



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Oct 12, 2022)

St. Matthew's, St. Paul, Minnesota

2136 Carter Ave., St. Paul, MN 55108, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 11/13/22.

karen.o@episcopalmn.org

Weekly Average Sunday
Attendance (ASA)

128

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

1

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position

\$91000

Housing Available for

Pension Plan

**We're in compliance with
CPF requirements.**

Healthcare Options

Full family

Dental

Yes

Housing Equity Allowance in
budget

No

Annual Equity Amount

Vacation Weeks

One month, including 5
Sundays (standard)

Vacation Weeks Details

Continuing Education Weeks

2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget

\$1001-\$2000/year

Sabbatical Provision

Yes

Travel/Auto Account

Yes

Other Professional Account

Compensation range is \$80000-\$100000.

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

If the current pandemic is a "moment" in our life as a congregation, our response shows St. Matthew's loving and resilient spirit. The pandemic accelerated innovation in creative and practical ways. When COVID prevented us from gathering physically, we quickly developed resources for online worship and at-home Sunday school. Teams of caregivers reached out to parishioners to check on their wellbeing, offer prayer and meals, and deliver gifts on holy days. In summer, we moved worship outdoors to a park near the church; in this "oak cathedral" we were visible (and audible) to neighbors and passers-by. We filled the front steps on Christmas Eve and neighbors joined in worship. Our 2021 Good Friday service was a Stations of the Cross pilgrimage through our neighborhood, praying for neighbors along the way at significant sites. On Easter, we filled the sidewalks for celebratory worship. We joyfully moved back into our building last fall with safety protocols that have enabled us to gather in person, while maintaining online options. With flexibility and imagination, we have cared for each other, redefined what worship can be, and witnessed God's continued faithfulness to our community.

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

As our pandemic growth demonstrates, St. Matthew's is an innovative community rooted in ancient practices. While we value and honor the rich traditions of the Episcopal church, our parish history inspires our creativity and imagination without limiting us. Our deep experience practicing communal discernment helps us attend to where God is doing a new thing. We watch and listen for the Holy Spirit to lead us in bold directions. Our practice of discernment equips us to let go of what no longer serves our community and empowers us to follow God into something new as we sense energy to serve beyond the parish. In response to congregation-wide discernment, we remodeled our building to offer better hospitality to the community. But we recognize that as our surrounding culture becomes more secular, much of our impact as a faith community will take place outside our red doors. Our communally discerned Way of Jesus outlines eight practices that equip us to live out our faith in everyday life and grounds our common decisions. Through deep formation for all ages, St. Matthew's is preparing the church of the future and supporting many who are discerning a call to ministry, lay and ordained.

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

Loving Pastor, deep listener, discerning leader, empowering preacher

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

Worship at St. Matthew's is both traditional and innovative, rooted in the Book of Common Prayer and Enriching our Worship and embracing global expressions. Sunday morning worship includes a choir and organ, but you'll also hear strings, brass, and drums from around the world. We're home to many who have emigrated from across the Anglican Communion and we celebrate Epiphany season with liturgy from a parishioner's country of origin, learning each country's history and liturgy in an all-ages presentation and feast. We have sung in Swahili, Shona, and Mandarin, read the weekly lesson in Jamaican patois, and danced to calypso-inspired hymns. We worship in the contemplative mode of the Taize Community, recite the confession from Celtic liturgy, and commemorate All Saints' Day by dancing to a Dixieland band. On Pentecost, many parishioners read from Acts 2 simultaneously in dozens of tongues to reflect the Holy Spirit's descent on Jesus' disciples. Every week our invitation to an open communion table borrows its words from Scotland's Iona Abbey. In all worship, the participation of children and teens is integral, whether as readers and acolytes or actors in our live Nativity service.

How do you practice incorporating others in ministry?

We are watchful for the Holy Spirit's movement in our midst, and when energy gathers around a new idea, parishioners are encouraged to partner with others to grow new ministries from the grassroots. We urge ministry leaders to apprentice newcomers into the work of the church to avoid burnout; it's OK to step back from a ministry or say no to an invitation to serve, without guilt. We love welcoming newcomers with a famous "7-minute welcome" that follows our worship services. We create spaces to get to know one another's gifts and skills. We discover each other's passions during coffee hours, over meals, and through a variety of small groups. Parishioners of all ages and levels of experience are invited into every area of ministry, and the full participation of children and youth is vitally important in our communal life. Most importantly, St. Matthew's affirms and equips every member as a minister of the Gospel in our daily life and work. While the time we spend worshipping, learning, and serving together is vital and brings us great joy, we recognize that the primary purpose of our worshipping community is to encourage and equip us to be followers of Jesus in our everyday lives.

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

We value caring for ourselves and each other in body, mind, and spirit. Healing prayer is offered every service during communion (by phone during COVID). St. Matthew's trains lay members to help give pastoral care, a ministry we want to keep growing. For those with material needs, we offer our Acts II Fund for emergency help with needs like rent or unexpected medical bills. Sharing food, laughter, and tears nourishes our whole beings. We deepen fellowship and learn about each other's cultures as we talk over coffee or dinner. We have made joyful experiments with dinner church, sharing the Eucharist during a meal. We nurture wellbeing as we share individual and communal stories through Tidings, our weekly newsletter. To nurture our spiritual lives, we practice Dwelling in the Word together; attend faith formation; follow The Way of Jesus; and focus on monthly spiritual practices like the Examen, the "Be Still" prayer, or prayer walks. Following Jesus can be hard, so we emphasize a shame-free learning environment. This is highlighted in faith formation, where questions are encouraged as we grow in community with each other. We value that our authentic selves are welcomed at church.

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

Central to our call, pastoral care means meeting people where they are to care for physical, spiritual and emotional needs. We show God's love for neighbors through our ministries and social justice partners. Pre-COVID, we cooked free dinners for neighbors every Sunday night after our evening service, offering companionship as well as food. Our Thanksgiving feast feeds students, neighbors, seniors, and those living alone. Centering Prayer meets on Saturdays, drawing veterans with PTSD; many participants don't attend our church, but engage in this spiritual practice together. Friendships and prayer requests emerge. Through our rector's discretionary fund, we give emergency help with needs like groceries or car repairs. Helping with food, shelter, and education are top priorities. With local partners, we cook meals for the homeless and tutor children. For many years our church was an overflow shelter for homeless families; we helped secure a permanent shelter and now build relationships there. Members serve with groups that give furniture to people in need, help folks find jobs, and mentor homeless youth. A few passionate leaders and many volunteers sustain these vital ministries.

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

We are becoming a teaching church, modeling new practices; our Way of Jesus helped inspire TEC's Way of Love. We engage with the wider church by building long-term relationships and committing to sustainable projects with partners inside and outside our diocese. We value our relationship with Holy Trinity, a neighboring Black church. Our relationship took root during shared meals and retreats and grew through racial reconciliation seminars led by Holy Trinity. We continue to share events and worship services. Our vibrant art ministry features artists from around the region and often engages social justice issues with neighbors. We have supported the Blue House for girls orphaned by HIV/AIDS in Uganda since 2003. Founded by a parishioner, the Blue House supports 40 girls with housing, food, life skills, and education. With neighbors, we joyfully put on an artistic boutique each Christmas that provides a large portion of their budget. With Luther Seminary nearby, we have become a living lab for those seeking ordained ministry. We have launched new priests into ministry, mentoring them in preaching, formation and spiritual practices, and we value the new insights these students bring.

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

Our communally discerned Way of Jesus encompasses eight practices that guide our life together and our ministries: story, prayer, simplicity, discernment, reconciliation, hospitality, generosity, and gratitude. Before beginning a new ministry, we listen carefully for God's call. Instead of starting a program, sometimes we are called to partner with a group already doing good work in the community, or we might be called to more fully support parishioners who are engaged in vital everyday ministry in their vocations outside the church. When we discern God is calling us to new ministry, it is rooted in our core practices. Seeking God's reconciliation across lines of difference is a focus in our Way of Jesus. In that spirit, parishioners launched a chapter of Braver Angels this year, a national organization bringing Americans together to bridge the partisan divide. This ministry springs from a deep desire to love and understand one another across differences in our political views. Our participation in Braver Angels is another way to share God's healing love with one another and our neighbors. To find out more about Braver Angels at St. Matthew's, contact search chair Ann Nerland.

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

Generosity and gratitude are key practices in our Way of Jesus, and cultivating them year-round is essential to our vitality and growth. Parishioners share stories of God's generosity throughout the year, from the pulpit, in conversations, and in our weekly newsletter. St. Matthew's was forever changed when a parishioner stood up at the end of an annual meeting and shared his thanks to the congregation for helping him through a hard time. Every annual meeting since then has ended with a flow of thanksgiving that begins in the parish hall and buoys us upstairs to worship as we continue giving thanks in the Eucharist. Sharing stories of God's generosity and practicing transparency in our financial operations have fostered trust in God's abundance, and members respond with great generosity. Just 3 years after a major remodel of our kitchen, parish hall, and lift, we are debt-free and giving has grown even amidst the pandemic. Our 2022 pledge campaign exceeded our budget goal in record time. While average pledge size has continually increased, the number of pledges has also grown. Many give their time & talent; we value the economic diversity of our congregation and cherish all gifts.

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

Thanks to deep cultural changes led by our rector over many years, St. Matthew's is blessed with remarkably low levels of conflict. Recognizing that healthy conflict fuels growth, we engage in specific spiritual practices to cultivate a community guided by Spirit-led consensus. These changes began with inviting vestry members to understand their role as that of a spiritual discernment team, primarily tasked with listening to the Holy Spirit through prayer, scripture, and respectful conversation. A separate management team deals with financial and property issues, enabling the vestry to focus on the big picture and guide the church to carry out God's mission for our community. Vestry terms begin with a retreat grounded in Listening Hearts discernment, and meetings start with prayer and Dwelling in the Word. Modeled by the rector and vestry, these spiritual practices and ground rules have been adopted by ministry leaders and embraced by parishioners to guide us in all meetings and personal interactions. Initially led from the top down, these practices and expectations now permeate our community from the bottom up as well, fostering deep consensus and harmony in our life together.

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?

Facing an ongoing pandemic has made us thankful the Holy Spirit has been leading us to innovate for many years. Our response to change begins in discernment; through prayer, Dwelling in the Word, and respectful conversation, our clergy and lay leaders have fostered a culture of experimentation where we trust the Spirit's leading and view failure as an opportunity to learn. Worship Lab exemplified this culture shift. Years ago, parishioners from a variety of traditions began to imagine how we could make space for new worship forms. While we cherish our Episcopal traditions, we longed to make room for newcomers and neighbors who might not feel comfortable in a traditional service. Sunday evenings became an experimental space, an intergenerational service that drew together college students, families with young children, elders living alone, and people experiencing homelessness for a shared meal and joyful worship that blended traditional and contemporary worship elements. We learned agility as the service and meal changed with the needs of the community, until the pandemic brought it to a pause. We don't yet know where the Spirit is leading the evening service; we're listening!



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Blair	Rector / Vicar / Priest-in-Charge	2005-01	2021-01

Name	Position Title	Date Begun	Date Ended
Grant Abbott	Rector / Vicar / Priest-in-Charge	1981-01	2003-01

Name	Position Title	Date Begun	Date Ended
Douglas Pitts	Rector / Vicar / Priest-in-Charge	1959-01	1979-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	12	17

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
5	14	5	85

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://stmatthewsmn.org>

Media Links:

Online References:

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

Languages Significantly Represented:

Provide Worship or Classes in:

To apply: Send cover letter, resume and OTM to Karen Olson at karen.o@episcopalmn.org

References

Bishop: craig.l@episcopalmn.org; 612-870-3301

Craig Loya

Diocesan Transition Minister karen.o@episcopalmn.org; 612-870-3312

Karen Olson

Current Warden/Board Chair garymjohnson@icloud.com

Gary Johnson

Previous Warden/Board Chair fisamyb@gmail.com

Amy Fisher

Search Chair ahnerland@comcast.net

Ann Nerland

Parish/Institution

Local Community Leader