



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Dec 19, 2017)

St. Mary's, Goochland, Virginia

12291 River Rd., Richmond, VA 23238, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 02/28/18.

stms.rectorsearch@gmail.com

Weekly Average Sunday Attendance (ASA) 245	Number of Weekend Worship Services 2	Number of Weekday Worship Services 1	Number of Other per Month Worship Services 1
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$120000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental Yes	Housing Equity Allowance in budget No	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 \$1001-\$2000/year	Sabbatical Provision Yes	Travel/Auto Account Yes	Other Professional Account Yes

Available comp \$120K-130K

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

Earlier this year our longtime Director of Music announced his retirement. While sad, we saw this as an opportunity. The rector assembled a search committee, chaired by the associate rector, comprised of members of the choir, parents of children's choir and parishioners who weren't involved in the music program but would offer valuable insight. Our first task was to define an expanded Director of Music from a part time to a ¾-time position, evaluating what we valued in our current music program and ways we hoped the program could grow. We created a job description that we advertised broadly. We received applications from 40 qualified musicians. The committee reviewed resumes and invited three finalists to interview, to meet with the staff, to lead a rehearsal with the choir and to prepare an organ audition. The group reached a consensus that while any of the three finalists would be excellent, Ryan Tibbetts was best suited to build upon the strong foundation of our program and lead its growth into the future. We hired Ryan who has been warmly accepted into our community and is an integral part of our staff. He has enriched our worship and is expanding our music offerings.

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

In 2015 we celebrated the retirement of our rector. In spring 2016 we underwent a discernment which clarified our vision and purpose. Designed to promote broad congregational participation and to identify consensus about our future, 5 subcommittees that aligned with our general church structure were formed, each being led by 2 lay leaders, 10 committee members and at least 1 vestry member and clergy. We focused on parishioners as owners rather than consumers of the church. Our discernment document is a plan of action. It is reviewed continually by both staff and vestry and is used as a planning tool for the future. We have expanded our clergy and staff to match our vision with resources and talent. We have rebuilt the infrastructure (e.g. data reporting, annual giving, website) to help us achieve our purpose and vision. We now have a high functioning staff who have clearly defined goals and are empowered to achieve them. In 2017 we focused on Telling Our Story. In 2018 we are challenged to Be A Part Of Our Story, emphasizing the importance of an active, engaged community, including a focus on programs attractive to young adults.

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

Inspired preacher and liturgical leader, proficient and collaborative administrator, thoughtful and caring mentor, welcoming and engaging communicator who espouses humility and humor

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

The liturgical style at St. Mary's is aptly described as balanced. The recent focus has been on being more intentional about liturgical practices and communicating about them in the process. September through May we hold two Sunday services. Holy Eucharist Rite I is at 9AM in Little St. Mary's. The 11AM service in New St. Mary's alternates between Holy Eucharist Rite II on 1st, 3rd and 5th Sundays and Morning Prayer Rite I on 2nd and 4th Sundays with a brief optional Holy Communion service immediately following. Holy Eucharist Rite II is used during Advent, Christmas, Lent, Easter and major feast days. Holy Baptism is traditionally performed on the Sundays of the Baptism of Our Lord, the Bishop's visitation, Pentecost and All Saints Sunday. During the summer there is one combined service at 10AM. We have a Wednesday service of Noonday Prayer and an Evening Prayer on Wednesdays during Advent and Lent. Special liturgies include Evensongs, Christmas Lessons & Carols, Children's Lessons & Carols and Christmas Eve services. The Director of Music is involved in liturgy planning. The Choir is a key component of our 11AM service as is a growing Children's Choir.

How do you practice incorporating others in ministry?

We provide many opportunities to engage in parish life. Greeters and ushers welcome all to Sunday school and worship services. We encourage everyone to wear nametags. An information table contains a booklet that describes our community and ways to get involved. Welcome cards are available in every pew. A mission fair is held annually to better explain all opportunities. Our new communications director keeps our website current, vibrant and easy to navigate. Weekly emails keep everyone informed of upcoming activities. Adult forums, monthly breakfasts and parish suppers provide fellowship and spiritual education. Children's Sunday school lessons parallel the worship readings. Teens are encouraged to attend Sunday school, serve as acolytes and participate in a dynamic youth group. With a separate building dedicated to teens, there is ample opportunity for them to hangout and build relationships with each other and our youth minister. Seniors gather monthly for a meal, speaker and time to enjoy each other. Our committees also offer ample opportunities for leadership and involvement.

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

Set in a beautiful country location, St. Mary's provides a warm respite for its parishioners and visitors. The beautifully maintained grounds, the welcoming chimes from the bell tower and the churchyard which houses a pristinely maintained graveyard dating back to the 1800s, all project a sense of peace. A thriving pastoral care program comprised of 4 teams ensures that no event goes unrecognized. Birthday, deaths, sickness, new babies all are acknowledged with personal notes. Prayer shawls are lovingly knitted and given to those in need. Special services and quiet prayers allow us to reflect on the spiritual significance of Lent and Advent. Weekly spiritual practices and book studies offer comfortable places to learn, listen and share. Opportunities for reflection and spiritual growth are hosted, including mission trips in our city, country, abroad or quiet sojourns to the Society of St. John the Evangelist in Cambridge, MA. St. Mary's always looks for opportunities to reengage its parishioners' wellbeing.

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

One way we engage with our community is with St. Peter's, a church in the east end of Richmond serving low income and minority families. Thanks to a friendship between the two rectors, we invited the rector and parishioners of St. Peter's to be guests and speakers at one of the 2017 Lenten Dinners. The series focused on Christian Community. As our rector wrote, "A vibrant Christian community consists of more than just attending a service on Sunday morning. Involvement in other aspects of our common life is essential to creating a sense of belonging, nurturing faith, and strengthening community." These churches share similarities with their histories as mission churches and are now both in a time of growth and transition. On the 1st and 3rd Wednesdays of every month, St. Peter's holds a Bible Study & Food Distribution. We found this to be an opportunity to build relationships and support our brothers in Christ in their mission and ministry. Beginning in June, a group of St. Mary's volunteers began participating in the Bible Study and assisting with assembling food bags on a regular basis, working alongside St. Peter's and community volunteers to help feed our neighbors.

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

St. Mary's is a giving church. Whether it's filling food bags for Goochland Family Services, working at a soup kitchen downtown, organizing our parishioners prepare meals and to provide activities, laundry, showers and a warm place to sleep for 40 homeless guests for a week every year or building a house for Rebuilding Richmond Together, we strive to partner with those in need locally. A meaningful portion of our budget is dedicated to mission. An outreach committee identifies opportunities for giving and pastoral involvement. An annual grant process allows prospective recipients to describe their agencies and opportunities to parishioners. We are also developing a tradition of mission trips, charging our teens as ambassadors as they work at the Rosebud Lakota Reservation in South Dakota and in Lincoln County, West Virginia or supporting a team of adults as they visit our fellow brothers in Ecuador. In April 2018 we will host our first annual St. Mary's Gala to support outreach and mission trips beyond our current budget. This function will serve to allow us to have more outreach dollars and is an opportunity to develop new leaders who are serving as chairs and committee heads.

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

The Pastoral Care Teams began 3 years ago as a means of involving members of the congregation to assist clergy with outreach to our congregation. All teams were trained by a pastoral care professional. The 40 members are divided into 4 teams that meet with the rector on designated Mondays. The rector identifies those in need of pastoral care and recommends the appropriate attention—a phone call, note, personal visit or casserole. Reasons include reaching out to those who have been absent, supporting a family in crisis, or sending a card for illness. All information is confidential. Team members often select those whom they know but also use this as an opportunity to contact new people. Additionally, teams send out baptism, wedding and birthday congratulations. The program has been well-received by both participants and recipients. It stimulates fellowship by empowering members to serve their fellow communicants through personal contact and communication, celebrating joys, and sharing hardships. This supplements the good and far-reaching obligations of the clergy and connects the St. Mary's community spiritually and physically. Contact: Margaret Lundvall mlundvall@verizon.net

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

The goal of our stewardship is to build a foundation for the future while respecting the past. Our discernment indicated a need for more transparency and communication concerning our finances. We have reenergized our stewardship effort. Our committee consists of 12 parishioners & 4 vestry members. The theme for 2018, A Gift Opens the Way, Proverbs 18:16, recognizes that a contribution of time, talent and treasure is what makes us so vibrant. Our goal is to inspire all to think about how much more we can be and do with what God has given us. We have created a calendar for our appeal, emphasizing theme and consistent communication in letters, sermons and weekly updates both in church and through our newsletter. We have created a narrative budget that outlines how our money is spent and we are challenging all to do more by encouraging greater participation, increases and tithing. We are thanking donors individually with hand written notes and recognizing them in our bulletins. In 2017 we have seen a 7.1% increase in pledges and 41 new pledges. In addition, we have formed a committee of financial leaders and are working on the creation of a legacy society to enlarge the endowment.

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

During our Discernment process there was an undercurrent of concern about the format of our Sunday 11:00AM service in New St Mary's. This dilemma involved the preference of some for a weekly Holy Communion service in contrast to others who were anxious to continue the tradition of alternating Holy communion and Morning Prayer. Parenthetically, this issue was no doubt a reflection of resistance to too much change by many in our traditionally low church congregation. However, the encouraging consequence was that this concern was amicably resolved by conscientious listening, transparency, explanation and compromise. Please see "liturgical style and practice" with more than one type of worship service at 11:00AM as described above.

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?

For years, St. Mary's offered a 9:00 and 11:00 service with no adult education. Sunday school was held during the 11:00 service for youth and children. They were dismissed after the gospel, not allowing for families to worship together or for youth to participate in communion. Often children went through confirmation with minimal exposure to the Eucharist. Our 9:00 service was attended almost exclusively by adults with no children as there was no option of Sunday school. While there was pushback initially, Sunday school was moved between the two services and we began a robust offering of adult education including forums and book studies. Other enhancements focus on involving children and families serving as ushers & oblation bearers, a special children's offering and acolytes participating in the service. We also recognize birthdays and anniversaries on the first Sunday of each month when those celebrating come forward while the congregation reads the birthday prayer. This is followed by cake after the service. We have seen a 50% increase in attendance and are continuing to offer even more alternatives for education for the family.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Louise Browner Blanchard	Rector / Vicar / Priest-in-Charge	2016-01	

Name	Position Title	Date Begun	Date Ended
John Miller	Rector / Vicar / Priest-in-Charge	1984-01	2016-01

Name	Position Title	Date Begun	Date Ended
Holt Souder	Rector / Vicar / Priest-in-Charge	1962-01	1984-01

St. Mary's Episcopal Preschool features an emergent curriculum to allow children freedom to explore and investigate through literacy, art, music, math, science, sensory play, nature and discovery in both large and small group experiences. Placing a value on the spiritual development of the child, children attend chapel services in our sanctuary twice a month led by our director of children's ministries. We offer 5 different classes including 2, 3, 4 year olds as well as preK and Jr Kindergarten.

Church School Sunday School, Vacation Bible School, Confirmation Class, Middle School Youth Group, High School Youth Group, Adult Forums, Men's Spiritual Formation, Book Studies, Lectionary Bible Studies, Lenten Speaker Series	Number of Teachers/Leaders for Children School	Number of Students for Children School	25	80
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	
15	45	8	85	

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	63	10	12



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Worshipping Community Web site: www.stmarysgoochland.org

Media Links:

Online References:

> <https://www.facebook.com/St.MarysGoochland/>
[instagram.com/stmarysgoochland/](https://www.instagram.com/stmarysgoochland/)

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

Our discernment report can be found here: <http://www.stmarysgoochland.org/wp/wp-content/uploads/2016/04/St-Marys-Discernment-report-6-2016-FINAL.pdf>

References

Bishop:

804-643-8451

The Rt. Rev. Shannon S. Johnston

Diocesan Transition Minister

804-643-8451 ext. 1013, ext. 1015

The Rev. Dr. Mary Brennan Thorpe and Mr. Edward Keithly

Current Warden/Board Chair

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Local Community Leader

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Sally Graham