



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Mar 11, 2024)*

## Church of the Good Shepherd, North Carolina

505 Mountain Road, Asheboro, NC 27205, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/26/24.

[catherine.massey@episdionc.org](mailto:catherine.massey@episdionc.org)

Weekly Average Sunday  
Attendance (ASA)

**78**

Number of Weekend  
Worship Services

**2**

Number of Weekday  
Worship Services

**1**

Number of Other per Month  
Worship Services

Current Annual  
Compensation

**\$70000**

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for  
New Position

**\$80000**

Housing Available for

Pension Plan

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

Healthcare Options

**Negotiable**

Dental

Housing Equity Allowance in  
budget

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

**\$501-\$1000/year**

Sabbatical Provision

**Yes**

Travel/Auto Account

**Yes**

Other Professional Account

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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 of 2020 to 2022, the Church of the Good Shepherd experienced the trauma of the pandemic and the challenges of a lengthy medical leave of our priest. Good Shepherd chose, quite deliberately, to be the Church, caring for one another and community, even without consistent clergy leadership. Due to the zeal and dedication of our lay leaders and all of our parishioners, Good Shepherd weathered these crises with a renewed spirit of community and service. We added new members and our finances remained stable. We streamed worship services on our website and on Facebook. We held Bible study groups, Vestry meetings, and other parish meetings via Zoom. The church maintained an ongoing presence in the lives of our parishioners and ministered to their needs through email, phone calls, and social media. Parishioners continued to contribute toward their pledges by mailing in their contributions. When we were able to meet in person again, the Church of the Good Shepherd was able to fully resume its parish life.

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

Good Shepherd recognizes we must stay culturally relevant while remaining true to the beliefs of the church. We are improving our online and social media presence, offering Bible study and Sunday school classes over Zoom, and streaming Sunday services. Through these, we are attracting new members and developing a remote congregation of homebound and distant worshipers, one from England. We received a donation of \$5,000 to upgrade our video and audio equipment, including Bluetooth technology to assist those with hearing issues. A new parishioner, a retired engineer, has joined our Technology Team, installing smart TVs in the classrooms and live streaming of services in the nursery. As mentioned earlier, we are developing intergenerational opportunities for worship and are practicing inclusivity. Through a multitude of opportunities, everyone has a chance to take part and help the church as it continues to grow, change, and adapt to differing needs in our community such as food insecurity and homelessness which our Outreach team addresses. As our community and congregation continues to diversify, which we welcome, we will continue to work on meeting people where they are.

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

caring, joyful leadership, technology skills, humor

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

Our Norman style church sits on a wooded campus. Our services reflect this traditional, relaxed setting. On Sundays we offer the traditional Rite I service at the early service in our timbered chapel and the Rite II service in our gray stone sanctuary. We hold a Wednesday Healing Service. Our creekside outdoor chapel is used for the Blessing of Animals, Pride Mass, Pentecost celebration, and Mass on the Grass monthly during the summer. On special occasions we use incense and bells. Prior to Covid, we enjoyed "Beer and Hymns" at our local brewery and Celtic services on Sunday evenings in our Parish Hall. During Lent, Compline is celebrated weekly with a Lenten supper. We hold traditional Holy Week services: Maundy Thursday with "washing of feet" and afterwards the Vigil Watch; Good Friday with Veneration of the Cross and Stations of the Cross; the Great Vigil of Easter on Saturday, and the Feast of the Resurrection on Sunday. During Advent, we have Lessons and Carols, and on Epiphany Sunday, a children's pageant. We have an annual Hispanic, bilingual service. When no priest is available, we celebrate Morning Prayer led by the laity. We traditionally have a Thanksgiving Day service.

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How do you practice incorporating others in ministry?

Good Shepherd has numerous opportunities for parishioners to join in our ministry. Annually we hold a Rally Day, when leaders of ministries and committees recruit parishioners to participate. Throughout the year, as areas of interests are identified, parishioners are encouraged to participate in the ministries or committees of choice. We are developing intergenerational ministries. In addition to serving as acolytes, choir members, ushers and lectors, parishioners also assist in the worship service through the Altar Guild, Flower Guild, Eucharistic Ministry, and Technology Team. Adults may join one of six Work Teams, who provide special meals, and any of the committees: Parish Life, Property, Columbarium, Finance, Memorial Endowment, Reception, and the six Pastoral Care Teams. We have two adult formation classes and have volunteer musicians for the 8:00 a.m. service. Opportunities for fellowship include: Lenten suppers, Shrove Tuesday Pancake Dinner, Ladies Night Out, the Annual Meeting Breakfast, the Pentecost Parade and Picnic, the Back-to-School Ice Cream Social, and Supper Clubs of several small groups of parishioners.

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

We care for our spiritual well-being through an active prayer list (prayer request cards are in the pews) and the weekly Healing Service. Pastoral care teams assist the rector by providing visits, prayers, and communion from the reserved sacrament to parishioners who are homebound or in care facilities. We care for our emotional well-being through various small groups. The Caregiver Support Group meets to support each other, and the Pastoral Care Teams take caregivers to lunch periodically. Dorcas meets regularly to knit prayer shawls, baby blankets and caps. Our parishioners derive emotional support from fellowship activities: weekly coffee hours, dinners, supper clubs, and Ladies Night Out, to name a few. During Covid, we cared for our physical well-being by following all Diocesan Covid recommendations and by investing in an improved ventilation system. We obtained a defibrillator and provided training on its use. As a result of the Safe Church Initiative, we installed windows for classroom and office doors. We also conduct regular Safety and Security Audits. Our facility keys are restricted and numbered.

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

We engage in pastoral care beyond our worshipping community primarily through Good Shepherd's Outreach Committee. We provide pastoral care for nonmembers through Backpack Pals (weekend food for needy public school students), Meals on Wheels, Ash Wednesday Ashes to Go at our local Farmer's Market, an ice cream social for the neighborhood, Operation Red Sleigh (necessary clothing and Christmas gifts for those in need), community Thanksgiving dinners, ministering to prisoners in the local prison unit, Keaton's Place (a resource for those suffering from drug and alcohol addictions), Feed My Sheep (a monthly food collection), the Pride Mass, the Reception Committee (to serve community and family members at funerals, etc.), regularly preparing meals for Lydia's Place (a shelter for homeless women and families), serving at Our Daily Bread (a local soup kitchen) and serving meals for Habitat for Humanity volunteers. Our annual budget includes a generous line item for the Rector's Discretionary Fund.

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

The Church of the Good Shepherd is part of the Episcopal Church USA, an inclusive and affirming brand of Christianity that welcomes everyone regardless of race, class, age, gender, sexuality, or marital status. We are the only Episcopal church in Randolph County, which covers approximately 790 square miles. The County is projected to grow by two thirds over the next nine years. This growth has potential of expanding our membership exponentially. Our mission is to pattern ourselves on the national Church's "Way of Love," to be inclusive, diverse, and welcoming to all. We are ardent and devoted members of our Diocesan Convention. Our rectors traditionally belong to the Randolph County Ministerial Alliance and the regional diocesan rectors' group. We recognize that wider Church or geographical region involvement is an area of opportunity and growth for us. We welcome the leadership of our new Priest to guide us in the work of Racial Reparations and Restitution as well as wider involvement in Diocesan and National Church initiatives and ongoing ministries.

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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?

