



All Saints' Episcopal Church

Welcoming all, Celebrating God's grace, Equipping the saints, Serving the world



Redding, California

Dear candidate,

We are prayerfully awaiting what God has planned for us as we all discern God's call. We are pleased that you have joined us on this journey. All Saints' Episcopal Church in Redding is a vibrant and active congregation. We enjoy our rich liturgy and diverse worship opportunities throughout the week, including three weekend Holy Eucharists and daily morning and evening prayer. We are pleased that All Saints' has become a church family where people are spiritually nourished, educationally enriched, and empowered to live out the Gospel.

In the aftermath of the devastating and widespread Carr Fire (summer 2018), we are facing new challenges both within our parish and outside our doors as we care for our parishioners and reach out to neighbors who have been hurt by this catastrophic event. Yet we are increasingly hopeful about our future as we seek to write the next chapter in our life together.

In the last two decades, we have had partnerships with two rectors and two interim rectors. Each has shared his or her gifts and talents with us. As a result of these relationships, we have grown closer to God and each other. We are receptive to the work of the Holy Spirit in our midst. And we are working hard to prepare ourselves for God's next call.

We are in the process of improving our Memorial Hall, a community center that supports nine different 12-step programs. We have been blessed with the gifts of a new organ, a rose window, a narthex screen, and a prayer labyrinth. We welcome local musical groups into our sanctuary to celebrate their talents and joyful sounds - from Bel Canto's selections from Puccini's work, to the North State Symphony, to Big Band music with the accompanying swing dancing. We enjoy an adult education program delivered by our clergy and members of the parish and share breakfast one Sunday each month.

For information about our history, ministries, and staffing, please explore our website at <http://www.episcopalchurchredding.org/>

We are looking forward to a new partnership with a rector who will help us discern God's plans for our future, our place in this community, and our place in God's kingdom. We are hopeful and trust that God's plans for us are good.

Through this journey we have heard clearly God's call for All Saints' to be a spiritual home for those seeking a Christian community that welcomes all, without precondition. We share in the conviction that the life-changing love of Christ calls us to no less than this as we pray and work for a world transformed by Jesus. We hope that in these pages that calling will be made audible and resonate clearly in the heart and mind of our future rector.

Yours Faithfully in Christ,

The All Saints' Episcopal Church Profile Committee
Representing the Vestry and Parish

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Blessings and Challenges

All Saints' is grateful for our many blessings, but we are also mindful of our challenges. As a faith community, we find strength and comfort in the areas that we do well:

- **Worship and Liturgy**
- **Music**
- **Hospitality and Welcome**

As we move into tomorrow, we are faithfully working to improve our performance in these areas of focus.

- **Youth and Families**
- **Community Involvement and Outreach**
- **Lay Leadership and Delegation**
- **Stewardship and Financial Security**

We are prayerfully seeking a rector to help direct and encourage these efforts.

We believe that strengthening our foundation will enable us to move into the future with hopefulness and joy as we continue to do God's work. We have been in a challenging season in the aftermath of the Carr Fire—one that has taken a toll particularly on key ministry leaders—but we remain optimistic and trustful about what lies ahead for All Saints'. We are eager to find the person who will share the next leg of our journey with us as we dedicate ourselves to do the work required to grow from both our challenges and blessings.

- **Committed Membership** – All Saints' has a core of dedicated and energized volunteers who devote countless hours each week to making great things happen—both through our many programs at church and in the community as members of many local civic organizations. All Saints' currently has many ministries functioning inside and outside the parish, from small groups involving only a few parishioners to larger programs connecting the parish to other churches and community organizations.
- **Worship and Liturgy** - Worship at All Saints' forms the core of our experience together and is centered in the depth and power of rich ancient prayer, liturgy, and music. Within this experience, we encounter God, who both reassures and challenges, and who is connected to us through the beauty and profundity of the sacraments, readings, prayers, singing, silence and stillness. All Saints' has three weekend services that celebrate Holy Eucharist, each with its own unique character.

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The Saturday evening service is an intimate, contemplative service with healing prayers. The early Sunday morning service is a traditional Mass without any music. The later Sunday morning service is the largest of the three, and is a traditional choral Eucharist. During the week, we celebrate Mass on Thursday morning, as well as daily morning and evening prayer.

- **Music** - We enjoy outstanding music at All Saints' because we are blessed to have an abundance of talented musicians within our membership. Our choir regularly produces spiritually provoking and enriching music to accompany our weekly worship. We are delighted with our new, world-class Viscount organ and are the West Coast showcase for the instrument.
- **Christian Formation** – Our parishioners are eager and voracious learners. We enjoy Sunday adult forums (which used to be held weekly) and other spiritual formation opportunities to equip us for ministry, such as EfM. We continue to work on the process by which we encourage the laity to engage their spiritual gifts, interests, and passions in service to the world and develop lay leadership.
- **Community Involvement and Outreach** – Our mission of welcoming all requires us to have a visible leader in the community, willing to speak and act publicly. Recently, our rector participated as an active member of the Shasta County Interfaith Forum. We are home to nine 12-step programs and an active Girl Scout troop. We open our sanctuary to community concerts. Nevertheless, we feel called to have a larger presence in community outreach ministries and community service organizations throughout Redding. Our parishioners, eager to make our presence more widely known and intensify our role of Christ in the community, actively pursue ways to make All Saints' more visible and welcoming. We still have much to accomplish in this important area, which we feel is vital to our continued growth.
- **Youth and Families** – Our parish, like many Episcopal churches today, sees its membership growing older. Our membership base needs strengthening for our long-term survival. In particular, our parishioners have expressed a strong desire to become more inviting and welcoming to children and families. Despite our desire and efforts, we have struggled to offer programs that successfully serve our youngest members. Recently we have begun including Godly Play as part of our 10:30 a.m. weekly service and been encouraged by the response. We have five families with children and youth with average attendance. In the past, we have had a small but lively youth group for middle and high school age members, but have not been successful in calling an adult advisor to continue that ministry. We are working to strengthen and revitalize the programs that serve our families and to fully incorporate children into the worship and life of the parish.

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- **Facilities** – We have a wonderful facility in a lovely location that is utilized by numerous community groups throughout the week. The beauty and excellent acoustics of our sanctuary create an inspiring atmosphere for our worship services and the many community concerts held here throughout the year. We are modernizing our church hall, a meeting center for the community. We are equipped as a media center for the diocese. Still, our beauty, acoustics, and meeting facilities are one of the best kept secrets of Redding.
- **Organizational Structure** – All Saints' is blessed with a dedicated Vestry and executive team. Our organizational structure continues to evolve. In 2016, the Vestry developed a commission structure designed to give each Vestry member an area to oversee. We also adopted the titles of Rector's and People's Warden titles with the aim of more equitably sharing the responsibility and workload associated with church leadership. In 2018, lay ministry teams were added. Each team consists of two Vestry liaisons ("commissioners") and lay people with expertise or special interest in those areas. The current four ministry teams are Hospitality, Spiritual Formation, Property & Operations, Stewardship & Finance. These teams are charged with planning and directing ministry programs. Team leaders meet regularly and look for ways to collaborate. Their Vestry liaisons keep the Vestry and ministry teams connected and informed.
- **Parish Size** – Like many Episcopal churches our membership is aging and our attendance has seemed to plateau. Our last average Sunday attendance (ASA) reported in the Parochial Report was 117; however, we ended our program year in May with an ASA of 107, and ended the slower summer season with an ASA of 93.
- **Stewardship and Financial Security** – To foster greater ownership of the financial status of the church, we have begun to earnestly and honestly discuss our income and expenses - not just among the vestry, but with the whole church membership. As a result, a balanced budget is no longer something that happens in a vacuum, but with the greater engagement and commitment of the parish. Nevertheless, our financial support base is in need of strengthening; we are under-supported given our size and demographics. We have supplemented the pledges and plate offerings in the past couple of years with aggressive fundraising. Prior to that we used reserve finds to make up the shortfall of our stewardship programs. In order to allow for future growth and long-term sustainability, we will continue to work on stewardship until we are comfortably sustaining our operational expenses with pledges alone.
- **Hospitality and Welcome** - All Saints' is always ready for fellowship. Our Sunday worship services enjoy a boisterous and joyful passing of the peace. We share breakfast together monthly and are committed to socializing during coffee hour following the 10:30 service on Sunday. We break bread with our newcomers at a

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quarterly newcomer dinner. We gather for fellowship and spiritual formation during Lent for Tuesday Soup Suppers. We have active Brotherhood of St. Andrew, Daughters of the King, and Episcopal Church Women groups. While fellowship and food are an integral part of the fabric of All Saints', we still need to provide better fellowship opportunities for our parents and families, for our teen and young adult members, and for our non-member community.

- **Lay Leadership and Delegation** - We are blessed with a membership that is rich with capable and willing lay leaders. We want to strengthen these talents and empower these lay leaders to serve the parish.
- **Diversity** - We come together from different faith, educational, political, and family experiences. We tend to be socially progressive and are accepting of people with different lifestyles, family structures, and social values. While we value this diversity, we are aware that there are still occasions when we need help deepening our tolerance into acceptance and appreciation.

What We Seek in a Relationship with Our New Rector

We are looking for a relationship with someone who challenges us intellectually and spiritually, is faithful to the Gospel story and applies the message of Jesus Christ to our daily lives.

We seek a collaborative relationship based on mutual respect and trust, in which new ideas are looked at as an asset.

We enter into this relationship with a willingness and commitment to be open-minded and honest. We have trust in our leadership abilities and experiences and would apply these in a joint effort to fulfill our mission as a Christ-centered community.

We would like to continue our connection with the interfaith community in our area and desire encouragement and leadership in these efforts.

Our Finances

All Saints' faces the financial challenges common to many Episcopal churches. Our aging congregation struggles with a lack of growth in pledge and plate income from its members. Keeping pace with normal inflationary growth in annual operating expenses is an ongoing challenge. As a result, balancing the annual budget frequently requires

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reductions in expenditures, reliance upon one-time revenue sources, and subsidizing from our cash reserve funds.

Property and buildings represent most of the parish's assets. Cash assets total over \$123,000 and include about \$96,000 in restricted funds. The parish's one major liability is a \$278,000 mortgage at 6% interest with \$209,800 remaining. The mortgage has 150 of the 240 payments remaining.

The Table 1 details the approved 2017 annual budget and the proposed 2018 annual budget.

Pledges and Stewardship Program

Over the last five years our population has remained stable at just under 300 baptized members.

Our stewardship programs vary from year to year and have mixed results. In the past five years our pledge and plate offerings have varied from \$200,000 to \$240,000. It is a church goal to fund our annual operating expenses comfortably from pledges and plate offerings.

Endowment and Memorial Funds

In 2011, the vestry created an Endowment Fund, a Memorial Fund, and a board to oversee their growth and investment. These funds were created to help the parish's mission and ministry continue for future generations.

All Saints' Thrift Shop

The parish supports the All Saints' Thrift Shop through volunteer employees and donations of second hand clothing and household items. The thrift shop generates approximately \$38,000 annually, providing financial support in excess of \$25,000 to charitable organizations throughout Redding every year.

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Table 1: All Saints' Annual Operating Budget Summary			
	2019 Budget	2018 Actual	Percent of 2019 Annual Budget
INCOME	\$299,359	\$250,450	
Pledges	\$200,000	\$199,898	66.8%
Plate Offerings	\$4,775	\$4,774	1.6%
Rental Fees	\$6,250	\$5,926	2.1%
Fundraising & Other	\$47,375	\$29,852	15.8%
From Reserves	\$40,959	\$10,000	13.7%
EXPENSES	\$299,359	\$243,041	
Personnel			
Supply Clergy	\$700	\$274	0.2%
Total Rector Compensation	\$122,322	\$115,344	40.9%
Total Staff Compensation	\$39,696	\$37,469	13.3%
Rector Search	\$20,000	0	6.7%
Office Operations	\$9,921	\$9,096	3.3%
Buildings and Grounds			
Building Maintenance	\$35,270	\$24,503	11.8%
Mortgage	\$24,000	\$23,900	8.0%
Parish Programs			
Vestry Training and Development	\$500	\$143	0.2%
Fellowship and Hospitality	\$1,300	\$470	0.4%
Christian Education	\$1,000	\$376	0.3%
Public Relations & Outreach	\$300	\$0	0.1%
Worship & Music	\$1,500	\$943	0.5%
Diocesan Assessment	\$42,850	\$30,524	14.3%
NET INCOME (LOSS)	\$0	\$7,409	

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Our Diocese and Deanery

The Diocese of Northern California

All Saints' Episcopal Church sits in the Episcopal Diocese of Northern California under the direction of Bishop Barry Beisner. Our facility, complemented by the services available in Redding, allows us to serve as a host for Diocesan events, such as Annual Convention.

For more information about our diocese: <http://www.norcalepiscopal.org/>

The Alta California Deanery

All Saints' Episcopal Church resides in the Alta California Deanery. The Very Reverend Richard Yale, from St. John the Evangelist Episcopal Church in Chico, is our dean. Our location and our facility enable us to serve the deanery as an anchor church, hosting deanery and diocesan trainings, meetings, and other events. Our Saints Alive Singers provide worship music throughout the year at other churches in the deanery that do not have choirs.

Our City

Redding is nestled in the northern end of California's Central Valley. Wilderness, mountains, forests, and lakes surround the city on three sides, and the Sacramento River flows through its core. We enjoy hot, dry summers and wet, mild winters. Within a 50-mile radius are Lassen Volcanic National Park, Whiskeytown National Recreation Area, and the Shasta-Trinity National Forest. Together, these three areas create an outdoor recreation paradise for hiking, biking, boating, and fishing.

- [Shasta Cascade Wonderland Visitor's Guide](#)
- [Whiskeytown National Recreation Area](#)
- [Lassen Volcanic National Park](#)

With a population of 90,000, Redding is the largest city north of Sacramento and serves as the commercial and medical hub for the surrounding rural communities. Redding parents choose from a wide variety of public, charter, and private schools for their children's education. Redding has a community college and several private universities, and California State University, Chico is 80 miles away.

- [Redding Chamber of Commerce](#)
- [Shasta County Office of Education](#)
- [Simpson University](#)
- [Shasta Community College](#)

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Redding is home to a small but vibrant arts and music scene, including two symphony orchestras. We enjoy several theaters and a full-service convention center. Nearby Turtle Bay Exploration Park, adjacent to the Sacramento River, features a museum, arboretum, and the Sundial Bridge, designed by world-renowned architect Santiago Calatrava.

- [Redding Civic Auditorium](#)
- [Cascade Theatre](#)
- [Shasta Community Concert Association](#)
- [North State Symphony](#)
- [Turtle Bay Park and Museum](#)
- [Shasta County Arts Council](#)
- [Shasta County Interfaith Forum](#)

Two annual events perhaps best capture the essence of Redding. Kool April Nites is a weeklong event showcasing the cars and music of the '50s, '60s, and '70s. During Rodeo Week, the city celebrates its Old West history with a three-day professional rodeo, the nation's largest community pancake breakfast, and a staged bank "robbery" that culminates in a community scavenger hunt for the stolen loot.

- [Kool April Nites](#)
- [Redding Rodeo Association](#)

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