

St. Andrew's Episcopal Church

2017 Parish Profile



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WELCOME TO ST. ANDREW'S

Welcome to St. Andrew's

Welcome Statement

We are a community of faith seeking to “promote charity, which is the chief of Christian graces,” and we welcome all persons, regardless of race, ethnic background, gender identity, sexual orientation, capability or circumstances of life.

Mission Statement

With God's help, we the people of St. Andrew's seek to know and accept God's love in Jesus Christ for all people and to witness to God's love in word and action.



Prayer for the Search Committee

Loving God, walk with us as we journey through our search for a new rector for St. Andrew's. May we be led by your Holy Spirit every step of the way. Grant us wisdom to discern your will and courage that we may with diligence carry out your purpose for your people. Let only your will be done as we seek you with all our hearts. Through Jesus Christ our Lord. Amen.

Search Committee Contact: search@standrewsc.org

A LETTER TO OUR CANDIDATES

A Letter to Our Candidates

*Trust in the Lord and do good;
dwell in the land and enjoy safe pasture.*

*Take delight in the Lord,
and he will give you the desires of your heart.*

Psalm 37: 3-4



Dear Brothers and Sisters in Christ:

The members of Saint Andrew's greet you and welcome you to this profile of our worshipping community. More than a century ago, we began as a mission church serving Episcopal students and faculty at Penn State. Through the grace of God and blessings of our unique location, we have since grown into a cardinal parish of the Diocese of Central Pennsylvania. We search for a full-time rector who can join our journey and flourish in our community.

We are a multi-generational parish with people from various walks of life, many associated with the university, many otherwise affiliated or employed. We are locals and recent arrivals, students and retirees, singles and families, cradle Episcopalians and late-life converts to Christian faith. During the 2016 fall semester and season of Advent, we as a parish family have engaged in vigorous conversations to discover who we have been, where we are now, and what our hearts truly desire for the future.

As a Welcoming Church open to all, we maintain a commitment to inclusion and mutual caring and support. We treasure our towering stained glass windows and traditional choir and pipe organ, and also support a contemporary service accompanied by autoharp and guitar. We respond to the needs of our parishioners and have long provided hospitality and sustenance to the broader community. Looking ahead, we seek a rector who can fulfill his or her ministry while helping us to increase our membership and deepen our spiritual life, achieve greater financial well-being, and continue to care for and share our resources.

Thank you for considering this profile of our beloved parish. We pray for you as you discern your own desires and purposes in this season of searching.

In trust and delight in the Lord,

The Profile and Search Committees
on behalf of the Vestry and People of Saint Andrew's

WHO WE ARE AND WHAT WE DO

Who We Are and What We Do

St. Andrew's is a community parish located in downtown State College, Pennsylvania, a short walk from the main campus of Pennsylvania State University. A few miles outside of our busy municipality lie farms and small villages at the foot of forested ridges. The surrounding parks and forests attract visitors to hiking trails and world-class fly fishing creeks, as well as lakes for kayaking and other water sports. Bicycling is popular in and around the town, with both State College and Penn State designated as Bike Friendly Communities. A concentrated population center in the midst of the largely rural central region of the state, State College lies within driving distance of several major cities, including Pittsburgh (two-and-a-half hours), Philadelphia, Washington, D.C., and New York City (approximately four hours).

St. Andrew's is situated in the geographical center of the Diocese of Central Pennsylvania, which comprises 65 parishes distributed throughout the middle swath of Pennsylvania stretching from the New York border to the Maryland state line. We are a program-size church, with Sunday attendance currently averaging 240, and a total active membership of slightly more than twice that number. We are the only Episcopal parish in State College; our closest neighbor (and companion parish) lies ten miles away in the Borough of Bellefonte.

This section of the profile provides a panoramic view of our parish life. It describes our worship services; our church governance and administration; our financial situation and stewardship practices; the groups and activities that sustain our fellowship; our programs for Christian education and spiritual development; and the various ways we minister to those beyond our church walls—in the local community and around the world.



WHO WE ARE AND WHAT WE DO

Worship & Liturgy

Worship Services

St. Andrew's offers four Eucharistic celebrations each week: three on Sunday (8:00 a.m., 10:30 a.m., and 5:00 p.m.), the fourth on Wednesday (12:15 p.m.) We also have Evening Prayer on Wednesday (5:15 p.m.). Our parishioners value the variety in our services.

Sunday 8 a.m. This service uses Rite I of the Holy Eucharist; it includes a sermon but no music. The 40 or so participants in this service have established a strong sense of community.

Sunday 10:30 a.m. St. Andrew's most expansive and well-attended service uses Rite II of the Holy Eucharist. The adult choir of about 20 voices, and occasionally the smaller youth choir, lead the singing. The church nursery is open during the service, with children from age three to second grade attending the Children's Chapel.

Sunday 5 p.m. This contemporary service, which meets in the choir, follows Rite II with additional hymns led by a worship band including violin, clarinet, guitar and autoharp. As in the 8 a.m. service, the 20 or so regular participants in the 5 p.m. service have established a strong sense of community.

Evensong. On the first Sunday of the month, the adult choir sings Choral Evensong in lieu of the 5:00 p.m. Eucharist. There is no sermon, but occasionally guest clergy come to chant the service. Evensong runs from October to May, except in December, when it is replaced by the service of Lessons and Carols.

Wednesday 12:15 p.m. This Eucharist combines a simple liturgy with an opportunity for the laying on of hands and prayers for healing. During this service, we bring to the altar the many things that trouble our hearts as we seek God's mercy and healing power.

Wednesday 5:15 p.m. This recently instituted service, which takes place in the chapel, draws on Rites I & II. It is designed to offer working people and others the opportunity to engage in communal worship in the middle of the week. During the Advent and Lenten seasons, this service is replaced by a Wednesday Taizé service (5:45 p.m.) prepared by our local chapter of Daughters of the King.

Other Services: Lay Worship Leaders provide a monthly worship service at the Atrium, the Health Care Center for residents of the retirement community at The Village at Penn State. Our Deacons and Lay Eucharistic Visitors bring Holy Communion to homebound parishioners on a regular basis and as needed.

Average Attendance (2015)

Sunday 8:00 am	43
Sunday 10:30 am	159
Sunday 5:00 pm	20
Wednesday 12:15 pm	18
Average Weekly Attendance	240

WHO WE ARE AND WHAT WE DO

Acolytes: At St. Andrew's, the acolytes are usually young persons who process as crucifers, torch bearers, and banner-bearers, and often assist in other parts of the service.

Altar Guild: Both men and women work quietly behind the scenes to prepare the altar for all public services. Under the direction of the rector, they care for the vestments, linens, and vessels; clean and maintain the altar; and deliver flowers to the homebound.

Choir: The adult and youth choirs, led by our choir director and our organist, play a major part in our 10:30 a.m. Sunday services. Both choirs sing a broad repertoire from the 16th to the 21st centuries.

Youth Choir: St. Andrew's youth choir is open to all children age seven and up. The children sing the first Sunday of the month from October through May, and other special services such as Lessons and Carols, Christmas Eve, and Easter Day. A vital part of the ministry is training in vocal techniques and in the understanding of their role and the role of music in the worship service.

Adult Choir: The adult choir is an all-volunteer group which sings year-round for the second service on Sundays. In addition, the choir sings numerous special services such as Lessons and Carols, Maundy Thursday, Ash Wednesday, the Easter Vigil, and Choral Evensong, among others. Members of the choir also sing for funerals as requested.



Lectors, Eucharistic Ministers, Eucharistic Visitors, and Worship

Leaders: Parishioners serve as lectors for the First Reading of Scripture. Lay Eucharistic Ministers, Eucharistic Visitors, and Worship Leaders, all licensed by the Diocese, perform various functions: Eucharistic ministers offer the Second Reading and often assist in Communion; Eucharistic visitors bring Communion to the homebound; worship leaders preside over certain worship services, including the once-a-month service at the Atrium.

Ushers: The ushers greet worshipers in the narthex, collect the offering, and provide various forms of assistance before, during, and after the service. Our ushers are also trained in CPR (cardiopulmonary resuscitation) and certified to use an AED (automated external defibrillator), which is available in case of emergency.

WHO WE ARE AND WHAT WE DO

Administration, Finance, & Stewardship

Clergy and Staff: In addition to the rector and two deacons, the church staff consists of nine members—a full-time sexton and eight part-time positions: Parish Secretary, Director of Children and Youth, Membership Secretary, Choir Director, Organist, Financial Secretary, Treasurer, and Nursery Coordinator. More details on clergy and staff, which meets weekly, may be found on the church website: <http://standrewsc.org/about-us/clergy-staff>.



Vestry: The Vestry is the elected twelve-member governing board of the parish, led by the rector and the two wardens—the senior or rector’s warden chosen by the rector, and the junior or people’s warden elected by other members of the Vestry. The procedures for nomination, election, and organization of the Vestry are specified in St. Andrew’s Bylaws (Articles III-VI). The Vestry is responsible for spiritual and material well-being of the church: finances, maintenance of the physical plant, all major programs and activities, and planning for the future. Vestry members are assigned as liaisons to most church committees, including the newly constituted Worship, Outreach, Newcomers, and Evangelism Committees.

Finance: The Finance Committee assists the vestry by preparing the annual budget and monitoring expenditures and allocations throughout the year. It also assists the Stewardship Committee in developing the annual stewardship campaign, and provides guidance on management of the endowment and other accounts.

St. Andrew’s has a history of responsible financial management while funding its programs of worship, parish life, Christian formation, and outreach at the local, national, and international levels. With few exceptions, its annual revenues exceed its expenses. The current budget of approximately \$500,000 relies almost entirely on annual congregation giving (94%); the remainder comes from facilities rentals (1%), and endowment interest (5%). St. Andrew’s pays its full Diocesan Fair Share (16%), with the rest of the budget devoted to staff expenses (approximately 60%); property (13%); church programs, ministries, and missions (8%); and administrative expenses (3%). Certain expenses for church programs, including some for the youth program, are not included in the annual operating budget and require supplementary support through fundraising initiatives, most of which have been fully successful in recent years. Since all of St. Andrew’s annual revenue goes to existing budget expenses, any major new initiative would require additional funds.

St. Andrew’s endowment has grown in the last quarter century from \$75,000 to over \$1.2 million. Interest from the endowment covers about 5% of the expenses in our annual budget.

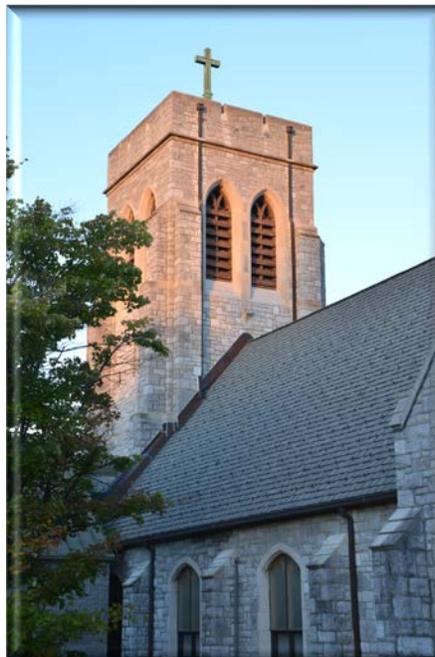
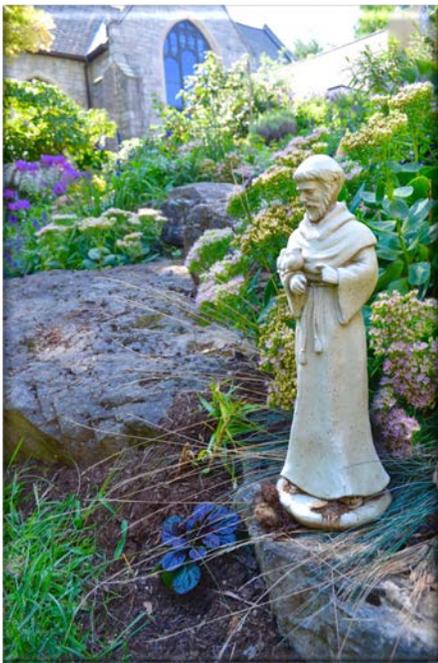
St. Andrew’s is also debt free. It recently retired the mortgage on Trinity House (see details about this property on page 25), and loans on other property or buildings have been satisfied. Annual reviews by the internal audit committee have found no significant deficiencies in St. Andrew’s financial management.

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Stewardship: The Stewardship Committee designs and manages our annual stewardship campaign, which typically consists of mailing pledge cards, inviting parishioners to pledge on-line, and following up with phone calls if necessary. Pledge cards include opportunities for offering time and talent as well as money. In recent years, the Committee has organized a series of Sunday morning talks by parishioners who discuss different aspects of stewardship and the benefits it has brought to them, to our parish, and to the surrounding community.

St. Andrew's also engages in special fund-raising drives, most notably in recent years the 2006-2010 Capital Campaign that raised over \$400,000 to upgrade our facilities. Individual parishioners have also stepped forward to fund special projects, such as the repair of the stained-glass windows, for which there was no provision in the annual budget. In addition, St. Andrew's has established a program for planned giving. The Canterbury Society seeks to recognize individuals or organizations that donate to St. Andrew's or announce their intention to donate in the future. For more on planned giving, see <http://standrewsc.org/stewardship/planned-giving>.

Property: The Property Committee works with the sexton to maintain and enhance our facilities, including the church, the Parish Life Center, and Trinity House. Beyond routine maintenance and repair, the committee's ongoing activities range from organizing seasonal volunteer efforts to repainting rooms to overseeing larger renovation projects. St. Andrew's also has a small but devoted group of parishioners who tend the gardens that surround our facilities.



WHO WE ARE AND WHAT WE DO

Fellowship & Mutual Support

Parish Life

The Parish Life Committee hosts receptions and events throughout the year, including the Shrove Tuesday Pancake Supper, a reception after the Easter Vigil, the annual Parish Picnic, a festive reception after the Advent service of Lessons and Carols, and funeral receptions whenever required.



Our youth education program, Journey Youth, also sponsors various dinners, auctions, and other churchwide events, often as fundraisers for its pilgrimages and mission trips.

Men's Group: This open and informal group gathers once a month for discussion, fellowship, and good cheer. It meets occasionally in local taverns and restaurants, at other times in participants' homes.

Women's Group: This open group assembles once a month, either in a restaurant or a member's home, to eat, drink, and talk about work, children, church, travel, and all topics in between. It includes women of all ages from every sector of the church.

Pastoral Care

The Pastoral Care Committee, which includes clergy and trained lay persons, coordinates various programs such as pastoral counseling, grief and prayer support, outreach to care facilities, home and hospital visits, and assistance to those in need.

Home Visitation: Clergy and licensed lay Eucharistic visitors bring Communion and companionship to the homebound on a regular basis and as needed.

Life after Loss: This six-session grief management program is offered for anyone in the community who has suffered a loss more than three months before the program begins. Life After Loss is part of a community-wide interdenominational outreach. St. Andrew's also participates in the Grief Connection, (<http://griefconnection.org>), a collaboration of churches, nonprofits, and professional organizations that maintains a centralized list of grief support resources in the State College area.

Prayer Support: St. Andrew's email Prayer Chain includes many members of the parish who commit themselves to pray for the needs of others. In addition, our chapter of Daughters of the King takes a vow of daily prayer and will pray for those who request it.

WHO WE ARE AND WHAT WE DO

Christian Education & Spiritual Growth

Children and Youth

Church school programs for children and youth are offered during the Sunday Education Hour.

Children: During the Education Hour, Young Children and Worship welcomes children ages 3-5 to hear Biblical stories and experience God's love. Grades 1-3 use a Montessori-based curriculum, Godly Play, to engage children in learning through storytelling. Grades 4-5 use the Episcopal Children's Curriculum, which focuses this year on a collection of stories about prophets in the Old Testament. During the Sunday 10:30 a.m. service, the church nursery is open, and children from age 3 through Grade 2 attend the Children's Chapel. Children beyond Grade 2 join the rest of the congregation in the sanctuary to become familiar with the liturgy and participate in communion.



Youth: St. Andrew's has recently revised its youth program, integrating material from Journey to Adulthood and other sources to support young persons' growth in scripture and worship along with personal identity and community building. The new programs, Journey: Middle School and Journey: High School, meet on Sundays from September through May for study and sharing. Currently, the high schoolers are participating in a youth confirmation program, Confirm not Conform (CnC), offered for the first time this year.

Twice a month, our youth also take part in group activities, such as sleepovers, hayrides, and game nights. Bigger events, such as pilgrimages, retreats, and service projects, involve travel and overnight stays of up to a week. Youth support the costs of their travels with fundraisers that use their gifts and engage the rest of the parish.



Summer 2016 Youth Pilgrimage to Oregon



WHO WE ARE AND WHAT WE DO

Adults

The Sunday Education Hour, recently introduced by our Interim Rector, takes place between the two Sunday morning services. It replaces the Adult Forum, which operated with varied success for many years, but was squeezed between the end of the 8:00 a.m. service and the start of what was then the 10:00 a.m. service. The shift of the second service to 10:30 a.m. provides more time for discussion; it also accommodates the worshippers of both services and increases contact between them.

The Adult Formation Committee, convened by the rector, is responsible for coordinating various adult educational programs and events, including the endowed Vogelsong Seminar, and for developing new ones.

Arts @ St. Andrew's Blog Site (<http://artsatstandrews.weebly.com>): This new venture, sponsored by parishioners involved in the creation, interpretation, and teaching of the arts, is devoted to the exploration of the relationship between Christian faith and artistic creation. Featuring on average one new contribution each month, the blog site is designed to stimulate interest in the capacity of imagination to express, examine, and enrich our spiritual journey.

Book Group: This diverse and open group meets each month to discuss a book of common interest within the context of the church community. The readings, selected by group consensus, range widely from various forms of fiction to history, memoir/biography, philosophy, and other kinds of writing.

Compassionate Life: This group of women, primarily from St. Andrew's, meets twice monthly from September through June with a focus on learning about compassion, sharing it, and reaching out to compassionate causes. Activities include reading books, hearing speakers, and contributing to local and international works of mercy.

Daughters of the King: The Dame Julian of Norwich chapter at St. Andrew's invites women to consider a lifelong commitment to prayer, service,

and evangelism. As members of this religious order, Daughters take vows dedicating themselves to spread the Kingdom of the Lord and strengthen the spiritual life of their own parish. The Daughters at St. Andrew's have sponsored various activities and events in the church, such as quiet mornings, rosary construction workshops, the recitation of the Anglican rosary, prayer workshops, Bible studies, and more.



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Education for Ministry (EfM): St. Andrew's participates in this international adult education program, a four-year sequence of courses based on small-group study and practice. The program focuses on the Old and New Testaments in the first two years, then turns to Church history and theology in the third and fourth years. Its principal aim is to offer participants a means of strengthening, deepening, and more fully living out their baptismal vows.

Friday Film Series: Parishioners and other members of the community assemble one Friday evening each month to view and discuss a film that raises issues of faith, spiritual practice, and ethical decision. The Friday Film Series also runs a cinematic version of the Passion narrative on the evening of Good Friday.

Lectio Divina: Based in monastic tradition, Lectio Divina involves a slow contemplative reading of a Bible passage. The Lectio Divina group meets one Sunday per month and sits with one of the Lectionary readings for the day.

Safeguarding God's Children: St. Andrew's has two parishioners credentialed to teach this curriculum. They oversee instruction for all persons in our own and seven other Episcopal parishes who regularly work with or come into contact with children. State law and church policy now require the renewal of certification every three years, either by retraining online or by retaking the initial two-and-a-half-hour class.



WHO WE ARE AND WHAT WE DO

Service & Outreach

Community Café: After the State College Food Bank moved from its original St. Andrew's home to a larger facility, the parish established the Community Café. In March 2009, the Community Café began by serving simple soup and bread suppers every Thursday evening; it has since expanded its offerings to a full meal, several soup selections, and more. The Café offers a free hot meal and fellowship, welcoming everyone to the table, allowing parishioners, students, families and individuals in need, and other community members to break bread together. The Café serves approximately 6,000 meals each year to its patrons, including feasts on Thanksgiving and Christmas.



WHO WE ARE AND WHAT WE DO

CROP Hunger Walk: In this community-wide event sponsored by Church World Service at the international level, and organized by local congregations at the community level, participants walk through their towns earning donations to fight hunger both locally and abroad. St. Andrew's participates annually in the 5K walk through the borough of State College. The State College Food Bank receives 25% of walk donations.



Food Bank Deliveries: The Food Bank no longer resides at St. Andrew's, but we continue to support it with volunteers, cash donations, and with a large basket in the Narthex that is regularly filled with goods contributed by parishioners and transported to the Food Bank.

Interfaith Human Services: A registered non-profit organization, Interfaith Human Services (<http://www.ihs-centrecounty.org>) is a collaboration of faith communities helping low-income neighbors in need throughout Centre County. It currently addresses such critical needs as heating costs, rental assistance, and money management. In addition, it operates a program to provide free furniture and appliance recycling. Currently, St. Andrew's is one of the more than 30 governing congregations.

Interfaith Initiative: Founded after 9/11 to support the local Muslim community, Interfaith Initiative Centre County (<https://www.facebook.com/InterfaithInitiativeCC>) has become a sustaining, welcoming environment for all communities of faith. The group consists of Bahá'is, Buddhists, Christians, Jews, and Muslims, as well as the unaffiliated, and its primary activity is to engage in mutual sharing and support. It also sponsors coffee hours, picnics, round tables, and educational events.

Knitting Ministry: In conjunction with the international group Women4Women—Knitting4Peace (<http://www.knitting4peace.org>), the Knitting Ministry meets monthly to create handmade items that are sent around the world to women, children and infants in crisis. Items include blankets, hats, scarves, Peace Pals, bibs, and sweaters. In addition, the Knitting Ministry makes prayer shawls that are given to members of our parish family in need of a warm embrace while facing illness, death of a loved one, or any type of personal difficulty.

Meeting Space: Because of the central location of St. Andrew's, the Parish Life Center is an excellent venue for community gatherings. Meeting space is provided to 12-step programs every day of the week, and several campus organizations use the kitchen and other facilities for fundraisers. During the annual Central Pennsylvania Festival of the Arts, St. Andrew's offers space for concerts and other events.

WHO WE ARE AND WHAT WE DO

Mission Trip: Youth and their leaders have engaged in six summer mission trips over the past decade. The first mission trip in 2010, chosen as the culminating activity for senior high youth, involved traveling to New Orleans to assist in the clean-up and repair of homes damaged by Hurricane Katrina. In 2012, our youth group established a relationship with Almost Heaven Habitat for Humanity in White Sulphur Springs, WV; each summer since then it has sent a group to West Virginia. These mission trips are open to all members of the parish.



Out of the Cold: Founded in 2011, Out of the Cold: Centre County (OOTC³) is dedicated to providing a safe and warm place for homeless men and women to sleep during the winter months. From October through April local churches serve as emergency shelters, where homeless people are received when Centre House Homeless Shelter is full. St. Andrew's now provides hospitality, meals, and chaperones for our guests during a two-week period each winter.

Parishioners' Ministry: Since 1958, St. Andrew's Parishioners' Ministry has provided financial assistance to needy residents of State College and the surrounding region. In conjunction with other local social service agencies, this ministry meets a variety of needs, including assistance with medical bills, eyeglasses, oral surgery, utility bills, shoes, rent, gasoline, and other expenses. According to St. Andrew's Bylaws (Article VII), a rotating group of six elected stewards administers the funds provided by the St. Andrew's operating budget and supplemented by individual contributions.

Pet Food Pantry: Run by the Faith Centre (<http://www.faithcentre.info>) in nearby Bellefonte, the Pet Food Pantry operates out of St. Andrew's one day of the week.

Prayer Quilt Ministry: This group makes quilts to welcome newly baptized children into the community, and supports those in need of prayer. The quilts are finished with ties rather than quilting, and as they tie the finishing knots, quilters offer prayers for the recipients.

Social Justice: The Social Justice Committee engages in prayer, reading, and dialogue to assist the parish in identifying the appropriate means of helping the wider community achieve a greater measure of social justice. Combining education and outreach, the committee addresses issues such as housing, health, and hunger, and it seeks to educate others about the manifold forms of prejudice and the grievous harm it causes in our society. It has helped St. Andrew's make its welcome statement more inclusive and its openness more visible.

St. Andrew's is actively involved with diocesan-wide issues of social justice. Its representatives play a part in the leadership of the Pool of Bethesda LGBT+ Taskforce, designed to bear witness to God's love for our

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LGBTQ brothers and sisters in parishes throughout the diocese. The parish is registered as an Integrity Believe Out Loud Episcopal Congregation, and a rainbow banner now flies alongside other flags at the front of the church. St. Andrew's also maintains a leadership role in the diocesan Anti-Racism Taskforce, which works on programs aimed at the elimination of racial prejudice and discrimination in the church as well as in our local communities.

St. Andrew's by the Numbers

240	Current average Sunday attendance
525	Total number of active congregants at St. Andrew's
320	Number of worshipers comfortably accommodated in the pews
52	Average attendance at Sunday Christian Education classes for children and youth
2	Number of deacons serving St. Andrew's
8	Number of our nine-person staff who are also members of the parish
190	Total pledge units for 2016
100	Percentage of our Diocesan Fair Share that we pay
154	Number fed at the Shrove Tuesday Pancake Dinner in 2016
6000	Number of meals served annually at the Community Café
2500	Number of service hours at the Café each year
18	Number of 12-Step meetings hosted at St. Andrew's each week
13	Average number of people housed nightly during our two-week turn of hosting Out of the Cold in 2016
2000	Number of dollars raised by St. Andrew's 2016 CROP Hunger Walk
1161	Number of pipes in the Schantz organ dedicated in 1981

WHO WE ARE AND WHAT WE DO



Some Figures from Our Parish Survey (Fall 2016)

214	Number of profile respondents
94%	Profile respondents with an associate degree or higher (85% of respondents possess a BA or BS degree; 58% have graduate or professional degrees)
64%	Have attended St. Andrew's for more than 10 years
43%	Affiliated with the Episcopal Church earlier in life
23%	Affiliated with the Catholic Church earlier in life
44%	Prefer the "Broad Church" tradition of worship
18%	Lean in the direction of "Low Church" services
37%	Lean toward "High Church" services
97%	Would accept in-home pastoral care from a trained lay minister. (29% would "accept but not prefer")
43%	Have been involved in St. Andrew's Christian education and formation as a learner, teacher, or volunteer.
94%	Percentage of those involved in these education and formation programs who have found their involvement rewarding
28%	Participated in the Community Café in the last two years

WHERE WE WANT TO GO

Where We Want to Go

As we reflect on our vision for the future, our parish family is seeking with God's grace 1) to preserve and further develop the quality of our worship services; 2) to provide the rector with sufficient staff support, and to maintain and upgrade our facilities, through the improvement of our finances and our efforts at stewardship; 3) to sustain, nurture, and grow our church community amid the challenges of generational change; 4) to further strengthen our Christian formation programs for youth and adults; and 5) to remain faithful to our long tradition of community service and to our baptismal vow to strive for justice and peace among all people.

Our Worship Services

We maintain an active and diverse schedule of services on Sundays and weekdays, and each service receives ongoing support from members of the parish. We are aware of the tendency of distinct Sunday congregations to evolve into separate communities, and therefore we maintain an active schedule of events to join together in affirming the unity of the Body of Christ. Whatever our level of biblical literacy or theological training, we recognize that the liturgical tradition of the Anglican Communion plays a crucial unifying role in the life of the Church. With God's help, we will continue to support our services of public worship; to maintain our appreciation for the music that is integral to most of our services and profoundly enriches them; to instruct ourselves and newcomers on the significance of the order of worship and the liturgical calendar; and to remain open to new possibilities in the future.



Our Staff, Finances, and Stewardship

In addition to the rector and two deacons, St. Andrew's is blessed with a devoted nine-person staff—a full-time sexton and eight part-timers—who manage the everyday business of the church. We are aware, however, that a parish of our size needs more than a single priest. At times in the past we have been able to support curates and part-time associate rectors, and it remains a long-term priority of the vestry and the parish at large to provide the rector with a part- or full-time assistant priest on a consistent basis.

Presently, our finances are sound and stable, and the outlook for the future seems reasonably positive. Nevertheless, all of our current income goes to existing expenses; any plans to support an assistant priest or a major repair or upgrade of our facilities will require a significant increase in revenue. To this end, we look forward to the arrival of a new rector to assist the vestry and the Stewardship Committee as they step

WHERE WE WANT TO GO

up efforts to raise annual pledging; to further build our endowment through planned giving and other means; to explore possibilities for renting space in our ample facilities; and to consider new fund-raising initiatives in support of personnel, property, and new programs.

Our Parish Family

St. Andrew's is a welcoming and harmonious community, notwithstanding its size, the diverse religious backgrounds of its members, and a level of turnover characteristic of a university town and a mobile professional population. Our congregation spans multiple generations and brings together people from different parts of the country and around the world. We have a strong network of groups, activities, and special events that provide fellowship, mutual support, and pastoral care for our parish family.

As we look to the future, one of our major challenges involves the ongoing effort to attract and welcome new members to our parish family. At the start of the new millennium St. Andrew's began to build a substantial Christian education program for children and teenagers, and as a result of these efforts, many younger adults, both with and without children, joined our parish and brought new vitality and imagination to an increasingly aging congregation. In more recent years, however, this influx of younger adults has declined, and if the current trend continues, St. Andrew's will become a progressively smaller parish in the decades ahead. (See the Age Distribution Chart, Appendix C.) We realize that the decline in church participation among younger adults is a broad nationwide phenomenon. At the same time, the State College area continues to grow steadily, and therefore it remains fertile ground for reaching out to new arrivals and prospective long-term residents. These include not only younger and mid-career adults, but also the increasing number of retirees who are relocating in this area. To meet this challenge for the future, we are now in the process of establishing a Newcomers Committee, and look forward to taking further steps in the months and years to come.

Our Christian Formation Programs

St. Andrew's has a strong Christian education program for children and youth, though the decline in the number of younger children raises concerns for the future. We also continue to assess recent changes in our program, including the revisions to the curriculum and the effects of the new Sunday Education Hour.

In the last decade, we have made considerable strides in our programs for adults, including groups such as Compassionate Life, Daughters of the King, Education for Ministry (EfM), and more recently the introduction of Lectio Divina, Friday Films, the Arts @ St. Andrew's blog site, the Book Group, and the Sunday morning Education Hour. We are still formulating plans to revive some older groups and activities, such as Bible Studies and church retreats; and we look forward to considering new opportunities for Adult Formation in the future.

WHERE WE WANT TO GO

Our Outreach

St. Andrew's is community-focused and has a history of outreach and mission dating back to its inception. Most prominently, we founded the State College Food Bank (1982), which operated out of St. Andrew's until it grew too large for our facilities and moved to its own building (2006). Soon afterward our parish established the Community Café, which has flourished beyond our highest expectations. Throughout the years, our facilities have been open and available to support groups, social services, and charities that serve the community around us. For many years we have provided meeting space for many of the 12-step programs in Centre County, and most recently we have opened our doors to Out of the Cold and the Faith Centre's Pet Food Pantry.

St. Andrew's works in conjunction with churches and other groups in support of services to the needy, racial and gender equality, and interfaith cooperation and understanding. Beyond our local area, we devote time and talent to various diocesan initiatives; contribute (individually and collectively) to the Episcopal Relief & Development (ERD); and, led by our youth and their adult companions, sponsor an annual summer mission trip open to all members of the parish.



One of our major concerns for the future involves our relationship to the Penn State campus, and in particular to Episcopalian students. Until recently, the Diocese supported the Episcopal Campus Ministry, a small but active student congregation with its own priest and a group of devoted lay persons, some of whom were also members of St. Andrew's. After the Diocese terminated this ministry, primarily for financial reasons, it initially offered St. Andrew's a financial incentive to hire an associate rector with a part-time commitment to campus ministry. The diocesan initiative was short-lived, however, and since then it has been impossible for St. Andrew's to maintain an Episcopal presence on the Penn State campus. At the moment, it is unclear whether the Diocese plans to support any restoration of funding for campus ministry, and therefore the future of St. Andrew's relationship to the university's large student population remains uncertain. A handful of students currently attend our services, and we have attempted to welcome and integrate this group into our parish family.



Looking forward, we wish to proceed wisely and prayerfully as we assess our current outreach programs and plans for the future. The vestry is currently re-establishing an outreach committee that will think beyond our existing ministries and offer recommendations for the years ahead. We look to the new rector for guidance as we continue to meet the material and spiritual needs of our own parish family and the residents of our town, the Centre region, and the national and global communities in which we fully and lovingly participate.

WHERE WE WANT TO GO

Our New Rector

In the light of God's wisdom and grace, we search for an experienced rector who hears a call to join our community and guide our parish family in the years to come. We recognize that each candidate will possess a unique combination of gifts and skills. We also recognize that a vital church depends not only on the efforts of the rector and staff, but also on the gifts and good will of all members of the Body of Christ. We ask candidates to reflect on the distinctive character of our parish and our community, recognizing that this position will demand considerable skill in several different areas.

In a prayerful spirit of mutual discernment, we seek:

- a priest who values the range of liturgies in our worship services, and who welcomes the challenge of composing sermons that speak to a congregation of university, professional, and working people, as well as students and retirees;
- a rector with a successful record of collaborative administration who is capable of promoting creative, responsible stewardship of church finances and facilities, as well as fostering the talents of parishioners;
- a pastor able to oversee our ministries of fellowship, pastoral care, formation, and outreach, who is eager to nurture a new generation of lay leaders committed to building a dynamic and inclusive parish community; and
- a leader ready to provide the cooperation and guidance expected of the largest Episcopal parish in our ten-church Convocation and prepared to engage in the activities of the Diocese of Central Pennsylvania.



To apply, please send a résumé, an OTM portfolio, and a letter of interest (addressed to the search committee) to the Rev. Canon Dan Morrow, the Canon for Congregational Life and Mission in the Diocese of Central PA, to dmorrow@diocesecpa.org.

APPENDIX A: OUR HISTORY

APPENDIX A: Our History

St. Andrew's was founded as a mission church in 1911, with the Rev. Canon Edward Monroe Frear as its first vicar. The new church was an outgrowth of the Brotherhood of St. Andrew: a group of lay readers, students, and faculty that had begun meeting for evening prayer and fellowship on the Penn State campus shortly after the university's founding in 1855. Once a month the rector from St. John's in neighboring Bellefonte came to celebrate the Eucharist.

In 1911, construction began on a small building and adjacent rectory at the corner of Foster Avenue and Fraser Street in downtown State College. The principal ministry of the church was to welcome Episcopal students and Penn State faculty, and it soon began to outgrow its available space. After Canon Frear returned from active duty as a military chaplain in 1921, a building fund was established and generously supported by the five bishops of Pennsylvania. The cornerstone was laid in March 1928, and, on November 8, retired Bishop Ethelbert Talbot (Diocese of Bethlehem and later Presiding Bishop) presided over the consecration.

St. Andrew's continued as a mission church until 1952, when the Articles of Incorporation of St. Andrew's Parish were approved, and the Rev. Jones B. Shannon became the first rector. He was succeeded in 1957 by the Rev. Canon John R. Whitney; under his leadership Parishioners' Ministry was established in the following year.

The Rev. Canon James B. Trost was called to be the rector in 1965. Among the many milestones of his 28-year tenure were the construction and completion of the Parish Life Center in 1973; the purchase of the Schantz organ in 1982; and the



Poem written by Canon Frear's wife in response to the new church, in the fall of 1928:

A church, a thing of tile and stone,
Why worship here?
Why picture forth in glass and wood
The story of the human round,
of Christian birth and death and life beyond?
Kneel down and contemplate
The lovely voice of nature hushed,
The strident call of business dulled,
Kneel down to pray and meditate.
The altar, wood. The cross a metal thing.
Perhaps. But kneel in solitude,
The mind and soul at rest.
And lo across the ages
Comes the echo of His steps,
And in thy heart a certainty
Of things unseen.
The Church, no longer merely stones,
Becomes the House of God,
A Shrine for worship and for praise.

APPENDIX A: OUR HISTORY

installation of all but one of the Willet Studios stained-glass windows. Willet Studios of Philadelphia is known worldwide for its stained-glass windows, and the leaded, hand-painted windows at St. Andrew's are excellent examples of their exceptional design and craftsmanship.

After the retirement of Father Trost in 1993, the Rev. Larry J. Hofer was called to St. Andrew's, and with the installation of the stained-glass "Te Deum" window in the south transept, the building that stands today was finally completed. Father Hofer also was instrumental in establishing companion parish relationships with St. John's Episcopal Church in Bellefonte, as well as Santo Andre in Campinas, Brazil; revitalizing our child and youth education programs; and purchasing Trinity House, a residential home directly behind the church.

After Father Hofer's retirement in 2008, the Rev. Richard Wall was called as the fifth rector of St. Andrew's. During his six-year tenure, Father Wall worked to improve our financial stability, enhance our facilities, and re-establish closer ties with the Diocese—including the payment of our full Fair Share—and with other parishes in our own Convocation. During this period, the budget remained stable despite the challenges of the recession; our average Sunday attendance peaked at 320; the newly founded Community Café grew into a significant ministry to the community; Out of the Cold and other Interfaith initiatives were launched; and St. Andrew's began to play a more active role in major councils, committees, and other Diocesan affairs.

Father Wall served until June 2015, when he was called by St. Paul's Episcopal Church, in Washington, DC, as its tenth rector. The Rev. Douglas Dailey is currently serving as our interim rector.



Vicars, Rectors, and Priests of St. Andrew's:

1911-43: The Reverend Canon Edward Monroe Frear

1944-52: The Reverend Canon John Newton Peabody

1952-57: The Reverend Jones B. Shannon

1957-64: The Reverend Canon John R. Whitney

1965-93: The Reverend Canon James B. Trost

1994-2008: The Reverend Larry J. Hofer

2009-15: The Reverend Richard Wall

APPENDIX A: OUR HISTORY

St. Andrew's Recent History: A Brief Timeline of Notable People, Events, and Programs

1965-1993: The Reverend Canon James B. Trost, third rector of St. Andrew's

1967-1983: The Reverend Derald W. Stump, founder and first diocesan chaplain of the Episcopal Campus Ministry at Penn State

1976-present: Walter Wells, choir director. Also an honorary lay canon of the cathedral in Harrisburg, and music director for the consecration services of the last two bishops.

1981: Installation of the 1161-pipe Schantz organ

1982-2006: The State College Food Bank, founded and housed in St. Andrew's

1982-present: Gwen Catchen, organist. Also one of the organists for the consecration services of the last three bishops.

1994-2008: The Reverend Larry J. Hofer, fourth rector of St. Andrew's

1994: Sale of rectory on North Burrowes Street, and replacement by rector's housing allowance

2000-2005: The Rev. John W. "Jack" Kline, associate rector

2000-2016: Robin Bagby, first director of Christian education, a position aimed at "increased emphasis on enhancing a sound and appealing religious education program for the young" (75th Anniversary Booklet)

2002: Purchase of house with double lot directly behind the church at 313 South Burrowes Street, now known as "Trinity House." Originally used to provide additional meeting and parking space, it has also served more recently as the residence for Fr. Wall and two interim rectors.

2002: Companion Parish relationship established with St. John's Bellefonte



APPENDIX A: OUR HISTORY

2002: Simpler Living begun by Robin Bagby as a way of helping women with families simplify their lives in the Christmas season and beyond. Later expanded to include women of all ages and renamed Compassionate Life.

2002: First Education for Ministry (EfM) class with Fr. Kline

2003: Celebration of the 75th anniversary of the completion of the present-day church

2003: Sunday 5 p.m. service commences under Fr. Kline

2004-2015: Companion Parish relationship with Santo Andre, Campinas (and its mission to shantytown children) in the Diocese of Sao Paulo, Brazil

2006: The local chapter of Daughters of the King established at St. Andrew's

2006-2016: Journey to Adulthood Program, administered by a part-time director of youth ministry

2009: Community Café established

2009-2015: The Reverend Richard Wall, fifth rector of St. Andrew's

2012 (March 18th): 100th anniversary celebration of the completion of the original church

2012-2016: Mission Trips for one week each July to work with Almost Heaven Habitat for Humanity in White Sulphur Springs, WV

2013: Retirement of the last chaplain of the Episcopal Campus Ministry at Penn State



APPENDIX B: OUR FACILITIES

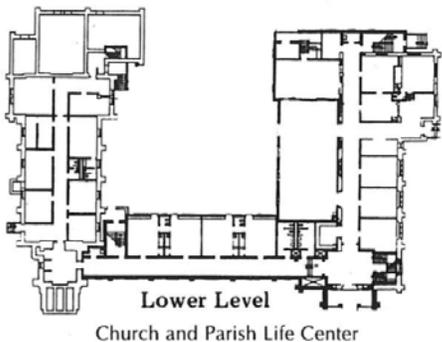
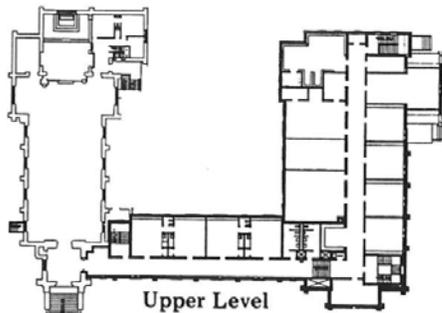
APPENDIX B: Our Facilities

St. Andrew's Church is a Gothic-style structure with a seating capacity of approximately 320. Joined to the church is the Parish Life Center containing the church offices, Canterbury Hall and its adjoining kitchen, the recently updated lounge/meeting room (Room 325) and its adjoining kitchenette, the library, choir room, about a dozen church school rooms of varying sizes, and the sexton's storage closets.

Our facilities are accessible to the handicapped and are smoke free.

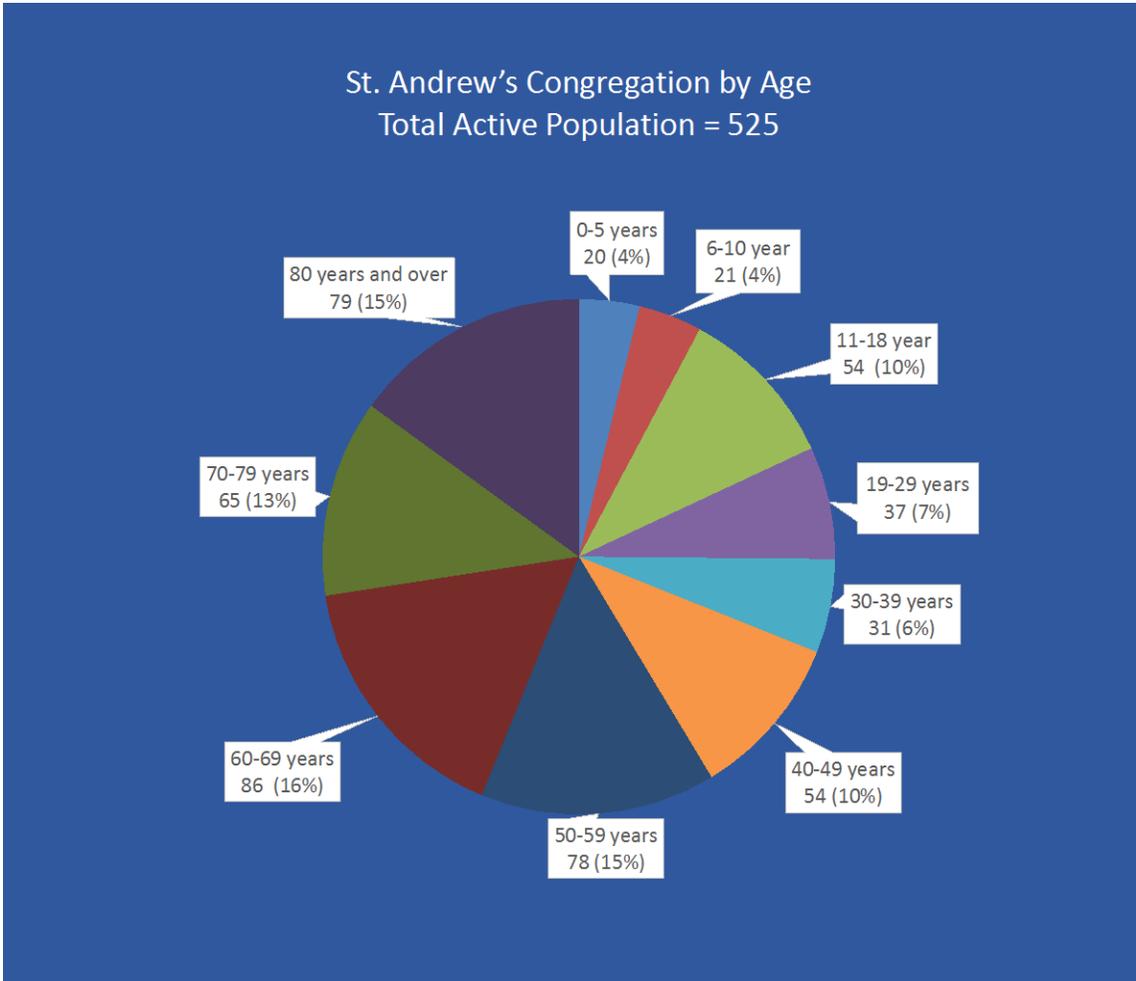
Our Church and Parish Life Center are unlocked and remain open from 9:00 a.m. to approximately 9:00 p.m.

In 2002, St. Andrew's purchased Trinity House, 313 South Burrowes Street, a residential home directly behind the church. The purchase provided additional meeting and parking space, as well as revenue from leasing the upper floor as an apartment. Frs. Wall and Dailey chose to reside in Trinity House, and, depending on future needs, it remains adaptable to different purposes.



APPENDIX C: CONGREGATION BY AGE

APPENDIX C: Congregation by Age



APPENDIX D: LINKS TO OTHER SITES

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St. Andrew's Online

- St. Andrew's Website: <http://www.standrewsc.org/>
- St. Andrew's [Facebook page](#)
- Clergy and Staff at St. Andrew's: <http://standrewsc.org/about-us/clergy-staff/>
- Journey to Adulthood Mission Trip and Pilgrimage Blog (Since 2012): <https://standrewsc.wordpress.com/>
- Arts @ St. Andrew's Blog: <http://artsatstandrews.weebly.com/>

Outreach & Ecumenical Groups

- State College Area Food Bank: <http://www.scfoodbank.org/>
- Out of the Cold—Centre County: <http://www.ootc3.org/>
- CROP Hunger Walk—State College: <https://www.crophungerwalk.org/statecollegepa/>
- Almost Heaven Habitat for Humanity, WV: <http://almostheavenhabitat.org/>
- Interfaith Human Services—Centre County: <http://www.ihs-centrecounty.org/>
- Faith Centre (Bellefonte): <http://www.faithcentre.info>
- Integrity: www.integrityusa.org

Our Community

- State College: <http://www.statecollegepa.us/>
- Penn State University: www.psu.edu
- Central Pennsylvania Convention & Visitors Bureau <http://www.visitpennstate.org/>
- State College Area School District: <http://www.scasd.org/>
- Bellefonte Area School District: <http://www.basd.net/>
- Penns Valley Area School District: <http://www.pennsvalley.org>
- Central Pennsylvania Festival of the Arts: <http://arts-festival.com/>

Our Diocese & the Larger Church

- Our Bishop: The Rt. Rev. Dr. Audrey Scanlan: <http://compasspointsmappingtheway.blogspot.com/>
- Diocese of Central Pennsylvania: www.diocesecpa.org
- The Episcopal Church <http://www.episcopalchurch.org/>
- Episcopal News Service <http://episcopaldigitalnetwork.com/ens/>
- The Episcopal Church: Important Links <http://www.episcopalchurch.org/library/links/all>
- Believe Out Loud: <http://www.believeoutloud.com>