

St. John's of Lattingtown

2004 Parish Profile



TRADITION



FAITH



SERVICE



FELLOWSHIP



PRAYER OF GUIDANCE

Eternal God, we give you thanks and praise for all the blessings you have so graciously given to us and to our parish home, St. John's of Lattingtown.

Help us to see and to listen with new eyes and new ears, as we strive to do the work for which you have called us. Fill our minds with wisdom and our hearts with compassion, that we may discern what you would have us do.

Refine and inspire us with the fire of your love, that we may seek your way and rejoice in your service. Direct us according to your perfect will, defend us from error, and lead us into truth. All this we ask in the name of your Son, our Lord and Savior, Jesus Christ. Amen.



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LETTER FROM THE WARDENS AND VESTRY

Dear Reader,

Welcome, and thank you for your interest in St. John's of Lattingtown. Early in the spring of 2004, the Vestry of St. John's appointed a profile committee to prepare a Parish Profile. The committee, working with Archdeacon Theodore Bean of our Diocese, prepared this document to give prospective rectors an overview of our parish, its history, congregation, as well as an articulation of some of the challenges and opportunities present at this time.

To help with the preparation of the profile, we distributed a comprehensive survey to the entire parish. Opinions were solicited about a variety of topics including worship style, Christian Education, outreach, new member activities and the type of spiritual leader we seek. Included as well were questions designed to help us quantify some demographic information about our congregation. The results of the survey are part of this document. A report describing the results of the survey was distributed and discussed at a parish-wide meeting in June, 2004.

We are very grateful to have had the opportunity for this introspection, and we believe that it will inform not only the search process, but also provide valuable information and perhaps some guidance for our new Rector as he or she begins a leadership journey at St. John's of Lattingtown.

While we are a traditional parish, built on a rich heritage of commitment, dedication and fellowship, we are striving to continue to be a forward-looking parish as well, cognizant of a changing world around us, and aware of our obligation to participate in the wider world outside our doors. We know that change can sometimes be unsettling, and also can include some growing pains. However, we are confident that with God's help and the strong foundation He has helped us build since 1916, that we'll be able to continue on the path He has laid out for us, and our new rector.

Faithfully yours,

The Wardens and Vestry of
St. John's of Lattingtown



MISSION STATEMENT

As the Episcopal Parish of St. John's of Lattingtown, we are called to the Body of Christ in our time and place by sharing with others the Gospel of Christ and by giving expression to God's love in the world through our giving and caring. Therefore, we seek:

- ✦ **To offer our lives to God's service through regular worship,**
- ✦ **To deepen our relationship with God and nurture our fellowship through openness to God's word as revealed in studying Holy Scripture,**
- ✦ **To reach out to the needs of all people, and**
- ✦ **To be faithful stewards of all we have received.**

We believe that the beautiful church in which we worship is symbolic of the advantages we have inherited which must be used to further the work of Christ throughout the world.



ST. JOHN'S OF LATTINGTOWN A BRIEF HISTORY

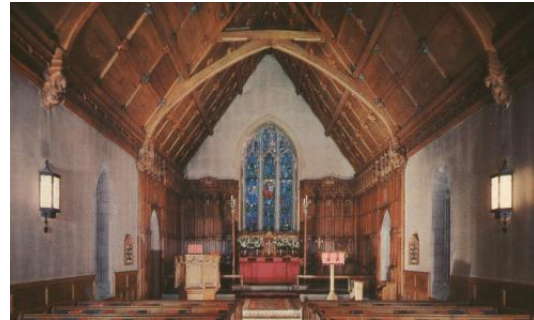
ST. JOHN'S OF LATTINGTOWN WAS CONSECRATED AS AN EPISCOPAL HOUSE OF WORSHIP, JUNE 11TH, 1916. The church traces its origins to a number of prominent businessmen who had estates on Long Island's North Shore shortly after the turn of the century.

Lawyer William D. Guthrie donated the land, and a simple structure of native fieldstone was completed by the fall of 1912. The creation of the church was not without controversy. A committee of landowners – including Mr. Guthrie, his friend John E. Aldred, financier John P. Morgan, Jr. and several other men who later would serve on St. John's first Vestry – decided the new house of worship should be the home base of a separate Episcopal parish. The clergy of St. Paul's Episcopal Church in Glen Cove worried that a new parish would draw parishioners and income from St. Paul's and resisted the idea. When the first services of worship were read on October 6, 1912 – in accordance with the customs and usages of the Protestant Episcopal Church – the church was temporarily in affiliation with St. Paul's. The Glen Cove church engaged an assistant to perform pastoral duties at the Lattingtown church. The Reverend Thomas E. Calvert became the first priest to serve the new parish as such assistant on a regular basis.

BETWEEN THE WARS

The Reverend Charles W. Hinton served St. John's as the first full-time rector from 1914 to 1931. During his ministry the church's interior changed significantly with the donations of stained glass windows and intricate interior woodcarvings. An organ was installed, and the church's entrance was relocated from the eastern end to the south side. A

rectory was added in 1919, the Parish Hall was completed in 1928.



Church Interior Prior to Expansion in 1958

After all these years of building, the church's physical property remained essentially unchanged through the ministries of the next two rectors, The Right Reverend Frank DuMoulin (1931-1942) and The Reverend Rush R. Sloane (1943-1954).

POST-WAR YEARS

The years following World War II were the next time of marked change for the parish. Along with the rest of Long Island, the North Shore experienced rapid population growth through the decades of the 50's and 60's. The Reverend Howard M. Lowell was rector during these years, serving from 1954 until his retirement in 1974. By the early 1950's, St. John's Sunday School facilities were stretched past the limit, and in 1954 a classroom addition was completed to fill the need. These years also saw the beginnings of the St. John's Fair (1953) and the St. John's Play Group (1955). To accommodate the

growing parish, the nave on both sides of the church was expanded and the chapel was added, requiring an intricate reconstruction of the walls which was completed in 1958. St. John's property grew significantly during Mr. Lowell's tenure, with the donation of land for a parking lot and the purchase of land and buildings formerly a part of the adjacent Dodge-Sloane estate. In the last few years of Mr. Lowell's tenure, St. John added an assistant to the Rector to its staff, which included a Parish secretary and sexton.

The Reverend Charles G. Newbery was St. John's fifth rector, serving from 1974 through 1994. These two decades in the parish life were marked by many changes, developments and improvements. The parish experienced a difficult transition from the 1928 Book of Common Prayer to the 1979 Book of Common Prayer. Most parishioners adjusted over time, but some of the more strenuous objectors left St. John's. The transition to a new hymnal in 1982 was comparatively smooth. By the end of the 1980's the parish had accepted the options in liturgy presented in the prayer book and hymnal, especially in regular use of the Rite II Eucharist, modern musical settings, alternate Eucharistic prayers and Prayers of the People, and the monthly service of Healing.

Other important events in the parish's life during Mr. Newbery's tenure included the addition of women to the Vestry in 1976, the institution of revolving terms for Vestry members, the inclusion of women as Lay Eucharistic Ministers, and the ordination of The Reverend Mitzi Noble, assistant to the Rector from 1991-1993, as the first female priest to serve at St. John's. Mrs. Noble's enthusiasm and energetic leadership led to revitalization of

a dormant youth program and a fresh approach to worship. The appointment of Eric Milnes as Director of Music in 1982 resulted in a music program and choir in which the parish takes great pride. Mr. Milnes elevated the quality of music for worship services. Finally, Mr. Newbery oversaw major physical changes at St. John's, including the creation of the beautiful one-acre Memorial Garden and Columbarium behind the church, the purchase of a new rectory, the renovation of a house on the former Dodge-Sloan property as a residence for assisting clergy, and the renovation of the church front and rear entrances to provide full accessibility for the handicapped



The new Cloister completed in 2004

The Reverend Paul E. Gilbert, St. John's sixth rector, served from 1995 to 2003. His tenure saw the completion of a successful capital campaign and the conception, execution and completion of a comprehensive building project which added a cloister (and handicapped access to the Parish Hall); new and enlarged kitchen facilities; and new Guild Room and undercroft space. The Reverend

Bernadette Sullivan served as Parish Associate from 1997 to 2000, and the Reverend Wesley Shike served in the same capacity from 2000 to 2002. In 2002, the Reverend Simon Foster joined St. John's

as Parish Associate. When Mr. Gilbert left St. John's in the summer of 2003, Mr. Foster was appointed Interim Rector, a position he continues to serve in at present time.



BUILDINGS AND GROUNDS

VISITORS TO ST. JOHN'S OFTEN REMARK THAT IT COULD HAVE BEEN PLUCKED FROM THE COUNTRYSIDE OF ENGLAND AND SET DOWN ON LONG ISLAND'S NORTH SHORE. It is this appearance that gives rise to the parish's most enduring myth – that St. John's is a recreation of an actual church in England that was torn down, transported to America and rebuilt here, stone by stone. A colorful story, but untrue. What follows are the facts.

St. John's is nestled in the Village of Lattingtown, about a mile from the shops, post office and train station in Locust Valley. The church's property in this residential area is comprised of 5.3 acres, which includes the church proper with the additions of the Parish Hall and Sunday School building, along with the Dunlaevy Building, the Memorial Garden, the Grand Lawn, a field where the annual St. John's Fair is held and a small compound of accessory buildings.

THE CHURCH BUILDINGS

The church proper, with its neo-gothic architecture, is reminiscent of an English parish church. The church was built of native fieldstone from local landowners, including William D. Guthrie, one of St. John's' first Vestrymen. Originally the church's interior was quite Spartan. The three-paneled, stained glass "Christ the King" altar window was added in 1916, a gift from Mr. and Mrs. Guthrie. The beautiful and intricately carved wood panels in the nave and sanctuary were added in 1923-24. These were designed

by the Scottish architect Sir Robert Lorimer, and were commissioned and



Carved Angel from the Nave

donated by Mr. and Mrs. J.P. Morgan, Jr. to create for St. John's the type of beautiful woodcarving Mr. Lorimer had done for the Thistle Chapel of St. Giles Cathedral in Edinburgh, Scotland. The sanctuary's stained-glass windows depicting the four evangelists and Saints Peter and Paul were made in Smethwick, England. The pipe organ was added in

1923 through contributions given by family and friends in memory of Vestryman Henry P. Davison. The contemplative stone statue of St. John above the church's main door was added in 1963. St. John's seats about 255 comfortably, with a choir loft at the rear of the nave, which seats about 25.



Column Detail from the Parish Hall

The original rectory on the south side of the church was converted in 1958 to house the church's main office, offices for the Rector and the assistant to the Rector and two Sunday School classrooms. The Parish Hall, a gift of John E. Aldred, was designed in the style of a Tudor manor hall and added in 1928. Its main hall and kitchen are used for Sunday morning coffee hour, fellowship activities such as the annual parish dinner and community outreach. The two-story Sunday School building, the gift of Mr. and Mrs. F. Trubee Davison that was added in 1954, has five classrooms.

The Memorial Garden is a beautifully landscaped one-acre rectangle bordered by a columbarium; this is self-sustaining and maintained apart from the church. Behind the church, but not connected to the main building is the Dunlaevy Building, named by the Vestry for Marie Dunlaevy, in appreciation for long service in introducing little people to the love of

Jesus Christ. It's used for Sunday School and during the week by the St. John's Play group.



Steps leading to Memorial Garden

North of the church, beyond the Grand Lawn, a field used for the St. John's Fair, is an area that includes a gatehouse for the assistant to the Rector, and a house presently occupied by the church organist and his family, as well as a barn used for storage of maintenance equipment and fair materials. Across Lattingtown Road from the church is a parking lot that holds about 75 cars. In 1994, ramps were constructed at the front and the rear of the church to provide full accessibility for the handicapped.

CLOISTER, GUILD ROOM AND KITCHEN

In 2000, the Vestry formed a Design Committee to devise a Master Plan of improvements to the church buildings that would address the future needs of the church. In the following four years, there was a significant growth in activity and programs at the church.

The outcome of the design phase resulted in better meeting spaces, enlarged kitchen and dining space, improved traffic flow throughout the buildings, improved

wheelchair access, an upgraded fire protection system, and a new area for classroom or meeting space in the undercroft beneath the new Guild Room. Best of all, there's a beautiful new cloister joining the church and parish hall.

The Guild Room was enlarged and is completely separated from the Parish Hall by a new hallway between the Guild Room and the Parish Hall. This new corridor was created to provide a very important second emergency exit from the school building. The Guild Room and the Parish Hall can now be used for meetings at the same time, thanks to the separating hallway.



Groundbreaking ceremony in 2002

The new kitchen was added on to the north end of the Guild Room, and it is much larger than the previous one, but still has the residential character of its predecessor. The basement space was left unfinished under this part of the building, but can be easily transformed into a classroom or meeting room with windows and a doorway to the outside.

The Cloister is the centerpiece of the new construction. It provides a distinct outdoor space for small events or ceremonies, or a lovely place for quiet contemplation. It also provides ramped access between the church and parish hall with the cloister. The interior walls of the cloister are stucco; the floor has a brick herringbone pattern. The columns are wood, with tracery at the top. The trim is limestone, and the walls below the ramp are brick. The center of the cloister is grassy with plantings along the perimeter.



Cloister Dedication in 2004

RECTORY

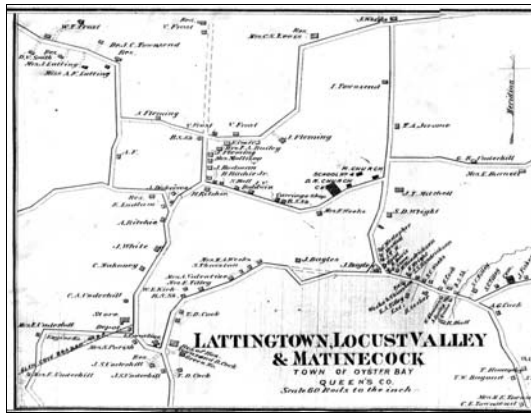
The rectory is a Colonial-style residence located about one-tenth of a mile from the church on a quiet street. It has four bedrooms, two-and-a-half bathrooms, dining room, kitchen, full basement and attached two-car garage, with central air-conditioning and hot-air heating. The residential area has a private beach on Long Island Sound within comfortable walking distance of the rectory.



LATTINGTOWN AND THE SURROUNDING COMMUNITY

LATTINGTOWN DREW ITS NAME FROM THE LATTINGS, FARMERS FROM CONNECTICUT WHO BOUGHT LAND ON LONG ISLAND’S NORTH SHORE FROM THE MATINECOCK INDIANS IN THE 1650’S AND SETTLED HERE TO FARM AND RAISE THEIR FAMILIES.

Today’s Lattingtown is a small village covering less than four square miles that falls within the larger Town of Oyster Bay in New York State’s Nassau County. New York City is about a one-hour drive west; the island’s tip at Montauk is a two-hour drive east.



1849 map of Lattingtown, Locust Valley and Matinecock

Long Island, with its temperate climate and proximity to New York City, offers an attractive and versatile place to live. Due to the city’s dominant presence, people new to the area are often surprised to learn that Long Island has 1,180 miles of shoreline and is 120 miles long, east to west. Nearly four million people reside in Nassau and Suffolk counties; indeed, Nassau county is the nation’s most populous suburban county, with more people than 15 of the 50 states. Lattingtown and the surrounding area, however, retain a small-town appearance and atmosphere. The pace of post-World War II suburban development was not as fast here, and a suburban greenbelt has been preserved. Some of the old estates

have been divided into residential areas, while others have become public gardens or nature sanctuaries, such as Planting Fields Arboretum, Bailey Arboretum, and the Japanese Stroll Garden.

The area is largely residential, and many residents commute to work in New York City. The metropolitan airports are less than an hour away. Educational opportunities and medical facilities are excellent. There are three neighboring public school districts and several local private schools. Nearby colleges include the C.W. Post campus of Long Island University, the State University of New York at Old Westbury, the New York Institute of Technology and the Webb Institute of Naval Architecture and Marine Design.



Coe Hall at Planting Fields Arboretum

There are also a number of excellent hospitals in the area, some with major teaching affiliations. In nearby Cold Spring Harbor is one of the world’s

important biotechnology laboratories. There are numerous cultural and arts institutions and programs including the Friends of the Arts Concert Series at Planting Fields Arboretum, the Tilles Center for the Performing Arts at C.W. Post, the Nassau County Museum of Art and several local performing arts programs

Recreational opportunities abound, with beaches, boating, golf and tennis readily

accessible. The area is home to several country clubs, yacht clubs, a winter sports club, and a number of indoor tennis clubs.

The area is also rich in history, with several revolutionary war sites including the 18th Century Raynham Hall in Oyster Bay, the Cold Spring Harbor Whaling Museum and Sagamore Hill, President Theodore Roosevelt's home in Cove Neck.



LOCAL DEMOGRAPHIC, LIFESTYLE AND TREND ANALYSIS

THE DIOCESE OF LONG ISLAND PROVIDED DEMOGRAPHIC AND ETHNOGRAPHIC INFORMATION AS WELL AS SOME OPINION-TYPE INFORMATION ABOUT THE SURROUNDING ZIP CODES (THE "STUDY AREA") OF 11542, 11709, 11545, 11771, 11560 AND 11765. This information compares the study area with the general U.S. population using demographic, psychographic, praxiographic and mediagraphic measures. The analysis was provided by Percept, using data from the U.S. Census Bureau and Claritas (formerly National Decision Systems). Wherever possible we have compared this information with the results of the 2004 Parish Survey. Charts and graphs have been included in the appendix. Generally, the information provided answers to the following 10 questions:

1. How many people live in the defined study area?

Currently, there are 66,268 persons residing in the defined study area. This represents an increase of 3,194 or 5.1% since 1990. During the same period of time, the U.S. as a whole grew by 16.9%.

2. Is the population in this area projected to grow?

Yes, between 2004 and 2009, the population is projected in increase by 1.8% or 1,212 additional persons. During the same period, the U.S. population is projected to grow by 5.3%.

3. How much lifestyle diversity is represented?

The lifestyle diversity in the area is *very high* with 27 of the 50 U.S. Lifestyles segments represented. The top individual segment is *Suburban Mid-Life Families* representing 25.4% of all households.

4. How do racial or ethnic groups contribute to diversity in this area?

Based upon the total number of different groups present, the racial/ethnic diversity in the area is *very high*. Among individual groups, *Anglos* represent 78.9% of the population and all other racial/ethnic groups make up just 21.1% which is well below the national average of 32%. The largest of these groups, *Hispanics/Latinos*, accounts for 12.6% of the total population. *Hispanics/Latinos* are also projected to be the fastest growing group

increasing by 12.3% between 2004 and 2009.

5. What are the major generational groups represented?

The largest age group in terms of numbers is *Survivors* (age 23 to 43) comprised of 17,833 persons or 26.9% of the total population in the area. *Builders* (age 80 and up) make up 5.6% of the population which compared to a national average of 4.1% makes them the most over-represented group in the area.

As a basis of comparison, at St. John's of Lattingtown, 22% of the congregation is between 25 and 49; with 5% over 85. It should be noted however, that 52% of the congregation is over 65, and 78% are over 50.

6. Overall, how traditional are family structures?

The area can be described as *somewhat traditional* due to the above average presence of married persons and two-parent families.

Married persons make up 70% of the St. John's congregation, with 18% widowed, 8% divorced and 4% single.

7. How educated are the adults?

Based upon the number of years completed and college enrollment, the overall education level in the area is somewhat high. While 85.4% of the population aged 25 and over have graduated from high school as compared to the national average of 80.4%, college graduates account for 38.4% of those over 25 in the area versus 24.4% in the U.S.

8. Which household concerns are unusually high in the area?

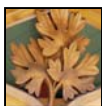
Concerns which are likely to exceed the national average include: *Time for Recreation/Leisure, Aging Parent Care, Finding Life Direction, Retirement Opportunities, Satisfying Job/Career* and *Social Injustice*.

9. What is the likely faith receptivity?

Overall, the likely faith involvement level and preference for historic Christian religious affiliation is *somewhat low* when compared to national averages.

10. What is the likely giving potential in the area?

Based in the average household income of \$117,685 per year and the likely contribution behavior in the area, the overall religious giving potential can be described as *extremely high*.



WORSHIP AND RELIGIOUS EDUCATION

WORSHIP, FOR MANY PARISHIONERS AND VISITORS TO ST. JOHN'S OF LATTINGTOWN, IS A MANIFESTATION OF THEIR FAITH AND SPIRITUALITY. Worship programs and format are therefore extremely important to parishioners and visitors alike. Important as well are opportunities for Christian Education, and our 2004 Parish Survey bears that out, with a strong emphasis on the importance of Sunday School and programs for adults.

WORSHIP

Drawn from the Book of Common Prayer, and aimed at adult parishioners, worship at St. John's of Lattingtown is generally considered to be traditional. While the congregation encompasses a number of different Episcopal and other Christian traditions, we have settled into a standard form of traditional worship which can best be described as "middle church." In the 2004 Parish Survey, parishioners expressed a high level of satisfaction with the present form of worship and music, and are committed to preserving it.



Gospel Procession during the Cloister Dedication ceremony

The Holy Eucharist (Rite One) is celebrated every Sunday at 8 a.m. The 10:30 a.m. Sunday service (10:00 a.m. during the summer) may be either Rite One or Rite Two, with Morning Prayer on the third Sunday of the month. The Holy Eucharist is also celebrated on Wednesday mornings and on the first Wednesday of each month; there is a laying on of hands and anointing of oil. The Holy Eucharist is also celebrated on Saints' and major holy days, as announced. Attendance throughout the year has averaged 230 people.

SUNDAY SCHOOL

There is a significant number of children in the congregation and a very real commitment to Sunday School. However, attendance varies greatly from week to week, and there's a great deal of "competition" from other activities – especially sports. That said, Sunday School topped the list of most important things to focus on in the future in the 2004 Parish Survey.

There is an active core group of teachers and concerned parents, who together with the Director of Education focus a great deal of time and energy on the curriculum, regularly updating and enhancing it to ensure its relevance and impact.

The ongoing challenge is to turn the energy and commitment to Sunday School at St. John's into more regular attendance. This will be an area of focus in the coming years.

Teens have a regular Sunday meeting during services and find it is a valuable place where they can talk about their own world and their concerns. Again, attendance has been sporadic due to scheduling conflicts with other activities.

CONFIRMATION

The policy of the Diocese of Long Island is to confirm at age 16 or over. At St. John's we have regular pre-confirmation

classes for those aged 13-15. The most recent class had 20 young people in it. At the same time we do classes for those aged 16 and adults. This is an important area of our work in helping to build the Church for the future. In recent years we have had large groups of young people who shared in lively discussions about the Christian faith and the Church. This is a crucial aspect of our educational work.

ADULT CHRISTIAN EDUCATION

There are Bible study classes for adults during the winter and, in addition, this year the Interim Rector will conduct a series of classes on the Reformation. There are other discussion groups held before confirmation and during Lent.



ACTIVITIES, PROGRAMS AND GROUPS

PARISHIONERS OF ALL AGES ARE ACTIVELY INVOLVED IN THE LIFE OF THE CHURCH IN MANY WAYS. At St. John's there are a number of active and committed groups that enhance the life of the parish and surrounding community. One of the challenges moving forward will be to cast a wider net in getting people involved to enhance the significant commitment of a core group of parishioners who participate in many groups. An additional effort will be made to make more people aware of the wide range of important and interesting activities at St. John's of Lattingtown and in so doing encourage more participation.

