



Ministry Portfolio

Full Portfolio (last updated Aug 13, 2025)

St. Michael's Church, New York, New York

225 West 99th St., New York, NY 10025, United States

Contact:

transitions@dioceseNY.org

Rector / Vicar / Priest in Charge

| Weekly Average Sunday Attendance (ASA) | Number of Weekend Worship Services | Number of Weekday Worship Services | Number of Other per Month Worship Services |
|--|------------------------------------|------------------------------------|--|
| 190 | 3 | 10 | |

| Current Annual Compensation | Cash Stipend | Housing / Rectory Detail | Utilities |
|-----------------------------|--------------|--------------------------|-----------|
| | | Yes 4 BR | |

| 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 |
|----------------|------------------------|----------------------------|------------------------------------|
| | | | |

| Continuing Education Funding in budget | Sabbatical Provision | Travel/Auto Account | Other Professional Account |
|--|----------------------|---------------------|----------------------------|
| | | | |

We are calling a Rector.

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

In general, we are proud of expansion to access that we have made in recent years - we have made our church and parish house physically accessible to all. In migrating worship and other significant events to be hybrid, we have expanded access to our community to people who are homebound and traveling. We have also expanded our feeding program to serve double the number we served prior to the pandemic.

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

Development of the parish profile began a discernment process where we acknowledged where we are and identified some of our dreams. We await the search process and arrival of new leadership to move this process forward.

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

As St. Michael's prepares to call a new rector, we seek a visionary, grounded rector who:

- **Has the imagination and the leadership skills to take us to new places, and can create excitement around that vision.**
- **Embodies spiritual depth, compassion, and inclusivity, and recognizes the importance of pastoral care.**
- **Preaches in a stimulating, accessible way that is relevant to people's lives.**
- **Is a connector who can engage with people of all ages, cultural, racial, educational, and faith backgrounds.**
- **Has experience leading a parish and recognizes that the parish encompasses a diverse set of opinions, is skilled at reading the emotions of an organization and influencing others.**
- **Can assemble and lead a team, empower lay and staff leadership, and meet the administrative needs of a parish with complex physical assets.**

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

Our worship style is broad church, and we aim to use expansive and inclusive language. We use incense and high altar on special feast days and clergy wear stoles rather than full vestments on sweltering days. The music is largely traditional, but with ample experimentation and variety. “Lift Every Voice and Sing” gets a lot of use alongside “The Hymnal 1982.”

How do you practice incorporating others in ministry?

We welcome visitors each week, both in person and online with instructions to get to know us better. In person, we have a ministry of welcomers, and we periodically host gatherings for newcomers.

We seek to get better at nurturing new relationships - converting visitors into active members. A number of young adults and families with children have joined our community and we are eager to deepen our relationships with them and others to come.

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

Our members describe us as a welcoming, respectful community where all are accepted without judgment, across differences of race, age, sexuality, family structure, background, and strength of belief. We see our diversity as an asset and a quality to build on.

The church provides spiritually enriching services with thought-provoking preaching, a grounding liturgy, and music that uplifts and inspires. Online access to worship and programming extends the St. Michael's community beyond its walls, providing spiritual sustenance and connection.

Through the church's fellowship and outreach programs we have a variety of ways to connect with one another, explore, and live out our faith.

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

Homebound members are engaged through hybrid access, visitations (both clergy and lay) and phone calls

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

Founded in 1983, the Saturday Kitchen is one of the largest food programs in the neighborhood, distributing 350-plus grocery bags, including pantry items and hot meals to guests — outside the church each Saturday. The number of meals served has more than doubled since before the 2020 pandemic, when the program pivoted from a sit-down meal in the parish house to bagged meals. In 2024, more than 17,500 meals were served, a record high.

Other neighborhood-focused initiatives include English Help, where volunteers provide one-on-one help for conversational practice and reading to individuals who speak English as a second language, and Homework Help, where volunteers provide free “kitchen table” help for students.

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

Since 2020, St. Michael's has been on a journey of learning and reparative actions about the history of slavery and racial injustice in the parish and in the wider Episcopal Church. Parts of our history are difficult to hear, but we have decided to take steps to address our past. Led by the Reparations Committee, which is composed of members of the congregation, with the vestry's support, this permanent ministry set a long-term funding goal of \$1.1 million, with close to \$150,000 raised in less than 2 years. In partnership with Goddard-Riverside, a major Upper West Side social-service provider, the committee supports three Black students with \$6,000 scholarships over four years to help with college costs.

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

We conduct an annual stewardship campaign every fall, which consists of a physical mailer, emails and weekly bulletin updates. We have 4 testimonials from parishioners during the campaign, with new speakers every year. Giving has increased marginally in terms of dollars, despite having two multi-million dollar capital campaign phases. # of pledging units is down since the pandemic.

Beyond financial stewardship, we have an active Saturday soup kitchen program that engages non-members, members and local merchants. Other outreach ministries including a Monday Homework Help program for neighborhood youth and Head Start support.

We aspire to increase parishioner engagement in our existing ministries and expand what we can do.

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

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?

Our most profound recent change has been the departure of our rector in March 2024. Despite being in a transitional period we have been able to grow attendance, with notable increases in families with children and young adults.

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Prior Incumbents

| Name | Position Title | Date Begun | Date Ended |
|------------------------|----------------|------------|------------|
| The Rev. Margaret Rose | Interim Rector | 10/25 | --- |

| Name | Position Title | Date Begun | Date Ended |
|---------------------------|----------------|------------|------------|
| The Rev. Katharine Flexer | Rector | 12/14 | 3/25 |

| Name | Position Title | Date Begun | Date Ended |
|----------------------------|----------------|------------|------------|
| The Rev. Elizabeth Maxwell | Interim Rector | 11/11 | 11/14 |

| Church School | Number of Teachers/Leaders for Children School | Number of Students for Children School |
|---------------|--|--|
| YES | | |

| 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 |
|---|---|--|--------------------------------------|
| | | | |

| Day School | Number of Students for Day School | Number of Teachers for Day School | Number of Total Staff for Day School |
|------------|-----------------------------------|-----------------------------------|--------------------------------------|
| NONE | | | |

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Contact:

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Worshipping Community Web site: <https://www.saintmichaelschurch.org>

Media Links:

Online References:

> <https://www.facebook.com/stmichaelsnyc>

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