

St. James
Episcopal Church

AMESBURY, MA

Parish
Profile
2014

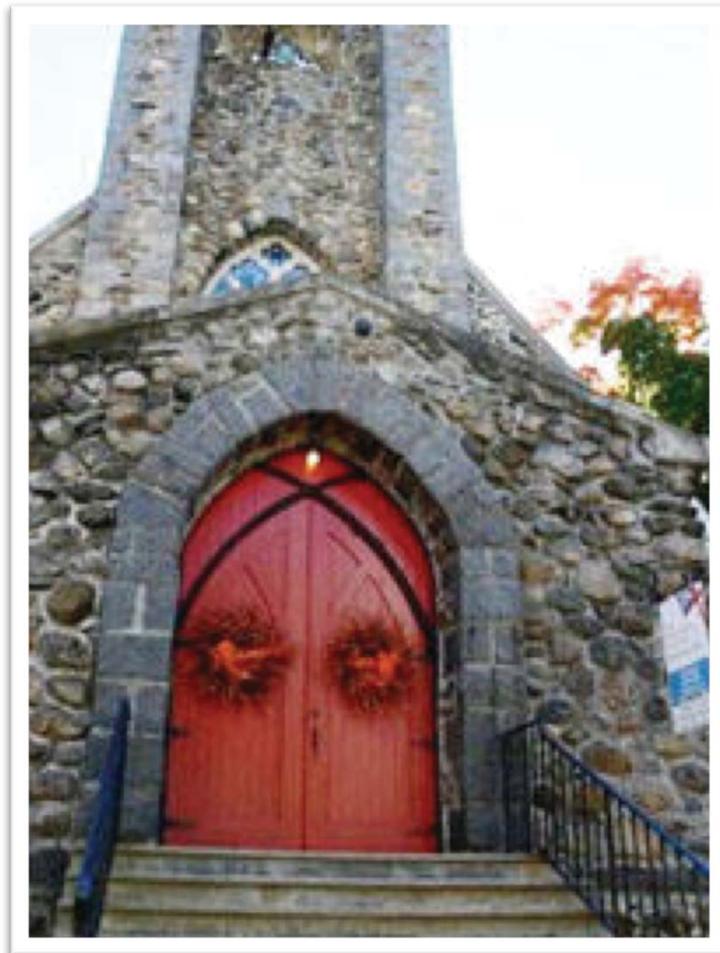
Sunday Worship
Schedule

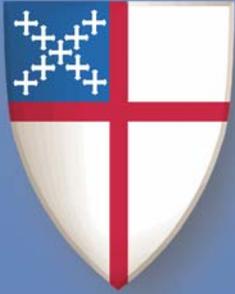
8 AM
Holy Eucharist
Rite I

10 AM
Holy Eucharist
Rite II, with Choir

*“St. James is a strong and loving
community that welcomes,
encourages and empowers all to
grow in Christ and to do God’s work
in the world.”*

*Mission Statement of St. James
Episcopal Church
Amesbury, MA*





St. James
Episcopal Church

AMESBURY, MA

Parish
Profile

Contents

About St. James Today..... 3

Vision Statement..... 3

History / Timeline of our Parish..... 4

What We Expect from Our Rector..... 5

What Our Rector Can Expect from St. James..... 5

Our Ministries..... 6-7

Christian Education and Youth Programs 8-9

Outreach..... 10

Music..... 11

Parish Life and Pastoral Care..... 12

Stewardship..... 13

Financial Condition..... 13-14

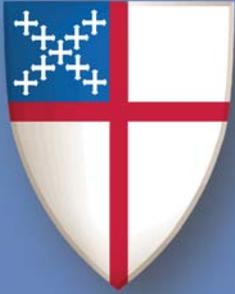
Community..... 15-16

Please submit resumes and inquiries to:

stjamesbury.search@gmail.com

Jennifer Sanborn and Cindy Janik, Co-Chairs

St. James Episcopal Church
120 Main Street
Amesbury, MA 01913
www.stjamesamesbury.org
(978) 388-0030



St. James Episcopal Church

AMESBURY, MA

Parish Profile

Search Committee:

Jenn Sanborn (Co-Chair)
Cindy Janik (Co-Chair)

Jilleen Collins
Laurie Dawe
Paul Fenner
Valerie Gates
Jamie Grant
Beth Mauch
Linda Davis Siess

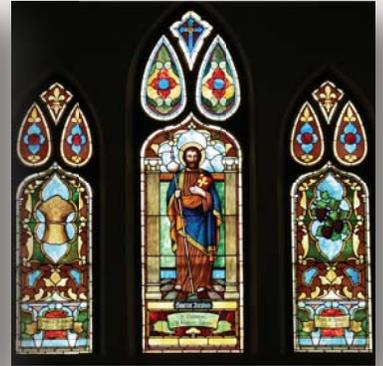
Carol Kingston
(Diocesan Consultant)

About St. James

St. James, the “stone church in the heart of Amesbury”, is more than an attractive building or a group of friendly folks. The people of St. James gather to gain spiritual nourishment from the sacraments and liturgy, comfort from fellowship, and fulfillment from our outreach ministries.

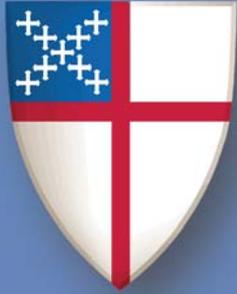
Visitors first notice the inclusiveness of our parish, which welcomes and embraces all who walk through our doors. There is an authentic, genuine quality to St. James that draws people in. One recent visitor observed that he was moved by St. James’ worship style, “a combination of traditional liturgy and informality”.

A number of years ago, when our congregation was displaced by damage from a fire, we learned that St. James is not merely a place, but rather a community. The personal connections, experience of worshipping together, contributions to the wider world through outreach, and the spiritual development of our parishioners...these are the things that define St. James. Our charming stone building is a true asset, and the people you find inside will inspire you to return week after week. We warmly welcome you to join us on our faith journey and our mission to serve.



Our Vision Statement

- Being part of an extended family with “brothers and sisters” who care about you.
- Participating in the life of a community where your concerns make a difference.
- Discovering companions with whom you can work to help bring to the world a greater measure of social, economic, and environmental justice.
- Increasing your capacity for open and honest relationships with other people.
- Approaching God directly, while growing and learning through traditional and alternative worship and prayer.
- Having the place to celebrate the joys of birth, marriage, family and success as well as to find support in the sorrows of death, divorce, and failure.
- Finding your roots in the rituals and traditions of an Episcopalian-Anglican faith with a rich history.
- Growing in awareness of your personal values and your potential as a human being.



St. James Episcopal Church

AMESBURY, MA

Parish Profile

St. James and Episcopalians in Amesbury have a rich history. The Anglicans were here as early as 1711. The first St. James Episcopal Church was started in 1827, and our current building was erected in 1903.

History of St. James Parish

Anglicans worshipped in Amesbury as early as 1711. The first Church of England was built here in 1745.

The revolutionary war made affiliation with the Church of England unpopular. St. James was organized as an Episcopal church in 1827.



A new and larger building was constructed on the current site in 1845, but was destroyed by a fire in 1899.

The St. James Episcopal Church of today was built following the fire, and was consecrated in May 1903.

St. James Parish flourished in Amesbury in the early 20th century as Amesbury's sleigh and carriage manufacturing industry made the move to producing electric automobiles and later auto parts. Amesbury had grown to a population of 10,000 shortly after WWI.



At its peak, St. James had more than 200 active members in the 1950's and 1960's.

From 1986 to 2006, St. James was served by one rector.

In 1994, an after-school child care program for children ages 5 to 13 rented out the entire parish hall and all of the classroom space.

St. James' music program received a major gift and many small donations in 2002, which made it possible to install a two-manual, 20-stop Wissinger tracker-action organ which is the centerpiece of our music program.



In 2006, a new Priest-in-Charge came to St. James. Among her first decisions was to reclaim the space that had been rented to the after school program, and repurpose it for our new Christian Education program. This led to a parish-wide volunteer initiative to renovate our communal spaces.

In the years that followed, our Priest-in-Charge provided the spark that resulted in a significant growth in membership and ministries, over \$100,000 in renovations, a remarkable youth program, and the adoption of many "best practices" which guide our efforts today.



1745

The first building was erected on Main Street in 1836



1903

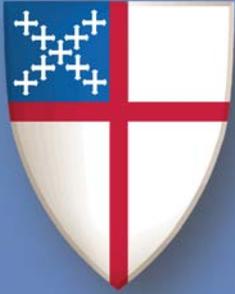


2006



2012

2014



St. James Episcopal Church

AMESBURY, MA

Parish Profile

At St. James we make a little go a long way. Despite our small size, we have a first class youth program, diverse ministries, and a variety of outreach programs.

What St. James is Expecting from Our Rector

Our search committee and vestry have been prayerfully reflecting on the qualities that we are looking for in our next rector. We would like our priest to be:

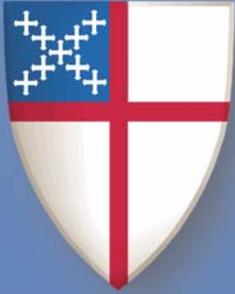
- A *dynamic leader* who offers the vision and inspiration to lead St. James to a bright future;
- An *effective teacher* and *spiritual guide* who will lead us on our faith journey and make the Word of God relevant to daily life;
- A *thoughtful provider* of pastoral care;
- A *collaborative leader* who is able to recognize and foster the talents of our members, delegate responsibility, and value contributions;
- A *warm, approachable* person with a good sense of humor;
- A leader who *values transparency* and *respects diversity* of opinion;
- A priest who *celebrates and inspires* our young people and *incorporates* children and families into the life of our congregation; and,
- A *shepherd* who will grow our membership, making financial stability a reality.



What Our New Rector Can Expect from St. James

We understand the challenges that face the rector of a small parish – including the necessity of balancing spiritual leadership and pastoral care with organizational leadership and administrative necessities. In recent years, St. James has developed an effective administrative infrastructure designed to free the rector from day-to-day oversight of organizational details. Volunteer committees, led by the vestry, work together to implement policies and procedures that have been fine-tuned over the years. The parish employs a part-time Office Administrator who produces the bulletin and sees to the administrative needs of the parish, as well as the parish newsletter and website updates. We have a talented, experienced volunteer Music Director/Organist, and we employ a paid part-time Christian Education Coordinator.

Our rector can rely upon an engaged congregation that actively participates and rejoices in all aspects of worship and parish life and lives out our mission. Volunteer support includes several eucharistic ministers and visitors, and a parish tradition of active lay leadership and participation.



St. James Episcopal Church

AMESBURY, MA

Parish Profile

“Our hands, our feet, the contents of our pockets, our hearts and our minds – these are gifts God meant to be shared... we have learned that this sharing, this giving is our greatest strength and privilege.”

- Linda Davis Siess

Ministries at St. James

We encourage all members to take an active part in ministry, based on their individual calling and God-given skills and talents. The feeling of spirituality is palpable among our ministry volunteers, and derives from a sense of purpose that touches us all on a personal level. The diversity of ministries at St. James demonstrates the vibrancy of our church community. Our ministries include:

Altar Guild and Celebration of the Liturgical Seasons - St. James is blessed with a collection of exquisite vesture arrays which adorn our sanctuary, many designed and hand-stitched by a parishioner-fiber artist couple. Our green array (themed "The Earth is the Lord's") and our purple array used during seasons of Lent and Advent are revered for enhancing the symbolism of color in worship as well as the loving craftsmanship used in their creation.

Adult Formation Program for Epiphany - Epiphany is a Season when God in Christ is revealed to God's people. Participants explore how God is known to us in our own spiritual formation.

Blessing of the Animals – A highly attended service, including non-member walk-ins from within Amesbury. Recognizes that the affection and personal connection we experience in loving human relationships can also manifest as mutual loving affection in our relationships with God's creatures.

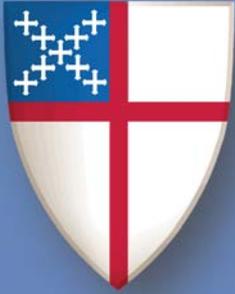


Communication Ministry – fosters connection and visibility within the greater community. Demonstrates our commitment to being visible and accessible in our community and is a valuable asset to our goal of growing church membership.

- Media- taping service for broadcast on local cable twice weekly
- Monthly newsletter sent to 200 subscribers on Constant Contact
- Website – “represents the soul and dedication of this church and this community.”
- Public relations – our administrator contacts local media with stories and schedules

Family-Friendly Sanctuary - St. James recognizes the range of needs of our children within the context of church attendance and provides a number of accommodations intended to meet those needs, both in worship and in our parish hall.

Greeting Card Ministry – acknowledgement of significant milestones, expressing warmth and appreciation of our fellow parishioners, marks birthdays and anniversaries, as well as opportunities to offer support, prayers, or sympathy.



St. James
Episcopal Church

AMESBURY, MA

Parish Profile

“Our goals and objectives remain high as we continue to stretch ourselves to fulfill God’s mission for our parish.”
- Cindy Janik and Joan Miller

Ministries at St. James, Cont.

