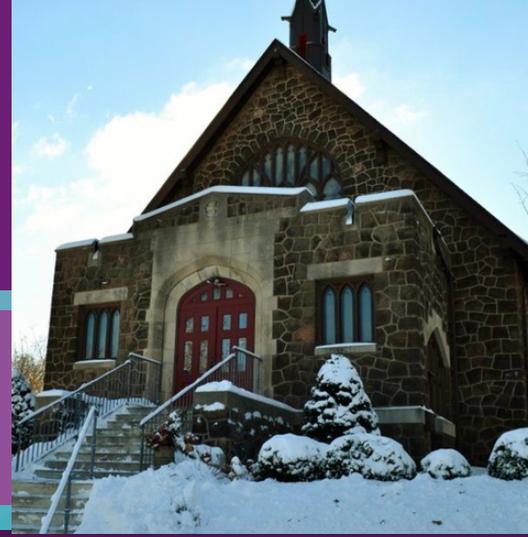




St. Matthew's
EPISCOPAL CHURCH



We are a vital, growing community invited by Christ to meet him at his table, in each other, and in our neighbors.



As apprentices, we follow the Way of Jesus through these practices:

(click below to explore how we live out these themes.)

Story Learning God's story and finding ourselves in it.

Prayer Attending with openness to God and the world.

Simplicity Decluttering our lives so we can be faithfully present to God and one another.

Discernment Reflecting together on what God is up to in our lives and neighborhood using scripture, tradition, and reason.

Reconciliation Joining God's movement to heal and bring people into relationship across differences.

Hospitality Offering space in our hearts and lives to give and receive in relationship with neighbors and strangers.

Generosity Trusting in God's abundance and sharing what God has entrusted to us.

Gratitude Living lives of thanksgiving for all God has given us, and breaking bread with others in this spirit.

Rooted in the Anglican tradition and gathered in St. Paul, Minnesota, we value:

- equipping people of all ages to follow Jesus in daily life, through globally inspired worship, spiritual practices, faith formation, passionate service, and deep listening.
- learning more about the future God is bringing forth in us, sharing the Gospel of hope, new life, and liberation with creativity and faithful innovation in a rapidly changing world.
- joining God in loving our neighbors through hospitality, generosity, and two-way relationships of mutual respect.



A neighborhood church with a worldwide community

Our Foundation

Since 1889, the people of St. Matthew's have been a faithful presence in our verdant St. Anthony Park neighborhood. Trusting God's call, our past saints gave us a building of beautiful stone, filled with vibrant stained glass telling the stories of our faith. For generations, newcomers have joined with cradle Episcopalians to build on that legacy of faithfulness and generosity, forming God's beloved community.



Gathered by the Holy Spirit, we are a community who:

- delights in being together and warmly welcomes newcomers.
- cherishes children, youth, and intergenerational relationships.
- learns and practices together as we follow the Way of Jesus.
- embraces both tradition and variety in worship.
- supports one another through prayer and acts of love.
- values intellectual curiosity, creativity, and the arts.



Sent by the Holy Spirit, we are a diverse community of Christ's apprentices, living out the Gospel in daily life and joining God's work outside our doors, thriving and even growing through the pandemic. In 2019, we completed a million dollar hospitality renovation and we can't wait to use it in ministry. Financially healthy and debt-free, we are equipped and organized for God's mission.

Our Present

Our Future

We seek a rector who is:

- centered in Christ and his Gospel.
- grounded in prayer, scripture & spiritual practices.
- attentive to the movement of the Holy Spirit.
- loving and compassionate toward all.
- curious about people and their infinite gifts.
- eager to help us go deeper in relationship with God, one another, and our neighbors.
- a calm and authentic pastoral presence.

Our next rector should:

- listen deeply to our community and discern God's leading with us.
- inspire and challenge us with biblical preaching.
- lead collaboratively and trust others with responsibility.
- empower us in ministry through our everyday lives and vocations.
- model a weekly sabbath and cultivate interests outside of church.
- have a sense of humor and a hopeful outlook.
- find joy in the vocation of the priesthood.
- love God and people wholeheartedly.

Does this sound like you?

We'd love to meet you!

To apply:

www.stmatthewsmn.org/search

OTM

ECMN

[Printer-friendly version](#)



Living in the Twin Cities
Minnesota's natural beauty
and cultural vibrancy make it
a great place to live and grow.

Sustain us, O Lord, in your Holy Spirit. Give us inquiring and discerning hearts, the courage to will and to persevere, a spirit to know and to love you, and the gift of joy and wonder in all your works. BCP 308

Living in the Twin Cities

St. Matthew's Episcopal Church is located in the tree-lined St. Anthony Park neighborhood of [St. Paul](#), home to a multi-generational, multi-cultural community. This conveniently located area, ideally situated between St. Paul and [Minneapolis](#) downtowns, sits a few miles from the Mississippi River. St. Anthony Park exudes a quaint, village-like atmosphere with a variety of restaurants, small shops, and an attractive park near the church. Luther Seminary, the University of Minnesota's St. Paul campus, and the State Fairgrounds are all within walking distance from the church. South St. Anthony Park is part of the lively Creative Enterprise Zone, home to hundreds of creative businesses, fine arts venues, restaurants, microbreweries, a transit hub, and a growing residential area.



Night view of Minneapolis

Photo by Tom Conway of Unsplash

Despite Minnesota's reputation as a Scandinavian enclave, we are truly multi-cultural, with well-established communities from South Asia (Hmong and Karen), Africa (Somali, Ethiopian, and Liberian) as well as large Hispanic and African American populations. (You can dig into details at mncompass.org.) We are a congregation with many parishioners involved in restorative justice, racial reconciliation, and building kinship across lines of difference. There is much work to be done in addressing systemic inequities in health, justice, and education in the Twin Cities, and the Episcopal Church in Minnesota is deeply engaged in this transformative work.

The Twin Cities area (shorthand for the combined metro region, including St. Paul, Minneapolis, and their suburbs) is home to 60% of Minnesota's 5.7 million residents. The Cities are a vibrant place to live, with an impressive variety of opportunities that appeal to nearly any interest. Among the many benefits of this cultural diversity is a wide spectrum of cuisine, from restaurants featuring James Beard Award-winning chefs to African, Caribbean, Chinese, Hmong, Latin American, Mediterranean, Spanish, Thai, and Vietnamese flavors (among others), as well as variations on American and European favorites. We have lots of ways to satisfy both your curiosity and your palate.



State Capitol Building in St. Paul

Photo by Bao Chau on Unsplash

After you have sampled any of these foods and wonder what to do next, here are a few ideas: if you are a theater-goer, check out the internationally renowned Guthrie theater, as well as the Ordway, State or Orpheum theaters for touring Broadway shows and larger-scale local and original productions. We have a wealth of theater, music, and dance companies, large and small. Our Fringe organization showcases the breadth and depth of our performing arts companies year-round. Musical options abound, from classical music with the Minnesota Orchestra and the St. Paul Chamber Orchestra to jazz at the intimate Dakota or the best of contemporary genres at the iconic First Avenue (where home-grown legend Prince often performed).

For a quieter outing, check out any of our world-class museums, including the Minneapolis Institute of Art, the Walker Art Center (a stone's throw from its famous

outdoor sculpture garden), and the Frank Gehry-designed Weisman Art Museum. Discover our cultural heritage at the Minnesota History Center, and explore the Science or Children’s Museums. Whether or not you have children, you can hunt for the woolly mammoth and the giant beaver at the Bell Museum, Minnesota’s own natural history museum (less than a mile from the church).



