



THE SHAPE

September 2002

NEWSLETTER OF THE EPISCOPAL CHURCH IN ALMADEN, SAN JOSÉ, CALIFORNIA

Hail....

From Stephen

Dear People of God, it is with great joy that I write you as your Rector-elect. (My tenure officially begins September 1.) I write you amid boxes and crates with all our worldly goods packed and ready for transit to Almaden tomorrow. For me it is a homecoming of sorts. Back in the dark ages, when dinosaurs still roamed the earth, I graduated from Saratoga High School. For my wife, Ellie, and my daughter, Faith, however, Almaden will be a new experience. We are all tremendously excited (and a little bit scared at the same time).

Len Whitlock and Allan Jones took me on a tour of the Rectory last week, and I must say it looks tremendous. I am deeply appreciative of all the work you have done to make Faith and Ellie and I feel welcome. Len tells me that over twenty people have had a hand in repairing and painting and planting and refurbishing. Thank you all.

I am also deeply appreciative of the work you have done as the Episcopal Church in Almaden. I applaud your courage in being willing to undertake the joint venture. I am impressed by your caring as shown in the extensive outreach program you have established. I think you have done a marvelous job in building the church both physically and spiritually. I sense that you have a tremendous amount of enthusiasm and I am proud to have been selected as your rector.

My first goal is a simple one. I would like to get to know you. I find the best

way to do this is to visit you in your homes and I will be working with the vestry and perhaps a transition team to develop a schedule which allows me to visit a fair number of you while also preserving some evening time for my family. I have very little in the way of agenda for these meetings other than to get to know you and to find out where you would like to see the Episcopal Church in Almaden and the Joint Venture go in the future. I am pleased to have such a wonderful foundation on which to build and I look forward to assisting you in taking the next step in your growth and development as God's people in Almaden.

Yours in Christ,

....and Farewell

From Fr. John Buenz

Meanwhile,

Final Thoughts

from the Interim. . .

Rector-Elect Stephen Mills' first Sunday at ECA on September 1 will signal the conclusion of my "cameo appearance" in your brief interim period following the departure of Nolan and Ann Redman. In my previous interim ministries I have concluded with some thoughts about how to get off to a good start with a new Rector. Here are more of the same, remembering that the Redman's very recent departure has shortened the time for their memory to wane so that

Stephen and Ellie might arrive beyond the congregation's established relationship and expectations of the Rector and spouse.

Give the New Rector the Gift of Acceptance—While many token gifts will be offered at Stephen's installation, a warm and unqualified acceptance will be the most important. Remember, you are at home at ECA, but he and Ellie will want to make it their home also. Notice within your self the extent to which this might be colored with still fresh memories of Nolan and Ann.

Hold Realistic Expectations— One unintentional result of the arrival of a fresh face can be to develop varied and often unrealistic expectations and comparisons in the mind of the congregation. The survey of the congregation and the Parish Profile that it developed described the sort of Rector for the next phase of ECA's life. However, no priest can meet all the hopes and needs active in a search process. Also, the Redman's were present when the Profile was developed and the Search conducted. Therefore, it would have been challenging to have developed a full and objective sense of what the future might require. Together with the Mills, be ready for some surprises.

Reach Out to the New Rector— Upon arrival, the new Rector will be caught up in a swirl of activity and new faces. Many of you will naturally want to be recognized and perhaps heard. Stephen will want to associate names with faces and interests, but that takes time and energy. Moreover, he will need to engage with the ECA Wardens, Vestry, lay leaders and the staffs of both congregations to learn the customs and how things work in the unique setting of the Joint Venture. There is much that he cannot know in

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advance or even learn quickly. Wear your name tag early and often and introduce yourself more than once.

Focus on Positives and Allow for Early Oversights—Many parishes seem to have individuals ready to locate and report everything that might be upsetting and want fixed, now. Change is never an easy process, and it is a process, seldom best accomplished in an abrupt fashion. Your issue might be another person's delight, so at least take time to evaluate, prioritize and work through it. ECA, like every other parish, has many assumed customs, traditions and mannerisms which are not necessarily obvious to those new to the parish. Stephen will come to learn about them all, honor most and reconsider some. Give him time and the gift of your patience and understanding.

Expect the New Rector to Lead—You have called a priest to lead, so don't be surprised when he does. Watch to see how his particular leadership style develops, and there are many styles, not all Nolan's or even mine. Try to understand his style as he learns about your interests and talents. At best, he will seek to call you into an appropriate ministry within the overall plan that he and the Vestry will evolve together. Offer kind, helpful and honest feedback to his initiatives and them support him and the leadership once an informed decision has been made.

Understand the Dynamics of Any New Ministry—When the new Rector arrives, there will be a period of six months to a year when hope and expectations are high (halo effect). This "honeymoon" period lasts until inevitable limitations of reality are recognized. The resulting frustrations and disappointments with less than perfection only signals that the "honeymoon" is over. Only then can the new Rector and congregation get down to the more serious business of building a deeper, more complete and lasting relationship with each other.

Finally, it has been enlightening and joyful to serve ECA again, even briefly. The opportunity has surfaced many fine memories as well as reminding me that even the once familiar does change. A couple of years ago my wife Marilyn and I attended the celebration of my 50th anniversary of graduation from high school. I discovered that revisiting and updating what once was but is no more provided a unique perspective about the dance of life. My time with you has been my second opportunity to revisit and update the past, this time the most creative opportunity of my life. Through the lens of these two "reunions", I have been able to see how really good my life has been. Thank you for your part, both then and now.

Christian Education

Sunday School...

Don't forget! The firstday of the new Sunday School year is September 15.

THE EPISCOPAL CHURCH IN ALMADEN

6581 Camden Avenue, San Jose CA 95120
Tel 408-268-0243 • Fax 408-268-4207

RECTORY

6884 Burnside Drive • San Jose, CA 95120
408-997-1502

SUNDAY SERVICES

7:30 AM and 11:00 AM

RECTOR

The Reverend Stephen Mills

VESTRY MEMBERS

Ann Avoux
Belinda Byerly-Robbins
Bev Deveaux SENIOR WARDEN
Alex Dykes
Patty Fryer
Allan Jones JUNIOR WARDEN
Ken McCormick
Jodi Purcell
Ginger Redman
Dave Thomas
Elizabeth Ward
Len Whitlock

SERVICE OPPORTUNITIES

ACOLYTES Taylor Wing
ALTAR GUILD Judy Graun, Katherine Hussain
COFFEE HOUR Pete Mayo
GREETERS God Squad
GOD SQUAD Amy Jacobs
GOOD SAMS Jenny Hoyt
LAY READERS Dennis Moran
MONTGOMERY MEALS Amy Griffith
PRAYER VINE Dorothy Williard
TLC Jan Day
USHERS Bill Fryer
WORSHIP Francie Kerr
WEB EDITOR Kim Petruzzelli

ECA STAFF

MUSIC DIRECTOR, ORGANIST Margaret Kvamme
CHRISTIAN ED. DIRECTOR Penny Sabin
TREASURER Maryke Williams
YOUTH DIRECTOR Linda Nollette

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Pete Mayo holds the fort... Earl, we thought it was paint!

Len Whitlock, Roland Darnell, Earl Griffith:
~the Artful Daubers~

The ECA Community at work...

The Rectory is now resplendent after days of sweat, elbow grease and camaraderie! There is new carpet and fresh paint throughout, along with new light fixtures, kitchen cabinet doors, dishwasher, and hot water heater!

The lawn and sprinkler system are brand new as well. For this we owe Special Thanks to the Rectory Crew:

Doug Wood, Russ Petruzzelli, David Byers, Earl Griffith, Roland Darnell, Jim and Penny Sabin, Betty Consorte, Sharon Mills, Penny Handorf, Joan Wagner Ward, Lele Blackman, Dennis and Mary Moran, Pete and Suzanne Mayo, Robin Root, Allan Jones, Len and Jackie Whitlock.

Also lending us a giant hand were the BSA Troop 294 (They meet at JV Church every Monday night): Patrick Donovan, Mr. Joe Donovan, Ken Earl, James Earl, Mr. Jeff Earl, Mr. Hans Spanjaart, Rodney Santos, Roderick Santos, Mr. Rizalde Santos.



Jim Sabin supervises, Allan Jones shovels, and Len Whitlock...?



1st Row: Penny Handorf, Betty Consorte, Penny Sabin, Sharon Mills, Joan ward. Back Row: Allan and Len!

Our Boy Scouts work hard...



...and then take a breather to pose



Len and Allan survey the result of their labors. NB: Allan came close to being on the Center Fold!

Choir Positions Available!



Positions open in Soprano, Alto, Tenor and Bass

No others need apply

Physical Qualifications: Must be able to carry light musical notes part way across the sanctuary. Must have sufficient vision to see the director.

Experience: No applications will be accepted from persons who have not sung, hummed, or whistled in the bathtub or shower at some time.

Beginning Wage: Increased satisfaction and joy in the Service of God.

Fringe Benefits: Social Security. We promise you the security of social fellowship with other choir members.

Hours: Thursday evenings from 7:30 to 9 PM & Sunday mornings. There is occasional opportunity for overtime.

Retirement: Generally determined by the printed notes getting too small, the hymnal too heavy, notes too high, the sanctuary too hot or too cold, or the organist unable to play the notes you sing.

We are an Equal Opportunity Employer!



Message from Margaret.....

The ECA Adult Choir is a group of 18 or so enthusiastic music lovers who meet Thursday evenings to rehearse music for our 11:00 a.m. Sunday services and several other concerts and events throughout the year. Rehearsals begin for the fall on Thursday, September 5 at 7:30 p.m. Plans for the year include a Christmastime presentation of Vivaldi's *Gloria* performed with instruments. We will also sing at our new rector's installation service on September 17th. If you have questions, please contact Margaret Kvamme by phone, at (408)356-4267, or e-mail, at mkvamme@onemain.com. Otherwise, please just come on September 5th and have fun singing. The required experience is stated in the ad above...and we have been known to make exceptions!

Please Note: Margaret, Damon and Paul Kvamme have moved to Los Gatos.
New address: 16816 Frank Avenue, Los Gatos, CA 95032
New phone: (408) 356-4267
Same e-mail: mkvamme@onemain.com

The Joint Venture Board...

The Joint Venture Board is working hard to keep the church facility in good shape, according to Dick Okumura, the President of the Joint Venture Board, in a report in the *AVUCC KALOS*. Last year the facility was fumigated to treat drywood termites and there is a continual fight against subterranean termites. The Terminex Co. has surrounded the Church with treatable pods to gradually eliminate them. The great concern now is the leaky roof which has been a constant problem almost every winter. The situation has been carefully evaluated to find a way to solve this problem once and for all. The "Astec" system utilizes recent technology which seems to be the answer. The carpets in the building also need to be taken care of, especially in the Narthex and Sanctuary, but the first priority is the roof. The carpets can be considered when sufficient funds become available. Recently, some of the large trees on the church property have been trimmed to avoid breakage under heavy winds.

Okumura says the JV Board are in the process of providing each of the two churches with its own secretary so both pastors will have maximum secretarial support. Also, in this way, there will be a presence in the church office from 9:00 a.m. to 5:00 p.m., Monday through Friday.

Okumura deems the "last painting outing" a great success and a wonderful show of Joint Venture Spirit. He says Facilities Chairman Bob Green again is counting on the support of both congregations to finish the job on JV Work Day, September 21, 2002, at 9:30 a.m. Volunteers should come in work clothes prepared to take advantage of the last chance to get the outside painted before the rains come. There will be donuts and coffee for sustenance!

Okumura writes, "We must maintain our true Joint Venture Spirit by being co-operative, and working together during stressful times."

Cursillo 2002

The fall Cursillo Weekend for the Santa Clara Servant Community, "Listen for the Heartbeat of God," is being held September 26-29 at the Franciscan Retreat Center in La Selva Beach. ECA and UCC will be well represented at this year's weekend. Rector and Rectora for the weekend are Jerry and Susie Ferguson. Their Assistants are Kathy and Doug Dunham and serving as Head Cooks are Lori Prince and Robert Hum. Tim and Donna Miller are also serving on the Core Team - Tim as one of the Head Musicians and Donna leading the Art Committee. As Spiritual Advisors, the team is blessed with Julianne Stokstad of UCC and Ken Wratten, now of St. Stephens. Also serving on the team are Kim Petruzzelli, Robb Moore, Jean Cassetta, Robin and Terry Root, and Belinda Byerly-Robins. The total team working on this weekend numbers 46 and represents some 14 churches in Santa Clara Valley.

There will be 42 candidates attending this weekend as new *Cursillistas*, of those, there are ten from ECA and nine from UCC. Those individuals are listed below with their sponsors:

ECA

Ann Avoux	Bill and Patty Fryer
Lele Blackman	Kathy Mastre
Gary Cassetta	Ginger Redman
Alex Dykes	Ron Howie
Margaret Kvamme	Bill and Patty Fryer
Soyoung Lee	Harold Hotelling
Pete and Suzanne Mayo	Dwight and Pat Dorsey
Jeff and Linda Nollette	Monte and Debbie Bishop

UCC

Robyn Dorsey	Thyra Tegner
Gina Farnquist	Bob Farnquist
John and Diane Hawes	George and Nancy Romer
Terry and Betsy Shoup	Dick and Jean Shipe
Diane Smith	Phyllis Chai
Bob Stokstad	Robin and Maryke Williams
Gen Tewart	Dot Allfrey

It is very exciting to have both churches so well represented.

An individual's Cursillo experience begins with this spiritual retreat weekend, filled with lots of fun and time for reflection on his or her Christian Walk. It is open to all adults. At ECA we have a very large community, before this weekend numbering some 75 people. Anyone interested in learning more about Cursillo or attending a weekend is invited to contact Susie or Jerry or anyone else in our Cursillo Community.

Statement from St. Stephen's Episcopal School

The Episcopal tradition of education is more than an alternative to public education. While the success of public education over the years is apparent; many of us are a product of that institution, the presence of independent schools is a true representation of the American value system of "choice."

Bound by common goals, the students and families of St. Stephen's Episcopal School are present by choice; they want to be there. Drawn together by the desire to see children become accomplished academically and, directed by a moral and ethical code delivered by teachers and a Deacon/Chaplain, parents find a commonality that adds comfort and confidence to the business of being a parent.

While peer pressure is generally presented as a negative concept, peer pressure at St. Stephen's School is an advantage. Coming from families with similar expectations for children, the community of St. Stephen's grows strong because it is positive and inclusive. High academic expectations alone are not enough, in the same sense that a spirit of caring and kindness is not enough. The developing child absorbs all that surround them; spiritual concepts, social challenges, the call for self confidence, and emotional and social models. The classroom is just one of the learning opportunities a child experiences.

St. Stephen's Episcopal School stands for the tradition of excellent instruction; the atmosphere of trust that empowers children, and the belief that every child will achieve to their highest capability. Supporting each child's confidence to express themselves well and with conviction is of the highest importance. St. Stephen's is a choice that becomes part of each family's future and success.

We welcome your interest and as you choose to become involved in Episcopal elementary education.

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 : **MARK YOUR CALENDARS!** :
 : *TUESDAY, SEPTEMBER 17,* :
 : *FROM 7:00 P.M. TO 10:00 P.M* :
 : **FOR THE INSTITUTION** :
 : **OF THE RECTOR-ELECT,** :
 : **REV. STEPHEN H. MILLS** :
 :

Special Message

Sent to us by Dot Allfrey, UCC Worship Chair....

Following, found in the *Charlotte Observer*, are some excerpts from a guest column by the outgoing senior minister of one of the larger mainline churches in Charlotte, North Carolina:

“Commandment #1. Pray for your pastor daily. This is the first and greatest of the commandments. Being your pastor has expectations and stresses beyond his or her strength. The stories are legend of ordinary ministers who have been prayed into greatness by their congregations.

Commandment #2. Don't triangulate. Triangulating is telling person #1 what you think about person #2 without ever confronting person #2. It is a vicious sin akin to bearing false witness and is destructive of church life. If you have something critical to say about your pastor, say it to him or her directly. Church leaders, I urge you not to conspire in triangulation. If someone gives you negative information about church staff you should respond in 1 of 3 ways: The most helpful is to say 'Please take that information to the pastor or person directly.' If they won't do that, say, 'I'll go with you.' And failing that then say, 'I need to tell the pastor or person on staff this because it is important information he or she needs to succeed in their call.' The only way to disarm triangulators is not to cooperate with them. They need to act in a Christ-like way and go directly to the person they are criticizing.

Commandment #3. Scale down your expectations. Your pastor will have some gifts and abilities but not all, and trying to meet the expectations of every member in the congregation is impossible.

Commandment #4. Remember the concept of team ministry. No one person has all the gifts and talents needed. There are [Vestry] members and/or paid staff that must be a team that acts with greater power as the gifts and calls of all are recognized and used. 'Our leaders are trusted servants. They do not govern.'

Commandment #5. Let your pastor talk about the place they have come from. When we leave one church for another we grieve for it. We'd never say to someone who has lost a spouse, 'You shouldn't miss them so much. You shouldn't be talking about them.' When pastors have invested themselves in another congregation, they miss them too. So listen to your pastor's stories. They will open a window on his or her soul, and as you listen you will affirm where they have been.

Commandment #7. Remember you pastor has a life apart from your congregation. The church is a very seductive mistress. It will take everything from ministers if they are not careful. Churches come and go but families are for a lifetime.

Commandment #8. Remember why your pastor was called to your church. Eugene Peterson in his seminal book, *The Contemplative Pastor*, says the three essential ingredients in ministry are praying, listening and preaching. If these three are done well, you have a great pastor. Remember you didn't call a manager to manage an institution but a spiritual leader.

Commandment #9. If you have given it the old college try and find you simply aren't happy with the new pastor, seek a new church home. Not every pastor fits every parishioner, rather than stay and carp and sow seeds of dissension, move on where you can worship and serve with joy.

Commandment #10. Love your pastor. Love them when they've preached a great sermon and when they've delivered a bomb. Love them when they are strong and confident and assured and when they are confused, uncertain and wavering. The call of a pastor is a covenant, not a contract. A contract is where we hire someone. A covenant is where we marry someone—for better for worse for richer for poorer in sickness and in health. And as in a marriage both parties need to keep up their end of the covenant—adjusting, learning, growing with and from one another. And if you pray for your pastor, let him or her be themselves and let your pastor bring and use the gifts God has given him/her. If you open your heart to your pastor, you will have many happy years together.”

Service Opportunity

TLC (Tender Loving Care)

Come and join us at 9:30 a.m. on Wednesdays for a morning of "tender loving care" church projects and great fellowship. This group of women from both ECA and UCC have been getting together for about 16 years now. We put both the "Shape" and the "Kalos" together every month plus do other church mailings. Other jobs have included: doing baking for the Montgomery meals (feed the homeless), keeping the kitchen and the closets in the Fellowship Hall organized, helping with Sunday School projects when needed, helping with Maundy Thursday dinners, updating bulletin boards, etc. There's always a job to be done.

I have been with this group from the beginning and have really enjoyed getting to know the gals from ECA. We often go out for lunch after our work is done. So come and join us on Wednesday mornings starting on September 4th.

Give me a call if you would like further information.

Jan Day (UCC)
268-6690

EVENTS SCHEDULE FOR SEPTEMBER 2002

Sunday	September 1	7:30 a.m. Holy Communion
		..... 11:00 a.m. Holy Communion
Monday	September 2	..... 7:00 p.m. Bridge
Wednesday	September 4	..... 7:00 a.m. Morning Prayer
		..... 9:30 a.m. TLC
		..... 1:00 p.m. Mah Jong
Thursday	September 5	..... 8:00 a.m. Men's Breakfast, Denny's
Friday	September 6	..... 3:00 p.m. Montgomery Meals
Saturday	September 7	..... 9:00 a.m.-3:00 p.m. <i>Cursillo</i>
Sunday	September 8	7:30 a.m. Holy Communion
		..... 11:00 a.m. Holy Communion
Tuesday	September 10	..... 7:30 p.m. Vestry
Wednesday	September 11	..... 7:00 a.m. Morning Prayer
		..... 9:30 a.m. TLC
		..... 1:00 p.m. Mah Jong
Thursday	September 12	..... 8:00 a.m. Men's Breakfast, Denny's
Saturday	September 14	..... 9:00 a.m.-3:00 p.m. <i>Cursillo</i>
Sunday	September 15	7:30 a.m. Holy Communion
		..... 10:00 a.m. SUNDAY SCHOOL BEGINS
		..... 11:00 a.m. Holy Communion
Tuesday	September 17	7:00 p.m.-10:00 p.m. INSTITUTION OF THE RECTOR-ELECT, REV. STEPHEN MILLS
Wednesday	September 18	..... 7:00 a.m. Morning Prayer
		..... 9:30 a.m. TLC
		..... 1:00 p.m. Mah Jong
Thursday	September 19	..... 8:00 a.m. Men's Breakfast, Denny's
Friday	September 20	..... 3:00 p.m. Montgomery Meals
Sunday	September 22	7:30 a.m. Holy Communion
		..... 10:10 a.m. Christian Education
		..... 11:00 a.m. Holy Communion
Tuesday	September 24	..... 7:00 p.m.
Wednesday	September 25	..... 7:00 a.m. Morning Prayer
		..... 9:30 a.m. TLC
		..... 1:00 p.m. Mah Jong
Thursday	September 26	..... 8:00 a.m. Men's Breakfast, Denny's
Friday	September 27	..... 3:00 p.m. Montgomery Meals
Sunday	September 29	7:30 a.m. Holy Communion
	 10:10 a.m. Christian Education
	 11:00 a.m. Holy Communion-Healing Service



EPISCOPAL CHURCH IN ALMADEN

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Deadline for October Issue:
 September 15, 2002



SEPTEMBER WORSHIP ASSISTANTS

DATE '02	LAY READERS	ALTAR GUILD	ACOLYTES	USHERS	COFFEE HOSTS	GREETERS
September 1	Doug Dunham Jenny Hoyt Gary Keck	Charlotte Boileau Robb Moore Betty Wood	David Hoyt Beth Nollette Julia Machado	Warren Willard Steve (Evelyn) Wing Ken Redder	Mayers	Dorsey
September 8	Mary Leal Belinda Byerly-Robins Frank May	Suzanne Mayo Mariolein Ciappa Kelli Casale	Evelyn Wing Taylor Wing Alyce Gallego	Terry Gooding Carol Gooding Cindy Francis	Moore, Arnold	Skowronski
September 15	Brenda McHenry Russ Petruzzelli Sandi Redder	Suzanne Mayo Mariolein Ciappa Kelli Casale	Daniel Root David Hoyt Hannah Ward	Jerry Long David Byers Gayle Byers	Petruzzelli	
September 22	Joan Wagner Francie Kerr Taylor Wing	Marge Devitt Bev Deveaux Penny Sabin	P.J. Gallego Alyce Gallego Julia Machado	Peter Jacobs Amy Jacobs Roger (Jenny) Hoyt	Long	Dunham
September 29						

Celebrating in September

Birthdays

- 2 Brenda McHenry
- 5 Ted Fahlen
- 9 Dorothy Willard
- 10 Dave Handorf
- 14 Debbie Bishop
- 14 Claire Mena
- 17 Maryke Williams
- 20 Jerry Long
- 23 Michael Mastre
- 23 Danielle Cudar
- 24 Gary Cassetta
- 24 Kathy Mastre
- 25 Laura Appleton
- 26 Lorry Long
- 26 Ben Sabin
- 28 Diane Mancini
- 29 Nancy Romer
- 29 Julianne Eckhardt
- 29 Jean Boileau Cassetta

Anniversaries

- 1 Terry and Cindy Francis
- 1 Todd and Ellen Lukanc
- 3 John and Mary McPherson
- 4 Allan and Virginia Jones
- 11 Gordon and Karin Frye
- 11 Shirley and Roger Kelley
- 20 Graham and Lynne Kelly
- 21 Jerry and Susie Ferguson
- 28 Bill and Joyce Strandberg

