



**SAINT GEORGE'S**  
EPISCOPAL CHURCH



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Parish Profile  
2025

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"WE GATHER AS ONE HUMANITY AT GOD'S TABLE. WE SHARE A JOURNEY OF DISCOVERY AS A WELCOMING COMMUNITY OF EVER-DEEPENING FAITH. WE REJOICE IN SERVING ONE ANOTHER AND OUR NEIGHBORS THROUGH THE LOVE AND GRACE OF GOD IN CHRIST.

WHEREVER YOU ARE ON YOUR SPIRITUAL JOURNEY,  
**YOU ARE PART OF THE TAPESTRY THAT MAKES US ONE."**

*ST. GEORGE'S VISION STATEMENT*

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# INTRODUCTION & MISSION

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**St. George's Episcopal Church** in Germantown, Tennessee, is a vibrant and welcoming faith community deeply rooted in the traditions of the Episcopal Church. With a rich history, strong ministries, a thriving Episcopal preschool, and a congregation committed to worship, service, and fellowship, we are seeking a rector who will lead us with vision, faith, and love.

This transition is an opportunity to embrace the strengths of our past while looking forward with hope and excitement to the future. We seek a rector who will provide spiritual leadership, nurture our intergenerational congregation, and guide us in our mission to serve Christ in the world.

# LETTER FROM BISHOP PHOEBE A. ROAF

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## Dear Friends in Christ,

As you embark on the sacred journey of considering a new ministry, know that you are held in prayer by the diocesan community in West Tennessee. The search for a new rector provides an opportunity for mutual discernment as we envision the future to which God is calling us.

The Episcopal Diocese of West Tennessee encompasses the vibrant and diverse region between the Mississippi and Tennessee Rivers. Episcopalians have been actively engaged throughout the state since the early 1800s; between 1982 and 1985, the Episcopal Diocese of Tennessee which formerly encompassed the entire state was partitioned into three separate dioceses. The Episcopal Diocese of West Tennessee was established in 1983 and our diocesan motto, *Ubique Inter Flumina*—"everywhere between the rivers"—speaks to our commitment to be a presence of Christ's love throughout this region.

Our 29 congregations are characterized by a spirit of collaboration, service, and deep faith. Diocesan ministries include efforts that provide opportunities for youth development, spiritual formation and social justice including the St. Columba Episcopal Retreat & Conference Center and the Barth House Episcopal Center located on the University of Memphis campus. Since 2005, the diocese has supported initiatives in Haiti including St. Vincent's Center for Handicapped Children in Port-au-Prince. We are also engaged in new initiatives like the Becoming Beloved Community Commission, which works towards racial healing and reconciliation.

Clergy considering a call to West Tennessee will find a supportive environment that values diversity, encourages spiritual growth, and fosters community engagement. Our congregations range from historic urban parishes to faithful rural missions, each offering unique opportunities for ministry and service. There are three National Association of Episcopal Schools (NAES) schools in Shelby County if you have children and would like them to have an Episcopal school experience.

As you continue in your search process, may your heart remain open to the movement of the Holy Spirit, trusting that God is already preparing the way ahead of you.

In Christ's love,

The Rt. Rev. Phoebe A. Roaf  
Bishop of the Episcopal Diocese of West Tennessee

# ABOUT THE DIOCESE OF WEST TENNESSEE



There are over 5,000 baptized members worshipping in 29 congregations across West Tennessee. These congregations vary in size from Ravenscroft Chapel in Brighton with an average Sunday attendance of 8, to Church of the Holy Communion in Memphis with an average Sunday attendance of over 300. The Diocese of West Tennessee spans the western third of the state, from the Mississippi River to the Tennessee River.

The Episcopal Church was officially established in Tennessee in 1834. In 1981, the Diocese of Tennessee voted to divide into three separate dioceses, and on December 31, 1982, the Diocese of West Tennessee was incorporated into union with the General Convention of The Episcopal Church USA. The Diocese offers several unique programs and facilities, including St. Columba Camp & Retreat Center in Bartlett, Barth House Episcopal Center on the University of Memphis campus, as well as the training headquarters of Catechesis of the Good Shepherd at St. Philip in Memphis. The diocesan seat is St. Mary's Cathedral, consecrated in 1858, which served as a refuge during the Yellow Fever epidemics and played a significant role in the city's civil rights movement during the 1960s.

The Rt. Rev. Alex Dockery Dickson was consecrated as the first Bishop of the Diocese on April 9, 1983, and served until his retirement in September 1994. He was succeeded by the Rt. Rev. James Malone Coleman, consecrated on November 13, 1993, who retired in June 2001. The Rt. Rev. Don Edward Johnson served as the third Bishop of West Tennessee until 2019, followed by the Rt. Rev. Phoebe Roaf, who became Bishop in May 2019. Members of St. George's have historically been active in the Diocese of West Tennessee, serving on numerous boards and committees. For more information about the Diocese of West Tennessee, visit [www.episwtn.org](http://www.episwtn.org).

# HISTORY OF ST. GEORGE'S

St. George's Episcopal Church was founded in 1934 when twelve individuals sought approval from Bishop Thomas Frank Gailor for a mission in Germantown. The Diocese of Tennessee officially recognized the congregation as a mission in 1935, and the first chapel was completed in 1937. By 1944, St. George's had become a parish, and its steady growth led to the construction of a new worship space on Poplar Avenue in 1952. A day school was added in 1960, and by 1979, a larger worship space was built, with the former sanctuary repurposed for parish offices. In 2004 following a protracted conflict between the parish and school, St. George's Independent School acquired the Poplar Avenue campus and the parish relocated to a new home at 2425 S. Germantown Road, with the new church and campus consecrated in 2007.

In 2015, the Rev. Dorothy Sanders Wells became the first black woman to lead a congregation in the Diocese of West Tennessee, later making history as the first black female rector in the diocese. She served St. George's until 2024, when she was elected Bishop of the Diocese of Mississippi. Her final service was on Easter Sunday of that year, after which the Rev. Dorothy White was appointed interim rector. St. George's leadership has evolved through various priests and lay leaders since its founding, with figures such as Rev. Peter Wortham Hawes, who served from 1986 to 2001 and remains Rector Emeritus. Today, the church continues its tradition of faith and community engagement under its interim leadership.



# OUR COMMUNITY

Germantown, Tennessee, incorporated in 1841, is a prosperous Memphis suburb with a population of approximately 41,000. The city maintains a high standard of living, with a median household income of \$140,429 and over 60% of residents holding a bachelor's degree or higher. The majority of its residents are Caucasian (86.5%), followed by Asian (5.4%) and African American (4.8%). Germantown boasts a strong housing market, with 87.6% of homes owner-occupied and a median home value of \$402,300.

Major employers in the area include FedEx, AutoZone, International Paper, and Methodist Le Bonheur Healthcare. The city is well-served by an extensive healthcare network, featuring hospitals such as Baptist and Methodist Hospital Systems, St. Jude Children's Research Hospital, and Le Bonheur Children's Hospital.

Germantown offers a variety of cultural and recreational attractions, including the Germantown Performing Arts Center, Community Theatre, and the popular Germantown Charity Horse Show. Outdoor enthusiasts enjoy the Germantown Greenway for hiking and biking, as well as local parks like Bobby Lanier Farm Park and Forgey Dog Park. Nearby Memphis provides additional attractions such as the Memphis Zoo, the National Civil Rights Museum, and Shelby Farms Park, one of the largest urban parks in the U.S. Sports fans have access to professional and collegiate teams, including the Memphis Grizzlies, Redbirds, and University of Memphis Athletics. The area is also home to several higher education institutions, including the University of Memphis, Rhodes College, Lemoyne-Owen College and the University of Tennessee Health Sciences Center.



# OUR MINISTRIES

**St. George's Episcopal Church is deeply committed to serving its community through a variety of outreach ministries.**

The church supports organizations such as the Carpenter Art Garden, Church Health Center, Memphis Interfaith Association, and Room in the Inn, a Memphis ministry that provides meals, supplies, and financial assistance to those in need. Programs like Meals on Wheels, Labor of Love, and food drives for the Collierville Food Pantry ensure that vulnerable populations receive essential resources. The youth of the parish actively participate in mission work through "Mission in Memphis" and Special Friends' Ministry, while the No Sweat Soirée raises funds for key outreach initiatives. Seasonal efforts like Operation Joy and Operation Warmth extend support to families during critical times of the year, further emphasizing St. George's dedication to compassionate service.

The St. George's community supports and enjoys a thriving life with the arts. The gorgeous Golding and Wood organ and Coventry Choir, folk band Exultemus, and the unique church-sponsored wind ensemble of thirty musicians, Sanctifica, bring music and worship together in an extraordinary way. Friends of Music sponsors concerts throughout the year, and rotating art exhibits in our art gallery grace the halls surrounding the nave.

In addition to outreach, St. George's fosters a strong spiritual and communal life through worship, education, and fellowship. Worship ministries include acolytes, altar and flower guilds, and lay Eucharistic ministers. Christian education spans all ages, with Sunday School, Vacation Bible School, youth groups and adult Bible studies, including online offerings.



The church's preschool provides a nurturing start for young children, while programs like the Inquirer's Class, Confirmation Class, and Newcomers' Ministry welcome those exploring their faith. Fellowship opportunities range from book clubs and parish dinners to men's and women's groups, alongside broader community engagement through 12-step programs and the Tennessee Ornithological Society.

# A CHURCH ROOTED IN TRADITION, GROWING IN FAITH, AND LOOKING TO THE FUTURE

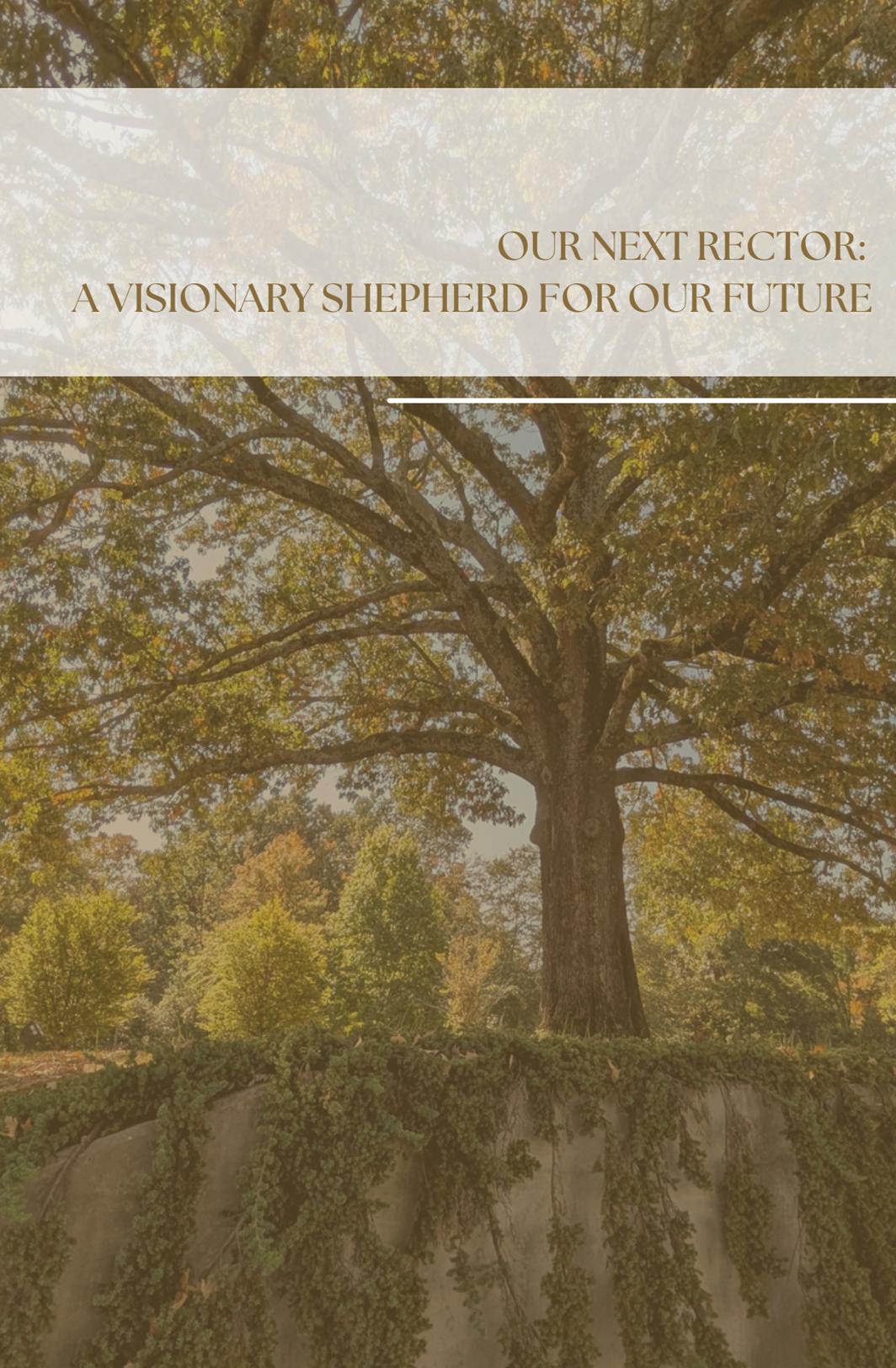
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St. George's Episcopal Church in Germantown, Tennessee, is a welcoming and vibrant congregation deeply grounded in Episcopal traditions, enriched by strong ministries, and closely connected to our thriving preschool. The following describes the leadership we seek who will empower us in our own ministries and who will collaboratively lead us through the challenges of our transitioning world.

## WHO WE ARE

St. George's is a place of deep spiritual connection, joyful worship, and meaningful ministry. We are:

- A welcoming, **inclusive** community that respects diversity and strives to embody Christ's love.
- A congregation with **strong Episcopal traditions**, committed to the liturgy of the Book of Common Prayer.
- A church dedicated to **spiritual formation** for all ages, from young children to lifelong learners.
- A place where **pastoral care** is central—where people feel seen, heard, and supported in times of joy and sorrow.
- A parish with a **growing Episcopal preschool**, seeking to strengthen our relationship with younger families.
- A congregation eager to **grow and adapt**, particularly in reaching young families and the next generation of church leaders.
- A congregation inspired to explore our own gifts and **grow as lay ministers** as we collaboratively live out God's word in our church and our community.



OUR NEXT RECTOR:  
A VISIONARY SHEPHERD FOR OUR FUTURE

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# 1. A SPIRITUAL LEADER AND ENGAGING HOMILIST

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**Grounded in Christ's love** and inspired by God in word and action.

An **excellent homilist and teacher** who connects Scripture to daily life in a relatable and thought-provoking way.

A leader who fosters **spiritual growth** through worship, prayer, and Christian formation, and who celebrates the joy of Christian life.

A clergy member who values and embraces the **full liturgical and sacramental life** of the Episcopal Church.

## 2. A COMPASSIONATE PASTOR AND COMMUNITY BUILDER

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**Personable, approachable, and deeply relational**—able to connect with people of all ages and backgrounds.

**Present in times of joy and sorrow**, offering pastoral care, support, and guidance.

**Committed to intergenerational ministry**, joyfully engaging with youth, families, and seniors alike.

A leader who believes in working with laity to collaboratively **build a strong and vital church community**.

A leader who strengthens **our bonds as a church family** while also fostering relationships within the wider Germantown and Memphis communities.

### 3. A STRATEGIC THINKER AND CAPABLE ADMINISTRATOR

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A **visionary leader** who can hold the classic Anglican tension between continuity and change.

A **skilled administrator** who will delegate effectively and work collaboratively with staff, vestry, and lay leaders, and who leads the laity in developing a robust and effective volunteer ministry.

A rector who understands that a **church must steward its worldly resources**, requiring sound financial management and strategic planning.

A **bridge builder between church and preschool**, continuing to develop our strong partnership with the families of our preschool.

## 4. A CATALYST FOR GROWTH AND OUTREACH

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Passionate about **welcoming new members** and engaging young families.

An advocate for **service and outreach**, strengthening our ministries that serve the community.

A leader who encourages **collaboration and active participation** in church life, helping members discover and use their gifts in ministry.

Someone who recognizes that **our impact extends beyond our church walls**, engaging with the needs of the wider community.

# OPPORTUNITIES & CHALLENGES FOR OUR NEXT RECTOR

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AS WE TRANSITION INTO THIS NEXT CHAPTER, WE RECOGNIZE BOTH THE STRENGTHS AND THE AREAS OF GROWTH WITHIN OUR PARISH.

WE HOPE OUR NEXT RECTOR WILL:

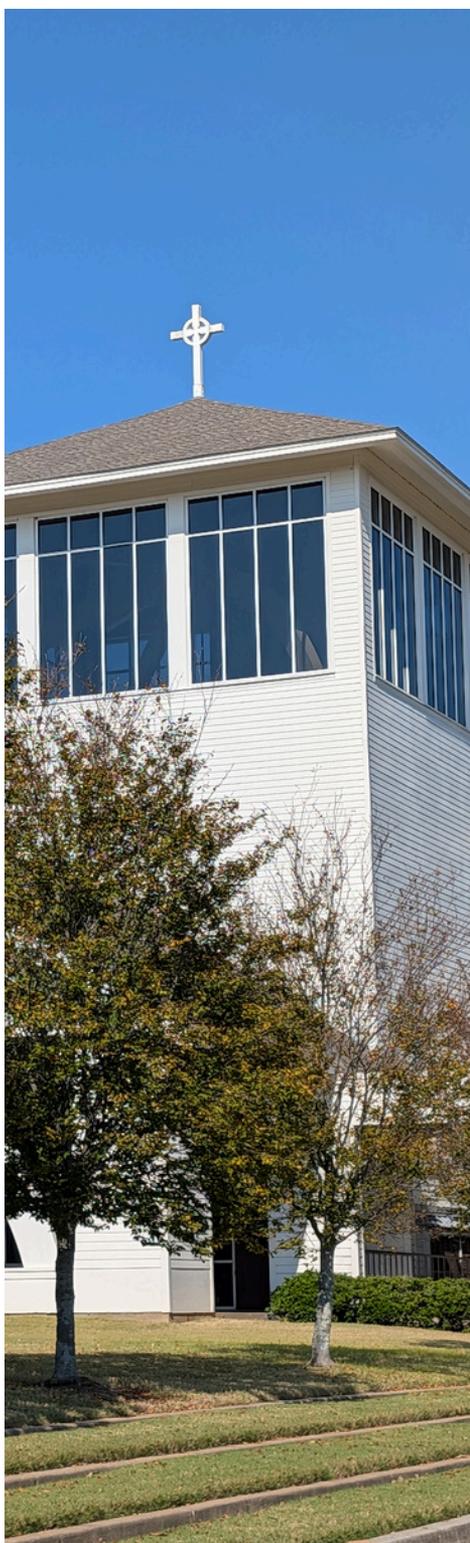
- Build upon our **strong foundation of worship, liturgy, and formation**, while also exploring new ways to engage and inspire.
- Help us **reconnect with young families**, both from within the school and the broader community.
- Foster an even **stronger relationship between the church and school**, encouraging faith development among students and families.
- Guide us in **navigating change**, ensuring that we honor our traditions while embracing the future with confidence.
- Continue to cultivate a **spirit of generosity and stewardship**, ensuring that St. George's remains financially strong and mission-driven.
- Strengthen our **sense of community and belonging**, deepening the bonds among parishioners and fostering new relationships.
- Help us to **grow and develop lay ministry** through partnership and collaborative leadership.

# WHAT WE OFFER

ST. GEORGE'S IS A CHURCH THAT IS EAGER TO THRIVE UNDER NEW LEADERSHIP, AND WE ARE COMMITTED TO SUPPORTING OUR NEXT RECTOR IN MEANINGFUL WAYS.

## WE OFFER:

- A congregation that is **faithful, engaged, and eager to be faithful partners with our new rector.**
- A dedicated **vestry, staff, and lay leadership team** who are ready to collaborate.
- A **financially stable** parish with strong resources to support ministry.
- A **beautiful worship space** and facilities that support both our church and school communities.
- A location in **Germantown, TN—** a thriving suburb of Memphis known for its strong sense of community, excellent schools, and welcoming atmosphere.



# A FINANCIALLY HEALTHY CHURCH

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## ST. GEORGE'S FINANCIAL STRENGTH AND HEALTH BENEFIT FROM A BREADTH OF RESOURCES:

- A strong foundation: our building loans are paid off as is our magnificent Goulding & Wood organ. We are blessed with an endowment of approximately \$1.6M consisting of a blend of restricted and unrestricted funds; endowment and interest earnings contribute to our operating bottom line. Our Episcopal preschool operates at a financial surplus with separate books, has its own reserve fund, and contributes to the church's building costs.
- Responsible management and conservative planning: St. George's operates below break-even most years and reinvests its surplus. Reserve funds provide protection for unforeseen events. We have an actively engaged treasurer and vestry overseeing financial decisions. Our endowment is conservatively managed with thoughtful controls governing its use.
- Stewardship and giving: Our annual stewardship campaign is led by a dedicated committee encouraging gifts of time, talent, and treasure, and our vestry makes personal calls to thank those who have made their pledge. Annual pledges are supplemented by excess pledges, plate offerings, and both unrestricted and large one-time gifts. Our recent capital campaign exceeded its goal, funding several large security and building projects: some 70 participants from throughout the congregation donated to the campaign and expressed feeling "honored" to contribute to this "meaningful" ask.
- Talented volunteers: in addition to its extraordinary paid staff, St. George's is blessed to have generous volunteers who help with important church functions. Our communications, website, nursery, building and grounds, and church office functions are supported in full or in part by committed volunteers.

# A FINANCIALLY HEALTHY CHURCH

We do recognize vulnerabilities that will continue to require thoughtful financial management. A loss of volunteers, addition of staff, or cost increases for our new rector may require spending from the surplus. We've experienced a decline in pledges and pledging units since our rector left in 2024 (although 2025 pledges have mostly rebounded).

Our focus on attracting new members including families brings younger members to the church whose ability to give may be lower. Our next church leader will need to be a careful planner and fully involved in the financial health of St. George's.

Saint George's Episcopal Church Financial Summary 2021-2024				
	2021	2022	2023	2024
<i>pledging units (adults)</i>	180	176	174	166
<b>Pledges, excess pledges, and plate offerings</b>	670,727	683,260	698,934	633,698
<b>Undesignated and large one-time gifts</b>	60,255	122,030	156,220	115,950
<b>Endowment and interest earnings &amp; other income</b>	<u>36,735</u>	<u>50,884</u>	<u>30,064</u>	<u>107,752</u>
<b>Total income</b>	<b>767,717</b>	<b>856,174</b>	<b>885,218</b>	<b>857,400</b>
<b>Personnel</b>	374,879	376,704	395,131	370,691
<b>Utilities, bldg &amp; grounds, custodial, insurance</b>	186,547	202,943	207,148	219,505
<b>Diocesan pledge</b>	78,145	77,710	77,864	84,992
<b>Office &amp; equipment, programs, other</b>	<u>61,793</u>	<u>139,039</u>	<u>148,218</u>	<u>120,787</u>
<b>Total expenses</b>	<b>701,364</b>	<b>796,396</b>	<b>828,361</b>	<b>795,975</b>
<b>Operating Surplus/ (Deficit)</b>	<b>66,353</b>	<b>59,778</b>	<b>56,857</b>	<b>61,425</b>

# DISCERNMENT COMMITTEE & VESTRY

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## VESTRY

Molly Prewitt, *Senior Warden*

Courtney Felts, *Junior Warden*

Jimmy Luke, *Treasurer*

John Planchon, Sr., *Clerk*

Leslie Darr

Lou D'Eri

Mary Margaret Freeman

Beverly Hollingsworth

Steven Jenkins

Nancy Ligon

Helen Morrow

Clayann Gilliam Panetta

Elise Patterson

Jon Sharp

Mary Thorsberg

## DISCERNMENT COMMITTEE

John Planchon, Sr., *Chair*

Rhea Clift, *Clerk*

Virginia Baird

Michael Christopher

Taylor Key

Dan Lange

Carolyn Mason

John Peaches

Jon Sharp





## A PRAYERFUL INVITATION

*We invite candidates who feel called to this ministry to prayerfully consider joining us at St. George's Episcopal Church. We trust that God is preparing the right person to lead us in this next chapter, and we look forward to discerning together.*

*If you are interested in learning more about this opportunity, please contact Canon Rob Courtney at [rcourtney@episwtn.org](mailto:rcourtney@episwtn.org).*

**St. George's Episcopal Church**  
2425 S. Germantown Rd.  
Germantown, TN 38138

<https://stgchurch.org/>