



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Aug 20, 2024)

St/. Luke's Episcopal Church, North Carolina

1737 Hillandale Road, Durham, NC 27705, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/30/24.

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
80	2		
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$90229			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$90229		We're in compliance with CPF requirements.
Healthcare Options Clergy+1	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	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	

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

Following the isolation of the pandemic, a new ministry focus has been on parish revitalization. In keeping with our RenewalWorks report (See website, About Us), we have engaged in a Ministry Renewal Project. All ministries, née committees, were asked to consider together how their work was related to their faith. The 50+ parishioners completing the task discovered a deeper appreciation of one another and a more thoughtful approach to the work of the parish. Recent potlucks envisioning our future demonstrated parishioners are engaged and interested in moving the church forward in a spirit of Christ-centered cooperation, understanding, and love. We enjoy working together to raise money for and serving our community while also having fun: selling pumpkins and garden workdays. Spring Fling, our annual church sale, offers wonderful items to families in need, with proceeds benefiting local non-profits. We see the happiness that flows from children finding the perfect toy and game, parents finding helpful household products and furniture, gardeners finding an interesting plant, and more. We also feel the sense of community among ourselves as we help in ways that best suit our abilities

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

Our first step in preparing for the future began fall 2023 by engaging with the RenewalWorks process. We are a primarily white, older congregation, and we have questions about what our future will be. Several exciting ideas are emerging from our engagement with RenewalWorks, but St. Luke's is looking for clergy leadership to partner with us as we prepare a strategy for the future. Since the beginning of the Covid pandemic, we have streamed and recorded our main service on social media and plan to upgrade the technology soon. We have strengthened our tech team by naming a tech czar and look to continually improve both our use of technology and our online presence. In addition, St. Luke's is working to become a greener campus through our relatively new solar panels, LED lighting, and other adjustments. With an eye toward growth, we have taken a hard look at our facilities and have redecorated (and decluttered) our nursery and are sprucing up the parish hall. St. Luke's continues to look for ways to be more publicly welcoming to all communities and people in spiritual or physical need with inclusive signage and appropriate communications.

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

spiritual growth, collaboration, pastoral care and community

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

St. Luke's liturgical style has been described as comfortable and inclusive. We have two services each Sunday: a traditional, spoken 8 a.m. Eucharist without music, and a 10:30 a.m. service, which includes music. The liturgy for the 10:30 service includes a spoken or occasionally sung Eucharistic Prayer, a vested crucifer and healing minister but unvested chalice bearers, and little to no deviation from the BCP. Congregational singing is accompanied by a Moller pipe organ and occasionally by our baby grand piano. We have a talented and versatile music director augmented by a renowned organist who together produce exceptional and varied selections from European, American, gospel, and African traditions for choir, strings, and handbells. An unusual offering is our annual Women of the Cross service. Based on a Katie Sherrod script and using community women, we read a version of the Stations of the Cross from the perspective of women who knew Jesus. It is a powerful prelude to the Passion. We have linked our outdoor labyrinth to a worldwide network for community exposure and are working to incorporate it into our congregational worship.

How do you practice incorporating others in ministry?

St Luke's attempts to incorporate others in ministry by creating an inclusive environment where everyone feels welcome and able to contribute in the way they feel most comfortable. We have numerous ministry groups involved in everything from serving at the altar to working with newly released prisoners to organizing our food pantry. A good example of this incorporation is the way jobs are allocated for our yard sale—the able-bodied do the set up and take down, cashiering by those who need to sit, and everyone is involved in pricing. For liturgical services, we have a rotation of lay eucharistic ministers, healing ministers, intercessors and readers, supported by a robust altar guild. Our small but mighty choir is made up of volunteers augmented occasionally by paid vocalists. Our newcomer's ministry is active, attempting to help newcomers find meaningful ministry opportunities. We invite, we email, we call. We have found that specifically asking an individual if they would like to join us or help is the most effective. All ministries are open as parishioners are called.

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

St. Lukers pray, learn, listen, and have fun. Our services provide an opportunity for reflection, contemplation, and fellowship. We are engaging fully in the RenewalWorks program, where we are sharing our individual spiritual paths and how our church can better support each of us on our spiritual journey. We are implementing small ways to do this including more emphasis on scripture in meetings, a Ministry Renewal project, and an Offertory Ministry. We also care for one another with our pastoral care teams, a weekly emailed prayer list, and meal delivery as needed. Our emphasis on fellowship is an important part of deepening our community ties. We will hold a 68th birthday luncheon in October and a community Back-to-School event in September. This summer's potlucks were a casual, fun atmosphere for us to come together. Aware of pervasive holiday angst, we hold a Blue Christmas liturgy annually. Beyond Sunday mornings, we enjoy adult learning, hiking together, going to Durham Bulls games. Our other ministries, such as the music ministry, lunch and supper groups, labyrinth walking, and other spiritual community building events provide care both as part of and apart from services.

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

Many parishioners participate in a variety of nonprofits in Durham and through our fundraising activities we support many local community organizations, amounting to about \$14,000 last year. In addition to previously mentioned Johnson Service Corps, we offer space to the Latino Educational Achievement Partnership (LEAP), which St. Luke's and other local churches started. LEAP is a dual-language Spanish immersion program for 3- and 4-year-olds, getting them ready to succeed in kindergarten. LEAP also provides tutoring and community resources for the LEAP families. Our Almoner is running Breathing Space which is a two-year pilot project in which we support two families from the Rector discretionary fund, providing these families a monthly guaranteed stipend for a year. We also have a small food pantry at the church for immediate needs. Our Faith Team works with recently released prisoners to help them adjust to life on the outside. In these ways, St. Luke's partnerships create a valuable link between the church and the larger community.

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

Active in our own community outreach activities from feeding ministries to refugee resettlement, we also strive to be good diocesan and community partners. We see our buildings as an important way to serve. Our physical plant is near the center of the diocese and located on a primary highway in the diocese, meaning that we often host meetings: deacons, convocations, and diversity training events (open to the wider community). This year we began providing Johnson Service Corps (part of the Episcopal Service Corps) permanent office space. Narcotics Anonymous has recently begun to meet here weekly and we have a Girl Scout troop as well. Additionally, St Luke's takes pride in always meeting our Diocesan financial obligations. Over time, we have supported the ordination of fourteen priests and deacons and two of our beloved priests were elevated to bishops in the diocese. We have members who have been actively involved in important roles in the diocese, including a former diocesan treasurer and a member who coordinates activities for retired and widowed clergy and their spouses. It is important that our clergy are active in matters of the diocese.

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

Durham Episcopal Resettlement Coalition: In response to the rapid influx of refugees from Afghanistan in 2021, a lay group met in the church parking lot to brainstorm. Enlisting the help of sister churches, we co-sponsored a family with Church World Service: finding an apartment, providing rent assistance for four months, and helping them with medical issues for the following two years. We have also provided tutoring and other assistance to a second Afghani family for the past year. Beginning in 2023, again with lay people from sister churches, our group formed a team to work with World Relief Durham to provide a single-day welcome to over 46 families (~ 220 people) from 14 countries—meeting them at the airport, providing groceries and a welcoming meal, and orienting them to their initial housing. Contact Babs Wise - babswise@gmail.com Other new initiatives: livestreaming our services; an annual pumpkin patch and RenewalWorks. We are hosting a Blessing of the Animals and Back to School Sunday. We have begun a conversation with El Buen Pastor, a Hispanic Episcopal Church in Durham, to share space. We are excited to see what transpires.

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

St. Luke's engages in a yearly traditional giving campaign to encourage members to give of their financial resources. The latest EMC resulted in 92 pledges totaling \$335,000. Although the number of pledges has tracked a decline in membership, the average pledge has increased. In two of the past three years, one third of our pledgers have made increases of 10% or more. We are designing an estate-planning event to address end-of-life documents and bequests to St. Luke's. St. Luke's also does an excellent job of providing diverse opportunities for members to give of their time and talent. Those opportunities include assisting with taking care of the grounds, providing food for events and after worship, serving on various committees, providing items to sell for Spring/Fall fling and food for our neighbors in the food pantry, and being a lay worship leader. With the many differing ways to serve, St. Luke's makes it easy for members to give as much or as little time, talent, and treasure as they are able. Some members look for clergy direction in making these choices.

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

Like many churches, St. Luke's has experienced conflicts; the most recent of which involved sensitive personnel issues and the ongoing struggle to express inclusivity. The vestry has labored to balance confidentiality and the necessity to have transparency. We have had four resignations in recent years, not all voluntary, causing division and angst. The vestry was bound by, in one case, a written confidentiality contract and in others by verbal agreements. We continue to wrestle with the ramifications. While St. Luke's is a welcoming and inclusive parish, we are still discerning how inclusivity can be better expressed in practice. A recent conflict arose from differing ways to honor Pride month, with some incorrectly assuming the objection to the type of display meant a lack of support for our LGBTQIA+ neighbors. The vestry voted to hang a Progress flag for Pride months and permanent signage recognizing multiple marginalized groups. We have attempted to address our conflicts through prayer, consultation with the diocese, discussions, meetings, and reflections. We look to continue growing in our ability to identify conflict and to manage it in a healthy and constructive way.

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?

Change is often difficult in a church; there are always members who want things to "be the way there were when X was rector." Past examples at St. Luke's include our worship space enhancement project, the closing of the day school, or virtual services/meetings. In many cases, recent changes have been beyond our control and center in the demographic and cultural change that is affecting the wider church. The pandemic has exacerbated the issues. We know that change has gone poorly when there is little to no communication with the congregation about the change, its root cause, and the path forward. Our personnel issues had to be confidential, leading to some consternation. Change tends to go much better when there is clear communication about the facts, leadership provides a listening ear to hear and address concerns, and there is a clear expression that leadership has a belief and hope that things will improve.



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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

Durham LEAP (Latino Educational Advancement Partnership):
<https://www.durhamleap.org/about-our-story>

Church School yes	Number of Teachers/Leaders for Children School	Number of Students for Children School
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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 3	Number of Students for Adults School 15
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Day School Pre-K	Number of Students for Day School 48	Number of Teachers for Day School 8	Number of Total Staff for Day School 13
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Worshipping Community Web site: <https://stlukesdurham.org/>

Media Links:

Online References:

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

> <https://www.youtube.com/c/StLukesDurhamWorshipandMusic>

Languages Significantly Represented:

Provide Worship or Classes in:

Renewal Works report:

<https://stlukesdurham.org/wp-content/uploads/2024/04/rw-report-to-st.-lukes-vestry-.pdf>

References

Bishop:

sam.rodman@episdionc.org

The Rt. Rev. Sam Rodman

Diocesan Transition Minister

catherine.massey@episdionc.org

Canon Catherine Massey

Current Warden/Board Chair

Mr. William Gutknecht

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader