The Episcopal Parish of St. Chrysostom
One Linden Street at Hancock Street,
Quincy, MA  02170

Mission Statement

We are a Christian community located at One Linden Street at the corner of Hancock Street in the Wollaston section of historic Quincy, Massachusetts. We are a small parish church, rooted in historic faith, formed by liturgical worship, and motivated to serve our neighborhood. In everything we do, we embrace the motto:

“Show them Jesus!”

We invite you to join us on this journey through our past, and hopes for our future.
Introduction

Saint Chrysostom’s is a small, tight-knit, and enthusiastic Episcopal parish located in Quincy, Massachusetts, on the South Shore just outside of Boston. We are known within the diocese as a welcoming community with committed members. We pride ourselves on our liturgy, music, faith-formation, lively coffee hour, children’s programs, our long-running Wednesday morning Communion service, and our Healing Choir. We love our church, and to many of us, this is our extended family.

Our vision for the future is to take our outreach and community involvement to the next level by getting outside our four walls and engaging the ever-changing community in Quincy. This is both a challenge and a unique opportunity, based on two factors. First, there is a significant Asian immigrant population (largely Chinese) that we want to serve better. Currently we have a close relationship with an after-school program which is a cornerstone of that community, but we would like to take this relationship further and provide a real spiritual resource to the Asian community.

Secondly, many residential apartments are now being built throughout Quincy to meet the ever-growing housing demand for Boston workers. We see this as an opportunity to engage new residents, especially young professionals, by welcoming them to Quincy and providing them with the opportunity to find a new spiritual home in joining our extended family here at St. Chrysostom’s.

We are eager to make these connections in our community, and we look forward to the support and guidance of a new rector to help us realize our vision. Our church’s motto is “Show them Jesus!”, and we are looking for a passionate new leader to help us do so.

To that end, we are praying for a spiritually grounded rector who is friendly, outgoing, and most importantly, passionate about their calling in Christ. We are seeking someone who is community-oriented, with good leadership and organizational skills who can work with the vestry to develop and maintain a financially sustainable strategic plan. We seek to call a rector whose prayerful relationship with God and deep immersion in Scripture is made evident in a life of compassion and holiness, as well as powerful and informed preaching of the Gospel faith that is consistent with the Nicene Creed and the other creeds and historic formularies of the Church.
History of the Parish of St. Chrysostom

The history of our church in Quincy dates back to 1892. In the late nineteenth century, a group of Episcopalians in the Wollaston and Atlantic areas of Quincy approached the rector of Christ Church, Quincy, to request that a mission of Christ Church be established in their neighborhood. Later, land was donated to the mission upon which was built a permanent sanctuary, and a wooden church was built in October 1894.

In 1927, the David E. Jewell family, long time parishioners, left a trust fund of $65,000. When the fund matured in 1948, the renowned architecture firm Cram & Ferguson -- known for their ecclesiastical work, including the vast remodeling and extension of the Cathedral of St. John the Divine in NYC -- was appointed to design a new, granite church building for St. Chrysostom’s.

A little-known fact is that St. Chrysostom’s has the privilege of being designed by parishioners: architect Frank E. Cleveland, a partner at Cram & Ferguson, drafted the initial designs and his son Foster Cleveland finished the construction, following Frank E. Cleveland’s death.

The cornerstone of the new church was laid on June 21, 1950, and the first service was held on Easter Sunday, 1951. The church was consecrated by Bishop Norman B. Nash on September 23, 1956.

The current granite church is an English country church design. The sacristy altar from the old wooden church was moved into the new chancel and a second altar was installed in All Saints’ Chapel.

We take pride in our historic and beautiful church and look forward to the day when it is filled with many new and diverse faces. As with many older buildings, it can seem that there is a never-ending stream of updates and improvements needed to keep it looking good and performing well for the countless souls that enter its doors every day, but our vestry handles the upkeep diligently. Likewise, every spring our parishioners volunteer to do yardwork and beautify the grounds, where we have picnics and church fairs.
Our Patron, St. John Chrysostom:
"The Golden Mouth"

Saint John Chrysostom (c. 347–407) was archbishop of Constantinople. Along with Basil the Great, Gregory of Nazianzus, and Athanasius, he is considered one of the greatest of the early Eastern Church Fathers. Eloquent and uncompromising preaching was typical of John and earned him the name history would remember him by: chrysostomos — “golden mouth”. This golden symbol is also the source of our church logo: the honey bee. Chrysostom’s preaching, though considered the best in the early church, was also what got him into trouble and led to his untimely death. He is known for "comforting the afflicted" (especially the poor) and "afflicting the comfortable" (especially the rich). He is also known for the Divine Liturgy of St. John Chrysostom and his ascetic sensibilities. After his death he was given the title of “Doctor of the Church” because of the value of his writings - some 600 sermons and 200 letters survive.

Our stained-glass windows are exceptional. The gothic style triptych window above the altar features the story of Holy Week and Easter. In the Narthex, three more vividly colored Gothic style windows (using antique and rolled glass) represent famous patriarchs St. Cyril, St. Athanasius, and St. John Chrysostom. In recent years, more stained-glass windows were installed thanks to many gifts from faithful parishioners.
Rectory

Our previous rectory was built in 1962 and occupied until about 15 years ago. It was decided by the vestry in September 2003 to demolish it in order to make way for the construction of a new townhouse development project.

Ten condo units were then constructed, nine of which were sold. One unit was retained by the parish to be used as a new rectory. This was occupied by our priest until recently.

All the work for this project was performed by members of the parish, most of whom were sitting on the vestry, and many had construction experience.

The rectory is currently being rented on a temporary basis but will be available for our priest’s use upon her or his arrival.
Our Journey of Self-Discovery

As our parish prepared to search for a new rector, we realized that we needed the opinions and input from as many members as possible. To this end, we offered two options for gathering input: a survey and a series of focus groups. Congregants were encouraged to participate in both.

Survey

The survey contained two types of questions: basic demographics and open-ended questions to address the strengths, weaknesses, and desires of the parish. We had a response rate of roughly 52% to the survey. The answers to the open-ended questions were thoughtful, detailed and generally positive. We’ve incorporated some of the data from those responses into the upcoming sections “key-themes from the focus groups” and “desired qualities of our new rector”, as there was much in common.

Survey Results

- **Multi-generational:** about 19% of survey-takers were between 18 and 39 years old, 33% were between 40 and 59, 32% were between 60 and 79, and 16% were 80 or older

- **Well-educated:** we have a diverse mix of education levels 23% have high-school diplomas, 30% have bachelor’s degrees, 30% have master’s degrees, and 16% have doctoral degrees. Many of our parishioners are also current or former teachers and college professors

- **Devoted:** there is a stable core of parishioners at St. Chrysostom’s, with 25% of survey-takers having been parishioners for more than 25 years. We also have a large, newer cohort who have joined us within the past 8 years, comprising 51%

- **Mostly white:** 95% of responses were from folks who identify as “white”, although the church is eager to diversify its membership

- **More female:** 65% of the congregation is female, 35% male

- **Religiously diverse:** about half the congregation come from a set of diverse Christian backgrounds: 18% Roman Catholic, 10% Eastern Nazarene, 8% Baptist, 6% Congregational, and a variety of other Protestant denominations, while the remaining half are lifelong Episcopalians.

- **Regional:** while about half the congregation lives in the city of Quincy, many others travel from near and far to worship at St. Chrysostom’s: parishioners come the surrounding towns of Milton, Braintree, from Boston, and from places as far as Rockland, Foxboro, and Avon, among others
**Focus Groups**

The focus groups were held as an opportunity for small, diverse groups of parish members to discuss a specific set of questions:

1.) What is your personal experience at Saint Chrysostom’s, what brought you here and why do you stay?
2.) What do you see as our greatest strengths as a parish?
3.) What do you see as our greatest weaknesses?
4.) What do we need from a new rector as we move forward: roles, skills, attributes?
5.) Do you think we are living up to our mission statement? What and how can we do better?

There was a high participation in the focus groups: a total of 25 participants, with ages ranging from 23 to 94. Many were long-time, dedicated members, while others came with newer, fresher perspectives.

**Key Themes from Focus Groups**

For our strengths, the groups placed an emphasis on our community outreach: AA, Al-Anon, and other recovery groups use our church space 6 days a week and cross over into liturgical life in Twelve-Step Eucharist, and the Chinese after-school programs serve many families in the greater community. People also emphasized our warm, welcoming church community and how it feels like a family, and that they appreciate the spirituality of our church. One parishioner testified, “My wife gave me a month to go church-shopping, and St. Chrysostom’s was my first stop. We’ve been here ever since!”

