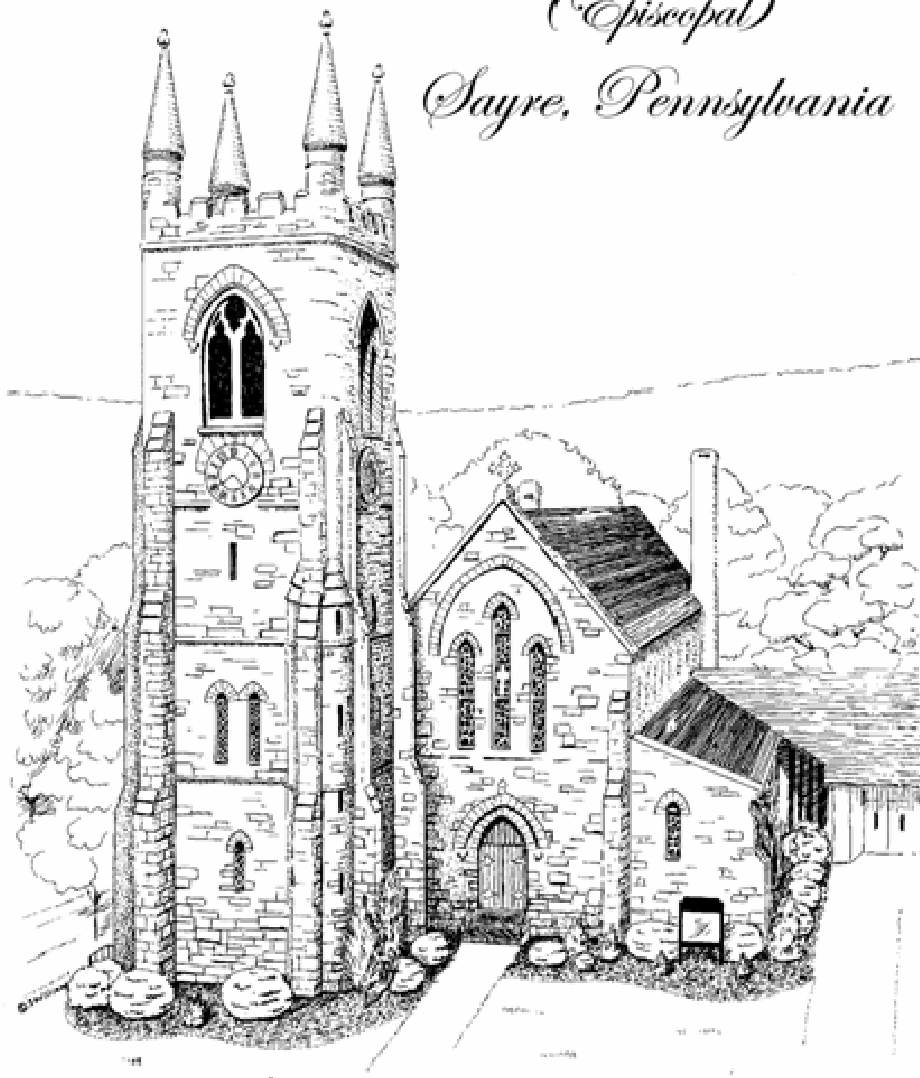


*The Church of the Redeemer*  
*(Episcopal)*  
*Sayre, Pennsylvania*



1888

2007

# Church of the Redeemer

Parish Profile

June 2007

## Our Mission Statement

The Church of the Redeemer sees its primary mission to be one of spiritual and intellectual growth, both as individuals and as a congregation:

- To show in daily life the love of God
- To share the Gospel message
- To become less self-oriented
- To involve the whole family in the Church
- To extend our talents to serve within the community and the larger Church
- To give spiritual and economic support to the missions of the Church at home and abroad.

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## Our History

### The Valley

In the hills and valleys of northeastern Pennsylvania, near the confluence of the Chemung and Susquehanna rivers lie four small contiguous communities: Waverly, New York, South Waverly, Sayre, and Athens, Pennsylvania, with a combined population of approximately 20,000. The most southern, and oldest of the four, Athens, was established soon after Col. Timothy Pickering created a treaty with the six Indian Nations in 1790. Four miles to the north, Waverly, New York, became settled soon thereafter. Commerce through the area was by the North Branch of the Chemung Canal until 1869, when the Lehigh Valley Railroad was completed. Development then accelerated. In 1870, Robert H. Sayre, chief engineer in charge of construction for the railroad, purchased a large tract of land north of Athens to create the Lehigh Valley Shops and the Village of Sayre. In 1879, Asa Packer, President of the Railroad, died and was succeeded by his son Robert. Two years earlier, Robert Packer had moved to Sayre from Towanda and built himself a large Victorian mansion within sight of the shops. The town grew rapidly and was purely a railroad community, with 1500 employees by 1885.

### Early Beginnings

In the evolution of Sayre, the Lehigh Valley railroad, the Robert Packer Hospital, and the Church of the Redeemer seem historically related and must be considered together. Robert Packer, himself an Episcopalian, brought with him to Sayre a young associate named J. W. Bishop. Together they established the first organizational meeting of the new Church of the Redeemer on May 10, 1877, in a vacant store room at the corner of Packer Avenue and Desmond Street, with services organized by The Reverend J. A. Brown of Waverly, NY.

On May 23, of that year the parish had its first Episcopal visit from the Rt. Reverend M. A. DeWolfe Howe, Bishop of the Central Pennsylvania Diocese. At that visit Reverend Brown presented three candidates to Bishop M. A. DeWolfe Howe for confirmation. The first rector was the Reverend George F. Rosenmuller of Montoursville, Pennsylvania, who arrived here in August to serve both Trinity Church in Athens and Redeemer. Trinity Church had been started in 1843.

In 1878, a chapel was erected on the lot where the present Borough Hall stands. This building was in continuous use until the present church was consecrated in 1889.

Mr. Robert A. Packer was first Senior Warden of the newly organized vestry. Of the original vestry, J. W. Bishop served continuously until his death on May 23, 1911.

During the rectorship of the Reverend B. Morrow, Mr. Robert Asa Packer had plans drawn for a stone church. It was his intention to present a church and rectory to the parish, together with a handsome endowment. His early and sudden death in 1883 prevented the consummation of his generous plans.

The 70 acre railroad shops were expanding, and the medical care of the men and their families was primitive. Reverend Morrow, Mr. Bishop, a physician, and several railroaders approached

Mrs. Charles H. Cummings (Mary Packer), the sister of the late Robert A. Packer, to see if she would donate the empty Packer mansion to the town to be used as a hospital. The request was granted and chartered March 17, 1885.

In October 1887, The Reverend Leighton Coleman, D.D., who had just returned from a lengthy sojourn in England, was called to the parish. Mrs. Cummings (Mary Packer) had determined to assume her brother's place as benefactor to the church. She gave Dr. Coleman directions to erect a stone church for which she gave \$33,000.00. She also promised to give a generous amount each year towards the rector's salary. The cornerstone of the new church was laid by Bishop Howe, assisted by Bishop Rulison in June 1888, at the corner of Park Place and South Wilbur Avenue. The site selected was across the street from the Robert Packer Hospital, seeming to emphasize the close relationship of the two institutions, the hospital being founded in 1885.

### The Church Building

Bids for the construction of the new church were opened on April 20, 1888, and the contract was awarded to the Elmira concern of J. Allington & Sons for \$29,200.00. The architect chosen was a Mr. Charles M. Burns of Philadelphia. The elaborate structure of Gothic architecture was completed and consecrated September 24, 1889. Before its completion Dr. Coleman resigned to become Bishop of Delaware.

The church is constructed of Barclay stone quarried and transported from Barclay Mountain 25 miles south of Sayre. The overall effect is a combination of several English cathedrals. The furniture is all of the finest quartered oak in harmony with the interior of brick and iron. The harmony of color within is especially pleasing, at once suggestive of reverent worship.

The magnificent altar was carved in Italy of Carrara marble. It took six artists from Italy exactly two months to complete this most beautiful altar at the Church of the Redeemer. The marble was shipped from Italy just prior to World War I. The mosaic reredos is made of one inch square solid gold leaf. The altars, reredos, and tile floor were the gifts of the people of the parish in memory of Mary Packer Cummings.

To the right of the chancel is the Chapel of the Holy Innocents with its own scaled down version of the main altar. At one time a ramp on the outside provided access for convalescing patients from the Robert Packer Hospital.

The Crucifix which stands at the entrance to the Chapel of the Holy Innocents was donated by the late Hanns P. Kniepkamp, LL.D. of Trumansburg New York. Dr. Kniepkamp became acquainted with the church on his several visits to Sayre. He was so impressed by the beauty of the church that he asked for the privilege of making a gift of the Crucifix. The hand carved Crucifix is the work of Fidelis Bentele of an old family of Italian artists and sculptors. The Crucifix which was presented to the church is the only example of Mr. Bentele's work in the country. Mr Kniepkamp was a New York attorney and a friend of Dr. Joseph P. Cady.

The second chapel of the Church, All Saints Chapel, is located in the undercroft and was refurbished by members of the parish. After a thorough renovation, three new stained glass

windows were donated as memorials. All three were commissioned from the Lamb Studio of Philmont New York. They depict likenesses of Peter, James, and John, and were given in memory of Herman Nobles, Joan Daniels, and the Reverend Canon Glen B. Walter, a former rector. The Sunday School use All Saints Chapel for their services on Sunday mornings. A Columbarium has also been installed in the Chapel.

One of the outstanding features of the church is the rood beam with letters engraved on the beam, "THE LORD IS IN HIS HOLY TEMPLE, LET ALL THE EARTH KEEP SILENCE BEFORE HIM." Improvements to the beam included a repainting of the gold lettering and the installation of a grouping at the cross in the center of the beam. This grouping consists of three miniature statues, carved in wood, of Jesus, Mary, and John. The Lamb Studio was commissioned to do the work and it was sculpted in Italy. The statues portray Jesus upon the cross when he said, "Woman, behold thy son! Behold thy Mother." This gift to the church was made by Samuel and Katherine Kresge and Gladys and Henry Price. It was dedicated on Sunday, March 16, 1986.

### Windows

The stained glass windows, all of which are memorials, were executed, for the most part, by Black, Starr, and Gorham Studios of New York City, and are considered to be irreplaceable works of art. The lovely stained glass windows above the main altar are memorials to the Bishop and Guthrie families. Other notable windows are the Te Deum windows located at the west end of the church as well as the Resurrection window showing the risen Lord on the first Easter. This is one of a series of windows set in the north wall of the nave relating to the events of Holy Week – from Christ's washing the feet of the Disciples to his Ascension into Heaven.

Stations of the Cross are located beside the windows depicting certain events in the life of Christ. A service utilizing the Stations is usually conducted on Good Friday Evening. These Stations of the Cross were dedicated March 29, 1987, in memory of Maybelle C. Besley by her family.

A diagram and key to the windows is available from the church office.

### Bell Tower, Clock And Carillon

The Bell Tower was an integral part of the church building; however, the clock and first bell were not. The original clock and bell were donated by Mr. and Mrs. Charles O. Skeer of Mauch Chunk, as a memorial to their daughter, Fanny Packer. In the early days when the clock was operated by gas, the town council assumed part of the expense of running the clock and from that it received the name of "Town Clock." The original church bell was loaned to the Sayre School Board for use in the East Side School and was used by them until the razing of the building. The bell weighed two tons and was cast in Baltimore, Maryland.

An addition to the Bell Tower was a fourteen-bell carillon given by Samuel J. Kresge in honor of his wife Katherine Price Kresge, to recognize her forty years of service as Choirmistress and Organist of the Church of the Redeemer. This dedication took place on Sunday March 31, 1974.

