



ALL SAINTS BY-THE-SEA

Parish Profile 2023

All Saints-by-the-Sea Episcopal Church
83 Eucalyptus Lane
Santa Barbara CA 93108
allsaintsbythesea.org



ALL SAINTS
BY + THE + SEA
EPISCOPAL CHURCH



ALL SAINTS



BY + THE + SEA

PARISH PROFILE

All Saints by-the-Sea Episcopal Church (All Saints) seeks to call a **compassionate leader**, a **spiritual educator**, and a **family centered** rector.

We believe the Holy Spirit is working through the

members of All Saints to identify a rector who will lead us in our faith journey, connect us to our community, grow our membership while attracting new families, and maintain our values of outreach, traditional liturgy, vibrant music, and educational programs.

From our parish conversations and parish-wide survey, we have identified the qualities our congregation is seeking most in a new rector and in our worship.

COMPASSIONATE LEADER

- Be a rector that models Christian principles in personal, family and community life.
- Provide pastoral counseling that meets the diverse needs of the parish. Offer spiritual insights for both young and the mature parishioners.
- Be a collaborative leader working with the vestry and lay leaders to build a clear plan for All Saints, maintaining the church's strong financial standing and a balanced budget.
- Promote transparency in the leadership and operations of the Parish.
- Be a leader that works from a place of love, empathy, and compassion for parishioners.



SPIRITUAL EDUCATOR

- Exhibit exceptional preaching skills, focusing on traditional liturgy drawn from the Book of Common Prayer.
- Deliver sermons that convey the relevance of scripture in our daily lives.
- Educate in the practices of prayer and meditation.
- Guide and practice listening to the Holy Spirit.

FAMILY CENTERED

- Be social with a purpose – bring together both families and church friends to create social opportunities for intergenerational relationships.
- Grow the Parish from within our Santa Barbara community and Parish School, making All Saints known as a wonderful place that supports and encourages families.
- Recruit families by developing programs that are relevant to modern families.
- Be a role model of ethics, honesty and compassion.



GOALS AND MISSION PLAN



how to live a life full of faith as a testament to our Christian beliefs.

- Being a beacon in our Santa Barbara community as a Christian refuge that offers support and renewal.

Our parish has a strong goal to expand and thrive with new members and families:

- Crafting a more integrated community within our parish to support, educate, lead and nurture each other across generations.
- Expanding Christian learning opportunities centered on

- We strive to help others and to have open communication among the parish and leaders.





SANTA BARBARA COMMUNITY AND DIOCESE INFORMATION

Montecito is an affluent community of around 10,000 residents, surrounded by the greater Santa Barbara area of approximately 208,000 people. Many people refer to Montecito as being “Eden by the Sea,” and it is situated on California’s Central Coast, about 90 miles north of Los Angeles. The All Saints campus is a block away from the beach and from both Amtrak rail service and the 101 highway. These two transportation corridors provide easy access to both Los Angeles and the San Francisco Bay area.

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The Santa Ynez mountains, with many hiking trails and inspiring views, form a beautiful backdrop to the parish. Weather is typically moderate, with occasional cold and hot spells. The climate is best described as a “Mediterranean” with cool morning and evenings with warm sunshine filled days.

Santa Barbara is known for its Mediterranean architecture featuring white stucco walls and red roof tiles. Tourism is very important, and Santa Barbara has a wide selection of hotels, upscale

shops, and restaurants, as well as many cultural institutions. For a town of its size, Santa Barbara has abundant and active cultural institutions including art museums, children’s organizations, a natural history museum, zoo, ballet, symphony, botanic gardens, and music venues. Each year, the town hosts the Santa Barbara International Film Festival.

Santa Barbara has world class medical facilities and educational institutions. Medical care is provided through Cottage Hospital, Sansum Clinic and the Ridley-Tree Cancer Center. Santa Barbara has outstanding public and private education. Montecito Union Elementary School (public) is ranked within the top 5% of all 3,649 schools in California. University of California, Santa Barbara is currently ranked 32nd among public universities.

It has six Nobel Laureates and a robust arts and lectures program for the Santa Barbara Community. The Music Academy of the West, located in Montecito, has a world-renowned eight-week Summer Festival comprising nearly 200 public events. Westmont College is ranked 124th among private liberal arts colleges and has a foundation that offers an annual community breakfast, public speakers and a public art museum.

There are so many reasons people call Montecito “Eden by the Sea”, since it boasts gorgeous mountains, pristine beaches, a year-round moderate climate, friendly people, outstanding cultural institutions and events, and leading educational opportunities. Santa Barbara is an ideal place to call home.





DIOCESSE

The Episcopal Diocese of Los Angeles is one of the most diverse and geographically large faith communities in the country. It encompasses six counties, from the town of San Clemente in the south to Santa Maria in the north. It is bordered by beaches, mountains and deserts.

The Rt. Rev. John Harvey Taylor, the 7th Bishop of Los Angeles, took office in 2017

and pastors 55,000 Episcopalians within 200 parishes.



HISTORY OF THE CONGREGATION

In the late 1800s, Montecito was a small bucolic community—mainly ranch country, connected by a series of dirt roads. The horse and buggy were the standard mode of transportation, and the nearest Episcopal church involved an hour-and-a-half



journey, one way. The advent of the railroad coming from the East brought many visitors anxious to escape the cold weather and spend the winter in this charming seaside community. With a demand for a place to hold Episcopal services and the aid of the rector of Trinity Church in Santa Barbara, the first service was conducted in what was then the post office.

After many consultations with the bishop of Los Angeles, mission status was granted to this loosely formed but determined group, and the “missionary in charge” was the Reverend W.J. O’Brien.

His successor, the Reverend Mellville Moore, proved more than equal to the task of bringing the newly formed church from missionary status up to a self-supporting congregation and a full-fledged member of the diocese of Los Angeles. A small temporary chapel was erected on land next to the Miramar Hotel. The first service was conducted with a congregation of 35. Quickly outgrowing the small chapel, permission was given to build a permanent structure, and on November 27, 1900, the first services were held and the church was officially named “All Saints-by-the-Sea.”

All Saints was blessed to have the stability of only two rectors for the forty-four years between 1948-1992, which allowed for growth and the formation of a tight-knit congregation. In the subsequent thirty years, three rectors have been called to All Saints. Early on, there was a vibrant youth group which was led by a young associate priest and in the last decade, All Saints transformed into a more welcoming and inclusive congregation. While All Saints has endured some traumatic congregational events, most recently



the 2018 devastating Montecito debris flow, we also took some solace in being a critical refuge for residents fleeing the

torrent as well as for first responders.

One hundred and twenty-three years have gone by since the first services were held at All Saints, and time took its toll on our beautiful structure, necessitating a full reconstruction of the entire building.





This has been ably accomplished and the happy result is a perfect replica of the original, plus a strengthening of the crumbling foundation, and a rebuilding of the bell tower, using all the original stones.



We are now a sturdy, as well as charming, welcoming church, and look forward

with eagerness to new, and spirit-filled, leadership.



DESCRIPTION OF PROGRAM AND ORGANIZATIONS

Educational Programs

According to our current survey, revitalizing Christian education and programs for children and youth is a priority for our congregation. We are struggling to build consistent Sunday School attendance in grades Kindergarten to 12th grade. Sunday School is during the 10 a.m. service, which has helped draw a few more families. The children rejoin the congregation to participate in the Eucharist with their families.

Godly Play is the curriculum we use for Kindergarten to 5th grade. Currently, we have 32 children who attend church but average only eight kids per week

for Godly Play. Although we have the All Saints-by-the-Sea Preschool onsite, we do not see a significant number of these families attending Sunday services. Similarly, our youth Sunday School, grades 6th to 12th, at this time has 24 youth with an average four 6th to 8th graders attending. The curriculum presently used is Journey to Adulthood.

Prior to Covid, Adult Christian Education (ACE) took place in between services while Sunday School was scheduled. Programs designed by a lay committee and the associate rector included liturgical seasons offerings and series such as Bishop Michael Curry's book, *Love is the*

Way and Sacred Ground, a film-based dialogue series on Race and Faith.

All Saints has offered Education for Ministry (EFM), a certificate program of theological education, since the 1990s. EFM worked via Zoom during the Covid Pandemic. Although the program is on hiatus this year, our hope is that a new group will start up in 2024.

Fellowship and Prayer Groups

Although All Saints parishioners love social gatherings, offerings were limited during the Covid pandemic. Each week now we gather on the patio after the 8 a.m. and the 10 a.m. services for coffee and refreshments. We are able to greet

newcomers and catch up with friends. We look forward to reinstating parish socials at homes of parishioners.

Holy Huddle is primarily a men's group, which meets occasionally to enjoy fellowship and interesting speakers.

A Book Club meets monthly to share in lively discussion and great potlucks!

Current Prayer Groups include Centering Prayer, a method of silent prayer that prepares one to receive the gift of contemplative prayer, and Healing Touch, a type of energy therapy used to enhance and facilitate health of the mind, body and spirit. Meditative morning retreats centered on Lectio Divina are also well attended.





Youth Activities

The Episcopal Youth Community (EYC) gathered via Zoom during the pandemic to watch and discuss selected films together. Although participation by youth is currently low, our Director of Children, Youth and Family Ministries works diligently to provide opportunities for fellowship.

For example there was a recent camping trip to Rancho Oso, in the local mountains, where participants were able to bond and enjoy nature. The youth are also excited to participate in intergenerational outreach projects. Each Thanksgiving, the youth collect frozen turkeys and chickens for the local Food Bank. We look forward to offering the youth opportunities for

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Pilgrimage to spiritual destinations, such as Navaholand, which has been a life changing experience for All Saints youth in the past.

Outreach Ministries

Outreach is extremely important to the parishioners of All Saints. The Outreach Committee is a dedicated group who historically provide grants to local non-profits, nationwide disaster relief and international projects. In February 2023, a grant of \$65,000 was given to Transition House. It provides emergency shelter and transitional housing for local homeless families. Its mission is to alleviate poverty and restore self-sufficiency and dignity. The grant will be used for much needed mattresses, dishes and kitchen equipment for the emergency shelter. Additionally,



Hall in between services to prepare and pack lunches for Transition House. The youth are excited to be able to participate in this ministry!

During Advent, the Outreach Committee coordinates the St. Nicholas Day Alternative Gifts Market with African Team Ministries and Friends of Jerusalem, selling items to benefit

some funds will be used for developing educational programs for children and adults. The Outreach Committee has made a three-year commitment to focusing on Transition House from 2023 to 2026. Selecting Transition House as a focus project aligns with the mission of Outreach at All Saints to help under-served communities of greater Santa Barbara, including low to moderate income families, children and the unhoused.

All Saints Outreach volunteers prepare and serve a monthly Sunday dinner at the emergency shelter in downtown Santa Barbara for up to 70 homeless men, women and children. In addition, Outreach volunteers with parish families gather in the Parish

their ministries. Sales from baked goods and crafts benefit local non-profits. Also in Advent, a Giving Tree is placed on the patio, filled with over 100 gift tags, which parishioners select to purchase personalized gifts to help



fulfill holiday wishes for individuals of five different charities including: Mental Wellness Center – mental health; Angels Bearing Gifts – adults with development disabilities; Family Service Agency – family support services; Noah’s Anchorage – youth crisis shelter; and Victoria Hotel & Bungalows – self-help housing.

The Outreach Committee is given \$20,000 annually from the vestry and this amount is supplemented by yearlong fundraising by the Outreach Committee. The main fundraising event happens in May with the golf tournament. Funds from this event are matched by James Bower Foundation. The Outreach Committee is working on adding many more fundraising events to maximize the help that they can do in the Santa Barbara community.

Other Ministries

All Saints would not be able to have such wonderful Sunday services without the multitude of dedicated volunteers who

tirelessly perform the duties to create worshipful services. From the Welcomers, Greeters and Ushers who assure that all are welcome, to the liturgical teams of Lay Eucharistic Ministers, Crucifers and Acolytes, and the behind the scenes work of the Altar and Flower Guilds, all do their part to ensure a smooth and meaningful service. The Sunday School teachers and youth leaders are always busy planning lessons and activities based on stories of the Bible which first and foremost teach children that they are loved by God.

For many years, the music program at All Saints has enjoyed a reputation for excellence and innovation. The primary mission of our music ministry is to lead the All Saints community in worship that glorifies God, touches the heart and challenges the mind. The choir includes volunteers from the parish, as well as a core of professional singers who support the choir in learning and performing music of various styles.



Seasonal and Traditional Events

All are invited to the Greening of the Church in Advent to prepare the sanctuary with evergreen garlands and candelabras. A chili lunch is provided to participants.



On the 3rd Sunday of Advent, we gather for an evening of Lessons and Carols. All Saints currently has two Christmas Eve services, which attract over 500 people. Families most often attend the late afternoon service where a children's homily is given. The

evening service has a full choir and is a beautiful and inspirational celebration of the birth of Jesus.

The Epiphany Pageant always delights the congregation and gives the children an opportunity to shine!



Our Annual Meeting is held the 2nd Sunday of February where we look at the past year and elect new Vestry members, and other leaders.

Homecoming Sunday is a festive day celebrating the return to Sunday School with the introduction of teachers and adult education leaders.



Our Thanksgiving service alternates between four Montecito churches (M4): Our Lady of Mt. Carmel Catholic Church; El Montecito Presbyterian; Montecito Covenant; and All Saints by-the-Sea Episcopal Church.



In October, we celebrate the Feast of St. Francis of Assisi with a Blessing of the Animals service. Many parishioners and community members bring all kinds of animals from God's creation including dogs, cats, horses, birds and reptiles.

FINANCIAL SUMMARY

Investment Committee

The Investment Committee meets semi-annually with the church's investment managers and oversees approximately \$3.9 million in three separate reserve funds: Easton Endowment (only its income can be spent); Pooled investments (a combination of restricted and unrestricted funds); and the new Sanctuary Preservation Endowment (only used for the upkeep of the newly restored sanctuary). The Easton income portion and Pooled unrestricted investment funds have been used to cover budget shortfalls in the past. However, this was not needed in 2020 and 2022.

Budget & Finance Committee

The Budget and Finance Committee considers, analyzes and investigates all matters concerning revenue, expense, financial control and accounting of the Church's and the Parish School's affairs. It coordinates and oversees the annual budget and commissions an annual audit - both for approval by the vestry. The Committee also reviews significant proposed expenditures or uses of the Church's assets and makes recommendations to the vestry. The Committee's major focus is to identify

and evaluate opportunities to reduce operating deficits to minimize the use of reserve funds.



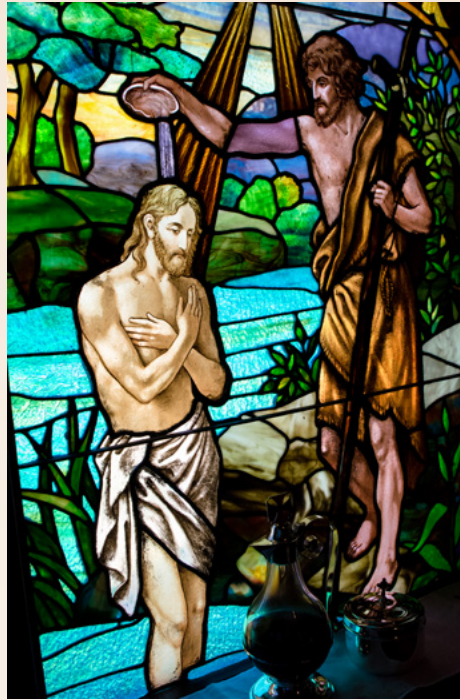
Stewardship

Every fall, All Saints focuses on stewardship. Individual parishioners are asked to share what connects them to All Saints during announcements. A stewardship committee sets goals, creates a communication plan, and follows up by phone, mail and email. In 2022, All Saints had 916 active participants and an average weekly attendance of 224. There were 168 pledging individuals or families and the total dollar amount pledged was \$843,875.

Financial Report Narrative

The Church's operating statement is for year-to-year comparison purposes only.

Certain operations such as the Parish School, Golf Tournament for Outreach funds, and disbursements, appreciation and expenses paid from designated funds are not part of this financial presentation. An independent, certified public accountant performs an audit annually for the Budget and Finance Committee and approved by the vestry.



Currently there are six credentialed teachers and five assistants. There is a school board and a parent council, both of which offer support to the Parish School.

Friendship Center

Friendship Center is an independent non-profit organization providing day services for aging

and dependent adults. Volunteers and staff provide social contact, meals, transportation, and supervised activities. It was founded in 1976 at the Friendship Baptist Church, and in 1979 it moved to its current facilities on the All Saints campus. The Center paid one dollar a year in rent to the parish for many years, making it a significant outreach ministry for the church. In 2017, the Center began paying All Saints \$20,000 a year in rent. The amount was raised to \$25,000 in 2023 and will be \$30,000 in 2024. The Center also makes monthly payments into a maintenance and repair fund administered by All Saints. Alcoholics Anonymous and Al-Anon meet regularly and often in the Friendship Center. The meetings are extraordinarily well attended with over 124 participates. Clearly a real need is being met here by All Saints.

Parish School

Established in 1964, All Saints-by-the-Sea Parish School provides high academic standards in a Christian environment where children can develop their intellectual abilities and their sense of individual worth. The non-profit school is accredited by the Department of Schools of the Episcopal Diocese of Los Angeles and is a member of the National Association of Episcopal Schools. It has a current enrollment of 82 children, from ages two to five. Classes are held from 8:50 a.m. to 12:45 p.m., with extended care available until 2:45 p.m. The Parish School Scholarship Fund is available to children who might not otherwise be able to afford it. Children attend a weekly church service filled with prayer, Bible stories and music.

FINANCIAL SNAPSHOT

Category	2021 Actual	2022 Actual	2023 Budget
Income			
Pledge	\$ 837,030	\$ 781,199	\$ 820,000
Plate	\$ 42,171	\$ 58,994	\$ 55,000
Gifts	\$ 48,520	\$ 52,500	\$ 43,000
Rental	\$ 78,410	\$ 86,376	\$ 140,496
Other	\$ 80,986	\$ 102,066	\$ 108,600
Income Total	\$ 1,087,117	\$ 1,081,135	\$ 1,167,096
Expenses			
Staff	\$ 735,163	\$ 606,056	\$ 631,250
Ministries	\$ 8,457	\$ 11,584	\$ 13,350
Operations	\$ 106,219	\$ 117,803	\$ 215,000
Music	\$ 26,358	\$ 35,000	\$ 35,000
Property	\$ 205,348	\$ 208,952	\$ 236,127
Parish to Outreach	\$ 20,000	\$ 20,000	\$ 20,000
Diocese Support	\$ 109,737	\$ 116,387	\$ 121,119
Expense Total	\$ 1,211,282	\$ 1,115,782	\$ 1,271,846
Operating Income	\$ (124,165)	\$ (34,647)	\$ (104,750)
Budgeted Allocation from Reserve Funds	\$ 121,462	\$ 107,526	\$ 126,500
Net Income	\$ (2,703)	\$ 72,879	\$ 21,750
Reserve Funds (3 separate funds)			
Designated	\$ 1,744,256	\$ 2,360,357	
Undesignated	\$ 1,955,612	\$ 1,570,932	
Total Reserve Funds + Checking (EOY)	\$ 3,699,868	\$ 3,931,289	
End of Year	\$ 1,168,894 of Undesignated Funds are Restricted Funds (Endowment)	\$ 1,060,504 of Undesignated Funds are Restricted Funds (Endowment)	
Reserve Funds (3 separate funds)			
Restricted		\$ 2,292,139	Easton, Sanctuary, Other
Unrestricted		\$ 1,639,150	Heritage, School, Other
Total Reserve Funds + Checking (EOY)	\$ —	\$ 3,931,289	

HOPES AND DREAMS OF MEMBERS

We are known for having a beautiful church, a Parish School, which has served the community for over 50 years, and our traditional liturgy and beautiful music. While most parishioners felt our worship service should be what All Saints is most known for, exceptional preaching was a strong second. Parishioners are eager for sermons that speak to contemporary issues and ones that apply scripture to our daily lives. The congregation also wants to have continuing recognition of a robust Outreach ministry in place, including hands-on projects for community, national and international concerns. When asked to rank specific parish issues, Membership Growth was the leading concern. With nearly 70% of parishioners' age being over 65, a source of new members will need to be addressed. Our dwindling numbers of active children



and youth is also a grave concern, and our dream is to establish a vibrant Sunday School and youth group, with social activities and intergenerational volunteer opportunities, which will draw new families to All Saints-by-the-Sea. Our hope is that the new rector will



reach out to all members of All Saints, both active and inactive, to help build a stronger community of faith. There are deep friendships at All Saints, but 93% of those surveyed said they would love to cultivate more friendships. We have

found that social gatherings are a great way to get to know new parishioners and look forward to more house parties in the future. We would also like to develop more small groups to facilitate deeper friendships and community.



QUALITIES SOUGHT IN A NEW RECTOR

All Saints-by-the-Sea has had a rich history of dedicated parishioners, as well as rectors who have worked tirelessly to keep up Christian traditions, while moving forward in order that we may remain relevant to a changing world. Because of the demographics of Montecito, we are not a particularly diverse group, but we are kind, open-hearted and welcome all with open arms. We love music and are happy to include more contemporary pieces in our service. There is also a growing group who would like to see the contemplative and wisdom traditions not only accepted by our new rector but promoted among the congregation as another way of listening to the “still, small, voice of God.”

As with all churches, the Covid pandemic presented multiple problems for our parish’s dealing with how to keep our congregation together while still serving their needs, but at a distance. We managed to keep in touch via Zoom but many of our vital groups went on hiatus, and we are working to bring them back, as well as adding new ones. We strongly feel the need for our former togetherness, and the spiritual energy it gave us.

This will be an important challenge for a new rector, and with the help of devoted parishioners, we know this can be accomplished.

Listed below, according to the results of the parish-wide survey, are the qualities we desire most in a new rector:

- 1 Actively seeks to grow our congregation, particularly working to bring in more families and younger participants.
- 2 Reaches out to both the congregation and the community with loving concern, and makes an effort to know the parishioners individually.
- 3 Establishes a strong pastoral care system for vulnerable members of the parish and community, including the homeless.
- 4 Takes an active interest in our music programs.
- 5 Develops educational events that will further our knowledge and spiritual growth.
- 6 Has the vision to see where change is needed, and the wisdom to guide us into action with gentleness and grace.

WE LOOK FORWARD TO WELCOMING YOU!

Thank you for considering making All Saints your home

The Profile Committee is a snapshot of the parish with ages ranging from thirties to eighties with a balanced group of men and woman from a variety of backgrounds. We represent families, gay, retired, full- and

part-time employed. Like the parish, we are dedicated and work well together. We have spent many long hours collaborating on this labor of love. We believe in God, love our parish and strive to make our church a beacon of light for our Santa Barbara community.

