



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jul 24, 2024)

St. Mary's Episcopal School, West Tennessee

60 Perkins Extended, Memphis, TN 38117, United States

Contact:

Chaplain, School | Receiving Names until 01/01/25.

rcourtney@episwtn.org

Weekly Average Sunday
Attendance (ASA)

Number of Weekend
Worship Services

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
\$65446

Housing Available for

Pension Plan

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

Healthcare Options
Clergy only

Dental
Yes

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks
Other

Vacation Weeks Details

Continuing Education Weeks
Other

Continuing Education Weeks
Details

Continuing Education
Funding in budget

Sabbatical Provision

Travel/Auto Account

Other Professional Account

The number listed is the 2024 EDWTN Diocesan Clergy Minimum Compensation.

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

St. Mary's is a vibrant community, and our weekly and daily Chapels reflect a culture of belonging and inclusiveness. Our tradition of the Bridge to Caring program and senior speeches demonstrate the impact of living in a community that has a spiritual, moral, and ethical foundation. It is important to mention our happy and long ministry before describing our most recent fulfilling ministry. We have suffered a series of losses in our community over the last two years that have tested and proven the strength of our ministry and ministers. We have held our community together through sudden deaths, fatal accidents, suicide, and a nationally reported kidnapping and murder. Throughout these tragedies, our core values as an Episcopal School and the habit of gathering as a worshipping community comforted and guided us. Because of our Episcopal Identity, we not only survived but thrived, and have deepened community trust. We also raised the awareness of the school's core values and mission within and beyond our community. Most recently, we have been able to educate other school leaders about crisis response and to offer our empathy and experience to other suffering schools.

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

Our mission is to challenge and support each girl as she discovers her unique purpose and reaches her individual potential. For some, that includes spiritual development that invites her to participate in the Church of her adulthood. Our alumnae consistently continue in lives beyond St. Mary's that include church life and leadership, community service and vocation, and for some ordination. Our Chapel programming and religious education are part of that preparation.

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

empathy, intelligence, courage, Belonging

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

We have two primary worship styles each week. On our PK-5 campus, we have a child-friendly chapel once a week—one for our Early Childhood students and parents and one for our Lower School students and parents. We have traditional and unique prayers and songs, opening verses, student acolytes and crucifer, and a central lesson provided by one of the chaplains, staff, or visiting clergy/speakers. Chapel talks reinforce our character education program, the Bridge to Caring, which teaches traits of respect, responsibility, thankfulness, kindness, self-control, honesty, courage, and cooperation. These Chapels are held in our multipurpose room and draw many parents in attendance. On the campus for grades 6-12, we have a daily Chapel in the Church of the Holy Communion. The liturgy follows a modified morning prayer liturgy with opening verses, hymn, lesson, and prayers. The lessons are provided weekly by the Chaplain or assistant chaplain, the Rector or church staff, senior speeches, and on other occasions by alumnae or guests. We celebrate four Eucharists each year and follow a calendar that includes many special celebrations and school programs.

How do you practice incorporating others in ministry?

The variety and inclusion of students, staff, other clergy and guests is a consistent and beloved feature of all Chapels. Chapel Services include reflections and lessons from religious and civic leaders, alumnae, and faculty. The student-led chapel committee helps guide the daily service and selects guest speakers. Each senior prepares and delivers a speech about a topic of her choosing. Fourth-grade students lead the weekly Lower School chapel service. While this is a special privilege and responsibility for the students, the practice teaches girls key skills. Through this experience, girls gain confidence in public speaking, practice and prepare ahead of time, collaborate with their peers, and learn the difference between leading and performing. Middle and Upper School Students also volunteer to serve and members of the Chapel committee can officiate.

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

We pray daily in our School Prayer, “to keep the students in health of mind and soul and body.” We take that responsibility seriously. Chaplains, counselors, nurses, and teachers all play a part in advising, counseling, and providing care. We have practices that help monitor concerns, and we have protocols for more chronic needs. We believe each student is more than just her mind, and so seek to engage body and soul as well. In Chapel, we provide a daily time during which she is not required to produce any content or take any assessments. She can take a deep breath, pause her to-do list, pray, not rush, and simply be with the community that loves her. Our Chapel speakers include Rabbis, Pastors, and Imams, as well as Tibetan singing bowl players, our peer schools' singing groups, and our own students' bands. We ask our Chapel speakers to support our Bridge to Caring principles as our girls learn to thrive not only in academics but also in citizenship. Girls who know not only Beowulf and Geometry but also how to be a patient friend or sit with a lonely classmate – those girls are enabled to reach their individual potential. We hope that Chapel will have that impact.

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

Our Chaplains and counselors regularly support more than their 800+ students. They are integral to the care and outreach to over 600 families when they are in need, grief, or crisis. Several families have pursued membership in the Church as a result of our programming and care. Also, our community service and outreach programs operate in the greater city through grants, food, clothing, toy drives, and service projects.

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

Service to others is at the heart of our mission. Our students engage in meaningful service projects that teach them the value of giving back. In Lower School religion classes, the students organize service projects to benefit local nonprofits. Our curriculum allows girls to understand community needs and how they can be part of the solution. The girls recently organized a successful food drive for the Mid-South Food Bank. In 7th grade, all students take a service-focused course, Community Connections. The class is a partnership with MIFA, a local nonprofit that supports vulnerable seniors and families. Students learn from MIFA leaders about the challenges facing the Memphis area, such as homelessness, food insecurity, and health inequity. The students also volunteer for MIFA's programs and organize donation drives. Community service is integral to life in the upper school as indicated by induction into Upper School service organizations. St. Mary's Community Fund is a student-run organization that has granted over \$500,000 to over 50 local agencies directly benefitting Mid-South children. It also promotes community service and learning around philanthropy and grant-making.

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

Two years ago, St. Mary's began a ministry called Constance Crew, in honor of Sister Constance and our founding Sisters of St. Mary's. Student volunteers partner with community ministries and complete projects for them. Constance Crew went to Lisieux Community ministry to pack health-and-hygiene toiletry bags for unhoused women and to deep clean the toys and spaces where the women can bring their small children to play. Like daily Chapel and our Bridge to Caring, Constance Crew is a vital part of cultivating a culture of selfless service among our girls, as we include their hearts and souls in the daily experience of mind and body education. Contact Assistant Chaplain, Rainey Segars, rsegars@stmarysschool.org. Also, The Wilson Society is a civic leadership program offering the opportunity for students in select Memphis schools to apply for a grant to complete "Impact Projects" addressing the critical needs of the Memphis community. Our students research and select a large-scale need in our community that they have focused on for the past two years: decreased literacy levels in elementary school children. Contact Philanthropy Manager Caroline Fockler cfockler@stmarysschool.org.

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

In addition to the stewardship mentioned above, each member involved in St. Mary's Community Fund volunteers through hands-on service within the funded agencies. In addition, they participate in the entire grant process. By reading grant applications, presenting them at monthly committee meetings, organizing site visits, and choosing reliable and deserving grant recipients, the girls learn the process of philanthropy as well as its important effect in the community. The SMCF awards the grants in a Chapel ceremony. Additionally, our financial aid policy aims to help as many families as possible in order to build a community of equity and diversity. We also extend our faculty and staff tuition remission benefit to students of parents who are in full-time ministry in any recognized denomination.

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

During conflicts, such as COVID, we have learned to meet people first in their humanity and strive to put the students' welfare at the center of any dispute. When encountering conflict, respond quickly and listen, do our research, provide reasons and intentions, acknowledge impact and different viewpoints, and provide means of appeal. We avoid debates in emails, preferring in-person meetings. We consider all voices, not just the loud and frequent.

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?

Change and growth are ubiquitous in a school. Change is more accepted when it is communicated early and frequently and allows those impacted to be heard. Our handling of COVID, adding uniforms, or dismissing students or teachers all go better because of good communication and the trust we have built between leadership and all constituencies. Change goes poorly when we neglect to consider all constituencies or choose to be kind over being clear. We have learned that change is inevitable, it must be overcommunicated, and that we cannot make everyone happy, but we can strive to be intentional and ethical. Our Episcopal identity has given us solid footing and guidelines for treating people with respect and taking responsibility for our actions and words.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Miranda Cully	Chaplain, School	2022-08	2024-07

Name	Position Title	Date Begun	Date Ended
The Rev. Katherine Bush	Chaplain, School	2010-08	2021-10

Name	Position Title	Date Begun	Date Ended
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Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
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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	Number of Students for Adults School
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Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
K-12	815	103	173



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Worshipping Community Web site: <https://www.stmarysschool.org/>

Media Links:

Online References:

@stmarysepiscopalschool

> <https://www.facebook.com/St.MarysEpiscopalSchool>

Languages Significantly Represented:

English

Provide Worship or Classes in:

References

Bishop:

The Rt. Rev. Phoebe Roaf

Diocesan Transition Minister

(901) 937-4782 rcourtney@episwtn.org

**The Rev. Canon Rob
Courtney**

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader