



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 12, 2024)

St. Stephen's Episcopal Church, North Carolina

140 College Street , Oxford, United States

Contact:

Rector / Vicar / Priest-in-Charge

catherine.massey@episdionc.org

Weekly Average Sunday
Attendance (ASA)

60

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

1

Number of Other per Month
Worship Services

1

Current Annual
Compensation

\$77500

Cash Stipend

Housing / Rectory Detail

\$24000

Utilities

\$6000

SECA reimbursement

\$5928

Compensation Available for
New Position

\$77500

Housing Available for

6

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

If clergy opts to live in rectory, cash stipend \$77500 may be negotiated based on other factors;

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

We had a service at the lake last summer to start the larger Genesis II conversation. Following Morning Prayer we sang a round - "All We Need is Here" - to center us and then broke into 5 small groups. Each group had a 'leader' who posed questions - 'what does St. Stephen's mean to you' - 'where would you like to be in the next 3-5 years' - 'what could we do we aren't doing now' - etc. The responders wrote their answers / thoughts on sticky notes which were collected. The Genesis II leaders collated all the answers and shared them back with the parish as a whole. Those answers provided the basis for the second congregational conversation following Sunday morning services - Sundaes on Sunday. This vehicle is providing us with direction and added participation in church activities - even without a rector.

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

St. Stephen's is participating in the Genesis II initiative - with focus on renewal and revisioning. This process has brought energy and excitement to our parish leading to new ideas about how we can 'invite' our community 'in'. We recognize our church as it is now, meeting the needs of many parishioners through traditional liturgy, but we are becoming more and more open to new ways. We want to ensure that we are a community truly inclusive of all. In recent years several new families have joined St. Stephen's, bringing new perspectives and energy. Continuing to engage new members will only strengthen St. Stephen's, and with that in mind, we are opening our hearts to others. Our worshipping community has strong connections with each other, and while we maintain those relationships, we are also maintaining our programs such as church school, church life, and outreach, so that we keep our solid foundation from which to grow in partnership with a new rector. We celebrated 200 years in 2023.

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

Skilled preacher, sense of humor, warmth, good listener, pastoral care

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

We follow the traditional liturgy during services and follow the standard liturgical calendar. Outside of the regularly scheduled Sunday services and Holy Days, we have at times offered noon day Eucharist two Wednesdays per month and/or Morning Prayer on Thursday mornings. . During the season of Lent, we have a weekly pot-luck supper and participatory program designed to prepare us for the Holy Week journey and Easter. We share two joint services during the year at historic St. John's Williamsborough with the other Episcopal churches that came out of St. John's (and occasionally an Ascension Day service). One is a traditional Holy Eucharist service and homecoming picnic in the fall, and the other is a beautiful, candlelit service of Lessons and Carols leading up to Christmas Eve. St. Cyprian's and St. Stephen's continue to share worship and lunch alternating location as determined by the Vicar and Rector.

How do you practice incorporating others in ministry?

Church members from St. Stephens are involved in various committees to carry out worship (altar guild, choir, Sunday school, special programs during Lent, joint services with St. Cyprian's and St John's) and to minister to those in need (Loaves and Fishes, St. Elizabeth Guild, Murdoch visitation, knitting for preemies at Duke, etc.). We join with the Oxford community in supporting Boys and Girls Club, a food bank called Area Congregations In Ministry, Hope House (transitional housing for women), Hot Sauce Festival, and joint ecumenical services in years past.

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

St. Stephen's parishioners take care of each other by being present during times of joy and times of sorrow. At our Sunday service, a parishioner is available for personal prayer during communion. There has been open communication between the rector and the parishioners, supporting the need to be heard and to be acknowledged. We send wishes for birthdays and anniversaries, and we share fellowship in many forms throughout the year. The worshipping community enthusiastically works along side each other in various events such as the Pancake Supper and packing Thanksgiving and Christmas food baskets. Members of our community are quick to express thanksgiving and praise for all each of us does. A prime example is the recognition and praise given to acolytes, the youngest among us who serve each Sunday. It is very common to hear someone say to an acolyte, "Nice job, today." Likewise, our choirs are embraced with love for their service. All of these are key to St. Stephen's, but perhaps it is most telling that in discussions of what we value there were numerous examples of the people of St. Stephen's caring for each other on a most basic level of just being present every day.

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

St. Stephen's is located in the center of Oxford and is accessible not only to people in cars but also to pedestrian traffic. Our rector has a separate discretionary account and historically has assisted members of the community with financial hardships. Our office is also accessible to people who are seeking a prayer or an ear. St. Stephen's sanctuary is open during the day to anyone who wishes to sit and pray-members and non-members alike. St. Stephen's encourages parishioners to share the names of people they know in the community who are ill or facing some other pastoral issue for inclusion on our weekly prayer list. The Outreach ministry made monthly visits, pre-pandemic, to a cottage at Murdoch Developmental Center for fellowship and celebration with the residents and hope to resume as soon as allowed. Our knitters meet weekly to make hats and blankets for preemies at Duke Children's Hospital and older children receiving treatment for cancer or other illnesses. St. Stephen's has a reputation for providing support at times of loss to those in our community who may not have a church home.

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

Members of our parish have been involved from the beginning in the 'Hope House' effort providing leadership, fundraising, and personal skills to further the work and vision of this ministry. Many years ago, our parish was instrumental in founding ACIM (Area Congregations in Ministry), a local food bank that has grown into a large community asset. Today our parishioners continue to volunteer providing for the needy/hungry in our community. We also serve in positions of leadership and provide funding. We hosted the local Boys and Girls Club in our Parish House for the first two years of their program, and we continue to provide leadership skills and financial support as they have grown into a successful club. St. Stephen's has a large presence at the NC Hot Sauce Festival held in Oxford each September bringing in 200+ vendors and 15,000+ attendees. We sell hot dogs and curly fries raising approximately \$2500 annually to support our Community Outreach efforts.

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

Participation in Genesis II - not sure that is exactly a ministry - but it is bringing new life and visions of who we are and what we hope to become as we strive to break-down our walls and invite the outside in.

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

St. Stephen's practices stewardship throughout the year. The emphasis related to funding our annual budget through our 'pledge' campaign takes place in the fall of each year. We are a generous parish that has continued to stretch to meet the financial requirements of day-to-day operation. We are also a parish that is intentional about non-monetary stewardship throughout the year in the ways we care for our property, our fellow parishioners, our leaders, the surrounding community and its needs. We are a 'community' of doers and that spills out into being stewards of many things inside and outside the walls of our church. We value the tried and true vision of "time, talent, and treasure".

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

The un-yoking of St. Stephen's and St. Cyprians in 2007 was a time of uncertainty. The churches had shared a rector for almost 30 years. We had months of conversation between the churches and the bishop's office. Ultimately Bishop Curry, diocesan bishop at the time, determined it was in the best interest of both to un-yoke. We continue to share planned worship and other ministry to this day. The scope of the Endowment Fund established in 2012 caused some conflict. Some parishioners wanted to expand it beyond a singular focus; those who made initial financial commitments wanted them directed solely to the preservation of the church real property, ensuring it would be maintained without budgetary restraints. A separate endowed Outreach Fund, established in 2019, has paved the way for parishioners to leave monies to something other than church property. The leadership style and lack of 'church' experience with our last rector caused conflict in some ways, and some pain for the lay leaders that were charged to deal with internal problems that not everyone saw or was aware of. We managed to work through this with time and patience.

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?

Through the memorable history of our parish, times of transition have almost always initiated change and rightfully so. The positives in those transitions have come when the parish approached the new rector with encouragement and grace AND when the new rector felt the need / desire to get to know us before implementing a lot of change. A environment of mutual respect provides the opportunity to enter a new phase in the life of the parish that will sow ripe fruit after a 'season'. The times this hasn't gone so smoothly is when that 'mutual respect' was replaced with 'I know best' - and that can go both ways. Acknowledging there is comfort in what we know can help pave a smooth path.



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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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We currently have Godly Play for K-5th grade led by a rotating group of 6-7 adults serving as Story Tellers and Door Keepers. We do not have a separate Sunday morning Youth formation but do have an active EYC group led by 3 adults and attended by 6-10 young people. There is currently no Sunday Adult formation. Historically adult formation has been led by the rector. We do currently have some lay led formation opportunities periodically - most notably our Lenten Program, "Will You?"

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	6	5

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
3	10	1	20

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: www.ststephensoxford.org

Media Links:

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

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

The Rt. Rev. Sam Rodman

sam.rodman@episdionc.org

Diocesan Transition Minister

Canon Catherine Massey

catherine.massey@episdionc.org

Current Warden/Board Chair

Mr. Jim Branch

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader