

Parish Profile 2019



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Our Mission

To equip people to grow their faith by connecting to God and others while reaching out with love.

Our Vision

To enrich and transform lives by manifesting Jesus' love and growing God's Kingdom one connection at a time.

Our Values

- ◆ *Open arms:* We welcome all, respecting and embracing our differences as we strive to see the sacred in all people.
- ◆ *Caring hearts:* We strive to treat each other with care and compassion.
- ◆ *Serving hands:* We reach out to the underserved and the marginalized.
- ◆ *Diverse voices:* We are learning to joyfully share the Good News of Christ with the world around us by our word and example, while respecting and encouraging different opinions.
- ◆ *Strong CORE:* We use the resources at our disposal wisely and responsibly.



Our Hopes & Dreams

Church of the Resurrection (COR) is a healthy community of faith, having benefited from decades of strong and stable leadership. We are a welcoming, caring, and informal community. Our membership is theologically diverse (including, for example, those who read the Bible quite literally and those who take a highly metaphorical approach) and also highly tolerant. There is no history of substantial open or politicized conflict, and our culture has never been characterized by factions. We worship together, love one another, and are effective in mutual ministry despite our differences.

"This is not just a place that people come to on Sunday."

Our membership is also, in general, highly educated as well as deeply invested in the church and its future. As a worshipping community we are vibrant, flexible, and joyful, open to varied expressions in our worship services. We welcome diverse and innovative enhancements to tradition, including sources such as The New Zealand Prayer Book, Enriching Our Worship, The Church of England Book of Common Worship and material from the Iona Community. We also occasionally enrich our services with popular music from various artists, including a Beatles-themed service and music from Vacation Bible Camp featuring our children. Overall, members indicate high levels of satisfaction and energy for our church life.



Tree of Life Mosaic in our Sanctuary

And yet we hunger for more. There is real interest in branching out in new ways, but no clear consensus among our members, as yet, on what directions that might take. We need guidance, then, to inspire and engage us around a shared vision for new directions, and we seek a leader who can help us with the next steps in our development. We picture ourselves as a tree with a sturdy trunk and deep roots, but with branches that don't stretch as broadly as they could.

Members of our community of faith have expressed a readiness for a variety of developments. For some, more opportunity for faith formation and spiritual development is a top priority. Growing our already substantial outreach and service to our broader community is most important to some. Others are looking for deeper connections and more ways to engage with each other and build relationships, via ministries and other activities.

There is also a clear longing among many to see more families, particularly those with young children, join us. Some of this is steeped in an understandable nostalgia for

"Remaining relevant, especially to younger people but also to everyone as society shifts priorities."



another era, in the face of the loss of a beloved rector of 30 years. More broadly, we recognize a need for more demographic balance and diversity in our community of faith, particularly generationally.

Qualities We Desire in Our Next Rector

Given our size and resources, we need a rector with a wide skill set: someone who is ready to roll up their sleeves and engage joyfully with us in the full range of both pastoral and administrative responsibilities attendant to leading a lively parish. While we anticipate higher levels of skill in some areas than others, there are some key qualities that we think essential to successful leadership at COR.

“a strong spiritual guide to lead our congregation”

Our parish is very informal and easy-going, and we are looking for an open and approachable rector who will be comfortable working in this environment. We seek a leader who is sensitive to the needs and desires of the congregation, who can engage empathetically and care for persons in time of need. We also value a leader eager to empower others to exercise their gifts and aspirations in ways that support or enliven the larger community of faith.



As a group, we are engaging and accustomed to open communication and collaboration. We believe partnerships among our rector, staff, and elected leaders are critical to success, and we want to continue our history of

consensus-building with a strong, collaborative vestry to support effective decision-making. We also recognize the importance of the Spirit’s movement in all members of our congregation and have benefitted from the empowerment of lay ministry. We seek a rector who can help connect, engage and consult with all members of our church community.

Our youth want “Someone who is involved with us - hangs out” and is “willing to play.”

We respond well to preaching that thoughtfully connects the lectionary to our lives, making clear the relevance of God’s Word to what is happening in the world around us. We are open to a variety of styles that can engage and inspire us to act and live as a community of faith. We also hope for preaching that is rooted in



humility, personal vulnerability, warmth, humor, and empathy. An ability to adapt on the fly and lead through the unexpected, with humor and flexibility, is indispensable.

We seek a leader who brings an optimistic perspective that is authentic and realistic. We are drawn to a message of hope, focusing on abundance and the sharing of God's gifts. We hope for a rector committed to building on our strengths and helping us to stretch. It is also important that our next rector be skilled at community and interfaith engagement, able to help connect the church to the broader community and help shape a vision for our future outward growth.

Programs and Outreach

Outreach: We have a lively history of creative fundraising for outreach ministries. For the past three years, we have hosted an annual Party with a Purpose fundraiser event, with parishioner-supplied food and entertainment, utilizing our outdoor plaza space and Parish Hall. Between 1988 and 2015, we produced and staged 27 plays featuring parishioners in acting, directing, and production roles. These plays had multiple showings, with all proceeds going to local organizations that support underserved groups in our community. Financial beneficiaries of these ministries are among the Outreach Services listed [here](#).

Beyond financial support for local programs, we routinely lend our hands to Loaves & Fishes (a local lunch service for the homeless population) and Warm Winter Nights (an interfaith program of hosting homeless families in our Parish Hall during the winter months).

"What keeps me here are the people. There are really good people here. They have good hearts."



A unique feature of our property is our [orchard](#), which originated as an Eagle Scout project in 1992. Our periodic pruning and picking days are popular events for all ages, with the harvest donated to the local Food Bank.

Children and Youth Programs: A distinct energy for the development of the spiritual lives of our children and youth drives much of what we do as a community. They are an integral part of all parish activities, and we have maintained a staff position dedicated to Faith Formation for Youth and Families for more than two decades.



In addition to Sunday [programs for all ages](#), our Youth Group provides teenagers with opportunities to participate in local and Diocesan youth events and annual summer [mission trips](#). The fund-raising events that the Youth undertake for their trips, such as a Sunday morning



car-wash-while-you-worship and a Poker Night, are as much a COR tradition as the trips themselves.

During most summers, we host a week-long [Vacation Bible Camp](#) that reaches children from the surrounding community.

We have hosted [Boy Scout Troop 405](#) for over 40 years, and our property features several Eagle Scout construction projects.

Preschool: We are proud of our highly-regarded [Peter Pan Preschool](#), which operates independently and frequently maintains a waiting list.

We also offer a variety of [Adult Faith Formation Programs](#). Annual weekend retreats for men and women are held at the [Bishop's Ranch](#), and we have an active [LGBTQ Fellowship Group](#) that draws participation from beyond the parish.

Details on our [Worship Ministries](#) and [Choir](#) are available on our website.

History of the Parish

The Episcopal Church of the Resurrection began its journey as a mission in 1959, under the leadership of The Reverend Richard Shackell. The current sanctuary was dedicated in 1962, and in 1967 Church of the Resurrection became a parish.

During construction of the Church building, services were held at the local Pleasant Hill bowling alley and, later, at the Seventh Day Adventist Church in Pleasant Hill. The building we have today was designed by Ratcliff Architects, the oldest architectural firm in the San Francisco Bay Area. Many members of the congregation volunteered and assisted in the building of the new church. The architects intended the building with its bell-curved redwood vault and wood-paneled sanctuary to be the Parish Hall. However, it was and remains our calm and peaceful sanctuary. Another building across the plaza, completed in 2004 as the result of a successful capital campaign, serves as our Parish Hall. The sanctuary remains a flexible space, however, and is used for large gatherings such as the annual Harvest Dinner.



Since its inception, Church of the Resurrection has had only three Rectors and four interim priests. The Rev. Bruce Smith, our latest and longstanding Rector, served from 1987 to 2018. He recently retired, after three decades of service with our congregation, having successfully led us through growth, expansion, and preparation for new challenges.

*“There is a wonderful
balance of formal
liturgical worship, and
open, grounded informal
worship.”*

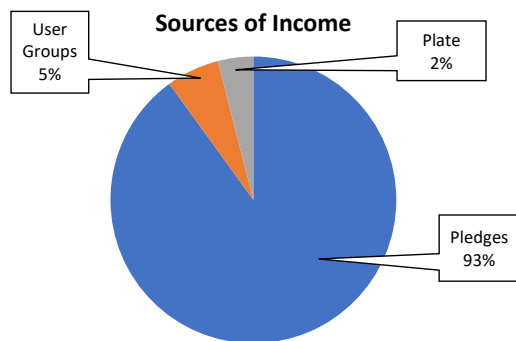
The Rev. Kathy Trapani, who served part-time as Assisting Priest for three years during Bruce’s tenure, now leads us as our Interim Rector. We are also supported by our Deacon of over 30 years, The Rev. Barbara Dawson, Youth Minister Shannon Eng since 2014, and recently by The Rev. Stephanie Green as Associate for Faith Formation for Children and Families. Our congregation is blessed to have excellent leadership, preaching, and support during our search for our next Rector.

During his time as Rector, Bruce was open to clergy as well as lay assistants in ministry. With him, we grew to value the additional spiritual strength and support of full- and part-time clergy assistants and trained lay ministers. Over the years, we have had five Assistant Priests and several seminarians and Youth and Family Ministers. We value the contribution of these assistants to our programs and Sunday services.

*“We’ve got a good mix
of heart and tradition.”*

Finances

Overall, Church of the Resurrection has a strong financial position. The church does not carry any major debt and has had a balanced budget for the past five years. Currently, investment and cash accounts total more than \$300K, including a Legacy Fund for special needs and a Capital Fund for sustaining our assets.



Stewardship is critically important to the current vitality and future legacy of our church community. Our parish has consistently demonstrated a strong commitment to invest our gifts so as to enable our church community to thrive. COR is funded almost entirely by our parishioners. We draw no income from an endowment fund, and we receive no funding from the regional or national Episcopal Church. We depend upon pledges from our annual stewardship campaign to fund over 90% of our day-to-day operations.

While we have achieved balanced budgets and even accumulated a small surplus, the income from stewardship has been uneven over the past five years. The variation from year to year has been due to changes in our parish membership, largely owing to normal life events. The loss of pledging units beginning in 2017 is likely due to the retirement of our long-serving Rector.

Year	Pledging Units	Stewardship Income
2014	124	\$419,798
2015	136	\$418,616
2016	132	\$495,029
2017	122	\$469,951
2018	114	\$472,850
2019	100	\$450,000 (estimate)

COR has a proven track record of continually investing in the needs of our church. Our dedication is evident in the success of capital campaigns to improve, modernize, and protect our church campus. In the past twenty years, the church has completed three major capital campaigns, raising a total of almost \$2M in funds. In 2001, a major capital campaign raised over



\$800,000 to fund the construction of a new parish hall and modernization of our main church sanctuary. Ten years later, a major campaign raised \$880,000 to retire all the debt of the church and establish an ongoing “Preserving our Future” fund to address future maintenance. Last year we raised \$250,000 to retrofit the main church sanctuary against the risk of earthquakes.

Current risks to and major assumptions of our ongoing financial position are as follows:

- For 2019, our Stewardship Income pledges fell short of projections, resulting in a budget shortfall. While we have a surplus that can cover the shortfall in 2019, the ongoing gap in funding will need to be addressed. Funding our operating budget in full is one of the top priorities of the Vestry for 2019.
- The cost of living in the Bay Area is high and one of the major challenges is affordable housing. Our church does not currently have a rectory. In the future, finding a solution to housing for our Rector may require additional funding from the parish.

Resources: Facilities, Grounds, and Partnerships

Over the years we have created an array of [facilities and support resources](#) of which we are very proud. From our distinctive sanctuary and modern parish hall to our preschool facilities, orchard, vineyard and outdoor labyrinth, we are blessed with resources that are used for a myriad of activities by our congregation and community.



Challenges & Opportunities for Growth

As the above narrative suggests, this moment in COR's history presents us with particular challenges as well as opportunities. As a community of faith, we need and want to:

- *Increase our connections to each other:* We need to create more opportunities for people to form meaningful relationships (e.g., through small groups, shared meals, etc.).
- *Increase our connections to God:* Many members have expressed desire for activities and programs that provide a greater sense of personal connection to God.
- *Expand our reach and impact:* We need guidance for a diverse set of hopes and dreams related to outreach, growth, and impact.
- *Grow our membership:* We want to increase the size and diversity of our parish as well as to deepen the commitment and involvement of all parishioners.
- *Increase our financial resources:* We need to improve the effectiveness of our stewardship program in order to fund new ideas, additions to our staff, and new ministries.
- *Overcome barriers and resistance to change:* We need vision and leadership to enable COR to become a thriving, program-level church.





Our Context: the Community and Diocese

Pleasant Hill and Environs: The San Francisco Bay Area is a remarkable mosaic of cultural diversity, economic vibrancy, and scenic beauty. Spanning the wine country to Silicon Valley, the Bay Area has a population of over seven million, residing in nine counties and 101 cities.

[Pleasant Hill](#) is located across the Bay from San Francisco, about eighteen miles east of Oakland and Berkeley. [Demographically](#), the community is 66.3% White, 14.3% Hispanic, and 12.5% Asian, with a median annual household income above \$93K. Pleasant Hill is served directly by the [Mount Diablo Unified School District](#), several private K-12 schools, and [Diablo Valley College](#). Additionally, the collegiate education environment is vibrant because of the programs offered by UC Berkeley, Cal State East Bay, Saint Mary's College, and others, including the [Church Divinity School of the Pacific](#) in Berkeley.

Along with San Francisco Bay, the natural features that locally mark “this fragile earth, our island home” include Mount Diablo State Park and the East Bay Regional Park District (www.parks.ca.gov and www.ebparks.org). Additionally, the cultural, culinary, and scenic offerings of San Francisco, Oakland, Berkeley, and the Wine Country are all within 90 minutes of Pleasant Hill (see www.visitcalifornia.com and www.wikitrip.com).

With the region's economic strength and overall quality of life come significant challenges, including housing costs and traffic congestion that annually rank among the highest in the nation. Additionally, prosperity is far from uniform across the region, making wealth disparity within and among communities a significant social and justice issue. Homelessness is a crucial concern across the Bay Area.

The Episcopal Diocese of California: The [Diocese of California](#) is headquartered in San Francisco at [Grace Cathedral](#). The Rt. Rev. Marc Handley Andrus is our eighth bishop and has oversight for a diverse community of faith encompassing approximately 24,000 people in 80 congregations across the greater San Francisco Bay Area.

This Parish Profile was written collaboratively by the Search Committee and, though an open and inclusive process, has been informed by numerous and varied sources including: a Church Assessment Tool (CAT) Survey; a series of open group conversations with parish members; more targeted conversations with youth and the choir; one-on-one interviews with several long-time and newer members of the congregation; the COR website; and other parish, diocesan, and community materials.