



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 28, 2022)

Christ Episcopal Church, Washington

109 S. Washington St, Rockville, MD 20850, United States

Contact:

Rector / Vicar / Priest-in-Charge

bryant.trost@gmail.com

Weekly Average Sunday
Attendance (ASA)

90

Number of Weekend
Worship Services

1

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend
\$80000

Housing / Rectory Detail
\$40000

Utilities

SECA reimbursement
\$9200

Compensation Available for
New Position
\$141600

Housing Available for

Pension Plan

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

Healthcare Options
Clergy+1

Dental
No

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks

Vacation Weeks Details

Continuing Education Weeks

Continuing Education Weeks
Details

Continuing Education
Funding in budget

Sabbatical Provision
Yes

Travel/Auto Account
No

Other Professional Account
No

Includes Stipend, housing, SECA

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

Many of our young families stopped attending church during COVID and have not yet returned. At the same time, a long-standing and widely recognized children and youth ministry came to a pause after the coordinator retired and church finances could not support a full-time replacement. Despite these setbacks, a committed group of parishioners banded together to run the ministry on a voluntary basis, partnering with other area churches and Christ Episcopal School to combine resources. They were able to offer a children's church program, Sunday school, and youth social and service opportunities to the families who continue to be active in our community. The fruits of these efforts were made apparent at a recent service led by the youth of our church. We were blessed with the voices and outlook of our youth, who gave the sermon, read readings, provided music, and served as acolytes and ushers. This inspiring event let us know that we are continuing to grow and even thrive during this difficult transition period; nonetheless, this important ministry must be rebuilt.

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

The COVID pandemic coupled with the interim period have provided opportunities for reflection on how the church may transform as we call a new Rector and recover from the pandemic. CEC recognizes that in-person worship may not be the preferred mode of worship for all parishioners and provides online streaming of services, vestry meetings and major parish gatherings. Parish leadership is focused on modernizing and documenting church and school administration, especially in such key areas as financial procedures, property management, record keeping, digitalization, and leadership development. We developed and continue to enhance our church website, we have a social media presence on Facebook and we have used both Google and Facebook to market CEC, particularly around special events and the holidays. We have moved to a fully digital weekly email newsletter. We are also engaged in ongoing efforts to better engage our youth and young adults in church life and leadership, guided by the book "Growing Young". We have begun to brainstorm ways to expand our youth ministry but have not put these in place.

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

joyful presence, inspirational preacher, Leader of leaders, Builder of Partnerships, Skilled giver and receiver of feedback

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

We are a Rite II Parish and our worship style has been described as “comfortingly traditional”. Anyone in the Anglican communion will feel comfortable and at home. This has made us appealing to members who grew up in the international Anglican tradition in Europe and Africa, as well as “high church” Episcopalians in the U.S. Some high church elements (referred to colloquially as “bells and smells”) are not a regular part of worship but would not be out of place in our community. While creativity and innovation are welcome, the community prefers contemplative services with traditional Anglican music, chant, and prayer from the book of common prayer. There is preference for services that are structured and led by the worship team, with limited involvement from parishioners who are happy to sing along with the choir and do responsive prayer but have less comfort with spontaneous prayer or religious expression. Prior to COVID and our interim period, we held 3 services on Sunday and one on Wednesday. Services and key congregational meetings are streamed online to reach those worshipping at home.

How do you practice incorporating others in ministry?

Christ Episcopal Church (CEC) has many opportunities for engagement in ministry through our services and programs. People who experience and share God’s love through music have a way to join ministry through choir; worship incorporates lectors, ushers, altar guild members, lay eucharistic ministers, acolytes and lay eucharistic ministers; Christ Episcopal School (CES) involves children and families in Chapel and community events; Outreach incorporates volunteers in ministry to the wider Rockville community; Environmental Stewardship and the garden team offer an avenue of ministry through creation care and hands on outdoor work; Pastoral Care offers an opportunity for involvement in communal prayer and visitation; Beloved Community offers opportunities to awareness-raising and social justice ministry; Stewardship incorporates people into ministry who are talented in fundraising; Vestry offers an avenue to ministry for those interested in leadership and organizational management, and hospitality offers an avenue for ministry for those who feel and share love through providing refreshments and planning social events.

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

We care for our spiritual well-being through worship and invitation to a prayer life offered by content in the weekly bulletin, Book of Common Prayer, and occasional workshops on prayer styles or quiet days. We care for our emotional well-being by recognizing each of our many contributions to the life of our church; the coffee hour, faithfully provided by the dedicated Coffee Angels and Bakers, is a weekly opportunity for parishioners to check-in with each other and to renew their bonds of friendship. We care for our physical well-being by creating an inviting campus that includes opportunities for engagement with nature, safe areas for prayer in our gardens and columbarium, exercise areas for youth, attention to accessibility and safety issues in our buildings, and attention to public health and safety in our gatherings and worship planning. The Pastoral Care Committee prays for those on the parish prayer list and distributes prayer quilts and shawls to those who wish to receive them. The interim process has provided an opportunity for parish-wide reflection, healing and renewal.

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

Our Pastoral Care team maintains both public and private prayer lists that include individuals within and outside our worship community and distributes prayer quilts and shawls to those who wish to receive them. We provide baby blankets to parents of babies in our community. With the support of the Youth Group and Sunday School, the church has also provided greeting cards and care kits to senior members of the CEC community and residents of a regional women's shelter, respectively. Traditionally we have also offered services designed to include the surrounding community of city workers and residents, including jazz Vespers and Wednesday noon services, though these ministries are not currently operating due to COVID and interim ministry constraints. We have partnered with local organizations to provide support to recently arrived Afghan refugee families in the region.

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

CEC has regularly participated in Rise Against Hunger and other Diocesan-wide service projects. We have also traditionally engaged youth and families in Serving Others Sundays or other direct outreach efforts to provide food to area food banks or homeless ministries, including ongoing support of Manna Food Bank, Habitat for Humanity, and Community Reach of Rockville. Our ESOL classes are open to anyone in the community who would like to learn and practice English and are now available via Zoom to a wider audience. We have joined the wider Church in education efforts, including offering Sacred Ground antiracism training and sharing and participating in EDOW's online education programs. We have also hosted regional events, such as the Evelyn Underhill quiet day in 2020 that was open to registrants throughout the NOVA, Maryland, and DC metro area. Our members also occasionally join wider efforts, such as a Lenten Anti-Racism workshop led in partnership with area Catholic churches. We support our youth in participating in summer mission trips, most recently to Puerto Rico in 2022. Parishioners hold positions on the Diocesan Council and Committees.

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

In July 2020 we embarked on the 10-part Sacred Ground program, which allowed participants to thoughtfully examine the impact of race on our faith, history and our lives. In addition to the SG curriculum, the church also participated in related discussions and activities in the wider church and community. Upon completion of the program, the Church in 2021 inaugurated its Beloved Community ministry, which provides a continuing opportunity for parishioners to engage with each other, and with the wider church and geographic communities in awareness-raising efforts and opportunities related to anti-racism, equity, and inclusion. Allison Roulier or Emily Pearce can be contacted about this project.

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

Traditionally, stewardship at CEC has revolved around the church's budget and seasonal appeals for pledges and donations. Recently, we have tried to take a more holistic view of stewardship as many parishioners give of their time and talents in addition to treasure. Recent stewardship campaigns have begun with a stewardship committee skit and continue with appeals during services. Stewardship packets are distributed to the congregation and include a narrative budget that demonstrates how pledge income is used. Occasionally appeals are made for specific projects (most recently HVAC repair), but preference is for pledges to be made to the general fund rather than for select items or interests. After In-Gathering Sunday, committee members (and clergy) begin calling parishioners who have yet to pledge. Consistent with trends in the wider church, CEC has lost several generous donors through death and relocation. The decline in revenue has necessitated budget cuts in several parish programs that should be restored.

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

Like many organizations with a long history, stakeholders with differing points of view and priorities and limited resources, conflict has had occasion to arise within CEC. The most significant recent conflict was regarding the continuance of Christ Episcopal School (CES) as a mission of CEC. Due to declining enrollment at CES and misperceptions and miscommunications between the school board and vestry, the relationship between CEC and CES deteriorated to a point that a decision was made to close the school. Heroic efforts were made by the interim clergy, Senior Warden and Head of School to improve the relationship, revise the tuition structure, sell off the financially unsustainable Jefferson Building and ultimately maintain CES as a flourishing mission of the church. We make every effort to communicate clearly and directly, particularly when an issue has the potential to be contentious, and ensure any decisions and findings are shared transparently with the congregation.

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?

CEC has endured several destabilizing changes in the past few years, largely without a permanent rector. These changes have included turnover of permanent and interim rectors, replacement and turnover of lay leadership, staffing changes, the evolving relationship between the CEC and CES, COVID-19 impacts and declining membership and pledge base. The church has resolved leadership issues and improved administrative practices. The new wardens, vestry, and interim clergy work well together and regularly solicit the advice of parishioners. Importantly, the vestry has worked hard to increase transparency and adopted new bylaws and procedures that promote openness and transparency. There will continue to be some who prefer to grumble in private, but every effort is now made to inform the community of all developments, listen to its concerns, and head off disagreements. Change goes well when parishioners feel that they have a voice in the process and that the process has been transparent; change goes poorly when there is the appearance that decisions are made secretly or arbitrarily.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Lisa Zaina		2019-03	2020-03

Name	Position Title	Date Begun	Date Ended
John McDuffie		1998-01	2018-01

Name	Position Title	Date Begun	Date Ended
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Christ Episcopal School is a K-8th grade school. 98 students is the number used for budgeting for 2023-2024 school year. Current trends indicate we will enroll more than this number.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Christ Episcopal School		

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
Pre-K	98	19	28
Kindergarten			
K-6			



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Worshipping Community Web site: <https://www.christchurchrockville.org/>

Media Links:

- > <https://cesrockville.org/>
- > <https://www.facebook.com/christchurchrockville>

Online References:

- > <https://www.youtube.com/user/CECRockville>

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:	202.537.6555
Mariann Edgar Budde	
Diocesan Transition Minister	202.537.6555 rphillips@edow.org
Robert Phillips	
Current Warden/Board Chair	919.699.2547 ekepearce@gmail.com
Emily Pearce	
Previous Warden/Board Chair	301.340.9096 and 301.775-9610 (cell) christie.carrico@gmail.com
Christine K. Carrico	
Search Chair	425.760.2969 bryant.trost@gmail.com
Bryant Trost	
Parish/Institution	301.807.8645 Benofwater@gmail.com
Ben Schuman	
Local Community Leader	shipleb.brian@gmail.com
Brian Shipley	