prayer circle prior to the meal. There is also great camaraderie among the volunteers working in the kitchen.

If you are interested in this ministry please contact Jake Warde or the church (650-322-4528).

FUNDRAISING FOR KATRINA HURRICANE

After Katrina struck, there was effort to raise funds so that All Saints' Parish could directly help a family that had been dislocated by the hurricane. Kathy McAdams, Jeff Rensch, Katy Dickinson, and Tricia Dolkas worked together to distribute information about the fund-raising effort and to locate a family that would be interested in relocating to the SF Bay Area. The church community raised approximately \$8,000 for Katrina. The efforts to find a family were not successful, so the funds were sent to the Episcopal Relief and Development Fund for disaster relief in Louisiana.

OPPORTUNITY CENTER

The Opportunity Center has had a banner year, successfully raising in 2005 the final capital (more than \$20 million) needed to build the project and set up an endowment. Now in 2006, the actual construction is proceeding on schedule, not far from the Palo Alto Medical Foundation. The construction crews managed to get the building into rain-proof condition just in time, and completion is scheduled for July. All Saints' is actively involved in the planning for several events. Jeff Rensch and Sally Cadigan are on the Planning Committee. All Saints' will participate in the gala Grand Opening of the Opportunity Center in late July or August of this year. Larry Brown, Sally Cadigan, Barbara Foster, and Jeff Rensch are all participating in this gala event and would love to hear from other Saints who wish to help with this opening event.

The endowment is approximately \$3 million and it will be used to subsidize housing, and to cover all aspects of building overhead (e.g. utilities) so that the service organization will be rent-free. The fundraising is now over, at least for the near future. Each organization will continue, as before, to raise money for their particular services. The All Saints' Congregation gave very generously over the life of the project.

The Opportunity Center is planned as a day service center for local folks who are either unhoused or at risk of homelessness. In addition to the day services, provided by InnVision, there will be 89 apartments to supply both transitional and permanent housing for low-income folks. All Saints' played a historical role with other churches and organizations in the launching of the Opportunity Center at a PIA town meeting at All Saints' in May 1998. This project, about 8 years-in-the-making, cost over \$23 million, and has involved All Saints', our friends at First Presbyterian and many other Mid-Peninsula faith-organizations, and many civic, academic and government people. It was "born" in the All Saints' library as a result of our Peninsula Interfaith Action (PIA) Organizing Committee efforts.

There will be opportunities for volunteer activity when the Center begins to function as a Drop-In Center, a Transitional Housing Facility for Single Occupants and Apartments for Women and Children.

PARISH OUTREACH

In 2005, All Saints' continued its tradition of contributing generously to individuals and groups that needed our support. Funds are gathered as a direct budget item, plate offering or donations from parishioners. In some cases such as Peninsula Interfaith Action, the amount includes membership in an organization. In 2005, parishioners were especially generous to the Episcopal Relief and Development disaster relief fund for tsunami, earthquake, and hurricane survivors. Following is the Year 2005 expression of help.

Bishop's Discretionary Fund	\$ 365
CDSP Seminary	1,200
Episcopal Relief & Development Fund	11,811
Food Closet	965
Heifer Project	430
Opportunity Center	924
Peninsula Interfaith Action	3,000
Rector's & Associate's Discretionary Funds	6455
Santa Maria Virgen	465
Stanford Canterbury	600
	Total \$ 26,215

Our Diocesan "Fair Share" allotment this year,
to support the Diocese of El Camino Real
and its outreach, was \$91,368

Grand Total \$117,583

PIA: PENINSULA INTERFAITH ACTION

PIA is an organization of lay people and clergy from 31 peninsula congregations who are interested in community betterment, social justice, relationship-building and leadership development. All Saints' participation in PIA has focused on building support for the Opportunity Center and support for affordable housing initiatives of city, county and state governments.

Recognition of All Saints' efforts, through PIA, to bring the Opportunity Center from vision to reality was recently included in Don Kazak's column in the December 21, 2005, issue of the Palo Alto Weekly quoted below.

Religion usually doesn't play a big role in Palo Alto, but the mainstream Protestant churches have been our moral-based social consciences over the years, a tradition that has deep antecedents.

All Saints' Episcopal and First Presbyterian have had their congregations out in front on many issues that the rest of us should care more about but are too busy with our lives to stop and think about.

Those are the two churches that generated the idea for the Opportunity Center, now being built. It will be a drop-in center for the homeless and have low-cost apartments for people trying to re-enter a more normal life, giving them some dignity along with counseling, services, shelter and hope.

...Seeing the Opportunity Center being built isn't just a question of watching the building slowly come to fruition. It's a mark of faith that this community has for others.

The celebrations surrounding the grand opening of the Opportunity Center are tentatively scheduled for July/August 2006. All Saints' members interested in volunteering to help make these preparations and events resounding successes, please contact Jeff Rensch or Sally Cadigan.

Those interested in exploring ideas for All Saints' ongoing relationship with PIA, please contact the Rev. Ian Montgomery or Sally Cadigan.

Sally Cadigan

SANTA MARIA VIRGEN

All Saints' has been an active supporter of Santa Maria Virgen Episcopal Mission in Milpitas again during this past year. Santa Maria Virgen was one of the beneficiaries of two Topaz benefit concerts organized by All Saints'. We bought 40 dozen tamales during Santa Maria's annual Christmas fundraiser. We also donated Outreach funds directly to the mission. So in 2005, All Saints' supported our sister congregation financially, with prayer, and with Katy Dickinson as a liaison. We have invited Padre Efren Garza to give a sermon at All Saints' and are arranging for a good date in 2006. We look forward to joint ministry opportunities in the future.

Katy Dickinson

TOPAZ CONCERT BENEFITS AT ALL SAINTS'

In 2005, TOPAZ Concert Benefits raised a total of \$1,278 which was given to the Opportunity Center, the Food Closet, and Santa Maria Virgen. We thank Mimi Dye and all the musicians of TOPAZ and all the volunteers who worked to make these benefits a success.

UMPA: URBAN MINISTRY OF PALO ALTO

Urban Ministry of Palo Alto (UMPA), part of InnVision Peninsula Programs, serves the homeless and "at risk" by providing hot meals every day of the week at different churches, including Thursday and Friday meals at All Saints'. UMPA also sponsors the Food Closet on our campus and the Clothes Closet at Holy Trinity, Menlo Park, while helping its clients with referrals for shelters, housing, jobs, counseling, case workers, and other crucial services.

A quick preview of 2006: In March, UMPA's Hotel de Zinc, an overnight shelter, will have its temporary home on our campus. Later in the year (end of summer), our long awaited Opportunity Center will open and InnVision UMPA will become the core provider of daytime services there.

All Saints', has continued to support all of UMPA's activities through abundant gifts of time, talent and money. For example, a portion of our revenue from our Topaz concerts, both last year and this, will go to InnVision Urban Ministry. Winter donations are crucial: the organization has had a tough financial time at the end of 2005 because so many global disasters diverted people's attention and resources from local needs.

Many thanks to Jake Warde's Breaking Bread crew and to parishioners like Don Bennett and Ray Meek who volunteer at the Food Closet! In addition, our members' financial support continues to have a very positive impact on this important organization.

UMPA provides meals every day of the week at different churches, with the Thursday and Friday Breaking Bread Meals at All Saints'. Urban Ministry sponsors the Food Closet at All Saints' and the Clothes Closet at Holy Trinity, Menlo Park. UMPA helps with referrals for shelters, housing, jobs, counseling, case workers, and other emergency services. All Saints' supports all of UMPA's activities through gifts of time by volunteers and financial gifts.

Jeff Rensch

FACILITIES ZONE

BUILDINGS AND GROUNDS COMMITTEE

The current Buildings and Grounds Committee (BuGs) was formed at the April 2005 Vestry retreat and consists of Carol Hubenthal, Robin Poppoff, and Bob Tatum.

The BuGs committee was able to finally complete two projects which had begun the year before: the signage and sound system projects. All of the interior and exterior room identification signs have been installed. There is also an Education Building directory map and an All Saints' sign visible from the Border's Parking Lot.

The entire sound system has now been replaced. Shortly after last year's Annual Meeting (part 1) the ADA headsets were replaced and a wireless Receiver Speaker was installed in the Nursery. Late this past fall the rest of the microphones were replaced. After some initial mishaps with the system, and a special Sunday visit from the sound engineer at McKinney, the system is now working.

The Labyrinth required a bit of repairs. The paint did not adhere to the caulking that had been used to fill in cracks. The **Hubenthal family** and **Charlie Weigle** came to our rescue and pulled out the caulking. **Labyrinth volunteers** repainted most of the cracks. More painting will occur when spring arrives.

The Parish Hall ceiling looks as if something is leaking, or has leaked. After some research, the name of the roofing subcontractor was found. **Bob Tatum** attempted to contact them. The two played telephone tag, but never connected prior to the company leaving the state. Bob will now go back to the general contractor in order to find out what is going on.

Many, many parishioners worked at a very successful Parish Work Day thank you! We painted the rector's office and the Nursery, the Education Building windows were washed, the Food Closet area was power washed, and many gardeners came out to weed and spruce up the grounds. Later, **Lin Miller** contracted the services of someone to power wash the entire campus. **Marianne Witscher** and **Laurie Jarrett** held a very successful plant purchase at the Auction and then they renovated our Memorial Garden. Stop by and check out the wonderful work they did! **Mary Cloutier** continues to help Marianne and Laurie maintain the Garden. Laurie and Marianne continue with the hard work of maintaining all of our landscaping, keeping our

flowerbeds colorful, and scheduling the tree trimming. Laurie stepped down as Landscape co-chair, but continues to help Marianne (thank goodness).

Mary Ann Hayward confessed to Carol that she would become our much-needed Kitchen Czar after her Vestry term is up. Now that it's public, we will hold her to it!

Carol Hubenthal obtained estimates for resurfacing the Education Building second story walkway. This project will take place later this year. It will be a logistical nightmare coordinating with DCC and our other tenants, but it's something that needs to be done.

At our Christmas Eve late service, which was fully incensed, we discovered that the fire alarm system works! It contacts the Fire Dept when activated, but there is no audible alarm on site.

Robin Poppoff will be contacting the fire alarm company to obtain an estimate for installing an audible, noisy alarm.

Maybe the most important item BuGs accomplished was creating a prioritized list of maintenance and improvement projects that our campus buildings need. BuGs will need the help all parishioners for each project, and we hope you will find one project that you are interested in and sign up to help. We need you!

Respectfully submitted,
Robin Poppoff, Carol Hubenthal, & Bob Tatum

GOVERNANCE ZONE

GOVERNANCE COMMITTEE

The Governance Committee is the umbrella over all financial, personnel and other administrative matters and meets monthly. There are subcommittees to Governance in the following areas:

- Finance – dealing with budget planning and monitoring, funds management, banking, and is now working on options for parish-assisted rector housing, following the request to the Parish to increase funds for this purpose. The Committee met monthly to review financial statements against budget and investments. It also manages leases and office equipment matters as well as prepares drafts of the annual budget for the Vestry. *Members: The Rector, Lin Miller, Jr. (Treasurer), Joe Baldwin, Nancy Cohen, Mary Ann Hayward (Senior Warden), Christian Pease, and Dale Tatum*
- Stewardship – planning and implementing the annual solicitation and collection of parishioners' talent and treasure, which is included in the annual pledge process. In order to determine how All Saints' could better receive parishioners' talent, this year the stewardship campaign returned to an every-member personal canvass. *Sally Cadigan and Mary Walker, co-chairs. See separate report.*
- Personnel Review and Development – keeping personnel policies updated, advises clergy on staff personnel matters, assists with personnel reviews, goals, and salary adjustments, recommends rector's annual salary to Vestry. *Members: Nancy Cohen, Diane Frankle, and Mary Ann Hayward. See separate report.*

The Governance Committee this year asked Kathy McAdams to serve as Acting Rector following John Allen's departure and worked with her on goals for that period.

Governance members: The Rector, Nancy Cohen, Ray Dempsey, Diane Frankle, Mary Ann Hayward, and Christian Pease

PERSONNEL REVIEW & DEVELOPMENT COMMITTEE

Once again the PR&D participated in annual reviews for clergy and for professional staff and assisted in determining salary increases for them and the rest of the staff. Professional reviews included calling a number of parishioners to gather their input on the person being reviewed. The reviews consist of the parishioner input, reviewee's self-assessment and the rector's evaluation. A PR&D member participates in the review meeting for all professional staff and provides guidance to the rector for other staff meetings. Goals for the following year are set, against which the next review will be based in part.

PR&D members also advise the rector in development of staff, including solution of any issues that may arise. The annual personnel budget is developed by PR&D using comparable information that may be available on salaries.

The Rector is in the process of forming a new committee.

Nancy Cohen

Diane Frankle

Phil Palmer

Carol Nast

Mary Ann Hayward, *ex officio*

DIOCESAN CONVENTION/DEANERY DELEGATES

All Saints' Palo Alto has five convention delegates who are also its elected representatives to the West Valley Deanery (WVD): Mary Cloutier, Nicci Prentice, Dorothy Dewing, Barbara Sawka, Katy Dickinson, and (alternate) John Plocher. Dorothy Dewing had to resign during the year due to family illness.

There are two big discussion topics in the diocese this year: finding and calling a new Bishop, and changing the Fair Share financial structure. We also changed the annual convention meeting time from January back to October, starting in 2006.

Bishop Search: The diocese has been in a waiting period before calling the third Bishop of El Camino Real. During this waiting period, the diocese held a series of 3 conferences preparing us for the search. The work of the Search Committee, which will lead our diocese to the call, election, and consecration of our next bishop, will begin after Convention in January 2006.

Fair Share: At a Deanery meeting in the Fall 2002, the Rev. Kevin Philips, Rector of St. Timothy's brought up the subject of changing the way we assess our diocesan Fair Share payments. He proposed a 10-10-10 Fair Share (10% from the people, 10% to the Diocese, and 10% from the Diocese out). Kevin's rationale was that many thought the Fair Share formula was an arbitrary assessment on parishes and missions of the Diocese, with many parishes struggling to pay the Diocesan assessment, sometimes cutting deeply into what they believed to be important local priorities. This promoted a lively discussion, with concerns about what would happen to new church plantings, the present missions and other programs that rely on Diocesan funding. We talked at some length about it, but agreed it definitely needed to be proposed at a higher level.

So, following that meeting, Kevin posted a message on the ECR Web Site to promote a dialogue on the 10% Fair Share.

Some agreed that we needed to promote an ethic of Biblical tithing. It would be great if we could do this. It was said that if everyone sitting in our pews adopted tithing as a regular discipline, we would never have to have a stewardship campaign or send out requests for higher pledges.

Some view the present Fair Share system as difficult, if not crippling; how would we offer support to the less financially stable parishes if they do not receive the ministry support they expect from the money we contribute to the Diocesan Fair Share. It was agreed that we needed to put the issue on the table and discuss it openly. And many thought this was the right time to enter into a discussion of this issue while we are in transition of selecting a new Bishop.

There were many other thoughts and interesting dialogue but like every other issue, you had those who agreed and those who disagreed, and there were concerns about the health of Diocese if we adopted such a Fair Share policy.

So, at the 2005 Convention a Resolution was put forth. It was #1 on the Resolutions agenda and was submitted by the Vestries and Rectors of All Saints', Carmel, St. Edward's San Jose and St. Timothy's Mountain View. This Resolution read:

RESOLVED, that the 25th Convention of the Diocese of El Camino Real charge the formal bodies of the Dioceses of El Camino Real to study a mission strategy committed to the support of local ministry and to design diocesan funding alternatives including a 10/10/10 model as a final structure for this mission.

Then, on January 10th, Diana Lovelace of the Diocesan Council in an e-mail to Delegates, Rectors and Vicars said that Resolution #1 was not needed, as work in that regard was already underway and that at the Convention in October 2004, the Diocesan Council passed a resolution to appoint an Ad Hoc Diocesan Funding Review Committee (DFRC) to study the funding of diocesan programs, services and support.

At the January 2005 Convention, after the official opening, prayers and committee reports, etc., part of the process is to meet in smaller groups to discuss various aspects of the program. Rooms are set aside to discuss the Resolutions, Budget, DIEM (diocesan mission congregations), and so on. We divide the delegates up so that someone attends each discussion. Mary Cloutier chose the Resolutions group to hear more about the 10% Fair Share. Here again, there were opinions from both sides of the spectrum: how would the Diocese continue to function; how would programs get funded; what would happen to some specific program that a specific church was supporting with the help of the Diocese. Some people were very concerned about what this would do to the Diocese as a whole and that we needed to study this a lot more before jumping into those waters. Others could see it as a financial burden lifted from their parish, which would allow them to expand programs they would not normally be able to support, given their Fair Share to the Diocese.

Much discussion, particularly as it would affect DIEM, but obviously no decision was made at Convention to approve this change but that we would await the DFRC proposal. The DFRC report (also called "Ten Plus") has recently been released and it seems that they agree that the present Fair Share no longer works and that for the 2007 budget year, the DFRC recommends the implementation of a 10% mandatory Fair Share based on current income.

There is general agreement that the present Fair Share system is not working. Many congregations are unable to meet their Fair Share and there were many years when All Saints' was unable to meet its Fair Share. At one point in our ministry, our parish church came close to

being shut down because we lacked the funds to continue. This happened under Rev. Jim McLeod's tenure; he has spoken in the past about this dark time in the life of All Saints'.

The big question is, will we and other congregations take up the challenge to support the Diocesan programs that will no longer be supported at the Diocesan level? Will we pledge 10% PLUS to the Diocese. What programs would we develop or how would we grow as a Parish if our Fair Share were only 10% and we had the means to do other things? Our faith is being challenged; our commitment to the church is being challenged. Are we up to that challenge?

More information on the convention is on the web site at <http://www.ecrweb.org/govern.html>

Nancy Cohen served as Diocesan Chancellor and Katy Dickinson served as DIEM Convener this year.

Respectfully,
Mary Cloutier & Katy Dickinson,
All Saints' Convention Delegates, and
West Valley Deanery Representatives

FINANCIAL REPORTS

FINANCE COMMITTEE

The Finance Committee had an interesting and challenging year guiding the “financial ship” across sometimes rough waters to reach the end of the year with a small surplus over the 2005 budget. We were also able to increase our investment income because of rising interest rates and small increases in our rental income. During 2005, \$60,000 was contributed to the Rector Housing Fund* and \$10,000 to the Miller-Music Fund.⁺

Thank you all who helped keep the ship upright, including Dale Tatum, Nancy Cohen, Christian Pease, Joe Baldwin, Mary Ann Hayward, Ian Montgomery, Kathy McAdams, and our parish administrator, Jane-Marguerite Russell..

Lindley H. Miller, Jr., Treasurer

* Which now amounts to approximately \$360,000.

