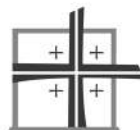


2018 FINANCIAL ANNUAL REPORT

ALL SAINTS CHURCH, PASADENA



ALL SAINTS CHURCH

March 10, 2019

Dear Fellow Parishioners,

I am pleased to report that 2018 was another year of prudent fiscal management of the funds generously given by our members to support the work of this great church.

Thanks to your generosity and the careful control of expenditures by our staff, our total support exceeded our expenses. We came in over \$100,000 above budget on the support side mainly as a result of increased building usage from filming. On the Mission (expense) side we spent almost \$450,000 less than we had anticipated in our budget. The bulk of these savings was realized in personnel. Staff vacancies, which we plan on filling in 2019, as well as some savings in search expenses and insurance expenses were largely responsible for these reduced expenses.

The bottom line for our financials is that we finished 2018 solidly in the black with income exceeding expenditures by over \$580,000.00. Although this is good news, our 2019 budget presents substantial challenges. The budget passed by the Vestry at its February meeting and which is being presented to the parish at the annual meeting reflects reductions from 2018 actual income received in estimated pledges, special gifts and open plate offerings of approximately \$275,000. With additional costs to maintain status quo, the intention to fully fill our staff vacancies, expected increases to insurance, maintenance of worthy wages and to provide modest cost of living increases to our hard-working staff we are looking at an approximate \$545,000 shortfall. Because of the generosity of this parish in making additional gifts and increased pledges in 2018, we are fortunate, for the 23rd consecutive year, to have reserves to carry forward into 2019 to balance the budget. The Vestry is committed to taking steps over the course of the next year to reduce our reliance on reserves built up from prior years.

Many thanks to our staff, Vestry and finance committee for all their hard work in furthering the bold mission of this amazing place. But special thanks go to all of our parishioners who, through their generosity and commitment, enable us to continue to be a vibrant and prophetic faith community.

Faithfully,

Gloria Pitzer
Chair, Finance Committee

Note: These financial reports are unaudited statements, for internal use. Audited statements for 2018 will be available after June 30, 2019.

Balance Sheet

Assets	Balance at December 31, 2017	Balance at December 31, 2018
Cash - Operating	\$ 2,029,759	\$ 2,365,901
Cash – Building Project	2,231,566	2,202,990
Cash – Quasi-Endowment*	386,142	916,182
Investments	1,995,333	1,775,975
Receivables	4,183	4,121
Prepaid Expenses	32,594	(23,135)
Land, Buildings, Furniture & Equipment	17,653,665	17,653,665
Columbarium Inventory**	83,879	83,879
Total Assets	\$ 24,417,121	\$ 24,979,577
Liabilities		
Payroll Withholdings Payable	10,438	9,510
Pension Payable	110,934	143,349
Prepaid Pledges	511,437	424,538
Other Accrued Expenses	26	26
Long-Term Notes Payable	-	-
Total Liabilities	632,836	577,423
Net Assets (Fund Balances)		
Unrestricted	19,322,908	19,012,720
Temporarily Restricted	2,737,731	3,809,350
Permanently Restricted	1,723,646	1,580,084
Total Net Assets	23,784,285	24,402,154
Total Liabilities and Net Assets	\$ 24,417,121	\$ 24,979,577

* Quasi-Endowment funds are unrestricted bequests and are a part of our investments. Because Quasi-Endowment funds have been approved by the vestry for capital projects, we keep some of those funds in our bank account.

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

Debt Status

All Saints Church has no debt.

2018 YEAR END FINANCIAL REPORT

	Budget	Actual	Notes	Variance
Pledges	3,913,103	3,899,208	1	(13,895)
Special Gifts	249,070	259,949	2	10,879
Plate Offerings	170,000	147,391	3	(22,609)
Special Offerings	124,000	108,806	4	(15,194)
Grant Income	12,500	21,500	5	9,000
Parking Lot Income	240,000	240,000	6	-
Building Usage	45,000	149,474	7	104,474
Endowment Income	114,832	114,835	8	3
Interest/Dividend Income	-	3,912	9	3,912
Offsets to Expenses	71,700	106,070	10	34,370
Columbarium Income	-	25,000	11	25,000
Transfers from Restricted	255,000	255,000	12	-
TOTAL SUPPORT	5,195,205	5,331,145		135,940
Personnel	3,303,638	2,972,987	13	330,651
Worship	146,000	149,255	14	(3,255)
Music	90,294	91,452	15	(1,158)
Children and Youth Music	32,350	32,445		(95)
Pastoral Care	30,650	38,986	16	(8,336)
Children, Youth and Families	39,800	44,912	17	(5,112)
Parish Life	12,650	14,002		(1,352)
Education/Formation	27,650	11,136	18	16,514
Congregational Development	23,400	20,461		2,939
Communications	78,050	48,185	19	29,865
Technology (IT)	85,260	87,205		(1,945)
Administration	308,033	249,863	20	58,170
Giving	46,100	45,960		140
Buildings and Grounds	326,450	290,181	21	36,269
Program Support	41,100	36,393	22	4,707
Diocesan Pledge	480,000	480,000	23	-
Outreach	123,779	110,871	24	12,908
Transfers to Restricted	-	25,000	25	(25,000)
TOTAL MISSION	5,195,205	4,749,294		445,910
Increase(Decrease) in Net Assets		581,851	26	

Notes on the 2018 Results:

1. **Pledges:** Our delinquency for 2017 was 4.2% and we budgeted for a 4.6% delinquency for 2018, based on historical averages. Our actual delinquency rate for 2018 was 4.09%. The \$14,000 variance for the year represents less than 1% of our budget (the Pledges line includes late payments and nonpledge support as well as pledge payments). We are grateful for the generosity of all of those who contributed to our ministry in 2018.
2. **Special Gifts:** We increased the budget line for 2018 based on one-time special gifts given to close the budget gap; we finished \$11,000 over budget, a very positive result.
3. **Plate Offerings:** The deficit in this line tracks with lower Sunday attendance.
4. **Special Offerings:** This category includes Christmas and Easter offerings, mail gifts, bequests, memorials and special collections. This category also includes \$12,000 for underwriting for major Giving events, which were not included in the Giving budget.
5. **Grant Income:** We received an additional grant payment from the grantor in 2018, beyond the \$12,500 pledged.
6. **Parking Lot Income:** We continue to operate under a month-to-month contract with Perfect Parking, Inc.
7. **Building Usage:** This line item consists of donations for the use of our property. We had more film shoots than we had hoped to host in 2018, accounting for the positive variance in Building Usage. It is impossible to predict how many opportunities we will be able to accommodate in any given year.
8. **Endowment Income:** Endowment income is based on 5% of the balance of endowment funds averaged over the past four quarters.
9. **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).
10. **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 payments for Buildings and Grounds labor for film shoots and outside events, as well as Funeral/Memorial payments (which cover the Pastoral Care overage below).
11. **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.
12. **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 recent years, in 2018 we moved cash available at the end of 2017 from Net Assets available for Future Use into the 2018 operating budget. The amount transferred in 2018 was \$250,000.
13. **Personnel:** The savings we show in 2018 are from an open position in Buildings and Grounds (B&G) and in Youth Ministry. We had savings in health insurance (rates below projection at budget time as well as due to open positions), savings in Worker’s Compensation insurance and unused staff continuing education funds and staff search/relocation funds.
14. **Worship:** The negative variance is covered by a positive variance in Offsets to Expenses on the income side (see note 10) for Easter and Christmas flowers.
15. **Music:** The 2018 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.

16. **Pastoral Care:** The Pastoral Care line items include budgets for weddings and funerals, which are impossible to predict (the corresponding income for weddings and funerals appears in “Offsets to Expenses,” above). The Pastoral Care program spending was within budget; the overage is due to funeral expenses over what was projected and is matched by a positive variance in Offsets to Expenses.
17. **Children, Youth and Families (CYF):** CYF was over budget in 2018 in spending on Children’s programs for materials and supplies.
18. **Education/Formation:** Education/Formation was under budget because of fewer educational programs, events, and speaker fees.
19. **Communications:** Savings in communications are in reduced printing/ mailing costs for our monthly Saints Alive newsletter and in website expenses.
20. **Administration:** The variance in Administration is accounted for primarily by savings in copiers (new lease), accounting expenses, rector’s entertainment, property/liability coverage, bank charges and phone charges.
21. **Buildings and Grounds:** Savings were in two areas: savings on electricity due to the generous efforts of our Climate Change Task Force donors in installing energy efficient lighting; and the timing of maintenance projects.
22. **Program Support:** This line includes kitchen supplies and Sunday parking expenses.
23. **Diocesan Pledge:** In 2018 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 2017 actual income.
24. **Outreach:** Savings were in areas of ministry spending and supplies. All budgeted-for grants were given.
25. **Transfers to Restricted:** These funds are from columbarium sales; \$25,000 was divided evenly between Quasi-Endowment and the restricted Capital Projects fund, per our Columbarium policy.
26. **Increase in Net Assets for Future:** Acknowledging the \$250,000 transferred from a restricted fund (see note 12 above), we finished 2018 in the black by \$331,85. Consistent with recent years’ practice, a portion of these funds may be used in the 2019 budget.

Operating Fund Pledge History

Year	2014	2015	2016	2017	2018
Number of Pledges	1142	1187	1185	1157	1039
Average Pledge	\$3,322	\$3,375	\$3,241	\$3,357	\$3,702
Gross Pledge Amount	\$3,793,154	\$4,005,602	\$3,840,418	\$3,883,913	\$3,846,166
Gross Pledge Change	2.0%	5.6%	(4.1%)	1.1%	(.99%)
Pledge Revenue Received*	\$3,843,746	\$3,933,693	\$3,876,292	\$3,894,509	\$3,899,208
Pledge Delinquency Rate	5.0%	7.25%	4.7%	4.2%	4.09%

*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 \$160,000 a year).

Outreach Grants to Outside Agencies

	2016	2017	2018
Abrahamic Faiths Peacemaking Initiative	\$1,500	\$1,500	-
Al Otra Lado	-	-	250
Brady Center to Prevent Gun Violence	1,500	-	-
Citizen's Climate Education Corporation (CCEC)	1,500	-	-
Clergy and Laity United for Economic Justice (CLUE)	5,000	-	5,000
Coalition for Human Immigrants Rights (CHIRLA)	1,500	5,000	10,000
Day One	5,000	5,000	-
Friends in Deed	7,000	7,500	10,000
Flintridge Center	-	5,000	-
Friends of Sabeel	1,000	-	-
Global AIDS Interfaith Alliance (GAIA)	5,000	5,000	-
Grace Center/Five Acres	5,000	5,000	-
Hillsides Family Center	10,000	7,500	-
Homeboy Industries	1,500	-	-
Institute for Healing Memories – North America	1,000	-	-
Interfaith Communities United for Justice and Peace	1,000	1,000	-
Interfaith Power and Light	-	5,000	10,000
LA VOICE	-	-	10,000
Learning Works	-	2,500	2,000
Muslim Public Affairs Council (MPAC)	5,000	5,000	-
National Day Laborer Organizing Network	1,500	2,500	-
P&J Discretionary Grants	12,000	11,000	10,000
Planned Parenthood	-	-	10,000
Progressive Christians Uniting (PCU)	1,000	-	-
Thistle Farms	-	-	5,000
Union Station	10,000	10,000	-
Women Against Gun Violence	1,500	-	-
Young & Healthy	10,000	10,000	-
TOTAL	\$88,500	\$88,500	\$72,250

Investment Funds Summary

General Endowment Fund

Church Investment Group (CIG)	\$ 967,358.00
Episcopal Federal Credit Union	\$ 56,310.73
Total General Endowment	<u>\$ 1,023,668.73</u>

Regas Peace & Justice Endowment Fund

CIG Fund	\$ 175,038.71
Total Regas Peace & Justice Endowment	<u>\$ 175,038.71</u>

Quasi-Endowment Fund

CIG Fund	\$ 577,267.10
City National Bank	\$ 982,587.18
Total Quasi-Endowment	<u>\$ 1,559,854.28</u>

GRAND TOTAL INVESTMENT FUNDS	<u>\$ 2,758,561.72</u>
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our stories

All Saints Church warmly thanks everyone in our community who generously committed a pledge in support of our 2018 annual operating budget:

32 Anonymous	Paula Bailey	Robert Bilheimer	Mark Cammack & Stepany
Barbara Ackermann	Emily Baird	Liza Billington	Tambunga
Greg Adams	Clif & Rosemary Baker	Cindy Bishop & Mark	Daniel & Susie Campana
Susan Adkins	Daniella & Lynsey Baker	Tsagalakis	Julie Campoy
Mark Afram	Aline & Danny Bakewell	Bob Black	Diana Carbajal Mejia &
Herb & Juliane Agner	Betty Bamberg	Rick Bolton & Katie Mills	Juan Mejia
John & MaryAnn Ahart	Shannon Bankhead	Jim Bond	Paul & Susan Carey
Paul & Anne Ahrens	Linda Banks	Cheryl & Armando Bonilla	Amanda Carlin & Fred
Bob Aicher & Jill Hunting	Gail & Robert Bardin	Linda & James Bonn	Sanders
Grace Ajilore	Charles & Kate Barker	Thomas Boomer	Robert & Maureen Carlson
Shizuko Akasaki	Greg Barnes	Roman Borek	Rosie & Mehdi Emrani
Jim Albarano & Derek Wan	Susie & Reggie Barnes	Don & Susan Bosch	Carlos Carrillo
Rhonda Albey	Jamie Barnett	Hilda Boulware	Karen Carrillo
Marianne Albina	Bruce Barrett	Talia Bowman	Lorna Carry
Terese Alirez	Barbara Barrett-Byrne	Phyllis Boyajian	Wayne & Judy Carter
Herodia & Harry Allen	Randall Bartman & Beth	Mark Braden	Thomas Castañeda &
Tom Allen	Houskamp	Tim Bradley & Jocelyn	Richard von Ernst
Joshua Alvarenga	Edward & Brenna Bash	Washington	Christopher Castaneda &
Donna Ambrogi	Mary Bassel	Tom Brady & Lynn	Jamie Weber Castaneda
Sasha & Bill Anawalt	Amanda Baughman	Fairbanks	Blaine & Virginia Cavena
Cheryl Andersen O'Colmain	Wendy & Charles Bayer	Lynn & Dan Braswell	Linda Centell & Ed
Kimberly Anderson	Michael Bearden & Patricia	Amy Brenneman	Washataka
Kristin & Shannon	Marquez	Sharon Brock	Phyllis Chambers-Emmons
Anderson	Richard Beatty	Alicia Brossy de Dios	Kyle & Elizabeth Champion
Polly & Jamie Anderson	Peter Bechtel & Michael	Edward C. Brown	Anne Chaney & Matt
Barbara Andrade	Wong	Susan Brown	Brewer
DuBransky & Tom	Lorraine Becker	Jean Bruce Poole	Elizabeth & Joshua Chase
DuBransky	Holly Becker Downs &	Bob & Therese Brummel	Celesta Cheney-Rice
Mark & Alison Ankeny	Dermott Downs	Christopher Brunwin &	Jacqueline Chilin & Joel
Robert & Gloria Antall	Edward Beckett & Sharon	Deana Elliott	Sanchez
Jerry Antig	Bailey-Beckett	Mary Bucci Bush	Yok Choi
Lynn Aponte	Barbara Beckham	Bobby Buchanan & Russ	Dorothy Christ
Lizette Arevah	Marcia Bedard	Lee	Roxanne Christ
John Armstrong	John & Deborah Bednarski	Dan & Debbie Bump	Huw & Rachel Christopher
Peter & Paula Arvedson	Marcia Behar	Margaret Burdge	Henry Chu & James Baer
Carolyn Ash	Barbara Bell	Peggy Burt	Christiane Citron
Frank & Winnie Ashford	Jay Belloli	Betye Burton	Marlan Clarke
William Atsumi	Beatriz Beltrán	Juana Ivett Busby	Carol Clary
Ralph Ayers	Christine Berardo	Tiffany Bussard	Virginia Classick & Chuck
Ingrid Baartman	Nikoo Berenji	Joy Bustrum & Scott	Rossie
Catherine Babcock	Robert & Bya Berger	Garrels	Hillary & Peter Clayburgh
Mike & Carole Babcock	Matthew Berkley	Edichi Byerly	Lorraine Clearman & Jim
Joseph Babeu	Jonathan & Kimberly Berry	Eddie & Nikki Cahill	Panos
Lorenzo Bacani	Mary Anne & Bill Berry	Howard & Naomi Caldwell	Cathy Clement
Ed Bacon & Hope	Sandy Biery	John & Susan Caldwell	Lilli Cloud
Hendricks-Bacon	Richard & Susan Biggar	Ed Cameron	

Valerie Coachman-Moore & Solomon Moore	Anita Davis	Lori Dutcher & Loxie Brown	Louise & Tom Fox
Erika Cobb	Ashley Davis	Gretchen Duvall & Rui Kanai	Sidney Fox
John & Lisa Cochran	Chris & Jennifer Davis	Frank & Teresa Dvoracek	Beverly Franco
Anil Coelho	Cyrus Davis	Kathleen Dwyer	Gary & Ann Freeman
Loretta Coha	Kathy Davis	Grace & William Dyrness	Patricia Fu
Betty Cole	Maggie Davis	Hannah Earnshaw	Wendy Furman-Adams
Christopher Coleman	Rick Davis	Dave & Becky Ebershoff	Antonio Gallardo
Mary Coles	Pat & Marsha Dawe	Carol Econn	Steve & Grace Galton
Sharon Collins	Lisa Dawe & Darrell Park	Joel Edstrom & Peggy Adams	Suzette Galvan
Jean & Richard Cone	Frank & Janet De La Peza	Mark & Wendy Edwards	James Gamboa
Eleanor Congdon	Shelley & Brian De Leon	Andrea Eggers	Francisco & Rebekah Garcia
Mary Connae	David Deamer & Rise Worthy-Deamer	Elizabeth Eilers	Paul Garcia
Karen Connolly & Gregory Surman	Gloria & Dave DeCoste	Nader & April Eldahaby	Patrick Garcia & Eric Baker
Lisa Giglio Connor	Sharyn Delahousie	Candace Elliott	Ann Gardner
Helen Cooper	Chris Delamarter	Kay Ellis	Gerti Garner
Renatta Cooper	Howard Den Hartog	Peter Ellis	Laura Garrett
Terry & Megan Cooper	Justin Denlinger & Kristen Sipper-Denlinger	Ed Ellison	Kate Gasparrelli & Mike Byrne
Cynthia Copeland	Joan Depew	Robert Endara	Debbie Gastler & Andrew Malloy
Adam Coppersmith & Elizabeth Green	Christian Desmond & Sarah Orth-Desmond	Scott England & Jennifer Windham	Ada Gates-Patton
Connie Corley	Ginger Detoy	Jane Engleman	Will Gatlin
Robert & Marna Cornell	Len Devane	Ruth & Dierk Esseln	Nicole Gatto & Mark Moreno
Michael & Diane Cornwell	Bill Deverell & Jennifer Watts	Cy & Robyn Estabrook	Mae Gautier & Norman Thomas
Catherine Cory	Sally DeVore	Donna Estacio	China Gerstner
Patricia A. Coulter	John Deweese & Greg Ryan	Tim Everett & Jeannette Liu	Patrice Gibson
Barbara Covington & Paloma Barroso	Joanna Dewey & Fairbairn Powers	Jessica Ewing	George & Janet Gillespie
Jan Cowell	Johari DeWitt-Rogers	Donna Falls	Anne & Dick Gillett
Jerry Craig	Janet Dial	Kimberly Farnam	Gregory & Jessica Gillooly
Gail Crawford	Brent & Sarah Dickinson	John & Joan Fauvre	Wanjiru Gitau
Shirley Crawford	Susan Dickson	Rick & Judy Felton	Chris Glaeser and Jane Brust
Charleen Crean	Benjamin Diehl & Kathryn Woods	Gairhri Fernando	Michael & Marisa Glass
Betsy Crighton	Kitty Dillavou	Russell Ferrante & Gerry Puhara	Kaylie Glawe
Linda Critchfield	Giuseppe DiMassa	Steve & Margaret Finnegan	Christian Glawe & Christine Hartman
Becky Crocker	Joe & Maria DiMassa	Mary Beth Finnerty	Terry Gock & Michael Zeldin
Tony Crocker	Luca DiMassa	Judith Fischer	Kerry Anne Goldstone
Phillip Crouch	Giancarlo DiMassa & Emily Dossett	Frances Fitzgerald & Bill Brummel	Anisha Gomes & Cory Youngblood
Thomas Croyle	Sara Dogbe	Julie Flad-Leto & Brian Leto	Larry Gonzalez & Jim Jansen
Ed Cruz	John & Kathleen Donaldson	Jean Fleming	Leila Gonzalez & Ken McCue
Math Cuajungco	Carminnie Doromal	Christopher Flick & Marita McCarthy	Alex Gonzalez & Anne Reid
Fritzie Culick	Alex Dorsey	Henry Fliegel	Nancy Goodell
John & Yvonne Cullen	Kirk & Maria Downey	Chris Folz	Jim & Maria Goulding
Jonathan Cullen	Tom Drino	Cindy Fong	Joan Goulding & Dan Braun
Bill Cunliffe	Jo Drummond	Katie Ford	Phillip and Ann Graf
Margaret Cunningham	Chad Druten	John & Jai Forney	Tracy Gray
Wendy Carrier	Francois & Cheryl DuBoucheron	Sarah Forth	Alastair & Gerry Greeves
Jim & Debbie Currul	Rosalind & Gregory Duhon	Hank & Britta Foshee	Adrienne Greshock & Rachel Eberhard
Carole Dahl	Bob & Merrily Dunlap	Charles Foster	Robb & Mary Grimm
Gary Dahle & Derek Whitefield	Jim & Nancy Dunton	Christian Foster	
Richard & Jinny Dalbeck	Paul Dupree	Leroy Foster	
Georgia Daniels	Michael F. Duran	Wendell & Ann Foster	
Paul & Mindy Danna		Jim Fox	
Bill & Nancy Dannevik			
Anna Davalos			
Rebecca & Les Davies			

Ann Lee Grimstad & Blaise Ndjamen	Marian Hersh	Lynn & David Jay	Mary Beth Knox
Margo Groves & Bob Hunter	Molly Hetrick & Mehdi Tadayon	Michael & Georgia Jeffries	Al & Harriet Koch
Lauren Grubaugh	Randy & Doni Heyn-Lamb	Julie Jenkins	Lorraine M. Koyama
Shirley Guldimann	Jerry Higgins & Janet Davis	Katherine Jew	Barbara Kramarz
Jody Gunn	Sharon Higuera	Maggie Joan	Sue Kujawa
Ted & Gail Gunther	Julianne Hines	Craig Johnson	Russ & Hannah Kully
Wendy Gutschow	Mark Hobbs	Ed & Susan Johnson	Kyle Kunawongse
Margaret Guy	Judy Hochenauer & Frank Cunningham	Rhonda Johnson	David Kurtz
Wm. Mark Hafeman	Sarah Hodges & Charlie Newton	Stephen Johnson	Peter Laarman
Sue Haffley	Cecil & Pat Hoffman	Kathy & Jann Johnson- Lacoss	Deanna LaFave
Erica Hahn	Pamla Hoffman	Michelle Johnston	Hannah Lafler
Hanna Hahn	Jonathan Hohman	Albert & Dana Jones	Ellen Lafler & Joe Garza
Charles Haig	James W. Holchin	Crystal Jones	Victoria LaFortune
Elizabeth Hailey	Keith Holeman	Cynthia Jones	Margaret Lanam
Jody Hall	Karen Holgerson	Oliver Jones	Ernest & Liz Landin
Katy Hall	Nellie & Robert Hollomand	Ann Jopling	Wayne & Linda Langford
John & Anna Hallstrom	Christina Honchell	Carol Jung	Jeremy & Tina Langill
Margo Halsted & Peter Lesourd	Timothy & Kathryn Hooten	Jane Karageorge	Stuart & Scott Lardizabal- Rosen
Caryl Hamilton	Cameron & Phyllis Hoover	Jeff & Margaret Kean	Toni Larsen
Millie Hamilton	Richard & Margie Hope	Dorothy Keane	Kristy Larsen & Dirk Dierking
Ruth Hammond	George Hopkins	Gary Kearney & Mary Lou Byrne	Jansen & Elizabeth Lashley- Haynes
Aleta Hancock	John Horn & Linda Burrow	Paul Keeley & Tim Cummings	Richard Laski & Kris Rinkus Laski
Jarratt Dean Hare	Ann Horton	Judy Kehr	Daniel & Alison Laster
Olive Harkness	Susan Houser	Cathy Keig & Jim Hayes	Richard & Janice Lau
Joe Harper	Veronica Houston	Ace Keith	Wanda Lau
Paul Roy Harris	Edie Hovey	Phoebe Kellogg	Desiree LaVertu & David Caspole
Suzanne Harris	Sally Howard & Peter Schou	Stephen Kellogg & Ann Lindsey	Sally Layne
Vickie & John Harris	Melinda Howell	Joe & Pat Kelly	Bob Lazzarini & Wendy Hudson
Teresa Hartley	Tom & Mary Hubbard	Clare Kelly & Matthew Sullivan	Brian & Candy League
Richard Harvey	Tom & Monica Hubbard	Andrew & Staci Kennelly	Jacques Lee
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Gloria & Brian Hayes	Brian Huff	Elizabeth & Ian Kibbey	Gary Leonard
Karen Hayes	Al & Mary Lee Hughes	David Kidd & Wendy Lawless	Kathy Leonard
Linda Hayes	Peter Hulit & Greg Wright	Susan Kientz	Jean Leshner
Melissa Hayes	Tim & Catherine Hummel	Marilyn Kierscey	Barbara B. Lester
Jennifer Hayes	Barbara Hunt	Lisa Killen	Jack LeVan
Argola Haynes	David Hunt	Angela Killoren	Boyd Lewis
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Deanne Hendricks	Janet & Neil Jack	Lida Kizzia	Jim Loduha
Carol Henning	Susan & Michael Jackson	Tessa & Steven Klarin	Edward Logreco
Joe Henry & Melanie Cicccone	Tony Jackson & Norweeta Milburn	Susan Knecht	Bob & Susan Long
David & Kelly Hensley	Carina Jacob	Becky Knell	Lydia Lopez
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Gregory Hernandez & Elise Barclay	Jeff & Sparky Jamison		
Stephanie & Kyle Herrman	Karen Jarnagin		

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 Esther & Franklyn LoVerme
 Dan & Carol Lundberg
 Karin & Kenji Luster
 Jason Lyon & Timothy
 Hartley
 Steve Lytle & Scott McEuen
 Elizabeth MacCurdy
 Donna MacElroy
 Chris & Sheila Mackey-
 Mason
 Nancy Macky
 Dianne Magee
 Cathy Maginn
 Laura Mahaffey
 Carol Mainlander
 Margo Malakoff
 Susan & Frank Malinowski
 Phyllis Manley
 Jeanette Mann
 Maureen Manning
 Alec Mapa & Jamie Hebert
 Kenneth & Christine
 Marcus
 Frances Marsden Cutts
 Chris & Leanne Martin
 Scott & Kate Martin-Rowe
 Kimberly Maska
 Annissa Mason Doumitt &
 Rob Doumitt
 Michael Massei & Walter
 Lim
 Chris & Rebecca
 Mathewson
 Allen & Weta Mathies
 Margaret & John McAustin
 Dan & Abby McCarrel
 Muriel McClendon
 Bob & Carol McCrary
 Art McDermott
 Patrick & Kirstin McDonald
 Jan McFarlane
 Jeannette McFarlane
 Jennifer McGaw
 Sarah McGrail-Dimalanta &
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