



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Feb 19, 2021)*

## St. James Episcopal Church, Western North Carolina

766 N. Main Street, Hendersonville, NC 28792, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/02/21.

[canonaugusta@diocesewnc.org](mailto:canonaugusta@diocesewnc.org)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
308	4	3	0
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$105000		<b>We're in compliance with CPF requirements.</b>
Healthcare Options Clergy only	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	<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	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

*Negotiable based on experience*

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

The Gifts of Hope Fair has been part of our church and community for over 20 years. Each year in the Fall St. James and Ten Thousand Villages partner to meet the needs of the local community, other countries, and the church. It is the goal of Ten Thousand Villages and St. James to help break the poverty cycle and help enrich and employ artisans from other countries. Hosting this ministry fair has not only allowed us to help these artisans, but it has brought the community, our Latino companion church La Capilla de Santa Maria, and parishioners together. Our youth group helps with promotion and a large number of parish volunteers work at the fair. A portion of the proceeds from the sale of merchandise, homemade baked goods and soup are used for international outreach. Shoppers at the fair can purchase homemade tamales to support La Capilla. Several local and international nonprofits staff booths providing information about their services. People from all over the community enjoy coming to St. James to support such great causes, some becoming involved with these and other outreach programs of St. James.

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

The pandemic has pushed us to rethink how we connect with people. This can be seen through ways such as refreshing our website, refining electronic giving, establishing an online directory, and reinventing our EYC activities. In the spring EYC began meeting via Zoom, at first just to play games, but in the summer they discussed four social justice issues which they selected. Our Youth and Family Newsletter, which contains video clips from the Catechesis of the Good Shepherd, is distributed weekly to over 75 parishioners. Since the spring St. James has made its worship services available online. The challenges presented to live worshiping during the Covid-19 pandemic have helped the parish to advance online services more quickly than planned, and St. James has adapted well. All of our worship services are now available through Facebook live or Zoom, and the reception from our parishioners has been wonderful. St. James is committed to an active program of adult Christian formation. There is much to learn about the challenges we face in the 21st century. On Ash Wednesday this year St. James clergy offered "Ashes to Go" on Main Street.

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

inspire, engage, envision, and manage

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

Weekend worship services: Sat., 5:00 PM - A casual service using Rite II Eucharist held in the St. George Chapel without music. Very intimate. Sun, 7:30 a.m. - Rite I Eucharist held in the church without music. Very basic. Sun, 9:00 a.m. - Rite II Eucharist with St. James Choir 1st & 3rd Sunday of each month and Allelu!, our contemporary music group, the 2nd and 4th Sunday of each month; every Sunday children's chapel is held during the service. Family friendly, lots of participation. Sun, 11:15 a.m. - Rite II Eucharist with the St. James Choir 2nd & 4th Sunday with a cantor the 1st & 3rd Sundays. The highest, most traditional of our services. During the pandemic are streaming two weekend services and have held outdoor prayer services. We have several nontraditional services. One example is our Celtic service held four times a year with harp, candles and meditation. Another is Las Posadas celebrated during Advent with our sister church La Capilla. One of our most popular services is Lessons and Carols at the beginning of Advent with choir, organ and the Montreat Scottish Pipes and Drums.

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How do you practice incorporating others in ministry?

At weekend services greeters introduce themselves to visitors and newcomers and ask them to sign our guest registry. A volunteer collects those names and addresses and within a week sends a welcome letter to each person. That information is passed on to the Welcoming Committee. Once the newcomers request a name tag, one of the Welcoming Committee members calls them to introduce herself, explores their experience thus far and asks how we might assist them. Later, the newcomers are invited to attend a Newcomers' Café which we try to hold 3-4 times a year. Small group discussions are held, and information gleaned is given to the clergy and/or staff for follow-up. If a newcomer shows an interest in a particular ministry, the ministry leader is contacted. All are then invited to attend St. James 101 to learn more about the Episcopal faith, St. James, pledging, participation in one of our 80+ ministries, and attending church. In 2021, we plan to begin using REALM, a newer version of the ACS database system, to better incorporate new and current members into our ministries. (Obviously, these were our pre-pandemic procedures.)

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

At services, prayers are offered by name for those who are sick and suffering, for the poor and the oppressed, for those who have died, for absolution and remission of our sins, and for those celebrating birthdays. We have several Pastoral Care ministries as listed on our website. The pastoral care provided by clergy and lay members expresses God's love through support and care of our faith community. This love is offered through taking Eucharist to the home-bound and hospitalized, delivering meals to parishioners healing from injury or sickness, praying daily for specific individuals who need healing, providing companionship where needed, supporting neighborhood groups of parishioners, offering grief work in groups when appropriate, and reaching out to touch lives through our 80+ ministries. In the past we provided meeting space for AA and NAMI (National Alliance for Mental Illness). During the pandemic, the Vestry developed a small team of callers to check in with parishioners.

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

Our Outreach program assists area non-profits, such as: The Rescue Mission, The Storehouse, Calvary Episcopal Food Pantry, and Interfaith Assistance Ministry. Outreach provides support to Episcopal churches in Cuba and celebrates a bi-lingual Eucharist with our Sister churches (La Capilla and St. Paul Tabernacle AME Zion) three times a year. Outreach also supports migrant workers, helps resolve immigration issues, and supports international programs such as Our Little Roses in Honduras and Touching Acts in South Africa. Also, this year Christian Formation presented “The Beloved Community” about racial reconciliation provided by the National Church. This is a program we would like to expand. St. James formally holds the lease on La Capilla and pays their insurance. As its Sister church St James provides help with maintenance and care of all the buildings and property, helps provide summer programs for the children of La Capilla, provides back to school backpacks for children, and helps individual families in need.

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

St. James’s community involvement is extensive. Our Deacon, Rev. Tim Jones, is COO of our local Rescue Mission, which lends help, shelter, support and food to people in a time of need. Parishioners volunteer to serve meals there once a week. St. James participates with other churches in the community to provide meals for over 270 children each Friday evening at the local Boys and Girls Club. The Thrift Store raises approximately \$50,000 a year and is a vital source of income for our Outreach programs. Annually, we host the Martin Luther King Day of Service at which volunteers from the area come in for a brief presentation and then pack beans and rice meals (7,152) for a local food pantry. Food donations are collected weekly for local food pantries. Many of our parishioners participate in the annual Hunger Walk for Henderson County. St. James provides a board representative for the Henderson County Hunger Coalition. Clergy and lay leaders have been members of diocesan leadership bodies - the Commission on Ministry, the Executive Council, and Deputy to General Convention.

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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?

One of the newest programs is St. James’ sponsorship of a bi-lingual Cub Scout Pack. The Cub Scouts is a faith-based organization that helps young people to “Be Prepared for Life”. Mickey Coleman has been the leader in bringing the pack to St. James. The pack met regularly at the church, participated in several worship services, and went on two camping trips, a first-time experience for many of the boys. Unfortunately, the pandemic has curtailed most of their activities. Our Deacon, Rev. Tim Jones, has spearheaded an effort to refurbish the Cox House, an underutilized building on our campus, to serve as a center for ministry around the arts (Co-Create) and for fellowship by a Latina group sponsored by True Ridge, a local nonprofit. Our preschool program closed in April after 88 years. Our hopes for continuing a similar pro-gram were rewarded with the opening this summer of a Headstart program in the same space. All of us are delighted that we again have a preschool program at St. James

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

Stewardship is grounded in the conviction that we give out of gratitude for the gifts God has given us. Stewardship is essential to sustain our church and the community programs which we support. As faithful stewards, it is our responsibility to contribute to our church, whether it be pledging, volunteering our time for church related programs or both. For a month in the fall weekly volunteers speak about what St. James means to them and why they feel called to contribute to our church. Every year in late October we designate a Sunday as Commitment Sun-day. We bring our pledge cards to the front of the church during the offering and then celebrate in the Parish Hall with refreshments and fellowship. St. James supports approximately eighty ministries overseen by our Resource Commission which is made up of Ministry Liaisons representing our various ministry groups. To give a specific example, our Wednesday Work Crew, with the encouragement of our Vestry and interim rector and with funds provided by our capital campaign of a few years ago, has enthusiastically been tackling a number of deferred maintenance issues over the past year.

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

Deciding which needs to fund and the amount of support typically creates the most conflict. This conflict can, however, be very healthy as we struggle together to determine how best to support lovingly and prayerfully so many programs. Determining budget allocations each year is difficult, but with guidance from Outreach, Finance, Endowment and other committees, the Vestry makes difficult yet spiritually guided decisions. One very difficult recent decision was to close the School for Little Folks (SFLF). The SFLF was established in 1932. Several parishioners attended the SFLF. The history and love for the school was immense, but the Vestry concluded that, with declining enrollment and rising expenses, the current model was no longer sustainable. After much thought, prayer and discussion with the SFLF Board of Directors, the decision to close was made by the Vestry. Parishioners had mixed emotions - anger, sadness, confusion, understanding. We learned that tough decisions must be made and that in a large congregation there are diverse opinions. Good communication and giving people the opportunity to air their views was the key to acceptance.

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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?

Several members of the Discernment Committee commented that they have been supported in trying to establish processes to help staff and volunteers work more efficiently. However, in the past, they became frustrated at times with the lack of support to actually implement changes in administrative practices or to encourage greater participation in church activities. There was agreement that change is difficult but is more likely to occur with the support of the rector and if the Vestry is not too overburdened with other issues. There has been major improvement in these areas over the past year but the DC is mindful of the importance of good administrative support to the smooth operation of the parish. We were also in agreement that serving on a number of church committees over the years, we have been struck by the thoughtful participation and diligence of so many of the parishioners. We have responded to the pandemic by creating new ministries, e.g., a Service Care Committee, and enhancing the activities of other ministries, e.g., the Hospitality Guild and other volunteers now greet parishioners with smiles and treats as they make their way through our "Drive Through Communion."



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Joel Hafer	Rector / Vicar / Priest-in-Charge	2004-01	2019-06

Name	Position Title	Date Begun	Date Ended
The Rev. Alex Viola	Rector / Vicar / Priest-in-Charge	1974-01	2002-01

Name	Position Title	Date Begun	Date Ended
The Rev. Bernard Hellman	Rector / Vicar / Priest-in-Charge	1968-01	1974-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	2	9

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
2	8	4	20

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School



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Worshipping Community Web site: [www.stjamesepiscopal.com](http://www.stjamesepiscopal.com)

Media Links:

Online References:

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English**

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### References

Bishop:

[bishopjose@diocesewnc.org](mailto:bishopjose@diocesewnc.org)

**The Rt. Rev. Jose A. McLoughlin**

Diocesan Transition Minister

[canonaugusta@diocesewnc.org](mailto:canonaugusta@diocesewnc.org) 828-230-6357

**The Rev. Canon Augusta A. Anderson**

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader