



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 5, 2021)

Trinity Episcopal Church, North Carolina

1128 South Main Street, Fuquay-Varina, NC 27526, United States

Contact:

Rector / Vicar / Priest-in-Charge (Part-time) | Receiving Names until 04/30/21.

| | | | |
|--|---|------------------------------------|---|
| Weekly Average Sunday Attendance (ASA) | Number of Weekend Worship Services | Number of Weekday Worship Services | Number of Other per Month Worship Services |
| 76 | 2 | 1 | 1 |
| Current Annual Compensation | Cash Stipend | Housing / Rectory Detail | Utilities |
| \$36095 | | | |
| SECA reimbursement | Compensation Available for New Position | Housing Available for | Pension Plan |
| | \$48461 | | 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 |
| Other | 3 | 2 (standard) | |
| Continuing Education Funding in budget | Sabbatical Provision | Travel/Auto Account | Other Professional Account |
| \$1001-\$2000/year | Yes | | |

This is currently a 3 yr. 3/4 time call, but we hope to grow to FT before the end of 3 yrs.

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

In 2019 after 60 plus years of being a mission church, Trinity became a parish culminating in a procession and confirmation at the Diocesan Convention that year. It was a testament to our congregants living into our mission, and shows years of determination, dedication and faithfulness. One Sunday early in 2020, one of our young people had been struggling with identity issues and during Sunday Service announcements, stated she wished to be known as Michael. It was an emotional moment and after only a moment's silence the entire congregation stood and welcomed Michael with warm applause. Everyone was surprised, some were shocked, but everyone put love ahead of making a statement or an argument or any display of negative emotion, demonstrating our congregation's determination to practice inclusivity, compassion and support. Michael continues to be a valuable member of our church family.

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

Trinity continues to grow as an inclusive church community and welcome more people through our red doors. Our location is main road and in an area where development is happening all around. This means we have to plan to provide worship space for more people that can be comfortably seated in the church, it means providing for outreach of the future: expanding our facilities like our kitchen, classroom space for education and meeting room for fellowship. We have land and some ideas how to better use it. Some ideas have already begun to take shape, and some are still in the planning or dreaming stage. We have started a building fund knowing that growth will resume post-pandemic. We have also begun to take steps into the 21st century. Having received a grant to improve our technological abilities we are in the process of acquiring all the technology to allow for live streaming of all our services which we know are extending out to a wider audience. Lessons we have learnt from the pandemic have changed the way we are able to connect with our immediate and wider parish community. In addition, the Vestry made a 10-year commitment to Christian education for our children.

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

pastoral, enthusiastic, communicator, practical

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

Trinity offers 2 Sunday worship services (Rite II) ;8.00am without music and at 10.15am with full organ accompaniment. Hymns are very recognizable, and we are enthusiastic singers led by a talented cohort of church members who can sing! We do not yet have a choir but rather an informal group of talent called upon for special occasions. Trinity services are neither “high church”, nor “low church” or “broad church”. The building won’t accommodate incense and there is really no physical place for chancel bells, but this is a community that loves liturgy. The liturgical calendar is celebrated in all its variety with six different liturgies between Palm Sunday and Easter. Eucharist is the center of worship at Trinity and that extends to all our shut-ins who are visited regularly by our lay Eucharistic ministers. A very high percentage of our total membership attends church each Sunday. During the pandemic we have made available online (website and YouTube) as well as a collective Zoom Sunday service in which parishioners are able to watch in the company of others, followed by some fellowship. We plan to expand this to livestream having been blessed with a grant from the diocese.

How do you practice incorporating others in ministry?

In liturgical ministry we have ushers, acolytes, lay Eucharistic Ministers (Chalice bearers), Lectors, Musicians on special occasions, and a most active and helpful Altar Guild. Absolutely everyone, including youth and children, is invited to participate and many do. We preach and teach that outreach is the heart of the Church. Virtually every member of the church participates in one way or another. When a newcomer arrives the coffee hour conversation immediately goes to how we reach into our community with love. We have active and enthusiastic members who lead by example - Daughters of the King, Parish Care Group, Knitting/sewing group, Youth Group, Stewardship, Buildings and Grounds, Bible Study, just to name a few. Members have also taken leadership positions in community organizations as part of their ministry work, helping to engage Trinity in the community.

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

The pandemic has made care different if not difficult. Spiritually we have continued with Worship and Bible Study, intercessory prayer, and even greater participation in outreach efforts. Our Vestry has made multiple phone calls on a rotating basis to visit with members of the church as all are housebound during this time of quarantine. The Sunday Zoom service has allowed us to have that critical fifteen minutes of check in and socializing with everyone before and after the service and so having some time to talk about spiritual, emotional and physical well-being, the sermon and news of others who may have specific needs such a ride to the grocery store, grocery shopping, meals, phone calls, etc. We also have a designated parish care ministry that checks in frequently with our congregants who may have a variety of challenges.

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

We have numerous outreach efforts that involve some level of pastoral care to those outside of Trinity. One that is especially important to those who participate is the SENTERs home for memory care patients. A group from Trinity go one Saturday a month. This state-run agency has a dangerously limited budget and the patients there have very few visitors. We play games and visit with the patients. We also go with a band at Christmas to sing Christmas Carols. The residents love the music, and many will sing along. Our knitting/sewing group made fidget pads for them and we have given baby dolls to those who showed an interest. We also purchase personal care items such as toothpaste, shampoo, and deodorant for them. The home relies on relatives to provide such items but they rarely do. We give them Christmas stockings with things like socks which they really need. Another group in the church provided paint for their gathering room and a large TV so they can do some chair exercises. We also donated smaller TVs for individuals. They know us and we know them. This is pastoral care that works in both directions and gives members of our congregation an opportunity to participate.

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

As small as the parish is, we have members who serve on Diocesan Committees, including the current interim Rector. We contribute regularly to Episcopal Relief and Development. Trinity is actively involved in our geographic region by supporting a variety of local initiatives such as the Farmworkers Ministry of our Diocese, food pantries, veterans support groups, SENTER's a care facility for those who are memory challenged, Habitat for Humanity, and a local group called FACES that serves as a last resort for people in need in Fuquay-Varina, among others. We have recently become a member of an IAF group called ONEWake which is our response to the question "how do we really make a difference? We give to the food pantry but tomorrow those same people will be hungry again." ONEWake is currently working on affordable housing, living wage, and justice in our education system. We have from time to time but not so recently, participated in multi-denominational events in the community with other churches and leaders. We also are proud to say that we have been fully compliant with Fair Share and annually send full representation to the convention.

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

We have several including SENTERs, a revived Youth Group, Daughters of the King, and others. The most recent is ONE Wake whom we joined for the first time in late 2020. It was a big step for such a small church, but we had a critical mass of people who not only supported it but were also willing to do the work. The committee itself is comprised of about 10-12 active people who are learning to change how the world works, who attend training classes on process, and educational meetings to learn about the issues, and serve on committees to draft legislative actions. The remainder of the parish is invited to attend one or two meetings a year when members of our state and local governments are present to hear how the 3 or 4 thousand people present think the "Way of Love" can become reality in our community. Karen Teague can be contacted kteague1988@gmail.com

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

We are blessed with a congregation who are faithful and willing to provide support financially as well as through participation. We are transparent and willingly accountable. Several years ago, we had a serious shortage of funds and could not pay Fair Share or pay bills. Our turnaround was down to a stubborn core of members and experienced interim. We were able to pay 2 years of Fair Share in 1 year and have been steadily building stability and now have over \$100,000 in the bank. In 2019 we achieved parish status for the first time since the church was founded in 1956. We did this by separating stewardship from budget and stressing the spiritual aspect of giving our first fruits to God. We moved stewardship season to Lent instead of in the fall in years that it was possible to do so, to emphasize the importance of “alms giving” to our spiritual growth. Where budget does influence our stewardship is in our efforts to budget a minimum of 10% of our total budget for outreach. Each giver in our congregation knows that he or she is funding outreach and that is the work of God’s people. Stewardship at Trinity means search within yourself so that the church can reach out.

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

In 2008 the then Vicar and all but 11 church members processed down the street in vestments and carried various church furnishings to start a new church no longer affiliated with the Episcopal Church. The 11 who remained rebuilt the church. The 11 did everything necessary to be church. What came of this was a church of lay workers and lay leaders. The community has a remarkable amount of knowledge about what it takes to be church. Certainly, there is conflict. There is also knowledge that conflict can damage a community. In many ways the parish works to resolve conflict, not to hide it. Every four years the election delivers uncertainty and divided opinion, but we hear the messages in sermons – and we respect opinions that may differ from our own opinion. We don’t have to agree. The tradition of the Episcopal Church to kneel and pray together, whether we agree or not, has helped us discover that agreement is not necessary in a worship community. We can be diverse and disagree, but through it all you just have to love one another. Love will often triumph.

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?

We value the Episcopal tradition but many of our congregation are not cradle Episcopalians and are experienced with “change”. Some change is forced, and some change is discussed and accepted. We are a church of lay workers and lay leaders. Being transparent, when change is driven by a group of lay people it works out well because its success depends on convincing rather than upon authority. In our congregation it also goes well when we know who has responsibility for what. For example: a liturgical change is the privilege of the clergy, and a change in outreach is the responsibility of the outreach committee. If you want to change outreach join the outreach committee. There is great respect here for a leader who can and will say yes. We are fortunate not to have an autocratic rector or an authoritarian vestry or committees that work towards a private agenda. Openness, transparency and inclusiveness, we have learnt, is key to successful change. Failure materializes when a rector “micromanages”, insists on controlling everything and stifles creativity. Success materializes where a rector influences, motivates and encourages lay leadership to lead.



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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 |
|------|----------------|------------|------------|
|------|----------------|------------|------------|

| | | | |
|---------------|--|--|--|
| Church School | | Number of Teachers/Leaders for Children School | Number of Students for Children School |
| | | 8 | 8 |

| | | | |
|---|---|--|--------------------------------------|
| 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 |
| 4 | 10 | 2 | 8 |

| | | | |
|------------|-----------------------------------|-----------------------------------|--------------------------------------|
| 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: [xhttps://www.trinityfuquay.org/](https://www.trinityfuquay.org/)

Media Links:

> <https://www.youtube.com/channel/Uck08xJFzMdZxeRTbS2KBcmw>

Online References:

> <https://www.facebook.com/TrinityFuquay/>
> <https://twitter.com/TrinityFuquay>

Languages Significantly Represented:

Provide Worship or Classes in:

This is a 3 year, 3/4 time Rector Time Certain call that we pray will become a full time call before the end of 3yr and then permanent! Come grow with us!

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. Martin Steel

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader