

ALL
SAINTS'
PARISH

Annual Report 2011

Order of Business

- Call to Order
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- Minutes of 2011 Annual Meeting
- Vestry Nominating Committee Report
- Vestry Election
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- The Rev. Steve Huber—State of the Parish
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Minutes of Annual Meeting (January 23, 2011)

Drafted for approval at 2012 Annual Meeting

Pamela A. Morrow, Clerk of the Vestry

The Annual Meeting of All Saints' Episcopal Church, Beverly Hills, held in Lower Sweetland Hall, was called to order by the Reverend Stephen Huber, rector of All Saints', at about 12:35 p.m. on January 23, 2011. Approximately 150 were in attendance. The annual parish report and the minutes of the 2010 annual meeting were distributed. Rev. Ferrer gave the invocation. The minutes of the 2010 annual meeting were approved.

Senior warden Phil Nichols said he was in awe of the effort and prayer in these three transition years--every person who prayed for the transition, every person who took the survey about All Saints', every person who shared their stories of the history of the parish, who participated in focus groups, who assisted in writing the parish profile, and the search committee. He also commented on the warm welcome to All Saints' for Steve Huber, as demonstrated by the 31 "breaking bread dinners". Mr. Nichols added that All Saints' will need more pledges and more sacrificial giving to make the 2011 budget a reality.

Junior warden Karen Swift gave heartfelt thanks, by name, to each of the hard-working lay staff of the parish, and to the Rev. Mary Haddad who served as the interim rector, and to the Rev. Gabriel Ferrer and the Rev. Barry Taylor who, along with Mary Haddad, attended vestry meetings during 2010 and participated in welcoming Steve Huber as All Saints' new rector. Mrs. Swift also recognized and thanked ministry leaders.

In his report on the State of the Parish Rev. Huber expressed sadness that for budgetary reasons the parish is eliminating the position of full-time chef (Jean-Luc Gignac), a clergy position (Mary Haddad), and a sexton (Alex Armendariz.) He thanked each of them and announced that Jean-Luc and his wife Suzanna are starting a catering business. Rev. Huber announced plans to introduce Godly Play, an Episcopal program, as the new curriculum for the children's ministry. He expressed his gratitude for the January 19 parent meeting with Christal Ellis, Family Ministries Coordinator, and Karlyn Johnson Brown, Youth Ministries Coordinator.

Mr. Huber previewed adult education classes scheduled during the winter and spring. In the fall, there will be a series of adult formation classes similar to the ABCD classes held in the past. He affirmed that adult spiritual formation is a key to the future of the parish. He expressed his pleasure at the continuing vibrancy of the Women's Ministry and the active start of a revitalized Men's Ministry. Rev. Huber said that, thanks to Dr. Craig Phillips, the music program at All Saints' is the finest at any Episcopal church in the country. He expressed his gratitude for the amazing and hard-working staff and commended the energy of the parish. In conclusion, Rev. Huber expressed his excitement for the year to come.

Treasurer Jeff Healy reported in 2010 the vestry approved a budget with a projected loss of \$122,000. The actual loss was \$263,000. He said the staff did a fantastic job of keeping expenses down. The budget called for an expense reduction of 12.8 %, or \$320,000. The actual reduction was \$334,000. He said that unlike 2009, when pledged income actually exceeded the budget, pledged income for 2010 was more than \$300K below budget. This shortfall was offset by renovation fund donations and ministry gifts that we not included in the budget. As a result, total income for 2010 was \$1.9 million, \$156K below budget. With expenses that were lower \$14K lower than expected, the operating loss of \$263K was \$142K greater than budgeted. For 2011, the budget anticipates income of \$2,115,000 and expenses of \$2,142,000, resulting in an operating loss of \$27K. He said that the projected income will be a reach for us. There followed questions and comments from the floor, focused on the budget and regret for the recent staff reductions. Rev. Huber said that part of our spiritual life as Christians is stewardship of our financial resources and that giving is to be understood in that context. Rev. Huber said that in the year ahead regular quarterly detailed financial updates will be part of the parish communications.

Brad Benton, chairperson of the vestry nominating committee, presented the slate of three that was selected from the fifteen names submitted. He then introduced the committee's nominees for four-year terms on the vestry: H. P. Gillis, Carol Potter, and Desiree DeAscentis. After some discussion of the nominating process, the candidates were unanimously elected by acclamation.

Mr. Nichols announced a revision of the by-laws that for 2011 expands the size and scope of the vestry nominating committee to seven members (including the wardens) who will be appointed earlier in the year.

The meeting concluded with the benediction by Rev. Huber at approximately 1:50 p.m.

The State of the Parish

The Rev. Steve Huber, Rector

Our first full-year together, 2011, was devoted to creating building blocks for our life and ministry in the years ahead. The vision for our life and work on behalf of Jesus' mission in the world is to be a place that invites all into the exploration and practice of the Christian life. The central theme for our teaching, preaching and program life is that Christianity is about a way of living in relationship with one another and the world. Indeed, the early Christian community was called "The Way." It is not primarily about a set of doctrines.

Toward this goal, we launched three foundational programs in Christian formation last year—*Godly Play* and the *Next Exciting Step for Tweens* (NEST) for children, and *Disciples of Christ in Community* (DOCC) for adults. Facilitators and faculty participated in training sessions last spring to prepare for the start of these programs in September. Under the new umbrella of *The Dinner Series*, our adult formation programs will be built around the common elements of a shared meal, a presentation by clergy or faculty, and discussion in table groups that addresses practical ways to live out the ideas presented.

Increased opportunities for building community were also a priority in 2011. A new Family Ministry was formed to provide opportunities throughout the year for parents and their children to engage in social and spiritual activities. Seasonal cooking classes with parishioner Joe Becci for parents of young children are now a part of the rectory's regular schedule of events. Quarterly new member receptions were also held at the rectory with an average attendance topping twenty-five. Based on the successful model of programming in the women's ministry, the restructured men's ministry hosted several engaging programs, including a weekend with renowned scientist and theologian John Polkinghorne of Cambridge University. In June, all ministry leaders gathered for a workshop for the purpose of encouraging greater synergy in program planning. These workshops will continue as a regular part of our planning process. And in November, staff and vestry created what will hopefully become an annual celebration with house parties and a parish-wide brunch on the weekend of All Saints' Sunday.

We continue to strive for transparency and best practices in the way we manage our parish and the resources entrusted to us through your stewardship. New vestry finance and personnel committees were formed in 2011. The finance and stewardship committees now work closely together in planning for the immediate and long-term financial needs of All Saints'. The nominating committee has been expanded in size and charged with seeking broad input from the parish for potential nominees for vestry leadership. Nan Williams chaired this committee, and I applaud the seriousness with which they engaged their work. The excellent slate of candidates for the next vestry is testimony to their diligence.

The formation of our clergy team continued in 2011. We said farewell to Mary Haddad, who led All Saints' during the period of transition between rectors. And after 14 years on staff, Gabri Ferrer decided to move on to explore where God is calling him next in his ministry. We were grateful to be able to provide Gabri with a well-deserved sabbatical to help him begin this process of discernment. Happily, we welcomed the newly ordained Heather Erickson back to All Saints' as associate rector. Barry Taylor became our senior associate in charge of adult formation programs. And as an affiliated priest of the parish, Maryetta Anschutz also serves on many weekends. Other staffing adjustments include Glynis Horton's responsibilities for heading up pastoral care and new member programs and plans for Debbie Gauer to take on external and parish-wide multi-program events in addition to overseeing our Mercy and Justice ministries. Elizabeth Ladizinsky returned to the staff as assistant to the rector when Chrissy Brant retired. We have a marvelous, hard-working staff. It is a blessing to work together as a team.

At this meeting, we say goodbye to three vestry members whose terms expire: Senior Warden Phil Nichols, Joy Moyer, and Jody Giles. In addition, three members are stepping down before the end of their terms: Junior Warden Christopher Montella, who has been made a postulant for Holy Orders by Bishop Bruno and has started seminary. Connie Koenenn, who, sadly for us, is moving to Williamsburg, Virginia, and Scott Taylor, who has also started full-time studies at Fuller Seminary. I am grateful to each of them—my first vestry!—and I thank them for their commitment and support during the transition and the beginning of my tenure as rector. I want to offer a particular word of thanks to Phil Nichols. For the past three years he has lovingly, and with enormous generosity of time and professionalism, guided All Saints' through Carol Anderson's final year, the search process and transition, and my first 17 months. He has become a trusted friend and partner. Thank you, Phil, for your outstanding leadership during these critical years.

We're off and running! I couldn't be more excited about 2012, *A Year of Compassion*, and our life together. It is an immeasurable blessing to serve as your rector.

Adult Formation and Worship Ministry

ADULT FORMATION

Adult formation and education has been a priority at All Saints' for many years, and our Wednesday evenings have played a significant role in the shaping of lives and the commitment to discipleship and mature Christian spirituality at our church. Last year we launched the first session of DOCC (Disciples of Christ in Community), a twelve-week course focused on the heart of Christian faith with an emphasis on transformed living and community building. We had a remarkable attendance, the course was sold out well in advance of its launch, and the participants maintained their commitment over the entire 12-week period. Part of the structure of DOCC is dependent upon focused group discussion led by facilitators. Michael Stull, our coordinator for DOCC, and our table leaders were remarkable and contributed greatly to the success of the program overall. We couldn't have done it without them and it was a demonstration of how effective inspired lay-leadership can be. We look forward to another DOCC series in the fall, and seek to build upon its success.

Inspired by the success of our Fall DOCC series, we decided to review the approach we were taking with Adult Formation and reconfigure what we were doing to better address the felt needs of the congregation and take adult formation into new directions we feel will better address the challenges and needs of Christian life in the 21st century. *The Dinner Series* is now our 'flagship' educational vehicle. *The Dinner Series* is focused on two things we feel are important to the continued growth of All Saints': a commitment to environments that foster a spirit of hospitality and generosity; and topics of import and interest to nurture a vibrant understanding and engagement of Christian life in our complex world. Rather than offering classroom-style lectures with little room for interaction and involvement, *The Dinner Series* combines short talks with dinner and facilitated table conversations in a fun and relaxed atmosphere inviting participation and self-reflection. The courses will be two or three week sessions, allowing for a wide range of topics. Our goal is to expand our presenter resource to include those from outside the church who can bring their particular giftedness and insights on a wide range of issues. *The Dinner Series* is the first in a series of new approaches to adult formation here at All Saints'. We have launched a Speakers Bureau team to help us bring the best spiritual and cultural thinkers, speakers and writers and we look forward to an expanded and transformative learning environment in the coming year.

-Barry Taylor, Senior Associate Rector

WORSHIP

During the past year, we have continued to have four Eucharistic worship services on Sundays, three in the Rite II tradition, and the 10:15 a.m. service offered in an alternative style. During the week we offer noonday prayer together on Tuesdays, Wednesdays and Thursdays. In addition to our weekly services we also offer Evensongs and Taizé services throughout the year.

This year we said good-bye to our longtime staff verger, Jeffrey Weaver. We are deeply grateful to Jeffrey's unwavering dedication to All Saints' worship. In his absence, several new vergers have been trained—thank you to Christian Anderson, Greg Millikin, Todd Bouldin, Desiree DeAscentis, Martha Johns, Jonathan Roberts, Rick Pittenger and Christopher Montella. Thank you to the team of Lay Readers, Lay Eucharistic Ministers and Acolytes for contributing to our ministry of worship at All Saints'. We are grateful for the work of Ivah Prentiss and the Altar Guild for their work behind the scenes, and for Clarke Morrow and the Ushers for their support during our worship services. Thank you as well to Craig Phillips, the choirs, and all those involved in the music of All Saints'.

This fall we trained and welcomed youth to serve as acolytes during both the 9:00 and 11:15 a.m. services, commissioning sixteen youth into this renewed ministry. Thank you Karlyn Johnson Brown for helping to recruit and schedule our Youth Acolytes.

-Heather Erickson, Associate Rector

Music Ministry

Dr. Craig Phillips, Director of Music

2011 was another wonderful year of music at All Saints! We continued to offer our special Friday/Sunday evening offerings, including *Contemplation & Prayer in the style of Taizé*, *Choral Evensong*, and both *Advent* and *Christmas Lessons & Carols*. We also continued with *Missa Mystica*, featuring great settings of the Eucharist, to mark major feasts in a special way. Pentecost featured members of all three choirs in a performance of Kodály's *Missa Brevis*. Chamber Music concerts presented an array of first-rate ensembles such as the California String Quartet; soprano Camille King in an all-Bach program; and a concert featuring the West Coast premieres of two new works of Craig Phillips, including *Scenes from a Gallery*. A highlight was the spring concert, *Voices & Visions*, at which All Saints' Choir and orchestra gave splendid performances of music by Britten, Vaughan Williams, Whitacre and Phillips, and which also featured internationally acclaimed violinist and All Saints' parishioner Pip Clarke in a moving performance of Vaughan Williams' *The Lark Ascending*. Another treat was the opportunity to host a special concert by the Northwest Boychoir in July.

The work of our Choirs is by no means the only manner in which God is glorified by music at All Saints', but their efforts continue to be the backbone of our worship leadership.

All Saints' Choir continues to sing at an outstanding level of both technical and expressive excellence, and has been lauded in publications such as Gramophone UK for the Choir's compact disc, *Be still, my soul*: "The traditions of Anglican choral music and beyond are blissfully served on this new recording... the ensemble applies vibrantly honed artistry," and was praised for the "remarkable clarity, seamless interplay of lines, and fine dynamic contrasts." All Saints' Choir continued to lead worship at the 11:15 Eucharist and most special services throughout the year, and the smaller Schola led several services of Choral Eucharist in All Saints' Chapel. A new, and long-anticipated recording by the choir, featuring music of English masters Gerald Finzi and Herbert Howells, is in the works with Gothic Records and we are looking forward to other recording opportunities in the near future.

Parish Choir continues to grow and mature as an ensemble and to sing ever more challenging music with great success. Parish Choir faithfully leads the worship at the 9:00 a.m. Eucharist and at our services of prayer and contemplation in the style of Taizé. They also welcomed the Choristers and Senior Choristers to sing with them several times during the year.

All Saints' Choristers continued to thrive and welcome new members in 2011, under the fine leadership of co-directors Jay Tuttle and Dayna Roberts. They also benefited enormously from the continued core leadership of senior choristers who have returned each autumn to sing another season. Choristers sing at the 9:00 Eucharist on the second Sunday of each month, October through May, and join with Parish Choir for special occasions throughout the year.

All Saints' Music Guild continues to be a vital source of support for our musical outreach initiatives, underwriting instrumentalists for our sacred concerts, recordings, and chamber music offerings, organized with the assistance of Professor Byron Adams.

We continue to be grateful for the faithfulness of so many people—choir members, Chorister parents, parishioners, and staff—whose dedication, hard work, and generosity of spirit combine to make this parish and its internationally known music ministry what they are. Adult choir membership entails a commitment to be at All Saints' nearly 100 days each year, including nearly every weekend and every major religious holiday, which is truly an extraordinary level of dedication to this parish. We are deeply thankful for the one hundred good people who serve in our Choirs. We also thank the volunteers who give their time to work with Barry Taylor in our alternative Sunday services, to all who support the Music Guild, keep the music library in order, prepare music mailings, and offer hospitality to those who attend our choral services and concerts. Our thanks to you all!

Pastoral Care

Glynis Horton, Coordinator

The Pastoral Care Team continues to lead a variety of ministries. The team meets weekly and works together to ensure a holistic approach to pastoral care, making sure parishioners are truly embraced by the All Saints' community. Thank you to the Pastoral Care Team leaders and volunteers for their faithful dedication, without which this would not be possible. We have had to say good-bye to Steven Smith, whose invaluable work visiting parishioners will be missed. He has moved to Palm Springs.

HOSPITAL CHAPLAINCY

Volunteers care for individuals and their families dealing with a major health crisis. The chaplains serve at Cedars-Sinai Hospital, St. John's Hospital, and the Children's Hospital.

-David Logan

THE HOME LAY EUCHARISTIC MINISTRY

By visiting those who are unable to come to church on Sundays, the Home LEMs represent the church and remind us that, in sharing the sacrament of his Body and Blood, we unite those we visit with Christ and their parish family.

-Gretchen Karl

MARTHA MINISTRY

The volunteers of this ministry cook and deliver meals to parish families who appreciate receiving a meal at times of illness, injury or the birth of a child.

-Glynis Horton

PRAYER TEAM

After Sunday worship services members of the Prayer Team are at the prayer rail for parishioners who want to pray for themselves, their families and friends and to offer thanks for their blessings. Throughout the week we also pray for any prayer requests received, including those received from our Homeless community.

-Pam Morrow

KNITTING GUILD

This ministry is made up of parishioners who love to knit and want to support our community. Prayer shawls are delivered as part of the pastoral care outreach to parishioners, sending a message of love and hope to those who are ill, injured or in a time of crisis. This year members have also been knitting caps for newborn babies, and scarves for high school graduates.

-Diana McCulloch

CALLING MINISTRY

By telephoning parishioners who are not able to attend services regularly, this ministry keeps people in touch with their parish community and reassures them they are part of All Saints'. It also allows us to identify ways the pastoral care team can help.

-Norma Hunt-Allen

Mercy and Justice Ministry

Debbie Gauer, Outreach Director

All Saints' Mercy and Justice Outreach Ministries continued to grow locally and globally in 2011 demonstrating the deep generosity and compassion of our Parish.

HOMELESS PROGRAM

The 30-plus volunteers who make the homeless assistance program happen each Monday are a team of incredibly dedicated and hardworking volunteers. Each week, an average of 145 guests are served a hot meal and have access to hygiene supplies, donated clothing, and bus tokens. A weekly worship service is offered in Room 112, and parishioners Don Monroe, George Storey, Julianne Reede, and Christian Anderson do a wonderful job of bringing God's love to life via music and bible study.

Our annual Thanksgiving celebration was attended by 240 guests who feasted on a traditional turkey dinner, thanks to the overwhelming generosity of the parish. Donations of cooked turkey, holiday pies, and hundreds of dollars of gift cards enabled us to ensure that everyone who came could enjoy a hearty meal. Fifty volunteers showed up that day to serve lunch, wash dishes, and visit with our guests.

The Christmas lunch was a wonderful day. This year we distributed almost two hundred McDonald's gift cards, thanks to the generosity of parishioners Skip Paul and Van Fletcher. The CAST baked and decorated iced Christmas cookies for all of our guests.

In spite of a difficult financial climate, the City of Beverly Hills continued its support of All Saints' homeless assistance program through a generous grant, and we continue to work with their Human Services Department to alleviate the problems of homelessness in the City. We also work closely with other agencies, including PATH, Chrysalis and Step Up on Second, who provides social workers each Monday to meet with our guests.

Our weekly contributions to Hope-Net's Food Link program continued to be a vital part of helping to end hunger in our own city. Through this service, All Saints' Parish supports the work of Wilshire Presbyterian Church's weekly food pantry. Many thanks to parishioner Trent Hawkins for his tireless work delivering the Food Link donations every few weeks.

IMAGINE LA

All Saints' became a Faith Partner with Imagine LA during the Fall of 2010. Imagine LA is an organization that pairs faith communities with families who are transitioning out of homelessness in Los Angeles. All Saints' was paired with a small family, a single mother and daughter, during the Spring of 2011. The team is co-chaired by Cathy Bando and Mark Denton, with Joe Becci serving as the family's budget and finance mentor, assisted by Frank Cooper and Ana Noble who provide translation assistance, general support and ESL lessons to the mother. Maggie Reid is mentor to the daughter who graduated from high school and enrolled in Cal State L.A. last fall. A group of All Saints' volunteers helped to furnish the family's first home with donations provide by parishioners. The family is learning basic budgeting and finance skills and has received considerable moral support from their All Saints' family. Through the two-year mentoring program, our hope is that the family will permanently transition out of homelessness where the mother and daughter spent their entire family life until Imagine LA and All Saints' stepped in to help.

WORLD MISSION

In February, All Saints' made its twelfth medical mission to Honduras. Led by Mission Director Nancy Traina, the team of 20 dedicated missionaries set up medical clinics in four remote villages in Honduras. More than 1,100 men, women and children visited the clinics; for most of them, this is the only medical care they receive all year. Thanks to the generosity of this parish, we were able to leave behind 180 vitamin tablets for everyone who visited the clinics. The team is looking forward to making its thirteenth trip this March 2-8.

Mercy and Justice Ministry

PEACE & JUSTICE

During 2011 Restorative Justice, under the leadership of Dennis Gibbs, continued to work within the Los Angeles County Prison System, offering inmates counseling and prayer. Charlie Carr and Scott Taylor continued as Chaplains at the Twin Towers Correctional Facility for men and Martha Johns and Connie Horak served as Chaplains at CDRF, providing hope and support to female inmates at the women's jail.

We once again participated in *Get on the Bus*, a program that reunites children with their mothers in prison. On May 7, parishioners Nelson Galloway, Kim Meyer and Tim Patterson accompanied 12 families to the women's correctional facilities in Chowchilla. For most of these children, this is the only day of the year they see their mothers.

MY FRIENDS' PLACE

We continue to support My Friends' Place, a drop-in center for homeless youth. Each month, Joey Isidro and Mike Cravotta organize a birthday party of pizza, soda and cake, and a regular group of volunteers are there to celebrate and visit with the kids. For many of these young people, this is the only meaningful interaction they have with an adult all month, and the parties go a long way in helping them know they are cared for and valued. Thank you to Joey, Mike and the other volunteers for their hard work.

HOLIDAY MINISTRIES

Neville Anderson and Bonnie McClure again organized a wonderful Project Angel Tree Christmas program at All Saints', to provide Christmas gifts and cheer to children whose parents are incarcerated. This year, parishioners donated 150 gifts to 50 children, many of whom attended the annual Christmas Party at All Saints' where Vestry Member Robert Barna donned a Santa suit.

The Alternative Market was a big success thanks to help of Gretchen Karl, Kathy Allison, and Catherine Stribling. We supported *Episcopal Relief & Development*, *Heifer International*, and *1000 Jobs for Haiti*, in addition to the many ministries at All Saints'.

All Saints' Kids (ASK)

Christal Ellis, Family Ministries Coordinator

2011 was a time of exploration and discovery in Children's' Ministry. While the younger children continued in *Tiny Church* and the *Catechesis of the Good Shepherd* programs, older ones worshipped in a variety of ways in Upper Sweetland Hall with Christal Ellis and a handful of dedicated volunteers. We were also actively searching for a new curriculum—one for all our children, one that was liturgically based, flexible and deeply rooted in our Episcopal faith.

In May, we stepped into the world of *Godly Play* and we have not looked back. Five of us—including Steve Huber—completed a Core Training weekend workshop at St. Matthews with two national trainers from the *Godly Play Foundation*. We all recognized immediately what a perfect fit it would be, and returned excited about bringing it to the children of All Saints'. The next four months were spent cleaning, clearing, organizing and building the new classrooms. One great blessing has been that since *Godly Play* is essentially the next generation of our former program, most of the same materials found new life in our Godly Playrooms.

Meanwhile, our children continued to worship and learn each Sunday throughout the summer led by Jamie Burns and a team of parish and parent volunteers. They made placemats for the SAGES, first aid kits for the homeless program, and sang with the Chorister leaders, among many other offerings.

In September, All Saints' hosted our first *Godly Play* Core Training with 24 participants from 5 churches from Los Angeles and Orange County. Eight more of our own parishioners became certified faculty. The *Godly Play* Leaders as well as the National Foundation were so pleased with the weekend that we have agreed to host a September training annually. The following weekend we opened two Godly Playrooms for our children in pre-school through third grade. The rooms are often filled to over capacity and we hope to get some more faculty trained soon so we can open up a third classroom.

The other exciting development has been the inauguration of a new program, *The N.E.S.T.* (Next Exciting Step for Tweens) for our fourth and fifth graders led by volunteer teacher Emily Veletzos using the *Seasons of the Spirit* curriculum. Each Sunday during the 9:00 and 10:15 a.m. services the kids gather around the big table in Room 205 (their very own Nest) for prayer, bible reading and much more. Emily leads the team of eight volunteers.

The Nursery got a long overdue face-lift thanks to parishioner Diane Rock and with the help of the 20's & 30's energy plus donations from parents. Our team of five professional childcare workers, some of whom have been with us for over 10 years, continues to play and watch over the youngest parishioners in *Tiny Church*, also known as the Toddler Room.

Finally, early Sunday morning start times for children's ministry afforded parents a moment of prayer or a chance for a quiet cup of coffee before worship. Parishioners old and young delighted in the 9:00 a.m. children's procession as children rejoin their families at communion. And, just for the record, thirty-four children were baptized this year.

In September, All Saints' Kids became the umbrella name for Infants, *Tiny Church* (toddlers), Explorers (pre-school through 3rd grade) and The NEST (4th & 5th grade). Over 150 children are registered with an average of 60 children coming to the various classrooms each Sunday. Most exciting is the fact that the number of faculty has grown from a team of 6 to almost 20 since September. Most of these faculty work every Sunday so we continue our search for volunteers to join us in our ministry. We especially need greeters and leaders for *Tiny Church* (our toddler room) and faculty for both the *Godly Play* program and The NEST. The training for all these positions is minimal and fun. For more information please contact Christal Ellis.

Community of All Saints' Teens (CAST)

Karlyn Johnson Brown, Youth Ministries Coordinator

The CAST plays a special role at ASBH: transforming students through Christ by building relationships and facilitating fun, foundational opportunities for formation and fellowship. All Saints' Youth Ministries facilitates teens' growth and evolution through the exploration of self, spirituality, faith, and community. The program follows an annual cycle which takes students through a series of discussions, classes, gatherings, events, service opportunities, trips and more based on 7 key components: Self & Identity, Family, Personal Gifts, Peers, School & Community, Church, World, and Preparation for Service. Teens are encouraged to embark on their own spiritual journey, listen to the concerns of their peers, and explore their own purpose and world mission. CAST gatherings are designed to appeal to teens and their friends from both All Saints' and the wider community, and incorporate worship, liturgy, faith, prayer, fellowship, education, spiritual gifts, service, formation and fun!

LEADERSHIP

All Saints' Youth ministry is facilitated and supported by the Coordinator for Youth Ministries, Karlyn Johnson Brown, and Youth Ministry volunteers: Chris Ellis, Greg Millikin, Jean-Marc Madelon, Paula Madelon, Peter Kallemeyn, Liz Stepanek, Maggie Reid, and Jamie Burns. In the summer of 2011, CAST said thank you to departing youth leader Rachel Brookhart who so generously facilitated the Wednesday night Senior High small group meetings for several years.

YOUTH VESTRY

The Youth Vestry, a council of elected CAST members, helps steer the Community of All Saints' Teens through discussions, event planning, fundraising and group decision making. These dedicated teens act as role models, program consultants, and student representatives while actively participating in the CAST and parish-wide ministry opportunities.

	2010-2011 Youth Vestry	2011-2012 Youth Vestry
Senior Warden	Jamie Bando	Jenna Keehn
Junior Warden of Inreach	Rachel Sparks	Anneliese Meyer
Asst. Jr. Warden	Jenna Keehn	Phoebe Balson
Junior Warden Outreach	Olivia Uhley	Logan Cooper
Asst. Jr. Warden	Anneliese Meyer	Natahsa Ryan
Junior Warden Fundraising	Will Craft, Alec Caso	Nicky Meyerson
Asst. Jr. Warden	Nicky Meyerson	Griffin Hall
Birthdays & Special Events	Christina DeAscentis	Margaret Combs
Secretary of Communications	Logan Cooper	Margaret Pulis
Junior High Representative	Margaret Combs	Sidney Brogan

"The All Saints' Youth Vestry is composed of ten teenagers who are proud to lead and represent the awesome group of kids that is The Community of All Saints' Teens. We meet once a month, planning upcoming CAST events, from the fun-filled winter lock-in to the classy Bishop's Ball. We also plan fundraisers such as the annual CAST auction, where we raise money for the summer mission trip to Navajoland in Bluff, Utah. We each have individual jobs within the Youth Vestry, such as Junior Warden of Inreach, who works specifically to find ways to make the CAST's presence known to the church community. We even have a Junior High representative so as to make sure everyone is represented in the Youth Vestry and has a say. Having our own jobs while also being part of a group gives us a unique chance to use both leadership and teamwork skills. Along with the help of our fabulous leaders, the Youth Vestry not only works together to plan fun events, service trips, and strategies to spread the word about CAST, but also teaches us to become more responsible and resourceful young adults as a part of the All Saints' community."

—Jenna Keehn, Senior Warden, Youth Vestry 2011-2012

WEEKLY CAST GATHERINGS

Our weekly gatherings include a Sunday morning education forum for Senior High students, Sunday morning Confirmation curriculum for Junior High students and a Wednesday night Senior High Small Group combining a mid-week check-in, a shared meal and prayer concerns. The CAST (the Community of All Saints' Teens) curriculum operates on a three-year cycle. Junior High students use the *Welcome to Sunday* handbook

Community of All Saints' Teens

available in the bookstore. Our focus is on worship, liturgy, and sacred spaces while also delving into teen topics and biblical readings throughout the year. The next two years focus on Baptism and Confirmation.

Senior High students use the "Nooma" series by author and pastor Rob Bell. "NOOMA is a series of short films that explore our world from a perspective of Jesus. NOOMA is an invitation to search, question, and join the discussion." (from the Nooma website). Senior High students watch and discuss these brief dynamic films on Sunday mornings, sharing their experiences, reflections and reaction with their peers. In the second and third years, students use the Episcopal Curriculum for Youth and read *Velvet Elvis*, also by author Rob Bell. Both groups also take time to talk about current events and any issues students may be dealing with at school or at home. They also find time to share stories, engage in faithful (and sometimes playful) interactions, and get to know each other on a social and spiritual level.

In addition, CAST members have special events, gatherings, lock-ins, retreats, and a variety of spiritual formation, education and fellowship opportunities that take place in the Youth Office, Lower Sweetland Hall, Upper Sweetland Hall and offsite. As a result of the Confirmation curriculum, 5 of our 9th and 10th grade students were confirmed in the fall of 2011, during the December visit by Bishop Mary Glasspool.

YOUTH ACOLYTES

In the spring of 2011, the beginnings of a youth acolyte guild began to take shape as the youth group coordinated and introduced jubilation banners to our worship at the Gospel Acclamations during the Festival Eucharists at Easter. Teens again waved jubilation banners during the entrance hymn and postlude on Pentecost Sunday. Following additional training sessions, recruiting and the introduction of some new jobs, a youth acolyte guild was launched in the fall of 2011. Teens in grades 6 - 12 started training to take up the cross (and torches, banner and streamers) of lay leadership some Sunday mornings. Teens were organized into teams and under the team captains, Anneliese Meyer, Garyn Talbert, Jenna Keehn, Logan Cooper and Natasha Ryan, youth acolytes were commissioned during a special Sunday morning liturgy in December. Acolytes continue to train and practice with the intention of expanding their tasks on the altar, increasing their visibility in the parish and adding new duties to their ministry.

YOUTH AUCTION AND FUNDRAISING

In February 2011, at the C.A.S.T. annual Youth Service Auction, students and leaders offered services and auction items raising funds for teen community service and outreach projects. These endeavors increased awareness of youth outreach efforts and grossed over \$5,000 to benefit the Youth Servant Fund which supports CAST outreach mission trips and pilgrimages. In December 2011, the teens offered a variety of goods including wreaths and calendars at the Alternative Advent Market, grossing \$2000 to benefit the Youth Servant Fund.

YOUTH OUTREACH

Teens hosted the petwash following the Feast of St. Francis Blessing of the Animals, raising \$300 for the City of Los Angeles Animal Shelter programs. Through Food on Foot, CAST members and families provide resources to assemble over 175 bag lunches distributed monthly at ASBH Homeless Assistance meal and the Sylmar Winter Shelter in the winter of 2011. CAST families also provided foodstuffs for the Get on the Bus bag snacks for that program's clients. During the 30-Hour Famine, 28 students and leaders fasted for 30 hours and raised pledge monies (\$2760+ this year, over \$25,000 to date) on behalf of World Vision. The group also stuffed 4800 eggs for the ASBH Easter Egg hunt. In December 2011, youth ministry members also decorated and donated 240 Christmas cookies for the Homeless Ministry's Christmas Meal.

NAVAJOLAND SUMMER SERVANT PROJECT 2011

Shepherded by leaders Maggie Reid, Jamie Burns, Andrew Fuligni, and Karlyn Johnson Brown, 20 missionaries traveled 1200 miles to St. Christopher's Mission in Bluff, Utah to spend 9 days on the Navajo Reservation. This Servant Project Partnership includes hosting a Sports Camp themed Vacation Bible School including activities, crafts, games and lunch for 30+ Navajoland children; exploring the rich history, culture and beautiful landscape of some of our country's indigenous (and poorest) people, construction on the mission grounds including repairing the stone and concrete walls of one of the missions' historic buildings, cleaning the grounds, and generally helping maintain the community center; and outreach to the Navajo Community in and around Bluff, Utah.

Fellowship

20s/30s FELLOWSHIP

The 20s/30s fellowship is an ever-evolving entity indicative of the dynamic and dedicated people involved. This past year we are grateful for the leadership of Jocelyn Scofield and Charlie Smith who have organized monthly brunches deliciously catered by Jonathan Roberts and Nate Hicks (thank you!) as well as other activities, including a work day to help to refresh our nursery. In the coming year we plan to explore different ways to celebrate our life together continuing our tradition of Sunday brunches and other social gatherings as well as pursuing some volunteer opportunities to help serve the greater Los Angeles community.

-Heather Erickson, Associate Rector

GAY & LESBIAN FELLOWSHIP

The All Saints' Gay and Lesbian Ministry enjoyed some new direction and rejuvenation in 2011. Long a vital and dynamic ministry, the Gay and Lesbian Ministry is in a period of rediscovery of our essential calling and a rebuilding of our strong foundation of ministry. We exist to support gay and lesbian Christians through spiritual formation and social events, and to be a community of support, nurture and reconciliation for all of those in our city who seek to reclaim their sexual identity, personhood and life with God, with others and with themselves as gay and lesbian persons. In the summer of 2011, Todd Bouldin was asked to lead the Gay and Lesbian Ministry, and Todd has outlined a series of events for the coming year that focus on spiritual and theological formation for the group. The ministry launched in 2011 at a backyard picnic at the Rectory, and over 60 individuals from our parish and community attended. We also enjoyed a momentous Holiday Party at the Rectory. In 2012, we begin a Second Sunday Brunch in West Hollywood following the 11:15 am service, a book reading group, and a class for unchurched gay and lesbian persons who are finding their way back to faith or a church experience. The ministry also will host a spiritual retreat called "Gay Spirits" for newcomers, seekers and new gay and lesbian believers.

-R. Todd Bouldin

MEN'S MINISTRY

2011 was a year of dramatic evolution for the Men's Ministry at All Saints'. In June, the long time debate about the relationship between religion and science was the focus of a successful weekend of events led by the Reverend Doctor Sir John Polkinghorne of Cambridge University. Men's Ministry steering committee member, Dr. H. P. Gillis, coordinated and hosted the event. Continuing the focus on significant issues facing Christians in the 21st Century living in a multi-cultural community, Dr. Reza Aslan, a leading voice on Islam in the United States, was the guest at the Men's Ministry's November event. The dialogue was led by Steve Huber and Barry Taylor. Participation by the men of the Parish increased substantially in 2011, including a noticeably broader age and demographic cross section. Phillip Nichols and Joseph Clapsaddle were asked to co-chair the Men's Ministry by the Ministry's Founder and dedicated leader Charles Nutter. We want to thank Charles for his vision and service to the Parish and to the Men's Ministry.

-Phillip Nichols & Joseph Clapsaddle

WOMEN'S MINISTRY

In the ever-changing landscape of All Saints' the Women's ministry continued to be a vibrant, supportive community. This year we held an intimate retreat at St Mary's in Santa Barbara led by the Rev. Mark Hallahan and continued our popular dinners. We welcomed our Suffragan Bishop, the irrepressible Diane Jardine Bruce, and continued our interfaith dialogue with the engaging Rabbi Sara Mason-Barkin. In 2012 we will expand to add a service and outreach committee to our group so we may offer women ways to serve in the greater community. We will adopt the parish theme of Compassion, and our first dinner speaker will be Mary Bruno who will talk to us about *Educate for Hope*, a group she founded to provide education to Palestinian Christian children.

-Nicola Lubitsch

Fellowship

FAMILY FELLOWSHIP MINISTRY

A new ministry was born in 2011: The Family Fellowship Ministry. Spearheaded by Kerrin Clark Pulis, Karen Swift, and Anna German, our mission is to host regular events for our A.S.K. and CAST families. Family Fellowship Evenings kicked off last year in March with an opportunity for families to gather together for dinner, prayer, music and activities. Some 40 people attended the first event, which engaged each family in a banner-making craft. The evening concluded with a candlelit procession, banners held high, into the chapel. In May, twenty families attended "Camp Camden" in the courtyard, complete with barbecue dinner, a tent and camping supplies for exploring, games, and 'smores! In September, parents gathered with the Rev. Kesha Brennom to talk about religious education for older elementary children. Youngsters and teens watched a movie, and 4th and 5th graders prepared their "Nest" for the new Sunday morning program, which began the following week. The final Family Fellowship event brought together more than 75 people and honored the approaching Advent season with table activities, a taco bar dinner and Christmas Carols. Each family also made an Advent wreath to light throughout the season. The evening concluded with a service in the Chapel. The ministry is actively looking for more parents to help in the planning of the all the events. For details please contact Kerrin Clark Pulis.

-Kerrin Clark Pulis and Christal Ellis

WELCOMING MINISTRY

The Greeting and Newcomer Ministry has continued to welcome new people throughout the last year. We have introduced a quarterly welcome reception at the rectory, where newcomers can meet the clergy and others new to the parish. This has been a great success, thanks to a committed group of volunteers and Joe Becci's delicious catering. In addition, regular tours of the church, chapel and buildings have been conducted to introduce newcomers to the campus, life and work of All Saints'.

Dennis McGuckian continues to faithfully lead the Greeting team on the patio each Sunday. We average 3-4 new people each week. We need more volunteers so we can carry on building this team to ensure a warm welcome to everyone. For all of you looking for ways to become involved, a great start is being on the patio on Sunday. Please contact Glynis Horton if you are able to help.

-Glynis Horton

Administration

Sam Williamson, Administrator

ADMINISTRATION

Systems: During the year we migrated from AT&T to Time Warner as our internet provider. This has given us a more stable system at a reduced cost. We also moved our Parish Store order on-line system. During the coming year, this too should show us a cost savings. We began an upgrade of computers for staff which we will complete during the coming year. Given every business' reliance on these, including All Saints', it's important we provide the tools staff needs to get their jobs done effectively and efficiently.

Website: We believe our website continues to serve us well. This year we began using it as a vehicle for class and event registration complete with online payments as an option. Through homepage slides and an "Upcoming" area on the site, we announce what's happening to the wider community. To reinforce the information, we also send out a monthly eBulletin announcing the events for the coming month. If you are not receiving this, you may sign up on the "Contact/Register" page of the website.

Events: We had many successful 2011 events including the Shrove Tuesday Pancake Supper, Easter Vigil, Easter Day Egg Hunt, and Used Book Sale. We also saw an increase in the number of participants in our First Sunday Brunches. There were special ministry events as the Men's Polkinghorne evening and several Family Fellowship events. However, the big new addition was an explosion of events around All Saints' weekend. There were Friday and Saturday evening receptions in parishioner homes all around the LA area as well as an all-parish brunch on Sunday. Capping the weekend was a beautiful Evensong with reception after. All these created such a positive buzz we will, no doubt, plan for them again (and maybe more) in 2012!

FACILITIES

The upkeep of our wonderful facilities lies in the hands of our Properties Supervisor, German Interiano, and sexton, David McMillan. The guys clean and do handy fixes, make more coffee and set up/take down more tables and chairs than you can imagine. German also oversees maintenance issues next door at 506 and our leased properties on Roxbury and Comstock.

HUMAN RESOURCES

All Saints' said goodbye to some well-loved staffers during the past year and had a couple of outstanding (and only sort of new!) folks join us. As we look at the staff as a whole, it's important to note over the past three years (as have many if not most businesses) we have reduced the number of full and part-time employees by over 50%. The staff is a versatile bunch who has worked hard to go with the flow of taking on new and different tasks as positions changed due to others leaving and jobs being realigned. I believe they have also been quite successful in making this happen in as seamless a way for parishioners as possible. They deserve your thanks and appreciation. We've also come to rely more and more on volunteers—in a good way! Thank you for your evolution with us. From DOCC table leaders to Godly Play and CAST leaders to mailing teams, kitchen helpers and doughnut servers—all contribute to the care and hospitality of All Saints'. We are grateful for your stepping up and into these ministries!

FINANCIAL CONTROL

Our Controller, Les Farris, has prepared our year-end numbers for your review (and is away today on his honeymoon!). Treasurer Pam Morrow and Finance Committee Chair Peter White will endeavor to answer any questions related to the numbers you will find included in that section of our report. The year ended, thankfully, on a positive note! All of us work hard to make certain the church's accounts are managed with competency and integrity. I am, as always, extremely grateful for their work.

Financial Report

All Saints' Church—Balance Sheet for December 31, 2011

ASSETS

CASH, CHECKING & MONEY MARKET ACCOUNTS			<u>\$158,553</u>
INVESTMENTS	Unrestricted Endowment Fund	\$1,054,641	
	Operating Fund	\$22,526	
	Employee Investment Accounts	\$0	
	Miscellaneous Investments	<u>\$35,745</u>	
	TOTAL INVESTMENTS		<u>\$1,112,911</u>
RECEIVABLES			<u>\$0</u>
LAND, BUILDINGS & EQUIPMENT	Church Complex	\$12,505,591	
	Expanded Campus	\$2,387,500	
	Church Rectory	\$870,782	
	Wilshire Comstock	<u>\$300,000</u>	
	TOTAL LAND, BUILDINGS & EQUIPMENT		<u>\$16,063,873</u>
TOTAL ASSETS			<u>\$17,335,338</u>

LIABILITIES/MEMBERSHIP EQUITY

LIABILITIES	Pension Liability	\$0	
	1st Century Bank Line Of Credit	<u>\$800,000</u>	
	TOTAL LIABILITIES		<u>\$800,000</u>
MEMBERSHIP EQUITY	Restricted Funds	\$950,938	
	Unrestricted Funds	\$15,532,848	
	Unrestricted Funds—Current Year	<u>\$51,551</u>	
	TOTAL MEMBERSHIP EQUITY		<u>\$16,535,338</u>
TOTAL LIABILITIES & MEMBERSHIP EQUITY			<u>\$17,335,338</u>

Financial Report

All Saints' Church—2012-2010 Budget/Actual Comparison

	2012 Budget	2011 Actual	2011 Budget	2010 Actual	2010 Budget
INCOME					
Pledge Income	\$1,425,000	\$1,667,053	\$1,620,000	\$1,358,553	\$1,665,000
Unpledged Income	\$175,000	\$156,782	\$175,000	\$182,075	\$185,000
Holiday Offerings	\$40,000	\$31,459	\$40,000	\$26,250	\$40,000
Special Gifts	\$45,000	\$131,900	\$75,000	\$47,400	\$65,000
Ministry Gifts	\$65,000	\$62,848	\$65,000	\$73,184	\$0
Building Fund	\$0	\$0	\$0	\$107,627	\$0
Program Base Support	\$176,280	\$0	\$0	\$0	\$0
Rental Income	\$120,000	\$118,134	\$98,000	\$91,050	\$90,000
Other Income	<u>\$2,000</u>	<u>\$43,653</u>	<u>\$42,000</u>	<u>\$2,738</u>	<u>\$0</u>
INCOME TOTALS	\$2,048,280	\$2,211,828	\$2,115,000	\$1,888,877	\$2,045,000
EXPENSES					
Building & Administration	\$910,723	\$882,526	\$906,339	\$967,268	\$995,337
Worship & Music	\$458,644	\$502,543	\$481,393	\$447,979	\$394,859
Pastoral Care	\$19,900	\$38,944	\$32,267	\$85,397	\$93,400
Outreach & Evangelism	\$294,758	\$309,746	\$294,283	\$252,699	\$234,913
Family & Children	\$172,736	\$165,341	\$170,402	\$182,007	\$228,296
Adult Formation	<u>\$191,519</u>	<u>\$261,177</u>	<u>\$256,987</u>	<u>\$216,383</u>	<u>\$219,950</u>
EXPENSE TOTALS	\$2,048,280	\$2,160,276	\$2,141,671	\$2,151,734	\$2,166,755
NET GAIN/LOSS—OPS	<u>\$0</u>	<u>\$51,551</u>	<u>[-\$26,671]</u>	<u>[-\$262,857]</u>	<u>[-\$121,755]</u>
INVESTMENT INCOME	\$0	\$22,634	\$0	\$117,804	\$0
NET GAIN/LOSS WITH INVESTMENTS	<u>\$0</u>	<u>\$74,185</u>	<u>[-\$26,671]</u>	<u>[-\$145,053]</u>	<u>[-\$121,755]</u>
ENDOWMENT DISTRIBUTION	\$0	\$0	\$0	\$0	\$0
ENDOWMENT INVESTMENT	\$0	[-\$22,634]	\$0	[-\$117,804]	\$0
NET GAIN/LOSS WITH INVESTMENT	<u>\$0</u>	<u>\$51,551</u>	<u>[-\$26,671]</u>	<u>[-\$262,857]</u>	<u>[-\$121,755]</u>

Vestry Nominations

After prayerful consideration at its meeting last December, the Vestry Nominating Committee has recommended three gifted parishioners as nominees to serve on the Vestry for a four-year term beginning in 2012:

NEVILLE ANDERSON

Neville has been a member of All Saints' for seven years. Currently she is a greeter, a DOCC table leader, in EFM study, co-chair of Project Angel Tree, and was a member of our rector search committee. Professionally, Neville is a pediatrician.

KIMBERLY MEYER

Kim has been a member of All Saints' for 27 years. Presently she is a Music Guild Member, and has sung in our choirs for all of those 27 years. She is a Lay Eucharistic Minister and member of a small group. Kim has participated in several ministries, and was an Alpha table leader. Kim and her husband, Dave, have three children (Teddy, Sara and Anneliese), all of whom have grown up at All Saints'. Professionally, Kim is an attorney.

PETER LU

Peter is a seven year member of All Saints'. At the present time, Peter is an usher, on the prayer team, a DOCC facilitator and a member of the Music Guild. He has completed 2 years of EFM study. Professionally, Peter is a dentist.

Diocese of Los Angeles

At the annual meeting of the Episcopal Diocese of Los Angeles, December 2 & 3, 2011 at the Riverside Convention Center the following delegates represented All Saints' Parish:

CLERGY

Steve Huber, Barry Taylor, and Heather Erickson.

LAY LEADERS

Phil Nichols, Desiree DeAscentis, Scott Taylor, Alternate Greg Millikin for Pat Gillis, Pam Morrow, Christopher Montella, and Alternates Christian Anderson and Todd Bouldin.

ELECTED TO SERVE ON DIOCESAN COMMITTEES FOR THREE-YEAR TERMS

Sue Humphreville: Finance

Jonathan Roberts: Commission on Ministry



The Episcopal Church in Beverly Hills in the Diocese of Los Angeles

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The Reverend Stephen Huber, Rector