St Paul's, North Dakota
319 South 5th Street, Grand Forks, North Dakota, ND 58201, United States

Rector / Vicar / Priest-in-Charge

<table>
<thead>
<tr>
<th>Weekly Average Sunday Attendance (ASA)</th>
<th>Number of Weekend Worship Services</th>
<th>Number of Weekday Worship Services</th>
<th>Number of Other per Month Worship Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>66</td>
<td>1</td>
<td>1</td>
<td>0</td>
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Current Annual Compensation

<table>
<thead>
<tr>
<th>Compensation Available for New Position</th>
<th>Housing Available for</th>
<th>Pension Plan</th>
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</thead>
<tbody>
<tr>
<td>$50000</td>
<td></td>
<td>We're in compliance with CPF requirements.</td>
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</tbody>
</table>

Healthcare Options

<table>
<thead>
<tr>
<th>Dental</th>
<th>Housing Equity Allowance in budget</th>
<th>Annual Equity Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Vacation Weeks

<table>
<thead>
<tr>
<th>Vacation Weeks Details</th>
<th>Continuing Education Weeks</th>
<th>Continuing Education Weeks Details</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tbody>
</table>

Continuing Education Funding in budget

<table>
<thead>
<tr>
<th>Sabbatical Provision</th>
<th>Travel/Auto Account</th>
<th>Other Professional Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td></td>
<td></td>
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</tbody>
</table>

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St Paul's, North Dakota

Rector / Vicar / Priest-in-Charge

Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

St Paul's shared worship is the single strongest bond that draws us together. When we renew our own Baptismal Covenant and welcome the newly baptized, the sense of community, love and excitement is inspiring! The recent addition of a Sunday School music teacher has allowed us to witness how our children express their love of God through singing!

How are your preparing yourselves for the Church of the future?

Although most current parishioners prefer traditional familiar patterns in our church life, we hope our new Rector will help St Paul's offer more contemporary options to attract new members. Consistent with national trends in most mainline Christian denominations, we have experienced a decline in ASA and membership. Parish survey respondents overwhelmingly suggested our primary focus should be developing and implementing a comprehensive strategy to reach new people. Knowing that youth and young families are our future, we strive for new ways to form meaningful relationships through education, outreach and fellowship. Our Sunday bulletins make following the service easier for visitors and newcomers. Our online presence has increased via our website and Facebook page. Each Friday, "This Week at St Paul's" is emailed to members. It includes Sunday announcements and upcoming events and helps shut-ins, snowbirds and vacationing parishioners stay connected to St Paul's. A large percentage of Grand Forks population comes from the University of North Dakota and the Air Force Base and a bigger presence on both the UND campus and at the Grand Forks Air Force Base would help St Paul's.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Spiritual and Inspirational. Passionate and Compassionate. Good Sense of Humor.
St Paul's, North Dakota

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Describe your liturgical style and practice for all types of worship services provided by your community.

Rite II Holy Eucharist is celebrated each Sunday at 10:15AM. Rite II Holy Eucharist is celebrated Wednesdays at 5:30PM. Prayer Group is held Tuesdays at 11AM. Bible Study meets on Tuesdays at Noon. St Paul's is not a formal "high church" but we still enjoy "bells and smells" for celebrations!! An outdoor service is conducted on the lawn on the Sunday closest to the fourth of July.

How do you practice incorporating others in ministry?

The parishioners of St Paul's volunteer with great willingness to work. As new members join, we identify their gifts and talents and empower and equip them for lay ministry and leadership. Youth are encouraged to serve at the altar, as ushers and volunteers in the Sunday School. Opportunities abound to teach Sunday School, join a Bible Study, sing in the choirs, be an usher, serve on the Altar Guild, and many other ministries. St Paul's practices "radical hospitality." Our Parish Life committee provides weekly opportunities for fellowship including a Coffee Hour every Sunday after the service. ALL are welcome at St Paul's!

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

St Paul's vision is: "Growing as a Christ-centered community reaching out in love." Whether celebrating milestone birthdays and anniversaries, or reaching out in times of sorrow, the parishioners of St Paul's support each other. It's just that simple. Personal petitions are included in Prayers of the People during our Sunday service, ands listed in the bulletin to allow for continued prayers through out the week.
How do you engage in pastoral care for those beyond your worshipping community?

St Paul's cares for many people outside our worshipping community. In addition to the grocery cart for food donations inside the entrance to our church, St Paul's also supports the following ministries:
- Northlands Rescue Mission
- Phoenix Elementary School
- Red River Community Action
- Salvation Army
- Spectra Health
- St Joseph's Food Pantry and Social Care
- United Way
- English Language Learners Program

Specifics regarding our Outreach recipients are included in St Paul's Parish Profile.

St Paul's generously supports a myriad of outreach recipients; not only monetarily, but also with our time and energy. Every parishioner is directly or indirectly a member of Outreach. Outreach is an integral part of life at St Paul's. A total of 22% of our annual budget is designated to Outreach and Outside Giving.

Outreach has recently given money to Homeless Helpers and will be providing one meal a month at LaGrave on First (a "Permanent Supportive Housing" apartment complex sponsored by the Grand Forks Housing Authority). St Paul's Senior Warden will be assisted by St Paul's youth. St Paul's also provided money for Homeless Survival Kits this past month. Outreach Chairs are: Sandy Slater (slaters7@midco.net) and Ilene Sherlock (cisherlock@invisimax.com).
St Paul's, North Dakota

Rector / Vicar / Priest-in-Charge

What is your practice of stewardship and how does it shape the life of your worshipping community?

Time. Talent. Treasure. The parishioners of St Paul's offer all three in abundance! Our month-long Stewardship drive begins in late-October and features weekly inspirational testimonials from parishioners. The cost to maintain an older church is always a challenge, but St Paul's remains financially sound with a substantial endowment and no debt. As a smaller congregation, we rely heavily on volunteers to keep the church running smoothly. Whether hosting a coffee hour, taking care of the church grounds, teaching Sunday School, or preparing for the weekly worship service, the dedicated members of St Paul's graciously volunteer.

What is your worshipping community's experience of conflict? And how have you addressed it?

Thankfully, there have not been "conflicts" that have created chasms in our church family. We are respectful of each's opinions, and often "agree to disagree." Our recent Parish Family Survey allowed parishioners to air issues and express feelings. The open essay section encouraged specific concerns to be cited. The survey identified our strengths and weaknesses and established common goals for the future. Our Vestry has created an environment of transparency and openness. Great strides have been made to improve communication and encourage conversations: the keys to avoiding conflict.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

A change that has gone well has been welcoming our Interim Rector after the end of a 16-year ministry by our former Rector. The continuity of our worship remains unbroken. Everyone has different expectations about what a Rector should do and be. We have learned that no Rector can be "all things to all people." But if open communication is viewed as "constructive" rather than "critical" we can reach common (loving) ground. "Accepting others as Christ accepts us."
St Paul’s, North Dakota

Rector / Vicar / Priest-in-Charge

Prior Incumbents

<table>
<thead>
<tr>
<th>Name</th>
<th>Position Title</th>
<th>Date Begun</th>
<th>Date Ended</th>
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</thead>
<tbody>
<tr>
<td>The Rev Dr James M. Shannon</td>
<td>Rector / Vicar / Priest-in-Charge</td>
<td>2003-07</td>
<td>2019-09</td>
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<tr>
<td>The Rev James Hewitt</td>
<td>Supply</td>
<td>2002-11</td>
<td>2003-04</td>
</tr>
<tr>
<td>The Rev Page Towne</td>
<td>Rector / Vicar / Priest-in-Charge</td>
<td>2001-08</td>
<td>2002-08</td>
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Contact:

Church School
No

Day School
Number of Teachers/Leaders for Day School
Number of Students for Day School
Number of Total Staff for Day School
St Paul's, North Dakota

Rector / Vicar / Priest-in-Charge

Worshipping Community Web site: http://www.stpaulsgrandforks.org/

Languages Significantly Represented: English

Provide Worship or Classes in: English

References

Bishop: In transition

Diocesan Transition Minister
Canon Hal Weidman

701.223.1942 (O); 605.390.3570 (C); canon@ndepiscopal.org

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader