



TRURO
ANGLICAN

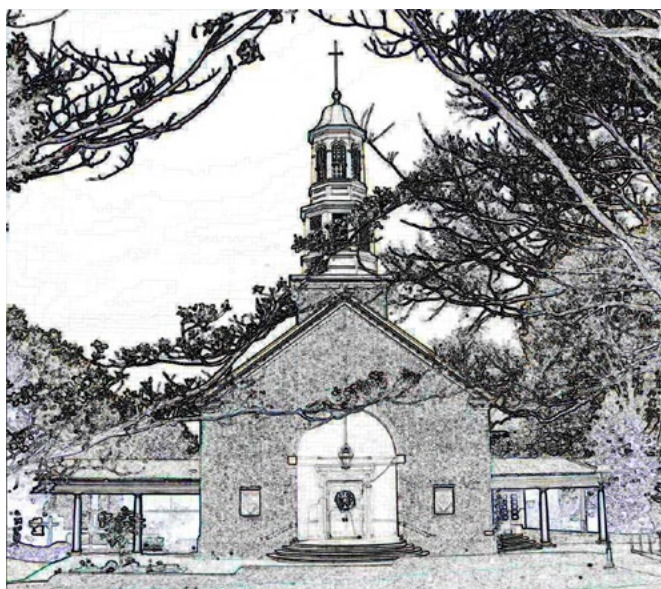
PARISH PROFILE



"Let the Lord, the God of the spirits of all flesh, appoint a person over the congregation who shall go out before them and come in before them, who shall lead them out and bring them in, that the congregation of the Lord may not be as sheep that have no shepherd." ~Numbers 27:16

WELCOME TO THE TRURO ANGLICAN CHURCH PARISH PROFILE

Grace and peace to you! It has been said that in looking for a rector, churches want someone with all the qualities of Jesus to be the shepherd of their church. We already have Jesus as our Good Shepherd. We desire our next rector to know and love Jesus deeply and be willing to protect, guide and care for the sheep of His pasture known as Truro Anglican Church. In this Parish Profile, we present who we are: followers of Jesus, the risen Lord who came into our world and loved us enough to die for us. We are an imperfect family, with some messy issues. But God is present here at Truro because of the steadfast love of God our Father, Jesus our Savior, and the Holy Spirit our Comforter. We invite you to get to know us, and if it is God's desire, to be part of our journey as we learn to love like God.



WE ARE INFORMED BY OUR PAST

Truro Anglican Church is a parish of the Diocese of the Mid-Atlantic of the Anglican Church in North America. Truro has been formed through a long history of seeking to be a faithful witness to the Gospel of Jesus Christ. Truro seeks to be Jesus-centered, evangelistic in bringing others to Christ, graciously engaging others in love and truth, and centered on becoming a hospitable community where the love of God is evident to all.

While "Truro Parish" was a name applied in colonial Virginia after 1732 to an area extending from the Potomac to the Blue Ridge, the church on the present site was known as Zion Church from its founding in

1845 until 1933, when the building that is our present Chapel was built and our name was changed to Truro Church. Truro has had only four Rectors since 1948: Raymond Davis (1948–1974), John Howe (1976–1989), Martyn Minns (1991–2007), and Tory Baucum (2007–2020).

Rev. Davis led a period of growth at Truro that resulted in the building of the present Sanctuary completed in 1959 and in a charismatic awakening to the power of the Holy Spirit. Rev. Howe continued to lead Truro in learning about the work and power of the Holy Spirit, accompanied by powerful scriptural teaching and preaching, focusing on reaching others for Christ. Truro's substantial outreach ministry was established by Rev. Howe. He also taught Truro committees and ministries to always seek the Lord's will in prayer, emphasizing that the Holy Spirit speaks to us in a discernable way when we humbly ask. Rev. Howe taught every book of the Bible, believing that scriptural knowledge was a key component to hearing the Holy Spirit well.

Truro's motto during Rev. Howe's time was "Measure everything by love." It was in this spirit that Truro began to engage the Episcopal Church over matters of doctrinal orthodoxy, especially the need to affirm the scriptural imperative to respect the life of the unborn. Rev. Howe left Truro in 1989 after being elected as the Episcopal Bishop of Central Florida.

Rev. Minns gave great prominence to the practicalities of Christ-centered outreach and to reaching the least, the last, and the lost. Truro's motto then was "Reach the unchurched for Christ. Make disciples of Christ. Build Community in Christ." Truro helped found the local Lamb Center to reach those experiencing homelessness in Fairfax and the international Five Talents ministry to serve people in need; Truro's International Programs and Services (TIPS) continued to grow and expand. Truro continued to engage with the Episcopal Church against their theological innovations concerning human sexuality by pursuing a "generous orthodoxy" through which we sought to interact graciously and peacefully with others in love and prayer. In 2006 the Truro congregation voted to accept the vestry's unanimous recommendation to separate from the Episcopal Church and align with the wider Anglican world through the newly formed "Anglican District of Virginia." Through the latter, Truro became part of the Anglican Church in North America when it was established in 2009 and the Diocese of the Mid-Atlantic when it was formed in 2011.

Rev. Baucum became Truro's Rector in 2007 after Bishop Minns left to serve as Bishop of the Convocation of Anglicans in North America. Rev. Baucum nurtured Christ-centered evangelism through Alpha and through ministries to strengthen marriage and families. He emphasized ecumenical ministry and peacemaking as a Christian call. Truro's motto came to be "learning to love like God." Truro's legal conflict with the Episcopal Church over ownership of our property ended in 2012 when the Fairfax County Circuit Court awarded our property to the Episcopal Diocese of Virginia. The Truro congregation was allowed to remain on the property and eventually negotiated a rent-free long-term lease with the Episcopal Diocese. In 2020 Rev. Baucum abruptly resigned as Truro's Rector and afterward joined the Roman Catholic Church.



WHERE WE ARE TODAY

As with many churches, the last few years have been difficult with the onset of the pandemic. This has been a particularly problematic and testing time with the contentious departure of three key clergy, causing divisions within the Truro family. In addition, other clergy and staff members have

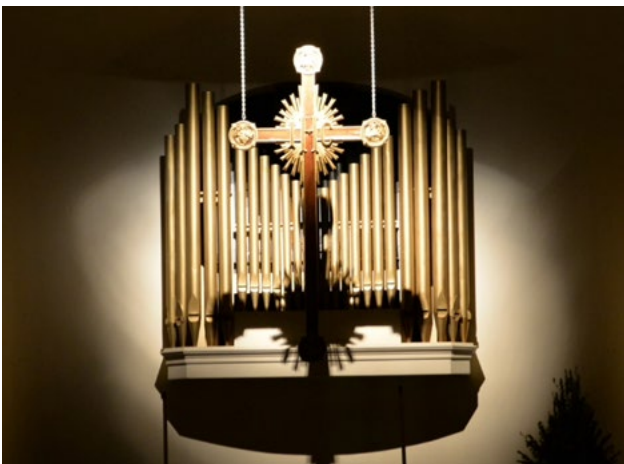
retired or resigned. However, throughout the difficulties, God has been present and has protected the sheep of His flock through strong biblical preaching and teaching of His Word, gathering for joyful worship, and participating in community groups.

In order to promote the healing of these divisions, Rev. Canon Mary Maggard Hays began serving as a consultant at Truro to provide pastoral care and encouragement for the clergy, staff, and congregation. During this time, meetings with the community groups, the clergy and staff members were held to provide a time for the Truro family to process what had happened and to foster healing. Each meeting included a time of prayer, asking the question: "If You had Your way, O Lord, what would Truro look like in 3-5 years." Three core themes that have been consistent throughout its history emerged from these meetings: 1) lively, spirit-filled, biblically-based worship; 2) a deep connection with others in the Truro family and others outside of it through Bible study groups and community groups; and 3) a heart for Outreach. In August, 2021, Rev. Canon Mary Hays became Priest-In-Charge and wrote in her acceptance letter, "these are signs that God has a good and fruitful future in store for [Truro]."

The healing process continues to make progress but is not yet complete. A survey was conducted to gauge the feelings of the congregation and staff about Truro and its future. Responses were honest and candid, revealing matters to which the grace and truth of Christ still need to be brought. But the survey also disclosed mostly positive responses to the question "Where do you see God working at Truro right now?" It revealed that Christ is indeed present and at work in Truro. Encouraging signs of growth are appearing through our returning to in-person worship, new families joining, and our congregation coming together for outreach opportunities to local ministries. We look forward to our new rector continuing the healing process and leading us in determining God's vision for Truro.

WHAT WE VALUE

"For the Lord is good; his steadfast love endures forever, and his faithfulness to all generations" ~Psalm 100:5



As you can see from our history, Truro's values have remained the same from generation to generation. Truro is:

JESUS AND BIBLE CENTERED: We invite everyone to the discipleship of joyful obedience to Jesus Christ. We honor the Bible as the authoritative word of God, supremely trustworthy in all that it affirms.

DOCTRINALLY SOUND: We uphold the doctrinal foundations of our church in the Holy Scriptures. Other creeds and documents that underlie our faith such as the Apostles' and Nicene Creeds, the

Thirty-nine Articles, and the Jerusalem Declaration are set forth in the 2019 Prayer Book of the Anglican Church in North America. We acknowledge our call to offer orthodox leadership and renewal to our Diocese (Diocese of the Mid-Atlantic), the Province (Anglican Church in North America), and the Anglican Communion worldwide.

A THREE STREAMS CHURCH: All three dimensions of the Anglican tradition (catholic, evangelical, charismatic) inform worship at Truro.

- We are catholic in worship and liturgy, valuing the rich traditions and liturgy of the historic church. We uphold the Sacraments as vehicles through which God's grace is imparted to believers to strengthen and sustain us.
- We are evangelical in preaching and teaching, upholding the absolute authority of the Word of God, focusing on the saving grace of Jesus Christ through his life, death, and resurrection offered to all who believe.
- We are charismatic in prayer, fellowship, and worship. We value the fruit, the gifts, and the supernatural power of the Holy Spirit. We are called to equip every member of the Body of Christ for fruitful and fulfilling service using their gifts. We rejoice in His life-giving presence, His comforting touch, and His power for ministry.

OUR MINISTRIES ENRICH US

*"... to equip the saints for the work of ministry, for building up the body of Christ,"
~Ephesians 4:12*



TRURO CARES FOOD DRIVE

Truro has a range of ministries to serve the various needs of our congregation and community. Our ministries are led by members of the clergy and staff and supplemented with gifted volunteers of the parish. Many ministries have been curtailed due to the pandemic and staff and clergy transitions. In time, we pray these ministries will again grow through the Holy Spirit's leading of the new rector and vestry.

- **HEALING PRAYER:** Truro has a team of trained prayer ministers who offer Sunday morning prayer, intercessory prayer, inner healing prayer, lay counseling and spiritual direction under the guidance of the Associate Rector for Prayer and Healing.
- **PARISH LIFE:** Our Associate Rector for Families and Discipleship oversees ministries pertaining to parish life. Truro offers discipleship classes each fall, winter, and spring as well as weekly Bible studies to help participants grow in their relationship with Jesus and as a church. We welcome children in our worship and seek to partner with families to help children and students to know and experience the love of God through our Kids and Youth Ministries. Truro has recently begun a new ministry for fifth and sixth graders to help support them and their families as they transition into adolescence.
- **SENIORS:** A significant percentage of our parishioners are seniors who have worshiped at Truro for many years. A faithful representation of our seniors gathers twice a month for lunch followed by programs on various topics and fellowship. Our beloved Associate Rector who oversaw this ministry has retired. It is extremely important that we remain committed to serving and supporting our seniors.

- **TRURO PRESCHOOL & KINDERGARTEN (TPK)** began in March 1979 as a ministry to the children of several members of the church congregation who desired a weekday preschool program that would incorporate biblical teachings and Christian values. From a small beginning with 9 children, the school has grown to the current capacity of over 150 children serving over 130 families in the surrounding Fairfax community. TPK's main goal is to help children to know that they have been created by a loving God, and to be in relationship with Him and others. The preschool is accountable to the Rector and vestry of Truro Anglican Church. The preschool board manages the affairs and oversees the policies of the school, while the director of the preschool is responsible for the daily activities of the school.



- **ALPHA:** The pandemic has allowed for new and creative ways of reaching others for Jesus via our longstanding Alpha program. Rather than in-person classes, in 2020 Alpha took to Zoom which has allowed more people, including students in our TIPS ESL classes in other countries to participate.
- **COMMUNITY GROUP:** Currently there are about 25 community groups that meet regularly to study Scripture, pray together and support one another through these trying times. Community groups are one way of ministering in smaller fellowship families within the larger church that is Truro.
- **OUTREACH:** For many years, Truro has heard the call of God to reach out to others with the Good News of the Gospel and with practical help to those in need. Truro is currently supplying support, both financially and with volunteers, for mission and outreach work in other countries and in the Washington DC metropolitan community through:
 - o Financial support for four global missions, plus over 20 missionaries;
 - o Outreach work for the poor and others in need of help at the Lamb Center (a drop-in day center for the homeless); through a ministry to inmates at the Fairfax County jail; through Truro Cares, which supplies spiritual and physical needs in our local area; and to recent Afghanistan refugees in Fairfax County;
 - o Truro International Programs and Services (TIPS), which offers ESL classes and conversation-based opportunities to the international community that allows for exchanging ideas, sharing cultures, and exploring the Christian faith. Since the pandemic, TIPS has transitioned from a ministry to internationals to an international ministry. In 2021, TIPS enrolled over 165 students from/in over 30 countries by holding classes in-person and online, serving immigrants, refugees, and visiting scholars in our midst and in foreign countries.



TIPS THANKSGIVING CELEBRATION



OUR WORSHIP TRANSFORMS US

"Let us come into his presence with thanksgiving; let us make a joyful noise to him with songs of praise." ~Psalm 95:2

Truro Anglican enjoys a vibrant worship style we call blended worship. We blend old and new, charismatic and evangelical, traditional English hymns and American camp meeting songs, African American Spirituals, and praise music written in the past five years. Our worship encompasses a choir, a gorgeous booming organ, string instruments, guitars, drums, and flutes, and a congregation that absolutely loves to sing!

Part of the liturgy is sung by the congregation in typical services, including the Lord's Prayer. Our 9:00 am service, which had been held outside during the warm weather, and the 11:15 am Sunday service feature a combination of traditional hymns and contemporary music. Our 7:45 am Sunday service is briefer with more traditional hymns.

Before the enormous disruption of the pandemic temporarily shut down some ministries, we had chapel concerts, youth choir, and more. However, the Liturgical Dance program has continued and allows young girls the opportunity to learn to worship the Lord through the movement of dance. Traditionally, our blended worship is one of the biggest draws of visitors as they decide to make us their church home. Many members have characterized our worship as "life transforming."



OUR CHURCH COMMUNITY

"For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another." ~Romans 12:4-5

The rector, clergy, staff, vestry and parishioners all play critical roles in the life and growth of the church. The rector and the vestry form the governing body of the congregation. The rector articulates Truro's vision and mission. The vestry, in conjunction with the rector, attends to the temporal (financial and practical needs) of the congregation and supports clergy and staff in their ministries. In addition, a cadre of faithful volunteers helps to live out Truro's vision in a variety of ways.

THE VESTRY (LINK)

The vestry is composed of 12 members, elected to staggered three-year terms. The vestry has worked diligently and prayerfully in these last two years to improve working relationships with staff.

The vestry works with clergy, staff and parishioners through four standing committees:

- **VISION ALIGNMENT COMMITTEE:** assures that the ministries align with and fulfill Truro's vision and missions; it also supports local, domestic and international mission partners, outreach and service
- **PERSONNEL COMMITTEE:** guides management of church staff
- **FINANCE COMMITTEE:** works with Truro staff to manage financial resources and stewardship
- **BUILDING AND GROUNDS COMMITTEE:** ensures effective operations and maintenance of the Truro campus

THE STAFF (LINK)

With the departure of four clergy in the last two years, staff structure has undergone significant change. Previously a need was met by hiring new staff. The intention is to develop more parishioner involvement and leadership in ministries.

RECTOR

- Administrative Support

ASSOCIATE RECTOR FOR WORSHIP AND THE ARTS

- Associate Director of Worship and Arts

ASSOCIATE RECTOR FOR FAMILIES AND DISCIPLESHIP

- Events and Volunteer Coordinator and Early Childhood Coordinator
- Director of Kids Ministry
- Director of Youth Ministry
- Administrative Support

ASSOCIATE RECTOR FOR PRAYER AND HEALING

- Prayer Ministry Pastor and Staff Chaplain (non-stipendiary)

DIRECTOR OF OPERATIONS

- Facilities Manager and Facilities Assistants
- Financial Coordinator
- Bookkeeper
- Human resources
- Systems Project Manager

TRURO'S PROGRAMS AND SERVICES TO INTERNATIONALS (TIPS)

- TIPS Volunteer and Special Events Coordinator
- TIPS Ministry Assistant

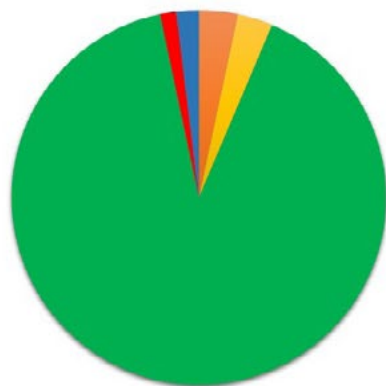
DIRECTOR OF TRURO PRESCHOOL AND KINDERGARTEN

- Teachers and Office Staff

CONGREGATIONAL DATA

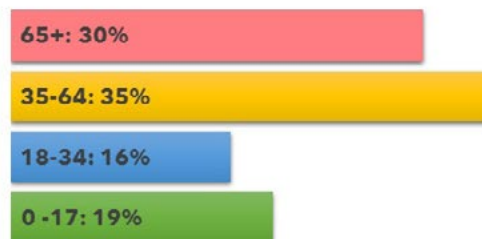
Prior to the shutdown caused by the pandemic, we averaged over 750 attendees at our three Sunday services. Our average Sunday attendance in 2021 was 219 plus an additional 414 projected viewers watching our livestream.

Congregation by Ethnicity

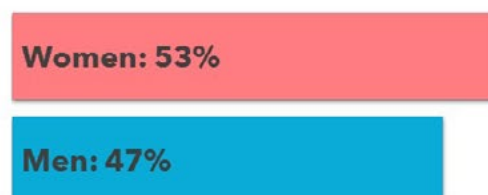


- Asian: 3.33%
- African American: 3.06%
- White: 90.28%
- Hispanic: 1.39%
- Other: 1.94%

Congregation by Age



Congregation by Gender





WHERE WE CALL HOME

Truro Anglican Church is located in the heart of historic Fairfax, Virginia. The campus comprising seven acres is neatly nestled into a peaceful and quiet setting despite being just one block from downtown Fairfax City. Located just 30 minutes from Washington, DC, we live in a diverse community of many different languages and cultures enabling us to reach the world for Christ from our front porch.

The church buildings are all brick with slate roofs and soft yellow trim. There are brick walkways, extensive flower gardens as well as outdoor Stations of the Cross. A large greenspace resides in front of the main sanctuary, parish offices and historic chapel. At the rear of the property there is a beautiful, semi-protected courtyard as well as a fenced playground.

The following is summary of the church buildings as well as some accompanying details:

- Main Sanctuary (seating capacity 800)
- Historic Chapel (seating capacity 100+)
- Parish Offices including Common Grounds (small meeting space)
- Education building with the Upper Room (small meeting space)
- Undercroft (lg. meeting space) with small theater stage as well as a commercial kitchen
- Historic Gunnell House (additional staff offices and meeting space)
- Van Dyke House (separate on campus residence for clergy housing)
- Curran House (separate off campus residence for clergy housing)

Presently, Truro Anglican Church leases use of the property from the Episcopal Diocese of Virginia (EDV). Although the existing lease is in place until 2037, there has been some dialogue between the parties about the possibility of Truro purchasing the property from EDV prior to the conclusion of the current lease. Although these discussions began at the very end of 2019, they have been slow moving with the impact of the global pandemic being one of the main contributing factors to the process. We continue to pray and trust God in this process and for his provision to and for his church, Truro.

OUR FINANCIAL BLESSING

"Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver." ~2 Corinthians 9:7

Like many churches, Truro Anglican Church has been through a difficult time and has had to tighten its belt due to the pandemic and other issues. But God has faithfully provided for our needs during 2021 through the generous giving of our dedicated donors. As of December 31, our actual income was \$2,752,098 and our actual expenses totaled \$2,728,966 allowing us to end the year in the black. In addition, Truro has strong financial reserves. Praise be to God!

An annual stewardship campaign is conducted in the fall of the year. Parishioners are asked to fill out name-optional pledge cards for their yearly giving. While this may seem a different approach, Truro members have been incredibly faithful over the years in honoring their pledges. Parishioners are encouraged to tithe ten percent. For some, this may mean taking the first steps in learning to tithe. Using these pledges, the vestry and finance committee determine a budget for the upcoming year.

For 2022, Truro's budget estimate is \$2,509,505, covering: evangelism and outreach, pastoral care, worship, rector's office, discipleship, parish operations and our contribution to the Diocese of the Mid-Atlantic. Below is a comparison of the 2021 actual expenses and the 2022 budget.

	2021 Actuals	Percentage	2022 Budget	Percentage
Salaries & Benefits	\$1,614,789	60%	\$1,442,549	57%
Program Expenses:				
Rector's Office	47,203	2%	32,100	1%
Discipleship	36,540	1%	68,686	3%
Evangelism & Outreach	202,590	8%	176,502	7%
Pastoral Care	15,462	1%	19,950	1%
Worship	136,627	5%	136,870	5%
Parish Operations	521,863	19%	535,268	21%
DOMA Contribution	101,181	4%	97,580	4%
Subtotal, Program Funds	1,061,466	40%	1,066,956	43%
Total Budget	\$2,676,255	100%	\$2,509,505	100%



YOUTH GROUP MISSION TRIP TO PHILADELPHIA

RECTOR PROFILE

"For the Lord sees not as man sees; man looks on the outward appearance, but the Lord looks on the heart." ~1 Samuel 16:7b

Truro Anglican Church is seeking a full-time rector to guide our congregation through the next season of our parish's life and ministry. A survey of our parishioners and staff was completed in December 2021 to help the Rector Search Committee compile this list of qualifications. We also call your attention to some characteristics of great leaders as compiled by Nicky Gumbel ([link](#)).

SPIRITUAL LIFE, CHARACTER, AND BELIEFS

- Possesses the qualification of a leader listed in 1 Timothy 3:1-7 and Titus 1:5-9
- Is honest and trustworthy, a person of integrity
- Has a deep personal walk with God and listens to the Holy Spirit
- Knowledge of Scripture and devotion to prayer directs his or her private and public life
- Intentionally attends to his or her own spiritual, physical, emotional, and financial health, along with that of his or her family
- Practices the virtue of humility, possessing a healthy sense of his or her strengths and weaknesses
- Is confident in his or her identity in Christ, emotionally mature
- Is able to receive feedback and constructive criticism from others, and seeks counsel when needed
- Understands the Anglican ethos as it applies to personal and corporate life

LEADERSHIP QUALITIES

- Preaches and teaches the Word of God in Scripture with authority, clarity, and faithfulness
- Establishes Truro's vision, mission, and priorities in accordance with Scripture and the Holy Spirit through discernment with the vestry and parish
- Faithfully administers the Sacraments in accordance with the Book of Common Prayer
- Equips and develops parishioners and staff for the work of ministry, desires to raise up and invest in leaders, and facilitates communication of expectations
- Possesses cultural intelligence so he or she can relate well to the diverse international community we serve locally and internationally
- Brings the truth, love, and grace of Jesus with godly responses to cultural concerns such as racial justice, human sexuality, and creation care
- Looks to all who suffer with the eyes and heart of Jesus, and brings compassion and care to the fatherless, the widow, and the stranger (see Deut. 10:18 KJV)
- Oversees effective communication throughout the parish
- Supports women in leadership and ordination (as affirmed by DOMA)
- Ensures the pastoral care of individuals and families in times of particular need, sorrow, celebration, or transition; and helps our parishioners to further model this care for one another
- Is relational, a team player, and approachable
- Wisely and graciously deals with conflict within the parish, ministering healing and reconciliation in relationships
- Maintains a healthy relationship with our Bishop and Diocese

PROFESSIONAL QUALIFICATIONS

- Must be a United States citizen or have a Permanent Resident Card also known as a Green Card
- Is an ordained Anglican presbyter ([Reference: ACNA Canons, Title III](#))
- Has experience with ministry in a parish including regular preaching duties; experience in growing a parish in spiritual health and size is desirable
- Has a demonstrated ability to attend to matters of church administration, finance, and meeting facilitation

Like the world we live in, Truro is wounded, yet loved by God. We earnestly pray and hope for a Rector who is willing to step into our brokenness; to dwell among us and bring God's peace, reconciliation and hope to a family that has been through a difficult time; to sacrificially guide us as we seek to be faithful witnesses to the Good News of Jesus. If you discern God is calling you to this journey with us for such a time as this, we will welcome you with open arms.