



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Feb 14, 2025)*

## St. Paul's Episcopal Church, Ohio

2747 Fairmount Blvd, Cleveland Heights, OH 44106, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/28/25.

[jdodson@dohio.org](mailto:jdodson@dohio.org)

Weekly Average Sunday Attendance (ASA) <b>295</b>	Number of Weekend Worship Services <b>3</b>	Number of Weekday Worship Services <b>1</b>	Number of Other per Month Worship Services
Current Annual Compensation <b>\$145275</b>	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position <b>\$150000</b>	Housing Available for	Pension Plan <b>We're in compliance with CPF requirements.</b>
Healthcare Options <b>Full family</b>	Dental <b>Yes</b>	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks <b>One month, including 5 Sundays (standard)</b>	Vacation Weeks Details	Continuing Education Weeks <b>2 (standard)</b>	Continuing Education Weeks Details
Continuing Education Funding in budget over \$2000/year	Sabbatical Provision <b>Yes</b>	Travel/Auto Account <b>Yes</b>	Other Professional Account <b>Yes</b>

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

To support the congregation during the interim period, the clergy developed a year-long adult forum series on discernment. The congregation enthusiastically engaged in what discernment means in a liminal time of parish transition. We explored our past and present, and imagined our future together, including how we engage with our community beyond our walls. The Vestry commissioned an Outreach Visioning Task Force to help advise how the parish might discern its mission of outreach. The task force reviewed St. Paul's historical commitment to outreach and how our faith community might steward our parish's outreach resources to be responsive to the needs of the community. As part of the group's presentation of three adult forums on the status of its work, there were lively table discussions with feedback for the group. We also had fun during the transition: 12 parishioner chefs competed in the annual parish chili cook-off, producing their best recipes. Approximately 60 adult parishioners enjoyed an evening of dinner and fellowship. Participants served as judges by tasting and voting for the people's choice award. Our interim rector and his wife served as the celebrity judges.

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

In 2019, the parish conducted a strategic visioning exercise about the church of the future. A Vestry retreat was facilitated by the Rev. Jim Lemler to help us understand the changing demographics of the wider church. These initiatives led to a building and campus assessment and long-term financial modeling during Covid. Arising out of this work, the Vestry approved a capital campaign in 2022 which raised \$8.3 million to support infrastructure, outreach, and endowment funds. Live Streaming worship services, in addition to other parish forums and meetings has expanded access to the rich worship and music offerings to parishioners unable to attend in person and for remote members. St. Paul's has a rich history of financial support and human capital providing food, clothing, and shelter to those in need in our community. The Outreach Visioning Task Force is discerning how best to determine how to assess the needs of our community going forward. The replacement of the pews in St. Martin's Chapel with high-quality movable chairs has allowed the opportunity to worship in the round during contemplative services, improve the worship experience for families with small children.

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

inspiring, warm, faithful, strategic, Leader of leaders

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

St. Paul's offers three Sunday services, a Wednesday evening Eucharist, and additional worship opportunities. Each service is designed to create a meaningful and inclusive worship experience. The clergy consistently look for ways to deepen the liturgical experience at St. Paul's, carefully introducing differing experiences that will hopefully engage the people fully and joyfully in the worship experience. The 7:45 a.m. service is contemplative, with little to no music, using Rite II. The 9:00 a.m. service, also Rite II, is family-oriented, featuring a "Prayground" for children near the chancel. The Children's Choirs provide music. ASL interpreters ensure accessibility for the deaf community, and in summer, the service moves outdoors, with occasional bluegrass ensemble music. The 11:15 a.m. service is the most traditional, attended by older parishioners and supported by a full adult choir. While Rite II is standard, expansive language and elements from Enriching Our Worship are incorporated. The Wednesday Eucharist is smaller and more reflective, without music. St. Paul's also offers special services, including Blue Christmas, the Service of Remembrance, and Sung Evensong.

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How do you practice incorporating others in ministry?

Like many parishes, a welcome to newcomers at St. Paul's begins with the ushers before a service, and continues with an invitation from the pulpit to complete a card in the pew rack, and follow-up by a clergy or staff member. However, we learned from the CAT survey that it is not always easy for members to connect with clergy and other members in various activities and groups. Parishioners and clergy of St. Paul's are actively implementing the College for Congregational Development (CCD) model to "invite, welcome, and connect" with each other and their communities. The Vestry also recently approved support for a part-time position to help parishioners make that connection.

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

In 2024, 762 pastoral calls took place by and among the St. Paul's community. Priests and lay volunteers provided pastoral care to those seeking spiritual support, prayer, and consolation in times of need. Following most worship services, lay eucharistic ministers bring Communion to those unable to attend in person. Our parish fellowship group creates opportunities for us to support each other through social events, such as the parish picnic, women's retreat, and the ice cream social.

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

As we seek to live out the Gospel, we are called to be God's hands and feet, God's heart and voice in a broken world. Outreach is vitally important to us. The people of St. Paul's have generously committed their time, talent, and treasure to address both immediate needs and systemic issues at their source. We are involved in hands-on work, social advocacy, and financial support to answer our Gospel calling. The recent capital campaign committed \$500,000 to support outreach programs and the Vestry appointed a task force to help advise how the parish might discern its mission for outreach to support our mission of serving our community. Since early 2024, the Visioning Task Force has been reviewing St. Paul's historical commitment to Outreach and how our faith community might steward the parish's outreach resources to be responsive to the needs of the community. In December 2024, the task force presented a status report to the parish and gathered feedback during an adult forum session, which has helped inform the ongoing discernment of the parish's future outreach efforts.

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

Members of the parish have served (or currently serve) as members of the Standing Committee, Diocesan Council (and Finance Committee), the Trustees of the Diocese of Ohio, Commission on Ministry, Bellwether Farm Advisory Committee, Regional Disciplinary Board, and the recent Bishop Search Committee and Transition Committee. In the wider Church, members have served as Deputies to General Convention and Interim Bodies of General Convention. Among the members of the faith community are local judges, university professors and teachers from Case Western Reserve, Cleveland State, John Carroll, and local schools, health care professionals with the Cleveland Clinic and University Hospitals, and other career professionals in area manufacturing and service industries.

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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?

In 2022 a group of parishioners expressed an interest in helping immigrants/refugees. With the help of clergy, the group spent time discerning how the Bible calls us to help, learning about the needs and resources of these underserved people in the Cleveland community and determining how best to deploy their talents to help. In the end, the church group partnered with USCRI to provide wrap-around help such as ESL for the parents, healthcare navigation and educational advice (FAFSA application for one of the daughters) for a Congolese family of 7 who had come to Cleveland after 10 years in a refugee camp in Zimbabwe. While the family had support for the immigration and resettlement process, they had other needs that St. Paul's could provide. Through this work, relationships grew between St. Paul's and the family that continues. Our contact: the Rev. Patricia Rose, Assistant Rector: prose@stpauls-church.org To learn more visit our profile: <https://www.stpauls-church.org/our-rector-search/>

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

Our congregation's practice of stewardship is vital and includes individual contributions of time, talent, and treasure. The list of volunteer time and talent donations at St. Paul's is long. Our parish raises financial support from within our membership through a lay-led and staff-supported Stewardship Committee. Although we no longer practice the traditional "every member canvass" activity (that includes a large number of volunteers, meetings, and face-to-face conversations), it is a more contemporary-style annual "drive" that relies on a focused, three-week campaign, of written communications (emailed and mailed), clergy communications (in-service announcements + one stewardship-focused sermon), staff support (including tracking and reporting results to the stewardship committee & Vestry), and oral testimony (3-4 Sunday chancel talks by lay volunteers). An important goal of St. Paul's Stewardship effort is to foster a sense of belonging and critical importance to our life together as a parish family by a financial commitment at whatever level.

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

In 2022, the Vestry endorsed a clergy and staff proposal to replace the pews in St. Martin's Chapel with high-quality movable chairs, allowing the parish to worship in the round during contemplative services, improve worship for families with small children, and accommodate more parishioners for large services. However, additional communication and opportunities for affected parishioners to understand better the proposed changes could have avoided resentment of the changes. To be more successful in navigating similar inevitable changes in the future, our faith community needs to develop better strategies for managing such situations. To learn more visit our profile:  
<https://www.stpauls-church.org/our-rector-search/>

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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?

Following the departure of four clergy in 15 months, the congregation in the summer 2024 was facing many changes and uncertainty. The parish was very fortunate to secure within weeks two experienced clergy to serve as interim priests (a Bishop and a retired Rector), who joined two newer priests on the staff. Combined with strong Vestry leadership, the congregation commissioned a search committee in early fall. During the interim period, we have continued to show up for one another and embrace outreach within and outside our walls. On All Saints Sunday, there were 10 baptisms, which may have been a record at St. Paul's. For many years, the parish had an active group of Stephen Ministers, which was initially formed by two lay leaders. When they retired, a part-time staff member took responsibility for the program. Upon her retirement, however, the program was brought to an end. Going forward, we recognize that a lay pastoral care ministry is an important adjunct to clergy pastoral care. To learn more visit our profile: <https://www.stpauls-church.org/our-rector-search/>



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Jeanne Leinbach	Rector / Vicar / Priest-in-Charge	2015-09	2024-04

Name	Position Title	Date Begun	Date Ended
Alan Gates	Rector / Vicar / Priest-in-Charge	2004-01	2014-01

Name	Position Title	Date Begun	Date Ended
Nick White	Rector / Vicar / Priest-in-Charge	1983-09	2002-04

*We also have 50 youth who are active in acolyte, choir and lector ministries as well as CAST and youth group.*

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	25	45

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
7	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: <https://www.stpauls-church.org/>

Media Links:

Online References:

> <https://www.youtube.com/@StPaulsCle>

> <https://www.stpauls-church.org/our-rector-search/>

Languages Significantly Represented:

**American Sign Language**

Provide Worship or Classes in:

**American Sign Language**

### References

Bishop:

216.774.0457 / [annebjolly@doohio.org](mailto:annebjolly@doohio.org)

**Right Rev Anne B. Jolly**

Diocesan Transition Minister

216.774.0447 / [jdodson@doohio.org](mailto:jdodson@doohio.org)

**Rev Canon Jessie Gutgsell  
Dodson**

Current Warden/Board Chair

216.973.6887/ [planetquill@gmail.com](mailto:planetquill@gmail.com)

**Susan Quill**

Previous Warden/Board Chair

216-316-4438/ [sam.hartwell.personal@gmail.com](mailto:sam.hartwell.personal@gmail.com)

**Sam Hartwell**

Search Chair

[Bill.wapowel3@gmail.com](mailto:Bill.wapowel3@gmail.com)/ 216.299.2602 Liz [lizpat12@gmail.com](mailto:lizpat12@gmail.com)/  
216.496.1147

**Bill Powel/Liz Patterson**

Parish/Institution

[sapplegate@stpauls-church.org](mailto:sapplegate@stpauls-church.org)/ 740.403.4889

**Rev. Dr. Stephen H.  
Applegate**

Local Community Leader