

St. John's Episcopal Church

Parish Profile

Johnson City, Tennessee • January 2020





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Johnson City, Tennessee 37601

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An Invitation



Are you a **collaborative leader** who can help us discern a common vision, and reach out to the community around us?

Are you a **person of deep faith** who is called to be with us on our spiritual journey?

Are you drawn to the **new energy** and **new freedom** that are present at St. John's?

Come talk with us. We are open to your future, our future at St. John's, and the future that God is opening for us all.



Our Parish

Our parish is one that . . .

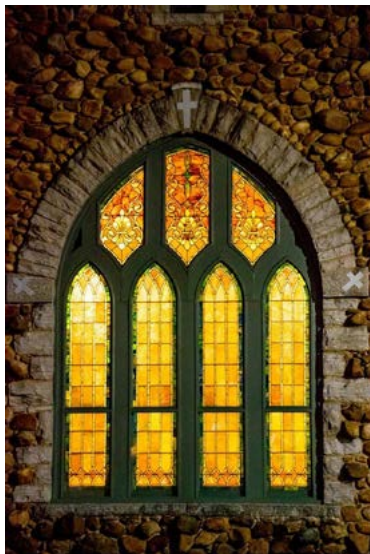
Seeks to discern a
common vision

Values new energy

Wants to contribute to
the larger community



*Our hearts are full
with renewed trust
in our journey with
God, together.*



St. John's Episcopal Church is a faithful community that values our support of each other. We are now at a new place. With the retirement of our building debt after eighteen years, we have been given a renewed trust in our journey with God together. We are poised to welcome a new rector to companion with us in discerning a common vision, in working together in outreach to our larger community, in ministering to each other together, and in welcoming a future that is filled with hope.

We perceive that we are a welcoming church, but others have voiced an uneven experience of this. We live in a loving tension with our different preferences for liturgy, music, theology, responses to cultural change, and hopes for our parish family. We currently have a sense of fragmentation, a lack of clarity for who we are to become, a lack of understanding for how we can discern a common vision for God's people in this place, and for how we can energize more participation in the life of the parish family.

In the last twenty years, we have faced the challenges of debt, aging facilities, declining and aging membership, declining giving, and strategic direction. During this interim period, we have retired the debt, made repairs and renovations to the facilities, attracted new members, and increased giving. We are shifting our processes to a shared leadership model. We are improving communication. There is new energy in several areas on which to build. This interim time with our interim rector, our deacon, our new bishop, and our consultant, along with the hard work of parish members, has given us new heart for our future and a positive expectation of working with a new rector.

Our New Rector

We are looking for a rector who can . . .

Preach with inspiration

Communicate with pastoral care

Foster community through discerning a shared vision and direction

We are seeking a rector who is drawn to the sense of community within the congregation, and who conveys the love of God to everyone who walks through our doors and to our community. We value a personal and professional maturity, along with the ability to provide pastoral and engaging messages from the pulpit that will inspire us to learn more, do more, and become better people. Additionally, the rector we are seeking will encourage mentoring relationships, commit to spiritual formation, and communicate seasoned faith. A sense of humor will be helpful, along with a willingness to engage in the parish's community life.

Collaborative leadership will be essential to help guide the parish through renewed growth and change, challenging the parish to do more as stewards of God's blessings. With a genuine and enthusiastic welcoming spirit, the rector can help to maintain the characteristics that have attracted parishioners to St. John's as their spiritual home – loving community, diversity, and the possibility for newcomers and long-time members to participate actively in parish life.

It is important to us that our rector exhibit a life deeply informed by a personal journey in faith, demonstrating the disciplines of personal study, reflection, and spiritual nurturing that model care for self, stewardship of talents, and spiritual growth. We seek someone who possesses a gift for communication, manifested especially in theologically informed, inspiring sermons that strengthen parishioners on our own spiritual pilgrimages. Additionally, strong pastoral skills will include the ability to reach out to all parishioners: to counsel those in trouble, to help prepare for life and prepare for death, recognize the unique gifts of each individual, and celebrate occasions of joy in parishioners' daily lives.

As an administrator, the rector we seek will possess a stewardship view of financial management and will share leadership with the vestry and the congregation to meet our budgetary needs.

We are looking for someone with sufficient managerial and leadership skills and a vision to lead a small staff of creative and experienced persons ministering to a diverse community: a leader who can help us to lead ourselves.



St. John's Episcopal Church welcomes all candidates to accompany us on this journey of faith and discovery.

Worship

We come together in Common Prayer to seek God, nourish ourselves and one another, affirm our religious identity, and prepare ourselves for discipleship. Worship at St. John's includes the Eucharist and other sacramental rites, sacred music, opportunities for individual and group devotion, and an active healing ministry.

The 8:00 a.m. Eucharist on Sundays is celebrated in the chapel. It offers quiet, intimate worship with the traditional-language Rite I liturgy. The 10:30 a.m. service, celebrated in the main sanctuary, uses the Rite II liturgy and serves the larger, more diverse segment of the congregation with acolytes and choir. The chapel and main sanctuary each has a distinctive personality that shapes the services conducted therein.

The 10:30 a.m. Eucharist includes congregational singing and musical offerings by our organist, choir, and hand-bell choir. St. John's strives for a high standard in sacred music in the belief that it creates a unique spiritual experience for listeners and performers alike. Psalms are often sung to Anglican chant, and anthems are drawn from the rich repertory of the Anglican choral tradition.

Holy Week, Easter, and Christmas are just a few of the occasions for special music. St. John's also hosts musical events throughout the year, by invited soloists and groups or by our own choir and organist. Even concerts that are not overtly liturgical raise the ambiance of spirituality in the sanctuary, our larger complex of buildings, and the community.

A Rite II Eucharist with public healing service is offered on Tuesdays, and a Rite I Eucharist is offered at 10:00 a.m. on Thursdays. Our healing ministry also includes individual healing prayers



Palm Sunday

at the 10:30 Sunday service, an intercessory prayer group, and a prayer list available to the whole congregation.

Our Centering Prayer group, which meets at 6:00 p.m. on Tuesdays, provides opportunities for collective silent prayer. It also offers quarterly mini-retreats and an annual day-long retreat. The last retreat was led by Bishop Brian Cole. Private devotion is encouraged at the church and at home. The side altar in the nave, where the Blessed Sacrament is reserved, is a favored sacred space for private prayer.

St. John's is an inclusive congregation, and we welcome all to worship with us. In addition to the Holy Eucharist we offer the sacramental rites of Baptism, Confirmation, Reception into the Episcopal Church, and Reaffirmation of baptismal vows. We believe that worship involves the whole person, and we urge all to approach it as they would approach Christ—with humility, love, dignity, and confidence that it makes a difference.

Music

St. John's is known for its beautiful service music and the nave's rich acoustics.

MUSIC IN WORSHIP

We primarily use the Hymnal 1982. We also use hymn resources from Episcopal Supplements: *LEVAS II*, *Wonder, Love and Praise and Voices Found*, and *The Hymnal 1940*.

In keeping with the liturgical season, we rotate service music throughout the year. Along with the mass settings in our hymnal, we also use a variety of additional congregational settings, including John Rutter's *Communion Service*; Jeffrey Smith's *Mass in E Major*; and service music from *Wonder, Love and Praise*.

CHOIR

The St. John's Parish Choir was re-formed in 2007 after several years of no active choral program. Nick Andrews has been the Organist / Choirmaster since January 2018.

The choir is a significant ministry within the church, and is itself a very strong group. During the past ten years, the choir has experienced the sudden death of a beloved director, and later the sudden resignation of her successor. Through these times of loss and grief and the transitions that followed, the choir has remained dedicated. During the interim times, the choir continued to select service music and anthems, rehearse as usual, and sing every Sunday until a new organist/choirmaster was hired. This group is highly respected and highly valued by the people of St. John's.

The choir performs a wide range of both a cappella and accompanied choral literature

ranging from Gregorian chant to spirituals, to works by composers as diverse as Thomas Tallis, Charles Stanford, and John Rutter. The repertoire includes many works composed within the past twenty years.

There are currently four paid staff singers in the choir. One is a professional, and three are vocal majors at East Tennessee State University. We hope to continue to expand this opportunity and ministry, especially for students.

The St. John's Handbell Choir plays monthly at the 10:30 Sunday services, and on special occasions. This is a multigenerational group.



MUSIC FOR THE COMMUNITY

In addition to providing beautiful service music and anthems that enhance our worship, St. John's is also known for hosting a wide range of concerts, and for our ministry of presenting large-scale musical offerings that invite participation from the larger community. Notable performances have been Dubois' *The Seven Last Words of Christ* with soloists and combined choir from St. John's Johnson City and Holy Trinity Lutheran in Kingsport; the

Music, continued

Vivaldi *Gloria*, with singers and orchestra from the region, and our 2018 Festival of Lessons and Carols.

Performances in 2019 included Evensong with the Fauré *Requiem*, and our annual Festival of Lessons and Carols.

We offer this ministry to the people of Johnson City and Northeast Tennessee who are seeking a way to experience their life of faith on a deeper spiritual level and find that depth of experience through music.

St. John's also hosts a number of concerts by guest artists, university ensembles, and regional musicians throughout the year. Recent performances include the Johnson City Symphony String Quartet; the Paramount Chamber Players, the William and Mary Choir; concert pianist Katherine Benson; the Grove City College Choir; East Tennessee State University BucsWorth Men's Ensemble; saxophonist Kyle Jones; organist Weston Jennings; and the Oak Ridge UMC Youth Choir.



Christmas Eve candlelight service



INSTRUMENTS

The music ministry at St. John's is enhanced by our excellent instruments, which include:

- 1960 M.P. Möller Pipe Organ. 3 Manuals, 28 Ranks. (Relocated to St. John's in 2001 from St. Peter's Episcopal Church in Ladue Missouri.)
- Two Steinway grand pianos
- Single manual Sabathil harpsichord
- Three octaves of Schulmerich Handbells

FRIENDS OF MUSIC

Friends of Music provides funding to hire instrumentalists for festive services such as Easter, and an orchestra for large choral works and for Lessons and Carols. In addition, Friends of Music currently funds the staff singers.

Parish Life

The Christian spirit of loving inclusion is one of the values St. John's parishioners practice on their spiritual journeys. Parishioners consider our parish life important. Community with one another, continuity, and support for each other are what we prize as reasons for being part of St. John's. Though varied in age, family structures, lifestyles, and day-to-day interests and responsibilities, parishioners share a true sense of belonging in the profound Christian atmosphere of this spiritual home. Some of the ways we stay in community with one another include:

GAIN (Getting Acquainted Is Nice) After the 10:30 service on Sunday mornings, a simple refreshment table is set up in the Narthex. This is our coffee hour, but much improved with a variety of sweet and savory snacks. This is the perfect time to meet visitors as well as catch up with friends. Often, this spills from the Narthex into the adjoining Coffee Shop. Our Coffee Shop is also where parishioners congregate between the 8:00 and 10:30 services for fellowship.



Old Enough Bunch (OEB) A group of around 30 mature adults (at least old enough to enjoy one another's company) get together almost every month for a luncheon at St. John's. Gathering the third Thursday of the month at noon in the Great Hall, the faithful OEB Committee provides an interesting themed, delicious lunch. The meal is financially self-sustaining.



Men's Fellowship A group of new and long-time members of the parish holding dinner meetings and providing tangible support for local and diocesan service ministries. This group hosts a quarterly Pancake Breakfast in the Great Hall between services. Members attend the annual Laymen's Conference at DuBose Conference Center in Monteagle, Tennessee. Since 2009, the Men's Fellowship of St. John's has provided meals and shared fellowship with the students at Emmaus House, the Episcopal University Ministry at East Tennessee State University.

Women of St. John's This group of women get together for lunch once a month following the Sunday morning 10:30 service for fellowship. All women are welcome.



Back Porch Guild Started by St. John's members, this monthly mid-week gathering of community women of all ages is hosted at members' homes and provides relaxing fellowship and mutual support.

Parish Life, continued



Youth Group Middle and high school aged youth meet monthly on a Sunday evening for dinner and fellowship.

Mardi Gras Our popular annual potluck dinner in the Great Hall for all ages with beads, masks, live music and dancing.



Earth Guild This is a group to help us focus on environmental stewardship at St. John's. The Earth Guild meets the first Sunday of each quarter after the 10:30 service. Earth Guild is dedicated to supporting the call to care for God's Creation. It offers opportunities for growth in understanding the church's role in environmental stewardship, as well as positive actions within our faith community.

EGnomes An electronic way to stay connected is the Episcopal Guild of No Meetings (EGnomes), an email list in which people respond to requests only if they can participate.

Easter Egg Hunt Held on Easter morning after the 8:00 service for toddlers thru sixth grade, this event is a special time for fellowship and rejoicing for the children at St. John's.



Bishop of Myra Visit St. Nicholas, Bishop of Myra, visits the church after the 10:30 service on the Sunday after his feast day. He poses for pictures with the children and hands out chocolate coins. Coloring pages and a St. Nicholas memory card game are provided for anyone greeting the saint.



The blessing of the animals.

Youth

St. John's has had a small but active youth group over the years. We have a new volunteer youth director. A recent college graduate, and a former youth of St. John's herself, she is very enthusiastic about this ministry. The group includes middle school and high school students.

In her introduction to our parish, our new youth minister says: "St. John's has held a dear place in my heart throughout my childhood and early adult life, and I can't wait to continue my learning with the youth. I've watched several of our current members grow up over the years, and finally getting to really interact and bond with these remarkable individuals (and meet new ones!) is a blessing."

Under different directors, our youth have been involved in service, learning, and worship. The young people who have participated have been allowed to question and explore, and their faith has been strengthened.

Many have continued to participate in a church life during their college years. One of our youth was a worship leader at her university's Episcopal-Lutheran community, and has been a delegate to the diocesan convention from that congregation.



Our Mission Statement

The youth ministry of St. John's Episcopal Church is committed to creating a community of youth engaged in formative education, active service and intentional fellowship as we strive to be better adherents to our Baptismal Covenant.



Counterclockwise from top left: St. John's Youth host Tri-Cities Episcopal Youth at ETSU's low ropes challenge course; New college students receive a special blessing for their journey; Mission opportunities serve and build community.

Youth, continued



The Family Promise playground was a Girl Scout Gold Award project, as was the Prayer Garden. The garden's brick walkway was an Eagle Scout project. All were accomplished by St. John's youth.

Some of the mission trips in the past have included working with Metropolitan Ministries in Chattanooga; with Appalachian Service Project in West Virginia and Kentucky; and on Sapelo Island in Georgia. Our youth have also partnered with a parish in Fishers, Indiana, to work in both towns. In the past, we had a member of the congregation who was from Kenya who shared the difficulty that girls in that country have obtaining education. The youth group at that time decided to support girls' education in Kenya, and worked to this end for several girls over two years.

The youth group had a Friday morning prayer breakfast for several years, meeting at a local restaurant at 7:00 a.m. Even after the youth director left, the youth maintained their commitment to this. In addition, when we most recently did not have a youth director, the high school kids took charge of the Sunday evening program, and asked for adult chaperones to be present, so that the group could continue to meet.

