

## Vocation Hub Position Profile Template for The Episcopal Diocese of Rochester

### BASIC INFORMATION

This section gathers foundational details about the congregation, diocese, or organization. It includes the name, location, diocesan affiliation, and contact information for the person overseeing the search. This information ensures that profiles are easily identifiable and that interested candidates know how to follow up or request more details.

Type (*select 1*):

- Congregation

Diocese: Episcopal Diocese of Rochester ("EDOR")

Name: St. Paul's Episcopal Church, Rochester, New York

Type of Work (*select 1*):

- Full-Time

Position Title/Role (*select 1*):

- Rector

Role Summary/Description (*max 2500 characters*):

Share what skills and gifts you're looking for, any key leadership aspects you've identified are needed, anything that makes this position unique, etc.

St. Paul's is seeking a Rector with excellent communication and preaching skills who will effectively engage the congregation in a systematic effort to reach out to younger people and the surrounding community. Simultaneously, our new Rector should value the traditions important to long-term members and minister to the pastoral needs of the members, especially those broken by life's circumstances. Our new Rector must value our people, our rich and wonderful music program, and our inspiring worship facilities, supporting what our membership holds dear while serving and inspiring younger families to be active members.

We seek an energetic leader who can lead us in exploring solutions and rejuvenating and revising our programs, as may be necessary. This will be achievable given the strong support from the congregation, adequate resources, and divine provenance. We need a leader with the spiritual strength, creativity, sense of direction, and ambition to lead a long-range program that enables St. Paul's to grow in God's service. Ideally, our next Rector will be appreciative of a variety of theological perspectives, but intellectually resonant with a moderately progressive perspective.

Our next Rector will be the spiritual leader of an inclusive congregation in an urban-suburban church with a long, distinguished history. St. Paul's is located on a boulevard lined with impressive historic homes, churches of several mainstream denominations, and structures built

in an earlier era. Its cathedral-style architecture houses worship services that incorporate superb choral music enhanced by an historic, recently refurbished E.M. Skinner organ. St. Paul's is located near several well-known museums and cultural institutions, including the George Eastman Museum directly across the street. The area served by St. Paul's is noted for its excellent public schools. The region is also home to Lake Ontario, the Finger Lakes, and many parks and recreational facilities.

Current Status:

- **Beginning search**
- **Interim in place**
- **Developing self study**
- **Developing profile**
- **Profile complete**
- Receiving names
- No longer receiving names
- Reopened
- Search complete

Application Instructions:

*Please email the following application materials to the Rev. Dr. Julianne Buenting ([transitions@episcopaldioceseofrochester.org](mailto:transitions@episcopaldioceseofrochester.org)):*

- *A letter of interest addressed to the search committee*
- *A current resume or C.V.*
- *A pdf of current your Vocation Hub Candidate Profile (or a 2025 OTM Portfolio)*

*Congregations sometimes request additional materials, please check their websites and job postings for full details. The Transition Minister does an initial screening of all candidates prior to forwarding applications to the discernment committee.*

Applicant Narrative Questions (select up to 3): **Questions #10, 13 and 14 are required by EDOR of all applicants for positions in this diocese.**

1. How do you approach pastoral care in your ministry?
2. How are you preparing yourself for the Church of the future?
3. What does stewardship mean to you, and how do you practice it?
4. How have you experienced and addressed conflict in ministry?
5. What has been your experience leading change in the Church?
6. How do you incorporate accessibility and inclusion in your ministry?
7. Have you led or participated in multilingual or cross-cultural worship?
8. How do you use technology in your ministry?
9. In what ways have you grown in cultural competency as a leader?
10. **What theological convictions shape your ministry?**
11. How has your theology evolved over time?
12. Describe a recent ministry experiment of innovation.
13. **What is a ministry risk you've taken, and what came of it?**

**14. How do you discern and adapt to the changing needs of your community?**

15. How do you take care of your well-being - spiritually, emotionally, and physically?

16. In what ways are you engaged in your wider Church or local community?

Contact:

- Name: The Rev. Dr. Julianne Buenting
- Role: Acting Director of Ministry
- Organization: Episcopal Diocese of Rochester
- Phone Number: 773-677-1996
- Email Address: [transitions@episcopaldioceseofrochester.org](mailto:transitions@episcopaldioceseofrochester.org)

**POSITION DETAILS**

This section gathers key information about the role and its context. Include details such as the type of work (full-time, part-time, interim), geographic location, ministry setting (urban, suburban, rural), and other specifics that describe the position and organizational environment. These details help candidates better understand the scope of the role and discern how their gifts may align with your community's needs.

Order(s) of Ministry (*select 1 or more*):

- Priest

Geographic Location (*select 1*):

- Northeast

Work Environment (*select 1*):

- In Person

Ministry Setting (*select 1*):

- Urban

Parochial Report Data (automatically imported)

- Average Sunday Attendance (ASA)
- Budget

Financial Overview Narrative (max 2500 characters):

St. Paul's is in a strong financial position based largely on its professionally managed endowment currently valued at \$17 million. The disciplined 5% annual draw provides total funding of approximately \$780,000 annually. Combined with pledge, plate and other giving of \$465,000 the two sources cover approximately 95% of St. Paul's operating and outreach expenses. The remaining expenses have been covered in recent years by COVID-related government reimbursement programs.

The financial group and the budget committee prepare a three-year forecast each year to determine actions needed to continue to close the modest funding gap. Based on information available at this time we believe the gap will be closed in two years.

St. Paul's parishioners have long appreciated our fine music program. In connection with the 200<sup>th</sup> Anniversary celebration in 2027, the Vestry has initiated a campaign to solidify funding for the continuation and expansion of the program as a way to build further connection to the community.

St. Paul's financial statements are annually audited by a local CPA firm. The 2025 fiscal year audit has been completed and are available for review.

*Option for including either a website link or attaching a pdf.*

## **STIPEND, HOUSING, AND BENEFITS**

### Compensation/Salary Detail

Range (*select 1*):

- \$100,001 - \$125,000

Details (*max 2500 characters*):

*You can include detail not captured in the ranges above if desired, such as a specific compensation range, etc. A link to diocesan compensation and benefits information will be included.*

Housing/Rectory Type (*select 1*):

- No housing or stipend provided

Details (*max 2500 characters*):

St. Paul's does not provide clergy housing. Clergy are eligible to deem a certain percent of salary as a housing allowance, subject to Vestry resolution and IRS guidelines. The incoming Rector may qualify for EDOR home purchase assistance as well as assistance from St. Paul's. Such assistance will be negotiable depending on the individual circumstances.

*If rectory is selected above, add further details such as if it's required or optional, how many bedrooms/bathrooms, etc.*

### SECA Reimbursement Detail

Reimbursement Offered (*select 1*):

- Full

Details (*max 2500 characters*):

**For EDOR, 100% SECA reimbursement is standard.**

## Medical & Pension Benefits Detail

Pension Plan: Whether or not

- In compliance with CPF requirements

Healthcare Options (*select 1*):

- Full family, consistent with EDOR guidelines

## Vacation, Continuing Education, and Other Benefits

EDOR standard for full-time clergy is 4 weeks vacation, including 5 Sundays; continuing education spiritual renewal time is two weeks, including one Sunday.

Continuing education monetary allowance is determined by the Vestry each calendar year. As of this date the amount is \$1,000/year and can be accumulated up to \$2,000.

Vacation & Leave Details (*max 2500 characters*): See above

Continuing Education Details (*max 2500 characters*): See above

Sabbatical Provision Details (*max 2500 characters*):

Up to six consecutive weeks of sabbatical leave may be taken after three years of service. Subsequent sabbaticals of up to three consecutive months may be taken after five years of service following the end of the previous sabbatical. Scheduling and purposes will be discussed with the Vestry Wardens. It is expected that the Rector will remain in the parish for at least one year following a sabbatical.

Travel/Auto Account Details (*max 2500 characters*):

Travel expenses at the IRS allowed rate plus reasonable out-of-pocket costs of parking fees, tolls, air fares, etc.

Equipment/Phone Details (*max 2500 characters*):

In addition to a church provided pastoral emergency cell phone, St. Paul's reimburses \$70/month for clergy personal cell phones.

Other Benefits or Comments (*max 2500 characters*):

Annual budget line item for reimbursement of professional expenses upon submission of appropriate documentation.

Diocesan Compensation Information - *Option for including either a website link or attaching a pdf.*

## MINISTRY CONTEXT AND DESIRED SKILLS

In this section, you'll describe your congregation or organization's current ministry context and highlight the leadership and ministry skills you hope your next leader will bring. This includes selecting relevant competencies and areas of passion that align with your community's vision and needs. Sharing this information helps potential candidates discern how their gifts may align with your call and context.

Community Vision Question (max 2500 characters):

*What are your community's hopes for this position, and what qualities in applicants will help you live into them? Share your vision for the next chapter of your ministry and describe the gifts, skills, and leadership style that would best support your organization in reaching its goals.*

Our vision is that we pray all who enter St. Paul's experience God's presence in this community of faith, a community that through Christ strives to be loving, joyous, inclusive, transforming and filled with God's Grace.

St. Paul's has been blessed with Rectors and other clergy who have been excellent preachers and who are spiritually inspiring with their words from the pulpit. Our next Rector should follow in that tradition with sermons that inspire, energize and challenge the members of our congregation in their faith journeys, while connecting scripture and theology with everyday life.

Our next Rector should feel comfortable with the particular aspects of both the surrounding community and the congregation itself. This would include:

- A regionally based congregation where at least 40% of the members live more than five miles from the church building;
- A theological perspective that tends to be moderately progressive compared with other similar churches;
- A perspective that values spiritual practice, healing, and an openness to all cultures;
- A desire to attract families, youth, and young adults;
- A church that has a high level of vitality and needs to find ways to sustain and share its many gifts; and
- A Christian community where the rate of giving is average as a percentage of household income. Financially there is some room to grow given the right approach and commitment.

As our congregation's leader, our next Rector should have leadership skills that include:

- Leading by recruiting and developing a team of leaders who can provide high-quality programs;

- Seeking to provide ministry through lay leaders in addition to direct involvement; and
- Making changes carefully, making sure that there are opportunities for input before changes are finalized and implemented.

Leadership Skills (select up to 5):

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| <ul style="list-style-type: none"> <li>• <b>Adaptive Leadership</b></li> <li>• <b>Administration</b></li> <li>• Appreciative inquiry</li> <li>• Buildings &amp; Grounds</li> <li>• Change Management</li> <li>• Collaborative Leadership</li> <li>• Conflict Management</li> <li>• <b>Congregational Development</b></li> </ul> | <ul style="list-style-type: none"> <li>• Finance &amp; Accounting</li> <li>• Fundraising</li> <li>• Fundraising and/or Capital Campaigns</li> <li>• <b>Leadership Development</b></li> <li>• Personal/Staff Development</li> <li>• Servant Leadership</li> <li>• <b>Strategic Planning</b></li> <li>• Other</li> </ul> |
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Ministry Skills (select up to 10):

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| <ul style="list-style-type: none"> <li>• Asian American/Pacific Islander Ministry</li> <li>• Academic/Theology</li> <li>• <b>Adult Formation</b></li> <li>• Advocacy Ministry</li> <li>• African Descent Ministry</li> <li>• Asset Based Community Development</li> <li>• Campus Ministry</li> <li>• Chaplaincy</li> <li>• <b>Children &amp; Family Formation</b></li> <li>• <b>Church Growth</b></li> <li>• Church Planting</li> <li>• Community Building</li> <li>• Creation Care</li> <li>• Cultural Competency</li> <li>• Digital Ministry</li> <li>• Discipleship</li> <li>• Diversity, Equity, Inclusion</li> <li>• Ecumenical Cooperation</li> <li>• Evangelism</li> <li>• Federal Ministries/Military</li> <li>• <b>Fine Arts &amp; Music</b></li> <li>• Formation</li> <li>• Grief &amp; Loss</li> </ul> | <ul style="list-style-type: none"> <li>• Hospice Care</li> <li>• Hospital Chaplaincy</li> <li>• Indigenous Ministry</li> <li>• Innovative Ministry</li> <li>• Interfaith Cooperation</li> <li>• Intergenerational Formation</li> <li>• Interim Ministry</li> <li>• Latino Ministry</li> <li>• LGBTQIA+ Ministries</li> <li>• Mission</li> <li>• Multicultural Ministry</li> <li>• <b>Outreach</b></li> <li>• Parish Day School</li> <li>• <b>Pastoral Care</b></li> <li>• <b>Prayer &amp; Spirituality</b></li> <li>• <b>Preaching</b></li> <li>• Racial Reconciliation</li> <li>• Recovery/Addiction Ministries</li> <li>• Scripture Study</li> <li>• Spiritual Direction</li> <li>• Stewardship</li> <li>• Teaching</li> <li>• <b>Worship &amp; Liturgy</b></li> <li>• <b>Youth and Young Adult Formation</b></li> <li>• Other</li> </ul> |
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Languages spoken: English

Languages written: English

Language(s) required to lead worship: English; while not required of the clergy, American Sign Language is used at the 10:15 service.