Lenten and Holy Week Worship

- Shrove Tuesday pancake dinner, organized by our youth program.
- “Ashes to Go” –Ash Wednesday imposition of ashes on the sidewalk in front of the church enhances accessibility to symbolic initiation of the Holy Season of Lent, within the demands of the work-week.
- Maundy Thursday Night Watch in our meditation chapel, with continuous prayerful presence of parishioner volunteers throughout the night.
- Collaboration on Easter Vigil service with Lower Merrimack Valley Deanery.
- Lenten Wednesday Night Suppers with Lower Merrimack Valley Deanery – to partake in a light meal, discussion and worship.
- Lenten Reflection Sunday Soup – a meditative and conversational gathering, a community experience of intentional time together.



Lay Eucharistic Ministry – pastoral visitation and administration of the sacrament of the Eucharist at a parishioner’s home, nursing facility, or other location.

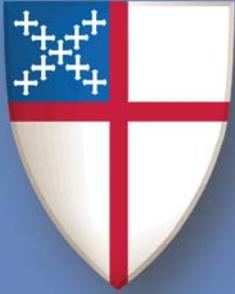
Men’s Group – meets weekly to read aloud and discuss appointed selections in the Holy Bible and related sources to learn about circumstances of biblical events, their significance, and the people involved.

Potluck Partners - social gatherings rotated among parishioner homes for evening meal and fellowship. A wonderful way to know others and God more deeply.

Visual Arts ministry– A celebration of how the artist perceives and expresses the presence of God in all of life and nature. A changing display of fine art and photography located in the church hall for all to enjoy.

Women of Faith – a biweekly study of how God speaks to us in daily life.





St. James
Episcopal Church

AMESBURY, MA

Parish Profile

Our youth programs and the reinvention of our Christian Education program have been at the very core of St. James' revitalization since 2006.

Christian Education and Youth Programs

Our youth programs and the renewal of our Christian Education program have been at the very core of St. James' revitalization since 2006. Infants and toddlers are cared for each Sunday in our attractive nursery room just off Chandler Hall by dedicated, paid staff, allowing parents of young children to enjoy the worship service.

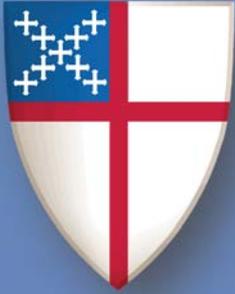
Our children in Pre-K through 3rd grade are welcomed into our Godly Play classrooms. This creative and imaginative approach, based on Montessori principles, teaches children the art of using Christian language – parable, sacred story, silence and liturgical-action as a means of knowing God and giving meaning to their lives. Godly Play respects the innate spirituality of children and encourages curiosity and imagination in experiencing the mystery and joy of God. An important aspect of this method of Christian formation is the Godly Play classroom – a place created especially for children. St. James is fortunate to have two wonderfully equipped Godly Play classrooms, filled with beautiful multisensory materials that help bring the stories to life. Our children will continue to benefit from this investment for years to come.



Our children in 5th through 8th grade participate in a unique pre-confirmation program that combines expanded Godly Play lessons, Bible study and training for parish ministries. Recently this group has implemented Eucharistic visits to seniors, studied and created contemporary versions of the “Stations of the Cross”, and had discussions based on the movie “The Life of Pi”.

Our youth group programming at St. James is a combination of fellowship and outreach. Opportunities for fellowship include game nights, talent shows, movies, bowling, trips to a corn maze and a Christmas Party. It is in the dedication to outreach activities that St. James really shines. This past year our youth participated in the Jeanne Geiger Walk Against Violence, the collection of pet toys for a local animal shelter, Easter baskets and children's snack bags for Our Neighbor's Table, the community Santa Parade, B-Safe program, visits to seniors, and our craft fair, of which 100% of the proceeds are donated to outreach programs.

The youth of St. James benefit from a strong relationship with the Barbara C. Harris (BCH) Camp in Greenfield, NH. For a small parish this connection is vital and serves as a direct extension of our program. Youth members participate in summer camp weeks and pre-confirmation and high school retreats run through the diocesan Office of Youth Ministries. Our youth proclaim that their experiences at BCH Camp are among their most memorable.



St. James
Episcopal Church

AMESBURY, MA

Parish Profile

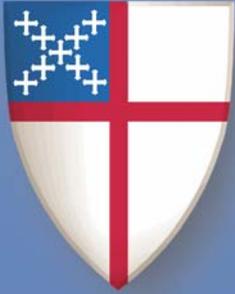
Children and youth are integral to Parish life at St. James. Our young people participate in the worship service and outreach ministries of our parish and are respected for who they are and where they are in their journey of faith.

Christian Education and Youth Programs, Cont.

Our high school young adults are regularly involved in our worship through their service as lectors, acolytes and chalice bearers, and they spearhead many of the outreach programs. A youth delegate serves on the vestry and search committee. Our young adults participate in the Diocesan Youth Council and the Youth Leadership Academy, an intensive year-long leadership program that connects high schoolers from across Eastern Massachusetts, teaches them a core set of leadership skills, and then mentors them through a team-based community project. These young adults are working on their service projects and fund-raising efforts for their mission trip to El Salvador this summer.

It is rewarding to look out on any given Sunday and experience the continued presence of young adults who have grown up here. They participate in worship, serve in hospitality, child care and outreach, and mentor youth in our programs.





St. James
Episcopal Church

AMESBURY, MA

Parish Profile

Outreach

The Outreach Ministry at St. James strives to make God known to others by opening our doors and ourselves in God's name. Last year, St. James provided nearly \$10,000 for outreach in the local community and matched that with more than \$10,000 in fundraising for local charities and parish-sponsored teams. All of the outreach programs are sustained by volunteers from the church and the wider community:

- Weekly collections of food/supplies and regular sponsorship of meals at *Our Neighbors' Table*, which provides meal and food pantry services to the greater Amesbury area.



Some of our Relay for Life walkers

- “Team Tom” – perhaps the star achievement for the youth group this past year was their American Cancer Society “Relay for Life” team. In honor of Bishop Tom Shaw, the team raised almost \$4,000 in just three months. Bishop Tom was able to attend the Relay and walked the survivor lap. It was an unforgettable moment for all those involved.

- “Team St. James” participated in the Walk Against Domestic Violence to benefit the Jeanne Geiger Crisis Center.
- St. James hosts a Twelve Step program and several youth groups.
- Seasonal collections for The Pettengill House (“Operation Backpack” in the fall and winter clothing at Christmas time), MSPCA, and Toys for Tots.

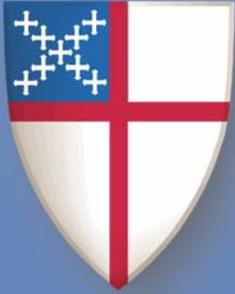


Walk Against Domestic Violence



Craft Fair

- Christmas Craft Fair – In association with the *Annual Village of Church Fairs*, St. James has hosted an annual craft fair that engages the time and talents of dozens of parishioners. Crafters meet throughout the year enjoying inter-generational fellowship. The fair has raised more than \$20,000 in recent years, all to benefit local charitable programs in the Merrimack Valley.



St. James
Episcopal Church

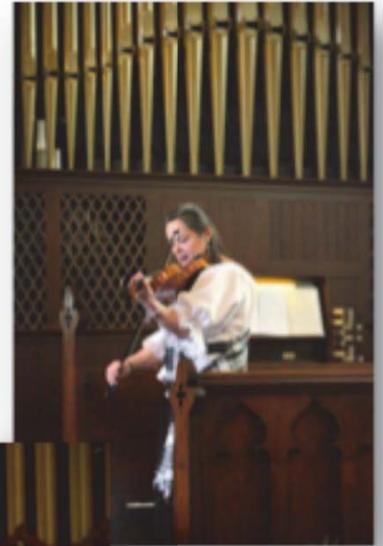
AMESBURY, MA

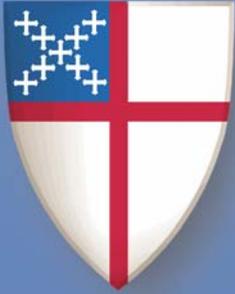
Parish Profile

*Right:
St. James' music
director / organist,
Matt Siess playing
our two-manual, 20-
stop Wissinger
tracker-action organ.*

Music

From September through May, the choir sings at the 10:00 a.m. service, joined by the congregation on hymns, service music, and occasionally, chanted psalms. Each week, the choir prepares an anthem and special music for communion. The musical selections are drawn from the best of the Anglican tradition and are typically performed a cappella. A variety of musicians and singers round out our musical program, and we welcome all interested performers to participate in keeping this rich tradition alive.





St. James
Episcopal Church

AMESBURY, MA

Parish Profile

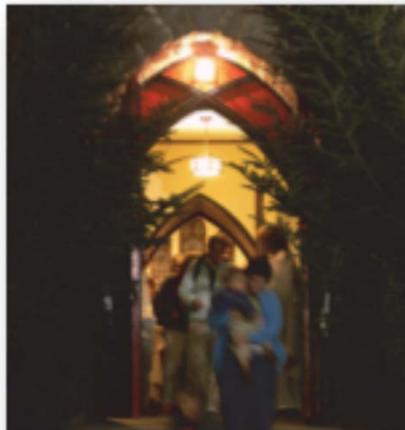
*The holy spirit can
be felt at St. James
every day of the
week.*

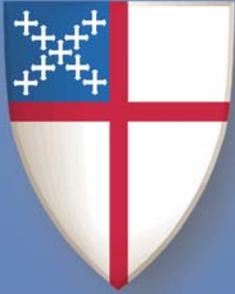
Parish Life and Pastoral Care

Many of the terms which define family can also describe parish life at St. James. We are a connected, multigenerational congregation who genuinely enjoy our life together, both spiritually and in fellowship. A moment in the life of our family might be captured in the experience of coffee hour, which is a time of bustling activity - children playing together, adults sharing conversation. Many linger in conversation, sharing a lovingly prepared assortment of refreshments, truly a shared small meal, feeding body and soul.



The pulse of St. James thrums in the ongoing weekly activities which are the life of the church - gatherings of ministry groups, youth activities, vestry meetings, administrative management during office hours. There is something for everyone at St. James and nearly every parishioner is involved in sharing their time, talents and treasures. What binds us all together is a palpable presence of the Holy Spirit, whether we are working as God's servants under His roof or in the world, seeking with all our hearts to answer God's call.





St. James Episcopal Church

AMESBURY, MA

Parish Profile

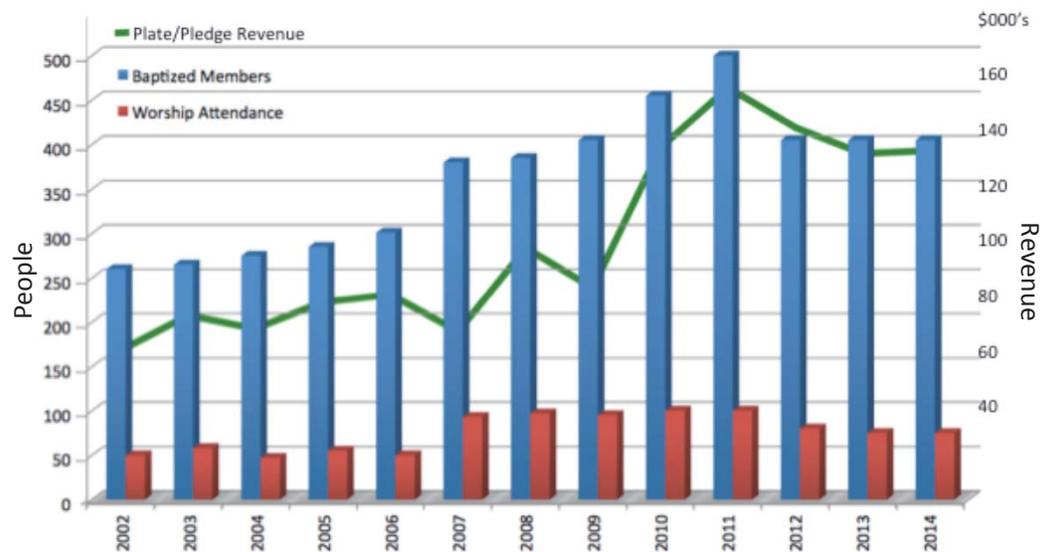
“Pledges of time, talent and treasure are simply tools we use to advance God’s ministry in Amesbury and beyond.”

Stewardship

In 2012, the Stewardship Committee presented to the congregation the following challenge from 2 Samuel: “I will not offer to the Lord my God that which costs me nothing”. That year, on average, our active members increased their giving by 30%, filling the void left by several families who relocated out of state.

In 2013, as the parish prepared for the search process, our appreciative inquiry made it clear that more than anything, our members want St. James to grow in both numbers and in its impact on our community. With that, we were able to attract 10 new pledging families and expect to grow our pledge income by at least 10% in 2014.

Stewardship is, or should be, a daily spiritual discipline shaping how we all invest our God-given time and talents to help us do God’s work on earth, here and now. In 2014 the stewardship committee intends to begin a series of home visits to further deepen the relationships between our church and our members.

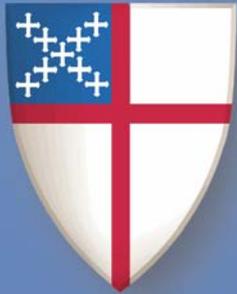


Financial Condition

St. James has consistently operated in the black, with the recent exception of 2011, a year in which St. James spent nearly \$100,000 on building improvements, some of which was spent in advance of insurance reimbursements received in 2012. With an annual operating budget of ~\$145,000, St. James is well capitalized with over \$100,000 of investment assets as a backstop to the current year’s working capital.

For years, St. James has been the beneficiary of a single large annual gift. This generous gift has represented 30% to 40% of our annual income for nearly a decade, and replacing this income with the pledges of new members is the number one priority of our vestry and stewardship committee.

In 2006, when the new Priest-in-Charge was assigned to St. James, the finances of the church were in disarray. Having had one rector in place for 20 years, standards and procedures had become lax. Our Priest-in-Charge put in place a series of best practices for bookkeeping, audit, and financial oversight that have been integrated into the daily operations of the parish, and significantly improved the transparency of St. James’ finances.



St. James
Episcopal Church

AMESBURY, MA

Parish
Profile

Financial Condition, Cont.

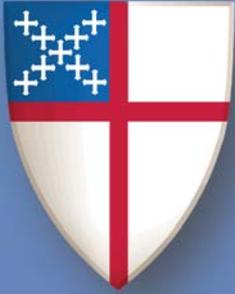
The decision of St. James to fund the increased cost of a new “2/3 time” rector is calculated to support the growth required to achieve additional membership and consequent financial independence. The vestry of St. James has approved the proposed deficit spending, to be financed in the near term with savings, and in the long term with increased pledge revenues. The exhibit below shows St. James’ 5-year profit and loss statement for 2010-2014.

	2010	2011	2012	2013	BUDGET 2014
Income					
Income (Unrestricted)					
Pledges and Annual Giving	121,984	120,502	119,305	113,519	116,000
Plate	9,264	32,654	18,971	15,454	15,000
Other Unrestricted Income	660	621	1,006	800	-
Total Unrestricted Income	131,907	153,778	139,282	129,772	131,000
Income (Restricted)					
Special Offerings - Restricted	27,976	24,079	6,657	387	4,975
Other Restricted Income	25,811 ¹	1,690	1,423	1,078	1,275
Total Restricted Income	53,787	25,769	8,080	1,465	6,250
Non-Operating Income	(7,443)	(1,902)	6,597	11,139	5,000
Other Income	2,546	33,995 ²	28,591	7,875	-
Total Income	180,797	211,639	182,549	150,251	142,250
Expenses					
Personnel					
Total Clergy Compensation	53,681	54,914	53,652	42,290	56,399 ⁴
Other Personnel	15,195	14,982	12,088	12,157	12,215
Total Personnel Costs	68,876	69,896	65,740	54,447	68,614
Building					
Maintenance, Cleaning, Insurance, Repairs	38,198	96,907 ³	21,454	18,492	28,675 ⁵
Utilities	8,063	11,383	8,104	10,615	10,800
Diocesan Assessment	9,761	11,315	13,293	12,741	13,825
Office Expense	7,002	7,416	7,256	7,000	7,000
Children's Programs	11,069	10,130	8,405	7,730	5,475
Outreach	8,342	6,477	18,504	6,781	6,650
Worship	13,543	5,336	4,826	2,906	3,523
Misc. Expenses	(520)	325	1,644	1,742	-
Total Overhead	95,459	149,289	83,486	68,007	75,948
Total Expenses	164,335	219,184	149,226	122,454	144,562
Net Income (Loss)	16,462	(7,545)	33,324	27,797	(2,312)

^{1, 2, 3} In 2010, St. James identified water damage to an exterior wall in the Sanctuary, which required investigation, and ultimately over \$60,000 in repairs. In addition to a \$15,000 “Green Grant”, approximately half of the cost of these repairs was covered by insurance. Notably, the reimbursement payments from the insurance company were received in 2011 and 2012, whereas most of the expenses were incurred in 2010 and 2011, skewing the Net Income in those years.

⁴ This number reflects the diocesan formula for TCC, plus pension benefit. Healthcare benefits would increase this cost, but are unknown at this time. The vestry of St. James has approved the cost of a 2/3 time rector, which would include healthcare benefits if required.

⁵ General maintenance expenses tend to run approx. \$20,000 per year on average. In 2014, St. James will spend approx. \$15,000 on a new retaining wall and a meditation garden. The parish has received a \$7,000 grant for the meditation garden.



St. James Episcopal Church

AMESBURY, MA

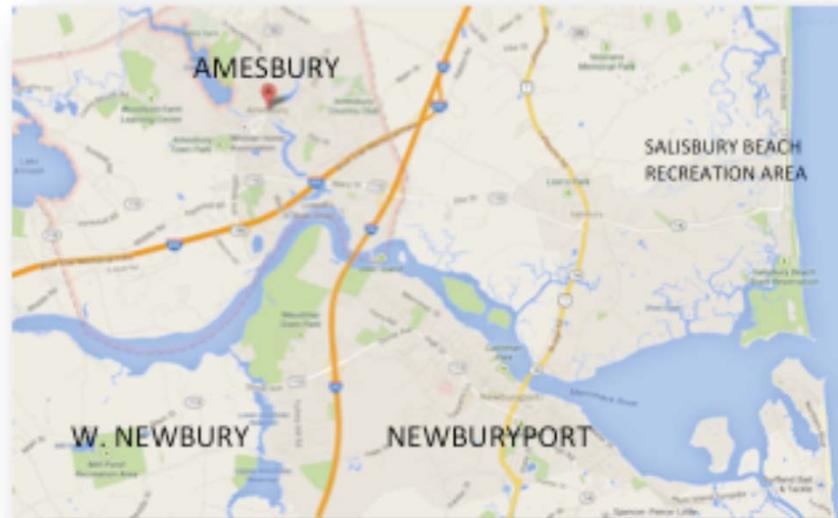
Parish Profile

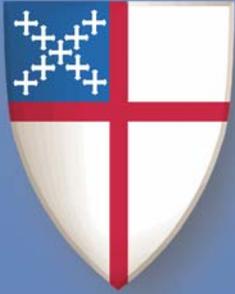
Amesbury is nearly at the center of New England. 10 Minutes from Salisbury Beach, 45 minutes from Boston's theater district and Fenway Park, 90 minutes from "Big Mountain" skiing, an hour from Portland, ME or Manchester, NH, and 2 hours from Cape Cod or the Berkshires.

About Amesbury

Settled in 1645, Amesbury is the quintessential New England community, from its roots as a shipbuilding town to its industrial revolution-era mill buildings which first served the textile industry, and later carriage making and early automobile manufacturing. Amesbury has a thriving downtown, centered on the Powwow river and the revitalized lower millyard (Heritage Park), just a short walk from St. James church on Main Street.

Located at the intersection of I-495 and I-95, Amesbury is in part a bedroom community to the many high tech firms around Boston, but maintains a more economically diverse character than the wealthier community of Newburyport, just across the Merrimac river.





St. James
Episcopal Church

AMESBURY, MA

Parish
Profile

Useful Links and Videos About Amesbury:

Watch the WCVB TV story about Amesbury, featured on “Chronicle”, July 2013

NEWS CLIP A (Best Kept Secret):

<http://www.wcvb.com/page/search/htv-bos/chronicle/amesbury-best-kept-secret/-/12523032/21079402/-/rhjwcm/-/index.html>

NEWS CLIP B (Amesbury’s Other Attractions):

<http://www.wcvb.com/chronicle/amesburys-other-attractions/-/12523032/21079526/-/yebr89z/-/index.html>

NEWS CLIP C (The “Zorb”):

<http://www.wcvb.com/chronicle/amesbury-the-sporting-life/-/12523032/21079432/-/iv49eq/-/index.html>

St. James Website: <http://www.stjamesamesbury.org>

St. James Location on Google Maps:

<https://maps.google.com/maps?client=safari&oe=UTF-8&q=120+main+st.+amesbury,+ma&ie=UTF-8&hq=&hnear=0x89e2e38b5916491f:0x92ff78e36e17967c,120+Main+St,+Amesbury,+MA+01913&gl=us&ei=zwnwUp-XJqPlsASctoL4Ag&ved=0CCkQ8gEwAA>

Town of Amesbury Visitor Links: <http://www.amesburyma.gov/visitors.cfm>

Chamber of Commerce: <http://www.amesburychamber.com>

Wikipedia: http://en.wikipedia.org/wiki/Amesbury,_Massachusetts

