



# *2017 Parish Profile*



THE  
EPISCOPAL CHURCH  
OF ST. MARTIN

640 HAWTHORN LANE  
DAVIS, CALIFORNIA

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**The Episcopal Church of St. Martin**  
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# WELCOME TO OUR NEXT RECTOR

We look forward to meeting you! We at the Episcopal Church of St. Martin see ourselves as a generally healthy and vibrant parish, and also understand that to stay vibrant, we must continually change. The retirement of our previous rector, the Reverend Mark Allen, provides us with an opportunity to remain open to each other and to God as we walk the path of transition. We are dedicated to making this a smooth and prayerful time. To increase our understanding of our parish, we used the Congregational Assessment Tool from Holy Cow! Consulting and had high response rates. In addition to a section of this profile that describes its results, we note insights throughout the text, and summarize key goals below.

These goals include the following.

- Develop and implement a comprehensive strategy to reach new people and bring them into the life of the church
- Create more opportunities for people to form meaningful relationships
- Attract families with children and youth to our church

Our new Rector can help us explore new ways to make a difference in the world. We seek first and foremost a spiritual and prayerful leader as well as a gifted preacher with strong skills in working with people, strategic leadership, management, and organization, a commitment to pastoral presence in our community, and an appreciation for shared ministry. If you are flexible and compassionate, intellectual, approachable, and relish engagement in the parish and in the wider community, you may find a great fit here. We aspire to work with you to take risks, as you lead us in the Jesus Movement both in our personal lives and as the people of St. Martin's.

If you are called to join us, we look forward to a time of getting to know one another. We are excited to see where this new partnership will take us and we look forward to a time of thoughtful dialog and shared vision.



## 2. OUR MISSION STATEMENT

Our mission statement dates back to the late 1990s and was crafted after extensive consultation within the parish.

*“St. Martin’s is a worshipping community, growing in Christ, reaching out to welcome, heal, nurture, and serve.”*

## 3. HISTORY OF THE CHURCH OF ST. MARTIN

The Church of St. Martin held its first service on September 20, 1953, in the Varsity Theatre in downtown Davis. Davis was a small university town, just entering a period of rapid growth. There was no Episcopal church in town. A group of Episcopalians missed the familiar liturgy, and wanted an Episcopal Sunday School for their children. In only five months, this group had gathered enough signatures, pledges of money, and volunteers to convince Bishop Noel Porter of the Diocese of Northern California to establish a mission church in Davis.

### Notable events at St. Martin’s

1953	First service of the Church of St. Martin
1955	First vicar, the Reverend Clyde Everton, appointed
1956	Diocese purchased house at 211 First Street for a church
1961	The Reverend William G. Burrill appointed vicar
1962	Diocese purchased lot at 640 Hawthorn for a church campus
1963	Parish Hall, kitchen, and 3-room classroom building completed, with church services held in the Parish Hall
1967	Dona Lee Brandon hired as choir director/organist. She served for 28 years. First service in new sanctuary, Dec. 10, 1967
1971	First children’s choir instituted
1973	St. Martin’s granted parish status
1980	The Reverend Mary Goshert, the first woman priest in the Diocese of Northern California, called as an assistant
1982	Schlicker organ installed in the sanctuary

In March 1953, the group began working to get their church. They selected six men to serve on a Bishop’s Committee; they raised money to pay a priest; and they received money from the diocese to support an Episcopal ministry for university students.

By the late 1950s, times were changing. Bishop Porter retired in 1957, and a new bishop, the Right Reverend Clarence Haden, was elected. Bishop Haden realized that the population of Davis and the university were increasing rapidly, and he had high hopes for St. Martin’s. In the fall of 1961, he appointed the Reverend William G. Burrill and urged him to build up the congregation and student ministry. Reverend Burrill remained at St. Martin’s for 20 years. He was succeeded by the Reverend Mark Lowell Starr (1983-1988), the Reverend Barry Leigh Beisner (1989-2002), and the Reverend Mark Francis Allen (2004-2016).

During the Reverend Burrill’s time, the church and Sunday School flourished and soon outgrew their cramped quarters on First Street. In 1962, parishioners persuaded the diocese to buy a large lot at 640 Hawthorn. In 1963, the church built a three-room classroom building and a parish hall in which they held services for four years. The sanctuary was completed in 1967 and St. Martin’s became a fiscally independent parish in 1974.

While shepherding St. Martin’s through a period of tremendous growth, the Reverend Burrill also integrated outreach and music deeply within the culture. He hired the first choir director and provided an environment in which the music program could develop, and for decades, the parish used folding metal chairs for sanctuary seating so that they could allocate pledge dollars to outreach rather than furnishings. This dedication to outreach and music continues to this day.

Over the years, additions and improvements to the physical plant transformed St. Martin’s. The Reverend Beisner guided the parish through functional additions funded by two capital campaigns and several memorial gifts: new classrooms and a large deck (1993), construction of an Administration Building with four offices and Blanchard Library (1998), and parking lot lighting (2000). Further, he believed that

- 1982 The Reverend Burrill resigned as Rector to become Archdeacon of the Diocese
- 1983 The Reverend Mark Lowell Starr called as Rector  
Elizabeth Rudisill Homann Memorial Endowment sponsors first concert at St. Martin's
- 1986 St. Martin's and Davis Lutheran Church jointly sponsor The Belfry
- 1987 St. Martin's burned its first mortgage
- 1988 The Reverend Mark Starr resigned as Rector
- 1989 The Reverend Barry Leigh Beisner called as Rector
- 1990 First weekly dinner served to the hungry at St. Martin's parish hall  
  
St. Martin's and the Church Divinity School of the Pacific began a field placement program
- 1992 Wooden pews and kneelers replaced folding metal chairs in sanctuary  
Anne Blampied (Beatty) called as first salaried Director of Christian Education
- 1993 New classroom and deck built  
*The First Forty Years*, a history of St. Martin's, published by parishioner Shipley Walters
- 1997 Capital campaign to upgrade classrooms and other facilities
- 1998 Parishioners began study of healing ministry, leading to commissioning in 2000
- 1999 Administration Building completed
- 2002 The Reverend Barry L. Beisner resigned to become Canon to the Ordinary, Diocese of Northern California
- 2003 The Right Reverend George N. Hunt appointed as Interim Rector  
St. Martin's joined Episcopal Power and Light and became an Integrity Welcoming Parish
- 2004 The Reverend Mark F. Allen called as Rector  
St. Martin's designated as a Center for Jubilee Ministry by the Executive Council of the ECUSA  
*Interfaith Celebration of Abraham* instituted with support from St. Martin's parishioners

aesthetics in the worship space were integral to glorifying God. The parish was able to replace the cold, noisy, and uncomfortable folding metal chairs with wooden pews (1992) and beautify the altar and sacristy walls (1997).

Under Interim Rector the Right Reverend George Hunt, St. Martin's joined Episcopal Power and Light (now Interfaith Power and Light), added solar photovoltaic panels to the administration building, and was certified by Integrity as a Welcoming Parish in 2003.

During the tenure of the Reverend Mark Allen, we continued to make improvements to the physical plant while furthering St. Martin's tradition of outreach. In 2010-2011, another capital campaign supported improvements to the sanctuary and the addition of a narthex with a baptistry. As part of this effort, the parish hall and kitchen were remodeled and upgraded to provide more functional, energy-efficient, and attractive space. The building is central to St. Martin's outreach efforts - it is used by Davis Community Meals and Housing for three meals a week.

As St. Martin's has grown in Christ, we have developed new ways to welcome, heal, nurture, and serve. The laity has always played a strong role at St. Martin's. People of faith founded the church in 1953, and people of faith have given their time, talent and treasure ever since to keep this church going and to care for those in need in Davis and the world. St. Martin's has reached out with funding and volunteer aid to people in our region, in Africa, Central America, and on Native American communities in the U.S. Our buildings are used each week for parish activities and by community groups such as Alcoholics Anonymous, Boy Scouts, and Davis Community Meals and Housing. Over the years, our classrooms have been used by various groups, including a Special Education program of the Yolo County Office of Education and the International Parent-Child Learning Center. Church members serve on the Vestry and on groups that work behind the scenes. They sing in the choirs, make blankets for the wider community, hold an annual craft fair, barbecue, pull weeds, serve refreshments after services, feed the hungry, nurture our children and youth, and do myriad other things in Davis and beyond. We are an active group!



Looking east from the Meditation Garden, with the administration building on the left, narthex and nave on the right, and classroom buildings in the distance.

2005	Columbarium installed St. Martin's registered as a Stephen Ministry Congregation
2008	The Reverend Jocelynn Jurkovich Hughes called by The Belfry as the first Episcopalian to serve as Campus Pastor
2009	Pipe organ updated by the Bond Organ Builders, labyrinth installed St. Martin's received the Thong Hy Huynh Award from the City of Davis
2010	Capital campaign raised \$1.1 million for facilities
2011	Narthex and sanctuary renovated, Dona Brandon Music Room dedicated
2012	Lych gate built The Belfry instituted LEVN as part of the Episcopal Service Corps Youth Architects consultation and creation of Children's Ministry Coordinator
2013	New parking canopy with solar panels built
2015	Lawn in front of the church replaced by a low-water meditation garden
2016	STEAC food distribution center relocated to St. Martin's campus  The Reverend Mark Allen retired  The Reverend Carren Sheldon appointed as Interim Rector

## Our place in the Episcopal Church

St. Martin's lies within the Episcopal Diocese of Northern California, which extends from the coast through the Sierra Nevada mountains, from the Oregon border to the northern tip of San Francisco Bay. The Right Reverend Barry Beisner leads the diocese as its bishop, with the result that at his biennial visits, it's not unusual for long-term St. Martin's parishioners to greet him with warm familiarity. During this transition, the people of St. Martin's have worked closely with the Reverend Andrea McMillin, who serves as Canon to the Ordinary with special responsibility for clergy transitions.

The sixty-nine congregations in the diocese are organized into seven geographical deaneries that serve as smaller, local clusters of congregations for purposes of governance (pre-convention meetings), education (congregational leadership and anti-racism trainings), and fellowship. The Church of St. Martin is in the Wingfield Deanery (the yellow pins in Figure 1), along with nine other churches in the region.

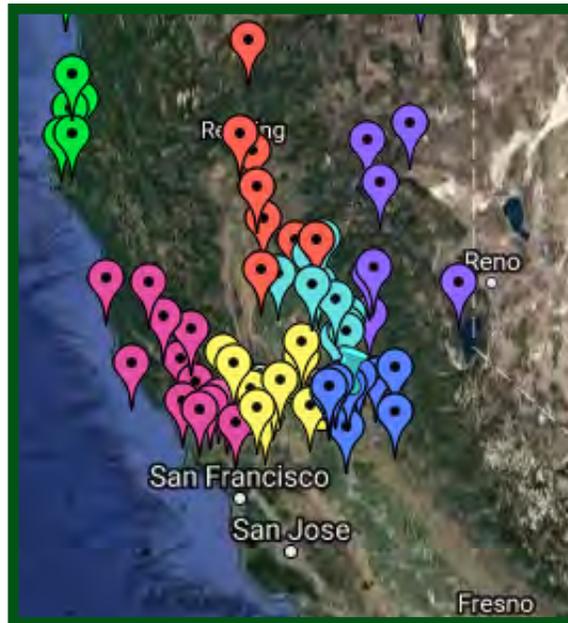


Figure 1. The Diocese of Northern California. Colored pins indicate deaneries.

St. Martin's parishioners have been active in diocesan commissions and committees through the years. Diocesan committees regularly use St. Martin's classrooms for meetings, and St. Martin's hosts deanery meetings and regional trainings on topics such as anti-racism and safe church. Last but not least, former St. Martin's assistant clergy and former parishioners raised up as clergy have gone on to serve other churches in our diocese and beyond.

St. Martin's lies 63 miles from of the Church Divinity School of the Pacific and the Graduate Theological Union, which are in Berkeley, across the bay from San Francisco.

# 4. PROGRAMS

Three fibers predominate throughout the fabric of St. Martin's: appreciation for liturgical worship as the center of parish life, a strong commitment to lay ministry, and dedication to outreach to the "least of these". Ministry to children and youth also constitutes an important thread within the parish, but the programmatic emphasis on our younger members has varied depending on church demographics and the budget. This is part of an ongoing conversation.

*"St. Martin's is a worshipping community..."*

## WORSHIP AND SPIRITUALITY

Overall, excellence in worship is a critical success factor for our congregation. We see an opportunity for us to learn more about liturgical practice and theology as a way to deepen our connections with one another and with God.

St. Martin's routinely offers three Sunday services.

- The 7:45 am spoken service uses Rite I. Regular attendees describe this service as "traditional, quiet, and silent."
- Both the 9:00 am and 11:00 am services use Rite II, supplemented by *Enriching Our Worship* and *The Saint Helena Psalter* for inclusive language.
- The 9:00 am service has hymns drawn from *Wonder, Love, and Praise*, *Gather*, and *Lift Every Voice and Sing*, as well as traditional hymns from the 1982 Hymnal.
- The service at 11:00 am has a vested choir, anthems in a classical style, and hymns from the 1982 Hymnal, supplemented by other sources.

Children are welcome at all services. Church school is offered during the 9:00 am service and ends in time for children to rejoin their parents for Eucharist; child-care for infants and toddlers is offered during the 9:00 am and 11:00 am services.

In addition, a Tuesday noon Eucharist with healing prayers draws regular attendees from beyond the parish community. Special Liturgies, such as the Lessons and Carols service in December and Tenebrae during Holy Week, are very dear to the members of the Church of St. Martin's.

Since the 1990's, St. Martin's has welcomed all to the altar and the congregation values that inclusion.

Respondents to the Holy Cow! survey regard worship services at St. Martin's as exceptional in both quality and spiritual content, and parishioners value excellence in preaching. Over 76% of respondents agree

or strongly agree that their spiritual experiences affect the way they look at life, and over 78% experience the presence of God in their lives.

### Worship Commission

The worship commission acts as a coordinating body for activities related to worship. The Commission meets monthly, with the Rector, as Chief Liturgical Officer, as chair. The commission plans special liturgies for feasts and special services during Advent, Christmas, Lent, Holy Week, and Easter, addresses issues that arise in regular liturgies, and provides a sounding board to the Rector in matters pertaining to visioning in worship planning.

*"Acolyting was a key part of my kids' formation."*  
— parent of two youth

The group works with acolytes, Eucharistic Ministers, Eucharistic Visitors, the Verger, and others. Lay leaders schedule and train acolytes, Altar Guild members,



Adults and children as young as third graders serve as St. Martin's acolytes. This aspirant has a few years to go.

ushers, and greeters using written guidelines. Recently, it has been challenging to recruit adequate numbers of lay altar servers.

The *Altar Guild* prepares the altar for three regular Sunday services, for special services, and for the weekly Tuesday Healing Eucharist. They periodically polish the silver vessels used at Eucharist and brass pieces used throughout the liturgy.



Parishioners from every generation help with greening the church.

The *Flower Guild* provides floral arrangements for the altar for all services and seasons. In preparation for Christmas, volunteers young and old join the flower guild to hang greens in the sanctuary.

*Audio technology volunteers* record Sunday services and post the recordings on the church website as podcasts. For some homebound parishioners, these podcasts provide a substantial and meaningful source of comfort that helps them remain connected to the parish community.

The *Holy Folders* constitute an unheralded but important ministry. This dedicated group of laypeople gathers each Thursday morning to fold and staple the bulletins for upcoming services as well as for special services such as weddings and funerals.

*“The podcasts have been  
such a blessing.”*  
— a homebound parishioner

Another behind-the-scenes ministry is the *Centering Prayer* group. This group of about twenty lay persons, half of whom come from outside the parish, gather weekly at St. Martin’s for silence and centering prayer. In addition, three parishioners are members of the Society of the Companions of the Holy Cross.

Liturgical art within the nave includes icons that represent Stations of the Cross, and needlepoint kneelers made and banners quilted by parishioners.

## Music

Music at St. Martin’s is provided by an organist, two adult choirs, and several special choirs. The contemporary choir, conducted by Music Director Janie Knudsen, sings at 9am, and the traditional choir, conducted by UC Davis Professor of Music Chris Reynolds, sings at 11am. Musical accompaniment generally consists of a grand piano and a two-manual organ (refurbished in 2009), occasionally augmented by guitar or guitar with bass and percussion at 9am and by orchestral instruments at 11am. We hire a brass quartet for Christmas Eve and Easter services.



St. Martin’s choristers make joyful and very musical noises, often singing in two and three part harmony.

In addition, our music program includes a Hogwarts-themed children’s choir that uses the Royal School of Church Music curriculum. The Children’s Choir sings once each month and at major feasts, and draws children from inside and outside the parish.

The quality of music at St. Martin’s, achieved without paid singers and recognized by Holy Cow! respondents, also attracts adults to the parish. The St. Martin’s Camerata, which consists of members of the 11am choir supplemented by UC Davis students and other community members, sings Choral Evensong occasionally, and the Children’s Choir also collaborates with children from Congregation Bet Haverim, a Reform Jewish Synagogue in Davis, to stage a biennial interfaith musical.

*“...growing in Christ...”*

## CHRISTIAN FORMATION

Christian formation at St. Martin’s spans all ages, with the bulk of our efforts focused on children and youth. Like many Episcopal parishes, we see Christian formation as a major area for growth. We recognize this as a challenge and we deeply desire to develop into a parish with robust formation for all ages.

### Nursery

The nursery, renovated in 2015 under the guidance of a parishioner who directs UC Davis’ Early Childhood Lab School, serves children up to 5 years of age during the 9:00 am and 11:00 am services. Care is provided by paid staff consisting of a nursery coordinator and a small cadre of university students.

### Godly Play

Our church school program serves children from pre-school through 6th grade in multi-aged classes during the 9 am service (from 9:00 to about 9:45, when the children join the congregation for Eucharist). We use the Godly Play program, which encourages the children to think, wonder, and best of all, play with God. In addition, St. Martin’s schedules intergenerational festivals that align with the liturgical calendar, e.g., making Advent wreaths, dyeing Easter eggs, and a Martinmas lantern walk. Goals of the Church School include expansion of the time available for the Godly Play program, introduction of Bible reading for upper elementary-aged children, and recruiting and training enough volunteers to staff three age group classrooms more consistently.



Classrooms include Godly Play materials and skilled teachers

### Youth: TYGMOS

Our youth education program, TYGMOS (“This Youth Group Meets On Sunday”), serves the youth in 7th through 12th grades. TYGMOS meets in two groups --Junior High (7th through 9th grades) and Senior High (10 through 12th grades) -- that parallel the structure of the Davis public schools. Our youth education program helps our youth expand their Christian Formation and prepare for confirmation, provides healthy social space, offers opportunities for outreach, and supports discernment. In the future, TYGMOS leaders seek more thorough engagement with diocesan and wider-church special events and programs for both the Junior and Senior High youth groups.

We seek a rector who will connect with our youth and youth leaders, occasionally teach and hang out with them, and engage positively with this area of ministry.



The junior high TYGMOSians meet immediately after the 11 o’clock service each Sunday, with the senior high group gathering at the end of the afternoon.

### University

The Belfry houses two programs: the Lutheran Episcopal Campus Ministry and the Lutheran Episcopal Volunteer Network (LEVN). Episcopal priest Jocelynn Jurkovich Hughes serves as Campus Pastor and as the Executive Director of LEVN. Lutheran Pastor Casey Kloehn serves as LEVN Program Director.

St. Martin's parishioners serve on the Belfry Board and the parish provides modest financial support. In addition, St. Martin's has hosted two volunteers from LEVN for ministry at St. Martin's. Belfry affiliates, other university students, and LEVN volunteers are part of the regular Sunday worship community at St. Martin's. Clergy from St. Martin's and The Belfry collaborate on services such as the Easter Vigil, with attendance by members of both communities. In the past, St. Martin's was very active in ministry to university students, but this has fallen off in recent years.

The time is ripe for increased engagement of St. Martin's parishioners with The Belfry and LEVN program.



St. Martin's and The Belfry join forces for the Easter Vigil.

## Adult

Adult formation is less comprehensive and programmatic than offerings for children and youth. Topical and video classes, each lasting 6-8 weeks, have been offered on an ad hoc basis by clergy and

lay leaders. From time to time, the clergy have offered "Episcopal 101," a class for newcomers and those who would like a refresher. Education for Ministry (EFM) groups have been formed in recent years, and recently graduated two students. A lay member leads a theological reading and discussion group, and we are discussing how we might establish a regular Sunday morning adult formation activity.

This is an area of discernment at St. Martin's as we strive to develop balance between service to others and developing our inner spiritual lives.

## Clergy

St. Martin's has provided a fruitful environment for forming clergy, and we see this as an important part of our identity. Two rectors of St. Martin's subsequently were elected bishops. Our rectors have mentored six seminarians at St. Martin's for field study, which has enriched our parish life. Fourteen of our parishioners have discerned and answered a call to ordained ministry.



Alex Leach, now a seminarian, the Reverend Ernie Lewis, and the Reverend Margaret Grayden all felt a call to ordination as St. Martin's parishioners.

*"...reaching out to welcome..."*

## CONNECTING

In a transitional-size church, it can be a challenge to find ways for people to connect with each other. Over the years, St. Martin's has organized ongoing dinner groups, men's and women's groups, and various special events for the parish as a whole. During this time of leadership transition, we invite input on ways to build new relationships within the parish. Although several active groups in the parish work to foster and strengthen our connections with each other and with the community, the results of our Holy Cow! survey indicate that parishioners are eager to become more connected. Notably, some parishioners under the age of 35 have asked for ways to integrate into ongoing parish life, and for an 'on ramp' to existing programs.

## Communications Commission

The Communications Commission is responsible for publicity for St. Martin's. The commission publishes contributed articles in the monthly newsletter, maintains the web site, and advertises special services in the local newspaper. One goal of the commission is to build ties with the substantial Latino community in our region.

## Discipleship Commission

The newly-formed Discipleship Commission, initiated by the Reverend Mark Allen, supports the various small groups within the parish. These include Cursillo, Vernoica Women, and the Men's Group. As a nascent commission, this group has much promise.



Parishioners share cookies, savory bites, fresh fruit, and of course, coffee and conversation at the 10am coffee hour.

## Hospitality Commission

St. Martin's Hospitality Commission hosts special events and weekly coffee hour. Regular special events include a picnic at the end of the program year, an all-parish dinner as part of the fall Stewardship Drive, and receptions after Lessons and Carols and Easter Sunday services. Weekly Coffee Hour, which is coordinated by the Hospitality Commission with goodies contributed by other parishioners, constitutes a very important part of hospitality: it's a time when parish members can catch up with their parish family. It also provides an opportunity for new members and visitors to get acquainted and to find out more about St. Martin's.

A steadfast cohort of senior parish members faithfully participate in monthly parish lunches, the Lunch Bunch. This fellowship time provides them with a shared potluck meal and an opportunity to get out and reconnect with other parish members.

## Welcoming Newcomers

We are evaluating our system for welcoming newcomers and are developing ways to ease the transition from newcomer to active parishioner. Ideas include teas at a parishioner's home, a visit from clergy, small-group dinners, and more frequent all-parish events. Additionally, we are developing a new structure for greeting people at the door to make stronger connections with visitors.

*"... heal, nurture, and serve."*

## SERVING OTHERS

Several parish organizations focus on the interface between St. Martin's and the world, with almost 70% of respondents to the Holy Cow! survey indicating that St. Martin's provides opportunities for parishioners to engage in active ministry within the church and to the world.

## Care for God's Creation

The Care for God's Creation Commission advocates for, educates about, and organizes tangible action motivated by environmental stewardship. In some cases, St. Martin's actions in environmental stewardship, e.g., the installation of solar arrays to generate electricity on site, have inspired parishioners to consider similar actions for their homes.

The Commission recently recommended a goal for additional steps toward reducing our carbon footprint, and is brainstorming on goals for education and advocacy, including partnering with other local interfaith efforts in environmental stewardship. Much of the Commission's work is done in concert with other parish organizations, such as the Public Policy Committee and the Landscape Committee (see below).



Activities of the Caring for God's Creation commission include background research on a solar shade structure and a "green car" expo for parishioners.

## Public Policy Committee

St. Martin's Public Policy Committee arose in 2015 from a desire to help the homeless. Early efforts included a group going to the state Legislature to convey support for the *No Place Like Home* initiative.

More broadly, the committee considers advocacy in light of our Baptismal Covenant so that the church can have a direct impact on matters of public policy. The committee's goal is to continue to identify issues that it can address effectively, and to discern what the scripture tells us on any given matter. We work from our common faith to speak together with a powerful voice to help those with less power in the world.

## Social Justice and Outreach Commission

The Social Justice and Outreach Commission provides opportunities for all at St. Martin's to live out our faith by being Christ's hands and heart in the world. In our role as a Jubilee Parish, we strive to help "the



Each week, food donations go to feed the hungry of Davis, UC Davis, and Dixon. Special donation campaigns benefit specific non-profits; recent drives supported Solar Aid and the Cristosal Foundation.

least of these." We invite the congregation to support parish outreach projects at Lent, Thanksgiving, and Advent, and collect food and toiletries year round for weekly donations to local food closets.

Our annual grants program supports a range of organizations that work locally, nationally, and internationally, with \$29,600 awarded in 2016 and anticipated plate offerings of \$5,500 designated for specific organizations. In recent years, we had set a goal of tithing for Outreach and reached 7% of the operating budget for Outreach. Currently, we work to discern how best to serve those in need through financial and in-kind support, and by building connections between our parish and community organizations, such as those listed below.

In addition, several community or Diocesan organizations have strong connections to St. Martin's.

Founded in 1967, the *Short Term Emergency Aid Committee (STEAC)* seeks to provide immediate, short-term emergency aid to Yolo County families and individuals with incomes at or below the federal poverty level. STEAC provides help with food, rent, utility payments, and job readiness. St Martin's has long supported this agency. In 2015, several parishioners began working with STEAC and the City of Davis to find a stable site for STEAC's operations. This resulted in a move of STEAC's food distribution center to a new pre-fabricated building on our campus.



UC Davis students prepare and serve meals in our parish hall as part of Davis Community Meals and Housing.

*Davis Community Meals and Housing (DCMH)* began operation in 1990 to serve the homeless and those at risk of being homeless. DCMH runs an emergency shelter, transitional housing, and a resource center across town, and serves three meals a week at St Martin's. Two meals are staffed by community organizations with the third staffed by a UC Davis student group (even during school breaks!). Our parish provides financial support, free use of our kitchen and parish hall, and liaisons from the parish who provide

the welcoming face of St. Martin's and help the meals run smoothly. Per DCMH by-laws, our Rector and two lay members of St. Martin's serve on the Board of Directors. Currently, only the two lay members serve on the Board.

The *Yolo Interfaith Immigration Network (YIIN)* was begun in 2008 by a group of people from several religious groups in Davis, including a large number from St. Martin's. YIIN members serve and

*"In YIIN, we serve 'the least of these' — people who have no voice other than what we bring."*

- YIIN member

advocate for immigrants in Yolo County, run an ESL program and after-school program at the Madison Migrant Center, and a visitation program for minors held at Juvenile Hall due to their immigration status.

*Welcoming the Stranger: Immigration and Refugee Ministries* was developed as a result of a resolution, written by St. Martin's parishioners, and passed at the convention of the Diocese of Northern California in 2014. Now a committee of the Commission on Intercultural Ministries of our Diocese, this committee informs congregations in the Diocese about needs for advocacy and action related to issues of immigrants and refugees. Several St. Martin's parishioners and clergy serve on this Committee.

## SERVING ST. MARTIN'S

Serving our parish ranges from administration and building maintenance to pastoral care by laity.

### Caring Ministries

Caring ministries, coordinated by Deacon Margaret Grayden, encompasses lay pastoral care programs that help heal, nurture, and serve those experiencing difficult times

Licensed *Eucharistic Visitors* bring communion to those unable to attend Sunday worship due to illness or infirmity.

*Healing Ministers* are licensed lay ministers who offer anointing, laying on of hands, and prayer for the healing of body, mind, and spirit during Holy Communion on Sundays.



Some parishioners find comfort in healing prayers, laying on of hands, and anointing.

Members of *Helping Hands* provide meals for those needing short-term assistance due to illness, surgery, childbirth, or a death in the family.

The *Prayer Shawl Ministry* makes prayer shawls and fleece blankets as tangible symbols of God's love. Ministry members distribute completed items to parishioners and community nonprofits such as the Yolo Crisis Nursery and Yolo Adult Day Care.

Our parish currently has five active *Stephen Ministers*, with three lay Stephen Leaders and two clergy leaders. Several parishioners are in the process of exploring a call to Stephen Ministry. However, this ministry seems underutilized by parishioners.

Members of these ministries seek to build congregational awareness of and increase participation in Caring Ministries programs.

### Vestry

St. Martin's Vestry consists of 12 members who serve staggered three-year terms. The Vestry strives to balance each incoming cohort for representation among the three services and all age groups, and for gender balance. Members are not eligible to serve consecutive terms. Since the mid-1990s, the Vestry has been elected by acclamation as a slate of candidates.

## Buildings and Grounds Commission

The Buildings and Grounds Commission is responsible for maintaining our facilities. We are blessed to have a park-like setting on a neighborhood block as our church home. Commission members use a comprehensive maintenance schedule to plan regular maintenance and repairs, including tasks that can be carried out by Commission members and tasks that can be completed during all-parish work days. Professionals perform larger tasks, such as maintaining the heating and cooling system. Long-term goals include renovation of the children's outdoor play area and the fence around it.

## Landscape Committee

This committee arose in 2013 from the desire to create a water-efficient meditation garden located front and center on the church property. Since completion of the Meditation Garden, the committee has worked to increase the water efficiency of our landscaping by removing lawn and using native and drought-tolerant plants. The dozens of mature redwood trees on our campus remain a quandary for committee members

and the parish as a whole because of the trees' high demand for summer water in a dry region, the changing climate, parishioners' connections with the trees (including, notably, our youth), and high cost of removal. The committee is working with the Vestry in creating a long-term landscaping plan for St. Martin's.



Members of the landscape committee perform maintenance tasks, such as hand watering new plantings.

## 5. STAFF

St. Martin's staff includes a full time Rector and a full time parish administrator. We have several part-time paid staff who provide for program administration, childcare, and music leadership.

Our clergy includes a non-stipendiary deacon and priest who have regular duties for parish operations, and many volunteer associate clergy who contribute to our worship as preachers and celebrants, and enrich our common life.

Several volunteer positions provide essential parish duties in administrative and program areas. All staff, volunteers who work with children and youth, licensed ministry volunteers, and people in leadership positions receive Safer Church training.

### Vocational Deacons at St. Martin's

Our parish has been a forerunner within our diocese in including vocational deacons on our staff. Bishop Beisner has been active in promoting the Vocational Diaconate as a full and equal order.

The Reverend Ernie Lewis was ordained to the diaconate in 2002, served at St. Martin's, and was appointed Archdeacon of the Diocese of Northern Cal-

ifornia in 2005. He served in this capacity until called to the priesthood and ordained as a priest in 2011.

The Reverend Margaret Grayden was ordained in 2013, assigned to St. Martin's, and continues to serve here. She preaches, proclaims the gospel, assists at the altar, and works closely with the Social Justice and Outreach Commission as well as the Eucharistic Ministers, Eucharistic Visitors, Healing Ministers, and Stephen Ministers.

# 6. FINANCIAL INFORMATION

## STEWARDSHIP AND BUDGET

St. Martin's budget runs on a calendar year that begins on 1 January. The Budget, Finance, and Stewardship Commission develops a budget for Vestry approval, monitors the church's income and expenses related to the budget, and provides monthly budget reports to the Vestry. The Commission also leads the annual Stewardship Campaign, which includes stewardship education, lay preaching, and an all-parish celebration to close out the campaign. This congregation reaches deep to give and keep St. Martin's in sound financial condition. In addition to pledge and plate income, St. Martin's enjoys funding from several small endowments.

In 2016, we experienced an increase in financial contributions of 2% and an annual 2016 budget of \$554,512 with no appreciable change in Average Sunday Attendance. Our financial contribution to outreach has hovered between 5% and 7% of our budget, exclusive of in-kind donations, special offerings, and building use.

Fundamentally, the congregation agrees that stewardship is much more than money, holding truth to the belief that stewardship is the free offering of time and talents as well as money. Pledges have increased or remained stable during the past several years.

We hope our new rector will lead us to expand and develop more productive models of stewardship.

### Five Year Pledge Summary

Year	# pledges	Total in pledges	Amount per pledge unit	Pledge/plate/regular support
2013	164	\$436,734	\$2,663.01	\$453,734
2014	165	\$439,479	\$2,663.51	\$448,561
2015	173	\$466,802	\$2,698.28	\$496,444
2016	175	\$483,268	\$2,807.25	\$495,485
2017	173	\$489,462	\$2,829.26	pending

### Simplified Three Year Financial Summary

		Jan - Dec 2014	Jan - Dec 2015	Jan - Dec 2016
<b>Revenue</b>	Pledges	\$412,755	\$456,887	\$472,838
	Total Plate Offerings	\$41,485	\$30,689	\$34,704
	Facilities Use Fees	\$22,810	\$25,411	\$20,620
	Investment Income	\$3,454	\$4,054	\$4,025
	Transfers from restricted funds	\$33,857	\$8,631	\$8,565
	<b>Total Revenue</b>	<b>\$514,361</b>	<b>\$525,671</b>	<b>\$542,041</b>
<b>Expenditures</b>	Total Wages	\$199,738	\$210,337	\$220,962
	Other Personnel Expenses	\$69,800	\$64,215	\$65,823
	Total Personnel Expenses	\$269,538	\$274,553	\$286,785
	Other Operating Expenditures	\$218,505	\$221,483	\$226,727
	<b>Total Expenditures</b>	<b>\$488,044</b>	<b>\$496,035</b>	<b>\$533,512</b>
<b>Net Operating Revenue</b>		<b>\$18,943</b>	<b>\$29,177</b>	<b>\$8,529</b>

## ASSETS AND LIABILITIES

St. Martin's enjoys operating our Church and carrying out its mission on property owned outright on Hawthorn Drive and therefore our liabilities are minimal. In addition, we are supported with several designated funds and reserves, including a home equity fund to assist the rector with purchasing a home. St. Martin's has no outstanding debt.

### Summary Financial Statement for 2016

<b>ASSETS</b>	
Current Assets	
Bank Accounts	
Checking	\$259,512
Discretionary Checking	\$3,200
Brokerage/Money Market	\$128,017
Total Bank Assets	\$390,730
Fixed Assets	
Fixed Asset - Hawthorn Lane	\$2,390,614
Total Fixed Assets	\$2,390,614
Other Assets	
Endowment/Designated funds	\$423,353
<b>TOTAL ASSETS</b>	<b>\$3,204,697</b>
<b>LIABILITIES AND EQUITY</b>	
Total Liabilities	\$19,407
Equity	
Operating reserve balance	\$117,278
Total Unrestricted designated reserves	\$172,393
Total Restricted designated reserves	\$494,326
Equity in fixed assets	\$2,390,614
Total Equity	\$3,185,290
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,204,697</b>

# 7. THE DAVIS COMMUNITY

St. Martin's lies roughly in the middle of the east-west axis of the university community of Davis. Similarly, Davis is "centrally isolated" twenty minutes from the state capital of Sacramento, an hour from San Francisco and the Napa Valley wine region, two hours east of Sonoma coast beaches, and two hours west of the Sierra Nevada. Davis residents enjoy a Mediterranean climate: hot dry summer days with nights cooled by an onshore breeze, interspersed with occasional heat waves that generally last only a few days, mild sunshine in the spring and fall, and cool winters with occasional rain.

The University of California, Davis, lies a quarter mile south of St. Martin's. Its enrollment in fall 2016 consisted of 28,364 undergraduates, and 6,802 graduate and professional school students. The student population is diverse, particularly among undergraduates, with 60% identifying as persons of color.

Davis residents benefit from the presence of the university through cultural resources such as the world-class Mondavi Center for the Performing Arts and the brand new Manetti-Shrem Art Museum, athletic facilities such as the Schall Aquatics Center used by UC Davis athletics and community organizations, and public lectures and cultural celebrations.

## Life in Davis

In the region, Davis is known for the quality of its schools, planning for sustainability, progressive-leaning politics, a vibrant downtown and farmer's market, and bicycles.

Davis residents enjoy a superb public school sys-



UC Davis' Mondavi Center for the Performing Arts hosts concerts, dance performances, and lectures.

tem. In addition to the usual array of K-6 elementary schools, junior high schools for students in grades 7-9, and high schools, Davis public schools include a Montessori elementary school, a Spanish-language immersion program at two elementary schools and one junior high school, a magnet junior high and high school -- Da Vinci -- that focuses on project-based learning, and an independent study school for K-12 students who do better in that format. Da Vinci High and independent study students also take enrichment classes and participate in extracurricular activities at Davis High, the large enrollment high school. The district offers a popular magnet program for high-achieving students, and is working to decrease the achievement gap between white or Asian students and Latino or African-American students.

Davis public schools have received many honors. The school music program was recognized by the a national organization in 2014 for its overall excellence, and the Davis robotics team (including several St. Martin's youth) won an international championship in 2015 and helped

found and mentor a robotics team in the adjoining towns of Woodland and Dixon. Davis High School athletic teams generally

*"...one of the most enjoyable places in California."*

- Peter Fish

SF Gate, March 24, 2016

fare well in league competition. Last but not least, the Davis community has supported public education through parcel taxes and local non-profit foundations.

Davis residents also can take advantage of community college classes at a branch campus of Sacramento City College.

## Community

St. Martin's parishioners often encounter each other at venues across Davis -- the award-winning Farmer's Market, a dog park, the food co-op, a soccer pitch, a school concert, at the July 4th fireworks celebration, or at the big-box store in nearby Woodland. Davis attracts many visitors who appreciate the small-town environment with a rich array of performing arts, visual arts, crafts, and dining. The city promotes infill development; projects that involve conversion of open space or agricultural land require a public vote. Although several small housing developments are in various stages of construction, high demand and lim-

ited availability act in concert to keep the price of real estate higher in Davis than in nearby cities. According to the US Census Bureau, the median value of owner-occupied houses was \$532,800 in 2010.

### Bicycles

Visitors to Davis often remark on the prevalence of bicycles on city streets. Davis is home to eight bike shops, a bicycle collective (formerly known as “The Bike Church,” complete with clergy and acolytes), the US Bicycle Hall of Fame, a mayor who generally gets around town on a bicycle, miles of bike lanes, and police officers on mountain bikes. In 2005, the League of American Cyclists named Davis a “Platinum-level Bike-Friendly Community.” Not to be outdone, the City of Davis published a Bicycle Action Plan in 2014 to provide a guide to integrating cycling, walking, and public transit as components of a sustainable transportation system, with a goal of attaining Diamond-level status in the near future.



Bicycles provide a convenient mode of transportation for both city residents and students.

## 8. REGIONAL AND PARISH DEMOGRAPHICS

The catchment area for St. Martin’s extends to a radius of approximately 13 miles, although small numbers of families drive longer distances. This catchment area includes Davis, West Sacramento to the east, Winters to the west, and Dixon to the south. It also includes the county seat of Woodland, which is home to the only other nearby Episcopal parish, St. Luke’s, 11 miles to the north of St. Martin’s.

Most St. Martin’s parishioners live in Davis (84.9% of 259 households listed in the 2016 parish directory). However, a growing number live in other communities within the catchment area: Winters (3.1%), Dixon (2.7%), Woodland or Esparto (2.7%), and West Sacramento (1.6%). In addition, 6% live in more distant communities that have Episcopal Churches: 2.7% in Vacaville or Fairfield, and 2.3% in Greater Sacramento.

According to MissionInsite and the US Census Bureau, the current population of our catchment area is over 240,000, and is expected to grow to about 273,000 over the next decade. This population increase is expected to include a corresponding increase in the number of families with school age children, with a projected increase in both the number of children and in the percentage of the population made up of children. There are now approximately 50,000 children under 18 years of age, and that is expected to rise to 60,000 in the next decade. The

average age of the population is 35, and that is expected to rise to 37 by 2026.

The race and ethnicity of the catchment area is 49% white/non-Hispanic, 29% Latino or Hispanic, 14% Asian, and the balance African American or other (see Figure 2 for a breakdown by city). These

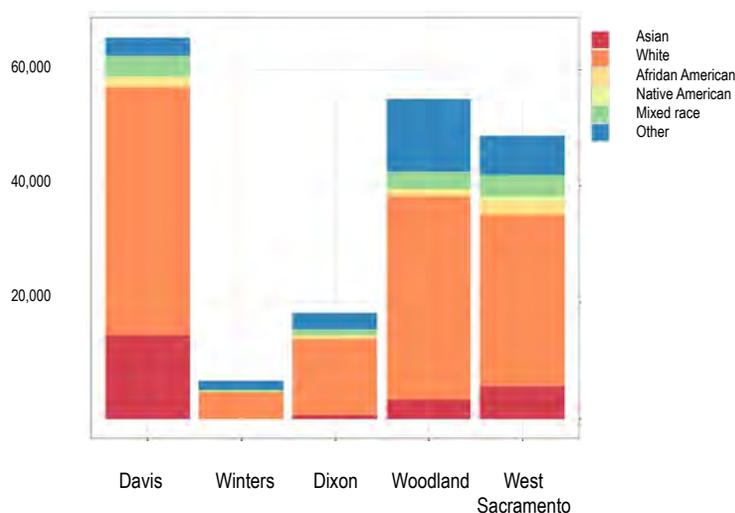


Figure 2. Racial composition of cities in the St. Martin’s catchment area, based on the US 2010 Census. Davis has proportionally more Asian / Pacific Islanders than other cities in the catchment area. In addition, Davis is home to fewer Latinos (12.45% of its population) than Dixon (40.47%), Winters (52.37%), Woodland (47.39%), or West Sacramento (31.35%).

percentages are expected to remain approximately stable for the next ten years. Compared to the state of California as a whole, our community is highly educated, According to the US Census Bureau, 98.5% of Davis adults over age 25 have a high school degree and 71% have a bachelor's degree or higher. Similarly, 63% of respondents to the Holy Cow! assessment hold a graduate degree, another 13% have some post graduate training, and 17% have a bachelor's degree. The percentage living in poverty is lower than the statewide average, with 9% of the population below the federal poverty line, compared to 12% of the state as a whole. About 68% of adult workers are considered white collar; blue collar workers make up just 32% of the workforce. Average household income is \$83,596 and median household income is \$78,796.

The Holy Cow! survey completed in early 2016 provided valuable information about our congregation.

Average Sunday attendance (ASA) shows a decrease from a high of 265 in 2000 to 186 in 2010. Since then, it has grown slightly to fluctuate around 200, with a slight but steady increase in new members each year.

Respondents to the Holy Cow survey were predominantly over age 55 and female, with 34% men and 66% women. St. Martin's does include an appreciable number of school-age children, with 35 enrolled in the church school and 18 in the youth group in 2016-2017.

Age range of respondents	percentage
<19	0
19 - 24	1
25 - 34	6
35 - 44	5
45 - 54	15
55 - 64	24
65+	49

While over a third of the respondents to the Holy Cow survey are long-time church members, newer members are distributed approximately evenly across time.

Respondents' tenure at St. Martin's (years)	percentage
<1	7
1-2	9
3-4	11
5-10	16
11-15	10
16-20	10
20+	37

## 9. FACILITIES

Our main buildings include a sanctuary, a parish hall and administration building, and a set of classroom buildings. Construction has spanned over 50 years, but the architecture is unified by slump stone walls, metal mansard and shingle roofs, and strong lines. Our campus is a hub of activity, with daily use by various groups from St. Martin's and from the community. Over the years, we have taken good care of our facilities and have recently worked hard to make them environmentally friendlier. Our facilities do not include a rectory, but we do maintain a budget reserve to assist the rector with a home loan fund with an equity-sharing agreement.

The sanctuary, built in 1967, seats 250 and features simple lines with a free-standing altar. The cross

was made of redwood salvaged from the 1916 Yolo Causeway railroad trestle. A stained glass window extends the length of the ceiling. The window, a source of fascination for babies in the parish, is made of plastic for safety reasons and meets current California earthquake building codes.

Since 1967, the generosity of parishioners through fund drives and memorial gifts have allowed us to add a pipe organ (1982, renovated in 2002 and 2009), wooden pews to replace folding metal chairs, in the sanctuary (1992), beautification of the altar and sacristy walls (1997), and a Baldwin grand piano (2008).



When illuminated, the stained glass window glows at night

In 2010, St. Martin's raised \$1.1 million in a capital campaign to improve our facilities. Thanks to strong lay leadership, the project was completed on time and under budget. Interior renovation of the sanctuary included energy-efficient windows, a sound system, and sprinklers. The addition of a narthex and a large wooden shade structure gave a completely new look to the front of the church. As temperatures can hover in the high 90s during the summer, the shade structure is an important enhancement to Sunday coffee hour. The narthex includes a built-in 7 x 7 foot baptismal pool. A striking cruciform stained glass window provides a focal point in the narthex.



The gifts of water and the Holy Spirit.

St. Martin's parish hall, built in 1963, is large enough to host parish receptions, with additional seating outdoors on the patio. The adjoining professional-grade kitchen enables volunteers from Davis Community Meals and Housing to prepare dinner or lunch for up to 100 homeless individuals three times each week. In 1998, we added an administration building to the south end of the parish hall, with five offices for staff and the Blanchard Library. In September 2010, the capital campaign also enabled us to remodel the parish hall, restrooms, and kitchen to improve the functionality, energy-efficiency, and aesthetics of the space and to meet ADA requirements.

The classroom wing of St. Martin's consists of three small buildings under a common roof with a deep overhang to provide protection from the elements. These buildings house a nursery, a small office, meeting space large enough to seat 20 people comfortably, three classrooms, and the Dona Brandon choir room. A deck between the buildings provides gathering space and a place for parents to hang out while waiting for choristers or TYGMOSians to wrap up their activities. The outdoor fenced play area runs between the classroom building and parking lot and is badly in need of improvement.



The lawn and patio provide space for play and picnics

The central area of the campus includes a lawn that provides a venue for church school bounce houses, our annual Easter Egg hunt, Vestry v. TYGMOS volleyball games, and church picnics, several patios, a meditation garden, and a labyrinth.

St. Martin's meditation garden, designed by parishioner Greg Webber with input from parishioners via several planning workshops, includes drought-tolerant plants, a recirculating naturalistic water feature, and low stone walls that serve as benches. During the week, it functions as a quiet green place that attracts both wildlife and people from the community into the

church grounds. During coffee hour on Sundays, adults give way to young children who scamper over the walls and around the water feature.



Children, adults, birds, and dragonflies enjoy the meditation garden.

St. Martin's columbarium and labyrinth provide contemplative outdoor spaces, with seating and shade provided by mature redwoods. The columbarium currently contains 120 niches. The labyrinth, modeled after the labyrinth in Chartres Cathedral, was built in November 2009 by a team of parish volunteers under the direction of labyrinth designer and artist Robert Ferré. The labyrinth is accessible to the public from

the street by a decomposed granite path that invites relaxation. Parishioners, members of other faith communities, retreat participants, clients of the neighboring medical offices and apartment complex, and other Davis residents enjoy the labyrinth.

The lych gate, built in 2013, serves as a gateway from the front of the church grounds to the columbarium and labyrinth. The gate is made of the same lumber used to build the narthex shade structure and has a metal roof to match the parish hall and sanctuary roofs. In addition, the lych gate serves as a covered seating area for small groups or individuals who wish to enjoy the tranquil beauty of our grounds.



Since its dedication, the lych gate has become a gathering place for small groups

## 10. HOLY COW! CONSULTING: CONGREGATIONAL ASSESSMENT TOOL

The Congregation Assessment Tool by Holy Cow! Consulting was administered at St. Martin's in late 2015. Parishioners were invited to participate and 184 responded, indicating a high degree of interest in the process and in the overall future of the church. The results of this survey were presented at a Congregational Meeting. We've inserted results from Holy Cow! earlier in this profile as appropriate and summarize the main conclusions here.

The Holy Cow survey characterized St. Martin's as a theologically progressive church that tends to stay somewhat settled in its ways of doing things. Survey consultants define us as a Transformational Congregation with a willingness to adapt our worship and programs to meet the changing needs of our members. The priorities of those who attend infrequently were

very similar to the priorities of those who attend often. The consultants reported that, "Overall, approximately 59% of members at St. Martin are clearly satisfied with things at the church". That said, the survey also provides information on several areas we can address to improve the experiences of all our members.

Top priorities from the survey for the parish include:

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Create more opportunities for people to form meaningful relationships.
- Make necessary changes to attract families with children and youth to our church.

In a sense, “relationship” emerged as an overall theme in the priorities of members of St. Martin’s.

Survey respondents also identified three critical skills for our next Rector:

- preaching (104 respondents)
- strategic leadership (79 respondents)
- pastoral care (53 respondents)

Finally, we are encouraged that St. Martin’s top priorities indicated by survey respondents are fairly consistent across all demographics.



The Reverend Art Lillicropp, beloved by the St. Martin’s community, connects with a parishioner.

## 11. AREAS OF FOCUS AND GOALS

Our parish Profile Committee held a listening session to crowdsource a discussion of areas of focus. About 65 parishioners attended, reflected together over the course of three hours, and gave input on areas of focus for our profile. Their comments, together with the results of the Holy Cow! Congregational Assessment, form the basis for this section.

We seek a rector who will join us in:

- **Developing and implementing a comprehensive strategy to reach new people and incorporate them into the life of the church.** We recognize that this is an area in which we can improve, and have initiated conversations about how we might accomplish this. In the words of one parishioner, “We know the science of being welcoming, but we need to be better at the art of being welcoming.” In addition, we would like to connect with people from various cultures and languages in our community. We welcome a rector who speaks Spanish or has other cultural fluency.
- **Creating more opportunities for people to form meaningful relationships.** In a transitional-size church, personal interactions between members help them to feel connected to the

larger body. We are exploring modes of communicating that bring us into the 21st Century, and seek ways to invite and acknowledge the talents of parishioners in carrying out existing ministries and launching new initiatives.

- **Attracting families with children and youth to our church.** This is likely to involve personal evangelism, improved communication about our programs, and increased participation of parish members in delivering these programs.
- **Strengthening our university connections.** We see our proximity to UC Davis, and the presence of many teachers and academics in our parish, as a natural fit for our ministry. We think this is a fertile mission field for strengthening our inter-generational ministries. College students express interest in social justice, climate change, and spirituality – all of which find expression at St. Martin’s.

*“This was a vehicle for engaging together, and sharing our thoughts and aspirations, and I’d like to see more of that.”*

- a long-time parishioner at the congregational meeting

## 12. BLESSINGS AND CHALLENGES

The Episcopal Church of St. Martin enjoys many blessings.

- We are an inclusive parish.
- Our membership is stable.
- Our parish has a sound financial basis—a balanced budget, no mortgage, reserves for maintaining facilities, and endowments.
- We have a wonderful music program and a very active outreach program.
- We have a cadre of parishioners committed to providing pastoral care, and a passionate, involved laity.
- We care for our buildings and grounds.
- We enjoy fellowship with each other, and are working to help newcomers feel welcome in our church community.
- We welcome discussions led by our Interim Rector on adult formation, children and youth, outreach, and worship.
- In the Holy Cow! survey, our church scored high on both energy and satisfaction, indicating that our members find both meaning and purpose at St. Martin's.
- The parish is part of a healthy diocese.
- The Davis community provides a high quality of life.

Our challenges in some ways reflect our blessings.

- We are actively discerning how to best serve God, our congregation, and our neighbors. This leads to discussing the relative weight we give to programs for children and youth, adult formation, spiritual formation, and outreach.
- Our status as the only Episcopal church in town means that we are a parish seeking to serve people across the sociopolitical spectrum.
- Our parishioners are very busy and some find it difficult to share their time and talents, and to invest in their own spiritual lives.
- We are working to improve intra-parish communication.
- We very much want to find ways to increase the number of families and university students in our community.
- The many-pronged structure of our music program needs to be assessed.
- We seek to develop new models for stewardship.
- We seek to revitalize our relationship with The Belfry.
- Our parish lacks a way to connect with Millennials and Gen-Xers.
- Sometimes we rest on our laurels instead of taking risks.

## CLOSING THOUGHTS

We are excited to join in a new partnership with a new rector, and invite you to share with us in transforming our challenges into blessings - moving into the future with hope and joy. Just as you are discerning this call, we also are discerning the best ways to be faithful stewards of all that God has given to us.

While we understand that no one person can provide leadership in every area, we have considered some specific gifts and graces that we feel would rightly rest in the ministry of our new rector.

- We seek a gifted preacher who will plan and lead worship using the best of our Anglican/Episcopal liturgies.
- We want to deepen our spiritual lives and mature in faith through our intellect, our hearts, and our actions. We seek a rector who will guide us in continuing to serve our neighbors and community, and also guide us in cultivating more mature spiritual practices.
- We seek a rector who is also on a deeply spiritual path, who is not afraid to live life out loud - bearing witness to our faith in these complex times, who is mature in the Christian faith and can articulate the wisdom of our tradition. We want to walk the path of spiritual transformation together.

- We yearn to build healthy relationships that are grounded in faith practices and spiritual inquiry.
- We seek a rector who will help us connect more deeply with each other and with God.
- We want our new rector to bring energy and skill to help us expand our programs for children, youth, and adults to become even more spiritually robust and transformative in the lives of our families and in the greater community.
- We seek leadership to help us address the growing need for pastoral care in our congregation. We know in a healthy church that no one person should hold all of the pastoral care. Therefore, we work in pastoral teams, and expect our rector to oversee the structure of shared pastoral care within the congregation, and to have a keen awareness of when a priest needs to be pastorally present.
- We expect our new rector to put down roots in the larger Davis community and in the diocese – bringing experiences and gifts that enrich the church and the community.

We warmly welcome you into this discernment process. We know that God has given you special gifts and experiences that are unique to you, and look forward to exploring what you might bring to this ministry that will strengthen and stretch us. We are praying for you, and ask that you pray for us, as we discern together our call at St. Martin's and in the larger church. May the Holy Spirit guide us on our journey.

*Almighty God, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a rector for this parish, that we may receive a faithful pastor, who will care for your people and equip us for our ministries; through Jesus Christ our Lord. Amen.*

*Almighty and everlasting God, from whom cometh every good and perfect gift: Send down upon our bishops, and other clergy, and upon the congregations committed to their charge, the healthful Spirit of thy grace: and, that they may truly please thee, pour upon them the continual dew of thy blessing. Grant this, O Lord, for the honor of our Advocate and Mediator, Jesus Christ. Amen.*