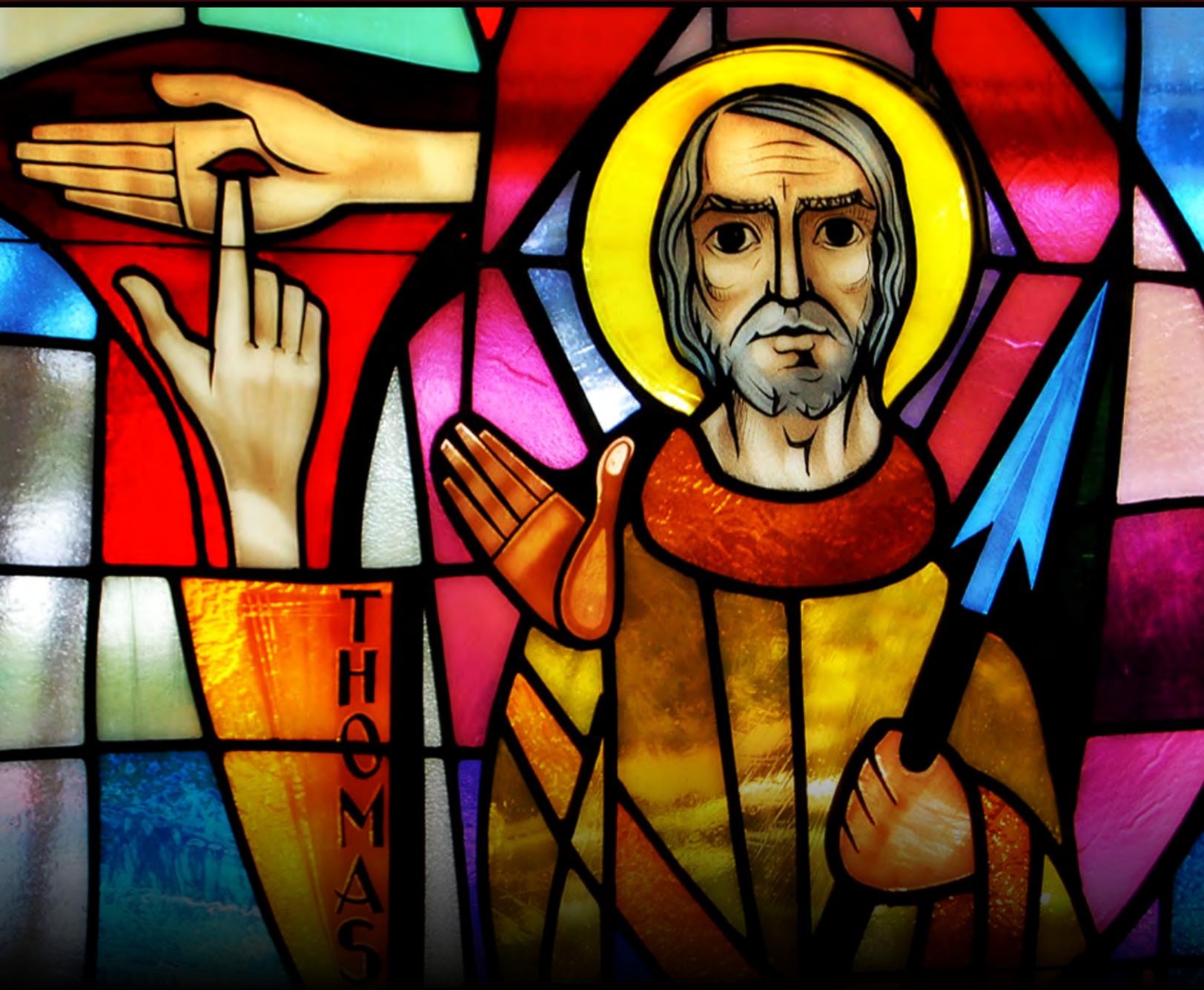
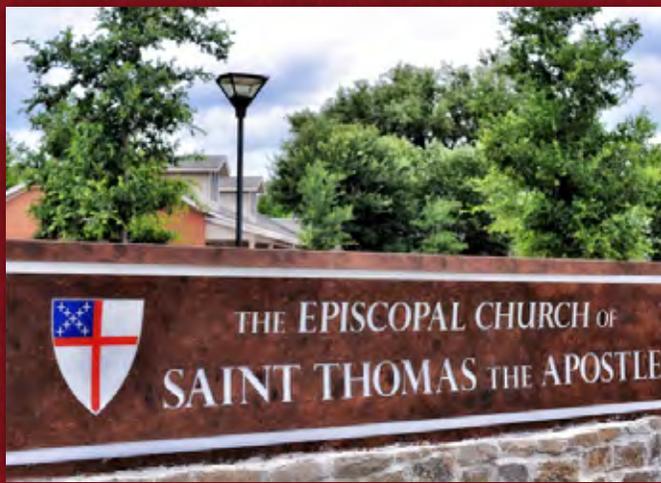


THE EPISCOPAL CHURCH OF
SAINT THOMAS
THE APOSTLE



6525 Inwood Road | Dallas, TX 75209
(214)-352-0410
www.thedoubter.org

Parish Profile



INTRODUCTION

Parishioners describe The Episcopal Church of St. Thomas the Apostle in many ways. It's a small church with a big heart. It's a progressive parish in a conservative diocese. It's a way station where people broken in spirit can heal and find their niche in life.

However each of us chooses to characterize our parish, we would all agree that we came to St. Thomas the Apostle, and stayed, because we soon felt like family. "Church family" may be an overused term in other parishes, but certainly not at St. Thomas.

It's especially apt here. We genuinely see ourselves as members of an extended family.

We pray together. We volunteer together. We laugh together. We cry together. And, of course, we hug. First-time visitors to St. Thomas are often struck by our friendly embraces during the Peace on Sunday mornings. And why not? We care for each other.

We've hugged more than usual in the months since saying good-bye to a beloved priest who retired after 23 years with us. But we know the life of any church, like any family, is made up of comings and goings. We look forward to our future with a new rector.

During this interim period, we have done considerable reflection and self-evaluation. We've taken stock of what we've accomplished as a parish, who we are today and where we see ourselves headed. We've distilled what we've learned into this church profile.

We hope it will introduce ourselves to you.

You'll find a history of our parish, an overview of our community service, a report on our finances, a Who's Who of staff and others, a demographic breakdown of our congregation, a description of the qualities we're seeking in a rector and our hopes for tomorrow.

We trust that, after reading our profile, you'll agree that St. Thomas the Apostle is indeed a special place that not only nurtures its own members but also understands the importance of reaching beyond its comfort zone to serve the broader community.

This is a place where people come to celebrate their faith, where they come to tend a community garden and grow food for the hungry, where they care for the sick and homebound and yes, where they also come to watch old movies and share a few laughs.

Call us proud Episcopalians. No doubt about it.



The Most Rev. Katharine Jefferts Schori came to Dallas to bless St. Thomas' community garden.

OUR HISTORY

The 63-year history of St. Thomas the Apostle has been, and remains, a story of inclusiveness. As our mission statement says, we “receive all people into one family without reservation” and “provide a sanctuary for self-examination, growth and healing.”

The parish's roots go back to 1950 and the post-World War II boom in Dallas. Henry Hutchins Jr., a young ex-GI, and Greer Taylor, a young seminarian, worked through the bishop of Dallas to organize The Mission of St. Thomas the Apostle. The Rev. Edward Ferguson became the part-time priest in charge. Less than two years later, The Rev. Guy Usher became the full-time vicar.



During its first six years, the fledging mission worshipped at parishioners' homes, then at Arlington Hall in Lee Park, two private schools and finally, at the Inwood Theater. This itinerant period of St. Thomas' history calls up stories of certain trials and tribulations, such as the need for especially stout parishioners to lug around a pump organ that had been borrowed from St. Matthew's Cathedral.

By 1955, the mission had gained parish status and called Father Usher to be the first rector. The parish's present site at Inwood Road and Mockingbird Lane was purchased, and construction of a chapel, church school and offices got underway. A year later, the new facilities – built for \$75,000 – were consecrated, and the 50 families who then belonged to St. Thomas settled into the parish's permanent home.

From early on, inclusiveness was woven into the church's fabric. In 1962, Ethel Stewart had heard of the friendly neighborhood church at Inwood and Mockingbird and wanted to become a part of it. Yet Ms. Stewart was African-American, and segregation was the accepted norm in



Dallas at the time. Despite outside threats, including hateful signs posted on the church doors by unknown visitors, the St. Thomas family welcomed her into their midst and became the first integrated parish in the diocese.

St. Thomas' history has had other "firsts," such as the first parish in the diocese to elect a woman to its Vestry and the first parish in the diocese to have women at the altar. Still, the moment that speaks most profoundly to the parish's commitment to "receive all people into one family without reservation" came in 1985, when a young man named Jerome walked into St. Thomas and asked for a proper burial.

He was dying of AIDS and had been turned away by three other churches. The Rev. Ted Karpf, a young priest who had become St. Thomas' second rector a year before, reached out and gave him hope. Parishioners brought the man into their church family and cared for him. Soon, others like Jerome came needing help, and an AIDS ministry, the first of its kind in Dallas, began and grew at St. Thomas.

The new ministry was not without challenges. As people with AIDS started attending worship services, some members left St. Thomas out of fear of using the same chalice for communion. Ultimately, though, the parish's willingness to answer a desperate community need energized the church and made it more diverse. The Rev. Stephen Waller became the parish's

third rector in 1989, and St. Thomas evolved into a "destination church." People drove from many miles away to worship and serve.

Father Waller's 23 years at St. Thomas brought an ambitious million-dollar-plus rebuilding of the parish's facilities and grounds and a broader community outreach program. From the church's focus on helping those living with AIDS in the 1980s and 1990s have sprung other volunteer efforts to feed the homeless, clothe the needy, tutor and support neighborhood schoolchildren, and care for people recovering from surgery and illnesses.

St. Thomas' community garden best shows how parishioners have embraced the broader community with open arms – and maybe a few calluses. On a once-vacant lot next to the church, members grow thousands of pounds of vegetables that they harvest and donate to food banks and other community service groups. In 2008, The Most Rev. Katharine Jefferts Schori accepted St. Thomas' invitation to come to Dallas and bless the new garden that's "fighting hunger where we live."

"Our doors are open to all," parishioners say of the inclusiveness that distinguishes the church's past and promises to further enrich its future. Just like Ethel Stewart, just like the young man named Jerome, people continue to arrive at St. Thomas the Apostle's doorstep to become part of something much larger, much grander, than themselves.

WHO'S WHO

STAFF

Interim Rector

The Rev. Nancy Smalley joined the congregation in January to be our spiritual leader during this interim period. She has served other parishes in the diocese in the same way.

Deacon

The Rev. Anna Neitzel has been our deacon since 2008 and leads our community outreach efforts.

Organist/Choir master

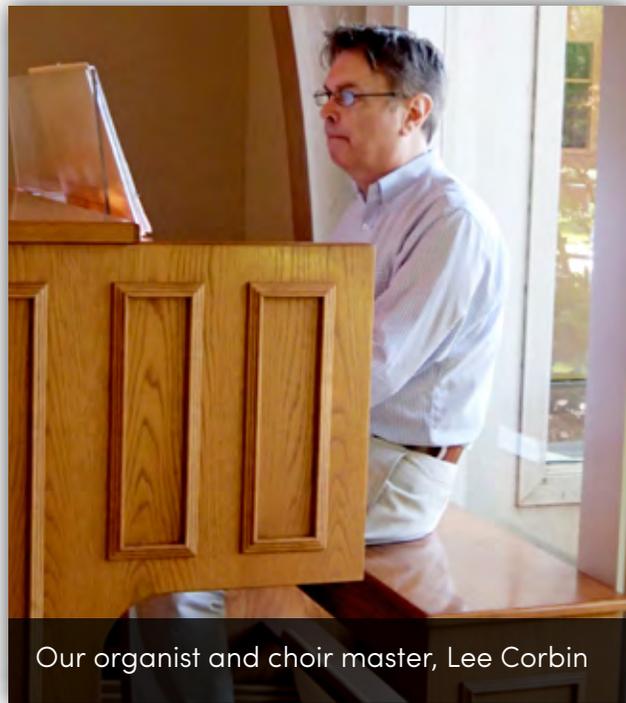
Lee Corbin has overseen and coordinated the church's musical program for more than three decades.

Parish secretary

Gail Chancey has staffed the church office and provided secretarial services since 2011.

Sexton

Garry Rodriguez has cared for St. Thomas' facilities and grounds since 2010.



Our organist and choir master, Lee Corbin



Our interim rector, The Rev. Nancy Smalley

VESTRY

Senior Warden Kathy Carson
Junior Warden Stephen Toon
Randy Hering
Michael Legacy
Andy Rohrbacher
John VanBuskirk
Pat Vaughan
Michael Welch
Vicki Williams
Chancellor Denise Webb Glass
Vice Chancellor Brian Truncale
Clerk Jerry Knight
Treasurer Sam Mettauer
Assistant Treasurer Kevin Dillin

SEARCH COMMITTEE

Chairman Brent Glass
Phyllis Anthony
Keith Carney
Joe DeuPree
Yuri Ellett
Pamala Gilliland
Kevin Jones
Molly Mettauer
Wayne Palmer
Ginger Reeder

OUR CITY: THE NEW DALLAS



The Dallas where most St. Thomas parishioners live is a different place from the rest of the state – different also from the city’s image nationwide.

Dallas is a more complex and sophisticated place than is usually imagined, serviced by the largest light-rail commuter system in the country and dotted with newly revitalized urban neighborhoods – particularly in areas near St. Thomas, such as Uptown, Oak Lawn, the Cedars, the Design District and Oak Cliff. The past decade has seen a significant boom in public amenities, with new parks, new museums and new performance halls.

The one cliché that is accurate is that Dallas is big – bigger, in fact, than many people realize. The city, which itself has about 1.2 million people, is at the center of the fourth-largest metropolitan area in the country – behind only those surrounding New York, Chicago and Los Angeles.

Like every other big city in the country, Dallas is home to miles of suburbia. But many of those suburbs are surprisingly diverse – with a vibrant Hispanic population, certainly, but also with large communities from Asia, Africa, the Caribbean and the Middle East.

The gay community, once most visibly present in Oak Lawn, is now much more diffuse, but it’s still

one of the most active and politically powerful between Chicago and Los Angeles. The Dallas school board has had openly gay members. The Dallas City Council at one time had three at the same time.

Because of its size and diversity, Dallas has much more in common politically with other major urban areas in the country than with smaller venues in its own state.

For those who equate all of Texas with political conservatism, the voting patterns here might come as a surprise. The county voted for the national Democratic ticket both in 2008 and 2012. County voters have elected a lesbian sheriff, a liberal black district attorney and a gay district clerk (a former member of St. Thomas).

All of which is to say that progressive-minded individuals can feel right at home, deep in the heart of Big D.

That’s D, as in diversity.

The new Perot Museum of Nature and Science

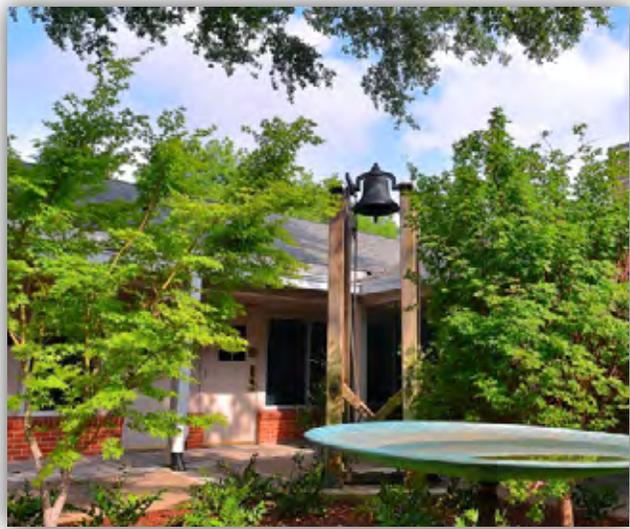


OUR DIOCESE

There are more than 70 parishes and schools in the Episcopal Diocese of Dallas. The Rt. Rev. James Stanton has been our bishop since 1993 and recently announced his retirement, effective in May 2014. The Rt. Rev. Paul Lambert has been our bishop suffragan since 2008.

Our diocese is involved in many national and international missionary programs. It is an affiliated member of the American Anglican Council. We invite you to visit <http://edod.org> to learn more about our diocese's many ministries and extensive community outreach.

As for its history, our diocese was formed in 1895, with 13 parishes. The Rt. Rev. Alexander Charles



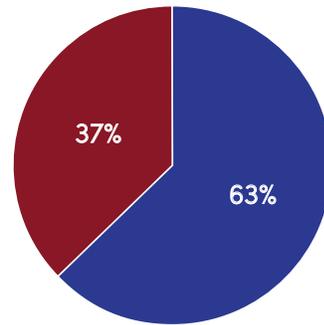
Garrett became bishop and named the oldest church, St. Matthew's Episcopal Church, as his cathedral church and Dallas as his see. It has been the cathedral church ever since.

WHO WE ARE

Most of us at St. Thomas the Apostle prefer not to be defined merely by categories, but we thought it would be useful to prospective rectors if we did just that. Here's a brief overview of who we are. You'll find a more detailed breakdown of our parish characteristics at the conclusion of this profile.

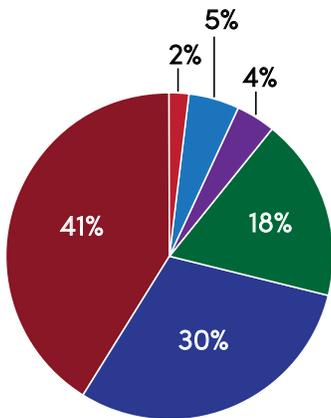
GENDER

- Male
- Female



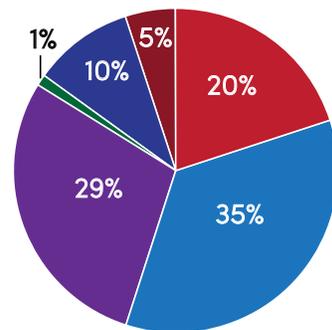
AGE

- 21 and Under
- 22-34
- 35-44
- 45-54
- 55-64
- 65 and Over



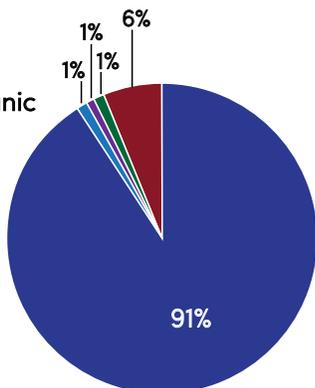
RELATIONSHIP STATUS

- Single, Never Married
- Domestic Partnership
- Married
- Seperated
- Divorced
- Widowed



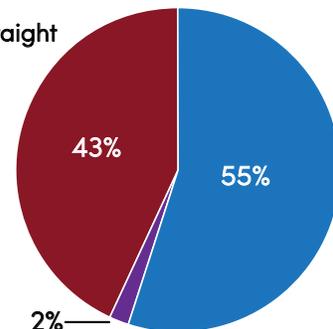
ETHNICITY

- White, Non-Hispanic
- African American
- Asian-Pacific Islander
- Native American
- Other



SEXUAL ORIENTATION

- Heterosexual / Straight
- Bisexual
- Gay / Lesbian



OUR WORSHIP AND CHRISTIAN EDUCATION

We have three services each Sunday. The main service at 10 a.m. uses Rite II. The choir and organ play prominent roles. Our congregation loves to sing, not just the traditional hymns but portions of the Mass as well. We also look forward to thoughtful homilies from the rector, deacon or other clergy. As a parish, we laugh easily during lighter moments of the service, embrace each other during the Peace and clap as a show of support after individual blessings, such as for birthdays, anniversaries and travel. On special holy days, we use incense.

The altar party includes the celebrant, a deacon, a sub-deacon, a crucifer and two torch bearers. The celebrant distributes the body of Christ while standing in front of the altar. During communion, worshipers approach row by row. After receiving the host, each communicant turns to the side to receive the Blood of Christ from one of two chalice bearers on opposite sides of the nave.

On Sunday, we also have an 8 a.m. Rite I service and a 5:30 p.m. Rite II service. Both are simpler and lower key than the 10 o'clock Mass, though they still have homilies. There is also a midweek service at 6:30 p.m. Wednesday. At all three of these services, communicants typically form a semicircle in front of the altar and pass the Body and Blood of Christ from one to another.

Beyond the weekly worship services, we have morning prayer, usually lead by a parishioner, at 8:45 a.m. Monday through Thursday.

Christian education consists mainly of an adult forum at 9 a.m. Sunday, between the 8 a.m. and 10 a.m. Masses. We often use books and study guides as springboards for our discussions. At the moment, for example, the interim rector is leading a discussion of Lillian Daniel's book *When Spiritual But Not Religious Is Not Enough*. Throughout the year, such as during Lent, we also have education programs following the midweek service.



Though we've had infants, toddlers and youngsters as members of our church family over the years, they have been relatively few. Still, as part of the recent renovation of our campus, we built a delightful nursery and a multi-use room which has been used as a children's education area.

OUR COMMUNITY OUTREACH

Community service has been part and parcel of St. Thomas' history. Our commitment to helping others begins with a financial commitment for good causes but extends far beyond dollars and cents. Parishioners collectively donate hundreds, if not thousands, of hours of their time each year through a wide range of outreach activities.

Financial Commitment

St. Thomas always pays its full diocesan assessment. It also pays its full offering to the national church. Further, St. Thomas invites community service organizations to apply for individual grants each year.

A committee of parishioners reviews the applications and makes recommendations to the Vestry for approval. The church distributes the outreach checks to the recipients during a Sunday worship service.



Our community garden

K.B. Polk Elementary

St. Thomas parishioners have become strong partners with a nearby public school, K.B. Polk Vanguard Elementary, filling needs that might otherwise go unmet. Some of us serve as tutors, while others read to classes. Still others help with special programs, such as the annual spring field day. Church members also provide backpacks, school supplies and school uniforms at the beginning of the academic year. St. Thomas volunteers recently redecorated and refurnished the teachers' lounge. The parish also provided an \$8,500 computer program that is used by students in all grades.

Community Garden

Six years ago, parishioners turned an empty lot next to the church into a bountiful garden that would feed the hungry in Dallas. Dozens of St. Thomas members have tended the plots to produce thousands of pounds of vegetables each year for local food pantries. This has become a community garden in the true sense of the word. It is a popular volunteer and outreach activity for many community groups that have joined in the tilling, nurturing and harvesting.

Austin Street Center

A group of dedicated parishioners rise early on the first Saturday of every month to meet in the church kitchen and prepare a lunch they serve at the Austin Street Center's homeless shelter.



Ewing House Dinner Group

Another group of church members prepare, serve and share dinner each month with the residents of Ewing House, a facility run by a local nonprofit, AIDS ARMS, for people living with HIV/AIDS.

North Dallas Shared Ministries

Parishioners give clothing and food to help Dallas area residents on limited incomes. St. Thomas members also volunteer many hours to the interfaith agency's social service programs.

Food Drives

The congregation collects non-perishable items every three months for community groups that maintain food pantries.

Fund-raisers

Parishioners raise funds for other charitable causes, such as the annual AIDS LifeWalk, which supports community groups that help people live with the illness. The St. Thomas team is typically the top fund-raiser among churches and non-profit groups. Bryan's House, a pediatric facility for children affected by HIV/AIDS and other serious illnesses, also receives our strong backing. And every December, we donate food, clothing and toys to youngsters within the state's Child Protective Services system.



St. Thomas parishioners are a prominent part of Dallas' annual AIDS LifeWalk.

OUR MINISTRIES

Like any church, St. Thomas couldn't function without the helping hands of its members. Here are some of the ministries in which they're involved. Some will be more familiar to you than others:

Acolytes are among our most visible parishioners, carrying the cross and torches in the processional and recessional and assisting the celebrant each Sunday.

Altar Guild members, on the other hand, work behind the scenes. They look after the linens, candles, silver, glass and other utensils used in the Eucharist and set up the altar and church for services.

Beyond the Pew events bring together long-standing parishioners, newer parishioners and prospective parishioners for an evening of good food and casual conversation at a church member's home.

Choir members are among our parish's most gifted members. At least that's the feeling among those of us who can't carry a tune but still look forward to their music.



Two of our choir members

Coffee Baristas oversee the coffee service following our Sunday services.

Daughters of the King sponsor service projects throughout the year, including our Christmas toy and clothing drive for youngsters in the state's Child Protective Services system.

Foyers give church members a chance to know their fellow parishioners better. The rector randomly assigns interested members to the groups, which meet once a month for six months. The informal get-togethers are usually over lunch or dinner.

Guardian Angels volunteer to look over another parishioner for a year – anonymously. Those who participate randomly draw a name from a box and pray for that person, send a birthday greeting or do whatever the Spirit moves them to do. At year's end, the Guardian Angels reveal their identities.

Kitchen Crew members plan, prepare and organize the delicious meals we have throughout the year, such as our Lenten meals on Wednesday evenings, our "flaming dish" lunch on Pentecost and our Thanksgiving feast on the Sunday before the holiday.

Lay Eucharistic Ministers, commissioned by the bishop, help administer the chalice during worship services and deliver communion to homebound members.

Lectors read the Scripture lessons during Mass and lead the Prayers of the People.

Parking Host volunteers patrol our two parking lots during the 10 o'clock Sunday service to ensure the safety of our members' and guests' cars.

Social Committee members are our "party planners" and put together, with the Kitchen Crew, our social events at St. Thomas.

Ushers hand out service bulletins, collect the offering and help with the orderly flow of the congregation during the 10 o'clock Sunday service and special services.

Welcome Guild members greet visitors to St. Thomas, making them feel welcome and often assisting first-time guests who may be unfamiliar with Episcopal services.



Two of our kitchen crew members



No one goes hungry at our Thanksgiving feast.

OUR FINANCES

St. Thomas the Apostle is on sound financial ground. The parish has invested more than \$1 million over the last 10 years in remodeling and rebuilding its facilities and in landscaping its grounds. Debt was incurred to finance the most ambitious phase of the project, but that was paid off through a capital campaign supported with the generous contributions of church members. St. Thomas has no outstanding debts from its physical improvements – or, for that matter, from anything else.

The church covers its operating expenses each year through the income it receives almost entirely through pledges. Stewardship is a theme the church’s lay leadership emphasizes each fall, discussing “time, talent and treasure.” St. Thomas parishioners have a proud history of honoring their financial pledges, and the church typically receives 97-98% of the money pledged.

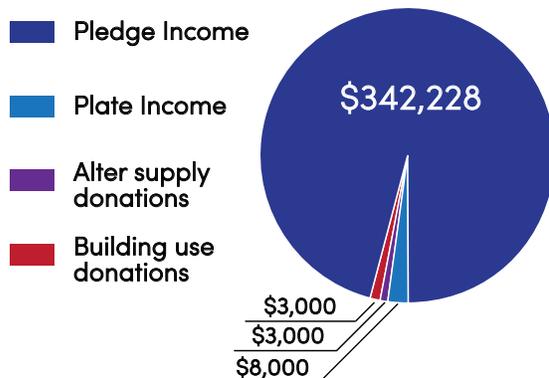
The number of pledge units has remained relatively constant over the last five years, fluctuating between a low of 107 in 2012 and a high of 131 in 2011. The current number of pledge units stands at 113. The same can be said for the total amount pledged. It, too, has fluctuated, from a low of \$323,328 in 2010 to a high of \$342,788 in 2011. The current amount pledged for 2013 is \$336,922.

Here’s a year-by-year breakdown:

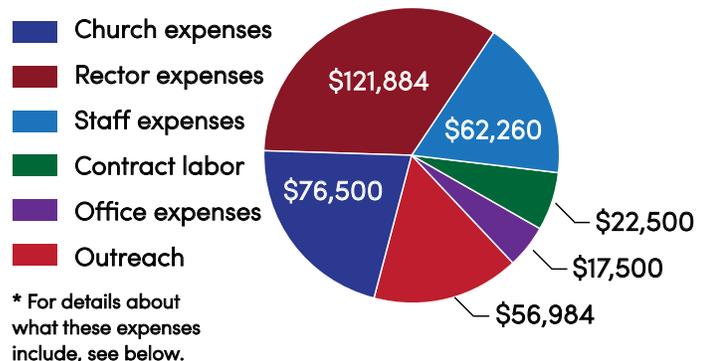


Annual budgets are drafted by the Budget Committee and approved by the Vestry. By broad categories, here’s a breakdown of the 2012 budget:

BUDGET INCOME, BY CATEGORY



BUDGET EXPENSES, BY CATEGORY



Church expenses – utilities, maintenance, altar supplies, insurance, etc.
 Rector expenses – stipend, housing, pension, etc.
 Staff expenses – choir director, secretary, deacon, etc.
 Contract labor – Sexton, grounds keeper, supply clergy and organist
 Office expenses – stationery, phone, copier, computer, postage
 Outreach – diocesan assessment, ECUSA assessment, other outreach

OUR BUILDING MAKEOVER



Our nave

Years ago, we tore up a piece of dirty, old carpeting from our parish hall, framed it and presented it as a gift to our then-bishop suffragan when he visited St. Thomas. He laughed and graciously promised to “treasure” it. That’s one treasure we trust remains, to this very day, appropriately buried somewhere.

The good-natured ceremony marked the completion of another phase of what would turn out to be an almost 20-year program to remodel and rebuild our entire church building and landscape our property. Today, St. Thomas’ parishioners and guests enjoy facilities that are in top condition.

Our building and grounds not only are central to our worship, fellowship and education programs, they’re a key part of our outreach. St. Thomas’ welcoming campus has become a community center of sorts, playing host to nonprofit groups and community meetings during a typical week. Choruses, counseling groups, the League of Women Voters – they’ve all been our guests.

St. Thomas’ own version of an “extreme makeover” began in the mid-1990s when church members, who had been worshipping in the parish hall, decided to redo and return to their largely abandoned sanctuary. The darkened and neglected sanctuary turned into a bright, modern and inviting space that looks out on a lush fountain garden often used for meditation.

After the sanctuary, work proceeded on the kitchen’s updating and the parish hall’s remodeling, which included the installation of a labyrinth in the new tile floor. The labyrinth has become one of our community ministries. Parishioners and visitors alike walk it to find peace and solace.



Our parish hall with its labyrinth

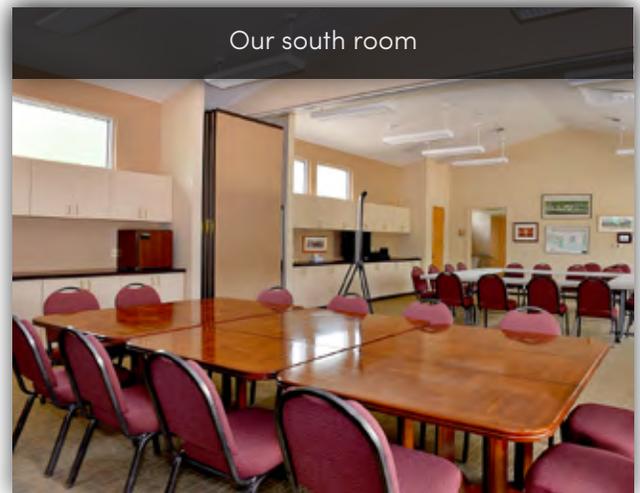
The most ambitious phase of our makeover was the reconstruction of our “west wing” of meeting rooms and offices, now adorned by stained-glass windows from the original sanctuary. The south room hosts mainly church functions, such as adult education programs, Vestry meetings, committee meetings and smaller receptions. The suite of church offices accommodates the interim rector, deacon, secretary and volunteers and includes a conference area. The newly redone west wing also includes the nursery, the choir room and

the north room, which is a second meeting space frequently used by community groups.

To the north of the west wing and parking lot lies our community garden, which we've described in previous sections on our history and community outreach. You'll forgive us if we mention it more than once. We never tire of talking about it.

The most recent renovations at St. Thomas – completed within the past year or so – have been our reconstruction of the north entrance, further improvements to the parish hall and fountain garden and a complete redesign of our landscaping. A new sign stands on the corner of our property, at Inwood Road and Mockingbird Lane, welcoming everyone to our renewed campus.

Besides the building improvements themselves, we're especially grateful that St. Thomas has no outstanding debt from them. Through the devotion and generosity of parishioners, each phase of the church's makeover was paid for before the next began. The result is a top-notch facility that serves the congregation and the larger community quite well.



OUR HOPES FOR THE FUTURE

As proud as we are about our parish's past and present, we've also given careful thought to our future with our next rector. During this interim period, we've discussed and surveyed ourselves about where we would like to see our congregation headed over the next several years.



"We need to grow" has been a common response.

Our survey has put numbers to what we've long known: We're an aging parish. Seventy-one percent of our survey respondents are 55 or older; more than a third are 65 or older. The upside of this is that we have many long-standing members. Fifty-four percent of the respondents have worshipped at St. Thomas for more than 10 years; 22 percent have been here at least 20 years.

Still, we all recognize the importance of the church renewing itself by adding younger members – including couples or single parents with children. We understand that doesn't just happen; it requires a deliberate strategy and leadership. During our group discussions,



parishioners pointed out that we must do better at marketing our church.

Beyond that, we realize we must do better at engaging newcomers. We're a friendly bunch, and we do well in welcoming visitors. But we need to take the next step and "plug people into church activities" once they've shown an interest in the parish. Our Stewardship Committee has recently taken on this mission, and we look forward to our next rector providing leadership as well.

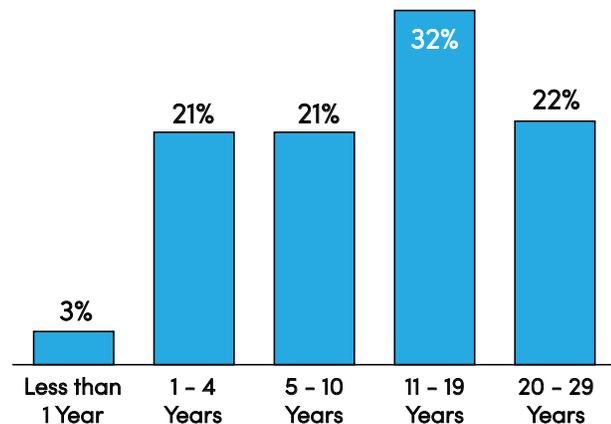
Like many congregations, St. Thomas is blessed to have a core of "stalwarts" who are always willing to step in and get the job done – whatever that happens to be at the moment. Growth will allow us to share those responsibilities with a broader circle of devoted parishioners. The addition of younger members will also bring new enthusiasm and the next generation of church leaders.



We also know that we want to keep the familiarity and intimacy that a congregation our size offers, and many parishioners don't want to grow so large that we compromise the sense of community that first brought many of us to St. Thomas. We have no aspirations of becoming a mega-church.

We look for balance here. For example, a larger, more multi-generational parish will permit a Sunday school for children and a more ambitious Christian education program for adults – two goals of ours. On the other hand, we value the pastoral care many of us have enjoyed as a result of our parish's size. Without it, St. Thomas wouldn't seem quite like the St. Thomas we've known.

LENGTH OF TIME AT ST. THOMAS



Likewise, our group discussions during this interim period have reaffirmed our parish's strong attachment to the national Episcopal Church. We're proud of the national church's initiatives of inclusiveness, and we remain steadfast in our commitment and support for ECUSA.

St. Thomas has many strengths – devoted parishioners, up-to-date facilities, financial stability, an enviable outreach program and achievable goals for the future. But it also faces the task of rejuvenating itself and preparing for the next generation of its parish life. Our next rector will be an individual who, like the rest of us, sees that as an intriguing opportunity more than a daunting challenge.

OUR NEXT RECTOR



Over its 63-year history, St. Thomas the Apostle has had only three rectors. That, more than anything else, says what a special place this is.

Our first rector served for 32 years. Our most recent rector was here for 23 years. Why is that? We think it was because of the strong bonds of affection that grew between pastor and parishioners. Together, we celebrated our faith and found new ways to share it in the world beyond our walls.

While we realize that such extended tenures have become the exception rather than the norm among pastors today, we do look forward to having the same affection for our fourth rector and the same uplifting relationship.

We've surveyed ourselves on the qualities and skills we are seeking in that individual. Among the traits that parishioners rated important were open-mindedness, compassion, the ability to work well with others, an interest in serving people and good social and communication skills.

Many of those qualities would be expected of any pastor aspiring to lead a parish. But other traits raised by church members bear a closer look, since they speak to the particular priorities of the people of St. Thomas. We'll know by these skills whether we've found our new leader.

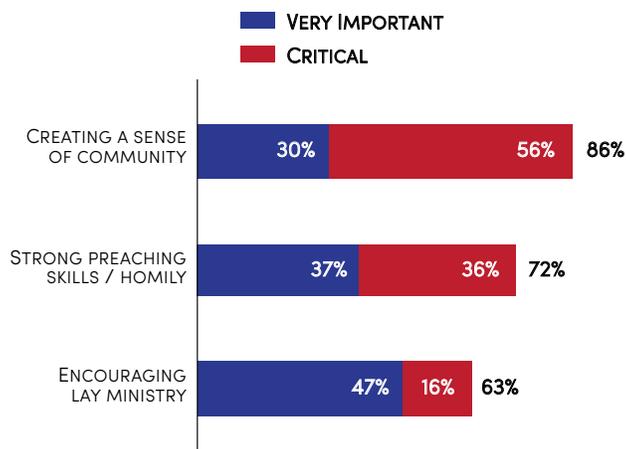
First and foremost, we look to our rector to

nurture and maintain a sense of community among us. We've emphasized throughout this church profile that St. Thomas enjoys a strong feeling of family. We want someone who accepts and loves all of us and with whom we can share our joys and sorrows.

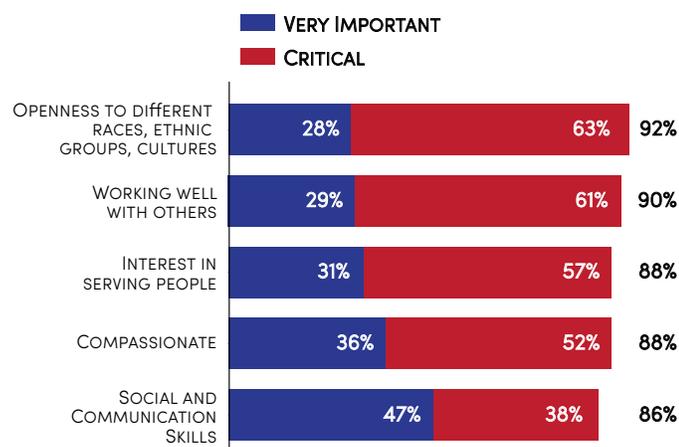
Pastoral care is important at St. Thomas. We want a pastor who's available to counsel and guide us. We want someone who can listen and console us. Yet we also understand that pastors can't remain responsive to the needs of others if they aren't mindful of their own needs. A rector must have time to rest and relax.

Next, we look to our pastor to be our spiritual

SKILLS IN NEW RECTOR TOP 3 PERCENTAGE OF RESPONDENTS



QUALITIES IN NEW RECTOR TOP 5 PERCENTAGE OF RESPONDENTS

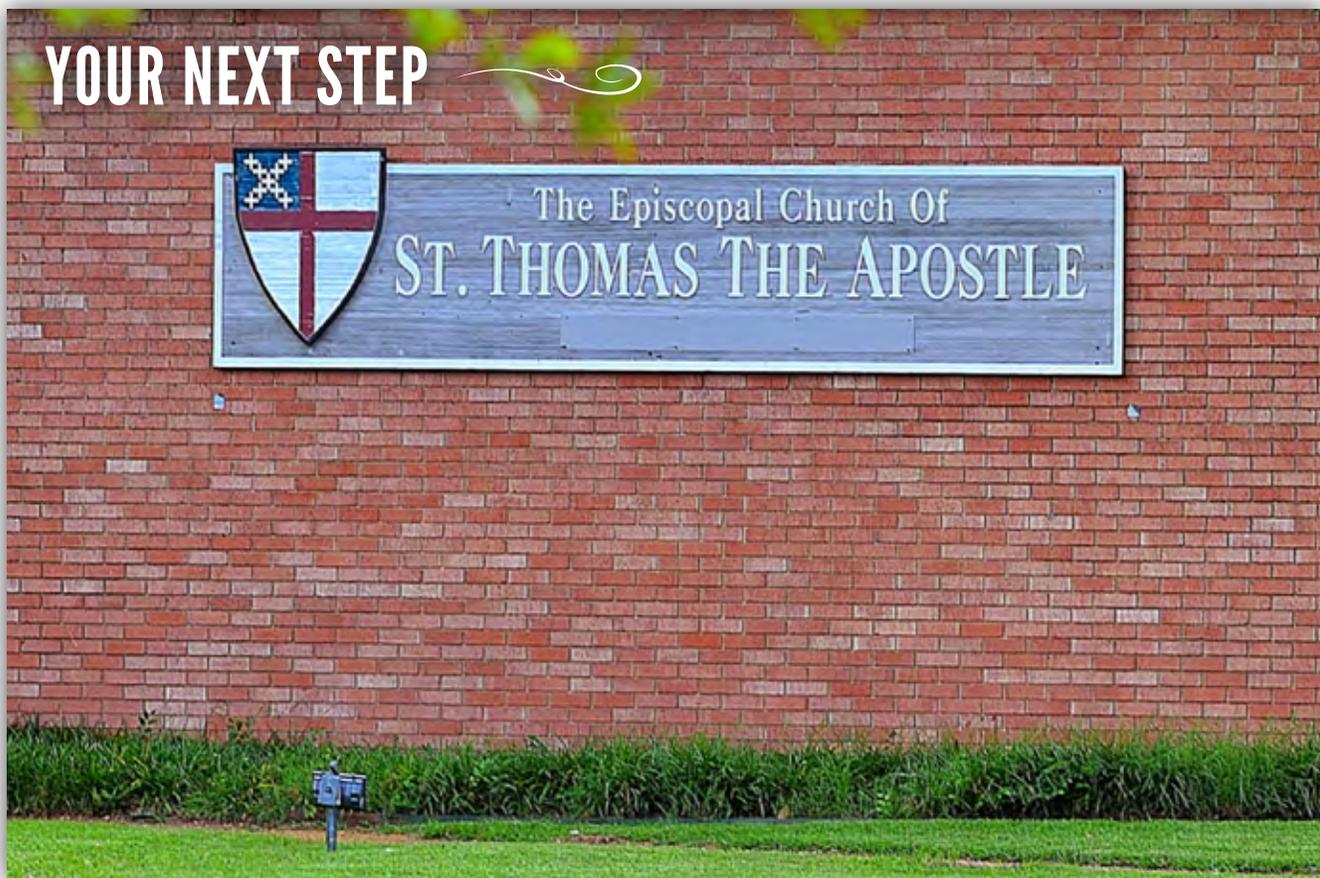


leader who can teach us and help us grow in our faith. Many of us are Episcopalians because of our love for the liturgy. We want a rector who's a good preacher, whose homilies challenge us to think and inspire us to act – and who appreciates the value of humor.

Finally, we look for our next pastor to help us grow and rejuvenate our parish. As you read earlier, we're an energetic lot. Our ambitious community outreach work proves that. But many of us are getting older. Our church needs a younger generation – singles, couples and children – to bring about a renewal.

A plan for growth requires not only parishioners with enthusiasm but also a rector with solid leadership and administrative skills. We want a pastor who works well with the Vestry and guild heads and who knows how to delegate responsibility by enlisting and encouraging other members to give their time and talents.

St. Thomas the Apostle's story of community and inclusiveness remains as compelling as ever. We hope this brief overview has intrigued you enough to introduce yourself to us. If you think you'd like to become part of our future, we'd invite you to apply. The best part of this story is indeed yet to come.



If this profile of our parish has prompted any questions or if you're interested in applying to become our next rector, please feel welcome to contact the chairman of our Search Committee, **Brent Glass**, at doubtersearch@gmail.com or 214-334-2746.

If you'd like to begin the application process, we invite you to contact the Episcopal Church's Office for Transition Ministry at www.episcopalchurch.org/page/transition-ministry.

OUR SURVEY

Age

21 and under	2.2 %
22-34	5.49 %
35-44	4.4 %
45-54	17.58 %
55-64	29.67 %
65 and over	40.66 %

Gender

Male	62.64 %
Female	37.36 %

Ethnicity

White, non-Hispanic	91.21 %
African-American	1.1 %
Asian-Pacific Islander	1.1 %
Native American	1.1 %
Other	5.49 %

Highest Level of Education

Less than high school	2.2 %
High school/GED	3.3 %
Some college	16.48 %
2-year college (associate)	4.4 %
4-year college (BA, BS)	29.67 %
Master's degree	32.97 %
Doctoral degree	3.3 %
Professional degree (MD, JD)	7.68 %

Relationship Status

Single, never married	19.78 %
Domestic partnership	35.16 %
Married	28.58 %
Separated	1.1 %
Divorced	9.89 %
Widowed	5.49 %

Sexual Orientation

Heterosexual or straight	43.33 %
Gay or lesbian	54.44 %
Bisexual	2.23 %

Children in Family

0	62.79 %
1	8.14 %
2	13.95 %
3+	15.12 %

Denomination Prior to St. Thomas

Episcopal	55.68 %
Catholic	16.49 %
Methodist	10.31 %
Lutheran	2.06 %
Protestant	2.06 %
Baptist	6.19 %
Korean	1.03 %
United Church of Christ	1.03 %
Presbyterian	2.06 %
Other, not listed	3.09 %

Episcopal Background

Cradle	13.33 %
Received	15.56 %
Confirmed	56.67 %
Not Received	14.44 %

Commute Time

Up to 5 minutes	10 %
6-10 minutes	25.57 %
11-15 minutes	14.44 %
16-20 minutes	24.44 %
21-30 minutes	12.22 %
31-59 minutes	12.22 %
60 minutes +	1.11 %

Time at St. Thomas

Less than 1 year	3.37 %
1-4 years	21.35 %
5-10 years	21.35 %
11-19 years	31.46 %
20-29 years	22.47 %

Service Attendance

Once a month	3.33 %
2-3 times a month	20 %
Weekly	70 %
Several times a week	6.67 %

Services Attended*

8 a.m. Sunday	16.93 %
10 a.m. Sunday	62.1 %
5:30 p.m. Sunday	9.68 %
Morning prayer	1.61 %
Wednesday evening prayer	9.68 %

* - Some parishioners attend more than once service each week, so these percentages represent the proportion that each service claims of the total attendance for all weekly worship at St. Thomas.

Special Service Attendance

Always	36.26 %
Sometimes	59.34 %
No	4.4 %

Sunday Adult Education Attendance

Yes	17.2 %
No	65.6 %
Wish more/different classes offered	17.2 %

Ministry Involvement

Yes, more than one ministry	58.62 %
Yes, one ministry	24.14 %
No	17.24 %

Importance of Giving Time/Talent

Unimportant	1.11 %
Slightly important	11.24 %
Important	30.37 %
Very Important	44.93 %
Critical	12.35 %

Do You Pledge?

Yes	89.89 %
Sometimes	8.99 %
No	1.12 %

Special Contributions?

Yes	72.22 %
Sometimes	24.44 %
No	3.34 %

Planned giving (will/legacy)

Yes	29.67 %
Have not thought about it	29.67 %
No	40.66 %

Parish Characteristics

	Unimportant	Slightly Important	Important	Very Important	Critical	Very Important/Critical
Clergy leadership	0.00%	0.00%	10.23%	50.00%	39.77%	89.77%
Pastoral care	0.00%	6.82%	13.64%	34.09%	48.86%	82.95%
Sermons	0.00%	3.41%	22.73%	44.32%	31.82%	76.14%
Outreach	0.00%	4.55%	25.00%	45.45%	25.00%	70.45%
Music in worship	0.00%	11.36%	21.59%	46.59%	20.45%	67.04%
Lay participation	1.14%	5.68%	28.41%	43.18%	22.73%	65.91%
Fellowship/social	1.12%	2.25%	37.08%	46.07%	13.48%	59.55%
Character of the facility	2.27%	9.09%	32.95%	43.18%	12.50%	55.68%
Liturgy/rite variation	6.90%	17.24%	27.59%	36.78%	11.49%	48.27%
Educational outlets	2.25%	15.73%	44.94%	30.34%	6.74%	37.08%
Participation of children	7.87%	21.35%	49.44%	17.98%	3.37%	21.35%

Personal Qualities in New Rector

	Unimportant	Slightly Important	Important	Very Important	Critical	Very Important/Critical
Openness to different races, ethnic groups and cultures	1.06%	0.00%	7.45%	27.66%	63.83%	91.49%
Ability to work well with others	0.00%	1.08%	8.60%	29.03%	61.29%	90.32%
Interest in serving people	0.00%	1.08%	10.75%	31.18%	56.99%	88.17%
Compassionate	0.00%	2.20%	9.89%	36.26%	51.65%	87.91%
Social/communication skills	0.00%	1.10%	13.19%	47.25%	38.46%	85.71%
Self-motivated	0.00%	3.33%	13.33%	44.44%	38.89%	83.33%
Personal relationship with God	2.15%	5.38%	12.90%	27.96%	51.61%	79.57%
Capacity and desire to learn	0.00%	3.03%	19.19%	49.49%	28.28%	77.77%
Generosity	0.00%	2.13%	22.34%	50.00%	25.53%	75.53%
Love for the Episcopal faith	0.00%	3.23%	21.51%	31.18%	44.09%	75.27%
Healthy self-image	1.06%	4.26%	25.53%	44.68%	24.47%	69.15%
Courage to take risks	4.35%	2.17%	25.00%	44.57%	23.91%	68.48%
Support of the national church	5.38%	5.38%	23.66%	36.56%	29.03%	65.59%
Having a spiritual mentor	3.30%	12.09%	27.47%	37.36%	19.78%	57.14%

Skills of New Rector

	Unimportant	Slightly Important	Important	Very Important	Critical	Very Important/Critical
Creating a sense of community in the parish	0.00%	1.15%	12.64%	29.89%	56.32%	86.21%
Strong preaching skills/homilies	0.00%	3.45%	24.14%	36.78%	35.63%	72.41%
Encouraging lay ministry	1.15%	5.75%	29.89%	47.13%	16.09%	63.22%
Encouraging volunteerism	0.00%	5.81%	36.05%	45.35%	12.79%	58.14%
Being a good administrator	0.00%	5.75%	40.23%	36.78%	17.24%	54.02%
Having a plan for parish growth	4.55%	7.95%	37.50%	22.73%	27.27%	50.00%

Ideal Qualities in New Rector

Number of Responses	Ranked Important	Qualities
35	1	Compassionate
21	2	Spiritual
18	3	Humor, open
13	4	Caring
12	5	Intelligent, loving
10	6	Leader
9	7	Community
8	8	Pastoral
6	9	Communicator
5	10	Accepting, faithful
4	11	Engaging, homily, humble, kindness, music, visionary, liberal
3	12	Administrator, friendly, generous, knowledgeable, listener, liturgical, rituals, servant, warm, honesty, social, diverse
2	13	Committed, decisive, discrete, doubt, grounded, holy-filled spirit, inclusive, integrity, loyal, personable, preacher, reverent, risk taker, supportive, teacher, trustworthy, understanding, dedicated, empathetic, energy, giving

1	14	Abiding, accessible, affirming, approachable, articulate, brave, capable, collaborative, comforting, confident, connected, consistent good behavior, courage, creative, delegation, discerning, dynamic, eloquent, enrolling, extrovert, fair, family focused, fellowship, female, gay, gay-friendly, genuine, God-filled, growth, happy, hoping, learned, mediator, mercy motivating, non-judgmental, nurturing, curious, interested, questioning, detailed, marketer
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Valued Elements of Service

Number of Responses	Ranked Important	Qualities
23	1	Music
15	2	Homily/sermon, community
9	3	Liturgy, tradition
7	4	Eucharist
5	5	Lay participation, openness
4	6	Rite I
3	7	Caring, fellowship, diversity
2	8	Blessings, deacon involved in Eucharist, friendly congregation, humor, prayers of the people, singing the Eucharist, spirituality, variety of clergy, welcoming, LGBT friendly
1	9	Acceptance, beauty of sanctuary, brief homilies, Catholic tradition, communication, companionship, connection from altar to pew, consistency, continuity, Episcopal hymnal use, family based spirit, family feel, formal liturgy, generous, giving communion to one another, inclusiveness, Internet friendly, laughter, leadership, leaving church with something to think about, length, loving atmosphere, God present in liturgy and sacraments, observance of Christian year calendar, pace, peace, personal experiences, pomp and circumstance, reference, respectful worship, Rite II, robes, serious, simplicity, small, understanding, variation of rites, warm, Wednesday service, 5:30 service, non-judgmental congregation