



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Sep 17, 2022)*

## Trinity Church, Maine

150 Perkins St, Castine, ME 04421, United States

Contact:

### Rector / Vicar / Priest-in-Charge (Part-time)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
30	1		
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$21500		<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	

*\$21500 = diocesan standard for 1/3 time in Castine. Pension, pro-rated insurance additional.*

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

As the COVID pandemic appeared to be waning in the early summer of 2021, the congregation and community members (approximately 85) gathered to renew fellowship at a lobster pasta dinner. The delicious meal allowed participants to joyfully reconnect, introduced community residents to Trinity, and raised funds from donations for our signature Outreach organization H.O.M.E.. The success of this event was inspiring (or fulfilling), and encouraged us to plan for more community events – at the very least, welcoming our neighbors and friends to join us for summer celebrations and special events at Christmas, Easter, and other occasions. We are eager to continue to share our beautiful stone church and our unique waterfront setting with community members and visitors to our town.

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

Having resumed in person worship, after the pandemic pivot to Zoom, we're continuing to improve our virtual worship capabilities. Our goal is both to accommodate not only the needs of worshipers who still are not confident worshipping in person, and to try and reach a larger community with our services and perhaps in the future, other offerings such as study groups. Also, for a number of years, Trinity has operated on what is referred to as 'The Castine Model' with a part time PIC and utilizing supply priests. This has allowed the parish to continue to operate and respond to the needs of the local community even as the congregation has become smaller. It has also provided us with a variety of preaching and presiding styles. The continued viability of this model depends upon the availability of supply priests in our area. As mentioned elsewhere, the members of the Trinity congregation already play significant roles in the liturgy. With guidance from our Priest-in-Charge, opportunities may exist for enhanced lay participation in preaching and the conduct of Morning Prayer when a supply priest is not available.

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

inspirational preacher, effective inviter, ecumenical collaborator, community connector

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

Trinity Church has one Eucharistic service each Sunday and uses Rite II. Our service is simple, and the procession consists of the officiating priest and an assisting lay minister from the congregation. In the summer visiting priests sometimes also take part. There is no choir, but we have been blessed with an excellent organist. Congregants volunteer to serve as cantors, occasionally a solo, duet, trio, quartet, or quintet will offer a hymn or anthem as an offertory or during communion, and there is always enthusiastic congregational singing. Many parishioners remain in the pews at the conclusion of the service to listen to the postlude, which is always concluded to applause. Since the departure of our priest-in-charge (PIC), we have on a few occasions held a Morning Prayer service on Sunday due to the lack of a supply priest, and have sometimes used Rite One for this as a change. We are blessed to have a number of supply priests as well as occasionally, during Morning Prayer services, a visiting clergy person from another church/denomination or a meditation from one of the congregation.

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How do you practice incorporating others in ministry?

Many lay people, including children, participate in ministry as ushers, acolytes, readers, cantors, intercessors, eucharistic ministers and visitors, altar and flower guild members and hosts for coffee hour. There is an active, ecumenical community Bible study group led by a parishioner that meets weekly via Zoom to discuss the readings for the upcoming Sunday service. The meeting is also attended by people who are not members of the Trinity community, including by people not in Castine.

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

Trinity Church offers a warm welcome to all who attend our services, whether they come regularly or only occasionally. We make a special effort to greet those whom we do not know and make them feel at home. Even now that we have resumed in-person worship in our church, we continue to offer remote access to our services for those who cannot, or do not wish, to attend in person. As we consider pastoral care to be a high priority for our members and for our priest-in-charge, in times of crisis or loss, members of our community reach out to offer help and support to one another. Our church building requires attention and receives it!

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

The contributions to H.O.M.E. and Blue Angel help support our broader community. Pastoral care within our congregation is also a priority. In times of trouble, individual parishioners have been generous in responding to the needs of our congregation. Once our new Priest-in-Charge arrives, we hope to be able to offer spiritual care, education, and counseling to those within and beyond our worshipping community on a more regular and visible basis.

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

Trinity regularly supports H.O.M.E. (Homeworkers Organized for More Employment), a social services organization in nearby Orland, with donations earmarked for Christmas presents, lunches for children, backpacks for school, and for areas of greatest need. Local nonprofit Blue Angel Maine whose mission is to provide healthy food to needy families in the community, has used our building for storage and organization of donated food. Trinity also hosts a weekly Bible Study, regularly attended by a moderately-sized group from our parish and from other churches.

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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?

Trinity recently looked for a way to partner with community members and organizations to meet daycare needs of the parents of young children in Castine. In addition to responding to a community need, we hoped that providing a venue for day-care would introduce our church to families. This effort did not work out, although for reasons unrelated to Trinity. Castine's demographic profile, with the exception of the Maine Maritime Academy, is that of an older community, even by Maine standards (oldest population in the country). However, during the pandemic a number of younger families moved to the area to live year round, and Trinity perceives this as an opportunity for our ministry and also for attracting new members. The vestry is resolved to step up our community outreach to achieve these two goals. A Priest-in-Charge, even though not full time, could add a valued dimension to that effort.

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

Trinity Episcopal Church is a small parish where year-round and seasonal parishioners are generous with their time, talent and treasure. While the year-round attendance is smaller, the summer attendance increases when the seasonal residents return. Though pledges are confidential, all members of the parish are active participants in the stewardship process. A stewardship chair – sometimes a vestry member, sometimes a parishioner – has managed the annual pledge drive, which has largely met our financial needs in recent years. However, with rising costs and a gradual decline in membership, Trinity's financial future needs strengthening. In addition to financial commitments, the year-round members and summer residents of Trinity Episcopal Church generously contribute their time and talent to the parish as lay readers, altar guild, flower guild, coffee hour and reception hosts, and participate in church fund-raisers. Some members assist with the physical plant of our church campus, while others manage and support outreach programs.

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

Conflict in our parish family is typically the result of poor communication and differing and unrealistic expectations. We have learned that resolving conflict is best done in person, if possible, but not by email. We have sometimes failed to address problematic issues with the hope that they would just go away. This, we have learned, only makes things worse. We have worked with an outreach partner for several years, and though we knew that the organization was helping those in need, the Vestry and the congregation were largely unaware of the program details. This lack of information put some on the defensive, and created almost a hostile attitude towards the effort. Resolution was slow to happen, largely because our concerns were never thoroughly communicated to our partner. However, both sides have since worked to improve the flow of communication, and today we are working together productively. We recognize these shortcomings and are determined to continue efforts focusing on productive dialog as a way to resolve conflict in the future.

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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?

If the pandemic has taught us anything, it is that change is inevitable in life. In fall, 2019, a new priest-in-charge was installed at Trinity Episcopal Church. Then, in March, 2020, the pandemic struck, forcing our church to close our doors to in-person worship and move our services to an online format. The ensuing pandemic also brought change to the life of our priest-in-charge, who determined it was necessary for her to have a more flexible schedule as a result of the pandemic. After only two years in the position, she chose to end her tenure at Trinity in fall, 2021. So, of late, our parish has been through a LOT of change and has weathered it surprisingly well. Our vestry recognizes that there is much work to be done on improving our communication skills and we strive to accomplish this. What we know is that change is best accomplished through an open dialogue, conducted in a face-to-face fashion (I like to call that 3-D interaction), rather than through email (a 2-D interaction). Too many things can be misinterpreted in the 2-D realm. We've unfortunately learned this fact the hard way.



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#### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
<b>The Rev. Donna Downs</b>	<b>Rector / Vicar / Priest-in-Charge (Part-time)</b>	<b>2019-10</b>	<b>2021-10</b>

Name	Position Title	Date Begun	Date Ended
<b>The Rev. Emily Blair Stribling</b>	<b>Rector / Vicar / Priest-in-Charge (Part-time)</b>	<b>2012-10</b>	<b>2017-09</b>

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://trinitycastine.org>

Media Links:

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

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### References

Bishop: 207.772.1953 ext 125; [tbrown@episcopalmaine.org](mailto:tbrown@episcopalmaine.org)**The Rt. Rev. Thomas J.  
Brown**

Diocesan Transition Minister

**The Rev. Cn. Michael  
Ambler**207.233.7555 (mobile, preferred); 207.772.1953 ext 123 (office);  
[mambler@episcopalmaine.org](mailto:mambler@episcopalmaine.org)

Current Warden/Board Chair

**Kenneth Hillas**

Please contact Canon Ambler

Previous Warden/Board Chair

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