



**ST. ALBAN'S
EPISCOPAL CHURCH**

TUCSON, ARIZONA

PARISH PROFILE

JUNE 2010



MISSION STATEMENT:

St. Alban's is a caring and creative, resilient and growing, Christ-centered family. We welcome all to share the love of the Lord Jesus Christ with each other as we serve our neighbors and community while glorifying God.

INTRODUCTION

The congregation of St. Alban's Episcopal Church is searching for a new Rector. St. Alban's has enjoyed seventeen years growing in faith, outreach, membership, staff and facilities under the loving and capable guidance of our newly retired Rector. During our search process, we continue our ministries with the very able and caring assistance of an Interim Rector and we trust that the Lord will guide our choice of a faithful pastor who shares our values and vision.

The Discernment Committee has met with individuals and parish organizations, conducted surveys, and prepared a report that details where we are as a congregation and what we see as our opportunities for the future. From this report and other sources, the Search Committee has composed the following profile of our parish. While the profile contains some data, it is intended primarily as a qualitative description of St. Albans Church – our values, relationships, worship, work, education, outreach and community life – as well as offering the *insights of individual parishioners*. The profile also describes more fully our hopes for the future and the qualities we are seeking in our future Rector. For additional information, please visit our website at www.stalbansaz.org.



Summary

St. Alban's is a dynamic family parish that has been worshipping God and serving His people in Tucson and the broader world since 1972. At St. Alban's, we celebrate our faith through a traditional liturgy, enlightened by sermons focusing on Christ's message with application in today's world and enhanced by a rich and lively music program. We are a "family of families", encouraging our children's growth in faith through Sunday school and youth group activities. We live our faith through a wide variety of ministries that reach out to others both within the congregation and in the community and the world at large. We are financially sound and fiscally conservative. Clergy and laity share leadership responsibility. We are open, inclusive, and encourage all voices to be heard. As we move forward to the next chapter in our history, we are building on a strong foundation, preserving our core values even as we embrace the changes ahead, and trusting in God's providence.





WE ARE ST. ALBAN'S

Our City: Tucson

St. Alban's is one of seven Episcopal churches in Tucson, Arizona. Set in the beautiful Sonoran desert, Tucson is the second largest city in Arizona, with a metropolitan population of approximately 1,000,000. Our high desert city is surrounded by five mountain ranges, and our sunny climate supports a casual outdoor lifestyle and activities ranging from golf to snow skiing. We are blessed with 350 days of sunshine a year, abundant saguaro cacti, and spectacular sunsets.

Tucson is the home of the University of Arizona and Davis Monthan Air Force Base. Our largest private employer is Raytheon Company, but we have numerous smaller business clusters focusing on biosciences, optical sciences, technology and aviation, among others. We also have a very strong arts community, including a symphony, repertory theater company, opera, and dance. For more information about Tucson, please go to www.visittucson.org.

Our History

St. Alban's began as a mission of St. Philip's Church, which had the vision to recognize the need for an additional Episcopal church to serve the growing northeast area of Tucson. In the 1960's, St. Philip's purchased a ten-acre parcel for a future congregation. In 1972, thirty-five people attended the first service at a nearby elementary school, and our Vicar from St. Philip's



brought the sacrament every week in a picnic basket. On August 5, 1973, construction was completed and the first service was held in a new multi-purpose building on the St. Alban's site. This building now serves as our parish hall.

By 1976, St. Alban's had become self-supporting, and in 1979 we obtained parish status. In 1981, the granddaughter of one of our first parishioners was ordained at St. Alban's – the first woman ordained in Arizona – and she became our first Assistant Rector.

Continued growth in membership spurred and supported construction of our nave and sanctuary, completed in 1982. In 1990, we built a four-room education building, which allowed us to move our Sunday school out of portable buildings. These classrooms also serve as the home of the St. Alban's Preschool and Kindergarten. The school is self-sustaining, with a budget in excess of \$350,000, and has its own governing board, which includes a member of the Vestry. A second wing of multi-purpose classrooms and a preschool office was built in 1998.

All of our facilities are paid for in full. Fiscal responsibility is important to parishioners at St. Alban's, and to that end we have created an annually-funded deferred maintenance account in our budget. We have also established special funds for future projects, such as the purchase of a larger organ.



Our Family

From that hardy band of “pioneers” who attended the first services (some of whom continue as active members), St. Alban’s has grown to 1384 members at the end of 2009. There are 348 under the age of sixteen. The multi-generational congregation includes families that span three decades. Our average Sunday attendance is 278. We have 285 pledging “units,” with an average pledge of \$2129. In the past seventeen years, our stewardship has grown from \$112,000 to \$600,000. For additional information, please see Appendices A and B.

Membership retention, recruitment, and greater diversity are all future goals for our parish. We feel the aging of our congregation and recognize the need to grow our population of young/single adults and families. However, we value the close relationships within our congregation, *“a group that supports one another as if we were family,”* and we don’t want St. Alban’s to become too large and impersonal. Quality, not quantity, is important to us.

Our Leadership

In addition to the Rector, St. Alban’s has one full-time associate priest, Fr. Sumith De Silva, who has provided leadership and inspiration for our pastoral care and adult Bible study. Pastoral care is extremely important to parishioners and Fr. Sumith’s work is especially appreciated. He leads the Wednesday healing services and lay Eucharistic ministry; he makes home and hospital visits; and his spiritual gifts, love and competence encourage others. As one parishioner said, *“My family has recently gone through a very*



difficult time; Fr. Sumith was a key factor in helping us deal with the blows life was throwing at us."

We have five additional part-time staff positions: Director of Music, Business Administrator, Parish Office Assistant, Youth Minister, and Church Custodian. They are supported in the daily operations of the parish by a devoted team of volunteers. More broadly, St. Alban's follows a model of shared leadership. New projects and ministries grow from the bottom up rather than being dictated from the top down, and members have a sense of ownership and responsibility. *"It's our church!"* Strong lay leadership works cohesively with the clergy and staff to assess and address the needs of the church. Fiscally sound, the church operates within its means and saves for future projects. In return, the congregation is generous with its time, talent and treasure. However, parishioners see the need to add additional staff, particularly in the area of parish life ministry, and to develop more and younger lay leadership.

Our Facilities

The original St. Alban's consisted of an ell-shaped building which included a multi-purpose area (now the parish hall), abutted by the kitchen and the parish offices. This forms the north and east sides of our courtyard complex. The distinguishing feature of the parish hall is its large north-facing cross window.

The nave and sanctuary are situated on the north side of the parish hall and can seat 300 people. The cross window is repeated in the north wall, giving parishioners a magnificent view of the Catalina Mountains and the foothills desert as they face the altar from descending rows of pews arranged in a



semi-circle around the altar. The surrounding walls contain niches with beautiful sculptures depicting religious themes using natural desert materials such as mesquite wood, copper and an olive tree from St. Philip's. In 2009, a Garden Columbarium was added west of the sanctuary and nave by the entrance to the church.



Our eight multi-purpose classrooms complete the east and south sides of the courtyard. Each classroom has a twenty-person capacity. The rooms open out on the south to a large fenced playground complete with wonderful recreational equipment for the children. Within the courtyard is a beautiful fountain, a center for outdoor services, and connecting covered walkways. Outside the courtyard, we have constructed the Stations of the Cross on a beautiful trail that meanders through the desert that surrounds the church buildings.



Parishioners love this desert sanctuary. *“St. Alban’s is in a beautiful setting and in a good location.”* We also recognize that additional office space is needed for staff, as well as function specific enhancements for existing facilities.

WE CELEBRATE OUR FAITH

“It is by faith you stand firm.” 2 Corinthians 1:24

Worship at St. Alban’s has a traditional foundation in liturgy and music. We celebrate the Holy Eucharist at eight and ten o’clock on most Sundays, using Rite II of the Book of Common Prayer and the 1982 Hymnal. Parishioners value the ritual and pageantry of the Episcopal Church. *“I feel like I’ve gone to church!”* But they appreciate the occasional use of other forms of worship, such as Morning Prayer or the Rite I Eucharist or daybreak Easter liturgy in the courtyard. They also enjoy other special services that have been developed over the years, such as:

- Clown Ministry to introduce the new Sunday School year
- Youth Sunday at the end of the school year, where graduating seniors who have grown up at St. Alban’s lead the service and eloquently speak to how their lives have been enriched here.
- An Independence Day Service where we give thanks for the freedoms we enjoy and show our appreciation for those who serve or have served in the armed forces.



We look for sermons that have their foundation in the Bible, and that apply Christ's message to our real-life experiences. In addition to individual sermons on the day's readings, we have benefited from series that illuminate the Lord's Prayer, the Nicene Creed and the Psalms, as well as more contemporary issues such as Christian marriage. Real world applications of the Bible remind us to have God in our lives and ask His help for others and ourselves.

We like to be encouraged as well as challenged. Stewardship sermons do not pressure the congregation; they address goals and projections and then simply ask that each individual or family pledge according to ability. We are a diverse congregation, creating the "via media" – a caring center that recognizes the presence of God in differing views and values people over politics. *"The focus is kept on coming together as a community to worship and not on church politics."*





"Make a joyful noise unto the Lord..." Psalm 100

Led by our talented and capable Director of Music, Dr. Stephen Keyl, St. Alban's music program enriches our worship with an eclectic combination of traditional, classical, and contemporary music. *"Steve does an amazing job with beautiful music which is relevant to the scripture and teaching of each Sunday."* Participation is open to all, in youth and adult vocal and handbell choirs that have grown tremendously in both size and ability over the past decade. The choir has featured vocal and instrumental soloists and also presented special programs appropriate to the season, such as the Lessons and Carols service before Christmas. *"The music program supports spirituality and worship."*

"Be joyful in hope, patient in affliction, faithful in prayer." Romans 12:12

Prayer is a vital element of our worship and is practiced in many settings. More than 100 special forms of the Prayers of the People have been used in Sunday services with public intercessions for our members and their kin. We also participate in regular healing prayer services on Wednesdays. Outside of church, many parishioners are engaged in organized prayer chains. The clergy's heartfelt interaction with the congregation leads and guides the way for members to be active in prayer.

WE SHEPHERD OUR YOUTH

We cherish our youth and recognize the importance of nourishing their faith. St. Alban's provides outstanding Christian education through our Sunday school for youth from preschool through high school, in addition to



nursery care for infants and toddlers. The Sunday school meets from September through May during the Liturgy of the Word portion of the ten o'clock service, and the children enter the church for the Eucharist with their families.

We have an outstanding team of teachers who offer instruction and foster spiritual growth. The "Godly Play" model is used with children age three to five. Augsburg Fortress materials provide Bible stories and related activities and crafts to grades one through four. Dedicated teachers and an innovative approach make the confirmation class offered to fifth graders one of the best anywhere. For the middle schoolers, teachers use group material, encouraging discussion and relationship building. The high school class also uses a discussion format, looking at current issues and bringing in guest speakers. Vacation Bible School for grades 4 and below takes the place of Sunday School during the month of June.



We encourage other forms of participation in our worship life through the young people's choir, acolytes, hand bell choir, Youth Sunday, Clown Ministry, and the annual Christmas pageant. Many youth, their parents and other adults are actively engaged in planning, writing, producing, rehearsals, scenery and costumes, as well as acting and singing.

One of the main attractions for young people is our Youth Group, which is open to middle and high schoolers. Aply led for many years by young adult youth ministers with the active support of parents, this group promotes not only fellowship but also growth in faith through participation in worship and outreach. In addition to fund-raising events for trips to Disneyland and the mountains, the youth coordinate an "Adopt-a-Family" project at



Christmas to provide clothes and toys to less fortunate children. They also lead the very popular Youth Sunday and participate in other youth-focused services during the year.



Our youth see themselves as very much a part of the church family, where everyone is friendly and all are treated with respect. Bonds of friendship are forged over the years and the teenagers become a tight-knit group even though they attend different schools. However, they would like to see greater clergy involvement in their activities.



WE INCREASE OUR KNOWLEDGE OF OUR FAITH

The hour between services on Sunday has become an important opportunity for adult Christian education. Fr. Sumith leads a weekly adult forum, focusing on basic teachings of our faith or on one of the books of the Bible. We have also conducted a series of adult forums on secular topics of importance to our members, bringing in experts from the congregation on such matters as medical insurance, recession and the local economy, and resume building.

The Women's Bible Study group meets weekly on Friday mornings to study and apply the timeless truths of scripture to their daily lives. For several years, this group has also sponsored a "Hugs by Mail" project that provides packages of toiletries, books, magazines, and other personal items to ease the daily life of our service members deployed in war zones. More than 2000 packages have been sent.

WE SUPPORT EACH OTHER, OUR COMMUNITY AND THE WORLD

Through outreach ministries, we recognize and respond to the needs of others – both within our congregation and in the broader community. Outreach is a ministry of relationships, reaching out to relate to and take care of others in some way. We believe that our ministries assist in accomplishing God's mission and provide us with a sense of comfort, value, compassion and grounding.



Our most important congregational ministry is pastoral care. *“People need their church when they are experiencing hard times.”* Some forty members of our congregation are homebound, and others are periodically in hospitals and extended care facilities. Many of our parishioners have experienced severe financial hardship during this recession. *“Pastoral care can easily be forgotten until you’re on the receiving end and realize what a tremendous difference it can make to overall recovery whether it be illness, death or other family emergency.”* We support each other through numerous ministries, including our Lay Eucharistic Visitors, Grief Support Groups, the Memorial Reception Committee, and prayer chains.



St. Alban’s also has a long history of reaching out to the less fortunate in and beyond Tucson with our time, talent and treasure. Our local outreach efforts include:

- Mother’s Day Food Drive – 2 to 4 tons of food donated annually to community service organizations
- Guadalupe Soup Kitchen – 17 volunteers deliver donated food and bread three times a week
- Primavera Shelter – up to 30 people prepare two dinners a month for homeless men
- St. Andrews Children Clinic - nutrition ministry for disabled children in Mexico
- The Haven – supporting Native American women recovering from substance abuse
- Camp Tatiyee – supporting camp for visually impaired children
- Black Stallion Literacy Program – supporting child literacy
- Caregiver Training Institute – supporting caregiver training
- Youth on Their Own – supporting homeless teens
- Habitat for Humanity – funded and built a home



We also serve God through outreach to the victims of national and global crises. We donated more than \$30,000 for relief to the victims of hurricane Katrina in Louisiana and Mississippi. We funded the construction of sixteen homes in Sri Lanka to house tsunami victims. And we donated over \$10,000 to assist victims of the earthquake in Haiti.



Meal preparation for Primavera Men's Shelter



New homes for Sri Lanken tsunami victims



Habitat for Humanity home

We know ourselves to be a *"caring, supportive and generous church."* Our ministries reflect our individual connections and passions; they are diverse and well chosen. There are opportunities, big and small, for everyone to let God's light shine in the world. We need only do a better job of making everyone aware of our efforts.



WE ARE A FAMILY OF FAMILIES

Relationships are important to this multi-generational church. *“St. Alban’s is family. That is its essence.”* “Family” includes those related to us not just by blood but also by shared faith, worship and fellowship. Family is woven throughout our church life and ministries, as shown above. But it also finds expression through social activities such as coffee hours, Family Fun nights, choir musicals, craft groups, Lenten potlucks, Shrove Sunday pancake breakfasts, Youth dinners, ECW outings, progressive dinners at members’ homes and others. In prior years, we have also had church picnics, golf tournaments and softball teams.

Fellowship activities are a means for us to attract young families, as there is an increasing desire to make St. Alban’s a focal point for family social activity. It is also an opportunity to develop inter-generational relationships, particularly for those whose relatives live in other communities. We hope to increase our social activities in the future and believe that could be facilitated by adding a Parish Life Facilitator to the staff.





A PROFILE OF OUR NEXT RECTOR

We seek a rector who wants to grow with us to build on this foundation and expects to be at St. Alban's for many years. Desired qualities would include:

- Love for the Episcopal liturgy and church music, with openness to occasional non-traditional services and prayers
- Talent for developing and delivering thoughtful, scripture-based sermons and homilies with application to daily life that challenge and encourage us in our faith, ministries, and outreach to the local community and beyond
- Responsive to pastoral care for parishioners, especially in time of need
- 5-10 years of parish experience as Rector or Assistant Rector, some at a medium- to large-size parish
- Familiarity and demonstrated ability with financial management of a medium to large parish
- Ability to develop staff and lay leaders, establish priorities jointly with the parish leadership, and delegate and supervise tasks and decision making
- Interest in, and capability for, working with the youth of St. Alban's, helping the Youth Minister to develop programs, and participating in their activities
- A sense of humor and a willingness to keep political biases, issues and preferences in the background



LOOKING TO THE FUTURE

St. Alban's has a strong foundation. We love our church and our congregation. With the grace of God, we have accomplished many things in thirty-eight years. We are strong spiritually and materially. We have created an environment where all are welcomed and respected, and apart from the fact that we are all individuals, there are no significant divisions among us. And yet there is always need for growth, in our numbers, in our relationships and most importantly in our faith.

As we move forward, we hear the words of our retired Rector in one of his last sermons: *"Stand firm in Christ. Proceed in the fellowship of the Holy Spirit. Be nurtured by the love of God."* And we regularly say this prayer for our search process:

Almighty God, giver of every good gift:
Look graciously on St. Alban's Church,
and so guide the minds of those who shall
choose a Rector for this parish, that we may
receive a faithful pastor, who will care for your
people and equip us for our ministries;
through Jesus Christ our Lord.

AMEN



OUR SEARCH PROCESS

Our search process is being carried out under the authority of the Bishop of Arizona, The Rt. Reverend Kirk S. Smith, and with the assistance of the Diocesan Deployment Office,

All interested candidates are requested to submit applications to the attention of the Rev. Canon Timothy Dombeck at the Diocesan Office. The address is: The Rev. Canon Timothy Dombeck, Canon to the Ordinary at the Diocese of Arizona, 114 West Roosevelt, Phoenix, AZ 85003. Canon Dombeck's e-mail is: timothy@azdiocese.org.

The Bishop will present the Search Committee with a short list of interested candidates. This process may be repeated until such time as we have narrowed the list to the final group of candidates. At that time, the Bishop's office will conduct thorough background checks on all candidates. Subsequently, we will invite the final candidates to meet with the Search Committee for a face to face interview. We may elect to visit you in your current location, if we deem that to be beneficial.

The Search Committee will present its final recommendations to the Vestry for their final selection. A committee to include the Senior Warden and Treasurer will negotiate the employment package using guidelines provided by the Diocesan Deployment Office. Final approvals are made both by the Vestry of St. Albans and the Bishop or his representative.



Appendix: A

St. Alban's Demographics

	<u>2007</u>	<u>2008</u>	<u>2009</u>
PLEDGING			
Number of pledging units	271	285	285
Dollar amount pledged	551,204	600,576	606,655
Average pledge amount	2,034	2,107	2,129
MEMBERSHIP			
Members Reported Last Year	1420	1461	1476
Increases During the Year	61	30	22
Decreases During the Year	20	15	114
Total Active Baptized Members Year End	1461	1476	1384
Communicants in Good Standing	1461	1476	1384
Communicants in Good Standing Under 16 yrs.	344	341	348
Others Who are Active	200	200	100
ATTENDANCE			
Average Sunday Attendance	315	318	278
Easter Attendance	660	604	671
BAPTISMS			
Baptisms 16 Years and older	1	1	3
Baptisms under 16 years of age	9	12	10
CONFIRMATION			
Confirmations 16 years and older	7	2	2
Confirmation under 16 years of age	14	10	10
RECEIVED BY THE BISHOP			
	3	0	0
CHURCH SCHOOL			
Church School Students enrolled	85	90	85



Appendix: B

Stewardship and Finances

St. Alban's 2009 Budget

INCOME	2009 BUDGET
Pledge and Plate	610,308
Identified Gifts	24,292
Seasonal Offerings	3,125
Other	16
Restricted Pledges and Gifts	4,250
Pre-School Reimbursement	21,596
Birthday and Anniversary Offerings	810
TOTAL INCOME	<u>664,397</u>
EXPENSES	
Clergy	154,207
Office Administration	24,105
Custodian	12,440
Musician	52,840
Nursery	1,720
Other Personnel Expenses	78,738
Total Staff Expense	<u>324,052</u>
Ministries	
Music	2,374
Children's Christian Education	14,196
Youth Program	19,314
Other	426
Worship	2,873
Outreach	9,707
Total Ministries Expense	<u>48,890</u>
Buildings and Grounds	37,779
Office	11,018
Other	803
Diocesan Contribution	<u>117,521</u>
TOTAL EXPENSES	<u>540,062</u>
INCOME minus EXPENSES	124,335

St. Alban's Balance Sheet

<u>ASSETS</u>	<u>9/15/2009</u>
Current Assets	
Operations Checking	52,782
Investments	
Investment Fund	478,672
Development Fund	688,513
Fixed Assets	
Buildings & Grounds	3,500,684
Other Assets	
Interfund Activity	-1,366
Property Fund	
Organ Fund	397,187
Trust Funds	
Endowment Fund	96,256
TOTAL ASSETS	<u>5,212,728</u>
<u>LIABILITIES AND FUNDS</u>	
Current Liabilities	
	<u>477</u>
Fund Balances	
Church Operations	90,662
Fixed Assets Fund	3,500,684
Reserve Funds	1,350,091
Trust Funds	270,813
Total Funds	<u>5,212,250</u>
TOTAL LIABILITIES AND FUNDS	<u>5,212,728</u>
DIFFERENCE	0