



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 2, 2018)

Grace Episcopal Church (in Madison, NJ), Newark

4 Madison Avenue, Madison, NJ 07940, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/30/18.

GraceSearch18@gmail.com

Weekly Average Sunday
Attendance (ASA)

236

Number of Weekend
Worship Services

4

Number of Weekday
Worship Services

6

Number of Other per Month
Worship Services

Current Annual
Compensation

\$128000

Cash Stipend

\$100000

Housing / Rectory Detail

Utilities

SECA reimbursement

\$10116

Compensation Available for
New Position

\$150000

Housing Available for

5

Pension Plan

**We're in compliance with
CPF requirements.**

Healthcare Options

Full family

Dental

Yes

Housing Equity Allowance in
budget

Yes

Annual Equity Amount

Vacation Weeks

4

Vacation Weeks Details

Continuing Education Weeks

Other

Continuing Education Weeks
Details

1

Continuing Education
Funding in budget

\$1001-\$2000/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.

A recent very public Grace-led project was the coordination of a program to raise funds for a service dog to assist the child of a Grace Church family suffering from a debilitating medical condition. Rather than just give money, the Grace Church community worked together to build a program to raise the money to fulfill this need. The project eventually involved the Church, the town and the area as a whole. From young children making dog biscuits to sell to parishioners, to then publicizing the effort in the broader community, the project brought the whole congregation together for a common cause.

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

Grace has updated its website, is active in social media, and is redesigning its youth programs (with particular emphasis on senior middle school and high school youth) in an effort to better address youth issues. As part of the Interim process we have consulted with community leaders about the position of Grace Church in the community. Information learned from that process has been incorporated into the Parish Profile.

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

inspiring preacher, good communicator, Good interpersonal skills, Collaborative energizer

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

Daily worship is a fundamental part of the Grace Church program. Grace conducts a service of public worship every day of the year. Some services are conducted by the clergy, while others are conducted by a strong contingent of lay leaders. As a result of a Church-wide discernment process, we have recently adopted a new Sunday service schedule offering services at 8 a.m., 10 a.m. and 6 p.m. Worship on Sunday is in the traditional Anglican style, with Rite I at the early service and Rite II at the other two Sunday services. Sunday services are lead by both the clergy and lay worship leaders. Music is an important element of the 8:00 a.m. and 10:00 a.m. services. Grace has a strong music program with choirs for young children, older youth and adults following the RSCM Program for Choir. Grace also maintains a Pizza Compline service for our youngest children on the first Friday of the month. Weekday services include morning and evening programs and a healing service.

How do you practice incorporating others in ministry?

Grace has a strong and vibrant program of incorporating lay members of the congregation into all aspects of its worship and ministry. Grace maintains an active lay worship leader program for Sunday and weekday worship services. Vergers, led by a senior verger, assist in organizing and running worship on Sunday and during the week. There is an active child, senior youth and adult acolyte program that supports the work of ministry and worship. The altar guild, ushers, choir and youth leaders are also examples of strong and vibrant lay leadership. Other programs incorporate members of the Grace Congregation in ministries that provide congregational care, as well as outreach, to the greater community. During our interim period we have launched a new Pastoral Support Team, spearheaded by our clergy, to include the laity in the process of providing pastoral care for our congregation. We were also fortunate to have hired a new Director of Children and Family Ministries who is also a member of the faculty at nearby Drew University Theological School. We are hoping that his involvement will add a new dimension to our youth program on Sunday and during the week.

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

Grace has multiple programs designed to address the spiritual, emotional, and physical well-being needs of our congregation and community. Grace supports programs related to the development of individual spiritual and emotional needs ranging from men's and women's retreats to programs relating to mindfulness, the fostering of individual prayer and meditation, and a greater understanding of the Church and its history, polity and doctrine. We sponsor book groups and run programs on Sundays and during the week to help individuals develop their own spirituality centered on prayer, one of the tenets of the Grace Church program. There is a strong clergy supported ministry to the congregation including those in retirement facilities. During our interim period we have launched a new Pastoral Support Team spearheaded by our clergy to include the laity in the process of providing pastoral care for our congregation.

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

Grace has a long history of providing care for people not members of its congregation. Grace founded and continues to support the Grace Counseling Center, a not for profit that occupies a building on the Grace Church campus. GCC has as its mission the provision of professional and affordable counseling services for members of the community. Grace Church parishioners run and staff a program called the Restart Ministry in conjunction with St. John's Episcopal Church in Dover that works to provide furniture and other necessities to those in need. Our outreach ministries provide financial support and other resources to many area programs as well, including a number of groups that provide support to those suffering from alcohol and drug abuse, as well as groups who work with those who have experienced suicide personally or in their family.

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

Grace Church has a strong history of providing leadership in the Diocese of Newark from both the Clergy and Lay orders. Our previous rector served the Diocese in a number of capacities including as a Diocesan Trustee, Trustee of the Diocesan Investment Trust and on other committees. Our laity have provided leadership to the Diocese in many ways serving and chairing countless Boards and Bodies including the Trustees of the Diocese, the Standing Committee, the Diocesan Investment Trust, Bishop's Search Committees, Diocesan Funding Boards and so on. One of our Wardens served for eighteen years as a member and then as President of the Diocesan Trustees. He now serves on the Standing Committee. Other parishioners serve as Trustees or officers of Foundations related to the Diocese to provide scholarships for Students, and on the Board of Heath Village, the Episcopal Retirement Community. Clergy and laity also serve on and lead numerous civil and non profit boards, bodies and commissions in the Borough of Madison and in the greater area. Our congregation has a wealth of talented, able, and committed people who represent Grace in the Diocese and in the community in countless ways.

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

We have a very active parishioner who spent time as a missionary in Liberia. A library was built in Liberia and named after him. The problem was that it had no books. Working with this parishioner, other members of the congregation raised money and sponsored programs to purchase a library of books to populate the library in this small town in Liberia. The project was a great success.

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

Stewardship at Grace is a year round exercise in managing and developing time, talent, and treasure. Various subgroups have responsibility for the stewardship of buildings and grounds, outreach, congregational care and so on. We manage a healthy endowment that provides support for general operating costs and building and grounds capital needs. Within the last ten years we completed a capital campaign for building expansion that raised in excess of \$3.5 million dollars and allowed for the substantial expansion of program and fellowship space. The foundation of a second capital campaign is taking shape. All of that said, one of the significant issues that has surfaced during the interim period is the need to develop a “culture of stewardship” that involves time, talent, treasure and commitment from the entire congregation to the work and support of the church and its programs.

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

Grace has not had much in the way of church wide conflict in the past years. The issues that have gripped the church in the past twenty years have had little impact directly on Grace. That said, there are those with strong opinions about the current program and how those issues need to be addressed. In our experience, these issues are best addressed with open communication and discussion.

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?

Grace has experienced a period of growth and stability under its last Rector of twenty plus years standing. The congregation has been eager to continue a conversation about positioning itself for a strong and healthy future in a changing church and world. That conversation has continued throughout the interim period and is reflected in the contents of the parish profile. The congregation is blessed with having strong leadership and a strong and talented membership base which can manage change. Both communications with all parts of the Grace community and the opportunity for all constituents to be heard will be key challenges for our future leadership. Grace has experienced a significant amount of change in the period sine the retirement of its last rector. Old programs have been eliminated and new ones launched. A church wide discernment process into the format of the Sunday schedule was undertaken with changes made to the schedule for Sunday. The Grace congregation has been resilient throughout and has conducted these discussions with good humor and a positive attitude. Strong leadership and communication were key to this process.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Lauren Ackland	Rector / Vicar / Priest-in-Charge	1996-10	2016-06

Name	Position Title	Date Begun	Date Ended
Robert Ihloff	Rector / Vicar / Priest-in-Charge	1987-06	1995-06

Name	Position Title	Date Begun	Date Ended
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Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Pre K - 6	7	30

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	10	2	25

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.gracemadison.org

Media Links:

twitter.com/GraceMadisonNJ

Online References:

> <http://www.youtube.com/user/GraceChurchMadisonNJ>
www.facebook.com/gracemadisonnj

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

973-430-9976

The Rt. Rev Mark Beckwith

Diocesan Transition Minister

gjacobs@dioceseofnewark.org, 973-430-9915

**The Rev Canon Gregory
Jacobs**

Current Warden/Board Chair

973-639-2032 jgarde@mccarter.com

John C. Garde

Previous Warden/Board Chair

David Gates

Search Chair

GraceSearch18@gmail.com

**Kathleen Hower & Chris
Wilde**

Parish/Institution

Local Community Leader