



King of Kings  
CHARLOTTE

## **Parish Profile**

# Table of Contents

3	Our Future Rector
3	About Us
5	About Charlotte
6	History
7	Staff and Key Leaders
8	Core Values and Beliefs
8	Worship and Sunday Morning
9	Ministries
12	Finances
12	Building/Lack of Building
13	Church Information
14	Appendix: Member Maps
16	Parish Photos

## Our Future Rector

King of Kings is looking for a rector who shares its love of Anglican liturgy and the cycles of Anglican life--someone who is enthusiastic about leading the church deeper into ministry and toward its desire to have its own building. It is vital that our new rector be personable, have a loving heart, and be light-hearted and approachable. King of Kings has a history of Bible-based, thoughtful teaching, and we are looking for a rector who will teach and communicate well from a heart that loves Jesus, not only from a knowledge-filled mind.

Our congregation likes the trajectory our church is on. We feel that our former rector was our Timothy, and now we are looking for a wise and visionary leader to help us “build the temple.” That “temple,” we hope, will be a physical structure that will help us deepen and expand our pastoral and community ministries and be a metaphor for strengthening and expanding our existing ministries. We hope that our new rector will lead us with passion and vision into our next season of life and ministry together.

Kings is a small church, and our congregation is interested in growing in diversity and numbers so that our ministries can be more fully realized. We especially are interested in a rector who understands how important it is to build strong ministries for children, teenagers, and young adults and who is interested in expanding our outreach to the community. We also want to continue to strengthen and expand our pastorates and men’s and women’s ministries, as our congregation greatly values Christian community life and relationships with each other.

Serving as the rector of a small church does somewhat require a “jack of all trades,” as the rector will need to have a hand in many aspects of church life.

Our new rector will find a congregation that is committed to growing in Christ, to each other, and to the beauty of the Anglican rhythms of life. We look forward to welcoming a rector who will embrace us, our values and vision, and our desire for the kind of growth that impacts our congregation and our community. While we felt a tremendous loss when our former rector took another job, we supported his decision to step into a new role. We are a unified body that is committed to King of Kings and is waiting expectantly to meet the pastor who will lead us into what God has for our church in this new season.

## About us

King of Kings was founded in the heart of SouthPark, a community in central South Charlotte that is filled with shopping and businesses. While Cha

lotte is populated with churches, some with thousands of members, we have remained--and want to remain--a church small enough to care deeply for each other and live our lives fully for Christ. Kings is a regional church, drawing members from Denver (N.C.), Rock Hill, Indian Land, and other outlying communities (see maps in the Appendix) as well as many people who live in South Charlotte..

Throughout our history, Kings has been a place of rest for missionaries, pastors, and seminary students and professors. We have enjoyed excellent teaching from our paid staff and our members on Sunday morning, in Sunday school, on retreats, and in weekday small group gatherings.

In recent years, however, the atmosphere has shifted at Kings. As many longtime members have moved on and new members have joined, there has been a growing sense that it is time for us to move out of our longtime home at the Harris YMCA. The vestry has discerned that our mission is no longer connected to that of the YMCA and it is time for us to pursue our own building. A committee has formed to research options, and the church has begun to build up its finances so that we will be in a position to purchase a building when the opportunity arises. There is an overwhelming sense of support from the congregation for this transition. We hope our next pastor will share our vision for the future.

Our most recent pastor encouraged the growth of several ministries that have become well established in the church, including adult Sunday school, youth ministry, men's and women's ministries, pastorates (our bi-monthly small groups), and Micah 6:8, our outreach to a local public school. For the past five summers, a majority of our congregation has spent a weekend together in the mountains on a parish retreat, and each year the time away has provided refreshment, connection, and spiritual growth for our members. We greatly desire to deepen and expand those ministries and add new ones when able.

People at Kings value their relationships with each other and have found great support, counsel, and friendship within our church community. We are quick to care for people's needs, whether they are physically sick or hurting emotionally. Prayer is vital to our community, and we have a long-time intercessory prayer ministry led by the Rev. Fred Pinkston. Prayer with trained intercessors also is available at communion each Sunday.

Kings is an intergenerational church, and we value all people of all ages. Our average Sunday attendance in 2017 is 112, up from 103 in 2016. In the past, we have averaged between 150 and 160 on a Sunday. While some members have left due to moving to new cities or other churches, we have experienced especially painful departures in recent years because our church hasn't met people's expectations for children's or youth programming. Currently we have seen an influx of young adults visiting our church, but many don't stay. We hope that as Kings grows, we can focus more on these demographics.

While there is a temptation to be discouraged during this interim time, our congregation has a steady hope in the church's future and a desire for Kings to move forward in our shared vision. For now we are staying the course and putting our hopes and our hands to use. Almost every member of our church continues to volunteer and remains committed to our ministries, and we are blessed with mature believers and willing leaders. We envision that King of Kings will one day soon have a permanent home and be an established pillar of the Queen City that will guide many to Jesus.

## About Charlotte

Charlotte regularly ranks as one of the fastest-growing cities in the United States, as people are drawn to its quality of life, welcoming atmosphere, and economic opportunities. We are quintessential "New South," a city that a local news reporter recently described as "a city built by and for people who aren't from around here." It can be hard to find a native Charlottean in Charlotte. The city also is home to a growing immigrant and refugee population.

In recent years, Charlotte has worked to diversify its economic base beyond its roots as a financial center. It still remains the third-largest financial center in the United States, where many people you meet will work for a bank, but we are drawing more and more businesses in other sectors such as fintech, aviation, and IT.

The Charlotte region includes about 1.5 million people. Charlotte is a sprawling city that continues to spread out as developers build big neighborhoods in the suburbs. While it can take a while to drive across town, Charlotte's traffic is manageable compared to other mid-sized cities, and the city itself is home to a variety of distinct neighborhoods. Charlotte is not necessarily known for its nightlife, but it does have a local music scene, a growing arts scene, and many good restaurants. The city is extremely family friendly, with museums, parks, and lots of events geared toward children. The quality of schools depends on where you live; South Charlotte has some of the best schools in our large public school system as well as some excellent private and Christian schools.

Charlotte is within hours drive of the beach and the mountains, and it is a reasonable drive to major cities such as Atlanta and Washington, D.C. Our airport is the fifth busiest in the United States and has nonstop flights to more than 160 destinations. Major highways, including I-85 and I-77, pass through Charlotte.

The city has long been known as the "City of Churches" because it can seem like there is a church on every corner. There are 800 churches within the city limits and 1,200 churches in the greater Charlotte area. The city's Christian heritage traces back to the 1750s, when the Scots-Irish Presbyterians from Pennsylvania, Maryland, and Delaware settled in Mecklenburg County. Now, Charlotte is home to a wide variety of churches, and in South Charlotte there is a large Jewish campus with two temples and a community center, several campuses of the

mega-church Elevation, the largest Catholic parish in the U.S., and a number of mid-sized churches.

Charlotte is a “churched” city. The 2015 Barna Report found that 93 percent of Charlotte’s residents self-identify as Christians, while only 52 percent of those attend church regularly. Of Charlotte’s regular church attenders, 68 percent have a biblical/orthodox view of God. “Hundreds of thousands of people in Charlotte who believe they are Christian but are completely disconnected from the core teachings of Christianity and disconnected from the Body of Christ,” according to Rob Kelly, a local pastor. “These people are in desperate need of Christ, but have no idea they are actually in need.”

King of Kings is the only Anglican church in the Charlotte city limits—there are several church plants in outlying areas and larger Anglican churches in Davidson, which is about an hour from South Charlotte, and in Matthews just southeast of Charlotte. Needless to say, Charlotte is full of opportunities for ministry as it grows in population and diversity.

## History

The Rev. Jon Shuler, who was a leader in establishing the Anglican mission in America, founded King of Kings on Nov. 26, 2000. Twelve members signed the charter at Reformed Theological Seminary that day, and two of those charter members, Fred and Carolyn Pinkston, remain at the church. Rev. Shuler envisioned Kings as a church that planted churches, and over the years Kings has sent members out to church plants all around the Charlotte region. Most plants thrived for a few years but eventually closed their doors. One exception is our first plant, Church of the Good Shepherd in Davidson, N.C. To this day, Anglican church planters occasionally will spend a season at Kings before leaving to start new churches around Charlotte.

Rev. Shuler departed Kings in 2006, and about 17 months later the church called the Rev. Randy Forrester as its second rector. Rev. Forrester had just completed seminary, and the church viewed him as their “Timothy.” He and his family stayed at Kings for nine years, and under his leadership and sound teaching the church eventually began to grow, establish ministries, and become financially stable. Our last church plant was St. Patrick’s Anglican Mission, which was founded in east Charlotte in 2011 by the Rev. Mark Landon, a former King of Kings youth pastor. St. Patrick’s closed in 2017, and the members have dispersed. Rev. Forrester left King of Kings in July 2017 to take a position at St. Andrew’s Anglican Church in Charleston, South Carolina.

