



# ST. BARTHOLOMEW'S EPISCOPAL CHURCH

POWAY, CALIFORNIA



## 2022 Parish Profile

SEARCH FOR THE 8TH RECTOR OF ST. BART'S





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# WELCOME

**ALL ARE WELCOME. NO EXCEPTIONS!**



St. Bartholomew's Episcopal Church is "St. Bart's" to our parishioners and the wider community. We are a welcoming and affirming church family and we strive to practice "All are Welcome, No Exceptions!" Our parishioners include cradle Episcopalians, former members of other denominations, people without previous faith affiliation, and seekers. We bring diverse spiritual, theological, and life experiences to worship, study, serve and support each other on our faith journey to know God. We look forward to welcoming our new rector!

## Mission

**We are called to be disciples of Christ,  
revealing His Life, Love, and Light to the world.**

## Vision

**St. Bartholomew's Episcopal Church is a radically welcoming,  
inclusive faith family – sharing and teaching the love of  
Jesus Christ through our worship, actions, and outreach:  
transforming ourselves and the world.**

# THE RECTOR WE PRAY FOR



## Prayer for Our New Rector

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



# ST. BART'S AT A GLANCE



**733**  
**MEMBERS**  
(1,759 PreCovid)



**733**  
**COMMUNICANTS**  
(1,054 PreCovid)



**175\***  
**AVG. WEEKEND**  
**ATTENDANCE**  
(358 PreCovid)



**35**  
**AVG. SUNDAY LIVE**  
**STREAM VIEWS**  
\*Includes live streamers



**5**  
**BAPTISMS**  
**PER YEAR**  
(19 PreCovid)



**7**  
**CONFIRMATIONS**  
**PER YEAR**  
(17 PreCovid)



**2**  
**WEDDINGS**  
**PER YEAR**  
(2 PreCovid)



**11**  
**MEMORIALS**  
**PER YEAR**  
(13 PreCovid)

RECORDS THROUGH 9/30/2022

(FROM PAROCHIAL REPORTS 2017 - 2019)







## ST. BART'S HISTORY

We became a mission in 1960 called St. Bartholomew's. Our thrift shop opened in 1966 to fund outreach programs and serve as a community gathering place until it closed in 2020. By 1968 we worshiped in a new sanctuary on our five-acre campus and in 1975 St. Bart's became a parish church. We continued to expand our campus facilities as membership and ministries grew:

- 1980 Dedicated current 4,800 square foot Sanctuary
- 1991 Current Administration Building opened
- 1993 Susan S. Cashmore Columbarium dedication
- 2002 Education Building dedication
- 2019 Dedication of Chapel

We honor the faith of all parishioners, clergy, and staff who grew St. Bart's for over 60 years and guided each of us to become today's church family, one which continues to love and serve God.

**Church Artifacts** In the sanctuary the stained-glass windows depict the sacraments and saints of the church including St. Bartholomew. The Christus Rex crucifix above the altar was made in Switzerland and the Stations of the Cross were carved from olive wood in the Holy Land. The bell in our campanile was gifted from the villagers of Alberto Olviata Mota, Mexico, in thanks for the many years our youth group volunteered.

# HISTORY AT A GLANCE



**1960**

Our Mission Begins



**1968**

First Sanctuary Dedication



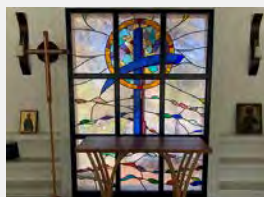
**1980**

Current Sanctuary Dedication



**1993**

Columbarium Dedication



**2019**

New chapel dedicated



**1966 - 2020**

St. Bart's Thrift Shop



**1975**

Officially became a Parish



**1991**

Administration Building Dedication



**2002**

Education Building Dedication



SEVEN RECTORS SINCE 1960



# COVID AND TRANSITIONS

St. Bart's was uniquely challenged beyond the Covid shutdown with key 2021 staff departures, including our rector.

We practiced Covid Grit. Our tech team responded with live stream worship. Watching children, youth, and adult recorded lessons and prayers strengthened our church family connection. Choir members and musicians recorded individual parts which were orchestrated into soul-supporting music. And who remembers driving through our parking lot to receive bagged communion elements for online church?

We learned new ways to continue church life. Preschool staff created programs for in-home learning. Teachers delivered weekly Sunday School in a Box with a smile and wave. Our Youth Group connected with Zoom meetings and outdoor distanced gatherings, including several at the beach. Adult formation moved to Zoom and drew high parishioner and community participation.



Staff, clergy, and pastoral care volunteers worked remotely to support financially and emotionally struggling parishioners and helped our community with food donations, rent payments, and mental health support. As gathering restrictions eased, we worshiped in a community park, then on our patio, and finally a joyful return to a remodeled sanctuary. While some parishioners age 65+ still do not come on campus, a significant number attend St. Bart's on-line worship and formation programs.





# CAMPUS REDEVELOPMENT

St. Bart's grew to become a seven-days-a-week church with full parking lots and meeting rooms. In addition to our church worship and activities, we welcomed and provided safe space for many community support and advocacy groups. Sammul Presbyterian Korean Church also used our Parish Hall for worship and to prepare hot meals.

With the growing activity we became acutely aware of deferred building maintenance, limited meeting and parking spaces, and the need to make the campus more flexible and physically accessible.



After feasibility studies, town hall meetings, prayers, and a parish survey to determine priorities, we launched a multiphase campus redevelopment plan and capital campaign. The plan includes improved accessibility, flexible multi-use spaces, a chapel, improved parking, and a two-story Parish Community Center.

We completed Phase I work in 2019 by renovating the administration building to create a new chapel, multipurpose room, and fully accessible restrooms.

During the campus shutdown we pushed completion of Phase II and parts of Phase III construction. We demolished the out-of-code parish hall to expand the upper parking area with more handicapped spaces, and completed a new columbarium walkway. We renovated our large central patio and refreshed the sanctuary, replacing most of the pews with comfortable chair seating to provide flexible space for worship, large parish and community meetings, events, concerts, and meals.

When completed, Phase III adds the Parish Community Center ground floor, professional kitchen, and flexible meeting spaces for parish ministry and our growing number of community partners. A new capital campaign will be required to add the planned second level of the Parish Community Center.

The Honor Faith Build Future capital campaign raised more than \$7.6M from the people of St. Bart's. Our campaign also developed new and stronger relationships through one-on-one meetings and many small group gatherings led and hosted by over 75 parishioner volunteers.

# OUR PARISH TODAY

St. Bart's is a parish in recovery, praying for healing, change, and transformation. Worship attendance is growing, ministries are more active, including newcomer welcome and a new seniors ministry.



## Strengths

- Parishioners open to change
- Welcoming to all
- Embrace diversity
- Strong church family identity
- Amazing music program
- Many ministries
- Members support plans to grow
- Campus location near young family communities
- Caring response to community needs

## Challenges

- Fatigue from Covid & staff transitions
- Low church vitality today
- 61% of parishioners are 65+
- Attract young families
- Distrust of church & diocesan leadership
- Mentor new lay leadership
- Grow youth ministry
- Rebuild preschool enrollment





# WORSHIP

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Worship is the central focus of parish life at St. Bart's. We offer different worship styles with liturgies that are Eucharist, sermon, prayer, and music centered. We embrace our Episcopal tradition with a progressive and contemporary interpretation. The order of worship is projected for services in both the sanctuary and chapel, with handouts available for those who prefer the print version.

*Prior to Covid our worship schedule included four weekend worship services, Celtic Saturday service, and Sunday Eucharist services 8am, 9:30am and 11:15am, all including music.*

## JOY-FILLED WORSHIP

Our clergy and ministries serve together to bring us closer to each other and God through worship. St. Bart's is truly enhanced by many worship ministries—Altar and Flower Guilds, Greeters and Ushers, Vergers, Eucharistic ministers, acolytes, and lectors. Our joy-filled choral services are enriched by our music, different choirs and groups. The primary Sunday service is live streamed to welcome more people into worship with our faith community. We love watching our children and youth grow in their faith as they serve at the altar, read scripture, sing in the choirs, and play musical instruments.

St. Bart's is a child-friendly church. After Sunday School, class teachers bring children to the sanctuary to share the peace and receive communion with their families and the congregation. At all services, the clergy invite everyone to participate fully in worship including receiving communion or a blessing.



**Saturday 5 p.m.**  
**Evening Prayer**  
in the Celtic Tradition



**Sunday 9:30 a.m.**  
**Choral Eucharist**



**Wednesday 6 p.m.**  
**ReGeneration Eucharist**  
Bi-weekly



**Fellowship** After worship services in the sanctuary or chapel, we gather on the adjacent patio for St. Bart's warm brand of fellowship. We catch up with friends and watch the Saturday sunset or enjoy Sunday morning coffee and donuts. We always seek out and welcome newcomers and visitors.

**Sunday Forums** Many parishioners attend Sunday Forums in the sanctuary after the primary worship service. Recent forum topics include Prayer for all Seasons, Prayer for all Reasons; the Soul of Money; and a brainstorming session on climate change.

**Life's Milestones** St. Bart's celebrates baptism, adoption, confirmation and reception, and marriage. St. Bart's memorial services are truly a celebration of life for parishioners, family members, and community neighbors without a church. We've ended these services with jubilant singing of "When the Saints Go Marching In," complete with trumpet. Many deceased members of St. Bart's and our community are interred in the Susan S. Cashmore columbarium, located on a hill behind the church.

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**"St. Bart's memorial services are truly a  
celebration of life for parishioners, family  
members, and community neighbors  
without a church."**

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**Special Services.** St. Bart's holds annual services for Memorial Day, Veteran's Day, Blessing of the Animals, All Soul's Day, Zydeco Mass and Cajun dinner, Blue Christmas, and Christmas Eve children's pageant, where even visiting grandchildren take part as angels or sheep, and many more.







# MUSIC

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Music has played a central role at St. Bartholomew's for many years. We offer diverse music ministries, from choral to instrumental, traditional to modern, expressing the past and present church through a broad range of musical content and styles. Music ministry at St. Bart's is well known throughout the diocese and community for offering a rich tapestry of music.



Our adult parish choir sings at the principal weekly choral service, Evensong services and concerts. The choir also presents larger works and other services according to the season, including recent masterworks such as Mozart's Requiem, Handel's Messiah, and Vivaldi's Gloria.

Vocal ensembles include the choir school for age 6-13 children, who sing monthly in church and at other special services, and the Schola Cantorum, which specializes in meditative music and sings at the weekly Celtic Saturday service. Our instrument ensembles includes five-octave handbell choir, string ensemble, brass choir, ReGeneration contemporary band, and Saturday woodwind ensemble.

We worship at weekly choral and Celtic services with mixture of modern praise songs and liturgical music. The more modern music at the ReGeneration contemporary service has parishioners singing and clapping. Our music director, Dr. John-Luke Addison, has written music for the choir and ensembles, including psalms, mass settings, anthems, songs, and instrumental music and led a hymn lecture series and Festival of Hymns to engage congregational participation.



The music ministry came together during the pandemic with recorded worship music. We presented virtual offerings including choral anthems, Evensong services, orchestral pieces, and even masterworks including Schutz's *Passion of St. John*. Our "Hallelujah Chorus" video received multiple thousand viewings, and our entire project encompassed 150 participants from both the parish and the wider community. A collaborative virtual performance with Poway Interfaith Team united people from different faith backgrounds in the singing of ["We Shall Overcome"](#) to build ecumenical unity and partnership.

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**"St. Bart's music lifted up our parish and  
the community throughout the pandemic."**

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In 2022 St. Bart's launched a concert-version theatrical production of "The Sound of Music," with both parish and community cast, that reached new audiences unfamiliar with our church. Other community-wide music events include our annual Cabaret night, Zydeco Shrove Tuesday service, Bethlehem Journey carol-sing, and Festival of Carols. Some hallmarks of our ministry are diversity of repertoire, appreciation for music of many cultures and languages, the willingness to try new things and embrace change.

The choir and orchestra collaborates with many churches and other organizations throughout the diocese and San Diego area with combined Evensong services and concerts. In summer 2023, our choir members will travel to St. Alban's Cathedral, England, for a week's residency at the historic church.





# CHRISTIAN FORMATION

## CHILDREN & YOUTH

**Children's Ministry** guides our youngest members to learn about God and how to live an active Christian life. They hear age appropriate stories, engage in activities, and experience the Godly Play curriculum.

**Choir School** teaches children ages 6-13 about music theory. They sing monthly in church and at special services.

**St. Bart's Preschool**, which opened in 1999, has a highly regarded Christian-based curriculum. Our students include children from the community and member families.

**St. Bart's Youth Group** (CREW for Continuously Riding the Eternal Wave) for middle and high schoolers is growing as they participate in community outreach projects and diocesan events. At weekly meetings they share a meal, games, and discussions about their teenage lives.

**Vacation Bible School** has been an awesome summer week with more than 100+ children who enjoy games, crafts, music and Bible lessons.



## ADULT FORMATION

**Bible Study** is central to our Adult Formation. We draw participation from our parish, members of other churches, and the wider community. More than 100 members formed small groups to read the Bible in one year, and current Bible studies include men's and woman's groups who meet weekly.



**Sacred Ground** began virtual meetings during the pandemic with Incarnation Lutheran Church joining St. Bart's for a film, readings, and discussion-based curriculum about race, racism, and faith in America. This powerful program continues to change the hearts and attitudes of many participants.

**Cursillo** was stronger at our church in past years. Some of our 80+ members still meet in small groups and are working to rebuild this renewal ministry.

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### **"We never stop learning at St. Bart's."**

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**Sunday Forums** are highly attended educational programs. We are blessed at St. Bart's with both clergy and members who lead these programs to combine current life topics with spiritual context.

**Lenten University** is a popular annual formation and fellowship series. We gather for weekly meals, made and served by different ministry teams, followed by speaker presentations with adjacent programs for children and youth. Recent programs featured religious leaders from other faiths—Jewish, Muslim, Buddhist, Mormon—who discussed our shared beliefs.





# MINISTRIES AND OUTREACH

We live our faith through service, prayer, and outreach, serving in our diocese, our community, and beyond our borders. We feed people experiencing homelessness, partner with inner-city churches, march in the Pride Parade, educate and advocate for environmental stewardship and racial justice through our Peace and Justice ministry, and so much more.



We deliver Thanksgiving Baskets for families in need, Angel Tree gifts for children of incarcerated parents, and Back to School backpacks for low-income families. On a single day, we packed over 75K nonperishable meal kits in the church parking lot. St. Bart's built a house in Mexico and a school in an under served community in Loranette, Haiti. For many years we've provided financial support and both adult and youth parishioners served on mission trips to Haiti.



Many community support groups meet at our campus. Our Scout Troop welcomes all kids regardless of gender or sexual identity. The 140-member troop is one of the largest in San Diego.





# PARISH LIFE AND PASTORAL CARE

We practice *Invite Welcome Connect* at St. Bart's, building connections between newcomers, visitors, and our parishioners. We host newcomers and members at small group Welcome Gatherings in parishioner's homes.

We welcome the community to our many year round events to enjoy great food, music and fellowship. We believe in Radical Hospitality!

- Trunk or Treat
- Christmas Bazaar
- Parish movies
- Senior Wisdom Luncheon
- Community Messiah Sing
- Parents Night Out, and so much more!

St. Bart's is a faith family. When parishioners or anyone in our community is in need, receives a tough medical diagnosis, or has lost a loved one, our Pastoral Care team responds with prayer and support. Lay Eucharistic Visitors deliver communion and visit with homebound members. Our Prayers & Squares quilts are tied with parishioner prayer knots for anyone in need of prayer.





# SUPPORTING OUR FAITH

St. Bart's parishioners share their time, talent, and treasure all year. We identify the interests and talents of members and newcomers to become more connected with parish life.

**By the Numbers** The majority of our operating budget income comes from annual pledges. In the three years before Covid pledging units and annual pledge income remained relatively steady. However, in 2021 and 2022 pledging units and income decreased.



**The Good News** Our parish has no mortgage. Members and ministries are reconnecting, re-engaging, and worship attendance is increasing. In 2019 we hired a congregational development director to join our staff to guide stewardship and congregational development.

**We Give** The people of St. Bart's live into the spirit of generosity. Our Stewardship Committee includes clergy, lay leaders, and staff who plan

## TOTAL BUDGET\*

2017 \$1.7M

2018 \$1.1M

2019 \$1.2M

2020 \$1.3M

2021 \$1.3M

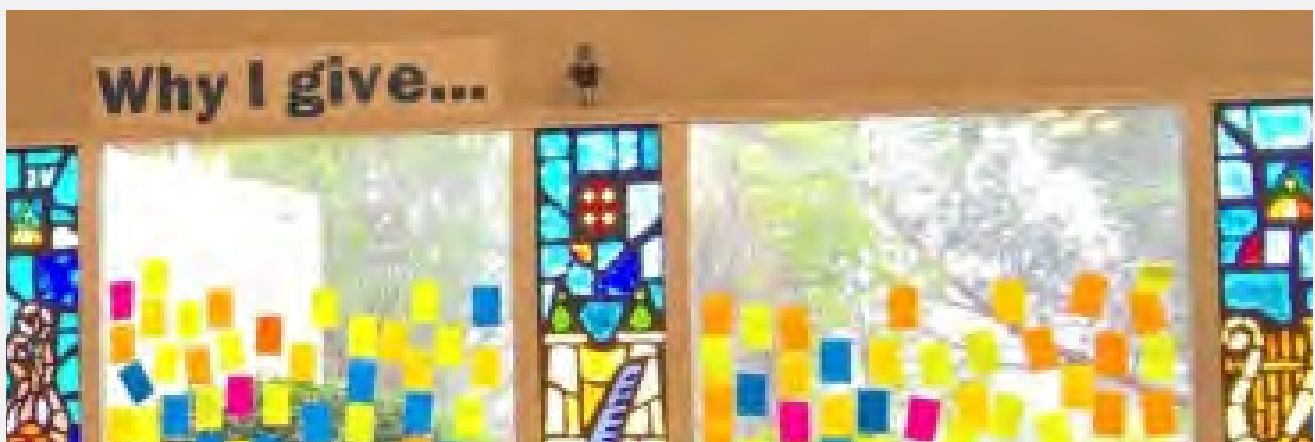
2022 \$1.1M

and oversee the annual giving campaign, as well as special offerings at Thanksgiving, Christmas, and Easter.

**Stewardship at Work** Our parishioners serve each other, the community, and the world. A newly organized Wisdom Circle Seniors Ministry program connects parishioners needing transportation with members who will drive them to worship, and other church programs. St. Bart's partners with another local church to build houses in Mexico.

**Additional Generosity** When our Thrift Shop closed in 2020, St. Bart's lost major funding for outreach programs. Members from other churches in our Diocese attended a St. Bart's hosted Gala in April 2022. In a single night we raised over \$53,000 to support outreach and educational ministries. We anticipate our Gala will become an annual event that also builds relationships and community.

\*FROM PAROCHIAL REPORTS 2017-2022



# LEADERSHIP

St. Bart's has a long tradition of strong lay leadership. Our lay leaders serve on Vestry and lead key committees including Finance and Investment, Invite Welcome Connect, Pastoral Care, Personnel, Preschool, Buildings and Grounds.

St. Bart's is known as a clergy incubator. Many deacons and new priests serve at St. Bart's, and we continue to follow the journeys of several parish members who became priests. We are blessed by the many retired clergy who found St. Bart's and became part of our faith family.



## CURRENT ST. BART'S STAFF

### CLERGY

INTERIM RECTOR  
ASSISTANT RECTOR  
ASSISTANT PRIEST  
CURATE  
DEACON EMERITUS

The Rev. Dr. Bill Doggett  
The Rev. Dr. Nancy Burnett  
The Rev. Cathey Dowdle  
The Rev. Brian Petersen  
The Rev. Bill Zettinger

### MUSIC

DIRECTOR OF MUSIC  
ASSOCIATE DIRECTOR OF MUSIC  
ACCOMPANIST

Dr. John-Luke Addison  
Tim McClellan  
Diane Snodgrass

### EDUCATION

CHILDREN'S MINISTRY DIRECTOR  
YOUTH MINISTRY DIRECTOR  
PRESCHOOL DIRECTOR

Christine Sleeper  
Lauren Sleeper  
Tracey Buzo

### ADMINISTRATION

PARISH ADMINISTRATOR  
DEVELOPMENT DIRECTOR  
FACILITIES MANAGER  
BOOKKEEPER

Ivey Merrill  
Demetreus Gregg  
Mike Jewett  
Elizabeth Carey



Above: The late Bishop Samir Hanna Kaffity shared his experiences building bridges to peace as former Palestinian Anglican bishop and primate of Jerusalem. He was a beloved bishop-in-residence for many years at St. Bart's.



# OUR LOCATION

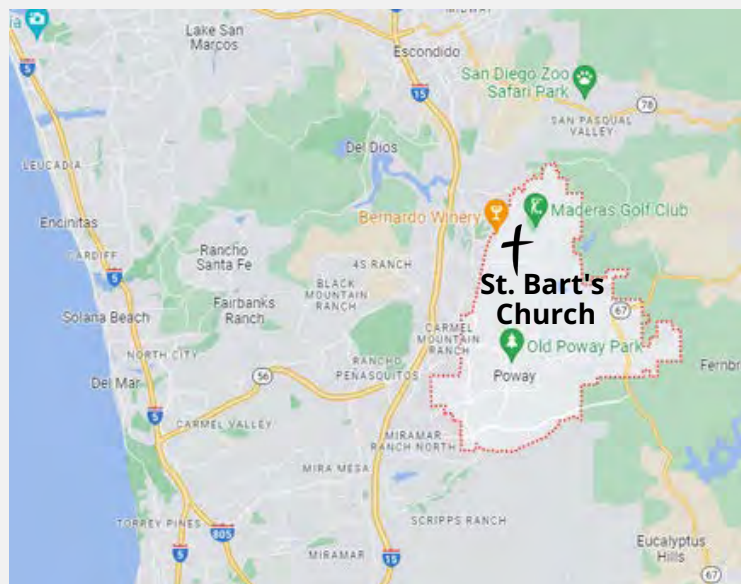
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St. Bart's location in [Poway](#), an incorporated city in [San Diego County](#), brings parishioners from nearby communities including Rancho Bernardo, Carmel Mountain Ranch, Sabre Springs, Rancho Peñasquitos, 4S Ranch, Escondido, Scripps Ranch and more distant areas. Nicknamed the "city in the country," Poway and surrounding communities are some of the most desirable areas to live in San Diego County.

Our inland North County location is a convenient distance from beaches, deserts, parks, mountains, museums, theaters, and attractions such as the San Diego Zoo, Safari Park, SeaWorld, Balboa Park, Legoland, and San Diego Padres games at Petco Park.

St. Bart's has a high-visibility location on Pomerado Road with a weekday average of 20,604 vehicles per day. Our "All are Welcome, No Exceptions" street banner brings many new members. This same message on bumper stickers attracts visitors to our campus asking, "Do you really mean it?" We do!

Our area includes one of the top-rated school districts in the state and convenient proximity to excellent private schools, colleges and universities. Poway has great dining, shopping, parks, hiking trails, golf courses and community events including the annual Poway Rodeo and St. Bart's Trunk or Treat Halloween event.



# DEMOGRAPHICS

**Ethnicity** Comparison of St. Bart's parishioner demographics with those we serve highlights the opportunity to build our membership from younger and more ethnic diverse populations. While St. Bart's parishioners are 92% White, our church demographics do not mirror the diversity of our area:

White 70%  
Latinx 15.6%  
Asian 11.4%  
Black 3%

In nearby communities, most notably Escondido located less than 10 miles away from our campus, 51.8% of the population in that city is from Latinx heritage.

**Age** St. Bart's parishioner and community age demographics are notably different. Our 65+ age group is 61% of our church membership compared to 39.1% living in surrounding communities.

**More About Us** Our members are highly educated—88% have college degrees including 45% with graduate degrees. Most St. Bart's households are smaller: 50% two people; 14% three people; 11% four people. With nearby major Naval and Marine installations, we have many active and retired military family members.

## Member Home to Church Distance

17% 2 miles or less  
28% 3 – 4 miles  
36% 5 – 9 miles  
18% 10+ miles

*Demographics compiled from: St. Bart's CAT survey, San Diego City traffic data, 2020 U.S. Census, niche.com and neighborhoodscout.com/poway*





# THE EPISCOPAL DIOCESE OF SAN DIEGO

## HISTORY

The [Episcopal Diocese of San Diego](#) was founded in 1973, over 100 years after the first Episcopal service took place in this region. The area that makes up the Diocese of San Diego stretches from Sun City to the Mexican border, from the Pacific Ocean to Yuma, Arizona. Until 1973, this was part of the Episcopal Diocese of Los Angeles. Today our diocese consists of 42 churches and over 20,000 members. It is a vibrant place striving to demonstrate courageous love especially in the areas of church growth and evangelism.



## OUR ROLE IN THE DIOCESE

St. Bart's is a resource parish serving inland North County and is one of the largest congregations in the diocese. Members of our church, including youth, adults, and clergy, are active in diocesan programs, events, annual convention and hold many diocesan leadership positions. St. Bart's has hosted annual Diocesan Leadership Conferences and EDSD Annual Conventions. We provide financial and hands-on support for two inter-city parishes and Camp Stevens, our diocesan camp.



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## MINISTRY PARTNERS

**St. Luke's North Park** A bustling congregation, St. Luke's is home to many refugees from the Congo, South Sudan, and other mostly African countries. Beyond financial support, St. Bart's works with St. Luke's members and RefugeeNet, a diocesan institution which ensures new arrivals are fed, clothed, receive household goods and employment support. St. Luke's also provides a community garden and job skills training in a catering service called Mama Africa, which St. Bart's has used for special events. We are blessed by our relationship with this vibrant community.



**St. Mark's City Heights** We are grateful to partner with St. Mark's, serving large Latinx, refugee and homeless populations. Every year, we collect and distribute 100+ backpacks to underserved kids at the Back 2 School Bash. During the event, kids get haircuts, new socks and shoes, community meal and family portraits. St. Bart's parishioners join St. Mark's members to cook and serve Christmas Eve lunch for homeless and lonely people in the City Heights neighborhood.

**CAMP STEVENS** Campers of all ages delight in the gardens, animals, and wildlife at our diocesan camp. St. Bart's Outreach ministry funds camper scholarships, our youth serve as junior counselors, and parishioners attend family events and special interest programs. Over the years we've gone to Camp Stevens for Cursillo weekends, women's and youth retreats.





# OUR FUTURE

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# OUR TOP PRIORITIES

Our parish survey identified these top goals for our church.



**Make changes to attract families with children and youth.**

**Reach new people and incorporate them into the life of the church.**



**Increase opportunities to form meaningful relationships in small groups.**

**Strengthen pastoral response of the church to serve people in need.**



**Complete St. Bart's Campus ReDevelopment plan to expand and enhance our ministries.**



# MUSIC IS OUR HALLELUJAH

Click title above for multimedia experience!

**Our music binds our parish and our community together. Hallelujah!**





**ST. BARTHOLOMEW'S**  
EPISCOPAL CHURCH



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**ST. BARTHOLOMEW'S EPISCOPAL CHURCH**

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