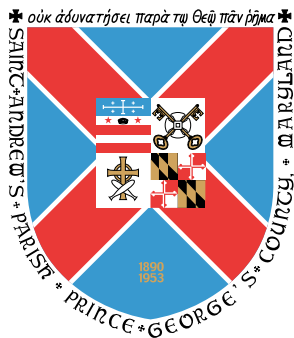


PARISH PROFILE 2008



St. Andrew's Episcopal Church

COLLEGE PARK, MARYLAND

Prayer for Our Rector Search

(used in our corporate worship every Sunday)

*Everloving and Creative God,
who guides us in our mission of love and servanthood,
grant us clarity and patience as we work together
to identify who we are and what we aspire to be,
so that we may find a new rector who will inspire and
lead us to serve you more effectively and joyfully.*

*With thanksgiving to you, O God, our Creator,
Redeemer and Guide. Amen.*

Mission Statement

The mission of St. Andrew's Episcopal Church of College Park is to be a welcoming and supportive community of faith:

- which offers itself to the Lord Jesus Christ in corporate worship,
- which has a special care for all of God's children in its neighborhood,
- and which stimulates its members to be open to God's call to risk, to grow, and to use their gifts in service to others.

In support of our mission, the members of St. Andrew's strive to:

1. Provide a supportive environment for open communications within our parish.
2. Experience more deeply the Christian tradition.
3. Provide opportunities for new people to enter into this community.
4. Rediscover continually that we belong to each other and are one in Christ.
5. Participate wholeheartedly in corporate worship.
6. Know and care about all individuals in our parish.
7. Familiarize ourselves with, and serve human needs within parish boundaries.
8. Develop a positive relationship between the parish and the college community.
9. Grow in our awareness of, and response to, societal needs beyond the parish.
10. Strengthen our relationship with the Diocese.



Introduction

The calling of a new rector is a faithful journey of discernment. St. Andrew's Episcopal Church in College Park, Maryland, began this journey in June 2007, after bidding farewell to our previous rector, the Reverend Karla Woggon. Using the search process established by the Episcopal Diocese of Washington, St. Andrew's Vestry established a search committee whose members represent a broad cross-section of the congregation. The information-gathering process that informs this profile included research in areas such as St. Andrew's history, its key areas of focused ministry, the composition of its local community, and its place in the Diocese of Washington. In addition, a parish survey and numerous parish forums provided insight into the current priorities and future aspirations of the congregation.

After a thorough review of all applications, members of the search committee will

conduct telephone interviews, followed by visits to some candidates' home churches. A few candidates will be invited to visit St. Andrew's for interviews with the full search committee and the bishop. The search committee will then recommend up to three candidates to the vestry, from which the vestry will prayerfully call St. Andrew's next rector. All will maintain confidentiality throughout the process, until the vestry announces that the new rector has accepted the call.

The search committee has found this experience to be enlightening, encouraging, humbling, and, yes, amazing. We thank every member of the congregation, from the lifelong members to the newest among us, for their enthusiastic participation in this process and for their sincere dedication to the future of our parish.

The Search Committee, June 2008:

Elizabeth Bindschadler
Keith Bruce
Janet Carpenter, *Vestry Liaison*
Vicki Cheeseman
Maureen David
Becky Fulcher
Chuck Jones, *Co-chair*
Mary Marshall Levy
Russ Little, *Co-chair*
Ed Post
Jennifer Rigg
Jide Somade
Frances Walker, *Vestry Liaison*
Bunty Ketcham, *Search Consultant*

If you wish to be considered, please contact:

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Who We Are

The History of St. Andrew's

In 1890, the bishop of Maryland asked Mr. John Oliver Johnson, founder of College Park and a minister, to begin holding services for the students of the Maryland Agricultural College. Local families and students joined the new congregation in such numbers that they soon had to move into a renovated barn. Local churches donated furnishings, including St. Andrew's Church in the District of Columbia, which donated a set of pews. In recognition of this particularly generous gift, the new mission was named after the donor church. Thus, in 1894, St. Andrew's, College Park was born.



