

2014 FINANCIAL ANNUAL REPORT

ALL SAINTS CHURCH, PASADENA



movement 2014



ALL SAINTS CHURCH

2014 Financial Annual Report

March 1, 2015

Dear Fellow Parishioners:

Fiscal year 2014 marked another year in All Saints' long-standing tradition of careful stewardship of the funds that you so generously entrust to this church, so that we have the resources we need to fulfill our mission of embodying the inclusive love of God in Christ through spirituality, community and peace & justice.

Thanks to your generous gifts, careful financial planning, and diligent control of expenditures, All Saints began and ended 2014 without any debt. Your Rector and Vestry are committed to living within our means, and we fulfilled this commitment in 2014 and have embarked on a budget process for 2015 that will allow us to do so again.

Accomplishing this goal is not easy. Like so many institutions and families, the Church faces the challenges of rising expenses without a corresponding increase in revenues. To address these challenges, All Saints engages in a thoughtful and careful process. Every year the staff and your parish leaders work hard to determine what it will cost to keep our mission thriving. Our dedicated, talented, and penny-pinching Parish Administrator, Christina Honchell, looks at our expenses and proposes what increases from the previous year are anticipated. Far and away our single largest expense item is salaries and benefits for our clergy and lay staff, and we are constantly mindful of our responsibility to pay all of our employees a just wage. After scrutinizing the numbers, the Finance Committee proposes an operating budget to the Vestry for approval.

If you dive into the numbers in the attached 2014 financial report, you will see that the vast majority (over 80%) of our support comes from our loyal pledgers. Because we are committed to a fiscally-responsible budget, we build our budget – including important decisions about program commitments and staffing levels – based on the pledges we receive. This past year, the amount of funds that we received from your pledges was almost exactly equal to our projected pledge support. We cannot thank you enough for your generosity in fulfilling your commitments. Our total revenue was less than anticipated by about \$40,000, however, because the amount of non-pledge special gifts was less than we anticipated, and we also had fewer film shoots on the church campus than we had projected.

We had savings on the expense side that more than offset the support shortfalls, with the largest savings coming in our personnel expenses, due largely to some staff positions that were open for a part of the year and some unanticipated savings on some of the benefits expenses.

I also want to highlight the important work that we were able to accomplish here on the church campus and at the rectory due to the extraordinarily generous bequest to All Saints by Marge Maiden. The funds received by the church from her estate allowed us to undertake long-delayed capital repairs at the church and rectory, including notably the restoration of several of the stained glass windows in the church. Her foresighted bequest will enable parishioners to enjoy these windows for generations to come.

Grace and abundance continue to bless us all and we continue our journey. On behalf of the Finance Committee and the Vestry, I thank you. I thank you for your generosity, your faith, and your dedication to the mission of this wonderful church, as we work together as a community to bring the grace and power of God's love to all.

If you have any questions about this report, Christina Honchell and I are available to answer them.

Sincerely,



Christopher G. Caldwell

2014 Financial Annual Report

Note: These financial reports are unaudited statements, for internal use. Audited statements for 2014 will be available after June 30, 2015.

Balance Sheet

Assets	Balance at December 31, 2013	Balance at December 31, 2014
Cash - Operating	\$ 1,357,729	\$ 1,379,186
Cash – Building Project	3,091,341	1,318,412
Cash – Quasi-Endowment*	318,981	80,947
Cash – Maiden Restricted**	773,002	357,938
Investments	2,188,256	2,168,696
Receivables	28,489	35,101
Prepaid Expenses	0	0
Land, Buildings, Furniture & Equipment	17,653,665	17,653,665
Columbarium Inventory***	83,879	83,879
Total Assets	\$ 25,495,342	\$ 23,077,824
Liabilities		
Payroll Withholdings Payable	\$ 5,326	\$ 8,892
Pension Payable	125,439	127,832
Prepaid Pledges	212,162	258,185
Other Accrued Expenses	0	0
Long-Term Notes Payable	0	0
Total Liabilities	342,927	394,909
Net Assets (Fund Balances)		
Unrestricted	18,269,576	18,420,418
Temporarily Restricted	5,069,134	2,461,062
Permanently Restricted	1,813,706	1,801,436
Total Net Assets	25,152,416	22,682,916
Total Liabilities and Net Assets	\$ 25,495,342	\$ 23,077,824

* Quasi-Endowment funds are unrestricted bequests and are a part of our investments. While the Finance Committee is investigating investment options for Quasi-Endowment funds, part of our Quasi-Endowment is in our bank account.

** A restricted fund for capital projects – the Marge Maiden bequest.

*** The cost at installation of the columbarium in the church.

Debt Status

All Saints Church has no debt.

2014 Financial Annual Report

2014 YEAR END FINANCIAL REPORT

	Budget	Actual	Notes	Variance
Givers of Record	\$4,119,430	\$4,058,661	1	\$(60,769)
Plate Offerings	165,000	171,430		6,430
Special Offerings	96,000	95,047	2	(953)
Parking Lot Income	240,000	240,000	3	-
Building Usage	60,000	28,191	4	(31,809)
Endowment Income	115,454	115,474	5	20
Interest/Dividend Income	-	3,069	6	3,069
Offsets to Expenses	86,300	113,835	7	27,535
Columbarium Income	-	14,500	8	14,500
Transfers from Restricted	228,695	228,704	9	9
TOTAL SUPPORT	5,110,879	5,068,911		(41,968)
Personnel	3,208,086	3,065,115	10	142,971
Worship	155,250	155,655		(405)
Music	83,002	81,705	11	1,297
Children and Youth Music	36,150	34,152	12	1,998
Pastoral Care	33,050	33,951	13	(901)
Children, Youth and Families	44,250	41,967	14	2,283
Parish Life	17,550	9,150	15	8,401
Adult Education	20,250	15,288		4,962
Incorporation	13,400	10,999	16	2,401
Communications	77,300	58,746	17	18,554
Administration	362,561	341,728	18	20,833
Giving	45,800	49,998	19	(4,198)
Buildings and Grounds	320,800	322,953		(2,153)
Program Support	39,600	38,785	20	815
Diocesan Pledge	480,000	480,000	21	-
Outreach	173,830	163,476	22	10,354
Quasi-Endowment Repayment	-	-	23	-
Transfers to Restricted	-	14,500	24	(14,500)
Reserves	-	-	25	-
TOTAL MISSION	5,110,879	4,918,168		192,711
Increase(Decrease) in Net Assets	0	150,743	26	150,743

2014 Financial Annual Report

Notes on the 2014 Results:

1. **Givers of Record:** In 2011, we began combining the Pledges and Special Gifts line items into one line item called Givers of Record. We finished 2014 under budget by \$60,769:

Pledges Budget = \$3,833,530	Special Gifts Budget = \$285,900
Pledges Actual = \$3,843,746	Special Gifts Actual = \$214,915
Variance = \$ 10,216	Variance = \$(70,900)

Our delinquency for 2013 was 4.4% and we budgeted for an 5% delinquency for 2014, based on historical averages. Our actual delinquency rate for 2014 was 5.0%. We are grateful for the generosity of all of those who contributed to our ministry in 2014.
2. **Special Offerings:** This category includes Christmas and Easter offerings, mail gifts, bequests and special collections.
3. **Parking Lot Income:** We continue to operate under a month-to-month contract with Perfect Parking, Inc.
4. **Building Usage:** This line item consists of donations for the use of our property. We had fewer film shoots than we expected in 2014, accounting for the negative variance in Building Usage.
5. **Endowment Income:** Endowment income is based on 5% of the balance of endowment funds averaged over the past four quarters.
6. **Interest/Dividend Income:** Because interest rates are so low, we do not budget for interest income; our income in this line item consists of returns from an investment in Beacon Housing and proceeds from stock transfers (having to do with the timing of stock sales).
7. **Offsets to Expenses:** These are “offsets” to expenses such as weddings, funerals, retreats, education offerings and any other programs that generate revenues to offset expenses in program budgets, including choir registration fees. The positive variance consists of income from our Lent Event, offsets for funeral expenses, and reimbursements from film companies for our custodial labor during shoots.
8. **Columbarium Income:** Income generated by sales of columbarium niches is divided equally between General Endowment and Capital Restricted Projects. These transfers are shown below in Transfers to Restricted.
9. **Transfers from Restricted:** We move \$5,000 annually into our outreach budget from a restricted fund which receives income designated for outreach. As we have consistently done in prior years, in 2014 we moved cash available at the end of 2013 from Net Assets available for Future Use into the 2014 operating budget. The amount transferred in 2014 was \$223,695.
10. **Personnel:** The savings we show in 2014 are from open positions in custodial and administrative staff throughout the year, savings in health insurance (rates below projection at budget time), savings in Worker’s Compensation insurance and unused staff continuing education funds.
11. **Music:** The 2014 budget did not include instrumentalists for Christmas, Homecoming or All Saints Day. Instrumentalists for Christmas were funded by special gifts, and instrumentalists for All Saints Day were funded by the Quasi-Endowment bequest of George Unger.
12. **Children and Youth Music:** The variance is accounted for by not having had a Summer Music Program, which was budgeted for 2014.
13. **Pastoral Care:** The Pastoral Care line items include budgets for weddings and funerals, which are impossible to predict (the income for weddings and funerals appears in “Offsets to Expenses,” above).
14. **Children, Youth and Families:** Because we are fully staffed in Children, Youth and Families, the annual program budget was spent in 2014.
15. **Parish Life:** Savings in this line item are due to the Homecoming line item: in 2014 we engaged food trucks to provide the food and incurred no expenses for catering.

2014 Financial Annual Report

16. **Incorporation:** Savings are attributable to our doing New Members and Confirmation classes with less materials and less printing.
17. **Communications:** Savings in communications are in reduced printing costs for monthly newsletters (the bulk go out electronically now) and in website maintenance costs.
18. **Administration:** Savings are due to an effort to contain materials and supplies expenses, new copier leases and savings in postage and copying expenses.
19. **Giving:** We added a rectory Giving event after budgeting and those expenses account for the negative variance. We did not request underwriting for Giving events this year.
20. **Program Support:** This line includes kitchen supplies and parking expenses.
21. **Diocesan Pledge:** In 2014 we gave 10% of our Normal Operating Income to the diocese (per a diocesan formula, consisting of pledges, special gifts, building and parking income and endowment income), based on our 2014 actual income.
22. **Outreach:** Savings were in areas of printing, postage and supplies. All grants were given.
23. **Quasi-Endowment Repayment:** In 2011 we paid off the mortgage on the church-owned rectory, using Quasi-Endowment Funds. At that time, the vestry voted to repay those funds to the Quasi-Endowment Funds at the same rate that we had been paying interest/principal to the bank that previously held the mortgage: \$4,800 per month. We did not make those payments in 2014.
24. **Transfers to Restricted:** These funds are from columbarium sales; \$7,250 was transferred to General Endowment and \$7,250 was transferred to the restricted Capital Projects fund, per our Columbarium policy.
25. **Reserves:** Reserves were not budgeted for in 2014.
26. **Increase in Net Assets for Future:** After taking into consideration the \$223,695 transferred from a restricted fund (see note 9 above), we finished 2014 in the black by \$150,743. Consistent with prior years' practice, a portion of these funds may be used in the 2015 budget.

Building Project and Capital Campaign

	2014	Project to Date
Pledge Payments Received + Income	\$ 349,517	\$ 9,722,357
Expenses	(2,122,445)	(8,403,945)
Cash Balance 12/31/2014		\$ 1,318,412

2014 Financial Annual Report

Operating Fund Pledge History

The table below shows the pledge history as reflected in the operating results. The 2015 Campaign, as of February 25, 2015, has received 1,118 pledges for a total of \$3,889,809.

Year	2010	2011	2012	2013	2014
Number of Pledges	1244	1177	1160	1149	1142
Average Pledge	\$3,201	\$3,220	\$3,217	\$3,237	\$3,322
Gross Pledge Amount	\$3,981,791	\$3,790,093	\$3,731,835	\$3,719,052	\$3,793,154
Gross Pledge Increase	(3.4%)	(4.8%)	(1.5%)	(0.3%)	2.0%
Pledge Revenue Received*	\$3,904,311	\$3,872,176	\$3,643,878	\$3,809,051	\$3,843,746
Pledge Delinquency Rate	8.5%	5.0%	4.4%	4.4%	5.0%

*Pledge Revenue Received includes both current year pledge payments and late payments on the previous year's pledge. It also includes non-pledging members' gifts (approximately \$200,000 a year).

Outreach Grants to Outside Agencies

	2012	2013	2014
Abrahamic Faiths Peacemaking Initiative	\$1,000	\$2,000	\$1,000
AIDS Service Center	10,000	10,000	10,000
Linda Vista (formerly All Saints) Children's Center	5,000	-	-
Clergy and Laity United for Economic Justice (CLUE)	-	2,000	2,000
Day One	5,000	7,500	7,500
Ecumenical Council Pasadena Area Churches (ECPAC)	2,500	2,500	2,500
Episcopal Relief and Development	2,000	2,000	2,000
Friends of Sabeel	1,000	1,000	-
Global AIDS Interfaith Alliance	10,000	10,000	7,500
Grace Center	5,000	2,500	2,500
Hillsides Family Center	5,000	5,000	5,000
Housing Works	-	5,000	5,000
Interfaith Communities United for Justice and Peace (ICUJP)	2,000	2,000	2,000
Muslim Public Affairs Council (MPAC)	-	-	3,500
P&J Discretionary Grants	13,000	9,000	11,000
Progressive Christians Uniting	2,000	3,000	2,000
Union Station	10,000	10,000	10,000
Women's Room	5,000	5,000	5,000
Young & Healthy	10,000	10,000	10,000
TOTAL	\$88,500	\$88,500	\$88,500

2014 Financial Annual Report

Endowment Funds Summary

General Endowment Fund

Diocesan Investment Trust (DIT) Fund	\$ 1,044,367.30
Episcopal Federal Credit Union	\$ 55,973.73
Total General Endowment	<u>\$ 1,100,341.03</u>

Regas Peace & Justice Endowment Fund

Diocesan Investment Trust (DIT) Fund	\$ 186,931.90
Total Regas Peace & Justice Endowment	<u>\$ 186,931.90</u>

Koos Endowment Fund

Diocesan Investment Trust (DIT) Fund	\$ 146,991.11
Less 2013 expenses	\$ (11,689.74)
Total Koos Endowment	<u>\$ 132,787.03</u>

Quasi-Endowment Fund

Diocesan Investment Trust (DIT) Fund	\$ 519,309.59
Oikocredit USA	\$ 52,045.08
Calvert Foundation	\$ 50,501.25
DFMS (National Church)	\$ 115,090.31
City National Bank	\$ 80,946.64
Total Quasi-Endowment	<u>\$ 817,892.87</u>

GRAND TOTAL ENDOWMENT FUNDS	<u><u>\$ 2,237,952.83</u></u>
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grace in action

All Saints Church thanks all those who generously committed a pledge in support of our 2014 annual operating budget:

Anonymymous (55)	Paula Bailey	Bob Black	George Byrne
Barbara Ackermann	Barbara Bair	Irene Black	Chad & Meredith Cain
Greg Adams	Clif & Rosemary Baker	Kelli Blanchfield	April Caires
Susan Adkins	Donald & Caroline Baker	Elisabeth Blaney & Stephen Peterson	John & Susan Caldwell
Mark Afram	Aline & Danny Bakewell	Mickey Block	Beth Calleton
Lucio Aguirre	Carissa & Pam Baldwin-McGinnis	Jack Blum	Ana Camacho
John & MaryAnn Ahart	Betty Bamberg	Angela Bolton & Milissa Buckles	William E. Cameron
Grace Ajilore	Shannon Bankhead	Rick Bolton & Katie Mills	Daniel & Susie Campana
Shizuko Akasaki	Linda Banks	Mary Bond	Julie Campoy
Jim Albarano & Derek Wan	Gail & Robert Bardin	Linda & James Bonn	Wendy Cano
Karen Alexander & Kurt Johnstad	B. J. Bardwell	Mariah Bonner	Ari Caravacci
Sam & Janette Alibrando	Greg Barnes	Sheri Bonner & Mark Mastromatteo	Diana Carbajal Mejia & Juan Mejia
Tom Allen	Susie Barnes	Roman Borek	Mary Cardona
Tom & Donna Ambrogi	Jamie Barnett	Hilda Boulware	Paul & Susan Carey
Sasha & Bill Anawalt	Barbara Barrett-Byrne	Cathryn Bowman	Robert & Maureen Carlson
Cheryl Andersen O'Colmain	Randy Bartman & Beth Houskamp	Phyllis Boyajian	Greg Carlsson & Craig Monden
Kimberly Anderson	Edward & Brenna Bash	Angela Boyd	John & Ginny Carr
Kristin Anderson	Mary Bassel	Lane Bradbury	Carlos Carrillo
Megan & Roger Angarita	Wendy & Charles Bayer	Mark Braden	Karen Carrillo
Mark & Alison Ankeny	Sondra Bayz & Jim Tarouilly	Tom Brady	Lorna Carry
Gloria & Robert Antall	Michael Bearden	Carol Bramhall	Wayne & Judy Carter
Lynn Aponte	Richard Beatty	Johanna & David Brandvik	Lee Cass
Perky & Ron Apperson	Rev. A. Gillett Bechtel	Cory Brendel	Tomas Castañeda & Richard von Ernst
Tom Armentrout-Wiswall	Peter Bechtel & Michael Wong	Joyce Breslin	Nikki Cavalier & Paul Castro
Mike Arnold & David Park	Holly Becker Downs & Dermott Downs	Kim & Stephen Brorby	Blaine & Virginia Cavena
Peter & Paula Arvedson	Barbara Beckham	Alicia Brossy de Dios	Kyle & Elizabeth Champion
Ann Asch & John Forristal	Susan Becton	Ada Brown	Juanice Charmaine
Carolyn Ash	John & Deborah Bedarski	Susan Brown	Elizabeth & Joshua Chase
Frank & Winnie Ashford	Marcia Behar	Victor Brown	Renee M. G. Chavez
Carol Ashton	Barbara Bell	Kristan Browne	Tink Cheney
James Asperger & Christine Adams	Jay Belloli	Jean Bruce Poole	Steve & Celesta Cheney-Rice
Ginny Atherton	Gary R. Bennett	Bob & Therese Brummel	Lea & Peter Chesney
William Atsumi	Holly Benson	Kristin Bruno & Michael Barnes	Jacqueline Chilin
Margi Austin	Chris Berardo	Christopher & Deana Brunwin	Martha Chowning & Jonathan Groff
Karina Aviles	Robert & Bya Berger	Bobby Buchanan & Russ Lee	Dorothy Christ
Arturo Aviña & Ricardo Moreno	Matthew Berkley	Richard Bunce	Gaylaird Christopher
Ralph Ayers	Jonathan & Kimberly Berry	Margaret Burdge	Bob Cipriano
Ingrid Baartman	Josh Betta	Michael Burr	Aurora Clark
Helen & John Baatz	Sandy Biery	Peggy Burt	Tena Clark
Catherine Babcock	Richard & Susan Biggar	Betye Burton	Carol Clary
Mike & Carole Babcock	Robert Bilheimer	Mary Bucci Bush	Virginia Classick & Chuck Rossie
Joseph Babeu	Liza Billington	Tiffany Bussard	Lorraine Clearman & Jim Panos
Joan Baca	Cindy Bishop	John & Jamie Butterworth	Paul & Cathy Clement
Ed Bacon & Hope Hendricks-Bacon		Edichi Byerly	Bill Clintworth

Lilli Cloud	Cyrus Davis	Kathleen Dwyer	Ray Frauenholz
Valerie Coachman-Moore	Kathy Davis	Kate Eberle & Chuck Bush	Marla Frazee
Jeffrey Coates & Steven Holm	Maggie Davis	Dave & Becky Ebershoff	Chuck Fredgren & Trang Nguyen
Dawn Cobb	Rick Davis	Carol Econn	Gary & Ann Freeman
Karlyn Cobb	Robert & Rosemary Davis	Charles Edgar & Aimee Yanez	Cathy Frickert
Loretta Coha	Carl Davis & Virginia Tanzmann	Joel Edstrom & Peggy Adams	Denise Frost & Saul Gonzalez
Jane Cole	James R. Davis II	Luis Eduardo	Patricia Fu
Mary Coles	Pat & Marsha Dawe	Amanda Edwards	Wendy Furman-Adams & Charles Adams
Jean & Richard Cone	Lisa Dawe & Darrell Park	Mark & Wendy Edwards	Ariana Gadd
Eleanor Congdon	Julie de Bruyn Kops	Diane & Allan Eisenman	duVergne Gaines
Shelley Conger	Christian Deamer	Candace Elliott	Antonio Gallardo
Helen Cooper	Miles Deamer	Katherine Ellis	Mark Gallegos
Terry & Megan Cooper	David Deamer & Rise Worthy-Deamer	Peter Ellis	Steve & Grace Galton
Monica Lee Copeland	Gail Dearden	Elizabeth Emmanuelli	James Gamboa
Adam Coppersmith & Elizabeth Green	Marc DeBay & Kate Jones-DeBay	Robert Endara	Cara Garcia
Connie Corley	Sharyn Delahousie	Scott England & Jennifer Windham	Francisco & Rebekah Garcia
Robert & Marna Cornell	Chris Delamarter	Ruth & Dierk Esseln	Paul Garcia
Michael & Diane Cornwell	Charlie DeLeeuw	Donna Estacio	Ann Gardner
Catherine Cory	Debby Dennis	Anne-Louise Ewen	Gerti & John Garner
Chris & Michelle Coulter	Jon & Sarah Dephouse	Merv Fair	Jim & Laura Garrett
Jon Courie	Christian Desmond & Sarah Orth-Desmond	Donna Falls	Kate Gasparrelli & Mike Byrne
Jan Cowell	Ginger Detoy	David Farrell	Debbie Gastler & Andrew Malloy
Jerry Craig	Len Devane	George & Caspian Fatheree	Ada Gates-Patton
Bruce & Francine Crapuchettes	Bill Deverell & Jennifer Watts	John & Joan Fauvre	Will Gatlin
Gail Crawford	Sally DeVore	Susan Feeney	Nicole Gatto & Mark Moreno
Shirley Crawford	John Deweese & Greg Ryan	Rick & Judy Felton	Mae Gautier & Norman Thomas
Betsy Crighton	Johari DeWitt-Rogers	Russell Ferrante & Gerry Puhara	Peter Geissler
Linda Critchfield	Ann Deyo	Jim & Mary Ferris	Thomas & Ellen George
Becky Crocker	Susan Dickson	Karla Field	China T. Gerstner
Tony Crocker	Benjamin Diehl & Kathryn Woods	Steve & Margaret Finnegan	Reza Ghamsari & Elizabeth Krecker
Phillip Crouch	Kitty & Jim Dillavou	Mary Beth Finnerty	Albert Giang
Sean Crowell & Paige Heapphy-Crowell	Rhonda Dillon	LeMel Firestone-Pelerm	Elise Givney & John Scaro
Ed Cruz	Joe & Maria DiMassa	Zach First	Patrice Gibson
Math Cuajungco	Sara Dogbe	Judith Fischer	George & Janet Gillespie
Fritzie Culick	John & Viviane Domian	Mary Fitzgerald	Anne & Dick Gillett
Jonathan Cullen	Gina Donnelly	Julie Flad	Michael & Marisa Glass
Bill Cunliffe	Jamie Donnelly	Kathy Flanagan	Christian Glawe & Christine Hartman
Frank Cunningham	Wesley & Sara Dooley	Jean Fleming	Mary Glazer
Janet Cunningham	Emily Dossett & Giancarlo DiMassa	Henry Fliegel	Terry Gock
Wendy Currier	Kirk & Maria Downey	Rob Floe	Terry Goddard
Jim & Debbie Currul	Tom Drino	Cecilia Flynn	Anisha Gomes & Cory Youngblood
Sandy Cutuli	Jo Drummond	Chris Folz	Carlos B. Gonzalez
Carole Dahl	Chad Druten	John & Jai Forney	Larry Gonzalez & Jim Jansen
Gary Dahle & Derek Whitefield	Francois & Cheryl DuBoucheron	Sarah Forth	Leila Gonzalez & Ken McCue
Richard & Jinny Dalbeck	Misa Dugally	Hank & Britta Foshee	Alex Gonzalez & Anne Reid
Michael Daley	Niles Duncan	Christian & Christopher Foster	Jessica Goodheart & John Medearis
Georgia Daniels	Bob & Merrily Dunlap	Leroy Foster	Jim & Maria Goulding
Bill & Nancy Dannevik	Jim & Nancy Dunton	Wendell & Ann Foster	Tracy Gray
Anna Davalos	Paul Dupree	James R. Fox	Theresa Greens
Rebecca & Les Davies	Lori Dutcher & Loxie Brown	Bill & Sally Francis	Alastair & Gerry Greeves
Anita Davis	Tori Dutcher-Brown	Beverly Franco	Dick & Peggy Gregerson
Ashley Davis	Frank & Teresa Dvoracek	Ellis & Marilyn Franklin	Margo Groves
Chris & Jennifer Davis		V.P. Franklin & Edward Collins	

Lauren Grubaugh	Sharon Higuera	Lynn & David Jay	Sue Kujava
John Gula & Joan Depew	Alma Hill	Brigit Jeffries	Russ & Hannah Kully
John & Shirley Guldemann	Julianne Hines	Michael & Georgia Jeffries	Kyle Kunawongse
Jody Gunn	Adelaide Hixon	Julie Jenkins	Patricia Kunkel
Ted & Gail Gunther	Larry Hixon & Sheryn Scott	Maggie Joan	David Kurtz
William Gunther	Mark Hobbs	Craig Johnson	Ellen Lafler
Marcie Habel	Judy Hochenauer	Ed & Susan Johnson	Hannah Lafler
Sue Haffley	Cecil & Pat Hoffman	Mary M. Johnson	Victoria LaFortune
Erica Hahn	Pamla Hoffman	Rhonda Johnson	John E. Lamb
Charles Haig	Suzi Hoffman-Kipp	Robert Johnson	Heather Lambert
Elizabeth Hailey	Elizabeth Hofmann	Stephen Johnson	Laurel Lambert
Jody Hall	Keith Holeman	Kathy & Jann Johnson-Lacoss	Carole Lambert & Deborah Smith
Katy Hall	Karen Holgerson	Michelle Johnston	Barbara Lamprecht
John & Anna Hallstrom	Claudia Holguin	Albert & Dana Jones	Margaret Lanam
Margo Halsted & Peter Lesourd	Al Holland & Jim Boaldin	Crystal Jones	Jo Lane
Caryl Hamilton	Nellie & Robert Hollomand	Cynthia Jones	Tim & Cheri Langdell
Millie Hamilton	Christina & Mick Honchell	Carol Jung	Hugh & Janet Langford
Ruth Hammond	Cameron & Phyllis Hoover	Vivian Kanchian	Wayne & Linda Langford
Janine Hamner	Richard & Margie Hope	Nicole & Brandon Karrer	Jeremy Langill
Aleta Hancock	George C. Hopkins	Nathaniel Katz	Kenneth Lantz
Kathryn Hansen	Michele Hopkins	Jeff & Margaret Kean	Scott Lardizabal
Kathy Hansen-Adams & Robert Adams	John Horn & Linda Burrow	Dorothy Keane	Mitchell Lardner
Dean Hare	William Houseman	Gary Kearney	Laurette Larsen
Joe Harper	Susan Houser	Dave Kears	Toni Larsen
Paul Roy Harris	Edie Hovey	Paul Keeley	Jansen & Elizabeth Lashley-Haynes
Suzanne Harris	Sally Howard & Peter Schou	Hannah & Fred Keene	Joan Laska
Richard Harvey	Daniel Howell	Cathy Keig & Jim Hayes	Richard Laski & Kris Rinkus Laski
Cathy Hawks	Melinda A. Howell	Stephen Kellogg & Ann Lindsey	Daniel & Alison Laster
Timothy Hawks-Malczynski	Tom & Mary Hubbard	Joe & Pat Kelly	Marylouise Lau
Karen Hayes	Tom & Monica Hubbard	Zelda Kennedy	Richard & Janice Lau
Melissa Hayes	Bob & Kay Hudspeth	Marge & Marc Kenny	Wanda Lau
Jennifer Hayes Silvers	Brian Huff	Ray & Cinty Kepner	Sally Layne
Argola Haynes	Al & Mary Lee Hughes	Barbara Kerwin-Wallis	Bob Lazzarini & Wendy Hudson
Sue Haynie-Horn	Michael Hughes	David Kidd & Wendy Lawless	Brian & Candy League
Charlene Hazelton	Tom & Erin Hughes	Marilyn Kierscey	Mark & Kay Leavens
Eleanor & John Heaphy	Norman & Susan Hull	Lisa Killen	Monique LeBlanc
Howard Heard & Bonnie Rice	Charles Hummel	Kaitlyn Kim	Jacques Lee
John & Carol Hekman	Tim & Catherine Hummel	Eddie & Jennifer King	Kuo-Wei Lee
Kristen Helsel & Don Taylor	Barbara Hunt	Marcus & Patty King	Scott Leggett & Roberto Chavez
Jeff Henderson	David P. Hunt	Kimberly Kirner	Greg Lehr
Deanne Hendricks	Matt & Megan Hutaff	Paul Kittlaus & Janet Vandevender	Robert & Mindy LeMoine
Carol Henning	Rosemary & John Hyde	Lida Kizzia	Ray Lemus
Joe Henry & Melanie Ciccone	Zoya & Martin Hynes	Lori Kizzia	Gary Leonard
Heather Henry-Parker	Joanne Ibach	Susan Knecht	Kathy Leonard
David & Kelly Hensley	Brenda Imes	Becky Knell	Jean & Bill Leshner
Eli & Krista Hernandez	Steve & Sara Ingrassia	Jackie Knowles	Jack LeVan
Tamura Herrera	Janet & Neil Jack	Mary Beth Knox	Boyd Lewis
Marian Hersh	Susan & Michael Jackson	Brenda Kobernusz	Deborah Lewis
Molly Hetrick & Mehdi Tadayon	Tony Jackson & Norweeta Milburn	Al & Harriet Koch	Deborah & Allison Liddi Brown
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