ACOLYTES

There has been a resurgence of interest in and commitment to the Acolyte program at St. John's in the last year or so. Recent enhancements to the liturgy call for a greater number of acolytes and there has been a strong response from the young people of the congregation.

CHALICE BEARERS

A group of parishioners are licensed to administer the chalice at Holy Communion, and currently, two are assigned each Sunday when the Holy Eucharist is being celebrated at the 10:00/10:30 service. Early in 2004 a group of six new Chalice bearers was licensed to serve.

LAY READERS

Currently, one parishioner is assigned to read both the Old Testament Lesson and the Epistle at the 8:00 a.m. Holy Eucharist on Sundays. From a group of over 20 parishioners, two persons are assigned each Sunday to read the appropriate selections from Scripture at the 10:00/10:30 service.

ALTAR GUILD

Over thirty women comprise the Altar Guild. Certain members, as assigned on a monthly basis, are responsible for preparing the altar for Sunday and weekday services as well as for weddings and funerals. They change the altar hangings, set the fair linen and the Communion silver and arrange the flowers.

THE ST. JOHN'S CHOIR

Approximately two dozen men and women comprise the choir under the able leadership of internationally renowned organist and choirmaster Eric Milnes. A few of the choir are professionals who receive a stipend, but the majority is drawn from the parish and surrounding communities who are especially interested in church music. The choir does not sing at the earlier service, but it does rehearse every Sunday morning at 9:15am. The choir may also be called upon to sing at special occasions, such as weddings, funerals, ordinations and Christmas Eve.

EPISCOPAL CHURCH WOMEN

The ECW is a vital and productive group in the parish family. In addition to the ECW's periodic luncheon meetings at which they have a speaker on a topic of interest, perhaps their greatest single endeavor in the past has been their

contribution to the organization of St. John's Country Fair – an annual event each September and a major point of visibility of the church in the larger community. The proceeds of the Fair are disbursed to outreach projects on the international, metropolitan and local (Nassau/Suffolk county) levels. Additionally, it is the time and talent of the ECW members that make possible the periodic parish potluck suppers, the workshop which produces so many handmade articles for the Fair and for the Advent sale, the March and August Blood Bank drives, the United Thank Offering and the coffee hour each Sunday.



ECW members work the Fair

PARISH CARE COMMITTEE

The Parish Care Committee of St. John's has 14 active members who are available to assist with driving, food shopping, mail pick-up, animal feeding, etc. mostly on a temporary basis. The Committee also offers solace in times of bereavement. It is an ongoing committee with meetings with the Rector once a month.

THE USHERS

A large number of men comprise the group from which the ushers are assigned to be present at each service. Their duties include distributing the bulletins, seating the congregation, and especially giving assistance to those requiring it.

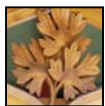
Additionally, they receive and present the alms from the congregation and control the orderly flow of communicants to the altar rail.

YOUTH GROUP

There has been – to greater and lesser degrees over the years – a youth group for people in between confirmation and college. There has always been a focus on service in the youth group, and they have been actively involved in outreach. As with the Sunday School commitment to the youth group is high, but attendance is sometimes low, and this will be a focus in the future. The parish is an active member of the Nassau Deanery Youth Network.

COMMUNITY USE

The church recently underwent a major upgrade. The additions include a wheel chair accessible cloister that leads to the Parish hall and its new kitchen and meeting/dining room. These facilities are regularly made available for various non-parish community activities, including AA, Al-Anon, a children's nursery school,



OUTREACH AND SERVICE

OUTREACH EFFORTS AT ST. JOHN'S OF LATTINGTOWN HAVE LONG BEEN A VITAL PART OF THE LIFE OF THE PARISH. As a relatively wealthy parish, we feel a strong obligation to reach out to those in need, not only in our community but farther afield.

COMMUNITY OUTREACH

This parish is fortunate to have a motivated, talented and financially advantaged congregation. St John's is a contributor to the Diocesan Fund and Episcopal Charities of Long Island and has steadily expanded its outreach. These now involve food drives, meals-on-wheels

yoga, and the Clan Gordon Highlander Pipers.



Clan Gordon Highlander Pipers

FELLOWSHIP

One of the issues raised in the 1994 Parish Survey was that St. John's could be a warmer and more welcoming place. One reason cited was that the North Shore social circle was very tight and overlapped significantly with the congregation. As a result a great many parishioners knew each other socially; yet those who weren't a part of the social scene often felt like outsiders. Since then, there have been a number of fellowship initiatives put in place to address that concern, including church-sponsored trips, an enhanced coffee hour program, parish potlucks and other opportunities for socializing.

and collections for the needy at home and disaster help abroad. We have inter-faith discussion and attend services to better understand and build bridges between other faiths and religious beliefs. Our priest and members of the parish have exchanged visits with other local faith organizations.

ST. JOHN'S COUNTRY FAIR

In 2004, the 52nd Annual St. John's Country Fair will draw people from throughout the area for fun and games, food and all kinds of things for sale. The Fair enlists the help of many parishioners, and has come to be a much-anticipated event throughout our community. While everybody has fun, the most important aspect of the Fair is that it raises large sums of money for distribution to domestic and international communities, charities and projects with emphasis on local charities and the needy. The distribution of the proceeds are under the direction of The Episcopal Church Woman's Outreach Committee, with the majority of the proceeds going to organizations outside of St. John's. The distribution committee is made up of representatives of the ECW, the Vestry, members of the parish and past chairs of the fair.



St. John's Country Fair

PARISH COMMUNICATION

St. John's communicates with parishioners in a variety of ways. First is *The Eagle* newsletter, which comes out roughly 4 times a year. Traditionally a means for the Rector and his associate to communicate with members of the parish, *The Eagle* is

being revamped as part of a larger effort to determine the most effective way of communicating with parishioners, and what they're interested in hearing from us. Whenever the need arises, the church also sends out mailings or postcards in addition to materials being handed out in church. St. John's also publishes a parish directory which most people find invaluable in the course of the year.

The church also has a presence on the Web, (www.stjohnsoflattingtown.org) which contains information about the church, as well as schedules of worship. The Communications Committee is exploring ways to make this Web site better, as well as the extent to which email can play a role in parish communications.

PASTORAL CARE

A key part of the current clergy's duties include visiting the sick at home and in the hospital as well as local schools and organizations. He also attends and leads prayers at the local Veteran's Day Parade and invocation with the Red Cross. The Interim Rector and members of the parish are planning to visit the Dominican Republic in October 2004 to follow up on help given to the Dominican Republic Education and Mentoring Project.

The parish gives assistance to shut-ins and homeless shelters with help in the manning and attendance through the night. The parish facilities are available to local charities and activities including youth programs and A.A.

Whilst outreach has been considerably expanded during the last few years, we will be seeking inspiration, ideas and leadership from the new rector.



STEWARDSHIP AND PARISH FINANCES

ST. JOHN'S OF LATTINGTOWN IS BLESSED WITH AN AFFLUENT CONGREGATION AND A SIZABLE ENDOWMENT. Yet like any other church, the challenges of an annual stewardship campaign and the ability to meet expenses are very real. Additionally, while we are also blessed with a beautiful church and facilities, they require constant and costly upkeep. Our challenge is therefore to continue the current level of generous support and at the same time cultivate new benefactors for the continued viability of our church.

The number of families that consider St. John's their parish during the past ten years has fluctuated around 300. The current number, 326, is at the high end of the range. Similarly, average attendance has varied by year between 180 and the current level of 230.

During the last ten years annual pledges have declined from \$286,000 to \$246,000, partly on a tendency of donors to give, but not to pledge. Average pledges in the latest year were \$765 per family, a not very meaningful figure. Average pledge per attendee amounted to about \$1,070, essentially unchanged from the figure recorded a decade ago, while average pledge per pledge card received was \$1,589 in the most recent year. Averages are skewed by a small number of very generous supporters, some of whom pledge and others who consistently give but do not pledge.

In 2003 St. John's received some 305 donations aggregating over \$473,000 for an average of \$1,400 per gift. The median gift was \$1,065, virtually unchanged from the \$1,070 recorded a decade ago.

The termination of St. John's Capital Campaign and attendant construction of the cloister, negative publicity regarding the national Episcopal Church and turmoil surrounding the departure of our

former Rector may have adversely affected giving patterns.

The lower than budget donations, lower than forecast investment returns along with an unbudgeted major repair resulted in a deficit from operations in 2003 of nearly \$70,000, the first such deficit recorded in many years.

Preliminary results at mid-year 2004 indicate no further deterioration, but no early rebound to higher levels either.

St John's is located in one of the more affluent communities in the country. Nassau County enjoys a median household income of \$72,000 per annum. According to the respondents of the recent parish survey, undertaken to prepare this profile, the median family income of St. John's parishioners was just over \$150,000 per annum. The generosity and capacity of the congregation is manifest in the recent capital campaign where over \$2.4 million was pledged in less than two months. In addition, commitments to the endowment of nearly \$1.4 million, substantially in the form of future bequests, came in. Annual pledges for operating the church are derisory relative to demonstrated capacity although all donations are gratefully received.

St. John's is the beneficiary of endowment funds aggregating almost \$4,000,000. Income and principal from about \$3,100,000 of these is available to support operations of the church. Income from roughly \$450,000 – known as the Painting Fund -- is devoted exclusively to outreach in the local area.

Another \$450,000 is directed to the support of the St. John's Memorial Garden.

From time to time principal is used to fund expenditures in excess of current income. Additions to the endowment funds are irregular and sporadic, generally

in the form of bequests. The current year saw such a bequest in excess of \$200,000.

In 2004 the Vestry adopted a new investment policy, which envisions the use of a "spending rate" on the portfolio rather than being constrained to the low current returns currently available. Had the policy been in effect in 2003, the deficit would have been more than halved

The endowment funds are managed by a professional investment manager pursuant to policies developed by a finance committee of Parishioners. Total returns have been satisfactory, the endowment having just over doubled in the past decade.



THE 2004 PARISH SURVEY: REFLECTIONS FROM WITHIN

WHILE A CHURCH CAN BE DESCRIBED BY ITS HISTORY, BUILDINGS AND GROUNDS, IT IS DEFINED BY WHAT ITS PARISHIONERS THINK AND FEEL ABOUT THE CHURCH AND ITS ACTIVITIES. Through the 2004 parish Survey, the Profile Committee attempted to gain demographic information, but also hoped to get some insight into what parishioners thought were important issues for us to focus on as a parish. We also elicited comments which were thoughtful and thought-provoking, candid and caring – and altogether interesting.

THE SURVEY

In May of 2004, we mailed out 650 surveys to 420 addresses, and received 148 surveys back, which represented roughly 200 parishioners. The survey asked several demographic questions about age, marital status, tenure as a parishioner and attendance patterns. It also included questions about how satisfied people were with certain aspects of St. John's and how important they felt these issues were in the future. Finally, it also tried to identify which traits were important in prospective

rectors. A copy of the Survey appears in the Appendices of this document.

THE RESULTS

Almost half of the people surveyed said they've been coming to St. John's for more than 25 years, with a third reporting that their parents or grandparents also attended the church. While only 9% of the respondents indicated that they've been parishioners for 6 – 25 years, almost 15% of the people who answered this question said they've been coming for less than 5 years, which would indicate that

the numbers of new members are increasing. However, one of the most frequent comments was that we could do more to welcome and retain new members – an especially important consideration when we take into account that 52% of respondents are over 65 years old (and 78% are over 50).

The results of the survey also showed that the most important issues to focus on in the future were Sunday School, the Quality of Pastoral Care, maintaining Traditional Worship, Outreach to New Members and fostering a Feeling of Spiritual Community. Of the things needing the most improvement, Outreach to New Members was high on the list.

More knowledge of committees and more administrative help were also mentioned. Our strengths include adult choir and traditional worship as well as St. John's Fair and Quality of Pastoral Care.

In terms of what we're interested in seeing in a new rector, having a strong spirituality and being warm and welcoming topped the list. Also important were strong preaching ability, enthusiasm and being a good listener. Less important were management and financial skills. There was considerable discussion about the administrative duties of the Rector, with most people agreeing that more help was necessary.

STRENGTHS AND WEAKNESSES

10 Most Important Issues

1. Sunday School
2. Quality of Pastoral Care
3. Traditional Worship
4. Outreach to New Members
5. Feeling of Spiritual Community
6. Nurturing Christian Life
7. St. John's Fair
8. Oppty's for Spiritual Development
9. Introduction to the Episcopal Church
10. Music & Hymn Selection

Top 10 Weaknesses

1. Children's Choir
2. Email Communication
3. Outreach to New Members
4. Knowledge of Committees
5. More Prof'l Admin Help
6. Recruitment of parish for service
7. Workshops for Parents
8. Parish Directory
9. Events in Parishioners' Homes
10. Introduction to the Episcopal Church

10 Least Important Issues

1. Non Traditional Worship
2. Children's Choir
3. Events in Parishioners' Homes
4. Involvement with Diocese
5. Co-op programs w/ other insts.
6. Fellowship Activities at Church
7. Use of facilities by AA, etc.
8. Concerts, Lectures & Public Prgms
9. Prayer Groups
10. Email Communication

Top 10 Strengths

1. Adult Choir
2. Traditional Worship
3. St. John's Fair
4. Quality of Pastoral Care
5. Music & Hymn Selection
6. Use of facilities by AA, etc.
7. Confirmation Class
8. Special Courses
9. Sunday School
10. Bible Study



THE COMMUNITY SURVEY: A DIFFERENT PERSPECTIVE

As important as the Parish Survey is, it doesn't include responses from people who are not members of the parish. Yet it's important to understand what people think who aren't members of our community. As part of the preparation of this Profile, several non-members were interviewed by a member of the Profile Committee.

PRE-CONCEIVED NOTIONS ABOUT ST. JOHN'S

Each interview was started with a general question about St. John's. Without exception, people mentioned the beauty of the church – especially now that the construction has been completed. The second thing people commented on was the parish of St. John's. One person said they thought members were primarily "Creek" or "Piping Rock." (two local country clubs). Another felt the church isn't representative of the community, but is more of a "high society" church. One believes the members are drawn exclusively from the "upper class."

POSITIVE EXPERIENCES

Each person was then asked to share any personal experiences they had at St. John's. Two were first introduced to the church through the social dancing class. Both said how grateful they were to the church for hosting these classes which were very positive experiences for the children. Another attended the St. John's Country Fair. This person was pleasantly surprised to find the people so welcoming and friendly. Another person's first experience was attending a funeral of a young girl about 8 years ago. She was struck by the "warmth and compassion" emanating from the church.

Another heard about St. John's from friends who attended AA meetings at the

church. Her first personal experience came from taking a yoga class offered in the parish hall. She was impressed that St. John's "goes out of its way to open its doors to people in the community who are non-members."

Many of these sentiments echo those uncovered in the community survey from the 1995 Profile – namely that St. John's is an extraordinarily beautiful church with distinguished origins. Many of its members were seen as being pillars of the community and committed to local charities and civic organizations. At the same time, it was seen as a very social parish – one of the right places to belong – and as such might be elite and unwelcoming to those who don't already belong.

As we see however from the 2004 interviews, once people come through our doors, their experience is very different than they thought it would be, based on their preconceived notions of our church.

It is clearly our mission moving forward to extend that "warm and welcoming" feeling not only within our parish family but without, for we have so much to offer and so much goodwill with which to offer it.



CHALLENGES AND OPPORTUNITIES: A VISION FOR THE FUTURE

IN PREPARING THIS PARISH PROFILE, SEVERAL THINGS BECAME CLEAR ALMOST IMMEDIATELY. We are a remarkable parish with exceptional resources, loved by our parishioners, valued by the community, and yet seen by many as being remote, inaccessible and unwelcoming. The 2004 Parish Survey revealed much about how we see ourselves and what our priorities should be when thinking about our challenges and opportunities for the future, as well as what the congregation thinks are important qualities in a rector.

