

The Reverend Molly Payne-Hardin

Ministry Objective

To lead parishes by lifting the gifts of others, naming Christ present among us, and seeking the spiritual depth of common prayer. I preach and pastor in ways that build relationships, invite maturing faith, and share the riches of our liturgy and sacraments.

Experience

Rector

June 2019-Present

Trinity Church Watertown, NY

Diocese Central New York

Led a parish into deeper connection, transparency, and growth. Aligned a team of three full-time and one part-time staff to support the parish. Developed practical ways to deepen the faith.

- Led parish through pandemic with stable and increased levels of giving and membership. Parish grew by 25 new members in the last two years.
- Initiated transparency, accountability, and wider participation in the congregation's ministries, particularly outreach/mission and ecumenism.
- Developed practical ways to deepen faith and revived adult formational offerings.
- Integrated children's participation in worship and at church, particularly for families who live for 2-3 years at nearby U.S. Army Fort Drum.
- Empowered lay ministries to explore new horizons, particularly participation in Pridefest.
- Re-established newcomer ministry, doubling our newcomers in each year.
- Leading deanery congregations in ways to respond to the mission field at U.S. Army Fort Drum as well as in supporting our parishes who are stretched thin.
- Initiated parish-wide discussion of strategic planning for our building and the way it supports our ministries, including endowment planning.

Curate and Assoc. Rector

July 2017-June 2019

St. Andrew's Panama City, FL

Diocese Central Gulf Coast

Led a parish into deeper connection and a sense of their missional future. Bridged well into an established team of leaders. Revived adult formation. Shared leadership of cohort for youth ministry.

- Initiated Laundry Love ministry, collaborating with neighboring Episcopal Church.
- Revived adult formational offerings, including Education for Ministry.
- Engaged with and served alongside our outreach ministries, initiated a ministry of prayer groups and retreats.
- Led parish's immediate response to catastrophic hurricane that severely damaged parish and rectory.

- Engaged pastorally with parishioners and neighbors experiencing the traumatic effects of surviving a hurricane.
- Led pastoral-sized parish during rector’s sabbatical.
- Initiated intentional digital evangelism (e.g., website, Facebook).
- Co-lead of diocesan Smaller Church Cohort for youth ministry.

Disaster Preparedness for Public Health

2009-2014

Fl. Department of Health

Statewide

- Developed and implemented a public information and crisis communications program, for a 67 county state public health system, which succeeded through the H1N1 pandemic.
- Built bridges and relationships with 13 county health department professionals for the establishment of basic public information capabilities both routinely and during crises.
- Developed and facilitated 2-300 person trainings and exercises for medical and public health professionals.
- Responded to more than 20 major disasters (e.g., Hurricane Katrina) to lead the public communications and information teams from 1992-2014.

Marketing Communications & Public Affairs

1991-2009

Fl. Governor’s Office, Dept. of Community Affairs, NGO/Colleges

Capital, Regional, FL

- Managed communications teams of 5-7 professionals handling public relations and media services for a political administration and Florida’s disaster response agency.
- Improved communications and publicity of Florida’s response to major disasters, urban planning, affordable housing, public health, and community redevelopment initiatives through my writing, news interviews, and training colleagues.
- Event planner for large, statewide events (e.g., rallies, marches) commonly attended by 350-1,000 residents and advocates.
- Developed advocacy campaigns and communications strategy supporting statewide legislative initiatives in the areas of disaster response and urban planning.
- Developed communications campaigns and strategy to support fundraising at a two-year college and local United Way (2001-2003) before moving into public health.

Diocesan Service

- Diocesan Board and Trustees, Vice-president and chair 2023-present
- Diocesan Board member, appointed and elected 2019-present
- Fresh Start (“Adventures in Ministry”) leader 2023-present
- “Speak Faith”, a new faith formation program, start-up team 2021

Parish-based Lay Ministry

- Co-created young marrieds/families ministry. Co-led large ministry team, integrating 30-50 couples into parish life. Reinvigorated the ministry 5 years later during transition.
- Reinvigorated and created programmatic structure for new member welcome, connection, and incorporation as part of a leadership team at a resource-sized parish.
- Co-created contemplative prayer ministries network for our diocese. Created marketing communications materials and facilitated leadership team. Led weekly prayer groups.
- Led through prepared and steadfast participation in liturgy, Christian formation, and prayer ministries. These included LEM, Daily Office worship leader, lector, adult Sunday teacher, Godly play teacher, adult retreat leader, youth mission trip leader, stewardship committee, newcomer committee, bible study/small group leader, Alpha group leader.

Education, Ordination, Certificates

M.Div.	2017	U. of the South, School of Theology	Sewanee, TN
Field Ed.	2016	Christ Church Cathedral (400-500 ASA)	Nashville, TN
Field Ed.	2016	St. Thomas (50 ASA)	Greenville, AL
M.S. (Higher Educ.)	2000	Florida State University	Tallahassee, FL
B.A. (English)	1991	Florida State University	Tallahassee, FL

Ordained Deacon	December 3, 2016	(Dio. of the Central Gulf Coast)	
Ordained Priest	August 19, 2017	(Dio. of the Central Gulf Coast, St. Andrew's, Panama City)	
Certificate	2022	College for Congregational Development	Rochester, NY
D.Min. <i>Enrolled</i>	2023	U. of the South, School of Theology	Sewanee, TN

Personal

Born and raised in Miami, Florida, I'm a life-long Episcopalian who cherishes our Book of Common Prayer and sacramental theology. Growing up, if the doors of our parish were open, my family was there to cook a meal, serve as acolytes, or welcome a visitor. My first calling and ministry was to work in government, for the common good, communicating policy and initiatives that benefited the marginalized. I answered a call to ordination, which had first taken root in my 20s, when I was 44 years old. My pastoral skills are enriched by my own healing and spiritual work in 12 Step recovery, having lived sober for 20 years. I've been married to my husband for 23 years and we've long been in fellowship with the Society of Saint John the Evangelist (Cambridge, MA). We love the dogs we've adopted, over the years, and spend lots of time with family and friends around the country. I enjoy yoga, Cuban food, the outdoors, and fiction/poetry. I'm perpetually working on my Spanish and my voice – what I lack in technique, I make-up for in enthusiasm. I was born on November 8, 1969.