

195 YEARS OF EPISCOPAL FAITH



ST. ANDREW'S EPISCOPAL CHURCH



306 N. Division St., Ann Arbor, MI 48104
Established 1827 • standrewsaa.org • 734.663.0518

Parish Profile
January 2023



*Whoever you are
and wherever you find yourself
on the journey of faith,
You are welcome here.*

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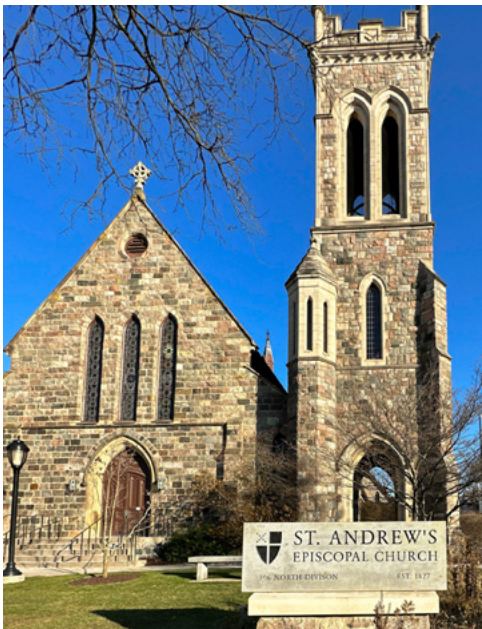


YEARS OF EPISCOPAL FAITH

1827 ————— 2022

“We here erect a church as for ourselves, for our children, and to be a sign and token, so long as these walls shall stand, that St. Andrew's church is for the instruction, the worship, the edification of children, and that all its ministrations and privileges are **for all ages, for all sorts and conditions of men, without any difference or inequality.**”

- The Rev. George D. Gillespie, RECTOR, 1861-1875
on the occasion of the laying of the cornerstone of the nave, 1868



MISSION OF ST. ANDREW'S

The mission of St. Andrew's is to embody God's love for the world through Jesus Christ.

- St. Andrew's Vestry, January 2011

St. Andrew's joyfully and unconditionally welcomes everyone to God's table as we strive to feed God's children spiritually and physically. We recognize and honor the inherent worth and dignity of every human being.

Steeped in the rich heritage of our liturgy and music, we worship and make a joyful noise to the Lord in our treasured historic building in downtown Ann Arbor. Through challenging sermons, a vibrant church school, and a stimulating adult education program we seek to gain a deeper understanding of God's holy mysteries.

We live out our mission through liturgy, faith formation, music, performing arts and outreach, as well as work that supports our shared parish life.

Bringing together a diverse congregation with a mix of demographic and faith backgrounds, these are the elements that unite our community.

We engage in the world around us, celebrating God's word and Christ's love. We seek to provide a warm and safe space to nourish and strengthen those who come through our doors. We strive to build a church community that is intentionally more welcoming to all, especially young people and families. We actively challenge ourselves to discuss and engage in the work of social justice and we are working to become a parish that is more diverse and inclusive.

WHO WE ARE

Every Sunday, at the close of the 10:00 am Eucharist, a stampede occurs. As the clergy and choir recess down the aisle, kids of all ages stream forward. As the recessional hymn draws to a close, a crowd of young people can be seen gathered in front of the altar, waiting for their moment. Ranging from riotous toddlers to bemused teens and preteens, choristers in their robes and someone dressed as Elsa, the children of the congregation stand ready.





As the final echoes of the hymn fade, children chorus:

“Go in Peace to Love and Serve the Lord!”

“Thanks Be to God!” responds the congregation.

This moment, the culmination of our Eucharistic service, is emblematic of our congregation--who we are and who we aspire to be.

St. Andrew's enjoys many blessings and gifts from God. We are an inclusive parish who come together to worship in the Anglican tradition and have been doing so for the past 195 years (as of 2022).

As the longest continuously worshipping church in Ann Arbor, we have been blessed with thoughtful clergy and invested parishioners who have guided us through the years to be the vibrant church that we are today. We have an active church school and a family Eucharist service geared towards the youngest members of our parish which often has standing room only.

Our music program includes adult and children's choirs as well as adult and children's bell choirs. We are also fortunate to have a multi-generational theater program which brings joy and laughter to one and all. Our Millennial+Z Social Group provides community and fellowship for young(ish) adults.

St. Andrew's has a long history of social justice and community outreach. In October 2022, The Breakfast at St. Andrew's celebrated 40 years of serving breakfast to anyone in need, 365 days a year. The pandemic called for some rearranging of the serving space, yet even with those challenges, not a morning was missed. Over the years, St. Andrew's community outreach has also included, but is not limited to, affordable housing, Habitat for Humanity, food drives for Food Gatherers, the county-wide food pantry, holiday season partnerships with the Ann Arbor Community Center and many others.

Our church building also provides a venue for community organizations including Alcoholics Anonymous, a chapter of PFLAG to support LGBTQ+ people and their families, numerous local musical groups, and meeting space for our neighbors from Community High School. Most recently, our congregation launched and commissioned a Social Justice Ministry which is leading our community to engage more deeply with issues of racial justice and more.



2022 PARISH STATISTICS

Average Sunday Attendance

Average Sunday Attendance	204
In-person	171
Livestream	33

Parish Families

Members in Good Standing	759
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In 2022 there were...

Baptisms	12
Confirmations	4
Marriages	3
Burials	16

SERVICES

- 3 Sunday Eucharists
- Monthly Sunday Compline
- 2 Weekday Holy Eucharists
- 2 Weekday Daily Office services

[VIEW OUR SERVICE SCHEDULE](#) 



St. Andrew's attracts a diversity of people to join our congregation. Although the congregation is predominantly white, we do have a good representation of people of color, including in lay leadership roles. Similarly, the congregation is, like many churches, primarily made up of older individuals, but we do have many families with children and youth, as well as young(er) adults. We have a long track record of being welcoming and inclusive to LGBTQ+ members. We have many members who drive from surrounding communities to attend worship, drawn by the strength and vibrancy of our parish. Members of St. Andrew's hail from a wide variety of faith backgrounds.

Being the downtown Episcopal church in a university town means that we often attract a transient crowd of students, post docs, and faculty who may be with us for some years and then leave for opportunities elsewhere. This lends itself to an interesting dynamic: St. Andrew's congregation has a unique mixture of these more short-term attendees and others who have been in the parish for many decades. Additionally, because many of our members have close ties with higher education, our congregation tends to be intellectually engaged (and occasionally academically rigorous!) in our approach to sermons, music, Christian formation, and beyond.

STRENGTHS AND KEY MINISTRIES

As we celebrate our 195th anniversary in 2022, St. Andrew's finds itself as one of the most elegant, well established churches in Ann Arbor. Our Gothic Revival stone church, with its tall bell tower, architectural slate roof and series of beautiful stained glass windows allows us to worship God in a truly glorious physical environment, bringing spiritual solace and uplift.

Covering more than 40,000 ft² and built in 1867 (Church), 1880 (Page Hall), and 1950 (Parish Hall), we have worked to bring our historic home up to modern standards over the last 15 years. We are fortunate to have recently managed two successful capital campaigns to maintain and improve our beloved church home, one to replace the 100 year old roof and other infrastructure upgrades (electrical, boiler, plumbing, etc.) and one to have our new tracker organ built specifically for our church.

Our longevity as a stalwart congregation hinges on both our strong core membership from multi-generational families and our relatively stable financial situation. This core membership has remained steady through the ups and downs of recessions, pandemic, leadership changes, and more. How we will continue to sustain our parish depends on how we will further include newcomers, transient students, and younger residents in the greater Ann Arbor vicinity.

Key Ministries

One of the greatest strengths of our congregation lies in the strength and vibrancy of our key ministries. From the wealth of opportunities for connection and engagement in our parish, the following ministries are considered to be the heart of our community:

Families and Children

For the fall of 2022, over 60 students are enrolled in our Church School and Youth ministry, with an average weekly attendance of 27, ranging from preschool to 12th grade. During the school year, classes begin at 9:45 am and join the church service during the Offertory Hymn. In recent years our ministry was one of the largest in the Diocese of Michigan.

For almost 20 years Youth Pilgrimages, the culmination of the J2A curriculum for high school students, have given our youth unique spiritual experiences in places ranging from San Diego to New York City.

The Children and Youth Ministry is supported by a wonderfully talented and dedicated group of teachers. The full time Children and Youth Ministry Director has just retired, and our new Rector will help to guide new staffing in this important role.

Our 9:15 am Sunday Family Eucharist, which takes place in the more contemporary atmosphere of our chapel, is well-attended by young families who enjoy its more relaxed atmosphere. Toddlers, young children, and their families can be found crowding around the rector for a Bible story and sermon, banging on tambourines during the hymns, and approaching the altar directly for communion.

Music and Performing Arts

Our music program includes four vocal choirs, two handbell choirs, multiple full orchestra Eucharistic services each year, as well as a monthly concert series and additional seasonal programming. This ambitious, highly competent program is guided by a ¾ time Director of Music, and is currently celebrating the inauguration of our brand new hand-built tracker organ.

Joy and great humor abound with our St. Andrew's Players theater program. Our spring plays take place in the Nancy Heusel Theater in the Parish Hall and our religious performances happen within our church liturgy. Plays on the main stage are multi-generational and have recently included *Peter Pan*, *Annie* and *The Music Man*.

Social Justice Ministry

The mission of the SJM is to foster a greater understanding of the roots and complexities of black and white relations in Ann Arbor and to inspire action in the Ann Arbor community that would result in addressing racism in Ann Arbor. More broadly, the SJM is working to bring awareness, empathy and progressive action to our





parish and community. St. Andrew's is a congregation that expects and enjoys diversity, equity and inclusion. We know we have meaningful work to do with our new Rector towards supporting and welcoming all people.

The Breakfast at St. Andrew's

Providing free nutrition and fellowship to anyone in need, averaging 90-150 guests, every day for over 40 years, the Breakfast Program has its own 501(c)3 status, is headed by the Breakfast Program Director, and operates with a large slate of hundreds of volunteers from the parish and the broader community.

And so much more!

For a full list of our 35+ congregational ministries, groups, and committees, please [see our website](#).



CHALLENGES AND OPPORTUNITIES

Welcome and Hospitality

Hospitality to newcomers, visitors, and members of the congregation is the primary challenge identified by our congregational survey and came up time and again in small group and individual conversations with parishioners. It is clear that St. Andrew's needs to work to cultivate a more inviting and sustaining sense of welcome.



Of course, like every church and organization around the country, COVID restrictions have challenged all of our ministries, and many aspects of parish life are only beginning to recover from the lockdown and associated changes and challenges. However, it is clear that the issues around hospitality predate COVID and require careful attention going forward.

Welcoming and retaining families with children and youth is another congregational priority. We have had much success in this area with our 9:15 am Sunday Family Eucharist, but more needs to be done to ensure that these members of the congregation are well-connected with the broader parish and welcomed fully into our communal life.



Additionally, it is not just newcomers who report a sense of disconnect within our congregation. St. Andrew's needs to work to cultivate connections within our existing membership, building a sense of tight-knit community for all members, including long-timers.

Finally, St. Andrew's has done little with advertising and broader community outreach in recent years, relying instead on our long-term reputation, beautiful building, central location, and strong programming to speak for themselves.

We believe that there are opportunities here to reach more people, but this must be done in concert with a strategy to build hospitality and welcome into our congregational culture.

Clergy Workload

Another challenge that our new rector will face is clergy workload. For many years the budget of St. Andrew's has only been able to support one paid clergy person. In a congregation this size, there is a lot of work for that one individual to do. Volunteer retired priests provide some relief and support, along with our talented staff members, but it is not the same as having more than one paid clergy member. The new rector should be prepared to work on ways to recruit and empower volunteers in support of their ministry.

St. Andrew's employs a lay staff comprised of a Director of Music/Organist ($\frac{3}{4}$ time), Parish Administrator (*full time*), Finance Administrator ($\frac{3}{4}$ time), Director of Children and Youth Ministries (*previously full time, currently $\frac{3}{4}$ time interim*), Communications Coordinator (*full time*), Sexton ($\frac{3}{4}$ time to parish, $\frac{1}{4}$ time to *The Breakfast*), and Housekeeper ($\frac{3}{4}$ time).

FINANCIAL INFORMATION

Operating Revenues and Expenditures
2017-2022 Actual
*Covid years 3/20 - 9/21 (incl. PPP)

	2017	2018	2019	2020*	2021*	2022
INCOME						
Plate	34,878	31,145	25,981	6,883	8,614	18,826
Givers of Record	37,192	36,174	35,735	28,638	33,352	29,100
Church School	53	53	0	0	0	0
Prior Year Pledge	8,865	5,587	5,440	20,630	24,475	25,575
Easter	10,261	9,550	11,907	20,400	13,821	11,232
Christmas	15,054	14,347	19,836	23,070	15,944	14,085
Miscellaneous Income and Gifts	9,920	64,472	34,157	105,382	160,091	32,543
Designated Funds Transfer	55,000	57,525	69,441	59,000	58,000	61,213
Deficit Reduction	48,917	0	20,000	0	0	35,140
Subtotal	220,140	218,853	222,497	264,003	314,297	227,714
Current Year Pledge	739,294	789,332	753,014	805,084	765,313	712,869
Prior Year Surplus	2,726	0	28,646	0	61,085	97,723
Total Income	962,160	1,008,185	1,004,157	1,069,087	1,140,695	1,038,306
Percent Change from Prior Year		0.047	-0.0004	0.065	0.014	-0.1205
EXPENSE						
Outreach						
Diocesan Pledge	94,616	96,501	96,795	97,710	99,150	91,514
Other	9,200	0	0	0	0	0
Total Outreach	103,816	96,501	96,795	97,710	99,150	91,514
Programs	30,355	29,886	29,513	21,929	26,457	32,951
Salaries and Benefits	639,471	672,057	691,033	704,773	716,805	735,986
Maintenance	71,793	73,520	61,984	58,669	65,543	31,477
Property Insurance	42,947	45,181	48,244	50,447	54,304	58,083
Utilities	37,810	37,504	41,178	29,509	26,805	47,135
Shared Costs	-6,000	-6,000	-6,000	-6,096	-6,191	-6,192
Office	35,924	26,661	36,553	46,637	55,414	44,764
Stewardship/Miscellaneous	5,352	4,225	4,853	4,422	4,685.0	2,588
Total Expense	961,468	979,535	1,004,153	1,008,000	1,042,972	1,038,306
Surplus (Deficit)	-50,950	28,650	4	61,085	97,723	0
Percent Change from Prior Year		0.018	0.025	0.004	0.10	-0.004



ABOUT THE ANN ARBOR AREA

St. Andrew's is located near the heart of downtown Ann Arbor. With our close proximity to the University of Michigan campus, there is a wide array of educational, recreational and cultural activities.

Ann Arbor is a city of 123,000 (2020 census), 43 miles west of Detroit, in Washtenaw County. Home to the [University of Michigan](#), Ann Arbor is also economically shaped by many high-tech companies that are located here because of the University's research and development infrastructure and human talent. In addition to the University of Michigan, the Ann Arbor area is home to several other colleges and universities including [Eastern Michigan University](#) (15,000 students), [Washtenaw Community College](#) (12,000 students), [Cleary University](#), and [Concordia University Ann Arbor](#).

Known as "Tree Town," Ann Arbor is situated on the Huron River, in a productive agricultural and fruit-growing region. The city contains more than 50,000 trees along its streets and an equal number in the [160+ municipal parks](#). [Matthaei Botanical Gardens and Nichols Arboretum](#) are two special jewels that provide residents with a quickly-accessible escape to nature.

Within the city, Ann Arbor has a vibrant, walkable downtown with great shopping, dining, and entertainment venues. The [Kerrytown district](#), where St. Andrew's is located, is the oldest part of the city, with brick roads, restaurants, shops, and a thriving year-round Farmers' Market featuring locally-grown produce and artisanal products.

Ann Arbor has many [distinct neighborhoods](#) that surround the downtown area, each with its own character and vibe. Ranging from beautiful and charming hundred-year-old neighborhoods and homes with sidewalks and big trees, to more modern homes with more of a "subdivision" feel. In downtown itself, there are many townhouse/condos springing up that provide more of an urban living atmosphere. As part of Ann Arbor's prevailing social and political leanings, installation of more affordable housing is an important issue and objective for the city.

[Ann Arbor Public Schools](#) are one of the top school districts in Michigan. AAPS has 19 elementary

schools, five middle schools, and four high schools. There are several independent schools as well.

Ann Arbor residents are fortunate to have two highly rated health systems in our backyard. The [University of Michigan Health System](#) is perennially one of the top hospitals in the country across almost every discipline. [Trinity Health](#) (formerly *St Joseph Mercy Health System*) has been ranked in the top 100 hospitals in the country for the last 3 years.

There are many public city services that contribute to Ann Arbor 'live-ability', including accessible public transportation from the [Ann Arbor Transit Authority](#) bus system, and [Ann Arbor Recreation & Education](#) to name a few.

On the culture scene, Ann Arbor punches way above its weight. We have the [Ann Arbor Symphony](#) and the [University Musical Society](#) (UMS). UMS was founded in 1879, is an independent performing arts organization that presents over 60 events each year, bringing international artists in music, dance, and theater, many of which are performed at Hill Auditorium – a world-class venue for the performing arts and a local treasure. Numerous events and festivals throughout the year add to the color and richness of life here: [Ann Arbor Art Fair](#), [Ann Arbor Film Festival](#), [Ann Arbor Summer Festival](#) are just a few. There is a Hands-on Museum for the curious among us, as well as the University of Michigan's [Museum of Art](#) and [Museum of Natural History](#). Ann Arbor has so much to offer. But don't just trust us - check out these [Facts and Rankings](#). Ann Arbor has been ranked among the best places to live in the US by a variety of publications in 2022 alone!

Of course, in addition to all of these positives, the Ann Arbor community also has its share of challenges. Homelessness is a serious issue, and there is a significant under-served population who do not enjoy the abundance of many of us. Many of the problems that plague modern America in general – racism, economic and social stratification, political polarization, and more, are found here too, and these challenges form the basis for much of St. Andrew's mission and community outreach.

WHAT WE SEEK IN OUR NEXT RECTOR

Our next rector should be like a flexible tree that bends when the wind blows, not like a stiff tree that refuses to bend and ends up broken because it has a dry, rigid constitution. We are seeking someone who can be like a tree that is flexible and adaptable--personally and spiritually.

In our congregational survey the people of St. Andrew's identified the following top three priorities for our next rector:

1. **Preaching** - Capacity to inspire and connect people to God's word
2. **Pastoral care** - Capacity to engage people empathetically and care for persons in times of need
3. **Strategic leadership** - Capacity to cast a vision and lead the church toward realization of the vision

Additionally the following abilities ranked unusually high in our parish, compared to other churches:

Teaching/Training - Capacity to deepen understanding, form character, and equip members with new skills (*ranked 4th*)

Administration - Capacity to manage a church operationally including facilities, finances and staff (*ranked 6th*)

Our next rector must be an authentic and approachable leader, and should be someone who can make young and old feel comfortable. We seek a rector who is a good listener--someone who is patient enough to listen and knows when to just be present. We need a leader who is a community builder, a healer, and has a passion for pastoral care. Our ideal rector would bring a sophisticated blend of personality traits--able to connect as an extrovert *and/or* an introvert in situations when each is required.

St. Andrew's requires a leader who is actively engaged in working against racism in the church and in our broader society. Additionally, our next rector must build on our history of welcome and inclusion to all members of the LGBTQ+ community and must work to counter homophobia, transphobia, and similar biases in the church and in society.

Our parish needs an individual who can steer us towards being our best versions of ourselves, be open towards all peoples, and finally, an individual who is brave and transparent. Our next rector should have the ability to help us build a parish community where everyone, yes everyone, feels welcome all the time.

We are seeking a creative leader with strong administrative skills; one who is comfortable being a manager, and is capable of providing guidance to the staff.

Finally, and perhaps obviously, we need someone who is inspired by God's word and the world around them; someone who remains respectful and open to each person's convictions and finds ways to articulate the heart of thorny issues. We need a leader who can help us live out the Gospel in our daily lives.





VISION FOR THE FUTURE

A newcomer arrives at St. Andrew's and is warmly welcomed. They are encouraged to connect with others in the parish and are drawn to return week after week by the beautiful worship, inspiring music, commitment to social justice, and the pull of new friendships they are forming. A long-time member of the congregation decides she wants to become a lector, and is easily connected with the lector group and is encouraged to take on this new role. A group of teens volunteer to assist an elderly congregant organize his garage. A member who has been in the parish for a few years develops the idea for a new ministry, and their lay-leadership is supported, leading to a promising new program in the church.

A Vision of Welcome and Community

Our congregational survey and small group meetings identified welcoming and warmth as our top priorities as a parish. From the survey, our congregation highlighted reaching new people and incorporating them into the life of the church, attracting families with children and youth, and creating more opportunities to build relationships within the parish as the top three areas to expand at St. Andrew's.

We envision a future for St. Andrew's where the parish is a warm and bustling community, with members of all ages, races, and backgrounds, including children and families, single people, adults, retirees, and the elderly. We want to build our congregation into a place where every attendee, whether brand new or long-attending, feels well-connected and valued. Paths to participation in existing ministries are obvious and well-established: long-time parishioners and newcomers alike understand how to get involved and feel welcome to do so. Vibrant small groups attract people with similar interests, but no one in the congregation feels excluded from the center of parish life. Members of the congregation are connected to one another and look to the church for support in difficult times. The rector supports and encourages lay leadership and provides a warm and personal touch in pastoral care.

Building on our Existing Strengths

There is much to love about St. Andrew's. We are a church with a wealth of strong ministries. As we look to the future, we want to build on these strengths. We want to see the Breakfast at St. Andrew's continue into its fifth decade and beyond, bringing much-needed hospitality and comfort to the neediest in our community, well-supported by the congregation through volunteers and financial support. We want to see our beautiful new organ as the centerpiece of a vibrant music program, sending praise to God and exposing our congregation and the broader community to even more beautiful and inspiring music. We want to see our Family Service continue to make space for lively young families, and to find these families well-connected to the broader life of our parish. We

want to see our St. Andrew's Players Theater Program thrive and continue to bring joy and connection to all in the congregation. We want our church to operate on a strong financial footing, with engagement from all congregants on stewardship. We want to see our church school well attended by children and youth who are gaining a strong foundation in faith, and supported by adult volunteers who provide an extra level of love and nurturing to our young people. We want to see our adult educational opportunities full of inquiring minds and interesting discussions. We want to see our beloved church building maintained and enjoyed in its exceptional beauty. We want to continue to learn from our Social Justice Ministry, challenging us as a community and growing in pursuit of racial justice and beyond. We want to continue to be recognized in the community as a church that welcomes LGBTQ+ members and supports diversity and inclusion of all who arrive at our doors. We want to live up to our baptismal promises to seek and serve Christ in all people.

Opportunities for New Ministries

The results of our congregational survey placed us in the high energy/high satisfaction quadrant, known as the Transformational Quadrant. This means we are well-positioned to take on new and expanded ministries and to reach out of our established zone. We welcome new leadership to work with us to imagine new ways we can reach out and build ministries within our congregation, in our community, and in the world. There are opportunities here that haven't been dreamed of yet, and we hope to grow together as a community into realizing those new opportunities.

DIOCESE OF MICHIGAN INFO AND HOW TO APPLY

Interested clergy should send the following documents to the Rev. Canon Ellen Ekevag, Canon for Congregational Development and Transitions for the Episcopal Diocese of Michigan by email: eekevag@edomi.org or mail to 4800 Woodward Ave, Detroit, MI 48201. It is very helpful (though not required) if all three documents can be sent as attachments to a single email.

1. A **letter addressed to the Search Committee** in which the candidate (a) offers a self-introduction, and (b) describes why they feel drawn into discernment around this particular position. The specific form, length, and content of the letter is at the candidate's discretion;
2. A **current resume**; and
3. A **.pdf of the candidate's current Office of Transition Ministries Portfolio**, including answers to all of the narrative questions.







St. Andrew's Episcopal Church

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