

# St Mary's Episcopal Church

## 2016 Parish Profile

St. Mary's is an inclusive worship community that nurtures our relationship with God and reflects the love of Jesus by what we say and do.



85 Conestoga Trail, Sparta, NJ 07871 - 973.729.3136 - <http://stmaryssparta.org/>

## Contents

### Introduction

Our Future for St Mary's  
Who We Are - At a Glance  
The Gifts We Have to Offer

Worship  
Outreach  
Christian Education  
Fellowship  
Inreach  
Music  
Stewardship  
Communications  
Administration, Building & Grounds



Church Usage and the Community  
How We Do What We Do - Administration of Church Finances  
When We Do What We Do  
Sparta - Where We Live, Work and Play

### Appendix - Parish Profile Survey Results Summary

- Demographics, age and attendance
- Pledging history and metrics
- Worship participation
- Parish life – Strengths and improvement areas
- **Rector** and Laity – Primary Responsibilities and priorities



## Introduction

This Profile provides prospective candidates an overview of St Mary's and is available on-line at <http://stmaryssparta.org/>. For hard copy, contact St Mary's Episcopal Church, Sparta, NJ. In the following pages we share our stories with you, so that you might have a feel for who we are, what we value, and how we live our faith day by day. We begin with our dreams for our future, followed by the specifics of each current ministry and conclude with how, when, and where we do what we do. The Appendix, includes our parish survey results, to provide insight to Rector and parish responsibilities, expectations and demographics, and shows trending changes between the 2010 and 2015 surveys.

Before the spring of 2015, St Mary's parishioners were invited to attend several **cottage meetings** to share their hopes and dreams for St Mary's, and to explore what we collectively believe our next Rector would be. In addition, approximately 75% of the parish completed a **comprehensive survey** to capture priorities, feedback, demographics and the desired roles of a Rector in harmony with the parish. These two vital sources of information helped form this profile and brought us to a common understanding of who we are and where we want to be in the future. The excerpted comments that follow are drawn from the survey and cottage sessions and speak strongly of growth, of involvement, of enhanced programs, of spirituality, and of diversity. At the same time we are grounded with the realization that our success is linked to our financial stability and growth in members and pledging units. **Going into 2016 our forecasted revenue is up approximately 10%**. Growth is occurring and we are extremely excited to share it with a new Rector.

**Our ideal Rector** should inspire us as a preacher, be comfortable leading by example and be grounded in pastoral care. He or she should be passionate about welcoming families and developing our youth. Our Rector will be fully supported by the parish to be part of the Sparta community and help us grow in membership, outreach and fellowship. Our Rector is skilled in Church and Vestry administration; verbal, electronic and written communications; and will take their faith seriously, with him or herself humbly less so.



### Profile Committee

Cliff Cernek  
Joel Jennings  
Bill Kibilidis – Chair  
Ruth Muenzen  
Robin Stark  
Hattie Stone  
Al Vonderahe



## **Our Future for St Mary's**

**Who are we and where do we want to be?** ....firm upon the bedrock of our past,...we are a diverse Christian Action Community. We are Family! We Celebrate Joys and Sorrows! We play. We support. We console. We laugh. We applaud, and we encourage and welcome Newcomers. When we gather in this special place we add the Gift of Life and make our Holy shelter a Church. We sing with Praise and we Worship in the Fullness of God's Love.

### **I am a Member of St Mary's because:**

- It is my worship community offering sustainment where I live and work.
- I am drawn by Episcopal teachings and a diversity of strong spiritual and committed individuals.
- We are friendly, strong, spiritual, and committed to In and Outreach.
- A welcoming and diverse culture, cradle Episcopalian, Roman Catholic, Jewish, Lutheran, multicultural, lifestyle, generational, and more.
- I am inspired by connecting to liturgy through our Rector's Leadership.

### **My Dream for St Mary's is:**

- To grow in membership, finances, programs and diversity with Christ.
- To find and support an energetic and inspirational "full time" Pastor for a joyful place of worship.
- To continue to celebrate our pastoral, musical, administrative, and community responsibilities.
- To build stronger youth and adult education programs and share in robust Fellowship.

**Listen...** to our future. Hear the "Rugrats" percuss their way up the Hall during the Children's Chapel. Listen, to the welcoming peal of the hand bells, as the Children's Choir sings with the Chancel Choir making "Joyful Noise" that heralds our Future!

**Feel...**as we live out our Outreach objectives through enthusiastic "Sweat Equity."

**Taste...**our food based Fellowship inreach benefiting intergenerational parishioners.

**See ...**St. Mary's continue to hum with the activity of a Sussex County Beehive.

**Partake and help lead us...**as our flock is minus one Shepherd.

**Our future is one step ahead. Come, Shepherd...guide and walk with us toward the Light!**

## Who We Are – At a Glance –

Location: 85 Conestoga Trail, Sparta, NJ 07871

Diocese: The Diocese of Newark

Founded: 1919

Adult Members: 214

Pledging Units: 68



### SERVICES:

Sunday Worship:

8:00 am Holy Eucharist

9:30 am Children's Chapel  
second and fourth

10:30 am Rite II Eucharist

Mid-Week Eucharist: Wednesdays

Average Sunday Attendance: 120

### Clergy and Staff



Laura Lopez,  
Director of Music



Susan Gondek  
Parish Secretary

### Governance

- 2 Wardens (Senior and Junior)
- 1 Treasurer
- 9 Vestry Members
- Foundation (capital funds) with 5 Trustees

### Committee Structure

- Administration Building and Grounds
- Communications
- Education
- Finance
- In Reach
- Outreach
- Stewardship
- Worship





## Who We Are – At a Glance (continued)

By most measures, St. Mary's is a relatively small church. Our membership is a rich mix of ages, faith backgrounds, professions, relationships, life experiences and opinions! Together, cradle Episcopalians, plus a few Church of Englanders, and those born and raised in many other faith traditions, seek answers through shared prayer, service, fellowship, and education.

Baptized Members	290
Adult Members	190
Average Sunday Attendance	98
Households	110
Annual Other Attendance	520
2014 Baptisms	5
2014 Marriages	10
2014 Burials	5

St. Mary's is in the Diocese of Newark and our Bishop is the Right Reverend **Mark Beckwith**.

We have a proud history of involvement in Diocesan programs and ministries, providing significant leadership by serving on the Board of Trustees, Missions, Community Development, Commission on Ministry, Crossroads Camp, and more.



<http://www.dioceseofnewark.org/>



### Christian Education

- Daytime and Evening Study
- Marriage Enrichment
- Nursery help; 2 teachers
- Teach Assist Age 3-11; 12 teachers
- Teach Assist Age 12-18; 3 teachers

## The Gifts We Have to Offer

We have many time, talent and treasures offered as a diverse Christian Action Community. We coordinate these gifts through the Vestry and Rector supported by a strong volunteer Committee structure. Worship, Administration, Building and Grounds, Fellowship, Inreach, Music, Outreach, Christian Education, Stewardship, and Finance.

- We inwardly celebrate our joys and sorrows. We play, console, laugh, applaud and we encourage and welcome **Newcomers**.
- We gather in this special place called St Mary's and extend our **facilities** as we **Praise and Worship** in the fullness of God's love.
- We celebrate in **Fellowship** throughout the year and share our splendid **Music Program** to make Joyful noise.
- We **Teach** our **children** and integrate them into the services.
- We live out our Mission of **Outreach** with enthusiastic "Sweat Equity."
- We are **Stewards of our Future**



All these gifts we hold dear and our commitment means we are attentive in details. Events are planned with the church season, the school calendar, even the likely temperature and we try to coordinate so that the congregation isn't overburdened with competing schedules. Frequently, events are dual purposed, as has been the case with a "Simpler Christmas" so that Christian Education can teach about Outreach in the weeks leading up to the day when we honor donations for others in need. Each year the Vestry carefully reviews what is working well and what might need to be re-worked or set aside. In this way, Activities are designed each year to fit the participants at hand, and while some traditional events thrive year after year, there is opportunity for new ideas to gain a following.

We continually strive to be faithful in worship, passionate about outreach, and inquisitive in Christian Education.





## Worship

Worship is when our relationship with God is nurtured by gathering together at the communion table. The service of Holy Communion is held at 8:00 am and 10:30 am on Sundays and at 7:30 pm on Wednesday evenings. During July and August a single service is held at 9:00 am on Sundays. Chalice bearers, lay readers, lay Eucharistic ministers, acolytes, the choir, greeters, ushers, healing ministers, and the altar guild assist the Rector in making worship as rich and meaningful an experience as possible.



Worship at St. Mary's is inclusive, as it is our tradition to extend a welcome to everyone to come to the Lord's Table for bread, wine, or for a blessing. We are also drawn to the altar rail to receive healing prayers from members of the church trained in our healing ministry. The richness of the liturgy of the Episcopal Church is made available to us in the use of seasonal worship bulletins, further reminding us of the deeper meanings of each of the church seasons. Throughout the year as we mark the passage of the seasons, we also mark the passage of time in our lives, by blessing birthdays and anniversaries and veterans during the worship service.



**Honoring Vets**



**Epiphany Pageant**



**Bishop Beckwith**



**A Typical Sunday**



## OUTREACH

***"You received without paying; give without pay. Acquire no gold nor silver nor copper for your belts, no bag for your journey, nor two tunics nor sandals nor a staff, for the laborer deserves his food. And whatever town or village you enter, find out who is worthy in it and stay there until you depart."*** [Matthew 10:7-14](#)

St. Mary's parishioners are engaged with the world and find many ways in their daily lives to reach out to those in need. The Outreach Committee looks for ways for the parish as a whole to work on issues and projects that reflect our parish's commitment to help others in our communities and the world beyond.



Recently, the Outreach Committee of St. Mary's presented a \$25,000 Grant to NORWESCAP Newton Head Start/Early Head Start. The grant was used toward the construction of a state of the art and fully accessible Musical Playground.

Outreach offers many 'hands-on, sweat-equity' opportunities for members to give their Time and Talents to the benefit of others. Some example are:

- Hosting families for Family Promise of Sussex County
- "Project Thanks" for the seniors at Knoll Heights
- Simpler Christmas
- Water For Haiti
- Cooking for the Eric Johnson House and Manna House
- Supplying local food pantries
- Habitat for Humanity projects
- Santa Sacks
- Haven of Hope
- Youth mission trips
- Sparta Township Go 2 Center
- And much more....





## Christian Education

***"All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the people of God may be competent, equipped for every good work."*** [2 Timothy 3:16-17](#)

As St. Mary's continues to grow, the need for a comprehensive, quality Christian Education program becomes all the more important. We are particularly committed to providing the best possible learning experience to help teach our children the responsibilities of their Baptismal covenant and promises.

**Nursery:** Childcare is provided each week between 9:30 am and 11:30 am.

**Three years old through first grade:** The Godly Play program works with an interactive format to teach Bible stories related to the weekly lectionary, and provides an introduction to worship. Children return to church to be with their parents following the sermon.



**Second through fifth Grade:** This program utilizes *living the Good News* (which follows the weekly Episcopal lectionary) and provides an array of activities to generate an understanding of one's faith and mission. Children return to church during the sermon or the Peace, at the teacher's discretion.

**Junior and Senior High Students:** The teens meet at 9:30 am on the first and third Sundays of the month to discuss and grapple with the challenges of being a teen. After class, the teens attend the service at 10:30 am.

### **Vacation Bible School (VBS):**



VBS is usually held the 2<sup>nd</sup> week of July. We have had the joy of teaching 15-30 children each year, and look forward to spending another week with even more kids next year!

**Adult Education:** led by the Rector or Laity, offers diverse topics for contemplation and discussion. Periodically, throughout the year, a Wednesday evening adult opportunity is offered. A Marriage enrichment program is hosted monthly at a parishioner's home or at St Mary's.





## Fellowship

***"Therefore encourage one another and build one another up, just as you are doing." [1 Thessalonians 5:11](#)***

Fellowship is defined as "Friendly association, especially with people who share one's interests."

The Fellowship Committee plans the social activities for St. Mary's community and often teams with Outreach, Inreach, and Administration Committees to maximize the reach and benefit. Examples of these activities are:

- Sunday coffee hour and summer refreshments
- Ice cream social and summer picnic
- Mardi Gras auction fund raiser
- Seafood feast
- Christmas cookie exchange
- Seder dinner
- Spring/fall clean-up days
- International dinner
- Chili cook off
- Camping retreat weekend
- Easter brunch & egg hunt for kids
- St Mary's Foundation – Music concerts



We are a fun-loving, hard-working, small but mighty group! We encourage everyone to join to spearhead and lead activities, create and inspire new activities to generate enthusiasm and excitement in our church community.

### Sunday Breakfasts

Between mid- September and the end of May, a hot breakfast is served each Sunday between the two services. Whether it is pancakes and bacon, an egg sandwich, French toast, an egg casserole or something other, all are welcome to share in breakfast.



## Inreach

**"...Shepherding involves protection, tending to needs, strengthening the weak, encouragement, feeding the flock, making provision, shielding, refreshing, restoring, leading by example to move people on in their pursuit of holiness, comforting, guiding" Psalm 78: 52; 23**

The goal of St. Mary's Inreach program is to serve the immediate and long-term needs of our own parish family.

Various ministries and events include:

- Smiles Meals
- Greeters
- Newcomers
- Funeral Ministry
- Food for Food
- Prayer Chain
- Creating College-care packages
- Extension of Pastoral Care, and
- Our newest initiative, **FUTURECARE**.



**FUTURECARE**, is a series of adult education programs designed to educate and prepare all participants for important life decisions that lay ahead. Two of our recent classes were Medicare and Funeral Planning.





