

## 2021 St. Peter's Episcopal Church – Parish and Community Profile



## St Peter's Episcopal Church

### 2021 Parish and Community Profile

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The Parish/Community Profile is one of several methods used to provide rector candidates information about St. Peter's Episcopal Church and the communities we serve. It is a required step in the Episcopal Church to help steer interested and appropriate candidates in our direction. The Parish/Community Profile characterizes the mission, composition, history, ministries, and practices of our church. The Parish Profile is based on the recent Parish Survey (HolyCow! Consulting, LLC, Congregational Assessment Tool [CAT]), our 2021 Parish Annual Report, parochial reports, and the Nassau County *2030 Comprehensive Plan Economic Development Element Background Data and Analysis Report* (Florida Department of Education).

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The Search Committee members are:

Randy Bell – Past Senior Warden      Joan Kratz – Committee Chairperson

Ellen Blair      Greg Perkins

Jennifer Lasserre      Ken Saitow

James Staton

The Rev. Cn. Allison DeFoor-Diocesan Advisor

Web and Media Links:

<https://www.stpetersparish.org>

YouTube – St. Peter's Parish Fernandina

## St. Peters Mission Statement

*St. Peter's Episcopal Church seeks to be a warm, welcoming community of people called to **know, love, worship, and serve Jesus Christ and His people**. We believe that Christian life is a journey. We invite God's people to journey with us.*

### Profile Summary

The people of St. Peter's are faithful and generous with their time, treasure, and talents. We look forward to continuing our faith journey to know, love, worship, and serve Jesus Christ, and building a vision that will lead us into the future with our next called rector.

Amelia Island attracts active, accomplished, and involved individuals. This population creates a healthy local economy that is driven by a mix of both working professionals and retirees. The core industries include two large resorts – The Ritz Carlton and an Omni Resort, two working mills, Rayonier Advanced Materials and WestRock, and Baptist Medical Center Nassau, a highly rated regional hospital. The island also has A rated public schools and private school options.

St. Peter's parishioners reflect the island demographics while skewing towards pre and post retirement age. In our most recent survey, 80% of those surveyed were 50 years old and above. *(Only those 18 and above received the survey.)* There are often returning visitors and seasonal members. This demographic is mixed with families that have been a part of the community for generations. The ebb and flow of people can make it challenging to practice and fulfill our desire to be a welcoming community, but it does not impact our eagerness to strive toward our stated mission.

Our once small community parish has grown in footprint, membership, staff, programming, and giving. We recognize that growing from a small-town church into a program size parish requires clear vision and experienced leadership to help us build upon the foundation that has been established.

Our faith community wishes to discover our individual spiritual gifts so that we can expand the depth and breadth of our outreach efforts. We are naturally curious and seek new opportunities to serve Christ and live out our Mission.

**Our Community** (Source: The Chamber of Commerce; Nassau Co. FL [www.islandchamber.com](http://www.islandchamber.com); Wikipedia; Florida Dept. Education)

***The city of Fernandina Beach is located on Amelia Island in Nassau County Florida. Unincorporated Nassau County includes the rest of Amelia Island outside of the city limits and Yulee, Florida that is directly across the Shave Bridge from the island. Nassau County also includes the communities of Callahan and Hilliard (approximately 28 and 30 miles from Amelia Island, respectively).***

Nassau County, Florida may be accessed along one of four major state and interstate transportation corridors: Interstate 95, US 301/US 1, US 17, and Florida A1A/State Road 200. The first two Interstate 95 exits in Florida – 380 and 373 – are in Nassau County. Two bridges -- one on the west and one on the south -- connect Amelia Island to the mainland. No tolls are charged on either bridge.

**Jacksonville International Airport** (JAX) is located about 25 miles from Amelia Island and links Northeast Florida with cities across the United States and abroad. Serving both local and visiting pilots, the Fernandina Beach Municipal Airport on Amelia Island accommodates Gulf Stream IV aircraft or smaller.

Nassau County is framed on the north and west by the St. Mary's River and on the east by the Atlantic Ocean. Amelia Island is the northernmost port of call along the Intracoastal Waterway in Florida. The island was named for Princess Amelia, daughter of George II of Great Britain. Public and private marinas are available to serve both transient and resident boaters.

One of Florida's first tourist destinations in the late 1800s, Fernandina's beautiful beaches, charming 50-block historic district, year-round cultural events, fabulous dining and varied shops and galleries continue to enchant visitors.

Named in honor of King Ferdinand VII of Spain, the quaint seaport is steeped in history with an amazingly preserved downtown brimming with Victorian architectural gems.

American Beach is a historic beach community on the island. During the time of segregation and the Jim Crow era, African Americans were not allowed to swim at most beaches in Jacksonville, and several black-only areas were created. American Beach was the largest and most popular, and was a community established by Abraham Lincoln Lewis, Florida's first black millionaire and president of the Afro-American Life Insurance Company. It contains American Beach Historic District, a district which was listed on the National Register of Historic Places in 2002.

Fernandina Beach is the birthplace of the modern shrimping industry. The city's famed **Isle of Eight Flags Shrimp Festival** began as an annual shrimp boat race. Half a century later, the Shrimp Festival's mix of shrimp, art, entertainment, and pirates now annually entertains more than 100,000 people each May.

Fernandina Beach offers residents a variety of lifestyles, including historical and modern urban residential areas along with a distinctive beach community.

Fernandina Beach was incorporated in 1951 and encompasses more than 10 square miles in the north-central portion of **Amelia Island**. It has an estimated population of 12,339. Fernandina Beach is Nassau County's largest municipality and the county seat. The city operates a municipal airport, golf club and marina as well as offering a variety of programs through its many parks, community centers, and recreation areas.

Yulee is the name given to some 128 square miles in the unincorporated portion of Nassau County, lying between Interstate 95 on the west and the Intracoastal Waterway on the east.

Named after David Yulee, builder of the trans-state Florida Railroad, Yulee is a mix of historic communities including Blackrock, Nassauville, Hedges and O'Neil as well as newer subdivisions and communities; many started during a rapid period of growth in the 1990s.

The Yulee area has an estimated population of almost 12,000. That number is expected to increase significantly in the coming decade with the development of Wildlight, a 24,000-acre community between I-95 and US 17.

Yulee is an appealing choice for those wanting to be close to the beaches and major roads connecting Nassau County to Jacksonville to the south and Georgia to the north. Residential choices are numerous and range from planned communities, waterfront homes, and small/large private tracts to an emerging rental market.

Area residents and businesses are fortunate to have first-rate physicians and a hospital and emergency department available 24/7 right on Amelia Island. Baptist Medical Center Nassau, a 54-bed acute care hospital, is one of the most up-to-date community hospitals in Florida. It offers a complete range of diagnostic services and a medical staff in 25 different specialties who provide care for most illnesses and injuries encountered today. If you or anyone in your family or business needs medical care, you can feel confident in the high-quality, comprehensive services available at Baptist Nassau and Baptist Health.

All Nassau County public schools received an A rating from the last evaluation given by the Florida Department of Education 2018-2019.

	<u>On Amelia Island</u>	<u>Yulee</u>
<b>Pre-K- 2<sup>nd</sup> Grade</b>	Southside Elementary	Yulee Primary
<b>3<sup>rd</sup> -5<sup>th</sup> Grade</b>	Emma Love Hardee	Yulee Elementary
<b>6<sup>th</sup> – 8<sup>th</sup> Grade</b>	Fernandina Beach Middle	Yulee Middle
<b>9<sup>th</sup> – 12<sup>th</sup> Grade</b>	Fernandina Beach High	Yulee High

**Private schools:** Amelia Island Montessori – 18 months -14

St. Michael's Academy – Pre-K – 8<sup>th</sup> grade

Lindisfarne Hall 4<sup>th</sup> -12<sup>th</sup> (Anglican)

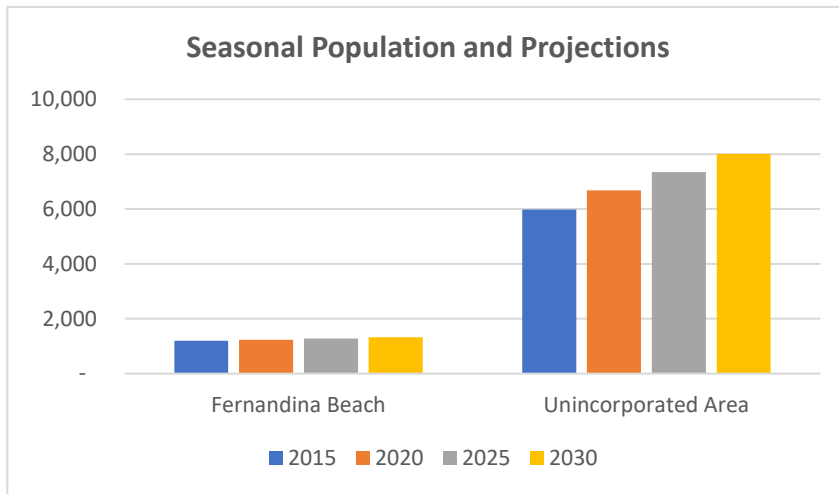
Fernandina Beach Christian Academy – Kindergarten – 6<sup>th</sup> grade

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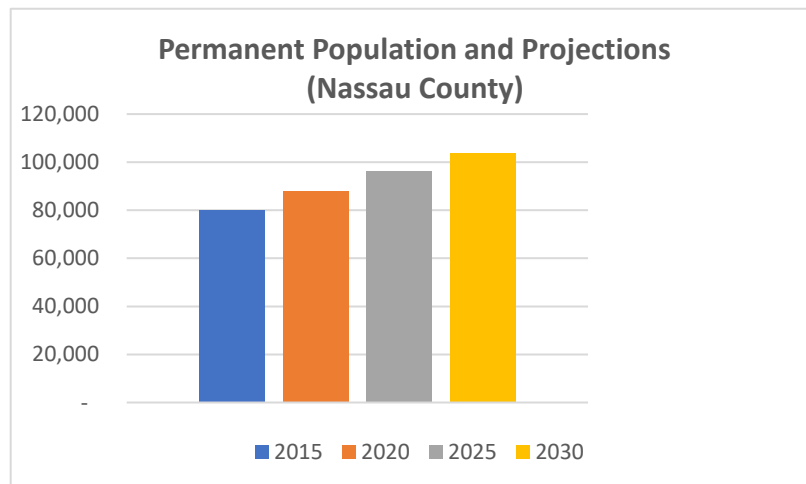
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*The following seasonal and permanent populations trends are from the Nassau County 2030 Comprehensive Plan Economic Development Element Background Data and Analysis Report*

Resident Cycle: 1) Amelia Island has many part-time/second home residents. 2) Many of the part-time resident's ultimately choose to retire in our community. 3) Often aging retirees move away from the community closer to extended families. 4) This trend repeats year over year.

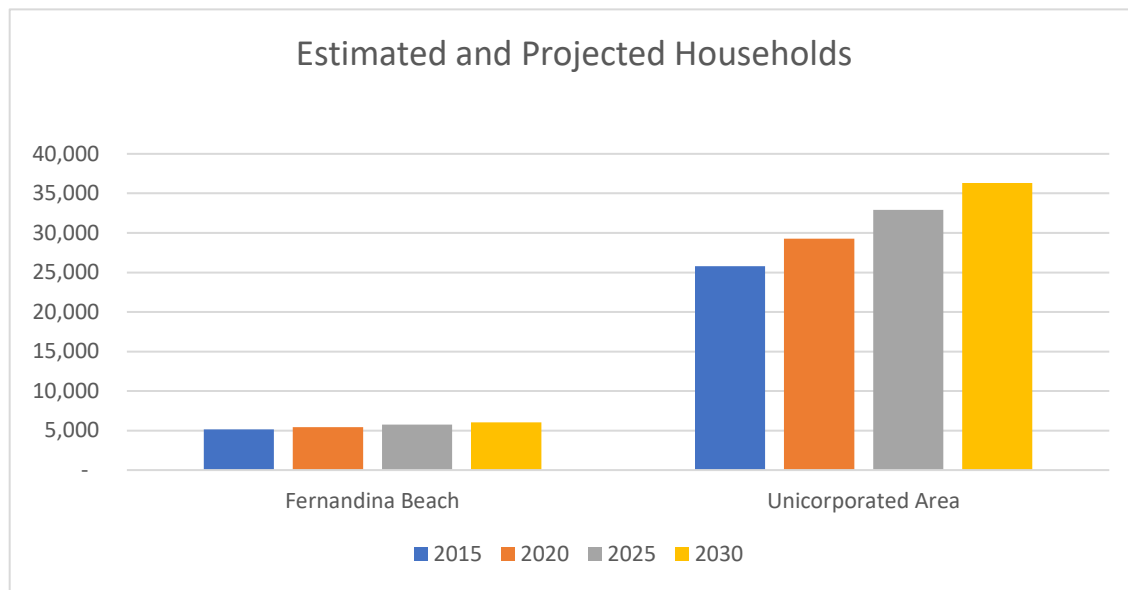


*Sources: Bureau of Economic and Business Research and Shimberg Center for Affordable Housing, University Of Florida, U.S. Census Bureau American Communities Survey (2007)*

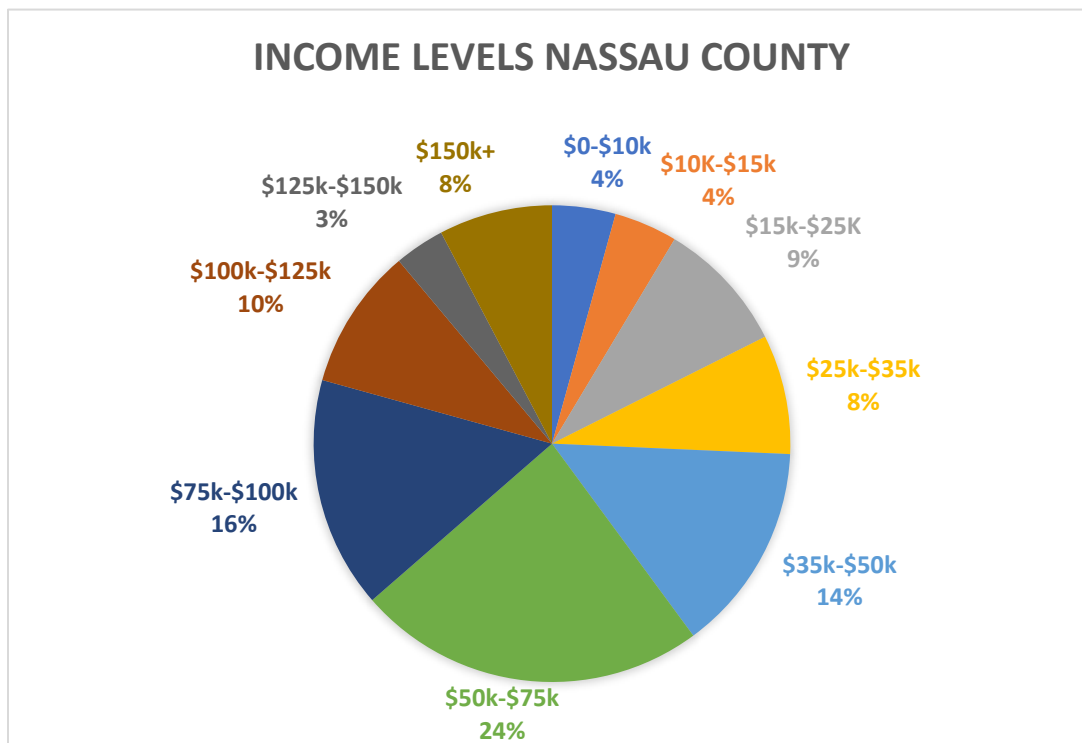


*Sources: : Bureau of Economic and Business Research ,University Of Florida, U.S. Census Bureau*

The current growth in the housing market is largely driven by new communities in the off-island unincorporated areas of Nassau County, however several new neighborhoods, townhome, condominium, and apartment complexes have been built on Amelia Island in the last five years.



In 2010, household income ranged from a low of \$47,095 to a high of \$62,880 within the five-counties of the Jacksonville metro area. With a median income of \$58,211, Nassau County ranked third behind Clay and St. John's counties.



Source: JAXUSA Partnership for Regional Development, 2010



## **History of St. Peter's Episcopal Church**

On June 14, 1858, the Reverend Owen P. Thackara met with a small group of Fernandina citizens to form a missionary outpost. In November of that same year, the first Bishop of Florida laid the cornerstone of the first St. Peter's Church in Fernandina on the southeast corner of what is today St. Peter's Cemetery.

In 1881, ground was broken, and the cornerstone was laid for the present-day church. The first service in the beautiful, new Neo-Gothic building was held on March 30, 1884. Early on the morning of February 24, 1892, much of the new church was destroyed by fire. The building was restored, and 15 months later St. Peter's was formally consecrated on Easter Day, 1901. During the 1980s and 1990s, significant building and restoration activities were undertaken including construction of the present-day Christian Education and church office buildings.

It is impossible to accurately represent St Peter's without including the original St. Peter's Church completed in 1859 on the southeast corner of our present cemetery. The cornerstone of the church was laid in 1858 by the Right Reverend Francis H. Rutledge, the first Bishop of Florida (1851-1866). In 1887, six years after the construction of the church now standing at the corner of Atlantic and 8<sup>th</sup> St, the original St Peter's Church was given to a black congregation and renamed Good Shepherd Church. The church building was later moved across the street.

The Good Shepherd Church structure was showing its age by the early 1960s. Built up off the ground, the building was unstable, and the City of Fernandina Beach condemned it as unsafe. The St Peter's and Good Shepherd congregations decided to build a replacement building for Good Shepherd. However, after lengthy discussions, the Bishop of Florida Hamilton West decided not to consecrate the new Good Shepherd Church building. Instead, the white and black congregations were united in the large church on Atlantic Ave. The building originally designated as The Good Shepherd is now the St. Peter's Youth Building.

A former member of Good Shepherd, Henry Beard Delany, grew up to become the second African American bishop in the Episcopal Church. On June 7, 1889, he was ordained deacon, and on May 2, 1898, he was ordained priest. On November 21, 1918, Delany was consecrated Suffragan Bishop for Colored Work in the Diocese of North Carolina. The African American Episcopalians in the dioceses of South Carolina and East Carolina were also under his jurisdiction. Along with Bishop Edward T. Demby of Arkansas, the first African American Suffragan Episcopal bishop, Bishop Delany was charged with the supervision of African American clergy and parishes within the racially segregated ecclesiastical system of the South. A plaque honoring Bishop Delany can be found inside of St. Peter's parish.

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Across Alachua Street, on the north side of the church campus, is the church cemetery, which also has an interesting history. The Union Army occupied the church property in the early 1860s and began burying people here. The first is believed to be young Frederick Albert Grossman, the two-month-old son of Frederick Grossman, a captain in the 7th U.S. Infantry. Near the Iron Gate (right of the center area) is the oldest headstone, which reads "Jeffrey's Boy" 1866. While attending school in Gainesville, he was attacked by a bear from a traveling circus. The church's first rector, the Reverend Owen Thackara rests in the center of the property. South from there is the famed New York architect, Robert Schuyler's headstone. Schuyler designed the present St. Peter's Church as well as Fairbanks House and Hirth House, other island landmarks.

St Peter's today is a large integrated congregation called the "Jewel of Centre Street." Its facilities are utilized for four different weekly services, a monthly Celtic Service, plus numerous parish, and community events.

Good Shepherd; Fernandina Beach, FL



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**Key Demographics** (Source: HolyCow! Consulting CAT, 2021 St. Peter's Parish Survey)

Surveys were sent via email to 802 unique address and approximately 20 paper copies were mailed out. 205 responses were recorded representing 67% of average Sunday attendance. The demographics closely mirror those of the island.

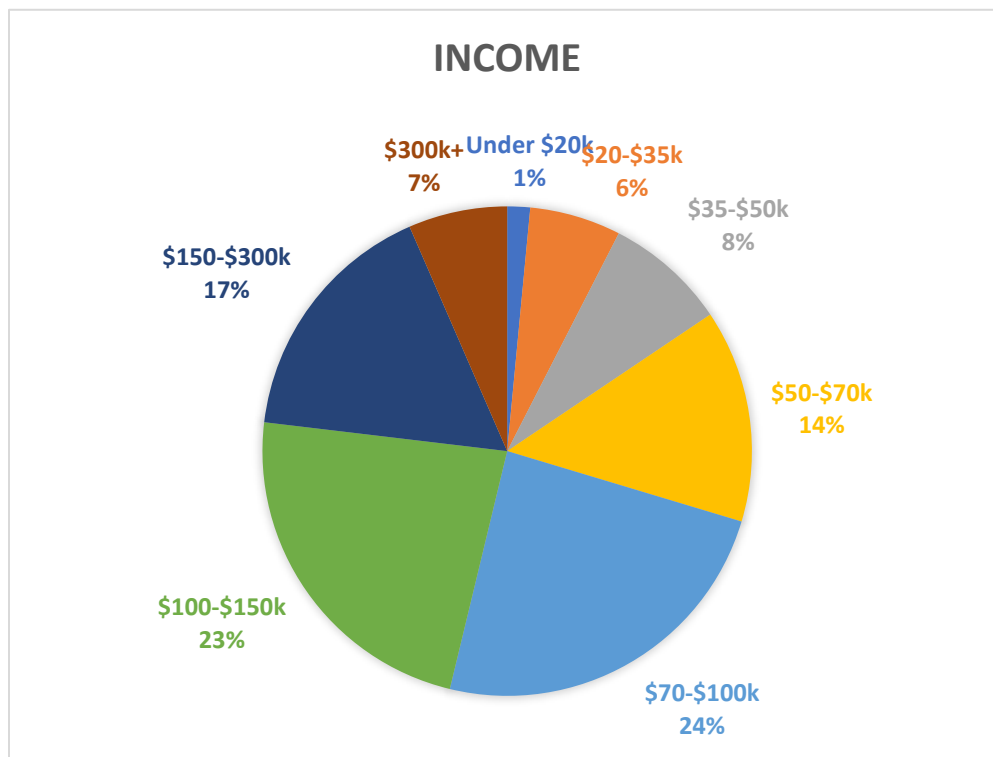
<b>Age</b>	Below 19 0%	19-24 0%	25-34 1%	35-44 2%	45-54 11%	55-64 20%	65+ 67%
<b>Tenure</b>	Under one year 2%	1-2 years 8%	3-4 years 14%	5-10 years 32%	11-15 years 11%	16-20 years 8%	Over 20 years 24%
<b>Distance to Church</b>	Under 4 blocks 2%	5-8 blocks 6%	1-2 miles 19%	3-4 miles 25%	5-9 miles 33%	10-15 miles 14%	Over 15 miles 2%
<b>Attendance</b>	None 3%	1-4 times 15%	Once per month 6%	Twice per month 14%	Three times a month 18%	All but 4 weeks 12%	Every week 32%
<b>Attendance Trend*</b>	Third as much 13%	Half as much 8%	Somewhat less 13%	Same 55%	Somewhat more 3%	Twice as much 3%	Three times as much 5%
<b>Gender</b>	Male 34%	Female 66%					
<b>Ethnic Background</b>	Black/ African American 2%	White 97%	American Indian/ Alaskan Native 0%	Latino/ Hispanic/ Spanish origin 1%	Asian 0%	Other 0%	
<b>Level of Education</b>	Less than high school 0%	Some high school 0%	High school grad 1%	Some college 13%	College graduate 31%	Some post graduate 13%	Graduate degree 43%
<b>Persons in Household Total</b>	One 22%	Two 65%	Three 6%	Four 5%	Five 2%	Six or more 0%	

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The percentage of parishioners who pledge has continued to increase over the last few years. When stated as a percentage of family units, approximately 43% of families pledge. The amount pledged represents 72 % of total offerings. Over the past five years, offerings have exceeded expenses and exceeded budget for four of the past five years. Even during the pandemic, income exceeded expenses. In addition to weekly offerings, the people of St. Peter's provide generous support for outreach and mission work and the support of St. Peter's Charitable Foundation. We also are close to completing the implementation of a successful \$1.2M Capital Campaign that expanded our youth center, roofed the parish hall, education, and office buildings, renovated the parish hall kitchen, bathrooms, and restored our historic Harrison Pipe Organ . (A sampling of projects)

We would like to see pledging increase as the church continues to grow especially through online pledging. Although our income has grown, predictable income will allow for more thoughtful growth and budgeting.



Source: HolyCow! Consulting CAT, 2021 St. Peter's Parish Survey

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The attendance trends for 2020/2021, reflected the impacts of the COVID pandemic.

*Source: St. Peter's parochial reports from 2017-2019.*

#### Church Data Form

Most recent membership	893
One year earlier	866
Two years earlier	806
Three years earlier	747
Most recent new members	100
One year earlier	114
Two years earlier	76
Three years earlier	70
Most recent average Sunday attendance	304
One year earlier	303
Two years earlier	317
Three years earlier	323
Church Assessment Roll	802
Number of households	380
Givers of record	390
Letters sent out	802
Number returned/participated	205
Total receipts most recent	\$ 893,000
Total receipts one year earlier	\$ 892,000
Total receipts two years earlier	\$ 822,000

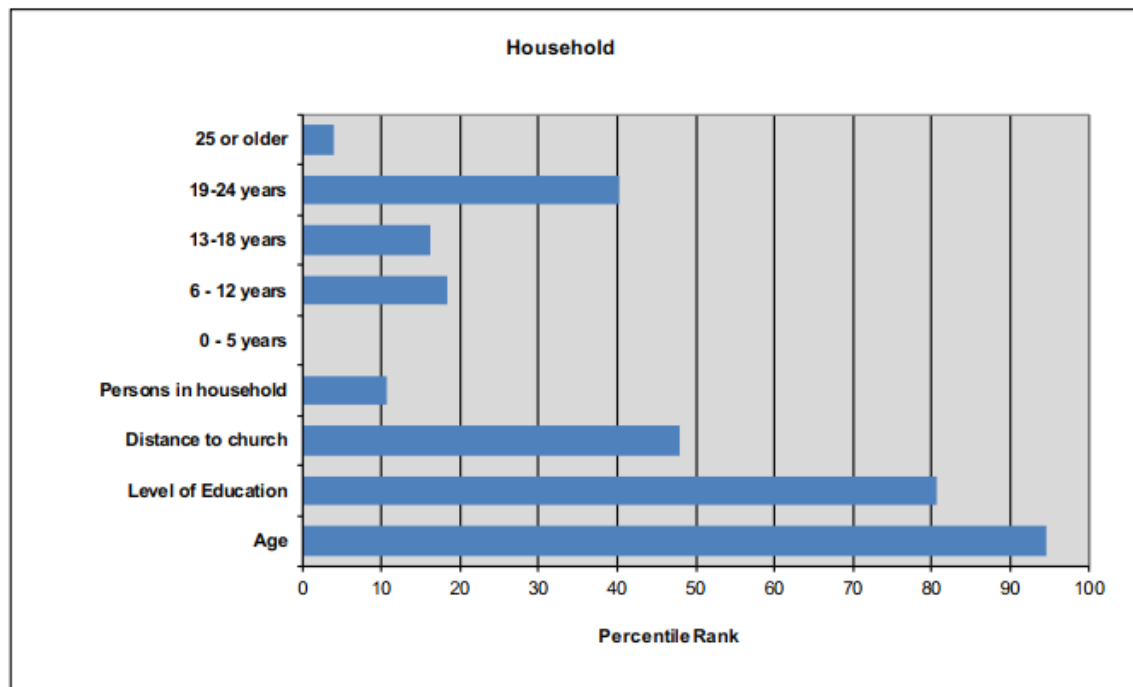
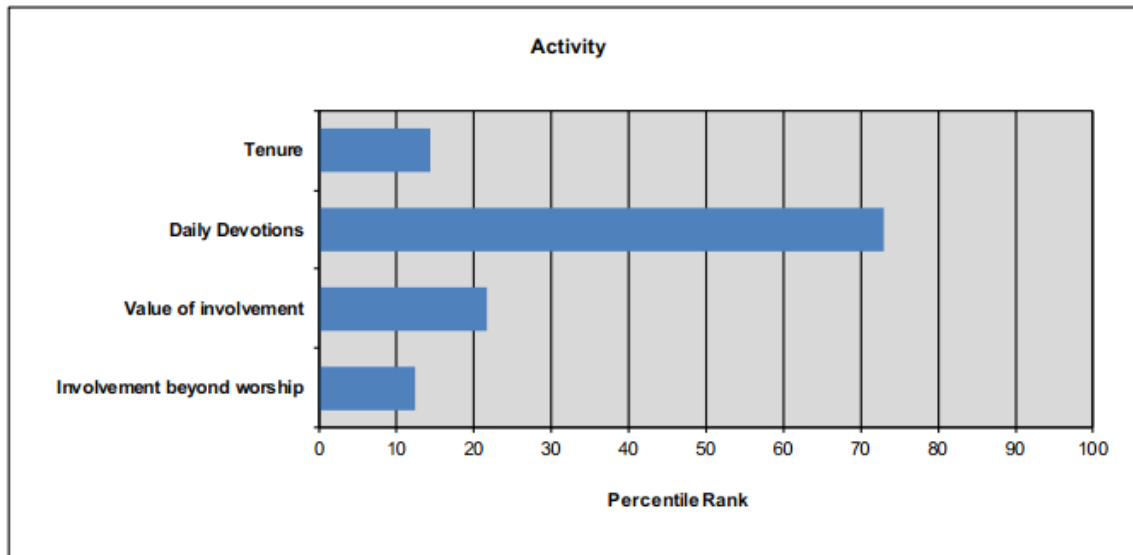
#### Community

Population trend	A church where the community within one mile of the church has a population that has been slowly increasing over the last three years
Income trend	A church where the income in the neighborhood within one mile of the church has increased but at a slower rate than the larger community over the last three years

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HolyCow! Consulting compared the data from St. Peter's against their large databases of church communities across the county. The charts below show this comparison as a percentile ranking against the other faith communities.



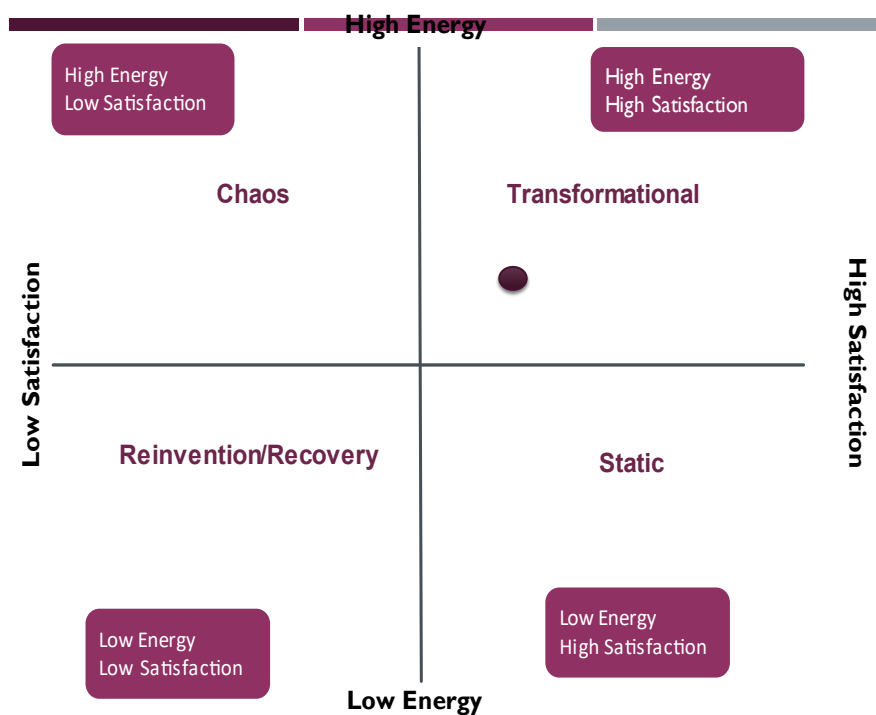
### **Key Takeaways:**

- *80% of the parishioners are 50 years or older.*
- *They prioritize faith.*
- *They are highly educated.*
- *Opportunities exist to increase involvement within the church.*

## Our Liturgical Style and Personality

The key qualities of a transformational parish are: Growth, Expansion of Facilities, Replication, Church Mentoring, and Increased External Impact

There are many ways to witness the transformational nature St. Peter's parishioners beginning with the *broad **variety of worship services, educational opportunities, and our active practice of outreach in the community and the world.***



Source: HolyCow! Consulting St. Peter's Parish 2011 CAT Survey

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As shared previously in the demographic section of the profile, the people of St. Peter's tend to be flexible because we represent many different points of view. When you isolate questions 3 and 4 it is clear to see that we are most flexible when caring for others.

#### Flexible Style Index

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The Flexible Style Index registers the degree to which the church is willing to make adjustments in the way it goes about its ministry. The more flexible a church, the more likely it is to adapt to the particular context in which it is serving to meet either the needs of its members or those of the community. The less flexible a church, the more likely it is to believe that a particular style is central to its identity.

The degree of flexibility in a church should be consistent with its strategic priorities. For example, if a church indicates that one of its priorities is to make necessary changes to attract families with children and youth, it should have the degree of flexibility necessary to achieve that goal.

#### Question Text

FLEX#1 Our members welcome changes in worship.

FLEX#2 Our church tends to stay very close to established ways of doing things.

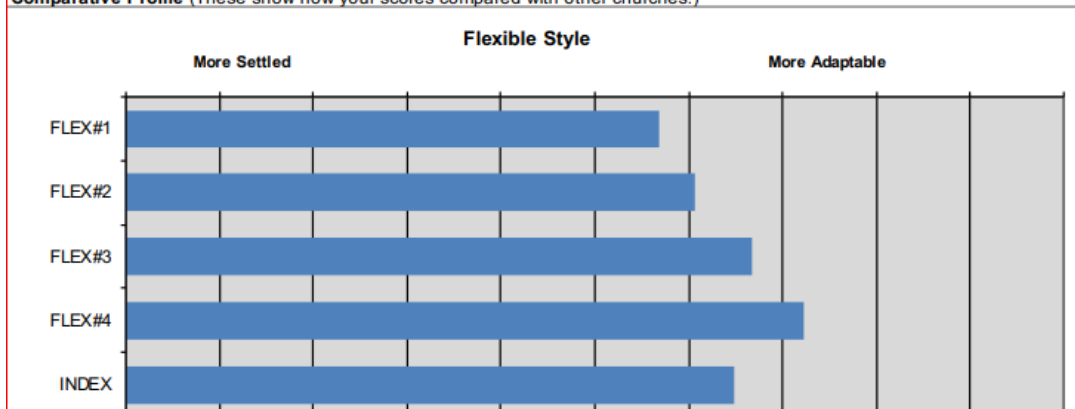
FLEX#3 We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.

FLEX#4 Our church changes its program from time to time to meet the changing needs of its members.

#### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
FLEX#1	2.4	11.0	36.0	28.7	20.1	1.8
FLEX#2	0.5	5.9	13.8	46.3	27.7	5.9
FLEX#3	1.9	4.4	18.8	37.5	25.0	12.5
FLEX#4	0.0	4.0	10.3	39.7	37.4	8.6

#### Comparative Profile (These show how your scores compared with other churches.)



Note: Question two (2) is negatively worded relative to the index. In the Comparative Profile, the polarity has been reversed. In every case a longer bar suggests a more adaptable evaluation.




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Source: HolyCow! Consulting, LLC St. Peter's Parish 2011 CAT Survey

According to the *HolyCow Consulting* CAT data, we fit best into the *Magi Culture Profile*. This is common among Episcopal churches. When plotted onto a chart, we are in the lower adaptable quadrant and close to the line separating Progressive and Conservative. This is certainly reflected in our diversity of worship and educational opportunities.



#### MAGI CULTURE THEOLOGICALLY "PROGRESSIVE" AND ADAPTABLE

1. Ultimately concerned with the rational integrity of faith and just application of faith to life.
2. Values deep knowledge, open discourse and intellectual curiosity; frequently exhibits a penetrating analytic culture.
3. Not averse to wandering aspect of faith
4. Capacity to be a powerful ally for those with minority status or who lack power to protect themselves.
5. Capable of embracing meaningful changes necessary to engage a changing society.
6. May need to overcome the temptation to overthink issues or try to be everything to everyone.
7. Since care for others is often expressed in terms of fairness and justice, may need to develop a deeper relational component to prevent being misperceived as unapproachable, impersonal or uncaring.
8. Dominant reflexes often prioritized around rational understanding which may not give proper weight to role of emotion in persuading and enlisting support (Internally low hospitality scores do not necessarily impact people's views on the church overall.
9. In quest to be open, may not give enough voice to values of commitment and clarity
10. Larger issues may detract from need to develop interpersonal skills, conflict resolution skills, and trust.

## **Liturgical Style**

We offer a wide variety of worship services that reflect the creativity and differences of our parishners.

St Peter's uses the 1979 Book of Common Prayer and 1982 Hymnal and *Lift Every Voice and Sing* for all services except the Beach Eucharist and monthly Celtic services.

**7:30 am:** Rite 1 Holy Eucharist in church, no music

**9:00 am:** Rite 2 Holy Eucharist outdoors during COVID. 1<sup>st</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> Sundays.

Folk Mass on 2<sup>nd</sup> and 4<sup>th</sup> Sundays except Advent and Lent.

9:00 am Outdoor services due to the pandemic



**11:00 am:** Rite 2 Holy Eucharist in church with music and Chancel Choir



A Celtic Service is offered on 4<sup>th</sup> Sunday evening of the month; it draws upon worship and prayers from the monastic communities of Iona and North Umbria. Our intention is to offer a worship experience that opens the windows of our hearts and souls as we long for communion with the Holy One.

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Beach Eucharist, 2<sup>nd</sup> Sunday of the month, May-September, from Enriching Our Worship.  
Copyright 1998



The Blessing of the Animals, Celebrating the Feast of St. Francis, October



Jazz Vespers – All Saints Day Featuring, Blue Muse jazz ensemble.

Blue Grass Mass, Annually in November



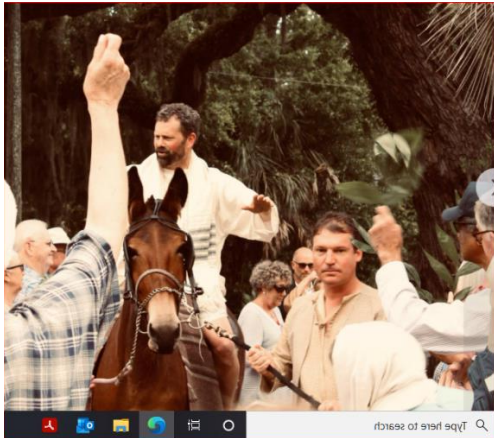
Christmas Celtic service the Sunday before Christmas



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Over the past few years, we have held many special event services including Victorian Evensong, Passion Play, Early Christian Meal, Interfaith Palm Sunday Service downtown with the Presbyterian and Methodist churches followed by a bag pipe-led procession back to our parishes.



## Christian Education

*The Christian Education ministry at St. Peter's helps to feed the spiritual curiosity of our congregation. The below charts from the 2021 Survey highlights the quality and effectiveness of the program. Source: HolyCow consulting CAT, 2021 St. Peter's Parish Survey*

### Educational Engagement Index

Christian education is a life-long process that enriches a person's spiritual life and better prepares him or her for service in the world. The Educational Engagement Index measures the degree to which members share in that understanding. It also gauges the degree to which the church provides developmentally appropriate education across the entire span of life. In addition, it recognizes that members are living with a variety of schedules and that education must be provided in a way that adapts to member needs.

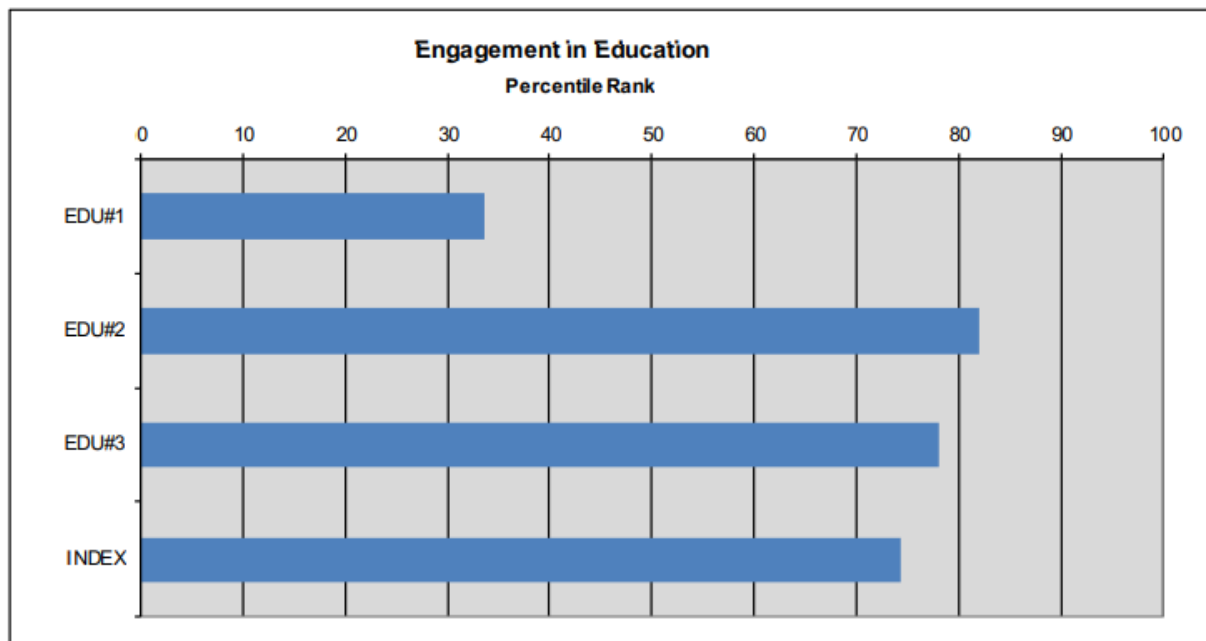
#### Question Text

EDU#1	Our members understand that they have a spiritual responsibility for life-long learning and formation.
EDU#2	Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.
EDU#3	Our church provides high quality education that is appropriate to every age and stage of life.

#### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
EDU#1	1.2	2.4	9.6	40.7	40.1	6.0
EDU#2	1.0	1.5	7.0	28.0	44.0	18.5
EDU#3	1.6	2.7	10.4	27.9	42.6	14.8

### Comparative Profile (These show how your scores compared with other churches.)



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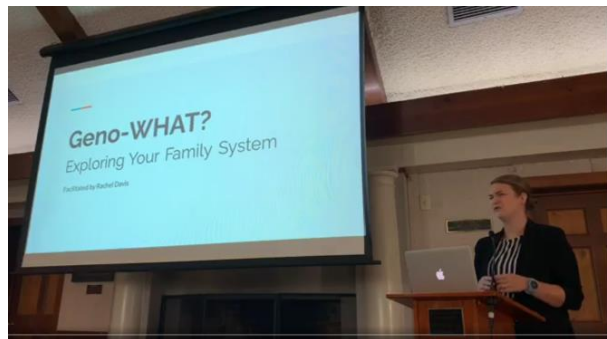
***The pandemic did not prevent us from gathering to learn! We also hired a full-time Director of Christian Education and a new Youth Director to build upon our growing ministry.***

***Thanks to a great team of Clergy, lay volunteers, technology and spacious facilities for social distancing, the following classes were held in 2020:***

<i>The Gifts of God for the People of God</i>	<i>The Holy Spirit</i>	<i>Geno What?</i>
<i>Where is God in Troubled Times?</i>	<i>The Ten Commandments</i>	<i>Angels &amp; Dreams</i>
<i>Women in the Old Testament</i>	<i>The Gifts of Grace</i>	<i>The Reformation</i>
<i>Community Conversations on Race</i>	<i>English Spirituality</i>	<i>The Gospel of Mark</i>

*The Gospel of Jesus according to Handel's Messiah*

### Parish Hall Classes



### Youth Center





## Outreach

The *HolyCow Consulting CAT* survey revealed and ranked St. Peter's parishioners' passions and priorities for the future. These priorities were also compared and indexed against other parishes. The following statement from the survey shows the numeric priority ranking and the level of passion as compared to other parishes. It is one of two statements that received a Very high passion level.

**Priority #4. Passion level, Very high** - Expand outreach ministries that provide direct services to those living on the margins of society.

***Members of St Peter's actively support international missions in the Caribbean and Honduras. The Men's Mission team has sent 17 teams to rebuild and repair churches and other buildings in our sister diocese in the Caribbean.***



***The Women's Mission team supports Our Little Roses, a girl's home in San Pedro Sula, Honduras with annual visits and fundraising activities to provide for the children.***



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***The Youth Group attracts teens from the middle and high schools for weekly meetings, community support, as well as Mission trips and international Pilgrimages.***



***Regionally, parishioners enthusiastically support the Kairos Prison Ministry, Cursillo, and the Brotherhood of St Andrews.***



*On a local level, Rise Against Hunger was launched first within the St. Peters community and after 3 years, it outgrew the parish hall. Other community organizations joined in as the annual event was move to the Atlantic Recreation Center where in January 2020, 58,000 meals were packed to support this global mission.*



*Prior to the COVID restrictions, the Men's Breakfast teams provided Sunday breakfasts for both parishioners and the community. Our young children worked together to assemble backpacks for the homeless. The Women's Knitting Ministry create blankets, caps , Prayer shawls and other personal items for those struggling with ongoing health issues. In 2020, St. Peters led a non-denominational, multi church collaboration of a community discussion program entitled, "Community Conversation on Race".*

*The church supports agencies such as Hope House and Barnabas, financially and with volunteers.*



## Priorities For Our Future Rector

The Critical Abilities section from the *HolyCow! Consulting CAT Report* resulted in the following:

Rank	Critical Ability	Score	Compared to other churches your score is
First	Preaching - Capacity to inspire and connect people to God's word	1230.00	Average
Second	Strategic leadership - Capacity to cast a vision and lead the church toward realization of the vision	1023.00	Average
Third	Pastoral care - Capacity to engage people empathetically and care for persons in times of need	912.00	Average
Fourth	Teaching/Training - Capacity to deepen understanding, form character, and equip members with new skills	727.00	High
Fifth	Change management - Capacity to lead a church through a significant and necessary period of change	714.00	Average
Sixth	Administration - Capacity to manage a church operationally including facilities, finances and staff	669.00	High
Seventh	Negotiate/resolve conflict - Capacity to help a church deal with conflict through training, negotiation, and mediation	563.00	Average
Eighth	Community catalyst - Capacity to function on a larger stage beyond the church and to rally a variety of individuals and groups to address critical issues	426.00	Average

We also met separately with our youth to gain their insights concerning a new rector. Their feedback was remarkably similar. In addition to recognizing the need for preaching and strategic leadership, they also voiced a desire for a rector to be approachable and supportive.

The cumulative feedback from all constituent groups, led the Search Committee to create this Parish Profile describing what we are looking for in our next rector. ***We pray that God will leads us to each other to continue our mission in the community and in the world!***

We seek a Rector who:

- Can help establish a shared vision that will grow and sustain St. Peter's into the future.
- Will work with the congregation to discover, develop, and use our spiritual gifts to the glory of God.
- Can advance our efforts to minister to those in need - in our parish and throughout the community.
- Has proven leadership abilities to not only direct and support multiple ministries, but also guide staff to fulfill their objectives.

We also desire a Rector who:

- Will inspire us to faithfully and enthusiastically follow Christ to achieve our Mission.
- Embraces the unique differences among our congregants.
- Possesses a demonstrated ability to reconcile varying points of view to maintain a unified body.
- Exhibits an engaging, welcoming, and warm attitude.