



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jan 19, 2023)

Sts. Andrew and Matthew, Delaware

719 North Shipley Street, Wilmington, DE 19801,

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/01/23.

mkirkpatrick@delaware.church

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
94	2	1	30
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$92500			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$92500		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
	Yes	Yes	

Compensation level includes housing allowance, and 50% SECA reimbursement per diocesan policy.

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

There are many such moments that are important to SsAM members. We recently reinitiated a Children's Chapel and Sunday programming for children, an essential renewal celebrated by the Bishop on his annual visitation to SsAM. Recent funerals of beloved members of the community were beautiful, uplifting memorials that brought us together in both grief and gratitude. We persisted through the COVID pandemic with innovative online services and (prior to COVID) our Community Fun Fests ("Soul of the City") manifested part of SsAM's relationship with the community. That we could celebrate the 25th Anniversary of SsAM during COVID was nourishing, educational and affirmed our commitments to each other and with our community partners. Other active ministries are the monthly Peace & Justice walks in downtown Wilmington and the recent re-opening of the Chris White Gallery (which is combined with a SsAM-led affordable housing unit for artists & musicians). Those who participate in these various ministries find their involvement fulfilling, but participation has diminished in recent years and for some, there is a longing for more.

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

SsAM is preparing for the future by honoring history while moving forward with vision and purpose. We are embarking on essential strategic planning work considering the needs of our future. Our hope is that this plan will become a living document encouraging the creation of new ministries anchored in the needs of our community. We are building fellowship and outreach through the progressive renewal of our children's ministry known as "Children's Chapel" along with our Youth and Young Families (YYF) group. Our hope is that the reinstatement of these integral ministries will help to grow our church community and introduce new ideas to help move us forward. Online streaming of the 10:30 a.m. Sunday services evolved from a simple set-up into sophisticated technology production that is both compelling and accessible. Similarly, social media based Daily Office prayer offerings have become an important part of our spiritual offerings. All of this forward-thinking work is done with our strong commitment to justice and peace.

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

Caring Pastor, Visionary/Spiritual, Community Collaborator, Justice-oriented

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

Services are accessible, and intentionally inclusive of all races and classes, welcoming of anyone who enters our doors. Continuing live streaming of 10:30 services is part of that, and those services remain available online afterwards and always. The Invitation to the Table, a statement of radical inclusivity, is part of every Eucharist. The 8 AM differs from 10:30 service: quieter and contemplative. The Daily Office, Compline, and Evening Prayer are all online, led by lay members of the congregation. Guest preachers from various faith traditions enrich and expand our connections to the Divine and to each other. Our Season of Creation series is creative and expansive, and Carnival Sunday truly celebratory. Music is a big part of this. Our choir combines paid singers and congregation members. We balance the use of LEVAS II and the 1982 hymnal. We also draw from Native Peoples' and African-American spiritual traditions in both music and prayers. The drum circle has played in several services per year, and occasional very well-attended Jazz Vespers. We have tried for racial diversity amongst those participating in liturgy. We could return to more youth involvement in liturgy.

How do you practice incorporating others in ministry?

The Bishop's workshop on revitalization focused our intentions to do more welcoming, inviting, and incorporating more people into the life of this parish. Our website is a powerful vehicle for bringing people into initial relationship with SsAM but requires personal follow up and invitations. Telling the story of the history and mission of SsAM, the stories of and from individual parishioners, is compelling and brings people towards us. We are about following the example of Jesus towards justice, diversity, and inclusion, and the more we talk about this the more people want to be involved with SsAM. Supporting peoples' transition from visitor to congregant is another process that involves individual invitations to join worship, monthly Peace and Justice Walks, events at the Chris White Gallery, special services, to join our group at public advocacy events, or our environmental justice ministry. We have an Apostles in Ministry program: it is mainly charitable and while mostly about SsAM's donations to different other entities outside the church community, it has the potential to build awareness of our other ministries.

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

At SsAM we engage in community care in many ways. People describe a sense of warm camaraderie and fellowship; and at most times loving, in the acceptance of others unlike ourselves. Throughout the year, the pastoral care committee sends notes of support, greeting cards, and makes calls offering prayer to people. During COVID, this committee implemented a system of calling each parishioner to stay connected while apart. Smaller fellowship groups work to bring people together and keep the congregation connected in different ways. A weekly meditation group meets over Zoom supporting individual spiritual uplift and work. Several book groups, including two spontaneously formed groups, a Thomas Merton study group, and a 6-part racial history study group, and 1619 study group, facilitated open conversations bringing congregants close to one another. However, not everyone has the same experience of belonging, inclusion, and mutual support. For some there is a sense of inconsistency, disengagement, and that we could do better. People would like to see some previous practices renewed or increased (e.g., regular Bible study, dinner groups, sending out Eucharistic visitors again).

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

Our downtown location is a blessing, because it permits us to make a difference in a direct way: We have had a long relationship with Friendship House (a local non-profit devoted to homeless people). Part of this is that here on church property, where a day center operates. For decades, we hosted Sunday breakfast every week, and this has now transitioned to a “grab & go” meal. Undee Sunday in November provides long underwear for our homeless friends. We are often a referral source for the public for information on housing, rent, transportation, etc. We refer people who inquire to agencies such as the Lutheran Community Services for food, housing, financial assistance, and the Hope Center for transitional housing. The Episcopal Church Women chapter at SsAM is an active group and part of the “Meet the Need” ministry. Collaborating with health organizations, SsAM has hosted Health Fairs providing blood pressure screenings, COVID and flu shots, etc. A unique health offering is our Community Bathroom, accessible to all during weekday office hours. We have supported AA meetings in our building for decades. SsAM has renewed its commitment to serving community beyond our doors.

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

SsAM’s commitment to diversity and meaningful community engagement makes it a prominent parish in the Episcopal Church in Delaware. SsAM members are active at each General Convention and members serve as key leaders in diocesan and churchwide endeavors. SsAM often hosts and/or facilitates racial justice seminars for the diocese. SsAM’s Episcopal Church Women (ECW) group has partnered with various local organizations such as the YWCA’s Homelife Management Center, Child, Inc., and the diocesan-wide “Home of the Brave” program. At monthly First Friday Interdenominational Walks for Justice and Peace, we join with two local parishes in common cause. A Theological Reflection Group between SsAM and Westminster Presbyterian Church began during these walks and is now an ongoing Facebook Reflection Group. SsAM’s Music Ministry engages the wider community with concerts (Wilmington Children’s Choir, Delaware Choral Arts, Messiah Sing-Ins) and organ recitals on the historic pipe organ. SsAM is a key partner in Delaware Concerned Residents for Environmental Justice, a state-wide collective which acts on local, state and national environmental issues.

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

Two ministries stand out during this period. In early 2022, Drs. Athena Jolly and Chuck Bean revitalized the Health and Wellness Ministry (HWM) promoting the health and wellness of both our congregation and the community beyond. The HWM held a campaign GET THE VACCINE! urging all eligible people be vaccinated against COVID-19. The HWM also organized several well-attended AED/CPR trainings so that members of SsAM are ready to administer life-saving aid. Contact Dr. Bean or Dr. Jolly for more information. The second is the very recent joining of three ministries, Episcopal Church Women, Apostles in Ministry, and the Community Advocacy Committee into a new ministry called MEET THE NEED (MTN). MTN serves the community by coordinating programs to collect necessities for people experiencing homelessness, supporting donations to food banks, and collecting funds through the Apostles in Mission Fund. This fund supports our young people headed to college, as well as community organizations and the international efforts of the Episcopal Relief and Development Fund.

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

At SsAM, we view stewardship in both financial terms and as participating/contributing in many other ways. Members pledge, give of their time and talents (e.g., choir, lectors, eucharistic ministers and visitors, community advocacy). We have a very active Fall stewardship campaign with testimonials from parishioners on their own stewardship experiences, and yet have not met our financial goals in recent years. Typically, about 50% of our members pledge and this commitment drives our budgeting process, supporting our many ministries with parish volunteers and addressing church and community needs. As these pledges do not cover our operating budget, it is necessary to access our endowment, as we work to forestall diluting the principal. Absence of a strategic plan may have contributed to a strain between operations/ministries and finance. That said, our focus on stewardship also provides a platform for our community outreach activities including conveying to the community who we are as Christians. A process for strategic planning is being developed as SsAM seeks a Rector with strong administrative experience to guide our spiritual nourishment and collaborate on our financial future.

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

SsAM is a vibrant, loving, close knit family; we care about and respect each other. But with any family, conflicts occur. Prior to the pandemic, concerns about pastoral and financial management arose. Our high-profile music program was putting pressure on our financial resources, and this led to disagreements about budget allocations. A robust performance review process may have addressed other internal issues. For some, pastoral care needed strengthening. For others, drawing down on the endowment to maintain our program was problematic. In the pandemic, without our usual in-person gatherings and connections, we experienced some communication breakdowns and some disengagement within the church family. We have learned that early intervention by leaders at all levels (clergy, staff or lay) is needed when thorny issues arise. Pastoral visits have resumed. Having a collaborative interim priest and an excellent staff has brought about a sense of healing. A bright future is expected with a Rector who will deliver spiritual, accountable and transparent leadership committed to the teachings of Christ, to SsAM's Guiding Principles, and with local and national Episcopal Church governance.

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?

In the diocese, SsAM has led change in relation to racial justice, intentional racial diversity, inclusion, and multicultural liturgies. When in 1996, a predominantly black congregation and a predominantly white congregation consolidated, SsAM was forward-thinking, and we still are today. There are inspired activists among us, and we are not afraid to take a stand on national issues. In 2012, when the diocese decided to close the Cathedral Church of St. John, SsAM specifically invited Cathedral parishioners to join SsAM, and then welcomed and integrated those folks with generosity and enthusiasm. An example of something that did not go well was, at about the same time, our efforts to integrate the Cathedral Choir School into SsAM. It turned out that there were differing visions, and looking back, we wish that more discussion had clarified needs and intentions earlier. Now we know to conduct more due diligence and lay the groundwork better before entering into relationships of this sort with other entities.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
James Bimbi	Interim	2022-03	

Name	Position Title	Date Begun	Date Ended
David Andrews	Rector / Vicar / Priest-in-Charge (Part-time)	2010-02	2022-01

Name	Position Title	Date Begun	Date Ended
Lloyd Casson	Rector / Vicar / Priest-in-Charge	1997-02	2007-06

Church School yes		Number of Teachers/Leaders for Children School 4	Number of Students for Children School 15
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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
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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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Contact:
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Worshipping Community Web site: www.ssam.org

Media Links:

Online References:

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

>

<https://www.youtube.com/channel/UCn4FfYunmSAGHdjfmS2ErrA>

Languages Significantly Represented:

English

Provide Worship or Classes in:

References

Bishop:

The Rt.Rev. Kevin S. Brown

Please contact The Transition Officer, Rev. Cn. Martha Kirkpatrick, at 302-256-0374, or mkirkpatrick@delaware.church

Diocesan Transition Minister

The Rev. Cn. Martha Kirkpatrick

302-256-0374; mkirkpatrick@delaware.church

Current Warden/Board Chair

Sandra Johnson

please contact Cn. Kirkpatrick

Previous Warden/Board Chair

Rachel Gaskell

please contact Cn. Kirkpatrick

Search Chair

Sherry W. Goodill

please contact Cn. Kirkpatrick

Parish/Institution

Local Community Leader