



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jun 18, 2020)*

## St. Bede's, California

2650 Sand Hill Road, Menlo Park, CA 94025, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 07/31/20.

[deniseo@diocal.org](mailto:deniseo@diocal.org)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
72	2		
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
		0	<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4			
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
up to/including \$500/year	Yes		

*Following mandatory clergy minimum compensation for C classification.*

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

St. Bede's has successfully dealt with enormous challenges -- internal and external -- starting in January 2019. The rector's 5-month sabbatical began the year of challenge. We prepared a competitive application and were awarded congregational and rector financial support from the Lilly Foundation. Our success helped provide structure and focus to the parish's renewal and discernment, and provided goals and focus to the lay leadership and the laity. Not long after her return, our rector was called to another parish and we were challenged by the disruption of the COVID outbreak. During our clergy vacuum -- no rector or interim -- our Wardens and lay leadership have engaged parishioners in new ways. We are experimenting with virtual formats and platforms to continue the Episcopal liturgy, including virtual Sunday Morning Prayer, asynchronous incorporation of our own sacred organ and choral music, and Facebook video streaming of the worship service. We find we can continue engagement with parishioners and families scattered around the country, and safely engage our older parishioners. Other parish activities, book clubs, committees and vestry, continue on this platform.

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

The strong Episcopal liturgy, our tradition of leadership, our ability to hold and accept tension and our trust in the Holy Spirit served us well during 2020. Our leadership and laity developed creative solutions to the main challenges -- prohibition on large gatherings and strained financial circumstances. The remote teleconferencing tools and methods we used will facilitate future church participation, without the potential dangers and burdens of travel. The work automation tools we adopted increase our back-office efficiency and ease parishioner participation in our parish and outreach activities. An unforeseen benefit has been understanding the value of interpersonal connection and the value of physical, food and spiritual deficits in our world, as they are both more apparent when the physical connection is absent. St. Bede's has the tradition, talent and latent resources to capture, mold and take advantage of secular changes likely to emerge from this trying time. Our future church will build on the strong liturgical, social and spiritual Episcopal tradition and use new tools and methods to meet the spiritual and values-driven educational needs of future generations.

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

engaged, spiritual guide, Experienced Manager, intellect.

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

To our good fortune we have liturgically proficient priests and volunteers. Our common worship is elegant and friendly, dignified but not fossilized. Sunday 8 AM -- Rite 1, no music. Parishioners regularly drawn to this service value the quiet and the intimacy of the service, and the intellectual content of the sermons. Its start time and relative brevity meets the scheduling needs of a few parishioners whose Sundays are filled with other activities. 10:15 AM -- Choral music with organ accompaniment. Regularly attending parishioners of this service are also drawn by the sermons, and appreciate the music and the esthetics, including the modern language, of the more elaborate service. Children join for communion. Both services benefit from the time and attention the Altar Guild devotes to the fresh flowers and maintenance of classic liturgical features. Wednesday 8AM -- Chapel Service to the Trinity School students and staff, which is often the only liturgical exposure students receive. Our parish appreciates weekly services for the spirituality and community. We have confidence in the liturgy and Episcopal tradition, and are open to some liturgical experimentation.

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How do you practice incorporating others in ministry?

Our Fall Kickoff in September begins our formal cycle of involvement with informative displays of our internal and external ministries, which remain visible in the parish hall. On-campus ministries include Altar Guild, ushers, hospitality, choir and the Arts Series, adult spiritual formation, lay servers, readers, acolytes and community service. Sunday's ministry to the young includes Godly Play and children joining church at the offertory. Stewardship programs also include Time and Talent fliers sent to parishioners to pique interest. The rector sets newcomer visits to personally invite newcomers to ministry. St. Bede's has a long history of new ministries, which are often initiated and led by laity. For example, after being part of a book group reading *The New Jim Crow*, two parishioners hosted a series during Soul Work on Restorative Justice. Our housing ministry to the unhoused was lay initiated, and engaged LifeMoves family shelters, Ecumenical Hunger Program's Family Sharing program. Our facilities are also available to outside groups including AA and NA. We maintain a web page and advertise holiday services in our local newspapers.

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

We grow spiritually together through Soulwork, a gathering held between services to study topics of Christian formation often led by the Rector. Companions in Christ is a 28-week study series, led by the rector or a volunteer. Parishioners find this a meaningful experience; several groups continue to meet on their own. During the pandemic, we virtually continued these sessions and a book club. Emotions ran high during shelter-in-place. Outreach efforts flipped to in-reach as Vestry members and others made phone calls to parishioners to make personal connections, offer assistance and ensure that communications were received. Our annual Gala, to be held on site, was moved online. At this Disco Bingo Party, we played and danced via Zoom, enjoying fellowship and personal connections. An example of caring for one another spiritually, physically and emotionally took place when a long-time choir member began to decline. Four parishioners, dubbed "Team Jim", made a schedule to greet him and assist him during the service. This care and kindness allowed Jim to continue as an active worshiper with us for many months, despite his physical and mental challenges.

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

Outreach to the greater community has always been a priority for parishioners at St. Bede's. Baskets in the narthexes collect food and clothing that are donated to the Ecumenical Hunger Program. Intergenerational groups cook and serve meals several times each year to those in LifeMoves shelters, engaging in conversation with those who are often unnoticed. Los Ayudantes, a literacy tutoring program serving local low-income classrooms, was initiated at St. Bede's over 15 years ago. Several parishioners serve as tutors or on its Board. We provide, wrap and deliver gifts to local families in need at Christmas, and some get up early to sing carols at the county jail on Christmas morning. Care Kits were assembled and distributed to homeless in our home communities. St. Bede's provides financial support in emergencies or to national relief organizations through our Seccombe Outreach Fund, named after two beloved parishioners, Jean and Roger Seccombe, who were exemplary models of serving those in need. St. Bede's community outreach committee is composed of passionate, dedicated volunteers and is the main vehicle for pastoral care beyond our worshipping community.

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

St. Bede's parishioners have lived, raised families, and participated in the development of nearby institutions and cultures-- notably Stanford University and Silicon Valley -- influential in contemporary secular life. We are ready to enhance our connections to these institutions, and local cultures, and to help influence their next stage of development. We have the capacity and familiarity with the tools of change. For example, last year we underwent a discernment and re-evaluation process which resulted in concentrating our focus on music, education and housing. 1) Our music program includes sacred music for our worship and also joining with neighboring churches; Arts at St. Bede's, a concert series with prominent performing groups; and organ use by visiting organists and students. 2) Trinity School, an Episcopal elementary school, where local families, who are desirous of a values-based Christian education, send their children. The rector is an ex-officio member of the school's Board and conducts a weekly student chapel service. 3) The housing mission led to a series of workshops exploring regional housing and involvement with groups addressing these issues.

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

In preparation for our rector sabbatical and parish renewal, St. Bede's underwent a discernment process regarding our community outreach efforts. The parish had grown and developed projects by accretion. We found that all of our projects were worthwhile, attracting time and talent from parishioners, but we lacked both a central theme and the ability to garner enough resources for St. Bede's contribution to be meaningful. The outreach committee reorganized, and focused on addressing the housing and the un-housed in the Peninsula. During the renewal, we hosted unhoused families on our campus for a week through Home and Hope, had all parish educational meetings with local and regional government and non-government organization leaders, and strengthened our ties with LifeMoves, another Peninsula housing-focused philanthropic organization. Deb Blackmore and Van Jepsen can be contacted for more information.

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

St. Bede's moved from annual Stewardship drives to a year-round focus including parishioners' offering of time and talent. We hold biannual parish meetings on stewardship, and we have created visuals including a "goal poster" to show progress. Several of our parishioners are active or former development officers for major philanthropic organizations, and have advised and participated in our efforts. Our parish also has trained and experienced business operations and finance executives to help guide our efforts. We have a wide participation of pledging units. Pledge fulfillment is typically over 90%. As pledging congregants age or move out of our parish, the volume and amount of our large pledges is shrinking. Further, we have some lost pledges for which we have no obvious reason. We have been able to meet the COVID-19 challenge by paring expenses and participating in federal loan programs. Our stewardship goal has been relatively stable at around \$300,000 for several years. Our challenge going forward is to develop new revenue sources, add new pledging families and tap the philanthropic traditions of Silicon Valley.

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

St. Bede's has prepared for a liminal -- ambiguity or disorientation occurring in the middle stage of a rite of passage -- time. Prior to our response to the COVID-19 isolation, we addressed the changing and more prominent role of women in the Church, outreach, to the LGBTQ community and financial challenges. Our rector addressed women's issues from the pulpit in her early adoption of gender neutral pronouns in the Nicene Creed, and in her diocesan role. With gentle nudges, we introduced inclusion of LGBTQ parishioners into our parish life. We successfully responded -- both from the pulpit and in a published letter to our local newspaper's editor -- to serial thefts of our rainbow flag. The contribution to our budget from Trinity school (payment for the school's use of St. Bede's facilities) has been a source of tension as the school's enrollment and tuition income has fluctuated. Liminal implies that we cannot see our parish's and our community's end state. We are prepared for a future which includes an increased degree of physical isolation, a community which is more spiritually hungry, and a welcoming and inclusive Episcopal community.

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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?

As mentioned earlier, we have been in the throes of change for a while now; each month seems to bring a new normal. Nothing changed us more, however, than the COVID pandemic. Overnight, church services ended, leaving us with little contact with one another. Once it was clear that sheltering would last a while, our ever resilient wardens, parishioners and staff mobilized to bring worship to our homes. Weekly virtual services were created and shared via Zoom. We started with Morning Prayer led by laity, then with supply priests. Services evolved by adding hymns recorded by our organist. Finding that we could not all sing together on Zoom, the music director recorded members of the choir singing with the organ. Worshipers could now sing along, on mute, with gusto! Each service ends with announcements followed by a "virtual coffee hour." Occasionally, people will stay to discuss the readings from the service. We've learned that worshipping together is a priority for us, regardless of whether we gather in the sanctuary or in our separate spaces and that the internet opens a new world of opportunity for future service options for us to continue exploring.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
<b>Gianetta Hayes-Martin</b>	<b>Rector / Vicar / Priest-in-Charge</b>	<b>2013-07</b>	<b>2020-02</b>

Name	Position Title	Date Begun	Date Ended
<b>Katherine Lehman</b>	<b>Rector / Vicar / Priest-in-Charge</b>	<b>1991-01</b>	<b>2012-01</b>

Name	Position Title	Date Begun	Date Ended
<b>Joseph Frazier</b>	<b>Rector / Vicar / Priest-in-Charge</b>	<b>1982-01</b>	<b>1990-01</b>

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	<b>2</b>	

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
<b>1</b>		<b>1</b>	<b>20</b>

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
<b>K-6</b>			



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Worshipping Community Web site: <http://stbedesmenlopark.com/>

Media Links:

Online References:

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English**

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### References

Bishop:

**The Rt. Rev. Dr. Marc  
Andrus**

Diocesan Transition Minister

**Denise Obando**

**deniseo@diocal.org 415-869-7804**

Current Warden/Board Chair

**Anne Vitullo**

Previous Warden/Board Chair

**Julie Backlund**

Search Chair

**Sue Sartor & Doug Blayney**

Parish/Institution

Local Community Leader