



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jan 10, 2024)*

## St. Andrew's Episcopal Church, North Carolina

302 South Circle Drive, Rocky Mount, NC 27804, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/01/24.

Weekly Average Sunday Attendance (ASA) <b>78</b>	Number of Weekend Worship Services <b>2</b>	Number of Weekday Worship Services <b>1</b>	Number of Other per Month Worship Services
Current Annual Compensation <b>\$76722</b>	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position <b>\$78000</b>	Housing Available for	Pension Plan <b>We're in compliance with CPF requirements.</b>
Healthcare Options <b>Negotiable</b>	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks <b>One month, including 5 Sundays (standard)</b>	Vacation Weeks Details	Continuing Education Weeks <b>2 (standard)</b>	Continuing Education Weeks Details
Continuing Education Funding in budget <b>\$1001-\$2000/year</b>	Sabbatical Provision <b>Yes</b>	Travel/Auto Account <b>Yes</b>	Other Professional Account <b>Yes</b>

*Salary Depending on Experience: negotiable*

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

Our community recently experienced a devastating tornado in which over 80 homes were damaged or destroyed, and a major manufacturing plant was temporarily disrupted. St Andrew's responded using a \$5000 grant from the Episcopal Relief and Development Fund, and \$1500 from our Parish to purchase, fill, and distribute over 300 bags of food to those in need. The manual effort was significant, but rewarding, to those who helped (including members of Good Shepherd church) to pack and distribute the food.

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

Covid taught us to use technology to enhance our worship, to reach our homebound parishioners and to conduct routine church business. While many of our older parishioners were not prepared to utilize some of our technological methods, we have slowly been able to use hybrid methodology to consistently keep our parishioners informed and involved. Some of our young women are currently planning a woman's group focused on a suggested podcast and discussion group. While the use of technology assists us internally, the church of the future will require us to meet people in need, out in the community where they are. Currently we are constructing a Labyrinth in our church yard for use by our parishioners and neighbors.

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

knowledgeable about Gods Word, kind, energetic, sense of humor, organized

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

Each Sunday, worship services are held at 8:00 and 10:30am. The 8:00 service is traditionally Holy Eucharist Rite I, and the 10:30 service is HE Rite II. Music is provided at the 10:30 service by the choir and organist playing our A.E.Schleuter organ. Guest musicians also participate during special occasions. A mid-week service with Eucharist and a Litany of Healing is held each Wednesday at 10:30.

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How do you practice incorporating others in ministry?

Our weekly worship services are supported by many parish volunteers. The ALTAR GUILD sets-up and prepares for each service, USHERS and Vestry members greet parishioners, collect the offering, and direct worshippers to the altar, ACOLYTES (Youth) carry the cross, light candles, assist in communion preparation, LAY EUCHARISTIC Ministers serve as Chalice Bearers, and volunteers host a coffee hour after worship.

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

St Andrew's is a warm, inclusive and caring community. As our Website reads; St Andrews is a "Place to Believe, Become and Belong." We were not created to live in isolation. Our goal is to love and serve God and each other. Whenever a parishioner is reported to be ill, or in need, a call is made to them to assess any needs they may have. If a visit is needed or desired, a member of our volunteer team (or Rector) will do so. Their name may be added to our prayer list for Sunday Worship. If strict confidentiality is desired, Our HUGS Team members are notified by the Rector and those parishioners will offer special prayers for those in need. Meals are often delivered, flowers from the Altar are shared with hospitalized or home-bound individuals, and rides to doctors appointments or treatments are provided as needed. Lay Eucharistic ministers deliver Eucharist in the home as requested. A Bereavement Team communicates with the family and assists with reception needs as well as meal preparation if desired. A Grief Support Group is offered to provide a safe space for sharing grief impacts and concerns with others.

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

St Andrew's has developed a ministry for feeding the hungry which includes operating a food pantry 3 mornings per week, buying and packaging weekend food bags for at risk students at a local elementary school, Cooking and serving meals at the Homeless Shelter, and Meals on Wheels. All of these activities give us the opportunity to have face to face conversations related to their individual situations and circumstances and, in turn, provide us with the opportunity to pray and share God's word with them.

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

St Andrew's ministry reaches beyond our local region. Prior to Covid, our International Outreach Ministry traveled to Belize to assist in building a church rectory and painting of school classrooms. Several trips to Mexico involved the building of homes, and a trip to a Native American Reservation in Minnesota involved the restoration of a small church. Since Covid we have concentrated our Outreach ministry in regional efforts. The Episcopal Farmworkers Ministry in Newton Grove N.C. is one such ministry. We have assisted in building a support building, donated shoes and clothing to the Migrant farmworkers, and provided donations of materials and supplies as needed to support their work. St Andrews participated with other Episcopal churches several times in the "Rise Against Hunger Program", and we annually sends shoeboxes filled with selected items for a Christmas Mission with other churches.

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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?

Approximately 5 years ago, we were contacted by a local school and asked if we could assist in providing weekend food bags for 25 at risk children every weekend during the school year. Based on sound nutritional principles we developed a menu of non-perishable foods and drinks to fill each bag. The food is paid for using funds donated by our parishioners. A year ago, the school social worker asked us to increase the number of bags to 60 per week. We have continued to do so since that time. Our parishioners enjoy gathering after worship to fill and prepare the bags. This weekly task is a lively and joyful activity in the life of our parish. Mr. Pete Armstrong, Sr. Warden

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

St Andrew's is a parish that is blessed with generous, faithful, stewards of the resources that God has entrusted to them. Our stewardship program is grounded in biblical teachings emphasizing key passages which highlight the importance of using one's time, talents and treasures wisely to further God's kingdom. St Andrew's currently faces the same challenges of many churches today. The rise in inflation, increased salaries and operating costs, has strained the operating budget. However, St Andrew's is committed to maintaining our ministry programs which fulfill the many needs within our community. Our financial matters are transparent in the way the church utilizes the contributions it receives as well as ensuring the responsible handling of funds. St Andrew's has an operating budget of \$327,000 for 2023 which is overseen by a Finance Committee. Pledges, loose offerings and fund raising efforts make up this amount. There are three restricted endowment funds which total \$368,000. Our parish debt is \$0. Given the resources of our parish family, we have a tremendous opportunity for growth in annual stewardship. This year \$10,000 in scholarships was awarded to our students.

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

In our recent Congregational Assessment Tool (CAT) survey, our parishioners rated the amount of conflict in our church as very low. The overall Conflict Management Index was identified numerically as 79; meaning members believe that conflict is appropriately managed and, where possible, resolved. The most recent conflict which occurred related to the return to two services after Covid. Some members liked having the Church Family all together in one service at 9:30. Other members strongly desired to return to two services at 8:00 and 10:30. The Vestry discussed with parishioners the pros and cons and made the decision to return to two services. Summer gave us the opportunity to meet together again in one worship service. We plan to return to two services beginning October 1st.

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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?

Our completed CAT survey indicated our parish is flexible and adaptable when it comes to the way we go about our ministry. Covid was the most visible example of adaptability and change. We found multiple ways to meet our worship needs. Ash Wednesday services were held in the parking lot. When permitted, worship services were held at our outdoor Altar. Services were recorded and delivered to parishioners in a variety of technological ways. We also found alternative ways to continue Outreach ministries including our Angel Tree at Christmas, our food delivery to the homeless shelter for Thanksgiving, and phone calls to all our parishioners by our vestry. We were able to stay in touch with most of our parish family who would agree that our changes went well. Frequent communication was one of the keys to our success. We used statewide and local data to make informed decisions. One area in which St Andrew's has struggled to change, is the implementation of youth activities. While our former rector actively tried to develop programs, there did not seem to be enough support from the parish leadership and congregation. The lesson learned is that we needed to be more involved with the process.



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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

### Mothers morning out program

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	5	12

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
1	10	2	12

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	50	10	12

Kindergarten



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Worshipping Community Web site: [www.standrewsrmt.com](http://www.standrewsrmt.com)

Media Links:

Online References:

> <https://www.facebook.com/profile.php?id=100064508027642>

Languages Significantly Represented:

Provide Worship or Classes in:

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### References

Bishop:

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

**The Rt. Rev. Samuel Rodman**

Diocesan Transition Minister

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

**Canon Catherine Massey**

Current Warden/Board Chair

**Mr. Pete Armstorng**

Previous Warden/Board Chair

Search Chair

**Mrs. Leslie Hall**

Parish/Institution

Local Community Leader