Trinity Episcopal Church, Muscatine, Iowa  
211 Walnut Street, Muscatine, IA 52761, United States

<table>
<thead>
<tr>
<th>Rector / Vicar / Priest-in-Charge</th>
<th>Receiving Names until 06/18/20.</th>
<th><a href="mailto:tpetty@iowaepiscopal.org">tpetty@iowaepiscopal.org</a></th>
</tr>
</thead>
</table>

**Weekly Average Sunday Attendance (ASA)**: 27  
**Number of Weekend Worship Services**: 1  
**Number of Weekday Worship Services**: 1  
**Number of Other per Month Worship Services**: 1

**Current Annual Compensation**:  
- **Cash Stipend**: Negotiable  
- **Housing / Rectory Detail**: Yes  
- **Utilities**: Yes

**SECA reimbursement**: We're in compliance with CPF requirements.

**Healthcare Options**:  
- **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**:  
**Sabbatical Provision**:  
**Travel/Auto Account**: Yes  
**Other Professional Account**: No

**Continuing Education Funding in budget**: $501-$1000/year

**Annual salary**: $55,000-70,000
Trinity Episcopal Church, Muscatine, Iowa

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Contact: tpetty@iowaepiscopal.org

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

Our Christmas Eve 2018 service was moving and uniquely inspiring. Every aspect of it was lovely. The candles, the atmosphere, the sermon, and the musical performances all came together in a way that represents what we most love and most want for our church: togetherness, celebration, inspiration, and nourishment. There were many regulars and guests mingling together, and the space that night felt warm and comforting. It was truly a celebration of God’s love among us.

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

Our search has been an opportunity to learn more about ourselves, renew our spirits and our faith, look forward, and reinvigorate our vision of what Trinity can be. On a material level, our recent improvements to our parish hall, sanctuary, roof, security, HVAC, and sound systems will sustain our building for years to come. We strive to be diligent stewards of our resources so we may pass them to future generations. We have a website and a social media profile to make us visible online, and we are investing in technology that will make us more flexible and responsive to needs of the 21st century. Most importantly, we do our best to guide our youth by teaching and by example, including them in church activities and leadership. We love getting our kids involved in traditions like the holiday Soup Supper or the Shrove Tuesday Pancake Supper. We also love opening our space to other events, especially musical performances (our nave has terrific acoustics and a newly restored grand piano) that enrich our broader community. Trinity’s footprint on Muscatine is much bigger than just our physical outline, and we value that influence as an opportunity to model God’s love for all.

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

Strategic Leadership, change management, teacher preacher, positive energy
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Describe your liturgical style and practice for all types of worship services provided by your community.

While our 10 a.m. Sunday worship follows the Episcopalian Rite II, using the Book of Common Prayer and rotating between years A, B, and C in the lectionary, we would describe our worship as more relaxed than “high church,” though still based on traditional hymns and prayers. We sometimes use Rite III for evening or midday services. We enjoy occasional Family Table and Breaking Bread gatherings, where we come together either at church, in a public restaurant, or in someone’s home for food and drink, conversation, and worship. Our former rector would sometimes incorporate elements of other spiritual paths into, for instance, the outdoor worship services we have annually held with our fellows at St. Paul’s in Durant.

How do you practice incorporating others in ministry?

During worship services, the rector gives the sermon and administers Communion with the help of LEMs and acolytes. Lay leaders serve as lector and lead the prayers of the people. The altar guild is responsible for the altar, our musical director oversees organ, piano, and choral music, and the Sunday school (Godly Play) leader brings the youth class into the sanctuary for Communion. Lay leaders lead Morning Prayer in the absence of the rector or a supply priest, and a team of LEMs supports the rector in administering Communion to those who cannot attend services. Our mission to “make Christ known with love and compassion” animates all our outreach ministries. We believe pastoral care is something that happens inside the church as well as outside it.

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

As a church coming back from a point of low morale, we are making extra efforts to be tender with one another. We take turns hosting a coffee hour after worship that is a time of emotional connection and support; we catch up, recharge, nurture, and connect. Our varied Bible studies, discussion groups, and occasional workshops on a topic of shared interest provide spiritual nourishment and revitalization. Our members reach out to shut-ins and our Jubilee Committee sends get-well cards, care packages, and birthday cards. We continually seek ways to guide and care for our energetic young ones, and we try to be supportive to individual members and families during times of difficulty. As a church family, we are committed to lifting one another up, responding to needs, and remaining guided by prayer. We seek ways to show our leaders, staff, and volunteers that they are appreciated, and we strive to provide a warm welcome and safe haven not just for those who come through our doors, but for all those around us who are in need of compassion.
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How do you engage in pastoral care for those beyond your worshipping community?

Our ministries are many and varied! We contribute to supporting the domestic violence shelter and the Muscatine Center for Social Action (MCSA) and support the Jubilee Community Center, which welcomes all ages but is especially accommodating for youth with special needs. We donate personal care items to a local high school and make monthly donations to the food pantry. We help serve free meals through Loaves and Fishes and our church coordinates Laundry Love. Our newest initiative is a Blessing Box on the church grounds. Our church hosts blood drives and an annual Angel Tree that provides Christmas joy for seniors, and our Jubilee Committee provides prayer shawls to the bereaved, financial assistance to the ill or troubled, and a faithful card ministry in addition to monthly projects that respond to immediate community needs. Our church offers a safe space for support groups (N.A. has met here for over 25 years) and hospitable accommodations for family celebrations and community events. We proudly host communal gatherings like concerts, fundraisers, and writing workshops that let community members enjoy our church as a historic landmark as well as a sacred space.

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

We have a healthy relationship with St. Paul’s in Durant, at least once a year blending worship and more recently sharing our revival and Engaging All Disciples events, and we are actively looking for ways to increase our interaction. We enjoy hosting chapter meetings and visiting other churches for meetings. We send representatives to the diocesan convention and support members in attending the summer ministry retreat, and our youth participate in diocesan events like summer camp and ski trips. Our former rector regularly led services in area assisted-living communities and a community-wide Christmas worship service at the historic Old Stone Church, now a cherished tradition. We partner with local churches in ministries like Loaves and Fishes and Vacation Bible School, and our former rector was active in the Muscatine Ministerial Association. We support our companion dioceses in Scotland and Swaziland, and we have a history of growing ministries that have become community institutions, from senior housing and community centers to offering Headstart and free clinics. Our Jubilee ministry is very active in the community, and our downtown location makes us easy to find.

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

Laundry Love began in 2016 as a ministry to help those in need do their laundry for free. As of February 2019, our Laundry Love has served over 4000 people, half of them children. The ministry partners with community service agencies, who provide vouchers to eligible patrons, and we have expanded to offering personal items like socks and toothpaste along with laundry detergent, fabric softener, quarters, and help sorting and folding clothes. The event is held once a month, twice when donations allow. The organizers recently established a fund through the Community Foundation to handle donations and payments and seek ongoing corporate sponsors in addition to private contributions. We have seen people contribute to and participate in Laundry Love who would otherwise have no affiliation with Trinity, and we have seen direct and lasting benefits for the people we serve. We are truly grateful for and amazed at the way God has grown this ministry and touched so many lives through it.
What is your practice of stewardship and how does it shape the life of your worshipping community?

Our church has been the recipient of generous financial gifts that do much to sustain us, and as a result we have become discreet, if not timid about our annual campaign. We are looking for ways to encourage investment from existing and new members, using financial buy-in to deepen a sense of connection and belonging. We hope our next rector will share with us a vision of our endowments as a ministry, a seed to grow, not just sustain us. We encourage members to give their non-financial gifts of time and expertise and have often used this as a way to incorporate new members into the church family.

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

We are not a confrontational congregation, but we have learned that problems don’t resolve themselves by simply hoping for the best. We’ve been hurt in rector relationships in the past and, while the congregation went through a healing process, we are still recovering our energy, our morale, and our numbers. We are working to be honest, faithful, and forward-looking, and to promote good communication through being open to the thoughts and concerns of others and listening even when we don’t agree. We’ve learned not to let things fester but instead to speak up, begin conversations, and start exploring solutions. We do our best to hold one another in love and grace and proceed in line with our vision for the church and our fundamental mission of making Christ known with love and compassion.

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?

We have in the past looked to our rector to lead change and have experienced difficulties when former rectors did not have the vision to diagnose situations or the energy to remedy them. This is one reason we have learned to speak up and address problems or discomforts as they occur. We have learned to be responsible for our own satisfaction through flexibility, open governance, and healthy relationships, and we hope our new rector will inspire our worship, provide an ongoing spark for our renewed energies, and help sustain us as we grow from a church in recovery to a church in transformation. We remain committed to welcoming people with diverse backgrounds and identities. We may as a group prefer incremental changes to wholesale uprooting, but we have a strong group of leaders who will help set a tone, hold a vision, hold hands where necessary, and help institute those small steps to go where we are called to be.
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Prior Incumbents

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<tr>
<th>Name</th>
<th>Position Title</th>
<th>Date Begun</th>
<th>Date Ended</th>
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<tr>
<td>Cathi Head Bencken</td>
<td>Rector / Vicar / Priest-in-Charge</td>
<td>2008-06</td>
<td>2018-06</td>
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<tr>
<td>Betsy Lee</td>
<td>Interim</td>
<td>2006-01</td>
<td>2008-05</td>
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<tr>
<td>Bartholomew G. Ryan</td>
<td>Rector / Vicar / Priest-in-Charge</td>
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Church School

Yes

<table>
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<tr>
<th>Number of Teachers/Leaders for Children School</th>
<th>Number of Students for Children School</th>
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<td>7</td>
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Number of Teachers/Leaders for Teen/Young Adults School

2

Number of Students for Teen/Young Adults School

5

Number of Teachers/Leaders for Adults School

1

Number of Students for Adults School

6

Day School

<table>
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<tr>
<th>Number of Teachers for Day School</th>
<th>Number of Students for Day School</th>
<th>Number of Total Staff for Day School</th>
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Worshipping Community Web site: https://www.muscatine-trinity.org/

Media Links: > https://www.facebook.com/MuscatineTrinity/

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:  
Alan Scarfe  515-277-6170 ascarfe@iowaepiscopal.org

Diocesan Transition Minister  
Michael Last  515-277-6165 mlast@iowaepiscopal.org

Current Warden/Board Chair  
Jim Sammons

Previous Warden/Board Chair

Search Chair  
Misty Urban

Parish/Institution

Local Community Leader