

# Parish Profile

2026



Saint Philip's  
IN THE HILLS

GATHERED IN LOVE  
TRANSFORMED BY GRACE  
SENT TO SERVE

4440 N. Campbell Avenue, Tucson, Arizona, 85718 | 520.299.6421 | [www.stphilipstucson.org](http://www.stphilipstucson.org)



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## Introduction

Greetings!

Since the departure of our Rector in August 2025, leadership and parishioners at Saint Philip's in the Hills, Tucson have been undertaking a rigorous and thoughtful discernment process. By way of a parish-wide "Day of Discovery" conversation, a series of focus groups, a survey, and many individual conversations, we have taken a long, hard look at who we are, where we are, where we want to go—and who we need to lead us and walk with us on this next phase of our journey. This process of determining the profile for our next rector has revealed to us many insights around both our strengths and our opportunities, and has also shown us the strong collaborative ethos among clergy and congregation around ministry, outreach, and fellowship.

This profile is an overview of what has emerged from that process, and we hope it will tell you much of what you need to know. Our parish website, [www.stphilipstucson.org](http://www.stphilipstucson.org), also contains a wealth of information, and we encourage you to take the opportunity to explore some of our current activities and view some of our recent livestream service recordings.

If you feel called to explore this opportunity in more detail and would like to submit your name for consideration, please submit **your cover letter, resume and OTM profile or Vocation Hub profile to:** [deployment@azdiocese.org](mailto:deployment@azdiocese.org).

The Vestry and Search Committee

Saint Philip's in the Hills Episcopal Church  
Tucson, Arizona

"For we are God's servants, working together;  
you are God's field, God's building."  
*1 Corinthians 3:9*

## Who Are We?

Saint Philip's in the Hills Episcopal Church is one of the Diocese of Arizona's largest parishes, characterized by reverence for the tradition that has formed our faith community for nearly 100 years on our historic and beloved southwest campus. At Saint Philip's, we value the beauty of the liturgy and the sacred for their role in connecting and grounding us in today's fast-paced, consumer-driven world. We strive to be a welcoming and inclusive congregation, perhaps best exemplified by recent growth toward a more multigenerational makeup. Our vibrant Children, Youth, & Family Ministry (CYFM) seeks to form our youngest members—and their parents—as they follow Christ and His teachings. Our world-class music program is a powerful and valued ministry, not only leading parishioners into worship through the richness of our musical tradition, but also connecting us to the broader community. We are, as celebrated in our mission statement: ***gathered in love, transformed by grace, and sent to serve.***

- Our dedicated parishioners support parish life and connect with each other through an array of ministries and programs
- Our music program emphasizes the liturgical calendar with traditional Anglican repertoire, incorporating robust anthems and choral masses
- We seek to share God's love with those around us, through a strong commitment to community outreach and sharing our treasure
- We have a strong corps of affiliate clergy with varied strengths and deep commitment to the parish and community
- As a parish with multiple ministries and activities, as well as an historic campus with high maintenance needs, we are a complex organization with attendant budget needs and management
- We are a teaching and sending parish: in the last five years, four people were either sponsored for ordination or substantially formed for priestly ordination through the parish, with the start of two processes in the last year. Our previous rector had six curates during his tenure, all of whom have stayed in excess of two years, some as long as eight years
- We are a parish made up of many part-time residents who winter in Tucson. At the same time, we are growing with respect to newcomers and young families, as well as adults in their 30s and 40s
- Many of our parishioners are newcomers or relative newcomers; in contrast to trends in the Episcopal church, 37% of parishioners have been attending Saint Philip's for five years or fewer (according to our 2024 RenewalWorks survey results)
- We are a growing parish: in 2025, we saw an increase in our annual total attendance at the parish by 1,752 (in-person, on-campus attendance), compared to the previous year, even during a year of staff transition. Average Sunday Attendance (ASA) in 2024 was 344 (on campus), and went up to 377 in 2025 (on campus). In recent months, the average number of views of each our livestreamed Sunday services has been around 170
- Steady growth is also reflected across other metrics: Baptisms (2024: 12, 2025: 15); Confirmations and Receptions (2024: 12, 2025: 13); Marriages (2024: 2, 2025: 3); Burials (2024: 23, 2025: 25); Christmas Eve and Day attendance (2024: 1,356, 2025: 1,482); Easter Day attendance (2024: 843, 2025: 901)

In the following pages, you'll find a snapshot of Saint Philip's history, ministries, resources, and more, along with our hopes for our next rector.

Based on extensive conversations, focus groups, and other discernment activities, parishioners have determined that we are seeking:

- A faithful pastor who can “take up the baton” at a moment of growth
- Someone who can help to bring various groups among our large congregation together, uniting parishioners across lines of difference
- A skilled manager who will administer and support a hardworking office staff and multiple clergy members at different levels of experience
- A thoughtful decision-maker prepared to make choices about where Saint Philip's dedicates its gifts and resources, and how it will steward its historic campus
- An impactful preacher and teacher who will help parishioners deepen their faith through our Anglican heritage, as well as apply our faith to daily life in our cultural moment, while being sensitive to a variety of political opinions
- A caring priest who will build into our growing CYFM programs and support families
- A priest with strengths in pastoral care, who will build up the pastoral care ministry at Saint Philip's
- A priest who will continue and expand our tradition as a teaching and training parish; one who will seek out and nourish newer clergy



## History

Throughout its history, Saint Philip's in the Hills Episcopal Church has been stable (just five rectors), but also cutting-edge. From its beginning, the church emphasized lay leadership and ministry. It was among the earliest congregations to ordain women to the diaconate. It modeled inclusion in many ways: modified all buildings to be ADA accessible by 1982, long before the Americans with Disabilities Act; provided American Sign Language interpreters for the Deaf, and a special sound system that transmits to the hearing aids for the hearing impaired. Neither wealthy nor highly endowed, Saint Philip's has accomplished all these things through the generous donations of parishioners who stepped up to respond to a need.

The first service at Saint Philip's was held on Christmas Eve, 1936, in the desert foothills at the junction of two dirt roads north of Tucson. Founding Rector the Rev. George W. Ferguson dreamed of a church where "The Lord will be worshipped in the holiness of beauty." Architect Josias Joesler patterned the 198-seat chapel on an 18th-century Spanish colonial mission, to blend into the regional ambiance of that period. 90 years later, the worship space has more than doubled in size, and the property has expanded to some 40,000 square feet of buildings on seven acres at a strategic location, bridging multiple cultures and ways of life.



A key player in the founding of the Episcopal Diocese of Arizona, Saint Philip's also financed the start of three mission churches as Tucson grew after World War II: Saint Michael and All Angels in the mid-1950s, Christ the King in 1964, and Saint Alban's in 1972. More recently, Saint Philip's has been instrumental in launching another mission parish, Church of the Apostles in Oro Valley, and Imago Dei, an inner-city middle school for at-risk adolescents.

## Liturgy

With few exceptions, while worship at Saint Philip's may look complicated, services are almost entirely from the 1979 Book of Common Prayer. While the 7:45am and weekday services are smaller, the 10:00am service is large and includes many people involved in Saint Philip's worship ministries. The worship ministries are extensive and include the altar guild, acolytes, vergers, thurifers, eucharistic ministers, lectors, and ushers (and that's not even mentioning the choirs)!

### Sundays

#### 7:45am | Holy Eucharist

- Rite I uses the traditional language that most closely adheres to the patterns of prayer that have shaped Christians from generation to generation.

#### 10:00am | Choral Holy Eucharist

- A Rite II service with a full choir, music, incense, sanctus bells, and a "soft space" in the West transept to help engage children in worship near the altar. A nursery with trained attendants is also offered. This service is live-streamed. The Celebrant occasionally sings the liturgy, particularly on feast days. Coffee hour follows the service, where we fellowship and welcome newcomers.

#### 4:00pm | Come & See

- This is an alternative service offered since 2006 for those who prefer a less formal liturgy. Each week, a short reflection is offered by a member of the community and is followed by a discussion and communal sharing of bread and wine.

#### 4:30pm | Choral Evensong

- An almost entirely sung service according to the 1662 Book of Common Prayer, including choral settings of the Magnificat and Nunc Dimittis. Readings are from the KJV.



### Monday – Thursday

#### 8:30am | Morning Prayer (Rite I)

#### 12:15 | Holy Eucharist

- Rite I except for Tuesdays, which is a Rite II healing service.

#### 5:30pm | Evening Prayer (Rite I)

- Wednesdays only, immediately preceding Mosaic.

## Children, Youth, & Families Ministry

Children, Youth, & Families Ministry (CYFM) is one of the most dynamic expressions of St. Philip's intergenerational life, engaging more than 200 children, youth, and parents in a community of mutual support and encouragement that is rooted in the Anglican liturgy. According to a 2025 parish-wide survey:

- Formation for children, youth, and families was voted the most valued St. Philip's ministry.
- Sustaining and growing CYFM was chosen as the #2 hope for the future, second only to financial stability.
- CYFM was the most frequently selected ministry involvement category for parishioners.

Families consistently describe CYFM as a place where they find connection and a shared commitment to raising children in the Christian faith.

### Signature Practices:

- Catechesis of the Good Shepherd
- Solemn Communion and Confirmation
- Family retreats
- Pilgrimages
- Seasonal traditions (Shrove Tuesday, Blessing of the Animals, Christmas Pageant)



*“Parent formation class has provided the most meaningful and lasting connections.”*  
-Parishioner

[Catechesis of the Good Shepherd](#) provides a formative anchor, helping younger children (ages three through third grade) encounter the symbols, gestures, and rhythms of Anglican worship in a contemplative and developmentally attuned way. This foundation is complemented by age-appropriate formation for youth and parents, strengthening relationships and nurturing a common language of faith across generations.

Children and youth participate fully in the parish’s liturgical life—serving as acolytes, lectors, and choristers, and preparing for baptism, solemn communion, and confirmation. These practices help our young people understand themselves as integral members of the worshipping community and deepen their long-term engagement with the church.

Currently, this ministry is sustained by a team of full- and part-time clergy and staff members and a dedicated team of volunteers. Retreats, social gatherings, and service projects further strengthen relationships and invite families into the wider life of the parish. High School youth are given the opportunity to go on a pilgrimage, often in partnership with a choir residency in England. Formation leaders are offered ongoing training and formation.

As CYFM continues to grow, we are discerning how best to support children with diverse needs, welcome families of varied backgrounds, and expand opportunities for service and outreach. Parents and leaders express a desire for formation that is both theologically grounded and genuinely inclusive—reflecting the breadth of the Episcopal tradition, while remaining rooted in the creeds, the sacraments, and the beauty of our liturgical life.



### By the Numbers:

- 200+ engaged children and parents
- 20+ formation leaders
- 90+ children registered
- 14 children in the Children’s Choir
- 6 youth in the Adult Choir
- 8 youth pilgrims in 2024

## Adult Formation

Saint Philippians value intellectual and spiritual curiosity. Clergy and parishioners write reflections on the Daily Office readings that go out as “Daily Bread” emails.

**Mosaic** is our principal Adult Formation offering, a gathering place where parishioners can learn about their Episcopal heritage and deepen their personal and communal life with Christ. Mosaic takes place on Wednesday evenings from September through May, after Evening Prayer and a time of fellowship over dinner or snacks.

The Adult Formation Commission selects Mosaic topics and invites discussion leaders from among the clergy, affiliate clergy, and laity. During Lent, Catechism is typically offered during Mosaic, along with a parallel offering for those who are already confirmed, typically having to do with contemplative prayer practices.

**A number of smaller discussion groups and societies**, primarily lay-led, meet regularly around different themes and interests, and include Bible studies, book clubs, and 20s & 30s gatherings. In addition, parish forums are offered on fourth Sundays, with presentations on a range of themes by members of the clergy, lay leadership, and the wider Tucson community.



### The 2025-2026 Mosaic series:

- *Revelation: How to Read It and How Not to Read It*
- Christian Ethics
- Difficult Doctrines
- Sacred Arts

“Singing is a way to pray.”  
-Parishioner

## Music

The Music Program at Saint Philip’s is a robust part of worship and ministry, noted by Day of Discovery attendees (and survey participants) as one of the most important parts of the parish. Led by Music Director Dr. Justin Appel and assisted by Associate Director and organist Dr. Jeffrey Campbell, there are several choirs at Saint Philip’s who sing repertoire from traditional Anglican origins to contemporary compositions, to historically significant repertoire. A Music Commission of lay members assists in implementing the plans of the Directors, with roles in financial management, publicity, and technical assistance.

The music program is progressively evolving toward a cathedral-like model, emphasizing liturgical depth and ceremonial rigor. Music is framed as a liturgical ministry, rather than a performance ensemble, with youth formation and vocational development as key pillars. Sunday morning services alternate between congregational and choral mass settings, supported by robust hymnody and consistent organ accompaniment. A 1662 Choral Evensong is offered weekly, with few exceptions. UK residencies and pilgrimages serve as formative experiences, reinforcing Anglican and Western Catholic musical identity. Music Planning follows the liturgical calendar and lectionary adhering to the 1982 Hymnal and Western Art Music traditions; blended worship styles are avoided.



There are four choirs with nine paid Lay Clerks forming the core of the adult choirs:

- The Choir of Saint Philip's is comprised of adult volunteers, Senior Youth Choristers, and Lay Clerks
- The Schola Cantorum is comprised of adult volunteers who sing Evensong, as well as the Senior Youth Choristers and Lay Clerks
- The Saint Nicholas Choir is for children from eight to High School, or when voices change
- Saint Morwenna Voices is comprised of Senior Youth Choristers and alumna

The Saint Nicholas Choristers participate in the Royal School of Church Music tradition, preparing them for periodic week-long UK residencies and strengthening their choral abilities. The choirs are currently working in preparation for the fifth

45 Adult Choir Members

6 Canterbury Apprentices/  
Senior Choristers

14 Saint Nicholas Choristers

More Information on  
Saint Philip's website:  
[Major Feasts](#)

Watch Our Choir:  
[Saint Philip's Missa Brevis](#)

A parish survey done as part of the Rector Search Process in December 2025 showed Choir Participation as the 3rd most frequent level of participation in terms of Ministry Involvement.

Additionally, participants overall ranked Music in the Service as Very Important; sustaining and growing the music program was listed as Moderately to Very Important.



## Ministries

The various ministries at Saint Philip's fall under a commission structure. Commissions are hubs of activity that harness the gifts of our lay leaders, with staff and clergy liaisons. Commission responsibilities include ongoing evaluation of how we allocate resources against desires and needs.

### Saint Philip's Commissions are:

- Adult Formation
- Creation Care
- Outreach
- Pastoral Care
- Music
- CYFM

**The Creation Care Commission** cares for God's creation on our campus and in the wider community by tending our grounds, providing resources, Adopt-a-Road cleanup projects, and engaging in tree-planting and rainwater catchment.



Campus Care



Adopt-a-Road



Cooling Our Neighborhood

**The Pastoral Care Commission** organizes a variety of offerings, such as condolence writers, elder care, prayer shawl knitters, and lay Eucharistic ministers who visit individuals and the hospitalized. Trained Saint Stephen's volunteers offer non-emergency, confidential support.

**Lay Eucharistic Ministers** from Saint Philip's facilitate Eucharistic services at a number of local assisted living and retirement communities. This is a growing part of our off-campus ministry: in 2024, we served 3,126 total offsite communions (ASA: 60); and in 2025, we served 4,188 total offsite communions (ASA: 81).

**Worship ministries include:** ushers, acolytes, vergers, subdeacons, chalice bearers, and Altar Guild.



Prayer Shawl Knitters



Lay Eucharistic Ministers



Saint Stephen's Ministry



Vergers & Acolytes



Ushers



Altar Guild

## Outreach

### Saint Philip's in the Community

Saint Philip's parishioners prioritize sharing the love of Christ and the gifts He has given us beyond our campus. Some examples include: a weekly food pantry run out of our office, with regular attendees, as well as a pet food drive and a food pantry for a nearby elementary school. Parishioners prepare a monthly meal in our kitchen for the Primavera Men's Shelter in town. A favorite offering is "manna bags," bags of food and essentials that can be purchased in the church shop and given to those experiencing homelessness.



Food Pantry

Saint Philip's prison ministry strives to provide material and spiritual support for incarcerated people and their families, to educate the community about the injustices of the prison system, and to advocate for humanitarian reform. We participate in Prison Fellowship's "Angel Tree Project" to provide Christmas gifts to children of incarcerated parents.



Pet Food Drive

Our sister parish is Santa María Virgen, five hours south of us in Hermosillo, Sonora, Mexico (Anglican Diocese of Western Mexico).



Manna Bags



Cooking for Primavera Men's Shelter



Angel Tree Project

## Finances

Saint Philip’s annual budget of \$2,000,000 is funded by contributions, both parishioner pledges and plate (78%); distributions from endowed investments (8%); facility rentals (primarily a preschool and kindergarten); gifts; and other miscellaneous income. We have supplemented these funds in recent years by drawing on our reserves. For 2026, we established a goal for our stewardship campaign of fully funding the budget. The result to date is an increase of the average pledge of more than \$400 (from a \$3,687 average annual pledge in 2025, to a \$4,090 average annual pledge in 2026). The 2026 budget is fully funded.

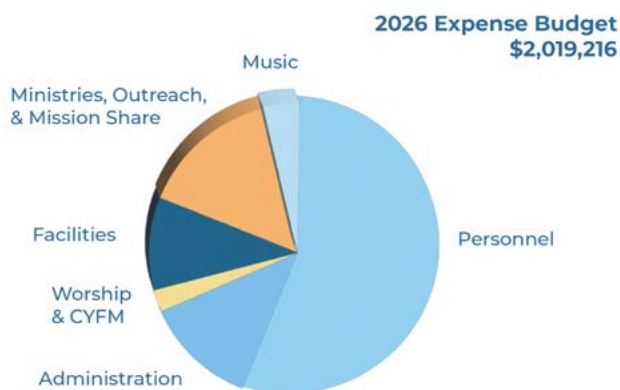
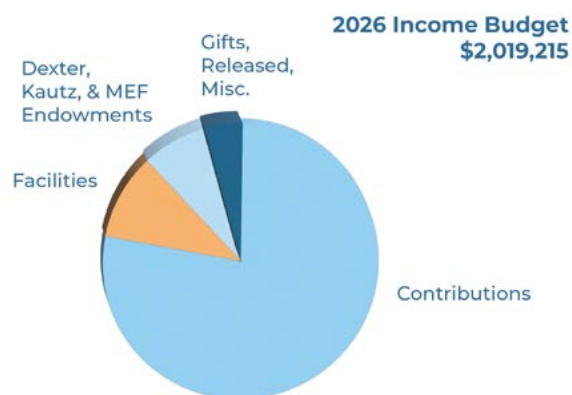
Saint Philip’s is very fortunate to have the support of a separate 501(c)(3) foundation (Preservation & Endowment, or P&E) that supports the preservation of our National Historic Landmark property. Major renovations in 2025 totaling \$740,000 were funded by the Foundation.

### Capital Campaign

Over the past few years, the Saint Philip’s leadership has been developing a Master Plan to identify what improvements may be necessary to meet the needs of the parish in the coming years. One element of that planning process was to assess the status of the existing facilities and grounds and to adopt a repair, replacement, refurbishment, and maintenance plan for the campus. Since 2024, roughly \$1,000,000 has been invested in the pursuit of that plan. Through the work that has been performed, several large-scale structural repairs were discovered as being urgently important.

As a result, in 2025 we launched the first phase of a major Capital Campaign. The goal of this initial phase is to cover costs associated with those urgent repairs and maintenance.

A second phase of the Capital Campaign is planned to be initiated once the new Rector is appointed. This phase will be focused on upgrades to facilities and grounds to create improved meeting spaces, expand the Columbarium, and enhance outdoor spaces on our campus.



## The Ministry & Endowment Funds Trust (MEFT)

Mission: To support and magnify the many ministries of Saint Philip's and, with the Preservation & Endowment Committee, to support and magnify Legacy Giving.



### MEFT administers four funds:

*The Columbarium Fund:* Designed to provide monies for the ongoing maintenance and care of the Columbarium in perpetuity.

*The Kautz Family Music Fund:* Designed to support the Music Program and defray associated costs.

*The Dexter Family Fund:* To support pastoral care ministries.

*The Ministry Endowment Fund:* Within which donors may stipulate that their donation be directed towards one or more of the following:

- Liturgy and Music
- Outreach and Evangelism
- Christian Education
- General Ministry



MEFT is governed by Vestry-approved enabling resolution, by-laws, and policies, including:

- Investment policy statement
- Spending rule policy
- Dispositions of gifts policy
- Donor-designated funds policy
- Church gift acceptance policy

*Trust accounts are managed and invested separately, with specified asset allocations. The current spending rule policy for all trusts is between 3%-5% of the average of the prior three year-end valuations.*

## Buildings & Grounds

Tucson developers John and Helen Murphey originally commissioned architect Josias Joesler to design a private chapel for their home, leading to the construction of Saint Philip's in the Hills Episcopal Church as a part of their larger Catalina Foothills Estates development. With the surrounding buildings designed to radiate out from the church's campus, Saint Philip's' placement and mission-style architecture were meant to emulate village churches in Mexico. The church's nave is situated in front of a 12-foot-high arched clear plate glass window, with a view of the Santa Catalina Mountains in the distance. Its pews, altars, and beams are made from cedar logs sourced from the southwest of Mexico and carved by a Mexican artisan. As Tucson grew since the 1930s, Saint Philip's location at River Road and Campbell Avenue has continued to be one of significant cultural importance at the transition between the midtown and foothills regions of the city.

Saint Philip's has seen considerable physical expansion since its first service on Christmas Eve, 1936. Since then, the Sanctuary has seen expansion of the nave, as well as addition of both east and west transepts. Beyond the sanctuary, the campus of Saint Philip's includes adjoining Murphey and East Galleries as large meeting spaces, as well as church offices, the Columbarium, and Saint Francis Chapel, and surrounding labyrinth garden. Smaller galleries, rooms, and beautiful courtyards serve as additional spaces for meetings, fellowship, and reflection. On the north end of campus, the 1998 additions of the Bloom Music Center and Douglas Children's Center serve the thriving Music Ministry and Children, Youth, & Family Ministry, respectively. The Douglas Children's Center is currently leased to Catalina Hills Preschool and Kindergarten during the school week.



The southeast corner of campus is home to La Parroquia, a series of unique historic buildings that house the Sexton's residence, woodshop, and additional meeting spaces for community and church groups.

## Grounds and Sustainability

Saint Philip's has embraced recent efforts to address critical water shortages facing our region, and plays a leading role as an environmentally conscious parish. Much of the plantings on our grounds have been transformed to minimal water use xeriscape spaces, using primarily native species and water-harvesting hardscapes. Saint Philip's volunteers are nearing completion of a larger passive water harvesting and flood control project in the area north of the sanctuary, with two newly excavated rainwater infiltration basins, a floodwater diversion channel, and native species landscaping. Saint Philip's also takes full advantage of abundant solar energy with a 160kW photovoltaic array capable of providing 90% of the parish's electricity needs, and off-setting 53,448 pounds of carbon dioxide production monthly.

### Campus Plan

- 7 acres of land owned (no debt)
- 1 acre (40,000 sq. ft.) under roof
- 50% Electrical Self-Sufficiency
- Corner of 2 major traffic corridors
- >65,000 people per day pass by

### Key

- Original Chapel (1936)
- La Parroquia, Meetings (1950)
- Expansion (1937)
- ADA Compliance (1982)
- Murphey Gallery & Offices (1986)
- Music & Children's Centers (2000)
- Casita & Meeting Space (2001)
- Solar Panels (2014)



## Campus Challenges

Saint Philip's is addressing the challenge of deferred maintenance of the facilities through pledge and non-pledge contributions, grant funding, and a capital campaign. Upcoming immediate major projects include:

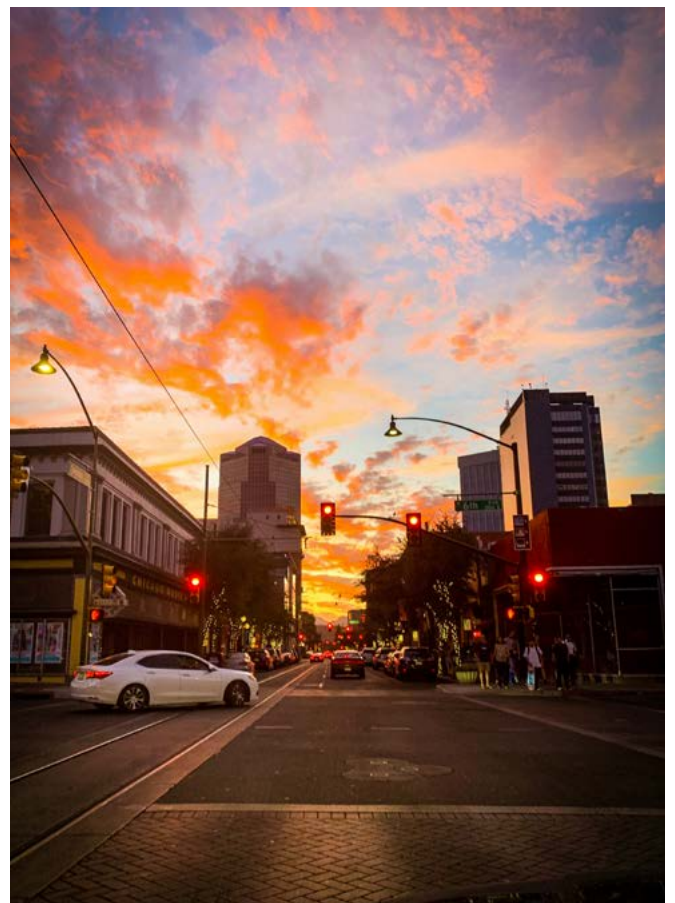
- Stabilization of the south facade of the church. Projected cost: \$400,000-\$500,000, with \$150,000 in grant support from the [National Fund for Sacred Places](#)
- Roof replacement for church offices, Murphey Gallery, and La Paz. Projected cost: \$225,000-\$250,000
- Restoration of the Holtkamp Organ. Projected cost: \$300,000, with \$250,000 in grant support from the [Hampson Albert Sisler Foundation, Inc.](#)
- Surface water drainage and flood water control project to divert runoff away from two key courtyard areas. Projected cost: TBD
- Stabilization of La Parroquia. Projected cost: \$80,000-\$120,000
- Refurbishment of the sanctuary's great doors. Projected cost: \$80,000

## Living in Tucson

Tucson, Arizona is in the Sonoran Desert, 60 miles north of the U.S.-Mexico border. Originally occupied by the agricultural peoples of the Tohono O'odham, it was part of the Spanish empire by the 1700s. The Gadsden Purchase of 1853 transferred ownership from Mexico to the U.S. This bit of history is relevant to understanding the culture, heritage, and current population of the area.

Just over one million people live in the greater Tucson metropolitan area, of which 42.7% are Hispanic and 2.7% Native American. Another 19.1% identify as being of two or more races. Non-Hispanic white people make up 43.7% of the population. The Spanish name of the city, Tucsón, is derived from the O'odham. The name is commonly translated into English as “the base [of the hill] is black,” a reference to a basalt-covered hill now known as Sentinel Peak. The Arizona State Museum, located on the campus of the University of Arizona in midtown, celebrates the history of the Indigenous peoples of the area and contains the world's single largest collection of Native American pottery.

At 2,400 feet of elevation, Tucson has mild winters with very warm summers and averages just over eleven inches of rain a year. It is ideal for any number of outdoor activities, and indeed, one of the most popular “museums” in the area, the Arizona Sonora Desert Museum, is an extraordinary display of flora and fauna native to the region. Hiking trails abound at both East and West Saguaro National Parks, as well as Catalina State Park. City parks with ramadas and splash pads are favorite places for gatherings. Gardens featuring native plants and xeriscape landscaping are found at both Tohono Chul on the city's northwest side and the Tucson Botanical Gardens in midtown.



The importance of xeriscape landscaping in conserving water is seen throughout Tucson. While Tucson still obtains some of its water from groundwater wells, it also relies on water delivered through the multi-state pact Central Arizona Project Aqueduct, drawing water 300 miles across the desert from the Colorado River. To encourage residents not to use water on landscaping needs, the City of Tucson has financial incentives for residents installing rainwater harvesting systems.



For a quick getaway from the summer heat, Mt. Lemmon in the Santa Catalina Mountains is on the northeast edge of the city and rises to over 8,000 feet in elevation. In the cool pines of the mountain are more hiking trails, the charming town of Summerhaven, and wonderful vistas.



Tucson has an array of small and large venues for the performing arts, including the Tucson Symphony, Arizona Opera, Arizona Theatre Company, Broadway in Tucson, the Fox Theatre, the Rialto Theatre, Ballet Tucson, and so many more. The Annual Tucson Gem and Mineral show is one of the largest in the world, and has been held for over 50 years. The Tucson Festival of Books has become the fourth-largest book festival in the United States with readings, lectures, science fairs, and varied exhibits.

Tucson is home to the University of Arizona, which is a land-grant research university enrolling 54,384 students in 22 separate colleges. U of A ranks among the top 20 research universities nationwide and is affiliated with two academic medical centers.

More info at [www.visittucson.org](http://www.visittucson.org).

### Education in Tucson

A variety of public, charter, and private schools are available for K-12 education in Tucson. Saint Michael's and All Angels Episcopal Parish offers K-8 learning opportunities. The Arizona Empowerment Scholarship Account program supports school choice for Arizona residents.

## Appendix

### Saint Philip's in the News

- Story in Arizona Daily Star about vigil held for Nancy Guthrie at Saint Philip's
- Story in KGUN9 News on Saint Philip's involvement in the 2025 Angel Tree Project
- Profile of Saint Philip's from Princeton's Thriving Congregations Initiative 2019

[Daily Star](#)

[KGUN9](#)

[Profile](#)

### Other Links

- Saint Philip's website
- 2025-2026 Music brochure
- 2025-2026 CYFM brochure
- 2025-2026 Adult Formation brochure

[Website](#)

[Music](#)

[CYFM](#)

[Formation](#)

### Clergy and Staff

- Rev'd Richard Mallory, Interim Rector
- Rev'd Matthew Reese, Associate Rector
- Rev'd Alex Swain, Curate for Intergenerational Ministries
- Rev'd Taylor Devine, Newcomer Coordinator
- Kiki Cheney, Parish Administrator
- Mike Italiano, Facilities Director
- James Clark, Facilities Staff
- Mo Owen, Sexton and Communications Associate
- Dr. Justin Appel, Director of Music
- Anibal Negash, Bookkeeper
- Dr. Jeffrey Campbell, Associate Music Director & Organist
- Cheryle Johnson, Receptionist
- Kate Appel, CYFM and Marketing Associate
- Ayden Carrell, Sacristan

## Rector Profile

We recognize that no one candidate will possess all the following, but our ideal candidate would fit the following description:

### Education

- Holds a Master of Divinity degree from an accredited seminary
- Possesses a foundation in and wide knowledge of Christian scriptures, history, and theology

### Experience

- Has spent at least five years as Rector or Associate at a large or “Resource” Church (defined as Average Sunday Attendance of 350+) with a team of clergy and support staff
- Demonstrates a deep experience in the development of a liturgical approach that meets the needs of the congregation, recognizing the need for both tradition and creativity
- Exhibits a pastoral approach that reaches a wide variety of parishioner needs
- Has experience as a teacher and mentor to other clergy members, including curates, affiliate clergy, and lay leadership
- Has a track record of success in expanding attendance, increasing stewardship, and attracting legacy gifts and endowments
- Fosters a community that welcomes and empowers individuals of all identities and backgrounds, inclusive of race, national origin, immigration status, sexual orientation, gender identity, physical ability, etc.

### Ministry

- Demonstrates strong and engaging preaching and teaching that can both challenge and support all members of the congregation in their journey of discipleship

- Demonstrated ability to work with Vestry and Clergy to create and implement a compelling vision for the future of the parish, building on the processes and infrastructure currently in place
- Recognizes the needs of a diverse range of groups within the church (Children, Youth, & Families, Music and Choir, Pastoral Care, etc.) and allocates resources appropriately among them, including clergy and lay leadership, budget, etc.
- Builds on and supports on a strong Children, Youth, & Families Program as a means of growing the church at large

### Worship

- Is able to lead a congregation in spiritual growth through liturgy and theologically inspired teaching
- Is faithful to and in sympathy with the Revised Book of Common Prayer and the services therein

### Music

- Supports the style and practice of the first-class music program that exists at Saint Philip’s
- Partners with Music Director to enhance and broaden its reach within the parish and the larger community
- Supports the strong creative working relationship between the clergy, Music Commission, and professional music staff in both the annual and weekly planning process

### Outreach

- Connects with Saint Philip's Outreach Commission and local community leaders to identify and work together on current and emerging needs for outreach, balancing those opportunities with church resources (both financial and volunteer capacity)
- Understands the importance of working with interfaith groups, both locally and nationally, to identify opportunities for partnership in outreach
- Experience with providing leadership for the care and upkeep of the physical facilities of a church and related buildings
- Ability to work in partnership with the Preservation & Endowment Committee and the Buildings & Grounds Committee to continue the work that has been done to anticipate and plan major repairs and other projects
- Ability to explain and discuss parish needs and expenditures to diverse audiences within the parish

### Fellowship

- Has experience developing and working with multigenerational fellowship opportunities across the parish
- Has experience with identifying the needs of various groups within the parish and creating opportunities for fellowship and community-building

### Stewardship

- Experience with leading both an annual stewardship campaign and other fundraising activities
- Ability to launch and support a major Capital Campaign, working with others in the parish to connect with major donors and solicit significant monetary gifts (including estate gifts and endowments)

### Financial and Budget Management

- Experience with providing oversight and guidance in relation to an annual budget of \$2,000,000, which includes staffing costs, funding for programs and ministries, facilities and maintenance, outreach needs, etc.
- Recognizes both the short- and long-terms financial needs of the parish

### Administration

- Demonstrated ability to recruit and support a strong team of professional staff: including, but not limited to: parish administration, finance, facilities maintenance
- Experience with communicating effectively with staff, Vestry, Commission leaders, and others to coordinate activities and plan resource allocation

### Leadership Attributes

- Models empathy and compassion, while also handling conflict and working to resolve difficulties and bridge differences
- Demonstrates superior communication skills and abilities to adapt to the needs of others in receiving and processing information
- Works collaboratively and shares decision making with Vestry, commissions, and staff
- Represents the interests of Saint Philip's within the local community and the Diocese
- Maintains and enhances the Saint Philip's public image