



2017 RECTOR SEARCH

HOLY INNOCENTS'  EPISCOPAL CHURCH
VALRICO, FLORIDA

604 N. Valrico Road | Valrico, FL 33594 | hiepiscopal.org

Table of Contents

<i>Prayer for a New Rector</i>	
Prayer	3
Letter from the Congregation	3
<i>Parish Mission Statement</i>	4
<i>Membership & Worship</i>	
Demographics of Congregation	5
Worship	6
The Gathering	7
Music	7
Special Services	8
Administrative Staff & Vestry	8
<i>Christian Education</i>	
Adults	9
Youth	10
Children	10
<i>Ministries and Outreach</i>	
Pastoral Care	11
Outreach	12
<i>Physical Plant</i>	13
<i>Finances & Stewardship</i>	14
<i>Vision & Strategic Plan</i>	
Hopes	15
Challenges	16
<i>The Rector We Seek</i>	17
<i>Application Process</i>	
Instructions	18
Search Process Timeline	20
<i>Appendices</i>	
The Greater Tampa Area	21
Helpful Websites	21

PRAYER FOR OUR NEW RECTOR



"Call to me and I will answer you, and will tell you great and hidden things that you have not known."

Jeremiah 33:3

Prayer for Our New Rector (adapted from the Book of Common Prayer, p. 818, prayer #13)

Almighty and gracious God, giver of every good gift: look with favor upon your Church and upon those who are charged with discerning who will be called as the next rector for Holy Innocents'. Help us, dear God, so that we might find and be sent a loving and faithful presbyter who will love and care for your flock and equip us for the ministries that you are calling us to do and to be about. Be with our vestry, and our congregation and all those who are watching and waiting for the one who is to come. Keep us faithful to the process and keep us near to you in these days, we humbly pray. Bless us in this time of new life and grant us your presence, your peace, and a deep and abiding trust in you, in your church, and in ourselves as this time of life unfolds. In the name of Jesus Christ, *Amen*.

Letter from the Congregation of Holy Innocents'

Thank you very much for considering Holy Innocents' Episcopal Church on your journey of discernment! We hope that you find the information in this profile to be a significant snapshot of the life of our faith community in Valrico, Florida.

We encourage you to visit our website at www.hiepiscopal.org. You will find that it has more in-depth information about many of our ministries, as well the worship, educational, and outreach opportunities that our congregation currently offers.

We have been praying as a congregation for our new rector since the beginning of our search, whomever that person may be. It is also our prayer that you experience joy and peace on the journey as you discern where God is calling you to be in ministry and service.

The people of Holy Innocents' Episcopal Church

PARISH MISSION STATEMENT



Transforming Lives,
Transforming the World!

Our mission is to live transformed lives and to be agents of transformation in the world. Healing and transformation are an essential part of the journey of discipleship to which we have been called. We believe that as God transforms our heart and minds, we are then sent forth in mission in order to bring the message of God's transforming love to the world.



MEMBERSHIP & WORSHIP



"All the nations gather together
and the peoples assemble"

- Isaiah 43:9

Demographics of Congregation

Holy Innocents' is a parish with close to 600 active members on our roll and an average Sunday attendance of 215. Our membership has diverse interests and professions among a number of fields, including business, law, education, military, medicine, government, science, and the arts. As with most Florida parishes, our numbers increase in the winter as we become the home for our "snowbirds". We welcome all to the altar at Holy Innocents'; we take pride in our warm and welcoming atmosphere that seeks to enhance the faith of all who worship with us while bringing the message of God's transforming love to the world.

We have focused on the experiences of newcomers to Holy Innocents'. How do we make them feel welcome? Help them navigate the sometimes-confusing liturgy? Get them plugged in and connected? We have learned that it takes the community of our church, not just the greeters at the front door, to fully integrate our newcomers. This is an evolving process at Holy Innocents', and one to which we are truly committed in order to be a transformative church.



Members helping in the community at election equipment drop sites

Worship

***"Where two or three are gathered in my Name, I will be in the midst of them."
Jesus of Nazareth***



Some of our acolytes

Sundays

Every Sunday we offer two worship services, each with its own distinctive character. The 8:00 service is a traditional service with no singing or musical accompaniment. There is a time of fellowship in our Parish Hall following both services, and our Christian Education for all ages takes place between services. (Christian Education meets during the school year only.) The 10:30 service combines the Episcopal liturgy with music and a full choir. Young People's Worship for children ages 4 – grade 5 takes place during this service. All services at Holy Innocents' are well supported by an active laity including our youth serving as acolytes; Lay Readers and Chalice Bearers

who reflect the diversity of our parish; and our wonderful Altar Guild who, though most parishioners don't see them, are essential to the mechanics behind our worship services. Our Lay Eucharistic Visitors deliver and administer the bread and wine to our members who cannot be in church on Sunday mornings. For those who desire it, prayer ministers are available during the service.

Wednesdays

We also offer a worship service at noon on Wednesdays in our chapel. This is a full service, complete with prayer, scripture, homily, canticles, and Holy Eucharist.



Worship on Maundy Thursday

The Gathering

On Wednesday evenings, we meet in the Parish Hall for The Gathering, a time of food, fellowship, worship, praise singing, prayer, and discussion. This service meets through the school year and breaks for the summer months. We start The Gathering at 6:00 p.m. with a simple supper, which is followed at 6:45 by a less formal time of worship and prayer. Beginning at 7:00, the youth group convenes in the youth room and children ranging from age 4-grade 5 participate in Children's Prayer and Praise in Kiser Hall. The adults remain in the Parish Hall for a time of teaching and sharing. This is a wonderful worship and fellowship experience for the whole family.



"The Gathering" praise band

Music

The Parish Choir, composed of primarily adult voices, sings every Sunday at our 10:30 a.m. service. Under the direction of Matt Woods, the choir performs works by many well-known composers and are accompanied by our church organ. The Bell Choir brings their musical gifts to worship on the first Sunday of every month. Under the direction of Rona Matheny, they perform works from a number of different composers, and add new dimensions to beloved songs. St. Nicholas Choir is our children's choir, and they perform at selected services throughout the year. We also have our Praise and Worship band that provides contemporary music during The Gathering on Wednesday nights. We are working towards diversifying our music and using music that is easy for our congregation to learn so all can join in the singing.



St. Nicholas Children's Choir



Holy Innocents' Bell Choir



Holy Innocents' Parish Choir

Special Worship Services

Special worship programs during the year include:

- Our Lenten services of Ash Wednesday, Tenebrae, Maundy Thursday, Stations of the Cross, Good Friday, the Great Easter Vigil, and Easter Sunday
- Choral Eucharists at Christmas and Pentecost
- The Christmas Gathering and Christmas Day Eucharist
- Blessing of the Pets



The altar at Christmas



Blessing of the Pets

Administrative Staff and Vestry

We have been blessed with a Rector Emeritus and three Deacons who are essential to our pastoral care and ministry. Our music staff consists of a Director of Music who also serves as our organist, and a part-time Director of the Bell Choir. Our administrative staff includes a Parish Administrator, Bookkeeper, and Communications Coordinator. We also have two part-time nursery staff members.

Holy Innocents' has 11 members who form our Vestry. Elected to three-year terms during our annual meeting, the Vestry provides the support for our parish and programs. The rector appoints a Senior Warden; the Vestry elects a Junior Warden, Treasurer, and Vestry Secretary.



Hosting a fellowship event in our newly-renovated Parish Hall

CHRISTIAN EDUCATION



"An intelligent heart acquires knowledge,
and the ear of the wise seeks knowledge."

- Proverbs 18:15

Christian Education

Christian education classes are offered during the school year for all ages. The classes meet between worship services at 9:15 a.m. at different parts of the campus.

Adults

Sunday morning classes for adults vary in topic, and new ones are offered throughout the year. There is also a time of discussion and study during The Gathering on Wednesday nights. Throughout the year, the following study groups also meet either periodically or on an ongoing basis: Adventures in Faith & Science class, bereavement group, Centering Prayer, home groups, men's bible study, and women's bible study. Adults are also invited to be a part of Cursillo, which is offered through the diocese several times a year.



Adult education class on a Sunday morning

Christian Education

Youth

Sunday morning classes for youth also vary in topic from week to week. Youth group meets on Wednesday evenings at 7:00 during The Gathering to discuss a variety of subjects as they relate to faith. The youth also participate in a variety of mission projects throughout the year, including THORN ministries (feeding the homeless in Tampa) and an annual Christmas party where the gifts are not for each other, but for a crisis pregnancy center in the area. The youth group holds a number of fellowship opportunities too, including an annual trip to Orlando for Rock the Universe at Universal Studios and several lock-ins. Youth also volunteer as helpers during Young People's Worship on Sunday mornings and during Vacation Bible School in the summer. Youth are also invited to participate in New Beginnings (grades 6-8) and Happening (grades 9-12) retreats offered by the diocese.



Youth on Education Sunday



Youth at Rock the Universe

Children

The children use the popular Holy Moly curriculum on Sunday mornings, which teaches bible stories through scripture, crafts, and cartoons. On Sundays during the 10:30 service, children are invited to participate in Young People's Worship where they hear scripture, watch puppet shows, pray and sing together, and are introduced to the teachings of God on an age-appropriate level. Young People's Worship is led by our Rector Emeritus, a deacon, and several volunteers. During The Gathering on Wednesday nights, the children meet starting at 7:00 for St. Nicholas Children's Choir practice. We also hold an annual Vacation Bible School for children in our church and the surrounding community.



Children's Christian Education on a Sunday morning



Vacation Bible School

MINISTRIES & OUTREACH



We are truly blessed at Holy Innocents' to have so many worthwhile opportunities to donate our time, talent, and treasure to organizations.

Pastoral Care

The people of our parish put a great emphasis on pastoral care. We believe strongly in caring for each other as Christ cares for us and have several ministries in place to help us care for one another.

Pastoral care ministries is one area that we hope to expand in the coming years. We recognize the importance of being able to care for ourselves and our neighbors as our congregation continues to grow, and want to learn how to serve one another better.

Pastoral Care Ministries

Greeting Card Ministry
Healing Ministry
Helping Hands
Hospital Visitation
Lay Eucharistic Visitors
New Moms Helpers
Parish Prayer Chain
Prayer Ministry
St. Lawrence Guild



Preparing Soup for the St. Lawrence Guild



Prayer Ministry during Worship

Outreach

Holy Innocents' has always had a special place in our hearts for children and families in crisis. From our early beginnings, we offered our facilities to a crisis center for a daycare. Today, we support A Kid's Place, a local home for foster children, through monetary and in-kind donations. We partner with other churches in the area to offer shelter to homeless children and their families through Family Promise. We also raise money to enroll children for KidsPACK at a local elementary school so that they can have nourishing food over the weekend. We fund our outreach ministries through special loose plate offerings as well as the proceeds from the Whistle Stop Craft Fair offered twice yearly at the church. Over 70 vendors and crafters gather to offer their goods to our local community.

Local and National Outreach

A Kid's Place	Daisy Scouts
Adopt-a-Family	ECHO Brandon
Alcoholics Anonymous	Family Promise
Angel Tree Prison Outreach	KidsPACK
Boy Scouts	Meals on Wheels
Brandon Outreach Clinic	Rachel's Guild
Bread Ministry	Seamen's Institute
Community Mission Work	Veterans' Ministry
Cub Scouts	

International Outreach

Dominican Republic Mission Trips
Nets for Life



Gifts for Angel Tree Prison Outreach



Making quilts for Rachel's Guild



Volunteers with KidsPACK

PHYSICAL PLANT



"You yourselves like living stones are being built up as a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ."

