



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jan 28, 2025)

Emmanuel Church, Bel Air, Maryland

303 North Main Street, Bel Air, MD 21014, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 02/28/25.

kkrantz@episcopalmaryland.org

Weekly Average Sunday Attendance (ASA) 65	Number of Weekend Worship Services 3	Number of Weekday Worship Services 1	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$86000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Negotiable	Dental Yes	Housing Equity Allowance in budget No	Annual Equity Amount
Vacation Weeks One month, including 5 Sundays (standard)	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

A range of \$79908-95800 represents TAC for 1-5 yrs since ordination for Family & Pastoral ASAs.

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

In Spring 2024, a young Sunday school student proposed replacing Emmanuel's unsafe swing set to create a safe, fun space for children to play and connect. With support from the Religious Education Director, she shared her vision during a service and suggested donations be collected in the church's "flying pig" bank. The idea was warmly embraced, prompting the vestry to form a Playground Committee of the student and three adult members. The project soon expanded into plans for a fully equipped playground with adaptive features for children with disabilities. Donations from congregants, anonymous supporters, and even non-members poured in, exceeding expectations. Volunteers worked through the summer, fostering friendships and strengthening the community. By September, the playground was completed for the Fall Sunday School Kick-Off. Children's laughter now fills the church grounds, delighting adults and inspiring the congregation. The playground stands as a testament to Emmanuel's faith, unity, and ability to achieve great things together.

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

As we have seen many congregations becoming smaller, we are attempting to grow our community. We have become a great deal more conscious of how we can better be perceived as a welcoming and inclusive community of worship. Our largest service now has a greeter to offer assistance to new attendees. Our parishioners have worked to make visitors feel welcome by directly introducing themselves and passing the peace to them. New signage has been put in place to make the campus more friendly to newcomers and easier to navigate. Volunteers staff the church office several days a week. We reworked our website to be as user-friendly as possible and align with our mission. We are replacing a rotting wooden handicap ramp with a new concrete version. We have representatives attending a regional council of local Episcopal churches to make our ministries more effective. As a result, most newcomers cite our "welcoming environment" as the thing they remember the most from their first visit, and a primary reason they return.

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

collaborative, engaging, relevant preaching, proactively pastoral

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

We currently offer three Sunday services: Rite I Holy Eucharist at 8:00 A.M., Rite II Holy Eucharist with music and Sunday School at 10:15 A.M, and Rite II Holy Eucharist at 12:00 noon. The ASA breakdown is 15 (8), 40 (10:15), and 10 (noon). The 8:00 and 12:00 services are more informal than the 10:15 and have no hymns. At the 10:15 service, we chant the Psalm and the music is primarily traditional hymns from the hymnal, with organ or piano accompaniment; the choir anthems draw from a wide range of styles. Across all three Sunday services, Emmanuel's worship style could be described as "traditional but not stuffy." Parishioners prefer sermons relevant to modern life, with a balance between tradition and flexibility, and an emphasis on engagement, practicality, and thoughtful explanations. The majority of the congregation prefers a non-literal approach to the Bible, along with the use of personal stories to make teachings relatable - although there are some who prefer a more literal Biblical interpretation. In addition, there is an informal Tuesday Healing Eucharist at 10:00 A.M. This service takes place in the parish hall with all participants seated around a table.

How do you practice incorporating others in ministry?

We incorporate others into our ministries through attraction, invitation, and engagement. As newcomers integrate into the life of the parish, they are invited to explore their ministry interests in programs such as altar guild, worship team, choir, Thrift Shop, Yarn Guild, or Christian education, while more longstanding parishioners are also urged try out new interests as well. Communication is key: we make use of email, our website, service bulletins, and bulletin boards to share happenings and chances to sign up. We frequently spotlight ministry service opportunities during worship after the peace has been exchanged, and individual lay ministry leaders often solicit those parishioners whose talents and efforts would be a blessing.

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

We take our Mission Statement seriously: we aim "...to provide a place of help, hope, and healing to the community and ourselves." Offering three Sunday worship times in diverse formats allows us to care for a broader spectrum of spiritual needs. We believe in intercessory prayer for ourselves and the wider world and offer a healing Eucharist every Tuesday, as well as weekly Bible study. Parish fellowship and service opportunities through our bi-monthly breakfasts (open to the public), food pantry, new playground equipment, and hosting local 12-step group meetings enable us to minister to the emotional and physical needs of our neighbors and ourselves.

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

Emmanuel is deeply committed to serving our community through meaningful outreach efforts. The heart of our outreach is our vibrant Thrift Shop, a joint initiative with a neighboring church. This shop provides “well-loved” apparel at incredibly low prices, ensuring that families and individuals in need can access affordable clothing while promoting sustainability and community support. In addition, we operate a Food Pantry to address food insecurity in our area. Supplementing this effort, we’ve placed a well-stocked cooler in an accessible location, available 24/7, offering “hand-held” food items for those who may be experiencing hunger or passing through in need of a quick bite. The cooler serves as a symbol of our commitment to always be there for anyone who needs assistance, any time of the day or night. Our dedication goes beyond material support. Recently, we walked alongside an unhoused individual in her journey toward stability and independence. By connecting this person with local agencies and offering consistent encouragement, she was able to transition into an apartment and begin building a life of independence.

