



Saint Andrew's
EPISCOPAL CHURCH

5801 Hampton St.
Pittsburgh, PA 15206

<https://www.standrewspgh.org/>

OUR PURPOSE

St. Andrew's Episcopal Church in Highland Park, Pittsburgh, is calling for a Rector. We believe that we are called in faith by the Holy Spirit to seek a Rector who is a passionate follower of Jesus Christ. This new Rector will be a flexible and compassionate leader who, guided by the Holy Spirit, will enliven our covenant with the Almighty, strengthening our parish's relationship with Creation and with all God's people.



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WHO WE ARE

Our Methodology

In order to capture a current snapshot of ourselves, we sent out a written survey by email/mail and scheduled six listening groups. The Parish Survey captured quantitative data, also asking six specific questions to gather more qualitative information specific to the qualities, attributes, and experience we'd like to see in our new rector, what changes we would like to see in the future and anything else a member might like the Search Team and the Vestry to know.

Our listening groups consisted of our Sunday school children, our teens, and four additional mixed groups of new and old members, parents and grandparents, 20-30 somethings, neighborhood non-members, members who have changed churches, and members invested in the music program. We asked all groups the same questions:

- What are the gifts and graces present at St. Andrew's?
- What are the strengths and challenges of our ongoing ministries; are they reflective of our gifts and graces? Where is the growth potential?
- What does diversity mean?
- If diversity is desired, what does that look like at St. Andrew's?
- How do we, as a congregation, resolve conflict?
- What would be missing if St. Andrew's closed its doors? From the neighborhood? From your life?
- We have always defined ourselves as a neighborhood church. Since 40% of our congregation now comes from the suburbs, what does neighborhood mean?
- What would attract someone to St. Andrew's?
- If money were not an object, how should St. Andrew's "be church," both now and five years from now?
- What excites you most about this transition?

The information and insights from the survey and the listening groups have informed this Parish Profile.

St. Andrew's Episcopal Church: A History and a Heritage

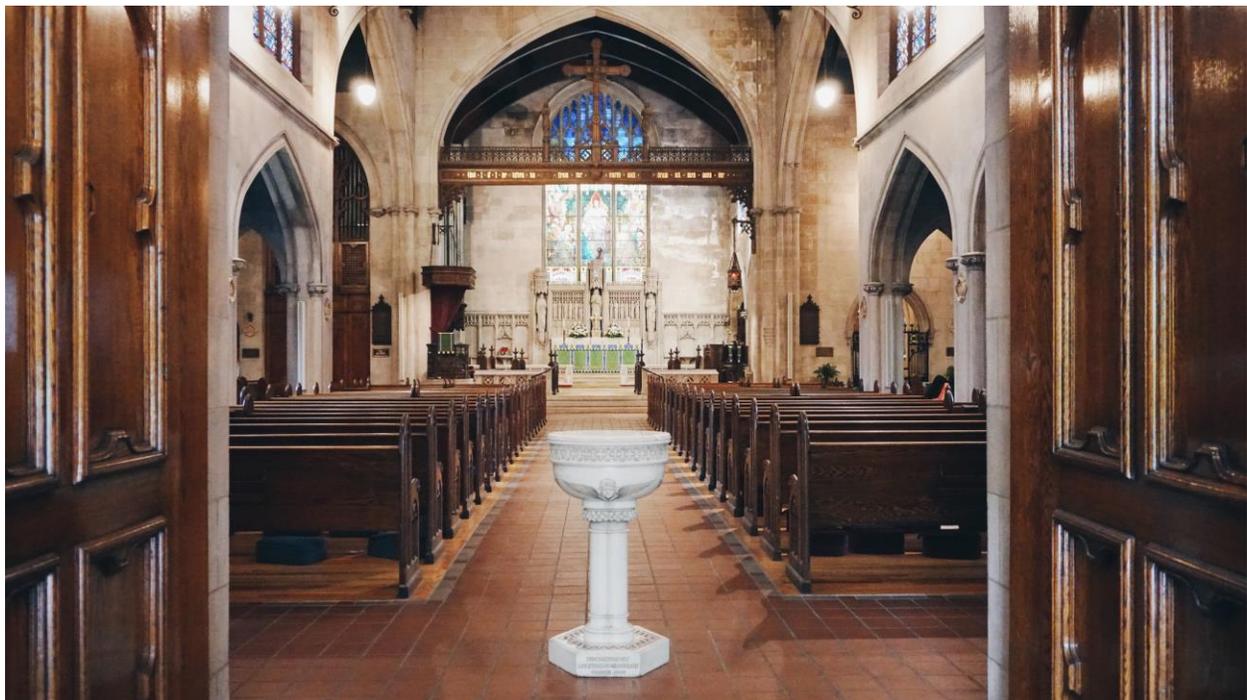
St. Andrew's Church of Highland Park was founded in early 1837 by a small group of people who believed Pittsburgh needed a second Episcopal church, the first being Trinity on Sixth Avenue. A brick building was erected at Fort Duquesne Boulevard and Ninth Street that was eventually replaced in 1870 due to constant flood damage.

In 1903, a decision was made to relocate to the growing East End, and three years later, the cornerstone of the present-day building, designed by Carpenter & Crocker, was laid at Hampton Street and North Euclid Avenue in Highland Park. On November 30, 1909, the church was consecrated.

A century later, we launched a \$1.5M Capital Campaign to renovate our church buildings to meet the needs of the 21st century and to bring our facilities up to code. Ramps, automatic doors, a fire protection system, and an elevator between the basement and second floor were installed. Additionally, the campaign added a fire protection system and new restrooms.

A completely remodeled lower level added much-needed floor space to accommodate the parish's growing activities. St. Andrew's hosts AA, NA, Al-Anon meetings, the Highland Park Community Council, and an official election day polling place. On the ground level is Brooks Hall, our main social and meeting space, where improvements such as new flooring and an updated kitchen were added. All the classrooms were remodeled above Brooks Hall on the second floor, and a new oak staircase was added. Air conditioning was installed in Brooks Hall.

These renovations could not have been possible without parish families reaching deep to make these generous contributions to St. Andrew's future, the congregation itself, and the community.



Our Demographics

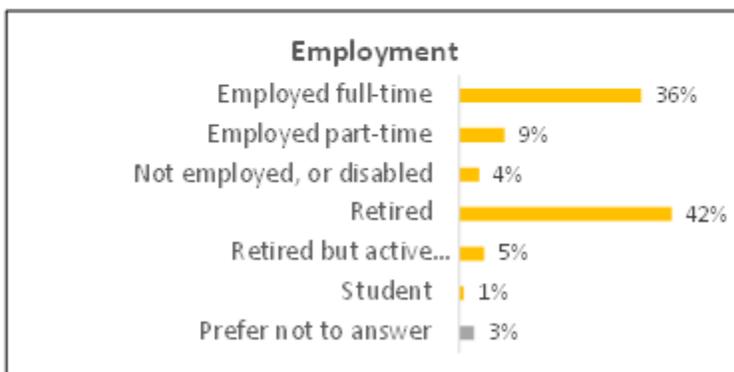
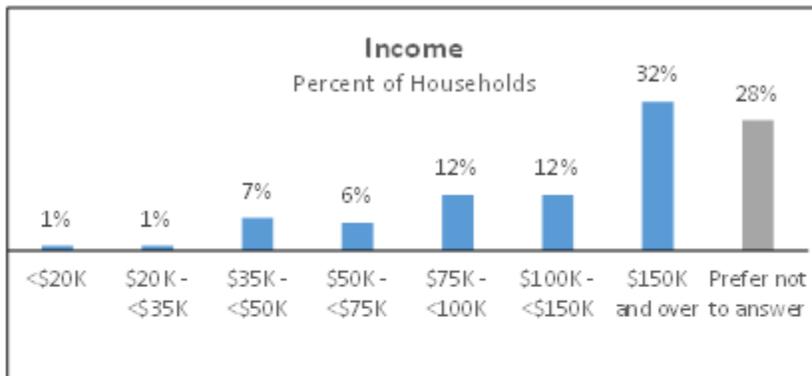
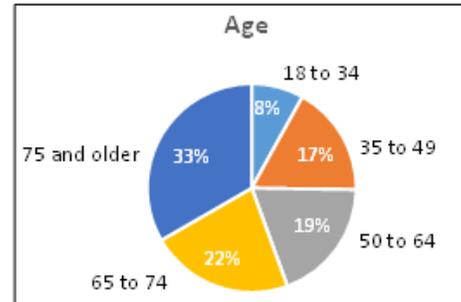
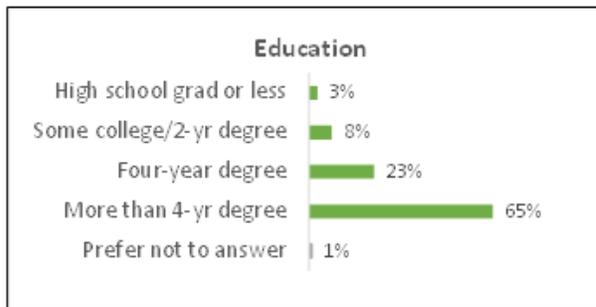
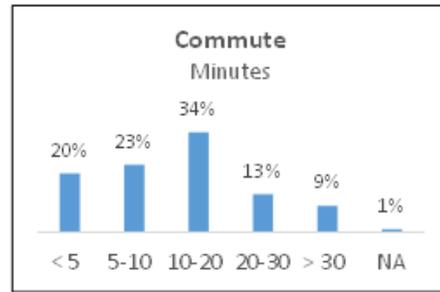
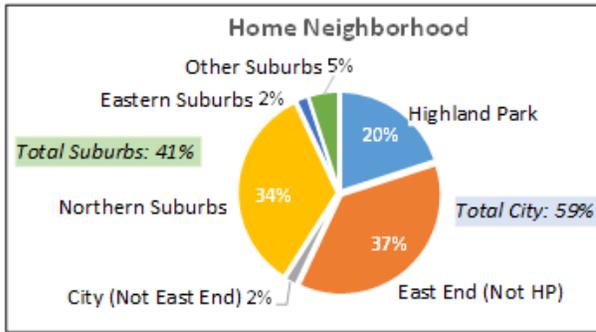
Today, we are a church of 209 confirmed congregants. We are a highly engaged group...62% responded to our Parish Survey. Among the respondents, more than two-thirds attend services three or more times each month. Since the pandemic, we live stream our primary Sunday morning service; notably, 20% of us now participate via these services. While it varies during the year, our average Sunday attendance (ASA) in 2023 is 66, down from a high in 2011 of 132, but on an upward trend back to the pre-pandemic 2019 ASA of 72. Over 80% of survey respondents made a 2023 pledge to the parish.

Those who responded to our survey show our membership to be overwhelmingly white. Most of us are married or with a domestic partner (69%). 56% are between 35 and 74, while 33% are over 75. (More of our older than younger parishioners responded to the survey, while many of the younger parishioners attended our listening groups.) Two-thirds of us (65%) have a post-graduate education, and an additional quarter (23%) have undergraduate degrees. Over half of us have household incomes over \$75,000 a year. 47% of us are retired.

