



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Aug 10, 2014)

Trinity Church, Central New York

106 Chapel Street, Fayetteville, NY 13066, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 2014-10.

jfried@cnyepiscopal.org

Weekly Average Sunday Attendance (ASA) 147	Number of Weekend Worship Services 2	Number of Weekday Worship Services 1	Number of Other per Month Worship Services 2
Current Annual Compensation \$80000	Cash Stipend \$74315	Housing / Rectory Detail	Utilities
SECA reimbursement \$5685	Compensation Available for New Position \$80000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	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 Yes	Other Professional Account Yes

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

Trinity Church has had many moments that we recognize as both successful and fulfilling. Emblematic of this is our annual children's Christmas pageant. Over the past 10+ years, our Pageant with Eucharist has consistently seen an overflowing church full of happiness!

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

While most other Episcopal churches in this area have had sagging membership numbers, Trinity's membership, giving & attendance have grown significantly. Some time ago, Trinity acted on the fact that children are the future by taking steps to make a very effective and significant change. In the mid-1990s, Trinity had fewer than 10 children in Sunday School. Since then, Trinity has built a vibrant Church School program, now with 75 students. Initially centered on the Catechesis of the Good Shepherd, each of 7 classrooms incorporates exciting age-specific curricula from a cross-section of engaging, forward-thinking materials. This new program has changed the demographics of our congregation as well. Essential to our program are the many volunteers who are committed to our parish & support the program by volunteering. The child-centric approach of our well-qualified, talented, & enthusiastic parent leaders and teachers has attracted many new young families to Trinity. Through training & congregational support, we ensure that our children are given the most loving Christian education. This is one of many things that make our parish special.

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

pastor, Youth-oriented, communicator, visionary, collaborative, sermons for daily living and for spiritual growth

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

Trinity's weekly services rely largely on Rite II in the Book of Common Prayer, supplemented by Enriching Our Worship; during Lent & Advent, Rite I is used at 8 am. Trinity's worship style seeks to strike a balance that embraces its traditional musical and liturgical heritage while incorporating select contemporary music & texts. Changes introduced have been to add more inclusive language, to encourage the congregation's participation and to raise individual spiritual awareness. Trinity's liturgical style and practice aim to foster spiritual transformation by both supporting and challenging the parish community. Except during the summer months, there are 2 Sunday services, one at 8 am with no music, and one at 10:15 with music, including organ and piano, sometimes bells and other instruments, along with a full choir of 12-20 and occasionally the Children's Choir. Children's Worship begins at 10 am, ending when the children join their parents in the church at The Peace. In the summer and on special occasions (such as the Annual Meeting) Trinity has one service. During the week, all year, Trinity holds a noontime Contemplative Eucharist at Wisdom House, one of the parish properties.

How do you practice incorporating others in ministry?

Over the years, we've found the best, most effective way to attract others to ministries is personal contact by clergy or lay leadership. Informal invitations to join occur regularly in this welcoming community. Our core ministries are in music and other forms of lay worship participation, such as Altar Guild, ushering, and serving as lectors, Eucharistic ministers, and acolytes. Parishioners are also active in the work of varied standing and ad hoc committees and groups: outreach, hospitality, collection recording, ways & means, & caring for parishioners who need prayer and other support. Many in the parish regularly support local food pantries with weekly food donations. Our Church School often selects an international program for which children seek and receive support from their Trinity family. Since 1953, community outreach has included a popular annual plant & bake sale, as well as a busy clothing consignment shop. We hold well-attended book, toy, & rummage sales that attract parish involvement and community support. The fact that many parishioners enjoy the fellowship of these events is quite apparent in our website's event photos,

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

1) Participating in regular & special worship services is the primary and essential way that most members of the parish nourish their spiritual, emotional and physical well-being. After every service, a very important community gathering happens at Coffee Hour, a time that nourishes the emotional well-being of all who attend. 2) Our Care Committee, as well as being a prayer chain group, facilitates visitations of shut-ins and those who are ill. Needed support includes taking Holy Eucharist, quiet conversation, meals, instrumental and vocal music and other forms of spiritual, emotional and physical support. 3) Some members participate in Wisdom House programs, designed to be ecumenical and to allow inter-faith dialogue in "Vital Conversations," studying the Luminous Gospels, Wisdom of the Body, contemplative Eucharists, & labyrinth walks. 4) Support is also readily available at our annual "Mass on the Grass," golf outings, meetings, parish-wide gatherings to enjoy performances by parishioners & outside groups, meals served by "Men in Aprons," and even an occasional party.

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

Our ministries help our worshipping community reach out to those in need with spiritual, substantive, and financial support. This includes: leading services at local extended care and nursing facilities; operating a consignment store that provides low cost clothing to the local community and free merchandise to those in need due to varying hardships; supporting weekly collections of non-perishable foods and household items to support local food pantries and the Refugee Resettlement Program; making gifts of financial support to local, national, and global organizations; fostering a sense of responsibility to help others in our young people. Our Children's Worship Program chooses a service project each year. The 2013-14 theme was "Children Helping Children." This project had both a local focus -- raising money for the Make a Wish Foundation of Central New York (including learning about the children who received their aid), as well as having a global focus -- working to establish love and support for the children at the Anglican Holy Cross School in Grahamstown, South Africa.

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

Trinity is a wonderful place for formative training. Our bishop has placed several interns at Trinity. The Worship Committee has been involved in supplying feedback and suggestions. Two Trinity members recently graduated from the Colgate Rochester Crozer Divinity School. The Diocesan Discernment Group, part of the Commission on Ministry, meets in our Wisdom House using contemplative practices in their work together. We make our meeting spaces available to a wide variety of community groups, such as Alcoholics Anonymous (AA), Overeaters Anonymous, New Spirit of Harmony Singers, Harmony of Harps, and others. AA has a long-established (30+ years), well-attended program. Trinity's Wisdom House is a spiritual outreach ministry that provides a place of hospitality to all faith traditions. This ministry is an effort to provide added depth and dimension to the more traditional expressions of Christianity through programs such as the Study of the Luminous Gospels and Contemplative Eucharists.

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

For over ten years, a number of Trinity members have engaged in contemplative spiritual practices such as centering prayer, lectio divina, sacred chant and walking/praying the labyrinth. We believed that others in the wider community might be interested in sharing these opportunities to deepen their own faith, and we now offer a place of hospitality for others to participate with us. Our Wisdom House supports the mission "to be a place where we might honor one another through respectful dialogue, inquiry, and methods of spiritual practice." Members of Trinity, as well as others from different faiths, share in Wisdom House programs such as Vital Conversations, Wisdom of the Body, Book Study, and walking/praying the Labyrinth. For more information please visit the parish website, www.trinityfayetteville.org, or contact the church office (315) 637.9872.

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

Responsible stewardship requires the giving of time, talent and treasure. Opportunities for gifts of time and talent are present in a variety of ministries at Trinity. Our pledge campaign emphasizes parishioners' personal stewardship. During the initial month of our pledge drive we invite a parishioner to share their individual thoughts on stewardship during our worship. These 5-minute, personal remarks provide glimpses into why Trinity is important to these individuals, giving us much to consider as we contemplate our own financial contributions. Parish leaders are aware of the need to grow income and planned giving, and are looking at ways to augment our current practices. In addition to supporting our operating budget, our worshipping community "steps up" when presented with specific targets for their giving. Our congregation is responsive and contributes generously for outreach and major projects. Trinity parishioners view stewardship as the foundation to support our ministries and recognize our responsibility in planning and managing our resources. We are committed to helping Trinity grow and to increase our impact in Fayetteville and surrounding communities.

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

Trinity, as all communities, has faced controversial issues. In the past decisions were made and implemented hastily, resulting in conflict. However, in the last 20 years we have learned to approach issues positively and creatively with open discussion, respect, and cooperation. For Easter 2013, our rector wanted to host a series of Holy Week programs modeled on Cynthia Bourgeault's "Holy Week Liturgies from the Episcopal House of Prayer". He invited interested parishioners to become involved in the planning process. When it was revealed that the Holy Thursday liturgy would not include our traditional stripping of the altar, there was significant discussion. Many members of our worshipping community name the Maundy Thursday service as their favorite of the liturgical year. A compromise was reached, modifying the plans to include our traditional service while embracing the new experiences these liturgies offered. Of late, the incidence of conflicts has been very limited and the level of disagreement minor. Outcomes do not appear to be generating ill feelings or resentment, and we attribute this to candid, regular, and open dialogue.

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 congregation is diverse in thought. Some parishioners may see a need for change while others want to hold on to what is steady and familiar. Implementing a change proposed by group is rarely universally accepted. Communication and dialogue with respect to decision-making paves the way. We have learned to address possible changes through advanced communication in announcements, bulletins, and newsletters. Parishioner feedback provides insight for possible modifications. We have found two methods of implementation helpful. The first is introducing a change for a defined trial period, say during Lent. Those opposing change are more tolerant, understanding that at the end of the trial the proposal will be reevaluated before a more permanent change is made. The second is introducing a change at non-Sunday services first. This allows smaller groups to become familiar with the change before it is put into a major Sunday service. We have successfully used this approach to incorporate sections from Enriching Our Worship. Whatever the issue, providing transparency and solid communications throughout the implementation process make change easier to accomplish.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
William Campbell Redfield	Rector / Vicar / Priest-in-Charge	1995-09	2013-06

Name	Position Title	Date Begun	Date Ended
Robert Hanna Beveridge	Rector / Vicar / Priest-in-Charge	1987-11	1994-12

Name	Position Title	Date Begun	Date Ended
Roland Whittemore Nichols	Rector / Vicar / Priest-in-Charge	1972-09	1986-05

Currently we offer Church School programs from birth through Grade 6. We have 31 Teacher/Leaders plus substitutes. There are 75 children registered with an average weekly attendance of 35.

Church School yes - birth through Grade 6	Number of Teachers/Leaders for Children School	Number of Students for Children School
	31	75

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
		11	85

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: www.trinityfayetteville.org

Media Links:
www.cnyepiscopal.org

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop: **Gladstone B. Adams III** Phone: 315-474-6596 email: Bishop@cnyepiscopal.org

Diocesan Transition Minister **Judy Fried** Phone: 315-474-6596 email: jfried@cnyepiscopal.org

Current Warden/Board Chair **Susanne Merchant** Phone: 315-632-4534 email: dhscmerchant@gmail.com

Previous Warden/Board Chair **Sue Reiffenstein** Phone: 315-637-3299 email: mersailboat@aol.com

Search Chair **Jim Heffernan** Phone: 315-637-5858 email: jmh208@verizon.net

Parish/Institution

Local Community Leader **Mark Olson** Phone: 315-637-9864 email: molson@fayettevilleny.gov