



## *Parish Profile - 2012*



*Good Shepherd - Belmont, California*



*Holy Family - Half Moon Bay, California*

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## Introduction

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The Episcopal parishes of Good Shepherd, Belmont, California and Holy Family, Half Moon Bay, California are seeking to call a priest who can guide two separate congregations, linked together through Area Ministry, to apply the teachings of Christ in our lives and deepen our relationship with God. We present a combined parish profile of our congregations to give you a perspective of who we are, both as individual congregations and as a collective body within the concept of area ministry.

## Area Ministry

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In the fall of 2008, Holy Family was invited by the Bishop to participate with Good Shepherd, Belmont, in something called Area Ministry. In brief, Area Ministry is about working cooperatively with one or more other Episcopal congregations to better utilize our shared resources and to have more time to build relationships beyond our congregations, listening for where there are needs in the wider community and engaging in ministry with them to achieve change. At that time Good Shepherd was in transition, without permanent clergy. By entering into this ministry, both congregations would do so as a shared ministry and with the knowledge that there would be a new way of doing things that would evolve over time. It was discussed by both Bishop's Committees as well as in Congregational meetings.

The Bishop's Committees from both congregations agreed to work collaboratively to see what we could do to respond to the calling of our Bishop, the Rt. Rev. Marc H. Andrus, to develop more collaborative ministries between congregations and to further engage in building relationships to respond to those in need around us. This would be a new birthing process across the entire Diocese and it would take time to develop but it seemed appropriate to start this journey with the beginning of the Church Year, the Season of Advent.

Thus, Holy Family Episcopal Church, began an area ministry in collaboration with the congregation of Good Shepherd Episcopal Church, on Sunday, November 30th, the First Sunday of Advent. Holy Family moved their service time from 9:30am to 9:00am, and Good Shepherd changed their service from 10:00am to 11:00am, to allow time for our Vicar to drive "over the hill" (14 miles) from Half Moon Bay to Belmont.

Over the last four years, both congregations have become extensions of one another in our spirituality, community, and caring as one family. Our diversity of membership, history, and demographics is a valued attribute. We enjoy joining together occasionally in one service for both churches, as well as for social occasions, like Shrove Tuesday pancake suppers, St. Patrick's Day Dinners and wedding anniversaries. Our once separate paths are now truly one journey in faith.



To understand more about Area Ministry, we invite you to read the materials that the Diocese of California has posted on their website. <http://www.diocal.org/bishop/vision/area-ministry>

## The Diocese of California

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Good Shepherd and Holy Family are in the Diocese of California led by the Rt. Rev. Marc Handley Andrus, eighth bishop of the Episcopal Diocese of California. The Episcopal Diocese of California serves a diverse community of faith encompassing the greater San Francisco Bay Area. Approximately 27,000 people form 80 congregations and the Diocese is organized into six deaneries (a geographical group of parishes). The Alameda, Contra Costa, Marin, San Francisco, and Southern Alameda Deaneries cover their respective counties; the Peninsula Deanery consists of all of San Mateo County and a small portion of Santa Clara County. Holy Family and Good Shepherd each have two delegates who attend quarterly Peninsula Deanery meetings and annual Diocesan convention in October.

For more information about the Diocese of California, and Province VIII, in which Good Shepherd and Holy Family reside, please visit [www.diocal.org](http://www.diocal.org).

## Good Shepherd – Profile

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### Mission Statement

We come together as people of faith, welcoming all who seek an inclusive community of God’s love, encouraging spiritual development and growth in people of all ages and faith backgrounds, and with grateful hearts we honor the beauty of creation and encourage thoughtful stewardship in the communities in which we live.

### History



Although founded as an Episcopal mission, it was titled the Belmont Community Church when it first opened near the Railroad Stop in 1865, as the first Church on the Peninsula. The Rev. Henry Scott Jeffreys became curate in 1881. He presented the Garrett Bell to the church with his name inscribed on the bell. Money was raised for a bell tower which was completed in 1884.

The Church Divinity School was founded in 1893 by Bishop William Nichols in San Mateo, close to his residence. A series of Seminarians was assigned to oversee the Mission in Belmont. In 1910 the Good Shepherd window at the Altar was created by the Hooper-Dombrink Art Glass Company in Oakland and installed by Tom Hammerson, a glazier there. Tom also installed the stained glass side windows which were given by Thomas Pennington, the first mayor of Belmont. The church also housed elementary school classes off and on until World War II.



In 1928 land on Fifth Avenue was purchased and the church was moved away from the railroad to its present site. In the period between 1936 and 1940 the Parish Hall, Educational Meeting areas, and a Rectory were added to the church. Good Shepherd became a parish on January 21, 1945. In

August, 1948, The Rev. John Ellis Daley arrived to begin his 27 year stay as Rector.

In 1950 the overflow of children from the Belmont schools met in the Parish Hall throughout the week. In 1963 a large, modern redwood church was built over the creek adjacent to the Parish Hall and was named Good Shepherd Episcopal Church, as several other churches had been opened in Belmont. The original church, now referred to as the Chapel, continues to be used for occasional services, weddings, funerals, and educational / spiritual programs. We still see ourselves as deeply committed to and involved in the wider community around us. We are intentionally inclusive of all peoples.

The Rev. Jack Daley retired in 1976, still attending Good Shepherd until he died in 1989. The Rev. Royston T. S. Auelua was installed as rector after Fr. Daley and served Good Shepherd for 23 years. In 1981 the needle point kneelers, made by parish members, were dedicated. The needlepoint seats were completed in 1982 and the Bishop's Chair was completed in 2004.

In May, 1982, the California Historical Commission of the State Department of Parks and Recreation designated the Chapel as a "Point of Historical Interest" of San Mateo County. Rev. Auelua accepted a call from another Church in 2000, and the Rev. Joseph Lane was selected as Rector in time for the 125th Anniversary of the Church in May, 2001. In 2008, after the Bishop's Committee voted to make the Priest's position part-time, the Rev. Lane resigned. Following a succession of supply priests, the Rev. Terri Grotzinger, part-time Vicar at Holy Family in Half Moon Bay, agreed to try an experiment in area ministry, serving both churches for full-time pay and benefits. Holy Family moved their service time half-hour earlier to 9:00 am and Good Shepherd, which had already dropped its 8 am service, moved their Sunday service an hour later to 11:00 am so the priest could make it over the hill from one church to the other. Rev. Terri was called as Rector of her home parish in Montana in 2011. The Rev. Mark Ruyak was elected as our Interim Priest until the Search Committee calls a new Vicar to lead our two congregations.

## Facilities



Good Shepherd is located at the corners of 5<sup>th</sup> Avenue and O'Neill Avenue, one block off of the busy El Camino Real traffic corridor and less than a mile from Highway 101 (Bayshore Freeway).

The grounds consist of one major building and a cluster of adjoined buildings. Property size is approximately 24,000 sq ft.

Surrounding outdoor area consists of lawns, flower beds and border area around the Church.

#### Main Church

- sits squarely on the aforementioned intersection.
- Inside the church is a secure sanctuary
- Seating capacity of 110+, approximately 5,000 sq ft of internal space, completely surrounded by a deck
- Two adjoining restrooms
- Maintenance closet
- Grand piano
- Organ/sound system
- Stations of the cross

#### Parish Hall

- A stage area
- Seating capacity of 100+, approx. 4,000 sq ft (includes kitchen, stage, “brides room”, rest rooms
- Large kitchen area, fully implemented
- Fireplace
- Basement area
- Restrooms
- Separate classroom
- Spinnet piano

#### Adjoining Chapel

- Organ
- Seating capacity of approximately 90

#### Adjoining Rectory

- Two offices
- Open seating area
- Kitchen
- Children’s playground area in front of Rectory

#### Adjoining private / public school

- School room
- Play area

## Parish Stewardship, Statistics and Finance

### Stewardship

Stewardship pledging at Good Shepherd is conducted in the fall of each year under the guidance of the Stewardship Chair. Pledging units within the last 5 years peaked at 29, with most recent years hovering in the low 20’s and a pledge/plate amount dropping slightly each year. We are mindful of how important it is to restore the number of pledging units to previously higher levels.

### Attendance

Average Sunday attendance has fluctuated over the years at Good Shepherd, settling in at a number in the mid-twenties. As with the stewardship pledging units “numbers,” we are mindful of how important it is to grow our Sunday church attendance.

### Finances

Good Shepherd engages a bookkeeper to record entries into the accounting records. The Treasurer for Holy Family serves both Churches and the bookkeeper for Good Shepherd serves both congregations.

There is an Area Ministry Agreement to determine billing/expenses. Four (4) items that are significant to annotate to the Good Shepherd financials will be helpful for the reader to understand the underlying financial condition of the church, and these are the following: (1) a significant income stream in the “other” category is derived from a monthly rental fee which is paid by the Little Hands Parent/Child Cooperative Preschool and several 12-Step programs for the use of church facilities; (2) the Vicar’s salary/benefits expense is shared under the terms of Area Ministry with Holy Family; (3) Good Shepherd

is the owner of an approximately \$9-10K annuity (balance fluctuates with the stock market), which is restricted in its use to just expenses relating to the chapel, and which is not part of the stated cash balance in the checking account; and (4) out of the \$20,394 balance in the checking account on 12/31/2011, only \$8,934 was available for operating expenses – the remaining amount was restricted in use to Altar Guild (\$128), Capital Improvements (\$8,853), and Chapel expenses (\$2,479).

### Good Shepherd Episcopal Church Pertinent Statistics

	2007	2008	2009	2010	2011
<b><u>Stewardship and Attendance</u></b>					
1] Active Baptized Members	63	57	40	38	34
2] Avg Sunday Attendance	31	32	23	20	20
3] Number of Signed Pledges	29	22	21	23	21
4] Total Dollars Pledged	\$61,015	\$45,870	\$36,670	\$36,900	\$35,810
<b><u>Financials</u></b>					
<b><u>A] Income</u></b>					
Pledge/Plate	\$60,305	\$45,750	\$40,996	\$39,267	\$36,153
Other	53,578	51,737	51,085	51,226	52,323
Total Income	\$113,883	\$97,486	\$92,081	\$90,493	\$88,476
<b><u>B] Expenses</u></b>					
Diocesan Assessment	\$0	\$18,289	\$11,959	\$6,546	\$5,143
All Other (including Salaries)	112,524	75,209	77,133	78,844	80,622
Total Expenses	\$112,524	\$93,498	\$89,092	\$85,390	\$85,765
Net Income/(Loss)	\$1,359	\$3,988	\$2,989	\$5,103	\$2,712
<b><u>C] Cash In Checking (12/31)</u></b>					
	\$16,681	\$17,332	\$12,435	\$53,697	\$20,394

## Holy Family – Profile

### Mission Statement

Holy Family is an inclusive community, sharing the love of God in Christ. As a people of faith:

- We offer a spiritual home where all are accepted with an open heart.
- We encourage spiritual development and growth in people of all ages and faith backgrounds.
- We foster the spiritual growth of children, encouraging their active participation in worship.
- We honor the Episcopal heritage of inquiry through scripture, tradition, reason and experience.
- We follow the example of Jesus as we serve those in need.
- We seek nourishment through the celebration of God's love at the altar, in our homes, in the community, and around the world.
- We seek to build relationships with other communities of faith.
- We honor the beauty of creation and encourage thoughtful stewardship of the world around us.

### History

Holy Family Episcopal Church was established in Half Moon Bay by the Episcopal Diocese of California in 1972. Other church communities reached out to provide us a home for many years and others gifted us with Sanctuary vessels, vestments and furniture. It had long been our dream to be able to give back once we had our own home so we could provide valuable outreach services to our extended community.

Our dreams were realized in 1988 when the Episcopal Diocese helped us purchase the property at 1590 South Cabrillo Highway, which would become home to our church, and to Holy Family Children's Center. The center provides much needed day care to the coast side's 3 to 5 year old children. After taking nearly eighteen months to obtain the necessary permits and complete the renovations, Holy Family held its first service & the Children's Center opened in the fall of 1989!

#### Holy Family's Beginning

The Mission of Holy Family was established by Bishop Myers on March 15, 1972, for 12 charter families. The name 'Holy Family' won out over 'St. Linus of the Pumpkin Patch'. Our first Vicar was The Reverend Bob Adams; our first meeting place was in the Baptist Church just north of our current location, but shortly moved to the Methodist Church at the corner of Johnston Street and Miramontes Street in town.



#### Holy Family's early years – finding our Home

Services continued to be held in the Methodist Church. As the years passed and the size of the Methodist congregation grew, our own service time kept changing; it was apparent Holy Family needed to find a place to call home.

In late 1987, one of our parishioners, a local Real Estate Agent Gloria Clark, found the property at 1590 South Cabrillo Highway in Half Moon Bay. With help from the Bishop and the Diocese, we

closed escrow 150 days later, April 28, 1988. The property had two buildings, a house and a large red barn.

In the spring of 1989 we received all required permits and construction began to convert the house into a Sanctuary and Children's Center. After the remodel, the two large bedrooms were converted into the Sanctuary; the master bath was converted into the Sacristy; the living room became a Common Room for meetings, overflow seating for the Sanctuary, and nap space for the Children's Center; a skylight was added to the kitchen and is shared by the Church and School; the original four front rooms became school rooms. The original fence wood surrounding the property was used to make our first Cross and the Stations of the Cross in the Sanctuary.



In September 1989, Holy Family held its first official service and the Children's Center opened – Alleluia!!! On November 4, 1989, All Saints Day, Bishop William Swing consecrated the Church and Children's Center.

Several years later, when we finally were able to pave the parking lot, Bishop Swing blessed it, donning purple roller blades, with matching helmet, elbow & knee pads!

### **Holy Family – establishing who we are in our new home**

In 1993, we called the Rev. Caroline Fairless to be the vicar of Holy Family. Under Rev. Fairless' leadership, the congregation attendance and membership increased for a time. Even after membership and attendance increased during Rev. Fairless' tenure, several families left Holy Family after Rev. Fairless was called to another congregation; we were once again a smaller church.

In 2001, we called the Rev. Terri Grotzinger to be the vicar of Holy Family. During Rev. Grotzinger's tenure, we worked to achieve balance within our spiritual community by:

- Acknowledging and celebrating that we come from different spiritual backgrounds, yet we choose to be a part of Holy Family and the greater Anglican communion.
- Accepting that we are a small congregation and can only participate and sustain the programs most dear to our hearts.

### **Holy Family today – Small Church with a Big Heart**

Our dream to give back or pay it forward, is indeed being realized. In 1992, Holy Family Children's Center became the first NAEYC accredited preschool for 3 to 5 year olds on the Coast. In 1995, we offered to share our Sanctuary with the Coastsides Jewish Community. The second Friday evening and Saturday morning of each month, the Coastsides Jewish Community holds Shabbat services in the Sanctuary. We participated with other church groups in monthly food distribution; we now coordinate and staff the monthly event. We coordinate an annual backpack drive, and participate in other community wide programs to help those in need. As was described in the Good Shepherd section, in



2008 Holy Family was invited to join Good Shepherd in the Area Ministry initiative promoted by Bishop Andrus and the Diocese.

On September 20, 2009, Holy Family Episcopal Church and Children's Center celebrated 20 years at the present location.

## Facilities



Holy Family is located at 1590 South Cabrillo Highway (Highway 1), 1.5 miles south of the intersections of Highway 1 and San Mateo Road (State Route 92). The property is 2.13 acres with five buildings. The main structure is a renovated farm house, approximately 2000 sq. ft. for church sanctuary, sacristy, common room, kitchen and children's center classrooms.

### Sanctuary

- Seating capacity is 60
- Organ, piano and sound system
- Sacristy space used by Altar Guild, Coastside Jewish Community and music director

### Children's' Center

- Eastern section of building consists of two classrooms / play areas and two restrooms designed for children's use
- Renovated classroom located west of common room for reading time and crafts

### Red barn

- Approximately 800 sq. ft. used for storage
- children's center playground located west of the barn

### Two Modular structures

### Common Room

- When needed, serves as additional seating capacity (24+) to sanctuary or as seating area with tables for meals
- Used by children's center during the week as a classroom / nap area
- Adjacent restroom with handicap handrails

### Kitchen and reception area

- Small kitchen with residential appliances
- Used by both Children's center and church for meal prep and serving
- Reception area used as dining area for children's center and as serving area for church meals

### Church office

- Approximately 150 sq. ft.

## Parish Stewardship, Statistics and Finance

### **Stewardship**

Stewardship pledging at Holy Family is conducted in the fall of each year under the guidance of the Stewardship Chair. Although Holy Family did not initially experience negative impacts from the Great Recession, it has more recently begun to take its toll. With pledging units at a high of 37 in 2007, the pledging units at a low of 27 in 2011 represent a more than 25% decrease over this four year period. This decrease in the number of pledging units has been somewhat off-set by the per unit giving rate, which continues to remain high, even relative to other congregations in the Diocese of California. We are, nonetheless, mindful of how important it is to restore the number of pledging units to previously higher levels.

### **Attendance**

Average Sunday attendance has fluctuated over the years at Holy Family, settling in at a number in the thirties. As with the stewardship pledging units “numbers,” we are mindful of how important it is to grow our Sunday church attendance.

### **Finances**

The finances of Holy Family are managed by the Treasurer in close dialogue and communication with the Bishop’s Committee. Three (3) items that are significant to annotate to the Holy Family financials will be helpful for the reader to understand the underlying financial condition of the church, and these are the following: (1) a significant income stream in the “other” category is derived from a monthly rental fee which is paid by the Holy Family Children’s Center for the use of church facilities; (2) the Vicar’s salary/benefits expense is shared under the terms of Area Ministry with Good Shepherd; and (3) Holy Family is the owner of a \$43K capital projects fund, which is restricted in its use, and which is not part of the stated cash balance in the checking account.

### Holy Family Episcopal Church Pertinent Statistics

	2007	2008	2009	2010	2011
<b><u>Stewardship and Attendance</u></b>					
1] Active Baptized Members	78	77	87	88	88
2] Average Sunday Attendance	38	32	33	36	31
3] Number of Signed Pledges	37	36	31	29	27
4] Total Dollars Pledged	\$79,380	\$81,160	\$78,370	\$71,780	\$69,590
<b><u>Financials</u></b>					
<b>A] <u>Income</u></b>					
Pledge/Plate	\$80,520	\$83,660	\$82,460	\$70,130	\$63,490
Other	<u>59,300</u>	<u>70,160</u>	<u>61,240</u>	<u>60,710</u>	<u>50,170</u>
Total Income	\$139,820	\$153,820	\$143,700	\$130,840	\$113,660
<b>B] <u>Expenses</u></b>					
Diocesan Assessment	\$21,610	\$16,670	\$16,300	\$15,730	\$13,960
All Other (including Salaries)	<u>114,410</u>	<u>125,740</u>	<u>114,480</u>	<u>114,525</u>	<u>97,570</u>
Total Expenses	\$136,020	\$142,410	\$130,780	\$130,255	\$111,530
Net Income/(Loss)	\$3,800	\$11,410	\$12,920	\$585	\$2,130
<b>C] <u>Cash In Checking (12/31)</u></b>					
	\$37,780	\$41,650	\$53,260	\$45,700	\$51,610

## Ministries of the congregations

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### Spiritual Growth:

#### Adult Education

Both Good Shepherd and Holy Family sponsor topical studies and Bible studies at various times during the year. These studies are facilitated by dedicated laity and are well attended by the parishioners.



#### Children / Youth Education

Children and youth education are offered during Sunday worship time at Holy Family. It is the hope of Good Shepherd to grow the membership and once again offer children / youth education programs.



#### Altar Guild

The Altar Guilds of Good Shepherd and Holy Family assist the clergy and prepare the respective sanctuaries for worship service and communion.

#### Eucharistic Ministers

The Eucharistic Ministry of each congregation assists the Vicar in administering the Sacraments during services. Additionally several EMs of both congregations are certified to take Reserved Sacraments to members who are unable to attend the services and would like to receive Holy Communion.

#### Lectors

The Lectors Ministry has a very active group who read the lessons during the Sunday service and the lessons during the Easter Vigil.

### Community Life:



Baptisms, marriages, anniversaries and funerals are all major celebrations in the life of the congregations.



Coffee hour following services at Good Shepherd and Holy Family is a major weekly connection for the respective parishioners. During Coffee hour we hear of illnesses and needs in the Body, social events, celebrations and news of family events. This weekly event is the life line for both congregations.



Both churches participate in a phone/email system to stay in contact with each other regarding needs. Both congregations enjoy combined activities of pot lucks, lunches on Sunday after a combined service, picnics, Shrove Tuesday pancake suppers, and rummage sales.

## Wider Church Activities and Outreach Programs:

There is real pride in both churches in the amount of outreach we are able to accomplish.

### Supporting Programs and Services through our Facilities

Good Shepherd opens its doors to the San Mateo County Mental Health Friendship group and to seven different 12-step groups like AA each week. AA and other related help groups make frequent / regular use of the Parish Hall and Rebec House. Because holidays are very hard for many addicts, the 24-hour days on each side of (and including) Thanksgiving, Christmas, and New Years Day, Good Shepherd hosts “Alkathons” that supply 3 meals a day and allow some people to sleep over in the Parish Hall to help them stay clean and feel safe and loved.

Holy Family also opens its doors to AA, where groups regularly meet in the Children’s center classrooms. We offer our sanctuary space to the Coastside Jewish Community.

### Collection and Distribution of Clothing



Good Shepherd members donate toys, clothing and personal items for stocking stuffers, distributing to needy children and adults during the Holidays.

Holy Family participates in the annual Coastside Adopt-a-Family program (pictured left) coordinated through the Coastside Hope, a community-based non-profit organization. Donations are collected in November and our volunteer “elves” purchase clothing and gifts for our adopted families’ wish lists. Each year we strive to provide much needed items to seniors, families and children during the holidays.

### Children’s Services and Programs

Good Shepherd maintains a close relationship with the Little Hands School group. The Little Hands Parent-Child Education Program uses the facilities at Good Shepherd all week during the school year and some summer sessions.



Holy Family Children’s Center (HFCC) is both a source of revenue for the church and an outreach program. HFCC follows a [Reggio Emilia-inspired approach](#) to learning while embracing the values of respect, community, and family. HFCC was established in 1989 by Holy Family Episcopal Church as part of the church’s vision and mission to provide excellent education to preschoolers on the Coastside. HFCC is licensed by the state of California and accredited by the National Association of Early Childhood Education. The flexible preschool program accommodates both full-day and half-day schedules for fully potty-trained children ages 3 to 6 years.

The mission of HFCC is to facilitate young children's development and optimal learning in a safe, enriched, and supportive environment. We strive to treat each child as an individual and expand on the knowledge they have already gained by embracing their curiosity and teaching the children the magic of wondering "what if" and "why."

HFCC offers Chapel time to the children three to four times a month led by the Vicar. Chapel time is not a mandatory requirement of HFCC but is offered to recognize the spirituality of all human beings and to provide a very basic understanding of the love of God for the children (for example how we care for one another) through stories, songs and sharing. Parents are welcome to participate in Chapel time. The congregation and the Diocese welcome and have a respect for other faith traditions as well. Parents are encouraged to speak with the Vicar to see how celebrations of other faith traditions may be brought into the preschool in appropriate ways. Attendance is voluntary, and other activities will be provided for children choosing not to attend. To learn more about HFCC, please visit <http://www.hfcchmb.org/>.

### Coastside Jewish Community



We share our Sacristy and Sanctuary with the Coastside Jewish Community (CJC). CJC is an evolving congregation spiritually guided by Maggid (spiritual leader), Jhos Singer, and Sheli'ach Tzibur (service leader), Julie Batz.

CJC is an inclusive community of people from a wide range of Jewish and other backgrounds. In keeping with the style and spirit of the Coastside, CJC offers programs accessible to all.

The CJC liturgy, music and ritual practice draw deeply from Judaism's rich spiritual heritage, while infusing tradition with new meaning.

### Food Distribution Programs



Good Shepherd collects donations throughout the year and distributes the donated food to Second Harvest Foodbank and Samaritan House.

Holy Family Outreach Barn Food Giveaway distributes food on the fourth Saturday of each month, from January through October; for November and December, the distribution is held on the third Saturday for families to have food for the holidays. We distribute fruits, vegetables, canned and dried food to Coastside families each



month. We serve between 30 and 40 families each month. While hopefully each family goes away each month with some extra food, we get to go away with full and thankful hearts for being able to provide food to those in need.

### Coastside Annual Backpack Drive



Each summer, Holy Family coordinates with other churches and volunteer organizations to provide backpacks and school supplies to children within the coastal community whose families cannot afford to purchase them. In 2012, the Backpack Drive provided over 500 children with backpacks. Good Shepherd assists Holy Family in filling school back packs for needy students.

### Half Moon Bay Pumpkin Festival



The Half Moon Bay Pumpkin Festival is both a ministry and the major fundraiser of the year for Holy Family. Each October, Holy Family, along with other non-profits on the coast, serves pumpkin infused food and drink at the Art & Pumpkin Festival. Holy Family sells pumpkin ice cream to thousands of visitors during the two day festival. Good Shepherd's helping with Holy Family's selling ice cream at the annual Half Moon Bay Pumpkin Festival is a fun experience for both churches.

### Community Services and Programs

Good Shepherd, originally known as the Belmont Community Church, has had a history of community involvement for many years. Establishment of the "This N' That" shop which served as a community gathering place and offering the use of the Parish Hall as classrooms and a meeting place exemplify their service (Note: the This N' That shop closed in 2009).

Individuals within both congregations are active in services and projects serving the greater community. Many of the community services we support are:

- Jail Ministry
- Food Collections
- Ombudsman in Senior Services
- Habitat for Humanity
- Literacy Programs
- Teaching assistance
- Junior League

## Liturgy and Music

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The worship services at Holy Family and Good Shepherd are core components of our Christian community. Each congregation looks forward to celebrating at every service; our hearts and minds are eager for spiritual guidance and renewal. We are comfortable in using Rite II from The Book of Common Prayer in our worship services. We have used Rite I as well as incorporated liturgy from other Anglican Communion resources (e.g. New Zealand's Lord's Prayer).



While we strongly value the traditions of the Episcopal Church, we are open to broadening the worship experiences. As in many congregations, broadening our worship experience can bring a variety of perspectives. Our varied perspectives arise in part because some members are life-long Episcopalians; others have grown up in other denominations. Mass is usually said, but both congregations are comfortable with and welcome a Sung Mass / Choral Eucharist.



At Holy Family and Good Shepherd, everyone is welcome to receive Holy Communion.

Music is an integral part of our worship service. We select hymns from the three Episcopal hymnals, "Wonder Love and Praise", "Lift Every Voice and Sing" and "The 1982 Hymnal".

## Special Services



In addition to Sunday services, there are several services throughout the liturgical year which feed us spiritually.

On Christmas Eve, the children of Holy Family present a Christmas pageant in the late afternoon. Holy Family holds a traditional Christmas Mass in the candle-lit church in the late evening.

Two services are held on Ash Wednesday, one for each congregation.

We celebrate Holy Week with services from Palm Sunday through Easter. At Holy Family, Maundy Thursday service begins with an Agape meal, foot washing, and stripping of the Altar at the end of the service. The Altar Guild and members of the congregation take shifts in keeping watch in the Vigil at the Altar of Repose.



There are two Good Friday services; Noon at Good Shepherd and evening at Holy Family. Holy Family observes the Easter Vigil. Both congregations celebrate Easter Sunday, with the ringing of the bells; Holy Family has a Choral Eucharist.



At Holy Family and Good Shepherd, we celebrate St. Francis of Assisi with the blessing of the animals the first Sunday in October.



## Leadership and Staff

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### Good Shepherd

- Bishop's Committee
- Organist
- Bookkeeper for both congregations
- Administrative Assistant
- Deanery Representatives
- Volunteers assisting with grounds maintenance, Flower Guild, Altar Guild, set-up and break-down for church social events

### Holy Family

- Bishop's Committee
- Treasurer for both congregations
- Deanery Representatives
- Interim Music / Choir Director – starting search process for permanent music director
- Children's Center
  - Director (reports to the Vicar)
  - Director's Assistant
  - Five teachers
  - Teacher's Aide
- Numerous volunteers coordinating office administration, grounds maintenance, set-up and break-down for church social events

## The Communities in which we live and serve

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### Greater San Francisco Bay Area

The San Francisco Bay Area, commonly known as the Bay Area, is a populated region surrounding the San Francisco and San Pablo estuaries in Northern California. The region encompasses the major cities and metropolitan areas of San Francisco, Oakland, and San Jose, along with smaller urban and rural areas. The Bay Area's nine counties are Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma. Home to approximately 7.15 million people, the nine-county Bay Area contains many cities, towns, airports, and associated regional, state, and national parks, connected by a network of roads, highways, railroads, bridges, tunnels and commuter rail. The combined urban area of San Jose and San Francisco is the 53rd largest urban area in the world.

The San Francisco Bay Area is renowned for its natural beauty, liberal politics, entrepreneurship, and diversity. The area is affluent; it includes the five

highest California counties by per capita income and two of the top 25 wealthiest counties in the United States.

The cities of Half Moon Bay and Belmont are located within San Mateo County.

## Belmont, CA



Belmont, CA (population 26,000) is situated half-way between San Francisco and San Jose, in San Mateo County. Known for its wooded hills, views of the San Francisco Bay and stretches of open space, Belmont is a quiet residential community in the midst of the culturally and technologically rich Bay Area.



The adopted Vision Statement developed by members of the community captures our distinctive community character:

- Belmont prides itself on being unique
- Its small-town ambience sets it apart as a tranquil, safe and desirable place to live
- We get involved in town matters because we care about living here
- We connect with each other in all kinds of gathering places
- Our strong sense of community and enjoyment of the town's assets and activities deepen as we become better informed and connected.

### Demographics, Economy and Cost of Living, Living in Our Community

Belmont demographics	City statistics	National Average
<b>Financial</b>		
Median family income (per year)	\$126,665	\$99,975
Family purchasing power (annual, cost-of-living adjusted)	\$81,196	\$95,706
State sales tax	8.25%	5.75%
State income tax rate (highest bracket)	9.30%	7.37%
State income tax rate (lowest bracket)	1.00%	3.13%
Auto insurance premiums (Average price quotes, for the state)	\$1,644	\$1,687
Job growth % (2000-2010)*	-8.12%	24.63%
<b>Housing</b>		
Median home price	\$830,000	\$265,929
Average property taxes	N.A.	\$4,083

<b>Belmont demographics</b>	<b>City statistics</b>	<b>National average</b>
<b>Education</b>		
Colleges, universities and professional schools (within 30 miles)	29	28
Test scores reading (% above/below state average)	43.8%	25.1%
Test scores math (% above/below average)	30.5%	24.7%
% students attending public/private schools (located within town limits)	67.3 / 32.7	92.1 / 7.9
<b>Quality of life</b>		
Air quality index* (% of days AQI ranked as good)	89.0%	78.5%
Personal crime incidents (per 1,000)	23	1
Property crime incidents (per 1,000)	213	16
Median commute time (in minutes)	24.1	23.3
% population with commute 45 mins. or longer	17.0%	15.4%
% population walk or bike to work	2.1%	2.6%
<b>Leisure and culture</b>		
Movie theaters (within 15 miles)	18	30
Restaurants (within 15 miles)	2,963	2,758
Bars (within 15 miles)	144	208
Public golf courses (within 30 miles)	125	165
Libraries (within 15 miles)	75	74
Museums (accredited by AAM; within 30 miles)	16	10
Ski resorts (within 100 miles)	0	16
Arts funding (Dollars per person of state funds spent on arts)	0.1	1.2
<b>Weather</b>		
Annual rainfall (inches)	20.16	39.07
% clear days in the area	44	27
High temp in July ° F	80.8°	84.1°
Low temp in Jan ° F	39.1°	20.9°
<b>Meet the neighbors</b>		
Median age	40.7	36.35
Completed at least some college (% of residents)	80.8%	74.5%
Married %	55.8%	61.5%
Divorced %	9.9%	7.6%
Racial diversity index (100 is national average; higher numbers indicate greater diversity)	147.7	71
<b>Housing Rentals</b>		
Average rental for 3 bedroom house	\$3450	
Average rental for 2 bedroom apartment/condo	\$2300	

For more information on Belmont, visit their Chamber of Commerce website <http://www.belmontchamber.org/>

## Half Moon Bay



Half Moon Bay (population 11,000) offers a wide variety of public and private activities. Half Moon Bay is located on the Pacific Coast between forested hills and some of the most beautiful coastlines that California has to offer. It is approximately 28 miles south of San Francisco and lies within the westernmost portion of San Mateo County. Half Moon Bay is within 45 minutes of many events, activities and the cities between San Francisco and San Jose, yet maintains its unique rural tranquility.

The historic downtown is home to numerous shops, art galleries, restaurants, bed and breakfasts, and other businesses. Local beaches and parks are accessible by pedestrians, bicyclists and equestrians. Golf enthusiasts can play golf at two of California's finest courses. Half Moon Bay and the neighboring unincorporated communities of the Coastside, El Granada, Moss Beach and Montara, are home to numerous nurseries and farms. Every October the Pumpkin Festival draws hundreds of thousands of people to the coast to enjoy its panoramic vistas, fine cuisine, arts, crafts and genuine hospitality.



Coastal temperatures are mild year-round. Half Moon Bay and the coast side are proud of their agriculture & floriculture center where roadside stands sell locally grown fruit, artichokes, greens, root vegetables, beans and herbs. Fresh seafood is abundant, caught and sold by the local fishing community.

Residents of Half Moon Bay live a lifestyle that many think no longer exists in California. Neighbors care about each other, schools are important, and we have a sense of real community.

### Demographics, Economy and Cost of Living, Living in Our Community

Half Moon Bay demographics	City statistics	National average
<b>Financial</b>		
Median family income (per year)	\$119,438	\$99,975
Family purchasing power (annual, cost-of-living adjusted)	\$76,563	\$95,706
State sales tax	8.25%	5.75%
State income tax rate (highest bracket)	9.30%	7.37%
State income tax rate (lowest bracket)	1.00%	3.13%
Auto insurance premiums (Average price quotes, for the state)	\$1,644	\$1,687
Job growth % (2000-2010)*	-3.30%	24.63%

Half Moon Bay demographics	City statistics	National average
<b>Housing</b>		
Median home price	\$535,002	\$265,929
Average property taxes	N.A.	\$4,083
<b>Education</b>		
Colleges, universities and professional schools (within 30 miles)	25	28
Test scores reading (% above/below state average)	3.00%	25.10%
Test scores math (% above/below average)	N.A.	24.70%
% students attending public/private schools (located within town limits)	88.0/12.0	92.1/7.9
<b>Quality of life</b>		
Air quality index* (% of days AQI ranked as good)	89.00%	78.50%
Personal crime incidents (per 1,000)	2	1
Property crime incidents (per 1,000)	18	16
Median commute time (in minutes)	30	23.3
% population with commute 45 mins. or longer	25.80%	15.40%
% population walk or bike to work	5.20%	2.60%
<b>Leisure and culture</b>		
Movie theaters (within 15 miles)	13	30
Restaurants (within 15 miles)	1,866	2,758
Bars (within 15 miles)	105	208
Public golf courses (within 30 miles)	97	165
Libraries (within 15 miles)	67	74
Museums (accredited by AAM; within 30 miles)	14	10
Ski resorts (within 100 miles)	0	16
Arts funding (Dollars per person of state funds spent on arts)	0.1	1.2
<b>Weather</b>		
Annual rainfall (in inches)	27.96	39.07
% clear days in the area	44	27
High temp in July ° F	64.6°	84.1°
Low temp in Jan ° F	43.4°	20.9°
<b>Meet the neighbors</b>		
Median age	39.3	36.35
Completed at least some college (% of residents)	65.40%	74.50%
Married %	51.20%	61.50%

Half Moon Bay demographics	City statistics	National average
Divorced %	8.40%	7.60%
Racial diversity index (100 is national average; higher numbers indicate greater diversity)	163.4	71
Population (2010)	12061	

### Rentals and Home Ownership

#### Rental Housing

Average rental for 3 bedroom house	\$2900
Average rental for 2 bedroom apartment/condo	\$2100

For more information on Half Moon Bay, visit their Chamber of Commerce website <http://www.halfmoonbaychamber.org/> or <http://www.iCoastside.com>

### Other SF Bay communities

The four communities shown below are within 30 minutes driving distance of either congregation.

#### Pacifica

- Median home price	\$525,600
- Average rental for 3 bedroom house	\$2,800
- Average rental for 2 bedroom apartment/condo	\$2,100

#### San Bruno

- Median home price	\$529,100
- Average rental for 3 bedroom house	\$2,900
- Average rental for 2 bedroom apartment/condo	\$2,400

#### San Mateo

- Median home price	\$674,100
- Average rental for 3 bedroom house	\$3,500
- Average rental for 2 bedroom apartment/condo	\$2,800

#### Redwood City

- Median home price	\$749,900
- Average rental for 3 bedroom house	\$3,800
- Average rental for 2 bedroom apartment/condo	\$2,500

## The Parishes Speak:

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Both Good Shepherd and Holy Family conducted “town hall” style meetings at their respective churches to gather input on: 1) What We Value as a Community; 2) Challenges Facing Us; and 3) What We Seek in Our New Vicar. The Vicar search committee met on subsequent occasions to synthesize and consolidate the input, and express them in a way that is intended to help the prospective candidate determine if this might be the right home for him/her. The concept of Area Ministry is something we realize through our actions and expressions. We outline below key elements from both congregations that help define who we are and what we value in a unified and combined statement; departing from this only to highlight unique elements of the respective congregations.

## What We Value As A Community

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Good Shepherd’s and Holy Family’s mission statements fundamentally underscore what we value as a “whole.” This should come as no surprise, as it is through our mission statements that we “live” and realize what we value.

- We come together as a people of faith to share the love of God in Christ with “ALL” who seek the same. We emphasize the word “ALL,” because inclusiveness of everyone, to us, means the exclusion of no one.
- We are prayerful communities only offer our worship spaces as singularly beautiful places to pray. We are mindful of (and attendant to) the support that we provide to each other through the friendship and bonds we establish with each other. Our friendships with each other are strengthened through prayer for each other in both good times and bad.
- We are both small but extremely warm and welcoming communities. Said another way, our collective heart is disproportionately large in comparison to our numbers. Being small allows us to be attentive to each and every one of us in a way that is often not possible in a larger parish setting. It is not surprising that the friendships we establish with each other often extend beyond Sunday service.
- We observe the Holy Eucharist every Sunday, with a shared liturgy, and with two (2) services: a) Holy Family at 9:00 AM; and b) Good Shepherd at 11:00 AM. The shared liturgy adjusts to the liturgical calendar of the Episcopal Church USA.
- We appreciate music for what it is: a gift from God and a gift to God. At Good Shepherd, an organist provides musical direction. At Holy Family, a search is currently being conducted for a replacement Music & Choir Director. At both locations, music serves as an integral part of our spiritual fulfillment.
- We strongly support Christian Formation, and develop programs that we feel would be relevant for the age group, as well as what would be practically “do-



able.” This includes Bible Study groups and Adult Education, to name a few.

- Sharing our collective abundance with the local and wider community is both a logical and spiritual outgrowth from our belief in social justice and outreach.

- Holy Family affirms its connection to children through the administration of the Holy Family Children’s Center, a pre-school for Coastside children. Holy Family Children’s Center serves as a constant reminder to all of us that we are not only called to be stewards of our next and future generation(s), but indeed, we are, ourselves, the children of God.

## Challenges We See Facing Us

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One of the many challenges common in the Episcopal churches of the Bay Area is maintaining and increasing Sunday service attendance. Good Shepherd and Holy Family are no exception.



Even though geography and distance (14 miles) may appear to separate us, both congregations are extremely compatible, enjoy each other’s company, and look forward to deepening our ministry together.

Both congregations are mindful of the fact that church membership is not where we would like it to be, nor where it should be. Of course, lower membership signals lower attendance and pledge units; both of these having negative effects on church finances. And while the successful implementation of “Area Ministry” has relieved some of the financial pressures we faced, singularly, by no means should this respite be viewed as permanent, nor an excuse to not prioritize evangelism as a first-tier goal (i.e., recognize evangelism as one of the biggest challenges we face).



Another challenge facing both congregations is “stewardship.” Although both congregations actively manage annual stewardship campaigns, there remain opportunities for members who are not pledging to “pledge,” and for already pledging members to “tithe.” Thus, educating



our members on the concepts of “pledging” and “tithing” represent another challenge to us, made even more challenging during these times of tight personal budgets against the backdrop of a continued weak macro-economy.

Both congregations have key fun/fund raising activities (St. Patrick’s Day Dinners, Shrove Tuesday Pancake Suppers, end of summer Rally Day barbecues and yard sales at Good Shepherd; Pumpkin Festival Ice Cream Booth, Barn sales, talent shows, silent auctions at Holy Family), and we welcome, and are open to, new ideas and guidance to seek out

new opportunities to expand our horizons in this vital area of community building and economic growth.

## What We Seek in Our New Vicar

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The single most important attribute for our incoming Vicar is: **Complete acceptance/embrace of the inherent challenges in implementing our Bishop's vision of "Area Ministry" for the shared ministries at Good Shepherd and Holy Family.**



While we recognize that this vision (and practice) of Area Ministry are continuing to evolve, even as we speak, our new Vicar will comprehend what this means for:

a) Implementing the Bishop's vision; b) contributing to the articulation of this vision; and c) realizing how this unique calling serves their own spiritual and career development.

In addition to comprehending the significance of Area Ministry, and realizing its vision, both congregations would like to see the following ("more conventional") attributes embodied in the incoming Vicar:

### Ministerial

- Someone who is accountable first to God, then to the members and their respective mission statements;
- \* Someone who preaches the Gospel with passion, articulating the meaning of the lessons to the congregation in a way that is thoughtful, engaging, and invokes the Holy Spirit;
- Someone who can intellectually challenge the adult members, while at the same time, comfortably communicates with children;
- Someone who is humble before God, and recognizes that his/her spiritual journey is a shared journey with us;
- Someone who will accept the responsibility of supervising the Preschool Director of Holy Family Children's Center;
- Someone who can provide professional guidance and advice to the Holy Family Children's Center;
- Someone who can assist and mentor parishioners and/or seminarians called to holy orders;
- Someone who can minister and comfort the sick, dying, and bereaved;
- Someone who has the gift of pastoral counseling and respects confidentiality;
- Someone who will be an advocate for us at the general convention and/or at clergy conference, to include participation in the Peninsula Deanery;
- Someone who will participate in pertinent community & civic meetings/events in Belmont and Half Moon Bay;
- Someone who is personable, authentic, and compassionate.

## Leadership

- Someone who leads by example and “walks the talk;”
- Someone who can lead (and/or facilitate) the Bishop’s Committee to consider bold and/or new ideas to solving problems and/or meeting goals;
- Someone who understands what vision is vs. mission vs. objectives;
- Someone who can discern the qualities necessary/desirable in selecting (or nominating) members to leadership positions;
- Someone who initiates new ideas and is open to the new ideas from diocesan management;
- Someone who maintains regular office hours at Holy Family and is an available presence to both locations;
- Someone who understands the finances of a church organization.

## What the new Vicar can expect from our congregations

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Our next Vicar will find two loving and welcoming church communities with small yet strong memberships. Even though our church homes are fourteen miles apart, we are committed to supporting one another in both our spiritual and community life. We accept and encourage each other even as we acknowledge differing views which may exist between our congregations and within



ourselves. We continually seek individual spiritual growth and are dedicated to the growth of both our congregations. We seek a deeper understanding of God in our lives.

Good Shepherd and Holy Family are calling a vicar to encourage and guide us in our spiritual journey; in return we will care for our vicar. We offer a special spiritual community in which the vicar we seek will be able to fulfill his/her calling. We are eager to begin the next phase of our journey and we understand both time and patience are needed through this transition.

## Invitation

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After gathering in town hall meetings, listening to the concerns and desires of our respective congregations, reflection and prayer, we believe we are ready to discern who God has chosen to lead us into the future. We hope that through this parish profile we have given you insight into who we are, both as individual congregations and as a collective body within the concept of area ministry.

We are looking for someone who will walk with us – not ahead of us, not behind us – on our spiritual journey, guiding us to identify ways which will help us to progress toward our most core desires:

- To deeply understand God’s love for us
- To grow in spiritual knowledge, commitment and membership
- To embody Christ’s teachings so we can better minister to each other – and to the world beyond our doors

Blessings to you in your ministry, and if God is urging you to possibly consider a call to be a part of our congregations, please feel free to contact our search committee at [vicarsearch@holyfamilyhmb.org](mailto:vicarsearch@holyfamilyhmb.org)



## Instructions for applications

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### Instructions for applicants for the position of Vicar of Good Shepherd and Holy Family Episcopal Churches

Please note that all priests interested in applying for the position of Vicar must first contact the office of Rev. Canon Michael Barlowe of the Diocese of California ([michaelb@diocal.org](mailto:michaelb@diocal.org)) and receive the approval of the Bishop's Office before their candidacy may be considered. This should be done well in advance of the deadline, and before submitting application materials.

Applicants should direct their inquiries and/or application materials via email to [vicarsearch@holyfamilyhmb.org](mailto:vicarsearch@holyfamilyhmb.org) by January 18, 2013. Your application must include the following:

- a. Resume
- b. OTM Portfolio
- c. Answers to the five questions below – please limit each response to a maximum of one half page
- d. A sermon you have preached in the past 6 months. Our strong preference is that this be an audio recording provided either as a link to a site where your sermon can be found or as an audio file attachment sent directly to us. If this is not possible please provide us your written sermon.
- e. References may be provided at the time of application or when requested.
- f. Your application will not be considered until items a – d above have been received.

One of the five required questions will be concerning Area Ministry. To learn more about the Diocese of California's area ministry concept than what we have provided in the Area Ministry section, we urge you to first investigate the information available on the Diocese's website <http://www.diocal.org>.

If you have questions about the process or the parishes please direct them to [vicarsearch@holyfamilyhmb.org](mailto:vicarsearch@holyfamilyhmb.org)

## Required Application Questions

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- 1) How does your view of yourself as a spiritual leader relate to our parish mission statements, vision, and values?
- 2) What in your personal ministry compels you to seek a new Vicar position with Good Shepherd and Holy Family at this time?
- 3) From what you learned from our profile, what challenges do you believe you'll face in your first year as the new Vicar of these congregations and how would you address those challenges?
- 4) How can you assist Good Shepherd and Holy Family to engage former church-goers and the large un-churched community in the Bay Area?
- 5) If you are called as Vicar, how will you and these congregations engage with others in Area Ministry?