Church planting at times was a painful process, as many core members left to start new churches and took with them human resources and valued relationships. Since 2011, the church has focused on establishing a new vision and core values and building new ministries for its congregation and to the Charlotte community. In 2013, the church hired Eric Speece, its first

full-time pastor of worship and the arts, and appointed Jean Roach, a deacon, as volunteer children's pastor.

The church has met in the Harris YMCA, the largest YMCA in the Charlotte region, for most of its existence. It has partnered with the YMCA at times, as we have hosted the Y's community Easter sunrise service and prayer services and helped serve meals to homeless overnight guests at the Y through the years. However, the church now sees a future separate from the YMCA and is ready for its own building.

## Staff and key leaders

King of Kings greatly values its staff. They are outstanding at their jobs and are loved and respected within the congregation.

**H YFYj "9fJWGdYYW**, associate priest and pastor of worship: Eric, who was ordained as a priest during his time at King of Kings, was hired in 2013. Eric and his wife, Laura, have brought a new quality to our worship, which strikes a balance between hymns and modern worship music. Eric performs many duties outside his title, including preaching, officiating services, pastoral care, and co-leading a pastorate.

**HUa J5`YY**, community coordinator: Tami is a gifted administrator and ministry leader who has worked at King of Kings for more than ten years. She has served many roles at Kings beyond administration, including overseeing the church's Micah 6:8 ministry and helping to organize our first pastorates. Tami and her husband, Jeff, have also taken over leadership of the church's youth ministry in this interim period and regularly teach youth Sunday school and organize youth social events.

**H YFYj " : fYX'DJb\_gfcbž** assisting priest: Fred, a former Episcopal priest, has never been a paid staff member of King of Kings, but he has shepherded this congregation through many changes over the years. He and his wife, Carolyn, have faithfully provided hospitality and care to church members and visitors, and Fred continues to help preach and officiate services and lead our intercessory prayer ministry.

**8UbU<i f\_U**: Dana, a longtime church member and now a member of the Vestry, stepped in as volunteer children's ministry coordinator when Jean Roach recently left to join an Anglican church plant in Rock Hill.

**JYglfm** Our vestry is composed of servant leaders from within the congregation who help advance the mission and ministry of King of Kings.

# Core Values and Beliefs

## J]g]cb'

***The vision of King of Kings is to be a local church that proclaims Jesus Christ through our worship, outreach, service, and growth into Christ-likeness.***

Worship of the living God is at the center of our life together as a church. But authentic worship can never be contained in a single event. Like a spring of water overflowing and running down hill, our worship spills over into three areas: outreach to those disconnected from God and his church, service on behalf of those in need of justice and mercy, and growth into the image of the one we worship – Jesus Christ.

## JUi Yg'

Our three values shape our life together as a church and guide the way we pursue our vision. We call them the Three L's:

- ***Living under the authority of Scripture.*** We not only affirm the truth of the Bible, we seek to live under its authority and teaching.
- ***Led by the presence and power of the Holy Spirit.*** We know that in our own strength even our best efforts will fail. It is by the Spirit's life, power, and leading that we seek to work out our vision.
- ***Lifting up peace and unity in the body.*** We prioritize healthy relationships in our community. We embrace conflicts as ways to grow in grace and recognize many of our differences as God-given ways to express his beauty, truth, and power in the world as through a body with many parts.

# Worship and Sunday morning

Worship is central to our vision at King of Kings. Everything we do as a community flows from our worship of God. Because of that, we put a lot of time and effort into making sure that Sunday mornings run smoothly and effectively.

Given the nature of our partnership with the YMCA and due to the fact that it takes more than 30 people each week to make our Sunday morning run well, we naturally have a high level of participation from the congregation. In fact, more than 90 percent of our congregation serves on at least one Sunday morning ministry team, as weekly set up includes putting out chairs, setting up the altar space and communion table, setting up a hospitality table, and setting up worship and microphone equipment. To ensure that people can find a place to serve and that no one is overburdened, we have developed a scheduling system that includes all Sunday morning ministry teams (set-up, chalciers, ushers, children's ministry, etc.). The schedule is reconfigured yearly. We encourage everyone to participate in no more than two teams, and we schedule the teams in such a way that everyone serves one week a month. The staff (Eric and Tami) oversees, schedules, and coordinates all of the Sunday morning ministry teams.



Our worship reflects our Anglican tradition. We cherish the liturgy, uphold the sacraments, and organize our life together around yearly rhythms of the liturgical calendar. Each Sunday is structured around the Word and Table as prescribed by the Book of Common Prayer. Eric Speece coordinates our music and leads our band of skilled, volunteer musicians, who are required to audition before being invited to join the band. Eric also requires a weekly rehearsal for the band. Music permeates our entire worship service. We believe we have a “great treasury of worship” at our disposal that includes both traditional hymns and contemporary choruses, and the weekly music selection reflects this reality.

## Ministries

### **DUgtrfUHYg`**

In 2012, our former rector and King of Kings lay leaders began examining the existing model of gatherings outside of Sundays. The norm was a “cell group” model of a small, fairly exclusive groups. Holy Trinity Anglican (Brompton) had, in 2003, developed a model called pastorates that we began to look at carefully.

Our rector felt the pressing need was not for just for structure, but for stronger relationships with each other. There were many competing visions for gathering and ministry, and it was apparent that we needed a singular vision to guide the growth and direction. Pastorates are an opportunity for people to deepen friendships and for church members to develop their spiritual gifts, as pastorates generally are run by members of the congregation who are not in full-time ministry. For example, congregation members teach, practice hospitality, lead prayer and singing, and plan activities for children at pastorates.

We launched a test group in the spring of 2013, meeting near the church (now being led on Wednesdays by Reid Satterfield). In the fall of that year, Karen and Jordan Tabor started a second pastorate in Matthews (25 minutes south) which now meets Fridays. A third pastorate was launched in the Matthews area in 2015 now led by Eric Speece and Neil Moree, which meets on Tuesdays. Both Matthews gatherings offer activities for children,

There was originally a small budget set by the church to offset the hosts’ costs of childcare and paper and plastic ware. The groups recently have become self-sufficient (a beauty of this size/type gathering in homes). These mid-size groups typically draw between 15 and 25 adults and children.

Each gathering lasts about two hours and consists of a potluck meal, singing, teaching, and prayer.

### **A ]WU `\* ., `fWca a i b]mia ]b]gfrnŁ**

The Micah 6:8 ministry, King of Kings’ longest and most sustained community outreach, was launched in 2014 after a semester-long Sunday school class based on a local non-profit’s

curriculum that focuses on pressing community issues. After the completion of the class, church and congregation leaders prayed about how Kings could best serve the community. They felt led to begin a volunteer ministry at Lansdowne Elementary School, which is located in South Charlotte and has a high population of students who are eligible for free lunch. For several years, the church has hosted drives to collect books, snacks, gift cards, and underwear for the school counselor to distribute to students. Between six and ten church members also volunteer each semester at the school tutoring students. The church has participated in several beautification days at the school and helped clean up the school grounds and landscaping. This ongoing ministry is overseen by Tami Allee.

Throughout the years, Kings has participated in other social ministries but not on a large scale. For several seasons, we hosted dinners for Room In the Inn, a ministry where churches house homeless guests overnight, at a nearby Methodist church. We also have served meals for homeless guests at the Harris YMCA, where we meet on Sundays, and we have volunteered as overnight hosts at a temporary housing facility in Charlotte for homeless families.

### **7\ ]XfYbfg`A]b]glfmi**

Kings has always been home to large families with many children, and over the years we have continued to refine and develop a Sunday morning children's ministry. Kings had a paid, part-time children's minister for more than 10 years, but she retired in 2013 and was replaced with a volunteer. Adult volunteers have always taught Sunday school classes for children ages 3 and older, and we now have paid nursery staff and a paid preschool coordinator who work on Sunday mornings. Children are divided into nursery, preschool, K-2, and grades 3-5 classes. Teachers use the same curriculum and work in pairs. We typically have between 20 and 25 children each week.

Safety measures are regularly reviewed and implemented for the program, including background checks and training for all volunteers and strategies for keeping our children's space safe during Sunday School.

Children in grades K-5 return to the service at the Peace. We value the time that they join us in the worship service, and we do not mind the sounds of children and babies as we take communion and worship together.

There is ongoing interest in strengthening this program. Because we are a small church, our children and their families form genuine friendships and enjoy being together inside and outside church. We would like to see our children's program further implement Anglican liturgy and age-appropriate teaching.

### **Mci H `**

The first staff member hired at King of Kings (aside from Rev. Shuler) was a full-time youth pastor, and for about 13 years King of Kings had a youth pastor on staff either part-time or full-time. Our last paid youth staff got married and left the church in 2013, and since then the youth program has floundered. In recent years, Rev. Forrester worked to build a program,

implementing a youth Sunday school class. Parents have also begun organizing youth social events, and a growing number of youth are attending Camp Booyah, an Anglican summer camp, each year. We have about 15 middle and high school students whose families attend King of Kings, but they don't all attend youth group events. The core group is about ten students. While teenagers occasionally join the worship team or volunteer in the children's ministry, we recognize that we need to better involve our teenagers in the life of the congregation and provide a more vibrant program for them during this crucial phase of life.

### **A YbDj' A ]b]g]f m**

King of Kings men's ministry has been on and off during the years, although the men have always desired to have a ministry that strengthened their friendships and their spiritual lives. They have gone on retreats together, but not in a few years, and lay leader Jordan Tabor occasionally organizes spontaneous gatherings such as outdoor grilling or getting coffee together.

In the past year, more effort has been made to offer ministries for men. We now have regular men's Bible studies on the weekend and before work on weekdays. There is a lot of desire and motivation to see this ministry flourish.

### **K ca YbDj' A ]b]g]f m**

Kings' current women's ministry began in March of 2015 with a brunch at the home of Anita Moree, who now leads the ministry with Laura Speece and Carolyn Pinkston. Brunches continued that year, and soon evening studies and fellowship times became a regular part of women's gatherings.

The ministry was given an official status in 2016. Laura and Anita prayed for an older woman to join the team, and the Spirit prompted Carolyn Pinkston to join them in leadership. The ministry was given a budget that year, and in the fall it hosted a women's retreat at the beach that about 20 women attended. The retreat was well received and refreshing, and a second retreat was held in October of 2017.

The women's ministry currently includes a morning/evening study and a monthly brunch at someone's home or a coffee shop, where attendance ranges between six and 15 women. The ministry's leaders have been encouraged by women's involvement in each other's lives, how women on the fringes are encouraged to draw near, how women who are hurting are supported practically and emotionally, and how all women are encouraged in godliness.

# Finances

For 2017, we budgeted \$280,250 in expenses, broken down as follows:



As of the end of August 2017, we had received \$195,640 in tithes and offerings, which was \$24,726 over our budgeted figure for the year to that point of \$170,915. Our total revenues (including our 1 Peter 2:9 fund contributions (see below), payments for retreats, and funds from the diocese for an intern for area churches) were \$244,205. Our total expenses through August were \$188,095.

In late 2015, our bank balance fell below \$10,000. After recovering from that precarious financial position, we launched a campaign during the 2016-17 academic year to build up a fund of unrestricted capital called the 1 Peter 2:9 Fund, with a goal of raising \$45,000. We surpassed that goal and currently have \$48,764 in that fund, as well as approximately \$60,000 in our primary checking account. While we were careful to explain that the 1 Peter 2:9 Fund was not a capital campaign to raise funds for a building, we also noted that it could be thought of as a first step toward that goal since we needed several months worth of cash reserves before taking any such step.

In 2016, we received \$230,633 in tithes and offerings and \$275,466 in total revenue, while our expenses were \$239,031.

## Building/Lack of Building

In 2015, the Vestry and the rector began a discernment process to assess the church's future space needs and whether there was a strategic mission for the church to continue meeting at the YMCA. After much prayer, discussion, and research, it was clear to the Vestry that the church's future space needs were best met outside the YMCA and in a facility that would be an "in town" option for the Anglican community (most Anglican churches in the Charlotte area are located on the far outer edges of the suburban ring). A new location would provide a facility to include sacred space for worship, offices for staff, and classrooms/meeting rooms accessible to

the church during the week, not just on Sunday. Further, it was determined there was no longer an identifiable synergy between the church and the YMCA.

