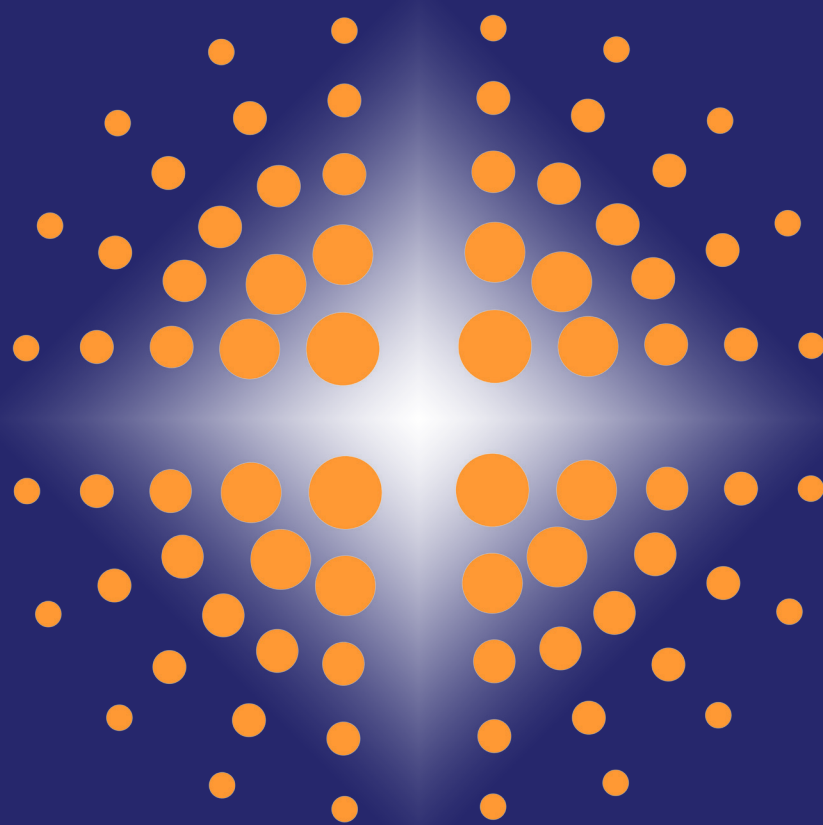


St. Timothy's Episcopal Church

Profile

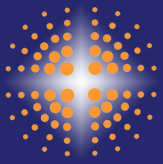


2017

*St. Timothy's
Episcopal Church
Mountain View,
California*



www.sttims.org

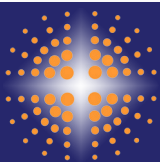


St. Timothy's Episcopal Church *Profile*

*Joy
In
Action*

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St. Timothy's Episcopal Church *Profile*

Our Values

We are Welcoming to All

Our newer members tell us that we welcome newcomers with open arms, wherever they find themselves on their personal faith journey. We celebrate inclusivity, and visitors often comment on the warm welcome they receive and how easy it is to participate in our worship service.

We are the Hands and Face of Jesus

We find joy in action! Our parish values the time we spend together "being the hands and face of Jesus" in our community through outreach.

We Support Each Other

St. Timothy's parishioners share a strong sense of community. In times of need, people show up to lend a helping hand through prayer and practical support. In the hustle and bustle of Silicon Valley, parishioners know St. Tim's is their home, where they can turn for nourishment, love and support.

We Love our Unique Style of Worship:

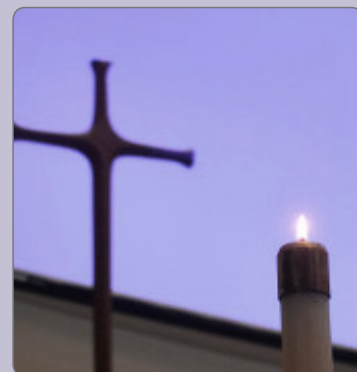
Parishioners value St. Timothy's unique blend of traditional liturgy and diverse music. Our energizing, spirit-filled worship invites all into a deeper relationship with Christ.

We Strive to Grow in Faith

Whether through Bible study in our Covenant Groups or in classes, we strive to develop a closer relationship with God through a deeper understanding of God's teachings. We value informed, insightful exploration of how we can apply Christ's teachings to address challenges in our personal lives, in our community, and in the world.

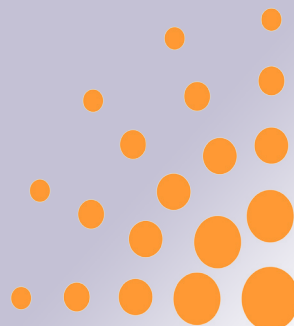
We Share Our Faith with Our Children

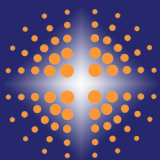
We strive to provide creative ways to teach our children about important Christian practices like tithing, giving to the needy, and forgiveness. For example, as an introduction to tithing, each year children are encouraged to bring one tenth of their Halloween candy to the altar for the Candy Tithe.



Our Mission Statement

St. Timothy's Episcopal Church calls people to unity with God and empowers them to thrive in our changing world. We are a covenant community that shares the love of God and proclaims the Gospel of Jesus Christ in word and deed. We provide opportunities to make a difference in the world.





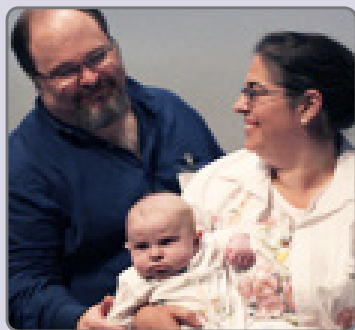
St. Timothy's Episcopal Church *Profile*



Worshipping together



11:00 Service



Young families at St. Tim's

Who We Are

St. Timothy's is a vibrant community located in Mountain View California, in the heart of Silicon Valley. We have a well-earned reputation for our music, innovation, and use of technology, but we're also strongly anchored in the Episcopal tradition.

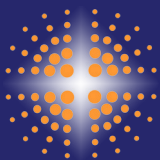
Family, education and stability are three words that describe us well:

- Almost 80% of St. Timothy's parish households contain children, and about the same percentage of adults are married, in a domestic partnership, or civil union.
- Our parishioners are highly educated, with nearly 60% having earned a graduate degree.
- The majority of our adults are between 36 and 65 years old.
- The congregation is diverse in faith background, coming from a variety of Christian faiths, with roughly a third raised Episcopalian.
- We are overwhelmingly Caucasian and lack the ethnic and economic diversity that we see in the world around us.
- We are an LGBTQ friendly community and welcome all at St. Timothy's.
- A third of the congregation resides in Mountain View, while the majority live in neighboring suburbs up to 12 miles away and 7% of parishioners live more remotely, 20 to 35 miles away from St. Timothy's.

Our Outreach

As a parish, we are heeding God's call to serve "the least of these" in our community. A few ways in which we strive to be "the hands and face of Jesus" in the world include:

- **Beautiful Day**
- **Manna Bags**
- **In Our Backyard**
- **Vacation Bible Camp**



St. Timothy's Episcopal Church *Profile*



Beautiful Day



Manna Bags



Vacation Bible Camp

Beautiful Day

For the past two years, St. Timothy's has partnered with other Silicon Valley churches to support our local schools. Each spring, we take our worship into the community and spend a weekend (including our Sunday service time) landscaping, cleaning classrooms, repainting playgrounds, organizing books, and painting murals in support of teachers, students and their families. Uniting in Christ has been a transformative experience and we look forward to the next event.

In Our Backyard

The goal of this group is to build empathy for the needs of people in our surrounding cities, in order to discern the best way to help and then to act in response. The group meets monthly to learn about organizations in our area such as the Community Services Agency (food and housing safety net resource), the Silicon Valley Bike Exchange, and EqualStart (an early education program). Our call to action now is to build a sustainable ministry to serve those in need.



One of the most pressing issues in our community is the housing crisis and homelessness. To truly understand the plight of displaced families and raise awareness of the issue, a group of our parishioners and their families held a vigil and slept in their cars overnight.

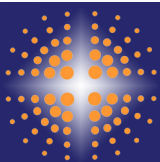
[Click here](#) to read **Mountain View Voice** article about this event - pg. 12.

Manna Bags

Our youth assemble "Manna Bags" for parishioners to give to the homeless or people in need whom we encounter on the street. Each Manna bag contains toiletries, socks, food, water and other essentials. A number of parishioners have commented that having the Manna bags has changed them from trying to avoid eye contact with the homeless, to connecting with them, even for a brief moment.

Vacation Bible Camp

Hosting Vacation Bible Camp is one of our favorite outreach activities of the year. Every August, St. Timothy's hosts VBC to share the love of Christ with over 40 children. About half 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 the importance of sharing that love with others. Many siblings come back every year and then help as junior counselors. And don't tell anyone, but the adults have just as much fun as the kids!



St. Timothy's Episcopal Church *Profile*

How We Care for Each Other

St Tim's is a covenant community that strives to fulfill the scripture "Bear one another's burdens, and in this way you will fulfill the law of Christ" (Galatians 6:2)

Whenever a parishioner needs help, our community immediately mobilizes. We provide visits, meals, rides, retrofit homes, packing and moving help, child and pet care, and, of course, lots of prayers and emotional support. We are truly blessed to be a blessing!

"I stay at St. Tim's because I see God at the table. I've been nourished at that table on some of the most important days of my life. I've come to that table blessed, and I've come to that table broken. I'm sustained by the God I meet at that table with the people who are gathered there. I come to St. Tim's because I hope my children will always feel like they belong at the table. Really, I come to St. Tim's because that is where I am loved." ~Holly M

While we respect and value pastoral care from our clergy, we recognize that we are called individually and collectively to support each other, both formally and informally.

Stephen Ministry

St. Timothy's has had an active Stephen Ministry program since 1999. It is a one-to-one caring ministry that provides confidential, Christian care for people during a time of transition or crisis. Our Stephen Ministers adhere to the policies and guidelines set forth by StephenMinistries.org. We currently have five active Stephen Ministers and have provided support to seven care receivers in the past year. Stephen Ministers also offer healing prayers during the Eucharist at most services.

Covenant Groups

One of the ways we receive spiritual and emotional care is through Covenant Groups. These are small groups that meet weekly, usually in the homes of parishioners. The Covenant Group meeting begins with each member sharing his or her highs and lows for the week. This allows members to share what's going on in their lives. Most of the groups use a Bible study format we call the Look Book Took (Look at the world as you experience it, think about the world in the light of God's word, take home a truth that you have discerned through the discussion). Look Book Took are written by parishioners and encourage further reflection on the previous Sunday's sermon and readings. Book Studies and Lectio Divina are other formats some groups use for spiritual reflection. The Covenant Group can become an important part of our spiritual, emotional, and physical health. This is often the first place someone receives support when there is a crisis or any kind of need.

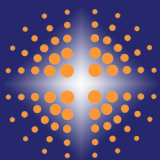


"Love One Another..."

Many longtime parishioners consider their covenant group to be one of their most important resources for exploring their faith and receiving caring support. We've found that newer parishioners are less likely to participate in a covenant group. We need to determine why this is, and how we can better integrate newer members into our covenant groups.



Group Blessing



St. Timothy's Episcopal Church *Profile*

How We Worship

Our Liturgy and Worship Style

Our liturgy is solidly Episcopalian, however the integration of music and technology to lead worship makes us different from more traditional Episcopal churches. In addition to *The Book of Common Prayer*, other liturgical resources are embraced including *Enriching Our Worship* and *A New Zealand Prayer Book*. We believe all are welcome at God's table and our Eucharist is open to all who wish to receive it. Throughout the service, the prayers, liturgy and music are projected on a screen behind the altar allowing visitors and parishioners to participate fully without juggling a book or bulletin. Eucharist is open to all who wish to receive it. Throughout the service, the prayers, liturgy and music are projected on a screen behind the altar allowing visitors and parishioners to participate fully without juggling a book or bulletin.

Our 9:00 a.m. Service

Our 9 a.m. service was designed with children and families in mind, and our parishioners consider it to be one of our top three most valued ministries. This service provides the whole family with a place to worship together in a way that makes sense to children without neglecting the spiritual needs of adults. The power of God at work in the life of children is celebrated in this dynamic and kid-centered service. The homily is preached by one of our lay leaders, a faithful group of individuals. They distill the readings into clever, meaningful lessons. They deliver the children's sermon while seated on the altar steps, and the children are invited up to gather around the preacher to enable them to see and participate. During the confession, families are offered shells, which are used as a tangible thing to "place" their sins on, ask God for forgiveness, and then the shells are washed "clean" with water. Following the service, the adults move to our parish hall for the adult sermon and a cup of coffee, while the children are led to Godly Play or youth activities. On average, a typical 9 a.m. service attracts nearly 60 people.

Our 11:00 a.m. Service

Our 11:00 a.m. service is an interpretation of the traditional liturgy of the Church. The music unites the congregation in worship with a blending of styles including hymns and sacred liturgical music, as well as contemporary and gospel praise songs. This congregation is a mixture of adult couples, singles, and a few younger families. Over the past year, this service has averaged about 50 attendees.



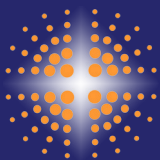
Slides are used in all services.



Children and youth are encouraged to actively participate in many aspects of the service, and serve as lectors, acolytes, greeters, multi-media technical support, and participate in the band. This service features contemporary music, which is accessible to children without being "childish".



"What drew me to St. Timothy's was the interesting services and music that is offered e.g. the Good Friday and Shrove Tuesday Services. What has kept me here is the diversity and intelligence of parishioners and the warmth I feel at every service or event." ~Mary Anne



St. Timothy's Episcopal Church *Profile*

Our Music

St. Timothy's music ministry is undeniably at the core of our parish community, both in worship and fellowship. Music enriches us and defines us as a parish.

In a recent parish survey, music was listed by three-fourths of respondents as a significant aspect that keeps parishioners joyfully returning. We offer a diverse and unique blend of music that spans the history of Christianity, from ancient Anglican chant to contemporary Christian Rock, including traditional hymns, service music, classical instrumental, gospel, and children's praise music. The combination of these genres helps create a space for meaningful worship to all who come through our doors. We desire to invoke the Holy Spirit to move people across generations, and to give thanks and praise to God, through the universal language of music.

Our music strives to reflect the spirit of our liturgies and special services, such as our unique Blues Good Friday Service. We have also provided music for the Diocese of El Camino Real Annual Convention worship service (2015 & 2016), as well as music for other receptions and events.

Our Music Ministry is an active resource for various organizations our parishioners are involved with, and has supported or led the music for multiple benefit concerts such as:

- EMQ Families First (2011)
- Singing for Safety, Roadway Safety Foundation (2012)
- Habitat for Humanity (2013 & 2014)
- Arthritis Foundation (2015 & 2016)

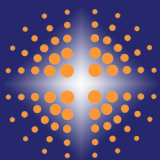


*"Jesus doesn't limit music to particular genres or denominations. Neither do we."
~Peter Sammel, Music Director*



"Thanks for a wonderful and unique event. It was a perfect Church Organ showcase as you demonstrated all the jobs a church organ must do. I was especially surprised by the band. Frankly I was dubious, but came away a convert. The two worked exceptionally well together and I think the organ added a certain otherworldly glow to the band sound. We had a grand time!" ~ Jack Bethard, President, Schoenstein Organ Co., following St. Timothy's September 2016 Organ Informance Celebrating 30 Years of St. Timothy's Organ





St. Timothy's Episcopal Church *Profile*



Lighting of the Advent Candles



Children's Sermon



Craft Project

How We Strive to Grow in Faith

While our Adult Education offerings have been sparse in recent years, a recent survey indicated our community is very interested in rebuilding this aspect of our community. Our Interim Rector recently offered a six week class on the book *Accidental Saints: Finding God in All the Wrong People* by Nadia Bolz-Weber, which was well attended and sparked stimulating conversations. There is a strong desire to grow our faith in ways we cannot yet imagine, and a hunger for more opportunities for spiritual growth through classes.

Our Children and Youth

Children at St. Timothy's know they are loved! Caring staff, lay leaders and parents nurture their spiritual development in many ways.

Godly Play

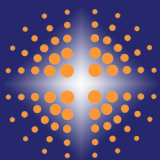
Every Sunday a team of dedicated teachers follow the Godly Play curriculum to teach the children ages 5-10 all the foundational stories and lessons of our faith.

Friends, Fun and Fire Youth Group

For older youth (ages 11-16), a team of adults lead youth group activities, including Bible lessons, service projects and community building activities. Highlights include pancake breakfasts, fun group games, assembling backpacks for Santa Maria Urban Ministry, cooking Thanksgiving meals for the hungry, and making Manna bags for the homeless. It's important that the kids connect with each other and know they have caring adults in their lives who love and support them.

Challenges

While youth play a central role in our community, we have struggled with providing ongoing leadership to keep our programs running. For the past four years, leadership has been provided by lay leaders and parents, many of whom are simply stretched too thin. Many in the parish identified that solving the leadership sustainability issue is a priority, and wish for dedicated staff to coordinate our youth programs. We continue to search for creative ways to sustain a vital program for our middle school and older youth, including partnering with other parishes.



St. Timothy's Episcopal Church *Profile*

St. Timothy's Preschool

St. Timothy's Preschool, established in 1961, is a play-based program with classes every weekday, from September through June. In recent years, we have also offered a summer program.

The preschool class has 28 children ages three to five. For most activities, children are mixed in age. This provides opportunities for children to interact with others who may be older or younger, and they quickly realize that they can help each other as they learn new skills, fostering an atmosphere of sharing and cooperation. On occasion, the children are separated into subgroups based on interest or skill, for more focused learning activities. Eleven two-year-olds are enrolled in our toddler programs.

A combination of self-selected activities and materials, active and creative play, and teacher-provided structure meet the unique developmental needs of each child.

In addition to classes for children, our preschool hosts various workshops and special events, such as conflict resolution, wilderness first aid, and other parenting topics. These events are open to the public and benefit our preschool families as well as our parish families and neighboring community.

Many of our preschool families do not practice a religion, yet parents seem to resonate with our philosophy of teaching Episcopal values at a preschool known for "sharing and caring with heart." The curriculum and activities connect children's literature to faith-based messages for each of the seasons of the liturgical calendar: Advent, Christmas, Epiphany, Lent, Holy Week, Easter, and Pentecost. While the emphasis is Christian, students and parents who have other holidays and cultural observances are warmly invited to share their traditions

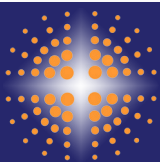
"My daughter thrived here. The small class allowed her to make friends, and me to get to know other parents. The teachers are very warm & caring, and I appreciated their attention to 'sharing, caring' skills. Children are encouraged to explore here, and my child enjoyed the natural materials, the community of learners the teachers are facilitating and child-led activities. It's a great place for preschoolers!" ~Shelly H



In the summer of 2016, our preschool benefited from three Eagle Scout projects including the building of five large raised planter beds, giving the children and staff a place to garden. Since the garden was built, children have been going out to the garden in small groups to water (because they love to, even though there is drip irrigation), weed, play, plant and enjoy themselves. They love it!



We bake bread weekly in class, and have other cooking projects as well. Just before Thanksgiving, the children helped to prepare a huge pot of soup by chopping vegetables. Cutting carrots is difficult, but the children were determined and invested.



St. Timothy's Episcopal Church *Profile*

Our Rector's Role in the Preschool

While we have a wonderful Preschool Director who manages all the day-to-day activities, the preschool is under the purview of our Rector, who ideally would be a familiar face to the children, visiting the classrooms regularly and attending preschool events such as Orientation, the Halloween Presentation, the Sharing Feast, and other parent participation activities. Occasionally, our Rector has even assisted in the classroom when the school has been short-staffed. While this is rare, it is a good example of the unique support needed for our preschool children.

Our Preschool Challenges

While the majority of preschool families are not parishioners of St. Tim's, in recent years we have tried to promote integrated programs to bring parishioners and preschool families together. This is an ongoing opportunity which we seek to grow.

The preschool income represents approximately one-fourth of our parish budget. Enrollment stability is critically important for the parish budget, but more important for child development and Preschool vitality. The constant tending to this ministry is a high priority.



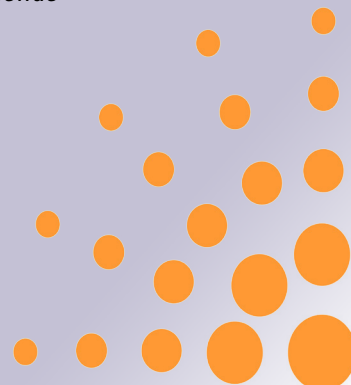
The children learned how to use a hammer by using golf tees as nails on this pumpkin. After doing this for several days, the pumpkin began to rot! The hammering practice evolved into a science project learning about molds, bacteria and germs.

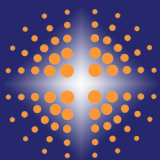


Spin Art using Primary Colors



Friends





St. Timothy's Episcopal Church *Profile*



Lay Leadership is a foundation of the St. Timothy's community.



Sandwich makers getting ready to feed Relay for Life walkers



Lay Weeders displaying their green thumbs

Our Lay Leadership

From Lay Readers to Lay Weeders, lay leadership is one of the foundations of the St. Timothy's community.

It is not a formal program but rather an understanding that, as God's people, we are called to discover and use our spiritual gifts. We believe we have been blessed to be a blessing, and in the words of Luke 12:48, From everyone to whom much has been given, much will be required; and from the one to whom much has been entrusted, even more will be demanded.

As a parish with a small staff, we believe that lay and clergy serve as partners. People routinely step up to provide effective lay leadership to keep our worship services running smoothly, our children's ministries going, take care of our facility and grounds, and to launch new programs or ministries.

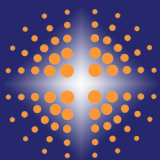
A Rector who understands how to lead, with and through our lay leaders, will find faithful lay leaders ready to do the work of Christ and our parish.

Challenges

St. Tim's offers many lay helpers but we struggle to find lay leaders who will own large parish initiatives such as Vacation Bible Camp or our Christmas pageant. More parishioners need to be lifted up and empowered to be true leaders, rather than just helpers. We are seeking ways for program information to be well chronicled and tracked, ready for hand off to subsequent leaders. We need to grow future leaders, as often the same people step forward.



Lively Discussions are never short in supply at St. Tim's!



St. Timothy's Episcopal Church *Profile*

Our Campus

In addition to parish activity, our campus is used by a number of local organizations, including an after-school program that rents our classroom space on weekday afternoons. We do not have a sexton, but have a nightly janitorial service. We utilize volunteers and contracted help for repairs and upgrades. We have recently hired a part time facilities maintenance technician, who works with our Junior Warden, staff, and rector to do this work.

Challenges

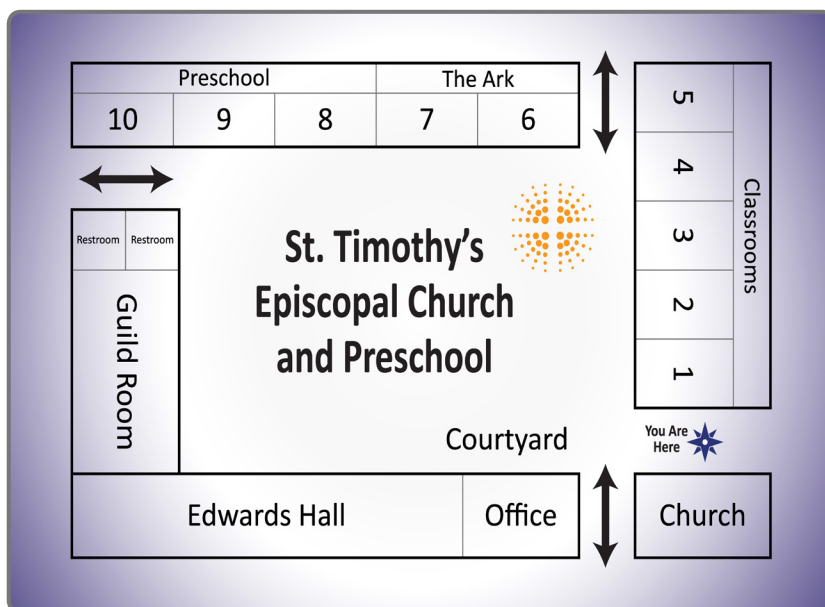
Our facility does require maintenance. After a period of deferred maintenance, significant repairs and updates have been made and there is still more work to be done. Managing contracted repairs and upgrades to our buildings and grounds and motivating volunteers takes time from our rector, wardens, and staff.



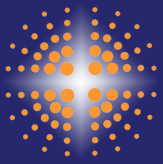
Pentacost BBQ on front lawn



Parish Cleanup Day



Church Campus

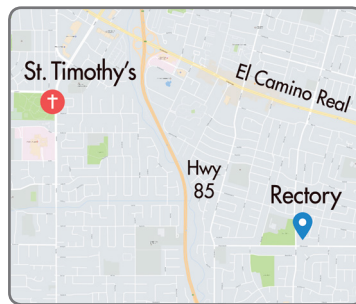


St. Timothy's Episcopal Church *Profile*

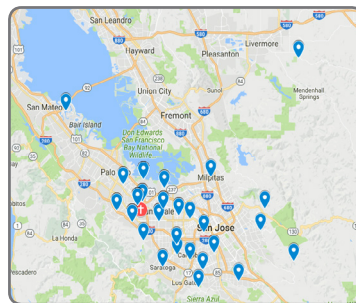
Our Rectory

The Rectory is a four-bedroom, two-bathroom, detached, 1,796 square foot home located three miles from the church, in the city of Sunnyvale. It is in a pleasant, residential neighborhood of single-family homes, with a city park, elementary school, and middle school only a few blocks away. The public schools for this neighborhood are highly rated and include Cumberland Elementary School, Sunnyvale Middle School and Homestead High School.

San Francisco. In the neighborhood surrounding the church grounds, there is a large city park with tennis courts and picnic facilities, a major hospital, the YMCA, a shopping center and a neighborhood of single family homes.



Rectory location
For details: [Click Here.](#)

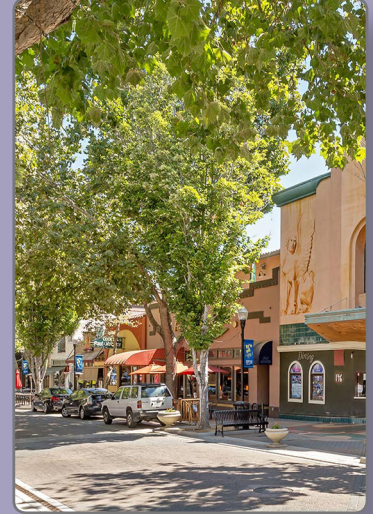


Location of parishioners' homes in greater San Francisco Bay Area

St. Timothy's is located in Mountain View, California. [Click Here.](#) Many of our parishioners work in the high tech industry or related fields. At the southern end of the San Francisco Bay Peninsula, Mountain View is 39 miles southeast of San Francisco and 14 miles northwest of San Jose. The Santa Cruz Mountains shield the region from the Pacific Ocean fogs and the hot, dry Central Valley summers, giving the area a moderate and temperate climate.

Mountain View has a thriving downtown area that is pedestrian-friendly with many interesting restaurants and a performing arts center. There is also a Caltrain station with access to

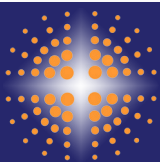
"We moved to Livermore (more than 30 miles away) yet we continue to come almost every Sunday because the music is upbeat and meaningful, and the kids have more involvement than coloring a religious handout or coloring book. They learn about Christ through activities in the church that they help out with like readings, serving as an acolyte, taking collection, and of course, Godly Play." ~ Lora M



Downtown Sunnyvale
(Photo courtesy of City of Sunnyvale)



Downtown Mountain View
(Photo courtesy of City of Mountain View)



St. Timothy's Episcopal Church *Profile*



Our children

Where We Are Going

Among St Tim's parishioners, there is a diverse set of interests as well as a diverse set of aspirational ministry areas in which people feel we are called to serve. Serving our parish community, serving the community beyond our walls, and serving the world beyond our borders all have their proponents. Directing energy towards all three of these areas allows our community to serve where they have interest and passion.

Our last Rector encouraged us to live our mission of being the "hands and face of Jesus" which has galvanized support in our parish to play a bigger role in the community, especially on the issues of homelessness and the housing crisis. There is also a big opportunity for evangelism not only to families and other Christians, but to those who have never experienced Christ, those from different religious and ethnic backgrounds, and the LGBTQ community.

Challenges

We feel we do an excellent job serving families with young children, but must keep that energy going into high school, college and young adult communities which present a myriad of ministry opportunities.

In the past decade there has been a decrease in engagement among our youth, especially at the high school level. We have not had enough population in this age range to offer meaningful youth-specific programs. Youth who do stay engaged typically serve in other ministries such as music, tech support, and worship support. Teenagers in Silicon Valley often feel extreme pressure to perform academically in an intellectually competitive environment and some of our youth experience anxiety, depression, and other related disorders. We need energy and leadership in this critical area to develop and sustain communities for young parishioners.

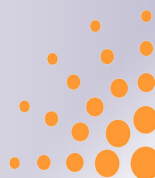
Among the adult population, the high-tech job market and high cost of living present their own challenges. Many people move to the Bay Area each year, but that influx is partially offset by the large number of people that move away. This population churn can be difficult for people of all ages, and can cause confusion and disarray in the parish as parishioners move away from respon-

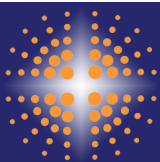
sibilities they handled at St. Tim's.

High-tech companies expect long working hours and many of the people that move to the bay area do not attend any type of church. Often these individuals need ministry support but don't ask for it. This is a challenge but also a huge opportunity to make an impact in the world. As newcomers find their way to St. Tim's we need to do a better job of integrating them into our community and covenant groups.

The combination of our busy Silicon Valley lifestyle and the high level of education found in our area presents a unique challenge. Our community is outspoken and wants to be involved, yet is hesitant to take on very time-consuming projects.

The work that goes into the infrastructure and administration of the parish is a continual challenge. We've worked on updating our records, administrative technology, and policies and documentation, but know there is more work to do as we seek operational excellence.





St. Timothy's Episcopal Church *Profile*

Our Next Rector Will Be...

Inspirational

Thought-provoking sermons are very important to our parishioners. We yearn for someone who mixes biblical storytelling, a dash of humor, and a healthy dose of inspiration to educate and invigorate us.

Part of our Community

We seek an outgoing, confident Rector with a warm personality that draws people in so they want to participate in our community. Someone with a sense of humor and who is also able to change gears when needed and lend an ear...a kind and caring listener who is accessible and available to our parish community.

A Builder of Bridges

As we explore creative ways to grow our outreach ministries, our Rector must also be able to build connections with other churches, schools and agencies in our surrounding community. There are a myriad of opportunities to partner within the diocese and globally, not only with non-profits, but also with the high tech corporations in our community.

A Youth Mentor

We celebrate youth of all ages, from preschool to young adults. We seek a Rector who feels passionate about investing in the spiritual formation of our children. We desire a rector who will bring energy to our existing programs, as well as develop new ones. Connecting with our preschool students and their families is also important in supporting our youth and community. We seek someone who can bring wisdom and grace to the obligation and opportunity to bring innovative solutions to the growing problem of teenage anxiety and depression.

A Creative Spirit

As a community, we celebrate our love of Christ through a wide range of music and creative worship. We are seeking a Rector who shares our passion. Music is essential to our parish and we want to look for ways to share our gifts with the local community in new and inspirational ways.

In addition, with a small staff and a large community, comfort with leveraging technology is essential. While we use projection during our services and use collaboration software to help with organization, our social media presence is nascent. We seek



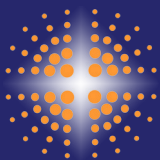
Group Painting, Women's Retreat

someone with a willingness to try new things along with the management skills to lead those who may not be as comfortable with change.

An Empowering Leader

Our next Rector will inspire us rather than command us. In the words of one of our wardens, we seek someone who will *"lift us up to be lay leaders rather than lay-doers."* Someone who will listen to our community and involve us in decision-making. We've listed quite a few skills here – no one will have all of these skills in equal measure, nor the time to exercise them all. Therefore it is essential that our next rector look to augment their skills with lay leaders and inspire, grow and develop them to be the hands and face of Jesus in expanding our outreach and ministries.





St. Timothy's Episcopal Church *Profile*



Church Bell



Original Sanctuary Exterior



Original Sanctuary Interior

Appendix

Parish History

1952 - St. Timothy's founded by Rev. Charles Adams, chaplain, Moffett Air Field.

1954 - St. Timothy's property purchased by Diocese of California.

1955 - The Rev. Dwight Edwards called.

1970 - Construction of church building on property.

1973 - The Rev. Dwight Edwards called to St. Mary's-by-the-Sea, Pacific Grove, CA.

1975 - The Rev. Ralph Jeffs called as rector.

1986 - Organ installed.

1992 - The Rev. Ralph Jeffs retires.

1993 - The Rev. Kevin Phillips called as rector.

2005 - The Rev. Kevin Phillips called to St. David's in Ashburn, Virginia.

2006 - The Rev. Nathan Speck-Ewer called as rector.

2010 - Mutual discernment that St. Timothy's and the Rev. Nathan Speck-Ewer no longer called to work together.

2010 - The Rev. Janet Wheelock called as interim rector.

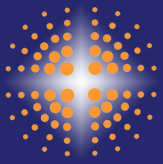
2012 - The Rev. Ron Griffin called as rector.

2015 - The Rev. Ron Griffin retired.

2016 - The Rev. Karen Cuffie called as interim rector.



Sanctuary Today



St. Timothy's Episcopal Church *Profile*

Financial Summary

St. Timothy's has a long history of sound financial management. Since our incorporation as a parish, we have consistently met our Fair Share Contribution to the Diocese. In addition, we have a long tradition of outreach to those who are less fortunate than we are, both in our community and globally. These contributions have sometimes been part of our annual budget and sometimes been made through fundraisers and special appeals for donation. An example of the latter is our annual Vestry Dinner and Silent Auction, most recently held in October 2016, which generated \$8,000 for Santa Maria Urban Ministry.

Over the years, we have had focused capital campaigns for capital purchases and occasionally taken on debt for major capital expenses. Some of these include the purchase of a pipe organ (>\$100,000 in late 1980's), the rectory purchase (\$185,000 in the early 1990's) the sanctuary remodel (>\$300,000 in the late 1990's), and the rectory equity purchase (\$480,000 in 2006). We currently are paying down the rectory mortgage from the 2006 equity purchase. The unpaid balance is approximately \$244,000 and was recently refinanced through the Episcopal Church Building Fund.

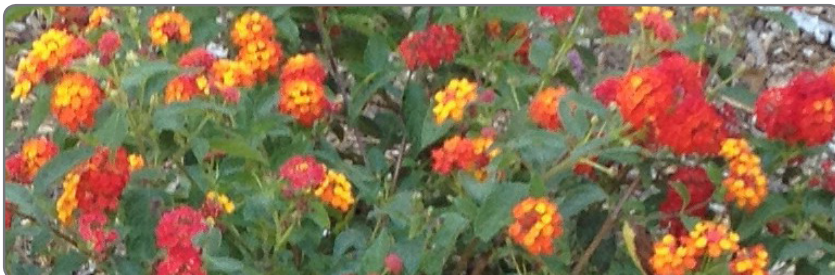
We were blessed with the opportunity to greatly improve the curb appeal of the church by contracting with the doctors on the adjacent property. The doctors and their patients use our parking area on weekdays, and in exchange they pave and maintain the shared parking area and associated landscaping.

We continue to evolve and grow as a community in being the face and hands of Jesus. We see and acknowledge how we are making choices with our own finances and giving purposefully to St. Timothy's and to God.

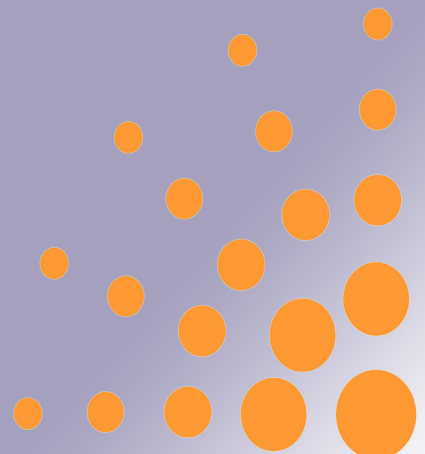
The operating revenue and expense reports for the past three years are summarized in the following charts along with our balance sheet as of December 31, 2015.

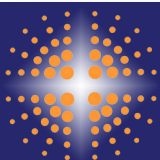


Pipe Organ, installed 1986



Flowers, Memorial Garden



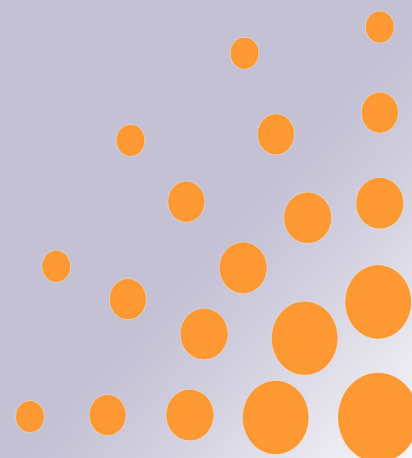


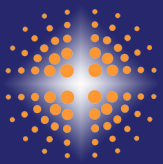
St. Timothy's Episcopal Church *Profile*

| REVENUE | | | |
|--------------------------------------|-------------------|-------------------|-------------------|
| Account | 2014 Actual | 2015 Actual | 2016 Budget |
| Pledge Units | 63 | 61 | 61 |
| Pledge | 362,510 | 316,132 | 330,000 |
| Plate Holiday | 11,160 | 19,969 | 20,000 |
| PreSchool Tuition & TrFr | 82,626 | 105,383 | 141,000 |
| Building Use | 54,262 | 52,597 | 56,000 |
| Other | 200 | 25,176 | 6,000 |
| Investment Income | (326) | 2,093 | |
| Total Revenue | \$ 510,432 | \$ 521,350 | \$ 553,000 |
| SALARY & BENEFIT EXPENSES | | | |
| Account | 2014 Actual | 2015 Actual | 2016 Budget |
| In Kind Donation Offset | | 1,200 | |
| Total Staff Salaries | 190,657 | 186,283 | 188,000 |
| Total Pre-School Salaries | 44,453 | 49,095 | 77,000 |
| Total Staff Benefits | 78,942 | 81,379 | 88,400 |
| Total Pre-School Benefits | 3,744 | 5,887 | 11,580 |
| Replacement Personel | 1,150 | 1,620 | 1,500 |
| Rector's Discretionary | 2,222 | | 2,400 |
| Rector's Hospitality | 439 | 867 | 600 |
| Total Salaries & Benefits | \$ 321,607 | \$ 325,131 | \$ 369,480 |
| GENERAL & ADMINISTRATION EXPENSES | | | |
| Account | 2014 Actual | 2015 Actual | 2016 Budget |
| Total Office | 23,167 | 22,121 | 20,150 |
| Total Facilities | 60,290 | 55,155 | 51,220 |
| Total Hospitality | 5,659 | 3,739 | 4,250 |
| Total Insurance | 8,660 | 7,977 | 8,600 |
| Total Pre-School Expenses | 6,450 | 8,104 | 6,550 |
| Total All Other | 35,104 | 38,605 | 32,300 |
| Total General & Admin. | \$ 139,330 | \$ 135,701 | \$ 123,070 |
| Diocesan Fairshare | 63,775 | 59,344 | 60,000 |
| Total Expenses | 524,712 | 521,376 | 552,550 |
| Net Total | (14,280) | (26) | 450 |



*St. Francis statue,
Memorial Garden*



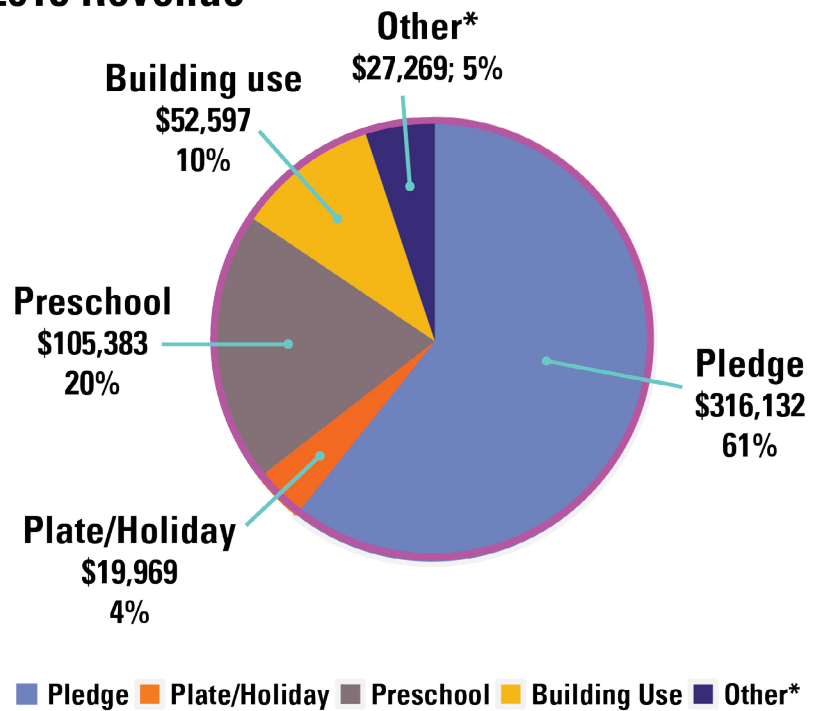


St. Timothy's Episcopal Church *Profile*



Flowers, Memorial Garden

2015 Revenue



2015 Expenses

