



Saints Alive!

NOVEMBER 2009

SEASON AFTER PENTECOST

Icon of All Saints of Trier (iconographer unknown)

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From the Rector

Strengthening Our Teams

Fr. Rob Droste

Many of you are aware that we just completed my annual review -- what we call the Mutual Ministry Review. (For more detailed information on this process and its results, see the article "Mutual Ministry 2009".) All of the information gathered was helpful.

I believe the most important observation from the review was that All Saints wants very much to strengthen all its teams. Although the message took different forms, the gist was "There are too few people doing too much." I couldn't agree more.

It's common for parishes our size to face this challenge, so we can definitely put our energy into strengthening our teams. This takes some work up front; positive change always does. But in the long run, it will reduce the workload on a gallant (but overburdened) few by increasing the contributions of many. Here are some ways you can help:



St. Andrew (Nov. 30)

1 Pray. Pray for each team, and its team leader, regularly. Pray for them by name. Pray that they will be given what they need to perform their duties well, and that they will feel supported by the congregation as they do their work.

2 Be Proactive. Volunteer to be on a team. Look over the list and ask God, "What would you like me to help out with right now?" Then call the team leader, or email (team leaders will accept passenger pigeons, believe me), and volunteer. Tell them what you would like to do and your availability.

3 Say Yes to God's Call. If you're not on a team or committee and a chairperson calls you, assume it's a sign from God. (I'm serious, by the way. How else is God supposed to talk to you? Want a burning bush?) What will you say?

4 Be Kind. If you feel the need to criticize, be kind. I've noticed a tendency at All Saints to criticize -- sometimes harshly -- newer leaders who do things differently. This is not a small matter. A single sarcastic or mean-spirited comment can be very destructive; we have lost members over it. So remember that your team leaders and committee chairs have feelings. Keep in mind that people will not step forward if criticism isn't offered gently and genuinely meant to be constructive. The rule comes from Jesus: treat their imperfections as you hope yours would be treated -- gently, with patience, and with gratitude for their willingness to work on behalf of the congregation.

5 Encourage Out of Gratitude. Actively encourage your leaders. Take the time to write them supportive emails telling them how much you appreciate their time and efforts. Send cards. Recognize others' work on Sunday morning and thank people publicly. Remember that people work hard and (whether you perceive it or not) are doing their best. A pat on the back from time to time -- especially if you've had disagreements -- can be very helpful in building up the community as a whole. It's how

you strengthen each other, and every team and committee.

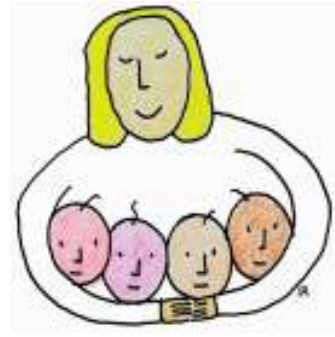
All Saints Teams and Committees

These are your current parish teams and committees. They make up the seven ministry functions of every congregation. (For a general description of each team's responsibilities, see the table "Seven Parish Ministry Areas" soon to be posted on the [website](#).)

- Vestry (admin) -- Liz Berg, Rector's Warden
- Finance Committee (admin) -- Gary Lindberg, Chair
- Pastoral Care Team (parish life) -- John Trubina, People's Warden
- Newsletter Team (parish life) -- Mary Nelson, Editor
- Altar Guild (worship) -- Nicola Peck, Director
- Worship Server Team (worship) -- Mary Kincaid, Leader
- Social Ministry Team (social ministry) -- Tom Breckenridge, Leader
- Neighborhood Center Team (social ministry) -- Maxine Sitts, Facilitator
- International Relief/Uganda Team (social ministry) -- Anne Phillips, Leader
- Building Team (facilities) -- Jack Kincaid, Leader
- Grounds Committee (facilities) -- Conway Pendleton, Chair
- Family Ministries Team (Christian formation) -- Kathleen Waters, Leader
- Adult Formation Team (Christian formation) -- Leader TBA
- Welcoming Committee (hospitality) -- Barbara Bawden, Chair
- Newcomer Welcome and Inclusion (hospitality) -- Leader TBA
- Special Projects/Ad Hoc Teams and Committees (cross-functional teams)

Tutoring at Roosevelt: "Awesome"!

Joining Mary Kincaid tutoring at Roosevelt School are Gwen Page and Clyde Fralick. After his first session, Clyde emailed:



Tuesday was my first day. It was awesome. Really enjoyed it. Right now I am doing Monday and Tuesday.

Consider spending one hour of your week in this awesome tutoring partnership. Application forms are on the table in the parish hall. For more information, talk with a tutor or Maxine Sitts.

From Your Altar Guild Director

Nicola Peck

We Welcome You!

We have 12 wonderful members serving at the 8:00 and 10:00 services, working in pairs; they choose which weekend each month. We would welcome any parishioners who are interested in learning more about our work or joining the group.

Keeping the Candle Burning

We are also responsible for keeping the sanctuary candle burning 24/7 . . . so if anyone wants to donate \$5 in thanksgiving or in memory of a loved one, just let me know and it can be arranged. Call me at 510-430-0416.

eScrip

Nancy Churchill

Gratitude

A special thank-you to all our loyal eScrip supporters for renewing their Safeway cards. We encourage All Saints members whose Safeway cards are not yet registered with

eScrip to become supporters. You buy groceries and All Saints gets money!

For more information, call Nancy Churchill at 581-7121.

Building Fund Remains on Track

Maxine Sitts

Gratitude

Yes, these are tough times. But, with the dedication of All Saints parishioners and the grace of God, the Building Fund continues to flourish. Nearly all of the pledges are up to date, and some are ahead of schedule.

Update

Currently, the Facilities Care Committee is moving forward with ADA (Americans with Disabilities Act) requirements for entrances and bathrooms. It's a perfect time for us all-pledgers and non-pledgers-to consider adding a bit to the Building Fund. Consider it an early Christmas gift to help your parish becoming more accessible to all people.



Contact Treasurer Larry Camp for Building Fund financial information.

2010 Centennial Calendar

Ken Wright

Gratitude

I am happy to tell you that, because of the response from you all, we have paid in full the cost of the printing of our calendar. This means that, for every calendar we sell

now, 100% of the donation will go to All Saints Church.

This project started last May. After seven meetings, e-mails, phone calls, and six visits to the printer, we completed the calendar in early September.

Committee Members

I would like to thank the members of the Calendar Committee who helped put this together. Without their input this project would not have been completed.

John Trubina
Clyde Fralick
Father Rob
Dorothy Pendleton
Jim Muir
Dorothy Wright

The Neighborhood Center

Maxine Sitts, Neighborhood Center Facilitator

Moving Into Partnership 2010

In preparing for All Saints' centennial year, the Neighborhood Center is inviting representatives of local organizations to serve as advisors. Agreeing to partner with us on encouraging use of our building for worthwhile causes are folks from:

- Broadmoor Neighborhood Association
- Estudillo Estates Homeowners Association
- Best Manor Homeowners Association
- Roosevelt School
- Building Futures with Women and Children

Advisors are meeting one time for a building tour and a brainstorming session about how our building can be most useful to our community. From then on, we will communicate primarily by email or phone.

If you know of another group that would like to partner with us, please contact Maxine Sitts at sittsbreck@att.net

Mutual Ministry 2009

Anne Phillips

Background

In August and September, 14 All Saints Vestry members and committee leaders participated in the fourth annual Mutual Ministry Review. The Mutual Ministry team, Maxine Sitts and Jeanne Cochran (who have participated in mutual ministries in the past) and Anne Phillips, reviewed the responses and presented a report at the October 8 vestry meeting. These were the questions we were asked:

1. What have you done to carry out and enhance the goals/Mission Statement of the parish? (What do you believe these to be?)
2. What have you learned regarding the working of the vestry and leadership of the parish?
3. How do you feel about the process of discernment in decision-making for this vestry, and how is it working for you?
4. What could be improved about working relationships of the vestry, team leaders and rector? How could we bring about these improvements?
5. What strengths have you, Fr. Rob, the vestry and team leaders shown in your roles as parish leaders? What weaknesses?
6. What suggestions do you have for improvement in any area of vestry and team functioning and parish life?
7. Any other comments you would like to contribute.

The MM Team found the responses could be categorized into three themes: leadership, parish life, and communication. Following is a summary of the report made to the vestry.

Leadership

Fr. Rob and the current vestry members have demonstrated a devoted commitment to building a strong parish where we personally and collectively support our mission:

To "make disciples who make disciples," meet real human needs, share the good news of the Gospel with all who care to hear it, and hold up institutional injustice of the day to the light of the Gospel.

The parish, as well as the current vestry, is in a state of transition. While the vestry works well together, and has an excellent mix of parish viewpoints, there are four new members of the vestry who have not been on a vestry before. The goals of the parish in 2009 were less clear and tangible than in 2008 when we completed the year-long goal of building reconstruction.

Communication

There is a need for improved communication at all levels; among vestry members, between vestry members and team leaders, between vestry and parishioners, and between the parish and the neighborhood. We want everyone to feel informed, and to develop faith, growth, closer relationships, creativity and joy with each other.

Parish Life

There is a need to draw new and long-time parishioners into participation and leadership in the parish. As newcomers are welcomed into the parish we need to offer opportunities for participation and social interaction. We need to discover ways to utilize the gifts and interests of all our members.

The vestry agreed to use the report as a working document going into 2010. A complete copy of the report is available upon request to anyone on the Mutual Ministries Team.

Our thanks to everyone who participated in the Mutual Ministry 2009.

Banking Partnership

Maxine Sitts, Neighborhood Center Facilitator

Want to provide some money to All Saints by *saving*?

Comerica Bank, at 1301 East 14th Street in San Leandro,

is offering up to \$100 to the charity of your choice for opening a new account with them. If you have some funds to move into this bank -- known for its partnerships with communities -- then pay them a visit. The bank chose Davis Street Family Resource Center as a special partner last year. The Episcopal Diocese of California is one of the charities they list. If you select it, the diocese will then forward the funds to All Saints.

To see more on this offer, visit the bank or its website at www.comerica.com/cashandcare. If you visit the bank, ask for Gregory or Helen. They are my contacts there.

Walk with Me

John Trubina

Deacon saint **Harriet Mary Bedell** (1875-1969) was a devoted missionary among Native Americans in southern Florida and Alaska.

Greetings, everyone.

It is now November and the School for Deacons is well on its way. It's been a busy school year for me, along with my field education work. We are already over halfway through this semester; it's hard to believe how fast time flies when you are enjoying what you are doing.

My classes are moving along very well and I have been keeping up with the homework. At the beginning of the school year I was unsure how I was going to juggle homework, field education, working a full-time job at UCSF, and spending time with my family. But somehow God is leading me along the way and I am doing great so far. I manage to get my written work done before classes even with a few days before. I do most of my reading on the BART to and from work.

Field education is going very well; finally I understand what to do and what not to do. I started off working with Kay Landers and following her around, and then she let me loose on my own. I have met many wonderful people at Fairmont Hospital and have been blessed many times over with their smiles and kindness to me each time I visit them. It's a beautiful ministry and I am thankful to be

part of these people's lives.

At our last community dinner at the School for Deacons I was honored to have six members of our parish family attend. It was really great to host them and have them meet some of my classmates and instructors. Our next community dinner is on Saturday, December 12. If you are interested in attending, please let me know.

Finally, I am in the process of preparing for the Covenant blessing between Mark and myself. We are both very excited to have our relationship blessed at All Saints on November 14 with the celebration of the Eucharist, and I hope you can attend and share this special day with us.

My Congregational Vocational Committee has begun meeting again, once a month. One of the members had to drop off due to a heavy workload. If you are interested in joining this committee and walking with me through the diaconate process, please get in touch with me and we can talk. It is a very interesting process. We currently have three members and one opening. It is an honor to have these members walking with me and guiding me along the way.

In Christ's Service,
John
Deacon Postulant
jtrubina@comcast.net, 415-517-5646

Social Ministries

Tom Breckenridge

Food Pantry

It will be a busy and festive month for the food pantry-with lots of help from our friends. November 1 will mark the one-year anniversary. Some volunteers from the community will be joining us at the 10:00 worship service, and we'll be thanking everyone who has made the pantry possible. On Saturday the 7th we'll start year two, again with celebration and gratitude.

Members of Girl Scout Troop 31709 have already gathered some groceries for us, and they will be joining us at the

November 7 pantry. On Thursday, November 19, two (count 'em: 1, 2!) classes from Roosevelt School will set up our holiday pantry.

On Saturday the 21st, we'll distribute poultry along with our usual array of groceries for our special pre-Thanksgiving pantry. Note that setup will have been taken care of, so at 11:00 we'll need just a few volunteers for the hospitality room. All others can come a little before 1:00 for the food distribution. Lunch will not be served on this day.

Finally, we need vegetables! Canned vegetables have been scarce at the Alameda Food Bank. You can drop off donations in boxes in the entryway of the church. Thank you!

Tom Breckenridge, Social Ministries Team leader,
tom.breckenridge@gmail.com

Social Ministries Calendar

Sunday, 11/1: April Showers 11:00-2:00, San Leandro Boys and Girls Club

Saturday, 11/7: Food Pantry 11:00-3:00, All Saints

Sunday, 11/15: Bag lunch preparation for April Showers after 8:00 service, All Saints
April Showers 11:00-2:00, San Leandro Boys and Girls Club

Saturday, 11/21: Food Pantry 11:00-3:00, All Saints

Sunday, 11/29: April Showers 11:00-2:00, San Leandro Boys and Girls Club

For upcoming events, please visit the website:
www.saintsalive.net.

CONTACTS

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