

OPEN POSITIONS

Transition Ministry Conference

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SEARCH

St. Andrew's By-the-Sea, Nags Head, NC

Rector

Date Posted	 June 13, 2019
Diocese	East Carolina (Michael Singer & Hannah Jarman)
Location	 Nags Head
Position Type	Full Time

Position Details

Setting	Town
Compensation	\$85,000
Health Benefits	Clergy Only
Housing	Housing Allowance
Equity Allowance	No

Parish Profile

Communicants in Good Standing	282
Average Sunday Attendance	152
Child Population in Church School	31
Adult Population in Church School	15
Teacher Population in Church School	10
Budget	\$370,000
Anglo-Catholic	no

Dioceses

- Albany (Beth Strickland)
- Bethlehem (Anne Kitch)
- Central New York (Carrie Sch Broadbent)
- Chicago (Andrea Mysen & Vic Conrado)
- Connecticut (Rev. Lee Ann Tolzmann)
- East Carolina (Michael Singer Hannah Jarman)
- Indianapolis (Jennifer Phelps)
- Long Island (Claire Woodley)
- Michigan (Jim Gettel)
- New Hampshire (Gail Avery)
- New Jersey (Brian Jemmott)
- New York (Nora Smith)
- Newark (Gregory Jacobs)
- North Carolina (Catherine M.
- Northern Indiana (Terri Bays)
- Ohio (Percy Grant)
- Pennsylvania (Arlette Benoit)
- Rhode Island (Linda Grenz)
- Southern Ohio (Jason Leo)
- Southern Virginia (Rev. Charl Robinson & Susan Allen)
- Southwestern Virginia (Jonat Harris)
- Vermont (Lynn Bates)
- West Virginia

Broad Church	yes
Charismatic	no
Contemporary	no
Emergent	no
Morning Prayer	no
Non-Traditional	no
Prayer Book	yes
Renewal	no
Rite I	yes
Rite II	yes

Strengths

St. Andrew's-By-the-Sea, just steps away from the Atlantic Ocean, is a beacon of hope and spiritual refuge to countless residents and visitors to the Outer Banks in Northeastern North Carolina. Our motto -- "Fisherman come as you are" -- welcomes all to our seaside community. We have a vibrant sense of community, sharing attributes of tolerance, inclusiveness and acceptance. Our parishioners actively engage in reverent worship and loving fellowship in an atmosphere that is welcoming, friendly, relaxed and supportive. Our diverse and talented people are fiscally responsible and good stewards of our sacred spaces.

(WORSHIP)

St Andrew's consists of two churches: a newer main sanctuary, constructed just under 20 years ago and an historic Chapel. St. Andrew's offers three services weekly, and special occasion services seasonally. An early Sunday service offers a traditional Rite One Eucharist in the Chapel; a late morning Sunday service offers a sung, family-oriented Rite Two Eucharist in the main sanctuary; and an intimate mid-week Eucharist with healing prayers and laying on of hands is offered in the Chapel. Parishioners value greatly the prayer book-centered, richly historic and beautifully traditional liturgy, the core component of our worship. Worship provides not only spiritual guidance and motivation, by also opportunities for lay participation, music and other talents.

(FACILITIES)

In 2016 we celebrated the Chapel's centennial with a host of events including a reception and Art Show, historical presentations, Chapel tours, a choral Evensong; 'Homecoming' Sunday; and music from the Lost Colony Choir. The Chapel is always open to all for prayer and meditation. Our tranquil memorial garden draws many regional visitors whose family members have chosen our Outer Banks church grounds as their final resting place.

(DIOCESE)

St. Andrew's is part of the of 67 parishes that comprise the Diocese of East Carolina, and members of our parish are actively involved with and supportive of our diocese. Our senior warden served on the search committee for the current Bishop and on the Diocesan Standing Committee. Our treasurer is also the asst. Diocesan treasurer. St. Andrew's annually hosts a weekend-long Acolyte Festival that draws youth from across North Carolina and southeastern Virginia. Parishioners participate regularly in diocesan annual convention, clergy conferences, annual diocesan church music conferences and stewardship training, and we strive to annually to reach a 10% pledge to the diocesan operating budget. In support of a Diocesan initiative, our recently retired rector with other regional leaders implemented a 2018 summer chapel program in the Hatteras community (an hour south of Nags Head). The Diocese provided housing and financial support for two seminarians who organized and officiated morning and evening prayer on Hatteras Island twice weekly, preached sermons at our Sunday services, and volunteered at Vacation Bible School.

(GOVERNANCE/COMMITTEE STRUCTURE)

The spiritual, emotional and physical needs of the church are provided through a strong and active committee system with committee chairs supported by vestry liaison. Our *pastoral care committee* oversees a ministry of support to parishioners and the wider community, ministering to the sick or those facing surgery or other health problems by providing transportation, meals, and any needed assistance. The *parish life committee* is innovative in its approach to providing meaningful fellowship opportunities. *Adult formation* is active through adult Sunday school, women's Bible study and the Brotherhood of St. Andrew with opportunities to grow in knowledge and faith. *Outreach* provides opportunities for members to grow in Christian faith by engaging in responses to community needs. Committee chairs, vestry members, and clergy continually assess ministry needs and individual spiritual gifts to bring people into active ministry roles. A current goal is to develop a process for individual spiritual gift identification and application.

(OUTREACH PROGRAMS)

"Feeding the hungry," the stated mission of "Ruthie's Community Kitchen," is an outreach program welcoming anyone in our community for free food and fellowship. It regularly serves 25-30 guests, with leftover meals sent to those unable to attend. Parishioners have prepared and served food with compassion since 2009. Our members and friends from outside our church plan, prepare and serve meals feeding others in body and spirit in Christ.

As Dare County lacks a homeless shelter, a non-profit organization formed to serve the homeless here. "Room in the Inn," started by several St. Andrew's members, is supported by other local churches in addition to ours. Host groups provide meals and shelter on a rotating weekly schedule, and for many years our church has opened our hearts and doors to those most in need during weeks between late November and mid-April. At this writing, a permanent location is being established for this ministry, enabling us to focus on pastoral needs rather than sheltering at our church. Saint Andrew's supports this important outreach financially and through many volunteer hours.

Parishioners volunteer at the local food pantry, host lifeguard dinners in the summer, volunteer in many community services programs and are ready volunteers during hurricanes and disasters. We serve people in need in our spaces through various 12-step programs and support groups and have provided a place of food and shelter for our transient community. Vacation Bible School reaches children from the community and parish. Our Pre-School, established in 1984, offers a variety of programs for children ages 2-5 throughout the week. The "Parent's Morning Out" program prepares students for a fun-filled curriculum within the pre-school. The play-based pre-school program is designed to create a wonderful education foundation before entering into elementary school. The school offers weekly music classes, Wednesday "children's chapel" and a phonics program used in conjunction with Dare County School systems. Family involvement is a necessary requirement for the 57 students enrolled in the school.

(CONFLICT MANAGEMENT)

When faced with challenges, including spiritual matters and cultural differences, we address them in a deliberate and thoughtful way. We attempt to make sure that all voices feel they are heard. We then prayerfully address and handle our challenges consistent with Christ's teachings. When same sex marriage was approved by the Episcopal General Convention in July 2015, our Rector with guidance from the Diocese began discernment and dialog on this change with the parish in small groups and with individuals. Addressing this topic was uncomfortable for some but with respectful communication we worked through, and continue to work through, difficult conversations. In the fall of 2017 our Rector performed a same sex marriage between two members of our community. We have learned diversity is the cornerstone of St. Andrew's and different opinions are respected. We stress that open and frank communication with one another is the best way to deal with conflict.

(YOUTH FOCUS)

As we look to the future, we are emphasizing growth, especially in our youth programs. To attract and retain more young families, we are looking at our worship services and experimenting with where we can make the service more dynamic and less repetitive. We are implementing a family oriented, children-friendly format monthly at the late morning Sunday service. We sponsor our Acolytes on an annual trip to the National Cathedral. To support growth in youth programs, we have increased the paid hours for our Pre-school director, so she can also serve as our Youth Christian Ministry Coordinator. We are especially pleased that after extensive lay leader direction and guidance, 19 of our middle school-aged children were confirmed by our bishop this spring.

To learn more about our life and community, we invite you to visit our parish website.

<http://saintandrewsobx.com>

Challenges

Geography: Some of the challenges St. Andrew's faces are geographically based. We are central in a tourist-driven economy that slows significantly in the winter. The parish membership extends over the entire northern Outer Banks of North Carolina,

a geographic area covering 70 miles of barrier islands, making it challenging to get people to return to church other than for worship.

Youth/Young Families: The challenge of making our church a welcoming place for youth and families is raised often. Young and older members alike express concern that we need to help youth and young families grow closer to God. How can our liturgy, ministries, and communications help youth to know Christ and form a welcoming community for young families? We have an active middle school population with sporadic/fringe attendance from preschool, elementary and high school age groups. We now have Sunday school during church, a known trend; however, this has not increased family attendance. We've learned that personal communications with people we want to attend, volunteer, etc. increases participation.

We are mindful that our stewardship program, focusing on parishioners' offerings of their time, talent and treasure, needs to increase both our number of pledges and dollar amounts. Financial stewardship has generally consisted of an annual pledge appeal which kicks off on a specified date with a meal. We are working on stewardship awareness throughout the year, outside of our annual pledge appeal. We are open to new approaches to stewardship and would be grateful for a new Rector who has fresh ideas.

Comments

We believe the key quality of a priest partnering in leadership with us is passionate and enthusiastic energy in spreading God's Word and growing His church.

Additional characteristics we seek include **Pastor, Priest** and **Leader**:

1. A **Pastor** is a role we root in Christian relationship: caring alike for young and old, strong and weak, rich and poor; nourishing and strengthening the spiritual growth and addressing the spiritual needs of the St. Andrew's flock; being a soul friend in time of need; and establishing a healthy pastoring relationship with our children.

2. A **Priest** inspires in us a passion for God, the Word, and our Faith; commits to the power of prayer; evangelizes to bring others to God and to our worship community; meaningfully preaches sermons, reaching many levels; diligently reads, studies and teaches Holy Scripture; proclaims the Gospel, declares God's forgiveness and God's blessing, and baptizes, celebrates Eucharist, and performs other ministrations entrusted by the church as prescribed by the rites of ordination in the Book of Common Prayer.

3. A **Leader** provides oversight of both the mission of our church and the administrative needs of our operations; is an effective delegator; guides our vestry; helps plan facilities use; inspires responsible stewardship; is involved in the community; recruits parishioners to meet the needs of our church, leading us to know and embrace our roles and responsibilities as God's royal priesthood.

4. We seek in our next rector gifts of the Holy Spirit: comforting, compassionate, empathetic, observant, present, motivating, and a healthy sense of humor.

Contact Information

Please contact the Rev'd Michael Singer, Interim Transition Ministry Officer if you have any questions in the discernment process at msinger@diocese-eastcarolina.org or you may contact my assistant Hannah Jarman at hjarman@diocese-eastcarolina.org.

At your convenience please fill out this survey link to complete the process.
www.surveymonkey.com/r/RectorStAndrewsNagsHead