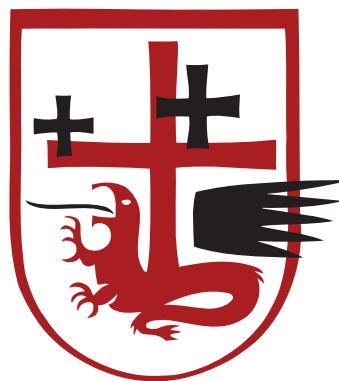


WE MANIFEST JOY • WE EMBRACE RESILIENCE • WE SEEK JUSTICE
RESILIENCE • WE SEEK JUSTICE • WE LIVE IN LOVE • WE MANIFEST
• WE LIVE IN LOVE • WE MANIFEST JOY • WE EMBRACE RESILIENCE

SAINT
MICHAEL
& ALL
ANGELS
EPISCOPAL
CHURCH

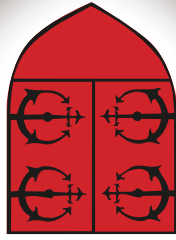


SAN
MIGUEL
Y TODOS
LOS ÁNGELES
IGLESIA
EPISCOPAL



Parish Profile
2022

1704 NE 43rd Avenue, Portland, OR 97213-1402
www.STMAA.org



Dear Friend in Christ,

Welcome to **St. Michael & All Angels / San Miguel y Todos los Ángeles!** We are a thriving Episcopal parish located in the Hollywood District of Portland, Oregon, with over a century of strong liturgical and musical traditions, vital involvement with our community, and an openness and welcome to all. We are searching for a full-time rector who will join and build our leadership team to better support our community and help us fulfill our vision to manifest joy, embrace resilience, seek justice, and live in love.

In this profile we want you to get to know us: a relational, loving congregation that seeks God together. We have weathered the pandemic and its disruptions with tenacity, creativity, and innovation. As of this spring, we have joyfully opened up and are gradually reviving our many ministries, especially those that serve our neighbors. We are a community where everybody volunteers in faith and love.

We are also an inclusive congregation, dedicated to welcoming single people, children and families, LGBTQIA+ people and their families and friends, people of all ages and races and ethnicities, and those who doubt as much as those who believe. Through our liturgical expressions, including la Misa, our Spanish-language service, we offer a spiritual home for everyone in our famously unchurched city.

In this profile, you will find our best understanding of who we are as a congregation, how we worship, and what we value. Included are also sections that detail our staff and facilities, our budget, and our diocese. We offer all of this as an invitation to you to learn more about us as you discern where God is calling you to serve. For more information, please see links to more detailed documents in the appendix.

As you and we look to the future, we are praying for you as you discern God's call for your ministry. We look forward to getting to know you and telling you our stories about our beloved church and its people.

In faith, hope, and love,
The congregation of St. Michael & All Angels / San Miguel y Todos los Ángeles Church

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WHO WE ARE



Our Vision & Values

WE *are rooted as an Episcopal Church, honoring our traditions from the creative perspective of our community, learning how to engage the bilingual and multicultural makeup of our congregation, and seeking silence and stillness to glean insight from the Holy Spirit among us.*



We manifest joy through vibrant worship, beautiful music, and the active participation and nurturing of our children and youth.

We seek justice by advocating for political change, continuing our work as an Immigrant Welcoming Congregation, and striving to understand our role in social, economic, and racial inequality.

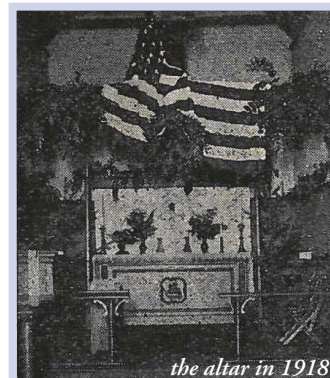
We embrace resilience by learning each other's stories, proclaiming the Good News of God's unconditional love, and strengthening our capacity to hope.

We live in love through our Baptismal Promises to welcome and respect the dignity of every human being, care for God's creation, and engage in the ministry of Jesus to bring light, healing, and grace to our world.



St. Michael & All Angels rests on the traditional homelands of the Multnomah, Kathlamet, Clackamas, Molalla, Tumwater, Watlala bands of the Chinook, the Tualatin Kalapuya and many other indigenous nations of the Columbia River. We acknowledge the ancestors of this place and understand that we are here because of the sacrifices forced upon them. By recognizing these communities, we honor their legacy, their lives, and their descendants.

Highlights of the History of St. Michael & All Angels



1853: Several treaties with native people are negotiated that lead to the removal and relocation of the indigenous tribes that for millennia stewarded the land where St. Michael & All Angels is now located. White settlers arrive.

1910

1910: Due to the efforts of a group of Episcopal laypeople and the bishop, the first church for St. Michael & All Angels is built at 38th Avenue and Broadway. First service is held on Christmas Day.

1914: The growing congregation moves a few blocks to its new location at 43rd and Broadway.

1920

1922: Groundbreaking for new church, to be opened on St. Michael's Day, 1923. Old church becomes the Parish Hall.

1938: A new spacious parish house is built and the original building is torn down.

1930

1937: The mission becomes a parish and the vicar becomes rector.

1940

1953: The building is expanded to include the Nativity Chapel wing; children's chapel; and additional classrooms, offices, and restrooms.

1950

1960

1968: Ann Brown is the first woman elected to the vestry and becomes senior warden.

1970

1979: With the arrival of The Rev. John Scannell, he and the parish become known for encouraging members to express their talents for the greater good, irrespective of race, gender or sexual orientation.

1980

1981: A master plan is developed for a series of renovations that will occur from 1987 to 2011.

1984: Casey Long (Longwood) becomes the first woman to be ordained a priest at St. Michael's and is the first woman assistant.

St. Michael & All Angels Rectors and Vicars

1910-1912: Jarrold C. Potts, Vicar
 1912-1930: Thomas F. Bowen, Vicar
 1930-1932: Jay Claude Black, Vicar
 1932-1937: Richard Flagg Ayers, Vicar
 1937-1944: Richard Flagg Ayers, Rector
 1944-1945: Newton Carroll, Rector
 1945-1947: Arthur A. Vall-Spinosa, Rector
 1947-1958: George R. Turney, Rector
 1959-1978: Eric G. Gration, Rector
 1979-2007: John S. Scannell, Rector
 2009-2021: Christopher B. Craun, Rector



1990

1992: Mission Endowment Fund is established. 140 grants totaling nearly \$240,000 are awarded from 1996-2021.

1994: Catechumenate adult formation process begins. Over 250 people participate through 2020.

1995: First service in Spanish, presided over by John Scannell. Carlos Núñez arrives in 1998 and serves as supply priest from 2002-2007, followed by bilingual assistant rectors until 2015, when The Rev. Roberto 'Beto' Arciniega is hired as half-time Associate Rector.

1994: Parish member Marla McGarry-Lawrence is ordained a deacon and serves until 2010. She uses her strong pastoral, organizational and incorporation skills to strengthen and help grow the many ministry areas that she helps lead: Pastoral Care, Liturgical Ministries, Outreach and Justice, and Hispanic ministry.

2000



2007: Presiding Bishop Katherine Jefferts Schori and the Executive Counsel visit St. Michael's.

2010: St. Michael & All Angels celebrates our centennial.

2013: St. Michael & All Angels becomes an Immigrant Welcoming Congregation and a Sanctuary Church in 2015.

2020: The COVID-19 pandemic lockdown ends in-person services, and many of St. Michael's ministries and social gatherings. Services are offered only online.

2021: In November, Rector Chris Craun leaves to take a new position with the diocese. James Joiner also leaves St. Michael's ministry after eight years of service as assistant rector.



2009: Following a two-year transition, the congregation calls the Rev. Chris Craun, the parish's first woman and openly gay rector. During her tenure, both she and the parish are engaged in social justice issues, including standing with members in court as they faced deportation. St. Michael's grows in young families and expands our youth program, with Chris leading many service trips.

2010

2018: We earn our GreenFaith certification.

2020



2021: For the first half of the year, the 10:00 am service in English and the 1:00 pm in Spanish are held online. In-person services resume at Pentecost. Live-streaming continues with the installation and upgrades of our Audio/ Visual booth.

2022: In January, Sherman Hesselgrave and Julia Nielsen become interim clergy. The search for a new rector begins...

To read our **Expanded History** and our **Land Story**, please visit the [Appendixes](#).

OUR DEMOGRAPHICS

'one parish, many expressions'

In the parish survey, 165 participants provided demographic data that gives a snapshot of who we are – age, race, education and so on – and our religious backgrounds, as shown in the following pie charts. See [appendixes](#) for full results.

It's especially notable that:

61% of respondents have been a member for more than 11 years.

20% of respondents have children living at home.

67% of respondents have a college degree.

78% of respondents pledge to St. Michael's.

72% of respondents attend Sunday services weekly.

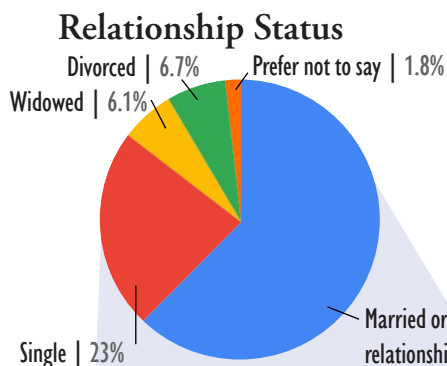
70% of respondents live within 20 minutes of St.

Michael's.

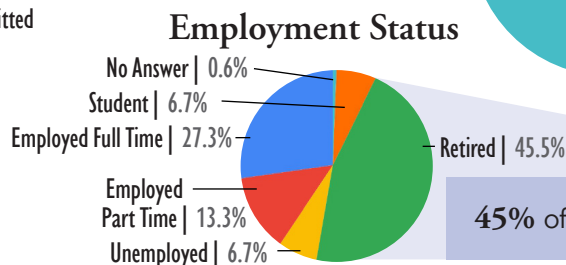
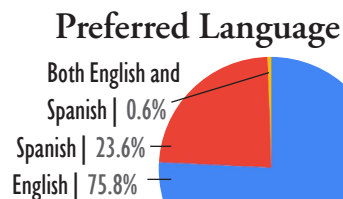
30% of respondents are cradle Episcopalians, while **56%** joined as adults (from another Christian tradition).



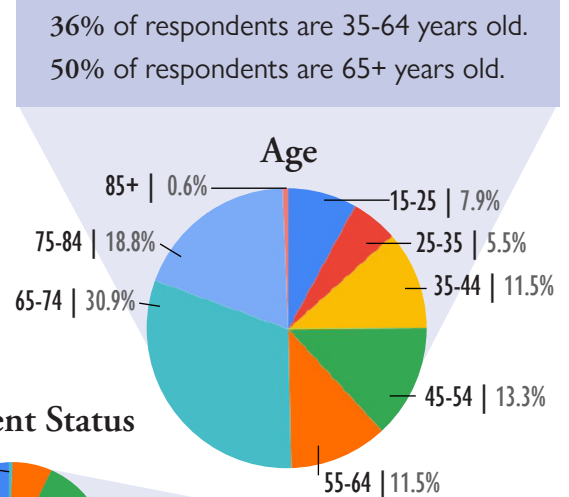
Here are some graphics that show other salient characteristics of St. Michael's.



62% of respondents are married or in a committed relationship.



45% of respondents are retired.



36% of respondents are 35-64 years old.
50% of respondents are 65+ years old.

OUR WORSHIP & MUSIC

St. Michael's liturgical styles are expressed in our four diverse Sunday services:

7:30 am: Rite I, English language

9:00 am: Rite II, more traditional, English language

11:00 am: more contemporary, English language

1:00 pm: Rite II, Spanish language



This diversity not only satisfies different preferences but also has allowed many households with varied religious and cultural histories to find a shared spiritual home at St. Michael's.

We have also made long-term investments in being one parish with multiple cultural expressions, incorporating our English-speaking, Spanish-speaking and multilingual communities together in and beyond worship. Our [Immigrant Welcoming Congregation](#) ministry's 25 years of ministry throughout the parish and the leadership of our Associate Rector, the Rev. Roberto (Beto) Arciniega, have especially strengthened this core part of our identity and built bridges between the English- and Spanish-speaking communities.

In the past we have created additional worship opportunities to meet various needs such as the Family Worship Service, which connected families with young children for one Saturday a month, or Taizé services during the week.

After several equipment upgrades, we now stream three of our four Sunday services every week, as we started doing during the pandemic, to make our worship accessible to our parishioners and neighbors alike.



Above: Members of the Coro lead Sunday worship. Top right: Children reenact the milagro of the Virgin of Guadalupe's visit.



The St. Michael's Singers are joined by the Choristers.



*St. Michael's is
traditional without
being conventional.
- survey respondent*



SPECIAL EVENTS

Above Left: Hannah Brewer, music director and organist, plays harpsichord at the annual Halloween Organ Spooktacular.

Above Center: The altar transforms each year for El Día de los Muertos.

Above Right: Members play at the 25th anniversary celebration of La Misa.

Center Right: The Portland Brass Quintet makes a tradition of joining us for Easter morning.

Bottom Right: Final bows of Broadway Night, February 2020. The annual music department fundraiser was staged online in 2021 and returned to the church, with changes, in June ([see link below](#)).



MUSIC AT ST. MICHAEL & ALL ANGELS

High-quality music programming and leadership have been in the DNA of St. Michael's since its inception. Our music director's exceptional talent and skill with piano, harpsichord, and organ and her intentionally inclusive musical selections, as well as our choir director's expertise and exuberant leadership, make music a strong draw for visitors and parishioners alike. Our [Coro and band](#), which serves our 1:00 pm Misa, and our

diverse choir programs, which include youth and adult choirs, also contribute to the richness of our musical expressions. Beyond Sunday liturgies, we are known for creative events such as our much celebrated annual [Broadway Night](#) and [Lenten choral devotions](#). Our music program designs its offerings to share God's gifts of music with the parish and to help people to feel deeply invited into our music as spiritual sustenance.

WE are rooted as an Episcopal Church, honoring our traditions from the creative perspective of our community, learning how to engage the bilingual and multicultural makeup of our congregation, and seeking silence and stillness to glean insight from the Holy Spirit among us.

OUR CURRENT MINISTRIES

As a community of Jesus followers, St. Michael & All Angels has long sought to live out our baptismal covenant through our ministries. Our mission to embody the fruits of the Spirit has guided us as we looked outside and inside to see how we might best live out its callings. Before the COVID-19 pandemic, we had a multitude of ministries, but suspended many of them when we could no longer gather in person. They have begun to revive or transform given what we have learned during the last two years; we feel a communal sense of purpose and joy, and look forward to expressing our mission in life-giving ways. On the next pages is a brief summary of the state of our core ministries tied to the four parts of our mission statement.



Far Left: Protesters gather for immigration reform

Left: Youth gather outdoors to create and learn about liturgical candles

Below: Blessing the animals on St. Francis Day



Above: Acolytes await Sunday procession

Right: Youth at Latino Camp participate in group activities



OUR CURRENT MINISTRIES

WE MANIFEST JOY • WE EMBRACE RESILIENCE
WE MANIFEST JOY • WE EMBRACE RESILIENCE
WE MANIFEST JOY • WE EMBRACE RESILIENCE



We Manifest Joy Through:

Vibrant communal worship and beautiful music.

- The pandemic's prohibition on gathering meant that we had to begin live-streaming three of our services (which continues to this day) until we could open up in the last part of 2021. We are now back to all four services.
- Our four diverse services, our talented music director and choir director, and our exuberant choirs embody the spirit of joy that runs like a river through our services (see separate section on [Worship and Music](#) for more information).
- Wide participation by lay eucharistic ministers and eucharistic visitors, altar guild, lectors, and ushers.
- A Labyrinth Ministry sets up a labyrinth painted on cloth for a contemplative worship experience.
- St. Brigid's Guild offers healing prayer one Sunday a month.
- Sunday Technology Team creates access to worship.

The active participation and nurturing of our children and youth.

- Children's Liturgy of the Word and Godly Play at Sunday services.
- During the pandemic, outreach to children and families continued via weekly emails, videos, Zoom meetings, and play rehearsals.
- The youth group, which serves English- and Spanish-speaking families, met virtually during the pandemic, but began to gather in person, starting at a local park, and have now moved back to the church.
- Confirm Not Conform Youth Confirmation Program
- Children's music programs feature choirs and special activities for young children and their parents.



- Acolyte ministry.

- Holiday activities include Children's Lessons and Carols at Advent and Halloween trick-or-treating at all of the church buildings' curb-facing doors.



We Seek Justice Through:

Striving to understand our role in social, economic, and racial inequality and advocating for and contributing to political change.

- Reckoning with Racism group convened to take a deep dive into the history of racism in Oregon, followed up with land stories of both St. Michael's and land where participants live.
- Advocacy Action Committee provides parishioners with opportunities to express their faith-based values and take action on issues of social and climate justice.
- Outreach & Justice Council disburses funds to local organizations working on social issues, including housing and environmental concerns.

Doing community outreach and service.

- Burrito Love feeds hungry neighbors one Saturday each month.
- On Super Bowl Sunday, kids engage the congregation in the Souper Bowl of Caring, raising funds for the NE Emergency Food Program.
- Gift cards and usable laptops were donated in Advent for Afghan refugees.
- Backpacks and school supplies are collected in the fall for distribution to school-age foster children.



IVE IN LOVE • WE MANIFEST JOY • WE EMBRACE RESILIENCE • WE
OVE • WE MANIFEST JOY • WE EMBRACE RESILIENCE • WE SEEK JU
MANIFEST JOY • WE EMBRACE RESI

- The Immigrant Welcoming Congregation (IWC) ministry seeks to deepen connections between our English- and Spanish-speaking members and to support our undocumented siblings who are facing deportation and/or seeking legal status.
- In early 2020, the IWC in collaboration with Spanish-language lay leaders spearheaded a COVID-19 fund to assist parishioners who were significantly impacted by the pandemic, primarily due to loss of employment. The parish responded generously and over \$41,000 was distributed in 2020 and 2021.
- In partnership with Oregon Health Authority, Multnomah County Health Department, and the language institute Edúcate Ya, the IWC ministry provided outreach and access to COVID-19 vaccines/boosters including four on-site clinics especially for Spanish-speakers but welcoming to all.
- Sustainable development and international outreach via El Porvenir, helping bring clean water to rural Nicaragua
- Support for legislation for universal, affordable health care via Healthcare for All Oregon.
- The Environmental Stewardship (Green) Team recommends facilities improvements such as our solar panels.
- Youth missions and service projects establish connections and foster empathy.



We Embrace Resilience By:

Honoring our traditions, learning each other's stories, proclaiming the Good News of God's unconditional love, and strengthening our capacity to hope.

- Weekly Zoom *lectio divina* small groups encourage reflection and connection.
- Sunday educational forums, offered in hybrid format.
- Spiritual formation ministries that have yet to resume in person:
 - Catechumenate
 - Episcopal 101
 - Legacy writing and book groups

We Live in Love Through Our Baptismal Promises To:

Welcome and respect the dignity of every human being, care for God's creation, and engage in the ministry of Jesus to bring light, healing, and grace to our world.

- Prayer chain
- Prayer shawls
- Funeral receptions
- Intentional inclusion and support for all people, especially LGBTQI+ members
- Finance, Personnel, and Endowment committees ensure the best use of resources
- Home meal preparation and delivery
- Monthly men's breakfast, via Zoom during pandemic
- Support for parish families in need
- Longest Night service offered at Christmas for people who grieve or find this time of year difficult.



OUR NEIGHBORHOOD AND COMMUNITY

St. Michael & All Angels is located in Northeast Portland's Hollywood district, an eclectic blend of businesses and residences with a lively, urban feel. Named for the ornate 1926-vintage Hollywood Theater, the neighborhood has a mix of coffee shops, restaurants, bars, large and small retail, highly-rated schools, a Saturday farmers market and an excellent library. It is served by light rail as well as three bus routes, and is only blocks away from I-84, a major east-west freeway. The courtyard at St. Michael's is the only semi-public green space in a several-block radius.

Like the rest of Portland, COVID-19 has had a large impact on our neighborhood, particularly in the substantial increase in the number of houseless people who need health care, food and other kinds of help. We seek to be a healing presence and respond to our neighbors' needs through our ministries. It is an ongoing challenge, but one we willingly accept.

For decades, we have been reaching out to residents of a nearby low-income housing development with biweekly meals of spaghetti and hand-made meatballs or a soup lunch. During the pandemic, we replaced those ministries with Burrito Love, a monthly event that allows us to serve our neighbors outdoors through all kinds of weather with nutritious burritos, cookies, fruit, bottled water and the offering of community resource guides. The burritos are prepared commercially by Super Torta, a restaurant owned by parishioners Armando and Kenya Cruz.



Burrito Love volunteers hand out bagged lunches to hungry neighbors one Saturday per month.

MAKING A DIFFERENCE IN PORTLAND

Like the city in which we are located, St. Michael's is widely known for our social justice activism. Many of our members have participated in protests, and as a community we go far beyond that with our steady, passionate involvement in seeking to address crucial social issues. For example, we welcome and support LGBTQI+ people, including marching with other Episcopal churches in the annual Pride Parade. We have a long history of speaking out for justice for immigrants, including support for those seeking documentation and *Promotores* (community health workers in Spanish-speaking communities). We are an

[Immigrant Welcoming Congregation](#)

[and a Sanctuary Church](#). Many

members are deeply engaged in services and ministries to marginalized

and underserved populations and in

responding to racism, for example,

through our active participation in

[Ecumenical Ministries of Oregon's](#)

[Common Table Action, "Reckoning](#)

[with Racism](#)." This is especially

important in an overwhelmingly White

city, with relatively small communities

of color and a troubled racial history.

Parishioners are also involved with

promoting Health Care for All Oregon

(on the ballot in fall 2022), an initiative

seeking universal, equitable, affordable,

comprehensive, high-quality, publicly

funded healthcare. In addition, St.

Michael's parishioners have served in

many capacities for the diocese and the

Episcopal Church, including the Standing

Committee, the Diocesan Council,

environmental initiatives, and General

Convention. Our reputation for

involvement and action is well deserved.



LIVING IN PORTLAND

As the largest city between Seattle and San Francisco, Portland is known for its vibrant culture, social justice activism, historic neighborhoods, and diverse food and restaurant scene. It has a first-class art museum and concert hall, smaller music venues, cultural communities, world-class women's and men's soccer teams, and a variety of festivals such as the Latino Cultural Festival and the Waterfront Blues Festival. Like other cities, Portland is now recovering from the shutdowns of the COVID-19 pandemic, the protests of 2020, and all the changes that came from both. Still, we were again named to TIME's [World's Greatest Places 2022](#).

The mild Northwest climate with its cool, rainy winters and sunny summers encourages outdoor activities through all seasons: hiking, bicycling, skating, skateboarding, kayaking, golfing, fishing, hunting, skiing, snowboarding and snow-shoeing are all popular sports. The beautiful Oregon coast, Cascade Mountains and Columbia Gorge waterfalls are an easy one- to two-hour drive away.

With its 271 parks, the City of Portland's expressed goal is to have a park within walking distance of every resident. In the western hills of Portland, Forest Park is one of the largest wilderness parks within a city, spanning 5,000 acres. Closer to St. Michael's, Laurelhurst Park is a favorite site for walking and bicycling. One of the most "bike-friendly" cities in the country, Portland has established bicycle corridors through many parts of town, serving transportation needs as well as recreational interests.

THE DIOCESE OF OREGON

Comprised of [60+ congregations and ministries](#), the Episcopal Diocese of Oregon is home to St. Michael & All Angels/San Miguel y Todos los Ángeles, and we are the second largest parish by attendance.

We are in relationship with Bishop [Diana Akiyama](#).



WHO WE SEEK



*Needs to be tech-savvy
and open to change,
optimistic but pragmatic.*
- survey-respondent

*No one can be all these
things; therefore is
important that a rector
be flexible and have a
sense of humor.*
- survey-respondent

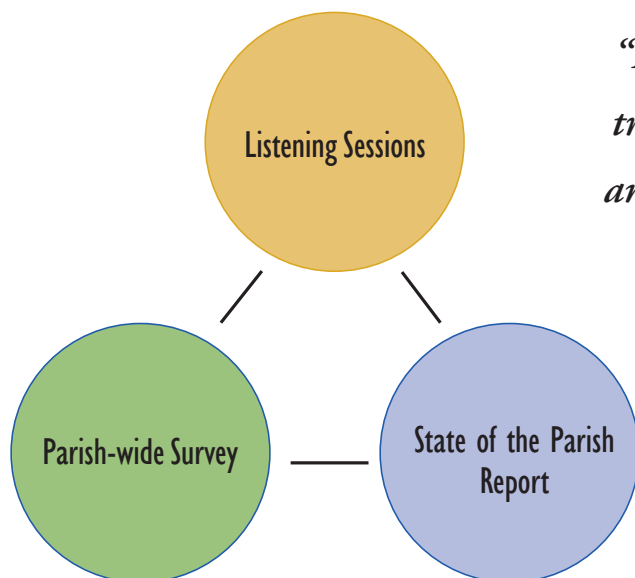
*The youth are the future
of the church. Support
us and offer more to
keep us involved and
attending.*
- youth parishioner

When our rector announced her departure in October 2021 to take a position with the Diocese of Oregon, we started our search for her successor by asking three big questions:

Who are we now?
Who are we called to become?
Who will lead us into that future?

We answered those questions through **small-group listening sessions** (138 participants) that helped us frame the questions for a **parish-wide survey** (165 responses). Our transition minister also conducted one-on-one conversations with over 60 parishioners (see [appendixes](#) for a summary) that yielded a “**State of the Parish.**” While the critical skills that emerged (see next page) are expressions of our needs for leadership as we move into the future God is calling us toward after the pandemic and this interim period, they are not all we seek.

As one perceptive parishioner said, we are “looking for someone who also will help shepherd us towards the Love of all Loves, who will keep that bright thread as a pivotal reminder -- as the reminder -- of who we are, of Whose we are.” We need a shepherd, just as Jesus was, to care for us and show the spiritual maturity and groundedness that will keep us focused not just on what we do but why we do it.



“I want a rector who has integrity, exhibits transparency and honesty, is a good listener and will weigh the needs of the congregation as a whole as well as individuals.”

- listening session participant

CRITICAL SKILLS FOR OUR NEW RECTOR

Our explorations of what we most need in our new rector identified five key skill sets:

1. Communicates Well

We would like our new rector to be excellent at communicating to the parish about how decisions are made and other matters that are important to the health and well-being of St. Michael's, including stewardship and financial management. In addition, the position requires the ability to prayerfully mediate conflict, facilitate excellent group process, and connect with all of God's people outside the church. We want to feel that our rector listens to us, knows us, and keeps us informed about what is going on in the parish with transparency and clarity.

2. Excels in Preaching

St. Michael's has a long tradition of strong preaching that relates the biblical story to our modern lives. We have had associates who could provide deep dives into the theology and history of the church, and lay preachers who could relate very personal stories to the Gospel. We want and value preaching with spiritual grounding that is relevant to our daily lives and also comes from the heart.

3. Encourages and Develops Lay Ministries and Leadership

A strong and historic emphasis on lay leadership of St. Michael's many diverse ministries is crucial to our charism and to our ability to care for our congregation and our neighbors. Now that we are opening up again, many of us want to become active once more. We not only want permission to do so, but also to be equipped and encouraged. A consistent theme in our listening sessions and the survey was the importance of the rector's orientation to collaborating with and empowering lay leadership.

4. Is Committed to Pastoral Care and Healing Ministries

The listening sessions and survey revealed a greater emphasis on and development of pastoral care, which may be due in part to the significant number of seniors in the congregation. Although we are a corporate-size church, we feel like a more intimate congregation – and we like that. We want the rector to know and care for us, and likewise build a parish-wide pastoral care ministry to meet this need, engaging the gifts of laity in the effort. Excellent Pastoral Care at St. Michael's includes intentional and outright celebration of our LGBTQIA+ parishioners and their families, and creative bridging of our multilingual and multicultural expressions.

5. Is Good at Delegation

We want a rector who can work with clergy and lay members as well as associates in preaching, presiding, providing pastoral care, and interacting with the community. One member named it well: we want someone who is “a spark who ignites but doesn't feel they have to do everything.” There also was strong agreement that the new rector needs excellent administrative skills and proven expertise to strategize for the long-term financial health of our parish.



The fiestas of La Virgen de Guadalupe and Las Posadas are some of many grand celebrations throughout the year.



When a new copy machine rendered the Bulletin Assembly Team (BATs) obsolete, they began helping other ministries.



Martha Pérez finishes her USA citizenship certification.

Other Desired Skills:

Beyond these top five qualities, the people of St. Michael & All Angels also made clear that they want a rector who will:

- **Be committed** to vibrant ministry with and spiritual formation for both our Spanish-speaking and English-speaking children and youth.
- **Show an interest** and commitment to working with and engaging in the life of the Spanish-speaking community by exhibiting mindfulness about consistent representation, inclusion and communication with our Spanish-speaking congregants.
- **Lead the development** of a strong stewardship program.
- **Be passionate** about social justice advocacy, stand up for justice in the social sphere, and be involved in ecumenical and interfaith activities.
- **Support** and value our music programs.
- **Creatively engage** the challenges in our neighborhood. The increase of houseless people during the pandemic exposed the need for training in assessing threats, de-escalating conflict, and providing appropriate boundaries while still caring for our neighbors. We must find and maintain a balance between securing the safety and security of our members and showing a loving concern for all.
- **Be intentional** in helping us recognize the challenges faced by our many LGBTQIA+ parishioners.
- **Be focused** on liturgy, both traditional and innovative.

OUR FINANCES, STAFF AND ORGANIZATION

Worship Attendance

St. Michael's attendance numbers, like so many churches enduring the pandemic, are tricky to measure. In 2019, at our four services, we had an average Sunday in-person attendance of 322; 2020 averaged 340 (January-March 8), 2021 averaged 130 (Pentecost-December), and 2022 has averaged 190. We have had a robust online service program throughout the last two years, which has continued following re-gathering in person. From November 2021 to June 2022, numerous "screens" joined us in addition to in-person attendance: YouTube (13,900 views), Vimeo (913 views), and Facebook Live (1700 engagements).



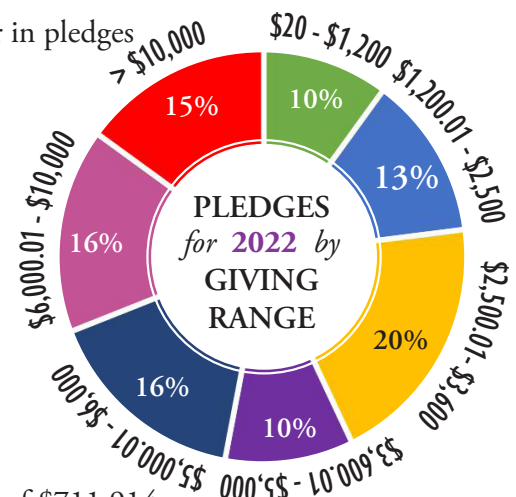
Easter Vigil 2019

Overview of Finances

Our parish consistently receives \$500,000-\$600,000 per year in pledges from approximately 200 pledging units.

Our expense overview equals:

- 64% in personnel costs,
- 9% in ongoing property expenses. (Larger building and property projects are covered in a separate Building Fund.)
- 27% administration and program expenses; of this 20% is allocation paid to the Diocese of Oregon for our Diocesan Program Assessment (DPA).



Our Mission Endowment fund holds a principal balance of \$711,914 as of 12/31/21. The fund made grants totaling \$27,475 in 2021, and the total available for grants in 2022 is \$28,500. For more in-depth detail regarding our finances and budget, visit the financial report in our [appendixes](#).

St. Michael's has an ongoing ministry team that facilitates the stewardship of the parish's resources. That group, Team L.I.F.E. (which stands for the many gifts and resources of the parish, including Labor, Influence, Finances, and Expertise), coordinates with the vestry and staff toward that effort. A dynamic, multiyear stewardship plan is in active development to help St. Michael's move into a new sense of sustainability following the pandemic.

Staff

Our [current staffing](#) includes:

- **The Rev. Roberto Arciniega, Associate Rector** (half-time) takes primary responsibility for bridging the relationships between our Spanish- and English-speaking expressions and for leading our 1:00 p.m. service in Spanish.
- **Leslie Sackett, Associate for Children and Families** (three quarter-time) is charged with oversight of St. Michael's childcare ministry, religious education programs for pre-K through fifth grade students, and preparation for Holy Baptism for families with young children.
- **Associate for Youth and Young Adult** (quarter-time) is currently unfilled; we are looking to fill this new position.
- **Hannah Brewer, Music Director & Organist** (two thirds-time) serves as choral accompanist and collaborative musician on organ, piano and harpsichord and oversees all music programming in the parish.
- **Brian Fairbanks, Choir Director** (half-time, seasonally) conducts the St. Michael's Singers, St. Michael's Choristers (youth), and the Saints & Singers Choir.
- **Gloria Orellana, Associate for Administration** (three quarter-time) is responsible for a wide-ranging set of tasks, including communications, database management, and scheduling of ministries, facilities, and volunteers.
- **JT Quanbeck, Communication Director** (quarter-time) produces the weekly bulletins, provides professional technological expertise, and coordinates the audio/visual and online worship for the parish.
- **Jackie Van Anda, Bookkeeper** (quarter-time) provides expert ongoing financial management and oversight, including financial statements, reconciliation, and developing the annual budget in collaboration with the Vestry and rector.
- **Manuel Luna Montes, Sunday Facilities Assistant** provides facilities support and security throughout the interior and exterior of the building on Sundays and at occasional public events.



Summer Worship 2021



Transition Staff:

- **The Rev. Julia Nielsen, Transition Minister**, chief of staff and responsible for transition (three quarter-time).
- **The Rev. Sherman Hesselgrave, Interim Rector for Liturgy and Pastoral Care** (half-time).

Our Buildings and Grounds

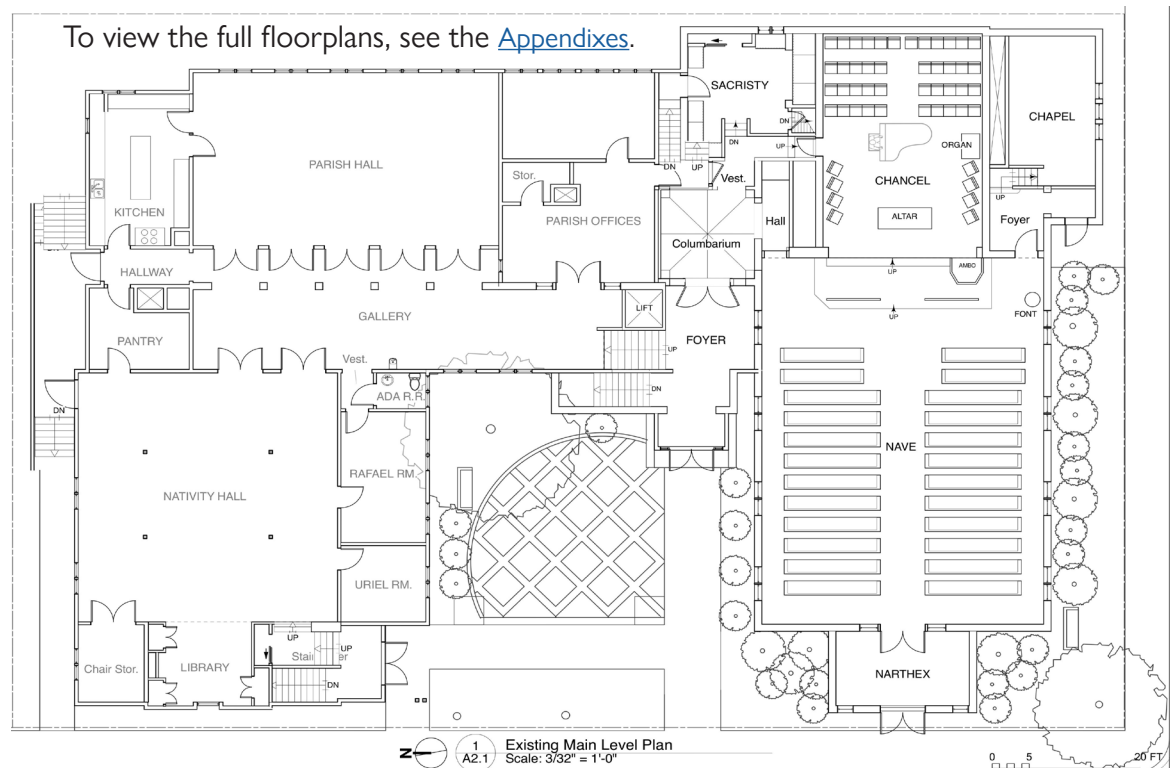
St. Michael & All Angels is located at 1704 NE 43rd Avenue, on four lots; our building area takes up 19,400 of the approximately 20,000 square foot property. The main level includes **the Nave** (approximately 3,500 sq. ft.); **the Chapel** (500 sq. ft.) is up a half-level on the south side of the chancel. The nave and chancel provide seating for approximately 250 people. A half-level higher includes:

The Gallery (more than 1,000 sq. ft.), which unites the largest elements of the church (offices, Parish and Nativity Halls, small meeting rooms and a small single-use restroom)

The Parish Offices (one private office downstairs, three upstairs)

The Parish Hall (nearly 1,000 sq. ft.), which serves as a dining and meeting room with an attached kitchen which serves as the location for coffee hour between/after services

The Nativity Hall (nearly 1,000 sq. ft.), where forums, performances, meetings, and occasional worship services are held; the Library and smaller meeting rooms adjoin this hall.



A lower level (5,605 sq. ft.) contains the Music Room, classrooms, nursery/child care, two offices and storage areas, two sets of restrooms, and a mechanical room. A lift for people with mobility impairment provides access to the gallery level, main level, and the lower level.

The buildings were built in three periods, completed in 1923, 1938, and 1953, and have been well maintained and improved regularly. The most recent remodeling work was completed in 2011, when three new offices were built on the second floor and two small meeting rooms were created; in 2019-2021, when the Music Room and main floor restroom were remodeled; and in 2020, when solar panels were added on the nave roof.





A natural gas-burning boiler provides the building's main source of heat. The offices and smaller meeting rooms are heated and cooled by several newer heat-pump systems. Major plumbing and roofing projects were completed in 2018.

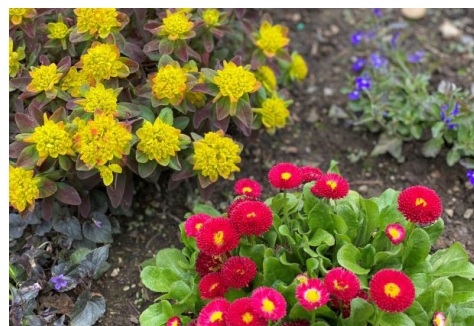


St. Michael's House (2,300 sq. ft.) on the north side of the main church complex, is a former residence built in 1913 that is now used for meeting rooms and youth ministry space. One room is reserved for possible sanctuary use.



As an urban church, we have limited outdoor space and parking. The beautiful central courtyard is welcoming to parishioners and neighbors alike. A small staff parking lot resides behind St. Michael's House. Two neighborhood businesses generously allow us to park in their lots on Sundays, evenings, and at certain other times. The dedicated service of our Men on Wednesdays/Women on Wednesdays (MOWs/WOWs) helps us stay ahead of the upkeep, repairs and year-round grounds maintenance that keeps our property hospitable. They are often the first personal point of contact with our neighbors.

In keeping with a tradition of being a well-regarded centerpiece of the community, prior to the pandemic several community groups and organizations – in addition to our many ministries – used all of St. Michael's facilities. Several of the four or five recovery groups have begun meeting again, but other groups are just beginning to explore in-person meetings. St. Michael's facilities provide a vigorous focus for community outreach within the greater Hollywood District.



APPENDIXES

[Our Land Story](#)

[Budget and Financials](#)

[St. Michael & All Angels History in Detail](#)

[Annual Report 2021](#)

[Annual Report 2020](#)

[Annual Report 2019](#)

[Annual Report 2018](#)

[Annual Report 2017](#)

[State of the Parish 2022](#)

[Survey Results](#)

[Church Floorplans](#)

[How to Apply](#)



2022 VESTRY

(elected to overlapping three-year terms)

Carl Braginsky, *Junior Warden for Facilities*

Helen Crandell

Stephanie English, *Junior Warden for the People*

Beth Ilem

Nicolás Meneses Peña

Lynda Moses

Sheri O'Brien

Thrina Parent

Martha Pérez

Rick Parker, *Senior Warden*

Steve Walton

Ruby J. Welch



Profile and Search Committees Retreat

May 14, 2022

NON-VOTING OFFICERS:

Daryl Cole, *Treasurer*

Marili Reilly, *Clerk*

COMMUNICATION COMMITTEE

Cheryl Braginsky, *writing*

Dave Reilly, *graphics*

Lynda Moses, *Vestry liaison*



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Episcopal Church

PROFILE COMMITTEE

Elizabeth Cortes Rivera

Josh English

Sheryl Fullerton

Brenda J. Koenig

Virginia Malone

Barbara Mason, *chair*

Bob Spiers

Ruby J. Welch, *Vestry liaison*

SEARCH COMMITTEE

Edith Arriaga-Flores

Cliff Fairley

Jana Gregory

John Lidstrom

Christine Lentz

Tim Shields, *co-chair*

Susie Silva-Strommer

Amy Valentine

Ann Wetherell, *co-chair*

Helen Crandell, *Vestry liaison*