



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Apr 19, 2023)*

## Church of the Good Shepherd, Utah

2374 Grant Ave, Ogden, UT 84401, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/30/23.

[arogers@episcopal-ut.org](mailto:arogers@episcopal-ut.org)

Weekly Average Sunday  
Attendance (ASA)

**61**

Number of Weekend  
Worship Services

**2**

Number of Weekday  
Worship Services

**4**

Number of Other per Month  
Worship Services

Current Annual  
Compensation

**\$69008**

Cash Stipend

**\$45342**

Housing / Rectory Detail

**\$20000**

Utilities

SECA reimbursement

**\$3647**

Compensation Available for  
New Position

**\$80700**

Housing Available for

Pension Plan

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

Healthcare Options

**Full family**

Dental

**Yes**

Housing Equity Allowance in  
budget

**Negotiable**

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

**\$1001-\$2000/year**

Sabbatical Provision

**Yes**

Travel/Auto Account

**Yes**

Other Professional Account

**Yes**

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

We recently completed a renovation of our church's kitchen and dining room after having received a large donation from a prior member. What once was a functioning but time-worn space in our basement has now become an up-to-date, modern, soothing, and welcoming space in which to work and meet. While the donation was received in 2020, we encountered that perfect storm created by Covid: Sky-high prices, tremendous supply-and-demand difficulties, and a lack of available construction personnel. After overcoming these issues and more, and having passed all inspections from the local health department and city officials, we are now "open for business." Our parishioners from Good Shepherd and El Buen Pastor are eager to utilize the revamped area and have already held multiple events in the short space of one month. Not only does this renovation satisfy the needs of our parish, but it now enables us to once again extend our outreach to the local community through our Shepherd's Bowl Community Luncheon (see below), and provide comfortable meeting space for organizations serving those with other needs.

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

With the challenges presented to us during the Covid pandemic, we embraced new ways to successfully alter communication methods by reaching out externally through the use of technology and even found new audiences by doing so. Livestreaming services on YouTube for anyone to view, offering committee members and Bible-study groups the opportunity to attend meetings on Zoom, making effective use of social media, and using our website to advertise our events, we met and overcame the trials Covid presented to us. We gathered, communicated, and worshipped in ways new to us and found that new and different can be more than good—even welcomed! No longer do our senior citizens worry about driving to church in snowstorms or on rainy nights instead, they join in worship services and committee meetings through Zoom. No longer do families with sick children miss our services instead, they welcome us into their homes on Sunday mornings as they care for their loved ones. Through these efforts, new members found us and joined us bringing their friends with them. As technological advances become more readily available we will enthusiastically continue to explore and embrace appropriate options.

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

One who is authentic and grounded in faith; values pastoral care; has success in expanding parish membership; enjoys life and possesses a sense of humor; is a skilled preacher; builds youth and family programs; values effective communications; inspires ot

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

Our liturgical practice is almost entirely Rite II in both English and Spanish services. On major church feasts, such as Christmas and Easter, we will have incense and a more formal service but still consistent with Rite II. Twice a week we have a morning prayer service and once a week evening prayer/compline each of which is in their respective BCP Rite II formats; and on Wednesdays, a healing service in Rite I. The English service favors traditional services and enjoys traditional Anglican hymnody while the Spanish service uses contemporary music accompanied by recordings. We also include music from a variety of sources and styles for anthems and instruments beyond the pipe organ, such as glockenspiel, tambourine, drums, harp, flute, trumpet, and timpani to make "joyful noise." We incorporate our youth into worship with pageants, youth choir, and as readers, especially during Advent and Christmas. Additionally, while the rector or deacon may attend the weekday morning prayer and compline, a lay worship leader, certified through the Bishop's office, conducts the worship. Clergy, of course, conduct Rite I Eucharist on Wednesdays.

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How do you practice incorporating others in ministry?

