



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 28, 2017)

St. Luke's Episcopal Church, El Camino Real

20 University Ave, Los Gatos, CA 95030, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/21/17.

brian@realepiscopal.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
104	4	1	0
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$50000		\$36000	
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$95000		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes	No	
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		Other	1
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
up to/including \$500/year	Yes	Yes	Yes

Inclusive of stipend, housing and SECA

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

We believe that the past fifteen months and the process of calling an interim rector and preparing to call a permanent rector have been a time of success and fulfillment for our worshipping community. As a faith community we are undergoing a period of change, which is always stress-inducing. But rather than run from the uncomfortable nature of change and the difficult work that needs to be done, we are choosing to engage in authentic conversations about who we are and who we want to be. We are choosing to be present to God, to one another, and to our community by maintaining a non-anxious disposition. This is a big deal for a parish that has historically relied on a traditional, top-down, hierarchical decision-making structure! We view this time of transition as a gift and an opportunity to collectively live our faith.

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

St. Luke's is in many ways a very traditional parish, where members feel strongly about following the well-founded historical traditions of being Episcopalian. This comes through in our celebration of the liturgy, in our choices of readings, and in the music used to support and enhance our worship. As we have engaged in the work of articulating our mission, vision, and values, we have gained clarity about our future. We know that we want to live our apostolic mission and extend ourselves beyond our parish walls. We know that we want to be a larger presence in the town of Los Gatos. We know that, while we love the beauty and serenity of our parish space, we want to open up and invite community in. We are very grateful to our interim rector, Mother Penelope, for her leadership in helping us play with change. Over the past year we have added a Saturday evening liturgy. With contemporary music and language, it is very different from our norm. We have incorporated art into our common life with poetry readings and an art show by our pantry clients. We are preparing for the Church of the future by opening ourselves up to God's presence and direction in a way we haven't before.

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

teaching preacher, liturgically traditional, Unifying leader, Caring/good-humored

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

The liturgy at St. Luke's draws upon rich traditions of the Anglican Communion. An emphasis is placed on the sacramental nature of worship through a formal and dignified ritual. The parish has a reputation for its "high church, Anglo-Catholic" style. The 8 o'clock service is a spoken celebration of the Holy Eucharist, with a sermon, using Rite I. This service appeals to those who enjoy traditional language and a contemplative atmosphere in their worship experience. At 9 o'clock, a Rite II Holy Eucharist is celebrated in the church, but the sermon is preached during the coffee hour in the Parish Hall after the liturgy. This informal approach is augmented by an open discussion centered around the topics expounded in the sermon. Solemn High Mass is celebrated at 11 o'clock. This is the most formal service of the day in which the liturgy is enriched with music and incense. We have recently added a 5 pm Saturday evening mass that is very informal and pet-friendly. When the weather allows, this service is held outdoors in the parish courtyard. There is also a regular Thursday evening Rite I Mass at 6:30 during the week.

How do you practice incorporating others in ministry?

We view ministry as service and in very broad context as something that each of us engages in when we go into the world and interact with others. We believe that St. Luke's strengthens us for ministry through our regular participation in worship and the Eucharist. We formally incorporate our parishioners in ministry by using their talents and interests both within the walls of St. Luke's and without. Internally and at any given worship event, you will find parishioners serving as celebrants (we have several retired clergy who serve St. Luke's), musicians, acolytes, readers, lay Eucharistic ministers, ushers, members of the Altar Guild, and coffee hour hosts. During the week, parishioners serve as collection plate counters, Vestry members, office volunteers, kitchen supply volunteers, newsletter writers, website updaters, drivers for local infirm and senior citizens, and gardeners. Our reach to incorporate others in ministry beyond the walls of St. Luke's is primarily through our community Pantry program that feeds and supports the local homeless population.

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

St. Luke's provides 4 different liturgies: the spoken celebration of the Holy Eucharist; the family liturgy with sermon during the coffee hour, enabling discussion on the sermon, its meaningful interpretation in daily life, or current events with emotional or intellectual impact; the Solemn High Mass with music and incense; and a very informal Saturday evening liturgy. These enable people with diverse spiritual journeys to find a spiritual home. There is a Parish Cycle of Prayer to pray for a rotating list of parishioners. There is also a list submitted by members for those that have special needs. The Eucharist is taken to those that are unable to attend the service. The Parish Care committee provides aid to parishioners who cannot drive and extends friendship/concern for them. This committee was started to drive parishioners who are unable to drive themselves to doctor's appointments, physical therapy, and other requests. It has expanded to include those in recovery, nursing homes, and hospitals. We have a dinner group and two annual potluck gatherings to bring members together for fun and a stronger sense of community.

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

Our main avenue for caring for others is our Pantry Program. In addition to food, the program provides laundry service and distributes vouchers for clothing, gas, and bus fare. The leaders of the program have obtained Section 8 housing for four former clients. Two of these former clients now return every Tuesday to help run the program, extending their time and talents to help new Pantry clients. In addition to Parish-wide efforts to serve others, we believe that our individual actions are important ways of reaching out to the wider community. Several of our parishioners volunteer with Santa Maria Urban Ministry, Child Advocates of Silicon Valley, and other local community organizations. Others reflect God's love through their daily work, leading companies or organizations that do good in the community. Finally, our patio and gardens are open to the public daily. Our grounds allow people to walk through or sit and read, think, or pray, sheltered from the noise of everyday life in Silicon Valley. We consider our gardens part of the overall sanctuary at St. Luke's, and, almost every day, at least a few people make use of our space for their own needs.

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

We stay connected to the wider Church mainly through parishioners who are active in the Diocese of El Camino Real as delegates to convention and as volunteers. A number of clergy and laypeople from St. Luke's have also served as deputies or alternates for General Convention. In addition to our Pantry Program for the homeless, we take part in the local community mainly through our promotion of the arts. For 17 years, St. Luke's was home to the Sunset Concerts program, in which a group of parishioners brought in national and international musical groups to perform in the church sanctuary at a very low fee to attendees. These concerts were a gift to the community. While the Sunset Concert program is no longer running, our commitment to the arts is still strong. Over the past year, we've held several poetry, fiction, and play readings that are open to the public. Perhaps most impactfully, we held our first annual Pantry Art Show in 2016, in which some of the artists in our community, both parishioners and pantry clients, presented their visual art. We plan to work harder to include the local community in these artistic events.

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

One new ministry is the addition of our 5 pm Saturday liturgy. It stands in contrast to our Solemn High Mass on Sunday mornings and was designed to be particularly accessible to children and young families, with confession stones, hand-drawn note cards for the Prayers of the People, and easy, familiar music. While we haven't yet attracted new members through this liturgy, it has had the unexpected benefit of reconnecting St. Luke's with some of our less-active parishioners. It's quite rewarding to see some familiar faces back at St. Luke's again. Mtr. Penelope Duckworth or Mtr. Mary Morrison can be contacted about this project. Additionally, St. Luke's has formed an Arts Committee to engage the surrounding community as well as celebrate the beauty of St. Luke's and the talents of its members and friends. The parish has hosted poetry readings, art shows, play readings, and an organ concert. These have encouraged people from throughout the community to visit St. Luke's and appreciate the beauty of the church and the grounds, and has shown them that they are welcome at St. Luke's wherever they are on their spiritual journey. The committee is chaired by Mtr. Penelope Duckworth.

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

In years past, stewardship at St. Luke's was handled in a brief annual pledge drive, but with a decline in membership and the passing of regular large givers, we've had to expand our focus on sharing treasure. In 2014, we began a Legacy Society for parishioners who remember St. Luke's in their estate planning. In 2016, the Stewardship Committee conducted a robust campaign, including a well-attended Thank You dinner. The committee would like to work toward a year-round stewardship calendar, with an emphasis not only on pledges but also on stewardship as a way of living our our Christian values every day. We would welcome expertise in this area. Gifts of time and talent are much more abundant at St. Luke's. Every week, dozens of parishioners share their time carrying out the activities of the Altar Guild, Liturgy Team, Vestry, and Parish Office, and we wouldn't be able to hold five weekly liturgies without the generous assistance of our non-stipendiary clergy. Talented parishioners in the professions of finance, law, technology, and other areas share their skills to help guide and perform the many functions essential to maintaining the organization and facilities of the parish.

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

If you were to ask any given St. Luke's parishioner about his or her knowledge of conflict within our parish, he or she would more than likely not be able to provide an example. Even the group of six parish leaders who have come together to respond to these questions had to think deeply about a time we encountered conflict and how we dealt with it. Given time, we were able to think of a couple of instances where conflict existed between a parishioner and the Vestry. In both cases, knowledge of the conflict was restricted to the parties involved (meaning the larger parish family was unaware) and both situations were resolved successfully (meaning both parties were able to respect the decision and move forward). As a parish family, we understand that conflict is inherent. The leadership of the church, both lay and clergy, are mature in their thinking and understand that the goal of conflict resolution is to arrive at a place where all parties feel heard and understand the thinking behind the decision; even if there is disagreement with the decision, the parties involved can support the decision because they've been heard and they understand the reasons for the decision.

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?

St. Luke's has been a very stable community that is unaccustomed to change. While we believe that change for the sake of change is not necessarily helpful, we also acknowledge that the time has come for a reassessment of who we are as a parish family. This was an important outcome of the Vestry's last meeting with Bishop Mary. Since then, the Vestry worked with Canon Jesús Reyes on a Strategic Plan to articulate our Mission, Vision, Values and Ministries. After engaging the entire parish in dialog about our collective strengths and needs, the Parish leadership, including the Vestry, Search Committee, and Stewardship Committee came together to have very real conversations about how we define ourselves and where we want to go. The fruits of these conversations are reflected in our Parish Profile. The Vestry is aware that the search process is a time of unaccustomed instability in the life of the parish. To minimize the anxiety inherent in this period of transition, they have committed to making this process as transparent as possible through direct communications with the parish.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. David R. Breuer	Rector / Vicar / Priest-in-Charge	1992-01	2015-12

Name	Position Title	Date Begun	Date Ended
The Rev. Stuart Schlegel, Ph.D.	Rector / Vicar / Priest-in-Charge	1985-01	1990-12

Name	Position Title	Date Begun	Date Ended
The Rev. Edward M. Jacobs, D.D.	Rector / Vicar / Priest-in-Charge	1964-01	1985-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	1	2

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
		1	15

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School



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Worshipping Community Web site: <http://www.stlukeslg.org>

Media Links:

> <https://www.facebook.com/stlukeslg.org>

Online References:

> <http://stlukeslg.org/sermons>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

Bishop Mary Gray-Reeves

831-394-4465 bishopmary@realepiscopal.org

Diocesan Transition Minister

Canon Brian Nordwick

831-394-4465 brian@realepiscopal.org

Current Warden/Board Chair

John De Santis

408-354-0830 john@desantis.org

Previous Warden/Board Chair

Pierce Gore

408-891-3278 piercegore@yahoo.com

Search Chair

Kathy Gomez

408-398-5287 kgomez@mac.com

Parish/Institution

Channing Smith

408-867-3493 channing@st-andrews-saratoga.org

Local Community Leader

The Rev. Roger Wharton

408-605-1687 roger@ecospirit.org