



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Sep 27, 2022)

Church of the Good Shepherd, North Carolina

231 N. Church Street, Rocky Mount, NC 27804, United States

Contact:

Rector / Vicar / Priest-in-Charge

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
60	2	1	1
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$78000		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Negotiable	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	Yes	Yes	Yes

\$78,000-82,000 (commensurate with experience)

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

Like many churches, Good Shepherd has experienced challenges in the last few years, including: decreased engagement coming out of the pandemic, increased tensions relating to social issues and political polarization, and disengagement / apathy following conflict with our prior rector. As we work to "turn the tide", our vestry and interim rector held an annual meeting this past spring to re-energize the congregation. We provided an environment for fellowship, prayer, open dialogue, and celebration of our accomplishments. We also invited all to participate in a congregational survey, which allowed them to share their concerns, pride points and ideas, to help the vestry prioritize our efforts of revitalizing the church. While this may not fit the bill of traditional "ministry", this event served as a key moment for our congregation to come together, reflect and look towards the future of Good Shepherd in new light - a moment that was much needed for us to move forward in our mission. Another key moment was keeping our Day School open during pandemic to serve essential workers.

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

As part of our current re-building, we are heavily focused on how to prepare ourselves for sustainability and future opportunities. We have invited the diocese to host forums with various groups in the conversation to share best practices from other churches facing similar struggles. We have of course live-streamed our services throughout the pandemic and continue to offer that service for those who are unable to leave home. Our vestry regularly discusses how to balance offering technology with also encouraging in-person fellowship. Our interim rector shares articles on related topics with the vestry. We are eager to learn and are open to all ideas!

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

welcoming, encouraging, energizing, -[]love of God and of God's people

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

Presently Good Shepherd offers three worship services per week: Sundays 8:00 am Rite I, 10:30 am Rite II, and Wednesday morning lay-led Morning Prayer at 7:30 am. Over the years while the 8 am service has remained steadfastly Rite I (no music) the other Sunday services have employed the various contemporary liturgies approved by The Episcopal Church to good effect. A Worship Committee, led by the rector, is comprised of representatives of the Altar Guild, Acolytes, Lectors & Intercessors, Flower Guild, and Lawrence Goering as Organist and Director of Music. This committee meets quarterly or as needed for seasonal arrangements. Music at worship services relies heavily on The Hymnal 1982 and Wonder, Love, and Praise supported by the choir whose repertoire includes music of many traditions and genres. A pipe organ of recent installation serves the needs of the worship community and concert performances well.

How do you practice incorporating others in ministry?

We have a wide variety of committees and commissions to encourage engagement from members of all age groups, skillsets and abilities. The Pastoral Care commission includes an encouragement committee, visitor committee, flower delivery, food ministry and bereavement committee. The Worship commission includes flower guild, altar guild, readers, acolytes, ushers, videography and music/ choir. The Outreach commission includes food pantry / snack bags, Christmas stars, Thanksgiving boxes, community / regional events, and Day School. The Parish Life commission includes hospitality guild, small groups (knitters / bible studies), and youth ministry (vacation bible school, children's chapel, service projects, and young families group). While each of these have varying degrees of activity coming out of the pandemic, we are working to re-organize and regularly communicate the opportunities to all.

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

The Pastoral Care committees mentioned above are geared towards identifying members who may be struggling and providing spiritual and emotional support to them throughout their struggles.

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

Through our outreach initiatives (food programs, Day School, etc.), our congregation and rector develop relationships with beneficiaries of the program. We aim to make them feel a part of Good Shepherd, and offer support when needed.

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

We stay abreast of regional or community-wide opportunities to collaborate with other churches and organizations. For example, we recently joined the regional convocation of the Episcopal Diocese in a 'Rise Against Hunger' event where Episcopalians of all ages prepared 20,000 meal packages for those in need. We collaborate with area churches each summer in a local "Gatekeepers" program where youth and adults repair homes; Good Shepherd has always hosted the lunches and offered to support as needed. Our music director offers incredible concerts that attract attendees from all over the region. We serve snack bags to area homeless, and provide Thanksgiving boxes and Christmas stars to those in need.

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

We are currently collaborating with several local churches of a variety of denominations and diverse populations to plan a Christmas "Jingle Mingle" for youth. The purpose is to bring young people together for a meal, devotion, mission project and games to kick off the Advent season. The broader goal is to work with area churches on collective youth programming, particularly as youth engagement has decreased at all churches. We believe this event will be the springboard into more collaboration, events and service projects for our community. Dorsey Tobias, junior warden, can be contacted about this - 252-904-2524 or Dorsey.tobias@unchealth.unc.edu

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

We hold a stewardship (“pledge”) campaign each fall, utilizing a variety of tactics to encourage participation such as speakers in church, hand-delivering letters, etc. We believe it shapes our worshipping community by creating a sense of commitment, involvement, and accountability for the viability of our church.

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

Issues within the church are typically shared with a member of the vestry or staff, and are handled with care and compassion. In the event of larger issues or a trend, the vestry will involve the bishop or diocese as needed. As for community conflict or tensions, the two main themes are racial tension and challenging socioeconomics. Our City Council often votes along racial lines, with some members driving a message of opposition vs unity. Good Shepherd, in a quiet and meaningful way, has addressed this issue through its Day School. With a majority of the students being minorities, and the tuition either paid or subsidized by the NCDDHS, we aim to provide a safe and affordable early childhood education option for our community. The deteriorating demographics of the region impacts our community’s and church’s financial stability, institutional growth, safety, and allocation of resources. There are, however, a number of economic development projects generating growth in the region. A large events center opened 3 years ago beside our church, drawing people from all over the east coast to our downtown community for a variety of sporting, entertainment and professional events.

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?

After the resignation of our prior priest, it became obvious how much control he exercised over the church’s resource allocations, communications, technology, mission, by-law changes and the even the selection of Vestry membership. The lesson learned is that there should be a healthy balance of control between the priest and vestry. This past year, we’ve improved transparency of our financial position and issues affecting our church through increased written and verbal communications. We have just hired a new parish administrator, who is working to update our website and other communications platforms. Member engagement is improving with the re-establishment of the various committees and commissions within the church. Attendance is still lacking, which may be due to the residual effects of the pandemic and lack of a permanent priest.



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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

*Children’s Chapel on hiatus following COVID and departure of priest; beginning to plan for future state;
Good Shepherd Day School: <https://goodshepherdrmt.org/day-school/>*

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	50	8	16



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Worshipping Community Web site: goodshepherdmt.org

Media Links:

> <https://www.facebook.com/Church-of-the-Good-Shepherd-Episcopal-Rocky-Mount-NC-246208660494/>

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

919-834-7474 sam.rodman@episdionc.org

**The Rt. Rev. Samuel E.
Rodman**

Diocesan Transition Minister

919-834-7474 catherine.massey@episdionc.org

Canon Catherine Massey

Current Warden/Board Chair

Mr. Winston Lea

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader