All Souls Episcopal Church
Endowment Board
February 1, 2026
All Souls conference room

Attending: Jim Solomon (Chair), Lisa Watson (Senior Warden) and Board members John Wiecking, Kevin LeGrand and Lawrence Amon.

The Chair called the meeting to order at 12:45 p.m. The last meeting's minutes were approved by unanimous vote with no changes.

John Wiecking had prior commitments and would have to leave the meeting early, so he reported on the status of the Endowment grants program for the coming year. The schedule will be slightly delayed from last year's because of the normal monthly Vestry meeting being replaced in May by the Annual Meeting. The deadline for submissions will thus be mid-May, with Vestry consideration expected at its June meeting. He will notify last year's recipients of the schedule and request they submit new grant requests. The Vestry has approved a total grant allocation of $10,000 for 2026.

Jim Solomon reviewed the results of the first quarter of the Endowment's fiscal year ending December 31, 2025. His summary report is attached. As of last December 31, the total balance of the Permanent and Quasi Endowment Funds was $3,271,656. Total equity return for both Permanent and Quasi funds was approximately +1.80%. The S&P 500, an equity benchmark measure of market performance, was up 2.66% in the same period. However, the Endowment fixed income return exceeded its benchmarks (aggregate bond index and 3-month T-bills). It was noted that gold, to which he had recently added some exposure, has outperformed the S&P 500 for the last few years and was a recommendation reviewed by UBS.

Jim gave a summary outlook for the next year, noting uncertainties with AI stock performance, Federal Reserve interest rate adjustments, the U.S. political environment and international markets and cautioned that going forward we may not see the double-digit returns of the past three years.

Jim then asked Kevin LeGrand to present his report on how the church might encourage more planned giving by parishioners. Kevin reported that All Souls already has in place many foundational elements of a planned giving program, including accounts into which bequests can be deposited, financial controls, governing bodies to manage accounts, gift acceptance and endowment fund use policies and information about planned giving on our website. He then suggested next steps to encourage planned giving include the possibility of creating a recognition society and periodic campaigns. Kevin plans to develop a communication piece to help further educate parishioners. There will also be a future plan to hold a forum with an estate and planned giving expert.

The meeting adjourned at 1:35 p.m.

Respectfully submitted,

Lawrence Amon
Board Member

All Souls Episcopal Church
First Quarter Investments Summary
September 30, 2025 to December 31, 2025

ENDOWMENT	**Total Return**	**Eq. Only**	**S&P 500**	**MV Q1 End**
Permanent Account	1.92%	1.67%	2.66%	$2,282,777
Quasi Account	1.62%	1.87%	2.66%	$988,879
Total				***$3,271,656***
Non-Endowment				
Rectory Fund	1.92%	2.53%	2.66%	$387,950

Notes:
Fixed Income Return exceeded benchmarks: Aggregate Bond Index and 3-month T-bill.
No changes to existing holdings in Q1.
Expect full 4% withdrawal request from Vestry: ~$120,000 or ~$10,000 / month.
Pledge campaign estimated shortage: $50,000
Anticipate Vestry request for grants: $10,000

Outlook 2026:
Can AI continue to grow - capx expected at $500B?
Do larger AI firms' investments compensate for risk?
Return on investment is uncertain.
Federal Interest Rate outlook

- Impact on smaller to mid-size firms
- Russell 2000 showing renewed strength with lower interest rates
- S/P 500 outperformed Russell 2000 by 5% in 2025

U.S. Budget Deficits

- 1/2 Federal spending goes to entitlement programs
- Gold remains an attractive investment short-term but is still volatile

Political Landscape

- Democratic takeover of House of Representatives
- Legislative gridlock
- New Federal Reserve Chair on horizon

International Markets

- Returns primarily due to decline of U.S. dollar
- Attractive low valuations of stocks

Bonds & Stocks have moved in tandem, which is rare

- Higher yield money market accounts remain attractive short term

Performance

- Is it realistic to expect another year of double-digit returns?
- Overall, the market remains volatile with numerous headwinds.
- Even Magic 7 stocks are vulnerable to pullbacks, e.g., MSFT was down 10% one day.

Planned Giving at All Souls

Current State

All Souls already has in place many foundational elements of a Planned Giving program. These include accounts into which gifts or bequests can be deposited or transferred, financial controls, governing bodies to manage accounts, gift acceptance and endowment fund use policies, and information about planned giving on our website. Each of these elements is described below.

Receiving Accounts: Gifts can be deposited into long-established accounts including the operating account held at Bank of America; the Endowment, Quasi-Endowment, and Rector Housing funds managed by the Endowment Board and held at UBS; and a recently established brokerage account controlled by the Vestry and held at Morgan Stanley.

Financial Controls: Persons making a major gift to a nonprofit seek assurance that the funds will be properly tracked over time and not squandered or subject to malfeasance. All Souls' bookkeeping, accounting, and auditing processes provide such assurance.

Governance: Alongside robust financial controls, the presence of governing bodies providing oversight of capital investment and expenditures helps donors feel confident that their gifts will be used to advance the mission of All Souls – and if so stipulated, in accord with designated use provisions. Fortunately, All Souls has well-established governing bodies in its Vestry and Endowment Board, whose members serve limited terms and follow Codes of Conduct including a Conflict-of-Interest policy.

Policies: The chief governance policies for the Vestry are found in the Bylaws, but more specifically relevant to the topic of Planned Giving is the Endowment Board Charter, which stipulates how endowment funds may be spent. Additionally, the Gift Acceptance Policy of All Souls clarifies what gifts are acceptable and how they are to be accepted.

Website Resources: The All Souls website provides information relevant to Planned Giving as direct content on a few of its pages, and it provides links to documents that specify policies. A good place to start is our Major Gifts page, which mentions the generous giving of past parishioners, how gifts have been used, and the opportunity to fund needed projects before discussing planned giving and bequests. It provides rationale to make a will and specifies two types of gifts acceptable to All Souls: Restricted and Unrestricted.

Our Governance page provides links to our Bylaws, Gift Acceptance Policy, Endowment Board Charter, the 2025 Endowment Report, and the Endowment Board page.

Gift Acceptance Policy

Because the Gift Acceptance Policy is central to Planned Giving at All Souls, its contents are now briefly listed:

Article I identifies: The purpose of the Policy; the duties and composition of the Gift Review Committee; types of gifts that are readily accepted as well as those that pose challenges such as closely held securities, real estate, life insurance, and tangible personal property. It also notes that the Parish encourages deferred gifts.

Article II stipulates that Bequests are gifts transferred upon the death of the donor and may name the beneficiary as either the Endowment Fund specifically or All Souls Episcopal Church more broadly. Bequests to the Parish can be designated to a specific purpose or undesignated. Typically, undesignated bequests are transferred to the Endowment Fund. However, if an urgent need exists, an undesignated bequest may be applied to another purpose so long as procedures described at Section 2.03 c) i) are followed. Finally, Article II provides procedures to receive and acknowledge bequests.

Article III addresses the establishment of a designated fund within the Endowment Fund for a gift exceeding $100,000 if requested by the donor.

Major Gifts Page of All Souls Website

The following content relevant to Major Gifts can be found on the All Souls Website

Major Gifts

There is a long history of generous giving at All Souls. Many past parishioners have made significant contributions that are now part of our endowment because they wanted to see the important work and mission of the parish continue. Others have donated with more specific purposes in mind, whether that be the music program or the maintenance and upkeep of our physical plant, much of which is over a century old.

In recent years, the parish has made significant investments in our historic building. We replaced the slate roof and the sanctuary heating and air conditioning systems, for example. Nevertheless, there is still much to be done. Structural stone walls require tuck pointing. The stone itself is spalling. Several stained-glass windows need restoration and all of them need specialized cleaning. Pew cushions and administration wing carpet and furniture need to be refreshed. The project list is long one. If you are interested in learning more or in underwriting the full or partial cost of any of these projects, please see or contact the Rector or Senior Warden.

Planned Giving & Bequests

What builds a church?

Faithful people, faithful discipleship, and faithful giving. The faith and forethought of many have made it possible for us to worship in this place.

> *One thing have I desired of the Lord, which I will require, even that I may dwell in the house of the Lord all the days of my life, to behold the fair beauty of the Lord, and to visit his temple." – Psalm 27*

Have Faith in the Future

Remember All Souls in your will.

More than half of all Americans die without a will. If you don't make decisions about how your money and assets will be divided when you die, the government (through estate taxes and other taxes) will be happy to decide for you. You can better protect your assets for your loved ones and help All Souls by taking the time to make a will.

A bequest in a will is the simplest and most common planned gift. It can be an outright monetary bequest, a percentage of your estate, a percentage of the "rest, reside and remainder" of your estate after a number of other bequests have been fulfilled, or a specific asset such as personal or real property.

Take the time now to plan for the future.

> *For where your treasure is, there will your heart be also. – Matthew 6:21*

Gifts and Bequests with All Souls as beneficiary can be of two types:

Restricted: The donor has identified a specific purpose to which the funds should be directed. The Vestry will guarantee that the uses(s) to which those funds are applied is faithful to the donor's wishes. The funds may be directed to their designated purposes(s) either as an endowment, in which case they normally would become a designated fund within the All Souls Endowment (note that certain thresholds may apply), or by direct expenditure of the funds through the Treasurer of the Parish.

Unrestricted: The expectation is that such a bequest will be transferred to the All Souls Endowment. Such transfers are intended to be held in perpetuity. This policy specifically acknowledges that from time to time truly extraordinary needs of the Parish may arise to necessitate an exception to this policy.

All Souls strongly urges you to consult with your attorney, financial and/or tax advisor to review this information provided to you without charge or obligation. This information in no way constitutes legal or financial advice. All Souls' Gift Acceptance Policy.

Potential Additions to All Souls Planned Giving Program

Recognition Society

Many nonprofit organizations establish named groups to recognize members who have made provisions for the organization in their wills or estate planning. All Souls does not currently have such a group; do we seek to establish one?

St. Columba's and All Saints by the Sea are two Episcopal parishes that have established societies to recognize planned givers. Excerpts from their websites follow.

> St. Columba's Iona Society was created to recognize parishioners who have made provision for St. Columba's in their wills or estate planning. If you would like become of member of the Iona Society, please reach out to stewardship@columba.org.
> *[Note: The Iona Society Confirmation Form is located at the bottom of this PAGE.]*

> Members of the Heritage Society are All Saints parishioners who have named All Saints-by-the-Sea in their estate plan or will. We would love to have you with us, and it is easy to join: simply put in writing (a simple, informal note will do) your intention to include All Saints in your estate plans. For ways to remember All Saints in your estate plans, just click on this link for an informative article from the leadership of the Heritage Society!

Periodic Campaigns to Encourage Planned Giving to All Souls

Many churches host periodic information sessions at which attorneys or other experts provide information about including the church in estate plans or wills. When selecting an advisor for planned giving, All Souls should prioritize professionals with expertise in estate planning, tax-advantaged giving (e.g., IRA rollovers, donor-advised funds), and experience with non-profit, faith-based organizations. The advisor should be fiduciary-focused, explain their compensation (fees vs. commissions) clearly, and align with All Souls' values.

In addition to information sessions with experts, we may wish to promote planned giving through appreciative talks given by church leaders or parishioners conveying the beneficial impact of past legacy gifts. For example, I (Kevin) could talk about how the bequest from the Ralph and Katherine Braun covered most of the roof replacement cost.

Next Steps

1) Determine what are All Souls' aims with respect to a Planned Giving Program. We'll seek Vestry input and support prior to finalizing objectives.
   a) Do we simply want to host an informative session with an outside expert on wills and estate planning?
   b) Do we want to convey the important role planned gifts have played in continuing the good work of All Souls? If so, how – write ups in The Message, Adult Forum sessions, a brief talk during the announcements at Mass?
   c) How will those who indicate they have provided for All Souls in their wills or estate plans be recognized? a Legacy Giving society? Listing in an annual report? Other? We must allow benefactors to remain anonymous if they so choose.
2) Assemble a brief yet comprehensive overview of the foundational elements of a Planned Giving Program that are already in place at All Souls
   a) Governing Policies
      i) Endowment Board Charter
      ii) Gift Acceptance Policy
   b) Procedures and Practices
      i) Bookkeeping and Accounting Procedures
      ii) Yearly Audit practice
   c) Receiving Accounts
      i) Endowment, Quasi-Endowment, and Rector Housing Fund at UBS
      ii) Operating Account at Bank of America
      iii) Brokerage Account at Morgan Stanley
   d) Web pages
3) Other?