

BACKGROUND & PROCESS

All Souls Interfaith Gathering embarked on an unexpected transition in 2017 with the sudden stroke of founding pastor Rev. Mary Abele. The Board of Directors, an interim executive director, staff, and ministers worked to create a new future for All Souls.

In 2018 a national search was launched to find a new lead pastor. A community survey and forums were held to determine what kind of leader to select. After interviewing three finalists, the Search Committee extended an offer to Rev. Dr. Don Chatfield. He began serving in July 2019.

To shape the future of All Souls, the Blueprint 2020 planning process began in October 2019. Our planning process included the following elements:

- Online community survey, completed by 174 participants
- Community Values Potluck and Forum
- Focus Groups for each of our Four Pillars: Spirit, Music, Environment, Community
- Character Traits Potluck and Forum
- Community Values Editing Subcommittee
- Advisory Committee review and input
- All Souls ministers review and input

This document contains our shared community values, desired character traits, and the action steps we will follow to take All Souls into the future. We invite you to join us on this journey!

*Board of Directors,
All Souls Interfaith Gathering*

OUR CORE VALUES

As members of the All Souls Interfaith community we value

Interfaith Wisdom – We honor all paths to spirituality and explore the world’s major faith traditions, teachings, and transformational practices.

Oneness – We affirm that all things are interconnected to form one shared home.

Awe – We deeply revere and hold sacred the Divine mystery expressed in the intrinsic goodness of all.

Inclusiveness – We are an inclusive community, dedicated to cultivating peace in all our relationships and respecting our differences.

Contemplation – We practice techniques to engage in inquisitive silence, both individually and as a community, to elevate consciousness and ground us for action.

Earth Consciousness – We are grateful for our connection with the Earth, committing to reciprocity and protection of its intricate web of life.

Service – We rigorously serve the broader community by addressing inequity, meeting needs, and evolving as needs change.



COMMUNITY CHARACTER TRAITS

As members of the All Souls Interfaith community we aspire to embody these character traits and to cultivate them in society:

Warmth – We are a community of people who are “awakening.” We are known for our quality of listening, being, and acting in the world.

Compassion – Our presence, words, and actions reflect a deep compassion for those who are facing difficult situations.

Integrity and Honesty – We are impeccable with our word and handle difficult issues as honest brokers of information.

Being Present – We are intentional about our spiritual awareness, opening ourselves to learning, growing, and evolving in consciousness.

Uplifting – In our community we feel joyful, renewed, and energized through practices that care for one another and the Earth.

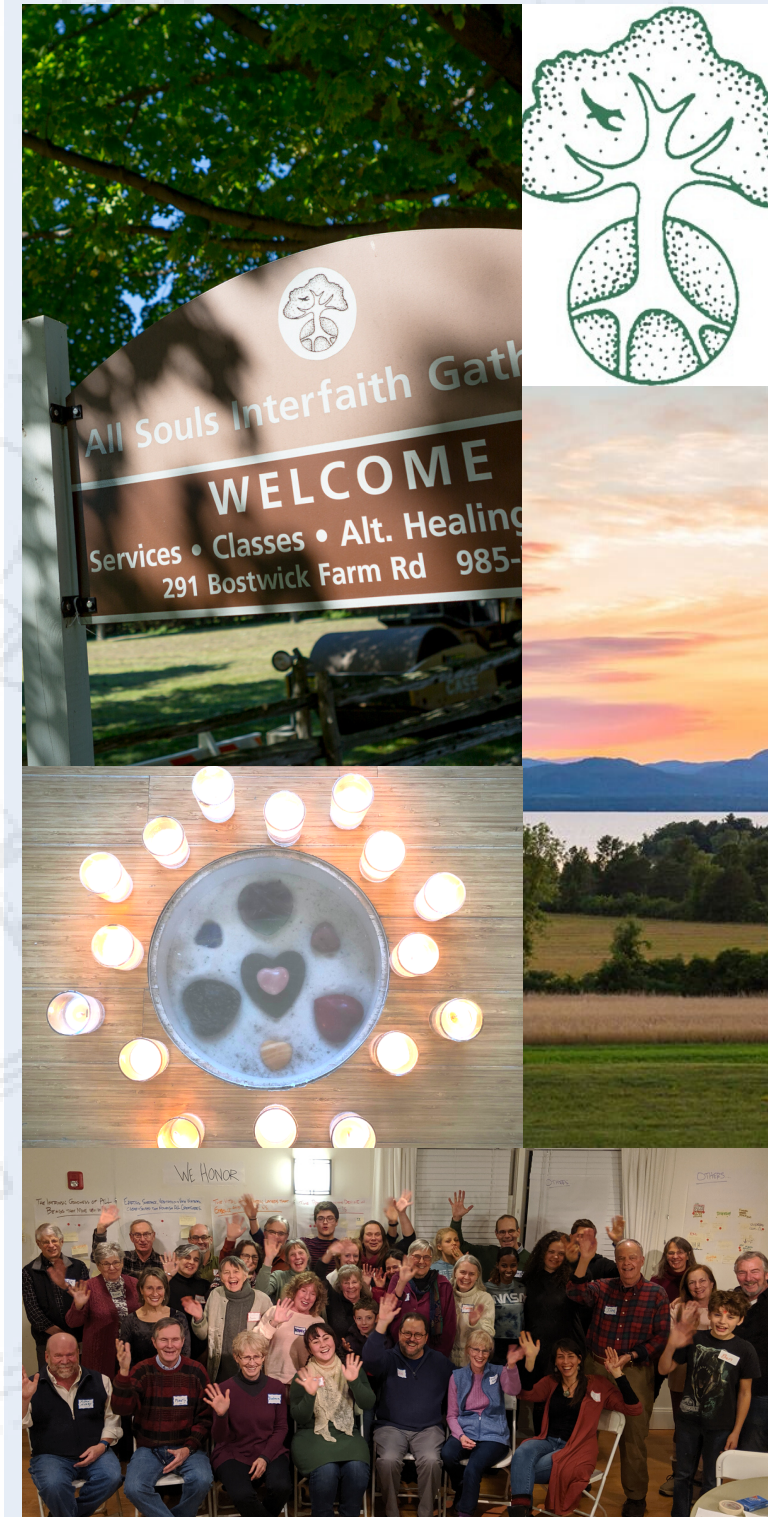
Welcoming – We authentically welcome newcomers into our community with the understanding that we’re greeting people who are already part of the family.

Collaboration and Connection – We engage in collaboration and connection with diverse members of the local community, the region, and the world, informed by science, nature, and wisdom traditions.



ALL SOULS INTERFAITH GATHERING

BLUEPRINT 2020



STRATEGIC OBJECTIVES

Objective 1: Develop a clear identity to build a strong, thriving, and unique spiritual community that serves as an inspirational model, both locally and globally.

Objective 2: Build a spiritual community that is in alignment with our values and is financially sustainable.

Objective 3: Transform into a globally recognized interfaith teaching center, partnering with the foremost interfaith leaders.

STRATEGIES

Strategy 1.1: Develop a clear identity so that members of the broader community and beyond are drawn to and engaged with All Souls.

Strategy 1.2: Offer programming based on values and community needs (and other stated goals and character traits).

Strategy 2.1: Inspire individual donors so that they will support at least 45% of the budget. (Individual donations are currently less than 25%.)

Strategy 2.2: Research and implement a membership model.

Strategy 2.3: Offer a wide breadth of programming, partnering where possible with aligned organizations so that we can leverage our greater community's strengths and resources cost-effectively.

Strategy 2.4: Partner with our neighbor organizations for use of outdoor facilities, within the context of our partnership agreements, to offer attractive programming in warm-weather months.

Strategy 3.1: Establish a world-recognized interfaith teaching center.

Strategy 3.2: Consistently sponsor programs and retreats with dynamic, wise, and aligned speakers and performers that draw global attendees.

Strategy 3.3: Prepare facilities for anticipated new uses and enhanced utilization.

ACKNOWLEDGMENTS

We extend deep appreciation to all who contributed to this planning effort.

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ACKNOWLEDGMENTS CONTINUED

4 Pillars Focus Groups

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The Argosy Foundation