Members of the focus groups also stressed that they want to improve our “growth strategy,” as put by one individual. Along those lines, the need to increase our membership and pledges was noted, and a suggestion to form an active and engaged Stewardship committee was proposed. Many also suggested a formal welcoming committee who would encourage and receive new members.

Congregants also expressed their desire to do more in the community, especially reaching out to the Chinese population. Several parishioners mentioned that although the surrounding community is heavily Asian (predominantly Chinese), our church congregation does not reflect that. There was much interest in helping make these things happen, but frustration as to where we can begin. One parishioner said, “We want to grow, but we need help!”

**Desired Qualities of Our New Rector**

Drawing from the responses to our survey and focus groups, we determined that we are looking for a new rector who is spiritually grounded, friendly, outgoing, and most of all, passionate about their calling in Christ. We are seeking someone who is community-oriented, with good leadership and organizational skills, and who can work with the vestry to develop and maintain a financially sustainable strategic plan.

We seek to call a rector whose prayerful relationship with God and deep immersion in Scripture is made evident in a life of compassion and holiness, as well as powerful and informed preaching of the Gospel faith that is consistent with the Nicene Creed and the other creeds and historic formularies of the Church.

In the focus groups, there was also discussion about the congregation’s role in welcoming a new priest. All understood and welcomed the responsibility of being supportive, open, and honest with both the
congregation and the new cleric. There was also a positive discussion in which congregants said they would welcome and support a young applicant.

### Something Unique: Our Young Adults

We are proud of the increasing number of millennials who call St. Chrysostom’s home. Many have joined our congregation over the past few years: currently nearly one-third of those listed in our 2019 parish directory are in this category, while in the 2017 directory, it was less than one-quarter. There has been a slow but steady increase over the past few years, which seems counter to the national trend.

Studies released by the Pew Research Center and the Bureau of Labor Statistics indicate that while religious beliefs and practices have declined in all age groups, the most dramatic drop is in the 23-38 age group. Of those who do go to religious services, 40% say they seldom or almost never go to church, and two-thirds say they attend worship services only a few times a year. While they profess no need for religion, long-range studies find that although millennials are busier than other generations, they are also lonelier. Many of their convenient and low-commitment substitutes for faith and fellowship do not provide deep relationships or communal support.

Saint Chrysostom’s is blessed to have our millennials, not only as attendees, but as active participants in our parish life. Four members of our vestry come from this population. Some have joined the altar guild; others serve as acolytes, readers, counters, choir members, and ushers. Our young congregants come regularly and serve gladly. Our focus groups showed that many see our parish as an extended family. Their participation is one of our greatest joys.

Because of Quincy’s burgeoning apartment developments and proximity to the subway, we expect this population to grow. We think that we are doing something right at St. Chrysostom’s to create a welcoming environment for these young adults, and our currently active and engaged millennials are a testament to that. We look forward to welcoming more newcomers to join our family and experience Jesus with us.

Sources of millennial religious engagement research:
https://www.pewforum.org/religious-landscape-study/generational-cohort/younger-millennial/

Summary article, originally from Washington Post:
Our Community

The Parish of St. Chrysostom is located in the Wollaston neighborhood of Quincy, Massachusetts, immediately south of Boston. Quincy is known as a suburban city, with the qualities of a town and convenience of a city. With easy access to the “T” (transit line), Quincy is a desirable location for professionals and those attracted to the rich educational and cultural opportunities offered in Boston.

Quincy is approximately 17 square miles, bordered by 27 miles of shoreline on the east, and the Blue Hills; a large wooded preserve and nature center to the west. The principal form of housing remains single family homes, with condominiums, and apartment buildings on the rise. There are also numerous independent and assisted living facilities in Quincy and the surrounding areas.

In recent years, Quincy has become one of the most culturally diverse communities in the Commonwealth of Massachusetts. Everywhere you look, you will see new construction, hoping to lure more young professionals into the area, and commute to Boston. The changing dynamics should provide new ideas and opportunities for growth.

