



St. Bartholomew's
Episcopal Church

Parish Profile 2017

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WELCOME

Dear Partner in Discernment:

Welcome! We are the people of St. Bartholomew's. We are a nurturing, inclusive community centered in Jesus Christ, called to grow in our faith through worship, ministry, education, and service. Our common journey has brought us to this time of transition, and we have recently completed a period of self-examination. More than 100 of us took part in small focus groups, and a parish survey conducted by the Holy Cow! Consulting group was taken by 229 parishioners, representing 103% of our average Sunday attendance.

We are 63% female, 96% white, and 36% of us have been attending St. Bart's for over 20 years. Although 45 % of us are 65 or older you will hear the voices of many young children echoing through the nave on any given Sunday. Over half of us have advanced academic degrees, but we recognize that wisdom often lives outside the academy. We have among us many talented musicians, artists, writers, teachers, and healers. We have a wide diversity of household income and live both near and far from the parish. We have a history of inclusiveness, and all of our sisters and brothers are well integrated into one community.

While some of us are cradle Episcopalians, many of us began our faith journeys in other traditions, and some of us live in interfaith households. We are theologically progressive. We are attached to our high church traditions and are proud of our strong music program.

We have a long tradition of bold outreach and commitment to social justice. We do not hesitate to stand in opposition to authority for the sake of justice and love. We have a wide variety of inreach ministries, and consistently strong, thought-provoking formation opportunities for all ages. Our programs for children have been greatly strengthened in recent years, and we are experiencing a renewed sense of purpose in many of our outreach ministries.

In recent years, we have struggled to align our aspirational goals with our financial realities, and our current leadership has taken steps to achieve a balanced budget. Among these is the conversion of an associate clergy position to a part-time lay staff position. While we appreciate the courage of our leaders in making difficult and responsible decisions, we are hurt that we must continue our journey apart from our Associate Rector for Youth and Young Adults. Many of us may still be grieving this loss when you arrive.

We long for a more racially and ethnically diverse community, but have not yet made the necessary changes for that community to flourish. We are seeking new strategies to reach new people and to increase volunteer involvement in our ministries. We are looking for new and loving ways to care for one another, being mindful of the challenges and gifts that come with aging, with disability both seen and unseen, and with grief both public and private.

We are serious about our mission but also value humor and play. We love, we create, we reason, and we yearn to live in harmony with creation and with God. We see our parish community as a source of meaning and purpose in our lives. We hope you will, too.

We invite you to enter into this journey with us.

Your fellow travelers,

The People of St. Bart's



OUR HISTORY

In our strength and our fragility, our brokenness and our healing, through all of our sitting down and our rising up, we have been united as a community by our desire and our struggle to be the hands, feet, eyes, and heart of Jesus in the world, on our holy little hill and beyond. Looking back, may we gain courage and inspiration for the road ahead.

In the beginning, we were thirteen would-be parishioners hoping for an Episcopal church to call home in the growing Toco Hills neighborhood of North Atlanta in 1953. We celebrated our first worship service on January 31, 1954 in the auditorium of an elementary school that once stood not far from our current property. Within a few years, we became active in various outreach ministries, with many parishioners committed to the Civil Rights movement under the leadership of our first Rector, The Rev. Austin Ford.

Within a year of that first worship service, we were recognized as an organized mission of the Diocese of Atlanta, with The Rev. Harry Tisdale (then the Rector of Holy Trinity Church in Decatur) as priest-in-charge. We also purchased land, moved a war surplus barracks building onto the grounds to serve as the first church building, and built a rectory. In 1957, when we had grown to over 250 communicants, we constructed and dedicated a new building, and we transitioned from a mission to a full self-supporting parish.

Along with our commitment to inclusiveness, outreach and worship remain central to our identity as a community today.

A Tradition of Outreach. Our early outreach efforts included establishing a Service Guild in 1960, through which more than 50 women volunteered with several organizations, including The Training School for Girls at Adamsville, Gatchell School for neurologically impaired persons, a preschool for underprivileged children in the Lynwood Park community, the Cerebral Palsy School, and the Howard School for children with learning disabilities. Parishioners were involved in the Civil Rights movement in



the 1960s, and the local leaders of Student Nonviolent Coordinating Committee (SNCC) were active members of the congregation. In March 1965, Father Ford led 13 parishioners to join the march from Selma to the steps of the Alabama State Capitol in Montgomery. In the 1970s, a Meals on Wheels program was begun in the St. Bart's kitchen. During the tenure of Father Woody Bartlett, we emphasized outreach to the inner city, including programs at several housing projects, such as the Carver Homes outreach project. In 1977, we joined the Villa International Atlanta ministry.

In 1982, during a period when we were searching for a new Rector, the parish opened the St. Bart's Family Shelter, the first in the Atlanta area, in Warden's Hall. During that first winter, the shelter served 38 homeless families, and more than 200 parishioners served meals or hosted

overnight. The ministry shared the space with the Parish Hall and the Sunday School program until 1989, when it moved to the original church building and was renamed Nicholas House.

"The amazingly remarkable thing about St. Bartholomew's was the willingness of the folks to step out in faith to try new things or expand on what had been—Nicholas House... Project Open Hand...Jerusalem House...the Olde English Festival expanded to give all the profits away keeping nothing in house. A remarkable group of folks who were willing to act on an idea and make it come to pass." - Former Rector



WHO WE ARE



The Rev. Chester Grey was called in 1983, and our outreach work continued, with the parish participating in establishing Jerusalem House, the first permanent residence in Atlanta for homeless people with AIDS, and the beginning of a collaboration with Project Open Hand, which provided meals for people homebound with HIV/AIDS. The Emmanuel Center for Pastoral Counseling was founded in 1986 and continues its mission today. In 1998 we joined with other communities of faith to found the Toco Hills Community Alliance, a ministry that provides emergency assistance to local families and is currently housed on St. Bart's campus in Nicholas Hall.

"What a wonderful parish! In all honesty, I've never found any that could hold a candle (or in the case of St. Bartholomew's, many candles) to it... There's just nothing like it. I remember it most fondly, and often describe it, as a place that challenged me to live out the Gospel every bit as much, if not more, than I challenged it. What a great gift to a priest." - Former Rector

Supporting our Worship. While continuing our deep involvement in outreach efforts, we experienced periods of growth within our own community. We began a long-running fundraiser, the Olde English Festival, welcomed new staff, and constructed new physical spaces for worship.

In 1976 it became apparent that our organ had to be replaced. Unable to find the funds to make the purchase, but encouraged by a matching grant, the women of the church organized the first Olde English Festival. Half of the proceeds of the first Festival were used to obtain an organ and the other half went to outreach. Following the organ purchase, the Olde English Festival continued annually for 25 years, with the net proceeds going to organizations outside the parish.

Since the first Sunday St. Bart's held Eucharist, we have always had a small choir to enliven our liturgy. From these humble roots, the program

blossomed with the performance of our first major masterwork, Vivaldi's "Gloria" in the early 1970s. This was a bellwether which was quickly followed by the founding of a youth choir, a children's choir, a handbell choir, and a madrigal choir which performed for the Olde English Festival among many other special events.

By the late 1980s, the music department had grown enough to require a full-time choirmaster which we have sustained ever since. With a dedicated choirmaster, the music program has grown to support choir tours, artists-in-residence, and the expansion of sung evening prayer services.



"I remember back, maybe 30 years ago, Faure's Requiem Mass was sung on Good Friday. During the service a fierce thunderstorm took out the electricity and the balance of the service (and the music) continued by candlelight lending additional solemnity." - Long-time Parishioner

WHO WE ARE

In 1990, plans were started for a new sanctuary, and the building was completed on April 26, 1996. Under the leadership of The Rev. Stacy Sauls we purchased a labyrinth window, which is now above the altar. We also dedicated the St. Joseph of Arimathea Memorial Garden in 1992, fulfilling a longstanding desire to have a cinerarium on the parish grounds. It was during this period of time that we started to upgrade and remodel our physical plant, including adding facilities for the handicapped, an effort that continues today. In 2001, we started renting our facilities to Congregation Bet Haverim, a Reconstructionist Synagogue, for their High Holy Days. This is an example of our belief in community outreach to all our neighbors.

Space for All. Within a few decades of our founding, we began to recognize the space for women behind the altar, behind the pulpit, and in leadership. We elected the first woman to our Vestry in 1970. In 1983 The Rev. Nancy Baxter, who was at that time newly ordained and had recently begun the Episcopal Center at Emory University, became a part of our clergy team and was followed by many women priests, including Lori Lowe, Eloise Halley, Stina Pope (who joined the parish as in 1988 as the first openly gay cleric in the Diocese of Atlanta), Marion Kanour, Susan Latimer, Sharon Hiers, and Beverley Elliott as well as female seminarians.

In March of 1999, we celebrated the committed relationship of a same-sex couple with a service that later became permissible in the Diocese of Atlanta. In 2000, during a time when we were searching for a Rector, the Vestry and clergy offered another same-sex couple the opportunity to join in Holy Matrimony. After discussions with the Standing Committee, however, a ceremony was held that was similar to what had previously been used. In June 2015, when the Supreme Court ruling made same-sex marriage a nationwide right, we welcomed the news with joy and relief. Since that ruling, we have had seven same-sex couples celebrate the sacramental rite of Holy Matrimony in our nave.

In 2002, we welcomed our most recent Rector, The Rev. William McCord “Mac” Thigpen III. During his tenure we celebrated our Jubilee, marking our 50th year as a parish. In May 2002, the Vestry started an Endowment Fund for outreach and capital improvements to our parish. In addition, the Heirs of Anna and Simeon was established as a legacy society for parishioners who state that the parish would be included in their estates. Our longest serving Rector, Father Mac retired in 2016, leaving us as a healthy community with his legacy of good leadership and strong pastoral care, and inspiring us to continue our work with respect for the dignity of every human being.

In 2004, we celebrated the fiftieth year of St. Bart's journey as a parish, and a comprehensive Jubilee History was published and is available through the parish web site:
<http://stbartsatlanta.org/welcome/our-history/>



PARISH DEMOGRAPHICS

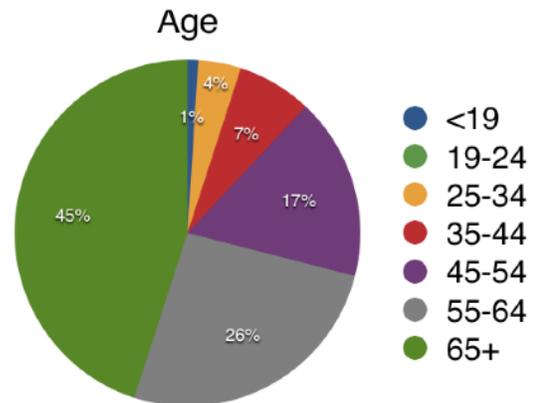
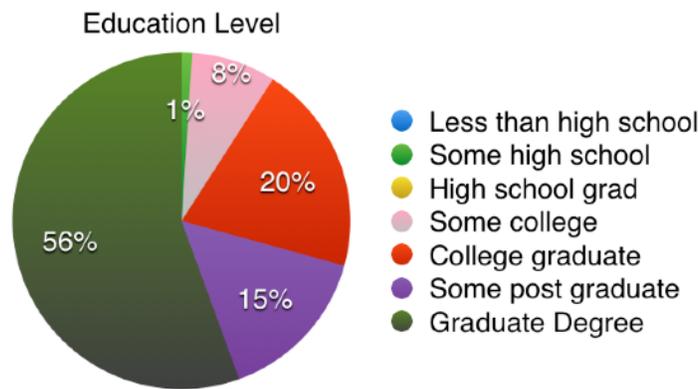
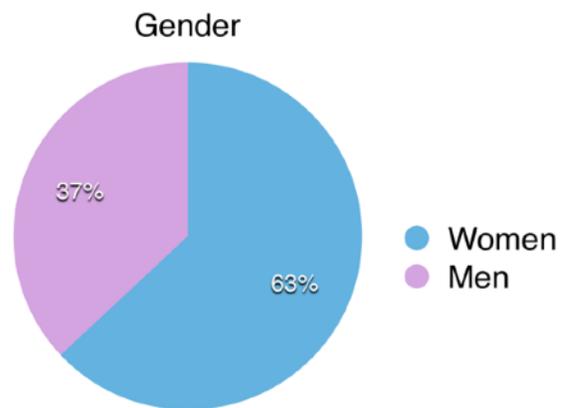
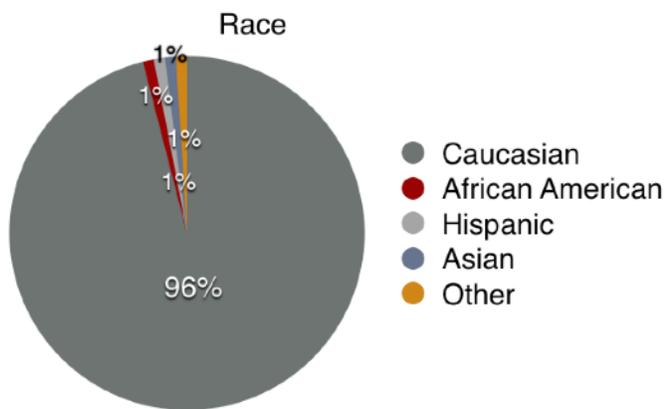
We are the people behind the data, moving daily through love, grief, fear, and hope. Together in Christ, we are more than the sum of our unique, messy, beautiful stories.

Membership

- Number of members 862
- New members in last year 19
- Number of households 433
- Givers of record 299

Attendance

- Average Sunday attendance 222
- Attending every week 29%
- Attending 3 times per month 29%
- Attending twice per month 10%



Our focus groups were asked: "What is the most important thing for a Partner in Discernment with us to know about St. Bart's and our parishioners?"

Some of the things we say about ourselves:

high church in Birkenstocks

willing to be challenged

inclusive

*from different denominations
and traditions*

committed to social justice

strong minded

ornery bunch

aging parish

**full lives outside of
St. Bart's**

radical hospitality

capacity for volunteering

cautiously open to change

women at altar

talented and intellectual

high expectations



ATLANTA AND OUR NEIGHBORHOOD

While we have roots and hearts throughout the world, our church building sits near a large Orthodox Jewish community in a northeast Atlanta neighborhood of tree-lined streets, busy traffic, and easy access to shops and restaurants.

