



Ministry Portfolio

Full Portfolio (last updated Mar 20, 2024)

St. George's Church, Rochester

Contact:

Rector / Vicar / Priest-in-Charge (Part-time) | Receiving Names until 04/29/24.

Weekly Average Sunday Attendance (ASA) 40	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	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks Other	Vacation Weeks Details 2	Continuing Education Weeks Other	Continuing Education Weeks Details 1
Continuing Education Funding in budget	Sabbatical Provision Yes	Travel/Auto Account No	Other Professional Account Yes

This position meets or exceeds diocesan compensation guidelines for a family-sized parish.

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

Last year we held a health and human services day, bringing a wide variety of organizations and agencies to our side of the county. Building off the professional networks of our lay leaders, we made information, screenings, immunizations, and exams available on site at our church. Everyone in the parish participated in set up, hospitality, and staffing the information tables about our ministries, including our prayer shawls, senior outings group and Sunday School. The event was so successful that the agencies are asking us to do it again. Neighboring churches also want to participate, and we are eager to share in this important community engagement.

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

Like many parishes, we use live-streaming and Zoom to increase access to our worship and programming. We do this as an outgrowth of our COVID precautions, but now the focus is on access for all. Home-bound parishioners and those without transportation can participate and stay in touch with the parish every week. For some, this is one of their few opportunities to engage with others. For others, it is a way of staying engaged even when they can't be in church every week. In addition, we no longer have to revise schedules when winter weather threatens. Interestingly, St. George's recently started up a small choir. The choir sings at all Sunday services, and their voices together help raise the level of the music so that all participants—in person, and at home—can better glorify God in our worship. At the request of some of our newer members, we are exploring different Diocesan-endorsed prayer resources, including other forms of intercessory prayers, and other hymnals. We are open to the ideas and experiences of others who may expand our vision too.

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

• Collaborative • Confident, concrete and relevant preaching • Skilled facilitator • Able to balance and incorporate differing viewpoints • Committed to formation for all age groups • Bridges tradition and opportunity • Creates pathways for all in communi

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

St. George's has a sort of hybrid liturgical style. Architecturally and culturally, we tend towards broad church. However, we like to use Sanctus bells, and we kneel at the altar rail. We prefer preaching that is down-to-earth, uses everyday examples, and invites us to expand our thinking. We especially appreciate preaching that is contextualized and approachable to our local experience. We enjoy conversational style sermons and extemporaneous preaching. We are proud that all aspects of Sunday morning, i.e., acolytes, altar guild, readers, choir, ushers, greeters, coffee hour hosts, Sunday school teachers, and acolytes-build on and build up the gifts of our congregation. The majority of parish participates in our Sunday worship-related ministries, in one way or another. Participating in these ministries is how we give ourselves to God and deepens our faith. The art and sound of the liturgy is important to us. We have a parishioner who hand paints banners celebrating our liturgical seasons. We employ a piano student from the University of Rochester's Eastman School of music as our accompanist. We strive worship to be seasonally relevant and personalized to who we are.

How do you practice incorporating others in ministry?

We make a point of welcoming all when they come in the doors, especially newcomers. When people join us who have particular interests or skills, we encourage them to use those talents in ways that will make them happy. One recent newcomer is a terrific cook. He is now very involved with our coffee hour. Another newcomer likes working on the altar, and quickly joined altar guild. We also recognize and encourage the participation of young people. Our Sunday School is facilitated by two very creative teens. One of those teens makes special baked treats and cards to go to shut-ins on a regular basis. We know that it is not always possible for people to get to church on their own, or for the priest to visit everyone who needs a call. We have one parishioner in particular who makes a point of checking in with people, providing rides as needed, and keeping the parish up to date on who needs cards, a visit, or a meal.

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

We always try to provide extra care and support to those navigating difficult times in their lives. One example stands out. A couple of years ago, one of the parish families suffered a tragic boating accident. The St. George's family stepped up immediately. Parishioners and the priest spent time at the hospital over 90 minutes away, even as the hospital stay extended into weeks. Members helped the family to mourn one family member who had died, while supporting the survivors and the rest of the family. We provided meals, gifts, home projects and respite to family members, while doing everything possible to send love and prayer to a child survivor who clung to life despite a devastating brain injury. St. George's literally carried this family through its toughest time, and the parish and the family are much closer as a result. Now over 3 years later, the St. George community still rallies around this family to provide a listening ear, affection, prayer, and so much love. The St. George community also helps this family by collecting bottles & cans for an ongoing fundraiser and working at additional fundraisers to help the family pay for care that is not covered by insurance.

