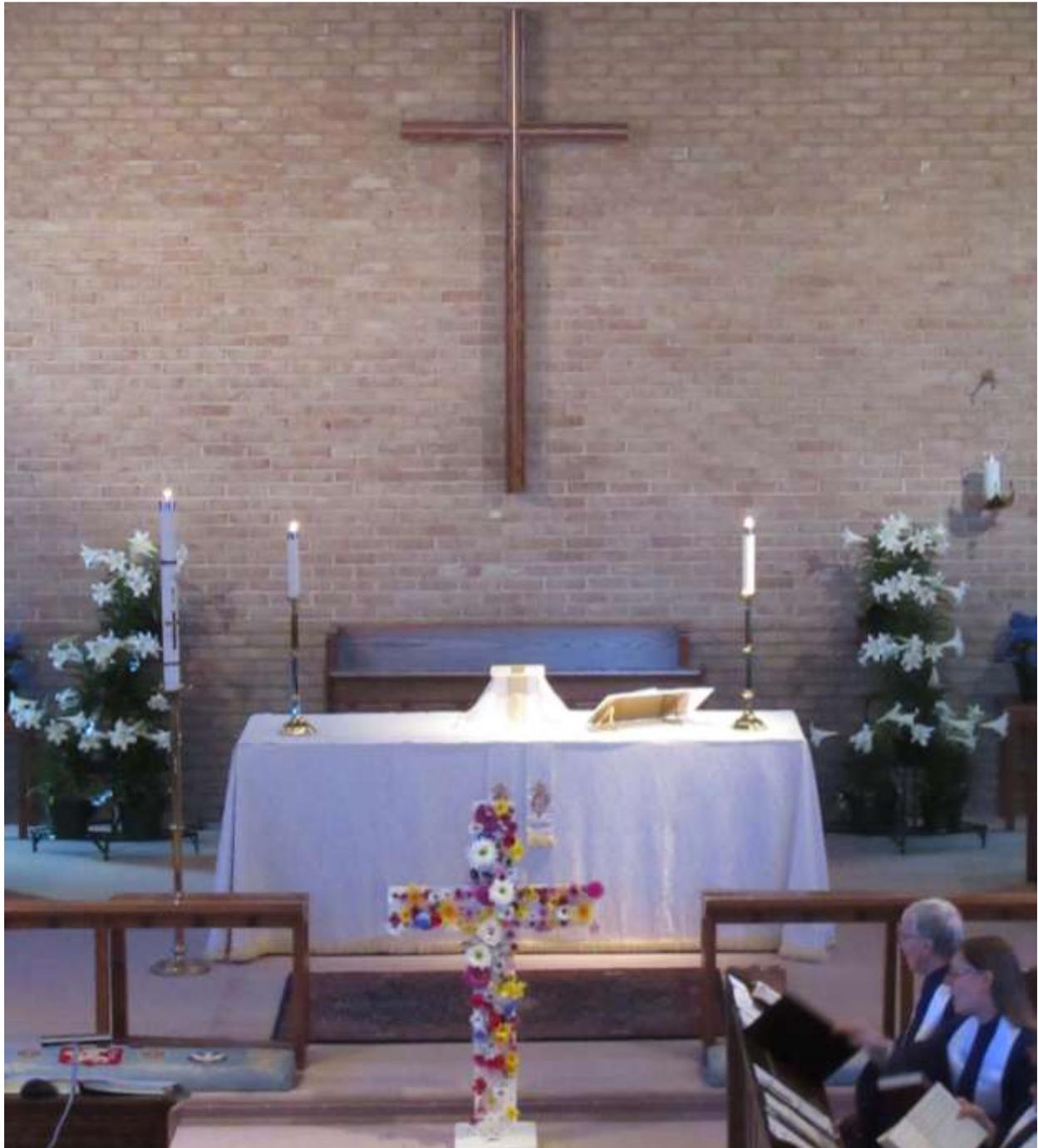


Parish Profile

ST. DAVID'S EPISCOPAL CHURCH

Kinnelon, New Jersey

www.stdavidskinnelon.org



The flowering of the cross is a happy time at St. David's, celebrating the Easter season and the coming of spring.

Who we are:

St. David's in Kinnelon is a Christian community with congregants who strive to live as Jesus would have us live, loving our neighbors as ourselves. We raise a joyful noise unto the Lord—in our traditional and non-traditional ways. Our goal is to meet the needs of each parishioner's personal spirituality, the broad needs of St. David's flock and then we go together into the world for positive enhancement and enrichment. We believe in the dignity of all human beings and the importance of protecting the earth as God's creation.

Our small but devoted and dedicated congregation has been blessed with the long-term leadership of our former Rector, David DeSmith, who recently retired. Under his direction we accomplished much and survived some challenging transitions. Our Break the Hunger Cycle Tour, raising monies for the Episcopal Development Relief Fund to ensure safe drinking water for many, was a six-year highlight of our important Outreach efforts. We are well known in the Kinnelon community.

We have experienced several changes of Music Directors in recent years, and each time have risen to the occasion under the internal leadership of our choir.

We were challenged as our congregation aged. For 40 years, three senior members of our congregation met EVERY Saturday morning to assist our sexton in the replace/repair/spruce up needs of our Buildings and Grounds. No one or group could take their place. For several years we struggled with our aging infrastructure. Today, with the assistance of information gleaned from the Diocesan Vestry University and our successful Adopt-a-Project program, we replaced three of our four roofs, upgraded our Rectory, the parish hall ceiling and kitchen and added new carpet in our sanctuary.

Our parish is a mix of married and single persons, families with and without children many of whom come from mixed or minimally religious backgrounds. Our parishioners have met the challenges of the problems noted above despite our decreasing population and are dedicated to continuing under the able direction of a new Rector.

We welcome ALL to St. David's. We are a part of the Diocese of Newark.

Our Staff: The Staff at St. David's includes the Rector (who lives in a private home on our seven-acre campus), a part-time Music Director, a part-time Parish administrator and a part-time sexton (who lives in a private home on our seven-acre campus). Lay leaders assist in the Sunday worship services and a core of volunteers help to plan and coordinate our Education, Outreach and Fellowship events/activities.

Vestry: The Vestry of St. David's comprises two wardens and seven current other members. Our By-laws allow additional members. It works collaboratively with the Rector to oversee the administration of the church and its properties/activities, our Worship Teams, and annual Time and Talent and Stewardship campaigns. Each Sunday a member of the Vestry announces at each service that they are the Vestry-on-Duty that day. Issues of concern are shared after the service and brought to the attention of the Vestry. We pride ourselves in getting an answer to the parishioner as soon as possible. The Vestry has Budget and Finance, Outreach, Property and Stewardship Committees which report to the Vestry.

Location: St. David's seven acres face Kinnelon Road in the heart of our 19.2 square mile community in Morris County. Kinnelon and the surrounding towns are low-density suburban communities with many parks, lakes and hiking trails. Kinnelon has a well-regarded public education system with @ 2,500 students and 180 teachers. In 2016, Kinnelon High School was ranked #3 in the state by *New Jersey Monthly* magazine and a top 500 high school by *Newsweek*. We draw our parishioners from Kinnelon and more than 13 surrounding towns (Bloomingdale, Boonton, Butler, Hewitt, Oak Ridge, Paterson, Pompton Lakes, Pompton Plains, Ringwood, Rockaway, Towaco, Wanaque and West Milford). We hope our new Rector will embrace our suburban communities and help us attract more families and parishioners to our small, but strong congregation.

Physical Buildings: Our church was founded in 1960 and is located at 91 Kinnelon Road. Also on our campus is the Rectory at 90 Kiel Avenue and the Sexton's home at 88 Kiel Avenue

Worship at St. David's: St. David's offers a variety of worship opportunities throughout the week and welcomes all parishioners at their will to participate in all our services. Our 8:00 a.m. and 10:15 a.m. Sunday services, with total attendance of 50, follow the Rite II liturgy, but utilize music, hymns and prayers to elicit a reactive nature to prayer and involvement.

The 8:00 a.m. service is intimate and quiet including the Holy Eucharist, sermon and the Rite II liturgy. There are no hymns at this service.

The 10:15 a.m. service is a traditional service with a full choir, sermon and Holy Eucharist, which on occasion is partially sung. Worship Teams enhance the service and enable us to use the talents of many in our service. We use incense only on Christmas and Easter.

During the summer months, the two services combine into one 9:30 a.m. service while the choir is on break.

October is Creation Season at St. David's which includes the popular blessing of the animals. On Thursdays we offer a Healing service. During special seasons we offer services on Christmas Eve, Maundy Thursday foot washing and the Agape meal, Good Friday, the Easter Vigil and a joint Thanksgiving service with other Kinnelon churches.

Church Choir: Our church choir has over a dozen voices and is a pillar of St. David's. Their musical instruments, stunning soloists and wonderful talent bring classical sacred music, spirituals and unique choral arrangements to the 10:15 a.m. service.

Sunday School: We have no Sunday School. We very much want a Sunday School. We are investigating creative solutions to this problem and very much hope our new Rector can assist in this ministry.

Fellowship: After the 10:15 a.m. service each week we have a coffee hour hosted by rotating parishioners. A main focus of this ministry is to welcome newcomers into our midst.

Outreach: Our programs are wide and varied and include several long time tenants. Willing Hands is a working environment with music and technology and learning enrichment activities for developmentally disabled adults. Begun 35 years ago around the needs of a parishioner's son, it

serves the needs of 20 adults with a director and three staff. It meets five days a week, 50 weeks a year.

Alcoholics Anonymous meets twice a week and has been for over 25 years. A children's after school program has been at St. David's for 10 years. Melody in Motion, a children's music program, meets four times a week.

We assist 12 local families financially with donated grocery cards and support through our Rector's Discretionary Fund. We conduct a monthly service at the Merry Heart nursing home in Boonton. We provide monthly meals at St. Paul's men's shelter. And we are always open to ministries which assist those in need.

New Clergy: St. David's was the training site for seminarians, The Rev. Shane Phelan and The Rev. Elizabeth Canham. They both served St. David's with dignity and grace. Elizabeth Canham was an Englishwoman who wished to become a priest. At that time (1980's) in England it was considered heresy for a woman to be a priest. She came to the U.S. and served as seminarian for St. David's while studying to become a priest. The Rev. Canham was co-ordained as a priest at Holy Trinity Cathedral in Newark by the Bishop of the Diocese of Newark, The Rt. Rev. John Shelby Spong and the retired Bishop of Southwark, England, Arthur Mervyn Stockwood.

Membership, Finances and Stewardship: St. David's income is derived from pledges, plate, rental income and fundraising projects. We have 45 pledging units of the 88 people on the rolls. Monthly Vestry minutes and budget reports are posted online for all to see.



A Brief History of St. David's:

- 1958 saw the first step toward establishment of what is today the St. David's community as informal discussions began among interested people in Kinnelon.
- Episcopal services took place for the first time in Kinnelon on July 10, 1960 in the old municipal building.
- The site of our present building was purchased in May 1961. Ground breaking ceremonies were held June 9, 1962 and a sanctuary, parish hall and offices were constructed. The first services in the new building were held March 13, 1963.
- Founding parishioners named their church after David, Patron Saint of Wales, due to the similarity of topography between Wales and the Kinnelon area.
- Until 1968, the farm house on the property was used for church offices and some Sunday classes. In that year, with improvements, it was converted to the Sexton's residence and a Sexton was hired.
- The fall of 1972 marked the beginning of the Rectory Expansion Project, which resulted in a modernized home almost doubled in size.
- Our precious Memorial Garden was dedicated in the spring of 1975 and re-dedicated in 2005.
- The fall of 1980 brought a realization that the parish building was no longer sufficient in size to meet growing needs. Ground breaking for an expansion began October 25, 1981 and was completed in 1982.

- Willing Hands was established in 1986 to meet the needs of developmentally disadvantaged young adults.
- In 1989 the Jewish Congregation of Kinnelon was seeking a location to conduct worship services. St. David's greeted this congregation and began a relationship that served as a model of mutual respect and cooperation between religions.
- The church mortgage was retired and burned at the 1992 parish picnic!
- The church building serves today as a focal point of community activity in Kinnelon housing many diverse groups. It is a vibrant center for young and old, able and disabled.
- The St. David's community serves the needs of others through numerous forms of outreach.

Position for Episcopal Rector, Full Time:

Can you sing? We hope you can—with your mind, heart, soul and your voice. We hope to create a choir of Christian love together that reaches deeply into each of us and radiates into our congregation our neighborhood and the world. We want someone who will enter fully into our worship traditions and bring his/her unique experience to the altar and the pulpit.

We seek a Rector

- who is deeply grounded in scripture, tradition, reason and prayer.
- who can address, with clarity and sophistication, the complexity and mystery of our faith in sermons and classes for a varied group of motivated seekers.
- who is authentic who genuinely enjoys both adults and children, one who reconciles rather than divides.
- who will help us sharpen our understanding of our role in the world, inspire our passion and help us continue as an anchoring presence to our Morris County neighborhoods.
- who has a gift for pastoral care and the sensitivity to know how to apply that gift.
- who is compassionate and embraces all people as the beloved of God.

- who is organized but not bureaucratic, can monitor a budget, help raise funds, motivate givers, manage staff, work collaboratively with the Vestry and encourage and teach all parishioners to participate in the maintenance of St. David's spiritual, stewardship and operational life.



Parish Profile Process: This Parish Profile was created after listening to what congregants had to say about our administration, our property, our Outreach programs, our fundraising events, our fellowship, the education provided, our music program, our hopes and dreams and...most importantly, our new Rector. We spoke to 82 of our 88 parishioners and 67 enthusiastically agreed to an interview with a member of our Parish Profile Team, or completed a three page survey. The 15 who did not want to be interviewed, indicated contentment with our leadership and wished St. David's transition team all good success in the Rector search.

We held a formal parish "join us during coffee hour" meeting where we presented a 14 page summary of comments regarding wishes for the new Rector and an evaluation of our current state of St. David's. The summary of those comments is at the end of this document.

Position Description Outline: This important document was completed on May 13, 2017 by our transition team and is attached to summarize our Parish Life statistics, our nurturing information, Stewardship action, welcoming and hospitality, our congregation's goals, mission statement,

strengths, and challenges. It closes with our wishes for the Rector's ministry skill areas and responsibilities.

Position Description Outline

The Episcopal Diocese of Newark

Date Submitted May 13, 2017

GENERAL INFORMATION

Congregation Name St. David's Episcopal Church
Street Address 91 Kinnelon Road
City Kinnelon, New Jersey 07405
Telephone: 973-838-6696
E-mail address parishadministrator@stdavidskinnelon.org
Website www.stdavidskinnelon.org
Social Media Facebook: St. David's Episcopal Church Kinnelon

PARISH LIFE

Worship

The following group of questions is intended to give us a feel for your congregation's weekly worship experience.

- What is the time of your Sunday service(s) **8:00 and 10:15 AM**
- How many people can you comfortably seat in your church? **140** plus choir **(16)**
- What was your Average Sunday Attendance in 2016? **50** For Easter? **75** For Christmas Eve? **90**
- How do you provide for music in worship? (check all appropriate answers) Organ **X**; Piano **X**; Recorded music ____; Paid organist (pianist) **X**; Volunteer organist (pianist)____ Contemporary music provided by Joyful Noise (volunteer parishioners)
- Do you have a choir? (check the appropriate answer): Every Sunday **X (Sept to June)**; Special occasions only ____; No choir ____; Other music leaders ____; No music leaders ____
- Who usually assists the priest in the service? (check all appropriate answers) Associate Priest____ Deacon ____; Lay Eucharistic Ministers **X**; Acolytes **X**.
- Are your acolytes: Adults? ____; Young People?____; Some of Each **X**
- Is your church heated comfortably during the winter months? Yes **X** No ____ . Is it air conditioned in the summer? Yes **X** No ____
- Do Sunday school children join the congregation for the Eucharist? Yes ____ No ____ . **N/A**
- Are services conducted in English? **X** Spanish? __ Korean?__ Another language? Which one? _____ (Check all appropriate answers).
- Does your sanctuary show any structural problems, such as leaky roof, water damage; broken or missing windows, sloping floor, stress fractures in walls; falling plaster? Yes ____ No **X**

Nurture

The following group of questions is intended to acquaint us with your Christian education, membership development, stewardship and leadership development programs

- Do you have a Sunday school for young people? Yes ___ No **X** (had in the past when we had kids)
- What is the average Sunday attendance of your church school? _____
- How many adult teachers of Sunday School do you have? _____
- Are Sunday School pupils grouped by age in separate classes? _____
- Do you have a youth choir? Yes ____ No **X** If Yes, how many? _____
- Do you have a teen program? Yes ___ No **X** If Yes, how many? (had in the past when we had youth)
- If "Yes", how many adults work with your teens? _____
- Do you have an ECW? ____ Men's club? ____ Altar guild? **X** or Any other group or guild **X**

Book group, Dream group, Tai Chi Group, Meditation Group, Bible Study Group

- Have you had a confirmation class in the past 6 years? Yes **X** No ____
- Do you have a regular adult education program? Yes **X** No ____ . If Yes, please describe:

Discussion Groups; Adult Forums

- If "Yes," many times did the program meet during the past year (check the appropriate answer)? Less than 5 ____ 5 to 10 ____ More than 10 **X**
- How many adult persons led your adult education programs? **5**
- Do you have a special Lenten program? Yes **X** No ____ . Give a brief description of your program:

Book-study based

- In the past year, did anyone from your church (clergy or laity) attend any educational programs, leadership conferences, congregational development programs offered by the diocese or another organization? Yes **X** No ____
 - If "Yes," how many individuals attended? **12**
 - If "Yes," which programs did they attend? (Please list them here)

Clergy Conference; Going Local; Vestry University

Stewardship

- Do you have a stewardship committee? Yes **X** No ____ . If yes, how many members? **7**
- In the past year, was any of the following part of the stewardship program?
 - An all member stewardship canvas: Yes ___ No **X**
 - Small group meetings Yes ___ No **X**
 - Letters to the congregation Yes **X** No ____
 - Pledge cards Yes **X** No ____;
 - Stewardship articles in the newsletter or Sunday bulletin Yes **X** No ____
 - Personal testimonials about stewardship Yes **X** No ____.
- Are new members asked to pledge in their first year? Yes **X** No ____
- Is proportionate giving an important part of your stewardship program? Yes **X** No ____

- Did you begin, conduct, or complete a capital campaign in the past two years? Yes **X** No ____ . If yes, what was the purpose or goal of the campaign?

Improvements to the church plant and rectory (Adopt-A-Project)

- Did you use a professional firm to assist with the campaign? Yes ____ No **X**

Welcoming & Hospitality

- Do you have a membership committee? Yes ____ No **X**
- Are greeters assigned to welcome newcomers at Sunday services? Yes **X** No ____
- Do you have a regular coffee hour after Sunday services? Yes **X** No ____
- Are greeters designated to introduce newcomers during coffee hour? Yes ____ No **X (do so during newcomer recognition brunches)**
- Are visitors added to your church mailing list? Yes **X** No ____
- Do you hold dinners or other fellowship events at your church? Yes **X** No ____
 - If yes, what kind? **Food & Wine Parings, Beefsteak Dinner with Auction, Spring Dance, Foyer Groups, Spring Dance**

 - How many are you able to seat comfortably in your location for dinner?
 - 1-25 ____ 25-60 ____ More than 60 **X**
- Did anyone join a committee or take part in a ministry for the first time in your church? Yes **X** No ____ If Yes, how many? **7**
- Do any teens or young adults (ages 18-30) serve on your vestry or in some leadership role? Yes ____ No **X** If "Yes", how many? _____

Outreach

- Which of the following outreach programs occur at your church? (Check all appropriate answers) Soup kitchen ____; Food pantry ____; Deliver food and clothing to the homeless **X**; Thrift Shop ____; Organized visits to hospitals, nursing homes or shut-ins **X**; Fund raising for charities **X**; English as a second language classes ____; Day care (or after school care) ____; After School programs ____; Seniors programs____; Other ____ (please list)

- Please list the programs you support with volunteers, but occur off your premises: **Local Food Pantry; Men's Shelter; North Porch; Animal Shelter**
- How many parishioners contribute their time regularly to outreach done through or at your church? (check the appropriate answer) Less than 10 ____; 10 to 20 __; More than 20 **X**.
- Does the congregation expect to start any new outreach ministries during this year? Yes **X** No ____ Please describe: **Exploring Community Garden**

Buildings and Property

What is the current state of your physical plant? **Very Good**

What significant repairs do you anticipate needing in the next three years?

Skylight replacement in meeting room; concrete sidewalk repairs; some carpet and window replacement in the rectory

Do you presently rent any part of your building? **Y** If “Yes”, do you have a lease agreement? What rent do you currently receive? Does the rent include payment for utilities and property taxes?

We have 5 tenants – leases with all except AA

Total annual rent = \$66,000

Rent does not include utilities

Our Congregation’s Goals

Define the four most important ministry/mission goals your congregation hopes to accomplish in the next two or three years. Make sure they are **SMART** goals: **S**pecific, **M**easurable, **A**greed upon, **R**ealistic, **T**ime framed.

1. Increase involvement in Going Local through various options
2. Increase number of parishioners involved in various ministries
3. Increase worship attendance
4. Gather parishioners together more often for spirituality and fellowship

How did you come up with these goals? (Check all that apply)

- Survey ____
- Worked with consultant ____
- Community meeting ____
- Focus (Small) Group ____
- Vestry **X**
- Committee ____
- Other ____ (Please describe)

Does your congregation have a ministry plan? Yes__ No **X**

A mission statement? Yes **X** No__ If so, please either or both.

Building Bridges of Hope with the Living Christ

What are the strengths of this congregation?

- A dedicated and active core
- Tremendous sense of community and fellowship
- A truly inclusive environment
- Full transparency
- Very community oriented
- Receptive to diocesan initiatives
- Excellent music program
- Strong commitment to outreach

What are the challenges that this congregation faces?

- Aging congregation
- Lack of young families and children
- Limited financial resources
- Declining enrollment due to relocation

Clergy Ministry Skill Areas & Responsibilities

Using the following list of 16 Ministry Skill Areas, identify and rank the four most important areas and then list the duties the priest will perform to fulfill that responsibility.

_____ 1. **Administration:** Ability to manage the affairs of the congregation, diocese, or other institution, including programs, organizations, finances, etc.

_____ 2. **Christian Education:** Ability to lead in the design and implementation of comprehensive programs of Christian Education.

2 _____ 3. **Church Growth/Development:** Ability to reshape or restart existing congregations or to plant new congregations.

_____ 4. **Ecumenism:** Ability in programs sponsored inter-denominationally or jointly by a number of churches.

_____ 5. **Evangelism:** Ability to train and lead persons to proclaim by word and action the Gospel of Jesus Christ, and to invite others into Christian fellowship.

_____ 6. **Liturgics:** Ability to plan and conduct liturgical services of corporate worship.

_____ 7. **Music Ministry:** Ability to support congregational ministry through music, e.g. lead, inspire, perform, compose, train, coordinate.

_____ 8. **Outreach Ministry:** Ability to equip and serve the community of faith in ministry to persons in need within and beyond the congregation.

_____ 9. **Pastoral Care:** Ability to care for people so that they are nurtured and equipped for growth within the community of faith.

1 _____ 10. **Preaching:** Ability to preach with clarity and to make the Gospel relevant in people's lives.

4 _____ 11. **Social/Community Ministry:** Ability to enable persons within the congregations to become aware of and participate in community concerns.

3 _____ 12. **Spiritual Guidance:** Ability to lead and encourage others in the formation and development of a deeper spiritual life.

_____ 13. **Stewardship:** Ability to lead in the development and use of individual and congregational resources.

_____ 14. **Teaching:** Ability to help persons of all ages understand and live the Christian Faith.

_____ 15. **Home Visitation:** Ability to provide regular pastoral care through visiting church members in their homes.

_____ 16. **Youth Work:** Ability to inspire youth and incorporate them onto the full life and ministry of the Church.

Clergy Ministry List of Duties

Here is an example:

Skill Area: Pastoral Care

Duties

- a. Take communion to the homebound at Christmas and Easter.
- b. Visit members in the local hospital, nursing homes, and assisted living facilities once a week.
- c. Develop program to train a lay caring/calling ministry
- d. Be available for pastoral emergencies, wedding, and funerals.

1. Skill Area: Preaching

Duties

- a. Preach weekly sermons with clarity and relevance
- b. Preaching with social responsibility
- c. Well-prepared sermons

2. Skill Area: Church Growth and Development

Duties

- a. Attract new parishioners
- b. Attract young families
- c. Grow financial resources
- d. Implement long-term endowment program

3. Skill Area: Spiritual Guidance

Duties

- a. Increase number of parishioners involved in church ministries
- b. Individual spiritual direction
- c. Continuing congregational education
- d. Optional worship opportunities

4. Skill Area: Social / Community Ministry

Duties

- a. Increase involvement in Going Local process
- b. Identify other outreach opportunities
- c. Clergy in relationship with community leaders and other community clergy

Leadership Style

Briefly describe the leadership style of your next priest that you believe would be the most effective for this congregation.

Engaging, self-confident, consultative, accessible, self-effacing, good sense of humor, good listener and mediator

CLERGY POSITION DESCRIPTION

We are seeking a Rector and will consider Priest-in-Charge

The Clergy will be employed in a (please check one):

- Full time position
- Half time position (25 hours plus full benefits).
- Part time position (up to 25 hours, offering some additional benefits).
 - How many hours?
 - Specify what benefits will be offered
- Long term supply (Sundays only)
- Other (Please specify)

Note: You will need to develop a letter of agreement after you have called a priest, notified the Bishop, and received the Bishop's consent.

FINANCIAL INFORMATION

- **The previous year's budget and actual results are found in the attached link: <https://www.episcopalchurch.org/page/studying-your-congregation-and-community>**

Select the Diocese of Newark and St. David's in Kinnelon

- **The current year's budget and the financial statements for the year-to-date period compared with the current budget is found on the parish website.**

Contact Information (Who may applicants contact for further information?)

Name John Simonelli, Senior Warden
Street Address 451 East 39th Street
City Paterson
State NJ Zip Code 07504
Home phone: Cell 973-650-2115
Fax N/A
Email address asp4john@aol.com
I prefer to be contacted by: ___ phone X cell phone X email ___mail

PARISH PROFILE SURVEY RESPONSES

• **RECTOR**

- It's all about the Rector; we can all do the right things, but without the right rector, it's meaningless
- So pleased we can afford a full time Rector
- David will be a hard act to follow
- We are very happy with our membership; we never felt pressured or unwelcome. That continued comfort will be extremely important to us in the new Rector.
- Sermons
 - After being all about the Rector, it's all about the preaching
 - Do not read them
 - Should
 - Be good and relate Bible stories to present lives
 - Not read the sermon
 - Be an aisle preacher, not a lectern preacher
 - Challenge, inform and tie them to the scriptures
 - Be enjoyable and make a connection to people
 - Promote spiritual experiences and reach everyone
 - Convey the experience of God, using scripture to enrich and inspire us through the challenges of our lives.
 - Help connect us to God and love to bring the connection home.
 - Be relatable to today and how we can live with the anti-Christian moments and events in the world today
 - Preach to modern life, or how it relates to biblical history
 - Should not
 - Read them
 - Lecture
 - Be overly academic
 - Be political
 - Be a pronouncement or a reading, never be condescending
 - Enjoyed David's sermons which had an excellent balance of tying biblical lessons into everyday lives; could comment to new Rector about them

- Glad there was little political debate in past sermons
- Suggestions
 - Have a sermon about Willing Hands or Merry Heart one Sunday
 - Have an outside speaker one Sunday, instead of a sermon
 - Incorporate more talents and gifts of the congregation in the worship. Why have contract ministers, but use that opportunity to have Sondra lead us in Tai-Chi, Tom lead a discussion of his connection to music, Mesrob lead us in reflection of a contemporary issue (immigration). Can be better than a fixed liturgy.
- New Rector should be
 - The spiritual boss and hold our feet to the fire more...but none of this matters if membership does not increase.
 - Able to interact with the quiet, lonely, the poor, the homeless, etc. This is what Jesus did.
 - Non-judgmental, worldly and have a passion for life
 - Inclusive. S(he) needs to treat all members as worth something and not just the “important” members
 - Approachable, available and encourage parishioners to talk with him/her
 - Trustworthy
 - Personable, welcoming, good with people and have a broad outlook
 - Able to nurture and promote spiritual experiences through the liturgy and by practicing, promoting and nurturing all forms of love.
 - Family oriented and have a family to attract new and younger families.
 - Bubbly; social; “upbeat”; warm; caring; funny
 - Enthusiastic when giving the sermon or reading the Gospel (to keep everyone awake)
 - Good preacher and attentive to timely home and hospital care visits
 - A low-key intellectual and, like David, not an egotistical show-off
 - Like Father Muller; he is a delight
 - 40-55.....or, 30-45
 - Young; to attract young people
- New Rector should
 - Greet parishioners as they arrive for church; this greeting should be from the main doorway (don’t use the side door). It’s visible from Kinnelon Road, looks welcoming and makes for good advertising
 - Say words with belief and have a nice expression
 - Sit at the altar, not with the congregation
 - NOT READ their SERMON
 - Visit each parishioner in their home every year or every other year
 - Reach out to members, care, be social and available to all
 - Contact parishioners who have not been in church
 - Respectfully care for privacy issues; and conduct attentive, caring pastoral visits when needed
 - Be as good a pastoral care minister as David was
 - Have a love of music
 - Have experience at being a boss; able to deal with problems and issues with personnel and renters
 - Since s(he) will be the person in charge in the building, if there is an issue or emergency, be able to address issues calmly and contact the lay leader to address the problem with her/him.

- Have a seriously specific contract, to be monitored closely by Wardens and Vestry. Work week should be at least 45 hours. For the first three months of employment, a weekly discussion of quantified activity/progress from the prior week must occur with the Wardens. These weekly discussions should last at least 30 minutes a week.
- **WORSHIP SERVICE(S)**
 - Services
 - Current services are wonderful and bring up your spirits when in church
 - Second service should be at 10 rather than 10:15
 - Please reinstate the 8:00 a.m. service. Prefer a quiet service
 - Don't reinstate the 8:00 a.m. service. It is hard to staff and there are not that many of us.
 - Make one service, and instead of 9:30, make it 9:00 a.m.
 - Specific requests
 - Continue the midweek healing service (with or without the Eucharist)
 - Continue the healing ministry and have it more frequently
 - Offer Interfaith services
 - Have an "outdoor" service; enjoyed the hiking mass
 - Have a coordinated summer service with all churches in the area
 - Take entire congregation to Merry Heart one Sunday
 - Appreciate that I can come to services when my schedule allows without being made to feel guilty for not regularly participating
 - Bulletins
 - MANY want an abbreviated one and would like to use the prayer books and hymnals
 - MANY want to keep the entire service in the bulletin
 - Easier for the choir and newcomers
 - Like the reactive nature of free form prayers that using the bulletin allows
 - The parish administrator is exceptional in her ability to create the week's bulletin to present the intent of the minister and music director and to make last minute changes to accommodate emergent needs of service and congregation
 - All wish we could use less paper
 - Not fond of the iPad
 - Some want to reinstate the hymn numbers on the walls
 - Some want electronic screens like Trinity Wall Street has for the bulletin
 - Some commented that they like the emailed bulletin. Some wondered if it was necessary.
 - Worship Teams
 - Great idea. Continue!
 - Like being a member of a Worship team and appreciate that my daughters were encouraged to participate as children.
 - There should be a permanent Worship Committee to advise, suggest and act as sounding board to the Rector. Its existence should be routine, not at the discretion of the Rector.
 - The worship team leaders should meet regularly to spot issues, rebalance teams and provide support to team leaders.

- Encourage others to participate because when you're involved, you will become more integrated into the operations and enjoy it more.
 - Not sure I like the idea as some parishioners show up for church only when it's their turn to participate.
- Service Participants
 - Servers should stay in the chancel area instead of the pews
 - Need more acolytes and crucifers
 - Need more Good Shepherd volunteers. How are good shepherd recipients chosen?
 - Add torch bearers for Christmas and Easter services
 - All do a great job
 - Particularly like when the children are involved in the service
 - Ushers/greeters make me feel welcome
 - Training needs
 - Healing ministers
 - Eucharistic ministers (there should be NO errors in this ministry)
 - Greeters should be QUIET in the 5-10 minutes before church. Noise drifts into the sanctuary and is distracting to those meditating before the service.
 - Ushers do the job of greeter and usher. They should do Hospitality too. Ushers should sit in the back row of the sanctuary five minutes after the service begins and get out of the narthex.
 - Readers should try to develop sight reading skills
 - Altar Guild
 - They are unsung heroes
 - Needs more volunteers
 - Build a team approach and have two people per team; then it's less isolating
 - Review and reprint the duties of the Altar Guild
 - Purchase long needed worn and weary altar linens
- Not sure where to sign up for Altar Flowers and think at \$40 they are too expensive. Can two people "go in together" and spend \$20 apiece and still recognize loved ones or the occasion for the donated flowers?
- Newcomers
 - Welcoming newcomers is one of St. David's real strengths
 - Ushers should ensure they sign the book
 - The Rector MUST follow up with newcomers
 - What is happening during this interim period?
 - Too many lost opportunities
- Joys and Concerns
 - Very positive part of the service
 - Have them before the Prayers of the People and then pray for those mentioned in Joys and Concerns during those prayers
- Liturgy
 - Current services are wonderful
 - The Liturgy should support or enhance the sermon, stay fresh and new and bring us close to God and each other.
 - Several have nostalgia for the familiar words Rite 1, and wonder if it could be used occasionally, i.e. during Lent
 - Has Creation Season lost its impact?

- Use Eucharist C for Creation Season with creation Bible readings (Redeemer in Morristown does this)
 - Use the service in the prayer book and follow services in the prayer books. Do not like omitting parts of the service (creed, confession, saying Jesus' name, omitting words from the Lord's Prayer)
 - Like the familiarity of the prayer book liturgy
 - Like the simplicity of the 8:00 a.m.
 - I prefer "high" church: more kneeling, signs of the cross, more reverence
 - Like "higher" church forms and the use of incense on occasion
 - Sometimes irritated with creative liturgy, though it does give a chance to grow
 - Like the changes with the liturgical seasons
 - Appreciate new ideas with the service content
 - Routine liturgy can be numbing and dull. I like worship with a liturgy that offers experiences and words for all that I am unable to say.
 - Use the hymnals
 - Am a quiet pray-er
 - Processing with the cross is so Episcopal; it's important.
 - Suggestions
 - Did not like when the sermon was substituted with congregational discussion. My daughter did not want to be separated from me as was the instruction, so we stayed together. People seated near us were clearly irritated by this and told us so. We almost left, we felt so uncomfortable.
 - Liked it when the sermon was substituted with congregational discussion. Seemed that we were reluctant to share our stories and spiritual experiences during a service.
 - Maintain a babysitter for a nursery for families who have children, even if they do not use it every time
 - Keep grape juice for children and others who cannot consume alcohol
 - Prefer bread to wafers
 - Include a guitar
 - Include dance
 - Get rid of the meditation hymn and change it to a communion hymn. It drags out the service.
- **MUSIC**
- Choir
 - Outstanding; keeps getting better; very good; excellent; superb; dedicated; focused; heart of the congregation
 - Use it to publicize the church and bring in people or go into the community and sing there!
 - Recessional Hymn
 - Like it when the choir returns to stand along the side of the wall to help provide volume during the final hymn
 - Wish they'd split up and go up both sides of the church for the final hymn
 - Why don't they stay put in the choir pews and recess in a way that the last choir member arrives in the narthex at the end of the hymn?
 - Have had great choir directors. Some preferred Ian, others Mary Rose, all hopeful for the future

- It is a pleasure to sing in the choir and the directors at St. David's have been some of the best in my lifetime of choir participation. Ian and MaryRose have been excellent.
 - Nancy Moody's quiet leadership is exemplary and admirable.
 - Am a morning person but come to church at 10:15 to hear the choir and music
 - Nice when the choir sits in the pews in the summer
 - Not a fan of cantoring
 - Choir should not be there for a performance, but to augment the service
 - Joyful Noise
 - Grateful for it and inspired by it
 - Incorporate Joyful Noise with regular choir
 - Suggestions
 - Start a youth choir in the loft. Or use the loft for something in the service, not just for storage.
 - Hymns could be more accessible and provide greater support to themes of the services. Music should be a spiritual experience in its beauty and relevance.
 - Am open to different styles of music (modern)
 - OK with new types of music, but do appreciate traditional hymns.
 - Prefer traditional hymns to gospel or variety
 - Would like to see more praise music selected
 - Music is sometimes a little long
 - Like a range of musical styles and more lively hymns
 - BIG! Love the music!
- **OUTREACH**
 - Outreach is very important and one of the building blocks of Christianity
 - Pleased with the amazing support from our congregation
 - When a specific problem is brought to the attention of the congregation (Columbian refugees) we react positively
 - Financial reporting
 - Is better but still needs clarity and routine distribution
 - How much of our budget is dedicated to outreach? We do not know and need to know. A quarterly report would be good to see.
 - Reporting of outreach funds has not ever been well documented. Am pleased to know there is a focus to resolve this issue.
 - Suggestions
 - We want a place for children in this ministry
 - Provide educational information to the congregation to ensure they are connected to the various organizations to which we donate.
 - Hope the new Outreach Committee is powerful
 - Take care not to spend resources too thinly
 - Seems we may be trying to do too much. Perhaps we should do less and do it better?
 - Team up with other churches to be able to expand outreach
 - Do more and talk less
 - Going Local
 - Our outreach programs should be our "going local" process and meet the nearest, greatest needs. RISE and Merry Heart and St. Paul's meals are three good examples.

- The “going local” program should be called “being a missional church” and continue to be involved in our communities.
- Disappointed the Going Local process was not received better or shared, trained, experienced in a way that was positive. It seemed to be more personal than congregational.
- Going Local is one of the fuzziest initiatives attempted to address church renewal and a new direction. Few understand it and fewer care about it. Becoming missional is very important, but this particular program will not succeed. We need a better way to become more missional.
- Outreach Programs
 - Merry Heart
 - It is one of the BEST things. We’ve done it since 1983!
 - St. Paul’s
 - This is an important and rewarding “engaged” outreach program.
 - Willing Hands
 - Would like a closer relationship between St. David’s and Willing Hands. Volunteering there can forge a close relationship.
 - Have a morning prayer service where the sermon explains Willing Hands, its history, the needs it meets and even invite our clients to the service
 - Love it that Willing Hands is both a renter and part of our Outreach
 - Families that we help
 - This is a very important outreach program at St. David’s. We completely appreciate David, the parish administrator and Mary-Esther Arther who have managed this so well over the years.
 - Trust the Vestry decisions
 - Glad the Outreach Committee considers this a priority, to do and to administer
 - Families are well vetted
 - Not certain who it is that we help
 - Continue the program with compassion and monitoring
 - Tell us about the families to make it more personal and that would encourage more participation.
 - Would like more information about them, but do not want to invade their privacy
 - Like knowing when the families need things, if I can, I readily contribute
 - Would like a thank you note from the families that are able
 - Would like a bimonthly report of where the donations are going
 - It seems 75% of our efforts go to grocery cards for 12 families. Mismanaged even with the best of intentions?
 - Grocery Cards
 - Do a lot of good
 - Very positive about this program
 - Hold an adult forum to explain the good that the program does and therefore encourage more to donate
 - Cut down on the number of clients due to the small size of our current congregation

- Concerned that the purchase and outreach distribution of grocery cards takes away from pledge amounts
 - Would like some alternative donation options
 - Crochet prayer shawls for Valley Hospital
 - Crochet baby blankets for Atlantic's Morristown Hospital
 - English as a Second Language tutoring
 - Tutoring at area high schools or St. Peter's Orphanage in Denville
 - Adopt a Soldier
 - Backpacks for children going back to school (this was heartwarming)
 - Options that aim at youth
 - Children of the incarcerated
 - Particularly enjoyed the morning prayer sermon about the camp for children of the incarcerated that was followed with the ability to assist with transportation of the children
- **FELLOWSHIP AND FUNDRAISING**
 - LOVE Foyers!
 - Suggestions
 - Don't forget to keep the fun in (fun)draising
 - Use them to attract newcomers
 - Put more pictures from the events on the Website! We've started doing so!!!
 - Need better chairs
 - Need more round tables: one of the BEST things about the events
 - Need Volunteers
 - Frequency
 - About right
 - Every two to three months
 - Too many fundraising events, but they seem to work
 - They're not overplayed; if you do more, we'll turn people off
 - Decision should be at the discretion of the Stewardship Committee
 - Coordinate with the Church Calendar better
 - Attendance comments
 - Positive
 - Well done
 - Family oriented
 - Like seeing our minister at our events
 - Great to support the mission and budget of St. David's
 - Important to attend or buy tickets or help to support the mission and budget of St. David's
 - Nice socialization
 - Love lemonade on the porch and like the visibility from Kinnelon road...good advertising!
 - Attend because I work them. Enjoy it because we have a good time and get to know one another better
 - One Man shows were great
 - Summer dinner was great. Do it twice!
 - Dressy social was wonderful
 - "Pairings" are informative and fun
 - Creative Recommendations

- I love events especially when they don't have to be fundraisers, but understand their importance. Question: what would Jesus do to bring the disenfranchised to such events?
- Miss the monthly potluck brunches
- Fundraising dinners are overpriced and not a good value
- Wine Pairing and Silent Auction are nice but getting old
- Wine tasting too long and not enough time to socialize
- Do a fundraiser that doesn't require so much work or helpers like a fish fry or the beefsteak
- Willing Hands limits the fellowship/fundraiser activities
- Don't want to feel obligated to attend or be involved, or judged if we don't/can't do them.
- Incongruity of the lavish 50 year anniversary of church celebration followed the next year by financial difficulties. Ensure we can afford an event before we embark on it.
- Don't attend because
 - I (we) don't like to drive at night
 - I'm single and find it uncomfortable to attend by myself
 - Don't drink
 - Too noisy and too many people make it difficult
- Need alternative ideas
 - Would like more of a variety of events
 - Need programs to attract young families
 - Have a "Fun-Day" for kids....that's Going Local
 - Have a program with the After School day care to participate with a choir/musical program during a church service.
 - Have an intergenerational program, i.e. "secret grandparent" activity where an older parishioner is paired with a younger one
 - Could we promote the use of our grounds for companies to use for picnics as an additional source of revenue?
 - Consider shared events with other parishes to support each other's programs
 - To increase participation with lightly supported events, solicit input from congregation regarding future events
 - Offer a simple dinner series "Good fellowship, good food, great prices." Open to parishioners and community. Offer several simple dinners throughout the year for reasonable \$10-\$15.
 - Advertise more
- Coffee Hour
 - Well done
 - Coffee Hour is "Happy Hour"! Coffee isn't bad either.
 - Not enough people stay for coffee hour
 - Coffee isn't hot enough
 - Too fancy....keep it simple to encourage volunteers
 - Be sure to welcome newcomers by asking them to join you at a table
 - Round tables are the BEST thing we ever did for coffee hour
- **WISHES**
 - Growth
 - Sunday School
 - Young families (find creative ideas to attract them)

- Youth: without youth, our congregation will die off
- Creative energy
- Growth

- **GOALS/COMMENTS**

- Our church is so lovely. For us, church is a spiritual time for reflection and being together as a family.
- Continue to be open and candid
- Support personal worship, care for our parish flock and then go together into the world.
- Meet my needs for personal spirituality and the broad needs of St. David's congregation/church
- Interested in finding ways for spirituality to enter our lives. I want to worship at a church where we are not afraid to engage and share where God is in our lives and where we struggle with God. Our stories inform us as individuals and as a community.
- Continue to nurture spiritual experiences
- All facets of St. David's life should be true to the assumption that all people are of God and have spiritual needs. Since God is love, then love is God. To experience God, people need to experience love's encouragement, inspiration, forgiveness, compassion, caring, nurturing, friendship, healing, honesty, trust, understanding, support, love, joy, peace, kindness, goodness, faithfulness, gentleness, tolerance and self-control.
- David's sexual preference was an opportunity for awareness and learning lessons for our children. Very positive experience.
- Continue to improve the financial transparency of the church AND also of the Outreach donations.
- Be less paternalistic. In our services, language is centered on God the Father with little or no recognition that God is more than that. Experience God **as** father and God **as** mother and God **as** creator, etc.
- Be careful how we speak to one another: Was once asked "if you can afford to bring food for coffee hour, why don't you donate to the food drive?" This must never happen.
- St. David's is like a family to so many of us.

- **EDUCATION**

- Use technology. Documentaries and YouTube lectures can lead to wonderful discussions
- Consider home schooling programs. For a while, I used a Diocese link for simple lessons geared to the ages of my children that were linked to the liturgical calendar. If a suitable website was approved, it could be shared on the church website.
- Attended all adult forums and book studies, well done with a good variety of topics
- Would like easy to follow and not rarified intellectual Bible study
- Book studies were great. Those on social justice opened my eyes and social justice is not an integral part of my faith.
- Loved book review and old scripture studies
- Love, and please keep the Dream Group
- Hoping the new Rector will have creative approaches to what can be a bit dull

