<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership &amp; Contact Information</td>
<td>3</td>
</tr>
<tr>
<td>A Prayer for the Next Rector</td>
<td>4</td>
</tr>
<tr>
<td>Diocese History &amp; Leadership</td>
<td>5</td>
</tr>
<tr>
<td>St. Paul’s History &amp; Community</td>
<td>9</td>
</tr>
<tr>
<td>Parish Life &amp; Ministry</td>
<td>13</td>
</tr>
<tr>
<td>Facilities</td>
<td>19</td>
</tr>
<tr>
<td>Finances</td>
<td>22</td>
</tr>
<tr>
<td>Survey Process &amp; Executive Summary</td>
<td>24</td>
</tr>
<tr>
<td>Survey Key Findings</td>
<td>26</td>
</tr>
<tr>
<td>Survey Conclusions ~ We Are, We Seek</td>
<td>32</td>
</tr>
</tbody>
</table>
St. Paul’s Episcopal Church
10 West King St. Quincy, Florida 32351
(850) 627-6257
A Member of The Episcopal Diocese of Florida

Thank you for your interest in St. Paul’s Church and for taking the time to review our Parish Profile. Follow St. Paul’s on Facebook and Instagram, or feel free to contact us with any comments or inquiries.

Vestry
• Ms. Theresa Phillips, Senior Warden
• Mr. Mark Armesto, Junior Warden
• Mr. Brad Farmer, Secretary
• Mr. Tom Biondo, Treasurer
• Ms. Hardie Rodgers

Search Committee
• Ms. Lou A. Armesto, Chair
  – (850)363-3665
  – louarmesto@comcast.net
• Mr. Patrick Bell
• Mr. B. J. Turner
A Prayer for the Next Rector

O God of patient and gentle strength who knows our needs even before we ask,

May your loving presence guide us as we seek the next Rector for St. Paul’s Church.

Give us an open spirit, discerning hearts and clear minds, that we may trust your will for us and become ever more united in your son our Savior, Jesus Christ.

Inspire our conversation, deepen our prayer and make us a community of humility and grace.

Raise up for us, we pray, a priest and pastor who will boldly proclaim your Gospel, faithfully administer your sacraments, and serve your people with love and compassion.

All this we ask through Jesus our Lord, who lives and reigns with you and the Holy Spirit, now and forever. Amen.
The Diocese of Florida, seven parishes strong, officially formed on January 17, 1838 and was received into union with the General Convention of the Episcopal Church on September 7, 1838. Despite natural disasters, plagues, war, economic depressions, cultural changes and disagreements within the Church, the faithful and persevering bishops, priests and laity of the Diocese of Florida have forged ahead over the past 180 years and have remained focused and true to God's call even today. In the recent yet timeless words of the Rt. Rev. Samuel Johnson Howard, “If it is a difficult and painful time, it is also a time of great promise. I believe it is a time in which the Lord is presenting us with a very special chance to renew our faith, to revisit the roots of our Church, and to reach out to one another in Christian love and fellowship.”
The central figure in the seal of the Diocese of Florida is St. John the Evangelist. He holds in his left hand a chalice, one of the symbols of St. John, (without the snake sometimes shown with his chalice). The Book of Common Prayer in his right hand indicates that it was in this Diocese that the first Anglican Prayer Book services to be held in the continental limits of the United States were aboard John Hawkins' ship anchored in the St. Johns River off Fort Caroline in 1565. Above St. John's head are seven golden stars representing the seven churches which organized the Diocese in 1838.

St. John, wearing an alb, stands with three palm trees on either side, suggestive of the subtropical latitude of Florida. The eagle with wings outspread in the lower third of the seal is one of the symbols of St. John; this being a bald eagle is also a symbol of the United States. Beneath the eagle, hiding his talons, is an orange branch with the blossoms which, being the State flower, are reminders that all of the State was once included within the Diocese of Florida.

The use of St. John is assumed to have an historical connection with the St. Johns River - the largest in the State, and until the advent of modern transportation, the chief means of travel and commerce within Florida.
The Right Reverend Samuel Johnson Howard, a native of North Carolina, was elected bishop coadjutor of the Episcopal Diocese of Florida on May 16, 2003 and was consecrated at St. John's Cathedral, Jacksonville, on November 1, 2003. He was instituted as bishop of the diocese on January 29, 2004.

From 1997 through 2003, Bishop Howard served as vicar of Trinity Church, Wall Street, New York. Active in New York church and community activities, Bishop Howard served as president of John Heuss House, a homeless drop-in shelter in downtown Manhattan, and on the board of the Downtown Alliance, a local community advisory and development board in lower Manhattan.

Bishop Howard was one of the leaders of the congregation and staff of Trinity Church, Wall Street and Saint Paul's Chapel in the wake of the events of September 11, 2001. He assumed a leadership role in the city, speaking on a variety of issues. Prior to moving to New York, Bishop Howard was rector of St. James' Episcopal Church in Charleston, South Carolina. Bishop Howard was ordained in 1989. Previously he practiced law in Raleigh, North Carolina from 1976 - ‘86. In addition to being an alumnus of Virginia Theological Seminary, he is a graduate of Williams College & the Law School of Wake Forest University.

The Hamilton West Diocesan Center
325 N. Market Street
Jacksonville, FL 32202-2798
Phone: (904) 356-1328
Fax: (904) 355-1934
office@diocesefl.org
Camp Weed is an Episcopal camp operated by the Episcopal Diocese of Florida for youth ages 6 - 18. The Camp has existed for over 85 years in different locations in Northern Florida. In 1978, Camp Weed moved to its current location in Live Oak, Florida where the facilities have grown into what we now know as, *The Episcopal Center, Camp Weed and Cerveny Conference Center*. Campers of all ages and denominations are welcome to attend Camp Weed to experience wholesome Christian fun in the great outdoors.

Besides the extensive Parish properties across the Diocese we are blessed to have excellent facilities on both the campuses of UF and Florida State. St. Paul’s has a history of mentoring area college students through engagement with the Episcopal Student Union at Chapel of the Resurrection & Ruge Hall on the FSU campus.
Florida’s territorial government incorporated St. Paul’s Church in Quincy on February 28, 1839; however, Episcopal services had been held in Quincy since 1834.

Established in 1828, Quincy is named for John Quincy Adams and is the county seat for Gadsden County. It is located less than 15 miles west of Tallahassee on Hwy 90 West. It was, and still is, a place of rich natural beauty. Located between the Ochlocknee & Little Rivers, bordering the scenic shores of Lake Seminole & the Lake Talquin State Park.

On November 19, 1839 the Rev. Jehu Clancy Jones arrived as St. Paul’s 1st Priest-in-charge, holding services in the Methodist Chapel while construction on the first building began. On Feb. 21, 1841, Bishop James Harvey Otey consecrated the new sanctuary, a 45’ by 65’ structure with a 20’ tall belfry. The present church was built in 1892. It was enlarged in 1914 & remodeled in 1928. In 1950-51, the church added a large Parish Hall to accommodate its expanding activities.
As of 2017 Quincy’s population was 46,100+; 55.3% African-American, 32.6% White and 10% Hispanic. The median age is 40.7 years old. The median household income is $39,830.00, an annual increase of 3.37%.

While the University of Florida’s Agricultural Research Center in Quincy is a hub of technology and economic development, the nearby campuses of Florida State University, FAMU and Tallahassee Community College provide a variety of cultural, intellectual & social opportunities.

In addition to Gadsden’s Capital Regional Medical Center campus Tallahassee has two major hospitals & a VA Clinic offering a complete range of medical services. Being the State Capital, Tallahassee affords convenient access to state & federal information and resources.
Quincy is a sporting paradise. It is less than one hour from the Emerald Coast of the Gulf of Mexico. The two local lakes are ideal for all kinds of fishing and water sports. The nearby national forest offers other outdoor activities.

The Golf Club of Quincy is an 18-hole course with a pro shop and offers full food and beverage services to its members. Over 25 other public and private courses are in close proximity. Neighboring Leon County hosts the internationally recognized Red Hills Horse Trials. In addition, the FSU Seminoles, FAMU Rattlers & TCC Eagles provide a full slate of nationally ranked collegiate teams offering spectators a complete range of award-winning sports options.
Quincy boasts an active arts scene; the Quincy Music Theatre was founded by early members of St. Paul’s. Its annual schedule of sold out musicals showcases local & national talent. The Gadsden Art Center has a revolving schedule of local as well as national touring exhibitions. New on the scene is Food Truck Fridays, featuring a changing bill of local & regional live bands on the plaza green surrounding the historic downtown Courthouse.
St. Paul’s regularly scheduled activities include 9:00 AM Sunday School, 10:00 AM Worship Service and a weekly evening Bible study at 6:00 PM. We have a broad use of the BCP liturgy and a rich liturgical life. Unique worship services & special events throughout the year, such as the Blessing of the Animals for St. Francis Day and the Blue Mass honoring 1st responders, provide a chance for partnership with other faith-based, educational & human service organizations. These have had tremendous response from both the local attending community & the remote followers of our online media ministry.
St. Paul’s is blessed with a very faithful Altar Guild and a very active Episcopal Church Women (ECW) group. In recent years the main program supported by the ECW is the Panhandle Area Education Consortium’s Migrant Family Initiative. Year-round our ladies collect clothing, household essentials & school supplies for PAEC. At the start of Advent a Christmas party is held in the Parish Hall for all the migrant families. Besides a hearty meal, Santa makes an appearance to pass out toys & clothing to the children as well as grocery gift cards to the adults.
St. Paul’s supports the Gadsden County Library’s Bookmobile that services low income pre-school & elementary children. The church’s Chili Cook-Off night, which is open to the entire community, garners substantial cash donations while ECW contributes in-kind gifts of books and supplies year-round.

St. Paul’s also partners with Grace Mission, an urban ministry for the needy of the Diocese of Florida located in downtown Tallahassee. The chance to attend their special events, volunteer at the Mission and collect coffee, socks, towels & other essentials monthly is a rewarding service opportunity for our members.
The Church Rummage Sale offers Quincy’s low-income residents a resource for household goods at prices they can afford and gives our members a time of fellowship through service. Revenues are used for needed maintenance & repair projects in addition to support outreach.
Fellowship opportunities are plentiful year-round on the St. Pauls’ calendar. Events are held in the Parish Hall, like the Shrove Tuesday Pancake Supper or the Annual Valentine’s Banquet, pictured below right. Others are hosted in members homes, like our tailgating watch party during football season, below. Hospitality always abounds & the universal theme is always “All are Welcome”!
July 14th, 2019
146 People Attended the 180th Anniversary Homecoming Celebration
St. Paul’s property sits at the northwest corner of two of Quincy/Gadsden County’s main thoroughfares and encompasses one city block. The historic Sanctuary includes the remarkable Resurrection Window. The 8-foot tall window was originally installed in 1933. It is not stained, but painted glass which has been fired to present a richer more realistic scene. It depicts the angel at Jesus tomb on Easter morning telling the women that “He is risen!” The church is a scenic landmark for community members and a “must-see” for visiting tourists.
Besides the Sanctuary, the original building holds the Sacristy, two offices, classrooms and a vestibule with the restroom and an additional street entrance.

The Parish Hall may be accessed from this vestibule or an outside door under the drive-up porte-cochere adjacent to handicap parking. Additional meeting rooms, a large kitchen and the cloistered shade porch are located on the main floor of the Parish Hall. There is a lower level with more classrooms, two more restrooms, storage areas and a final exit that leads to the fenced playground and rear parking lawn on the west side.

The landscaped Memorial Garden and Columbarium on the north side of the property complete the grounds.
The 4-bed, 2-bath home is on 10th Street, in close proximity to the church.
<table>
<thead>
<tr>
<th></th>
<th>2018 ACTUALS</th>
<th>2019 BUDGET*</th>
<th>2019 YTD ACTUALS 1/1 – 8/31</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pledge Offerings</td>
<td>95,305.20</td>
<td>84,000.00</td>
<td>44,058.00</td>
</tr>
<tr>
<td>Plate/Non-Pledge</td>
<td>20,774.40</td>
<td>9,739.10</td>
<td></td>
</tr>
<tr>
<td>Flower Fund</td>
<td>803.89</td>
<td>694.07</td>
<td></td>
</tr>
<tr>
<td>Memorials</td>
<td>3,785.00</td>
<td>2,025.00</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>2,294.00</td>
<td>25,000.00</td>
<td>6,338.59</td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td>162,962.49</td>
<td>109,000.00</td>
<td>$70,886.60</td>
</tr>
</tbody>
</table>

*St. Pauls 2019 Budget is based on 14 Pledge Units

**Additionally, two separate funds are managed by the National Church Endowment Board that are carried as deferred assets.
A) The Housing Fund of $174,720.70 may be used for major repairs and/or improvements to the rectory.
B) The Church Foundation of $75,530.70 is to cover similar costs for the Church grounds and/or facilities.
<table>
<thead>
<tr>
<th>Category</th>
<th>2018 ACTUALS</th>
<th>2019 BUDGET</th>
<th>2019 YTD ACTUALS 1/1 – 8/31</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Operations</td>
<td>30,476.35</td>
<td>23,400.00</td>
<td>23,069.41</td>
</tr>
<tr>
<td>Staffing</td>
<td>31,513.89</td>
<td>32,000.00</td>
<td>15,038.15</td>
</tr>
<tr>
<td>Maintenance &amp; Repairs</td>
<td>9,025.24</td>
<td>30,000.00</td>
<td>6,266.81</td>
</tr>
<tr>
<td>Rectory</td>
<td>7,102.55</td>
<td>12,000.00</td>
<td>6,076.68</td>
</tr>
<tr>
<td>Outreach &amp; Special Events</td>
<td>600.00</td>
<td>5,000.00</td>
<td>1,116.49</td>
</tr>
<tr>
<td>Diocesan Tithes &amp; Offerings</td>
<td>10,061.04</td>
<td>10,200.00</td>
<td>6,707.36</td>
</tr>
<tr>
<td>Other</td>
<td>1,119.99</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>89,899.06</td>
<td>112,600.00</td>
<td>58,274.75</td>
</tr>
<tr>
<td><strong>NET INCOME</strong></td>
<td>35,888.43</td>
<td>(3,600.00)</td>
<td>12,611.85</td>
</tr>
</tbody>
</table>
A 10-Question Parish Survey was conducted during the month of August 2019. In preparing the survey the Search Committee held one-on-one conversations & meetings with a variety of our members & others from the larger religious community. Questions were composed to elicit input from our congregants as to St. Paul’s current status, the vision for St. Paul’s future and our role in transforming that vision into a reality.

Surveys were distributed both in person and by mail to everyone on the rolls, 59 units in all. After 31 days of appeals in the weekly e-newsletter, announcements during Sunday services and personal follow-up calls, 28 were returned completed, 2 were returned for lack of a forwarding address and 1 member notified the Committee that they refused to participate. The data on the following pages is derived from the answers to that survey. The accompanying statements, based on the data, reflect our interpretation and understanding of its meaning and our vision of the Rector we believe God has waiting for us.
Survey Process & Executive Summary

St. Paul’s is searching for our next rector, who has at least 6 years experience and wants to live in Quincy Florida. The rector may be allowed to have additional employment if the position complements/enhances their role at the church and St. Paul’s remains their top professional priority.

The new rector needs to have a loving and outgoing personality with the ability to inspire and teach our congregation the Word of God. The congregation seeks a rector who prepares an inspirational sermon and provides loving pastoral care. We seek leadership that will help us develop our gifts, ministry, and service to God and someone who is respected in our community. We seek a faithful priest who will shepherd us in building a trusting and respectful relationship that mirrors the Savior we believe in, follow and aspire to emulate in our daily walk.
Survey Key Findings

Question 1 Asked the members of the church to rank one, two and three factors that contribute to the members’ satisfaction and to the energy of the church.

59% Responded Conviction that the Church has given new meaning to life to them as their number one answer.

26% Responded Inviting, friendly body of people with good interpersonal skills as their number one answer.

Below is a breakdown of the congregation’s number two answers.

18.5% Inspiring & engaging worship.
18.5% Strategic communication from the Rector and Vestry.
18.5% Flexibility to meet changing times and needs of the congregation.

Question 2 Dealt with which part of the church the respondents believed made a difference in the success of the church’s ministry and reflected their vision of a satisfied and energetic St. Paul’s.

36.51% Congregation
21.61% Vestry
35.64% Rector
8.00% Abstained from answering the question.

These results show very clearly that the members believe that everyone has a part and a role in making St. Paul’s successful.
Survey Key Findings

Question 3 Asked the congregation to rank a group of statements that related to how well our church performed basic church duties that are *Biblically* prescribed.

The rankings were from 1(satisfied) to 10 (completely dissatisfied). The committee grouped the rankings in Tiers as follows:

- **Tier 1** Rankings 1 through 3 (very satisfied, mostly agree)
- **Tier 2** Rankings 4 through 6 (somewhat satisfied)
- **Tier 3** Rankings 7 through 10 (mostly to completely disagree)

**Statement A: Our church does a good job of helping each member understand that he or she is called to ministry.**

Our congregation was evenly divided on how they believed our church helped members recognize their individual ministries:
- 30% Mostly Agree and are Satisfied
- 35% Somewhat Satisfied
- 35% Mostly or Completely Dissatisfied *(We need to improve.)*

**Statement B: Our Church prepares members for ministry by helping discern their individual gifts.**

- 24% Believed the church did a good job helping members in discernment.
- 40% Of the responses were right in the middle of the spectrum.
- 36% Believed we did not provide enough help with discernment.
Survey Key Findings

Question 3 Continued

Statement C: Our church provides opportunities for members to engage in active ministry within the church and the community.

- 52% Believed that our church provided ample opportunities for all members to engage in church and community ministries.
- 20% Somewhat Agreed
- 28% Mostly or Completely Disagreed

Statement D: Our church does a good job of supporting persons in the ministry by recognizing them and reminding them they are making a difference.

- 40% Believed we did a good job of support and recognition.
- 40% Somewhat agreed
- 20% Mostly or completely disagreed

Statement E: Our church does a good job of taking care of our own members when needed.

- 60% responded our church does a great job taking care of our own.
- 32% responded that they were somewhat satisfied
- 4% completely disagreed

(The 60% approval rating indicated that taking care of our own members is by far what we do best. Clearly though we need to help everyone at whatever their stage of life to discern their gifts and how best to use them so all can be engaged.)
Survey Key Findings

Question 4 Asked the members to provide the style of preaching they preferred. The highest percentage responses were:
- 18.5% Encouraging
- 14.81% Energetic
- 14.81% Instructional
- 55.56% A blend of all styles.

(These responses are very encouraging for our future Priest because they indicate we are open to a blended style that could accommodate changes needed for varying texts and topics throughout the lectionary.)

Question 5 Asked the members to describe the single most important quality or qualification of our last Rector.
- Warm personality was the #1 overwhelming response.

Question 6 Asked what one word best describes the most important quality of the next Rector.
- There were twenty-five adjectives to describe what our members wanted in a new rector but they all synonyms of one of the following:
  - Loving, Leader, Teacher.

(Clearly the next rector must be a caring, charismatic, outgoing personality. He or she must appreciate our past and direct our future while dealing with people and issues in a thoughtful and loving manner.)
**Survey Key Findings**

**Question 7** Asked members to rank what they felt were the critical abilities of the next Rector. Out of the 28 respondents to our survey, two provided no ranking or misunderstood the question, which left us with 26 respondents. The committee decided to recap the responses by those chosen most frequently and provide you with a breakdown of the abilities members ranked as number one.

- 10 members ranked inspirational preaching as number one.
- 8 members ranked effective, efficient pastoral care as number one.
- 3 Members ranked strategic planning & leadership as number one.

The remaining answers were singular and varied.

**Question 8** Asked members how much experience as a rector the new rector should have.

- 52% Wanted a new rector to have between six and fifteen years experience.
- 24% Stated that experience is not an important factor.
- 12% Wanted one to five years’ experience.
- 8% Wanted sixteen plus years’ experience.
- 4% Wanted twenty-five plus years’ experience.

While 52% want a rector with six to fifteen years experience, if you combine the percentage wanting 16 to 25 years and those preferring 25 plus years that total is an additional 12%.

(The congregation seems to feel that an experienced priest is necessary yet they prefer he or she to still be energetic and highly motivated with the intention of serving many more years in a pastoral ministry.)
Survey Key Findings

Question 9 Asked the congregation how important it was for the new rector to live in our community (our rectory).

88% Very Important  
8% Not Important at All  
4% No Opinion

(88% means our new rector will need to live in Quincy.)

Question 10 Asked how members felt about a bi-vocational rector.

48% Yes  
19% No  
33% Not Sure

(While 48% responded yes, the priest could have another job, if you combine the not sure responses, you get 81%. This tells the committee that if the rector has a secondary position that complements and/or enhances his or her role at St. Paul’s, the committee believes the congregation will probably be amenable.)
We Are a church in transition with a small group of aging members, a couple of young families and a few young professionals in a changing community.

We Are a church made strong by our traditions and are proud of what we have accomplished. We have been a beacon of hope for our community for over 180 years. We are aware of, yet anxious and concerned about, the changes necessary to have a viable future.

We Are a church seeking to fulfill a spiritual hunger in our current members and in our community.

We Are a church community that cares for each other’s physical, emotional and spiritual needs. We come together to support each other through life’s difficult times of conflict & loss, illness & death. Yet we need to increase & expand our circle of care & concern.

We Are a church where people find God’s love and comfort in worship and fellowship. It is the thread that weaves us together. We provide numerous opportunities to gather through the fellowship and hospitality that we’re known for.

We Are a church that enjoys opening our doors to the greater Quincy community for special worship services, informative events and festive occasions.

Conclusion ~ WE ARE....

Average Sunday Attendance YTD Through 8/31 (34 Weeks) is 29.
We have approximately 10 additional active members.
Low Sunday was Memorial Day Weekend (5/26) with 15.
High Sunday was the 180th Anniversary Homecoming Celebration (7/14) with 146.
We Seek a spiritual leader who will provide pastoral care to the present congregation and help us develop innovative ways to effectively engage and grow the participation of families & young people in our church.

We Seek a rector who will embrace our traditions while opening our minds to healthy progress and new friends; developing programs and partnerships necessary to successfully engage them.

We Seek a spiritual leader who will help us grow in faith through inspiring sermons & joyful worship for today’s world; a rector who has a strong sense of liturgy; who imbues that while coordinating the laity leadership & the staff and when communicating with the greater public outside St. Pauls.

We Seek a priest who will lead us outward from ourselves to help others. A rector who will devise a range of ministries for parishioners to participate in and personally provide one-on-one pastoral counseling and home visits with communion.

We Seek a spiritual leader who will join us in sharing God’s grace and help us in fostering the honest communication that exemplifies true fellowship. One who leads us in extending our blessings outside our current circle to others that need a place to belong.

We Seek a rector who will live in our community & be actively involved in it. Who is dedicated to outreach, supportive of current programs and seeks further service in both Gadsden & Diocesan initiatives. One who will help discern how our talents can best be put to God’s use; who will lead us by example and lovingly challenge us to follow.