



CHRIST CHURCH SAUSALITO

Parish Profile

September 2011

San Carlos & Santa Rosa Avenues

Sausalito CA 94965

TABLE OF CONTENTS

Criteria for Evaluation and Qualities Sought	3
Location and Brief History.....	4
Our Community.....	7
Churches in Sausalito and People of Christ Church.....	8
Members of the Parish and Voices of Christ Church.....	9
Worship at Christ Church and Parish Staff.....	10
Lay Ministry and Christ Church Finances.....	12
Issues Facing Christ Church and Diocesan Ministry.....	15
Summary.....	16

CHRIST EPISCOPAL CHURCH SAUSALITO

Our Mission Statement

“We are a spiritual community of family and friends that invites and welcomes all to join. We praise God in traditional and contemplative ways, and offer our facilities as a center for spiritual and community activities.”

CRITERIA FOR THE EVALUATION OF CANDIDATES

We are seeking candidates with the following knowledge, skills and experience:

Parish experience post-ordination. Candidates should be well-versed in the demands of managing a pastoral sized parish. He/she should have demonstrated leadership abilities through clear communication, and a willingness to participate in the work of our church and the work of our community at large. We seek a Rector who can take responsibility while at ease with the delegation of authority, and a willingness to recognize the accomplishments of others.

Proven experience in delivering sermons that are engaging, challenging, thought-provoking, researched and organized with in-depth analysis. He/she should provide the historical content in language and facts that illuminate today's issues.

Experience in pastoral care Candidates need to be capable of compassion, empathy and trust to all our parishioners.

QUALITIES WE HOPE TO FIND IN OUR NEW RECTOR

We are seek a candidate who also has the following additional characteristics:

A spiritual person to help us deepen the role of religion in our individual lives by example and by inspired teaching;

A creative person who respects the traditional liturgy but can find new ways to involve the congregation and the community using our wonderful resources for the good of all.

A nurturing person willing to both lead and collaborate to develop a vision that involves the whole congregation.

Someone who recognizes the importance of music in our services.

Someone comfortable leading us in a more traditional worship service while at ease with the participation of children in the congregation.

Christ Church is seeking a full-time Rector. We are a "B"-sized parish according to Diocese of California guidelines. Christ Church complies with Diocese of California clergy compensation and benefit guidelines, including payment of 50% of the Rector's self-employment tax. These guidelines specify a minimum cash salary range of \$63,969 to \$71,535 according to years of experience post-ordination.

Christ Church owns a large Victorian rectory adjacent to the Church. Whether our Rector lives in the Rectory or chooses a housing allowance is open to negotiation with the candidate called, depending on his/her personal and family needs. Other benefits are described in www.diocal.org/files/docs/admin_manual.

LOCATION AND BRIEF HISTORY

Sausalito, a derivation of the Spanish *saucelito* for little willow, is set along the northern shore and coastal headlands of San Francisco Bay and sits just inside the Golden Gate. This picture postcard community is a very popular tourist designation but retains its vibrant maritime culture, and boasts an active sailing community. San Francisco is minutes away over the Golden Gate Bridge. The cities of Richmond, Oakland and Berkeley can be seen across the Bay to the east. Marin County has a stable population of about 250,000 people. While the county has the highest average income level in California there is a diversity of income levels.

The original inhabitants of the area, the Coastal Miwok, hunted, fished and harvested the abundant game and native plants. The Spanish arrived in San Francisco Bay in 1775 and began exploring and settling the area.

<http://www.nps.gov/pore/historyculture/people.coastmiwok.htm>
<http://www.sausalitohistoricalsociety.com/sausalito-history>

In 1838 William Richardson, an English seaman married to the daughter of the Commandante of El Presidio (the Mexican military garrison in San Francisco) and Captain of the Port of San Francisco, was given a 19,571-acre land grant in what is now southern and western Marin County. By the 1860's the growing coastal community established an *improptu* assembly place for Episcopal church services in a barn close to the present site of Christ Church.



In 1882 a permanent church seating about 125 was erected, and continues in use with only a few small changes. By 1885 stained glass windows and an organ had been added which also remain to the present day. The building, often photographed, is a fine example of a Victorian redwood church, and serves as a popular site for marriages. Some of the couples married here have become regular parishioners. Many in our present congregation report that the beauty and atmosphere of our Church buildings were major factors in their choice of Christ Church as a place of worship. On June 6 1982, the centennial year of its founding, Christ Church was designated Sausalito Historical Landmark Number 5.

In 1885 a large Rectory was built to the Church. This three-story, four-bedroom redwood residence is still owned by Christ Church and like the Church,

has not changed appreciably. Remodeled in 2010, the Rectory has a spectacular view of San Francisco Bay.

In 1964 Campbell Hall was constructed just across the street from the Church and Rectory. The award winning parish hall, designed by Heinrich Bull, has two floors, seats 250 for meetings and 140 for dinners. In addition it has an external patio and welcoming gardens by Herman Hein. The upper floor of the Hall contains clergy and secretarial offices and two bathrooms. Campbell Hall also includes a spacious modern kitchen remodeled in 2009, and a secure infants room on the same floor. Two lower floor meeting rooms open on to the professionally maintained garden.

Campbell Hall including its garden and parking areas, occupies one half-acre. The garden can seat an additional 100-150 persons. At the south end of the garden, there is a columbarium celebrating past friends and parishioners of Christ Church. The facilities have been recently upgraded for seismic safety, and are frequently used for weddings and receptions. The garden is open to the community for meditation and quiet recreation.





OUR COMMUNITY

Recently many people have been attracted to Sausalito by the opportunities for recreational sailing. Notably, the City of San Francisco will be hosting the 34th America's Cup in 2012-2013, that will provide Sausalito with a prominent view of this event. There is a large community of floating homes, including "anchor-outs" on the Bay itself and "anchor-ins" connected to utilities on-shore. From the early days of Sausalito there has been an artistic colony. It remains active to this day. Every Labor Day weekend, the City of Sausalito hosts a world renowned Art Festival. The Art Festival provides Christ Church and other non-profit organizations with significant fundraising opportunities. Sausalito is a popular tourist destination especially on weekends.

The 2010 census counted 7,200 permanent residents of Sausalito. The population has consistently been at this level over the past four decades. About 50% of residences are single-family while the balance are duplexes or apartments in small complexes. The median age of the population is 45. 7% of the population is aged 20 or less. 10% of households include children.

Sausalito has a wide range of housing, from houseboats and small cottages to Victorian mansions. Sausalito and the unincorporated Marin City community next door share a common K-8 school system numbering 300 students that includes both regular public and charter schools. The nearest public High School is in Mill Valley, about 4 miles to the north. There are a number of private schools in San Francisco and Marin that are easily accessible to Sausalito. It is easy to reach San Francisco by car on I-101 or by bus or ferry from downtown Sausalito.

Over half of Marin County consists of dedicated open space lands managed by the national, state and local park systems. Another quarter is in agricultural lands. These areas are filled with a network of walking, cycling and riding trails. Sausalito is directly accessible to these outstanding public lands and trail systems via the Golden Gate National Recreation Area.

<http://www.nps.gov/goga/planyourvisit/places.htm>
<http://www.bayareavision.org/bayarea/marin.html>
<http://www.malt.org/about/map.php>

CHURCHES IN SAUSALITO

In addition to Christ Episcopal Church, Sausalito contains one Presbyterian Churches, one Catholic Church and a Christian Fellowship church. At the northern outskirts of town is Peace Lutheran. There are 14 Episcopal churches in the Episcopal Deanery of Marin, five of which are within a 20-minute drive from Sausalito. About one half of the members of Christ Church live in Sausalito, while other members live in nearby towns such as Mill Valley. Some of our members live in San Francisco.

THE PEOPLE OF CHRIST CHURCH

Our parish is multigenerational and includes families, couples, singles, young people, the middle-aged and seniors. We are a Pastoral size parish with regular attendance for two services now numbering around 75 regular parishioners. We have approximately 60 pledging units. Many other individuals and families consider themselves “affiliated” with Christ Church.

Many current Christ Church parishioners were brought up in other Christian churches. Former Catholics, Methodists, Presbyterians and Lutherans make up a significant proportion of our total congregation. Some came from two-religion families. We enjoy sermons that explain Scripture in the historical and intellectual context, as well as those which draw a parallel with other religions and contemporary life. The parish is for the most part, older, well educated, and leans towards sermons that challenge the listener to deepen their spiritual understanding of the world and their relationship to God.

VOICES OF MEMBERS OF THE PARISH

The views of members of the Parish have been summarized from conversations between Parish members and members of the Search Committee; and from “Town meetings” organized by our Interim Rector.

Why we chose Christ Church:

A surprising number of us encountered the Church buildings by chance and were immediately attracted by the tranquility of the surroundings and within the sanctuary. Many were impressed by the friendliness and inclusiveness of the

congregation while a number were married here. The traditional music program and the well-attended social events have attracted others. The strong personal relationships among our congregation continue to cement the commitment of current parishioners.

What we hope for:

Many expressed an interest in a greater role for prayer in our worship. A weekly group for centering prayer has been held in Campbell Hall in the past. There is a great interest in deepening the spiritual part of our lives. We would like to support and expand our service to senior members of our church. There is an expressed desire on the part of a number of parishioners to reestablish a child-centered service. We would like to find more extensive and innovative uses for our buildings and programs that are relevant in the larger community beyond Sausalito. We would like to encourage joint programs with other organizations.

WORSHIP AT CHRIST CHURCH

Presently there are two regular Sunday services in the sanctuary: the 8 am Quiet Eucharist and 10 am Choral Eucharist. Sunday services are usually Rite II, though Rite I is occasionally chosen. A Wednesday noon service is offered weekly. Worship in the church regularly includes baptisms, weddings and funerals. The Church has a long tradition of celebrating holidays in traditional ways including the Easter Vigil, Christmas Eve, Maundy Thursday, and Good Friday. Three services are often held on major Feast days.

PARISH STAFF

Christ Church supports a full-time Rector. The Interim Rector is the **Rev. Amanda Rutherford May**.

Rev. Jan Heglund, our **Deacon**, is also Chaplain to the San Rafael Police Department and to the FBI. She recently served as Chaplain at the FBI Academy, Quantico, VA. Jan is Co-founder of the West Coast Post-trauma Retreat program that helps emergency responders and military personnel cope with stress and critical incidents.

Daniel Lockhart, our **Music Director** is an accomplished and experienced organist and accompanist. He served Oakland Catholic Diocese as pianist and organist. He has also served the San Francisco Conservatory of Music and the San Francisco Opera as accompanist, and prior to that, was an Instructor and Accompanist at Chapman University and the Juilliard School of Music New York.

Jenny Matteucci our **Choir Director** studied at the San Francisco Conservatory of Music, then became Director of the Tri-Valley Repertory Theater Chorus, a 100-member chorus. Professionally she teaches voice and theater at her studio in the East Bay.

Patricia McKee, our **Youth Minister**, served as Children's Worship Leader at St Peters Church of Christ, St Paul, MD and at St Peters Church of Christ, Carmel, IN. Following a Masters Degree in Theology at Emory University, she is currently a Doctoral student in Art and Religion at the Episcopal Graduate Theological Seminary in Berkeley. Patricia is also currently assisting in the role of the part-time parish administrator.





LAY MINISTRY

Vestry: Our Vestry has 9 members, three of whom rotate off every year after serving for 3 years. The Rector is a voting member of the Vestry *ex officio*. The Senior and Junior Wardens and Secretary are members of the Vestry. According to our by-laws the Treasurer may be, but is not necessarily a voting member of the Vestry.

Altar Guild Twelve women serve in three teams. Each team covers the preparation of the Altar for a full week of services. Some Altar Guild members have served Christ Church over several decades. The Directress, responsible to the Rector, supervises the Altar Guild.

Acolytes, Chalice Bearers, Readers and Ushers: These positions are filled by a six-week rotation of trained volunteers supervised by a Vestry member. One volunteer serves as reader and usher at the 8 am (quiet) Eucharist. Two readers, two ushers, an acolyte and a chalice bearer serve at the 10 am (choral) Eucharist. Additional training for Readers is provided periodically -- most recently by the Youth minister. A worship committee that includes the interim rector assigns duties.

Choir and Music Program: The music program at Christ Church plays a central role in our worship. The music director, choir director and volunteer choir contribute at the 10.00 am Choral Eucharist, and at special services throughout the year which are enjoyed not only by our regular worshippers but by many others from the local community. The Choir also sings at church celebrations in Campbell Hall. The Choir presently averages 5 volunteer members.

Hospitality at Christ Church: We have a regular, well-attended coffee hour after the 10:00AM service. There are a number of fundraisers and social events held during the year including an annual Garden Party, Easter Brunch, the Blessing of the Animals, a Pentecost BBQ, and Twelfth Night Festival.

Sponsored Church Services: A Vestry member supervises our outreach program. Special collections are given to the selected organization, together with an additional subsidy (typically \$1K) from the Church. Organizations recently supported in this way include the Marin Street Chaplaincy, The Marin Homeless Program, the Nepalese Youth Opportunity Fund, and Habitat for Humanity.

Homeless Meal Program We join in a regular schedule with other local churches to prepare meals for the homeless. These are delivered via local churches. A Hot Lunch program is served on Wednesdays at Sausalito Presbyterian Church. Food is prepared by Christ Church members and delivered for the Open Door Ministry held at the Sausalito Christian Fellowship Church on Friday nights.

Worship at the Redwoods For several decades now, Christ Church has volunteered to lead the Sunday worship service one Sunday per month at the Redwoods Retirement home in Mill Valley. Music and voices are brought to shut-ins at the facility. This program is organized through an affiliation with the Methodist Church.

CHRIST CHURCH FINANCES

Christ Church Sausalito is fortunate to have had a history of parishioners who have included our church in their estate plans. These financial bequests combined with conservative financial leadership, has allowed for a significant accumulated Endowment Fund and other reserves. These gifts have allowed Christ Church to maintain programs in periods of financial downturns.

BALANCE SHEET AS OF DECEMBER 31,2010

ASSETS

Current Assets

Checking and Savings	\$142,000
Investment Funds	<u>366,000</u>
Total	508,000

Other Current assets

Prepaid Expenses	<u>12,000</u>
------------------	---------------

TOTAL ASSETS \$520,000

LIABILITIES

Current Liabilities

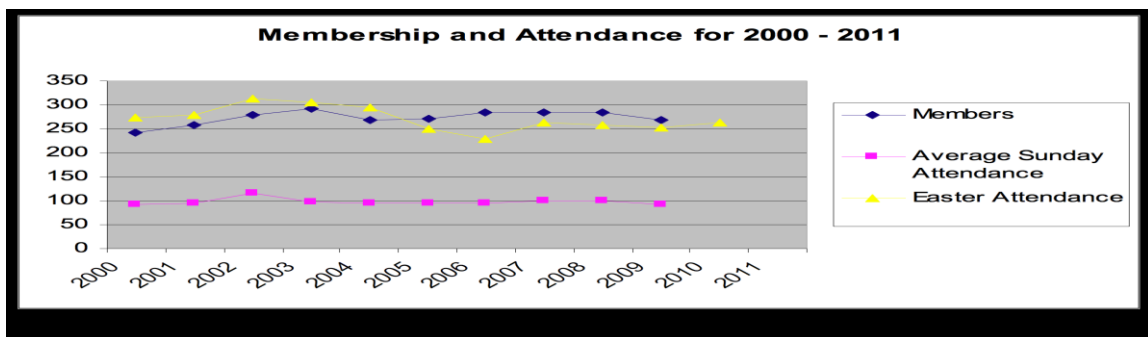
Prepaid pledges wedding fees and deposits	\$ 13,000
Accounts payable and other current liabilities	<u>10,000</u>

Total Liabilities 23,000

Equity

Memorial & Endowment Funds	304,000
Columbarium Fund	71,000
Restricted Gifts and other Reserves	110,000
Uncommitted funds and retained earnings	<u>12,000</u>
Total Equity	<u>497,000</u>

TOTAL LIABILITIES AND EQUITY \$520,000



INCOME STATEMENT SUMMARY

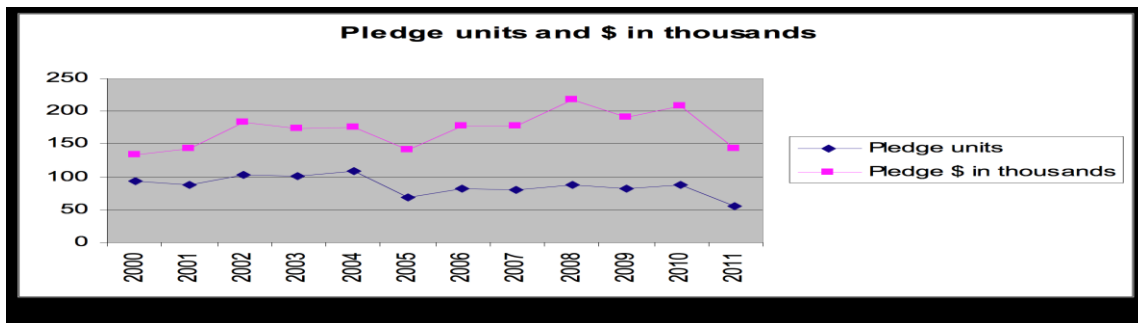
	2008 <u>Actual</u>	2009 <u>Actual</u>	2010 <u>Actual</u>	2011 <u>Budget</u>
<i>Number of pledging units</i>	87	83	88	60
Pledge and Plate	\$217,000	\$214,000	\$199,000	\$151,000
Other Income	41,000	39,000	37,000	40,000
Rectory rent	-	-	-	<u>37,000</u>
Total Income	<u>\$258,000</u>	<u>\$253,000</u>	<u>\$236,000</u>	<u>\$228,000</u>
Salaries and other personnel expenses				
	\$170,000	\$182,000	\$138,000(1)	\$134,000(2)
Operating expense(3)	63,000	57,000	47,000	52,000
Diocesan assessment	<u>35,000</u>	<u>41,000</u>	<u>41,000</u>	<u>42,000</u>
Total Expenses	<u>\$268,000</u>	<u>\$280,000</u>	<u>\$226,000</u>	<u>\$228,000</u>

(1) Includes 75% of year for fulltime rector.

(2) Includes full time rector, and part-time deacon, parish administrator music director, children's program director, and 10% sexton.

(3) Major maintenance has generally been funded by special campaigns, gifts and reserves and is not reflected in operating expenses.

Pledging units have been between 80 and 90 over the last five years. At present we have 60 committed pledges for 2011 but expect that number to return to more normal levels for 2012. We experienced a similar reduction in both number and dollar amounts of pledges upon the resignation of our prior rector (in 2004) and recovered by the end of the interim period.



ISSUES FACING CHRIST CHURCH

We are classified as a medium-sized parish among Episcopal congregations in Marin, but we are located in one of the smallest towns by population. We need to make our services, our facilities and our presence better known in Southern Marin and San Francisco.

We hope to encourage more families to join our parish and embrace traditional worship, while providing avenues for education and community building.

ROLE IN DIOCESAN AND AREA MINISTRY

The Area Mission of the Diocese of California is a strategy for reimagining the Church and getting us back to our roots as a mission church. It contemplates that we as Episcopalians – both clergy and parishioners – will reach out to under-represented groups in our communities, following these principles:

- **Embodied Justice:** Working against discrimination based on race, gender, sexual orientation, disability or age;
- **Church Vitality:** Encouraging evangelism, growth, and new expressions of the Church, including collaborations between congregations, and expressing creativity and joy in the proclamation of the Gospel of Jesus Christ;
- **Rooted Spirituality:** Through renewal ministries and communities of Christian discipleship;
- **Organizational Development:** Promoting transparency, power-sharing and accountability; leadership that encompasses all orders, sorts and conditions; and improving communication throughout the Diocese.
- **Inclusive Community:** Incorporating all, including meaningful participation of all ages – children, youth and elders; and being attentive to the prophetic voices among us.

Christ Church Sausalito fully supports the Area Mission strategy and is committed to encouraging all clergy, parishioners and staff to implement it by reaching out to other congregations and to our community, and to promote diversity.

SUMMARY

As we begin our search for a new Rector we pray that the successful candidate will have the spirituality, creativity, patience and leadership to assist and inspire our members to implement an effective Area Ministry.