Calvary (Ashland)

TYPE	DIOCESE	NAME
Congregation	Lexington	

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION

The next chapter is here at Calvary, and we are ready for our spiritual journey together to begin. We are excited about what our future holds. We are searching for a leader who will walk with us while we continue to grow, learn, and celebrate! Our wonderful office is waiting for our full-time Priest-in-Charge to lead and collaborate. Our congregation is looking forward to an enthusiastic teacher who shares this passion on Sunday mornings through their message and involvement in ministries inside and outside our community. We desire an approachable leader who will be present in our joys and sorrows. We are ready to call a Priest who will honor who we are, walk alongside us faithfully, and help us become even more fully the beloved community we are called to be.

Relationally warm and genuinely interested in people
Skilled in pastoral care and presence
Emotionally intelligent- able to read rooms, navigate conflict, stay grounded under pressure
Comfortable with collaborative leadership
Clear about boundaries

CURRENT STATUS	RECEIVING NAMES FROM	TO
Receiving names	11/16/2026	

APPLICATION INSTRUCTIONS

Please send cover letter addressed to the Vestry with Vocation Hub Profile in pdf format (OTM profile will be accepted) and resume to the Rev. Canon Amy Chambers Cortright at amyc@diolex.org

CANDIDATE NARRATIVE INSTRUCTIONS

1. How do you approach pastoral care in your ministry?, 2. How are you preparing yourself for the Church of the future?, 3. What does stewardship mean to you, and how do you practice it?, 4. How have you experienced and addressed conflict in ministry?, 5. What has been your experience leading change in the Church?, 6. How do you incorporate accessibility and inclusion in your ministry?, 8. How do you use technology in your ministry?, 10. What theological convictions shape your ministry?, 11. How has your theology evolved over time?, 12. Describe a recent ministry experiment or innovation., 13. What is a ministry risk you've taken, and what came of it?, 14. How do you discern and adapt to the changing needs of your community?, 15. How do you take care of your well-being-spiritually, emotionally, and physically?, 16. In what ways are you engaged in your wider Church or local community?

CONTACT

NAME	The Rev. Canon Amy Chambers Cortright
ROLE	Canon to the Ordinary
ORGANIZATION	Episcopal Diocese of Lexington
PHONE NUMBER	859-252-6527
EMAIL ADDRESS	amyc@diolex.org

POSITION DETAILS

ORDERS OF MINISTRY

Priest

GEOGRAPHIC LOCATION

Southeast

WORK ENVIRONMENT

In Person

MINISTRY SETTING

Urban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
80	397688

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW NARRATIVE

Financial Resources and Stewardship at Calvary Episcopal Church

Calvary Episcopal Church has been blessed throughout its history by the generosity and faithful stewardship of its congregation. These gifts have provided a foundation of financial resources that support the church's ongoing ministry, strengthen its programs, and help ensure its continued vitality.

Currently, Calvary maintains five designated investment accounts established to support specific areas of ministry and the long-term needs of the church:

Rector Compensation Endowment
Established to provide financial support for the full cost of a Rector's compensation package.

Choir Scholars Fund
Supports the church's music ministry through the provision of choir scholars.

Building Maintenance Fund
Provides resources for the ongoing care, preservation, and maintenance of church facilities.

Youth Director Compensation Fund
Provides financial assistance toward the compensation of the Youth Director.

General Church Fund
Provides additional financial resources to address the broader needs and ministries of the congregation.

These investment accounts are overseen by Calvary's Financial Committee, working in partnership with the two financial institutions that manage the investments. This structure reflects the congregation's commitment to responsible financial oversight and the thoughtful stewardship of the gifts entrusted to the church.

In addition to these designated investment resources, Calvary operates with an FY2026 annual operating budget of approximately $397,000.

Operating income is derived primarily from congregational pledges, individual contributions, and plate offerings. The church also receives designated gifts throughout the year from members of the congregation, providing additional support for specific ministries, programs, and areas of need.

Calvary recognizes that strong financial stewardship is an important part of sustaining its mission and supporting the leadership of its clergy. The church values the opportunity to welcome a priest who will partner with the congregation in nurturing its spiritual life, developing its ministries, and guiding its future.

FINANCIAL RESOURCE TYPE None

STIPEND, HOUSING, AND BENEFITS

COMPENSATION/SALARY DETAIL

RANGE $75,001 - $100,000

DETAILS

Total compensation is $75,500 **which is cash stipend + SECA contribution**

HOUSING/RECTORY TYPE

TYPE OF HOUSING PROVIDED Cash Stipend

DETAILS

Any amount designated as housing is included in the cash stipend + SECA contribution figure above

SECA REIMBURSEMENT DETAIL

REIMBURSEMENT OFFERED Half

DETAILS

The congregation will pay 7.65% of self-employment tax reimbursement (half). This amount is included in the $75,500 above.

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Clergy only

DETAILS

Full medical and dental offered through the Church Medical Trust for clergy only, may be negotiable.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

4 weeks with 5 Sundays

CONTINUING EDUCATION DETAILS

2 weeks (including 2 Sundays)
$1000

SABBATICAL PROVISION DETAILS

Per diocesan policy, after a period of at least five years, but no more than seven years, a three-month sabbatical leave for the Rector shall be provided. Time as Priest-in-Charge shall be counted towards pre-sabbatical period.

TRAVEL/AUTO ACCOUNT DETAILS

Up to $3500 reimbursed for travel at IRS mileage reimbursement rate

EQUIPMENT/PHONE DETAILS

$50 per month towards mobile phone

OTHER BENEFITS OR COMMENTS

Computer will be provided

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

Calvary has entered an exciting new chapter recently, shaped by the arrival of new families and youth. The effort to attract these groups was intentional through a shared congregational vision. The desire to continue in this direction is still strong. While growing through new families and youth is a part of our vision, we have not forgotten our adored, dedicated, long-time and elderly members. Our goals include balancing ministry across generations, creating dedicated "spaces" for each group and building intentional bridges between the groups.

What we look for in our next priest: Pastoral Skill and Emotional Intelligence Must Be Primary

We are looking for a priest who is:

- Relationally warm and genuinely interested in people across all generations
- Skilled in pastoral care and presence
- Emotionally intelligent - able to read rooms, navigate conflict, stay grounded under pressure
- Comfortable with collaborative leadership
- Clear about boundaries

Preaching matters, administration matters, but pastoral capacity is primary.

LEADERSHIP SKILLS

Change Management, Collaborative Leadership, Conflict Management, Organizational Development, Servant Leadership

MINISTRY SKILLS

Church Growth, Community Building, Discipleship, Evangelism, Innovative Ministry, Outreach, Pastoral Care, Preaching, Stewardship, Teaching

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

1. **What is your organization's mission and focus?**

Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?

Calvary's mission is simple. Seek Christ. Serve Christ. Share Christ. These six words hold our deepest aspirations in faith; they encompass our gifts, our history and our potential. We are committed to fellowship, teaching and learning, responding to the needs of others, being present in our community and welcoming ALL who walk through our doors.

Our priorities include teaching and learning with weekly adult Bible study and Christian formation for children and teens. We are proud of our youth program and have made it a top priority by hiring a youth director to lead and guide our children. We have ecumenical VBS, youth group gatherings and special children's outings. We are committed to yearly Advent and Lenten programs. Provided is a simple soup and salad supper, with special seasonal learning programs, followed by compline. In coordination with another downtown church, we share ecumenical Pet Blessings during the Feast of St. Francis of Assisi.

We serve our community through various programs that include Hunger Knows No Holiday (providing food for the homeless), Shelter of Hope (collecting food, supplies, clothing and specialty items for women and children in protected housing). Space is provided in our church for hosting regular AA meetings for the community. There is a discretionary fund that the clergy can use to help with those in need. Calvary runs The Holy Locker Room, which provides free sports equipment to families who can't afford these items for their sports-minded youth.

We continue to find new ways to share who we are through social media, livestreaming our services, our After the Amen daily ministry (based on the Forward Movement Day by Day) and updated online presence.

We want to share Christ! Sometimes that happens during worship on Sunday morning, sometimes through conversation during coffee hour, a youth gathering, a community event, a live stream service or online message watched from home or in one of our many special ministries led by our congregation.

2. How would you describe your ministry context?

Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?

Calvary is a small parish located in downtown Ashland, KY. Ashland is a historic river city that serves as the primary urban and economic hub for northeastern Kentucky. With a population of around 21,000 residents (Boyd Co. population around 50,000), Ashland blends a tight-knit, traditional small-town and Appalachian feel with the broader amenities and crossover traffic of the nearby Tri-State region (including Huntington, WV, and Ironton, OH). Our major employers are UK Kings Daughters Medical Center and Marathon Oil Refinery. Our ministry context is a typical Episcopal service using the Book of Common Prayer, incense and high church on special holidays and a lower version the rest of the year, but all of this is under the directive of the serving parish priest. Our homily is scripture-based and a homily that applies to our everyday living. Calvary's uniqueness is that we welcome all. Judgements and differences are left outside our walls. We consider ourselves a very loving and kind church. We have a range of parishioners from the very young to the very old. We have conservatives and liberals, politically, but we all get along. Some members of our church identify as LGBTQ+ and are actively involved. Our parishioners consist of college educated individuals, professionals with post graduate degrees or doctorates, blue collar workers, and retirees. We have a strong youth ministry that is growing and attracting new young families. These include vacation bible school, combined youth activities, pet blessings, Easter, Advent and Lenten programs. We have an updated Facebook page and website that keeps others informed of our activities. We have a daily podcast discussing the daily Forward Movement readings. Our Sunday services are live streamed for shut-ins or those looking for a church. We have a weekly Wednesday healing service at noon. Our outreach includes a basket ministry for Safe Harbor (a local domestic violence organization). We host a gathering space for the local AA group to meet. We started a youth sports ministry called the Holy Locker Room, a place where families can get gently used sports equipment for their children. With Hunger Knows No Holiday, we provide food for the homeless and those in need, the day after Thanksgiving. This program was started by parishioners at Calvary and hosts additional holiday meals throughout the year as well. We proudly provide college scholarships for young individuals singing in our choir.

3. How would you describe your congregational/diocesan leadership culture?

Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.

The congregational leadership culture at Calvary includes electing a strong and dedicated vestry. Thanks to a congregation with a number of varied professionals, electing a competent vestry is usually very easy. Members of the congregation have experienced a wide variety of life experience that makes for rich input into congregational leadership decisions.

Recently, the congregation has navigated change with recent challenges presented from our last Rector by using outside consultation and relying on the support and guidance of diocesan partners for expertise and direction. Thanks to recent work with a management consultant and psychotherapist, the vestry's leadership has reached a new level of sophistication, relying on trust, open communication, and mutual problem-solving as their goals.

Leadership in the congregation is committed to transparency and active listening. The culture is one of improved organizational health and well-being.

In terms of qualities Calvary would value in clergy would be a non-anxious presence, a person who listens before acting, and a person who is flexible with a high energy level. Sharing leadership between clergy and laity would be based on developing relationships rather than issuing rules.

4. How would you describe your congregational/diocesan liturgical styles and practice?

Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.

Calvary remains fairly traditional in its liturgical preferences and practices. However, while we love and appreciate traditional styles of formal worship, we remain flexible to the idea of introducing different styles of worship to our congregation. Calvary follows the rich traditions of liturgical worship that have been a hallmark of the Episcopal Church for many years. We celebrate Holy Eucharist Rite II, with Rite I used occasionally, depending on the season. A small group of people gather on Wednesdays for a noonday service. Our service music is taken predominately out of the Episcopal Hymnal and, at appropriate times of the year, special music and elements are used to enrich our worship. This might include our Bell Choir on occasion or special musical performances by our very talented choir musicians. We are especially proud of our choir and have several musicians within who lend their talents to our services. For a church our size we appreciate our musical talents and strive to show them off as appreciated.

5. **How does your congregation/diocese approach cultural identity and inclusion?**
Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.

Calvary values are centered around the traditional expressions of church, as found in the liturgy, and the church seeks to foster meaning for all and to learn together. We worship with the traditional Sunday service, with a Morning Prayer service once a month and we use the Compline service during our Advent and Lenten programs. Our services are streamed on Facebook and YouTube to provide services for our shut-ins and gather new members. In the Fall of each year we worship outside in the Ashland Central Park for a family service and picnic. We enrich our Worship Services with music. Calvary has several musicians in the congregation who lend their talents, such as hand bells, dulcimer, violin and horns at special services. Our hope is to foster a sense of community and belonging through excellent liturgy for all who worship together.

MINISTRY MEDIA AND LINKS

website	**https://www.calvaryashland.org**
Facebook	**https://www.facebook.com/people/Calvary-Episcopal-Church/100064582424065/#**
YouTube	**https://www.youtube.com/channel/UCVJRyHliWnHc2FVAd-Rqt4Q/featured**
Instagram	**https://www.instagram.com/calvaryepiscopalashland/**
TikTok	**https://www.tiktok.com/@calvary.episcopal**

NARRATIVES

1. **Describe your congregation's/diocese's theology or spiritual identity.**
Reflect on key moments or experiences that have shaped or challenged your congregation's theological understanding or self-identity.

Calvary embraces a more traditional ideology and practice which reflects the political and social identity of the larger community.

As time and new leadership has emerged as the old guard has died, there is a soft movement toward understanding that Calvary's identity is changing to a more inclusive community. This has been reinforced through preaching, teaching and outreach ministry. This is a community learning to love neighbors who are different from themselves.

The addition of new families and an increase in the youth population have shifted the engrained, more traditional culture. This shift has created a different, younger and more dynamic community. While we are proud of our history and generational families, we are also embracing our younger newer families and demographics.

2. Describe a recent ministry experiment or innovation in your congregation/diocese.
What did you try, why did you try it, and what did you learn - whether it "worked" or not?

Calvary is supporting a new daily podcast. This ministry is recorded from the church and reflects on each day's readings from Forward Day By Day. The program is called "After the Amen" and is hosted by congregational leaders. This online ministry evolved from a desire to bring our community towards daily prayer and reflection. The program also encourages a better understanding of our church in Ashland and the ministries in which Calvary is involved. To participate, grab a copy of the monthly Forward Day By Day and find one of the many online social media platforms the program is featured on. We also post daily on our Calvary Facebook page. Follow the daily devotional with the podcast. The hosts are honest and funny and strive to connect to this community.

This outreach ministry was created because our parishioners involved believed that our online presence has the power to connect people. It is still too early to tell if it's working, although the data analytics imply that it is. We have received one new member as a result of the 10 week effort. We recognize the tremendous effort needed to accomplish this ministry and that online growth comes from shared interest, thorough understanding, and commitment to the ministry's mission.

3. What is a ministry risk your congregation/diocese has taken, and what came of it?
Reflect on a time your community stepped out of its comfort zone to meet a new need or respond creatively to a challenge.

With any change, there is a risk that individuals or groups will question the reasoning behind it. One such change came from the vestry's decision to sign a pledge, presented by the Ashland Pride organization, "Y'all Means All". This pledge included placing "Y'all Means All" stickers on doors of local organizations, businesses, churches, and other places of gathering. The 'Y'all Means All" pledge was founded with the purpose of encouraging community and inclusion of the total community including more marginalized members of our society. Some of our Calvary community had concern about what change this pledge called for and what it called of us as individuals. Our parish is and has been committed to being an inclusive place for all to worship. Realizing our Parish was already committed to idea of "Y'all Means All", many members gladly accepted and were proud of our sticker on the front door.

4. How does your congregation/diocese discern and adapt to the changing needs of your community?
Share an example of how your congregation listened, responded, and experimented faithfully in your context.

As our nation's culture changes, Calvary strives to make our presence known and shared throughout the Ashland community. By doing so, we gain a sense of our community's needs and better understand what people are looking for in a place of worship. The goal is to enrich our current identity and community goals while meeting the needs of our congregation. For a decade, Calvary was the home to the Community Kitchen. Weekday lunches were served out of our kitchen space to those in need and the local homeless population. This ministry was apart of our identity and we were proud to support it physically and financially. Around 8 years ago there was a community decision to move these services to a central facility. The new location housed multiple independent social services and non-profits under one roof to prevent those in crisis from having to travel across the city for different types of aid. Calvary felt a great loss. Since, we have been working to provide other valuable community outreach ministries. The Holy Locker Room, founded by our church members, reaches families in need of youth sporting equipment. The intent is to collect and distribute gently used youth sporting gear. This ministry is working to address youth sports disparities. Youth sports are expensive and no child or family should feel shut out of sports. We have served well over 100 families and youth with this ministry.

5. How does your congregation/diocese sustain its spiritual, emotional, and physical well-being?

Ministry is deeply meaningful and often demanding. Share how your community nurtures its collective health and sense of call.

As a worshipping community we attend to our spiritual, emotional and physical well-being through prayerful involvement in fellowship, ministries and outreach activities. We succeed at calling our own to be a part of something greater, to give of time and talent, and to respond to needs within our church. Calvary does a wonderful job of recognizing needs and finding the right person to engage in these areas. We have such a wonderful and diverse group of parishioners with unique backgrounds and educations.

We also have a wonderful Deacon. She guides and cares for our community in so many ways. She not only serves our congregation weekly but also leads our long standing Prayer Warriors group and is a faithful servant to our shut-ins and elderly.

Opportunities at Calvary to share and care are abundant. Some in our church feel called to teach, some to music ministry, some to leadership, some to pastoral care, some to participate in worship, and others to the physical needs of our buildings and grounds.

Some examples of involvement are found in the Meet to East program, a book study led by our Deacon, that meets monthly for dinner and book review. Fellowship hour following Sunday morning worship, which may include donuts and coffee, a special occasion luncheon provided by our Parish, or a fellowship sign up provided by a family or two hosting the lunch. Our Java and Journey program, a popular Bible study group led by lay members, meets for coffee, study and prayer monthly on Saturday mornings.

Sharing our spiritual, emotional and physical needs comes naturally inside our church and helps bridge the needs of our parish. We offer programs to reach our congregations needs and thoughtfully tend to our own. When we have a member in need of help or support, Calvary steps up in a profound way through the generosity of our members.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

Calvary enjoys a very rich ecumenical partnership with our downtown churches. Our youth have been especially important in fostering these relationships with joint programing. These include monthly Gospel and Games (middle school ages) and Gather and Go (elementary ages) events shared with the Methodist and Disciples of Christ churches. We also co-host a long running VBS program, led by our youth director. Other civic involvement includes participating in the Ashland Repair Affair. The RA is an annual community service event organized by the City of Ashland, Kentucky, through its Department of Community & Economic Development, and manned by local organizations and businesses. The program mobilizes local volunteers and resources to perform free home maintenance and safety repairs for eligible residents. We have helped those in need with painting, flower bed and grounds cleanup and light maintenance work. Our teens love to participate in this event yearly. We co-host an annual Pet Blessing with the Disciples of Christ church. Our churches take turns hosting on-site. We have blessed all walks of life, including horses and snakes. This year we participated in an ecumenical local fall festival open to all. It was a huge success. In the past we have have volunteered at the Ashland Pride festival with a booth. Our youth and congregation serve lunch the day after Thanksgiving in a program began by members, Hunger Knows No Holiday. Yearly we pack lunches and serve them at our local homeless shelter. The teens will often go out with volunteers and find folks where they are to serve them these bagged lunches.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

Calvary has had two rectors in the span of five years. We have spent a good amount of time in transition. These changes have brought uncertainty and anxiety at times. Our leadership has learned to listen and embrace the needs and differing emotions of our congregation. The intentional adoption of pastoral care has come through understanding our past and listening to the needs of our congregation through consultation and conversation. We have recently formed a Pastoral Care committee and met to discuss needs. This has been led by our Deacon and with the support of our vestry. Ideas have been discussed and intention laid to approaching all of our members' differing needs. Pastoral care has come in the form of celebrating birthdays and anniversaries, through delivered meals to families welcoming new additions and to the sick and shut-in, through physical help with our elderly at their homes, through intentional time together at our hospitality events and formation, through a card ministry that is led by a dedicated vestry member, and other various actions. Prayer chains are led by our Deacon and our youth director reaches out to our families on a regular basis to check in and invite youth to programs. Calvary prides itself on being a welcoming and loving family. Many of our goals are centered around touching the lives of our members.

8. How is your congregation/diocese preparing for the Church of the future?

Ministry is always evolving. Share how your congregation is growing, adapting, or learning to meet the changing needs of the Church and the world.

Calvary is preparing for the Church of the future in a number of ways including adopting social media and technology practices and updating and keeping our website relevant and engaging. In addition we have added a Sunday morning livestream on Facebook and a newly-formed podcast, "After the Amen." This show is found across multiple social media sources and tracks the Forward Day By Day selection. Ecumenically we are involved with other downtown churches with shared events and missions. Our youth program has grown leaps and bounds and is active in our community participating in local events and leading new ministries including the Holy Locker Room and the Safe Harbor Basket ministry. Both of these new ministries were founded from the inspiration and help of our youth. Our youth are our future and the future of the Church! Calvary has actively put resources into our youth program with the strong belief with heavy intention we will grow our families. This has proven to be true as the program has more than doubled in size in the past 5 years.

9. What does stewardship mean to your congregation/diocese, and how do you practice it?

Describe how your community approaches generosity, resource management, and financial discipleship.

Our stewardship campaign this fall is aptly named a Season of Harvest. Calvary is absolutely in a season of reflection and thanksgiving. Our church recognizes that reflection and thanksgiving are good and necessary. Stewardship follows these lines as well. We recognize this time, A Season of Harvest, as an intentional period where we look back with gratitude at the abundant fruits God has grown in our community and look forward with hope to where the Holy Spirit is leading us next. It is certainly easily noticed and known that stewardship happens in many forms inside our walls and in our sacred spaces. It is also found in our programs that expand our outreach and worship. In this season, pledge materials are available and many wonderful stories are shared by a wide variety of members. Their shared stories reflect what stewardship means to them and how it has affected their lives.

Generosity is found in many forms inside our walls. Many times it is found in time, energy and talents. Having an open mind to ministries and outreach has grown this generosity as in some of our new programs such as The Basket Ministry, The Holy Locker Room, and The Healing Harmony ministry. Many of our members have gifts and passions that offer great help inside and outside of our church, like maintaining our gardens, offering electrical work, and other trade support. Gifts of music and creativity are abundant. Calvary has also been very fortunate to have been gifted funds for specific needs. These investments are overseen by Trust Companies with fiduciary responsibilities and by our own internal investment committee. We oversee all our funds with responsible management practice. With the addition of a hired, in-house finance director, we have been able to really understand our revenue and expenses and thoughtfully budget our monies.

10. How has your congregation/diocese experienced and addressed conflict?

Conflict is part of communal life. Tell us about a time your congregation faced it and how you responded - what did you learn?

In 2022 Calvary faced the loss of our longstanding priest. There was some hurt and disappointment with her decision to accept a position with another parish. Our Parish spent nearly two years without a full-time Rector and was anxious to find our next leader. The Vestry called our next Rector at the end of 2023. A new hope and energy was felt throughout our membership. The first year was filled with excitement from our faithful members and we saw many new faces. Slowly hints of conflict, odd relationship practices, and unhealthy vestry collaboration started coming to light. The fall of 2025 came with a distinct turning point. Our priest was in a car accident and received a DUI as result. Much of the conflict and other related issues came to light. Some members were directly affected by words and actions of our priest and were upset and hurt. Others had no idea what was going on outside the pulpit and they were confused. Title IV disciplinary action was taken after additional investigation as well. This resulted in yet another Rector loss. The hurt was palpable in our congregation. While some folks just wanted to move on, others had deep relationships that felt violated, and still others were angry and felt betrayed. With the urging of our diocese, we hired a consultant to help us through this chapter of hurt. We have been through a difficult season and have been willing and open to address wounds and patterns. Calvary's vestry and congregation have committed to health and growth. We have learned so much in these past four years, including how to navigate conflict, being open and transparent with our communication, and understanding our vestry and congregational relationship with leaders.

11. What has been your congregation's/diocese's experience leading or navigating change?

Ministry often requires change. Reflect on a time your community embraced or navigated change - when it went well, when it didn't, and what it taught you about shared leadership.

Change is inevitable. Our congregation/diocese has certainly had to navigate it many times in recent years. On most occasions, it has felt as though Christ has been working through the leadership and laity in beautiful ways, as they have engaged kingdom work and glorified God in the process. In these instances, all were growing in their faith and gaining confidence in the joint ministry being done together, affirming the entire body of the church. It has truly felt like a fulfillment of Romans 12:4-8 and a blessing to witness as a community.

Unfortunately, there have been a few occasions when navigating changes went poorly. This seemed to occur when the interests of one, or a few, were prioritized over the interests of the entire body of the church. Without a shared vision of navigating changes, and with a lack of communication or discussion of prioritization, the the community has struggled to address change and has experienced conflict.

Thankfully our leadership, membership and clergy have learned and grown through the difficulties of responding poorly to change and have become stronger and healthier in managing changes that inevitably occur in the life of a congregation. Recently our vestry and congregation made the bold decision to hire a consultant to help through some of our recent changes. This commitment to understanding has brought our greater church family together and our leadership more prepared to deal with change and challenges.

12. What are your current strategic priorities or plans for the future?

Share about any existing strategic plans, visioning processes, or future priorities your community is pursuing. How do these goals reflect your mission and the needs of the people you serve? What hopes or aspirations are guiding your ministry in this season?

- Continue to run our budget and expenses to align with our goals and needs and remain in the black for the fiscal year.
- Strategic planning for the installation of a new digital sign outside our doors. The intent is to make our parish more outwardly visible to the community and share relevant information about our mission inside.
- Vision for a church van. As our youth program has grown, it has proven a challenge to travel to church events and participate in gatherings further away. Discussion on how to use the van for other pastoral needs.
- Vision and planning to hire additional teachers/help with the youth on Sunday mornings.
- Strategic planning to increase pastoral care response within our own congregation, includes meetings to discuss immediate needs and the growth needs we have recently experienced.

Clearly fiscal responsibility is a priority and our leadership, supported by our congregation, is focused on maintaining our fiscal health. The growth of our congregation and ministries inside and outside our church also have high priority, along with meeting the needs of our parishioners. Our hope is to see the continued growth of younger families and young adults while taking care of our established core of parishioners, We are looking at and open to adopting new approaches to include and welcome these special groups. We have found through active listening and dialogue that pastoral care is a top priority and meeting these needs take continuous care and attention. Our leadership is committed to being open and transparent.

13. How does your congregation/diocese incorporate accessibility and inclusion in your shared life?

Share how your community strives to create welcoming, inclusive spaces for people of all abilities, backgrounds, and experiences.

Whether upstairs with the adults or downstairs with our youth we strive to create an inclusive and accessible space where everyone feels welcomed, accepted, respected, and supported, regardless of their background.

With our youth we recognize that everyone learns differently. We use coloring pages, children's bulletins, hands-on activities, and engage in verbal discussions so children can participate in ways that work best for them. We have spaces for all our ages that offer activities and are geared towards interests and needs.

We try to meet individuals where they are in life. We welcome folks with ADHD, anxiety, depression, grief etc. with understanding. We work to create a supportive environment where everyone feels comfortable. We have a reflective, quiet space in our chapel for anyone who may need a break from the nave while still being able to hear the service. Our parish hall serves as the "activity center" for our church family. Often we will host gatherings, including round table group discussions, a celebration space, or place for our post service luncheon festivities.

We also believe accessibility means going beyond the church walls. We have visited parishioners' homes to help clean and repair, cared for pets and plants, and helped people with everyday needs. When children have missed events like Easter or Halloween, our youth leader has personally delivered their gifts and taken that opportunity to connect with families through pastoral care. Pastoral care is a large part of our community. Deacon Tina is often at the forefront, with others willing to step in and help when needed. We believe in showing up for one another and making sure people know they are not alone.

Overall, we believe being inclusive and accessible means meeting people where they are, respecting their differences, and finding ways for everyone to participate. Our goal is to build a community where people feel they belong, are cared for, and have opportunities to grow in faith and connection with others.

14. Has your congregation/diocese participated in or hosted multilingual or cross-cultural worship?

Reflect on your experiences engaging with linguistic or cultural diversity in liturgy or community life.

Ashland acts as the urban Appalachian center in what is otherwise a fairly rural area. The area features limited racial and ethnic diversity with a population that is predominately rooted in Caucasian Appalachian culture.

Even with these particular demographics we have actively sought out to engage and participate in cultural diversity programs. Calvary has hosted and/or co-officiated the Martin Luther King, Jr. ecumenical prayer services held yearly at downtown churches. These services are in collaboration with community groups like the C.B. Knuckles Black History Museum and local Afro-American Baptist congregations.

Calvary also has a long-established relationship with the largest and most active local Alcoholics Anonymous chapter, Hope Group. This AA group hosts "Open Discussion" daily meetings (Monday-Saturday at noon) and evening services (Tuesday and Thursday) inside our St. Mary's Hall at Calvary. We have fought to retain this group and help serve their needs over the years.

15. How does your congregation/diocese use technology in ministry?

Describe the ways your community uses digital tools for worship, communication, formation, or outreach - and what you've learned along the way.

As described in other responses, Calvary has taken an active role increasing and managing our online presence, especially with our website, Facebook page, live-streaming and with our new podcast, "After the Amen." Recently we invested in recording equipment to offer live-streaming on our Facebook page. While we may have been a little late to the game with this feature, it is now up and running and reaching an untapped worshipping group. We have recently attempted to significantly reduce our paper mailings and move primarily to email communication with our congregation. This includes timely updates to our Facebook page and our weekly e-newsletter. The "After the Amen" podcast is found across multiple social media sites including Facebook, TikTok, YouTube, and Instagram.

16. In what ways has your congregation/diocese grown in cultural competency?

Share how your community navigates cultural differences, listens to diverse voices, and leads with humility and awareness.

Our church is located in Boyd County, in the northeast part of Kentucky, along the Ohio River and bordering Ohio and West Virginia. Statistics recognize 93% of Boyd county is Caucasian, 2% African-American, 2% Latino. Cultural competency is fairly limited based on regional demographics.

An area where Calvary has grown in cultural competency is in welcoming and including the LGBTQ community. A key moment of reflection for the faith community revolved around the first same-sex wedding in the church. Members examined some of their long-held convictions around homosexuality and realized the future of the church meant leaning into the motto; “All are Welcome.” This moment followed after the leadership made a key decision to embrace the "Y'all Means All" movement.

The community navigates differences through conversations with one another and relationships built on respect. As a result, members of the LGBTQ community have held positions of leadership and have served on vestry and on committees.

17. What theological convictions shape your congregational/diocesan ministry?

Reflect on how your community's theology informs worship, outreach, pastoral care, justice, mission, evangelism, and your life together?

The theological convictions that shape Calvary are best articulated in the Nicene Creed: one God, in Christ Jesus, who loves, heals, includes, redeems and saves all creation.

This theology is the backdrop of our weekly Rite II Eucharistic worship service that includes a 10-person choir, and our vigorous outreach ministries including care for female victims and children in a domestic abuse facility, feeding during the holidays, and a ministry of used sports equipment for the community.

Pastoral care is vigorous, being headed by the parish Deacon and a large committee who prepares welcome gifts and does parish shut-in visiting.

Calvary has supported activities for Gay Pride month and offers space for daily AA meetings.

Evangelism is currently focused on supporting a daily podcast built around reading and reflecting on Forward Day-by-Day. Each session offers an update of parish activities and an invitation to viewers to participate in Calvary's worship. To date, the program has been responsible for welcoming one new member after 10 weeks on air.

Calvary members care deeply for one another. An up-to-date prayer list coordinated by the Deacon keeps members informed of the internal needs, which is supported by an active card ministry.

There are numerous opportunities for adult education and fellowship each month, and the excellent youth program is prized by all the members.