

ST. PETER'S



MORRISTOWN

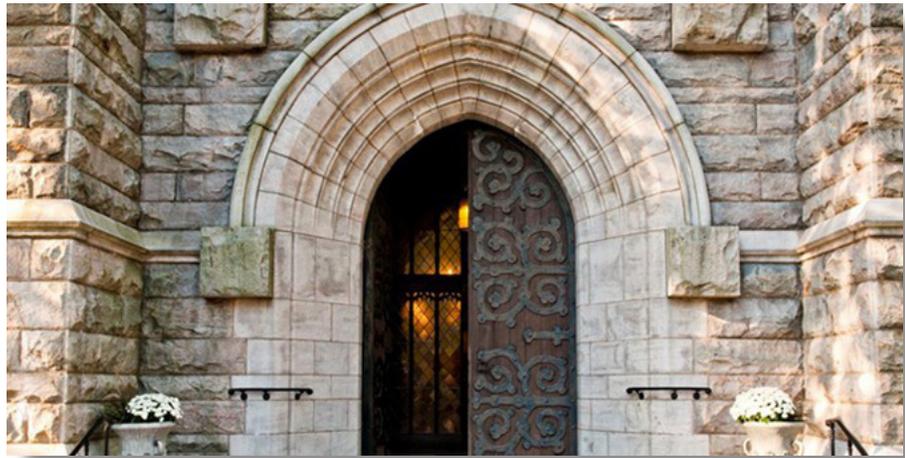


PARISH PROFILE | 2020

INTRODUCTION

ST. PETER'S Episcopal Church welcomes all, inviting you, through each of our ministries, to enter more deeply into the life we share in Christ.

THIS profile illuminates who we are, where we have been, and where we would like to go. We invite you to read it prayerfully and look forward to meeting if you discern a call to bring your abundant gifts to St. Peter's and to lead us into the next decade of our future as the 18th rector.



OUR MISSION

WE share the loving word of the Gospel with all who are open to exploring a relationship with God by carrying the light of Jesus Christ in transformative worship, prayer, and service.

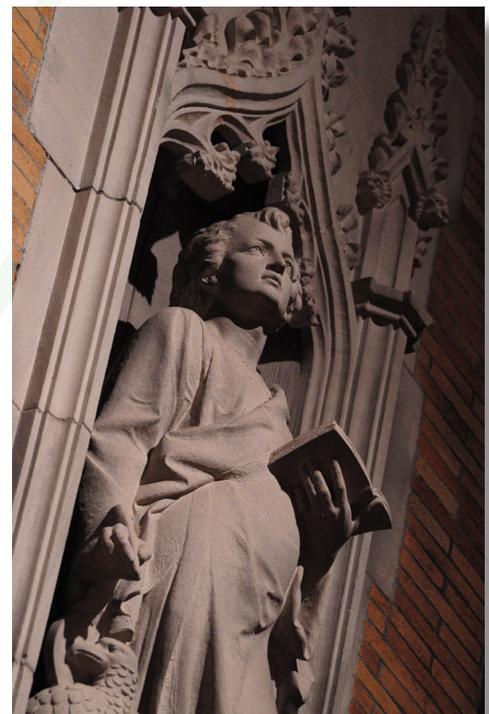
OUR NEXT RECTOR

WE seek a Christ-centered, visionary leader with abundant pastoral gifts, and an authentic spirit who will care for, cultivate, grow, and empower the people of St. Peter's to do the work God has called us to do. We are an inclusive community, committed to the strength that diversity offers, and we welcome all who feel called to lead this vibrant parish to apply.

ESSENTIAL QUALITIES

WHILE we look forward to the many gifts that our next rector will offer, we see the following qualities of paramount importance:

- **VISIONARY LEADER** - The ability to bring forth a vision for St. Peter's future and the charisma to inspire and empower the lay leadership to work toward that vision
- **PASTORAL HEART** - A compassionate priest with strong emotional intelligence and a deeply caring spirit who can embrace all the people of St. Peter's no matter where they are on life's journey
- **ENGAGING PREACHER** - An inspiring, relatable homilist who brings the Word of God to life with a narrative style that draws upon personal experience with a mix of both humor and humility
- **CATALYST FOR GROWTH** - The experience and commitment to outreach and congregational innovation that will enable St. Peter's to thrive and membership numbers to climb



CHARACTERISTICS

We are seeking a rector who also has:

- A deeply Christ-centered spirituality
- An unflinching commitment to integrity, honesty, and being authentic
- A nurturing spirit and true caring for all of God's people
- The ability to engender pastoral connection that draws the people of St. Peter's closer to one another and the Church
- A love of the musical and liturgical traditions and heritage of the Anglican Communion
- Self-awareness and perceptive emotional intelligence
- Humility
- The ability to inspire others to action



QUALIFICATIONS

We seek an individual who can lead St. Peter's into the future and who will give generously of their spiritual, pastoral, and administrative gifts. The following are our desired qualifications, however we encourage all those who discern a call to this ministry – regardless of experience – to make yourself known to us:

- Experience as a rector or senior associate in a complex, multi-staff church
- The ability to manage and inspire parish staff
- Experience guiding and shaping volunteer action and cultivating and empowering lay leadership
- Skilled at resolving conflicts with humor and compassion
- Vision for congregational development and growing a church, particularly among youth and young families
- Gifted preaching skills with the ability to bring God's Word to life and connect with people
- Commitment to pastoral care and nurturing God's flock
- Strong problem solver who can approach challenges with grace and creativity

CHALLENGES FOR THE NEXT RECTOR

We see the following as key challenges and priorities for the next rector of St. Peter's Church:

- **BUILDING THE CONGREGATION** - As is the case in many parishes across the United States, St. Peter's has experienced a shift in attendance and membership. This is felt most acutely in younger parishioners and families with school-aged children. It is our hope that the next rector will offer solutions to connect, grow and revitalize our congregation and youth ministry, as well as keen pastoral care skills that will help retain our existing membership.
- **SATISFYING DIVERSE LITURGICAL NEEDS** - Though we are one family in Christ, our needs and wants around liturgy and worship are diverse and have only grown more so over the past decade. We look to our next rector to help find solutions to enable all the people of St. Peter's to find a way to worship that speaks to them spiritually and allows them to feel the presence of the Holy Spirit.
- **INSPIRING STEWARDSHIP** - The average pledge at St. Peter's has remained essentially unchanged for nearly a decade. In addition, St. Peter's pledging is 9% below the diocesan average and 23% below the national average. For a parish with our resources, we can and should do more. We look to the next rector to educate the parish on the spiritual benefits and biblical basis of giving of one's treasure to the church.

