

# St. Paul's

Brookline

## Parish Profile

2024



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# Introduction

On the afternoon of Epiphany, 1976, plumes of smoke rose over Brookline as its oldest church building, the sanctuary of St. Paul's Episcopal Church, burned to the ground. All that remained was its granite edifice; the interior of the church and most of its roof were destroyed. Rev. Murray Dewart, long-time rector of St. Paul's, had been away that day; when he returned to the parish house for dinner, he found a smoking ruin. A reporter at the site asked him about the future of the parish. In tears, he responded, "I don't really know, but I don't think I will rebuild it."

He was not alone in thinking that. Church attendance had dwindled, and the parishioners who remained faced a difficult decision. Should St. Paul's be dissolved? Should its parishioners move on to attend one of the other churches in the area, with the insurance money from the fire given to those in need? Or should the money be used to rebuild?

St. Paul's parishioners decided on a third way. The church would be rebuilt, although not to its former level of ornate glory, and its resources would still be offered to those in need. Going forward, money would be donated every year to organizations working toward "Christian purposes outside of St. Paul's." In this way, a disaster was transformed into an enduring act of Christian giving — as one parishioner described it, "a true loaves and fishes story where out of devastation and scarcity the St. Paul's community created (and keeps creating) abundance."

Today, sunlight pours into our sanctuary through plain glass windows, a single wooden cross hangs above the altar, and 10% of our pledge income is devoted to Ministry Outside the Parish — all outward signs of our priorities as a community. Our inward focus on spiritual growth is continually manifested in outward-directed love for those outside our walls. Now, as we face another transition, we search for a rector who will embrace our mission and lead us during the next phase in our life in Christ.

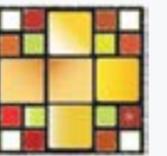




*God Loves You. You Are Welcome and Invited Here.*



## Mission Statement

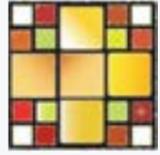


The mission of St. Paul's Episcopal Church in Brookline is to "be a place in this world where all can experience the fullness of Christ's love and learn to follow the Two Great Commandments: to love God with all our heart and with all our soul and with all our strength; and to love our neighbor as ourselves."

St. Paul's parishioners agree that one of the most compelling and most important messages of our worship is a phrase said at every Eucharist at St. Paul's: "Wherever you are on your journey with or toward God, from any tradition or none at all, know that you are welcome and invited at this table." In every service, in every celebration, and in every interaction in our community, we all believe this statement and strive to live it as Jesus lived it.

Most importantly, we seek to welcome all people, especially those who feel marginalized, without judgment of them or their faith journey. Within the community, we promise to celebrate each other's joys and stand with each other in times of sorrow. We want to be challenged personally as we continue to grow and learn through adult formation and stretch ourselves to follow Christ every day.

The entire St. Paul's Statement of Welcome and Purpose can be read [here](#).

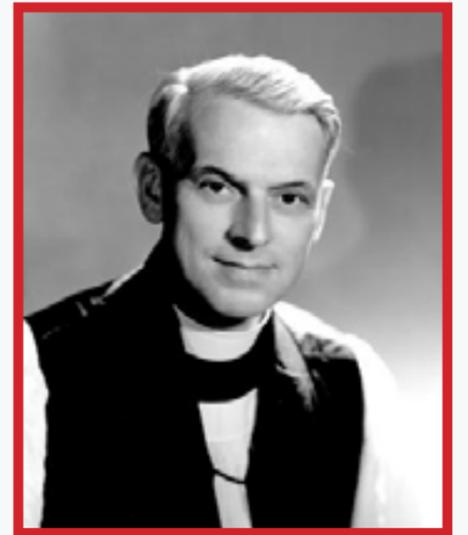


# History

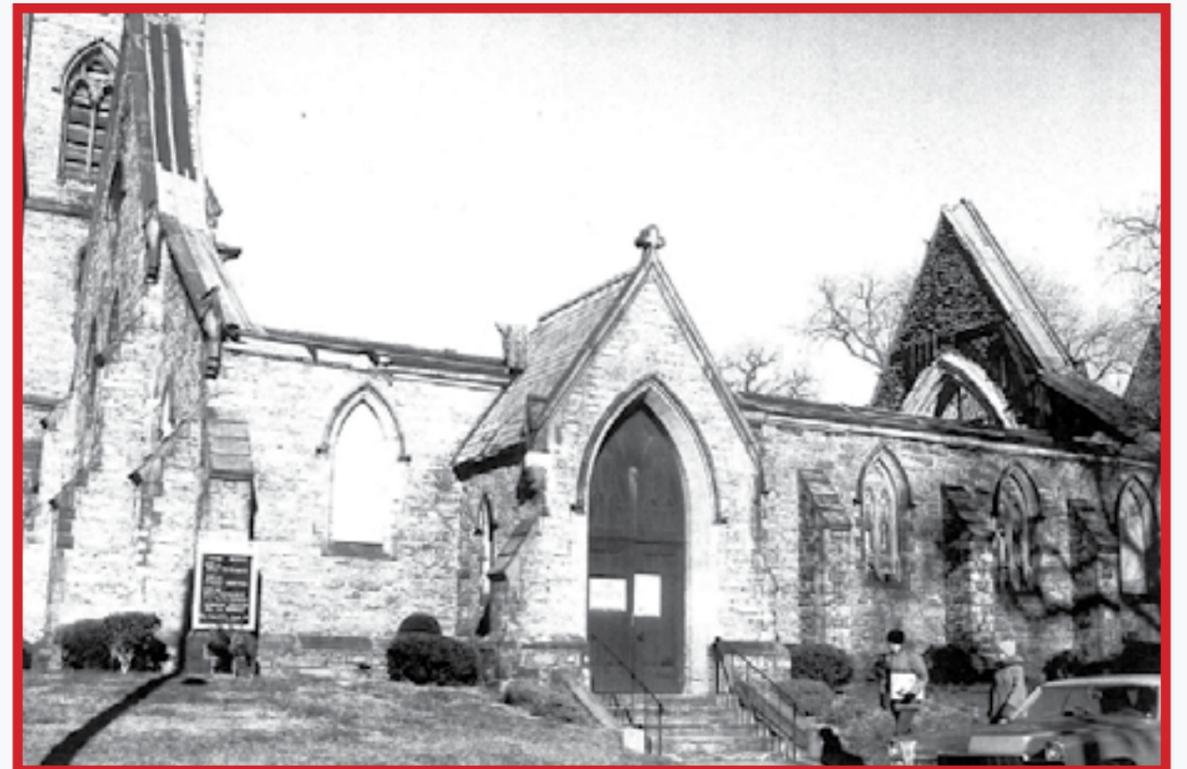
- **1849** ST. PAUL'S EPISCOPAL CHURCH, BROOKLINE, IS FOUNDED.
- **1912** THE PARISH FAIR, NOW KNOWN AS THE ANNUAL YARD SALE, BEGINS.
- **1923** THE PEW RENT SYSTEM IS ABOLISHED, AND THE INCOME IS MADE UP BY VOLUNTARY PLEDGES.
- **1958** FORMER RECTOR ARTHUR LICHTENBERGER IS ELECTED PRESIDING BISHOP OF THE EPISCOPAL CHURCH.
- **1964** THE FIRST WOMEN ARE ELECTED TO VESTRY.
- **1976** THE SANCTUARY BURNS.
- **1978** MINISTRY OUTSIDE THE PARISH (MOP) IS FOUNDED.
- **1985** FIRST WOMAN PRIEST IS HIRED.
- **2022** OUR PREVIOUS RECTOR IS ELECTED BISHOP OF CONNECTICUT.
- **2025** WE WILL CELEBRATE OUR 175<sup>TH</sup> ANNIVERSARY!



In 1851, when the cornerstone was laid for St. Paul's Church, the area was mostly farmland. The founders of our church had the means to hire New York architect Richard Upjohn and commission stained glass windows by Tiffany and LaFarge. The Gothic Revival stone building with its tall bell tower must have been visible for miles. Those founders had the vision to start a new church in a remote setting, yet did they know what was coming?



Arthur C. Lichtenberger



Could those same founders have known the strength of those stone walls that have outlasted a fire? Would they have been proud of the congregation who chose to rebuild? Might they have seen the love and acceptance coming from all its parishioners? Could they ever have imagined that a future rector would go on to become Presiding Bishop? We don't know what they envisioned for the future. But we do know that St. Paul's Church has come a long way and has a bright and continuously promising future.

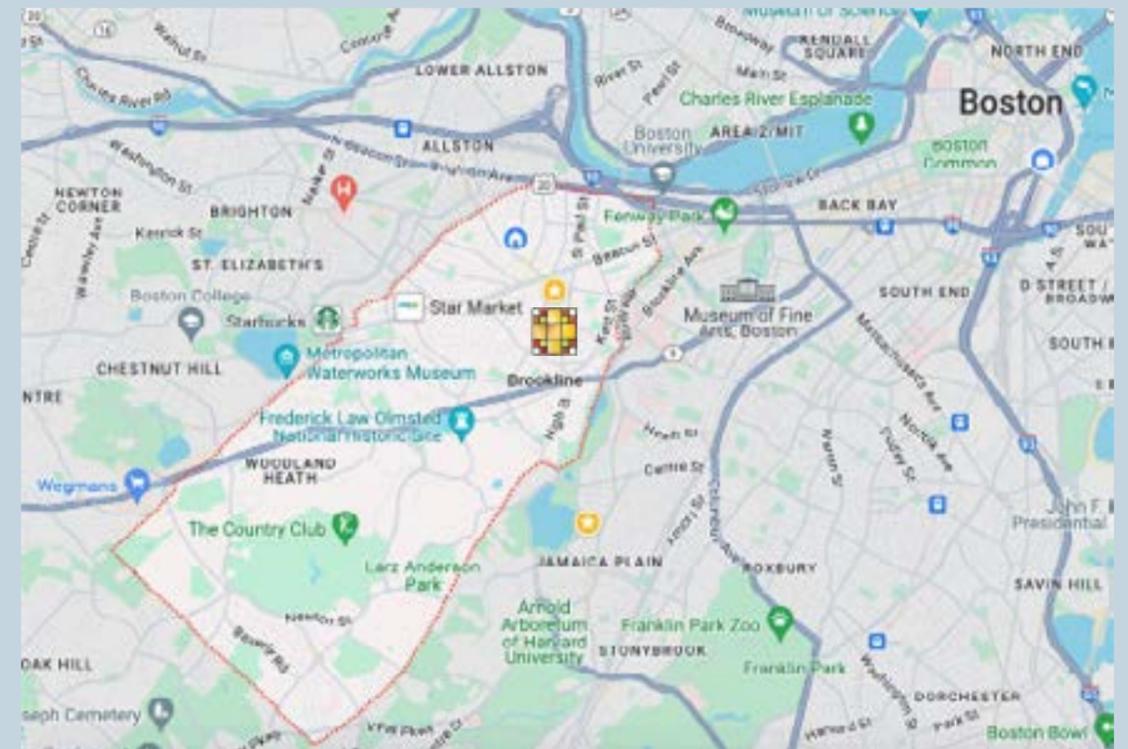


# Where We Worship

St. Paul's Church is located in Brookline, MA — a unique community just outside the city of Boston. The church is situated between the busy commercial centers of Coolidge Corner and Brookline Village, and one can find pretty much any type of restaurant nearby. Brookline has been growing in racial diversity in recent decades, and almost 26% of its residents are born outside the United States. Brookline is home to the birthplace of John F. Kennedy, two stops on the Underground Railroad, and a popular independent movie theater. Two of the town's claims to fame are its excellent public school system and its proximity to some of the best healthcare in the world. As a result of being surrounded by many colleges and universities, our parish attracts a high percentage of people with a professional degree. This also makes a porportion of our congregation somewhat transitory, as people come and then leave when they complete their education or fellowship. Two local K-8 primary schools with 1313 total students (Lawrence School and Pierce School) serve the St. Paul's neighborhood. Brookline High School is a short 15-minute walk from our rectory and has approximately 1800 students.

Within the church, one may be surprised by the simplicity of the light-filled sanctuary; after the fire of 1976, it was renovated with a flexible seating arrangement that allows us to worship in many configurations. Beyond the wall behind the altar, there is a small chapel with a columbarium. Walking through the parish hall, one will notice our "Hall of Rectors" portraits. We share our historic sanctuary and parish hall with many community groups and a nursery school.

Our town is easily accessible by foot, public transportation, and an expanding network of bike lanes. Although originally developed as a streetcar suburb with neighborhoods of mostly single- or two-family Victorian era homes, the development of multifamily condominiums and apartments is increasing. The median housing prices in Brookline are some of the highest in Massachusetts. Luckily for St. Paul's, we have a beautiful rectory that was built in the 1800s and has been modernized recently; it has five bedrooms, gracious living spaces, and a large, pet-friendly yard.





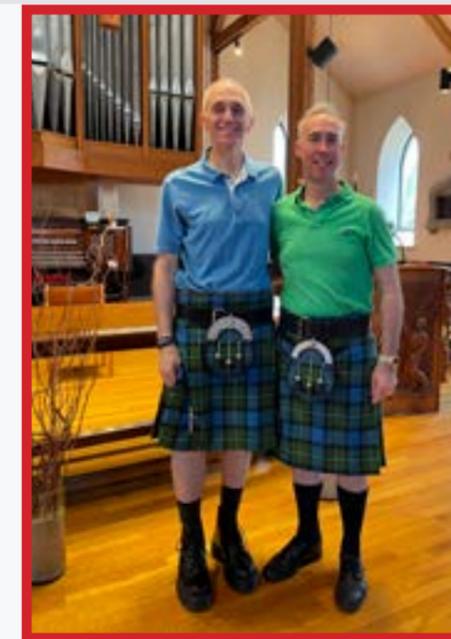
# Who We Are

St. Paul's Episcopal Church is a vibrant household of faith and worship. We celebrate life in Christ by sharing God's abundance in word, deed, and sacrament. Called in the Spirit to form the Beloved Community, fellowship is our core. We seek to share this gift with the world, serving those beyond our walls and working for a society of peace, justice and harmony.

- **Demographics:** About 600 members; 133 average weekly attendance. 52% aged 35–64, 42% over 65, 6% under 35; 92% white.
- **Education:** 97% hold Bachelor's degrees.
- **Residence:** 50% live within 2 miles; 50% live beyond; 10% more than 15 miles away.
- **Engagement:** About two-thirds participate in church-related activities beyond services.

**Community:** St. Paul's isn't just a church — it's a family. The sense of belonging we find here is our most cherished treasure, cultivated in hospitality and spiritual kinship. It begins with the loving embrace that newcomers feel upon their first encounter. It grows through meals, retreats, and joyful celebrations, where we find comfort and connection. An open and accepting community, we are committed to inclusivity. We include people of many generations, backgrounds, and faith journeys. Respect, dignity, and grace abound in what is for many our second home. All are welcome at our Eucharistic table, where Jesus is both guest and host.

**Tradition & Innovation:** Like our sanctuary, St. Paul's is a beautiful blend of old and new. Scripture, worship, and our Episcopal heritage ground us, while we adapt and change with the times. Our liturgical rituals, community events, and faith programs mark the seasons of life, giving us a sense of habit, structure, and continuity. We draw our values from a deep well of Christian practice and tradition. Yet we are flexible, open to fresh ideas and integrating the best of modernity as the Spirit moves us. The music and choral selections in liturgy embody this approach, mining many styles and weaving them into one harmonious sound.