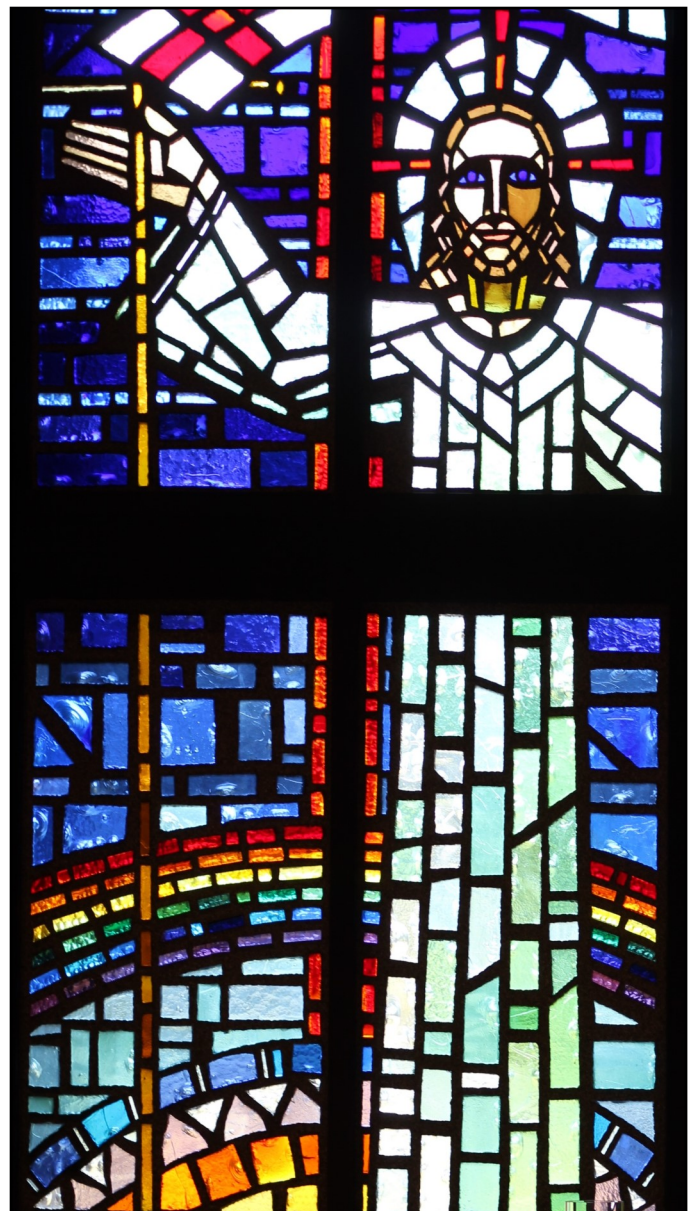
1 Peter 2:5

Building Descriptions & Recent Renovations

Holy Innocents' is housed in four buildings on a four-and-one-half acre campus. On October 30, 1960, the congregation dedicated the first church building, now Kiser Hall, on the present property. We built and dedicated a new church on January 5, 1964, due to congregational growth. We worshipped in that building until the completion and dedication of our present 12,400-square-foot church building in February 1987.

Our sanctuary features six clerestory stained glass windows depicting the life of Christ, including the story of the Holy Innocents. Our adjacent Chapel of Peace has a large stained glass representation of the Good Shepherd and is used for smaller worship services. Our current seating configuration accommodates 300 worshippers; however, it can be expanded to accommodate 450.

We developed a master plan for the renovation and future expansion of our facilities in 2012. We completed the first phase of the plan with the renovation of Kiser Hall and the Parish Hall in early 2016. Most of the construction labor was accomplished by Holy Innocents' volunteers, involving well over 100 people during this period. On one memorable day, about 80 people came to plant over 60 bushes and trees in six hours.



Good Shepherd stained glass window in the chapel

FINANCES & STEWARDSHIP



"And my God will supply every need of yours according to his riches in glory in Christ Jesus."

Philippians 4:19

Historically, Holy Innocents' members support the parish through annual pledges, endowments, and special gifts.

Holy Innocents' has a projected operating budget in 2017 of close to \$460,000. Over the past three years, average revenue of the parish has been close to \$491,000 per year. The budget is supported by 140 pledges contributing about \$370,000 with additional offerings of about \$39,000 coming from parishioners who do not pledge. The remainder of our revenue includes proceeds from special events like our annual Golf Tournament. Our endowment totals \$178,756 with over \$111,000 of those funds being restricted. We have an operating reserve of over \$157,000.

The physical assets of the parish total more than \$1.7 million dollars. Both the Parish Hall and administration building were renovated in 2016.

As is the case in many parishes, the congregation at Holy Innocents' seeks to develop and cultivate a spirituality of stewardship in a way that permeates one's lifestyle as well as one's commitments to Holy Innocents' mission and ministry. In 2015, the Vestry formed a Stewardship committee, charging them with developing a program of year-round stewardship events. We believe our new rector will be an integral part of this process.

Holy Innocents' has budgeted for an interim rector in 2017 while maintaining its commitment to a balanced budget.

VISION & STRATEGIC PLAN



A church on track with Jesus

In the spring of 2017, Holy Innocents' conducted a survey of our parishioners to begin to articulate the vision of who and what we need in our new rector, and how we want our Parish Community to grow. A total of 166 participants responded to our survey and helped to identify the following: what Holy Innocents' does best; things that we would change; what to ask of our candidates; recommendations for pastoral care and worship; engaging our newcomers; and extending our outreach participation and growth. To further refine our vision, we held a parish workshop with over 75 participants in April 2017, led by the Reverend Canon Eric Cooter, our Diocesan Transition Officer. Through these combined activities, Holy Innocents' has defined our hopes, our challenges, and the rector we seek.

Hopes

- To continue our mission and vision of transforming lives and transforming the world.
- To have fun and fellowship with one another and continue to grow in our ability to listen actively and to respect people of differing opinions and perspectives.
- Grow the church in a meaningful and loving way by giving generously of our time, talents, and treasures, encouraging all of God's people in their walk with Jesus Christ.
- Attract, grow and integrate our youth and young adult (Gen Xers and Millennials) services/ programs.
- Be respectful of our rich liturgical and musical heritage but be willing and open to new and diverse ways to worship and glorify God.
- Reimagine and foster spirit-filled stewardship.
- To enhance and grow our Christian education experiences for all ages.
- That we will see obstacles as opportunities to grow and change.

Challenges

We have identified several challenges that face us as a congregation.

Age of Our Congregation

This is not a new problem facing the church in general, and we find ourselves facing the issue at Holy Innocents'. We don't have very many GenXers and even fewer Millennials. We are beginning to build a young adult ministry, but are looking for ways that we can be inviting and inclusive so that these age groups are drawn to our church. We realize that getting them there is not enough, and so we are also faced with the challenge of how to remain relevant and engaging so that these young adults don't just visit, but commit to being part of our congregation.



Easter Egg Hunt

Outreach to the Larger Community

While we know that outreach is a strength and a passion for us, we also recognize that the challenge in front of us is how to use this particular strength most effectively in our community. We currently participate in a wide variety of missions and are looking for a rector who has the energy to focus our efforts and lead us in creating or identifying outreach opportunities that would have a greater impact in our larger local community.

Nurture of Our Church Community



Holy Eucharist

There is a need to expand the opportunities for nurture within our own church community so that our members feel encouraged and energized in order to be able to give more to the community. There are two specific challenges that we have in this area. The first is pastoral care. We are hoping to expand this ministry to involve more lay people, more home visits, a more developed prayer and healing ministry, and potentially an additional priest who would have pastoral care as a significant part of his/her responsibility. The second challenge is Christian education. We want to offer relevant Bible studies and other educational opportunities that speak to all ages.

Who We Are as a Church

While Holy Innocents' is a vibrant faith community, we are not seeing the growth of our congregation in proportion to the growth in our surrounding community. We want to grow our congregation so we may continue to be relevant in a constantly-changing and secular world. We are determined to remain inclusive to all people and true to who we are as a congregation of Christ-followers.

THE RECTOR WE SEEK



"Be shepherds of God's flock that is under your care, watching over them...."

I Peter 5:2a

Through our parish survey, workshop, and communications with our parishioners, the following traits and qualities emerged as to what we desire in our next rector.

- We seek a spiritual leader who has an endless love of Christ, a pervasive love for our parish, and a love for the Episcopal Church.
- We seek an inspirational preacher and spiritual leader who can bring to life the relevance of the Gospel of Jesus Christ in today's world.
- We seek a rector who is respectful of Episcopal traditions but open to new and diverse ways of worship and music.
- We enjoy humor and conviction in the way our rector shares Christ's message with us. Our rector should have a command of biblical history and scripture, and possess an ability to share Christ's message with us in challenging, positive, and encouraging ways; stirring our hearts to respond to God's call in our lives.

We seek a rector who welcomes everyone to the altar – treating all with respect, understanding, compassion and mercy. We are a church that walks with Christ, and we ask our next spiritual leader to join us as we embrace inclusiveness and diversity. Our new rector needs the ability to work with young adults and families, but also understand and support our aging parishioners.

We seek a rector who is "on track with Jesus" - who will assist us in transforming our community, our country, and the world. Our new rector must be committed to personal spiritual health, aware and respectful of a healthy work/life balance that will allow spiritual refreshment. We need a skilled and tech savvy administrator.

We recognize the challenges that these expectations present. The Congregation and church leadership are prepared to work in partnership with the newly called Rector to develop a lasting bond, one based on the peace and love of Christ.

APPLICATION PROCESS



"And I heard the voice of the Lord saying,
"Whom shall I send, and who will go for us?"
Then I said, "Here am I! Send me."

Isaiah 6:8

Instructions

Thank you for your interest in Holy Innocents' search for a Rector. Please explore our church website www.hiepisiscopal.org to learn more about our community. On the "Rector Search" page, you will find links to our Parish Profile and OTM Ministry Portfolio, and other useful information. If, after viewing this information, you feel called to enter into a process of mutual discernment with us, please forward completed application materials as set forth below to transition office of the Episcopal Diocese of Southwest Florida.

TO APPLY, PLEASE SEND THE FOLLOWING:

Resume/Curriculum Vitae

A copy of your updated OTM profile

A "Letter of Interest" that highlights why you believe you may be called to serve as Rector for Holy Innocents' Episcopal Church of Valrico, Florida

The names of at least three references

NOTE: The Vestry and Search Committee members request responses to the following **five essay questions** from candidates:

Demographics

What are the demographics of your present congregation and what have you done to tailor your ministry to your parish? What are specific strategies you have for both ministering to the aging population in a congregation and engaging those in the younger population? Cite specific examples from your ministry thus far.

Leadership

What are your strategies for identifying potential leaders from within the congregation? What are your methods for developing those leaders to give the courage to serve?

Continued on next page

Instructions (continued)

Liturgy

How do you bridge the gap, perceived or real, between the timeless liturgies of the Episcopal Church and the challenge of drawing in new people who have no history with that particular liturgy and for whom it is foreign? Cite specific examples from your ministry thus far.

First Year Priorities

Recalling your first year at your present parish, please comment on any changes or adjustments you made in the worship service, music program, vestry, staff, financial stewardship, programming or any other aspects of parish life. What necessitated these changes? How did you communicate these changes to the affected parties and the parish, and what were their reactions?

About You

What events happening in the church today inspire you to continue in ministry? Cite specific examples of one or two events and how they influenced you. What authors or speakers are defining your view of the church and helping you to grow deeper in your faith and your pastoral leadership?

DUE DATE: All requested materials, above, are due no later than July 15, 2017.

SUBMIT ALL MATERIALS TO: (electronic submission preferred)

Episcopal Diocese of Southwest Florida
Attn: The Rev. Canon Eric Cooter
8005 25th St E
Parrish, FL 34219
Email: ecooter@episcopalswfl.org

Application Process

1. The Diocesan Transition officer will acknowledge, via email, your submission within 4 days of receipt. Communications with prospective candidates will be treated with total confidentiality.
2. Your submission will be reviewed, and notification will be made regarding continued discernment in the process.
3. Criminal background checks and diocesan references will be conducted by the Diocese of Southwest Florida.
4. Those continuing in the process will be asked to participate in telephone interviews with the Vestry.
5. Visits to home parishes of select candidates may be made.
6. One or more final candidate(s) will be invited to visit Holy Innocents' Episcopal Church and will meet with the Vestry for an in-person interview.
7. The Vestry makes the final decision and submits the candidate to the bishop for final approval.

Search Process Timeline

June 1 - June 30, 2017

Candidate application materials accepted by Diocesan Transition Office.

July 1, 2017

Position is considered *"no longer receiving names."*

July 1 - August 15, 2017

Diocesan Transition Office submits candidate materials to Holy Innocents' search committee for initial review.

August 15 - August 31, 2017

Search committee reviews candidate materials, conducts reference checks, does Skype/telephone interviews.

September 1 - October 15, 2017

Travel, in-person interviews, and final selection process.

APPENDICES



Just a few more things you may want to know about us...

More about the Greater Tampa Area

Holy Innocents' is located in Valrico, about 12 miles east of downtown Tampa. Close to 200,000 people reside in Valrico, Brandon, and surrounding towns. Living in the Valrico-Brandon area you're never more than an hour away from an outstanding selection of activities and attractions. Relax on beautiful beaches, visit museums, take tours of historic landmarks, and attend live theater, music and dance performances. We enjoy a wide range of local dining and shopping choices. Tampa Bay is also home to some of the most highly respected medical treatment centers. Local public schools generally fall within the top-rated range for Florida schools. MacDill Air Force Base is located four miles from downtown, which means that we have a significant military population in the suburbs, including Valrico.

Our local area also offers a wide variety of housing choices. Current median house prices are around \$200,000 and average price per square foot is around \$107. New construction is available for \$200,000 and up. Apartment rents currently average around \$1,400.

Visit <http://www.myflorida.com/> and <http://www.visitflorida.com/en-us/cities/tampa.html> for more information.

Helpful Websites

CHURCH

[Our website](#)
[Our Facebook page](#)
[Our Twitter Page](#)
[Our Instagram Page](#)
[Diocese of Southwest FL](#)

COMMUNITY

[Hillsborough County](#)
[Hillsborough County Schools](#)
[Hillsborough Community College](#)
[University of Tampa](#)
[University of South Florida](#)
[Tampa Bay Tribune](#)
[Brandon Chamber of Commerce](#)
[Visit Tampa Bay](#)

ARTS AND SCIENCES

[Tampa Museum of Arts](#)
[Glazer Children's Museum](#)
[Museum of Science and Industry](#)
[Salvador Dali Museum](#)
[Chihuly Collection](#)
[Straz Center for the Performing Arts](#)

SPORTS

[Tampa Bay Rays](#)
[Tampa Bay Buccaneers](#)
[Tampa Bay Rowdies](#)
[Tampa Bay Lightning](#)