



# Ministry Portfolio

Full Portfolio (last updated Jan 11, 2018)

## St. James Episcopal Church, Baton Rouge, Louisiana

205 North Fourth Street, Baton Rouge, LA 70821, United States

Contact:

Rector / Vicar / Priest-in-Charge

[hcampbell@stjamesbr.org](mailto:hcampbell@stjamesbr.org)

Weekly Average Sunday Attendance (ASA)

**300**

Number of Weekend Worship Services

**3**

Number of Weekday Worship Services

**3**

Number of Other per Month Worship Services

**4**

Current Annual Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for New Position

**\$128000**

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

Vacation Weeks Details

Continuing Education Weeks  
**2 (standard)**

Continuing Education Weeks Details

Continuing Education Funding in budget

Sabbatical Provision

**Yes**

Travel/Auto Account

**Yes**

Other Professional Account

**Compensation negotiable and includes 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.

**In August 2005 Hurricane Katrina challenged us as a country and likewise, our parish. Baton Rouge was spared the damage and destruction from the post-storm flooding present in New Orleans, and our community became one with our sister city. It is not hyperbole to say that every member of our parish was affected by New Orleans in some way: our homes welcomed family, friends, and sometimes, strangers. We were fortunate to have space at St. James to shelter the temporary offices of the Bishop and his diocesan staff so that diocesan relief work could begin almost immediately. Our Day School responded by adding additional classes and teachers to meet the needs of displaced residents. Our neighbor First Baptist Church housed new mothers and their families from evacuated hospitals, but had no bathing facilities. St. James parishioners provided a security escort, bringing these families to the showers in our Bishops Hall. Parishioners donated towels, wash cloths, soap, shampoo, and deodorant. The ministry experiences of Hurricane Katrina inspired us and helped us as we faced our own challenges with later hurricanes and the devastating local floods of August 2016.**

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

**Our parish values Christian Education for all ages. St. James Children's ministries are coordinated with a new Children's ministry council made of dedicated lay leaders who direct children's Christian Education in consultation with staff and clergy. Adult Christian Education includes two seasonal classes, Education for Ministry (EFM) groups, and lay Bible Studies. The Center for Spiritual Formation (CSF) offers a variety of adult programs that explore the Anglican traditions of prayer, contemplation and spiritual understanding for parishioners and our community. The St. James Episcopal Day School introduces many families to the parish and these relationships have led to join our parish family. We also believe that we should be good stewards of our financial resources, including our endowed funds. St. James also believes in the future of our historic church and buildings, realizing that we have a duty to take care of them for our future generations. In 2016, St. James completed a comprehensive master plan which evaluated current and future usage of buildings and programming. The Vestry has since been reorganized with committees formed to address the findings of the master plan.**

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

**Inspiring Preacher; Welcoming Pastor; Good Communicator; Good Administrator**



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

Liturgical life of St. James centers around the Sunday celebrations of the Holy Eucharist. Our liturgical style has evolved in our history under previous rectors. With the 1979 Book of Common Prayer, our sung morning prayer tradition was gradually replaced by Holy Eucharist, with the principal service using either Rite I or Rite II. We see ourselves as a traditional, broad (but not low) church in our corporate liturgical style. We appreciate and enjoy the beauty of Anglican liturgies associated with high church services on feast days. Most important is the solemnity of the worship service: the strength of teaching God's word through inspirational sermons, the beauty of music revealed in the gifts of our choirs and organist. We currently offer three services on Sundays: Rite I Holy Eucharist at 8:00 a.m.; the principal service at 10:30 a.m. with organ music that features our adult and treble choirs; and a 5:00 p.m. Holy Eucharist. Weekday services include a Wednesday Noon Eucharist, and a Day School student-led Friday Eucharist.

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How do you practice incorporating others in ministry?

Ministries at St. James serve real needs and the work they do for the life of the church inspire participation by our members. Lay leaders seek out parishioners to use their gifts in the work of the church. Our staff director of lay ministries coordinates these efforts. The variety of outreach ministries can be overwhelming to newcomers, and we must work hard to make our newest members feel welcome in roles of service among ministry groups. We know that our web resources for parishioners can be improved to help our ministries grow and inspire our congregation. Our once-a-year parish ministries fair which features the various ministry groups does inspire increased participation. Parishioners tell us in surveys, over and over again, that the most important way to incorporate our members into the work of a ministry is simply to ask them. Our new rector will need to guide us in the way of service; encouraging us in the work we do now; challenging us to do new works; and asking us to inspire others to join us in fulfilling Christ's

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

The Lay Pastoral Committee oversees Sunday Drivers for parishioners who need a ride to church, Lay Hospital Visitors and Lay Eucharistic Visitors, who are licensed to take the sacraments to sick or inform members of the congregation. The Altar Flowers for Friends Ministry coordinates delivery of our Sunday flowers to homebound parishioners for their enjoyment. The Guild of the Christ Child helps new parents and their babies with delivery of a gift from the church, a meal for the family and information about the sacrament of baptism. Loaves and Fishes is an ECW group which meets as needed to cook and freeze meals so that they can be delivered to parishioners in need of meals due to family circumstances, such as illness or death. Both of these ministries are coordinated by the ECW. On Monday mornings, the Center for Spiritual Formation offers Meditative Yoga in the Ministries Center.



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

We distribute 40-50 single-serving bags of food each weekday to the homeless and the needy, each containing food, a beverage, and a prayer card. Parishioners of all ages assist in this ministry, managing inventory, filling bags and cutting prayer cards. The church hosts the homeless and needy at quarterly Hearty Breakfasts. These groups are also supported by the Homeless Alliance Artists, taught by two artist-parishioners. During Advent the church holds a Christmas Dinner for the Homeless for over 150 guests on one of the first Sundays in December. St. James participates in the Salvation Army's Angel Tree program in November. An open meeting of Alcoholics Anonymous (AA) is also held each week in the Ministries Building.

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

For many years St. James Church has been an active participant in the Inter-Faith Community of Baton Rouge. St. James has an expansive outreach ministry centered on supporting neighbors in its downtown locations and the greater Baton Rouge area. The Outreach Grants Committee with an annual budget of \$60,000.00 makes grants to organizations demonstrating financial need and a capacity for positive impact in the community, including such organizations as Cancer Services of Greater Baton Rouge, Capital Area Alliance for the Homeless and the Church of Transfiguration at Angola Prison. As an official distribution point in the Greater Baton Rouge Food Bank system, our Food Pantry distributes grocery bags to those in need.

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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?

While volunteering at our Ministries Center lobby desk as greeters, Warren Green and his late wife, Boots, were overcome with requests for "something to eat" coming to our door. The "We Care" ministry at St. James was started. We provide those living on the streets downtown, or the working poor, a part of their daily nutrition requirements. The We Care bag consists of: a protein item, carbohydrate item, Vitamin C item, and a small beverage. The Day School 4th and 5th graders assist in the weekly assembly of We Care bags, forming a large assembly line. A dedicated group of parish volunteers provide financial assistance to the program and their willing hands to greet our homeless neighbors and give out 200-250 We Care bags each week. It has been a blessed ministry, born of a true community need seen by our parishioners, Warren and Boots. The We Care ministry has grown in the past five years with the enthusiastic support of the parish and the Day School to provide comfort to those less fortunate. Contact: Mary Boutwell, Director of Lay Ministries, mboutwell@stjamesbr.org



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

St. James is a giving community and we have a tradition of being generous. We believe though that stewardship is a learned behavior that comes from the inspiration and teaching demonstrated by our rector. When we have had strong pastoral leadership to guide stewardship, St. James has responded in kind. Our experience shows us that when the rector and vestry can inspire us, challenge us, and motivate us---the parish responds generously. We believe in the work of the parish, diocese and the Episcopal Church. We believe that we are called to a special relationship with our diocese that includes resources as well as lay leadership. We believe that our Christian education programs for adults and children give us the best teaching tool for instilling the life-long values of good stewardship of our talents and our time. For our youngest members, Lenten mite boxes are often the first introduction of giving through the Church. It is a pattern that we try to continue through our outreach work and ministries that involve our young adults, day school students and our entire faith community at St. James.

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

In 2009 St. James became a partner in a civic organization known as Together Baton Rouge whose goal was utilizing grassroots organizations to achieve practical solutions to community based problems. Some at St. James were attracted to the organization's efforts at building inter-faith networking and bridging traditional divides between races in Baton Rouge. Together Baton Rouge led the effort to promote the Capital Area Transit Services (CATS) tax proposal to assist in the transportation needs of those unable to afford personal transportation. Many members of St. James were uncomfortable with our church's involvement in this issue and, more broadly, with the church's membership in an organization involved in political activism. In May, 2012 the vestry decided to withdraw our membership in the organization. The Episcopal Diocese of Louisiana became a member of Together Baton Rouge, thus retaining an affiliation for St. James members. We have yet to fully heal our divisions. From our recent survey, our members still have strong differing opinions on what role St. James should play in our greater Baton Rouge community and where the gospel leads us to act in our community.

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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?

St. James has a long history as a parish, and thus, a long history of change. Each change has brought its own unusual challenges, and we have responded, as a body with many parts, in many, different ways. In our first century, we saw enslaved communicants become free citizens and the abolishment of yearly pew rents. We once excommunicated our divorced members. The roles of women in the church now include acolytes, lay readers, vestry members, and priests. We made members unhappy when the altar was cut from the wall to form a Eucharistic table. The 1979 Book of Common Prayer changed our worship style from sung morning prayer to a weekly celebration of the Holy Eucharist. The sacrament of marriage is now open to same gender couples. Change causes unhappiness and division because it is a challenge. It is especially hard in the Church, because we are often lulled by our sameness and find false comfort in that continuity. Our parish history has taught us that we can face the changes and challenges of the future. We always move forward with change, not back. We survive, and we learn to thrive again when we remember our unchanging mission: to proclaim the good news of Christ crucified.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
<b>Mark Holland</b>	<b>Rector / Vicar / Priest-in-Charge</b>	<b>2003-03</b>	<b>2016-05</b>

Name	Position Title	Date Begun	Date Ended
<b>Fred Fenton</b>	<b>Rector / Vicar / Priest-in-Charge</b>	<b>1994-09</b>	<b>2001-09</b>

Name	Position Title	Date Begun	Date Ended
<b>Frances Daunt</b>	<b>Rector / Vicar / Priest-in-Charge</b>	<b>1989-12</b>	<b>1993-05</b>

*Day School goes to 5th grade.*

Church School <b>Yes</b>	Number of Teachers/Leaders for Children School <b>11</b>	Number of Students for Children School <b>25</b>
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Number of Teachers/Leaders for Teen/Young Adults School <b>1</b>	Number of Students for Teen/Young Adults School <b>10</b>	Number of Teachers/Leaders for Adults School <b>4</b>	Number of Students for Adults School <b>60</b>
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Day School <b>Pre-K</b>	Number of Students for Day School <b>287</b>	Number of Teachers for Day School <b>52</b>	Number of Total Staff for Day School <b>52</b>
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**Kindergarten**

**K-6**



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

Media Links:

Online References:

Languages Significantly Represented

**English**

Provide Worship or Classes in:

**English**

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### References

Bishop:

**Morris K. Thompson, Jr.**

(504) 895-6634 [mthompson@edola.org](mailto:mthompson@edola.org)

Diocesan Transition Minister

**Canon Shannon Manning**

(504) 895-6634 [smanning@edola.org](mailto:smanning@edola.org)

Current Warden/Board Chair

**Gerald M. Sulzer**

(225) 769-4549 [sulzergm@gmail.com](mailto:sulzergm@gmail.com)

Previous Warden/Board Chair

**G. Lee Griffin**

(225) 772-1680 [lnblee@aol.com](mailto:lnblee@aol.com)

Search Chair

**Trey Roberts & Helen  
Campbell**

Trey Roberts (225) 772-1680 - [wroberts@lamar.com](mailto:wroberts@lamar.com) Helen Campbell  
(225) 927-2042 - [hcampbell@stjamesbr.org](mailto:hcampbell@stjamesbr.org)

Parish/Institution

Local Community Leader