To take a look at the City of Quincy, please click on their website at: https://www.quincyma.gov/

The following link is a map showing the general area surrounding the church and the distance from Boston: https://goo.gl/maps/zVvbPPzVvyPpSXsT9

Quincy’s Schools

The Quincy Public School system is highly rated, with 9,373 students in grades Pre-K and K-12. It’s noted for its low student-teacher ratio of 13 to 1. http://quincypublicschools.com/

Quincy is also home to two colleges, Quincy College, a community college located in Quincy Square, https://quincycollege.edu/, and Eastern Nazarene College, https://enc.edu/ a four-year Christian liberal arts college located in the Wollaston section of Quincy.
Our Church

About the Liturgy

Our liturgy is taken from *The Book of Common Prayer*. We join Episcopal churches across the country - and in various ways around the globe - who share this common thread, linking us with each other and with historic Christian faith. Week by week, season by season, and year by year we follow the rhythms of the *Revised Common Lectionary*.

There’s an old Latin phrase: *lex orandi, lex credendi*. Another way of saying it is: *praying shapes believing*. This phrase is often applied to the Episcopal Church. We receive the ancient liturgy as a gift, recognizing that God's Spirit has been alive and working throughout Church history, and allowing ourselves to be formed by the prayers and readings that have shaped Christian identity for centuries.

But, because we believe that Jesus is alive and with us as we grow in worship, we are open to new forms of praising the Creator: we have had parishioners and lay leaders share their gifts with us, including a performative liturgical dance, pilgrimage walk through downtown Boston, and honoring our faith’s Jewish heritage by partaking in a traditional Jewish Seder. At St. Chrysostom’s, we honor tradition and also welcome the Holy Spirit in new forms.
About Sunday Worship

Our Sunday worship is therefore: biblical, including readings from the Old and New Testaments and the Psalms; creedal, reciting the Nicene Creed as the badge of Christian identity; and sacramental, as we follow our Lord’s command to celebrate Holy Communion “in remembrance of me.”

Feast Days

On feast days, such as Christmas, Easter, and Pentecost we feature lively programs with special music and readings in which the entire church participates. During Holy week we have joint services with other parishes, where we all can get to know other Christians in the area. We have a dramatic reading of the Gospel on Palm Sunday where all take part in the presentation of Jesus to Pilate and his crucifixion. We follow the Church seasons, and end the Church School year and the Choir on Pentecost Sunday.

Choir & Music Program

St. Chrysostom’s is proud to have a talented and dedicated volunteer choir, some of whom are members in long standing. Our current head of the music program is Sue Hersey. Sue is a trained musician, having received both her undergraduate (Music Education) and Master’s (Education) degrees from Eastern Nazarene College. In 2015 she retired from a 35-year career of teaching – mostly in the Quincy public school system.

Sue has been the Minister of Music at St. Chrysostom’s for almost three years now. Not only does she lead the choir in hymns and seasonal anthems, she develops special music selections from the congregation’s requests, and plays both the organ and the piano—but not at the same time. During her tenure, she has attracted many musicians to St. Chrysostom’s, especially for special services and holidays. Sue has also worked with some of the talented youth of the Parish of which there are many, and we always welcome their contributions and their talents.

Our service music is a varied sacred mix, with additional selections for Feast Days when we often have visiting musicians accompany the choir.

Sue’s husband, Cliff Hersey, was instrumental in getting our old, outdated organ removed, and we currently have a new computerized organ which we are getting familiar with. It is nice for the choir to have a reliable instrument.

Current Service Times

Sunday:
- Holy Eucharist | 10AM - Followed by our weekly coffee hour.

Wednesday:
- Holy Eucharist and Healing Prayers | 8:30AM – Followed by a short coffee hour.
Adult Christian Education

We have had a variety of Christian education and formation classes, often held following the Sunday service in the side chapel, at other times held on a weeknight. There have been themed discussions during Lent, a variety of book discussions, and prayer circles. Most of these have been led by the lay people of the parish, but quite often our priests have taken the reins. This is open to everyone in the parish.

Nursery

Children are warmly welcomed into the church service, and we also offer Sunday school and nursery care on Sunday morning if the parent wishes. Infants and toddlers are welcome to play in our casually decorated living room which doubles as a nursery. It is staffed with a babysitter and a volunteer, and toys and baby equipment blend in the room.

