



Office for
Transition
Ministry

Ministry Portfolio

Full Community Portfolio

St. Paul's Episcopal Church, Duluth, MN

Contact:

Senior Warden or Priest-in-Charge

Weekly Average Sunday
Attendance (ASA)
170

Number of Weekend
Worship Services
2

Number of Weekday
Worship Services
0

Number of Other per Month
Worship Services
0

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities
No

SECA reimbursement
Yes

Compensation Available for
New Position
\$82,000 (negotiable)

Housing Available for
No

Pension Plan
Yes

Healthcare Options
Full Family

Dental
Yes

Housing Equity Allowance in
budget
No

Annual Equity Amount

Vacation Weeks
1 month, including 5 Sundays

Vacation Weeks Details

Continuing Education Weeks
2 standard

Continuing Education Weeks
Details (circle one, per year)
\$1001-\$2000

Continuing Education
Funding in budget
Yes

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account
No

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment. Rally Day was held on a beautiful, crisp, sunny Sunday in early September. Unlike in recent years past, the pews were not packed. Nonetheless, it was lovely to be together. Outside on our hilly church lawn just off of historic Superior Street, many of our parishioners worked hard together to hold onto traditions that Covid has tried to ravage. Arriving early, they set up tents, tables and chairs for our annual Rally Day picnic which includes our ministry fair. Others worked hard indoors, preparing food and beverages and organizing logistics. Christian Formation volunteers prepared fun activities for our youth, including a blow-up obstacle course and a dunk tank. (Normally our youth have the tradition of dunking the Rector, but this time the Junior Warden took one for the team!) While adults gathered for worship, our youth took time to pray, reflect, and then enjoy the lawn activities. After worship, the congregation gathered to share a picnic meal and enjoy time visiting with church family - getting caught up on youth school updates, reflecting on our successful discernment process, reminiscing about trips taken as well as adventures on Lake Superior. Are you willing to get dunked?

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

Following the loss of our rector and our separation during Covid, we have fresh energy to breathe into St. Paul's. We are ready and willing to move into the future. Though we cannot predict what St. Paul's church will be, we can follow God's path - treasuring what we keep, letting go of what no longer serves, and greeting the new. We have embraced technology by live streaming services, meeting via Zoom, and posting morning prayer and compline to our YouTube channel.

A group of members worked hard for St. Paul's to become a certified Green Church, reducing waste and evaluating our use of products, energy and water. We are proud of our commitment to the environment and the parish economy. We continue to value diversity, welcoming all people regardless of age, ability, gender identity and sexual orientation, race, class, culture, etc. As we consider a capital campaign, we seek ways to include outreach funds, aware of our fiscal responsibility to ourselves and to our community.

We seek a rector who is a strong administrator and is willing to work hard on staffing and growth, who has the financial acuity to help us achieve our goals.

Please provide 4 words or short phrases describing the gifts and skills essential to the future leaders of your worshipping community.

- Spiritual Leader
- Energetic
- Thoughtful communicator
- Sense of humor

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

Communion is open to all. In worship, we create a peaceful sanctuary, proclaim scripture, and offer hospitality and acceptance to everyone. Children are welcome and are blessed as they go to Kids Word and smile upon return. Youth read or enact scripture, sing, or write and pray petitions. The priest carries newly baptized babies around the church. All people greet each other at the peace. An acolyte waves a Spirit kite during special services. We recite a birthday/anniversary prayer as people are blessed at the altar. Announcements are made during service by many.

Music is integral. It relates to scripture and draws and retains members. Handbells, brass ensembles, or soloists enhance special services. The choir and congregants sing many parts of the service.

At our Rite I service, a small and faithful group of people celebrate in a quiet, simple way. An intimate Eucharistic service is held Wednesday evening, before a simple supper and adults' and children's formation. Weddings and funerals are celebrated in ways comfortable for families.

We seek a flexible, creative rector who can deliver thoughtfully crafted sermons that deliver a message we can take home.

How do you practice incorporating others in ministry?

St. Paul's exists to offer a place and a ministry for everyone. Called to the Way of Love, we minister by serving one another. Altar guild members, lectors, Lay Eucharistic Visitors and BeFrienders minister in a variety of ways, as do the people who cook parish meals, serve on Vestry, tend gardens, etc.

Christian formation at St. Paul's invites us to minister to each other across generations as prayer partners, confirmation mentors, and faith guides. Formation develops strong, educated, youth who become acolytes, readers, and musicians. Graduating seniors reflect with warmth and gratitude on what St. Paul's parish means to them.

We invite each other to volunteer in the community, giving food, clothing, and care to others. We recently identified outreach ministry as a treasured aspect of St. Paul's that we wish to nurture and grow.

These informal ministries are part of St. Paul's fabric, providing opportunities for knowing each other, developing relationships, and being a loving community. By sharing our love, we offer spiritual healing and increase our presence in our community.

We are looking for a comfortable delegator who can engage others and generate excitement.

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

Our priests and deacons provide pastoral care to members and friends in hospitals, care facilities and in their homes. Lay Eucharistic Visitors make monthly visits to share the sacrament with those unable to attend service. We re-ignited a BeFrienders program and priests provide counseling when needed.

We have fun together! The school year starts with Rally Day, with games on the lawn and a shared meal. Pets are blessed on the feast of St. Francis. Children attending service on Christmas Eve are invited to participate in the pageant. Men's Club hosts the Shrove Tuesday pancake supper and talent show. Women's Group meets for retreats, dinners, etc. Members stay at St. Paul's because it nourishes their spiritual growth.

We have a prayer corner in the sanctuary following service on a regular basis. Prayer is also encouraged in a style that fits everyone individually. It could be quiet reflection, structured like reading the Bible or perhaps meditation. We find God outside of the church building in neighbors, in solitude, in play, reading, prayer, each other, nature. God is all around! We seek strong priests and deacons who deliver challenging sermons and provide a nurturing atmosphere.

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

Guided by the rector, pastoral care is a model of emotional, social and spiritual support between St. Paul's and the wider community. It requires effective leadership; appropriate liaison and the promotion of a positive climate and culture. Pastoral care at St. Paul's is highly valued. Our rector has a discretionary fund, although not adequate, to assist in helping our neighbors. St. Paul's clergy host funerals and weddings, and make patient care visits when appropriate. Through our Christmas Angel project, we donate clothing, toys and games to those who need it in our community. Each fall we donate backpacks and school supplies to neighborhood children. In the winter we supply our "Giving Warmth" clothesline on Superior Street with hats, mittens, scarves and socks for anyone to take.

Our pastoral care network has fallen short of our expectations recently and needs some attention. This last year we added a deacon to our staff who helps guide outreach projects and keeps the wider community before us. Identifying the needs of the surrounding community from cradle to grave is important. Our next rector will guide and support us as we do this.

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

What we do is important, but walking in the way of love is our why. In our recent discernment process we answered questions designed to elicit thoughts, feelings, and stories regarding our values and our mission going forward. When thinking about what makes us most proud of St. Paul's and the most precious gift we have to offer, a clear majority spoke of service and outreach as being most important.

Indeed, these values have been an inherent part of our fabric since our church was formed. In the late 1800s our congregation identified the need for a new church building. But parishioners prayerfully chose instead to address community health concerns at the time and used raised funds to build St. Luke's hospital.

To this day, a great majority of our members put a high value on being active in the wider community. We could provide a long list of community organizations that we partner with that show how we live out our value of service & outreach: CHUM, the Damiano Center, Loaves and Fishes -- the list is extensive. We seek a rector committed to helping us with local and greater Diocesan activities.

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

"Hands across Duluth" (HAD) is an outreach and service camp comprised of teens from St. Paul's and Ascension (Stillwater, MN) with the goal of providing youth an opportunity to reflect on poverty and homelessness in the lives of people living in our community. The camp "homebase" is our church, where youth stay and meals and outreach activities are coordinated.

Over four days, youth and their adult leaders (parishioner volunteers) partake in a series of educational and volunteer activities in partnership with local organizations who provide services to community members who are at-risk or experiencing homelessness. Volunteer activities include age-appropriate jobs such as deep cleaning, small repairs, painting, etc.

HAD has provided an opportunity to model our value of outreach and pass it onto the next generation. Reflections of youth who have completed this program highlight the profound impact this experience has on students, including their world view and service to others. HAD has been successful in strengthening community, experiencing various cultures and witnessing the phrase "love thy neighbor" in action.

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

The life of St. Paul's reflects members' commitments to their pledges. Our stewardship campaign goal is intended to meet the parish's financial needs, which include staff, building, local, and diocesan needs. Because the budget process follows the stewardship campaign, it is difficult to set the goal and to show parishioners the value of investing in this campaign.

Our stewardship committee reaches out to parishioners annually regarding the parish's financial health. We aspire to a year-round stewardship approach that better integrates giving into all levels of formation and values gifts of time, talent, and treasures.

The vestry presents financial statements in our annual report and other communications. We are aware that pledges at St. Paul's are decreasing and we are running a deficit. In the past, we have responded generously when asked for additional contributions. For example, in 2018, vestry asked us to make a 13th month contribution and we raised 75% of the anticipated amount.

We look for a rector who builds relationships, presents stewardship as a spiritual practice, and engages us in enriching the life of the parish through our giving.

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

Conflicts at St. Paul's have included employee conduct, budget shortfalls, and cutting pews for wheelchair accessibility (some strongly opposed this). To handle conflict, we talk as openly and candidly as we are able about conflicts we face. We hold an open budget review meeting after service a week before final budget approval. During the 2020 budget review and approval process, staffing issues were a source of conflict. Parishioners questioned how money was spent and why staffing reductions were necessary to balance the budget.

We created new ways to communicate to maintain connections during Covid. These reduce the possibility of misunderstanding or feeling uninformed, and encourage ongoing conversation. We now inform the parish monthly of vestry actions and decisions. Weekly and monthly bulletins, newsletters, and announcements during service include committee and budget updates. Rector search committee members remain after service to talk and to listen. We want to be a Christian community in which differences can be heard and accepted. We believe open and transparent communication invites every person to participate in parish actions and decisions. We seek an empathetic leader.

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 responded successfully to the pandemic by quickly transitioning to online worship and holding distanced outdoor services, continuing to offer baptisms and confirmation, and leading members and others to online formation. Change has gone well in the vestry. New members have been successfully added year over year to bring fresh ideas and perspectives to our parish.

As our rector moved on and the pandemic began, bravely faced new challenges. Our immediate hope for change is finding a new rector who can take a fresh look at our parish and be with us as we adjust our sails to get back on course. St. Paul's has a record of successfully attracting quality candidates because of its rich history, tradition, and the strength of its congregation. St. Paul's has a committed congregation that knows we can survive storms and come out stronger.

Leading a congregation through change requires patience, understanding, and honesty. We seek a rector who has these qualities and more.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
William Van Oss	Rector	2005	2020

Name	Position Title	Date Begun	Date Ended
Howard Anderson	Rector	1994	2004

Name	Position Title	Date Begun	Date Ended
Daniel Miner	Rector	1983	1993

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School	
	Ages 0-3: 2/day, 12 total	Ages 0-3: 13	
	Ages 4-12: 12	Ages 4-12: 34	
	VBS: 11	VBS: 36	
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	Ages 13-19: 49	No official adult school.	No official statistics.
		Wednesday evening adult forums presented by volunteer speakers.	Attendance at Wednesday adult forums ranged from 25 to 35.
Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
St. Paul's does not have a day school.			

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Worshipping Community Web site: stpaulsfaithformation.org

Media Links:

Facebook: St. Paul's Episcopal Church, Duluth, MN

Twitter: @StPaulsDuluth

YouTube:

<https://www.youtube.com/c/StPaulsEpiscopalChurchDuluth>

Online References:

Languages Significantly Represented:
English

Provide Worship or Classes in:
English

References

Bishop: Craig Loya

Diocesan Transition Minister: Karen Olson

Current Warden/Board Chair: Eirik Rennan (eirikrennan@yahoo.com)

Previous Warden/Board Chair: Nancy Schuldt (ncosta2799@charter.net)

Search Chair: Mary Dragich (dragichmary@gmail.com)

Parish/Institution: Susan Dusek (218-390-6673)

Local Community Leader: Joel Kilgour, Loaves & Fishes Catholic Worker Community (218-340-4356)