



GRACE
Episcopal Church
ASHEVILLE, NC

A PARISH PROFILE



“Grace Church exists as a diverse community of the Body of Christ to serve Jesus Christ our Lord. Our mission is to nurture and develop each individual to reach out and share God’s love.”

Our Mission Statement

WELCOME TO GRACE



GRACE
Episcopal Church
ASHEVILLE, NC

A PARISH PROFILE

An Introduction

Grace Church History

Learning From Our Past

Our Vision

Today and Tomorrow

Who We Are

Worship
Fellowship and Ministries
Parish Numbers

About the Diocese

A Letter from the Bishop

Our Community

The Rector We Seek

Welcome to Grace

How to Apply

Appendix A: Balance Sheet

Appendix B: Financial Health Profile

Appendix C: You Might Be Interested in This...



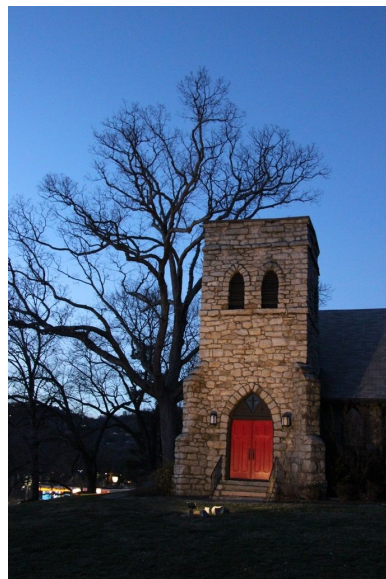
An Introduction

Grace Episcopal Church is a church in transition. This is an exhilarating time that invites us to try new things, to look differently and honestly at “how we’ve always done it” and to actively seek a new rector who shares our excitement and yearns to join us in our journey.

This is a time in the life of Grace when we are called to evaluate who we are—the challenges and the blessings, the high points and the low points. We have strengths. But we also have weaknesses and shortcomings. We will try hard not to shy away from them. While it would be impossible to reveal everything about us in these few pages, we have taken our work of evaluation seriously and will do our best here to present an honest portrait of a loving, generous and welcoming family of believers.

As we search ourselves, we are committed to remaining constantly mindful of and attuned to the “still, small voice” of God, our trusted guide in this process. We are confident, too, that the next rector of Grace Episcopal Church will soon hear and answer that same Godly whisper.

We invite you to read on. Let us tell you more about our church, our selves, our hopes and our dreams.



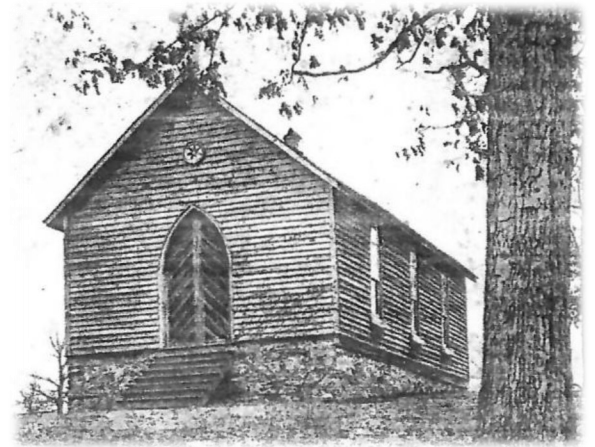


GRACE CHURCH HISTORY

Learning From Our Past

In 1867, the first rector of Asheville's Trinity Church, the Reverend Jarvis Buxton, built a log chapel in the little north Asheville community of Grace.

Beaverdam Mission, as it was first known (later as "Grace Mission" or "Grace Chapel"), was an active center of religious life throughout the mid to late 1800's.



What we have learned about ourselves...

As a congregation, we are proud to have grown up in the north Asheville community of Grace. We have good roots.

A fundraising drive led to construction of the present stone church, which opened for its first worship service on Sunday, May 31, 1905. Designed by Richard Sharpe Smith, an English architect who also supervised the construction of the Biltmore House, Grace Church stands today as an excellent example of Gothic architecture.



Sunday services continued, there was no priest in charge. Lay leaders played a key role in maintaining the activities of the church until 1949, when all services were discontinued for several months. Bishop M. George Henry did reopen a Sunday school at Grace during that time under the direction of Porter L. Crisp. It was made up largely of children from Buncombe County Children's Home.

Unfortunately, by the early 1920's, Grace had reverted to the status of an unorganized mission. Although Sunday school and

What we have learned about ourselves...

We have a history of strong lay leadership that, when energized and inspired, will get things done.

What we have learned about ourselves...

We are not quitters, even in hard times.

The late 1940's ushered in a new era in the history of Grace, and by 1950, Grace became an organized mission once again. In May, 1960, Grace became a self-supporting parish under the direction of the Reverend Frederick Volbeda. The years he served Grace Church were a time of spiritual growth and major improvements including new oak pews, property for additional parking and a new cloister. In addition, the church's debt was substantially reduced. Increased membership led to the enlargement of the parish house for new classrooms, a new rector's study and a new kitchen, all of which were consecrated during the celebration of the church's centennial in 1967.

In that same year, the Reverend William G. Edwards became the

What we have learned about ourselves...

We cherish our clergy and the gifts they bring to Grace.

fifth rector of Grace Church. His passion for worship and music as well as his support of and encouragement for lay leadership endeared him to parishioners. He played a key role in adding a third service on Sundays designed primarily to meet the needs of families with young children. It was also during his tenure that Grace took a leadership role in support of women's ordination to the priesthood. Before his retirement, Fr. Edwards oversaw much-needed additions and renovations. The parish hall was enlarged once again. The Urban Garden, used for the interment of ashes, and the Anne Hall Memorial Garden were designed to offer serene space for quiet contemplation. Beautiful new stained-glass windows were also added in the Sanctuary, the foyer and the Edwards Library.

In June of 2001, the Reverend Gary Coffey became the sixth rector of Grace Church. Fr. Coffey is remembered for his gentle ministry of pastoral care and his heart for ministry beyond the church. In his closing words to the parish before his retirement in 2018, he borrowed from Paul's letter to the Phillipians: "...Beloved, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is pleasing, whatever is commendable, if there is any excellence and if there is anything worthy of praise, think about these things. Keep on doing the things that you have already been doing, and other things that God will show you to do in the future, and the God of peace will be with you."

What we have learned about ourselves...

We know that, although our history informs us, we run the risk of becoming enslaved to it. It cannot dictate our future.

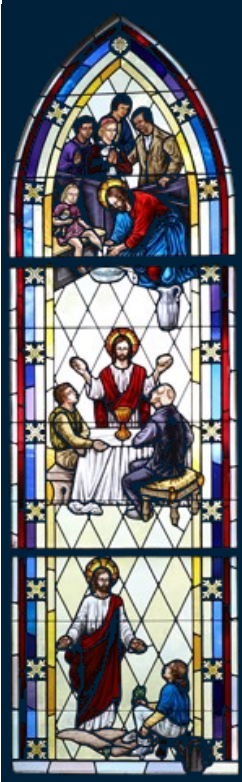
During the tenures of Fr. Edwards and Fr.

Coffey, the parish was also served by many beloved clergy, including the Reverends Heber Peacock, Susan Sherrod, Derick Harbin, Jane Smith, Tim McCree, Patty Mouer, Austin Rios, Linda Nye and Archdeacon David Nard.

Grace has been further enriched since 2010 by the ongoing ministries of the Rev. Dr. Robert E. Reese, priest associate, and the Rev. Dn. Jeannette Reese. Their many gifts—visiting the sick, making breakfast on Sunday mornings, teaching, preaching, playing in the PubSing Band and the handbell choir, to name only a few—are all accomplished with little fanfare but are integrally woven into the life of Grace Church.

As Fr. Reese exhorted when Grace began its journey of transition after Fr. Coffey's retirement: "So, buckle up! Trust the Holy Spirit to lead us! Let's enter this 'In-Between' time expecting good things, a new vision, and a bright future for Grace Church."

Today, we are a congregation trying in every way possible to watch for what God will show us next!



OUR VISION

Today and Tomorrow

“At Grace Church we seek to live as a community of Christians where the empowering presence of the living God may be encountered in our welcome to all, in our love and service to each other and in reaching out to share God’s love in the world.”

Our Vision Statement

Studies suggest that we here at Grace Church have been a contented, comfortable community of believers. As noted in our history, we have had little upheaval over the years. Leadership has been limited to just six rectors since the mid-1800’s, with the combined tenures of the last two rectors spanning over half a century! During that time, we have been polite and friendly to our visitors, we have made an effort to care for those in our midst and we have been moderately active in our ministries beyond the church.

Studies also suggest that we are perhaps growing *un-comfortable* with who we are and have begun to long for growth and change. There is a hunger in us for:

- ◇ worship and music that rouse the soul;
- ◇ church growth, especially among young people and families with children;
- ◇ programming that effectively serves that younger demographic while continuing to meet the spiritual needs of a vibrant older demographic that remains crucial to the life of Grace;
- ◇ pastoral care that engages all of us; and
- ◇ dynamic, hands-on outreach that ministers to and advocates for those living on the margins of society.

Grace is becoming a restless church!

The rector we seek should be filled with the infectious energy it will take to capitalize on that restlessness, to stir us up and to lead us more fully and effectively into the reality of our vision.





WHO WE ARE

“It’s the pretty gray stone church on the hill.”

“It’s that church with the bright red doors.”

“You know. It’s the church that does the Pumpkin Patch.”

People notice Grace Church. Passersby see it and stop to take a second look. Due almost entirely to its striking architecture and hillside location, overlooking a thriving Asheville neighborhood, Grace Church is a distinctive, often-referenced community landmark.

But what makes this stately church on a hill more than just an historic landmark? What is it that, over the years, has made Grace not only an eye-catching edifice, but a compelling spiritual beacon for so many?



WORSHIP Most parishioners will agree that worship and music play a significant role in defining the uniqueness of Grace. The liturgy is integral, but our Sunday services – one at 8:00 a.m. and another at 10:30 a.m. – are very distinct in style.

The early service is a traditional Rite I Eucharist without music. Its quieter, more contemplative atmosphere appeals to, on average, 15-20 Sunday worshipers a week.

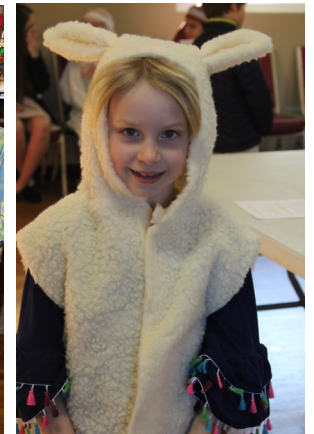


Because it represents a recent combination of two services – a 9:00 a.m. family service and an 11:15 a.m. Choral Eucharist – the 10:30 a.m. service at Grace is a work in progress. The challenge? Find ways to blend cherished features from the two replaced services into a single, inclusive *new* worship experience for a congregation much more diverse in age, socio-economic status, sexual orientation and political perspective. At present, a “children’s moment” engages the youngest worshipers. An adult chancel choir, often joined by our handbell choir, enhances worship with a wide repertoire including arrangements from the hymnal and Book of Common Prayer, classical composers and modern renewal music. Lay healing, which was offered at both 9:00 and 11:15, continues

at 10:30. Overall, the new 10:30 service is a little noisier than the former 11:15 service and a little more structured than the family service. We are exploring and living into the possibilities of this blended new church family.

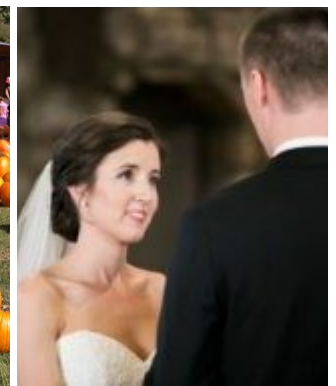
Additionally, Grace Church offers Holy Eucharist with Prayers for Healing every Wednesday at noon, Centering Prayer on Wednesday evenings and a monthly Taizé service that also includes healing. Taizé is attended by an ecumenical congregation of worshipers who enjoy the chants and liturgy of this more contemplative form of worship.

Special services at Grace are often rich with liturgical theater. Comments from parishioners during our transition process have repeatedly referenced the dramatic spiritual impact of Holy Week services; the bell-ringing, alleluia-shouting joy of Easter Sunday; and Christmas Eve services—the impromptu, family-oriented fun of an early evening “Paper Bag Pageant” followed by the candlelit mystery and music of a later Holy Eucharist. Pentecost Sunday and the Blessing of the Animals are both festive celebrations at Grace, and the church has also become an increasingly popular site for weddings.



“This is the table of the Lord. It is made ready for those who want to love and for those who want to love more. So come, you who have much faith and you who have little; you who have been here often and you who have not been here long; you who have tried to follow and you who have fallen short. Come because it is the Lord who invites you; it is the Lord who wants to meet you here.”

Our Invitation to Communion



FELLOWSHIP AND MINISTRIES

Grace Episcopal Church has long been known as a friendly church.

From annual parish fairs to community picnics, the church has traditionally welcomed one and all.

For many years, Grace hosted a “Country Store” every fall which involved the entire parish. It eventually spanned two weekends. A flea market was added, and for several years, a 5k road race, “The Grace Race,” was a part of the festivities. Proceeds supported Grace Outreach. Country Store continued until a chair willing and able to oversee such a large undertaking could no longer be found.

The church then turned to smaller, more manageable seasonal celebrations. Some of our favorites include the Mardi Gras Talent Show, complete with music and jambalaya; Ceilidh, a Scots/Irish celebration incorporating Irish jigs, an official Irish band and plenty of corned beef and cabbage; our Pentecost Picnic on the front lawn; the Pig Pickin’ barbeque in the parking lot ; a Back-to-School Ministry Fair and potluck brunch; and Oktoberfest complete with brats and sauerkraut, German pub music and a pint or two from some of our own home brewers.

The musical score to much of our fellowship at Grace is provided by members of our own PubSing Band! They also gather monthly off-site (at a brewery, of course!) to sing and play.

Fifth Sunday Brunches occur four times a year. Catered receptions throughout the year celebrate special events such as visits from the Bishop, welcomes, retirements and appreciations. A Celebration of Ministries and Annual Meeting conclude the calendar year with a potluck lunch or dinner that celebrates all Grace ministries and summarizes the church's accomplishments.

Weekly, Sunday breakfast is offered in the parish hall between services and is made possible by a team of talented cooks who serve up everything from waffles and French toast to scrambled eggs, biscuits and gravy, muffins and more. During the meal, the rector conducts a popular informal forum. And following the 10:30 a.m. service, Coffee in the Courtyard takes an ordinary coffee hour and makes it even better as worshipers gather in the garden to enjoy the sunshine, friendly chats, coffee and sweet treats. Foyer Groups are small gatherings held in parishioners' homes or in restaurants to give those who choose to attend a chance to socialize outside the church setting. Episcopal Church Women, open to all women in the church, and Men of the Church, open to all men in the church, are both social organizations. Through their projects, they generously underwrite the cost of many church needs.



Clearly, the people of Grace Church rarely miss an opportunity to gather for food and fellowship. It binds us together as a family. But as with all families, after the party, there are chores to be done. Ministry at Grace is diverse, both within the parish and beyond the church doors. Volunteers are often spread painfully thin. But the work—God’s work— is always waiting, and the call—God’s call— to roll up our sleeves and get busy is ever-present.

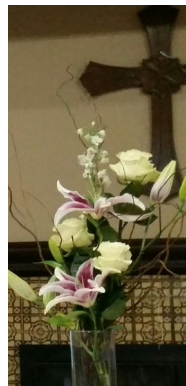
Many hands work together to make our worship and music what it is. The Altar and Flower Guilds prepare our space. The quiet care and skill they bring to worship is a gift we often forget to acknowledge. Our Vergers assist the clergy; Lay Eucharistic Ministers, readers and acolytes serve at the altar; our musicians uplift our souls. These are all ministries of worship at Grace.



Closely linked with worship is Christian education. Adult formation classes have focused on a wide variety of topics. From Bible study to informal discussion of current events to book studies, adults are challenged to think about how we live our lives as Christians in this ever-changing world. Sometimes guided by the clergy, but often led by parish volunteers, the adult formation classes at Grace are lively and informative.

Our children’s education program follows the acclaimed Catechesis of the Good Shepherd (CGS) for children ages 3-12. Grounded in the belief that children have deep needs to experience God and a special capacity to enjoy the presence of God, a team of well-trained teachers within CGS helps each child live fully into a meaningful encounter with God.

Grace’s youth program is part of a larger community called The Asheville Area Episcopal Youth Ministry, which combines the youth membership from six different churches in the Asheville Deanery. The goal for this new form of youth ministry is to nurture the spiritual life of youth, grades 6-12, as one community in Christ.

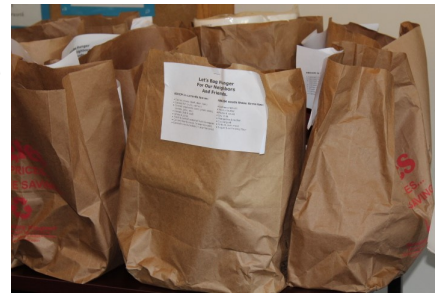




Grace provides Pastoral Care to parishioners in times of need. Through a variety of programs, volunteers and clergy reach out to the sick, the lonely and the homebound. They bring meals, call and send cards, make visits and take the Eucharist to those who request it. A prayer shawl ministry gives hand-knitted shawls to those in need of comfort.

Related to Pastoral Care is a vibrant Healing Prayer ministry. Lay ministers are available at various worship services and gatherings to respond to requests for healing prayer. The local Order of St. Luke chapter, an inter-denominational religious order dedicated to the Christian healing ministry, also meets monthly at Grace.

Outreach is a ministry in the exciting process of re-imagining itself. Grace seems to be moving from being a church that simply writes checks and lets other people and agencies do the work to a church yearning for more hands-on involvement. In our self-study during this time of transition, two things have been consistent: the people of Grace want to expand outreach ministries that provide direct services to those living on the margins of society, and we want to be advocates for social and institutional change. Currently, a robust outreach committee oversees projects ranging from providing surplus food to elementary school children



in need to buying pregnant goats for Haitian farmers. We partner with other Episcopal churches every two years in the construction of a Habitat for Humanity house and with Asheville area churches of all denominations to support Asheville-Buncombe Community Christian Ministry (ABCCM).

Hopes for outreach: that our generous investment and enthusiastic personal involvement in outreach will grow, becoming things that define us as a parish and make us an “outreach church” not just in word, but in how we live out our faith; that more of us will become active participants; and that what starts as outreach in response to immediate need will expand into bold advocacy for the marginalized with pursuit of long-term solutions.

There are many ministries at Grace Church. Volunteers are crucial, often in short supply, for managing finances, stewardship and the endowment; for maintaining our buildings and grounds; for assisting in the office and keeping lines of communication open and running smoothly; for welcoming newcomers; and for assisting the couples who choose to be married at Grace. We are grateful to all who serve in these ministries of our church community.

PARISH NUMBERS Grace Church has 241

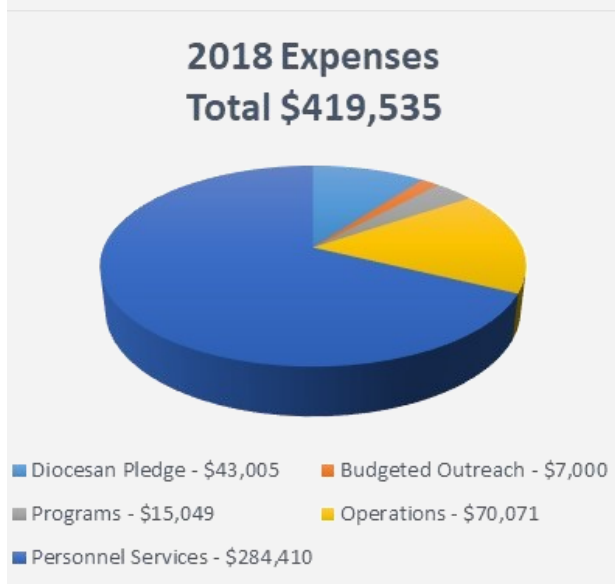
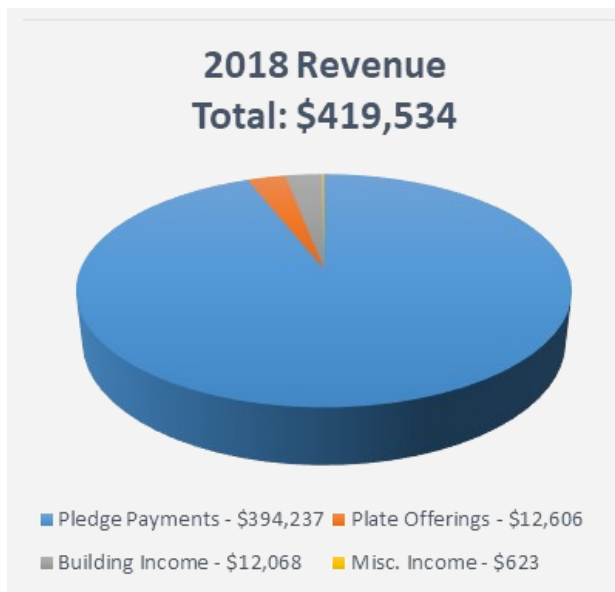
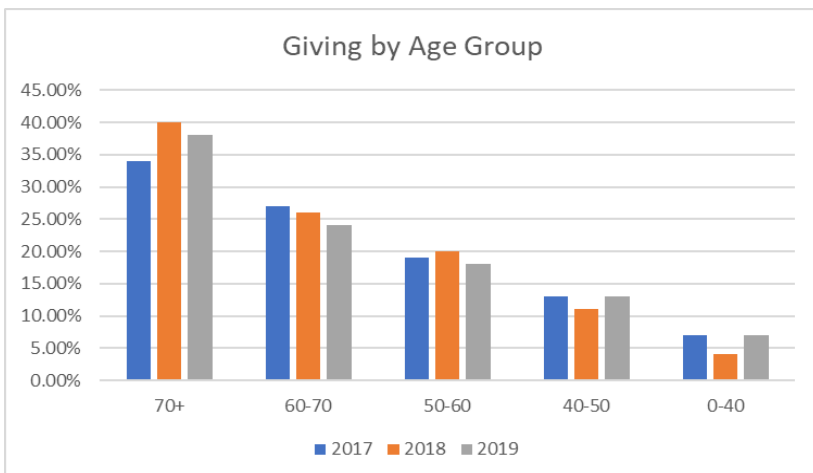
households, made up of 499 members. On average, 16 worshipers attend the 8:00 a.m. service, 105 attend at 10:30 a.m. and 25 adults and 8-10 children attend Sunday school. Of the fourteen youth who are members, about half participate sporadically in a Diocesan program with other churches. This past Easter morning, 180 worshipers came to church. On Christmas Eve, attendance was 206 at the 4:00 p.m. service and 141 at 10:00 p.m. 35 people worshiped on Christmas Day.

In 2019, Grace Church has budgeted \$435,917 in expenses, with projected income of \$426,507. The \$9,410 deficit is intentionally budgeted to provide support for key programs. Pledged income is currently \$342,074 from 105 households. Projected plate offerings and other income is \$84,433. Grace also has a healthy, growing endowment fund. Included here are charts showing revenue, expenses and assets for 2018.

As part of a Stewardship and Budgeting initiative for 2020, the Vestry and Finance Committee are seeking input from all Grace ministries.

Instead of building the budget to limit our ministry, instead of wondering how we can pare our vision down to fit our budget, we are creating a vision that inspires us all to give and dream.

It is significant to note below that giving by age at Grace Church skews heavily to the 60-70+ age group.



In addition to the information here, you will find a *balance sheet for 2018 (Appendix A)* and a *spreadsheet covering financial health of the parish for 2017, 2018 and what is budgeted for 2019 (Appendix B)* at the conclusion of this profile.



ABOUT THE DIOCESE

Walk in the Way of Jesus! Widen the Walls by welcoming all people – no exceptions! **Wake up the World** to the grace and mercy of God!

In the words of our current Presiding Bishop, the Most Rev. Michael B. Curry, “Jesus came and started a movement and we are the Episcopal Branch of the Jesus movement.”

The [Episcopal Diocese of Western North Carolina](#) is part of that movement. Together, as a community of sixty-three parishes, five summer chapels, two conference centers, one retirement community and

one parochial school across the twenty-eight western-most counties of North Carolina, we collectively witness to God’s love for the whole world.

We believe we are partners in God’s mission to:
“restore all people to unity with God and each other in Christ.”

From the Book of Common Prayer, page 855

The Episcopal Diocese of Western North Carolina formally began in 1922, when the Missionary District of Asheville, a part of the Diocese of North Carolina, became a separate and independent Diocese of its own. But we believe our story is deeper and richer than one historical event. Indeed, the foundation of The Episcopal Church in the Blue Ridge Mountains is built upon a fundamental appreciation of the sacred nature of our geography, the perseverance of the early settlers, the humility of our missionaries, and the pioneering spirit of those who worked to exemplify the radical hospitality of God’s love to all people.

Located in the Biltmore Village area of Asheville, [All Souls](#) is the cathedral for the Episcopal Diocese of Western North Carolina. It is the seat of our Bishop, the Rt. Rev. José A. McLoughlin, a spiritual home to all Episcopalians in Western North Carolina, and a house of prayer for all people.



BISHOP JOSÉ McLOUGHLIN

José Antonio McLoughlin was consecrated as the seventh bishop, and first Latino, of the Episcopal Diocese of Western North Carolina on October 1, 2016.

Prior to his election as bishop of the Diocese of Western North Carolina, José served as the Canon to the Ordinary and Chief-of-Staff for the Episcopal Diocese of Oklahoma since 2008. Previously, José served congregations in the dioceses of Southeast Florida and Virginia.

Ordained in 2005, José earned his Masters in Divinity from Virginia Theological Seminary and Bachelor of Arts from the University of Central Florida. Prior to his call to the priesthood, José worked in the criminal justice field serving in the State of Florida as a police officer and in the U.S. Department of Justice in Washington, D.C. in various capacities, most recently as the special assistant/senior advisor to the assistant attorney general.



While not disregarding the great traditions of the Church, Bishop José believes that changes are necessary in the ways the church ministers in our day, and many of those changes must originate from the ministry of the bishop. He has to be a “hands-on” bishop who is close to the people of the diocese and the clergy who serve them. He has committed to being fully engaged in the church’s ministry with youth, minorities, and underserved populations. He is passionate about raising up a new kind of leadership for the church in our day.

Since becoming the Bishop of the Diocese of Western North Carolina, Bishop José has declared, in many and various ways, that he hopes to be a different kind of bishop, and he particularly does not want to be remembered as a distantly-removed dignitary.

José and his wife Laurel have two children, Alexander and Alyson. Alex is a senior at Oklahoma State University majoring in Sports Media and minoring in Spanish. Alyson recently graduated from high school and plans to attend UNCC in the fall. Born in San Juan, Puerto Rico, Bishop José is bilingual, enjoys music, playing the drums, and studying 18th century American history.

A LETTER FROM THE BISHOP



Dear Prospective Candidates:

Thank you for your interest in the Diocese of Western North Carolina and, particularly, your interest in Grace Church. The congregation will tell you their story in this Profile. Please allow me to tell you a bit of the story of our Diocese.

Our diocese consists of 28 counties in Western North Carolina. We are made up of 62 parishes and six summer chapels and worshipping communities. Around 15,000 people make up the Diocese. Although we have several larger churches, many of our towns and parishes are smaller in size, but just as strong in faith. We are, of course, situated in or near beautiful mountains, streams, and valleys.

That is a demographic view of the Diocese. We are so much more. Our mission statement is: "Walk in the Way. Widen the Walls. Wake up the World." This mission statement guides all we do to serve God's people and share the love of Christ.

Our clergy are collegial, friendly and committed to serve our Lord. If you are called to serve here, you will participate in *Fresh Start* to help you become acclimated to the Diocese and have a support group among your fellow presbyters, including a mentor.

We are a diocese of faithful lay people and clergy striving to better know Christ and to serve God in many, many ways. Our parishes are sometimes very different, but they are all drawn together by a call to serve and a sense that they are part of the wider Body of Christ.

May God bless you and the Discernment Committee as you begin a process of mutual discernment.

Faithfully,

A handwritten signature in black ink, starting with a cross symbol and followed by the name "José A. McLoughlin".

+José A. McLoughlin

VII Bishop, Western North Carolina

OUR COMMUNITY



The attraction-rich city of Asheville has a reputation as a cultural epicenter, a nature-lover's paradise and a foodie's feast-fest.

Known as everything from "Happiest City in America" to "Paris of the Southeast" to "Beer City USA," who wouldn't be charmed by Asheville, North Carolina? The population in Asheville is about 92,000. The Asheville metro area, covering four western counties, has a population of approximately 450,000.

On a stroll around Asheville, you can admire art deco architecture, catch an original play, dine al fresco, shop at independent boutiques, sip a beer from one of many microbreweries, choose from all kinds of cuisines, watch an artist at-work, dance to the beat in a lively drum circle, browse some of the nation's best independent book stores—and that's just the start.

There are over 300 Christian churches in the Asheville area, of which thirteen are Episcopal, creating many opportunities for synergy among other priests and pastors.

The beauty and temperate climate of the area captivated visionaries like George Vanderbilt, whose legacy, the Biltmore Estate, is an Asheville must-see. On the outskirts of town, the Blue Ridge Mountains, French Broad River and Blue Ridge Parkway offer scenic respite. Tourists and residents alike enjoy over 200 waterfalls, four navigable rivers, hiking trails for every skill level, zip-lining, biking and eight nearby national and state parks.

It's easy to see why so many people resonate to the Asheville vibe and choose to call Asheville home. Of course, like all growing small cities in America, Asheville has its challenges—affordable housing, employment, homelessness, racial equality—just to name a few. Grace Episcopal Church is part of a community that is learning as it grows. [Learn more.](#)





THE RECTOR WE SEEK

So here we are at this pivotal moment. We have thought a lot about who we are and who we seek. We realize we can let our weaknesses override our strengths. Or, with guidance from the right leadership, we can turn it *all* into the catalyst that launches us closer to who God wants us to be.

We seek someone who is...

- Bold from the pulpit. A risk-taker, but not reckless. A skilled and creative liturgist.**
- A patient, understanding pastor to all.**
- A mediator.**

We are aging. Demographically, as many of us at Grace Church are getting older, we have begun to long for a “next generation.” We want more young people. Meanwhile, Grace’s current (and still very lively) generation requires its own care and cannot be overlooked.

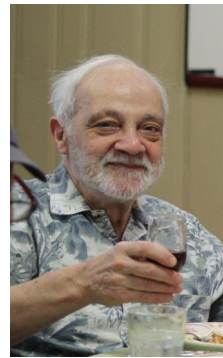
We have diverse opinions. Some of us think things are fine like they are. Some of us would like to see change. Healthy, respectful debate will help us sort through our differences.

We are hungry for worship that inspires, engages and enriches our spiritual lives. These are the things that nourish us on Sunday and equip us to go out and do God’s work during the week.

We’re searching for someone who is...

- A seeker who can teach us to seek, too.**
- A sojourner in our midst able to lead us and renew our appetite for the journey.**

Members of Grace have expressed a growing desire to do more in the world—but we need an empowering church experience that will encourage that kind of involvement and make it fulfilling.



We have a lot of dreams for our parish. Attract families with children and youth. Bring new people into the church and incorporate them into parish life. Expand outreach ministries not only to provide immediate services but to also advocate for change. Offer more opportunities for Christian education and spiritual formation at every age and stage of life. Enhance worship with improvements and changes in music and liturgy.

We are teachable and curious. We are capable of change.

As we mentioned earlier, we are becoming more and more restless.

We seek someone who is...

Fired up with contagious energy. Spiritually healthy and able to balance time and responsibilities. A supporter and builder of lay leadership. An effective administrator.

Yet, in all honesty, at this stage in our journey, much of what we envision as God's path for Grace may exceed our cumulative parish energy to accomplish it.

It would be unfair to expect our next rector to be everything for everyone. Perfection is not required. But we *need* that renewal of energy, and we need a rector with plenty to spare.

Preach us into awareness. Infuse us with excitement. Teach us. Befriend us. Keep a good sense of humor—you'll need it. Advocate for us. Shepherd us—we have been known to get distracted. Come to our rescue—we sometimes need saving from ourselves.

And perhaps most important of all, trust us. As we journey together, you will sometimes have to work really hard to care for us. In return, you can trust us to take care of you. To help you settle in, we will share what we know about Grace and this community with you and your family. If you are new to the area, we hope you will let us introduce you to all our favorite restaurants, gyms, libraries, hiking trails, waterfalls, dog parks, schools and more. We can recommend everything from pediatricians to plumbers, realtors to roofers. As you have probably already guessed, we'll gladly feed you and fellowship with you whenever you wish. Or, when you need that time apart to regroup—go sit on a mountaintop for a while. We understand the demands of the job, not just on you, but on your family; there will be times when, with our total blessing, you will need to just step away and breathe.





WELCOME TO GRACE

How to Apply

We are a church at a crossroads. Maybe that describes you, too. We can only guess what it feels like to sense something that resonates, to feel *called*. But we trust that you, whoever you are, will hear that call and answer. We look forward to meeting you.

THE GRACE DISCERNMENT COMMITTEE
(L-R): *Kim Hayes, Mark Silvers, Cliff Albertson, Derek Edwards, Elaine Potter, Paul Vest (Chair), Lorie Tola (Vestry Liaison), Sally Withers*



THE GRACE VESTRY (BELOW, L-R): *Greg Townsend (Senior Warden), John Woodson (Junior Warden), Andrew Beasley, Neil Bowen, Cheryl Deyton, Anne Jarema, Doug McClellan, Susan Robinson, Ben Scales, Jackie Schauer, Lorie Tola*



To apply for the position of Rector at Grace Church, please send the following to Canon Augusta Anderson, canonaugusta@diocesewnc.org: a Letter of Interest expressing how you feel called to Grace (addressed to the Discernment Committee but mailed to Canon Anderson), your résumé and your OTM Portfolio. We hope to hear from you soon.

Appendix A

BALANCE SHEET as of December 31, 2018

<u>Total Cash and Equivalents</u>	
General Checking	\$241,115
MM-Operating	\$46,091
MM-Dedicated	\$131,676
Sales Tax Recovery	\$395
Savings	\$198
<u>Investments</u>	
Endowment Account	\$565,668
19 Irving Street (2018 Tax Value)	\$158,400
Land - 871 Merrimon Avenue (2018 Tax Value)	\$2,544,800
Buildings - 871 Merrimon Avenue (2018 Tax Value)	\$1,476,100
Total Assets	\$5,164,444
<u>Liabilities</u>	
19 Irving Street Mortgage	\$29,944
Prepaid Pledges	\$200
Due Endowment Fund	\$50
Total Liabilities	\$30,194
Total Net Assets	\$5,134,250
Total Liabilities + Total Net Assets	\$5,164,444

Appendix B

FINANCIAL HEALTH PROFILE

<u>Operating Funds</u>	2017	2018	2019 Budget
Pledge Income	\$360,813	\$394,237	\$342,074
Plate and Non-Pledged	42,092	12,606	13,107
Miscellaneous Income	<u>13,991</u>	<u>12,691</u>	<u>71,326</u>
<u>Total Revenue</u>	<u>\$416,896</u>	<u>\$419,534</u>	<u>\$426,507</u>
<u>Operating Expenses</u>			
Personnel Services	\$291,417	\$284,410	\$293,569
Diocesan Pledge	41,561	43,005	43,005
Budgeted Outreach	7,700	7,000	7,000
Operations and Maintenance	68,021	70,071	67,225
Program Expenses	<u>11,621</u>	<u>15,048</u>	<u>25,118</u>
<u>Total Expenses</u>	<u>\$420,320</u>	<u>\$419,534</u>	<u>\$435,917</u>
<u>Net Operating Surplus</u>	<u>(\$3,424)</u>	<u>0</u>	<u>(\$9,410)</u>

Appendix C

YOU MIGHT BE INTERESTED IN THIS...

Not everything makes it into the final edit. We thought you'd enjoy a few "outtakes."

Grace Church was the site of filming for a scene in the 2007 movie "A Dance for Bethany." Numerous parishioners were extras on the set.



"Friday Night Lights on the Lawn" is a gathering of like-spirited people who meet on the front lawn a little before sunset on Friday evenings with candles, lawn chairs and the occasional musical instrument to become a small, visible sign of Christ in a troubled world. Several area churches have expressed interest in the idea. We're wondering about a fire pit!

Throughout this profile, you have seen samples of our beautiful stained glass windows. You can learn more about their history and connection to the life of Grace in a handsome book, "Windows of Grace," published as a gift to benefit outreach.

If you enjoy unfiltered data, you'll have fun with this. In a three mile radius around Grace Church between 2000 and 2018:

- population grew from 31,764 to 36,601; number of households increased from 13,948 to 16,433;
- number of families as of 2018 was 8,134;
- number of children ages 0-17 went from 5,397 in 2010 to 7,276 in 2018;
- there are 5,037 singles & young families (25-34); 9,289 families and empty nesters (35-54); 4,714 singles/couples (55-64); and 6,994 retirees (65+);
- in 2018, there were 2,043 early elementary age children (5-9); 1,811 late elementary-middle school age children (10-14); and 965 high school age children (15-17).

Grace Church has an award-winning oak tree, designated as a "Treasured Tree" by Asheville Greenworks!

On average, 90 outside meetings and events (yoga, AA, Al-Anon, weddings, Brownie Scouts, etc.) utilize our facility every month.

We have a labyrinth in our garden!

Grace owns two properties adjacent to the upper parking lot. One of the houses is used as affordable housing. The other house provides storage space primarily for rummage sale items.

We have a crazy-popular Monday Morning Bible Study regularly attended by 25-30 people and facilitated by our Associate Priest, Fr. Bob Reese.

And lastly, let us close with the photo of our Discernment Committee that didn't make it to the profile for obvious reasons. Back then, we were toasting the conclusion of our parish assessment process. Now, allow us to make another toast: "Here's to you and your ministry. Cheers!"

