

St. James' Episcopal Church

P A R I S H P R O F I L E

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Mission Statement

Living out our Baptismal Covenant, we at St. James' seek to know, celebrate, and proclaim God's word through worship, the Eucharist, and prayer, so that, as we embrace our diverse community, we may become the hands, feet, and voice of Christ.

In 2006, St. James' undertook a visioning process to see where we've come from, who we are, and where we are going. We examined our blessings, our traditions and our dreams. After months of discussion, reflection and vision, we were led to a prayer. The Prayer for St. James' is the result of this community of people coming together, deciding who and what we are and what we want to be:

Most holy God, source of our vision, guide us to embrace the potential of this community to serve you in new and loving ways. Direct us in our efforts as we work together with love for our neighbors. Help us to welcome and accept all people. We ask this in the name of your Son, Jesus Christ. Amen.



Introduction to St. James'

The Rector We Hope For



We are looking for a rector who can challenge us and work in tandem with us to strengthen our vision for St. James's strong parish and community ministries. We intend for this work to involve sharing leadership with laity and helping parishioners identify and develop their gifts in ministry. A person who is friendly, empathetic and a good listener will inspire and encourage us by providing comfort and strength in times of crisis.

St. James' cherishes tradition but also embraces new and nontraditional liturgical practices. A rector who is comfortable with a variety of liturgies will help us find a balance that meets the needs of our members. Our congregation appreciates many different types of music and worship. We look for a rector who has excellent verbal and written communication skills and can give thoughtful, well-developed sermons that challenge us. A rector with a sense of humor and vibrant faith will help us grow in our commitment to Christ and our understanding of the Gospel in today's world.

Another indispensable quality of the life at St. James' is the mutual respect and love we share within our diverse community. As a congregation, we want to attract younger members while continuing to support our growing number of older parishioners. Therefore we need a rector who can help us expand our existing programs for children and young adults, as well as participate in confirmation classes and adult education.

While we wish to find a rector who enjoys being actively involved in parish events, we also need a leader who has demonstrated administrative skills as well as vision, energy, and the ability to work with vestry and staff in leading us to develop new programs and ministries.



Who We Are



At St. James', we have roots and a long, vibrant history in our community. Like most of the Bay Area, we have grown, evolved and developed with new families joining generations of pioneer families in a common bond of community. St. James' is very much a part of the surrounding cities, as well as a part of everyone who calls this beloved church home. St. James' has and continues to welcome the gay, lesbian, bi-sexual and transgendered communities.

St. James' is facing a time of retrenchment and reconsideration. The Tri-City area (Fremont, Newark, and Union City) has been hit as hard with economic challenges as any community in California, and we at St. James' are determined to do whatever we can to support the community which supports us. St. James' has been and continues to be fully engaged in service to our community – both our sisters and brothers joined in faith and our neighbors – strangers and friends alike who are of widely varied faiths and ethnic backgrounds. The creators of the movie “Fremont, USA”¹ found that the city is the most religiously diverse of its size in the United States. At the first memorial service held in Fremont for the victims of the 9/11 attack, the mayor of Fremont stated that there are more languages spoken at home in the city of Fremont than there are in all of New York City. Out of this rich tapestry of peoples and faiths, St. James' draws inspiration to become ever more inclusive and welcoming to all.



1 From a pluralism project at Harvard University, produced and directed by Rachel Antell and Elinor Pierce

A Brief History



The oldest church building in the city of Fremont is our own St. James' church, also known as the Little Church. It was consecrated in September 1867 by the Rt. Rev. William Kip, the first Bishop of the Diocese of California. The little white "Carpenter Gothic" church had been built by members of the congregation the previous year, with the first services held on Christmas Day, 1866. Twenty-four families were on the rolls that year. Some of their names are found on the stained glass windows in this building and on the streets in the surrounding cities. A guild hall, used for Sunday school classes and meetings, was built in 1925. In 1948, the diocese officially changed our status from a mission to a parish.



As the community grew so did our parish, and in 1955 the Little Church, Rectory, and Guild Hall were put on wheels and rolled about six blocks down Thornton Avenue, to our

present location. A new parish hall was built in 1956, serving as space for the Sunday school and multipurpose center for all church activities. The Rectory and the land it sat on were later sold to a church school next door, leaving our present campus of three acres.

In 1961, members of the parish helped build a church school building at the back of the property. The 1956 “Parish Hall” is now the main sanctuary – the “Big Church” – and the old Guild Hall, rebuilt, serves as our current parish hall.



Our most recent expansion began in 1994 to create new administrative offices, bathrooms, a Vestry room, and kitchen. The project, completed in 1998, connected the Big Church with the Parish Hall. In addition to improved handicapped access throughout the new wing, the bathrooms at the back of the main sanctuary were remodeled in 2008. A paved Labyrinth, created around 1994, is located in the park area between the church buildings and the street, and is used by parishioners and non-parishioners alike. Members of the parish built a new children's playground in 2008.

After the expansion of our buildings, a successful fundraising campaign enabled other significant capital improvements. At this time St. James' is completely free of debt; our building and expansion loans were paid off in 2008.



The Little Church, with its dark wood, worn pews and narrow stained glass windows, is an inviting place for quiet reflection. Above the entrance is a stained glass window designed

and created by parish members in 1985 featuring a dove, the flames of Pentecost, and a chalice, reminding us of our faith and heritage. Around the walls are the fourteen Stations of the Cross.



Our Columbarium, installed in 1986, is in the rear of the church. St. James' Day, 2009, marked the 10th anniversary of the completion of the beautiful Ed Abrams Memorial Garden.



A vibrant multi colored and faceted window was installed over the entrance to the Big Church in 2005. Members participated in the symbolic faceting of some of the one inch pieces of glass installed around three wooden crosses for this memorial.

St. James' is far more than a few buildings and memorials. It is a pulsating community, taking care of each other and spreading God's love, blessings and grace locally and worldwide. We treasure our past, appreciate what has been given to us and hope to pass it on to the next generation so they, too, may find love and peace and joy in their lives.



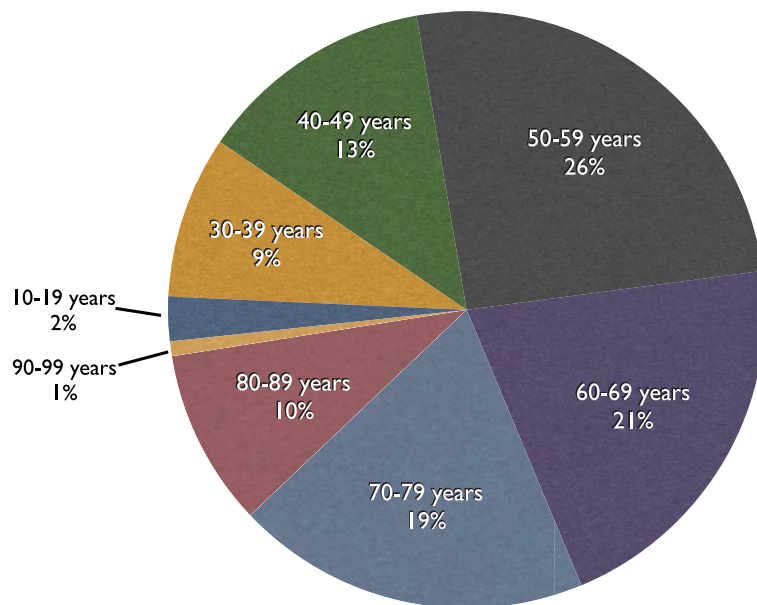
Parish Preparation for a New Rector

As a parish we have done much during this transition period to prepare ourselves for the calling of a new rector who will best answer our needs and hopes. In studying ourselves, we have completed a number of communal discussions and surveys. Two of these were of particular help in seeing ourselves anew. We were fortunate to be selected to participate in the Harris Poll's U.S. Congregational Life Survey, and our most recent survey was titled, *"What Are We Looking for in a Rector?"*

U.S. Congregational Life Survey² (April 2009)

The United States Congregational Life Survey was administered at St. James' on Sunday, April 26, 2009. The data we extracted from the survey provided the demographics and backgrounds of the congregation, the level of participation at St. James' and the church's significance in daily life. It also detailed individual preferences regarding the church, and the congregation's perceptions of clergy leadership and the direction of the parish. Details from this survey are in Appendix A.

Age of St. James' Parishioners



As reported by the 125 responses to the US Congregational Life Survey (April 2009).

In summary, this survey shows that the religious background of congregants is predominantly Episcopal or Roman Catholic. Slightly more than half consider themselves liberal or very liberal on theological issues, with most of the remaining considering themselves right in the middle, while a smaller number self-identify as conservative. The average age at St. James' is 59, and two-thirds of the congregation is female. Most who attend live in the surrounding three cities.

The number of those who

are fully employed nearly equals those who are retired, and there is a high level of formal education among the congregation. Stewardship is established with well over three-quarters of members giving more than 5 percent of their income regularly each year. Slightly more than half participate in group events as well as in our church's activities that reach out to the wider community. The survey identified a strong desire for improved children and

2 US Congregations, U.S. Congregational Life Survey

youth programs. Members of the congregation are remarkably consistent in their feeling that the parish definitely needs some revitalization, and are united in our belief that this is a challenge we are ready to meet.

“What Are We Looking For in a Rector?”

The Transition Team developed a survey to gather opinions on the traits, skills, and areas of focus for the new rector. Every effort was made to include the entire congregation. Seventy-four percent of the congregation preferred an environment where the rector and the parish work in deliberate tandem to move the vision and the parish’s ministries forward. Worship and congregational support and care headed the list of desired areas of focus. Of the traits or skills congregants thought were most important in the new rector, the “ability to provide pastoral care” and “strong communication skills or experience” were nearly equal as top choices. The three ministries which the congregation felt needed first focus by the rector were “care and counseling,” “church growth and development,” and “worship/music.” Sixty-nine percent of respondents would like the new rector to be comfortable with both “traditional Episcopal liturgy/theology and prayer books,” and “nontraditional and new liturgical practices.” The survey results can be found in Appendix B.



Parish Life

Worship

Regular Weekly Services



We currently have two Rite II services on Sunday mornings after having had three morning services for some time, and a 6:00 p.m. contemporary service once a month. The 8:00 a.m. service takes place in the Little Church, and the 10:30 a.m. service is in the main sanctuary. Both services include music, and the 10:30 a.m. service tends to have higher attendance. The current Sunday two-service schedule allows for an “Education Hour” (see Faith Formation, below) between 9:15 and 10:15 a.m.

On the fourth Sunday of each month, the 10:30 a.m. service uses a contemporary liturgy, and in months with a fifth Sunday the 8 a.m. service uses Rite I. The contemporary service draws prayers and music from additional sources beyond the BCP and the 1982 Hymnal, including songs and service music from *Wonder, Love, and Praise* and *Lift Every Voice and Sing II*. The format also

encourages musical contributions from members of the congregation who are often not in the regular choir.

Every Wednesday at 10 a.m. there is a Rite II service without music in the Little Church. The service lasts about thirty minutes, and between 8 and 12 people attend regularly.

Parish Attendance Statistics

	2005	2006	2007	2008	2009 (to 6/30)
Average Sunday Attendance	161	159	158	142	136
Easter Attendance	349	285	303	293	249
Marriages	4	0	2	7	0
Burials	11	5	9	3	7
Baptisms	2	8	2	6	5
Confirmations	5	1	3	0	4
Receptions	1	0	0	0	2
Church school attendance	40	30	15	12	6

Special Services

In addition to the customary feast days, St. James' has a number of special services. Some of these are traditional, and some we have created ourselves.



Special services have included Advent Lessons and Carols, Las Posadas, Maundy Thursday Seder, Recognition Sunday (for Sunday School teachers and students) and the patronal feast day of St. James the Apostle celebrated on/near July 25. In 2009, we invited

the Philippine Independent Church, who has used our Little Church for their worship services for the past 26 years, to join us in the celebration. They brought a whole roast pig to the party!



To celebrate the Feast of St. Francis, parishioners bring their pets to a "Blessing of the Animals." Parishioners and people from the neighboring homeowners association have brought the usual dogs and cats, as well as parrots, horses, turtles, and photographs of animals unable to attend.

Music

Music at St. James' is overseen by our music director/organist. The largest group of musicians is the chancel choir, which sings the Psalm and the offertory at the 10:30 service during the school year. Rehearsals are held every Wednesday evening, and 8-12 members are present on any given Sunday. On contemporary service Sundays, the choir is joined by members of the congregation on guitars (and on occasion other instruments) supported by an electronic keyboard. Our music director is developing a children's choir (ages 6 to 12). The Big Church organ is a state-of-the-art Allen electronic organ with the capacity to play service music from an MP3 file when an organist is not available.

Altar Guild

The altar guild consists of about 20 volunteers in 4 teams, who prepare the altars in both churches for every service. Each team serves once a month, and fifth Sundays are rotated among the teams. The altar guild also takes care of

the weekly Wednesday 10 a.m. service, as well as weddings, funerals, and memorials. A Liturgical Design Team assists by putting up banners and other decorations appropriate to the season or special occasion.

Eucharistic Ministers (EMs)

Eucharistic Ministers have completed a diocesan-level course in the meaning and purpose of what takes place at the altar during communion. They assist the clergy as needed, leading the Prayers of the People, and administering the Chalice. Some Eucharistic Ministers are also Eucharistic Visitors who are sent out from the Sunday service to members of the parish who are not able to attend.

Acolytes



Acolytes are organized in four teams for the regular four Sundays in a month, and rotate through the fifth Sundays. Children as young as ten years old serve alongside adults.

Lectors/Lay Readers

Members of the congregation read the first two lessons and lead the Psalm when it is not sung by the choir. St James' offers training in reading to anyone who is interested in becoming a lay reader.

Inreach

In this profile, "Inreach" at St. James' is defined as ministry and events which are led by both clergy and lay members and primarily serve the parish.

Pastoral Care

Pastoral care at St. James' is provided by the clergy and by licensed Eucharistic Visitors. Parishioners may drop by the church office or call to make an appointment with the clergy for counseling or just to talk. They can also request that someone be added to the prayer list.

Faith Formation

Faith Formation is designed to provide information and food for thought about personal faith and spirituality. Our Sunday morning Education Hour classes on topics such as Bible study and Episcopal Church history and traditions take place between the two services from 9:15 to 10:15. Attendance is around 25 people. Other Faith Formation activities include Advent and Lenten programs and other educational opportunities such as movie and book reviews. A Faith Formation Committee (which includes the clergy) plans the adult faith formation programs.

Godly Play



We began our Godly Play program in 2003. Currently our program is from 10:00 a.m. to 11:00 a.m. and meets on Sundays year round, with up to 11 children attending. At the conclusion of the morning's session, the children then join their families for Communion or go to the nursery.

Other Ministries



Other parish ministries include the 6:00 a.m. Bible Study, the Healing Ministry Team, Women's Spirituality Group, greeters, ushers, work parties, the Shrove Tuesday pancake supper, our newsletter, maintenance of our web site, and a small youth program. Details of all these ministries and more are found online at <http://saintj.com/ministries/index.html>. Our newsletter is online at <http://saintj.com/window/newsletter.html>.

Outreach

St. James' has long focused on helping others in our community and beyond. We have numerous areas of giving and serving within our parish, from collecting food for the pantry at the church, given to anyone who comes in need of food, to gift giving and caroling at Hillside Care local nursing home. Other outreach work by members of St. James' includes volunteering at the Centerville Free Dining program, helping families who are in need by rounding up basics for living including furniture and housing, walking for Breast Cancer Awareness and Episcopal Charities,

and coordinating and participating in blood drives. We also maintain a food cabinet to assist any who come through our door. Some of the ongoing efforts are described below.

Abode Services

Abode Services (formerly the Tri-City Homeless Coalition) was formed in 1989 by five local parishes, including St. James', to deal with the growing problem of homelessness in our communities. In 1993, the coalition completed Sunrise Village, a shelter for homeless families and single people. The first complex of subsidized apartments was completed in 2005, and three more such complexes have been completed since then.

In a letter commenting on the relationship of St. James' with Abode Services, Executive Director Louis D. Chicoine says, "Your community has always walked your talk when it comes to addressing the plight of local homeless families and single adults.. Now, after 21 years, your community continues to offer space, as it did in the very beginning, so that homeless adults and children can have a place to sleep." (See Appendix C for complete text of letter.)

Winter Relief



Abode Services administers a Winter Relief Program which runs from November through April. The program has grown from six participating parishes to the present total of twelve. With support from our neighbor church, Harbor Light, and from St. Anne's Episcopal Church (the only other Episcopal Church in the Tri-City area, each November St. James' opens its doors to host Winter Relief families who spend the night in our Parish Hall. "We at St. Anne's feel that it is important for us to be able to contribute to the Winter Relief Program for the homeless in Fremont, and we do not have space at our church to provide beds." (See Appendix D for complete text of letter.) Last year we

had families (including 15 or more children) stayed in the Parish Hall overnight for the month of November. Congregational volunteers help prepare meals, stay overnight, help children with homework, read stories and play games.

Sunrise Village Support

Three teams of parish members cook and serve evening meals on a Saturday every other month at Sunrise Village, the homeless shelter run by Abode Services. In the fall, some also contribute to the purchase of new shoes for children at the shelter. In 2009, St. James' and St. Anne's collected \$1,320 for this program.

An Episcopal Ministry to Convalescent Hospitals (AEMCH)

AEMCH, a chartered organization of the Diocese of California, was founded by a deacon of St. James', the Rev. Arlinda Cosby, now retired, to serve those living in long-term care facilities in the East Bay. St. James' continues to support AEMCH with a monthly pledge. Over the years the parish has provided Christmas gifts and Easter

baskets for each resident of Hillside Care Center. The gifts are delivered by a group of St. James' members who sing and entertain the residents as well. St. James' has also hosted summer socials at the church for Hillside residents.

Other Outreach

Other outreach includes the Comforters Guild and Prayer Shawl Ministry, a regular blood drive and other ministries that are found online at <http://saintj.com/ministries/smcc.html>. Also, several 12-step groups and several small community groups use meeting space at St. James'. The Philippine Independent Church uses the Little Church for its Sunday afternoon services. A Tai Chi and QiGong class uses the Parish Hall for its Wednesday night class.



Buildings & Grounds

Little Church



The Little Church has a capacity of about 80 people, plus choir stalls at the front of the church. A Columbarium with 48 niches is at the rear and Stations of the Cross are located on the interior walls. The building is used for the 8 a.m. Sunday service, the Wednesday 10 a.m. service, and a few of the special services during the church year. The Philippine Independent Church has met here every Sunday afternoon for the past 26 years.

Memorial Garden



The Memorial Garden is located next to the Little Church. It offers a well-shaded walkway through the garden, and benches along the path between raised areas. Interments are marked with flat marble markers set into the ground among the plantings.

Administrative Wing



The Administrative wing connects the Big Church with the Parish Hall and includes two offices, the main parish office, a room with mailboxes, copier, stationery supplies, etc.

There is a meeting room immediately adjacent to the Big Church which is also used by the choir to store choir robes

and music, as well as supplies for other parish groups. A small study, the Vestry room, accessible restrooms, and the kitchen are behind the Parish Hall.

Education Building



The Education Building has rooms for the Youth Space, two Godly Play classrooms, and the Faith Formation classes. The Faith Formation classroom is equipped with a computer and projector with both VCR and DVD capacity.

Labyrinth



All of St. James' buildings are set well back from the busy street, and a semi-landscaped park area between the street and the main sanctuary includes a circular paved area painted with a Chartres-style labyrinth and several benches. The labyrinth is used not only by members of the congregation, but also by others who wander in to pace its lines or simply to rest for a while.

Organization

Vestry



The Vestry of St. James' consists of the rector and 12 members elected from the congregation. The elected members serve staggered three-year terms, with four members leaving and four being elected each year at the Annual Meeting in January or February. The rector presides over the Vestry and appoints the Senior Warden. The Vestry selects a Junior Warden from among its ranks. The Vestry also appoints a Clerk of the Vestry and a Treasurer; both are

volunteers from the congregation and are non-voting members of the Vestry. Vestry meetings are held monthly, currently chaired by the Senior Warden. The rector, wardens, and treasurer are members of the Lead Team, and draft the agenda of the Vestry Meeting. The other Vestry members are paired to work within five “clusters” of ministries: Worship and Christian Formation, Social Ministries and Congregational Care, Communication and Evangelism, Parish Life, and Facilities. There are between four and 20 ministries within each cluster which are described online at <http://saintj.com/ministries/index.html>. The Senior Warden with the Lead Team oversees the financial aspects of the parish. Three formal committees also report to the Vestry: Stewardship, Endowment Board, and Memorial Garden and Columbarium. During this interim period, the Transition Team as well as the Search Committee report to the Vestry.

Paid Staff

The paid staff currently includes two interim rectors (both part time), the parish secretary (half-time), the Sexton (half-time), a nursery attendant (on Sunday mornings and special occasions), and the music director (part time). The music director meets with the clergy to choose music for both Sunday morning services, directs the choirs, leads choir rehearsals, and plays the organ/piano at both morning services and many of the special services throughout the year. The parish Personnel Manual is found online at <http://saintj.com/ministries/ltf.html>.

Volunteer Staffing

The parish depends on volunteers to keep in good working order. Along with the treasurer and those who count money from the offering plate, many members give their time and talent at coffee hours, receptions, pot lucks, and concerts.

Diocesan Organization

The Diocesan offices of the Diocese of California are located in Diocesan House (DioHouse) at 1055 Taylor St., next to the See of the Diocese, Grace Cathedral, at the top of Nob Hill in San Francisco. The Diocese includes the six San Francisco Bay Area counties: Alameda, Contra Costa, Marin, San Francisco, San Mateo and parts of Santa Clara Counties. The six Deaneries are: Alameda, Contra Costa, Marin, San Francisco, Southern Alameda, and Peninsula. There are 86 Parishes and Missions in the Diocese of California. There are numerous Ministries, Commissions, Educational Institutions, Religious Orders, and Camps/Retreat Centers in the Diocese. Further information can be found on the Diocesan website www.diocal.org.

St James' Episcopal Church is in the Southern Alameda Deanery, the southernmost area of the Diocese. Deanery representatives are elected at the Annual Meeting along with new Vestry members. Parishioners and clergy of St James' have been very active in Diocesan programs, institutions, and activities for many years. Both a former priest and a parishioner from St. James' have served as president of the Standing Committee. Parishioners also have served on Diocesan Councils, Commissions, Convention Committees, and Boards of Trustees of educational institutions of the Diocese.

Area Ministry in the Diocese of California

The Diocese of California has embarked on a program called Area Ministry. This is an opportunity for churches to share resources and allows for greater communication. For more information, please visit <http://diocal.org/areaministry>.

Finances

Treasurer's Report

Stewardship and effective fundraising campaigns plus prudent budgeting and spending have allowed us to meet our financial goals for the past few years. In the first half of 2009's difficult economy we have been successful by carefully watching our Operating expenses and donations.

St. James' has enjoyed being mortgage free for the past two years after the 1994-1998 remodeling project. Therefore we have been able to budget Building Fund pledges and additional funds for major remodeling and improvements such as bathroom renovations, concrete repair, teen and meeting room upgrades, all of which have been completed. The major capital improvements currently underway are painting the building exteriors and updating the kitchen.

Past budgets and Annual Reports are found on our web site at <http://saintj.com/reports/index.html>.

St. James' Finances as of June 30, 2009

	2005	2006	2007	2008	2009 (to 6/30)
Pledging Units	140	128	135	122	125
Pledge Amounts Received	\$284,615	\$270,753	\$264,267	\$262,047	\$107,066
Other Income	15,036	42,039	26,516	34,020	10,921
Total Operating Income	299,651	312,792	290,783	296,067	117,987
Total Operating Expenses	(277,329)	(312,324)	(286,836)	(297,657)	(130,305)
Net Income	22,322	468	3,947	(1,590)	(6,064)

Special Funds

St. James' has restricted funds designated in a Special Interest Account for items such as Stained Glass Windows, Little Church, Columbarium/Memorial Garden, as well as specific donations for events, facilities and outreach. Each vestry cluster is accountable for Operating and Special Interest budgets under its cluster. One of these funds includes equity share money to help with clergy housing, since we do not have a rectory.

Shell Society/Endowment

The Shell Society is composed of parishioners who have provided for St. James' in their wills. The name comes from the three scallop shells which are the historical emblem of St. James' the Greater, the patron of our church. The Endowment Board manages these funds and all other endowment gifts and puts on annual educational workshops on such topics as will-writing, funeral preparation, and health directives. There are three endowment funds at St. James': A General Endowment Fund, a Little Church Endowment Fund and a Memorial Garden Endowment Fund.

Fundraising

Pledge Drive



St. James' Stewardship Committee practices year 'round stewardship by having monthly articles in the newsletter and encouraging use of time and talent throughout the year. Our fall pledge drive starts in September with announcements preparing the congregation for Ingathering Sunday.

Ingathering Sunday is in October. We receive the bulk of pledges at that time but many others trickle in up through January.

John McCutcheon Concert



For the past six years, during Martin Luther King, Jr. weekend, we have hosted Grammy-nominated folk singer, John McCutcheon. His sold-out concerts have proved to be a successful fundraiser each year.

Book and Media sale

For the past two years, St. James' has collected donations of books, CDs, and DVDs to hold a used book sale. Leftovers are sold to Half Price Books.

Ducks for Bucks

For the past fifteen years, the Kiwanis Club of Fremont has organized an annual benefit race on behalf of non-profits in the Tri-City area. Members of St. James' participate and the parish receives a proportional amount of the sales. Over \$49,885 was raised for local charities in the 2009 race, and \$962 came back to the parish. More than 40 non-profits participate each year to raise funds for their programs.

Walk-A-Rock-A-Thon

Parish members hold a Walk-A-Rock-A-Thon each year to help fund Winter Relief.



The Greater Community – Fremont, Newark, and Union City



Fremont, California, is located on the southeast corner of San Francisco Bay in Alameda County. Fremont has the advantage of a mild climate, safe and attractive residential areas, good schools, new industrial and business areas, and an ethnically diverse community of residents. The greater community of Fremont, Newark, and Union City is known as the Tri-City Area. The region has been spurred by the recent history of Silicon Valley's powerful growth, but it is also rich with culture and history dating from the founding of Mission San Jose in 1797, one of the historic Spanish Missions of California.

Climate

Fremont enjoys a year-round mild climate, abundant sunshine, and occasional fog. Normal rainfall is 15 inches annually. Daily temperatures range from summertime highs in the 90s to winter lows in the 40s degrees. This mild climate allows residents to participate in sports and recreational activities all year round.

Geography, Income, Transit

The fourth largest city in the San Francisco Bay Area, Fremont is the second largest in size with an area of 92 square miles. The total population of the Tri-City area is about 313,000, with median resident age of 33. Median household income ranges from \$61,000 to \$115,000. Home values range from \$466,000 to \$767,000. Three international airports, San Francisco (SFO), Oakland (OAK), and San Jose (SJC) are within 20-40 minutes.

Public transportation includes Amtrak, BART (Bay Area Rapid Transit), Alameda County Transit, Valley Transit Authority, and the Dumbarton Express (a bus which crosses the Bay on the Dumbarton Bridge.) An Intermodal Station District facility is under construction at the Union City BART station which will connect passengers with Capital Corridor, Dumbarton, and Altamont rail lines as well as multiple bus transit operations.

Schools

A variety of education facilities are available in the Tri-Cities area. Three public school districts feature high schools, junior highs, and elementary schools and special learning campuses whose students consistently perform above state and national averages on tests. The California School for the Deaf and the Statewide California School for the Blind serve all of Northern California. The Mission Valley Regional Occupational Program is operated jointly by the districts. A number of private and religious schools are also located here. Ohlone Community College has its main campus in Fremont with a smaller center in Newark. The University of California, Berkeley, operates an extension program in Fremont, and the University of Phoenix Bay Area Campus, Northwestern Polytechnic University and DeVry University offer undergraduate and graduate programs in technology and management. The Alameda County Library system supports branch libraries in each city.

Diversity

Residents in the area are ethnically diverse. Asian-Americans from many different countries of origin and Non-Hispanic Whites are the most numerous. Citizens of Hispanic, Asian-Indian, Filipino, and African-American backgrounds contribute to the richness of our cultural communities as well. The most common languages other than English spoken in Fremont are Farsi, Mandarin, Vietnamese, and Spanish. Fremont is home to the largest Afghani population outside of Afghanistan!

Health Care, Employers, Culture and the Arts

Health care needs are served at three local hospitals and six outpatient clinics. Top employers in the area are the hospitals, schools, and technology manufacturing companies. Fremont has an impressive cultural arts complex at Ohlone Community College. In addition there are a symphony orchestra, theater groups, museums, historical sites, galleries, and various art organizations.

Recreation

Facilities are available to accommodate recreation and sporting activities. Boating, swimming, hiking, bicycling, horseback riding and organized sports are available for all ages. Fremont's Central Park covers 434 acres with 8-acre Lake Elizabeth at its center. Fremont is home to the national Don Edwards Wildlife Refuge as well as many regional, county, and community parks and centers. The East Bay Regional Park District includes hiking and wildlife-watching in the Mission Peak Regional Preserve, the 900-acre Coyote Hills Regional Park, and the 200-acre Ardenwood Farm Regional Park. The 12-mile Alameda Trail connects the Niles neighborhood in Fremont with San Francisco Bay. The Pacific coastline and beaches are approximately one hour west. Yosemite, Sequoia, and Kings Canyon National Parks, Lake Tahoe, and the Sierra Nevada ski areas are about four hours east.

Websites for Fremont, Newark, Union City

A listing of school, recreation and community websites for the area are found on our web page at <http://saintj.com/localinfo.html>.

Appendix A: US Congregational Life Survey (April 2009)

Demographics and Background

- Average age of the congregation is 59
- 62% of the congregation are female, 38 percent are male
- 46% of respondents had a spouse also filling out the survey
- 83% of the congregation is White, 5% Asian, 5% Hispanic, 4% Black, 4% other
- 66% of respondents live in Fremont, 14% Newark, 10% Union City
- 43% of respondents are employed full time and 38% retired
- 68% of congregation have Bachelor's degrees and 25% have Graduate Degrees
- Of the number of respondents, 25 children under the age of 18 reported participation at St. James'
- 68% of the respondents previously attended Episcopal congregations or have only attended St. James'
- 37% of respondents describe themselves as right in the middle on theological issues, 46% liberal or very liberal, 17% conservative or very conservative

Church Participation and Significance in Life

- 80% of respondents attend church weekly
- 75% of the congregation have attended for 5+ years (40% more than 20 years)
- 12% give 10% or more of net income regularly and 40% give between 5%-10%
- 90% of respondents say they have been given the opportunity to be involved in decision making for the congregation with 55% often or occasionally taking advantage of the opportunity
- 85% of the respondents participate about the same or more in Church Activities than they did 2 years ago
- 98% of respondents are helped with everyday living to some extent by the church
- 91% of respondents believe their spiritual needs are being met
- 90% of respondents have grown in their faith in the last year
- 92% have a strong sense of belonging to the congregation

Individual Preferences

- ✦ Sharing in Holy Communion was the aspect of the congregation most valued
- ✦ Traditional hymns are preferred by a factor of 3 over contemporary hymns or praise music

Perceptions of St. James'

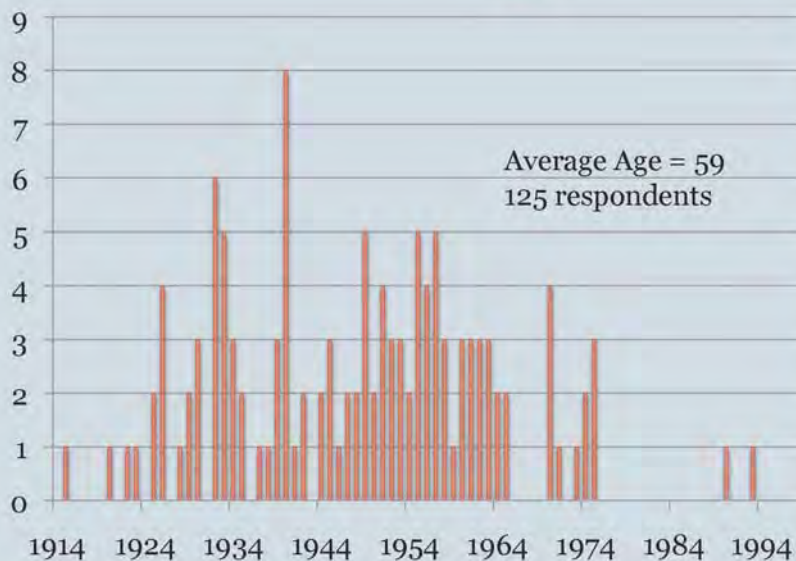
- ✦ 36% of respondents had mixed feelings regarding children's programs while 25% were satisfied or very satisfied, 14% dissatisfied or very dissatisfied and 24% not sure or not applicable
- ✦ 54% of respondents believe there is a clear vision, goals or direction
- ✦ 91% of respondents believe the congregation's leaders have encouraged them to find and use their gifts and skills
- ✦ 79% of respondents have a sense of excitement about the future of the congregations
- ✦ 50% of respondents believe the congregation is always ready to try something new

Appendix B: Detailed results from US Congregational Life Survey

Overview

- The US Congregational Life Survey was administered at St. James on Sunday April 26, 2009.
 - Provides valuable information to Transition Team for Parish Profile.
- 132 surveys were completed
 - 4 visitors not included in analysis
 - Majority of questions had ~125 respondents
 - 106 respondents for questions 47-60 due to multiple survey versions
 - 46% surveyed had spouse/partner also filling out survey (Q33)
 - Selected 39 of the 60 questions for initial analysis
- Analyzed and grouped questions to look at:
 - Demographics and religious backgrounds of congregation
 - Participation at St. James and significance in life
 - Individual preferences
 - Views on the congregation, clergy, and future

Demographics



Q29: Sex

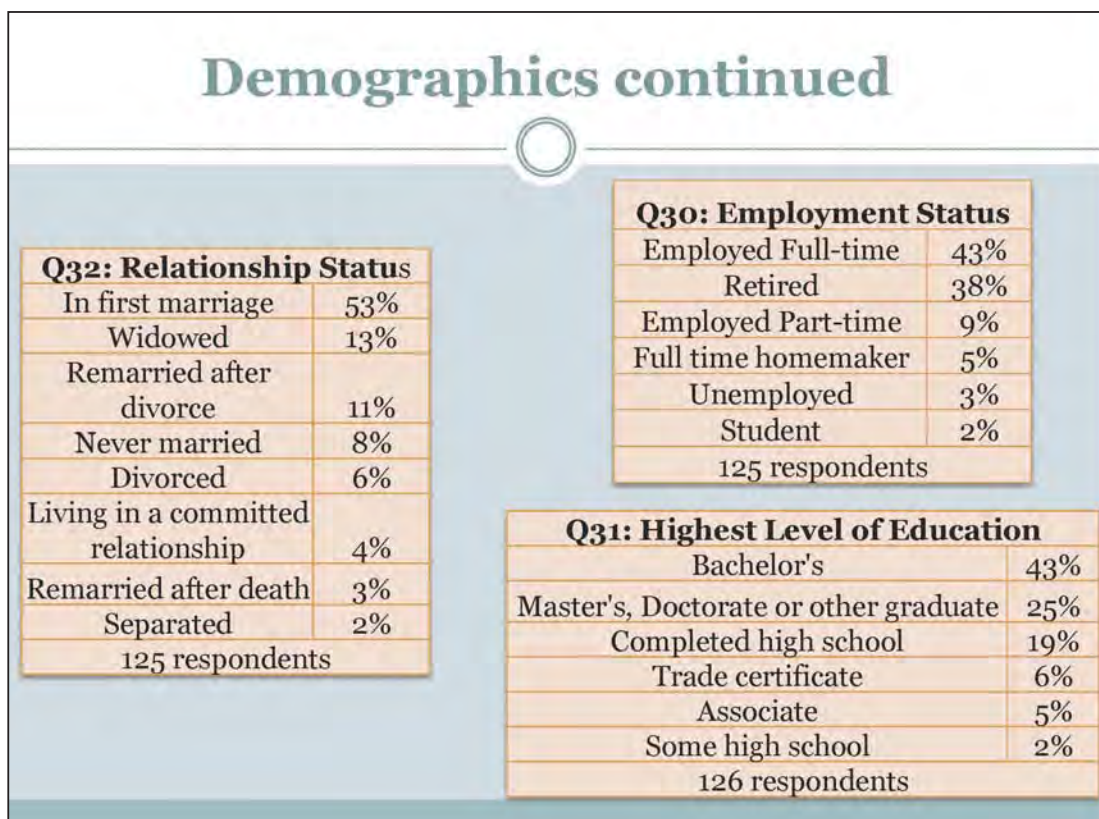
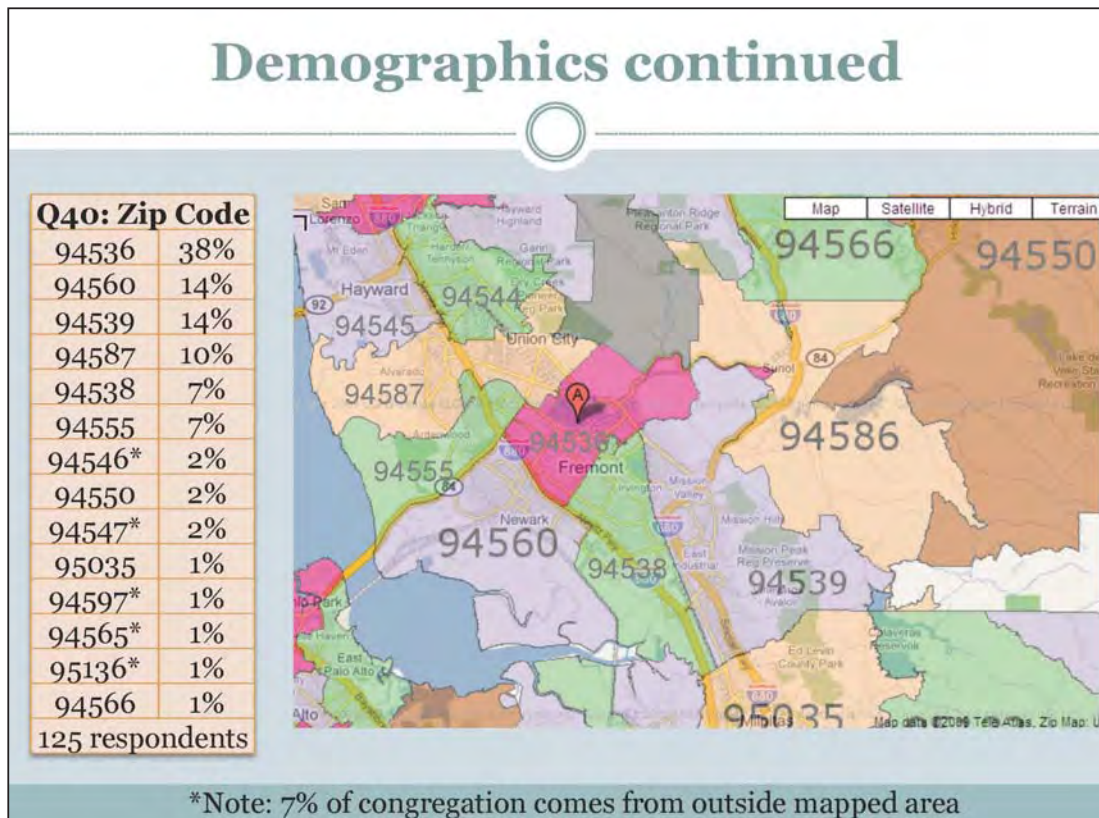
Female	62%
Male	38%
125 respondents	

Q34: Race

White	83%
Asian	5%
Hispanic	5%
Black	4%
Indian	2%
Other	2%
125 respondents	

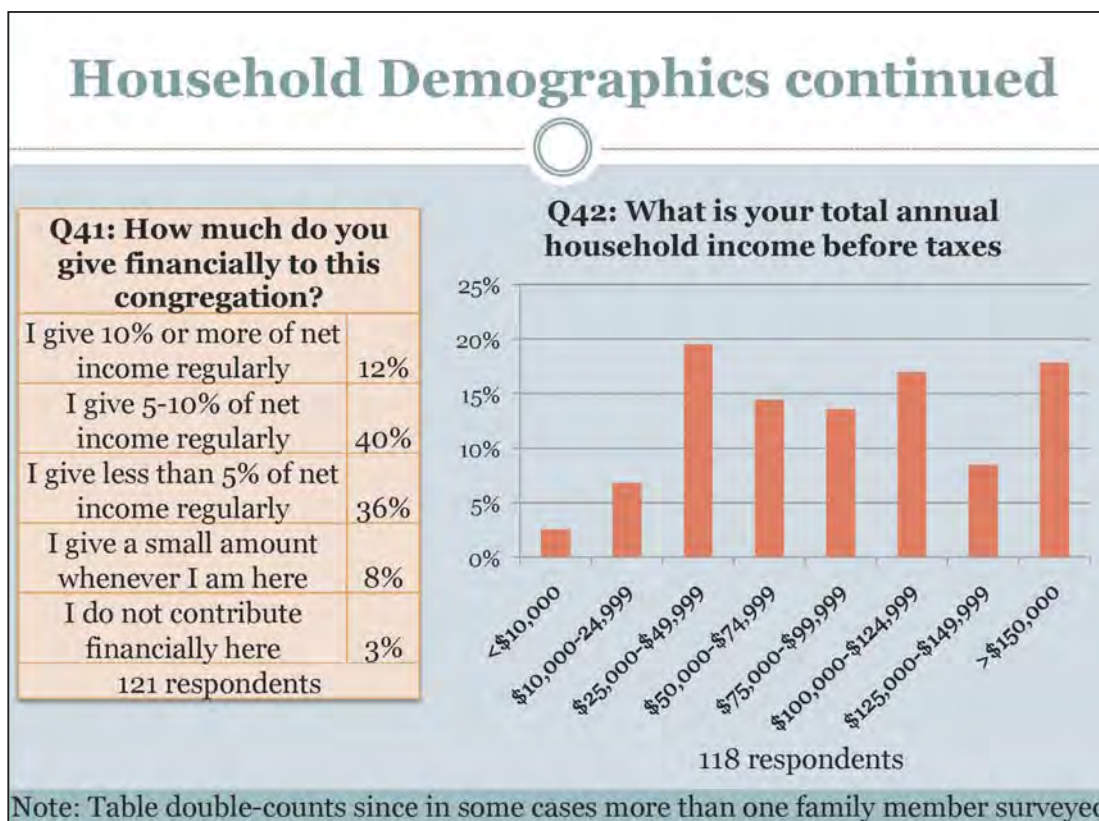
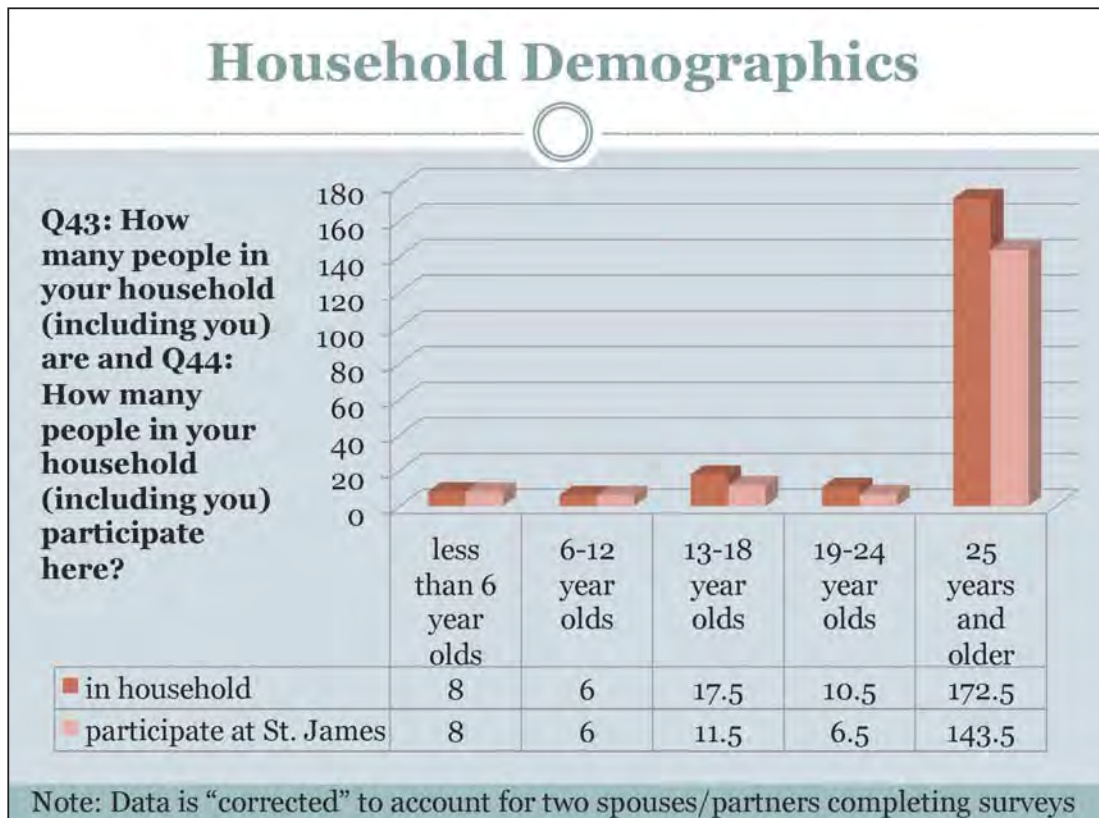
Appendix B, continued:

Detailed results from US Congregational Life Survey



Appendix B, continued:

Detailed results from US Congregational Life Survey



Appendix B, continued:

Detailed results from US Congregational Life Survey

Religious Background

Q26: Before coming here, were you participating in another congregation?

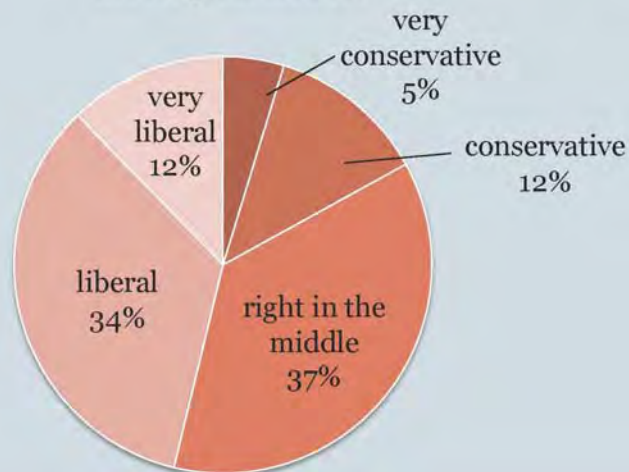
No, I've come here for most of life	9%
No, before coming here I had not been attending any congregation for several years	28%
No, before coming here never regularly attended	6%
Yes, immediately prior I was in another congregation	57%
122 respondents	

Q27: Before coming here, what type of congregation did you attend?

Episcopal	59%
Catholic	13%
I did not attend another congregation	9%
Other	5%
Presbyterian	4%
Methodist	3%
Lutheran	3%
Non-denominational	2%
Nazarene	1%
Baptist	1%
120 respondents	

Religious Background continued

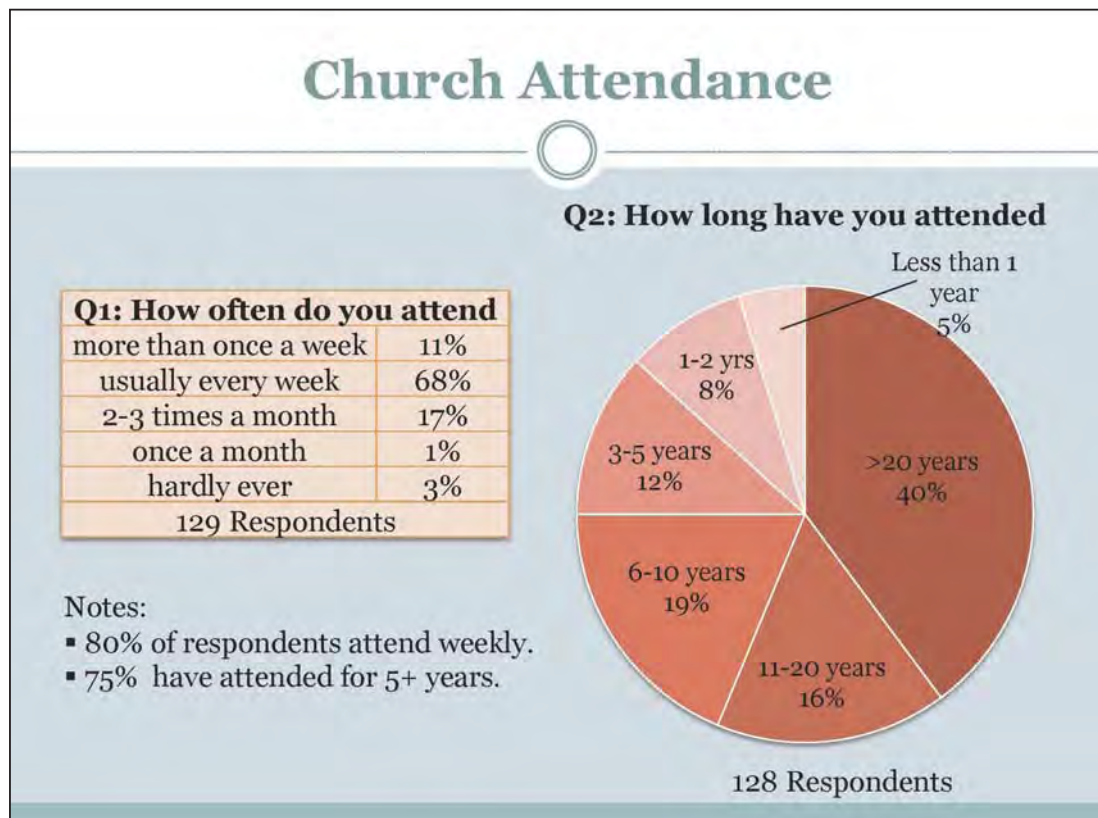
Q60: Which best describes your current stand on theological issues?



106 respondents

Appendix B, continued:

Detailed results from US Congregational Life Survey



Appendix B, continued:

Detailed results from US Congregational Life Survey

Church Participation continued

Q21: Which one statement best describes your involvement in the making of important decisions in the congregation?

I have been given the opportunity and often participate in decision-making	22%
I have been given the opportunity and occasionally get involved in decision-making	33%
I have been given the opportunity but don't usually get involved with decision-making	35%
I have not been given the opportunity and this is fine with me	9%
I have not been given the opportunity and am not happy about this	1%
123 respondents	

Q48: Compared to 2 years ago, do you think you participate in activities of the congregation more, less, or about the same amount?

Participate more	35%
About the same	50%
Participate less	10%
Not Applicable (been coming less than 2 years)	5%
105 respondents	

Significance of Church in Life

Q7: To what extent do the worship services or activities if this congregation help you with everyday living?

A great extent	57%
Some extent	35%
A small extent	6%
Not at all	2%
128 respondents	

Q12: My spiritual needs are being met in this congregation

Strongly agree	36%
Agree	55%
Neutral	7%
Disagree	2%
Strongly disagree	0%
128 respondents	

Q9: Over the last year, how much have you grown in your faith?

No real growth	10%
Some growth	45%
Much growth, mainly through this congregation	34%
Much growth, mainly through other groups	4%
Much growth, mainly on my own private activities	6%
128 respondents	

Appendix B, continued:

Detailed results from US Congregational Life Survey

Significance in life continued

Q19: Do you have close friends in the congregation?

No, I have little contact with others from congregation outside of activities here	10%
No, I have some friends in this congregation, but my closest friends are not involved here	20%
Yes, I have some close friends here as well as other close friends outside of congregation	60%
Yes, most of my closest friends are part of this congregation	10%
126 respondents	

Q22: Do you have a strong sense of belonging to this congregation

Yes, a strong sense that is growing	50%
Yes, a strong sense- about the same as last year	35%
Yes, but perhaps not as strong as in the past	7%
No, but I am new here	0%
No, and I wish I did	2%
No, but I am happy as I am	3%
Not applicable	2%
125 respondents	

Individual Preferences

Q25: Which of the following aspects of this congregation do you personally most value? (Pick up to three)

Sharing in Holy Communion, Eucharist or Lord's Supper	73
Traditional style of worship or music	47
Sermons, preaching or homilies	44
Openness to social diversity	37
Wider community care or social justice emphasis	34
Practical care for one another in times of need	28
Social Activities or meeting new people	20
Contemporary style of worship or music	12
Bible Study, prayer groups or other discussion groups	11
Prayer ministry for one another	11
Ministry for children	10
Reaching those who do not attend church	9
Adult Church-school	3
School or pre-school	1
340 total responses	

Appendix B, continued:

Detailed results from US Congregational Life Survey

Individual Preferences continued

Q23: While you may value many different styles of music, which two do you prefer in congregational worship?

Traditional hymns	93
Contemporary hymns	39
Praise music or choruses	25
Classical music or chorales	17
Music or songs from variety of cultures	16
Gospel Music	12
Contemplative chants (Taize, Iona)	11
Other contemporary music or songs (not hymns)	11
No music or songs	4
Don't know	2
Sung responsorial psalms	2
232 total responses	

Views of Congregation

Q18: How satisfied are you with what is offered here for children?

Very satisfied	9%
Satisfied	16%
Mixed Feelings	36%
Dissatisfied	8%
Very dissatisfied	6%
Not sure or not applicable	24%
124 Respondents	

Q53: Over the last two years, has there been any conflict in this congregation

No conflict that I am aware of	8%
Some minor conflict	38%
Major conflict	9%
Major conflict, with leaders or people leaving	34%
Don't know	10%
106 respondents	

Appendix B, continued:

Detailed results from US Congregational Life Survey

Views of Congregation continued

Q20: Does this congregation have a clear vision, goals or direction?

I am not aware of such a vision, goals or direction	7%
There are ideas but no clear vision, goals, or direction	37%
Yes, and I am strongly committed to them	24%
Yes, and I am partly committed to them	27%
Yes, but I am not committed to them	6%

122 respondents

Views on Leadership and Clergy

Q24: In general, there is a good match between our congregation and our minister, pastor, priest or rabbi

Strongly agree	34%
Agree	37%
Neutral	18%
Disagree	1%
Strongly Disagree	1%
There is currently no leader here	10%

125 respondents

Q49: Have this congregation's leaders encouraged you to find and use your gifts and skills here?

Yes, to a great extent	34%
Yes, to some extent	39%
Yes, to a small extent	18%
Not at all	7%
Don't know	3%

106 respondents

Appendix B, continued:

Detailed results from US Congregational Life Survey

Views on Leadership continued

Q56: To what extent does the pastor here take into account the ideas of those who worship here?

A great extent	38%
Some extent	37%
A small extent	5%
Not at all	2%
Don't know	10%
There is currently no leader	8%
105 respondents	

Q57: Which best describes the style of leadership of your pastor?

Leadership that tends to take charge	12%
Leadership that inspires people to take action	39%
Leadership that acts on goals that people here have been involved in setting	29%
Leadership where people start most things	4%
There is currently no leader	10%
Don't know	7%
105 respondents	

Views on the future and change

Q52: I have a sense of excitement about our future

Strongly agree	28%
Agree	51%
Neutral	19%
Disagree	2%
Strongly disagree	0%
104 respondents	

Q55: This congregation is always ready to try something new

Strongly agree	4%
Agree	46%
Neutral	36%
Disagree	13%
Strongly Disagree	1%
105 respondents	

Q54: Which best describes your opinion of the future directions of the congregation?

Need to get back to the past	4%
Faithfully maintaining past directions	1%
Currently deciding on new directions	52%
Currently moving in new directions	21%
Need to rethink where we are heading	10%
Our future is very unclear or doubtful	1%
Don't know	11%
105 respondents	

Appendix B, continued:

Detailed results from US Congregational Life Survey

Conclusions and Next Steps



- This information gives us a picture of who we are which is first part of parish profile.
 - Presentation available for download on St. James' website
- Second part of profile is what we are looking for in a rector.
- Please take a few minutes to complete our brief survey to share your thoughts on what we should be looking for in our new Rector.

Appendix B: Detailed results from Rector Search Survey

Overview



- The Transition Team developed a survey to gather opinions on the traits, skills, and areas of focus for the new Rector.
- Surveys were taken between July 25- September 14, 2009. Every effort was made to include the entire congregation.
- 208 surveys were collected and analyzed.
- Included as much data as possible in analysis: incomplete rankings included but results excluded if no rankings for questions requiring ranking.

Question 1 (208 responses)



Of the three choices below, please choose the statement that best describes the type of rector environment you would like to see at St. James'. (**Indicate your choice with an "X"**)

- 7% - An environment where the rector is the hub, and is more directly involved in priorities, decisions and delegating.
- 20% - An environment where the ministries and programs are the hub, decisions and priorities are more directly led by the parish, guided by the rector.
- 74% - An environment where the rector and the parish work in deliberate tandem to move the vision and the parish's ministries.

Appendix B, continued:

Detailed results from Rector Search Survey

Question 2



Please rank the following areas of focus for the new Rector in order of importance to you. **PRIORITIZE** from 1-7 with **1 being the most important and 7 being the least important using each number only once.**

Area of Focus	1	2	3	4	5	6	7	Score
Worship	114	38	24	9	2	4	1	339
Congregational support and care	40	59	33	29	19	11	1	541
Program Development for all ages	22	26	55	44	20	17	6	659
Community outreach and service	6	29	24	50	56	24	3	781
Church growth	15	28	31	36	33	27	21	782
Diocese and Deanery involvement	1	4	12	13	40	58	56	1037
interfaith participation	1	8	13	9	17	44	92	1085

Note: Lowest score is most desired since choices were ranked with 1 as most important

Question 3



What traits and/or skills are most important to you in a new Rector? Please **RANK** them in order 1-6 with **1 being the most important and 6 being the least important using each number only once.**

Trait and/or Skill	1	2	3	4	5	6	Score
Ability to provide pastoral care to the congregation	97	40	20	21	9	10	426
Strong communication skills or experience	56	68	37	21	11	1	448
Ability to attract new members to the congregation	25	24	42	32	32	41	733
Ability to intellectually challenge the congregation	11	25	36	37	49	36	778
Demonstrated administrative skills or experience	2	19	36	47	37	50	821
Experience developing new programs and ministries	10	17	24	34	53	53	835

Note: Lowest score is most desired since choices were ranked with 1 as most important

Appendix B, continued:

Detailed results from Rector Search Survey

Question 4



What 3 “Ministries” would you like to see the new Rector focus on in their first year here at St James? **Please choose at most 3 by marking with an “X”:**

Ministry	Number of Votes
Care and Counseling Ministry	133
Church Growth and Development Ministry	115
Worship/Music Ministry	108
Youth/Children Ministry	94
Outreach Ministry	73
Christian Educational Ministry	62
Multi-Cultural Ministry	53

Note: Highest number of votes indicates most desired ministry

Question 5 (204 responses)



Would you prefer a new Rector to be MORE comfortable with... **(CHOOSE 1 and mark with an “X”):**

24% - Traditional Episcopal liturgy/theology and Prayer Books

7% - Nontraditional and new liturgical practices

69% - Comfortable with BOTH of the above

Appendix B, continued:

Detailed results from Rector Search Survey

Additional Comments (specific questions)

- Q2: Program development for all ages- need children's support
- Q3: Give Good Sermons
- Q3: a strong preacher
- Q3: make people feel at home
- Q3: strong communication skills or experience with electronic equipment
- Q3: ability to lead/negotiate/use judgment
- Q4: cursillo
- Q5: a mixture is very important in this community
- Q5: need balance of traditional and non traditional
- Q5: both are strong here

Additional Comments (general)

- It makes me happy to worship with lots of people. I feel worried when I worship on Sundays at a service which is sparsely attended.
- I hope our new/next rector will- besides ALL else (we have indicated) that that person will also have an "outside" interest ie golf, learning to play fiddle, baseball something he enjoys. I feel this is a healthy thing for any rector.
- Based on the average age of 59 I feel you can anticipate a waning participation in regular activities- to project a "program" church with active participation may not be reality.
- Have Sunday school at same time as service (10:30 AM)

Appendix B, continued:

Detailed results from Rector Search Survey

Additional Comments continued



- Holy communion at all services
- I come here because church is embracing of diversity.
- I believe that if we are moving toward a "program church" concept, we need to assess our ability to hire professional leaders (youth director, associate pastor, etc) to manage increasingly complex needs, as volunteers eventually "burn out". Its going to take a lot of energy and commitment to enhance our worship and education like our two interim priests have done.
- would like a rector that values our heritage
- I value the excellent adult education programs that we are experiencing

Additional Comments continued



- My desire is that the new rector be a pastor! In the sense that the new rector likes us as a people, wants to be a real part of the congregation, and doesn't keep us at an "arm's distance"- to be "one of us" as well as a good preacher/ teacher and capable administrator- a tall order.
- Support Winter Relief and feeding homeless at Sunrise Village and Shoe Project
- New rector should be friendly, easy to listen to, interested in young people, fun
- would like no more than 2 services most Sundays with 1 time a month entire congregation worshipping together.

Appendix B, continued:

Detailed results from Rector Search Survey

Additional Comments continued



- Let's not try to cram our new rector into one little box or another (pastoral v program, "like Bob" or "not like Bob") let's be open to whatever gifts our new rector might offer. Let's look ahead and not backwards.

Appendix C: Letter from Abode Services about St. James' Parish



August 21, 2009

Dear Saint James Friends:

I am writing at the request of Margaret Broun. Margaret wanted me to describe the special relationship the Saint James Community has had with Abode Services, formerly Tri-City Homeless Coalition. It is a pleasure to have the opportunity to share with you how important Saint James has been to our work. I cannot think of a local community group more important to the founding, feeding and sustaining of Abode Services.

The Saint James Community has been engaged and actively involved from the very beginning of the agency. In 1987, when over 300 local concerned citizens gathered to discuss, plan and rather quickly implement a new effort to house local homeless people, St. James parishioners, like Margaret and Mary Mitchell, were there. Your Community has always walked your talk when it comes to addressing the plight of local homeless families and single adults. Now, after 21 years, your Community continues to offer space, as it did in the very beginning, so that homeless adults and children can have a place to sleep.

The Saint James Community also continues to provide strong leadership to Abode Services through its members participating on our Board of Directors and their attendance and advocacy at City Council meetings throughout the cities we serve in. Charlie Dickenson and Lon Doty currently continue Saint James Community's tradition that started with Mary Mitchell and E.J. Hilliard. We are very grateful for this gift of leadership which your Community has and continues to offer. It is because of the leadership of these individuals that Abode Services has changed to meet the needs of the most vulnerable in our community and grown to become the largest homeless

40849 Fremont Blvd., Fremont, CA 94538 • 510-657-7409 • 510-657-7293 (fax) • info@abodeservices.org • abodeservices.org

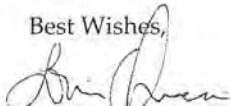
August 21, 2009

Page Two

housing and service provider in the East Bay. Margaret recently reminded a group attending one of our Abode Services' Journey Home Tours of our founding principle: respect for the basic dignity of local homeless people. This core principle continues to drive our work: to provide dignity, health and wellness through housing with services in order to move homeless people into stable housing and lives.

In summary, the Saint James Community has played an immeasurable role in leading and supporting the effort to end homelessness in our local community. This has been carried out through donation of time, money, food, space and leadership. We at Abode Services look forward to continuing this vital partnership and working with the Saint James Community to end local homelessness.

Best Wishes,



Louis D. Chicoine

Executive Director

Appendix D: Letter from St. Anne's

From: Lauran Pifke <rector@stanneschurch.org>

Date: Mon, 31 Aug 2009 11:00:58 -0700

Subject: Re: Statement/Letter

Since I was called to St. Anne's in 2007, St. Anne's and St. James' have worked together on several projects. We at St. Anne's feel that it is important for us to be able to contribute to the Winter Relief Program for the homeless in Fremont, and we do not have space at our church to provide beds. By working in cooperation with St. James' we participate in the program in several ways. We have an annual Walk-A-Rock-A-Thon in the Spring to raise money for Winter Relief in which we walk the 5 miles from one church to the other, together we collect donations to buy new shoes for homeless children at the start of the school year, and St. Anne's collects donations, serves a meal and organizes a youth project to support St. James' during the month of November when they provide beds for homeless families.

We also work together as members of the Southern Alameda Deanery. In January of 2009, all six of the churches in the Deanery got together for a joint Vestry Retreat at the Bishop's Ranch. It was a wonderful way to share resources and work cooperatively with one another and we plan to continue the tradition in 2010. And then in August of this year, we met for the First Annual "Deanery Bash" at Shadow Cliffs Park in Pleasanton where approximately 90 Episcopalians from Southern Alameda celebrated the Eucharist, had a picnic, and played together. We all benefit from the connections we make to the wider church and I am hopeful that whoever is called to serve as rector of St. James' will be an enthusiastic part of the Episcopal Church in Fremont, in Southern Alameda, and in the Diocese of California.

Peace,

The Rev. Lauran K. Pifke, Rector

St. Anne's Episcopal Church

Fremont, CA

St. James' Episcopal Church Rector Search Teams

Transition Team:

Marnie Hartmann (Co-chair)

Johanne LaRocque (Co-chair)

EJ Hilliard (Chaplain)

Jodi Benson

Margaret Broun

Gloryanne Bryant

Allison Ferro

Ashley Francis

Cathy Knotts

Steve Maina

Greg Miller

Joan Roberts

Connie Rux

Meg Williams

Search Committee:

Pegeen Perry (Co-chair)

Bruce Roberts (Co-chair)

EJ Hilliard (Chaplain)

Gail Blalock

Valle Brokes

Nancy Castaneda

Barbara Dabney

Alice Johnson

Donald Razzolini

Greg Scheuffele

Mike Scrutton

*The Transition Team thanks the following parishioners for much of the
photography seen in our Profile*

Jodi Benson

Jan Brandt

Johanne LaRocque

Ralph Locher

Bruce Roberts

Bud Spalding

Dean Valentine