



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jan 18, 2017)

St. Stephen's Episcopal Church, South Carolina, The Episcopal Church in
67 Anson Street, Charleston, SC 29403, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/01/17.

amckellar@episcopalchurchsc.org

Weekly Average Sunday
Attendance (ASA)
144

Number of Weekend
Worship Services
3

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail
\$24000

Utilities
\$4200

SECA reimbursement
\$6441

Compensation Available for
New Position
\$90641

Housing Available for
4

Pension Plan
**We're in compliance with
CPF requirements.**

Healthcare Options
Clergy+1

Dental
Yes

Housing Equity Allowance in
budget
Negotiable

Annual Equity Amount

Vacation Weeks
**One month, including 5
Sundays (standard)**

Vacation Weeks Details

Continuing Education Weeks
Other

Continuing Education Weeks
Details
1

Continuing Education
Funding in budget
\$501-\$1000/year

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account
Yes

\$56,000 salary plus rectory, SECA, and utilities. Rectory is unfurnished with 3 bedrooms.

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

For the last several years our church marched in the Charleston Gay Pride Parade. All participants wore matching T-shirts, and a group forms a cheer squad for the march. Our Rectors (previous and interim) joined in this ministry for the duration of the day. As part of pride weekend, we set up a hospitality booth for the Charleston Pride Festival where we provided an open dialogue about our values, love, cold water, and an old-fashioned church fan for anyone who stopped by. Particularly for youth, many of whom receive varying messages from Churches elsewhere, this ministry demonstrates all are welcome at St. Stephen's. In 2016, sixty parishioners, many of them straight allies, braved the sweltering August heat to spread God's message of love.

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

We often voice the desire to serve more children, youth, and families. The question of what type of Christian education fits St. Stephen's and our budget is one we have struggled with for several years. We have seen a few new families in church, however, strategic planning assistance is needed on how to plan for the future. We have created a building reserve fund in an attempt to plan for emergencies with our historic property. We have also paid off the renovation mortgage on the rectory. While our pledge amounts contracted during the last few years of our previous Rector, we were in a position to weather the storm since St. Stephen's is not heavily indebted and has a small reserve fund. Pledge amounts are beginning to rise again, largely in anticipation and excitement about welcoming a new rector.

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

leadership, inclusive, God-centered, inspiring

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

St. Stephen's holds three services of Holy Eucharist each weekend. The Saturday evening service at 6 pm is an intimate and casual service with limited music, often accompanied by a parishioner on guitar. Lay preachers provide a short homily, and participants enjoy a wine and cheese social gathering afterward. Sunday there is an 8 am service with no music and a short homily for early risers. The 8 am service is intimate and contemplative. The most attended service of the weekend begins at 11 am, complete with choir, organ, piano, and frequent guest musicians. This service is communal and lively, often incorporating both traditional hymns and African American spirituals. The celebrant sings the Holy Eucharist within the 11 am service, which parishioners enjoy and value. Each service follows the BCP Rite II. A large font service bulletin is provided so all worshipers may follow along easily. In 2016 we hosted a special evensong service to honor the new Presiding Bishop. Our organist and choirmaster curated the music, complete with an original composition called "Anson Street Blues." During this special evensong service the pews were packed and the music was phenomenal.

How do you practice incorporating others in ministry?

We revamped our new member program to be more immediately and indiscriminately inclusive and welcoming. Parishioners seek out newcomers to personally greet and welcome them. When a visitor arrives at St. Stephen's, they find a table set up outside where they are identified by a welcoming committee and given a name tag. The welcoming committee gives visitors a hospitality bag which contains literature about the Church's history, membership information, a St. Stephen's cup, and a bag of grits with a recipe for shrimp and grits. For those who complete an interest card, we send a hand-written note welcoming them to St. Stephen's. At least twice a year we welcome new members at receptions where they socialize with each other, the welcoming committee, and the rector. We encourage new and existing members to participate in a variety of committees, spiritual growth classes, outreach, and the worship life of the parish, either as acolytes, readers, greeters, or members of the choir, alter guild, flower guild, or vestry. We encourage diverse representation of our members in leadership positions in the church. We often perform weddings and baptisms for non-members.

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

As a church family, we support and celebrate each other life's joys- weddings (including same sex), confirmations, and births. We also provide material and spiritual support during life's storms- sickness, tragedies and deaths. For funerals, the fellowship area is overflowing with homemade food for the reception and for the family to take home. When a family experienced a house fire, we provided furniture, and other necessities for them to re-establish a home. Members of St. Stephen's attempt to prioritize, value, and connect to all within their Church family. For example, when a baby is born, we give a hand knitted blanket. When a member is sick or has surgery, we arrange for rides to physical therapy and delivery of homemade meals. We are there for and collaborate with each other. We join together in many civic and outreach opportunities such as adoption of a local elementary school and backpack buddies. We demonstrated love and compassion in the aftermath of the Mother Emanuel murders and the Orlando gay massacre through public gatherings and services. A strong bond of friendship and caring unites the congregation which allows us to maintain a sense of fun and humor.

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

The annual Emma Watson Barbeque (with vegan options) and auction serves as our primary funding source for our outreach ministries. Most of the congregation contributes in some way: attendance, providing food and auction items, and volunteering to set up and clean up. This is also viewed in some ways as an old fashioned home coming opportunity. Every few years we hold an Oyster Roast fundraiser as well. Through these fundraisers we provide grants to local non-profit ministry partners chosen by St. Stephen's. In addition to fundraising, we provide other direct giving opportunities throughout the year. We host an angel tree that benefits multiple organizations. We collect canned goods and personal care products for the Senior Center. We collect magazines and knit blankets for chemo patients. As opportunities arise to serve the wider community, St. Stephen's steps in to help fill the need. Recently, we have partnered with a neighborhood elementary school to provide school supplies, reading buddies, and gifts and meals for teachers.

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

St. Stephen's has engaged in our geographical area most recently by joining in a number of services with Mother Emanuel following the murder of their pastor and 8 of their church members. Following the shooting at Mother Emmanuel AME Church, their new pastor delivered a sermon at St. Stephen's. Mother Emanuel then invited the St. Stephen's choir to participate in a choral gathering. Several churches of differing denominations reside in our small historic neighborhood of Ansonborough. Each Lent these Churches, including St. Stephen's, organize a preaching series and lunch on Wednesdays at noon. During the period of transition following the departure of our former Bishop and many parishes in the diocese, we had a member of the parish on the transition committee to reorganize the diocese. Since then, we have always had multiple members of St. Stephen's on the Standing Committee of the Diocese, the Diocesan Council, Diocesan Trustees, and Diocesan Court. We have remained open and accepting and continue to grow our membership by welcoming many who have left their home church but wish to remain in The Episcopal Church.

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

In the spring of 2016, we began a partnership with a local elementary school, Sanders Clyde Elementary, located one mile from St. Stephen's in an economically under-resourced area. We volunteer as Reading Partners and Lunch buddies to 5th graders, and provide support and comfort to teachers. We matched parishioners to identified students for reading support and lunch partners to those who may need adult friendship. We cooked and served lunch to the teachers at the end of the last school year and brunch at the beginning of this school year. We provided \$10 grocery store gift certificates to teachers at Christmas, and helped fulfill teacher wish lists. Finally, we collected school supplies for the students. We look forward to continuing this partnership and expanding this ministry. Contact at Sanders Clyde: Aimee Lassar 843-724-7783.

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

Stewardship asks for time, talent, and treasure. St. Stephen's succeeds in drawing all three of these from its membership. We address treasure in a 6 week pledge drive in the fall. We kick off the drive with a Sunday morning tea-time where the stewardship committee states the goals of pledging units and total revenues. Then, we mail a stewardship package to all regular attendees at the beginning of the campaign. Each week we list the names of congregants who pledge and thank them in the order of service and in our electronic newsletter. Also, parishioners who have pledged provide testimony to the congregation on their experience with St. Stephen's, reasons for giving and encouragement to others to join the stewardship program. A vestry member mails a personal thank you note within one week of receiving a pledge. The rector also sends a thank you letter. Time and talent contributions are encouraged by participation in public life, committee work, and service to others. We hold ministry fairs where each ministry has a table and information for anyone looking to get involved.

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

During the tenure of our previous Rector, significant conflict arose between him and members of the congregation, members of various groups within the church and at times, members of vestry. Instead of problem solving and active listening to manage and disperse conflict, rumors flew, accusations were made, and conflicts escalated. Several members left St. Stephen's after the conflict with our last Rector. While conflict and differences naturally arise within the human experience, we would have had more success if these had been viewed as learning opportunities for all from a "Christ-like" vantage point. It is essential to have a rector with conflict resolution and bridge building skills. We have a small contingent of opinionated church members that seek validation that they are being heard and their opinions matter. Our Rector is required to balance the input from these passionate congregants while also making decisions consistent with our aspirational values and with the support of the Vestry.

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?

The most significant recent change was the fracture of our diocese and departure of our Bishop. Before the fracture, St. Stephen's shone as the liberal beacon in a conservative Diocese. At conventions, our delegates were firm and courageous in voicing our position that we should stay with TEC and welcome LGBTQ members. During the period of transition, St. Stephen's increased its pledge to the diocese and remained faithful that the diocese would be reborn as one more consistent with Episcopal values. While we strive for full acceptance, we sometimes fall short. A gay couple became very active in our parish after moving from New York. One member of this couple dressed in full drag as Lady Chatterley on high holy days. Some members, gay and straight, along with our Rector, viewed this parishioner's attire as disrespectful to the solemnness of the occasion and aggressively confronted him. Understandably, this couple chose to leave our church. Instead of confrontation, we should have used this as an opportunity for reconciliation and to explore gender inclusivity and social norms within the church.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. William Coyne	Interim	2015-08	

Name	Position Title	Date Begun	Date Ended
The Rev. David Williams	Rector / Vicar / Priest-in-Charge	2004-01	2015-08

Name	Position Title	Date Begun	Date Ended
The Rev. Jim Bills	Rector / Vicar / Priest-in-Charge	1998-01	2003-01

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

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

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
	0	0	0



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Worshipping Community Web site: <http://www.ststephenscharleston.org/>

Media Links:

> http://www.episcopalchurchsc.org/uploads/1/2/9/8/12989303/p parish_profile_11-18-16_final.pdf

Online References:

> <https://www.facebook.com/ststephenscharleston/?fref=ts>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

The Rt. Rev. Gladstone B. Adams III

843-259-2016, bpadams@episcopalchurchsc.org

Diocesan Transition Minister

Andrea McKellar

843-259-2016 (office) 843-412-2411 (cell),
amckellar@episcopalchurchsc.org

Current Warden/Board Chair

William Ravenel

william@ravenel.us

Previous Warden/Board Chair

Joe Sylvan

j_sylvan@msn.com

Search Chair

Erin Bailey

erin.elizabeth.bailey@gmail.com

Parish/Institution

Local Community Leader

Aimee Lassar

alassar@cischarleston.org, 843.740.6793.