



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jul 25, 2022)*

## St John's Parish, South Salem, New York

82 Spring Street, P.O. Box 394, South Salem, NY 10590 , United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

[searchstjj2022@gmail.com](mailto:searchstjj2022@gmail.com)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
22	2	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
			<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes	No	
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	Yes	

*Shared Position. Compensation and Benefits according to Diocesan Guidelines.*

---

## St John's Parish, South Salem, New York

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

Contact:

searchstjj2022@gmail.com

---

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

In response to the Covid-19 Pandemic and cancellation of in-person services, our Rector, organist and members of the congregation recorded a weekly You Tube service for in-home worship. The video was posted on our website and drew people from within and outside our community. Weekly evening prayer services were celebrated on Zoom with participants sharing in the readings. One successful outcome was that, by using electronic media and streaming services, we have been able to reach the homebound, elderly and infirm members of our Parish who are unable to travel to church. Also, since our Rector's retirement eight months ago, parishioners have been leading us in enhanced morning and evening prayer services when a supply priest is not available. Many of us have found these to be such intimate and moving services that we will likely continue them when our shared priest is not with us.

---

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

Our use of technology proved to be very successful in reaching homebound parishioners as well as maintaining our services and classes during Covid. As for our physical plants, we recently undertook a large project to remove three underground oil tanks from our properties. One of the two on the St John's campus was discovered to be leaking petroleum into the soil. Fortunately, the other two tanks were intact and removed before they could cause a greater threat. Parishioners volunteered to do as much of the soil clean up, backfill and replanting as possible to mitigate the cost of the undertaking. This project reflects our commitment to protect the environment. Our two churches are old historic buildings and expensive to maintain. With the pending sale of 28 acres behind St Paul's Chapel, we will have a reserved building fund to offset the cost of maintaining those structures going forward.

---

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

Inspiring preacher. Compassionate pastor. Child- friendly. Outgoing and warm.

---

## St John's Parish, South Salem, New York

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

Contact:  
searchstjj2022@gmail.com

---

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

Our parish has traditionally held two weekly Eucharistic services: a 5pm Saturday service at St. Paul's chapel and a 9:30 a.m. Sunday service at St. John's church. The Saturday afternoon service is quite relaxed; parishioners accompany the hymns with guitar playing and song, followed by a coffee hour or pot luck meal when permitted. The service at St. John's on Sunday morning is somewhat more formal, with the choir and congregants accompanied by an organist or pianist. The Sunday service is child-friendly and not "high church" compared to many other Episcopal Parishes. Babies and toddlers are often in attendance. The other children attend Sunday school until after the sermon, when they join the congregation. In pre-Covid days, there was a coffee hour for everyone following the service. We plan to return to fellowship activities when the Diocese gives the "all clear" sign. Both churches have kitchens and meeting space in their undercrofts for this purpose.

---

How do you practice incorporating others in ministry?

In the past, we conducted volunteer "job fairs" where chairs of committees would sit at tables, distribute information and speak with interested parishioners. We currently send out emails soliciting interest in various ministries and speak directly with parishioners who are present at church. We give everyone an opportunity to read the liturgy if they are interested. We always welcome new people who enter our doors with a smile and a kind word but we try not to pressure or smother them lest we scare them away. We have a welcome package which we give all newcomers with information about our parish. New members with children are told about Sunday school. When we were able to hold coffee hours, we would invite new members to join us and offered to escort them to our undercroft and introduce them to other parishioners. Sharing fellowship with our parishioners allows us to discuss their interests and concerns and to find ways they may wish to become involved in Parish life.

---

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

We are a warm and welcoming community. Our motto is "Feels like Family". We enjoy the fellowship of outdoor services, coffee hour and pot-luck dinners. These allow us to bond with new members and strengthen our existing friendships. We welcome children of all ages to worship with us and encourage them to feel comfortable in church. Since our Rector's retirement, parishioners have volunteered to lead morning and evening prayer services, where we take turns reading the liturgy, sharing our intentions and holding each other up in prayer. Our ecumenical ministers reach out and deliver the Eucharist to those who are unable to come to services. Parishioners support those in need by driving, cooking, visiting or providing whatever help is needed. We are currently planning an anti-racism discussion group for the parish. When conditions permit, we intend to resume meetings of the Men's Group, Women's Group and Bible Study class to support our spiritual and emotional well-being.

---

## St John's Parish, South Salem, New York

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

Contact:  
searchstjj2022@gmail.com

---

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

Although we are a small parish, pastoral outreach is very important to us. We have a strong relationship with the Northern Westchester Community Center where parishioners donate food and clothing on a regular basis. Several members of our parish volunteer with Regional Hospice. As described above in # 5, we support the Bedford Women's Correctional Facility on a year round basis. We also support Friends of Karen with a holiday gift drive for children with terminal illness and their families. A percentage of our revenue from fundraisers always goes to a local charity. We also maintain a large donation shed in the St John's parking lot where useable clothing, blankets and other household textiles are collected and distributed to those in need around the world. Many members of the community, as well as parishioners, contribute to this cause.

---

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

We participate in community events such as Pride in the Park, the annual Library Fair, the Festival of our Future and CROP Walk. Before Covid, we held a Christmas Sing-along in St Paul's Chapel which attracted about one hundred members of the community. We join with other denominations in our town for shared Holy Week services. Additionally, St. John's Parish supports the Bedford Women's Correctional Facility through various projects. This Christmas, the Sunday school children earned and collected money to purchase gift cards for mothers, incarcerated at the prison, so they would have presents to give their children. For several years, we set up a "Giving Tree" with paper ornaments listing requested toys for children of the inmates. The parish responded with enthusiasm to this project as well as assembling baskets for Easter. Our young children raised funds among parishioners this past Advent to donate to Food for the Poor. With the proceeds, they chose to send: 20 chicks, 100 pounds of rice, a month's worth of food for a family, a fruit tree and a backpack.

---

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

As mentioned in #5, we have supported the Bedford Hills Women's Correctional Facility for the past several years. We have donated baby items for the infants living with their mothers at the prison and given them gift cards, toys and gift baskets for older children. Before Covid, several parishioners volunteered to work with the prisoners in various counseling and tutoring efforts. We have supported Give Well, which directs funding to the Malaria Consortium in sub-Africa, by selling t-shirts. We started a Food Pantry on Mondays when the neighboring pantries were closed. A significant new ministry is the Sunday school children's support for Food for the Poor, as described in # 5 above. After church services, they solicit change for their coin boxes which adds to the funds they were able to earn doing chores during the week. Parishioners contribute generously to this year-round effort.

---

## St John's Parish, South Salem, New York

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

Contact:  
searchstjj2022@gmail.com

---

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

While we do have an annual financial stewardship drive, our parish is committed to year-round stewardship in terms of asking parishioners to give of their time, talent and treasure on an ongoing basis. Our Parish is small, and that translates into members pitching in to help as needed. Pre-Covid, we also held a pledge drive campaign that included a series of dinners at parishioners' homes, and all members of the parish were invited to come and talk about what they would like to see our church accomplish in the upcoming year. Aside from finances, we also see stewardship as the responsibility to care for each other and for our community, and we strive to do so in many ways, (for example, through offering rides to church for people who don't drive, invitations to monthly potluck suppers, hosting a St. John's table at the local library fair, sharing testimonials about our spiritual experiences, etc.).

---

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

Because we have two separate churches and styles of worship in our parish, at times in our recent past, some parishioners experienced a conflict between those who identified as regular attendees of St. John's versus those who identified as regular attendees of St. Paul's. In the last five years, our Vestry has addressed this issue deliberately, encouraging those who usually attend either the 5pm or 9:30 am services to come to the other service on some weekends, and leading by example (each of our Vestry members regularly attends services at both churches). Joint efforts for fundraising and mission work have also served as opportunities for the parish to unify. In addition, during the past two summers, St Paul's offered a weekly in-person service outdoors, which drew members of our parish together. Currently, our supply priests alternate Eucharistic services between the two churches which encourages parishioners to go between the two venues.

---

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 must continue to be attentive to being a more inclusive community and refrain from being "cliquish". Many of us are very close friends who have known each other for years and we tend to stay within our groups. Once it is safe to return to in-person fellowship, we must be sure to make everyone feel included. Regarding addressing change, we demonstrated our resilience during Covid by holding services, classes and meetings online. In the warmer weather, outdoor services on the front lawn of St Paul's proved to be popular and attention getting. One early Saturday evening, several motorcyclists pulled over in front of St Paul's when the bell tolled and remained through the sermon! When our Rector retired, we began to hold parishioner-led Sunday morning and Saturday evening prayer services to accommodate our two schedules. When the choir director and organist left St John's Church, a congregant volunteered to play the piano to accompany our voices. For the Christmas pageant, adult and youth musicians played guitars. We respond to change with resilience and determination!



# Ministry Portfolio

Full Portfolio  
(last updated Jul 25, 2022)

## St John's Parish, South Salem, New York

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

searchstjj2022@gmail.com

### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev. Joseph Campo	Rector / Vicar / Priest-in-Charge	2012-03	2021-06

Name	Position Title	Date Begun	Date Ended
Rev. Lynn Harrington	Rector / Vicar / Priest-in-Charge	1988-11	2011-03

Name	Position Title	Date Begun	Date Ended
------	----------------	------------	------------

*The Parish founded the St John's Early Learning Center (ELC) in 1989 as a non-sectarian developmental pre-school. The vestry and priest oversee its operation which is managed day to day by a Program Director. The Parish owns and maintains the building and grounds of the ELC which is behind St John's Church. There is a classroom for the two year olds in the Church building, adjacent to the offices, which gives the Priest an opportunity to greet the children and their parents on a regular basis.*

Church School <b>YES</b>	Number of Teachers/Leaders for Children School	Number of Students for Children School
	<b>4</b>	<b>16</b>

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
<b>Pre-K</b>	<b>40</b>	<b>8</b>	



Office for  
Transition  
Ministry

# Ministry Portfolio

Full Portfolio  
(last updated Jul 25, 2022)

---

## St John's Parish, South Salem, New York

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/15/22.

Contact:

searchstjj2022@gmail.com

---

Worshipping Community Web site: [Stjohnsepiscopalparish.org](http://Stjohnsepiscopalparish.org)

Media Links:

Online References:

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