



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 1, 2024)

Trinity Episcopal Church, Maine

150 Perkins Street, Castine, ME 04421, United States

Contact:

Rector / Vicar / Priest-in-Charge (Part-time) | Receiving Names until 05/30/24 | roberts@episcopalmaine.net

Weekly Average Sunday Attendance (ASA) 20	Number of Weekend Worship Services 1	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$32000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental Yes	Housing Equity Allowance in budget Negotiable	Annual Equity Amount
Vacation Weeks 4	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget	Sabbatical Provision Yes	Travel/Auto Account	Other Professional Account

This is a half-time position.

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

Last March, on Trinity Sunday we confirmed seven. Bishop Brown remarked that was the most he had ever confirmed from the same parish. At a time when church attendance seems to be dwindling everywhere, this seemed significant. It was very exciting to see so many families filling the pews and the children so engaged. We have also had "the only Christmas pageant in town" for the second year in a row. The children met for rehearsals and learned about the story of Jesus's birth in different ways, making art and learning songs. We are at our best when we engage the children of this community. We would love to continue that practice with programs that will interest children of all ages.

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

We are dedicated to continuing to improve our virtual worship capabilities. Our goal is both to accommodate not only the needs of in person worshipers, but also our summer residents, and to try and reach a larger community with our services. Perhaps in the future, our virtual abilities will allow us to provide other offerings such as study groups. For several years, Trinity has operated on what is referred to as 'The Castine Model' with a part time PIC and utilizing supply priests. This has allowed the parish to continue to operate and respond to the needs of the local community. It has also provided us with a variety of preaching and presiding styles. The continued viability of this model depends upon the availability of supply priests in our area. The members of the Trinity congregation already play significant roles in the liturgy. With guidance from our Priest- in-Charge, opportunities may exist for enhanced lay participation in preaching and the conduct of Morning Prayer when a supply priest is not available.

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

effective inviter, ecumenical collaborator, community connector, teacher, Inspirational leader and preacher

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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 three of four Sundays each month and uses Rite II. One Sunday in the month we hold a Morning Prayer led by a parishioner. Our Eucharistic service is simple, and the procession consists of the officiating priest, our Deacon Rev. Ann McAlhaney, and an assisting lay minister from the congregation. In the summer visiting priests sometimes also take part. There is no choir, but we have been blessed with an excellent organist. Congregants volunteer to serve as cantors, occasionally a solo, duet, trio, or quartet, will offer a hymn or anthem as an offertory or during communion, and there is always enthusiastic congregational singing. Many parishioners remain in the pews at the conclusion of the service to listen to the postlude, which is always concluded to applause. We are blessed to have several supply priests as well as occasionally, a visiting clergy person from another church/denomination.

How do you practice incorporating others in ministry?

Many lay people, including children, participate in ministry as ushers, acolytes, readers, cantors, intercessors, eucharistic ministers and visitors, altar and flower guild members and hosts for coffee hour. There has been an active, ecumenical community Bible study group led by a parishioner that meets weekly via Zoom to discuss the readings for the upcoming Sunday service. The meeting is also attended by people who are not members of the Trinity community, including people not in Castine. We also provide a space in the Parish Hall for Blue Angel, a food program that collects, prepares and packages meals and food stuffs for home-bound, elderly and needy persons in the Castine area.

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

We have recently explored the idea of getting together to make some hot food for members of our church community and beyond during these cold winter months with limited dining options available. Five members immediately signed up and are eager to help. We first met for this ministry in February and have now met several times. In general, Trinity Church offers a warm welcome to all who attend our services, whether they come regularly or only occasionally. We make a special effort to greet those whom we do not know and make them feel at home. Even now that we have resumed in-person worship in our church, we continue to offer remote access to our services for those who cannot, or do not wish, to attend in person. As we consider pastoral care to be a high priority for our members and for our priest-in-charge, in times of crisis or loss, members of our community reach out to offer help and support to one another.

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

The contributions to H.O.M.E. and Blue Angel help support our broader community as have visits from former clergy to people outside of our worshipping congregation. Up to half a dozen parishioners meet twice monthly in the church kitchen to prepare 30-40 servings of home made soup for distribution locally to the elderly and others in need. In other times of need, members of our parish community have pitched in to help their neighbors such as helping with cleanup after the storms in early January which could be considered pastoral care in its broadest sense.

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

Trinity has partnered with other churches in Castine for book discussion groups, as well as Advent and Lenten programs and suppers, and lunches. We regularly support H.O.M.E. (Homeworkers Organized for More Employment), a social services organization in nearby Orland, with donations earmarked for Christmas presents, and lunches for children, backpacks for school, and for areas of greatest need. Local nonprofit Blue Angel Maine whose mission is to provide healthy food to needy families in the community, has used our building for storage and organization of donated food. As well as a garden to grow some of that food. Several parishioners meet twice monthly in the church kitchen to make soup for distribution to the elderly and food insecure in the area. Trinity has also hosted a weekly Bible Study, on Zoom, regularly attended by a moderately-sized group from our parish and from other churches near and far. Events at Trinity such as concerts, suppers, and programs, are usually free of charge or, a basket is put out for donations and, they are advertised in much of the Peninsula with flyers to invite the greater community.

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

Trinity recently looked for a way to partner with community members and organizations to meet daycare needs of the parents of young children in Castine. In addition to responding to a community need, we hoped that providing a venue for day-care would introduce our church to families. This effort did not work out, although for reasons unrelated to Trinity. Castine's demographic profile, with the exception of the Maine Maritime Academy, is that of an older community, even by Maine standards (oldest population in the country). However, during the pandemic a number of younger families moved to the area to live year round, and Trinity perceives this as an opportunity for our ministry and also for attracting new members. The vestry is resolved to step up our community outreach to achieve these two goals. A Priest-in-Charge, even though half-time, could add a valued dimension to that effort.

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

Trinity Episcopal Church is a small parish where year-round and seasonal parishioners are generous with their time, talent and treasure. While the year-round attendance is smaller, the summer attendance increases when the seasonal residents return. Though pledges are confidential, all members of the parish are active participants in the stewardship process. A stewardship chair – sometimes a vestry member, sometimes a parishioner – has managed the annual pledge drive, which has largely met our financial needs in recent years. However, with rising costs and a gradual decline in membership, Trinity's financial future needs strengthening. In addition to financial commitments, the year-round members and summer residents of Trinity Episcopal Church generously contribute their time and talent to the parish as lay readers, altar guild, flower guild, coffee hour and reception hosts, and participate in church fund-raisers that include community dinners and a summer rummage sale. Some members assist with the physical plant of our church campus, while others manage and support outreach programs. We have also supported public awareness presentations, for example on de-mining in Laos.

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

Conflict in our parish family is typically the result of poor communication and differing and unrealistic expectations. We have learned that resolving conflict is best done in person and not by email. We have sometimes failed to address problematic issues with the hope that they would just go away. We have worked with an outreach partner for several years, and though we knew that the organization was helping those in need, the Vestry and the congregation were largely unaware of the program details. This lack of information put some on the defensive and created almost a hostile attitude towards the effort. Resolution was slow to happen, largely because our concerns were never thoroughly communicated to our partner. However, both sides have since worked to improve the flow of communication, and today we are working together productively. We recognize these shortcomings and are determined to continue efforts focusing on productive dialog to resolve conflict in the future.

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?

We're beginning to wonder if Trinity is more comfortable in a constant state of change than it is with a settled priest. If we've learned anything, it is that change is inevitable in life. Our last two priests-in-charge have only stayed one and two years, In addition a number of dedicated members have died and their presence is greatly missed. So, of late, our parish has been through a LOT of change and has weathered it surprisingly well, although we are tired. Our vestry recognizes that there is work to be done on improving our communication skills and we strive to accomplish this. What we know is that change is best accomplished through an open dialogue, conducted in a face-to-face fashion.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev. Douglas Beck	Rector / Vicar / Priest-in-Charge (Part-time)	2023-01	2023-12

Name	Position Title	Date Begun	Date Ended
Rev. Donna Downs	Rector / Vicar / Priest-in-Charge (Part-time)	2019-10	2021-10

Name	Position Title	Date Begun	Date Ended
Rev. Emily Blair Stribling	Rector / Vicar / Priest-in-Charge (Part-time)	2012-10	2017-09

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
none		

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

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://trinitycastine.org/>

Media Links:

Online References:

> <https://www.facebook.com/TrinityEpiscopalChurchOfCastine?mibextid=opq0tG>
>

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

tbrown@episcopalmaine.org

The Right Rev. Thomas J. Brown

Diocesan Transition Minister

sroberts@episcopalmaine.net 207-749-4166

Rev. Suzanne G. Roberts

Current Warden/Board Chair

Please contact Rev. Roberts

Ken Hillas

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader