



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Sep 22, 2017)*

## Trinity Episcopal Church, Maine

150 Perkins St, Castine, ME 04421, United States

Contact:

### Rector / Vicar / Priest-in-Charge (Part-time)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
<b>39</b>	<b>1</b>	<b>1</b>	<b>0</b>
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	<b>\$17682</b>		<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
<b>Full family</b>	<b>Yes</b>		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
<b>4</b>		<b>2 (standard)</b>	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
<b>\$501-\$1000/year</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

*Position could be 1/4 to 1/3 time; comp listed is for 1/3 time; includes salary, housing and SECA.*

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

Most would say a highlight was a recent event in which our four clergy, along with our Bishop and other clergy from the Diocese celebrated the Ordination of one of our two seminarians into the Transitional Diaconate. She grew up in our community and is beloved. Her family, friends, and colleagues came from afar. The pews were full, the sermon was powerful, we were surrounded with beautiful organ music and singing, and engulfed by the power of the Holy Spirit.

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

Our answer to this question will focus on the future of Trinity in our small, beautiful, Maine, coastal community. The amount of parish engagement in the ongoing operation and maintenance of the church is impressive and a testament to the commitment of parishioners, both summer and year-rounders, but our population is aging. We have a limited number of wonderful families with children. A major challenge is to increase, or at least maintain, our size. All who regularly attend have demonstrated ongoing support and find the parish important to their spiritual and social lives. Along with the described aging of our congregation comes an expected decrease in the pledging income from that cohort. Building a strong endowment to ensure the church's longevity and fiscal health is, therefore, critical along with attracting younger folks to the parish.

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

pastoral care, skilled communicator, effective administrator, thoughtfully relevant sermons

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

Trinity Church has one Eucharistic service each Sunday and uses Rite II. The service is neither high nor low. Music is important; we have an excellent organist, and while there is no choir, there is enthusiastic singing by the congregation. Many parishioners remain in the pews to listen to the beautiful organ postlude. In addition, a small group attends a weekly Morning Prayer service. Occasionally there has been some experimentation with Rite I.

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How do you practice incorporating others in ministry?

Many lay people participate in our ministry as eucharistic ministers, readers, ushers, acolytes, prayer givers, eucharistic visitors, altar guild, hosts for coffee hour, and cantors. One of our Priest Associates recently led a highly successful group of 25-29 people in the study of THE BOOK OF JOY. Non-Trinity parishioners were invited, welcomed and attended. There is a weekly morning prayer service and Bible study of the up-coming Sunday's lectionary which is attended by Trinity and non-Trinity people.

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

In our small community, our members are willing supporters of one another in times of crisis or loss. Our recent seminar on Joy served as a welcoming place for people to share their personal stories and for our community to listen.

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

Trinity has an active year-round outreach program that supports the Food Bank and the Summer Children's Feeding Program both at H.O.M.E. (Homeowners Organized for More Employment) in Orland. The Summer Feeding Program provides lunch for about 40 children every week day, as well as food to take home for their meals over the weekend. Also, the outreach program provided 65 children with fully equipped backpacks at the start of the new school year. Trinity also contributes to the Ecumenical Fuel Assistance Program and has participated in the multi-parish outreach to make meals on a rotating basis for those in need in the Blue Hill Peninsula. Various groups in the community use our parish hall for art classes (Castine Arts Association), bridge games, and meetings. Finally, with the purchase of a generator, the church is now a designated warming station in the event of long term power outages.

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

We always invite members of other churches to attend any of our study groups (Lent, summer, and Advent), shared services (Ash Wednesday and Good Friday), and cooperate in community outreach efforts. We make contributions to the Diocese (such as the money sent to Camp Bishopswood) and send delegates to the Diocesan convention. The Bishop recently ordained our second postulant in the last decade into the Transitional Diaconate; our third is in seminary in Nova Scotia. We have provided financial support for both young people.

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

After our unsuccessful trial with a full-time Rector, Trinity began using a clergy staffing system which has become known as "The Castine Model". We have a part-time Priest-in-Charge (PIC) who is supported by three to four Priest Associates (PA). The PIC presides once per month and schedules the PAs for the other Sundays. The PIC normally covers pastoral care issues and special services (e.g. weddings and funerals), but the PAs have also filled in. This system is possible because of the number of retired priests in our area. Our parishioners view this system favorably because of the variety it introduces. Last year one of our seminarians, in coordination with mothers from our town, began a very successful monthly Christian education program for the four children of our parish as well as children of near-by communities. As many as 12 children participated. The program was dubbed "God's Gang." Since this seminarian is now studying full-time in Nova Scotia, another parishioner, who is also a school teacher, will be continuing the program this year.

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

Stewardship consists of raising funds to support the operation of the church, and the contribution of time and talent of each parishioner. Winter Sunday attendance is small (about 30-35); in the summer, attendance can exceed 70 persons. Approximately 60% of pledge income is contributed by year-round parishioners; 40% is contributed by summer residents. Trinity has an annual pledge drive. Each Vestry member is assigned members to contact. The Pledge Chairman works with the Treasurer to assure all pledge units have been contacted and have responded. Both year-round members and summer residents contribute for many tasks such as lay readers, altar guild, altar flowers, coffee hour and receptions and church fund raisers. Other members contribute to the upkeep of our stone church and the grounds, while others manage and support outreach programs. Trinity is equipped with a full kitchen and elevator. A recent fund drive for a generator allows church to be a "safe-haven" for community persons without heat or electricity. An endowment initiative was started three years ago. The initial goal was \$150,000; we have increased over \$40,000 so far.

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

Trinity once tried, as a "leap of faith," to change to a full-time priest, in the hope that we would grow and therefore be able to afford the salary. We raised the money for 3 years' salary. We called a priest with a clear mandate for growth and a three-year time limit, but the hoped-for growth did not materialize. When we realized we had to scale back, some in the parish felt there had been mistreatment of the rector and left. Conflict and misunderstanding arose from inadequate or incomplete communication. Our Vestry now works continually to avoid such situations. Trinity parishioners have a wide range of experience and political opinions; we are successful as a community by willingly accepting each other's differences, not trying to convert others.

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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?

When a newly installed rector introduced several changes in the service when he/she arrived, some in the congregation were energized while others were upset. As is usually the case with change, discussing and explaining the changes is important. The parish accepts change if accompanied by communications.

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#### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Emily Blair Stribling	Rector / Vicar / Priest-in-Charge (Part-time)	2014-05	2017-09

Name	Position Title	Date Begun	Date Ended
The Rev. Edward Dufresne	Assistant / Associate / Curate (Part-time)	2012-10	

Name	Position Title	Date Begun	Date Ended
The Rev. Stephen Hayward	Assistant / Associate / Curate (Part-time)	2016-01	

*The Rev.s Dufresne and Hayward serve as Priest Associates. See Narrative #7.*

Church School		Number of Teachers/Leaders for Children School	Number of Students for Children School
		<b>2</b>	<b>8</b>

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
			<b>28</b>

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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(last updated Sep 22, 2017)

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Worshipping Community Web site: <http://trinitycastine.org>

Media Links:

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

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### References

Bishop:

Please contact Canon Ambler

**The Rt. Rev. Stephen T. Lane**

Diocesan Transition Minister

207.772.1953 ext. 123; [mambler@episcopalmaine.org](mailto:mambler@episcopalmaine.org)

**The Rev. Cn. Michael Ambler**

Current Warden/Board Chair

Please contact Canon Ambler

**Mr. William Carter**

Previous Warden/Board Chair

Search Chair

Please contact Canon Ambler

**Mr. William Carter**

Parish/Institution

Local Community Leader