

# Saint Jude<sup>the</sup> Apostle

Parish Profile 2019

St. Jude the Apostle Episcopal Church  
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"Now to God who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine."

- Ephesians 3:20



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# The People of St. Jude's Value:

"Whoever you are, wherever you are on your journey of faith, you are welcome here."

## Acceptance

We strive to share Christ's message by welcoming and loving every individual regardless of belief, identity, ability, gift, or struggle. We practice this weekly and boldly proclaim: **"Whoever you are, wherever you are on your journey of faith, you are welcome here."** This is a core statement essential to our community. It does not indicate that we perfectly live out this goal, but it reminds the people of St. Jude's that bringing this statement to life is a commitment to our congregation's journey of faith. In stating this, we are transparent about our journey through this value and we encourage visitors and members alike to bring their whole selves to their faith practice. With help from each other, we can meet people where they are with love and patience. Acceptance also means practicing courageous conversations when we fall short, seeking reconciliation and understanding with each other and God. Sometimes we don't realize we've gotten off-track and need gentle guidance through reflection towards this reconciliation.

## Community



We care deeply about each other, the mission of this congregation, and strengthening our relationships to nourish God's creation in body, mind, and spirit. We strive for a balance when greeting visitors: to invite them into our family without pressure, because comfortable authenticity is crucial for spiritual wellbeing. We value intentional connection on an honest and personal level and enjoy events and activities that encourage such connection. It is important to us to come together as a whole community, to recognize the ways in which we are diverse and alike, yet always united by God's love. Opportunities for involvement are plentiful (though not always clear!), and are an effective way to deepen personal connection with the community.

## Walking our Individual Journeys



St. Jude's labyrinth.

We strive to welcome everyone "whoever they are, wherever they are on their journey of faith," but also do not require a change of course once welcomed. We recognize the astonishing uniqueness of each person, and therefore the uniqueness of each person's relationship with God and spirituality. St. Jude's is not a place where we tell each other what to believe or how to live. Instead, we seek to respect the personal nature of faith and support our community members with guidance, and space and time to reflect, ask questions, and discern. It can be challenging to acknowledge the spiritual diversity of our community, let alone nourish it through personally meaningful worship. Yet, we value hearing others and being heard, and growing in our callings through volunteering and shared decision-making.

## Action and Outreach

When our passions and gifts align with areas of need, amazing energy is created, resulting in strong lay leadership and a wealth of ideas. Our volunteers find significant meaning in giving back to the congregation and our wider community. At times, this energy is expressed in the form of social justice outreach—being aware of a need, not shying away from it, approaching it with optimism, and making it a high priority. When possible, we seek to meet these needs through supporting or starting outreach programs. We are challenged, though, to remember how to balance this calling with the respect of everyone's unique journey in faith: that the passions of some do not need to dictate the journeys of all.



Fountain in the memorial garden.

## Creating a Spiritual Oasis

At St. Jude's, we desire to be **"a spiritual oasis where lives are transformed."** In this busy and loud world it can be challenging to pause long enough to notice the divine at work in us, around us, and through us. We hope our beautiful campus, reverent and joyful worship, loving community, and the peaceful silence in-between, combine to provide a space where people can transform in a way that may not be possible elsewhere. In some ways, this goal is a culmination of all our other aspirations, each of which requires regular tending and adapting as the living body of our community continues to evolve.

# Call to Rector

Our next Rector will:

## **Be highly skilled relationally.**

We seek a rector who is excited and able to build ever deeper relationships with us, congregationally and individually. We thrive when we're connected to each other and our clergy through clear communication, mutual trust, honesty, and support. We could better support those within our congregation, and we would be particularly excited by a rector who can help us effectively nourish our own emotional and spiritual needs. Expanding our connection with, and support of, diverse individuals (in culture, age, belief, political view, interest, and ability) is an important growing edge for us, so our next rector needs to believe strongly in, and be intentional about, inclusivity at all levels of church involvement. Having strong relationships with our parishioners includes providing meaningful pastoral care, with support from the other clergy and lay ministers when needed. Whether the distress is acute or subtle, being seen and supported is hugely impactful for our parishioners.



## **Create impactful worship and spiritual direction.**

We are looking for a rector who is skilled at gracefully challenging us to progress in our spiritual journeys and to listen more intently for Christ's guidance in our actions and relationships. We seek to offer our gifts where there is need, and hearing Christ's call is an important step in that. Our children's spiritual wellbeing is equally important, and we'd like our

new rector to be actively engaged with them and their growth. Excellent education and quality preaching are important to our parishioners. We crave services that leave us feeling reflective, united, and respected as a congregation, children included. Our inclusive and creative liturgy and music is very dear to us, and it is important that our rector continue to support us in that way. We feel most inspired by preaching that is gentle but stimulating, links historical and modern contexts, and is focused and concise.

**Be grounded.**

Perhaps the most salient characteristic of our ideal rector is groundedness. To us, this means being comfortable slowing down and simplifying; modeling calmness, compassion, and forgiveness especially in conflict; embodying integrity and truthfulness; and practicing awareness of self and boundaries. It is important to us that our rector prioritize self-care, and make it possible for us to do the same. We'd like to have a relationship with our clergy where we're able to support and hold each other accountable through our journeys of growth, and to reconcile when we fail to understand each other fully.

**Use a collaborative (democratic) leadership style.**

The most effective leadership style with the people of St. Jude's will be one that is heavy on collaboration—working with us, rather than directing us. We seek a rector who listens and strives for understanding first, helps us clarify a path forward, and follows through with action using teamwork. We have some wonderfully passionate volunteers who find spiritual meaning in gifting their time and skills, and leading us takes discernment to balance structure and flexibility. This will require healthy skills in organization, communication, perceptiveness, empathy, listening, and conflict resolution. A sense of humor helps, too!



A newcomers' lunch.



# The People of St. Jude's

## From a Visitor's Perspective:

The people of St. Jude's are friendly and welcoming. Weekly, we announce, and attempt to live into our invitation—"Whoever you are, wherever you are on your journey of faith, you are welcome here"—because being inclusive and open to diversity is a core value of ours. We have skilled greeters who take quick notice of new faces and invite them to join, without being either neglectful or pushy. This welcoming continues into our post-service coffee hour, where parishioners may catch up with friends for a few minutes, or sit down for a longer conversation. The formality of Sunday morning dress reflected in our attendees ranges from appreciating casual and comfy to delighting in dressing up. Pretentious is not a word we would use to describe ourselves.

For various reasons, some of which are economic, the demographics of our congregation do not reflect the surrounding community or the Bay Area in general. This is a challenge for us, as we feel uncertain how to better welcome our immediate neighbors to our place of worship. The majority of our congregation is white, older, and identifies as politically progressive. We have active groups of children, youth, and young adults who are often both seen and heard in the congregation (though the population of children and youth is small and trending down over time). We enjoy celebrating and caring for all people, whether they announce a birthday or graduation, or request prayers for healing. We seek to broaden this celebration and care in strengthening our connection with each other.

Visitors may notice that there are a lot of activities at St. Jude's! We have a strong and impassioned group of volunteers who are important to the functioning of our congregation and outreach activities. Volunteer ministries showcase deep caring for causes and for one another. The announcements sheet on our Sunday bulletin invites everyone to participate in our many events, and social justice and outreach activities.

## From a Member's Perspective:

We are a congregation who feels and cares very deeply, as indicated by our social justice and community-focused activities. But beyond the initial



## The People of St. Jude's

welcome, many have experienced a stall in further integration, mostly due to communication challenges. Some parishioners have voiced their desire for meaningful relationships yet have found them difficult to achieve, while others have found profound and life-giving friendships. Sunday afternoon coffee hour provides an accessible space for conversation, but we more often develop cherished relationships in small, intimate groups. There are a number of such opportunities, like Covenant groups and activity-focused groups, but it would help to more clearly extend invitations, as access to these groups can seem "closed" even though they are open to all. Parishioners of all ages would like to get to know those from other generations, but find it difficult to do so without structured activities and encouragement.



As members age, St. Jude's puzzles over how to continue ministering to those who are unable to attend regularly, and connecting them to the rest of the congregation. Eucharistic Visitors make a world of difference providing communion and community for these parishioners, but additional support is increasingly important. Some parishioners voluntarily provide meals and rides to those who need them, but more organization would help ensure no one gets overlooked, as we are not always aware of everyone's needs.

Our job challenges, interests, and gifts keep us so busy with activities that we get disconnected from each other, and organization and communication suffer. This places additional stress on our already busy volunteers. Several of our heavily involved volunteers are torn between needing a sabbatical, and fearing to step aside in case there aren't other volunteers available to step in. With deep care also comes the risk for hurt. Though it is never intentional, there are times when we are dismissive of others' experiences or achievements, and repair through apology and forgiveness becomes an important step in our faith and relationship journeys. Compassionately working through these hurts and relieving volunteer stress is an important part of the ongoing work that lies before us as a parish.

The people of St. Jude's are not only deep feelers, but also deep thinkers. We tend to be highly educated and our favorite adult education forums and sermons are gentle and thoughtful, intellectually stimulating, and emotionally evocative. We ask a lot from our clergy and each other, and this often produces very exciting outcomes, especially when our creativity and strong relationships come into play! There are a lot of idea seeds around, but it is easy for us to get caught up and move too quickly, focusing more on "doing" than on "being."



# Strengths, Challenges, and Aspirations

## Strengths

### Passionate

We are a deeply caring and confident group who cares about doing relationships well—from the welcome to the goodbye—and we strive to show it. Many of us have a long history together, and when we strongly connect and feel seen by each other, those relationships are healing and life-giving. Our passions extend beyond those in our immediate vicinity to causes and struggles that affect those outside the walls of St. Jude's, and we feel that is a strength and core bridge connecting us to each other and to God.

### Talented

St. Jude's is a congregation full of individuals with varied skills and gifts. We are an intelligent group capable of developing great ideas and engaging well with issues and puzzles. We find meaning in putting our gifts toward those pursuits. There are still gifts we have yet to discover and develop, and growing into them is an exciting part of our faith journeys.



A performance of Amahl & the Night Visitors.

### Creative

Our creativity is born out of our passions and gifts, and is woven into most things that we do at St. Jude's. It shows up in our liturgy and music as we tend to our spiritual health and the health of each other; in our conflict resolution and nurturing of our relationships; and in our outreach and actions as we seek to address unmet needs. Working with and embracing our creativity is a critical part of embracing St. Jude's.



### Great at "Doing"

We are a congregation who is great at "doing!" Moving forward with our passions and gifts into ideas and actions is often our focal

point, and can be a satisfying direction for our energy. This is demonstrated in our strong lay leadership, outreach, and social justice activities. The value we place on "doing" (also a facet of Silicon Valley culture) is present as we enthusiastically seek action steps to address a problem, try on new ways of doing worship and community, and remain oriented towards improving.

## Challenges

### Declining Membership

In recent years, St. Jude's has experienced a decline in membership, though one not as drastic as many churches. We've said goodbye to parishioners who have moved out of the area for retirement and affordability, and to those who have died. It is difficult to adapt to our culture's changing relationship with faith and religious traditions. We're not sure how to identify or where to reach those who would be served well by St. Jude's. This membership change has ripple effects on our financial and volunteer resources.



### Getting Overwhelmed

We've noticed that over the past few years we've felt more frequently overwhelmed and out of balance. Likely, some of this is due to a shift in membership as our volunteers are spread more thinly and we struggle to prioritize activities and goals. Some of our volunteers need a lightened load or break, but it can be challenging to find new volunteers ready to step in. At times, this creates tension as everyone is feeling the strain of workload and may not be able to take on more. Some relief may be found in improving our organization and communication, and more effectively nurturing and supporting our volunteers and leaders.

### Addressing our Blind Spots

It is important to acknowledge that we have "blind spots" and "ignored spots" that we need to stretch and grow—in sometimes uncomfortable ways—in order to address effectively. We try to be welcoming to everyone, but the reality is that not everyone feels this welcome. For example, our more politically "conservative" members don't always feel accepted for their values and views, and are challenged by others more frequently than those who are

"liberal." Similarly, we've found it difficult to extend a full welcome to groups and individuals of different faiths. There are also untended social and support needs within our community, and we could be more intentionally addressing them. We don't have a system for checking on those who have been absent for a while, or thoroughly integrating new members into the "inner circles" of church life. We overlook those who are quiet about their needs, and those we're not sure how to help. Addressing these relational difficulties is important for our connection to God, and our communal and individual wellbeing.

### Clearly Communicating

Communication is an ever-evolving, but always important, puzzle. St. Jude's communicates a lot, but it can be last-minute or too far in advance, disorganized or incomplete, or too loud or quiet. With our medium size and diverse communication needs, hitting on the right combination of method and amount is tricky. Additionally, our communication goals with each other are sometimes more about being heard than hearing, and being respected more than respecting. Of course, this is only half of effective and loving communication.



### Listening and Being

Listening is part of communication, but also part of deepening our faith. So much of our energy is expended in doing that we forget to focus on listening and being. Slowing down is difficult, as it's counter to our familiar Silicon Valley culture that values individuals for what they "do," and slowing down means less "doing." When we listen, we may come face-to-face with requests for change, which is another challenge we grapple with. These things are all intertwined, important, and difficult: Slowing down, listening, facing change, negotiating growth, and finding peace.



Blessing the St. Jude's grounds.

## Aspirations

In tandem with our strengths and challenges, we have the following aspirations that will require the guidance of God, through our clergy leaders, to further explore and implement. We hope to focus on these aspirations during the next 3-5 years:



### Expanding our Welcome

We would like to, with our rector, more effectively connect with those who may be looking for a congregation like St. Jude's, and serve as a faith community where they feel inspired to put down roots. We aspire to become a vibrant community that celebrates the love of Christ and provides needed support to those who seek it. With our campus, worship, community events, and creative ideas, we hope to serve others the way Christ serves us.

### Deepening our Relationships

We would like to learn how to better support each other and deepen our interconnectedness with all parishioners, whether they're familiar, new, or from a different generation. We need to challenge ourselves to better understand those who are difficult to welcome, ask ourselves why welcoming them feels difficult, and explore what our welcome could look like. Many of us aspire to be more authentic and vulnerable with each other. This requires bravery and a safe space, but improves trust and makes it possible to hear calls for support. Learning to listen to people and things that are comfortable and uncomfortable to hear, while not losing our own voices, is a hope of ours.

### Prioritizing Better

We desire to both simplify church life for our volunteers and clergy, and to be more effective and efficient in what we do. This aspiration is one that we hope will have far-reaching positive impacts in reducing stress on our volunteers, respecting each other better, and affecting greater change as we focus time and energy where it needs to go.



### Centering Ourselves

Change is inevitable but always a challenge to navigate. We aspire to center ourselves better, both in transition and in stability. Remaining grounded through change makes it possible to better hear ourselves, each other, and God, just as feeling those connections improves our groundedness. We would like to learn how to be brave and at peace in making difficult decisions, as embracing our church and faith in world-wide change will require us to.



# How We Connect with God Through Worship

## What makes worship meaningful to us?

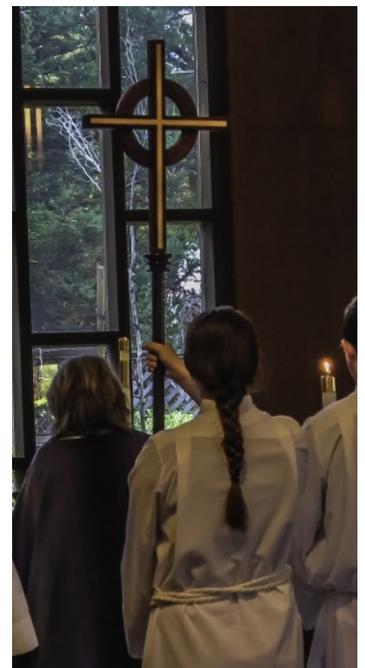
Put simply, a meaningful worship experience is one where we can “be.” Be in community, be in relationship with God, be quiet, be joyful in music, be rejuvenated, be ourselves, be thoughtful, be changed, be impactful, be connected to history.

When we feel deeply connected to ourselves, each other, and God, it changes us in a way that we crave. At St. Jude’s, we aim for the path of, “belong, behave, believe,” instead of the traditional “believe, behave, belong.” Important to recognize is our wide range of identities along the faith spectrum, from being inspired by Jesus’ teachings to living wholly Christ-centered lives. It is critical to be able to come into a space and feel like we can be ourselves - our children included! In safety and love, we hope for rejuvenation from the previous week and strength to take with us into the next week. Individually, we may find this experience through time and silence for reflection, a thoughtful sermon that intrigues us without leaving us feeling defensive, or expressing our joy through music; but especially we find this strength in an enticing spiritual message that we can’t get anywhere else. Therein lies a significant portion of our hope for St. Jude’s to be “a spiritual oasis where lives are transformed.”

## Sunday Worship

We have two Sunday worship services, with the exception of the 5th Sunday of the month and the month of July when we combine into one service at 9:30. Our 8:00 service uses the same liturgy and order as the 10:30 service but is quieter, with only processional and recessional hymns and instrumental offertory music. Our 10:30 service makes full use of various musical styles and sources, with the full adult choir and various instruments. It is usually the preferred one for parishioners who connect best with God through music, and for families with children. There is a play area at the front of the sanctuary with a rug and toys for small children, making it possible for them and their parents to participate fully in the service.

We have a long-established Godly Play program for our PreK through 6th grade children that begins at 10:15. There is also the option of nursery coverage for infants and our preschoolers during the service. Most children join their families and friends for communion.



## How We Connect with God Through Worship

At St Jude's we enjoy a wide variety of preaching perspectives including guest preachers and a shared preaching rota among our resident clergy. Once per year, our youth lead the 10:30 worship, skillfully designing the entire service and presenting a profound sermon with support from their mentors and the clergy. Parishioners enjoy these services and the different perspectives they bring. In addition to St. Jude's worship, our sanctuary and classrooms host Full Gospel Mission Church, a Korean congregation, for Sunday worship.



### Liturgy

Our clergy and laity are very intentional about creating a service that is vibrant, diverse and inclusive. We notice that creative and expansive liturgy can be personally touching and increase feelings of connection to the wider world. We pull from up-to-date National Episcopal Church liturgy, other approved sources in the Anglican Communion (such as New Zealand, South India, Canada and South Africa), and prayers from contemporary sources. The Lord's Prayer is printed in multiple languages in our Sunday worship bulletin, and our liturgy encourages full participation of all. This includes children and youth of all ages and visitors of diverse backgrounds. Our congregation follows the traditional Episcopal lectionary cycle using the Revised Common Lectionary.

### Music Ministry

The music at St. Jude's is an integral and widely beloved aspect of the worship experience. We have a paid Music Director and Choir Director who present a core of traditional hymns, anthems, and choral masterworks alongside spirituals, original compositions, and the occasional praise song. The power and beauty of worshipping through song is especially prominent and profound at special services such as Christmas and Easter.



Our music ministry has been blessed over the years not only with strong leadership from paid staff, but with an exceptionally musical congregation that has volunteered their gifts. The adult choir meets for weekly rehearsal in preparation for the 10:30 Sunday service. This is often augmented by "Music of The Spirit" (MOTS), who enhance the service with instrumental accompaniment. In recent years St. Jude's has enjoyed an energetic brass ensemble, and some professional musicians in the congregation who have lent their abilities for special services.

Rounding out the robust music offerings is a Taizé service every Tuesday evening and a Jazz Vespers service every quarter with participation from our local and community-based musicians and representatives.

## Weekday Worship

We offer several opportunities for prayer and worship on the weekdays:

- Contemplative Morning Prayer is held by the "apricot window" on Tuesdays mornings, from 9:15 - 9:35 am.
- Taizé Prayer is held on Tuesday evenings, from 6:30 - 7:15 pm. A Taizé worship service involves sung and chanted prayers, meditation, a period of silence, and liturgical readings. Taizé chants often make their way into our Sunday morning communion music.
- A Healing Service with Eucharist is held on Wednesday afternoons, from 12:00 - 1:00 pm, followed by a brown-bag lunch study group.
- Our sanctuary is available for prayer every day, 24/7. We are able to provide a reliably safe and open space because our Watchperson keeps a caring eye on our grounds.
- Our labyrinth is available to walk in contemplation or prayer from sunrise to sunset.



Brass players from MOTS.

## Special Worship

As many Episcopal Churches do, St Jude's observes several of the major festival days of the liturgical calendar with special services including St. Francis Day (Blessing of the animals), Thanksgiving, Ash Wednesday, Rogation Sunday, as well as the special liturgies of Holy week, Easter (with a Saturday evening vigil), Advent, and multiple Christmas Eve and Day services with children's participation and carol singing.





Picking broccoli in the St. Jude's garden.

## The Grounds We Tend

The buildings and grounds of St. Jude's have been carefully developed and cultivated to create a physical space that embodies our hope for a spiritual oasis where lives are transformed. Each building or area has elements that reflects St. Jude's history, community, and priorities.

The sanctuary's humble and traditional aesthetic is complemented by a stained glass "apricot window" in the memory of Associate Rector Jane Kottmeier. Just past the window is the parking lot and apricot orchard which not only bears fruit but also harkens back to Cupertino's humble beginnings as an orchard town. The Parish Hall is a generous space where we gather for fellowship, while the original farmhouse and school buildings are across the courtyard. The school buildings host Godly Play and other church programs, and are also rented to local community groups.

We have plans for our existing solar panel system to be expanded, thanks to generous donations from parishioners. This reflects both our desire to practice environmental conscientiousness and fiscal responsibility, as our energy costs will decrease.



Through prayerful consideration and forward-thinking leadership, the grounds have been dramatically improved over the last decade. Most recently, a new playground, bocce ball court, rest area, and water feature were painstakingly brought to fruition. The new water feature was a parishioner's Eagle Scout project. This area complements the main courtyard and surrounding areas, which host a main water feature, labyrinth, seating areas, trees and foliage, and a vegetable garden. A secluded and beloved memorial garden has served as a final resting place for many parishioners over the decades, and is tended to by one loving volunteer. The grounds of St. Jude's foster reflection, peace, and encounters with creation, which is made possible by significant volunteer energy and God's guidance.



St. Jude's Memorial Garden



# Programs and Ministries

## Our Lay Leadership

We have dedicated laity who give their time and talents in answering God's call to minister inside and outside the walls of the church. When our passions and gifts align with areas of need, amazing energy is created, resulting in strong lay leadership and a wealth of new ideas. Our volunteers find significant meaning in giving back to the congregation and our wider community.

Lay ministry inside the church includes Altar Guild, chalice bearers, acolytes, lay readers, ushers, greeters, Godly Play Storytellers, youth mentors and more. We teach and mentor adults, youth, and children. Some of the ways we support one another include our Eucharistic Visitors who take communion to parishioners unable to attend services regularly, and the laity who provide support to clergy and families for baptisms, weddings, and funerals, including the management of our memorial garden. Volunteers minister to those outside our community through a number of ongoing outreach programs and short-term events. More details for our programs are summarized in later sections.

St. Jude's members have served in the diocese as members of the Standing Committee and Diocesan Council, delegates and alternates to the General Convention, and members on various diocesan commissions.

We have identified that more focus is needed on caring for each other to prevent burnout and show appreciation. In addition, since our membership has declined some ministries have experienced both a shrinking pool of volunteers to staff programs, and fewer people who utilize these programs. There is a need for a sustainable process of volunteer leadership, recruitment, development, and support.



Preparing the vestements.



A Eucharistic Visitor

## How We Care for Each Other

At St. Jude's we strive to take care of our fellow parishioners and ourselves by supporting each other and living as a close-knit community. Following are examples of the ways we do this.

### **Stephen Ministry**



Stephen Ministry continues to be an integral part of pastoral care at St. Jude's. Stephen Ministers provide one-to-one confidential support to individuals who are experiencing a difficult time. In this way, we are aligned with our goal of supporting parishioners in all stages of their lives. Those who receive care appreciate the love and accompaniment, while the Stephen Ministers experience growth in faith and joy.

### **Groups of the Spirit**

Groups of the Spirit (GOTS) are relational gatherings in a relaxed and fun manner that serve to welcome and integrate newcomers and to foster a deeper sense of belonging at St. Jude's. One of the ways we receive spiritual and emotional care is through Covenant Groups. Currently we have three groups that meet weekly in homes or at church to discuss books, the Sunday readings, or sermons. Members of Covenant Groups, Bible Studies, and the Wednesday noon book study get to know each other well and develop close connections. We also have shared interest groups, including Gentle Hiking, Political Letter Writing, Poetry and Prose Writers, special classes for confirmation, Small Dinner Groups, Stitches, and the Monday Lunch Bunch. There is a desire to expand awareness of, and participation in, our Groups of the Spirit.

### **Children and Families**



We have a number of multi-generational events throughout the year where children and families are embraced into congregational life, including the Shrove Tuesday pancake supper, Easter Egg hunt and brunch, and Christmas Pageant. In the past, we have had several programs for children and families including Faithful Families, field trips, St. Nicholas Sunday, and more. Over the last five years as we have gone through several associate rector transitions, many of these programs have disappeared. This is an area that we hope to build back up.

Our Godly Play Program has talented Storytellers and Greeters and is well established. Almost all the Storytellers and Greeters have been through the full Godly Play training, and this past year we held a one-day training at St. Jude's. We have implemented Godly Play using a spiral curriculum that starts

## Programs and Ministries

with the full set of core stories in our younger classroom. In the older classroom, we combine these core stories with enrichment and extension stories to enhance the learning experience. Our two-year rotation within each classroom allows us to cover all of our stories. Recently, we're thrilled to welcome a new program administrator, but after several Storytellers moved away we are still working to fill those shoes.

Vacation Bible Camp (VBC) is hosted at St. Jude's in July to share the love of Christ. Approximately 30 children attend, about half of whom are non-parishioners from our local community. Through music, worship, drama, sports, crafts, science, and cooking, we teach children that Christ's unconditional love for each one of them is limitless, and it is important to share that love with others. More than 30 volunteers help make VBC spirit-filled for these children, and most find that they receive as much as they give. Many siblings come back each year and then continue involvement as junior counselors.



Godly Play

### Youth Group

The St. Jude's Youth Group consists of sixth to twelfth graders who meet twice a month, and occasionally for overnights, with six very dedicated youth mentors and assisting clergy as time permits. It is common for the youth to share a meal, discuss several topics, and participate in games. This past year, the youth group has incorporated new ways of being together including holding worship and communion as a group, and trying out new practices including a yoga-inspired service, walking prayer, and art projects. The Youth-led Sunday service brings us together as a community and the annual Youth Chili Sale fundraiser helps us share our abundance beyond St. Jude's.



Confirmation with Bishop Mary.

Several of the youth serve as acolytes, ushers, greeters for Godly Play, and participate in Service Worship Sunday, and they are welcomed and invited into other ministries. St. Jude's offers confirmation classes before the Bishop's biennial visitation. There is also, of course, an opportunity to explore faith in the regular youth group meetings, which further prepares them for confirmation.

## Young Adults

The young adults group, composed of undergraduates, graduates, and young professionals, continues to grow and change each year. In the past, they have held Theology Salon programs on topics like saints in pop culture. This year, they have been trying out new ways of understanding faith and the world by hosting Dinner, Documentary, and Discussion nights that touch on a variety of relevant and challenging issues. They also enjoy monthly game nights and special events including a Thanksgiving potluck and an annual young adult Christmas party, joined by clergy. As the Diocese of El Camino Real explores what it means to embody the “church that does not yet exist,” some young adults in the diocese are trying out new things like “Agape Dinners,” so there may be more exciting changes on the horizon.



A Sunday forum.

## Adult Education

The Adult Education program that takes place between the two Sunday morning services is recorded and offers over twenty programs per year ([saintjudes.org/forums](http://saintjudes.org/forums)). Presenters' themes range from theological to everyday life issues and from scientific to spiritual perspectives. We are grateful for the lively, intelligent, and thought-provoking discussions and interactions.

## Community-wide

St. Jude's is a social community, as demonstrated by member interaction between services at coffee hour, and a number of community-wide social events. We enjoy enriching our community through opportunities like Men's and Women's Getaway weekends, seasonal gatherings, summer potlucks, Shrove Tuesday and Lenten soup suppers, and small dinner groups. We seek to revive old and create new ways to interact and be together as a community.

## Social Justice Outreach – A Tradition

Many of us feel called to focus time, energy, and resources to make a greater impact on the world around us and to stand up for social justice. Both new and long-term parishioners value this attribute of St. Jude's life. Through the Social Justice Outreach Committee—supported and encouraged by the vestry with

## Programs and Ministries

an annual budget—parishioners lead this effort. Many parishioners are concerned that this budget has decreased in recent years by nearly 50%, and the number of volunteers has diminished. We would love for this tradition to flourish once again, but it will require a revitalization of our volunteers, as well as stable funding, to re-energize the program. Additional creative solutions could make a world of difference in the effectiveness and efficiency of our efforts.

St. Jude's supports—financially and, in many cases, with parishioner volunteers—programs that address the needs of disadvantaged people in Santa Clara County and worldwide. An example of outreach efforts near our parish community is the **Santa Maria Urban Ministry**, which was established by St. Jude's 40 years ago, and has become a diocesan outreach program helping to empower and meet the needs of low-income persons in downtown San Jose. We have supported the **Friends of the Four Homes of Mercy** who provide a home for 66 persons with severe physical and mental challenges in Palestine. We've regularly supported **Rebuilding Together**, a local organization, and we have one very active volunteer with **Corrections Institutional Chaplaincy Ministries**, serving the spiritual needs of those in the county jail.



Students of Saint Patrick School

Our **Safe Parking Program** offers hospitality, bathroom facilities, a weekly dinner, Saturday light breakfasts and a place to park overnight for people living in their cars. We began with a pilot program for 3 1/2 months in 2017 and now operate a few months every year as part of a year-round rotating safe parking program that involves other faith communities in the West Valley area who take turns hosting.

Since 2011, St. Jude's has had a long-term partnership with other Episcopalians to address the needs of the nearly 200 children and families of **Saint Patrick Episcopal Mission School** on Haiti's Central Plateau. St. Jude's financial support has gone towards tuitions for teachers' salaries, the purchase of curriculum materials, and food to make a hot lunch program at Saint Patrick's possible. The Rev. Denise Tervine, who serves several missions, schools, and her home parish in Haiti, visited St. Jude's in early March 2019 to deepen our connections and mutual understanding of the two organizations. We shared photos, stories, news, laughter, and thanks, and we were so grateful to host her.

**Service Worship Sunday** is an annual event whereby we serve God with our hands and enable parishioners to learn more about outreach ministries. Our activities include, amongst others: making



## Programs and Ministries



blankets for Project Linus, packing backpacks for low-income students, cleaning a soup pantry kitchen, providing essentials and treats for the homeless, processing reading material for prisoners, and singing at a home for seniors.

We also care deeply about causes and being active in those causes. For example, we have created, with parish-wide support, a **Relay for Life** of Silicon Valley North team to gather donations for cancer research and remember those who have passed away from cancer. Some parishioners have helped people at SIREN, **Services Immigrant Rights and Education Network**, to fill out their citizenship application paperwork and trained and participated as emergency responsive advocates to ensure the protection of the rights of those confronted by ICE. We have participated in **Hands Around the Mosque**, joining with members of all faith communities to protest Islamophobia by literally joining hands and surrounding the local Muslim Community Center and Mosque. We have written **Letters for a Cause** on a variety of topics including the environment, immigration, housing, and international relations, and several of us have participated in the Women's Marches advocating for gender equity and fighting for fair and equal protection of human rights.

## Programs, Events, Ministries, and Commissions

St. Jude's offers a diverse range of opportunities for parishioners to serve and be served. A listing frequently appears on the back of our Sunday bulletin for both leadership and program offerings/ministries, and can be found here on our website: <http://sjweb.org/wp-content/uploads/2019/01/Ministries-booklet-final-January-2019.pdf>



A Women's Getaway hike.



A Fourth of July celebration.



# St. Jude's Vision and Mission Covenant

In 2014, the Rev. Wilma Jakobsen encouraged the creation of a discernment group with members of the parish who represent various ages and viewpoints. This group met over the course of a year and a half to brainstorm and refine who we were as a congregation, and to consider our future direction. Out of that work we developed a Mission Covenant, sections of which have been emphasized over the years since then to strengthen our parish. This Covenant is not in itself a series of concrete goals that will be "checked off" once complete, but instead the sections are an articulation of the values that we hope to embody in all that we do, and help to guide our goals.

St. Jude's has changed substantially, even since 2014. Our Mission Covenant remains highly relevant, but our congregation's increasing sense of overwhelm prevents us from fully integrating it into our church lives. Attempts to focus on the different sections over the years have often increased our feelings of burnout rather than providing support and relief. We are noticing, too, that there are additional layers to the identities and values of our congregants that are not made clear in our Mission Covenant. For the time being, we are finding it difficult to embody our Mission Covenant as a source of clear direction, so we intend to complement it with a clear strategic plan to bridge that gap.

**Our Vision:** To be a spiritual oasis where lives are transformed.

## **Our Mission Covenant:**

We strive to follow Jesus Christ and his Great Commandment to "love God with all our heart and soul and mind and strength . . . and love our neighbor as ourselves." Therefore, to help us continue to mature spiritually as a people and thrive as a faith community, we covenant to:

1. Learn to live as disciples of Jesus in the modern world.
2. Focus energy and resources to make a greater impact in social justice and outreach.
3. Support parishioners through all stages of their lives.

## St. Jude's Vision and Mission Covenant



4. Strengthen our community by holding courageous conversations within a safe space.
5. Deepen our welcome and accessibility to people of various backgrounds, ethnicity, ages, and situations.
6. Nurture our volunteers and leaders.
7. Joyfully share our abundance.

View the full Mission Covenant document at:

<http://sjweb.org/wp-content/uploads/2019/01/MissionCovenantFull.pdf>

The "apricot window," in the north wall of the sanctuary.

### Our 3-5 Year Vision:

Building upon the aspirations found throughout our profile, we present these statements as part of the future vision for St. Jude's. We endeavor to refine them and to develop specific strategies to realize them through the spiritual direction of our new rector.

- Be a parish where congregants hear and are led by the presence of Christ in all aspects of our lives.
- Be a vibrant parish with sustainable membership and use our intra-parish relationships as a foundation for providing impactful service to those within and beyond our parish.
- Enable our volunteers and staff to experience ministry service as a source of joy and way to glorify Christ rather than a duty or burden that hinders their faith journey progress.
- Sustainably use the time, treasure, and talent of our congregants to ensure relevance and effectiveness of our ministries.
- Facilitate the above aspirations with intentional, thoughtful, and effective communication.



The St. Jude's sanctuary at sunset.

# APPENDICES



A photo of many of our parishioners, taken just before our January annual meeting in 2019.

# History and Demographics

## History of St. Jude's

### Orchard Origins

In 1961 the Diocese of California obtained part of an apricot orchard with a modest farmhouse in Cupertino. In December, Suffragan Bishop, The Rev. Richard Millard established St. Jude the Apostle Mission and in January 1962, the Rev. David Crump became the first Vicar.



1962 processional.

The Rev. Hugh Wright became the second Vicar in 1966. The Rev. Wright died prematurely in an accident and the Rev. William Clancey was appointed Vicar. Under the Rev. Clancy's leadership, St. Jude's was in the forefront of innovation and became one of the first congregations to welcome all baptized people to the Lord's Table.

### Breaking New Ground

In 1972, St. Jude's achieved parish status and The Rev. Francis McNaul, a beloved worker-priest became St. Jude's first rector for a short time before his death in early 1973.

The Rev. John Buenz began his 13-year tenure as rector on Palm Sunday, 1973. The Rev. Buenz encouraged the development of a variety of programs in pastoral care and education, several of which continue today. The sanctuary was transformed in a rebuilding effort financed by an innovative note program. In 1980 St. Jude's parishioners and The Rev. Buenz provided much of the leadership for the creation of the Diocese of El Camino Real.



1970 pet blessing.

Continuing in the role of being in the forefront, The Rev. Mitzi Ackerman, a longtime member of the parish, was the first woman priest ordained in the new diocese. With the support of St. Jude's, the Rev. Ackerman founded the Santa Maria Urban Mission in downtown San Jose. This important mission continues and is an ongoing recipient of St. Jude's stewardship.

### Bearing Fruit for the Community

In 1980 The Cupertino Senior Day Services was founded as a day care facility for the frail elderly at the inspiration of a parishioner. Later, it joined a larger

## APPENDIX: History and Demographics

organization in the Santa Clara Valley and today is known as Live Oak, with several sites including a St. Jude's classroom during the week.



The classrooms in 1979.

The Rev. Joseph Kennedy became our third rector in 1987. The Rev. Kennedy's open leadership style encouraged spiritual and lay ministry growth in a number of parishioners. A major accomplishment during his tenure was the construction of a large parish hall. The parish hall has made possible many activities for the congregation and the community at large. The Rev. Karen Siegfriedt became our fourth rector in October of 1998. She put great emphasis on preaching, education, property improvement and music, helping us to grow in new ways, especially in membership and finances. During this time, we hired a professional music director to provide musical emphasis for the liturgy, and which helped strengthen our choir.

The Rev. Wilma Jakobsen, our fifth rector, came to us in 2012, shortly after we celebrated our 50th anniversary. During her time here, she created a discernment group from members of the parish representing various ages and viewpoints. They met over the course of a year and a half to brainstorm and refine who we were as a congregation. Out of that work we developed a Mission Covenant that has been emphasized over the following years to strengthen our parish. She also began a Taizé service weekly and enriched our services with Liturgy from many parts of the Anglican Communion, including New Zealand, India, South Africa, Canada, and others.

## Demographics

Pulling from our 2018 parochial report, St. Jude's has 302 communicants in good standing, with an average Sunday attendance of 147. This year, we have 131 pledges. At our last annual meeting, we had 116 parishioners attending from 82 households, with 1.4 individuals per household (28% are single-person households and 63% are couples). Of these households, 26% have children under the age of 22 and 12% have multiple generations of adults living together. About half of these parishioners are employed, with half of those employed working in high-tech. Half of our parishioners are not employed by choice and less than five percent are looking for work.

The majority of our parishioners live within 15 minutes from church (63%) with an additional 37% within thirty minutes, and 8% live 30 minutes to over 45 minutes from St. Jude's. About 42% of our parishioners have attended St. Jude's for longer than 10 years, 28% have attended for between 5 and 10 years, 15% from 2-5 years and 8% for fewer than 2 years.

# Parish Finances

St. Jude's is blessed to be in sound financial condition, having both adequate income to fund our operational needs and a well-developed system for financial management. We have a long history of balanced annual budgets and paying our full Fair Share contribution to the Diocese. In spite of a slow decline in the number of pledges, our pledge income has remained steady for the ten years through 2018. We own our three-acre church campus without debt and have an endowment fund with assets of over \$250,000 to provide for future needs and special projects beyond our regular operating activities. Approximately \$375,000 from the sale of our previous rectory has been set aside in a fund earmarked to subsidize the cost of clergy housing.

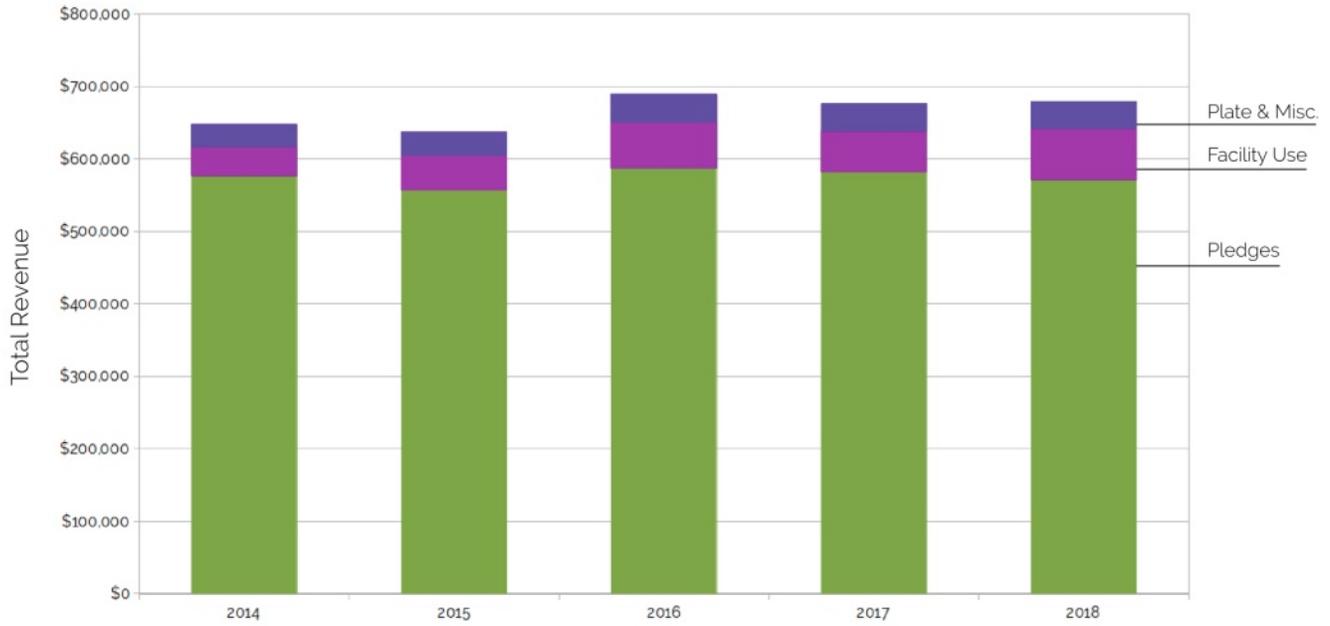
As shown in the charts on the next page, our annual income in 2018 was about \$679,000, with 84% coming from pledges. Most of the rest is rental income from the use of church facilities by four long-term tenants plus occasional one-time events. Approximately 61% of the operating budget in 2018 paid for salaries and benefits for full-time and part-time clergy, a full-time parish administrator, and other part-time staff including a music director, choir director, nursery care providers, sexton, and maintenance staff.

Our day-to-day financial operations are overseen by a Treasurer with help from a large pool of volunteers who count offerings, record contributions, process payments, and help with reporting. We also have a dedicated Finance Committee that prepares the annual budget, reviews monthly financial statements, and provides expertise and advice to the Treasurer and Vestry on financial matters.



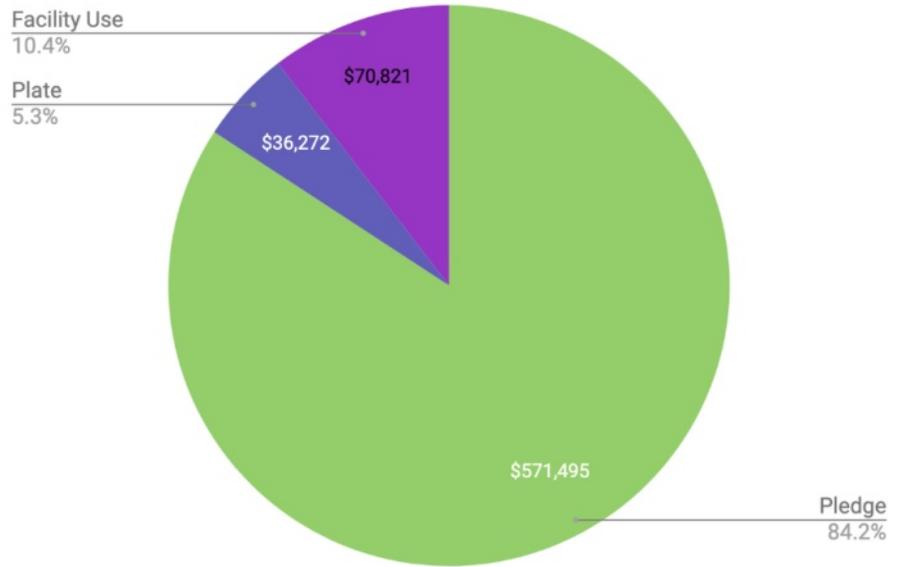
The parish office and new playground.

## 2014-2018 Revenue Trend

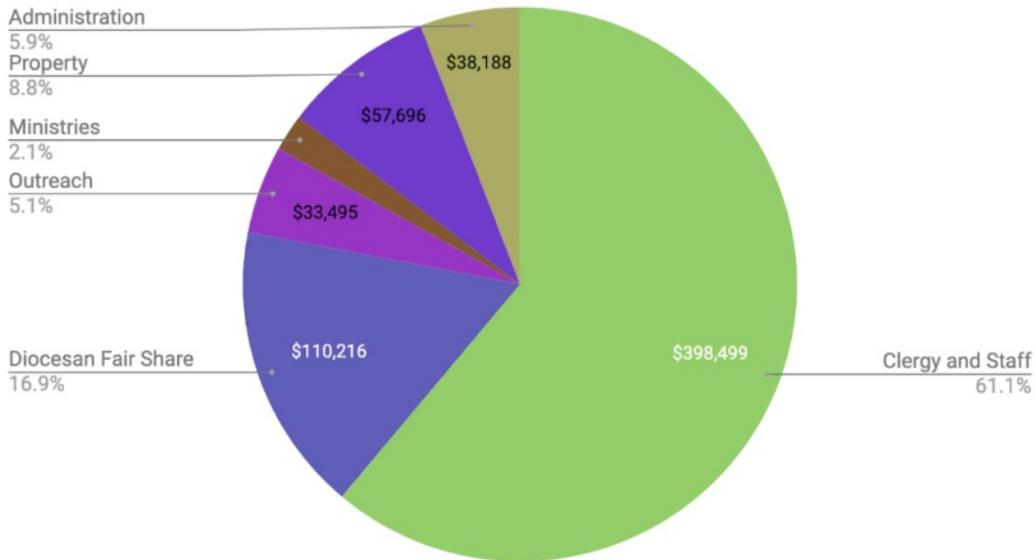


The Cupertino hills.

## 2018 Income



## 2018 Expenses



# Sharing Our Campus

St. Jude's three-acre campus is heavily used by our members and other groups. In addition to our regular community events and support groups, we host four nonprofit tenants: Live Oak Adult Day Services, Full Gospel Korean Church, One Stop Learning Center and the Post-Secondary Lyncs group.



Live Oak

**Live Oak Adult Day Services** uses the St. Jude's campus each weekday to help older adults maintain quality of life by providing them with social support and activities to sustain physical and psychological well-being, and serving clients a balanced and nutritious meal each day. Live Oak was started by St. Jude's parishioners 35 years ago and enjoys a robust relationship with many volunteers from St. Jude's along, with financial support through our Social Justice Outreach ministry. For more information, see: <http://liveoakadultdaycare.org/locations/cupertino>.

**Full Gospel Mission Church**, a Korean congregation, uses our sanctuary and classrooms on Sundays. Early weekday mornings you will find parishioners of Full Gospel along with our neighbors in the sanctuary praying as they welcome the day.

**One Stop Learning Center** is an after-school program for children in grades 1-5. Teachers help children with their homework and provide fun activities. One of their favorites is "Ping Pong Fridays" when they are taught by a renowned ping pong champion. Hearing the laughter of young children playing on the new playground is a joy for those who work in the office.



**Post-Secondary Lyncs** is a group of 18 to 22 year-olds with special needs from the De Anza/Fremont Unified High School District. The group directors teach life skills which empower the students to live independently. They love working in the church garden!

St. Jude's classrooms and courtyard, after renovation.

# Cupertino and the Surrounding Area

Once a community full of orchards known as the Valley of Heart's Delight, Cupertino is now in the heart of Silicon Valley. Located in the south Bay Area of San Francisco, Cupertino is 40 miles south of San Francisco and adjoins San Jose. Nestled in the shadow of the Santa Cruz Mountains, Cupertino has a Mediterranean climate with warm, dry summers and moderate, rainy winters.

Home to a diverse community of approximately 60,000 people composed primarily of high-tech workers, Cupertino is most notably the home of Apple. The city of Cupertino clearly reflects the demographic shifts that are happening rapidly throughout California, and more slowly, throughout the whole nation: a shift from Anglo-European heritage to a "majority minority" community. The change in age groups of Cupertino's population has been more gradual, with age groups of 40 and above increasing over time, even while the population under age 19 remains relatively stable.

Trends since the year 2000 show particular growth in individuals of East Asian and South Asian descent, such that Chinese and Asian Indian individuals account for nearly 60% of Cupertino's population today, and Anglo-Europeans make up just over 25%. This shift reflects some of the influence of Apple as a major employer, and the excellent reputation of K-12 schools in Cupertino, which aligns with the high value that Chinese and Asian Indian families traditionally put on education. For higher education, the highly-ranked De Anza Community College is located across the street from St. Jude's. Stanford University, Santa Clara University, and San Jose State University are all nearby.

We do not have data about the different religions that are represented in Cupertino, but anecdotally we feel that the majority of Cupertino residents likely do not come from a Christian background. We would like to be welcoming to anyone who wants to worship with us, but we are unsure if our traditions speak to the spiritual needs and interests of those who may have been raised in different faith traditions. Working to build connections with our community in a way that serves and supports them well, while also expressing our faith commitment, is an ongoing exploration for us.

The strong tech economy, moderate weather, rich diversity, and high quality education makes this area highly desirable. Cupertino and the entire Bay Area



Half Moon Bay, CA, 30 miles from Cupertino.

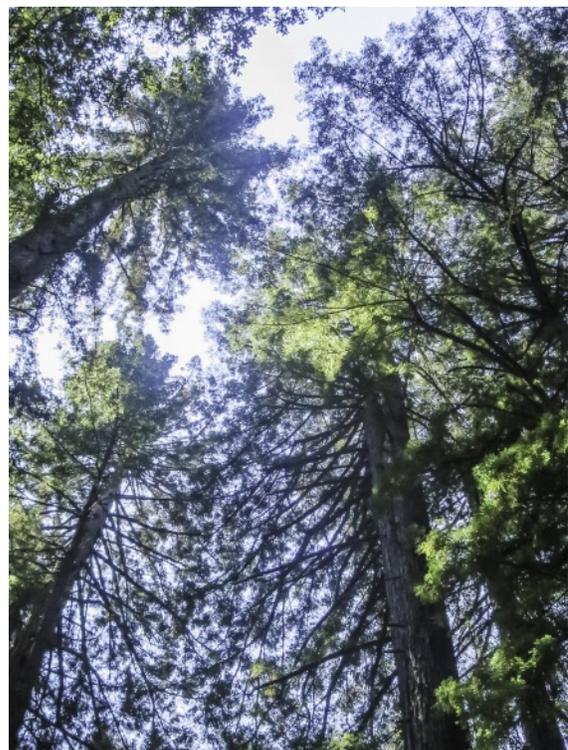
## APPENDIX: Cupertino and the Surrounding Area

struggles to keep up with the housing demand, leading to outrageous housing costs. An average 2-bedroom apartment in Cupertino rents for \$3,682, and the city of Cupertino is largely unwilling to accommodate new residential or affordable housing construction. This salient topic can get politically charged, both for residents and non-residents. Cupertino shares city borders with Sunnyvale, Santa Clara, Campbell, and Saratoga, where housing costs vary some (Saratoga being the least expensive of these, with an average 2-bedroom renting for \$2,506). High traffic congestion is often a side effect of, and barrier to, commuting from a less expensive part of the Bay Area.

Overall in the Bay Area, abundant activities are available to satisfy any number of interests. San Francisco and San Jose, as well as the cities in between, provide rich cultural offerings, with world-class opera, ballet, theater, and music available. Sports fans can root for any number of teams, as the Sharks hockey team, San Francisco 49ers and San Jose Earthquakes are all local. Miles of beaches and redwood forests make a nice day trip, Napa Wine Country and tourist attractions in San Francisco are a short drive away, and a weekend excursion can include Yosemite National Park or Lake Tahoe.



A view of the South Bay from the Cupertino hills.



Trees in Big Basin Redwoods State Park.

# Diocese of El Camino Real

## Walking the Way

"We are followers of Jesus, guided by His teaching and example to love God and our neighbor. In all things we are committed to honor and support every tradition, lifestyle, and point of view that seeks to increase understanding among the peoples of the world. We embrace the powers of grace and reconciliation, seeking to live them out in our communities and with all whom we encounter. We invite you to worship with us and walk with us in our commitment to nurture, heal, and foster joy among those who face life's struggles. With compassion, humility, and creativity, we strive to realize the timeless peace that God intends for us all."

The Episcopal Diocese of El Camino Real is as vibrant and diverse as the region it serves. From Silicon Valley to the beach cities of San Luis Obispo County, the diocese spans 42 congregations across five counties: Santa Clara, San Benito, Santa Cruz, Monterey, and San Luis Obispo.

Our congregations are welcoming, inclusive communities that celebrate individuals for their unique gifts. We worship in English, Spanish, Tagalog, and other languages, reflecting the cultures of our region. Bishop Mary Gray-Reeves, who is retiring, is currently the spiritual and legal head of the diocese; she visits all congregations in the diocese on a rotating cycle, ordains new clergy, confirms, receives and baptizes, and gathers regularly with fellow bishops. Canon Lucinda Ashby, Canon to the Ordinary in the Diocese of Idaho, was elected to be our fourth bishop of the Diocese of El Camino Real June 1, 2019 in an election framed by the liturgy of the Eucharist and attended by a gathering of 350. Following final approval by bishops and the Standing Committee, the consecration will take place January 11, 2020.

El Camino Real is home to York School (a college prep school in Monterey), two K-8 schools, and several preschool campuses. Campus ministries are found at California State University, San Jose; California Polytechnic State University, San Luis Obispo; California State University, Monterey Bay; and the University of California at Santa Cruz. We sustain our Christian faith with meaningful worship, caring congregations, and an ongoing commitment to enriching the communities we serve. The diocese supports Santa Maria Urban Ministry in San Jose, Hope with South Sudan, and others. Our congregations



serve people locally and globally, and we enjoy a partnership with the Diocese of Gloucester in England.

## About the Rev. Canon Lucinda Ashby

Canon Lucinda is Canon to the Ordinary in the Diocese of Idaho, a position she has held since 2011. She was ordained in 2004 in the Diocese of Northern California, where she served as assistant rector at St. Martin's in Davis and then rector at St. Matthew's in Sacramento. In addition, she taught at the Church Divinity School of the Pacific in Berkeley. Before ordination Lucinda taught Spanish and music in grades 7-12 and was Head of School for a private school in Sacramento. She also founded and built a school for Native Americans in Capay Valley, California.

While in the Diocese of Northern California, Lucinda served as President of the Standing Committee, Member of Hispanic Commission, Chair of Liturgy Committee, and numerous other positions. She grew up in Perú and speaks Spanish fluently. She and her husband Bob currently live in Boise, Idaho; they share three grown children who reside in California with their spouses.

## Other Resources

El Camino Real web site: <https://www.realepiscopal.org/our-diocese/>

2019 El Camino Real Diocesan Profile: <http://saintjudes.org/wp-content/uploads/2019/08/ElCaminoRealDiocesanProfile.pdf>



The Sargent House, in Salinas, the historic location of the diocesan offices.

# Staff and Vestry

## Parish Clergy:

### **Assisting Clergy**

The Rev. Bruce Bramlett

## Parish Staff:

### **Music Director/Organist**

Laura Green

### **Choir Director**

Billie Bandermann

### **Parish Administrator**

Donna Araiza

### **Sexton**

Steve Swayze

### **Nursery**

Erika Domokos

Andy Estrada

### **Property Manager**

Nick Harrah

## Vestry:

### **Senior Warden**

Kathy Yates

### **Junior Warden**

Ken Foot

Judy Bailey '19

Don Disney '20

Ken Foot '19

Shanie George '19

Wren Gray-Reneberg '21

Beth Leonard '21

Lauren Minkel '20

Liz Mulford '19

Dan Putler '21

Scott Rotondo '20

Jennifer Shearin '21

Kathy Yates '20

### **Treasurer**

Jeffrey Pugh

### **Clerk**

Elena Lamp

## Profile Committee:

### **Co-Chairs**

Wren Gray-Reneberg

Valerie Nau

Steve Corriveau

LeMel Firestone-Palerm

Judy Foot

Margot Jacobsen

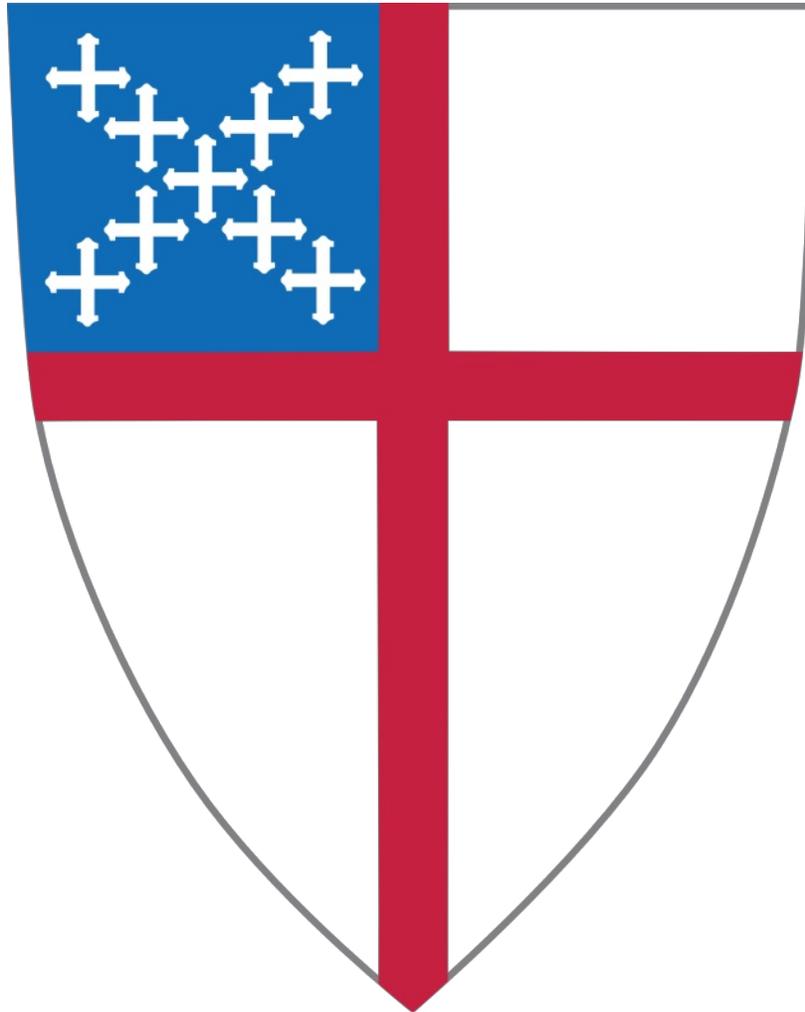
Noriko Kunimi

Karen LeBlanc

Mason Razavi

### **Profile Layout**

Erik Stayton



### A Prayer for Guidance

"Direct us, O Lord, in all our doings with your most gracious favor, and further us with your continual help; that in all our works begun, continued, and ended in you, we may glorify your holy Name, and finally, by your mercy, obtain everlasting life; through Jesus Christ our Lord. Amen."

- Book of Common Prayer, 832