



# Ministry Portfolio

Full Portfolio (last updated Apr 5, 2023)

**St. James', Skaneateles, Central New York**  
96 East Genesee Street, Skaneateles, NY 13152, United States

Contact:

Interim | Receiving Names until 05/15/23.

Weekly Average Sunday Attendance (ASA) <b>120</b>	Number of Weekend Worship Services <b>3</b>	Number of Weekday Worship Services <b>1</b>	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 <b>We're in compliance with CPF requirements.</b>
Healthcare Options <b>Full family</b>	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks <b>One month, including 5 Sundays (standard)</b>	Vacation Weeks Details	Continuing Education Weeks <b>2 (standard)</b>	Continuing Education Weeks Details
Continuing Education Funding in budget	Sabbatical Provision <b>Yes</b>	Travel/Auto Account <b>Yes</b>	Other Professional Account <b>Yes</b>

*Meets or exceeds diocesan standards for compensation. Lakefront Rectory included.*

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

From June through September - weather permitting - St. James' offers one of three Sunday services outdoors, in the adjacent park beside the lake. It is a beautiful setting, and an extraordinary opportunity for hospitality. People passing by see and hear a Christian community in worship and fellowship. We often comment that we frequently witness people who accidentally come to church. One parishioner reported an apparent passerby stopping and asking for prayer and engaging in conversation, and two pilgrims on foot from Elmira to Syracuse being offered rides, food, a place to stay overnight. A very different moment of success and fulfillment is the work of the Racial Justice and Reconciliation Commission sponsoring events and programs to help introduce new ways of thinking and create an atmosphere for people to be open and curious. This has brought diverse preaching voices, and recently, a gospel choir to that same outdoor worship followed by a concert freely offered to anyone within earshot. "This group's music combined with lakeside worship created a moment where you could visually see and feel people's souls soaring."

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

St. James' actively looks for ways to bring Jesus to as many people as possible. A unique "gift" of the pandemic is that we have invested heavily in technology and staffing to support online worship, programming, and youth education. St. James' is committed to offering worship and music in multiple styles to reach the widest array of needs and preferences. The emphasis is more on engagement than attendance. Because people's worship attendance patterns have changed so dramatically, communication is a priority allowing people to feel actively involved and aware regardless of ability to be present on Sunday. St. James' has invested in key technology and staff (tech team, accounting and financial, wedding assistants, lead musicians) to help us move forward. We also recognize that many of us don't have the resources to do everything ourselves, and what we are able to offer, may very well depend on collaboration with other churches rather than siloed ministry. We have already experimented with collaborative youth ministry and confirmation among 4 Episcopal churches, and have collaborated ecumenically for Ashes to Go, Blessing of the Animals and a Community Thanksgiving service.

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

life-long learner, Strong communicator/good listener Team builder, enables others' gifts Seeks to solve problems, address conflict. Curious

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

St. James' enjoys 4 intentionally different weekly worship services. Sunday at 7:30 is Rite I Eucharist with a little bit of organ music. This congregation is small but so warm and loving of one another. Sunday at 9:00 is Rite II Eucharist with organ and choir, mostly traditional hymnody but willing to branch out to include gospel and some more contemporary songs. This service has some formal ritual, but is still very down-to-earth in feel. Sunday at 10:45 is Rite II or III Eucharist with a band (guitar, piano, drums, harmonica). This liturgy uses resources from other traditions (Lutheran and Celtic for instance). Four months of the summer, this late morning service moves outdoors beside the lake in a public park. This is the most casual of the services, but all are somewhat informal. Though Wednesday evening at 6 PM is spoken Evening Prayer with a brief homily. All but the Sunday service at 7:30 are regularly livestreamed and the Wednesday service also includes zoom. The worship staff is committed to creativity and excellence and spends significant time planning for Christmas, Easter, and Holy Week to offer services that are accessible, engaging, and transcendent.

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How do you practice incorporating others in ministry?

Our Director of Congregational Life is tasked with communication, cultivating volunteer engagement, and creating an environment that invites, trains and supports lay ministry, and encourages many to exercise and grow in leadership. A form of "show and tell" has been a very effective way of inviting others into ministry in the form of "sermon dialogues" throughout the year. This is an interview style of sermon whereby different ministries are highlighted and people are not only informed but invited and encouraged to get involved. Frequent recognition of the gifts and interests of different individuals brings attention to various ministries. Resources supporting this effort include a "Get Involved" guide that showcases most of the ministry opportunities to inform people of what is available. Ongoing communication (e-blast, website, social media, print matter) publicizes news and needs, nudging people who might be thinking about joining in. Most ministries offer flexible involvement so that people can participate within their own limits. Serving and getting involved is part of St. James' culture such that two months each year is dedicated to engaging new and wider community service.

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

St. James' has an active Stephen Ministry, several trained spiritual directors, prayer ministry offered at weekly worship in person and online, parish nurses available for consult, and a prayer chain available for acute needs. Weekly opportunities for spiritual nurture include: 3 Centering Prayer gatherings, and a lectionary study, We also engage in book discussions, classes, lectures, and presentations. Many of these activities are offered in a hybrid format so that those who cannot attend in person can participate virtually. St. James' has been cultivating an atmosphere of care and support of one another: "people matter more than programs" and is supported by the practice of beginning meetings periodically by "checking in". When it becomes apparent that the system is stressed and people are struggling, we take steps to adjust so that the wellbeing of people is supported and encouraged. This means that sometimes something we wanted or planned to do, has to be adapted or eliminated, in order to care for the people involved. The resulting environment is one in which we look out for and help one another when one person or another group needs help.