**Required Narratives** (*max 2500 characters each*):

What is your organization's mission and focus?

The mission of St. Paul's Episcopal Church is to make God's message of hope and love known by nurturing God's spirit through vibrant worship, lifelong learning, community outreach, and compassionate care for all people. We seek to provide a religious and spiritual home for Episcopalian worship, formation, liturgy, outreach and community for those who seek and serve Christ. Our focus is on creating, sustaining and ever evolving into a faithful community of those seeking a deeper relationship with the Holy Trinity through intentional and structured means of liturgical practices. Our focus extends beyond the physical campus, into our communities both locally, regionally, nationally and globally, making responsible use of our human and material resources.

The focus areas of the parish include community outreach, music, inclusive hospitality, Christian learning and growth, and youth and family care. An example of a combination of community outreach and music is the periodic "If Music Be the Food" series in which a concert is presented to the community for an admission "price" of a donation of a non-perishable food item to benefit Foodlink, a Rochester food bank.

How would you describe your ministry context?

St. Paul's Episcopal Church maintains a "middle way" that balances scripture, tradition and reason. Our church is rooted in Christian spirituality and worship in the Anglican tradition, centering on sacramental worship, The Book of Common Prayer, and an active commitment to social justice, community outreach, and unconditional inclusion. Our ministry is shaped by the shared responsibility of all baptized members, united in God's purpose to serve the specific needs of the congregation and the wider community.

St. Paul's understands ministry as extending beyond the walls of the church and into the communities we serve. Our ministry context is shaped by a commitment to worship, pastoral care, hospitality, and outreach, expressed through both direct service and financial support of local, national, and international partners. Locally, for example, parishioners volunteer regularly with St. Joseph's House of Hospitality, providing meals, clothing, and essential support for individuals experiencing poverty, homelessness, and economic hardship. Pastoral care remains a central aspect of parish life through visitation, prayer ministries, and support during times of illness, grief, and transition.

How would you describe your congregational leadership culture?

St. Paul's has strong lay leadership: our two wardens partner well in leading the Vestry and the larger congregational context. Our Altar Guild, Outreach Council, lay Eucharistic ministers, lay readers, investment committee, finance committee, human resources

committee, stewardship committee, and ushers are all highly engaged and effective. The leadership culture tends to be represented by a relatively few, faithful leaders.

We incorporate the leadership of parish members in a variety of ways. Ministry coordinators are invited throughout the year to speak during services about their ministry's mission and to invite parish members to participate. As needed during the Sunday services and through the Parish announcements, a weekly email blast, regular email, and a quarterly newsletter, we publish opportunities for participation in one-time ministry projects such as the spring clean-up, flower planting or decorating the sanctuary for Christmas and Easter. Individuals who generate ideas for new parish activities are encouraged to take a leadership role in developing programs with both clergy and other interested members rendering support. Members of our congregation coordinate the important ministries of the ushers, lay readers (for both Sunday services), lay Eucharist servers, and Altar Guild.

Every member of our congregational leadership recognizes Christ's work in their daily lives and is committed to serving faithfully through that calling. Our leadership culture reflects as a shared, balanced governance model between the elected lay Vestry and ordained clergy.

How would you describe your congregational liturgical styles and practice?

Our worship life is rooted in a broad church tradition that prefers Rite II and often incorporates contemporary alternatives from Enriching our Worship and clergy-authored prayers of the people. Our style is traditional, formal and historic while welcoming elements of creativity and vibrancy. On the first Sunday of the month healing prayers are offered during communion.

Holy Eucharist is celebrated at 8 AM on Sundays with a quieter, spoken service and at 10:15 AM with organ and full choir with section leaders from the Eastman School of Music. At the offertory of the 10:15 service, children join their parents for the Eucharist after participating in Sunday School programs. The Holy Eucharist is also celebrated in an intimate side chapel on Wednesdays at noon along with prayers for healing. Other important days, such as Thanksgiving, are occasionally observed midweek with Holy Eucharist at 6 PM.

How does your congregation approach cultural identity and inclusion?

St. Paul's practices its cultural identity and faith by fostering an inclusive, welcoming community, affirming with sincerity that all people are equal in God's eyes and equally embraced through the Baptismal Covenant. We seek to honor the dignity of every person and to build a community where people of differing backgrounds, identities, life experiences, and spiritual journeys are welcomed, valued, and invited to participate fully in the life and ministry of the Church.

Our commitment to inclusion is expressed through both our values and our practices, as we strive to remove physical and cultural barriers to participation whenever possible.

