



THE EPISCOPAL CHURCH OF SAINT JAMES UPPER MONTCLAIR, NEW JERSEY

Parish Profile 2015

I. Introduction

"The Rock - a constant entity in people's lives through consistent traditions and community programming."

"A place where willingness to question tradition is fostered. A place that accepts human diversity and social justice."

These two quotes, collected from members of St. James at a parish-wide envisioning event as part of the Parish Profile discernment process, illustrate the diverse perspectives inherent in the St. James community, which at the time of our 2014 Annual Report consisted of 469 members, 140 pledging household units and 164 average Sunday attendance. While neither statement is universally representative, together they create a dynamic balance that is indicative of our community and in some ways the Episcopal Church at large. St. James is a Christ-centered community that values traditional worship service and music, while also seeking opportunities to infuse contemporary themes and frank dialogue about the world we live in today. People want St. James to feel like "home" and at the same time to be a place of spiritual growth. As such, it is important that our collective work together – whether in worship, outreach, family services or pastoral care – be grounded in both our rich history *and* the world we live in today.

Mission Statement

St. James Episcopal Church, at the heart of Upper Montclair and worshipping in the Anglican tradition, is an inclusive community focused on faith, family and fellowship. We seek to:

- Nurture spiritually through community and Christian education;
- Grow and support our diverse membership through fellowship and outreach; and
- Serve the needs of Montclair and beyond through God's love.

Brief History

The cornerstone of our main Sanctuary was laid in October 22, 1878 as a Presbyterian Church and the building was completed on October 22nd, 1880. In 1887 the building became a Mission of the Episcopal Diocese of Newark, and on the 4th Sunday in Advent, 16 of the faithful received communion. In 1888, on December 27th, the Articles of Association were signed and St. James' Church was officially established. We had 30 families, 45 people, in the "mission year."

During World War I (1914-1918) the Parish House was the scene of many varied activities. Parish and community organizations made constant use of its facilities. Uncounted garments of many kinds were made, as well as bandages. The sewing machines are still to be found in the attic! The Parish House teemed with activity every day of the week. Ninety-three men and women from the congregation served during the war and seven gave their lives. After the Armistice was signed on November 11th, 1918, Mr. Alexander Luchars offered to contribute funds to erect a tower, in place of the old steeple, as a memorial to those who died and as a thanksgiving offering for those who returned. The cornerstone of the tower was laid August 23, 1919 and bears the inscription, "For God and Country," the Cross of St. James and the date 1919. Eleven bells were given by voluntary subscriptions from the congregation and community. The plans for the Tower were made by Francis A. Nelson, architect, and the project was brought to a conclusion with a beautiful service of dedication on December 14, 1919. The bells still ring today on every quarter hour, and can be heard throughout the town of Upper Montclair!

By 1926, the buildings that we now see and use daily (with the exception of the education wing and Chapel that were built in 1965-66), were largely completed and visually the same as they are today. The

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

“Windows of St. James” were completed in 1955-56. The history of the windows suggests that all of the current stained glass windows are the work of the Willet Stained Glass Studios of Philadelphia, by Henry Lee Willet, the nation’s foremost artist in stained glass.

Hildreth Meiere (1892-1961) was one of the most influential and creative decorative artists of the Twentieth Century and one of the few women whose achievements gained the recognition of the art establishment in the early 1900’s. Meiere’s murals and mosaics continue to be enjoyed in church and public buildings across the United States, including the medallions above the doorways to Rockefeller Center in New York City. St. James is fortunate to have its sanctuary enhanced by Meiere’s art. Meiere’s reredos painting of Jesus’ calling the fishermen James and John to follow him still graces the altar of St. James today.

The Vestry has endeavored to maintain the wonderful legacy of buildings and bells, woodwork and windows for the next generation. In 2013 we celebrated the 125th anniversary of St. James. Our church is a living, breathing, flourishing family, with a legacy from the past and a promise of the future, for ourselves, and those that come to this place of worship after us.

For additional information about St. James please visit our website:

<http://stjamesepiscopal.org/>

For a video tour of the church sanctuary please visit:

https://www.youtube.com/watch?v=f_bmu7YbzZA

For videos showing music programs and other events please visit:

https://www.youtube.com/results?search_query=st.+james+montclair+nj

II. Distinctive Demographics of Upper Montclair & St. James Church

Upper Montclair, NJ is a distinctive community in many ways. The population is significantly above average in both wealth (median household income of \$155,609 versus \$71,637 for the rest of New Jersey and \$51,371 for the rest of the country) and in education (48% of adults hold post graduate degrees and another 36% hold bachelor degrees). Many residents work in New York City in the media and finance industries. There are also many residents who work in education and the arts. Though above average in consumer spending, the two areas where people in Upper Montclair outspend national averages the most are in education and in contributions to support causes of interest. The community is both entrepreneurial and philanthropic with approximately double the state percentages of persons who are self-employed and employed at not-for-profit companies.

According to some political analyses (e.g. inside.com), the community’s political party affiliation is 94% aligned with Democrats on foreign policy, healthcare, environmental, economic, social and immigration issues. It is also a very inclusive community.

Despite continuing struggles to maintain balanced classrooms, Montclair School District (which includes Upper Montclair) is considered a model for fully integrated and high performing magnet schools. Montclair has avoided “white flight” while maintaining within narrow tolerances the same proportion of white and African American students in every school. Approximately 35% of students are African American and 7% are Hispanic. Referred to as “Integration Eden” by the New York Times (1994), this

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

attracts many families, both white and of color, with children to move here. According to the Wall Street Journal, Montclair continues to be a heavy draw for New Yorkers looking for additional space to raise children.

Montclair has always been known in the African American community as a welcoming place to live and raise families, but *Interrace Magazine* also named Montclair one of the best places for interracial couples to reside. Finally, the *New York Times*, City-data and Patch.com refer to Montclair as a gay-friendly community.

Known as an attractive community in which to raise families, over 75% of households are family households, versus 66% nationwide. A common trend is that many families move to the community to raise children, and then leave after their children have graduated from high school.

These foregoing demographics are all represented at St. James and this diversity and inclusiveness helps define what members describe as a “warm, welcoming and family-oriented church.” These qualities also draw attendance from well outside of Montclair.

In a 2014 survey of members (n=121), 21% of members responded that they live 15 or more minutes away, which is what makes St. James a “magnet church” for surrounding areas. Also of note, 74% of respondents reported being members of the church for ten or more years. While St. James offers two services each Sunday (regular 8:15 AM and 10:15 AM; summer months 8:15 AM and 9:30 AM), the majority of members (69.5%) typically attend the later 10:15 AM choral service. The 2014 Annual Report documented average Sunday attendance at 164 people. In addition, 73% of survey respondents were age 51+, 61% were female and 90% were Caucasian. Just over half of the respondents were married or in a domestic partnership with a spouse also attending St. James, and 25% reported having children under the age of 18. Finally, 79% of respondents were confirmed or received by a Bishop in the Anglican/Episcopal Church. Among those not raised Anglican/Episcopal, the most common denomination to have transferred from is Roman Catholic.

St. James has unique strategic advantages to growing in the midst of a diverse, highly educated and intellectually curious community. St. James accepts inter-racial couples, the LGBT community, and those who intellectually support them, as well as those with curiosity who question and compare faiths and traditions of organized religion (discussions of Islam and Judaism have had some of the largest attendance). Not all churches will embrace new members with these qualities. Finally, unlike any other church, St. James is centrally located in the heart of Upper Montclair town center and serves as the village green for community activities. Over the past two years, under the Interim Rector, we have seen how all of these advantages can strategically be used to attract and grow the congregation further. A new Rector will want to continue to build upon these advantages.

For additional information about Montclair and Essex County please visit:

- Montclair on Wikipedia: http://en.wikipedia.org/wiki/Montclair,_New_Jersey
- Town Website: <http://www.montclairnjusa.org/>
- Essex County on Wikipedia: http://en.wikipedia.org/wiki/Essex_County,_New_Jersey
- 2015 Great American Main Street Award Winner – Montclair, NJ:
http://www.nj.com/essex/index.ssf/2015/03/nj_downtown_named_2015_great_american_main_street.html

III. Our Mission & Ministry

In June 2015 the profile committee conducted a focus group event with members of the congregation participating in ten small breakout groups of ~8-10 members each to discuss our mission and ministry.

Profile Event Background

A total of 102 members of the church took part in the focus groups with 62% being female and 38% male. Length of membership varied from less than a year to over 50 years with over 40% of the participants' being members for longer than 20 years. Age range of those who participated was from youth group members to 65+, with 78% of those being 35+ years.

Our Methodology

In our small groups all were asked the following same three questions:

1. Tell us about a time you have been helped at St. James.
2. What one word describes St. James?
3. What do you think God is calling us at St. James to be?

In order to ensure all thoughts were captured, those who took part wrote their response to these questions and then shared them aloud with their small group. After the breakout sessions, the large group reconvened and summaries of each group were presented. Additional thoughts and questions were then taken from the floor.

Focus Group Themes

The following themes emerged from the focus groups:

THEME #1 - St. James is described by its members as a welcoming & supportive community.

"I encountered St. James on a morning in the fall. The door was opened and invited anyone to come in. I was late... but several people asked me to stay."

"A community of supportive friends walking through life searching and experiencing God's grace together. Community is the most important aspect of St. James."

"[The priest] came to my house when I was pregnant with my daughter and on bed rest. This parish has always been so supportive to me and my family. Parish members brought food and came by to check on us. The relationships built here are for a lifetime."

The one word that describes St. James by a large margin fell into the category of **supportive** with that specific word mentioned twelve times. Like words included *caring, compassion and comforting* as well as *acceptance, reassuring and understanding*. The second category of words that stood out could be described as **welcoming** stated six times with **community** cited four times. Some other words relating to **welcoming & community** were *not-alone, open, inclusive and accessible*. That was followed by the **enriching spiritual** aspects of St. James described as *spiritual growth, spiritual foundation, gratitude and God's presence*.

THEME #2 - Members most often recall receiving help from St. James during times of trouble and transition.

“There have been times when...a family member was seriously ill and I felt very alone in my sadness and fear. The church made me feel...supported and cared for.”

“During this past year, our family received immeasurable support, prayers, and love. This is actually the second time this parish has ‘been there’ for us during a health crisis...”

There were two primary themes that emerged when members commented on receiving help from the church. Over 25% of the participants cited receiving help during times of death, illness and surgery. This help took the form of prayer, prayer circles, spiritual comfort and support from clergy and people in the parish as well as meals that were brought into their homes.

“When I lost my job I received spiritual help... [so] I stayed in a good place rather than fall into depression.”

“Even though I had only attended St. James once, the Reverend reached out with support & encouragement when I was pregnant and after the baby was born, they sent flowers, offering congratulations and support.”

Almost 21% remembered an occasion when they were going through a time of trouble or transition. Numerous examples were mentioned: loss of employment, difficulties on the job, divorce, when family members were deployed overseas, personal issues, as well happy occasions such as births, weddings, and new marriages. During these times the church again provided support, comfort and someone to talk to.

Our service to the community during Hurricane Sandy, when the church opened its doors to all, was also mentioned several times. During the ten-day period following the hurricane, St. James was designated as an official emergency relief center, and provided shelter, electricity, heat and food for hundreds of people in the surrounding community, many of whom visited St. James on a daily basis during this time.

THEME #3 - God is calling us at St. James to continue to grow as a welcoming community.

“[We are called] to be a beacon in Upper Montclair that inspires us and others.”

“A welcoming place for all people who want to receive God's love into their lives and become their spiritual home.”

“A growing community bringing faith and service to a larger, diverse community.”

Without a doubt this church, as overwhelmingly characterized by the members of the focus group, believes that God is calling upon St. James to continue to grow as a vibrant church serving its members and its extended community of Montclair and the world. People want St. James to have an even greater established presence in Montclair; that it be known by its actions as a thriving, caring, Christian

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

community that reaches out and serves all who surround it. It was expressed that St. James should be a spiritual respite for our members and all who come to find peace and develop a relationship with God. That we, as a church move our holy mission forward and be a center of inspiration that continues to be inclusive, welcoming and accepting of everyone no matter who they are or what they believe. And finally, in our outreach efforts St. James should aid those who are less fortunate.

IV. Diocesan Mission & Vision

The Diocese of Newark comprises the northern third of New Jersey, with congregations in Bergen, Essex, Hudson, Morris, Passaic, Sussex, Warren, and Union counties. More than 3.5 million people live within its bounds. It is a largely urban diocese, and includes the 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. Of New Jersey's 566 municipalities, 206 are located in the diocese.

There are 102 congregations and 4 affiliated worshipping communities located in the Diocese of Newark. There are approximately 26,000 worshipping Episcopalians and we have over 200 active ordained clergy, both men and women. Our worship and liturgical expression is vibrant and varied, ranging from Anglo-Catholic to liberation to conservative to liberal Protestant to Evangelical.

The Diocese of Newark collaborates with God in the mission of Jesus in the 21st century, providing opportunities to grow spiritually, to serve and advocate for those who are marginalized, and to receive expressions of healing and care. The diocese was among the first to ordain women to the priesthood and to ordain openly gay clergy. A passion for diversity and inclusion has called the diocese to be among the leading advocates for equality and justice for people of all races, cultures, religions, and socio-economic backgrounds. The diocese also enjoys a strong mutually supportive ministry with the Diocese of Panama.

For more information about the Episcopal Diocese of Newark please visit:

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

V. Financial Information

Pledge and plate income currently represents 63% of the operating budget, which is approximately \$580,000. St. James has eight endowment accounts that totaled \$2,730,143 at year-end 2014. These accounts are earmarked for expenditures such as music, education, seminarian support, building maintenance and discretionary expenses of the clergy. In addition, in 2008, a Capital Campaign was raised \$1.2M, of which \$186,975 remains unspent at 12/31/14. Our Investment sub-committee actively manages these funds. Currently, the Vestry authorizes a 4.5% draw from these accounts each year and in 2015 the distribution accounts for 17% of our budget.

A Preschool is housed in our building complex and the school contributes 9% of its revenues each year plus its share of utilities, insurance and cleaning services. St. James also receives income from other groups who rent our space. Total funds from these sources total \$109,000 in 2015 and represents 19% of our budget. Lastly, each year St. James is the recipient of proceeds of a bequest earmarked for youth programs. That accounts for the balance of the budget.

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

Extraordinary expenses have been met through targeted special appeals such as the Capital Campaign mentioned above. A new organ console costing approximately \$240,000 was recently installed, updating the instrument to state-of-the-art following 70 years of continuous service. St. James raised \$220,000 for the organ restoration, using a combination of internal funds and a 2-year fundraising appeal (\$180,000).

Our Memorial Tower will require substantial repair. An Engineering firm was hired this year to work with a special committee of the church to provide repair estimates. This project will require a targeted fund-raising appeal in the near future to address this need.

Finally, St. James owns and maintains a single-family home (i.e., Rectory) within a half-mile of the church in Upper Montclair. Rent-free use of the Rectory as a primary residence is part of the compensation for the Rector (and family, if applicable).

VI. Gifts & Ministry of the Congregation

The members of St. James have a rich and diverse set of talents, which they contribute to the church. Each year, as part of our annual Stewardship campaign, members are also asked to complete a “Time and Talent” sheet, indicating their areas of interest.

The theology of our mission is to encourage people to give back to the family of St. James and to engage in community building “because we have been given so much.” From our 2015 Stewardship campaign:

- Our goal was 100% participation and we reached 95%
- We exceeded the \$360,000 financial goal set by the finance committee
- We continue to increase our pledges as Newcomers understand that pledging is part of their commitment to joining St. James

As far as “Time and Talent” offerings, members showed the most interest in Worship (e.g., alter guild, ushers, choir and lectors), Parish Life/Fellowship (e.g., coffee hour and cooking ministry), Education (e.g., adult forum and educational events) and Outreach. Many members feel that community outreach is a core feature of our identity, and there is also a strong desire to continue expanding our outreach efforts. In recent years, St. James has supported Toni’s Soup Kitchen (a ministry of another local Episcopal church) by preparing and serving food, donated backpacks and school supplies to children with parents in prison, collected diapers for the Interfaith Hospitality Network, and provided financial support to schools abroad, including the Kinyago-Dandora School in Kenya. It is not uncommon to find members of St. James participating in these activities with their children and multi-generational groups, as they offer a way to “give back” and exemplify Christian values.

There is a full Sunday School program at St. James staffed by Lay Leaders and led by the Assistant Rector. Like many churches, achieving full participation and regular attendance at Sunday School are ongoing challenges due to competing demands on modern families. Still, children are an active part of the St. James community and are encouraged to participate in services and outreach activities. We also host many child-specific events such as The Living Stations of the Cross, Easter Egg Hunt, Christmas Pageant, Ghost Tours and Talent Night (which includes kids-at-heart too!). There is also an active Adult Education program that meets regularly and is facilitated by a combination of Clergy and Lay Leadership.

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

While there are too many activities, ministries and special events to detail within this Parish Profile (see <http://stjamesepiscopal.org> for comprehensive list), here are a **few** shining examples:

EDUCATION & FAMILY

Youth Group Program

Over the past two years, our Interim Rector, with support from Lay Leaders within the congregation, has developed a thriving Youth Group program for teenagers. In fact, Youth Group members participated in our Parish Profile Event and shared experiences about how their families were helped when someone was sick or had died, how they met new friends, and how they were drawn in by activities like being an Acolyte or participating in the annual Christmas pageant. The Youth Group also takes an annual mission trip to provide services to areas in need, such as helping to rebuild homes along the New Jersey coastline after Hurricane Sandy. The church also seeks to maintain its connection to youth members even after the leave for college. High school graduates are encouraged to maintain communication with clergy, and care packages are sent to them in college. One significant tradition involving the youth is Senior Sermons. Each June, graduating seniors are invited to “preach” a sermon.

For a sample of a youth sermons, please visit: <http://stjamesepiscopal.org/sermons>

St. James Preschool

St. James Preschool offers a secular program for preschool age children, which is designed to foster the development of the whole child — emotionally, socially, intellectually and physically. Currently, the preschool serves over 90 children ages 18 months to 5 years old in a year-round program. Through its nurturing and stimulating preschool environment, St. James helps its students make the transition from the protected family atmosphere to the expanded community in which they live. The Preschool has its own board, on which two members of the Vestry and the Rector serve. As noted in the financial section of this Profile, the Preschool runs on its own budget overseen by the Vestry, but contributes to the operating budget of the church. Nestled in the heart of Upper Montclair, St. James Preschool is fully licensed by the State of New Jersey and has served area families for over 30 years.

Please visit <http://stjamespreschoolnj.com> for more information.

COMMUNITY OUTREACH

Empty Bowls Food Drive

For the past two years, St. James has conducted an Empty Bowls food drive. Members of the parish are deployed in teams to several local grocery stores in the area. They stand outside the store and ask shoppers to purchase and donate food items, which are collected and later donated to the local Human Needs Food Pantry. Since 1982, the Human Needs Food Pantry has provided food, clothing, and other services to people in need who live in Montclair and neighboring communities in Essex County. Their diverse client base includes families and singles who are elderly, disabled, home-bound, unemployed, or underemployed (working poor). Eligibility is determined using federal guidelines, which base need on income. There has been a tremendously positive response to this outreach initiative, both amongst parish members and in the local community.

Please visit <http://humanneedsfoodpantry.org> for more information.

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

The St. James Players

The St. James Players are a community theatre troupe founded in 2011 by members of St. James, as part of the church's community outreach mission. Each summer, the troupe brings to life a work of William Shakespeare for contemporary audiences, and has expanded to include community theatre performers from throughout Northern New Jersey with a wide range of acting experience and professional backgrounds. The troupe welcomes new members and anyone interested in theatre craft. We embrace a collaborative artistic approach, where new ideas, character exploration, and modern interpretations of classic texts are considered part of the creative process.

Please visit <http://stjamesplayers.org> for more information.

Partnership with the Upper Montclair Business Association (UMBA)

St. James is the only church in Upper Montclair that is a member of the Upper Montclair Business Association (UMBA). This group consists of local businesses based in the Upper Montclair business district. Through this partnership, St. James has been able to reinforce its role as the spiritual heart of Upper Montclair. We have offered our space as a watering station and bathrooms for public events, and co-sponsored activities such as the annual tree lighting and Santa's Brigade.

Please visit <http://umbanj.com> for more information.

FELLOWSHIP

Progressive Dinner

Held on a Saturday evening each May, *The Progressive Dinner* is a terrific, fun opportunity to socialize with friends and make new friends. The evening starts with a festive BYOB cocktail hour at the home of a parish family. Then, each person or couple "*progresses*" to dinner with their hosts as an intimate group of 7-10. After a sumptuous dinner prepared by our cooking ministry, we finish the evening with a candlelight dessert in the library and memorial garden at St. James. Childcare (offered at St. James) is available. The dinner offers an opportunity to connect with fellow members in a casual and intimate setting, and is something that everyone looks forward to.

VII. Gifts & Ministry of the Clergy

St. James is seeking a multi-faceted, dynamic and motivated leader who will fulfill broad, spiritual leadership and administrative responsibilities. The new Rector will work with a team consisting of an Assistant Rector (partly endowed position), Director of Music Ministries and Organist, Director of Preschool, Sexton, Parish Secretary and Bookkeeper. Based on the views of the congregation, we are seeking a Rector who will excel in several key attributes described below:

• **Engaged and Engaging**

- The congregation is comprised of a diverse group of individuals with a range of views and attitudes as well as a number of demographic characteristics such as age range, race, gender, and sexual orientation. It is imperative that the rector is comfortable to welcome, interact and engage this wide-cross section of individuals. Ideally, the Rector's personal style – whatever it may be – should incorporate a warm and friendly demeanor that will make him/her approachable and, over time, sought out by parishioners. It is our expectation that the rector will take the initiative to proactively seek out opportunities to

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

establish and develop appropriate personal relationships with parishioners. The rector must be driven to make these connections and thoughtful about the needs of the individuals who form the body of church, in congruence with the needs of the church and diocese overall. He/she must seek to discern where individuals are in their spiritual journey and how St. James may best serve the individual(s). To be truly impactful, the rector must execute a person-by-person effort to establish authentic connections with existing and potential new congregants. This will be required for a foundation of trust, open communication and successful collaboration.

- **Inspired Preacher and Spiritual Leader**

- The role of worship leader is a fundamental part of any religious leader's responsibility and at St. James, the rector's attributes in "leading the flock" will have a significant weight on the overall assessment of performance. Worship at St James Episcopal Church congregation is fairly well steeped in the Anglican/ Episcopalian tradition and liturgy. We are proud of the traditions and believe in the Scripture but believe that applying it to the present day can be a powerful guiding light for the way we live today. It is valuable for the worship service (including sermons, hymns, special blessings and other activities that may be incorporated) to also contemplate or incorporate contemporary topics and issues. In so doing, the Rector will show the congregation how to apply the message to today and practice our Christian values. We are seeking a minister who is passionate about these values, has a deep intellectual understanding of the Scripture, and is also an inspiring, discerning and thought-provoking preacher who will drive the congregation to practice Christian living in our modern day lives. We are also seeking someone with tolerance to explore questions from the curious and to accept those spiritually uncertain.

- **Multi-dimensional Manager**

- To command an unwavering level of respect, the Rector should be seen as a visible, confident leader. In the role of "CEO" for the St. James Church, the expectation is that the Rector will work closely with the vestry but will proffer views/ perspectives that contribute to the current situation and the long term strategy for the church. Consequently, the Rector should be active in the implementation of ongoing programs and play an instrumental role in the development of new initiatives. This will include a range of non-worship activities sponsored by the community such as Parish Life or Outreach programs.
- Management activities will include reviewing and approving budget and expenditure, determining appropriate programs and hiring of staff and contractors as needed. The St. James property requires special mention because of the complex needs and Rector's involvement. As mentioned, the church operates a popular private preschool which contributes to the overall Parish finances and the Rector is required to serve on the Board, meet with staff and provide input on major decisions. We also allow meeting rooms to be used by various non-profit groups including Boys Scout and Alcoholics Anonymous for a fee. In leading the operations of an active church and congregation, the Rector will need to manage the resource team effectively including responsibly delegating certain duties to staff and volunteers.
- St James is also very engaged with the Diocese and is proud of our commitment and participation in diocesan campaigns. The Rector must serve as an effective liaison and worship/leader representative to the Diocese.

ST. JAMES CHURCH OF UPPER MONTCLAIR, NEW JERSEY
Parish Profile 2015

- **Set the Example; A Moral Compass**

- The Rector *must* lead by example – the congregation needs to see authentic commitment to Christian life and values. Ultimately, he/she must demonstrate personal time with God. That can take a variety of forms although we would expect it starts with scripture and prayer. We would expect other God-given gifts, abilities, talents and interests as well that could be shared with the St James community for example feeding the poor in our Soup Kitchen, ministering to the sick who are house-bound, counsel the hurting, or raising money for a good cause.
- Our congregation includes many impressionable youth who should be able to look to the Rector as an example, an embodiment of a true north.
- In embracing the mission for an inclusive community focused on faith, family and fellowship, the Rector needs to lead the flock and through his/her own example demonstrate a God-centered orientation and serve the needs of our congregants and our neighbors through God's love. The Rector we are seeking will reinforce for our parishioners and show new congregants how, why and, most importantly, who to worship.

VIII. Conclusion & Future Challenges

This profile was developed through a lengthy and multi-faceted process. Our hope is that the profile serves not only as a guide for selecting our new Rector, but also as a starting point for discerning what the members of St. James want for the future of their parish. It should also provide a foundation for the new Rector to engage with members around setting goals for the future of St. James, and initiating a strategic planning process.

We see three main challenges for the future of St. James. First, there is a clear desire articulated by members to increase outreach efforts. However, we continue to grapple with defining outreach in a predominantly affluent community. The new Rector should help St. James determine if this missional work means going beyond the boundaries of Montclair, or finding ways to engage our immediate community through spiritual growth and connection to God. Second, we have been blessed with a historic, complex and aging property, which will require steadfast diligence and stewardship to maintain. A capital campaign will be required in the near future. Finally, one universal aspiration of the members is to continue to grow the church as a welcoming parish in Montclair. While the church experienced some decline in membership numbers starting during the Great Recession (2007-2009) and continuing through to 2012, St. James has rebounded and seen steady growth over the past two years. This growth must continue for the sustainability of our parish. Our hope is that the new Rector will help us face and address these challenges in the spirit of Christ.

--

THIS PROFILE WAS FAITHFULLY PREPARED AND SUBMITTED BY THE PROFILE COMMITTEE:

Chair - Jamie Pagliaro

Chaplain - Rev. Dr. Tim Barrett

Members - Nathaniel Cheney, Lyenda Delp, James Griffin, Elva Moser, and David Smythe