Atlanta is a business town, a sports town, a university town. It is the Phoenix City, the City in a Forest, the “city too busy to hate.” Home to several large employers, and with its relatively low cost of living, change of seasons (sometimes within the same week), cultural attractions, and diverse population, the Metro area has attracted residents from all over the country and around the world, so that it is sometimes hard to find a native. Atlanta was founded in 1837, the intersection of two rail lines. As of 2015 the city proper had 463,878 people, and the 28-county metropolitan area 5.7 million people. It is the transportation center of the southeast US and has the busiest airport in the world.

St. Bart’s is located on a busy street in the North Druid Hills neighborhood of unincorporated DeKalb County in the northeastern part of the city and sits just down the street from Congregation Beth Jacob, an Orthodox Jewish synagogue. A Metropolitan Atlanta Rapid Transit Authority (MARTA) bus line runs on LaVista Road in front of the church. In our immediate vicinity there is a mixture of small businesses, shopping complexes, places of worship, family homes, and apartment complexes, from the lower to the upper price range. Emory University and Hospital and the Centers for Disease Control and Prevention are in this neighborhood.

St. Bart's is in North Druid Hills, an unincorporated community about eight miles from downtown Atlanta.

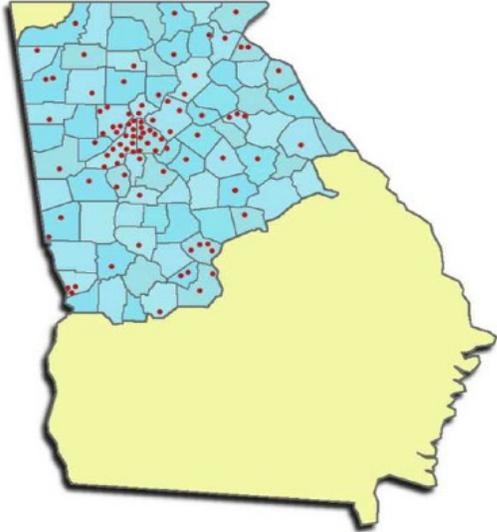
- With 18,385 people, North Druid Hills is the 58th most populated community out of 618 cities in the state of Georgia.
- The Largest North Druid Hills racial/ethnic groups are White (63.4%) followed by Black (12.8%) and Asian (10.0%).
- In 2015, the median household income of North Druid Hills residents was \$53,769. However, 15.6% of North Druid hills residents live in poverty.
- The median age for North Druid Hills residents is 36.2 years young.

This population data is from the US Census Bureau.



THE DIOCESE OF ATLANTA

We are a Christian community blessed with vibrance, variety and vitality.



- The Diocese of Atlanta is a vibrant, diverse and expansive faith community, with 110 different communities focused on worshipping a living and loving God and working for a better world in the name of Jesus Christ. There are some 50,000 members in nearly 25,000 households in the 10 convocations that make up the diocese.
 - Our Diocesan Purpose Statement, adopted at Annual Council 2015, informs all aspects of our common life: *“We challenge ourselves and the world to love like Jesus as we worship joyfully, serve compassionately, and grow spiritually.”*
 - We are a Christian community blessed with vibrance, variety and vitality. Our diocesan bishop is the Right Rev. Robert C. Wright, who was elected by the diocese in June 2012 and then ordained and consecrated Oct. 13, 2012. The Right Rev. Don A. Wimberly assists Bishop Wright in visitations.
- The Offices of the Bishop are at the Cathedral of St. Philip in Atlanta.
 - We have more than 200 clergy who are under Bishop Wright's oversight, and nearly as many who come from other dioceses, plus an abundant supply of lay ministers.
 - The Diocese of Atlanta was created in 1907 and carved from the Diocese of Georgia. The oldest church in the diocese is Christ Church in Macon, which was organized in 1825. The newest are Christ the King, Lilburn, and St. Benedict's, Smyrna, organized in 2005 and 2006.
 - As part of The Episcopal Church, the Diocese of Atlanta is connected to the worldwide Anglican Communion of 70 million people in 38 provinces. We engage in special companion relationships with several dioceses in Africa and South America.
 - The Diocese of Atlanta actively supports the ministry of The Episcopal Church and its presiding bishop, the Most Reverend Michael Curry.

<https://www.episcopalatlanta.org/Diocese/About-Us/>



WORSHIP

While we may find our entrance into the mystery of faith through intellect or art, and we strive individually to practice regular prayer and daily devotions, our weekly worship is central to our common spiritual life, and Eucharist is central to that worship.

We are high church, and we favor liturgies with contemporary, inclusive language. In addition to three regular Sunday services, we enjoy Evensong, Compline, and the celebration of annual services such as Epiphany, Candlemas, World Mission Sunday, the Blessing of the Pets, Christmas, and Holy Week (including Tenebrae) and Easter. Our liturgy is the work of the people, with many of us actively involved in liturgical ministries.

Acolytes, Youth and Adult. The acolyte ministry at St. Bart's includes 35 people aged 7 to 77. Where two or more are gathered, you'll likely find an acolyte. Serving the parish and the diocese, our acolytes are a regular presence each Sunday and can swell to twenty or more volunteers at major feasts. The acolyte ministry has assisted in planning the diocesan acolyte festival for over a decade and has travelled to the national acolyte festival in Washington, D.C. Many of our acolytes answer callings to serve as choristers, vergers, and lay readers though always remembering our unofficial motto: *once an acolyte, always an acolyte.*



Altar Guild. If you find yourself at church on a Saturday morning, follow the sounds of running water, clinking glasses, and laughter. It will bring you to the sacristy where you will find a group of parishioners, one of our four teams of six members, who manifest their love for God and for others in the tasks of maintaining the altar. Many hands make this hospitality ministry light work. From polishing silver to maintaining the communion kits that the Eucharistic Visitors take to those in the parish unable to attend church in person, each member of the Altar Guild creates a sacred space to welcome all to our table: whoever you are, wherever you are on your faith journey.



Within the Altar Guild is a dedicated group of members who comprise the Linen Guild. Each week they lovingly care for each fabric and cloth, large and small, that has been used at the altar.

Flower Guild. Flower Guild members serve the parish by creating altar, chapel, and inner narthex floral arrangements to enrich the worship experience. The flower guild also creates additional arrangements to honor special requests for weddings, funerals, and parish life

WHAT WE DO

events. The Flower Guild participates in community activities such as the annual Cathedral Antiques Show and Flower Festival.

Lay Readers. Worship services at St. Bart's are enriched by adults and youth who participate as lectors, intercessors, and chalice bearers. Representing all members of the parish, Lay Readers read aloud the assigned scripture lessons of the day, lead the intercessions in the form of the prayers of the people, serve the wine during the Eucharist, and serve the altar. We consider this to be a ministry that allows us to connect directly to the parishioners during the services. Lay Readers and chalice bearers serve at all three Sunday Eucharists, special services, and memorial services. These services include the Passion narrative on Palm Sunday, Tenebrae during Holy Week, and the Easter Vigil as well as the O Antiphons service during Advent.

Vergers. We love a parade! St. Bart's is blessed to have seven active vergers who have heard the call to serve across Atlanta on both the Verger's Guild and at diocesan events. "Walk softly and



carry a big stick - but with love" is how most see the role of our vergers, the "protectors of the procession." Our vergers actually serve the parish in numerous ways centered on worship, and are the stage managers of the worship service. Vergers serve under the direction of the Rector, take care of an extensive checklist of tasks before, during, and after each service, and are available to priests and other worship participants to provide assistance. Our vergers are a dedicated group of individuals who are called to this ministry in the liturgical life of St. Bart's.

Ushers. Our ushers are a diverse group of 35 to 40 parishioners who are a vital part of our three regular worship services, as well as special services, funerals, and marriages. In addition to being the friendly faces who pass out programs at the start of the service, they count attendees, take up collection, guide us to the altar for communion, and straighten up the nave after worship. They also answer questions, oversee issues of access and egress, and perform special tasks as assigned by the Rector or other members of the clergy.



WHAT WE DO

MUSIC

“Grant that what we sing with our lips we may believe in our hearts, and what we believe in our hearts we may show forth in our lives.” ~ from the Choristers’ Prayer

Music is indelibly part of the DNA of St. Bart’s. From the thunder of the organ during a processional on Sunday morning to a quiet chant in the darkened nave during Compline, music weaves its way through our liturgy and into our souls. Over 70 parishioners participate in one of our four formal choirs: the Treble Choir for children and youth, and three adult choirs - Canterbury Choir (auditioned), Parish Choir (open), and the Schola Cantorum (a chamber choir). St. Bart’s offers Choral Evensong, Choral Compline, and a Taize service.



St. Bart’s is also home to Manuel Rosales’s Opus 29, one of the finest organs in Atlanta. The care of this beautiful instrument is supported not only by the church, but also by an organ recital series and by the support of patrons both inside and outside of the parish who make up the “Friends of the Organ.”

As an outreach to the community, we offer regular concerts by our early music ensemble-in-residence, New Trinity Baroque, as well as two local community music groups which we host for rehearsal and performance: the Atlanta Schola Cantorum, a 24-voice chamber choir specializing in Renaissance polyphony, and Lauda Musicam, an early music ensemble open to amateur and pre-professional musicians.

We have recently begun a music scholarship program, funded by sources outside of our budget, sponsoring four music scholars (one for organ and three choral) who participate in our liturgy, study with our choirmaster, and perform recitals annually.



WHAT WE DO

ART

When we are called by our Creator to reflect the beauty and truth of Creation, art is our response.

St. Bart's has had a strong artists' community since our founding in 1954 when parishioners sewed the first vestments, altar cloths, and dossal curtains. Today you can see the handiwork of parishioners in our altar cross, aumbry, kneelers, banners, and across the beautiful church grounds in mosaics, the labyrinth, and the landscape architecture.

The Guild of Ten Talents oversees and coordinates art activities at St. Bart's. Each year they support activities that serve the parish and the community beyond. Each Holy Week, they support an Artists' Stations of the Cross



featuring 16 different artists from the parish contemplating and creating a station. They host a Holiday Artists' Market each December that raises funds for this self-funded ministry and allows them to provide full scholarships to a local folk school and Abbey of the Arts. This year, for the first time, the Guild of Ten Talents featured a juried Gallery of 21 works by 11 parish artists.

St. Bart's supports a Writer's Guild that provides parishioners a space to come together, share their recent work, and be inspired by others in the community.



CHRISTIAN FORMATION

Formation is a central part of our life long journey of faith. While we are formed through our participation in worship, our experiences in ministry, and our interaction with one another, we also offer regular, structured educational opportunities for all ages.

We have a high level of engagement in education, according to our Holy Cow! survey data, with most parishioners agreeing with the statement, “Our church provides high quality education that is appropriate to every age and stage of life.”

Children’s Formation. We believe that children already have a relationship with God and that it is our role as adults to be present to them as they continue their faith journey. We have an established Godly Play program, which includes toddler, preschool, elementary, and advanced elementary communities. Nursery is available Sunday mornings, and Children’s Chapel is offered most Sundays, with some Sundays designated as “all-ages” worship. Children are always welcome in worship.

We support children by supporting families. “Making necessary changes to attract families with children and youth to our church” is a top priority for parishioners younger than 35 who responded to the Holy Cow! survey. Parents in our focus groups named our children’s programs and the support of our Director of Children’s Formation and our Associate Rector for Pastoral Care and Adult Formation as strengths of the parish.

Children who participated in a focus group said that one of the things they liked best about being a part of St. Bart’s, in addition to the annual Easter egg hunt, was “the adults who help us in Sunday school.” Among the hardest things about being at St. Bart’s for them was that “there is not enough work time in Sunday school” and “it is too hard to be quiet when we are doing fun things.”

Youth. We offer Rite 13 for 7th and 8th graders, the Journey to Adulthood program for 9th and 10th graders, and Senior High Youth for 11th and 12th graders. Youth programs focus on community and intentional spiritual development. Milestones include celebration of the Rite 13 liturgy to recognize the youth’s 13th birthday and a biannual holy pilgrimage that youth plan and hold fundraisers for, including an annual Mardi Gras party. Past destinations have included Mexico, South Africa, England, Nova Scotia, Costa Rica, and Guatemala and Honduras. Youth participate in the Hunger Walk, volunteer at the Toco Hills Community Alliance, and attend the Church of the Common Ground (a church community on the streets of Atlanta) on Palm Sunday. Supporting youth has been and will continue to be a challenge under new resource restraints. A part-time lay youth minister will be tasked to meet the needs of this age group.



Young Adults. Young adults regularly gather in community for meals, conversation, and study. The young adults group provides a safe and nurturing environment for those in their 20s and 30s to explore their faith and support one another.

“As a former young adult, I realize just how important my time was in the group. It was a safe place to question my faith and theology and provided real community and deep friendships--especially for someone new to Atlanta and to the Episcopal faith. It also acted as a gateway into other St. Bart’s programs and my involvement in the parish at large.”

Adult Formation. Our adult formation program provides a supportive and welcoming community as we continue to seek

meaning and live the questions raised at different points in our journey. Sunday morning and Wednesday evening classes are open to all and are designed to explore a variety of topics related to faith. Recent offerings have included a



WHAT WE DO



series on Theology and Activism, a book study of Wendy Barrie's *Faith at Home: A Handbook for Cautiously Christian Parents*, a series on opposition to the death penalty, and classes on Exploring the Book of Common Prayer and The Centrality of Forgiveness in Christianity. Gifted parishioners who are current or retired professors or teachers often volunteer their time and talent to lead these discussions, and several classes have featured guest speakers from the wider community. Catechumenate is offered annually for adults preparing to enter the church through baptism, confirmation, or reception and allows participants time to explore their faith in a small group with one another and clergy.



INREACH & PASTORAL CARE

We foster many pastoral care ministries at St. Bart's. Whether it's a clergy visit or a ride to church, we believe that the mission of pastoral care is to respond to the needs of our parishioners who face challenges in their lives by connecting them with ministries and individuals prepared to meet those needs.

Despite the varied pastoral care offerings, the Holy Cow! survey showed by a narrow margin that “care in times of need” is lacking. Finding enough volunteers for pastoral care ministries is also a challenge. According to the focus groups, many of us seek a Rector with strong pastoral qualities. Pastoral care ministries are listed below.

Pastoral Conversations. Parish clergy are always willing to meet with and listen to parishioners as they explore life issues.

Eucharistic Visitors. This ministry sends Eucharistic Visitors to parishioners who are unable to attend church and wish to receive communion at home or in the hospital.

Rides to Church. This ministry assists people who need transportation to church.

Transport for Medical Appointments. This ministry provides rides for parishioners who are unable to drive themselves to medical appointments. Offered on an as-needed basis, this ministry welcomes occasional drivers and occasional riders.