## Music

***Praise the Lord! Praise God in his sanctuary; praise him in his mighty heavens! Praise him for his mighty deeds; praise him according to his excellent greatness! Praise him with trumpet sound; praise him with lute and harp! Praise him with tambourine and dance; praise him with strings and pipe! Praise him with sounding cymbals; praise him with loud clashing cymbals! ... [Psalm 150:1-6](#)***

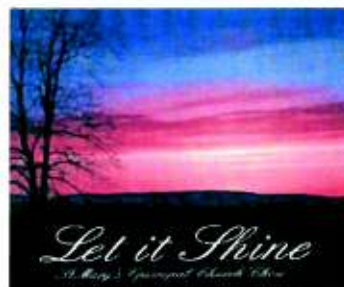
Our music Program is under the direction of Laura Lopez.



**Adult Choir** - The Adult Choir of St. Mary's sings at the 10:30 am Service every Sunday (except during the summer), and at other special services during the year. Rehearsals are on Thursday evenings from 7:30 pm - 8:30 pm, and Sunday mornings at 9:00 am. New members are always welcome to join the choir at any time during the year.

St. Mary's Choirs have recently released a CD! "Let It Shine" a selection of some of the most beautiful Church music found on Earth!

Give it a listen @ <http://stmaryssparta.org/choirs>



**Youth Choir** - St Mary's Youth Choir is comprised of children from the ages of 5 through 12. They meet the first and third Sundays on the month in the choir loft or Chapel.



**Bell Choir** - St. Mary's Bell Choir meets each Thursday at 6:30 pm until 7:30 pm. The Bell Choir performs four to five times a year, sometimes accompanying the Choir during the Sunday service and special services.

## Stewardship

***As each has received a gift, use it to serve one another, as good stewards of God's varied grace. [Peter 4:10](#)***

The Stewardship Committee is charged with keeping our Church Community healthy and vibrant by reminding us to contribute our time, talents and treasure. We are committed to a program that includes an "Every Member Visitation" and are striving to make Stewardship not just an annual campaign. No more onerous statements, like 'Give until it hurts!' so that the church can meet its yearly budget. This is a view that sees the world as full of bad news and of us as always inadequate. We choose to see the world as God's creation, as Good News, and to see ourselves as empowered by God to make a difference.

Throughout the year during the stewardship "campaign" we capture and tell stories of gifts received, of gifts given, and of gratitude for the generosity of the people at St. Mary's. We try to illustrate examples of gifts given out of joy, out of compassion, out of love – gifts that illustrate how often we 'Give until it feels good!' These stories will continue month after month, throughout the year, as we live out our Christian faith and follow Christ's preaching that we should love and care for each other.

The output of the annual Stewardship focus will produce a picture of our financial future strength (treasure) which the Vestry uses to set the following year's budget based on pledges.



## Communications

St. Mary's uses multiple channels to communicate internally to Parishioners and externally to the community. **The Bells** is our primary or traditional monthly newsletter <http://stmaryssparta.org/newsletters> working in conjunction with bulletin boards, signup sheets and Sunday announcements. The Bells is published electronically and hard copy and contains key Rector messages tied to the church calendar, Committee and budget reports, birthdays, anniversaries, and other topics of interest submitted by parishioners.

*The Bells*

To augment the Bells and web site we have a vibrant presence on social media. Our **Facebook** page has 492 followers, the largest following of any church in the Diocese and we have followers in North & South America, Europe, Asia and Africa. Facebook helps communicate church events and is our church's "Electronic Public Brochure".



<https://www.facebook.com/stmarysepiscopalsparta>

We leverage **YouTube** to attract potential visitors a "peek inside the stained glass." We post our hymns, portions of our services and the Complete Christmas and Easter Services for the world to see.

<https://www.youtube.com/channel/UCco0VEMJH3ro6x1xWvESxw>



With over 250 followers we are using **Twitter** to engage the world. We send messages of hope to those facing tragedy and weekly tweets or quotes from the Rector's sermon. <https://twitter.com/StMarysSparta>



We are also building a presence on **Instagram** used by the younger members of the Church.

**Calendar and Schedule** - Monthly schedules (acolytes, chalice, lectors, healing team, and coffee hour) can be found on the web site.

<http://stmaryssparta.org/Calendar>

## Administration, Building and Grounds

The Administration Committee is charged with taking care of our wonderful facilities in support of multiple groups, fellowship events, parishioners, Rector, and outreach and education programs.



This committee manages the Church office and coordinates cleaning contractors, repair, fire, alarm, furnace and maintenance contractors, facility, insurance, fuel and utility consumption. They perform minor building repairs and coordinate a larger team of volunteers to mow and trim the grounds. The "To Do" list never ends! Since 2014 our **operating costs are down over 20%** to help with affording a full time Rector.

In 2014 the committee strategically created a comprehensive list of needed safety and health repairs, modernization and beautification projects. A financial budget was created and projects were prioritized by the most urgent for the safety of our Rector and Church Family. "Nice to have" projects were last on the list.

With Vestry approval and capital funding from private grants, a small operating budget, and grants from St. Mary's Foundation, the committee is governing more than \$90,000 in completed or earmarked projects. Some projects utilize contractors while some just needed sweat equity from handy St. Mary's members.

### Completed projects in 2014 and 2015:

- New dual Church furnaces
- Energy efficient light bulbs
- Rectory thermal windows
- New kitchen gas stove
- 500 gal. propane tank
- Emergency medical kit
- New Rectory carpet
- Back yard fence
- Parish hallway oak doors
- Narthex oak doors
- Repaired kitchen ceiling
- Repainted Chapel and classroom
- Church wide generator system installed
- Pull down counter window
- Rectory garage door and insulation
- Updated defibrillator paddles and battery
- Paint Rectory living room, New bathroom
- Mulching of Church and Rectory grounds
- Rectory side yard clean up, stump removal
- Upgrade Church hall lighting & ceiling

### Currently Funded projects:

- New Church roof
- Modernize Church kitchen
- Rectory paver deck
- Parish Hall sound deadening
- Rectory electrical, yard, fireplace
- Rectory side yard fence

### Wish list (unfunded but hopeful):

- Church Back yard beatification
- Church gas fireplace, Rectory fireplace



## Church Usage and the Community

St. Mary's has a long history of lending our space to both church and community groups as a meeting place for AA, Brownies, Sparta Township Emergency Planning (STEP), Girl Scouts, SAT prep courses, athletic leagues, Drama studios, CPR courses, Kiwanis, and local reading clubs. We are a member of Family Promise of Sussex County hosting families in need of a temporary home. We also host wine and cheese events benefiting charities like Haven of Hope and other local groups.

A 1998 capital drive raised enough funds to expand and renovate our classrooms doubling their size. New office space was created, bathrooms renovated, handicapped accessibility provided, and a large storage room was added.

Many significant capital improvements have been made since thanks to several grants provided by the St. Mary's Foundation and two fun auction capital fund raisers. The Narthex ceiling and lighting were replaced and new glass doors were installed to our sanctuary. Our stained glass windows were completed with the dedication of five new windows. We enhanced exterior lighting on these stained glass windows for night time worship. A new sound system was installed in the narthex, hallway, and nursery. Extensive renovations were done to the pipe organ and an electronic keyboard and amplifier were purchased. The Christian education resources were boosted with a new computer, AV cart, screen, and Wi-Fi. Our parking lot was re-paved and Parish Hall received a new ceiling, lighting, a fresh coat of paint, and a coffee bar.

In 2014, we installed a Church wide generator, which allowed us to expand our Outreach and community involvement by offering our doors to Sparta as a Go-2-Center. A Go-2Center provides a warming center in case of emergency as we experienced during Super Storm Sandy. So far, Sparta has the Library, Town hall and St Mary's as designated centers. Go- 2-Centers provide for: charging of phones, offering a place of comfort, connection to Township, State or Federal resources. Although not a designated "Shelter" we will offer whatever food and water is available plus overnight accommodations if needed (BYOSB = Bring your own sleeping bag).

We also have 14 trained parishioners in the use of CPR and Our onsite defibrillator.





## How We Do What We Do: The Administration of Church Finances

While St. Mary's is a small church, and our resources are limited, we are extremely diligent about how we use the financial gifts that we receive. St. Mary's financial situation may well be unique in the Diocese of Newark, and as such, it deserves significant attention.

St. Mary's income is from pledge and plate. Small contributions made by entities such as AA provide the limited remainder. There are no rental incomes, no tapping of endowment funds or fund-raisers to supplement operating expenses, no periodic pleas to the congregation for additional funding. In fact, St. Mary's members are asked for their financial commitment to the church in the fall during the stewardship Campaign. The budget is then set from the resulting commitment, and there is NO additional 'ask' for money.

All church income and expenditures are transparent, and documented. The budget reflects the costs associated with running the church. There are budget line items which parallel the vestry organization and there is line item accountability. The budget process is clearly scheduled in the church calendar of events and the congregation has the opportunity for input to the process. In this fashion for example, church school teachers convey their specific needs to the education committee which in turn conveys it to the vestry.

**St. Mary's carries no debt.** The vestry has become diligent about funding budget line items for facilities maintenance, although certainly not to the extent to which we aspire. Our church and rectory are in very good condition, and the congregation can proudly point to many improvements to the facilities.

We have significant financial resources entrusted to our **St. Mary's Foundation** through various endowments, such funds are not used for operating expenses. These resources have enabled a number of capital improvements of late such as the Church Generator and new Kitchen commercial oven.

St. Mary's is committed to Outreach. Our budget process begins with Outreach and a percentage of our total operating income is allocated to Outreach.

As a result, St. Mary's is a congregation that is not consumed by serious financial worries, but rather dedicated to thankfully making the best of what we have been given. The vestry is a good steward and diligent about all budget lines.



## Budget and Financial Information

### Balance Sheet

#### **Current Assets of September 30, 2105**

Checking / Savings                      \$ 98,334    (Operating)

(Operating reserve forecast Approx. \$85,000)

Other / St Mary's Foundation        \$267,858    (Capital)

Total                                        \$376,110

**Liabilities**                                        **None**

### "Preliminary" 2016 Operating Budget Summary

	<u>2014</u>	<u>2015</u>	<u>2016</u>
<b>All Income</b>	<b>238,785</b>	<b>212,250</b>	<b>232,458</b>
<b>Expenses</b>			
Outreach	43,052	38,187	39,256
Pastoral	92,227*	66,111*	93,408*
Liturgical/Music	21,150	21,400	22,410
Admin/Office/Ins.	27,250	27,350	27,470
Fellowship	750	675	675
Education	2,050	2,060	3,460
Cleaning	4,400	5,500	5,200
Church Maint	7,000	4,900	5,400
Rectory Maint	1,800	1,200	1,200
Church Utilities	29,600	26,650	23,350
Rectory Utilities	<u>6,465</u>	<u>8,750</u>	<u>8,250</u>
<b>Total Expenses</b>	<b>227,400</b>	<b>202,782</b>	<b>230,079</b>
<b>Net Income</b>	<b>11,385</b>	<b>9.467</b>	(moved to operating reserve)

(\* Blended salary for Interim, Supply and Full time Rector during the year)

## When We Do What We Do

St. Mary's is an inclusive worship community. We hold services on Sundays and Wednesday evenings and also for services marking special events throughout the church year.



St. Mary's is conscientious of how we spend our time, as we are mindful of the days we are each given. We manage our annual church calendar with the same transparency as we do our annual budget. St. Mary's monthly vestry meeting dates are planned at the annual vestry retreat. Committee meetings occur on a monthly basis.

A balance of seasonal Fellowship, Education, Inreach, and Outreach offerings are planned throughout the year, with careful regard to the liturgical calendar. Events are placed on the calendar by committee proposal, with adequate time to allow members to plan their involvement.



- **We remember with love and gratitude the labors of many faithful persons who have made St Mary's the vital church that it is today.**
- **Throughout our 96 year history, eight rectors have led us in many and diverse ways.**
- **It is our hope that we continue to go forward on the path that all have generously presented to us.**



## Where we live, work and play



St. Mary's is nestled in the town of Sparta a suburban residential community in Sussex County, in the NW corner of New Jersey. This beautiful part of the state has many lakes, including Hopatcong, the largest lake in New Jersey. It's the part of New Jersey that weather forecasters are referring to when they say more snow can be expected north and west of NYC! <http://www.spartanj.org/>

We are not urban, but rather suburban and even rural, with wonderful fruit and vegetable stands along the roadsides all summer long. If we commute, it is by car, although we may drive to a bus or a train in order to go to New York City, an hour to the Southeast. We are surrounded with recreational opportunities: lakes for swimming and boating, hiking and biking trails, and ski slopes.

<http://www.sussexcountychamber.org/>

Cars, SUVs, trucks, sporting bike, ski racks, trailer hitches, and, in the winter, snow plow blades are common. The Sussex County fairgrounds are nearby, where concerts and horse-shows, State Fair, and agricultural competitions are held..

Wildlife abounds here - an abundance of deer, red-tailed hawks, turkeys, red foxes, and even the occasional black bears and bald eagles, as our neighbors.

<https://www.google.com/search?q=sparta+new+jersey&biw=1366&bih=673&tbm=isch&tbo=u&source=univ&sa=X&sqi=2&ved=0CDwQsARqFQoTCL75j5XN-cYCFcZbHgodalML8w>

Our School District provides education for approximately 3,500 students grades Kindergarten through 12 in five school buildings. <http://www.sparta.org/>

About 19,000 people live in Sparta. Local shops, grocery stores, and restaurants supplement the malls and big box stores that are a ubiquitous presence in suburban New Jersey. The local newspapers are: New Jersey Herald, Sparta Independent, Morris Daily Record, and Newark Star Ledger.





## **Appendix - Parish Profile Survey Summary**

### **Demographics**

- 70% of us live in Sparta and 30% in the surrounding towns.
- 33% of Adult are under Age 59, 33% between 59 and 69, and 33% are 69 or older.
- 30% have been members for less than 6 years while 30% are over 30 years.
- 38% of 110 households have children under 21 (up from 28% just 4 years ago)

### **Parish Life Importance**

- Our top #1 area of importance is: 1) Friendly welcoming inclusive environment
- Followed by closely ranked areas of: 2) Worship experience, 3) Pastoral Care and 4) Christian education
- Solidified by a 3<sup>rd</sup> tier of ongoing: 5) Membership Growth, 6) Spiritual Emphasis, 7) Communications, 8) Music, 9) Administration, 10) Lay Leadership Development

### **Current Greatest Strength**

Our **Music** Program leads the way, followed by 3 closely grouped set of attributes: Being **Friendly**/welcoming, **Worship** experience, and commitment to **Outreach**.

### **Improvement**

We need to equally improve the most (3 way tie) in the areas of **Lay Leadership**, **Youth Ministry**, and **Growth** (Membership and Financial).

### **Primary Responsibilities**

- We believe the Laitie is primarily responsible for Communications, Fellowship, a welcoming environment, Music, Nursery and stewardship leadership.
- Our Rector leads by example and is primarily responsible for Christian Education, Ecumenical and Diocesan involvement, Lay Leadership Development, Leading Worship services, Preaching, and Pastoral care.
- We equally share responsibility for running the church administratively, Evangelism, and youth programs.

### **The most important 3 roles for our Rector are to be:**

- 1) A Preacher, 2) Provide pastoral care, and 3) Lead by example.**

Additional foundation skills in Spiritual Advisement, Administration, Teaching, and Communicating (verbal and electronic) are desirable.



## Who We Are – Parish Statistics from the 2015 Survey

Residency:	<u>2015 Survey*</u>	<u>2014 Dir**</u>	<u>2010 Survey*</u>	
	71%	62 %	68%	Sparta / Lake Mohawk
	8%	13 %	13%	Newton / Andover
	3%	5%	8%	Lake Hopatcong area
	19%	20%	13%	Surrounding towns

\* From 2014 and 2010 Survey questionnaire - live in 6 surrounding towns

\*\* Most accurate - from 2014 Church directory, includes 12 surrounding towns within 30 minute drive

Adult Ages:	<u>Ages</u>	<u>2014</u>	<u>2010</u>
	< 29	6%	5%
	30-39	2%	5%
	40-49	10%	20%
	50-59	18%	33%
	60-69	33%	19%
	70+	31%	19%

\* Source – 2014 and 2010 Survey participants only (not a complete count)

Year Attending:	<u>Years</u>	<u>2014</u>	<u>2010</u>
	<1	6%	4%
	1-5	22%	19%
	6-10	6%	12%
	11-15	7%	8%
	16-20	4%	14%
	21-25	11%	10%
	26-30	15%	33%
	31+	31%	N/A (not a survey question)

<b>Pledging Members</b>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2106</u>
Total Pledged (\$k)	209	208	207	206	219	224	200	224
# of Pledges	72	79	70	68	69	73	68	73
Avg. Pledge (\$k)	2.8	2.6	3.0	3.0	3.1	3.0	3.0	3.1
# New Pledges	11	12	8	10	12	17	7	
Increased Pledges	30	25	31	11	27	19	10	
Decreased Pledges	11	14	11	7	5	7	14	
Pledges not Renewed	6	5	18	9	9	12	15	

<b>Pledges by Category</b>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
0-\$999 <b>Qty</b>	26	30	24	24	25	21	21
<b>Sk</b>	12.8	13.6	10.8	9.9	11.5	13.3	11.0
\$1,000-\$1,999	17	19	17	18	19	24	19
	21.8	23.2	21.0	22.2	23.7	28.9	20.5
\$2,000-\$3,499	17	19	16	14	9	12	13
	44.7	49.3	42.7	38.1	26.7	31.5	32.3
\$3,500-\$4,999	3	3	3	4	7	7	7
	12.2	10.9	11.9	16.8	27.8	28.9	29.0
>\$5,000	9	8	9	8	9	9	8
	111	111	121	119	129	121	107

## Worship Participation

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Baptized Members	234	239	242	231	193	231	299	308
Adult Communicants	187	186	193	184	134	174	206	214
Household units	90	97	99	96	95	93	118	110
Sunday Attendance (k)	5.8	6.1	6.2	5.8	5.1	5.4	6.3	6.5
Students	34	46	48	45	-	-	-	-
Baptisms	4	4	7	3	12	7	15	5
Marriages	1	2	2	2	3	0	9	10
Burials	10	4	5	6	3	2	6	5

### Parish Life - Picked as the #1 of 3 picks for Relative Importance:

#### 2015

- #1 - Friendly, Welcoming Inclusive ((41)
- #2 - Worship (32)
- #3 - Pastoral Care / In reach (29)
- #4 - **Church Membership Growth**\_(26)
- #5 - Christian Education (25)
- #6 - **Music Program** (24)
- #7 - Spiritual Emphasis (22)
- #8 - Communications (19)
- #9 - Administration (18)
- #10 - **Lay Leadership** (14)
- #11 - Outreach (13)
- #12 - **Youth Ministry**\_(11)
- #13- Fellow ship Events (10)
- #14- Counseling (10)
- #15 - Community Ecumenical Involve (5)
- #16- Evangelism (4)
- #17- Other (1 each) Great sermons, Leader
- #18 -Diocesan Involvement (1)
- #19 - **Nursery Care** (1)

#### 2010

- #1 - Worship
- #2 - Friendly
- #3 - Pastoral Care
- #4 - **Youth Ministry**
- #5 - Christian Ed
- #6 - Spiritual
- #7 - **Growth**
- #8 - Administration
- #9 - Outreach
- #10 - **Music**
- #11 - Fellowship
- #12 - Communications
- #13 - **Nursery**
- #14 - Community Ecum
- #15 - **Lay Leadership**
- #16 - Counseling
- #17 - Evangelism
- #18 - other
- #19 - Diocesan Involvement



## St Mary's Greatest Strengths

### 2015

- #1 - **Music** Program (38)
- #2 - Friendly Welcoming, (26)
- #3- **Worship** (20)
- #4 - **Outreach** (19)
- #5- Communications (17)
- #6- Fellow ship Events (14)
- #7- Pastoral Care inreach (12)
- #8-#10 -Education, (3 each))  
Spiritual, **Youth Ministry**
- #11 - Community - (2)
- #12 - Spiritual, Growth
- #16 -#19- Diocesan, Evangelism,  
Lay Leadership,  
Nursery

### 2010

- #1 - **Worship** (37)
- #2 - **Outreach** (32)
- #3 - Friendly (31)
- #4 - Fellowship (23)
- #5 - Admin (25)
- #6 - Christian Ed (22)
- #7 - **Youth** (21)
- #8 - Communications (14)
- #9 - Pastoral care (14)
- #10 - **Music**
- #11 - Community Ecum
- #12 - 15 - Admin, Counseling and Nursery,
- #13 - Growth
- #14 - Lay Leadership
- #15- 17 Counseling, Evangelism, other

## St Mary's is most in need to improve:

### 2015

- #1 - #3 Tie
  - Lay Leadership,
  - Youth Ministry,
  - Growth (20 each)
- #4 - Administration (12)
- #5 - Education - (10)
- #6 - Friendly Welcoming (9)
- #7- Evangelism (8)
- #8 - Spiritual (6)
- #9- 13 - Pastoral care, Fellow ship events,  
Nursery, Worship, Communications  
(5 votes each)

### 2010

- #1 - Growth (43)
- #2 - Community Involve (18)
- #3 -Pastoral Care (14)
- #4 - Lay Leaders (13)
- #5 - Friendly (11)
- #6 - Spiritual (9)
- #7 - Evangelism (9)

The congregation feels the following aspects of Parish Life are PRIMARILY the responsibility of the **Rector** or PRIMARILY the responsibility of the **Laity** of St. Mary's. A pointed arrow to the right or left represents a shift of 25% or more of the congregations view since the 2010 Survey.

	<b>Rector</b>		<b>Laity</b>
A. Administration (daily running of the church)	34	→	24
B. Christian Ed (Adult and Children programs)	37	→	22
C. Communications	14		43
D. Community / Ecumenical Involvement	38	←	23
E. Counseling	45		0
F. Diocesan involvement	39	←	16
G. Evangelism	32	→	27
H. Fellowship	5		52
I. Friendly, welcoming, inclusive environment	20	←	44
J. Lay leadership development	37	←	18
K. Leading worship services	48		5
L. Leading youth programs	27		31
M. Leadership by Example	44		11
N. Music Program	14		47
O. Newcomer ministry	15		43
P. Nursery	0		54
Q. Outreach	8		48
R. Pastoral Care / InReach	46		15
S. Preaching	54		1
T. Spiritual Context	52		1
U. Stewardship Leadership	17	→	43

25% + Shift 2010 to 2014

The following roles are the most important for the **Rector** to fill at St Mary's measured by number of top 3 priorities. Preacher, Pastoral care, Leader by example, and Spiritual teacher were top in 2015.

#'s	Role
41	Preacher
23	Pastoral Care
21	Leader by example
17	Spiritual advisor
11	Teacher,
11	Administrator
9	Communicator
8	Comforting
7	Counselor
4	Peace maker
3	Evangelist
3	Other
2	Social / activist