St Andrews by the Sea (San Diego)

TYPE	DIOCESE	NAME
Congregation	San Diego	

TYPES OF WORK	POSITION TITLE/ROLE
Part Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION

Rector of a 120-member congregation with a preschool. (Please see the "Ministry Context" page for further information.)

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	10/20/2026	12/01/2026

APPLICATION INSTRUCTIONS

Please email the following application materials to the Rev. Canon Beth Scriven (bscriven@edsd.org):

- A letter of interest addressed to the calling committee and vestry
- A current resume
- A pdf of your current Vocation Hub Profile

The Canon to the Ordinary for Leadership Development does an initial screening of all candidates prior to forwarding applications to the calling committee.

CANDIDATE NARRATIVE INSTRUCTIONS

CONTACT

NAME	The Rev. Canon Beth Scriven
ROLE	Canon to the Ordinary for Leadership Development
ORGANIZATION	Episcopal Diocese of San Diego
PHONE NUMBER	619-291-5947
EMAIL ADDRESS	bscriven@edsd.org

POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	West Coast

WORK ENVIRONMENT

MINISTRY SETTING

In Person

Urban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
61	313817

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

St. Andrew's by-the-Sea has a stable balance sheet, however with a small overall margin. As of December 31, 2025, total assets were $733K , up from $665K in 2024. This increase was mainly driven by reduced expenses, especially clergy and staff.

Total liabilities were $18K, or $45K excluding accrued payroll nearly unchanged from the prior year.

The vestry approved a balanced 2026 operating budget of $1,155,887.74. Operating income is budgeted at $1,135,902, including $253,000 from pledges and plate which is $47,494 higher than last year's budget. Other income comes from rental income, and reimbursements from the preschool for shared expenses. Due to reorganization of preschool administration, the 2026 budget will experience a significant favorable variance.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE $75,001 - $100,000

DETAILS

We follow the diocesan guidelines. We are a Category D church with a preschool, hiring at 3/4 time. (See attached grid.)

Please note that this compensation package includes the use of a rectory. The cash stipend is $70,000.

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Rectory

DETAILS

A charming 4-bedroom, 2-bath rectory seven blocks from the beach and a mile from the church is available for use by the rector and their family. Adjacent to the kitchen and living room are a large wooden patio and backyard with grassy area, plants and trees.

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED n/a

DETAILS

Clergy in the Episcopal Diocese of San Diego are ordinarily responsible for their own SECA payments.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN	HEALTHCARE OPTIONS
In compliance with CPF requirements	Full family

DETAILS

Clergy in EDSD pay a portion of healthcare premiums. The 2027 Employee Plan rate schedule for the Diocese is available at https://edsd.org/wp-content/uploads/2026/10/EE-Plan-Rates-2027-v2.pdf

(Please note that the above link is typed correctly, but does not properly open when you click on it in the profile. To access the site, please copy and paste the address into a browser tab.)

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

CONTINUING EDUCATION DETAILS

SABBATICAL PROVISION DETAILS

TRAVEL/AUTO ACCOUNT DETAILS

EQUIPMENT/PHONE DETAILS

OTHER BENEFITS OR COMMENTS

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT		
	WebPage	https://edsd.org/wp-content/uploads/2026/02/2026-Clergy-Comp-Minimums.pdf

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

St. Andrew's by-the-Sea is seeking a Christ-filled, dynamic, compassionate rector to lead our diverse congregation.

We deeply desire a leader who can teach us how to deepen our walk with Christ through thoughtful, reflective preaching–connecting our contemporary lives with the insight of Jesus' wisdom. We hope for a warm, compassionate rector who will model the complex reality of living in joy AND grief in a fractured world, inspiring current members as well as newcomers to see the church as a place of healing, connection and growth.

Our prayer is for a St. Andrew's rector who will join us in serving our beloved community, helping us weave together contemplative practice and meaningful action. We seek a rector who can partner with church and diocesan leadership to channel innovation and creativity into generating increased financial stability–stability that will ensure generous service not only to our own congregation, but also to our broader community in acts of charity. While we currently seek a ¾ time position, we have had full time rectors in the past and we are actively taking steps to hopefully return to a full-time rector position in the near future.

Essential to this role is the belief that all people, regardless of ethnicity, sexual orientation, economic status, or belief, are beloved by God!

In summary, our future rector will:
- Lead in love, humility, and imagination
- Inspire and coordinate spiritual growth and meaningful service
- Preach in a Christ-centered, dynamic style, reflective of life's contemporary challenges
- Model emotional intelligence and self-awareness in behavior and interactions
- Embody a welcoming and compassionate spirit to the congregation and community
- Nurture and help us expand our children, youth, and family ministries
- Oversee the preschool and serve the children's spiritual needs
- Create collaborative and productive relationships with staff and lay leadership
- Manage financial needs responsibly and innovate in needed areas

LEADERSHIP SKILLS

Adaptive Leadership, Collaborative Leadership, Fundraising and/or Capital Campaigns, Servant Leadership, Strategic Planning

MINISTRY SKILLS

Advocacy Ministry, Children & Family Formation, Community Building, Diversity, Equity, Inclusion, Outreach, Pastoral Care, Prayer & Spirituality, Preaching, Stewardship, Youth & Young Adult Formation

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

1. **What is your organization's mission and focus?**

   Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?

In John 13:34-35, Christ says, “I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another.” Truly, our efforts at St. Andrews by-the-Sea are built on our desire to understand and accept Christ’s love and find ways to share and expand that love in the community. Through teaching, intimate conversations in studies, and Holy-spirit directed worship, we strive to experience the transformative power of Christ’s teachings and love. A special part of our community is the effervescent joy that is experienced in our music and community events. Dancing in church? YES! Happy tail-wagging dogs in the aisles? YES! Gleeful little legs of toddlers scampering about the sanctuary? YES! Fellowship happens organically in warm, authentic greetings at the Peace, and visiting with other parishioners while enjoying a homemade treat after the service. More organized programming has been meaningful when current events are discussed in a book club or seasonal focus. Our community wants to learn and wants to connect. By offering a generous welcome to all, we delight when people feel comfortable entering the campus—children, families, and visitors. In line with our commitment to living in love and offering generous hospitality to all, we work to stay tender to where the Holy Spirit is leading our time, talents, and treasure. As a home for a preschool, we seek to serve our children, families, and teachers. Our vibrant and complex community of Pacific Beach and San Diego means we have a heightened care for our community of unhoused neighbors and members, individuals facing immigration and border living challenges, and all ages of people living in an increasingly lonely and divisive world. We believe that Christ’s love and community can be a salve and hope to embody these qualities on Thomas Avenue.

2. How would you describe your ministry context?

Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?

Pacific Beach means sand in your toes, chattering surfers biking down the road, a cluster of unhoused men trading stories in the library park, a tourist family enjoying a beachside brunch, college students clad for yoga and holding iced coffee hustling to a class. Just outside the San Diego Metro area lies Pacific Beach, a small residential town hemmed in by three miles of beach. Truly eclectic, this community challenges us to serve a wide variety of ages and stages.

Fortunately, St. Andrew's is literally built in a crescent, its wings reaching out while the courtyard stands open in welcome. Facing the library and just blocks from the beach, our central location means we are perfectly situated to embody Christ's love in ways that feel both urban and uniquely San Diegan.It is important to note that our church and preschool share some space for programming needs. Our parish hall is used for church meetings and our hunger supper program, along with three pre-school classrooms and a full kitchen. The second floor houses the school director's office, the Youth Room, along with our Nursery, Godly Play, and Seekers rooms. The campus also has several rooms on the second floor of our main building that are rented out on a weekly basis to various 12-step groups. Street parking is available, and public transportation is nearby. We also utilize public library parking on the opposite side of Thomas Avenue during Sunday services.

Pacific Beach is a tourist town–folks drop in for a week, a weekend, or longer, to enjoy the beautiful weather. Adjacent to three colleges, it is a fun and social population of college students who also live here. Many unhoused individuals also call PB home; this typical urban challenge is married to the small-town vibe of PB. Additionally, PB is inhabited by families and retirees who call it home year-round. The economic hill is steep in San Diego, but somehow this blend of folks all find grace for each other; the California smile is a real thing–wide, accepting, and easily given. Our border location means we also find ways to support those struggling with immigration challenges; in both grassroots and more formal methods, we organize to share financial, emotional and spiritual support. Ultimately, we know that our calling is to love one another and our neighbor and look forward to partnering with a rector who will lead and inspire us!

3. How would you describe your congregational/diocesan leadership culture?

Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.

Our church has thrived under a cooperative, transformational style of leadership. Valuing and asking a variety of members means that we have a wide representation of leaders collaborating on vestry, teaching, and special committees. Leadership and commitment are cyclical to avoid burnout in the typical areas. While the big leadership business may not name the style and culture that truly saw our church grow, we call it authentic and playful. Perhaps it is because the current days in America have a slight tinge of bleak to them, but finding the meaningful marriage of joy and grief, play and stillness, singing and quiet have been a true strength of previous leadership. This is clearly reflected in the eclectic group of worshipers who call St. Andrew's home. Our rectors have practiced excellent listening and humility, and this has helped members feel heard. As a capable manager, our next rector will communicate clearly, coach and empower staff, delegate as needed, and negotiate conflicts with strong emotional intelligence. Knowing our rector is driven by curiosity about God and willing to share those questions and experiences with us has helped us all grow spiritually. Transparency about real feelings–even the challenging ones–has inspired us to own them and feel less alone.

In a more practical discussion, under the direction of the rector and the inspiration of the Holy Spirit, our current vestry strives to govern the church, its finances, and its ministries. The variety of perspectives represented in our vestry mean that they may not all agree on everything, but they are committed to doing what is best for the church, listening and communicating with respect. Our rector manages our family minister/operations director and our sexton. Deacon Daniel McMillan is another member of our team who helps to make worship on Sunday a success. In addition to church-related tasks, the Rector and vestry oversee the St. Andrew's preschool. Imaginative and collaborative energies have helped us traverse varied challenges with our facility, preschool structure, and interim season. A strength of our vestry is its ability to connect with church and community members who have the skills to help enact a needed solution—teamwork for the win!

4. How would you describe your congregational/diocesan liturgical styles and practice?

Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.

We are a Eucharist-centered parish that celebrates weekly with Sunday services at 10:30 am. While we have 120 current members, our attendance during this interim season has averaged around 60 worshippers each Sunday. The sounds of children and an occasional dog barking are commonplace, and the narrative sermons invite introspection and radical love towards ourselves and others. We worship using booklets designed for each season or special occasion and are intentional about inclusive language. Our very special worship band is open to anyone who plays and is a tight-knit ministry in itself.

We host several special worship events throughout the year, such as the Feast of St. Andrew where bagpipes process, Blessing of the Backpacks, Blessing of the Animals, and Blue Christmas. Our Christmas Eve family service hosts the No-Rehearsal Pageant, where all are welcome to participate.

During Lent, we also celebrate in community by providing ashes on the boardwalk at the beach, and during Holy Week, we gather for a shared meal and a reading of the Last Supper, followed by a foot-washing ceremony. On Easter Sunday, we celebrate Jesus' resurrection with joyous music and an easter egg hunt at the adjacent library with the larger PB community.

Partnering the Book of Common Prayer with non-traditional hymns and prayers has been a way of finding fresh ways to express our worship and inject the service with new voices. Our variety of worship styles is an extension of our desire to offer a generous welcome to the young adults of Pacific Beach and is a hallmark of our church culture.

5. How does your congregation/diocese approach cultural identity and inclusion?

Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.

All means all! God has called us to BOLDLY LOVE, and so we do! We deeply desire to be a church where anyone would feel welcome–and so our motto: "Come as you are." In a world where many have been hurt by the church, affirming banners, outspoken participation at Pride, financial and pastoral support of those suffering from recent immigration upheaval, and loving AND practical support for our unhoused population have been our actions. Why would someone feel safe in our church? How can we communicate our acceptance and love? These are real questions we have asked and continue to ask in an effort to not only stay relevant, but to also, more importantly, build an opportunity to share God's outrageous, healing love. We are committed to fostering belonging and inclusion by responding to the needs of our diverse and evolving community. Our parishioners welcome and respect people with different beliefs, life experiences, lifestyles, and ways of thinking. We value respectful dialogue and believe that our differences enrich our life together, creating a community where questions, diverse perspectives, and authentic relationships are welcomed.

In 2020, our congregation engaged in honest and challenging conversations about race through a book study on white privilege. As a fairly white congregation, the well-attended (even on Zoom!) discussions laid the foundation for greater self-awareness and a deeper commitment to racial justice. While our congregation includes people from a variety of backgrounds, we recognize that we still have work to do to more fully reflect the diversity of the Kingdom of God.
Under the leadership of our current interim rector, we have also embraced the inclusion of Spanish in our prayers, affirming that the Holy Spirit transcends language. As we continue to grow, we see opportunities to thoughtfully incorporate additional languages into our worship, further reflecting the diversity of the communities we are called to serve.

6. Other Information

Use this space to share any additional details about the role or organization that would help candidates discern their fit - such as organizational culture, special projects, or unique opportunities and challenges.

Culturally, St. Andrews practices ministry from the lens of its Episcopalian grounding. We are all called to help our neighbor and share Christ's love. Our work is centered on the table and the belief that absolutely everyone is welcome to the table. We focus our ministry on the very real challenges of the community around us. We are blessed to be an extension of a vibrant and justice-led diocese. With these foundational beliefs, we practice generous hospitality within our congregation and our neighborhood. Annual retreats, bible studies, seasonal themes and readings, and service and care in times of trial are some ways we love and minister to each other. Our children, youth, and family ministry is a vital ministry and deeply entwined in our relationship with the preschool. We want to further this ministry and coordinate more opportunities to support and love this special population.

