

Ministry Portfolio

Associate Rector for Discipleship and Christian Formation

General Information Questions from OTM Document page 1

1. **Weekly Average Sunday Attendance:** 175 (post-covid, 150 in person and 150 online)
2. **Number of Weekend Worship Services:** 3
3. **Number of Weekday Worship Services:** 1
4. **Number of Other per Month Worship Services:**
5. **Current Annual Compensation:** \$65,000
6. **Cash Stipend:** \$65,000
7. **Housing/Rectory Detail:** Open
8. **Utilities:**
9. **SECA Reimbursement:**
10. **Compensation Available for the New Position:** \$65,000
11. **Housing Available for:** Open
12. **Pension Plan:** YES
13. **Healthcare Options:** YES
14. **Dental:**
15. **Housing Equity Allowance Budget:**
16. **Annual Equity Amount:**
17. **Vacation Weeks:** 4
18. **Vacation Weeks Details:** Four weeks with four Sundays
19. **Continuing Education Weeks:** One
20. **Continuing Education Weeks Details:** TBD
21. **Continuing Education Funding in budget:** \$400
22. **Sabbatical Provision:** Diocesan Policy
23. **Travel/Auto Account:** \$100 monthly
24. **Other Professional Account:** \$100 monthly for Cellular
25. **Comments:**

General Information Questions from OTM Document page 2

- **Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.** Holy Cross is a healthy, dynamic church. As such, we are filled with countless moments of effective ministry, joy, and love. Go to our website or FaceBook (Meta) and spend some time there. This Associate position (role) is an outstanding opportunity for any passionate clergy who is called to serve within and to grow a healthy, transformative church within a fantastic but broken community (near the beach). Pensacola, Florida, is an amazing place to live!
- **How are you preparing yourself for the Church of the future?** Visit our website and Facebook (Meta) and see the creative and generative ministries of our church. Notice things like the developing and deepening of our online community – *Holy Cross LIVE* – and our willingness to create and foster a Contemporary Service. Yet, mainly, notice that our focus is always about finding ways to connect people today with the eternal truth of Jesus Christ. That is the way we best prepare for the future. In case you didn't read the above question, yes, to live in Pensacola is amazing and so is this opportunity to serve at Holy Cross. We hope you are the right person to join us!
- **Please provide words describing gifts and skills essential to the future leaders of your worshipping community.** They should be honest and introspective in their own faith and in their own seeking of God through Jesus Christ. Genuine in caring for others. Comfortable with a church that believes giving up the via media is to give up one of our church's greatest strengths in the world today – the ability to unite. They should be ready to challenge themselves to grow in preaching every week, be good with a computer, and loyal to their studying of scripture and prayer – growing leaders grow leaders. We need you to grow along with us.

General Information Questions from OTM Document page 3

- **Describe your liturgical style and practice for all types of worship services provided by your community.** We hope to continue to be a church that embraces a liturgy which powerfully connects God's people with him. We see it as an instrument for serving God's people and helping them to grow healthily in faith, hope, and love. Our services would be categorized by most as low-church liturgical style but with deep theological appreciation of the mystery of the Eucharist.
- **How do you incorporate others in ministry?** Two examples of this are our Steering Committee for Christian Formation and our Pastoral Care Team. Each of these teams seek not only to track, plan and perform their area of ministry, but they also are tasked with the consistent role of seeking out others to empower to use their gifts to serve God. Really. Truly. This is an amazing church. I hope you are the person who is a good fit to join us!
- **As a worshipping community, how do you care for spiritual, emotional and physical well-being?** Ministry hurts. We love each other genuinely at Holy Cross, starting with the staff. Therefore, together, we work to make space for us each to find our own way of caring for our own well-being while we serve the needs of others. Each person is unique in this way, and each person is respected here. Really. It is that good here. Don't take this silly OTM's word for it, call us and see.

General Information Questions from OTM Document page 4

- **How do you engage in pastoral care for those beyond your worshipping community?** To mention a few: GriefShare Support Group, WeCare Support Group (for caretakers of those with memory loss), Surviving the Holidays Seminars, Blue Christmas, *The Point* (College and Young Adult Ministry), two AA groups, and a Compassionate Friends group. There are others, but that will do. Also, if this is important to you, I encourage you to log onto our Facebook (Meta) and flip through the past pictures and events that we have held. We consistently hold neighborhood and community celebrations and events where hundreds of non-parishioners attend and get to know us. Did I mention already that it is warm most of the year in Pensacola and it rare ever snows? A great place for kids, too. You will love it here.
- **Describe the worshipping community's involvement in either the wider church or geographic region.** We are involved in Cursillo, Happening, Commission on Ministry, and other areas. The Diocese helps support our College Ministry at the University of West Florida because it serves young adults from numerous churches and faith backgrounds.
- **Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?** You need to go to our website or our Facebook (Meta). This church has exploded (in a good way) over the last five years. So many new and thriving ministries. One favorite is our Food Pantry, which now distributes every week and gives out more than two tons of food to those in need every month. We build relationships with those who use the food pantry and they help to support the ministry by volunteering. Beautiful.

General Information Questions from OTM Document page 5

- **What is your practice of stewardship and how does it shape the life of your worshipping community?** We utilize New Consecration Sunday Stewardship Program that teaches percentage giving based on the need of the giver to give and not based on the need of the church to receive. It too, like most things here, is amazing. Did we mention that we love this church yet?
- **What is your worshipping community's experience of conflict? How have you addressed it?** Since we believe in the via-media, we have to navigate conflict. Holy Cross does, at times, have conflict as a part of its life. There is no escaping that. But we are a family and we handle it with humility and grace, choosing relationships over winning arguments. We do not do so in a public way, but we encourage direct communication with the Rector and Associate. We have an open-door policy. Honestly, though, we are a very united church.
- **What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly?** Holy Cross loves its traditions deeply, like most families; however, they embrace meaningful and intentional change exceptionally well. The clergy, at times, have failed to bring the congregation along with them on a vision or two. Yet, once that is understood, with humility and hard work, they gladly step back and approach things with a more patient and clearly communicated approach.

General Information Questions from OTM Document page 6

Prior Incumbents:

Rev. Roger Hungerford: Associate Rector: 1/2019 to current

Rev. Glenn Rhorer: Associate Rector: 1/2017 to 10/2018 (Previous Interim-Rector)

General Information Questions from OTM Document page 7

- Worshipping Community Web site:
 1. Media Links:
<https://www.holycrosspensacola.org/>
<https://www.facebook.com/HolyCrossEpiscopalPensacola>
 2. Online References:
 3. Languages Significantly Represented
 4. Provide Worship or Classes in
- References:
 1. Bishop

[Russell Kendrick 850-434-7337 russell@diocgc.org](mailto:russell@diocgc.org)
 2. Diocesan Transition Minister

[Massey Gentry 850-434-7337 mgfairhope@gmail.com](mailto:mgfairhope@gmail.com)
 3. Current Warden – See Website
 4. Previous Warded/Board Chair -
 5. Search Chair - Rector: Rev Rob Dixon (850)477-8596; rdixon@holycrosspensacola.org
 6. Parish/Institution
 7. Local Community Leader