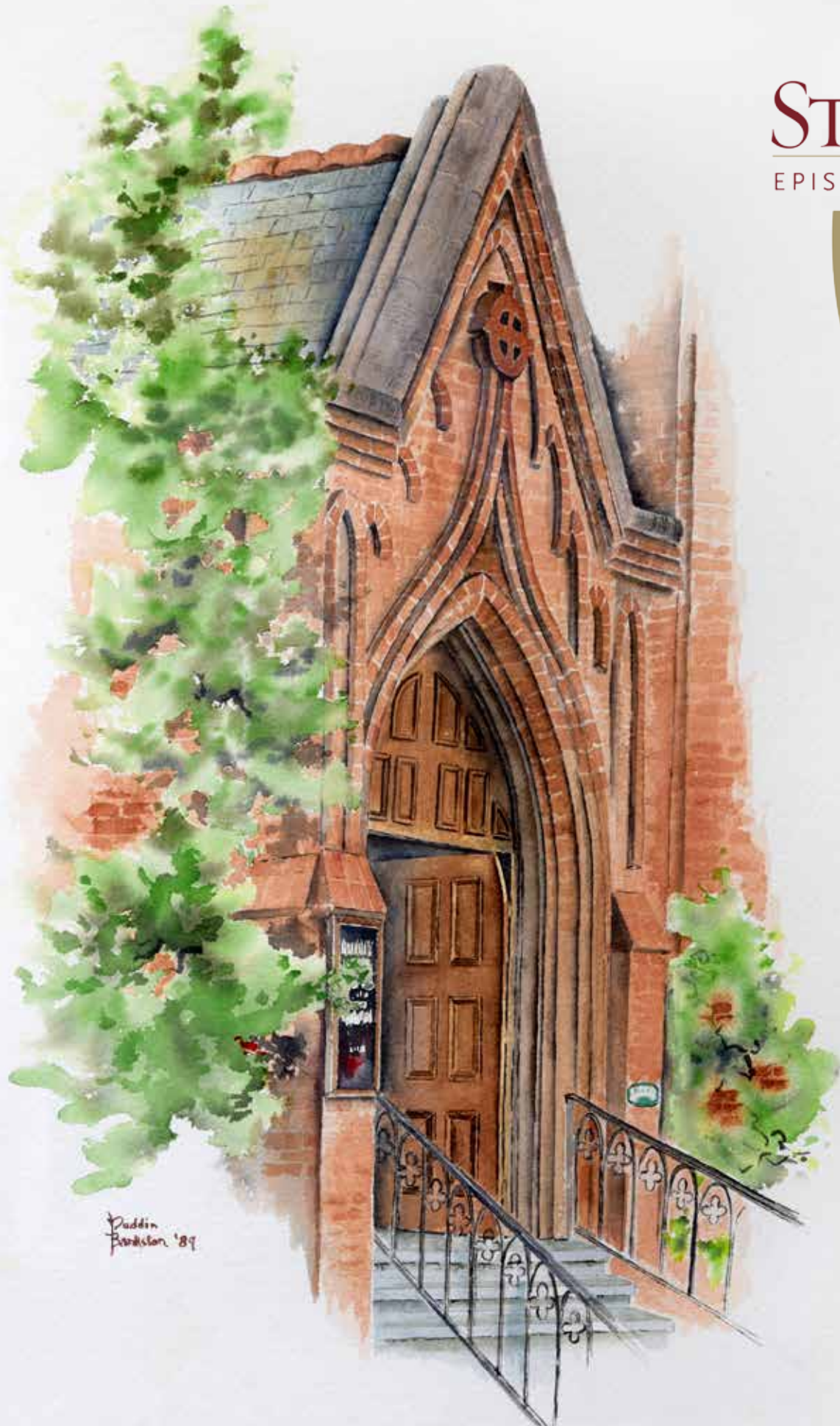


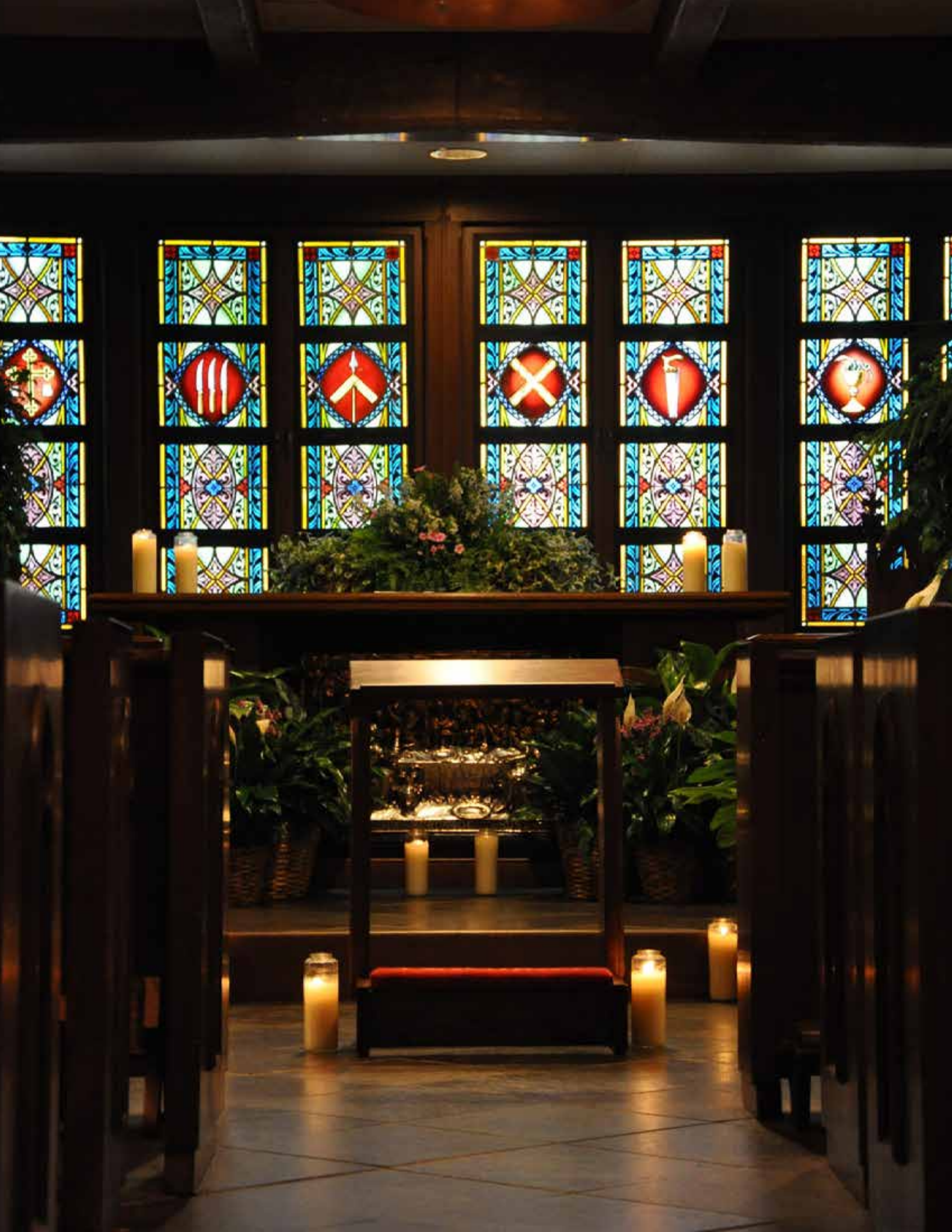
ST. JAMES

EPISCOPAL CHURCH



Puddin
Portland '89

Parish Profile
2018



**Loving God of unchangeable
light, we thank you for our
St. James family.**

**For generations, you have
guided us to this holy place,
our cornerstone of faith.**

**Grant us patience, strength, and
wisdom as we walk together
to discern your will.**

**Bless us and bless our journey.
We ask this in Jesus' name
by the power of the Holy Spirit.**

Amen

— Collect for the New Rector

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Introduction & Mission

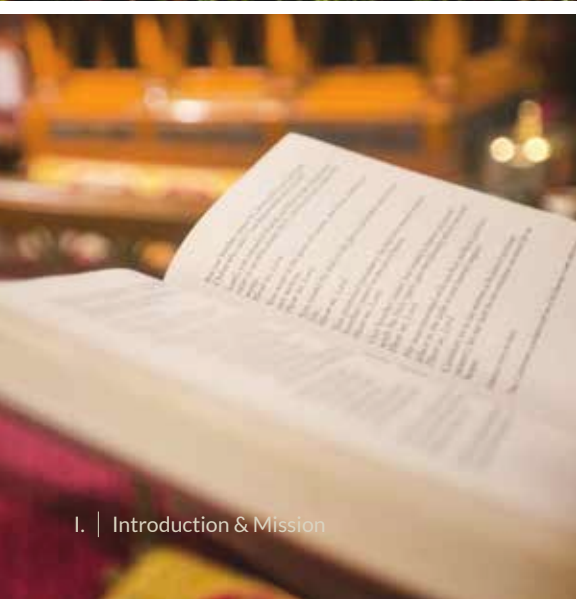
“We proclaim Christ crucified and risen and invite all to join with us in ministry together in his name.”

— *St. James Episcopal Church Mission Statement*

The Search Committee, Vestry, and members of St. James Episcopal Church present with enthusiasm and joy the following picture of ourselves.

Our profile reflects extensive research and deep reflection by our community. We started by administering an online survey through which we gathered data and learned the views of approximately 330 parishioners. We followed with parish-wide “Listening Forums,” which brought together small groups of parishioners for conversations about who we are and what we seek in a new rector. Finally, we had one-on-one discussions with clergy, staff, and lay leaders to ensure that their perspectives were understood and considered.

We heard of the pride in our long and productive history, our strengths as a parish, and our challenges. Our process revealed that at our core we are a people who, despite our differences from one another, follow the charge to “come together week by week for corporate worship” and “work, pray, and give for the kingdom of God,” as stated in the *Episcopal Catechism*. What follows is our St. James profile, which we present with the goal that our faith community may find and be found by a rector who will provide vision and leadership to our parish.



The History of St. James Episcopal Church

In **1819**, a small group of Episcopalians with no rector and no regular place for worship formed the nucleus of what was to become St. James Episcopal Church. The Episcopal Congregation of Baton Rouge, Louisiana existed under a charter but without a priest from **1820** until **1830**. Mrs. Zachary Taylor, wife of the twelfth President of the United States, gathered this group of Episcopalians together in **1843**, and by **1844**, the parish received its charter of incorporation from the Louisiana legislature. The original church building was consecrated by the Rt. Rev. Leonidas Polk that same year and went on to survive tornadoes, yellow fever, the Battle of Baton Rouge, post-Civil War occupation, and Reconstruction.

By the spring of **1895**, St. James had begun construction of a new building, which remains the church we know and love today. The first services in the new St. James Episcopal Church were conducted on June 21, **1896**.

Throughout its history, St. James Episcopal Church has started, sustained and supported new ministries. Almost every other Episcopal parish, mission and diocesan institution in Baton Rouge can trace its origins to the nurture and support of St. James Church.

In addition to the founding of several other Episcopal parishes in Baton Rouge, St. James has been involved in K-12 education for over 50 years. St. James Episcopal Day School, founded in 1958 provides a church-based education to children in grades Pre-K3 through 5th. Episcopal High School of Baton Rouge was established by St. James in **1965** as a diocesan extension of the Day School for middle and high school students. It now serves students in grades Pre-K3 through 12th.

In **1983**, St. James provided seed capital and initial manpower to help establish St. James Place, Baton Rouge's first total life-care retirement community.

Today, our St. James Church family includes an active community of clergy, lay leadership, and volunteers working cooperatively to provide spiritual, educational, social, and service ministries to the Baton Rouge area. We are a parish community of 2,321 members. Our Day School community comprises about 300 students. Our outreach through mission and ministry reaches hundreds more throughout the area. Our founding and continuing connection to St. James Place extends the reach of our community to another 300 people.



Original Church



Mrs. Zachary Taylor



1955 Church

Our Rectors Through the Ages

John Burke — *January 1846 - April 1849*

- First church building was completed.
- Pews were rented for church income.

John Chadbourne —
February 1852 - February 1853

- Encouraged and supported the liturgy of the church.



John Gierlow, Ph.D. —
October 1860 - November 1862

- Louisiana seceded from the Union and the Diocese of Louisiana separated from the Church in the North.
- The Battle of Baton Rouge was fought on August 5, 1862.

Henry Strong, D.D., L.L.D. — *April 1868 - April 1876*

- The church grew but continued to have financial problems.

Charles Goodrich, D.D. —
April, 1879 - July 1886

- Financial problems continued within the church and the city.



