



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Sep 26, 2018)

St. Andrew's, Maine

11 Glidden St, Newcastle, ME 04553, United States

Contact:

Rector / Vicar / Priest-in-Charge

mambler@episcopalmaine.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
111	2	1	2
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$66177		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	

Compensation negotiable; \$66176 reflects diocesan minimum including 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.

To illustrate success, fulfillment and the guidance of the Holy Spirit at St. Andrew's here are 2 parishioner comments showing accomplishments in ministry within the church and in the community. "We recently rewrote our vision and mission statements. The committee was determined to involve the parish in all phases. After gathering a lot of information, we wrote a first draft. When objections were raised, the committee listened, took notes and adjusted its approach. Once everyone was convinced that there was no predetermined outcome and that we were asking for help, the following meetings were positive and productive. The end consensus was remarkable. Both the process and the product provided opportunities for growth". AND "We recognized the need to get more involved in our community. Last fall we decided to take part in Pumpkinfest, a huge community event in Damariscotta each October. We put together a sidewalk café and sold pie to the participants and visitors. It was a great success and showed we could get out into the greater community as St. Andrew's and be a part of a big event outside the church, create relationships, and be with our neighbors enjoying the celebration."

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

We are preparing for the church of the future by transitioning from our comfortable old model (Sunday school, activities for members, hierarchical structure) which needed to be changed as we realized that our mission had changed, as have our demographics. As a parish we are embracing a new model, realizing how many of us are active in ministry in the community, and that doing so is, in fact, our mission as a church, not merely something we do as individuals. Aided by the Bishop's LL:JG initiative, and by listening and sharing with others, we are balancing church traditions with diverse programming that stretches parish and community members' spiritual understanding within our ever-changing global economy, and within a region with the oldest population in the state. We respect and promote the history of our church and our much-loved building while acknowledging the fact that the future health and vitality of our parish depends on the active engagement of parishioners beyond the confines of our parish community, so that spiritual growth on a much broader stage may be the result.

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

Open Sense of Humor Joyful Empathetic

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

At St. Andrew's our liturgical style tends to be traditional but open to a variety of forms and expressions. Music is a rich and central part of our worship, as are intelligent and thoughtful sermons. We vary the liturgy from time to time, for example, the July 2018 Celtic celebration. For these 5 Sundays we experienced a variety of liturgies drawn from the Scottish Episcopal Church and the Northumbria community. Readings from the Gaelic oral tradition, talks, and movies helped us explore Celtic faith, history and music. We have 2 services each Sunday. The 8 o'clock follows Rite 1 and incorporates hymns as part of the service. The service at 10 follows Rite 2, adds an adult choir of 10 - 20 members which offers anthems from the Anglican and other traditions, and our priest will, on occasion, celebrate a sung Eucharist. In addition, we are reviving our children's choir. We also have a highly valued weekly healing service with laying on of hands and a Eucharist. Also, there is a twice monthly children's chapel conducted by our Director of Christian Formation.

How do you practice incorporating others in ministry?

We provide many opportunities for participation in our parish. Serving at the altar alongside our priest, ushering, or singing in the choir are obvious choices, but other activities such as the Benedictines, Foyer Groups, or the Knitting Group encourage participation to which others outside our parish are invited. In Lent lay leaders conduct Evening Prayer and give Lenten suppers, followed by discussion and fellowship. We now conduct open elections for vestry service, seeking nominations from the parish, with the result that we are hearing fresh voices and new ideas. We partner with other churches to operate outreach activities effectively. We are brainstorming ways to include our summer parishioners in more meaningful ways, inviting participation by all. Bishop Lane's "Living Local: Joining God" (LL:JG) has proven to be a transformative experience and inspiration by teaching us to listen to each other and to our neighbors. LL:JG is a diocesan program that seven Maine parishes have adopted, designed to teach us how to follow God into our communities and practice our faith.

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

In the parish these three elements are often addressed at the same time. Events at the church combining meals and discussion, particularly during Lent, have proven successful. The Theologists' monthly supper is attended by parishioners who enjoy exploring their spirituality in more philosophical and academic ways. The Benedictines look outside our Prayer Book and delve more deeply into the Benedictine traditions. The Knitting Group is an opportunity for fellowship and support. Our Director of Christian Formation, Ben Cooke, leads after-the-service discussions of diverse topics that are always timely and stimulating. He regularly hosts both thought-provoking and purely entertaining movie + pizza events and organizes outings which explore local points of interest. Our outreach fundraisers continue to be sources of camaraderie and satisfaction. Other examples are events such as spring and fall cleanups, Bible study, Centering Prayer, Healing Services and musical performances. Some of these may not nourish the body but they certainly feed the soul and mind.

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

Parishioners at St. Andrew's Church responded to this question with lots of activities. The fact that ours is the oldest county (in median age) in the oldest state in America gives us a special opportunity to provide pastoral care for our elderly neighbors in many different ways. Here are some of their answers: "I drive for FISH (Friends In Service Helping). I support my elderly neighbors who are shut-ins. I serve dinner at the Community Suppers. I am a spiritual visitor at Cove's Edge Nursing Home. I provide eucharistic services at area assisted living and long-term care residences, Hospice and pastoral care at Lincoln Health. I tutor at the local elementary school. I teach seniors in the Coastal Senior College. Do Art & Memory, Music and Memory and baking at Cove's Edge. By loving everyone I come in contact with". Our parish's concerns are varied and extend to all corners of the community. We raise money and collect diapers for young families in this region, are involved in local programs to assist the homeless, donate to and support Bishopswood, and care for those within our parish through a Pastoral Care Committee and our intercessory prayers.

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

Individuals in the parish engage with others from churches in our area to support the ecumenical food pantry. We helped launch the Council for Homelessness, help run Wednesday community dinners, help staff the Open Door Café (a drop-in center), work on the local Habitat for Humanity's construction projects, volunteer to teach in Maine's Senior College system, sing in the local choruses directed by Linda Blanchard, our Music Director, and Sean Fleming, our Organist, that bring secular and sacred music to our community. We have a substantial mission in Haiti and frequently send parishioners and distribute funds and supplies to Haitian schools and churches. Our parish Outreach Committee consists of volunteers in the dozen or so local organizations we support, insuring a vital connection between funding and effective action. Parishioners serve on diocesan committees and help out at Bishopswood, our diocesan camp. Finally, we are enthusiastically engaged in Bishop Lane's program of LL:JG and as a result have learned to listen more effectively to one another and to others outside our walls as we carry out our vow "to serve Christ in all persons."

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

Edie Vaughan, a parishioner, started a program at St. Andrew's about three years ago. Edie recognized the need of many in this rural community for transportation. This program, called Lincoln County FISH (Friends In Service Helping) is a volunteer driving program that offers rides to any Lincoln County resident for any reason at no cost. The thirty volunteer drivers, many of whom are non-parishioners, currently provide a monthly average of 150 rides. Rides are provided to people needing transportation, usually to medical appointments but can be for personal errands or any other reason. The program is administered by a Steering Committee made up of parishioners and non-parishioners with technical assistance from St. Andrew's staff. Funding to date (for phone, driver background checks, insurance and advertising) has been covered by donations. The obvious benefits to our community residents who don't have access to their own transportation have been almost eclipsed by the variety and depth of the new and unexpected relationships that have developed between volunteer drivers and riders. FISH is the result of listening to community needs and joining others to respond to those needs.

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

Our expressions of gratitude for the gifts of this shared community can be explained in the traditional terms of time, treasure and talent. Numerous outreach fundraising events (Christmas Bazaar, Robert Burns Concert, Haiti Dinner, Pumpkin Festival, Pirates Rendezvous, Decorator Showhouse and Art Sale, etc.) are enthusiastically supported by volunteers, along with hands-on outreach contributions in our own neighborhood. Our annual pledge drive consistently provides two thirds of our operating budget. Spurred by an unexpected challenge gift last year to preserve our historic church building, the parish responded generously and established a substantial fund. Gifts to this fund quadrupled the original goal, and the whole process served to rekindle a grateful awareness of our common purpose. Parish members are eager to contribute their professional experience and personal talents to vestry service, choir membership and fellowship in both parish-centered events and outreach ministry. We strive to be aware of our blessings and our need to welcome warmly others to this Church of God - neighbors and strangers alike.

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

When our rector suddenly resigned three years ago, some in the parish felt that she had been pushed out, others felt that she had been a bad fit from the start, and still others were mystified, unaware of ongoing simmering conflicts. Those conflicts came to the surface over the handling of the proposed sale of the parish house, and the diocese intervened, trying unsuccessfully to reconcile the differences. The confrontations, widely agreed by all to have been managed poorly, ended with a deeply divided parish and the rector's sudden departure. Some in the parish were left with a quiet and persistent sense of confusion over the entire chapter. Changes have been made to address conflict in the future. These include an elected vestry, and a great emphasis on communication and openness, enabled by active listening and transparent decision-making. Additionally, the parish house, which had become a flashpoint, has been sold. We agree that our Transitional Priest-in-Charge (TPiC) has been very effective at steering us to calmer waters and into a period of reflection, reconciliation, growth and healing.

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?

The arrival and departure of our last rector marked a period of change in leadership which did not go well. Since then we've seen the Vestry take the lead and demonstrate, to an engaged parish, increasing communication, transparency, and accountability. As a result, these qualities are now experienced in existing and newly formed committees, groups and programs. Efforts such as LL:JG, the Mission and Vision Statement Committee, the Benedictines, the Theologists, as well as our Christian Formation programs, all illustrate, through their function, these lessons. The TPiC is appropriately credited with fostering an environment of healthy relationship building, the results of which appear in the growth of parish outreach. The gifts of listening and the acts of transparency reap a harvest we're just beginning to understand and experience. This by no means implies there is always unanimity but, rather, a developing willingness to listen and support whether one's point of view prevails or not. While the sting of that not-so-distant period of difficult change is not forgotten, the hard lessons learned will remain for years having made the fabric of the parish stronger.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. John Nieman	Interim	2016-02	

Name	Position Title	Date Begun	Date Ended
The Rev. Lu-Ann Conner	Rector / Vicar / Priest-in-Charge	2010-08	2015-06

Name	Position Title	Date Begun	Date Ended
The Rev. Stephen White	Rector / Vicar / Priest-in-Charge	1997-01	2008-01

Church School		Number of Teachers/Leaders for Children School	Number of Students for Children School
		1	13

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
		3	50

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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Contact:

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Worshipping Community Web site: www.standrewsnewcastle.org

Media Links:

> <https://facebook.com/standrewsnewcastle>

Online References:

www.episcopalmaine.org

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

1.207.772.1953 ext 125; slane@episcopalmaine.org**The Rt. Rev. Stephen T.
Lane**

Diocesan Transition Minister

1.207.772.1953 ext 123; mambler@episcopalmaine.org**The Rev. Canon Michael N.
Ambler**

Current Warden/Board Chair

Please contact Canon Ambler

Mr. David Blanchard

Previous Warden/Board Chair

Search Chair

Please contact Canon Ambler

Mr. John Ward

Parish/Institution

Local Community Leader