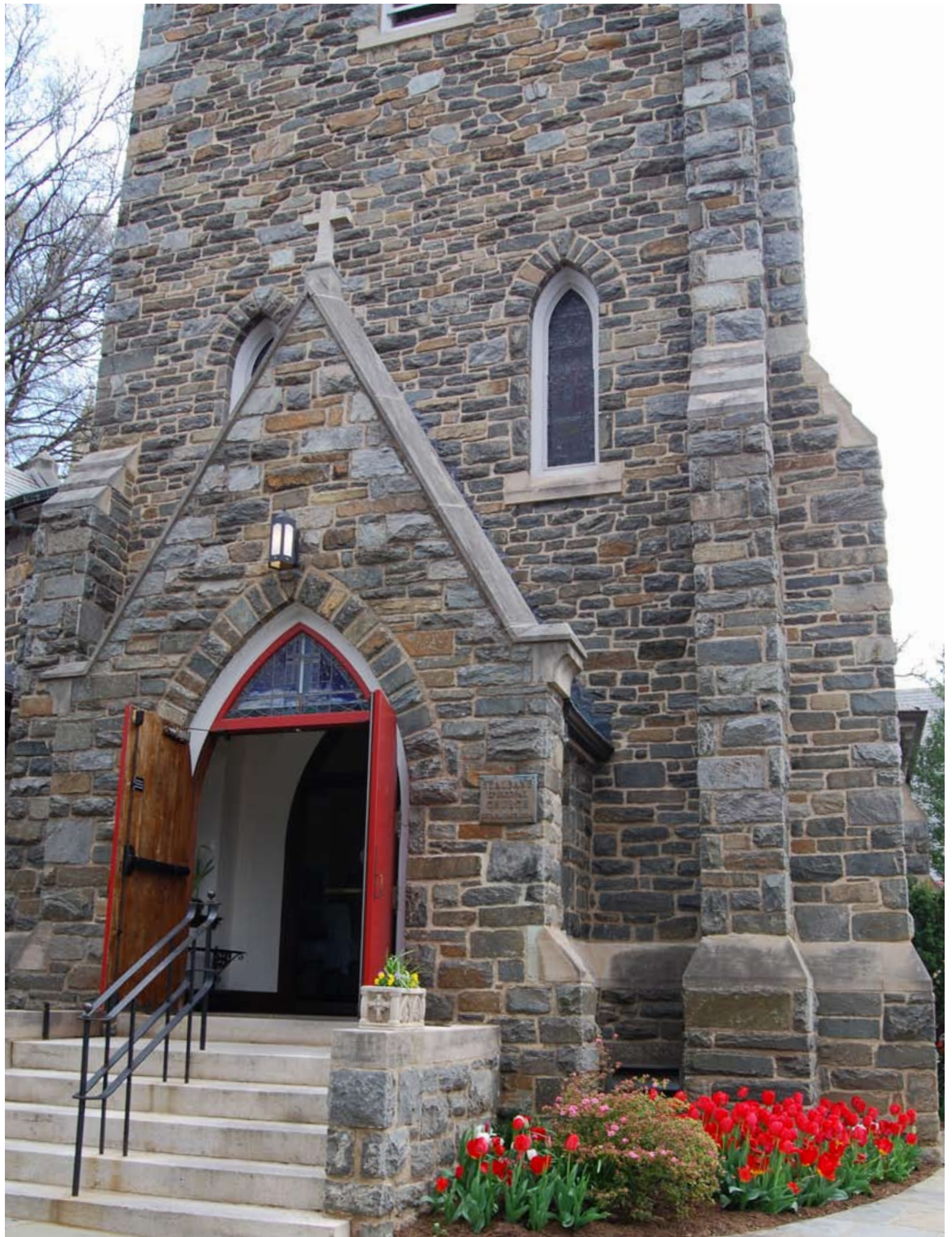


PARISH PROFILE *St. Alban's Episcopal Church of Washington, DC*

A Church at the Crossroads





*“We welcome the faithful, the seeker, and the doubter,
for God’s embrace is wide and God’s good news is for all.”*

This quote is familiar to all who come to St. Alban’s in Washington, D.C., as it is prominently featured on our Sunday bulletins. It reflects our understanding of ourselves as an open and welcoming community. The St. Alban’s community also has never shied away from the challenging social, theological or civil issues of its time. This has held true from its founding as a “free” church that required no pew rent, to its chapter during the Civil War when parishioners from both sides of our nation’s conflict found space to worship together, to the late 20th century when St. Alban’s was among the first churches to offer space for community Alcoholic Anonymous meetings and to support the ordination of women. Our commitment to welcome all continues today. The parish provides an “open table” for Holy Communion and values the importance of creating a space where worshippers of differing views can together experience God’s love.

In the summer of 2010, the Rector Search Committee surveyed the parish with 230 members participating. We also conducted 16 focus groups with approximately 160 participants. Two of our focus groups were devoted exclusively to our Spanish-speaking congregation. Both the survey and focus groups informed the content of this profile. Key among our findings:

- Roughly half of our members came to the Episcopal Church as adults.
- We regard ourselves as a well educated, widely traveled and reflective community.
- We seek a rector who is warm and thoughtful, who can strengthen the spirit of our loving community, who can make the Gospel come alive, and who can help us understand current events and concerns in the context of our life together as Christians.

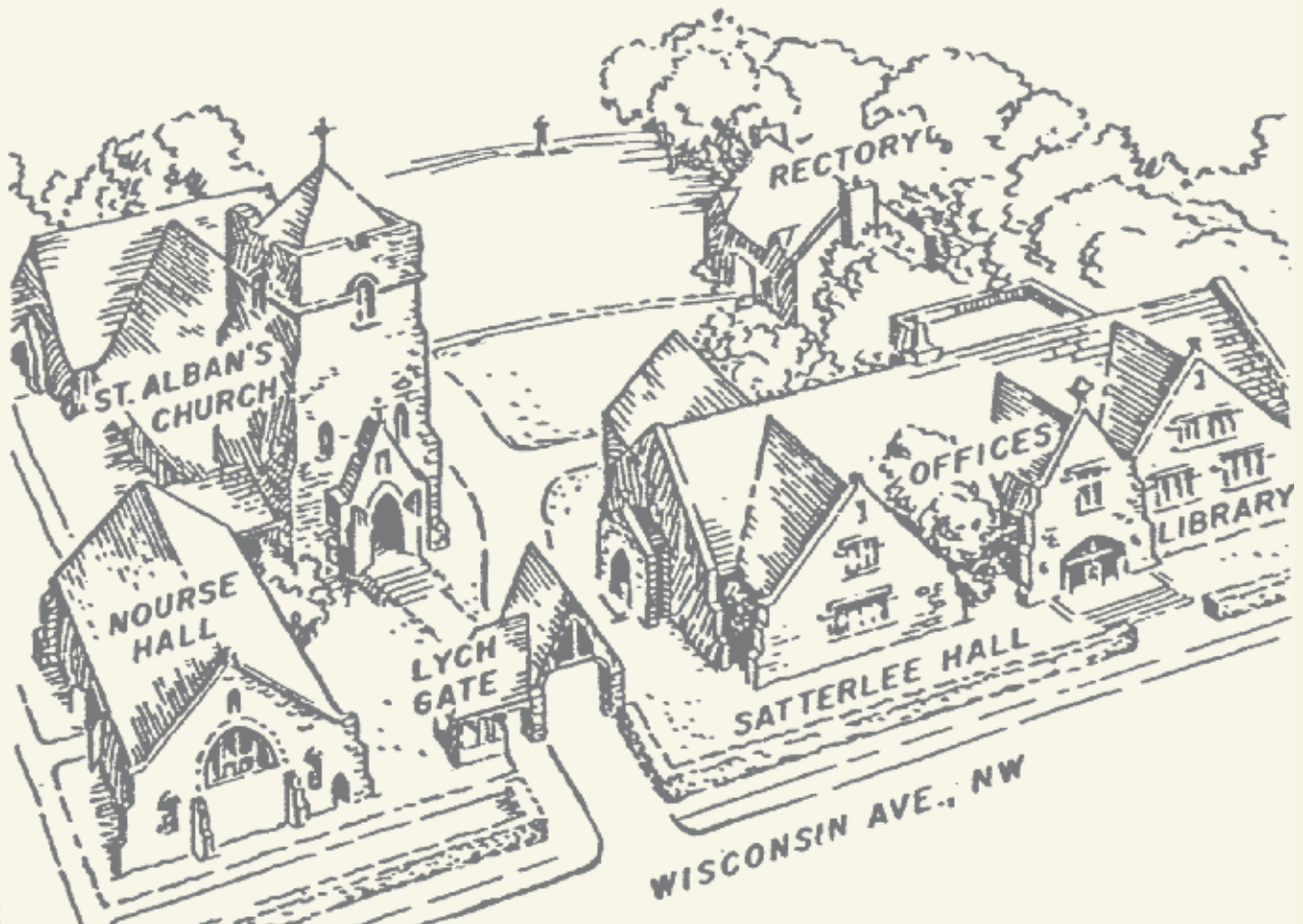
Where We Are

LOCATION, BUILDINGS & GROUNDS

❖ **A VILLAGE IN THE CITY** ❖ St. Alban's was established in 1854, literally, as a church at the crossroads of two thoroughfares in the young town of Washington in the District of Columbia. As Washington has grown, so have our crossroads. We are now part of a cosmopolitan city divided by race and income, facing the challenges of homelessness and a public school system around which there has been much debate. At the same time, we are blessed with the opportunities that come with living in this metropolitan area. Nearby resources include American University, Wesley Seminary, Georgetown University, George Washington University and the Washington National Cathedral. St. Alban's is also close to Virginia Theological Seminary, located in nearby Alexandria, VA, and has enjoyed a long history of hosting its seminarians and inviting its faculty to participate in our education programs. Additional resources exist for education, fellowship and outreach with other local Episcopal parishes, with houses of worship from many different religious traditions throughout the region and with groups such as the Interreligious Council of Northwest Washington, of which St. Alban's is a member.

Almost one third of current parishioners say they first came to St. Alban's because it was a local church in their Northwest Washington neighborhood. However, many remain in the parish even after relocating to other parts of the city or suburbs. Our survey results indicate that 50 percent of parishioners currently live outside Washington and one third travel over five miles to attend services.

❖ **OUR CAMPUS** ❖ St. Alban's has the benefit of a beautiful and prominent location on the Close of the Washington National Cathedral. Our buildings are the church and Nourse Hall, which are connected; Satterlee Hall; and the Warner Memorial Rectory. Nourse Hall has meeting space for 200, a small kitchen, choir rehearsal space and the Flower Guild room. Satterlee Hall, across Lych Gate Road from the church, has an assembly room seating 300, a large kitchen, clergy and staff offices, and smaller meeting rooms. In addition, it houses the Opportunity Shop, shelter space, Early Childhood Center and classrooms for the church school. The Warner Memorial Rectory, also located along Lych Gate Road, has been used for meetings and social functions since 1993. Our



“The Nation’s Capital and the National Cathedral are neighbors that require diplomatic skills and present opportunities for St. Alban’s to have greater impact as a parish.”

campus is adjacent to the St. Albans School, a separate entity with which we at times share space.

St. Alban’s is an active urban place that provides hospitality to many different groups. The parish facilities are well used throughout the week, with the buildings themselves serving as part of our outreach mission. Our physical plant, however, is old and costly to operate and maintain. Major renovations to the church and Nourse Hall were completed in 2007, funded by a capital campaign that raised \$3,546,000. In the near future, Satterlee Hall, built in 1928 with an addition in the 1950s, will also require major renovations, and another capital campaign will be necessary to fund the work.

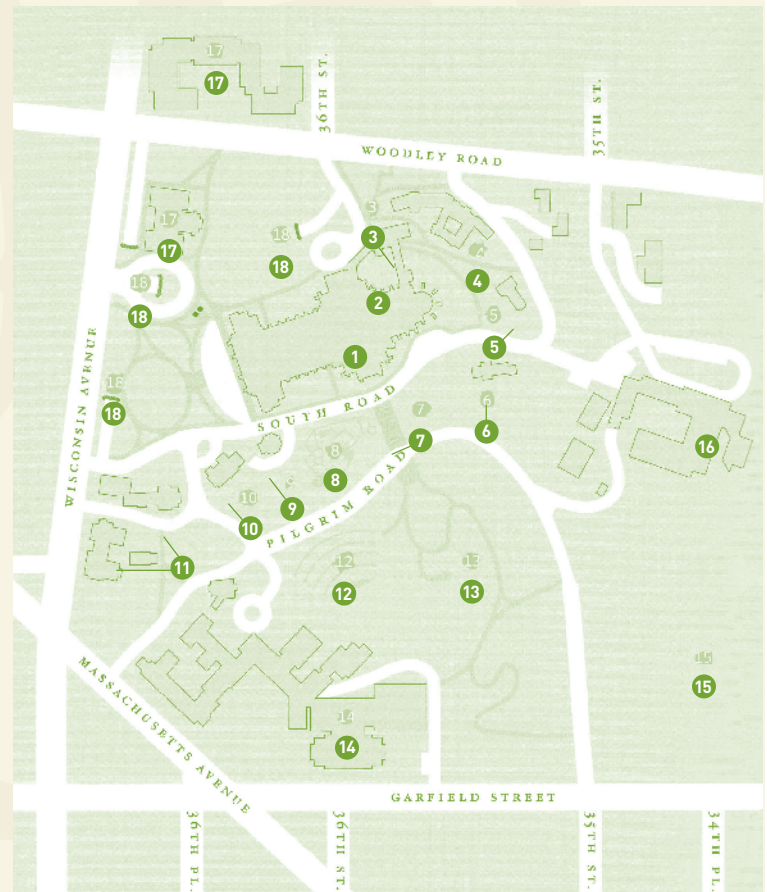
❖ **THE DIOCESE OF WASHINGTON** ❖ St. Alban’s is part of the Episcopal Diocese of Washington and, as one of the larger parishes, St. Alban’s contributed \$120,000 in support of the diocese in 2009. Created in 1895, the diocese includes the District of Columbia and the suburban Maryland counties of Montgomery, Prince George’s, Charles and Saint Mary’s. The diocese serves 40,000 people in 89 congregations, 22 Episcopal schools, eight campus ministries of great diversity, and at the Cathedral Church of Saint Peter and Saint Paul (the Washington National Cathedral). In the diocese, eight parishes also have Spanish-speaking congregations. The Diocese of Washington has the largest number of black clergy in the Episcopal Church.

Under the leadership of the Right Reverend John Bryson Chane, the diocese is committed to these missionary endeavors: global ministry through a partnership with the Church of the Province of Southern Africa and the Diocese of Jerusalem and through congregational ministry in the Diocese of the Honduras; nationally recognized youth and academic ministry programs; ministries to young adults; Christian formation; Latino ministries, including the eight Spanish-speaking congregations; ministry to an Igbo congregation and a Korean congregation; and the revitalization of existing congregations and the development of new ones.

John Bryson Chane was consecrated as the Eighth Bishop of Washington in 2002. He has announced his retirement, effective November 2011. At present, the nominating committee is discerning applicants and will announce nominees for the Ninth Bishop of Washington early in 2011. The new bishop will be elected in June 2011 and will be installed in November 2011. This transition in the diocese is taking place as St. Alban’s goes through its own transition.

THE CLOSE

- | | | |
|----------------------------------|------------------------------------|--|
| 1. Washington National Cathedral | 7. Pilgrim Steps | 14. St. Alban’s School for Boys |
| 2. Garth | 8. Bishop’s Garden | 15. School athletic fields |
| 3. Administration Building | 9. Herb Cottage | 16. Beauvoir School |
| 4. Cathedral College | 10. Episcopal Church House | 17. National Cathedral School for Girls |
| 5. Cathedral Library | 11. St. Alban’s Church | 18. Underground parking garage and Security Office |
| 6. Sayre House | 12. Amphitheater | |
| | 13. Olmstead Woods and Pilgrim Way | |



Who We Are

WORSHIP, MUSIC, EDUCATION & PROGRAMS

“At St. Alban’s, the celebration of the Holy Eucharist is considered a sign of God’s love to a broken world, and everyone is welcome to come to the Lord’s Table.”

✿ **WORSHIP** ✿ Worship services are a primary focus at St. Alban’s, with six services scheduled on Sundays and separate Children’s Chapel and Teen Services conducted during the 9:15 a.m. service; a Tuesday 7:30 a.m. Eucharist; a Wednesday noonday Eucharist; and a noonday prayer service on Monday, Tuesday, Thursday and Friday. Each service has a different feel and flavor and many are enhanced by active lay involvement through the Altar Guild and Flower Guild, acolytes, choirs, lay readers, healing ministers, ushers and greeters.

The church’s prominent location and its reputation for superior preaching and music help attract visitors to our worship services, many of whom return to become parishioners. Our form of worship is neither high nor low, and invites parishioners who come from different religious backgrounds to feel comfortable. Nearly half of the respondents to the parish survey indicated that they were reared in religious traditions other than Episcopal/Anglican.

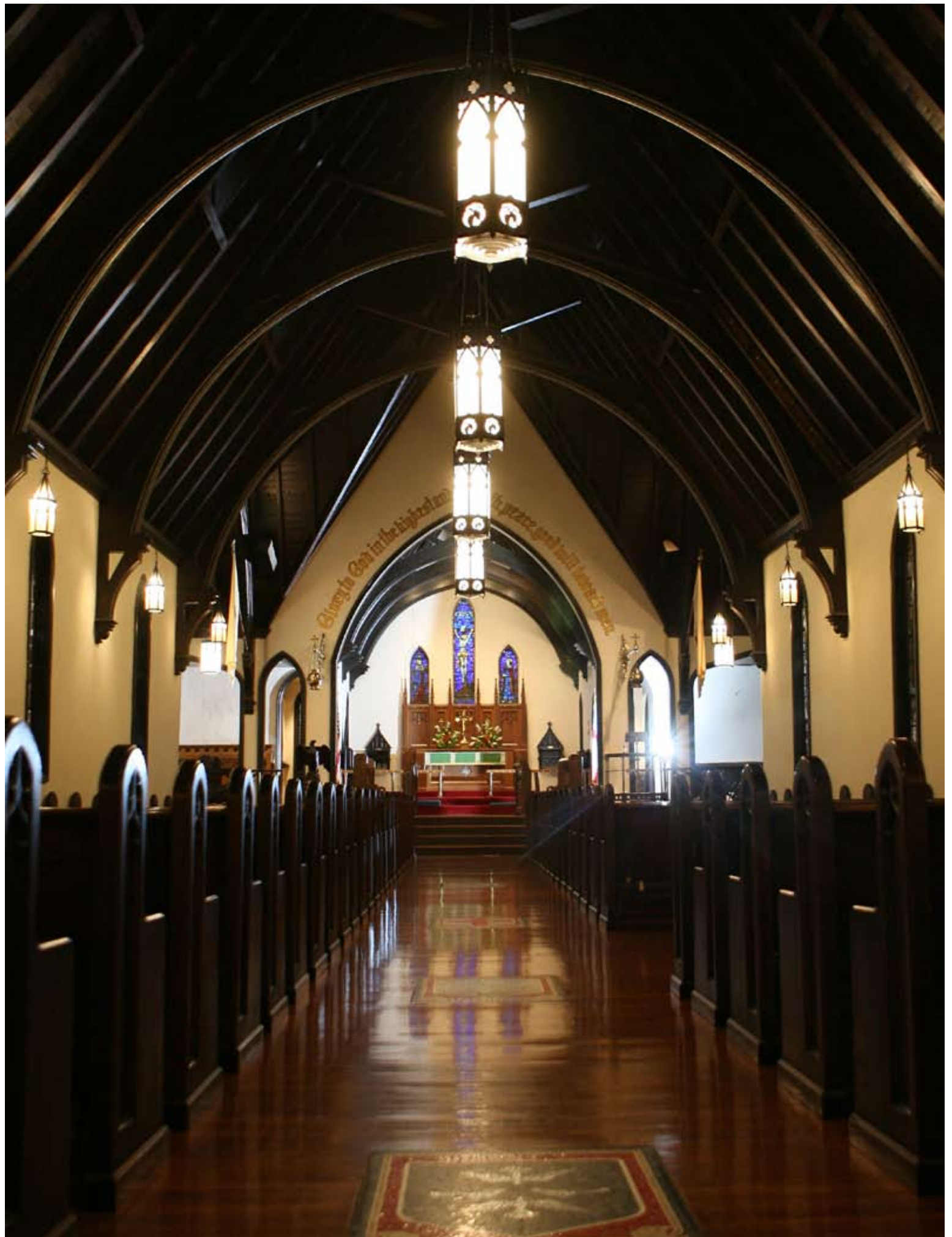


Attendance at the worship services declined significantly in 2006 following the retirement of our long-term rector. It has recovered modestly in more recent years but remains well below what it was before that retirement. Increasing the numbers of people in the congregation on Sundays was a major concern voiced in our focus groups.

✿ **MUSIC** ✿ St. Alban’s enjoys a tradition of excellence in church music. Six choirs “make a joyful noise unto the Lord” on Sunday mornings and at special services scheduled throughout the year. The choirs include two children’s choirs, three groups of adult singers and a bell choir. Sonya Sutton, Director of Music and a talented professional musician, has developed a robust music program, building on the highly regarded contributions to our choral music by Norman Scribner, who served as Director of Music from 1960 until his retirement in 2007. Recent developments in the music program include choir tours to Europe, the most recent in June 2010. Arts@Midday was introduced in fall 2010, offering delightful music programs that open the parish’s beautiful church, instruments and voices to the neighborhood beyond our parish community. Ms. Sutton uses her art form and her vast knowledge of religious music to greatly enhance our Sunday worship at St. Alban’s.

✿ **CHRISTIAN EDUCATION AND FORMATION** ✿ **Children’s Programs**

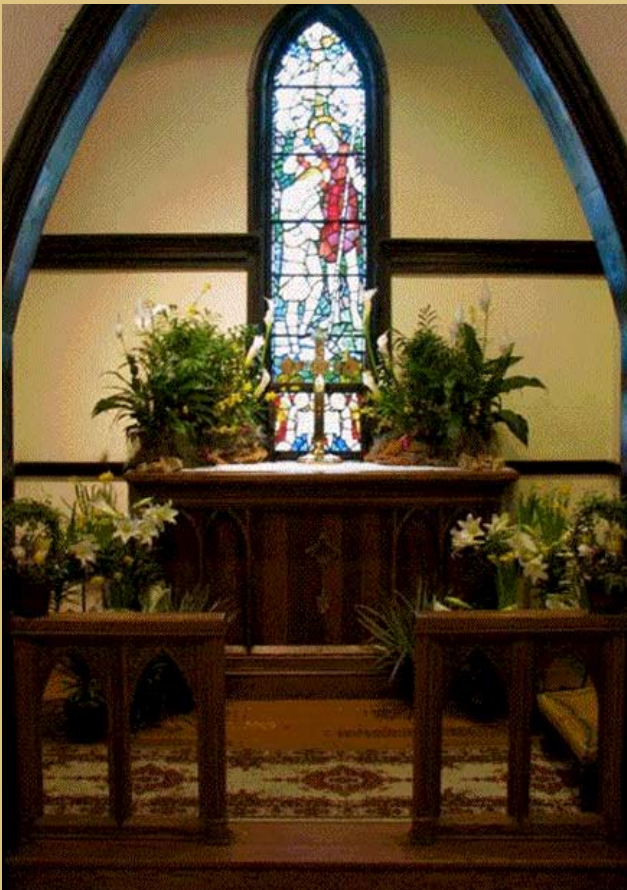
St. Alban’s is blessed to have a very active and growing children’s population that participates in the Catechesis of the Good Shepherd, Children’s Chapel, Vacation Bible Camps, choirs, and special activities occurring through-



LIST OF SERVICES

Sunday services:

- 8:00 a.m.** Holy Eucharist, Rite I
- 9:15 a.m.** Holy Eucharist, Rite II
Children's Chapel in Nourse Hall
led by lay ministers
Teen service in the Little Sanctuary
of St. Alban's School led by lay ministers
with Holy Eucharist monthly
- 11:15 a.m.** Holy Eucharist, Rite I
- 4:00 p.m.** Washington Home and Hospice
Chapel service conducted by lay readers
with Holy Eucharist every other Sunday
- 5:00 p.m.** Spanish Language Holy Eucharist
with The Rev. Simon Bautista,
Diocesan Latino Missioner
- 5:30 p.m.** Informal Service of Holy Eucharist
in Nourse Hall



out the year. The Children's Chapel service regularly has 50 to 70 attendees—children and parents—on Sundays. As a result, St. Alban's children are ready to fully participate in wider church life as acolytes, lay readers, ushers and greeters. The fastest growing segment of our membership is families with children and youth who participate in these programs.

Teen Program

Three teen groups participate in formation classes under the umbrella of the Journey to Adulthood program at St. Alban's. This is a strong program with about 40 youth participating, many of whom engage in acolyting, lay reading, and outreach efforts that include feeding the homeless and mission trips. The parish supports J2A group pilgrimages every two years, and the youth conduct fundraisers to help defray the cost. Recent trips have been to Northern Ireland and to Spain; the 2011 pilgrimage will be to Taiwan.

Young Adults

The most transient group in the church, young adults, often come to the church seeking a stable community with which they can connect. Sunday morning brunches and other social activities geared toward community building are significant to this age group. Ministering to young adults, particularly in the D.C. area, means cutting through the noise of work and city activities to help them find a home base around which they might focus their search for a spiritual component and meaning in their lives.

Adult Education

Parish education programs for adults currently include three Education for Ministry (EFM) groups, a Wednesday morning Bible study, a Wednesday evening theological book discussion group and Sunday morning forums. Ideas Alive, the year-round Sunday forum series, often features speakers from the rich diversity of spiritual, educational and political resources in our city, with an average of 50 and up to 100 attendees. Special weekly programs during Advent and Lent are also a well-regarded tradition. In 2009, over 125 people participated in the Lenten book groups that discussed Bonhoeffer's writings around discipleship.

Parishioners indicated in the survey and focus groups that they would welcome a stronger adult education program, particularly in the areas of the Bible, theology and Episcopal traditions. Study groups have often been formed based on shared interests and received enthusiastic support from the parish. A new rector will have the opportunity to further develop a strong program to enhance adult education.



“The outstanding music program at St. Alban’s is a source of inspiration to me every Sunday.”

❖ **OUTREACH** ❖ The roles of mission and outreach are central to the manifestation of Christ’s work at St. Alban’s. Examples of this include the development of five mission churches throughout the Washington community during the late 19th and early 20th centuries. In 1972, the parish started a daycare program, now the Early Childhood Center, providing quality education and daycare for many children of diverse backgrounds. The Crossroads Shelter opened in 1995 on the lower level of Satterlee Hall to provide shelter, meals and support to people in need. While operation of the shelter has just been suspended because it does not meet current code requirements, a parish working group is re-evaluating how best to serve the needs of the homeless in our Ward 3 neighborhood of the city. The church has also been a founding member of coalitions of area congregations and civic organizations that develop programs on a larger

scale, such as Transitional Housing, Samaritan Ministry of Greater Washington, and Community Council for the Homeless at Friendship Place.

Workers of St. Alban’s (WSA) and the Opportunity Shop together form St. Alban’s oldest and largest outreach program. For 55 years, parishioners have operated a shop that sells a wide variety of donated goods. In 2009, it generated net sales of \$124,400. Funds from the shop are transferred monthly to WSA, which last year gave a total of \$103,000 in grants to dozens of organizations helping those in need in our community, our country and the world. WSA also contributed a total of \$21,400 in 2009 to some of St. Alban’s other outreach efforts and to the parish’s operating budget.

In addition to the Op Shop and WSA, parishioners today are involved in over 20 outreach ministries. We will look

“I believe that St. Alban’s can be a true innovator in ministering to a post-modern society. We can maintain balance between traditions and new ideas, quantity and quality, participation and effectiveness.”

to the new rector to guide us in discerning how to keep our commitment to serving others in need.

❖ **PASTORAL CARE** ❖ Caring for one another is at the heart of our community life, and pastoral care is one of the ways we take care of one another, emotionally and spiritually. In the parish survey, pastoral skill was ranked as one of the most important strengths a new rector should have. The clergy are the leaders in this ministry, with strong support from many parishioners who offer their presence in Christ’s name to those in need.

The Stephen Ministry, not a replacement for the care offered by clergy but an extension of pastoral care by well-trained individuals, is in its third full year of active service at St. Alban’s. Twenty parishioners, trained and commissioned, now serve in this ministry. Their commitment reflects the belief that in caring for each other,

we build up a healthy Body of Christ to go forth into the world. Examples of other pastoral care ministries include Eucharistic Visitors, who regularly take communion to parishioners unable to get to church services, and the Career Transition Group that has supported people looking for jobs. The parish also has a wonderful history of informally organized care teams that provide meals, visits, transportation to and from doctor’s appointments, baby-sitting and other help when needed.

