

# EUCCHARIST CHURCH

*Parish Profile*



# Eucharist Church

is a parish within the province of the [Anglican Church in North America](#) belonging to the diocese of [Churches for the Sake of Others](#) led by the **Right Reverend Todd Hunter** with regional oversight offered by the **Very Reverend Cindy Stansbury**, the dean of the [NorCal Deanery](#).



# Our Vision

We believe God is actively building us into a distinctive community of faith, an embassy, an outpost for Himself right in the midst of San Francisco. This community (the Body of Christ) is a continuation of the ministry and presence of Jesus—a sign, foretaste, and instrument of the coming Kingdom of God.

We've been invited to be ambassadors of Christ, joyfully worshipping God and serving His purposes while loving our neighbors and embodying the hospitality of Christ.



# Our Mission

*To be formed together into a community of disciples who  
live all of life in reference to Christ*







# Congregational Snapshot

**Average Sunday Attendance:** 115

**Annual Budget:** \$645,000

**Financial Stability:** Approximately \$185,000 in reserves

**Staff:**

- One full-time employee with benefits
  - Assistant Rector - Fr. John Trammell
- Four part-time staff
  - Director of Operations - Ferial Trammell (25 hours per week)
  - Music Director - Francis Sajja (20 hours)
  - Children's Ministry Director - Rachel Sajja (20 hours)
  - Facilities Manager - Ihab Sorial (5-10 hours)
- Non-stipend staff:
  - Jeff Still (bi-vocational deacon)
- Additional Contractors: Bookkeeper; Security; Nursery Childcare Workers

**Children:**

Approximately 30 kids 7-years and under as well as about 12 kids in upper elementary to middle school.

**Diversity:**

- Age: infants to octogenarians
- Ethnicity: Majority white with a sizable (~25-30%) Asian representation, as well as a wide variety of other ethnicities represented.
- Education: We're not very diverse when it comes to education. The vast majority of the congregation has a bachelor's degree, and many have advanced degrees.

**Geography:**

Eucharist Church draws people from a broad geographic area including the city of SF and the surrounding Bay Area. This is both an asset and a liability; although the breadth of our geographic diversity can make authentic connection across the congregation more challenging, we are excited about the fact that God has used our church to plant gospel ambassadors in so many neighborhoods throughout the Bay Area.

# Defining Values

## Three Stream Fullness

1. **Sacrament** - We consciously orient ourselves toward an understanding of reality that is fundamentally sacramental. We strive to foster a sacramental imagination, whereby we are able to view *all of life in reference to Christ*.
2. **Scripture** - With the ancient Church, we affirm Holy Scripture as having a place of *primacy* in the life of faith, *authority* over matters of life and doctrine, and *sufficient* for delivering “all things necessary to salvation” (Article VI). Alongside this affirmation, our church also views itself as a student of the Great Tradition<sup>1</sup> of Christianity. We all have much to learn; especially our leaders. Humility requires us to sit at the feet of those who have gone before us. We seek to draw our theology and practice from where the Church speaks with unity.
3. **Spirit** - We believe that all we do liturgically, sacramentally, spiritually is energized, inspired, enlivened by the person and work of the Holy Spirit. The Holy Spirit is called upon in every sacramental rite of the Church.<sup>2</sup>

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1. Great Tradition: “mere Christianity” in the words of C.S. Lewis; paleo-orthodoxy; what the Church has taught, practiced, and believed especially in its unified eras (i.e. the first 1,000 years). This is not a reductive description of Christianity, but rather an invitation into its fullness as echoed in the Scriptures, creeds, ecumenical councils, hymns, iconography, liturgies, traditions/practices; it's what we see witnessed in the writings of the Early Church Fathers and practiced in the lives of the saints in all places and times. It does not belong to one group (Roman vs. Eastern vs. Baptist vs. Presbyterian, etc.) but is the shared treasure of the entire Church - “the faith that was once for all time handed down to the saints”. (Jude 1:3)

2. The Vincentian Canon is a high value to our church leadership.

**Monastic-Inspired Spirituality** - We have worked to infuse Benedictine-inspired spirituality, with its focus on holistic integration, down-to-earth spirituality, and its prioritization of communal and individual rhythms of prayer into the very fabric of the culture of Eucharist Church. The Benedictine vows of stability, obedience, and *conversatio morum* help to undergird the way we think about our incarnational presence in San Francisco.

**Kingdom Culture** - As a church, we want to represent the culture of the Kingdom and the way of Jesus to our neighbors. We work to do that by building a thriving alternative society (living all of life in reference to Christ) that can provide a hospitable welcome to seekers and a prophetic witness to Bay Area culture.







## Defining Features

**Hospitality & Generosity** - We seek to enjoy and express the hospitality of Christ in all aspects of our community life. This extends an invitation for all to be known and to be loved. We also believe our calling is to embody the generosity of God in service and self-donation toward each other, our congregation as a whole, our ministry partners, and anyone else God places before us in need. This looks like generosity in giving and time.



**Challenge, Commitment, and Depth** - Our church unapologetically calls people to a life integrated under the Lordship of Jesus. We do not avoid biblical truths that are difficult or uncomfortable for a Bay Area audience. Both our teaching and our community life trend toward depth and the call to commitment. Though there is some degree of theological diversity present in our congregation, we seek solidarity in speaking with a singular voice as a leadership team about our call to faithfulness.

**Aesthetics & Excellence** - We believe that beauty matters and that the work of God should be done with our whole heart and skillfully. In all things we seek to “work as unto the Lord” (Col. 3:23). We intend for this to come through in our music, our visual design work, our liturgical furnishings, our preaching / teaching, and so on. We seek to hold this value without allowing it to tempt us toward elitism and arrogance or an overbearing neuroticism that stifles joy.

**Heterogeneous Fellowship** - Eucharist Church treasures the diversity that is present in age, life station (single, married, young families, retired, etc.), culture, faith background, experience, and ethnicity. We seek to listen well to each other and not assume that our cultural background or our experience is the norm. We recognize that we are all students and disciples “learning” a new culture and a new identity (i.e. Christ) that is native to none of us as we are incorporated more deeply into Christ’s Body.





# Key Influences

Hans Boersma (*Heavenly Participation*)

William T. Cavanaugh (*Being Consumed*)

David Fagerberg (*Consecrating the World*)

Alan Kreider (*The Patient Ferment of the Early Church*)

Alexander Schmemmann (*For the Life of the World*)

James K.A. Smith (*You Are What You Love*)

Esther de Waal (*Seeking God*)

N.T. Wright (*How God Became King*)

John Zizioulas (*Being as Communion*)



# Highlighting Some of Our Ministries

**Worship Style** - We utilize the BCP *Renewed Ancient Text* eucharistic rite and follow the ACNA lectionary for readings and sermons. We utilize *bells* (except in Lent) and *smells* on high holy days (or as we feel inspired). We vest (alb / stole / chasuble) every Sunday and lean into the liturgical seasons as much as possible. Our worship service, though ancient and rooted, also feels fresh and contemporary.

**Table Groups** - Table Groups are a weekly small group, where members of Eucharist Church enjoy and express the hospitality of Christ. They act as an extension of the Lord's Table into our own homes, and offer a meaningful place of belonging where members meet together for a communal meal, a time of sharing and discussion, and Evening Prayer. Currently we have 9 Table Groups meeting regularly with 113 people represented.

**Catechesis** - Each Sunday from 9:00-9:45am we offer a class (or classes) attended by as much as 15-30% of the congregation. The classes are interactive, engaging, challenging, and are structured around a variety of themes and often include much lively discussion.

**Children's Ministry** - We offer a nursery, a pre-K program, and an elementary-aged program for children during the Word portion of the service (scripture readings, sermon, creed, prayers of the People), while encouraging the whole church family to gather together for the Eucharistic portion (kids return during the Passing of the Peace).

**Music Ministry** - We utilize a diversity of music including everything from cantor-led chant to hymns to contemporary praise choruses to African-American spirituals in our worship. We typically have at least half of our songs be hymns, though often done in a variety of styles.

**Morning Prayer** - A group of between 5-12 people join a Zoom call each day to engage Morning Prayer together. It is a primarily lay-led ministry with staff support (for technical aspects).

**Retreats** - Retreats have always represented an important aspect of the communal and formational life at Eucharist. At present, we offer one retreat per year, in the Fall, which has excellent engagement (85-90% of regular attenders). We believe there is space for additional retreat offerings.

**Missions & Partnerships Team** - We have a team of lay people who have created a means of identifying, qualifying, and maintaining our relationship with ministry partners both locally and abroad.





**Best Past Initiatives** - These could be used to inspire future initiatives or even be restarted as part of a new vision for formation at Eucharist:

1. **Tiny Groups** - These were groups of 2-4 people of the same gender who met regularly to share personally, call each other to deeper faithfulness, confess sin, and support one another as fellow pilgrims walking the way of the cross.
2. **Catechumenate** - The catechumenate was a cohort-based formation / discipleship program that lasted typically 12 weeks. It was offered at least once a year. The content and vision of the catechumenate was meant to undergird the entire culture / ethos of Eucharist. More details on the initial intent for the catechumenate can be found here: [eucharistSF.org/catechumenate](http://eucharistSF.org/catechumenate)
3. **Additional Retreats** - We formerly did other retreats in addition to the All Church Fall Retreat (mentioned above). Eucharist Village was a 4-5 day retreat celebrating the goodness of creation in a rural setting. Catechumenate retreats were overnights for catechumenate cohorts. Occasional ½-day silent retreats were also practiced.
4. **Tenderloin Outreach** - Our church continues to sponsor two urban missionaries who work in the Tenderloin district of SF (known for its homeless population and rampant drug use) as part of the staff of YWAM. Along with this sponsorship, we also used to offer a monthly Eucharistic service on Saturdays for the Tenderloin community in partnership with YWAM.



# The Story of Eucharist Church

Eucharist Church began as a prayerful conversation between Fr. Ryan and Elizabeth Jones in the Summer of 2015. The primary guiding conviction shaping the vision for a church plant was the need for a robust commitment to catechesis / formation in order to form a community of disciples who live *all of life in reference to Christ*. The need to provide much deeper roots for Christians attempting to live faithfully to Christ in post-Christian SF was evident everywhere. The first gathering / worship service was held on January 3, 2016, focusing on Psalm 127:1 - “*Unless the Lord builds the house, those who build labor in vain.*”

Our church began heavily staffed with three priests (rector and two assistants). By 2018, the congregation had grown from 20 to about 75 people. That year, we saw our first staffing transitions. As a result, Ferial Trammell was hired as our Director of Operations and John Trammell as a pastoral intern. In the fall of 2019, we hired Francis Sajja as our Director of Music. Rachel Sajja was subsequently hired as our Director of Children's Ministry in 2022.

By March 2020, our congregation had grown to an ASA of ~115. During the pandemic, while many churches throughout the region saw a decline, Eucharist experienced growth. We believe this is partly owed to our response to the pandemic which sought to cooperate with our local authorities while moving forward in mission. Although we did see some individuals move away from the region during this time, we emerged from the lockdowns with the same number of average attendees and a strong sense of communal solidarity and commitment to the parish.

In the Fall of 2021, Father Ryan and Elizabeth announced to the congregation that they would be stepping away from the church to follow a call from God to open a monastic-inspired retreat center in Placerville (Iona House). Father Jeff Locke was called to replace Ryan as the Rector of Eucharist Church and was installed in January of 2022. Soon after Father John Trammell was hired as the Assistant Rector. From 2022-2024, Fathers Jeff and John were our 2 full-time priests.

In August 2024, Father Jeff tendered his resignation. Our Bishops (Todd Hunter and Brian Wallace) have provided excellent care, and the Vestry has led admirably in the time since. Father Kyle Logan (former Eucharist Associate Rector and current church planter in Bend, Oregon) was brought on as our Interim Rector, and the congregation continues to grow and exhibit health and maturity. We hope that this Parish Profile can offer a sense of the opportunities we believe are lying before us.





# Evaluating Where Things Currently Stand

## Strengths:

- **Committed Community:**

We have a strong, committed group of people who love Eucharist Church; we see this expressed in a variety of ways:

- Culture of service and self-donation – many involved in service roles within the congregation on Sundays and throughout the week
- Deep bench of capable preachers and lay catechists
- Broad base of financial support (76% of regularly-attending households giving financially)
- Generosity toward outside ministries
- High levels of participation in community life opportunities
- There is a high value of care for one another across our church: Meal Trains, people checking in on each other, bridal showers, baby showers, sharing possessions, hospitality, etc.
- Easy to be seen and known for both new and regular attenders

- **Staff & Leadership**
  - The staff and leadership are unified and enjoy working together
  - We have a diversity of gifts present which together round out our ministry
  - We are collaborative and embody a healthy leadership culture
  - We have a strong, faith-filled Vestry team
  - We are currently under the care of a strong interim rector
- **Formation & Discipleship**
  - Culture of formation: People are continuously learning and being challenged and desire further opportunities for formation
  - Participation in discipleship-oriented ministries is high: Table Groups, retreats, catechesis, etc.
  - Robust children's ministry

## Opportunities:

- Middle School ministry development and expansion of children's ministry.
- Facility: Although we have full use of a good space, we do not have a long-term lease. Securing one or finding a new location as a permanent space would be an important opportunity.
- There are many latent gifts and resources in the church, and empowering congregants for leadership and ministry represents an opportunity for growth as a church
- Additional potential:
  - We have a large contingency in the church who are theologically and philosophically sharp
  - Local partnership with RealitySF (We offer an Ash Wednesday service for them)
  - Good relationships and reputation with other churches and Bay Area leaders

## Some Key Successes:

- Formed a unified, secure, confident Anglican church culture from a group of people from many different backgrounds
- Achieved financial autonomy and maturity since year 3

- Recruited, hired, and developed a great staff team
- Implemented a robust formation vision: catechesis, catechumenate, Tiny Groups, Table Groups, etc.
- Cultivated a liturgical culture that is both ancient and inviting
- Gathered families and developed a children's ministry (now at 30+ children)
- Cultivated and maintained a diverse community that is welcoming to people of all ages and ethnicities
- Navigated staff transitions and the general transiency of SF / Bay Area well over the past 8 years without losing stability or momentum
- Developed a stable Morning Prayer community who pray each day on Zoom
- Experienced growth during the pandemic and regathered into a deeply connected community of disciples
- Assisted in planting [Holy Trinity Church](#) in 2019 in Silicon Valley

## **Vulnerabilities / Needs / Areas of Development:**

- Navigating an unexpected leadership transition
- Develop a refreshed vision for discipleship and formation
- Learn how to engage our neighbors with the gospel and invite more spiritual seekers into community
- Actively serve vulnerable neighbors and support local kingdom ministries
- We could use more teaching on giving as a form of discipleship.
- Facility - see note above about our location.
- The breadth of our geographic diversity can make authentic connection across the congregation more challenging
- Key cultural friction-points to be aware of: homelessness, human sexuality, anxiety / mental health issues

Overall, Eucharist Church is a healthy congregation, laden with potential. The staff and vestry believe there is massive opportunity for Eucharist Church to thrive and develop in its next season.





## A Few Quirks

- Pastors / Chaplains - we have a surprisingly high number of former or current pastors, professors, chaplains, and missionaries
- Baby boom - We are simultaneously working to serve our growing population of children and families, while trying not to leave behind our singles and empty-nesters
- Large population of individuals employed in the tech sector and embedded in tech culture
- Non-Anglican background - a majority of our congregation does not have an Anglican / Episcopal background
- Education - Our church reflects the highly educated Bay Area and we have a bent toward intellectualism with a significant portion of educators.

# Mission Context/ San Francisco Demographics

## Population:

Bay Area Population: 6.5 million

San Francisco population: approximately 882,500 (2nd highest urban density in US)

Ethnic breakdown:

- 40.0% White
- 34.1% Asian (23% of SF population is Chinese)
- 15.3% Hispanic-Latino
- 5.0% Black or African American
- 4.9% from two or more races

Approx. 283,000 of the SF population were born outside the US

## Education:

Of all major cities in the United States, San Francisco has the second-highest percentage of residents with a college degree. Over 44% of adults within the city limits have a bachelor's or higher degree. USA Today reported that San Francisco had the highest rate at 7,031 per square mile, or over 344,000 total graduates in the city's 46.7 square miles.

## Religion:

*Percent of population who identify as...*

- **Christian = 48%**
  - Catholic: 25%
  - Protestant: 20% (Evangelical: 10%; Mainline: 6%; Historically Black Protestant: 4%)
  - Mormonism: 1%
  - Eastern Orthodoxy: 1%
  - Other Christian: 1%
- **No Religion = 35%**
- **Other Religions = 15%** (Hinduism: 5%; Judaism 3%; Buddhism 2%; Islam 1%; other: 4%)
- **Don't know = 2%**





# Four of the best things about San Francisco

## **Accessibility to natural beauty**

- Distance to the beach: minutes
- Distance to world-class hiking: 20-30 minutes (Muir Woods, Marin County, etc.)
- Distance to world-class wine country: 45-60 minutes (Sonoma & Napa Valley)
- Distance to world-class snow skiing mountains: 3 hours (Tahoe)
- Golden Gate Park (more than 1000 acres of beauty inside the city)
- Presidio (1500 acres of federal natural reserve space inside the city)

## **The food**

- One of the top foodie cities in the world
- Every ethnicity you can imagine

## **Mild weather**

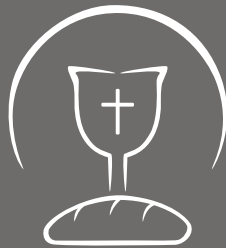
- It rarely gets above 85 degrees and rarely gets below 40 degrees
- You can be outdoors all year round
- Beautiful “Indian Summers” (September-November)

## **Interesting people | culture**

- Lots of people who are specialists in all kinds of different fields of knowledge
- World-class educational institutions (Stanford, UC Berkeley, etc.)
- International hub; people from all over the world
- Wild amounts of diversity in every category that applies to humans
- Fantastic museums, ballet, symphony, opera, etc.







EUCHARIST  
CHURCH

[eucharistsf.org](http://eucharistsf.org)

1504 Bryant Street, FL 3  
San Francisco, CA 94103

[vestry@eucharistsf.org](mailto:vestry@eucharistsf.org)  
415-562-6985