

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

A dancing bishop, a gloriously packed sanctuary, and music filling Redeemer's rafters was the culminating celebration of Eucharist for the 2014 Diocesan Convention of the Episcopal family of Eastern Oregon. In early October, Redeemer hosted Diocesan Convention, convening at nearby Tamastlikt Cultural Institute on the Umatilla Indian Reservation. Utilizing this facility was the diocese's opportunity to invite our Indian neighbors to participate in the special events of that weekend, and the result was an educational and meaningful experience that the Bishop has said forced the diocese to consider its mission in ministry in a way not previously required. With a deepening awareness of native culture, we look forward to forging closer ties with tribal members.

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

Redeemer is an open and welcoming parish. In recent years, Redeemer has maintained its own website and Facebook page, and newsletter and weekly notes are distributed electronically. Work has begun recently to establish a Twitter and Instagram presence on the web as well. In addition, we, as a parish, have benefitted from committed congregation and clergy involvement in the region's arts, civic, and charitable organizations. Since its pioneer days, Pendleton has evolved a highly developed volunteer spirit that has resulted in more social, cultural and community/charitable projects than might be expected for a town of its size. All of this provides wonderful opportunities to a new rector and to Redeemer itself for continuing service as we grow into the future.

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

Along with compassionate, patient, spiritual mentor and teacher, the words that best describe the gifts and skills we find essential for a future leader of our parish include friendly, articulate, humorous, inspiring, collaborative, willing to listen, community-minded, ready to work as a community leader, comforting, supportive of lay ministries, able to multi-task, interested in outreach to a broad spectrum, aware of changing times, good at finding and facilitating solutions, conversant with computers and social media.

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

A Christmas Eve Children's Pageant, a Blue Christmas Healing Service, participation in non-denominational services at Easter and during Pendleton's Round-Up week, and a Rogation Sunday procession at the country home of one of our parishioners are among some of the unique features of our liturgical style and practice. During the Lenten season, we have long collaborated with other Pendleton mainline churches, sharing soup suppers and worshipping together using The Holden Evening Prayer music as part of the Eucharist. We currently utilize Book of Common Prayer liturgy for all regular Sunday services, with supplemental material from Enriching our Worship, and prayers of intercession from Intercessions for the Christian People. Redeemer is open to and would welcome alternative forms of liturgy and music.

5. How do you practice incorporating others in ministry?

Redeemer has a strong tradition of mutual ministry. In addition to becoming the first church in Eastern Oregon to have a verger, we have opportunities for parishioners of all ages to enter into ministry more fully by joining our vestry, altar guild, and campus or facilities committees; by providing leadership for a church-sponsored Cub Scout pack; by singing in the choir; by serving as Coffee Hour or kitchen coordinators; and by serving as acolytes, lectors, lay Eucharistic or healing ministers. Four deacons and four candidates for the priesthood have emerged over the years from the graduating classes of Redeemer's EFM program. Finally, an important opportunity for ministry at Redeemer is the church's support of the non-profit called Helping Hand. Our parishioners are heavily invested in this organization, and we provide volunteer support along with regular donations of both food and money.

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

At Redeemer, we value our strong sense of community and its relationship-oriented Christianity. Lay Eucharistic Visitors share our Communion feast with those who are unable to attend services. Our deacon regularly visits members of our congregation and the community who are infirm and coordinates meals for any who have suffered a loss or illness, and for whom a meal might provide some relief. We socialize after worship services, and we gather together in small groups on occasion. Our jewel of a church, historic organ, parish hall, office/rectory and church grounds are in good shape, thanks to a capital campaign and other donations in recent years. Redeemer's physical assets are maintained by a facilities committee, which is coordinated traditionally by the parish's junior warden.

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

Beyond our commitment as a parish to the Helping Hand organization described above, Redeemer has members who are involved in a robust and growing Cursillo community; has members who chaired the capital campaign to construct a new hospital in Pendleton; has members who serve on the board of a local, HUD-subsidized senior living facility; has members who helped found Pendleton's chapter of the national PFLAG organization; has members who are involved in prison ministry at two correctional facilities located in the region; and has members who volunteer at a local warming shelter, a home for at-risk girls, and a transitional home for victims of domestic violence.

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

We actively participate in diocesan ministries and serve on diocesan committees. One of our parishioners is currently serving as Secretary of Convention. Our diocesan office is in Cove, Oregon—a mountain town about an hour and half from Pendleton—and next door to it is the diocese's Ascension School Camp and Conference Center. Youth camps, spiritual retreats and seminars have been held in this location since 1926, and among its distinguished visitors over the years have been Bishops Desmond Tutu and John Shelby Spong. Redeemer has an endowed scholarship fund to ensure that all youth in the diocese have an opportunity to participate. Redeemer

regularly takes part in Camp workdays and maintenance projects, and our parish traditionally provides Redeemer-Cove Camp Coordinators. We support our rector's role as a member of the Ascension School Board of Trustees, and Redeemer is currently participating in a diocesan capital campaign to upgrade Ascension School buildings.

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

Recently, when the wife of a parishioner died, her husband shared with the congregation a ministry she had been quietly carrying on for some years in providing newborn clothing to the birthing center at Pendleton's St. Anthony Hospital. With her death, this parishioner asked if the church would be interested in continuing this ministry. The Vestry voted overwhelmingly to do so, and the ministry was named KAT's Cradle in this woman's honor. Parishioners have stepped forward to volunteer, and monetary donations have been made to ensure the ongoing success of this memorial.

William Taylor of our parish is the contact person for information about this project.

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

2014 has seen a significant change in our stewardship practice. We have defined stewardship as a personal passion for kindness and caring expressed by giving time, talent, and treasure in gratitude for the gifts we are receiving from God. We are developing a culture in which every member of Redeemer sees themselves as stewards. This past fall, we first encouraged parishioners to explore stewardship in this new light by focusing our November adult education forum on a conversation about stewardship. At this time, too, parishioners were invited to participate in an experimental tithing program, wherein each was asked to increase his or her pledge commitment for a few months in order to experience the impact of stewardship as a spiritual practice.

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

Redeemer has experienced periodic upheaval in the past decade. We had a rector who was not ready to be a rector and left after two years. A three-year period under an interim rector rejuvenated the parish. A new rector was called—to the parish's dismay, this person was at Redeemer only a short time before it became evident that this was not a good fit, for reasons too lengthy to explain here. Between rectors, Redeemer has risen to the occasion. Redeemer's congregation has come together in a strong show of mutual ministry under its lay leaders and many volunteers, ensuring the smooth continuation of parish life. For the past three years, the church has had the good fortune and privilege of working with an extremely skilled and gifted interim rector, who has worked tirelessly to bring Redeemer to a better understanding of who God is calling this parish to be.

12. 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?

Redeemer advertises itself as an open and welcoming church; Oregon's marriage equality law presents us with a new opportunity to live into being the people God calls us to be. This reality was uncomfortable for some of our members, but by using the tools and practices of respectful communication, we worked through—continue to work through—difficult conversations. We recently celebrated the commitment two members of Redeemer's family have made to one another. The church was full: our parishioners, the Bishop, other diocesan clergy as well as many in the community whom we did not yet know were there to celebrate with this couple. Members of our local PFLAG organization and members of our congregation worked together to plan this day and made it special for all involved. We have learned diversity is the cornerstone of Redeemer and different opinions are respected.