❖ **PARISH LIFE** ❖ In the parish survey results, building and strengthening a sense of community ranked highest among the skills the parish wanted in a new rector. The people of St. Alban’s are its greatest resource, and the connectedness among parishioners is key to the strength of its vibrant community. We often form small groups to study and discuss an issue or to accomplish







*“I came because I’d heard about the excellent preaching,
and I stayed because I found a community.”*

a specific goal within the parish. The Green Team, a green initiative, started within the church when solar panels were installed on the roof of Satterlee Hall in the fall of 2009, and then steps were taken by parishioners to insure responsible recycling, efficient use of electrical appliances and weatherization of the rectory building. In April 2010, the Green Team staged a huge Earth Day celebration and now fosters carpooling among parishioners.

Other parish life programs:

- Fellowship Sunday and coffee hours
- Foyers (dinner groups)
- Newcomers’ gatherings
- Parents’ support and fellowship

✿ **DIVERSITY** ✿ Diversity in our congregation is valued. A desire mentioned frequently in the focus groups was for a more diverse parish in terms of age, race, economic and cultural backgrounds. We strive to be open

and welcoming to all people in this city and will look to our new rector to help us enrich our community life.

With Bishop Chane’s encouragement, St. Alban’s welcomed the addition of a Spanish Language Holy Eucharist in 2009, with services held in the church and led by The Rev. Simon Bautista, Diocesan Latino Missioner. The Spanish language congregation, strong and growing, has added an education program for children. In the second year of this new ministry, we seek ways to incorporate the Spanish language congregation into the full life of the parish.

St. Alban’s recently took action on the issue of same sex marriages. After a period of parish-wide discernment, the Vestry accepted Bishop Chane’s invitation to prayerfully welcome the clergy of St. Alban’s marrying same sex couples in our church under the new D.C. law. (See <http://www.edow.org/marriage/MarriageEqualityActGuidelines0310.pdf> for Bishop Chane’s complete statement on this subject.)

How We Manage

FINANCES, LEADERSHIP & ADMINISTRATION

❖ **STEWARDSHIP AND FINANCES** ❖ We are proud of the fact that, in the present economy, we have been able to maintain sufficient income to continue our current missions. We hope to expand them in the future. We recognize, however, that should our income not increase, we will have to make significant changes. A new rector will need to help us find resources to continue and to grow our vibrant ministries.

Budget and Finances

St. Alban's 2010 Budget can be reviewed at http://www.st-albans-parish.org/resources/pdf/Parish_Budget_10.pdf

Number of signed pledge cards for 2009 = 423

Total income from pledges and offerings for 2009 = \$1,104,329

Total operating revenue for 2009 = \$1,410,186

Total expenses for 2009 = \$1,530,238

The budget deficit for 2009 was met from the parish's reserve fund. The vestry is committed to balancing the parish budget going forward and will take the steps needed to ensure that expenses are kept within the parish's income.

The 2009 Annual Report of the Parish can be found at http://www.st-albans-parish.org/resources/pdf/annualreport_2009.pdf.

In recent years, the parish has focused on increasing its endowment, which now stands at more than two million dollars. The endowment is an important source of long-term financial support for the ministries and mission of the parish.

❖ **LEADERSHIP AND ADMINISTRATION** ❖ St. Alban's Parish has been blessed by the leadership of many gifted priests in its history and continues to place high value on the importance of strong preaching and pastoral skills in its rector.

Since The Rev. Dr. Francis Wade retired in 2005 after serving as rector for 22 years, the parish has been led by The Rev. Carlyle Gill, Interim Rector, 2005-2006; The Rev. Dr. Scott Benhase, Rector, 2006-2009; and The Rev. Canon John Lawrence, Interim Rector, 2010 to the present. Just as we grew from a crossroads in the city, we have now come to a crossroads in our mission and ministry. We are seeking a rector who will continue to honor our traditions while helping us discern what it means to be a welcoming parish in today's changing world.

Adding to the rich leadership provided by our rectors, we have grown through the vision and guidance of many other priests and seminarians who have joined our community as interim priests, associate and assistant rectors, and seminarians. In addition to clergy leadership, St. Alban's has always relied on the support of many talented lay staff and lay leaders.

Our vestry consists of 12 members, and we have four diocesan delegates. Vestry meeting minutes can be reviewed at <http://www.st-albans-parish.org/howeare/vestry.html#vestrymin>

The Rector Search Committee was formed in the spring of 2010 and consists of 12 members, including the current senior warden who chairs the committee and the immediate past senior warden.

STAFF AND CLERGY (Full-time and Adjunct Clergy)

The Rev. Canon John E. Lawrence
Interim Rector

The Rev. Dr. Carol M. Flett
Interim Associate Rector

The Rev. Jered Weber-Johnson
Assistant Rector for Youth and Young Adult Ministries

The Rev. Harriette H. Sturges
Deacon and Coordinator of Children's Ministries

The Rev. Simon Bautista
Diocesan Latino Missioner

The Rev. Loren B. Mead
Priest Associate

ADMINISTRATIVE STAFF

Douglas Dykstra
Director of Finance

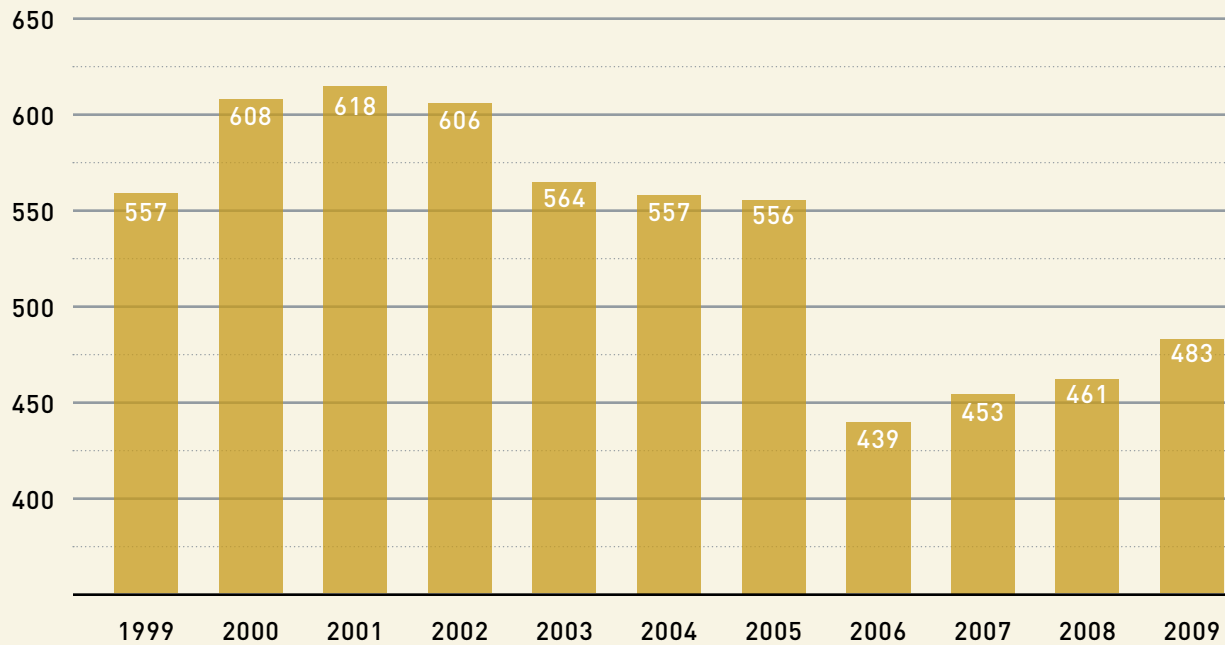
Sonya Sutton
Director of Music

Ronald Hicks
Parish Verger

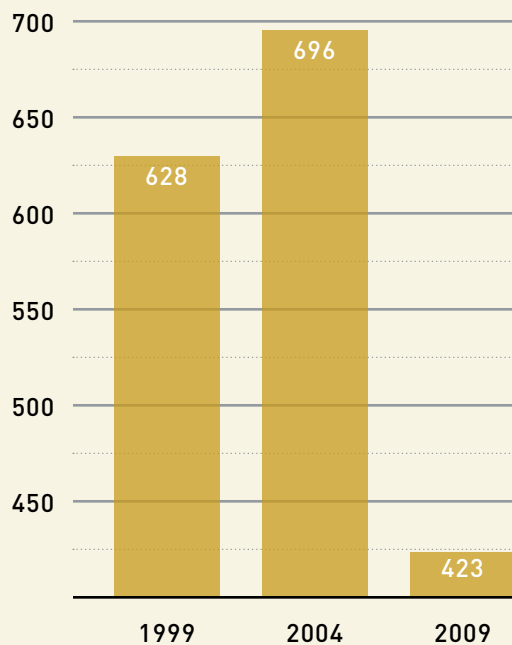
Eric Gustafson
Director of Parish Administration

Annemarie Stroud
Administrative Assistant

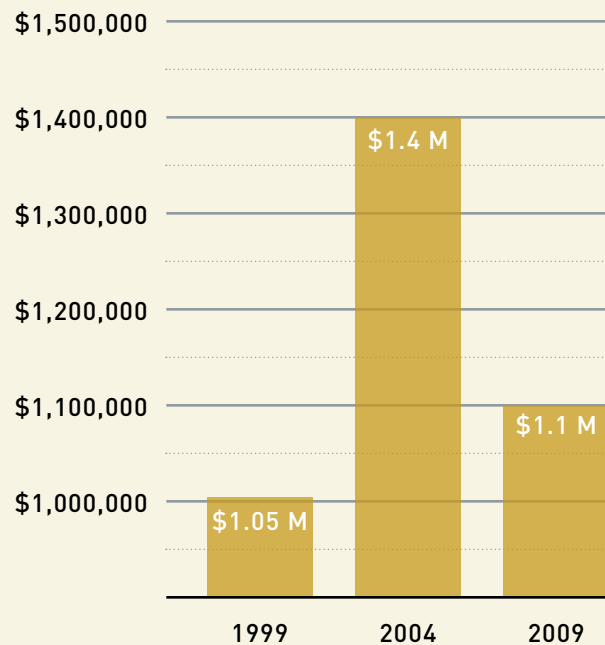
Average Sunday Attendance over a 10-year period



Number of Pledges over a 10-year period



Income from Pledges over a 10-year period



From the Parish Survey

- **Household income** 52% of the parish responded in the survey that their income is between \$100,000 and \$250,000.
- **Highest education level completed** 72% of the survey respondents have a Masters degree or above.

What We Seek

CHALLENGES & NEXT STEPS

“We are an established congregation with the challenges associated with it. Tradition is very important, but growth and development are welcomed.”

✦ **IMMEDIATE CHALLENGES** ✦ Based upon survey and focus group feedback as well as financial data, the search committee has identified four significant and immediate challenges facing St. Alban’s and its new rector: 1) transition fatigue, 2) our decline in attendance and financial support, 3) our ability in the present economy to support a capital campaign to renovate our aging infrastructure and 4) the formation of a congregation at the National Cathedral.

From several perspectives, St. Alban’s has continued to grow and flourish even during its years of transition that began with the announcement of Dr. Wade’s retirement. New members have joined and become engaged in our community, and new and existing programs and ministries have thrived.

Yet, at the same time, the transition begun in April 2005 has continued through our earlier search and calling of The Rev. Dr. Scott Benhase in 2006, his election to Bishop of Georgia in September 2009 and his subsequent departure at the end of December 2009. While thoughtful steps were taken along the way to support transition with talented interim rectors, lay and administrative staff, in the end, our community has been in a stage of transition or loss for effectively six years. This extended transition has, as would be expected, affected our community. There are programs and services that need attention or assessment, and for some individuals, there is uncertainty and concern that understandably accompanies six years of change.

We believe the continuing transition and uncertainty has influenced the decline in regular attendance, pledging members and financial support of the parish. Our new rector will need to focus on stabilizing our community and including both those who currently feel engaged as well as those who currently feel discouraged.

An additional challenge facing St. Alban’s is the reality that the National Cathedral, our close neighbor, has established a local congregation. Maintaining and developing relationships with the Dean of the Cathedral and this community, in order to provide opportunities for shared fellowship, outreach and worship, will be an important responsibility for the new rector.

✦ **WELCOMING A NEW RECTOR** ✦ Our survey and focus group responses provided the search committee with critical feedback about what our parish desires in a new rector. The focus group data, in particular, highlighted the following seven areas that the congregation deemed highly desirable:

- 1. Preaching.** “Someone who shares God’s call and inspires us to act on it.”
- 2. Interpersonal Skills.** “Someone who speaks to me and knows me.”
- 3. Financial Management.** “Someone who, through personal skills or those recruited from other clergy, administrative, lay or volunteer staff, will manage our community’s financial resources most responsibly and effectively, i.e., a corporate rector.”

4. **Community Building.** “Someone who can continue and deepen the sense of community and purpose of St. Alban’s.”
5. **Collaborative Leadership.** “Someone who will work with us and challenge us by sharing the Gospel through preaching and pastoral care, and who will continue to lead us in being a community where differing views are exchanged and respect for difference is welcomed and encouraged.”
6. **Growing the Parish.** “Someone who is able to intellectually stimulate the parish and who, in strengthening the foundation of our ministry and fellowship, will help lead us in expanding our active membership.”
7. **Outreach Focus.** “Someone who, through familiarity with the parish and its members, will help us discern the priorities for outreach, services and programs.”

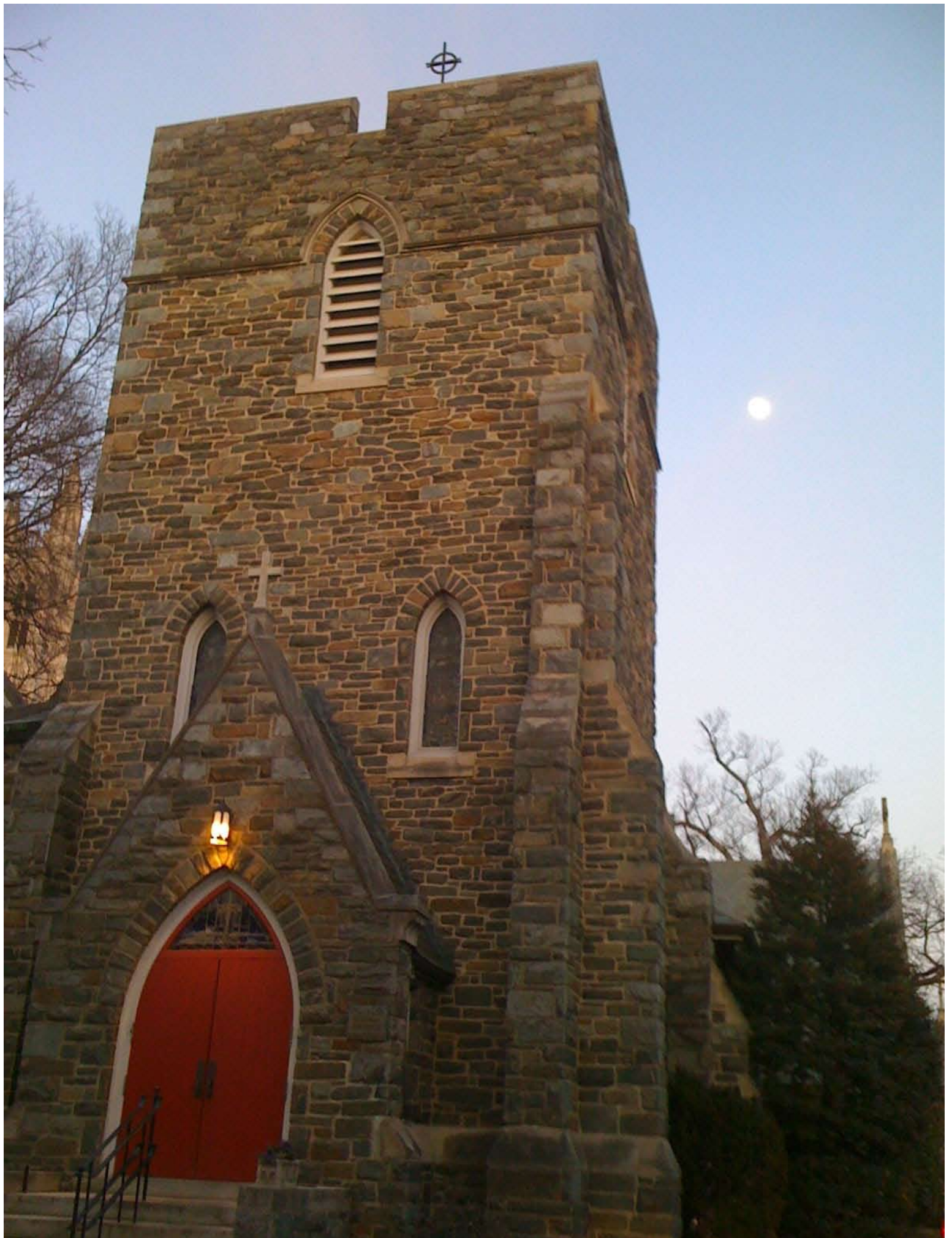
Thank you for your interest in learning about St. Alban’s Parish in Washington, D.C. Through this profile, we hope you have recognized a parish with strengths and vitality that looks forward to welcoming and working with a new rector. We invite your consideration in applying for this position.

Additional information about St. Alban’s is provided in the wonderful 381-page parish history written by Ruth Harwood Cline, Ph.D., *Church at the Crossroads: A History of St. Alban’s Parish, Washington, D.C. 1854–2004* (PosterityPress) and on our website, www.AlbansDC.org.

This parish profile was written by St. Alban’s Rector Search Committee in the fall of 2010 and reflects the comments and contributions of many of our parishioners.

“This parish has gone above and beyond what I could have hoped for in terms of kindness and helpfulness. Love. I feel it at St. Alban’s.”







St. Alban's Church of Washington, DC

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& Wisconsin Avenues NW