A STRONG FOUNDATION

We are an extraordinary congregation, with some members who have been worshipping here for more than 50 years and whose families have been worshipping here since the church's beginnings in 1916. Such strong traditions, forged over 85 years, are solid and well-established. In some cases, this also means that practices are slow to change. These deep and long affiliations also create an exceptional bond of commitment to the church, which has thrived under the stewardship of its parishioners.

Our church buildings are as beautiful as they can be, and we're blessed to have the grounds and facilities to support our activities. That we worship and gather in such an extraordinary setting is the result of the commitment and dedication of our parishioners – not to mention their deep resources. We are an affluent parish in an affluent area, and the generosity of our parishioners has been exemplary.

We know how to use our gifts as well. The church is home to many activities sponsored by the church and by outside organizations. It is a popular church for weddings and baptisms and is filled to overflowing on Christmas and Easter. And during the rest of the year, we

support an average weekly attendance that is higher than many other churches.

We are also a close-knit congregation, which creates a strong support network, and comforting feeling of community. This fact, combined with the tradition of long-standing church memberships and the strong social context of the surrounding area create a powerful and abiding feeling of home for our parishioners.

A CLOSED COMMUNITY?

It is this combination of factors, however, which has led some to feel excluded and provides a significant barrier for new members. Change is difficult – especially in the face of such well established and well-loved traditions. Yet the 1994 and 2004 Parish Surveys both touched on the fact that as a Parish, there was work to do on becoming more warm and welcoming – not only to new and prospective members, but to our own parishioners as well. On the flip side, there were also comments and sentiments expressing an aversion to change – that everything was fine, and we shouldn't contemplate too many changes. Some referred to our “splendid isolation,” and eschewed the idea of reaching out to new members or seeking a more diverse membership.

OPPORTUNITIES FOR CHANGE

As a result of the 1994 survey, several strong steps were taken to create opportunities for fellowship that aimed to be as inclusive as possible. There was a general feeling that was reflected in comments on the 2004 survey that we have in recent years become much more welcoming and communicative. At the same time, the survey results indicated that most people felt that outreach to new and prospective members needed a lot of work, and should be one of the main areas of focus in the future.

Among all the committees at St. John's there is no new member committee, or welcome committee. There is a Parish Nurture Group which is generally responsible for these areas, but they have much to do. With the momentum created by the Parish Survey, and the opportunities created by a change in leadership, the next year may present an excellent chance to create an institutional response to our dearth of member outreach and cultivation activities.

THE CHALLENGES AND REWARDS OF NEW LEADERSHIP

As with any organization for which people feel a great deal of passion, there are widely disparate perspectives and desires for the future. One of the challenges presented for our new Rector will be to assuage the concerns of those parishioners who are comfortable with the way things are today, while meeting the desires of other parishioners who feel more of a need to reach out to new and prospective members. While not a polarizing issue by any means, it will require a balanced approach.

The 2004 Parish Survey asked several questions about qualities sought in a new rector. The top five were strong spirituality, a warm and welcoming personality, strong preaching skills, enthusiasm and good listening skills. As mentioned previously, at the bottom of the list were management skills, and a strong sense of fiduciary responsibility.

Concerns were expressed as well about the Rector's capacity for overseeing administrative details of our operation. While St. John's of Lattingtown is by no means a large and complex institution, there are administrative and management needs which have been assumed in a general way by the Rector (or Interim Rector), the Parish Secretary and the Vestry, with a complement of volunteers along the way. Clarification of where these administrative responsibilities lie will depend on the abilities and inclinations of our new Rector, as well as the Vestry's appetite for adding a new administrator position – which was suggested several times in the survey results.

OUR CALL

While St. John's of Lattingtown represents many things to many people – both within our walls and without – we are first and foremost a church, where people come to worship God and express their faith. The Profile and Search Committees have abiding faith that God will bring together our church and our new Rector. We are genuinely looking forward to that process – in faith and prayer – and are confident that at the end we will welcome a new Rector to St. John's of Lattingtown.

We will, with God's help.

APPENDIX 1: ST. JOHN'S DEMOGRAPHIC PROFILE*

Age Distribution

Under 25	25 - 34	35 - 49	50 - 64	65 - 74	75 - 84	Over 85
1%	4%	18%	26%	21%	26%	5%

Gender

Male	Female
39%	61%

Employment Status

Employed	Homemaker	Unemployed	Retired
41%	24%	1%	34%

Top 10 Occupations

- | | |
|-----------------------------|----------------------------------|
| 1. Teacher (17%) | 6. Real Estate Agent/Broker (6%) |
| 2. Investment Manager (13%) | 7. Administrative (6%) |
| 3. Manager/Executive (8%) | 8. Charity Work (4%) |
| 4. Business Owner (8%) | 9. Professor (4%) |
| 5. Attorney (6%) | 10. Architect (2%) |

Top 10 Types of Work

- | | |
|---------------------|-------------------------|
| 1. Finance (20%) | 6. Accounting (4%) |
| 2. Education (14%) | 7. Art (4%) |
| 3. Law (6%) | 8. Construction (4%) |
| 4. Real Estate (6%) | 9. Interior Design (4%) |
| 5. Sales (6%) | 10. Manufacturing (4%) |

Marital Status

Married	Single	Divorced	Widowed
70%	4%	8%	18%

Children under 18 living at home?

Yes	No	Avg Age	Avg Number
20%	80%	9	2.3

Household Income

Under \$25K	\$25K - \$50K	\$50K - \$100K	\$100K - \$150K	\$150K - \$200K	Over \$200K
4%	5%	19%	19%	10%	43%

*Based on the results of the 2004 Parish Survey

APPENDIX 2: INCOME AND EXPENSES

<u>Operating Receipts</u>	<u>2003</u>	<u>2002</u>
Annual Giving	\$ 439,851	\$ 464,146
Investment Income	118,482	129,768
Construction Loan Interest	(645)	7,740
Plate Offering	26,140	30,542
Memorial Gifts & Bequests	7,350	39,005
<u>Other Receipts</u>	<u>44,655</u>	<u>45,280</u>
Total Operating Receipts	\$ 635,833	\$ 716,481
<u>Operating Disbursements</u>		
Salaries & Bookkeeping	\$ 233,422	\$ 199,962
Employee Benefits	116,358	106,551
Office Supplies & Expense	17,065	19,468
Audit, Advisory & Management Fee	23,347	22,391
Church Education & Programs	13,720	15,506
Choir Supplies & Expense	32,123	30,160
Automobile & Travel	12,373	8,838
Utilities	32,529	26,405
Building & Grounds Maintenance	50,309	45,929
Insurance	26,785	25,929
Telephone	3,319	2,833
Parochial Giving	68,500	67,302
Allocation for New Equipment	2,012	2,093
Vestry Resolution	-	875
Miscellaneous	1,123	13,497
<u>Interest Expense</u>	<u>-</u>	<u>7,740</u>
Total Operating Disbursements	\$ 633,085	\$ 595,479
Excess Receipts/(Disbursements)	\$ 2,748	\$ 121,002
Major Repairs & Improvements	37,158	37,173
Other Expense (Front Bluestone)	34,900	-
Net Income/(Loss)	(\$ 69,310)	\$ 83,829

APPENDIX 3: AREA DEMOGRAPHICS



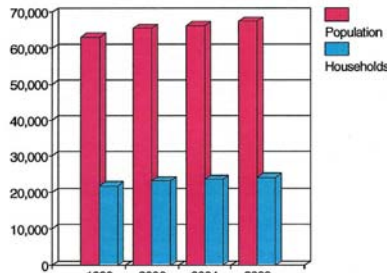
Snapshot

Date: 5/10/2004

Prepared For:
St. John's Church of Lattingtown
PO Box 448
Locust Valley, NY 11560

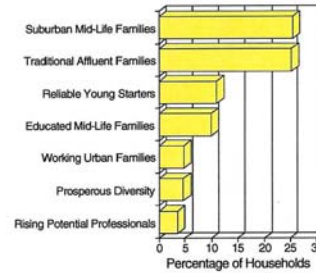
Study Area Definition:
ZIP Codes: 11542, 11709, 11545, 11771, 11560 & 11765

Population and Households

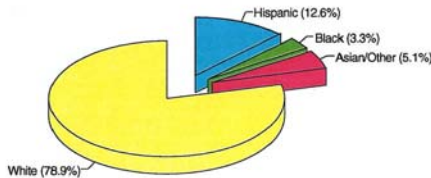


The population in the study area has increased by 701 persons, or 1.1% since 2000 and is projected to increase by 1212 persons, or 1.8% between 2004 and 2009. The number of households has increased by 352, or 1.5% since 2000 and is projected to increase by 557, or 2.4% between 2004 and 2009.

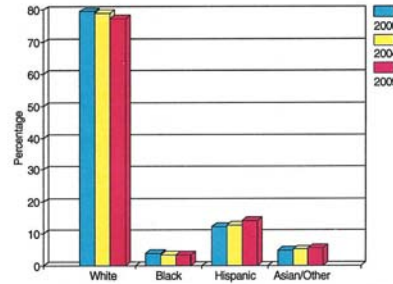
Primary U.S. Lifestyles Segments-2004



Population By Race/Ethnicity-2004

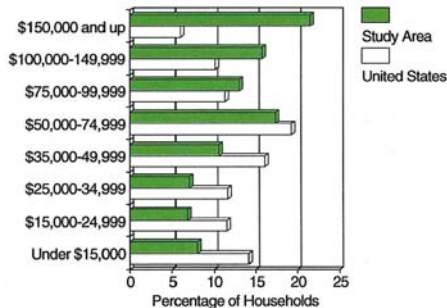


Population By Race/Ethnicity Trend

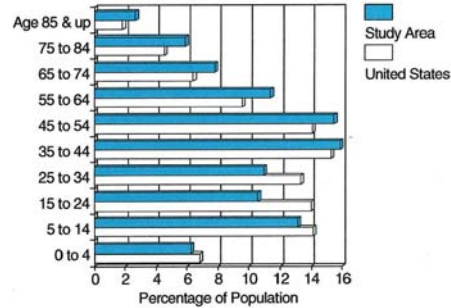


Between 2004 and 2009, the White population is projected to decrease by 123 persons and to decrease from 78.9% to 77.3% of the total population. The Black population is projected to increase by 11 persons and to remain stable at 3.3% of the total. The Hispanic/Latino population is projected to increase by 1029 persons and to increase from 12.6% to 13.9% of the total. The Asian/Other population is projected to increase by 294 persons and to increase from 5.1% to 5.5% of the total population.

Households By Income-2004



Population by Age-2004



The average household income in the study area is \$117685 a year as compared to the U.S. average of \$63207. The average age in the study area is 40.2 and is projected to increase to 40.8 by 2009. The average age in the U.S. is 37.0 and is projected to increase to 37.8 by 2009.

APPENDIX 3: AREA DEMOGRAPHICS CONTINUED



ministry
area
profile 2004

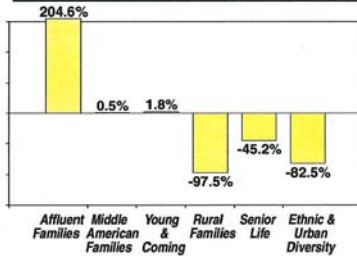
FingerPrint
Your Area Compared To The U.S.

Date: 5/10/2004

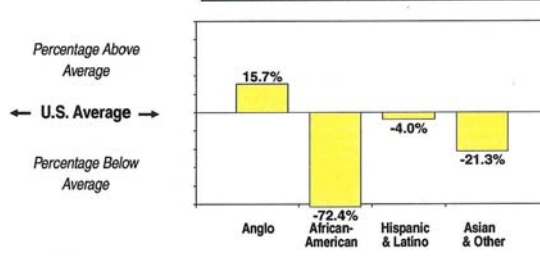
Prepared For:
St. John's Church of Lattingtown
PO Box 448
Locust Valley, NY 11560

Study Area Definition:
ZIP Codes: 11542, 11709, 11545, 11771, 11560 &
11765

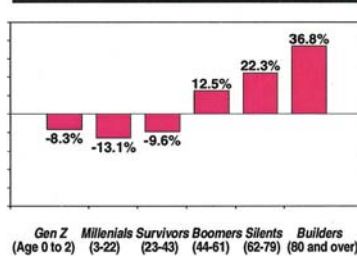
U.S. Lifestyles Group



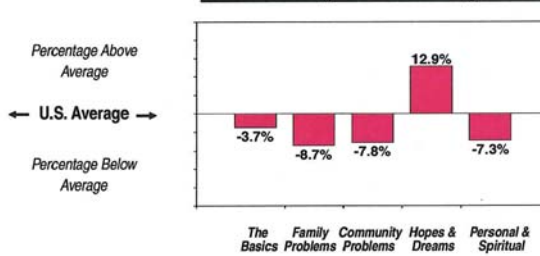
Race/Ethnicity



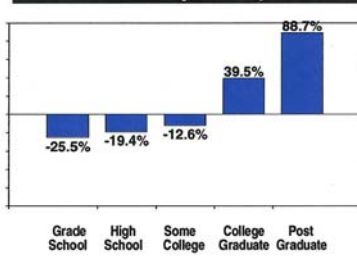
Generations



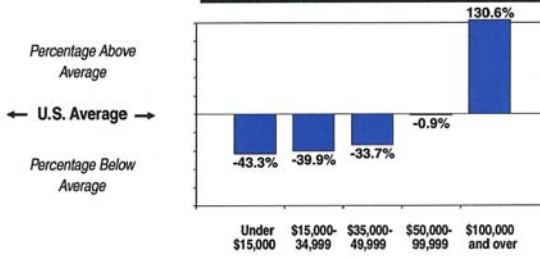
Primary Concern Groups



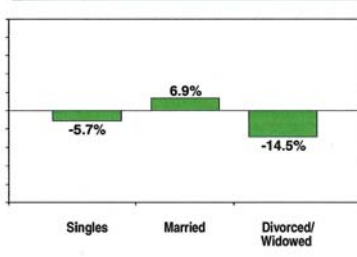
Education Completed by Adults



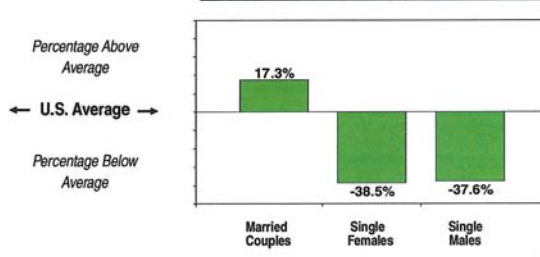
Household Income



Marital Status



Households with Children



APPENDIX 3: AREA DEMOGRAPHICS CONTINUED



Ministry Area Profile 2004
Compass
REPORT

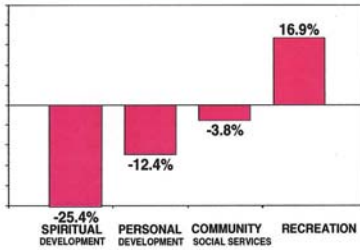
FingerPrint
Your Area Compared To The U.S.

Date: 5/10/2004

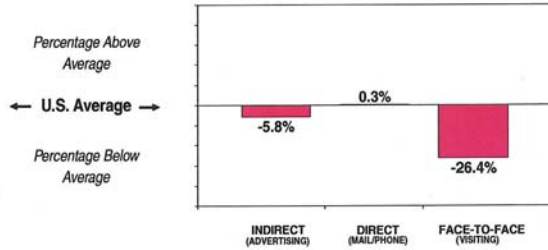
Prepared For:
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Study Area Definition:
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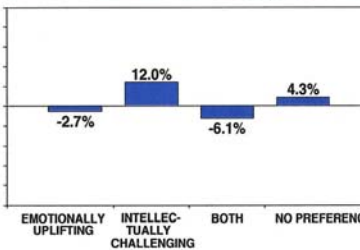
Church Program Preferences



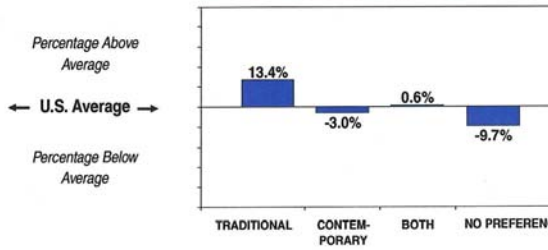
Contact Methods Rated Good



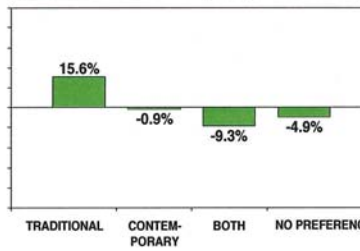
Worship Style (1)



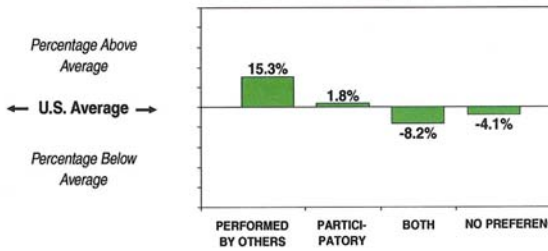
Worship Style (2)



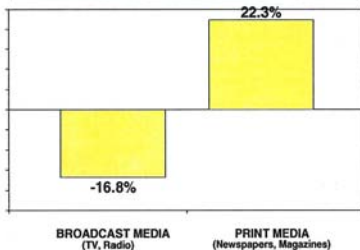
Music Style (1)



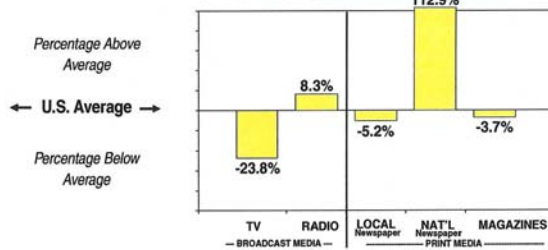
Music Style (2)



Primary Media Summary



Primary Media Preferences



APPENDIX 4:
2004 PARISH SURVEY, PAGE 1

St. John's of Lattingtown
2004 Parish Survey

Please complete by
June 7, 2004

Please complete this survey and return in the envelope provided. Your answers will help us prepare an accurate picture of the congregation, its strengths and weaknesses, as well as what qualities we seek in a rector. Please feel free to include additional comments on a separate piece of paper. Thank you!

<input type="checkbox"/> I am completing this survey based on my opinions. My spouse and/or other adult members of my household are completing separate surveys.	<input type="checkbox"/> I am completing this survey on behalf of my entire household. Number of adults in my household represented
--	--

About You and St. John's

1. How many years have you been a parishioner at St. John's?

- 1 - 5 years 6 - 10 years 11 - 15 years 16 - 20 years 21 - 25 years 26 - 50 years
 50+ years **1a. Did your parents or grandparents attend St. John's?** Yes No

2. What initially brought you to St. Johns? (check any that apply)

- Family Tradition Life-long Episcopalian Location Beautiful Building
 Sunday School Friends Worship Expression of Faith
 Clergy Community Music Other

3. Which services do you attend and with what frequency?

	Weekly	Monthly	Occasionally	Never
Sunday, 8:00 a.m.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sunday, 10:30 a.m.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wednesday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 4. Are there other service times that would be more convenient?** Yes No
If yes, please write the days and times below.

About You

1. Please check the box below corresponding to your age.

- Under 25 25 - 34 35 - 49 50 - 64 65 - 74 75 - 84 Over 85

2. Please indicate your gender: Female Male

3. Please check the box below regarding your employment status.

- Employed (Full or Part-time) Homemaker Seeking Employment Retired/Semi-Retired

4. If employed or self-employed, please list occupation, and type of work you do.

5. Please check the box below regarding your marital status.

- Married Single Separated/Divorced Widowed

6. If you have children under 18 living at home, please list their ages: _____

7. (Optional) Please check the box below corresponding to your annual household income.

- Under \$25,000 \$25,000 - \$50,000 \$50,000 - \$100,000 \$100,000 - \$150,000 \$150,000 - \$200,000 Over \$200,000

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Issues today and tomorrow

Please think about the following issues at St. John's. In the first column, rate the degree to which it can be improved, and in the second column how strongly we need to focus on it in the future, regardless of how well you feel we're doing today. Please use the space for comments, especially if there is an issue important to you that doesn't appear in the list.

	Needs Improvement					Focus for the future				
	1=Needs a lot of work; 5=I am completely satisfied					1=This is very important 5=Not significant in future				
	1	2	3	4	5	1	2	3	4	5
Worship										
1. Traditional worship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Non-traditional worship, i.e. folk service, liturgical dance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Music and hymn selection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Adult Choir	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Children's Choir (does not exist today)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										

	1	2	3	4	5	1	2	3	4	5
Christian Education										
1. Bible Study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Special courses like Lent and Advent Series	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Sunday School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Confirmation Class	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Introduction to the Episcopal Church for new members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Workshops for Parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Cooperative programs with other institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										

	1	2	3	4	5	1	2	3	4	5
Outreach										
1. St. John's Fair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Getting more people involved in outreach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. ECW Programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Quality of pastoral care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Concerts, lectures and other public programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Use of facilities by groups like AA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Recruitment of parish members and youth for charitable or service work in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										

APPENDIX 4:
2004 PARISH SURVEY, PAGE 3

	Needs Improvement					Focus for the future				
	1=Needs a lot of work; 5=I am completely satisfied					1=This is very important 5=Not significant in future				
	1	2	3	4	5	1	2	3	4	5
Spiritual Concerns										
1. Opportunities for spiritual development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Feeling of a spiritual community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Nurturing Christian life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Prayer Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										
Organization & Administration										
1. More professional administrative help	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Annual Stewardship Campaign	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Involvement on a parish level with the diocese and national church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										
Communication										
1. Eagle Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Knowledge of committees and activities and how to participate more	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Outreach to new members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Parish Directory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Consistency and frequency of communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Parish Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. E-Mail Communication (does not exist now)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										
Fellowship										
1. Non-religious fellowship activities at church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Events in parishioners' homes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Parish Potluck dinners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Youth activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COMMENTS										

APPENDIX 4:
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Thoughts about our new Rector

Job Responsibilities & Activities	DISAGREE	NEUTRAL	AGREE
1. The Rector should be chiefly concerned with spirituality and pastoral care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Rector should be equally responsible for spirituality and pastoral care as well as administrative matters.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. There should be at least one full-time associate priest to take on additional pastoral duties like Sunday School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The associate should be filled on a permanent basis, rather than through an annual rotation or "internship."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Sermons should relate Christianity to life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. It is important that the Rector represent the church in a variety of situations outside of St. Johns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Rector should have experience leading a more affluent congregation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The Rector should foster an active relationship with other churches of all denominations in the area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Rector should get involved in political or social activism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Rector should lead recruitment efforts to enlarge and diversify the membership of St. John's.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The Rector should make pastoral calls to home-bounds and hospital-bound parishioners a priority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Qualities	NOT IMPORTANT	NEUTRAL	MOST IMPORTANT
Strong Spirituality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Warmth and welcoming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sense of humor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enthusiasm	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strong preacher	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good Leader	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strong sense of fiduciary responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good public speaking skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good Listener	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intellectual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Strengths and Weaknesses

Please use this space to focus on what you think are St. John's particular strengths and weaknesses.

Please feel free to an additional sheet of paper for more comments. Thank you very much for your time.