



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 14, 2017)

St. Augustine's, California

525 29th Street (@ Telegraph Ave.), Oakland, CA 94609, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/31/17.

deniseo@diocal.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
72	1	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
		0	We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
up to/including \$500/year	Yes		

Cash compensation follows diocesan guidelines for B congregation

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

On a recent Sunday, our Rector asked the congregation for a sewing machine and two twin beds for recent immigrants who had been attending the church. Congregants offered a machine and beds within five minutes. This is but one demonstration of St. Augustine's caring and generous spirit. When parishioners request donations of school supplies for needy students in local schools, all the donation baskets overflow. Similarly, parishioners eagerly volunteer to provide Christmas gifts for foster kids—all the names are swiftly selected, and on the due date, the donation baskets again overflow. In the last five years, the parish has revived its food pantry. On the second and fourth Saturdays of the month we provide a bag of groceries and a hot meal to about 50 people. Many clients are regular attendees, and a community of clients and parishioners has developed over time. We are rarely at a loss for volunteers from the parish to serve at pantry distributions, and parishioners routinely bring friends and visiting family members to join the fun.

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

Our purpose is to pass onto future generations the religious and cultural knowledge that an Episcopal church can offer in terms of orienting them to fruitful ways of living. We are preparing for the future by continuing a strong practice of fiscal responsibility and financial transparency. Our vestry does this first and foremost to insure that St. Augustine's can remain at our beautiful current location. Our neighborhood is gentrifying at an accelerated pace. Our commitment to keep being the church at its current location and building upon that firm foundation is firm: we intend to offer the best place to worship, educate, and serve current congregants, as well as the burgeoning new community, as best we can. We welcome all to become part of St. Augustine's community. Many of our current members were raised at St. Augustine's and have reaped the benefits of growing up in a strong and wise Christian fellowship. From our next Rector, we look for interest and insight in applying the teachings of Jesus to contemporary issues that affect our congregation and the wider community.

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

preacher, worship leader, pastoral care giver, administrator, stewardship

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

We have one 10:00 am Eucharist on Sundays in our Carpenter Gothic church that is on the National Register of Historic Places. In addition to the celebrant, the altar party may include a deacon, Eucharistic minister, seminarian, crucifer, acolytes, lay readers, and choir. Midway between low and high church, our worship is multisensory, with voice, music, singing and handholding during the Lord's Prayer, and incense on special occasions. We follow the order of service for each season from the BCP. One of the few Episcopal churches in the U.S. with a predominantly African American culture, traditional African-American music is an integral part of our worship, and we regularly sing hymns from LEVAS II in addition to the 1982 Hymnal. Along with an exuberant Passing of the Peace, we cherish traditions of recognizing and celebrating life events, expressing thanksgivings, welcoming visitors during the service. A Jazz service on the first Sunday of each month has attracted visitors and new members to the church. Coffee and fellowship follow the service in the parish hall. Bible Study takes place on Wednesday evenings and includes Compline.

How do you practice incorporating others in ministry?

Supporting congregants in using their God-given gifts in service of Jesus's mission is both a deeply held value at St. Augustine's and critical to the church's viability. As much as possible, we aim to empower and equip members to determine their interests and gifts and match those gifts with work needed in the church. Both the rector and ministry leaders announce the need for help with particular ministries. Perhaps more importantly, it is common for parishioners to spend time with returning visitors and new members to inform them about our various ministries (e.g., choir, gardening, food pantry, altar guild) and invite them to join us. The food pantry requires no special skills and volunteering during food distributions often brings new people deeper into the community and helps them find other opportunities to serve. We have held ministry fairs to help parishioners learn about the ministries in the church, and we plan to conduct a ministry fair annually.

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

As discussed below, we rely heavily on our rector for pastoral care of sick, shut in, and other parishioners in crisis. In addition, parish-wide affinity groups are a key mechanism for supporting ourselves and each other. Each guild or ministry develops a community that encourages members to take care of ourselves and each other. ECW recently hosted a talk by a physical trainer and nutrition specialist, for example, but also rallies around members who are challenged by chronic illness or other stresses by, for example, transporting a sister to medical appointments or providing meals to families in crisis. Some years ago, another parishioner brought in an outside expert to help parishioners learn how to manage their finances and reduce personal debt. The team of women who care for the church's gardens also offer respite for a single parent by inviting her special needs daughter to garden with them and learning how to manage the girl's challenges in productive ways. The deep connections we make with each other in ministry to the parish or the community also offer us venues for supporting each other on an individual basis in ways that we find critical to our well-being.

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

The rector's role as pastor is highly valued by our parish, although both the laity and ordained clergy provide pastoral care at St. Augustine's. We cherish pastoral calls during times of stress and visits to the sick and shut-in. The healing ministry of St. Augustine's includes the laying on of hands and blessings as part of the Sunday Eucharist. ECW members regularly provide holiday and get well cards for the whole parish to sign for sick and shut-in members. One Good Meal, our semi-monthly food pantry, includes social and emotional support for clients as well as a meal, groceries, clothing, and toiletries. On Good Friday, we joined with St. John's, Oakland, in a walk for social justice and distributed bag lunches to hungry people we met along the way. In addition, we participate with other local parishes in Sacred Space East Bay, offering a brief service and bag lunches to people experiencing homelessness in Oakland. Finally, parishioners engage in pastoral care through their various vocations as medical professionals, therapists, teachers, engineers, and community leaders.

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

St. Augustine's both serves our neighbors, defined broadly, and participates in the wider church. The Social Justice Committee engages the church with societal issues and challenges that face us. We open our doors to two weekly AA meetings, and One Good Meal serves people in need twice a month. We have committed to supplying monthly bag lunches to Sacred Space East Bay. Several members tutor 2nd and 3rd graders in local public schools, and ECW members make dresses for girls in Haiti. We have forged a relationship with a nearby alternative high school, allowing the school access to our parish hall and kitchen for dance and cooking classes. During Lent, the Brotherhood of St. Augustine's launched a series of conversations about race and racism with our sister church, St. John's, and those conversations resume this June. Two parishioners serve as Diocesan Deanery representatives, and we have recently had representation on the Standing Committee and Executive Council. We regularly contribute significant amounts to UTO. One member serves as a General Convention Deputy, and many are also active in UBE locally and nationally.

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

The Brotherhood of St. Augustine's, revived in 2015, supports the parish in a number of ways. In addition to coordinating regular discussions of race relations with our friends from St. John's Episcopal Church across town, the Brotherhood has been an excellent way for the men of St. Augustine's to practice charity and help others in the context of fellowship. Last year, the Brotherhood brought back the annual Crab Feed, a St. Augustine's scholarship fundraising tradition. This event was a great success. The Brotherhood often collaborates with other ministries (e.g., St. Monnica's Guild) for such events as the yearly Men's Cook-Off, the parish picnic, or the food giveaway held during the Thanksgiving holidays. Last year, members of the Brotherhood held a spiritual retreat at San Damiano in Danville, California, for bible study, discussion, prayer, and meditation. Contact Luther Manning for more information.

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

We strive for financial stability and transparency in the service of our mission and ministries, i.e., stewardship with a purpose. We have a well-established infrastructure for stewardship. At a fall brunch, the rector and vestry invite parishioners to submit pledge cards. Individual parishioners speak to the congregation at large about why they pledge. In subsequent weeks, there is follow up with individuals who have not pledged. Special collections for specific needs are also taken up during the year. We have directed considerable resources to complete deferred maintenance on our aging buildings and simultaneously enhance their capacity to serve parish and community needs. For example, we replaced lighting in the nave to reduce energy consumption and make reading easier. We remodeled the parish hall kitchen to make the space more useful for community events. We have added an accessible restroom, and upgraded the sound and lighting in the parish hall. With parish labor, we re-landscaped the gardens to the delight of our neighbors. All of this work has proceeded while attending to the historic architecture, both preserving our legacy while aiming for the future.

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

Our conflict-filled relationship with our last rector has left some parishioners with lingering heartache. We are eager to facilitate more healing and become more skillful at engaging with and resolving conflicts. The combination of our wide diversity and intense dedication to the parish increases the potential for conflict: all of us are deeply invested in doing what we believe is best for our community, yet what we believe is best can vary considerably because we often see the world very differently from each other. We believe that demonstrating respect for each other's views and improving communication are key to reducing the potential for and resolving conflict. We look for guidance and leadership to better communicate (informing and actively listening to each other) our expectations, intentions and plans, to develop parish-wide norms and to be intentional with our processes in managing conflicts when they arise.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

The recent resolution of a previously long-standing dilemma involving two Sunday services (8 & 10:30 am) illustrates both our challenges with change and our capacity to meet those challenges with strong leadership. The number of 8 am attendees had dwindled over time, and there was a "disconnect" between parishioners who attended the two services, i.e., a "we" and "them" dynamic had developed. The two groups seldom worshipped together unless there was a special service or the Annual Meeting. Resources for the early service—Altar Guild staff, parishioners to serve on the altar party, and the cost of utilities—became an increasing burden. Since 2006, various rectors tried to address this issue, largely without success. Under our most recent interim rector, however, a series of conversations over several months in which 8 am attendees discussed the human and financial resources needed for this service convinced them that it was in the interest of St. Augustine's well-being to eliminate the 8 am service beginning in April 2017. There was little resistance to this decision and parishioners are quite happy attending our single Sunday service at the compromise time of 10 am.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Tyrone Fowlkes	Rector / Vicar / Priest-in-Charge		

Name	Position Title	Date Begun	Date Ended
Monrelle Williams	Rector / Vicar / Priest-in-Charge		

Name	Position Title	Date Begun	Date Ended
Katherine Ward	Rector / Vicar / Priest-in-Charge		

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

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School

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



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Worshipping Community Web site: <http://www.staugepiscopal.org/>

Media Links:

Online References:

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

The Rt. Rev. Marc Andrus

Diocesan Transition Minister

Denise Obndo

415-869-7804 / deniseo@diocal.org

Current Warden/Board Chair

Alice Walker

Previous Warden/Board Chair

Search Chair

**Brenda Paulin & Joseph
Dashiell**

Parish/Institution

Local Community Leader