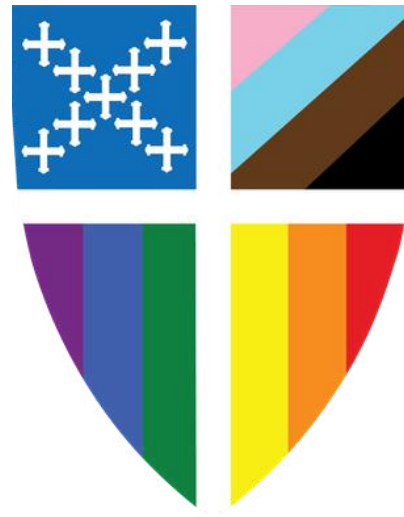




ST. ANDREW'S EPISCOPAL CHURCH



PARISH PROFILE 2026

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Welcome to St. Andrew's!

Our Mission...

Because hunger comes in many forms, we reveal God's love by nourishing the community through acceptance, worship, learning, and service.

Many gifts. One Body in Christ.

At St. Andrew's, we believe that as we grow deeper in our faith, **Love calls us to prayer and transforms us through service.** Our collective experience is anchored by a central theme: we come together to receive God's unconditional love in worship, and we step out to joyfully give it away by serving our neighbors.

Our Core Values

An Open Door: We are a genuinely welcoming and affirming community where everyone has a place.

Loving Our Neighbors: We walk hand-in-hand to love and serve the people around us.

Community as Family: We are committed to supporting, protecting, and caring for one another like family.

Gospel-Rooted Faith: We joyfully live out our faith, deeply grounded in the Good News.

Celebrating the Journey: We find joy in the shared journey of faith, life, and community!

→ 2 Services

On Sundays, we celebrate Eucharist at 8 am (contemplative, no music) & 10 am (festive, with music). We worship using approved [expansive language resources](#).

→ 3 Tons

Our food pantry is the largest in the San Diego North Coastal area, distributing 3 tons of food to hundreds of families every Thursday.

→ 4 Ways

Because hunger comes in many forms, we reveal God's love by nourishing the community in four ways: [acceptance](#), [worship](#), [learning](#), and [service](#).

Our Vision

In 2016, the Vestry led an intentional visioning process to discern a thirty-year future for St. Andrew's. The result was our "Audacious Goal"—a vision of what we aspire to become by 2046. It has served as the guiding light for our strategic planning and congregational development ever since.



→ Audacious Goal

"St. Andrew's will touch people's lives in exhilarating ways.... our diverse offerings of worship, outreach, education and community activities will truly exemplify a vital, modern church.

We will be a holistic provider of life-giving programs that nourish our parishioners and neighbors. A vital hub in our community, we will encourage people to explore, learn, and grow. All who come seeking help, hope, and healing will find compassion and support as they develop skills to sustain themselves and others.

St. Andrew's partnerships with local and national organizations will inspire similar programs... St. Andrew's will radiate joy, belonging, love and respect."

→ Realizing the Vision

To begin realizing this vision, the congregation developed a five-year work plan that was largely achieved by 2022.

Through that work, a clear understanding emerged: if St. Andrew's was to become the church envisioned in the Audacious Goal, we would need to orient ourselves outward toward the community rather than inward toward the institution.

This insight gave rise to the concept of a Church Without Walls.

A Church Without Walls

We connect with the local community, spreading Jesus' Good News through actions of love and support. Service is not a program; it's a spiritual way of being. We envision our campus as a beacon of light in a wounded world, not merely a destination, but a sanctuary of transformation.

This work is an expression of our faith and mission which is "to reveal God's love by nourishing the community through acceptance, worship, and service".



Today

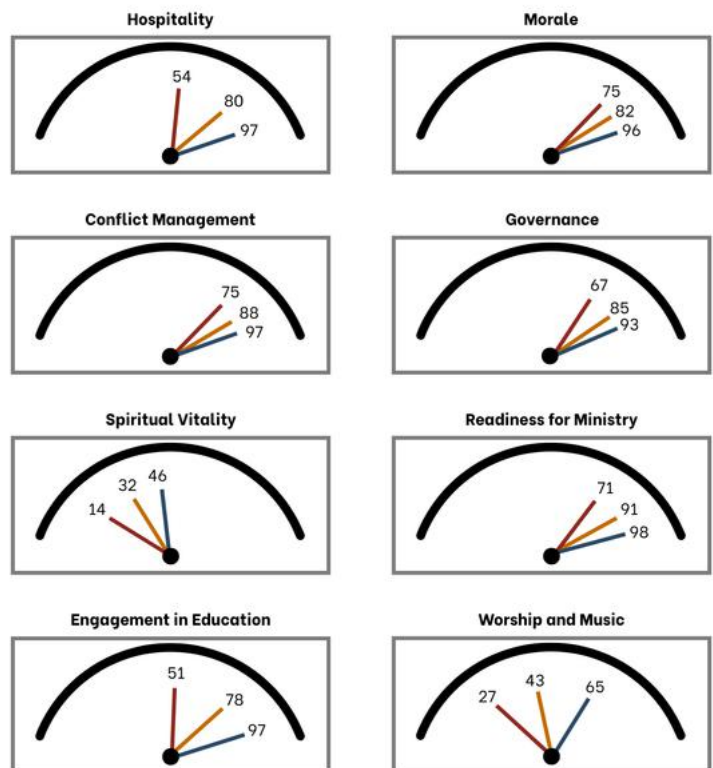
The congregation is now ten years into its thirty-year vision, and the work is no longer aspirational—it is underway.

Our congregation is engaged and fulfilled. The Thursday and Saturday worship communities are strong and growing. Faith in Action has become an active force for community engagement and advocacy. Our campus has been transformed into a vibrant indoor/outdoor gathering space. The Neighborhood and Education Center was created as a community anchor dedicated to community fellowship, spiritual formation, healing, and mutual support. The Center also provides confidential meeting spaces for community partners to coordinate homelessness response services and resources.

CAT Survey Results

2015, 2020, 2025

Percentiles in comparison to 1,000 other mainline Protestant congregations



The next rector will join a parish with a strong sense of purpose, an engaged congregation, and a demonstrated capacity to turn vision into action. While the foundations have been laid, the next chapter has yet to be written. We seek a rector who will bring spiritual leadership, fresh perspective, wisdom and strategic insight as we continue discerning God's call for St. Andrew's and our community. Together, clergy, staff and laity will shape how this vision evolves over the next twenty years.

Strengths

Worship

Our Sunday Eucharist celebrates God's love and word, leading us to discern God's plans and give us strength. Our services are expansive, affirming, and welcome everyone. Both services are grounded in Rite II of the Book of Common Prayer, with an 8:00 service that is contemplative and a 10:00 service that rejoices with both traditional and contemporary music. The enthusiastic, volunteer choir accompanied by the organ and the piano also sings spirituals and gospel to the delight of the congregation. Children join the 10:00 service at the Peace to be with their families for communion. We have worshiped on our outdoor patio area and at the beach. God reaches us where we are.

Loving our Neighbors

At St. Andrew's, serving others is both an act of worship and how we live our values in complex, 21st-century life. On Thursdays, 20 volunteers transform the Parish Hall into a self-serve food distribution site feeding more than 260 families each week. On Saturday mornings, the church campus is open for unhoused neighbors where they may receive a hot shower and breakfast, a haircut, clothing, county health services, collect their mail and participate in a loving community and be "seen". We serve breakfast to 65 people on Saturdays and annually we provide 1200 showers, 1000 haircuts, and 60 families receive mail and store important documents at the church.



Mike & Leslie's Story

Two long-time members of our Saturday community, Mike and Leslie, joined St. Andrew's and went through the formation work to be received into the Parish. Unfortunately, Mike had a seizure and was in the hospital when the Bishop came to perform the sacrament. Miraculously, mid-ceremony, Mike entered the Parish Hall straight from the hospital just in time to be received as one of us.

