



# Ministry Portfolio

*Full Portfolio (last updated Jan 7, 2026)*

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## St. John's Episcopal Church, Fayetteville, East Carolina

302 Green Street, Fayetteville, NC 28301, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 02/28/26.

[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
<b>135</b>	<b>2</b>	<b>1</b>	<b>1</b>

Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position <b>\$115650</b>	Housing Available for	Pension Plan <b>We're in compliance with CPF requirements.</b>

Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
<b>Clergy only</b>	<b>Yes</b>		

Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
<b>One month, including 5 Sundays (standard)</b>		<b>2 (standard)</b>	

Continuing Education Funding in budget over \$2000/year	Sabbatical Provision	Travel/Auto Account	Other Professional Account
	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>



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

In the past year we have experienced substantial growth with the influx of new members. The welcome, kindness, understanding and hospitality we have extended to these new members has quickly both endeared and integrated them into our parish community. We have heard this over and over again. In our Listening Sessions conducted this fall we learned that what our parishioners see as our most fulfilling experiences were when we are actively participating and engaging in the development of our youth, and our various Outreach and Inreach ministries.

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

We have an active social media presence, revamped website and we livestream our services each week. We make available resources and publications from the diocese and national Episcopal Church for our parishioners to keep abreast of current events in the greater church. We send delegates to the diocesan and General Convention and have delegates report back to the congregation. Each year we send the rector and other lay leaders to the annual Episcopal Parish Network conference to learn emerging trends and best practices for our parish. We look to our next priest to provide the strategic and visionary leadership we need to prepare us to be a "Church of the Future." Our hope is that together our parish and new rector can become the church of the future for our community.

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

pastor, preacher, visionary, teacher



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

We lean theologically conservative, with a considerable level of theological diversity. We hold together a congregation of different spiritual paths, respecting one another in those paths. This characteristic is a strength, especially for a congregation like ours that seeks growth.

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How do you practice incorporating others in ministry?

Lay leaders leading Morning Prayer during clergy transition; Ushers; Acolytes; Chalice bearers; Lay readers; Altar Guild; Music ministry, choir, bell choir; Lay Eucharistic Ministers; Christian Education leaders; Rood Screen committee; Guardian Angel prayer ministry; Daughters of the King; Parish Family Life Committee; Bereavement Committee; Casserole Committee.

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

We have Lay Eucharistic Ministers who take communion to those who cannot attend church on a regular basis. We have a flower committee that delivers altar flowers each Sunday to members of the congregation for celebrations, sickness, bereavement and other pastoral needs. We have a casserole committee that prepares meals for parishioners in need. We have a compassionate Bereavement Committee that provides a reception following funeral services. We send anniversary and birthday cards to all members and recognize them in prayers and in the newsletter. We have a strong and dedicated Daughters of the King program that meets weekly to pray for parishioners.

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

We are blessed with permanent endowments that allow us to financially support many worthwhile causes beyond our worshipping community in the state, the nation and the world. We participate in two local feeding ministries on a weekly and monthly basis, and we help fund a local food bank ministry of another local Episcopal parish. We are actively engaged with Connections that provide care and services to unhoused single mothers in our community. We participate in the Angel Tree gift ministry for underprivileged youth and provide an annual Christmas gift drive for the Farmworkers Ministry of La Sagrada Familia. We host a summer camp for deaf children.

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

We are considered one of the leading churches in the Diocese of East Carolina. We make and maintain an annual pledge at the level requested each budget year. Our parishioners have served in positions of diocesan leadership to include Board of Trustees, the Executive Council, the Standing Committee, the Bishop Search Committee, Trinity Center, Personnel Committee Cursillo, New Beginnings Happening and the Foundation for the Diocese of East Carolina. We are the top funder and supporter in the diocese for Trinity Center, the conference center for the diocese. We send our priest and other parish lay leaders to the Episcopal Parish Network Conference to network with other parishes on best practices and innovative new ideas in property and endowment management. We have had parishioners serve as delegates to several General Conventions. We are actively engaged with and have financially supported a historically African-American church in our community, St. Joseph's Episcopal Church. We have actively engaged with and financially supported La Sagrada Familia, a farmworker migrant ministry of the Diocese of East Carolina. We regularly support the Episcopal Relief and Development Fund.

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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?

St. John's has an active outreach ministry with Connections of Cumberland County which operates a day resource center for homeless women and children and those that are at risk of homelessness. We have adopted several clients from Connections at Christmas time by supplying presents for their clients and children. In December we hold an event at church called "Connect to Fellowship". Adult women clients of Connections and children visit the church for a special meal prepared by our church members. Following dinner, the mothers gather for an informational session about a program designed to improve their lives, conducted by the staff at Connections. The children enjoy making some type of Christmas craft. Additionally, the church gives each mother a gift card to Wal-Mart for herself and each child. It's very heartwarming to see this group experience a brief period of happiness when their lives are impacted daily with many obstacles. Members of our church who participate in the event look forward to this event each December. At St John's we also support Connections with grants to their operations from our endowed philanthropy funds.



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

Nine years ago, the Vestry of St. John's adopted a new stewardship philosophy. Rather than asking for pledges to meet a set budget or otherwise asking for contributions out of a sense of obligation, we started asking our parishioners to reflect on God's blessings in their lives and to give to the church out of thanksgiving. We have designated the Sunday before Thanksgiving Day as "Thanksgiving Sunday." That day is now the focus of our stewardship campaigns. Thanksgiving Sunday is the day we unite as a parish to receive a blank pledge card, fill it out in the pew, turn it in, and bless all the cards together. The shared experience of this ritual is a powerful and moving experience. Our goal each year is to reach every person who thinks of St. John's as their church to encourage them prayerfully to reflect upon those things for which they are thankful about our congregation and in their lives. By asking every member to focus on thankfulness and to give out of thanksgiving, we have changed the relationship our congregation has with the church, with each other, and with the financial support of St. John's.

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

Conflict management measures the degree to which members believe that conflict is managed and, where possible, resolved. From our parish survey we learned that we scored higher than 82% of other Episcopal parishes when it comes to conflict management. When we experience areas of conflict we concentrate on transparency and communication so our parishioners understand all aspects of an issue so they understand the ultimate resolution or decisions made by our leadership. This high score suggests that this is an important strength that we can lean into. When a congregation experiences or perceives conflict, it views all the other aspects of the congregation through the lens of conflict.

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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?

In 2018, the 79th General Convention passed Resolution B012, which made the approval for same-sex marriage rites permanent for all dioceses, with a compromise that allowed for pastoral oversight for clergy who had objections. As in many congregations throughout the Episcopal Church, this was not without concern in our parish as to what this might mean. Our rector invited one of the most respected and esteemed leaders of the Episcopal Church, retired Bishop Peter James Lee, the former Bishop of Virginia, to explain the changes to us, what the new canons meant and what they did not mean. This gave comfort to many who were struggling to accept this change. What we learned is that when we are open to dialogue, are tolerant of the opinions of those that differ from our own, are open and transparent that many of these conflicts can be managed in a way that minimizes anxiety and stress.

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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 have experienced declining enrollment in the preschool over the past two years. We had hoped the preschool would be an entrée for young families to join the church but that did not prove to be the case. This is an opportunity to engage further with the preschool community to draw them into the church. The Vestry is engaging with school leadership to explore this further.*

Church School <b>Yes</b>	Number of Teachers/Leaders for Children School <b>8</b>	Number of Students for Children School <b>5</b>
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Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School <b>3</b>	Number of Students for Adults School <b>15</b>
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Day School <b>Pre-K</b>	Number of Students for Day School <b>49</b>	Number of Teachers for Day School <b>10</b>	Number of Total Staff for Day School <b>16</b>
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Worshipping Community Web site: <https://www.stjohnsnc.org/>

Media Links:

Online References:

- > <https://www.youtube.com/@st.johnsepiscopalchurchoff6088>
- > <https://www.facebook.com/stjohnsfaync>

Languages Significantly Represented:

Provide Worship or Classes in:

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

### References

Bishop:

rskirving@diocese-eastcarolina.org

Rt. Rev. Robert Skirving

Diocesan Transition Minister  
Canon Stephanie Allen

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

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

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Local Community Leader