Many of our kids have been invested in St. John's enough to develop projects for the church as they earn their Boy Scout Eagle or Girl Scout Gold awards. We have had 6 such projects in the past 8 years: the labyrinth creation, the prayer garden in the courtyard, the refurbishment of the bell tower into a private prayer chapel, the stained glass cross in the entry, our celebration streamers, and the brick walkway in the prayer garden. In addition, we have had two other Girl Scout Gold Award projects out of our parish: a playground for Family Promise, partnering with the local Rotary club; and the renewed diocesan Acolyte Festival. The enthusiasm our youth bring to their faith is uplifting to our entire community.

Our youth have joined TriCEY (TriCities Episcopal Youth), the name for our upper East Tennessee regional youth group. In August, our parish hosted the gathering of this group at the East Tennessee State University's Outdoor Adventure Low Ropes Challenge Course. We had eight youth and two leaders to represent St. John's.

Demographics

Reliable data and experiences show that the parish has become stable in membership and commitment. In early 2019, the church's files show 260 households, with an average household size of 1.7 individuals. There are 38 families with children with most families having two parents in the household. The parish is nearly gender equal, comprising 53% female and 47% male. The ages of those attending are skewed toward older parishioners, with an average age of 56: 45% of adults are 18 to 65, while 55% are seniors. Recent data indicate over half (56%) are married or partnered, while almost a third (29%) describe themselves as single (including widowed and divorced). The parish is over 95% Caucasian, with the other 5% as African, African-American, Asian, Hispanic or mixed-race, which mirrors the racial demographics of Johnson City.

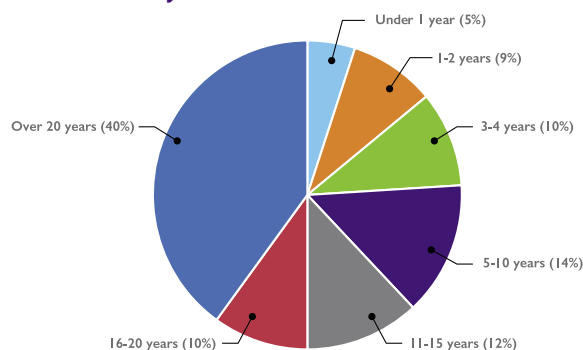
Average attendance at Sunday services has ranged from 125 to 150, while Easter services double to triple an average Sunday presence. In the recent parish survey, respondents indicated that they attend services two times monthly on average. People consider themselves members of St. John's for a variety of reasons – regular attendance, participation at Eucharist, finding St. John's their spiritual home, signing a pledge card, or being involved socially in the church's activities.

Attendance at St. John's, according to our recent survey, shows that a fifth (20%) attend once monthly or less, while two-thirds (66%) attend three or four times per month. Those who come to St. John's tend to continue to attend for long periods. About 38% of our parishioners have started to attend St. John's within the past ten years, 22% have been attending between 11 and 20 years, and 40% have attended St. John's 20 years or more.

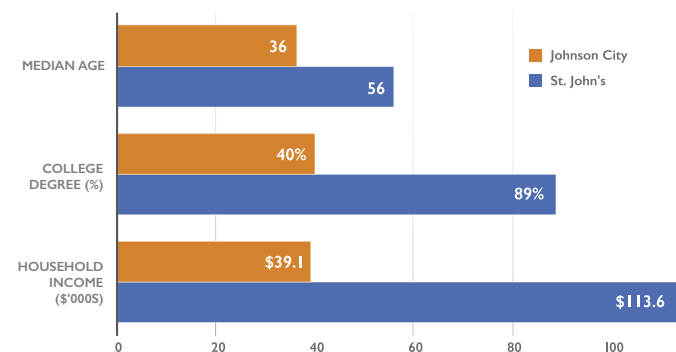
Parishioners come to St. John's from a fairly wide area in northeastern Tennessee. About one-quarter of parishioners live within two and a half miles of the church, another one-quarter live between 2.5 and 5 miles from the church. The remaining half live outside the five-mile radius from downtown Johnson City. A significant few travel long distances, 20 to 40 miles, from other communities large and small (Bristol, Elizabethton, Erwin, Kingsport, Roan Mountain, Shady Valley) to attend.

Parishioners are well-educated: half of those surveyed have graduate-level degrees and nearly all indicated either completing their undergraduate degree or have attended college. From the parish survey, we learned that household incomes range from working-class income level of \$20,000 to upper middle-class income level of \$300,000.

Tenure at St. John's



Age, Education, Income: St. John's and Johnson City



Staff

St. John's is fortunate to have many dedicated people working to keep the facility and programs running smoothly. Some of these people are paid staff, and many are volunteering their time.

OUR PAID STAFF CURRENTLY INCLUDES:



Interim Rector:

The Reverend Canon SuzeAnne Silla, who arrived in February 2018, served in three dioceses as Canon to the Ordinary over approximately 25

years. She formed and led Diocesan-based Congregation Development Institute programs. She has had training in interim ministry for congregations and judicatories.



Two part-time nursery workers: Hannah Holder and Padra Turner provide dependable, safe, secure, and nurturing care to the children while in our nursery, aged newborn to four years old, in a clean and inviting environment. Both have training in infant CPR, first aid and AED use.



Sexton: Steve Messina provides the degree

of upkeep and preparation of building and grounds necessary to maintain a high standard of cleanliness and organization. Cleans designated areas in and around the church building as directed by the junior warden or the rector. Part-time position of twenty hours per week.



Director of Children's

Education:

Rae Grosserode works with the rector to design and implement a creative children's education program. Recruits and

trains Sunday School teachers, and supervises the youth director. She has a degree in education from the University of Kansas, and has several years' experience teaching in public school systems. Rae has been in this position for five years.

Administrative Assistant / Organist Choirmaster (combined role):

Nick Andrews



Administrative Assistant role:

Nick Andrews has worked for St. John's since 2018.

He provides necessary office administrative

support for the rector's office through the exercise of initiative and sound judgment. He possesses excellent oral and written communication skills, performing most of his tasks independently.

Organist / Choirmaster role:

Nick demonstrates a high level of artistic and technical skill on both the organ and piano. He directs a small adult choir, and respects the conventions of Episcopal theology and worship customs. He holds a degree in Sacred Music and has worked with a local pipe organ builder.

Staff, continued

OUR VOLUNTEER STAFF CURRENTLY INCLUDES:



Youth Director: Emily Nagy works with the rector to design and implement a creative youth education program. Develops opportunities for all young people

within the church to grow in their faith journeys. Emily started in this role in August 2019. She graduated from Purdue University with a degree in Industrial Engineering in May 2019 and is now employed at Eastman. Her home is Johnson City, and her home parish is St. John's.



Parish Administrator: Jon Lau serves as custodian of all parochial records, administers the operation of the parish, is responsible for the completion of all reports that are required

in compliance with diocesan and Episcopal Church canons, manages budgeting and fiscal administration of the parish, and coordinates maintenance of physical resources of the church.



Vocational Deacon: The Reverend Cathy Johnston serves in a non-stipendiary position and works with the Lay Eucharist Visitors and works with our outreach programs.

A native East Tennessean and a member of St. John's in the 1990s, she moved to St. Louis, Missouri for her job, and was ordained to the diaconate there in 2012. After returning to this region, she worked with several churches in our diocese, arriving at St. John's in 2018. She sees her role as connecting the church with those in need.

We are fortunate that, as our construction debt became problematic, many volunteers have stepped up to fill these roles. With the debt eliminated, we are now in a position to discern which of these positions might need to become paid positions again, and which might need to become full-time.

Spiritual Formation

OPPORTUNITIES FOR LEARNING AND GROWTH

All Sunday School and Faith Formation classes are held between the two Sunday morning services, from 9:15 to 10:15 a.m.

CHILDREN'S SUNDAY SCHOOL

The children's program at St. John's serves students from kindergarten through sixth grade. Our class uses the Episcopal Children's Curriculum developed by Virginia Theological Seminary. Children gather to hear a story from Scripture followed by discussion, singing from the hymnal, and an art project related to the day's lesson. Students leave class with a question for fellow parishioners to ask them, as a way of bringing our fellowship into the wider church community.

YOUTH SUNDAY SCHOOL

The youth ministry of St. John's is committed to creating a community of youth engaged in formative education, active service, and intentional fellowship as we strive to be better adherents to our baptismal covenant. Classes for youth in 7th through 12th grades provide formation in scripture, tradition, and reason.

"I am drawn to specific teachers and topics."
—FRANCES JACKSON

ADULT FAITH FORMATION

There is variety in what this group does, which includes modern and post-modern theology, heresies, the lectionary, Navajo spirituality, and book studies, such as Marcus Borg's *The Heart of Christianity*. During the fall and spring of 2019 and 2020, the class is studying the Bible as a narrative, from Genesis to Revelation.

"I like a Sunday School like ours has been: various diverse things to learn, taught by people who have something to say about them." —ANNE KOEHLER

EDUCATION FOR MINISTRY (EFM)

[Education for Ministry](#) is a four-year course offered through the Sewanee School of Theology; it is designed to help lay people develop an understanding of their faith and to discern how God is active in their lives. EfM tools are theological reflection, study of the scriptures, and worship. The group at St. John's has been active since 2006. Group members meet with the leader weekly on Sundays from 5:00 to 7:30 p.m. during the academic year.

INQUIRERS' CLASS

A series of classes is held annually, for several weeks preceding the bishop's visit, for those who want to learn more about Episcopal history and faith. Classes are taught by a team of three people.

CENTERING PRAYER

Centering Prayer is a method of silent prayer which consists of responding to the Spirit of Christ by consenting to God's presence and action within. It is not a technique, but a way of cultivating a deeper relationship with God. It is based on the wisdom saying of Jesus in the Sermon on the Mount: "But when you pray, go to your inner room, close the door and pray to your Father in secret and your Father, who sees in secret, will reward you." The group meets from 6:00 to 7:00 p.m. on Tuesday evenings in the Prayer Room.

Spiritual Formation, continued

SPACES FOR LEARNING AND GROWTH

NELLE BELLAMY MEMORIAL LIBRARY

The library provides parishioners with the opportunity to check out a selection of books on spirituality, theology, and self-improvement. It was named in honor of Nelle Bellamy, who was a parishioner and had been the National Archivist for the Episcopal Church USA. Her personal collection donated to the library includes a number of books on medieval and Celtic traditions.



LABYRINTH

We are all on a spiritual journey; a labyrinth, which can serve as a symbol for that journey, is a medieval pattern used for meditation and spiritual growth. Unlike a maze, a labyrinth has no wrong turns. One winding path leads to the center. The St. John's labyrinth, modeled after the original at Chartres Cathedral outside Paris, is beautifully hand-painted on canvas and measures 30 feet in diameter. It was created for the church as part of a Girl Scout Gold Award project in 2012.

"The great thing is prayer. Prayer itself. If you want a life of prayer, the way to get it is by praying . . . Everything has been given to us in Christ. All we need is to experience what we already possess."

—THOMAS MERTON

BELL TOWER MEMORIAL CHAPEL

This chapel is a private space, intended for solitary prayer, located in the bell tower of the chapel (the original nave). One of St. John's youth undertook the renovation as a Girl Scout Gold Award project in 2014. It contains mementos of St. John's history, and plaques commemorating deceased members of our congregation.



PRAYER ROOM

This room provides a place for the Centering Prayer group, the Youth Group, and other small gatherings to pray. It is also a gathering place before weddings and funerals, and is used for Centering Prayer retreats. It is a ready sanctuary for anyone who needs a peaceful place for contemplation and prayer.

Pastoral Care

St. John's supports those who need ongoing care to recuperate from illness or other crises. Individuals in the process of healing from surgeries or illness or are homebound are offered communion from Eucharistic Visitors. Our deacon has identified several additional Eucharistic Visitors to join the four in place now. The interim rector and deacon are available when a parishioner is experiencing illness or trauma, and they can be contacted outside of office hours for other types of pastoral needs.



We have an informal network of parishioners who act as the eyes and ears of the ordained clergy. They let the church know about pastoral needs of members, often providing supplemental support in addition to the clergy.



We have healing prayers available for individuals during the 10:30 Sunday morning service at a healing prayer station led by a healing prayer team member.

Another intercessory prayer group offer daily prayers in response to healing requests. This work is done in absolute confidence and solemnity. Thorough training is provided for the men and women who have a great heart to pray and intercede for others.



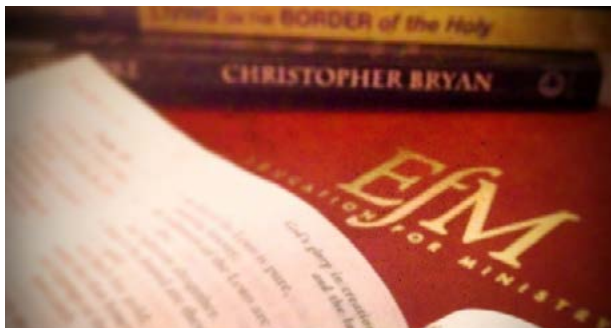
Lay Leadership

LEADERSHIP FORMATION

“The ministry of lay persons is to represent Christ and his Church; to bear witness to him wherever they may be; and, according to the gifts given them, to carry on Christ’s work of reconciliation in the world; and to take their place in the life, worship, and governance of the Church.”

—BOOK OF COMMON PRAYER P. 855

“When I first visited St. John’s, I was struck by the number of people leading groups and ministries. The level of energy was palpable. On Sunday mornings, there were always several people lined up to make announcements about a group that was meeting, an opportunity to serve in an outreach ministry, a project to benefit a village in Africa, a lay-led study; there were many things going on here and they were being organized and led by members, not by clergy. This impressed me.” —A PARISHIONER



In the early 2000s, St. John’s participated in a diocesan program called Shared Ministry. In this program, a team was trained to discern the gifts, skills, and passions of members of the congregation, and to help direct them to ministries which are satisfying, fulfilling, and which bring them deep joy. A number of current lay leaders at St. John’s were formed during this period.

St. John’s has a highly-engaged Education for Ministry (EfM) class that has graduated a number of members over the years. These graduates have created or joined programs and ministries within the church and have become leaders within St. John’s and the community. EfM participants and graduates have become Eucharistic Ministers, Sunday School teachers, homilists, members of the Healing Prayer team, EfM mentors, and vestry members. They have served on the Chasing Snakes committee to raise money for Family Promise, and they have headed up our Family Promise host program. They have spearheaded a project to dig a well for a village in Africa. They have provided opportunities for contemplative practices and spiritual development through our Centering Prayer group, quarterly Taste of Silence days, and contemplative retreats.

St. John’s has been blessed to have a licensed homilist and a licensed catechist. Our homilist has preached at both of our Sunday services and is on a regular rotation for the Tuesday night Eucharist. Our catechist, who recently began a new position as a librarian at Yale Divinity Library, has organized and taught our Adult Faith Formation classes, and has been one of three teachers who lead our Inquirer’s Class. There are currently two parishioners in discernment for training in pastoral care and as a worship leader,

Lay Leadership, continued

both of which are licensed ministries in the Diocese of East Tennessee.