**Spiritual Growth:** As our namesake writes, St. Paul's is a garden in which our faith lives are watered and grown (1 Cor 3:6–9). Members of all ages are engaged through offerings like Pub Theology for young adults, youth and family programs, and liturgical ministries. Seasonal events — such as themed dinners, talent shows, and Lenten house church — provide added enrichment. Children and teens are especially provided for, with many ways to learn, serve, make friends, and have fun. We empower lay leaders through extended programs like Scripture Group, adult faith classes, and Education for Ministry. By all this and more, we provide a wealth of opportunities to get involved and explore spiritual paths.

**Service & Outreach:** St. Paul's is an Easter people, following the Risen Christ into the world and called to bring — and find — his presence among all we meet. Through acts of compassion and generosity, we strive to embody the teachings of Jesus both within our congregation and in the broader community. Book drives for incarcerated people, clothing drives, and grants to charitable organizations are key ways we live out our Gospel commitment to service and social justice. Groups like the Greater Boston Interfaith Organization and racial justice ministry allow us to build and bear witness to the kingdom of God in the public square.

**Engaged Leadership:** We are blessed with a team of dedicated lay and clerical ministers. Models of servant leadership, our associate rector, deacon, youth & family minister, and music director set the inviting and warm tone of our community. They provide genuine pastoral care through personal connection and meaningful conversation. Open, attentive, and vulnerable, they foster community and build up joy.



# Worship

Sunday worship at St. Paul's allows us to grow in relationship with one another and with God through shared ritual, inspired sermons, and sacred music. Our liturgy draws from ancient sources as a catholic church in the Anglican tradition, as well as from new and innovative places. Our parish defies easy categorization as "low church" or "high church," as we enthusiastically incorporate aspects of both approaches.

We strive to ensure that everyone who walks through our doors feels welcome, invited, and able to participate fully in our worship. We have recently made it possible for people to connect to our audio system with their smart phone, hearing aids, or bluetooth earbuds. In addition, the entire service is printed in a paper bulletin, with hymns either available in the 1982 Hymnal or reproduced within the bulletin from other sources.

Some of the sources used in our worship:

- Liturgy: 1979 Book of Common Prayer, Enriching our Worship, and the New Zealand Prayer Book
- Hymns: 1982 Hymnal, Lift Every Voice and Sing, Voices Found, and Wonder, Love, and Praise

Children of all ages are always welcome in the sanctuary during every service, regardless of how restless and noisy our younger parishioners might become. For those children who might want or need a diversion, we keep a selection of books and toys in the "Toddlers' Corner" portion of the sanctuary.



We celebrate the Holy Eucharist at all Sunday services, which take place at 8:00 am and 10:00 am year round. Our 8:00 am service is attended by a small yet faithful group and is often held outside in the yard, under the magnolia tree, when the weather is amenable. The sermon at the 8:00 am service is more of a dialogue than a typical sermon — an opportunity for quiet reflection and thoughtful discussion. The 10:00 am service is a more traditional and much larger gathering in the sanctuary with our choir, organ, and piano. It also features a more traditional sermon. Whatever the format, sermons at St. Paul's deepen our understanding of truths within the Scripture and provide us with a grasp on how those lessons can be carried outside the church walls and lived out in the world.

The 10:00 am service is streamed on YouTube and Facebook Live, with members of the "tech verger" ministry making sure that any parishioners who are off site that day are included in our worship. Our tech vergers are just one example of the dedicated lay parishioners of every age who assist in worship at St. Paul's — others include our verger, Kendall Grey, and the members of the Altar Guild, greeters, ushers, torchbearers, crucifers, servers, lectors, and Chalice bearers.

Communion in the round has long been the practice at St. Paul's. As we stand around the altar, seeing one another receive the Bread and the Wine, we taste and see that we are the Body of Christ. At St. Paul's, we are reminded at every Eucharist that all are welcome and invited at the Lord's table.

During the pandemic, our community developed new ways of being together in worship. Wednesday evening Compline on Zoom, which started during that time, continues today and is now lay-led. This brief but beautiful prayer service has been described as a calming and holy time by those who attend, and the use of Zoom allows those who may not always be able to join us in person to maintain and strengthen their spiritual connections to our community.

Throughout the year, we celebrate holidays with special additional services — some examples are our Blue Christmas service, Lenten Invitation service, outdoor sunrise Easter service, and Godspell Mass. St. Paul's is also one of a growing number of parishes that observe a seven-week Advent — an effort to reclaim the season from the commercialism of the modern "countdown to Christmas" and redirect our focus toward the coming of Christ and the Kingdom of God.



# Music

Music is a vital part of life at St. Paul's, both inside and outside of the services held in our sanctuary. For many at St. Paul's, music becomes a path for one to experience the Holy Spirit; our music has the power to uplift and inspire us to do God's work. Our creative and inspiring music director, Andy Clarkson, has worked with our parish for over 17 years. He is choir director, organist, pianist, composer, music arranger, and, with his family, an active member of our church community. In the last year, we purchased a high-quality organ previously owned by Trinity Church, New York City, which has enhanced the music accompaniment.



