

## **Job Description**

St. Paul's is seeking a Rector with excellent communication, preaching and pastoral care skills who will effectively engage the congregation in effort to reach out to younger people and the surrounding community, while simultaneously valuing the traditions important to long-term members. Our new Rector will value our music program and our inspiring worship facilities, and support what our members hold dear while serving and inspiring younger families to be active members.

We seek an energetic leader with the capacity to cast a vision and lead the church in the realization of that vision, and with spiritual strength, creativity, sense of direction, and ambition to lead us in exploring solutions and ways to meet divergent goals that enables St. Paul's to grow in God's service. This is achievable with the strong support from the congregation, adequate resources, and divine provenance.

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 in a neighborhood with impressive historic homes, churches of several denominations, and structures built in an earlier era. Its cathedral-style architecture houses worship services that incorporate superb choral music enhanced by an historic E.M. Skinner organ.

St. Paul's is blessed with a substantial, well-managed endowment. Its expansive outreach program is one of the largest in our diocese and involves many of our parishioners.

**Average Sunday Attendance:** 212

## **Liturgical Style 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 that includes soloists from the Eastman School of Music.

## **Strengths**

- **Music:** 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.

- Commitment to outreach: St. Paul's is involved in outreach both locally and globally through regular volunteer efforts and financial grants.
- Desire for spiritual growth: Parishioners at St. Paul's have a strong desire for Christian formation at every stage of life and are committed to their ongoing spiritual growth.
- Genuine care among parishioners: Parishioners at St. Paul's genuinely care for one another, and this care is shown in our hospitality and lay pastoral care efforts.
- Strong endowed financial position: 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.

## **Challenges**

- Significant and aging physical plant: St. Paul's is blessed with beautiful and historic buildings and grounds, all of which require substantial upkeep. There is unrealized opportunity in using our buildings to engage the wider community.
- Aging congregation: As our congregation ages, St. Paul's is challenged to attract younger parishioners including young families and young adults.
- Engaging more of congregation in leadership: A recent parish assessment showed that parishioners at St. Paul's want their leadership to represent the congregation. St. Paul's is challenged to engage even more of the congregation in lay leadership.
- Creating more opportunities for Christian formation and education at every stage of life: Parishioners at St. Paul's are committed to their spiritual growth and are seeking more opportunities for Christian formation for children, youth, and adults.