

OTM Community Portfolio Worksheet

Section I: Basic Information

Name of worshipping community: Old Donation Episcopal Church

Diocese: Southern Virginia

Order of Ministry: Priest

Position Title (choose one):

RECTOR Priest/vicar/priest-in-charge Priest/vicar/priest-in-charge (part-time)

Receiving Names until: June 15, 2025

Numbers only, no commas, for the following answers

Weekly Average Sunday Attendance (ASA): 300

Number of Weekend Worship Services: 4

Number of Weekday Worship Services: 1

Number of Other per Month Worship Services:

Institution Phone: 757-497-0563

Institution E-mail: DiscernODEC@gmail.com

(use the same email you would for contact below)

Institution Address: 4449 N. Witchduck Rd., Virginia Beach VA 23455

Contact Name: Karen Meridith & Lisa Teeling, Co-Chairs

Contact E-mail: DiscernODEC@gmail.com

Contact Phone 1: Karen Meridith 757-297-7283

Contact Phone 2: Lisa Teeling 757-650-7633

Contact Address: 4449 N. Witchduck Rd., Virginia Beach VA 23455

SECTION II: COMPENSATION HOUSING & BENEFITS

CONFIDENTIAL

SECTION III: WORK HISTORY & SKILLS

Names of previous incumbents. That is, if the position is for priest, list previous priests and interim priests in chronological order. You can leave out associate/assistant priests. You may list up to three.

Name: The Rev. Robert J. Randall, Jr.
Position Title: Rector
Date Begun (MM/YYYY): 09/2004
Date Ended (MM/YYYY): 12/2024

Name: The Rev. Howard Hanchey
Position Title: Interim Rector
Date Begun (MM/YYYY): 08/2003
Date Ended (MM/YYYY): 08/2004

Name: The Rev. Canon Irwin M. Lewis, Jr.
Position Title: Rector
Date Begun (MM/YYYY): 08/1998
Date Ended (MM/YYYY): 12/2002

Church School: Christian Formation for All Ages

Name of school (e.g., Sunday school, Sunday Christian formation). Include youth groups and young adult ministry as Teen/Young Adults School.

Numbers only, no commas, for the following answers.

Number of Teachers/Leaders for Children School: 13
Number of Students for Children School: 40
Number of Teachers/Leaders for Teen/Young Adults School: 8
Number of Students for Teen/Young Adults School: 18
Number of Teachers/Leaders for Adults School: 7
Number of Students for Adults School: 79

Day School: *choose all that apply.*

Pre-K **Kindergarten** K-6 K-12 Others

Numbers only, no commas, for the following answers.

Number of Students for Day School: 81
Number of Teachers for Day School: 8
Number of Total Staff for Day School: 9

Notes: 500-character limit, including punctuation and spaces. This space can be used to give more detail, to breakdown the numbers above, or to write (briefly) about a ministry you're especially proud of.

For over 60 years ODEC's first-class Day School, for children 2 years old through transitional kindergarten, has served our congregation and local community. Through weekly chapel and "Play-Based" learning, the Day School shapes young children prepared to make their way into elementary school and beyond. Programs have recently expanded to allow early drop-off and after school classes to 2:30 pm. The congregation includes many who encountered ODEC first through the Day School.

SECTION IV: NARRATIVE

In our baptism we promise to proclaim by word and example the Good News of God in Christ, seeking and serving Christ in all persons. You are invited here to reflect on your ministry by responding to all the following questions (*1200-character limit per question, including punctuation and spaces*). You may answer in more than one language, if appropriate.

As you respond to the following questions, rather than generalize, we recommend that you tell a short, illustrative story and briefly explain what that says about who you are as a church.

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

Old Donation Episcopal Church (ODEC), inspired by the Holy Spirit, successfully completed in 2024 a multiyear renovation and new construction project in response to the congregation's recognition that we could do much more to welcome all, grow, worship, and serve. Between 2008 and 2014 ODEC developed a Long Range Plan to refine our vision and a Master Facilities Plan. A Capital Campaign began in 2016, which raised the needed money over five years. By 2018 major capital renovations began to the Day School wing and kitchen. Major new construction to build our Great Hall, meeting rooms, and admin wing began in Feb. 2020 and was completed in 30+ months at a cost of \$4,750,000. Parishioners recall with joy the first worship service in the Great Hall on a stormy, rainy Christmas Eve 2020, despite no windows, rainwater standing on the slab, no seats, and just candles for light. Since completion, the new facilities are in constant use by parishioners and the greater community, with 50+ meetings per week. The perseverance and leadership of clergy, staff, and parishioners over the years united the congregation in ways that resonate today, with a growth of 60 new parishioners during 2024.

2. Describe your liturgical style & practice. If your community provides more than one type of worship service, please describe all.

ODEC offers worship to meet the diverse needs of our congregation. While some prefer a specific service, many enjoy attending different services, even multiple services on a single Sunday. On most Sundays are 4 Holy Eucharists, each with different liturgical or musical styles. All services

include healing prayer ministers. A quiet Rite I is offered at 8 a.m. in the church. At 10:30 a.m. (10:00 in the summer), Rite II is offered in the church with traditional music by organ and choir, while a simultaneous contemporary service with the Gathering Band is offered in the Great Hall. Occasionally the 10:30 a.m. services are combined in the Great Hall with music by the choir and the Gathering Band. Sundays@5 is an informal Holy Eucharist with the Random Acts band in the church on 3 Sundays each month, while on the 2nd Sunday of the month we offer Paws, Prayers, and Praise where all creatures great and small may attend with their owners. Weekday worship includes Noonday Prayers, livestreamed 3 days a week, and the Thursday Healing Service at 10 a.m. in the church. On occasion a Holy Eucharist with music by choir and the Gathering Band is held outside in the Eden Chapel in the graveyard.

3. How do you practice incorporating others in ministry?

ODEC has 11 active commissions that offer opportunities to serve in a variety of ways within and beyond the parish. Needs are communicated through parish media, ministry fairs, coffee hours highlighting ministries, monthly commission meetings, presentations at adult formation, and direct invitations. Sermons support the idea that all are called to ministry, and every kind of ministry counts. Trying out a new ministry is encouraged, and sometimes surprisingly successful. Just ask the Sr. Warden who has headed up Vacation Bible School for several years. In 2024 he and his co-director worked with 40 volunteers serving 100 children during a fun week. Liturgical service roles are encouraged for both adults and youth, including acolytes, lectors, chalice bearers, Altar Guild, Flower Guild, ushers, Stream Team, healing prayer, musicians and choir. While clergy and lay leadership do help identify parishioners with needed gifts, parishioners also indicate a desire for learning to identify their own and others' gifts for ministry so that participation in our many ministries may be spread over a larger portion of the congregation.

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

ODEC provides care to the whole person with clergy and parishioners in a community of mutual care. Many opportunities are provided for spiritual formation, including Sunday offerings for all ages, liturgical seasonal events (i.e. book studies, quiet retreats), workshops with keynote speakers (Standing on Sacred Ground), and Daughters of the King (DOK) events. Clergy, congregational caregivers, and Stephen Ministers provide pastoral care. Healing prayer is available for spiritual, emotional and physical needs at all Sunday Holy Eucharists as well as at the Thursday Healing Service. Parishioners may submit prayer requests for the parish prayer list, while the DOK offers intercessional prayer ministry. Clergy and mentors take J2A highschoolers on spiritual pilgrimages to learn more about the Church and to grow in their faith journey. Many parishioners have participated in Education for Ministry to deepen their faith. An occasional wellness ministry has provided flu and COVID shots, blood pressure checks, and ways to manage stress. Fellowship and community health also are supported through parish meals and social gatherings.

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

ODEC has long been known for direct service to its local and regional neighbors through a variety of outreach initiatives, from feeding and shelter ministries to home renovation to facilitating learning opportunities for elementary students through undergraduates. Likewise, the parish responds generously with financial support for local needs as well as those far beyond its own walls. In 2023, upon learning that companies purchase medical debt for pennies on the dollar, a parishioner proposed to the Vestry the idea of paying off medical debt. The Vestry decided to move ahead with the campaign. It was a success! With \$11,750 raised by the parish, RIP Medical Debt was able to abolish \$1,617,493.80 in medical debt for 2,494 individuals in VA. Although it was initially planned that debt be erased in local cities, once that need was met, the balance was spread to other communities with underserved populations throughout the state of Virginia. Many parishioners cited this during focus groups as a ministry when they felt the parish was truly doing God's work, expressing their hope for another opportunity to give. A second campaign is underway in 2025.