- Holding adult forums after church is hard for choir members who come in early before the service...a long dedication of time. Find an alternative time
 - Very sorry there are no youth education programs
 - Thrilled that David organized a program for children to receive confirmation last year. He encouraged them to experience meaningful spiritual growth personally.
 - Try to keep one person from dominating discussions
 - There has been nothing that has interested me in the last several years
- **ADMINISTRATION**
 - Miscellaneous Suggestions
 - Like it that, “if you ask a question” you get an answer. Vestry-on-Duty is a good program.
 - Prepare a formal plan to attract young families
 - Our bylaws are inadequate and allow too much leeway in exercising authority. For instance, warden duties are not described and occur at the discretion of the Rector. Also, in the past, the Rector has made sudden large expenditures without consulting leadership. Bylaws should set guidelines to define where the Rector has the ultimate authority.
 - Consider a cell tower to raise money
 - If an event is scheduled, please don’t cancel it....hold it even if only 2 show up
 - Sometimes St. David’s groups need to meet in the church on Tuesdays or Wednesdays (when AA meets). Is there a reason why we cannot meet on those days?
 - Alternative Giving
 - I pledge as much as I can. The requests for grocery cards each week makes me feel guilty for not participating.
 - Was offended recently when asked “If you can afford food for coffee hour, why don’t you donate to the food drive”?
 - Pledge Comments/Suggestions
 - Suggest parishioners determine their annual pledge by giving a fixed % of the amount spent on your personal sin(s) (chocolate, gambling, whiskey, wine, hamburgers).
 - Need more pledging members as non-pledging members aren’t committed and can pull out and leave at any time. Also, if we don’t have more pledging members, the future looks bleak.
 - Glad to be able to give again. We were not able to do so for some time and appreciate the chance to give back now.
 - Reduce our Diocesan pledge to spruce up and repair our facility to make it more attractive to newcomers.
 - Budget and Finance
 - Well done
 - Look forward to the January annual meeting to see what has changed/improved with the financial reporting.
 - Slightly slim down the financial package offered to a new Rector to provide funds to update our buildings.
 - Would like to see a quarterly statement for the church and for the Outreach programs. This will be added to the website for the church. Will occur for the Outreach programs in 2018.
 - Distribute monthly operating statements with Vestry highlights. Available on the website in coming months.

- Thank goodness for the transparency of the finance process.
 - “Most financially open church I’ve attended.”
 - “Am amazed how well things balance out.”
 - “Well managed.”
- The Budget and Finance committee should meet quarterly (they started doing that in 2016) to regularly assess the status of the budget and deviations from it.
- The budget is approved by the congregation. Deviations from the budget should also be approved by the congregation. Spending should follow the parameters of the budget.
- Annual audits (required by the Diocese) should occur timely and follow generally accepted accounting principles to which Budget and Finance and the Treasurer must adhere.
- Budgeting rules might span multiple years to set strategies for long term issues (fuel, snow plowing, major capital repair/replacement).
- What happens when we go over budget? Under budget? Set some strategies for communicating this to the congregation.
- Publicize the budget process better via updates and explain adherence to the budget, sticking to it strictly.
- Despite our dwindling congregation, we still meet our budgets.
- All invoices should be maintained in the church office and approved before payment.
- Be sure to budget for annual servicing of the organ and piano tuning every six months
- Provide more credit card opportunities
- Long term endowment is a low priority
- Estate planning
 - Information should be distributed occasionally
 - When we have a new Rector, perhaps we should have an adult forum to promote it for those who are able to commit.
 - Explain that it can be given by everyone, even in small amounts
 - Low priority
- Time and Talent
 - Good brochure and provides a good “nudge”
 - It should emphasize the areas of needed volunteers.
 - Add “in person” interviews
 - Where inspired members with the passion to make new and creative contributions to church life, step up and make an impact.
 - Use time and talent to set operational activities. If there are no “team leaders” stepping up, resources shouldn’t be expended.
 - Confusing and not presented in logical progression
 - Is it productive?
- **PROPERTY**
 - Chapel
 - This beautiful space should be used more frequently
 - Use it for small meetings
 - Use it for Bible study
 - “The Property Committee is the best”!
 - Organ, Keyboard, Piano

- Organ is of high quality
- Should be serviced every year

- Keyboard is good and has great potential
- Piano is fine and tuned May 2017. Should be tuned every six months.
- Buildings and Grounds
 - Nostalgia expressed for the triumvirate who helped the Sexton maintain the property every Saturday morning for 40 years: Harry Barker, Herb Grieshaber and Jim Mason. Would love to clone this group!
 - Sexton, Guy Baskinger is doing a terrific job
 - Never delay needed repairs or replacement again. This goes for the church building, the Rectory and the Sexton's home.
 - In addition to the routine maintenance budget, add a "future needs" budget line item for Building and Grounds. We put out too many fires as they occur.
 - The chain of command must be strictly followed for emergencies. Buildings and Grounds leadership must be contacted before emergency expenditures occur.
 - When improvements, crises are made/managed, share the good news via email or announcements
 - Emergency needs can be addressed by going to the congregation and asking for support
 - Building is old, but efforts to maintain what we have has improved
 - Impressed with the efforts to obtain grants and funding
 - Adopt-a-Project was a great idea and led to many appreciated improvements
 - Other than the skylights, the property has never been in better shape
 - Outside property looks great
 - Routinely prune the outside shrubs/trees to ensure the grounds look fresh
 - Memorial Garden
 - looks good, but since the July/August rain became overgrown
 - should ALWAYS be properly maintained and never become overgrown
 - expand the Memorial Garden to enhance it as a place for reflection and meditation
 - Driveway
 - has two potholes that need repair
 - needs better lighting
 - Am concerned about one septic and one water tank for three buildings
 - Inside property needs work
 - The skylights must be fixed and the skylight room must be repaired immediately.
 - Bathrooms
 - Ladies room temperature is not optimum and needs to be cleaned more thoroughly, disinfected and have a fresher smell
 - Men's room must be demolished and replaced
 - Demolish and replace all bathrooms?
 - Basement
 - Must be cleaned

- Can we add renters? No, it does not meet ADA standards and has no bathroom.
 - Add bathroom to facilitate future renters
- Entire inside of the church and parish hall and hallway and classrooms need painted
- Add a large monitor in the Parish Hall to serve as a message board
- Remove and Replace
 - Chair carriers and chairs (cost \$3,000-4,000)
 - Parish Hall floor
 - Blinds in Parish Hall
 - ALL bathrooms
 - Rectory carpet. If hardwood underneath, remove carpet and refinish floors.
- Two parishioners indicated concern for the condition of the Rectory
- List of inside improvements needed (if at all) for Sexton's home should be prepared.
- Hire cleaners once a year to give the church a good "spring cleaning".
- Renters
 - Our renters and the income from them are integral to our financial health
 - Current renters cooperate with one another
 - Miscellaneous
 - Starting with 2017, ALL renter's contracts are standardized and have current leases (finally meeting an audit concern!)
 - Can the renters maintain their own property?
 - Carefully monitor the tenant's use of our physical space
 - Be cautious about our "open" building and its care
 - Add bathrooms to the educational wing of the building
 - Use the building as a youth center
 - Use the building to house a medical group that treats local immigrants.
 - Willing Hands
 - Meets a real need in the community, proud they are at St. David's
 - Acts like they own the place
 - Children's Place
 - Glad they are our renter.....meets a real need in the community.