⁺ Which now amounts to approximately \$15,000.

STEWARDSHIP REPORT

2005 – 2006

We had three new stewardship goals in 2005:

1. A target of 20% increase over last year's dollar figure of pledges.
2. Improved communications to parishioners around the issue of financial pledging, via development of more in-depth and easy-to-read material in the pledge packet, and via informational posters in the sanctuary.

3. Introduction of the concept of “year-round Stewardship of all things” to the parish, via events and programs that discussed Stewardship of our Financial Resources, Stewardship of our Families, Stewardship of our Health, and Stewardship of our Endings and Legacies.

In addition, we wanted to continue with **two prior goals** from our past fall pledge campaigns that had been particularly successful:

4. The proactive outreach to every parishioner in person or by phone during the Fall Pledge Drive.

5. The coinciding of the kickoff of the Fall Pledge Drive with the annual All Saints’ auction event, in 2005 titled “Prepare The Way.”

How did we do against these goals?

1. While we did not achieve the targeted 20% growth in pledges, we did see a significant increase in pledges from the level of \$393,000 in 2004.

As of January 6, 2006, All Saints’ had received total pledges of \$423,000 for the year 2006. This amount included \$18,200 of a matching grant offered to All Saints’ by an anonymous donor – for which we give resounding thanks, as those matching funds made a tremendous difference.

Since we have just begun the 2006 year, we anticipate an increase in pledges as the year goes by, as new members join us and existing but unpledged members decide to step forward and participate in the spiritual and financial practice of pledging.

It would be appropriate to mention here that, in addition to pledging, All Saints’ continued to have other events throughout the year that contribute to our financial resources. The annual Book Sale saw good success; its proceeds go to support of the library and designated library fund. The first All Saints’ garage sale netted almost \$800 which went to the AS general fund. Our largest fundraiser continues to be the annual Auction, which was taken to new heights this year thanks to the enthusiastic Auction Committee (for more details, please see the Auction write-up elsewhere in this Annual Report).

2. The pledge packet was significantly enlarged with additional materials on the spiritual and financial aspects of pledging.

3. We had a number of events and communications around the idea of a broader definition of stewardship, including:

- Kathy’s write-up on Stewardship in *Calling All Saints* in the fall.
- In Sept-Oct, Kathy led a series of four Friday evening discussions on Stewardship of our Financial Resources.
- Stewardship of our Health active Saturday, with a variety of activities including biking and hiking
- All Saints’ sponsored a Saturday seminar on Stewardship of our Endings and Legacies, in which Kathy and Ian were joined representatives from Coda Alliance and the West Coast, Episcopal Church Foundation in a lively discussion of end-of-life issues, financial and otherwise.

4. A team of vestry members and parishioners volunteered to participate in two “phone-a-thon” evenings, led by Sally Cadigan and Mary Ann Hayward. After an initial training on the goals of the fall pledge campaign, these volunteers made phone calls, connecting with most members of the parish. In addition, follow-up calls continued throughout the fall and early winter.

5. The All Saints' Auction was bigger and better than ever this year, raising nearly \$10,000, an increase of 30% over 2004. There was increased attendance and a greater diversity of donations, thanks in large part to Chairperson, Barbara Foster, and her able team of volunteers. We truly appreciate the many hours they invested in this project.

This report would not be complete without giving heartfelt thanks to the many, many volunteers to help to make the Pledge Drive and all the other fundraising programs to be successful. Many people gave generously of their time to participate in the Fall Pledge Drive, doing phone calls, assisting with materials and mailings, doing personal visits to parishioners and the many other tasks required. We thank God for the able help of so many thoughtful people.

We give specific thanks for the efforts of our Senior Warden, Mary Ann Hayward, who on top of her other responsibilities, put a great deal of her own time into our Stewardship activities this year.

Sally Cadigan and Mary Walker, Co-Chairs for Stewardship