

Parish Profile

for

St. Bartholomew's Episcopal Church

January 2012



Our mission is to seek, serve, and celebrate Christ in every person.
We invite the community to worship with us, to share our gifts,
and to grow in Christ's love.

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INTRODUCTION

St. Bartholomew's Episcopal Church in Richmond, Virginia, is searching for a new rector to lead our congregation to an exciting future. St. Bartholomew's has produced this Parish Profile, which outlines the proposed future, current status, and history of our congregation.

The vestry appointed a search committee to organize the search process, develop the Parish Profile, screen applications, interview candidates, and recommend a choice to the vestry. The first task for the Search Committee was to create a survey to help us identify:

- Who are we?
- What are our core values?
- What is important to our members in worship, fellowship and in our life as a Christian community?
- Most importantly, what do we seek in a new rector?

The survey was conducted and it was completed by sixty two percent of the congregation. Using the results of the survey we prepared this profile. For additional information about us see our website www.stbartsrichmond.org

Search Committee Members

Sarah Bay
Robert Casey
Wesley Ann Godard
Rick Jones
Pam Oglesby
Betty Pace
Lexie Ross

Who are we? How do we envision our future?

St. Bartholomew's is a small but vibrant church with a distinct sense of spirituality and diversity that seeks an energetic and enthusiastic rector to help it grow and realize its rich promise. St. Bartholomew's is a refuge for its parishioners. We value our individuality and celebrate our



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differences. Accepting one another's ideas is a core value. We have a rich spiritual life focused on the weekly celebration of the Eucharist. We encourage creativity and flexibility.

We have a children's Sunday school program, a youth choir and a youth group for middle and high school students. We would like to see those programs grow.

Our goals for the future are for a congregation that:

- is growing in size and strength
- is more visible in the community
- appeals to people of all ages
- integrates and involves new people more quickly and more fully into the life of the church
- focuses on spiritual development
- strengthens our children and youth programs
- supports our music program
- increases fellowship and community building with programs relevant to people's lives
- expands outreach activities

THE RECTOR WE SEEK

We seek a rector with the vision and enthusiasm to lead St. Bartholomew's into the future and the experience to guide us to realize our goals. St. Bartholomew's new rector will be an energetic leader who can inspire and mentor the Vestry in expanding and reaching its goals. Our rector will have a relaxed leadership style that encourages decisions by other leaders, and welcomes new ideas and approaches.

Our new rector must be:

- A **Spiritual Guide** - anchored in faith. Someone who will lead us collectively and individually in our spiritual growth and fulfillment.
- A **Celebrant/Liturgist** who will celebrate the Eucharist with spiritually focused sermons that relate to our daily lives and inspire our spiritual development.
- A **Counselor/Healer** prepared to visit the sick, shut-ins, and those in crisis. An advisor who will be available to counsel those of all ages with patience, insight and compassion.
- A **Minister of the Word/Teacher of Congregation** who is a gifted communicator. Someone who can not only deliver an enlightening sermon to the congregation but also easily relate one-on-one with our diverse parishioners.

(We) "need a rector that is easily approachable and someone that can work with and relate to all members of the church. Someone who can be a leader ... someone members can look to when in need of guidance with religious matters or any issue in life."

The rector is the face of St. Bart's that most visitors would interact with first, so being welcoming and a good ambassador is most important."



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- A **Church Administrator** who is a goal-oriented manager and effective delegator and who will actively contribute to already established programs and become a strong voice in the implementation of new, innovative programs focused on growth.

St. Bartholomew's ideal rector should:

- be a diligent individual who is easily approachable and has a good sense of humor
- have a strong character and be a model of honesty and integrity
- understand our history and recognize and be sensitive to the needs of both newcomers and long-time members
- have the skills and talents to be a positive contributor to our active congregation and help us grow.

A rector should be someone parishioners can look to in times of crisis. Would definitely be a plus if they are strong at counseling and providing advice."

St. Bartholomew's is committed to being a place for all ages and backgrounds with a distinct sense of spirituality. We seek a rector who will embrace this tradition with enthusiasm and energetically lead our church to an exciting future with a growing membership of young families where all can realize Christ's promise.

The Diocese of Virginia

The Diocese of Virginia, organized in May 1785, was one of nine dioceses represented at the first General Convention in September 1785. Today, the Diocese of Virginia is one of the largest in the Episcopal Church by active membership with over 80,000 members. Its congregations have the second highest average Sunday attendance in the Episcopal Church. It is composed of 181 congregations and covers 38 counties, extending from its southern boundary at Richmond and the James River to northern Virginia and from the Chesapeake Bay on the east to the Shenandoah Valley on the west.

The diocesan offices are located in the Mayo Memorial Church House, a 19th century Greek Revival mansion on West Franklin Street in Richmond. The building was left to the Diocese by heirs of Peter Mayo, a wealthy 19th century tobacco merchant. The Diocese also maintains a Northern Virginia office at Goodwin House in Alexandria.

The Rt. Rev. Shannon Sherwood Johnston, who was elected and consecrated in 2007, began his ministry as the 13th Bishop of Virginia on October 1, 2009. He is joined in his Episcopal ministry by a Bishop Suffragan, the Rt. Rev. David C. Jones who is retiring at the end of January. Elections for his replacement are being held in April 2012. For more information regarding the election please go to the diocesan website at www.thediocese.org. In January of 2011, the Rt. Rev. Edwin F. Gulick, retired bishop of Kentucky, began serving our diocese as Assistant Bishop. The bishops serve the Diocese well and work with congregations in their ministry,



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helping them to pursue the diocesan priorities: youth and young adult ministry, strengthening our congregations, evangelism and proclamation, multicultural and ethnic ministries, and mission beyond ourselves.

The bishop's seat is the Cathedral of the Transfiguration, an open-air stone chapel at the Shrine Mont Diocesan Conference Center. This facility, located in the Shenandoah Valley, is used for diocesan meetings, conferences and clergy retreats, and hosts extensive summer youth camping programs. The Diocesan Center at Roslyn in Richmond overlooks the James River and is a gathering place for diocesan events of continuing education. It is also often used for vestry and parish retreats.

The Diocese owns and operates six secondary schools and has part ownership and operation of five continuing care retirement facilities. The Diocese enjoys the benefits of the Virginia Theological Seminary, the world's largest Anglican Seminary as a resource for education.

Regions

The Diocese of Virginia has 15 regions, determined by geography. St. Bartholomew's is part of Region XII.

Affairs of each region are overseen by a Regional Council, composed of members elected by the churches of that region. The Council is led by an elected Executive Board of lay people, and an appointed Dean who is a member of the clergy. Funding comes from the churches represented by Council.

The Richmond Metropolitan Area

Located in the heart of the Mid-Atlantic, the Historic Richmond Region includes the City of Richmond and five surrounding counties of Chesterfield, Goochland, Henrico, Hanover and New Kent. Here you will find a wealth of small-town charms and big-city amenities woven into our landscape, catering to all walks of life. Within an hour's drive you can enjoy either the mountains (west) or the beach (east). Our nation's capital is only about two hours to our north.

The Richmond area has four distinct seasons and 400 years of rich history and culture, including museums, art galleries and theatres. History and heritage, gardens and plantations, arts and entertainment, even antiques and boutiques – whatever your interests are, you can find them in the metropolitan Richmond area. Please visit the following for more information about the Richmond area. http://en.wikipedia.org/wiki/Richmond,_Virginia



Our Community

St. Bartholomew's is located in Richmond's suburban West End at 10627 Patterson Ave. in Henrico County. The immediate area is comprised primarily of single-family homes built in the 1950s and 1960s and several apartment complexes. Within a 10 minute drive are many new high-end housing developments and communities, upscale shopping, sports facilities and a variety of restaurants. Henrico County is known for good management and excellent public schools. The following link gives more information about the west end of Henrico County. [http://en.wikipedia.org/wiki/West_End_\(Richmond,_Virginia\)](http://en.wikipedia.org/wiki/West_End_(Richmond,_Virginia)).