During our interim time, we as a parish have been preparing ourselves to welcome our new rector by developing our skills in the area of Shared Leadership. We are developing awareness and skills that are moving us toward interdependence. We are changing our culture from one of a top-down, priest-driven focus to a way of working more interdependently and more collaboratively. The Reverend Canon SuzeAnne Silla, our interim rector, has led Shared Leadership retreats with the vestry, the Rector Search Committee, and with most of the small groups in our congregation. This training has helped us learn to engage the gifts that God has given us, and to move from task-oriented, perfunctory work to an ever-increasing awareness of the spiritual component, the holy aspect of what we do. Through this practice we also become aware of our participation as members of the body of Christ, each of us playing our unique part, but always depending on all of the other parts. In this way, we are creating a healthy balance and a means to move forward in doing the work of God in our parish, our community, and the world.

“There is a real passion for what we are doing spiritually. People bring their gifts and their spiritual passion. This is not coming from a loyalty to the Institution, but to what underlies it. We are spiritual first, then we join together as Episcopalians and as members of St. John’s.

“We are inspired by the Holy Spirit. Something is going on at St. John’s that is more than the sum of its parts. People feel empowered.

“We are blessed to have a very strong Vestry and Sr. Warden. We are also blessed to have a number of people in the congregation who are willing and eager to offer their gifts, who bring their skills and experience to St. John’s.”

—A PARISHIONER



Outreach

The people of St. John's take seriously their Christian responsibility for wise stewardship of time and talents, making use of a wide variety of opportunities for involvement in the parish's activities. According to church records, currently some 60 to 70 individuals are actively engaged in one or more avenues of education, fellowship, or outreach. Called to community with all God's people, St. John's seeks to care for God's broken and needy world through a variety of ministries: locally, regionally, globally.

Funds spent for outreach—amounting to \$6,000 in 2018—support a few missions here in the Tri-Cities area. Most of the funds went to Family Promise of Greater Johnson City, to help homeless and low-income families achieve sustainable independence and to promote a collaborative response for homeless families with children.



Currently our most regular outreach is in two ministries, in which we participate with other churches in the downtown area: Melting Pot, which offers weekday breakfast and lunch to the homeless in our town, and Family Promise, which is a program for homeless families.

In addition to monetary support, the people of St. John's devoted much time, energy, and handwork to support Family Promise. St. John's commitment as a Family Promise sponsor, led us to a deeper involvement when we created a major fundraising event to benefit the organization.

continued



Mobilizing the Church to Address Addiction

For 2019, a new outreach for St. John's is Holy Friendship Collaborative.

We are beginning to be more involved in this important community, reaching out to those trapped in addiction and their families.

A Christ-centered collection of Christian believers in our region (a 22-county area of Southern Appalachia in Northeast Tennessee and Southwest Virginia) are called to come together to share in Holy Friendship with the goal of healing our friends and communities from addiction. We collaborate, share resources, conduct training, and write publications. We also facilitate both proven and new serving opportunities as we love, encourage, and help our friends suffering from addiction and in recovery.

Outreach, continued

Chasing Snakes, a St. Patrick's Day 10 km Road Race and 4 km Fitness Walk, was held annually from 2009 to 2018. Over \$62,000 has been raised for Family Promise.

As an outgrowth of our deep relationship with Family Promise, one of our youth chose to build a playground for the Family Promise Day Center as her Girl Scout Gold Award Project. She applied for grants, secured approval from the city, connected with builders, and even designed the sign for the playground.



Serving the Circle City Mission Trip 2018

This 2018 youth mission trip, part of the Youth Exchange Program hosted by Holy Family Episcopal Church in Fishers, Indiana, was a wonderful experience for youth and adults. Those who participated served the homeless population at the Soup Kitchen in inner city Indianapolis and provided other much-needed assistance, including frozen food sorting, painting, yard work, and other chores at this and other locations. In this way, they learned valuable life lessons, and formed lasting memories and strong bonds with other participants. It was heart-warming to see our youth show love and compassion to those served.



St. John's Earth Guild, along with Green Interfaith Network, Inc. and United Religions Initiative, sponsored a multi-faith dialog in 2016, "Six Faiths, Six Voices, One Earth," bringing together Catholic, Protestant, Jewish, Muslim, and Daoist faith leaders together to share how each faith tradition informs their members about the care for all creation. St. John's hosted this event in our Great Hall, with over 60 in attendance.

The clergy makes funds available to those in need year-round through the clergy discretionary fund. First Sunday's undesignated plate collections and specified contributions help large number of individuals in Johnson City and the Tri-Cities area. In 2018, the discretionary fund disbursed over \$11,000 to nearly 100 entities for rent, utilities, fuel, groceries, and medical expenses.

When an individual parishioner has a passion for a particular outreach activity, with the support of a rector and others in the congregation, St. John's has been able to make a difference in all kinds of different ways in our community and the world. We see outreach as an area for growth.

History

Since 1905, when the cornerstone was laid, St. John's Church has been an iconic symbol of the Episcopal Church in downtown Johnson City. Built with stones taken from the nearby Nolichucky River, the church is known locally as "the rock church." As downtown has undergone an economic revival, St. John's is an unmistakable part of the city's past and poised to be an active part of the future.

The St. John's originated with The Reverend Samuel Ringgold, who served for over twenty years as the rector of St. John's in Knoxville. Reverend Ringgold boarded a train in Knoxville in 1892 and visited several communities to the east, including Johnson City. He walked the streets of our town and asked everyone he met if they were Episcopalians. After a probably long afternoon, he identified four residents who answered in the affirmative. A mission church followed in 1895 with a priest-in-charge, and subsequently became a parish in 1905, at which time the church building was begun. The Ladies' Guild wrote letters to all the Episcopal churches



The cornerstone of "The Rock Church" was laid in 1905

in Tennessee asking for donations of \$1 to help pay for the building of the church and received considerable support. Mrs. W. P. Harris, wife of the patriarch of the Harris family who would become a long-time and consistent supporter of St. John's, would hitch her horse to her buggy and ride around town collecting children for Sunday school regardless of the weather. Major George Lee, a nephew of Robert E. Lee, was the first Sunday school teacher.

As the church began to grow, a parish hall, now known as the Great Hall, was constructed in 1930. Renovations of the original building followed, and we began construction of a new nave in 2000. The original nave is now used as the chapel.

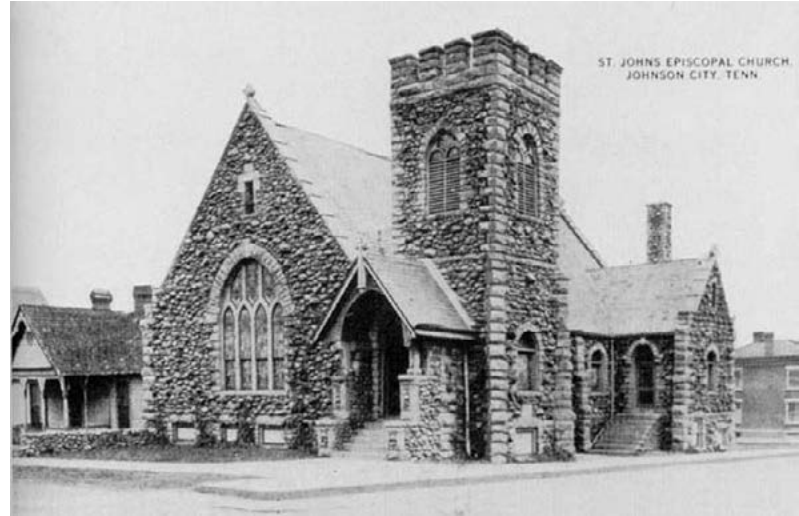


History, continued

Over the years, St. John's has consistently been an important part of the community and has allowed its facilities to be utilized by numerous outside groups, including Alcoholics Anonymous, St. Mary's Catholic Church school, the Morrison school, Shape Note Singers, and the Suzuki violin studio. It continues to host numerous cultural events and concerts.