We are a family-sized church looking to grow. As a congregation, we resonate to a traditional liturgy whose sermon, while rooted in Scripture, applies to our daily lives. We are deeply committed to lay leadership, both in outreach and in the parish itself. In partnership with our supply priest, three lay ministers will lead morning worship on the 3rd and 5th Sundays of the month until a new Rector arrives. While we picture ourselves as a neighborhood church and are very involved in neighborhood ministries, only 20% of our survey respondents come from Highland Park.

The median group (34%) drives 10-20 minutes to church.





37% identify as male
 56% identify as female
 1% completed by couple
 5% prefer no answer
 91% are white

Our Self-Description

Based on our survey results and our listening groups, St. Andreans use these comments to describe ourselves and our congregational community:

- Caring
- Open to people of differing perspectives and backgrounds
- Welcoming and hospitable
- Desiring to be inclusive
- Easy to know, friendly
- Family-centric
- Committed to following Jesus Christ
- Committed to Episcopal liturgy and tradition
- Appreciative of, and awed by, the beautiful sanctuary and stained-glass windows
- Committed to outreach—there is something for everyone.

We are a church that has always tried to be engaged in our local community; what is interesting to note is that in the latest survey, we realized that our "neighborhood" has grown beyond our Highland Park borders. 41% of our congregation now comes from the Pittsburgh suburbs.

We also are a church embarked on the healing road. In the last 60+ years, St. Andrew's has only had three rectors, two of whom stayed 30 and 25 years, respectively. Our latest rector, called during COVID, worked hard to revitalize a church that had been torn by the split in the Episcopal Diocese, the theological struggle with the ordination and marriage of gay clergy, and a longtime and popular choirmaster who was asked to leave.

This new young pastor did much to revitalize the church, despite COVID, attracting new younger families with children, bringing a strong commitment to inclusivity of all kinds, balancing the budget, purging and right-sizing the membership rolls, hosting visibility-raising events in the community, and mentoring a young curate generously provided by the Diocese. (See *How We Have Changed*, page 24). Unfortunately, some health concerns underscored how geographically distant he was from family; in May 2023, he accepted a call to a congregation in New Jersey to be closer to family and longtime friends. His departure left many of us feeling betrayed, bereft, and angry; others, frustrated by his leadership style, were relieved.

While in those three short years we accomplished much, there is still healing needed for those who stayed the course over the tumultuous years of the split and the choirmaster's departure and for the new members who joined during our last rector's tenure. Happily, St. Andrew's was blessed to have our Curate for six months after our Rector left. His efforts and calm, humble, peaceful presence did much to alleviate understandable anxieties and begin the healing process.

Working together to write this profile, we have had the opportunity to rejoice in our energy, cohesiveness, and creativity. We have learned that we are a family-sized parish in a vibrant

neighborhood with a growing younger population and a desire to serve Christ. We are a church looking forward to the transformative nature of God's grace and to the Rector who will lead us collaboratively into the future.

Worship and Sacraments at St. Andrew's

St. Andrew's Church has traditionally offered its members multiple opportunities for worship throughout the week and year. Our worship style can be traditional, though St. Andreans, as a rule, do not identify as "high" church. Our regular worship service follows the 1979 Book of Common Prayer revision, alternating between Rite I and Rite II.

Thoughtful preaching of the Word and the celebration of the Eucharist have been complemented by a rich tradition of sacred music – an aspect of the Parish well-regarded in our broader community – within a sacred space framed by a lovely set of stained-glass windows with the Nativity, the Ascension, and Jesus Welcoming the Children - a symbol of the family nature of the parish. The physical structure of the sanctuary—the stone and masonry that make our church—convey St. Andrew's 120-year history as a cornerstone of the Highland Park neighborhood. In our listening groups, we heard how much we would be missed; in fact, several neighbors expressed the wish that we repair the belfry. The pealing of our bells is missed!

During the pandemic, we eliminated our Wednesday noon Eucharist and changed our services from 9:00 and 11:00 to 8:00 and 10:00 year-round. We also pared down the 1st Thursday and 3rd Sunday Evensong services to one Sunday evensong a month and offered Evening Prayer every Sunday at 5:00. The 8:00 service is held in the beautiful Lady Chapel, without music. In contrast, the 10:00 service typically has choir and organ accompaniment. We look forward to reinstating our simple Wednesday Eucharist as soon as our new Rector can join us.

Lay readers participate in all regular services and lay chalice bearers serve at all Eucharistic services. Over the past three years, our Rector and our Curate alternated preaching at the Sunday services. Members of the Vestry and leaders of key ministries often provide updates or reminders during the announcements. Baptisms follow the BCP liturgy and are generally scheduled as part of the 10:00 service.

In the summer months, we hold only one Sunday service each week at 10:00, which includes the celebration of the Eucharist with organ and soloist from the choir.

Evensong (featuring guest soloists, instrumentalists, and a reception) has now been put on hold until our new Rector joins us.

During the Lenten season, St. Andrew's participates in a consortium of Episcopal Churches in the Diocese to offer simple meals and fellowship at the host parishes, followed by a Eucharistic service focused on a unifying theme appropriate to the season. A full schedule of Advent, Christmas, and Easter services is celebrated, including midnight services on Christmas Eve. Another highlight of our liturgical season is the celebration of St. Andrew's Day outside on the lawn, accompanied by the stirring sounds of the Syria Highlander bagpipe and drum corps.



In summary, St. Andrew's has a history of offering a full schedule of worship opportunities throughout the calendar year. Celebrating the sacraments, the Word preached, sacred music, and lay participation are integral to the worship life of our Parish. Worshipping together as the Body of Christ is the common bond that unites our congregation.

Sacred Music

Under the previous long-standing organist and choirmaster (~1995-2019), St. Andrew's developed a reputation for having one of Pittsburgh's finest sacred Western music programs. Sadly, the Diocese of Pittsburgh split roughly the same time our choirmaster had to be separated, resulting in many of our choristers departing St. Andrew's. We also lost the lay-head of our Music Guild.

The choir practices weekly and is part of the Sunday service from September to May. In addition, they sing a monthly evensong and several special events, such as Lessons and Carols and Holy Week services. We use the 1982 Hymnal.

The foundation instrument of the music program is our 1913 E.M. Skinner organ, which was rebuilt in 1991-92. Many consider it one of the finest organs in Pittsburgh. The Trompette en Chamade in the rear of the nave was added in 1999 as a memorial to Jane Pugh Heaton by prominent Pittsburgh organist Charles Huddleston Heaton. From time to time, guest organists have been invited to perform.

In the past, St. Andrew's regularly hosted concerts by prominent local performance groups such as the Pittsburgh Camerata and Chatham Baroque. We have hosted tour performances by the choirs of Trinity College and Selwyn College Cambridge and, on three occasions, the Men and Boys Choir of Hereford Cathedral. More recently, we have hosted Women of Song, the Pittsburgh Girl's choir, and the Duquesne University Choir.

Beginning during COVID, a Duquesne School of Music faculty member, Dr. Cornelius-Bates, accepted our challenge to rebuild the choir and our music program. Hired as an Interim and then on-boarded permanently when our last Rector joined us, Organist and Choirmaster Dr. Cornelius-Bates made music every Sunday and at special Sunday services such as Evensong. He led a choir of roughly a dozen singers, including formally trained vocalists who have performed nationally and abroad. His gift to our congregation was the expansion of our musical palette beyond the traditional repertoire of sacred music.



Sadly for St. Andrew's, out of concern for his health, Dr. Cornelius-Bates tendered his resignation from the church in early October 2023.

Fortunately, one of our choristers, a gifted organist in his own right, has stepped into the breach and accepted the Interim Organist and Choirmaster post.

Our vision for the future includes the calling of a new organist and choirmaster who wants to work collaboratively with our new Rector to rebuild our choir and music program. We will also need to reinvigorate a pledge campaign, the Friends of Music program, to raise funds dedicated directly to the music program, repairs to the organ, and special events.

Under the inspired leadership of a new Rector, who cares about and believes in the continued importance of our musical tradition, we will continue to attract new members who appreciate the unique contribution that music and the arts make to our spiritual life.



Hospitality

St. Andrew's Hospitality Committee has a happy history of bringing the congregation and community together in faith, food, and fellowship throughout the year. An inviting Coffee Hour follows each service. In fact, like a family, many lively conversations start in the pews as people are moving to coffee hour, where these discussions are continued with energy while the children run around.



Our mission is to demonstrate hospitality to members and guests at all church functions, providing food and beverages for coffee hours, receptions, parish meals, funerals, and events such as Homecoming Sunday, Jazz on the Lawn, Fall Festival, St. Andrew's Day, and Consecration Sunday, to name just the major events.

Our purpose is to cultivate an atmosphere of love, acceptance, and excitement for all who enter our church, whether they come to worship or wander by.

We hope to continue growing our attendance and find occasions to gather in relationship-building with our fellow parishioners, friends, and neighbors. Hospitality is our gift to give; it's our opportunity to be generous while serving others, welcoming them not only into St. Andrew's, but into the community of God.

Our hope is that our new rector will recognize and embrace the importance of this ministry, not only because hospitality is part of the DNA of St. Andrew's, but also because it has proved to be central in attracting new generations of parishioners. In so doing, our rector will partner with us in recruiting new volunteers and in allocating the additional resources we need to grow.

Finances

St. Andrew's parishioners have a rich history of generous fiscal support of our church. Our annual budget is built, in large part, on the shoulders of pledges that account for 63% of our \$406,000 annual budget. We are fortunate to have several endowments that generate income, and we also have another investment reserve account from which we take an annual draw of \$54,500. Lastly, an investment property adjacent to the church generates some rental income. Whereas many churches nationwide have been thrust into a precarious financial state, St. Andrew's has weathered that storm, and our financial position is good.

Having said that, It is important to note that, like most churches, our finances present an ongoing challenge. To put our current budget in context, it is down by about \$70,000 from the pre-pandemic level in 2019. However, it is important to note that our 2023 pledge level exceeds 2019, in which year we had to cover our expenses with a \$50,000 draw from our financial reserves. The Vestry and Rector understood that this level of draw on reserves was not sustainable and took actions from 2020 to 2023 that brought the operating budget back to sustainability, targeting a 5% draw on reserve funds.

Currently, our largest expenditure is staffing, accounting for 58% of the budget, followed by property-related expenses (21%) and Diocesan assessment (10%). Two additional funding categories warrant mentioning, as they support the ministries of Outreach and Music.

Outreach Ministry Funding

Completed in 2013 and launched to raise funds for a major church renovation, a successful Capital Campaign resulted in additional reserve funding that is now used to support our Outreach Ministry. In addition to our operating budget, which allots \$7,000 for outreach, we have approximately \$52,000 in long-term reserves dedicated to our outreach efforts. These funding sources are supplemented throughout the year by calls to the congregation for outreach support to non-profit organizations that maintain active partnerships with St. Andrew's. (See the Outreach section of this profile, pages 16-17, for more information about these partnerships.)



Music Ministry Funding

In addition to music and choir funding through our annual budget, we have developed a funding program called *Friends of Music*, a parish ministry comprised of Church members seeking to preserve St. Andrew's well-deserved reputation for sacred music by financially supporting and supplementing the operating budget for music. In this regard, it raises money through annual contributions and one-time gifts from parishioners and non-members to help fund singers and musicians for weekly services and special musical performances throughout the year.

