

ST. MARY'S EPISCOPAL CHURCH

About St. Mary's Episcopal Church

Location	Goochland, Virginia
Setting	Suburban
Communicants in Good Standing	1,513
Average Sunday Attendance	289
Average Weekly attendance	311

Our Liturgical style and practice: St. Mary's liturgical style is characterized as Broad church, BCP based. Our liturgical style is neither high nor low church and is characterized by a strong balance of a traditional approach to worship with a comfortable and welcoming environment. A hallmark of this is that we continue to offer Morning Prayer services in Ordinary Time in addition to Eucharist Rite I (9 am service) and Rite II (11 am service). We continue to hold morning prayer services on the second and fourth Sundays, except during Advent, Lent, and Easter. A full schedule of our Worship Services is available on our website (<https://www.stmarysgoochland.org/>).

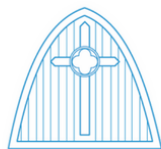
Strengths

St. Mary's Episcopal Church is located on River Road in the eastern section of Goochland County about 20 minutes from the center of Richmond, Virginia. Founded in 1866 following the close of the Civil War, the parish was established to minister to the needs of the local Welsh coal mining community. Construction for the historic sanctuary began 1877, enabling attendance to accommodate 135 people. That chapel served its community for over a century.

Eventually, it became clear that the original church building, now affectionately referred to as "Little St. Mary's," needed to expand in order to accommodate the growing congregation. In an effort to preserve the historical integrity of the campus, a strategic plan was drawn up to include the building of "New St. Mary's"—a larger sanctuary situated behind the original church. Two architects specializing in carpenter gothic buildings designed the new building. New St. Mary's was dedicated in 1992. Sunday services continue to be held in each building.

St. Mary's has grown into a healthy, program-sized parish in the Diocese of Virginia. As of the end of 2023, we boast 1,723 active parishioners, with an average weekly attendance of 311 people across three services. The parish family is experiencing rapid growth. Over the past three years, we have averaged 8% growth per year and are projecting growth to 2,200 parishioners in 2027.

We are blessed with a serene church yard and grounds that provide a refuge from the complications of nearby suburbia and the surrounding metropolitan area. Our church cemetery remains a hallmark and treasured reminder of our history and roots as the oldest graves date back to the



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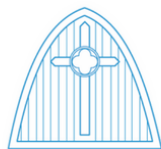
1870s. A hemlock planted in 1877 sits by Little St. Mary's and points to our long history and God's faithfulness to us. Throughout not only our long history but also our recent growth, St. Mary's has had a steadfast desire to stay true to our core values and to what makes this place so special.

The people, the place, the worship, and the work are four aspects of what makes St. Mary's "St. Mary's" and are tightly bound together by the shared values of hospitality, belonging, kindness, and the core conviction that we are all human, all imperfect, all yearning to be made whole by the grace of God. As we continue our spiritual growth individually and collectively as a congregation, we pray these themes guide us as we move forward. We have a deep gratitude for our commitment to carrying out our life and ministry as a real community where we are accountable to each other. We are entering a new season in the life of this parish and share a deep belief that God has given us everything we need to go forward with faith, hope, and love.

At St. Mary's, we gratefully have a knowledgeable, creative, approachable, inspirational clergy and staff. We have a vibrant and joyful community of parishioners who care about and know one another, and who are welcoming to newcomers. Through hard work and intentionality, we enjoy a climate of trust in our Parish with respect to lay and clergy leadership and the congregation. The spiritual responsibility of the Vestry is to be faithful stewards of St. Mary's ministries—keeping the purpose of each true to our values and providing connections between them and the parish community. Our ministries are integral to how we do the work God has given us to do; they are a critical vehicle for taking care of one another and for learning from each other. And while we all deeply value our shared history and traditions, above all, we are tied together by our personal relationship with God and His Church.

Our community of faith is rooted in worship, through which we express our love and gratitude to God, each other and our neighbors. On Sunday mornings, we have a 9:00 a.m. service in Little St. Mary's and an 11:00 a.m. service in New St. Mary's. Between the services, Sunday School for children ages 4-12 is held in the youth education building, and programming for adults varies depending on the season (examples include adult forum, mini speaker series, etc.). Opportunities for spiritual formation are also offered regularly throughout the week (examples include men's spiritual practice, centering prayer, lectionary Bible study, etc.). St. Mary's also has a dedicated group of parishioners who attend a special service of prayer, healing, homily, and communion at noon on Wednesdays.

In 2022, as church attendance continued to rise and more new families joined St. Mary's, we felt called to establish a new casual, family-friendly service at 5:00 p.m. on Sundays during the program year. The service is held monthly and frequently coincides with youth group; additionally, it is followed by a potluck supper, offering families the opportunity for fellowship beyond the confines of Sunday morning programming.



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We have a caring core of lay ministry, including ushers, altar guild, musical leaders, readers, oblation bearers, and pastoral care. Additionally, we have a robust children's ministry and youth program serving children ages 4-18 through Sunday School, youth group, Vacation Bible Study, mission trips, and local outreach opportunities. St. Mary's enthusiastically welcomes children at all of our services, for St. Mary's is a destination for families to grow together in God's way.

An outcome of our growth is reflected in the shift over the past few years in our approach to stewardship. At St. Mary's, we view stewardship as a spiritual practice anchored in prayer and direct expression of our gratefulness for God's goodness in our lives. Notably, our recent stewardship campaign "Enough, and More Than Enough" focused on the congregation joining together and offering what we have as a collective community, understanding that God will bless our offering as more than enough.

Our strong culture of stewardship has allowed us to live fully into our founding identity as a mission minded church by continually increasing our support to our outreach partners. Our outreach partnerships are a pillar of our faith life and reflective of our desire to support this community. We understand that our Outreach Ministries are not a 'program of the parish', but constitutive of our identity in Christ.

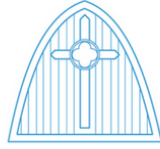
Further adding to our financial strength is our commitment to creating an endowment fund to care for the building and grounds, including two church buildings, an expansive graveyard, youth education building, parish hall, and 15 acres. The goal of the financial endowment is to take care of the physical place so that we can focus our annual resources on outreach and people.

With immense gratitude and joy, we eagerly anticipate celebrating our 150th anniversary in 2027, and initial conversations have already begun to ensure a proper commemoration of this milestone. We deeply value our history and traditions and seek to preserve and celebrate them. We are currently reflecting on what God is calling us to do and what He's calling us to be as we grow together over these next three years *and* in the years to follow.

Challenges

The primary challenges presented to our rector will relate to growth. The current care and practices of this office are excellent; however, as the community has continued to grow, we have experienced strains in meeting the demands of time, attention, and resources falling upon our clergy and staff.

We are currently classified as a program size church, and the hopeful projection of more growth will only exacerbate these challenges. Our average Sunday attendance is growing at a rate of 20% annually, from 149 in 2021 to 289 in 2023 and projected to be at 430 by 2027. Accordingly, the



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rector will have the opportunity to provide the requisite leadership needed as we anticipate growing pains related to these increased demands. St. Mary's also has a pre-school associated with it with whom we share buildings and grounds. They function very separately and managing that relationship effectively is important to the role.

One specific observation related to our growth is that our fastest growing population is young families with children. St. Mary's currently has 207 families with children at home, equating to 25% of the total number of people and visitors actively attending St. Mary's. Equipping ourselves for the wider range of support for this group is relatively new for us and will be so very important in our future.

We foresee our new rector managing an increased staff, engaging and supporting a greater volunteer base (currently we have 466 volunteer positions with a projected need for 577 by 2027, a 20% increase), and helping to secure the resources sufficient to support these changes.

Our beautiful campus requires regular maintenance and costly repairs. Currently, we pay for this maintenance through our annual resources, and our Executive Director manages the operations of our buildings and grounds. However, it is the long-term goal that the endowment funds maintenance for these, and this is an effort that will require strong leadership, management, and fundraising expertise.

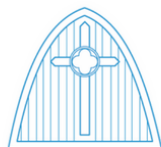
Most importantly, we would like to stay true to our core values, the people, the place, the worship and the work, even as we are growing and changing. We will seek a rector who can cultivate our core values in existing and new parish members.

What we seek in a rector

We seek a full-time rector who is faithful, thoughtful, energetic, loving, and collaborative. We want our new rector to be intellectually acute and curious, a strong communicator, and an active listener who exudes humility and humor. We're looking for an experienced leader and capable administrator experienced in congregational development who will help us think strategically and creatively about opportunities for growing our church while supporting our foundational mission.

We envision our next rector will be:

- A warm and caring person and teacher who will feed and nurture the pastoral and spiritual needs of the entire St. Mary's family.



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- An inspiring preacher who delivers engaging and relevant sermons that touch on everyday life, are challenging and thought-provoking, embrace the gospel, and focus on spiritual formation.
- A person who has a deep love and knowledge of liturgy and music, and who administers the sacraments thoughtfully with reverence and care.
- A strong liturgical leader who can work effectively with the parish in supporting different types of services as well as foster lay participation.
- A growth-minded leader who embraces change but is respectful of tradition.
- A strong communicator who can employ our outreach goals both internally as well as externally with our outreach partners.
- A person who can thoughtfully engage and connect with the children and youth of our parish and reflects the shared value that they are a valuable part of God's kingdom.
- An inspiring and active proponent of the theology of stewardship where our ministries (incl. pledged giving) are offered as an expression of our thanksgiving and praise of God.
- A strong organizational and business-minded leader who can balance the spiritual and business goals of St. Mary's.
- A collaborative manager adept at presiding over a growing staff and volunteer base.

Assisting in your transition to a new role at St. Mary's will be a strong group of lay leadership with 12 standing vestry members led by Jeff Allende, Senior Warden and Barbara Tavenner, Junior Warden. Both are long-time parishioners of St. Mary's and have served in vestry capacities prior to their current work with St. Mary's.

In addition to lay leadership, you will also have the support of ten staff members including an Associate Rector, leaders for both youth (in progress) and children's ministries, business director, communications director, music director, clerical support, and three custodial positions. We are currently hiring for the youth director position. Bios of vestry and staff can be found on our website.

Please refer to official job posting for information re: compensation, benefits, housing, and more.

Contact Information

Applicants: To make application, please send cover letter, OTM portfolio, and resume to the Discernment Committee, discernment@stmarysgoochland.org

Referrals: Please share any referral names and context with our Discernment Committee at discernment@stmarysgoochland.org