



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Sep 5, 2024)*

**All Saints Episcopal Church, Southern Shores, NC, East Carolina**  
40 Pintail Trail, Southern Shores, NC 27949, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 09/29/24.

[slallen@diocese-eastcarolina.org](mailto:slallen@diocese-eastcarolina.org)

Weekly Average Sunday Attendance (ASA) <b>92</b>	Number of Weekend Worship Services <b>2</b>	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan <b>We're in compliance with CPF requirements.</b>
Healthcare Options <b>Clergy only</b>	Dental <b>Yes</b>	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks <b>One month, including 5 Sundays (standard)</b>	Vacation Weeks Details	Continuing Education Weeks <b>2 (standard)</b>	Continuing Education Weeks Details
Continuing Education Funding in budget <b>\$501-\$1000/year</b>	Sabbatical Provision <b>Yes</b>	Travel/Auto Account <b>Yes</b>	Other Professional Account <b>Yes</b>

*Range of \$95,000-\$110,000 based on experience.*

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Contact:  
sllallen@diocese-eastcarolina.org

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

For many years we at All Saints have used fundraiser events to both augment income for the budget and provide funds (\$5,000-10,000) for community outreach. The COVID pandemic made those fundraising events impossible, creating a budget gap. That budget gap was exacerbated by the loss of loose plate contributions as our worship services shifted to streaming via Facebook and YouTube. Our Vestry initiated a capital campaign to pay off our building mortgage (roughly a third of our budget) with the promise that in the future all proceeds from our fundraising events would go to outreach and related ministries. The capital campaign was successful, the mortgage paid off early, the budget stabilized, and by this year our fundraising events generated some \$45,000 for outreach.

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

The church of the future, including All Saints, must reach out to those who are now "unchurched" or disengaged, while never taking for granted our current membership. This can be accomplished by being visible in the community as a church that is vibrant, engaging and welcoming, that always meets the needs of our congregation. We can do this by researching our "service area" to determine its composition and addressing what it is missing in its spiritual/community care. A few suggestions to create interest might include a welcome wagon, an open-house, a one-minute radio sermon, sponsoring a little league team, sponsoring a community event or a service at a non-traditional time. Most importantly we need an increased social media presence. We are ready to challenge ourselves with new ideas!

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

pastoral care, community outreach, church growth, inclusivity, dynamic worship

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

Our regular Sunday worship is comprised of services at 8:30 and 10:30 AM, both of which use Rite II. The 8:30 service is a simple, full communion service without music. The 10:30 full communion service is enhanced through an especially strong music program led by both a Director and Assistant Director of Music and Organist. The choir also sings during special services during Holy Week and at Christmas. We have Godly Play Sunday School and a nursery at our 10:30 service and an Adult Bible Study between the two services. Both services have Lay Eucharistic ministers, lectors, ushers and greeters. A social coffee hour follows each service. We have a beautiful outdoor labyrinth that we walk during each solstice and equinox as well as once a month for Racial Healing. We walk the Stations of the Cross during Holy Week in the lovely, wooded area on our property. We also hold a Blessing of the Animals at an outdoor service each year.

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How do you practice incorporating others in ministry?

All Saints has an Invite Welcome Connect ministry that helps to connect church members to one another and to invite and encourage new members. We have Greeters who welcome folks as they approach the gazebo before each Sunday service. We encourage visitors to provide their contact information, to make a name tag and to join our coffee hour after the service. We also fill a small welcome bag with an All Saints mug, a pen, All Saints information, and a home baked sweet treat. If we do not drop the bag off at the visitor's home, we give it to them at a Newcomer's event. We have at least two Newcomer's events each year: a spring brunch/luncheon after Church and a fall barbeque held at a member's home. Newcomers as well as the entire church are invited to socialize and connect. These events have been well attended and have helped new church members to connect with new friends and to become involved in various ministries. Invite Welcome Connect supports a number of other ministries at All Saints.

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

All Saints is a welcoming community of diverse individuals with varying backgrounds including many from other Christian denominations who add to our rich religious experience. We worship together and have fun together with card games, a book club, a Prayer Shawl ministry, and a Men's Fellowship Group. We share meals together while listening to programs, concerts and speakers. We learn together with a Women's Bible Study group and a Bible study between the Sunday services. We do these things and more like the Christian family that we are! This "togetherness" contributes to our spiritual, emotional and physical well-being. Members step up and step in for others during times of crisis or special need. We have a formal prayer chain, individual prayer groups, we bring prayer shawls to those who are hurting, and Eucharist to those unable to attend services. We have a transportation service for those who need rides to appointments to name a few. Most of these initiatives have been created by our members who welcome the involvement of our Rector.

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

As one of our primary pastoral care efforts, All Saints works to meet the challenges of a cyclical tourist economy. Employment for wage workers in Dare County and the Outer Banks is mainly seasonal and tied to tourism. In the off season, wages and employment drop off, and the mostly young and financially vulnerable wage workers who are permanent residents of the Outer Banks need assistance. Through the All Saints' Servant Ministry program, our parish volunteers engage "on the ground" in helping many community charities, such as the Beach Food Pantry, Food for Thought, Room in the Inn, Hotline Crisis Center, and more than a dozen other local charities. Beyond our Servant Ministry outreach, All Saints has an active Invite Welcome Connect program that provides welcome gatherings for newcomers. Of note, All Saints Episcopal Church is the only Christian church on the Outer Banks that is a sponsor of Pride Fest and other LGBTQ+ events.

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

We have All Saints congregants who serve on the Diocesan Executive Council, Diocesan Racial Healing Commission, as the Diocesan Treasurer, and one as a Delegate to the 81st General Convention. Of great importance to our congregation is our involvement in the Outer Banks community. A significant proportion of All Saints congregants are retirees who are motivated to contribute their time and talent to local charities and cultural organizations. Many of the local charities and cultural organizations currently have, or have had, All Saints congregants in leadership positions.

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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?

All Saints has started a Women's Bible study group that meets once a week, September through May. Each week a different person in the group leads the discussion. Our focus so far has been about the women in the Bible. Recognizing that some congregants are unable to drive (or drive long distances) for medical care, we formed a group of volunteer drivers who rotate providing needed transportation. Whether a 10 minute drive to the dentist or a two hour trip to a medical specialist in Norfolk, these volunteers have met every request over the last year. All Saints has recently formed a Men's Fellowship group. Their mission is to share fellowship at a monthly breakfast and to provide "Holy Moments" in our community by helping in areas of need that are not addressed by other groups. They will be working with The Brotherhood of St. Andrews, other churches, and the Southern Shores Civic Association (SSCA).

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

We hold an annual Stewardship Campaign in the Fall to fund our operational budget. We have different themes each year as we celebrate with our parish in our shared ministry. Each year there have been different leaders working with congregants that have served on previous campaigns. We also value the stewardship of volunteering time and talent, embracing the concept that “different gifts, equal sacrifice” as part of giving. To finance our outreach ministry, we hold two major fundraisers a year. “Holly Days” in the Fall is one of the largest craft fairs on the Outer Banks. “After Dark at All Saints” offers a month-long series of fun classes during the slow winter period. More than half of our congregation volunteer for these events, which raised over \$45,000 this last year. All these funds go to our community outreach efforts. Our tithe to the Diocese and outreach funding combined comprise almost a quarter of our total budget. Our finances are transparent. Our annual budget and yearly financial operating reports are provided at the annual meeting and available at any time on our website.

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

As directed by the Diocese of East Carolina, All Saints adopted the Model Policies in December of 2021. Most of the congregation understood the reasons behind the Model Policies and were willing to go through both background screening and Safe Church training. There were, though, a significant number of long-time congregants who were hurt by the process. Model Policies screening made them feel that “the church didn’t trust them” despite their long and loving contributions to the Parish. More than 10% of our lay volunteers left their positions, including many on Altar Guild, Flower Guild, and Lay Eucharistic Ministers. The Vestry listened to the congregants’ concerns, agreed with many of their points, and sent a letter to the Bishop seeking his support in changing elements of the Model Policies. A Vestry member also made a presentation to the Diocesan Executive Council, outlining the many roles where screening requirements didn’t match the purported objectives of the Model Policies. While no changes were made to the Model Policies, the congregants were encouraged by the Vestry’s support and have come to realize that our church indeed still trusts and loves them.

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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?

We are sensitive to the divisions in our society. We have conducted three separate Sacred Ground sessions. During Advent we participated at Father’s Tabernacle, a predominantly Black congregation in Manteo, by assisting children in choosing and wrapping Christmas gifts for their families. All Saints is the only church that supports OBX Pridefest, the leading LGBTQ event in our area. Outreach is integral to our character, helping our community while strengthening our faith as Christians. Despite the concerns noted above the congregation understands the importance of Model Policies as designed to protect children, youth and vulnerable adults. Every position addressed by the Model Policies is currently filled by individuals who have completed screening and Safe Church training, a total of more than 90 congregants and staff. To monitor and control building access, electronic key code locks have been installed.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Church School <b>Yes</b>		Number of Teachers/Leaders for Children School <b>2</b>	Number of Students for Children School <b>5</b>
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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 <b>1</b>	Number of Students for Adults School <b>22</b>
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Day School <b>Pre-K</b>	Number of Students for Day School <b>22</b>	Number of Teachers for Day School <b>4</b>	Number of Total Staff for Day School <b>5</b>
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Worshipping Community Web site: <https://www.allsaintsobx.org/>

Media Links:

Online References:

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

Languages Significantly Represented:

Provide Worship or Classes in:

*To apply, please send cover letter, resume, and OTM portfolio to the Rev. Canon Stephanie Allen, [slallen@diocese-eastcarolina.org](mailto:slallen@diocese-eastcarolina.org).*

### References

Bishop:

[rskirving@diocese-eastcarolina.org](mailto:rskirving@diocese-eastcarolina.org); 252-522-0885

**The Right Rev. Robert S. Skirving**

Diocesan Transition Minister

[slallen@diocese-eastcarolina.org](mailto:slallen@diocese-eastcarolina.org); 252-522-0885

**The Rev. Canon Stephanie Allen**

Current Warden/Board Chair

Previous Warden/Board Chair

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