

For such a time as this...

An inflection point. A perfect storm of cultural reckoning, economic uncertainty, health and environmental instability, threats to democratic institutions and spiritual challenges.

“The end of the world as we know it...
and I feel fine” R.E.M.

The gift of disruption brings an imperative to change.

A generational opportunity to reclaim our values, our
mission, and our purpose to reimagine
a new future for All Saints Church.

A chance, anew, to make good trouble.

How will we respond?

Connect to our essence..

- Values
 - Mission
 - Purpose
 - Worship
 - Community
 - Learning
 - Action
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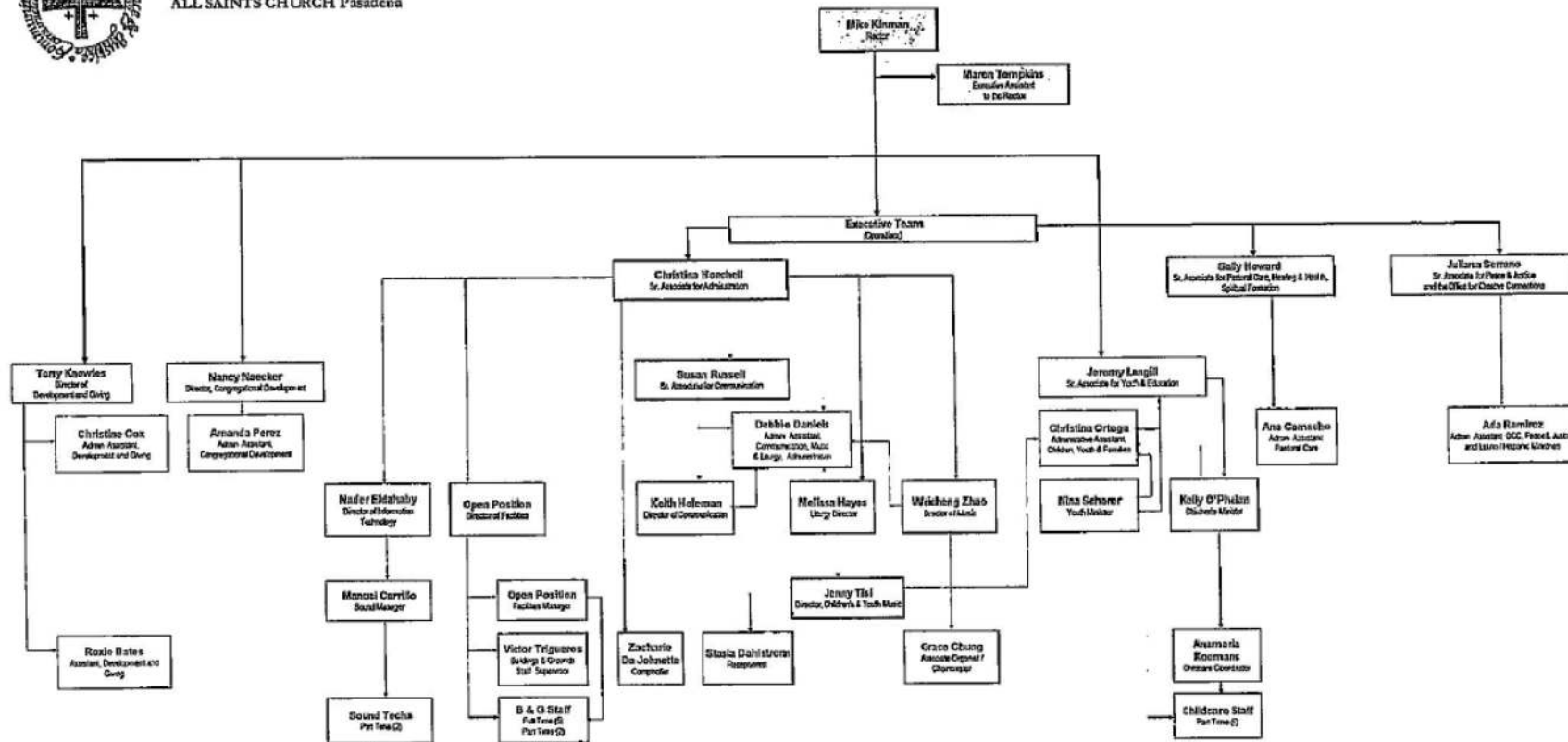
Reimagine our lives together

MOVING FROM THIS...



ALL SAINTS CHURCH Pasadena

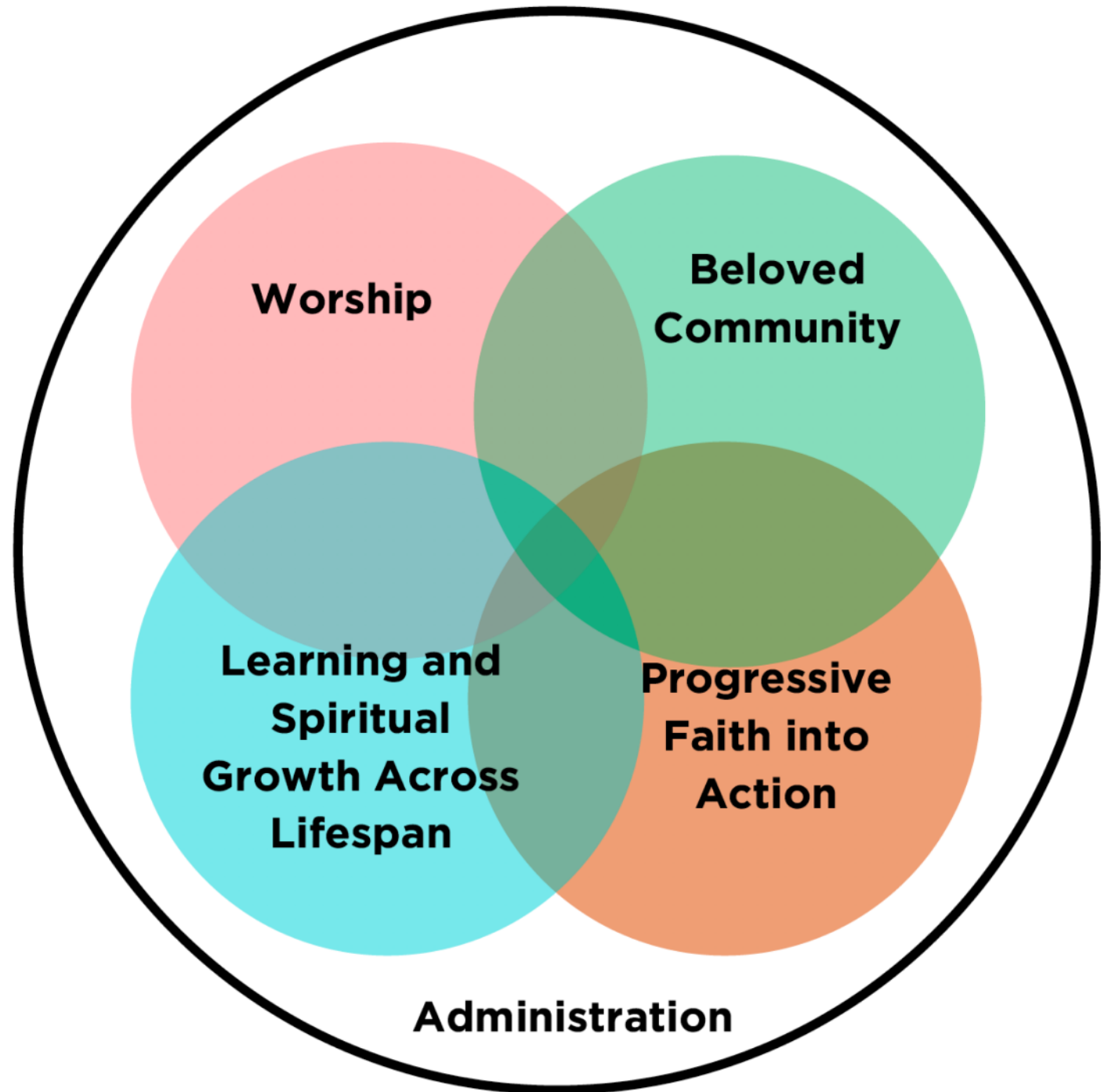
ORGANIZATIONAL CHART



TO THIS...

**A New and Old
Structure --
Gathering in
Circles.**

**Fitting form to
function
Organizing for
cooperation and
healing**



Liturgy and Worship Circle

- Deepen our theology of a revolutionary Jesus
- Preserve traditions, embrace innovation, align resources, empower the people

Beloved Community Circle

- At the root, all is one. Domination by none. Justice among us.
- Small groups make it work. Radically welcome. Deepen relationships. Tell truths to heal. Ignite transformations.

Learning/Spiritual Growth Across Lifespan Circle

- Holistic learning and spiritual development connecting children, youth and adults; families engaged more fully in the life of the church; activism catalyzed through prayer, study and conversation.
- Focused and sustainable staff; *Learning Across the Lifespan* team.

Progressive Faith Into Action Circle

- The work of our generation. Racial justice prioritized in our church and our community.
- Leading from behind and the side. Partnering with institutions, organizing communities, empowering parishioners.

Administration Circle

- What holds us together in love. Buildings, systems, and people.
- Realigning roles for the present, re-examining systems for the future

How we will be different...

- Positions eliminated for 2021
 - Associate Organist
 - Childcare Staff
 - Budget reduction in B&G and music programs
 - 2 Full-Time Administrative Assistant Positions
 - Executive Assistant to the Rector (retiring June, 2021)
 - Sr. Associate for Administration
 - Sr. Associate CYF/Adult Formation
 - Assistant Youth Minister

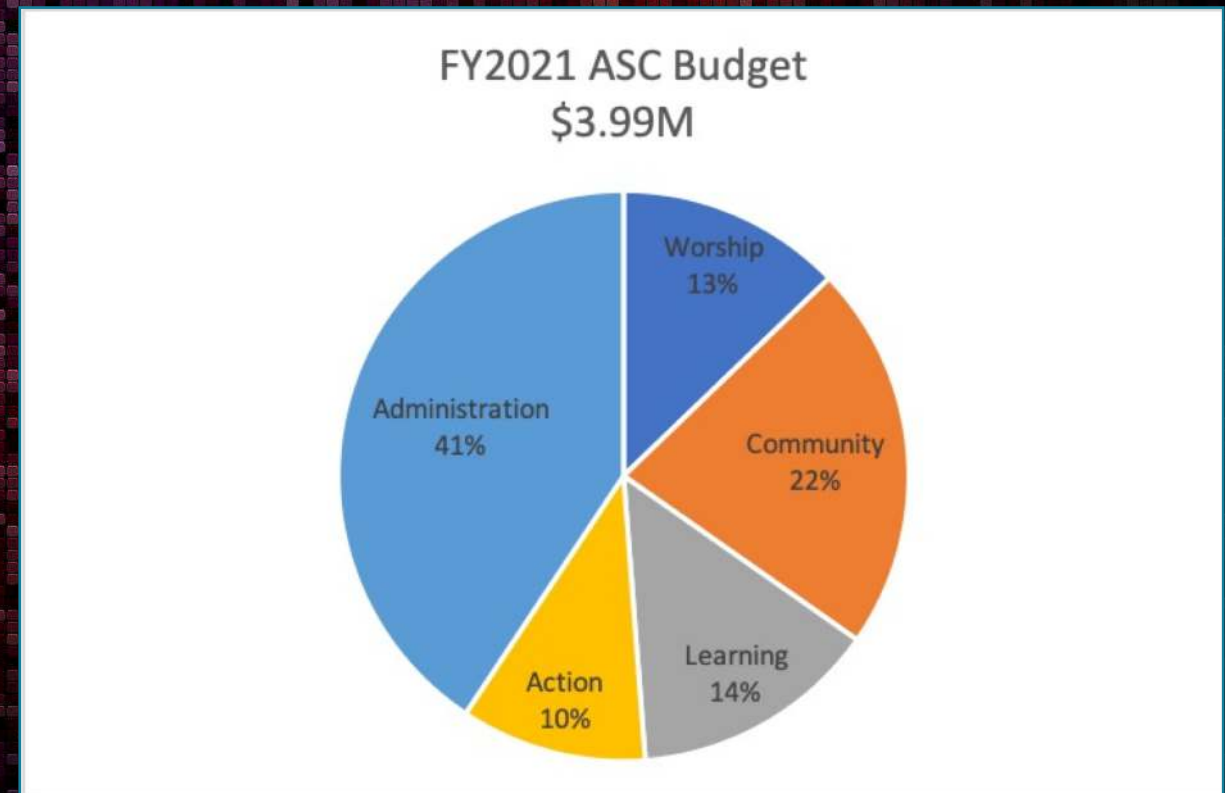
How we will be different...

- Positions created in 2021
 - Director of Youth Ministry
 - Director of Finance and Administration (interim)
 - Director of Networking (interim, 1/2-time)
 - Associate Rector (July - Dec)

How we will be different...

A sustainable investment aligned with our values

FY2020 Budget: \$5.04 million



How we will make it work...

- A perfect storm with no perfect solution
- The transition will be hard. But if not now, when?
- Loving our way through loss and grief

What remains constant...

- Beautiful worship and music
- Sustaining relationships we hold dear
- Vibrant children's and youth ministry
- Stimulating education and spiritual growth
- Opportunities for transformative justice

How we will be better...

- Financially sustainable and prepared for growth.
- More deeply rooted in theology of a revolutionary Jesus
- More deeply connected in cooperative, just and authentic relationships within and outside the church
- More fully inclusive of children, youth and families
- Focused on the work of our generation: racial justice