

ST. MARY'S EPISCOPAL CHURCHPARISH PROFILE 2023

St. Mary's Episcopal Church 2800 Harris Grade Road Lompoc, CA 93436 stmaryslompoc.org





ST MARY'S



PARISH PROFILE

At St. Mary's our mission is to serve God and all People, wherever they are in their journey of faith.

Our Vision is to do our best to communicate what we know... that **God** is alive, that **Jesus** can fill your heart with so much peace and love that the places where you are empty can be filled up, and that the **Spirit** of the Living God is what compels us to love, to give, to draw breath and to surrender our pride to the sovereignty of God in our lives.

CONGREGATIONAL PRIORITIES & GOALS

Through our *Story Day* exercise and our *All Parish Survey,* we identified priorities and goals that parishioners want to devote energy toward. The congregation is confident that a new Rector will answer our call to lead us in fulfilling these goals through prayer and trust in God.

- Our parish aims to reach new people, especially families with children and youth, to incorporate them into the life of the church. Reaching out to the Hispanic community currently underserved by St Mary's is important in accomplishing this goal.
- We hope to improve our worship bulletin to be more welcoming for newcomers and visitors.
- We want to provide more opportunities for Christian education and spiritual formation at every age and stage of life and thereby create more opportunities for people to form meaningful relationships.
- We want to strengthen the pastoral response of the church in serving people in times of need (emotional, mental, physical spiritual).
- Restoring our choir to lead congregational singing is a priority, with the hope that we can have a good mix of traditional and contemporary music to deepen our worship experience.
- Developing a *Stewardship Program* to help parishioners understand the importance of financially supporting the ministry of the church is important to accomplishing our goals.
- Expanding our *Outreach Program* to provide more services to those living on the margins is important to us.
- We hope to return to a more lay-centered parish to encourage more participation from our members.

LOMPOC COMMUNITY AND DIOCESE



Lompoc is a small city located on the Central Coast of California between Los Angeles and San Francisco in Santa Barbara County. It features a diverse population of about 44,000 (In 2022, *Chamber of Commerce* figures estimate 53% Hispanic/Latino; 36% Caucasian; 4% Mixed Race; 3% Black/African American; 3% Asian; 1% American Indian/Alaska Native/Hawaiian/Pacific Islander). Lompoc is known for its beautiful scenery, wineries, and military presence. Rolling hills surround three sides of the valley, and the beach lies 9 miles west of the downtown area. St. Mary's, known as "*The Church on the Hill,"* has a lovely view of the city and mountains.

The Lompoc climate is one of the most pleasant in the nation due to our location on the Point Conception promontory, with approximately 285 sunny days per year. January through April can be cool, breezy and rainy. Early summer is marked by a morning marine cloud layer which clears by mid-day and returns at dusk. September through December features some of our best weather. Lompoc is well known for its breezy afternoons.

Lompoc is known as the *City of Arts and Flowers*. Historically, Lompoc (LOM-POKE) was home to the Chumash indigenous peoples, who named it meaning *lagoon*, or *still waters*. Europeans established La Purisima Mission in 1787; and today, the La Purisima State Historic Park features aspects of Mission life with over 25 miles of hiking and horse trails.



Many flowers and crops are grown here, and agriculture has been a presence since Lompoc's early days. A large percentage of the population works for companies and organizations in supporting the agricultural industry.

The vineyards of the Santa Rita Valley are known to produce some of the region's best wines, and our local vineyards and wine-tasting venues attract a growing number of tourists with a burgeoning hospitality industry to support them. A recent addition to the city's tax base is a full spectrum of cannabis

businesses that help boost public works and community services.

Vandenberg Space Force Base (VSFB) is one of the nation's most advance military and space installations, where unmanned test missiles and satellites are launched throughout the year. NASA, United Launch Alliance (ULA) and SpaceX, utilize the launch facilities at the Base. Military and civilian workers associated with VSFB comprise a vast population. Plans are currently under consideration for a space-themed entertainment multi-complex in the city.



The *Federal Correctional Institution* employs staff in various roles, including correctional officers, administrative staff, and medical professionals.

Lompoc health care providers include Dignity Health, Cottage Health and Sansum Clinic which has a 60-bed acute inpatient care facility and outpatient clinic. Nearby in Santa Maria is Marian Regional Medical Center. Cottage Health in Santa Barbara is a 450-bed acute teaching hospital and trauma center.



Lompoc schools, provide education from pre-school to Jr. College level. UC Santa Barbara and Cal Poly, San Luis Obispo are within an hour's drive of Lompoc.

Lompoc is known for its arts, including over 40 murals around town and an art gallery supported by a mural society and an art league. Other notable

cultural features include a Carnegie museum, Pops orchestra and a master chorale. The annual *Flower Festival* features a parade, food booths and live music. La Purisima Golf Course is located just east of town, and the town has several sports fields, a BMX park, and a well-equipped aquatic center.

DIOCESE



The Episcopal Diocese of Los Angeles serves 65,000 Episcopalians in nearly 200 congregations and ministry centers. The Diocese encompasses tens of millions of people in six counties from the town of San Clemente in the south to Santa Maria in the north.

Assisted by some 400 clergy, the Diocese of Los Angeles has parishes both large and small. The diocese includes some 40 Episcopal schools and 10 social service and chaplaincy institutions. The head of the Diocese is the Rt. Reverend John Harvey Taylor, the 7th Bishop of Los Angeles, who took office in 2017.



HISTORY OF OUR CONGREGATION

SIGNIFICANT EVENTS, CHALLENGES, AND PEOPLE

Lompoc began as a temperance colony in 1871; in Dec 1891, seven women discussed forming St. Mary's Guild. A month later, the first sacraments of Holy Baptism and Holy Communion were celebrated according to the rites of the Episcopal Church. In 1895, with funding help from the whole community, a traditionally styled church of California redwood, with a steeple and bell tower was dedicated as *St. Mary's Mission*. By 1899, we became part of the new Diocese of Los Angeles, but barely survived, with only visiting priests until 1921.



St. Mary's church history is very much a reflection of what was happening in Lompoc and the nation. There have been

many "boom and bust" years. In the 1920's, industry came to Lompoc and St. Mary's flourished. Then came the "Great Depression" and St. Mary's was closed.

During the War and Post-War years (1940s—1950s), an influx of military and civilian workers to Camp Cook allowed St. Mary's Mission to re-open in 1941. Post-war saw more growth for Lompoc, and St. Mary's congregation learned to cope with a changing, transient, mostly young population. Two additional federal facilities were opened, one of which morphed into the current Federal Correctional Institution (FCI). The mission had several priests between 1944—1955.



In 1957, Vandenberg Air Force Base (VAFB) opened, and St. Mary's again needed a new, larger building and the church at the Walnut Grove site was dedicated in 1960. From 1963-1968, membership soared under the Rev. Jess Taylor who made considerable changes in 5 years. St. Mary's was granted Parish status in 1963, and the Rev. Stuart Fitch became our first Rector remaining until retirement in 1989.

As commercial development in 1990 proposed to surround the church in the "Walnut Grove," a decision, led by the Senior Warden, caused the parish take a leap of faith to build the new "Church on the Hill." The Rev. Greg Churchill was Priest in Charge, and St. Mary's marked its 100th anniversary in February 1992 by moving once again to a 5000 sq. ft. warehouse! In each successive move, however, we brought with us the ashes from our Memorial Garden which was recreated in our new space.

The Rev. Scott Richardson arrived as our new Rector in Sept 1992 and broke ground

for the new building, dedicated by Bishop Borsch in Dec 1994. Fr. Richardson left in 1998 with the Rev. Beverly Factor taking over as Interim Priest, demonstrating that a female priest could successfully lead the parish and its programs.

By 2000, VAFB dominated the Lompoc economy as the intended west coast launch site for the space shuttle. St. Mary's had a new Rector, the Rev. Richard Reynolds. Explosion of the space shuttle *Columbia* in 2003 adversely affected the local economy.



The congregation was splintered by societal forces (same-sex marriage, ordination of gays) causing many to leave. Fr. Richards fell victim to these stresses and retired in 2006.

From 2006—2007 the Rev. Canon Mort Ward served as Transitional Minister, and retired Bishop Gethin Hughes served as Interim Priest in Charge. In Nov 2007, Deacon Michael Cunningham was ordained priest and instituted as Rector in 2009. Fr. Michael instituted varied programs during his tenure, and with help from Bishop Jon Bruno, St. Mary's paid off a \$645,000 mortgage in 2012. We also sponsored one of our flock for ordination during this time, the Rev. Courtney Tan. In total, five persons, have been sponsored by our congregation for ordination and have gone on to contribute to the work of the Diocese and the National Church

The 2020 COVID pandemic and required shutdown devastated St. Mary's. Still, we are slowly recovering with the recognition that a lay-led parish has been part of our history for over 130 years. Thirty priests have served us over our 130 years, and we have faced social and political changes unequaled in the previous 100 years. But we have survived and we look forward to the future!

PROGRAMS AND ORGANIZATIONS



Our *Story Day* exercise and *All-Parish Survey* highlighted the many vibrant programs and organizations woven into the fabric of St. Mary's parish throughout its history. The vibrancy of St. Mary's goes up and down.

We are currently a church in transition—a tabla rasa (clean slate) for a creative, optimistic priest. Our congregation has much experience in what has been and what *can* be again as we look forward to what we have the potential to be.

EDUCATIONAL PROGRAMS

Historically, programs for adults kept people engaged. Alpha, Cursillo and House Churches were especially appealing for military folks without nearby family and for newcomers. The St. Mary's family became a family to "family-free" folks living in Lompoc.

Our survey indicates that 75% of respondents feel that providing more opportunities for Christian education and spiritual formation at every age and stage of life should be given moderate or a lot more energy as we move forward. Likewise, 95% of respondents feel that developing a comprehensive strategy to reach new people,

especially families with children and youth and incorporating them into the life of the church should be given moderate or a lot more energy.

The foundations are being solidly laid and will be fully active this Fall. We have a newly assigned Christian Ed. Superintendent, restored classrooms, and a summer Vacation Bible School scheduled this summer.



Our Interim Priest has been leading a book group that meets after Sunday Worship in our Parish Hall. People feel that many past programs could be implemented again.

FELLOWSHIP AND PRAYER GROUPS

The world COVID pandemic (2020—2022) changed us all forever. The need for a virtual church affected us negatively and drove us apart. **Fellowship**, "that friendly feeling that exists between people who have a shared interest or are doing something as a group," was a challenge without people physically in the pews. We were slow in responding to the technical changes needed to stay connected with virtual services. Our current system seems to be adequate but could improve with additional tech savvy volunteers.

After reopening, we seemed to be a Parish that had lost our way. For so long, we were a priest-centered congregation that, upon reopening, we found ourselves rudderless and without a sense of unity. We have not fully recovered, but we are on our way!



Our *Story Day* exercise became a catalyst for restoring the Fellowship that St. Mary's has historically experienced. We had over 60 people in attendance, sharing their history at St. Mary's. Our congregation is stepping up with the motto instilled by our Interim Priest to "*Rejoice, Keep the Faith, and Do the Little Things.*"

During transition, we are experiencing Fellowship in many unremarkable ways, as people go about the work of the church. Whether it is taking care of buildings and grounds, Altar Guild, worship, assisting in the office, showing up for work parties, supporting our All Parish Survey (73% response rate!) or preparing our campus to

welcome children again this summer and autumn to a safe, loving environment. We are beginning to pull together to "...do the work God has given us to do".

Prayer groups and formal vehicles for fellowship (shared meals, house churches, Bible studies, book clubs) have all been part of St. Mary's history. Any restoration should consider how best to be more inclusive and realistic about the difficulties people face in participating (raising families, transportation, technical savvy). We can't necessarily do what we have always done.



YOUTH ACTIVITIES

The Youth Program at St. Mary's must be reinstated. Our program has expanded and contracted over time and the need to restore opportunities for youth to participate and bond is not lost on our leadership. Our current priority, however, is reestablishing the Sunday school program for younger children.

We have an excellent space for youth ministry on our campus in "Dave's Room" upstairs in our office/classroom complex. In the past we have had a youth praise band, sent off missioners to the Redshirt Project on the Lakota Reservation, and trained acolytes and crucifers to serve at the altar.

Dave's Room (Youth Classroom)



Redshirt Mission sendoff

ST. MARY'S EPISCOPAL CHURCH

OUTREACH MINISTRIES

Outreach is one of St. Mary's most active ministries. In 2022, as we struggled to reopen and return people to the pews, Outreach Ministry still completed five outreach projects. Outreach made monetary contributions of over \$10,000 to over a dozen local, regional and international relief programs.

We have long supported the **Angel Tree Project**, which provides Christmas gifts for children through Catholic Charities and Mark's House (a Good Samaritan shelter for homeless families).

During Lent last year, 40 personal care kits were distributed, with 20 items in each kit, to Transitions Mental Health for the *Helping Hands Program*.





The **Dress 2 Learn Program** has been well-supported by the parish, even when our numbers have been down. Last year, we distributed 46 gift cards of \$125 each for Back-to-School clothes and helped families select items at a local store thanks to the generosity of our congregation.

The *First Responders Luncheon* in September each year (begun as a personal ministry by one of our parishioners and now embraced by the entire congregation) thanks all those First Responders in our local area. Last year, Outreach provided 150

lunches.

At Thanksgiving last year, parish volunteers provided pies for *Transitions Mental Health*; and pies and a turkey to feed the homeless at La Purisima Catholic Church hall. We will soon be renewing our participation in the **Community Kitchen** suspended during COVID.

OTHER MINISTRIES

This time of recovery from COVID restrictions and pastoral transition has deepened our appreciation for all those volunteers who have and are working behind the scenes to make sure St. Mary's runs smoothly with meaningful worship services.



We are slowly reestablishing some of those ministries: Altar Guild, Crucifers and Acolytes, Lay Eucharistic Ministers, Greeters and Ushers, and Stephen Ministers have all been a part of who we are. St. Mary's lost both our musical director and choir during COVID. Restoration of our choir to lead congregational singing is a priority, as is a full-time organist/director. Currently, we are thankful to be sharing an organist with a neighboring church.



Ministry Fair 2023



SEASONAL AND TRADITIONAL EVENTS



The *Greening of the Church* in Advent prepares our sanctuary with garlands, candles, and wreaths. Outside, St. Mary's becomes aglow with a huge Nativity star and other lights that can be seen by everyone passing on the highway.

Parishioners bring their personal creches to display on tables set up in the nave. When Christmas Eve comes, our candlelight service is very well attended with candles at each

pew and beautiful poinsettias adorning the altar.

Our **Community Christmas Trees Sales** have become very popular. In addition to trees, we sell wreaths and garlands procured directly from vendors in Oregon at competitive prices.

In August, we celebrate the *Feast of St. Mary the Virgin*, our patroness, with a special all-parish meal prepared lovingly by the St Martha's Guild. This same guild has organized a *Spring Tea* for many years that has sold out and attracted people from the entire community. The tea has been suspended since 2020 due to COVID concerns and reduced volunteers. The hope is that it will return next

spring.





Each October, we celebrate the *Feast of St Francis of Assisi* with a Blessing of the Animals. Many parishioners and community members bring their pets of all kinds for this annual blessing which takes place in our St Francis Garden. Pet ashes can also be scattered in the garden at that time.

HOPES AND DREAMS OF MEMBERS

St. Mary's has grown and changed with the Lompoc community throughout the community's history. Our hope is to continue to be a positive force for sharing God's love, both within our own congregation and with the wider Lompoc community.

With 75% of our parishioners over age 55, we want to reverse the downward trend in Christian education and general attendance by focusing on growing the church and bringing in younger parishioners and families. Our immediate dream is to reestablish a vibrant Sunday school and youth program. We recognize we need to regrow in different ways and we dream of being able to create an active, happy, place that people want to be part of. and where everyone works together to share the love of God. We dream of cultivating more fellowship through social gatherings and small study groups to facilitate deeper friendships and community.

While most respondents strongly value our traditional Episcopal liturgy, we hope we can strike a healthy balance between traditional orders of service and those that may appeal to younger parishioners. We strongly hope we can bring back our choir and a full-time musical director to lead congregational singing and introduce some additional contemporary music. We hope, too, that we can develop a service bulletin that is easier for visitors and newcomers to follow along with during our services.

We hope we can attract a Rector who is committed, flexible, caring, and supportive of the congregation in achieving our dreams. Parishioners are eager for sermons that are uplifting and applicable to their lives in today's world. We hope we can strengthen our pastoral care program, with help from the laity, so all our members know they are cared for.

The congregation wants to continue to grow our Outreach program, that has been so tenacious over the last three years, to include working more closely with other churches and organizations. Showing that we care about the community is integral to the worship experience as expressed in a plaque in our parish hall "...and now, Let the Service Begin."

QUALITIES SOUGHT IN A RECTOR

Over St. Mary's 132-year history, no fewer than 30 priests have ministered to our congregation. Our vibrancy as a parish has expanded and contracted over that time, and much of that history was dependent upon the leadership skills the clergy brought to the congregation.

Once again, the church and its parishioners seek a new Rector, with the qualities we have identified through our *Story Day* and *All Parish Survey*, who can cultivate a collaborative spiritual relationship that will grow our congregation and move us closer toward our hopes and dreams for St. Mary's.

Our *All Parish Survey* identified eight qualities we thought important in a new Rector and asked respondents to rank the importance to them personally:

QUALITIES	ORDER OF IMPORTANCE		
PREACHING - Capacity to inspire and connect	#1		
people to God's word			
PASTORAL CARE – Capacity to engage people	#2		
empathetically and care for persons in times of need			
STRATEGIC LEADERSHIP – Capacity to cast a vision	#3		
and lead the church toward the realization of the			
vision			
CHANGE MANAGEMENT – Capacity to lead a church	#4		
through a significant and necessary period of change			
TEACHING/TRAINING — Capacity to deepen	#5		
understanding and equip members with new skills			
ADMINISTRATION – Capacity to manage a church	#6		
operationally, including facilities, finances, and staff			
COMMUNITY CATALYST – Capacity to function on a	#7		
larger stage beyond the church, and to rally a variety			
of individuals and groups to address critical issues			
NEGOTIATE/RESOLVE CONFLICT – Capacity to help a	#8		
church deal with conflict through training,			
negotiation, and mediation			

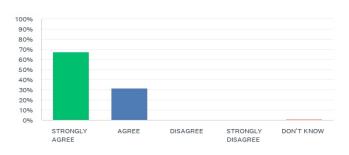
The comments from Our *Story Day* exercise and *All Parish Survey* further identified the qualities our congregation <u>seeks most</u> in a new Rector.

- Be a Rector who promotes a healthy balance between tradition and the needs
 of a younger, more modern congregation with the health, energy and skills to
 GROW this flock. The candidate should be able to capture the attention and
 communicate with parishioners of all ages, responding with empathy and care
 for those in time of need.
- Be a collaborative leader who understands our history and can HELP US BUILD a clear plan to move forward with care and support toward achieving our vision of what we want for the future of St. Mary's.
- Be an excellent listener, with a healthy TOLERANCE for differing opinions, who works with the Vestry and lay leaders in providing transparency in decision-making. Does not promote personal agenda and keeps political views outside of church-related functions.
- Be willing to provide a safe, inclusive, diverse, peaceful, loving, active, fun place for members, new families, and visitors to want to come and join. We wish to create a dynamic, happy place where all work together to share the love of God.
- A Rector who can effectively communicate in Spanish would be a plus since we recognize our parish demographic, compared with the area's demographic, shows the Hispanic population is underserved by St Mary's.

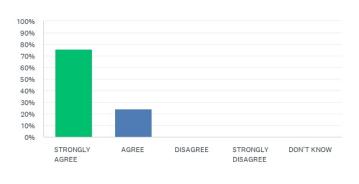
We distributed 133 anonymous surveys to St. Mary's parishioners, with 96 returned responses. The Profile Committee is satisfied that the 72% response rate adequately reflects the qualities our congregation seeks in a new Rector.

The questions relating specifically to what is important to people with regard to a Rector and the responses are shown below:

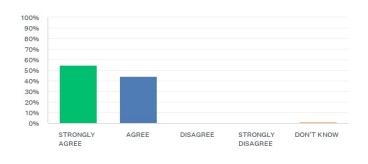
Q3 It is important to me that when conversing with a person, our Rector listens for feelings as well as words and treats feelings as important.

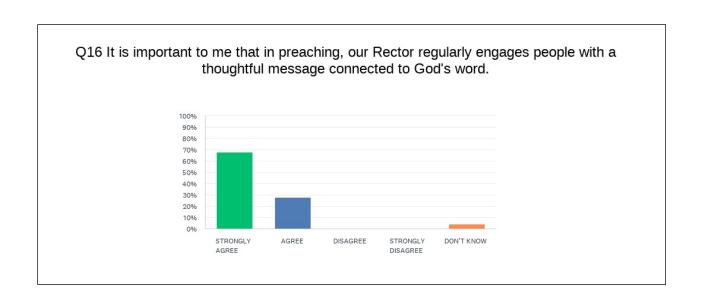


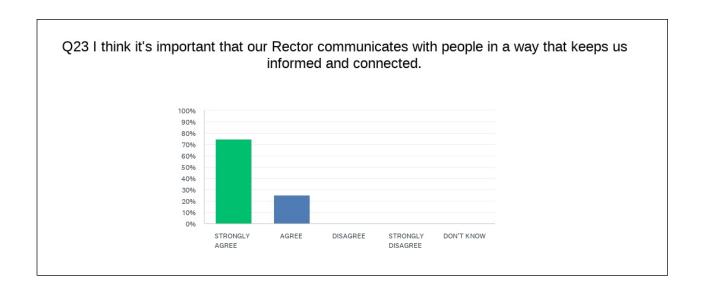
Q9 It is important to me that our Rector make sure members are cared for in times of need (emotional, mental, physical, spiritual, etc) and is present in times of crisis.



Q11 I think it is important for our Rector to communicate a clear vision for our church to the congregation.

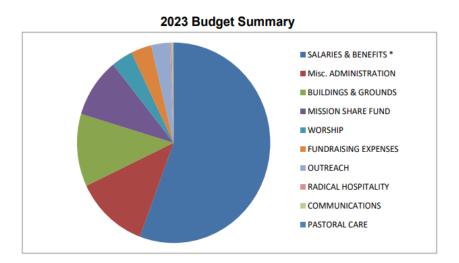






FINANCIAL SUMMARY

Many years ago, St. Mary's adopted a faith-based budget and experienced a substantial increase in giving as a result. In the 2023 Budget Summary shown below, the projected income is based on estimated pledges, loose-plate offerings, fundraising to be planned, and Facility Use (rentals). The expenses are built on a more narrative budget where every dollar is linked to a category of items, including payroll, benefits, mission, and ministry.



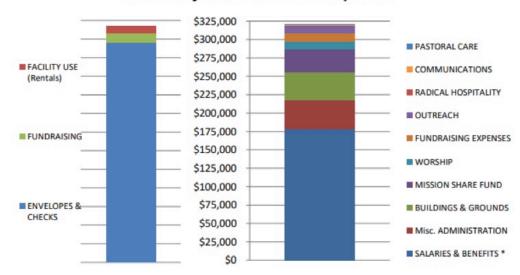
SALARIES & BENEFITS *	\$178,315
Misc. ADMINISTRATION	\$39,280
BUILDINGS & GROUNDS	\$37,530
MISSION SHARE FUND	\$30,684
WORSHIP	\$11,500
FUNDRAISING EXPENSES	\$11,000
OUTREACH	\$10,000
RADICAL HOSPITALITY	\$1,000
COMMUNICATIONS	\$725
PASTORAL CARE	\$250

\$320,283

TOTAL EXPENSES

Note: Clergy Salary and Benefits held at 2022 levels.

2023 Projected Income vs Expense



\$10,000

\$1,000

\$725

\$250

Projected Income:

\$295,000			
\$13,000 \$10,400			
			\$318,400
\$178,315			
\$39,280			
\$37,530			
\$30,684			
\$11,500			
\$11,000			

TOTAL EXPENSES \$320,283

Revenue Over Expense (\$1,883)

Note: Clergy Salary and Benefits held at 2022 levels.

RADICAL HOSPITALITY

COMMUNICATIONS

PASTORAL CARE

OUTREACH

SR MARY'S LOMPOC FINANCIAL SNAPSHOT

		2022 Actual	2023 Actual to date 6/30/23		2023 Budget to date 6/30/23	
Income						
Pledge	\$	280,669	\$	109,330	\$	147,500
Plate		2-5/7/ \$ 16/7		20 00000 1 3		
Gifts						
Rental	\$	4,730	\$	7,808	\$	5,200
Other	\$	13,424	\$	1,075	\$	6,500
Income Total	\$	298,823	\$	118,213	\$	159,200
						-
Expense					\$ \$	-
Staff	\$	137,457	\$	33,087	\$	92,808
Ministries	\$	12,693	\$	(366)	\$	6,613
Operations	\$ \$	25,596	\$	19,752	\$	15,990
Music	\$	9,263	\$	5,250	\$	5,500
Profile/Search			\$	300	\$	-
Property	\$ \$	32,874	\$	19,020	\$	18,765
Outreach	\$	9,897	\$	2,749	\$	5,125
Mission Share	\$	41,728	\$	9,500	\$	15,342
	\$	269,508	\$	89,292	\$	160,142
					\$	- ,
Net Income	\$	29,315	\$	28,921	\$	(942)
End Period Balance Sheet Operating		12/31/22		6/30/23		
Checking	\$	201,025	\$	226,661		
Designated Reserve Funds						
Operations	\$	17,612	\$	16,301		
In/Outreach	\$	13,748	\$	11,875		
Building	\$	34,357	\$	31,593		
Total Designated Reserves	\$	65,717	\$	59,769		
CD	\$	52,078	\$	52,078		
	\$	318,820	\$	338,508		
Fixed Assets	\$	2,038,023	\$	2,038,023		

MAKING ST. MARY'S YOUR HOME

THANK YOU FOR CONSIDERING MAKING ST. MARY'S YOUR HOME

We look forward to welcoming you! The Profile Committee is a multi-generational representation of our congregation from many different backgrounds. Some have a very long history with the parish and have been instrumental in important decisions throughout our history. Others have learned to appreciate what we have been as we look forward to where we want to go in service to the Lompoc community.

We have spent many hours gathering information from parishioners to collaborate on this labor of love. We love our parish and believe God will continue to bless us with a rector who will help us to fulfill our mission to "Serve God and all people, wherever they are in their faith journey."

ST. MARY'S PROFILE COMMITTEE

From Left
Donato Ricci
Louise Larson, Lead
Mary Newcomb
Marno Goetsch
Judy Willis
Lynn Maxwell



July 2023