



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Mar 6, 2023)*

## Calvary Episcopal Church, North Carolina

411 East Church Street, Tarboro, NC 27886, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/13/23.

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
84	2	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$65000		\$18000	\$8500
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
		5	<b>We're in compliance with CPF requirements.</b>
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
<b>Negotiable</b>			
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
<b>One month, including 5 Sundays (standard)</b>		<b>2 (standard)</b>	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year	<b>Yes</b>		<b>Yes</b>

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

During the period between October 2018 and August 2020 our congregation came together in numbers with excitement, energy, and love. Our attendance improved, and some members who had left returned. Our committees, led by dedicated parishioners, gave our members the opportunity to utilize their talents in helping run the church. Certainly worth mentioning is the way in which Calvary navigated the COVID-19 pandemic-related guidelines and closures. With a few compromises, we were able to find ways to adapt to the circumstances and safely worship together. Without skipping a single service, Sunday worship options brought us together either through social distancing and masking, or watching the online streaming of our services. This outreach provides an additional opportunity to reach more members of the community and offers a flexible way to worship. We continued to serve the sacramental unleavened bread during Holy Eucharist, but suspended the serving of wine to reduce the risk of transmitting the disease. The use of individual communion cups was later introduced, and now we are back to normal with the additional option of intinction...link to rest of text: <https://bit.ly/3EA0kQ7>

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

Calvary is always looking for ways to grow the parish by offering events that will attract guests and potential new members as well as parishioners who are already part of our church family. Young people are the future of the church and Calvary recognizes the critical importance of engaging children and young adults through EYC, service as acolytes, Christian education, and sacred music. Calvary recognizes that it must reach not only those who worship within the walls of the church on Sundays, but also those who may worship from wherever they may be. Accordingly, we continue to enhance both our web presence and our streaming of Sunday services. The closure of churches in the diocese during the Covid-19 pandemic gave us the opportunity to invest in a mounted camera and sound system. We have live-streamed every Sunday since then. Our YouTube channel is Calvary Tarboro Communications. We also have a Facebook page and website and a plan to improve our social media presence is underway. Calvary is developing a Sunday evening offering that will be more contemporary in nature...link to rest of text: <https://bit.ly/3EA0kQ7>

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

Pastoral leader, excellent preaching, good administrative/organizational skills

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

Calvary is a traditional parish, and follows the prayer book for all services. On Sundays, we celebrate Holy Eucharist Rite I at our 8:00 am service in our chapel. This service is spoken, without music. Our 11:00 service is Holy Eucharist, Rite II, held in the church with music, a full complement of acolytes, ushers, chalice bearers, lay readers, etc. On Thursdays, Holy Eucharist is celebrated at a local progressive care community. In the Fall, we enjoy a Bluegrass Eucharist service, often held outside in our historic churchyard, with music provided by local musicians and a picnic lunch served afterwards. Our pet-owning members also look forward to the annual Blessing of the Animals service. Holy Week is a very sacred time at Calvary. From Palm/Passion through to Easter Sunday we seek opportunities to connect with Christ in worship. Flowers are a significant aspect of our worship services thanks to the tireless efforts of our Flower Guild. Advent, Easter and even Lent are seasons that they have been able to interpret with skill and artistry year after year. At the request of one of our younger parishioners, the rector is ...link to rest of text: <https://bit.ly/3EA0kQ7>

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How do you practice incorporating others in ministry?

Although we are classified as a pastoral church, we operate corporately, using a well-developed committee structure. This team approach gives members an opportunity to use their individual talents to enrich the lives of others through service. Some of our teams focus on worship, some on care of each other and still others on outreach into the community. The major committees include Worship, Parish Life, Youth Ministries, ECW, Men's Group, and Outreach. For a complete outline of Calvary's committees and ministries, please go to our website at: [calvarytarboro.org](http://calvarytarboro.org) .

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

God created us to live in community, and at Calvary we live into this truth. Our main spiritual focus begins at our Sunday morning services. Other opportunities for spiritual growth are found within our weekly programs for adults and youth. Offerings include Bible study, spiritual formation for adults, Wonderful Wednesdays (i.e., "Sunday School"), Summer Camp, Music Week, and Vacation Bible School for the children of Calvary and the wider community. An established focus exists to offer sacred choral music instruction and performances for children, youth, and adults. We intentionally seek new ways to nourish our souls and bodies.

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

Calvary engages in pastoral care through various activities within our church family and within our community family. Examples include the following: • A Holy Eucharist Service offered weekly at the Fountains of the Albemarle, a progressive care community in Tarboro, that includes participants both within and outside our parish family. • Lay Eucharistic Visitors who administer the sacraments to parishioners who are no longer able to attend church. • Calvary choir's participation with other choirs to sing at weddings and funerals. • Delivery of altar flowers by vestry members after Sunday services to those who are grieving or sick. • A ministry offered by the ECW who cook and freeze soups and casseroles to be taken to members in need or housebound. The St. Julian's Team from the ECW also prepares and serves at receptions following funerals of our church family. • A card ministry for those in our community who are challenged with health issues. • The Backpack Buddies Program, a ministry offered by Calvary, in collaboration with First Baptist Church and Howard Memorial Presbyterian Church to help fill the weekend hunger...link to rest of text: <https://bit.ly/3EA0kQ7>

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

Seeking ways to increase involvement in the wider community is an intentional focus at Calvary. Calvary has a legacy representation at the diocesan level. We have had members on the diocesan council, standing committee, and the transition committee to elect Bishop Rodman. We also hosted a walk -about during the election process for Bishop Rodman. In addition, we partner with St. Luke's Church in Tarboro and share services from time to time and on special occasions. We encourage the wider community to utilize our church parish hall and gym. This includes music events, business meetings, and theatrical performances. Last summer, the community actors and local colleges collaborated to offer Our Town. There are three acts to this play, each with a different location: outside, in a church, and in a graveyard. The director had the audience move around our church and grounds with each act. It was fantastic and brought the community onto our entire campus. Beginning in 1842, under the direction of the Reverend Joseph Blount Cheshire, sr., the Calvary churchyard is literally a national treasure. It draws people from far and wide...link to rest of text: <https://bit.ly/3EA0kQ7>

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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?

The Backpack Buddies Program has been reinstated as a vital program under our community outreach. Following the reopening of our county schools, Calvary with our church neighbors, First Baptist Church and Howard Memorial Presbyterian Church began anew serving the children of Stocks Elementary and Patillo Middle Schools. Now, not only do the churches supply weekly backpacks for weekend meals, but also the ministry has solicited money and school supplies to fulfill a list of needs from teachers. These drives have been extremely successful and will become a permanent part of the program. A winter project in coordination with the backpack outreach was instituted by our deacon-in-training, Jamie Pollard. Twenty-five coats, gloves, and hats were collected for twenty-four specific children. This year, donations were collected to purchase hoodies for the same number of students. Our outreach - under the Backpack Buddies program - will continue to grow and to find other ways to assist our community children. [The Backpack Buddies Program began at Calvary Church under the leadership of then Deacon Louise Anderson. The initial year s...link to rest of text: <https://bit.ly/3EA0kQ7>

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

Stewardship at Calvary is an important part of our faith community's history and legacy. Every member is encouraged to contribute to the cause of stewardship through the gift of volunteering their time, talents, and resources to further the mission of the church. Stewardship of resources involves utilizing pledges from the annual every member canvas for operating our annual budget and utilizing trust funds and other resources available to the church in a responsible and ethical manner. Calvary is fortunate to have trust funds that have generated financial resources over the years to enhance the Parish's ministries, to help in maintaining our churchyard and historic buildings, and create discretionary funds for the rector and vestry. Planned giving is actively discussed in the Parish and the Joseph Blount Cheshire Society has been established to accept these funds. The financial resources of Calvary are actively managed by the treasurer, finance committee, investment committee, and the vestry. Calvary also encourages parishioners to contribute their talents, whether it is being a part of...link to rest of text: <https://bit.ly/3EA0kQ7>

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

Conflict within a worshipping community, as well as a home or business, is inherent, and Calvary is no exception. There will always be differences of opinion regarding tradition vs. change. This is especially true as Calvary has welcomed new rectors following a long-serving rector. However, as parishioners and rectors listen to one another, we come to a new equilibrium, and learn to respect each other, compromise, and accept change. That being said, change does not come quickly. Parishioners put aside their differences and kept the best interests of Calvary foremost. One example of conflict in the past has been differing opinions regarding gay marriage. Parishioners engaged in conversation, listened to other viewpoints, and found a place where they can agree to disagree, but respect others' viewpoints. Conflict can be a very positive thing if it is recognized and discussed. Calvary values strong leadership to continue open dialogue help the parish deal with future conflict. We are ever on the lookout for rubs and intentionally seek to head them off before they become a blowout. We also believe that... link to rest of text: <https://bit.ly/3EA0kQ7>

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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?

With recommendation of the Worship Committee, Calvary for several years partnered with St. Luke's Parish in sharing summer 10:00 am Sunday services (Sunday after Pentecost to Sunday before Labor Day). This change was embraced by most, but not all in the congregation. Both congregations became more comfortable with one another, combining choirs, breaking bread together, and serving the community together. With diminishing group participating in traditional Sunday school, a new approach was put in place for a few years. Adult Christian Formation was moved to Wednesday evenings following the 5:30 Evening Prayer service. The children's Wonderful Wednesday time was also changed to coincide with the adult class. A shared covered dish supper began the evening activities, followed by various programs for both groups. A small, dedicated core of parishioners found this "new Sunday School" a good change and supported it, while the majority overwhelmingly preferred returning to the traditional one, moving the Wonderful Wednesdays and children's choirs back to Wednesday afternoon. This change in program structure failed to...link to rest of text: <https://bit.ly/3EA0kQ7>



# Ministry Portfolio

Full Portfolio  
(last updated Mar 6, 2023)

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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended

Name	Position Title	Date Begun	Date Ended

Name	Position Title	Date Begun	Date Ended

<https://calvarytarboro.org/preschool-2/>

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

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

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	30	6	8

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Worshipping Community Web site: <https://calvarytarboro.org/>

Media Links:

Online References:

> <https://www.facebook.com/CalvaryTarboro/>  
> <https://www.instagram.com/calvaryoftarboro/>

Languages Significantly Represented:

Provide Worship or Classes in:

*Full OTM answers to narrative questions: <https://bit.ly/3EA0kQ7>*

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### References

Bishop: 919-834-7474 [sam.rodman@episdionc.org](mailto:sam.rodman@episdionc.org)

**The Rt. Rev. Samuel  
Rodman**

Diocesan Transition Minister 919-834-7474 [catherine.massey@episdionc.org](mailto:catherine.massey@episdionc.org)

**Canon Catherine Massey**

Current Warden/Board Chair

**Mr. George Anderson**

Previous Warden/Board Chair

**Mrs. Mary Jane Jenkins**

Search Chair

Parish/Institution

Local Community Leader