

# 2019 FINANCIAL ANNUAL REPORT & BUDGET REPORT 2020

ALL SAINTS CHURCH, PASADENA



ALL SAINTS CHURCH

# 2019

## Financial Annual Report

March 18, 2020

Dear Fellow Parishioners,

I am pleased to report that 2019 was another year of prudent financial management of the funds generously given by our parishioners and larger community to support the work of All Saints Church.

Thanks to your generosity and ongoing support and the careful and prudent expenditures of our staff, our total support exceeded our expenditures. We came in over \$100K over budget on the Support side, mainly due to an increase in film usage of the campus and in special gifts. On the Mission (expenditure) side, we spent \$300K less than we had anticipated in the budget. The bulk of those savings were realized in personnel. Staff vacancies, some of which we plan on filling in 2020, were largely responsible for these reduced expenses.

The bottom line for our financials is that we finished 2019 in a solid financial position with income exceeding expenditures by over \$420K. Although this is very good news, our 2020 budget presents substantial challenges. The budget passed by the Vestry at its February meeting and which will be presented to the parish at our annual meeting reflects significant increases in personnel costs as well as a reduction in actual income from 2019 to 2020 of approximately \$290K. With additional costs to maintaining the status quo, the intention to hire a fourth priest, expected increases to insurance, maintenance of worthy wages and providing a modest cost of living increase to our hard-working staff, even with cost cutting measures enacted by our staff and parish, we are looking at an approximate \$420K shortfall. Because of the generosity of this parish in making additional gifts and increased pledges in 2019, we are fortunate, for the 24<sup>th</sup> consecutive year, to have reserves to carry forward into 2020 to balance the budget. The vestry is committed to taking steps over the next year to increase the efficiency of our parish, decreasing our reliance on reserves built up from prior years, while honoring the time and efforts of our staff.

We are currently in the midst of an unprecedented time in our world and in our community of faith. As we are physically distanced from each other, we are called to be here for each other and for those most in need during this time. 2020 is already proving to be a challenging year in almost every way. However, when we support each other and our larger community through small and large gifts of time, talent and financial support, we will come through this together, in love.

I want to deeply thank our staff, Vestry and finance committee for their time, expertise, and prayerful discernment in their decision making. A special thank-you also goes out to all of our donors. Because of your on-going and sustained generosity, All Saints continues to be a beacon of love, justice, inclusion, joy and a radical Jesus.

With love and appreciation,



Kimberli Hudson  
Chair, Finance Committee

# 2019

## Financial Annual Report

Note: These financial reports are unaudited statements, for internal use. Audited statements for 2019 will be available after June 30, 2020.

### Balance Sheet

<b>Assets</b>	<b>Balance at December 31, 2018</b>	<b>Balance at December 31, 2019</b>
Cash - Operating	\$ 2,365,901	\$ 2,171,042
Cash – Building Project	2,202,990	2,092,043
Cash – Quasi-Endowment*	916,182	1,101,772
Investments	1,775,975	1,999,015
Receivables	4,121	151
Prepaid Expenses	(23,135)	3,800
Land, Buildings, Furniture & Equipment	17,653,665	17,653,665
Columbarium Inventory**	83,879	83,879
<b>Total Assets</b>	<b>\$ 24,979,577</b>	<b>\$ 25,105,368</b>
<b>Liabilities</b>		
Payroll Withholdings Payable	9,510	15,913
Pension Payable	143,349	147,776
Prepaid Pledges	424,538	402,471
Other Accrued Expenses	26	-
Long-Term Notes Payable	-	-
<b>Total Liabilities</b>	<b>577,423</b>	<b>566,161</b>
<b>Net Assets (Fund Balances)</b>		
Unrestricted	19,012,720	19,012,927
Temporarily Restricted	3,809,350	3,818,448
Permanently Restricted	1,580,084	1,707,831
<b>Total Net Assets</b>	<b>24,402,154</b>	<b>24,539,207</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 24,979,577</b>	<b>\$ 25,105,368</b>

\* 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.

# 2019

## Financial Annual Report

### 2019 YEAR END FINANCIAL REPORT

	Budget	Actual	Notes	Variance
Pledges	3,654,768	3,692,156	1	37,388
Special Gifts	230,000	270,086	2	40,086
Plate Offerings	150,000	131,859	3	(18,141)
Special Offerings	112,000	111,429	4	(571)
Grant Income	-	-		-
Parking Lot Income	240,000	240,000	5	-
Building Usage	80,000	105,314	6	25,314
Endowment Income	123,624	123,624	7	-
Interest/Dividend Income	-	2,305	8	2,305
Offsets to Expenses	74,000	108,667	9	34,667
Columbarium Income	-	10,313	10	10,313
Transfers from Restricted	545,000	545,000	11	-
<b>TOTAL SUPPORT</b>	<b>5,209,392</b>	<b>5,340,753</b>		<b>131,361</b>
Personnel	3,403,122	3,146,835	12	256,287
Worship	141,200	149,530	13	(8,330)
Music	92,447	91,616	14	831
Children and Youth Music	30,750	26,099		4,651
Pastoral Care	30,650	30,173	15	477
Children, Youth and Families	39,800	39,442		358
Parish Life	12,650	15,549	16	(2,898)
Education/Formation	20,650	21,334	17	(684)
Congregational Development	25,400	23,976		1,424
Communications	54,050	49,430		4,321
Technology (IT)	85,260	84,058		1,202
Administration	333,733	287,618	18	46,115
Giving	46,100	42,208		3,892
Buildings and Grounds	318,450	336,360	19	(17,910)
Program Support	41,100	34,448	20	6,652
Diocesan Pledge	480,000	480,000	21	-
Outreach	54,030	47,846	22	6,184
Transfers to Restricted	-	10,313	23	(10,313)
<b>TOTAL MISSION</b>	<b>5,209,392</b>	<b>4,916,835</b>		<b>292,559</b>
<b>Increase(Decrease) in Net Assets</b>		<b>423,919</b>	24	

# 2019

## Financial Annual Report

### Notes on the 2019 Results:

1. **Pledges:** Our actual delinquency for 2019 was -.02%. We budgeted for a 4.2% delinquency, based on historical averages. We finished the year over budget in Pledges by \$37k, due to a generous overpayment (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 2019.
2. **Special Gifts:** We finished 2019 over budget in special gifts by \$40k, due to generosity in year end gifts.
3. **Plate Offerings:** The deficit in this line tracks with lower Sunday attendance; this is the third year that open plate offerings have been below budget, and budgets have been reduced accordingly.
4. **Special Offerings:** This category includes Christmas and Easter offerings, mail gifts, bequests, memorials and special collections. This category also includes \$10,000 for underwriting for major Giving events, which were not included in the Giving budget.
5. **Parking Lot Income:** We continue to operate under a month-to-month contract with Perfect Parking, Inc.
6. **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 2019, 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.
7. **Endowment Income:** Endowment income is based on 5% of the balance of endowment funds averaged over the past four quarters.
8. **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).
9. **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. The positive variance consists of payments for Buildings and Grounds labor for film shoots and outside events, Homecoming food, Funeral/Memorial payments, and flowers for Easter and Christmas (offsetting the overage in Worship below).
10. **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.
11. **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 2019 we moved cash available at the end of 2018 from Net Assets available for Future Use into the 2019 operating budget. The amount transferred in 2019 was \$540,000.
12. **Personnel:** The savings we show in 2019 are from open clergy positions and a position in Buildings and Grounds (B&G). 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.
13. **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.
14. **Music:** The 2019 budget did not include instrumentalists for Christmas, Homecoming or All Saints Day. Instrumentalists for Christmas were funded by a special gift, and instrumentalists for All Saints Day were funded by the Quasi-Endowment bequest of George Unger.
15. **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).

# 2019

## Financial Annual Report

16. **Parish Life:** Parish Life was over budget due to a different procedure for food at Homecoming (in prior years, food trucks were engaged and there were no expenses incurred). There was a corresponding variance in income (see Offsets to Expense above).
17. **Education/Formation:** Education/Formation was over budget due to OWL expenses (Our Whole Lives, a new values based sexual education curriculum). The budget for 2020 will be increased accordingly.
18. **Administration:** The variance in Administration is accounted for primarily by savings in copiers (new lease), rector's entertainment, property taxes, and funding for the implementation of the Four Goals Work.
19. **Buildings and Grounds:** Overages were in plumbing, security systems, handyman services, and material and supplies.
20. **Program Support:** This line includes kitchen supplies and Sunday parking expenses.
21. **Diocesan Pledge:** In 2019 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 2018 actual income.
22. **Outreach:** Savings were in areas of ministry spending and supplies. All budgeted-for discretionary grants were given. Outreach grants to outside agencies were suspended for 2019.
23. **Transfers to Restricted:** These funds are from columbarium sales; \$10,313 was divided evenly between Quasi-Endowment and the restricted Capital Projects fund, per our Columbarium policy.
24. **Increase in Net Assets for Future:** Acknowledging the \$540,000 transferred from a restricted fund (see note 11 above), we used \$116,081 of those restricted funds to meet the expenses of 2019. We finished the year with \$424,000 of those reserved funds unused. Consistent with recent years' practice, a portion of these funds may be used in the 2020 budget.

# 2019

## Financial Annual Report

### Operating Fund Pledge History

Year	2015	2016	2017	2018	2019
Number of Pledges	1187	1185	1157	1039	818
Average Pledge	\$3,375	\$3,241	\$3,357	\$3,702	\$4,057
Gross Pledge Amount	\$4,005,602	\$3,840,418	\$3,883,913	\$3,846,166	\$3,506,114
Gross Pledge Change	5.6%	(4.1%)	1.1%	(.99%)	(8.84%)
Pledge Revenue Received*	\$3,933,693	\$3,876,292	\$3,894,509	\$3,899,208	\$3,692,156
Pledge Delinquency Rate	7.25%	4.7%	4.2%	4.09%	(.02)%

\*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).

### Investment Funds Summary

#### General Endowment Fund

Church Investment Group (CIG)	\$ 1,073,064.85
Episcopal Federal Credit Union	\$ 56,395.25
Total General Endowment	<u>\$ 1,129,460.10</u>

#### Regas Peace & Justice Endowment Fund

CIG Fund	\$ 197,054.14
Total Regas Peace & Justice Endowment	<u>\$ 197,054.14</u>

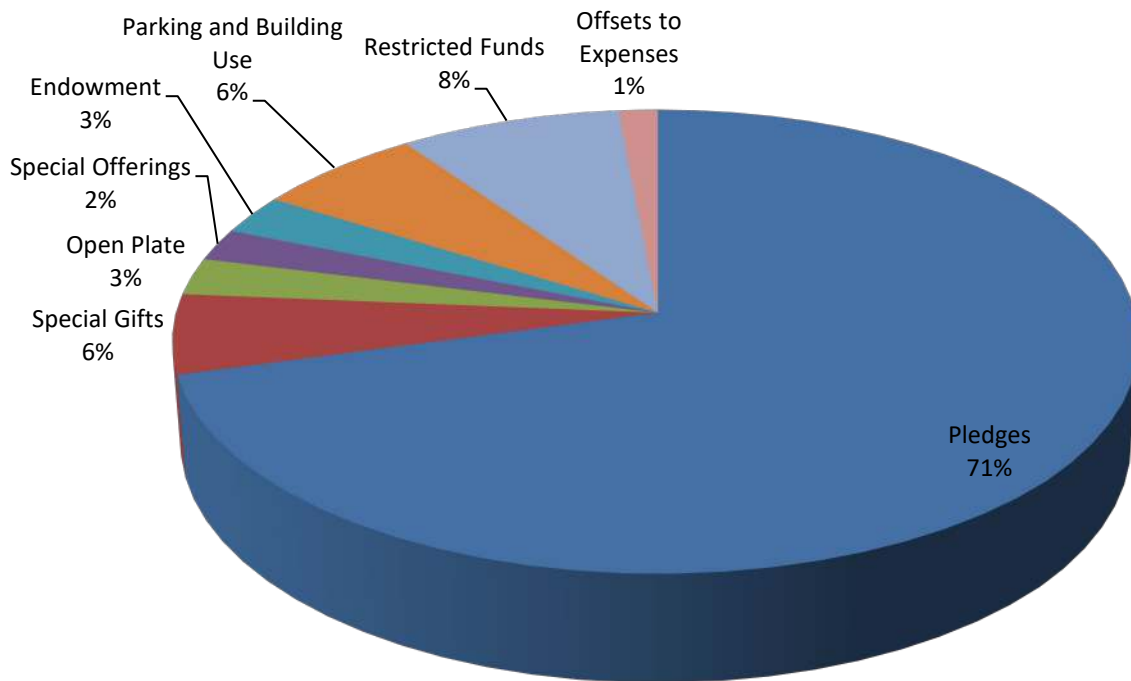
#### Quasi-Endowment Fund

CIG Fund	\$ 672,501.16
City National Bank	\$ 1,101,772.34
Total Quasi-Endowment	<u>\$ 1,774,273.50</u>

GRAND TOTAL INVESTMENT FUNDS \$ 3,100,787.74

# 2020 Budget Report

## 2020 Income Budget



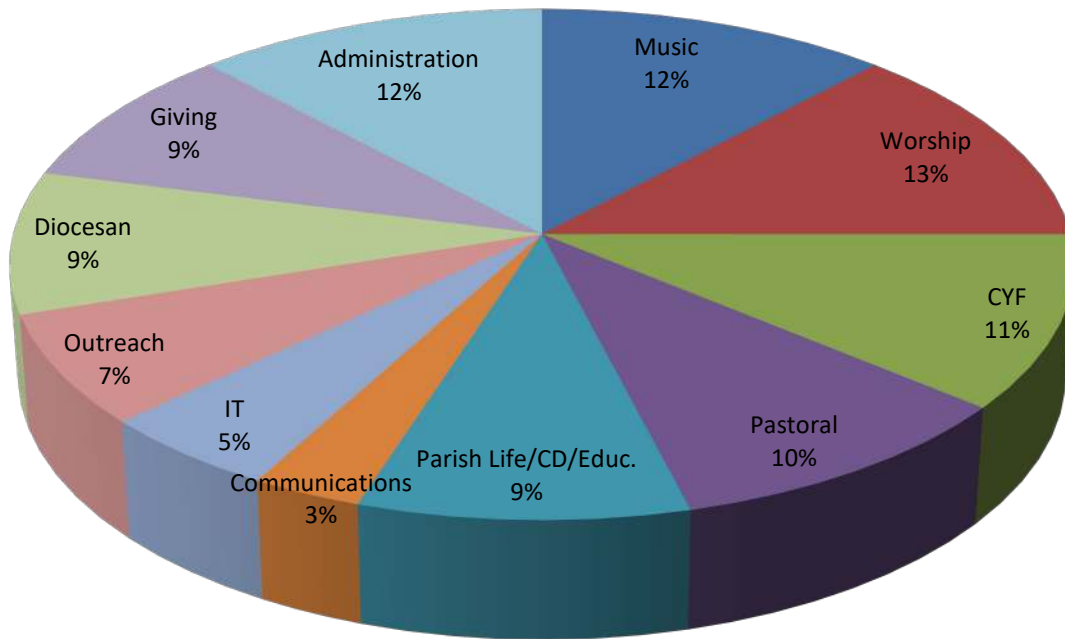
Pledge payments provide over 70% of our budget in 2020.

Only 3% of our budget is funded by income from our endowments.



# 2020 Budget Report

## 2020 Expense Budget With B&G & Personnel Distributed



Personnel costs, including music contractors, accounts for 69% of our 2020 budget. This is normal for a church or a nonprofit. Because that large number is not transparent about what various programs cost, this graph illustrates program areas with salaries and benefits allocated appropriately, as well as a distribution of Buildings and Grounds costs to various programs.

# 2020 Budget Report

## 2020 BUDGET

	2019 Budget	2020 Budget	Notes	Variance
Pledges	3,654,768	3,564,955	1	(89,813)
Special Gifts	230,000	280,000	2	50,000
Plate Offerings	150,000	130,000	3	(20,000)
Special Offerings	112,000	112,000	4	-
Parking Lot Income	240,000	240,000	5	-
Building Usage	80,000	80,000	6	-
Endowment Income	123,624	138,455	7	14,831
Offsets to Expenses	74,000	74,000	8	-
Transfers from Restricted	545,000	419,000	9	(126,000)
<b>TOTAL SUPPORT</b>	<b>5,209,392</b>	<b>5,038,410</b>		<b>(170,982)</b>
Personnel	3,403,122	3,358,190	10	44,932
Worship	141,200	128,100	11	13,100
Music	92,447	87,447	12	5,000
Children and Youth Music	30,750	27,750		3,000
Pastoral Care	30,650	29,925		725
Children, Youth and Families	39,800	39,800	13	-
Parish Life	12,650	11,400		1,250
Education/Formation	20,650	18,950	14	1,700
Congregational Development	25,400	24,400		1,000
Communications	54,050	36,575	15	17,475
Technology (IT)	85,260	80,260		5,000
Administration	333,733	286,233	16	47,500
Giving	46,100	48,800	17	(2,700)
Buildings and Grounds	318,450	322,450	18	(4,000)
Program Support	41,100	35,100	19	6,000
Diocesan Pledge	480,000	455,000	20	25,000
Outreach	54,030	48,030	21	6,000
<b>TOTAL MISSION</b>	<b>5,209,392</b>	<b>5,038,410</b>		<b>170,982</b>

# 2020

## Budget Report

### Notes on the 2020 Budget:

1. **Pledges:** Our delinquency for 2018 was -.99% and we budgeted for a 4.2% delinquency for 2019, based on historical averages. Our actual delinquency rate for 2019 was -.02%. The pledge line budget is determined by a formula which considers gross pledges and projected new pledges, applies a delinquency to that number (2.5%, based on low delinquency the last two years), adds in nonpledge support (those who do not make a pledge but give regularly), projected late payments and projected late pledges. Our pledge budget line is lower for the third year in a row (\$90k lower in 2020 than it was in 2019). We are grateful for the generosity of all of those who made pledges to our 2020 budget.
2. **Special Gifts:** We increased the budget line for 2020 in order to close the budget, based on an assessment by the rector and the Director of Giving.
3. **Plate Offerings:** We are decreasing this budget line based on 2019 actuals. 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.
5. **Parking Lot Income:** We continue to operate under a month-to-month contract with Perfect Parking, Inc.
6. **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 2020, and budgeted with an expectation that shoots would continue to be booked. It is impossible to predict how many opportunities we will be able to accommodate in any given year.
7. **Endowment Income:** Endowment income is based on 5% of the balance of endowment funds averaged over the past four quarters.
8. **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 meals for Homecoming Sunday. Payments for staff time used during film shoots also included in this line.
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 recent years, in 2020 we moved cash available at the end of 2019 from Net Assets available for Future Use into the 2020 operating budget. The amount transferred in 2020 was \$414,000, out of \$424,000 in available funds. \$10,000 of those available funds was moved to a restricted fund for capital projects.
10. **Personnel:** The 2020 Personnel budget includes: 4.5 clergy positions (the fourth full-time priest to start in November), annualized salaries for Directors of Giving and of Congregational Development (both were funded for a partial year in the 2019 budget), and the open position of Facilities Manager. Open positions for a receptionist and for an administrative assistant were not funded for 2020. Health benefits went up 11% for 2020, and worker's compensation insurance went up 20%. Cuts were made to continuing education for most staff, and for the rector's professional expenses.
11. **Worship:** Budget cuts for 2020 included Sunday flowers, Easter and Christmas flowers/decorations, and cuts to the music offered at the 1pm service.

# 2020

## Budget Report

12. **Music, Children and Youth Music, Pastoral Care, Parish Life, Congregational Development, and Information Technology:** In order to balance the 2020 budget, cuts were made to various program budgets, determined by the department heads.
13. **Children, Youth, and Families (CYF):** No budget cuts were made to CYF programming for 2020.
14. **Education/Formation:** Budget cuts were made to education programming, with the intention that all programming will pay for itself. No cuts were made to rector's forums. Funds were added to the budget for Our Whole Lives (OWL), a new values based sexual education curriculum, so that we can expand the age ranges included in the program.
15. **Communications:** We discontinued the monthly Saints Alive periodical, and additional cuts were made in advertising.
16. **Administration:** Cuts were made in the funding for Four Goals Work and in rector's entertainment, the vestry/staff conference, and in materials and supplies.
17. **Giving:** A small increase to the budget was added to engage a data service for analyzing giving potential.
18. **Buildings and Grounds:** Small increases were made for increased utility costs (water and rubbish).
19. **Program Support:** This line includes kitchen supplies and Sunday and special occasion parking expenses. Cuts were made in kitchen supplies for 2020.
20. **Diocesan Pledge:** In 2020 we are giving 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 2020 budgeted income. We have given just over 10% in past years, with the budgeted amount not dropping when our budgeted income dropped the past two years. This is a cut of \$25,000 for 2020.
21. **Outreach:** Cuts were made in programming. Discretionary grants are still in the budget. Grants to Outside Agencies are not in the budget in 2020 (as they were not in 2019; they were cut significantly in 2018).



All Saints Church warmly thanks everyone in our community who generously committed a pledge in support of our 2019 annual operating budget:

32 Anonymous  
 Barbara Ackermann  
 Greg Adams  
 Susan Adkins  
 Mark Afram  
 John & MaryAnn Ahart  
 Paul & Anne Ahrens  
 Bob Aicher & Jill Hunting  
 Grace Ajilore  
 Shizuko Akasaki  
 Jim Albarano & Derek Wan  
 Rhonda Albey  
 Oscar Alcantara Lopez  
 Kegan & Helen Allee-Moawad  
 Terese Alirez  
 Tom Allen  
 Donna Ambrogio  
 Cheryl Andersen O'Colmain  
 Brinell Anderson  
 Kristin & Shannon Anderson  
 Jamie Anderson  
 Polly Anderson  
 Troy Anderson  
 Barbara Andrade DuBransky & Tom  
 DuBransky  
 Mark & Alison Ankeny  
 Robert & Gloria Antall  
 Jerry Antig  
 Lynn Aponte  
 Wayne April  
 Rigoberto & Eva Arrechiga  
 Peter & Paula Arvedson  
 Carolyn Ash  
 Frank & Winnie Ashford  
 William Atsumi  
 Ralph Ayers  
 Ingrid Baartman  
 Catherine Babcock  
 Mike & Carole Babcock  
 Ed Bacon & Hope Hendricks-Bacon  
 Paula Bailey  
 Clif & Rosemary Baker  
 Daniella Baker

Aline & Danny Bakewell  
 Betty Bamberg  
 Shannon Bankhead  
 Linda Banks  
 Gail & Robert Bardin  
 Charles & Kate Barker  
 Greg Barnes  
 Susie & Reggie Barnes  
 Jamie Barnett  
 Bruce Barrett  
 Barbara Barrett-Byrne  
 Randall Bartman & Beth Houskamp  
 Mary Bassel  
 Amanda Baughman  
 Wendy & Charles Bayer  
 Peter Bechtel & Michael Wong  
 Lorraine Becker  
 Holly Becker Downs & Dermott  
 Downs  
 Edward Beckett & Sharon Bailey-  
 Beckett  
 Barbara Beckham  
 John & Deborah Bednarski  
 Marcia Behar  
 Barbara Bell  
 Jay Belloli  
 Beatriz Beltrán  
 Patricia Benner  
 Robert & Bya Berger  
 Matthew Berkley  
 Jenny Berman  
 Jonathan & Kimberly Berry  
 Mary Anne & Bill Berry  
 Sandy Biery  
 Richard & Susan Biggar  
 Robert Bilheimer  
 Kate Billington  
 Liza Billington & Cory Brendel  
 Cindy Bishop & Mark Tsagalakis  
 Bob Black  
 Julie Blackshaw  
 Amanda Bolliger  
 Jim Bond

Roman Borek  
 Talia Bowman  
 Phyllis Boyajian  
 Mark Braden  
 Tim Bradley & Jocelyn Washington  
 Tom Brady & Lynn Fairbanks  
 Amy Brenneman  
 Steve E. Brewster  
 Alicia Brossy de Dios  
 Edward C. Brown  
 Susan Brown  
 Jean Bruce Poole  
 Bob & Therese Brummel  
 Christopher Brunwin & Deana  
 Elliott  
 Mary Bucci Bush  
 Bobby Buchanan & Russ Lee  
 Dan & Debbie Bump  
 Peggy Burt  
 Betye Burton  
 Joy Bustrum & Scott Garrels  
 Edichi Byerly  
 Howard & Naomi Caldwell  
 John & Susan Caldwell  
 Ed Cameron  
 Mark Cammack & Stepany  
 Tambunga  
 Daniel & Susie Campana  
 Julie Campoy  
 Wendy Cano  
 Diana Carbajal Mejia & Juan Mejia  
 Paul & Susan Carey  
 Robert & Maureen Carlson  
 Rosie & Mehdi Emrani  
 Carlos Carrillo  
 Daniel Carrillo  
 Lorna Carry  
 Thomas Castañeda & Richard von  
 Ernst  
 Christopher Castaneda & Jamie  
 Weber Castaneda  
 Jeric Caundy  
 Blaine & Virginia Cavena

Linda Centell & Ed Washataka  
Enzo Cesario  
Phyllis Chambers-Emmons  
Kyle & Elizabeth Champion  
Anne Chaney & Matt Brewer  
Elizabeth & Joshua Chase  
Celesta Cheney-Rice  
Jacqueline Chilin & Joel Sanchez  
Yok Choi  
Martha Chowning & Jonathan Groff  
Dorothy Christ  
Henry Chu & James Baer  
Marsha Cifarelli  
Lyn Cisneros  
Carol Clary  
Virginia Classick & Chuck Rossie  
Lorraine Clearman & Jim Panos  
Cathy Clement  
Lilli Cloud  
Loretta Coha  
Betty Cole  
Mary Cole  
Jean & Richard Cone  
Eleanor Congdon  
Lisa Connor  
Beatrice Conover &  
Indigo Redman  
Helen Cooper  
Renatta Cooper  
Terry & Megan Cooper  
Adam Coppersmith & Elizabeth  
Green  
Connie Corley  
Michael & Diane Cornwell  
Catherine Cory  
Patricia A. Coulter  
Barbara Covington & Paloma  
Barroso  
Jan Cowell  
Pam Cox  
Jerry Craig  
Gail Crawford  
Shirley Crawford  
Charleen Crean  
Betsy Crighton  
Linda Critchfield  
Becky Crocker  
Naomi Crocker  
Tony Crocker & Liz O'Mara  
Phillip Crouch  
Ed Cruz  
Math Cuajungco  
Fritzie Culick  
Bill Cunliffe  
Bryon Cunningham  
Margaret Cunningham  
Wendy Currier  
Jim & Debbie Currul

Carole Dahl  
Gary Dahle & Derek Whitefield  
Richard & Jinny Dalbeck  
Paul & Mindy Danna  
Bill & Nancy Dannevik  
Anna Davalos  
Rebecca & Les Davies  
Anita Davis  
Ashley Davis  
Chris & Jennifer Davis  
Cyrus Davis  
Kathy Davis  
Rick Davis  
Pat & Marsha Dawe  
Lisa Dawe & Darrell Park  
Frank & Janet De La Peza  
Shelley & Brian De Leon  
David Deamer & Risé Worthy-  
Deamer  
Sharyn Delahousie  
Howard Den Hartog  
Justin Denlinger & Kristen Sipper-  
Denlinger  
Catherine Dent & Peter  
Eliasberg  
Joan Depew  
Christian Desmond & Sarah Orth-  
Desmond  
Ginger Deto  
Bill Deverell & Jennifer Watts  
Sally DeVore  
John Deweese & Greg Ryan  
Joanna Dewey & Fairbairn  
Powers  
Johari DeWitt-Rogers  
Ann Sturges Deyo  
Thomas Diaz  
Susan Dickson  
Rhonda Dillon  
Giuseppe DiMassa  
Joe & Maria DiMassa  
Luca DiMassa  
Giancarlo DiMassa & Emily Dossett  
Jan Devine  
Stephanie Dixon  
John & Kathleen Donaldson  
Carminnie Doromal  
Alex Dorsey & Pamela Villareal  
Vera Drew  
Tom Drino  
Jo Drummond  
Chad Druten  
Francois & Cheryl DuBoucheron  
Rosalind & Gregory Duhon  
Bob & Merrily Dunlap  
Michael F. Duran &  
Suzanne Spillane  
Lori Dutcher & Loxie Brown

Gretchen Duvall & Rui Kanai  
Frank & Teresa Dvoracek  
Grace & William Dyrness  
Hannah Earnshaw  
Dave & Becky Ebershoff  
Carol Econn  
Mark & Wendy Edwards  
Nader & April Eldahaby  
Candace Elliott  
Kay Ellis  
Peter & Nanci Ellis  
Robert Endara  
Scott England & Jennifer Windham  
Jane Engleman  
Ruth & Dierk Esseln  
Donna Estacio  
Emily & Hugh Evans  
Jessica Ewing  
Lucy Anne Ewing  
Stephanie Fahnstock  
John Fairbanks & Ray Hayes  
Donna Falls  
Kimberly Farnam  
Malinda Farrington  
Kathryn Fauble  
John & Joan Favre  
Rick & Judy Felton  
Gairhri Fernando  
Russell Ferrante & Gerry Puhara  
Jim & Mary Ferris  
Steve & Margaret Finnegan  
Mary Beth Finnerty  
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