



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 17, 2025)

St. Michael's by the Sea, San Diego

2775 Carlsbad Blvd., Carlsbad, CA 92008, United States

Contact:

Associate Rector / Senior Associate Rector | Receiving Names until 06/15/25.

glynch@edsd.org

Weekly Average Sunday
Attendance (ASA)

215

Number of Weekend
Worship Services

3

Number of Weekday
Worship Services

10

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position

Housing Available for

Pension Plan

**We're in compliance with
CPF requirements.**

Healthcare Options

Negotiable

Dental

Yes

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks

**One month, including 5
Sundays (standard)**

Vacation Weeks Details

Continuing Education Weeks

2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget

\$1001-\$2000/year

Sabbatical Provision

Yes

Travel/Auto Account

Yes

Other Professional Account

No

Commensurate with years experience and diocesan recommended compensation \$77,000 - \$83,000.

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

In the San Diego Reader "2024 Best of North County" poll St. Michael's by-the-Sea won third place for best church. This recognition was quite a surprise considering the parish was largely unaware of the poll. In fact it was brought to our attention, not by a parishioner, but a regular attendee of Sunday Jazz Evensong. At the January 2025 Annual Meeting the Rector asked for a show of hands of all those who had voted for St. Michael's in this poll. Of the more than 100 parishioners present, two people raised their hands. It would appear that it was not parishioners as such, but community members, who voted for St. Michael's. And not just community members, but folks who did not have a church home of their own (otherwise they would have voted for their own church.) We believe this recognition is one of an increasing number of 'intangible' benefits of St. Michael's unique community outreach offerings which include Pickleball, Sunday Jazz Evensong and Fall Jazz Fest, Las Posadas, hosting a local Makers Market, offering faith-based community Grief Groups, etc. Results available at <https://2024.northcountybestof.com/attractions-life-and-people/best-church>

How are you preparing yourselves for the Church of the future?

Catechesis is central to the health and vitality of the Church. The Catechumenate Course remains a priority, and is central to our mission of equipping the saints to bear witness to Christ. This unique formation class is a source of spiritual growth, Christian discipleship, and vocational discernment for attendees. The Acolyte Academy launched in 2024 has 12 youth participants and counting. This program is designed to pour into future generations a love for and understanding of ancient Christian worship. St. Michael's entered into a 55-year land lease with FABRIC Investments in March 2024. This project is on track to break ground by early 2026, and open for business early 2027. Along with increased traffic and visibility for St. Michael's, this project will position the parish to receive a steady source of income for future generations while being good stewards of the property entrusted to us. St. Michael's has more than doubled our endowment in the past 7 years. We continue to emphasize gifts to the endowment to support the future generations of the church. In recent years, the endowment gains have enabled St. Michael's to support capital improvements and new initiative

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

faithful, teaching, preaching, pastoral care

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Describe your liturgical style and practice for all types of worship services provided by your community.

Central to our mission statement is shining the light of Christ through the “richness of traditional Anglican worship.” We place high value on the importance of excellence in liturgical worship. This is not done for its own sake, it is done out of the utmost reverence and love for the Holy Trinity. We genuflect, burn incense, ring bells, chant, etc, recognizing that all these manual acts are their own outward and visible signs of inward and spiritual worship of and love for the Holy Trinity. We are not fussy in our Anglo-catholic liturgical style of worship. But we are heartfelt in our desire to glorify and adore the Most Holy Trinity.

How do you practice incorporating others in ministry?

At the end of each service the community is invited to ‘greet someone they have not met to help strengthen the fabric of community at St. Michael’s.’ The Catechumenate Course concludes with a survey of spiritual gifts, and invites catechumens to discern where they are called to serve in parish life and ministry. We are in the process of revitalizing our Welcome Wagon Ministry with a team of parishioners who greet visitors on Sunday mornings and connect them with the resources they are seeking. In 2025 we have relaunched a quarterly Newcomers Class to help incorporate new members into the life of the parish

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

Eucharistic worship is the centerpiece of our community’s spiritual health. The Sacrament of Everlasting Life is celebrated daily (except Mondays). The Daily Office is also offered corporately seven days a week. In this way, we invite God to sanctify time in the life of our community. (One of the significant affects of the pandemic was a shift to the ‘virtual’ Daily Office Monday through Saturday morning. This has significantly increased daily participation!) The Sacrament of Reconciliation is offered seasonally in Advent and Lent, and by appointment throughout the year. Every Friday at noon we provide A Public Service of Healing, consisting of both anointing and Holy Eucharist. Christian education classes for all ages are offered to feed minds and hearts with spiritual food for the soul. For emotional and physical well-being, our parish leadership are licensed and trained in Safeguarding God’s People. We spend significant time together on Sunday mornings and throughout the week simply growing in relationship and enjoying one another’s company. We gather seasonally for movie nights, work days, and community outreach projects

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How do you engage in pastoral care for those beyond your worshipping community?

St. Michael's Foreign & Domestic Mission raises support each year for a variety of well-established, high-functioning local organizations including Vida Joven de Mexico, Women's Resource Center, Showers of Blessing, and Veteran's Association of North County. St. Michael's Pickleball Courts and Jazz Evensong programs attract spiritual pilgrims from all over. Dozens of people have shared their stories of healing and blessing from their experiences with these unique ministries. During St. Michael's Jazz Fest and local Makers Market events, clergy are on hand ministering through prayer and counseling to countless attendees who encountered the presence of God in unique and unexpected ways. The partnership with Carlsbad by the Sea is, by definition, offering pastoral care to those beyond our worshipping community. There are 200 hundred residents in the retirement community literally across the street from the church for whom we provide pastoral care and support. St. Michael's hands out free water twice a year at the Carlsbad Village Street Faire. Over the years this community engagement has created a wealth of pastoral care opportunities that otherwise would have been missed

Describe your worshipping community's involvement in either the wider Church or geographical region.

Over the years many St. Michael's parishioners and clergy have served on a variety of diocesan committees. Both the rector and previous associate have served on the diocesan Disciplinary Committee. The Senior Warden currently serves on the diocesan Property Committee. Our Rector sits on the board of a local non-profit Hospice, is a member of the Corporation of Nashotah House Theological Seminary, and attends local ecumenical pastors meetings. The parish is also an active supporter of The Living Church and Nashotah House. St. Michael's is a member of the Carlsbad Chamber of Commerce. Through the Chamber, we host a booth at the semi-annual Carlsbad Village Street Faire's where parishioners hand out free water and advertise upcoming community events such as Vacation Bible School and Jazz Fest. The parish hosts and partners with the local non-profit youth orchestra Renaissance Institute of Music. Pickleball courts, Sunday Jazz Evensong, Fall Jazz Fest, partnerships with the Renaissance Institute of Music, Carlsbad by the Sea, the Carlsbad Village Association's Makers Markets, and local AA meetings are all ways the parish is involved in the geographical regio

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

Duke Ellington referred to jazz as "the only unhampered, unhindered expression of complete freedom yet produced in this country." Ken Burns calls jazz an "utterly American art form" and a "profound intersection of freedom and creativity." St. Michael's Jazz Evensong was born in the fall of 2020 out of a desire to bring this freedom, creativity, and joy to people during the dark days of anxiety and isolation experienced through the COVID-19 pandemic. These gatherings are a unique blend of exceptional jazz rooted in the context of Anglican meditation and prayer. They are held every Sunday afternoon and offered free of charge to the community. The programming for Jazz Evensong has evolved to feature the compositions of a particular artist every Sunday; it's much like the calendar of saints, but with jazz musicians! This has added an educational element to the ministry, amplifying the importance of this uniquely American art form, and the undergirding political and racial struggles from which it was born. For more information regarding all things jazz at St. Michael's, contact Fr. Doran Stambaugh at frdoran@stmbts.org.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

Stewardship is a year-round spiritual discipline - a way of life - at St. Michael's. While stewardship is associated primarily with temporal goods, we recognize it is all-encompassing and includes the whole of our spiritual life and health; which can be challenging to quantify. In recent years we have created a series of Key Performance Indicators (KPI's) whose explicit goal is to "Improve Spiritual Health." These KPI's are percentage-based. Their focus is not on raw numbers like ASA or dollar amount, but rather participation. For example one measure is the percentage of our ASA against total membership. Our goal is 50%. Last year we achieved our highest percentage yet at 64% or 215 ASA out of 335 total members. Other KPI goals are for donations to equal 100% of expenses, 100% participation in our pledge drive, and average donations to equal 10% of annual median household income. Over the past three years we have seen an increased percentage in each of these measured categories. In the past two years we have revitalized both our Investment and Buildings and Grounds Committees with new charters and vision for our care of and future planning for the temporal affairs of the church.

What is your worshipping community's experience of conflict? And how have you addressed it?

The COVID-19 pandemic was a significant challenge for the whole world. It seemed the initial response of good will and concern for our nation and its citizens quickly devolved into a politicized and polarized social landscape. This was quickly followed by the widespread social unrest sparked in response to the killing of George Floyd. We were all steeped in this context of cultural and political conflict, and sadly many families, communities, and churches suffered brokenness and wounds because of them. Like everywhere else, this was a challenging time for St. Michael's. We did lose a handful of community members from both sides of the political spectrum. But on the whole, the community was focused first and foremost on our shared identity as members of Christ's body the church. We put our identity as Christians first, and allowed that to guide our conversations, relationships, and decisions. By and large parishioners exercised great patience and understanding as our leadership did its best to navigate these challenging times.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

On Easter Sunday 2024 St. Michael's launched a Spanish speaking mass. A committed team of volunteers successfully created, planned for, and offered a reverent liturgy Sundays at 11am in the chapel. The 'product' was well planned and executed. This part of the initiative went well! However, in spite of our best efforts, a key ingredient alluded us: a congregation! This noble initiative was placed on hold in the fall of 2024. We learned a lot, including that we have a lot more to learn in order to successfully launch a new Spanish-speaking worshipping community. We needed to spend more time on the grass roots level meeting with and getting to know community members who might have an interest or stake in this type of offering. We also needed to do a better job educating the congregation on the purpose and goals of the project. The vision remains, and I trust God will guide us as we discern the future of this initiative.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Chris Craig-Jones	Associate Rector / Senior Associate Rector	2017-07	2025-03

Name	Position Title	Date Begun	Date Ended
The Rev. Ken Simon	Associate Rector / Senior Associate Rector	2014-02	2017-02

Name	Position Title	Date Begun	Date Ended
The Rev. Ivor Kraft	Associate Rector / Senior Associate Rector	2010-06	2013-02

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	3	20

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
2	7	2	50

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: www.stmichaelsbythesea.org

Media Links:

> <https://soundcloud.com/stmichaelscarlsbad>
> <https://www.facebook.com/stmichaelsbythesea>

Online References:

> <https://www.youtube.com/@st.michaelsby-the-sea1528>
> <https://www.instagram.com/stmichaelscarlsbad/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

**The Rt. Rev. Susan Brown
Snook**

Diocesan Transition Minister

**The Rev. Canon Gwynn
Lynch**

Current Warden/Board Chair

Tony Vanaria

glynch@edsd.org

Previous Warden/Board Chair

Jackie Schaffer

Search Chair

Parish/Institution

Local Community Leader