

Are you
the one
we seek?



Christ Episcopal Church

**Dover, Delaware
PARISH PROFILE**



Hello!

Our prayers and hopes are with you as you review this profile and get to know the people, ministries and spiritual aspirations of Christ Episcopal Church in Dover, Delaware.

We are a historic church, founded in 1703, within two blocks of the state capitol. Even though the population of Dover is about 37,000, the demographics within a mile radius of our church are essentially urban. Our parish is decidedly more diverse than other Mainline churches in town, and we place a high value on our friendliness and inclusiveness.

You will be learning more about us and our community in these pages. But first, the Rector Search Team would like to personally introduce you to Christ Church in this short video . . .



*Click on
the video to
view.*

Who we are searching for . . .

Christ Church parishioners listed many qualities they seek in a new Rector during a March 2014 Parish Survey. We know it is impossible for one person to embody all those attributes, skills and experiences, so we dug deeper with our congregation.

For more detail on all parish survey responses, please see page 5.

After the Parish Survey closed, the Search Team used three Church Hall Meetings to further examine the qualities members



said were most important. About 80 parishioners attended the meetings, and they helped enlighten their own preferences.

According to the Parish Survey answered by more than 150 persons, the top four qualities we are seeking are:

- Dynamic preacher (51 percent);
- Spiritual leadership (43 percent);
- Personally engaging and friendly (39 percent); and
- Works well and enthusiastically with youth (36 percent)

A skillful communicator. More than 50 percent of survey respondents said they want a “dynamic preacher,” and 80 percent said they hope the next Rector will be a “skillful communicator.”

It became clear that the sermon is, indeed, very important, but so is being able to recognize and meet us where we are individually on our faith journey. That means creating different opportunities for learning and living our lives according to the Gospel

and the Five Practices: Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-Taking Mission and Service, and Extravagant Generosity. The practices are just beginning to be embedded in the life and work of Christ Church, and we want to keep them.

And while we are not ready to Tweet during sermons, we do expect our Rector to be familiar enough with 21st century communication tools — including social media — to understand how they can be used for evangelism and mission.

For example, a regular blog from the Rector would be a new and useful communication tool. We have a few parishioners who are skilled at social media, video, web design and other multimedia forms of communication; most are occasional-to-frequent Facebook users and e-mail readers; a few still prefer “snail mail.”

One parishioner sent our future Rector this message during the survey:

“I enjoy traditional worship and thoughtful sermons. I think a good sense of humor and the ability to avoid taking ourselves too seriously are helpful in any job, but particularly this one.”

Spiritual leadership. During discussions, communication skills dovetailed a great deal with spiritual leadership. A talent for communicating means recognizing and acting on a “teachable moment” with parishioners or others. These opportunities appear quite frequently here.

Combined with spiritual leadership, a strong and skillful communicator will help us recognize and resolve conflicts rather than ignore or evade those conflicts. That means engaging us and empowering us to find solutions; we do not expect you to have all the answers yourself!

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Ranking of qualities per March 2014 Parish Survey

Answer choices	Percent	Number
Dynamic preacher	50.72%	70
Provides spiritual leadership	43.48%	60
Personally engaging and friendly	39.13%	54
Works well and enthusiastically with youth	35.51%	49
Provides thoughtful pastoral care	31.88%	44
Skilled at parish leadership/administration	21.74%	30
Skilled pastoral counseling	21.74%	30
Supports traditional Episcopal worship and music	19.57%	27
Builds up ministries and ministry leaders	18.84%	26
Builds Christian discipleship in parishioners	17.39%	24
Brings in new ideas for worship and music	17.39%	24
Thoroughly knowledgeable of Scripture	16.67%	23
Encourages engagement in social justice issues	11.59%	16
Involves us in community ministry	10.14%	14
Skilled at resolving conflicts	8.70%	12
Provides leadership in stewardship and finances	7.97%	11
Engages us in evangelism	7.97%	11
Provides inspiring adult education/Bible study	7.25%	10
Leads us through a time of transformation	5.80%	8
Skilled in social media and technology	2.90%	4
Other (write-in responses)	2.90%	4
Shares a global perspective on mission	0.72%	1
TOTAL RESPONDENTS: 138		



Survey Sunday (March 9) was an effort to promote the Parish Survey.

Also, approximately 80 people attended three Church Hall Meetings to discuss survey results.

Continued from page 3

We clearly want a pastor who will “walk the talk,” meaning someone who embraces and lives the Gospel teachings with such passion that we will want to follow with enthusiasm and changed lives. Help us grow as disciples of Jesus Christ. A dry intellectual approach to the Gospel and the rest of Scripture will not engage us.

Spiritual leadership also means addressing the topic of “growth,” over which we are conflicted. We have heard repeatedly that our size (about 150 ASA) is not stable. But we are a long way from Program size, and we don’t want to slip back to Pastoral size. We have difficulty sustaining all the ministries and programs we enjoy and value—not to mention adding more — without burnout. So our Rector should lead us into the questions of what “growth” means, what works for us, and how we can identify and build new ministries and new ministry leaders.

As one parishioner wrote in the survey:

“I hope that you will provide us with enough guidance so that the parish grows, that spiritual instruction is strong for all ages, and that we continue to do good works, but know when to let us (individually or as a group) fly on our own and trust our judgment in handling tasks and issues.”

Personally engaging and friendly. While we understand the line between our pastor and personal friendships, we still would like our Rector to be outgoing, friendly, and genuine. We would like to socialize with our pastor (and his or her family) to some degree and enjoy each other’s company. We enjoy fellowship, eating, playing and being together as a faith family.

As stated above, we hope to hear from our Rector beyond the pulpit, in all sorts of parish-related circumstances, as we struggle along together on our faith journey -- understanding, of course, that a pastor needs private, refreshment and sabbath time.

Invited to speak directly to the next Rector, another parishioner wrote:

“I pray that you will come excited to get to know us and then help us learn to identify our strengths and how we can take

those to the community, and where we are weak help us to grow and when growing is not working, then helping find how to use that weakness to continue to reach the community . . . and beyond.”

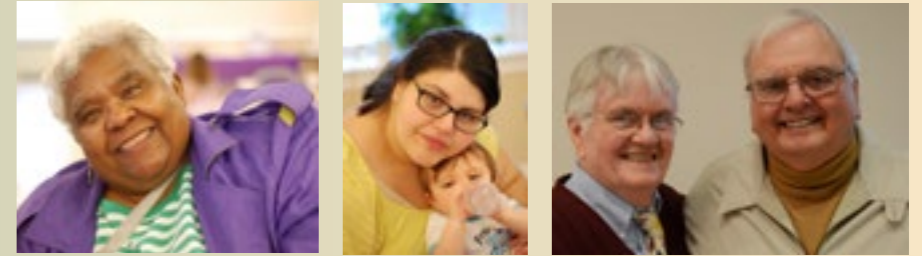
Works well and enthusiastically with youth. Those personally engaging and friendly qualities are very important here, and so is outside-the-box thinking and creativity. It is critical to be able to relate to youth and their parents —and grandparents. We know that some soul work needs to be done with parents so that they consider Sunday morning more than another “activity” to be juggled. We are open to asking tough questions of ourselves about our youth education and ministry at all age levels.

One parishioner wrote about younger families:

“My hope and vision for our new rector, and subsequently Christ Church, is that we work harder at bringing in younger families. It will be imperative for the church’s growth and sustainability that we welcome and encourage younger families to join us. However, we need to find better ways to assist them in remaining engaged and making the Christ Church family an extension of their own family.”

About diversity. We believe our diversity and inclusiveness are our strongest assets. They enrich our worship, our fellowship, and our approach to ministry. Throughout the Diocese of Delaware, Christ Church in Dover is distinctive. We believe those assets are helping us to stay relevant and viable when other churches are declining and even closing. We also suspect we have lost members because of it. Our Rector should not only embrace but strive to build on and celebrate those special qualities.

About experience. It’s important that our Rector have the experience to hit the ground running to some extent, understanding the ebb and flow and every day challenges of parish life. We also hope he or she will be familiar with effective and engaging practices in a variety of areas: for example, youth ministry, stewardship, spiritual formation, worship.



I hope Christ Church’s next Rector will . . .

Answer choices	Percent	Number
Be a skillful communicator with parishioners	79.56%	109
Practice joyful, uplifting worship	72.26%	99
Implement ideas for growth	56.20%	77
Provide hands-on pastoral care	55.47%	76
Improve our youth involvement	49.64%	68
Help us improve outreach to the community	45.26%	62
Provide strong parish administration	40.88%	56
Provide more spiritual education for adults	29.93%	41
Involve us in social justice issues	26.28%	36
Provide hands-on leadership in stewardship	23.36%	32
Conduct more formal, traditional worship	14.60%	20
Not try to change a lot	13.76%	19
Other (write-in responses)	12.41%	17
TOTAL RESPONDENTS: 137		

Parishioners were able to check all that apply.



Fellowship can get a little spirited sometimes.

Welcome to our parish and our community.

We are a Body of Christ that places a high value on our friendliness and inclusiveness, as well as meaningful worship. In March 2014, more than 150 persons completed the 48-question parish survey to collect information on parish demographics and participation, theological bent, impressions of their church and church life, and qualities they view as most important in a new rector.

Complete results of the survey (minus write-in responses) can be viewed [here](#).

Considering that average Sunday attendance for both services is about 150, that level of response was gratifying. In addition, approximately 80 parishioners attended three Church Hall meetings intended to further examine certain answers — especially about our future Rector.

Sixty-three percent of those who answered the March Parish Survey come from a faith tradition other than Episcopalian (including 23 percent Roman Catholic and 27 percent other Mainline Protestant).

Almost 80 percent of the respondents are 50 or older, and 14 percent are African-American. While Episcopal liturgy and tradition are still highly valued among many members, a majority valued worship more for the opportunity to be together in faith and community.

One of the top four characteristics we gave ourselves was “historic,” and indeed Christ Church has been in

“I am a newcomer to this church and to Dover. My husband and I found a warm welcome and a diverse congregation here. We grew up Lutherans, and the traditional service here reminds us of the churches we attended as children and young adults.”

- SURVEY COMMENT

existence since 1703, counting a signer of the Declaration of Independence among its vestry members. The candelabra, silver chalices, brass altar rails and custom-embroidered altar kneelers co-exist with a decidedly casual and “low” approach to worship, including blended music — especially at the 10 a.m. service. (See description of our worship services at right.)

We are a spiritual home to older retirees and younger

families, doctors, state government employees, Republicans and Democrats, gay and straight couples, people in recovery, blacks and whites, and people who march to a different drummer. One new member lovingly referred to us as “The Muppets.” We view our welcoming inclusiveness as one of our strongest assets.

As the set of theology-based survey questions indicates, we tend not to be particularly rigid in our beliefs about the Bible, eternal life, salvation, and the sacraments.

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About our worship

Our 8 o'clock Rite I service has a loyal following. Normally there is no music, but music is provided on special occasions such as Christmas and Easter.

The 10 o'clock service is Rite II. This is the best attended service. Music is an integral part of the worship. Children serve as acolytes and attend worship.

The music at this service is broad and diverse, including Anglo-Episcopal styles, traditional, contemporary, gospel and spiritual music. From time to time taize chants are also included.

Our music resources include the 1982 Hymnal, *Lift Every Voice And Sing*, and *Wonder Love and Praise*. We have a four-part adult choir and a growing children's choir. At least two to three times a year there is a full Gospel Mass including the use of special musical instruments. We are blessed to have a composer in residence who is a member of the adult choir.

Our Musical Director is also on staff as a full time lay ministry associate. He is available to provide music for weddings, funerals and other special occasions.

The Archdeacon of the Diocese, Patricia Malcolm, is assigned to Christ Church Dover. She participates at both services and blesses us with her singing voice.

On Wednesdays there is a casual informal service of healing and Eucharist which is attended on average by about 20 worshippers.

Bishop Wayne Wright performs a baptism here in 2013.



Conflicted about growth

Those who answered the survey sent conflicting messages about church “growth.” They still value a hands-on level of pastoral care and close-knit sense of togetherness, but they placed a high value on a rector who will “implement ideas for growth.”

With an average Sunday attendance of about 150, we understand we are in a vulnerable transitional position between pas-

toral and program sizes. We have maintained that relative size despite 93 funerals since 2004 (the pace has slowed in the past two years) and all the secular activities that now “compete” with Sunday worship. We need to discern, strategically and spiritually, what “growth” really means for Christ Church.

In spite of the slight dropoff in Sunday attendance, we have managed to hold steady on our level of financial support from pledges and plate offerings (*see table on page 12*).

In terms of their deomination, 83 percent of those who answered the survey consider the Episcopal Church to be “generally on the right track” while 17 percent consider the denomination in decline.

Overwhelmingly, members indicated their comfort (78 percent “comfortable” or “very comfortable”) with same-sex blessings; Delaware is a marriage-equality state.

Asked about social justice issues, 74 percent answered, “Social justice work is linked to the Prophets and Jesus and I am supportive of parish involvement.” About 26 percent viewed social justice concerns as overly political and divisive. There were some strongly worded write-in comments on this question.

About 56 percent said they would like to also hear preaching that relates to current societal concerns rather than always following the Lectionary (not that the two are mutually exclusive).

In the write-in section of the survey, there were several concerns expressed about stewardship of finances at Christ Church (see the section on Our Finances). Fifteen survey respondents consider the parish to be “mismanaged,” while 13 said it was “well managed.” Clearly, however, respondents ranked other qualities as more important in a future Rector than administrative and financial skills — although having the strong leadership talents to engage us in solving our own problems is discussed in the *Who We’re Looking For* section.

Additional parish outreach

In 2012, the Parish experienced an Appreciative Inquiry exercise, during which they were systematically asked to articulate their emotions, values and visions regarding Christ Church. The facilitated breakout sessions were well attended and very lively. One of the most significant results of the Appreciative Inquiry was the adoption of our Five Practices¹:

- Radical Hospitality

¹ Based on the Rev. Robert Schnase’s “Five Practices of Fruitful Congregations,” May 2007, Abingdon Press.



Interim Rector John Pumphrey watches a Good Friday procession leave the churchyard for a walk through the streets of downtown Dover.

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- Passionate Worship
- Intentional Faith Development
- Risk-Taking Mission and Service
- Extravagant Generosity

Those five practices were adopted as our mission statement and rolled out to the parish during Lent 2012 with videos (see “Radical Hospitality” at right), sermons and skits. Weekly parish updates are organized according to the Five Practices, and our 2013 stewardship campaign focused on Extravagant Generosity (see brochure on page 10). The March survey asked parishioners to rate themselves and their parish on those Five Practices.

Concerns about youth and their parents

Prior to the 2013 stewardship campaign we also conducted a parish survey, generating 66 responses. It asked members to share their “dream goal” to be achieved through Extravagant

Generosity. The goals coalesced around youth and the desire for at least a part-time youth leader.

Despite the fact that those answering both surveys skewed older and 80 percent of respondents did not have children under 18, concerns predominate about younger families and children and their commitment to a life of faith.

Because of our size, our different age groups fluctuate from year to year. A once vibrant older youth group, led by a committed lay leader, experienced three mission trips (2010-2012) and organized fellowship and serious practices such as the “30-Hour Famine.” He was transferred, the teen-agers dispersed, and now we have a skeletal youth group.

We have tried many “tactics” to encourage Sunday School attendance, for example, but we probably need to ask ourselves an entirely different set of questions. Vacation Bible School will be held for the 6th year this June and has been extremely successful, attracting about 45 children - with older Christ Church youth serving as volunteers.



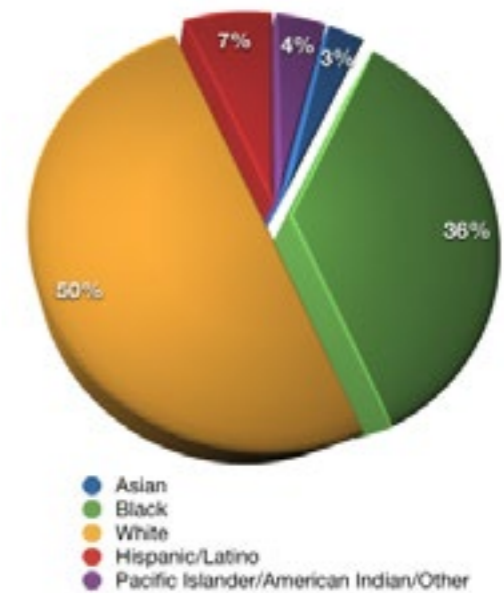
Click on the picture to view one of our videos leading into a Sunday Adult Forum discussion of Radical Hospitality.

KEY DEMOGRAPHICS FOR A 3-MILE RADIUS OF CHRIST CHURCH

The Episcopal Church USA performed a detailed demographic study of our community; here are excerpts. Numbers in red represent an expected decline in this attribute. Numbers in green represent an expected increase. Yellow is no change expected.

Income Trends	2010	2012	2017	2010%	2012%	2017%	Estimated 5 Year Change 2012 - 2017
Households							
Less than \$10,000	1,385	1,397	1,355	7.7%	7.5%	6.5%	-1.0%
\$10,000 to \$14,999	1,008	1,007	1,022	5.6%	5.4%	4.9%	-0.5%
\$15,000 to \$24,999	2,047	2,117	2,160	11.3%	11.3%	10.3%	-1.0%
\$25,000 to \$34,999	1,788	1,950	1,986	9.9%	10.4%	9.5%	-1.0%
\$35,000 to \$49,999	2,939	3,022	3,274	16.3%	16.2%	15.6%	-0.6%
\$50,000 to \$74,999	3,998	4,087	4,422	22.1%	21.9%	21.1%	-0.8%
\$75,000 to \$99,999	2,258	2,350	2,823	12.5%	12.6%	13.5%	0.9%
\$100,000 to \$149,999	1,719	1,785	2,499	9.5%	9.6%	11.9%	2.4%
\$150,000 to \$199,999	563	609	876	3.1%	3.3%	4.2%	0.9%
\$200,000 or more	380	352	563	2.1%	1.9%	2.7%	0.8%
Totals	18,085	18,676	20,980				

RACIAL/ETHNICITY AS A PERCENTAGE OF POPULATION: 2012



Source: Episcopal Church USA demographic study within 3-mile radius of Christ Church. View the entire study.

Adult Religious Practices	Pop	% of Pop	Index	Interpretation
Conservative Evangelical Christian	13,801	36.6%	98	About average for the state.
Important to Attend Religious Services	6,690	17.8%	90	Somewhat below the state ave.
Consider Myself A Spiritual Person	12,855	34.1%	73	Somewhat below the state ave.
My Faith Is Really Important To Me	3,852	10.2%	67	Somewhat below the state ave.
Enjoy Watching Religious TV Programs	3,871	10.3%	61	Somewhat below the state ave.

Our neighborhood by the numbers

About Dover and Delaware

Delaware is a small state on the Eastern Shore peninsula and is enclosed by the Delaware Bay (4 miles), the Atlantic Ocean (40 miles) and the Chesapeake Bay (50 miles). It is about 100 miles long and, at its narrowest, is less than 10 miles wide; an annual bike ride, the Delaware Double Cross, crosses the state twice.

Delaware is a state with a population of about 917,000, only three counties, and a single seat in the U.S. House of Representatives. The Chesapeake and Delaware Canal divides the state not just physically, but culturally as well. The northern third of Delaware, which includes the largest city of Wilmington, is more populous and more similar to the industrialized Northeast. The more agrarian, southern part of the state often is referred to as "Lower, Slower Delaware."

This part of the state is becoming more popular for East Coast retirees due to a less expensive tax structure, and a milder climate, and we are seeing this reflected in our congregation.

Dover is the state capital, with more than 37,000 residents, and the county seat of Kent County. The state capitol building, Legislative Hall, is located about two blocks from Christ Church. Four universities and colleges call Dover home. Clean air and surrounding farm country contribute to pleasant living.

On the east side of town is Dover Air Force Base, which employs about 12,000 military personnel, civilians and contractors. On the north side of town is Dover Downs, the year-round casino and NASCAR venue that attracts more than 100,000 visitors for two races every year. The annual four-day Firefly Festival on the wooded grounds of Dover Downs is a nationally renowned outdoor music concert.

We are about 45 minutes from Wilmington and the Atlantic Ocean, an hour from Philadelphia, less than two hours from Washington, D.C., and Baltimore, and 2 hours and 30 minutes from New York City.

Several things make Dover a great place to live and raise a family: Schools, exceptionally low taxes, lower housing costs, a temperate climate, and no sales tax.

Dover is located about 40 minutes from the beach towns of Lewes, Rehoboth and Bethany - which are low-key alternatives to the high rises of Ocean City, Md.

In terms of outdoor activities, Delaware is a great place for kayaking and biking along flat country roads (although northern Delaware is hillier). The coastline, marshes and interior swamps and woods of Delaware are famous for birding. Hunting and fishing also are popular.

Delaware has a variety of state parks that feature hiking trails, ponds, and abundant programs and activities. The largest park, Cape Henlopen State Park near Lewes, includes a fishing pier, extensive dunes and trails, World War II U-boat lookout towers, and a former Army installation and bunkers.

Demographics for Dover within a 3-mile radius of Christ Church are included on page 7, with links to the complete study performed in 2012 by the national Episcopal Church.

If you are interested in knowing more about Dover and Delaware, see the links listed below:

- <http://www.delaware.gov>
- <http://quickfacts.census.gov/qfd/states/10000.html>
- <http://www.cityofdover.com>



Left, Downtown Dover.

Below, Good Friday prayers on The Green, laid out in 1717 by William Penn; Delaware voted to ratify the Constitution here.

Bottom, Cape Henlopen, where Delaware Bay meets the Atlantic Ocean.



A variety of gifts yields a variety of ministries.

Our great commission is to baptize, teach and create disciples of Christ. As a diverse and growing body of Christ we practice Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk Taking Mission and Service, and Extravagant Generosity.

These Five Practices form the basis for our ministries. The variety of ministries is a blessing, but it can also be challenging because of our size. How ministries are created, organized and sustained here is a vital question for our new Rector.

Radical hospitality ministries

Many talents have been engaged in fellowship and support ministries. Bread is baked for newcomers; altar flowers and communion are delivered each week to the ill and confined.



The Prayer Shawl ministry blesses a new creation.

Our enthusiastic stitchers create knitted shawls and lap blankets for those in difficulty or celebration. With

the church van we provide transportation every Sunday for those in need.

On Sunday you can find our greeters near the front door. They are the first contact with regular attendees and visitors, and their presence says, "We are a welcoming congregation and we're glad you are here."

Our digital evangelism efforts include a well-designed website that keeps members informed and updated on church news and events. We are attentive to preserving our historical building, cemetery and plantings.

Passionate Worship ministries

Our worship is supported by many parishioners involved in adult choir and as chalice bearers, lay leaders and ushers. The Altar Guild cares for the needs of the Eucharist for our two Sunday services, the Wednesday service and funerals, weddings and special events.

Young people participate as acolytes and members of the children's choir. On special occasions our music ministry expands to include instrumental groups and soloists. Child care is provided during both our Sunday services.

We provide regular outreach services for two local nursing homes. One service is led by our archdeacon; the other is conducted by the rector and music director.

We also have Holy Day and Holy Week services, Gospel Masses and special liturgies such as the Blessing of the Animals and the Blessing of the Backpacks.

Intentional Faith Development ministries

The spiritual growth of our children and youth is developed in Church School and Godly Play. Children learn to become more fully aware of the mystery of God's presence in their lives.

Christ Church Youth Group is involved in a variety of activities and outreach projects for teens. Past projects

include trips to Mexico and New Orleans to assist in rebuilding projects. Special Christian education, music and fun activities are offered each summer at Vacation Bible School.

Cafe con Dios (coffee with God), sandwiched between the two Sunday services, offers adult Christian education in various formats. The Men's Morning Fellowship group meets at 6:45 a.m. on Tuesdays for Bible study, fellowship and discussion sparked by Scripture readings. The Women's Bible Study meets every Wednesday at 10:30 a.m.

Christ Church offers Lenten and Advent series studies, brown bag lunch series and inquirer's classes. We periodically offer a Soul Friends book study that generally attracts 10-12 parishioners for a light supper and discussion.

Risk-Taking Mission and Service

Risk-Taking Mission and Service is an umbrella group of all outreach ministries. It meets periodically to consider new and monitor existing ministries. Our outreach ministries touch many areas in our community. Christ Church was instrumental in the founding of the men's homeless shelter, Dover Interfaith Mission for Housing, where we serve meals twice a year and support their general needs.



Planting romaine in the Heavenly Harvest community garden.

Continued on page 11



This map, developed during a Risk-Taking Mission and Service study in 2012, shows ministry opportunities within a one-mile radius of Christ Church.

Continued from page 9

The Heavenly Harvest community garden is in its second year, growing a variety of vegetables to share with the Dover Interfaith Mission and Serenity Place. Our participation in the Habitat for Humanity Apostles Build has led us to participating in the construction of homes for those in need.

The Way Forward ministry supports ex-prisoners who are mentored by a former prisoner and parishioner.

Extravagant Generosity ministries

When active, a Stewardship Committee provides members with the opportunity to reflect God's generous nature by contributing financially as well as sharing time and talents.

The Finance and Budget Committee organizes our finances to realize the goals of the congregation. We support Episcopal Relief and Development.

During the Christmas season we bake, pack and deliver cookies to the Vaughn Correctional Center and the Dover Air Force Base. Also at Christmas we hold a Baby Shower for Jesus by collecting items for babies and toddlers. These are donated to several shelters in the area.

In August, in combination with other churches, we gather school supplies to be donated to needy children in our community. Also this year we provided more than 800 units of food items for the local food bank.

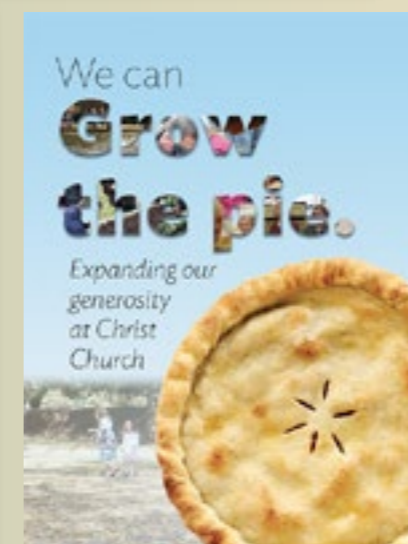
Our buildings and grounds are shared with the community, including the Delaware Music School, several 12 Step groups, the First State Heritage Park and special events such as Old Dover Days.



Left, Christ Church parishioners on their Habitat build day in 2013.

Bottom right, click on the artwork to view our 2013 pledge brochure based on the Five Practices.

Bottom left, a giant puzzle took shape as parishioners returned their pledge cards and puzzle pieces.



Click on art to view brochure

“Christ Church has so much to offer Dover and all of central Delaware. The inclusiveness of the worshipping community and the richness of the Episcopal liturgy are strengths. I believe we can build on these strengths and reach out to others in the community who do not know Christ’s love. You do not have to do it alone. While we need your leadership, remember that God has given gifts to the others who are here. We can work together to do amazing things. Do not be afraid of leading us to the new, even if some of us grumble from time to time. While I generally think that focusing on weaknesses is not wise, I do think we need to attend to finances (and stewardship generally). Again, this doesn’t mean that YOU have to be a administrative wizard or a stewardship guru, but we will need you to have us focus on what needs to happen.”

- SURVEY PARTICIPANT

A snapshot of our finances

The highlights of Christ Church's finances indicate a mostly solid position, with a few areas already earmarked for attention and improvement:

- The parish is currently debt-free;
- From 2011 to 2012 we experienced a positive net change in net assets;
- The revenue for 2013 was \$417,917 (including transfers from investments) and expenses totaled \$396,185;
- Over the past five years, pledges have averaged \$224,125 per year;
- Stewardship campaigns over the past several years have been creatively developed in house, supported with professional graphics, events and video;
- Our endowments total approximately \$750,000 and are professionally managed at the Diocesan level;
- A recent, thorough audit of 2012 by a CPA firm did not yield any material concerns but provided a few recommendations that are being addressed by the vestry and finance committee;
- The treasurer, vestry and finance committee are improving the transparency and quality of financial information;

- The finance committee is developing more thorough endowment fund policies and is reviewing Christ Church's financial policies;
- Within the last few years, a two-phase capital campaign to completely refurbish our 1946 Moller organ and pipe chamber was completed ahead of schedule; and
- The vestry sold the rectory in 2010 and created a fund for rector housing expenses.

Investing in ministry

A significant unrestricted bequest came to us in late 2006. A committee spent several months discerning how to deploy the funds. The group communicated regularly with the parish and determined to use a portion of the funds to:

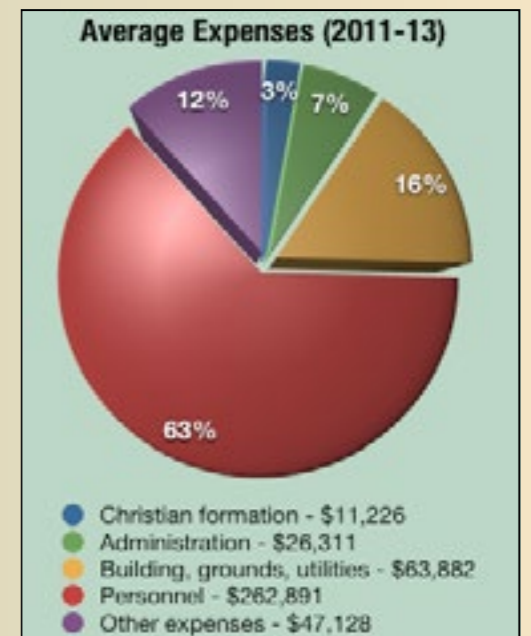
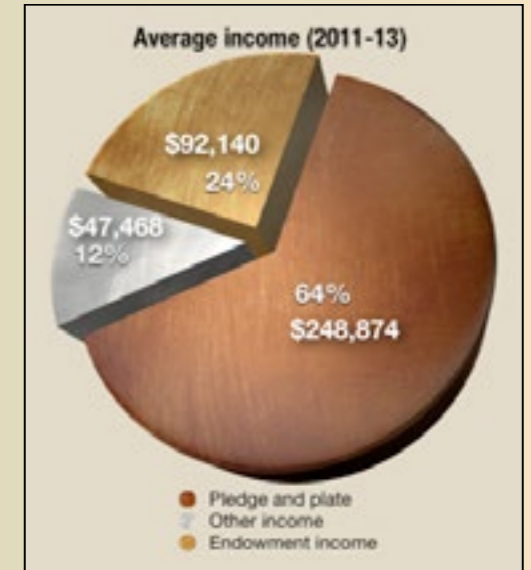
- Pay off a diocesan loan;
- Replace the leaking church roof with historically accurate materials;
- Purchase a minivan and create a long-requested transportation ministry;
- Start a Friends of Historic Christ Church organization and fund, administered by the Delaware Community Foundation, to help establish a fund for future repairs and improvements to the historic church and

churchyard;

- Hire a lay ministry associate to facilitate ministries and parish communications; and
- Invest small annual amounts in evangelism, education, parish life and outreach.

The rest was invested with the Diocese of Delaware's Master Fund A. Concerns by various parish members exist with the bequest deployment and center around the fact that this unrestricted bequest is used to fund current expenses and is used annually to close a systemic budget shortfall — including the compensation of our lay ministry associate— even though that was the planned and communicated intention.

Our new treasurer and finance committee are aware of these concerns and the need to plan and make creative and possibly tough decisions for the future sustainability of our parish - without sacrificing our various ministries in the community. They are also aware, as is the vestry, of the need to be more transparent and communicative about parish finances.

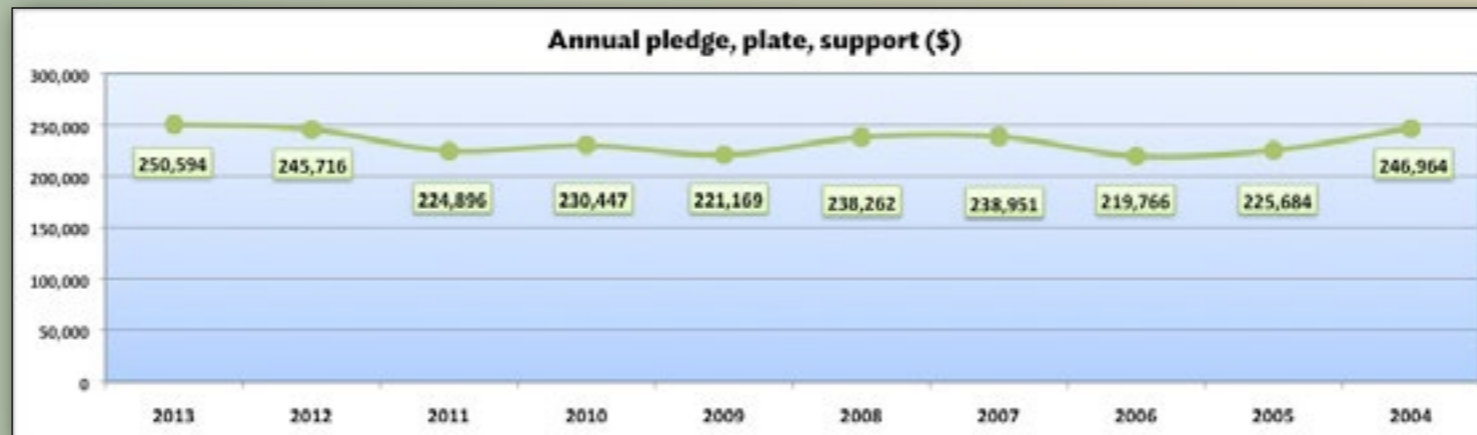


Total annual average income: \$388,482
Total annual average expenses: \$411,438

You can view the 2014 budget and actual revenues and expenses for 2012-2013 by clicking the button or [here](#).

PLEDGE, PLATE AND OTHER FINANCIAL SUPPORT FOR 2013-2004

Source: Christ Church Parochial Reports



Keeping up with our historic buildings and churchyard

Christ Church was placed on the Register of Historic Places on December 4, 1972 and is included within the Dover Green National Historic District. (For more detail on our history, please see page 14.)

Maintaining the historic buildings and grounds is both a blessing and a challenge. In 2007, the vestry created and seeded the Friends of Historic Christ Church with the Delaware Community Foundation to build a fund for repairs and improvements to the sanctuary and churchyard.

A five-foot capped brick wall surrounding the church and cemetery was built between 1916 and 1918 and gives some in the community the impression that we are not a vital, active congregation — which we are.

Other 20th and 21st century improvements include the Moller pipe organ, which was installed in 1946. It has undergone two major renovations – the first in 1983 and the latest in 2012 with an effective capital campaign (see video, top right). In 2007, a Yamaha electronic piano was added for versatility.

Also in the 1940s, church seating was expanded to approximately 238 with 22 choir seats.

The building was air conditioned in the mid-1980s, and a new roof was installed in 2008. Summer church attendance soared with the addition of air conditioning.

Our Parish House, which stands apart but in close proximity to the church, was built in 1947. A major renovation and expansion in 2002, with the addition of an elevator, has made it much more accessible to the handicapped and the elderly. The first floor



Parishioners volunteer to take care of the grounds and cleanup.

contains the parish offices, the Common Room where the vestry meets, church school rooms and two handicapped-accessible restrooms.

The second floor contains the Parish hall, kitchen, choir room and two rest rooms. There are two acoustic pianos on this floor. The Parish House is the site of fellowship gatherings after the 8 and 10 o'clock services and many other church activities such as Café Con Dios, Vacation Bible School, Men's Bible Study, Women's Bible Study, Youth Group meetings, book studies.

There are meeting rooms in the basement. The Parish House serves the community in many ways: the First State Youth Orchestra; Seasons Hospice Bereavement meetings; the board of the Dover Interfaith Mission for Housing; and AA, NA and Al-Anon meetings. The Delaware Music School rents space for piano, violin and voice lessons.

Our cemetery is the final resting place of many notable historic figures, a few of whose descendants are still members of the church. There is a monument to Caesar Rodney, although he is not buried here.

The lawn in front of the church has a stone labyrinth, and walking this path can aid in contemplation, meditation and prayer. The churchyard also includes many rare specimen trees.

Our community garden on church grounds proved to be very successful in 2013 and is partnering with the Dover Interfaith Mission for Housing this year.

A deteriorating residential property adjacent to the churchyard became available in 2012 and was purchased by the church in 2013. The dwelling was demolished and landscaping completed. This project completes our property frontage along South State Street and is a significant aesthetic improvement for downtown Dover.

The parish recently marketed and sold a state historic tax credit based on the 2008 roof replacement. The proceeds will be reinvested in continued improvement to the building and grounds.



Click on photo to view video



Top, Click on the photo to view a video on our recent organ and pipe chamber renovation. Middle, the Parish House. Above, all ages enjoy the labyrinth in our churchyard.

We value our history, but try not to act our age.

In August 1703, 22 Kent County residents signed a petition to the Society for the Propagation of the Gospel in Foreign Parts, London, England, requesting the ministry of a priest. In the following year, the Reverend Thomas Crawford arrived, the first of nine S.P.G. missionaries.

When Dover was formally laid out by William Penn in 1717, two religious squares were designated. Meeting House square was reserved for the “Dissenters” (Presbyterians) and Church Square was reserved for the Church of England. The original Church square was southwest of the present square, and was relocated to its present site in 1734. The central portion of the present Christ Church building was begun the same year.

The original 1734 structure had a simple, rectangular, “meeting house” design. Outside the west wall, a room was added in the 1740s (now the vestibule of the church), which provided an office for the vestry.

When Charles Inglis arrived in 1759, he found an unfinished church lacking windows and doors. Inglis soon corrected the situation. Under his leadership, the parish grew rapidly. Many were baptized and outreach ministry was extended among all segments of the population, free and slave.

In 1764, Samuel Magaw took charge of the parish. Among his notable parishioners was Caesar Rodney, a signer of the Declaration of Independence, and served on the vestry. During this period the parish received several major gifts which still survive including a handsome lectern Bible and a silver chalice and paten which are still used occasionally in parish services.

The post-Revolutionary period was a time of trouble for the Episcopal Church throughout the newly

independent country. The withdrawal of S.P.G. support and the withdrawal of most clergy left the state’s parishes with few means and little spiritual leadership.

These factors led to the most depressed period in the history of our church, characterized by general inactivity and very short clergy tenure. The church building and churchyard were neglected. When the first Bishop of Delaware was invited to Christ Church in the 1840s, he wrote that he had heard that the church had become a refuge for snakes and other animals.

Parish begins to revive

However, as the nation moved toward civil war, Christ Church began to revive. An early 19th century fire had destroyed many valuable parish records. Under Bishop Lee’s inspiration, the parish began to regain its former position in Dover and the Diocese.

In 1860, a major renovation of the building was undertaken. Ann Ridgely duPont, who had grown up in the parish, provided generous support that was continued by her daughter, Amelia Elizabeth duPont. The post-Civil War period was one of expansion in the church. Interesting neo-Gothic windows replaced the earlier clear glass: a shallow neo-Gothic chancel was added to the east end, and a bell tower was built over the vestry.

In the early 20th century, Christ Church was expanded further with a new, larger sanctuary plus choir. The vestry became the church vestibule. After World War II, architect William H. Thompson, son of a former rector, supervised the building of the present Parish House and a major remodeling of the church.

Important gifts in memory of the Richardson, Ridgely, and Wolcott families helped provide the current interior furnishings, the fine organ, and expanded seating.



The church has had many different configurations. Right, the monument to Caesar Rodney, the Revolutionary War hero who signed the Declaration of Independence.



**SURVEY RESPONDENTS' MESSAGES TO
OUR NEXT RECTOR**

“We welcome you with all our hearts - and hope that your sojourn among us will be as wonderful to you as we know it will be to us. We are a difficult people, but we are also a family; we want you to feel very much part of that family, as well as its leader.”

“I love Christ church and its diversity. I would like to see Christ Church continue to grow together. I look forward to leaving the service and taking home a meaningful message from that day’s sermon. I also hope that the youth group develops for my own children to enjoy.”

“Realize that she/he does not need to do it alone. The rector has an important role, but there are many people who are part of Christ Church who can work together to make a difference. I believe that the five practices are critical for Christ Church to be a vital, faithful church.”

“I hope that you will provide us with enough guidance so that the parish grows, that spiritual instruction is strong for all ages, and that we continue to do good works, but knows when to let us (individually or as a group) fly on our own and trusts our judgment in handling tasks and issues.”

“Welcome! I hope you are able to thoroughly enjoy your time as our rector. Please be able to work with other Episcopal clergy and other religious leaders in the community. They have much to offer. We have a great deal to offer the community but we have yet to develop and expand the ministries which will help those in need in Dover.”

The Christ Church Rector Search Team



The Search Team is commissioned by the Interim Rector, the Rev. John Pumphrey in February 2014.

- | | |
|--|-----------------|
| Tina Schaeffer and
Richard Waters, <i>co-chairs</i> | Don Painter |
| Rodney Griffith | Jim Phillips |
| Bob King | Jean Smith |
| Celeste Landon | Maxine Stopfer |
| Kevin McCarthy | Nancy Quinn |
| Ruth Morris McClements | Lee Ann Walling |

The Christ Church Vestry

- | | |
|--|-----------------|
| Mary Randall, <i>Senior Warden</i> | Jerry Emerson |
| Chris Collins, <i>Junior Warden</i> | Jaki Gorum |
| Karen Speakman, <i>Treasurer</i> | Peter Schaeffer |
| Judy Kirch, <i>Clerk of the Vestry</i> | Lee Ann Walling |
| Michael Boyd | Bob Wall |
| Phyllis Bruce | Bob Reese |

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Clergy and Staff

- The Rev. John B. Pumphrey, *Interim Rector*
Patricia Malcolm, *Archdeacon of the Diocese*
Jon Rania, *Lay Ministry Associate and Music Director*
Mariann Marston, *Parish Office Manager*