



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Aug 18, 2025)*

## St. Andrew's, Morehead City, NC, East Carolina

2005 Arendell Street, Morehead City, NC 28557, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 10/03/25.

[slallen@diocese-eastcarolina.org](mailto:slallen@diocese-eastcarolina.org)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
110	2	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
		\$20000	
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$62000	6	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
\$1001-\$2000/year	Yes	Yes	Yes

*Salary negotiable upon experience; use of rectory negotiable. Salary w/out use of rectory \$84,000.*

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

St. Andrew's has continually risen to the occasion, especially during this time of transition. Our parish remains optimistic, vibrant, and deeply connected, functioning as a true family and body of Christ. Parishioners have shared this strong sense of unity during recent listening sessions. We've seen great success in our community outreach, including our most successful Turkey Drive to date in 2024. Our current capital campaign is focused on renovating our church building and grounds to support future growth and accessibility. Phase I of the campaign has been a remarkable success, allowing us to begin much-needed renovations of our church restrooms—an important first step in improving accessibility and comfort for all. Ministries like our children-led Welcome Committee, youth-led Meal on Wheels, and the Towel Ministry - providing home repairs for those in need—embody our call to serve, inspired by Jesus' example. The Towel Ministry includes a week-long summer camp that brings the Gospel to life through action. Our newly formed Love Notes ministry provides care and encouragement to those experiencing difficult times through handwritten notes, care packages, and visits.

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

At St. Andrew's, we are focused on serving families and young people in our coastal community. We aim to renovate our infrastructure, including updating bathrooms and improving the sound system, to create a more welcoming environment. Expanding our online presence and continuing to broadcast services via Facebook and YouTube will allow us to reach a wider audience and engage more people in our mission. As part of our commitment to caring for the earth, we are mindful of sustainability by reducing waste and conserving resources. Through youth programs, community outreach, and online engagement, we hope to inspire the next generation to get involved and make a positive impact. By making these improvements and fostering an inclusive environment, we aim to better serve our congregation and community, creating a space where all are welcomed and encouraged to grow in faith and stewardship.

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

warm, inclusive, uplifting, humble

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

At St. Andrew's Episcopal Church, our worship services reflect both our deep roots in Anglican tradition and our warm, welcoming spirit. The 8am Rite I service offers a quiet, contemplative space with formal, reverent language and no music, grounding us in the historic liturgy of the Church. In contrast, the 10am Rite II service is vibrant and joyful, featuring hymns, instrumental music, and a choir, all within a more contemporary and accessible liturgical framework. Our Wednesday evening services are more intimate and peaceful, offering a midweek pause for reflection, prayer, and connection with God. Throughout all our worship, we faithfully follow the liturgy but allow space for grace and the movement of the Holy Spirit when things don't go as planned. We are traditional, yet joyfully "come as you are"—a church where cottagers, locals, and visitors feel equally at home. Inspired by our namesake, the fisherman St. Andrew, and rooted in the history of Morehead City's fishing village past, it's not unusual to see flip-flops next to dress shoes, or catch the scent of sunscreen. No matter the season or service, St. Andrew's is a place where all are welcome, just as they are.

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How do you practice incorporating others in ministry?

At St. Andrew's Episcopal Church, worship is enriched by the active participation of all generations. Children, youth, and adults play vital roles in our services, reflecting the belief that every member contributes to the life of the parish. Young people serve as acolytes, lay readers, ushers, and chalice bearers during youth-led services, fostering leadership and belonging. Adults of all ages serve as lectors, Eucharistic ministers, and altar guild members, creating a fully intergenerational worship experience. Whether lighting candles or preparing the altar, each role is valued as part of the Body of Christ—diverse, inclusive, and united in faith. Beyond worship, parishioners also lead in outreach, education, hospitality, and pastoral care. This shared ministry reflects our Episcopal belief in the priesthood of all believers, where everyone is called to serve, using their unique gifts to strengthen the church and follow Christ without delay.

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

Saint Andrew's Church cares for its members through a vibrant Parish Life ministry that fosters connection, support, and spiritual growth. We welcome all with open arms and generous hearts, offering regular events like coffee hour after the 10AM service and monthly potluck suppers to build community. Our pastoral care committee leads us by ensuring that those in need are matched with the support of a helping hand. This takes the form of rides to church, meals, phone calls and visits to our less mobile parishioners. The Daughters of the King, a spiritual order for lay women, meet monthly to pray and serve, offering daily prayers for those in need. Love Ministries sends love notes, care packages, and visits to those who are ill, grieving, or away at college, sharing Christ's love in tangible ways. Birthdays are celebrated during Sunday services, and Lay Eucharistic Visitors bring communion to the homebound. St. Martha's Guild offers compassionate care and meals to families during illness and bereavement. Through fellowship, prayer, and service, the church supports its members through every season of life.

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

As followers of Christ, we are called to share Jesus' love and compassion for a stranger the same as a neighbor. Our pastoral care reaches beyond our worshipping community through meaningful outreach. The St. Andrews Thrift Shop, operating since 1952, provides affordable clothing and household items, supporting families with dignity and grace and supporting charities and individuals through direct assistance. During the Christmas season, we bring joy and comfort through caroling at local nursing homes, reminding the isolated that they are loved and remembered. We walk alongside our senior neighbors at Ekklesia, an affordable senior housing community, offering friendship, prayer, and care. Through our Love Notes ministry, we send handwritten messages of encouragement and hope, reminding recipients that they are seen, valued, and held in prayer. In all these efforts, we strive to be the hands and feet of Jesus, sharing His love through service, presence, and compassion for all.

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

We are fortunate to have a strong diocesan presence and have four neighboring Episcopal churches located within a convenient half hour drive. With two of the parishes, we have close musical connections, often borrowing choir members for special events and sharing programming. Our church has maintained a youth representative on the Episcopal Church Youth Council (ECYC) for over 15 years. Our representatives attend Diocesan Convention and help plan youth events at Trinity Center. Our EYC (Episcopal Youth Community) has a tradition of participating in diocesan-level youth events. Towel Ministry is an annual project where our parish youth and adults partner with local churches assisting with home repair and maintenance projects. This year, plans are underway to go to western North Carolina, supporting communities devastated by the recent hurricane. We are also blessed to be close to Trinity Center—the diocesan conference center and camp located on Bogue Banks. Trinity Center welcomes groups from various dioceses and denominations for events and parish retreats. One of our cherished traditions is holding our Easter Sunrise Service on the grounds there for anyone who wishes to attend.

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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?

At St. Andrew's, outreach is more than a mission—it is at the heart of our faith journey. With youth at the front, our church continues to grow in compassion, leadership, and service, sharing God's love in meaningful, tangible ways. Outreach at St. Andrew's Church is rooted in service and led by our youth and families. For years, our church served quarterly at a local community kitchen, offering meals and fellowship. When that opportunity ended, we pivoted to preparing frozen meals for the area Meals on Wheels Program, again with our youth leading the way in planning and packing over 750 meals for home-bound seniors. In the summer, our outreach expands to hands-on service projects across North Carolina through Towel Ministry. Families and youth work together to repair homes, clean up after storms, and support communities in crisis. These efforts not only meet practical needs but also build lasting relationships and deepen our faith through action.

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

Our practice of stewardship has often lacked the intentionality we know it deserves. While we have a faithful core and a history of generosity, our approach has sometimes been inconsistent, with limited structure and leadership. We do provide regular financial updates in our weekly newsletter and hold a formal campaign each fall—but we know there's room to grow. What we've seen is that when the need is specific and personal, like our turkey drive or angel tree, our congregation rises to meet it with open hands and hearts. We're learning that stewardship is more than a budget—it's a spiritual practice of offering our time, gifts, and resources to God. As we continue to grow in this area, we hope to better connect giving with gratitude, and generosity with discipleship, so that stewardship becomes a fuller part of our worship and identity as a church.

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

Less than 25 years ago, St. Andrew's was involved in a schism that led to a storied court case over the church and its properties. As with any divide, it was a terrible time for everyone involved on both sides. Thankfully, we had the full support of the Bishop and the whole of the Diocese of East Carolina and eventually, the case was adjudicated in our favor. What was left was a smaller, dedicated group of parishioners who believed that the Episcopal Church welcomes all. And with the help of a new rector sent by the Bishop to help us heal and grow, we began to emerge with a still small voice of inclusivity and love. The parish experiences minor tensions around modernization and broader societal changes but strives to respond with grace and unity in Christ. We recognize that change is challenging, and we hope to gently manage any conflict that may arise with the appointment of a new rector.

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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?

Yes, St. Andrew's has addressed change—and continues to do so with grace and intention. Our diverse congregation includes cradle Episcopalians and those from various denominational backgrounds, each bringing unique perspectives. Despite increasing political division in the broader culture, we've remained united in our love for Jesus, thanks in part to past leadership that prioritized faith over politics in the pulpit. This commitment to unity has shaped our identity as a church grounded in love and respect. As our demographics shift, with more young families joining, we recognize the opportunity—and the need—to grow. There's strong potential for lay leadership and new programming to support this evolving community, from revitalized youth activities to expanded men's and women's ministries. And with new ideas and vision from a new rector, we are ready to meet these changes while staying rooted in the values that have always defined us.



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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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*Our demographics have changed significantly since emerging from the pandemic. St. Andrews has always been a family church, but now even more so with our average age skewing younger each year as we welcome families with young children into our midst.*

Church School <b>Yes</b>		Number of Teachers/Leaders for Children School <b>6</b>	Number of Students for Children School <b>30</b>
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Number of Teachers/Leaders for Teen/Young Adults School <b>6</b>	Number of Students for Teen/Young Adults School <b>25</b>	Number of Teachers/Leaders for Adults School <b>10</b>	Number of Students for Adults School <b>39</b>
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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: <https://standrewsmhc.org>

Media Links:

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

> <https://www.instagram.com/standrewsmhc>

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

*To apply, send OTM portfolio, resume, and cover letter to Rev. Stephanie Allen,  
slallen@diocese-eastcarolina.org*

### References

Bishop:

rskirving@diocese-eastcarolina.org

**Rt. Rev. Robert Skirving**

Diocesan Transition Minister

slallen@diocese-eastcarolina.org 252-522-0885

**Rev. Stephanie Allen**

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

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Local Community Leader