

POSITION PROFILE

St Pauls (Louisburg)

TYPE	DIOCESE	NAME
Congregation	North Carolina	

TYPES OF WORK	POSITION TITLE/ROLE
Part Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION
Half-time vicar

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	07/01/2026	

APPLICATION INSTRUCTIONS
Resume, cover letter addressed to vestry, Vocation Hub profile uploaded to <https://episdionc.formstack.com/forms/applications>

CANDIDATE NARRATIVE INSTRUCTIONS

CONTACT

NAME	Marion Sprott
ROLE	Canon for Transitions
ORGANIZATION	Diocese of NC
PHONE NUMBER	919-600-5319
EMAIL ADDRESS	marion.sprott@episdionc.org

POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	Southeast
WORK ENVIRONMENT	MINISTRY SETTING
In Person	Rural

PAROCHIAL REPORT DATA	
AVG. SUNDAY ATT.	ANNUAL BUDGET
26	81385

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

For a small mission church, St Paul’s has a comparable budget in the black. The church also has assets and no debt. There is a house on campus that currently brings in rental income. The Parish house has space that could be used for office rental income. St Paul’s two fundraisers: Shrove Tuesday Supper and Soup’s On in November brings in a modest amount added to the general fund and we are considering additional fundraising for 2026-2027.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE \$25,001 - \$50,000

DETAILS

\$37,276

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED No Housing or Stipend Provided

DETAILS

n/a

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED n/a

DETAILS

n/a

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

n/a

DETAILS

n/a

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

2 full weeks and 3 Sundays

POSITION PROFILE

CONTINUING EDUCATION DETAILS

1 full week and 1 Sunday
\$500/yr

SABBATICAL PROVISION DETAILS

TRAVEL/AUTO ACCOUNT DETAILS

EQUIPMENT/PHONE DETAILS

reimbursement for phone

OTHER BENEFITS OR COMMENTS

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

We are looking for a spiritual leader who can both nurture and challenge our congregation, a congregation in transition with 62 members. We seek a half-time rector who brings spiritual strength and energetic leadership to an older, but dedicated and active base.

LEADERSHIP SKILLS

Collaborative Leadership, Conflict Management, Congregational Development, Leadership Development, Servant Leadership

MINISTRY SKILLS

Children & Family Formation, Church Growth, Community Building, Discipleship, Diversity, Equity, Inclusion, Interfaith Cooperation, Outreach, Pastoral Care, Preaching, Worship & Liturgy

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

1. What is your organization's mission and focus?

Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?

The following has guided St Paul's for 25+ years and is still appropriate today: St. Paul's is an open church, an inclusive Christian community in the Episcopal tradition. We welcome everyone wherever they are on their spiritual journey. We welcome especially all who may have particular reason to think they may not be welcome because of ethnic, racial, or religious background, age, sexual orientation, financial circumstance, physical appearance, physical or mental ability, or past or present sins. We confess that we are not a community already perfected in love, but we want to become more fully loving and we welcome into our community all who wish to join us. We are together as children of God.

2. How would you describe your ministry context?

Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?

St Paul's is located in rural Franklin County, northeast of Raleigh. St Paul's is one of two Episcopal Churches in town; St Matthias serves the African-American community.

St Paul's is a member of the Franklin County Interfaith Council. We have a Venezuelan family that attends St Paul's for the past 2 years.

Louisburg has been a thriving small town for 350 years and the church of St. Paul's, along with it. As change has occurred with some economic downturn, we are still here though smaller than we were. Because of our location, we are starting to feel the growth of Raleigh in Franklin County.

We recognize, also, that demographics are changing around us. More Hispanic families have chosen to live in Franklin County. Because of this, we have welcomed Venezuelan families into St. Paul's and we continue to learn how to be faithful members of the Body of Christ despite having language barriers.

3. How would you describe your congregational/diocesan leadership culture?

Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.

For the past two decades we have depended on less than fulltime clergy leadership. This has resulted in laity stepping up to leadership roles: leading monthly Morning Prayer services and running Vestry meetings.

5. How does your congregation/diocese approach cultural identity and inclusion?

Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.

We have come to celebrate the more eclectic insights in our rotation of Supply Clergy.

6. Other Information

Use this space to share any additional details about the role or organization that would help candidates discern their fit - such as organizational culture, special projects, or unique opportunities and challenges.

St. Paul's values and desires a priest who leads by example – in word and deed. We love to hear great sermons that challenge us and drive us into the world. We love the tradition of the liturgy because it shapes our prayer and lives. We long to be fed and nurtured through the sacraments, and also challenged through scripture. We seek a spiritual leader to partner with us as we continue to discern God's is calling St. Paul's.

MINISTRY MEDIA AND LINKS

Diocese of NC transitions <https://episdionc.org/transition/>

St. Paul's website <https://www.stpaulsepiscopal.org>

NARRATIVES

1. Describe your congregation's/diocese's theology or spiritual identity.

Reflect on key moments or experiences that have shaped or challenged your congregation's theological understanding or self-identity.

St. Paul's has been a church of resilience and perseverance. Like the persistent widow, we have continued to be the body of Christ with and without spiritual leadership. Often times we have had only supply priests. Most recently we had a dedicated interim vicar who guided us on self study and reflection. This work has led us to a position where we are able to enter a search for a ½ time priest. While the desire is for a permanent priest, we have enjoyed the variety and the richness we have experienced through the multitude of priests in the area.

2. Describe a recent ministry experiment or innovation in your congregation/diocese.

What did you try, why did you try it, and what did you learn - whether it "worked" or not?

In the Fall of 2025, St. Paul's had our first Fall Benefit Concert Series. We had three nights of performances over two months. We paid an Honorarium to each of the three musical groups. At the conclusion of each of the performances we had a free will offering to raise funds for three 501c3 groups in our community. Each group received over \$1K. We saw this endeavor as both helping these organizations and at the same time allowing our space to be open to others – many of whom had never been in this historic building. This Fall Concert Series will continue in the Fall of 2026.

3. What is a ministry risk your congregation/diocese has taken, and what came of it?

Reflect on a time your community stepped out of its comfort zone to meet a new need or respond creatively to a challenge.

Our small mission congregation has learned to look forward to Morning Prayer which is led by lay members. We are very fortunate to have a retired Deacon at St. Paul's who offers a brief Homily at our Morning Prayer Services. The risk is that we were concerned there would be fewer people attending these services. Surprisingly, this has not been the case! This opportunity of Morning Prayer has allowed for members to grow into new areas of ministry and leadership. The same applies to the offerings of music in our services. We were accustomed to an organist every Sunday. We now pay a part-time organist two Sundays per month and have a congregational member who plays the piano two other Sundays per month. Usually, one Sunday per month we do not have music. We are incorporating more Taize chants in our worship.

4. How does your congregation/diocese discern and adapt to the changing needs of your community?

Share an example of how your congregation listened, responded, and experimented faithfully in your context.

We have a Venezuelan couple that worships with us on a regular basis. We have witnessed the struggles they experience in terms of rent, language, and opportunities to work. Certain members of our congregation have been very supportive of this couple as they navigate through requirements. We offer printed readings in Spanish on Sundays. As an aging community, we reach out to others that can no longer physically attend services.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

As a Mission congregation we understand very well the Diocesan support we receive. In the recent past we have been able to pay our Diocesan asking and are proud to do so.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Pastoral Care is a strong component of living in a very small town like Louisburg. We rely on each other to offer and to receive support. Recently, the husband of one of our vestry members passed away unexpectedly. A church member set up a Meal Train and meals were provided for three weeks following his passing.

8. How is your congregation/diocese preparing for the Church of the future?

Ministry is always evolving. Share how your congregation is growing, adapting, or learning to meet the changing needs of the Church and the world.

We currently have only four kids under 15 years of age. Two young mothers and a mother with a college age daughter applied for to participate in the Let the Children Come initiative. St Paul's was selected to participate and they have developing plans including the Sylvan Bird Sanctuary, doing drawings, and building mosaics. They will also be studying birds in the Bible. Activities such as these increase of our Faith and bring an excitement to the eyes of a child.

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

Describe how your community approaches generosity, resource management, and financial discipleship.

Stewardship has always meant to us how we gift our Time, Talent, and Treasure. This past Fall's Stewardship campaign focused on financial gifts with excellent results. We had a four member Stewardship Committee who made follow up contact with all pledging families. This resulted in us reaching a \$12,000 budget surplus in pledges for the first time in many years. We are glad we have reached this milestone since we have five aging HVAC systems. Since the Fall of 2024, we have spent over \$29,000 in these HVAC systems. We feel fortunate to have the funds in hand to make needed improvements.

14. Has your congregation/diocese participated in or hosted multilingual or cross-cultural worship?

Reflect on your experiences engaging with linguistic or cultural diversity in liturgy or community life.

With the addition of a Spanish speaking family in attendance at St Paul's, there has been attempts by members to learn Spanish in order to communicate with the family and to incorporate tidbits of the language into our service. The assigned readings of the service are available for the family every Sunday. The family makes hallacas, or Venezuelan tamales, for church members during Christmas holidays.

15. How does your congregation/diocese use technology in ministry?

Describe the ways your community uses digital tools for worship, communication, formation, or outreach - and what you've learned along the way.

With a recent Innovation grant, we purchased a laptop, TV monitor and router. We are now able to stream THE CHOSEN at our weekly Spirituality Group meetings on Wednesday evenings. About 7 people from the community and the church gather for pizza and to watch one or two episodes.

17. What theological convictions shape your congregational/diocesan ministry?

Reflect on how your community's theology informs worship, outreach, pastoral care, justice, mission, evangelism, and your life together?

In 2013 the Episcopal Bishop of NC, asked St. Paul's Louisburg to consider a new model of what a Priest-Mission Congregation could be. Our historic church and its congregation was declining in numbers like many small rural churches. We were surviving by using a wide range of Supply Priests who had a tangential relationship with us at best. Instead, the Bishop wanted us to be an experiment and walk a new and different path. The experiment was to try a bi-vocational approach. The result of his experiment was that we were led by a Priest who was also a college professor who became a trusted and respected spiritual guide. She was a non-traditional voice. She trusted the lay leaders to run the vestry meetings, which she did not attend, and we also led Morning Prayer about once a month in her absence. She encouraged growth in unique ways. We burned Christmas trees at Epiphany and had Easter Service in the cold gray sunrise. She pushed us out to look outside of a white male hierarchical model.

The experience was a leap of faith; from the Bishop and from us. The Priest grew. We grew. Our congregation became better listeners to the "Other" as a result. This experience enabled us to understand better the words of Jesus when he said, "How you treat the least of these is how you treat me."