



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 5, 2019)

St. Mark's Church Teaneck, NJ, Newark

118 Chadwick Road, Teaneck, NJ 07666, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/30/19.

search@stmarksteaneck.org

Weekly Average Sunday Attendance (ASA) 106	Number of Weekend Worship Services 2	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation \$86114	Cash Stipend	Housing / Rectory Detail \$28000	Utilities \$3000
SECA reimbursement	Compensation Available for New Position \$51400	Housing Available for 4	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 One month, including 5 Sundays (standard)	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget \$501-\$1000/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.

In our modern world, individuals who are decades apart in age often inhabit different "worlds" and are isolated from one another. A unique ministry addressed this issue. Most of us own smart phones, but many older members of our worship community have no idea how to do much beyond making telephone calls or sending text messages to their children, while the technology is part of everyday living for younger members of the parish. To help close this gap, we enlisted a parishioner, a college senior, to turn coffee hour one Sunday into Seniors versus Technology: Smart Phones 101, a class specifically for our over 60 congregants, to cover the basics of a technology that has become an essential and growing part of their lives. The reaction could not have been more positive. About a dozen parishioners participated. It was a marriage made in heaven! While ministries are the channel through which the love of Christ is expressed in the church community and the community at large, there are many shades to Christ's love. We believe that we find our place within the call of the worshipping community, when our ministries are positive, joyful and fruitful experiences.

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

At present St. Mark's most intense focus for the "Church of the Future" is on calling a new rector to lead us as a community of Christ. Like many churches, we are evolving, growing, and seeking to find our place and relevance in twenty-first century society. To that end, we are focused on continuing our current growth, strengthening our existing programs, and remaining open and attentive to the spiritual needs of our fellow brothers and sisters both within the parish and outside in the greater community. We remain a congregation that embraces many diverse backgrounds, hears many voices, responds to the needs of many, and honors diversity by offering a welcoming and fluid worship experience, and an open invitation to participate in our parish life.

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

humor, motivator, inspiring, engaging, warm, confident, respectful, flexible

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

At St. Mark's, worship and prayer are central to our life together as a people of God, our source of energy and renewal, preparing us to do God's work in the world. Our church community as well as our worship practice, combines both the traditional Anglican and the more liberal traditions of the Episcopal Church and the Diocese of Newark. St. Mark's worship practice may be described as "broad church." We have two Eucharists on Sunday mornings at 8 a.m. (an intimate service encouraging reflections on the sermon) and 10 a.m. (with organist and full choir, which is live-streamed on Facebook). All are invited to our church home and our table; we practice open communion. During the summer months, a "Mass on the Grass" Eucharist is offered at 6:30p.m. Each month, the youth help lead the 10 a.m. Eucharist and once a month we offer individualized healing prayers for parishioners through the laying on of hands at the end of the 10a.m Eucharist. All elements of our worship practice - hearing the word, music, and sermon; sharing prayers, Eucharist, and the peace - help to nourish our community with the spiritual food needed to support us in our daily lives

How do you practice incorporating others in ministry?

Our mission statement, "Celebrating God's Inclusive Love," and the invitation on the sign at the entrance to St. Mark's, "This Church is open to those of all faiths or none" are a clear invitation to all. The open doors of our facility serve as a statement of outreach and hospitality to the community. As our signs say, anyone is welcome to come in - walk the labyrinth, pray, use the restrooms, or just sit quietly in the sanctuary. For those who choose to worship with us on Sundays, ALL are invited to our church home and our table; we practice open communion. During Stewardship season, parishioners are not just asked for financial support, but also invited to share their gifts of time and talent by serving on one of our committees, guilds or in outreach ministries. We engage with the wider community through our active participation in ministries such as Math Adventures and Word Play, E-S-L to Go and Family Promise of Bergen County. Incorporating people into our ministries is a wonderful way to touch our humanity, awaken our humility and share the love within this church beyond its walls.

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

In addition to the healthy benefits of merely belonging to a faith family, our church expresses caring for our worship community's spiritual, emotional and physical well-being in a number of ways: 1. Through a very active prayer chain wherein members of this committee are asked by parishioners to pray for all and any manner of need. Additionally those on the prayer chain are prayed for by the entire church body on Sunday during 'The Prayers of the People'. 2. Another way we care for each other is through our monthly healing services where those who wish to experience laying on of hands join the Priest/s at the altar for healing prayer. Parishioners also have the option of attending weekly? healing services on Tuesday evenings. 3. Additionally we have a very active Mutual Care team who receives the Communion kit after communion to take forward to those parishioners who are homebound or in the hospital due to illness. This team is under the umbrella of the InReach Committee which also provides for transportation to and from church for those in such need as well as providing for repast services for those who may need assistance when saying goodbye to a loved one.

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

Max used to be among the day laborers who gathered early each morning at a nearby pick-up point hoping to be chosen for a day's work. Max still stops by the gathering spot, but now it's to greet old friends. That's because the native of Guatemala, after several years as a day laborer, has his own business, thanks partially to ESL-To-Go, a day laborers outreach mission offered by St. Mark's for more than 11 years. ESL Volunteers meet at the church every Saturday morning before heading to a neighboring town to a spot where the laborers gather in the hope of finding work for the day. On average the ESL-To-Go team serves about 20 laborers each week. After distributing snacks, work gloves and wool hats, the volunteers engage in conversation with the laborers, giving them an opportunity to improve their command of the English language. Our volunteers started with the idea that learning English will contribute to the laborers' success as they navigate life in the United States. This project has evolved into "a ministry of presence" where folks break bread together and share a few moments of conversation, while exposed to the elements waiting for a pickup job to come or not.

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

Two parishioners serve on the Diocesan Council; one also serves as a Trustee. Many members are involved in local community matters, several having served as members of the School Board; one has served as its President. St. Mark's also is actively and widely involved in the larger Teaneck/Bergen County community with long-standing outreach ministries such as Math Adventures and Work Play, E-S-L to Go (Day Laborers Outreach), WIC Play Group, and Lion's Den Open Mic. In addition, we regularly provide meeting space to 12-Step groups, two theater groups, a yoga class, and two Girl Scout troops. St. Mark's partners with Family Promise of Bergen County acting as a co-host congregation (Temple Emeth, providing sleeping space) twice a year providing housing and meals for homeless families in Bergen County, and organize a team for Family Promise's annual "Bike Bergen" fund raising activity. We collect food for the Center for Food Action weekly, organize additional collections for holiday meals, and regularly support drives for North Porch Women and Infant's Center. St. Mark's serves as a Township polling place and hosts events for many community groups throughout the year.

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

St. Mark's has initiated several ministries in the past five years; since they are all important and it is difficult to single out one, they are as follows: The Sunday 10am service is livestreamed on Facebook. During the month of November, we reached 389 people averaging around 97 viewers per service, including viewers who watched live as well as those who watched the recorded version. Some viewers are former parishioners who have moved away and had not found a church family in their new communities, a few viewers who were raised at St. Mark's but may no longer attend church and watch because we are familiar and comfortable. Contact: Allison Davis Healing Prayer service began in June 2016, and is currently held at 6:30pm on the fourth Tuesday of the month. In addition, healing prayer with the laying on of hand is conducted at the conclusion of the 10am service on the third Sunday of the month. Contact: Marsha Mackey; Fr. Shearer Confirmand Mentoring: A formal mentoring program for confirmands was instituted in Fall 2018. Contact: Kate Norris Weekly Parish Email Newsletter: Contact: Themba Johnson, Fr. Shearer

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

Stewardship at St. Mark's is a year-round program. The goal is to help everyone find a way to be open to the possibilities of proportional giving moving toward the tithe. We understand that stewardship is a part of ongoing Christian formation. Stewardship is everything we do with all that we are given by God. The people of St. Mark's are very generous with their time and talents. When there are specific needs the parishioners have been generous with their treasures. We promote opportunities for stewardship through information forums - on planned giving, end of life decisions; sermons, presentations of Living Epistles. "The Living Epistles" is an opportunity for parishioner to reflect on what St. Mark's mean to them. It encourages other parishioners to think about the important ways St. Mark touches their lives and others. The Stewardship Campaign begins in October. Pledge Cards are distributed to all parishioners in early November. "In-gathering" occurs for three weeks in November and December. Pledges may be paid by check, on-line, by credit card and automatic deduction from checking account. The names of all those who pledge are listed in the weekly bulletin.

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

A difficult period of conflict was the termination of our previous rector. The rector's term was marked by a series of conflicts in various areas resulting in the resignation of the Chair of the Finance Committee, one warden, two vestry members and the Music Director. Initially the feeling was, that as a new rector, some members of the leadership were having difficulty relinquishing control. A former warden volunteered to replace the Warden that resigned, in an effort to support the rector. Over time it became clear to both the new and current warden that the rector was the problem. In Vestry meetings and with other parish leaders the rector was high strung, combative, and abusive. More than 20% of the members left the parish. During this period, the wardens and vestry worked closely with the rector to implement plans in an effort to mitigate the climate of friction. The situation worsened, forcing the vestry and the wardens to request assistance from the diocese. Over a year's time, moving through a discernment process and working with clergy consultants, it was clear to the Diocese that the rector could not remain. A resignation agreement was finalized in January of 2014.

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?

Within the past fifteen years, St. Mark has called two rectors and engaged a priest-in-charge. The first call went very well. The person called was our interim priest, and the Diocese allowed this individual to be counted among the existing group of candidates. The rector was called, the parish was ecstatic, and he remained with us for ten years. The parish grew by 35% during his tenure. The second major change was the calling of the next new rector. That experience did not go well. The candidate was one of three recommended to the Vestry. The approval by the vestry was near unanimous. Inside of two years, the relationship deteriorated resulting in the resignation of the rector. We learned that the interview process needs to include interaction with the spouse of the candidate. This occurred during the first call, but not the second. If the spouse of the second candidate had been engaged, the leadership may have discovered family issues that surfaced after the rector was called. Finally, for a small parish such as St. Mark's, we should carefully evaluate the prospect of calling a first-time rector with very limited experience and overwhelming family issues.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Robert L. Shearer	Interim	2014-06	

Name	Position Title	Date Begun	Date Ended
Valerie Bailey Fischer	Rector / Vicar / Priest-in-Charge	2011-08	2014-01

Name	Position Title	Date Begun	Date Ended
Randall Day	Rector / Vicar / Priest-in-Charge	1998-09	2008-09

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	6	20

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	1		13

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.stmarksteaneck.org

Media Links:

Online References:

> <https://www.facebook.com/StMarksTeaneck/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

Livestream of worship services can be viewed on our Facebook page.

References

Bishop:

973.430.9976 chughes@dioceseofnewark.org

**The Rt. Rev. Carlye J.
Hughes**

Diocesan Transition Minister

973.430.9915 gjacobs@dioceseofnewark.org

**The Rev. Canon Gregory
Jacobs**

Current Warden/Board Chair

wardens@stmarksteaneck.org

**Kate Norris, Kesha
Rodriguez**

Previous Warden/Board Chair

Search Chair

search@stmarksteaneck.org

Yanna Huls

Parish/Institution

Local Community Leader