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

Since 1934 ODEC has held an annual oyster roast with volunteers of all ages working to make it a success. Proceeds benefit community outreach. The 2024 event, with 184 volunteers, saw the largest total ever raised. Volunteer and financial support is provided to 30+ organizations locally, the greater region and state, and worldwide, such as Feed My Sheep, Beach Bags for Pembroke Meadows Elementary School, Judeo Christian Outreach Center, Mission of the Holy Spirit, Dos Santos, Kairos & Angel Tree Prison Ministries, Seton Youth Shelters, Belize Mission, Ghanaian Mother's Hope. Service projects for both youth and adults include a partnership with Faith Works Coalition, a local group that provides health and safety repairs for elderly, disabled and low-income homeowners, and the Urban Renewal Center of Norfolk. We are building community relationships with Morning Star Baptist Church and Healing of the Soul Ministries. Daughters of the King established a card ministry with Bayside Nursing Home, and we have hospital and nursing home visits by clergy and parishioners. In a time of grief, families are supported throughout, with those visiting ODEC commenting how well they were cared for.

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

In early 2020 parish leaders introduced Sacred Ground (SG) with two circles. The work continued, despite the pandemic lockdown. Our 9th circle is planned for Fall 2025. SG participants are inspired to initiate focused work supporting Becoming Beloved Community (BBC) in response to historical research that uncovered the parish had owned slaves. A BBC Commission formed to focus ministry initiatives on racial healing. Several important partnerships were created and are ongoing. In partnership with the Urban Renewal Center in Norfolk (URC), we use the church bus to provide underserved urban youth access to enrichment programs in Virginia Beach and Norfolk. ODEC parishioners recently added a STEM component. At Norfolk State University the Rachal Scholarship of Episcopal Parishes, open to contributions from all Episcopal churches, was created from this important work. We continue to discern future programs and ministries to support NSU students. ODEC looks forward to our blossoming relationship with Morning Star Baptist Church, a nearby congregation founded by freedmen after the Civil War. For more information, please contact Dan Ries: danries75@gmail.com.

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

We believe our openness to using technology to remain in community during the recent pandemic has contributed to the continued growth of this parish. On the first Sunday of the 2020 COVID lockdown, regular streaming of worship began (and continues) on Facebook Live, with recordings archived on YouTube for asynchronous access. The parish leaned into Zoom for meetings, presentations, and learning opportunities, including Sacred Ground circles, Bible study, and EfM. Enhanced video/audio technology was added to the church, as well as to the Great Hall and meeting rooms of the new building under construction, including a dedicated streaming studio. The ability to “Zoom in” to a meeting makes it possible for younger adults still in their peak working years to commit to leadership despite occasional travel. A new commitment to nurture youth and young adults is increasing numbers in youth programs and brings hope for a widening of SCOPE, a ministry to young adults and families. Our flexibility and creativity in offering styles of worship that speak to different types of people, beyond “cradle Episcopalians,” supports our desire to become a more multicultural, multi-lingual congregation.

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

Clergy, Vestry and Stewardship Commission provide leadership and focus, emphasizing gratitude in sharing our time, talent, and treasure in year round stewardship. Short stewardship videos from parishioners highlight different aspects of giving, and sermons support use of our gifts in service across the community in myriad ongoing outreach projects that require not only financial support but also physical work and relationship-building with those whose lives can be improved by our care and attention. We also believe that sharing our property with neighbors is an important part of stewardship, reflecting our much valued ministry of hospitality. Parish buildings are offered to community groups, including Scouts, 12-Step, NATO groups (German Chorale, French Theater, line dancing), Jewish High Holy Days, grief groups, and Cursillo Ultreya. The church bus is shared in community service efforts; and church land is shared with the neighborhood civic league for a community garden. Our facilities also host cultural arts programs open to the public, including concerts, chorales, seasonal programs, art sales, and wine tastings. Proceeds from these programs often are earmarked for outreach.

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

Despite the wide spectrum of opinion across this large congregation, ODEC has not experienced a major conflict in more than 25 years, although it does have its share of the usual differences of opinion on topics common in many parishes—worship/music style preferences, differing perceptions about “bringing politics into the church,” and occasional dissent about the importance of Becoming Beloved Community initiatives in relation to the parish’s other longstanding and extensive outreach ministries. Recently adult Christian formation programming has been offering opportunities for study and reflection from a wider perspective, one that reminds us that all ministries of outreach contribute to becoming the beloved community God calls us to be. As is common in many communities, the national political climate has affected the ability to speak together when holding opposing opinions. The congregation has expressed a

desire to draw on resources that enhance our ability to speak intentionally and respectfully in conversations across differences.

11. 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?

The parish's reckoning with deeper understandings of its history tied to slavery has brought forth statements of purpose from parish leadership and attention from local media, as well as some expressions of concern: "How long do we have to repent something that happened long ago?" In 2023 a task force was formed to suggest ways to communicate more widely how we are inspired to ongoing work in racial healing: "Given our location, Old Donation's Colonial history is significant, but it is not the whole story of Old Donation's complicity in racist structures and systems. Therefore, even as it begins with reckoning with history, the narrative we share should tell more than bare historical facts. It should be shaped by faithful reflection on how our story and God's story intersect in the daily lives of real people right up to today." We have learned that the journey to become the beloved community Jesus calls us to create together requires supporting one another regardless of where we are on that journey as individuals. Those who are committed to the work can witness to its importance without dismissing the questions of others who may not yet find this path to that dream compelling.

12. Please provide words describing the gifts and skills essential to the future leaders of your worshipping community. Use up to four short phrases here, e.g., inspired preaching, visionary leader, teacher, community organizer, etc.

- Compassionate and respectful communicator
- Preacher who makes the Gospel relevant to modern life
- Personable, welcoming community-builder
- Responsive pastor at significant points in life

SECTION V: CONNECTIONS

Your worshipping community's website: <https://www.olddonation.org/>

You may provide the media links to your worshipping community: *this may be audio, video, YouTube, etc. Include the exact web addresses for linked media.*

https://www.youtube.com/results?search_query=old+donation+episcopal+church

<https://youtu.be/e2TNBSNuhOs?si=dxNl1buzmFLidTbC>

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

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

<https://olddonation.weebly.com/>

You may provide links here to other sites where you might be found: *include exact web addresses.*

<https://www.pilotonline.com/2020/08/02/slavery-and-salvation-modern-churches-reckon-with-history-in-the-trade/>

<https://www.pilotonline.com/2020/08/02/white-work-local-episcopal-churches-use-film-and-dialogue-to-discuss-racism/>

<https://episcopalnewsservice.org/2021/04/28/episcopalians-share-transformative-experiences-with-sacred-ground-racial-justice-curriculum/>

<https://episcopalnewsservice.org/2024/09/23/church-summit-deeply-explores-truth-telling-and-reckoning-with-eye-toward-reparations/>

<https://files.constantcontact.com/2584ba9e001/e183501a-64a3-4dce-afb3-53012313ec04.pdf>

Languages significantly represented in you worshipping community: English

Please indicate the total percentage of your Average Sunday Attendance that worships in a language other than English. *Numbers and decimal points only, no commas.*

Approximate number of people: 0

Provide worship or classes in the following languages: 0

Notes (100 words): ASL interpretation provided on occasion

Section VI: References

Bishop Name: The Rt. Rev. Susan B. Haynes

Bishop Contact Information: bishop@diosova.org

Diocesan Transition Ministry Officer Name: The Rev. Canon Mary Thorpe, Interim Canon to the Ordinary

Diocesan Transition Ministry Office Contact Information: canontotheordinary@diosova.org

Current Warden/Board Chair Name: Michael Ginder

Previous Warden/Board Chair Name: Lisa Teeling

Search Chair Name: Karen Meridith

Search Chair Ministry: (e.g., chair or cochair) Co-chair with Lisa Teeling

Search Chair Contact information:

Phone number and e-mail address, preferably an e-mail address only the discernment committee chair or discernment committee have access to.

Karen Meridith 757-297-7283

DiscernODEC@gmail.com

Lisa Teeling 757-650-7633

DiscernODEC@gmail.com

Parish/Institution Leader Name: Antipas Harris, PhD

Parish/Institution Leader Ministry: President & CEO, The Urban Renewal Center of Norfolk, 820 Colonial Ave, Norfolk VA 23507

Parish/Institution Leader Contact Information: antipas@theurcnorfolk.com

Local Community Leader Name: Philip Sherrill

This is a leader in your town or city who is familiar with your ministry.

Local Community Leader Relationship: Director, Leadership & Major Giving, Norfolk State University, 700 Park Ave HBW410, Norfolk VA 23504

Local Community Leader Contact Information: psherrill@nsu.edu