

All Saints' Episcopal Church Riverside, California

Parish Profile 2018



All Saints' Episcopal Church is committed
to being a vibrant, loving, welcoming community of faith
called to serve Christ and to nurture all persons to be fully alive in God.

3847 Terracina Dr., Riverside, CA 92506, (951)683-8466, allsaintsriverside.org

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WHERE WE ARE AND WHERE WE'VE BEEN

The City of Riverside

All Saints' Episcopal Church is located in the center of Riverside. With a population of over 324,000, Riverside is the most populous city in Southern California's Inland Empire region, and the 12th largest city in the state. Incorporated in 1883, it is the county seat of Riverside County. Riverside is located 60 miles east of Los Angeles and 50 miles west of Palm Springs. Over 2.7 million people live within a 20-mile radius. Pacific Ocean beaches are only 50 miles away, and the mountain resorts of Lake Arrowhead and Big Bear are even closer.

Riverside is home to a campus of the University of California, California Baptist University, La Sierra University, and Riverside City College, as well as many technical and vocational schools. Riverside supports museums, live theaters, a symphony orchestra, and attractions ranging from the Mission Inn, a national historic landmark, to the Citrus Heritage State Park.

More information about Riverside may be found at www.riversideca.gov, <http://riversideoed.com>, and <http://www.riverside-chamber.com>.

The History of Riverside

For centuries, the Cahuilla and Serrano Indian tribes lived along the Santa Ana River in the vicinity of what was to become Riverside. The written history of the region begins in 1774 with a Spanish expedition led by Juan Bautista de Anza, searching for an overland route from Mexico to Monterey.

Nearly one hundred years later, in 1870, John W. North gathered investors and purchased land to form the Southern California Colony Association. He laid out a mile-square town site alongside the Santa Ana River, which was soon named Riverside.

Eliza Tibbets, the wife of one of the colonists, planted two navel orange trees, which thrived in Riverside's temperate climate. After the completion of an irrigation canal designed and built by Matthew Gage, that crop quickly transformed Riverside into the center of the Southern California citrus industry. Riverside prospered to such a degree that, by 1893, Riverside was the wealthiest city per capita in the United States.

The History of All Saints' Episcopal Church

All Saints' was the first Episcopal parish in what is now Riverside County.

The Rev. Charles Loop conducted the first Episcopal service in Riverside in 1871. In 1877, an Episcopal mission was established, followed by the construction of a church and parish house at the corner of Tenth and Lemon Streets in downtown Riverside, within the original mile-square North had laid out. By 1884, All Saints' became a parish.

In 1927, the land of our present location was purchased. Completed in 1949, the church is constructed of poured-in-place concrete, with a traditional European floorplan. The building was designed by G. Stanley Wilson, a prominent Riverside architect who also designed portions of the Mission Inn.



Our Online Presence

We keep our members informed and reach out to the community through our website-- <http://allsaintsriverside.org/>--and through two Facebook pages. One Facebook page is just for members: <https://www.facebook.com/groups/365120046044/>. The other is a public page available to all: <https://www.facebook.com/pages/All-Saints-Episcopal-Church/120976811249151>.

OUR DIOCESE

All Saints' is located within the Episcopal Diocese of Los Angeles.

The Diocese of Los Angeles is the most populous Episcopal diocese in California and is one of the five most populous Episcopal dioceses in America. It is home to over 70,000 Episcopalians in 136 parishes and mission centers, 40 schools, and 15 other specialized ministry institutions reaching across Los Angeles, Orange, Riverside, San Bernardino, Ventura, and Santa Barbara counties. The diocese is divided into 10 geographical deaneries. All Saints' is part of Deanery 7, the deanery of the Inland Empire. The diocesan convention is convened in December of every year in Ontario, a short drive from All Saints'.

The Diocese of Los Angeles is led by its Bishop Diocesan, the Right Reverend John H. Taylor. Bishop Taylor had been elected bishop coadjutor in December of 2016. He became the seventh Bishop Diocesan on December 1, 2017, following the retirement of Bishop J. Jon Bruno. Bishop Taylor is assisted by a Bishop Suffragan, the Rt. Rev. Diane Jardine Bruce, who was ordained to the episcopate in 2010.

Our diocese is one of the most diverse in the country. Hispanic, Asian, African, Native American, and Pacific Islander cultures (as well as languages) are represented in diocesan ministry and liturgy. The Diocese of Los Angeles is a national leader in outreach and ministry to the LGBTQ community, immigrant communities, the aging, youth, the economically disadvantaged, and the socially marginalized.

The theme of Bishop Taylor's consecration was "Feeding Hungry Hearts." Our diocese strives to serve God among His people and to minister to the needs of a world hungering for the good news.

Further information regarding the Episcopal Diocese of Los Angeles can be found at www.ladiocese.org.

OUR FACILITIES AND STAFF

Church Facilities

The church is located at 3847 Terracina Drive, at the corner of Magnolia Avenue, a major cross-town boulevard. The site is surrounded by a variety of land uses, including a public middle school, a community college campus and sports complex, a Presbyterian church, a community hospital, and a residential neighborhood.

The church nave comfortably seats over 180. It is adorned with a dozen beautiful stained glass windows, two of which were relocated from the original church. It also features a three-rank Mohler pipe organ, a sacristy, and a vestry.

The parish hall, named after former long-time rector Henry Clark Smith, includes a kitchen that was remodeled in 2011 and is capable of seating up to 130 people for meals and meetings. Both church groups and community organizations use this space.

Another wing of the complex includes office space for the rector and church staff. Other facilities include a library/meeting room, nursery, choir room, Sunday school rooms, a licensed pre-school, and an outdoor columbarium.



Church Staff

Our current rector is Fr. John Conrad, who plans to retire in June of 2018. The other paid staff of the parish consists of the following: Darlene Vennemann, the parish administrator and bookkeeper; Abraham Fabella, the music director and organist; Ilda Ayala, the custodian; Willa Davis, the nursery supervisor; and Riley Disenhouse, the nursery assistant.

In addition to the paid staff, the parish is fortunate to have the assistance of Fr. Conrad Nordquist, a retired priest who frequently volunteers to lead or assist in Sunday services.



WHO WE ARE AND WHAT WE ARE LOOKING FOR

Our Profile Committee surveyed church members aged 16 years and older to assist in the creation of this profile. Ninety-eight church members completed the written survey. Of those responding:

- Two-thirds are female; one-third are male.
- Sixty-eight percent of respondents are married.
- Fifty-seven percent reported that their highest level of education was a graduate degree while 31 percent reported that their highest level of education was an undergraduate degree.
- A majority stated that they attend services every Sunday, with approximately three-fourths attending the 10:00 A.M. service and approximately one-fourth attending the 8:00 A.M. service.
- Most live within 10 to 20 minutes of the church.

In the Appendices, we share graphic representations of the responses for all the survey questions except the narrative questions.

The narrative questions included Question 1, asking parishioners to describe the things that they most like about All Saints'; Question 2, asking what they would like to see changed and how; and Question 23, asking for any additional comments. The responses to each of those questions are included in the Appendices.

Several common themes emerged from the responses to those three narrative questions, both in terms of strengths and suggested changes or improvements.

In their responses to Questions 1 and 23, parishioners identified the following as the top five strengths of our church:

- Our friendly and caring community (approximately 50 percent of respondents);
- The liturgy and Episcopal traditions (approximately 30 percent of respondents);
- The sermons (approximately 20 percent of respondents);
- Activities that provide for spiritual growth and service to the wider community, such as outreach to the homeless (approximately 15 percent of respondents); and
- Music (approximately 10 percent of respondents).

Responses to Questions 2 and 23 indicated that going forward, parishioners hope for the following changes:

- Growing the congregation, especially by attracting younger people (over 20 percent of respondents);
- Improved pastoral care by the rector and increased support and care among members of the congregation (over 20 percent of respondents); and

- Improved lines of communication among the vestry, the parishioners, and the rector, in sharing information, nurturing personal interactions, and growing a greater sense of community among ourselves (over 20 percent of respondents).

While several parishioners saw little need for change, others made a series of particular proposals, such as merging or not merging the two Sunday services. The choir and music program came in for praise but with the hope that it could be strengthened further.

One key take-away from the responses to Question 2 is that our parishioners are dedicated to continuing the work of All Saints' together and to growing congregational involvement, both within the parish and across the Riverside community.

The respondents identified the following as the top six most important skills that any new rector should possess:

1. **Preaching skills:** preaching with clarity and making the Gospel relevant to our lives
2. **Administrative skills:** managing the affairs of the church, including finances
3. **Crisis ministry:** providing pastoral care to members in crisis
4. **Pastoral care:** nurturing individual church members in their spiritual lives
5. **Teaching:** helping members of all ages better understand and live the Christian faith
6. **Church growth/development:** the ability to expand the congregation



MINISTRIES TO OUR CONGREGATION

Liturgy

Acolytes: Twenty boys and girls from ages 8 to 18 years serve in the sanctuary at the 10 A.M. service as torchbearers and crucifers, and on special occasions as thurifers.

Lay Eucharistic Ministers: Eleven men and women serve the chalice and otherwise assist the priest at the altar, one at the 8:00 A.M. service and two at the 10:00 A.M. service. Two to three LEMs regularly take communion to parishioners who cannot attend church services.

Lectors and Intercissors: Eleven men and women rotate reading lessons and leading the prayers of the people, one at the 8:00 A.M. service and two at the 10:00 A.M. service.

Altar Guild: A corps of 11 women prepare the altar and the communion offerings both for the weekly services and for special services such as weddings, funerals, and memorial services.



Sunday School

We offer Sunday School classes for children from pre-Kindergarten through the fifth grade, and Bible study for students in grades six and up. Through these classes, held during the 10:00 A.M. service each Sunday from September to June, we seek to share with the children the core teachings of our faith in meaningful and engaging ways. About eight adults serve as teachers each year.

The Sunday School teachers also arrange several special events for children and families during coffee hour after the 10:00 A.M. service, such as making Advent wreaths and gingerbread houses during the Christmas season, and making Valentine's cards for those who are no longer able to attend church services.

Vacation Bible School is conducted during one week each summer. We also hold frequent children's services, typically on the first Sunday of the month, during which children read the lessons and lead the prayers of the people.



Music

Choir: An average of eight choir members offer anthems at the 10 A.M. service from fall through spring. They are accompanied by our music director on either the pipe organ or the grand piano.

Handbells: Led by the music director, our bell choir typically performs at both morning services on Easter Sunday and at other selected services throughout the year. About nine parishioners participate.

Other Sunday Ministries

Nursery: Childcare is provided on Sundays for infants and toddlers during the 10 A.M. service.

Ushers: Our ushers deliver the elements to the altar, collect weekly offerings, and supplement the greeters in welcoming parishioners to the Sunday services and distributing weekly bulletins. About 20 men and women serve in this role.

Greeters: Several people welcome parishioners to the Sunday services and distribute weekly bulletins.

Parish Nurses: Two parishioners who are registered nurses conduct monthly blood pressure screenings after both Sunday services and discuss any health concerns with parishioners. They also provide health-related articles and pamphlets on the bulletin board in the parish hall.

Ministries During the Week

Counters: Four members meet every Monday morning to count and record the weekly offerings.

Office Volunteers: Three women assist the church administrator by preparing the weekly service bulletins, entering changes to the rota, maintaining church files, and performing similar tasks.

Prayer Chain: The Prayer Chain is made up of volunteers who quietly lift to the Lord concerns of members of the parish, friends and all others.

Sisters in Spirit: A group of women of various ages meet at the church every Wednesday from 1 P.M. to 2:30 P.M. to read and discuss books of their choosing to challenge them to grow in their faith and friendship. An average of nine women attend each week.

Martha Martha: Volunteers assist with receptions for funerals and other special occasions.

Prayer Shawl Ministry: A group of five to seven women meet monthly to knit and crochet prayer shawls for members of our community who are in need of extra care and concern, as well as for happy occasions. We have also knitted baby blankets and caps and sent them to Holy Family Hospital in Jerusalem.



OUR MINISTRIES TO THE COMMUNITY

Path of Life

Path of Life Ministries operates the family emergency homeless shelter, the men's and women's emergency homeless shelter, and the cold-weather shelter. Path of Life also has a rapid rehousing program, permanent supportive housing, and many ancillary services to help people who are getting back on their feet.

All Saints' helps Path of Life in its work in several ways:

1. We provide dinner on two nights each month at the family emergency homeless shelter. About 19 members of the congregation regularly assist in cooking and serving those meals.
2. From time to time we contribute clothing, furniture, and household goods to persons in or leaving a Path of Life program.
3. Members of All Saints' participate in the annual Walk to End Homelessness fundraiser.

Twelve-Step Programs

Five separate 12-step programs meet in the parish hall: four AA groups, and one Emotions Anonymous group. Collectively, they meet 11 times per week.

Scouting

We sponsor one Cub Scout Pack with 34 members.

We also host Girl Scout Troops 1661 and 1663. Between the two of them, they have 47 members and 18 adult leaders.

Armenian Church

An Armenian Church congregation holds services in the afternoon of the second Sunday of each month.

Carnegie Christian Preschool

We let space to this preschool program, serving approximately 70 children.

FINANCIAL OVERVIEW

A detailed financial report can be found in the appendices to this profile. It shows income and expense information from 2012, when we switched to a modern bookkeeping format, and from 2016, the most recent full year at the time this profile was prepared.

- In 2016 the total congregational financial contributions to All Saints' amounted to \$269,990. The total cost of operation was \$329,992. The average Sunday attendance was 98 persons. There are now approximately 74 regular "giving units" encompassing families or individual donors currently at All Saints'. This is a decline since 2012.

In the five years from 2012 through 2016, committed Christian giving has declined approximately 15%, while total income has remained fundamentally flat over that same period due to special individual or family contributions.

- A portion of the church property had been leased in recent years to a private K-8 grammar school as well as to a preschool. Both ceased operations at the end of 2016. A new Christian preschool is now leasing space at All Saints'.
- All Saints' owns a house on Terracina Avenue adjacent to the church, which had housed our offices in recent years. Now that our offices have relocated back onto church property, that adjacent house is being rented.
- Every effort has been made to minimize our expenses in recent years. Budgetary stringency has limited the use of church funds almost entirely to the administration of the parish, as well as our Diocesan Dues.



VITAL STATISTICS

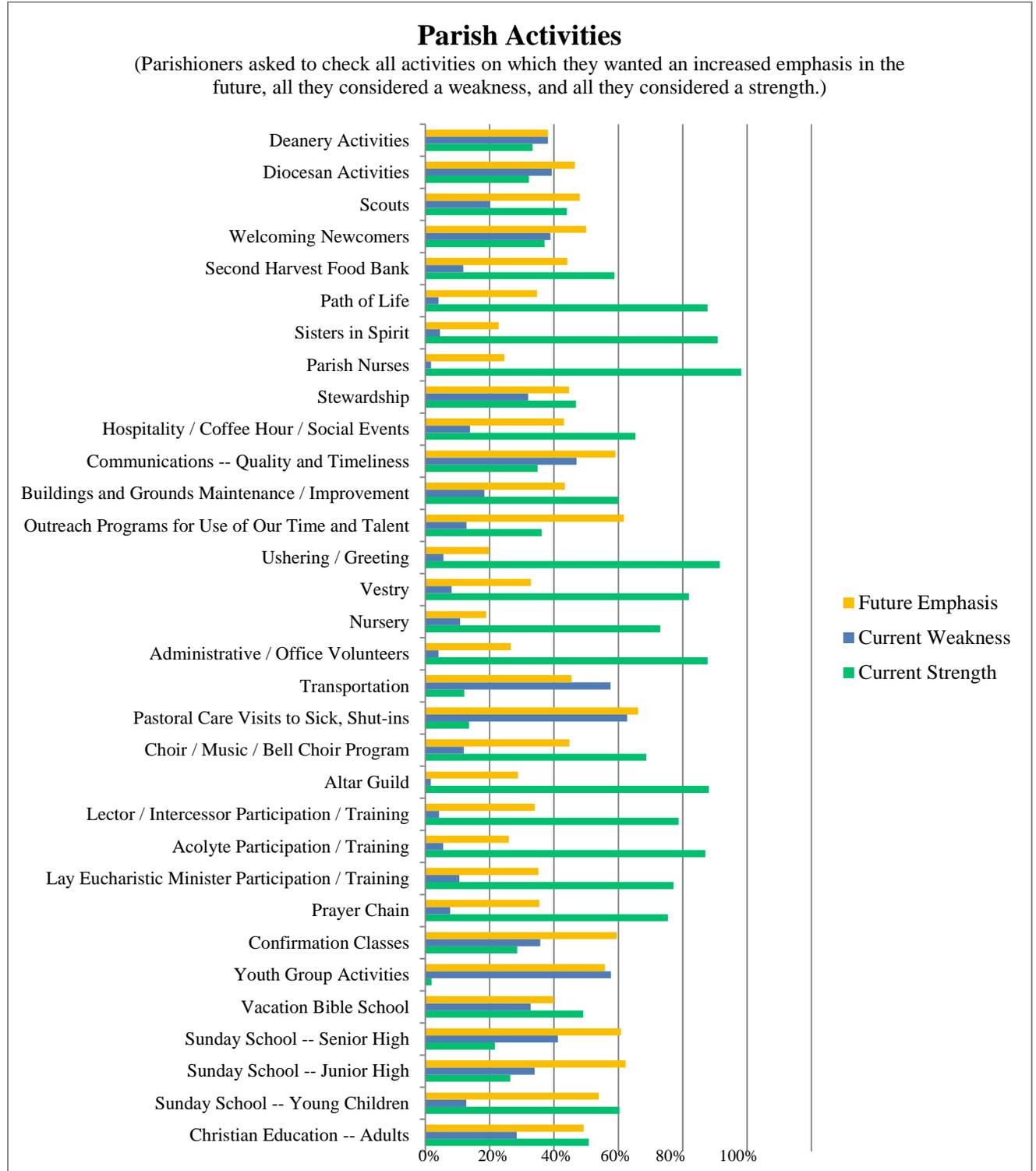
Most of the following data is abstracted from the annual Parochial Reports filed for the last three years.

Category	2014	2015	2016
Total Sunday Attendance	6708	6604	5096
Average Sunday Attendance	129	127	98
Easter Attendance	281	312	248
Weekday Eucharists	50	45	39
Private Eucharists	698	10	650
Daily Offices on Weekdays	70	70	60
Marriages	3	3	0
Burials	5	8	7
Baptisms 16 years and over	1	0	1
Baptisms under 16 years	2	1	2
Rite-13 Celebration	0	0	0
Confirmations 16 years and over	0	0	5
Received by a Bishop	0	0	0
Total Sunday School Students Enrolled	22	21	21
Pledge Cards Received	82	84	71
Total Amount Pledged	\$224,630	\$219,000	\$206,000

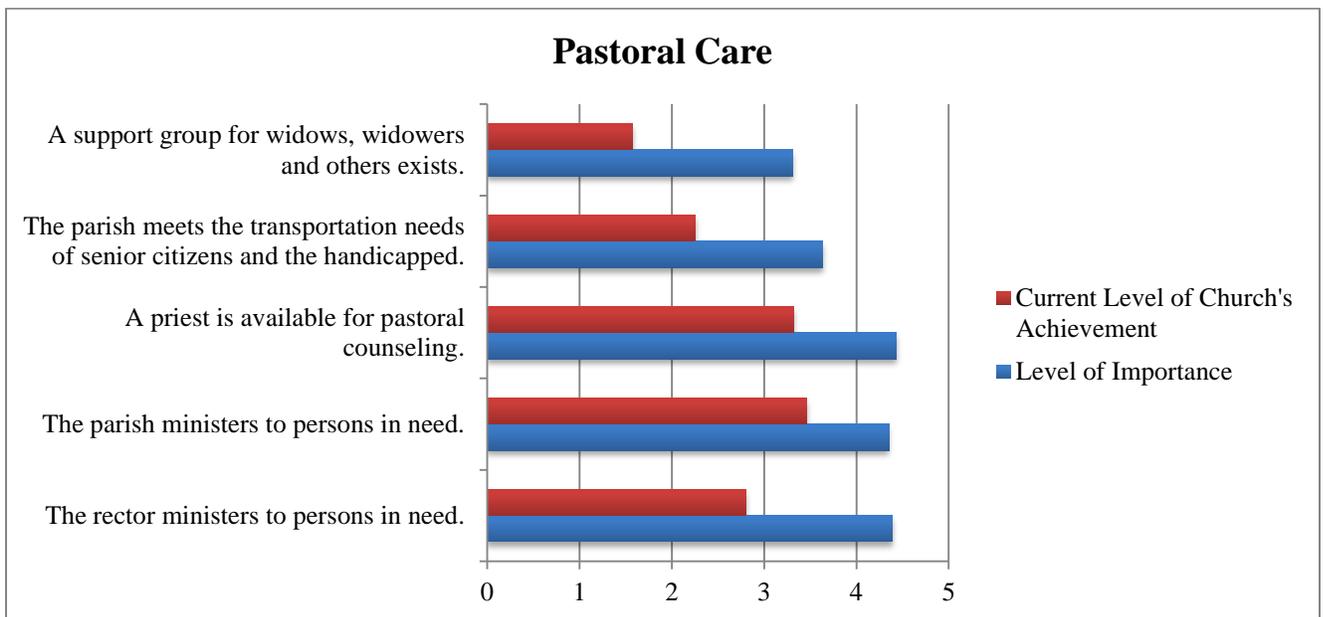
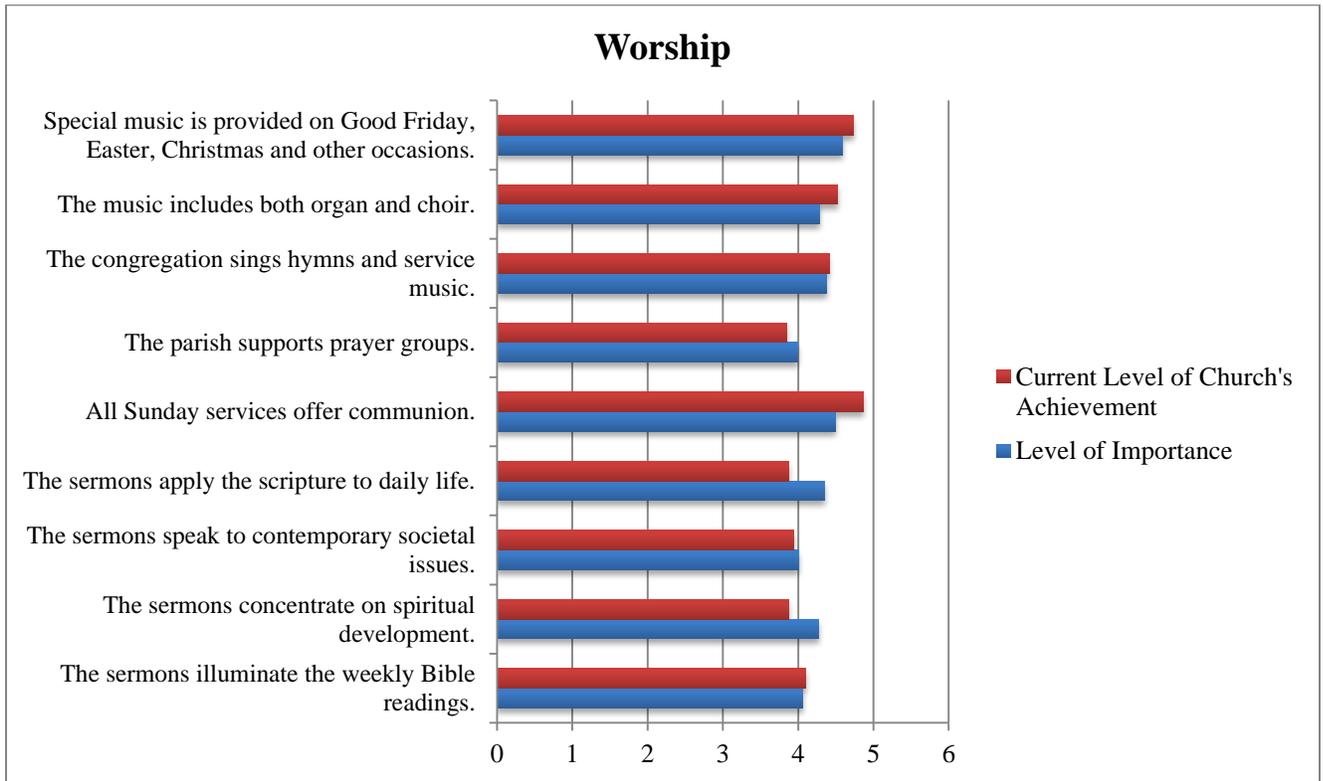
APPENDICES:

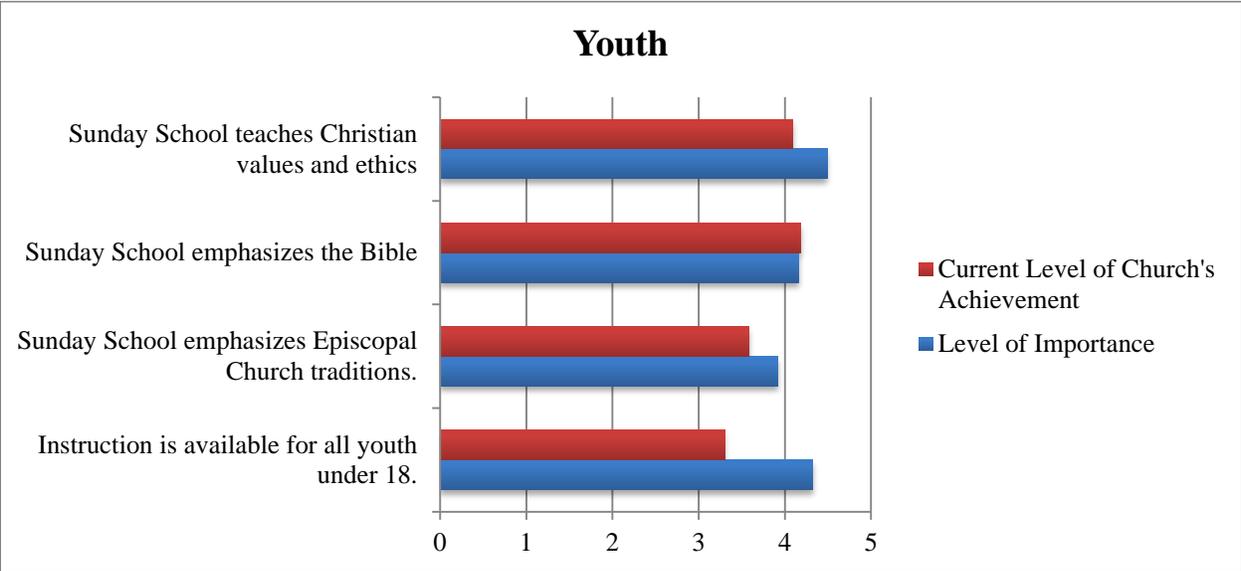
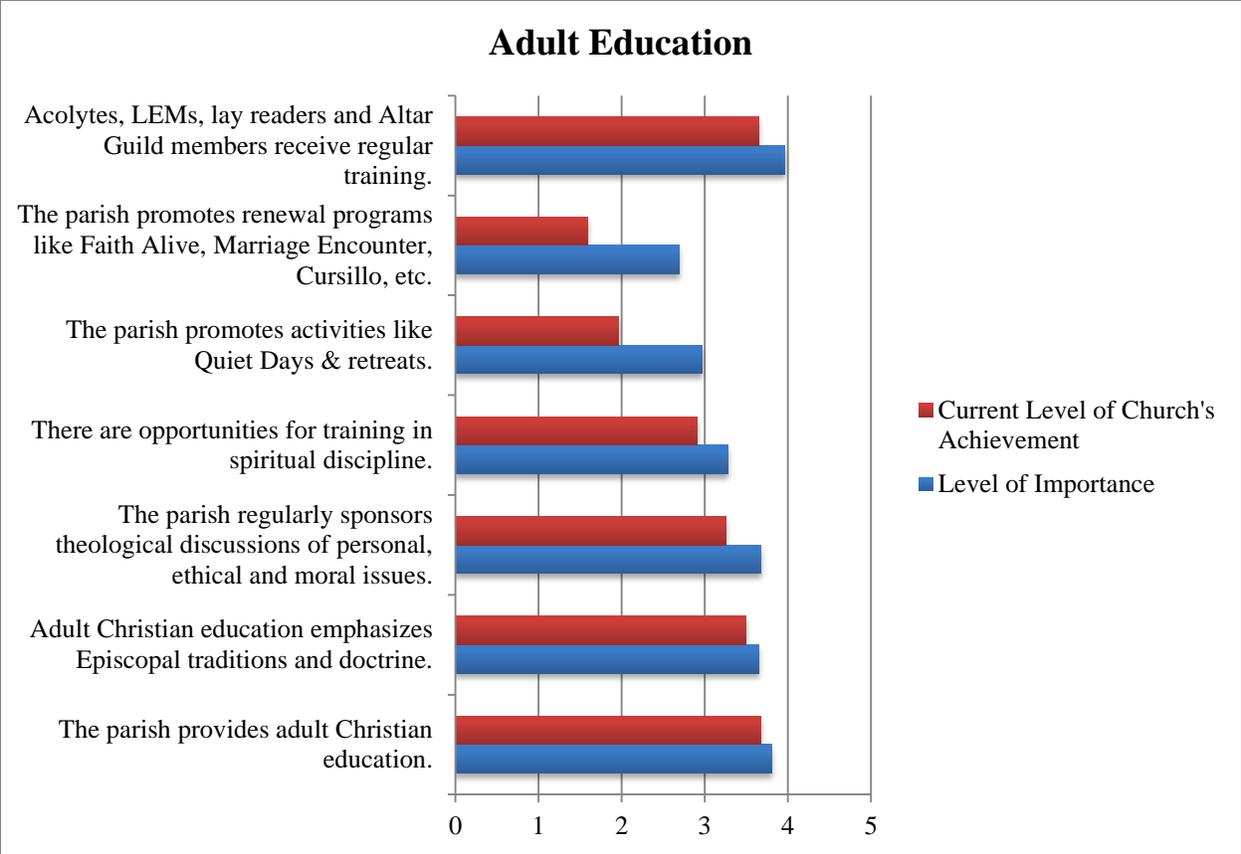
SURVEY RESPONSES – Graphic Tabulations of Objective Responses

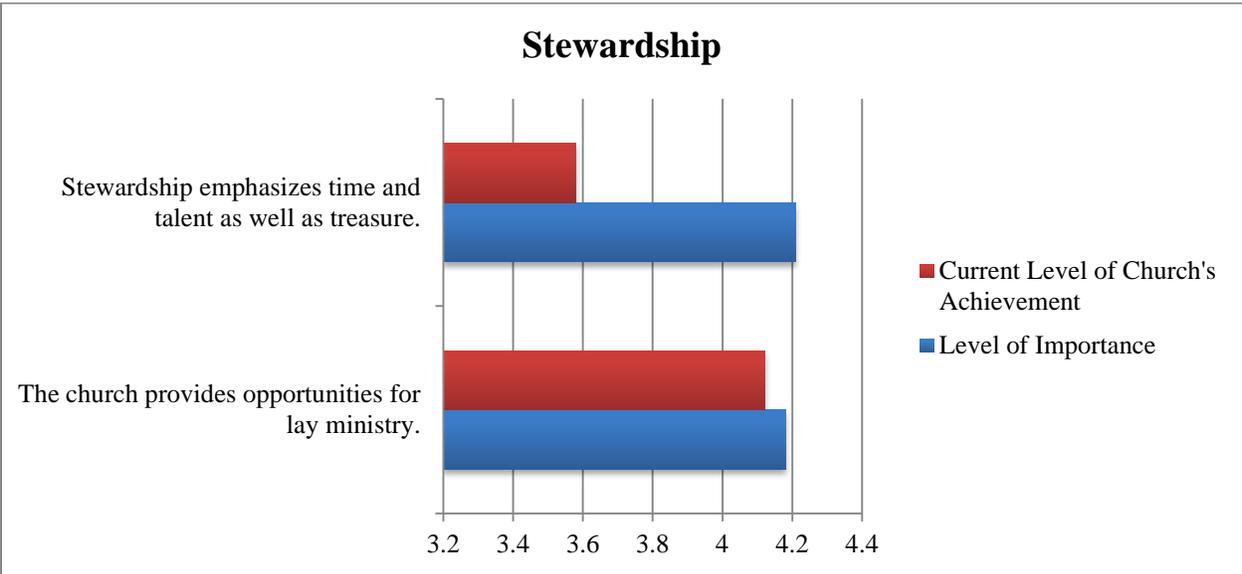
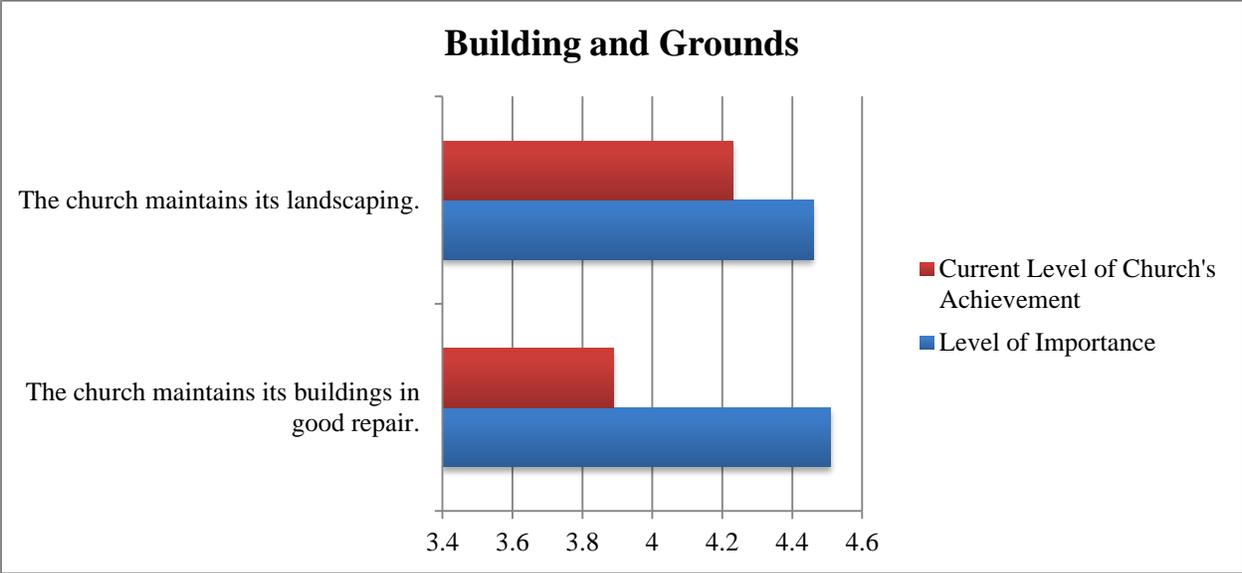
PART I: The Ministry of Our Parish



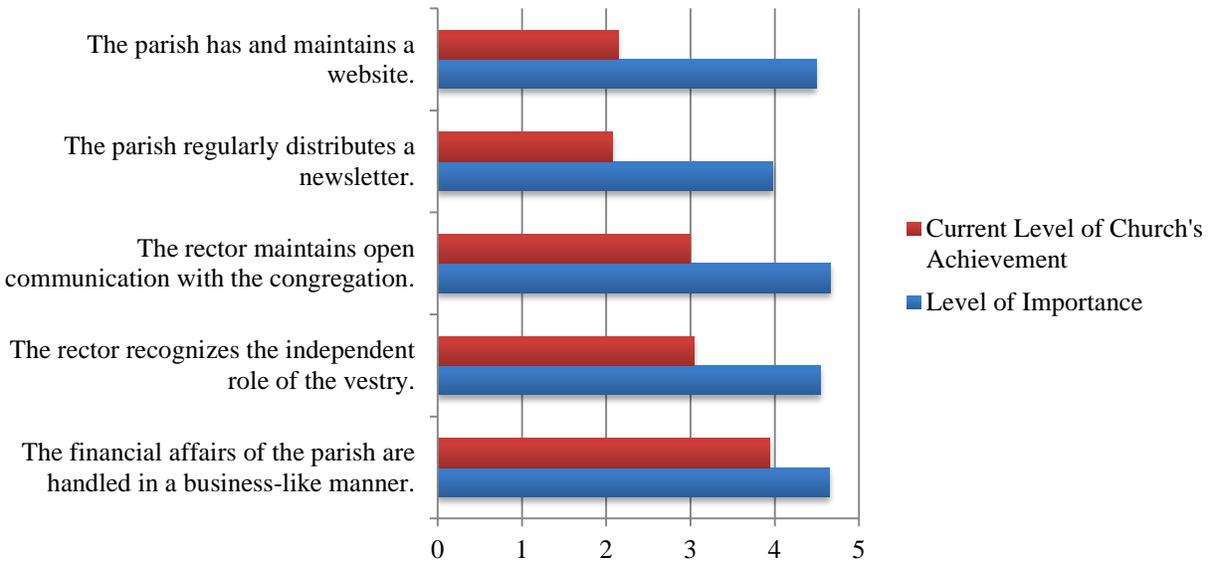
The following graphs represent parishioners' responses to a series of questions in which they were asked to use a numerical scale to rank how important certain statements were to them and to rate the parish's current level of achievement with regard to each statement. The scale ranged from 1 (low) to 5 (high). The graphs show the weighted averages of the responses.



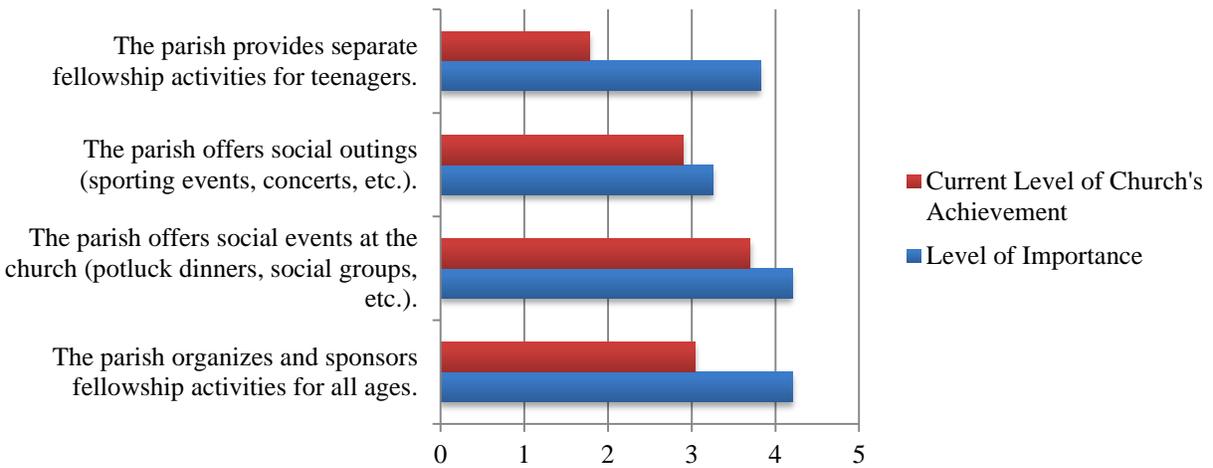


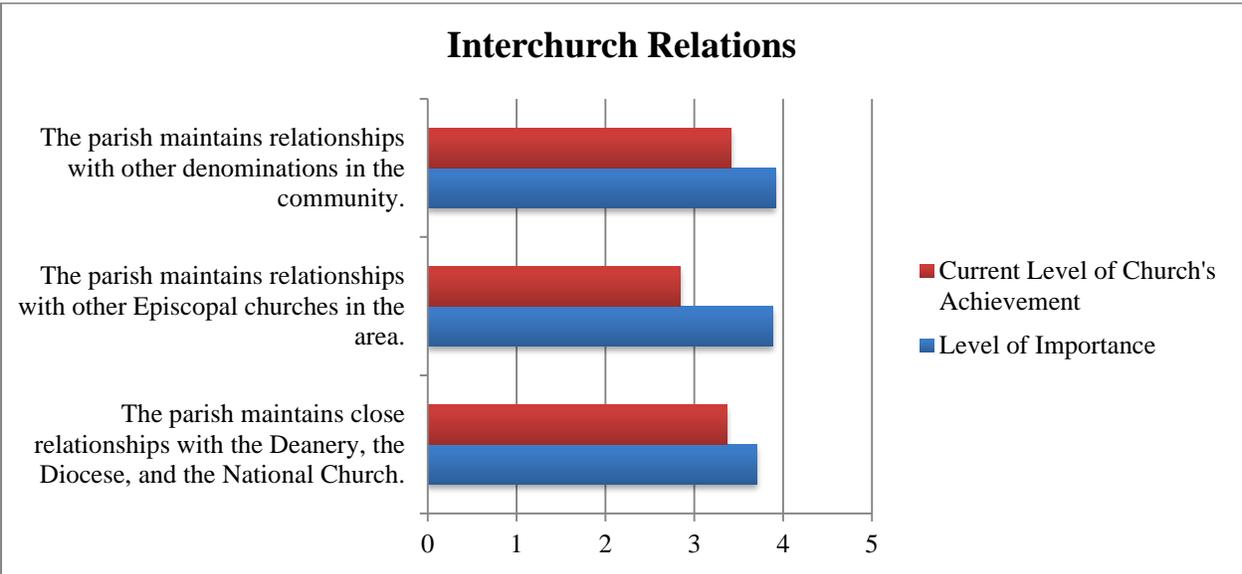
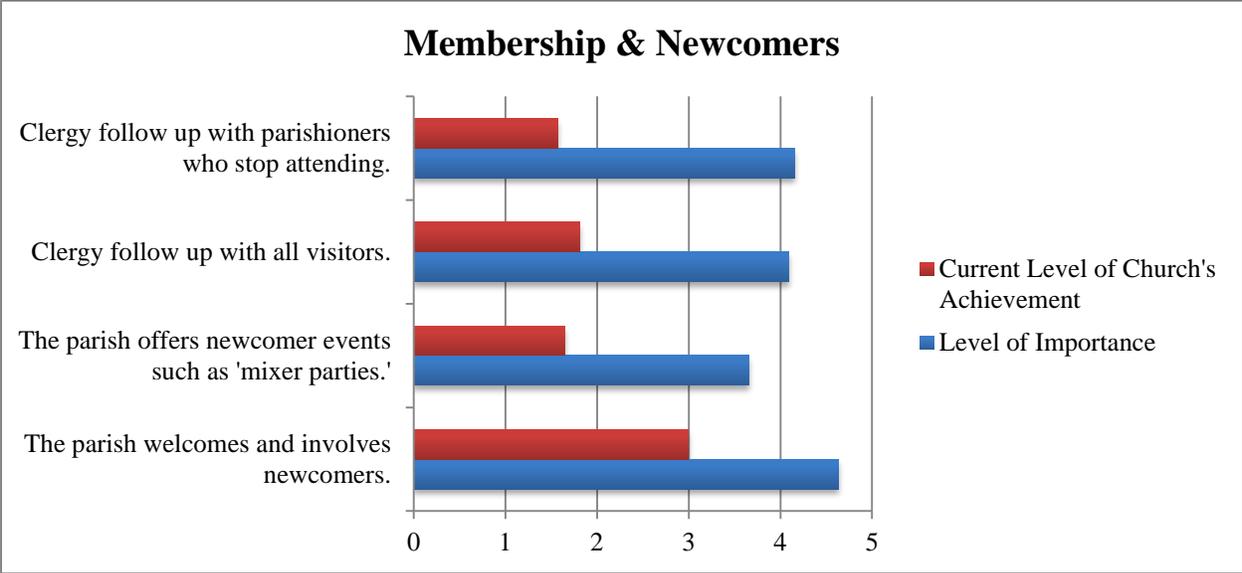


Administration & Communication

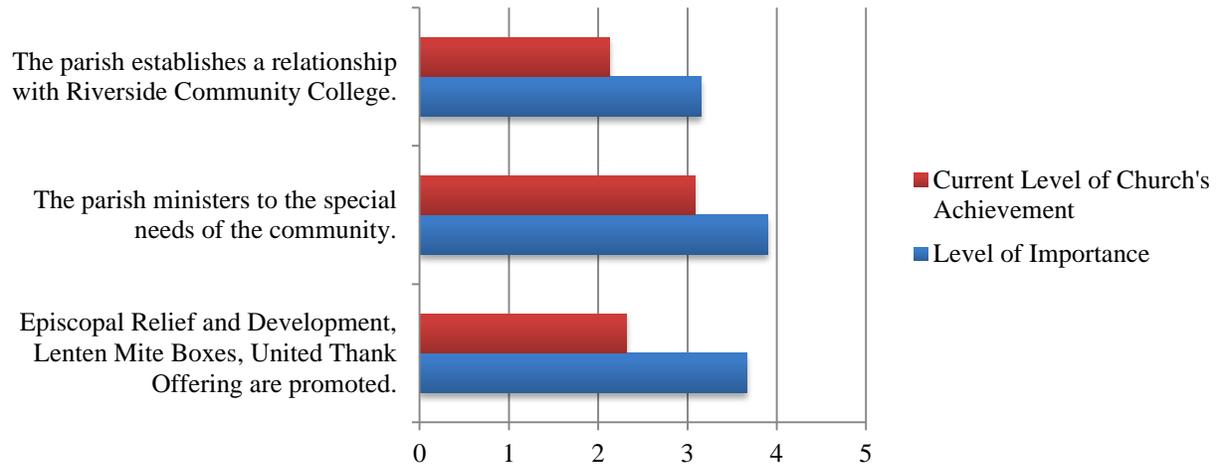


Fellowship



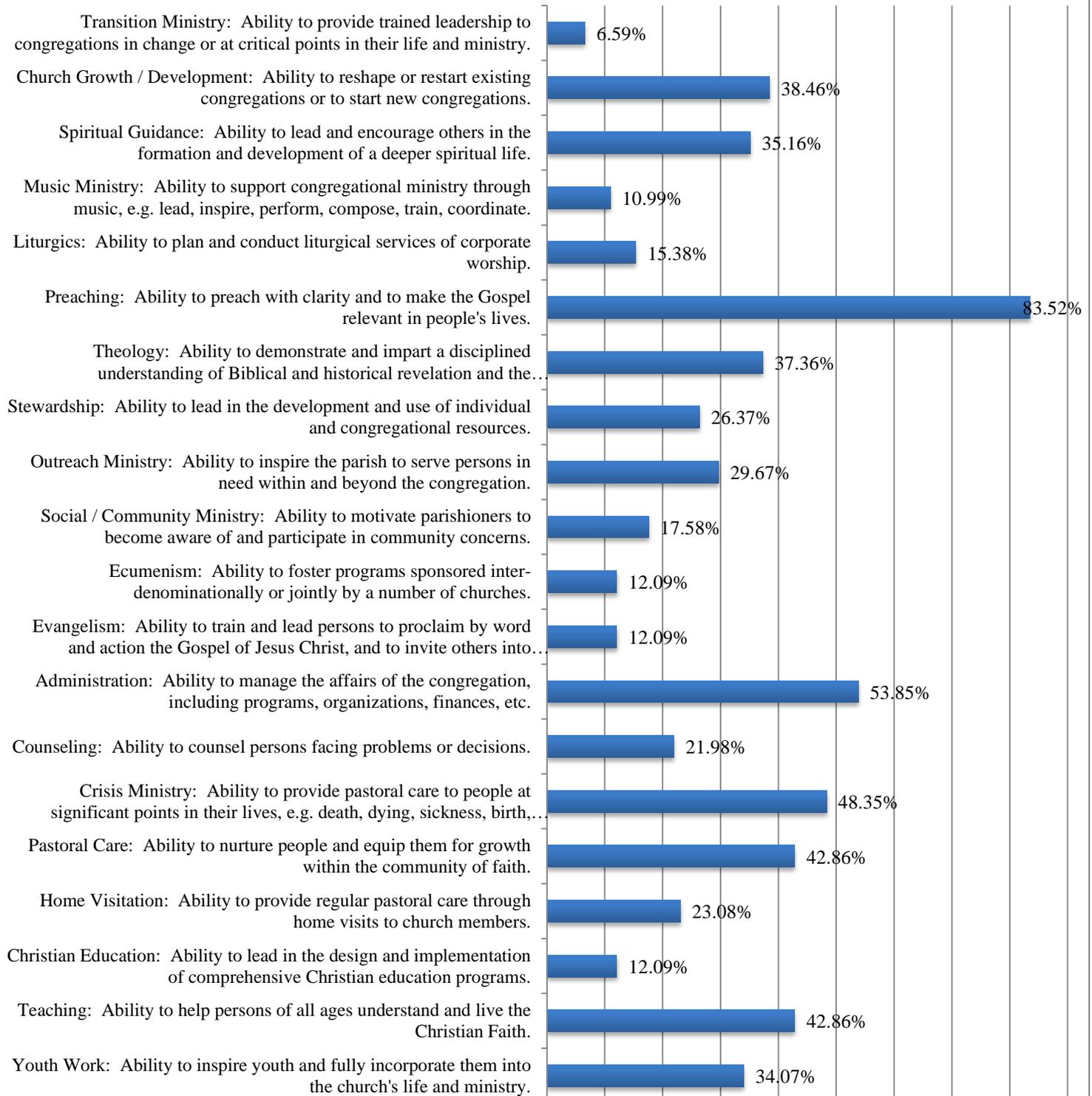


Outreach

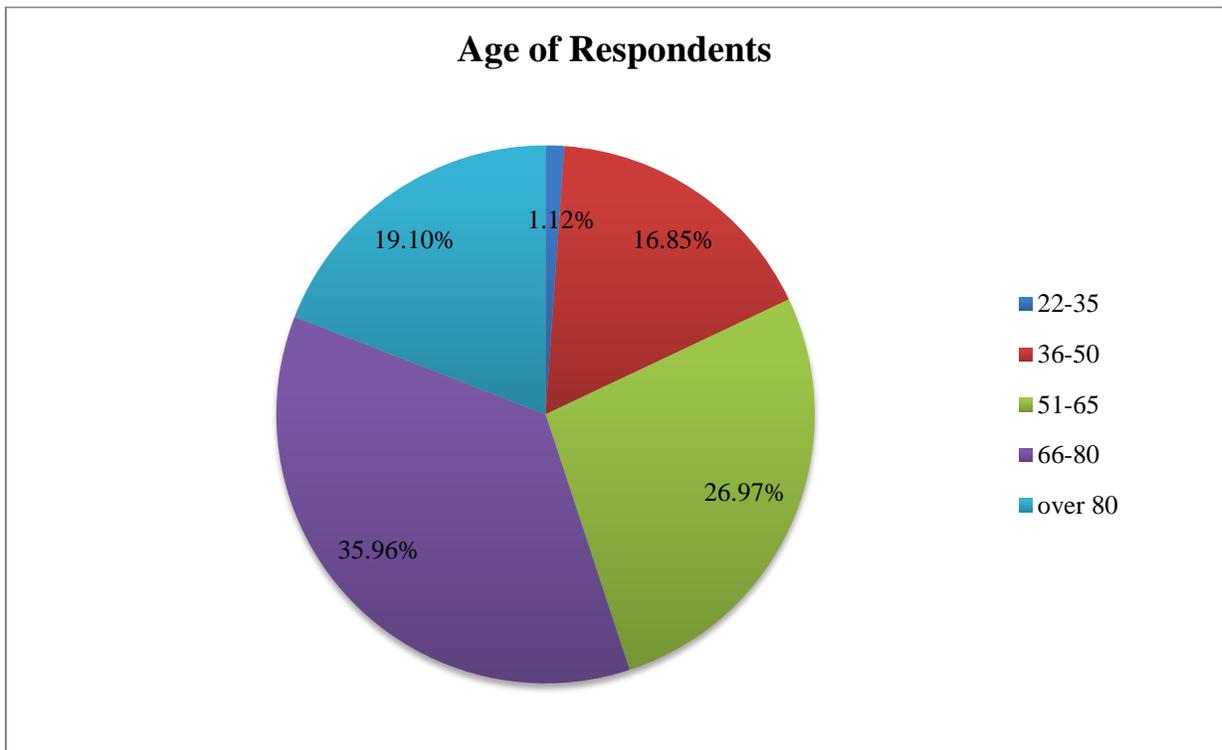
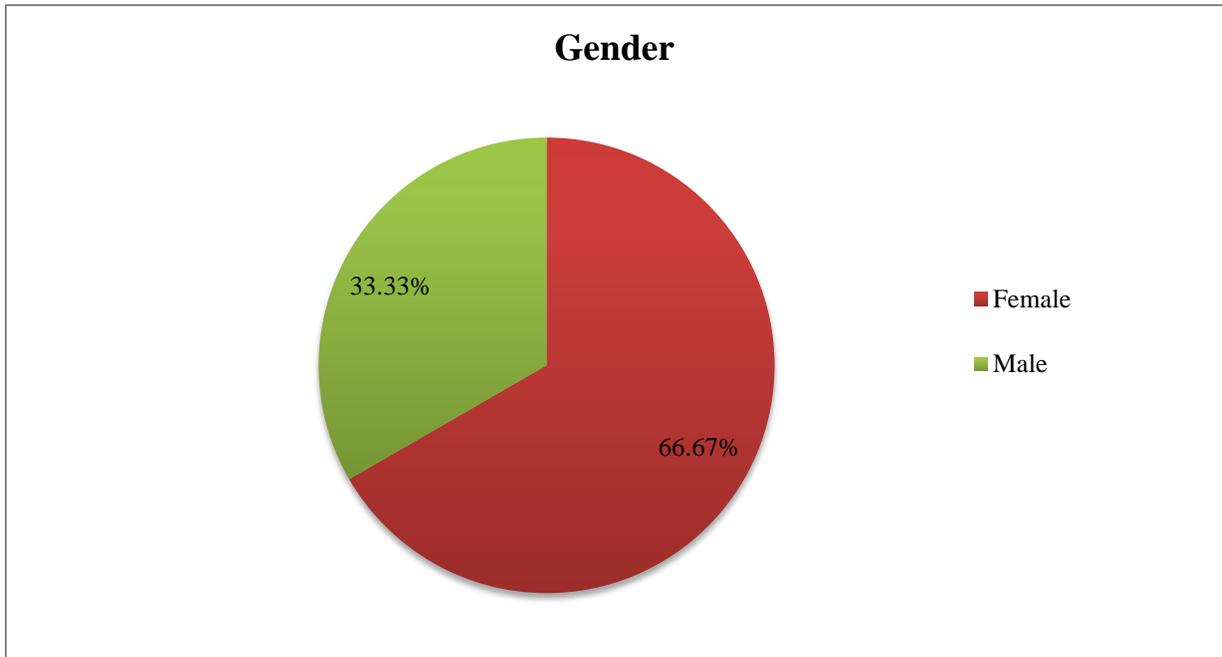


PART 2: The Ministry of Our Rector

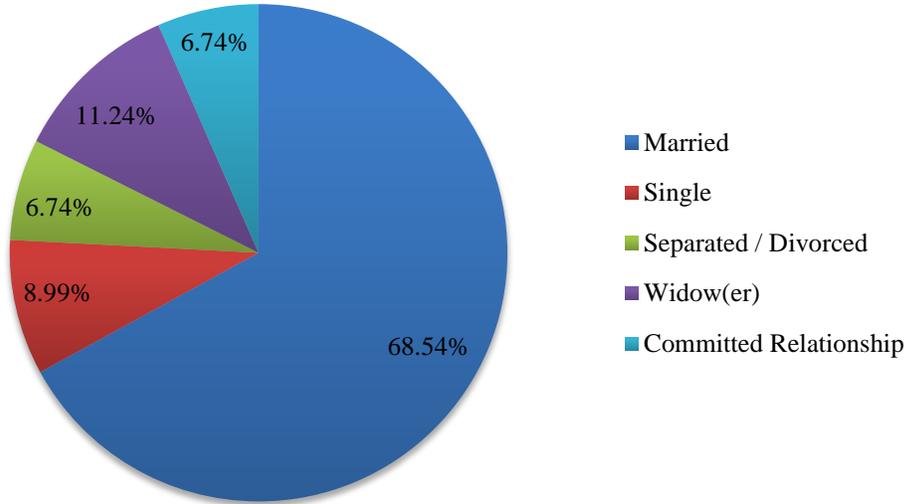
(Parishioners were asked to select the 6 most important of these 20 aspects of a priest's ministry.)



PART 3: Demographics

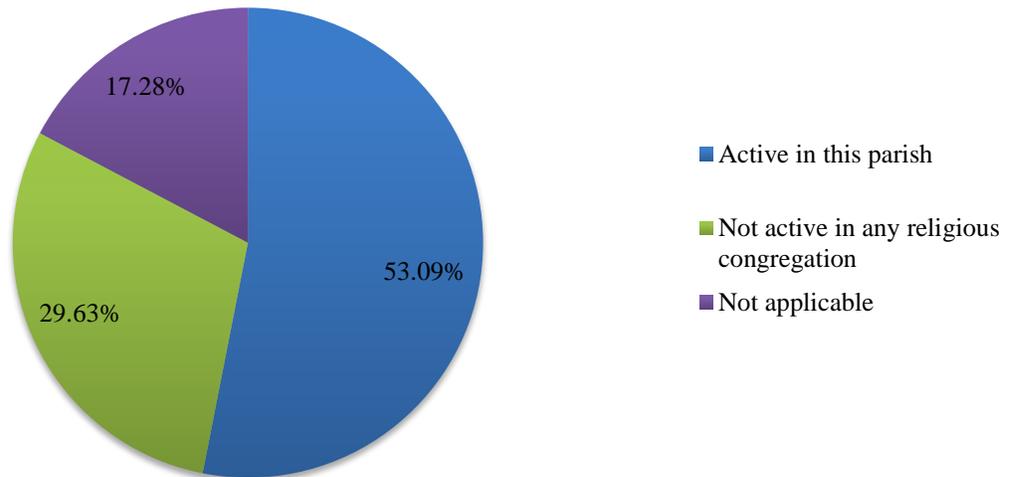


Marital Status

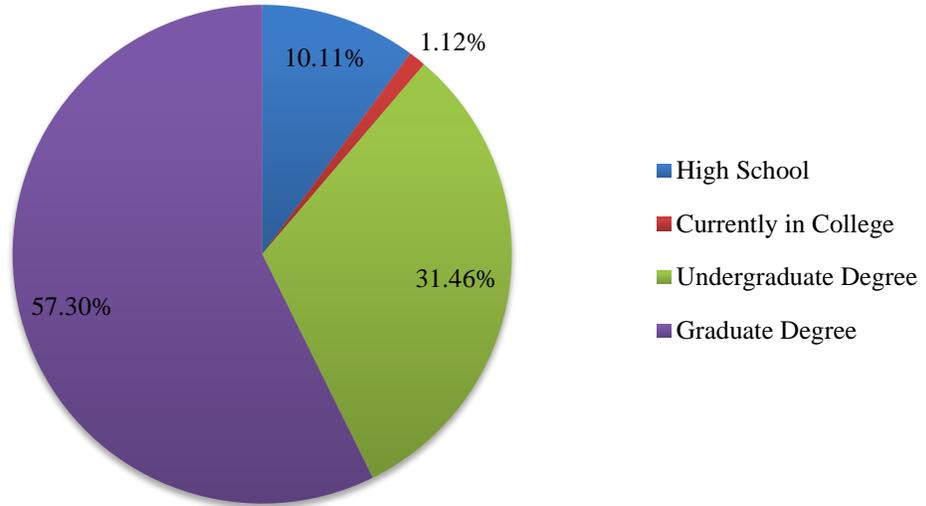


Other Adults in Household

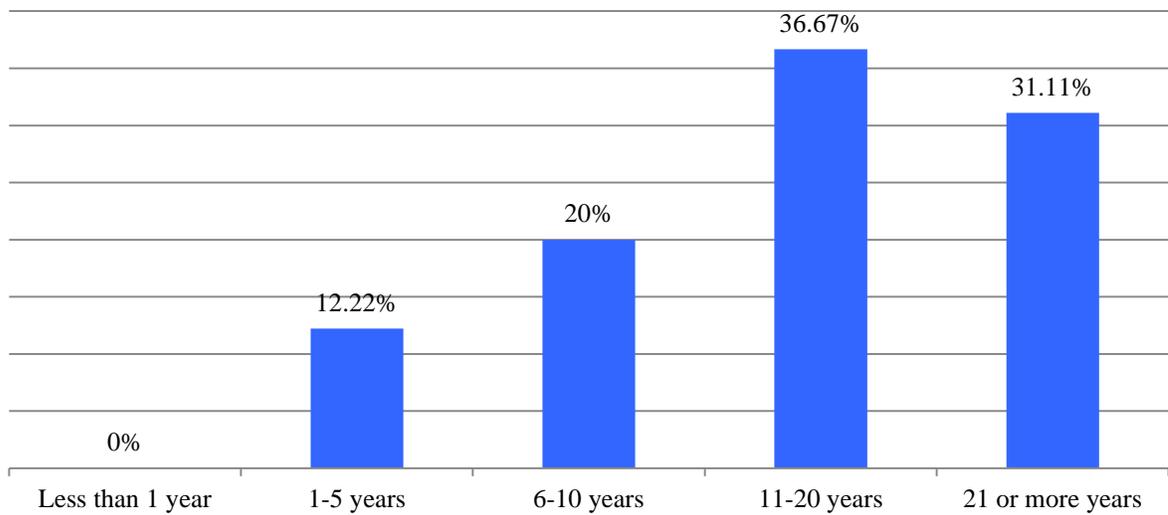
(Question asked about involvement of other adults with the parish)



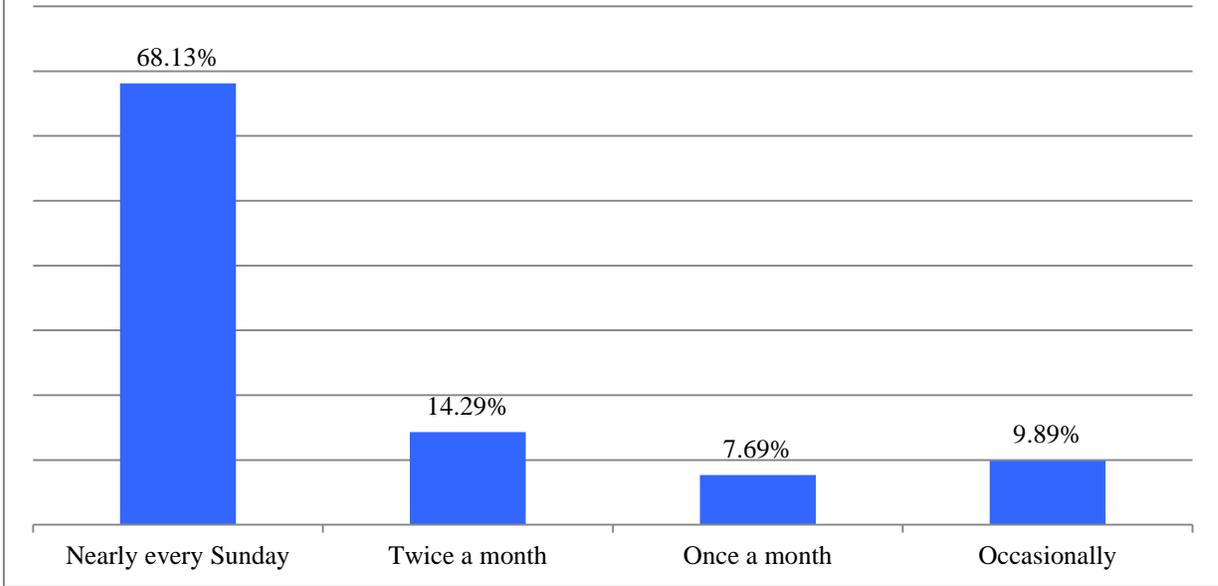
Educational Level (Highest Attained)



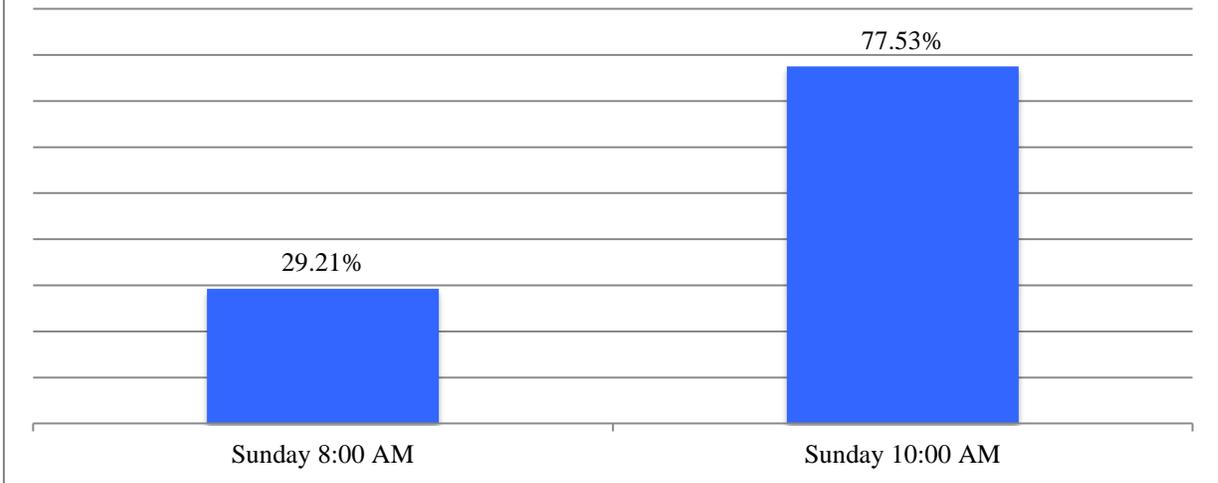
Years Attending All Saints'

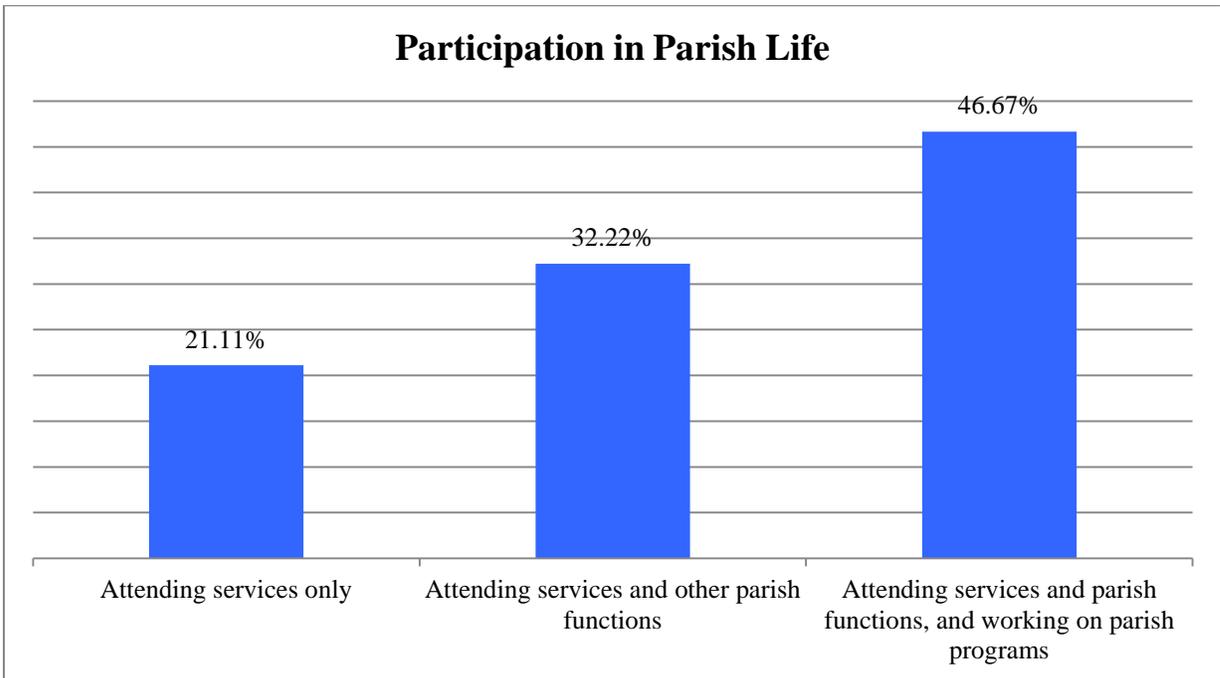
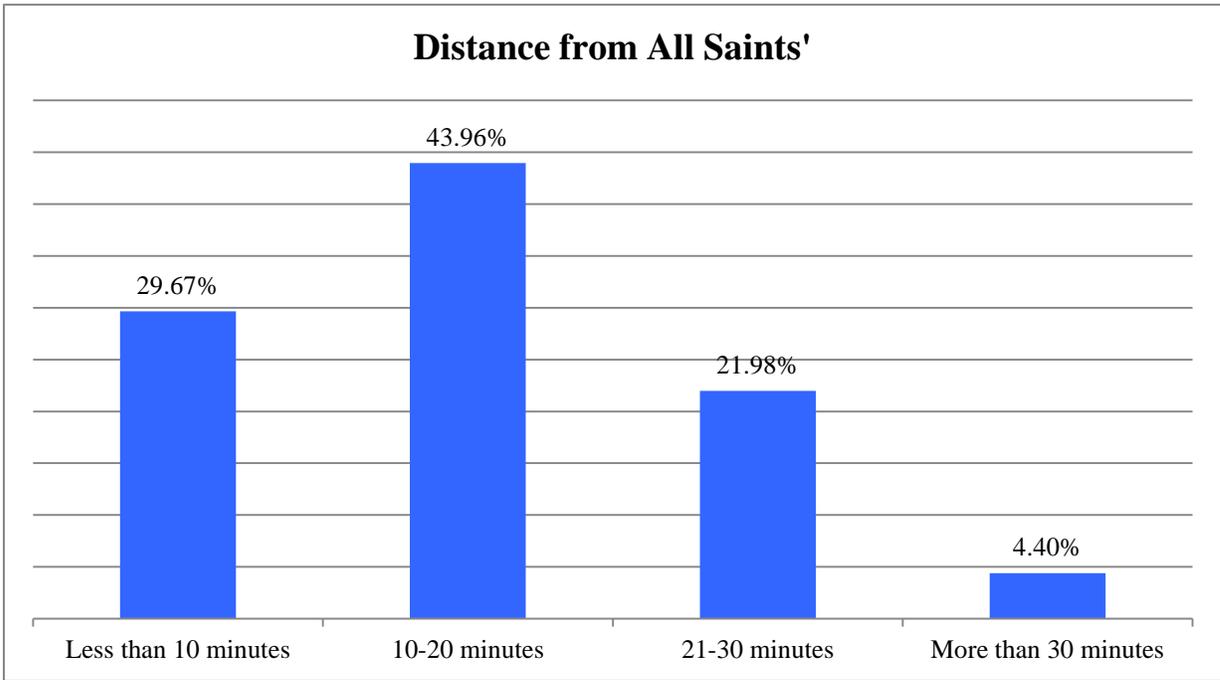


Frequency of Weekly Attendance

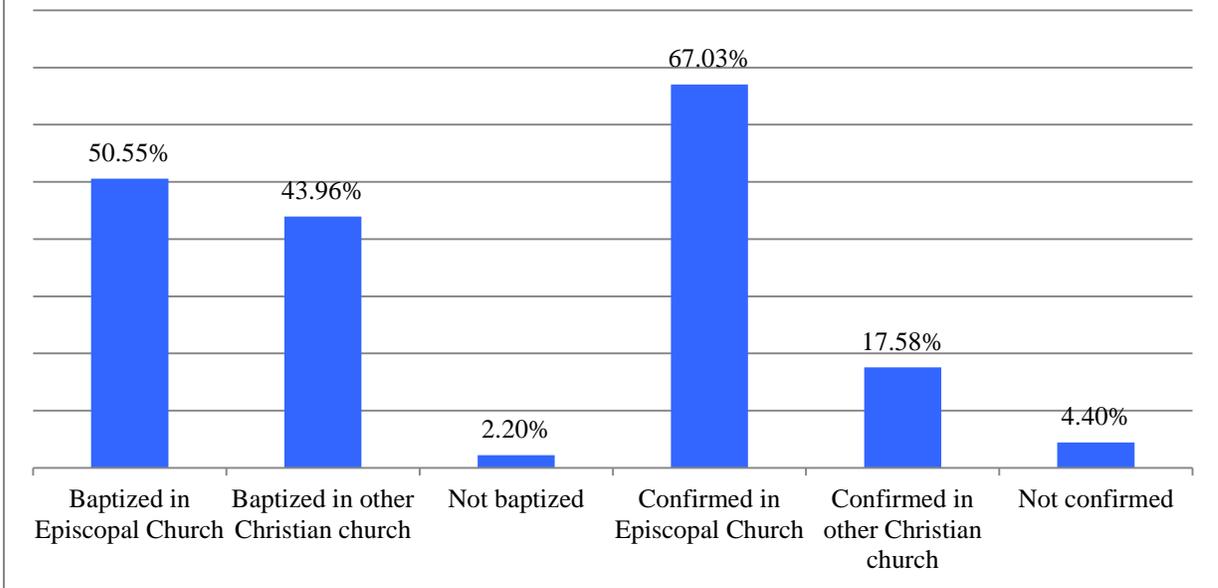


Service Attended

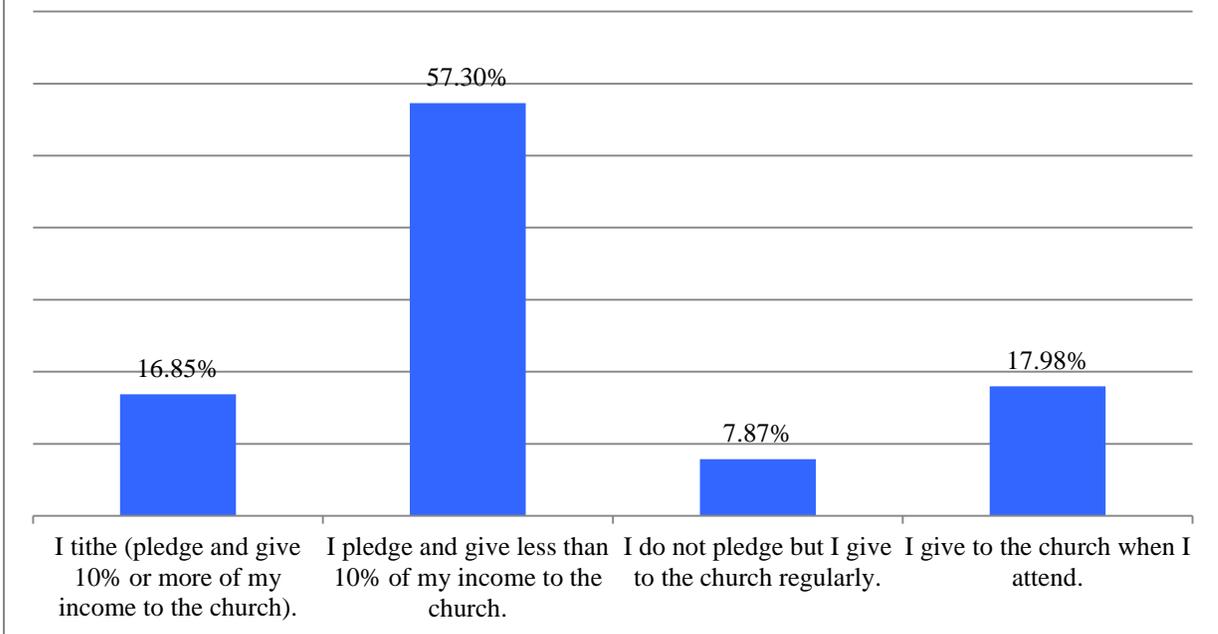




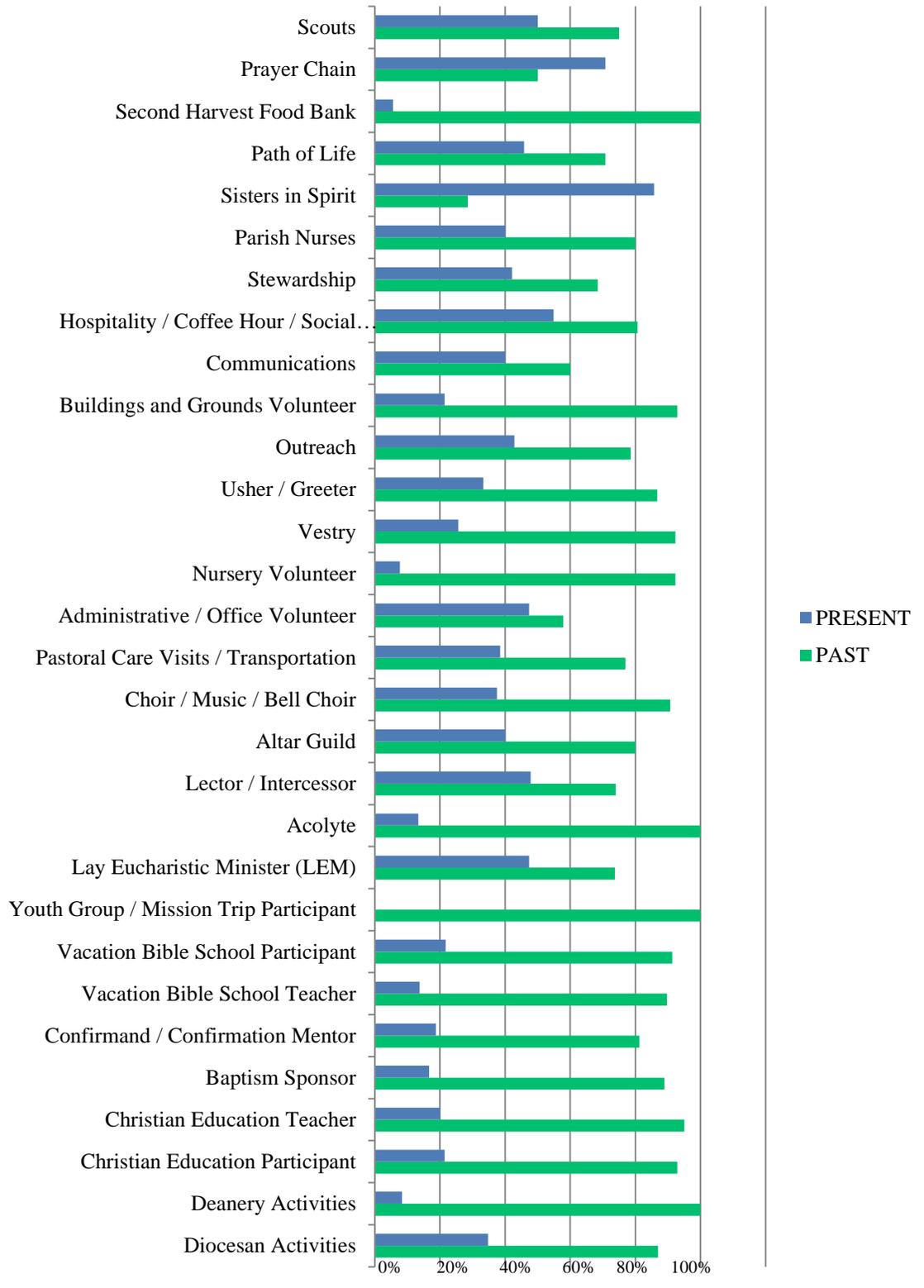
Baptism and Confirmation History



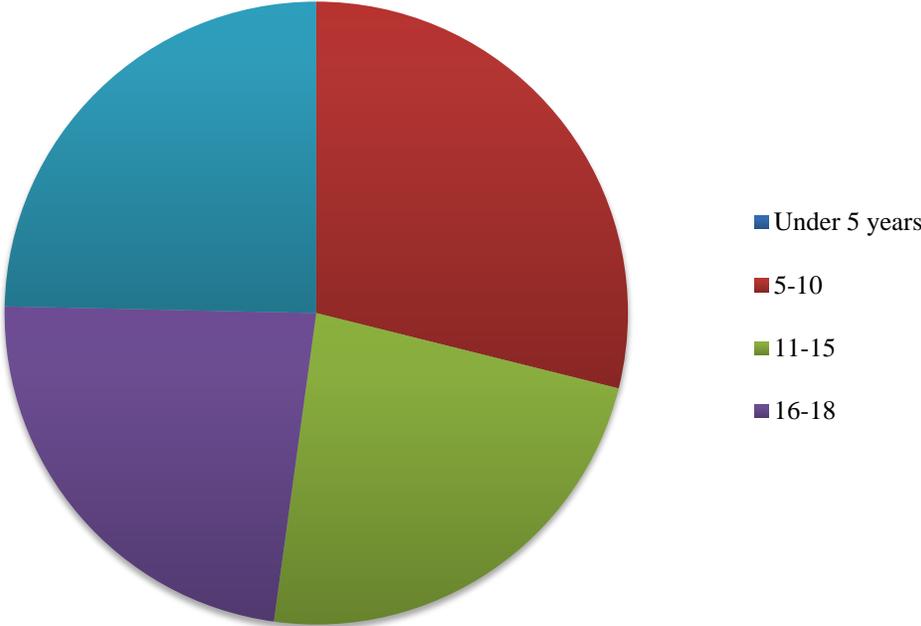
Financial Stewardship



Church Involvement, Past and Present

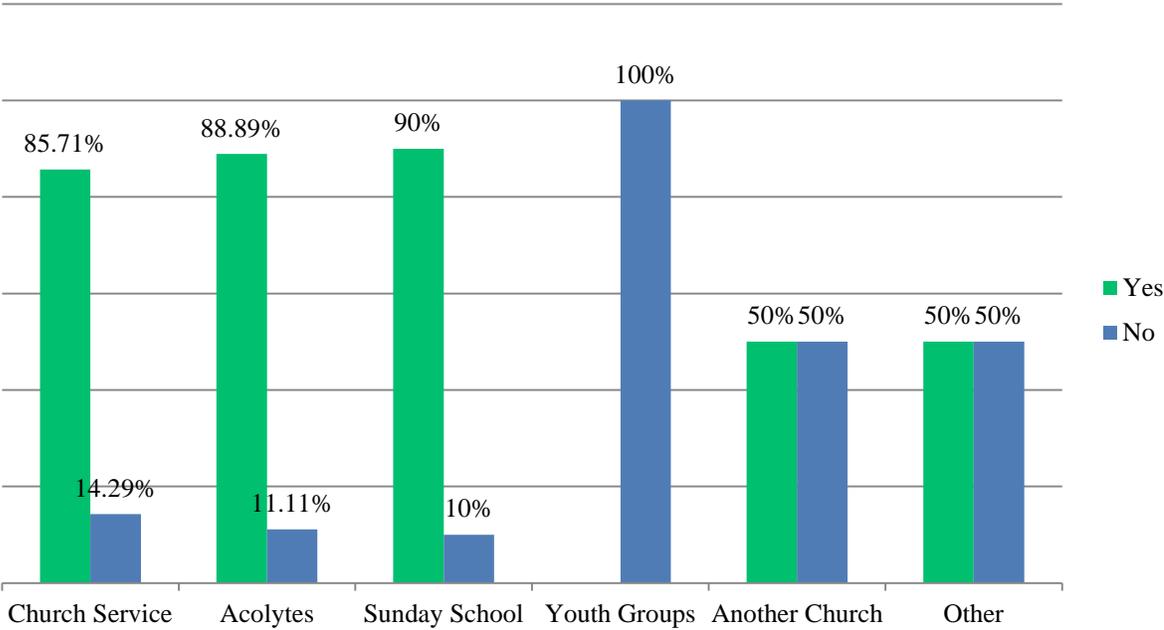


Children's Ages



Participation of Children in Parish Life

If minor children live in your home, do they regularly participate in parish life?



SURVEY RESPONSES – Tabulation of Narrative Responses

As noted in the text of the Profile, several questions asked for narrative responses. The responses are quoted below.

Question 1

Question 1 asked: “Please describe the things that you most like about All Saints that keep you coming back.”

Ninety-five of the 98 respondents answered this question. The relevant responses included the following:

- The warmth and friendliness of the parish members.
- The people.
- Small, kind community; reminders of opportunities re: social justice; inclusiveness; tolerance.
- The 10 a.m. service, the Ash Wednesday service, Sisters in Spirit, Path of Life, our parish community and family
- the people.
- Friendly and welcoming people; Sunday School.
- Music program, ceremony, tradition with flexibility, beautiful church building and windows.
- I love God, Jesus Christ, and our liturgy. The priest has remembered comments I made and has brought up the subject while talking to me. I saw him choke up on a Maundy Thursday when Pope Francis washed the feet of Muslim women in prison.
- The people, opportunities for ministries, fellowship.
- Friends and families we have known for years from All Saints and St. Michael's Episcopal Churches.
- The welcoming congregation; the liturgy; all supports my faith life.
- The Episcopal liturgy; members of the congregation who are dear friends; the architecture and grounds.
- This is the only Episcopal Church I've been going to for years. So All Saints can't change -- our friends are here.
- Our greatest strength right now is our wonderfully diverse yet cohesive congregation. We are blessed with so many parishioners of great good will and kindness. Our services, both music and liturgy, are a great strength. Our coffee hours are a highlight. We are blessed with a spirit of caring for one another.
- Emphasis on liturgy and sacraments; involvement with the arts (Icons).
- The people/parishioners are wonderful. The priests/preachers give very interesting sermons and very informative. Church activities are fitting for spiritual growth and family bonding. The church as a whole is very nice, very spiritual and wonderful. God bless us all.

- The sermons speak to contemporary societal issues, provide opportunities for spiritual growth, and encourage us to apply Christian values of love, caring, acceptance, inclusion, forgiveness, and service to those in need in our daily lives. The sermons challenge us to address ethical and moral issues, personally, as well as globally.
- Most important to me is the Eucharist. Both Fr. John and Fr. Con give sermons that speak to the heart. They clearly define what it means to be a Christian. Thus they give us a path to follow to achieve, however imperfectly, a life of Christ. Secondly, it's the activities of the parish in daily life -- whether that is working to end homelessness or spreading the word of Christ.
- Fellowship with members; fellowship with God; some sermons are inspirational, but others are poorly considered and result in offending some.
- Friendly, caring parishioners; Fr. Con Nordquist--always cares about us; special music by organist, choir, and instruments and bell choir; coffee hours, other social events (potlucks, etc.); providing a space for AA meetings and other outside organizations; parish nurse program.
- Traditions, parishioners, bible-based sermons, liturgy, communion.
- The people in the parish, the quality of the vestry.
- A friendly, family atmosphere and knowing that if I was in need there would be support from both parish members and clergy.
- Friendliness of members, coffee hour and social events, newcomers are welcomed by ushers and greeters, music--especially the organ played by Abe and the choir.
- The desire to work together and socialize despite the lack of opportunity.
- Faith in God; Tradition; Memories--I was close personal friends with most of the rectors.
- All Saints' is a good church to worship God.
- Community of friends.
- I feel at peace attending mass at All Saints Episcopal Church.
- Liturgy--inspirational; the Episcopal tradition; the beauty of the service; the great historical view of the church.
- Music.
- The liturgy, sermons by Fr. John, Fr. Con, and Andrea Briggs, the people, relationships, opportunities to participate in meaningful social programs in the community, and the ongoing information about those activities.
- All Saints has been my spiritual home since I was a very young person. I have always loved my elders, and I have learned quite a lot about being a Christian through them.
- Having been a member for a number of years, I regard myself as a member of All Saints' family. 2. When I am not at All Saints, I feel that I am missing my spiritual needs. 3. I keep coming back where I know there is love and warmth.
- Traditional Episcopal service.
- Fellowship; Fr. Nordquist.
- Friendly people.
- Friendly, loving people; thoughtful sermons.
- The close relationships between the members. 2. The help that the members give each other in time of need. 3. The formal liturgy. 4. Fr. John's sermons. 5. The music.

- The reasons I keep coming back to All Saints' are 1) The Episcopal message reinforces my faith and brings me joy, and 2) the members have become good friends.
- I enjoy the people that attend All Saints'. Generally, people pitch in to help when asked. There are many opportunities for social activities outside of the Sunday Worship service. I enjoy any activity that brings music into this setting whether it is at a service or an evening activity.
- Caring people, intelligent dialogue, inclusive doctrine, it's my home.
- Episcopalianism is the right combination for me of scripture, reason, experience and tradition. All Saints is physically close to me, so I attend there. St George's is closer, but the leadership there was uncertain 15 years ago or so when I was church shopping. Also I prefer the traditional architecture. I keep coming back because I have developed relationships with other parishioners, and I care about them; there are a lot of us who really like each other. I have been able to find leadership roles. Preaching is serious, thought-provoking, and invites response in my life. The music program is ok: Abe is talented on the organ and the choir is good-hearted. All Saints is a place where I have been able to grow in faith, in practice, in loving God and in following Jesus.
- I love the sense of community within the church. Members nurture and develop strong relationships, even with other members with whom they may disagree about many issues. I also love the role the parish plays in the larger community. It provides support and enrichment beyond its own bounds by participating in activities such as Path of Life, joint cultural programs with organizations such as the Riverside Art Museum, and hosting twelve step groups.
- The people.
- Sense of obligation.
- Jesus .
- I am comfortable with the parishioners and the service.
- The time of the service (early) and the priests and people.
- The warmth & friendship within the congregation.
- Liturgy, the people, the commitment to social issues, the sermons by Fr. John, Fr Con and Andrea.
- The welcoming members .
- All Saints is my spiritual home. It is place of generosity and openness where I can meet God and share my spiritual gifts.
- Community.
- The message and the people.
- Sunday Service.
- Nice services and Episcopal worship.
- Close to home, welcoming to diverse groups, Father John has good sermons.
- Father John.
- The people.
- Nice people, family connection with the parish.
- Everyone is like family.

- Really good people/parishioners (warm, friendly, sincere); nice facility; good liturgy; good sermons; monthly "revision" social group for support.
- Tradition.
- Early service (8:00 a.m.); prayer chain .
- The friendly congregation, willingness of all members to help each other, format of the services.
- The sermons, particularly those that provide a background to the scripture so that I understand it better and those that give me some guidance or something to think about or work on about myself in the week ahead. I love the deep commitment to Christianity without a focus on guilt, shame, and judgment. I love our church's focus on living out our faith through social justice and service ministries, such as Path of Life. I also love the people who go there and the community feeling.
- Good sermons. I also like the timing of the early service because it finishes early enough that I can go before work.
- The friendly people and the meaningful ritual.
- I appreciate the opportunity for spiritual enrichment.
- The wonderful people in our congregation!
- All Saints members are so welcoming and it is a place of worship and praise.
- The wish to reach out to the community to assist those in need.
- Familiarity of the people and building and my faith.
- Service, location and familiarity.
- All Saints' has been my parish since I was a child and now I am bringing up my own children in the church. The sense of family and community keeps me coming back.
- The facility.
- Sunday school, active in helping the community, philosophically aligns to my beliefs.
- People, physical plant, kids, worship, reflection,
- 1)The liturgy and services, 2) the clergy, 3) the parishioners, 4) the Adult Forum, 5) special events, 6)VBS.
- Friends and Family.
- I go back 1) for the liturgy and the services, 2) for the clergy, 3) for the parishioners, 4) for the Adult forum, 5) for the opportunity to participate in various ministries, 5) for the special events (Octoberfest, etc.). The relative formality of the service, mixed with informalities that do not fundamentally disrupt it, is also important.
- Choir, liberal politics, intelligent and thoughtful sermons.
- Familiarity and the way the service is done.
- Father John's sermons and the sense of community and social justice focus.
- The people and the all-inclusive attitude.
- The service, I was raised in the Episcopal church and am very comforted by the pace and content. I also love the size of ASEC, history and style of the structure, not a fan of the mega church model.
- The pipe organ and its sound.
- Father John's sermons and teaching. Also, I like the congregation.
- The music, the liturgy, the sermons, the people.
- Community of caring people, the mass.
- The people.

- The parishioners, the music, the openness to all.
- As an Episcopalian for more than 60 years, I attend All Saints primarily for collective, sacramental worship. Yes, I prize the friends I have made in our parish. I have been transformed by 8 eight years of volunteering for Path of Life. I feel honored to serve as a lector and as a chalice bearer. I look forward to attending mass every Sunday and on other liturgical occasions, to the extent that they are observed at All Saints. And I have found, in recent weeks, that having one common service on Sundays has helped considerably in bringing the entire congregation together.
- Community.

Question 2

Question 2 asked: “What things would you like to change at All Saints? In what respect do you think they should be changed?”

Eighty-seven of the 98 respondents answered this question. The relevant responses include the following:

- I see no reason to make changes.
- One service for all
- Difficult. Really loved icons project--liked the configuration of physical layout--know it was hard for long-term parishioners--I welcome change that helps community, congregation, i.e., programs, etc.
- Bigger choir.
- Minister that can relate to children--the ability to talk to them at their level; to be aware of what is happening within the church --to let it be known if something was in need of repair, --what is going on with the extra school or houses; --we all have a vested interest of well-being of the church but some/most of the time not included on any information or decisions.
- I would like to have more personal accessibility to priest. Have priest more involved in congregation outreach, more personable and approachable. More programs for kids (i.e., girls friendly society); junior choir for seasonal services. Bigger parking lot needed!
- Focus on church growth; welcoming newcomers; more people willing to do more things; greater attention to upkeep of church buildings.
- Return to sharing the peace mid-service and announcements of current interest to allow members to hear.
- Contemporary music added, maybe featuring parish talents, but not to replace our beloved hymnal. Variety!

- Attract a younger and more diverse body of members; increase interfaith connections and activities.
- Keep the early service -- 8 a.m. service.
- I would like to see stronger, more involved leadership, and visibility for the rector. I see a need for an emphasis on pastoral visits by the clergy. I would like to see a kitchen remodel and new dishes.
- Go to a single Sunday service at 9:00 a.m.; more pastoral care; emphasize spiritual development with retreats and classes.
- I would suggest changes in the music program by expanding the songs used in services to include other Christian songs that may be easier for parishioners to participate in -- or just add to the musical experience and celebration.
- Music is an important aspect of mass; and can greatly enhance spiritual awareness. It seems the music does not move beyond Anglican hymns of the 18th century. There is so much more from other Christian traditions which I feel should be incorporated into our services.
- I think that there could be more warmth from the minister. That person sets the tone. I think overall we could be more welcoming. I am tired of being told that there is only one way to receive communion.
- A rector who puts parishioners FIRST; no preaching by person not ordained; better maintenance of buildings; more open communication by and from rector, vestry, etc.; a single service --wonderful to have a FULL church; no SUNG liturgy by celebrant.
- More, stronger Bible-based sermons; Food bank; Biblical, not political; a small worship chapel too.
- We need more individual contact from the priest to members of the congregation.
- I would really like if members of the congregation would feel inspired to take things on themselves rather than expecting clergy to drive everything. One priest can only do so much, and they should concentrate on things that lay people can't do. I think we need to spend more time helping the congregation understanding the economics of "doing church." Our finances are always a challenge and after thanking Father John profusely for getting us on a stable path of income stream, we still have more work to do. Many of our wishes don't cost anything, but church still costs money. I am speaking specifically of social events and communication. I hear people complain regularly about no social gatherings, but no one is stopping anyone from organizing a pot luck for example. Communication can also be done by lay people -- desperately need a web person!
- Ride sharing for evening activities and for Sunday. Some people don't attend because they don't have transportation and feel like a bother. More activities that bring both services together. Potluck/social time beyond Sunday for the opportunity to get to know each other. All Saints basically has been 2 separate churches instead of one church with two congregations at different services.

- I wonder if the priest is overloaded and maybe the one who comes may have people help him/her in some areas in which they need help.
- More children and young people involved; Involve UCR and more professional people. The Chancellor of UCR was once on the vestry, and the UCR Professor of Music directed the choir.
- Change for a better All Saints' Episcopal Church.
- Have contact and communication with sick or shut-in members.
- It is a best time and opportunity for improvement.
- An active pastor who communicates to the parish, visits the ill and crisis parish members; stays out of politics!; emphasizes pastoral duties!!!; a pastor who doesn't travel around for extended periods of time and leave the parish to pursue his own renewal!
- The lack of pertinent information that has a direct impact on the parish. Lack of communication from the vestry on a monthly basis regarding minutes and financials. Constantly finding out things are happening after the fact. Re-establishing the church's website as an ongoing/timely means of communication would help.
- In days of old this church took a large interest in its parishioners, many more one on ones. I know it can be a pain to have the peace in the middle of the service, but I think that is where it needs to be. So it takes a moment or two more. But, more people spread the peace that way.
- 1. I am still not acceptable to the "Peace" at the end of the service--would like it to return to where it was. Some members just keep going. 2. I love animals but why couldn't they be blessed on the church lawn?
- Rector to be more concerned about church, not how to raise money.
- Only ORDAINED CLERGY preach! Better sound system -- needs to be clearer.
- Improve communications, more social events.
- 1. More emphasis on pastoral visits to those with health or other crises. 2. More efforts to determine why members who no longer attend or give to the extent that they used to.
- I would want the priest to take the recommendations of the members into consideration. He/she doesn't always have to agree with me or the other parishioners, but if the decision to be made is important to me/us, at least let us understand why.
- We need to be able to reach out to the community with a more contemporary service that still maintains our Anglican doctrine. Maybe more guitars and folk/praise music???
- I would like clergy who spent more personal time knowing each parishioner.
- I am surprised and disappointed to be aware of few parishioners for whom God is first in their lives; and few parishioners who have the time or energy for Bible study, growing in faith, prayer groups, church governance, or to initiate programs some churches routinely have, e.g., youth group, Finance Committee, Worship Committee.

My general experience is that two rectors have not encouraged broad lay initiative, or the spiritual disciplines that encourage personal growth. I would like more variety in Sunday hymns. I am not aware of a regular program for visiting our shut-ins. I am disappointed at the loss of special events, e.g., the Easter Eve Vigil, collaborative events with the temple and the mosque, our concert series. The lack of communication is a long-standing and now increasing problem. The loss of the newsletter and the website is inexcusable and embarrassing. The vestry does not report regularly to the parish on its activities and decisions. Financial reporting is far too infrequent. The annual budget is unreadable. It seems to me that we might have the capacity to make changes in all these areas.

- I can't think of anything significant.
- We need more children's/teens programs. There is nothing there for kids/teens.
- Lack of families with kids; my kids don't want to come to church because there aren't very many kids their age.
- I am open and happy.
- I would like more regular recognition by the priests.
- I actually love everything about All Saints now.
- Improve communications.
- There is a huge lack of communication, don't find out things till after the fact or decisions are made. No minutes or budget info given to congregation during the year. Increased pastoral care - I think these items need to be changed so that the congregation has a greater sense of the whole, has a better understanding of the needs of individual members when unwell or need assistance. Want to honor confidentiality, but feel that much happens and don't have any knowledge of it.
- Nothing.
- It is time for a change of leadership, we need a priest who has vision for our parish and a love for ministering to God's people. We need someone who believes in our future and is willing to work hard for that vision.
- Post events on webpage.
- Increase clergy involvement on an individual basis. This would require additional Clergy.
- Strong facility maintenance.
- New people joining and more pastoral care.
- More community events. The vestry needs to organize more gatherings so people at church can get to know one another.
- Better explanation about the church process for new people to feel less lost.
- A youth program and young married groups. Bible study groups. A forward-thinking female rector.
- Better leadership; having a rector that's actually interested in parishioners.

- Small groups for everyone to foster bonding; regular interaction between 8 and 10 a.m. parishioners; regular Bible study and topic education; regular meetings or communication from vestry -- don't know their actions.
- Better communication with the vestry; a lot less political, more Biblical.
- A better way to follow-up on visitors who attend.
- I would love to see us do a better job of reaching out to those who used to attend but no longer do, especially younger people with children. I would also love to see us continue to have a social justice outreach and hear through sermons and other messages ways we can help our community and be examples of the Christian faith. I would also love to see us have a real plan for growing our membership, rather than some of the seemingly impulsive ways we have tried, such as the art exhibit. I would love for us to explore ways to combine with other nearby small churches when possible for things like VBS or family events.
- Not too many things I'd want to change. Perhaps more events to bring our church (the two services) together.
- I would like to see a greater emphasis on attracting families and younger members.
- I would like to see our church reach out more to young families.
- I like having one service because the church is Fuller.
- We need someone on payroll, or a priest, that can help lead youth programs.
- Politics has played more of an emphasis in ministries and sermons. We are not a political organization and should not put forth our own agenda in a leadership position. We should answer God's call to be servant leaders and not political ones when we gather together.
- The rector
- We need confirmation classes and more of an emphasis on families with children.
- Younger kids and families attend, that would grow the youth programs.
- For the church to survive, we know we need to attract more new members. We have tried hard to do so in a number of ways, though none have been particularly successful. We could do a better job of publicizing special events, VBS, and the church itself. Website publicity has been poor in recent years.
- Looking forward to a new rector
- We have tried so many ways of attracting younger parishioners. I don't know what more we can do; but clearly the church will not survive without a better flow of new members. VBS (including adult VBS) can be more proactive about publicity. An up-to-date and updated website is also a must.
- Nothing.
- Drawing in younger parishioners to grow the parish.
- We do not attract young people--mostly retired folk.
- Increase communication from rector and vestry to the congregation.
- Get more people in the door.

- Change the Sermons. Don't tell stories what happened 2000 years ago we have heard that over and over. Keep my interest HOW it effects my life TODAY. John: says - - - that means in Riverside or ? we should be doing --- today. I day dream or look at cell phone at times if it beeps during sermon time. SORRY.
- I think we need a deacon/deaconess structure to reach out to people who are ill, or grieving, or who have other life burdens.
- Music - wider mixer- more spirituals, gospels, folk.
- I'd like to see a well maintained web page. I'd like to see more financial reporting through the course of the year.
- The opinionated clergy, not actively seeking new members, youth programs.
- If the worship of God in common prayer is central to All Saints, then we should have more liturgical opportunities for collective worship on such weekly occasions as Ascension Day, All Saints Day, the entire Holy Week, and other important occasions celebrated by our church calendar. Weekly or daily morning and evening prayer would deepen our fellowship with God. The more often we collectively observe our religious devotions during the week as well as on Sunday, the stronger our faith can grow. Unfortunately, right now All Saints is a shrinking, possibly dying institution that needs to be resurrected with new leadership. We need a more active pastoral program. The Vestry has proven over the years to be far too passive, ignoring their central role in the Episcopal Church. The Vestry is not a Board of Directors to be controlled by the Rector. They are rather the representative voice of the congregation, co-equal with the rector. We also need a full-time Sexton, in addition to our wonderful organist.
- We need to focus on growth via an influx of young families.

Question 22

Question 22 asked parishioners with minor children to “speak with any child in your household who is under the age of 16 years about what that child likes, doesn’t like, or would change about All Saints” and to summarize their responses.

Twelve of the 98 respondents answered this question. The relevant responses are:

- Sunday School, coffee hour and playing with the other children, the peace.
- My child likes volunteering for Vacation Bible School, floral decorations, and Sunday School.
- The church is wonderful.
- Likes that everybody is involved. Everyone knows each other. Would like a longer time in Sunday School/Youth Group. Would love to have a more active Youth Group.

- Have more kids their age.
- Likes church activities, Sunday School & Acolyte.
- No real programs for youth here.
- They like Sunday school.
- Likes: the people, Sunday School, Father John and Father Con; doesn't like: when church lasts too long :)
- 7 year old likes it. 12 year old hates going - nothing for youth. Currently states she doesn't believe in God.
- They like Sunday School and sometimes say being an acolyte is boring :) They do believe it's important to serve the church.
- They like the special events (making gingerbread houses at Christmas etc.). They also like Sunday school. We need to offer confirmation classes.

Question 23

Question 23 invited the respondents to “add comments, either to emphasize or expand upon your responses to the survey questions, or to raise topics that the survey did not cover.”

Thirty-two of the 98 respondents included additional comments, either in response to this question or elsewhere on the survey form. They include the following:

- I enjoy the Sunday services and the friendliness of the people who attend, as well as the personnel who work in the background and "behind the scenes." All Saints has a happy atmosphere, it is a lovely way to spend a Sunday morning. God is good.
- Want to have opportunity for occasional philanthropy (food bank, blood drive, etc.) I know that there are many people in Riverside that connect with social justice/compassion ideas (example: full All Saints house after Women's March). I don't think that people who may want to go to All Saints want Harvest-like music, etc. AND there has to be a way to connect with 30-55 demographic. I don't identify with Evangelicals in any way, but their marketing does well. Visibility (such as with icons), using church for other events to draw in newcomers, etc."
- I answered more than six answers on the 3rd section, the ministry of the rector, because all 16 are very important to me!
- I am not interested in any sort of extreme evangelical encouragements. Not interested in "modern" or "pop" Christian music. I like tradition, but I can be flexible when appropriate. DID NOT like church in the round, but loved the art presentation. Functional website is essential to this parish's continuing operation. I liked when sermons were taped and available on the website.
- I hope we get a male (man) priest, not a woman.

- We've been a member of the parish for almost two years. During that time we've met many friendly people. However, there has never been any outreach from anyone to ask that we get involved in the parish. (Though we were added to the directory after numerous requests, we were never provided envelopes for our tithe.) I'd like to be involved in the parish but have no idea how to do so.
- Since membership is low maybe we need a "worker" priest.
- No comments on 23, but comment in Section 2: Weakness is not the fault of the head of Sunday School but the lack of support from the powers that be and the congregation; same section, for "Stephens Ministry and Order of St. Luke -- do these even exist here? They should; same section, Second Harvest Food Bank--they stopped, no explanation to us
- No comments on 23, but comments throughout on other questions: Section 4, 2a on written survey: "don't attend anymore"; Section 4, 2b on written survey: checked occasionally but wrote in "very occasionally"; Section 4, 2e, wrote in that in the past, worked on many functions such as finance, vestry, financial assistant.
- Hope this is the appropriate time to mention my expectation of a new priest. Someone who is warm, compassionate, with the ability to communicate with parishioners of all ages and from all walks of life.
- I truly love All Saints Church, and am willing to work in any/many ways to help it thrive.
- I would like to search for a candidate who understands that leading is a combination of listening and action, and does both well.
- We do not need someone is utterly fantastic (and who can tell you about how fantastic they are), we need someone who loves God and who wants to share that love with the parish.
- I feel like the parish is struggling and people are drifting away because of the negativity. It's disappointing and I hope that when we have a new rector, a new spirit will attract people and maintain the current ones.
- I think it is important that the vestry take the lead on many of these topics, rather than leaving them to the next rector.
- I would like to see our new pastor participate in Lenten soup supper, like Father John did.
- Male priest with female wife.
- I would like to see this church grow.
- The sign on Magnolia should ALWAYS state the TIME of the upcoming services for that week!!!
- I'm concerned about the future of All Saints' insomuch as many of our parishioners are older and we need to bring in more families and youth. I'm hopeful that our new rector can revitalize our church community and bring in new faces.

- For our church to continue growing we need to better support our young people through confirmation classes and youth groups.
- Led by our Rector, the parish has done a number of remarkable things in the last twelve years, not all of which have been adequately recognized or appreciated. The physical plant is in far better shape. The grounds are now consistently well-tended. The church derives revenue from previously unutilized space. Special programs and events have been numerous. Services are consistently organized with care and expertise. The music program has persisted with good quality contributions despite a diminishing base of participants. Lay ministry has proliferated. Community service continues. Outreach contacts with other congregations and city organizations is far more extensive than in the past. The quality of pastoral leadership in times of greatest challenge, especially with regard to ministering to the terminally ill and presiding over unusually difficult funerals, has been outstanding. So has been pastoral care when parishioners take the initiative to seek it out
- I am quite happy with All Saints. I would suggest, if I may, to tread lightly and with great discernment toward any program that "grows" the church or increases numbers. Small churches can be vital, intimate, powerful places. When a church gets neurotic about its numbers sometimes the body becomes blind to its assets. I am looking for a priest that is thoughtful, intelligent, laughs easily and can be joyful. Serving the poor is a timeless need and we should stay on track with that goal. We don't need a new gadget, or a new spin, or a novel vision. Just joy and patience and wisdom...
- I tried to get involved with sewing in parish hall, they all knew each other I was invisible and left.
- "Fr. John Conrad has several diocesan strengths, as a leader to trips to Palestine, especially. He has used his home well for hospitality. He is a good preacher. There is much that he does for All Saints and the community that the congregation is ignorant of. But several people have left All Saints due to his lack of pastoral care for parishioners, almost bordering on indifference. He tries to control the vestry as opposed to nurturing their own mission for the church. And so several vestry members have left the church upon serving on his vestry. He has certainly done his best for us, leaving the parish in better fiscal shape, but unfortunately greatly diminished in size. Yet, this is not so much his problem with an authoritarian style, but that of our congregation. We are the church, and our minister serves us. So, a new rector needs to activate and advance our own congregational responsibility. Comparing All Saints with thriving Episcopal churches outside our diocese shows clearly how far we are failing as a congregation. It also needs to be said how wonderful it is to have Fr. Con associated with our church. He is an invaluable pastoral presence and treasured by the congregation. He has ameliorated many of the problems facing our rector's performance.

- I believe that it is essential for All Saints to seek out a Rector who is young and has children in his household.

FINANCIAL REPORT – 2012 AND 2016

Line Item	2012	2016
ORDINARY INCOME		
Facility Use Donations		
- Armenian Apostolic Church	0.00	3,290.00
- 12 Step Groups (AA)	4,430.00	4,064.75
- Victorian Dance Group	300.00	0.00
- Facility Use - Misc.	75.00	184.28
- Facility Use Donations - Other	<u>1,190.00</u>	<u>0.00</u>
Total Facility Use Donations	5,995.00	7,539.03
Tithes/Offerings		
- Committed Christian Giving	298,364.92	249,074.06
- Plate Offering	6,702.26	6,204.33
- Alms Box	275.23	396.96
- Rector's Discretionary Fund	5,120.00	6,500.00
- Committed Christian Giving - PL - Other	<u>428.00</u>	<u>0.00</u>
Total Tithes/Offerings	310,890.41	262,175.35
Special Services Income		
- Fundraisers	493.45	892.86
- Holiday Offerings		
- - Ash Wednesday	244.00	278.00
- - Christmas	3,599.00	3,482.00
- - Easter	4,388.00	2,935.00
- - Good Friday	<u>216.00</u>	<u>228.00</u>
- Total Holiday Offerings	<u>8,447.00</u>	<u>6,923.00</u>
Total Special Services Income	8,940.45	7,815.86
Miscellaneous Income		
- Hospitality	-134.89	0.00
- Gift Shop	3,395.15	0.00
- Miscellaneous Refunds	0.00	611.80
- Operations		
- - Reimbursement - Carden Insurance	336.30	0.00
- - Misc. Reimbursed expenses	2,410.47	2,459.30
- - Operations - Other	<u>375.00</u>	<u>0.00</u>
- Total Operations	3,121.77	2,459.30
- Parking Company of America	6,928.50	9,656.13
- Family Services- Utilities	5,509.38	4,440.01
- Outreach Income		
- - Adult Education		

- - - Sunday School ECW	24.59	0.00
- - - Adult Education - Other	<u>-198.26</u>	<u>0.00</u>
- - Total Adult Education	-173.67	0.00
- - Miscellaneous Outreach	0.00	241.00
- - Vacation Bible School	1,822.50	1,040.00
- - Tract Rack Income	147.96	11.85
- - We Care	<u>75.00</u>	<u>0.00</u>
- Total Outreach Income	1,871.79	1,292.85
- Louisville Grant – Rector Salary Replacement	<u>0.00</u>	<u>15,000.00</u>
Total Miscellaneous Income	21,251.70	33,460.09
Other Contributions		
- Altar Flowers	887.00	1,380.00
- Concerts	221.00	20.00
- Christmas Flowers	85.00	700.00
- Easter Flowers	310.00	40.00
- Episcopal Relief & Development	1,041.00	0.00
- Miscellaneous Donations	1,582.35	33,946.23
- Funeral reimbursement	3,380.35	2,162.00
- Vestry Retreat payment	<u>1,120.00</u>	<u>820.00</u>
Total Other Contributions	8,626.70	39,068.23
Wire Transfer	0.00	585.00
Memorial Fund	2,960.00	50.00
Niche	0.00	1,100.00
Rent		
- Carden Academy	28,000.00	44,000.00
- Family Services	21,000.00	37,039.13
- 3909 Terracina Dr.	14,950.00	0.00
- 3919 Terracina Dr.	<u>17,055.00</u>	<u>0.00</u>
Total Rent	81,005.00	81,039.13
Music - Grant	6,520.00	17,850.00
Music Donations	<u>0.00</u>	<u>1,808.65</u>
TOTAL ORDINARY INCOME	446,189.26	452,491.34

ORDINARY EXPENSES

Advertising and Promotion	25.00	0.00
Bank Service Charges	692.35	50.00
Bad checks - returns	1,185.00	0.00
Bad Debt	2,328.87	0.00
Conferences and Meetings		
- Vestry Retreat	1,704.00	2,829.92
- Conferences and Meetings - Other	<u>0.00</u>	<u>453.06</u>
Total Conferences and Meetings	1,704.00	3,282.98
Endowment Administration Expense	0.00	2,500.00
Depreciation Expense	0.00	3,500.00
Dues and Subscriptions	457.50	402.00
Building Insurance Expense	8,356.00	9,784.00
Suspense Acct	-5,132.54	0.00
Fundraiser Expense	0.00	984.15
Miscellaneous Expenses		
- Entertainment	0.00	1,436.00
- Miscellaneous Ministry	1,323.30	2,276.46
- Sabbatical per diem	0.00	7,500.00
- Miscellaneous Expenses - Other	<u>0.00</u>	<u>587.32</u>
Total Miscellaneous Expenses	1,323.30	11,799.78
Altar Supplies	1,972.93	1,511.41
Altar Flowers	1,163.90	4,034.90
Mileage reimbursement	31.62	3,818.34
Ministry Expenses		
- Mission Share Fund	38,653.00	38,666.67
- Funeral Expense		
- - Niche Plaques	130.00	506.00
- - Funeral reception supplies	89.91	48.82
- - Funeral - organist fee	750.00	300.00
- - Funeral - organist bench fee	150.00	150.00
- - Funeral - miscellaneous	260.97	393.22
- - Funeral program printing	281.84	800.67
- - Funeral Expense - Other	<u>440.76</u>	<u>11.49</u>
- Total Funeral Expense	2,103.48	2,210.20
- Hospitality	0.00	44.56
- Sunday School Supplies	<u>601.22</u>	<u>225.64</u>
Total Ministry Expenses	41,357.70	41,147.07
Music & Choir Services		
- Maintenance Piano & Organ	382.50	585.00
- Musicians	0.00	600.00
- Music Supplies	546.46	228.05
- Continuing Education	1,000.00	0.00
- Music Grant Expense	<u>0.00</u>	<u>2,819.13</u>

Total Music & Choir Services	,928.96	4,232.18
Office Related Expenses		
- Alarm Monitoring	1,220.00	1,065.00
- Computer Service	2,949.88	2,050.00
- Computer Supplies/Repair	524.08	416.78
- Copier Lease/Copies	9,309.91	7,329.17
- Office Supplies	937.30	2,448.25
- Postage	1,194.40	794.16
- Telephone		
- - Office	3,024.89	1,046.88
- - Mobile	<u>1,586.02</u>	<u>1,248.03</u>
- Total Telephone	4,610.91	2,294.91
- Office Related Expenses - Other	<u>113.09</u>	<u>202.20</u>
Total Office Related Expenses	20,859.57	16,600.47
Outside Services	789.00	0.00
Outreach		
- Episcopal Relief & Development	941.00	0.00
- Parish Nurse	359.76	315.00
- We Care	203.89	0.00
- Vacation Bible School (VBS)	1,643.83	599.28
- Misc. Outreach expense	0.00	1,546.71
- Outreach - Other	0.00	<u>448.39</u>
Total Outreach	3,148.48	2,909.38
Payroll		
- Bookkeepers - Wages	19,200.00	28,432.00
- Child care - wages	2,450.00	5,070.00
- Custodial-wages	10,585.68	11,880.52
- Music - wages	21,341.52	25,801.92
- Rector - housing	36,000.00	36,000.00
- Rector - wages	<u>74,874.00</u>	<u>79,366.32</u>
Total Payroll	164,451.20	186,550.76
Payroll Related Expenses		
- Health Insurance		
- - Clergy	4,648.00	18,274.19
- - Non-Clergy	-1,306.00	<u>12,574.52</u>
- Total Health Insurance	3,342.00	30,848.71
- Pension Premiums (clergy)	16,295.94	16,295.94
- Payroll Expenses	839.65	5,890.63
- Rector's Continuing Education	1,868.00	700.00
- Rector's Reimbursable Expenses	4,636.74	0.00
- Rector's Self Employment Tax	11,226.72	11,900.40
- Workers Compensation Insurance Premiums	3,306.10	1,328.70
- Taxes		
- - Federal Tax	856.79	0.00
- - State Tax	-202.72	0.00
- - Unemployment Insurance (UEI)	0.00	<u>176.88</u>

- Total Taxes	654.07	176.88
- Payroll Related Expenses - Other	<u>70.30</u>	<u>0.00</u>
Total Payroll Related Expenses	42,239.52	67,141.26
Printing and Reproduction	898.73	1,206.57
Professional Service Fees		
- Audit	15,500.00	5,200.00
- Corporate Filings	<u>20.00</u>	<u>0.00</u>
Total Professional Service Fees	15,520.00	5,200.00
Rectory Utilities	3,648.37	1,733.17
Repairs and Maintenance		
- Kitchen/Cleaning supplies	2,499.63	1,289.26
- Maintenance- Building & Grounds		
- - Building	6,437.22	9,821.97
- - Lawn Maintenance	6,592.89	11,076.74
- - Plumbing	814.16	80.00
- - Maintenance- Building & Grounds - Other	<u>900.00</u>	<u>2,680.00</u>
- Total Maintenance- Building & Grounds	14,744.27	23,658.71
- Repairs and Maintenance - Other	<u>18.26</u>	<u>0.00</u>
Total Repairs and Maintenance	17,262.16	24,947.97
Rental Property Expenses		
- 3909 Terracina		
- - Management Fees	1,179.15	0.00
- - Gardener	1,250.00	0.00
- - Interest	6,809.09	5,558.95
- - Repair & Maintenance	883.28	0.00
- - Utilities	629.88	0.00
- - Property Tax	<u>3,057.84</u>	<u>401.00</u>
- Total 3909 Terracina	13,809.24	5,959.95
- 3919 Terracina		
- - Gardener	1,750.00	0.00
- - Management Fees	1,061.20	0.00
- - Interest	16,869.44	4,600.61
- - Property Tax	4,617.87	0.00
- - Repair & Maintenance	0.00	2,385.00
- - Utilities	1,260.20	71.50
- - Miscellaneous Expense	<u>0.00</u>	<u>11.24</u>
- Total 3919 Terracina	<u>27,601.71</u>	<u>7,068.35</u>
Total Rental Property Expenses	41,410.95	13,028.30
Church Utilities	27,801.80	28,034.50
Church Property Tax	5,063.82	1,086.31
Rector's Discretionary Fund	<u>6,046.54</u>	<u>9,460.00</u>
TOTAL ORDINARY EXPENSE	406,534.64	444,945.50
NET ORDINARY INCOME	39,654.62	7,545.84

OTHER INCOME		
- Gain on Sale of 3919 Terracina	0.00	181,719.68
- Building Fund	191,153.26	502.50
- Icons in Transformation	<u>0.00</u>	<u>3,520.00</u>
TOTAL OTHER INCOME	191,153.26	185,742.18
OTHER EXPENSE		
- Icons in Transformation expense	0.00	6,837.38
- Building Fund	<u>212,053.23</u>	<u>3,704.01</u>
TOTAL OTHER EXPENSE	212,053.23	10,541.39
NET OTHER INCOME (LOSS)	(20,899.97)	175,200.79
NET ORDINARY AND OTHER INCOME	18,754.65	182,746.63