



CALLING ALL SAINTS !

*News & events from
All Saints Episcopal Church
Ministering in Palo Alto since 1892*

NOVEMBER 2008

ALL SAINTS' FINANCES: THE "PAY AS YOU GO" STORY

By John Sebes

We've seen a lot of change at All Saints recently. Our Rector, Father Montgomery, prayerfully decided to seek a position on the East Coast, closer to his children and to his roots. Father Stephen, our Curate, has been called, in the normal course of his priestly development, to assist in a parish in Florida. In the next two months we'll be assisted by "supply clergy," versatile priests from a variety of interesting backgrounds who are used to sharing their gifts with congregations on a temporary basis. During that time we'll be seeking an Interim Rector to minister with us and to us. The Interim Rector will be a specialist in working with parishes in transition; he or she will help us truly determine what we want to be and do, and are willing to work for, as we progress towards being able to call a new Rector in perhaps 2 years' time.

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Six to ten years ago, we were used to having two full time clergy and a staff of 5, including a full time parish administrator. By the end of last year, for a brief period, we had again grown back to two clergy and a staff of 5 including a full time Director of Children's Ministry. By contrast, we are aiming to start next year with a single clergy person, supported by a staff of 3: part-time office manager, part-time music director, and our Sexton of many years, Kevin.

Why such a big change? The question is part of some confusion that I'd like to try to clear up. Over-simplified into a specific question, we're hearing "Are we suddenly much poorer and can only afford this small staff?" There's not a simple answer to the question, but I'll start by saying very emphatically, no we are

not suddenly poorer! The truth is, indeed, we can afford only one clergy, but this is a situation of many years' standing. In fact, for the last couple decades at least, we have not been able to afford two clergy and what we've come to expect as a full staff. So what does "afford" mean in this context? and how did we pay for such a larger staff? To answer these questions, we need to look at a bit of history our parish – and not just retrospectively, but also to understand the basis for some **fundamental** changes in parish finances that the vestry has chosen to make, and which we might call "pay as you go" finances.

**SAVE THE
DATE !
Sunday,
November 2
ALL SAINTS'
DAY**

**Children dress
as saints and
sing**

Details on p.13

**SAVE THE DATE!
Sunday November 9
HOPE WITH
SUDAN
✦
Sudanese music
African craft sale**

Details on page 4

FINANCE (continued):**A Look Backwards**

Looking back 15 years or so ago, we see an All Saints with two clergy and full staff which we were not really able to afford. That is, All Saints' regular income (pledge, plate, rental, and investment income) was not sufficient to cover the budget that included, as by far the largest component, the expense of employing clergy and staff. In addition to the ordinary income, there were two critical factors in the budget. First, there was no expense for the Rector's housing (a significant component of the Rector's compensation). Second, for several years there was one parishioner who regularly made a large annual gift tied to staff compensation, and this gift was roughly equal to the employment expense for the Assistant Priest (exclusive of the Assistant's housing allowance).

Therefore, despite appearance, All Saints' was basically a "one-clergy parish" that was able to employ two clergy as the result of two factors – absence of housing expenses for the Rector, and a large annual gift earmarked for the Assistant Priest -- that stopped years ago.

Now, fast forward to recent history, and the beginning of Fr. Montgomery's tenure at All Saints'. For the first time in many years, All Saints' was paying the full cost of Rector and staff (and operations, programs, and diocesan contribution) out of ordinary income. In other words, All Saints was truly operating as a one-clergy parish, and with a small staff – very much like what our clergy and staff will be in 2009.

However, Fr. Montgomery and the vestry quickly realized the challenge of working towards the goals of growth and renewal that we felt called to, with only one clergy to minister to a growing flock. We conceived a plan in which we could afford to hire a second priest, partly by some changes in staff that were already occurring, but mostly by raising a separate fund to cover much of the expense of the Assistant Priest. We called this the "Venture Fund" because the idea was to use the fund to help defray the costs of employing an Assistant, who, working with the Rector, would over the course of two years attempt grow the parish to the point where ordinary income could support two clergy, and

congregation, and increased investment income from a newly formed endowment.

A Check-point

Part way through 2008, the Rector, Wardens, and Vestry realized that our mutual ministry and work together were not having the positive effect for which we ventured and visioned, with consequences both financial and pastoral. We've all seen, and are continuing to see, the many changes in response to that realization. One part of that change is a fundamental shift in the way we approach our parish finances, namely, that we must be able "pay as we go," with ordinary income being sufficient to cover ordinary expenses, without recourse to special gifts or waived expenses. In other words, for the foreseeable future, we will operate within our means as a one-clergy parish with a small staff, the usual operational expenses, and a modest budget for programs and ministries.

Are we suddenly poor? No. Instead, we've chosen to live within our means for the first time in decades, as part of a medium-term strategy to get healthy and get honest, as a parish, about what we are now, what we hope to be in the future, and what steps we can truly commit to, in order to move to the future.

To be very clear, All Saints' means **are** notably reduced, **not** at all suddenly, but in fact gradually over the past 15 or so years. Like the Episcopal Church at large, we've been aging and shrinking slowly for many years. But from the viewpoint of sustainable finances, one key measure is income from pledge and plate, which is down about 20% in the last 10 ten years, with a similar though

Mabel's Corner

Dear God, give me gratitude for the obvious blessings in my life, and help me to discern those blessings in disguise.

perhaps even be able to replenish the Venture Fund for later growth-oriented "investment." Fr. Montgomery approached individual donors, raised the funds for this venture, and hired Rev. Lori Walton, who was succeeded by Father Stephen.

A bit over a year later we "doubled down" on this concept with the Vision 2007 effort, a sort of hybrid capital campaign to raise funds for staff expansion and facilities renovation expense, with a 5 year goal of All Saints' ordinary income growing to be able to support a full staff. The goal was a combination of increased rental income from renovated facilities, increased pledge income from a larger

lesser change in the number of pledges. That's the financial trend that we have to contend with, in two ways. Financially, we're working harder to supplement pledge income with more rental income and support from our endowment. But more importantly, we will be working together as a parish to clarify our hopes and conflicts, confusions and desires, to be guided by an Interim Priest back onto an upward path, and to eventually call a Rector who can lead us in sustaining us in that new direction, whatever it may be.

Our Situation Today

Your vestry wrote in July about the grave state of parish finances, appealing for help. Response from the parish has indeed helped to some extent, including a number of members catching up on their pledges as well as some members increasing pledges or making one-time gifts. And we've been fortunate in being able to have smaller expenses for our clergy transition. However, we anticipate ending 2008 with a significant deficit. We've decided to defer some capital spending on lighting (much as we'd like to complete this renovation), though we're hoping that our cash flow and pledge collection will improve so that we can continue the important work of bringing our facilities up-to-date, to enhance parish activities as well as attract renters. The vestry also voted at the October meeting to freeze program expenditures for the remainder of the year, subject to any pressing needs that may be brought to our attention. The net effect of these various factors (including the spending freeze) has been to reduce the projected deficit, from the \$250,000 that we were facing earlier in the year to just below \$100,000.

Looking at the more immediate future, it is important to look at the

prospect for completing 2008, budgeting for a more modest 2009, and conducting a pledge drive to be able to fund All Saints on a stable, ongoing basis. Several experienced members of the parish have recently stepped forward to serve on the reconstituted Finance Committee, with Charlie Weigle as chair. The committee, which includes the collective wisdom of Dale Tatum, Nancy Cohen, Joe Baldwin, and Justin Martin, is now examining the parish data in order to produce clear, useful information that will guide us all in understanding the gravity of the situation and also in setting our priorities for the coming year. The Finance Committee will analyze the current estimates of a \$100,000 shortfall for 2008, and a potential \$50,000 deficit for 2009, to aid the Vestry in developing a pay-as-we-go budget for 2009 that is part of a sustainable plan to make us a financially healthy parish.

We look forward to receiving the Finance Committee's reports and sharing them with you as we move forward together, prudently and prayerfully, to develop next year's budget, confident that the Holy Spirit will guide us in understanding how to fulfill our mission of being Christ's hands and feet and voice to each other and to the communities in Palo Alto which we serve—and in helping us to find the means to do so.

-- John Sebes, on behalf of the Vestry

CLERGY ROSTER THROUGH THE END OF THE YEAR

By Mattie Scott

The Vestry sought supply clergy from among both male and female priests in the Diocese, and we are blessed to have the following roster of outstanding individuals who were

available. We look forward to giving each of these clergy a warm All Saints welcome as they become a part, however temporary, of our parish family.

The supply clergy will be anchored by the Rev. John Buenz, former Dean of the Cathedral of St. John the Evangelist in Spokane, Washington, and first rector of St. Jude's in Cupertino; he will take us through part of November, most Sundays in Advent, and Christmas. On November 9, we will be honored to have the Rev. Jerry Drino, who will preach on his ministry with the Lost Boys of Sudan and conduct a forum after each service. On November 16, the Rev. Canon Brian Nordwick will preach and lead a forum after each service; Canon Nordwick is the Diocesan Administrator for the Diocese of El Camino Real, and he will be an important resource for us in our coming processes of planning and discernment. His impressive list of Diocesan duties can be found at <http://www.ecrweb.org/page/page/2905239.htm> And of course, our own Rev. Canon Jim McLeod, Rector Emeritus, will be on hand providing his own inspired brand of wisdom and continuity.

This roster takes us to the end of the year, after which we hope to have selected our Interim Rector from a list provided by the Diocese of priests who are expert in assisting churches through the transition period to a permanent rector, and who will commit to stay with us for at least two years.



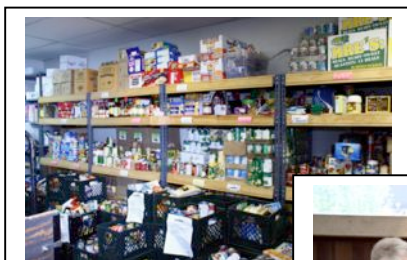
Supply Clergy at All Saints: Who & When

Oct. 26. The Rev. John Buenz	Nov. 23 The Rev. John Buenz	Dec. 24
Nov. 2. The Rev. Canon Jim McLeod (All Saints' Sunday)	Nov. 27 The Rev. Canon Jim McLeod (Thanksgiving Day)	Early service - The Rev. Canon Jim McLeod
Nov. 9 The Rev. Jerry Drino - Forum after each service on the Lost Boys of Sudan	Nov. 30 The Rev. John Buenz both services and Lessons and Carols	Late service - The Rev. John Buenz
Nov. 16 The Rev. Canon Brian Nordwick (Jim McLeod will celebrate communion) Brian will preach and lead a forum after each service.	Dec. 7 The Rev. Sheldon Hutchison	Dec. 25 (Christmas Day) The Rev. John Buenz
	Dec. 14 The Rev. John Buenz	Dec. 28 The Rev. John Buenz
	Dec. 21 The Rev. Canon Jim McLeod	

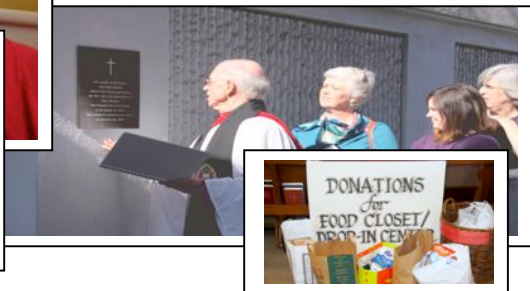
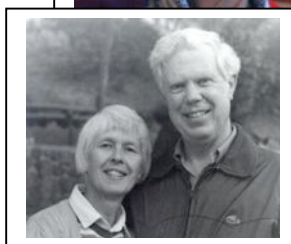
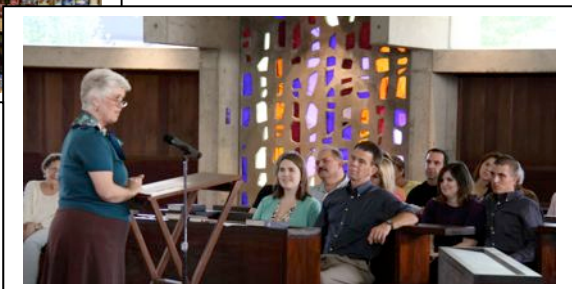
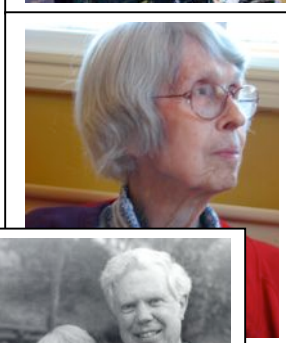
THE REVEREND JOHN BUENZ

John Buenz was born and raised in San Antonio, Texas and graduated in engineering from the University of Texas in Austin. He served as an officer of the Naval Civil Engineer Corps before joining the Kaiser Corporation as a management trainee. Following a year at the Stanford Business School, he entered The Church Divinity School of the Pacific where he graduated in 1965. He served as a Curate at St Mark's, Santa Clara and founded The Episcopal Church in Almaden. For 13 years he was the first Rector of St Jude's, Cupertino where he was active in the formation of the Diocese of El Camino Real. For 10 years he served as the Dean of the Cathedral of St John the Evangelist, Spokane, Washington, retiring in 1996.

Following return to his home in Cupertino, he was the first Visiting Chaplain to students at CDSP and has been active for extended periods of time in three bay area congregations. In addition he served as the Interim Pastor at St Mary's, Pacific Grove, Calvary Church, Santa Cruz, the Episcopal Church Almaden and most recently at All Saints, Carmel. He is currently an Assisting Priest on the staff at St Jude's. On an ad hoc basis, he has been a search consultant for four congregations in this diocese and conducted vestry retreats for a variety of congregations. He and his wife Marilyn have been married for 33 years. He adopted her two daughters, and they have six grandchildren living in the Bay Area.



*Tribute to Patsy McAfee
October 18, 2008. Be sure
to check out the plaque
outside the Food Closet.*



ALL SAINTS
NOVEMBER 9 EUCHARIST
 8:00 & 10:30
HOPE WITH SUDAN
 WITH REV. JERRY DRINO
 SUDANESE CHOIR WILL SING
 DINKA HYMNS
FORUM ON SUDANESE REFUGEES
 9:30 A.M.
AFRICAN CRAFTS FOR SALE
 PROCEEDS BENEFIT SUDANESE
 REFUGEES

HOPE WITH SUDAN

"What you have done has given us the possibility that we can attain the future." These are the words of a 14 year old girl who is one of the sponsored Sudanese refugee students in Kenya. **Hope With Sudan** supports the educational hopes of 55 young adult Sudanese refugees here in Santa Clara County and 70 Sudanese children, youth, and young adults living in exile in Kenya and Uganda. Begun in 2002 at Trinity Cathedral with the **Lost Boys of Sudan**, the ministry expanded as direct contact was made with leaders of the Church in the Sudan. Among those receiving scholarships in Africa are 45 orphans, ages 5-18, and five priests and their children. The clergy have not had the

opportunity for formal theological education because of the 50 civil war. Another 50 applicants are waiting for scholarship assistance. See www.hopewithsudan.org for more information

About Jerry Drino

Jerry Drino has been priest-in-charge of the Sudanese Ministry at Trinity Cathedral since 2002. He has traveled to Sudan, Kenya and Uganda five times developing partnerships with the Sudan Church as well as meeting the 70 sponsored students and their teachers which **Hope With Sudan** supports. He is Rector Emeritus of St. Philip-the-Deacon where he served

for twenty-eight years and for seventeen of those years also was Executive Director of InterCultural Ministry for Province VIII (Western US, Hawaii, Alaska, Taiwan). He is the author of three of the Episcopal Church's resources on anti-racism and cultural diversity in the ordination process.



Rev. Jerry Drino, Kenya, 2004



Calling All Saints recently received the following joyous news from Lynn Holm and Holly Sharps, former long-time parishioners:

Dear Friends and Family,

We are so very happy to announce that after being domestic partners for 17 years, on Saturday October 11, 2008, we were legally married in the State of California .

We exchanged marriage vows in our home with a few friends in attendance. Those family members and friends not present need to be acknowledged for their continuous love and support. Your love was felt.

To honor our legal wedlock, for those who reside in the state of California, please vote **NO ON PROPOSITION 8 that would take away the right of same sex couples to marry.**

**With love,
Lynn Holm & Holly Sharps**

STATEMENT ON PROPOSITION 8

BY THE EPISCOPAL DIOCESAN BISHOPS OF CALIFORNIA

As Episcopal Bishops of California, we are moved to urge voters to vote “No” on Proposition 8. Jesus calls us to love rather than hate, to give rather than to receive, to live into hope rather than fear. On Tuesday, November 4th, voters in California will be given the opportunity to vote for or against Proposition 8, which would amend the state’s constitution to reserve marriage as only between a man and a woman. Since the California Supreme Court’s ruling in May that civil marriage should be provided to all of the state’s citizens whether the genders of the couple are different or the same, faithful gays and lesbians have entered into marriage as the principal way in which they show their love, devotion and lifelong commitment to each other. Furthermore, marriage provides these couples the same legal rights and protections that heterosexual couples take for granted.

Proposition 8 would reverse the court’s decision and withdraw a right given. Proponents of Proposition 8 have suggested that this amendment to the Constitution would protect marriage. We do not believe that marriage of heterosexuals is threatened by same-sex marriage. Rather, the Christian values of monogamy, commitment, love, mutual respect and witness of monogamy are enhanced for all by providing this right to gay and straight alike. Society is strengthened when two people who love each other choose to enter into marriage, engaged in a lifetime of disciplined relationship building that serves as a witness to the importance of love and commitment.

As bishops, we are not of one mind regarding how our Church’s clergy should participate with the State in same-sex marriage. Some of us believe it is appropriate to permit our clergy to officiate at such marriages and pronounce blessings over the union; others of us believe that we should await consent of our General Convention before permitting such actions. Nevertheless, we are adamant that justice demands that same-sex civil marriage continue in our state and advocate voting “No” on Proposition 8.

General Convention 2006 in Columbus passed Resolution A095 that said, "Resolved, the House of Deputies concurring, That the 75th General Convention reaffirm the Episcopal Church's historical support of gay and lesbian persons as children of God and entitled to full civil rights; and be it further Resolved, That the 75th General Convention reaffirm the 71st General Convention's action calling upon municipal council, state legislatures and the United States Congress to approve measures giving gay and lesbian couples protection[s] such as: bereavement and family leave policies; health benefits; pension benefits; real-estate transfer tax benefits; and commitments to mutual support enjoyed by non-gay married couples and be it further Resolved, That the 75th General Convention oppose any state or federal constitutional amendment that prohibits same-sex civil marriage or civil unions."

We believe that continued access to civil marriage for all, regardless of sexual orientation, is consistent with the best principles of our constitutional rights. We believe that this continued access promotes Jesus’ ethic of love, giving, and hope.

The Rt. Rev. Marc Handley Andres, Bishop of California

The Rt. Rev. Barry L. Beisner, Bishop of Northern California

The Rt. Rev. J. Jon Bruno, Bishop of Los Angeles

The Rt. Rev. Mary Gray-Reeves, Bishop of El Camino Real

The Rt. Rev. Jerry A. Lamb, Provisional Bishop of San Joaquin

LATE BREAKING NEWS

The Rhoades family is settling in nicely in Florida. Rumor has it that the twins may have already figured out how to use the icemaker on the refrigerator door. Contact information:

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As Christians, we never have to say goodbye.

*As Christians, it's always,
"Till we meet again."*

*Father Stephen Rhoades
Children's Homily
October 19, 2008*



THANKSGIVING

By Mattie Scott

The evening of the October Vestry meeting, Charlie and I were scheduled to attend a dinner where the speaker, booked months ahead of time, was Janet Yellen, President of the San Francisco branch of the Federal Reserve. We managed to make both events; Yellen, addressing the Silicon Valley chapter of Financial Executives International, used the R-word, stating that the country was in fact in a recession; the Wall Street Journal and Reuters had reporters in the back of the room, furiously pounding out their stories. So you could say that we were already thinking about finance when we arrived at the Vestry meeting, just in time for the discussion of the parish deficit.

The Vestry grappled with the facts before them in a spirit of what Charlie called “fearless engagement,” when he reported to them on the Finance Committee’s plans to provide as much in-depth analysis as possible to help the Parish fight its way back to solvency. When we got home it took us quite a while to unwind over our late-night cereal, and I woke in the middle of the night, thinking.

It wasn’t the Fed that woke me; it was All Saints. The national and global financial crises are so big they’re like weather; there’s not a lot I can do about either one, other than be a good citizen and fight for the kind of government I think will best serve my grandchildren’s interests. I’m grateful to be a citizen of the United States; I own a copy of the Constitution and I actually read it, and I try to show my gratitude by voting and paying taxes and by staying informed and campaigning hard for candidates in whom I believe.

All Saints was what woke me up. An old favorite prayer popped into my head, one that appeared in my pre-Vatican II missal in my childhood, right after communion: *What shall I render unto the Lord for all he has rendered unto me? I will take the chalice of salvation, and I will call upon the name of the Lord. I will call upon the Lord and praise him, and I will be saved from my enemies.*

I lay there in the dark just letting that prayer soak into me. I do call upon the Lord with pretty frequent praise, because I am so grateful for the way my life seems to turn out. Resting there, thinking about All Saints, it came to me that I could never give



back to All Saints even a fraction of what All Saints has given me.

The next morning over breakfast I announced to Charlie that I was going to write a check to All Saints. When I mentioned the amount his very wonderful eyebrows shot up. “Is this to catch us up on our Vision 2007 pledge?”

“No,” I told him, “We’re planning to do that anyway. This is a separate matter; I’m writing a check out of my own funds because I’m so grateful to All Saints.”

Charlie was curious. The amount I mentioned was substantial; this was not going to be just a matter of giving up a shopping expedition in order to fund a donation. He is used to my quirky logic of gratitude; I will often put the largest bill in my purse into

the plate on Sunday, just because I am so grateful to find it there. That, I’ve told him, is a mainstay of my understanding of God’s abundance, which always provides for my needs and gives me means to provide for the needs of others in return. But he knew this was a different matter.

“Charlie, where would we be without All Saints? And the Lauries?” My former colleague Laurie Reynolds and her partner Laurie Dinger were members of All Saints for a number of years. Laurie R. was the one who had told Charlie that she knew a nice Episcopalian Buddhist widow from Berkeley who might want to meet him, and she sold me on the idea by telling me that he had regularly been seen sitting in the rocking chair in the All Saints nursery with toddlers on his lap. That is what had gotten me all fired up in the middle of the night after the Vestry meeting: Charlie, my beloved, lying next to me, warm and full of life and grace. Life and grace. Where would I be without All Saints? Lying by myself in a cold bed in Berkeley, that’s where I’d be.

I could never write a check big enough to pay God back for the bottomless wellspring of happiness at the center of my life. But I can try. And that was the final part of our discussion over breakfast. If God had given me a convertible, I told Charlie, then some kind of token contribution would be perfectly appropriate—something I could just toss in out of my surplus, because in fact I don’t actually need a convertible. But God’s immeasurable gifts of love and happiness have altered the very substance of my life, and I want to give back from my substance, not just from my surplus.



SUSAN REAVES, INTREPID PARISH ADMINISTRATOR

By
Diane Frankle

Susan Reaves, our wonderful Parish Administrator, has been with All Saints since July 2006, and is a friendly and welcoming presence four days a week in our parish office. Many of us know Susan – she is the heart and soul of so much that happens at All Saints, from calendaring our meetings, to producing our weekly bulletins, to answering our many questions like “where is the meeting?” or “can Kevin take down the chairs?” to “may we reserve the Library?” Susan is at All Saints during the week days when most of us are not – what does she do all day and how is her job changing with all the changes at All Saints? Here is my interview with Susan:

Diane: Thanks for meeting with me, Susan. Before we talk about your work here for All Saints, can you tell me a bit about your life outside All Saints? Where do you live? And many of us have met your husband Mark - how long have you been married?



Susan: We live in San Carlos. Mark and I have been together for 8 years and married for 4 years.

Diane: How did you and Mark meet?

Susan: We met singing – at a karaoke gathering (of course) – Mark sang to me!

Diane: And how did you come to All Saints?

Susan: After 27 years in the automotive business, working in various car dealerships in the Bay Area as a business manager and controller, I decided to work part-time at home. I was doing bookkeeping and my Mary Kay business out of my home. I found that I was spending too much time at home after awhile – and I realized that I needed to get out into the world again. I thought I needed to go back to what I knew – the car business, but I didn't like that idea at all. I talked to Mark about it one evening, including the fact that I felt I was going to have to go back to that world again, and I cried that night thinking about it – I just really didn't know what else to do. That night I prayed. The next morning there was an email from Mary Walker [then on the Vestry] looking for a part-time office manager for All Saints. I thought “is that an answer to my prayer?” I thought working here would be a better solution for me, and so I applied. I cry every time I tell that story!

Diane: Has it turned out to be a different experience than the car dealership jobs?

Susan: Not as different as you'd think – but I love the people here.

Diane: What is your job today and what are your main duties as parish administrator?

Susan: I coordinate the use and maintenance of the church facilities. I

am responsible for pledges being registered, posting the bank deposits which are made by the counters, the



preparation of our financial statements, our leases and tenant requests. I respond to requests from the vestry, and I work with the Treasurer and the Wardens.

Maybe most importantly, I am the main contact between All Saints and both parishioners and newcomers. I answer the phone and respond to emails. I give directions to the Food Closet and the Parish Hall. I answer questions from the parish and of course from newcomers, like “when are your services?” and “what are you doing for the holidays?”

Diane: I know you spend a lot of your time on big projects – what was your biggest project in the past two years?

Susan: Our biggest job the last two years was redoing our accounting system and parishioner database. We have an updated presentation for our financial statements which simplifies the presentation so that we can understand what is going on with church finances. Arlene Peavey was our consultant in this project – she is a CPA and helped me revise the presentation of our financial statements so that they were in a usable format for the vestry. I

Diane: I know parishioners are concerned about our financial situation. It sounds like we are back to regular financial reporting and that is great. What is your schedule for preparation of financial statements?

Susan: As you know, Diane, last year was tough because we were in transition with our accounting system, and our financial reporting wasn't regular or timely. This year we have a schedule where we get all the information finalized for a particular month by the 10th of the following month, and I close the books on that month by the 17th of the next month. The financial statements then go to the Treasurer by the 20th and to the Vestry with a summary report a week before the Vestry meeting.

Diane: That's great, Susan, and I am glad to hear the systems you put in place are working! What is the toughest part of your job?

Susan: This is not just a business, and there is a lot

ministries and missions of the church and how things need to happen here.

Diane: Speaking of who takes care of things around All Saints, I know you supervise Kevin, our sexton. How does that work?

Susan: Yes, I am Kevin's direct supervisor. We overlap 2 days, and every Wednesday morning we sit together and go over his week and the month ahead to see what needs to get done. Requests for Kevin's services all come through me now. In most churches this supervision would be done by the Rector or an assistant, but right now it is important for me to supervise Kevin. Kevin really

It's the feast of St. Francis. We're going to get blessed.



Hey! I just had a bath yesterday!!

I'm just here for the treats...

steps up in situations like we have now where things are tight and we have turmoil. Parishioners are good about coming to me now to ask for Kevin to do certain things and it seems to work well.

sufficient cash in the bank. We need to make sure we can make payroll and cover checks. I know when pledges will come in and manage our checks accordingly. I don't think our prior parish administrators had to do this type of management but now it is essential.

Diane: How have things changes with Ian's departure and how do you expect things to change for you with Stephen leaving?

Susan: With Ian gone I have fewer appointments to make, fewer calls and less parishioner contact. Also fewer interruptions for my work on the finances. I talk to Joan now 2-3 times a day, and I email constantly with Dennis. I need to be more organized now since we don't have a check signer on the premises – I prepare checks for Joan once or sometimes twice a week.

When Stephen goes I will be very, very lonely here. I am a people person and I like having people stop by to visit. I hope that parishioners will come by because even though it is hard to have interruptions when I am busy, I get energy from seeing people. To be honest, one of the favorite part of my job is having Sally Cadigan here every Tuesday.

Diane: What kinds of work does Sally do?

Susan: Sally comes every Tuesday morning from 9am-1pm. Sally now has the job of assembling the bulletins every week. This is a big and important job, and it is great that she can handle it. It frees me up to do the accounting and bookkeeping and other important jobs.

Diane: Do you need more volunteers?

of emotion. Decisions don't get made just because of the bottom line impact, and what makes sense financially, because we have traditions and long standing practices.

To be honest, my biggest accomplishment in the last two years has been learning the routines, practices and expectations of All Saints – who takes care of different

Diane: What do you see as the most significant challenge right now in this time of transition?

Susan: Right now cash flow is the thing I manage most closely. I need to watch cash flow constantly – I look at the cash in the bank every day. I need to manage our outgoing cash and we write checks only when there is



Susan: Ideally I'd like 3 more volunteers – one for each morning of the week I am in the office – Monday, Wednesday and Thursday. It would be great to have consistent volunteers – I would be able train them to do particular tasks every week. For example, a volunteer could go to the post office or the bank, or sort for the counters, or review and proofread my work. I really hope we can find 3 more All Saints parishioners to help during this transition period because I also really need the human contact!

Diane: What are some of the other challenges during this transition period?

Susan: I am working now on the budget. There are a lot of expenses to assess. I am the right person to give a thoughtful recommendation to Joan and Dennis about where we can cut our budget. For example, we need to save on supplies, like paper, flip charts and pens. We might be able to reduce our phone bill. I need to have time to plan and figure out how to cut expenses without reducing services to the parish. Financial issues are really important now. I have done this type of cost cutting in much larger businesses and I know we can do it here. We will need to market the Education Building too.

Diane: Tell me about how you envision the marketing for the Education Building.

Susan: Right now the Chamber of Commerce sends us prospective renters. I talk to the prospects and show the space. We now have a brochure ready to mail and I believe we have some volunteers ready to go knock on doors of businesses here locally. The best way to generate usage here is to get out into the community and let people know about our beautiful facilities. People talking to people is the key. This is different

than the Sheraton Hotel. We need to let prospective tenants know we will take care of them. We are downtown and a part of this community and we need to do some outreach. We will want to get our community involved in more events at All Saints too.

Diane: What kinds of events?

Susan: We might be thinking about a fundraiser for the spring, like the auction. If we do the auction, we would want to invite all our family and friends. I know I go to my nieces' school and plan to spend money there to support the school, and I believe the parish family and friends will do the same if we put on an event where they can find things to spend money. For example, we could speak to local restaurants and get some great certificates. It would also connect us more to the community. I hope this is something the parish could embrace. Sometimes I think that All Saints is so close knit and such a tight, loving community that it won't open its doors wide enough to let the world see in.

Diane: I know you spend 30 hours with us, and you also do Mary Kay – how do you like that?

Susan: Mary Kay is great – the foundation of the Mary Kay business is that women keep their priorities right – God first, family and career. I love the products and I love standing in front of women. I see women blossom and I love helping them look good and create a business. I am a good teacher and a great motivator and that is really fun for me.

Diane: How do you manage the two jobs?

Susan: Well, I have to juggle. I have long days and fun evenings. I block out time for All Saints and time for Mary Kay. I also save an evening for

Mark, my husband. The only way to do this is to be focused and disciplined about the schedule. I balance it all.

Diane: It must be hard to be here during so much change.

Susan: It is tough – knowing that change needed to happen doesn't make it any easier. I have been wondering why God sent me here – what am I learning here? I have had a tremendous growth in my personal faith since I've been here – it has been incredible. Being here at the church has given me permission to live out my faith and talk about it openly.

Diane: Susan, what message do you have for All Saints?

Susan: All Saints is a great place – the parish just needs to remember to celebrate how great it is and how strong the congregation can be.



*Thanks to John
Sack for all our
wonderful
photos!*

NOTES FROM THE DIRECTOR OF MUSIC

By Rodney Gehrke

Advent begins on Sunday, November 30. Are you ready to wait for Christmas? Thanks be to God, who has given us the gift of waiting. We anticipate, prepare, hope. Advent (a word from Latin meaning “coming”) gives us the chance to be ready for a gift so great as the Christ. I remember being taught in my youth that there were three comings of Christ: first, as the incarnate Son of God some 2,000 years ago; second, at the end of time (the fancy word is the “eschaton”); and third, into our hearts here and

now, especially in the receiving of his body and blood in the Holy Eucharist.

Advent worship helps us to focus on all three comings of Christ. We of course share Christ's body and blood each Sunday. The first three Sunday of Advent focus on the eschaton, and only on the final Fourth Sunday in Advent do the readings focus on the coming birth at Bethlehem, when (in Year B of the three-year lectionary) the angel Gabriel astonishes Mary with the news that she will conceive and bear the Savior of the world.

The readings of the First Sunday of Advent continue the warnings about the End Time (the Second Coming), which we also hear at the end of the post-Pentecost season after All Saints' Day. Our lives and the life of the world itself will end one day. Nine years ago, as we approached millennium, many voices warned us of impending doom, and not just the supermarket tabloids! Today, global financial crises make us worry about our financial "security," and wars and rumors of wars plague our world. Can we gratefully receive God's warnings as well as his promises

The readings of the Second and Third Sundays of Advent, especially the Gospel accounts of John the Baptist, help us to put the future into God's perspective. We look to Christ as the source of comfort and mercy. We can, with God's grace, hope for the final gift of eternal life despite pain and suffering all around us.

Of course the hymns and anthems will support all of these themes, and we will hold off on singing Christmas carols in liturgy until Christmas itself (other than at the pre-Christmas parish dinner, of course!). Father Rhoades and I have planned the basic outline of the liturgies in advance of his and his family's move to Florida.

Be sure to join us at 4 p.m. on the afternoon of November 30 for All Saints' annual Advent Lessons & Carols liturgy, followed by another annual tradition: High Tea. Invite your friends

RALPH VAUGHAN WILLIAMS

By Dr. Rowan Williams,
Archbishop of Canterbury

Few musicians have contributed to the joy of hymn-singing as much as Ralph Vaughan Williams. As musical editor or part-editor of three immensely important twentieth century collections of Christian music, the *English Hymnal*, *Songs of Praise* and *The Oxford Book of Carols*, he introduced us to a wealth of noble and beautiful material and contributed many of his own compositions to enrich this heritage. His acute taste and broad musical sympathy allowed him to bring into our repertoire gems from a great variety of backgrounds – mediaeval, Lutheran, Methodist, Catholic and Evangelical; and his superb musicianship is evident in every arrangement he made, as in every melody he composed.

He believed that congregations deserved the best, and that was what he sought to give them. His work as arranger or composer could be haunting and mysterious, as in his versions of the sixteenth century melodies by Tallis; bracing and celebratory, as with the folksong tune he set to Bunyan's hymn, *He who would valiant be*; majestic, as in his much-loved setting of *For all the saints*. His melody for *Come down, O Love Divine* is lodged in the memory of countless couples who have sung it

at their weddings, and the beautiful *Come my Way, my Truth, my Life* expresses a deep and simple devotion that any believer can identify with.

He has given great gifts to the common imagination – in our Churches and in our whole country. It is a legacy that should be treasured and passed on. Vaughan Williams knew that music was not a luxury but a vital element in human life; and he created wonderful musical experiences that could be shared by people of all sorts of different levels of musical attainment. That is one reason for his lasting popularity in our congregations. He helps to shape a real unity and cohesion in our worship by binding us in song. So, to mark this

*Come, my Way, my Truth, my Life:
such a way as gives us breath,
such a truth as ends all strife,
such a life as killeth death.*

*Come, my Light, my Feast, my
Strength:
such a light as shows a feast,
such a feast as mends in length,
such a strength as makes his guest.*

*Come, my Joy, my Love, my Heart:
such a joy as none can move,
such a love as none can part,
such a heart as joys in love.*

George Herbert (1593-1633)

http://www.missionstclare.com/music/487_3SC.MID

fiftieth anniversary of his death, let us honour his memory by singing one (maybe more) of his hymns on Sunday 12 October 2008 – which is also his birthday. The Ralph Vaughan Williams Society confidently looks forward to a great tribute to this exceptional genius, and I hope we can all ensure a worldwide celebration on that day, truly ecumenical and joyful.

CHURCH CHAT

By Barbara Foster

Win and I spent 3 weeks on a motor trip touring the northern states, racking up 5,000 miles, and unexpectedly encountering beautiful autumn weather every day. In South Dakota's Black Hills we rendezvoused with 10 Peninsula friends to bicycle the Mickelson Trail; in Indiana, we went to South Bend to watch Stanford get beaten by Notre Dame; in Springfield, Illinois, we previewed the wonderful new Lincoln Museum, prepared for next year's 200th anniversary of the great president's birth.

But one of the highlights was a visit with former All Saints' Rector **Margaret Irwin** and her husband **Paul** in their charming Frank Lloyd Wright-inspired home. They report happiness and good health and a comfortable church home in their town of Middleton, Wisconsin, a few miles from Madison.



The Irwins and the Fosters

Traveling farther afield last spring was **Nicci Prentice** who spent two weeks in Japan during the height of the cherry tree bloom. The Hakone Gardens-sponsored tour visited 25 stunning gardens. **Nicci** also rafted down the Rogue River in southern Oregon with her daughter, then returned to All Saints' to resume her

job as one of the Monday morning "counters" of Sunday's offerings. **Nicci** asks anyone who is interested in joining the counting group to call her at (650) 494-9394.

Please say "hello" to **Wendy Eilers** of Menlo Park, who has been singing in the Choir for about a year. She is a soprano and was attracted to All Saints' by our strong music program. On weekdays she is an administrative assistant in the Clinical Nutrition Department at the Stanford Hospital.

Returning to the Choir is **Lyn Saunders**, who is also a soprano. Lyn, who has a Ph.D. in psychology, is offering spiritual counseling by appointment (650) 941-8443.

Last month, **Gloria Van Bree** attended an all-women international Jungian conference in Grand Bend, Ontario. She is a member of the leadership circle of the Marion Woodman Foundation.

As you read this, think of **Carol** and **Mahlon Hubenthal** who are in the midst of a three-week tour of India. Just before they departed, they spent time in Minden, Nevada, doing precinct work for the Obama campaign. Earlier, they took vacations on the Oregon Coast and in Bozeman, Montana.

Carol retired in May from her position of Design Director at the Palo Alto Weekly, a job she held for 26 years. She had responsibility for the overall looks of the paper, meeting deadlines, and transitioning from paste-up to digital production.

Margaret Cohen, who received the JD degree from Stanford

Law School in June, has moved to San Francisco and joined the City law firm of Hanson Bridgett. Her parents, **Nancy and Bill**, spent three glorious weeks at their vacation home in Scarborough, Maine, and **Nancy** has returned to her volunteer "job" as Chancellor to the Diocese of El Camino Real, an appointed position she has held for four years.

Fran Bickford reports that she is making a good—but slow—recovery from knee surgery following a fall in July. She is undergoing twice-weekly physical therapy sessions and says she is waiting impatiently to be well enough to resume driving.

Elsewhere in this issue, you'll undoubtedly read of the efforts of the Vestry to meet the challenges currently facing All Saints'. You might be interested to know a little about some of them:

Hilbert Morales: He and his wife **Betty** are co-publishers of *El Observador*, a weekly bilingual newspaper serving the Latino community in Santa Clara County. **Hilbert**, who has a master's degree in public health, is active in many county organizations that affect his paper's constituency and he writes a weekly opinion column on important local issues. He has been a member of All Saints', since the 1950s. He is clerk of the Vestry and Chair of the Buildings and Grounds Committee.

Phillip Palmer: He is a human resources manager at Boston Scientific Corp. in San Jose. His special interest is organizational effectiveness. His hobbies include reading and foreign language study. **Phil** and his wife **Nobuko** live in Portola Valley with their black Labrador **Milton**. They have one son

Andrew who teaches English in Japan. **Phil** is currently leading a group at All Saints' that is reading the entire New Testament.

Sigrid Pinsky: She has taken on the new position of Rental Committee chair, with the goal of increasing and systematizing the use of our campus rooms. **Sigrid** and husband **Paul** are the parents of **Stina**, 13, and **David** and **Fraser**, 7. **Sigrid** has 16 years of experience in law firm administration, and many years of volunteer experience with a variety of community organizations, mainly in leadership positions.

Dennis Romley: The Junior Warden has had 35 years of human resources experience with companies great and small. He recently started his own company, Threshold Consulting. He has a master's degree in social science and a lifetime education credential in both teaching and administration. His sports hobbies are baseball, golfing, fly fishing and river rafting.

Joan Scherer: Senior Warden **Joan's** "day job" is on the staff of the guidance department at JLS Middle School in Palo Alto. She is also treasurer of the local California School Employees Association union. She and husband **Rich** are the supervisors in charge of PSAT, SAT, and ACT test administration at Gunn High School. They have two daughters, **Jodi** and **Heidi**, and one grandchild, **Jensen**. Joan's hobbies include needlework, baking bread, flower arranging, and holiday decorating.

CHILDREN & YOUTH

By Joanne Westendorf and Sigrid Pinsky

The All Saints' Children's program is really taking shape this fall. In Sunday School, the younger children have been exploring the seasons of the church year, the Creation, and the Flood and the Ark through the Godly Play curriculum. In parallel, the older children and youth have been learning about the difficulties of building a Christian community through explorations of the fledgling church in Antioch and Paul's relationships with the Philippians and Thessalonians. In November, they will continue with studies of compassion and service. Finally, at the end of November, we will begin our Advent curriculum in which the older children will explore finding and connecting with God.

The children have been practicing singing in our newly-formed Children's Choir led by Rodney Gehrke, our esteemed parish musician, and led the congregation in singing the round "Shalom, My Friends" at Father Stephen's final service. To demonstrate their developing skills, the children will be singing during the 10:30am service on November 2 in celebration of All Saints Day. Each child is encouraged to dress up as her/his favorite saint and bring kazoos and other

noise makers to help us celebrate our parish's annual name celebration.

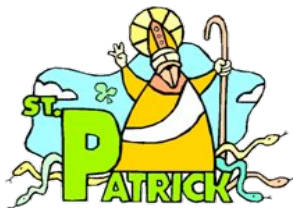
The youth have also spent October planning a feast, which they prepared on October 25, for the people of Hotel de Zink. They are now thinking about their next service project; they may assemble kits to aid African health workers ministering to those sick with AIDS. Watch for announcements of ways that you can get involved and help.

Finally, we will kick off the Advent Season with our traditional Advent Festival on November 30 after the 10:30am service. There will be crafts for children and adults alike as well as materials for making Advent wreaths. We will also be working on a service project. Watch for announcements about what we would like YOU to bring to support this project!



The Children's Choir singing "Shalom, My Friend" for the Rhoades family farewell service

KIDS ! ❖ NOVEMBER 2 ❖ COME AS YOUR FAVORITE SAINT !



THE STEWARDSHIP SPOT

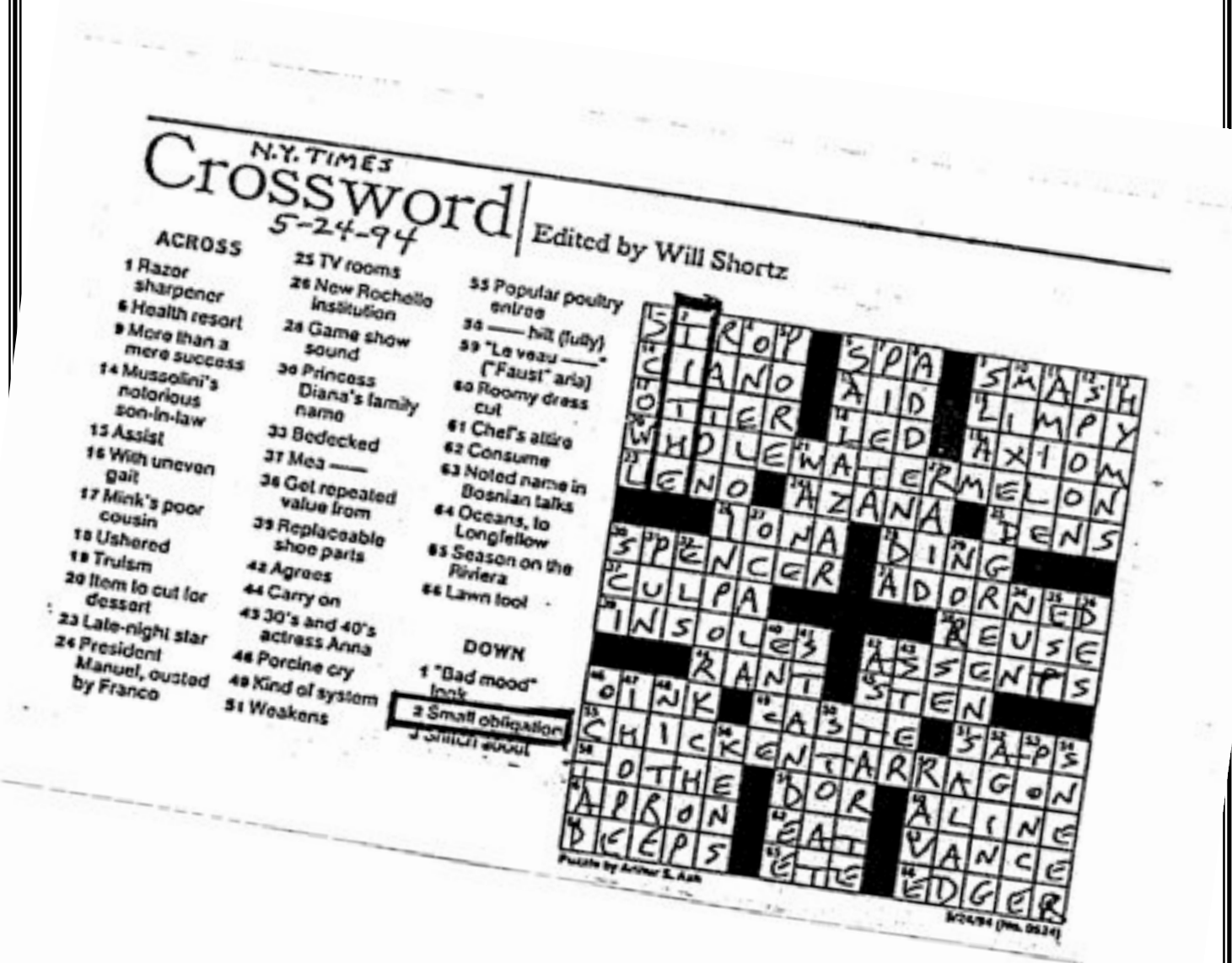
By Joe Baldwin

Most folks recoil at the idea of tithing. WHAT?

You want me to give up 10% of what I myself get? You must be crazy!

Not necessarily. Ever consider giving back 10% of what's been given to you?

Will Shortz defines "tithe" as "small obligation." (see below)



Think about how **you** offer Thanksgiving for the many gifts God has so freely given you.

Charlie Weigle has it right when he says, "Blessed be the tithe that binds!"

November 2008

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p><i>THE CALENDAR CHANGES FROM TIME TO TIME DURING THE MONTH. FOR THE MOST UP-TO-DATE INFORMATION, PLEASE CONSULT THE PARISH WEBSITE, asaints.org.</i></p>	<p>27 PM 6:30 Women's AA: Rm 28 8:30 Hotel de Zink:PH</p>	<p>28 PM 5:30 Line Dancing:PH 7:00 Debtors Anon: YR 8:30 Hotel de Zink:PH</p>	<p>29 PM 8:30 Hotel de Zink:PH</p>	<p>30 AM 11:30 Breaking Bread Meal: PH 5:30 Evening Prayer: CPL 7:00 Finance Com LB 7:30 Choir Rehearsal 8:00 Narc. Anon: Rm 28 8:30 Hotel de Zink:PH</p>	<p>31 Parish Office Closed AM 11:30 Breaking Bread Meal: PH 8:30 Hotel de Zink:PH</p>	<p>1 All Saints Day AM 8 Yoga: PH 9:30 Altar Guild CH 9:30 Nicotine Anon. FR 10:00 CBS Reh.:PH 6 Concert prep: CH 7 Young Peops AA Rm 28 7:30 Feast for All Saints SF Renaissance Voices Concert:CH</p>
<p>2 AM 8:00 Holy Eucharist 9:15 Adult Ed:FR 9:15 Library Open: 9:30 Sunday School 10:30 Holy Eucharist</p>	<p>3 PM 6:30 Women's AA: Rm 28 7:30 Healing Group:LB</p>	<p>4 AM 9:30 Library Committee:LB 6:30Line Dancing PH 7:00 Debtors Anon: YR</p>	<p>5 PM 7 CBS: PH 7 Women's AA: LB</p>	<p>6 AM 11:30 Breaking Bread Meal: PH 5:30 Evening Prayer: CPL 7 Men's Book Group:YR 7:30 Choir 8 Narc Anon PH</p>	<p>7 Parish Office Closed AM 11:30 Breaking Bread Meal: PH 8 Tango: PH</p>	<p>8 AM 8 Yoga: PH 9:30 Altar Guild:CH 9:30 Nicotine Anon.: FR 12:30 HIH Instructor Cert Training: Rm 22 7 Young Peops' AA: Rm 28</p>
<p>9 AM 8:00 Holy Eucharist 9:15 Adult Ed:FR 9:15 Library Open: 9:30 Sunday School 10:30 Holy Eucharist</p>	<p>10 PM 6:30 Women's AA: Rm 28 7 Comm Working Grp/Eden Hsing: PH</p>	<p>11 Veterans Day PM 6:30 Line Dancing: PH 7 Debtors Anon YR 7 Vestry: LB 7:30Amnesty Internati:Rm 28</p>	<p>12 PM 7 CBS: PH 7:00 Women's AA: FR</p>	<p>13 AM 11:30 Breaking Bread PH 5:30 Evening Prayer: CPL 7:30 Choir 8 Narc. Anon.: PH</p>	<p>14 Parish Office Closed AM 11 Breaking Bread Meal: PH 8 Tango: PH</p>	<p>15 AM 8 AM Yoga: PH 9:30 AM Altar Guild Prep:CH 9:30 Nicotine Anon.: FR 7 Young Peops' AA: Rm 28</p>
<p>16 AM 8:00 Holy Eucharist 9:15 Adult Ed:FR 9:15 Library Open: 9:30 Sunday School 10:30 Holy Eucharist</p>	<p>17 PM 6:30 Women's AA: Rm 28</p>	<p>18 AM 9:30 Library Committee:LB 6:30 Line Dancing: PH 7 Debtors Anon:YR</p>	<p>19 PM 7 CBS:PH 7Women's AA: FR 7:30 New Testament Group: LB</p>	<p>20 AM 7:00 AM Men's Breakfast: PH 11:30 AM Breaking Bread Meal: PH 5:30 PM Evening Prayer: CPL 7 Men's Book Group:YR 7:30 PM Choir 8:00 PM Narc. Anon.: PH</p>	<p>21 Parish Office Closed AM 11 Breaking Bread Meal: PH 6:30 Fellowship Gathering:FR, PH</p>	<p>22 AM 8:00 AM Yoga: PH 9:00 AM "GO" Tournament: PH 9:30 AM Altar Guild Prep:CH 9:30 AM Nicotine Anon.: FR 7:00 PM Young Peoples' AA: Rm 28</p>
<p>23 AM 8:00 AM Holy Eucharist 9:15 AM Adult Education:FR 9:15 AM Library Open: LB 9:30 AM Sunday School 10:30 AM Holy Eucharist</p>	<p>24 PM 6:30 PM Women's AA: Rm 28 7:00 PM CBS Rehearsal: PH</p>	<p>25 AM 9:30 Library Committee:LB 7:00 Debtors Anon: YR</p>	<p>26 AM 8:00 AM InnVision Thanksgiving Meal Prep: PH, KC 7:00 PM Women's AA: FR</p>	<p>27Thanksgiving Day Office Closed AM 8 InnVision Meal prep: KC, PH 10 Holy Eucharist: CH 12InnVision Thanksgiving Meal: PH, KC 8 Narc. Anon.: PH</p>	<p>28 Parish Office Closed AM 11:30 Breaking Bread Meal: PH</p>	<p>29 AM 8 AM Yoga: PH 9:30 AM Altar Guild Prep:CH 9:30 AM Nicotine Anon.: FR 9:30 AM Prep for English Tea: PH 7:00 PM Young Peoples' AA: Rm 28</p>
<p>30 First Sunday of Advent AM 8 Holy Eucharist 9:15 Adult Ed:FR 9:15 Library Open: LB 9:30 Sunday School 10:30 Holy Eucharist PM 4 Lessons & Carols: CH 5 English Tea: PH</p>	<p>1 PM 6:30 Women's AA: Rm 28 7:30 Healing Group:LB</p>	<p>2 AM 9:30 Library Committee Work:LB 7 Debtors Anon: YR</p>	<p>3 PM 7:00 CBS Rehearsal: PH 7:00 Women's AA: FR</p>	<p>4 AM 11:30 Breaking Bread Meal: PH 5:30 Evening Prayer: CPL 7 Men's Book Discussion Grp:YR 7 Finance Committee : LB 7:30 Choir Rehearsal 8 Narc. Anon.: PH</p>	<p>5 Parish Office Closed AM 11:30 Breaking Bread Meal: PH 8 Tango: PH</p>	<p>6 AM 8 Yoga: PH 9:30 Altar Guild Prep:CH 9:30 Nicotine Anon.: FR 6:00 CBS set-up:CH,PH 7:00 Young Peoples' AA: Rm 28 8 CBS Concert:CH</p>



ALL SAINTS
EPISCOPAL CHURCH
Ministering in Downtown Palo Alto

555 Waverley St. • Palo Alto CA 94301
650-322-4528 • www.asaints.org

Address Correction Service Requested

The Annual All Saints



Advent Festival

will take place on Sunday, November 30
after the 10:30 service.

Join us as we make:

✦ Advent Wreaths ✦ ornaments ✦ snow globes ✦ & more ✦



fun & inspiration for all ages!



Delicious goodies will be served