Since 1967, St. John's has had only six permanent rectors, three of whom went on to become bishops. Most recently, The Reverend Hal Hutchison served for eleven years until his retirement. Father Hal worked closely with the vestry to reduce the building debt and to address physical plant issues such as major roof repairs. He also expanded community outreach especially efforts to support the work of Family Promise, which provides housing and food for homeless families. Since his retirement, with the able leadership of our interim, The Reverend Canon SuzeAnne Silla, St. John's has seen a growth in membership and stewardship. This has rekindled our communal sense of self and has built anticipation for a new rector.

St. John's is committed to continuing our Episcopal heritage as we strive to grow as a church. We are preparing to assist our new rector to join us on our journey to be a more vibrant downtown Episcopal community and remain a constant foundation of Christian faith.



Recent rector time lines:

1967–1973	Jim Coleman (became the Bishop of West Tennessee)
1973–1975	Bill Jones (became the Bishop of Missouri)
1975–1985	Chris Clements
1985–1986	Bruce Whitehead (Interim)
1986–1995	Don Johnson (became the Bishop of West Tennessee)
1995–1997	Jay Mills (Interim)
1997–2005	Frank Cooper
2005–2006	Maggie Zeller (Interim)
2006–2017	Hal Hutchison
2018–present	SuzeAnne Silla (Interim)

Facilities

Our buildings contain beautiful spaces for worship and for community events. The church's cornerstone was placed in 1905, and the original nave is now our chapel, in use for both the early Sunday service and for weekday services. The architecture of this church is more traditional, with dark wood paneling and stained glass windows. A new nave, more contemporary and light-filled in design, was dedicated in 2001. Several pieces, including the pulpit, baptismal font, and altar, were crafted from a maple tree which was growing on the site of construction; the Tennessee artisan was the father of the associate priest. The acoustical tiles in the nave were painted by the wife of the rector at that time.

The church building has undergone three major renovations over the last 114 years. In 1932 the church added on a kitchen and great hall. As the congregation's needs grew, a second expansion in 1981 added a narthex, chapel, new sacristy, and new office and classroom spaces. At that time, the original nave (the current chapel) was reoriented, with the altar moved to what had been the rear



of the sanctuary. By the 1990s, we had grown to the point that congregants sometimes resorted to sitting in the narthex, looking through the side doors into the church, for Sunday services. In response, St. John's chose to invest itself in the downtown location by expanding the church, adding a large nave with seating for 300, completed in 2001. With this addition, the old nave became the chapel, and the chapel was repurposed into a social space.

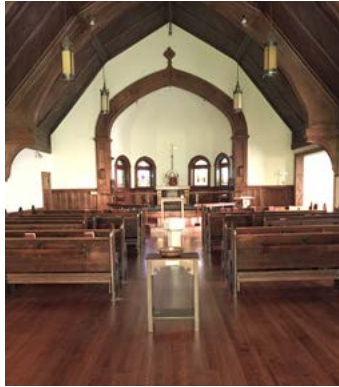
Our building is ADA accessible, with an exterior ramp and an ADA-compliant restroom. All of



Facilities, continued

the spaces in the building meet the requirements for Safeguarding God's Children. We have recently had improved security installed, with new cameras at the doors and a gate with a coded lock on the courtyard entrance.

In the past several years, there have been many renovation projects, including the nursery and the chapel, and currently, the youth room. Many of the existing spaces are being cleared and opened up for more efficient use.



The Chapel

As with any building of this age and size, there are challenges in the maintenance. Our junior warden has faithfully addressed these issues; she has constructed a plan for continued maintenance. All of the windows in the nave and the chapel have been sealed to protect them. Many areas of the roof have been replaced or repaired, and insulation has been added in the kitchen area.

We are blessed with many spaces for prayer in our church. Our canvas labyrinth is often available in the back of the chapel for walking in quiet meditation. The base of the bell tower (the original entryway for the church) has been remodeled and consecrated into a space for private prayer and for memorials. The courtyard has been transformed into a prayer garden. We have a side altar in the main nave, for private prayer during the service, or at other times. In the basement level of the building, near the classrooms and administrative offices, there is a prayer room utilized by both the Centering Prayer group and by the youth for their worship time.



St. John's main sanctuary, at night.



The back entrance of St. John's gives convenient access to administrative offices, classrooms, and meeting space.

Community



Johnson City is known for its kindhearted people, love of music, and commitment to quality of life, no matter what an individual's circumstances might be. We are regularly recognized as a family-friendly and business-friendly community.

The city was originally founded as a railroad station in 1856 and soon became a major rail hub for the southeast. Over the years, the railroads, mining, education, healthcare, music, and even bootlegging, have enriched the fabric of northeast Tennessee.

QUALITY OF LIFE

Located at the head of the Tennessee Valley, Johnson City is one of the three Tri-Cities (along with Bristol and Kingsport) in the heart of the Appalachian Highlands. The Unaka and Blue Ridge mountains that surround us give our region a warm and inviting feel that encourages family and outdoor activities. Within our city limits alone, we have 24 parks, 15 athletic fields, and a mountain bike park, along with a broad range of other facilities. Our Johnson City Cardinals represent the St. Louis Cardinals in the Rookie Appalachian League. The Appalachian

Trail is less than an hour's drive away. Centrally located, we are within easy driving distance of the Blue Ridge Parkway; Asheville, North Carolina; and Neyland Stadium, home of the Big Orange.

Tannery Knobs

www.ridetk.com

Tweetsie Trail www.alltrails.com/trail/us/tennessee/tweetsie-trail

Bristol Motor Speedway

www.bristolmotorspeedway.com

Johnson City Cardinals

www.milb.com/johnson-city

Johnson City has over 63,000 permanent residents and more than 13,000 full-time students at East Tennessee State University. The broader northeast Tennessee region is home to more than 400,000 people.

Our summers are long and warm with highs typically in the 80s. Our winters are short and cold, with lows in the 20s and daytime highs in the 50s.

Community, continued

Cost of Living Information

Overall cost of living index	88.7
Housing index	77.5
Median home cost	\$145,800
Median household income	\$39,121 per year
Sales tax rate	9.5%
City income tax	0
State income tax	0

HEALTHCARE

Ballad Health Systems operates a family of 21 hospitals throughout our region that, in partnership with ETSU's School of Medicine, provides our citizens top quality care. Niswonger Children's Hospital, as a part of the Ballad system, is affiliated with both St. Jude Children's Hospital and Children's Miracle Network, and provides care for the needs of our children and their families. Since 1903, the James H. Quillen VA Healthcare System has been serving the healthcare needs of the men and women who have served our nation. Services are available to more than 170,000 veterans living in a 41-county area of Tennessee, Virginia, and Kentucky.

Ballad Health Systems

www.balladhealth.org

James H. Quillen VA Healthcare System

www.mountainhome.va.gov

COMMUNITY ACTION ORGANIZATIONS

The less fortunate are a major focus of our community. Whether you are homeless, at risk, a veteran, outcast, or are dealing with intellectual or emotional challenges, you will find a broad range of caring and professional support. Family Promise, Good Samaritan Ministries, Coalition for Kids, Haven of Mercy, Pride Community Center, Dawn of Hope, and Court Appointed Special Advocates are all well supported and committed to improving the circumstances of those in need.

Family Promise familypromisejc.com

Good Samaritan Ministries goodsamjc.org

Coalition for Kids coalitionforkids.org

Haven of Mercy www.havenofmercy.com

Dawn of Hope www.dawnofhope.com

Court Appointed Special Advocates (CASA) www.casanetn.org

Pride Community Center
pridetrickities.com



EDUCATION AND CULTURE

Our city and region are enriched by four universities, a business-oriented community college, top-notch public and private school

Community, continued

systems, and an excellent public library. Two symphonies, three community theaters, and numerous entertainment venues provide many diverse music choices. The Carter Fold, the birthplace of country music, and Barter Theatre, the longest running professional equity theater in the country, are just up the road.

Johnson City Schools www.jcschools.org

East Tennessee State University
www.etsu.edu/ehome

Milligan College (soon to be Milligan University) www.milligan.edu

Tusculum University home.tusculum.edu

King University www.king.edu

Northeast State Community College
www.northeaststate.edu/

Johnson City Public Library www.jcpl.org

ETSU Performing Arts Center
youtu.be/OaeYCD6vCKY

Barter Theatre www.bartertheatre.com

Symphony of the Mountains
symphonyofthemountains.org

Down Home downhome.com

REGIONAL FESTIVALS

We love our festivals. Since 1973, we have continued our storytelling tradition with the National Storytelling Festival, drawing storytellers and fans from around the world; with the Bristol Rhythm and Roots Reunion, we honor our deep-rooted musical traditions. We continue to find new occasions to celebrate who we are, such as the Blue Plum Festival, Little Chicago Downtown, the Umoja Festival, and the regionally-based Pride Parade and Festival.

**International Storytelling Center's
National Storytelling Festival**
www.storytellingcenter.net/festival

Bristol Rhythm and Roots Reunion
[www.birthplaceofcountrymusic.org/festival/
lineup/2019-festival-lineup](http://www.birthplaceofcountrymusic.org/festival/lineup/2019-festival-lineup)

Little Chicago Downtown
www.littlechicagofestival.com

Umoja Festival umojajc.org

Pride Parade and Festival
www.tripridetn.org/about



Financial Support

Since 2001, St. John's has dealt with the challenge of a large mortgage, while our attendance and income have declined.

Again in 2020 we are starting with a balanced budget. We have paid off our mortgage and accumulated reserves, a portion of which will be used to make much needed repairs to our facilities.

Fund Sources & Uses	2019
Beginning Balance	\$ 1,125,000
Pledges	\$ 330,000
Contributions	\$ 72,000
Designated Funds	(\$ 11,000)
Other Income	\$ 2,000
Withholdings	\$ 816,000
Total Sources	\$ 1,209,000
Personnel	(\$ 138,000)
Administration	(\$ 110,000)
Ministries	(\$ 15,000)
Vestry Responsibilities	(\$ 57,000)
Debt Service	(\$ 13,000)
Other Expenses	(\$ 2,000)
Withholdings	(\$ 1,534,000)
Total Uses	(\$ 1,869,000)
Ending Balance	\$ 465,000

SOURCES AND USES OF FUNDS

For 2019, we ended the year with a \$58,000 operating budget surplus. The mortgage payments and retirement of our mortgage for the year amounted to \$580,000, and were taken from current income, appropriate designated funds, and retained earnings. Most of our

\$393,000 current income was pledged, with around 18% as undesignated contributions and cash. Personnel costs (clergy and non-clergy staff) are the largest expense. Physical plant, supplies, and administrative expenses comprised about one-third of current operating expense. The vestry is responsible for the tithing commitment to the diocese, paying for an annual audit, funding the search for a new rector, and various other expenses. St. John's finance committee meets monthly to review our ongoing financial status. Over the years we have refined our practices to ensure adequate oversight of our financial responsibilities to our parish.

ENDOWMENT FUND

Our permanent endowment fund is now with the Episcopal Endowment Corporation, a private investment manager. This endowment has been inactive for quite some time and presently stands at \$59,000. Including our permanent endowment, we currently have \$200,000 invested with the Episcopal Endowment Corporation. In addition, we carry \$30,000 to \$40,000 of restricted funds in support of youth, music, fellowship, and other special efforts.

Not unlike the broader Episcopal Church, and Protestant denominations in general, St. John's has experienced a decline in both attendance and giving over the last few years. The good news is that in 2018 we experienced a 15% increase in attendance, and our 2019 stewardship campaign produced a 16% increase in pledge dollars and a 12% increase in those who pledged.

Financial Support, continued

FIVE-YEAR ANNUAL FINANCIAL STATUS (AUDITED) AND PARISH MEMBERSHIP, 2014–2018

	2018	2017	2016	2015	2014
Cash & Liquid Assets	\$210,000	\$70,000	\$326,000	\$380,000	\$306,000
Investments	\$349,000	\$411,000	\$181,000	\$96,000	\$98,000
Notes & Fixed Assets	\$0	\$140,000	\$163,000	\$153,000	\$159,000
Total Assets	\$559,000	\$621,000	\$670,000	\$629,000	\$563,000
Current Liabilities	\$0	\$1,000	\$0	\$0	\$0
Notes Payable	\$0	\$266,000	\$248,000	\$229,000	\$240,000
Restricted Funds	\$132,000	\$144,000	\$155,000	\$212,000	\$437,000
Retained Earnings	\$427,000	\$210,000	\$267,000	\$188,000	(\$114,000)
Total Liabilities & Net Assets	\$559,000	\$621,000	\$670,000	\$629,000	\$563,000
Support and Revenue	\$397,000	\$487,000	\$567,000	\$773,000	\$697,000
Debt Service	(\$18,000)	(\$19,000)	(\$21,000)	(\$68,000)	(\$24,000)
Personnel	(\$172,000)	(\$191,000)	(\$197,000)	(\$203,000)	(\$211,000)
Administration	(\$100,000)	(\$75,000)	(\$70,000)	(\$79,000)	(\$467,000)
Ministries	(\$10,000)	(\$8,000)	(\$9,000)	(\$8,000)	(\$22,000)
Vestry Responsibilities	(\$50,000)	(\$58,000)	(\$55,000)	(\$57,000)	(\$60,000)
Designated Expenses	(\$109,000)	(\$185,000)	(\$190,000)	(\$291,000)	\$23,000
Increase in Net Assets	\$(61,000)	(\$49,000)	\$26,000	\$67,000	(\$64,000)
Membership Information					
Pledging Units	79	83	85	103	106
Pledged Amount	\$269,000	\$288,000	\$303,000	\$338,000	\$372,000
Active Members	421	411	411	404	409
Average Attendance	145	126	132	146	145
Easter Attendance	335	293	358	388	287

Notes: Audited financial values rounded to the nearest \$1,000, with negative amounts in (parenthesis).
The mortgage on the Nave is not included as a Fixed Asset or Note Payable, but the payments of the mortgage principal, included in Designated Expenses, and interest, shown as Debt Service, are included.

Diocese of East Tennessee



The Rt. Rev. Brian L. Cole is the fifth bishop of the Diocese of East Tennessee. Bishop Cole is a native of southeast Missouri and graduated from Murray State University in Murray, Kentucky, with a degree in business administration. He is a graduate of The Southern Baptist Theological Seminary and did additional study at the School of Theology at Sewanee: The University of the South. Bishop Cole taught in the religion department at Warren Wilson College and served on the program staff of the Appalachian Ministries Educational Resource Center in Berea, Kentucky.

The Diocese of East Tennessee comprises 34 counties in East Tennessee and 3 counties in North Georgia, with the Cumberland Plateau as the western border, an area of approximately 14,350 square miles. Within this area are 51 parishes and worshipping communities serving



nearly 16,000 active members, of which 11,700 are confirmed communicants in good standing. Average Sunday attendance is 4,902. Congregations range in attendance from 9 to more than 450. The Diocesan House and offices are located on the campus of the Episcopal School of Knoxville. The diocesan budget is \$1.84 million.

Clergy number more than 150: 73 priests serving congregations, 22 vocational deacons, and more than 60 non-parochial and retired priests and deacons.

The Diocese manages the Grace Point Camp and Retreat Center, located on 250 acres of land along the beautiful shoreline of TVA's Watts Bar Lake about 30 miles west of Knoxville. It provides wonderful opportunities for youth as well as adults. Grace Point's mission is to be a gathering place, a healing place, and a holy place for all to experience Grace in God's creation and the natural world.

Reconciling All Things in Christ

We are the Episcopal Branch of
The Jesus Movement in East Tennessee!
Our Church is a collaborative community
of engaged members with a "can-do" spirit
who are creative, energetic and generous
followers of Jesus.

Actions speak louder than words.
We practice loving our neighbors as
ourselves and upholding the dignity of
every human being through our work.

All serve under a common goal to
Reconcile All Things in Christ!

SOURCE: DIOCESE OF EAST TENNESSEE

Transition Work

Our transition time at St. John's is intentional and faithful work. We are coming together and learning more about who we have been, who we are now, and who we hope to be in the future as God's people in this place. We are learning about the anxiety and hopefulness of change in listening to God and each other. We are beginning to catch glimpses of who our new rector might be and how we might be further engaged in our larger community.

Working with us during this time are our interim rector, Canon SuzeAnne Silla, and our deacon, Cathy Johnston. We have a new bishop; we have a search consultant. Our new volunteer youth leader is a longtime active member of St. John's. We have combined the position of Administrative Assistant and Organist/Choir Master, to allow one multitalented person to work full-time at St. John's. Our vestry, our Parish Administrator, and this staff have brought about positive changes in the way we get things done. One designated vestry member now handles communications, and another serves as Chancellor, increasing the effectiveness and efficiency of this group.

We are using a shared leadership model in vestry meetings, and in search meetings and processes. In order to emphasize improved training in various areas, we currently utilize the model of a staff retreat. This model, which was developed by Canon SuzeAnne, focuses on the work of the group, the importance of group members checking in with each other, and reflection on the ministry of the group. We use this model with Altar Guild, ushers, Eucharistic Ministers, Eucharistic Visitors, acolytes, and the Healing

Prayer team. Canon SuzeAnne has helped us learn to communicate more effectively, and emphasizes that these are ministries, and therefore vital to the ways we nurture each other.

We are making special efforts to improve communication in a number of areas, including an updated parish directory, re-designed website, a weekly Connecting email/newsletter, and an updated calendar system. We are incorporating a number of changes recommended by our new Security Task Force,

including the addition of door alarms, off-hours lighting, a security webcam system, and keypad locking for the sacristy, choir and courtyard. We are also reviewing our policies and procedures, which include our business methods, alignment with the Constitutions & Canons of the diocese, and our policies around sexual misconduct. To conform to church policies regarding "Safeguarding God's Children" and "Safeguarding God's People," we are rewriting employment applications, providing instruction, and updating software to report data and increasing the number of people who have had the training.

Another significant area of focus is our building, including repairs and enhancements. We have repaired the nave's dormer windows, completed temporary roof repairs in all areas that were leaking, made improvements in the building's restrooms, removed clutter from the undercroft, and upgraded our lighting. We have made significant changes in our use of space, such as re-working the layout of the coffee shop and re-purposing a classroom area for meetings



Transition Work, continued

and Adult Faith Forum. The youth room has undergone repair and renovation. The Bellamy Library has been made more accessible for reading, studying, and borrowing material.

The Finance Committee and the vestry work diligently and with vision to manage our budget, and we are increasingly investing in our future. Pledges increased for 2019 by 16%, and by 5% for 2020. Ministry leaders have met to discuss financial activities in each area. Most notably, the parish family has come together to finish paying off the debt on our building. After a successful fund drive in the fall of 2019, the mortgage was discharged on November 6, 2019, completing a nineteen-year process. We are experiencing grace and trust, and new energy in our sense of the future for St. John's.

We are preparing ourselves for a healthy future with you.

PRAYER FOR RECTOR SEARCH

St. John's Episcopal Church

*God of all wisdom and understanding,
guide us during this time of listening to
each other and to you, to discern your will
for us in the process of bringing a new
rector to St. John's.*

*Grant us patience, kindness, faithfulness
and trust in your presence.*

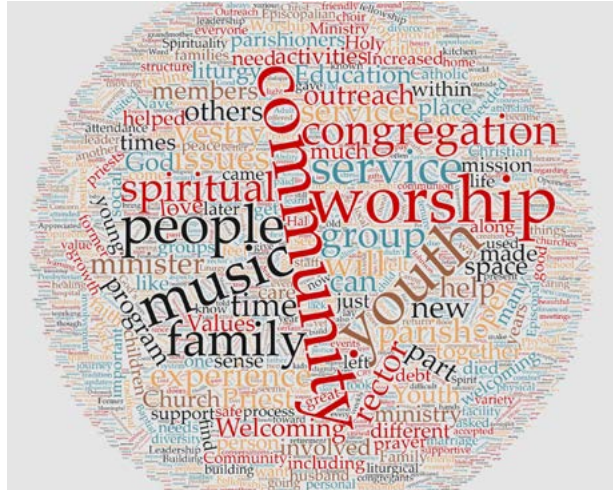
*Guide us in service to you, to each other,
and to the larger community.*

Amen.

ARE YOU FEELING CALLED TO APPLY?

Interested priests will please
send a letter of interest, resume,
and updated OTM profile, along
with links to audio or video
recordings of 2–3 recent sermons,
to The Rev. Canon Michelle
Warriner Bolt (mwbolt@dioet.org).

Contacts



St. John's
Episcopal Church

500 North Roan Street
Johnson City, Tennessee 37601
Phone: (423) 926-8141
Fax: (423) 928-0848

www.stjohnstn.org

E-mail:
tomjoy.mcginis@gmail.com

Office Hours:
Monday through Thursday,
9:00 a.m. to 4:00 p.m.;
Friday, 9:00 a.m. to noon

CLERGY AND STAFF

The Reverend Canon SuzeAnne Silla, *Interim Rector*

The Reverend Cathy Johnston, *Deacon*
Nick Andrews, *Organist-Choirmaster and Administrative Assistant*

Jon Lau, *Parish Administrator*
Stephen Messina, *Sexton*

SEARCH COMMITTEE

Bob Cooper
Frances Jackson, *Chaplain*
Ted Jackson
Jackie Mabrey, *Vestry Liaison*
Tom McGinnis, *Chair*
Rebecca Paluzzi
Lee Phillips
Rita Plemmons
The Reverend Canon Michael Spear-Jones,
Diocesan Consultant

VESTRY (2020)

Suzanne Donaldson, *Senior Warden*
Joseph Ripepi, *Junior Warden*
Wesley Buerkle, *Treasurer*
McKenna Cox, *Chancellor*
Katy Pindzola, *Clerk of the Vestry*
Jean Archer
Emily Bidgood
Owen Grosserode
Ed Jordan
Jackie Mabrey

St. John's Episcopal Church

Parish Profile

St. John's Episcopal Church
500 North Roan Street
Johnson City, Tennessee 37601

Phone: (423) 926-8141 | Fax: (423) 928-0848

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