In 1930, the Diocese of Washington purchased land closer to the renamed University of Maryland, and the Phillips Foundation funded a church building on the new site. A rectory was built for the vicars in 1939, followed by the present parish hall in 1950. St. Andrew's, previously a mission, became a parish in 1953.

Through its early history, St. Andrew's was very much a local church. Groups such as the Daughters of the King provided assistance for local families, and a thrift shop opened in the 1950s to serve the community. In 1968, St. Andrew's also began its tradition of collecting birthday offerings to support foster children in foreign countries, a practice that continues to this day. In the same year, the church completed a new wing off the

Parish Hall which included Sunday school classrooms, parish offices, and the Rectors' Lounge.

In 1973, the congregation called the Reverend A. Moody Burt as rector, a position he occupied until 1997. During these 24 years, several significant changes occurred. The establishment of an independent campus ministry at the University of Maryland in 1959 had already largely curtailed St. Andrew's connection to the students, and by the 1990s, very few students attended services. St. Andrew's membership also began coming from a much broader area, so it ceased to be primarily a local church in character.

In 1980, the parish began holding its annual retreat at Shrine Mont in Orkney Springs, Virginia. This tradition continues to this day and is one of the most vital events in the parish's life. Newcomers frequently cite it as a great help in finding their place within the congregation.

In addition, the Rev. Burt refocused the parish on outreach. He persuaded the congregation and other area churches to provide cold-weather shelter programs for the homeless: Safe Haven for men, from 1989 to 2001, and Warm Nights for families beginning in 1992. In the early 1990s, the vestry also approved a resolution to divide St. Andrew's expenditures evenly between parish expenses and outreach as well as to give to the Diocese of Washington voluntarily beyond the annual assessment. Finally, the parish decided to use a small house on its property, christened "Advent House," as transitional housing.

The parish's Centennial Celebration in 1990 included a capital campaign, which raised enough money to install the magnificent pipe organ that continues to anchor an outstanding music program.

Many of the ideals articulated during these

years proved difficult to sustain. The planned division of parish income and the intention to give generously to the diocese proved unfeasible. By the end of the Rev. Burt's term, the vestry had to dramatically reduce the outreach budget to meet fixed expenses, which caused some tension within the congregation. The Rev. Burt moved out of the rectory, which was then rented to students as a source of income. However, it also became a source of difficulty because of adversarial tenant-landlord relations and damage to the beautiful Tudor-style stone building.

The Reverend Karla M. Woggon, arrived in October 1999 and had an immediate positive effect on the life of the congregation. Early in her tenure, Dr. Dale Krider became director of music and built a first-rate music program that has become one of St. Andrew's most compelling ministries. The parish's growth occasioned the re-configuration of the parish's other staff positions. The volunteer position of director of religious education became a staff position that was later renamed director of Christian formation and made full-time. The position of parish secretary was successively upgraded to office manager and finally to parish administrator, and another half-time position was created to handle financial and rental matters.

In the fall of 2004, St. Andrew's embarked on a capital campaign called "Bountiful Blessings" that had three goals: (1) to address chronic drainage problems; (2) to renovate the kitchen; and (3) to renovate and expand the former rectory into an Episcopal Student Center. This third goal made possible the founding of the Episcopal/Anglican Campus Ministry living-learning center. This center is jointly managed by the University of Maryland Episcopal/Anglican Campus Ministry and St. Andrew's Collegia committee. Dedicated in December 2006, it is one of only a handful of Episcopal Student Centers in the country.

The Rev. Woggon was also very active in the Diocese of Washington, and she enhanced St. Andrew's visibility at the diocesan level.

In 2006, the Rev. Woggon announced her engagement and made plans to seek a new parish so that she could live with her husband. St. Andrew's said farewell to her in July 2007.

In its 118th year, St. Andrew's is a congregation with outstanding worship, strong lay leadership, a good relationship with the diocese, and a commitment to active outreach. We look to God to assist us in calling the rector who will be our companion and guide in the way forward.

The People of St. Andrew's

The 2007 Parochial Report shows that St. Andrew's has 441 communicants in good standing, including 92 younger than age 16. Our parish directory lists 227 households. The 2008 parish survey data indicate that we are mostly white, solidly middle class, and more highly educated than the national average. These sources also indicate the following facts:

- **Average age:** 51 (range: infant to 80+)
- **Marital status:** 57% married, 9% live with a partner, 23% single, 6% divorced, 6% widowed
- **Dependent children:** 27% (survey respondents) have children younger than 18 living at home
- **Work:** 66% (survey respondents) work full or part time, many for federal agencies located in Maryland and in the District of Columbia and a few for University of Maryland; 21% are retired
- **Average length of membership:** 15.5 years (range: less than 1 to 70+ years); music, proximity to home, worship style, a sense of community, and the clergy cited as initial attractions (survey respondents)
- **Leadership:** About 50% (survey respondents) have held a leadership position at St. Andrew's
- **Pledges:** 72% (respondents) pledge regularly; another 13% contribute regularly

Survey respondents live an average of 16 minutes from St. Andrew's, although travel time ranged from less than 2 minutes to more than 2 hours. Most live in College Park, University Park, Silver Spring, Adelphi, Hyattsville, Berwyn and Berwyn Heights, and Greenbelt, most of which are in Prince George's County.



College Park, Home of St. Andrew's

College Park is about a 20-minute drive from Washington, D.C., and is home to the University of Maryland, which sits across Baltimore Avenue (Route 1) two blocks from the parish. In 2008, its population was 31,105, though this number swells by many thousands during academic sessions. College Park has a racially diverse population: 19% African American, 55% Anglo, 12% Asian, 11% Hispanic, and 3% other. It has a higher-than-average level of education and a higher-than-average income level. The area immediately surrounding St. Andrew's is primarily occupied by university students living in rented houses,

apartments, and fraternity or sorority houses. The university has planned significant development near St. Andrew's in the next 5 years. The town is part of Prince George's County, Maryland, whose racial and economic makeup differs from that of the town increasingly as one moves away from the university.

The Diocese of Washington

St. Andrew's is part of the Episcopal Diocese of Washington. The Diocese of Washington includes the District of Columbia and the Maryland counties of Montgomery, Prince George's, Charles, and Saint Mary's. The diocese serves 45,000 people in more than 90 congregations, 20 Episcopal schools, and 8 campus ministries. In addition, it serves all those attending the Washington National Cathedral, including thousands who visit from around the world. Under the leadership of the Right Reverend John Bryson Chane, the diocese is committed to these missionary endeavors: global ministry through a partnership with the Church of the Province of Southern Africa, a nationally recognized youth program and academic ministry, ministries to young adults, Christian formation, Latino ministries, ministry to newly formed Igbo and Korean congregations, and the revitalization of existing congregations and the development of new ones. In addition, the diocese is an active partner with the Washington National Cathedral and their programs of urban ministry and global justice and reconciliation. St. Andrew's mission activities reflect these priorities in efforts such as our long-term relationship with the largely Hispanic Langley Park/McCormick Elementary School and our support over the last two years of the Vuleka School in Johannesburg, South Africa.

St. Andrew's is a member of Region V, one of six geographic regions into which the diocese is divided. Regions undertake outreach and congregational development projects as well as form the basis for clergy fellowship.

Delegates from St. Andrew's represent the parish at diocesan conventions and at Region V meetings. Our previous rector served on the diocesan council. St. Andrew's youth have served on the diocesan Committee on Youth for the past 6 years, and this year, an adult member also serves on that committee. The parish also has a delegate to the Episcopal Senior Ministries program of the diocese.





Parish Structure and Ministries

Clergy, Staff, and Vestry

St. Andrew's is guided by a full-time rector and a volunteer priest associate, who was mentored as a seminarian by the previous rector. The paid staff consists of the following:

- A full-time director of Christian formation, who manages our Sunday school, youth education, and adult education programs with assistance from volunteer teachers. The director also designs other educational activities such as a weekly Bible study and Lenten small groups on various themes and serves as mentor for the Education for Ministry program.
- A part-time director of music, who serves as organist and choirmaster, works closely with the rector to integrate music with liturgy, sponsors special musical events during the year, and hosts an annual scholarship benefit program for students seeking a career in the performing arts.
- A full-time parish administrator, who manages office affairs and nonfinancial correspondence.
- A part-time office assistant/financial coordinator, who coordinates rentals of parish facilities, maintains pledge records, and assists the volunteer treasurer with financial correspondence.

Our vestry is a group of 12 members elected by the parish at an annual meeting in February for staggered 3-year terms. The vestry elects from among themselves a senior and junior warden each year and appoints a vestry secretary. Vestry meetings are open to any member of the congregation, and the proceedings are reported in *The Celtic*, the parish newsletter.

Other important positions such as treasurer are filled by volunteers. St. Andrew's has a system of commissions and committees that provide various opportunities for lay leadership to further the mission of the parish and enrich parish life. Key ministries are described below.

Worship

The Holy Eucharist is celebrated at St. Andrew's every Sunday in two or three worship services. The 8:00 a.m. service uses Rite I and is conducted without musical accompaniment. The 10:30 a.m. service follows Rite II, accompanied by music for the congregation, choir, and organ. About 170 parishioners of all ages attend this "family" service each Sunday. A strong contingent of lay worship leaders support the services and include vergers, readers, chalice-bearers, acolytes, ushers, and greeters. Special services are added seasonally, especially during Lent and Holy Week and on holy days such as Christmas Day. There is also an occasional Evensong service, and an annual Youth Sunday when the entire worship service is planned and led by our combined junior high and senior high youth groups. During the University of Maryland academic year, the Episcopal/Anglican Campus Ministry celebrates the Eucharist at



"It's a place [where] you can get involved and grow"

6:30 p.m. in the nave. In addition, the Eucharist is celebrated on Wednesdays at noon at the Episcopal Student Center. The campus chaplain and the Episcopal/Anglican Campus Ministry also plan and lead worship for our annual College Sunday.

Music

Music holds an important place in the worship life of St. Andrew's. Indeed, many new members say that the music they hear and sing at St. Andrew's positively influenced their decision to join the parish. The service with the largest regular attendance is the 10:30 a.m. Sunday Eucharist with musical accompaniment. An all-volunteer choir that averages 25 voices leads the singing, but we are a strong singing congregation, and one can hear four-part harmony throughout the nave. St. Andrew's has always loved traditional Anglican music, using the *Hymnal 1982* as our



"[The service] is not too high and not too low—it seemed right."

primary hymnal with occasional use of *Wonder, Love and Praise*. A children's choir rehearses and sings for Christmas and Easter. The self-sustaining music program is funded in large part by the Helen Bellman memorial fund. The series *Music at St. Andrew's* features choir concerts with orchestra, guest concert organists and pianists, sometimes in other venues. An annual concert with performances by various parishioners raises money to support scholarships for youth seeking college-level training for careers in the performing arts.

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Outreach

St. Andrew's outreach programs are coordinated primarily by the Jubilee Commission. The activities of this commission include the following:

- **Providing shelter:** St. Andrew's has been serving the homeless since 1989. Today, St. Andrew's collaborates with more than 40 other churches through Warm Nights, a shelter program from November to April for people experiencing homelessness.
- **Feeding the hungry:** The St. Andrew's Loaves and Fishes Café serves lunch on the first and fifth Sunday of each month. The Jubilee Commission also organizes the collection of nonperishable food for Help By Phone, our

local food pantry, and holds an annual bake sale for Share Our Strength, which works to end childhood hunger in America.

- **Giving thanks through gifts:** The weekly birthday/anniversary offering supports St. Andrew's foster children through PLAN USA. These funds support each child's community through health care and education programs. The commission also recommends organizations to receive the plate offerings on Christmas, Easter, and Pentecost.
- **Educational partnership:** The Jubilee Commission partners with Langley Park/McCormick Elementary School, which has a high percentage of low-income families and recent immigrants, to run annual drives for school supplies and warm clothing.
- **Advocating for justice:** Each spring, the Jubilee Commission organizes an offering of letters to policymakers in conjunction with Bread for the World. In addition, it supports ongoing advocacy through the Episcopal Public Policy Network and other groups. The commission sponsors occasional adult forums on social justice and outreach topics.
- **Gifts to other organizations:** The Jubilee Commission prayerfully disburses St. Andrew's budget for global and local outreach.

Some outreach activities take place beyond the Jubilee Commission. Each Advent, St. Andrew's Daughters of the King sew cloth bags to hold toiletries that are donated and gift-wrapped by parishioners for hospice centers or local organizations that sponsor retreats for people living with HIV/AIDS. The Thrift Corner has been selling donated clothing and household items at modest prices for more than 60 years. It is open every Thursday during daytime and evening hours as well as one Saturday a month.

Collegia

The Collegia committee meets regularly with members of the University of Maryland's Episcopal/Anglican Campus Ministry to plan and implement the parish's outreach programs to the academic community. The Episcopal Student Center, located in the former rectory next to the church, houses up to four students and a resident director, who form an intentional Christian living-learning community. In addition, the center provides a warm atmosphere and much-needed program space for the Episcopal/Anglican Campus Ministry. The ministry's activities in the center include day retreats and planning sessions for various programs, some of which support the ministry's



"Campus ministry is in our DNA."

national and international outreach. The center has also hosted retreats for groups from the university, the diocese, and the Province III Higher Education Leadership Team.

Christian Formation

Adults: In recent years, adult activities have included Sunday morning forums on such diverse topics as "The Gospels as Midrash," knowledge and understanding in science and Christianity, Christians and the environment, and an introduction to the Revised Common Lectionary. Other regular small group meetings include Education for Ministry, a Bible study group, and a spiritual deepening group. In addition, parishioners participate in seasonal programs such as topically focused Lenten small groups.

Children: Children age 3 through fifth grade meet weekly with volunteer teachers for Sunday school or Children's Chapel. "Godly Play" materials form the foundation for this program, and approximately 35 children attended Sunday school last year. The children also provide service to others by regularly collecting food for Help by Phone and participating from time to time in programs such as the Heifer Project.

Youth: The foundation of the youth ministry program is its Sunday morning meeting. Last year, the middle- and high-school students met together, although in some years, the numbers support separate groups. The Sunday meeting, guided by volunteer youth leaders, includes prayer and discussion topics that encourage the youth to explore their faith and ways to live as Christians in our complex world. Youth also participate in other parish activities such as acolyte and ushering duties, fellowship, and ministries such as Warm Nights; international outreach such



"It's a place [where] we felt we could raise a family."

as the World Vision 30-Hour Famine; game and movie nights; and the annual Youth Sunday service. The youth are also active in diocesan events and service opportunities such as the Cathedral Lock-In, junior- and senior-high retreats, and the Walkathon for the Homeless.

Congregational Care

The Congregational Care Commission enables parishioners to get to know and support one another. Commission members greet newcomers, organize various get-togethers such as coffee hours, potluck suppers, quiet days in Advent and Lent, host a Christmas carol sing-along, and plan the festive St. Andrew's Day celebration. They offer rides to those who don't have transportation to church and sponsor various small groups. Congregational Care maintains the parish Web site, posts news items of interest to and about parishioners on a bulletin board in the parish hall, and has set up a phone tree that helps to notify all members about upcoming events.



"I felt welcomed and invited back. They remembered us even though we hadn't come often."

“When [we were grieving], they treated us like family.”

Pastoral Care

Pastoral care, such as providing spiritual guidance and visiting parishioners who are homebound or hospitalized, has remained primarily the rector’s responsibility, although we are seeking ways to broaden and deepen lay involvement. A new lay pastoral care committee coordinates activities such as sending cards, delivering altar flowers, and visiting the ill or homebound, as well as preparing and delivering meals to parishioners in times of special need, such as recuperation from surgery or times of grief. Currently, our director of Christian formation coordinates requests for pastoral attention and prayer requests.

Stewardship

Over the past 10 years, St. Andrew’s approach to its annual fall stewardship campaign has varied. Recently, we have moved toward more simple and low-key methods. At present, we have a series of “stewardship minutes” during the Sunday services, a stewardship sermon presented by a parishioner or a guest preacher, and a single appeal that culminates on St. Andrew’s Day. Although the

style of the stewardship campaign has changed, the commitment to inspiring and challenging parishioners to reflect continually on stewardship remains constant.



Environment

The environment committee promotes good stewardship of God’s creation through awareness of how our individual choices and combined efforts can contribute to a healthy and sustainable environment. The committee has led adult forum discussions on various environmental issues and provides related information in the church’s weekly bulletin and monthly newsletter.

Buildings and Grounds

The buildings and grounds committee works to keep the physical plant in good repair. Occasional parish work days marshal larger numbers of volunteers to contribute to general upkeep. Our facilities support our parish life and many outreach activities.



Facilities

The current St. Andrew's Episcopal Church was built in 1930. The 6,000-square-foot Norman Gothic stone building with its solid walls, North Carolina pine beams and trusses, slate roof, and stained glass windows gives a feeling of openness to worshippers. The oak pews provide seating for more than 300. The parish hall is approximately 4,600 square feet and includes a raised stage and a 350-square-foot completely renovated kitchen. Below the parish hall are classrooms, meeting rooms, and the Thrift Corner. An addition, constructed in 1968, houses the church offices. A

1,000-square-foot meeting room known as the Rectors' Lounge is at the end of the parish hall addition. On the ground floor of the addition are more classrooms and a nursery. To the west of the church building is the 2.5-story stone and brick former rectory, now the Episcopal Student Center. St. Andrew's also owns lots north and east of the church. Part of this space provides a gravel parking area, and a fenced playground occupies the remaining area. The estimated value of all real estate holdings of St. Andrew's is \$5.5 million.



"It looks like a church should look."



Financial Information

Management

The financial affairs of St. Andrew's Church are managed by the vestry, the treasurer, the finance committee, and the Endowment Funds Board in concert with the rector.

The treasurer, a volunteer appointed by the vestry, reviews and prepares requests for payments of all bills and other necessary expenditures. The treasurer keeps records of all church accounts and reports quarterly to the vestry. There are several assistants to the treasurer:

- **Assistant treasurer**—prepares all outgoing checks
- **Counters**—record and deposit the plate offerings each Sunday
- **Financial coordinator**—enters pledge payments, manages pledge records, and prepares bills for payment

The mission of the finance committee is to provide the vestry with financial advice in pursuit of the church's mission. The committee formulates the church's annual budget and advises the vestry of anticipated or necessary modifications; reviews monthly reports from the treasurer and maintains records of the spending limits and restrictions of each designated fund; ensures that adequate balances exist in the contingency funds; and annually reviews the financial position of the church, including insurance coverage, contracts, and existing assets and liabilities.

The endowment funds are managed by a five-member Endowment Funds Board appointed by the vestry. The board operates in accord with all diocesan financial guidelines and reports to the vestry quarterly.

Current Finances

The 2008 operating budget is \$480,392. Eighty-five percent of the 2008 revenues come from parishioner pledges and plate offerings. The remainder comes from a variety of sources, including rentals, the Thrift Corner, and others. The church's recent financial trends have presented some challenges for St. Andrew's. Total pledge income has risen 9% over the past 5 years. However, this gain has been offset by reductions in other income categories, and total revenues have not grown. A key concern is the declining number of church members who pledge, although the average individual pledge amount has increased 30% over the past 5 years and is well above diocesan and national averages. St. Andrew's has been affected by increases in salaries and benefits (20%), utilities (29%), and insurance (20%). As a result, the vestry has reluctantly reduced spending on church programs by 41% and mission beyond the parish by 55% over the same period to maintain a balanced budget. With great regret, the vestry also cut St. Andrew's contribution to the diocese by approximately 50% in 2008 despite our commitment to its mission and leadership.

Endowment Funds

St. Andrew's has created five endowment funds as a means for a member to make a lasting gift. During any year, expenditures from each fund are limited to 8% of the previous year-end balance. The funds and their balances as of January 1, 2008, are as follows:

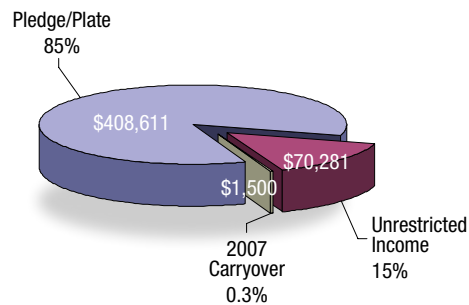
- Preservation Endowment Fund (\$316,719.79)
- Prange Education Endowment Fund (\$26,076.16)
- Outreach Endowment Fund (\$15,050.72)
- Congregation Endowment Fund (\$14,361.30)
- Episcopal Student Center Endowment Fund (\$32,238.19)

Saint Andrew's Budget Information

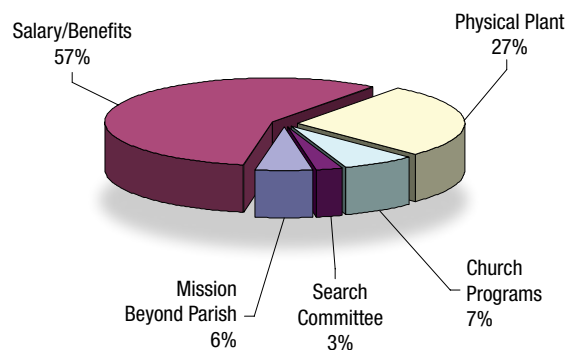
Income	Y2004	Y2005	Y2006	Y2007	Y2008 (budgeted)
Pledges	\$342,138	\$345,998	\$364,297	\$363,964	\$370,611
Plate Offerings	\$33,619	\$34,530	\$62,080	\$35,098	\$38,000
Other Unrestricted Income (e.g., rentals)	\$68,660	\$73,303	\$59,025	\$55,407	\$70,281
Restricted/Designated Income	\$36,062	\$191,403	\$13,070	(\$24,862)	\$0
Carryover	\$0	\$0	\$0	\$0	\$1,500
TOTAL	\$480,479	\$644,744	\$498,473	\$429,606	\$480,392

Expenses	Y2004	Y2005	Y2006	Y2007	Y2008
Operations	\$420,996	\$549,760	\$425,696	\$427,440	\$453,614
To diocese	\$38,100	\$22,500	\$23,500	\$25,750	\$10,389
Outreach and Special Offerings	\$23,226	\$52,880	\$18,432	\$24,172	\$16,389
Total	\$482,322	\$625,140	\$467,628	\$477,362	\$480,392

Revenues for 2008



Expenses for 2008



Saint Andrew's Pledge Trends

Summary of Pledges	Y2001	Y2002	Y2003	Y2004	Y2005	Y2006	Y2007	Y2008
Number of Pledgers	159	145	162	147	133	137	132	121
Total Pledged \$	\$238,498	\$310,173	\$333,630	\$345,234	\$338,287	\$365,367	\$365,894	\$370,611
New Pledges	30	37	30	21	NA	32	16	8
% that Inc. their Pledges	NA	NA	75%	43%	NA	NA	40%	44%
# of Households	NA	NA	250	NA	196	191	197	242
Average Pledge	\$1,500	\$2,139	\$2,059	\$2,349	\$2,544	\$2,667	\$2,772	\$3,063
Maximum Pledge	\$8,060	\$9,620	\$9,000	\$10,842	NA	\$16,000	\$18,500	\$19,300



Goals

St. Andrew's parish is deeply committed to living into Jesus' charge to love our neighbors as ourselves. We perceive our call to be leading us in the directions described below. Whatever means we may use to address our current challenges, we see the goal as one of strengthening and enabling our current vision rather than one of changing its

direction. St. Andrew's is blessed with much enthusiasm and optimism, and we look forward to working with our new rector to determine the way ahead.

Worship: We wish to maintain a fairly traditional worship style whose intrinsic beauty is infused with a deeply felt faith coupled with a preaching style that touches both our minds

and our hearts. We want to preserve this tradition while increasing congregational involvement in the planning of our worship.

Pastoral care: We have discussed ways to support and expand fellowship opportunities that strengthen our "family" bonds. With a congregation whose average age is higher than that of the local community, we anticipate that pastoral care will continue to require significant energy and attention. We look forward to expanding our lay ministry in pastoral care to assist the rector in meeting this need.

Outreach: Outreach to those in need is always a high priority. We want to explore ways to revitalize and strengthen our response to the needs of the world through our care of one another, our local community, the world, and the earth itself. We also want to continue building the momentum of our campus ministry as we collaborate with the Episcopal/Anglican Campus Ministry to define the future shape of that ministry.

Christian education: We recognize the importance of Christian education for all ages. Our current educational framework is strong, but it could be fuller in some areas.

Diversity: We want to remain welcoming to gay and lesbian members and be open to greater racial and ethnic diversity than we currently experience.

Physical plant: We must care for our buildings and grounds both as a precious gift that we enjoy with deep gratitude and as a platform for our ministry to others.

Growth dilemmas: We need to address and resolve our ambivalence toward growth. For many years, St. Andrew's congregation has sat on the cusp between pastoral size and program size. As a result of this situation, we struggle at times to provide sufficient resources of time, talent, and treasure to fulfill the vision we have outlined for ourselves. We want to find ways to faithfully reconcile our vision and our resources.

Leadership and stewardship: As we look ahead, we will seek ways to revitalize and renew lay leadership and to strengthen our financial stewardship.



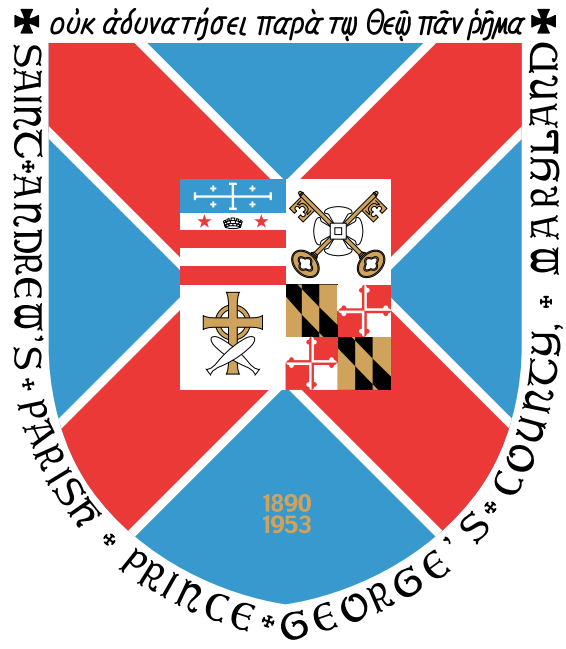


Our New Rector

The discernment process undertaken by the parish in the course of this rector search showed that the parish desires the following skills and characteristics in our new rector:

- First and foremost, we want a rector who will motivate and inspire each of us toward personal and spiritual growth.
- It is especially important that our new rector be a friend and mentor to the youth of the parish.
- We are looking for a new rector with a track record of leading inspired and inspiring worship, who will enrich our liturgy, and who will help us grow spiritually through thoughtful sermons. While remaining within our middle-high liturgical tradition, our new rector should be able to help us explore ways of deepening our worship.
- We hope our new rector will participate in teaching parishioners—from preschoolers and youth to adults in Bible study groups and the Education for Ministry program.
- Service to those in need—not only in our community but also in the world—has long been vital to St. Andrew's, and we want our new rector to share our passion for outreach.
- We want to develop our capacity for pastoral care. There are times when only the rector can bring us comfort and assurance, but we want to learn to care more deliberately for one another and to be spiritually fulfilled by that care, and we hope that the rector will lead us in this way.
- We want our new rector to be comfortable with strong lay leadership and to encourage and inspire us to contribute our best to St. Andrew's.
- We hope our new rector will be interested in helping us continue to grow together with the Episcopal/Anglican Campus Ministry community.

"[Our new rector should be] one that likes kids." "Don't forget the kids!"



St. Andrew's Episcopal Church

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