

Indian Hill Church Profile

Indian Hill Episcopal-Presbyterian Church - Founding

The story of our church began in 1931 with several families – some Episcopal and some Presbyterian – creating a Sunday school in a private home for neighboring children. Within two years, this evolved to include regular Vesper services on Sunday evenings at a local chapel. Fourteen years elapsed before the Indian Hill Episcopal-Presbyterian Church was organized, but from the beginning it was a united Episcopal and Presbyterian venture. In 1947, the two separate churches were formally organized and each body simultaneously approved federation with each other. This is the oldest dual denominational church of its kind in the country.

The Rev. Luther Tucker accepted the call to serve as the minister of this unique church in 1949. Under his leadership, Sunday services were now in the morning. He established the practice of alternating Presbyterian and Episcopal services in order to give authentic expression to the heritage of the two traditions.

Property was purchased in the heart of the Village of Indian Hill (2010 pop. 5,785), a building contract was signed, and ground was broken on June 10, 1951. The New England-styled church is a rough-hewn stone and clapboard building. The building has a restored and expanded sanctuary, a large Guild Hall and Library for receptions and gatherings, a remodeled and updated kitchen, two clergy offices, three administrative offices, eleven classrooms, a choir room and other offices and storage.

The church is situated on 6+ acres with fine shade trees and a beautifully landscaped memorial within the church cemetery. An ample lawn frames the church from the front. There is a children's playground that is used by both the children of our church as well as the children who attend our nursery school. The grounds also include a free-standing, recently renovated Youth Center. Behind the church is a spacious burial ground in which graves are marked by flush memorials in stone or bronze. It is a simple and beautiful place for contemplation and tranquility. Having the burial ground adjacent to the church serves to quicken our awareness of the Church of Christ as the fellowship of women and men in the presence of God, in both this life and the next.

Indian Hill – Cincinnati Community

Cincinnati is a three-state, 15 county region that offers world-class assets in arts and culture, amusements, hospitals, sports, and recreation. Cincinnati features all the amenities of a large, bustling metropolis while maintaining a friendly, small town atmosphere – a unique balancing act of extraordinary contrasts – but one that makes the region a remarkable flexible location filled with a wealth of opportunities and options.

Situated on gently rolling hills, Cincinnati earned its nickname, *The Queen City*, by mixing urban vigor with graceful gardens and parks. German forebearers created traditions of music and art which live on in Cincinnati's numerous cultural resources. As is the case in most metro areas, downtown Cincinnati is the cultural center of the region. Here you can visit world-renowned museums, enjoy a Broadway show, a ballet, an opera, or a symphony; visit animals at the zoo; and cheer on two professional sports teams.

However, these high profile entertainment offerings only scratch the surface of what there is to do in Cincinnati. If you enjoy more intimate arts and entertainment offerings, you will be pleased to know more than 100 museums and galleries dot the region – most locally owned neighborhood gems – and Equity, community, off-Broadway, and alternative theatre thrives. In keeping with our German roots, a number of high-quality craft brewers operate in and around downtown. Children and families can enjoy an extensive park system, Newport Aquarium, The Beach Waterpark, and the Kings Island and Coney Island amusement parks to name a few.

The Cincinnati area is also home to a number of colleges and universities, including the University of Cincinnati and Xavier University, which offer diverse educational opportunities as well as great collegiate sporting events.

Cincinnati is surrounded by a medical community that includes some of the nation's most respected hospitals. Cincinnati Children's Hospital Medical Center was nationally ranked in ten pediatric specialties and #3 in U.S. News & World Report's *The 2015-16 Best Children's Hospital Honor Roll*.

Cincinnati is truly an exciting place to live, and there are many other things to share about this amazing city. Fortunately all of these wonderful things are highlighted by the Cincinnati USA Regional Chamber on their website at <http://www.cincinnatiachamber.com>.

In Practice

We continue the practice of alternating services between Episcopal and Presbyterian rites that Rev. Tucker initiated over sixty years ago. In recognition of Episcopal policy, at least one of the Sunday morning services celebrates the Eucharist. Most members do not elect to practice their denomination exclusively and attend services without regard to which rite is being presented. While there are two denominations, there is only one congregation. Our church encourages the expression of different viewpoints along the journey of faith. We believe it is better to affirm and live the things that Christians have in common than to be immobilized by our differences. The only time we separate by denomination is, after the common work of our annual congregational meeting has been completed, we elect our respective Vestry and Session members.

The Vestry-Session is the principal governing body of the church and is currently made up of 9 members of the Episcopal church and 9 members of the Presbyterian church. Each member serves a staggered term of 3 years with a term limit of 6 consecutive years. This elected body of church members acts as a unit, and together, with the clergy, takes decisions on key church policy and activities. Among its main duties are electing the Board of Stewards, chairing many of our standing committees, and calling new clergy.

When the church was founded, it was agreed that the property of the cooperating churches would not be held by either denomination. A separate body, The Indian Hill Church Corporation, was created as a nonprofit organization to hold and administer all funds and property on behalf of the two churches, but with no power over the spiritual concerns of the congregation. The Board of Stewards is the managing entity of The Indian Hill Church Corporation.

As a dual-denomination church, The Indian Hill Church is part of the Diocese of Southern Ohio as well as the Cincinnati Presbytery and both our Episcopal Rector and Presbyterian Pastor have privileges within both. Collegiality between the Presbyterian pastor and the Episcopal rector is absolutely essential in the leadership of the church. Both clergy share administrative responsibilities, and our governance calls for one to be designated the Head of Staff. Neither clergy is considered "senior"...they are co-pastors.

The two clergy mutually share the following duties: preaching, stewardship, teaching, counseling, theological and spiritual leadership, pastoral calling, celebrating the sacraments, moderating the Vestry-Session, and outreach.

In December, 2013 Rev. Dr. Stephen Caine accepted our call as Presbyterian Minister and Co-Pastor. He has been appointed Head of Staff, and is responsible for administering day-to-day operations and staff management.

Our Episcopal Priest-in-Charge, The Rev. Anne Wrider, was with us from 2008 until her retirement in 2014.

Statistics and Financials

As a Christian community, we hold a stewardship vision affirming that each of us is called to offer a portion of our time, talent, and treasure to God in thanksgiving for God's gift to us. We conduct an annual Stewardship Campaign each fall in order to set and adopt a balanced budget for the upcoming year. In addition to providing for the pastoral and programming needs of our own congregation, Indian Hill Church has historically directed a sizable amount of its budget to local benevolent programs and missions of the Diocese and the Presbytery. Our members also contribute untold hours and critical leadership for a host of not-for-profit agencies serving the greater Cincinnati community.

The capital structure and financial balance sheet of the Indian Hill Church are sound. The church, all of the outlying buildings, and more than six (6) acres of land are owned by the Indian Hill Church Corporation free-and-clear with no mortgage. A \$4.8 million endowment fund historically has provided around 10% of the annual church budget and capital improvements. We undertook and successfully completed a \$2+ million capital campaign in 2009 to renovate our sanctuary and address several other projects.

The confluence of a number of non-typical events – the retirement of our Presbyterian pastor, the transition of our Interim Episcopal priest to Priest-in-Charge, the deaths of a number of significant donors, and the trailing effects of the “Great Recession” – led to significant declines in both membership and pledges in 2010 – 2011.

We are delighted to report the trend of the past year has been upbeat. Our Presbyterian Pastor has been with us for two years and his family is assimilating nicely in the congregation and community. The Diocese has provided us with a caring and wonderful Interim Priest who has been a stabilizing force as well. Both Sunday attendance and average pledge amounts are up. Our new Rector will help us to continue this positive momentum and enable our church to remain a beacon of benevolence and outreach.

The following table provides an overview of congregational and financial data and the consolidated balance sheet.

Congregational Data							
	As Of						
Description	2015	2014	2013	2012	2011	2010	2005
# Communicates	533	561	566	565	571	891	894
Average Sunday Attendance	210	238	207	199	211	161	100
# Children in Sunday School	81	85	38	89	89	147	190
# Church School Teachers	24	26	24	94	35	35	#N/A
# Children in Nursery School	66	58	60	61	63	66	#N/A
# Confirmands	11	9	13	16	15	20	#N/A
Clergy FTEs	2	2	2	1	2	2	2
Paid Program FTEs	3.9	5.9	5.5	6.2	6.7	6.6	9.4
Paid Support FTEs	1.8	1.7	1.8	2.8	2.8	2.8	4.5
Stewardship:							
# Pledges	214	234	243	264	284	325	380
Total Pledge \$	\$ 574,000	\$ 607,000	\$ 639,000	\$ 633,000	\$ 717,000	\$ 839,000	\$ 907,000
Average Pledge	\$ 3,000	\$ 3,000	\$ 3,000	\$ 2,000	\$ 3,000	\$ 3,000	\$ 2,000
Financial Data							
Description	2015	2014	2013	2012	2011	2010	2005
Income							
Pledge & Plate	\$ 710,000	\$ 688,000	\$ 686,000	\$ 721,000	\$ 731,000	\$ 906,000	\$ 902,000
Building Use	\$ 13,000	\$ 4,000	\$ 6,000	\$ 3,000	\$ 2,000	\$ 2,000	\$ 10,000
Gifts & Bequests	\$ 11,000	\$ 51,000	\$ 39,000	\$ 75,000	\$ 55,000	\$ 81,000	\$ 129,000
Endowment Transfers	\$ 185,000	\$ 203,000	\$ 154,000	\$ 149,000	\$ 220,000	\$ 108,000	\$ 116,000
Other Income	\$ 3,000	\$ 12,000	\$ 4,000	\$ 4,000	\$ 112,000	\$ 84,000	\$ 10,000
Total Income	\$ 921,000	\$ 958,000	\$ 888,000	\$ 951,000	\$ 1,120,000	\$ 1,181,000	\$ 1,167,000
Expenses							
Clergy	\$ 207,000	\$ 238,000	\$ 155,000	\$ 225,000	\$ 295,000	\$ 312,000	\$ 289,000
Other Personnel	\$ 253,000	\$ 266,000	\$ 254,000	\$ 299,000	\$ 356,000	\$ 327,000	\$ 403,000
Diocesan Support	\$ 27,000	\$ 28,000	\$ 18,000	\$ 33,000	\$ 50,000	\$ 60,000	\$ 65,000
Presbytery Support	\$ 27,000	\$ 27,000	\$ 25,000	\$ 12,000	\$ 44,000	\$ 44,000	\$ 41,000
Building & Grounds	\$ 160,000	\$ 177,000	\$ 111,000	\$ 76,000	\$ 96,000	\$ 109,000	\$ 118,000
All Programs	\$ 110,000	\$ 102,000	\$ 94,000	\$ 86,000	\$ 195,000	\$ 181,000	\$ 192,000
Outreach	\$ 53,000	\$ 45,000	\$ 44,000	\$ 60,000	\$ 97,000	\$ 104,000	\$ 107,000
Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Expenses	\$ -	\$ -	\$ -	\$ 13,000	\$ -	\$ -	\$ -
Total Expenses	\$ 837,000	\$ 883,000	\$ 701,000	\$ 804,000	\$ 1,133,000	\$ 1,137,000	\$ 1,215,000
Surplus/Deficit	\$ 84,000	\$ 75,000	\$ 187,000	\$ 147,000	\$ (13,000)	\$ 44,000	\$ (48,000)
Consolidated Balance Sheet							
Description	2015	2014	2013	2012	2011	2010	2005
Assets							
Cash & Money Market Funds	\$ 751,000	\$ 644,000	\$ 869,000	\$ 867,000	\$ 1,425,000	\$ 393,000	\$ 351,000
Accounts Receivable	\$ 21,000	\$ 52,000	\$ 52,000	\$ 98,000	\$ 216,000	\$ 165,000	\$ 209,000
Investments	\$ 4,863,000	\$ 4,985,000	\$ 4,361,000	\$ 3,296,000	\$ 3,061,000	\$ 2,931,000	\$ 2,254,000
Net Property, Plant & Equipm	\$ 3,025,000	\$ 3,025,000	\$ 3,081,000	\$ 3,158,000	\$ 1,778,000	\$ 1,828,000	\$ 2,103,000
Other Assets	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ -
Total Assets	\$ 8,666,000	\$ 8,712,000	\$ 8,369,000	\$ 7,424,000	\$ 6,486,000	\$ 5,324,000	\$ 4,918,000
Liabilities							
Current payables	\$ 52,000	\$ 38,000	\$ 28,000	\$ 95,000	\$ 81,000	\$ 62,000	\$ 26,000
Long-term Debt & Mortgage	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Debt	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Liabilities	\$ 52,000	\$ 38,000	\$ 28,000	\$ 95,000	\$ 81,000	\$ 62,000	\$ 26,000

Congregational Personality and Spirituality

The quality or personality of a church is revealed in its activities and the emphasis it places on tasks that a local church is likely to perform.

Worship

Two “traditional” services are offered Sunday mornings: 8:00 and 10:30. In keeping with our tradition, the order of service alternates between Episcopal Holy Eucharist and Presbyterian Morning Worship. Four times per/year we celebrate Presbyterian Holy Communion. Services are seamless, meaning Presbyterians and Episcopalians attend each other’s services without any hesitation. Presbyterians sit next to Episcopalians in church without any idea who is practicing what denomination. By-in-large we are not biblical literalists and desire a pastor who possesses “the ability to preach effectively by making the Gospel relevant to people’s lives.”¹

We are blessed with a talented, committed Music Director, Brenda Waugh, who conducts the Adult Choir as well as the Hand Bell Choir, comprising both adults and children. The Adult Choir, which includes members of the congregation as well as paid section leaders, many of whom attend the University of Cincinnati’s College Conservatory of Music, adds richness to weekly worship and periodically presents Sunday afternoon or evening choral performances as a gift to the community. Last year, the music director started a weekly after-school program for middle school students in the area and has recently started working on a weekly basis with the children who attend our nursery school.

Outreach & Congregational Ministries

Throughout our community, the Indian Hill Church is known for its long history of outreach. Every member of the church is encouraged to share time and talent. The outreach programs in which we are involved include:

Interfaith Hospitality Network

Two or three times a year, for a week at a time, we host families from the Interfaith Hospitality Network. We provide breakfast, lunch, dinner, fellowship, and a place to sleep.

“The mission of Interfaith Hospitality Network of Greater Cincinnati is to provide homeless families emergency shelter and hospitality through interfaith communities and works with these families to find and retain stable housing.”²

Inter Parish Ministry

As a founding member of Inter Parish Ministry, we, along with thirty-four (34) other churches, provide food for a food pantry, book bags for children in the fall, presents for families at Christmas, and financial support throughout the year.

Madisonville Education and Assistance Center

We support the Madisonville Education and Assistance Center (MEAC) by tutoring children (preschool - 3rd grade students) in an Early Literacy Program, providing dinner for about 100 people every other month, providing food and clothing for the MEAC Choice Food and Clothing Pantry and provide on-going financial support. Members of our church actively participate on various MEAC committees and serve on the Board of Trustees.

Last summer our youth made lunches for children attending a 5-week MEAC summer literacy camp. These children are two times below the poverty level and did not have breakfast or lunch at home because they normally received breakfast and lunch at school and, when school is out, families do not have sufficient food to feed them.

¹ Congregational Survey, Rector Search, 2015.

² About Us, (2015, December 26), Retrieved from <http://www.ihncincinnati.org/about-us.html>

Venice on Vine

We offer support in the form of adult tutors for a restaurant called *Venice on Vine* in the Over-The-Rhine area of Cincinnati. Our adult tutors help the employees (all with employment barriers) with basic education, life skills, work ethics, and personal responsibility.

Jail Ministries

On a weekly basis, our members are involved in worship and fellowship with inmates at the Hamilton County Correctional Facilities and with youth in the Hamilton County Detention Center.

Matthew 25: Ministries

This past year many people of all ages from our church volunteered at Matthew 25 (an international relief organization that distributes excess products that are deemed no longer useful by U.S. corporations) on several occasions to help them sort, count, package, and get donated products ready for shipment to various parts of the world that need help.

The Music Resource Center

Cincinnati Music Resource Center (MRC) is a music education-focused program that addresses underserved, economically challenged teenagers across Greater Cincinnati. Members can choose to take music lessons (e.g., guitar, drums, piano, voice), learn to make beats in the Teaching Studio, hold band practice in the rehearsal room, create original music, have an after-school snack, hot summer lunch, receive help with homework, perform in MRC's new venue, or record in MRC's new professional multi-track studio. In addition to programming at the studio, MRC conducts outreach programming at local schools and other youth organizations. Indian Hill Church has provided funding for MRC to conduct multi-day programming at Cincinnati Children's Hospital and Medical Center, GLAD House and Hamilton County Youth Services.

Cornerstone Investments, Inc

In 2009 the Indian Hill Church made an initial investment in Cornerstone Investments, Inc.

In recent years one of the oldest sections of downtown Cincinnati, Over-the-Rhine, has witnessed considerable revitalization activity. As each project has been completed, the area becomes more vibrant with trendy restaurants, new retail shops, and high-end apartments and condos. Unfortunately many of the below the poverty line residents are unable to afford the newly rehabbed housing as their neighborhood is gentrified. Cornerstone purchases and rehabs older dilapidated buildings and provides subsidized housing for those who work in the neighborhood. Individuals who sign a five year lease, agree to help maintain the building's grounds, and attend community meetings designed to engage the neighbors, are welcome to apply for residency. Residents agree to maintain their unit becoming stakeholders in their homes and avoid having to pay a security deposit. The units maintain the historical nature of the neighborhood and allow residents and their children to attend local schools.

In addition to our various opportunities for outreach ministry, we have standing committees which are broadly responsible for our congregational life. Among them are a **Pastoral Care Committee** and a **Membership Committee**. The Pastoral Care Committee works with the clergy to respond to the pastoral needs of the congregation. It provides support for weddings and at times of crisis, hospitalization, extended recovery, and death. The Membership Committee is responsible for responding to potential new member requests for information about procedures for joining the church as well as transitioning new members into the life of the church.

Education and Youth Programs

We are fortunate to have a top-notch Director of Christian Education, Jennifer Taylor. Under her leadership the church's youth education programs have been quite a draw as witnessed by the number of new members with young children.

Church School

The long-range goal of our church is to involve our children as participating and involved members within our Christian family. The children's education hour meets concurrently with the 10:30 worship service. We teach our children the relevance and principles of faith as the universal connector to a loving God, encouraging them to grow in their own faith, through worship, prayer, and service.

"Family Fun" events are offered throughout the year. We begin the church programming year in the fall with Rally Day. There are children's activities (games, face painting, inflatables, and crafts) and an outdoor lunch for the entire congregation. In the spring we have a promotion party with inflatables and an outdoor picnic for the entire congregation. In the last two years, we have greatly increased the emphasis on mission for all children and youth. Last year, families served together at Matthew:25 and The Giving Fields. Middle and high school students participated in a Summer of Service series of events. The students volunteered at the Freestore Food Bank, Stepping Stones, Matthew:25, Ronald McDonald House, and The Giving Fields and made and delivered cookies to the ill and homebound in the church. The youth led a canned food drive and a Souper Bowl lunch to benefit a local food pantry on Super Bowl Sunday.

We offer a midweek Kids JAM program for children in the community. The children have time for fellowship, snack, art, music and a Bible story each Wednesday. Additionally, this year we offered a full day Fine Arts Camp with music, art, fellowship, and a Bible story each day.

Monthly "Freakishly Fun" events target third, fourth and fifth graders. The children are encouraged to invite a friend. Past events featured nature hikes, "Mad Science" experiments, ice skating, making gifts for our families at Christmas, and playing laser tag on the back lawn.

Middle School Momentum is the middle school youth group for grades six, seven and eight that meets on Sunday evenings from 5 -7 for fellowship, fun and dinner. Each month, we perform one service activity, one girls only event, and two fun events. We also meet once a month for an outing such as a trampoline park or a lock-in at the church. The middle school youth group participates in at least one Diocesan retreat per year at the Procter Camp and Conference Center and goes on a yearly ski trip.

Infants and Toddlers (0-2 years)

We provide childcare for infants and toddlers within a warm, accepting, and safe environment, and share Bible stories as their attention allows.

Preschool – 6th Grade

Children, ages 3 and older, attend Sunday services with their families through the Children's Moment, after which they leave the sanctuary for their classrooms. Many parents contribute to the success of our Sunday school program by teaching. Sunday school classes begin with a large group Bible lesson, worship and prayer. Children then go to separate classrooms according to age. We currently use the *252 Basics* Curriculum. Preschool children use *Faith Alive God Loves Me* Curriculum with educational centers.

7th Grade

Our seventh graders attend Sunday service with their families.

8th Grade

Our eighth graders attend Sunday service with their families and participate in a weekly, year-long confirmation program. During Wednesday evening meetings, confirmands study and engage in both small and large group discussions to learn the foundations and beliefs of both denominations of our church. At the end of the year, each decides whether to be confirmed Episcopal, Presbyterian, or a member of the Indian Hill Church.

Youth Group

The Senior High Youth Program has been a strong program over the years. Currently, we have three High School mentors assisting the confirmation class. We are conducting a search for a new Youth Director. While this search is underway, a number of our teens regularly volunteer to help with Sunday Church School classes and outside field-trip programs.

Nursery School

During the school year, we operate a non-denominational nursery school.

The Indian Hill Church Nursery School is an important mission of the Indian Hill Church. Its purpose is to provide top quality preschool education to Indian Hill Church families and the broader community. The school strives to be a leader in early childhood education and to differentiate itself from other preschools through participation in state quality incentives (*Step Up to Quality*) and providing unique programming such as weekly music classes, naturalist visits and School House Symphony.

Children in the nursery school attend a weekly chapel in the Sanctuary with music, prayer and a Bible story each week.

Adult Forum

Learning and fellowship are not confined to worship services. For many years, the Adult Forum program has been an integral part of the Sunday morning experience at Indian Hill Church. The Forum is held most weeks from 9:15 – 10:15 a.m. in the Guild Hall with topics that range from denominational identity to current events. Speakers are drawn from inside and outside the congregation, and present a wide-range of intellectually stimulating presentations and views.

2015 topics included:

- January Series: China, India, and Russia; Emerging Powers – Economic Juggernauts
- February:
 - Ambassador Michael Battle, Sr., Democrat Minnesota, Executive V.P., National Underground Railroad Freedom Center
 - Sarah L. Weiss, Executive Director, Jewish Community Relations of the Jewish Federation of Cincinnati and The Center for Holocaust and Humanity Education
 - Peter Fosset; The Battle of Gettysburg
- March Series: Medical Issues
 - Dr. Marvin Rorick; Advances on the Diagnosis and Treatment of Alzheimer's
 - Dr. Robert Wones; The Affordable Health Care Act – Good & Bad
 - Dr. Lawrence Bennett & Mr. Mark Johnston; Community Para Medicine
 - Dr. Carl Fichtenbaum; The Present Status of the Ebola Crisis
- April – May Series: “Too Big To Fail”
 - Dr. Nancy Lippincott; Psychological aspects
 - The Rev. Dr. Stephen Caine; Spiritual and biblical aspects
 - Bill Sena; Financial aspects
 - Paul Fiorelli; “Why Good People Fall into Ethical Traps”
 - Matt Strauss; “What the Future Holds and How It’s Changing”
- Fall Series
 - The Rev. Dr. Stephen Caine; Presbyterian 101
 - The Rev. Heather Wiseman; Episcopal 101
 - Presbyterian-Episcopal 101 Q&A
- October Series: Law & Justice
 - Mark VanderLaan; The Grand Jury
 - Ozie Davis; “The Daily Struggle Being Black in America”
 - Chief Timothy Sabransky; “The Police Officer”
 - Kathleen Brinkman; “The Role of the Federal Prosecutor”
- November Series: The Jewels in the Crown; Cincinnati’s Treasures
 - Cameron Kitchin; “The Cincinnati Art Museum at 135”
 - Karen Kahle, Communications Director for the Corporation for Findlay Market
 - Louise Cottrell, Docent, Spring Grove Cemetery

Every two (2) years we present the Luther Tucker Seminar, a seminar that brings together religious leaders from various faiths to broaden our perspective.

Goals & Challenges

- Support, maintain, and grow the unique nature of our dual denominational congregation. This requires pastors from different denominations who will lead the church guided by the commonality of their Christian faith rather than be separated by denominational differences.
- The majority of our adult congregation follows a more gradual path to salvation through education, nurture, and a gradual growth in faith. For our members the need to understand God's plan requires us to move beyond our personal experiences with God to understand how to be followers of Jesus in our contemporary world. We seek a pastor with a keen intellect, supported by a deep and abiding faith, who can bring God's presence into our lives through intellectual observation, questioning, argument, persuasion, and example.
- The lifeblood of a viable church is engaged members. We realize our congregation is getting older, and to grow, it is in our best interest to attract younger people and families. We are looking for a candidate who brings enthusiasm and new approaches to attract and bond families to a church that has and supports top-notch family-oriented programs.
- Make the Sunday morning experience relevant to both those who have accepted Christ in their lives and those who are starting their spiritual journey.
- Other than leading worship, respondents to our rector search survey identify the following top three (3) areas where we need effective leadership:
 - Pastoral care of members experiencing health, personal, family, and/or work related problems, or who are bereaved;
 - Christian education for our youth and adults; and
 - Planning and leading a program of new member recruitment.

Rector and Pastor – The Search Is On

We are looking for a Christian pastor who possesses the empathy, compassion, and insight to guide our congregation to recognize and accept God's grace in our lives and then extend it to others.

We seek a unique individual as our new Rector; a personable leader who has led, or is ready to lead, a congregation, and yet is someone who truly seeks to be a co-pastor; willing to share some leadership roles with their Presbyterian counterpart. In light of our dual denomination, we need an Episcopal rector who is willing to gain an understanding of Presbyterian polity, discipline, and confessions.

We are looking for a stirring and inspired teacher...a charismatic speaker who is a good story teller; whose sermons are well constructed, surprising, intellectually and liturgically based, and cause us to reflect...a person who introduces the current week's theme informally during the "children's moment" naturally and comfortably, and then fleshes out that theme in the main sermon. We want a preacher who meets the needs of this congregation and who will bring people in the door.

Our next Rector will have a working history of dealing with young people and their families in one or more of the following activities: coach, youth director, teacher, counselor, or activities that interact with children and young adults. She or he needs to be comfortable working with young people and with families that have younger children.

Our membership has been hovering in the mid-500s for the past four years. We need someone with experience in growing a church.