In 2022, Good Shepherd began supporting Randolph County's location of Lydia's Place, a shelter for homeless women and children. We collaborate in this ministry with Asheboro's First United Methodist Church by providing financial support and quarterly meals. We have a designated liaison for this ministry. In 2023, a small group of Good Shepherd parishioners came together to form a support group of caregivers of family members with serious medical issues. The group intentionally named themselves "The Caregiver Group", in an effort to be all inclusive to care for the medical needs of a loved one that requires continual support and attention. The group meets twice monthly. Good Shepherd has a long history of being an incubator and catalyst for establishing local service organizations: Kintegra Clinic (medical resource for indigents), Our Daily Bread (soup kitchen), Christian United Outreach Center, Meals on Wheels, the Village of Barnabas Initiative for Change (support for teens at risk), and Habitat for Humanity. Grace Moffitt may be contacted regarding these ministries.

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

We conduct an annual canvass campaign that is well organized and celebrates the gifts that we all enjoy. We call our practice of stewardship "Time, Talent and Treasure." Parishioners are asked to prayerfully consider their financial and spiritual contributions to the life of our parish. During the campaign parishioners are invited to share how their practice of stewardship has helped them to be better disciples. At the end of 2023, a year that saw the departure of our priest of over eight years, and under the leadership of supply priests and an Interim, Good Shepherd had a record year with 98.2% of pledges being honored and paid, versus 93.7%, pre-pandemic. In 2023, we also received two generous donations totaling \$15,000, of which \$5000 was from a grateful parishioner for technology enhancements, prompted by their experience of services online. The 2024 Annual Campaign also set records with the average pledge increasing by 5.6%. Parishioners actively give of themselves by serving in lay ministries: the choir, flower guild, altar guild; leading formation classes, EYC, annual outreach projects, and numerous church committees.

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

As with any human endeavor, conflict is inevitable. Good Shepherd is not immune. Larger Church issues have arisen with the ordination of women, the consecration of Bishop Robinson, and the blessing of same sex unions. These involved conversations and prayer within our congregation as with the larger Church. However, conflict within our parish is infrequent. Many new parishioners have come from other denominations and are unfamiliar with the structure of the Episcopal Church. Misunderstandings have occurred. Many parishioners are familiar in the business world with boards of directors and staff, but not many are familiar with the Constitution and Canons of the Episcopal Church, nor are they familiar with the parish bylaws and their operation in our parish. Misunderstandings of the roles and responsibilities of the clergy and laity have occasionally, but not frequently, arisen. These issues have been addressed through conversations, education, discussion, and prayer. The roles of the laity and clergy are more clearly defined and understood today than they once were.

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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?

As with many Episcopal churches, the consecration of the openly gay Bishop Gene Robinson of New Hampshire in 2003 greatly affected us. Good Shepherd lost many long-standing and beloved members. However, we rebounded and found new life as an inclusive church. In fact, over the years, as other local congregations have made diverse populations less welcomed, we have gained many new, devoted and diverse members. We have become more welcoming, inclusive, and diverse as we have followed the mission of the larger Church. Likewise, in 2019 - 2022 with Covid and the rector's leave, we developed online services and meetings to improve our social media technology. We are now stronger for those challenges. We have come to value one on one contact. Our vestry has developed periodic telephone check ins with individual parishioners. Our fellowship gatherings have increased attendance, and our coffee hours are much longer than they were pre Covid. We value and appreciate each other more than ever.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Church School		Number of Teachers/Leaders for Children School <b>3</b>	Number of Students for Children School <b>12</b>
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Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School <b>3</b>	Number of Students for Adults School <b>25</b>
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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: <http://www.goodsheperdasheboro.org>

Media Links:

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

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

### References

Bishop:

**The Rt. Rev. Sam Rodman**

[sam.rodman@episdionc.org](mailto:sam.rodman@episdionc.org)

Diocesan Transition Minister

**Canon Catherine Massey**

[catherine.massey@episdionc.org](mailto:catherine.massey@episdionc.org)

Current Warden/Board Chair

**Mr. Jon Megarian**

Previous Warden/Board Chair

Search Chair

**Mrs. Grace Moffitt**

Parish/Institution

Local Community Leader