



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 26, 2026)

St. Andrew's, Scotia, Albany

50 Sacandaga Rd. , Scotia, NY 12302, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/01/26.

whinrichs@albanydiocese.org

Weekly Average Sunday Attendance (ASA) 20	Number of Weekend Worship Services 1	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation \$91592	Cash Stipend \$43332	Housing / Rectory Detail	Utilities
SECA reimbursement \$3315	Compensation Available for New Position \$92000	Housing Available for 4	Pension Plan
Healthcare Options Clergy+1	Dental Yes	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks 4	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
Continuing Education Funding in budget \$501-\$1000/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.

In recent years, our parish has faced significant challenges, but these trials have also led to some of our most fulfilling moments. Despite division and leadership changes, we remained united in our faith and commitment to the Episcopal Church. Lay-led ministries played a vital role, ensuring continuity in worship through morning and evening prayer services. During the COVID-19 pandemic, we adapted with Zoom presentations of taped Holy Communion services, helping shut-ins stay connected and comforted. After our priest's sudden retirement and the departure of many members, those who remained came together in love and faith, working to renew our community. Our prayer shawl ministry has been deeply meaningful, with recipients expressing heartfelt gratitude for the comfort and healing the shawls bring. Moving forward, we strive to reflect God's love through His word, serving as He calls us, now with the support of our new pastor. In the past six months, we've baptized two individuals and welcomed at least three new members—signs of a thriving, faithful parish once again.

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

Our parish recognizes that preparing for the Church of the future involves focusing on nurturing and engaging our younger generation. We are actively discussing strategies to increase the involvement of children and youth within our community, understanding that they are the future of our Church. We are also committed to becoming more inclusive and accepting of individuals from diverse backgrounds, demographics, and experiences. This approach reflects our desire to create a welcoming environment where everyone feels valued and included. However, we acknowledge that there is still much work to be done in this area. While we are in the early stages of addressing these challenges, we are determined to continue exploring and implementing measures that will help us adapt and thrive in the evolving landscape of the Church.

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

dynamic, enthusiastic, insightful, Pastoral Commitment

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

Our parish values traditional liturgy while embracing ideas that enrich worship. We believe the Bible is God's word and approach worship with reverence, yet our services remain genuine and grounded in community. We offer a single 9 AM Eucharist, led by supply clergy when available. Previously, we held two Sunday services: an 8 AM Rite I said Eucharist and a 10 AM Rite II with music from The Hymnal 1982 and, in summer, the Celebration Hymnal. We recently moved from the 1979 BCP Lectionary to the Revised Common Lectionary, aligning with our supply clergy's practice. Morning Prayer has been a core tradition. Though paused after our rector's retirement, it continues during the interim: a said Rite I at 8 AM and a musical service at 10 AM.

How do you practice incorporating others in ministry?

Involving parishioners in ministry is central to our community and has been both a strength and a challenge. Many serve actively on the vestry, as altar servers, lectors, or members of the Altar Guild—roles essential to our worship and church life. We also have a history of outreach and lay ministry, such as Lay Eucharistic Ministers visiting the sick and monthly trips to the City Mission to serve meals and lead prayers. These efforts, however, have declined over time and need renewed focus. Our rector and deacon once held services at a local nursing home until the rector's retirement, though lay participation was limited. Traditionally, we've had a choir, acolytes, and lectors, but youth involvement has been difficult to sustain. While we see room for growth, especially in outreach and youth engagement, we are committed to encouraging broader participation. With new leadership, we hope to revitalize these ministries and build a more vibrant, inclusive parish life.

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

Our parish has a strong tradition of caring for the spiritual, emotional, and physical well-being of our members. The longstanding Caring Cooks program remains a vital source of support for those in need. Another meaningful ministry is the prayer shawl program, which offers comfort and spiritual care to those facing difficult times. These blessed shawls have brought peace and healing to many, both within and beyond our parish. In the past, groups like the Episcopal Church Women, a men's group, and well-attended Bible studies helped foster spiritual growth and fellowship. However, these activities ended with the retirement of our rector, creating a gap in our communal practices. Despite these challenges, we remain committed to supporting our parishioners and recognize the need to revive and strengthen these ministries. With new leadership, we are hopeful that we can restore these practices and continue nurturing the holistic well-being of our community.

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

Our parish extends pastoral care beyond our worshipping community through outreach and individual efforts. We've supported the Alpha Pregnancy Center with resources for those in need and held services at a local nursing home to provide spiritual care to residents. Many members contribute personally to the wider community, supporting organizations like the City Mission of Schenectady, American Red Cross, Disabled Veterans, Wounded Warriors, St. Jude's, YWCA, Crossroads Center for Children, and The Shriners Hospital. Some integrate pastoral care into their daily work, especially in nonprofits serving vulnerable populations, including children and families affected by autism. Others offer prayer and support to colleagues and community members. As a parish, we recognize the need to grow our organized pastoral outreach. While many individuals are actively engaged, we have the opportunity to strengthen our collective efforts and make a more coordinated impact.

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

Our parish is deeply engaged in both the wider Church and our local community, working to bring Christ's presence into public life. We participate in village events like Christmas on the Avenue and the Memorial Day Parade, sharing our faith through celebration and remembrance. Our chicken BBQs serve as both fundraisers and ways to welcome neighbors into fellowship. Parish members represent us at diocesan conventions, contributing to church wide decisions. When traveling, they visit local Episcopal churches and share their experiences on social media, fostering connections nationwide. Our involvement in the village's Good Friday Way of the Cross walk reflects our commitment to visible, active faith. Through all these efforts, we aim to build bridges and live out the Gospel in everyday life.

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

One significant ministry initiated by our worshipping community in the past five years was the implementation of TV services during the COVID-19 pandemic. This effort was crucial in ensuring that members of our parish, particularly those who were unable to attend in person, could still participate in worship and stay connected with the community. Unfortunately, we do not have any ongoing ministries from this period that are still in progress. We long to grow our outreach to the community, with the help of a new priest.

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

For us, stewardship is more than financial giving—it's about offering our time and talents to meet the challenges and opportunities God places before us. It means actively participating in worship and church life, and caring for all that God has entrusted to us, including our facilities and resources. We acknowledge that our parish faces challenges in this area. Traditional stewardship practices haven't been as effective as hoped, affecting our ability to maintain and grow parish life. While past efforts like leaf-raking parties and cleaning days have been helpful, we see the need for a broader, more engaging approach. As we move forward, we are committed to renewing and expanding our stewardship efforts to better inspire involvement, strengthen community, and ensure the continued vitality of our parish.

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

Our parish is experiencing significant conflict due to recent leadership changes and the departure of key members. In response, vestry members and others have stepped up as mediators, working to heal the resulting divisions. They're fostering dialogue to rebuild trust and unity within the congregation. This collective effort centers on listening, reconciliation, and promoting a positive, prayerful vision for our future. Despite challenges, we remain committed to restoring community life with faith and perseverance. When transitions go well, open communication, collaboration, and a shared vision are key. Poor transitions often involve resistance, negativity, and lack of direction—highlighting the need for transparency and empathy. Lessons we've learned: 1. Focus on what you can control. 2. Avoid negativity—it worsens problems. 3. Keep an open mind and listen. 4. Believe in possibilities. 5. Seek spiritual guidance: "I am the light and the way." These principles now guide us as we lead through change with renewed hope and care.

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?

Please see previous question

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev Michael J Neufeld	Rector / Vicar / Priest-in-Charge	2000-06	2024-05

Name	Position Title	Date Begun	Date Ended
Rev Dr Mary H Chilton	Rector / Vicar / Priest-in-Charge	1999-07	2000-01

Name	Position Title	Date Begun	Date Ended
Rev James M Clarke	Rector / Vicar / Priest-in-Charge	1988-03	1999-04

Church School: In the past 6 months, we have gained 1 Sunday school teacher, who is able to provide a class most Sundays; family matters, however, conflict with her ability to attend weekly. We are grateful for this growing ministry and consider it an opportunity for development.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	1	3

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
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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:

Media Links:

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

Online References:

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

**The Rt. Rev. Jeremiah
Williamson**

518-692-3350 jwilliamson@albanydiocese.org

Diocesan Transition Minister

The Rev. William Hinrichs

518-692-9550 whinrichs@albanydiocese.org

Current Warden/Board Chair

Jerry Carroll

rjc1119@aol.com

Previous Warden/Board Chair

Betsy Baxter

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Search Chair

Jerry Carroll

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Parish/Institution

Jerry Carroll

same as above

Local Community Leader

Sid Ramotar

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