MINISTRY MEDIA AND LINKS

St. Andrew's by-the-Sea Profile	**https://heyzine.com/flip-book/69803eaead.html**
St. Andrew's by-the-Sea Website	**https://standrewspb.org/home**
St. Andrew's by-the-Sea Preschool	**http://standrewspreschoolpb.org/**
St. Andrew's by-the-Sea Facebook page	**https://www.facebook.com/standrewsepiscopalpb**
St. Andrew's by-the-Sea Instagram	**https://www.instagram.com/standrewsbythesea/**

NARRATIVES

2. Describe a recent ministry experiment or innovation in your congregation/diocese.
What did you try, why did you try it, and what did you learn - whether it "worked" or not?

Celebrating that God has called us beloved, we seek to help others understand this tender identity. Our community events have truly brought a special feeling of family to our church and built bridges for people interested in joining our community. What happens when you invite a multi-generational congregation to perform their talents at a talent show? Well, you get a 6-year-old girl, who spent most of the spring in a hospital, belting out "This Girl is on Fire." You get a lifetime member and retired teacher showing off her dog's hula hoop tricks. You get a community choir of young and old harmonizing to "Pink Pony Club." You get a beloved grandmother showing off a gorgeous quilted art piece. You get our deacon poet reciting a recent creation. You get laughs, memories, and the knowledge that church is for everyone and for joy. And to honor that church is also a place for the quiet, reflective, challenging feelings, our experiment with a crowded table Maundy Thursday service has been equally successful. The table starts at the doors of the church and branches into the quad to sit over 30 people for a simple, sacred meal. Throughout the shared meal, readings of the Last Supper and prayers are recited and space is held for the complicated journey of Holy Week. Wandering toddlers weave around the set up and eagerly await the foot washing that follows. These innovative ways to use our space and bring the community together have created opportunities for friends and families to walk in the door of St. Andrews for the first time and perhaps see themselves coming back again. Most importantly, these events create authentic moments for people to connect– to know that they belong in God's family.

3. What is a ministry risk your congregation/diocese has taken, and what came of it?

Reflect on a time your community stepped out of its comfort zone to meet a new need or respond creatively to a challenge.

As our unhoused community has become more central to our identity and service, intentional choices with giving, vestry, and liturgical participation have been created. While vestry membership has often included a required tithing to the church, our vestry and congregation voted to include a member with a consistently unstable housing situation. We believe that having this individual's voice and perspective in church leadership IS a vital gift and a gift that this particular member is happy to give. Can we reimagine what generosity looks like for those who live with few monetary resources? Additionally, exploring new ways to serve the unhoused and inviting further partnerships in Pacific Beach also challenged us. Shoreline Community Services joined us on our campus for a term in a relationship where we not only gave, but were educated in best ways to be a neighbor to those facing housing challenges. Learning sessions after church with Shoreline helped to orientate our understanding of the challenges these members and neighbors face and increased our desire to help. Our compassion grew. In a more unseen way, liturgical participation–particularly lectors, also often includes our non-housed neighbors. These members are not invisible or lacking–their presence at the lectern is a sign of a full extension of friendship and respect to all, no matter one's status. Can we find more ways to take risks and expand our idea of family and belonging–for sure! And that is our prayer all the time: Loving, Creative, Compassionate God, please make us in your image. Help us love as you love. Amen

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

Opening ourselves and our resources to the wider community has been a key trait of our community. We live in close proximity to the unhoused and support these neighbors in accessing the resources they may need. We care about San Diego Bay and its environmental challenges, and we invite local scientists to teach us how to better care for it. Besides the myriad opportunities to serve in PB and San Diego, we also delight in joining the diocese for ordinations of priests who have made St. Andrew's their friend, marching with the diocese in Pride, and learning from the numerous opportunities offered. The wider church also extends to the church community of PB as we partner with these churches to help the under-resourced. Collaborating with resources and ideas means we can do more to help! Additionally, the sweet library across the street from the church has offered us a perfect space to join Summer Nights Out and host our annual Easter Egg Hunt! A special part of our ministry has also been reaching out to the young adults of Pacific Beach, a college town with a high population of young adults. Our congregation desires to continue finding ways to understand how to best serve this group of people.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Pastoral care has been an incredibly important part of our church. With a multi-age congregation, the needs of all are as varied as you can imagine. But everyone walks in the door of St. Andrew's with a sense of hope that they may be heard. Previous rectors have prioritized one-on-one coffees to get to know parishioners, traveled to home-bound members, and answered emails and phone calls. Ultimately, our rectors have modeled tender, non-judgmental compassion, and that acceptance of all our feelings and seasons means we have been willing to replicate it with one another. Members help in a number of ways: delivering the sacrament to those who can no longer attend church, preparing meals for those facing significant healthcare needs and offering rides to those stranded. As the rector has modeled and set the tone for how we treat each other, the congregation has followed.

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

Describe how your community approaches generosity, resource management, and financial discipleship.

Stewardship at our church is a way to extend our time, talent, and treasures to our community. Our congregation's generosity is driven by a belief in service and worship. Regular tithing, for many members, is a ritual tied to their gratitude to God and rooted in their desire to see the work of God– through St. Andrew's– continued. Sharing staffing needs for ministries and goals to expand ministries often help increase giving. Members also contribute to the offering to help see special projects over the finish line. Our church has been known to "Raise the Roof" and generate the funds needed for a solar roof. Extending love and hospitality to the neighborhood by way of our Hunger Supper has become a hallmark of our church and links us with other faith communities across the city. Due to recent increases in the cost of living, we have had to reevaluate how we give and find ways to give more—and we did. The community made a statement: serving others is nonnegotiable. When a member of our church who partners with ministries serving those struggling with ICE-related court cases, shared the desperate financial situations of those needing support, the church rallied together to gather a special offering to help. Honest conversations during the annual meeting or in our service announcements create transparent communication about how the congregation can help. St. Andrew's parishioners consistently rally to help others in need in our community. We do have a small congregation–we would love to see giving and membership expand– and the interim time has been challenging, but the consistency of most of our giving has been truly inspiring. Our giving might not be monumental, but it is meaningful.

11. What has been your congregation's/diocese's experience leading or navigating change?

Ministry often requires change. Reflect on a time your community embraced or navigated change - when it went well, when it didn't, and what it taught you about shared leadership.

Close to our hearts during this season of change has been God's reminder in Ecclesiastes that "For everything there is a season, and a time for every matter under heaven, " and particularly the litany that follows. Can we mourn and dance? Can we break down and build up? Can we hold silence and know when to speak? These paradoxes have helped us to reflect, grow, and adapt throughout the interim period. Change began with a festive farewell to our previous rector–love poured out in prayers, tears, and dancing. Productive conversations about the future began, and our Calling Committee held many thoughtful listening sessions with the congregation. As our interim began, she made space for grief and encouraged investigation of our services. This actually was more challenging–while our CAT surveys reflected an impressive satisfaction with worship, some hoped to see the inclusion of additional traditional aspects. Additionally, our priest-in-charge and vestry were challenged with differing approaches to our church's needs and this resulted in the priest-in-charge leaving. After this challenging turn of events, we sought guidance from the Bishop and Canon, and while the extended time with interim priests has somewhat affected weekly attendance, we are in a better place overall now to welcome a new rector. Over the past six months, we have examined and received training from our Canon regarding the roles of clergy, vestry, and staff - everyone now better understands their expected and assigned roles. Solidifying our understanding of who directs liturgy and staffing have helped us lean into supporting our interim rector and their leadership. It was imperative that we all understand the diocesan guidelines. The vestry and calling committee learned how to best meet them through various training and conversations with our Bishop and Canon. In terms of worship, adaptations have been made to our morning liturgy, and hopefully, this better reflects not only the diocesan expectations but the desires of the whole church. We have sought to sustain our vibrant community through fun events and enduring traditions. Overall, change is not easy, but we know we are in God's crucible and hope to grow stronger.

12. What are your current strategic priorities or plans for the future?

Share about any existing strategic plans, visioning processes, or future priorities your community is pursuing. How do these goals reflect your mission and the needs of the people you serve? What hopes or aspirations are guiding your ministry in this season?

Looking ahead, we are called to deepen the connections that strengthen our community and expand our ministry. We seek to nurture our families by building stronger relationships between our church and preschool communities, embracing the vision of one family united in faith and purpose. We are committed to supporting the spiritual lives of all who come to St. Andrew's, helping one another grow in Christ-like love and experience God's healing and grace. We also aspire to love our Pacific Beach and greater San Diego communities in bolder, more intentional, and more tangible ways through meaningful outreach and service. At the same time, we are committed to stewarding our facilities and financial resources with both imagination and responsibility, thoughtfully addressing long-term maintenance needs while strengthening the financial foundation that will sustain our ministry for generations to come.