Sunday School

We have a dedicated “Godly Play” classroom with shelves filled with Godly Play Bible stories. This room is set apart as sacred space on Sunday morning. In 2009 Pam Beatty, a parishioner, took the initiative to introduce the program to the parish. Once a library with tall dark book shelves and old dusty books, it was transformed by members of the parish into a bright sunny room with material to engage both younger children and grade school children in their faith journeys.

Engaging the parish in “Godly Play” is an inter-generational experience that touches so many parishioners. Today, with several young children in the parish, our Godly Play classroom is actively being used to teach them the Bible and help them establish a relationship with Jesus.

Today five faithful volunteers have teamed together to teach or assist on a rotating schedule. They are parents, grandparents, and other parishioners. Some volunteers are learning how to present a Godly
Play story for the first time. As a parish, we follow the Safe Church protocol set forth by the diocese. All the volunteers completed safe church training before taking an active role in the classroom.

Our older youth are encouraged to engage in the church service by serving as acolytes, helping to usher, and by being lay readers. We offer Confirmation to our high-school students. We also support our youth through our diocesan programs such as "Faith In Action Las Fronteras", a youth mission trip to the US-Mexico border.

More information about diocesan youth programs: https://www.diomassyouth.org/

Parish Activities

Our church families have tried to retain a strong connection over the years. We have held game nights with potluck dinners, square dancing, and of course our annual parish fairs. We recently had a parish picnic on the church grounds to celebrate our 2019 Homecoming Sunday, and 125th anniversary!

Coffee Hours

Immediately following the Sunday service, everyone is invited to attend our coffee hour downstairs in Gill Hall, our event space under the church. Coffee hour is a place where all are welcome to get together, discuss whatever is on their minds, and get re-acquainted with our fellow parishioners. We welcome visitors and new church members to come downstairs, eat, and find community with us. Often there are short programs and/or announcements there, and presentations.
Advent Wreaths
We have worked together as a community making Advent wreaths out of fresh pine branches for the parish, the children, and any adults. We meet after church in Gill Hall, where a soup luncheon is provided for all while the “fun” project gets underway. We not only have fun, but it is another way of teaching the Parish more about the Church Year. This is a multi-generation project which has been ongoing for many years now.

Healing Choir
One of St. Chrysostom’s ministries is the “Healing Choir”, which was started by one of our dedicated choir members, Sean Coleman. The basic purpose of this group is to embody, in a musical expression, the healing ministry to which Jesus calls his church. The healing choir meets once a month for shared meals, hymns and healing prayer. The healing choir’s goal is to minister to those members of our church and our community who need to experience the healing touch of Jesus. The group is still relatively new (only two years old), and our hope is that this ministry will expand beyond the walls of our sanctuary and move into the community around us.

Young Adults Group
A community of young professional adults have been an influential and life-giving group within our parish. They are an informal group, who meet for summer BBQs on our church’s patio, host board game nights, and have regular Bible studies together. The young adults at St. Chrysostom’s do not shy away from their faith: they are involved in every group and ministry of the church, from altar guild to the vestry. We hope that this group will attract and involve their contemporaries.

Since this stage of life can be so transient for young adults, we are hoping to continue to make St. Chrysostom’s a welcoming and stable place for them to worship and find community.
Outreach

The Mite Box Thrift Shop

The Mite Box Thrift Shop is the longest running outreach program in the parish. During the course of its soon-to-be forty-five years existence, it has undergone many changes, and some of our patrons can recall them all! The shop features new and gently-used clothing, household items, shoes, purses, jewelry, books and more. In addition to being a sales shop, it is also a place where many in our community feel comfortable to just drop-in to talk. All of the proceeds from the Thrift Shop are given to the parish and are used for the life and mission of our community outreach.

We are very grateful to all the women and men who volunteer their time, talents, and treasures to keep the Mite Box open. We are also extremely grateful for our generous donors, who enable us to resell so many wonderful and necessary items! We are open Wednesday through Friday from 10AM -- 4PM.
GBCCS and “Uplift” After School Programs

The parish of St. Chrysostom has been a long-term partner and strong supporter of the Uplift after-school Programs hosted by Greater Boston Childcare & Community Services (GBCCS), formerly hosted by Greater Boston Chinese Community Services (same acronym, different name!).

Founded by Rev. Canon Thomas Pang of the Episcopal Boston Chinese Ministry in 2001, the Uplift Programs have become a very reputable educational service in the city of Quincy among the Asian population and the school system. It is also a place guiding young people to learn, practice, and promote the importance of community services and cultural harmony:

“Our Mission, as a non-profit service to the community is to teach, inspire and empower the community towards meaningful civic involvement by bridging cultural diversity. We promote awareness and development of ethical and civilized values through education and community services.”

Currently, the Uplift programs are a form of outreach where St. Chrysostom’s rents the space of our parish facilities to GBCCS to run after-school and summer programs, and as such Uplift has been one of our longest-running tenants. However, we see a real opportunity to grow here together with GBCCS by taking this relationship to the next level, so that Uplift becomes more than just a tenant of our space, but a partner in fellowship and community.

GBCCS’s new website, currently under construction: https://www.gbccs.org/
Uplift program’s Facebook page: https://www.facebook.com/UpliftProgram/

AA & AL Anon Communities

St. Chrysostom’s has become a true home for many in substance abuse recovery in Quincy. We have over 200 people who cross the threshold of St. Chrysostom's in a given week to sit in our hall and gain a spiritual home for assistance with recovery.

In the past, our clergy have been very active in assisting those at the Gavin House detox in Wollaston and with any who seek spiritual guidance. We are happy to open our doors to many recovery groups for a nominal rent because we view this as one of our most valuable ministries and services to our community. There is a meeting most weeknights and three on Saturday for whoever needs assistance.

In addition to the ongoing meetings, our parish holds a 12-Step Eucharist on the 2nd Saturday of every month. This has been led by various priests from our parish and others, and this is our first step towards welcoming recovery folks into the fold of the Church.
Appendix

### Financial Information

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* These totals are the exact operating income and expense totals from the Annual Financial Reports.

### St. Chrysostom's Membership

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<td><strong>Burials</strong></td>
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<td><strong>Pledge Units</strong></td>
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<td>52</td>
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<tr>
<td><strong>Total Pledged</strong></td>
<td>$113,664</td>
<td>$120,056</td>
<td>$125,576</td>
<td>$139,380</td>
<td>$144,765</td>
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<td><strong>Total Received</strong></td>
<td>$117,571</td>
<td>$131,078</td>
<td>$138,783</td>
<td>$151,298</td>
<td>$146,591</td>
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*The above information was obtained from the Annual Parochial Reports.*
2019 Parish Staff & Leadership

Interim Priest   Rev. Helen M. Moore
Director of Music   Mrs. Sue Hersey
Administrative Assistant   Mrs. Bennie Ranstrom
Co-Warden   Ms. Eileen Cimino
Co-Warden   Mr. Sean Carpenter
Treasurer   Mr. Philipp Bliedung
Clerk of the Vestry   Mr. Ashly Eikelberg
Vestry Members   Mr. Ross Dekle  Ms. Judy Keith
          Ms. Neal Millikan  Ms. Pat Lynch
          Mr. Bill Messmer  Mr. Jason von Ehrenkrook
          Mr. Mike Lyman  Mr. Bradford Thorne
Service Coordinator:   Ms. Eileen Cimino

Church Office Telephone:  617-472-0737
Parish Email:  stcquincy@gmail.com
Website:  www.stcquincy.org

Please send all inquiries via electronic mail to:
Ms. Lisa Carpenter, Chair of the Search Committee, at stcsearch617@gmail.com
Applicants please furnish a cover letter, resume, applicant OTM profile, and a link to videoed sermons via the Search Committee email address listed above.
Acknowledgements

This Parish Profile Committee was formed after the recent departure of our full-time priest at St. Chrysostom’s. The committee was appointed by the vestry of the parish, which is a strong body in their own right. They have been able to guide us through some difficult times in our past, with the rector’s assistance, and guide the church with everyday business.

That appointed Search Committee was divided into two teams: the first to work on preparing this parish profile document, and the second to lead the search process.

The Parish Profile Team members were Mike Lyman, Vestry member and chair of the committee, Pam Beatty, Cathy Chubbuck, Harriet Goodwin, and Laura O’Rourke.

The Search Team members are Ross Dekle & Sean Coleman and Judy Keith, Vestry Members, Paige Wetzel, Sherry Bohn and Lisa Carpenter.

Thank you to all who have participated in this effort: to Diane Blake for historical information, to our photographers, Pat Lynch and Kirsten Chambers Taylor, and Mike Lyman, and to many others who worked tirelessly on putting this profile together.