

Holy Innocents' Episcopal Church

2017 Parish Profile





Welcome!

We are glad you are here! If you are reading this profile God is already calling you to learn more about Holy Innocents' Episcopal Church and School.

The Vestry, the Parish Profile Committee, the Nominating Committee, and the people of Holy Innocents' invite you to consider applying for the position of Rector. We welcome the opportunity to discern a possible mutual call to our parish.

Applying for Clergy Positions in the Diocese of Atlanta Candidates for all open in-charge positions should submit materials through the Diocese of Atlanta's online application system. If you need assistance, please contact Assistant Transition Officer Kei Breedlove at kbreedlove@episcopalatlanta.org or 404-601-5352.

If you have questions about the search process, please contact the chair of the Nominating Committee, **Jeannie Longley**, at jeannielongley@gmail.com

For more information visit us at www.holyinnocents.org

About This Profile

The Parish Profile Committee compiled this material, but input, guidance and inspiration came from our fellow parishioners, to whom we are grateful. Parishioner comments are reflected throughout this profile, especially in the sections titled “Where We Seek to Go” and “What We Seek in a Rector.” This profile is the loving result of prayer, dedication, and fellowship.

More than 300 parishioners completed a professionally - administered online survey, representing a 39% response rate. Still others completed paper surveys. In addition, nearly 140 parishioners participated in 15 different in-person focus groups.

The community cares deeply about Holy Innocents’ future and, even as a mature parish, believes we are full of untapped potential. We look forward to working together in partnership with our next Rector.

While no profile can perfectly express who a parish is or where it is headed, we have done our best to let our light shine, so that you may see who we are and where we want to go. In the words of poet John O’Donohue.....

“One of the deepest longings of the human soul is to be seen.”



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Who We Are

Holy Innocents' Episcopal Church seeks to extend the radical hospitality of Christ to all, in the hope that each person's spiritual journey will flourish from individual faith into communal compassion and action. Our campus, which is also home to Holy Innocents' Episcopal School, serves as an engaging and renewing forum for people of all ages to gather, pray, celebrate, mourn, converse, reflect, laugh, learn, and teach.

The people who make up our parish community are an important reason we come here to be fed spiritually. Parishioners describe one another using words like welcoming, open-minded, intellectually curious, capable and caring. We are faithful, but still seeking, and enjoy exercising our faith together through fellowship, learning, mutual care and mission work. Clergy thrive here who are genuinely interested in parish life and in being in community with us.

Our name derives from some of the earliest Holy Innocents, those little boys martyred by Herod in his rage at the threat of Jesus' birth. We were founded 145 years ago as a mission school charged with providing Civil War orphans with education, love and hope for life. From humble beginnings as an inner-city mission, we have grown into a vibrant, close-in suburban parish that is host

to the largest pre-K to 12th grade, parish-based Episcopal day school in the country. Our foundation is as a place where children and families matter.

In recent decades, both the church and the school have grown significantly, adding land, buildings and programs, and continuing a tradition of outreach and mission work in the local community and beyond. Holy Innocents' founded what is now a longstanding English for Successful Living program, built schools and churches in Haiti, and has been a prime sponsor of both the Sandy Springs Community Assistance Center (providing help to our neighbors in need), and Horizons (a summer enrichment program for at-risk children), just to name a few.

Holy Innocents' was also instrumental in establishing two other area Episcopal parishes – Church of the Atonement and The Episcopal Church of St. Peter and St. Paul.

Since attaining parish status in 1957, the following Rectors have served Holy Innocents':

- **The Reverend James B. Vaught**..... January 1956 – January 1957
- **The Reverend Hugh Saussy, Jr.**..... June 1957 – January 1967
- **The Reverend Robert G. Oliver**..... July 1968 – August 1971
- **The Reverend Robert H. Johnson**..... April 1972 – January 1989
- **The Reverend Joe D. Reynolds**..... July 1990 – February 2000
- **The Reverend David A. Galloway**..... August 2001 – February 2007
- **The Reverend Michael R. Sullivan**..... August 2009 – October 2016



Important Dates in Our Founding History

1872

Atlanta's St. Philip's Episcopal Church founds Holy Innocents' Mission School

1878

A tornado destroys the chapel where services are held. Undeterred, the founding group remains intact, meeting in homes and eventually in a storehouse

1896

The mission receives a gift of land upon which members erect a small frame building in midtown Atlanta

1957

Holy Innocents' gains parish status and eight acres of our present campus are purchased

1954

Holy Innocents' moves to Sandy Springs, then a small but growing community immediately north of Atlanta's city limits. The mission continues to grow, eventually moving to a nearby high school gymnasium

1959

The parish elects to continue its historic work educating children with the founding of Holy Innocents' Episcopal School

1958

The first building is completed on the newly acquired land

1968

The church and the school begin building the foundation for the organizations as they are today



Our City

Sandy Springs and Metropolitan Atlanta, Georgia

Holy Innocents' is located in the city of **Sandy Springs**, a bustling, close-in suburb of Atlanta. With a population of 100,000, the city is home to a robust business community and a range of offerings for residents and visitors alike. Sandy Springs is growing and construction cranes dot the skyline. UPS, First Data and Mercedes-Benz USA all have headquarters here.

The City of Sandy Springs is presently constructing a new civic and cultural center – City Springs – located near Holy Innocents'. Billed as the “heartbeat” of Sandy Springs, it will be home to the city’s government offices, a 1,000-seat performing arts center, studio theater, meeting space, retail shops, residences and green spaces.

Sandy Springs is a diverse and vibrant community of people, with a population that is 56% white, 21% African-American, 15% Latino, 5% Asian and 3% other. The median age is 37. Although average household income exceeds \$100,000, there are residents living at every place along the income scale. Not everyone is sharing equally in the growth of the city.

We are tasked with ministering to one of the wealthiest zip codes in the country and to the marginalized members of our community. This diverse population all lives within a few miles of our campus and affords many opportunities to fulfill our call to minister to all God’s people.

Atlanta is the capital of Georgia with a population of approximately 5.7 million people, and growing. The Metro Atlanta economy is the eighth largest in the country and claims the country’s third largest concentration of Fortune 500 companies, including The Coca-Cola Company, Home Depot, Delta Airlines, AT&T Mobility, Chick-Fil-A, Genuine Parts, and Pulte Group. Atlanta’s international airport – Hartsfield-Jackson – is the world’s busiest. The metro area is home to many colleges and universities including Georgia Tech, Georgia State University, Agnes Scott College, Clark Atlanta University, Morehouse College, Spelman College, and Emory University, home of the Candler School of Theology. The city boasts vibrant cultural and arts offerings and a sophisticated restaurant, shopping, sports, and entertainment scene. A city of trees, Atlanta is also a place that invites nearly year-round outdoor recreation.

Atlanta is an increasingly international city with its number of foreign-born residents growing each year. The city is ethnically diverse, and the community’s success owes, in part, to a more enlightened civil rights history as “the city too busy to hate.” But Atlanta also has all of the challenges of a rapidly growing and changing city. Keeping people from being left behind, or forgotten altogether, is work that can occupy us at Holy Innocents’ for a long time.



Our Diocese

"We challenge ourselves and the world to love like Jesus

as we worship joyfully, serve compassionately, and grow spiritually."



**The Right Rev.
Robert C. Wright**

Bishop of the Diocese of Atlanta

Covering the northern half of Georgia, the Diocese of Atlanta includes 114 worshipping communities and is the eighth largest in The Episcopal Church. Its focus is on worshipping a living and loving God and working for a better world in the name of Jesus Christ. Fair share of 10% of average annual parish income fund the Diocese, whose offices are located at the Cathedral of St. Philip in Atlanta. There are more than 200 clergy in the Diocese of Atlanta.

For more information about the Diocese of Atlanta, please visit www.episcopalatlanta.org



Our Parish Community

by the Numbers

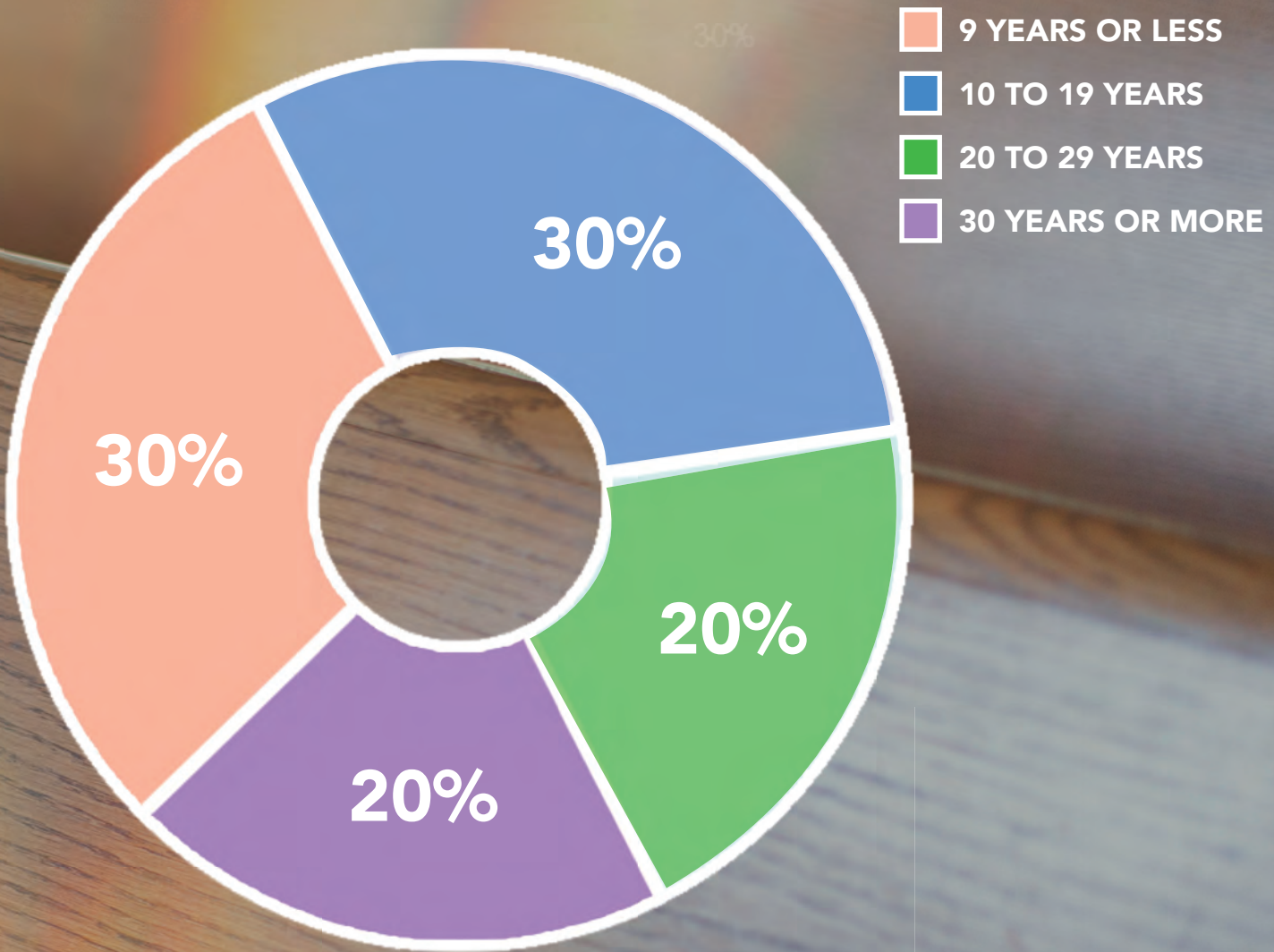
Holy Innocents' is a parish of **1,476 individuals** and **570 families**. Of those, **275 families** have children and **295 do not have children at home**. Of our parishioners, **53% are female** and **47% are male**, and of adult parishioners, approximately **84% are married**, and **16% are single**.

THE AVERAGE AGE OF PARISHIONERS IS 45 AND THE MEDIAN AGE IS 48, BROKEN OUT AS FOLLOWS:

AGE RANGE	NUMBER	PERCENTAGE
<i>0-15</i>	<i>237</i>	<i>17.1%</i>
<i>16-25</i>	<i>170</i>	<i>12.3%</i>
<i>26-40</i>	<i>169</i>	<i>12.2%</i>
<i>41-55</i>	<i>273</i>	<i>19.8%</i>
<i>56-70</i>	<i>307</i>	<i>22.2%</i>
<i>71 & Above</i>	<i>226</i>	<i>16.4%</i>



WE ARE A MIX OF RELATIVELY NEW AND VERY LONG-TIME PARISHIONERS:



AVERAGE SUNDAY ATTENDANCE AND GIVING INFORMATION IS AS FOLLOWS:

	2016	2015	2014	2013	2012
Average Sunday Attendance	400	394	430	437	410
Pledged Giving Units	303	303	301	307	313
Unpledged Giving Units	151	170	132	103	100

Worship At Holy Innocents'



Each week, we come together to celebrate being fully alive, as individuals and in community, and to be invigorated to share the Gospel of Jesus Christ in the world. Our worship honors the best of Episcopal tradition, and we cherish our liturgy, music, prayer, and our love for each other.

Our Nave, accommodating up to 500 people, has a raised altar as its central focal point and angled pew seating, creating a close worship experience. Services in the Nave are supported musically by the Schoenstein Organ, a 36-rank instrument with three manuals and more than 2,100 pipes.

Christ Chapel is a soaring and light-filled space with flexible seating for up to 90 people. Used for worship as well as small weddings and funerals, the chapel was augmented recently with the gift of beautifully colored glass. Christ Chapel is home to the Wallace Organ, a mechanical-action instrument featuring 16 ranks and two manuals.

