



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 19, 2024)

St. Andrew's Episcopal Church, Southwest Florida

2301 Deltona Boulevard, Spring Hill, FL 34606, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/26/24.

rnorman@episcopalswfl.org

Weekly Average Sunday
Attendance (ASA)

151

Number of Weekend
Worship Services

3

Number of Weekday
Worship Services

1

Number of Other per Month
Worship Services

1

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position
\$90000

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

One month, including 5
Sundays (standard)

Vacation Weeks Details

Continuing Education Weeks
2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget
\$1001-\$2000/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.

This ministry led to success and fulfillment while facing challenges. In 2018, our Rector saw a need for a social outlet for the single women in the church. This included women who were single, divorced or widowed. In December of that year, this informal group enjoyed Christmas dinner at church together that was well attended and enjoyed. Beginning in 2019, the Single Women's Group, The Belles of St. Andrew's was organized, and met monthly. The Belles enjoyed luncheons, an ice cream social, attended plays and made ornaments for the Nature Coast Botanical Garden. They assisted People Helping People, coordinated the Angel Tree Program for 96 children and began a monthly Bible-focused discussion Group. The number of Belles declined after the Covid shutdown, and The Belles were disbanded in 2023. Friendships flourish and the women continue to socialize on their own. This socialization has been the foundation for the Women's Bible Study and the formation of the Women's Guild, both to include all church women. This one ministry has grown into other ministries to include more of our congregation and offer continued spiritual growth and opportunities to serve the community.

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

Teaching and studying scripture and instilling Episcopal beliefs in a formal Bible Study and Adult Formation remain a strong presence in our church. These programs are well attended and need to continue being offered in person and online. We continue offer love, acceptance, fellowship, worship, prayer to the community. We also continue ministries which make us visible as we serve our community. Spring Hill is undergoing a rapid growth not experienced previously. Our professional level online presence is successful and we are continually developing this to reach and develop our visibility in the community. Bringing in new members of all backgrounds is our goal. Families becoming involved in our youth program are a priority. We are exploring a year round stewardship to replace our current annual event. Motivation to give, more parishioner involvement and updating the technology of our online giving will make this more successful. As we search for a new rector who will help us grow into the future, we are praying that God will touch the heart of a ready and willing priest to guide and partner with us in our journey.

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

Collaborative; Spiritual Leader; Embraces Scripture; Genuine Humility

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

St. Andrew's parishioners cherish the Episcopal liturgy's rhythmic nature, with its seasonal variations and prayers that are meaningful to our shared community life. Our liturgical style is rooted in the Book of Common Prayer, giving utmost importance to the word and sacraments. Our services are reflective of the social and demographic traits of our local community and are non-political. Scriptural study to develop and strengthen each person's faith is a major part of our services which plays a pivotal role in nurturing and strengthening each individual's faith. On Sundays at 10:30AM, we have a family-oriented service with music and a choir, using mainly the 1982 Hymnal. This service also has chanting and the occasional use of incense. In contrast, our Saturday 4:00PM and Sunday 8:00AM services are spoken and have no music, except for special liturgical seasons. Rite I services are scheduled during the year as determined by the celebrant. We provide healing administered by members of the Order of St. Luke and retired clergy as well as our Wednesday Healing service which is conducted by our retired clergy.

How do you practice incorporating others in ministry?

Christians are called to serve. At our church, we take a personal approach to inviting individuals to participate in various ministries. We make these opportunities known through notices in the Narthex, sign-up sheets, the church bulletin, and our monthly newsletter. Word-of-mouth and informal networks play a role in spreading the message. Our goal is to help people discover their unique strengths, gifts, and talents and encourage them to serve in ways that resonate with their abilities. Our ministries encompass a wide range of options, some requiring specialized training or certification, such as the Order of St. Luke, Eucharist Visitors, Eucharistic Ministers, and Daughters of the King. Others are open to anyone and provide guidance to acquaint individuals with the protocols, like the Altar Guild, readers, greeters, ushers, and various men's and ladies' groups and assisting at funerals. No matter the calling, we offer guidance and support to help individuals serve without anxiety or trepidation. Our welcoming and loving Christian community extends warmth to draw people in, connecting them not only to our church family but also to the specific ministry they feel called to.

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

As a worship community our spiritual, emotional and physical wellbeing are met in various ways. Spiritually we have well attended Bible Study and Adult Formation classes which help us study and better understand scripture and brings us together as a strong community praying together and for each other. Our Eucharistic Visitors and Priests take communion to home bound, sick and hospitalized. We also offer a healing service, Daughters of the King, Order of St. Luke, a large prayers chain and a funeral ministry. All give us a spiritually strong environment. Emotionally we are a close church family and our worship services, many ministries and monthly activities provide fellowship opportunities to support and develop ties with each other. To maintain our physical well-being, we value keeping our spirituality strong which is the key to a stronger body. We also provide yearly health screenings, CPR training, dance classes and outdoor activities. We have clean ups days and opportunities to socialize while maintaining our 7-acre campus.

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

There are many opportunities to extend our pastoral care and support beyond our immediate church community. Healing, Guiding, Reconciliation and Sustaining are all part of the pastoral care. Both laity and clergy provide care in response to the needs of the community. Each week, our Eucharistic Visitors and our Rector take communion to retirement homes, hospitals, the homebound and individuals in need. St. Andrew's email prayer chain is very active and includes our parishioners as well as people in other countries. Additional pastoral needs are often identified from these prayer requests for family, friends neighbors and our congregation. One parishioner serves as the Interfaith Chaplain at our local hospital. In order to serve people outside our congregation, we offer weekly Bible Study and Adult formation in person and via Zoom. Our weekly church services are streamed live online and recorded for anyone visiting our website to have access to worship anytime. We support the Gideon's, who provide Bibles around the globe to spread God's word, United Thank Offering, Episcopal Relief, People Helping People, Life Line Screening and recently helped victims of hurricane.

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

St. Andrew's involvement in the wider church and geographical community: Our local outreach program in Coulton Hall provides meeting space for twenty-seven, 12-step programs serving over 900 people weekly. We support and provide active leadership in the local People Helping People Ministry and provide weekly space for Academia Hernando, a nonprofit life-long learning organization formed by the University of South Florida. Parishioners provide Angel Tree Christmas gifts for under privileged children, and provide facilities and financial support to our chartered Boy Scout Troop. Our food bank provides for families in need year round and our disadvantaged daycare children. Our Thrift Store offers free clothing for those who cannot pay. Our kitchen is used to provide meals to preschoolers in the community and for meal catering. The Episcopal Relief Programs, UTO, Financial support for The Dawn Center for battered women; hurricane relief aid and the Gideon's are part of our broader geographical involvement. Our parishioners have served on the Standing Committee, Budget Committee and attend the Diocesan convention as voting delegates.

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

When we were able to reopen following the Diocesan COVID protocol, attendance dropped by 50%. It began to increase slowly but not to the previous level. At this time, we saw a need for an online ministry. We started with one camera and microphone and broadcast on ZOOM. At this point, we could see the interest of our congregation and our community and the need to develop our online presence. Within the next few months we added four state-of-the art amplifiers, two professional grade cameras, a new sound board and other sound and video equipment. Those viewing online can now see two views of our service and the two overhead projection screens provide the day's readings and responses. The Saturday 4PM and Sunday 10:30AM services are now streamed online. This is available to all who visit our church website. Viewers consist of homebound parishioners, people exploring for a new church home, who we have welcomed as new members and regular viewers outside the state of Florida. The growth of this ministry from an average of 30-60 viewers to occasional highs of 150+ has been very exciting. Online pledging has grown and we wish to expand and develop further. Contact Steve Smith 352-683-2010

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

St. Andrew's is blessed with strong, committed parishioners who pledge annually and those who give proportionately through plate offerings. This has allowed us to meet our financial needs, fund our ministries and balance the budget the last 15 years. Our stewardship program begins in October and is relatively low key. Our monthly newsletters contain a summary of month to date and year to date income and expenses, as well as ministry information and updates. In October our treasurer speaks to all three services explaining the state of our budget and reminding us that what we have comes from God and the need to thankfully return His treasures to Him. Giving of our time, talent and treasures are all gifts that allow our church to fulfill our mission. During the three weeks following the treasurer's appeal, parishioners receive letters from the Sr. Warden and the Rector asking to prayerfully consider our blessings and what we will joyfully return to God. Our parishioners realize that the world is full of needs. We also know that God has blessed us with the means to fulfill some of these needs. We are a joyful church as we give back to God to do the work He has given us to do.

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

St. Andrew's seldom has serious conflicts that cannot be resolved by addressing those involved with a prayerful meeting with the Rector or with the Wardens if needed. One example came from the two people who use our church kitchen. One makes lunches for preschool children and other one runs a catering business. The conflict developed from storage space use, work schedule disagreements and the bringing in of freezers without our permission. This affected our own church use of our kitchen. Our Priest, Jr. & Sr. Wardens and our church administrator met with those involved and let them verbalized their concerns. As a resolution to this conflict, we provided them with new contracts that addressed conflicts and provided them with a protocol to discuss any further concerns. The needs and concerns of all parties were addressed in a way that promoted harmony and efficient use of the shared kitchen space and the needs and requirements of the church. The meeting ended in prayer and there have been no further concerns. All parties involved are satisfied with the results.

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?

For decades, our Thrift Shop Ministry has played a vital role at St. Andrew's. It not only generates income for the church but also offers clothing and essential items free of charge to those in need. A dedicated and esteemed couple managed the Thrift Shop, overseeing scheduling, pricing, and staffing. However, in 2022, with their retirement, we underwent a significant reorganization in our management and operational procedures. Instead of a single manager, we now have a manager for each day the Thrift Shop is open. Each manager is responsible for the daily operations, staffing, pricing, and accounting for their specific day. Furthermore, all volunteer workers and their day managers regularly meet with our Rector and Jr. Warden to address concerns and discuss the activities for the month. Initially, there was some resistance to these changes, but the Thrift Shop is now running more efficiently. All volunteers are now church members, reducing conflicts. Our new, lower pricing strategy enables us to better serve the local community and those in need. This transition has shown us that a well-structured team approach to ministry often yields the best results for growth potential.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev'd Lance Wallace	Rector / Vicar / Priest-in-Charge	2013-01	2023-01

Name	Position Title	Date Begun	Date Ended
The Rev'd Shanda Mahurin	Rector / Vicar / Priest-in-Charge	2005-01	2012-01

Name	Position Title	Date Begun	Date Ended
The Rev'd Robin Murray	Rector / Vicar / Priest-in-Charge	1986-01	2005-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Yes		

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
		2	45

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: standrewschurhcsh.org

Media Links:

Facebook

Online References:

Boxcast

Languages Significantly Represented:

English

Provide Worship or Classes in:

References

Bishop:

The Rt Rev'd Douglas F. Scharf

phone: 941.556.0315; email: dscharf@episcopalswfl.org

Diocesan Transition Minister

The Rev'd Canon Richard H. Norman

phone: 941.556.0315; email: rnorman@episcopalswfl.org

Current Warden/Board Chair

Craig Gates

phone: 352.592.2842; email: cgates14@tampabay.rr.com

Previous Warden/Board Chair

Michael Ludwell-deceased

Search Chair

Janet Crisfield

phone: 352.796.9389; email: dcrisfield@tampabay.rr.com

Parish/Institution

Local Community Leader