



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jun 7, 2021)

St. Paul's Episcopal Church, Michigan

200 W. St. Paul St, Brighton, MI 48116, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 07/28/21.

eekavag@edomi.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
97	2	0	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$65000	\$65000		
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$65000		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
	Yes	Yes	No

Salary range is \$65,000-\$70,000

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

We are proud that our former Rector Deon Johnson was called to become the Bishop of Missouri. This recognition of his gifts is certainly an outstanding personal accomplishment. But, it is also a point of immense pride for our community. His success is our success. A Rector and a congregation are partners. Together we grow in faith, explore new and different ways to worship, to learn, to reach out to our community, and to prepare for the future. Just as a parent takes pride, but not all the credit, for a child's progress, it fills our heart to see our partner's ministry to the world expand. Meanwhile, we remain committed to our ministry here at home. The values we cherish as a community - inclusivity, welcoming, loving, progressiveness - transcend any transitions and remain our focus. We are ready to form a partnership with a new Rector, anticipating the opportunity to learn and grow in ever changing ways, with an eye to a future of awesome possibility and hope.

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

The survey results from the Congregational Assessment Tool (CAT) show that we are a congregation accepting of change - we are flexible, adaptable, and ready for greater external impact. We are "transformational." In this regard, we face the future with hope and a positive attitude. We are proud of our history as innovators; we continue that trend by embracing new technologies and unique ways of doing things. We have strengthened our technology infrastructure during the past year. We sought out and were awarded a technology grant which allowed us to purchase high tech video / livestreaming equipment, re-wired our building to provide a strong internet signal to the sanctuary. While our members prefer in-person services, we are well equipped to provide virtual services now and in the future. As we surface from the pandemic, we will seek to reconnect with each other, using all tools at our disposal to grow our church to new levels of vibrancy in the future.

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

inclusive, progressive, welcoming, loving

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

Worship is at the heart of who we are as a community of faith. We offer two options on Sundays. The 8:00 service is a traditional service, without music, utilizing familiar text. The 10:30 service is more contemporary, blending traditional format with modern variations in language and song, followed by fellowship time. With special permission from the Bishop, we have been entrusted to act as a “testing ground” for innovative worship rites. This keeps us on the cutting edge of new rites being developed for the wider church. Also, we are fortunate to be located next to “the Amp” - an outdoor amphitheater in downtown Brighton next to the Millpond. Here we can hold outdoor liturgy, weather permitting. This proved invaluable during the warmer months of the COVID pandemic, allowing us to meet safely and in greater numbers than indoors. We livestream our services on Facebook, and post them to YouTube. Sacraments are a community event at St. Paul’s. Baptisms involve all in attendance to celebrate a new member. Special events such as a Blessing of Pets, Shrove Tuesday Pancake Dinner, and a Palm Sunday outdoor procession are intergenerational and public celebrations of our faith.

How do you practice incorporating others in ministry?

We publish a weekly newsletter sent electronically to the parish. In this newsletter, it is common to see links to different Google Forms which offer signup opportunities to get involved, either in ministry positions, educational opportunities, vestry or other committees. We boast great depth in lay ministry - greeters, readers, youth acolytes, sub-deacons, altar guild, videographers, and choir members are all weekly positions embraced by members. On special holidays or events, the service becomes interactive, such as youth-led ministry and our “brown bag” Christmas Eve family pageant, in which a piece of paper in a brown bag informs willing participants of their role in the pageant, upon arrival at church. As part of our hospitality ministry, coffee hour hosts volunteer to bring food and drinks for after-service fellowship (on hold for COVID). During the annual stewardship campaign, members of the church share personal stories of how their participation in our church has been important to them, which highlights different ways to be involved. An Annual Report of all committees and ministry efforts is shared with the parish and successes are celebrated.

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

We are blessed with Deacon Jenny who has a gift for caring for the sick and dying. Her pastoral ministry provides loving comfort during extremely difficult and emotional times, including grief counseling and peaceful visits. She maintains a fund which is used to assist those in extreme need with necessary financial support for food, clothing, or shelter. We also have lay ministers who visit homebound parishioners or those who are sick, bringing Holy Eucharist, meals if needed, and caring fellowship. Vestry reaches out periodically via phone calls to members for updates and encouragement, especially for those members who do not participate as fully in electronic communications. In our building or virtually, we have various offerings which encourage mental, physical, and spiritual health such as yoga classes, poetry study sessions, our art gallery, book clubs, AA meetings, and congregational retreats.

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

We boast a list of examples of outreach into our community, such as our community art gallery, community events such as 9/11 memorials, parades, rallies against gun violence and racial discrimination, First Responders Picnic, donations to Bountiful Harvest food bank, Fill-a-Bag/Feed-A-Family, and Coats for Kids. However, one way of reaching out to our community is most near and dear to our hearts. We truly embrace the concept of radical hospitality. All are welcome at our “little church on the hill.” We proudly fly the Rainbow flag in support of our LGBTQ brothers and sisters. We proclaim that they will always be safe with us. We are active resources for the Livingston County Diversity Council; they know they can count on us to support and co-sponsor Pride Month activities. We welcome PFLAG meetings. We hosted an “alternative prom.” LGBTQ members of our parish describe seeing the flag flying outside our doors as the very thing that brought them to St. Paul’s. The support from people inside the building keeps them coming back.

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

We have a strong history of collaboration with other churches in our county. A shining example of this is the Fish & Loaves program. Our former rector Walter Sherman began this ministry over 20 years ago, and it remains vibrant today. Fish & Loaves encapsulates our values of service to community and cooperation for the greater good. This program provides free meals weekly to approximately 75-80 people at each event, and involves 25-30 helpers each time. The program was conceived in a Livingston County Interdenominational gathering of clergy. The program is intended to be an opportunity for churches in our community to come together to serve those most in need. Participating churches take turns hosting, which enables the program to provide weekly meals and draws on the combined strength of multiple parishes. Meals are provided in a communal atmosphere of fellowship, and are also delivered to those who cannot come to the hosting church. Fish & Loaves successfully continued through COVID, utilizing creative methods to safely deliver food in a “drive-through” socially distanced setup.

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

Our newest ministry is our partnership with the Church of the Messiah in Detroit. The Church of the Messiah serves a multi-racial population in downtown Detroit, while St. Paul’s suburban community is predominantly white. As sister Episcopalian communities, it is our goal to forge a long term relationship, transcending racial differences and modeling love in Jesus’ name, as we serve our communities and worship together. The Church of the Messiah has an impressive track record of incubating businesses and programs which encourage people to raise themselves out of poverty. The Justice and Change committee at St. Paul’s has a long history of community involvement and we are thrilled to join forces with the vibrant change makers at Messiah. We have spent several months during the pandemic getting to know each other in Zoom meetings, inviting courageous conversations on racial justice and specific current events. We are now brainstorming ways to create joint programs, and we eagerly await the opening of our churches so we may worship together. Contacts: Mary Beth Connolly and Beth Senecal (St Paul’s) and the Rev. Barry Randolph (Messiah)

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

The Episcopal Church defines stewardship as “using the gifts God has given us, to do the work God is calling us to do.” We are fortunate to have excellent volunteers who manage our money responsibly and report transparently. Our finances are historically strong, but we do not take them for granted. We focus on paying down our building renovation loans while meeting all obligations and saving for future needs. Stewardship is not only about money, it is also about placing the right people in the right positions to utilize their gifts for the good of all. Each year during our stewardship campaign, members of our congregation share their personal stories of how they came to Saint Paul’s, and how they give back to the church in gratitude. This serves to promote our ministries, while also empowering members to give of their time, talents, and treasure in a positive and inclusive way. We also extend stewardship in other directions, such as being good stewards of the Earth. We reuse and recycle our weekly worship bulletins, we practice composting after community meals, and we donate or repurpose items whenever possible, instead of throwing them away.

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

Our CAT survey results show that conflict is not a hot-button issue here today. However, we have been challenged with conflict in the past, most notably during a period with an interim rector. Our experience with divisive and disruptive behavior was many years ago, but painful memories of that time linger. That past haunted our current transition; when the diocese encouraged our parish to pursue an Interim Rector again, members of our parish who experienced the prior conflict were very hesitant, fearing a repeat of the past. But, communication at Saint Paul’s is open and honest. Vestry members spoke personally with members who voiced fear of conflict, validating their fears and providing assurance that we have learned from the past. All parish members were invited to participate in “Holy Conversations,” small group conversations designed to solicit points of pride, and points of concern, with the parish. Open communication about the search process continues to supply everyone with the way forward, hopefully easing fears and avoiding potential problems.

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?

We are fortunate to have had very few clergy changes in recent decades. We have had only two rectors (and two interims) in the last 27 years. During those years we have actively welcomed change into our church through other means. In our worship, we welcome new and innovative ways to experience God’s word through poems and readings from authors not found in the Bible. In our Justice and Change group, we confront fears and welcome courageous conversations. It has been said that you “do not need to park your brain at the door” at St. Paul’s. We value creative and unique thinking. We take pride in being progressive, which requires some courage given that we may find ourselves differing from our surrounding community. We welcome a Rector who challenges us in sermons to take action and promote change in our world. We recognize we have important changes to make in our future, such as strengthening our music program and attracting younger families. We are dedicated to facing this together. We seek a leader who will face change with courage, guide us with empathy and love, and choose to journey with us as we face our future together.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Susan Williams	Interim	2020-07	

Name	Position Title	Date Begun	Date Ended
Deon K. Johnson	Rector / Vicar / Priest-in-Charge	2006-09	2020-03

Name	Position Title	Date Begun	Date Ended
John Dunn	Interim	2004-01	2006-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	2	8

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

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School

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

Media Links:

> <https://spark.adobe.com/page/VTiVVxVboISAp/>

Online References:

> <https://www.facebook.com/stpaulsbrighton/>

>

<https://www.youtube.com/channel/UC2OSlr8Osm5XQFacjHYkxw>

Languages Significantly Represented:

English

Provide Worship or Classes in:

Sometimes Spanish and Latin are included in music

References

Bishop:

**The Rt. Rev. Dr. Bonnie A.
Perry**

313-832-4400 bishopperry@edomi.org

Diocesan Transition Minister

The Rev. Ellen Ekevag

630-258-8882 eekevag@edomi.org

Current Warden/Board Chair

Phil Smith

517-304-0662 prsbungalow@hotmail.com

Previous Warden/Board Chair

Mary Beth Connolly

248-946-1537 miconnollyfamily@gmail.com

Search Chair

Janet Barnes

810-923-7038 jcbarnes48@gmail.com

Parish/Institution

Local Community Leader

Mona Shand

248-259-2842 mona.shand@mail.house.gov