The rector shared the vision for a new sacred space with the congregation in late 2015, and the vision was well received. During 2016, members of the Vestry and the rector met with church building consultants, bankers, and brokers to inform their view on how to prepare and find a suitable new facility. Based on these conversations, the Vestry has sought to set the church's future financial goals on a course to carry the full budget plus the cost to operate a church facility sufficient for 200+ members. Already in 2017, we have met one financial goal necessary for bank financing (if necessary): accruing a minimum of three months operating reserves. Most recently, an ex-officio subcommittee called the "Sacred Space Committee" has been established with two clergy (one with construction experience) and two members of the congregation with commercial real estate experience. This committee will meet at least quarterly and is accountable to the Vestry. The committee had its first meeting in August 2017 to begin discussions on facility attributes previously provided by the Vestry, review a map of current church membership, and screen potential sacred spaces in the Charlotte area.

## Church Information

King of Kings Anglican Church

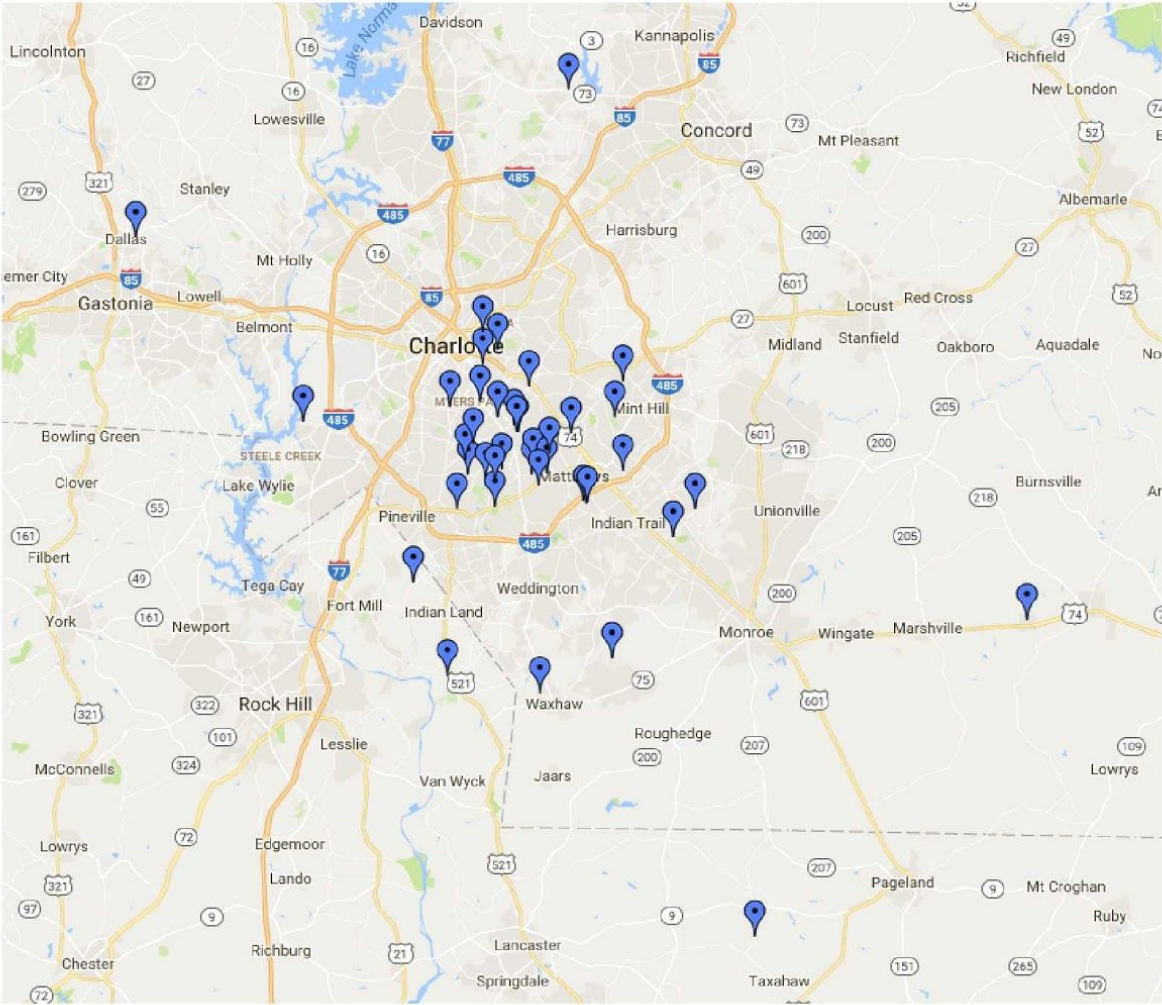
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Appendix: Member Maps









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