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

Emmanuel extends its outreach through partnerships and community engagement. We support Harford Family House by collecting household donations year-round and providing gifts through our “Angel Tree” during the Christmas season. These efforts help families in need transition into stable housing and experience the joy of the holidays. One of our parishioners provides congregational development support to Maryland parishes via the Diocese Congregational Vitality Committee. We are active participants in the Diocesan Food Insecurity initiatives, working to address hunger in our area. Additionally, as members of the Regional Council with 10 Episcopal parishes in Harford County, we collaborate to strengthen ministries and foster connections within the faith community. Our facilities also serve as a resource for the wider community. Local groups, including Weight Watchers and the Bay Country Singers, utilize our space for their activities, reinforcing Emmanuel’s role as a welcoming center for support and enrichment. Through these actions, we strive to be a beacon of God’s love in our community.

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

Two newer ministries merit discussion. The first is our video ministry. When COVID shut down our live worship in 2020, we needed to give our congregation the ability to worship from home. To meet the need, we started broadcasting a Rite II service on YouTube at 10 am every Sunday. At first it was simply the Rector conducting the service in front of a smart phone. Over the following months, it grew to a multi-camera, computer-controlled production, and a dedicated video team of four. Today, our video ministry provides online worship for an average of 25 viewers per week (representing over 40 watchers) and, with the help of a Diocesan grant, is ‘leveling up’ in video and audio hardware quality. (Contact - Sandy Cormack) We also started a Youth Group Ministry in October 2024. Their first act was to participate in Operation Christmas Child (OCC), which provides Christmas boxes to children around the world. The youth led a donation drive and were able to pack and deliver 50 boxes full of school supplies, stuffed animals, socks, clothing, hair accessories, hair brushes and combs and toys. (Contact - Heather Costantino)

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

We conduct a stewardship campaign every fall to support the upcoming year's budget. We tend to rotate themes and approaches on an annual basis. For fall 2024, we utilized a book entitled, "Practicing Extravagant Generosity" by Robert Schnase, in an effort to promote a 'theology of generosity' as the foundation for stewardship. We encourage parishioners to increase giving from year to year in an effort to achieve the tithe over time. We offer the congregation two ways to pledge - filling out a paper form, or filling out an online form. We allow parishioners to set up automatic contributions via PayPal.

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

We have not experienced major internal conflict in many years. Our primary source of recent conflict came from external restrictions on worship during COVID. Due to the Diocesan restrictions on in-person attendance, coupled with the Rector's additional constraints, we began to steadily lose members to other denominations which allowed in-person, mask-free worship sooner. By the time all restrictions were lifted, our ASA had dwindled to roughly a third of the pre-COVID figures. We addressed this first by reaching out to members directly to ensure their needs were being met and inviting them to return to live worship. We then made a conscious effort to revitalize a clear mission: "Emmanuel Church welcomes you to experience God's love through our EDUCATION, FELLOWSHIP, OUTREACH, and WORSHIP. We strive to provide an oasis of peace and beauty, a place of help, hope, and healing for the community and each other." We crafted a mission prayer which we recite at every service to remind us of our purpose. We also engage new members and visitors in one-on-one interviews to ensure they are better incorporated into the community. As a result, our ASA has steadily risen and continues to rise.

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?

Emmanuel has only had two rectors in the past 45 years, both men. When Father Mark retired, we recognized the need to have a skilled interim rector, to guide us through discernment as we faced the many challenges of calling a rector in an increasingly competitive environment. The Diocese suggested we consider Mother Annette to be our interim rector. After the initial interview, the Vestry voted unanimously to select her. In her time at Emmanuel, our community has embraced her as a skilled pastoral leader who has been invaluable in helping us understand what we want and need in a new rector. We are confident the congregation will be open to the vastly more diverse pool of Episcopal priests we'll meet during our search. An instance when leading change went poorly is when we tried to create a Saturday evening Rite II service in 2018, in response to the ever-growing time conflicts for families on Sundays. It lacked music, and the sermon was more of a conversation with the congregation. But it never caught on, and participation dwindled rapidly. We learned that some of our original assumptions were misguided.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Annette Chappell	Interim	2023-10	

Name	Position Title	Date Begun	Date Ended
Mark Gatza	Rector / Vicar / Priest-in-Charge	2009-07	2023-08

Name	Position Title	Date Begun	Date Ended
Paul Moser	Rector / Vicar / Priest-in-Charge	1977-09	2008-12

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Yes	2	7

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
1	13	1	9

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://emmanuelbelair.org/>

Media Links:

Online References:

> <https://www.facebook.com/EmmanuelChurchBelAir/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

The Rt. Rev. Carrie Schofield-Broadbent

Diocesan Transition Minister

410-467-1399 X1355 kkrantz@episcopalmaryland.org

The Rev. Canon Kristin Krantz

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader