



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Dec 12, 2022)*

## The Church of the Holy Innocents, New York

401 Main Street, Highland Falls, NY 10928, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 12/30/22.

[holyinnocentssearch@gmail.com](mailto:holyinnocentssearch@gmail.com)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
28	3	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
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		

*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.

When COVID challenged us, our long-standing food pantry which has operated for, at least, 20 years serving between 15 and 50 families, sprang into action. Many family bread-winners were locked out of their jobs with no pay when West Point locked its gates during the health crisis. We recruited more pantry volunteers and funds from our congregation and the greater community to transport more food from our local food bank and distributed it in shopping bags from our parish hall doors, regularly serving in excess of 150 families during this difficult time. We also changed how we conducted our long-standing, communitywide Thanksgiving dinner. Rather than cooking and serving at the church, we had meals prepared by a local restaurant and delivered them to those who needed them. We showed our true efforts to be followers of Jesus.

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

We have invested in and established a way to view our 10:00am service on Facebook. We are considering changing the configuration of our sanctuary to accommodate babies and young children during the service. We offer conversational Spanish classes to congregants (to promote an atmosphere of welcome to our growing, local Spanish-speaking population. We are also squarely facing our challenge caused by aging physical infrastructure. Thankfully, we have dedicated congregants who keep close watch on the condition of our buildings and grounds. They are skilled and have done a good deal of the needed work, but we have a major challenge with our rectory. We are currently seeking funding to address this issue.

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

Christ-centered. Community-centered. Compassionate. Fun-loving.

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

Our current liturgical style is not very formal. We celebrate Holy Communion 3 times on Sunday, at 8:30am at St. Mark's Chapel, at 10:00am at Holy Innocents and again at 5:00pm at Holy Innocents for a brief (1/2 hour) informal, interactive service. We conduct a weekday Communion service for cadets as part of Canterbury Club, and conduct Sunday Communion services for those engaged in battlefield training during the summer. They are greatly appreciated. We have experimented with incorporating Spanish language into our 10:00am service.

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How do you practice incorporating others in ministry?

We make an effort to engage any newcomers we see at our services and invite them to coffee hour where we can learn about them and let them know about our congregation and activities. We participate in the West Point Community Fair for those newly assigned to the post (West Point).

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

We have had, but currently do not have lay eucharistic ministers. We have an ongoing Adult Ed group who read and discuss motivating and theologically interesting books and we share our life experiences and faith development. COVID has impacted that greatly. We have a campus ministry which meets regularly with USMA Cadets to discuss their issues and concerns. They also go on retreat twice a year. (See Number of Students in Teen/Young Adults School: 40 above.) We conducted 2 cycles of a grieving group which lasted a year and a half each. We are due for another since that need has recently reappeared.

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

The local police call Holy Innocents when they encounter homeless transients who need help. We have provided temporary housing at a local motel and/or costs (train tickets) to get stranded people home. Our thrift shop provides greatly needed seasonal clothing, and we have given clothing and household goods to victims of fires in our community. We also volunteer once a month to staff Shepard's Kitchen, a ministry of La Iglesia del Buen Pastor in Newburgh. There we help prepare and distribute meals to over 150 children, adults and seniors.

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

We are deeply involved in our Highlands/West Point Community. We have a well-used food pantry and thrift shop. Our parish hall serves as a meeting space for Boy Scouts and Success Academy (a program for local youth). Our clergy participates in Rotary, the local clergy association and other community activities. We are members of various community improvement groups and are probably the most active community church with helping the community.

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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?

Last summer, we worked with The Center (a local community service group) to initiate a program called Career Academy which helps middle and high schoolers formulate life and career goals. We are engaged in this program again this summer.

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

Our members are good stewards of our church. Everyone gives what they can. Each year we renew our pledges after receiving a letter from our priest or Stewardship Committee, and each Sunday during pledge season, one of the congregation speaks briefly to the congregation during the service concerning their own giving experiences.

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

We have very little conflict in our congregation. Introducing Spanish to the 10:00am service did cause a little grumbling. This initiated our conversational Spanish classes after the service.

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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?

We are trying to reach out and welcome the community's growing Spanish-speaking population. For a while, we conducted the 10:00am service in both Spanish and English. When our one Spanish-speaking family left, we suspended that practice.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev. Judith Ferguson	Rector / Vicar / Priest-in-Charge	2001-09	2022-07

Name	Position Title	Date Begun	Date Ended
Rev. Douglas Fisher	Rector / Vicar / Priest-in-Charge	1998-09	2001-07

Name	Position Title	Date Begun	Date Ended
Rev. Thomas Faulkner	Interim	1997-09	1998-08

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
YES	3	2

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
2	40		

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://holyinnocents2.wixsite.com/hihf>

Media Links:

Online References:

YOUTUBE: >

<https://youtube.com/channel/UC2wEeJPeXWbkROQ2YnbNORw>

FACEBOOK: > <https://www.facebook.com/holyinnocents.church>

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English, Spanish**

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References

Bishop:

Diocesan Transition Minister

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader