



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 10, 2022)

St. Paul's - Burlingame, California

415 El Camino Real, Burlingame, CA 94010, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

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
92	3		1
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental Yes	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks One month, including 5 Sundays (standard)	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget \$501-\$1000/year	Sabbatical Provision Yes	Travel/Auto Account	Other Professional Account

Compensation based on "D" Congregation size. Attractive rectory &/or equity options available.

St. Paul's - Burlingame, California

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

Contact:

deniseo@diocal.org

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

Connecting church with community has been a priority for St. Paul's since 1908, when our parish was first established. A welcoming, inclusive approach is essential to our mission, yet church walls can seem intimidating to non-members. Place and purpose merged beautifully when our Healing Team reimagined a side yard as the Skillings Garden: an area to engage neighbors on church grounds. Concrete pathways and grass were reworked into a garden with built-in seating, native plants, and a permanent labyrinth based on Chartres Cathedral's. Garden pavers create the labyrinth, inviting passersby to practice their own meditative walks. Indeed, we see the entire space being used by all for rest, conversation, and reading (a "Little Free Library" is on-site). For the congregation, the garden is where we hold coffee hours, receptions, and meetings on sunny days. Once it was announced that the garden would be dedicated to our retiring pastor after 19 years of service, the parish came together to fund the project within a few months. At night, the Skillings Garden offers a peaceful invitation for reflection to those nearby, the soft glow of landscape lights illuminating its natural beauty.

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

St. Paul's values a willingness to try new initiatives, and we strive for continued relevancy. One area of experimentation has been using technology to stay connected and reach out to others. At the start of the pandemic, we quickly pivoted to offer online services with weekly contributions from our choir, greeters, and lay readers. Services in the sanctuary are posted on St. Paul's YouTube and Facebook channels, so current parishioners can engage from afar, and those seeking a church or closer connection to God can see what St. Paul's has to offer. Many people find us through our website, so three years ago it was overhauled to better reflect our mission and works; it continues to be updated by a dedicated team of volunteers. The Church of the Future, however, will be attended by today's youth, and we are concentrating efforts to be relevant to these younger members. It's essential that young people be given the same opportunities to learn about faith that we had, and we're committed to growing our engagement with children, teens, and young adults. This effort involves encouraging them to participate, join a ministry, and give voice to programs they need in order to feel engaged.

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

Inspiring Leadership; Empathetic Enthusiasm

St. Paul's - Burlingame, California

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

Contact:
deniseo@diocal.org

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

While St. Paul's worship practice is rooted in our Episcopal liturgy, we continually push for freshness and relevancy. Our 8am service is smaller and more contemplative. Our 10am service features our renowned choir, giving voice to favorite hymns, new sacred works, and pieces by diverse composers. Our 12:30 service showcases the Tongan choir; liturgy is said in Tongan and English. All services are Eucharist-centered and follow Rite II, although language is amended to be more inclusive. Lay members are greeters, readers, intercessors, cup bearers, ushers, and healers. Children and teens serve as gift bearers, acolytes, and choristers. Services adhere to the Episcopalian practice of much transition between sitting, standing, and kneeling: good for souls and leg muscles! Church announcements are often festive. We've long had a practice of recognizing birthdays/anniversaries - and inviting members to share what they're thankful for. Sermons are a highlight of Sunday services and offer a new way of seeing our role in God's world. While our liturgical style leans traditional, it offers fresh perspectives and voices - a comforting Sunday practice that invigorates and stirs our souls.

How do you practice incorporating others in ministry?

St. Paul's is like a big tent under which parishioners from many places, diverse talents, and various perspectives gather; all are welcomed and celebrated. Like many churches, we have systems in place for welcoming new members and encouraging them to grow deeper into church ministry. Real connections are often made by person-to-person discovery. As we get to know each other at coffee hours, progressive dinners, community outreach, MOMs and Men's groups, and more, we start to see what sparks curiosity and spirit in each other. A personal invitation to serve in a ministry usually follows, and the result is people doing God's work, spreading God's love. Many members serve in one or more ministries. As the saying goes: "many hands make light work." And so the work of the church, shared by numerous members of our congregation, is an easier lift as we endeavor to shine God's light in the world. Serving provides a path deeper into the heart and purpose of St. Paul's.

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

There is much inspiration to be taken from the doctrine of the Trinity. For example, we can be better servants of God's work by nurturing three aspects of identity: our spiritual, emotional, and physical needs. St. Paul's has offered multiple opportunities to care for our congregation in this way. Spiritual care often comes from providing for others: the Healing Team offers weekly prayers for those on our prayer request list, sends prayer cards, and has delivered the Eucharist to homebound parishioners. MOMs and Marthas groups have prepared and delivered meals to ill or grieving Church members. Our emotional well-being is buoyed up through fellowship and unity. With blessings (for animals and backpacks), progressive dinners, and MOMs/Men's groups, laughter, connection, and God's love is shared. The Circle of St. Paul's Rummage Sale brings the congregation and non-parishioners together as volunteers, and we're rewarded with deeper connections to our community. Our physical beings have been nourished by on-site yoga, fundraising walks for Home & Hope, sailing trips, hikes, and very competitive bowling to Fund-a-Need for our outreach partners, like Samaritan House and CALL Primrose.

St. Paul's - Burlingame, California

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

Contact:
deniseo@diocal.org

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

Each week before the sermon, we pray to use our gifts to make a difference for others. Members of St. Paul's live this each day by volunteering and serving in ways that respond to the needs of our fellow San Mateo County citizens. In our pre-pandemic world, St. Paul's had many established programs and partnerships that served those in need of care. Worth noting, however, is how our outreach changed but continued to provide care during the challenges of the pandemic. One of our local partners, Samaritan House, was inundated with nearly double the clients to provide daily meals and services for. Recognizing that Samaritan House volunteers are frontline essential workers, a group from St. Paul's made lunch twice weekly for the volunteers - essentially caring for the caregivers. An additional instance of reinvention during the pandemic is how we provided care to Home & Hope clients. Due to COVID restrictions, we weren't able to host families in Foote Hall, so instead St. Paul's volunteers delivered food and supplies to local hotels where families were staying. During the pandemic, more of our neighbors needed care, and St. Paul's members responded with adaptation and action.

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

Because St. Paul's history is closely tied Burlingame's (both parish and town were founded in 1908), St. Paul's has become an anchor church in the region. Church members have served in board and leadership positions on Episcopal-related organizations: Grace Cathedral (the seat of the Diocese of California), Episcopal Community Services (ECS), Episcopal Impact Fund (formerly Episcopal Charities), and The Bishop's Ranch in Healdsburg. Because of our strong roots in California's Episcopal network, previous church and lay leaders have felt qualified to strike up new initiatives and partnerships. One example is the Peninsula Multifaith Coalition, founded in 2012, which brings together diverse faith communities to build bridges of respect and service to our wider world. Another example is Home & Hope, co-founded by St. Paul's in 2001 and supported by 18 local churches and temples. In cooperation with this large network of faith communities, we provide meals and overnight accommodations for local homeless families 5 weeks a year. The program involves 100+ St. Paul's volunteers working together to shop, cook, clean, launder, and (most importantly) share time and fellowship with our guests.

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

At St. Paul's we're not afraid to be self-critical; if something needs changing, we change it. A few years ago, we realized we could do better in honoring the lives of the recently deceased; thus, the Celebration of Life ministry was born. This ministry seeks to relieve the burden of planning and hosting from those who are grieving the death of a loved one. The Celebration of Life team gently engages with the family, working with the rector in support of their needs. The team then arranges/hosts the pre-memorial family gathering and reception following the service. In the spirit of "Give, and it will be given to you," other St. Paul's members help as needed and provide love and support to the grieving family. Feedback from families has been affecting; they are impressed by how our team works quietly behind the scenes to ease an enormous burden during a time of sorrow. Recently, this ministry has honored an 18-year-old girl as well as the 86-year old former pastor of our Tongan congregation. For many non-parishioners, this ministry has provided comfort and also a window into St. Paul's mission. To learn more about this ministry, contact Cisca Hansen (ciscahansen@sbcglobal.net).

St. Paul's - Burlingame, California

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

Contact:
deniseo@diocal.org

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

St. Paul's is blessed with parishioners who are generous with their time and talent. We also have a rich history of engaged stewardship which has enabled the church to maintain a strong financial base. Each year the stewardship group begins its work in the spring with active participation by the rector. The fall campaign kicks off with mailings to each household, working off a theme developed jointly with the rector. Activities include fellowship meals, testimonials and sermons, and individual calls by Vestry members and the rector following Pledge Sunday. The pandemic posed challenges for 2022; the number of pledging households decreased by 16%, partly due to moves. At the same time, we see good news for the future as we rebuild. We saw new pledgers, far more households increasing pledges than reducing them, and continuing high pledge fulfillment. Finally, we have been encouraged by the success of three smaller campaigns in the last two years. These have provided a new piano, new roofs for some of our buildings, and foundational improvements to our grounds.

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

St. Paul's is blessed to be a congregation in which issues rarely spill over into conflict. We know we're different from each other, as we have diverse backgrounds and personal histories. Our collective mindset is one of seeking and accepting, and we're comfortable being confronted with change. We pay attention to the potential for conflict and know our best tools to manage challenges are communication and active listening. The biggest intra-church conflict we've faced in the last 14 years has been whether to remove pew cushions after a formal study on improving acoustics recommended that we remove all cushions and carpets. Affectionately called "Cushion-gate" by the Senior Warden at the time, this was eventually resolved after much discussion and compromise: seat cushions are gone, a new center aisle carpet was installed, and a few pew cushions are available for those who wish to use one. In summary, conflict in any group is inevitable. At St. Paul's we endeavor to address sources of conflict before they erupt. We are challenged to engage our differences with empathy and respect - and with a long-term commitment to honoring our mission.

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?

Within a year, our congregation was hit with the twin trials of the pandemic and our rector's retirement after 19 years. Both were experienced as loss: the pandemic eliminated our ability to worship together, rendered us (and others) a congregation that could not congregate. Our rector's retirement had us asking questions about our future and who would lead us. With both of these sea changes, we realized once again that connection is critical. In the early days of the pandemic, we created Sunday service videos that included contributions from many parishioners. There was ministry outreach to members through Zoom, online coffee hour, doorstep rector visits to bless our homes, deliveries of sweet pea seeds to plant for Easter and candles to light on Christmas. When our pastor announced his retirement (and his wife, our Associate Rector, resigned) we mobilized to create celebratory send-offs in our parking lot - which was the first time we had gathered since shutting down in March 2020. In his honor we planted a garden, a symbol of our unity and deep roots. Loss has led to learning: our greatest strength as a church is our connection to each other and the community we serve.



Ministry Portfolio

Full Portfolio
(last updated Mar 10, 2022)

St. Paul's - Burlingame, California

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

Contact:

deniseo@diocal.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Jennifer Hornbeck	Interim	2021-05	

Name	Position Title	Date Begun	Date Ended
The Rev. Thomas Skillings	Rector / Vicar / Priest-in-Charge	2002-03	2021-05

Name	Position Title	Date Begun	Date Ended
------	----------------	------------	------------

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
---------------	--	--

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
---	---	--	--------------------------------------

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



St. Paul's - Burlingame, California

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/22/22.

Contact:
deniseo@diocal.org

Worshipping Community Web site: <https://www.stpaulsburlingame.org/>

Media Links:

Online References:

Languages Significantly Represented:

English

Provide Worship or Classes in:

Tongan language service at 12:30 on Sundays

References

Bishop:

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

Diocesan Transition Minister

Denise Obando

deniseo@diocal.org 415-869-7804

Current Warden/Board Chair

Tish Busselle

Previous Warden/Board Chair

**Kathy Martin / Bryan
Vander Lugt**

Search Chair

**Joan Cleary & Charles
Warden**

Parish/Institution

Local Community Leader

**Michael Brownrigg, Vice
Mayor, Burlingame City
Council**