St. David's Episcopal Church
Community Ministry Profile Information

Introduction

Information in this document represents the Community Ministry Profile in support of St. David's 2026 clergy search. Sensitive information (e.g. salary and benefits) has been removed.

Role Summary/Description

St. David's seeks a part-time Priest-in-Charge 24 - 28 hours per week for a three year agreement with the possibility of converting to Rector after 12 - 18 months. The Priest-in-Charge will hold all the responsibilities and authority of a Rector including preaching, pastoral care, administration, worship leadership, and vestry partnership.

The Priest-in-Charge should demonstrate strong skills in preaching, listening, pastoral care, healing and relational connection as well as collaborative leadership. Sermons should be biblically grounded, spiritually energizing, relevant to daily life and unifying rather than political.

We value a Priest-in-Charge who is present with us in life's joys and struggles and who embodies a pastoral heart. We seek a Priest-In-Charge who empowers others, develops leaders, engages children and youth, demonstrates compassion, encourages outreach and a focus on growth.

Financial Overview

Member and non-member plate and pledge income provides all funds for operating expenses.

Subsequent to COVID-19 and the illness of the former Priest, which occurred simultaneously, there has been marked reduction in members, attendance, and plate and pledge income. The 2026 spending plan projects income to fall short of expenses. A debt associated with the 2007 expansion of the facility has a balance of $475K.

Although attendance and membership has dropped off, we have retained a strong base of committed givers demonstrated by our having a higher percentage of pledge and plate income received when benchmarked against other churches.

We have been successful in raising funds for major facility needs separately when the need has arisen.

Community Vision

St. David's is defined first and foremost by relationships as our members describe our church as family, a place of friendship, belonging and genuine care. We celebrate together, have grieved together, and show up for one another in times of illness and loss. We value that we are welcoming and inclusive, intergenerational, open minded and diverse in perspective and grounded in faith. In our recent town hall and survey, the very clear and unifying vision for our future is one of growth, especially families with children, stable clergy leadership, financial strength and debt freedom and expanded community engagement.

We are searching for a Priest-in-Charge who will walk with us towards this vision, encouraging us to make necessary changes while recognizing and helping us retain those attributes that

make St. David's the warm, welcoming place we hold so dear. The gifts that we believe would help us achieve that vision are a Priest-in-Charge who is a:

- Strong relatable preacher with biblically grounded sermons connected to daily life
- Compassionate pastor who will walk with us in grief, illness and life transitions and works well with children and youth
- Collaborative leader who will develop and support our lay ministers and build consensus
- Catalyst for growth who will help us identify ways we can attract new members and expand our ministry into the community

In short, we seek a partner in ministry.

Leadership Skills

St. David's identified the following leadership skills as very important (alphabetic order).

- Change Management
- Collaborative Leadership
- Congregational Development
- Leadership Development
- Strategic Planning

Ministry Skills

St. David's identified the following ministry skills as very important (alphabetic order).

- Church Growth
- Intergenerational Formation
- Outreach
- Pastoral Care
- Preaching
- Stewardship
- Teaching

Mission and Focus

Prior to calling our most recent full-time rector in 2010 St. David's completed an 18- month Strategic Planning process through which we defined our Mission, Vision and Core Values. However, these statements and core values have not been published, emphasized, reviewed or updated since the pandemic and illness of our previous rector, resulting in limited awareness among newer members as well as some longtime parishioners. We look forward to revisiting these with our new Priest-In-Charge.

Mission statement: We reach out with joy and acceptance in worship and ministry, inviting all to experience and share God's gifts and abundant love as we grow in Christ. (Slogan: Sharing God's Gifts and Love)

Vision statement: We participate, adapt, and grow in our worship and Christian learning. We are fully engaged in loving each other and our community, drawing one another closer to Christ and His teachings. We support our members and others with compassion in accordance with God's will. We give fully and sacrificially from all that God has placed in our hands, to continue the work of his kingdom.

Core values: Worship, Fellowship, Hospitality, Outreach, Pastoral Care, Inclusion, Christian Formation, Stewardship.

Ministry Context

We are located in suburban northern Chesterfield County adjacent to the city of Richmond, Virginia.

In April 2026 St. David's collaborated with the FaithX project to produce Neighborhood Insights Reports for leadership review and analysis. We are in an area growing in population with a significant cohort of single and two-person homes. Approximately, 25% of our parishioners fall outside of the 15 minute drive range and appear to be some of our most faithful attendees. Episcopal church growth to the west of our location has lagged behind the population growth.

Our ministry context is focused on the church and local community. We are strong in pastoral care of our parishioners and community outreach supporting food pantries, feeding programs and prison ministry. Formation of children and youth is a major focus valuing moments with young people are learning, serving and being fully welcomed into the life of the church. We experience God's work when walking with one another through illness, grief and life transitions. We treasure events that gather people together.

Congregational Leadership Culture

We have a strong lay leadership culture developed by necessity due to clergy absences with our last two rectors. Our most recent rector faced a serious illness starting in 2020 requiring lengthy absences due to treatments and she passed away in August 2024. Our previous rector was a military chaplain who was deployed twice during his 8 years at St. David's.

While we have a core set of strong dedicated leaders, we are also facing some leadership burnout as our Vestry has shrunk from 9 people at the start of the pandemic to 6 and we find a core group of leaders wearing many hats.

We seek clergy leadership that will bring stability, lead collaboratively, and continue developing lay leadership skills while fostering a supportive and caring environment. We value leadership that models transparency, self-reflection, and healthy collaboration. Our current interim rector has already helped us make meaningful progress in this direction.

Congregational Liturgical Styles and Practice

At St. David's, we primarily use Rite II liturgy, with occasional use of Enhancing Our Worship and Rite III. Our worship style blends modern and traditional elements in a laid-back, welcoming vibe grounded in the biblical teachings of God and Jesus Christ. We honor and respect the unique perspective each person brings to their spiritual journey. To make worship more accessible and newcomer-friendly, all parts of the service are printed in the worship bulletin rather than requiring use of the physical Prayer Book.

We offer two Sunday services:
- 8:00 a.m. – A quiet service with no music, gathering around the table for Eucharist.
- 10:00 a.m. – A Eucharist service with music ranging from traditional hymns to contemporary music, led by a small but dedicated choir and musicians. Children of all ages are warmly welcomed and encouraged to participate - we embrace the joyful noises that come with having children in worship. A children's sermon, led by a dedicated group of volunteers,

takes place near the beginning of the service, and children are invited to remain on the “red carpet” at the front of the church if they wish.

On the third Sunday of each month, we also offer laying on of hands and healing prayers with the support of a committed team of lay unction parishioners.

On Wednesdays at 10:00 a.m., we hold a 30-minute Eucharist and healing service, usually led by a retired priest. When the retired priest is unavailable, our priest leads the service. A Bible study, facilitated by participants, follows afterward.

Cultural Identity and Inclusion

We value coming together and fostering friendships in a loving and joyful community centered in Christ. We are a compassionate community that expresses the love and healing power of Christ, supporting one another with hope and encouragement. As a diverse community, we embrace one another in a spirit of love, acceptance and friendship, providing opportunities for all to participate in worship and ministry. We represent a diversity of ages, sexuality, physical ability, religious upbringing, racial diversity, and more.

Our facilities are ADA compliant including bathrooms and external and internal ramps. Parishioners with physical difficulties serve as LEMs. Youth serve as acolytes. Children are welcomed to the “red carpet” at the front of the church during the 10 am service.

In the April 2026 CAT survey 87% of the 77 respondents agreed or strongly agreed with the statement “I sense an atmosphere of genuine care and concern among our members in time of personal need.”

Other Information

For nearly five years, St. David’s Director of Christian Formation faithfully led and expanded our formation programs for all ages including Sunday School programs for children and youth, as well as leading special initiatives such as our multigenerational Lenten and Fall Formation series. Through her dedication and creativity, her work became widely recognized throughout the Diocese.

She recently accepted a position at another church in the Diocese as a meaningful step forward in her career. Coincident with this change she accepted a call to serve as co-chair of the Christian Education Network at the Diocese. While we were saddened to see her leave, we are deeply grateful for her ministry and the strong foundation she helped build at St. David’s.

At present, a parishioner is serving in an interim part-time role to continue this important work. We look forward to partnering with our new priest to discern how we can continue strengthening and expanding formation opportunities for all ages.

St. David’s has a parish hall with full kitchen equipment that can be rented by community organizations. Opportunity exists for greater use of this facility by the community.

Optional Narratives 1. Theology or Spiritual Identity

St. David’s is a theologically and spiritually thoughtful people, comfortable with questions and seeking to live into the spiritual virtues of curiosity and openness. We are a seeking people, a people joyfully on the greatest journey, convicted that God always has good things in store and always is creating and revealing new things.

We practice “all are welcome” and are a people who affirms persons where they are in their lives and their spiritual journeys. We respect personal conscience and believe theological and intellectual integrity are virtues; and so, we do not insist that everyone agree with us. Talk to different people in the congregation, and they may offer very different responses around theology, the scriptures, and spirituality...and we’re good with that, always remaining connected through the practice of common prayer.

We are rooted in the scriptures in a thoroughly Anglican way and recognize we are called to life- long learning. Several persons in the congregation have gone through at least a portion of EFM; two in-depth Bible studies take please each week; several persons are active in Cursillo; and a substantial number of people participated in a Lenten study of Henri Nouwen’s “Discernment.”

In general, we are a people bound by a convicting belief in God’s love, and mercy, and grace, and calling: a common pursuit of wisdom and faithfulness; and a yearning to look for and experience the presence of God in all times and places.

Engaged in Wider Church or Local Community

St. David’s website tagline, “the corner church wherever you are,” reflects our identity as a warm, welcoming community embracing people of all backgrounds and circumstances. This spirit is at the heart of our commitment to outreach and service and our congregation has actively supported ministries focused on the homeless, helping children and youth, prison ministry, and hosting scouting groups. One of the primary motivators for our 2007 building expansion with the addition of a large parish hall was to enable greater opportunities for outreach and community engagement.

We have continued to broaden our outreach by establishing both a Little Free Library and a Free Pantry on church grounds. We also host community events like our annual Pet Blessing and Halloween Trunk or Treat, welcoming neighbors and families from the area. Our labyrinth, built in 2018, is accessible without entering the church building, offering a peaceful place for reflection and prayer for all.

We are currently in a time of discernment considering new ways to expand and strengthen our outreach ministries. Two organizations with which we have long had meaningful partnerships have undergone significant changes. CARITAS opened its own shelter, eliminating the need for churches to provide temporary housing for the homeless and CCHASM that we partnered with in the Thanksgiving feeding program and other programs has made the decision to close. In response, we are looking to prayerfully explore new partnerships and opportunities to continue serving our community as “the church on the corner.”

St. David’s has also maintained a longstanding commitment to the wider Church through consistent support of and engagement in diocesan ministries and have made an annual pledge to the Diocese throughout our history. Members of our congregation have served, and continue to serve, on diocesan committees and ministries.

Pastoral Care

St. David’s approach for Pastoral Care reflects our strong care for one another in our community of ministries. We form relationships with each other through these ministries and become aware of needs through them. This community of caring people helps the priest when it is difficult to reach all that may have a need. We have a group of parishioners committed to helping with meals, transportation and visits.

Anyone that may have a need and is not connected to one of these groups can contact our parish administrator at the church office who will direct the request to The Order of The Daughter's of the King. The mission of the order is the "extension of Christ's Kingdom through prayer, service and evangelism." The Order sends prayer notes to those on our prayer list and coordinates funeral receptions as well as coordinating other pastoral needs.

We have a few members that are licensed to take communion to hospitalized and/or shut-ins as an extension of our Wednesday and Sunday services (Lay Eucharistic Ministers). Pastoral care is also demonstrated in the weekly healing service held at 10:00 AM on Wednesdays; the inclusion of healing prayers and presence of prayer ministers during worship on the third Sunday of the month; and in countless ways through the fellowship of the people of St. David's.

Our Pastoral Care approach works well for our community; however, there are areas such as critical care in hospitals and deathbeds when a person needs clergy.

Stewardship

At St. David's Episcopal Church, stewardship is understood as a spiritual practice centered on gratitude, responsibility, and care for God's creation. In our congregation, stewardship is not limited to financial giving; it reflects how we share our time, talents, resources, and compassion in service to God and one another.

We practice stewardship through intentional transparency, shared leadership, and ongoing spiritual reflection. To foster trust and openness, the vestry this year has decided to hold quarterly meetings with the congregation to share our financial position and discuss how resources are being used to support the search process and church needs. These quarterly meetings are in addition to our annual pledge campaign or canvass. We encourage tithing, at least as a goal, though the emphasis is usually on intentional and prayerful giving.

Our Vestry recently read "A Spirituality of Fundraising" by Henri J.M. Nouwen, which helped deepen our understanding that inviting people to give is not simply about meeting financial needs, but about community and a "new way of belonging."

We practice care in the handling of offerings, from both a procedural and substantive review standpoint (e.g., Sunday offering has two counters, collecting multiple bids on project expenses over a certain amount.)

Change Management

The pandemic brought significant change to St. David's under highly stressful conditions. Beyond the challenges of COVID, our rector was diagnosed with cancer at the start of the pandemic and went on extended leave. Because pandemic guidelines and restrictions were continually evolving, the Vestry adapted quickly moving to weekly meetings to keep on top of changes and problem-solve on an ongoing basis. While necessary, the increased frequency placed additional stress on the leadership team.

An early restriction prohibited large gatherings leading St. David's to emphasize live-streamed services with minimal worship teams (commonly 3 people). As restrictions eased, decisions were made on how to provide a safe worship experience for the limited number of parishioners that could be accommodated with required spacing. We also researched approaches to minimizing virus spread and use of appropriate sanitizing measures. Throughout this time, the

Vestry worked to keep the congregation proactively informed about changes and how things would take place.

As the pandemic evolved, the Vestry continued to adapt to changing needs including moving to fully sealed communion “kits” with wine and bread in individual containers, and then later to individual servings of the wine in small glass Communion cups. Even after many pandemic restrictions had been lifted by the Diocese, St. David's chose to continue some measures as our pastor was able to return for a time but continued to be immunocompromised.

Throughout this time some parishioners expressed disagreement to some precautions and the rationale behind them. In response, church leadership worked to explain the requirements coming from outside the parish and our own decisions. While not everyone agreed, the congregation responded with understanding especially given our rector’s health.

During this difficult period when our pastor was mostly absent, St. David's demonstrated the strength of its lay leadership approaching challenges as a community, each bearing as much of the load as was required. The Vestry benefitted from our Senior Warden’s strong leadership, and to the extent she was able, our rector. Other parish leaders and organizations assisted, sustaining the life of the church. Communication is always a challenge, especially in a time when like this with no clear answers or timelines. Even so, the congregation continued to work together and persevere through a time of loss and uncertainty.

Strategic Priorities

At a recent ministry review, the Vestry acknowledged that, at present, the church is primarily focused on short-term goals, including completing the immediate Priest-in- Charge search, supporting the congregation’s transition from Interim Rector to Priest-in- Charge, and fulfilling the essential commissions of the parish.

That said, we also recognize and value the feedback received through the Parish Town Hall meeting and the Congregational Assessment Tool survey conducted this past spring. We share this feedback to provide insight into the types of future goals and priorities that are likely to be well received by the congregation.

The top goals identified from the Town Hall and the CAT were:
1. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
2. Make necessary changes to attract families with children and youth ot our church.
3. Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
4. Develop the spiritual generosity of the people to financially support the ministry of the church.
5. Strengthen the process by which members are called and equipped for ministry and leadership.
6. Provide more opportunities for Christian/spiritual formation of all ages.
7. Enhancing our pastoral care and outreach ministries.