



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 9, 2019)

St. Peter's Episcopal Church, Newark

215 Boulevard, Mountain Lakes , NJ 07046, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/03/19.

stpetersmlsearch@gmail.com

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
80	2		
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
	\$51400		\$3726
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
\$6971	\$85000	4	We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes	Yes	\$3105
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	Yes

Must be willing to live in Rectory

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

Our "Angel Garden", on the sloping front yard of the church bordering the Boulevard, is the best recent example of success and fulfillment. In the aftermath of the terrible shooting at Marjorie Stoneman Douglas HS in Parkland, Florida, a parishioner envisioned a memorial to the 17 students and staff who were killed, an Angel Garden that our church and the entire town of Mountain Lakes would see and contemplate as the many walkers along the Boulevard passed by and reflected on the tragedy. The team planned 17 plywood silhouettes of angels and parishioners contributed \$50 each. A local woodworking shop agreed to provide the cutouts, paint them and put the names of the victims on each. Parishioners dug holes for the support stakes and planted the Angels. Others placed three potted flowers in the ground at the base of each. A local newspaper heard of the project, and a reporter and photographer covered the work. The next day, our Diocesan Bishop, Supply Priest, ministers, priests, and congregants from local churches participated in a memorial service just above the Angel Garden. Many townspeople expressed thanks for the project. All involved in this project were pleased and rewarded.

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

The Church of the Future must reflect current trends of faiths & the broader world. As people have moved away from organized religion, we could expect less participation & financial support. We will strive to reach more people, finding ways to new congregants. At the same time, we want to continue our outreach & be able to fund our necessary activities. Historically parishioners were primarily from the Borough of Mountain Lakes but over the years this has changed. At present less than 50% of our members live in Mountain Lakes, while the majority are from other towns, primarily in Morris County. In common with all churches, we have also seen a shift to more older parishioners & a decrease in families & youth. We must search for ways to attract younger parishioners & families, to assure a successful future. In addition, we need to serve our adult population & not solely focus on youth. As we move forward we need to focus on longer-term strategies beyond the standard worship service while investigating partnerships with other organizations to reinvigorate & become a resource while achieving greater connectivity with local areas where we could serve.

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

Spiritually Centered Excellent communicator Collaborative Compassionate Leads by example

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

Broad church: Sunday services are Rite I without music at 8 am, Rite II with organ, piano & full choir at 10:15 am. Members are from different denominational backgrounds: Roman Catholic, PCUSA, Missouri Synod Lutheran & Evangelical. Bulletins have full services printed, except for hymns not in the 1982 Hymnal. Rite II service uses the BCP format, with sections from Enriching Our Worship & other authorized Episcopal sources. We have a long-term music director, a dedicated choir which has important roles in our worship. Various choir members are committed to music in their professional lives or other music organizations. Lessons and Psalm are read by a lay reader, who also leads the Prayers of the People. The Peace is an occasion for the enthusiastic greeting of one another. Choir sings an anthem at the Offertory. The first Sunday of the month is a family service, with youth participation and a children's homily. During summer we have the 8 am service but 10:15 am is moved to 9:30 am. Organ music continues without choir, replaced by soloists or other musical offerings.

How do you practice incorporating others in ministry?

Responses to our parish survey confirmed that St. Peter's is a warm & welcoming worship community, with new attendees being sought out at The Peace & coffee hour. Members have brought in new families they have met in other community activities. Once a regular attendee, one would be asked to participate in several ministry activities, such as altar guild, choir, coffee hour host, & events like an annual auction, dinners for eight & rummage sale. Present outreach ministries are St. John's, Boonton, Sat. Luncheons, Faith Kitchen, Dover & North Porch Infants Centers. For holidays we support local organizations with clothing & food donations. Members sign up to provide specific gifts for those identified by local service organizations. We are challenged with coordinating activities around scheduling of our predominantly professional adult members & youth who are heavily scheduled. This is a major issue for us as we move forward. In the last few years, we have seen some long-standing programs discontinued. We need to revisit these and other opportunities for ministry.

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

St. Peter's worshipping community cares for our spiritual, emotional and physical well-being in many ways. We recognize families and individuals in Prayers of the People in Sunday services, praying for the ill by name, for two parish families in an alphabetical cycle, and noting birthdays and anniversaries. A strong sense of fellowship persists in our community, with a Sunday coffee hour, a men's breakfast group, women's group activities, and service by many of us at funerals. We have different gatherings that indirectly address these needs, such as participation in a local 5K run/walk race, a Twelfth Night party in the winter, and an annual picnic/outdoor Sunday service ("Mass on the Grass, with Brass") in summer. We have had theological discussions, a book group exploring Christian themes in literature, a caring card ministry, and Bible study on the Rectory porch. A labyrinth for spiritual exploration is set up in the parish hall at Easter time. St. Peter's offers both large and intimate group gatherings that allow for individuals to get to know each other on a personal level.

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

Outreach efforts go beyond St. Peter's, by participating in programs for neighboring towns & often are hosted by other churches or community projects. Parishioners serve a regular meal rotation at Dover's Faith Kitchen & contribute clothing, financial support to for the holidays to Boonton Social Service clients. We collect food which is taken to the local Food Bank. We have supported students in Mozambique by funding 3 for college & one's continuing medical school studies. Recipients were identified by a parishioner in the Peace Corps. Until recently we supported Morris County Mental Health Association (MHA) for which we hosted dinners & summer barbecues, as well as providing educational & housing supplies. A consolidation of two programs resulted in this being no longer in place. A long-supported Boonton afterschool program ceased due to funding issues. In the past, for a three year period, our YACs (Youth at Church) did out of state Mission Trips & local community service, which were well supported by adults, youth & church fundraising projects. We also would like to resume participation in VBS done in partnership with local churches.

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

Our parish participates in Diocesan meetings, recently hosting our district dinner that was well received by the Bishop, diocesan staff & other priests. We are represented at the annual diocesan conference by the rector and three laypersons, who participate in various sessions. One parishioner has participated in diocesan-wide committees. Such participation is an opportunity for St. Peter's to take advantage of in the future. We are working towards fulfilling our 10% Diocesan Pledge. St. Peter's has not been directly involved with the national church. On Saturdays once a month the men of the church cook & serve lunch to 20-30 people at St. John's Episcopal Church in Boonton. The former Cedar Hill CDC at St. John's had an afterschool program for children of working parents. St. Peter's supported them with back-to-school backpacks & Easter baskets. Our priest administers Ashes To Go at a local bus stop during Holy Week & gives blessings to animals on St. Francis Day, as they walk with people on the Boulevard.

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

A notable ministry that we implemented in 2015 was a collaboration with MHA (Mental Health Association) of Morris County NJ. A close collaboration with the MHA Director, our co-rectors and our then Outreach Chairman identified multiple areas of opportunity. We implemented Social Club dinners several times a year with their clients which included barbecues, picnics, bingo, and other activities with strong parishioner support with food preparation and attendance. We also supported drives for clothing and household items on request. In addition, we supported an educational assistance program which gave grants for courses, supplies, and transportation for clients which had been screened by MHA. Unfortunately, this collaboration ended last year with organizational changes at MHA of Morris County due to their re-organization and consolidation with MHA of Essex County. Our Parish contact for this is Don MacGowan who was then Outreach Chairperson and is current Senior Warden. Our primary contact at MHA was Lou Schwartz, who was MHA Director.

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

On an annual basis, our Vestry and Stewardship Committee select a theme and communication strategy for the Fall timeframe. These have included themes such as “Join In and Reach Out”, “Puzzle piece theme” and so on. Typically parishioners will make Stewardship Sunday sermons, communicate budget and ongoing status to the parish. Like many churches, this is a challenging situation as we have members from many denominational backgrounds who may be unfamiliar with the pledging tradition and linkage to sound budget practice. Generally, we have a follow up before the end of the year via personal contact to those we have not heard from to ensure that every member has been contacted.

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

Conflict inevitably arises, as good people do have different views on many subjects. At times, an individual or a couple of people have had an issue with a Rector on specific issues. Some examples are spending programs, issues about changes in worship offerings and Liturgy, how a legacy bequest should be spent, offering communion to non-Episcopalians (which St. Peter's does at present), changes to service times, and personality conflicts. A political agenda in a sermon has been strongly objected to (by a small but vocal minority) as evidenced by parish feedback and historical experience. Generally, discussion and hearing of both sides result in some understanding, and common sense prevails. There have been some issues involving priests, lay people and music staff which were not handled well and caused hard feelings and strong resentment for some time. We have lost members in some cases. Before a breakpoint is reached we try to reconcile views, but that is not always possible. In due course, we find that hardness softens, resentment becomes acceptance, and time heals.

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?

Early in the tenure of our prior rectors we changed from 2 services Rite I & II (at 8 & 10 am) to 3 (at 7:45, 9 & 10:45 am) with a 3rd service Rite III to enhance overall participation, educational programs & coffee hour between the 2nd & 3rd services. Post-implementation, parishioners expressed various concerns: first service too early, 9 too early for people accustomed to 10, difficult for 10:45 am attendees to attend coffee hour/educational programs. Also, some parents felt “forced” to attend the third service. Most parishioners expressed that they “missed” being together at the Rite II service. Over time, it became apparent that this was causing a lot of consternation in the parish & a decision was made to implement a parish-wide online survey in 2010 to collect input. After tabulating results, a decision was made to return to 2 services: at 8 and slightly shift of the 10 to 10:15 am) which has remained in place to this day. We learned a great deal about implementing such major changes & coordinating with the parish. Over recent years we have done short-term service options: early morning Friday porch prayer, Friday evenings, Lenten Wednesday night pot-luck service etc.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Lynne Grifo	Interim	2018-08	

Name	Position Title	Date Begun	Date Ended
The Re. Charles Hatfield	Rector / Vicar / Priest-in-Charge	2009-02	2018-01

Name	Position Title	Date Begun	Date Ended
The Rev. Adele Hatfield	Rector / Vicar / Priest-in-Charge	2009-02	2018-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	11	6

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
2	10		

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: <http://www.stpetersmountainlakes.org>

Media Links:

Online References:

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

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

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 A.
Jacobs**

Current Warden/Board Chair

Don MacGowan

Previous Warden/Board Chair

Jim Muhaw

Search Chair

stpetersmlsearch@gmail.com

Ms. E.V. Janopaul

Parish/Institution

Local Community Leader