

Welcome to St. Benedict's!
*You are warmly welcome at St. Benedict's for who you are and
where you are on your faith journey.*



Image credit: Danna Dykstra-Coy

Parish Profile

St. Benedict's Episcopal Church

2220 Snowy Egret Lane, Los Osos, California 93402

www.stbenslososos.org

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Our Mission Statement

St. Benedict's strives to be an inclusive Christian community that celebrates the divine in all beings, and inspires spiritual growth through joyful, creative sacramental worship, loving service within our congregation and our wider community, thoughtful inquiry through in-depth study and prayer, and commitment to social and environmental justice.

Who We Seek

First and foremost, we seek a priest who will help us grow in Christ as they themselves grow in Christ, acknowledging the Spirit continues to call us to worship, create, evolve, and experience in community. We seek a joyful, adventurous, creative, reflective, thoughtful person; organized and grounded in life and thought, and committed to our inclusive community of faith. We seek someone who can lead, develop, and empower lay leaders to serve our neighbors, drawing on the many talents of our compassionate congregation.

We hope to call a theologian with a passion for exploring liturgy, a commitment to excellent preaching, and the wisdom to lead us in the study of Scripture and other events that support the spiritual growth of the congregation. We are seeking a pastor with a heart for pastoral care, skilled at providing support and encouragement and responding to diverse needs. We are seeking a priest who has experience with and enjoys managing facility, staff, and outreach such as the Abundance Shop thrift store, parish celebrations, and evangelism—collaborating with parish leadership. And we are seeking a community advocate with the imagination to continue to pull us outside of the walls of the church to serve our neighbors in Los Osos and beyond. We hope our new priest can inspire and encourage us to witness to social-justice concerns and issues, and to connect these efforts to our life of faith.

We appreciate the practical challenges of these hopes and expectations in a 3/4-time position. Our lay leadership will work with our priest to meet the needs of the parish. The parish profile addresses this in more detail in the *Challenges and Opportunities* section below.



A thoughtful community of servant leaders: envisioning at 2023 Annual Meeting; volunteers at The People's Kitchen; gathering at a home after a renewal of vows.



Who We Are: Driving In

We are not a neighborhood parish. We sit on four acres of rural land bordered by a horse ranch and a cemetery along the main entry road to Los Osos. The first thing a visitor to St. Benedict's sees is our church building steeple and veranda, distinguishing components of the same structure. If a visitor could look at our church building the way we see it, they would see the steeple as our community centering its energy and strength in its relation to Christ, and the veranda as our outpouring of that love to our larger community as a holistic witness. These symbolize who we are, as Christ-centered co-creators of the Kingdom in the world with God.

As you enter the church, you might be surprised to see that, despite the traditional exterior, the sanctuary is arranged "in the round" and that Eucharist is conducted in a circle so that everyone is welcomed to the Table, and everyone feels seen and respected as part of the community. Our worship is intentional and centered across progressive interpretations of creation, welcome, love, and faith through action as well as meditative silence.

We glorify God in worship that honors the heart and mind, using the physical reality of the liturgy: bread and wine, candles, special vestments, flowers, linens, and music. Our liturgies follow a pattern each month and throughout the Church year from variations in the *Book of Common Prayer*; *Enriching Our Worship*; *Masses of Creation*; and with the Bishop's permission, a service adapted from the Iona Community. Special prayers and hymns come from approved church sources such as *Intercessions for the Christian People*; *Wonder, Love and Praise*; *Prayers for an Inclusive Church*; and *Gather*. Our liturgy includes texts that embrace a God who transcends gender. Sermons encourage inquisitive, thought-provoking theological reflection and remind us of our responsibilities in society as individuals and as a parish. This creative and inclusive liturgy is a major factor in the depth of commitment of members, some of whom drive from distant places to be in our community, and whose faith journeys often began far from Los Osos and the Episcopal tradition.

While our congregation may not have age, ethnic, or racial diversity that mirrors California as a whole, we embrace our journeys that have brought us here. While gathered in our identification with Christ, we are also individuals with a diversity of gender identities and sexual orientations. All are welcome to fully lead as priests, vestry, deacons, and participate as laity. Diversity is further reflected across the broad economic situation of our members.

We are inspired by our faith. We take our call of offering the Word-as-welcome through Benedictine-inspired hospitality and acts of service as a major cornerstone of our ministry. We enjoy sharing gifts of hospitality with each other: potlucks, special parish meals, and celebrations play an important role in our life together.

Our creativity can also be found in the multiple ways we use our space in addition to worship and fellowship, such as concerts and community events like *Central Coast Reader's Theater*.

Our commitment to stewardship of creation is another major focus. Our Earthcare group has consistently reached beyond our congregation, sponsoring a diocesan-wide conference on how to approach climate change as creation care. Sessions were organized around nationally known Episcopal theologian and climate activist the Rev. Dr. Margaret Bullit-Jonas. The group has produced videos for widespread use—[*A Beginner's Guide to Creation Care and the Climate Crisis*](#)—and been foundational in our long term move to electrification (2001-era gas furnaces replaced by heat pumps this year), solar power production (planned), landscape recovery with bioreactor composter, and over fifteen large-species trees planted in 2021-22 for carbon sequestration and raptor habitat.



Above: our veranda: as entry; organizing a procession; an after event gathering.
Below: bespoke quilt made for the sanctuary by our early congregants.



Leadership

Our new priest will enter partnered with very capable servant-leadership. We have a very strong vestry led by two wardens, one appointed by the priest and one appointed by the Vestry: we call them the Presiding Warden and the People's Warden. Alongside the Vestry we have an advisory board that meets with the vestry that we call the Parish Council, which allows us to broaden our leadership to include people with unique histories and gifts that benefit the community.

The Vestry of St. Benedict's and the Parish Council have been and are extremely active in directing and managing the activities of the church, especially in our transition between priests. This confidence in our strong and experienced lay leadership and ability to self-manage is why the Vestry chose not to have an interim priest.

Our finances are managed by our treasurer (a professional accountant), who has skillfully advised and invested for us and ensured that we are following all regulations pertaining to buildings, banking, and staffing. We have a finance committee that advises the treasurer and conducts a semi-annual review of the budget. While our last few budgets adopted by the congregation forecasted deficits, we have emerged from the pandemic in sound financial shape. We have little debt and have raised over \$400,000 to complete our building.

Our Vision

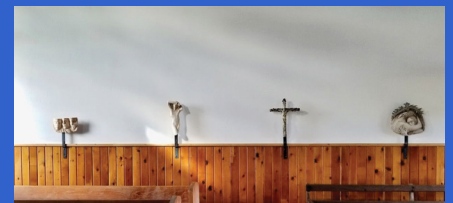
We embrace the fact that the world around us is changing, and along with it, the role of mainline traditional churches like St. Benedict's. We must seek new ways to embody our mission as followers of Christ in order to continue to thrive today and in the future. We dream of collaborating with our priest to imagine and build new ways of engaging in our community that push us to grow beyond traditional "outreach" methodologies.

Specifically, we hope to:

- identify new ways to be relevant to the current challenges and modern lives of people around us;
- explore new forms of worship including music;
- continue the work of the Trailblazer Discovery team to extend the church's reach beyond our land and our building to find new ways to bring the Holy Spirit out into our community;
- continue to work on our own ability to manifest an environment of full inclusion; and
- continue to be in the vanguard on issues of environmental stewardship.

"It is important to me that from its inception St. Benedict's has embraced authentic spiritual leadership regardless of gender or identity. We would not be the community we are today if we had limited ourselves to traditional leadership role models."

"St. Benedict's 'Mustard Seed' energy enables finding a way to do big things with small means."



A creative, inventive, and resilient congregation living out their faith: Covid era Vespers in the parking lot; bespoke Stations of the Cross commissioned with and designed by and with a local artist; large tree planting on our grounds for carbon sequestration and raptor habitat.

Our Ministries

We know how to cook and how to eat well and St. Benedict's members joyfully invite each other and our neighbors to the dinner table. Our outreach to the unhoused and hungry in Los Osos and beyond works through several avenues including: *Los Osos Cares*, a community based program that coordinates a local weekly dinner which has grown from feeding 20 to over 100 since Covid; *Laundry Love*, where members help with and pay for laundry at a local establishment; and *The People's Kitchen* in nearby San Luis Obispo, where we were one of the founding congregations thirty years ago.

The *Abundance Shop*, our thrift shop in Los Osos, provides inexpensive, high-quality clothing and home goods and increasingly acts as a place for the mixing of young, old, monied, and less fortunate. It is coordinated by a part-time paid manager (an ex-officio member of our Parish Council) and staffed by a group of around 20 volunteers from our parish and the wider community. It is one of the most respected thrift stores in the region and has grown to a \$125,000/year enterprise (and on target to reach \$150,000 in 2023). It makes a major contribution to the church budget as well as a tithe to other volunteer-selected non-profits each quarter.

Inspired by our worship, our call to witness manifests in sixteen other committees and ministries. We strive to match our members' spiritual gifts with local need to provide a path to lay leadership that is based on service at the one-on-one human level. These ministries include:

- Pastoral Care and Prayer Ministry supplements meals, assists with travel, and provides community during times of ill-health or stress. The intercessory prayer group meets in-person and offers opportunities for private prayers at the end of the largest Sunday service.
- Children's Ministry started *Messy Church* in May, 2022 to support families in the parish and community expressing a desire for religious education for their young children and grandchildren. Inspired by the international *Messy Church* movement, our monthly program gathers all generations to learn about Christ together through games, crafts, worship, and Bible stories, followed by a delicious dinner. In 2022, our acolyte program expanded to include children as young as ten years of age.
- The *Hollister Institute* grew from expressed community need for broader engagement with spiritual and religious readings and opportunities to connect with those who may identify as "spiritual but not religious". This has inspired numerous clergy and laity to lead discussions and offer workshops on a wide variety of books and other media, in-person and virtually. The current virtual format has allowed former members who have moved away as well as non-local visitors to participate. The selections have ranged across authors such as Joan Chittister, Elizabeth Johnson, John Dominic Crossan, Matthew Fox, and Richard Rohr.
- In 2022 we entered a two-year partnership with the Diocese for a *Trailblazer*, a new role that combines half-time leadership of St. Benedict's Discovery Team with the leadership of the deanery's Canterbury campus ministry. The Rev. Jen Crompton and the Discovery team work to extend the church's reach and meet the Holy Spirit out in the community. This has included our representation at local Pride events and a Prayer Pop-Up ministry in Los Osos.



The Abundance Shop, our parish thrift store; the Discovery Team at work offering prayer and fellowship to our neighbors; parish leaders receiving a grant to support the Laundry Love ministry.

"Need and shame can create fear and chaos. In a laundromat we meet people where they are at and they meet us. We continue to understand the Holy Spirit in the work in our community. The process is simple, and work is like laundry...it is forever."

Our Faith

We are a diverse community, whose spiritual backgrounds include cradle Episcopalians, a broad range of Protestant denominations, Baptist and Evangelical traditions, and other faiths. We are unified through our sense of belonging at St. Benedict's and in worship, where the presence of the Holy Spirit is manifest in the Eucharist, prayers, and our communion with Christ and with each other. This mystery of encounter is at the core of what draws us together. And we express that unity through our worship, liturgy, and in carrying our church beyond the walls. In belonging we are invited into acts of loving service which transforms into an ever-deepening faith in the triune God.

As a parish, we connect deeply and particularly to the calls in our Baptismal Covenant to "seek and serve Christ in all persons, loving our neighbor as ourselves" and to "strive for justice and peace among all people, respecting the dignity of every human being." We live this call out through ministries to the unhoused, the hungry, and the needy, as well as through our commitment to LGBTQ inclusion. This dual ethic of love-through-service and justice-through-dignity is also the basis for our creation care ministry, recognizing that not only must we care for our planet because God has made us caretakers of God's creation, but also because caring *for* the Earth—and all of its inhabitants—is caring for our fellow humans.

These ministries and commitments are rooted in encounters with God through rich sacramental worship and the visible signs and symbols of liturgy. When we receive the Eucharist, we do so in a circle, a mark of equality, community, and completeness. We are "re-membering"—putting ourselves back together—with each other, with those who have gone before, and with Christ. When we receive the bread and wine that makes us the Body of Christ, we do so "not only for solace, but for strength", equipping us for our work in the world.

We encounter God at St. Benedict's in myriad ways: through sacramental worship; through readings, study, and discussion; through sermons that challenge us to think more deeply and to live more intentionally; through service with and among our neighbors; and through fellowship with and care for one another. As one member shared recently, "Being a part of St. Benedict's has changed the way I think about God, and who God is. I've learned that God is first and foremost a God of love, and not a God of hell and judgment, and this has changed my life."

These encounters create moments of surprise and transformation: a new sense of purpose and meaning late in life; being able to express one's gender identity and sexual orientation authentically, sharing one's self and gifts without conditions; an unexpected sense of deep safety and trust where previously there was distance and anxiousness; a faith deepened through the passing of years, the shared grieving of those who are gone, and the easing of that grief; being welcomed back to the church without reservation after serving time in prison; moving from living in fear and doubt to living in hope and trusting in the goodness of God.

So come to this table,
you who have much faith
and you who would like to have more;
you who have been here often
and you who have not been for a long time;
you who have tried to follow Jesus,
and you who have failed;
Come. It is Christ who invites us to meet him here.

-From "A Community Liturgy of the Iona Community"

"The Pentecost story—the restless energy of wind and flame—is an apt representation of our collective faith. When the Holy Spirit sets my heart on fire, I must do my part to close the gap between the way the world is and the way the world could be."



Screen capture from Earthcare video
"A Beginner's Guide to Creation Care and
Climate Crisis"; #14 (The Tomb) from the
Stations of the Cross installation; sunset
with Morro Rock in the distance.

"Being queer and Christian is not easy, as one sometimes does not feel 'at home' in either context. Being unconditionally welcomed is life-giving to me, and at times has been for me and those that I love, life-saving."

Congregational History

Our congregation is less than 40 years old. The founders in the mid-1980's were primarily members of St. Peter's Episcopal Church in the adjacent town of Morro Bay. Initially they met in area homes and later were hosted by St. Peter's Episcopal in Morro Bay and Trinity Methodist in Los Osos.

In July 1987 the congregation was named *St. Benedict's*. Father Thomas Doyle was appointed half-time Vicar and the community started lay ministries that put us on the "fast track" to parish status.

In 1989 the Rev. Judith Stevens was appointed as the second Vicar, as a full-time position. We began networking with other churches establishing *The People's Kitchen* in San Luis Obispo. In 1993 the Diocese purchased our 4.6 acre lot on our behalf and we were recognized as a Mission congregation. Importantly, today the loans for that purchase are less than \$15,000.

The diocese ended all financial support in 1995, but soon thereafter there was concern about the progress of growth and fundraising for the eventual structure, and in various diocesan venues the closing of St. Benedict's was discussed. The congregation—determined—politely declined to close, and instead started a myriad of fundraising efforts from 'blessed' Christmas trees to sponsoring the first of many Jazz Concerts. The Abundance Shop was started in its first retail location in town.

A controversy arose as architects from Santa Barbara were selected to develop plans for a new church campus. The plans were deemed beautiful, but a daunting financial commitment. An alternative was to re-use former Army Chapel #216 from nearby Camp Roberts, relocated and re-assembled. A financial debate split the congregation, but the relocated chapel was ultimately deemed more feasible.

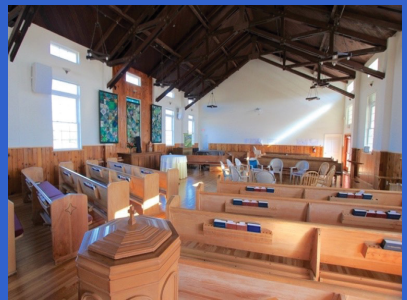
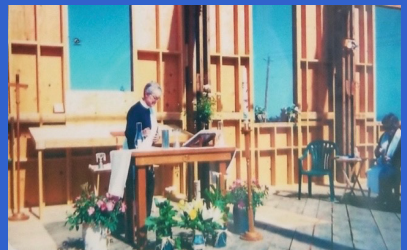
In 2000 the Rev. Mary Elizabeth Pratt-Horsley was appointed Rector and with her leadership the church conflict was resolved. Plans for the relocation of the chapel were completed and member Faith Watkins oversaw the initial construction of the church in 2001.

In 2004 the Rev. Dr. Caroline Hall was ordained, in 2005 appointed Priest-in-Charge, and in 2014 became Rector, serving until her recent retirement. Members formed Earthcare, expanded hospitality to immediate community through the founding of Los Osos Cares, and providing emergency housing in the church during inclement weather. The Abundance Shop relocated and was reorganized by a church member with a retail background and became a major contributor to our annual budget.

2012 featured a weekly choir with over a dozen members under music director John Cribb. We began offering an annual Christmas program that has been an annual event, starting with Britten's *A Ceremony of Carols*.

In 2015 we were blessed when the Rev. Sharon Dalrymple was assigned to our congregation as deacon. She began outreach through local businesses and the *Ashes to Go* drive-up blessings at our Abundance Shop on Ash Wednesday. Despite moving out of state she still seasonally returns to serve with us.

In the Covid era we went online and also formed Cloister Groups to keep small group affinity strong. Today we have a 35-45 in-person attendance on Sunday, weekly Vespers each Tuesday, and have continued all outreach ministries.



Church interior at Camp Roberts, 1943; reassembled at our site; celebration of the Eucharist in the unfinished work; rebuilt interior, maintaining historic roof structure and lights with new flexible liturgical array of pews; a Christmas concert.

Our Setting: Intersections of Sea and Morros

We gather on the Pacific Coast midway between Los Angeles and San Francisco. Los Osos is an unincorporated residential community of 14,000 between the base of the Irish Hills of the Santa Lucia coastal mountain range to the south and Morro Bay Estuary to the north, one of the largest estuaries on the California coast. The valleys and canyons are watersheds that form creeks that feed Morro Bay, framed from the Pacific Ocean by a seven-mile sand dune and protected as part of Morro Bay State Park. The Los Osos valley moves ten miles east from the sea, across ranchland and year-round sustainable farms, to the large regional and university City of San Luis Obispo. We are thirty miles from Hearst Castle in San Simeon and the beginning of the dramatic Big Sur coastline. We are surrounded by beauty.

The area was home for over 10,000 years to the Northern Chumash yak tityu yak tihini (ytt) People, whose lands were never ceded and whose descendants continue to care for the area. Spanish colonization brought the El Camino Real (from which our Diocese borrows as its name) to the east, and missionization efforts displaced the Indigenous populations to build Mission San Luis Obispo de Tolosa (1772). Spanish and Mexican land grants brought ranching and farmland that remain important to the area today.

Post World War II, Los Osos grew slowly as a bohemian community nestled at the shallows of Morro Bay, while the City of Morro Bay to the north, with a working harbor depth, became more industrialized. Los Osos expanded greatly in the 1970's as a second home community escape from the urbanism of Los Angeles and Bay area, as well as the heat of California's inland Central Valley. It maintains an eclectic mix of residential styles, streets of sand that have remained unpaved for generations, and hundreds of kayaks beached at the bay edge of Cuesta Inlet by locals.

It became a satellite for commuters to San Luis Obispo and other Central Coast towns. Residents work at and lead many local institutions, including California Polytechnic State University ("Cal Poly"), Cuesta Community College, Atascadero State Hospital, the California Men's Colony (a state prison), Camp San Luis Obispo (California National Guard) and three regional hospitals. A growing number of new businesses support destination tourism recreation, vineyard, and hospitality venues.

Despite growth in the 1970's and continuing pressure for new expansion, the town has also seen large periods of no growth and restricted growth over the last forty years due to water availability and groundwater quality issues. Housing availability and cost is a regional issue.



Above: our region; the Morro Bay Estuary from the Elfin Forrest on north end of Los Osos; our non-human neighbors from kayak in Morro Bay.

Left: Looking at the western half of our completed campus, from the southeast toward the Pacific, covered by our summer fog "marine layer". This is our more arid "golden" summer view. The silver tanks are our fire sprinkler system supply, the last major component of the renovation of the relocated former military base church. The founders met early in the life of the congregation in the chapel of the cemetery across the street.

Our Neighbors

Our location on the built fringe of Los Osos is highly visible to commuters, with the church the first or last large structure one sees when coming from or going to San Luis Obispo. Los Osos has the population to support two local supermarkets, farmer's markets, and most support services like doctors, pharmacies, hardware, and gas stations, as well as great coffee shops and some excellent specialty cuisine.

Los Osos' demographics have changed over the years. The people remain dominantly white and English speaking, but there is also an increasing number of Spanish speakers who work in agriculture and construction. The community has become increasingly older, more highly educated, but with fewer people per residence due to relocated retirees. The number of families with children has declined such that one of the three elementary schools has closed. Many on fixed incomes are challenged by inflation and rising regional housing costs. The second home market continues as one of the largest in the country. Several mobile home parks cater to middle class older adults. The area has an unhoused population across age groups in cars, vans, and tents. The church has recognized our call for outreach and direct assistance to those in need.

Our Church at a Glance

Our St. Benedict's community reflects many of the characteristics of Los Osos. We are:

- 96% white
- Long-term residents (72% residing in Los Osos for 10 or more years)
- 72 years old on average
- 69% retired
- 72% identify as female
- 92% have a college degree and 57% have an advanced degree.

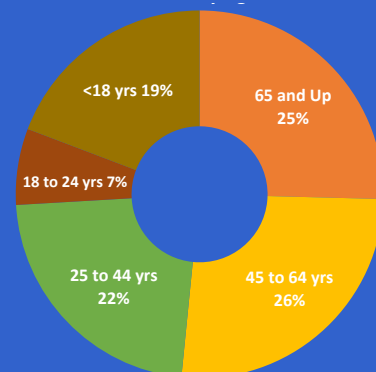
We come from a wide range of spiritual traditions, enriched by our experience in the Roman Catholic church (37%), other Protestant denominations (including Lutheran, Presbyterian, Methodist, Baptist), as well as Buddhism (14%), Judaism (6%), and Islam (2%). This inclusiveness of spiritual breadth is a key factor in what attracts people to St. Benedict's.

The determination that built the parish is still an important part of our culture. Our approximately 100 members have a "can-do" attitude and are more likely to be getting their hands dirty in the soil or kitchen than sitting on committees. St. Benedict's focus on community service is a big draw, including for those seeking an active retirement.

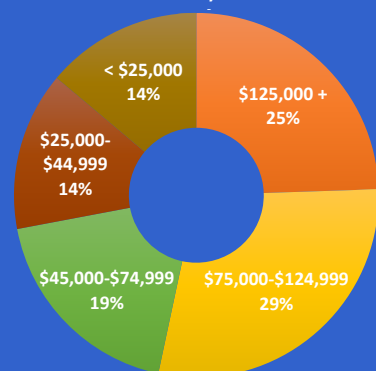
"When I came to St. Benedict's I felt something I had not experienced in many years: I felt I was participating, and not just observing. The people were friendly and welcoming. And I felt at peace."

Los Osos at a Glance

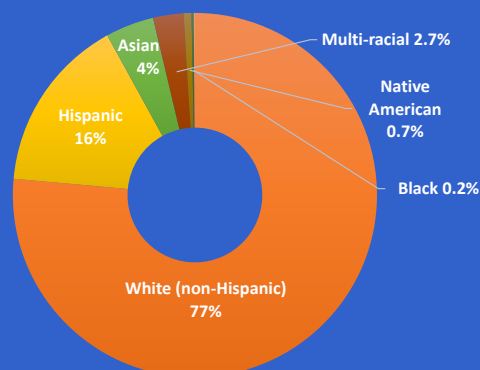
Los Osos By Age



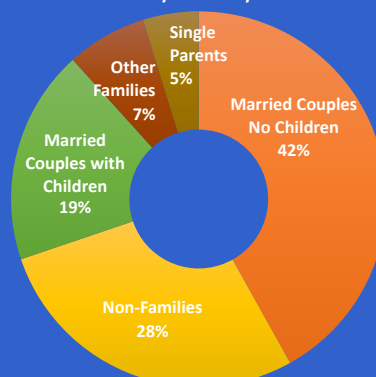
Los Osos By Income



Los Osos By Race/Ethnicity



Los Osos By Family Structure



Source: U. S. Census Bureau

Challenges and Opportunities

We are drawn to look for innovative and creative ways to celebrate the presence of Christ with us in an ever-changing world, adding doorways versus constructing walls.

There is very little conflict, which we strive to resolve in love. The congregation is small, but it is stable, well balanced, and motivated to evolving what it means to live a contemporary Christian life. We cherish each other in our community time together and look to grow our faith as we continue to explore liturgy and worship. Our retired rector was in the congregation for 18 years, 15 as pastor. Although this was a well-loved person, the congregation is open to and looking forward to our new priest to continue leading us in spiritual growth.

We would love to build membership to support a full-time priest. The congregation, like Los Osos, is aging and, like many churches, we find it difficult to attract new members, but have done so, adding mostly retirees new to the area. Our larger community appreciates our work, attends our book groups, and volunteers with us at the Abundance Shop, but that has not always translated into them choosing to worship with us.

Our site has acres of land to possibly develop, and a congregational envisioning process created a Blessing the Future Vision Plan 2017-2037 (Adrienne Harris Consulting), which envisioned new places for prayer and remembrance in our western fields with a labyrinth and columbarium. Eastern fields offer the possibility for expanded program space for worship, education, and other uses.

While financially stable, in the past several years we have had to address costly facility issues. We have completed a sprinkler system with new tanks and additional power for pumps and replaced our furnace with new heat pumps. The now eighty-year-old structure—present on its current site for twenty—requires regular maintenance. We have a deferred maintenance line item in the reserve budget.

Currently we are without a full-time music director; we rely on a variety of substitute musicians and assistance from the music director at the nearby Methodist church to help fill in the gaps. In addition, we made the decision to pause *Messy Church* to provide time to plan liturgy and music more effectively.

Housing is not provided. Housing costs are among the highest in the country, and this challenge should not be understated. Salary is based on our diocesan pay scale. Benefits and retirement pension are generous.

Our previous rector was full-time for the past two years, increasing from half to three quarters time over the prior decade. Given a 3/4-time call, the parish has a strong sense of the practical realities of balancing the time needed to provide leadership in liturgy, preaching, pastoral care, administration, and community advocacy in 30 hours per week. We understand that not everything can happen through the priest.

Our transitional period has required lay leaders to take an even more active role in all ministries and operational activities of the parish. When we call our new priest we expect to continue in this model, although not at the same level. In addition, we are committed to creating regular dialogue with our priest to address concerns as they arise, and to ensure that mutual expectations are reasonable.

We are dedicated to ensuring our priest's success.



Palm Sunday procession; installation of our previous rector; welcoming our newest acolyte during the Bishop's visit; a view of the church from the St. Francis garden.

Financial Summary

Resources

St. Benedict's is blessed with a strong balance sheet. St. Benedict's owns 4.6 acres of land as well as the church building itself, with only \$15,000 remaining debt on the land. In addition, we have over \$15,000 in restricted funds and an endowment fund of \$36,000. In total, St. Benedict's balance sheet reflects over \$1.8 million in assets.

Stewardship

With 99 active participants and 33 pledging households, St. Benedict's is a Type II parish on the Diocese of El Camino Real's scale for clergy compensation. As older members of our congregation move to be closer to family or have passed away, our pledging households have declined from 38 in 2022. Increased income from our Abundance Shop is on track to exceed budget and more than make up the difference.

Our income statement for 2022 reflects that the former rector was elevated to full-time prior to her retirement and we added a half-time *Trailblazer* priest. These nonrecurring expenses were paid out of reserves set aside in prior years. Because we are using supply clergy instead of an interim priest, our 2023 personnel expenses are also not typical. Trend information prior to 2022 is not representative of what we expect going forward due to the impact of the Covid pandemic.

Income	2022	2023	2024
Pledge & Plate	162,603	146,177	135,500
Abundance Shop	45,000	63,000	63,000
Restricted	38,403	42,949	23,670
Other	1,502	2,710	900
Total Income	247,507	254,836	223,070

Op Expense	2022	2023	2024
Personnel	147,238	94,296	94,543
Property	33,380	52,610	38,537
Program & Ministry	22,192	10,293	12,795
Administration	13,818	11,086	17,060
Outreach / Fair Share	23,461	24,304	22,848
Total Op Expense	240,089	192,589	185,784



Contact for the
Diocese of El Camino Real:

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