



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Mar 23, 2024)*

## St. James', Mt. Airy, Maryland

1307 N Main St, Mt. Airy, MD 21771, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/12/24. [klindh-payne@episcopalmaryland.org](mailto:klindh-payne@episcopalmaryland.org)

Weekly Average Sunday  
Attendance (ASA)

**84**

Number of Weekend  
Worship Services

**2**

Number of Weekday  
Worship Services

Number of Other per Month  
Worship Services

Current Annual  
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for  
New Position

**\$85000**

Housing Available for

Pension Plan

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

Healthcare Options  
Clergy only

Dental  
**Yes**

Housing Equity Allowance in  
budget  
**No**

Annual Equity Amount

Vacation Weeks

**4**

Vacation Weeks Details

Continuing Education Weeks  
**Other**

Continuing Education Weeks  
Details

Continuing Education  
Funding in budget  
**\$501-\$1000/year**

Sabbatical Provision  
**Yes**

Travel/Auto Account  
**Yes**

Other Professional Account  
**Yes**

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

Our journey through the covid pandemic changed our lives and the way we minister literally overnight. In that instant everything church seemed to come to a screeching halt. We've learned so much in recent years about our resilience and ability to adapt in a quickly changing, stressful time. When people needed a place of peace and comfort we stepped up. For the most part, we were able to meet the needs of our existing church community along with welcoming in new people who were looking for some solace in so much sadness. Many of those newcomers are now active in ministries including: Sunday School, Nursery School, Thrift Shop, Outreach, Altar Guild, etc.

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

What is the "church of the future"; how can we identify it, and then bring it into being? During this transition period we intend to focus on this as we seek a congregational vision. We are open to the leading of the Holy Spirit, but the question involves change with its natural hesitations and resistance. Thus, we will intentionally discuss our thoughts and convictions, and take advantage of available resources to guide us into the future. Those resources include our children, (who will become part of the church of the future), as well as the Diocese with its rich fund of resources and support.

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

preaching/teaching, pastoral care, visionary leader, administration

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

Our worship is traditional in many ways and follows Rite II. We use eucharistic forms and prayers of the people from *Enriching Our Worship* and Anglican communities around the world. Our style is relaxed, warm, and welcoming of children of all ages; family dogs are often brought to the church as well. All parts of services are printed in our bulletin including music which makes worship more accessible to newcomers and eliminates the need for juggling of multiple books. Music is from Hymnal 1982, LEVAS and Wonder, Love and Praise. We have two Sunday services. Holy Eucharist at 8:30 am: a contemplative service without music and Holy Eucharist at 10:30 am with congregational and choral music (livestream). Summer services are held outside in the Memorial Garden at 9:30 am, weather permitting. We have a robust worship ministries team including acolytes, chalice bearers, lectors, and ushers, who – along with our altar guild – play an integral part in our services.

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How do you practice incorporating others in ministry?

We believe in honoring the gifts and talents of each individual by providing opportunities to flourish. Messaging plays a vital role in making people know they are invited and welcome. We accomplish this through maintaining an attractive and accessible website, publishing our weekly electronic newsletter (*The Shell*), and announcing upcoming events in our Sunday bulletins and bulletin boards. We also know that nothing is more welcoming than personal ask. Appropriate training is provided to instill confidence in all participants. Our ministries include: nursery school, thrift shop, acolytes, altar flowers, altar guild, chalice, choir/music, lectors, livestream, ushers, Sunday school, youth group, outreach, scout troop, buildings & grounds, Daughters of the King, meal ministry, coffee hour, fundraising, Vestry, and memorial garden/landscape.

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

We address these three areas through our ministries. Our Daughters of the King chapter manages our weekly prayer rotation and make personal contact with each week's designees to gather prayer needs. Our meal ministry provides meals for those parishioners experiencing illness or other family crises. Our parishioners are very generous in caring for the spiritual, emotional, and physical wellbeing of their brothers and sisters through individual outreach, (despite the tendency in the parish to not ask for help). We are small enough that most parishioners know each other, but we do not have specific mechanisms in place to address these needs. Stephen Ministries was initiated over 15 years ago but gradually fell into disuse. We have tended to relegate caring for these needs to the priest.

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

Prayer shawls, home communion visits, prayer requests utilizing the form on website, and Livestream Worship are several of the ways we reach out. In addition, we have a laundry service for the homeless and meet the needs of those coming to the church and asking for help. We also have an Outreach Committee that reaches out to the community.

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

The St. James' Nursery School has been serving families in our community for 50 years providing them an opportunity for an early childhood education with a strong Christian identity. The St. James' Thrift Shop has been operating in downtown Mt. Airy for over 50 years with a mission to provide our community with essential needs at very affordable prices. Our Outreach Committee organizes food drives for our community pantry (Mt. Airy NET), gathers complete Thanksgiving dinners for local families, as well as an annual Angel Tree. The Angel Tree provides Christmas gifts to needy recipients given to us by our county's social services department. St. James' is the Charter Organization for BSA Troop 829, which was chartered on August 29, 2019. The goal was to create another troop to expand and grow Scouting in Mount Airy serving the church and wider community.

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

The potential of technology in the church has never been more apparent. The worship needs of our community during the covid pandemic quickly brought to the forefront the need for online worship capability. Our increased use of various platforms in prior years brought us to a place of preparedness when faced with meeting the needs of the St. James' community in a virtual world. Worship, formation, outreach, fundraising, etc., continued on in a new but effective way using Zoom, Facebook, YouTube, SignUp Genius and our St. James' website. Our Livestream (audio/visual) Ministry is an outgrowth of that experience. We have a group of four dedicated parishioners who make sure we "go live" every Sunday. We continue to receive consistent views of our Livestreams and YouTube recordings showing a continuing need for this worship format. Online worship still brings those looking for a worship community to visit us in person.

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

For our corporate stewardship we observe several weeks of reflection and provide resources to help our parishioners come to a decision that fits within their budget and still meets the needs of the church. We are intentional in honoring the time and talents of our members as stewardship contributions. We also help the parish identify stewardship at the personal level, not just at the corporate level. It is easy to let the corporate stewardship data focus our attention on our bottom line. This inward thinking tends to limit our vision and shape our worship focusing our attention on our own resources. Our rector/vestry oversee the operation of a nursery school and thrift shop, each run by their own boards. These entities provide a large portion of our budget through their stewardship contributions each year. It is possible that relying on these businesses to help meet our budget needs tends to focus attention on the bottom line.

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

Conflict within our community is rare; if it occurs it is usually initiated by an internal event. Recently a conflict arose during the Covid period. Because our two businesses are part of the Church itself, Diocesan policy set the requirement for vaccination and masks for all employees. Several of the teachers in the Nursery School refused to vaccinate creating a conflict that was resolved by letting those teachers and aides go. The affected staff were intransigent as was the stance of our Priest and Vestry. Though causing stress within our community, it got resolved eventually and the crisis resolved.

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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?

Priestly transitions have been significant changes affecting St. James'. These transitions have gone smoothly though with the attendant changes that occur when a new priest is installed. In the current transition the Vestry has reached out to the Congregation by publishing weekly updates to keep everyone informed. In a few weeks we will have a parish-wide event to address the changes, give everyone a chance to ask questions, and spend time focusing on our "future church". Shortly after the last transition about 12 years ago, the congregation embarked on selling the old church property and building a new church further up the road. That change was accompanied by a capital campaign which ended by our assuming a 1.5 M dollar mortgage. The changes attendant on the building project were handled well. The ordination of the first gay Bishop and the decision by the Diocese to ordain gay clergy caused several families to leave our Episcopal church. It was a confusing time and we handled that change probably as well as we could have, even knowing what we know now 14 years later.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Kristin Krantz	Rector / Vicar / Priest-in-Charge	2015-09	2024-01

Name	Position Title	Date Begun	Date Ended
Portia Hirschman	Rector / Vicar / Priest-in-Charge	2002-05	2014-01

Name	Position Title	Date Begun	Date Ended
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Church School		Number of Teachers/Leaders for Children School	Number of Students for Children School
Yes		9	16

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
1	8		

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	105	5	12



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

Media Links:

Online References:

> <https://tinyurl.com/2dbY8r9w>

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

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### References

Bishop:

**The Rt. Rev. Carrie  
Schofield-Broadbent**

Diocesan Transition Minister

**The Rev. Canon Kristofer  
Lindh-Payne**

Current Warden/Board Chair

[klindh-payne@episcopalmaryland.org](mailto:klindh-payne@episcopalmaryland.org)

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader