



Vine of the Mountains

Anglican Church

Waynesville, North Carolina

The Anglican Church in North America

Diocese of the Carolinas

Seeks prompt hire of an
Associate Rector (coadjutor)

Who meets the calling and criteria
in this **Job Description**

Vine of the Mountains

PO Box 101 Waynesville, NC 28786

www.thevine.cc

Acting Rector C. Owen Fulghum

Inquiries:

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A note from our Pastor:

Dear friend,

Thank you for giving consideration to our church's need for an Associate Rector (coadjutor). I have no idea under what personal circumstances you find yourself looking at this job description. Perhaps you are near the beginning of your journey as a pastor. Maybe it's time to move on from your current place of ministry to do the next thing as God leads. Maybe, as I was many years ago, you are looking for a fresh start with new possibilities—not to mention in a hauntingly beautiful corner of creation.

The church we began 20 years ago is now poised for a fresh start in mission to our community. Vine of the Mountains (The Vine), was founded to reach people who were struggling with faith, or lack of faith, in the cultural and spiritual confusion manifesting with the decline of modernity. We adhered to an ancient-future perspective in much of what we did and drew from historical worship practices infused with contemporary flavor regarding music and use of visual technology. What we ended up with was a semi-liturgical church with a generous splash of “cool.” It was wonderful, and had significant Gospel-impact in our area.

About 14 years ago I began to struggle with the question of where the authority to do what we were doing came from. I mapped out our positions in response to endless difficult questions of theology and social ethics, all the while wondering: *Where does my authority to do this come from?* My inability to adequately convey the gravity of this concern to lay leadership was frustrating and I could find no peace about where The Vine was going. Quite unexpectedly, in 2013, I met a number of people who were part of the newly formed Anglican Church in North America. My observation of them and their church led me on a ten year journey into the Anglican Way. Today, my authority issues have largely been put to rest, and perhaps best of all, I have pastoral guidance and care from our bishops.

As have many churches, we've been through a lot. I can tell you many tales of great joy and sorrow. Now it is time for a new chapter to begin for the merry band of believers that is *The Vine*. It's time for a reboot with the connections, blessings and resources of our Anglican family. It's time for a fresh face and hope-filled heart to lead our church with enthusiasm and wisdom. We want to see the many young families and retirees near us find new life in Jesus. We want to continue seeing Jesus glorified in ways for which we are uniquely positioned and called. Maybe that's what you'd like to see, too. May his peace be with you.

All shall be well,
Owen

C. Owen Fulghum
Acting Rector
Vine of the Mountains
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ASSOCIATE RECTOR for Vine of the Mountains Church

The term “Associate Rector” (coadjutor) is not common within Anglican churches, but it best describes the role of a successor to our Rector, during the season of leadership transition. We feel it is important to have a segue period of overlapping pastoral leadership given our unique circumstances. Our Rector is the founding Pastor of Vine of the Mountains which was non-denominational until October of 2022 when our petition to join the Diocese of the Carolinas in the Anglican Church of North America was accepted. We were fully welcomed into the diocese at the 2023 Synod.

GENERAL POSITION SUMMARY

The purpose of the Associate Rector role for Vine of the Mountains is:

To work supportively and in consultation with our Rector and Vestry to discern those activities to perform directly and those activities to be shared with or delegated to other clergy, staff, and laity in our parish. This is to be done while developing the needed trust and confidence of church members in order to transition to the role of Rector as our current Rector likewise transitions to a different role of service within or beyond our church. The Associate Rector must be a leader of both laity and fellow clergy within the church, with robust competencies to develop, communicate and guide the values and vision of the church; to preach and teach the Word of God with clarity and faithfulness; to properly administer the Sacraments; and to provide pastoral care to our laity and community when needed.

ESSENTIAL JOB FUNCTIONS

- Cultivate a growing and vibrant personal relationship with Jesus Christ, maintain healthy habits of work and rest, wisely prioritize the needs and joys of family while serving the church whole-heartedly.
- Share leadership and responsibilities, including preaching, with our Rector for Sunday worship and in overseeing Christian Formation for all ages.
- Equip the laity for the work of ministry, raising up and investing in leaders.
- Especially foster development of the church’s ministries for young families, younger adults, and teens.
- Lead weekly gatherings focused on teaching and prayer.
- Oversee effective communication throughout the parish.
- Provide competent, compassionate, and ethically sound pastoral care to members and attenders as needed.
- Advance our ministries of outreach and evangelism, both locally and globally.
- Demonstrate fiscal responsibility, appropriately using church funds established by the Vestry.
- Participate in educational opportunities supported by the church and diocese and self-initiated activities to promote professional pastoral and personal spiritual development.
- Intervene when needed to protect the church from any cause which could damage or undermine its effectiveness as a loving and wholesome witness to the gospel.
- Assume the duties of the Rector on occasions of his absence.
- Participate in special projects as required.

OTHER JOB FUNCTIONS

- Demonstrate familiarity with and commitment to earnestly uphold historically biblical theological principles for the interpretation and preaching of scripture.
- Encourage godly stewardship of gifts and talents, upholding generosity and sacrifice as the standards for giving.

- Abide by the ACNA and ADOC Constitutions and Canons as guided by our Bishops.
- Attend required and other beneficial events for Diocese of the Carolinas clergy.
- Develop relationships with local clergy within and beyond our tradition.

QUALIFICATIONS

The following qualifications are minimum requirements necessary to effectively perform this job.

Ability to fulfill necessary qualifications for a Rector in the Diocese of the Carolinas.

Approval of Bishops in the Diocese of the Carolinas.

Positive record/references of effective and healthy pastoral leadership.

Experience:

- 3 years or more of church-based pastoral experience.
- A history of ministry to younger families is a plus.

Personal/Spiritual Traits:

- A winsome witness of love for Christ and his Church.
- A Christ-like attitude of humility and servant leadership.
- A heart for reaching the lost and restoring the wayward.
- A history of working well with others.
- Ease and effectiveness when communicating (incl. preaching).
- Ability to positively/kindly delegate and direct work when appropriate.
- Good communication habits for working with church leadership and members.
- Ability to promptly address and resolve conflict - and mediate differences.

Education and Training:

- Masters of Divinity
- Presbyterian within the ACNA or Deacon nearing ordination as Presbyterian.

Technology skills:

- Proficiency in word processing (Microsoft Word, Google Drive, Dropbox, etc.)
- Proficiency in email and on-line meetings.

WORKING ENVIRONMENT

- If married, spouse must be steadfastly supportive of the candidate's calling to ministry.
- Reside in our local community.
- Able to work effectively from home (via internet, etc.) and/or non-church workspaces as needed (we currently have no official workspace in our rented facility).
- Meets weekly with Rector and Staff, and at least monthly with Vestry.
- Maintains a reliable vehicle for transportation for work responsibilities.
- **Salary and benefits commensurate with ADOC standards.**

Vision for The Vine

Our vision is to become, by the power of the Holy Spirit, a community known for highly engaging **worship**, sound biblical **teaching** for all ages, **outreach**-driven ministries, and loving **hospitality**, with every member taking part in this vision...

Worship

We will glorify God with worship experiences which engage us – *body, spirit, and imagination* – in the presence of Christ, in the riches of God’s word, at His table, and in the hope of all things made new.

Teaching

We will grow as a spiritually healthy and mature body through

- Saturating ourselves in the truth of the biblical narrative, its guidance, and wisdom
- Helping one another develop fruitful practices of spiritual formation
- Mutual encouragement to put Jesus first in all things, living what we believe
- Drawing upon the talents and gifts of one another to fulfill this vision

Outreach

We will give ourselves to the urgent work of bringing those who do not yet believe into saving relationships with Christ and restoring those who once trusted him, but lost their way. Our gospel witness will be expressed in personal integrity, relational evangelism, serving those in need, and supporting missionaries in their work.

Hospitality

We will encourage and promote lifestyles through which members can have gospel-centric, life-giving relationships with family, friends and neighbors through acts of loving hospitality.

Our Mission

To follow Jesus in such a way that our lives become courageous in love for God and people—and to welcome everyone into the life-changing good news of Jesus Christ.

Our Parish

The Vine Anglican Church is located in mountainous Haywood County, North Carolina, population 62,500. Our members draw together from Haywood’s close-knit towns of Waynesville, Maggie Valley, Lake Junaluska, Clyde, and Canton. The area is a very popular destination for tourism, numerous outdoor sports/wilderness activities in all seasons, Appalachian culture (history, music and arts), the Blue Ridge Parkway, our 25 mile proximity to Asheville, NC, and our big backyard... the Great Smoky Mountains National Park. Our seasonal population swells during the months of April through October with tourists and those who have second homes here. The area holds particular appeal for those looking for a quieter, simpler place to raise children, work, or retire. Yet, despite its many charms, our home is also a mission field largely lying fallow. We seek to work with other healthy, gospel-centered churches in our community to reach those in spiritual poverty and welcome them to new life in Christ.

Our Story

Founded in 2002, Vine of the Mountains is in Waynesville, North Carolina. Locally known as “The Vine,” we were a non-denominational community church established in the Wesleyan-Arminian theological tradition with an ancient-future church aesthetic and an under-the-radar liturgical leaning. Today, we are a congregation within the Anglican Church in North America, Diocese of the Carolinas. How we got here is a long story filled with plenty of ups and downs, yet God’s faithfulness has proved to be just that throughout our first twenty years. At present, we are a small congregation still reconstructing after the pandemic and the ongoing cultural/religious shift dubbed “the rise of the *done*.” We are in the early stages of learning about and making the most of our new Anglican identity and family, which was a studied and Spirit-directed missional choice. Our worship style is thoughtfully liturgical yet informal. Sermons are relaxed and sometimes conversational. We strive to honor the Lord in every aspect of our services, singing to and about him with a broad mix of music we think is about right for who and where we are. We support several missionaries with whom we have warm relationships. We look forward to participating in the global outreach of our Diocese and Province.