Weisman Museum on the University of Minnesota campus

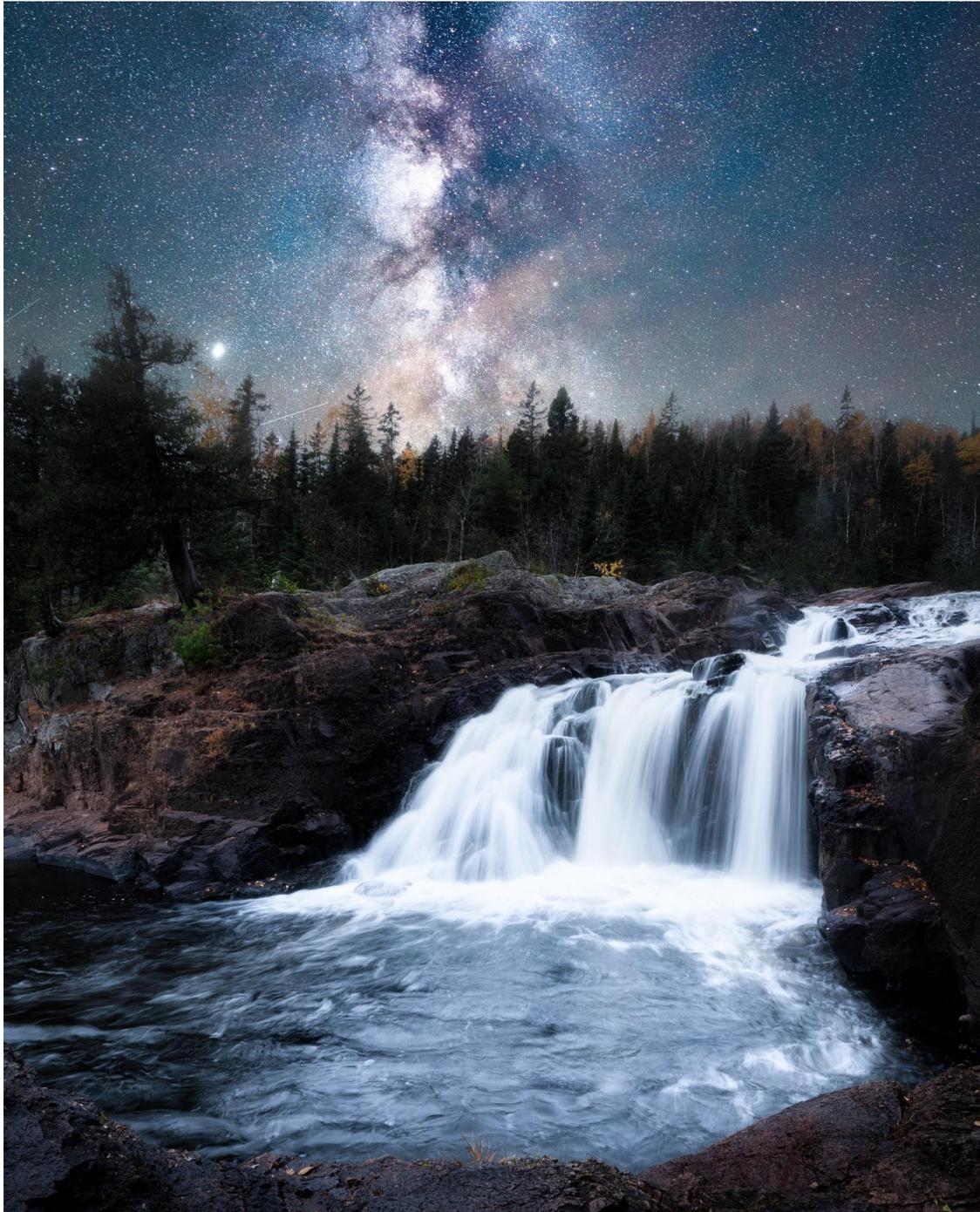
Photo by weston m on Unsplash

If live rather than stuffed animals interest you, we have two zoos nearby: the 125-year old (and free!) Como Zoo and its big brother, the sprawling Minnesota Zoo. For those who enjoy flora as well as fauna, the Marjorie McNeely Conservatory provides an indoor experience, while the Minnesota Landscape Arboretum spreads out over 1,200 acres that are home to an amazing array of plants, shrubs, trees, and even sculptures.

The Twin Cities are home to sports teams in every major (and a few minor) sports: baseball’s Twins (and their minor-league affiliate, the Saint Paul Saints); football’s Vikings; basketball’s Timberwolves (NBA) and Lynx (WNBA); hockey’s Wild (NHL) and Whitecaps (PHF); and in soccer (the “real” football), the Loons of Minnesota United FC.

Minnesota is celebrated for its active lifestyle in all seasons. Minneapolis is one of the best bicycling cities in the country (vying with Portland for #1), with abundant options for daily commuters as well as recreational riders. Along with hundreds of miles of biking trails, we boast an equal number of hiking and walking paths. Green spaces (i.e., municipal and county parks) come in all shapes and sizes; the St. Paul parks system is ranked #2 in the nation, followed by Minneapolis parks at #5. In addition, several of

Minnesota's 66 state parks are within easy driving distance of the Twin Cities. Heading north, the Boundary Waters wilderness and the North Shore of Lake Superior are favorite destinations for canoeing, kayaking, hiking, and camping. If golf is your game, tee off at one of many golf courses spread throughout the area. (You can find disc golf courses as well.) Winter brings snow and cold, but also many highlights, including St. Paul's Winter Carnival – a 17-day extravaganza – and the candle-lit Luminary Loppet festival on and around



The Milky Way shines over a North Shore waterfall. *Photo by Vincent Ledvina on Unsplash*

Minneapolis' Lake of the Isles. Cross country ski and snowshoe at any of the plentiful trails throughout the region. When spring and summer return, canoeing, fishing, hunting, and kayaking are perennial pastimes. We are a culturally exuberant and physically active bunch.

Finally, the Twin Cities offers a wide variety of excellent school options for elementary and secondary schools, including public, private, religious and charter schools. World class medical care is available in the Twin Cities; a little over an hour away is the world renowned Mayo Clinic. Travel in and out of the region is convenient: the Minneapolis-St. Paul airport (oft-cited as one of the best in the country) is located between both cities.



Northern lights shimmer over Lake Superior.

Photo by Vincent Ledvina on Unsplash

We think that Minnesota is [a great place to live](#), as evidenced by the fact that nearly 70% of residents were born here. As our cultural diversity demonstrates, we are also a destination of choice for many immigrant groups (1 in 12 Minnesotans is foreign-born), as well as Americans moving from other parts of the country to pursue their careers and enjoy all of the opportunities that Minnesota offers!

Salary, Benefits & Staff

One of our spiritual practices at St. Matthew's is generosity. We believe St. Matthew's is in a healthy financial position. We have no debt. We have kept a modest amount of reserves. We seek to be [good stewards](#) and discern how God may be calling us to use our resources.

The vestry looks forward to discerning with our new rector how to allocate our financial resources to different staff positions. Our parish relies significantly on volunteers. Historically, except for a couple of years, we have had only one full-time priest with one or more part-time priests and other staff. In recent years, our areas of staffing include:

- Rector (Full-Time Priest)
- Children, Youth and Intergenerational Ministry (Clergy or Lay)
- Music Director (Lay)
- Pastoral Care (Priest)
- Office Manager (Lay)
- Bookkeeper (Lay)

Our previous rector and some of our staff have not needed health insurance as they have been covered under their spouse's health plan. Health insurance costs potentially can have a substantial effect on our budget. With a new rector and a new children, youth and intergenerational ministry leader expected in 2023, we look forward to discerning with our new rector how to best use our financial resources for staff support for our ministries. Any priest interested in being considered as our new rector can see an illustration below of what a 2023 budget might look like as we discern together how we might use our resources. For further information please see the [2021 Annual Report](#).

St. Matthew's is financially prepared to offer our new rector whatever salary and benefits package is appropriate. We also have reserves set aside for financial assistance in moving to the Twin Cities. Below is an example of a possible 2023 budget reflecting a rector salary of \$75,000 plus benefits. Our budget can accommodate a larger salary if appropriate (with corresponding adjustments that would need to be considered with other staffing).

Illustration of Possible 2023 St. Matthew's Budget

Possible 2023 Revenue (Assumes same as 2022)	\$428,000
Salaries AND Benefits	
Rector-Full Time Priest*	\$130,000
Children, Youth and Intergenerational Ministry-Priest 1/2 Time**	\$50,000
Music Director-Part Time***	\$45,000
Pastoral Care-Priest Part Time****	\$15,000
Office Manager-Part Time	\$38,000
Bookkeeper-Part Time	\$10,000
Total Salaries & Benefits	\$288,000
Diocese Contribution	\$55,000
Building Costs	\$40,000
Administrative	\$35,000
Worship	<u>\$10,000</u>
 Total Operating Expenses	 \$428,000
 Net Income	 \$0

*Salary \$75,000 + Family Health plan \$33,100 + 19,250 Pensions and Soc. Sec contributions+ possible continuing education and other expenses.

** Single Health Benefits. Interim person in this position expected for 7/22 to 6/23

*** Single Health Benefits.

**** Interim clergy currently in this position.

Rector Search: Generosity at St. Matthew’s

In seeking to follow the Way of Jesus, our congregation has discerned important spiritual practices to guide us, including the practice of generosity. We discern generosity to mean trusting in God’s abundance and sharing what God has entrusted to us. Generosity has been the central theme in our pledge drives.

We strive to make our stewardship program a year-round event. Often this has meant identifying acts of generosity in the parish and highlighting them in either mid-service announcements or in the weekly newsletter, Tidings. We try to remind our members when generosity plays an important role in individual, family, or congregational life. While St. Matthew’s is bigger than a “family” parish, we have a strong community feeling that enables us to worship, pray, learn, serve, mourn, and celebrate together.

During the fall stewardship campaign, we have a very methodical approach to both emphasizing those aspects of parish life that bring us together and making sure that all are aware of the opportunity to pledge for the coming year. The congregation has been very accepting of this process.

When large building maintenance or improvements have been important, our parish has consistently given generously and we have paid those costs through additional pledging and gifts over just a few short years.

Our annual average pledge consistently exceeds that of other parishes in our diocese and during the COVID pandemic our total pledged amount has actually increased. Though about 42% of our pledge income comes from 10 households, our middle group of pledges have shown consistent increases. We believe our parishioners see the ministry of St Matthew's important to support with their time, talent, and money.

Some overview of our past pledging history:

St. Matthew’s	2016	2017	2018	2019	2020	2021	2022
Membership	377	373	379	382	382	393	
Average Attendance	132	133	129	128	128	79*	
Dollars Pledged	\$356,580	\$360,090	\$387,118	\$394,501	\$385,777	\$426,667	\$443,357
Number of Pledges	98	92	102	106	101	107	101
Average Pledge \$	\$3,639	\$3,914	\$3,795	\$3,722	\$3,820	\$3,988	\$4,241
MN Diocese	2016	2017	2018	2019	2020		
Average Pledge \$	\$2,583	\$2,670	\$2,727	\$2,689	\$2,998		

*COVID-Additional attendance via web



Ministry Portfolio

Full Community Portfolio

The Vestry/Wardens/Treasurer fill out this first cover page.

Dropdown Options. *Fill in with specific numbers.*
All other boxes may be left blank.

Contact:

Rector / Vicar / Priest-in-Charge

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
0

Current Annual Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement
Yes

Compensation Available for New Position
75,000 Negotiable

Housing Available for

Pension Plan
Yes

Healthcare Options
Full Family

Dental
Yes

Housing Equity Allowance in budget
No

Annual Equity Amount
0

Vacation Weeks
1 month, including 5 Sundays

Vacation Weeks Details

Continuing Education Weeks
2 standard

Continuing Education Weeks Details (circle one, per year)
\$1001-\$2000

Continuing Education Funding in budget
Yes

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account

Contact:

Rector / Vicar / Priest-in-Charge

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.



Ministry Portfolio

Full Portfolio

Please provide 4 total, single words or 2-word phrases, describing the gifts and skills essential to the future leaders of your worshipping community.

Deep listener
Discerning leader
Empowering preacher
Loving pastor

Contact:

Rector / Vicar / Priest-in-Charge

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.

Contact:

Rector / Vicar / Priest-in-Charge

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.

Contact:

Rector / Vicar / Priest-in-Charge

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 and 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!



Ministry Portfolio

Full Portfolio

Contact:

Rector / Vicar / Priest-in-Charge Maggie Nancarrow, Interim Rector. maggie@stmatthewsmn.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Blair Pogue	Rector	2005	2021

Name	Position Title	Date Begun	Date Ended
Grant Abbott	Rector	1981	2003

Name	Position Title	Date Begun	Date Ended
Douglas Pitts	Rector	1959	1979

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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Ministry Portfolio

Full Portfolio

Contact:

Rector / Vicar / Priest-in-Charge

Worshipping Community Web site: <https://stmatthewsmn.org>

Media Links:

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

Online References:

Languages Significantly Represented:
English

Provide Worship or Classes in:
English

References

Bishop: Craig Loya

Diocesan Transition Minister: Karen Olson

Current Warden/Board Chair

Gary Johnson, garymjohnson@icloud.com

Previous Warden/Board Chair

Amy Fisher, fisamyb@gmail.com

Search Chair

Ann Nerland, ahnerland@comcast.net

Parish/Institution

St. Matthew's Episcopal Church

Local Community Leader