



## Parish Profile



## A PARISH IN THE SAN DIEGO COMMUNITY OF RANCHO PENASQUITOS

The congregation at St. Timothy's Church in San Diego is looking for a priest to lead us into the future. We are committed to inclusivity and service, seeking to bring God's love into the community.

Our next rector will oversee an active parish, a dedicated family of Christians, and a talented staff. Love-centered sermons, a passion for enabling us to use the gifts of God, and a vision for the future of the church are essential characteristics.

We hope that through this profile you will gain an appreciation for the prayerful desire that accompanies our search for a new rector. The profile includes a physical description of our parish, how we worship, and how we hope to grow in faith while welcoming one and all to join the family of St. Timothy's.

For the right person, this is an opportunity to lead change, to unleash love into the community, and to enable us all to do the work God has given us to do.

In his love and service,  
St. Timothy's Call Committee

### Call Committee St. Timothy's San Diego

Cindy Shamel

Chris Sandoval

### Co-chairs

Carol Carr

Charlene Caulfield

Marguerite Herrick

Steven Ehlert

### Members-at-Large

Kayla Hendrickson

### Clerk

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August 1, 2023





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*Q: “What attracts people to St. Timothy’s is \_\_\_\_\_:”*

*A: “We’re all on a different path, and that’s OK.”*

*~ A parishioner in our 2022 Mutual Ministry Review survey*





## WHO WE ARE — OUR CORE DNA

Welcoming and loving  
– our doors and our hearts  
are open to all.

Inclusive and diverse –  
we aspire to have a com-  
munity that reflects all the  
colors of God’s rainbow.

Serving the church and  
beyond – we find mean-  
ing and value through our  
service to the church and  
to our community.

Growing in faith – we  
are eager to continue our  
pilgrimage of learning and  
spiritual growth.

## WHAT WE VALUE

The people of St. Timothy’s seek the way of love and practices for a Jesus-centered life, as Presiding Bishop Michael Curry says, “so we can bear witness to his way of love in and for the world”.

As a congregation, the people of St. Timothy’s are welcoming and loving, cherishing the diversity of who we are as God’s own.

The principal focus of our spiritual life is 9:30 Sunday morning Eucharist, mostly said and occasionally sung.

We strive to be inviting and inclusive to all, regardless of where they are in their faith journey.

A Tuesday evening Compline service was added to the worship schedule during the COVID lockdown. This service is clergy and lay led.

We recognize that following the way of Jesus is a journey and value opportunities to grow in faith and works.



Our reminder to ourselves as we leave campus.



# THE HISTORY OF ST. TIMOTHY'S



We got our start as a mission in 1984.

Parishioners who became priests through the years are Maryanne Lacey, Gwynn Freund, Judith Allison, and Julie Christian.

Past Rectors are:

- Robert Nobel, our first rector, from 1984 to 1986.
- William Smith was called to be the second full time rector. He served from 1988 to 1998.
- Josh Acton who was rector when St. Timothy's went from mission status to become a parish.
- Russel Martin served as the fourth full time rector in 2005 with Larry Eddingfield as the associate.
- Willy Crespo became the fifth rector in 2008, retiring in 2022.

In 1984, the Episcopal Diocese of San Diego established a mission church in Rancho Peñasquitos. By 2002 the church was moving toward parish status and became a parish in early 2003. The congregation met at a local elementary school until 1992 when they moved to Azuaga Street. In its new location, services were held in the parish hall until the sanctuary was built in 2003.

St. Timothy's has a history of service in the community that goes back to the early "bean ministry". Partnering with the Catholic church, our members brought meals to the field workers in and near Rancho Peñasquitos. In 2013 outreach efforts grew when the Community Garden was started.



Our Community Garden opened in 2013.

Interim priests have included Clark Prescott, Lark Diaz, Al Smith, Maryanne Lacey, and Katherine Gordon.

# WHERE WE ARE GOING – GOALS FOR THE FUTURE

## INVITING OTHERS IN

In the passage from The Gospel According to Matthew that is called the Great Commission, Jesus says “Go therefore and make disciples of all nations...”.

As one member observed during our listening sessions, we desire to be known by our works and to attract people “who may not consider themselves religious, but who want to help others.” Reaching out is a way of inviting others in.

As the church demographics show, St. Timothy’s congregation reflects diversity in several ways. It is our intent to welcome all visi-

tors and guests with enthusiasm and warmth. We offer nursery and childcare during the 9:30 Sunday service. The Taste of St. Timothy’s coffee hour invites everyone to meet and greet after the service.

We hope to become even more welcoming to children and families. Growth requires change, and the feedback from the listening sessions and the Congregation Assessment Tool (CAT) survey indicate that the congregation realizes that we need to “make necessary changes to attract families with children and youth to our church.”



## GOALS:

- Actively cultivate diversity in the faces and stories of our congregation.
- Bring in more young families and increase the numbers of children and youth.
- Project a vibrant environment and a contagious enthusiasm to participate in church activities.
- Attract those who do not yet know Jesus and those who seek to know him better.



# NURTURING EVERYONE THROUGH WORSHIP AND MUSIC

Those who worship at St. Timothy's come from a wide range of religious and faith backgrounds, and our worship experiences have traditionally been what some might call informal, or "low church". Since we value inclusivity, we recognize that the elements of worship should be designed to appeal to different ages, cultural groups, and backgrounds.

Currently a handful of dedicated adults serve at the altar as subdeacons, chalice bearers, acolytes, and readers. For the first time in many years, we have recently included a teen in the team of acolytes. We recognize the desirability and the advantages of having more roles for lay people of all ages and stages in their Christian formation and hope to continue to grow in this area.

The congregation is blessed with the experience and wisdom of several retired clergy who assist in various ways, including the weekly Compline service, healing prayers during the Sunday Eucharist, and substitute priest as needed.

Our music director is grounded in teaching voice and leading church music programs, with over 30 years of experience in the Episcopal church.

The congregation has expressed a preference for music that supports their worship experience. Participants in the listening sessions pointed to diversity in music, including alternatives to The Hymnal 1982, and a music program that enables "the congregation to join in."



## GOALS:

- Develop worship services adapted to the needs of our current congregation and inviting to guests and newcomers.
- Increase lay participation in worship service.
- Foster an inspirational music program, accessible for all congregants' skill levels and tastes.



# GROWING IN SPIRIT AND FAITH

To grow and mature as Christians, we recognize the need for Christian education and spiritual formation at every age and stage of life.

Current offerings include Sunday School for ages 3-10, occasional Sunday forums for adults, and seasonal group study programs. Men's and Women's Bible Study groups paused during the COVID shutdown and have not yet been restarted. In the past a Tuesday night book study, led by the Rector, was also available to adults.

In 2019 the Daughters of the King formed Resurrection Chapter at St. Timothy's. The chapter has 8 members and is making plans to offer training to prospective new members.

The congregation at St. Timothy's feels that a Christian church is at its strongest and most capable when all its people understand and offer their spiritual gifts to the congregation and to the community.

From our Congregation Assessment Tool (CAT) survey we learned that the congregation is satisfied and feels positive overall when our church helps us discern our spiritual gifts. One of the top goals identified in the survey is to "strengthen the process by which members are called and equipped for ministry and leadership."



## GOALS:

- Offer programs and events that encourage participation and growth.
- Provide for all ages and stages of Christian formation.
- Implement a system to help members understand and discern their spiritual gifts.
- Prepare members to offer their gifts to the church and our community.





## CARING FOR EACH OTHER

Being together socially and in worship has always been an important characteristic of St. Timothy's. Almost every event at the church sets aside time to socialize and share food together. Coffee hour, called a Taste of St. Timothy's, is very popular and was one of the things most missed when services were exclusively online.

A recent Soup Supper Lenten study drew a weekly attendance of 20+ people. That is about half of the average Sunday attendance at worship services.

The weekly Tidbits email contains parish news and the calendar of upcoming events. That, along with announcements on Sunday, is the main means of communicating with the congregation.

### GOALS:

- Share our talent, time, and treasure to support individuals, programs, and events.
- Strengthen ministries for all age groups – children, young adults, midlife, and seniors.
- Develop a culture of leadership by inviting more members to take responsibilities and ownership.
- Implement a vision-oriented, coordinated strategy for actions and communications.
- Actively minister to those unable to participate in person.
- Enhance our financial stability.



Some St. Timians enjoy a recent Coffee Hour in our newly refurbished Parish Hall.

A solid core of volunteers serves the congregation in every area of church life, however, members pointed out in the listening sessions that we could do so much more for each other and for the community with greater participation.

St. Timothy's values those in our congregation who are no longer able to attend church. Many of these people are supported informally through calls and visits. We also have a calling ministry called St. Tim's in Touch.

We feel optimistic about our financial position. Our buildings and grounds provide excellent facilities for programs and events. Our rental income enhances our ability to navigate financial ups and downs, and our members care for each other and the church through pledges and plate offerings. See page 13 for more information about Financial Management.

# CARING FOR OUR COMMUNITY AND THE WIDER WORLD

At St. Timothy's we serve the community and the wider world as an outward and visible sign of God's grace working through us. Serving others makes a difference in our own lives as well as the lives of those we serve.

Feeding the hungry is a long-standing tradition at St. Timothy's, and the most recent example of that is the Sam Herrick Community Garden. The garden is made up of 29 garden plots available to the public to rent and 3 main church gardens that provide fresh produce to Rancho Peñasquitos community members in need. Furthermore, the congregation actively volunteers at Feeding San Diego to distribute food.

St. Timothy's is also the home for three Scout units: Boy's Troop 667, Girl's Troop 1667, and Venture Crew 67.

Each year at Christmas time the church adopts a needy family in the community and provides new clothes, school supplies, toys, and gift cards. Participation in this program is broad and enthusiastic.

Fr. Bob Blessing leads the military ministry, to veterans of all branches. This year Fr. Bob took a group of veterans who are struggling with PTSD to walk the Camino de Santiago in Spain.

The Sacred Ground program has provided more than 30 people the opportunity to learn about and discuss racism in the United States. Not all those participants are members at St. Timothy's. Many joined from the wider community. Plans are underway to continue this journey.

## GOALS:

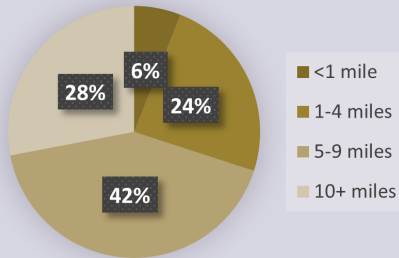
- Inspire members to be more engaged in our local and global community.
- Advance the church's mission to become beloved community.
- Build on what we have learned through programs such as Sacred Ground.
- Envision ways to work toward justice and peace and to respect the dignity of every human being.



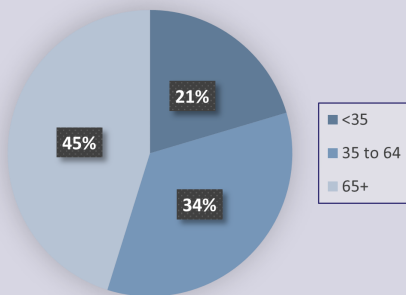


# OVERVIEW OF DEMOGRAPHICS

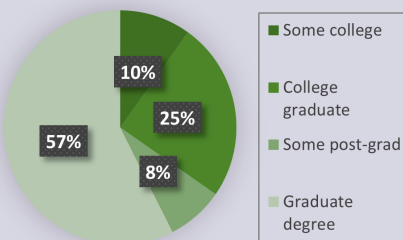
## Distance Traveled to Church



## Parishioners' Age



## Education



St. Timothy's is one of 42 congregations in the Episcopal Diocese of San Diego, which stretches from the Pacific Ocean to Yuma, AZ and from Mexico to Palm Springs, CA. St. Timothy's is in Rancho Peñasquitos, a primarily residential area in the City of San Diego. At the heart of Rancho Peñasquitos and about 12 miles east of the ocean, is Black Mountain, which rises to an elevation of 1,500 feet.

Rancho Peñasquitos has a population of about 44,000. The 92129 Zip Code includes 7 elementary schools, 2 middle schools, and 2 high schools, all of which are part of the Poway Unified School District.

St. Timothy's draws from the neighborhood as well as the region, with 30% of parishioners driving less than 5 miles to get to church, 42% driving 5-9 miles and 19% driving over 15 miles to the church.

The demographics represented here come from the annual parochial report which records 93 active participants and from the 57 respondents to our CAT survey. Of 93 active participants, 42% are aged 65+ and 32% are 35-64. The congregation is more diverse than some others in the area, with 72% white, 18% Asian or multiracial, and 8% Black.

Average Sunday attendance has held steady at about 45. While St. Timothy's has a solid core of long term members, with 74% having been members for 5 or more years, 12% have been at the church less than two years. This indicates recent growth, even in the face of the COVID epidemic.

St. Timothy's is blessed with an abundance of education and skill, with 83% holding college or graduate degrees. This is reflected in an appreciation for intellectual sermons and learning opportunities for all ages.

## OUR CAMPUS

St. Timothy's is situated on 2 acres of land in the southeast corner of Rancho Peñasquitos, near State Highway 56 and Interstate 15. The campus hosts the sanctuary and office building, a preschool, the parish hall with an outdoor patio, a rose garden, and the community garden.



A volunteer Counter at work in our finance office.

The sanctuary and office building dates to 2003. In addition to the worship space, it includes 4 offices, one of which is used for a small conference room. Next to the church building is a preschool building leased to Discovery Isle. The recently refurbished parish hall includes rooms for Sunday School and a large dance space that is rented to the Rose Academy of Irish Dance. The community garden is across the parking lot from the school and the parish hall. It currently accommodates subscribers for individual garden plots and several larger plots reserved to grow food for the surrounding community.

In addition to refurbishing the parish hall, St. Timothy's recently invested in an upgraded security system that includes fences, cameras, and a key system.

The St. Timothy's Memorial Rose Garden provides a sacred space for remembering those who have died. Tended by a team of church members, the rose garden brings beauty to the church and recognition to those we have loved and lost.

Adjacent to the rose garden is Donna's Place. This outdoor covered space is dedicated to Donna Rustelis, rose garden founder. The space is covered and lit. It can accommodate tables and chairs for about 60 people.



The Sam Herrick Community Garden provides one of our most popular means of local outreach.



The Memorial Garden abuts our central breezeway.



# FINANCIAL MANAGEMENT

St. Timothy's does not have a large congregation but is rich in spirit none the less. Over the past several years we have faced many challenges — the latest of these being the COVID closures and subsequent loss of sanctuary worship and donations. The COVID closures also led to the loss of rent revenues. We are working toward increasing our attendance and are making progress.

Income for many congregations is based on donations from parishioners. St. Timothy's also relies on these donations, but they do not make up the bulk of our income. At the present time, we are blessed with rental income from four organizations, a preschool, an Irish dance academy, and two other congregations which rent our sanctuary for their services. These rentals account for 60% of our annual income. We have long-term contracts so anticipate a continued revenue stream for the future.

The management of income and expenses involves a variety of individuals. The vestry is the overall management body, approving the annual budget and reviewing the expenses at vestry meetings. To assist this group, there is a volunteer CFO/Treasurer, who prepares the budget, the monthly report,

oversees the function of the accounting operation and provides fiscal counsel to the vestry. There is a part-time paid bookkeeper who does the day to day accounting work, paying bills, and keeping the accounting data up to date. The parish administrator reviews and approves payment to individuals and outside organizations.

In the recent past, we realized that our parish hall was in serious need of refurbishment. The dance academy uses this facility, and it was in our best interest to make improvements. With a little creative problem solving, the vestry was able to obtain funds for the project.

Prior to COVID, St. Timothy's also leased a portion of the property to a cell phone company for the placement of their cell tower. It was decided to sell this lease if possible and use the proceeds for the renovation. With the assistance of an outside broker, the lease was sold for over \$300,000 and the proceeds, gained in 2021, were used in 2022 for the needed renovation.

St. Timothy's does have long-term debt in terms of two mortgages. The mortgages are held by the Episcopal Diocese of San Diego and paid monthly.

St Timothy's Income & Expenses					
YEAR	2022	2021	2020	2019	2018
INCOME	\$479,737.73	\$708,982.95	\$371,374.35	\$391,783.38	\$360,838.36
EXPENSES	\$467,754.77	\$359,672.51	\$344,362.55	\$382,278.96	\$351,702.21
NET INCOME (LOSS)	\$11,982.96	\$349,310.44	\$27,011.80	\$9,504.42	\$9,136.15

# TAKING ST. TIMOTHY'S INTO THE FUTURE

At St. Timothy's our blessings are many. Along with a dedicated congregation, generous retired clergy, solid finances, and abundant spirit, we also realize the need for change, desire a greater connection with our community, and seek to better know Christ and his will for us.

As a congregation, St. Timothy's recognizes that to grow in Christ, we can't keep doing what we've always done. Both the CAT survey and the listening sessions reflected an understanding of the need for change.

Our parish-wide survey surfaced four goals which indicate recognition of the need for change.

A theme that ran through the survey findings and the listening sessions was a desire to serve. Participants mentioned in more ways than one that as Christians we are called to serve. We are "a community of service, and that needs to continue." We can invite people to serve in the church by defining and publicizing "avenues of service" and clarifying "service opportunities in worship."

Along with a congregation desiring to serve and a campus suitable for programs and events, we are well positioned to reach out and to invite in.

*The four desired changes identified by the CAT were:*

- Make necessary changes to attract families with children and youth to our church.
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
- Strengthen the process by which members are called and equipped for ministry and leadership.





## OUR NEXT RECTOR

We hope that this document has enabled you to gain some insight into our church family, our passion for God, our style of worship, and our commitment to the Gospel message. Finding the “right person” is an important task. Thanks to the parish-wide survey and series of listening sessions within our congregation, we received thoughtful and illuminating guidance from our peers to help us define the qualities that we are seeking in our new rector. Through their views we have concluded that the very special person we seek is someone who will:

- Help us bring our vision into focus and channel our energies toward that vision.
- Discern, incorporate, and manage the changes needed to attract new faces, especially young families.
- Give love-centered sermons that connect the word to our life's journey, here and now.
- Coordinate strategic, vision-oriented actions and develop a culture of teamwork and effectiveness.
- Prepare each member for their individual call to ministry using the gifts God has given them.
- Demonstrate abiding energy, enthusiasm, dynamism, passion, and dedication.



## INFORMATION FOR APPLICANTS

To apply for this position, please submit the following to the Rev. Canon Gwynn Lynch, Canon to the Ordinary at [glynch@edsd.org](mailto:glynch@edsd.org):

- Cover letter addressed to St. Timothy's
- OTM Portfolio
- CV/Resume
- Recording of (or video/audio link to) a sermon you have given that is meaningful to you
- An answer to the following question:  
"After reading our profile, what in your story makes you believe that you are a good fit for St. Timothy's San Diego?"

Our Call Committee and our congregation are praying for you.

We encourage you to consider whether the Holy Spirit is leading you here.



Stations of the Cross held in the garden, a popular tradition here.



Young St. Timians hard at work decorating cookies.



Good food and conversation are always open to all.