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

Our church sits on the edge of town, and our property is on a busy road. Three of our ministries focus on using our property to help the community and spread God's message of caring. The first is our community garden. Our property has excellent conditions for food gardening, and we provide hundreds of pounds of fresh vegetables to the local food cupboard each summer. Over the last 10 years we expanded the gardens to be a primary source of fresh food for our neighbors. Second, we recognize that the opioid epidemic is everywhere, even in our own backyard. Last year we partnered with County Public Health to install a naloxone box in our parking lot. Anyone can take naloxone to have available, in case of an emergency. We keep it stocked for 24/7 access. Third, our parish was the first church in our area to put out a permanent pride flag and welcome sign. This is an important, progressive statement of inclusion for Hilton and the surrounding community. We had some pushback when we first installed it, but the bulk of the feedback has been very positive.

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

St. George's was the first parish in the Diocese of Rochester to attend the College for Congregational Development. Two parishioners and a former rector travelled to the Diocese of Olympia to learn about the College in 2015. We then started a College here in Rochester, and it is now one of the flagship programs of the Diocese. An additional team attended the College in 2021-22. We actively work to use the tools from the College to help us think about our ministries, our people, and our mission with God. Our clergy participate in the Hilton ecumenical clergy group. The group meets regularly at a local diner and collaborates on community issues. When a local school administrator was indicted on child abuse charges, our priest helped to provide pastoral care to families and parishioners who needed support. This sort of collaboration extends to caring for families in need, and sharing financial resources in emergency situations.

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

A new member, Tom Evans, started our prayer shawl ministry in the fall of 2022. Tom loves to crochet, and he makes shawls and lap blankets in all sorts of patterns and colors. Others began knitting and crocheting too, weaving prayers and comforting thoughts in them as they are being created. We bless the blankets and distribute them to local hospice homes and the University of Rochester's Wilmot Cancer Institute, as well as friends and family of our congregation who could use some reminders of those who care for them. Several members of our congregation who do not have needlecraft talents donate yarn to the ministry. To date, we have distributed 82 shawls/lap blankets. Tom Evans is the contact for this ministry.

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

For years we benefited from Diocesan grants to support full-time clergy. We are moving to a part-time model to meet our pastoral, liturgical and programmatic needs. This will reduce our reliance on Diocesan funds and stabilize our expenses. We look forward to continued development of our lay leadership and ministry, working in partnership with our next priest. This approach is an extension of our commitment to time, talent and treasure. We are not an affluent parish, but we find that everyone gets involved in projects benefiting the parish and the community. Every year we have a recycling event to gather surplus electronics and dispose of them through a recycling firm. Our efforts yield two benefits: we reduce landfill waste, and the collection's proceeds help support a local camp serving children with cancer. We hold our biggest fundraiser of the year at the Hilton Apple Fest each fall. This two-day festival attracts thousands to the 100 craft vendors, demonstrations, and nearly two-dozen food booths. St. George's booth is famous for our locally-made apple sausage. The entire parish participates in advertising, pre-selling, planning, set-up and cooking at the event.

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

We know we do not have to agree in order for us to be in good relationship with each other. Even so, we do not always handle conflict as well as we would like. In a recent survey, we heard an opportunity to be proactive when small disagreements occur, so that they do not fester into larger conflicts. Others feel we could be more direct and transparent in how we handle concerns. For example, we planned to hold an outdoor flea market a few years ago. However, the event was abruptly canceled due to weather concerns without consulting the Vestry or event planners. In retrospect, we realize it would have been better to have a group discussion on possible options before unilaterally canceling the flea market. In part, we avoid conflict rather than "rocking the boat." We know that sweeping things under the rug means that trust gradually erodes. We have work to do in this area, and though there is nothing causing a rift at this time, we seek to expand our skills and comfort in dealing with tough conversations. We seek to love our neighbor and to build that love up through accountability, and healthy, open conversations. With God's help, we can continue to improve.

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 have a congregation of different ideals and lifestyles. We need help with the confidence to put God's word into action, We need help with Change, the change that transforms us into Gods loving people. As in rowing a boat together, we look to the person holding the rudder to steer us in the right direction, then we can pull hard on our oars and move forward. When change went well, it was addressed head on. The information of the change was shared and addressed - having a plan, getting the right people involved, addressing any issues and moving to resolve them. When it went badly, it was a bubbling behind the scenes that turned into an upstream flow. The chatter in the "parking lot" that festers is not the way to resolve problems, but is human nature. When it has gone well, someone took that bubbling and brought it to the Vestry or the group that was leading the change. We have had members show their dissatisfaction with their feet and leave. We have reached out to many of them, but not had much resolution.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Greg Kremer	Rector / Vicar / Priest-in-Charge	2019-01	2023-01

Name	Position Title	Date Begun	Date Ended
The Rev. Paul Frolick	Rector / Vicar / Priest-in-Charge	2012-01	2018-01

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

Media Links:

Online References:

> <https://www.youtube.com/channel/UC7TVnUOJhNpWClugJyNWOkA>

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

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

585-473-2977 stephent.lane@episcopaldioceseofrochester.org

**The Rt. Rev. Stephen T.
Lane**

Diocesan Transition Minister

585-315-6604 transitions@episcopaldioceseofrochester.org

Rev. Virginia Tyler Smith

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader