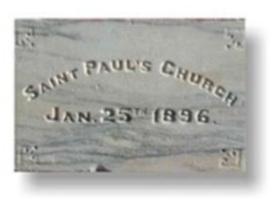


# SERVING GOD'S PEOPLE IN DOWNTOWN ALBANY, GEORGIA, SINCE 1851











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Dear Prospective Candidate:

Thank you for your interest in the position of Rector of St. Paul's Episcopal Church, Albany, Georgia.

The Vestry began its search in 2020 for St. Paul's next Rector. The Vestry has worked diligently to assess the values and needs of our parish so that we can present them to you and others in this Parish Profile. There have been six Listening Sessions and a parish-wide survey conducted by an outside firm, and we are working hand-in-hand with our diocesan Canon to the Ordinary.

For over 169 years, St. Paul's has been a place of worship for Episcopalians in Southwest Georgia. If our members are the heart of St. Paul's, our beautiful, historical church, built in 1896, is its soul. We earnestly desire to expand our existing ministries and create new ones, all for the glory of God and our love for Jesus Christ.

I assure you that we will do our utmost to make this a fair and professional process that takes into account the concerns and needs of our candidates as well as our parish. We invite you to take a good look at St. Paul's. We are comfortable with close scrutiny, and we welcome any inquiries or requests for additional information.

Again, thank you for your interest in St. Paul's. May God continue to bless you and your ministry.

Peace,

Walter Kelley Search Committee Chairman





Youth Sunday



Easter Communion

## What Brings Us to this Search

St. Paul's has been blessed with stability over its 169 years—our next spiritual leader will be only the twentieth Rector in the parish's history. The last four Rectors served from 1977 to 2018.

Father Lee Lowery, nineteenth Rector of St. Paul's, arrived in 2013 and served until mid-2018. Currently, Father Reed Freeman serves as Interim Rector. The parish benefits from a strong, committed Vestry and from a dedicated parish staff, including an exceptionally talented choir director and organist, a seasoned handbell choir director, a skilled parish administrator, an experienced bookkeeper, a long-tenured housekeeper, and a masterful and committed sexton.



# Who We Are and Where We Want To Go

St. Paul's membership includes both new members and families whose affiliations go back six and seven generations. Visitors and new members are welcomed warmly to the St. Paul's community. Parish listening sessions and a comprehensive survey have led us to an understanding that St. Paul's is eager to begin writing the next chapter in the parish's history. Our members are open to leadership that will re-energize the parish, make changes to attract new families, provide more Christian education to all ages, and help us to realize our dreams.



#### What we do well:

- Worship and Liturgy Our two worship services (Rites I and II) are distinct from each other, but each is beautiful. The Rite II service includes youth as acolytes and lectors, adults as vergers, lectors, Eucharistic Ministers, and occasionally musicians conducting, singing, and playing various instruments.
- **Communication** We welcome visitors and strive to keep members well informed through a communication program that includes a monthly four-color newsletter and a newly created website. Information boards, a parish-wide electronic weekly <u>E-pistle</u> delivered to both cell phones and computers, and parishwide mailings of postcards and letters enable the church to keep parishioners informed.
- Stewardship and Leadership Our average pledge exceeds the average pledge in the Diocese and the national church. Many of our members also give generously of their time and talent. The 2020 pledge results demonstrated the heart of our parishioners: "For where your treasure is, there your heart will be also." Fifty-nine percent of those who pledged in 2019 increased their 2020 pledge. We count a number of community leaders among our members, and we have a committed Vestry.

• **Involvement** – Many opportunities are available to be involved in the work of the church: Worship, Spiritual Formation, Stewardship, Pastoral Care, Service and Outreach, and Administration.

#### Where we want to go:

- **Membership** Increase our membership, especially among families with children and youth. Develop and implement a plan for reaching new people and incorporating them into church life.
- **Christian Formation** Provide high-quality education and spiritual formation for every age and stage of life.
- **Outreach** Develop ministries that work toward healing those people who have been broken by life's circumstances.
- **Community** Create more opportunities for members to form meaningful relationships while serving the greater Albany community.



Greeters Welcoming Worshippers



Baptism



Wednesday Night Supper and Christian Formation

## What We Are Seeking in Our Next Rector

#### **Critical Abilities**

- Preaching: Inspire and connect people to God's Word;
- Strategic leadership: Cast a vision and lead the church toward realization of it;
- Pastoral care: Engage people empathetically and care for people in times of need;
- Change management: Lead the church through a significant, necessary change period; and
- Relationships: Engage and connect with people, and develop positive, trusting relationships.

#### **Strengths**

- Possesses demonstrated leadership skills with churches of a size that require multiple staff and lay leaders;
- Is able to attract, retain, inspire, and guide staff and lay leaders to provide high-quality programs;
- Is experienced in energizing church members to carry out the education, mission, and outreach programs that the congregation itself has identified as priorities;
- Teaches stewardship and encourages the financial generosity of members;
- Helps develop a christian formation program that reaches parishioners at all ages and stages of life; and
- Expands current ministries or creates new ones that serve those living on the margins of society.

# What We Do as God's People

On the next few pages, we will address briefly five areas that define us as people of God. It is our intention that this section give candidates further insights into St. Paul's personality and challenges.

## **Providing Holy Worship**

On Sundays we worship at 8 a.m. (Rite I) and 10:30 a.m. (Rite II). At the 10:30 service, there is music that enriches the worship with an outstanding music director/organist, a faithful choir, and a dedicated handbell choir. The Chancel Choir consisting of sixteen volunteers, provides special musical offerings throughout the year. On Wednesdays, at noon in the chapel, there is a healing service with Eucharist.

All services are supported by St. Paul's Altar Guild, one of our strongest ministries, with fifteen devoted members. This group has a tradition of long service and unusually strong leadership.

Twelve lay people have licenses from the Diocese to serve at St. Paul's altar. This year three new Eucharistic visitors were commissioned which brings the total of Eucharistic visitors to five.

At the 10:30 service, one of twelve lay men and women and two youth read the lessons. There are seventeen children and young people who serve as acolytes; twenty ushers are available to serve at the 8:00 and 10:30 services.

St. Paul's has a rich tradition of presenting outstanding choral music. Today our program is led by a gifted music director, who is chair of the Department of Visual and Performing Arts at Albany State University and is the artistic director of the Albany State University Concert. She serves St. Paul's as both organist and director of the Chancel Choir.

St. Paul's Christmas Pageant that begins the 5 p.m. family Eucharist on Christmas Eve is a well-rehearsed, artistically presented story of the Christ child's birth, told by our children. The pageant was begun more than thirty-three years ago.







### **Growing in Faith**

#### **Daughters of the King**

There has been a chapter at St. Paul's since January 1979. It is called the Saints Mary and Martha Chapter. Its primary mission is prayer. While it meets monthly, DOK members pray daily for those on the church's prayer list and selected others, including the clergy and Vestry members. This year five new daughters were inducted and that brings the total number of DOK to nineteen women.

#### **Education for Ministry**

This last year two parishioners completed their four-year Education for Ministry, and another individual is in her last year. In recent years, EfM has been led by mentors who were priests, deacons, and lay people. Highly valued by those who have completed the program, there are scores of such parishioners at St. Paul's.

#### **Christian Formation**

<u>Children</u> – There are several wonderful events throughout the year in which our children and youth participate. These include Vacation Bible School, Youth Sundays, acolyte training and service, the Christmas Pageant, Confirmation Classes, serving meals to the downtown neighbors, making and distributing cookies at Christmas to our less fortunate, serving Christmas dinner to residents from a public housing complex, and caroling at Christmas to shut-ins.

<u>Youth</u> – Many opportunities for growth and training are available to our youth. These include the Wednesday night supper/Christian formation programs, being a lector, acolyte, usher, or participating as a Boy Scout in the St. Paul's Troop 15. In years past we have sent youth on mission trips, which were meaningful and provided service to those in need. High school seniors are paired with adult mentors/friends who we call Shepherds. They come together as a group at the start of each new school year, and the Shepherds thereafter begin to build supportive, prayerful relationships with their seniors — relationships that oftentimes continue into the college years. Each senior and his or her Shepherd(s) are featured in the monthly newsletter, *The Ministry*. Care packages are sent to firstyear college students to remind them of the support they have at St. Paul's.

<u>Adults</u> – Christian formation classes are offered on Wednesday night with dinner being served first followed by a study/discussion and ending with Compline. Year 2020 will offer two Saturday workshops on Welcoming Churches, five Wednesday Lenten evening teachings on Spiritual Gifts, and five members are in their first year of the two-year program offered by the Georgia Diocese's Church Development Institute. Vestry members and the priest are participating in the Mutual Ministry Review. Confirmation classes are available for adults desiring them.

#### **Serving Others**

**Barney's Run** is in its eighth year of providing funds for service dogs to be paired with regional wounded veterans by planning, organizing, and executing a marathon, <sup>1</sup>/<sub>2</sub> marathon, 10K, 5K, and a mile walk/run for hundreds of runners. Planning is year-round and seventy volunteers, primarily from St. Paul's, provide the people-power the day of the race.

**Ladles of Love** was established at St. Paul's in September 2019 to feed downtown neighbors who might need lunch. It operates nine months a year on Thursdays and currently feeds on average fifty people. Volunteers shop, cook, and serve the meals.

**Clothing Room** is a ministry that focuses on purchasing and distributing uniforms, coats, underwear, socks, and shoes for primary school children who are in dire need. This school year our members worked through Parent Coordinators to purchase the needed items of clothing. The principals of the selected schools help identify the children who are most in need.

A Gathering Place for AA meetings is a dedicated, private space in a two-story Youth/Community House owned by St. Paul's and made available daily for multiple 12-step meetings.

**St. Clare's Soup Kitchen** is staffed once a month by volunteers from our parish working regularly at Albany's St. Clare's Kitchen, a ministry of the

local Catholic Church. Through this ministry some 100 homeless people are fed lunch three times a week September through June.

**Hudson Malone Christmas Luncheon** is a joint ministry assisted by our St. Paul's Boy Scout Troop 15, the entire parish, and headed by the men of the Chill and Grill. This festive Christmas luncheon is targeted to serve the residents of Hudson Malone, which is a subsidized residential tower that is near St. Paul's Church. Following lunch each guest receives a bags of goodies gathered together by parishioners.

**SEWN (Sunday Evening with our Neighbors)** happens for St. Paul's twice a year. Our adults and youth purchase, prepare and serve dinner to the downtown neighbors in conjunction with the Methodist church which is located directly across the street from St. Paul's.

**Barney's Corner** is a sacred space that was dedicated in 2011 in the Lucy Walters Memorial Garden at St. Paul's for the scattering of pets' ashes. A "Bird in Hand" sculpture by a Tennessee artist, William Ralston, is located in the center of the stone walkway. To date, seventy-five pets' ashes have been scattered. Memorial gifts made to Barney's Corner are used to respond to animals in distress both locally and regionally.

#### **Loving One Another**

**EpiscoChicks** gather together monthly for a time of sharing, laughter, quality visiting, warm fellowship and yummy hors d'oeuvres. Typically this is a ladies-only event, but occasionally is opened to the men of our church.

**Flower Ministry** kicks into action each Monday morning by dividing the Sunday altar flowers into six to eight individual arrangements. Volunteers then deliver them to those in need of a little cheer.

**Young Enoughs** is a group of parishioners with ages ranging from recent college graduates to parents of college age children. This group gathers several times a year for fellowship with events such as family cookouts by the pool and casual cocktail parties. They also serve the community based on needs identified such as serving dinner to our downtown

neighbors and taking Christmas goodies to our parishioners in nursing homes.

**Greeters** are adults, families, and children who gather each Sunday before church to greet and welcome everyone who enters.

**Feed My People** is a group of parishioners who plan, shop, and gather at the church to cook and freeze a variety of meals for those who in the future might be in need of comfort food.

Fellowship and Sunday Breakfast is offered after the 8am service.

**Fellowship/Coffee Hour/Light Refreshments** are served by various parishioners following the 10:30am service.

**Foyers** – is an opportunity to gather regularly for a meal in a member's home. Currently, we have two groups who break bread together.

**Men's Chill and Grill** has traditionally met a couple times a year either in a member's home or in the Parish Hall. This group began in 2008 as an opportunity for the men to get together to enjoy one another. Two traditions have emerged: the hosting of an outreach Christmas luncheon for residents of a public housing building and hosting the Shrove Tuesday Pancake supper.

**Lenten Friends** is a meaningful and fun opportunity to deepen friendships within the parish. Those desiring to participate get a name of another participant and during the forty days of Lent, one commits to daily prayers for the person and occasionally sends a card or small gift. On Easter Sunday, the names are revealed and one discovers his or her secret friend.

### **Caring for the Parish**

**Stewardship** is considered a way of Christian life. It is much more than the annual campaign, which we call Annual Giving. Stewardship is part of our worship—thanking God for our many gifts, including our very lives; and it is ministry — intentional acts of returning a portion of our time, talent, and our treasure to God.

**Yardbirds** consist of a number of volunteers, led by a couple of Master Gardeners, who help maintain the church grounds in conjunction with an occasional visit from a yard service company.

**The Endowment Foundation** was begun in 1972 by a single gift. Subsequently, there have been many gifts, memorials and other contributions to the Foundation. The year-end 2019 value of the Foundation's principal assets totals approximately \$1,370,000. Gifts may be designated or undesignated — but only earnings from the principal can be spent.

**Planned Giving** was envisioned in early 2003, and a program known as Legacy Ministry was established in 2005. Today, there are numerous households that have made known their plans to provide a gift to St. Paul's at the end of life.



Men's Chill and Grill Group: Outreach Ministry Cooks

## History of St. Paul's Church

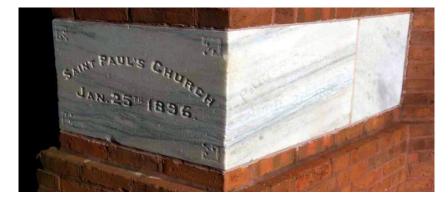
St. Paul's became an organized parish of the Episcopal Diocese of Georgia on April 21, 1851. On May 15, 1855, the first Episcopal Bishop of Georgia consecrated a frame building at the corner of Jefferson Street and Oglethorpe Boulevard, two blocks south of the present site at Jefferson and Flint Avenue. The cornerstone of the present building was laid January 25, 1896, and the third Bishop of Georgia dedicated St. Paul's before the end of that year. The outlay for the new building was between \$14,000 and \$15,000.

Known in the Diocese as "the mother church of the west," St. Paul's has nurtured the establishment of three Episcopal churches in Albany: first, St. John's in the early 1900s; then, St. Mark's in the early 1950s, which came together as the Episcopal Church of St. John & St. Mark after the flood of 1994; and lastly, St. Patrick's, established on July 3, 1961.

On December 22, 1962, the sixth Bishop of Georgia consecrated Blessed Sacrament Chapel. The Parish Hall, built in the 1940s, was expanded in the 1950s and again in the mid-1980s. The Lucy Walters Memorial Garden was dedicated in 1993. The porte-cochère and flanking pergolas at the rear of the church were completed in 2009.

The physical facilities are in sound condition, but the nineteenth century structure sanctuary does need upkeep. The budget is balanced and there is no debt.

Most importantly, over the years St. Paul's has been known as a place where all people are welcome to worship or join the congregation.



# **Buildings and Grounds**

**Main Church** – The main church is red brick, similar in style to an English country church. The interior is reminiscent of an inverted wooden ship, including exposed beams and flying buttress supports. Four large outstanding stained-glass windows enhance the nave. In addition, the nave is flanked with stained-glass windows on each side. In the northwest corner of the church is a bell tower that stands over 65 feet tall. The nave is designed to seat 350 people comfortably, with an entrance on Flint Avenue as well as Jefferson Street. The main church connects directly to the Parish House.



**Chapel** – Blessed Sacrament Chapel comfortably seats thirty-five people. The chapel's main entrance is on Flint Avenue, and the mid-century-style chapel connects to the Sacristy and to the back hall of the Parish House.

**Parish House** – The Parish House was expanded in 1987, including the large meeting/dining area that is called the Parish Hall. It connects to a well-equipped kitchen and pantries. Nearby are restrooms and a parlor called the St. Paul's Room that also serves as a bride's room. The two-story Parish House also includes two nurseries, the Virginia Brooks Music Suite, an office for the financial secretary, classrooms, and two conference rooms, one being the All Saints Room that was renovated and in 2011.

**Staff Offices** – On the main floor of the Parish House are a recently decorated office for the Rector, including a small conference room; an office for an Associate Rector; and a working space for the parish administrator and volunteer support staff.

**Burial Garden** – In late 1990 a small garden area between the south wall of the main church and the covered walkway into the Parish House from Jefferson Street was dedicated as a garden for burying or scattering of ashes of deceased members of the church. A large bronze plaque on the east wall of the Parish House lists the names of the individuals whose remains are in the garden.

Lucy Walters Memorial Garden – A large, walled garden, south of the Parish House, was dedicated in 1993. The garden's primary entrance, off of Jefferson Street, is a pair of wrought iron gates. Three doors from the Parish Hall open onto a large stone terrace that is in the northeast corner of the garden. A memorial fountain is the focus of the garden, which is used regularly throughout the church year for worship, as well as special events.

**Columbarium** – In 2013 a Columbarium was built in the Lucy Walters Memorial Garden where parishioners' ashes may be interred in a wall or in the ground.

**Barney's Corner** – Dedicated at the Blessing of the Animals in October 2011, Barney's Corner is located in the southeast corner of the Lucy Walters Memorial Garden and is a space for scattering ashes of household pets. The centerpiece of Barney's Corner is a granite sculpture, called "Bird In Hand," by a noted Tennessee artist.

**Helen Turnipseed Playground** – A playground for younger children is east of Barney's Corner. There is a wooden gate between the Memorial Garden and the playground, which is fenced. Also, there is a gate into the playground from the rear of the church complex.

**Porte-Cochère and Pergolas** – Another addition to St. Paul's is a portecochère that complements the original church, and two pergolas that flank the porte-cochère and run the entire length of the Parish House. Described as the "new front door at the rear of the church," this addition was blessed in early 2009.

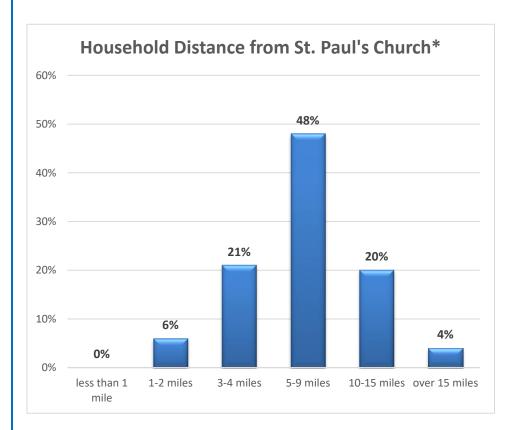
**Youth/Community House** – Across the rear parking lot and on the other side of the porte-cochère is a residential duplex that faces Flint Avenue. The two-story portion of the building is St. Paul's Youth House. The one-

story side is called the Community House and is used primarily for daily AA meetings.

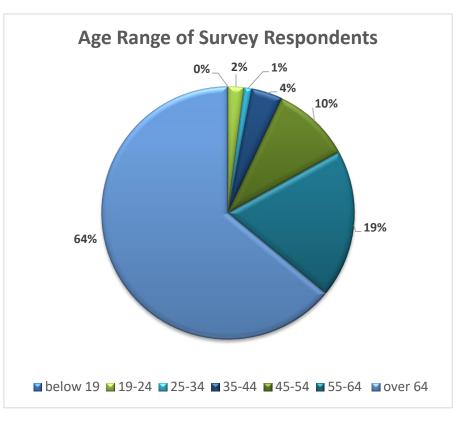
Signage System – In 2004, soon after the "Altar Cross" logo was adopted, an exterior and interior signage system was installed. Its primary purpose is to help visitors and newcomers find their way more easily into and throughout the church complex. The primary sign on Jefferson Street has service times and clearly identifies St. Paul's with the Episcopal Church, U.S.A.



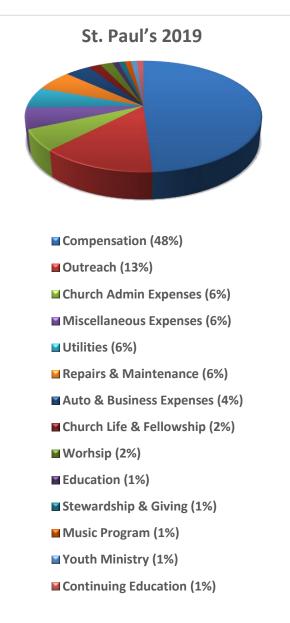
# **Parish Demographics 2019**



\*Data were gathered using an online survey sent to 221 members. Of these, 113 persons responded.



# **Financial Information**





#### **Projects in Process**

- Sanctuary roof project damaged by hurricane in 2018
- Youth House roof repair

# The Episcopal Diocese of Georgia

Among the settlers arriving with Georgia founder James Edward Oglethorpe in 1733 was a clergyman from the Church of England. The Diocese of Georgia was established in 1823, and by 1907 the Diocese had grown so much that it was divided geographically into two dioceses, the Diocese of Georgia and the Diocese of Atlanta.

Today, the Diocese of Georgia spans the southern portion of the state from the rolling farms and piney woodlands in the west to the marshes and



coastlands in the east. The Diocese of Georgia is home to seventy parishes and missions diverse in size, theology, liturgical style, wealth, and race. Forty-one congregations hold parish status, and the remaining twenty-nine are missions. We also maintain several chapels throughout the Diocese. Thirty of our congregations are located within twenty miles of cities with populations of 40,000 or more, and the other forty congregations are situated in suburbs, county seats, and rural towns.

Many of the spiritual programs offered by the Diocese of Georgia are held at the Episcopal Camp and Conference Center known as Honey Creek, just south of Brunswick, off I-95.

The Rt. Rev. Frank S. Logue was ordained the eleventh Bishop of Georgia on May 30, 2020. Seventy-six canonically resident priests comprise the College of Presbyters of the Diocese, sixteen of whom are bi-vocational priests working in a variety of professions while serving in congregations. Forty-seven full-time priests serve in the Diocese, including nine assisting priests working in seven churches. Priests in the Diocese of Georgia are expected to participate in convocational clericus meetings (monthly throughout most of the year), clergy conferences, and the diocesan convention. Clergy are also called to serve on various diocesan boards, committees, and commissions as part of their service to the larger church.

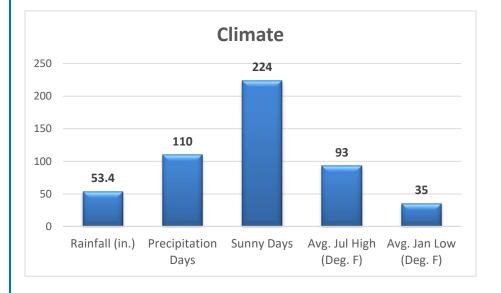


The Rt. Rev Frank S. Logue

## Albany, Georgia

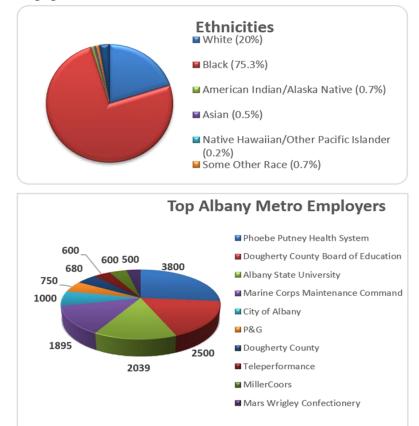
Founded in 1853, Albany is the county seat of Dougherty County. Located on the banks of the Flint River in Southwest Georgia, Albany is considered the economic, cultural, and recreational hub for a large, growing region that takes in parts of North Florida and Southeast Alabama, as well as Southwest Georgia.

Albany is in a temperate climate — snow is extremely rare and summers are warm! The combined population of the Albany Metropolitan Statistical Area is approximately 155,020. Albany is located midway between Atlanta and Panama City Beach, Florida.



Our local educational system centers on our public school system with its three high schools, two colleges and a career academy, in addition to several private and parochial schools. The Albany Metropolitan Statistical Area is home to several educational choices. In addition to the Dougherty County School District, nearby and adjacent to the city is the Lee County school district that perennially ranked in the top tier of Georgia public schools. Independent school choices include Deerfield-Windsor School, a college preparatory school; Sherwood Christian Academy; St. Teresa's Catholic School; Byne Christian School, all in Albany, and Terrell Academy in adjacent Terrell County. Albany State University, with its East and West campuses in Albany, is a member of the University System of Georgia. The Albany Technical College trains citizens, provides a path to university programs, and boasts a 97 percent employment rate for its graduates.

Healthcare in Albany is excellent. Virtually all medical specialties are represented. Of particular note is an outstanding cancer center, recognized nationally for its research and clinical care. Several of our local physicians are members of the St. Paul's family. Albany also boasts a new world-class inpatient hospice facility serving end-of-life needs of our local population.



Housing is affordable with multiple sites and price ranges available. Several outstanding realtors are members of the St. Paul's Parish.



Nearby Lake Blackshear provides opportunity for boating and fishing. Albany is located about three hours from the Gulf Coast and the Georgia Coast, and three hours from Atlanta. Several daily flights connect Albany with Hartsfield-Jackson International Airport in Atlanta. The performing arts are well represented by a high-quality local theater — Theatre Albany — which has produced excellent seasons of outstanding plays and musicals. Outdoor concerts are held at the Ray Charles Amphitheater, named for one of this city's native sons.

The arts are further highlighted by the Albany Museum of Art, which owns and exhibits a large and impressive permanent collection, and by the downtown Carnegie Art Center. Both of these entities feature local and traveling exhibits of high-quality art. The Albany Museum of Art, one of only two nationally accredited museums in Georgia, has recently secured a building downtown and will relocate a few blocks from St. Paul's.



Albany owns and operates a 5,000-seat Civic Center, which features sporting events, concerts of all persuasions, robotics competitions and other school events. Albany's Municipal Auditorium is the home of the Albany Symphony Orchestra. Albany State University also offers yearround musical events.

St. Paul's is home to a downtown determined to thrive. An historic building was renovated into Albany's first loft apartments, The Flats at 249, a microbrewery and a major restaurant and event center have opened in the city's center in recent years.



Albany and Dougherty County residents enjoy the large and very fine freshwater aquarium—the RiverQuarium. Albanians also enjoy Chehaw Park with its very fine zoo, the Thronateeska Heritage Center, and Wetherbee Planetarium.



This area of Georgia is famous for outdoor sports. Several very fine public and private golf courses serve our local golfers who are able to enjoy their sport of choice throughout the year. Albany is known around the world for its quail and duck hunting plantations. The city is home to the Southwest Georgia Chapter of Quail Forever and its annual Georgia Quail Invitational.

Albany is home to the Snickers Marathon which attracts over 3,000 runners from around the world and is one of two Boston-qualifying marathons in the city, with St. Paul's own Barney's Run being the second.

But, all things said, the very best thing about Albany, Georgia is its people. This is an extremely friendly, family-centered, faith-based community.





## To Apply

Send via e-mail:

To:

Letter of Interest Resume OTM Profile Walter Kelley Search Committee Chairman 2539 Lafayette Plaza Drive Albany, GA 31707 <u>wkelley@kelleylovett.com</u> 229-888-9128 (o)

## **Helpful Websites**

St. Paul's Episcopal Church Episcopal Diocese of Georgia Honey Creek

Albany and Dougherty County

www.stpaulsalbany.org
www.georgia.anglican.org
www.honeycreek.org
www.albany.ga.us
www.albany.georgia.biz/information
http://choosealbany.com
www.albanyartscouncil.org
www.visitalbanyga.com
www.albanyga.com