Our Sunday services start and end with organ solos, usually classical, played by the music director. During the service he leads the choir, whose members practice with him at least once weekly. The choir has paid section leaders and volunteer members. They sing throughout the academic year and lead our hymn singing. They also sing two anthems during the service. Periodically, we enjoy an "all comers" choir, Joyful Voice, in which all are invited to participate, adults and youth, after practicing before the service.



Although our musical programming consists primarily of anthems from the Episcopal and Anglican traditions, we have many additional musical contributions, led by our music director:

- African American spirituals
- Piano jazz
- Choral Lenten Invitation
- Godspell Mass
- Messiah Sing
- Candlelight Carols

Many of our members play musical instruments and provide us with classical or folk music. Periodically, parishioners lead us in appropriate folk songs as part of a service, with guitarists and percussion players backing up the singers. Different members of the parish will occasionally give musical additions to a service: violin, cello, mandolin, banjo, recorder, trumpet, and drums.

The wide variety of musical talents of young and seasoned church members is on display at our talent show on the Sunday before Lent. It is a time of celebration of music and other arts performed by our community members, as well as a time of appreciation of the many different gifts, particularly musical, of our church.



# Ministries

St. Paul's has a long list of active ministries, including Altar Guild, Flower Ministry, Chalice Bearers/Lay Eucharistic Ministers, Lectors, Digital Ministry ("tech vergers"), Ushers, Historian, Scripture Group, Knitting Group, and Yoga. Here are a few particular highlights:

**Pastoral Care:** The Pastoral Care team is a group of ministers, staff, and lay members that meets monthly to review the needs of parish members in physical, mental, or spiritual distress. Home visits, telephone calls, or both are made as appropriate. Lay Eucharistic Visitors bring Holy Communion to parishioners who are unable to attend church. Other pastoral concerns are addressed through the prayer list and the birthday card and bereavement card ministries. Home-cooked meals are provided to parishioners in need: families with new babies, homebound people, and those experiencing recent loss.

**Hospitality:** The Welcoming Ministry is a group of approximately 20 parishioners whose mission is to welcome newcomers into our community and support them wherever they are in their faith journey. It starts with a simple greeting as new folks enter our sanctuary for the first time, but then continues as we help individuals and families participate in worship and Sunday school and then get involved in our many ministries and opportunities for spiritual formation. This past year, we welcomed 39 new members and children. St. Paul's also offers a robust coffee hour each week after the 10:00 am service to provide space and time for fellowship and community building.



**20s and 30s:** St. Paul's has a strong ministry for the young professionals and college students, an important part of our community — from Pub Theology on the 2nd and 4th Thursdays of the month to retreats and other social and volunteer opportunities. In the months to come, we look forward to watching the ways in which God continues to move in this community.

**Yard Sale:** The Yard Sale was first held in 1912. It has continued every year since, except 2020. It is a famous event in the community. Parishioners and community members spend a week donating and arranging items, then gather together to sell the items on the Saturday after Labor Day weekend. This day brings spirit and energy to the church, as parishioners exhibit extremely fast-paced teamwork and the community is abuzz with Yard Sale fever. In the end, St. Paul's makes some additional money to fund ministries and, more importantly, provides an opportunity for community members to gather and find things they need.

**Ministry Outside the Parish:** MOP, which was set up 45 years ago, is dedicated to allocating a portion of the St. Paul's budget to nonprofit organizations where a small grant of no more than \$2500 will be useful. Almost all the organizations are recommended by parishioners at St. Paul's. Applications are submitted before each meeting, and each one is reviewed in detail by one MOP member, who presents relevant information about the organization to attendees. MOP's budget in 2023 was 10% of the 2022 pledges, or \$36,075. Awards in 2023 included four emergency grants of \$1000 to support relief work in international disasters.

**GBIO:** St. Paul's is an active member of the [Greater Boston Interfaith Organization](#), which is a broad-based organization that works for the public good by coalescing, training, and organizing people across religious, racial, ethnic, class, and neighborhood lines. Membership consists of 60 dues-paying organizations in greater Boston representing more than 107,000 individuals. GBIO organizes people and institutions at neighborhood, city, and state levels.

**B-Safe:** St. Paul's has worked for 13 years alongside other local Episcopal churches to support the B-Safe summer camps at St. Stephen's Episcopal Church in Boston's South End. Currently, 20 of our members help with "our" week — some providing bags of groceries for the families associated with the camp site at St. Augustine and St. Martin's, and others providing activities and snacks for campers and staff from all sites (about 150 people in 2023) for a beach day, celebrating the end of B-Safe's 5 week camp program.

**Education/Faith Formation:** Adult Faith Formation at St. Paul's has been offered in a variety of settings. It is often led by clergy during the 9:00–10:00 am hour on Sunday mornings. It is also sometimes led by lay leaders, such as a recent discussion on the book *Poverty, by America*, by Matthew Desmond. Lenten House Church also provides a quiet, contemplative, and interactive opportunity for faith formation as parishioners share soup and fellowship during Lent. Since 2019, St. Paul's has also hosted an [Education for Ministry](#) (EfM) group.

**Racial Justice:** Like many Episcopal parishes, in recent years we have turned our focus toward the issue of racial justice. We have held two rounds of [Sacred Ground](#) at St. Paul's, along with workshops, a Lenten quiet day, and book discussions. We have also begun to delve into the history of our parish and its founders in an effort to uncover aspects that may need to be reckoned with as the diocese explores the topic of reparations.





# Youth & Young Adults

Children and young adults are a welcome and integral part of our congregation. St. Paul's understands the importance of engaging our youth, who represent our future. Every Sunday, nursery care is available for children 3 and under. Most grade school children attend Sunday school classes in between the 8:00 am and 10:00 am services. Children of all ages will be seen attending either one of the two services. The pre-K–grade 2, grades 3–5, grades 6–8, and high school classes are taught by faithful and creative parishioner volunteers. Walking through church during Sunday school, one might find a group cooking Loaves & Fishes cupcakes in the kitchen or filming a Bible Lego video in the classroom. The teenagers meet twice a month, once for a casual breakfast club with food and conversation and once as a confirmation discussion. Our teenagers bring so much joy and energy to our community, serving in ministries as lectors, acolytes, and tech vergers. Our children are taught to think beyond the text of the Old and New Testament stories and consider how these stories are applicable today in their own lives.

Our annual Christmas Pageant is one of the highlights of the liturgical cycle. Every year (even if there's a snow storm!), some 20 to 30 children put on "the best pageant ever", with elaborate homemade costumes and a clever script to celebrate the birth of Jesus.



All our youth activities are coordinated by Elliott May, our Director of Children, Youth, Families, and Young Adults. Elliott was a recent hire and has brought energy and excitement to our youth, especially through the Pub Theology events he runs with the 20s and 30s Group.

St. Paul's supports its children and young adults with many inclusive multigenerational activities. Our annual retreat in October at the Barbara C. Harris Center in New Hampshire is a chance for parishioners of all ages to worship together in a relaxed and communal environment. Families, young adults, and seniors often get together for "Mission Sunday" events in which we work together to fill donated backpacks with school supplies or to create Advent wreaths and an Advent kit with prayers to continue worship at home.





# Leadership & Staff

The ministries and programming at St. Paul's are shared respectfully by both staff and lay leaders. The staff works together in collaborative and supportive ways to fulfill their individual and group visions for St. Paul's. They have a true calling to live as Jesus lived, helping and listening and serving the community. They seek support and guidance from conversations with parishioners as to how to plan and implement programming to best serve the community.

The lay leaders at St. Paul's are numerous, and all very talented and capable. Many parishioners reflect that the day they really felt like true members of the St. Paul's community was on the day they were asked to join, or even lead, a ministry. This strong desire to have everyone involved and have everyone find a space at St. Paul's stems from a core value: we need to practice loving as Jesus loved and live our mission statement in our St. Paul's community. We have faith in each other's abilities and trust each other to do what is best for the community. Lay leaders have confidence in their skills and how to use them to serve the community while also seeking guidance from staff and other lay leaders. The planning of programming is done with love and grace by email, phone, or in-person conversation. And consensus and compromise are found thanks to mutual respect and very little ego.

Many parishioners are also leaders in the community, whether working as physicians at the local hospitals, serving as president of the League of Women Voters, owning their own businesses, sitting on the Select Board of the Town of Brookline, or being a musician in the Boston Symphony Orchestra or the Brookline Symphony Orchestra. The leadership skills and professional talents of our parishioners are exceptionally strong.



**The Rev. Dr. Elise Feyerherm**  
Associate Rector  
(she/her/hers)



**The Ven. Pat Zifcak**  
Deacon  
(she/her/hers)



**Elliott May**  
Director of Children, Youth, Family  
and Young Adult Ministries  
(he/him/his)



**Andrew Clarkson**  
Director of Music and Organist  
(he/him/his)



**Dale Pinkham Cavanaugh**  
Parish Administrator  
(she/her/hers)



**James Santagati**  
Sexton  
(he/him/his)



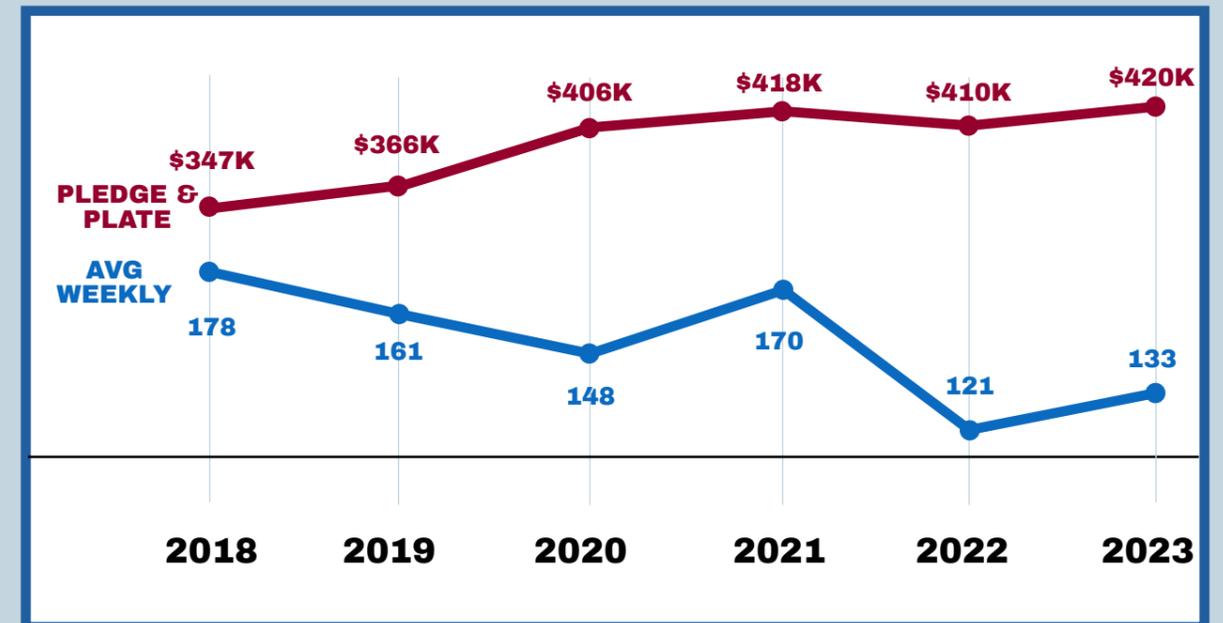
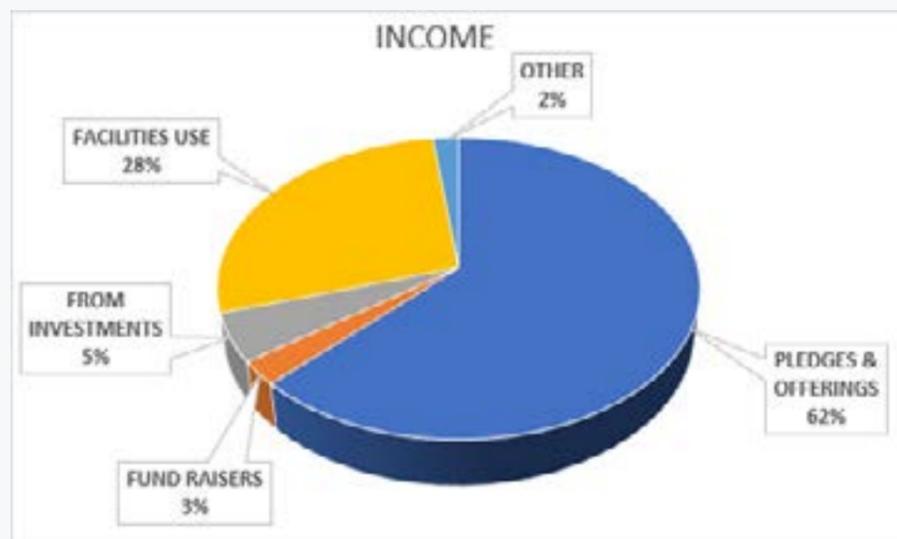
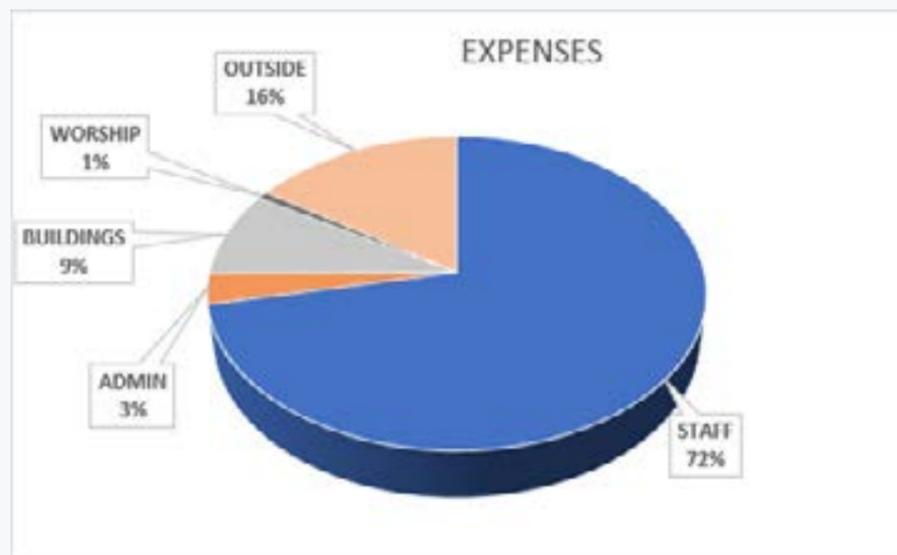
**Melisa Hall**  
Bookkeeper  
(she/her/hers)





# Stewardship & Finances

St. Paul's is fortunate to have some amazing assets — from our acoustically attractive sanctuary, which is used as a concert hall for many music groups, to the rental spaces in the rectory and parish hall, to the creative time and talent of our parishioners. The parishioners of St. Paul's are tried and true practitioners of faith in action. It has been a long-standing policy that every year we contribute 10% of the pledge income to ministries outside the parish. Pledges have been reliable, and our annual fall Yard Sale and spring fundraiser both are continuous contributors to the budget that keep our ship steady.



However, after decades of a responsible reliance on our generous endowment secured after the fire of 1976, St. Paul's Church is at a crossroads. Within the last decade, the church invested in its future by drawing down from the endowment in order to pay for some major capital improvements, such as renovating the rectory, updating the Sunday school rooms, installing modern HVAC systems, and purchasing a new organ, among other items.

The good news is that these projects are helping the church to be more efficient in the long term. The progress has allowed us to increase rental income, lower our utility bills, and make the church a healthier environment to worship in. Yet, it is time for us to face the need to focus on new investment policies to rebuild our endowment. We have had multiple capital campaigns, but the project costs have always seemed to overwhelm what we could raise. Our dedicated Finance Committee meets quarterly and has formed an investment subcommittee to look at rebuilding our endowment funds. Our Stewardship Committee is working at getting pledging numbers up and fulfilled. St. Paul's is committed to deploying our money toward doing God's work in the world and addressing the biggest challenges in our community.



# Hopes & Opportunities

St. Paul's is a vibrant, healthy parish. One hope that has been expressed by many of us is that we continue doing what we have been doing for many years to come! However, we do also have specific areas in which we see opportunities for growth.

One of our greatest hopes is that we continue to reach new people and bring them into the life of the church. We would love for our congregation to grow in diversity and to attract more families with children and youth to our parish.

A common theme in both our parish survey and our small-group discussions was a desire for greater outreach and engagement with the wider community. We welcome additional opportunities to travel outside the comfortable confines of our parish and engage with people of other parishes and other faith traditions. We also feel strongly that we could be doing more to serve people living on the margins in our area, especially in the form of direct services and advocacy for social and institutional change.



We recognize the need to make sure that young people remain invested and participating in church, and therefore we hope for our parish to build on our current momentum in the area of children's ministry and develop additional opportunities for children, youth, and families to be involved in worship services and parish activities.

A number of parishioners have expressed the wish for additional opportunities to form meaningful connections with others within the parish. Even in light of our many current activities and ministries, connecting with others can be a challenge, especially for those who are new to the parish.

Like many progressive, intellectual parishes, we could benefit from additional opportunities to learn and connect with each other about our faith, as well as to explore the ways in which God and our faith are working in our lives.

On a practical level, we hope to increase our financial and operational stability after a long stretch of spending on much-needed improvements throughout our buildings and grounds.



# Who We Are Looking For

At St. Paul's, we desire a rector who embodies a holistic approach to ministry, reflecting the diverse needs and aspirations of our community. With a steadfast, authentic commitment to living the Gospel, our rector will connect with us, learn our story, and lead us into a future of abundance. In particular, we seek a leader with gifts in four areas:

**Community Building:** Our rector will strengthen and enrich our foundation of fellowship in three main ways:

1. Our rector will **prioritize the spiritual formation of every member**, at every level of development. They will equip and guide us to discern, feel, and encounter God's presence in our lives and share it with others. They will encourage lifelong learning and service and provide opportunities for youth and adult faith education and prayerful reflection. They will help us to connect Christ's life, death, and resurrection to our personal journeys and experiences.
2. Our rector will **empower lay leadership**. This person will value and foster the talents of every member of our community, supporting and enriching their skills for ministry and leadership. This will involve attentive listening, joint reflection, and active collaboration.
3. Our rector will **preach dynamic and effective sermons**. We seek someone who can break open the Word of God with intellectual depth, spiritual imagination, and rhetorical vigor. This person will craft sermons that engage head, heart, and hands, enlivening the Gospel and helping us apply it in our everyday lives. Our rector will convey the drama of the Jesus story, making it compelling to our contemporary world and personal experience.

**Strategic Planning & Growth:** Today, St. Paul's is thriving. We wish to keep it so. To that end, we seek a rector with a gift for visionary planning and strategic success. This will require exceptional leadership skills and a collaborative, participatory, deliberative style. Building on our present strengths, our rector will provide fresh energy, ideas, and motivation to ensure the long-term growth of our membership. This will demand the development and execution of innovative initiatives to bring in new people, especially among younger generations. They should be proficient in administrative tasks, able to manage staff and delegate work effectively. As we embark on a capital campaign, our rector will also be adept at financial stewardship and sustainability. In short, we seek a rector of boldness—someone who won't merely maintain what we have, but lead us in a mission for more.



**Social Engagement & Outreach:** Community engagement and outreach lie at the core of St. Paul's mission. Our rector will lead us in the upbuilding of Brookline and the Greater Boston area, fostering substantial outreach efforts. They will especially help us to revamp, coordinate, and deepen our social justice initiatives. Our rector will also engage us with interfaith dialogue and collaboration, building relationships with other congregations in our neighborhood and city. Our rector will work with us to forge opportunities for fellowship, worship, and charitable service across denominations and faith traditions. They will help us listen to the Spirit and discern innovative ways to work for God's reign of kinship, justice, and hospitality.

**Inspiring Leadership:** Beyond any program or plan, we seek a rector who will model Christ's presence among us — a person of humility, compassion, and servant leadership. They will foster an atmosphere of welcome, able to build relationships with people of all ages and backgrounds with warmth, openness, and invitation. Transparent and personable, our rector will be skilled at empathic listening and emotional intelligence, particularly in pastoral care situations. They will demonstrate balance, flexibility, and adaptability and have an ability to navigate our diverse needs with sensitivity and awareness. They will build a parish culture of transparency, accountability, and positive conflict resolution at all levels. Integrity, authenticity, and vulnerability will be this person's hallmarks, as they channel the Spirit to nurture a community based in trust and mutuality. A person of prayer, they will meet us where we are on our spiritual journey and challenge us to grow in relationship with God as disciples of Jesus.



# Contact Information

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