In addition to our two principal worship spaces, prayer and contemplation are invited in the Oratory of the Holy Family, an intimate space that can seat up to ten people, and an outdoor Labyrinth surrounded by a memorial garden and striking columbarium.

During the academic year, our Sunday schedule includes:

- **8:00 am** - Rite II Eucharist in Christ Chapel, with organ voluntaries
- **9:00 am (Main Service)** - Rite II Eucharist in the Nave, with organ voluntaries, and music from Schola Innocentum and the youth of the Primary, St. Cecilia and St. Nicolas choirs
- **11:15 am (Main Service)** - Rite II Sung Eucharist including organ voluntaries, the Parish Choir and sung psalmody
- **6:00 pm** - Celtic-inspired contemplative Eucharist in Christ Chapel with a cantor and guest musicians

During the summer, Sunday worship is offered at 8:00am, 10:00am, and 6:00pm.

In addition to the Sunday worship schedule, Eucharist is offered on **Tuesdays at 12:15pm**, and **Wednesdays at 7:30am**.

We celebrate a number of feast days including All Saints' Day, Christmas, Holy Week, Pentecost and the Feast of the Holy Innocents', among others. Some of these special services include guest musicians, childrens' programs and incense.



An active laity enriches our worship

through a number of guilds and committees,

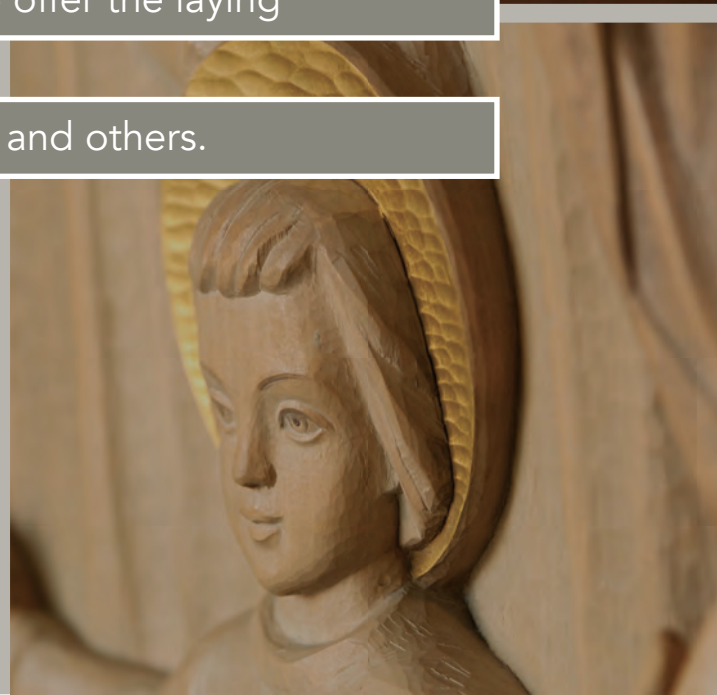
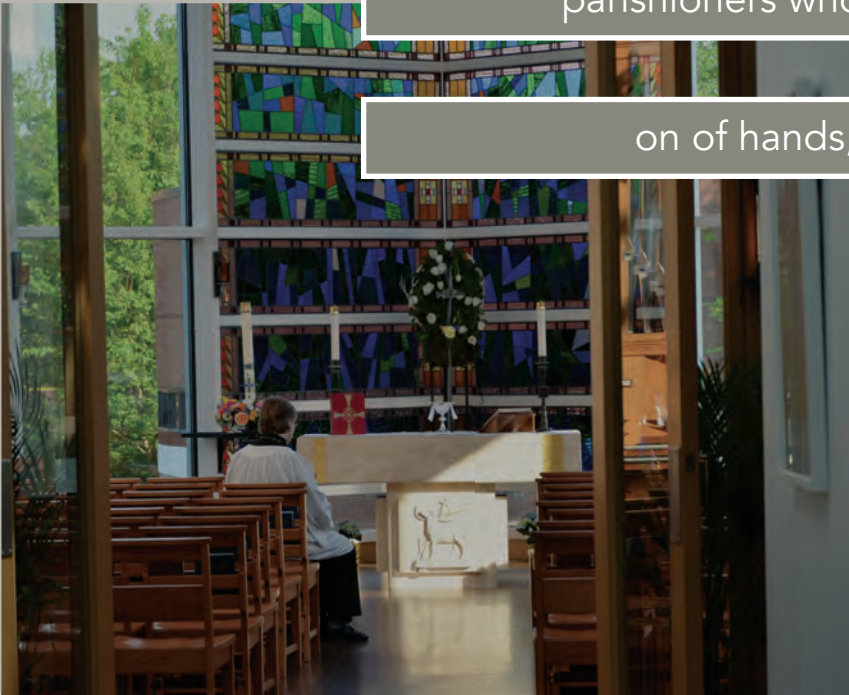
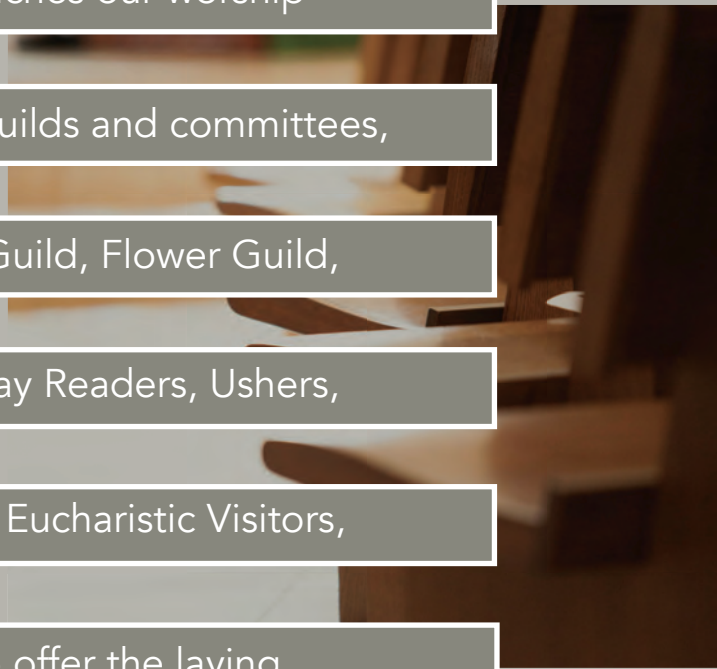
including the Altar Guild, Flower Guild,

Acolytes, Vergers, Lay Readers, Ushers,

Chalice Bearers, Lay Eucharistic Visitors,

parishioners who offer the laying

on of hands, and others.



Music At Holy Innocents'

We are blessed with a long tradition of musical excellence, and music is integral to our worship and liturgy. We employ a full-time Choirmaster and Organist, part-time Assistant Organist and part-time Children's Choir Director.

Adults: The Schola Innocentum is an auditioned octet of stipendiary singers who support the St. Cecilia & St. Nicolas Children's Choirs at the 9:00am liturgy. They also form the core of the Parish Choir at the 11:15am liturgy.

The Parish Choir, which consists of the Schola Innocentum and a number of musically skilled volunteers, supports the 11:15am liturgy, along with seasonal Evensong and other special services,

often with the addition of instrumentalists. The Parish Choir also performs at special concerts throughout the year. Its repertoire encompasses all traditional-classical periods of church music from the 16th century through newly composed works, including those commissioned by the Parish Choir.

Children: The combined St. Cecilia and St. Nicolas Choirs (for girls and boys with unchanged voices in the 3rd through 8th grades) sing at the 9:00am liturgy on scheduled Sundays, and for special services. These ensembles have a wide-ranging repertoire of the finest in music for young voices. Some choristers participate in additional instruction for voice training and music read-

ing skills, leading to the attainment of various musical proficiency levels, as outlined in the Royal School of Church Music scheme.

The Primary Choir is available to children in the 1st and 2nd grades, and sings at several worship services during the academic year. The choir has been a featured favorite at the Christmas Eve afternoon family service and at the Shrove Tuesday supper.

The Music Experience gives children between ages 3 and 5 the opportunity to sing at worship services periodically during the academic year, usually joining the Primary Choir.



Friends of Music

The Friends of Music at Holy Innocents' are parishioners whose mission is to enhance the role of music in our parish and beyond, sponsoring high quality and diverse musical programs from performing artists of exceptional merit. These inspiring programs are a gift to both the music lovers in our congregation and, as outreach, to the larger communities of Sandy Springs and greater Atlanta.

Excellent music and inspiring liturgy are foundational to our mission and ministry. Parishioner feedback from focus groups suggests a desire for music and liturgy to more readily adapt to the needs of the people we are trying to reach, particularly younger people. There is a sentiment that our music, particularly for the family-oriented 9:00am liturgy, should be more accessible. This might include hymns and music that are familiar and easier for untrained voices to sing, as well as less traditional arrangements and instruments that invite broad and energetic participation of adults, young people, and choir-aged children.





Christian Formation

From Sunday mornings to weekday opportunities, Christian formation is where we come to be fed and to know that all of us – each man, woman, and child – are called to grow into the full stature of Christ.

Children's Chapel is held during the 9:00am liturgy, with children (Pre-K to 4th grade) leaving during the sequence hymn to enjoy a children's service led by our clergy with parental-assistance. The children then rejoin the service during the peace.

We offer **Sunday Morning Christian Education and Summer Vacation Bible School for Children** in the preschool and primary grades. Research and discernment by the Christian Formation Committee resulted in a new, age-focused curriculum intended to enrich learning by teaching in ways that maximize each age group's spiritual growth.

Youthwork & Ministry accompanies and supports 6th through 12th grade students and their families towards active lives of faith. Through practices of worship, prayer, community, hospitality, and mission, we aspire to be a radically inclusive community where young people come to a Christian understanding of themselves and God in the world.

Each Sunday morning during the academic year, our young people gather in the Frost Youth Center. Sunday evenings each month, youth get together for fun, education, and community through EYC, our Episcopal Youth Community. We also offer a program of preparation for those wishing to make a mature and public affirmation of faith through the sacramental rite of Confirmation. Parishioners act as mentors to the confirmands in the program. We value the role young people play in our community and offer them opportunities to engage in parish life. In addition to youth retreats, ski trips and mission work, young people regularly assist in worship services as acolytes and lay readers and also serve as youth Vestry representatives.

The levels of participation in programs for children and youth are not nearly where they should be. Strengthening these programs is one of the utmost priorities for the parish and the next Rector, requiring a focused, sustained effort on the part of clergy, staff, and lay volunteers. As an important step, we recently hired a new full-time Director of Children, Youth and Families. Following the call of a new Rector, we hope to bring on an extra staff person dedicated to youth ministry.





Adult Christian Education continues the process of equipping us for our own ministry. During the academic year, between the 9:00am and 11:15am Sunday services, clergy, invited speakers, and parishioners lead classes on a variety of topics. The centerpiece of adult Christian education is the Sunday Faith Forum. It is the largest Christian education offering each Sunday and is augmented by smaller group opportunities led by clergy and parishioners. Parishioners at Holy Innocents' are highly-educated, and enjoy challenging programs during the Faith Forum. Participants also expect to be able to provide input around timely topics for discussion.

The time between the 9:00am and 11:15am Sunday services is also used for parish-wide service projects and community celebrations.

During the week, we provide opportunities to further explore spiritual life and growth, and to build community among parishioners and clergy. Some of these opportunities include:

- Bible studies
- Women's Wisdom Circle
- Reading Connections (book club)
- St. Monica's Guild
- Men of Holy Innocents' Third Fridays
- Men of Holy Innocents' Dinner and a Book
- Education for Ministry (EFM), which develops a biblical and theological foundation for understanding our beliefs, spirituality and prayer life







Mission Work & Outreach

Throughout our history, Holy Innocents' has been and continues to be a parish focused on providing love and care for one another and the greater community. Since 1872, we have had children at the heart of our mission. Most recently, we have sought ways to further live into our name by reaching out to and walking alongside the Holy Innocents of our day. We seek to make Sandy Springs and the wider community a holier place for all of God's children to live, to learn, and to thrive.

A missional core group, made up of church members with passion for ministry and service, guides our mission work and hosts open gatherings to evaluate current relationships, explore opportunities to engage with our neighbors, and to support one another.

Programs and Partnerships:

- Community Assistance Center — in Sandy Springs
- Horizons—summer learning enrichment program at Holy Innocents' Episcopal School
- The Faithful Visitor program, providing support for children in state custody
- Family Promise (in cooperation with St. Dunstan's Episcopal Church), supporting local families who are homeless or at risk
- LaAmistad ESL and after-school programs
- Los Niños Primero Summer Program, an early learning program to improve school readiness for Latino children
- Thanksgiving Dinner at Lake Forest Elementary School for several hundred students and their families
- Sandy Springs Education Force, coordinating volunteer efforts for those wishing to help in local schools
- Project 686 Foster Family Support Teams
- Honoring the Holy Innocents of our Day, preparing funeral gowns and shrouds, and bearing witness to burials of indigent children
- Annual Prayer Vigil and Requiem Mass for the hundreds of children lost each year in Georgia as a result of violence, abuse, or neglect
- Holy Comforter Episcopal Church, where parishioners worship and share meals with disabled members of that parish
- Emmaus House, a diocesan ministry located in the Peoplestown neighborhood of downtown Atlanta
- Church of the Common Ground, preparing meals and attending Eucharist with homeless worshipers in Woodruff Park
- Leogane, Haiti, historic partnership with the Diocese of Haiti to build and support schools and churches

During focus group meetings, many parishioners identified mission work as a primary reason they attend Holy Innocents' and many also want to see us make a deeper commitment in this area. Multigenerational parish-wide opportunities to serve are popular, and congregants express the desire for more of these hands-on opportunities to be servants in the community, especially where parishioners can build relationships and have fun working together. We recognize the need to take a fresh look at our vision around mission work to achieve better buy-in about to whom and how we can best minister in our community and the world. Internal communication about current ministries and opportunities can be improved, as can the parish's financial commitment to outreach and mission.



Pastoral Care

Holy Innocents' takes seriously the Gospel call to "love one another as I have loved you," applying it to both neighbors and fellow members. Supporting parishioners in times of need is the important work of clergy via visits, calls and personal notes, but supporting clergy in their pastoral roles are many dedicated lay people who lead and participate in a variety of caring ministries.

The Intercessory Prayer group gathers each Monday, committing to intercede daily on behalf of others and praying by name. The Guild of the Beloved Disciple offers care and companionship to parishioners experiencing life challenges, medical issues or transitions. Each Wednesday, a priest, joined by lay people and church staff, leads Eucharist for residents at Mount Vernon Towers, a nearby Sandy Springs retirement community.

The Care Connection meets monthly to support caregivers of medically fragile loved ones, and our communal spaces at Holy Innocents' host weekly AA meetings. Parish members of the Guild of St. Joseph's of Arimathea prepare food and host receptions following funerals, and Petal Pushers prepare small floral arrangements for delivery to hospitalized or homebound parishioners at Christmas and Easter. The Prayer Shawl group meets monthly for fellowship and knitting, presenting prayer shawls to parishioners and others who find themselves in times of challenge.

The congregation includes an extraordinary number of people in caregiving professions (teachers, therapists, nurses, doctors, and many in corporate settings) who understand and live out their call to love.

Parish Life

The strength of Holy Innocents' is found in our parishioners, the people who create community among themselves. We seek a Rector who will be engaged, participatory, and passionate about this community, who wants to be involved in parish life and is able to empathize with us on a personal level.

Parishioner-led Parish Life sub-committees host a range of activities and events where members deepen relationships and strengthen the bonds of community. These include shared meals, speakers, praying together, small group discussions, fellowship and just having fun!

Among these events and activities are:

- Celtic Festival
- Pentecost Picnic
- Shrove Tuesday Pancake Supper
- Parish Weekend Retreat
- Advent Wreath Making
- Pet Blessing
- Monthly Foyers Group Dinners
- Summer Fellowship Breakfasts
- Men of Holy Innocents' Weekend Retreat
- Fabulous 40s Supper Club
- Halloween Spooktacular
- Senior Graduation Dinner







PARISH GOVERNANCE





Parish Governance

Holy Innocents' Episcopal Church, Inc. is a non-profit religious organization ("Corporation") within The Episcopal Church in the Episcopal Diocese of Atlanta, whose business and property are managed by the Vestry. The Vestry operates under provisions applicable to a "board of directors" under the Georgia Nonprofit Corporation Code, as well as the Bylaws of the Corporation and the Constitution and Canons of The Episcopal Church. Officers of the Corporation include the Rector, Senior Warden, Junior Warden, Secretary, Treasurer and Chancellor. Parishioner-led Finance and Investment Committees oversee important financial aspects of parish operations and manage the endowment.

The parish elects twelve regular members to the Vestry on a rotating basis, with one-third of the Vestry elected annually. Each year, four proposed new Vestry members are slated by a Nominating Committee consisting of the four outgoing Vestry members. There are also two non-voting youth Vestry members elected to one-year terms. The Rector is the principal executive officer of the Corporation and presides at meetings of the Vestry.

We hold an annual parish meeting at which new members of the Vestry are elected and during which reports are given by the Rector, the Treasurer, and the Senior Warden. Printed reports from other clergy and key parish staff are also provided.

Even with strong and committed lay leadership at Holy Innocents', we have historically been more "Rector-led." This has been problematic at times, when Rectors did not operate with sufficient transparency and engagement of the laity. We desire our next Rector to be someone interested in a model of mutual ministry, working openly, humbly, and collaboratively with us. We, in turn, are committed to contributing our talents, gifts, support and energy to empower our work together.



HOLY INNOCENTS' EPISCOPAL SCHOOL

The school has grown from its origins in 1959 as a preschool and 1st grade operating out of the Sunday school facilities of the church, to what it is today – the largest pre-K to 12th grade, parish-based Episcopal day school in the country, with an enrollment of more than 1,375 students.

HIES is one of the top five independent schools in metro Atlanta, with a reputation for excellence. The academic program includes nearly 50 AP and Honors courses in the upper school, and HIES graduates matriculate to leading colleges and universities across the United States and abroad. Every student in 5th through 12th grade uses an Apple MacBook Air and classrooms are wired with state-of-the-art technology to enhance the learning and teaching experiences. Students get a well-rounded experience with 70% participating in fine arts and more than 75% of middle and upper school students participating in athletics, accumulating 38 individual and 13 team state championships.

Three chaplains, who report to the Head of School, oversee the spiritual development of the students. Chaplains lead weekly chapel services in the Nave that involve students at every grade level, as well as monthly Eucharists and a variety of religious education classes. Service projects local, national, and international are a regular part of life on the HIES campus.

HIES operates with an annual budget of more than \$30 million and has an endowment of more than \$20 million. More than 90% of parents contribute to the annual fund and to scholarships, allowing the school to offer meaningful financial aid to 15% of students. The school recently completed its more than \$20 million One School capital campaign, which funded the construction of a state-of-the-art upper school STEM building and other campus improvements.

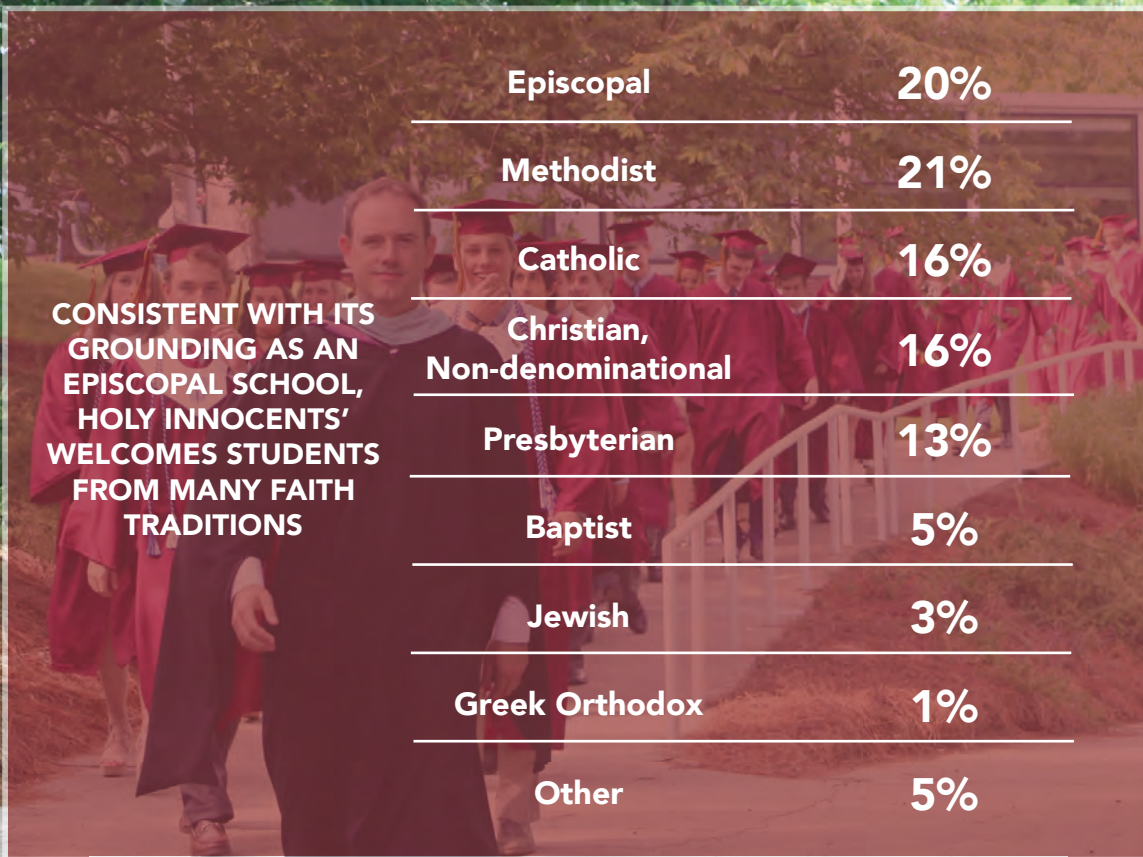
MISSION STATEMENT

Holy Innocents' Episcopal School develops in students a love of learning, respect for self and others, faith in God, and a sense of service to the world community.

THE SCHOOL PHILOSOPHY

Holy Innocents' Episcopal School offers an educational program encompassing academics, arts, athletics, and spiritual formation. Through opportunities to grow intellectually, spiritually, physically, and emotionally, students develop their individual worth and dignity. The challenging academic program prepares students for higher education and emphasizes learning as a pathway toward ethical leadership and a commitment to the common good. The school provides a welcoming and supportive environment, embraces the differences inherent in a diverse community, and embodies the inclusive Episcopal tradition of respect for the beliefs of others. HIES is an active community of faith engaged in local, national and international service to others.





SCHOOL GOVERNANCE AND RELATIONSHIP WITH THE CHURCH

HIES operates as a 501c3 educational organization. The school is administered by a Board of Trustees, whose exclusive authority to run day-to-day operations is delegated by the Vestry. The Vestry elects annually the members of the Board of Trustees, and the Head of School reports to the Board of Trustees. The Chair of the Board of Trustees, and 40% of the total number of Trustees, must be members in good standing of the church. The Rector is an ex-officio member of the Board of Trustees and participates in meetings of the Trustees, as well as at commencement, the opening convocation and other important events as the spiritual leader of the Holy Innocents' campus.

The church and the school share a campus and a number of facilities. A Shared Services Agreement governs matters such as space usage, utilities, maintenance and issues pertaining to land; however, the quality of the relationship between the Rector and the Head of School, more than anything, determines the quality of the relationship between church and school.

Focus groups and the survey reveal a strong desire for members of the church and school to deepen relationships, through shared mission and outreach, more lively youth programs and an invitation to those families of the school who might find Holy Innocents' Episcopal Church their place for faith.

For more information about HIES, please visit us at www.hies.org



Our Campus & the 2012 Renovation

Holy Innocents' Episcopal Church and School share an approximately 50-acre campus in Sandy Springs. The campus also draws from nearby residential communities including Buckhead, Marietta, Roswell, Smyrna, and Dunwoody.

The facilities of both the church and the school have been expanded and renovated over many years. In 2012, a \$10.5 million comprehensive renovation of the church facilities was completed and consecrated. This stunning renovation, designed by parishioner and architect Tom Ventulett, updates, but respects, the original design of the church done by architect Frank Bull, whose inspiration was the work of Frank Lloyd Wright. The renovations, totaling more than 30,000 square feet, are listed on the next page.



WORSHIP SPACES

- Cosmetic enhancements to the existing Nave, which had been completely renovated in 1999
- A new Narthex that improved flow and gave a more welcoming “front door” to the church
- Christ Chapel, a wood, glass and steel structure used for small worship services, weddings and funerals
- Oratory of the Holy Family, an intimate space intended for prayer and quiet reflection
- Sacristy, with functional space for Altar and Flower guilds, as well as robing areas for vergers and acolytes, and a separate robing area for clergy
- Memorial Garden, Labyrinth, Columbarium and the Tower of the Holy Innocents’

FELLOWSHIP, EVENT AND CLASSROOM SPACES

- Bishop Commons, used for fellowship gatherings and large events, with comfortable seating, an inviting fireplace, serving spaces and a catering kitchen, as well as a reception desk for welcoming parishioners and newcomers
- Inglett Hall, our primary meeting and classroom space that can be configured for as many as 300, or subdivided into three separate spaces arranged with flexible seating and tables
- Frost Youth Center, created with a lounge-type atmosphere and dedicated to youth activities
- Parlor/Bride’s Room, which is also used as a comfortable meeting space
- Two dedicated classrooms/conference rooms
- Nursery, with a separate and convenient entrance, for children and infants under age 4
- Ventulett Gallery, a light-filled venue for artistic expression that showcases local artists. Proceeds from gallery fees are donated to outreach www.ventulettgallery.com

OFFICE AND MUSIC SPACES

- Thoroughly modern office space with dedicated conference and work areas for clergy and staff
- Music Suite, providing rehearsal and staging areas for choir and special musical performances and concerts through the Friends of Music program





Finances & Stewardship

ANNUAL STEWARDSHIP. All of us at Holy Innocents' are called to stewardship through the contribution of time, talent and treasure. The Stewardship Committee, made up of parishioners and supported by clergy and staff, leads the effort each year. The Rector supports the effort through letters, messages from the pulpit and occasional direct solicitations. Stewardship season culminates with an in gathering in the fall of pledges at the altar rail during Eucharist. Parishioner gifts, both pledged and non-pledged, enable the Treasurer, Finance Committee, clergy and staff to develop an annual budget approved by the Vestry.

Contribution trends for the past five years are as follows:

	2017B	2016A	2015A	2014A	2013A
Current Year Pledges	\$1,300,480	\$1,279,662	\$1,390,953	\$1,412,553	\$1,357,864
Unpledged	179,687	253,814	170,826	225,304	154,514
Loose Plate	20,233	26,537	23,239	20,365	22,241
Prior Year Pledge	<u>5,600</u>	<u>5,855</u>	<u>3,175</u>	<u>8,996</u>	<u>1,020</u>
Total	\$1,506,000	\$1,565,868	\$1,588,193	\$1,667,218	\$1,535,639
Pledged Giving Units	279	303	303	301	307
Avg. Pledge per Unit	\$4,660	\$4,220	\$4,590	\$4,690	\$4,420
<i>B-Budget; A-Actual</i>					

CAPITAL CAMPAIGNS, In addition to regular annual contributions, Holy Innocents' has a history of successful capital fundraising. In 1999, the church concluded a multi-year \$2.5 million campaign to renovate the Nave and other spaces. In 2000, during an interim period, Holy Innocents' raised \$520,000 to add a youth pavilion, and in 2016, the church completed a multi-year \$6.5 million campaign to fund a large part of the renovations discussed previously.

Because the latest renovation totaled \$10.5 million, the parish at December 31, 2016, had \$3.9 million in mortgage debt with a 10-year maturity and amortizing over 25 years. Annual debt service is currently being funded out of the annual operating budget, but there is also a parishioner-led effort underway to raise funds to reduce the current principal balance.

ENDOWMENT. Holy Innocents' started an endowment several years ago and has grown it to nearly \$1.5 million at year end 2016. The endowment is managed to preserve and grow its corpus, while generating annual income for use in operations and ministry.

SUMMARIZED AUDITED FINANCIAL STATEMENTS FOR 2016 AND 2015. In addition to regular annual contributions, the financial statements of the church include revenues and expenses under the Shared Services Agreement with the school, activity and program fees, investment income from the endowment and net assets released from restriction. The largest functional expenses include personnel, depreciation, diocesan and other outreach contributions, program and administrative costs, and interest expense. Recently, the number of clergy and staff has been adjusted to more accurately reflect the current size of the parish.



A summary of the audited financial statements for 2016 and 2015 appears below. A full copy of the audited financial statements will be provided upon request.

<u>Summarized Balance Sheets</u>	<u>12/31/16</u>	<u>12/31/15</u>
Property & Equipment, Net	\$10,766,065	\$10,932,808
Endowment Investments	1,462,626	1,380,000
Other Assets	<u>1,195,391</u>	<u>2,071,132</u>
Total Assets	\$13,424,082	<u>\$14,383,940</u>
Total Liabilities	<u>(4,104,464)</u>	<u>(4,683,228)</u>
Total Net Assets	\$9,319,618	\$9,700,712

<u>Summarized Statements of Activities</u>	<u>2016</u>	<u>2015</u>
Church Revenues & Support	\$1,757,069	\$1,743,885
Shared Services Agreement Revenues	125,000	450,000
Net Assets Released from Restrictions	<u>491,289</u>	<u>824,610</u>
Total Unrestricted Revenues & Support	\$2,373,358	\$3,018,495
<u>Expenses</u>		
Liturgy & Worship	656,718	691,711
Formation & Education	353,748	371,911
Parish Life	333,099	353,357
Outreach & Missions	432,764	450,528
Shared Services Agreements Expenses	216,838	227,566
General & Administrative	<u>616,859</u>	<u>645,565</u>
Total Expenses	\$2,610,026	\$2,740,638
Increase (Decrease) in Unrestricted Net Assets	(\$236,668)	\$277,857



Where we Seek to Go



We are a strong and committed parish, holding ourselves to high standards and not satisfied with where we are today. We are ready to challenge ourselves and seek a Rector who will help us do so.

“We are an accepting place. There is a great diversity of ideas, and

this is a place where people can feel comfortable sharing those ideas.”

WE ARE UNIQUE. Holy Innocents’ is a vibrant community embracing people from any tradition, background, heritage or orientation. We are a place for faith – not one where strict adherence to particular dogma is important, or where political affiliation, financial capacity or social standing is judged. We embrace all three sources of truth – scripture, tradition and reason – and like being both intellectually stimulated and challenged to be our best. Fellow seekers are welcomed here, regardless of where they are on their spiritual journeys. We do not pretend to have all the answers but are committed to learning and growing together, enabling each person to fulfill his or her calling as a child of God.

WE SEEK TO BUILD ON OUR STRONG LEGACY AND SPECIAL GIFTS. Holy Innocents’ has a rich history and foundation for growth, and there is a big opportunity here. The recent renovation produced beautiful facilities that we can enliven to further our mission work and to grow community. The Holy Innocents’ campus is home to the largest parish-based Episcopal day school in the country. We must do more to support students and their families and to invite more of them into the life of the church. We have always had committed lay leadership, but lately have not maximized our potential. We want our next Rector to ask us to do more – to volunteer, participate and to tap into the potential and talent residing among us.

“Rectors don’t define us – they help us be our best selves.”

WE SEEK TO GROW. True to our name, we see an imperative and natural opportunity to grow in our appeal to families with children. Doing so means re-imagining and strengthening programs for children, youth and young parents. We seek a Rector who shares this passion and has a track record of success in this area. We also desire to look more intentionally outward to our community of Sandy Springs, inviting neighbors and newcomers to experience the Gospel at Holy Innocents’. This may inevitably mean thinking in new ways about liturgy and music. With the combined impact of the church and school, Holy Innocents’ should be viewed as an essential community resource, making our city a better place to live, no matter your walk in life.



“We sit in a neighborhood full of families and there are hundreds of families at the school, but we don’t put families at the center of our ministry.”

WE HAVEN’T LIVED OUT OUR MISSION AS FULLY AS WE COULD. Holy Innocents’ today is full of unrealized potential. Opportunities around improving diversity, transparency, debt and the overall participation of our members are ones we would like to take on with the help of our next Rector.

Situated in an affluent, safe and desirable area of Atlanta, we are challenged to attract people of diverse backgrounds. Offering hospitality to a broader range of people is something to which we aspire.

We need to enhance our financial position. Our renovation left us with more debt than we want to carry over the long run. The Vestry and lay leadership are executing a plan to pay it down, but this requires continued effort and attention. Ongoing transparency around financial matters is critical to keeping parishioners appropriately engaged and supportive.

Overall participation can be better and regular attendance can be improved. Stewardship can be grown with the right attention paid to it by the Rector and by lay leaders eager to help.

Finally, we must clarify our missional vision and focus. Should we be acting locally in Sandy Springs or thinking globally? We have performed significant work in Haiti in the past, but not lately. Is that a priority moving forward? Should we be doing more for children who are at risk and living in our midst versus those who have lost their lives to violence? We seek a Rector to help us think through these and other questions so we can be most effective as the body of Christ in our community and the world.

“There are huge amounts of resources and potential capacity to do great things – that haven’t been awakened.”



WHAT WE SEEK IN A RECTOR



What We Seek In a Rector

Each Rector of Holy Innocents' brought special gifts to their ministry. We look with anticipation to a new season and new gifts.

We seek in our next Rector someone who is an engaging, personable, and humble servant-leader, energized by parish life. As our spiritual leader, our next Rector will guide us, indeed walk with us, on our journey of faith. Openness, transparency, and mutual trust-building will be fundamental to his or her success.

PREACH AND TEACH WITH DEEP SPIRITUALITY AND WITH RELEVANCE TO OUR DAILY LIVES

We have a distinguished history of heart-felt preaching and teaching at Holy Innocents'. We seek a Rector who will challenge us spiritually and inspire us to be our best selves, relating to us in our daily struggles of faith, and moving us between laughter and tears. The best sermons open up questions for us, calling us to account where we fall short, but reminding us of the manifest blessings and grace in our lives and encouraging us to extend grace and love to others.

ATTRACT FAMILIES, CHILDREN AND YOUTH

We seek a Rector with a sincere passion for engaging families, children and youth, inviting them, despite hectic schedules, into deeper spiritual growth as vital members of our Holy Innocents' community. We know this will require an intense and ongoing effort, but also know that our shared campus with a school of more than 1,375 students is a great place to start. We are eager to work alongside our new Rector to substantially improve the reach and impact of our ministry to young families.

STRENGTHEN OUR CHRISTIAN FORMATION PROGRAMS

We seek a Rector who will foster a strong and engaging Christian formation program for people of all ages. Parishioners here enjoy being challenged by teaching that stimulates and feeds our intellectual curiosity. We see scripture, tradition and reason as equally important to our spiritual development and appreciate not having to "check our minds at the door." We would like to be engaged in the process of developing a rich program of Christian formation.

ENERGIZE US TO ACTION IN MISSION AND OUTREACH

We look for our next Rector to help us build a compelling sense of purpose around our mission work and Outreach, unleashing the broad, active participation of parishioners, strengthening relationships and being the body of Christ in the world.

ANTICIPATE CHANGE AND ENCOURAGE ADAPTABILITY

We know that religion and the place of churches in America is changing. We seek a Rector who is forward-thinking, respecting essential traditions, but also willing to adapt and to push us to think and act in new ways.



BE AN IMPORTANT PART OF BRINGING THE PARISH AND SCHOOL COMMUNITIES CLOSER TOGETHER

Key to the job as Rector is fostering a collaborative relationship between the leadership of the church and the school. There are untapped opportunities to be more intentional about inviting school families and students into the life of the parish, through stronger youth programming, shared mission work and better communication and collaboration among clergy and chaplains.

BALANCE WARMTH WITH LEADERSHIP BY EXAMPLE

We look for our next Rector to bring sincerity, approachability, and integrity to the obvious administrative skill, vision and work it takes to lead an institution the size and complexity of Holy Innocents'.

BE A TEAM BUILDER AND A TEAM PLAYER

We seek a person self-confident enough to surround themselves with strong clergy and staff, to nurture those colleagues and give them latitude to do what they do best. The job of Rector can be a daunting one and we don't expect anyone to be able to do it alone.

BE A PARTNER WITH LAY LEADERSHIP IN MUTUAL MINISTRY

There is a lot to do here, but also great talent and commitment among parishioners. Doing what needs to be done will require collaborative planning and strategic thought. We look to partner with our next Rector to address challenges and opportunities in an open manner and to create solutions together. This profile will not be filed away, but will be reviewed annually to make sure that we and our next Rector stay on track.

ALL WE NEED IS LOVE

We want our next Rector to love us, as he or she can expect to be loved by us. We want to get to know our Rector and his or her family personally, and for our Rector to know us and our families. Being on a first name basis with our Rector and sharing in community are things we enjoy. We hope to grow together spiritually, through life's ups and downs, for a long time. It takes many years to build that kind of relationship, so we seek a Rector who is genuinely energized by a long-term commitment to parish life with us and doesn't see us as a stepping-stone to something else.

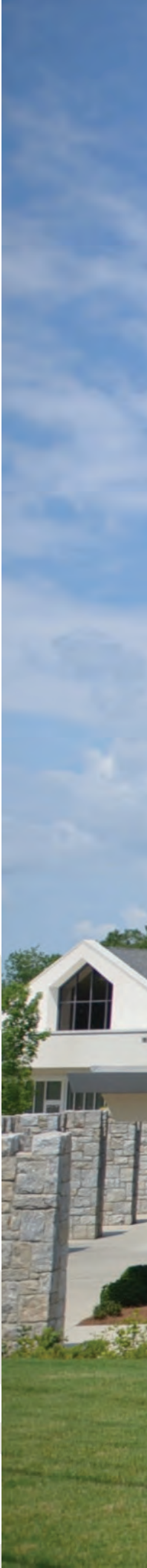
THIS IS THE BEST JOB IN A WONDERFUL COMMUNITY IN GOD'S KINGDOM!

Creating this parish profile, we are comforted in the knowledge that God already knows who you are – we are just trying to find you. We likewise hope that we are the parish family you have been searching for, but that God hasn't revealed to you up to this point.

The community here is a special one. Parishioners often say that this close-in suburban church in a city of millions is their "small town." There is so much to be accomplished. At Holy Innocents' you will have the people, resources and talent to achieve a meaningful, spiritual legacy and to add to a more than 145-year old history and tradition.

WE CANNOT WAIT TO WELCOME YOU HERE

We give thanks to God our Father, for all our blessings. We see Christ in each other and in our neighbor, and know that the Holy Spirit calls us to be a beacon to those who are still searching. Our prayer is to write together the next chapter of our history as faithful servants, using our hands and extending our hearts to bring Christ's light to the world.



2017 VESTRY

Elaine Morgan,
Sr. Warden

Marie Thomas,
Jr. Warden

Alexandra Allen
Debbie Brock
Bill Clark
Brent Farnham
Marc Howard

Will Kelly
Jay Mason
Alesa McArthur
Liza Mooney
Thomas Worthy

Logan Dorrill,
Youth Vestry

Mary-Crawford Esslinger,
Youth Vestry

Greg Binney,
Treasurer

Rick Shunnarah,
Assistant Treasurer

CLERGY

The Rev. Dr. Bob Dannals,
Interim Rector

The Rev. Lisa M. Zaina,
Vicar

The Rev. Grady (Buddy) Crawford,
Senior Associate Rector

NOMINATING COMMITTEE

Jeannie Longley,
Chair

Chris Protos,
Vice Chair

Paul Barton,
Head of School

Frank Bishop
Laura Foster
Elizabeth Gates
Sarah Hyser
Nan Henson
Bart Miller
Elaine Morgan
Rebecca Crumrine Rieder
Nettie Silva
Allen Wallace
Mary Marvin Walter
Robin Whitaker

STAFF

David Brensinger,
Organist/Choirmaster

Austin Clark,
Assistant Organist

Caroline Fleming,
Parish Administrator

Irma Guerra,
Postulant

Kia Harper,
Facilities and Special Events Associate

Suzanne Logue,
Director of Music for Young Children

Melody McNeil,
Executive Assistant for the Clergy

Andre Parker,
**Facilities Manager & Managing
Partner of Impact Services**

Megan Petenbrink,
Director of Children, Youth & Families

Jessica Ruiz,
**Communications Assistant
& Graphic Designer**

Sally Suhr,
Communications Director

PARISH PROFILE COMMITTEE

Howard Clark,
Chair

Karen Calhoun,
Vice Chair

Leigh Cummings
Peggy Farnham
James Gates
Libby Lindsay
Rachel Shunnarah

Dave Stockert
Donna Toledo
Craig Wilson







HOLY
INNOCENTS'
EPISCOPAL
CHURCH

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Atlanta, GA 30327