The fourteen-bell carillon was designed and executed by the I. T. Verdin Bell Company of Cincinnati Ohio, and was cast in the Verdin Bell Foundry in Holland. The total weight of the bells is 5,144 pounds. The carillon can be played manually from a separate keyboard near the organ.

#### The Organ

Much time and effort was expended by the reverend Frank T. Cady in securing an organ for the church. He secured promises of help from Andrew Carnegie and from Mrs. R. A. Packer. Mrs. Cummings donated \$500.00. The record is obscure, but it is certain that the organ was installed and in use by the summer of 1906.

After having been rebuilt several times, the Vestry voted in 1987 to replace the instrument with a Schantz pipe organ. The new organ has two manuals with nineteen ranks of pipes, twenty seven stops and a total of 1,173 pipes. Seed money for this instrument came from the estate of George (Jim) French in memory of his wife Muriel. It was installed in the Fall of 1988 and dedicated in the Winter of 1989 in memory of Katherine Price Kresge.

#### Flags And Lights

The Flags of the Colonies, displayed in the nave and side entrance of the church are in memory of the departed members of the choirs, and in honor of the present members of the choir of the Church of the Redeemer.

The center and side nave lights were dedicated at the same time as the flags and carillon, Sunday March 31, 1974. All were donated by Samuel J. and Katherine Price Kresge.

#### The Undercroft

A unique feature of the church architecture is the undercroft, which as previously stated, has a crypt chapel. The reverend William N. Weir, rector of the church from 1912 to 1927, is buried in the crypt chapel. In the early history of the Robert Packer Hospital, the undercroft was used as the hospital morgue.

#### Summation Of Church Building

The present church building so impressed the Rt. Reverend Ethelbert Talbot, a late Bishop of the Diocese, with its beauty that whenever he made reference to it, he called it "My Cathedral of the North." During the tenure Father Albert F. Greene, he took a little poetic license and called it "The Cathedral in the Valley." For many years this was posted on the bulletin board on the front lawn of the church.

### The Parish House

On April 3, 1908 the Vestry accepted Mrs. Cumming's offer to build a modern parish house for the church. Mrs. Cummings proposed to exchange the Rectory property on Park Place, just east of the church, for a plot of ground between the Robert Packer Hospital and Hayden Street. This site was suitable for a rectory and a vacant lot on the corner would be ideal for a Parish House. She also agreed to pay all parish indebtedness which amounted to \$4,200.00.

The Parish House was completed in 1909, and the extra expenses in connection with its use were covered by an Endowment Fund of \$90,000.00 provided by Mrs. Cummings. This building was erected as a memorial to the Rt. Reverend Leighton Coleman, Bishop of Delaware, and a former rector of the local church.

The three story stone structure was spacious in design. In the second floor auditorium the seating capacity on the main floor was approximately 300 persons, while another 100 persons could be seated in the balcony.

The main floor contained the rector's study, a library, a chapel, three guild rooms, and a kindergarten room. The basement contained the Boy Scout hall, a dining room, and kitchen facilities that could serve 300 persons. An overhead runway connected the second floor of the Parish House with the Rectory.

The Parish House had wide and continuous usage by all the people of the community. There are many today who remember with fondness the cooking classes, woodworking classes, dance classes, the gymnasium, the library and the many activities that took place there. The gymnasium could be converted from the auditorium.

The building was razed in 1981, after it was sold to the Robert Packer Hospital as the site of their new Behavioral Science Center.

The corner stone of the new Parish House was laid in the spring of 1982. The dedication and open house took place on November 14, 1982. The architects were Pyros and Sanderson of Wilkes-Barre, and the builder was Parvin Construction of Elmira, New York.

The original cross from the roof of the old Parish House graces the front entrance to the new Parish House. A picture of Bishop Coleman hangs just inside the front door.

A tour of this building will show at once how convenient it is to have all of the necessary facilities under one roof

With consolidation of the Church and Parish House, the Vestry can concentrate on the spiritual life of the parish. Up until the 1980's, these various properties took much time and money to administrate.

The parish can be proud that Church of the Redeemer played such an important part in Sayre's history for over 125 years.

### The Guthrie Healthcare System

Although the Robert Packer Hospital was defined as a “community general” hospital, its community consisted almost entirely of railroad workers and its early growth was slow. Roads in this rural area were unpaved or nonexistent and the hospital remained a strictly local one for some years. The turning point came in 1910 when Dr. Donald Guthrie came from the Mayo Clinic to become its chief surgeon. He immediately set out to establish a group practice of medicine fashioned in the manner of that he had left in Rochester, Minnesota. Today the Guthrie Clinic is a multi-specialty group practice and regional referral center comprised of 229 physicians and specialists and 90 mid-level providers representing over 40 specialties and comprises the staff of the 238 bed tertiary care Robert Packer Hospital, two satellite hospitals, and five long term care facilities. The Guthrie system also has over 300 licensed long term care beds in its affiliated long term care division.

The medical center is emphasized in this profile because of its profound importance in the community. It is by far the largest industry in the Valley.

## State of the Church

### The Church And Parish House

The Church of the Redeemer - Coleman Memorial Parish House complex is located in a residential section just two blocks west of “downtown” Sayre, Pennsylvania. Directly west across Wilbur Avenue is the Guthrie Medical Center and to the North is a small community park.

The church, which has already been described, underwent extensive repair and improvement in the early eighties. Interior work included replastering and refurbishing the church, installing of ceiling fans and upgrading of the heating system. Exterior improvements included new sidewalks, repointing of the church exterior and a new roof. Some remodeling of the undercroft was done in conjunction with the building of the new parish house and a columbarium was created. A new Schantz Organ was installed in November 1988.

Since that time on going and preventative maintenance has been maintained.

The church seats around 350 in the nave and about 20 in the chapel. The undercroft provides ample space for a youth room, nursery, choir, vesting and storage areas.

The (new) Coleman Memorial Parish House, completed in 1982, connects with the church via a South transept. This modern, heat efficient building is of masonry and steel construction. The West(front) and South walls are faced with stone to match the church. The entrance foyer effectively incorporates the south wall of the church and is covered by a large skylight. The ground level houses office space, small conference room and a beautifully appointed parlor. The room serves for informal meetings and small receptions. The lower level consists of an ample, well equipped kitchen, pantry and great hall, with a seating capacity of 150. This area can be subdivided into six classrooms by recessed folding partitions. There is direct access from this level with the church undercroft.

Staffing

The part-time church staff consists of a deacon, secretary, sexton, and organist/choir director.

Weekly Services

Five weekly services are offered at the Church of the Redeemer. They are as follows:

5:15 pm	Saturday	Holy Communion, Rite II
8:00 am	Sunday	Holy Communion, Rite I
10:30 am	Sunday	Choral Holy Communion Rite I or II
7:00 am	Wednesday	Holy Communion Rite I or II
12:05 pm	Wednesday	Holy Communion Rite I or II

Fellowship

From September to May a continental breakfast is provided between the Sunday services. A coffee hour follows the 10:30 am service. These social gatherings are provided by volunteers of the parish.

Communications

The Redeemer Review, a newsletter, is printed monthly. The newsletter contains a message from the rector, an update on current happenings and notices of coming events.

A Weekly bulletin is distributed at the Saturday and Sunday services and contains the order of service, service participants, flower memorials, and a calendar of parish activities.

Sunday School

The Sunday School meets at 9:30 am each week, September through May. Instruction is provided for preschoolers through Junior High. Nursery care is also provided.

There are 25 children registered for the current Sunday School term, with a weekly attendance averaging 20. At the present time there are five teachers and one assistant.

The Sunday School enjoys many extra-curricular activities during the year such as a Halloween party, Christmas program, and church picnic at Knoebles Park. The Sunday School participates in a one week ecumenical Vacation Bible School.

In 2004 the Sunday School teachers initiated monthly lasagna dinners to defray the cost of Sunday School programs and extra-curricular activities. These dinners are served monthly from October through April.

The table below shows enrollment figures and numbers of teachers for the past three years.

	2006	2005	2004
Number of Teachers	5 + 1 assistant	5 + 1 assistant	5 + 1 assistant
Number of Students	25	20	25

### Our Parish Family

Our parish is comprised of many warm, friendly people who have a genuine concern for each other. There is a spirit of Christian Fellowship and involvement within the church. Many of our members are also active in the community. Our parish family is drawn from a wide geographical area and represents various religious origins. Our members encompass all age groups, diverse educational backgrounds and a wide variety of occupations.

Many of our parishioners are older and have been involved with the church for many years. They actively support and participate in our parish life. We have a core of dedicated workers and good leaders who exhibit a real interest in the church and actively participate in our worship services and parish activities.

Overall, we have a congregation which has a positive outlook toward the future and has expressed a desire to see the church grow.

## Parish Organizations

### Church Warden and Vestry

The Vestry is made up of eleven (11) members, which include the Senior Warden, Junior Warden, Clerk and Treasurer. Three Vestry members, the Clerk and Treasurer are elected at the annual meeting. The term of office is three years for Vestry persons and one year for Clerk and Treasurer. Members, excluding the Clerk and Treasurer, are eligible to serve a total of six years at which time they must be off Vestry for one year. The Senior Warden is normally appointed by the Rector from among the Vestry members and the Junior Warden is elected yearly by the Vestry. The Vestry meets the third Tuesday of the month.

### Altar Guild

This dedicated, hardworking group has a membership of eighteen (18). These women are responsible for the preparation of the Altar and Sanctuary for all services and preparation and care of all the linens. They also prepare the church and assist the bride, groom and wedding party during their wedding day. They meet on an as-needed basis.

### Worship Assistants

The Redeemer has various assistants who help with a variety of duties. The Lector comes forward to either read the scriptures or lead us in the Prayers of the People. The Eucharist Ministers are licensed by the Bishop to assist the priest during worship by offering the chalice at

communion services. The Eucharistic Visitor is licensed by the Bishop to bring the sacrament after each weekly Eucharist to the sick and shut-in.

At this time there are 9 Lectors, 5 Eucharistic Ministers and 2 Eucharistic Visitors.

#### Outreach Committee

The Outreach Committee mirrors the mandate of Episcopal Relief and Development as stated in Matthew 25:37-40.

Three (3) members serve on this committee. The committee addresses local, national and global needs. Committee members seek out projects in these areas, reporting back to the vestry and, through the parish newsletter and church bulletins, to all congregants for their personal attention. The committee's major initiative of the year is the mid-summer parish dinner which is held with a guest speaker representing a local outreach effort. The proceeds of the dinner are provided to that organization to aid in their efforts. Last year the committee sponsored *Chow for Children* and this year's parish dinner will support *The Sayre House of Hope*.

#### Acolytes

Boys and girls between the ages of seven and eighteen participate in the 10:30 a.m. worship service and special services on a regular basis. They serve to enhance the worship service by proceeding with the cross and torches and by serving at the altar.

#### Ushers and Greeters

This group of parish members has responsibility for greeting worshipers, distributing the bulletins, presenting the Sacrament to the altar, collecting the offering and in general assisting the congregation.

#### Choir

Music is provided at the 10:30 a.m. and special services by the adult choir. This group rehearses on Wednesday evenings.

#### Youth Group

This group of young church people has a membership of ten (10) to fifteen (15). They enjoy various social activities and provide their talents and services to the church in a variety of ways, such as the pancake supper for Shrove Tuesday, and the celebration of a special service during Lent. This group has also been a help to Vacation Bible School, and has a reputation for creating an original haunted house for the Sunday School Halloween party. They have served as co-hosts for the community supper and have participated in other outreach missions. The group as a whole is very active in attending and staffing the diocesan youth events, Christophany, Happening, and Bishop's Day. They are an energetic group who are eager to assist the church in any way they can.

### St. Mary's Guild

Membership to St. Mary's Guild is open to all women of the parish and currently has 30 members actively participating in the group's functions. They meet on the first Tuesday of the month and hold periodic work bees to prepare items for their annual bazaar. This energetic group serves the church well. In addition to the annual bazaar, they hold a mother-daughter banquet and numerous other fund raisers during the year. Funds raised have been contributed to the church to help pay heating bills, provide new banquet tables and chairs for the parish hall and table service, refinishing doors and other projects needed by the parish.

### Helping Hands

This group provides services to parish members in need. They visit shut-ins and distribute fruit and cookie baskets at Christmas time.

### Evangelism and Renewal Committee

This committee consists of seven (7) members. The committee has been preparing food and serving between 80 and 120 free meals to the poor and those in need of fellowship since 1986. The meal is always on the last Thursday of every month with the exception of November and December. Since free holiday meals are prevalent in the Valley during November and December, we do not host a meal those two months.

The E & R Committee is self-sufficient and relies entirely on assistance from donations and sponsors (other groups and churches). The monthly sponsor donates \$75.00, provides dessert, serves the meal and helps with the clean-up.

### Memorial Committee

This committee consists of four (4) parish members plus the rector. When a memorial donation is received and the family or contributors do not designate a specific item or area of use, the memorial committee tries to use the funds to secure permanent memorials that serve a practical use and purpose in the worship of the church. A "Memorial Donation Book" from 1885 to the present time is maintained listing donations and purchases.

### Prayer Circle

This prayer chain is a group of parishioners, which includes the Rector, who meet once a month and offers private prayers for those people who do not wish to be on the more public prayer list..

Worship Committee

The members of this group assist the Rector in planning for the worship services. The committee suggests ways to enhance the congregation's understanding and enjoyment of the worship experience, to help in planning and executing related events to encourage involvement in the celebration of our parish life and to increase awareness of the special services and seasons of the church year. This committee has been involved with the Children's Sabbath, special Pentecost celebration, St. Francis celebration, and the Angel Tree project at Christmas time.

Bereavement Committee

The purpose of the committee is to provide reception services to families after a funeral or memorial service. These women volunteer their time, food and assistance in making this important ministry possible.

## Stewardship

The following table is a record of parish pledges made, and the actual receipts from parishioners who pledge for the period 2004 through 2007.

	2006	2005	2004
Pledges	56	68	56
Pledged Amount	\$57,617	\$68,796	\$46,973
Actual Pledges Received	\$78,787	\$84,123	\$80,722

## Church Attendance – Last 3 Years

The following table is a record of all service attendance for important weeks of the Church calendar for the period 2004 through 2007.

	2006	2005	2004
Average Weekly Attendance	80	87	99
1 <sup>st</sup> Sunday in Lent	83	98	103
Easter Sunday	215	227	250
Trinity Sunday	78	92	97
1 <sup>st</sup> Sunday in Advent	84	78	115

## Budget Figures

<b><u>Income-General Fund</u></b>	<b>Budget 2007</b>	<b>Actual 2006</b>	<b>Actual 2005</b>	<b>Actual 2004</b>
DIT Revenues				
-217	\$36,535	\$34,486	\$31,352	\$35,652
-232	\$2,371	\$4,145	\$5,008	\$6,784
-245	\$14,069	\$13,685	\$12,667	\$14,422
Bixby Trust General Revenues	\$9,200	\$9,481	\$10,547	\$9,058
Kresge Fund	\$3,500	\$3,396	\$3,875	\$8,887
Stevens General Fund	\$500	n/a	n/a	n/a
Miscellaneous Income	\$500	\$511	\$69,746	\$338
Plate Income	\$3,000	\$3,727	\$2,876	\$3,106
Pledge Income	\$75,600	\$75,060	\$77,183	\$73,102
Special Day Offerings				
Christmas	\$1,500	\$2,153	\$1,944	\$1,934
Easter	\$500	\$514	\$503	\$804
Other	\$500	\$647	\$816	\$1,025
Special Donations				
Coin Folders	\$800	\$734	\$704	\$974
Initial Offerings	\$80	\$80	\$98	\$81
Theological Education				\$63
Gifts	\$0	\$3,000	\$0	\$0
Grants	\$0	\$3,500	\$0	\$0
Weddings, Baptisms, Etc.	\$300	\$250	\$550	\$350
Tops	n/a	n/a	n/a	\$135
Dividends & Interest	\$400	\$577	\$51	\$580
Gain or loss from sale of Assets				\$2,514
<b>Total Income</b>	<b>\$149,355</b>	<b>\$155,945</b>	<b>\$217,919</b>	<b>\$159,654</b>

<b><u>Expenses-General Fund</u></b>	<b>Budget 2007</b>	<b>Actual 2006</b>	<b>Actual 2005</b>	<b>Actual 2004</b>
Advertising	\$100	\$0	\$852	\$752
Auditor	\$3,400	\$1,500	\$1,750	\$0
Deacon Expenses	\$4,000	\$2,001	\$1,157	\$1,041
Diocesan Acceptance	\$2,000	\$2,000	\$1,000	\$4,000
Diocesan Assessment	\$26,151	\$19,034	\$23,430	\$23,001
Diocesan Convention	\$600	\$445	\$521	\$942
Dues & Subscriptions	\$100	\$70	\$30	\$281
Equipment Rental (copier)	\$200	\$457	\$1,393	\$1,415
Fellowship	\$75	\$0	\$174	\$1,123
Interest Expense	n/a	n/a	\$112	\$300
Investment Expense	\$50	\$250		\$5
Property Insurance & Comp.	\$9,831	\$9,460	\$7,849	\$8,476
Miscellaneous Expense	\$300	\$666	\$153	\$256
Nursery Expenses	\$1,000	\$377	\$170	\$302
Outreach	n/a	n/a	n/a	\$5,152
Payroll Expenses	\$3,286	\$3,053	\$2,684	\$3,184
Postage & Delivery	\$1,350	\$1,511	\$1,206	\$1,846
Office Supplies	\$3,000	\$2,800	\$2,977	\$3,038
Rector Expenses				
Education Allowance	\$0	\$0	\$0	\$0
Health Insurance	\$1,417	\$16,834	\$12,436	\$16,470
Housing Allowance	\$1,611	\$18,587	\$17,916	\$19,394
Life & Disability	\$10	\$112	\$112	\$122
Pension Contribution	\$924	\$10,664	\$10,250	\$10,004
Social Security Allowance	\$365	\$4,210	\$4,048	\$3,950
Travel Allowance	\$167	\$2,000	\$2,000	\$2,000
Rector Search	\$15,000	n/a	n/a	n/a
Repairs & Maintenance				
Building	\$4,000	\$11,142	\$14,440	\$5,575
Doors	\$5,000	n/a	n/a	n/a
Equipment	\$1,000	\$4,807	\$1,624	\$939
Property	\$750	\$1,837	\$546	\$895
Snow Removal	\$2,000	\$1,325	\$1,790	\$1,850

<b>Expenses-General Fund (Continued)</b>	<b>Budget 2007</b>	<b>Actual 2006</b>	<b>Actual 2005</b>	<b>Actual 2004</b>
Salaries				
Organist	\$6,760	\$6,250	\$2,575	\$5,946
Rector	\$3,159	\$36,446	\$35,000	\$32,231
Secretary	\$9,340	\$8,377	\$9,021	\$10,801
Sexton	\$7,288	\$6,977	\$6,649	\$6,379
Supply Organists	\$200	\$140	\$385	
Supply Priests	\$22,400	\$475	\$0	\$45
Sunday School Expenses	\$800	\$918	\$1,070	\$328
Supplies: Kitchen & Bathroom	\$400	\$336	\$234	\$153
Utilities				
Alarm System	\$300	\$500	\$322	n/a
Computer Internet	\$800	\$806	\$654	\$734
Electric	\$4,750	\$4,397	\$4,203	\$4,599
Garbage	\$250	\$265	\$217	\$207
Heating	\$12,000	\$9,892	\$8,453	\$9,170
Sewer	\$400	\$301	\$276	\$325
Telephone	\$600	\$597	\$569	\$558
Water	\$625	\$599	\$565	\$467
Vacation Bible School	\$800	\$394	\$565	\$543
Youth Activities	\$400	\$233	\$242	\$347
<b>Total Expenses</b>	<b>\$158,958</b>	<b>\$193,095</b>	<b>\$181,571</b>	<b>\$189,146</b>
<b>Budget Balance</b>	<b>(\$9,603)</b>	<b>(\$37,150)</b>	<b>\$36,358</b>	<b>(\$29,492)</b>

<b><u>Special Funds Balances</u></b>	<b>2006</b>	<b>2005</b>	<b>2004</b>
Altar Guild Fund	\$3,995	\$2,897	\$1,960
Bea Meyer Organ Fund	\$12,705	\$11,460	\$11,059
Bea Meyer Discretionary Fund	\$11,826	\$10,985	\$11,031
Columbarium Fund	\$9,977	\$10,707	\$8,673
Community Supper Fund	\$2,235	\$2,226	\$1,995
Concert Fund	\$1,468	\$1,519	\$1,278
General Discretionary Fund	\$94	\$71	
General DIT Fund	\$33,612	\$31,223	\$78,864
Guthrie-Baker Trust	\$292,125	\$271,358	\$293,060
Guthrie Discretionary DIT	\$29,348	\$27,261	\$27,375
Guthrie/Meyer Disc. Fund	\$423	\$734	\$1,029
Hollingshead/Williams Fund	\$7,212	\$6,700	\$5,820
Kresge Fund (In Trust)	\$83,925	\$77,959	
Mary Naomi Stevens Disc. DIT	\$11,331		
Mary Naomi Stevens Gen. DIT	\$11,331		
Memorial Fund	\$10,911	\$12,395	\$10,749
Packer Cummings Trust	\$777,547	\$722,271	\$725,302
Rummage Sale Fund #1	\$1,374	\$1,776	\$110
Rummage Sale Fund #2	\$2,179		
Youth Group Fund	\$2,345	\$2,235	\$2,443

## Membership Data

The following table comes from the Parish Parochial Report. The precipitous drop in individuals in the parish may come from a change in the way these figures are determined.

	2006	2005	2004
Individuals in The Parish	136	422	420
Baptisms	5	11	10
Members in Good Standing	105	151	151

## Questionnaire Results

### Demographic Findings

Questionnaires were distributed to 358 individuals, 11 of these were given to youth in grades 7 through 12. A total of 100 (28%) questionnaires were returned. All respondents did not reply to all questions.

Table 1 – Number in Household

Number in Household	Percentage of Respondents
1	38%
2	30%
3	17%
4	10%
5	5%

Table 2 – Age of Family Members

Age	Percentage of Respondents
Under 12	8%
12-25	18%
26-50	24%
51-75	35%
76 and older	15%

Table 3 – Years of Church Attendance

Years	Percentage of Respondents
1 year or less	7%
1-5 years	13%
6-10 years	5%
10 or more years	75%

Parish Meeting

A parish meeting was held June 3<sup>rd</sup> with 53 adults attending. The findings of the questionnaire were presented followed by a period of discussion. In general, those present agreed with the questionnaire results; however, stressed was the desire for a rector (and family) to be actively involved in the life of the parish. An additional comment raised was the need for an active men's group.

Questionnaire Analysis

It is evident that the primary concern of the parish revolves around the need to grow the church in membership, attendance, and financial support. Those responding indicated the desire for a rector who would be a worship leader, spiritual guide, and counselor. They desire a traditional worship service with meaningful sermons based on morals that relate to today's world and would attract new and former members.

An emphasis was placed on the need for a welcoming unified church family whose members are actively involved and work together to create a sense of community and spiritual growth.

Those responding underlined the desire for a rector who would provide leadership and direction in developing programs to involve the youth, young adults, and families in the life of the church. Aspects of parish life most frequently mentioned were: (1) increased participation in choir, youth programs, and Christian education, (2) meaningful worship services, traditional but also innovative, (3) a church family that is supportive and accepting of all age groups, and (4) that we be cost effective and live within the budget.

### Expectations Of The Rector

We hope to find a rector who is personable, down to earth, with a sense of humor. Someone who leads by example, relates to all ages, is supportive and embraces diversity. We desire a strong spiritual leader who is innovative and initiates ideas for the future. We desire a priest who is passionate about the job and the church, actively involved in the life of the parish, is available to all, and is a visible presence in the community.

Listed below in order of priority are the six pastoral specialties determined to be important to our parishioners who responded to the questionnaire:

1. Worship Leader – ability to preach and conduct worship services
2. Spiritual Guide/Leader – ability to guide and educate others in formation and development of spiritual life
3. Counselor – Willingness to visit people in the midst of crisis, e.g. health, sickness, birth, trauma, success or other important points in individual lives.
4. Youth Worker/Teacher – ability to teach and work with the youth
5. Administrative Leader – ability to support and oversee the various congregational activities
6. Community Outreach

### What The Rector May Expect

The new rector may expect to find a beautiful, well-maintained church and parish house; a warm and friendly congregation of diverse backgrounds and needs; a nucleus of dedicated parishioners who are supportive of the many church activities and organizations; an active, enthusiastic youth group; and a congregation that is caring and has a strong desire to see this church grow and be strong in the future.

## Community Outreach

The Evangelism and renewal Committee has been serving between 80 and 120 free meals to those in need since 1986.

Free meals are always the last Thursday of every month prepared by the E&R Committee.

The Committee is self sufficient and relies entirely on assistance from our monthly sponsors and other donations. Each sponsor donates \$75.00 towards the meal, provides dessert, serves the meal, and helps with the clean-up.

The Church of the Redeemer joins with the other Episcopal churches in the Valley in hosting Thanksgiving services as well as services during Advent and Lent.

The Church also actively supports *The Bridge* and *The Valley Food Pantry*. Both of these organizations provide food and services to the needy.

## Diocesan Relations

In recent years, District/Diocesan relations have begun to improve, despite our geographic location as the northernmost parish. We are becoming more involved through diocesan youth events, ECW events, and other related Episcopal activities. There is a definite effort on the part of both the diocese and the Church of the Redeemer to bridge the distance between the two.

## Goals and Reflections

Our immediate goals are:

1. Increase membership and attendance.
2. Expand the Youth group and youth activities.
3. Expand the Sunday School and Adult Christian Education programs.
4. Encourage participation of all parish members in Church activities.
5. Increase stewardship.
6. Expand the choir(s) and music program.

Our future dreams:

1. Maintain a balanced budget using only pledged income.
2. A growing, enthusiastic, parish and a full Church.
3. Fulfilling our mission.

## The Community

The community is made up of four towns; Sayre, Athens, and South Waverly PA and Waverly, NY. Many other small towns comprise the immediate rural area. The Valley has a predominantly small town atmosphere; however, it offers a wide variety of things to do. These include golf courses, a movie theater, libraries/museums, bowling, walking trails, and hunting and fishing. Larger cities, such as Elmira, Corning, Ithaca, and Binghamton are easily accessible by car and offer many cultural centers, colleges, an Ivy League University, and a variety of entertainment, including several shopping malls no further than an hour's drive.

All Christian churches are represented in the valley, along with a mosque and synagogue.

Several airports are nearby, including Binghamton's Broome County airport, Elmira/Corning regional airport, and the Wilkes-Barre/Scranton International Airport linking us to major cities worldwide.

Directly across from the beautiful and historic Church of the Redeemer, is the Guthrie Medical Center and Robert Packer Hospital. The church and hospital have had a close link for well over 100 years. In addition to the main campus, the medical center has satellite offices in over 20 nearby communities. Nearly every field of medicine is represented by outstanding physicians

and even boasts a research center.

Sayre, Athens, and Waverly have top-ranking elementary, middle, and high schools. Each school has plenty of sports activities and are scholastically excellent. Because of the small-town environment, any of the communities in the area would be considered ideal for raising children.

From the industrial and retail aspect, this is considered an area of real growth and opportunity with many recent additions of large retail chains and industry.

The friendliness of the people is apparent and newcomers are always welcome.

## MINISTRY DESCRIPTION FOR THE RECTOR

**TITLE OF MINISTRY:** Rector of the Church of the Redeemer Parish, Sayre, PA

**ACCOUNTABILITY:** The rector is accountable to the Bishop of Bethlehem for certain disciplines and standards as they are outlined in the Canons of the Diocese of Bethlehem and the National Church.

The rector is accountable to the vestry for carrying out an effective priestly ministry and witness in the parish, in the community in which it is located, and in the Diocese of Bethlehem.

**GENERAL MINISTRY:** The rector is the spiritual leader, pastor, teacher and chief executive of the parish and is responsible for the overall leadership of the congregation in the areas of worship, spirituality, pastoral care and fellowship.

**WITHIN THE PARISH:** The rector presides at the annual meeting of the congregation as well as at the monthly meeting of the vestry of the parish unless there is agreement that other people will share that responsibility.

Other salaried or non-salaried people in the parish such as deacon, secretary, music director, and sexton report to the rector, are hired and dismissed by the rector in consultation with the vestry, and are supervised by the rector or his/her designee.

The rector relates to other committees and commissions within the parish as appropriate.

### 1) WORSHIP

- a) Worship Leader – demonstrates ability to plan and conduct public worship
- b) Coordinates worship services with the Music Director.
- c) Altar Guild
  - i) Meets with chairperson of the Altar Guild monthly or more often if conditions warrant, discussing the activities and any problems for the Guild.
  - ii) Provide guidance in the training of Altar Guild members.
- d) Acolytes.
  - i) Annually teaches and trains acolytes on duties and responsibilities of the position.
  - ii) Assists adult coordinator/s with training and problems that may arise with acolytes in the performance of their duties.

- e) Establishes programs to train laity to assist with pastoral care.
  - i) Lectors;
  - ii) Eucharistic Visitors;
  - iii) Eucharistic Ministers.

## 2) PASTORAL CARE

- a) Visitor – Crisis – Visits people in the midst of crisis, e.g. death, sickness, birth, trauma, success or other significant points in individual lives. Nursing home, hospital, and shut-in visits to the sick and back sliders.
  - i) Visiting the sick, injured, and shut-in's could be considered the most important duty of the Rector. Each person, so identified, should receive the Eucharist as desired.
  - ii) Follow up visits to parishioners subject to community reports of a negative nature that could affect their mental condition and/or actions.
  - iii) In cases of death, birth, trauma, follow-up visits should be made.
  - iv) Performs marriage, baptism, and funeral services, as he/she feels appropriate for parish members and non-parishioners.
- b) Each month the vestry should be informed, **by report**, of the activities of the pastoral care.
- c) Monthly, or as needed, the rector and senior warden and junior warden should meet to discuss any problems that have been brought to the attention of the wardens by other members of the vestry or congregation with respect to pastoral care or the parish property.

## 3) CHRISTIAN EDUCATION

- a) Spiritual Guide/Leader – leads and trains others in formation and development of the spiritual life.
- b) Establishes a time to meet with Sunday school staff to discuss curriculum for the classes and the requirements of the staff.
  - i) At least twice a year the rector should meet with each Sunday school class.
- c) The rector, or in concert with an appointed committee, arranges for a special spiritual program and other seasonal programs.
- d) Conducts confirmation classes for presentation to the Bishop if there are youth or adults who express interest in being confirmed.

#### 4) ADMINISTRATION

- a) Within the limits of authorized Church policies, procedures, programs, and budgets, he/she is responsible and has commensurate authority for:
  - i) Planning: Defines and recommends in an annual report to the vestry and congregation, short term (one year), and long range (3 to 5 years) plans related to membership growth, operating costs and capital expenditures. In connection with capital expenditure proposals, he/she will evaluate the effect on maintaining or improving the parish's facilities.
    - (1) Plans must be developed in an orderly manner giving those with the responsibility to communicate to the parish sufficient time to do so before the event is to occur.
  - ii) The rector by him/herself, or with the help of vestry, writes job description for those reporting to him/her and presents the descriptions to the vestry for approval.
  - iii) Institutes programs to train and upgrade Parish personnel (including but not limited to periodic supervisory meetings).
  - iv) Sets up performance measurements and systematically evaluates in writing the performance of all personnel reporting directly to him/her.
  - v) Authorizes ordinary operating expenditures provided for in the budget.
  - vi) Maintains records necessary for the above functions and for independent financial audit.
  - vii) Is responsible for conformance with local, state, and federal regulations and codes.
  - viii) Is authorized to make capital expenditures outside of approved budget up to \$500.00 but limited to \$2,000.00 total for any one year.
  - ix) Is authorized to use outside contracting services relative to maintenance, housekeeping, or services connected with normal operation of the Parish provided they are within the approved budget.

#### 5) LEADERSHIP DEVELOPMENT

- a) Youth Worker/Teacher—The rector shall support a youth ministry, and laity that teach church school, by demonstrating the ability to teach and work with youth within the realm of their interest.
- b) The rector, through newsletters, sermons, and visits, should encourage members to attend weekly services to receive the sacrament, to observe all special services for Lent, and to ask them for a commitment to the parish family.

6) FINANCES

- a) The rector is responsible to see that he/she, or others he/she has directed to do so, carries out the following procedures:
  - i) The rector has the responsibility to see that the parish accounting records are safeguarded at all times. A backup copy of the computer financial data files should be maintained off-premises with updates furnished weekly.
  - ii) The rector, together with the treasurer, is responsible to see that all financial procedures, listed in the parish book of financial procedures, are followed.
  - iii) The rector is responsible to review, for errors, the tabulating sheets prepared by the individuals that are charged with counting the plate cash offerings, cash/check envelopes presented at services, and offerings received through the mail.

7) PROPERTY

- a) The rector, together with the vestry, is responsible to see that:
  - i) The assets of the parish have current appraisals as to value.
  - ii) Sufficient hazard insurance is carried to protect the value of the assets.
  - iii) Directives are established and persons are assigned to make the buildings secure from theft and vandalism.

8) MISSION OUTREACH

- a) The rector shall appoint a committee to assist him in defining a MISSION OUTREACH for the community.

9) MEMBERSHIP GROWTH

- a) The rector shall develop new ideas with the vestry for membership growth.

10) STEWARDSHIP

- a) The rector encourages the development and use of individual and parish resources.

## 11) OUTSIDE THE PARISH

### a) The Community (the Valley)

- i) The rector is to serve in a responsible way in the Valley. The rector does represent the interest of the parish in the Valley, in the ministerial and other church related organizations.

### b) The Diocese

- i) The rector, with elected representatives of the parish, represents the congregation at the Diocesan Convention and on committees.

## 12) MINISTRY REVIEW

- a) The rector agrees to participate with the vestry in an annual review of his/her ministry based on this Ministry Description and the initial Covenant or Agreement and on other agreed upon annual priorities, as well as in a review of parish leadership, programs, and goals.

## 13) PERSONAL

- a) The rector is encouraged to advance his/her personal growth and spiritual development by participating in a continuing education plan that is shared with the vestry. Such a plan can come out of the experience and learning of the annual ministry reviews as well as consultation with the Bishop and Archdeacon.
- b) The vestry does expect that the rector take appropriate time for prayer and personal study, and sufficient time off each week for refreshment, recreation and healthy personal and family life.
- c) The vestry encourages the rector to have a yearly physical for the protection of his/her health.
- d) The rector should communicate regularly with his “buddy” priest that has been assigned by the diocese.