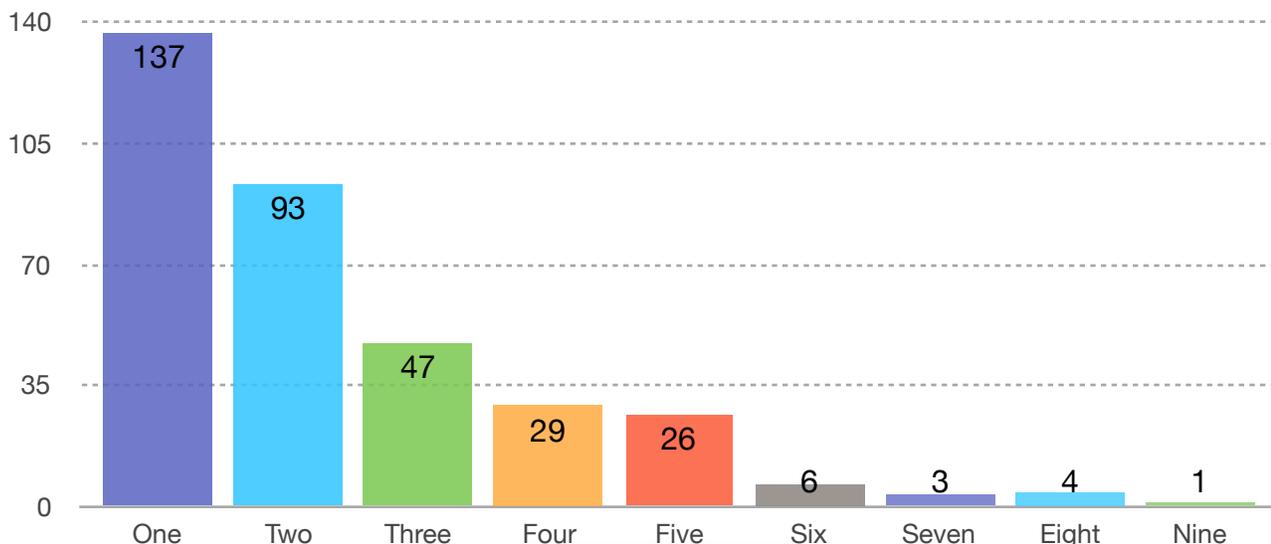
Annual Thanksgiving Lunch. Each year a Thanksgiving lunch follows the Thanksgiving Day Service. The Rev. Beverley Elliott coordinates this event with the help of the Pastoral Care Committee. Turkey is provided, and participants bring their favorite side dishes and Thanksgiving stories to share. Guests are welcomed.

Prayer for Healing. On Wednesdays and Sundays, a priest is available to offer the sacrament of Healing of the Sick. This includes prayers, the laying on of hands, and anointing with oil. Prayers for healing can be offered by the clergy at other times as well.

Food Ministry. Volunteers prepare meals for parishioners who are ill, grieving, or welcoming a new baby. Meals are stored in the parish freezer until needed.

Caregiver & Grief Support Lunch. This group offers support to parishioners who are caring for someone who is seriously ill or disabled or who are grieving the loss of someone for whom they cared.

Parishioners Involvement in Ministries



WHAT WE DO

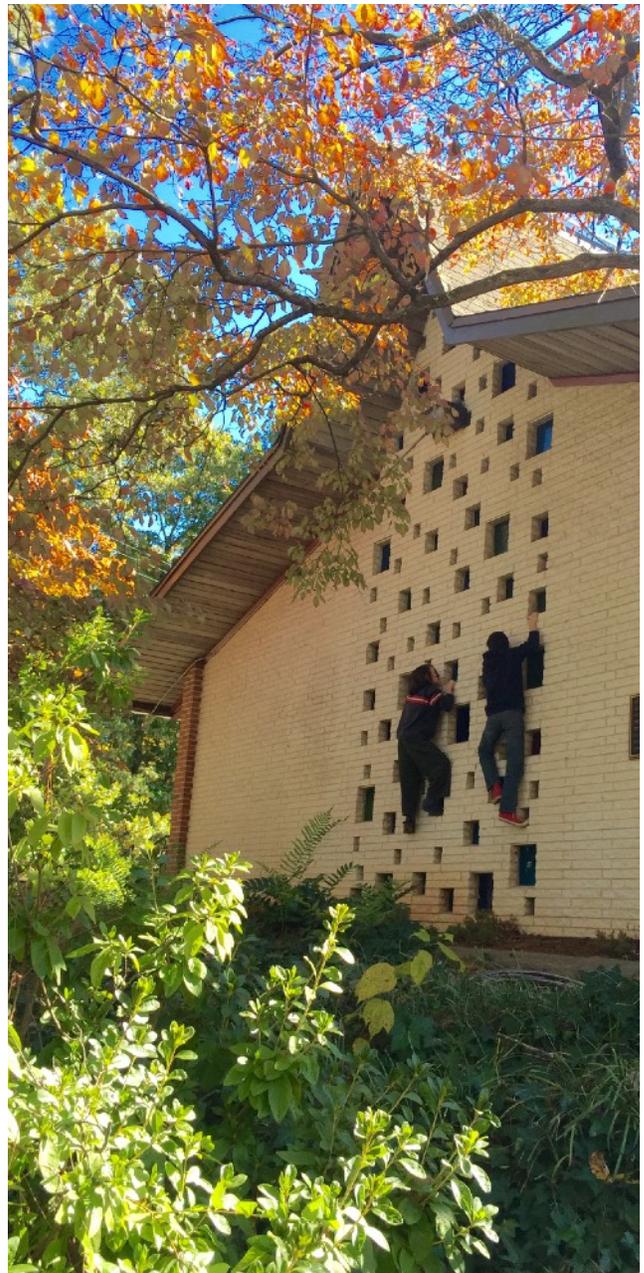
Flower Delivery. Each week, volunteers take small flower arrangements from the altar to one or two parishioners as a way of carrying love and sustaining community with those unable to attend services.

Senior Lunch & Learn and Field Trips. These events are part of the Parish emphasis on Godly aging. They are educational gatherings and outings offered throughout the year.

Prayer Chain. The prayer chain is a group who pray regularly and intentionally for those who request prayer support. Requests are confidential.

Care Notes. Care Notes are short pamphlets offering wisdom and guidance on a variety of topics including parenting, aging, grief, and concerns of interest to young people.

Shawl Ministry. This is an informal ministry where parishioners prayerfully knit shawls, and the pastoral care staff bless and distribute the shawls.



Ad-Hoc Support Groups. Support groups for those with shared concerns are formed from time to time as required.

Sunflower Connections. A group of parishioners, who have taken part in an eight-week study series on listening skills and relationship theory, offer companionship to other parishioners who might, because of aging, loss, illness, or other transitions, welcome this relationship. Companions make home visits or meet in other agreed upon places.

OUTREACH & SOCIAL JUSTICE

Beginning with our first Rector's leading parishioners to march for civil rights in the 1960s, we have historically engaged in cause-specific social justice activism. From time to time, St. Bart's parishioners organize and walk their faith in the streets, on the phone, and with their pens and prayers. Whether it's upholding LGBTQ rights, working for a healthy environment, opposing gun violence, or standing up for refugee rights, members of St. Bart's are steadfast in their concern for the well-being of all.

Since our founding, we at St. Bart's have always had a thriving ministry of outreach and social justice, both in the local community and in the world. According to our focus groups, we are drawn to and stay at St. Bart's because of the strength of the outreach and social justice ministries. Many parishioners say that their involvement in these ministries has meant the most to them in their lives at St. Bart's. Despite this high level of interest in outreach and social justice, we struggle to find enough volunteers to help sustain the ministries. We seek a Rector who is passionate about social justice issues, and many of us do not want the focus on outreach and social justice to change. Holy Cow! survey results show that expanding outreach ministries to those living on the margins of society is the second highest priority overall.

ACTIVE MINISTRIES AND MISSIONS

Toco Hills Community Alliance. St. Bart's campus is the location for the Toco Hills Community Alliance (THCA), an group of local congregations that provides food and utility assistance to those in need four days a week. St. Bart's parishioners regularly volunteer their time and resources to the Alliance.

Refugee Resettlement. St. Bart's partners with New American Pathways to provide a full continuum of support for refugee families in the Atlanta area. Currently, we support three families from Eritrea, Burma, and Syria.



LEGACY MINISTRIES & MISSIONS

Many outreach and social justice programs are now considered "legacy" ministries, which are active nonprofit organizations that were started or incubated at St. Bart's over the course of three decades. While not currently in our operating budget or the focus of ongoing recruitment from the parish, these ministries still have some parishioners who either serve on the boards or donate time and funds to them.

Project Open Hand was started in Atlanta with support from St. Bart's through the use of the parish kitchen. Now called Open Hand, this ministry continues to provide meals to those with AIDS and other critical illnesses.

Jerusalem House is a nonprofit that provides permanent supportive housing for low-income and homeless individuals and families affected by HIV/AIDS.

Nicholas House provides housing programs along with supportive services to meet the various levels of need that homeless families face in Atlanta. It began on the grounds of St. Bart's in 1982 as the first shelter in the Atlanta area for homeless families that keeps the family unit intact in the sleeping quarters by not separating parents from children. Parishioners of St. Bart's are involved on the Nicholas House board and as volunteers.

Villa International is a Christian ministry that offers short-term residence to persons of all faiths and from all parts of the world, mainly scientists, medical professionals, and students who come to Atlanta to work and study at local institutions.

Friend of L'Arche Atlanta's mission is to build community with people of all abilities and to help our society imagine the human family differently, inspiring others to similar initiatives.

Kids4Peace is a grassroots interfaith youth movement dedicated to ending conflict and inspiring hope in Jerusalem and other divided societies around the world.

WHAT WE DO



Haiti Mission. Since 2006, St Bart's has provided financial and hands-on support for our sister congregation in Haiti, St. Marc's. Our focus is on supporting the school in Bois Blanc by contributing to teacher salaries, lunch programs, uniforms, and school supplies. St. Bart's medical mission teams make regular visits to Haiti to provide medical care to the congregation.

Prisoner/Anti-Death Penalty Ministry. This is a new and growing ministry at St. Bart's. This group focuses on recruiting and training correspondents with prisoners and advocacy against the death penalty through organized



participation in vigils, and petitioning for clemency. For example, several members of this ministry lobbied on behalf of Senate Bill 185, which changes the standard for who can be sentenced to death because of intellectual disability.



Episcopal Relief and Development. St. Bart's supports the Episcopal Church's international ERD efforts through participation in the Nets for Life Program, which empowers communities to fight malaria by raising awareness, provides life-saving education, and promotes the use of Long-Lasting Insecticidal Nets (LLINs) in homes. St. Bart's also hosts an annual World Mission Day.

Community Food Garden. Since 2013, parishioners have grown and donated organic produce to programs that serve the hungry.

Amerson House Spirituality Center. The Center seeks to serve both the parish and the wider community by offering a quiet place to gather for group and individual retreats. Its facilitators introduce, teach, and nurture practices of Christian contemplative life, including contemplative prayer, discernment, spiritual direction, silence, solitude, dream work, and body prayer. Housed in the former rectory, Amerson House can accommodate overnight guests.

Emmanuel Center for Pastoral Counseling. Founded in 1986, this ministry offers pastoral counseling to individuals, couples, and families. The services are available to parishioners and non-parishioners, and fees are based on ability to pay. St. Bart's provides the Center office space.



PARISH LIFE

We enjoy one another, through our journeys and in our resting places. Through fellowship we come to know each other's hearts and support each other through our restless thoughts.

We eat and talk and grow together at Sunday breakfasts, Wednesday dinners, and at receptions after services, such as our annual St. Bart's Day reception and Pentecost picnic. Foyers groups are small groups that gather monthly for social time. We look forward to our Parish Weekend, held at Camp Mikell each fall, as a time to be refreshed in prayer, in nature, and in one another's company. All of this is made possible by the hard work of our dedicated Parish Life Committee and volunteers.

Green Washers. When St. Bart's realized that the only thing stopping the parish from making the switch from disposable cups to reusable china mugs was the logistics of who would be in charge of the care of the new items, the Greenwashers Guild was formed. These environmental stewards take turns washing dishes after breakfast, coffee hour, and at special events.

Foyers Groups. Foyers is a moveable feast that has been embraced by people of all walks of life at St. Bart's. Lay and ordained, young and old, newcomer and multi-generational family: all are welcomed into small groups that meet monthly to fellowship through potluck gatherings, picnics, movie nights, and more!



Funeral Reception Committee. The best we can hope is to be faithful to the end and this group of volunteers lovingly cares for all people at the end of this leg of their journey. The funeral reception committee has made a commitment to be available, sometimes with little notice, for the set-up, stewardship, and clean-up of all of the funeral receptions that occur in the church.

The Coffee Hour. This ministry was originally started by one individual who saw an opportunity to serve the parish and answered that call. For months she quietly provided a little fruit and pastry and created a welcoming fellowship space for parishioners who enjoyed lingering after the 10:30 am Sunday Eucharist. Like the loaves and the fishes, what started as a single coffee cake, lovingly donated each week, became a ministry of the entire parish. Each Sunday different groups or individuals sign up to host the coffee hour and provide an assortment of finger foods and beverages, joyfully providing a space for two or three to gather.



COMMUNITY CONNECTIONS (EVANGELISM)

While many of us may be wary of the idea of evangelism, we love our parish and we find deep meaning in our faith, our doubt, and our journey into Christ. We are excited to welcome all companions on this joyful path and to this sacred space.

COMMUNITY CONNECTIONS is the former Evangelism committee. We reach out and welcome the newcomers to the church and help them to find ways to integrate into our community. We have offered adult education classes in order to reimagine evangelism in today's Episcopal church.

Greeters meet visitors at the door on Sundays and welcome them to St. Bart's.

Shepherd's Staff follows up with recent visitors to the parish. They call and follow up with new members and provide information about St. Bart's to the visitors.



*Whoever you are, wherever you
are on your journey, we
welcome you to this place and
to this table.*

Newcomer Receptions provide new or prospective members of the parish the opportunity to meet the clergy and staff in an informal setting.



Blessing of the Animals draws a crowd from the wider community in addition to the parish.

CLERGY & STAFF

The clergy and staff at St. Bart's bring a variety of gifts and talents to their work and guide us on our faith journey. From baptisms to funerals and all the life in between, they are at the heart of the St. Bart's community.



For many of us, the clergy drew us to and keep us in the parish. Additionally, the whole staff and clergy are seen as one of St. Bart's greatest assets, and they are two aspects of St. Bart's that we would like to keep.

During the tenure of our last rector, a kitchen manager was hired to provide Wednesday night supper and Sunday morning breakfast to create opportunities for the parish to come together in community. Also during that time, in an effort to expand offerings for children, the Director for Children's Formation came on board.

Through a difficult decision based on our financial realities, the position of Associate Rector for Youth and Young Adults will be converted into a part-time role for a lay youth minister by September 2017. The position of Special Projects Coordinator will be eliminated in May 2017, and that work will be distributed to the Parish Administrator and volunteers. Also as of May, the bookkeeping function will be

outsourced. Current staff positions include Interim Rector, Sr. Associate Rector for Pastoral Care and Adult Formation, Associate Rector for Youth and Young Adults (this position will end by September), Parish Administrator, Organist / Choirmaster, and Sexton/Kitchen Manager (full-time), Director for Children's Formation and Bookkeeper (part-time), Deacon, and Seminararian.



BUILDINGS & GROUNDS

Our buildings and grounds reflect who we are and what we have historically considered important.

The buildings and grounds of St. Bart's root us physically in our journey. Situated on approximately eight and one-half acres on a busy connector street through a mixed residential and commercial area, the church sits high on a wooded hill. Vestry Co-Chairs, supported by a committee of parishioners, oversee the buildings and grounds. Since many of the buildings were built in the 1950s, much effort and expense goes into performing needed repairs, upgrades, and some replacements. The Co-Chairs and committee members do much of this work; parishioners do some during periodic parish-wide workdays. Qualified outside contractors complete certain other projects that require special expertise. The Vestry Co-Chairs seek estimates for labor and materials. After vendor selection they, or a committee member, oversee that the work is properly done in accordance with the contract. The focus groups often mentioned the aging status of the buildings and need for improvements, but overall, they considered the quality of the natural space in and around the buildings a positive attribute. The Holy Cow! survey indicates some interest in enlarging and



improving the physical facility.

Main Building. Our “new” nave, dedicated in 1996, is grand yet unpretentious and utilitarian. Also that year we completed renovations that included a chapel, a new parish hall in the old nave, more classrooms for children and

adults, an expanded and improved kitchen area, and several other improvements.

Nicholas Hall. Nicholas Hall, located along the back property behind the main structure, was the long-time home of the Nicholas House organization which was founded at St. Bart's. Nicholas House provided housing and meals for

16 homeless families at a time along with several support services to help them achieve self-sustaining financial stability. After much growth and change the organization eventually moved off the property but is still quite active. In its place, part of the building now houses Toco Hills Community

Alliance, an interdenominational organization that supports people in need of food and, in



WHAT WE HAVE

some cases, emergency assistance with utility bills.

Amerson House. Amerson House is the former rectory, built in 1957. It contains four bedrooms, three and one-half baths, several meeting spaces, a library, and a large kitchen and

porch. This facility is located along the side property lines behind the church. It is used primarily for various groups to hold small meetings, conferences, and retreats, particularly related to spirituality and contemplative practices. The bedrooms have occasionally been rented to out-of-town attendees.



ADMINISTRATION

The behind-the-scenes, day-to-day work of administration is the result of the efforts of a dedicated team.

The Vestry Chair of Administration reviews operations, determines needs for improvements, and makes reports and recommendations to the Vestry. Our hard-working Parish Administrator prepares weekly programs and bulletins, manages communications to the parish, handles parish room allocations for various parish group meetings, interfaces with outside organizations seeking to rent space, orders office supplies, and performs other special tasks as assigned by the Rector. With the retirement of our Special Projects person, the Parish Administrator is also

responsible for the parish databases. The Parish Administrator is assisted by a group of volunteers who handle the receptionist function and help with clerical duties and printing/collating functions. The team approach to administration by staff and volunteers was named as one of our strengths in the focus groups, although staff inflexibility was also mentioned. Focus groups participants also voiced a desire for the new Rector to have strong administrative and supervisory capabilities.



STEWARDSHIP

We view Stewardship as a year round activity, focusing on time and talent as well as treasure.

Stewardship at St. Bart's is a year-long effort. Led by the Vestry Chair for Stewardship, the Stewardship Committee works constantly to make the endeavor about much more than just making a monetary commitment. The emphasis is on all the gifts we possess – time, talents, and effort included. Each fall, the emphasis is expanded to the annual pledge campaign. Over a several week period, a number of parishioners address us during services, sharing why they are members of St. Bart's and why they pledge each year. The pledge drive, usually begun in September, has experienced significant initial shortfall from the desired budget target causing

the campaign to continue into the new year. On occasion a follow-up appeal has been required in order to bring enough pledges to meet a lower budget target. Sometimes the actual pledges given do not reach the level of the pledges promised, causing year-end shortfalls. The need for an improved sense of stewardship was mentioned several times by the focus groups. Our Holy Cow! responses also indicated a need to develop the sense of spiritual generosity to financially support the parish.



FINANCE / ENDOWMENT FUND

We look at both the short-term and long-term financial health of the church. Our efforts support both endeavors.

We decided over several years to invest in a number of important programs to better enhance the available services and programs that help grow the church and better meet the parishioners' needs and desires. Due to the constant pressure on the budget in order to reach these goals, financial matters at St. Bart's are closely monitored and managed by a number of people. The constant issues with finances were often mentioned in the focus groups, who listed budget and reserves growth as essential for the future. The Holy Cow! survey indicates that approximately 50% of the parish earns more than \$100,000 per annum, and yet, a little over 60% contribute less than \$2,600 per annum.

The Vestry Chair of Finance oversees the preparation of the annual budget and then follows it closely to ensure full Vestry awareness of performance against the document. The Vestry Treasurer works closely with the part-time bookkeeper to ensure proper entries and that expenses are within expectations. They work from raw data of income that is weekly tallied by volunteer parishioners working as tellers and expenses based on bills received and approved by the appropriate Vestry Chair. Should either the Treasurer or Vestry Finance Chair see any trends that are not within the

budgetary expectations, they report these matters to the Rector, Senior Warden, and the full Vestry for any necessary action.

Endowment Fund/Heirs of Anna and Simeon

In about 2002, the Endowment Fund was established for major bequests and donations to the parish for the purpose of honoring the parish and creating funds from proper investment. A legacy society, the Heirs of Anna and Simeon, was formed at the same time for parishioners to join when they commit to contribute a portion of their estate to the Endowment Fund. The distributions from this fund are to be used for capital needs, outreach ministries and grants, new ministries, and special projects. An Endowment Board of Trustees is appointed by the Vestry. The Endowment Board of Trustees oversees the monthly performance

of the funds and makes recommendations to the Vestry for the proper management and disbursement of a prescribed portion of the annual income. The importance of the Endowment Fund was mentioned several times by the focus groups. Currently, the Endowment is approximately \$1,400,000.



HOPES & CHALLENGES

As we walk through valleys and over hills, we hope to follow the path of love and faithfulness, to do justice, love kindness, and walk humbly with God.



Over the last several months, our focus groups and the Holy Cow! survey have helped us to clarify our goals as a parish. Our top priority overall, and for all age groups surveyed, is

to develop a comprehensive strategy to reach new people and incorporate them into the life of the church. Those under age 35 expressed a particular interest in making necessary changes to attract more families with children and youth to our parish.

We are inspired by the history of our parish, particularly our longstanding commitment to social justice. We hope to continue in that tradition and expand outreach ministries that provide services to those living on the margins of society. We want to act as advocates for social and institutional change so that society might better reflect the values of the kingdom of God.

Our focus groups revealed that there are many aspects of our parish culture that we hope will not change. We are attached to our music program and our style of worship, which has been described as “high church in Birkenstocks.” We are proud of our welcoming, inclusive culture and hope to carry it into the future. We enjoy our opportunities for fellowship, such as community meals and other social events. Many in our focus groups expressed a desire that our clergy and staff not change. However, we are now experiencing some staff transitions due to retirements and financial constraints.

Finances and stewardship remain a challenge for us. We need help developing the spiritual generosity of the people to financially support the ministry of the church. We are faced with the

challenge of caring for aging facilities. We are seeking ways to support an aging congregation and strengthen the pastoral response in serving those with special needs. We have a strong history of volunteerism, but we are challenged to recruit more volunteers to ministry and provide more support for our very active volunteers who are stretched too thin.

Our ranked top priorities from the Holy Cow! survey

- 1. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.*
 - 2. Expand outreach ministries that provide direct services to those living on the margins of society.*
 - 3. Develop the spiritual generosity of the people to financially support the ministry of the church.*
 - 4. Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.*
 - 5. Develop ministries that work toward healing those broken by life circumstances.*
 - 6. Enlarge or improve the physical facilities of the church to expand or enhance our ministries.*
 - 7. Strengthen the process by which members are called and equipped for ministry and leadership.*
 - 8. Strengthen the pastoral response of the church in serving people with special needs.*
 - 9. Work to renew and revitalize the community around the church by building coalitions with partners.*
 - 10. Strengthen the management and support of persons in various ministries.*
-

While we have strong educational programs for adults and children, our youth are facing staff transitions in the youth program in addition to our transition to a new Rector. We are challenged to find effective ways to include our youth in the life of the parish and make sure their voices are heard.

FUTURE RECTOR

We hope you will pray with us, eat with us, work with us, laugh with us, sing with us, cry with us, dance with us, and walk with us a while on this journey.

We are seeking a Rector who will maintain high standards for worship and stimulate our spiritual growth with challenging, inspiring sermons. We value pastoral care and hope our next Rector is approachable, compassionate, and able to connect with parishioners and newcomers, including children and youth. We hope our next Rector is passionate about social justice and has previous experience with outreach, either as clergy or in another role.

We are looking for a Rector with experience in strategic leadership and administration. We are a strong-minded group, and we hope for a Rector who will help us build consensus and act as a servant leader to support the efforts of the parish.

We value our diversity and inclusiveness. We hope our next Rector will share that value with us and help us continue to offer acceptance and warm welcome to all those who come to the table at St. Bart's, including children and youth. We hope our next Rector brings some multicultural understanding and will guide us in making needed changes to become a more diverse community.

We think it is important that our Rector has lived through failure and loss, has developed self-awareness, knows when to ask for help, and is interested in continued personal and spiritual growth. Finally, we enjoy the opportunity to be together as a community and have fun. We hope our next Rector will have a good sense of humor and play.

We've spent a lot of time praying about what we are looking for in a Rector.

Our ranked critical abilities for the next Rector from the Holy Cow! survey:

- 1. Preaching - Capacity to inspire and connect people to God's word.*
 - 2. Strategic leadership - Capacity to cast a vision and lead the church toward realization of the vision.*
 - 3. Pastoral care - Capacity to engage people empathetically and care for persons in times of need.*
 - 4. Administration - Capacity to manage a church operationally including facilities, finances, and staff.*
 - 5. Change management - Capacity to lead a church through a significant and necessary period of change.*
 - 6. Teaching/training - Capacity to deepen understanding, form character, and equip members with new skills.*
 - 7. Negotiate/resolve conflict - Capacity to help a church deal with conflict through training, negotiation, and mediation.*
 - 8. Community catalyst - Capacity to function on a larger stage beyond the church and to rally a variety of individuals and groups to address critical issues.*
-



What are you looking for in a parish?

APPENDIX

Annual Budget	2016 Actual	2017 Budget
REVENUES		
Offerings		
General Pledge Receipts	713,835.92	740,000.00
Loose Offerings/Misc.	8,800.79	8,800.00
Unpledged Receipts	57,846.00	50,000.00
Extra Unpledged Receipts (13th Month)	23,460.00	37,000.00
Special Offerings	3,088.77	3,000.00
Total Offerings	807,031.48	838,800.00
Total Other Receipts	16,480.06	16,550.00
Total REVENUES	823,511.54	855,350.00
EXPENSES		
Personnel		
Total Ordained	267,503.17	279,931.51
Total Lay	270,495.83	251,341.57
Total Personnel	537,999.00	531,273.08
Total Diocese of Atlanta	81,213.00	82,308.00
Total Debt Service	19,060.08	19,060.00
Total Continuing Ed - Staff & Seminarians	5,696.90	6,900.00
Total Administration (Hard Expenses)	92,126.13	92,000.00
Total Administration (Soft Expenses)	23,921.49	24,900.00
Total Christian Education	5,322.47	5,575.00
Total Finance	6,480.21	12,600.00
Total Outreach	10,401.11	10,400.00
Total Parish Life	548.11	550.00
Total Pastoral Care	701.75	700.00
Total Property	25,501.85	32,300.00
Total Stewardship	579.52	600.00
Total Youth Ministry	129.39	1,550.00
Total Worship	1,970.87	2,000.00
Total Music Department	7,419.11	11,200.00
Total Rector Search Expenses	1,352.41	21,250.00
Total EXPENSES	820,423.40	855,166.08
Net SURPLUS / DEFICIT	3,088.14	183.92

APPENDIX

Financial Summary

	<u>2016</u>	<u>2015</u>	<u>2014</u>
Members at year end	850	853	873
Average attendance	222	262	192
Total Operating Revenue (\$)	823,512	804,103	868,431
Total All Revenue (\$)	893,655	945,938	910,466
Total All Expense (\$)	836,105	859,290	866,997

Members of the Nominating Committee and the Vestry are prayerful in discernment, listening to God, to each other, and to the parish. We will consider all candidates for St. Bartholomew's Rector's position regardless of race, gender, age, and/or sexual orientation.

This Parish Profile was prepared by the Nominating Committee and approved by the Vestry and the Bishop. The Profile contains comprehensive, detailed information and opinions from St. Bart's parishioners, clergy, and staff.

While the Profile is not intended to be exhaustive, we nevertheless urge its readers to let us know of additional considerations you feel are important to the success of the next Rector and to the overall advancement of St. Bart's. Please write to us at jford2@emory.edu or bobbi.geery@gmail.com if you have comments or questions.

Peace and blessings from:

The Nominating Committee

AND

The Vestry

John Ford (co-chair)

Juliana Lancaster (Senior Warden)

Bobbi Geery (co-chair)

Dan Niccum (Junior Warden)

Eddie Brush

David Curl

Bob Caban

Scotty Greene

Chip Dukes

Tim Holmes

Mark Elberfeld

Cindi Knighton

Alex Escobar

Todd McConnell

Susan Johnson

Lynn Morey

Joel Kunkler

Virginia Murray

Stephanie Linz-Gould

Douglas Perkins

Kaaren Nowicki

Amy Pritchett

Knox Pannill

Chip Reynolds

Sarah Ward

Raz Schreiber

Doug Weaver

Dan Treadaway

Emily Wehby

Loren Williams (Treasurer)

Mary Beth Westmoreland

Brent Wykle

The Rev. Claiborne Jones (Diocesan consultant to the Committee)

