

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











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Dear Prospective Candidate:

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

For 170 years, St. Paul's has been a place of worship for Episcopalians in Southwest Georgia. If our beautiful, historic church, built in 1896, is the heart of St. Paul's, our members are 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'm proud to present you with our 2021 Parish Profile, which resulted from six Listening Sessions and a parish-wide survey conducted by an outside firm.

Working closely with our Diocesan Canon to the Ordinary, we are striving to make this process fair and professional, one that responds to the concerns and needs of our candidates and our parish. We invite you to look closely at St. Paul's and address inquiries or requests for additional information to me.

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

Sincerely,

Walter Kelley Search Committee Chair wkelley@kelleylovett.com 229 888 9128





Youth Sunday



Easter Communion

What Brings Us to this Search

St. Paul's has been blessed with stability over its 170 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. After a planned period of discernment, the Vestry called the Search Committee in February 2020, just weeks before Albany experienced one of the highest COVID case rates in the nation. Even so, our parish has remained strong and learned much during the pandemic. We have benefitted from the wise leadership of our Interim Rector, Father Walter Hobgood, and a deeply committed Vestry. We also benefit from the dedication and exceptional talents of our parish staff. We have faith that God will bless us and guide us in our search for the twentieth Rector of St. Paul's.



Who We Are and Where We Want To Go

St. Paul's members are committed and faithful and remained so during the pandemic. Some of us may need a bit of coaxing to come back to the pews and meeting our warm and engaging new Rector could be just the ticket. We are ready to work with you to provide worship, education, and ministries that glorify Christ as much as they inspire our current members and attract new ones. As we celebrate 125 years of worshiping together in our holy space, we are thankful both to the builders and to those who have grown our traditions of faithfulness, ministry, generosity, and hospitality. We seek a loving leader who can help us build on all that we have been so freely given, and who can help our parish shine the love of Christ even more brightly today and over the next 125 years.



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, and Eucharistic Ministers; and our Chancel choir, along with enthusiastic hymn singing. Occasionally, guest musicians join us to sing and play 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 redesigned website. Information boards, a parish-wide electronic weekly <u>Epistle</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 St. Paul's members are generous with their time, talent and treasure. A healthy number serve in areas of parish life and in one or more of our outreach ministries. Many members also lead and serve in charitable and community groups. Our average pledge exceeds the average pledge of the national church and the Diocese. Even during the pandemic, giving has remained remarkably steady and generous, and one-fifth of members increased their pledges for 2021.

Outreach – We started Ladles of Love, the newest of our outreach ministries, in 2019 to serve hot meals to our neighbors each Thursday. Dozens of volunteers, lovingly prepared soup, welcomed our guests, and served at the tables. The co-chair would say, "They leave with full stomachs and we leave with full hearts." During COVID we have offered bagged lunches, but hope to serve our friends inside again soon *for it is in giving that we receive*.

Where we want to go:

- **Membership** Attract new members, especially 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** Strengthen ministries that reflect the love of Christ to those in need.
- **Community** Create more opportunities for members to form meaningful relationships while serving the greater Albany community and parish.



Greeters Welcoming Worshippers



Baptism



Happy that we are singing again!

What We Are Seeking in Our Next Rector

<u>Gifts</u>

- Preaching: Inspiring and connecting people to God's Word;
- Strategic leadership: Casting a vision and leading the church toward realization of it;
- Relationships: Engaging and connecting with people, and building positive, trusting relationships with them;
- Change management: Leading our parish through positive and needed changes;
- Pastoral care: Engaging people empathetically and caring for people in times of need.

Strengths

- Building attendance by increasing participation of current members, and attracting and incorporating new members;
- Leading church members to carry out the education, mission, and outreach programs that the congregation has identified as priorities;
- Developing Christian formation programs that reach parishioners at all ages and stages of life;
- Expanding current ministries or creating new ones that serve those living on the margins of society;
- Teaching stewardship and encouraging the financial generosity of members;
- Ability to attract, retain, inspire, and guide multiple staff and lay leaders to provide high-quality programs.

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. We hope that this section provides further insights into St. Paul's personality and challenges.

Providing Holy Worship

On Sundays we worship at 8 a.m. (Rite I) and 10 a.m. (Rite II). At the 10 a.m. 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 traditionally 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. Three new Eucharistic visitors were commissioned before the pandemic, which brings the total of Eucharistic visitors to five.

At the 10 a.m. service, one of twelve lay men and women and two youth read the lessons. There are fifteen children and young people who serve as acolytes; twenty ushers are available to serve at the 8 a.m. and 10 a.m. 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 traditionally 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-four 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, and its primary mission is prayer. Daughters of the King members pray daily for those on the church's prayer list and selected others, including the clergy and Vestry members.

Education for Ministry

Two parishioners recently 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> – We are implementing a new approach to Sunday School starting in the fall of 2021 that we hope adds energy and vitality and gives joy to our children and adults alike. We're calling it the one-room-school-house model for Sunday School. Following the 10 a.m. service, all school aged children, first grade through high school, will come together in one large room. They will sing for a good portion of the class, and then a lesson will be presented that all ages can appreciate. They will occasionally sing during the church service, which will delight everyone. Other formation events that children have participated in include Vacation Bible School, Youth Sundays, acolyte training/service, and our beloved Christmas Pageant.

<u>Youth</u> -- Many opportunities for growth and training are available to our youth, including a Sunday evening pizza and study time. Recently resumed in person, and led by Father Hobgood and a parent, the current topic is the history of the Episcopal Church. Christian Education and confirmation classes are scheduled to begin in August 2021 following the 10 a.m. service, with nine youth interested in being confirmed by the Bishop when he visits in October to confirm and celebrate our 125th anniversary. In addition, two Vestry members are heading up a group of parents to offer youth events at least quarterly, inviting youth from the other two Episcopal churches in Albany. Each year seniors in high school are paired with adult "shepherds," who build supportive, prayerful relationships with them that often continue during college. Many of our youth serve as acolytes, lectors, and ushers, and our Boy Scout Troop, the oldest in Albany, is also one of the strongest.

<u>Adults</u> – While Wednesday night suppers with study/discussion were suspended during the pandemic, Father Hobgood convened a virtual Bible study and sharing via Zoom on Wednesday evenings. Beginning in the fall, Christian Education for adults will follow the 10 a.m. service and coffee hour. Four parishioners have begun the Georgia Diocese's Church Development Institute, a two-year, eight-weekend program on strengthening parishes.

Serving Others

Ladles of Love was established at St. Paul's in September 2019 to feed downtown neighbors who might need lunch. It operates year round on Thursdays and currently feeds on average 65 people. Volunteers shop, cook, and serve the meals.

Barney's Run is in its ninth year of providing funds for service dogs to be paired with regional wounded veterans. Hundreds of runners have participated in this marathon, ½ marathon, 10K, 5K, and one-mile walk/run. Planning is year-round and seventy volunteers, primarily from St. Paul's, provide the people-power the day of the race.

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 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) Two to three times 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.



Loving One Another

EpiscoChicks, after a hiatus, is again gathering 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 the men of the church are invited.

Flower Ministry kicks into action each Monday morning by dividing the Sunday altar flowers into about 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 has traditionally gathered several times a year for fellowship with events such

as family cookouts by the pool and casual cocktail parties. They also have served the community based on identified needs, such as serving dinner to our downtown neighbors and taking Christmas goodies to our parishioners in nursing homes.

Fellowship and Sunday Breakfast, now on pause, has traditionally been offered after the 8 a.m. service.

Fellowship/Coffee Hour/Light Refreshments are served by various parishioners following the 10 a.m. 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 two to three 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 commit to daily prayers for the person and occasionally sending a card or small gift.

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 we respond by returning a portion of our time, talent, and our treasure to God.

Yardbirds consists of a number of volunteers, led by a couple of Master Gardeners, who help maintain the church grounds in conjunction with regular maintenance 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 2020 value of the Foundation's principal assets totaled approximately \$1,424,000. Gifts may be designated or undesignated — but only earnings from the principal may 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 two blocks south of the present site at Jefferson and Flint Avenue. The cornerstone of the present building was laid January 25, 1896. By October, regular services were being held, and the third Bishop of Georgia dedicated St. Paul's in late 1896.

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 1980s. The porte-cochère and flanking pergolas at the rear of the church were completed in 2009.

Our physical facilities are in sound condition but require care. Under the expert guidance of an architectural consultant, the Vestry has recently committed to completing \$500,000 in restoration projects. We are blessed to have the funds in reserve, but will conduct an informal capital campaign to maintain healthy reserves for the future. This restoration effort assures that we will continue to be a strong presence of Christ in our community, where *all* are truly welcome to come and worship our Father.



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 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.

Memorial 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.

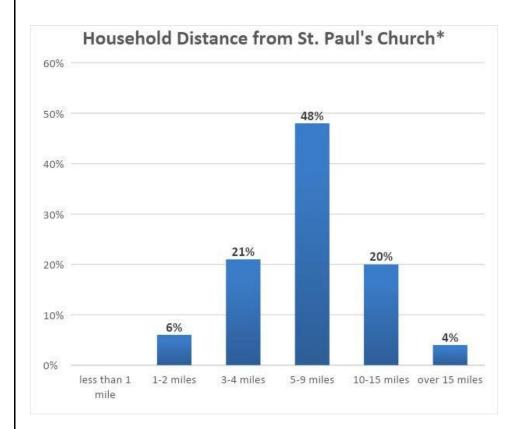
Youth/Community House – Across the rear parking lot and on the other side of the porte-cochère is a residential duplex that faces Flint Avenue. The two-story portion of the building is St. Paul's Youth House. The one-

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

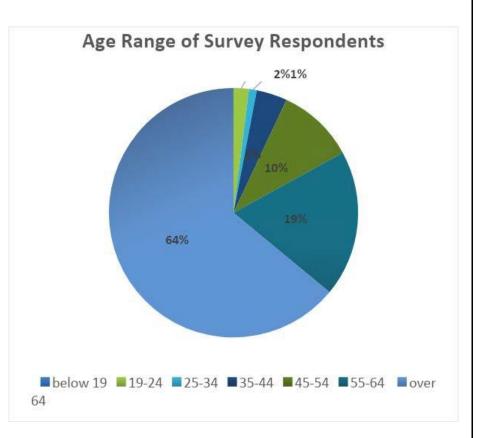
Signage System – In 2004, soon after the "Altar Cross" logo was adopted, an exterior and interior signage system was installed. Its primary purpose is to help visitors and newcomers find their way more easily into and throughout the church complex. The primary sign on Jefferson Street has service times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



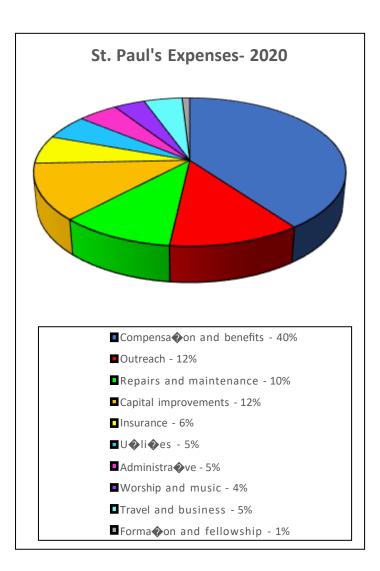
Parish Demographics

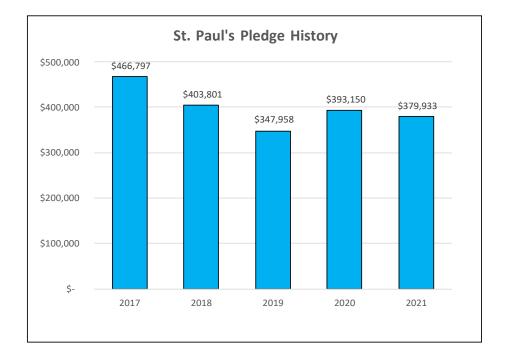


*Data were gathered using an online survey sent to 221 members. Of these, 113 persons responded.



Financial Information





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.

Our current bishop, the Right Rev. Canon Frank Logue, was elected to be the eleventh bishop to lead the Episcopal Diocese of Georgia, beginning with his consecration May 30, 2020. Approximately 150 clergy are canonically resident in the Diocese of Georgia. Included in the active clergy are more than thirty non-stipendiary vocational deacons, who serve in the Diocese under the guidance of the Bishop. Most of the clergy in the Diocese serve in parishes and missions; some serve as school, hospital, and hospice chaplains or in other non-parochial ministries. 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.



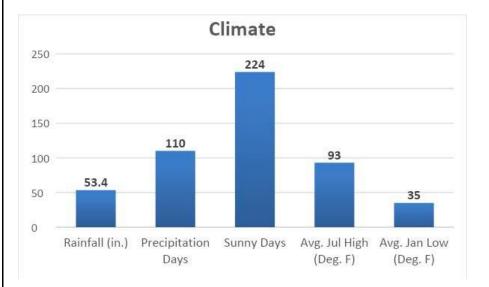
The Right Rev. Frank S. Logue Bishop of Georgia

We are delighted that Bishop Logue will visit us on October 24, 2021, to confirm and celebrate 125 years of worshipping in our church!

Albany, Georgia

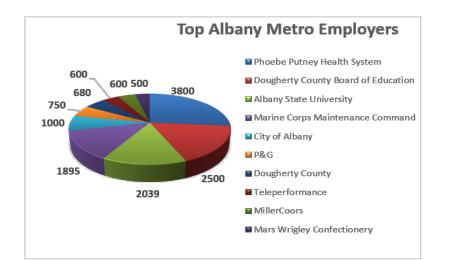
Founded in 1853, Albany is the county seat of Dougherty County. Located on the banks of the Flint River in Southwest Georgia, Albany is considered the economic, cultural, and recreational hub for a large, growing region that takes in parts of North Florida and Southeast Alabama, as well as Southwest 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 ranks 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 an institution of the University System of Georgia. 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 Albany Area Arts Council. 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, 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 popular 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 good 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:

Letter of Interest Resume OTM Profile

To:

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.albanygeorgia.biz/information
- http://choosealbany.com
- www.albanyartscouncil.org
- www.visitalbanyga.com
- www.albanyga.com