1846

1849

John Linebaugh — *November 1849 - February 1852*

- Fire destroyed 20% of Baton Rouge's buildings and threatened the existence the church.
- Vestry voted to remove Linebaugh as Rector, stating the church could not afford a rector.

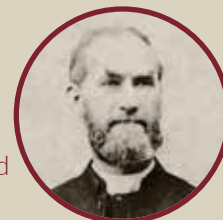
1852

1854

Elijah Guion —

July 1854 - March 1860

- Opened a school for girls and guided the church through financial hardship.



1860

1867



John Philson —

June 1867 - December 1867

1868

1876

Charles Stewart — *November 1876 - April 1879*

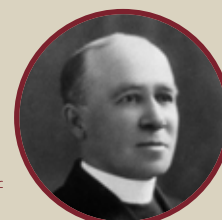
- Sunday School was revived but financial problems continued.

1879

Frederic de Mattos —

October 1886 - April 1889

- Doubled the number of communicants.
- Continued support of girls school and a thriving Sunday school.



1886



Joseph J. Cornish —
November 1889 - February 1898

- Economic recovery came to Baton Rouge.
- The parish grew and built a new church in 1895.

Joseph L. Tucker, D.D. —
April 1900 - February 1906

- Began the fretwork carved panels on the altar and chancel wall.
- Sunday school continued to grow.



J. Gilmer Buskie —
September 1910-September 1917

- Brought “high church” liturgy to the church.
- Church had a steady growth in membership and Christian Education.
- Pew rentals were discontinued.
- WWI began.

Malcolm Lockhart —
May 1924 - September 1935

- Baton Rouge experienced postwar prosperity.
- Downtown streets were paved and City Park created.
- St. James started a mission at LSU - St. Albans.
- Vestry approved resolution to keep out of partisan politics which was reaffirmed by future vestries for the next 50 years.
- The Depression affects Baton Rouge economy.



Robert Witcher, PhD —
September 1962 - March 1975

- Encouraged increased endowments.
- Episcopal High School of Baton Rouge founded.
- Church moved toward a more sacrament-centered parish along with a new Book of Common Prayer.
- First woman elected to the Vestry in 1973.

1889

J. Wilmer Gresham —
May 1898 - March 1900

- Provided vestments for the choir and used envelope collections for the first time.
- February, 1899 the first Messenger, monthly parish paper, was published.
- St. James Sewing Circle is founded to make clothes for children at the local orphanage.
- Brotherhood of St. Andrew founded in 1897 committed to bringing other men to Christ.



1898

1900

1906



Louis Tucker —
March 1906 - October 1909

- Updated the church records and continued the work on the carved panels for the chancel.
- Standard Oil came to Baton Rouge.

1910

1919

Royal Tucker —
May 1919 - February 1924

- Expansion of the parish’s physical plant.
- Congregation and Sunday School grew.



1924

1935

Phillip Werlein —
December 1935 - June 1962

- Known as “Parson” Werlein.
- Church had over 1,300 baptized members and 1,000 communicants.
- An endowment fund was formed in 1938 by the rector with \$22.
- St. James helped found St. Michaels at Southern University and St. Luke’s Episcopal Church.
- WWII began - the church invites soldiers to parishioners’ homes for meals.
- Church continued to grow and became the largest church in the Diocese of Louisiana.
- First Director of Religious Education hired.
- St. James acquired more property for an education building.
- Parish school started in 1958.



1962



Francis Daunt —
December 1989 - May 1993

- Parish confirmed the commitment to remain a downtown church.
- Outreach to the downtown poor expanded.
- Christian Outreach Center including all the downtown churches created.
- A full time director of youth ministries and full time director of religious education hired.



Mark Holland —
March 2003 - May 2016

- After Hurricane Katrina, St. James hosted approximately 100 additional students and countless parishioners from New Orleans for months.
- Parishioners provided housing for displaced clergy.
- St. James Episcopal Day School earned Blue Ribbon School of Excellence Awards in 2013 and 2015.
- Planned Giving Program initiated.

1975

James Coleman —
August 1975 - February 1989



- Created more diversified programs of Christian education for adults, fellowship, and pastoral care.
- In 1977 St. James began work towards establishing a continuing life-care community in Baton Rouge.
- Church increased its outreach giving.
- In 1980, the church acquired more property at the corner of 4th Street and Florida.

1989

1994



Fred Fenton —
September 1994 - September 2001

- Love Finds a Way, capital campaign raises \$6.87 Million for facilities renovations.
- Promoted fellowship and education through Foyer Groups, Lenten Study Groups and significant Christian speakers.
- Stewardship given more emphasis.
- First woman elected Senior Warden.

2003

2017

A few words to our new rector:

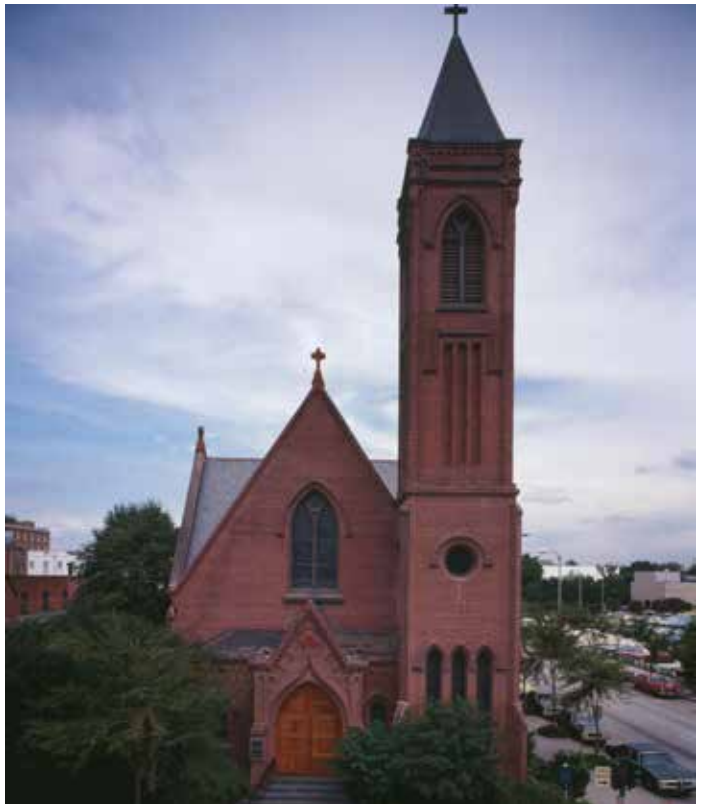
“Welcome to our church. We know that you will come to love it as much as we do.”

— 2017 St. James Parish Survey

Our Facilities

The parish's footprint at the corner of Convention Street and Fourth Street in downtown Baton Rouge has changed and grown over the years, increasing with the Day School, the Parish Hall, Bishops Hall and the Ministries Center. Our present Gothic Revival style church was completed in 1896. The exterior of the cruciform sanctuary is constructed of locally-made, soft pink brick and brownstone with terracotta decorations.

The cypress and pine interior is distinguished by its hammer beam ceiling, and the most noteworthy decorative features are the three windows over the altar made by the Tiffany Studios, New York, in 1909-10. The central window features the Angel of the Resurrection with Easter lilies. Above the angel's head, the heavenly city is seen, and the flanking windows depict the Garden of Gethsemane.



Our *Parish Hall*, adjacent to the sanctuary, is a multi-use building with space for Day School classrooms, a cafeteria, the church nursery, a brides' room, and the Chapel of the Twelve Apostles, as well as a formal parlor for social gatherings.

Bishops Hall, located beside the Parish Hall, is a gym and a multi-use facility. The Day School uses the gym daily for physical education classes. Large gatherings for the Day School and the Church are also held there. On Fridays during Lent, the Episcopal Church Workers, with help from volunteers from the church and Day School, convert Bishops Hall into a gumbo restaurant, complete with a live jazz band, making it a popular downtown lunch destination.

Across Fourth Street, the Ministries Center houses the administrative offices for the church and rooms for our food bank and We Care Bags, EYC, Vestry, Christian Education classes, and Center for Spiritual Formation.

Kilgore Hall, located behind Bishops Hall on Florida Boulevard, completes the footprint for St. James. It is a multi-use building with apartments, offices, and storage spaces. The Vestry is currently considering options for how to make the best use of this area and all buildings of our campus.



Our Setting in Baton Rouge

Baton Rouge is Louisiana’s second largest city. The state’s capitol, Baton Rouge is located adjacent to the Mississippi River and is home to the country’s largest deep inland water port. The Mississippi River, Baton Rouge’s greatest natural asset, has become a focal point for theater-style seating for more than 65,000 people and annual events such as the Fourth of July Fireworks Celebration on the levee. Our location “down on the bayou” comes with a warm climate that allows for ample outdoor activities. Live oak trees are a hallmark of our landscape, often creating canopies across streets in town.

Baton Rouge is home to Louisiana State University and Southern University, both of which add to the livelihood and resources in Baton Rouge, with contributions ranging from the LSU Lakes, the LSU Rural Life Museum, and the Small Business Development Center at Southern University.

The Baton Rouge Symphony, the Louisiana Arts and Science Museum with a new planetarium, the Shaw Center for Visual and Performing Arts, the new Knock Knock Children’s Museum, and the LSU Museum of Art are only a few examples of our vibrant and successful arts community, all of which are located in or close to the downtown area.

St. James Episcopal Church plays an active role in downtown Baton Rouge. In 1985, the Louisiana Legislature formally established the Downtown Development District, which has worked diligently since its inception to revitalize the downtown area and make it a feature of Baton Rouge’s identity. The state government consolidated at Capitol Park, which brought more than 3,000 state workers to the downtown area. Today, an increasing number of Baton Rouge residents are moving downtown and choosing to live at the epicenter of the 24-hour city that is emerging. At least 25,890 people work downtown every day, 80% of whom are under 55 years of age. Welcoming these residents and workers represents a tremendous opportunity for our church.

Residential developments within blocks of St. James Church have made the area a desirable place to live. Although a number of St. James parishioners live and



work downtown, we also remain a “destination” church, with many parishioners choosing to drive past at least one other Episcopal church on their way to St. James on Sundays. Our congregation is drawn together by both a strong sense of community and a deep appreciation of the physical and liturgical beauty we find in our historic, downtown parish.

Who We Are

St. James Episcopal Church is a multi-generational congregation of 2,321 baptized members. Considered among the larger parishes in the Diocese of Louisiana, St. James reports 1,298 adult communicants in good standing with an additional 306 youth communicants under the age of 16. In 2016, 367 members signed pledge cards. Currently, the average Sunday attendance for worship services totals around 300.

Our church is blessed with devoted parishioners, many of whom are lifelong Episcopalians and have attended St. James for over 20 years. Some of us grew up with St. James as our church, but others have found the church after moving from different locales, both in and out of the South. On a typical Sunday, a mixture of older members, young families, couples, singles, youth, and young adults sit together in the pews. A large number of our members are well-educated, have prominent roles and careers in Baton Rouge, and are high-income earners.

St. James in 2016, by the Numbers

2,321	Total Church Members
246	Sunday Eucharists
249	Weekday Eucharists
26	Baptisms
18	Marriages
24	Burials
15	Confirmations
8	Receptions

Our Church Leadership

Our clergy and staff, which have varied in size over the years, manage our downtown campus and our busy calendar of weekly services and activities. We currently have three full-time clergy members. Our music program is overseen by an adult choir director, an organist, and a children's choir director. Lay leadership at the church consists of an eighteen-person Vestry and a twenty-four person Associate Vestry. As a body, the Vestry is charged with helping to discern and articulate the vision toward which God is drawing St. James and holding the St. James community accountable for working towards the vision. The Associate Vestry (the "AV")'s mission is building and strengthening our Christian community through hospitality. The group plans several large, parish-wide fellowship events over the course of the year. Both the Vestry and the AV meet monthly.

The church lay staff consists of a director of communications, a director of lay ministries, a part-time director of youth ministries, a bookkeeper, and an executive assistant. We also have a part-time secretary and a full-time sexton. A dietician heads the food

services at both the church and the Day School, and we have recently contracted with outside firms for our chief financial officer and human resources functions.

St. James Episcopal Day School is governed by the head of school and a twelve-member school board. The head of school oversees an additional 52 faculty and staff members, and the school board is entrusted with oversight of the long range vision of the school. At least seven of the twelve school board members must also be members of the church. We hope the new rector can continue the tradition of building a close relationship with the faculty, administration, and board of the Day School, providing wisdom and oversight while also allowing the administration to handle day-to-day operations.

Overall, the daily commitment of our clergy, staff, and school employees helps us worship, proclaim the Gospel, and promote justice, peace, and love on a weekly basis. Their hard work makes everything we do at St. James possible.





Worshipping Together: Experiencing the Liturgy

Uniting parishioners to one another, our corporate worship at St. James acknowledges the holiness of God, gathers us to hear God's word, and collects our prayers through the weekly celebration of the sacraments. Our worship is the source of the spirit that drives who we are. The liturgical life of the parish centers around the Sunday celebration of the Holy Eucharist, with three services every Sunday. Weekday services include an inspirational, student-led Friday Eucharist and Monday Prayer service for the Day School.

Our worship together is inspired by our Anglican traditions: the inspiration of the liturgy to unite us in prayer; the strength of teaching God's word through sermons that make scriptures relevant to our lives and inspires our call in the community; and the beauty of music revealed in the gifts of our choirs, organist, and other musicians.

Reflecting the diversity of our congregation, Sunday worship seeks to provide a place for all. In our 2017 *Parish Survey*, we see ourselves as traditional, broad church in our parish liturgical style. We do, however, appreciate the beauty of traditional liturgies associated with more high church services, especially on significant feast days in our church calendar.

Our 8 a.m. service celebrates the beauty of our traditional Rite I liturgy, without music, to a faithful congregation of about 40 members. The principal service, now at 10:30 a.m., began as a continuation of our Summer Schedule in Fall 2017 in which the 9 a.m. Family Eucharist was combined with the 11 a.m. Eucharist. In the past, Rite I or Rite II have been offered at both services, sometimes alternating, and at other times to enhance the solemnity of the church season by using Rite I during Advent and Lent. A 5 p.m. Eucharist without music also is offered each Sunday in the Chapel of the Twelve Apostles to a regular congregation of approximately 50 members.

**“Episcopalians ARE worship.
Worship is [our] priority.”**

— 2017 St. James Parish Survey

Worship Services at St. James

SUNDAYS

8:00 am

Holy Eucharist in the Church (Rite I)

10:30 am

Holy Eucharist in the Church, with music (Rite I or Rite II)

5:00 pm

Holy Eucharist in the Chapel of the Twelve Apostles (Rite II)

MONDAYS

8:15 am

Morning Prayer with Day School in the Church

WEDNESDAYS

12:00 pm

Holy Eucharist and Healing Service in the Chapel (Rite II)

FRIDAYS

8:15 am

Holy Eucharist with Day School in the Church (Rite II)



Music

The 10:30 a.m. service features traditional Anglican music, on alternating Sundays by our *Adult Choir* and our *Treble Choir*, composed of serious young singers from 5th to 10th grade. Our youngest singers, ages three through ten, form the *Cherub Choir* to support the work of Children's Church and special occasions. The music program at St. James maintains a great tradition of talented leadership, congregational participation, and excellence. For more than 15 years, a contemporary service (Rite II) with instrumental and vocal music inspired its regular congregation of 40 to 50 attendees each Sunday. Many would like to see a contemporary service offering brought back to our Sunday worship schedule.

Worship Ministries

Worship at St. James is supported by its laity in a variety of roles. We rely on our dedicated team of *Lay Eucharistic Ministers* to assist at Holy Communion. *Lay Readers* are volunteers who read the appointed scriptures. Our *Acolytes* provide both liturgical support and learn about the liturgy by assisting the clergy. The *Altar Guild*, composed of working teams, prepares the altar every Sunday, keeping the silver polished, and the linens washed and ironed.

The *Wedding Guild* assists the clergy and parishioners in performing weddings at St. James. *St. Martha's Guild* serves as hostesses for visitations and receptions at the time of funerals at the church. Our *Usher Team* welcomes members and newcomers every Sunday by distributing our service bulletins, assisting with the orderly distribution of communion, and collecting our weekly financial offerings to God's work in the world. The ushers also serve faithfully for funerals and special holy day services.

Learning Together: Christian Education & Spiritual Formation

Through Christian education, we seek to build our relationship with Christ, increase our understanding of the scriptures and foster a stronger faith. St. James Episcopal Church is full of engaged, curious parishioners who care deeply about their own spiritual lives and those of younger generations. Our survey process revealed a strong belief in the value of Christian education, particularly on Sunday mornings, and an emphasis on education as a means of attracting members and growing our congregation.



Children's Education & Formation

Children of all ages are welcome in church, and parishioners enjoy seeing children in the pews. However, a professionally staffed *nursery* is available from 8:45 a.m. to 12:00 p.m. on Sunday mornings for parents with infants and toddlers.

Children ages four through ten may attend *Children's Church* every Sunday during the 10:30 a.m. service. Just before the Gospel reading, teachers gather children at the back of the church and lead them to a classroom in the Parish Hall for a brief lesson and activity before returning them to the church in time for communion.

Children's Christian Education Classes meet from 9:15-10:15 a.m. on Sundays in the Parish Hall. Classes are divided into Pre-K through Kindergarten, 1st through 3rd grade, and 4th through 5th grade groups. Currently, parent volunteers serve as teachers, working in teams of two. Volunteers commit to one Sunday per month and are coordinated by a leader for each age group. Children's Sunday School teachers use the Episcopal Children's Curriculum

(ECC), a thematic Sunday School curriculum tied to the seasons of the church year and developed by the Center for the Ministry of Teaching at the Virginia Theological Seminary. Our Children's Choir Director also supplements the Sunday school lessons with music class a few Sundays per semester.

St. James Children's Ministry Council is a group of lay leaders who direct the children's programming at the church in consultation with the clergy and staff. The council volunteers organize Sunday School, Children's Church, the Christmas Pageant, Vacation Church School, Summer Playdates, and one "Family Fun Event" each semester.

Every summer, *Vacation Church School (VCS)* is offered during the second week in June for children entering grades Pre-K4 through 4th grade. The 2017 VCS involved 55 children and around 30 volunteers including teachers, youth, young adult, and parent volunteers.

St. James Episcopal Day School

St. James Episcopal Day School is a premier educational institution in Baton Rouge and serves 288 students between Pre-K3 and 5th grade. Founded in 1958, it offers a faith-based and exceptional education in a warm and loving environment. It has been recognized by the U.S. Department of Education as a Blue Ribbon School of Excellence in 2009 and 2015 and, in 2017, was named an Apple Distinguished School for its innovation in combining a traditional education with advanced technology.

The Day School provides students with a weekly religion class at every grade level as well as clergy involvement with staff and students, including an assigned chaplain. The Christian education program teaches thankfulness, truthfulness, kindness, and patience and offers educational in the liturgy of the church, sacraments, prayers, Bible verses, parables, miracles, and Old Testament stories. Students participate in two worship services each week, reading lessons, leading prayers, serving as ushers and acolytes, and presenting music.



Enrollment	287
Faculty and Staff	52
Student-Teacher Ratio	8:1 (Pre-K 3 - K) 16:1 (first & second) 20:1 (third - fifth)
Annual Tuition (Full Time Students)	\$8,183.00
Total Annual Budget	\$3,476,327.73
Annual Financial Aid Budget	~\$40,000
Endowment	~\$1,000,000
Curriculum	Math, English Language Arts, Social Studies, Science, STEM, Spanish, Art, Music, Christian Education, Library, Physical Education, Guidance



Youth Education & Formation

The *Episcopal Youth Community (EYC)* at St. James is led by a part-time director of youth ministry and focuses on faith, community, and outreach. Youth in grades 6 through 12 meet weekly for Sunday School and explore age-appropriate series such as “The Gospel According To Pixar” and “The Fruits of The Spirit.” Youth Confirmation Classes are offered each spring and are taught out of the Book of Common Prayer Catechism.

The EYC meets at 6 p.m. on Wednesday evenings and hosts “Fun Friday Hangouts,” bowling nights, and movie outings. The youth minister also hosts gatherings at local coffee shops for informal meetings to build community. A large number of the EYC youth are involved in other areas of church, serving as acolytes, members of the Treble Choir, nursery helpers, and homeless outreach volunteers. The EYC also organizes community outreach events and participates in a mission trip each year.

Although the numbers of youth involved in programs have been modest in recent years, we are encouraged that we currently have twelve youth enrolled in the confirmation class for 2017. Thanks to time and engagement from our new director, our youth participation is growing.

Adult Education & Formation

At least two *Adult Christian Education Classes* are offered each Sunday from 9:15 a.m. - 10:15 a.m. and vary by the season. Currently, adults can choose from “A Dose of Daily Scripture,” which focuses on the Sunday readings from the lectionary, and “The Rector’s Forum,” which is led by the interim rector and covers a variety of topics, often in serial format. *Adult Confirmation Classes* also are offered, typically during the 9:15 Sunday School hour in the Spring.

Education for Ministry (EFM) is a four-year program designed for lay people to become effective ministers, developed by the School of Theology of the University of the South and guided by Sewanee trained mentors. Classes consist of twelve parishioners facilitated by a clergy member, and one or two sections typically meet each year. *Senior Men in Life’s Enjoyment (S.M.I.L.E.)* is a senior men’s Bible Study that meets weekly at 11 a.m. in the Ministries Center.

The *Center for Spiritual Formation (CSF)* offers a variety of programs that explore traditions of prayer, contemplation, and understanding for parishioners and community members desiring to deepen their faith and cultivate spiritual growth. Examples of recent CSF programming include an Advent Sunday dinner and guest speaker, Advent Home Eucharists, Meditative Yoga, Lenten Series guest speakers, a Summer Sounds Concert Series, and a Busy Person’s Quiet Day retreat.



“As the song goes: they will know we are Christians by our love — and that love includes reaching out to all people, especially those who are less fortunate and who are powerless. We have the resources and power to make our community a better place, and we need to do it.”

— 2017 St. James Parish Survey

Working Together: Our Pastoral Care & Ministries

The mission of our ministries and pastoral care is to embody the love of God in Christ Jesus to the world and members of St. James Church. We seek to fulfill this mission by providing emotional support and spiritual care for all, especially in times of need.

Pastoral Care

The *Lay Pastoral Committee* oversees *Sunday Drivers* for parishioners who need a ride to church, *Lay Hospital Visitors* to supplement clergy visits, and *Lay Eucharistic Visitors*, who are licensed to take the sacraments to sick or infirm members of the congregation. *The Altar Flowers for Friends Ministry* coordinates delivery of our Sunday flowers to homebound parishioners for their enjoyment.

The *Guild of the Christ Child* helps new parents and their babies with delivery of a gift from the church, a meal for the family, and information about the sacrament of baptism. *Loaves and Fishes* is an ECW group which meets as needed to cook and freeze meals so that they can be delivered to parishioners in need of meals due to family circumstances, such as illness or a death. Both of these ministries are coordinated by the ECW.

On Wednesday mornings, the CSF offers *Meditative Yoga* in the Ministries Center. An open meeting of *Alcoholics Anonymous (AA)* is also held each week.



Ministries

Episcopal Church Workers (ECW), formerly *Episcopal Church Women*, is our oldest ministry, dating back to our earliest history when the women of St. James took the central role in raising funds for the parish and the community. The group now includes men as part of a national movement. The ministry has three chapters, *St. Agnes*, *St. Monica*, and *St. Edith* gather for fellowship and study one morning each month. *St. Joan of Arc* gathers for lunch and study once a month, and *St. Mary's* meets monthly for Bible study and fellowship.

In 1951, the ECW began selling gumbo on Fridays during Lent to raise money for projects to assist the mission of the Church. Still led by the ECW, *Gumbo at St. James* has become a parish-wide service mission. For six Sundays in Lent, St. James sells gumbo lunches to support outreach work of the ECW, selling an average of 400 gumbo lunches each week. This ministry introduces many locals to St. James and involves nearly every member of the parish, from parishioners to Day School students. Proceeds from Gumbo have supported causes ranging from downtown outreach ministries to overseas mission work.



The *Newcomers Committee* makes the first efforts at hospitality and welcome to all visitors to the parish. The *Greeter's Guild* volunteers assist the parish office by directing visitors to meetings at the Church and Ministries Center. They also assist the office staff each week by answering phones and provide a community service of distributing We Care Bags to our neediest neighbors.

The *Garden Guild* of dedicated St. James gardeners helps to maintain our Church grounds through the care of our flowers, plants and trees.



The *St. James Artist Guild* supports the work of over 40 parishioners who are practicing artists. The guild exhibits twice a year in the large parlor of the Parish Hall.

“Stewardship is about mutual care for our Church, our parish and our community. Faithful giving should be a part of who we are as Christians...”

– 2017 St. James Parish Survey

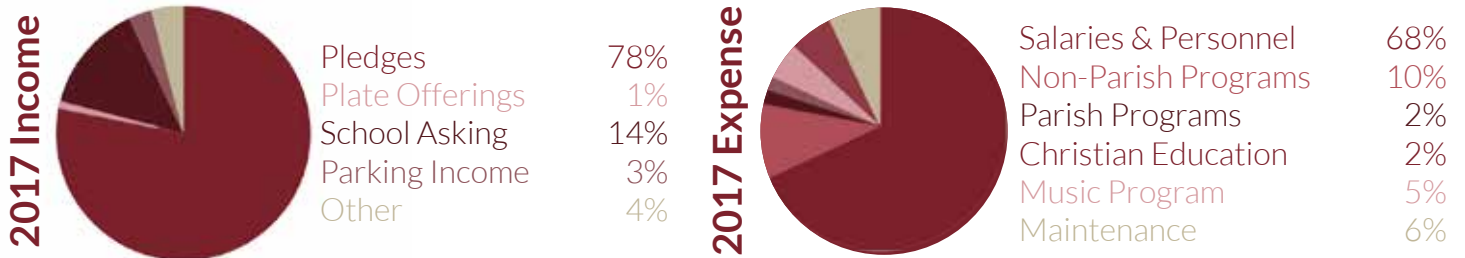
Giving Together: Finances, Stewardship, & Outreach

St. James Church is blessed with a solid financial foundation, particularly in our endowments. Although St. James has seen a decrease in income over the past decade, parishioners remain willing to pledge and give generously to support our ministries. We have experienced operating deficits over the last several years, but due to the strong performance of our investments, we have funded the shortfalls from the gains in our endowments without having to deplete any principal. We also believe our decreased pledge numbers and donation amounts in recent years was caused in part by issues with communication and trust in our church community. Our hope is that the next rector can engage existing parishioners as stewards and attract new ones to ensure that St. James not only retains but expands our capacity to proclaim the Word of God and do His work in our community.

Investments

St. James is fortunate to have an endowment investment portfolio of approximately \$7.7 million including approximately \$1 million in Day School funds.

2017 Budget



St. James Episcopal Church

4 year Financial Summary

	2013	2014	2015	2016
Pledges/Contributions	1,440,172	1,335,925	1,347,196	1,203,897
Plate Offers	15,387	16,488	6,312	14,493
Investment Income	90,000	90,000	90,000	90,000
Other Income	288,394	338,510	360,496	386,715
Total Revenues	1,833,953	1,780,923	1,804,004	1,695,104
Personnel Expenses	1,076,302	1,064,105	1,069,776	1,034,106
Diocesan & Other Expenses	192,000	192,000	186,000	184,990
Parish Program Expenses	71,841	71,059	62,311	52,247
Christian Education Expenses	41,432	27,261	21,822	23,836
Music Expenses	55,657	73,033	76,801	83,900
Office & Admin Expense	167,998	178,465	184,792	187,617
Maintenance & Utilities Expenses	266,428	260,697	242,679	210,551
Total Expenses	1,871,657	1,866,621	1,844,179	1,777,248
Net Operating Total	(37,704)	(85,698)	(40,175)	(82,143)

Capital Campaigns

St. James has been the benefactor of several successful *Capital Campaigns* over the years. In 1998-2001, St. James raised \$6.87 million through our “Love Finds a Way” campaign to build Bishops Hall, a meeting place for our members and gymnasium for the Day School. Renovations were also made to the Ministries Center, which houses the church offices and other spaces used for various ministries.

In 2017, with the help of Interim Rector Joe Reynolds, St. James was able in a matter of weeks to raise over \$2,000,000 through our “Love of Christ Always” campaign, the purpose of which was to restore and preserve our historic church. This project is ongoing, with the exterior renovation scheduled to conclude by February 2018.

Within the last five years, a Strategic Planning Committee helped develop a comprehensive master plan for facilities, with help from the Center for Planning Excellence. We are working on developing timelines for implementing portions of this

Stewardship & Planned Giving

St. James has utilized various forms of stewardship over the years and the assertiveness with which Rectors have addressed stewardship has varied significantly. What has remained constant, however, has been the active participation of parishioners in promoting stewardship, under the direction of a standing committee of the Vestry.

The *St. James Legacy Society* was created in May of 2014. The purpose of the society is to acknowledge gratefully those faithful persons who have made provisions to leave a documented gift of a portion of their accumulated assets to St. James Episcopal Church.



Outreach

St. James has an expansive outreach ministry centered on supporting neighbors in its downtown location and the greater Baton Rouge area. *The Department of Outreach* mission is to embody the love of God in Christ Jesus in concrete ways to people beyond the members and friends of the church, especially those who are poor and/or in need. Though current programs and ministries are substantial, the department is currently examining ways in which outreach might be expanded or consolidated to more consistently and effectively meet the needs of our community.

Outreach efforts include a *Grants Committee* charged with providing around \$60,000 annually in grants to organizations demonstrating financial need and a capacity for positive impact in the community, including Cancer Services of Greater Baton Rouge, Hospice of Baton Rouge, Capital Area Alliance for the Homeless, and the Church of Transfiguration at Angola prison.

As an official distribution point in the Greater Baton Rouge Food Bank system, our *Food Pantry* distributes grocery bags to those in need. We also distribute 40-50 We Care Bags each weekday to the homeless and

the needy. Each single-serving bag contains food, a beverage, and a prayer card. Parishioners of all ages assist in this ministry, managing inventory, filling bags, and cutting prayer cards.

The church also hosts the homeless and needy at quarterly *Hearty Breakfasts*. These groups are also supported by the *Homeless Alliance Artists*, taught by two artist-parishioners. St. James exhibits work by the alliance during the biannual Artist Guild show in the Parish Hall.

During Advent, the church holds a *Christmas Dinner for the Homeless* for over 150 guests on one of the first Sundays in December. Almost 100 parishioners volunteer at this major outreach event, and countless others contribute through donations.

St. James also participates in the Salvation Army's *Angel Tree Program* in November. The rapid pace at which the Angel tags are selected and fulfilled each year is another example of the generosity and commitment to the broader community exhibited by church members.



Living Together: Christian Life & Fellowship



“We joined the St. James community recently and have felt so welcomed. It is intimidating to join a new church community when one moves. Everyone has been so friendly. It makes a huge difference.” – 2017 Parish Survey

Christian Life programs and fellowship opportunities offer members and friends of St. James to deepen their Christian commitment and further walk in faith through education, formation, and mutual support of one another. By coming together, we share ourselves and strengthen our love of Christ.

Foyer Groups help to make our large parish seem smaller by creating small groups who gather monthly each Spring in their homes for food and fellowship. These groups connect those parishioners who live in different areas and may attend different services at St. James.

The *Holy Grillers* are composed of St. James Men who enjoy grilling together to prepare food for special church events.

The *James Gang* is an active group of seniors who gather for luncheons and to travel and welcome special speakers throughout the year.

The *Bad Girls’ Book Club* is a women’s group that meets monthly to discuss timely books, enjoy an informal meal, and socialize.

Our *Education for Ministry* graduates enjoy a lively fellowship once a month to continue their theological studies.

The *Associate Vestry (AV)* as its mission helps foster the community of St. James by hosting several large parish-wide events each year. A *Pancake Breakfast* kicks off the year on a Sunday in January before church. In the spring, church and Day School families gather in Bishops Hall for a *Crawfish Boil*, often accompanied by live music. The *Fall Hospitality Party* is another popular AV event that welcomes new and old members to a parishioner’s home in an informal setting. The AV has expanded its offerings in recent years to include occasional smaller gatherings such as a *Parents’ Night Out* over the summer and a *Holiday Happy Hour*.



Growing Together: Our Strengths, Challenges, & Future

Our parish survey, listening forums, and stakeholder meetings, have helped us gain a sense of St. James' strengths and challenges. The church congregation has differing opinions on many of the issues facing the church, some old and some new, but we are united in a strong love of our parish and a desire to move forward as one body in Christ.



Strengths

The health of St. James is founded in its parishioners' commitment to the church and its ministries. The church has benefited from strong clergy and lay leadership over the years. The congregation's belief in the value of spiritual growth at St. James and its ministries was evident in the parish survey and listening forums. Many referenced a strong connection between members, noting a "real sense of community fostered by beautiful liturgy, worship and opportunities to gather socially," and "a place of refuge for spiritual growth and community."

The members of St. James have, through their contributions and efforts, given generously to the

church. St. James remains financially on strong footing, with significant resources to further its programs and outreach. Our historic church building is a source of pride and love by the members, which was evident in the rapid response to the recent capital campaign to repair the exterior and interior of the church building.

Another strength of St. James is its vibrant, award-winning Day School. This ministry provides hundreds of children a well-rounded education with a strong spiritual component. The children, and many of their parents, attend weekly church services.

Challenges

Like many churches, St. James is challenged with demographic trends regarding church membership and attendance. While there has been a slight reduction in the size of the parish, an opportunity exists to attract and retain new members. Our survey process suggested that efforts to invite, welcome, and retain visitors need improvement. In 2016, a summer schedule of consolidated services was continued into the fall, increasing total Sunday attendance. Still, some desire a restoration of their preferred service time. Finding an optimal balance of accessibility and vibrancy in worship services will be a challenge faced by our new rector.

Numerous parishioners have expressed a desire for a new director of Christian education. Although St. James historically has had a full-time Christian education director, we have not had one for several years. As a result, the variety and number of formation programs has decreased. Parishioners also expressed concerns that other churches in our area are attracting more families with children because of stronger educational programming; thus, remaining competitive with these institutions will be an ongoing challenge.

Despite a commitment to outreach within the congregation, St. James has struggled to find consensus on how best to serve the needy and play a constructive role in broader civic affairs. We continue to heal divisions within our parish and seek ways that we can come together to better serve our Baton Rouge community.

In recent years, limited and ineffective communication undermined trust and strained relations between our past rector and the congregation. This complicated our management of administrative and business issues and hampered our adjustment to broader social and cultural controversies affecting the Church, including same-sex marriage. Fortunately, communication and trust have improved considerably under the leadership of our interim rector. We look forward to establishing a strong bond with our new rector, who we hope will prove to be an excellent communicator with a pastoral disposition, able to guide us as we walk together to discern God's will.





The Future: Our Next Rector

The results of our parish survey revealed the following list of qualities St. James parishioners would like to see in our new rector.

- **A talented preacher and spiritual leader.** Perhaps above all, the people of St. James desire a pastor. Since the start of our process, parishioners spoke about needing a leader with a strong prayer life who could inspire spiritual growth and relate the Gospel to today's challenging times without judgment or political purpose.
- **Warm, personable, and outgoing.** Our parish wants a rector who wants to know us and be a part of our community. We desire someone who is outgoing enough to form relationships easily with current members as well as attract newcomers to the church. Warmth, compassion, humor, and people-skills—all of these would be welcome as we walk together.
- **"A minister to the whole church."** As one parishioner put it, "St. James is made up of all kinds." Our members consist of all ages and walks of life, and the voices in our survey reflected a desire for someone who will listen and attend to the diverse needs of the entire congregation.
- **Communicates well.** The new rector will need to communicate frequently with the clergy, staff, church members, lay leadership, and Day School community, among other groups. Thus, it is imperative we find an experienced, thoughtful speaker and writer who prioritizes effective discourse within our church community and beyond.
- **"A unifier."** We hope to find a leader who can understand and genuinely appreciate all sides of a discussion. Our community has experienced divisions in the past over political and social issues. We seek in earnest someone who can value others' opinions even if in disagreement with them and help us find peaceful resolutions.
- **A skilled administrator.** Although St. James is first and foremost a body of church members and a place of worship, our church also resembles a large, dynamic corporation. Our next leader must be someone who can both lead and delegate to maintain and enhance our ministries, formation, worship, outreach, and other programs. We hope to find someone who will identify and hire capable assistants and who can recognize and use the gifts of the members.

St. James has embraced the responsibility of calling its next rector, intentionally taking time to learn more about ourselves as a parish in the process. Hundreds of us have committed to listening, talking and praying together. By understanding this opportunity and challenge, St. James Church seeks to be greater than the sum of its many parts as it lives the Gospel message today and assures that message thrives for generations to come.

We welcome your prayers for our journey and are grateful for your support.

Search Committee:

- Helen Campbell - Co-Chair
- Charlie Frey
- Catherine Harrell
- Bob Israel
- Bahin Leonard
- Andy McCall
- Jay Noland
- Trey Roberts - Co-Chair
- Susan Rolfs
- Julia Spaht
- John Sykes
- Martha Vasquez

2017 Vestry:

- Margaret Culbertson
- Charlie Frey
- Barbara Irwin Garon
- Barbin Caldwell Graham
- Lee Griffin
- Catherine S. Harrell
- Buzzy Heroman
- Bill Hines - Jr. Warden
- Kyle Landrem
- Sue Larisey
- Andy McCall
- Jay Noland
- Caroline Ross
- Manette Sammons
- Anna Catherine Soule
- Chip Stirling
- Gerry Sulzer - Sr. Warden
- David Warrington







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