We strive to have a diverse set of ministries so that there is something for everyone who wants to be engaged. Participation is always encouraged, successfully attracting parishioners with a keen interest in the particular ministry. In addition to the worship leaders mentioned above, we have training and certification for Eucharistic Ministers, Eucharistic Visitors, Lay Readers, and Acolytes. The Adult Forum is also led by the laity, as are the different Sunday School groups for children and the Sunday morning nursery is run by volunteers. Not only do we include the more traditional lay ministries such as choir, altar guild, buildings and grounds work, but we try other avenues as well. One of the most popular in the Latino congregation is holding Quinceañera ceremonies at the church and we have recently re-started our chapter of the Daughters of The King. Once or twice a year, we hold ministry fairs to acquaint members with opportunities for ministry in the church and in the community. We also provide information about various ministries and openings in the Sunday Bulletin and weekly parish newsletter.

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

**Spiritual:** • We welcome all people, providing a refuge for them wherever they are in their faith journey. • We recognize that worship of God is central to all of our activities. • Preserving the beauty of our historic sanctuary, and attending to services and music feeds our souls. • We study the Bible and join others in praying for ourselves, our community, and the world. • Lay Eucharistic Visitors take communion to those unable to attend in person. **Emotional:** • We support members who have little or no family in the area by sharing interests and friendships. • We foster social interaction through Sunday Morning Coffee Hour/lunch for both Good Shepherd and El Buen Pastor, Monday evening Compline followed by going out to dinner. **Physical:** • The Angels ministry provides meals for families and parish members who are ill. • The Shepherd's Bowl and Shepherd's Fold are opportunities for involvement and giving. • We offer assistance in getting to doctor's appointments, as well as visiting those in the hospital. • We offer space and water in our gardens to grow food in raised beds.

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

Hospital Chaplains serve at two regional hospitals. Shepherd's Bowl volunteers prepare lunches for the hungry, mostly unhoused, people in Ogden. Shepherd's Fold is a linen pantry providing new pillows, sheets, and blankets to people transitioning from homelessness to housed. The Prayer Shawl Ministry supports those in need as well as those celebrating joyous occasions. The Daughters of the King prepares a Christmas tree of gift tags for children in need. The gifts are donated/delivered by the parish. Our ECW disburses funds raised to be divided among outreach projects. Interfaith Works! sees Good Shepherd clergy meet monthly with other clergy and civic leaders to provide support and share information. St. Anne's Center established more than 50 years ago started St. Anne's soup kitchen which has grown into Lantern House, Ogden's full-service shelter for the homeless, and we continue to support it today. Youth Impact started in our basement 30 years ago to serve inner-city youth and in which we participate to this day. It gives them "A safe place to be a kid." It now is a nonprofit affiliated with the Diocese of Utah. Family Promise's executive board includes our deacon.

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

Good Shepherd actively participates in the annual diocesan convention with both clergy and lay delegates. Members have served on various committees and given numerous presentations. Our Diocese has two governing bodies—the Standing Committee and the Diocesan Council. We have had several persons elected to both of these, with nearly continuous representation on the Council since its inception, one individual served for seven years as the Northern Region representative and another is currently in that position. We have also had members of the Commission on Ministry and two members served on the Search Committee for the previous Bishop Diocesan. Parishioners were elected to serve as Deputies to the General Convention four of the last five triennials, and as representatives to Province VIII for special meetings. Some of the older youth have served as counselors to the Diocese's Camp Tuttle summer program for youth of all faiths, supporting activities, spending the night with campers in their cabins, and participating in worship experiences there.

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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?

Though nowhere near as severe a problem as in some communities, Ogden does have some unsheltered homeless, as well as a nearby homeless shelter. The shelter provides free lunch to anyone in the community, but some of the homeless choose not to attend, preferring to be in the downtown area. Good Shepherd noticed the problem about two years before the pandemic and started The Shepherd's Bowl in partnership with members of the LDS Church to provide a hot lunch for anyone who came in, serving more than 6000 meals to date. That new ministry was fully rewarded with a large number of hungry people who came not only for the food but to meet with one another and with some of our volunteers who were glad to sit and talk with them. We had to stop this ministry during the height of the pandemic, but shortly after the community shutdown we resumed by providing and delivering sack lunches to those in need. We continue to serve packed lunches. For more information on this important ministry, please contact: The Rev. Suzanne Miller at 801-531-6457 or suzy@youthimpactogden.org

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

Good Shepherd is responsible for its own funding for worship and operations though with generous support from the Diocese. Our approach is to be open with each aspect of the budget and the need to contribute funding as able while also emphasizing the time and talent aspects that support our outreach programs. There is a formal period of stewardship awareness and asking, typically based on individuals reflecting on the value of the parish in their lives. This year, thanks to some congregational growth, increased pledging, and tight adherence to the budget, we ended the year with a surplus. With a 150-year-old church building and frequent maintenance issues, we hope to end the current year with a surplus as well. We have an active retired and aging population and are seeing growth in the middle-aged and younger population who may have less time, but no less enthusiasm for supporting Good Shepherd. We practice the discipline of stewardship to deepen our commitment to God and our faith family.

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

We know that communication is key and work to make all voices heard. Good Shepherd has experienced conflict in specific areas of ministry and among small groups of members. Communication across silos like the various committees responsible for different areas of our parish life, is a particular issue. This is vital so committees or groups involved remember that change in one area affects other areas. We have recognized this and are working to make that communication happen. We seek a priest who can facilitate this. Our past process to address conflict has been action taken by clergy or the vestry. However, in the absence of a full-time rector, individual lay leaders have stepped up to communicate with those involved in conflict. We recognize that all members have the responsibility to prayerfully work toward reconciliation, and where reconciliation is not possible we are able to step back and learn from our mistakes. We communicate and make all voices heard in turn. We encourage considerate dialogue and respect for each other's thoughts. In resolving conflict, we communicate across silos like the various committees so that change in one area affecting another area is more apparent.

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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?

In the last three years, we have had to implement changes due to the impact that Covid. We adapted to those changes pretty well, becoming used to meetings on Zoom, live streaming our services, and Eucharist with individual cups of wine. We have adapted well to changes in national church policy, such as women clergy and same-sex marriage. This success rests on our core value of welcoming all, wherever they are in their faith journey. We have had difficulty dealing with change when facing clergy and lay leaders who had personality conflicts with several of our members or had a hard time adjusting to Episcopal views and approaches rather than those of the Anglican Communion as a whole. Our experience in calling our new rector will be helpful and informative in preparing for future changes. The process is demonstrating to all members of Good Shepherd the importance of soliciting feedback and communicating often and openly. The lesson we have learned is that leadership has to embrace the process and outcome but remember that all members' opinions and thoughts need to be expressed and considered in the light of Christ.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev. Vanessa Cato	Rector / Vicar / Priest-in-Charge	2012-02	2022-07

Name	Position Title	Date Begun	Date Ended
Rev. Adam Linton	Rector / Vicar / Priest-in-Charge	2000-10	2009-12

Name	Position Title	Date Begun	Date Ended
Rt. Rev. Scott Hayashi	Rector / Vicar / Priest-in-Charge	1989-11	1998-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Yes	2	10

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	2	6	12

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: [www.goodshepherdogden.org](http://www.goodshepherdogden.org)

Media Links:

> <https://www.youtube.com/channel/UCs4ADKOLrpn0MYOsilAQ>  
NhQ

Online References:

> <https://www.facebook.com/people/The-Episcopal-Church-of-the-Good-Shepherd-Ogden-Utah/100064520241402/>

Languages Significantly Represented:

English, Spanish

Provide Worship or Classes in:

English, Spanish

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### References

Bishop:

**The Rt. Rev. Phyllis Spiegel**

[pspiegel@episcopal-ut.org](mailto:pspiegel@episcopal-ut.org); 801-322-4131 x 349

Diocesan Transition Minister

**Ms. Angela Rogers**

[arogers@episcopal-ut.org](mailto:arogers@episcopal-ut.org); 801-322-4131 ext 370

Current Warden/Board Chair

**Dan Johnston**

[danielj47@comcast.net](mailto:danielj47@comcast.net); 801-645-8633

Previous Warden/Board Chair

**Jean Norman**

[jeanreidnorman@gmail.com](mailto:jeanreidnorman@gmail.com); 702-321-8111

Search Chair

**Jay Stretch**

[jaystretch.ut@gmail.com](mailto:jaystretch.ut@gmail.com); 801-721-9432

Parish/Institution

**Marie Kawaguchi**

[mariekawaguchi@comcast.net](mailto:mariekawaguchi@comcast.net); 801-589-0328

Local Community Leader

**Mike King**

Bonnie King; [bonnievking@comcast.net](mailto:bonnievking@comcast.net); Mike - [kingutah@gmail.com](mailto:kingutah@gmail.com); 801-698-2750