



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Sep 6, 2017)

Emmanuel Lutheran Episcopal, Maine

209 Eastern Ave, Augusta, ME 04330, United States

Contact:

Rector / Vicar / Priest-in-Charge (Part-time)

mambler@episcopalmaine.org

Weekly Average Sunday
Attendance (ASA)

80

Number of Weekend
Worship Services

1

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

\$31775

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position

\$31775

Housing Available for

Pension Plan

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

Healthcare Options

Full family

Dental

Yes

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks

4

Vacation Weeks Details

Continuing Education Weeks

2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget

\$501-\$1000/year

Sabbatical Provision

Yes

Travel/Auto Account

Yes

Other Professional Account

Yes

\$31775=diocesan standard for 1/2 time includes salary housing and SECA

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

We are two churches coming together as one, for joy filled worship united by the General Confession and the Nicene Creed. One moment in particular was the Christmas Eve service which was filled with warm candlelight in the sanctuary filled to the brim with joyful parishioners. The music was inspiring and the volume filled the church because of the coming together of two previously separate denominations joining in worship. Our outreach programs are also very successful and include the Warming Center, Basic Essentials, Addie's Attic, New Mainers' Group, Public Supper, Mustard Seeds, and vacation bible school ending with a successful block party with children from the neighborhood dancing together in the parking lot.

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

It can be hard, it can be scary, but we stay open to new ideas, listening for the needs of the people and the guiding of the Spirit. We form small groups to explore possibilities. We make and take time to listen to one another. We're merging congregations, merging outreach ministries into a free-standing organization, eliminating excess overhead, and Mustard Seeds brings in people who otherwise wouldn't be at church at all.

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

organized, energetic, Open hearted, lay ministry developer

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

Sunday Service - Eucharist is (at) our heart. Our Sunday morning service combines Lutheran and Episcopal traditions, and is relatively simple, understated and traditional, neither particularly high nor low church, with significant lay participation. We appreciate well researched sermons that are understandable and relatable to our lives and times. We are Gospel based and open to a variety of styles of liturgy and hymns. Music is important to us and, while generally traditional (piano/organ), we also enjoy more contemporary expressions. We currently have no choir. We also have a Sunday afternoon "messy church" youth program called Mustard Seeds, which is louder and free form for children. It typically includes family evening meal and periodically has intergenerational/adult programming as well, when available.

How do you practice incorporating others in ministry?

The laity actively participates in all aspects of the worship services: lectors, Eucharistic ministers, acolytes, ushers, altar care, and prayers of the people. Our social outreach programs rely on volunteers from our congregation as well as other denominations. We try to avoid creating "client" relationships by involving people who receive services, inviting them to also serve in ministries such as the public suppers, Addie's Attic, and more. We similarly work to bring people together across difference by offering combined Jewish and Ecumenical Christian Bible study. And of course we care for our members through home communion, clergy visitation and personal communication with friends.

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

Spiritual - Sunday service, participate in worship and volunteer services for the needy, Bible reading, Prayer group, email prayer list. Bringing communion to shut-ins. Emotional - The council and other committees are very intentional about sharing information and soliciting feedback, as well as working to understand and have patience with diverse populations. Our congregation includes and values members with various physical and mental health challenges and works to meet their needs as well as embracing their participation in worship and congregational life. We hold events for discussion and working through difficult situations or bringing together of conflicting ideas. It is also as simple as checking in with each other at coffee hour. Physical - we are sensitive to dietary needs for coffee hour and pot luck events. We are a tobacco free campus.

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

We engage in pastoral care for the people beyond our worshipping community by the various activities/programs we have started or participate in, which includes programs that addresses the food and every day basic essentials of our surrounding community. Our extensive outreach provides communion and in some cases pastoral counseling to those unable to attend regular services. People in our congregation make quilts for the Quilts for Lutheran World Relief program, as well as prayer shawls and quilts for parishioners. We try to be innovative in our care by offering online services through Facebook Live, specifically online Lenten Services, an electronic newsletter and an ongoing Facebook page. We emphasize personal, one-on-one pastoral care by personal calls and notes, prayer groups and sending weekly bulletins to friends.

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

Our members are very involved in both the local community and wider Church. We and our members are central to social service ministry in the Augusta area, and as our two congregations have come together, we have also brought other faith groups into new levels of participation with us. In addition to the food, clothing and supply programs described in question 7, we also provide school supplies for needy children and snacks for the local elementary school. Members have served on Synod Council of the New England Synod and on the Standing Committee of the Episcopal Diocese of Maine, and have been or are involved in Women of ELCA events, including service on the Executive Committee of Women of the ELCA. Currently we are working with local government to find a new location for our outreach services. While our relationship with the City has been stormy, it is now much better, even approaching collaboration.

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

The combined congregation has a number of long-standing social service ministries. We are bringing together several outreach programs including Addie's Attic (clothing distribution)- (see Diane Potter), Basic Essentials (personal items to help meet needs for not covered by SNAP benefits)-(see Bobbi Jo Burdin), the Warming Center (United Way) and the Capital Area New Mainers Project (welcome for immigrants and refugees) -(see Liz Burgess) under one 503c called Bridging the Gap to assure ongoing services - (see Betty Balderston and Sarah Miller). We are working to coordinate these various ministries into a single 501(c)(3), called Bridging the Gap; once that is done, we will work to become a United Way partner and locate a freestanding physical facility, so that these important ways of serving the community can be broadly supported and stable into the future.

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

Stewardship is very important from the aspect of taking care of what is God's in all living things. We care for one another in a deep sense with all of our outreach ministries listed elsewhere in this document, home visits, when someone is ill or hurting, spiritually or otherwise and staying connected. We have the Blessing of the Animals for stewardship of other living creatures. We are successful in these things because our members are very giving of their time and talents. Sharing these gifts makes worship life richer, more vibrant for all of us. We also care for our building, property and gardens. Financially, multiple analyses of the congregation show that our members' giving, as a percentage of their income, is exceptionally high. This is a source of pride for us, though it also limits what more we can hope for from current members: our small congregation has many members with low or fixed incomes. To encourage financial giving we hold a fall pledge program and have an online giving program. Our challenge is being good stewards of these limited resources.

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

Both congregations have significant conflicts in their past which have been dealt with to varying degrees. In the coming together of four congregations, there was great conflict involved in the arrival and departure just a few months later, of the congregations of St. Matthew and St. Barnabas. In this particular conflict, letters of explanation were mailed to the membership of each congregation, and we also held coffee hours and congregational meetings to let people vent and communicate. Many have addressed this conflict and other lesser conflicts by leaving the congregation altogether. Communication, honesty, discretion and forgiveness among all members of the congregation, including but not limited to the leadership, are necessary for resolution and sometimes that has been a struggle.

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?

Our most impactful recent example of change is the successful merging of our two congregations, and the unsuccessful attempt to invite in two others as well. We have learned that change is difficult, but has the best chance of working when there is active, open, honest, and persistent communication. Developing trust and honestly establishing shared goals among those involved, and particularly leadership, is critical to success. Taking the time to formulate and agree to specific shared plans is better than moving too quickly. The two way joining of worship services evolved over a period of several months with a shared sense of purpose, and while difficult, went more smoothly and continues today. The effort to incorporate the other two congregations turned out not to be founded on shared goals and effective communication; for that reason it did not succeed, but the attempt caused a great deal of stress to all involved.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Erik Karas	Interim	2015-01	2017-08

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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This is a new congregation resulting from the merger (the formalities still in process) between St. Mark's Episcopal and Prince of Peace Lutheran Churches, both of Augusta. Both had been without steady pastoral leadership for some time; the Rev. Erik Karas served an extended interim and shepherded the joining of the two congregations. Mustard Seeds children's program meets Sunday evenings

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	2	20

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.twoonine.org

Media Links:

> <https://www.facebook.com/emmanuel Lutheran episcopal me/>

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

The Rt. Rev. Stephen T. Lane, Bishop of Maine; The Rt. Rev. James Hazelwood, Bishop of New England (ELCA)
The Rev. Canon Michael Ambler

Contact the Rev. Canon Michael Ambler, Canon to the Ordinary, Diocese of Maine, at MAmbler@episcopalmaine.org, or 207-772-1953 ext 123.

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Current Warden/Board Chair

Ms. Connie McDonald; Ms. Betty Balderston

Contact the Rev. Canon Michael Ambler, Canon to the Ordinary, Diocese of Maine, at MAmbler@episcopalmaine.org, or 207-772-1953 ext 123.

Previous Warden/Board Chair

Search Chair

Ms. Melanie McGuire

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Parish/Institution

Local Community Leader