



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 22, 2022)

St. James' Episcopal Church, Hyde Park, New York

4526 Albany Post Road, Hyde Park, NY 12538, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/30/22. stjames.search.hydepark@gmail.com

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
50	3	1	
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	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes	Yes	
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	No	

We are calling a Priest-in-Charge, compensation & benefits according to diocesan guidelines.

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

During COVID, the people of St. James' church, its rector, Chuck Kramer, and its parishioners and vestry, were determined to continue the worship and life of the parish to the degree that it was possible, while minding pandemic-related safety protocols. In the process, we found strength in our resilience, teamwork, and collective faith. In-person worship was suspended or modified for over a year. The rector worked with tech-savvy members of the vestry and parish to set up livestreaming for worship. All services were available over both Zoom and YouTube. The first full year of COVID, we instituted daily evening prayer over Facebook and Zoom; it was carried forward by members of the parish, with people taking turns as officiant. As conditions and weather permitted, we held worship in the meditation garden over the warmer months of 2020, while still streaming for those who remained at home. Many members of the parish, who had previously been unfamiliar with Compline and Evening Prayer, have now come to greatly appreciate the beauty and value of these devotions. The clergy and lay people took extra pains to reach out by email and phone to vulnerable members.

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

St. James' is showing itself ready to engage with various of the challenges facing the Church in the future. Among them: in recognition of the diminished size and capacity of many parishes in this region, St. James' is ready to begin conversations with other nearby parishes with the aim of finding ways to establish partnership in programming. COVID was a catalyst for St. James' expanding and consistently maintaining a variety of digital worship options (see above.) The camera work for our YouTube broadcast of worship services is led by a former TV industry professional (now warden of the vestry) who is in turn training several young people of the parish in this vital, future-looking skill. We are in the process of launching a new website on an updated platform, recognizing that web-searching is now a - if not the - primary way that people use for learning about churches. During Lent 2022, under the initiative of our Interim Priest, St. James' will experiment with Spanish-Language elements of the worship service, in recognition of the growing Spanish-speaking community in our town.

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

Outreach. Community-Building. Teaching. Lay Development.

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

St. James is a BCP-using parish, neither extremely “high” nor “low” church in its style. It has two main services on Sunday mornings: a Rite I Eucharist at 8 AM without music, except for an anthem sung by a soloist with acoustic guitar, and a Rite II Eucharist at 10AM with music (prelude, hymns, simple anthem, postlude). The Prayers of the People are closely structured on one of the forms provided in the BCP, with interpolations chosen by clergy, calling the attention of the congregation to various people, current events or anniversaries that warrant our prayers. Spontaneous intercessions from the congregation are encouraged. The priest selects the hymns. Hymns typically come from the Hymnal 1982 and LEVAS. The priest leads a weekly “O Gracious Light” evening prayer service online that streams on Zoom and over Facebook Live; and on Saturday evenings, our Deacon oversees Compline online. One Sunday a month, prior to the Pandemic, there was a laying on of hands immediately following both Sunday services. The Altar Guild takes care of preparing and laundering altar linen, and maintaining and resupplying other accessories as needed.

How do you practice incorporating others in ministry?

St. James' welcomes parishioner involvement in worship as acolytes, Lectors, Eucharistic Ministers, members of the Altar Guild, and lay officiants of Evening Prayer. The prior Rector fully encouraged leadership from parishioners in many facets of ministry, from Christian Education to Outreach. Lay people spearheaded the creation and maintenance of the St. James' Community Garden and the Graveyard Tours, for example. Visitors at worship receive welcome from the officiating priest and parishioners in attendance that day. People who were new members of the parish, under the prior Rector, could attend a Newcomers' Reception, held one or more times per year, as need required. Involvement in parish ministries for newcomers often has transpired in an ad hoc manner, with program leaders inviting newcomers to join the work. For example, a couple that joined the parish just before the pandemic began has each found fruitful and substantive ways to join the work of the parish, becoming active with Outreach, Altar Guild, serving on the Vestry.

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

The needs of shut-ins and hospitalized parishioners have been tended to by the priest making rounds at people's homes, nursing homes, or the hospital. In addition, members of the parish step up in a variety of ways, from calling and visiting parishioners in need, driving them to church, checking in by phone or text when someone is sick, quietly making sure that coffee-hour leftovers go home with someone in need, designating altar flowers to be delivered to bereaved or ailing parishioners -- and a multitude of other ways. There is no officially structured system of involving parishioners in lay pastoral care in the form of Stephen Ministers or other similar programs. The steady if small cadre who have been attending the Evening Prayer and Compline services online in the months since COVID began consistently offer much intercessory prayer for parishioners' needs of all kinds.

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

Deacon David Bender does a round of chaplaincy at Vassar Brothers Hospital in Poughkeepsie each Monday. The prior Rector, for a time, did a weekly, half-day stint at the local coffee shop sitting at a table with a sign that read "Free Prayer." This simple ministry yielded many fruitful pastoral interactions. The prior Rector for many years wrote a column that appeared in the local paper, in which he addressed local and national issues from a faith perspective. The Outreach Committee has made a connection between St. James' and Hudson River Housing - the agency that addresses the needs of homeless people in Poughkeepsie. Parishioners thereby are involved with funding, preparing, and delivering meals to the homeless.

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

This question is largely addressed in the other replies. See, for example, answers to #6 and #7. In addition, the St. James' Community Garden, established in 2011 sits on land that is part of the St. James' campus. The garden has grown to a 90' x 180' plot with 28 gardeners, ranging in ages from 5-70, who have donated thousands of pounds of garden produce to the Hyde Park Food Pantry. Some 125 families were the beneficiaries of a bountiful harvest in 2021. At Thanksgiving, Outreach provides baskets full of food for 25 families in need with the help of donations from the congregation and other fundraisers. At Christmas, Outreach is given three wishes for gifts from each child they serve. Pre-COVID, paper stars were placed on the back of the church wall with the first name, gender, and age of each child so the parishioners knew what was being requested. The specific gifts were purchased, or monetary donations were made so the gifts could be purchased by the outreach committee members.

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

With soaring inflation raising the cost of everyday life, the number of unhoused and hungry in our community has increased. In compassionate response, in 2021 St. James' initiated the Adopt-a-Meal program, by which the parish provides a hot supper once a month at the Emergency Housing site in Poughkeepsie. Meals are purchased through local restaurants and grocery stores - in support of local businesses hard hit by the pandemic - then delivered on the second Saturday evening of the month. For 2022, St. James' wishes to build the Adopt-a-Meal outreach. Parishioners are being asked to make a financial donation to the cost of purchasing food, and to sign up to help with cooking meals and the delivery of the food to the emergency housing site. Parish response has been robust this winter of 2022. It is worth highlighting that the program was conceived last year while our long-serving Rector was in the process of concluding his tenure at St. James. And this year, the program is being expanded while we are in the midst of the search for a new clergy leader. It is a vivid indicator of how agentive the laypeople of the parish are.

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

St. James' is a strong-pledging congregation. Pledges are up this year, despite the pandemic. As a congregation, we have a deep sense of what part of our giving needs to go to Outreach - in specific outreach to local, regional, and global needs. This is seen in the parish's involvement in responding to the needs of nearby unhoused and hungry people, its long track record of supporting the Rural and Migrant Ministry, parish giving for Episcopal Relief and Development, and our vibrant partnership with the New York Haiti Project's work in Matel, Haiti. Stewardship of our property - including distinguished buildings and a large and historically significant graveyard - is a concern widely shared by the congregation. In spite of the financial pressures wrought by the infrastructural care of the physical plant, we endeavor to maintain them to the best of our ability. In one respect, our annual Graveyard Tours (GYT) express this element of our stewardship sensibility: bringing people into the churchyard broadens awareness of what is there, and the monies generated by the GYT go to general operating expenses, which in large measure are needed for maintenance of the same.

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

St. James' is not a parish marked by recent conflict. We do experience disagreement, but of late when such disagreements arise, we address it thoughtfully and with loving attention. Disagreement has not escalated into crisis-level conflict in recent years.

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?

The most significant change that has happened of late are those changes wrought by the pandemic. The replies to questions 1 & 2 describe our response to the pandemic, as a parish. More than a decade ago, there was an effort on the part of the then-Choir Director/Organist to change the music style and to change the choir. This did not go well. The parish survey suggests that some in the parish are happy with the music in the church the way it is, while others express desire for updating/change.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Canon K. Jeanne Person	Interim	2021-04	

Name	Position Title	Date Begun	Date Ended
The Rev. Charles Kramer	Rector / Vicar / Priest-in-Charge	1998-05	2021-01

Name	Position Title	Date Begun	Date Ended
The Rev. J. Michael Winsor	Rector / Vicar / Priest-in-Charge	1986-05	1995-03

St. James' Nursery School is entering its 59th year of serving the community of Hyde Park. The Nursery School is housed in the St. James' Parish Hall. It is a 5 days per week, half-day program run by two teachers. The priest at St. James visits the children weekly to read Bible stories and has taken them on field trips. This year there are 12 students attending school. The teachers' salaries are paid out of the St. James' operating budget, and the school is maintained by the church.

Church School YES	Number of Teachers/Leaders for Children School	Number of Students for Children School
	2	9

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
1	6	1	10

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	12	2	1



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Worshipping Community Web site: <https://stjameshydepark.org/>

Media Links:

You can find the St. James' Graveyard Tours on Instagram under its name: [stjamesgraveyardtours](#)

Online References:

St. James' YouTube channel: > <https://www.youtube.com/channel/UCNWZHboXxsNRa339M1TEVaw>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

Diocesan Transition Minister

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader