



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 11, 2024)

Church of the Nativity, North Carolina

8849 Ray Road, Raleigh, NC 27613, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/28/24.

catherine.massey@episdionc.org

Weekly Average Sunday
Attendance (ASA)

144

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

\$96632

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position

\$96632

Housing Available for

Pension Plan

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

Healthcare Options

Full family

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

No

Other Professional Account

Yes

\$96,632 includes \$5,573.28 SECA Reimbursement

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

When Nativity unites to create a positive impact on others, fulfilling and successful moments emerge. Nativity hosts an annual Day of Giving to highlight and directly connect with the numerous organizations we support. These organizations address challenges such as food insecurity, poverty, inclusive education, and environmental stewardship. This event allows parishioners to learn more about and individually donate to these vital organizations. Always enlightening and joyous, this communal gathering enables us to raise significant funds for these important causes and shows the transformative power of coming together for a shared purpose.

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

Nativity actively prepares for the future by engaging people where they are, embracing technology, and prioritizing environmental stewardship. Driven by clergy and strong lay leadership, we transformed Formation for all ages, such as meeting with youth outside of Sunday mornings to increase attendance. We attract diverse age groups with our inclusive approach and utilize various social media platforms to connect. Leveraging technology, we live stream services and host Zoom groups for various programming. Our commitment to environmental sustainability includes becoming a net-zero waste church, incorporating solar panels, and adopting compostable products. Nativity's adaptable approach ensures readiness for the future.

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

God centered, family focused, inclusive, empowering, adaptable

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

Nativity offers a welcoming, inclusive worship experience, blending tradition with a relaxed atmosphere. Two Holy Eucharist Rite II services are held on Sundays: spoken-only at 8:30 and music-accompanied (with choir and Andover organ) at 10:30. Parishioners typically enter from the side of the church, creating a sense of being welcomed home. The liturgical style accommodates Episcopalians and non-Anglican Protestants alike, allowing flexibility in rituals, such as optional kneeling during prayers. Children engage in a dedicated homily then attend Sunday School, rejoining for Eucharist where all are welcome. Nativity embraces the joyful noises of children, fostering a non-judgmental space for families.

How do you practice incorporating others in ministry?

Nativity emphasizes inclusive ministry, actively involving parishioners with diverse talents. Weekly newsletters (electronic and printed) and online social media updates keep parishioners informed about events and volunteer opportunities. Engagement spans a wide spectrum, encompassing roles like leading Formation classes, serving on church committees and even pancake flipping. We have dedicated lay ministers, acolytes, readers, and committees supporting Sunday services, along with community Buildings and Grounds days to enhance and maintain the church. Individuals can extend their involvement to ministries outside the church, such as Habitat Build. Parishioners generously contribute their time and talents, and there is a place for all to be involved.

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

Nativity prioritizes the holistic well-being of our parishioners. Our Pastoral Care Committee, a collaborative effort jointly led by our dedicated clergy and lay leaders, coordinates support tailored to diverse parishioner needs. Our clergy provide pastoral care when needed and offers an open-door policy. Lay-initiated programs - including Stephen Ministry and specialized support groups for veterans, caregivers and others - have been created to meet our congregation's needs. Nativity contributes to our members' spiritual growth through Christian Formation, along with providing Education for Ministry and Sacred Ground programming. We care for our youth by organizing spiritually and historically significant pilgrimages to cities such as Nashville, New Orleans and Wilmington, NC. We also recently raised funds to purchase a new sound system for improved accessibility.

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

Dedicated to extending care beyond its community, Nativity engages in initiatives like Stephen Ministry, Episcopal Farmworkers Ministry, Leesville Elementary Pride Packs and our MLK Day of Service. We partner with organizations such as Habitat for Humanity and Rise Against Hunger, and support a local black farmer through the Farm to Church program. Nativity is responsive to emerging needs, aiding refugee families and fundraising for hurricane-devastated communities. Embracing social justice, Nativity sponsors The Beloved Community at the Trees, a welcoming Episcopal worshipping community led by Nativity's Associate Priest that is open to anyone, especially those marginalized or harmed by the Church, including queer individuals, racial minorities, and others.

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

Deeply committed to outreach, Nativity extends leadership and support beyond our walls. Nativity pioneered the ZeroWasteChurch, a ministry promoting environmental education that has spread within and beyond the diocese. Addressing food insecurity, Nativity partners with organizations such as Interfaith Food Shuttle, a ministry founded by a parishioner. The Honduras Health Mission, initiated by a Nativity member, served isolated communities for over 30 years. Actively involved in social justice work, we collaborated with the regional NAACP to establish a college scholarship fund. The NAACP presented Nativity with an award for our unwavering financial support. Nativity joined One Wake, a local organization uniting faith communities for positive community change. Additionally, Nativity plays a leading role in forming interns, deacons, and priests, reflecting our multifaceted impact within the diocese.

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

Nativity's Social Justice Committee created the Peace Library, a collection of over 130 books reflecting our core values of social justice and inclusion. The collection spans various reading levels, preschool to high school. Led by Beth Crow, the ministry aims to expand its impact beyond Nativity. Nativity also initiated the True Colors ministry to support LGBTQIA+ youth and their parents. Led by Jeremy Clos and our Associate Priest, True Colors did not gain traction but inspired The Beloved Community at the Trees. Nativity remains steadfast in our support of this community.

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

Nativity recognizes that responsible stewardship shapes our impact within and beyond our church. Nativity practices stewardship by engaging members in contributing time, talents, and financial resources to support church facilities, staff, the congregation, and broader community outreach. Although we budget conservatively, we value consistent funding for our principles, ensuring our sustained growth. Collaborative efforts, from small group Buildings and Grounds workdays to congregational events like our auction for an updated sound system, enhance fellowship and make stewardship enjoyable. Our diverse ministry and outreach efforts address food insecurity, social justice and the environment. Regionally recognized for our commitment to the environment, initiatives such as the installation of solar panels, a community garden, and a zero-waste campus have been part of larger stewardship campaigns.

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

Nativity has faced conflicts, notably in 2008 when a significant illness forced our priest to take an extended leave during a national financial recession. Our relatively young congregation learned to lean on strong lay leadership and diocesan support to successfully navigate the conflicts created by a multi-year absence of permanent full-time leadership and financial uncertainty. This event, along with more commonplace conflicts, have taught us the value of transparent communication, open dialogue, and the need for clear expectations. Through our conflicts, big and small, Nativity has emerged smarter, stronger and more united.

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?

Navigating change in the church, particularly post-pandemic, revealed the need for a transformed approach. Struggling to bring youth back, traditional strategies failed until the new Lay Associate for Christian Formation engaged families individually to determine what they needed. Adjustments like Sunday school for younger children during the 10:30 service and innovative Sunday evening Formation for youth led to increased participation. This experience highlighted the importance of open-mindedness and active listening in implementing successful change. Additionally, the church's journey toward inclusivity, led by an openly gay Associate Priest and strong lay leadership, has resulted in a positive change of a more diverse congregation with increased representation from people of color and the LGBTQIA+ community.



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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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**Nativity rents space for a Pre-K school, but it is not run by Nativity.*

Church School		Number of Teachers/Leaders for Children School 11	Number of Students for Children School 26
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Number of Teachers/Leaders for Teen/Young Adults School 15	Number of Students for Teen/Young Adults School 35	Number of Teachers/Leaders for Adults School 8	Number of Students for Adults School 65
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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: nativityonline.org

Media Links:

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

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

**The Rt. Rev. Samuel
Rodman**

sam.rodman@episdionc.org

Diocesan Transition Minister

Canon Catherine Massey

catherine.massey@episdionc.org

Current Warden/Board Chair

Mr. George Douglas

Previous Warden/Board Chair

Search Chair

Mrs. Beth Crow

Parish/Institution

Local Community Leader