At St. Andrew's stewardship is much more than submitting an annual pledge card. While an annual stewardship campaign is necessary for budgeting and planning, the stewardship season is also an important time for reflection on priorities. In doing so, parishioners commit to being an active and engaged part of the St. Andrew's community. We encourage all members to pledge, irrespective of the amount. At the same time, we believe in transparency with our finances so the parish understands the fiscal challenges associated with providing, maintaining, and growing our worship and other ministries (Outreach, Music, Church School, etc.)

Fiscal Challenges

One of the biggest hurdles currently facing the St. Andrew's parish is the replacement of the original roof of the church and attached administrative offices. The price tag of such an undertaking will likely necessitate the development of a Capital Campaign. In addition to roof replacement, we are facing other challenges associated with an aging property, which will call on us to develop a realistic preventative maintenance budget.

In the future, we would also like to increase our pledge support to Outreach so that we don't have to use the reserve funds. Our congregation is asked to consider tithing. Shouldn't St. Andrew's budget consider tithing to Outreach as well?



WHERE WE ARE

St. Andrew's in Highland Park

St. Andrew's is nestled in the quiet, walking city neighborhood of Highland Park. Across the street is an elementary school, and a block away is Bryant Street, Highland Park's small business district with six restaurants, an ice cream shop, an auto repair shop, a salon, a boutique, and an organic market, as well as the historic birthplace of jazz musician, Billy Eckstine. As the name suggests, there is a large city park with a reservoir, picnic groves, a fishing lake, a public pool, an off-leash dog area, and many playgrounds. The Pittsburgh Zoo and Aquarium is located just a few blocks away, as is The Pittsburgh Theological Seminary.

Highland Park is a walkable, diverse city neighborhood, 15 minutes from Downtown Pittsburgh to the west and from the nearby suburb of Fox Chapel to the north. Young and old, families, singles, homeowners and renters, empty nesters, and retirees call this neighborhood home. The population at the last census was 6,371 with 33% of the group having Bachelor's degrees and 39% having Master's.



The White to African-American ratio is 73% to 15%, with only a small (3%) being Hispanic or Asian. The largest age demographic (25%) is between 25-34 years old, with 24% being age 24 and under. The age break-down for the rest of the group is 35-44 (14%), 45-54 (13%), 55-64 (10%) and 65+ (15%). Median income for Highland Park is \$102,552 with 27% earning \$150,000+ and 30% earning \$75,000-\$149,000. It is a stable neighborhood just a quick bus ride from Oakland, home to the University of Pittsburgh and Carnegie Mellon University.

The Highland Park Community Council calls St. Andrew's "an asset and an anchor to the local community." HPCC uses our Brooks Hall for their monthly meetings and as the starting point for the neighborhood house tour. We are a polling place and home to the Pittsburgh Women's and Girls' Choir, three substance abuse support groups, and several other programs.

The neighborhood is full of century-old homes and trees. Spying deer and wild turkeys as you drive or walk around is common. This beautiful, quiet neighborhood is one of the safest in an already safe city. (Pittsburgh is listed as one of the 15 safest cities in the country.)

Neighborhoods Surrounding Highland Park

Highland Park is surrounded by other distinct neighborhoods which have their own personalities. Morningside, to the west, is a quiet, working/middle-class residential area with a small business district. Larimer, to the southeast, is a low-income area with an interesting history engaged in an ongoing comeback story. St Andrew's Outreach was involved in starting the African Healing Garden in Larimer, a lovely, peaceful spot that encourages neighborhood residents and elementary school students alike to learn about nature.

Also, to the south, is the larger neighborhood of East Liberty, a noisy urban confluence of apartments, restaurants, retail and small businesses, the public library, and one of the city's largest Presbyterian churches, East Liberty Presbyterian Church. Contiguous to East Liberty is the affluent neighborhood of Shadyside with large homes, a busy commercial district, multiple big steeple churches of all denominations, a public elementary school, and two private schools—one co-educational and one all-girls.



Pittsburgh

Founded in 1758, Pittsburgh has a reputation for its innovation and work-ethic. Located at the confluence of three rivers, downtown Pittsburgh rises from the area formed by this river triangle.. From its earliest days, the rivers were essential to industry and transportation and are still an integral part of the city with barges, tug boats, fishing, pleasure boats, and kayaks plying its waters. With approximately 300,000 residents in the city proper and over 1.7 million in the Greater Pittsburgh area, the city strongly influences western Pennsylvania, eastern Ohio, and northern West Virginia.

Once an industrial city with major Fortune 500 headquarters, like other rust-belt cities, Pittsburgh suffered an economic downturn, devastating joblessness, and population loss. The ensuing crisis sparked Pittsburgh's ongoing transformation. Beginning with Pittsburgh's Renaissance II, the current transformation reflects Pittsburgh's premiere standing in biotechnology and artificial intelligence.

Today, Pittsburgh is a leader in AI, smart cities, robotics, supercomputing, advanced biotech research, education, and medicine. With over 100 organizations developing robotics' market solutions, Pittsburgh is one of the recognized robotics capitals of the world. The city's largest universities, the University of Pittsburgh and Carnegie Mellon, along with our medical centers, UPMC, and Allegheny Health Network, help assure our standing as one of the most livable cities in the US.



Pittsburgh is also rich in culture. It was the home of jazz greats such as Billy Eckstein, Stanley Turrentine, and George Benson, and continues its rich jazz tradition today. The world-famous Pittsburgh Symphony Orchestra has been in residence since 1896 in the Cultural District, an area full of beautiful theaters and venues. From Highland Park you can sit at the theater, opera, symphony, or ballet in less than ½ hour. Carnegie Mellon University and Point Park College have long-standing, famous theater/performing arts programs, hosting their performances and supplying major talent to Broadway, dance troupes, etc.

The Carnegie Museums (Art, Natural History, Science, and the Andy Warhol) are four of 35 museums in the city; public art abounds in sculptures and street murals, and summer's highlight is the two-week Three Rivers Arts Festival. Our many ethnic neighborhoods provide a wide array of food specialties, and

the food scene has blossomed to include haute cuisine as chefs from all over the country (and the world!) find a welcome home in Pittsburgh.

Pittsburgh is a sports town. If you are not a Steelers or Penguins or Pirates fan when you arrive, you will quickly become one. Pittsburgh bills itself as the City of Champions, with six Super Bowls, five Stanley Cups, and five World Series in the record books. With newer stadiums, attending games is an experience in and of itself.

Like most cities, Pittsburgh has its quirks. It is often said that people are reluctant to cross bridges or use tunnels to venture into another neighborhood. But this is not true for St. Andrews' parishioners- the church has members from all over Pittsburgh. Roads change names from one block to another, and colloquial directions frequently include instructions such as, "... turn at the corner where Joe's Shop used to be." How native Pittsburghers phonate even has a name...Pittsburghese!



WHAT WE DO

Sharing and Caring: St. Andrew's Outreach Ministries

Our Parish has a long history of engagement in local, regional, and global service/mission programs. The Gospel of John 13:34 issues a command from Jesus to his disciples to "love one another as I have loved you." One of the most popular ways we at St. Andrew's have demonstrated our care and concern for our neighbors is through our outreach ministry. For more than 50 years, we have supported dozens of charitable organizations that have lifted up the underserved of the greater Pittsburgh community, the region, and the world. One of the longest-serving outreach initiatives has been with East End Cooperative Ministries, providing meals, housing, and other practical support to those in need.

The Parish's Outreach Committee sets priorities among the available service opportunities, liaises with our community partners, allocates direct donations designated for outreach and mission, and recruits and organizes volunteers for hands-on participation. Established under our last rector, a guiding principle of the Outreach Committee is to give preference to recipient agencies and initiatives that allow for direct volunteer engagement in addition to monetary donations. The optimal relationship is an ongoing partnership in which the resources of the Parish, dedicated to mission, are well-matched with the values, needs, and opportunities for direct service in the recipient organizations.

Among our current outreach partnerships, several of which are long-standing, are the following:

- **The Neighborhood Academy**, a faith-based, college preparatory academy established to provide excellence in education and character development for urban, minority children from 6th to 12th grades. Our Parish provides backpacks and school supplies for all students annually (in partnership with another parish) and gift cards for the graduating seniors.
- **Hello Neighbor** is committed to supporting recently resettled refugee and immigrant families from more than 26 countries of origin by providing them with furnished housing, access to basic food and necessities, employment opportunities, school enrollment support, health services, and English language classes. Teams from our Parish have volunteered to set up and furnish apartments and provide household supplies for arriving immigrants.
- **The Mustard Seed Babies' Home Project** serves as a caring refuge for sixty children, hoping to expand to meet the ongoing orphan crisis in Uganda. The Babies' Home has been recognized as a model for other orphanages in the Region. During the past decade, the Parish has supported two children attending primary school under the auspices of Mustard Seed.
- **Off The Floor Pittsburgh** provides new and gently used furniture and soft goods to individuals and families in housing crisis and transition, including the homeless and fire victims. The Parish conducts an annual donation campaign to collect bed linens, pillows, and related items for distribution to OTF clients. One parishioner has previously served as Chair of the OTF Board.
- **Treasure House Fashions** provides new and gently used clothing and accessories to disadvantaged women in crisis to help prepare them for employment or re-employment. Parish women volunteer to serve as shopping helpers for the clients; last year, we joined Treasure House Fashions to help the Afghani women from Hello Neighbor "go shopping."

- **Five Talents International** is a faith-based sponsor of microenterprise initiatives in the Global South that partners with local faith communities in some of the world's poorest countries to provide training in adult literacy, savings-led microfinance, business development, and trauma healing. We are renewing our relationship with a women's microenterprise project in Bolivia to provide funding and explore opportunities for direct collaboration.
- **East End Cooperative Ministries (EECM)** is a faith-based consortium that addresses the problems of poverty within the Pittsburgh community by offering food assistance to those who are experiencing food and housing insecurity and barriers to employment, as well as providing support to young people in dealing with the challenges of poverty. In the past, we have mounted food drives to support their community kitchen and are exploring other partnership opportunities.

In addition to promoting and supporting volunteer activities, the St. Andrew's Outreach Ministry Board grants funding to other special projects that may request our support. While this year's operating budget allots 7% for Outreach, we make donations from reserved long-term funding, which at the start of this budget year was \$52,000. For example, we have already given an additional \$4,000 this year in a donation to EECM food pantry due to a huge increase in demand over prior years.



St. Andrew's Church School

In the past, we have had a large and vibrant Church School with tween groups, teen groups, acolytes, and a Children's Choir. The church school was made up of many different classes and teachers. In the years leading up to the last parish profile, we saw a dramatic decline in the number of children attending St. Andrew's, culminating in only one regular church school attendee. Some families left after a beloved Church School director left, and others aged out of the programs. And like so many churches, we struggled with ways to attract and keep families.

As more families left and the programs became smaller, attracting more families to come and stay became harder. We no longer had enough children to have a youth and teen group.

Then, like so many other churches, we had to close our church school during Covid. We offered short online classes during Lent in the spring of 2021 before we reopened the church school in the fall of 2021. We offered a small class during the 10 AM service when we reopened. This class took place in our parish hall or outside so that we could safely distance ourselves.

After having work done on the ceiling on the second floor of the parish hall, we were finally able, in the last year, to move back up to our classrooms.



One of the bright spots since our return after Covid is the growth of our church school. We now have 14 children registered in our church school, usually with a weekly attendance of six to seven children, three to four regular teachers, most of whom are parent volunteers, and a paid part-time church school director. Our largest cohort of children are between the ages of four and seven, with a few older elementary children in the mix. One of the challenges we face is a large difference in the abilities and

interests of our older children and our youngest. We need enough volunteers and spaces to provide separate classes for the different age cohorts.

We have used Story-Makers and Godly Play curriculum over the last two years but have recently decided to focus only on Godly Play. We offer Church School most Sunday mornings between September and May, with a few weeks off that coincide with local school vacations and holidays. The church school meets during the first part of the 10 AM service, after which the children join their families in the Sanctuary at the Peace.

We have continued to put on a Christmas Pageant every December. We now have the Pageant at the early service on Christmas Eve but have also done it on the third Sunday of Advent. We have also continued the tradition of having a picnic to kick off the church school year in September and a smaller one to end it in May.

For the first time, we held a three-day Vacation Bible School in the summer of 2022, and we could hold another one in the summer of 2023. We had nine children attend last summer for our first effort, and another nine attend this summer. Also, this summer we had our first neighborhood (not from a regular St. Andrew's family) children attend. We see the possibility of growth here and believe that changing from holding VBS in August to June will be a larger draw for all families.

Of note, our children are involved with our other parish ministries. They help, as they can when we gather to clean the property; they contribute messages and pictures in pastoral care letters we send out; they contribute baked goods to our hospitality committee. We aspire to expose them to our worship and our social missions. However, we need to normalize these contributions so they don't happen only when their parents attend. Wouldn't it be wonderful to have a youth group to participate in these activities? In the listening session with our children, we heard loudly and clearly that they enjoy and look forward to our community-wide activities.

While the Church School has grown, challenges remain. We want to develop a program for tweens and teens, recruit more acolytes, reimagine some sort of children's choir, and reopen our nursery. Before Covid, our nursery was open every Sunday with a paid nursery attendant. To be able to do this, we must be able to expand our volunteer base. Since we have a few families with children too young to attend church school, we have brought some shelves, toys, a small rug, a table, and chairs into the sanctuary so families can remain with their youngest children. This has been warmly received not just by the families but by the older adults.

Another challenge remains attracting families that live within easy walking distance of St. Andrew's, who either attend services further away or don't attend services at all.

We have made strides in developing activities that attract families in the neighborhood, but this is just a start of what we could be doing. We have heard strongly from the families and their teens that there is interest in redeveloping a youth group. Families want to be able to come and have their children grow in this parish.

We hope to call a Rector who loves children of all ages and is committed to building on our recent growth and expanding our programming for children and their families.

Adult Education

Adult Formation continues to be a priority at St. Andrew's. During the past two decades, this has taken the form of adult Bible study, theological and devotional reading groups, and occasional use of external presenters. Before COVID and our last call, our previous Rector led informal discussions concerning Christian faith, practice, and mission opportunities during a coffee hour between Sunday morning services. A lay-led Bible study was also held on Sunday mornings.

During the pandemic, one of our lay leaders initiated a small group, Growth in the Spirit, to meet online to read and discuss a reading that facilitated devotion, prayer, and personal sharing. The most recent Rector initiated a series of online special topics, including the implications of the works of August Wilson, a Pittsburgh playwright, for Christian faith and practice. Rectors have also offered classes focused on Episcopal doctrine, liturgy, and tradition for adults seeking transfer of membership, baptism, or a deepening of their faith commitment.

Although somewhat ad hoc, this continuity of interest in adult formation and Christian education demonstrates this ministry's demand for and potential growth of this ministry. One priority of the new Rector should be the development of a strategic plan/curriculum to implement an integrated and comprehensive adult formation program that fits the diverse needs of a membership that will almost certainly trend younger as new families with children and new "seekers" are attracted to St. Andrew's.

Diocese

St Andrew's has been involved in the diocese's leadership for many years. We either have or have had a presence on several leadership committees, including the Board of Trustees, Standing Committee, Diocesan Council, and Commission on Ministry. We also have a parish member who is a deputy to the General Convention, the tri-annual meeting of the national Episcopal Church. Parish members are also involved with the Pittsburgh Theological Seminary as Trustees and friends.

WHAT WE SEEK

St. Andrew's Episcopal Church in Highland Park, Pittsburgh, is calling a Rector. We understand that Jesus Christ is not available to apply (!), so with that in mind:

Are you a Rector who shares our desires?

Our hope is that St. Andrew's will not be your first church and that you will have experience in an urban setting with diverse communities.. We hope you enjoy community-building and participate in neighborhood groups like the Highland Park Community Council.

We hope you are in the prime of your life (however you might define that!) with the energy necessary to run a single-pastor church. We look to you to be the good shepherd, bringing to us your pastoral care/counseling experience and guiding us as we heal and grow. And last but certainly not least, we hope you love children and have previous children and youth group experience.

Are you a Rector who will challenge us to know and serve God? Will you help us experience God's healing love and grace?

We are seeking a Rector who will be able to connect the Word of God to our lives.. We seek a Rector who is an insightful theological thinker, teacher, and preacher grounded in the compassion modeled by Christ. They will be approachable and a good listener. They will communicate pastoral care in personal relationships and in compelling sermons that connect Scripture to our lives outside the church's doors. They will have a sense of humor and an easy, outgoing manner. Our Rector's ministry should reach out to all who might walk through our doors, whether parishioners or not.

Are you a Rector with a heart for the young and elderly alike?

We seek a Rector with the energy and enthusiasm to engage all our parishioners and neighbors in Highland Park and the community beyond. Our new Rector will relate to families and young people – particularly those from the immediate neighborhood – and invite them to become St. Andrew's next generation. Our new Rector should be able to make a friend of a child. They will also be gifted in blessing those at the other end of life's spectrum, where support and compassion are essential.

Are you a Rector who will empower our ministry strengths?

We seek a leader who can create a longing to continue growing in Christ. This walk with Christ will be evident in a thriving Sunday school, a rejuvenated teen program, and ongoing adult formation. We seek a Rector whose deep faith and prophetic preaching connect us to social justice in the community. We seek a leader who can listen and discern how we can continue to grow in Christ in our internal ministries and Outreach.

Are you a Rector whose leadership is forward-thinking and compatible with collaborative ministry?

We seek a Rector with the ability to lead collaboratively, not by fiat. Our new Rector will be comfortable in their skin and willing to accept compromise. Our new Rector will oversee Parish finances and manage the church's business with prudence and foresight...without micromanaging. They will support our

desire to maintain our balanced budget while inspiring new and old parishioners to continue financial generosity. Equally important, our new Rector will want to harness our congregation's creative energies towards a church's spiritual growth and well-being that looks to the future.

Are you a Rector who can empower our desire to appreciate difference by welcoming all?

Our congregation seeks to become a greater example of Christ's love for all in our community.

We seek a Rector who can encourage our listening to, conversing with, and connecting to all people. St. Andrew's is clear – and many are passionate – about being open to God's children regardless of race, color, nation of origin, sexual orientation, gender identity, and/or socio-economic status. Our Rector will welcome all Christians to all sacraments of the Episcopal Church.

Our Rector will live this welcoming openness and, because of it, will attract people and families of all kinds to join us for worship, social events, and traveling the path Christ has walked before us. And having discovered that they are welcome here while welcoming others, we hope that our new Rector will stay awhile.



HOW WE HAVE CHANGED (SINCE 2020)

- Our finances are in order, and our budget is balanced
- Replaced the entire ceiling on the 2nd floor and refurbished the Children's Church area
- New young families with children
- Revitalized Sunday School program, built from one to 14
- Children's quiet play area added in the sanctuary
- "Right-sized" our church rolls, reflecting accurate numbers of congregants
- Revitalized visibility in the community by holding events outdoors on our campus
- Liturgy, sacraments, and Outreach now more of a draw than the music
- Lay ministers at the altar
- Broader, liturgical approach with "higher" services added
- Rebooted adult education, starting with Zoom classes during COVID
- New lay volunteers and leadership recruited to ministries
- Published policy for facility rentals
- Attracted new members during COVID

OUR STRENGTHS & OUR OPPORTUNITIES

From private interviews with the previous Rector, Curate, and leaders in the parish, from the parish survey, and our listening sessions, we have identified strengths and opportunities we can build together for the future.

Strengths

- St. Andrew's has a beautiful, historically significant, well-maintained, and functional campus. Our physical property is an asset to the congregation and the surrounding community. We are the only space of our kind in the neighborhood.
- St. Andrew's seeks to build community. We advertise our programs, open doors to neighbors, and deliver initiatives to serve our community. Our lawn is the venue for many colorful community events, which are well-received by our neighbors.
- Our lay body is actively involved in delivering all of our church's missions; we are a congregation motivated to do and serve.
- New, inspiring lay leaders are emerging.
- Our Sunday School is strong.
- A traditional service.
- Many of our parishioners have generational ties to St. Andrew's; we are a cross-generational congregation.
- Our newest members are young families.
- Sustainable financial footing. We have an endowment.
- Though a mid-sized parish, we meet or exceed our stewardship goals.
- Hospitality and the quality of receptions and events.
- Embrace both Morning Prayer and Holy Eucharist liturgies/high and low.
- Desire for diversity.
- Family-sized parish; easy to know, be known, and get involved. Lots of people could feel comfortable here.
- The Rector position is full-time in a major city with reasonable neighborhood real estate prices.
- Weathered the split in the Episcopal Church relatively easily.

Opportunities

- Develop a mission statement to define our mission and our calling.
- Hire a new Organist and Choirmaster to run our music program.
- Offer multiple styles in our music program to appeal to a broader range of listeners.
- We need a nursery, a teen program, and a program for 20's-30's.
- Develop a curriculum for adult education.
- Explore ways to continue to attract new members, especially young families.
- Embrace ongoing pastoral visits to the sick and the dying.
- Greater participation in God's healing grace in the low-income areas surrounding Highland Park.
- Engage in conversation and healing around multiple transitions in the last five years. How do we improve our conflict resolution?
- Help us to use the comfort of our family-sized parish to welcome newcomers during services and coffee hour.
- Address stressors associated with right-sizing from a pastoral-size parish to a family parish.
- Continue the last rector's welcoming of the LGBTQ+ community. Decide how best to market this openness and do it better.
- Marketing our assets to the larger community.
- Improve quality and tone of communications among clergy, vestry, and congregation.
- Re-imagine and rework the current form of communicating with the parish. An e-blast is a notification, not communication.
- The church is expanding beyond "the way we've always done things" to look at different ways of doing and being Church.
- Raise the finances necessary to replace our roof, do major repairs to our organ, and repair the strut holding the bell.
- Create a capital expenses line item in our budget.
- "Tithe" to Outreach.

IN CLOSING

We at St. Andrews thank you for taking the time to learn about us. If you feel that your gifts, graces, energies, and enthusiasm fit our congregation's needs, we hope to hear from you. We proceed with sure hope that God has amazing things in store for St. Andrew's, and we're eager to discover whom God might be calling to be our next Rector. May God's grace and the Holy Spirit guide us and you in our mutual discernment.