We publicly affirm and welcome LGBTQ+ individuals and families. We offer American Sign Language interpretation and provide childcare at the 10:15 AM service.

Our congregation engages in outreach, lifelong theological education, and accessible, traditional liturgy, providing a spiritual home that honors diverse faith journeys. The church welcomes believers, seekers and skeptics, regardless of background. Aligning with broader Episcopal values, St. Paul's embraces full inclusion, with men and women serving equally at all levels of ministry, bishops, priests and deacons. A number of the members of the congregation have taken a semester-long (and profound) workshop produced by the Episcopal Church called Sacred Ground.

The church practices faith as a practical reality through regular Sunday forums, and Adult Formation classes, exploring both ancient church history and contemporary ethics. The church also offers weekly Christ-centered Sunday School and nursery care during the 10:15 Sunday service. In addition, St. Paul's partners with and supports the adjacent, independent St. Paul's Child Care Center.

#### Other Information?

Founded in 1827, St. Paul's is an historic and active parish. For close to two centuries, we have sought to make God's message of hope and love known in the Rochester community. We will be celebrating our 200th anniversary in 2027, and it is our desire and expectation that our next Rector will play an important role in that celebration.

We invite all—believers, seekers and skeptics—to participate in our worship. Whether or not one is a member of St. Paul's, there is a place for everyone in our search for God.

## MINISTRY MEDIA AND LINKS

This section allows you to share links to online content that offers additional insight into your community or organization. You may include links to websites, articles, PDFs, videos, or other relevant resources. Each entry should include a brief name or description for the link, which will be displayed as a clickable hyperlink and open in a new tab.

For each link list a description and URL (*limit 5*):

- St. Paul's website: <https://www.stpaulsec.org>
- St. Paul's YouTube page (with live streaming of services): <https://www.youtube.com/@StPaulsEC/streams>
- St. Paul's Facebook page: <https://www.facebook.com/stpaulsec>
- St. Paul's Instagram page: <https://www.instagram.com/stpaulsec/>
- Visit Rochester with general information about the region: <https://www.visitrochester.com/>

## OPTIONAL NARRATIVE REFLECTIONS

This section offers a set of optional narrative questions for your congregation to reflect more personally on your ministry journey, values, and vision. You are encouraged to respond to at least 5 additional questions that resonate with your community. Any questions left unanswered will not appear in the version of your profile viewed by potential applicants. These reflections can offer meaningful insight into your unique needs and approach to ministry.

### **1. What is a ministry risk your congregation/diocese has taken, and what came of it?**

When we committed to being a RAIHN (Rochester Area Interfaith Housing Network, now known as Family Promise) church many years ago, we were taking on the responsibility of housing as many as four homeless families for a week four times a year. Every hour had to be supervised by a member of the congregation, and meals had to be supplied. We had to work with a larger organization for scheduling and agreed upon procedures. This was a risk that we could as a congregation take on the sheer number of people-hours to regularly accomplish each week where families stayed at the church. We succeeded until the program evolved away from such temporary church housing during Covid.

St. Paul's Outreach Council provides financial support on behalf of St. Paul's Church for a wide variety of community needs locally and beyond. Giving these grants is inherently risky, since there is no guarantee that an organization will succeed at fulfilling its potential for positive impact. Our role as an incubator and supporter for these causes is a core part of our identity and is rooted in scripture. One example of a very successful organization we helped launch is Water for South Sudan, which transforms communities in South Sudan by building wells.

One risk that we took that was not as successful was providing financial support to REACH, a Rochester-based organization that wanted to build tiny homes for the housing challenged. While our support was meaningful, the outcomes were not what were desired by either us or that organization. Nonetheless, we remain open to outreach opportunities that we hope will benefit others.

### **2. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?**

We are a traditional congregation and we practice traditional observances that support our community's well being very well, including:

- Regular services where music, liturgy, and prayers are performed and attended to with great care and attendance; these play an essential role in St Paul's overall well-being. These services are held twice on Sunday and on Wednesdays at noon and, in the summer, on Thursdays early evenings.
- The church holds bible study in between Sunday services and coffee hour after the 10:15 service. In the past, Adult Formation has been held at both times as well.

- In the recent past, along with Sunday Adult Formation, there have been multiple book groups, College for Congregational Development (CCD), and Education For Ministry (EFM) courses offered.
- The Vestry and an excellent maintenance staff keep the buildings well maintained. The gardens are maintained both professionally and by a team of volunteer gardeners, affectionately known as Lay Weeders.
- Congregants can count on the church as a fitting venue for both weddings and funerals.
- The music program at St Paul's is exceptional and includes a traditional, professionally supported choir, a bell choir, and a children's choir. There are regularly monthly Sunday afternoon concerts that draw people from around the diocese and Rochester community.
- Beyond a traditional coffee hour, there are monthly potluck dinners, Lenten soup dinner programs, a chili cook-off and other opportunities for fellowship.
- St. Paul's provides weekly Sunday school for our elementary school parishioners and bi-monthly Youth Group gatherings for our teenagers. Both provide age appropriate formation that supports their spiritual/emotional well-being.
- Individual healing prayers are offered during the services on the first Sunday of every month.
- Confirmation classes are provided for the teenage population.
- Monthly family services are held that invite the youth to have an active role in the service by singing, being an acolyte and participating in Communion. This is, at times, accompanied by a family luncheon, which allows for additional fellowship.
- The flower ministry brings flowers to those who can't attend services in person.

### **3. How does your congregation/diocese approach pastoral care?**

Jesus said, "I give you a new commandment, that you love one another... By this everyone will know that you are my disciples, if you have love for one another." Care and support for the congregation happens in a variety of ways, through the ministry of both the clergy and laypeople:

- Pastoral visits from clergy and commissioned lay people, bringing communion and prayer to parishioners who cannot attend services
- Clergy check-ins when there might be hardship or strife in a parishioner's life
- Visitation in the hospital to provide a blessing
- A flower ministry where parishioners bring bouquets made from the altar flowers to those who are unable to attend church
- Prayer shawl ministry, in which parishioners knit and crochet prayer shawls that are blessed and presented to those in need of an external symbol of the prayerful care of the congregation and clergy
- Monthly opportunities for parishioners to receive individual healing prayers during the regular worship service.

Informal pastoral care results from parishioners' genuine care for each other and includes visits, check-ins, rides to church, meals, and other care from individual parishioners.

**4. What does stewardship mean to your congregation/diocese, and how do you practice it?**

At St. Paul's, we view stewardship as our parishioners' way of being God's hands and feet in the world. Stewardship supports our worship, formation, outreach, and hospitality. We have a stewardship committee, which is growing into taking a year-round approach to stewardship. This committee also oversees the annual stewardship campaign, for which we personalize the materials offered by TENS.

Stewardship is about more than monetary giving. It encompasses the gifts of time, talent and treasure that enables the work and mission of our parish. This includes participating in worship and various ministries, lending a hand with fellowship gatherings, leading a Sunday school class or formation class, providing outreach to shut-ins, and serving on committees.

**5. How has your congregation/diocese experienced and addressed conflict?**

Two examples of recent conflict demonstrate how St. Paul's has experienced and addressed conflict.

The first example was triggered by the sudden resignation of our long-time choir director and organist. Because of the confidential nature of personnel issues, little information could be shared with choir members who were upset and confused. Some choir members felt the church was to blame, which led to conflict. We engaged a third-party mediator and invited choir members who were feeling upset or unsettled to a mediated healing conversation where all were able to freely express their views. After that conversation, the choir was better able to move forward as a unified community.

A second example was related to how some parishioners were managing discourse during fellowship hour. There were some aggressive conversations around certain political figures that offended some individuals in the room. The Clergy addressed it with a formal letter to the congregation that this type of discourse is not appropriate and is potentially harmful to our church community. After this communication, the tone of the discourse changed, making coffee hour more welcoming for everyone.

**6. What are your current strategic priorities or plans for the future?**

As part of our transition process, we completed a parish assessment, which highlighted the following strategic priorities:

- Make necessary changes to attract families with children and youth to our church
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church
- Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God
- Develop ministries that work toward healing those broken by life circumstances
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life
- Continue our excellence in liturgy, preaching, and music
- Continue to care for and preserve our sacred worship space/campus

## **7. How does your congregation/diocese use technology in ministry?**

St. Paul's values digital evangelism and digital ministry. We have a part-time staff role of Director of Communications and Digital Ministry, who works to ensure all communication to our members and the public is effective. As a Digital Minister, she creates the livestream, social media, and graphics.

As part of our commitment to digital ministry, we livestream services and special events, including a dedicated camera for the ASL interpreter to create an ASL inset for Deaf viewers. We also have a Smart TV in our Sunday school room, which allows for better interaction/engagement and utilizing online learning resources. We send frequent digital communications, such as our weekly email blasts and quarterly Epistle newsletters.