Our Congregation

Our congregation is a diverse family of vibrant, energetic and spiritually focused members. Many of our parishioners come from other religious traditions, and we celebrate each other's individual talents and gifts. We invite people to "come as you are" and strive to recognize and respect the dignity of all people.

Currently St. Bartholomew's has approximately 175 members. Clearly, one of the challenges facing the church is to grow and attract new members. We would like to achieve that goal and share our blessings and God's love with more people.

	Avg. Attendance	Baptisms	Confirmations	Weddings	Burials
2007	70	3	0	0	4
2008	76	3	0	1	4
2009	73	7	0	1	1
2010	63	1	0	1	1
2011	72	2	1	1	2

Our History

St. Bartholomew's Episcopal Church began in 1961 as a mission church established by the Diocese of Virginia. The Rev. Alwin Reiners accepted the call to be the first vicar. St. Bart's second vicar, the Rev. Hugh Whitesell was called in 1968. Within several years the congregation's growth required an enlarged church building, and ground was broken in June 1972 at St. Bartholomew's current location on Patterson Avenue in the western portion of Henrico County. In September 1972 the first baptism was held in an open area on the concrete slab that forms the foundation of the church. The first service and dedication was held on April 1, 1973. In 1977, the Rev. Malcolm Turnbull accepted the call to become St. Bartholomew's



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third vicar. Malcolm retired in February 2002. In January 2004 the Rev. Haywood B. Spangler became rector of St. Bartholomew's. In May 2010 he accepted a position in the non-profit private sector.

In December 1981 when a fire destroyed the church's roof and worship space, the congregation faced adversity together, determined to rebuild. Meantime, services were held at the nearby Derbyshire Baptist Church.

St. Bartholomew's Episcopal Church became an independent parish in January 1986. As part of the celebration of achieving that status after 26 years as a mission church, each of the church's committees and groups conducted special fundraising events, and in a special ceremony at the annual Diocesan Council, St. Bartholomew's donated money to the Diocese for the planting of new churches. This has now become a Diocesan tradition for other new churches that achieve parish status.

While we are a small congregation, the creative and independent spirit of our members has made St. Bartholomew's a leader in other areas as well. In 1982 members of the church organized the Region XII Board and Chancel Players, which performed chancel dramas at Episcopal churches throughout the area as well as secular productions. We have sponsored two young members of the congregation as candidates for the priesthood and most recently sponsored a candidate to the vocational diaconate. Members of the church have served on the Diocesan Standing Committee and other important groups in the Diocese of Virginia.

We have sponsored refugees from Cambodia and the Sudan. St. Bartholomew's is recognized throughout the Diocese as a leader in helping Sudanese refugees. The Sudanese community holds services at St. Bartholomew's in the Dinka language on Sunday afternoons.

Our Ministry Today

Worship

Our worship is focused on the Eucharist. We hold two services every Sunday at 8:30 a.m. and 10:30 a.m. The 8:30a.m. service is Holy Eucharist Rite I without music. The 10:30a.m. service is Holy Eucharist Rite II with music. We use other rites during special seasons of the Church calendar. On the first Sunday of each month during the regular service, we have an anointing for healing. During Lent and Advent we have services on Wednesday nights. On Christmas Eve we have an early children's service with a pageant and Eucharist. We also gather at 10pm on Christmas Eve to sing Christmas Carols followed by Eucharist at 11pm. We also celebrate the Eucharist on Christmas morning. During Holy Week we have services on Wednesday night, the washing of feet on Maundy Thursday followed by the stripping of the altar, a Good Friday service (stations of the cross) and an Easter vigil on Saturday night.

Services include significant lay participation. The Altar Guild sets up and cleans after each service. We use lay readers, some of whom are also chalice bearers. Acolytes and ushers



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participate at every service. Prayers of the People are read by a member of the congregation, and the gifts are presented by members of the congregation.

Christian Education

The Christian Education program at St. Bartholomew's includes a lively adult Sunday School class that meets on Sundays at 9:30a.m. Recent topics have been a video and discussion series on science and Christianity and another on the world's great religions. An adult education series meets on weekday evenings during Lent and at other times when a topic and teacher present themselves. Last year's Lenten topic was Dante's Divine Comedy. A Sunday School for children ages 4 and up meets during the 10:30a.m. service. The children join the service at the time of the offertory.

Youth Group

We have a youth group that meets about every other Sunday after the 10:30 service. They have covered several topics of interest to their age group. They have enjoyed trips to a pumpkin patch, a haunted house, outreach opportunities with Boaz and Ruth and a day retreat at "the rivah".



Youth Group celebrating Holy Eucharist during their retreat at "the rivah."

Music Ministry

Music in one form or another has always been a part of the worship at St. Bartholomew's. We have been blessed, over the years, with many musical talents. Under the leadership of our Music Director, Kathleen Gambill Hennessey, both an adult choir and a youth choir add their talents to our worship services. Music from classical composers, contemporary musicians and the wide variety of music from several Episcopal hymnals are all part of the choirs' and congregations' music experience. Music is used for celebration as well as quiet reflection. A praise music group called "*The Spirits*" play at services. This provides a unique mixture of music that satisfies both traditional and contemporary tastes. The musical talent and interest at St. Bart's is considerable and the potential for further development of the music program is great.

Parish Life and Special Events

Fellowship is the mortar that binds our parish together. At St. Bartholomew's, we have many opportunities to gather in small and large groups, both at the church and in the community. Where ever we are, we will always be St. Bartholomew's.

We heat things up at the beginning of the year with our annual Chili Cook-Off, which involves parishioners creating their secret chili recipes, consumed by and judged by family and friends. The tasters cast votes with pennies and the money collected is then donated to the Food Bank. The winner receives the coveted "Chili Grail" and returns the following year to defend the title.

A long tradition at St. Bartholomew's is the Shrove Tuesday Pancake Supper.

In spring we open the doors to family and friends for Cuban Night. The event has become an annual tradition and a great fund raiser for St. Bartholomew's since 2004. We sell about 150 to 175 meals and raise an average of \$2,700.



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On the first Sunday of June we get together for our Parish Picnic. We celebrate the Eucharist outside on the property and then enjoy a pot luck picnic lunch.

Another tradition is the Fall Family Retreat to Shrine Mont, which gives us the opportunity to get away from the stresses and challenges of urban life and escape to the mountains of northern Virginia. It is a weekend of quiet contemplation, biblical study, and family activities.

Community meals and small group discussions provide time to return a sense of balance to our lives. St. Bartholomew's was among the first (if not the first) churches to establish the tradition of an annual Shrine Mont parish retreat in the 1960's, a practice that many parishes in Virginia follow today. <http://www.shrinemont.com/>. In the fall we also come together for the St. Bart's Festival.

In addition to those activities from time to time there are receptions held after services on Sundays, when the bishop makes his annual visit to confirm and receive new members, and at other significant events during the year.

We had a glorious celebration in August 2011 of our 50th anniversary with a catered dinner attended by nearly all our past rectors, and a visit from Bishop Johnston on Sunday. The celebration of our Saint's Day the following week was all the more special as it was held outdoors after hurricane damage the previous night cut power to most of the area. We had a lot for which to be thankful.

Outreach

Central Virginia Food Bank – a member of FeedMore is an organization that was created in 1980 by 60 churches in the Richmond area concerned about hunger and poverty in the area. St. Bartholomew's has donated approximately 1,200 pounds of non-perishable foods per year. <https://feedmore.org/about-us/who-we-are/history/>

Friends of L'Arche Central Virginia – L'Arche creates family-like homes for adults with intellectual disabilities - homes that offer a quality of life that is rare among persons with disabilities. St. Bartholomew's lends their support in several ways to this organization. For example, we offer space for celebrations and prayer and St. Bart's members join their functions to help enrich the community. <http://www.larcheusa.org/>

Boaz and Ruth – An organization that provides support to individuals that have been recently released from prison. They provide job training, a safe home and healthy relationships for these individuals. St. Bartholomew's members have participated in several mission trips to help restore homes and make them ready for occupancy.

Peter Paul Development Center – An outreach and community center serving communities in Richmond's East End. The center gives children a safe, consistent, structured and loving environment in which to thrive. St. Bartholomew's sponsors a choir camp for the center every summer for a week. <http://www.peterpauldevcenter.org/index.html>



Resources

Staff

St. Bartholomew's staff is currently led by our Interim Rector (part-time), the Rev. Bruce Birdsey. We also employ a Communications Specialist, a Music Director and a part-time sexton. We have begun the process to hire a part-time administrative assistant.

Vestry

Our vestry has 9 members, serving three-year terms with a third of the members elected every year. The nominating committee each year is made up of those whose terms are ending, and the slate is presented at the Annual Congregational Meeting in January, and all members vote for the new members. The vestry meets once per month and the treasurer is present at all regular meetings but is not a voting member of the vestry.

Facilities

One of St. Bartholomew's Episcopal Church's most distinctive features is its building, which provides space for activities in a flexible, multi-use structure of approximately 6,000 square feet. The sanctuary seats approximately 200 people. The Sacristy is behind the altar and the secretary's office is also located in the same area. The rector's office is located at the front of the church. Elsewhere in the building are 3 small classrooms, a kitchen, a library and a nursery. Folding partitions and movable walls allow the large central space to be configured for varied uses. At various times, the church has held theatrical performances, arts festivals and receptions.



Perhaps the building's most distinctive feature is the large plate glass windows that frame the altar area with a view of the woods in which the church is nestled, giving worshippers a calm glimpse of God's creation in the midst of our worship services. The other distinctive feature is the nave's ceiling, whose large-timbered trusses can almost be touched from the floor. This is the structure's way of expressing God's role in our lives – not out of reach or lofty but close at hand.

In addition to regular worship, spiritual and educational activities, in the past the church has been used by a variety of community groups, from Boy Scout and Girl Scout troops to Alcoholics Anonymous.

The church's grounds also include a columbarium where the ashes of deceased parishioners have been interred. Others have chosen to have their ashes scattered in the memorial garden in the woods surrounding the church.

Finances:

The table below summarizes the financial performance for St. Bartholomew's from 2007 until 2011 and information from the 2012 budget.



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	Total Income	Total Expenses	Net	%
2007	168,270	168,418	(148)	- 0.09%
2008	200,313	202,887	(2,574)	- 1.28%
2009	186,618	195,205	(8,587)	- 4.60%
2010	154,862	164,038	(9,176)	- 5.93%
2011	148,519	127,960	20,559	13.84%
Budget 2012	144,564	139,194	5,370	3.71%

During the early portion of this five year period we experienced several severe problems with various areas of the building physical plant. We were forced to do major repairs to the roof, and had to replace both heat pumps and air handlers. The church employed an associate rector for a portion of this period. The plan was for the associate rector to provide additional expertise in outreach functions and to help grow a youth program. It was hoped that the increased activity level would allow us to attract new membership. Unfortunately the effort was compromised by rapid and wide spread deterioration of financial conditions in the general economy during 2008 and 2009. Sadly, the vestry was forced to eliminate the associate position early in 2010. As with many other small Episcopal churches we face the problems of an aging congregation and stagnant membership growth. The effect this has on our finances is a reduction in contributions as parishioners are forced to divert a larger portion of their funds to their personal care and eventually the loss and possible non-replacement of the member. St. Bartholomew's has been blessed in recent years as several parishioners elected to recognize the church in their wills. This money has been combined into an account that is currently invested with the diocese. The account was structured to provide the maximum income on an annual basis but also to allow withdrawal of funding for emergencies or to support the ongoing operation of the church if necessary.