



LIFT HIGH THE CROSS, THE LOVE OF CHRIST PROCLAIM

# S<sup>T</sup> PAUL<sup>S</sup> MEMORIAL CHURCH

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CHARLOTTESVILLE, VIRGINIA



## ✠ Opening Prayer ✠

*Empower us, we pray, to continue in your steadfast love. Summon our dreams and courage, and open us to the movement and guidance of your Spirit during this time of transition and change. Ground us in affection for you and one another through our worship and witness, our mission and ministry.*

*Ignite us with a passion for that which you are calling us to do, and set our hearts on fire. Be with us as we discern what you would have for us and from us, that we may listen to your voice and the voices of others in our midst. Guide and guard the hearts and minds of those who shall seek and choose a rector for this parish. May we find commitment to one another in this task, always remembering to delight in each other, even as we move through this most serious of responsibilities.*

*Steady us through our discernment that we may ask nothing more of our next rector than we ourselves are willing to do, and ready us to receive the one you have been forming for service in this place.*

*All this we ask through our Lord, Jesus Christ.*

*Amen*



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*The Mission of St. Paul's Memorial Church is to celebrate and bear witness to God's love in our community, the University of Virginia, the region, and the world beyond us. By our worship, our teaching, and our outreach we seek to make known God in Christ, equipping our members for service in the world.*



# WHO WE ARE, WHOM WE SEEK



## ST PAUL'S MEMORIAL CHURCH IS:

⊕ an engaging mix of personalities, interests, backgrounds, and abilities, forming a dynamic and welcoming community. We are a people of good humor, quick to laugh and eager to recognize in each other the presence of God in our midst. We like each other and enjoy our time together in worship, service, and play. We value the significant diversity of opinions present within what is, on the surface, a rather homogeneous group.

⊕ a community centered in worship, at home with the resonant liturgies of the Book of Common Prayer through which we confess our love of God and our commitment to follow the call of Christ. We dress our worship in wondrous flowers and great music, and we value preaching that

is energetic, spiritually and intellectually challenging, and rooted in scripture, tradition, and reason.

⊕ a University parish, eager to minister to and be energized by the students and strengthened by the presence among us of gifted faculty, staff, and administrators.

⊕ an integral part of the Charlottesville community, concerned with and responsive to the needs of our fellow citizens.

⊕ a progressive church, committed to social justice, locally and globally.

⊕ an inclusive church, embracing God's people regardless of race, ethnicity, sexual orientation, socio-economic level, physical or mental ability.



### OUR GOALS FOR THE NEAR FUTURE INCLUDE:

- ✚ spiritual growth for all ages and in all ministries
- ✚ expansion of our vision of ourselves as stewards of our finances, our facilities, our community, and our environment
- ✚ a revitalized focus on our mission to the University of Virginia
- ✚ greater engagement in matters of social justice

### THEREFORE, WE SHALL CALL A RECTOR WHO WILL:

- ✚ preach with intellectual depth and spiritual power
- ✚ nurture our growth in Christ while calling us to be better stewards, ministers, and lay leaders
- ✚ guide us into a parish organization more appropriate for our size and our goals
- ✚ inspire and equip us to serve in the parish and beyond

### THERE IS ONE BODY

St. Paul's stood firm for racial integration in the 1960s as our rector rallied the community to make decisions compatible with Christian commitments.

In the 1970s, St. Paul's endorsed a woman for the priesthood and hosted one of the earliest services for the ordination of a woman.

Gene Robinson's election as Bishop of New Hampshire in 2003 was strongly supported from the pulpit of St. Paul's, and Virginia's Bishop Peter Lee—vilified by some in the diocese for his vote in Bishop Robinson's favor—was greeted by our congregation with a lengthy standing ovation expressing solidarity and gratitude.

St. Paul's stands with the Episcopal Church in its move toward full inclusion of all members. In that spirit, we value those among us who disagree or are uncertain and we continue to work toward faithful consensus.



# WORSHIP



**W**orship is the heart of all we are and do as a parish. The processional for Sunday services at St. Paul's captures a sense of the spiritual center of our community in Christ. Our sanctuary, bathed in natural light and graced by the work of the flower and altar guilds, fosters a spirit of quiet devotion. Acolytes, crucifers, candle bearers, ushers, lectors, and chalice bearers bear witness to the well-coordinated efforts of numerous teams of parishioners and clergy. Our accomplished organist and choir—sources of deep satisfaction and delight for the congregation—fill the nave with the opening song of praise. Worship, the living core

of St. Paul's Memorial Church, proceeds in joyful order and simple, heartfelt beauty.

Among the aspects of worship we cherish are excellent preaching and fine music. Preaching tops the list of attributes St. Paul's congregation seeks in our next rector. Many parishioners note the quality of sermons as an important reason for their joining this church, and they are keenly interested in continuing our tradition of excellent preaching by which clergy enlighten and challenge us from the pulpit.

The music offered at St. Paul's remains another key reason people come to worship and choose to return. The 1926

*... Where we may be still,  
and know that  
you are God*



Skinner organ has been recently expanded with a new rank of pipes. Our long-time director of music, a renowned authority in English cathedral and Renaissance music, brings a remarkable range of choral styles to the chancel. Twice each month, the children's choir sings at the beginning of the Eucharist.

We celebrate the Eucharist at three services each Sunday. Our 8 AM Rite I service in the chapel draws 35-40 devoted members. The 10 AM service, usually Rite II, has an average attendance of 350.

The optimal time for scheduling this main service remains a topic of lively discussion; we are currently considering an additional 9 AM service

for children and families. An evening Rite II service at 5:30 PM, designed primarily for University students and drawing up to 75 worshippers during the academic year, is followed by dinner for the students. Midweek worship opportunities include a meditative Eucharist featuring Taizé chants at 5:30 PM on Wednesdays; during Lent it is followed by a simple supper and program.

# OUR MISSION TO THE UNIVERSITY OF VIRGINIA

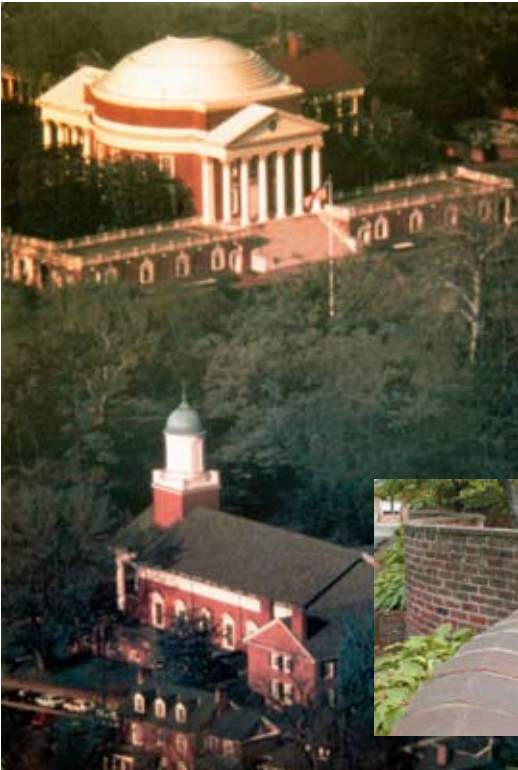


**E**stablished as a diocesan mission to the “boys of the University,” St. Paul’s owes its very existence to the University of Virginia. The University’s students, faculty, and staff are our most immediate neighbors, as our sanctuary is located just across the street from Jefferson’s Rotunda and “academical village,” the architectural marvels that form the heart of the school. Our University outreach has been a defining and evolving relationship with the students who pass through our community and with the innumerable parishioners, past and present, whose life and work have been bound up with the institution. This specialized ministry contributes immeasurably to the intellectual and spiritual health of the parish, enriching and invigorating our common life.

Our University mission represents outreach undertaken on behalf of the Diocese of Virginia and the national Episcopal Church; our work here is both a service to students and an investment in the future of parishes across the nation. It remains a top priority of the parish and its rector.

All St. Paul’s clergy carry the title of “Chaplain”; in recent years the ministry to undergraduates has been the responsibility of the junior of the church’s three full-time clergy. Some students attend the 10 AM Sunday service, but the greater proportion, regularly about 70 students, choose the 5:30 PM service and the supper that follows. Since 2001 a unique part of this min-

*God be in my head,  
and in my understanding*

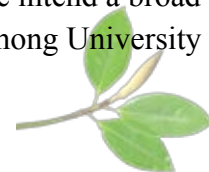


istry enables several students to live across the street from the church in the Canterbury House, St. Paul's former rectory. In the living room of the house, the Canterbury Fellowship (about 20 students on average) gathers on Wednesday evenings for dinner and discussion, with one or more chaplains present. Our discernment process has shown that students attending St. Paul's are attracted by the same attributes valued by other members of the congregation: strong preaching, inclusiveness, traditional worship, a focus on social outreach, warm fellowship, and varied educational offerings.

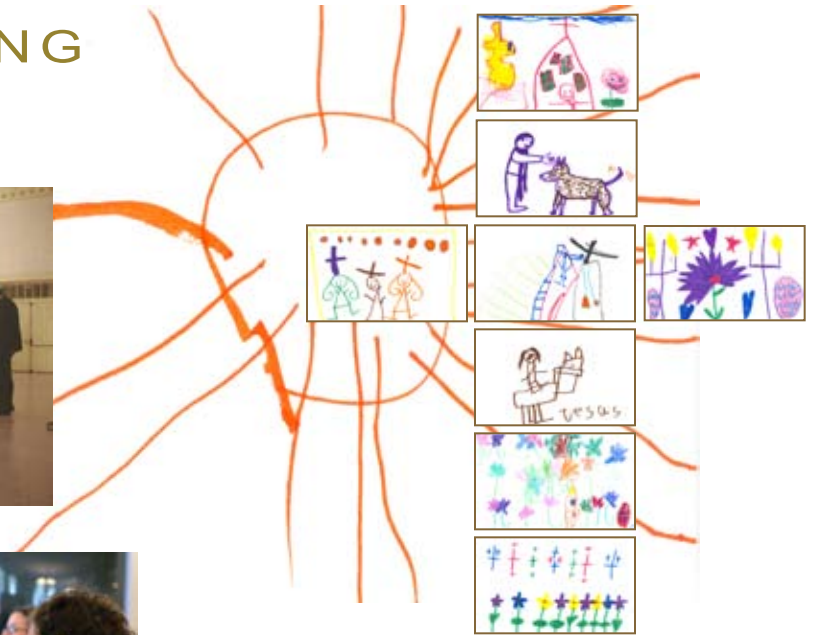
Financial support for this ministry comes from the parish, supplemented by \$15,000 annually from the Diocese of Vir-

ginia. In addition, the rector of St. Paul's administers the Skinner Fund, a sizable endowment held by the University that provides scholarships for Episcopal students intending to pursue lay or ordained ministry.

As St. Paul's responds to changes in the parish and the community, it will remain true to its historic designation as the Episcopal Church at the University of Virginia. We are working to strengthen and expand the ministry, to develop more dynamic and innovative approaches to students' needs. Moreover, we intend a broader, more active ministry among University faculty and staff as well.



# SPIRITUAL GROWTH AND LEARNING



**T**he focus on education that defines our University neighbor is matched by an emphasis on Christian study and spiritual growth among the members of St. Paul's, of every age, as we seek to understand more about our faith and to draw closer to God in practices of devotion and service.

## CHILDREN

From acolytes to crucifers, from baby lambs in the Christmas pageant to violinists in the chancel, from crafters of colorful bookmarks to accomplished Shrove Tuesday pancake cooks and Advent wreath makers, the children of St. Paul's grow toward adulthood as a vital, visible part of parish life and worship. We are working to better integrate the children's programs with the life of the parish as a whole, and to draw on the rich age diversity of our

congregation by means of more creative and compelling intergenerational activities.

We want parents of infants and toddlers to find in our nursery a true ministry of service. For older children, our Sunday church school nurtures the spiritual growth and sense of mission of the children and their volunteer teachers. Preschool classes use Bible story books, and children in kindergarten through fifth grade study a lectionary-based course; a committee is currently researching other curricula. The children participate in service projects throughout the year, including an Advent toy offering, fund-raising for Heifer International, and making small gifts for Meals on Wheels clients and others. Classes meet from 9:45-10:45 AM, then children join their families in the sanctuary for communion, brightening the service with a joyful noise. Approximately 120 children and 40

A great church  
..... Saint Paul's  
Memorial Church!



teachers (in rotation) participate, with an average weekly attendance of 58. During the summer months church school offers story time on Sundays and a week-long Vacation Bible School. All activities are supervised by a parishioner employed part-time as Church School Director. “Parents of Young Children,” an active, engaged group, meets regularly.

## YOUTH

In addition to their valued participation in the church community as a whole, the young people of St. Paul’s enjoy a varied menu of their own activities. They gather each Sunday morning to participate as a group in the congregation’s worship service or, on alternate Sundays, to discuss concerns relevant to their age, based on the “Journey to Adulthood” curriculum. Topics center on spiritual formation and issues

of life and faith, leading toward considerations of vocation, the development of a personal credo, and ministry to church and community. On “Youth Sunday,” usually in May, the youth are responsible for the 10 AM worship service, which most years includes the moving Rite 13 ceremony, marking the turn toward adulthood for the parish’s 13 year olds.

Twice a month the St. Paul’s youth group meets on Sunday evening to enjoy each other’s company and work on various projects, which have included service pilgrimages to Honduras and Puerto Rico. Their activities highlight fun and friendship: Time spent together in lock-ins and campouts, rock climbing and apple picking—as well as in serious discussions and service work—creates an atmosphere of joy and trust in which prayer and the experience of God’s presence shape our young



*Teach me  
in all things  
Thee to see*

people's growth into lives of Christian love and ministry.

All youth activities are overseen by a clergy Youth Ministry Coordinator, and a monthly meeting of parents, recently begun, provides mutual support and discussions of parenting and spiritual life.

### **ADULTS**

Adult education is a 45-minute session offered three Sundays a month following the 10 AM service. A committee plans the schedule with an eye toward encouraging spiritual growth and engaging parishioners in a dialogue and discernment about matters of current interest and concern. With leaders drawn from the parish, the University, and the community, programs have included focused scriptural studies, explo-



rations of social justice issues, perspectives on contemporary religion, and workshops on spiritual practices.

Besides these offerings, parishioners regularly engage in smaller learning groups of all sorts, from Bible and book studies to centering prayer circles and meditation groups. St. Paul's has a long tradition of participation and leadership in Education for Ministry, although there is no class meeting currently.



# SERVICE AND OUTREACH



**O**n Youth Sunday in May 2007, our young people centered the service on the ONE campaign, using scripture and homilies to declare their faith and allegiance to Christ's call. They challenged the adults of the congregation to believe along with them that poverty can be eradicated and to work alongside them to make it happen. Their message reflected the parish's abiding interest in outreach ministries, whether direct service to those in need or advocacy for social reform. We desire to be both a welcoming, inclusive congregation and a parish characterized by a generous outpouring of time, attention, energy, and money on behalf of those whom Christ calls us to serve. We seek a rector who will not only lead us in such ways but also call and inspire us to do more.

Within the parish, members provide transportation for the elderly and disabled, visit the sick, and bring meals and other support to families challenged with a new baby, a disabling illness, or a downturn in their fortunes. Within the Charlottesville community, parishioners prepare dinner for the Salvation Army shelter weekly, read to children at a local elementary school, provide enriching play experiences for low-income preschool children, and actively participate in IMPACT, a coalition of local congregations working to promote social justice. After assisting the work of PACEM (an interfaith initiative to shelter the homeless) for two years, St. Paul's hosted the first shelter for homeless women, providing food, fellowship, and a warm place to sleep during two weeks in

November 2006. This ministry engaged more than 100 parishioners in various tasks and will be repeated in the years to come. In our 2007 budget 6% is allotted to grants to various local service organizations and projects; there were years when that figure was much higher, and we aspire to increase the distribution significantly.

On the national and international stage, for more than 20 years the African Development Project, in which St. Paul's participates with a number of other con-

gregations, has supported specific ventures in East Africa in areas of health and nutrition, community organization, education, and the care of orphans. Through a military chaplain we send toys, clothing, and school supplies to Iraqi children struggling in the midst of war. Recently, we have enthusiastically joined the national Church in committing to the ONE campaign toward eradicating poverty world-wide and achieving the United Nations' Millennium Development Goals.

## PARISH LIFE



**W**hen asked why they stay at St. Paul's, most parishioners cite the vibrant community they find here. Perhaps no activity is as emblematic of that sense of joyful fellowship as the Parish Weekend at Shrine Mont, the Diocesan conference center in western Virginia. A cheerful mixture of laughter, worship, line dancing, study, swimming, and fried chicken draws more than 200 attendees annually to this summer retreat. The spirit of Shrine Mont abides through the year as the community gathers to pray, learn, and serve, and to treasure each other.



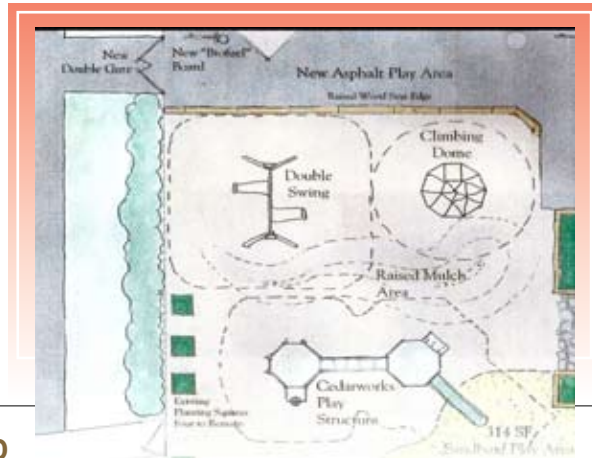
*Love one another  
as I have loved you*



We mark the seasons of the Church year together. St. Nicholas visits just before Christmas; Epiphany features a Yule Log hunt and bonfire. During Lent we join with Mt. Zion First African Baptist Church for a series of services and dinners to build bridges of worship and fellowship across long-standing racial divides. The church lawn, where children search for Easter eggs in the spring, in the fall welcomes dogs, cats, goldfish, lizards and sometimes a pony or two for a ceremonial blessing of pets on the Feast Day of St. Francis. On All Saints Day our children process with colorful banners they have made in honor of various saints; several weeks later, in an-

other colorful parade, they bring Christmas toys to the altar for distribution to children in need.

The charge of the Parish Life Commission is expanding as we seek to broaden our definition of parish life and our attention to its quality, noting that there are more than 60 organized parish groups, offering a wide variety of social, outreach, worship, and learning opportunities. We want to include among important aspects of our life together in Christ an enhanced sense of community that can eagerly and effectively embrace newcomers.



## BUILDINGS AND GROUNDS

St. Paul's forms a small campus of three buildings: the church, Booker House to the west, and Canterbury House to the east. Booker House has been leased to the University of Virginia and will remain under its administration for another decade. Canterbury House is a residential option for a small number of UVa students affiliated with the parish; it requires ongoing maintenance and occasional renovation and, because rents are kept low as a service to students, is not fully self-sustaining financially.

The church conveys a graceful simplicity without opulence; parishioners generally take pride in the sanctuary's serene dignity and the lovable (if sometimes quirky) physical personality of the buildings. The structure—which includes the main sanctuary, chapel, offices, parish hall and kitchen, and a sexton's apartment—

was completed in 1928, with the church school wing added some 30 years later.

Over the past 80 years the general condition of the building has reflected the church's evolving financial condition. Before 1980 repairs were undertaken only as required; since then, however, a more proactive stance and greater financial strength have allowed electrical and plumbing upgrades, replacement of the roof and exterior front terrace and stairs, and installation of air conditioning and a handicap lift. The rear entrance area is now being rebuilt to provide safe access for the handicapped. In addition to improving accessibility, we wish to be thoughtful stewards of the environment in our use of resources and management of our facilities. Although the building is structurally sound, it needs moderate renovation, including painting and patching, replacement of many doors and windows, and improvements for the



*Honor the Lord  
with your substance*



sake of the environment. We have begun to look at long-term facility needs, aware that in some areas our ministry has outgrown our building and that a capital campaign may be called for in the future.

Part of the church school wing is leased to an independently operated pre-school; a playground next to that wing is currently undergoing a complete reconstruction, funded jointly by the church and the preschool. The church lawn, setting for parish picnics and post-worship lemonade in warm weather, will also be the site of a new meditation garden honoring the ministry of David and Betsy Poist.

Parking is a matter of significant concern to many parishioners who feel that it is insufficient, especially for senior citizens and the handicapped, and often difficult to find for newcomers. There are only 44 available parking spaces next to the church, but 400 spaces are within five minutes' walk, and another 400 are ten minutes away.

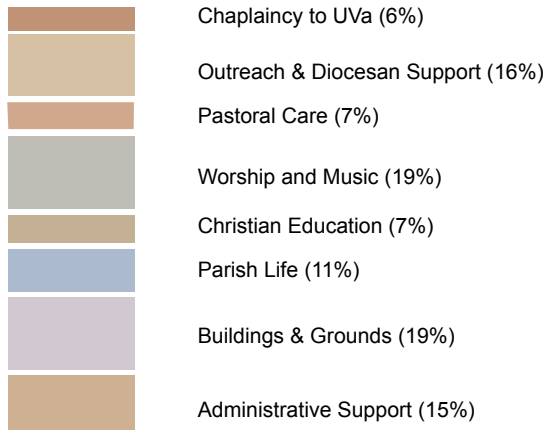
**FINANCIAL MATTERS**

In its early years as a mission of the diocese, St. Paul's enjoyed reliable funding for its basic needs and was able to provide service not only to the University of Virginia but into the surrounding mountains. At times diocesan support fell short, and raising funds for construction of the permanent facility required decades of effort. The parish's commitment to racial justice took a toll on membership and finances during the 1960s and 1970s. Church properties suffered, therefore, from lack of attention in this period; the decision to rent Booker House to the University followed recognition that

**CHURCH CAPACITY**

Our main sanctuary comfortably seats 400 worshippers, placing St. Paul's among the small percentage of Episcopal churches able to seat more than 300; we are also among the even smaller proportion that fills 80% or more of seating capacity on most Sundays.

## St. Paul's Budget (by Program) - 2007



the property required repairs the church could not afford.

During the past 30 years, however, St. Paul's has built a firmer financial foundation. Consistent dedication to outreach has shaped a congregation united in its commitment to service. In 1980 the vestry established an Endowment Fund that has grown to a current value of just over one million dollars; distribution to the parish budget in 2007 was \$48,000.

With the recent controversies sweeping through the national Church, St. Paul's has attracted some new members and lost a few, but the net effect has been small. The number of pledging units has changed only slightly (an increase of 3% since 2000, followed by a drop during the interim period of 6%); the average pledge per unit has risen steadily and is now 15% above the 2000 level.

Distribution of funds within the budget, by broad category, is shown in the above chart. The current budget includes

full-time positions for two clergy and a parish administrator, and several positions that are less than full-time: two clergy (one for youth, one for college ministry), music director, organist, church school director, nursery coordinator, sexton, secretary, and financial secretary. Of particular note is that the annual amount allotted to outreach has recently declined as a result of deliberate, though painful, choices by the vestry. Since 2000, we have increased our contribution to the diocese by 20% (currently 9% of total income) to support its work at a time when some congregations are withholding contributions or leaving the diocese altogether.



# OUR HISTORY



*Christ is made the sure foundation*



The history of St. Paul's Memorial Church is a story of transformation and emergence. The church began in 1908 as a mission of the diocese to students at the University of Virginia. Its initial fundraising campaign, which invited contributions to honor distinguished alumni, faculty, and friends of the University, was called the "Memorial Plan" and gave the church its distinctive name. The first service was held on September 18, 1910, in a "temporary" wooden church located on a small open knoll a few hundred yards from the University of Virginia's Rotunda; in 2010 we will celebrate the 100th anniversary of the church's founding.

Students came to St. Paul's in large numbers, forming the St. Paul's Club, a social organization, and the Brotherhood of St. Andrew, which offered prayer, Sunday School classes, and pastoral services not

only to the University and the parish, but also to four nearby rural missions and even farther afield in the Blue Ridge Mountains.

Construction of a permanent church was delayed by World War I and by slow progress in accumulating funds. It was not until 1924 that St. Paul's left mission status and became a parish church; two years later the cornerstone of the permanent church was laid. In 1950, with our debt finally retired, the sanctuary was consecrated.

Three narrative threads within the rich story of our past capture important phases of change. First, when Charlottesville was caught in the national spotlight on Virginia's "massive resistance" to desegregation and St. Paul's took a public position supporting integration, the parish experienced a painful period of soul-searching and a moderate exodus of members. The times



brought more change still: The Liturgical Committee offered options to the congregation for altering the interior of the church in keeping with new thinking about the role of the Eucharist in the life of the church community. After considerable debate, the pews were rearranged and an altar placed at the foot of the chancel. The congregation was an early and generally enthusiastic adopter of the 1979 version of the Book of Common Prayer, but remembers fondly the determined parishioner who chained his 1928 prayer book to his pew in protest.

Second, also during the 1960s, St. Paul's embraced the expansion of women's roles in the church. As soon as allowed by diocesan canon, the parish elected a woman delegate to the Diocesan Council (1966), and two women to serve on the vestry (1967); soon thereafter girls began serving as acolytes. In 1974 the vestry certified a woman as candidate for Holy Orders. She was ordained at St. Paul's in 1977, in one of the earliest such services. Four years later, St. Paul's called a woman as

Associate Rector and rejoiced in her fruitful ministry for the next 23 years.

Third, after a long period of budgetary weakness, St. Paul's finances strengthened. By 1978 the number of pledging units had been only half what it had been in 1965, though there was an annual increase in the size of the average pledge. Each year the church was forced to adopt a "bare-bones" deficit budget and occasionally to meet expenses by selling church property not being used by the parish. Thus, perhaps no change was more dramatic than the improvement in the church's financial situation in the 1980s, which has been attributed to inspiring leadership and development of the congregation's commitment to the parish and its mission.

St. Paul's has weathered many storms, and continues to be a prayerful, listening community that values diverse perspectives and adapts to change through gradual Spirit-led transformation.





# IN THE INTERIM: ST PAUL'S IN 2007

## St. Paul's Parish Survey – 2007: *Selected Results*

<b>No. of respondents</b>	<b>355</b>	<b>Highest Educ. Level</b>	<b>%</b>
<b>Female respondents</b>	<b>67 %</b>	Bachelor's degree	31
<b>Median age of respondents</b>	<b>56.5 years</b>	Graduate degree	44
		PhD or equivalent	16
<b>Current Marital Status</b>	<b>%</b>	<b>How Long at St. Paul's?</b>	<b>%</b>
Single	14	Less than 5 years	28
Married	66	5-14 years	27
Widow(er)	7	15-29 years	24
Separated/Divorced	8	More than 30 years	21
Committed Relationship	5		



History timeline from St. Paul's history workshop



In the spring of 2006, we celebrated the outstanding ministry of our former rector, David Poist, who retired after 29 years at St. Paul's. We had been preparing for the transition period for some time, deliberately choosing a long interim to allow careful discernment in the wake of such a long and successful tenure. The Search Committee crafted a parish survey that was completed by 355 parishioners in January 2007; selected results are displayed on this page. Several forums, including a well-attended history session, were held during winter and spring 2007 to allow the congregation to discuss wide-ranging questions about our self-understanding and the qualities we seek in a new rector. Each parish organization was invited to a listening session with

Committee members in order to have their specific needs and interests noted.

The interim period has been a rich one for the parish, a time for increasing lay leadership, trying out new ideas, renewing commitment, and redirecting our efforts in exciting ways. We are eager to continue our journey in Christ with a new rector who will sometimes move ahead and call us to follow, sometimes walk beside us, and always keep us in the Way.

### TOP FOUR REASONS

- ✦ For first attending St. Paul's: inclusive philosophy, quality of the music, friendliness of clergy, and quality of preaching
- ✦ For continuing to attend: style of worship, inclusive philosophy, supportive community, and clergy

# OUR COMMUNITY



Charlottesville is located in a small valley east of the Blue Ridge Mountains in the heart of Central Virginia. The landscape is gently rolling and blessed with mountain vistas that frame the city. Charlottesville's 40,000 residents are joined for most of the year by the University's 20,000 students; another 80,000 persons live in the surrounding county of Albemarle.

The area is as much defined by its most famous resident, Thomas Jefferson, as by any mark on the map. Jefferson's mountain home, Monticello, overlooks the city and draws more than 450,000 visitors yearly, many of whom also tour the homes of the other Presidents associated with the area, James Monroe and James Madison.

The city was founded in 1762, but

the stamp on its future was affixed in 1819 when the University of Virginia was established by Jefferson, its principal patron. The growth of UVa, fueled by its status among the nation's top public universities, has provided both economic stability in the region and a wealth of cultural resources. Classical and popular music, art galleries, theaters, creative writing, and dance – as well as college sports competitions – all thrive here because the University not only provides a pool of artistic, academic, and athletic talent almost unique for a small city but also supplies appreciative audiences.

Charlottesville is a vibrant, cosmopolitan, and progressive community that is comparatively safe, productive, and stable. The climate is temperate, the four seasons



distinct—with the lingering springs and autumns particularly beautiful. The area enjoys one of the lowest unemployment rates in the nation. Considering also the excellence of local medical facilities and abundant educational opportunities for all ages, it is not surprising that the city has been acknowledged as one of the best places to live in America.

Yet the story of Charlottesville is more complex below the surface. Racial divisions remain, and poverty is a persistent burden for too many. The 2000 Census found 26% of the population (12% of families) below the poverty line. The racial makeup of the city that year was 70% White, 22% Black or African American, 5% Asian, and 2.5% Hispanic or Latino. In general, relations between the races are

easy, but there still tends to be little racial mixing in churches and social activities, and despite changes for the better, economic opportunities continue to vary by race.

St. Paul's has long been active in civic affairs, both as an institution partnering with others in attempts to heal divisions and alleviate need, and as individual members deeply involved in city government, the public schools, and social service. We take seriously our Christian call to be a voice and a hand of help and hope in Charlottesville, and we seek a rector who will take us further into this work.



# THE DIOCESE OF VIRGINIA



**T**he Diocese of Virginia, organized in May 1785, was one of nine dioceses represented at the first

General Convention in September 1785. Today, the Diocese of Virginia is one of the largest in the Episcopal Church by active membership, with more than 80,000 members. Its 184 congregations have the second highest average Sunday attendance in the Episcopal Church. Covering 38 counties, the diocese extends from its southern boundary at Richmond and the James River north to the Maryland and West Virginia state lines, and from its eastern margin at the Chesapeake Bay west to the Shenandoah Valley.

Diocesan offices are located in the Mayo Memorial Church House, a 19th century Greek Revival mansion on West Franklin Street in Richmond. The diocese also maintains a Northern Virginia office at Goodwin House in Alexandria.

The Rt. Rev. Peter James Lee, consecrated in 1985, continues to serve with faithfulness and strength as the twelfth Bishop of Virginia. In 2007, the Rt. Rev.

Shannon S. Johnston was elected Bishop Coadjutor in anticipation of Bishop Lee's retirement. They are joined in their Episcopal ministries by the Rt. Rev. David C. Jones, Bishop Suffragan since 1995. The Bishops serve the diocese well and work with congregations in their ministry, helping them pursue the diocesan priorities of mission: to strengthen existing churches, reach out to neighbors in need, expand youth ministries, enhance our conference centers, and build new churches.

The Bishop's seat is the Cathedral Shrine of the Transfiguration, an open-air stone chapel at the Shrine Mont Diocesan Conference Center. This facility, located in the Shenandoah Valley, is used for diocesan meetings, conferences, and clergy retreats, and hosts extensive summer youth camping programs. In Richmond, the Diocesan Center at Roslyn, overlooking the James River, is a gathering place for diocesan events of continuing education and is also often used for vestry and parish retreats. The diocese is affiliated with six secondary schools and four continuing care retirement facilities, and enjoys the benefits of the Virginia Theological Seminary as a resource for education.

# TO OUR NEXT RECTOR



**S**t. Paul's is a joyful, inclusive community, centered in worship, following the call of Christ to serve each other, the students and staff of the University, and the needs of our fellow citizens in Charlottesville and beyond. We seek a rector, equally joyful and inclusive, to join us in our journey and to lead us ever closer to God, closer to fulfillment of Christ's commission.

**WE WANT TO GROW SPIRITUALLY,** to become better equipped as the saints of God in order that we may truly be God's people, doing God's work. To that end, we want to re-imagine and build up Christian education—at every age, toddlers to adults—to better engage and encourage us in learning, devotional practice, and service. We want to re-invigorate and expand our ministries to each other, especially our care for those among us who suffer any sort of need or affliction. We want to

nurture and cultivate our valued common life so that we become more truly welcoming, drawing more diverse people into our midst and embracing newcomers more effectively.

## **WE WANT TO DEVELOP AND ENRICH OUR COLLECTIVE AND INDIVIDUAL STEWARDSHIP.**

We know, but need constantly to be reminded, that we are called to be caretakers and distributors of all the bounty God sends our way, to be generous givers not only of our money, but of our time and skills, our minds and our hearts. We are keenly aware that St. Paul's needs more funds for on-going operations, as well as for future plans and aspirations. Whether a capital campaign is in our future or not, we are determined to work toward a marked increase in annual giving.



**WE WANT TO CLARIFY AND REVITALIZE OUR MISSION TO THE UNIVERSITY OF VIRGINIA.** This will mean, among other things, reflecting on the University as our nearest neighbor and our originally designated mission field. We seek new ideas and energies for serving the undergraduate students more effectively and for initiating fruitful ministries to the many others who are part of the University: graduate and professional students, faculty, staff, administrators, other employees, and those who use the institution's services, such as patients in the medical center.

**WE WANT TO DO MORE TO FURTHER SOCIAL JUSTICE** within the parish, the region, the nation, and the world. We want St. Paul's to build once again on its tradition of creative leadership so that we may be a catalyst for good, encouraging

and accomplishing works that expand human dignity and proclaim God's infinite love.

**THEREFORE, WE SHALL CALL A RECTOR** who preaches with intellectual depth and spiritual power, whose sermons and teaching move us to new understanding, call us to new action, and inspire us to deeper faith. Our new rector will be a person who regards the liturgies of the Episcopal Church with genuine affection and interprets them with flexibility and grace.

We shall call a rector who will build on our strengths, sustaining and enriching our strong sense of community, our inclusive and embracing spirit, and our joyful celebration of God's love among us. Our new rector will be one who can guide us further into lives of spiritual abundance, centered in prayer and realized in acts of worship and service; enter enthusiastically



into our growth in stewardship and the renewal of our mission to the University; be our model and inspiration for the promotion of justice at home and abroad.

We shall call a rector who, much like a head gardener, knows well how to plan and nurture growth without necessarily being the one to plant and water each bed. Thus, our new rector will be able to build and maintain the necessary supports for lay leadership: cultivation of new ideas and encouragement of new programs, ongoing training and planning, resource development, and an effective ministry of presence. We seek someone with the gift to lead while evoking and respecting leadership in others.

We shall call a rector who will—gently, sensitively, and decisively—enable us to shift to parish structures and practices more commensurate with our size, resour-

es, talents, and goals. Such a rector will be a strong administrator, able to create, foster, and oversee teams of clergy and staff appropriate to our congregational mission and aspirations.

In all things, we desire to be a parish that remains deliberately, consciously, prayerfully under the guidance of the Holy Spirit, showing us where we are to go, how we are to change, what we are to do, who we are to be as we follow Christ in love and service. We shall call, as our next rector, one whose life and ministry exemplify that aspiration.



## STAFF

The Rev. Alan Mead ☩ Interim Rector and Chaplain

The Rev. David McIlhiney ☩ Associate Rector and Chaplain

The Rev. Janet Hatfield Legro ☩ Associate and Chaplain to Youth and their Families

The Rev. Neal Halvorson-Taylor ☩ Associate and Chaplain for Canterbury and University Mission

(alphabetically)

Jack Bocoock ☩ Treasurer

Victoria Fantozzi ☩ Nursery Coordinator

Betsy Kennan ☩ Parish Secretary

Debbie Little ☩ Financial Secretary

Donald G. Loach ☩ Organist and Choir Director

Steve Neumeister ☩ Sexton

Iris Potter ☩ Church School Director

Albrecht von Gaudecker ☩ Principal Organist

[vacant] ☩ Parish Administrator



## VESTRY, 2007-08

Virginia Ritchie (Senior Warden), Peter Dennison (Junior Warden),

Vickie Gottlob (Register)

Melody Bianchetto, Nancy Brockman, Tom Daniel, Alice Fitch, Bob Gibson, Margaret Haupt, Deborah Healey,

Cole Hendrix, Julie Lassetter, Doug Little, Tom McLernon, Sue Rainey, Mildred Robinson, Louise Sinclair, Buck Smith

## SEARCH COMMITTEE

Co-chairs: Alice Fitch and Charles Lancaster

Committee Members: Bill Bergen, Cindy Cartwright, Bruce Carveth, Pam Dennison, Betz Gleason, Margaret Mohrmann, Charles Perry, Jane Rotch

Search Consultant: The Rev. Alwin Reiners, Jr.

## TRANSITION COMMITTEE

Jim and Nancy Galloway (Co-Chairs)

Committee Members: John Frazee, Louise Gallagher, Jeff Gleason, Paula Kettlewell, Billy Lassetter, Lila Lassetter, Ginny Lee, Tony Potter, Betsy Respass, Anne Ribble, Louise Rice, Phil Rice, Nicole Sherman

Peter Dennison (Ex Officio), Alan Mead (Ex Officio), Virginia Ritchie (Ex Officio)



*A magnolia tree stands at the side entrance to St. Paul's Memorial Church. For some generations children have discovered that its branches are so arranged as to "require" climbing. This magnolia tree holds a special place in the memories of many in our church, so its use as a decorative emblem in this profile is offered in thanksgiving for the many adventures and happy thoughts it has sponsored through the years.*

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

*Amen*



### **CONTRIBUTING PHOTOGRAPHERS**

Bonnie Bronson, Joy, Barrie and Bruce Carveth, Matalie Dean, Ellen Frierson, Kathy Kayser,  
Robert Llewellyn, Wayne Nolen, Dudley Rochester, Richard Simon, Rod Sinclair

### **CONTACT INFORMATION: THE SEARCH COMMITTEE**

NOTE: All communications or submissions to the Search Committee are to be directed to:

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or  
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### **CONTACT INFORMATION: ST. PAUL'S MEMORIAL CHURCH**

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(434) 295-2156

St. Paul's website: <http://www.stpaulsmemorialchurch.org>  
General inquiries to the church: [stpaul@stpaulsmemorialchurch.org](mailto:stpaul@stpaulsmemorialchurch.org)

