



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 26, 2026)

St. George's, Clifton Park, Albany

912 Route 146, Clifton Park, NY 12065, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/30/26.

otm@albanydiocese.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
85		6	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$84000	\$50000	\$25000	\$1800
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
\$7200	\$85000	6	We're in compliance with CPF requirements.
Healthcare Options Clergy+1	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		Other	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year		Yes	Yes

Compensation includes cash stipend, fair rental value of rectory, utilities and SECA

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

Our leadership team is committed to providing the non-anxious leadership needed in challenging times. When our 2023 budget projected a significant year-end deficit, our leadership team took immediate action to address the parish's financial situation. They carefully evaluated the parish's strengths, opportunities, weaknesses, and challenges, then developed an action plan to stabilize our finances while staying true to our mission statement. A key aspect of this process was our commitment to transparent communication with the entire parish. To achieve this, we created a comprehensive presentation titled "The State of the Parish: Faith, Finances, and Our Future." Parishioners were given numerous opportunities to attend these presentations and participate in a "town hall" style discussion. Following these presentations, we launched our stewardship campaign, which yielded very positive results. God has blessed St. George's as we continue to move forward from the impacts of COVID and other challenges we have faced over the past five years.

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

While we may not know what the future holds, we're committed to ensuring that St. George's remains a beacon of God's love as we move forward. We're confident that St. George's is a healthy congregation and is prepared to embrace the challenges and opportunities that await us. Our vision is to create a Christ-centered, prayerful community that values tradition while being open to change. We aim to offer diverse worship styles and ministries for a multigenerational congregation. We envision preaching that inspires and nourishes, fostering a welcoming and healthy community that upholds norms and boundaries, creating a safe space for all. Our leadership team has begun developing a "strategy map" rooted in a basic understanding of how we will continue to identify our needs and goals, plan specific strategies to achieve those goals and determine a measure of accountability for all that we do. This activity will help our leaders lay out a path for the future, ensuring that we remain accountable for all aspects of church life while staying focused on our mission, covenants, and norms. Together, we are prayerfully working towards becoming the parish God created us to be.

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

om builder, Empowers laity, engaging preacher, skilled manager

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

At St. George's, we love gathering for worship each weekend! We offer three services to choose from, all using Rite II from the 1979 Book of Common Prayer. Our Saturday Eucharist at 4:30 PM features uplifting contemporary music provided by our Praise Band. On Sunday, we have an 8:00 AM Eucharist in our chapel, which offers a more contemplative experience without music. Our 9:30 AM Eucharist showcases our wonderful choir, accompanied by beautiful organ music, and is also live-streamed on YouTube. On Wednesdays at noon, we host a Eucharist Service with anointing and individual prayers for healing at a nearby senior housing complex. For those who like to start their day with prayer and spiritual reflection, we offer Morning Prayer followed by the daily Rule of Benedict reading. This service is led by our dedicated lay leaders on Zoom every weekday at 7:30 AM. Throughout the year, we celebrate special occasions with unique Sunday services. One of our favorites is the "Kirkin' of the Tartans" Sunday, where we honor the Episcopal Church's historical ties to Scotland. The nave is beautifully decorated and we enjoy lively music from bagpipes and drums

How do you practice incorporating others in ministry?

St. George's is guided by our mission statement and vision rather than by a single leader. Our mission—to be a community of disciples joyfully reaching out in love to nurture, teach, and heal in Jesus' name—underpins everything we do, including our ministries. We provide numerous opportunities for parishioners to volunteer their time and talents. Our lay ministers contribute in many ways: they offer hospitality, lead Morning Prayer, maintain the grounds, provide office support, manage the PowerPoint slides for worship, sing in the choir or praise band, serve on the altar guild, teach or assist in classes, offer lay pastoral care, ensure our internet is functional, and participate in various mission activities. Each ministry operates within a clear structure and accountability framework based on ministry covenants, ensuring our programs are biblically sound and provide a safe space for discussion. We encourage parishioners to engage and take on leadership roles, through expressing interest or being recruited by clergy and ministry leaders. Our monthly newsletter highlights ministry opportunities and expresses our gratitude to those who serve.

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

St. George's has adopted the "Safe Church" standards set by The Episcopal Church. These standards ensure that the church remains a welcoming and safe environment for individuals of all ages at all times. Based on our experience, programs like Healthy Congregations and Boundaries are vital for our spiritual growth. These programs foster safe and healthy relationships among individuals, providing effective ways to listen and share our thoughts and beliefs. We offer four distinct Eucharist services for people to gather and worship together. For those wishing to pray in community, we offer Morning Prayer each weekday and Lectio Divina on Mondays. Faith formation includes Catechesis of the Good Shepherd classes for 3 to 12-year-old children in our Atria rooms, classes for teens, and multiple classes and training programs for adults. We offer Community of Hope (COH) International training classes every year. COH equips lay people to engage in various forms of pastoral care. After completing the training, lay pastoral caregivers meet monthly to pray, read, and reflect on The Rule of Benedict, enjoying continuing education, and providing mutual support and encouragement.

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

We are fortunate to have a dedicated group of Community of Hope (COH) International lay pastoral caregivers who support our clergy in meeting the pastoral needs of our parish. Since 2016, St. George's has served as the COH Training Center for our parish and other Episcopal churches in the Diocese. Currently, our parish has 24 lay pastoral caregivers. For us, pastoral care is about building relationships and seeing and serving Christ in others. It encompasses various activities, including bringing Eucharist to the homebound, visiting the sick and lonely, supporting those who are grieving, delivering prayer shawls to anyone suffering from illness or loss, and baking cookies for Easter and Christmas visits. In December, we host two public "Blue Christmas" services to support those experiencing grief and loss. The St. George's community is encouraged to participate in pastoral care by praying for one another through the Prayer List, which includes individuals with both short and long-term needs. We also offer a mid-week Eucharist at a local senior housing complex, which includes anointing and individual prayers for healing, welcoming all residents and guests from various faiths.

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

At St. George's, we strive to reflect God's Kingdom in the world by working together as the hands and feet of Jesus. Our call to mission takes us locally and internationally as we dedicate our time, talents, and resources to various organizations and Diocesan ministries such as: "Loaves and Fishes," an emergency food assistance program; Capital City Rescue Mission, which serves the homeless and needy; "Healing a Woman's Soul," which supports victims of domestic violence; the "Welcome Home Initiative," a healing ministry for military veterans; Amazing Grace AIDS Ministry, which assists those affected by AIDS in Malawi; and International Accelerated Missions that collects eyeglasses to distribute on overseas mission trips. We also contribute to the Shenendehowa Helping Hands Food Pantry and support CAPTAIN Community Human Services. Our clergy and lay leaders actively participate in the Diocese of Albany, with representatives at the annual Diocesan Convention and involvement in various diocesan ministries. Finally, we offer meeting space at little or no cost to community organizations, such as the Cub/Boy Scout troops we sponsor, Red Cross Blood Drives, and fund-raising concerts.

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

Surveys indicate that a significant number of American Christians make their first commitment to Jesus between the ages of 4 and 14. Therefore, prioritizing Christian Formation classes for children is essential. Over the past 5 years, we've expanded our Catechesis of the Good Shepherd (CGS) program. Initially, we offered only Level 1 catechesis for ages 3-5, but we've since added Level 2 for ages 6-9 and Level 3 for ages 10-12. Our growth has also included expanding from one classroom (Atrium) to three Atria rooms—one for each Level. These Atria rooms are designed to help children "fall in love with Jesus" and experience the love our Savior has for each of us. In the summer of 2024, St. George's hosted training for Level 1 catechists, in collaboration with St. John's Troy and St. Pius X Elementary School. Additionally, we have established a support network among catechists to broaden our outreach and enable CGS to reach children in new locations. Several members of our parish participated in this training, indicating exciting growth for our program! For more info, contact Dcn. Maureen Demler at deacon.maureen.demler@gmail.com.

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

We are stewards of God's bounty. Caretakers. For a brief period, we are given time, energy, and resources. What we do with these gifts ultimately defines the character of our lives and the depth of our spiritual understanding. Annual pledge commitments and planned (bequest) giving are expressions of the wise use of the personal resources God has entrusted to us. Since all that we have and all that we are comes from God, we give back to Him in thanksgiving for the many blessings we receive. So that we can conduct our programs and maintain our facilities, St. George's conducts an annual stewardship campaign to meet our yearly budget needs. Our leadership team, in collaboration with the clergy, determines the "theme" and details for carrying out the campaign. Parishioners are encouraged to consider tithing as a goal for financial stewardship as it's the biblical standard for giving. Emphasis is also placed on the importance of contributing their "time and talent" to the life of the community as well as providing financial support. Additionally, parishioners have supported St. George's through thoughtful estate plans and wills, funding many capital projects over the years.

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

In 2022, serious allegations were made against our former rector and associate rector, leading the Diocese to conduct a Title IV investigation, which fully exonerated the priests. During this difficult time, our leadership team worked diligently to alleviate the hurt and anxiety within the parish. Our former rector is a certified Healthy Congregations facilitator, and under his guidance, we invested significant time and resources in transforming our parish into a healthy congregation. Church leaders are asked to complete training in programs such as Healthy Congregations, Boundaries, and The Colossian Way, and we encourage broader parish participation in these programs. Additionally, we've established parish norms to foster healthy interactions. At St. George's, we're committed to being a community that promotes dialogue, where differing perspectives are expressed openly and genuinely by those with opposing views. This creates a safe environment that allows individuals to thrive despite differences. Mutual learning can be challenging and take time, however, the progress made in this area is well worth the effort.

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?

Our most recent experience with change was the departure of our rector and associate rector at the end of September after nine years of ministry. Since then, the Vestry has focused on providing the congregation with meaningful ways to worship in our Episcopal tradition. For the first three months, some services were celebrated by a supply priest, some were officiated by our deacons using reserved sacrament, and in other instances, we worshipped using Morning Prayer. This marked the first time St. George's had used Morning Prayer for Sunday worship. While transitions can be challenging, our congregation remains calm and hopeful as we search for a new rector. Parishioners have stepped up to help with various tasks, ensuring that our church community runs smoothly. This has allowed the Search Committee to concentrate on finding our next rector. Experience has shown us that change is not well received when parishioners feel excluded from the process. We've learned that successful change requires engaging parishioners in meaningful conversations and in maintaining good communication in a supportive environment where everyone feels comfortable speaking up without fear of judgment.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Thomas Papazoglakis	Rector / Vicar / Priest-in-Charge	2015-11	2024-09

Name	Position Title	Date Begun	Date Ended
John Henry	Rector / Vicar / Priest-in-Charge	2008-11	2015-04

Name	Position Title	Date Begun	Date Ended
William Hinrichs	Rector / Vicar / Priest-in-Charge	1991-09	2008-05

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	4	4

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	5	4	28

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.stgeorgescp.org/>

Media Links:

Online References:

- > <https://www.youtube.com/@st.georgesepiscopalchurchc2903>
- > <https://www.facebook.com/StGeorgesCP/>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:	518-692-3350
The Rt. Rev. Jeremiah Williamson	
Diocesan Transition Minister	otm@albanydiocese.org 518-531-4537
William Hinrichs	
Current Warden/Board Chair	518-469-0873, frangordon6@gmail.com
Frances Gordon	
Previous Warden/Board Chair	518-371-1101, Jstevens1950@outlook.com
Jean Stevens-Lauria	
Search Chair	518-469-0873, frangordon6@gmail.com
Frances Gordon	
Parish/Institution	201-214-7704, pngregg@gmail.com
Paul Gregg	
Local Community Leader	518-461-9831, cmdipersio@gmail.com
Mike DiPersio	