

St George's Parish Profile

Episcopal Church



The mission of St. George's Episcopal Church is to foster a diverse, loving and faithful community, founded on scripture, tradition and reason. We encourage everyone, through fellowship with one another and the Holy Spirit, to share time, talent and treasure in the worship of God, development of faith in Jesus Christ, and service to our community and the world.

Overview

St. George's Episcopal Church, established in 1954, is located in Washington Township, a suburb of Dayton, Ohio. Our first service was held in the basement of a local bank. Since that time St. George's has grown exponentially, evolving into one of the largest congregations in the Diocese of Southern Ohio.

After a long period of stability, the past few years have been filled with change. Most recently, Reverend Carol Hull, our rector of 17 years, retired in May, 2008. Reverend Hull's retirement was the impetus for a search process. Since Reverend Hull's retirement, the entire St. George's family has been involved in exploring our past and discerning our needs and wants so that we may joyfully and spiritually call a new rector to lead us into the future.

Two key activities were used to "take the pulse" of the parish. First, several focus groups were held in the fall of 2008. Our focus groups

consisted of parishioners sharing a meal and their opinions of who we are and where we want to see ourselves in the future. Second, written surveys were sent to all parishioners in the late winter of 2009. The survey, sent to all members of the parish solicited their thoughts on questions ranging from what they valued most about St. George's to what they feel we need to do better as we grow into the future. This parish profile summarizes the result of this process.

Who We Are

Two of the questions asked as part of the focus groups and survey process were "What do we do well?" and "Where do we need to challenge ourselves to grow as a parish?" As a congregation we feel that we exemplify some of the great qualities that any church should have.

We are welcoming. Many of our parishioners eagerly recall their first visit to St. George's and how they were greeted.

OFFICE HOURS:

8 am - 4 pm
Monday/Wednesday
8 am - 2 pm
Tuesday/Thursday

SCHEDULE OF SERVICES:

Saturday
5:00 pm Holy Eucharist
6:00 pm 1st & 3rd
Cornerstone

Sunday
8:00 am Holy Eucharist
10:30 am Holy Eucharist

Wednesday
11:15 am Holy Eucharist

Thursday
6:00 pm Evening Prayer



STAFF:

The Very Rev. R. James Larsen,
Interim Rector
rector@stgeorgeohio.org
434-1781 x 102 or 545-5508

The Rev. John Fredenburgh
The Rev. Roger B. Rollins
The Rev. Joanne Stearns
Affiliate Priests

The Rev. Connie McCarrroll
Vocational Deacon
Conniejodo@cs.com

Michael Brittenback
Director of Music
brittenback@aol.com
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Becky Grushon
Minister for Christian
Formation
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434-1781 x 108

Jan Gimbrone
Parish Administrator
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434-1781 x 100

Mitzi Stoner
Business Manager
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434-1781 x 115

Brittany King
Nursery Caregiver
dramamaking@email.com

Newcomers are warmly encouraged to participate in church functions and join our congregation. Our new greeter program makes sure those who are visiting us for the first time are welcomed and given opportunities to learn more about our parish and parish family. We are an active, social parish where members are encouraged to work together in advancing the mission of St. George's and the Episcopal Church in the greater Miami Valley and the world.

We are a diverse congregation.

We have parishioners who have grown up in many different corners of the world and those who have worked around the globe and are sharing their talents and experiences with us. St. George's also has strong ties to the military community. Our proximity to Wright-Patterson Air Force Base gives us a unique perspective on the world and brings new families into our congregation every year.

We are strong believers in the Episcopal Church traditions.

Our varied worship experiences are one of our key strengths and are something we are very proud of. We value and respect the traditions of the Episcopal Church while using unique methods to attract new members. We offer four diverse services; from a Saturday afternoon casual Rite II

service without music, a twice a month Saturday evening contemporary Cornerstone service; an 8:00 Sunday morning Rite I service, to a family oriented Rite II service with a choir at 10:30 on Sunday. Each of these services appeals to different groups within our congregation and has relatively steady attendance. Our Cornerstone service is a great example of contemporary worship in the Episcopal tradition. We believe the Cornerstone service is a key part of our call from Christ to spread His word.

We see our music program as a strong part of the St. George identity.

Our choir participates in leading the service. Concerts and special services highlight music throughout the year. We feel the caliber of volunteer musicians within our parish is second to none and we often benefit from their talents.

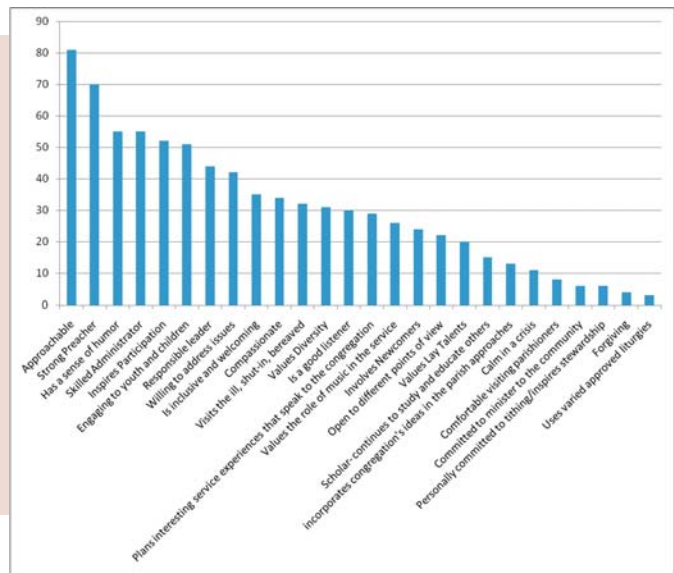
We are a socially active congregation.

St. George's participates in outreach programs within the greater Dayton area and beyond. Our youth have built wells and schools in Guatemala and Russia. We support food and housing outreach in the greater Dayton area in addition to supporting the goals set forth by the United Nations in the Millennium Development Goals. Social Outreach is one of our strengths, but we know that there is more we can and should do.

Survey Results

The following charts detail some of the key findings from the written survey that was conducted.

Top 5 personal qualities that are most important in our next rector



Most Pressing Needs

Growth of our membership and maintaining strong parish finances are the two areas where we have the greatest need.

While we are still a large parish, our membership figures are noticeably lower when compared to several years ago. Like many Episcopal churches, we lost members as a result of national church controversies and have not seen a rebound in membership. We feel a strong need to attract the younger members of our community to help with future growth. Our congregation is aging and we are not sufficiently balancing our membership with younger members.

Our youth program is in the midst of a down cycle. The number of youth in the program has declined over the past few years and our leadership changes have impacted youth participation. The survey very clearly demonstrated that we feel this is our largest opportunity for improvement. We have concerns over the stability and growth of our membership; the strength of our youth program is seen as a key factor for maintaining and growing our membership.

Much like our youth program, our education programs have seen a similar swing from a vital strength to an area we need to enhance.

Attendance in Sunday school is not as large as it once was and adult education opportunities are not as abundant. Our congregation is looking for more opportunities for spiritual growth and education. We are excited about finding a leader to help us resume this growth.

Our decline in membership has resulted in budget constraints over the past few years. In the 2009 budget year our Vestry made a commitment to maintaining a budget within known income, primarily from pledges. Our 2009 budget (discussed in detail in the Finance section of this profile), is projected to be balanced.

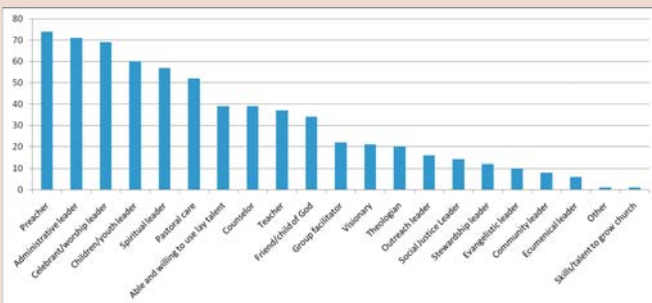
Next Five Years

Our congregation wants to grow. We recognize that we are in a somewhat stagnant state that can't be sustained if we're to remain a viable parish. We have begun to implement actions that we believe will help us achieve this growth:

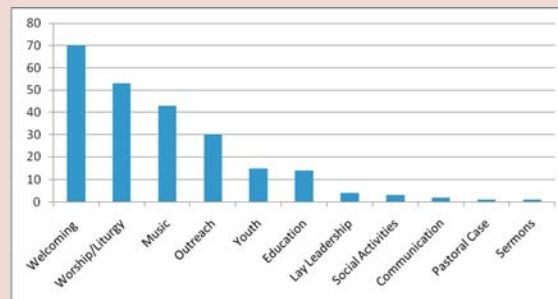
- A revitalized Greeters program welcomes newcomers and follows-up with them in the weeks after they first attend St. George's. Our greeter-training program



Top 5 demonstrated qualities that are most important in our next rector



What does St. George's do well?



Demographics

Average weekend attendance (all services): 225

Total membership: 674

Adult Females: 260

Adult Males: 208

Youth: 203

Married: 348

Divorced/Separated: 14

Partnered: 2

Single: 30

Widowed: 15



insures we are a warm and friendly church to all our visitors.

- A new Communications Commission that will promote the activities of our parish and provide a platform for talented laypersons to assist the leadership of St. George's communicate as effectively as possible. The exciting, new look of our monthly newsletter, *The Orbit*, and the continuing efforts to implement new technology as quickly as possible, are examples of how the Communication Commission is working to improve all the ways we connect with each other.
- An Implementation Commission that since 2001 has made numerous capital improvements to the church and campus. It has moved recently with dedicated volunteers to completely renovate our newly purchased rectory for use by our new rector; With the blessing of the vestry and the congregation, the Implementation Commission intervened in a Township Sidewalk Addition Project adding street curbs, a wider church entrance, a greatly improved drainage system and a more attractive landscape along Far Hills Avenue. The Implementation Commission continues to make reality out of the Vision St. George's has to make it a welcoming church.

- A recently formed Membership Commission is strengthening its efforts to make newcomers feel welcome and become active in our parish. There are several projects currently underway: the production of a new membership directory; the culling of our membership rolls to be accurate; the introduction of a new and active name tag program to help everyone get to know each other. These are examples of our commitment to be a warm, friendly, and loving parish.

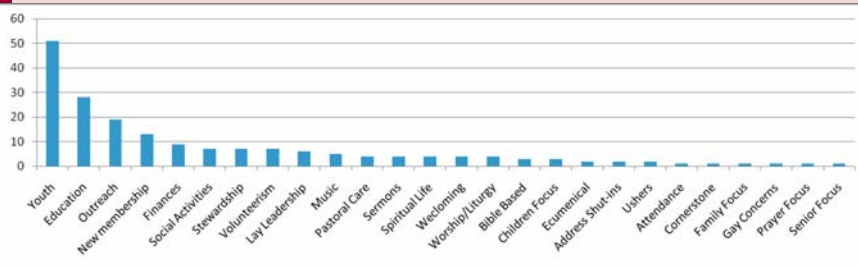
In addition to a larger membership, we also have a goal of stabilizing our financial picture. We have a good start with our 2009 budget. A strong commitment to fiscal responsibility is in place; we know we need to live within our projected income and find ways to do more with less.

One lesson we have learned during our interim period is that we need to be more self reliant and not assume that our staff, rector included, will handle all things. Not only is this good from a financial perspective, but it is helping us to realize that the church is our ministry, and the ministry is not restricted to the clergy.

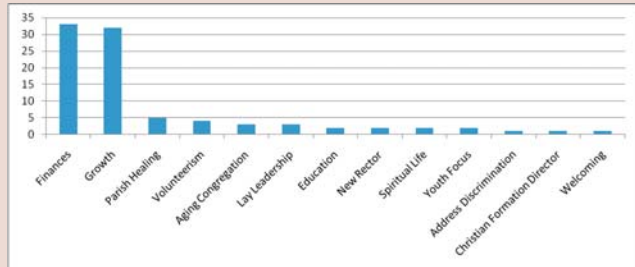
Who Is the Ideal Rector for St. George's?

There are several qualities we are looking for in a rector to lead us into the future. We are most interested in a new rector that has the following qualities:

What does St. George's need to improve on?



What is the most pressing need the new rector should address?



- **Approachable.** We desire a rector that everyone in the parish can relate to and not be intimidating to the congregation. Along with this, someone with a sense of humor would be ideal. We know there are times to be reverent but we also accept that not everything will go perfectly and there is an opportunity to learn.
- **Strong preacher.** We value the lessons conveyed via sermons and other learning opportunities. A preacher who is eloquent and inspiring without condemning.
- **Administrative skills.** Along with the Vestry, we need a rector who can employ discipline and control in church operations.

In addition, we see these qualities as helping make our new rector more successful:

- **Inspirational.** We seek a rector who can inspire our congregation to move to the next level. We don't expect someone to "drag" us there, but instead, help motivate the congregation in actions to achieve our goals.
- **Worship Leader.** The worship experience is treasured by the congregation and is central to our spiritual experience. We uphold our traditions but are also open to new experiences that may expand our reach.
- **Engaged with our youth.** We believe we must revitalize our youth programs to

maintain and grow our congregation. The new rector should be especially engaging to young people and responsive to their spiritual needs.

- **Pastoral care.** Our congregation has experienced good pastoral care. A large segment of our population are long time members, including some who go back to the founding of St. George's. As our congregation ages, we seek a rector who can continue the bond they have with St. George's.

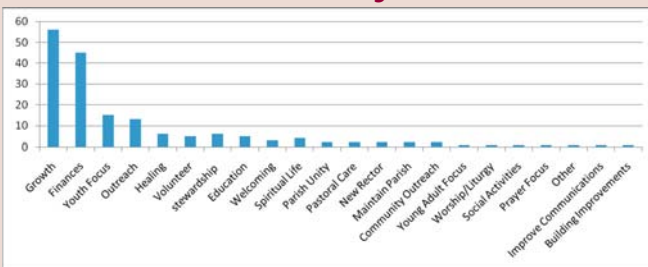
History

The first service of what was to become St. George's Parish was held March, 1954 in the basement of Merchant's Bank in Kettering with 28 families comprising the entire congregation. In September 1954, Frederick A. Pope arrived from New Hampshire to serve as first vicar and St. George's mission was officially established. Ground was broken for the present parish hall on land provided by the Diocese of Southern Ohio in August 1955, with the cornerstone laid in June 1956. In 1957, St. George's was accepted as a full parish, and the building was completed.

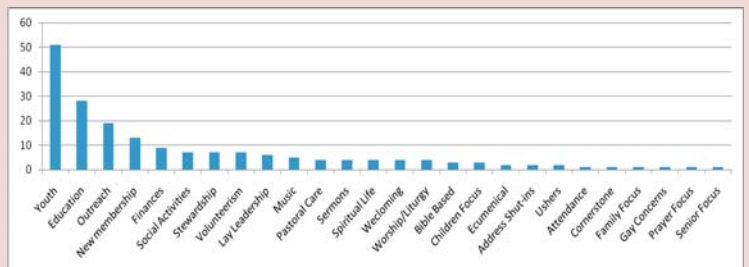
By 1961 the St. George congregation counted 500 communicants – too many to be comfortably accommodated in the parish house that once seemed spacious. And so, another building



What do you think are the two most important goals for our parish in the next five years?



What does St. George's do well?





fund was started. The goal: to build a church (incorporating the parish house) with seating capacity for 480 and a full undercroft for parish and community activities. Two years and \$325,000 later, that goal was met; in September of 1963, parishioners entered our present church for the first time

to worship and celebrate. The Reverend H.R. Wiechert succeeded Frederick A. Pope as rector in 1966; he in turn was succeeded by the Reverend James S. Paget in 1977. September of 1978 saw the celebration of full payment of the church mortgage by burning the mortgage document.



In 1991, the Reverend Carol W. Hull succeeded James S. Paget as rector. In the period from 1994-2001, projects were completed that improved accessibility, new stained glass windows were installed, and a bell was hung in the church bell tower. Parish activity also swelled during the decade of the 1990s, with St. George's participation in the Miami Valley Episcopal Russian Network (youth exchanges and working to enhance



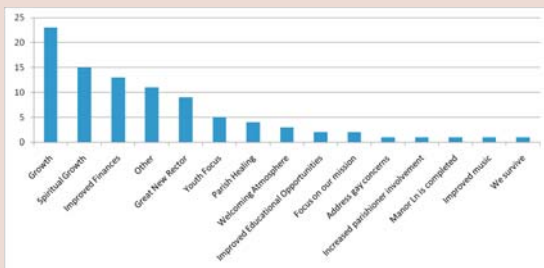
the ministry of St. Nicholas Russian Orthodox Church in Sablino, Russia): an on-going health ministry in Guatemala (spearheaded by the Reverend Deacon Connie McCarroll); Stephen Ministry, and LOGOS, an after-school program for youth.

In June 2002, the new, informal Saturday evening "Cornerstone" service was launched. In 2006, adjoining property on Manor Lane was purchased.

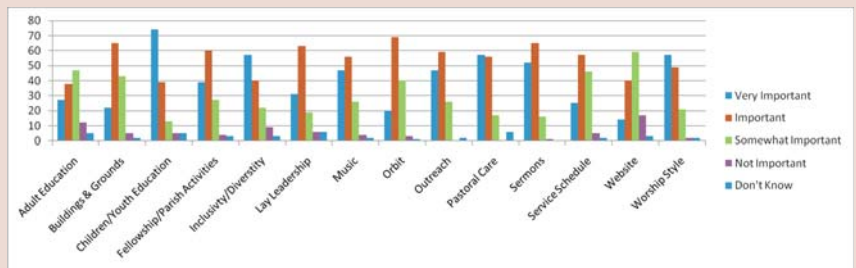
Beginning in August 2007, a series of clergy transitions began when long-time associate the Reverend Paul St. Germain was called to be rector of St. Mark's in Upper Arlington, Ohio. In November 2007, the Reverend Deacon Phillip Webster was appointed as Assistant Rector as part of the diocesan intern program and the Reverend Kiah Webster was appointed as a part-time Assistant Rector. In May 2008, the Reverend Carol W. Hull retired after 17 years with St. George's. In June 2008, the Very Reverend R. James Larsen was appointed Interim Rector and the Reverend Phillip Webster was transferred to St. Francis, Springboro to complete his internship. In March 2009, the Reverend Kiah Webster accepted a position as associate rector of St. Paul's-on-the Plains Episcopal Church in Lubbock, Texas.

<http://stgeorgeohio.org/Welcome/history.htm>

If you had one wish that you know could come true, what would you wish for St. George's?



How important are these items to your life at St. George's?





Finance

The 2009 budget is in balance, with a small positive balance projected for the end of the year. Approximately 80% of income is the result of pledging. Over the past five years, St. George's has seen pledges as relatively flat to declining, while expenses continue to rise. Costs are fairly fixed – approximately 70% is dedicated to personnel and building and maintenance. In 2007 in-house maintenance staff was replaced with a lower cost maintenance service, netting an annual savings of approximately \$5,000. In 2008 solid progress was made toward improving our financial health with an emphasis on savings and creative use of resources. Savings realized were from: more cost effective bulletins and lectionaries, elimination of maintenance overtime, lower insurance costs, personnel savings, reduced office hours, and the church being closed on Fridays. The following table shows the 2009 budget in more detail:

ST. GEORGE'S EPISCOPAL CHURCH - Budget 2009

INCOME CONTRIBUTIONS/GIFTS

| | |
|------------------|------------------|
| Pledges | \$414,087 |
| Other Offerings | \$60,000 |
| Sub-Total | \$474,087 |

OTHER INCOME

| | |
|------------------|-----------------|
| Investments | \$3,000 |
| Other Income | \$23,803 |
| Sub-Total | \$26,803 |

TOTAL INCOME \$500,890

EXPENSES

| | |
|---------------------------------|------------------|
| Diocesan Mission Share/SchlsHps | \$110,134 |
| Parish Administration | \$7,050 |
| Worship | \$9,584 |
| Education | \$7,545 |
| Parish Life | \$3,900 |
| Office Administration | \$20,615 |
| Building & Grounds | \$120,830 |
| Sub-Total | \$279,658 |

PERSONNEL

| | |
|----------------------|------------------|
| Salaries/SECA | \$152,676 |
| Insurance | \$32,767 |
| Pension | \$18,140 |
| Travel | \$1,600 |
| Business Exp. | \$1,275 |
| Continuing Education | \$1,100 |
| Payroll Expenses | \$7,544 |
| Sub-Total | \$215,102 |

TOTAL EXPENSES \$494,760

INCOME OVER EXPENSES \$6,130

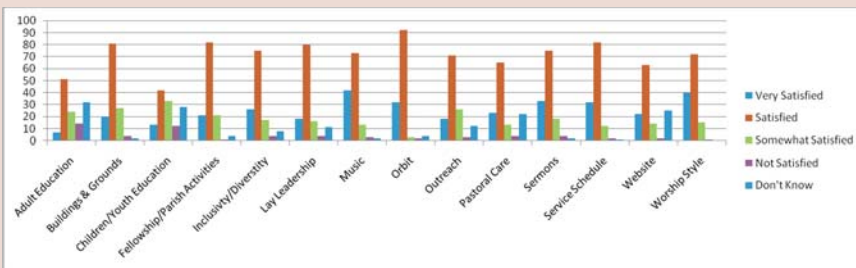
Restricted funds for such purposes as social issues are not a part of the operating funds and are not included above. The 2009 Budget has a balance of \$180,466.94. A summary of the different restricted funds and the financial status can be made available during the interview process.

Ministries

The Annual Report that is presented during the annual parish meeting (February) is available upon request. This report discusses the various ministries offered at St. George's.



How satisfied are you with these items?



Please select the 3 items you value most at St. George's.

