



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jan 25, 2024)

St. Andrew's Episcopal Church, Vermont

1063 Prim Rd, Colchester, VT 05446-6307, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 02/15/24.

Transition@diovermont.org

Weekly Average Sunday Attendance (ASA) 38	Number of Weekend Worship Services 1	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation \$72000	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Negotiable	Dental Yes	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks One month, including 5 Sundays (standard)	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget up to/including \$500/year	Sabbatical Provision Yes	Travel/Auto Account	Other Professional Account

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

We feel encouraged and fulfilled weekly when our self-appointed parish Grandpa takes various of our preschool members to help him with bringing gifts to the altar or collecting wine cups or extinguishing candles. They and their families participating in our "shared stage" have no question about their welcome and importance here. Recently we had to schedule two funerals on the same day. Our amazing membership showed up in number to support both families at worship & provided ample goodies for the 10:00 brunch group & the 1:00 lunch crowd. Members of both families commented on our strong support of their loved one's final journey. At Pentecost we decorated the nave in flame balloons & were challenged to wear red to celebrate the day. The nearly 100% turnout in red is a mark our flexibility & our willingness to testify. We have also been delighted to hear and support 5 lay preachers from among our membership.

How are you preparing yourselves for the Church of the future?

We have started a "Take a Leap" series with our Deacon-in-training "to courageously reflect on St. Andrew's: in the past, now, & going forward." So far we have created new visiting cards, resumed having greeters at the church door, made plans to interview young families & plans to reach out to folks who did not return after Covid. We need to reopen Sunday school for our young members. The team is also discussing ways to increase our participation in community events such as the school district's summer feeding program & the high school winter carnival. We are also discussing more ideas for programs that would make St. Andrews a known destination for fun & informative events. Over the past 5 years our directory has fallen into disuse and is woefully outdated. The community has made it clear that recreating a directory is a priority need for our continued sense of connection and community health. The "Take a Leap" team has agreed to work on this.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

pastoral care, preaching/teaching, community engagement, administration/financial support

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Describe your liturgical style and practice for all types of worship services provided by your community.

We are a relaxed and convivial group who happily greet each other before church &, as one member put it, "take coffee hour seriously." Before Covid we had an 8:00 Eucharist with a solo musician playing dulcimer and a more traditional 10:00 service with choir and organ. As a concession to zoom, we compromised on a single 9:00 service with hymns, but few other musical offerings. As we dig ourselves out of Covid shutdown, we have not gone back to two services as many of our members would prefer. This is an open topic as we have lost our choirmaster to cancer. Our new, young pianist and choir members are eager to rebuild a robust music program. Also, our priest is leaving for health reasons so we are searching for a replacement. The vestry and rest of the community await an opportunity to re-open the two service discussion. Our typical service is rooted in BCP Rite 2 with weekly communion. We have a simple/casual atmosphere. We delight in occasional variety such as "dancing" our pledge cards to the altar or an agape meal Maundy Thursday.

How do you practice incorporating others in ministry?

Congregants are encouraged to participate in all service roles. Training has been offered & sign-up is available for readers, greeters, Eucharistic servers. Tech. ministries. Children help with candles & offering. Hospitality, and prayer teams are active on Sunday & through the week. In our current hybrid mode most members are in church while some are at home on zoom & others take advantage of later viewing on YouTube.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

Our prayer team offers laying on of hands at each service. Our hospitality evident in sharing greetings as we enter church, energetic sharing at passing the peace, & well attended coffee hour after worship. As needed, our community organizes, home communion, food chains, visits & support of those housebound or temporarily sick or infirm. We host both a memorial garden for the interment of parishioner's ashes & a pet garden for ashes of our pets to go to final rest.. At the onset of Covid shutdown, the Vestry divided up the parish list & undertook to phone each member periodically to check on their well-being and give them any news such as a scheduled outdoor service. We also appointed health officers & set up a health protocol for screening members as re-opening gradually happened. Members of the community were put in touch with others who could help them figure out zoom.

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How do you engage in pastoral care for those beyond your worshipping community?

We give 10% of pledge income to others: 2.5% Rector's Discretionary fund, 7.5% Outreach Team. We support both Dismas House, a halfway house for parolees, & the community food shelf with cash and regular volunteer service. We also donate to many local and regional agencies. In our building we host 3 AA 12-step groups. Recently we reached out to the community by hosting an "End of Life Cafe." An audience of at least 80 heard a panel of professionals offer information and suggestions for end of life planning.

Describe your worshipping community's involvement in either the wider Church or geographical region.

We make annual donations to UTO (September) & ERD (Lent). Outreach also adds donations to ERD in response to specific crises such as displaced children of the Ukraine sheltering in Poland & recent Vermont flooding. We support Diocese-owned Brookhaven Treatment Center (court appointed boys 7-13) with funds through the year and gifts at Christmas.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

In 2019 we were struggling with a half-time interim priest & the Diocesan mandate of communion only alternate weeks. Then Covid shut us down. With our new priest, we developed a Zoom service that kept us in contact & worshipping together. As we opened, we invested in a tech system for the church with 2, 82" monitors mounted at the front of the nave supported by camera & microphone systems. We now weekly host a hybrid service & publication on YouTube. Contact Junior Warden Mark Burney.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

Stewardship is a year-round concern for us. We share our investments of time and talent in periodic “stewardship minutes” shared with community at worship. We celebrate stewardship at our Harvest Dinner in November. “Stewardship is everything we do after we say ‘I believe.’ ”

What is your worshipping community's experience of conflict? And how have you addressed it?

Our feeling is if we can talk about it, we can negotiate & find a compromise. Occasionally something happens from the “top down” & the surprise backfires. Like the time the choirmaster and the priest decided it would be refreshing if all our movable chairs were arranged in concentric sides of a square facing center instead of the altar. No one walked out – not our style – but there was some outrage & a lot of grumbling. Many took their displeasure to the priest & vestry members. After two weeks of trial & no clear understanding of purpose, chairs went back to the original altar facing arrangement.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Our compromise 9:00 service is a good example of both. On the plus side, the 8:00 & 10:00 congregations have gotten to know each other and the nave is looking quite full. On the negative side, the 8:00 group have lost their early, quiet, meditative time. On the other hand the 10:00 group have lost variety & experimentation as well as choir anthems as part of a mostly sung service. Young families have also shared that getting their children to 9:00 is much harder than 10:00. We have learned to try to see all sides of any issue & that compromise works. However, change can be useful & can be re-visited.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Robert K. Leopold	Rector / Vicar / Priest-in-Charge (Part-time)	2018-07	2023-10

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
		5

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
	7		7

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: <https://sites.google.com/standrewsvt.org/standrews/welcome>

Media Links:

Online References:

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

>

https://www.youtube.com/channel/UC_iXdWhi4qeErDcPte_X8dg

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

bishopshannon@diovermont.org; (802) 863-3431

**The Rt. Rev. Shannon
MacVean-Brown**

Diocesan Transition Minister

**The Rev. Canon Linda L
Grenz**

Transition@diovermont.org; 413-221-0571 (use email only from
9/22-11/20)

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader