

Rector

St. John's Episcopal Church, Fayetteville, NC

Salary: \$115,650, plus SECA reimbursement

Healthcare coverage: Clergy only

St. John's Episcopal Church seeks a full time Rector for a congregation of approximately 400 members. There are two Sunday morning services, 8:00 a.m. Holy Eucharist Rite I; 10:30 a.m. Holy Eucharist Rite II. The average Sunday attendance is 135. There is 5:15 PM healing service on Wednesdays in the chapel. The Rector leads a staff comprised of the following:

Parish Administrator Full-time (1)

Communications Coordinator- Part-time (1)

Sexton- Part-time (1)

Music Director- Part-time (1)

Gift Shop Manager- Part-time (1)

Preschool Director-Part-time (1)

Preschool Teachers (10)

Our parish survey ranks these top four priorities for our next rector in order of importance:

1. Preaching- the capacity to inspire and connect people to God's word and how it relates to our daily lives. We want sermons that appeal to a broad cross-section that feed us spiritually and gives us something to think about in our daily lives from week to week.
2. Pastoral Care- Capacity to engage people empathically and care for parishioners in times of need.
3. Strategic Leadership- Capacity to cast a vision and lead the congregation toward the realization of the vision.
4. Teaching/Training- Capacity to deepen understanding, form character, equip parishioners with new skills.

Other skills include: keen pastoral presence and care, entrepreneurship and strategic thinking, helping people connect especially in sharing their stories (including faith stories), an understanding of how family systems operate, an understanding that change must be planned very intentionally and applied slowly.

St. John's strives to be a vibrant community of Christians who are beacons of joy and hope in our community and world. Here are some things to know about us:

- A beautiful historic church building on a campus in a revitalized downtown with a new baseball stadium, arthouse theater, art galleries, restaurants, brew pubs and growing residential census . Our campus includes a historic house adjacent to the church which we use for social functions and offer for rent to the public.
- Fayetteville is home to the newest medical school in the country which is expected to have a transformative impact to the local economy and healthcare delivery.
- We are home to Fort Bragg, the largest military installation in the world.
- We had a \$300,000 challenge grant from a member of our church and our members met the challenge and raised the matching \$300,000 which we used to renovate our sanctuary for our 200th anniversary in 2017. We have partial funds left over from this challenge grant which are earmarked for future maintenance and repair for our church sanctuary.
- We have strong Vestry governance and a hardworking and dedicated church staff enabling us to operate smoothly during the transition process. We also have a very strong lay-led ministry.
- We are financially sound with no debt and a balanced budget.
- We have a well-managed endowment exceeding \$5,000,000, a portion of which is dedicated to Episcopal seminarian education and financial support.
- Over the past year we have experienced exciting growth with the addition of new parishioners.
- We have a new Music Director, a world-class organ, and a thriving music ministry.
- We have a gift shop, The Episcopal Shoppe, with a strong online presence, which serves our parish, the wider Episcopal Church and other Christian denominations. Proceeds from the shop provide regular annual revenue to the parish budget.
- We genuinely care for each other as a parish family.

According to our parish survey results, we rank very high in relation to the other 2800 churches in their database in hospitality/welcoming and conflict resolution. Other strengths from the survey are:

- Our church provides opportunities for members to engage in active ministry within the church and to the world.
- The worship services at our church are exceptional in both quality and spiritual content.
- When making important decisions in our church, there is adequate opportunity for consideration of different approaches is provided.
- The whole spirit in our congregation makes people want to get as involved as possible.

We share the same challenges faced by many older urban Episcopal Churches; we are open to change to attract families with young children and youth to our church.

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
- Strengthen the pastoral response of the clergy in serving people in times of need (emotional, mental, physical).

Consultants advise that St. John's falls into the category of a ***Reinvention and Hearth and Home congregation***. The challenge and opportunity for these cultures is the balance of tradition while living our values in new ways that connect with a contemporary culture and its needs.

We conducted a parish-wide survey of our parishioners at the outset of the search process with Holy Cow Consulting. We invited 279 people to do the survey and 162 took the time to complete it. Additionally, 84 parishioners participated in four in-person Listening Sessions conducted over the course of one month at the church and in parishioner's homes. This indicates a high level of excitement and engagement by our parishioners in our rector search.

One thing we heard in both the in-person sessions and from the survey comments is that while we are excited to embark on this next chapter in our parish leadership, there is no sense of haste coming from the congregation. They shared that they believe it is more important that we take our time to make sure we find the right candidate who best suits our needs. They also shared that they are enjoying the variety of services being offered on Sundays, both from our visiting priests and lay leadership.

For more information about the parish, please see St. John's OTM portfolio and visit the website:
<https://www.stjohnsnc.org>.

To apply: Send OTM, resume, and cover letter to the Rev. Canon Stephanie Allen,
slallen@diocese-eastcarolina.org.