ALL SAINTS'
EPISCOPAL CHURCH & DAY SCHOOL

Pray ▪ Learn ▪ Serve ▪ Connect

2015 Annual Parish Report
January 31, 2016

6300 North Central Avenue, Phoenix, Arizona + 602.279.5539 + www.allsaints.org

From the Rector
The Reverend
Poulson C. Reed

Dear People of All Saints',

Virtues are often found in moderation. Healthy humility, for example, lies in the middle ground between pride and low self image. Humility is a life that is properly focused most of the time less on ourselves, and more on God and our neighbor. Or as C.S. Lewis put it: "true humility is not thinking less of yourself; it is thinking of yourself less."

An Annual Report in the Church, then, is a tricky business. We are meant to embody a collective humility, even as we celebrate our successes, while not hiding our light under a basket. Pride is always lurking at the door. Perhaps the best spiritual stance is to take delight in what has been done, while giving credit always where credit is due: to God. For it is God alone who blesses us with abundant gifts, and inspires in us the desire and ability to serve in God's name.

Let us enjoy reflecting on a very successful 2015 in ministry at All Saints', and on the impact for good that we have had, by God's abundant grace. With this perspective in mind, here are just a few highlights of our ministries at All Saints' in 2015, as we continued our mission to Pray, Learn, Serve, and Connect as disciples of Jesus Christ.

- It is a blessing to know what our core ministries are: what we value and do particularly well. We place traditional worship and music in praise of God at the center of our common life. From the simplest mid-week service of Holy Eucharist or Evening Prayer to the grandest Sunday liturgy, our worship of God comes first. Our second Sunday choral Evensongs, fourth Sunday choral masses with incense, and sung Compline on Third Thursdays continue to draw those who are interested in traditional sung styles of worship. Our music leaders, Scott Youngs and James Gerber, and choirs (including the bell choir) support our liturgies faithfully with some of the finest music in the region. We are passing on this grand tradition to our young people through our choral scholar and choral fellow programs, and the end of the year saw the introduction of music classes for the youngest members of our community. Our vergers, altar guild, acolytes, eucharistic ministers, lectors, intercessors, ushers and hospitality ministers keep our worship flowing smoothly and well through their prayerful and dedicated presence.

- Our Christian education for all ages continues to be a strength. Our children and youth programs are vibrant, thanks to the leadership of the Rev. Holly Davis and her team. Our excellent Day School, led by Head of School Leo Dressel, is thriving, with more than 500 students being educated according to the All Saints' Way (with the clergy taking a more active role in character formation by teaching Lower School religion). And our Adult Education again was made up of a wide range of groups and classes on Sundays, Third Thursdays, and other times, from the Sunday morning series at 10am to the Bible in a Year group, Deacon Bade's Monday Bible Study, the Lenten series, and the Adult Confirmation class. The Book Discussion Group has also maintained a strong following. Finally, of particular interest was a series organized around our year with the magnificent Saint John's Bible, on loan from Saint John's Abbey in Minnesota and supported by a generous donor.

- Our faith in action in service to those in need was again committed and diverse. We maintained close partnerships with ICM, André House, Central Village, Maryland Gardens, Iglesia Episcopal de San Pablo, Feed My Starving Children, the Souper Bowl of Caring, Saint Mary's Food Bank, Habitat for Humanity and other organizations. We held our first Service Day, organized by the Rev. Anne Ellsworth, with members volunteering simultaneously at a number of sites, then gathering after for lunch and theological reflection. Our pastoral care ministries, consisting of the clergy, Community of Hope, Daughters of the King, Prayer Team, Prayer Shawl ministry, grief ministry (especially Walking the Mourner's Path), and small group leaders brought comfort to those in life transitions in our church and beyond. Our international mission work with our partner church and school, Saint Paul's in Haiti, is going strong, with a clean water project the latest joint effort. Roberto Paredes championed Episcopal Relief and Development again through his chair massage ministry.

- Our connection ministries grew in 2015, with particular staff assistance from Lindsay Wood. Our newcomer process improved under dedicated staff and volunteer leadership, adding Newcomer Luncheons, liturgical welcomes, and more active use of Realm (our database). The Men's Breakfast, Young Adults and other connection groups are doing well, the North Central Family 5K brings the community together for a good cause, and our e-news, video sermons and website keep our members informed, thanks to Nanette Towsley.

- Thanks to our generous supporters, and the hard work of the staff (especially Nick Jorgenson), Finance Committee, and Vestry, 2015 was the fourth year in a row with a small surplus, a remarkable achievement. Pledge dollars are on an upward trend, though we hope for more participation in the pledge campaign next year. Our small endowment continues to receive bequests, funding future ministry.

2015 saw a large number of facility improvements, both major and minor. See the report inside for more details. Andy Andersen and his staff team did a fantastic job, working with our Buildings and Grounds committee.

There are always things to work on in any community, and 2016 will see a concerted effort to provide easier access to more ministry opportunities, especially acts of mercy towards those in need, and more faith groups that invite sharing and personal transformation.

I have only scratched the surface of what God did through All Saints' this past year. I am so grateful to God, and to our Vestry, staff, school community, and many, many volunteers for the ministries that make All Saints' what it is. Now in my 7th year as your rector, my heart is filled with joy to serve side by side with you.

Faithfully,

Poulson+

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The Year In Numbers

347

Holy Eucharists including Day School Chapel

$968 + hundreds

of Men's White Socks—raised by the All Saints' Youth Group for the Souper Bowl of Caring in February 2015

347

People who ran or walked in All Saints' Third Annual NORTH CENTRAL FAMILY 5K (NCF5K) with **42** Volunteers and **10** Corporate Sponsors yielding:

$12,000

for St. Paul's in Haiti and All Saints' Family Ministries

4120

The number of pages printed for an average weekend in 2015

373

"Likes" on our Facebook Page in 2015(That is a **35%** increase over 2014)

121,403

Our "Total Reach" on Facebook for 2014. This is the number of people who were served any activity (posts) from our All Saints' Page

25

Funerals in 2015

12 Confirmations

5 Receptions

1 Reaffirmation

took place at the Annual Bishop's Visit on May 17, 2015

24

Baptisms in 2015

2

Weddings in 2015

493

Day School Students enrolled in 2015

37

Number of Young Christian Disciples, who, with **11** Youth Mentors, **24** Adult Mentors and **numerous** Financial Sponsors made All Saints' Kids for the Community VBS 2015 happen

30-40

Number of people per month that the Daughters of the King pray regularly for

300

Sack lunches made for the Phoenix Rescue Mission by the VBS children

117

Cases of food packed at Feed My Starving Children—enough to feed **69** children for one year, that's **25,272** meals! Accomplished as part of the Team during All Saints' Kids for the Community

716

Hours given by the Community of Hope Pastoral Care Team in 2014, in addition to **232** hours in training and meetings, **24** hours of support at congregation funerals, and **72** hours given by Mary Alice Preston and her volunteers to host a grand Thanksgiving feast in 2015 that served **55** parishioners and guests

51

People who sing in the Senior Choir of All Saints'

14 Members of the Chamber Choir

5 Members of Choral Scholars

45 Children at the Day School in Grades 4-8 who sing in the Choristers of All Saints'

9

Ringers in the All Saints' Bell Choir playing **37** different bells

82,638

Emails sent to All Saints' subscribers to our weekly e-blast via Constant Contact in 2015 (with a 38.8% average open rate)

276

Number of people who enjoyed the 2015 Shrove Tuesday Pancake Supper

997

The number of photos taken Christmas Eve 2015 by the Director of Communications

17

Prayer shawls given out in 2015

128,890

Number of meals donated by Day School and Church in November 2015 St Mary's Food Drive (approximately **6,171** pounds of food and **$17,531**

100

Maryland Gardens Residents received gifts that they requested in December 2015 from All Saints' Angels

356

Volunteers serving at Holy Week and Easter services in 2015 from Palm Sunday to Easter Sunday including Vergers, Choir and Chorister Members, Altar Guild, Hospitality Ministers, Acolytes, Eucharistic Ministers, Intercessors, and Lectors

3542

Number of people attending All Saints' from Palm Sunday throughout Holy Week to Easter Day 2015, including Day School Chapel

$1,097

Donations raised for Episcopal Relief and Development by All Saints' chair massages by parishioner Roberto Paredes

17

People who serve on the Prayer Team that provide intercessory prayer to members of the congregation during the 9am and 11am Sunday services—plus **7** people currently in training to be on the Prayer Team

$37,200

Contribution to St. Paul's Church & School by All Saints' Church alone in 2015

1

There is one Body and one Spirit. There is one hope in God's call to us. One Lord, one Faith, one Baptism. One God and Father of all.

All Saints' Episcopal Church			
2016 Budget Detail			
Accounts	**2014 Actual**	**2015 Actual**	**2016 Budget**
Revenues			
Pledged Income			
001752.00 - Pledge & Prior Year Pledge	$819,734	$856,174	$840,000
001753.00 - Unpledged Checks (Offerings)	$81,845	$75,078	$85,000
001755.01 - Church Plate Offerings (Loose Plate)	$21,862	$21,038	$22,000
Total Plate & Pledge	$923,441	$952,290	$947,000
Special Days			
001758.01 - Ash Wednesday	$1,088	$1,231	$1,000
001758.02 - Maundy Thursday	$407	$507	$500
001758.03 - Good Friday	$1,369	$1,000	$1,000
001758.04 - Easter	$18,881	$18,932	$18,000
001758.05 - Thanksgiving	$505	$623	$500
001758.06 - Christmas	$24,301	$24,719	$24,000
Total Special Days	$46,551	$47,012	$45,000
Day School Reimbursement			
001757.00 - DS Monthly Reimbursement	$276,656	$287,112	$292,108
Total Day School Reimbursement	$276,656	$287,112	$292,108
Weddings/Funerals/Facilities			
001760.01 - Weddings	$2,525	$1,550	$2,000
001760.04 - Facility Donations	$1,650	$2,550	$3,000
001760.06 - Funerals	$4,200	$4,600	$5,000
Total Weddings/Funerals/Facilities	$8,375	$8,700	$10,000
Programmatic Income			
001760.05 - Youth Ministry	$0	$0	$0
001762.01 - Family Ministries	$13,339	$14,412	$17,000
001762.02 - Sages	$215	$0	$0
001762.03 - Music	$32,500	$35,899	$36,000
Total Programmatic Income	$46,054	$50,311	$53,000
Miscellaneous Income			
001756.00 - Bank Interest	$0	$0	$0
001760.02 - Tracts and Books	$87	$0	$0
001760.03 - Miscellaneous	$151	$498	$500
001760.07 - Close Operating	$4,200	$4,250	$4,000
001760.09 - Hospitality/Gatherings	$926	$702	$1,000
Total Miscellaneous Income	$5,364	$5,450	$5,500
Legacy/Endowment & Other Funds			
001761.01 - Legacy Funding	$0	$3,000	$10,000
001761.02 - Endowment Funding	$0	$5,000	$35,000
001761.03 - Special Gifts	$2,574	$2,320	$5,000
001761.04 - Diocesan Mission Share	$10,776	$11,073	$11,000
001761.05 - Special Fundraising	$12,333	$5,000	$0
001761.06 - Grants	$0	$0	$0
Total Legacy/Endowment & Other Funds	$25,683	$26,393	$61,000
Total Revenues	$1,332,124	$1,377,268	$1,413,608
Expenses			
Personnel			
Ministry			
Cash Compensation			

Accounts	2014 Actual	2015 Actual	2016 Budget
Revenues			
001801.01 - Salary	$155,166	$140,823	$152,000
001801.02 - Housing Allowance	$61,837	$79,570	$69,000
001801.04 - Travel Allowance	$4,025	$2,631	$4,000
001801.05 - Social Security Compensation	$10,327	$10,327	$10,500
Total Cash Compensation	$231,355	$233,351	$235,500
Insurance			
001802.01 - Medical/Dental	$39,231	$38,089	$48,000
001802.04 - Clergy Short Term Disability	$62	$0	$0
Total Insurance	$39,293	$38,089	$48,000
Pension			
001803.01 - Pension	$33,445	$42,959	$41,000
Total Pension	$33,445	$42,959	$41,000
Worker's Compensation			
001805.00 - Worker's Compensation	$624	$582	$600
Total Worker's Compensation	$624	$582	$600
Clergy Continuing Education			
001806.02 - Associate Rector's Contin Ed	$210	$1,046	$1,000
001806.04 - Rector's Contin Ed	$1,164	$2,285	$1,000
001806.06 - Curate Contin. Ed	$504	$3,088	$1,000
Total Clergy Continuing Education	$1,878	$6,419	$3,000
Clergy Assistance/Other			
001804.03 - Special Guests	$385	$295	$1,000
001804.05 - Mileage Reimbursement	$1,161	$913	$1,000
001804.06 - Professional Expense	$1,280	$1,167	$1,000
001824.01 - Rector's telephone	$1,003	$1,003	$1,200
Total Clergy Assistance/Other	$3,829	$3,378	$4,200
Total Ministry	$310,424	$324,778	$332,300
Ministry Support			
Cash Compensation			
001807.01 - Office salaries	$232,669	$252,286	$256,500
001807.02 - Maintenance salaries	$128,007	$128,494	$128,500
Total Cash Compensation	$360,676	$380,780	$385,000
Insurance			
001808.01 - Medical/Dental	$67,467	$81,021	$87,000
001808.02 - Life	$499	$527	$600
Total Insurance	$67,966	$81,548	$87,600
Pension			
001809.00 - Pension	$31,244	$34,017	$34,500
Total Pension	$31,244	$34,017	$34,500
Worker's Compensation			
001810.01 - Office W/C	$763	$1,070	$1,200
001810.02 - Maintenance W/C	$4,153	$4,216	$4,100
Total Worker's Compensation	$4,916	$5,286	$5,300
Misc/Expense Reimbursement			
001811.02 - Ministry Support Misc	$12	$0	$500
001811.04 - Mileage/Expense Reimbursement	$0	$0	$500
Total Misc/Expense Reimbursement	$12	$0	$1,000
Ministry Support Contin Ed			
001806.03 - Director of Music Contin. Ed	$217	$135	$1,000
001806.09 - Admin. Cont. Ed.	$888	$330	$1,000
Total Ministry Support Contin Ed	$1,105	$465	$2,000

Accounts	2014 Actual	2015 Actual	2016 Budget
Revenues			
Employer FICA			
001812.00 - Employer FICA	$27,752	$31,720	$38,294
Total Employer FICA	$27,752	$31,720	$38,294
Total Ministry Support	$493,671	$533,816	$553,694
Total Personnel	$804,095	$858,594	$885,994
Diocesan Expense			
001814.01 - Diocesan Assessment	$180,100	$177,128	$180,000
001814.03 - Holy Orders Applicants	$0	$375	$0
001814.06 - Diocesan Seminarian Assistance	$0	$1,717	$1,800
Total Diocesan Expense	$180,100	$179,220	$181,800
Altar Supplies			
001821.00 - Altar Supplies	$4,542	$2,516	$3,000
Total Altar Supplies	$4,542	$2,516	$3,000
Family Ministries/Christian Ed			
001813.01 - Sunday School (Change to Fam. Min.)	$2,513	$3,934	$5,000
001813.02 - Youth	$1,596	$0	$0
001813.03 - Young Adult Ministries	$155	$763	$1,000
001813.04 - Nursery	$7,287	$6,774	$7,000
001813.05 - Sages	$902	$902	$2,000
001813.06 - Publications/Christian Ed Materia	$1,446	$1,184	$1,500
001813.07 - Adult Education/Formation	$937	$443	$500
001813.08 - Church Meetings & Retreats	$5,062	$5,055	$6,000
001814.02 - Mission Supplies	$3,122	$957	$1,000
Total Family Ministries/Christian Ed	$23,020	$20,012	$24,000
Hospitality			
001829.00 - Fellowship Events	$2,116	$4,646	$4,000
001829.02 - Hospitality/Membership	$2,447	$2,963	$3,000
Total Hospitality	$4,563	$7,609	$7,000
Music Ministry			
001815.01 - Staff Singers	$57,700	$56,349	$57,000
001815.02 - Instrumentalists	$7,580	$7,487	$7,500
001815.03 - Music/Scores	$6,188	$4,149	$6,000
001815.04 - Maintenance & Tuning	$1,063	$3,295	$3,000
001815.05 - Feast Day Instrumentalists	$0	$0	$0
001815.06 - Special Projects	$645	$701	$500
001815.07 - Music General Supplies	$3,366	$1,930	$2,000
001815.09 - Licenses & Fees	$358	$464	$500
Total Music Ministry	$76,900	$74,375	$76,500
Advertising			
001820.00 - Church Advertising	$818	$1,553	$1,600
001820.01 - Website	$781	$500	$1,000
001820.02 - Signage	$1,498	$1,255	$1,000
Total Advertising	$3,097	$3,308	$3,600
Audit			
001822.00 - Church Audit	$7,603	$5,500	$8,000
Total Audit	$7,603	$5,500	$8,000
Property/Liability Insurance			
001819.00 - Property/Liability Insurance	$64,579	$65,538	$66,500
Total Property/Liability Insurance	$64,579	$65,538	$66,500
Office Equip/Supply/Publicats			
001817.01 - General Supplies	$1,504	$2,355	$1,500

Accounts	2014 Actual	2015 Actual	2016 Budget
Revenues			
001817.02 - First Class Postage	$2,320	$1,717	$1,500
001817.04 - Office Machines Supplies	$1,847	$1,840	$1,800
001817.05 - Paper	$8,059	$7,848	$8,000
001817.06 - Office Machine Lease	$14,235	$20,102	$21,000
001817.07 - Outside Printing	$3,899	$2,505	$3,000
001818.02 - Bulk Mail/Bus Reply Postage	$221	$1,024	$1,000
Total Office Equip/Supply/Publicats	$32,085	$37,391	$37,800
Business Contract Expenses			
001817.03 - Fees	$13,186	$12,087	$12,000
001817.08 - Software Licenses/Software	$6,768	$7,481	$7,000
Total Business Contract Expenses	$19,954	$19,568	$19,000
Buildings and Grounds			
001816.00 - Buildings/Grounds Safety/Inspecti	$4,451	$0	$0
001816.05 - Equipment/rentals	$909	$995	$1,000
001816.06 - Repairs/Improvements	$8,133	$13,203	$15,000
001816.08 - Service Contracts	$10,602	$10,863	$10,000
001816.09 - Maintenance supplies	$1,139	$0	$0
Total Buildings and Grounds	$25,234	$25,061	$26,000
Utilities			
001824.00 - Telephone	$2,356	$1,852	$2,000
001824.02 - Electric	$35,014	$36,303	$37,000
001824.03 - Water	$14,041	$13,075	$15,000
001824.04 - Gas	$2,515	$2,598	$2,700
001824.05 - Internet (T-1)	$784	$0	$0
Total Utilities	$54,710	$53,828	$56,700
Vehicle Maintenance			
001826.01 - Van	$1,275	$1,292	$2,000
001826.02 - Trucks	$396	$2,178	$2,000
001826.03 - Fuel	$4,351	$4,070	$5,000
Total Vehicle Maintenance	$6,022	$7,540	$9,000
Special Reserve Funds			
001828.00 - Buildings & Grounds Reserve	$10,000	$12,000	$6,000
Total Special Reserve Funds	$10,000	$12,000	$6,000
Total Expenses	$1,316,504	$1,372,055	$1,410,894
Net Total	**$15,621**	**$5,213**	**$2,714**

All Saints' Episcopal Church			
2016 Budget Summary			
Accounts	**2014 Actual**	**2015 Actual**	**2016 Budget**
Revenues			
Pledged Income			
Plate & Pledge	$923,441	$952,290	$947,000
Special Days	$46,551	$47,012	$45,000
Day School Reimbursement	$276,656	$287,112	$292,108
Weddings/Funerals/Facilities	$8,375	$8,700	$10,000
Programmatic Income	$46,054	$50,311	$53,000
Miscellaneous Income	$5,364	$5,450	$5,500
Legacy/Endowment & Other Funds	$25,683	$26,393	$61,000
Total Revenues	**$1,332,124**	**$1,377,268**	**$1,413,608**
Expenses			
Personnel			
Ministry	$310,424	$324,778	$332,300
Ministry Support	$493,671	$533,816	$553,694
Total Personnel	$804,095	$858,594	$885,994
Diocesan Expense	$180,100	$179,220	$181,800
Altar Supplies	$4,542	$2,516	$3,000
Family Ministries/Christian Ed	$23,020	$20,012	$24,000
Hospitality	$4,563	$7,609	$7,000
Music Ministry	$76,900	$74,375	$76,500
Advertising	$3,097	$3,308	$3,600
Audit	$7,603	$5,500	$8,000
Property/Liability Insurance	$64,579	$65,538	$66,500
Office Equip/Supply/Publicats	$32,085	$37,391	$37,800
Business Contract Expenses	$19,954	$19,568	$19,000
Buildings and Grounds	$25,234	$25,061	$26,000
Utilities	$54,710	$53,828	$56,700
Vehicle Maintenance	$6,022	$7,540	$9,000
Special Reserve Funds	$10,000	$12,000	$6,000
Total Expenses	**$1,316,504**	**$1,372,055**	**$1,410,894**
Net Total	**$15,621**	**$5,213**	**$2,714**

Welcome to All Saints;
Bishop Smith !!!
Sign-up TO Host
Coffee hour!
ELSA
B

Senior Warden's Report
by Travys Harvey

Serving as Senior Warden requires an in-depth analysis of every aspect of this corporation we fondly call, "All Saints' Episcopal Church and Day School," ("All Saints'"). Many of the reports you will read in this Annual Report serve as a reminder that we are a corporation and that those in positions of leadership are charged with the responsibility of making certain All Saints' is run in a proper manner. All Saints' leadership is guided by sound and prudent business principles and practices.

The Senior Warden and other Vestry members analyze data and recommendations from committees and discuss the actions the Vestry believes to be in the best interests of All Saints'. Prudent business practices are not always popular, but sound decisions are vital to the current and future success of All Saints'. I am grateful for the high level of integrity of the Vestry members with whom I have served.

All Saints' operates successfully because of the many hours of work each week by numerous dedicated individuals including our exemplary clergy and staff, for whom I am grateful.

All Saints' is also successful because of the work of its committees. Such work is highly valued by the leadership who may not have the expertise or time to evaluate and analyze data that serves as the basis for a recommended action. Members of a committee may have one (1) or more monthly meetings where data is reviewed, analyzed, discussed and recommendations to the Vestry are formed. Work of the committees is a critical part of the further analysis and action by the Vestry. Fortunately, All Saints' is blessed with community members who understand that, notwithstanding the valuable contributions of the clergy and staff, the operation of All Saints' depends on a commitment beyond Saturday or Sunday worship.

I am extremely grateful to each of you for every contribution of your time, talent or resources. I am honored to have served as Senior Warden and equally honored to be a part of the All Saints' community. Thank you.

Junior Warden's Report
by Derek Horn

During 2015, it was my privilege to serve as your Junior Warden. I appreciate your trust and confidence in electing me to this post. As one of the wardens for 2015, in addition to being a general vestry member, I get to observe the growth in our ministries and their positive effects on All Saints'. I appreciate the leadership of Fr. Reed as well as the efforts of the clergy, staff, officers and members of the vestry in the great strides we have made as a community.

One of the primary responsibilities of the Junior Warden is to chair the Nominating Committee that develops a slate of vestry candidates for the parish to consider at its annual business meeting. The 2015 nominating committee provided a slate of four vestry candidates for consideration and election. They were: Marta Smith, Stacy Gibson, Scott Wathey, and Andy Halaby. All four were elected to the vestry for three year terms. The 2016 committee has nominated Sheryl Guernsey, David English, Tod Dickey, and Myles Lynk as candidates for the class of 2016. I want to thank committee members Bill Verdini, Tim Haskins, Margaret LaBianca, and Tim Daly for their efforts in developing this slate.

This year the Vestry Class of 2013 will be completing their three year terms. They are Margaret LaBianca, Patrick McNulty, David Gonzales, and Tim Daly. We appreciate their service and contributions to All Saints, both on the vestry and in their individual ministries.

The Junior Warden also develops a slate of candidates and alternates for the annual Diocesan Convention in October. In addition to its clergy, All Saints' sent five lay delegates and its two wardens to the annual diocesan convention last October. The All Saints' lay delegation included Senior Warden Travys Harvey, Junior Warden Derek Horn, Tom Chapman, Myles Lynk, Erin Oney, Patrice Al Shatti, and Sue Kapp. In addition to conducting diocesan business, the convention had workshops focused on outreach as well as in-reach. Members of the All Saints' Verger and Hospitality teams assisted in the diocesan Eucharist presided over by the Bishop. Lowell Adkins served as one of the vergers. Erin, Derek, Reid Weissinger, and Kim Henrich served as ushers. This year we have nominated Arlene Adams, Lora Villasenor, Myles Lynk, Tom Chapman, and J. R. Houck as our delegates to the 2016 convention.

Another of the traditional duties of the Junior Warden is to serve on the Building and Grounds Committee. Under the leadership of Chairman Michael King, the committee reviewed and endorsed several major improvements to our church facility this past year. This includes a new sound loop for the hearing impaired and added accessibility in our church sanctuary. We are privileged to have Andy Anderson and his team faithfully and efficiently maintaining our facility and developing property improvements.

My primary area of ministry outside of the vestry is on the Hospitality Team. Under the leadership of Arlene Adams, the team is devoted to ensuring a warm welcome to both newcomers in our community as well as to those who are regular attendees. The Hospitality Team is also an important part of the liturgy during the Saturday, Sunday, and special event services. On September 19 both the Hospitality and Verger teams participated in a joint training session. The session focused on procedures and safety during the liturgy and services. An emphasis was provided on greeting newcomers and helping them get acquainted with the church community. The attendees reviewed how to work together during the services to improve consistency and coordination in addition to providing assistance to parishioners who may need help. About 25 people attended the training.

In September, All Saints' established a Just Faith group. Under the leadership of priest Anne Ellsworth, Just Faith consists of a group of All Saints' parishioners that are dedicated to learning about different opportunities of service to the poor and underprivileged in our community. I am privileged to be part of this group on our journey to greater involvement and service.

There are two other ministries that I would like to mention. One is the Legacy Circle. Under the leadership of Chairman Bill Verdini, the Legacy Circle Committee, on which I serve as vice-chair, is dedicated to ensuring the growth and support of the church's legacy fund.

Last but not least, I serve as a mentor in the All Saints' Episcopal Day School Challenge Grant Program. The Challenge Foundation provides financial and academic assistance along with a variety of support services to help high-potential, motivated, yet financially disadvantaged students attend excellent schools with the goal of attending and completing college. The foundation is assisting 17 students at All Saints' Episcopal Day School with their tuition. Each child has a mentor and five members of the All Saints' Parish act as mentors for foundation students at our day school.

In closing, I again thank the parish for the opportunity to serve as your Junior Warden during 2015 as well as in other ministries offered and supported by the church. It is a privilege to be a part of the All Saints' community.

Treasurer's Report
by Tim Haskins

Not long ago, the leadership at All Saints' made it a point to improve the financial health of the parish. Over the past several years, the parish has enjoyed greater financial stability, and I would like to thank the staff and the members of the Finance Committee for their continued work in the oversight of the parish finances. It is my pleasure to report that All Saints' will end the 2015 accounting period with a small surplus. This is the fourth year running that our revenue has exceeded our expenses on a budget of slightly less than $1.4 million dollars. Over the past four years we have seen surpluses of $13,300 (2012), $8,700 (2013), $15,600 (2014), and $5,200 (2015). Continuing the practice of spending only that which we have is a priority for both the Finance Committee and staff.

Other highlights for the year include continuing to build our reserve accounts for the long–term health of the parish. The Endowment Fund has grown to nearly $560,000. The Buildings and Grounds Reserve Fund, started in earnest just three years ago, has a balance of more than $60,000. The General Parish Reserve ended the year with a balance of over $115,000. The balance of the Building and Grounds Reserve Fund and the General Parish Reserve Fund will occasionally see some decreases as the needs of the parish are met, but the Endowment Fund should continue to see gradual increases due to restrictions in place to limit withdrawals.

Toward the end of every year, the staff and Finance Committee are charged with recommending a budget for the following year to be approved by the Vestry. We have arrived at a point in our parish life where we are running quite efficiently. Our expenses are about as lean as they can be at the current level of ministries provided by the parish.

We are very grateful for the plate offerings and unpledged revenue received throughout the year, but our budget relies heavily on pledges. Over 60% of the parish revenue is graciously received through pledge payments made by parishioners. We will not budget for ministries beyond what can be supported by our expected revenue. Sadly, while the amount of dollars pledged is roughly the same as the year before, the total number of people pledging in 2016, at All Saints', is lower than the previous year.

Without your pledge, planning for growth in our ministries, supporting existing ministries or simply paying the bills becomes a much more difficult prospect. No pledge is too small or insignificant, and it is vitally important to make that pledge, from both a spiritual and practical standpoint. If you have made a pledge for 2016, thank you. If you have not yet made a pledge, I would ask that you please consider doing so. For where your treasure is, there your heart will be also (Matthew 6:21).

Building & Grounds Committee Report

by Michael R. King, Committee Chair

The Buildings & Grounds Committee ("Committee") began working on policies and resolutions to ensure planning and funding to maintain and improve the facilities of All Saints' Church about four years ago. The Vestry adopted those recommendations approximately three years ago. All Saints' now budgets for routine maintenance and has begun building appropriate reserves for larger repairs.

The Committee commissioned a complete inspection and review of the facilities. The inspection and analysis of the buildings and improvements resulted in a report with a schedule for when major facility components will need to be replaced or serviced along with estimated budget amounts for those repairs or replacements.

Recent Projects

- New lighting has been installed in all parking areas.
- The church sound system has been improved by installing a loop that can connect electronically with hearing aids.
- Part of a pew was removed to provide better accessibility for wheelchairs and those with other mobility disabilities.
- Upgrades are being made to the kitchen area and the audio/video capabilities in the St. Barbara Room.
- Additional tiles have been placed in the Close and the existing name plaques have been cleaned and replaced, and other improvements have been made in the Close.
- New tile flooring, paint, and furniture lay-out has been completed in the Urbano Library, including a wooden case for the Saint John's Bible.

Future Projects

- Building envelopes and roofs need to be re-roofed and repaired.
- Heating and air conditioning repairs and replacements need to be scheduled. Areas of the church interior need to be painted.
- Work is needed in the choir loft.
- The sidewalks and parking lots need repairs and maintenance.
- Everything else on our list will be reviewed and prioritized on an ongoing basis.

We thank the Committee members, Andy Anderson and his staff, Nick Jorgensen, and the Clergy and Vestry for supporting this ongoing and important stewardship ministry.

Facility Improvements
New Campus Lighting

September 2015

Facility Improvements
St. Barbara Kitchen & The Close Garden 2015

New countertops
Splash guards,
Flooring, and
Lighting in the
St. Barbara Kitchen.

An additional row of tiles was added to 7 of the panel walls of the Close enabling more space for parishioners. Parishioner, Sam Lett, cleaned and shined the plaques for his Eagle Scout project in March through May 2015, at which time All Saints' Maintenance crew steam-blasted clean the walls.

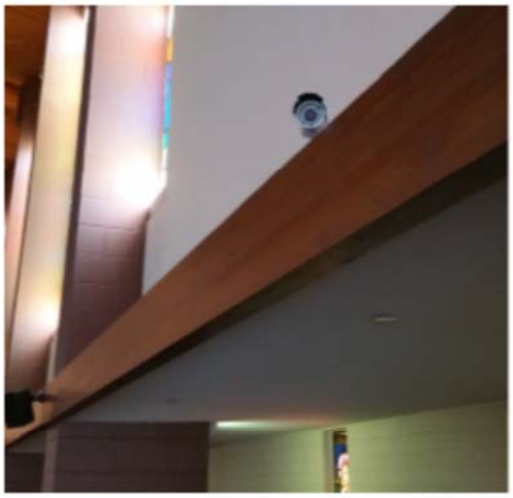
Facility Improvements
Audio/Video Enhancements 2015

Enhanced projection capabilities in the church

New large screen for presentations and video

Upgraded video monitor system in the church and choir loft

Improved audio capabilities for the St. Barbara Meeting Rooms



Enhanced sound mixing board in the choir loft

New T-coil loop System for improved hearing to those with hearing aids. Includes new headsets for better hearing for those without hearing aids.

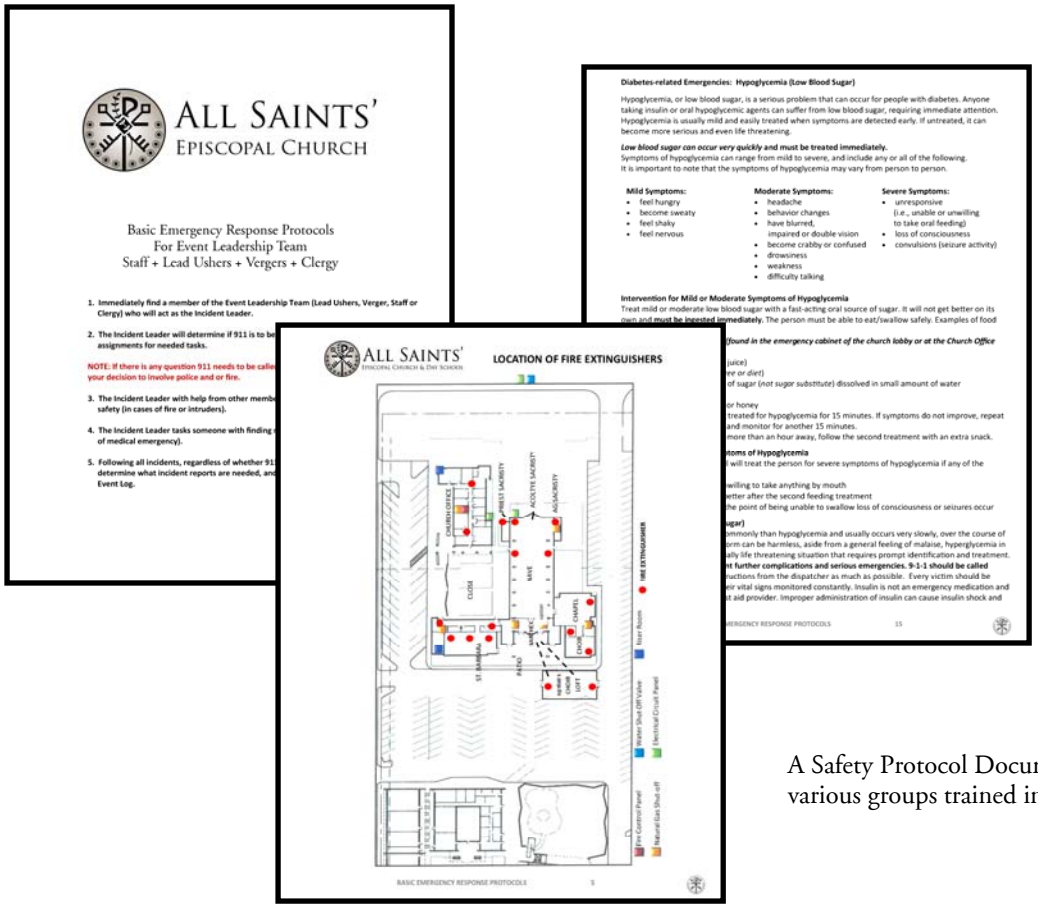
Improved Wi-Fi Coverage throughout the church and St. Barbara rooms

Facility Improvements
Urbano Library

November 2015

New floor tile, paint, room lay-out, Saint John's Bible case, and Saint John's Bible wall gallery. The Library also received 30 new books via donations from parishioners this year.

Emergency Preparedness & Safety Upgrades 2015



ALL SAINTS' EPISCOPAL CHURCH

Basic Emergency Response Protocols
For Event Leadership Team
Staff + Lead Ushers + Vergers + Clergy

1. Immediately find a member of the Event Leadership Team (Lead Ushers, Verger, Staff or Clergy) who will act as the Incident Leader.
2. The Incident Leader will determine if 911 is to be
assignments for needed tasks.

NOTE: If there is any question 911 needs to be calle
your decision to involve police and or fire.

3. The Incident Leader with help from other membe
safety (in cases of fire or intruders).
4. The Incident Leader tasks someone with finding
of medical emergency).
5. Following all incidents, regardless of whether 91
determine what incident reports are needed, an
Event Log.

Diabetes-related Emergencies: Hypoglycemia (Low Blood Sugar)

Hypoglycemia, or low blood sugar, is a serious problem that can occur for people with diabetes. Anyone taking insulin or oral hypoglycemic agents can suffer from low blood sugar, requiring immediate attention. Hypoglycemia is usually mild and easily treated when symptoms are detected early. If untreated, it can become more serious and even life threatening.

***Low blood sugar can occur very quickly* and must be treated immediately.**
Symptoms of hypoglycemia can range from mild to severe, and include any or all of the following. It is important to note that the symptoms of hypoglycemia may vary from person to person.

Mild Symptoms:
- feel hungry
- become sweaty
- feel shaky
- feel nervous

Moderate Symptoms:
- headache
- behavior changes
- have blurred, impaired or double vision
- become crabby or confused
- drowsiness
- weakness
- difficulty talking

Severe Symptoms:
- unresponsive (i.e., unable or unwilling to take oral feeding)
- loss of consciousness
- convulsions (seizure activity)

Intervention for Mild or Moderate Symptoms of Hypoglycemia
Treat mild or moderate low blood sugar with a fast-acting oral source of sugar. It will not get better on its own and must be ingested **immediately.** The person must be able to eat/swallow safely. Examples of food

found in the emergency cabinet of the church lobby or at the Church Office

juice)
re or diet)
of sugar (*not sugar substitute*) dissolved in small amount of water

or honey
treated for hypoglycemia for 15 minutes. If symptoms do not improve, repeat
and monitor for another 15 minutes.
more than an hour away, follow the second treatment with an extra snack.

toms of Hypoglycemia
will treat the person for severe symptoms of hypoglycemia if any of the

willing to take anything by mouth
etter after the second feeding treatment
he point of being unable to swallow loss of consciousness or seizures occur

ugar)
mmonly than hypoglycemia and usually occurs very slowly, over the course of
orm can be harmless, aside from a general feeling of malaise, hyperglycemia in
ally life threatening situation that requires prompt identification and treatment.
nt further complications and serious emergencies. 9-1-1 should be called
uctions from the dispatcher as much as possible. Every victim should be
ir vital signs monitored constantly. Insulin is not an emergency medication and
t aid provider. Improper administration of insulin can cause insulin shock and

ERGENCY RESPONSE PROTOCOLS 15

ALL SAINTS' EPISCOPAL CHURCH & DAY SCHOOL

LOCATION OF FIRE EXTINGUISHERS

FIRE EXTINGUISHER

CHURCH OFFICE
PRIEST SACRISTY
ACOLYTE SACRISTY
ALTAR
NAVE
CLOSET
CHOIR LOFT
DOOR
CHAPEL
ST. BARBARA
PATIO
Heat Room
Water Shut Off Valve
Electrical Circuit Panel
Fire Control Panel
Natural Gas Shut-off

BASIC EMERGENCY RESPONSE PROTOCOLS 5

A Safety Protocol Document was created and various groups trained in accordance with it.

A New Automated External Defibrillator has been purchased and mounted at the entrance to the nave of the church.

Emergency Preparedness Committee Report

by Nanette Towsley, Committee Chair

An Emergency Preparedness Group was formed to create and implement an Emergency Protocol for the church. Team includes Nanette Towsley (Chair), Lowell Adkins, Derek Horn, Bob Applewhite, Arlene Adams, Lindsay Wood, Meetings were held on held 05.07.2015, 07.14.2015, 08.24.2015, 09.19.2015.

New goals:

Create a short protocol to cover several basic scenarios.

A 16-page protocol was finalized 09.2015 covering the following:

- fire
- medical emergency (most likely—fall, heart attack, stroke, low/high blood sugar, anaphylactic shock)
- unwanted intruder / disorderly conduct during service or on campus
- dealing with mentally ill visitor to campus
- suspicious package on campus / bomb threat
- general "awareness"- identifying the difference between odd, suspicious, and dangerous
- acknowledge there are numerous other scenarios—train "most possible" first, then move on to additional

The Group identified people and groups to be emergency prep ready

- ushers
- vergers
- staff and clergy
- parishioners with medical expertise
- parishioners with emergency situation/law enforcement experience
- identify people in above groups who are NOT comfortable assisting with emergency prep
- identify roles on each "shift" for specific tasks (i.e., usher inside church during the service)
- identify locations people need to be stationed for better visibility and awareness
- Log book, log form created and put in narthex and Church Office to record insights, perceptions, details. etc. (Different from required Incident Report)
- An up-to-date readily available list of all key emergency contacts has been created and posted on the back of the protocol book.

Identified environmental changes needed to be made (i.e., lock specific doors, night-time lighting timers, etc.)

- Side doors to Church and Chapel now locked at all times. Temporary signage put up inviting people to come through the lobby. Gives staff and ushers greater visibility to people coming into the church.
- Concurrent with new lighting in September 2015

Determine Materials Needed

- Supplies were purchased to refill and upgrade Safety Kits in the Church and Church Office.
- An Automated External Defibrillator (AED) was purchased and mounted on wall.

First Round of Training has been implemented. Subsequent trainings to be set throughout 2016.

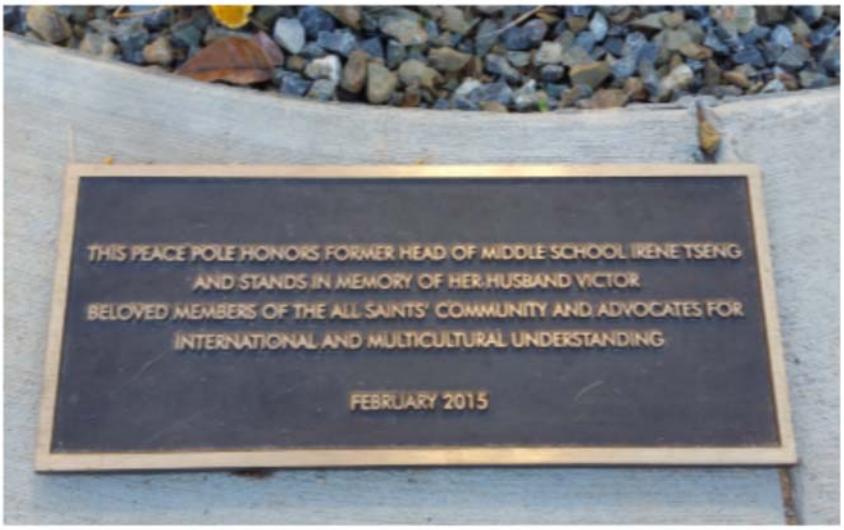
- Initial training included brief scenario-based conversations and role plays for those "on the front lines: ushers, vergers, staff" covering simple written protocols including script to 9-1-1, know the questions first responders need answered.
- 5 Staff/Clergy were trained 08.11.2016 at the All Saints' Episcopal Day School staff training for CPR, Defibrillator, and First Aid.
- 1 Staff member attended an off-site Church Security Training for 8 hours held by a law enforcement training group (Code 4) and 3 additional members of the Committee are scheduled for training 02.2016.
- Hospitality/Usher and Verger Training took place on 09.19.2015 from 9-11am.
- Front Line Ministry Volunteers trained at a one-hour meeting in the Urbano Library in September 2015.
- All Saints' Staff and Clergy met to review and learn the protocols at a staff-meeting in Fall 2015.

Met with specific community partners who service our location—Build relationships

- Fire—EMTS Brought food to Firehouse #20 twice, working on relationship building with first responders.
- Police—In progress for getting a resource officer assigned to us.

In Remembrance

New trees and benches along the walkway between the Church and Day School, donated by a close friend of parishioner, Marnie Kleindienst, dedicated to her loving memory.



Members who Have Moved out of Arizona

Almighty God, you go before these, our Brothers and Sisters in Christ, preparing the way to their new homes away from this home. Give them grace to let go of your people, in body and embrace us instead in spirit. Help them to accept the changes that come with absence and distance. Let them know that we are as near to them as the Holy Spirit that flows to them, through them, and from them. Let them hear your whisper of the undying love in which you hold them as you have held them all their lives and will forevermore. All this we ask in the name of Jesus Christ.

May 2015
The Rev. Dr. James and Allison Merrick
with Rowan and Evie —> Aberdeen, Scotland

Mary Beth Kester and Rob Dunger
with Caleb and Joshua —> Puerto Vallarta, Mexico

July 2015
Marsha and Steve Kleinz —> Pownal, Maine

August 2015
Susan McCall —> Williamsburg, Virginia

December 2015
Claire and Pat McNulty
with Theresa and Sylvia —> Houston, Texas

Our Year with The Saint John's Bible

Beginning Advent 2015

By God's grace and the generosity of a caring donor, All Saints' is honored to experience a year with the Saint John's Bible. The Saint John's Bible is the first completely handwritten and illuminated Bible to have been commissioned by a Benedictine Abbey since the invention of the printing press. It is a masterful and breathtaking artistic achievement that links the human hand with the Bible.

Igniting the Spiritual Imagination

All Saints' will be the home of a Heritage Edition Book of the Gospels and the Acts of the Apostles starting on the first Sunday in Advent (November 29, 2015). This fine art reproduction is one of a limited edition set, produced under the supervision of artist Donald Jackson.

We will make the most of our year with this beautiful volume, using it at our major worship services as the Gospel book, making it available on display to see up close, and taking inspiration from it for classes and groups. Watch for a calendar of speakers and events.

All Saints' has been blessed by the presence of this amazing volume of the Gospels and Acts that we will host through November 2016. Our sincerest hope is that the same Holy Spirit that illumined the hearts of the book's artists illumine our hearts through its presence among us.

We have enjoyed our Sunday morning worship with the 20-pound Bible being used for the proclamation of the Gospel by our Deacons, along with viewing times after the 9am and 11am services. Parishioners and visitors alike have also come to see the Bible on display in the Urbano Library during the week. A full calendar of events of our first six months was created and includes a host of guest speakers, workshops, education classes, and prayer time that has given us a new Spirit of inspiration, joy, and knowledge for all ages.

The Ministries of All Saints'

In the following section, you will find a brief snapshot of the various ministries of All Saints'. With a parish this active and getting more participation all the time, we wanted the Annual Parish Report to incorporate most of the many opportunities to pray, learn, serve, and connect. On the last page of this report, you can see a list of ministries with the contact information for the current leader. We invite you, as a member of the Body of Christ, to become an active participant in the ministries we bring to others—within our church, within our local community and nation, and throughout the world.

Equipping the saints for the work of ministry
for building up the body of Christ.

PRAY: WORSHIP MINISTRIES

Evening Prayer

Keeping with the ancient Hebrew admonition that the House of the Lord be a House of Prayer, the stalwart Evening Prayer team of dedicated lay Officiants offers Evening Prayer Tuesday, Wednesday, and Thursday from September to June at 5:30pm in the Chapel.

Rosary Prayer Group

The Rosary Prayer Group met every Sunday morning at 10:15am in 2015, to pray the Rosary together in Holy Innocents' Chapel, always offering the Rosary for the intentions of All Saints' Church and Day School. As a cell of the worldwide Anglican Shrine of Our Lady of Walsingham in England, we held a special observances of days that honor the Blessed Virgin Mary.

Choral Evensong

This tradition at All Saints' is sung the "Second Sunday of the Month" from October through March. Evensong is one of the jewels of the Anglican tradition, with sung settings of the psalms, evening canticles and prayers from the 1662 Prayer Book. An organ recital precedes the service at 6:30pm, with Evensong at 7pm featuring the Chamber Choir.
A reception follows the service.

The theme for the music in January, February and March was "Ancient Liturgy. Living Composers," featuring the most beautiful music of our time. The timeless texts of the Magnificat and the Nunc Dimittis as interpreted by living composers was definitely gorgeous and exciting.

In February, the service honored the All Saints' members of the Legacy Circle who have financially committed to continue the ministries of our church for generations to come.

In November, in celebration of All Souls' Day, the full choir sang a beautiful Requiem Mass by Josef Rheinberger and the service included Holy Eucharist. In December, the service is transformed to Advent Lessons and Carols where the Chamber Choir sang "The Great 'O' Antiphons" by Healey Willan.

"Fourth Sundays" of the Month

The liturgy at 11am has a more traditional orientation with more "sung" pieces of the liturgy and incense to highlight the richness of the Anglican tradition and features some of the most beautiful choral settings of the Mass sung by the Chamber Choir.
The 2015 Mass Settings were composed by:
January: Everett Titcomb.
February: Healey Willan
March: Herbert Howells
April: Anthony Caesar
September: Harold Darke
October: Tomás Luis de Victoria
November: Charles Villiers Stanford
The full choir sings at the 9am service on this day.

Compline

On "Third Thursdays," September through March, we finish our evening of fellowship and learning with one of the most beautiful short services of the Anglican tradition. On Third Thursdays, the church is set by candlelight and the music is undergirded by the Women's Chant Choir.
The setting of Compline in our Book of Common Prayer (p. 127) follows the traditional pattern of brief psalms, a reading, prayers and the Nunc Dimittis (the Song of Simeon). The word "Compline" comes from the Latin word for "completion," as we pray in thanksgiving for the day that is completed, and for safety in the coming night.

Acolytes

The Acolyte Corps is a group of dedicated youth in grades four through twelve who provide a valuable service to the All Saints' community during the 9am and 11am services. The acolytes serve in an exciting and fun ministry that helps make the liturgy a success. They are deeply involved in the Eucharistic Service and learn a lot about the symbols and traditions in our weekly celebration of Christ's incarnation, ministry, death, and resurrection.

The acolytes have two main jobs. First, they assist the Celebrant and other priests and deacons during the service in whatever manner and form they are needed. In general, they perform duties such as: carry the lead cross and clergy cross, light and extinguish candles, carry torches in the opening, gospel and retiring processions, and assist the deacon or priest in the preparation of the Altar for communion. Second, they are an example to the congregation and serve as models for what they should be doing during the service.

The acolytes also participate in a special formation program on the third Sunday of the month called C.L.A.S.P. [which basically stands for Pray, Learn, Serve, and Connect for Acolytes]. In this program they enjoy fun, fellowship and learning. They have classes and discussions regarding prayer, service and learn new things. They also sponsor fun "Connect" activities to which they invite the other youth of All Saints'. C.L.A.S.P. is taught by a fantastic group of 8 adults who serve as mentors, role models and potentially confidants for the acolytes.

Presently, All Saints' has twenty-five active acolytes, which include seven head acolytes.

The Altar Guild

The ever present members of Altar Guild serve at every service—Saturday, Sunday, Day School, Wednesday Eucharists, weddings and funerals. Much of our service is behind-the-scenes. Five committees rotate to care for the Altar spaces and vessels on Saturday. We fill the candles for every service, launder and iron each of the linens you see when you're at the altar taking wine, keep the altar supplied with enough wafers and wine. That done, we prepare the chalices, ciboria, lavabos for Holy Communion, then, back to the sacristy, to clean and set for the coming service. We also strip the Altar as part of the Maundy Thursday service. In our roles, we are one of the few lay ministries who must be approved by the Rector to provide certain tasks in preparing the Lord's table. We've welcomed five new members in the past year as others have left this ministry. The current Director of Altar Guild is Judy Dewalt.

Eucharistic Ministers

Eucharistic Ministers serve God and the All Saints' community at regularly scheduled worship services and at special services such as Christmas Eve, Christmas Day, Lent, Holy Week, and Easter. Eucharistic Ministers serve the consecrated wine to communicants during the Eucharist, and at many services also act as Acolytes, Lectors, and Intercessors. In 2015, there were 22 active Eucharistic Ministers plus 3 available substitutes. We are actively recruiting additional people who would enjoy serving in this capacity. You are guaranteed a front-row seat as well as a rewarding opportunity to serve your fellow parishioners.

Lectors & Intercessors

Lectors are parishioners who study, prepare and read the scripture lessons aloud at the services. The intercessor reads the Prayers of the People. These lay readers are also called upon to read lessons at liturgically seasonal services during Advent, Christmas, Lent, and Easter, as well as other special services throughout the year. Laity who serve in this ministry, have a deep desire to read and understand scripture and are willing to commit to instruction and practice on the spoken word.

Vergers

The Vergers of All Saints' are a dedicated group who serve the church in a ministry of welcome and preparation. The general duties of the verger are to help in preparing and coordinating the various logistical aspects of the service. The verger's role is to make sure that all the aspects of the service are arranged from checking in the lectors, acolytes and intercessors to making sure there are enough seats for the altar party and the sound system is turned on. In essence, the verger serves as the Master of Ceremonies of the liturgy. They are always available to respond to any question or inquiry about the upcoming service, church facilities, or assist you in any way to enhance your worship.

There are presently five vergers: Lowell Adkins, Anne Findling, Brandi Haskins, Tim Hyland, and Erin Cox Oney. The vergers also assist in the coordination of the ministry groups and the preparation of the families for baptism on special Sunday mornings.

Music 2015
Department Report
Scott Youngs, Director of Music
Dr. James Gerber, Music Associate

Music continues to be one of the great joys of the All Saints' community. The music presented in worship here is exceptional. We are grateful to the members of the Senior Choir who work so hard and so faithfully week after week. They are supported by the Chamber Choir as both the pillars of the larger ensemble and a completely separate choir. The Bell Choir is flourishing under the direction of Dr. Gerber, and the Chant Choir is continuing in its role this year with the Third Thursday Compline services.

Our Choral Scholar Program continues to thrive. These are high school seniors, and junior college students who join us in order to prepare them for singing in serious choral ensembles and to learn some of the great Anglican repertoire. We have added a new level to our training program with the addition of Choral Fellows. These are upper college age students who are preparing for careers in music. We have two Fellows with us this year.

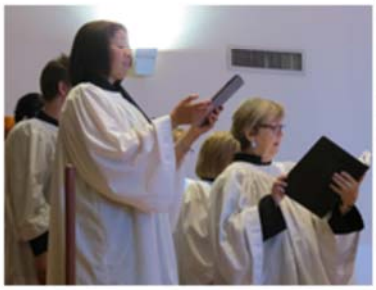
The Senior Choir completed their tour of Germany, the Czech Republic and Poland. It was a great experience for all, with some exceptional highlights. We sang at Bach's own St. Thomas Church during the Leipzig Bach Festival, and then in Krakow, Poland for a special celebratory Mass. Both were events that we will remember for a lifetime.

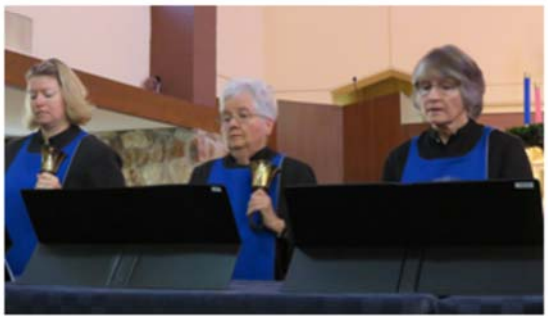
Choristers of the Day School are had a wonderful performance at Carnegie Hall in New York during February. The Chorister Program is doing very well, with 50 choristers participating. The RSCM program while rigorous, is being well received.

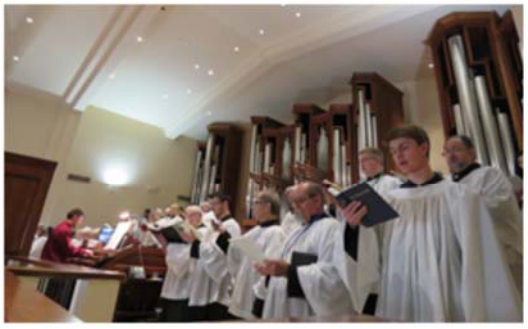
The recordings of the Choirs are now available through iTunes, Amazon, etc. and have been purchased by folks as far away as Canada, South America and South Africa, and we have been featured on KBAQ radio this year more than ever before. Music choices for the year have featured Herbert Howells for the Evensong services, and great standards of the Anglican Revival period for the fourth Sunday Mass settings.

The Music Dinner was a spectacular success in November, and for the first time was held off campus. The cost savings on decorations more than off-set the cost of the venue so we were ahead before even starting. Sue Frome and the entire committee worked tirelessly and produced our best-ever event. Thank you to each and every one of them!

Children's Chapel is thriving with music leadership by James Gerber. The choir entry classes in January and August still seem to be a wonderful way to enter into the choir family. The bench notes on music provided weekly by Dr. Gerber are very popular, and his superb playing every week adds a tremendous amount to the beautiful worship. We are truly blessed by the talents, hard work, and financial support of all our members! Thank you!







LEARN:
ADULT EDUCATION

Sunday Morning Adult Education

One of the characteristics of a mature faith is the commitment to continue to learn. The complete list of classes gives you an idea of the breadth and depth we ventured into in 2015. These are the details from the Sunday bulletins at the time.

January 4: Go Small @ All Saints: Small faith sharing groups in 2015. Come and see! Led by our small group leaders.
January 11: If Something Ever Happens to Me: Resources to help you plan for the end of your life. Led by Patrice Al-Shatti.
January 18: All Saints' Annual Budget Review
January 25: All Saints' Annual Parish Meeting

Building a Life of Faith in the Digital Age
The 21st century is the digital age, with technology evolving rapidly, and entering every aspect of human life. How are we to understand the relationship between technology and faith? What practical steps can we take in our own lives to integrate our use of technology with our Christian identity? We will explore these questions, taking inspiration from William Powers' book "Hamlet's Blackberry: Building a Good Life in the Digital Age." Reading the book is not required for the classes.
February 1: Hamlet's Blackberry and the Search for Meaning in the Digital Age (Poulson Reed)
February 8: Children, Youth, Families and Technology: A Round Table Discussion (Brandi Haskins, Holly Davis, Poulson Reed)
February 15: The Theology of Technology (James Merrick)
February 22: No Candy Crush after 10pm: Developing a Digital Rule of Life (Anne Ellsworth and Poulson Reed)

Sin: Some Lenten Reflections
What does the Anglican tradition teach about sin, and how might we think about it in this season of repentance?
March 1: Original Sin (Bishop Burrill)
Read the newspaper or listen to the news. We have a big problem. What is the cause? Is there reason to be hopeful?
March 8: What Do Episcopalians Believe about Sin?
(Father Reed) The Episcopal Church doesn't talk about sin as much as some other churches do. What do we believe about it, and why does it matter?

March 15: Special Presentation: A Report from Our 2015 All Saints' Haiti Team
We take a break from our series on sin to hear from some of our team of students and adults who recently visited our partner church and school, Saint Paul's in Gascogne, Haiti.

March 22: The Devil and Sin (Larry Soller)
March 29: Easter: Sin's Undoing (Father Reed)
As we enter Holy Week, we reflect on how Christ's death and resurrection defeat sin and death.

April 12: The Peace Pole Project (Fr. Poulson Reed)
Did you know that, as part of our recent campus expansion, All Saints' built and dedicated a Peace Pole? We will gather on the church patio around 10am, and walk over to the Peace Garden and Peace Pole (or you may meet us there around 10:10am; it is next to the baseball field). There, we will see the garden, and learn more from Father Reed about the international Peace Pole movement. The risen Christ said to his apostles, "peace be with you." What can we do in this Easter season to encourage peace inside and outside of ourselves?

April 19: Augustine's Confessions (Fr. James Merrick)
The Confessions of St Augustine is a classic of western civilization. It inaugurates a new genre of spiritual biography. Come learn about how Augustine links prayer, praise, and self-understanding. Discover also significant developments in Christian theology and one of the most profound practices of Christianity, the healing of memory.

April 26: Julian of Norwich, Revelations of Divine Love (Fr. James Merrick) Julian of Norwich is the first known female spiritual writer in England. This work is at once a profound example of medieval visionary spirituality and a work of impressive theological acuity. Come learn about her famous phrase: "all will be well, and all manner of things will be well."

May 3: Jean Vanier, Community and Growth (Fr. James Merrick)
Jean Vanier, who is still with us, is the founder of l'arche organizations and communities. He is often known to fans of Henri Nouwen and is rumored to be a possible recipient of the Nobel Peace Prize. This is one of his most loved works. Come discover the way of true community and its importance for spiritual growth.

May 10: God Has Gone Up: Exploring the Theology of the Ascension (Fr. Poulson Reed)
Thursday, May 14th is the Feast of the Ascension. In this class, we will explore the biblical story of Jesus' ascension into heaven, its theology, and its implications for us as believers.
May 17: Bishop's Forum with the Rt. Rev. Kirk Stevan Smith "The Episcopal Church: Hospice or Rehab?"

May 24: No class—Just snacks—Memorial Weekend

Sunday Adult Education 9am in St. Barbara
The Letter to the Hebrews: A Neglected Masterpiece
Again this summer, we will study a portion of the Bible, led by the clergy. There is no preparation required. We will touch on areas of history, theology, and what these passages mean for us today. Feel free to bring a Bible if you wish, in any translation. The third longest epistle in the New Testament, the Letter to the Hebrews is most likely an early sermon. This brilliant work of theology, only briefly excerpted in our Sunday lectionary, is often somewhat neglected by the modern Church, overshadowed by other letters. But read as a whole, the Letter to the Hebrews offers valuable insight into how we understand our access to God through Jesus Christ.
May 31: The Letter to the Hebrews, Chapter 1
June 7: Chapter 2
June 14: Chapter 3
June 21: Chapter 4
June 28: Chapter 5
July 5: Chapter 6
July 12: Chapter 7
July 19: Chapter 8
July 26: Chapter 9
August 2: Highlights from the Choir Tour (Scott Youngs)
August 9: Chapter 10-11
August 16: Highlights from the Najavoland Mission Trip (The Rev. Holly Davis)
August 23: "Just Faith" (The Rev. Anne Ellsworth)
August 30: The Upcoming Year in Music (James Gerber)
September 6: Chapter 12-13

The Gift of Anglicanism
Anglicanism is a gift to Christianity, the world, and to those of us who worship God this particular way. There are so many blessings in the Anglican tradition of which The Episcopal Church is a part. We will touch on just a few of our favorites.
September 13: How and By Whom Is The Church Governed? (Bishop Burrill)
September 20: Christian Social Witness (Pastor Ellsworth)
September 27: How We Interpret Scripture (Father Reed)

October 4: Creation Care (Father Reed) *special location! Manning Hall because of the Annual Blessing of the Animals in the Memorial Garden at 9am.*

October 11: Special Coffee Hour hosted by the Vestry. Instead of Adult Christian Education on this day, enjoy refreshments and informal conversation with Vestry members and each other.
October 18: The Rev. David Madison, Executive Director of the Southwest Association of Episcopal Schools. Come hear from our guest, who will also be preaching at the 11am Celebration of Our Day School Ministry.

This year is the 100th anniversary of the publication of T.S. Eliot's poem "The Love Song of J. Alfred Prufrock," one of the landmark moments in the birth of Modernism. What does Prufrock have to teach us about Modernism and its impact on faith?
October 25: Prufrock, Faith, and the Birth of Modernism, Part One (Father Reed)
November 1: Prufrock, Faith, and the Birth of Modernism, Part Two (Father Reed)

Two-Part Series presented by the All Saints' Prayer Team:
November 8: Faith and Prayer in Times of Illness
November 15: Faith and Prayer in Times of Illness

November 22: All Saints' Picture Day for our Photo Directory
Join us during the education hour to have your individual and family pictures taken for our Photo Directory on Realm. You'll also have the opportunity to learn how to use and manage your Realm account and register for your account if you have not yet claimed it.

November 29: The First Day of Our Year with the Saint John Bible—Brad Neary, Director, The Saint John's Bible Heritage Program from Saint John's University, Collegeville, MN will kick off our first day with the Saint John's Bible in a class about the amazing creation of this work.
December 6: The Saint John's Bible—An Overview of our Year. Taught by Fr. Poulson Reed
December 13: The Saint John Passion by J. S. Bach—Illuminating the Word Through Glorious Music. Scott Youngs, Director of Music, connects this amazing piece of work to our Year with the Saint John's Bible.
December 20: Video: "The Illuminator" – A BBC production about Donald Jackson and the most extensive scribal commission in the world since the end of the Middle Ages.
December 27: No class (Christmas break) – just fellowship.

Our 2015 Lenten Series

LIVING COMPASS™
heart . soul . strength . mind

The Living Compass is a program that enables you to pause, take a moment, check your bearings, and look at where you are, and where you want to go. Instead of a lecture, the participants were broken into small faith groups with a trained facilitator to walk through the four points of the compass: your heart, soul, strength, and mind. It was an opportunity to look at where God is calling you to make positive change. **February 26, March 5, 12, 19 (Third Thursday)** Each evening began with a simple, soup supper at 6pm, followed by a class from 6:30 – 7:30pm, closing with Compline at 7:30pm.

"Third Thursdays" has an educational component as well. While the children and youth have age-appropriate activities, the adults remain in St. Barbara for some interactive educational time. The classes were engaging, educational, and fun.

January: Guest Speaker: The Rev. Bret Hays "Scholars, Slum-dwellers, and Saints: How the Oxford Movement broke out of the ivory tower and changed Anglicanism forever."

February: Shrove Tuesday Pancake Supper (see photos in the back section of this report)

March: "Living Well with All Your Mind" - last week of the Living Compass Lenten Program led by Patrice Al-Shatti and the Living Compass Facilitation Team

April: "Pizza and Hymn Sing"

September: The Rev. Anderia Lual Arok, Vicar, St. Paul's Sudanese Episcopal Mission, shared with us about what is going on with the Sudanese Community in Phoenix today as well as the current state of affairs in Southern Sudan.

October:

Guest Speakers and Guest Animal Ambassadors from Southwest Wildlife Conservation Center featuring an owl, a skunk, an armadillo, and a snake sharing the importance of caring for creation, one creature at a time.

November: "Habitat for Humanity-A Closer Look" hearing from both a family who is a new homeowner and All Saints' volunteers.

December: Carols and Cocoa

The Path of Discipleship (Adult Confirmation Class)

A group of 13 adults met Tuesday evenings from 6-7:30pm on March 17 through May 5—getting to know each other, pray, and study the Christian faith in the Episcopal tradition. Father Poulson Reed and parishioner Michael King were the mentors, with visits from special guests from time to time.

The Book Discussion Group

The Book Discussion Group read 2374 pages in its 32nd year. There are about 10 regular members, but if the evening's book is popular or controversial, we have had as many as 15 join us around the table in the Library. The 2015-2016 Book List included *"The Swerve"* by Stephen Greenblatt; *"Heretics and Heroes"* by Thomas Cahill; *"The Boys in the Boat"* by Daniel J. Brown; *"Desert Queen"* by Janet Wallach; *"The Smallest Muscle in the Human Body"* by Alberto Rios; *"All the Light We Cannot See"* by Anthony Doerr; *"1493"* by Charles Mann; *"How to Read the Bible" and Still Be A Christian* by John Dominic Crossan. Our discussions are lively, our opinions are varied, and we always have a very interesting evening. For more information, call Sue Kapp at 623-847-1882.

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Children, Youth & Family Ministries 2015 Department Report

By The Rev. Holly Davis

Grace and peace to you from God our Father and the Lord Jesus Christ. Children, Youth and Family Ministries encompasses a large and active group of God's youngest disciples and those who care for them: parents and grandparents, teachers and mentors, staff and clergy. We thank you for the support you provide throughout the year. We could not have shared in so many different opportunities to grow deeper in our faith without you. We have experienced some wonderful times of fellowship and community, and found, blessedly, that we have so much room to grow! That's exciting!

Throughout 2015 we continued with programs for children and youth of all ages, tending the healthy garden beds, actively shifting around some things that have been planted for a long time, and pulling up some plants whose roots have grown too shallow. We continue to focus on an intentional 'shift' toward a more systematic approach to transformative ministry, while actively listening for where the Holy Spirit is calling us.

We said goodbye to several families who have been very active as CYF ministry leaders and program support. We thank, in particular, the McNulty, Dungar, Kleinz and Merrick families. We would like to acknowledge and thank our dedicated ministry leaders and lay ministers.

The emphasis of Children's Chapel shifted beginning in the 2015 program year. Children learn to worship in church. Children now stay in the main church through the ministry of the word and travel to the Chapel of the Holy Innocents after the Gospel lesson. Our time in Children's Chapel is focused on music and a brief time of learning how we 'do' church.

Children's Chapel Adult Helpers:
Chris and Martha Bringard
Ian and Nancy Calkins
Hilde Daley
Mtr. Davis
Pastor Ellsworth
Tom and Michelle FitzSimons
Phoebe Fox
Dr. James Gerber
Ann Halaby
Todd and Ann Cheri Leach
Tiffany Parker
Fr. Reed
Landrie Simmons
Lynn Tuttle
Lindsay Wood
Scott Youngs

We ended our 2014-2015 program year with our last Family Christian Education gathering—**Sundaes on Sunday!** As always, this was a fun time to say thank you and head into the long summer months. Our Family Christian Education attendance has been inconsistent in the 2015-2016 program year. One of our foci for the summer of 2016 will be to consider more sustainable and dynamic options for this important time. Starting in February 2016, we will have a CYF brunch on the 3rd Sunday of the month.

"Third Thursday" has transitioned, primarily to a time of fellowship, a community meal, and active play. Programs are either of subject matter which invites whole family involvement, or children are invited to join in 30-45 minutes of active play. Families are encouraged to come and participate in whatever best suits their schedules—dinner, program, Compline, or any combination. Children 8 and under also eat free to encourage more participation.

Youth Christian Education (Sunday School) is available for pre-school through 12th grade students. Godly Play continues for children pre-school through 3rd grade. Our dedicated teachers continue to be Lisa Hyland, Kristin Musch, and Dawn Trueblood.

We're also offering ***Feasting on the Word*** this year. The *Feasting on the Word* Curriculum: Teaching the Revised Common Lectionary is an ecumenical, downloadable resource that incorporates the uniqueness of the award-winning *Feasting on the Word* commentaries. This innovative resource incorporates the *Feasting on the Word* commentary style to explore one of the lectionary passages, in ways suitable for all participants. Each age level provides comprehensive, accessible biblical background for teachers from four perspectives. *Feasting on the Word* is offered for grades 3-12. *Feasting on the Word* is taught by Andrea Jimenez and Mtr. Davis.

This curriculum begins with a solid scriptural and theological base for leaders and invites leaders and learners deeper into the rhythm of the church year. It utilizes a common Bible passage for all learners, making it easy for families to learn and live out their faith together.

Our youth programs have grown this year around our Sunday CLASP (Connect Learn Acolyte Serve Pray) Formation. Acolytes (as well as active youth grades 4-12) meet once a month to engage in educational opportunities that deepen their faith and commitment to living a Christian life. This year we have added "connect" events that have been open to all children and youth in our community. We have enjoyed bowling and hiking together. We are scheduling two lock-ins between March and the end of the program year. We are grateful for our ministry leaders J.R. Houck and Tim Hyland. We also have very dedicated adult mentors who provide instruction toward our parish mission: Chris Trainor and Tod Dickey (Pray), Dr. Beth Carson and Ken Mosesian (Learn), Pastor Ellsworth and Reid Weissinger (Serve), and Dave English, Erin Oney and Stacy Gibson. We also thank our head verger, Lowell Adkins, and his commitment to formation of our acolytes.

SEAHAWKS
PATRIOTS

PATRIOTS

Our Christmas Eve Pageant was a wonderful opportunity for our children to live fully into the story of the birth of Christ. We had 35 children help us celebrate. We also, for the first time this year, had four youth narrators. Thank you to Dawn Trueblood for her leadership, and Paula Humpage of ASEDS for assistance with the costumes.

All Saints' Kids for the Community (ASK) is a week-long program for children and volunteers work to make a difference in the community. Our weeklong theme was "Outward and Visible Signs/Inward and Spiritual Grace. We focused on our mission to and in the world. This summer we had 37 participants, 11 youth helpers, and 24 adult helpers. We partnered with The Challenge Foundation to reach out to Phoenix Rescue Mission, ICM, Feed My Starving Children and St. Mary's Food Bank. See the photos in the back of this report along with the details of our week.

Through the generosity of many All Saints' parishioners we raised $6,150 for Children, Youth, and Family Ministries in our **Fall Family Ministry Support Drive**. We also raised funds by selling breakfast burritos after church on Father's Day and hot dog lunches after church for the **"Dog Days of Summer"** in July. Thank you so much to all who contributed!

This summer we showed three movies during our **"Movies in Manning: Second Saturday Cinema."** Each month during the summer we showed a children's appropriate movie for families. While attendance was sparse, this was one of many opportunities to experiment with offerings for entertainment and community.

The Arizona Lullaby Guild continues to provide excellent childcare for infants and children through age four (4) our nursery every Sunday. The nursery averages about 2-3 children each Sunday throughout the year. The nursery is also available during Third Thursday and other occasions as needed. We welcomed all of our 4 year olds from the nursery in a special fall recognition. Our nursery staff is certified in Safeguarding God's Children.

The Sunday Paper (Pre-K through 3rd grade)
The Sunday Paper is informal, whimsical, faithful to Scripture and in dead earnest. It is not condescending or cute. It helps children to acquire a vocabulary of crucial Scriptural images, and to relate the Gospel to the Old Testament, the life of the Church, and their own lives.

"My Faith, My Life" (Confirmation Preparation)
In "My Faith, My Life," teenagers learn all about the Christian faith they've been baptized into–and the Episcopal Church that offers them a spiritual home. With lively writing that's always informative and never condescending, the book gives them all the basics they need to know to understand their faith–and claim it as their own. We confirmed 10 youth in 2015.

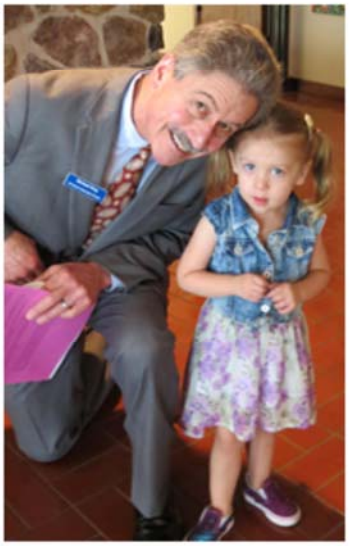
In July, we partnered again with The Challenge Foundation, as well as St. Alban's Episcopal Church in Tucson, to travel as a mission team to provide **Christian outreach in the Navajoland.**

We shared in a lock-in on Saturday night, prior to being commissioned at the 7:30am service. We then traveled the 6+ hours to the campus of Dine College in Tsaille, AZ. A team of 21 youth and 7 adult chaperones worked on residential properties from Monday through Thursday of that week, returning after seeing some of the most beautiful landscape. We presented the parish highlights, photos and video from our trip and provided an opportunity for dialogue about our experience. Our photos and video are available on YouTube and Facebook.

Our monthly **Children, Youth and Family Ministries E-news (Belong Believe Become)** continues to provide families with information about our programs, as well as links to prayers, our current curriculum, outreach partners in our community and social connections in the diocese, and throughout the church.

Baptism Preparation continues to help families learn about the promises that are made in the sacrament of Holy Baptism and the meaning of the different parts of the service. We baptized 14 new Christians on our feast day of All Saints'. We celebrated 24 baptisms in 2015.

For our second year in a row we offered Christmas care packages to our parish college students, as well as those students associated with our parishioners. We were blessed to see many of our college students during the holidays.



All Saints'
Episcopal
Church
and
Day School

All Saints' Episcopal Day School
State of the Day School Report
Leo P. Dressel, Head of School

Some significant items of note in 2015 include the following:

- Church and school leaders continued to work together collegially and successfully. The shared use agreement crafted by the church-school leadership team was accepted by the Independent Schools Association of the Southwest (ISAS) and the Southwestern Association of Episcopal Schools (SAES), our accrediting agencies.

- The Class of 2015 completed its capstone eighth grade year in fine fashion. We embrace the challenge of preparing our students for life and for education long after they leave us. The Class of 2015 is indeed well-prepared, and their high school placement profile supports that claim. Officials at high schools to which we send our graduates remark regularly about the quality of their preparation. I commend our graduates and their teachers for a wonderful year and career at ASEDS. Twenty-eight graduates will enroll at Xavier College Prep (seven in Great Books), twenty-four at Brophy College Prep (six with honors, five with distinction), nine at Phoenix Country Day School, and one at Arizona School for the Arts. The Class of 2015 will also be represented across the country next year with an ASEDS graduate at each of the following schools: Emma Willard School (NY), Regis Jesuit High (CO), St. John's High School (SC), and Thacher School (CA). In addition, many of our graduates received placement in advanced and honors classes at their future schools.

- The Board of Trustees officers this academic year are Abbie Milisci (Chair), Brad Wright (Vice Chair), Ann Halaby (Secretary), and Drew Smith (Treasurer). Sarah Gallagher and Todd Leach are in their second year as Vestry representatives to the Board. The following joined our Board this year: Marianne Mago, Stephanie O'Donovan, Paula Petrowski, Bob Ryan, Pat Williams, Raymond Woo, and John Woodrow.

- Strategic work continued at the beginning of the 2015-16 school year with a planning retreat facilitated by Jeanne Whitman Bobbitt, former Head of The Hockaday School in Dallas, with trustee, administrative and faculty participants. Three collaborative strategic goals for the year were developed, with teams (not limited to planning retreat participants) identified to develop implementation strategies. These goals will be incorporated into the strategic dashboard previously developed by the Board of Trustees.

- Enrollment stood at 493 students at the end of the 2014-15 school year; we started this school year with the same number of students. The Indexed Tuition Model was adopted by the Board of Trustees as a way to clarify that an ASEDS education can be financially accessible to families across the socioeconomic spectrum and to remove the negative connotations of the term "financial aid." Our hope is that this new model will enable the school to serve more children whose families are members of the church.

- Andrew Cipriano has begun his service as Lower School Head in fine fashion, and he and second year Middle School Head Paulsson Rajarigam have already developed a very positive and productive partnership. Andrew, a native of northern Idaho, came to All Saints' with his wife Teresa and sons Matteo and Timothy after serving eight years in various roles at an independent school in Caracas, Valenzuela.

- Parishioner, alum parent, and long-time trustee James Culver accepted the position of (Interim) Director of Advancement. He has committed to serve in that important role at least through June 2017.

- Multiple programmatic initiatives are underway. Among the most noteworthy are the creation of a "maker space" in the Watson Academic Building and the creation of two new faculty positions: Technology and Design Thinking Specialist and Learning Resource Coordinator. Another exciting initiative is our first-time participation in the Mission Skills Assessment, in which 6th-8th grade students and their advisors assess how well they have developed these skills: teamwork, creativity, ethics, resilience, curiosity, and time management. Also of very significant note is the addition of parish clergy to our religion teaching team. Fr. Reed works with third and fourth graders (in addition to his work in middle school life skills classes), Pastor Ellsworth with first and second graders, and Mother Davis with our Pre-Kindergarten and Kindergarten students.

- The Rev. David Madison, the new Executive Director of the Southwestern Association of Episcopal Schools (SAES), was an effective guest preacher at Day School Sunday. Leo Dressel has begun a two-year term as President of the Governing Board of SAES.

- We welcomed another cadre of six Challenge Foundation Scholars into our fifth grade this year, as our corporate tax donor continued with another generous 7-figure donation in 2015. Three of our corporate scholars have graduated from All Saints', but we remain committed to our donor's desire that these and upcoming graduates will have access to quality private education after they leave our school. I am grateful to our companion schools in the Arizona Episcopal Schools Foundation who supported a bylaw change that allowed us to make good on this commitment in light of the absence of an Episcopal high school option.

- The Board of Trustees-Head of School Forum held in October provided the opportunity to respond to questions about very specific aspects of school life but more importantly to reinforce the core values at the heart of our mission, including our commitment to being an inclusive community. These values are of course rooted in our Episcopal identity.

- The church-school partnership with St. Paul's Church and School in Gascogne, Haiti, remains a blessing. Fresh from our well-received panel presentation at the biennial conference of the National Association of Episcopal Schools (NAES) in late 2014, our contingent focused on art during their visit to the St. Paul's in February 2015. The Rev. Anne Ellsworth was a member of our delegation on that visit. Our next capital project is one related to increasing access to safe water for the residents of Gascogne. Fund-raising has been quite successful as we plan the resources needed to reach that goal. The partnership is a generous recipient of proceeds from the NCF5K run.

- A bittersweet moment in that relationship occurred when our partner priest Pere Jeannot was transferred to the largest parish in Port au Prince. We shall miss him as partner but continue to cherish him as friend. We look forward to building a similar relationship with our new partner priest Pere Alphonse.

- The Board of Trustees has authorized formation of a Master Planning Group (MPG) to work with architects Jack DeBartolo and Jeff Kershaw to review and re-envision the campus master plan. This will clarify what the priorities for the next phase of campus improvements will be, with the hope that actual work on those improvements can start in summer 2017. The land added to the campus has already provided benefits and holds great promise for future development.

SERVE:
CHURCH OPERATIONS

Front Line Ministry

All Saints' Front Line Ministry is a group of parish volunteers who assist in the church office by greeting visitors, answering phones, providing answers to questions about parish life, and helping with a variety of office administrative needs. Volunteers must be willing to learn the office phone system and become familiar with the various activities and services that All Saints' offers. Each Front Line Ministry volunteer works a three and a half hour shift once a week. Substitute volunteers are also needed occasionally to fill in. The entire roster of volunteers meets two or three times a year for lunch and training updates. The Front Line Ministry volunteers project the image of All Saints' as a welcoming place. The warm smile upon your arrival in the office or the friendly voice on the phone says to both parishioners and visitors that All Saints' is a community to be part of.

The Legacy Circle

The key deliverables for 2015 include:

- Added 8 new members
- Digitized all of the Legacy Circle records
- Held the Annual Reception for members at the February 2015 Evensong.

The Legacy Circle of All Saints' is a way to continue your legacy by giving to All Saints' for generations to come. We encourage you to consider leaving a bequest to our church to ensure the future of our community. No gift is too small and all are greatly appreciated. For more information, brochures are available in the narthex or you may call the Church Office. We do not ask the amount of your contribution, and you may remain anonymous. The members of the Legacy Circle Committee are Bill Verdini (Chair), Derek Horn (Vice Chair), Woody Spivey, Lindsay Wood (Parish Liaison) and Rita Aston (Consultant).

Vestry

This is the legal governing and decision-making body of a parish church, consisting of the rector and elected lay representatives. Its duties include calling a new rector, approving the budget, making policy, and approving expenditures. The vestry has several nominated or appointed positions within it: Senior Warden, Junior Warden, Treasurer, Parish Chancellor, and Clerk. There is a Vestry Chat twice a year.

OUTREACH TO THE COMMUNITY

By The Rev. Anne Ellsworth

Matthew 25

"For I was hungry and you gave me food, I was thirsty and you gave me drink, a stranger and you welcomed me, naked and you clothed me, ill and you cared for me, in prison and you visited me."

Outreach ministry at All Saints' is rooted in Matthew 25, sometimes called the corporeal works of mercy. We are called as a Christian community to give food to the hungry, drink to the thirsty, welcome to the stranger, clothes to the naked, care for the sick, and visitation to prisoners.

Inaugural Parish Wide Service Day

November 14, 2015, 50 parishioners gathered for our first Day of Service. Parishioners were sent to serve at André House, ICM, and Habitat for Humanity. Others stayed at All Saints' to make Thanksgiving and Christmas cards for the residents at Maryland Gardens and to knit prayers shawls for those in our community who are sick and in need of pastoral care. Our service culminated with a shared lunch, scripture study of Matthew 25:35-40 in light of our service experience. See the collage of photos in the back of this report.

Holiday Gift Drives

Gifts were purchased for 100 residents at Maryland Gardens, the nursing care facility across from All Saints', and for 50 children whose families are clients of ICM Food & Clothing Bank. Additionally, an abundance of unwrapped gifts were collected on Christmas Eve for the children's Epiphany Party at our partner parish, Iglesia Episcopal de San Pablo in Phoenix.
Thank you to every one who brought presents for these groups in need. It made for a wonderful Christmas and Epiphany for those who otherwise would not have had one. They were extremely thankful for your generosity.

JustFaith

New in 2015, JustFaith meets weekly for two and a half hours over nine months, JustFaith participants form a community and share a journey of faith and compassion that is life-giving and challenging. During this extended period of formation and education, we employ books, videos, guest speakers, discussion, prayer, retreats and hands-on experiences to study issues of local and global poverty, racism, dignity of the human person, environmental stewardship, simple living, and the role of the Christian in the world through a lens of compassion and community. Ten parishioners made up this inaugural JustFaith community.

Here are some quotes from our Inaugural JustFaith participants:

"I am so grateful to All Saints' for bringing us JustFaith. I am truly growing my relationship with Jesus and the Episcopal church and feel more purposeful about being a Christian than ever before. Our community makes me feel like a true part of All Saints'."

"JustFaith has expanded my perspective of what it is like to be poor in America as well as the resources available to help. I had been looking for more opportunities to learn about what I could do.

JustFaith is helping me discern what role I can play. The nice thing about it is that our learning is done in a structured spiritual community environment of fellow believers with different life experiences. The weekly preparation generates both accountability to actually read the material and think about our relationship to our God, church, community and the poor."

"I've so enjoyed my time in our faith group. The experience has been enlightening and inspiring. I've been forced to be self-reflective about issues I've not thought very hard about. I've so appreciated our group's willingness to share experiences - painful and joyful - in the effort to enrich and enliven our conversations and understanding. The culture our group has created around the table is warm and accepting."

Here is information about our Main Outreach Partners:

André House
All Saints' volunteers help at André House, our local downtown ministry that feeds hundreds of people everyday. On the first and third Monday of every month, members of All Saints' carpool from the church at 3pm and return around 7:15pm after helping prepare dinner, serving the dinner, and cleaning up. This opportunity is open to anyone over 12 years old who wants to experience first hand the joy of making a visible difference in other's lives.

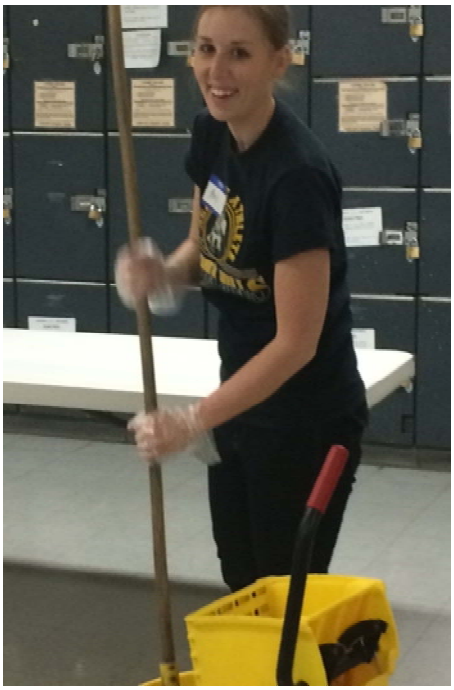
Habitat for Humanity
This is a Christian organization dedicated to creating simple, clean, affordable homes for deserving families. Habitat's unique program coordinates funding from individuals, churches, and companies with volunteers who work side-by-side with selected families in building their new home. Local and international build dates are advertised in the bulletin. This year we are partnering with Habitat for Humanity to build a house for the Toncil family through our financial contributions and our labor at the build site.

ICM Food & Clothing Bank
All Saints' Episcopal Church has been actively involved at ICM for many years, and in 2015, there were about 15 weekly volunteers serving clients at ICM. ICM provides basic needs services to thousands of client families each year, Monday through Saturday. In addition, ICM needs financial assistance, food and clothing donations throughout the year, and volunteer help each week. There's always room for more who want to make a difference.

Neighbors Nursing Home Ministry
Each year at Christmas, the parish of All Saints' adopts the residents of our neighboring nursing home, Maryland Gardens. Parishioners purchase gifts on the "neighbor's" wish list and they are delivered in time for a big party hosted by Santa Claus himself (parishioner, John Campbell of North Pole Ministries). This year, 100 residents received their gifts and were most grateful for the love shown by All Saints'. We also have a few parishioners who host bingo games and birthday parties for the residents at Maryland Gardens on occasion.

Duet (formerly VICaP "Faith in Action")
A non-denominational program that enables the elderly and/or handicapped to live independently in their own homes. Services are offered through trained volunteers from All Saints' and other congregations throughout the Valley. Services include shopping with or for, friendly visiting and/or phoning, business help, respite assistance, minor home repairs, computer assistance, and transportation to doctor's appointments.

Feed My Starving Children
Feed My Starving Children is a non-profit Christian organization committed to feeding God's children, hungry in body and spirit. The approach is simple: children and adults hand pack meals specifically formulated for malnourished children, and we ship these meals to nearly 70 countries around the world. Various All Saints' groups have gone to their facility in 2015—including the Young Adults Group and the VBS All Saints' Kids for the Community.



NORTH CENTRAL FAMILY 5K

We hosted our third annual North Central Family 5K on May 2, 2015. The 5K race and 1-mile fun run brought together people of all ages, including members of the North Central Phoenix community who were not already familiar with our church or day school. The race benefited our companion parish and school St. Paul's in Gascogne, Haiti, and our Family Ministries programs. We had 347 people run or walk, 42 volunteers, and 10 local corporate sponsors. We raised $12,000 for St. Paul's and All Saints'!
See more photos in the back of this report.

SERVE:
PASTORAL CARE

Health Ministries
By Patrice Al-Shatti, MSW, LMSW
Health Ministries Coordinator

2015 was an active year for the health ministries and pastoral care programs. I wrote health and wellness content for our e-blasts and church bulletins approximately twice a month and focused on a broad spectrum of health and wellness topics. These articles are available as a blog on the All Saints' website and were often featured on our Facebook page. The goal is always to offer information that will maximize the wellness of our congregation, and I received frequent feedback that the content was timely and helpful. Health education was also the goal of several of our Sunday education programs, and I'm pleased to have participated. Additionally, I visited with parishioners for individual consultation regarding issues of physical and emotional wellness, caregiving, and parenting support.

Living Compass was an active element of the program in 2015, and I coordinated several programs based on the Living Compass model of whole person wellness and self-assessment to identify personal growth opportunities. Living Compass was featured during our Lenten Series in 2015. Three parishioners who are also helping professionals, trained as Living Compass group leaders and joined me to facilitate training groups over four Thursdays, to positive reviews. I also facilitated a special Living Compass for Parents program in the spring and eight parents took advantage of this opportunity to share and grow in an intimate small group setting.

In the summer, I facilitated a small group series titled Mindful Eating. Eight parishioners participated in this opportunity and together we learned about the variety of ways in which we are drawn to food, alternative strategies to help us meet comfort needs, and ways to enjoy our meals with a more present and grateful frame of mind. Everyone who participated learned quite a bit about themselves and their habits, and was appreciative of the experience.

We offered the Transitions Group again in 2015, and six participants learned about the ways of life change; the endings that are the first hints of change, the neutral zone that must be managed, and the opportunities for change and growth that follow. There are now three cohorts of Transitions graduates, and the groups periodically have reunion meetings to check in on each other's progress toward life goals. It's a wonderful model for group support during times of change and will continue to be one of the offerings of the Health Ministries program.

The "Walking the Mourner's Path" Grief Group provided a series of eight workshops that assisted participants to process their grief related to the death of someone close to them. The group of 6 met on Tuesday evenings January through March 2015, at All Saints' at 7:30pm. The program is based on the belief that God works for healing of painful loss in the lives of individuals, by the action of the Holy Spirit. The participants and facilitators Sue Kapp and Grant Washburn met together for eight weeks to support each person to move toward more joyful living in their own unique way.

The Men's Breakfast continues as a monthly support for the men of our community, offering an important relationship building opportunity and point of spiritual connection. I attended the Diocesan Convention in 2015, and learned more about programming for men. It's my hope that we continue to assess the needs of the men in our community and offer opportunities for health awareness and community building. In our society, men have social, emotional, and medical challenges that are far outweigh those faced by women, and it's my hope that All Saints will continue to be an resource in this area.

The Community of Hope and Daughters of the King groups continue to be important partners in pastoral care. The Daughters of the King prayed for 25-30 people struggling with ill health per month in 2015, both parishioners and members of the larger community. The Community of Hope is a robust group of volunteers that meets a variety of needs. In 2015, members gave 190 hours to attend group meetings, 72 hours to produce the congregational Thanksgiving Dinner, 30 hours for funeral support, 716 hours spent visiting the sick and homebound elderly, and provided Eucharistic visits on 65 occasions. They are such a successful service ministry that they have been asked to train a Community of Hope branch at Trinity Cathedral.

Health Ministries always welcomes your feedback and ideas for programs and newsletter topics. I encourage you to participate in our wellness activities and volunteer in the pastoral care ministries that serve the All Saints' community.

SERVE:
PASTORAL CARE

Daughters of the King, All Saints' Chapter

The Daughters of the King is a lay order for women dedicated to prayer, service, and evangelism. Our chapter currently has more than 30 members, each of whom prays daily for those who have requested our prayers, customarily in time of great need. The list is updated at least weekly in consultation with the clergy and office staff. The prayer list is kept as a confidential trust. In addition, the Daughters provide support for receptions following funeral or memorial services, and work closely with the other pastoral ministries at All Saints' to reach out to members in need of support. Their Prayer Shawl Ministry combines love for others with their wonderful craft, making beautiful knitted blankets for those in need of extra comfort and pastoral care. For women interested in membership in the Order, there is a study guide intended to provide information about the Order, its mission, and the scriptural bases upon which it is founded. Chapter meetings are held monthly at the church on the last Wednesday of the month at 10:45am in St. Barbara.

Prayer Shawl Ministry 2015
By Kate Foster, Ministry Chair

We began the year with 5 members. One of the members moved away, but four new joined the group this year. We produced about 16 shawls and gave away 17. We participated in the first All Saints' Day of Service where we taught one person how to knit and met two others who are interested in joining the group.

The All Saints' Prayer Team
By Tim Hyland, Ministry Chair

The All Saints' Prayer Team provides an opportunity to deepen the personal communication and relationship with God through prayer. We engage in the study and practice of prayer to encourage prayer independently, in communion with others, and to provide a ministry of assistance to support those in need.

Every Sunday, You will find two Prayer Team members at the back of the church, in the first pew in the Nave when you enter from the Narthex during the administration of communion. We offer personal confidential prayer during the main Sunday services (9 and 11am). We will pray for you and with you regarding whatever is on your heart. There are prayers of gratitude, prayers of support and prayers for others in sickness or who have been blessed. If there is something you would like to pray about with someone or receive some assistance in praying for something special, this is a perfect time and place.

The Prayer Team also conducts periodic quiet days and education for the congregation. It also invites and conducts an introductory class on prayer over the year for potential new prayer team members. Presently there are 17 active members of the Prayer Team, along with 7 people currently in the introductory class.

Classes or Retreats Led by the Prayer Team in 2015

Lenten Quiet Day/Retreat Saturday morning, February 28, 2015, 8:00am–12pm. A half-day program designed to introduce people to prayer as a means for spiritual growth and discipline. The program discussed how to integrate prayer into your daily life and/or your Lenten practice. The participants were also introduced to and participated in two specific forms of prayer – Christian meditation and Rosary prayer. The retreat program included time for reflection, discussion, and prayer.

Fall Education Series – Prayer in Health and Illness November 8, 2015 and November 15, 2015, during the 10 am education hour. The All Saints' Prayer Team put on a two part education series on Prayer in Health and Illness. The first program looked at Faith and Prayer in times of Illness and **discussed healing prayer, praying through desolation and prayer with the and** for the sick. The second program was a healthcare provider panel who discussed the role of prayer in healthcare. Participants in both programs provided personal experiences and reflections on the topic. During these programs, the perspectives of patients, doctors, nurses and chaplains were provided.

CONNECT: FELLOWSHIP MINISTRIES

Young Adult Ministry

Our Young Adult ministry continues to be a dynamic gathering of young professionals, undergraduate, and graduate students eager for Christian discipleship and friendship. We are artists and attorneys and nurses and teachers and seekers. We meet on the first Sunday of the month for lively discussion and fellowship at a local restaurant following the 11am service. Together, we look for opportunities for faith formation and outreach. There is always room for one more—we hope you'll join us! For more information, contact the Rev. Anne Ellsworth at aellsworth@allsaints.org or 602-279-5539.

In 2015, we also had a special 6-week long Bible study called *"A Pilot, a Nurse, and an Artist walk into a church."* Using Lectio Divina, we studied the Eastertide Sunday Gospel lessons. Another class will take place in Eastertide 2016 open to young professionals and graduate students.

Men's Breakfast

About a dozen men of the parish join Father Reed and Deacon Bade for breakfast and conversation on the second Thursday of each month, **January 14 from 7-8am** at Scott's Generations Deli on the Northeast corner of 7th Street and Missouri. The group has settled into a nice pattern of a delicious breakfast, an engaging faith conversation, and good old-fashioned fellowship. The group welcomes new members of all ages.

Los Amigos

This is a social group of adults in their 50's who meet occasionally for fellowship, food and laughter. Activities include the post-Christmas Grinch party, among others.

SAGES (Senior Adult Growth and Enrichment Society) Meets the second Wednesday of each month (except July and August) This is a social, educational and recreational group for adults (60+). For most SAGES, this day begins with the 10am Eucharist and Healing Service in the Holy Innocents' Chapel, followed by a discussion called "About the Saints" at 10:45am. They offer a tasty lunch, and an entertaining, informative program starting at 12pm in St. Barbara I & II.

Fellowship Committee

We gather in fellowship to promote informal opportunities for parishioners to meet and share as we build the community of All Saints'. Our combined efforts are with and for the wider parish. Opportunities may include preparing food at home or at the church, setting tables, hosting an event, cleaning up after an event, assisting as a volunteer in the church office with the preparation of parish-wide mailings and other parish projects.

HOSPITALITY

Hospitality Ministers

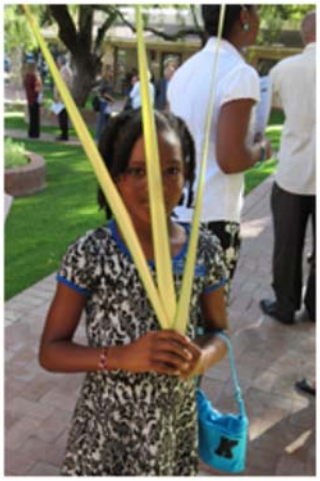
Our Hospitality Ministers not only welcome you to All Saints' but extend a warm invitation to visitors to join our community! These important ambassadors of goodwill greet all of our guests on the patio, in the narthex, and throughout our church and school. In addition, they are skilled at being sure Communion and the offering collection run smoothly at all services. Training is provided twice a year and regular meetings are scheduled to keep everyone informed, to answer questions, and to prepare all our ministers to be ready for anything.

Please stop by the table to sign up for this critical ministry. A ready smile, a warm embrace, or a wave across the room all help us to make guests and parishioners feel that they are indeed a part of All Saints'. Everyone is invited to join this fun and meaningful way to meet new people. All ages enjoy this ministry and no previous experience is required! Chairperson for this ministry is Arlene Adams; email her at arlenea143@msn.com.

Coffee & Conversation

We serve about 200 people over the course of three services each Sunday, offering treats ranging from coffee, tea, bananas, and muffins, to cookies, goldfish, and lemonade. Coffee hour runs from about 7am to 1pm on the patio, or in the narthex when weather gets more extreme. We love having parishioners drop in to help out. Most Sundays you will see Cathie Lemon and Nick Jorgenson putting it together. Contact the Church Office for volunteer opportunities.

2015 In Pictures



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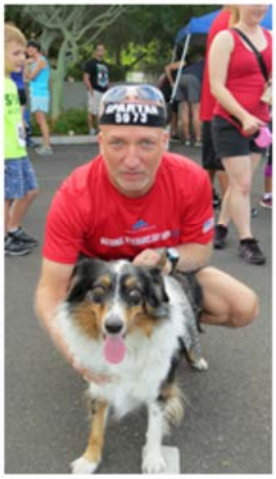

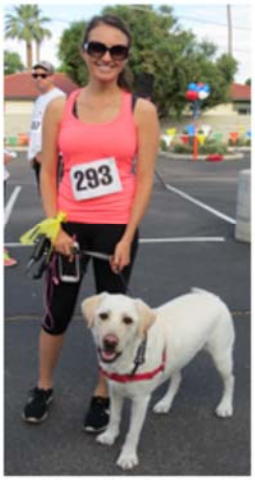
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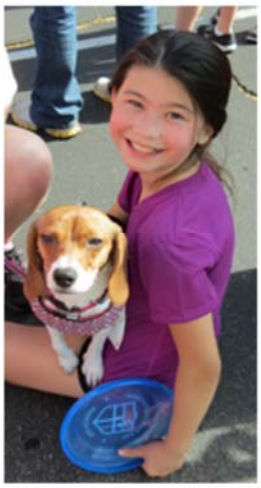

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Confirmation & Bishop's Annual Visit — May 17, 2015

ALL SAINTS' KIDS FOR THE COMMUNITY

Outward and Visible Signs
Inward and Spiritual Grace

June 22-26, 2015, as a part of All Saints' Kids for the Community, 37 of All Saints' youngest disciples, 11 youth volunteers, and 24 adult volunteers accepted the mission of the good news of Jesus Christ to go out into the world to serve in God's Kingdom. After a first day focused on living a sacramental life and respecting the dignity of every human being, we spent the rest of the week serving with four organizations in our community. We spread joy and showed compassion as we traveled around the valley to give of ourselves and of Christ's love.

Feed My Starving Children
Part of a team that packed 117 boxes yielding 25,272 meals feeding 69 children for a year.

Phoenix Rescue Mission
Made 300 lunches of PB&J sandwiches and all the fixings for their Mission Brown Bag Lunches.

ICM Food & Clothing Bank
Sorted clothes, made 331 hygiene bags, 500 emergency meal bags, provided daycare, served 450 people who came to receive food boxes, and more!

St. Mary's Food Bank Alliance
Part of a team that packed 26,112 meals in 2 hours!

no racism
-accept people
-get to know
people
no hunger
-feed the hungry
People
along

forgiveness
solitude

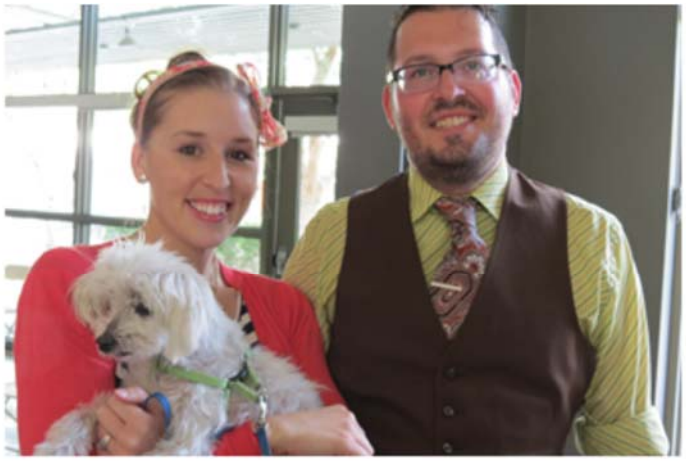
TMNT
1984

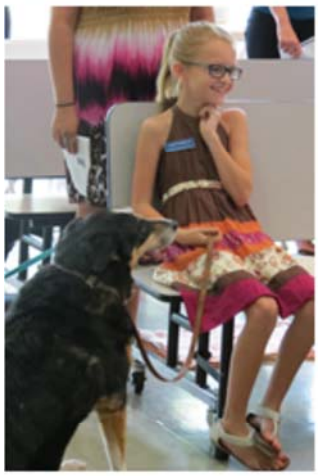
Blessing of the Backpacks — August 16, 2015

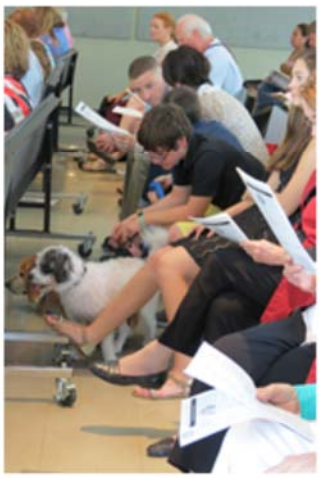
Kick-Off Sunday — September 13, 2015

Welcoming 4-year-olds into Children's Chapel from the Nursery,
and 4th Graders into Church from Children's Chapel.

Annual Blessing of the Animals Celebration October 4, 2015



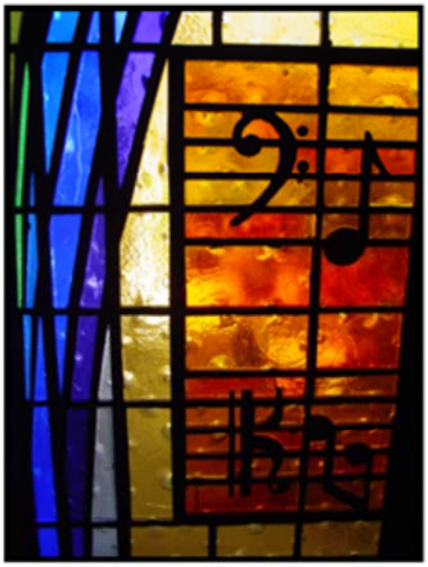




14 Baptisms on All Saints' Day 2015 at the 9am and 11am Holy Eucharist

All Saints' Day of Service November 14, 2015

The Art of Music



Friends of Music Dinner & Auction
at New City
(A great new event center
at 1300 North Central Avenue)

November 14, 2015
Silent Auction @ 5:30pm
Dinner @ 7:00pm

to benefit the All Saints' Music Program
The Most Heavenly Music on Earth

Seabury Sunday November 15, 2015

Children's Chapel with Saint Nicholas December 7, 2015

PRAY: Worship Ministries

Acolytes (Youth)
Tim Hyland, 602-322-4078, thyland@cavanaghlaw.com

Altar Guild
Judy Dewalt 602-931-3235, jkdewalt@q.com

Eucharistic Ministers
Nanette & Mark Towsley, 602-430-0286, ntowsley@allsaints.org

Evening Prayer
Grant Washburn, 623-215-7849, gwashburn2@cox.net

Lectors & Intercessors
Sara Soller, 602-279-6701, sara.soller@gmail.com

Rosary Prayer Service
Ken Mosesian, 602-595-2552, bobandken@cox.net

Vergers
Lowell Atkins, 602-395-8989, lowell@naccu.org

MUSIC

Choir and Music Ministries
Senior Choir, Women's Chant Choir, Day School Choristers
Scott Youngs, 602-279-5539 x128, syoungs@allsaints.org

Handbell Choir, Day School Choristers
Dr. James Gerber, 602-279-5539 x162, jgerber@allsaints.org

LEARN: Educations & Formation Ministries

Book Discussion Group
Sue Kapp, 623-847-1882, hskapp2@netscape.net

Sunday Morning Adult Education
The Clergy of All Saints', 602-279-5539

Children, Youth and Family Ministries
The Rev. Holly Davis, 602-279-5539 x116,
hdavis@allsaints.org

All Saints' Episcopal Day School
Dan Waage, Director of Admissions, 602-274-4866,
dwaage@allsaints.org

SERVE: Outreach to the Community

André House
The Rev. Anne Ellsworth, 602-279-5539 x114,
aellsworth@allsaints.org

Duet (formerly VICaP "Faith in Action")
602-274-5022

Habitat for Humanity
The Rev. Anne Ellsworth, 602-279-5539 x114,
aellsworth@allsaints.org

ICM Food and Clothing Bank
The Rev. Anne Ellsworth, 602-279-5539 x114,
aellsworth@allsaints.org

Neighbors Nursing Home Ministry
The Rev. Anne Ellsworth, 602-279-5539 x114,
aellsworth@allsaints.org

Sunday Chariot Service
The Rev. Jim Bade, 602-279-5539, jbade@allsaints.org

PASTORAL CARE

Community of Hope Pastoral Care Team
Patrice Al-Shatti, 602-279-5539, palshatti@allsaints.org
Trish Fogerty-Regalado, 602-326-4155, trishfogerty@gmail.com

Eucharistic Visitors
Mary Alice Preston, 602-978-6999, mapresto@cox.net

Order of the Daughters of the King: All Saints' Chapter
Gina Baird, 602-953-0210, pa2va2az@earthlink.net

Prayer Team
Tim Hyland, 602-322-4078, thyland@cavanaghlaw.com

Transitions
Patrice Al-Shatti, 602-279-5539, palshatti@allsaints.org

Walking the Mourner's Path
Sue Kapp, 623-847-1882, hskapp2@netscape.net
Grant Washburn, 623-215-7849, gwashburn2@cox.net

CHURCH OPERATIONS

Front Line Ministry
Jill Eden, 480-948-0959, jilleden745@msn.com

Legacy Circle Committee
Bill Verdini, 602-327-7505, verdini@asu.edu

Vestry
The Rev. Poulson Reed, 602-279-5539, preed@allsaints.org

CONNECT: Fellowship Ministries

All Saints' EFM Alumni
Joyce Moderow at 602-957-3211, jamoderow@gmail.com

Central Village
The Rev. Jim Bade, 602-279-5539, plucking@allsaints.org

Fellowship Committee
Joan Hill, 602-266-1949, brittainhill@msn.com

Los Amigos
Jan Feltz, 602-277-1172, jfeltz@cox.net

Men's Breakfast
Fr. Poulson Reed, 602-279-5539, preed@allsaints.org

SAGES (Senior Adult Growth and Enrichment Society)
The Rev. Jim Bade, 602-279-5539, jbade@allsaints.org

Young Adult Ministry
The Rev. Anne Ellsworth, 602-279-5539, aellsworth@allsaints.org

HOSPITALITY

Hospitality Ministers
Arlene Adams, 602-296-4513, arlenea143@hotmail.com

Coffee & Conversation: Sunday Morning Ambassadors
Nick Jorgenson 602-279-5539 x117 njorgenson@allsaints.org

All Saints'
Episcopal Church & Day School

Worship Schedule

Holy Eucharist

Saturday 5pm (Chapel)
Sunday 7:30am (Church)
Sunday 9am (Church)*
Children's Chapel 9am (Chapel)
Sunday 11am (Church)*

*Fourth Sunday with Incense**
11am (September - April)

Wednesday 7am & 10am
(includes the Laying on of Hands for healing)

Other Worship

Evening Prayer
Tuesday, Wednesday & Thursday 5:30pm (Chapel)

Compline*
7:30pm (Church)
Third Thursday of the Month
(September - April)

Rosary Prayer
Sunday 10:15am (Chapel)

Evensong*
6:30pm Organ Recital
7pm Service
Second Sunday of the Month
(October - April)

*with choir

Christian Education
Sunday 10am
All Ages—Various Locations

Morning Bible Study
Monday 9am (Urbano Library)

Pastoral Care
For communion to the homebound and pastoral visits, contact the Church Office 602.279.5539

Priest-on-call—Evenings:
602.793.0112

Private confession by appointment

Church Office
Monday-Friday 8am-4pm

The Episcopal Diocese of Arizona
The Rt. Rev. Kirk Stevan Smith, Bishop

All Saints' Episcopal Church & Day School

Clergy
The Rev. Poulson Reed, Rector
preed@allsaints.org

The Rev. Holly Davis, Associate Priest
Children, Youth & family Ministries
hdavis@allsaints.org

The Rev. Anne Ellsworth, Curate
aellsworth@allsaints.org

The Rt. Rev. William Burrill, Bishop-in-Residence
williamgburrill@gmail.com

The Rev. James Bade, Deacon
jbade@allsaints.org

The Rev. Chuck Sowinski, Deacon
csowinski@allsaints.org

Staff
Patrice Al-Shatti, Health Ministries Coordinator
palshatti@allsaints.org

Andy Andersen, Director of Plant & Property
aandersen@allsaints.org

Dr. James Gerber, Music Associate
jgerber@allsaints.org

Nickolas Jorgenson, Director of Operations
njorgenson@allsaints.org

Nanette Towsley, Director of Communications
ntowsley@allsaints.org

Lindsay Wood, Ministry Support Coordinator
lwood@allsaints.org

Scott Youngs, Director of Music
syoungs@allsaints.org

Day School
Leo Dressel, Head of School
ldressel@allsaints.org

Vestry
Travys Harvey, Senior Warden
Derek Horn, Junior Warden
Anne Kleindienst, Parish Chancellor
Tim Haskins, Treasurer
Myles Lynk, Clerk

Class of 2015	Class of 2014	Class of 2013
Stacy Gibson	Sarah Gallagher	Tim Daley
Andy Halaby	Jacque Griffith	David Gonzales
Marta Smith	Derek Horn	Margaret LaBianca
Scott Wathey	Todd Leach	Pat McNulty