



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 6, 2017)

Holy Trinity Episcopal Church, Florida

100 NW 1st Street, Gainesville, FL 32601, United States

Contact:

Assistant / Associate / Curate

adefoor@diocesefl.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
350	3	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
			We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Negotiable	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
\$501-\$1000/year	Yes	Yes	Yes

Compensation is \$82,000-\$100,000, negotiable; competitive in region.

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

In 2012 we reached a capital campaign goal of over \$4,000,000 to create the Holy Trinity Episcopal School in downtown, one block from the church. This was a benchmark event since the National Church had indicated that we wouldn't be able to raise over \$2,000,000, yet a different consultant's help led to an astonishing success. In addition to the school, the HVAC system was replaced, pipe organ was upgraded, the kitchen was remodeled, and badly needed interior renovation of the back entry and the bathroom facilities was completed. The school was seen as an important way to address not only a community need but as a means to engage families in Holy Trinity to address the critical problem of an aging congregation. Holy Trinity is renowned in the Gainesville area for its music program. The modernization of the pipe organ was in response to the remarkable music program that includes performances attended by a host of individuals outside the parish family. The kitchen serves not only the parish family but is an integral part of our downtown Street Side Breakfast Ministry in addition to numerous other parish events.

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

a. First, we acknowledge the need for long-range or strategic planning. We want our Rector to engage the Vestry and members of the Parish, and consult with other church leaders, as appropriate, in a continuing process to develop a 10-year plan and then begin implementing the plan with specific goals and objectives. b. The congregation represents a wide spectrum with varying educational backgrounds, economic status, and theological, social, and political views. We embrace the message of love, hospitality and the second great commandment of "loving our neighbors as ourselves." To that end we have participation by members of the LGBT community, have made inroads into the involvement of people of color in our congregation and take pride in our commitment to our sister congregation in Cuba, Saint John the Baptist. We acknowledge the changes in our society and are attempting to embrace diversity with a 2000-year-old message that should guide us as Christians in the 21st Century. c. Finally, Holy Trinity has placed significant emphasis on technology over the last two years, including the ability to pledge online, an online directory, and an online newsletter with occasional email blasts about important events.

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

joyful, collaborative, communicator, pastor

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

The 8:00 a.m. service is Rite I with no music. The 10:30 a.m. service is Rite II, and is our traditional service. At the 6:00 p.m. service, members of the Folk Choir lead congregational singing and parishioners who attend experience worship in a warm, familiar, and more intimate setting. The evening Eucharist typically uses the Rite II liturgy, but other liturgies are also used on occasion. The music traditions range from gospel to sacred harp, folk to contemporary and songs of other cultures. Occasionally, we have a Celtic Service at the 6:00 service, as well as a Compline service. Every Wednesday we have a healing service that is held at noon in our chapel. The last Sunday of the month at 10:30 a.m. in the Page Parish Hall (PPH) we have a Family Service where children of all ages join their parents to pray together, sing together, and celebrate the Eucharist in a relaxed atmosphere. Family Fellowship follows, offering a chance to know members of the church family who are walking the same walk “right where you are!”

How do you practice incorporating others in ministry?

Encouraging involvement in the life of our parish is an ongoing ministry unto itself! Many parishioners participate as Greeters, Good Shepherds, Gift Bearers, Ushers, Calicifers (our “special” name for Chalice Bearers), Acolytes, Vergers, Choir Members, Altar Guild, and coffee hour sponsors. During each Sunday service we have a Ministry Spotlight where a member of that week’s designated ministry briefly addresses the congregation about their mission, their activities, and providing contact information for potential new members. Parishioners have the opportunity not only to learn about our exceptionally active “life beyond Sundays” but to understand that their involvement in these ministries is desired and most welcomed. Our “Voice from the Pew” cards ask for a newcomer’s interest in specific ministries, and the Orders of Worship passed out at each service include a listing of two dozen active ministries with contact names and numbers. Parishioners are updated via email and digital or paper newsletter as volunteer needs arise. Youth involvement is encouraged, and our young members are now serving monthly as lectors and calicifers, as well as routinely as acolytes, ushers, and greeters.

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

In addition to our two Sunday morning services, we offer a folk mass on Sunday evenings, a monthly family service, and a weekly healing service on Wednesdays. Advent and Lenten programs provide the opportunity for deepened spiritual growth each year. A consistently exceptional music program draws many through the doors of our parish. A common sentiment heard at Christmas Eve and Easter services is simply, “We come for the music.” Tremendous pastoral care from our clergy, whether in hospitals or in a conversation at the back of the church after services; weekly communion to the homebound; weekly Bible studies; weekly yoga class; flower delivery to the sick; the annual Blue Christmas service; delivery of poinsettia plants to the elderly and shut-ins at Christmas; caring for grieving families by hosting a funeral reception; walking the labyrinth; the Christophers’ “Friends” program which pairs parishioners with other parishioners who need a friend to check in with them occasionally to see if they need a ride to the doctor, the store, or just a friendly chat; bringing in-pew communion on Sundays to those unable to approach the altar- these are all ways that our worshipping community cares for one another.

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

a. **Street Side Breakfast** - For over 20 years HTEC has provided Sunday morning breakfast each week for the hungry and homeless. We provide pizza, toast with peanut butter, jelly and cream cheese, orange juice and once-a-month eggs, sausage, and grits. There are usually 70 to 100 guests every Sunday. Thirty five members of the congregation are involved in buying food, donating food (one member donates 31 dozen eggs each month from his flock of chickens), food preparation, and serving. Local businesses are involved by donating pizza and other food items. b. **Downtown Ministry** - Since 2008 this ministry has provided assistance in obtaining birth certificates, ID Cards, prescriptions, clothing vouchers, bus passes, and care bags of toiletries, snacks and water to the homeless and working poor. In 2015 about 15 volunteers served 1665 guests and provided 2413 services to those guests. c. **Family Promise** - A network of churches in Gainesville provides shelter, meals, and extensive support to families without homes. Holy Trinity provides up to 4 families with accommodations for a week, 4 times a year to aid in their transition to a stable housing situation.

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

Cross of Nails - In April 2016, Holy Trinity was honored as a Partner in the Community of the Cross of Nails (CCN) with a cross blessed in Coventry, England. This gift marks the initiation of Holy Trinity's new Cross of Nails Reconciliation Ministry which will network with some 200 other worldwide partners. Holy Trinity is committed to pray humbly for peace and justice between peoples and nations, and to treat our enemies with kindness in healing the sorrows of oppression and the wounds of war. **Cuba Ministry** - In 1985 Holy Trinity was blessed with a companion church assignment, San Juan Bautista (SJB) in Florencia, in central Cuba, and making visits to SJB since about 2003. Holy Trinity is also active with Diocesan Cuba Committee, whose member churches navigate the complicated political impediments of the US embargo and help each other "get our missionaries and goods to Cuba, nonetheless." Close bonds continue to develop not only between parishioners of Holy Trinity and SJB, but also with many parishioners of our own large Diocese of Florida. The Diocesan Cuba Committee celebrating its 30th Anniversary of Ministry with Cuba, and counts 39 churches in companionship with the Diocese of Cuba's 49 churches and missions.

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

Lunches for Grace Marketplace - In late 2014, a new center to address the needs of Gainesville's homeless population opened, calling itself "Grace Marketplace." Holy Trinity's Downtown Ministry was among the first organizations to partner with Grace Marketplace. In addition to our other outreach programs for the homeless and working poor, we took on the additional responsibility of providing lunch for the residents and guests of Grace Marketplace, one day per week. Every Wednesday evening, about a dozen people get together and assemble 100 bag lunches from mostly donated bread, lunchmeat, chips, etc. These are then delivered to Grace by a parishioner each week for lunch on Thursday. Since the inception of this program, it is estimated that we have provided over 10,000 bag lunches. Contact person is Harvey Ward, Hlward@holytrinityepiscopalfoundation.org.

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

Planning for Stewardship rests with the Vestry liaison to the Holy Trinity Foundation, professional fundraiser Harvey Ward, the Rector, and the Stewardship committee and begins in late spring and results in the launch of the Stewardship campaign in October. "Stewardship Moments", 3-to-4 minute talks about financial support for the church are given by a Foundation representative, stewardship committee members or other parish members on Sundays from just prior to Christmas until early February. In February a wrap-up report is usually presented. The Rector participates in the stewardship process, including incorporating in preaching, as appropriate, the necessity of stewardship and the personal contribution of time, talent and treasure allowing the parish to offer programs and activities that fulfill the Christian mission and benefit the parish and the larger community. Two years ago the Vestry Finance Committee put together an "aspirational budget"-- an operating budget listing in categories of monies needed to continue programs at the current level and also desired specific areas "if" greater funding was achieved. This resulted in the largest amount pledged in the history of Holy Trinity.

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

In response to community outrage over a threatened Quran burning event by a radical, charismatic, Christian church in Gainesville, Holy Trinity Episcopal Church hosted an interfaith Peace and Unity service which included 21 leaders of all faiths. This was the beginning of the Alachua County Committee on Interfaith Relations. Reverend Louanne Loch, our Rector, was the co-chair for several years and the church is still involved in the group to address timely issues affecting interfaith relations in Gainesville.

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?

Possibly because Holy Trinity has for many years taken pride in the fact that we are a diverse congregation, used to tolerating each other's social and political positions, we have not had much trouble adjusting to the changes that have affected the national church. Most recently, when the national church approved gay marriage, there were parishioners offended by this action and some left the church, though personal interventions by the rector seemed to calm others. A much larger group was upset by Bishop Howard's decision not to allow same sex marriage in our diocese, and others left over that position. A vestry committee was formed which arranged a Sunday morning meeting with Assisting Bishop Henderson that was attended by about 40-50 people. The usual parish response to some troubling event or change is to hold meetings where people can ask questions and express opinions. We have learned that by providing a forum for our parishioners to express their views and hear the views of others, we help to promote harmony and, if not agreement, at least understanding.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev. Louanne Loch	Rector / Vicar / Priest-in-Charge	2007-12	2016-09

Name	Position Title	Date Begun	Date Ended
Rev. Gordon Tremaine	Rector / Vicar / Priest-in-Charge	2002-08	2006-04

Name	Position Title	Date Begun	Date Ended
Rev. David Pittman	Rector / Vicar / Priest-in-Charge	1986-08	2001-05

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Holy Trinity Episcopal School of Gainesville	4	15

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
4	15	4	57

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	98	24	29



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Worshipping Community Web site: <http://www.holytrinitygnv.org>

Media Links:

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

jhoward@diocesefl.org 904.356.1328

The Rt. Rev. Samuel J. Howard

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The Rev. Cn. Allison DeFoor

Current Warden/Board Chair

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Virginia Maurer

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The Rev. Reed Freeman

Local Community Leader