



4th Rector...We need you!
Grab a paddle and get on board!

Parish Profile

August 2021

St. Matthew's Episcopal Church

5873 N. Dean Road
Orlando, FL 32817

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Who We Are

We are not the frozen chosen...

We are not stuck in the past...

Our active, incorporating congregation reflects our complex neighborhood...

We are people of all ages who are ethnically, socially, politically and economically diverse.

When we say ALL are welcome here... WE MEAN ALL!

St. Matthew's is a congregation that welcomes and celebrates its diversity. As pointed out in the BCP Baptismal Covenant, we do respect the dignity of every human being and our varied ministries and outreach support extend throughout our UCF neighborhood—and beyond. Our parish survey reveals that we are a melting pot of folks who love and call St. Matthew's their church home!

Purpose

ST. MATTHEW'S EPISCOPAL CHURCH provides a diverse, uplifting place of worship where individuals can strengthen their relationship with God and others.

Mission

To ensure individuals know they are valued, accepted where they are in their journey of faith and empowered to recognize their calling in Christ.

Vision

To serve as a beacon of hope, inspiring individuals to love one another; to live kindly; to act justly and to walk humbly with God.





UCF.....	3.3 miles
Kennedy Space Center...	50 miles
Cocoa Beach.....	53 miles
SeaWorld.....	26 miles
Disney World.....	27 miles
Orlando Airport.....	8 miles
Diocesan Office.....	12 miles

We have had three great Rectors in our 35 years...
And we are trusting God to bring us a fourth!

Nestled in the shadows of the University of Central Florida, St. Matthew's is poised to embark on a new trajectory of ministry. Our ministry to the community reflects our many active programs. Outreach and Inreach are vital to the health of our parish. We are looking for a Rector who will bring an assortment of ministry gifts, leadership skills and an entrepreneurial spirit!

Our ideal Rector would be someone who is at least an Assistant Rector currently, with practical experience serving in a leadership role in an Episcopal Church. Part of that practical experience should include a track record in helping expand ministries, increasing attendance and starting new programs. Specifically, we would like a Spiritual Leader who...

- feeds our spirit through his/her teaching & challenges us to grow in our relationship with Christ
- has experience in attracting families with young children
- makes it a priority to revitalize and grow our Youth program
- listens with a discerning heart & connects with people of all types/abilities
- is accepting, tolerant and patient
- is persuasive in recruiting volunteers & developing committee/ministry leaders
- offers fresh ideas & has a clear vision of where s/he can take our church
- plans well, delegates & follows up effectively
- is a skilled administrator & manages time well
- keeps his/her finger on the pulse of the community, for outreach purposes

Worship Services



“Come as you are.” Like many churches, our parishioners have varied tastes in worship styles, and that is right in line with the Episcopal Church’s approach to Liturgy. At St. Matthew’s, “we meet you where you are.”

8:00 AM

This early service follows the Rite I Liturgy. The Eucharist is celebrated without music, and the ambience is quiet reflection. There is a real sense of intimacy associated with this service. When the service has ended and before the next service at 10:15, we serve breakfast in the Parish Hall to provide time for fellowship.

10:15 AM

This service of Holy Eucharist uses contemporary language found in Rite II of *The Book of Common Prayer* and features a full choir. During the school year, we offer Sunday School for Children and Youth at 10:00 AM, with children joining worship at an appropriate point in the service. The last Sunday of each month features children in roles typically reserved for adults, namely scripture reading, ushering and greeting; they attend the entire worship service. Our volunteer choir is augmented by two professional, paid choral and music scholars.

6:00 PM Saturday

This is a contemporary service complete with a praise band. While this service is casual and spirited, our parishioners describe it as “a relaxing change of pace”. The sermon is shorter, the mood is often much more casual, and the music is more modern. During non-pandemic times, a potluck dinner is shared after the service on the last Saturday of each month.

6:30 PM on 4th Wednesdays

This is a contemplative Celtic Eucharist with Healing Prayers in which parishioners are surrounded by candles, beautiful flute music, and sacred silence. Many have described the experience as “basking in the grace of God.”

From April 2020 through September 2020, we suspended in-church services. Instead, we produced one Zoom-based service at 10:15 AM. In October 2020, we began including one in-church service at 9:00 AM, incorporating COVID-19 protocols recommended by our Diocese. In July 2021, we resumed our two regular in-church Sundays services and the Saturday evening service, with adherence to Diocesan COVID-19 guidelines. Once it is safe to fully resume our active parish life, we hope to restart the Wednesday evening Celtic service.

Children's and Youth Ministries



A family-oriented church, we seek to involve Children and Youth in all aspects. This is especially evident in our monthly Family Sunday, during which the Children are involved in scripture readings, greeting, and ushering. Among the activities offered for both Children and Youth are Vacation Bible School and Confirmation classes. We look forward to our next Rector attracting young families to continue the growth of St. Matthew's and to keep our church family vibrant.

Children's Ministry

Children represent the growth and future of St. Matthew's and of the Episcopal Church; we strive to provide them with a positive, fun, learning environment to help them grow as individuals and in faith. On Sundays, a Nursery caregiver is onsite for the very young. Children are encouraged to participate in the following:

- Sunday School (Pre K - Middle School)
- Acolyting
- Monthly Family Sundays, where children are ushers, greeters, and readers
- Armored for God (Kindergarten to 3rd Grade)
- Trailblazers (4th to 6th Grade)
- Christmas Pageant

Youth Ministry

Middle and High School Youth Groups enjoy a variety of offerings and growth opportunities, including mission trips (international, national and local) and project-specific community outreach.



Outreach Ministries



For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me. Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.

Matthew 25:35-36, 40

Active Outreach ministries are a fundamental, core practice in the ways that St. Matthew's spreads the love of Christ in our community. A percentage of our pledge and plate income is designated quarterly for distribution by our Outreach Committee into the Orlando community. We give cash and non-cash donations as well as our time and talents to more than 20 charities and other non-profits; the following is a sample of where we extend our love and commitment to serving God's people:

- Good News Breakfast and Central Care Mission
- Christian Service Center
- Kids of Hope, through East Learning Community Center
- Everyone's Counseling Center
- Kids In Support of Soldiers (K.I.S.S.)
- Episcopal Relief & Development
- Russell Home for Atypical Children
- Eckard Connects for GED Program
- H.O.P.E. Helps
- iDignity
- Angel Tree Collection
- Acreage for Dean Road Community Garden
- Facility Usage
 - Boy Scout Troop
 - Alcoholics Anonymous
 - Narcotics Anonymous

Inreach Ministries and Fellowship



Our parishioners enjoy fellowship and giving their time and talents in service to the church, including:

- Worship Teams (altar guild, flower guild, lay eucharistic ministers, lectors, ushers, greeters, adult choir, acolytes, sounds techs and golf cart drivers)
- Pastoral Care Team
- Sunday Morning Breakfast Teams
- Parish Life and Hospitality Teams
- Adult Education
- Men's Bible Study Group
- Women's Bible Study Group
- Ladies Cursillo Group
- Spiritual Formation Group
- Office Angels
- Yarn Works
- Ladies Night Out
- 4th Saturday Covered Dish Dinner after service
- Fab Friday Fizz Faithfuls
- Lawn Mowing Teams



Inreach Ministries and Fellowship

Special Events

We produce a variety of annual events that bring people together for food, fellowship, and fun, including:

- Parish Picnic
- Shrove Tuesday Pancake Dinner
- Easter Celebration
- Mother's and Father's Day Celebrations
- Rummage Sale
- St. Matthew's Day
- Oktoberfest
- Pumpkin Carving Day
- Veteran's Day Recognition
- Gingerbread House Making Day
- Chili Cook-off
- Trunk Or Treat



Facts and Figures



2020 Parochial Report Statistics

Active Baptized Members:	470
Communicants in Good Standing:	325 (300 Adults, 25 Youth)
Average Sunday Attendance:	147
Number of Confirmed Pledges:	90
Enrolled in Church School:	n/a during pandemic

Finances

Our buildings are mortgage-free and no major expenses or repairs are anticipated in 2021. The following reports illustrate our recent financial history and our overall health.

2019 Profit & Loss

REVENUES	
Pledge & Plate	299,419
Other Income	12,613
TOTAL REVENUES	<u>\$312,032</u>

EXPENSES	
Administration	24,202
*Clergy Compensation	74,220
Diocesan Assessment	37,109
Outreach Fund	15,144
Programs	11,258
Property Expense	41,164
Rector Search/Relo Savings	12,204
Savings Transfer	2,400
**Staff Salaries/Benefits	94,128
TOTAL EXPENSES	<u>\$311,829</u>

*Breakdown of Clergy Compensation was as follows:

Priest in Charge (5 months)	<u>\$11,800</u>
Rector	<u>\$62,420</u>
(7 months) based on an annual sum of:	
Salary & Housing	80,508
Insurance	10,248
Pension	14,496
Education	526
Sabbatical	<u>500</u>
Annual Rector Compensation	<u>\$106,278</u>

**Staff Salaries/Benefits

Minister of Children	11,500
Minister of Music	18,000
Parish Administrator	33,378
Nursery	4,696
Praise Band Director	2,565
Sexton	10,944
Supply Clergy	5,602
Supply Musician	1,200
Payroll Costs	<u>6,243</u>
Total Staff	<u>\$94,128</u>

2020 Operating Budget

REVENUES		
Pledge & Plate		275,606
Other Income		14,000
TOTAL REVENUES		<u>\$289,606</u>

EXPENSES		
Administration		25,284
*Clergy Compensation		79,815
Diocesan Assessment		35,519
Outreach Fund		13,776
Programs		9,065
Property Expense		39,715
Savings Transfer		2,400
**Staff Salaries/Benefits		82,925
TOTAL EXPENSES		<u>\$288,499</u>

*For budgeting purposes Clergy Compensation and Priest in Charge were combined as follows:

Priest in Charge (5 months)		<u>\$15,000</u>
Rector (7 months) based on an annual sum of:		<u>\$64,815</u>
Salary & Housing	84,200	
Insurance	10,000	
Pension	5,156	
Education	526	
Sabbatical	500	
Annual Rector Compensation		<u>\$109,356</u>

**Staff Salaries/Benefits

Minister of Children	11,500
Minister of Music	18,300
Parish Administrator	32,085
Nursery	4,500
Praise Band Director	8,800
Supply Clergy	800
Supply Musician	800
Payroll Costs	<u>6,140</u>
Total Staff	<u>\$82,925</u>

Minister of Youth coming in 2021!

Balance Sheet as of December 31, 2020

ASSETS		
Current Assets		
Checking/Savings		<u>164,769</u>
Total Current Assets		164,769
Fixed Assets		<u>1,177,469</u>
TOTAL ASSETS		<u>1,342,239</u>

LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Payroll Liabilities		<u>1,000</u>
Total Other Current Liabilities		<u>1,000</u>
Total Current Liabilities		<u>1,000</u>
Total Liabilities		1,000
Equity		
Temp. Restricted Net Assets		68,216
Unrestricted Net Assets		1,219,009
Net Income		<u>54,014</u>
Total Equity		<u>1,341,239</u>
TOTAL LIABILITIES & EQUITY		<u>1,342,239</u>

Our 2021 Budget is available upon request.



Rector Compensation

Compensation will be commensurate with the candidate's experience, and in accordance with the 2021 Clergy Compensation Guidelines published by the Diocese of Central Florida. Compensation details are available from The Rev. Canon Scott T. Holcombe, Canon to the Ordinary, Diocese of Central Florida at sholcombe@cfdiocese.org.

Financial Audits

Our Vestry Treasurer is assisted by a dedicated and experienced Finance Committee. This team is responsible for ensuring that an annual audit is conducted each year and filed with the Diocese in accordance with Canon Law. The 2019 and 2020 audits will be completed when church services and our administrative office resume normal operations after the COVID-19 pandemic passes.

Loans

We were blessed to obtain a Paycheck Protection Program (PPP) loan in the amount of \$29,238 on May 6, 2020. This loan has allowed us to maintain our staff during the COVID-19 pandemic shutdown. We were fortunate to receive a Loan Forgiveness notification on December 30, 2020.

Parish Projects

Thanks to our parishioners' generosity, many other financial needs have been met without using Operating Funds, including:

- Hearing Loop in the Sanctuary
- Renovated Memorial Garden
- Interior and Exterior Lighting Upgrades
- Sound System Upgrade
- Renovated Children's Playground
- Basketball Court
- Tree Trimming

Parish Survey



What Is Important to Parishioners?

When the church was founded in 1985, a cornerstone of our mission was to provide outreach to the community. As you may have noticed in the Outreach and Finance sections of this Profile, that is still true today! We apply this same mission of caring inside our own parish family. Our philosophy of caring for each other at St. Matthew’s may be best summed up in these words: “In a world where you can be anything, be kind.”

In a Parish Survey conducted in the second half of 2019, parishioners were asked to look at 12 broad aspects of parish life at St. Matthew’s in order to help the Search Committee and Vestry understand what parishioners value most. The 12 aspects were as follows: Services to the Community, Spiritual Leadership/Inspiration, Youth Education/Programming, Counseling/Pastoral Care, Finances, Choir and Music, Communication, Administration, Lay Leadership, Adult Social Activities, Adult Education/Programming, and Evangelism. Within these aspects were specific elements that parishioners were asked to rank in order of importance, on a scale of 1 to 5, with 5 being very important. Here is a table showing high-level results.

<u>How important are the following to our parishioners?</u>	<u>NEW RECTOR preferences</u>	<u>Greatest strengths now</u>
<p>Ranked 4-5</p> <ul style="list-style-type: none"> Meaningful Sermons Quality of Worship Service Administration and Finance Pastoral Care/Visitations Youth Education/Programming Outreach to New Folks Service to the Community 	<ul style="list-style-type: none"> Pastoral/Counseling Spiritual Guide/Leader Preaching Working with Youth Liturgical/Theological Leader Administration/Management Community Leader/ Social Issues Stewardship Leader 	<ul style="list-style-type: none"> Service to the Community Spiritual Leadership/Inspiration Youth Education/Programming Pastoral Care Finances
<p>Ranked <4</p> <ul style="list-style-type: none"> Choir and Music Growth of the Church Adult Education Adult Social Activities 		<p><u>Greatest needs future</u></p> <ul style="list-style-type: none"> Youth Education/Programming Spiritual Leadership/Inspiration Finances Pastoral Care Service to the Community

With the COVID-19 pandemic, our church has not operated under normal conditions since mid-March 2020. We look forward to working with our next Rector to determine if any of what parishioners considered most and least important in pre-pandemic times has shifted once parish life resumes post-pandemic. Growth/rebuilding of the congregation is likely to become a priority.



Position Requirements For Our Next Rector

The new Rector will have direct supervisory responsibility over the two Deacons, the Parish Administrator, the Children's Minister and the Music Minister. A Youth Minister is not currently part of our staff, but our Vestry has discussed that a part-time position may be necessary to help attract and/or retain young families and may be hired in 2021, budget permitting.

In addition to the Vestry, which meets monthly, several committees carry out lay ministries in the parish. The Rector may be asked to attend a committee meeting when necessary. The Rector will assume overall spiritual, pastoral and administrative oversight and leadership and will chair all Vestry meetings and the Annual Meeting.

It is expected that the new Rector will provide a collegial atmosphere for paid and volunteer staff. While setting a positive organizational climate that is affirming and rewarding to all who participate, the Rector will also be expected to provide caring, pastoral support to those who seek God's peace.

How to Apply

Thank you for considering St. Matthew's Episcopal Church in Orlando, Florida. If, after reviewing this Parish Profile, you discern a call to enter the application process for the position of Rector, kindly submit the following materials for the Search Committee's consideration:

- Resume/CV
- A copy of your updated OTM profile (Ministry Portfolio)
- A letter of interest that highlights how you feel you meet the needs of St. Matthew's, and why you feel called to serve as our Rector

Please submit all documents to The Rev'd Canon Scott T. Holcombe, Canon to the Ordinary, Diocese of Central Florida (sholcombe@cfdiocese.org).

About the Area



Greater Orlando Community

The church is located approximately three miles from the University of Central Florida in northeast Orlando, in a residential community that is readily and closely connected to downtown Orlando and to what has become America's playgrounds of Disney World, Universal Studios and Sea World. Orlando is the center of Florida's cultural, recreational and educational attractions, including numerous downtown arts and sports activities such as the Dr. Phillips Performing Arts Center, Orlando Magic NBA basketball team, professional men's and women's soccer teams, and college football bowl games.

Our Interstate highway system provides easy access to Atlantic Coast beaches and Florida's beautiful Gulf Coast. High-performing elementary and secondary schools, high-quality colleges and universities and the University of Central Florida's medical school, linked with outstanding health science centers and good local infrastructure, make Orlando multicultural and a natural, rewarding place to live.

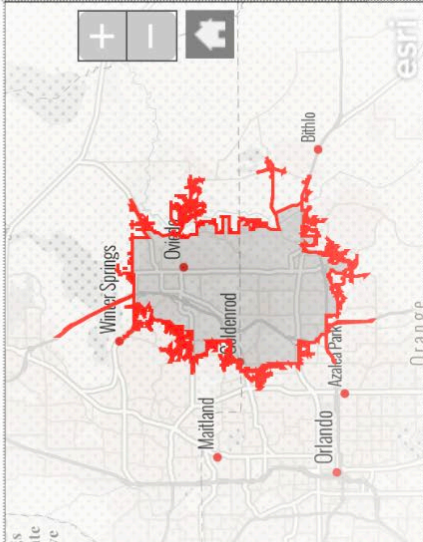
Community Immediately Surrounding Our Church

The following two pages of demographic information are directly from the Resources section of the national Episcopal Church website, from this link: [Study your Neighborhood — The General Convention of The Episcopal Church](#)

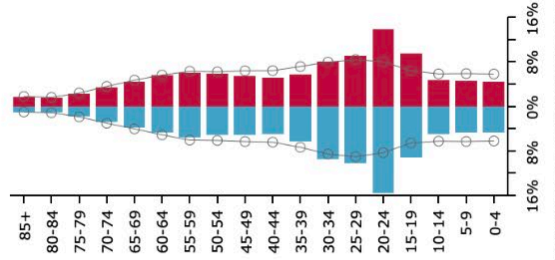
THE *Episcopal* CHURCH

St Matthews Episcopal Church (Orlando, FL) :
1332-2623

15 Minute Drive Time



Age Pyramid

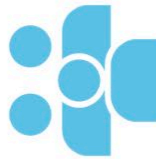


The largest group:
2019 Male Population Age 20-24 (Esri)

The smallest group:
2019 Male Population Age 85+ (Esri)

Dots show comparison to
Orange County

Key Facts



189,907
Population



1.2%
Population:
Annual Growth
Rate
(2019-2024)

Population Trends



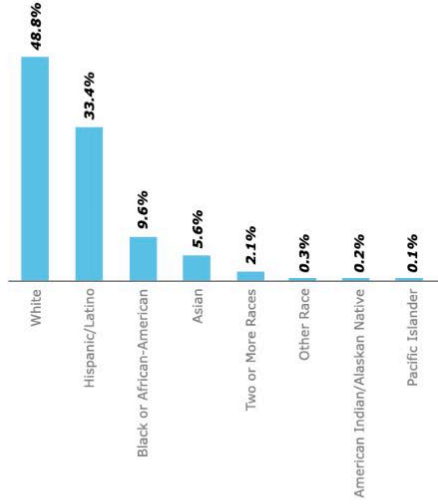
Employment Type



Households



Diversity



Company/Business Name

Company/Business Name	Direction	Distance
SIMPOOL SOLUTIONS LLC	NW	0.0
GONZALEZ INSURANCE GROUP	NW	0.1
KAPLAN LAW FIRM	NW	0.1
FLORIDA INTERNATIONAL REAL EST	NW	0.1
SPIRIT DEAR UNLIMITED	NW	0.1
LAW OFFICE OF BRIAN D TADROS	NW	0.1
KEN-LIN LANDSCAPING	NE	0.1

Closest 50 locations

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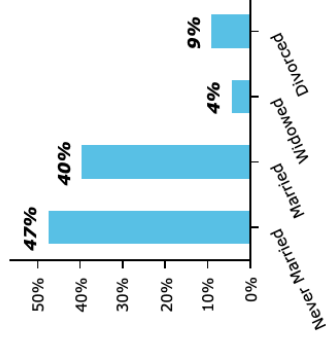
St Matthews Episcopal Church (Orlando, FL)
: 1332-2623
15 Minute Drive Time

Education



7%	No High School Diploma
20%	High School Graduate (Including GED)
32%	Some College (Including Assoc Dec)
40%	Bachelor's/ Grad/Prof Degree

Marital Status



Has a Working Cellphone



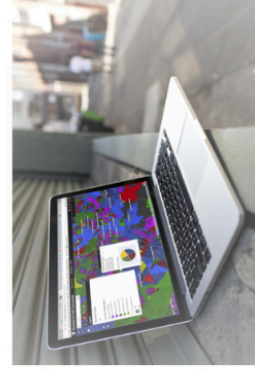
Esri Tapestry Segments

Tapestry Segments

4A Soccer Moms 7,726 households	11.7% of Households
8C Bright Young Professionals 6,871 households	10.4% of Households
7C American Dreamers 6,614 households	10.0% of Households

The lifestyle labels provided in the box above are proprietary labels created by Esri. The Episcopal Church recognizes that these may not be labels that would be endorsed by members of those groups. The information is included here because it provides valuable data on demographics. Its inclusion does not constitute endorsement of any of the labels.

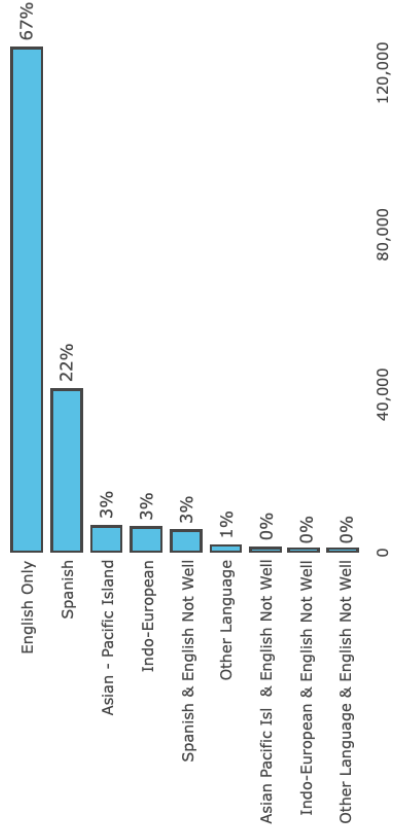
Learn More



If you would like access to more data, analytics, and demographic reporting, Datastory has established a discounted rate for the Episcopal Church.

Visit <https://www.datastoryconsulting.com/mapdash-faith> for more info.

Language Spoken



Staff, Vestry and Search Committee

Staff

The Rev. Gary L'Hommedieu, *Priest In Charge*

The Rev. David Somers, *Deacon*

The Rev. William Vance, *Deacon*

Patti Sayers, *Music Minister*

Jennifer Latterell, *Children's Minister*

Heather Rodriguez, *Parish Administrator*

Vestry

Susan Jones, *Senior Warden*

Debbi Dearolph, *Junior Warden*

Betty Anderson, *Treasurer*

Paige Hinton, *Secretary (non-voting)*

Stacie Larson

Jackie Jackson

Helen Bostock

Julie Alvarez

Ethel Macaione

Jennifer Lane

Richard Fischer

Windsor Thompson

Search Committee

Don Johnson, *Chair*

Tiffany Edwards

Jackie Jackson

Ryan Latterell

Jeannie Holman

Dan Dearolph

Paige Hinton

stmatthewsorlando.org
www.facebook.com/StMatthewsOrlando/
rectorsearch@stmatthewsorlando.org

Appendix 1

Strategic Plan



St. Matthew's Episcopal Church

Purpose

St. Matthew's Episcopal Church provides a diverse, uplifting place of worship where individuals can strengthen their relationship with God and others.

Mission

To ensure individuals know they are valued, accepted where they are in their journey of faith and empowered to recognize their calling in Christ.

Vision

To serve as a beacon of hope, inspiring individuals to love one another; to live kindly; to act justly and to walk humbly with God.

To accomplish our Vision, we will:

- Provide a welcoming, family-friendly environment
- Provide both traditional and contemporary approaches to worship
- Create a positive difference in the lives of others
- Take responsibility for wise use of our resources

Values

- We will treat others with respect, kindness, and compassion.
- We will demonstrate acceptance, forgiveness, and love.

Communication Strategy

- Increase effective social media presence
- Maintain relevant print brochures and have readily available
- Develop and implement plan to communicate with non-computer people
- Keep website current

Staff and Leadership

- Evaluate and fulfill staffing plan
- Complete transformation of culture from pastoral to member led
- Discern and prepare future leaders

Financial/Stewardship

- Develop ongoing stewardship process
- Strengthen finance committee
- Create Planned Giving awareness

Children/Youth Program

- Evaluate and expand program based on needs
- Fulfill staffing needs (i.e., youth minister, intern)
- Create a Children's Music Program

Building and Grounds

- Maintain comprehensive maintenance/equipment plan
- Maintain buildings for current use
- Keep parking lot needs in perspective

Membership

- Survey needs and feedback of members
- Purposefully incorporate new folks
- Learn to Share our Stories to invite others to join us

Parish Life

- Create programs for spiritual and personal growth
- Continue excellent pastoral care
- Maintain a variety of social events

Outreach

- Increase opportunities for hands-on service
- Continue to give quarterly to community groups
- Continue to offer our facility to community groups

Community

- Strengthen partnerships
- Participate in community events

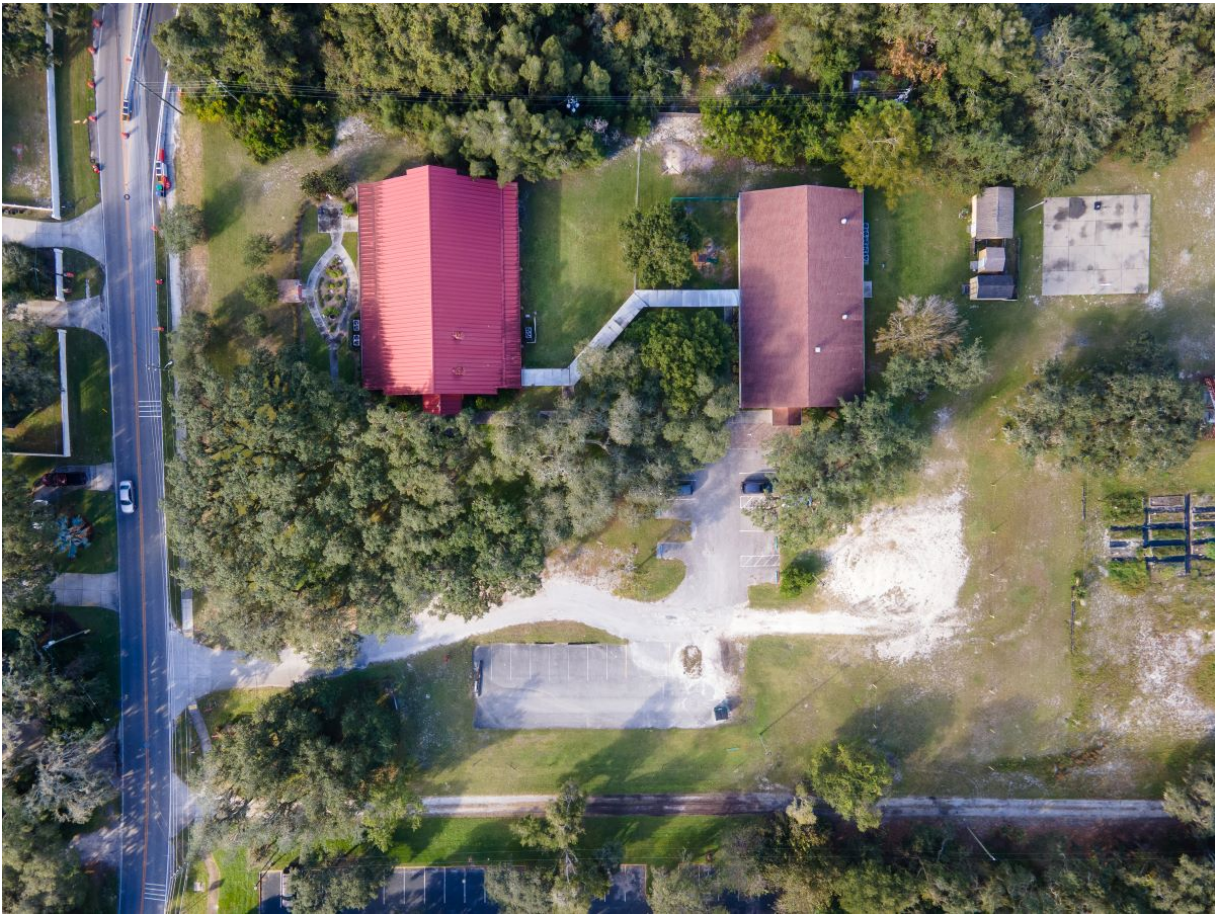
Self Reflection

- We are different people in different phases of our spiritual journeys, and we are all welcome.
- We leave this place knowing we are loved by God.
- Serving others in the community is valued and exercised by all ages (children thru elderly).
- Re-member-ing. Every person is valued in the community.
- We live the Great Commandment loving one another.
- We are easy going. Worship and outreach are serious matters, but we don't take ourselves too seriously.
- Sermons are relatable.
- Our clergy are approachable and people with whom we easily identify.
- We care for people in serious ways, providing pastoral care to sick, the homebound, and the dying.

Appendix 2

Photos of the Campus & Parish Life*

* All photos of people in this section *and in the main body of this Parish Profile* were taken prior to the COVID-19 pandemic. Some fellowship activities have continued via Zoom during the pandemic, but most, especially our special events, have been suspended until it is safe to resume our parish life in-person.



Aerial view of St. Matthew's campus



Church Front



Sanctuary



Altar area of Sanctuary



Parish Hall, with covered walkway up to Church building



Entrance to Memorial Garden



Community Garden



Images from our worship services



Custom, embroidered baptismal towels



Outreach and Mission Activities - Thanksgiving food baskets for the East Learning Community Center, a Youth mission trip and an Adult mission trip