



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 19, 2019)

St. David's Episcopal Church, San Diego

5050 Milton Street, San Diego, CA 92110, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/20/19.

ls SheridanCampbell@edsd.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
69	2	1	1
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$70565			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$68500		We're in compliance with CPF requirements.
Healthcare Options Clergy only	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	

Our current priest has 20+ years of experience.

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

At the beginning of Lent parishioners gathered with our children outside the church to bury the Alleluia Banner that the children had made. Then on Easter adults gathered while the children unearthed the banner and processed into the sanctuary together, along with some of our Preschool families and children. The children hung their banner before all the parishioners to remind us it was time again to rejoice. Children and adults celebrating together.

How are you preparing yourselves for the Church of the future?

Over the past decade, we have participated in workshops on managing conflict and developing healthy congregations. Our vestry has designed a covenant, Holy Manners - St. David's Community Norms, as we move forward. We have been introduced to "Seven Marks of a Healthy Church", and we hope to conduct this assessment when we have called a new Rector. We invite our preschool families to services and events, and we have expanded our community outreach with a new monthly Saturday evening service geared toward millennials. We are a capable and organized parish and believe we have overcome the negatives experienced during times of conflict.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Collaborative Administrator, Imaginative Leader, inspiring preacher, Nurturing Pastor

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Describe your liturgical style and practice for all types of worship services provided by your community.

St. David's mission and ministry are grounded in worship. We honor and participate in the beautiful wide range of worship authorized for use in the Episcopal Church. Our clergy and lay leaders provide excellent lay leadership, so that longtime members and newcomers alike feel welcome and spiritually fed. We have two Sunday services: Traditional Rite I with music and Holy Communion; Contemporary Rite II with music, choir, guitars, and Holy Communion. One Saturday a month, we offer Alive! at St. David's, a casual service with a themed music program, reflection, fellowship and Theology on Tap. Tuesdays at noon there is a Healing Service with clergy or lay leaders. On Wednesday mornings during the school year, a team of clergy and lay volunteers leads Preschool Chapel. At times during the year, we offer Taize Services, Stations of the Cross, and Labyrinth Walks. Lay leaders may lead or assist clergy whenever needed.

How do you practice incorporating others in ministry?

We have found that personal one-on-one invitations work best when recruiting new volunteers into ministries. However, we do not want to overwhelm newcomers with our needs. They are given a Welcome Card where they can express their interests, and we then follow through by connecting with each person in ways that are most comfortable for them. Parish announcements are made in our Sunday bulletins, on-line Weekly Times and monthly newsletter The Gospel. Flash e-mails to the community (parishioners and preschool parents) are sent as needed. Some verbal announcements are made during church services on Sundays. The Outreach/In-Reach table at coffee hour has handouts with Opportunities to Serve. Our excellent communications are an important part of keeping everyone informed while offering all broader invitations to serve.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

The community of St. David's is a real community. We know and care for one another, and we respond to needs of members in caring ways. Our worship services and music are uplifting. We offer the Order of St. Luke (OSL) healing prayers two Sundays a month, Lay Eucharistic Ministry (home visits), Daughters of the King (DOK) Prayer Requests, and Parish Prayer Requests. Parishioners conduct Centering Prayer on Tuesday mornings. Advent and Lenten scripture reflections are written by lay and clergy and shared daily during the seasons. We offer a weekly Christian Yoga class to the community. Meals for convalescing parishioners and transportation to church are provided, when requested. Being a community both grounded in Anglican and Episcopal traditions while being flexible to find new expressions that meet community needs helps us to care in ways that are meaningful and authentic.

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How do you engage in pastoral care for those beyond your worshipping community?

Caring for the members of our greater community is an important part of St. David's identity. We offer quarterly Blessings in a Bag (snack bags & prayer for homeless), Rachel's Night Shelter Meals & prayer (3x/month), County Mental Health Prayer Services 3rd & 5th Sundays, Lay Eucharistic Visitors taking communion to home-bound and others requesting it, and Ashes to Go on Ash Wednesday. A Pastoral Fund Collection is made the 1st Sunday of each month. Once a year, we provide two weeks of overnight shelter, meals and spiritual support to homeless guests through the Interfaith Shelter Network. Additionally, our excellently managed Pre-school is filled to capacity, with a waiting list. Each child who is served experiences the welcoming and caring culture of St. David's.

Describe your worshipping community's involvement in either the wider Church or geographical region.

St. David's is committed to ministries of outreach and social justice, some that are hosted by St. David's and others that are based in the Episcopal Diocese of San Diego and greater San Diego. Our Food Bank distributes free food every Sunday to the parish and community. We have a monthly collection of rice, beans and cooking oil for the RefugeeNet (www.refugee-net.org), a diocesan-wide ministry. We have volunteers that work with Episcopal Community Services (www.ecscalifornia.org). We participate in the Diocesan Service and Justice Coalition. Volunteers work with our Diocesan Youth Collaborative. Annually we support the Bay Park Food Drive, a neighborhood collection of groceries given to Community Christian Service Agency (CCSA). We are a founding member of CCSA and support it with volunteers, food donations, and clothing collections. Our Daughters and Junior Daughters of the King provide various service projects during the year. We invite the community to concerts and special events at St. David's. We host a weekly seniors program providing fellowship and fun, and prepare a Thanksgiving Day dinner for the community every year. Our preschool is open to the wider community.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

Alive! at St. David's is a new, non-traditional, casual worship experience. People of all religious beliefs, orientations, ages and backgrounds are welcomed. We gather once a month on a Saturday evening, with a themed concert, fellowship and a shared meal with group reflections on the evening's topic, "Theology on Tap." Kendra Thomas is our chairperson.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

Stewardship is a year-round, life-long practice of offering talent, time and treasure, realizing that God is the giver of all gifts. God welcomes our self-offering in any form. Members of our faith community have witnessed time and again the miracle of God's blessing all that we give, and multiplying the gifts and blessings beyond what we could ask or imagine. Our actual stewardship program involves witness talks and adult forums. The pledge season ends with an in-gathering observance of pledge cards, thanksgivings and prayers. Information is shared on Planned Giving for our parish and for the Diocese. We encourage our children to put something into the plate when it is passed. They participate in the Sunday offering, processing with a basket of hand-drawn pictures and prayers for someone or something. At St. David's, we strive to nurture a theology of abundance, not scarcity.

What is your worshipping community's experience of conflict? And how have you addressed it?

St. David's has experienced conflict over the years. An example would be with our last Rector. Part of the conflict occurred because we overstepped our role as parishioners, thinking we were helping when we were actually hindering situations. People took sides, triangulation occurred, and negative comments were made. We began addressing conflict with workshops facilitated by a trained mediator in Conflict Resolution. We continued a few years later with the Lombard Mennonite series of workshops Conflict in the Church and Healthy Congregations and parish forums. These steps helped us when the Vestry decided not to retain our last Priest in Charge. This was a difficult decision but ultimately the best for everyone (priest and parish) and was accepted with understanding after much honest discussion in forums. We have also worked well with Interim Priests who have facilitated the healing process.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Change can be a challenge and takes time. Transparency and honesty are important. Change has gone well when we listen to one another without negative judgment and work together. Change was non-productive and damaging when there was triangulation, misinformation shared and accusative outbursts in meetings. We learned: Forgiveness is important even when trust has been damaged.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Michael Tinnon	Interim	2018-06	

Name	Position Title	Date Begun	Date Ended
The Rev. Jason Samuel	Rector / Vicar / Priest-in-Charge	2014-11	2018-03

Name	Position Title	Date Begun	Date Ended
The Rev. Thomas Wilson	Interim	2012-10	2014-09

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	39	7	12



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Worshipping Community Web site: www.saintdavidschurch.com

Media Links:

> <https://preschoolatsaintdavidschurch.com/index.html>

Online References:

www.facebook.com/stdavids5050miltonstsandiego/
www.instagram.com/st_davids_church_san_diego/

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

The Rt. Rev. Susan Brown Snook

619-481-5454 sbrownsnook@edsd.org

Diocesan Transition Minister

The Rev. Dr. Laura Sheridan-Campbell

619-481-5451 ls SheridanCampbell@edsd.org

Current Warden/Board Chair

Anne Kellett

858-694-8197 akinderspace@gmail.com

Previous Warden/Board Chair

Shirley Culver

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Search Chair

Jamie Campbell Wood

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Parish/Institution

Joy Wolf

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Local Community Leader

Stephen Turnbull

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