A BRIEF HISTORY OF ST. PETER'S

MORRISTOWN had a small Anglican community before the Revolutionary War but was too rural to support an organized church. Missionaries and traveling priests served this small group, who by 1791 took the name of St. Peter's. Twenty-eight Morristown residents then organized and signed the Act of Incorporation for St. Peter's Episcopal Church on January 1, 1827.

The early church included many prominent members of Morristown society and held meetings at the home of George Macculloch, developer of and investor in the Morris Canal. The parish organized within a year to construct a stone church along South Street. The first church building was reportedly one of the first stone buildings in Morris County. Rev'd Benjamin Holmes served as the first rector, splitting his duties between St. Peter's, St. Mark's in Orange, and missionary work into Sparta. Holmes graduated from General Theological Seminary in 1825. He was an intellectual theologian who corresponded with the future Bishop of Maryland and the Rev'd John Keble (one of the leaders of the Oxford Movement). After Rev'd Holmes' departure in 1831, the church searched for a full-time replacement and offered a stipend of \$400 and the promise of a rectory.

St. Peter's continued to grow over the course of the next two decades. During the 1840s the Rev'd Dr. William Staunton and The Rev'd Charles Rankin kept up high church, Oxford Movement-influenced worship traditions. Theological schisms appeared during this period of growth, and in 1852 "low church" members left the congregation to form The Church of the Redeemer, which still stands today just down the street from St Peter's.



In 1853, St. Peter's welcomed the Rev'd Robert Norris Merritt, who served the community for over forty years. Under Merritt's leadership the congregation grew in both size and influence in Morristown, such that the old church expanded in 1859. The period after the Civil War saw a great period of growth for the town and church alike. As Morristown grew, it became an important social scene for wealthy New Yorkers. Large estates lined the streets leading to town and St. Peter's found itself in the comfortable position of needing to expand again. Through the connections and work of the parishioner the Rev'd Wynant Vanderpool, Rev'd Merritt and the congregation engaged Charles F. McKim to design the current church and broke ground in 1887.



The current church is the centerpiece of our campus and draws influences from the great English cathedrals. Built in stages over 24 years and consecrated in November of 1911, the new church building has been a point of pride for generations of members. In 1897, McKim, Mead, and White designed and built the rectory at the corner of Maple and Miller for the use of St. Peter's. In 1914 renowned architect Bertram Goodhue built the Parish House. In April of 1924 the original 35 bell carillon was installed and dedicated. 1930 saw the large Skinner organ installed and dedicated, forming the groundwork for St. Peter's long tradition of musical excellence. A sacristy and the cloisters were built in 1941.

The St. Peter's campus itself consists of two-plus acres and grew from the church and rectory over time to include the Annex (currently leased by a fitness company, Ride and Reflect) and 80 Maple Avenue (which currently hosts both

our music director and the Encore thrift shop). In summary, the campus of St. Peter's is a testament to the dedication and love of the church's congregation. The view from the tower has changed, but the buildings and spirit endure.

The Rev'd David Hegg II answered the call as the 14th rector in 1982 and led the church through a period of significant change. The campus, always a point of pride, was updated and renovations addressed major use and accessibility issues. Hegg left in 1996 to serve the National Church, and the Rev'd Zachary Fleetwood became St. Peter's 15th rector and served from 1997 to 2003. Under Fleetwood, St. Peter's continued its internal improvements and conducted important strategic planning along with a successful capital campaign. Fleetwood departed in 2003 to serve as the Dean of the American Cathedral in Paris. The Rev'd Dr. Gary Nicolosi served as rector for a brief period between 2005 and 2007. In 2009 St. Peter's called the Rev'd Janet Broderick as the 17th rector. Under Broderick's leadership, St. Peter's grew within the Morristown community. Today, St. Peter's maintains its place as a leading parish within not just Morristown but also the Diocese of Newark and beyond.

THE EPISCOPAL DIOCESE OF NEWARK

ESTABLISHED in 1874 as the Diocese of Northern New Jersey by the third Bishop of New Jersey, what is now called the Diocese of Newark comprises the northern third of New Jersey, with 98 congregations and 4 affiliated worshipping communities spread across Bergen, Essex, Hudson, Morris, Passaic, Sussex, Warren, and Union counties. There are approximately 26,000 worshipping Episcopalians and nearly 100 active ordained clergy, both men and women. The area encompassed by the diocese is home to more than 3.5 million people and is largely urban, including New Jersey's two largest cities in the state – Newark and Jersey City. The western and northern portions of the diocese are far less densely populated, some areas being rural in character, wooded and mountainous. Nearly 40% of all of New Jersey's municipalities are in the diocese.

The diocese was among the first to ordain women to the priesthood and to ordain openly gay clergy and continues to be among the leading advocates for equality and justice for people of all races, cultures, religions, and socio-economic backgrounds.



As one of five "cardinal" parishes in the diocese, St. Peter's has a long tradition of intellectual, civic, and diocesan leadership. Over the past 25 years alone, St. Peter's has supported the discernment process of more than a dozen parishioners who have gone on to take holy orders and serve as deacons or priests in this diocese and beyond. In that same time period, no fewer than five of St. Peter's clergy have been elevated to diocesan bishop or cathedral dean. The academic, ecclesiastical, and musical excellence of St. Peter's is part of the parish's proud tradition, and the church is eager to welcome this next stage in our growth, both internally and within the wider Morristown community.



The diocese is led by the Rt. Rev. Carlye J. Hughes, the 11th Bishop of Newark, who was elected at St. Peter's in May 2018 and consecrated in September 2018. The introduction of new leadership has made this an exciting time for the diocese and her member churches. Bishop Hughes believes that the most important work of the diocese is nurturing the community of God's love, compassion, and justice with our neighbors and the wider world. It is this path that leads to healing, reconciliation, wholeness, and vital communities is a restoring God's love, compassion and justice in the life we share together.

WORSHIP

WORSHIP and liturgy have been at the center of St. Peter's identity since the earliest days of the parish's existence. In 1840, the Rev. William Staunton, the fifth rector of St. Peter's Church, introduced the parish to the Oxford Movement, which emphasized the church's catholic origins as well as "high church" doctrines. The design of the current building, which was begun in 1887, incorporated the styles and art of early and medieval Christian liturgy to engage modern worshippers in the Eucharist in this same way.



Worship at St. Peter's has changed and evolved over time. The period from the early 1960s through the early 2000s saw rectors Hughes Garvin, David Hegg, and Zachary Fleetwood building upon the music program to provide a formal (high church) service as well as a more informal, "family-oriented" service. This

period also included extensive experimentation using forward-facing free-standing altars. Under the leadership of Janet Broderick, the primary Sunday services were combined into a single service which gradually has incorporated elements commonly associated with an Anglo-Catholic worship style, including a higher level of liturgical complexity along with frequent use of incense and incorporation of Sanctus bells. Since Latinx persons comprise nearly 30% of Morristown's overall population, St. Peter's has begun offering a spoken Mass in Spanish to serve this important community.

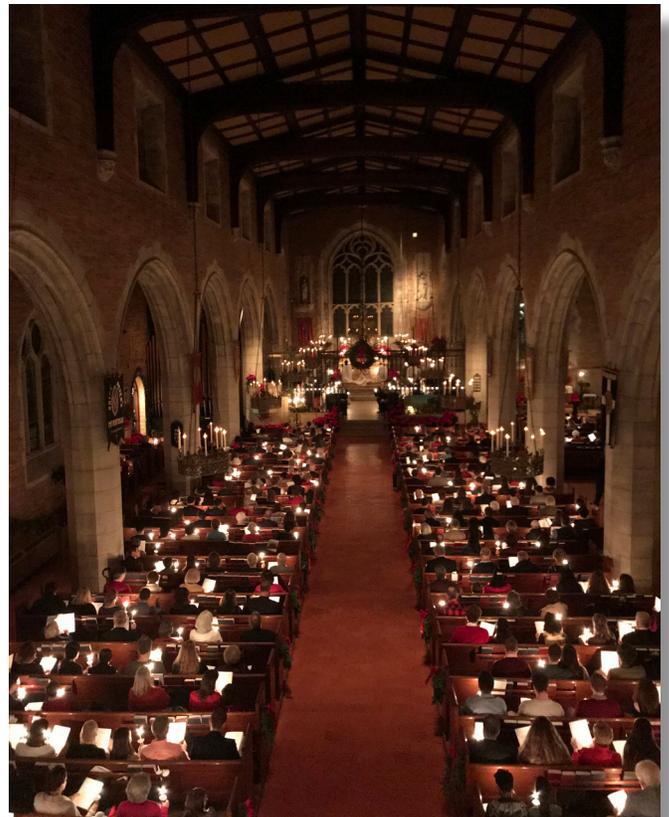


The Parish self-study questionnaire examined several issues concerning worship practices. Data show that respondents are evenly divided between preference for formal (or high church) and for less formal worship practices. There are parishioners who object strongly to the use of incense for different reasons. There is interest in the use of inclusive language in our services, returning Morning Prayer as part of the schedule and having service with the celebrant facing the congregation. These diverse preferences create challenges, but also provide opportunity for broadening the scope of our worship to address the diverse spiritual needs of the community which St. Peter's serves.

Data also showed that there is a strong appreciation for our music program and that it is a unifying element for worship in this parish. Lastly, the discussions indicate our congregation is supportive and respectful of experimentation in worship and overall is comfortable with a variety of worship styles.

Weekly services include:

- Sunday, 8:00 A.M. Rite I Eucharist with Hymns
- Sunday, 10:00 A.M. Rite II Eucharist with Choir
- Sunday, 12:00 P.M. Misa en Español
- Thursday, 12:10 P.M. Said Eucharist in the Chapel



THROUGHOUT its history, St. Peter's Church has maintained an extensive music program of exceptional quality, currently led by Director of Music Joshua Stafford, a well-known concert artist and winner of the 2016 Longwood Gardens International Organ Competition. The choirs form the central core for this program. The Adult Choir consists of an excellent group of about 30 voices including auditioned volunteers and six paid singers. A smaller number ensemble offers choral music all through the summer months and on special occasions. The Boys' and Girls' Choir comprises about twenty choristers, drawn from the parish, St. Peter's afterschool program, and the wider Morris county community.



In addition to its choirs, St. Peter's is well-known for its 1930 IV/64 Skinner organ, unaltered since its original installation and counted among the finest instruments in the country. The commanding tower of the church is home to a 49-bell carillon first installed in 1924. Volunteers regularly play the carillon on Sundays and Thursdays, for funerals, and other special events in the parish.



These choristers receive rigorous training in voice and music theory, developing skills in teamwork, leadership, and musicianship, offering a world-class musical education at no cost. Choristers participate in a Choir Camp, held each August. The choirs provide musical leadership for the primary Sunday service and for numerous special services and events throughout the church year including traditional Anglican Evensong. In addition, the Music Program sponsors a concert series called "Music at Saint Peter's", operates a very popular Friday night sing-along Piano Bar, and holds other events such as silent film presentations accompanied by our organist.

Saint Peter's is proud of its music program with its long tradition of creating high-quality music. It is a key element unifying the wide variety of viewpoints on worship styles. In our self-study small group discussions, most people included "music" as one of the three words they would use to describe St. Peter's. Some St. Peter's parishioners have expressed a desire for deepening the congregational singing experience, providing new challenges as well as opportunities for the future.



PASTORAL CARE

ST. PETER'S has a strong history of lay-led pastoral care ministry, and parishioners count pastoral care as among the church's highest priorities. Between 2001 and 2010, pastoral care at St. Peter's was a collaboration between members of the clergy, trained Stephen Ministers, and the InReach Committee. St. Peter's discontinued the Stephen Ministry in 2015 due to declining membership in the program, with the clergy assuming all responsibility for pastoral care. Our self-study highlighted the gaps in pastoral care in recent years and the desire of the parish to increase our commitment to pastoral care. In response, members of the parish under transitional leadership recently organized a lay-led Pastoral Care Team with dedicated clergy oversight. This team of four members includes trained and experienced Stephen Leaders as well as clergy. The purpose is to provide coordination for the various programs providing services, as well as directly assisting parishioners to navigate challenging life events in a caring, confidential manner. The goal is to develop a strong and intentional pastoral care program, involving many volunteers, to make all members of St. Peter's feel loved, connected, and valued.

ADULT EDUCATION

ADULT Christian formation at St. Peter's includes offerings on Sundays and weekday evenings and centers on thematic lecture series and "stand-alone" talks. Programs cover a variety of topics on Christian life, including happiness and what it means for Christians, and the role of miracles, magic, and superstition in Christianity. Speakers have included the clergy of St. Peter's, retired Bishop John Shelby Spong, Dean Javier Viera of the Theological School at Drew University, and Professor Euan Cameron of Union Theological Seminary, among others.

Inquirers' classes are offered each program year for members over the age of 14 who wish to prepare for confirmation, reception, or reaffirmation in the Episcopal Church. These classes are also open to anyone who wishes to broaden or refresh their familiarity with Christianity, the Anglican tradition, and the Episcopal Church. Adult Bible study is a foundational part of Christian formation at St. Peter's. Women's, men's, and "co-ed" study groups are or have recently been active.

St. Peter's also hosts the John Shelby Spong and Christine Mary Spong Lecture series in partnership with the Diocese of Newark. Previous lecturers include notable religious thinkers such as Elaine Pagels, Karen Armstrong, and James Cone.

Participants in our recent focus groups expressed enthusiasm for Adult Education but lamented that the frequency has been unpredictable in recent years. Parishioners requested that future Adult education sessions explore a variety of topics - including the liturgy, the history of our building, our connection to the global church, etc. - and emphasized the challenge of scheduling Adult Education to include both those who attend the 8 AM service and members of the choir who rehearse before the 10 AM service.





MINISTRY to children and young adults, as well as to their families, is an area of considerable concern to the people of St. Peter's. We have seen a decline in the number of families with children attending St. Peter's over the past decade, which has resulted in diminished participation in youth ministries. We'd like to see more children involved and continue to look for ways to grow this program. Today, St. Peter's offers the following programs targeted at young people and their families:

CHURCH SCHOOL

St. Peter's Church addresses the Christian education of children ages 3 through 17, focusing on the foundational stories of our faith in an atmosphere of fellowship. Classes are taught by volunteers from the parish who work with the Director of Children's Ministries and Youth to craft curricula that meets students' Christian formation needs.

We employ the Godly Play approach to learning faith language for our pre-K students. This approach centers on storytelling intended to inspire wonder in students at the beginning of their spiritual growth.

Students from elementary through high school are taught following the "Living the Good News" curriculum, a flexible, lectionary-based approach that concentrates on building Bible skills with deeper exploration of the Gospels.



NURSERY

St. Peter's nursery staff are available to provide childcare to all families with infants and toddlers during worship services or adult education programs. While we welcome children at worship, parents may opt to take advantage of the nursery while they see to their own spiritual needs. For children attending the service with their families, St. Peter's has created a Pray Space in the nave of the church which promotes quiet play during the service.



YOUTH GROUP

St. Peter's Youth Group meets weekly on Sunday afternoons and consists of students who are in grades 6 to 12. Students focus on growing their relationship with God, strengthening their bond to their church family, creating environmental awareness in our church community, and community service. Our Youth Group has a pilgrimage planned to West Virginia in June of 2020. As with many of our youth ministries, Youth Group attendance has declined steeply in recent years and is an area of concern and potential development for the future.

OUTREACH AND COMMUNITY

ENCORE THRIFT SHOP

Encore was created in 2017 in response to a growing need to provide affordable access to clothing and housewares to the working-class population of Morristown. Located at the church's property at 80 Maple Avenue, this ministry welcomes parishioners, neighbors, and those from surrounding communities to purchase quality goods at outstanding values. Proceeds from the shop directly benefit St. Peter's Church, enabling our parish to further our outreach to the community.

Encore also makes regular donations of clothing and home goods to local charities, provides Christmas gifts for the families of The Afterschool on South, and donates clothing to the weekly Free Farmers Market held in the Parish Hall.



NOURISH.NJ AND FREE FARMERS MARKET

In 1984, St. Peter's was a founding member of the volunteer organization that ultimately became the independent Nourish.NJ (formerly Community Soup Kitchen and Outreach Center). We continue to host the organization every Saturday. St. Peter's hosts the breakfast and lunch meal in our Parish Hall, with volunteers donating the food items, preparing the food, serving the guests, and cleaning up after the meal. St. Peter's also hosts Nourish's Wednesday Free Farmers Market which serves 80 families every week. At the market each family is invited to take home healthy produce, meat, eggs, milk and yogurt.





VACATION BIBLE SCHOOL

St. Peter's Vacation Bible School started in 2012 and now serves 80 children per week over a six-week period every summer. It features Bible Study, Chapel, music, sports, arts and crafts, computer time, Spanish, and swimming at the Burnham Pool. The program runs 9 AM – 4 PM, with before and after care for an additional fee. The camp is staffed by approximately 20 paid individuals as well as 12 – 15 student volunteers from the Morristown Community, and 5 – 6 volunteers from the Parish. Families of campers are also asked to donate a minimum of 2 hours of their time throughout the summer. Our summer camp has been generously funded by grants from the Simon Foundation and the Diocese of Newark's Marge Christie Fund.

THE AFTERSCHOOL ON SOUTH

The Afterschool on South was created in 2014 starting initially with 15 students. Currently at nearly 60 students, the Afterschool offers a safe and caring community for children in grades K-8 from the Morris School District. The Afterschool provides snacks, homework assistance, tutoring, recreation time and many other activities from 2:30 PM – 6:00 PM. We also offer before school care from 7:30 AM until 9:00 AM. Our program participates in the Child and Family Subsidy Program and offer a sliding scale for tuition. We have several parishioners that sponsor scholarships to assist children. The program is staffed by a paid, full-time director and a paid, part-time assistant director as well as approximately 15 part-time, paid teaching and tutoring staff. The program also utilizes volunteer tutors from the Parish and has formed a partnership with the nearby College of St. Elizabeth to allow teaching and social work students to complete practical training hours at the Afterschool.



The staff and volunteers of this program are dedicated to building a loving, rigorous community which prepares children to be strong, empowered, and healthy. We treat children with love and respect, and we believe that we learn as much from them as they learn from us.





ALTAR GUILD

St. Peter's Altar Guild consists of 15 parish volunteers who care for the altar, vestments, and vessels, preparing the sanctuary for all services and cleaning up afterwards, polishing the silver, filling the candles, and washing and ironing all linens. The Altar Guild also creates fresh flower arrangements for the high altar, the chapel, the pulpit, and other areas of the church. Some of these arrangements are delivered to parishioners on our prayer list. The Altar Guild is also responsible for the greening of the church for Christmastide and for creating a celebratory floral display for Easter.

ACOLYTE GUILD

The Acolyte Guild serves St. Peter's Church by preparing for, assisting in, and leading the celebration of the public worship of the church on Sundays, Holy Days, and other observances and by helping the congregation attain a greater sense of reverence and presence of the Holy Spirit through the beauty of liturgy. Members of the Acolyte Guild serve as ushers, greeters, readers, intercessors, torchbearers, crucifers, thurifers, ministers of ceremonies, lay eucharistic ministers, and subdeacons, among other roles. The Guild is overseen by a lay leader, appointed by the rector, who is responsible for staffing and direction for all liturgical services at St. Peter's Church.

Across all roles, St. Peter's has a roster of approximately 100 volunteers who serve occasionally, with approximately 10-15 who serve nearly every week. Those who serve have described how meaningful the experience is to them, and how it has transformed their personal connection to worship. As St. Peter's moves into the future, we seek to expand those who serve at the altar - especially attracting youth to this vital ministry.



FELLOWSHIP & CHURCH COMMUNITY/INREACH

The InReach Committee is an extension of St. Peter's pastoral care ministry and is charged with caring for our church community. They regularly visit those who are homebound, hospitalized, or unwell to deliver a prayer bowl with thoughtful messages from parishioners; or prayer shawls created by the knitting group; or flowers from the altar; or sending greeting cards. The InReach Committee may also address other parishioner needs such as providing a casserole or grocery shopping. They maintain a lending closet of equipment such as wheelchairs and walkers for parishioners with mobility issues. In addition to home visits, InReach also organizes the St. Peter's Lunch & Learn series and Bridge for Beginners and Beyond. A greater emphasis on community and pastoral care was highlighted as a need throughout the self-study phase.



BUILDINGS AND GROUNDS

THE campus of St. Peter's is a landmark property in Morristown and in the Diocese. We have an endowment dedicated for the repair and maintenance of our buildings. The Perpetual Maintenance Fund is approximately \$3 million and provides annual funding of about \$150,000.

We recently completed a ten-year deferred maintenance study. This analysis identified projects/repairs and expected costs in one-year, five-year and 10-years increments as well as costs for necessary replacements. We recently updated the heating system (new boilers) in the Church and in the Parish Hall. We do see the need to improve the AC in the Church, Parish Hall and the Rectory, and are actively pursuing estimates to complete the Rectory upgrades this year. The expected costs for the recommended one-year improvements/repairs are \$163,000.

There is no full time Director of Facilities Management. Work is accomplished under the direction of active Co-Chairpersons of the Buildings & Grounds Committee and of parishioner volunteers. Major projects outside of Buildings & Grounds budget are reviewed with the Rector, Wardens and Vestry. The staff includes a full-time sexton and a part-time assistant sexton.



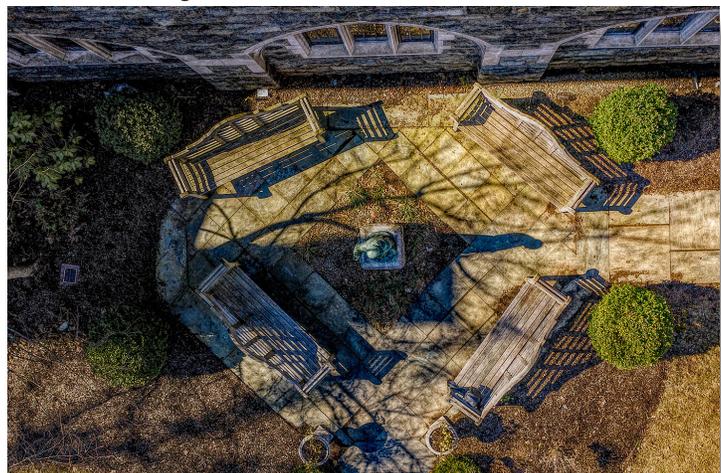
GRASS AND FLOWERS



WHILE the buildings dominate, the grounds, including our memorial garden, provide a staging of the buildings. In recent years, we have spent time and money working with a landscape architect to enhance the grounds.

Grounds maintenance and snow removal are handled by contractors recommended by the Buildings & Grounds committee and staff and approved by the Vestry. The sexton does not play a regular role in performing these functions.

The Buildings & Grounds committee, along with volunteers donates a day in the Fall and Spring to do major clean-up and address some needed repairs. In addition, throughout the year there are some parishioners who volunteer to do garden work.



THE RECTORY & CAMPUS HOUSING

The Rectory is in walking distance to the downtown area and adjacent to the historic district. Shopping, restaurants, the library and the MPAC, Mayo Performing Art Center, are all within easy walking distance. NJ Transit, also within walking distance, is a 55-minute train ride to New York City.

The Rectory was designed by the same architects who designed the church. It is a 3-story building clad in stone like the Church building. Interior walls are plaster. Most of the windows are single-pane casement windows.



The home is heated with a gas-fired, hot water boiler in the basement. For the most part, steam radiators were converted to hot water radiators and there are a few sections of baseboard convection heat. Most of the rooms on all 3 floors are air conditioned. Buildings & Grounds at the present time is looking at bids to upgrade the entire AC system in the Rectory and plan to have this work completed for Summer 2020. St. Peter's is committed to making this stately home a welcoming and comfortable living and entertaining space for the Rector.

There is an enclosed Rectory garden for the pleasure or privacy of the Rector and family. A slate patio and seating area are located there as well as a hot tub.

A fire escape serves the 2nd and 3rd floors. The Rectory does have a full basement with walkout to the enclosed garden/patio. There is parking on the Maple Avenue side of the property as well as Rector parking adjacent to the Rectory.

The first floor contains a large entrance hall. The library/study, parlor, and dining room all contain fireplaces. There are large pocket doors between the dining area/parlor and parlor/hallway allowing the space to be open for entertaining. The library in the front corner of the building has two walls with built-in shelving. There is also

a powder room and laundry room on the first floor with four entrances.

The kitchen is modest as the house was originally designed to have staff. The dishwashers, range and refrigerator are all relatively new and of high quality. There is a butler's pantry with a second dishwasher and much storage space and that connects the kitchen and the dining room. The laundry room is adjacent to the kitchen and has relatively new high-end appliances.

The second floor contains three bedrooms and there is a seating area between two of the bedrooms. There is another room that is suitable as a home office and connects via a bridge/breezeway to the Rector's office. The master bedroom has an en-suite bath. There is a main bathroom as well. All bedrooms as well as the sitting room have fireplaces. A butler's back stairway is located between the first and second floor.

The third floor has three bedrooms and several other rooms. There are two additional bathrooms.

In addition to the Rectory, the campus also includes three apartments, two of which are currently occupied by the Associate Rector and Director of Music.

THE TOWN OF MORRISTOWN



MORRISTOWN, the seat of Morris County, NJ, is situated about 30 miles west of Manhattan and occupies an area of approximately 3 square miles, with just over 18,000 residents.

Morristown was first settled by the British in 1715 on land inhabited by the Leni Lenape tribe for an estimated 6,000 years before the arrival of the Europeans. Morristown takes its name from Lewis Morris, the then British Governor of the New Jersey colony. During the Revolutionary War, Morristown served twice as the headquarters for the Continental Army under George Washington given Morristown's strategic location as a crossroads between Philadelphia and New York.

RECREATION

Morristown has a variety of options for recreation from retail to historical sites. Morristown National Historical Park, which includes Washington's Headquarters, Fort Nonsense, and Jockey Hollow, was the first in the country. These parks, along with the Morris County Park system, comprise more than 150 miles of hiking, biking, and equestrian trails. Local historic sites include Macculloch Hall Historical Museum, Acorn Hall and the Schuyler-Hamilton House. The Great Swamp National Wildlife Refuge, the Frelinghuysen Arboretum, and the Raptor Trust, a wild bird rehabilitation center, are also close by.

Morristown is also home to the Mayo Performing Arts Center (MPAC), originally founded as a movie theater in 1937 and now rehabilitated into a world-class 1,300 seat performance venue hosting over 200 events per year, including well-known headline acts as well as regional theater and music.



TRANSPORTATION

Morristown is situated on NJ Transit's Morris and Essex regional rail line and has direct service to New York's Penn Station as well as to Hoboken, NJ. Direct service to Manhattan takes roughly an hour. Morristown is adjacent to Interstate 287, which forms a crescent around New York and offers access to Interstates 80 and 78.

SCHOOLS

The Morris School District serves the Morristown, Morris Township, and Morris Plains municipalities of Morris County. There are 10 schools overall - one preschool, seven elementary schools, one middle school, and one high school. The district has a total of just over 5,000 students across all schools. The student-teacher ratio is approximately 12:1. The average SAT for the 2017-18 school year was 1152 - 571 for the math portion and 581 for the reading and writing portion. The district has a graduation rate of 84%. Morristown and the greater Morris County area is also home to many private schools, including the co-educational Peck and Morristown-Bear Schools, and the all-boys Delbarton School, just minutes from St. Peter's.



FACTS AND FIGURES

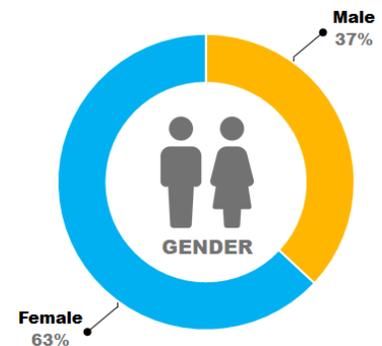
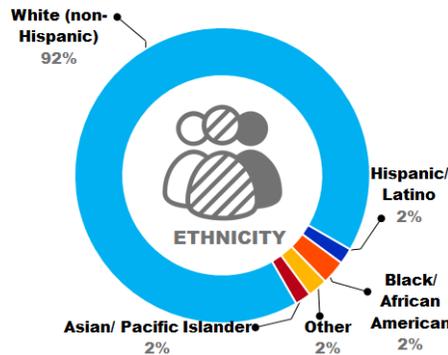
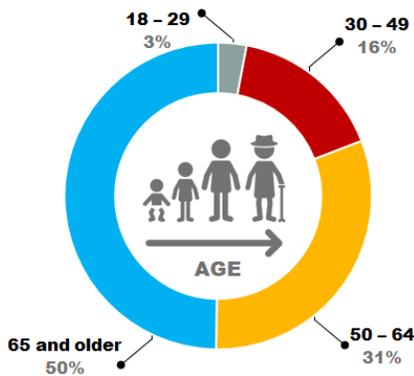
PARISH DEMOGRAPHIC PROFILE

St. Peter's has approximately 600 members with an average Sunday attendance of 220, average Easter attendance of 710 and average Christmas attendance of 750. The demographic data below reflect the results of a parish-wide survey that garnered participation from 242 respondents.



AGE, RACE, AND GENDER

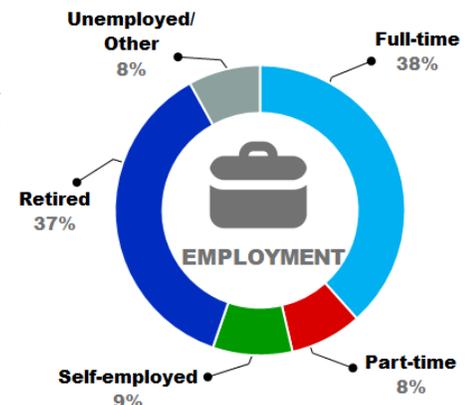
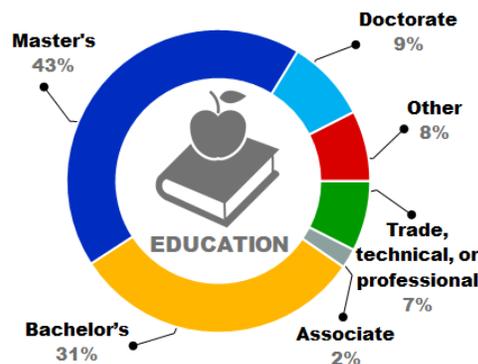
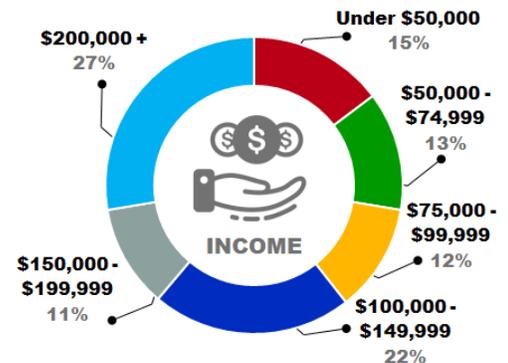
Most St. Peter's parishioners are white (92%), female (63%), and over the age of 50 (81%).



INCOME, EMPLOYMENT, EDUCATION, AND FAMILY

St. Peter's has a high-income, highly educated membership, with 52% possessing a master's degree or doctorate, and 61% earning \$100,000 per year or more - well above Morristown's average income of approximately \$60,000 per year. Nearly 40% of St. Peter's parishioners are retired.

