



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Apr 20, 2023)*

## St. Clement's, Rancho Cordova, Northern California

2376 Zinfandel Drive, Rancho Cordova, CA 95670, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/01/23.

[julie@norcalepiscopal.org](mailto:julie@norcalepiscopal.org)

Weekly Average Sunday  
Attendance (ASA)

**40**

Number of Weekend  
Worship Services

**1**

Number of Weekday  
Worship Services

**3**

Number of Other per Month  
Worship Services

Current Annual  
Compensation

**\$52000**

Cash Stipend

**\$52000**

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for  
New Position

**\$52000**

Housing Available for

Pension Plan

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

Healthcare Options  
Clergy+1

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  
**up to/including  
\$500/year**

Sabbatical Provision  
**Yes**

Travel/Auto Account  
**Yes**

Other Professional Account  
**Yes**

*This position is 3/4 time.*

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

On a recent Sunday at St. Clement's, the scheduled supply priest was unable to preside at the last minute due to a medical issue. Another supply priest was not available. Our organist was also absent. This was a rare situation, but our lay leaders rose to the occasion. St. Clement's has held a Morning Prayer service three times a week for the last several years, and this is often led by lay persons. Therefore, a member of our congregation was able to step up to lead Morning Prayer for our 10 AM service. She engaged the help of lay readers. Our licensed lay preacher was already scheduled to do the sermon. Our tech team was able to use recorded music, and we switched up the hymns to fit the music available. We made an announcement at the start of the service, and the congregation switched gears amiably. The feedback was very positive. We even heard from two visitors that they enjoyed the service. Our preparedness and resilience as a congregation was very evident, and we know the Holy Spirit was guiding us.

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

We are excited about the future of St. Clement's and the Episcopal Church. We embrace diversity within both the parish and our community. We want to implement the lessons learned from Sacred Ground to be as welcoming as possible to all. We want to get better acquainted with the demographics of our community. We are applying to the FaithX Vitality Improvement Program. We are open and excited about the tools this program can provide. We want to involve our Fijian members in an event focused on their culture and have a service in Fijian. We hope to partner further with groups in our area, such as the Little League. We would like to expand our already thriving Outreach program, and continue to address the issues of homelessness, hunger, and social injustice. We are willing to learn new ways to serve. We are discerning how best to use our large property to meet both the needs of the church and community. We are currently negotiating with a fiber optics company to lease part of our property. This service will provide faster internet for the community. We will examine how we can bring forward future church leaders so we have more strength, depth and versatility.

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

open-minded, social justice, administrative skills, evangelism

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

We have a preference for Rite II for Sunday worship, but we are not stuck, and we are willing to try new things. Our Sunday Holy Eucharist is also on Zoom and YouTube. We are liturgically flexible, and some in our congregation can lead Morning Prayer as needed. We have a licensed lay preacher. We try to use gender-neutral language. We enjoy singing parts of the service as a congregation. We are fairly informal in our worship style, but we appreciate accompanying ritual. Music is a big part of our service, and we are blessed to have an organist/choir director and a choir that is more sophisticated than might be expected for a church our size, and this greatly enhances our service. We make use of our screens to display art and help guide the congregation through the service. Children attend Sunday School during the first part of the service and rejoin us for the passing of the peace. We have one 10 AM Sunday Service (HE), as well as special holy days. We also have Morning Prayer on Zoom three days a week, attended by members and by some outside of our church. This service, which includes a short bible study, is a very inclusive and all who attend and take part in the readings.

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How do you practice incorporating others in ministry?

We emphasize the importance of recognizing and listening to the other, whether they are a stranger or a member of our congregation. We have cards in the pews which our interim priest developed as a way for newcomers to connect. We greet newcomers and offer them a Welcome Bag. We invite them to coffee hour. We also have an enthusiastic group of lay worship leaders: lectors, Eucharistic Ministers, ushers, and altar guild. We listen for ways that individuals really want to serve. Recently we had an 8- year-old member who wanted to become an acolyte. We heard this, and we arranged for him to have a junior-sized cross to carry. He loves doing this and lighting the candles. Our interim priest and a lay Eucharistic Minister help him with the steps and are patient with him when he gets tired or bored. We also engage members in Outreach, education, and special projects such as the Labyrinth, as described elsewhere in this profile. We understand, as a church, that serving should be a pleasure, and that members serve best when they are doing what they feel called to do. We seek to remain aware of spiritual gifts and help others see those within themselves.

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

Prayer, Presence and a Helping Hand: We pray regularly for those in need during our Sunday and Morning Prayer Services. Daughters of the King and the weekly Bible Study also make time for intercessory prayer. An office volunteer makes regular phone calls to those who may not be able to make it to church, or who may need special attention due to loss or illness. Our priest makes pastoral care visits with assistance from members of the congregation. The Daughters of the King reach out to those who have lost loved ones, sending cards, providing comfort, and helping with memorial service preparations. We also acknowledge that care for each other means recognizing when someone is overburdened with their responsibilities at church, or their combined responsibilities between church and home. We seek to encourage delegating responsibilities, or, as needed, relieve individuals of responsibilities until, or if, there is a time when they can resume them. It is important to encourage self-care, even for those who seem strong. When our treasurer was no longer able to handle his tasks due to family illness we formed a team of three to take over what he had previously done.

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

St Clement's seeks to serve others on a local, state and worldwide level. Locally, we are founding partners of the People's Pantry, which provides food for about 140 families a month. Additionally, we participate in HART (Homeless Assistance Resource Team) to cook and provide meals and winter shelter for the unhoused. On a state level, we participate in Project ReStart through the Diocese of Northern California, which helps those who've experienced disaster. We have put together 15 Bathroom Bins, 10 of which have already been distributed to those who lost homes to fire or earthquake. On a world level, we have a team that sews dresses for Dress-a-Girl, a program that helps clothe children around the world. Furthermore, St. Clement's provides space for AA groups. We are also home to 4-Paws 2 Freedom, a program that provides service dog training for veterans and first responders and their service dogs. Currently St. Clement's has started the process of building a labyrinth, which will provide opportunities for meditation and reflection for our congregation and for the community. We hope to engage the community in the building process.

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

We are not an insular church. We are glad to be part of the Diocese of Northern California, The Episcopal Church and the Anglican Communion. We actively participate in diocesan convention, and we support Diocesan-wide efforts such as Project ReStart. Last year we hosted the quilting party to complete our Diocesan quilt, which was shared at convention. We sponsor a seminarian who is currently at CDSP. Members have served on the Board of Trustees and the Commission on Ministry. We enthusiastically participated in Sacred Ground. We are actively learning how we can best respect the dignity of every human being, regardless of race, gender, sexuality, nationality, or faith tradition. Our Daughters of the King chapter is involved with others across the state and the nation in learning about social justice issues. We have had an Education for Ministry Group. We've published a Lectionary Bible Study, composed by members, for over 34 years. Our publishing company is Paraklete Press, and we market the study to churches across the country and in Canada. Our weekly Bible Study uses these materials. Our Outreach involves us in the wider community and ecumenical activities with other churches.

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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?

St Clement's helped found the People's Pantry four years ago. The People's Pantry is a food bank that operates out of the nearby United Methodist Church of Rancho Cordova. It has continued to grow and now serves about 140 families a month. St Clement's has our own active volunteer group that helps to pack and distribute food monthly. We have a core group of shoppers who help purchase needed food. We also have a church member who has helped make signs for the Pantry. We have collected and made substantial monetary donations to the Pantry; these donations have enabled them to buy new freezers and new sheds for food storage. Last year we helped to write a successful grant for the Pantry's community garden. The congregation makes generous in-kind donations to the Pantry each Sunday. The Peoples' Pantry has truly been a church-wide endeavor, but it is also an ecumenical effort, as we work not only with the Methodists, but also members of other churches, including, but not limited to, Cordova Baptist and the LDS church. The Director of the People's Pantry at the United Methodist Church is Nancy Vester. (Please see her information on the reference page.)

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

Stewardship is an important part of our life at St. Clement's. We recognize the importance of being stewards not only of our church, but of our community and our environment. Our congregation is generous in its financial support of our church, and we seek to use those funds responsibly to enhance well-being and security for all. For instance, stewardship for the grounds on our property requires maintenance, such as tree-trimming, for safety and overall beautification; this is especially true with the recent winds and rains. But stewardship also means not watering a lawn to conserve precious resources. Our Junior Warden has been educated regarding decreasing our carbon footprint, and that is something we will pursue more actively in the future. We recently were bequeathed a monetary donation for our Altar Guild, and stewardship means making sure this is used wisely. Stewardship also means recognizing spiritual gifts and fanning the flames of the various talents of those in our congregation, helping them to serve in the best way for them.

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

In 2021, we were approached by the local Little League with a proposal to pave most of the open area of our property to provide additional parking. (Their ballfields are across the street.) The city had a grant with which they could make site improvements. The vestry weighed the pros and cons. Some saw benefits in this role for an unused portion of our land. Others did not want to make our front corner a parking lot. There was also concern about the encumbrance of the city-funded parking lot. There were strong opinions on both sides of the issue. During the meeting vestry members failed to respect each other; many were speaking over each other. However, we were able to overcome the heated discussion, and we were able to agree to offer the back portion of our property for parking; this was rejected by the Little League. After the meeting, apologies were made, and we established meeting ground rules, including for Zoom meetings, to enhance future communication. We are now in an amiable planning phase of building a labyrinth on this same piece of property, and we are still working with the Little League to use our established parking area.

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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?

Two and a half years ago, we said good-bye to our rector of three years. It was during the pandemic, and we gave him a send-off that showed our gratitude and recognized that he needed to be with his family. We hired a wonderful Priest-in-Charge who brought both enthusiasm and vision. We did not know that she had applied to be the Bishop of Iowa. This could not be disclosed by the diocese or by her at the time. However, she was chosen for the slate and was elected. This admittedly caused distress and anxiety. There was resentment, too. Some blamed her, and some blamed the diocese for the lack of disclosure. The stress of COVID compounded all of this. But we are resilient. We processed our losses in a group session with a facilitator. We aired our feelings and moved to a place of forgiveness. We thanked her. We were proud of her. Then, we picked up where we left off, worshipping and serving the community. We stated that we, as a community, are the church, with or without a priest. We are Christ's disciples, and the Holy Spirit guides us. We don't have to depend only on our priest, but can work beside him/her to fulfill our mission: Knowing God, Loving God, Making God Known.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Zac Neubauer	Interim	2022-11	2023-01

Name	Position Title	Date Begun	Date Ended
Elizabeth Monnot	Rector / Vicar / Priest-in-Charge	2021-02	2021-09

Name	Position Title	Date Begun	Date Ended
Kenn Katona	Rector / Vicar / Priest-in-Charge	2017-10	2021-12

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	2	8

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
			15

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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Worshipping Community Web site: <http://saint-clement.com/>

Media Links:

> <https://4paws2freedom.org/>

Online References:

Facebook.com/SaintClementsChurch

> <https://www.youtube.com/channel/UCmi464NDQfUu2K8anrNOjFw/featured>

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English**

*Fijian also spoken.*

### References

Bishop:

**The Rt. Rev. Megan McClure Traquair**

916 442-6916; [bishopmegan@norcalepiscopal.org](mailto:bishopmegan@norcalepiscopal.org)

Diocesan Transition Minister

**The Rev. Cn. Julie Wakelee**

916-442-6916; [julie@norcalepiscopal.org](mailto:julie@norcalepiscopal.org)

Current Warden/Board Chair

**Ms. Laura Simkins**

916-425-3754; [ldsimkins@comcast.net](mailto:ldsimkins@comcast.net)

Previous Warden/Board Chair

**Sharon Burke-Polana**

916-952-3338; [burkeps@yahoo.com](mailto:burkeps@yahoo.com)

Search Chair

**Laura Simkins**

see above

Parish/Institution

Local Community Leader

**Ms. Nancy Vester**

916 709-0208; [sandsea@sbcglobal.net](mailto:sandsea@sbcglobal.net)