Last December, they found housing through the St. Andrew's network. Since they live in Vista, getting to St. Andrew's means three transfers on public transit. Last Saturday they showed up anyway. Mike brought shortbread he had baked himself and distributed it to everyone.

Strengths

Loving our Neighbors continued...

Faith in Action is the social justice complement to our charitable communities. Founded at St. Andrews, it has become a coalition working on affordable housing, behavioral healthcare, and civic engagement, partnering with community leaders, hosting public forums, and pressing for policy change.

As a faith community near the border, we are deeply committed to the rights and well-being of our immigrant neighbors. Several of us participate in Faithful Accompaniment In Hope and Trust (FAITH), an interfaith program that provides pastoral care to immigrants as they report for status checks and hearings at the Federal courthouse in downtown San Diego and detention centers throughout the county. By reminding the people we meet that they are not alone and that God has not forgotten them, we bring the hope of Jesus' overwhelming love into our suffering world.

Formation

Adult Education

Education is especially a focus at St. Andrews. We recently supported and sponsored 2 parishioners to the diaconate and one member to seek his work as a priestly candidate. Two parishioners are currently in the 4th year of the EfM program bringing new ideas back to the parish. We have facilitated several Sacred Ground Circles.

Groups—do we have groups! Formation at St. Andrew's is an active quest to know God with heart, soul, and mind. Here are the diverse and stimulating groups whose activities are [described on our website](#):

- Contemplative Prayer Group
- Bible Brotherhood
- Women's Hiking Club
- Deep Dive Book Group
- 20s and 30s Brunch and Belong
- Second Sunday Salon
- Fellowship Dinners
- Women's Prayer Group
- Women's Annual Retreat
- Extra Years of Zest (XYZs)
- Men's Hiking Club

Strengths

Formation continued...

Youth Education & Programs

We have a robust children and youth program. Our Director of Children's Ministries offers Godly Play for children preschool through third grade, giving our youngest members the chance to wonder about God and their own spirituality. Our Holy Troublemakers program helps children in fourth through sixth grade learn about ancient and modern people of faith who made a difference in the world and lets them design and run their own annual service project for the Encinitas community. The children enjoy Vacation Bible School, Summer Sundays, a Family Day of Service, and Faith at Home practices.

Our Youth Director, a Lutheran deacon, offers a year-round youth program, bringing youth grades 6-12 from both Bethlehem Lutheran and St. Andrew's together for hangouts, beach days, book discussion, and an annual mission trip.



Godly Play



Holy Troublemakers



Youth Group

Challenges

St. Andrew's is embracing a call to Spirit-led transformation. Though we are finding innovative ways to meet Christ in all people, there are new horizons to explore.

- **Re-energizing our faith:** The CAT survey's Spiritual Vitality area saw a marked improvement over past years, however, it is the only one below average. We long for meaningful experiences and programs that deepen our faith in God and challenge us to live into our calling as part of "the Episcopal branch of the Jesus movement", in the words of former Presiding Bishop Michael Curry.



- **Engaging all generations:** The CAT Survey's top priority is attracting families with children and youth. The spiritual formation of children and youth is the responsibility of the whole congregation and should be the center of our communal life. We look forward to building on our existing programs and developing opportunities for everyone to care for the spiritual and emotional needs of our youngest members.
- **Leaning into evangelism:** We are discerning a call to not only show Spirit-led compassion through community outreach, but also share the inspiration behind our service, Jesus' Good News of reconciling love. We yearn to capture the energy of the first disciples and tell the stories of our own Divine connections, providing spiritual alternatives to a polarized and aching world.
- **Addressing a scarcity mindset:** The listening sessions demonstrated a common fear of volunteer fatigue and concern that our aging congregation will not keep pace with our ever-growing outreach ministries. We seek to shift perspective to the abundant resources we have and train new servant leaders in God's work.
- **Adapting to the future:** The strategic framework that shaped the last decade must adapt to the dynamics of a changing national landscape. We dream of a truly inclusive faith community, inspired by Jesus' example of compassionate reconciliation, humble service, and revolutionary love. We trust in God's plan for St. Andrew's, and we look for a leader to lead us forward.

The Invitation

St. Andrew's is a dynamic parish that continues to grow and evolve, seeking new ways to live out our core values in the life of our congregation and community. We have achieved significant milestones in community outreach, social advocacy, and spiritual formation. Building on this strong foundation, we seek a rector with a strategic perspective who is eager to join us as a partner—rooted in what is sacred, inspired by our shared accomplishments, and ready to help discern and shape the next chapter of our vision together.



Pastoral Care and Welcome

Our rector will be someone who helps people feel understood. We seek a pastor who meets people where they are spiritually, culturally, and theologically. St. Andrew's encompasses a wide range of faith journeys, and our rector must be equally at home with the long-tenured parishioner, the young family finding their footing, and the Saturday breakfast guest who seeks respite here. We value emotional maturity under pressure and the ability to model a steady, resilient and joyful faith.

Worship & Spiritual Leadership

The congregation of St. Andrews is looking for a rector who is effective at providing pastoral care and spiritual guidance, establishing meaningful relationships, and leading through collaboration. We also seek someone who is an inspiring preacher and liturgical leader, connecting our spiritual renewal with a more meaningful relationship with God. Finally, we hope to call a rector who is supportive of youth ministry, building a truly intergenerational parish, and cultivating outreach through relationships with the larger community.

Our rector will lead a spiritual life for the parish that is warm and genuine. We seek someone who makes worship accessible to the lifelong Episcopalian and the first-time visitor alike. A preacher who connects Scripture and Christian tradition with modern life. We seek an intellectually curious person, reading and questioning and growing with the congregation.



Mission, Innovation, and Community Engagement

We seek a rector who views engagement with the broader community as a central aspect of ministry, understands the importance of loving our neighbors, and is comfortable leading at the intersection of faith and civic life.

Leadership and Administration

St. Andrew's has a strong tradition of empowered, collaborative lay leadership. They readily contribute their talents in organizational development, community organizing, social services, and strategic planning.

In parallel, our vestry, ministry teams, and staff bring real expertise and initiative to the life of the parish. We seek a rector who is energized by a congregation that shows up with ideas and capacity; someone who leads by strengthening others.

Above all, we seek someone who lives the values of welcome, service, humility, compassion, joy, and respect. We invite a rector who is humble enough to inherit a healthy parish, and courageous enough to help it change.



Diocesan Partnership

St. Andrew's values its relationship with the Episcopal Diocese of San Diego as a genuine partnership and carries real standing within it. We are an active diocesan citizen, and we seek a rector who brings the same orientation: someone who sees the diocese not as an administrative layer but as a community of practice, a source of collegial support, and a broader expression of the church we are trying to be.

Encinitas

A Little About Encinitas

St. Andrew's is located in the beautiful city of Encinitas in North San Diego County. This vibrant coastal haven features six miles of Pacific coastline, iconic surf breaks, charming tide pools, and an authentic, laid-back beach town experience.

Historic Highway 101 serves as a walkable downtown corridor filled with boutique shops, indie coffee roasters, and farm-to-table dining. It connects a welcoming, down-to-earth community that shares a deep appreciation for mind-body wellness, holistic living, and environmental stewardship.

With its safe neighborhoods and top-tier, award-winning schools, Encinitas is a truly wonderful place to raise a family.

Housing

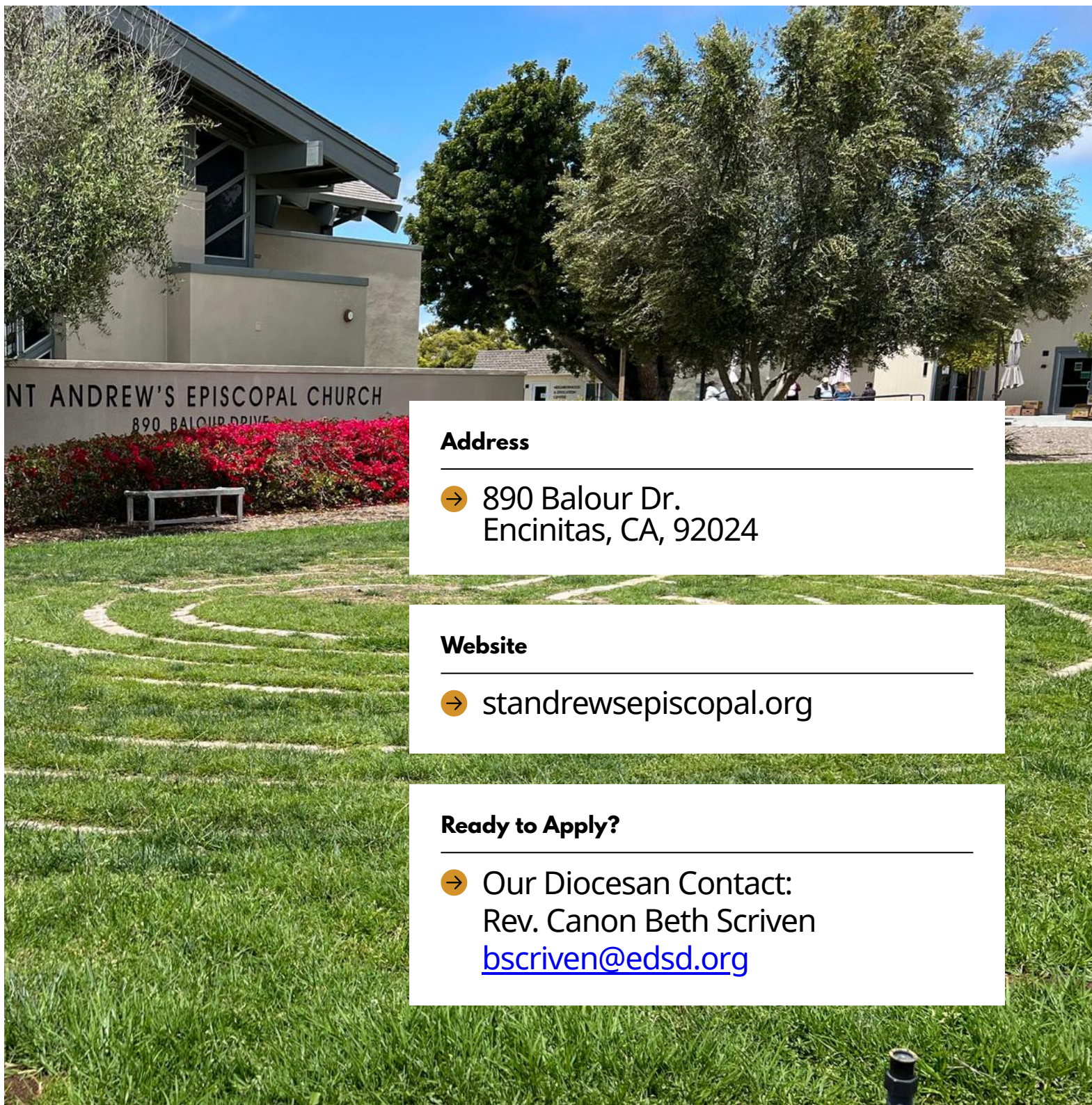
Saint Andrew's recognizes the cost of living challenges that come with life in Encinitas and we are committed to working collaboratively with our next Rector to develop a housing solution that is both practical and responsive to their individual needs.

The parish is launching a capital campaign to ensure that we can offer a generous shared appreciation loan to assist the Rector with a down payment on a home in our area. We are also exploring additional options, possibly in the form of a short-term monthly subsidy, in the event that a new Rector needs to move to Encinitas before a home can be purchased.

We value flexibility and collaboration and seek to tailor the final arrangement in a way that supports the well-being, stability, and long-term ministry of our future Rector. We look forward to working with our Rector to create a bespoke solution for their needs.



Contact Information



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