

PARISH PROFILE

CHURCH OF THE GOOD SHEPHERD

WATERTOWN, MASSACHUSETTS



Our Mission Statement

"The Church of the Good Shepherd is an Episcopal community of joyful believers, where children are full members of the church. We experience Christ in our liturgy, in prayer, in our work for justice and peace, and in each other."

The spirit of welcoming community at Good Shepherd brings and keeps us together. From the moment the newcomer walks in the door, or as the thirty-year congregant makes their way down Russell Avenue, the warmth of Christ's love is palpable, alive and engaged here. This sense of vibrant community defines us and is nurtured each Sunday in worship. That spirit infuses all our ministries, and because we feel it, we live it.

Whether at the 8 AM reflective service, at our 10am Eucharist, or at Thursday's Hidden Brook contemplative prayer, our liturgies seek to ground us in the living Christ. We know, as the Franciscan Richard Rohr writes, that "God is manifest in the ordinary, in the actual, in the daily, in the now, in the concrete incarnations of life." We are building a progressive community that lives out Christ's urgent relevance in our world. We welcome people of all faith traditions, no matter where they are in their spiritual journey.

As such, Good Shepherd is a small church with a big impact. Our strong spiritual roots sprout ministries which deepen our understanding of faith, reaching out to feed and clothe those who are homeless; ministering to those who are sick; growing vegetables in community gardens; teaching the young; and seeking justice and peace in the world (just to name a few!). Our parishioners are experienced gardeners and understand that it is everyone's responsibility to tend to the many needs of our programs: sowing, pruning, weeding, and harvesting. Strong lay leadership abounds here. People with different abilities take on leadership roles in the church as officers, event organizers, and as generous givers of time and resources.

As Presiding Episcopal Bishop Michael Curry says, "What [we] believe about human equality and dignity is grounded in what [we] believe about the love of God." We understand that we have a mandate to value the worth of everyone, without exception. Our deep historical commitments to having women in leadership, the inclusion of persons with disabilities, work for economic and racial justice, LGBTQ rights, and acting for a just peace in Palestine, are all extensions of Christ's universal love. We are joyful believers living His word in today's broken world.

Perhaps the late Rosamond Rosenmeier of Good Shepherd put it best when she wrote the following poem for our centennial celebration:

Today We Celebrate this Time, This Place

Today we celebrate this time, this place –
a hundred years of lives gathered and blessed.
Known to the Shepherd as his own,
we seek to recognize His voice.

We hear Him in the weeping words of Jeremiah,
the warning words of John, and in the call
to watch and wait. We take strength from
the remembrance of holy mysteries given for us.

We welcome all – neighbor, outcast, stranger,
friend. Grief finds home. True need is truly met.
Ezekiel's pleas ring out: that the fat
and the strong be fed with justice.*

Today we celebrate a time and place where
listening for the voice we have come to know,
we imagine good pasture, still waters, trees
yielding fruit. We carry the young lambs close.

*Ezek. 34:16

OUR PARISH LIFE

Worship

CGS offers a variety of worship styles in prayer, meditation, and liturgy. During the academic year, a simple, quiet service at 8:00 am on Sunday morning includes scripture readings, a brief sermon or homily, and an open discussion on the scriptural texts for the day, concluding with the celebration of the Eucharist. All are welcome to participate in the Eucharist, either by receiving the elements of bread and wine, or by receiving a blessing. Our Holy Eucharist service at 10:00 am uses the *Book of Common Prayer* and other liturgies of the Episcopal Church approved by Bishop Alan Gates along with music: an organ prelude and postlude, sung liturgical responses, centering chants, hymns, and anthems. In the summer, we hold one Holy Eucharist service at 9:30 am, which also includes music. Both morning services use Rite II.

During the week, a service of Morning Prayer is held at 7:15 am Wednesday through Friday. Special services throughout the year include Blessing of the Animals, Blue Christmas, Christmas Eve, Christmas Day, and New Year's Day. During Holy Week, Triduum services with music are held on Maundy Thursday and Good Friday, with a brief contemplative Holy Saturday service in the morning and a longer Easter Vigil service in the evening, concluding with an Easter morning service. Additional services may be created in response to critical national or world events, and the sanctuary may be open for prayer and meditation in times of crisis.

Babies and young children are welcome to play in our staffed, toy-filled nursery or to remain in church with their families. The back of the church has a table for small children to color, draw, or look at books, and a cushioned rocking chair for adults with infants.

Our service materials are regularly made available in Braille and large print, and service animals grace our worship times and are included in our prayers



Mass on the Grass



Peace at Easter

Music

People at Church of the Good Shepherd love different styles of music, and congregational singing is one of our strengths. Our musical offerings are grounded in the long tradition of church music, ranging from medieval chant, Renaissance, Baroque and Classical to modern compositions. We have a small seasonal choir, blessed with some skilled soloists and instrumentalists. In addition to traditional church music, the church also enjoys singing American spirituals, Shaker and shape-note hymns.

Hidden Brook

Hidden Brook is our Thursday evening lay-led candlelight service of quiet prayer, contemplative silence, chant, poetry and other readings. For over fifteen years, the Hidden Brook facilitators have lovingly and creatively prepared liturgies that provide a much-appreciated mid-week time of respite and reflection. Many parishioners have found their way to CGS through Hidden Brook. In the past year we have diversified this offering to provide opportunities to learn and practice meditation based on the writings of Thomas Merton, Centering Prayer, BCP Evening Prayer, and simple Evensong.

PRAYER LIFE AT GOOD SHEPHERD

Prayer Partners

For the past seven years the Prayer Partner Ministry has been a part of the CGS community. Twice a year, parishioners can sign up to be matched with a Prayer Partner. Partners pray for one another each day during the season. Each pair agrees to the parameters within which the Spirit is guiding their life of shared prayer. For many, this is the first time they have tried on prayer in such an intentional way.

Pastoral Response Team

Once a week the Pastoral Response Team meets to review the needs and joys of the extended CGS community and friends. The team seeks to ensure that both the prayerful needs and practical needs of the parish are met, including visits, transportation to and from appointments, food, and housing needs. The team maintains a parish prayer list of names that are read at both services each Sunday. The team also maintains a prayer board in the narthex on which parishioners and visitors are encouraged to post brief prayer requests; the requests are reviewed each week at the meeting. Occasionally prayer requests are sent out by email to the entire parish. The team has assembled a brochure on the various forms of prayer than can be accessed at CGS. The pastoral care meeting ends with Noonday Prayer from the *Book of Common Prayer* or other liturgies.



Our Prayer Request Table

FORMATION

Youth Formation

Blessing of the Backpacks



MidHi Youth member sums up the status of our children:

Anyone can be a full member of the congregation."

Children and teens are full and active members at Good Shepherd. The church offers a variety of activities to help young people know the love of God and develop a spiritual home in the Episcopal Church. Children are always welcome in worship, and active

participation in worship is key to their developing spirituality. They take on liturgical ministries as acolytes, vergers and readers, alongside adults on many Sundays during the church year. ***"We are getting to write the Eucharistic prayer for Family Liturgy"*** says an enthusiastic -Mid/Hi Youth Member

On most Sundays during the academic year, elementary school-aged children meet at 9 am for age-appropriate learning. K-4th graders meet together for a sensory-rich, experiential time of learning about God's goodness and worship practices. 5th-6th graders explore the gospel of the day and respond in artwork and other creative projects.

Our "Mid-Hi" youth in grades 5-12 meet twice a month from 5 to 7 pm for scripture study, dinner, and learning the core Christian claims and practices in preparation for confirmation in 10th grade or beyond. In addition, middle and high schoolers reach out beyond the walls of CGS, participating in the Common Cathedral and CityReach programs, which engage them in service to and with unhoused persons in downtown Boston.



"I think you should be involved in your faith."

MidHi Youth members joining in serving at Common Cathedral



Preparing donations for

CityReach

Every December the CGS youth create a Christmas pageant. Middle and high school students reflect on the Christmas story and write a script. Through acting, costume and prop design, and vocal and instrumental music, they share their talents in many ways.



"It's all of us—writing it, crafting it."

Safe-Church Policy

The physical and emotional safety of the children we serve is of the highest priority. Our vestry and those working with children have completed a Safe Church Policy for CGS.

Adult Formation

"I started coming for the kids and stayed for me!" Parishioner

CGS is a congregation of learners and doers. Through a varied selection of programs and classes, parishioners explore issues of justice, race, creation care, and other topics that strengthen our life together and equip us to live into our Christian callings. Bible study, often using the "Becoming the Story We Tell" method, acquaints us with our Biblical tradition and invites thoughtful conversation and comfortable sharing. During the advent season, we meet for a novel creative Friday Christian formation series that has included a range of broad, intellectually stimulating topics.

CGS hosts weekly Education for Ministry (EfM) meetings both for parishioners from CGS and from other local parishes. The program provides a four-year intensive education spanning the Hebrew Bible, the New Testament, Christian history, and theology

Last year several women of the congregation launched the Women's Spiritual Memoir group. This monthly gathering offers the opportunity to discuss the writings and works of women of faith from various religious traditions and time periods.

Youngish Adults

Good Shepherd has an active young adult population, with a core "Young-ish Adult-ish" group of parishioners ranging in age from mid-twenties through early forties. We meet on the first and third Wednesday of every month for regular meetings which involve a potluck meal, sharing of personal joys and concerns, and structured theological discussion.

FELLOWSHIP

People at CGS enjoy being together and having fun in a variety of ways. Each Sunday after our family Eucharist, CGS coffee hour is attended regularly by almost all our parishioners.



Family retreat in the White Mountains

Throughout the year at CGS, family groups and young adult groups host potluck lunches and dinners. Family social activities have included museum trips, a summer picnic at Boston Harbor's Georges Island, annual winter family camping retreats, a quilting party, and monthly "Movie Nights" with selected modern movies that are both entertaining and have strong spiritual themes.



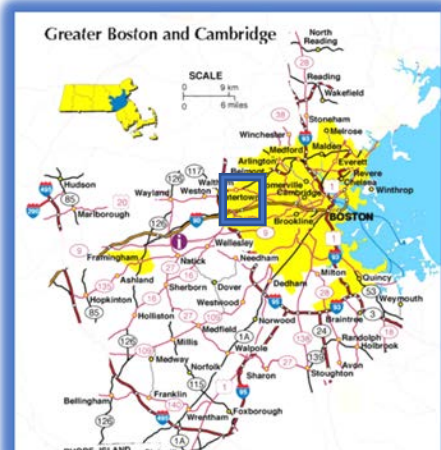
BUILDING COMMUNITY—AT HOME AND IN THE WORLD

Our Town

Watertown is a community of 35,000 residents located in four square miles in Eastern Massachusetts. Founded in 1630, Watertown has a long history of welcoming immigrant populations and of being in the forefront of regional commerce, transportation, and innovative industry. Today it has a growing, ever more diverse, and relatively young population. Our church is in the center of town and a number of parishioners live nearby. Watertown continues to live into its story by working on important current issues. Among them are affordable housing, immigration, environmental action, and conservation concerns. Our faith draws us to become involved in these town efforts, and many members of CGS are affiliated with community organizations and town government.

One of our powerful and intentional ministries is reaching out to accommodate persons with physical, cognitive and neurological disabilities. For many years, we have worshipped and socialized with residents of two group homes in the area. We partner with the Perkins School for the Blind to create programs for the students there. Our congregation includes Perkins staff members, volunteers, and alums. As an inclusive congregation, we are all empowered by the reciprocal gifts of grace and understanding that we bring to one another.

For more information about Watertown, visit <http://watertown-ma.gov/>, or <http://www.ci.watertown.ma.us/>



Church of the Good Shepherd Social Justice Actions

“I believe this parish is truly trying to live the Gospel. The Spirit at work is palpable.” Parishioner

CGS is a community of disciples who practice the teachings of the Gospel in the world around us. Parishioners reach out to our neighbors here in Watertown, and in surrounding communities. We participate in Common Cathedral, an outdoor service held for homeless people and others who gather in Boston Common every Sunday to worship and enjoy a lunch. We support a “safe house” for women in Boston called Eva House, which opened two years ago, and the Harvard Homeless Shelter in Harvard Square. On Martin Luther King Day each year, a group of CGS parishioners spend the day at the Blackstone Elementary School, a low-income public school in Boston, and during Advent season, CGS parishioners donate new books for the Blackstone school that have been recommended by the school's librarian.



Making our voices heard



Sandwiches for Common Cathedral



In the community

Parishioners are also active participants in Episcopal City Mission (ECM), a diocesan program focused on racial and economic justice across the Commonwealth of Massachusetts. Our parishioners have joined other Watertown churches and organizations in the annual Mother's Day Walk for Peace in support of the victims of gun violence and their families in Boston. Some of us have participated in other walks or marches for social justice issues throughout the calendar year.

Our church community advocates for immigrants and refugees. We have given practical and pastoral support to members of our parish with their immigration status, and with referrals to social service organizations. Some parishioners have been involved in town-wide actions and dialogue with the Watertown Police. CGS will also be represented on Canon Jean-Baptiste Ntagengwa's committee for developing the diocesan ministry to immigrants and refugees. This ministry feels close to home in our diverse parish, as we extend to our brothers and sisters in the Haitian Baptist Church with whom we share our space, and as we blend into our neighboring communities. Going forward, Church of the Good Shepherd hopes to strengthen its commitment to social justice and be more present to the needs of others in our immediate and surrounding neighborhoods.

CGS Building Use

As part of our long-term strategic plan, the Church of the Good Shepherd has made its space available to community organizations for meetings, rehearsals, and educational classes. We have two parish halls and a sanctuary with flexible seating, a number of lighting options, and a kitchenette. Narcotics Anonymous holds two meetings per week in our lower hall. Several early music groups including Blue Heron, the Boston Camerata, Meravelha, Schola Cantorum, the Boston Cecelia Society, and Seven Times Salt hold rehearsals and performances at CGS. A preschool uses our basement. Flat Earth Theater rehearses in our parish halls. The Women, Infants and Children (WIC) program of the Cambridge Health Alliance holds a satellite clinic in our lower hall twice a month. Three dance classes, a Zumba class, and a Tai Chi class are all held weekly at CGS. The Haitian Baptist Church meets in our sanctuary on Sunday afternoons and uses our parish halls for fellowship and banquets. The church charges nominal fees for most of these uses; the income nearly pays our building maintenance, heating, and lighting expenses.

Watertown Community Gardens and Food Pantry

CGS was instrumental in establishing community gardens in Watertown. We currently maintain a garden plot in the Grove Street Community Gardens. The vegetables we grow there are delivered to the Watertown Food Pantry. We also support the Food Pantry year-round with our Sunday collections of non-perishable food products. These items are transported to the food pantry during the week by students from our local public high school.

Vacation Garden School



Vacation Bible School.

In the CGS garden

One of our most popular and unique offerings to the youngsters of CGS and the wider community is our summer Vacation Garden School. This program is an outgrowth of our earlier



Artistic gardeners

Beginning in 2012, Good Shepherd reshaped the VBS curriculum to focus on the world of nature. Staffed mainly by parishioners, the week-long program presents an opportunity for children between the ages of four and thirteen to learn about the gifts of God's creation and our responsibility to care for this Earth, "our island home." Campers plant and help care for the accessible gardens that surround our church building and work on the CGS plot in the Grove Street Community Garden. Older campers take field trips to other local gardens and farmer's markets.

Haitian Baptist Church



Another way in which we live our mission statement is through our fellowship with the Haitian Baptist Church under the leadership of Pastor Jean Clerveau, which has been ongoing since 1996. Our two congregations share many common beliefs and aspirations, such as reaching out to the local community, and sustaining and supporting all who suffer injustice, especially when it results from racism or ethnic prejudice. Our communities have supported one other in times of need: CGS has sent essential supplies to Haitian residents struggling in the aftermath of hurricanes Irma and

Matthew, and the Haitian Baptist congregation has contributed to efforts to make the church more universally accessible. Going forward, we seek to continue developing our relationship in the context of our unique cultures wherein we express and ground our Christian faith.

Living Stones Ministry

The name “Living Stones” refers to our living encounters with God in the lives of God’s people in the Holy Land. As a deeply prayerful Christian community rooted in the messages of the Gospels and in our Baptismal promise to “strive for justice and peace among all people,” we support, witness and seek a deep understanding of the plight of Palestinian Christians in Israel and the occupied territories of Palestine. We support our sister Anglican parishes in the West Bank of Palestine, St. Andrew’s Ramallah and St. Matthew’s Zebabdeh, with scholarships, supplies, and weekly prayers. Many CGS parishioners have traveled on witness trips and pilgrimages to worship with these sister parishes, and to learn close-up what life is like for a people trying to live peacefully under a military occupation. Every year in Advent and Lent, we raise both money and awareness at our “Jerusalem Marketplace,” where we provide educational materials and sell fair trade olive oil and goods purchased from Palestinian women’s co-ops and other West Bank vendors. We also act in solidarity with Sabeel, Jewish Voice for Peace, and other groups that practice nonviolent resistance and seek a just peace for Palestinians and Israelis.

Jerusalem Marketplace



A BRIEF PARISH HISTORY

The history of Church of the Good Shepherd has been one of challenge and commitment over some 135 years of parish life. We began in 1882, when the newly ordained Episcopal priest Edward Rand settled in Watertown and started holding worship services in private homes, including his own. Four

years later, the Diocese of Massachusetts approved the formation of the parish of the Church of the Good Shepherd, and the cornerstone for the building in which we worship today was laid in 1888. The church held its first service in the new building on Christmas Day of that same year. It was consecrated in 1900; a rectory (Rand House) was completed in 1909, and a hall to accommodate prospering parish activities was built in 1920.

Rand House, our rectory

CGS observed its fiftieth anniversary in 1933 and flourished through the period of the Second World War. When a fire gutted the sanctuary in 1958, the building was restored and dedicated the next year, and was re-consecrated in 1968 on the parish's eighty-fifth anniversary. In response to declining membership during the 1970s, the Rev. Roger Moulton was appointed as half-time rector, serving from 1979-1993. At the time of Moulton's retirement, the parish was still struggling. The Rev. Ann Hope Franklin of the Episcopal Divinity School was appointed interim rector and was instituted as part-time rector in 1997.



Under Franklin's leadership the parish took creative steps to live its mission in the diocese, the wider community, and the world. Space was rented to a Brazilian congregation and an "Old Catholic" church that ordained women. Church of the Good Shepherd became known as a mentoring center for prospective candidates for the diaconate and priesthood. CGS continued its longstanding relationship with the Perkins School for the Blind and began its Living Stones ministry in support of Palestinian Christians and began its ongoing relationship with the Haitian Baptist Church. Two alternative worship services were also introduced in this period: a weeknight worship service (Hidden Brook) and an annual Blue Christmas service for those mourning loss.

In the late 1990s, CGS sponsored the Open Door Conference at the Episcopal Divinity School for persons with disabilities, which drew an attendance of 350 participants. The keynote speaker was Virginia Thornburg, an advocate for all forms of church accessibility for people with disabilities, and wife of the Attorney General who was instrumental in the passage of the Americans with Disabilities Act. A wheelchair ramp financed by a fund drive and diocesan loans made our worship level wheelchair accessible in 1998.

A sanctuary renovation, financed by a generous donation and a matching capital fund drive, and diocesan loans was unveiled in 2008. Carpeting and pews were removed, as was a reredos screen that had been obscuring the apse. These changes filled the space with light and opened it up to a wider range of parish activities and worship styles. A new electronic organ, given in 2012, has enhanced the musical form of worship.



Restored in 2018



During the last year of Ann Franklin's tenure, the parish underwent a long period of discernment and strategic planning prior to her retirement in 2010. In a unique arrangement, the Rev. Amy McCreath was called to serve as priest-in-charge with her first months of service overlapping Ann's final months. Amy was instituted as rector in 2013. She focused her attention on parish inner life (sustainable lay ministries, prayer partnerships, pastoral response team, Christian formation) and outreach to Watertown's community gardening, family network, and social justice initiatives. In 2011 the children's formation program was revitalized. Her full-time commitment was made possible by diocesan grants, in decreasing amounts each year, as the parish moved towards being fully self-sustaining for the first time since the 1970s. Good Shepherd has continued to grow in its membership and pledge income, both nearly doubling during this time.

The Church of the Good Shepherd has also had a long history of presenting and supporting candidates for ordination to both the priesthood and the diaconate. Even when our numbers were small, we were able to see many of our own go on to be ordained. In the 1990s, CGS was an official Teaching Parish and worked closely with the Episcopal Divinity School to supervise postulants for ordination.

More recently, interns worked closely with ordained and laity to address the needs of the wider Watertown community, notably helping to develop a community garden and a leadership program for the student council of the Perkins School for the Blind. Since CGS prides itself on community service, Deacons when possible have been a valued part of our spiritual lives. The parish was commissioned by Bishop Shaw to be a laboratory for mission, bold in experimentation and willing to report back to the diocese and to be a resource to other small churches.

PLANNING FOR OUR FUTURE

Vision Statement for Church of the Good Shepherd

The Church of the Good Shepherd Watertown seeks to continue the work of God's mission both within its walls and in the wider world beyond. We see Good Shepherd as a place for spiritual formation for all ages. We see ourselves as a laboratory for mission within the Episcopal Church as well as an important partner for organizations both religious and secular that work to be good stewards of the environment, to end gun violence, to strive for gender equality, and to promote social and economic justice around the world. We welcome all regardless of prior religious affiliations, along with those who are unchurched, but are curious about what church might offer. We have a strong desire to make the building fully accessible for persons with all manner of ability. Our goal is to be a financially self-sustaining parish that blends the individual ministries of the congregation to ensure the maximum impact of our time, talent and treasure. As a congregation we have witnessed the transformational power of the Holy Spirit and we believe that what we have to offer is as important now as at any time in human history.

"The church is my rock. I believe there are many others who need it as much as I do." Parishioner

Strengths of the Church of the Good Shepherd

The Church of the Good Shepherd Watertown is blessed with members who have a wide range of talents and abilities. We are a prayerful community that embraces all those who walk through the door-- a place where people feel free to express their joys, concerns, and doubts without fear of being judged or rejected. We have a history of solid lay leaders who have worked alongside the rector and other clergy. Music plays an important role in our worship services and we enjoy exploring various forms of liturgy. Our long-time association with the Perkins School for the Blind positions us to be more conscious of persons of all abilities. Our numbers have been growing steadily even during this time of transition. We support the work of the Diocese. Our building is located on a major thoroughfare and is easily accessible by the mass-transit system.

Challenges and Opportunities for the Church of the Good Shepherd

The most practical challenge we face is financial growth. In the short term we are willing and able to maintain a modest deficit in order to support our current ministries, a full-time rector, and necessary support staff. We are confident that we can reach our financial goals based on the 17% increase per year in annual pledges over the past eight years (See Figure #1). Pledges and membership are currently up, so we are hopeful that this goal can be reached. The building, while providing income as a space to rent to worthwhile organizations, is not yet fully accessible, and this has an impact on both our membership as well as on those seeking to use it for other purposes.

We see great opportunity in community outreach and inviting new members into our faith community. We are called to make our presence known in the neighborhood as a powerful example of what it means to be part of the body of Christ as we continue our collaboration with several organizations in Watertown that support family and community life, and work for social justice. As a community of faith, CGS is a place to explore and learn about spiritual formation, scripture, and the rewards of belonging to a prayerful community, which distinguishes us from other organizations that we support.

Another challenge we face as a relatively small congregation is keeping our members' individual ministries sustainable so that the work of the church does not become overwhelming and lead to burnout among the congregation.

Finally, as we continue to grow, our lay leadership must stay ahead of the curve and take on more responsibilities that typically fall to the Rector of a smaller church.

WHAT WE ARE LOOKING FOR IN A RECTOR

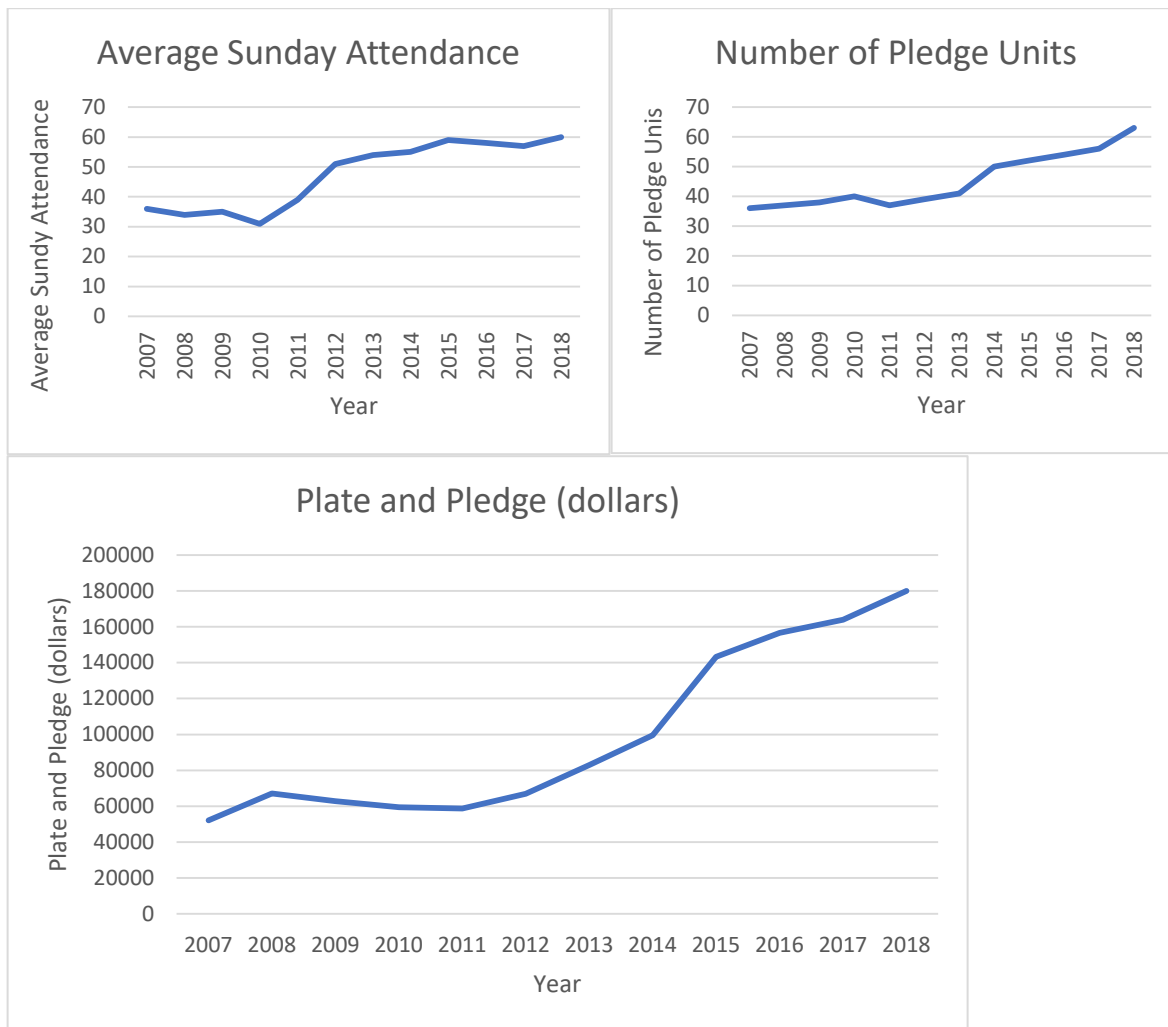
The next Rector of the Church of the Good Shepherd Watertown needs to bring the message of Christ's teaching in real time to a congregation eager to hear how God's mission is manifest on Earth today. The Rector must have strong preaching skills and be able to both contextualize and contemporize the Gospel so that we may better understand the universal message of God's plan for us. They should have community organizing skills to help us work to improve the lives of members of our congregation as well as others in our community and the wider world. They should be ready to assist us in partnering with other churches and organizations that share our values.

Our new Rector should have a solid sense of themselves and of their ability to lead, as Good Shepherd has a history of strong lay leadership to complement their own. As we continue to grow, our Rector must be able to anticipate the needs of a larger church community and be able to expand the role of lay leadership to take on those roles that normally fall to the rector in smaller congregations. They should be comfortable discussing parish finances and help us grow both in numbers and income.

We are looking for a special person to lead a spirited congregation that desires to use its many gifts to do good in the world. Our young people have expressed these hopes and dreams with simple eloquence. In their words, we look for a spiritual leader who is “welcoming”, “outgoing”, “caring and inclusive”, and “who loves everyone for who they are.” Finally, our new Rector should recognize that while there is a lot of work ahead to meet our goals, they will be part of a team that will support them on the journey with grace, humor and joy.

FINANCES

Up until 2010 the Church of the Good Shepherd had a half-time Rector. In 2010 the Diocese of Massachusetts made a commitment to Good Shepherd to provide funding for a limited period of time to enable us to have a full-time Rector, with the goal of growing membership and pledge income to the point where we could afford a full-time Rector on our own without needing diocesan assistance. As you can see in Figures 1 and 2, this effort has been effective. As yearly diocesan assistance decreased over the period from 2010 to 2017, pledge income, number of pledges, and average Sunday attendance all increased, to the point that we are able to call a full-time Rector without further assistance. Pledge and plate income increased by an average of 17 percent per year over the 6-year period 2011 to 2017.



Figures 1A, 1B, 1C. Growth from 2007 to 2018 (from Parochial Reports)

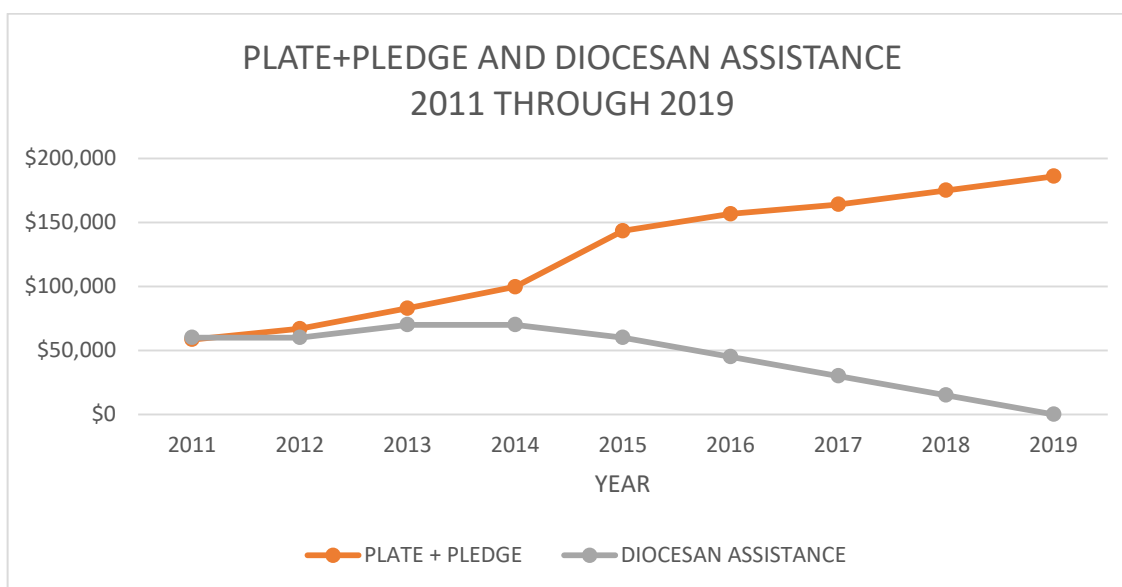


Figure 2. Pledge Income and Diocesan Assistance from 2011 to 2019

Figures 3 and 4 show anticipated income and expenses with a full-time Rector. Our largest source of income is plate and pledge at \$176,000. We make our space available to the community, bringing in

\$63,000 in property use income. The largest expense category is Personnel at \$180,000. Employees include our organist/music director, administrator, sexton, Sunday school teacher, and child care worker, all part-time. There is a wide range of possible health insurance costs depending on the needs of the Rector, so for this budget we used a value in the middle of the range. To balance the budget, we show \$19,000 drawn from our endowment, but we anticipate that growth like that shown in Figure 2 will continue and it will not be necessary to draw from the endowment for more than a year or two.

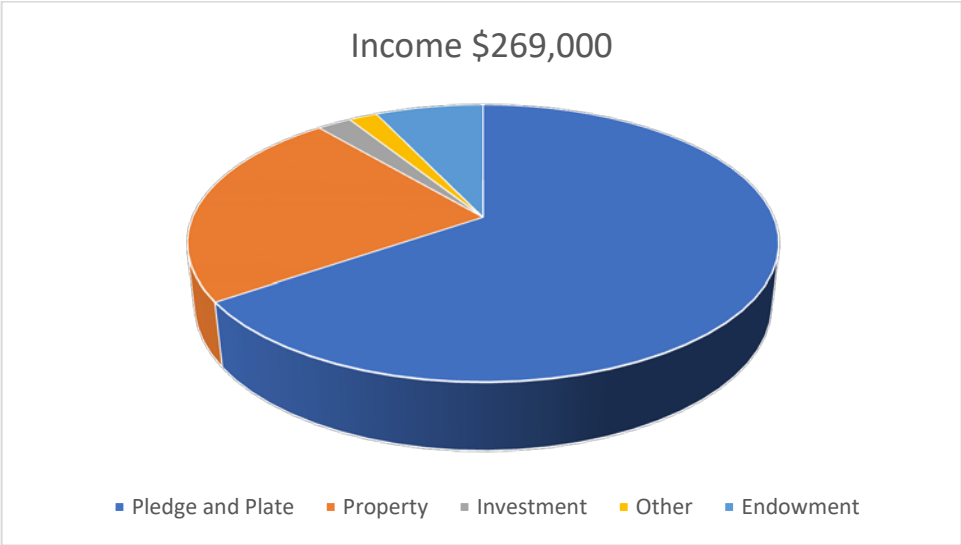


Figure 3 Anticipated Income

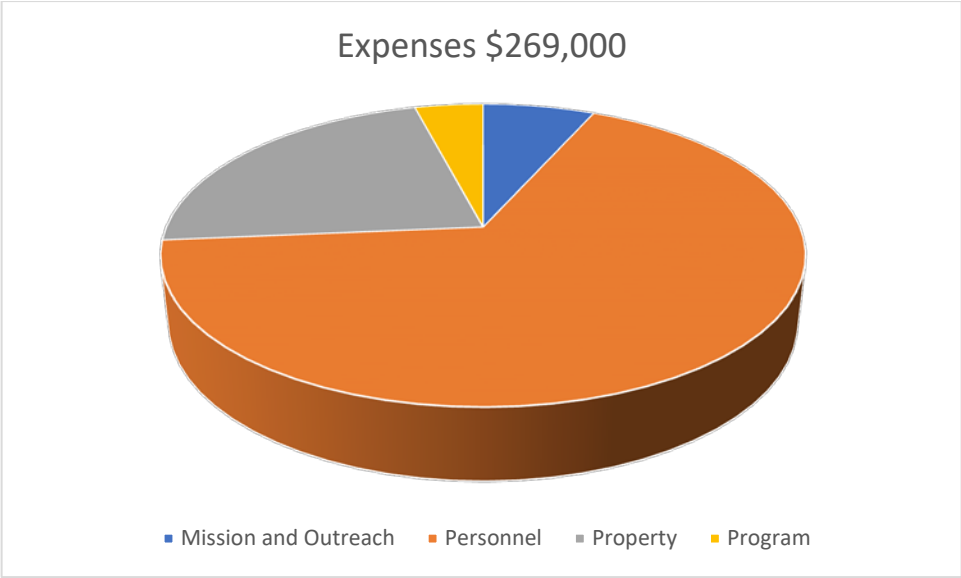


Figure 4. Anticipated Expenses

FOR ADDITIONAL INFORMATION ABOUT US:

<https://goodshepherdwatertown.org/>

<https://www.facebook.com/cgswatertown/>

HOW TO APPLY

Interested candidates are encouraged to send, by September 30, 2019, a cover letter, resume, and ministry profile:

- By email: goodshepherdsearch2019@gmail.com
- By mail:
Church of the Good Shepherd
Attention: Sandra Lampert, Corresponding Secretary
9 Russell Avenue
Watertown, MA 02472

Telephone inquiries can also be left on our search voicemail:
617-924-9420 Mailbox 1