

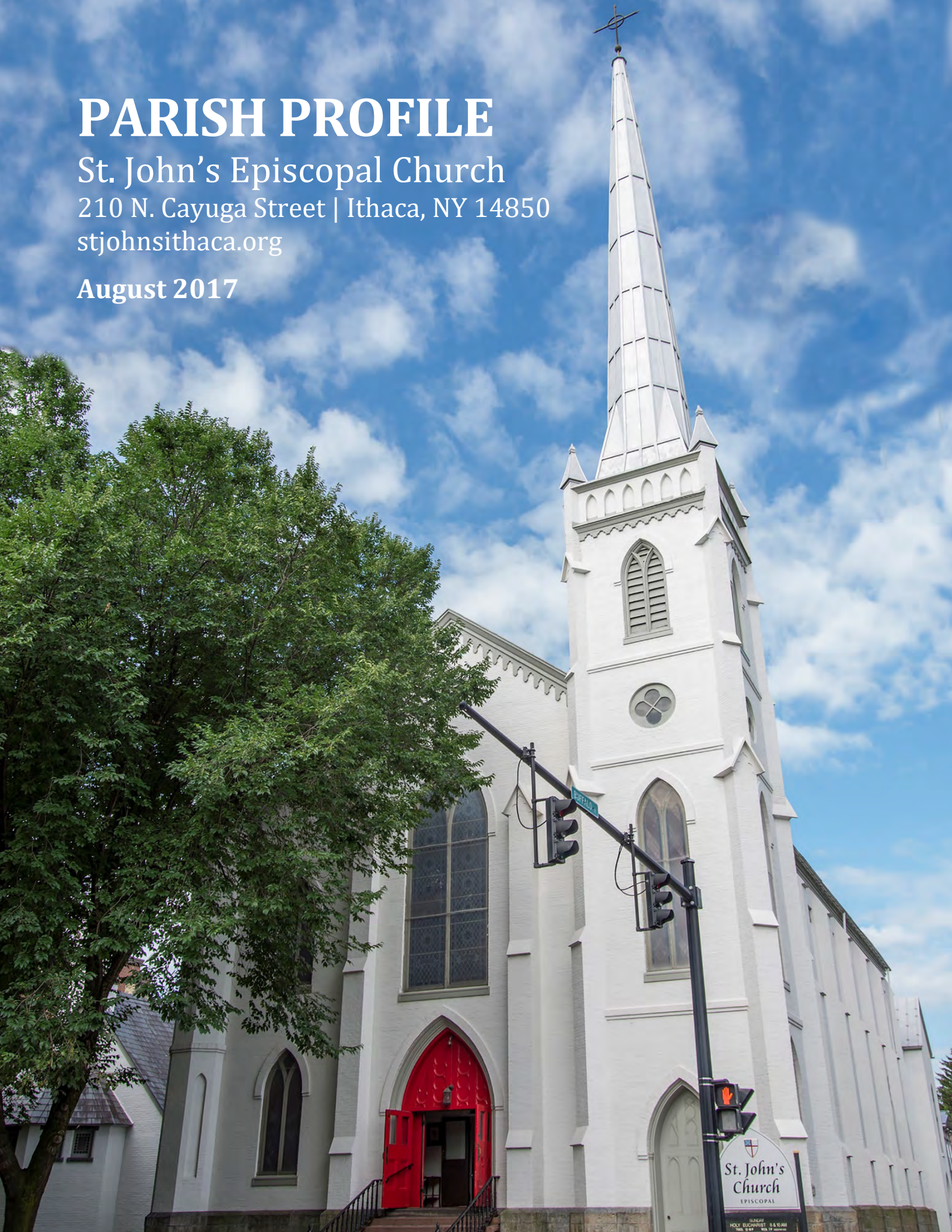
# PARISH PROFILE

St. John's Episcopal Church

210 N. Cayuga Street | Ithaca, NY 14850

[stjohnsithaca.org](http://stjohnsithaca.org)

August 2017





# Table of Contents

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What We Seek in a Rector .....	3
Our Community.....	4
Ithaca, New York .....	4
Tompkins County .....	4
Our Diocese.....	5
Our Beloved Church Home .....	5
Our Ministries .....	7
Our Finances .....	10
Our Search for a New Rector .....	12
The Search Committee.....	12
The Parish Self-Study .....	12
The Focus Groups.....	12
The Spiritual Genealogy .....	13
Themes Found in Focus Groups and Spiritual Genealogy .....	13
Parishioners.....	13
Affiliated Groups .....	13
Summary of Focus Group Responses.....	14
Closing.....	16

## What We Seek in a Rector

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St. John's is a welcoming and inclusive parish and Jubilee Center in the heart of downtown Ithaca, New York, also home to Cornell University and Ithaca College.

We seek a faithful pastor with integrity and a deep spirituality who will care for God's people at St. John's and equip us for our ministries (BCP, p. 818). We look to the guidance of the Holy Spirit in calling a rector to St. John's who will embrace us and our faith community as we practice fellowship and corporately celebrate the sacraments, will minister to us as we "are wearied by the changes and chances of this life" (BCP, p. 133), will honor inclusiveness and diversity, and will serve the poor and persons with special needs in their communities. Our deep longing is for a rector whose life reflects God's teachings on a spiritual journey that can join with ours.

Specifically, we seek the movement of the Holy Spirit in guiding our search process towards a person with these qualities:

- **Genuine, compassionate, welcoming, and hospitable servant leader.**
- **Worship leader** who enables us to connect personally and corporately with God through scripture, music, and traditional and contemporary forms of worship.
- **Spiritual guide** with a sense of humor who enables us to find joy in our faith, embrace our flaws, and work through difficult subjects or feelings.
- **Channel of God's grace and mercy** through pastoral care and spiritual support to parishioners and others in times of need, responding with empathy first and words second.
- **Lover of scripture** who inspires us to study and fall in love with the Word of God.
- **Person of prayer** who enkindles personal and collective prayer practices among parishioners.
- **Fighter and Protector** for the guests of Loaves & Fishes, a Christian Ministry and the largest Community Kitchen and Advocacy Program in Tompkins County.
- **Energizer** of our Jubilee Ministry who catalyzes engagement and action by parishioners.
- **Model** of joyful service and table fellowship at Loaves & Fishes.
- **Champion** for diversity, inclusion, and our LGBTQ friends, families, and loved ones; who works positively and comfortably with people of color, the poor, people with special needs, and people struggling with health and addiction issues.
- **Spark plug** for evangelism and mission beyond St. John's doors.
- **Steward** who understands and facilitates the maintenance of our historic building, including imagining creative possibilities for it.
- **Manager** with collaborative and supervisory skills, who practices participatory and transparent decision making, and empowers staff, individuals, and small groups.
- **Teacher, inspirer, nurturer, and supporter** of practices of stewardship, generosity, and gratitude.
- **Listener** who is attentive, truthful, adaptable and maintains confidentiality.
- **Learner** who is introspective and eager to stretch personally.
- **Peacemaker, healer, and reconciler** who manages conflicts as opportunities for personal growth, community building, and learning.

We look forward to weaving together our sense of St. John's future with a new rector's gifts and passions, to plan our course of mission together.



# Our Community

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## Ithaca, New York

Located in the Finger Lakes Region of New York, Ithaca is the largest municipality and county seat of Tompkins County and is located at the base of Cayuga Lake, just four hours from New York City. Ithaca is known for its beautiful scenery, excellent wines and food, Farmer's Market, art galleries, theatres, and close-knit community. Within a ten-mile radius of Ithaca, 150 waterfalls offer breathtaking views, including the 215-foot Taughannock Falls (55 feet higher than Niagara Falls). The popular local saying, "Ithaca is Gorges," aptly describes the city's deep-cut gorges and spectacular waterfalls. A [map of Ithaca's historic downtown district](#) shows the location of DeWitt Park, shops, homes, St. John's Episcopal Church, and numerous other churches.

Ithaca exemplifies a friendly, small-city atmosphere while showcasing many of the fast-paced qualities of a larger metropolitan area. Home to [Cornell University](#), [Ithaca College](#), and [Tompkins Cortland Community College](#), Ithaca is strongly influenced by its thriving academic community. Ithaca offers historic neighborhoods, liberal social services, and a passion for welcoming and celebrating all persons, including LGBTQs. New statistics from the New York State Department of



Labor show that Ithaca is outperforming much of the Southern Tier of New York State and is toward the top in job growth among 14 metro areas statewide (for more info, see [this article](#) from the Ithaca Times). In 2013, Ithaca ranked number one as Lumosity.com's Smartest City in America.

## Tompkins County

Tompkins County is 476 square miles right in the heart of upstate New York. The county population in 2012 was 101,564. The climate of the area provides for a variety of outdoor activities ranging from boating, cycling, hiking, and

swimming in summer, to cross-country skiing, ice hockey, and ice-skating in winter. Ithacans host many well-attended themed festivals throughout the year. There are numerous farms, some located as close as five miles from Ithaca, creating a marvelous supply of farm-fresh produce, cheeses, wines, and natural craftsmanship.

There are six school districts in Tompkins County, with over 5,300 students in the [Ithaca City School District](#) (ICSD) alone. ICSD includes eight elementary schools, two middle schools and two high schools. [BOCES](#) offers classes and programs for children and adults, including special education programs. There are also four private schools in the county.

For more information on Ithaca's agriculture, business and health care, recreation, tourism, and transportation, please visit the [Tompkins County Chamber of Commerce](#) website.



## Our Diocese

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The [Diocese of Central New York](#) (DCNY) was established in 1868, and includes 14 counties. There are 81 distinct congregations, five chapels, one outreach mission, and one college chaplaincy. The congregations are clustered into nine districts, each overseen by a dean appointed by the bishop. There are over 13,000 Episcopalians who worship in the parish churches and chapels in DCNY.

The diocesan office is situated in the center of the diocese in Liverpool, a suburb of Syracuse, New York. In addition to the bishop, there are seven staff members who serve the diocese in a variety of capacities.

The diocese provides support, guidance, and assistance to parishes in a variety of ways, including the following:

- Spiritual: Providing companionship along our Christian journeys and offering safe spaces to deepen spirituality.
- Outreach: Inviting us to lovingly seek and serve our neighbors near and far, including the Diocese of El Salvador (the companion diocese to DCNY), the Ephphatha Mission Church of the Deaf, and Jubilee Centers for hands-on local community outreach.

The Rt. Rev. Dr. DeDe Duncan-Probe was elected to be the 11th bishop and the first female bishop of DCNY on August 6, 2016. She succeeded Bishop Gladstone B. “Skip” Adams III, who served DCNY for more than 15 years. The Rt. Rev. Dr. DeDe Duncan-Probe was consecrated on December 3, 2016.

## Our Beloved Church Home

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There is a beacon of light and a symbol of God's love that stands majestically at 210 N. Cayuga Street in Ithaca, New York. Named after St. John, an apostle, author, fisherman, and beloved friend of Jesus, [St. John's Episcopal Church](#) has stood proudly on this site for 157 years. An Episcopal society was first formed in the Village of Ithaca in 1822, and its first church building was completed in 1824. In 1859, the original church structure was torn down, and, the next year, a new and larger church was completed on the current site. Its Gothic style, brilliant white façade, and vibrant red front doors are striking, and create an easy landmark to find in Ithaca.

The church stands at a major intersection in [downtown Ithaca](#).





Nearby properties include an apartment building mostly for seniors; Dewitt Park, a thriving, beautiful green space that, at its outer northern edge, has two churches; and the Dewitt Mall, a renovated former school building that houses several small retail and commercial businesses and non-profit organizations, a food market, the nationally known Moosewood Restaurant, and apartments on its upper floors.

The history of leadership at St. John's is rich. There have been 22 rectors, since the formation of St. John's in 1822. Beginning in 1911, the majority of the presiding rectors served for 15 years or more. We believe this distinction highlights the stability of St. John's and the commitment of clergy, parishioners, and community members to support an Episcopal church in Ithaca. Our last rector, Rev. Richard Towers, served for three years, before answering another call. Prior to him, Rev. Philip Snyder retired after 24 years of service.



Another fine example of how clergy at St. John's have modeled leadership, service to the church, and glorifying God is the Rev. A. Richard Strauss, a retired associate priest at St. John's. Father Strauss served as organist, choir director and acolyte director before his ordination in 1980. After his ordination, Father Strauss served various churches within our region of the Diocese of Central New York. He has also assisted at St. John's as needed and continues to do so. Father Strauss is also a highly acclaimed organ technician; he helped install and still maintains the magnificent Schlicker organ at St. John's which provides the beautiful music that accompanies the choir and inspires the congregation to lift their voices in praise to God.

St. John's serves the spiritual needs of the parishioners and the community by offering two Eucharist services on Sunday, at 8:00 and 10:30 a.m., various services during the week, and several special services throughout the year. St. John's is blessed to have a membership of 203 parishioners and 126 households (based on the parochial report filed in March 2017). On average, 99 parishioners attend the Sunday services.

There is a strong sense of community at St. John's. Love and care for others is a central theme. Parishioners give of their time, talents, and resources to help church family members, address many needs in the greater Ithaca community, and participate in various ministries of the church. Parish special activities are well attended and parishioners eagerly offer their assistance. Special care is given to welcoming visitors and new members to the church. There is obvious enjoyment in being able to greet one another in love during the Peace offering and at coffee hour after services. There is evident pride among parishioners about being faithful stewards of St. John's.



Parishioners at St. John's reflect the rich diversity of the Ithaca and Tompkins County community. Specifically, this includes cultural, ethnic, racial, gender, physical and developmental abilities, and LGBTQ. St. John's welcomes and embraces this diversity in a variety of thoughtful and intentional ways. We are blessed with a unique mix of parishioners, including undergraduate and graduate students from the colleges and university in our community. We thank God for blessing us with such a variety of experiences and perspectives to address the diverse needs of our community.

The work of the church is conducted by an active and large contingent of lay ministers, who serve God and St. John's by assisting in a variety of ministries within St. John's and the larger community; one full-time rector; a full-time parish administrator; a part-time director of music; a part-time sexton; and a retired priest. St. John's also has raised up three people from the parish for seminary training and ordination. We give God praise for blessing St. John's with a caring and committed group of people who are dedicated to serving God and others by supporting and uplifting the church and the people St. John's serves.

We give thanks that our well-built and much-loved church facility stands on a firm foundation. The church facility includes a large nave and chancel, a large parish hall, a rector's office, a choir room, a children's chapel, the church office, several multi-purpose rooms, a commercial kitchen, and a parking lot directly behind the church. Due to the age of the church, several areas of the physical plant are in need of repair, renovation, and replacement. In 2014, a successful capital campaign was launched to address issues vital to the well-being of our beautiful historic church. Over the past three years, more than half of our planned capital improvements have been completed (see "Capital Campaign Progress" in the Our Finances section). The campaign continues to generate excitement and enthusiasm among parishioners and guests! We give praise to God for blessing us with the resources and talents to be good stewards of our beloved church home.



*Our wardens and vestry members.*

## Our Ministries

St. John's is a holy place where parishioners are equipped to carry out Christ's mission of service. Be it a Sunday service,

our contemplative prayer service, or one of our special services such as Christmas or Holy Week, upon entering the church, individuals of all walks of life are welcomed by our greeter ministry. Adorning the church is the work of our altar guild. Worshipers







are inspired by our rich music ministry, including a chancel choir, bell choir, and special instrumental performances. The liturgical ministry expounds the Word of God to the congregants. Following the service, our hospitality ministry

welcomes worshipers to meet and share fellowship time as an integral part of the celebration of the feast of the Lord.

Apart from services, St. John's enriches the lives of parishioners with opportunities for Christian education, both youth and adult. St. John's hosts Education for Ministry (EfM) groups including parishioners, students and faculty from the Episcopal Church at Cornell, and Christians from other local congregations. For more information about EfM, see <http://efm.sewanee.edu/> and <http://cnyepiscopal.org/EducationforMinistry.aspx>. During Lent, parishioners participate in Lenten Study programs to deepen our devotion to Christ and respond to Christ's call to serve. Our pastoral care ministry serves ill and elderly members of the congregation.

Inspired by our worship experiences, St. John's parishioners minister to the larger community. Our church is located in the center of the Ithaca community, which allows us to have a central role in community service.



St. John's teams up with other houses of worship in [Area Congregations Together](#) (ACT), which supports the Kitchen Cupboard, a food pantry for families in need. The [Episcopal Peace Fellowship](#) invites parishioners to act to promote peace and social justice. Our mission/outreach program collects food and personal hygiene items for those in need.

On the global scale, St. John's reaches out with our refugee ministry and participation in the [Dress a Girl Around the World](#) program, which provides clothing to young girls in impoverished nations.





In keeping with the Gospel of Matthew 25:35, “For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in,” for the past 34 years, St. John's has been blessed to host in our parish hall [Loaves and Fishes of Tompkins County](#) (see also the [Loaves and Fishes Facebook Page](#)), a Christian Ministry which provides a place for free meals, hospitality, companionship, and advocacy for those in need, regardless of their faith, beliefs, or circumstances, where "All Are Welcome." An Episcopal clergy person began this ministry in 1983. Loaves and Fishes serves people who may be homeless, living in poverty, suffering with drug- and alcohol-related issues, struggling with mental health issues, or are lacking connections to family, friends, and resources. The needs of these vulnerable community members and the ways they sometimes manifest can be challenging. Providing understanding, compassion, and grace are just as important as providing the meal. Loaves and Fishes offers five hot, nutritious and delicious meals each week of the year (three lunches and two dinners), and provided more than 32,000 meals in 2016 (close to 150 meals a day). Additionally, Loaves and Fishes also utilizes a small office space in the church and occasionally other meeting space in the church.



The clergy and lay leadership of St. John's works collaboratively with Loaves and Fishes. The church offers the space free of charge and supplements the costs of the utilities used by Loaves and Fishes. The rector and staff work collaboratively with the Loaves and Fishes staff to address and resolve equipment and facility maintenance issues. Occasionally, they may also work together to proactively resolve issues with guests attending meals. The rector has regular contact with Loaves and Fishes staff members and guests and is the most visible and present representative of St. John's.

St. John's also answers the call from Matthew 25 by providing regular support of funds, supplies and volunteers to the Ithaca Kitchen Cupboard, a food and care items pantry for community members in need, and to [Ithaca MobilePack/Feed My Starving Children](#), an international feeding program. Other significant events in our history include the following:

- In the early 1980s, St. John's began a Sunday education class for adults with special needs. Support for our parishioners with special needs continues to this day.
- In June of 2001, St. John's was declared a [Jubilee Center](#) by the Episcopal Church, honoring the work of the church with Loaves and Fishes and the education classes for adults with special needs.
- St. John's also hosts a weekly Alcoholics Anonymous group meeting and hosts other community meetings on an as needed basis.

## Our Finances

*"This is how one should regard us, as servants of Christ and stewards of the mysteries of God. Moreover, it is required of stewards that they be found faithful." I Corinthians, 4:1-2, English Standard Version*

St. John's Ithaca is a vibrant Type III parish in the Diocese of Central New York. This classification is based on index values for communicants in good standing (203), average Sunday attendance (99), and normal operating income (\$315,216). We follow or exceed diocesan guidance for clergy compensation as a Type III parish.

Over the past ten years, our parochial reports document decreases in the number of communicants and in Sunday attendance. The reports also show that the number of pledging units has decreased slightly but pledges and normal operating income have increased some.

Two major capital campaigns were completed at St. John's. The 2014 campaign raised \$1,025,650 in pledges from 82 parishioners, and \$639,656.89 in pledges has been received to date. Donations to this most recent capital campaigns are being applied to support improvements and repairs to our historic building (see the Capital Campaign Progress inset). Many of these capital improvements also benefit our partners and guests in the Loaves and Fishes program. The previous capital campaign is managed as an endowment (Heritage Fund, currently valued at \$994,584), along with another endowment fund (IMA Fund, currently valued at \$1,039,403). Interest from the endowment has been applied to supplement the operating budget, as illustrated in the table and figures below.

The Vestry at St. John's has begun addressing the deficit and the use of endowment interest to supplement operating expenses through various stewardship appeals including letters, sermons from the pulpit, teachings in Sunday bulletins, home visits, and various other opportunities for parishioners to witness to their personal stewardship decisions verbally and in writing. We seek a rector who will work with us to expand and enliven a year-round stewardship program so that pledge and plate income covers more of our operating expenses and programs can be expanded to minister more effectively in our zip code and beyond.

St. John's is offering an attractive compensation package for a full-time rector that includes health coverage for the whole family, if needed. We follow diocesan requirements for continuing education and sabbatical leave. Reimbursement is available for mileage and other clergy expenses.