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

St. James' offers pastoral care beyond our worshipping community is a tradition of care around funerals for parishioners, families, and those unknown to us. Following every funeral or burial, the family receives books about grieving and a letter about a wooden cross we have place on the altar with the name of their loved one. Each of these families is invited to the celebration of All Saints, which has become a signature ministry to the wider community. One aspect of St. James' Community service months in spring and fall seeks to care for first responders, local merchants, and those in shelters and residential care facilities. We participate in a jail and transitional housing ministry. St. James' Thrift Shop, in addition to providing quality household and clothing items at steep discounts, also provides a place of welcome and fellowship. Trained Stephen Ministers often share caring relationships beyond St. James'. Our online presence includes sermons posted online, prayer ministry offered through social media and the website, and tools for worship and prayer offered virtually, especially in important seasons of the church year such as Advent, Lent and Holy week.

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

St. James' clergy and lay people are involved at the Diocesan level as representatives on the Commission on Ministry, on the Diocesan Foundation Board, as delegates to Convention, and as participants in events and programming offered by the Diocese. St. James' clergy are active in the Skaneateles Ecumenical Clergy Association, and Regional Clericus. In the wider community St. James' has volunteers with Merriman Circle (Rescue Mission transitional housing), InterFaith Works, Samaritan Center, Ss. Peter and John Soup Kitchen, Habitat for Humanity, Laker Limo drivers, and the NAACP, as well as supporting a YASC volunteer in Sri Lanka. Several times a year, funds or items are collected to respond to crises elsewhere in the nation and the world. The Racial Justice and Reconciliation Commission is cultivating partnerships for service in the community, and there is an active Creation Care ministry working for climate justice.

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

On Tuesday, October 27, 2020, at their regular monthly meeting, the Vestry unanimously called for the formation of a Racial Justice and Reconciliation Commission at St. James'. The task of the Commission is to provide ongoing opportunities for the people of St. James' to learn, grow, and pursue actions for the purpose of promoting racial justice and reconciliation. Since then the Commission (an initial group of 12 that continues to grow) participated in Sacred Ground, a video and discussion series on race grounded in faith, and has offered the course three more times to the congregation and wider community. The Commission has developed a monthly discussion series "Open and Curious" that includes book studies, videos, presentations, and arts and culture. The Commission has initiated creation of a Community quilt, invited preachers of color to bring diverse voices to worship followed by discussion, and is engaging in partnerships with other agencies and churches to address injustices in the local community.

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

St. James' stewardship is year-round with many opportunities for generosity: annual pledges, online donations, reminders of specific needs communicated online, commitment to stewardship of the environment, and support of other agencies working in the community, particularly through the proceeds of St. James' Thrift Shop. Monthly food donations for local pantries, and giving trees at Christmas that provide a multitude of needs. The focus is not on the urgency of raising money, but on how each of us is using our gifts to benefit God's kingdom here on earth. The annual fall campaign that supports the operating budget, the stewardship team, led by a member of the Vestry, creates a campaign to enlighten, energize and encourage people about the mission and ministry of St. James' and respond to the needs of the world. Parishioners are often invited to tell their own stories of giving, stewardship, and of growth through engagement in the life and outreach of the parish. Two capital campaigns in the last 10 years have had a profound impact on the worshipping life of the community through making the entire building more accessible, more flexible, and more supportive of worship.

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

As one wise parishioner observed, "conflict is inevitable in any church". During the tenure of our current rector, St. James' has experienced conflict around musical preferences, staff changes, differing political views, differing views on human sexuality, and differing views on engagement with social justice issues such as creation care and Black Lives Matter. What we know is that conflict doesn't go away if it is ignored. So we are committed to the hard work of facing conflict; open conversation; listening to one another; seeking forgiveness; confronting words and behaviors that hurt individuals, the fabric of the community, or our Christian witness; and practicing forgiveness and grace as best we can. It is hard work and it doesn't always lead to reconciliation. Sometimes people can't or don't want to engage in that work and they leave the church. In that case, we try very hard to follow up but sometimes reconciliation is not the outcome. Nevertheless, forgiveness, reconciliation, and grace are at the core of our Christian beliefs and so we recognize that we must consistently engage in that work if our common life is to be strong and healthy.

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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?

About 10 years ago - 2 years into the current Rector's tenure - there were some staffing changes that went poorly. Many people were angry, and quite a few left the church. At the same time, St. James' began planning for a capital campaign to increase accessibility and repair our roof. The changes to the worship space had a great chance of creating anxiety and conflict. We learned to listen to our gut: not to ignore underlying levels of unease, and the importance of transparent and frequent communication. We learned to take our time, stop /adjusting as necessary, and be thorough in preparation, leading to the general level of trust and comfort in the congregation that ultimately resulted in financial support. The pandemic has continues to be a change-teacher as we adjust, change and pull back with regular challenges that unfold. Though this "change" has had the complicating factors of isolation and widespread anxiety and frustration, the lessons we learned in previous seasons of change have served us well. We talk, we listen, we communicate, we adapt, we ask for grace, we apologize, we make decisions with broad input, and we continue being the Body of Christ for one another.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Name	Position Title	Date Begun	Date Ended
Name	Position Title	Date Begun	Date Ended

Church School <b>Yes</b>		Number of Teachers/Leaders for Children School	Number of Students for Children School <b>35</b>
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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 <b>137</b>
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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: <https://www.stjameskan.org/>

Media Links:

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

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### References

Bishop:

**The Ret. Rev. Dr. DeDe  
Duncan-Probe**

Diocesan Transition Minister

**The Rev. Canon Carrie  
Schofield-Broadbent**

Current Warden/Board Chair

**carriesb@cnyepiscopal.org** After June 1, please contact the Rev.  
Canon Thomas Ferguson **tferguson@cnyepiscopal.org**

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader