



El Camino Real

EPISCOPAL DIOCESE

Note: This is an excerpt of the Diocesan Profile developed for the search for the Third Bishop of El Camino Real in 2004-2007.

Prayer for the Search Process

Gracious and loving God, we come to you for guidance and strength as we search for a new bishop for the Diocese of El Camino Real. Help us to discern your desire for your people and to call a shepherd who can guide us in your path. Help us to be open to the movement of your Spirit as we call your bishop who will show us the wonders and excitement of more fully becoming your disciples. Help us to elect a bishop who will walk the difficult roads with us and take us closer to the Kingdom that you desire for us. Keep our search committee committed to one another in our task, give us the strength and perseverance to listen to the people of this diocese and to your guidance, and help us remember to delight in one another even as we move through this most serious of responsibilities. We ask all of this in the name of your Son, our loving Savior and ever-present Shepherd, Jesus Christ. *AMEN.*

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Our Values

Our core values are:

- Our common worship
- The foundational premise of Anglicanism that honors scripture, reason and tradition
- Our cultural and theological diversity
- Our commitment to all generations
- Collaborative and collegial relationships in all orders of ministry
- Clear and open communication
- Faithfulness, supporting the making of disciples of all members
- Embracing our conflicts with forgiveness and reconciliation

Our Vision

Our vision is to be a diocese that leads the Episcopal Church in celebrating, honoring, strengthening, and sustaining the multiple visions of its people at the diocesan, congregational, and personal level.

Our Mission

The mission of the people of the Diocese of El Camino Real is to proclaim Jesus as Lord by seeking to:

- “Restore all people to unity with God and each other in Christ” (BCP. P 855).
- “.... Make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you” (Matthew 28:19-20).



Our Challenges and Strengths

The Diocese of El Camino Real has values which reflect our dedication to building community, discipleship and personal transformation of all of our members. We treasure the finding of common ground with people of diverse backgrounds, opinions, priorities and spiritual perspectives. As part of our interim work, a Diocesan Evaluation and Structure Committee (DESC), appointed by the Standing Committee of the diocese, prepared an evaluation of the current status of the diocese, as well as alternative proposals to improve our organizational structure and function. [*Note: The proposals became the foundation for changes made to the Constitution and Canons at Diocesan Convention in October 2006*].

We face the following challenges:

- *To continue our work to develop consensus or clarify key issues, including the best way to manage and rationalize our organizational structure and the nature and level of diocesan assessments.*
- *To work with those congregations which have been struggling for many years to discern their future, including their future viability.*
- *To develop effective ways to start and nurture healthy, self-sustaining congregations.*
- *To develop new liturgies and programs that speak to and attract the postmodern generation and the ethnic and socioeconomic diversity that is in our mission fields.*
- *To develop our financial stewardship to match the economic giftedness of our diocese.*
- *To integrate our rapidly growing ethnic congregations into the mainstream of the diocese.*
- *To prepare for the challenge that many of our clergy are approaching retirement age within the next five years.*
- *To find ways to establish and maintain relationships and accomplish ministry despite the extent of our geographic size.*

We offer the following strengths and resources:

- *An emerging environment of trust and openness.*
- *Improved communication and openness about work in progress within the diocese, including in areas of disagreement or discord.*
- *An enthusiastic clergy and laity who cherish what is holy and are eager to do God's work in this diocese.*
- *Skilled and experienced diocesan staff, both paid and volunteer.*



Our History

The Diocese of El Camino Real includes the counties of Santa Clara, Santa Cruz, San Benito, Monterey and San Luis Obispo. The youngest diocese in California, it was formed in 1980 by the separation from the Diocese of California of congregations from the deaneries in those counties. Our cathedral is in San Jose while the diocesan offices are in Seaside on the Monterey Peninsula, about 75 miles away.

While decidedly different, the identities of these counties are related by a distinctly Western history, the frequent use of language reflecting their origin as Spanish settlements, and their experiences of change, adaptation and re-invention. Monterey was the capital and center of commerce in the Spanish, Mexican and early American periods, while recently that position has shifted north to Silicon Valley. The original El Camino Real, or King's Highway, was first the route of an expedition of Spanish exploration from San Diego to Sonoma in 1769 and later became the crucial link between the early California missions which were the original venture of Christianity into the far west. In some places highway U.S. 101 follows quite closely this old road between missions, but in other places it varies greatly from the original route. Nevertheless it remains the most common historical link along the central California coast, and motorists who drive from San Diego to San Francisco will pass through the area comprising this diocese and may see the mission bell markers which identify the paths of the early padres.

U.S. citizens came west early in the 19th century, marrying Spanish heiresses, enjoying the life of the great rancheros, and taking leadership in their new country. In the late 1840's gold seekers bypassed this region, which was rich in land and sea but poor in nuggets. As a result, ranching, agriculture and fishing became the foundations of the economy. For the succeeding 100 years, the communities of the area grew slowly and comfortably, increasing their life with agricultural wonders. San Jose, the city nearest San Francisco, remained a small town surrounded by thousands of acres of apricots and prunes until the 1950's. The coastal communities maintained a robust economy based on fishing.

The post-World War II boom turned the Santa Clara Valley into a vast tract of homes, electronic and defense companies, freeways, and urban sprawl. Orchards, vineyards, and truck farms were developed in the neighboring valleys to the south. Most recently, the pressure for housing and the desire to live in a less populated area has produced a new and current land boom in the counties south of San Jose. After the sardine fishing and canning industries collapsed after World War II, the southern counties saw their area give way to the influences of tourism and second home ownership while agriculture in the Pajaro and Salinas Valley continued to flourish. Once again, new elements and dynamics influenced the traditions and the identities of the far-ranging corners of our diocese.

The major centers of the state are now metropolitan areas with a continuing movement of people and light industry into agricultural and rural country-sides. Urban problems beset the state that once epitomized the "pot of gold at the end of the rainbow." Rapid increases to population as a result of immigration from the Middle East, the Pacific Rim as well as South America increase the pressure to assimilate newcomers and adapt to new influences. All of our communities expect significant economic and social changes in the next 20 years. In this milieu the Anglican form of Christianity in California has served and has been shaped.



Our Interim Time

The process leading to the selection of our third bishop began in mid-2004 with enhanced diocesan communications, focus on financial controls, attention to important staffing issues, study by lay and clergy, and the understanding that this process could not be rushed. We have moved slowly and deliberately through our interim time in order to build a solid foundation for future ministry. In that time we met in a variety of venues and undertook in-depth projects to determine who we are as a diocese and to discern where we believe God is calling us to go in the future. This profile of our diocese is a result of that work.

Working together, the Standing Committee and Assisting Bishop Romero have had three primary goals for the interim period:

- to build trust and teamwork between the Ecclesiastical Authority and diocesan and congregational leaders;
- to repair and improve diocesan structures, increasing diocesan support for congregational ministries;
- to work with the people of the diocese to develop a diocesan vision leading to the election of the third bishop of the Diocese of El Camino Real.

A welcome spirit of candor, trust, and transparency is emerging that has not been present in the diocese for a very long time.

Where We Live

The Diocese of El Camino Real comprises approximately the middle third of the California coast, an area no more than 50 miles wide but 250 miles long. *El Camino Real* is named, not for a city or state, but after the Spanish colonial road from Mexico City to Oregon. It is bordered on the west by the Pacific Ocean, on the north by the San Francisco Bay area and the Diocese of California, on the east by the central Valley and the Sierra mountain range and the Diocese of San Joaquin, and on the south by Santa Barbara and the Diocese of Los Angeles.

As in other aspects of its personality, geographically the diocese is characterized by dramatic contrast and rapid change. Within the diocese are four geographical areas: High-tech Silicon Valley; the Coastal Communities; the Agricultural Center; and Luis Obispo, each with differing demographics, economics and cultural influences. Most of our larger more economically stable congregations are concentrated in Silicon Valley. Those 18 of our 50 congregations (including our cathedral) are in close proximity in Santa Clara County. Twenty-four congregations are more widely distributed through



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the agricultural communities of Monterey County and toward the coast. The seven congregations in San Luis Obispo are the most southern, and geographically isolated of our communities. All of the communities are experiencing the impact of increased immigration and rapid change, as well as economic growth.

Our area is one of incredible productivity, creativity, variety and beauty.

We speak at least seven languages: English, Spanish, Cantonese, Lakota, Laotian, Mandarin, Tagalog and Vietnamese. With at least four different economic cultures in this diocese we are challenged to acknowledge and take advantage of these differences in our work to rationalize our diocesan structures.

High-tech Silicon Valley Santa Clara County, once called “the Valley of the Heart’s Delight” because of its rich agricultural heritage, is now referred to as Silicon Valley and is home to some of the best -known technology innovators in the world. Famous for its technology-related industrial wealth and productivity, this densely populated area is culturally and economically diverse. Stanford University, San Jose State University and Santa Clara University are the valley’s academic centers. Three deaneries in the valley encompass eighteen congregations located from Palo Alto to southern San Jose.

Coastal Communities Beginning at Santa Cruz and extending south to Carmel, this area is rich in agriculture, natural beauty and stellar vacation destinations. Congregations deal with a diversity in wealth, an aging population, and extensive weekend activities in the general culture. It is home to the University of California at Santa Cruz and California State University - Monterey Bay.

The Agricultural Center The agricultural center of El Camino Real is primarily the Salinas Valley, which is dotted with places out of John Steinbeck's novels. At present, however, Salinas Valley agriculture is a corporate affair and one of the most productive agricultural regions in the world. Also, cultural diversity is a wonderful part of the Valley's heritage. The dominant languages represented by this diversity are Spanish and English because a large number of the Valley's farm-workers come from Mexico and Central America.

San Luis Obispo First established by Spanish missionaries in 1772, San Luis Obispo County and its environs offer many diverse microclimates from the dry, desert like interior to the cool, moist ocean front communities. It a desirable destination for retirement as evidenced by its recent, rapid growth. This Mediterranean like climate is also perfect for the development of top notch vineyards, and the area is home to many world class wineries. It is also the perfect environment for higher education as the area is graced with the highly regarded California Polytechnic State University of San Luis Obispo.

Who We Are

Our Bishops

There have been two Bishops and one Assisting Bishop of the Diocese of El Camino Real:

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1980 – 1990	The Rt. Rev. Shannon Mallory
1990 – March 2004	The Rt. Rev. Richard L. Shimpfky
December 2004 – Present	The Rt. Rev. Sylvestre Romero

Both diocesan bishops left the office under difficult circumstances. Most recently, Bishop Shimpfky stepped down effective March 31, 2004. The diocese has taken steps to heal and examine its future direction. The ecclesiastical authority currently rests with the Standing Committee.

Our Clergy Canonically and actually resident in the Diocese of El Camino Real as of June 30, 2006 are one Assisting Bishop, 105 priests and 33 deacons. Also canonically resident are 14 priests from other dioceses currently active in the diocese.

Our Diaconate In our diocese, the diaconate is a full and equal order to the priesthood and to the order of bishop. We have 33 active deacons canonically resident in the diocese plus three nominees and one candidate who have entered the process towards ordination. Our deacons are involved with various ministries including pastoral care, education, and prison ministry. They also serve on many of the diocesan committees including Council, Commission on Ministry, and the Bishop Search.

Our Laity In 2003, we had 16,255 active members, down from 18,078 members reported in 1994. Average Sunday attendance in 2005 was 5,262 compared to 6,269 in 1998. A 2004 lay conference was attended by 220 individuals, all enthusiastically seeking to expand a wide variety of lay ministries. Our laity serve the diocese and the national church in a variety of leadership positions.

The Commission on Ministry The Commission on Ministry (COM) is a group of 16 people, clergy and lay, who have the following responsibilities: to shepherd candidates through the process for ordained ministry, to promote and provide educational opportunities for all orders in ministry discernment, and to provide opportunities for the continuing education of the clergy and laity.

In 2005, the COM declared a one year moratorium on bringing new people into the process for ordination in order to redesign the guidelines for the ordination process, building on the best practices of other dioceses. This realignment is now effective, and a *Day of Discovery*, an annual event, will be offered to assist people in discerning their own call to ministry, either clergy or lay. The revised handbook and more information about the *Day of Discovery* as well as the discernment process can be found at www.edecr.org/ministry.htm <http://www.edecr.org/com.html> . We are searching for effective and accessible ways to identify and educate clergy for non-English speaking congregations.

What We Do

Shared ministry Shared Ministry, based upon the concept that all baptized persons have gifts for building up the Body of Christ, is an approach to ministry that empowers, trains, and engages laity in ministry. This model encourages all people to engage in ministry to which they are called

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and instructs our work as we rationalize our organizational structure and functions. We are working to establish this as the guiding principle for all our ministry work.

Evangelism The last fifteen years in our diocese have seen a substantial growth in multi-cultural congregations, primarily Spanish speaking, although they are not individually stable financially. Through the operating budget of the diocese under the oversight of the Department of Intercultural Evangelism and Mission (DIEM¹) seven mission congregations receive financial support. Six of these missions are Spanish speaking, and one is a Filipino congregation. Our Lady of Guadalupe parish began as a bishop's mission or congregation at Trinity Cathedral. It is a matter of intense pride that Nuestra Señora de Guadalupe, which began as a bishop's congregation at Trinity Cathedral, is now a full parish of the Episcopal Church.

DIEM acts as a link between mission congregations, and between parishes and missions and other diocesan bodies. DIEM distributes financial resources from the diocese to mission congregations based on established business plans and requests. DIEM monitors changes in the needs and programs of mission congregations.

During the interim period, DIEM has been led by a shared ministry team composed of the chair, a liaison from Standing Committee and the Canon for Evangelism and Congregational Development. DIEM is now staffed by two elected representatives from each deanery, plus five appointed members (for a total of 21 members); all of the mission vicars are welcome guests. There are three categories of mission congregations:

Congregations on the path to parish status: These congregations are now self-supporting, but have received diocesan funding in recent years. DIEM anticipates that they will achieve parish status within the next one to five years. They support full time clergy and have their own facilities.

Small congregations which are self-sufficient: These congregations may never grow large enough to support full-time clergy. They were all established many years ago and are self-supporting (or receive very minimal diocesan support). They often own their facilities.

Congregations supported by diocesan investments in evangelism. These congregations have a unique ability to provide evangelism, pastoral care, and worship to particular groups. They require a sustained financial commitment from the diocese. They may not have full time clergy and may share facilities with other congregations.

Diocesan Outreach Through the generosity of parishes and individuals, and with support from the diocesan budget, Santa Maria Urban Ministry (www.smum.org) is now the third largest center for the distribution of food to those in need in San Jose. It also supports a closet for clothing and household items and provides transformational programs such as ESL, a preschool program and a 10-station computer lab for use by the largely Hispanic community.

¹ As a result of Constitutional changes in 2006, DIEM is now called the Department of Missions



Trinity Cathedral is home to a number of significant outreach ministries. Trinity's Sudanese Ministry is an ecumenical ministry shared with the Roman Catholic Church involving the nearly 60 Sudanese college-age refugees often referred to as the Lost Boys of Sudan.

Many of our congregations are involved in PACT (Santa Clara County) or COPA (Santa Cruz and Monterey Counties.) People Acting in Community Together is a coalition of 20 congregations and others from the community working to improve the health, education and safety of communities in Santa Clara County, while Communities Organized for Relational Power in Action is an ecumenical congregation-based leadership training and community organization for good government, social justice and to encourage community involvement.

Development Congregational vitality and viability is a major challenge to our diocese, as it is throughout the Episcopal Church. A few of our congregations have been growing, more have been stagnant, and still others have been in steady decline. This pattern is true in each geographic area of the diocese and overall, the diocese has experienced a drop in average Sunday attendance. Clearly there is a need to “turn around” this situation. The DESC Evaluation report discusses this condition in detail. In 2005, as a step toward addressing this situation, the diocese hired a Canon for Evangelism and Congregational Development.

The El Camino Real Foundation <http://www.edecr.org/foundation/>. The El Camino Real Foundation was incorporated as a non-profit public benefit corporation on December 14, 1999, and became active March 6, 2000. The mission of the Foundation is to educate about, promote, and facilitate long-range stewardship for the benefit of the Episcopal Church in the Diocese of El Camino Real, its congregations and institutions.

The Foundation has helped in the establishment of planned giving programs and/or wills programs with several churches throughout the diocese.

Communication We have found that improved communication has been a key element in the progress we've made to restore trust in the diocese. Increasingly, communication to our community is electronic through our web site www.edecr.org where we include links to all aspects of ministry in the diocese, including our newsletter, *Along the King's Highway*.

We also routinely communicate directly to congregants through email. During the bishop search period, we used it to distribute *Monday Morning Meditations*, commentary on the Gospel for the upcoming Sunday written by members of the community, lay and clergy. In addition, we use this medium to circulate regular updates prepared by the Diocesan Administrator, the Diocesan Council and the Standing Committee.

Education Our recent diocesan work in education has focused on healing and growth as a community. In 2004 the Standing Committee formed the Conference Planning Team. Comprised of individuals from around the diocese and from both the lay and clergy orders, this team of people organized a series of conferences to help us discern our values, mission and goals for our future together.



Schools <http://www.edecr.org/schools.html> . There are four parochial schools within the diocese: York School in Monterey is a coeducational college preparatory Episcopal day school enrolling 225 students in grades 8 through 12. St. Andrew's School is a coeducational, pre-K through 8th grade day school in Saratoga enrolling approximately 400 students from a wide geographic area of Silicon Valley. St. Stephen's School is a co-educational day school in San Jose for children in kindergarten through Grade 8. All Saints' Day School in Carmel Valley is co-educational from K through 8th grade. There are also nine pre-schools throughout the diocese.

Campus ministries are found at San Jose State University; California Polytechnic State University, San Luis Obispo; California State University, Monterey Bay; and the University of California at Santa Cruz.

The Wider Church El Camino Real was created with a vision of being a missionary diocese. Some parishes have active ministries in Haiti, Palestine, and in other overseas jurisdictions. El Camino Real is in union with the General Convention. Its members are active in the leadership of our national Executive Council, Episcopal Relief and Development, various Standing Commissions, and Committees of the General Convention.

Due to financial difficulties with a growing number of our congregations, the October 2006 convention is expected to reduce payments for the General Convention to 12%, beginning in 2007. This reduction is due entirely to our local financial situation, and is not an expression of disagreement with General Convention decisions. The diocese has a plan for restoration to the full assessment level over the following seven years.

Other Ministries The diocese supports a number of other ministries. These include three prison ministries, the Church Periodical Club, Daughters of the King, the Episcopal Church Women, Integrity, three Cursillo Servant Communities, Stephen Ministry, Marriage Encounter, the Order of St. Luke, and Health Ministry.



Statistics and Data

The Diocese of El Camino Real is composed of five counties: Santa Clara, San Benito, Santa Cruz, Monterey, and San Luis Obispo. The area includes over 9,751 square miles and a total population of 2,661,259. Four of these counties are considered agricultural, while Santa Clara County is primarily technical and industrial.

STATISTICS

California: <http://www.answers.com/topic/california>

2000 Population: 33,871,648

Santa Clara County <http://www.answers.com/topic/santa-clara-county-california>

Population: 1,682,585

Median Household income: \$74,335

Santa Cruz County <http://www.answers.com/topic/santa-cruz-county-california>

Population: 255,602

Median Household income: \$57,469

San Benito County <http://www.answers.com/topic/san-benito-county-california>

Population: 53,234

Median Household income: \$57,469

Monterey County <http://www.answers.com/topic/monterey-county-california>

Population: 401,762

Median Household income: \$48,305

San Luis Obispo County <http://www.answers.com/topic/san-luis-obispo-county-california>

Population: 246,681

Median Household income: \$42,428

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Active members: 14,329

Average Sunday Attendance: 5,262

Persons baptized: 234

Persons confirmed: 371

Congregations: 50 (including 13 missions)

24% of congregations in the diocese have less than 100 members.

26% of congregations in the diocese have more than 300 members.



STAFF

Paid staff supporting the Office of the Bishop of El Camino Real:

Full time	Part time
Canon for Evangelism and Congregational Development The Rev. Canon Britt Olson Diocesan Administrator The Rev. Deacon Brian Nordwick Administrative Assistant Susan Altig Accountant Jo Ann McClain	Risk Manager (Consultant) The Rev. Deacon James Booth Editor, Along the King's Highway (Contractor) Edy Unthank Web Sacristan (Contractor) Stephenie Cooper

FINANCES

<u>Budgeted</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>
Gross Income	\$ 2,002,649	\$ 2,006,721	\$ 1,927,765
Operating Expenses	\$ 927,486	\$ 867,994	\$ 634,971
Program Expense	\$ 1,075,163	\$ 1,030,915	\$ 1,337,325

2005 estimated average FT clergy compensation = \$67,400

2005 median FT clergy compensation = \$61,400

2004 estimated average FT clergy compensation = \$65,365

2004 median FT clergy compensation = \$60,050



Diocesan Survey Results

This January, the Joint Process Committee (JPC) surveyed the Diocese of El Camino Real for guidance in the search for our next bishop. Those surveys have been compiled by an outside consultant and reported to Diocesan Council and several diocesan committees. Results of the survey confirm themes that emerged during the conference series held during 2005, and are remarkably similar between the laity and clergy of our diocese.

The highest priorities for the diocese and our new bishop, for both laity and clergy were:

- Developing a diocesan structure that is functional and effective.
- Encouraging Christian education at all ages.
- Promoting youth ministry.

The next tier of priorities, over the entire set of responses:

- Promoting clergy continuing education and vocational development.
- Attracting and making disciples of new members.
- Promoting clergy wellness of body, mind and spirit.
- Moving toward broader inclusiveness of all minorities within the church.

A third tier of priorities included:

- Providing support for social service ministries.
- Working to increase the connections between congregations and the diocese.
- Implementing an equitable process for determining the funding of missions.

The portion of the survey which addressed desired attributes of our next bishop reveal a pervasive desire for a non-traditional leader who empowers others, who is comfortable dealing with conflict and confrontation, who speaks out on controversial issues, and who teaches, preaches, and leads worship in challenging and provocative ways. Again, both clergy and laity shared similar priorities, in similar order. Although less universal and strongly felt, the diocese also prefers a bishop who bases ethical decisions more upon circumstances than absolute standards; who reads the New Testament gospels as an interpretive portrayal of Jesus' mission and ministry and the Bible as a community's record of its relationship with God; and who would permit the blessing of same-sex unions. Clergy expressed a preference (49%) for a bishop with 11-20 years of experience since ordination, although many (18%) prefer a younger bishop, with only 5-10 years since ordination, or expressed no preference (15%).

The response revealed a diocesan community that is optimistic about the direction and future of individual parishes and the future of the diocese, but is ambivalent about whether the diocese has a clear sense of direction. Clergy are slightly less confident than the laity in the diocese's sense of direction.

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The survey was distributed to all congregations, differentiated by laity and clergy, and was submitted in Spanish translation to the Hispanic congregations. The JPC received 979 lay responses, and 79 clergy responses. Demographically, survey respondents were primarily older (69% of lay respondents were 55 or older, 72% were 45 or older) and long-term Episcopalians (68% have attended an Episcopal church for more than 10 years, and 51% have attended for 25 years or more). Of lay respondents, 56% are female and 37% are male (48% of clergy are female, 52% are male). 72% of respondents are Caucasian, 5% are Latino, 3% are Filipino, 2% are Asian, 1% African-American, 1% Native American. Lay respondents report that they are in church every Sunday (87%), and most have embraced their own role in the ministry of the church (56%). Because many surveys were returned without parish identification, it is impossible to gauge the regional or parish distribution of respondents.

In addition, through a clergy conference and clericus focus groups the JPC and Conference Planning Team sought comments from clergy with respect to attributes sought in a bishop. Keywords repeated by clergy were: grassroots leadership, mutual accountability, consultative, consensus builder, flexible, genuine delegation, shared ministry, safe for risk-taking.