



Job Posting – Associate Priest/Curate, St. John’s, Royal Oak (12/2021) seeks a Curate/Associate Priest who is ready to be join our leadership team in this active community. <http://stjohnsroyaloak.org/>

Context/Congregation Background: St. John’s sits on a busy intersection in a *highly trafficked building* in Royal Oak, MI – an award winning¹ and walkable, vibrant small city just north of Detroit (Episcopal Diocese of Michigan). St. John’s is very connected and engaged with our community through ministry and outreach. The vast majority of people who come through our doors each week are not members of St. Johns.² We identify strongly as an Open and Affirming congregation that continually seeks to deepen our commitment to inclusion.³ St. John’s most deeply held values include racial justice, equity, reconciliation and healing. Our programs and education (for children, youth and adults) are committed to these subjects as a substantive part of our ongoing formation. This commitment also informs our expansive liturgy and music.

St. John’s is in the final year of a 3-year, \$900k Capital Campaign to make our church building more accessible and welcoming. As we begin the coming year, we mark several milestones - a very successful completion of the Capital Campaign, our 100-year anniversary, and many pivots and transformative experiences even in the midst of the pandemic. Our congregation longs to gather and reconnect in a variety of ways. We have returned to worship in a hybrid context – both online and in person. We have launched safe and welcoming protocols for re-entry into our ministries. We feel a sense of synchronicity, of things coming together.

St. John’s is very squarely an “*In-Between Church*” (Alyce Mann) straddling the Pastoral and Program Church designation. The congregation wants to continue to grow and strengthen our programs and discipleship. As we move into a Program Size Church, we are adjusting to multiple ministries opportunities (rather than just two or three signature ministries), developing leadership, and shifting from a rector-centered parish to leadership within subgroups and programs.

The congregation is generally *healthy and participatory*. The lay leaders and members have said they want and expect clergy to be high-energy and able to support them in ministry development. The curate will work with a wide range of lay leaders, some of whom operate as volunteer program managers (Open Hands Program Manager, Sacred Ground, Maintenance Team, etc).

Staff/Leadership Style: My leadership style as the rector is *collaborative and participatory*. Ideally, a curate will be comfortable to share ideas, to give candid feedback, to

manage projects, and to exercise leadership in a variety of settings/with a range of ages and other demographic settings. They would also work easily with other staff.

Aside from the Rector and Associate Priest, we have a mostly part-time staff.⁴ We are rarely all in the building at the same time. We share a weekly staff meeting, and communicate frequently by cell phone, email and text. We have to be creative in appropriately keeping each other in the loop with ministry, pastoral care, and administrative information.

The current staff is stable, healthy, competent and very hard working. The ideal curate will be ***flexible, confident, self-motivated, and approachable***. In addition, they will be able to state their needs, to ask for help, to communicate well (both verbal and written) and to support ministry development. Finally, they will need to be organized, self-motivated, and able to manage their time well. The ideal candidate will be tech savvy, and offer solutions.

Our Strengths:

St. John's has discerned a gift as a teaching/mentoring congregation; we desire to partner in ministry and formation with a curate who seeks to learn the skills needed to be a rector. We offer a curate a 'generalist' position (rather than a ministry specialty) with opportunities to work in every area and aspect of parish life: (liturgy, formation, outreach, administration, finance, stewardship)

Worship: Opportunities for regular preaching, presiding, and liturgy planning

Presiding – 23 Sundays per year (2 out of 5 Sundays, plus rector's vacation)

Healing Eucharist – weekly midweek service

Preaching – 20 Sundays per year (1 out of 3-4 Sundays, plus rector's vacation)

Full participation in shaping Sunday liturgies with staff team, Liturgy Planning Team, and Altar Guild

Teaching: Opportunities to teach and lead, and to support others in their teaching ministries

Co-teach confirmation and reception class (5 weeks with rector, deacon and lay leader)

Teach 6 – 8 Adult Forums annually

Assist with Vacation Bible School, and Solemn Communion Class (3rd to 5th graders)

Co-lead Baptism Preparation, and eventually lead 2 sessions per year

Assist with Seasonal Teaching opportunities and Special Events

Work with Sunday School and Youth Leaders with seasonal planning and supporting their development

Pastoral Care: Opportunities to develop pastoral relationships and to work with Rector, Deacon and Pastoral Care Ministry team in meeting pastoral care needs within the parish

Meeting new families and connecting them with people and ministries (along with Welcoming/Newcomer Team and Rector)

Visiting sick and homebound parishioners – right now we have 12 homebound members

Developing relationships with parishioners in the natural course of time and providing pastoral care generally

Children, Youth and Young Adult Ministries: Opportunities to develop pastoral relationships and to work with children, youth and young adults and their leaders in meeting pastoral care needs and in developing programs and ministries. There is tremendous opportunity for growth and creativity in this area.

Godly Play and Connect for youngest children

Youth Group for middle school and high school

Vacation Bible School

Young Adults – this is an area we'd love to build – we have 15+ parishioners in their 20's-30's

Solemn Communion – every other year

Youth Adventure Trip/Pilgrimage – every other year

Liturgical Drama– 3 -4 times annually (including Christmas Pageant)

Administration: Opportunities to learn, share in and lead administrative activities within the parish

Participation in Stewardship planning and implementation

Participation in Finance Committee and other administrative aspects

Participation in Vestry meetings

Our Challenges

- This year and next, we expect to go through some **major growth with our Open Hands Food Pantry**, a separately incorporated non-profit with deep ties to St. John's. It has grown exponential during the pandemic, and now serves 20,000 annually.

- Our **Music and Worship will change as we adapt to next phase in pandemic** (inside/outside/online/tech platforms/safety) We will value the curate's ideas about liturgy development and music.

- Our **children and youth program**. Our programming has changed a lot during COVID. Time honored traditions had been put on hold. We will be reconnecting with families after social distancing for more than a year. It will be helpful to have a curate who enjoys children, has some experience with children or youth ministry, and an interest in working with staff (we have a Children and Youth Formation Director), leaders and parents. We have a lot of young adults coming to St. John's, and no programming or ministries for them specifically.

- There is currently **far more pastoral care need** than can be adequately met by clergy person. It will be helpful to have a curate who enjoys working with lay leaders to provide various forms of pastoral care. We have a strong lay pastoral care team.

- As we grow, incorporate new members, develop new leaders and add new ministries, **we anticipate a sense of excitement**. We are very committed to **Community Organizing** (one-to-one conversations/relational conversations) to identify leaders. It will be helpful to have a curate with experience in discernment who can carefully attend to ministry development with love, patience and commitment to vision.

- We have large campus, and the needs for deferred maintenance exceed all that needs to be done. The ideal curate will be comfortable in pitching in with ideas and support for helping ministry teams attend to our building.

¹ Royal Oak, MI <https://www.romi.gov/1436/About>

² St. John's Programs serve more Non-members than Members: 20,000 people annually in our Open Hands Food Pantry, about 50 people each day in our New To You Resale Shop, 7 Twelve Step Groups, and many other community groups. Mon Ami, a large state-licensed day care center, operates on our property.

³ St. John's Welcome Statement: Welcome! We are St. John's, a parish that invites you to be a part of our community and warmly embraces you when you do. At St. John's, our history has taught us that accepting and embracing true diversity is challenging. As a result, we have come to claim a firm, undying commitment to inclusion. So here is our invitation to you: regardless of your cultural background, ethnicity, gender, lesbian, gay, bisexual, transgender or heterosexual identity, economic status, physical or cognitive ability – you will not be labeled, singled out or excluded here. You will be welcomed, affirmed, embraced and celebrated! We will be better because you are here.

Adopted by unanimous vote at St. John's Annual Meeting, January 31, 2016

We are a "Believe Out Loud" congregation

⁴ **St. John's Staff, Length of employment and FT/PT status**

Rector	The Rev. Beth Taylor	8 years	FT
Parish Administrator	Jennifer Perkins	5 years	PT, 24 hrs/wk
Bookkeeper	Alice Tumidanski	3 months	PT, 20 hrs/wk
Youth Director	Holly McNeal	3 years	PT, 10-12 hrs/wk
Music Director	Steve McGhee	2 years	PT, 5-7 hrs/wk
Store Manager	Kathy Williams	12+ years	FT
Day Sexton	Tamra Zakar	14+ years	PT, 18 hrs/wk
Night Sexton	Carlos Newsome	10+ years	PT, 15 hr/wk
Staff Singer	Brynn Ward	4 years	PT, 3-4 hr/wk



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Everyone is welcome! Everyone belongs!