More than two-thirds of parishioners (69%) are either married or in a domestic partnership and a similar proportion have no dependents at home



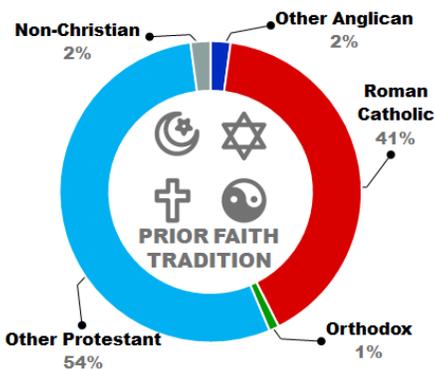
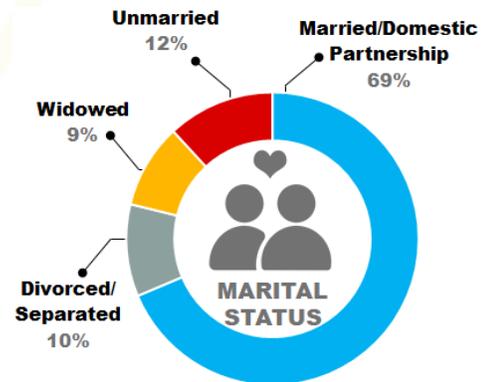
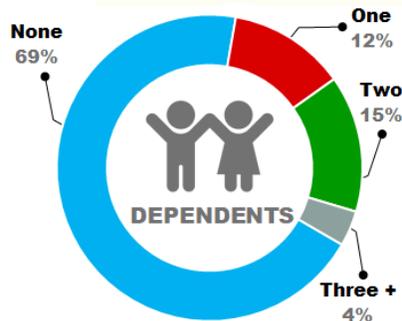
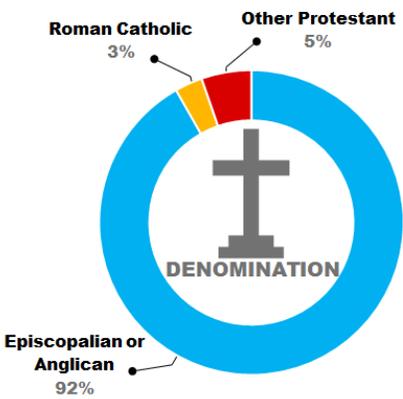
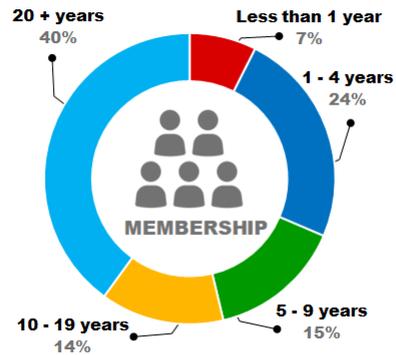
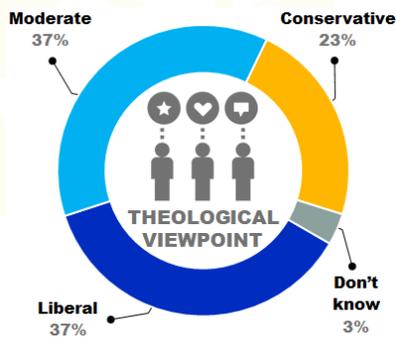
MEMBERSHIP, FAITH TRADITION, AND THEOLOGICAL VIEWS

More than half of parishioners (54%) have been at St. Peter's for 10 or more years however just under a third (31%) are relative newcomers to St. Peter's, attending for four years or less.

The overwhelming majority (92%) of the membership identifies as Episcopalian, with 5% identifying as "other Protestant" and 3% as Roman Catholic.

Of those who are not cradle Episcopalian, just over half (54%) came to the Episcopal church from other Protestant denominations, where more 40% converted from the Roman Catholic church.

The parish is rather evenly divided among those who self-identify as theologically liberal (37%) and theologically moderate (37%), with 23% self-identifying as theologically conservative.



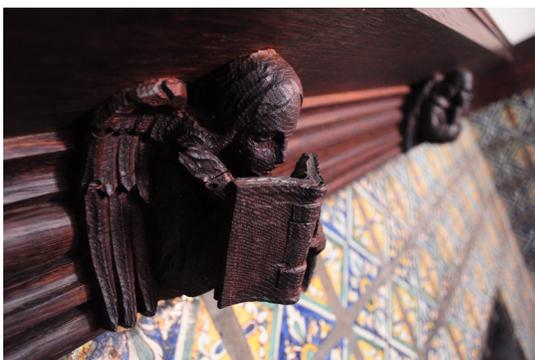
PARISH FINANCE

STEWARDSHIP

ST. PETER'S relies on a combination of pledges (43%), legacy funds (29%), and other income generating programs/resources (28%) to fund the daily performance of our mission. Our stewardship efforts are designed to help our Parishioners grow their relationship with Jesus through the sharing of their gifts of time, talent and treasure. By sharing these gifts in both the local and global community, they receive a true sense of spiritual purpose. Through these sources of funds, we have been able to significantly expand St. Peter's Outreach programs over the past several years. Examples of these programs include The Afterschool on South, Morris Afterschool Program, Free Farmers Market, Vacation Bible School, and Nourish.NJ to name just a few.

St. Peter's has a Stewardship committee comprised of a diverse group of people including the Rector, Vestry, Staff and Parishioners. We believe Stewardship is a year-round activity which is integrated in our worship and spiritual lives. We are striving to have pledges make up a greater share of funds going forward.

The number of pledging units in 2009 was 218 with an average pledge of \$2,442, compared with 2019 which has 219 pledge units and average pledge of \$2289. While St. Peter's constant pledge units for the past decade is better than that of most parishes – which have seen a decrease in units -- our average pledge amount is 9% below the Diocese of Newark and 23% below the national diocesan average. Assisting parishioners in understanding the spiritual benefits and biblical basis for giving is a priority for our Stewardship committee and our new rector.



ENDOWMENT

St. Peter's is blessed to be an endowed parish. St. Peter's was one of 12 founding parishes of the Consortium of Endowed Episcopal Parishes (CEEP). The Rev'd David Hegg was the Consortium's first chairman and our former Rector, the Rev'd Janet Broderick, has been very active with CEEP and introduced a Church Music track with our organist Joshua Stafford. Endowed parishes face a different series of problems especially in stewardship and CEEP members share their experiences and best practices.



Under the leadership of the Rev'd David Hegg and the Rev'd Zachary Fleetwood, St. Peter's established a legacy giving organization, the Keys Society, to support the endowment for the future. This program has not been a focus of the prior rector or during the two prior interim periods. Our hope for the future is to reinstitute our legacy society.

Over the last ten years, St. Peter's has withdrawn \$4 million from the endowment while the endowment has grown from \$6 million to \$9 million thanks to both investments and gifts from former members of the Keys Society. St. Peter's has attempted to use a withdrawal rate of 5%, although with the needs of the buildings and occasional operating deficits, the rate has sometimes reached the level of 7%.

Of the normal 5% withdrawal, the property draw is 36% of the total and the balance of the draw is used for Outreach and Operations.

The endowment is especially important to support St. Peter's Outreach, Operations, and to maintain the historic Church buildings.

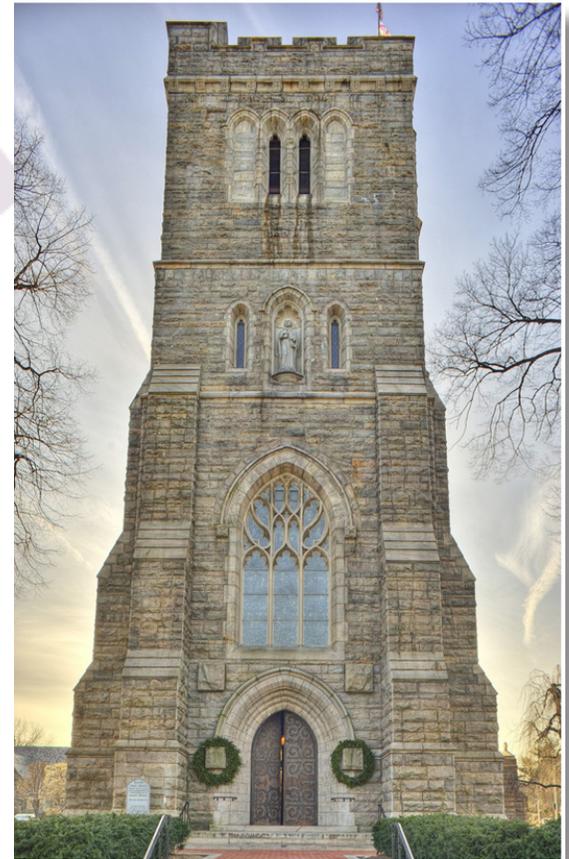
OPERATING BUDGET

St. Peter's current 2019 operating budget is \$1.48 million. Our budgeted sources of funds are primarily from four areas: (1) annual pledges provide 35%, (2) endowment provides 27%, (3) outreach revenues provide 17%, and (4) rent and utility reimbursements provide 14%.

Our budgeted use of funds are in five areas: (1) outreach programs and the diocesan pledge represent 37% of our expenditures, (2) salaries represent 22%, (3) general operations accounts for 18%, (4) parish programs expenditures are 13%, and (5) the property expense is currently at 10% although this may increase before year end.

Approximate members:	600
Five Year Average Sunday attendance:	220
Five-year Average Easter attendance:	710
Five-year Average Christmas attendance:	750
Pledging members:	219
Average annual pledge:	\$2,300
Median annual pledge:	\$1,300
2019 Operating budget:	\$1.48 million
Percentage of income provided by annual pledges:	35%
Percentage of budget provided by endowment:	27%
Percentage of budget provided by Outreach revenues:	17%
Percentage of budget provided by reimbursements & Rent:	14%
Total endowment:	\$9 million

Balance Sheets	2016	2017	2018
Cash	\$ 212,590	\$ 193,129	\$ 144,482
Endowment Investments	\$ 8,343,044	\$ 9,157,868	\$ 8,294,462
Property	\$ 14,769,800	\$ 14,769,800	\$ 14,769,800
Total Assets	\$ 23,325,434	\$ 24,120,797	\$ 23,208,744
Restricted Investment Funds	\$ 8,343,044	\$ 9,157,868	\$ 8,294,462
Temporary Restricted Funds	\$ 444,687	\$ 501,272	\$ 387,537
Permanent Restricted Funds	\$ 14,769,800	\$ 14,769,800	\$ 14,769,800
Fund Principal	\$ (232,097)	\$ (308,143)	\$ (243,055)
Total Liabilities & Funds	\$ 23,325,434	\$ 24,120,797	\$ 23,208,744



NOTES ON THE PROFILE PROCESS

A committee of twelve parishioners appointed by the Vestry of St. Peter's developed this Parish Profile. The Profile Committee led the parish through a period of self-study which lasted approximately 12 weeks. We invited members of the parish community to participate in one of a series of six focus group discussions, each including 8 - 10 individuals and held in the homes of various committee members, facilitated by a committee member. These groups engaged participants to talk about how they view St. Peter's, what they love, what they would like to see improved, and what their hopes are for the future and for the next rector.

The parish community also participated in an online questionnaire open to current members, frequent visitors, and past members of St. Peter's. The questionnaire, which garnered 242 responses, delved into demographics of respondents, as well as their views on worship and liturgy, their involvement in lay ministries, their perceptions of how St. Peter's is performing in its mission, and the qualities desired in the next rector.

We reviewed this valuable feedback as well as background information available from parish records to create the narrative contained in this document.



ST. PETER'S CHURCH

70 Maple Avenue
Morristown, New Jersey 07960-5221
stpetersmorristown.org

Office Phone: 973.538.0555
Office Fax: 973.538.7790
stpetersmorristown.org

VESTRY

Nerissa Boccino (2020) & Matthew Stephens (2021), *Wardens*
Justyn Comer, Susan D'Alessandro, Debra Joyal, Robert Rosener, Isabel Creighton, *Class of 2020*
Venanzio Cortese, Lucille Knapik, Cate Proulx, *Class of 2021*
John Hartley, Erich Huhn, Kevin Kelly, Joel Rabina, *Class of 2022*
Frank J. Failla, Jr. & Patrick Griffee, *Treasurers*
Debra Joyal, *Clerk*

ST. PETER'S STAFF

The Rev'd Robert Trache, *Interim Rector*
The Rev'd Dan Gross, *Associate Rector*
Joshua Stafford, *Director of Music*
Raphael Vogl, *Assistant Organist**
Open Position, *Parish Administrator*
Mario Ramos, *Sexton*
Dee Klikier, *Director of Outreach**
Erin Bailey, *Director of The After School on South*
Katherine Bickerton, *Director of Children's Ministries and Youth**
Alan Bowen, *Minister for Newcomer Inclusion**
Osh Khublall, *Business Manager**
Loyda Andrade, *Assistant Sexton**

**Denotes part-time staff member*