### Capital Campaign Progress

- Garth drainage remediation
- Steeple repair and painting
- Church and parish hall roof repair and painting; gutter replacement
- Children's chapel, church, kitchen, office, and parish hall and bathroom repair and painting (interior and exterior)
- Sidewalk repairs and attention to Cayuga Street shrubbery
- Nave truss reinforcement and nave ceiling repair
- Interior painting in narthex, steeple, front doors, hallways, parish hall, large guild room
- Cabinet replacement in kitchen, upper and lower sacristies, and rear church office
- Carpet replacement in narthex
- Ceiling fan replacement in nave
- Start of stained glass repair





## 2016 Annual Financial Report

	<u>2016 Actual</u>	<u>2016 Budget</u>
Operating Income		
Unrestricted	\$280,066	\$275,838
Restricted	35,150	35,150
Bequests	0	10,000
Total	\$315,216	\$320,988
Operating Expenses		
Personnel	236,021	236,586
Building Rep/Main	42,694	34,295
Office	11,883	11,365
Moving Expenses/Transition	357	6,500
Worship	11,450	8,954
Ministries	40,608	46,537
Contingency	0	0
Line of Credit	0	0
Reserved for Future Expenses	2,639	5,000
Total	<u>345,652</u>	<u>349,237</u>
<b>Net Operating</b>	<b>(30,436)</b>	<b>(28,249)</b>
Capital and other income	23,276	12,000
Other expenses	7,111	9,720
<b>Net, Capital and Other</b>	<b>16,165</b>	<b>2,280</b>
<b>Net Gain/(Loss)</b>	<b>(14,271)</b>	<b>(30,529)</b>

### Endowment Funds, Market Value

Date	Heritage (IMA)	General
December 31, 2008	\$561,259	\$941,927
December 31, 2009	\$681,782	\$1,168,512
December 31, 2010	\$770,512	\$1,185,488
December 31, 2011	\$837,107	\$1,101,576
December 31, 2012	\$840,543	\$1,120,109
December 31, 2013	\$852,476	\$1,028,696
December 31, 2014	\$992,056	\$1,122,542
December 31, 2015	\$960,686	\$1,045,251
December 31, 2016	\$958,658	\$1,017,311

### 2017 Budget

Operating Income	
Total (restricted/unrestricted)	\$308,337
Operating Expenses	
Personnel	220,219
Building Rep/Main	34,869
Capital Expenses	12,000
Office	11,542
Worship	8,600
Ministries	42,787
Contingency	0
Search Committee/Moving Exp.	12,000
Reserve for Future Needs	8,480
Total	\$350,747
<b>Net, All Activities</b>	<b>(\$42,410)</b>

# Our Search for a New Rector

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## The Search Committee

In July 2017, the St. John's Vestry re-commissioned a group of eight parishioners as the Rector Search Committee: Marcia Baum, Peg Coleman, Amber Crowley, Hugh Hurlbut, John Jackson, Jim Johnson, Michael Roman, and Cora Yao. Marcia Baum, the committee chair, has been a St. John's member since childhood, and has demonstrated her commitment to St. John's through many stages of its history. The search committee also reflects St. John's commitment to diversity. The committee consists of an equal number of females and males, and two of the eight committee members are people of color. The search committee members also have had a wide range of journeys that have led them to claim St. John's as their spiritual home. For more about this group see their "[How I Came to St. John's](#)" stories.



*St. John's search committee members. Back row (left to right): John Jackson, Michael Roman, Amber Crowley, Peg Coleman. Front row: Cora Yao, Hugh Hurlbut, Marcia Baum, Jim Johnson.*

## The Parish Self-Study

The search committee first set to the task of conducting the parish self-study. The committee has made it a priority to glean as many perspectives as possible about this parish we hold in our hearts and the larger Ithaca community. The committee also recognizes the importance of acknowledging and accepting our past, the helpful and the hurtful, and how our history continues to shape who we are as a parish today. To engage parishioners and the larger community in our self-study process, the search committee chose focus groups and a parish Spiritual Genealogy (the story of St. John's corporate journey of faith). Focus groups were chosen over surveys, not only to gather data, but also to help build relationships and community by encouraging people to talk to each other in small group settings about living faithfully.

## The Focus Groups

The search committee held several focus groups for parishioners in July 2016. Group sizes were kept to eight to fifteen members to promote discussion of six questions about parishioners' experiences of St. John's, and what we most value about our community. The search committee also held specific focus groups with Loaves and Fishes (guests and staff members/members of the board of directors), as well as with members of other community groups affiliated with our church. These discussions focused on gaining an understanding of St. John's presence and reputation in the larger Ithaca community.



## The Spiritual Genealogy

On August 14, 2016, all parishioners were invited to participate in constructing a timeline of important events in the life of the parish. The group included some parishioners who have been at St. John's for many decades and some who have been attending for only a few weeks. The exercise was lively, powerful, and very educational for all who participated in building community and appreciating our shared history over nearly 200 years.

The search committee has shared its progress with the congregation through Sunday morning announcements and frequent written updates in the Sunday service bulletins and on the church website. During our Rally Day in the Park service on September 18, the search committee shared a summary of the results of the self-study, particularly the major themes that emerged in group discussions describing who we are as a church community.

## Themes Found in Focus Groups and Spiritual Genealogy

More than 60 parishioners attended and actively participated in a focus group, and about 44 people attended and actively participated in the spiritual genealogy. These numbers compare favorably with average Sunday attendance (110) and number of pledging units (70), especially given that these sessions took place in the summer, when many people are out of town. For affiliated groups, approximately 50 people from outside the church participated. All sessions were scheduled to last one hour; many discussions continued after scheduled end times. Though some people raised concerns and past problems, participants were generally positive and pleased with the way things are going at St. John's.

### Parishioners

Five main themes are present in data gathered from parishioners:

1. Community/connectedness
2. The way worship is conducted (liturgy, music, sermons), with some variety
3. Outreach to those in need
4. Pastoral care
5. Inclusiveness/diversity

St. John's parishioners value these things in our community, in each other and in leaders who encourage them. Two other things are worth noting. The first is how parishioners respond to "transparency." An honest and forthright capital campaign, and up-front stewardship sermons were mentioned frequently and positively in the data. The second is how parishioners respond positively to invitations to work together in group settings, such as the invitation to participate in focus groups and the spiritual genealogy.

### Affiliated Groups

Themes present in data gathered from groups that have a relationship with St. John's:

1. Community/connectedness with St. John's is valued, and more is desired
2. Affiliated groups value the "sacred space" St. John's provides



3. St. John's is appreciated for its contributions to the larger community
4. Affiliated groups feel the need for pastoral care, for an understanding rector who will meet, participate, listen, and include guests from the community

Also mentioned was that St. John's physical location is ideal for partnering on local community events, and that the nave and parish hall both work well for parish and community events.

One topic deserves special treatment: *how conflict, challenges, or changes are handled at St. John's.*

Some topics that have been very divisive elsewhere (e.g. same-sex marriage, LGBTQ ordination) have caused little or no division at St. John's.

Our data sample consists almost entirely of input from people who are currently attending St. John's. Our time constraints made it impractical to gather data from people no longer attending St. John's.

The conflict/challenge/change mentioned most frequently in the data is staff changes (e.g., music director, rector). Appreciation was expressed for lay leadership and supply clergy, who stepped up in times of need. There was also mention of some bumpy periods in the 33-year-long relationship between St. John's and Loaves and Fishes, but that partnership is maturing thanks in large part to our Interim Rector Barb Schmitz. A third period of challenge and change was when ECC made the transition from mission to chapel. There is now a history of collaboration between the chaplain of the Episcopal Church at Cornell (ECC) and the past three rectors of St. John's, which has served well to reduce duplication of mission and ministry in our small city Ithaca, which has both a campus chapel and a parish. However, some concern has been raised that ECC students have less contact with the multigenerational/diverse community typical of parish life.

One program whose members come from both ECC and St. John's is [Education for Ministry](#) (EfM). EfM meets weekly at St. John's 36 Tuesdays a year to study, pray, and practice theological reflection using the course materials provided by the School of Theology at the University of the South in Sewanee, Tennessee.

Further connections between parish and campus ministries (at Cornell and Ithaca College) may provide opportunities to build stronger, mutually beneficial intergenerational relationships, which help to develop and empower the young Christians in our community and bring fresh ideas and energy to the more established Christians who live here.



## Summary of Focus Group Responses

The following six questions were asked in each of the focus groups involving St. John's parishioners (7/10/16, two groups; 7/17/16, two groups; 7/24/16, two groups; and 8/10/16, one group). Search committee members facilitated the sessions and recorded responses. Some comments that were not direct responses to the six questions were also captured separately ("parking lot" comments not summarized here). Responses could be categorized in more than one category.

**1. What do you most value about St. John's and why?** People mentioned valuing specific aspects of St. John's, including the liturgy, outreach activities, the "sacred space," music, pastoral care, and



preaching. They also said they valued particular qualities or dimensions, including a sense of community and connectedness, inclusivity, spirituality, flexibility, and growth.

**2. Please name a time when you felt especially appreciative of a clergy leader at St. John's.**

**Name the clergy and describe the situation.** Clergy mentioned included reverends Towers, Snyder, Schmitz, Coffin, Woggon, Talbot, and Traub. A candidate for ordination was also mentioned. People described a wide variety of positive experiences with clergy. Clergy actions mentioned included building personal relationships, encouraging lay leadership, championing the capital campaign, and collaborating with organizations outside St. John's. Specific church ministries mentioned included pastoral care, sermons, youth ministry, outreach, music, the Eucharist and various special services, the adult Sunday school, and Loaves and Fishes. Personal qualities they appreciated included being welcoming, inclusive or flexible, being responsive, sensitive, intuitive or compassionate, having energy, having a "servant attitude," and being fair and impartial in dealings with people.

**3. Please describe a recent worship experience that made a significant impact on your spiritual life.** People described meaningful worship experiences relating to particular special services, good sermons, Eucharist and other sacraments, the Liturgy itself, and music. People also mentioned these positive experiences with worship as enhancing their connection to the rest of life.

**4. Please name a specific time or experience when St. John's positively impacted the community or church beyond itself.** People described positive impacts from things happening inside and outside St. John's. Times or experiences of positive impact from things happening inside St. John's included special worship services, a sense of being welcomed, an especially good sermon or speaker, and good music. Positive impacts from things relating to the world outside St. John's included various outreach activities, especially ones relating to poverty, hunger, Loaves and Fishes, and the Ithaca Kitchen Cupboard, and work with refugees. People also mentioned collaborations with other churches and community use of the St. John's building.

**5. Please name a time or situation when conflict or a change was handled particularly well at St. John's.** People described various times or situations including transitions from one rector to another, divisive issues, problems with external groups, liturgy changes, and scandals. Some of these conflicts were appropriately and quietly handled by the clergy and vestry, so that the health of the parish was not undermined by gossip and divisiveness. Other conflicts were more personal and painful, resulting in departures from the parish, sometimes with confusion in the absence of a public explanation of the issue to the parish. St. John's parishioners value honest dialogue and transparent processes in negotiating conflicts and change for the health and vitality of our life in community.

**6. Please describe an event related to stewardship/pledging/the capital campaign that moved you to increase your giving.** People mentioned being personally asked to give, the capital campaign, stewardship sermons, other special stewardship appeals, talking about time and talent, and having an awareness of the budget shortfall as things that moved them to increase their giving.

## Closing

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St. John's parishioners will be meeting this fall to imagine the future of St. John's and to discuss the question, "Where is the Lord leading us?" We look forward to weaving together our sense of St. John's future with a new rector's gifts and passions, to plan our course of mission together.

There is much to be excited about in St. John's future:

- Together, with the guests, staff members, and board members of Loaves and Fishes, we will plan and implement opportunities for collaborations that will deepen and enhance our relationship and further our shared goal of providing for community members in need.
- We will continue to forge ahead on the capital campaign facility improvements to our historic building. The extensive work already completed is a testament to the generosity and commitment of parishioners.
- Prayerfully and thoughtfully, we will work to ensure that all parishioners and visitors understand the vital necessity and importance of intentional stewardship practices, giving a portion of our gifts back to God for the building up of the Church here in Ithaca and around the world. We will explore our individual and collective roles in building up the kingdom of God with our treasure, as well as our time and talents.
- We will work to strengthen our quality music program, which enhances our worship and provides deep and spiritual enjoyment to our parishioners and visitors. We will actively support the music program's continued development.
- In 2022, we will celebrate the 200th anniversary of the founding of St. John's! We give God praise and thanksgiving for the formation of an Episcopal society in the (then) Village of Ithaca and the 200 years that St. John's has stood proudly as a symbol of spirituality, faith in action, and God's love!



If you sense a possible call and would like to inquire further, please contact The Rev. Carrie Schofield-Broadbent, Canon for Transitions and Church Development for the Diocese of Central New York ([carriesb@cnyepiscopal.org](mailto:carriesb@cnyepiscopal.org)). Expressions of interest must be received by Friday, October 6, 2017. If you have questions specific to St. John's, you may contact Search Committee Chair, Marcia Baum ([marciajbaum@gmail.com](mailto:marciajbaum@gmail.com)).