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<tr>
<th>Weekly Average Sunday Attendance (ASA)</th>
<th>Number of Weekend Worship Services</th>
<th>Number of Weekday Worship Services</th>
<th>Number of Other per Month Worship Services</th>
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<td>Continuing Education Funding in budget Sabbatical Provision Travel/Auto Account Other Professional Account</td>
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Contact: melanie@churchoftheepiphany.org

Office for Transition Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 16, 2021)

Church of the Epiphany, California
1839 Arroyo Ave, San Carlos, CA 94070, United States

Assistant / Associate / Curate | Receiving Names until 04/16/21.
During this past Covid year, we have occasionally collaborated with a nearby Episcopal parish. We decided to join together for the beginning of this year’s Lenten season, which we at Epiphany are calling a season of “Growing Together.” On Shrove Tuesday we gathered virtually to enjoy a pancake supper together. We had pre-recorded one of our families “burying the Alleluia banner” and showed that video during the supper, along with telling a pancake story from Africa, and shared recipes from around the world. We offered two services for our parishioners on Ash Wednesday. To transform a year too often filled with talk of death and dying, the Epiphany clergy put together a short creation-focused service recorded in our gardens. During the service, we encouraged parishioners to plant sweet pea seeds we had sent them and mix in ashes we included as nutrients for the soil. On Easter we plan to “flower the Cross” with photos of the sweet peas in bloom. For those desiring a more traditional approach, the other congregation offered a BCP service that evening. Creatively and collaboratively responding to differing spiritual needs during the pandemic is feeding us as a community.

In a spiritual sense we remain open to new ways that God may be calling us to serve God, one another, and the wider community. Covid has certainly made this a reality. With positive response to our online services, we will continue to offer virtual worship for many years to come. We are also excited that a longtime parishioner has entered seminary in Virginia. She continues to preach and serve in ministries at Epiphany and share best practices from seminary. Our Rector also encourages us to take advantage of the learning opportunities made available by the Diocese. We are also finding new energy from our partnership with a nearby Episcopal congregation and continue to explore how we can work together. We also recognize the unexpected gift that arose from having our physical doors closed. We have seen relationships deepen in our small group ministries. We have begun conversations about how, when we do re-open our doors, we will resist the temptation to simply go back to the “good old days” and keep our hearts open to how God’s Spirit is leading us to try new things and journey into new ways of being.

Relatable, inspiring, collaborative, organized
Church of the Epiphany, California

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

In non-Covid times, we offer two Rite II services each Sunday. Our 8am is contemplative and is attended by a small, but loyal group. Our 10am family service includes music, our choir of adults and teens, and a Godly Play program for young children. Middle schoolers assist with liturgy or attend their own program. Everyone returns to the sanctuary for Communion. During Covid, our services are all virtual. A pre-recorded service is broadcast online at 8am on Facebook. We replay the service again at 10am on Zoom so we can see one another and enjoy an interactive coffee hour afterwards. We stress Incarnation over Atonement theology in our prayers and music selections. We also offer seasonal Celtic Services, Evensong Services, and family-friendly services like Pet Blessings and Christmas in July. One of our most popular services is an Easter Vigil afternoon service developed especially for families with young children – though all ages come now. We begin around the Easter fire, tell Godly Play-ish stories, ‘un-bury’ the (transformed) Alleluia banner, and parade into church to gather around a low altar for Communion. Afterwards we enjoy s’mores back at the firepit.

How do you practice incorporating others in ministry?

We strive to make all our ministries and committees welcome to all and participation in ministry seems to be a core value and strength of our parish. Recognizing that a personal invitation can be important, our Rector does a great job remembering what people are interested in and reaching out with personal invitations. We include one high schooler on our Vestry to hear their concerns and build their experience. A wide variety of parishioners serve as readers, particularly our elders and some of our young people. We are blessed with great lay preachers who are included in the rota. This includes our Godly Play teachers, who occasionally tell stories in the “big” church. Our Junior and Senior Seekers (Youth group members) have traditionally led our Good Friday services. We also devote one service to hearing them reflect on their annual Summer Service (aka Mission Trip) project. Our choir is important to our worship and also a vital part of our community. Our Joyful Noise children’s choir attracts new families to our parish. Even during Covid, choir members have worked hard to pre-record music that lights up our worship. Welcoming and Incorporating new members is a paramount goal.

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

Covid has obviously changed everything. We’re proud of how clergy and staff embraced online services and made them beautiful and restorative. Pastoral care was in high demand; we worry about our clergy because we know how much energy has been put into responding and adapting. A new Associate will help. We suffered some unexpected losses and found a way to hold online remembrance services. Instead of a parish retreat (usually 70+ members), an energetic group created a variety of on-line and socially distanced activities we could share. Two 20-something parishioners are currently running our Seekers youth groups, to keep our young people connected. We held car parades to celebrate some big birthdays and send off our beloved Associate Rector. This year has shown us that we have the commitment and creativity to find new ways of serving each other. As we return to normal, we look forward to in-person Bible study, Wednesday chapel, adult faith formation, retreats, shared meals, and social gatherings that are now happening on Zoom. Our Regathering Team of physicians, scientists, clergy and others will continue to follow science and guidelines to plan our safe return to in-person services.
Ministry Portfolio

Church of the Epiphany, California

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Contact:

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

We have an active and robust Outreach Commission that works to raise awareness and engage parishioners in support of organizations serving at-risk, low-income, and in-need individuals. Our congregation supports this work enthusiastically through fundraising drives, donations of supplies/food/clothing, and hands-on volunteer work. In response to their request, we recently supplied funds and computers to Diocesan LatinX congregations to help them provide ‘virtual worship.’ Our outreach addresses economic instability in the Bay Area through the Second Harvest Food Bank, local high school’s Adopt-a-Family, and the Help One Child backpack and holiday programs for foster children. We support our local chapter of the National Alliance on Mental Illness. We’ve been long-time participants in Rebuilding Together. For many years we supported Home & Hope by hosting unhoused families overnight in our parish hall and providing meals. Our Deacon serves as a hospice chaplain and our Rector is a trained chaplain for disasters and has served in that capacity after the California fires and hurricanes out of state.

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

Our parish is deeply committed to diversity and inclusivity and seeks to build a more diverse congregation. Our Sacred Ground groups and Vestry are now looking at how we can partner with nearby BIPOC congregations to do ministry together. This is an area for growth we want to explore and will need the energy of our Associate Rector. Over the last year we have partnered with a nearby Episcopal church to jointly offer programs (Adult Ed, Outreach programs) and occasionally collaborate on Worship Services. Their Director of Children’s Ministry has helped us while we search for a new Associate Rector. We also promote the year-round events of the Peninsula Interfaith Coalition for our parishioners to participate in. We are active in the Peninsula Deanery and in Diocese events, particularly the training opportunities for lay leaders. Both our Rector and Deacon serve on Diocesan committees. We offer an annual Summer Service Project for our youth which we often combine with other congregations. We promote camps for children and families at Diocesan retreat centers and conduct a week-long, summer children’s camp in our community which has included leaders from a nearby Lutheran church.

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

In 2020, we began an intentional ministry focused on active anti-racism practice. Our hope was to grow in our understanding of historical and systemic racism, and the role of the church in contributing to and countering these biases and barriers. We used the national Church’s curriculum “Sacred Ground,” which is structured as an 11-session program. We chose to host two groups--one for white people and another for people of color--to encourage honesty and authenticity as we encountered the curriculum. We originally had 25 people (out of 125 ASA) participate and because of growing interest additional groups are forming. Members who completed the curriculum have continued to meet to discuss related issues. Conversations with them - and other interested parishioners - are focused upon looking at next steps, including what anti-racism will look like in both in our own congregation and in the wider community as we seek opportunities for action and involvement for change. The Rector and Vestry are committed to furthering this work both at Epiphany and in the wider community, seeking not just opportunities to serve, but to listen and continue to learn.
Church of the Epiphany, California

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

We strive to recognize stewardship as spiritual practice—a way to discern “what God is calling us to do” and as a reflection of our gratitude. Practices of gratitude and fully receiving our gifts are incorporated throughout the liturgical year. This year, we centered our gratitude around monthly themes (family, environment, etc.) and were encouraged to notice the many ways that we have been gifted by God. This culminated in our annual pledge drive, where we continued to highlight the ways that our worshipping community is “still together.” We shared gratitude for our ability to continue sharing our gifts through our ministry work. Members recorded video testimonials shown during service. Our Rector is deeply grounded in the theology of stewardship and lifts this for us regularly in sermons and programs. We have offered programs on discerning our gifts and giving generously, even outside pledge drives. The Associate Rector will be expected to teach and have conversations about the gifts of stewardship (of creation, service and treasure) with our young people.

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

As issues regarding social justice have come to the forefront, a certain level of conflict has arisen in our parish between those holding conservative views versus the more progressive members. The current rector and the vast majority of members of the parish hold views consistent with those of Episcopal Church leadership which embraces LGBTQ+ rights. In attempting to bridge that divide, clergy reached out to those distressed by current church teaching and Epiphany’s outdoor displays of outreach and welcome. Over prayer and thoughtful discussions, clergy were able to bridge that gap and reach an understanding with most concerned parishioners. One couple did leave the parish when the rector affirmed unequivocally that we would continue to joyfully celebrate same-sex marriages. They remain in friendly conversation. In another situation, a Godly Play teacher, frustrated with the way the Associate Rector was dealing with an issue, spoke with him directly about the issue. The two were able to talk directly and hear one another and find a way forward that served the work and the children. We encourage direct conversation and see conflict as a way to engage and build deeper relationships.

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?

Most parishioners at Epiphany are not “cradle Episcopalians” and Silicon Valley is generally a place of adaptation, but among long-term members and lifelong Episcopalians something like changing the color of a season can be a real trigger. We recently moved from purple to Advent blue. The Rector preceded this change with theological teaching (changing the emphasis from Advent as a season of penitence), preaching, and written communication with the entire parish. She shared, for example, that “blue” is one of the options for Advent in Godly Play which is a beloved part of parish life. The Rector also met individually with some members who were upset by the change. Really big changes, like our last rector search, are managed by forming committees open to all, seeking parish-wide input, and providing multiple opportunities for giving input. Our style is to create awareness, build consensus, take action, and then listen to concerns. Years ago, there was concern about making support of LGBTQ+ too prominent on our website. Now we have a large rainbow heart on our lawn and a proclamation heralding our Inclusiveness from the City!
### Church School

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<th>Name</th>
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### Contact

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Contact: melanie@churchoftheepiphany.org
Church of the Epiphany, California

Assistant / Associate / Curate | Receiving Names until 04/16/21.  

Contact: melanie@churchoftheepiphany.org

Worshipping Community Web site: https://www.epiphansancarlos.org/

Media Links:  

Online References:

Languages Significantly Represented:  

Provide Worship or Classes in:

Please submit cover letters and resumes to jobs.epiphany@gmail.com and melanie@churchoftheepiphany.org

References

Bishop:

The Rt. Rev. Dr. Marc Andrus

Diocesan Transition Minister
Denise Obando  
deniseo@diocal.org

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader