



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 19, 2024)

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
	\$90000		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

\$90,000-\$105,000 maximum (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.

Good Shepherd has partnered with Ripe for Revival, a nonprofit organization whose mission is to bridge the gap between farm excess and food access. Earlier in the year we assisted Ripe for Revival by allowing the company's bus to utilize our parking lot strategically located for close proximity to those in need. We provided assistance and funds in helping folks box their food. More recently, a large group worked with Ripe for Revival to pack and distribute over 2500 boxes of food shortly before Christmas.

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. 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 11:30 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 & Intercensors, 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. Our pipe organ was built by Harrison and Harrison in Durham, England in 1998. They also built the organs at Westminster Abbey, St. George's Chapel, Windsor Castle, and many other cathedrals. This organ serves the needs of the worship community and concert performances as part of a community-wide music appreciation outreach series.

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 some of these have varying degrees of activity coming out of the pandemic, much progress has been made 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 struggle. We have recently created a LEV, some of whom are still in the process of completing the Safe Church training.

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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 programs. We aim to make them feel a part of Good Shepherd, and offer support when needed. Our Day School's annual Christmas pageant is an example when church members also attend and welcome families outside of our parish to join us.

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. Most recently, Good Shepherd assisted our neighboring Episcopal church to help pack boxes of food for tornado victims in the Rocky Mount area.

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.

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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, and making individual in-person visits. Those individual outreach efforts praised the variety of gifts our parishioners offer: talent, time, and tithe. We follow up with notes of appreciation for their pledge and reminders to those who may have forgotten. We believe it shapes our worshipping community by creating a sense of commitment, involvement, and accountability for the viability of our church. This year's stewardship efforts were remarkable in that we realized the need to invest more substantially in our parish and its ministries; through the efforts described above we encouraged a 33% increase in pledge totals and reinvigorated members' commitment to the future 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. Good Shepherd, in a quiet and meaningful way, has addressed this issue through its Day School. With a majority of students identifying as black or brown, and the tuition either paid or provided via state vouchers, we aim to provide a safe and affordable early childhood education option for our community. Our parish has begun work towards racial learning and reconciliation through Higher Ground and some engagement with city-wide unity efforts.

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, Vestry has become more aware and responsible for our parish's resource allocations, communications, technology use, mission, by-law changes and diocesan leadership. We have learned to strike a healthy balance of control between the priest and vestry so that many hands have a hand on the plow; the work of Good Shepherd belongs to all of us, not only the rector. This past year, we've improved transparency of our financial position and issues affecting our church through increased written and verbal communications. We have a wonderful volunteer communications lay leader, who works to update our website and other communications platforms alongside a new parish administrator. Member engagement is improving with the re-establishment of the various committees and commissions within the church, and we have re-established several regular fellowship and education ministries post-pandemic that strengthen the bonds between our parishioners.



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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

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: <https://www.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:

**The Rt. Rev. Samuel S.
Rodman**

sam.rodman@episdionc.org

Diocesan Transition Minister

Canon Catherine Massey

catherine.massey@episdionc.org

Current Warden/Board Chair

Mr. Winston Lea

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader