



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 6, 2023)

St. Andrew's Episcopal Church, Michigan

306 North Division St, Ann Arbor, MI 48104, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/02/23.

eekevag@edomi.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
204	3	4	2
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
\$7038	\$92000		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
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year	Yes	Yes	Yes

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

The Sep 2022 celebration of the 40th anniversary of the Breakfast at St. Andrew's was one of the most fulfilling moments in recent parish life. The Breakfast continues today with the promise that no matter who you are or where you come from you will get a hot meal. The event was a celebration of St. Andrew's history as an active worshipping community with an eye on social justice, addressing the ongoing problem of hunger in our world. Attendees included members of St. Andrew's, local leaders such as Ann Arbor's mayor, members of the community, and Breakfast guests. It was a joy to see this diverse group chatting together, enjoying food, celebration, and a commitment to this ministry. It is fulfilling to see how the work of The Breakfast truly impacts people's lives. We hear from people who have been using the services for years, people attending for the first time, volunteers who have been waking up nearly every morning to serve a hot meal to people in need, and students learning from breakfast guests about their lives. The Breakfast has helped so many people, and the 40th anniversary celebration was a good time to reflect on where we were, where we are, and where we are going.

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

During the pandemic we learned a number of things that we believe will help us prepare for the future. We realized quickly how valuable our technical resources and tools have become to us. We invested time and treasure in technology to answer urgent needs and to ensure we are ready for future challenges. We believe that such tools can enhance the life we share in our parish community. We invested in video and audio technology that allows parishioners to participate in worship services remotely so that they can participate at times that suit their lives. We have also created infrastructure so small groups can meet online. In addition we have significantly improved our aging sound system. During this time we have worked to strengthen our ability to negotiate disagreements. As we return from the isolation of the pandemic, we recognize varying levels of comfort in our parish regarding masks. Recently churches in our diocese have been given responsibility to develop their own COVID policies. At an all-parish meeting and through other discussions, church leaders listened to thoughts, concerns and suggestions and quickly, thoughtfully implemented a well-accepted revised mask policy.

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

welcoming, compassionate, inspiring, spirit-filled

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

We at St. Andrew's are fortunate to have a variety of services offered throughout the week. Sunday mornings begin with a spoken service at 8:00 am followed by a very popular family service at 9:15. Our 10:00 service features several of our choirs accompanied by the heavenly sound of our new organ. All three of these services include the celebration of the Eucharist. On the first Sunday of the month Compline is held at 8:00 pm. Wednesday mornings offer a Holy Eucharist at 7:00 am on the first Wednesday of the month; all other Wednesdays celebrate Morning Prayer. Evensong is sung in the chapel at 6:15 pm. A Holy Eucharist and Healing Service is at 5:30 Thursday evenings. Friday at 12:15 we celebrate a spoken service of the Eucharist. Overall, we are a somewhat traditional, "broad" (neither high nor low) church. We use the Book of Common Prayer and rely on music as we worship, mainly traditional Anglican choral music found in the Hymnal 1982; we also use some LEVAS and Taize. Especially at the 10:00 Sunday service, we use chanted psalms and Eucharistic prayer.

How do you practice incorporating others in ministry?

St. Andrew's strives to invite and include as many as possible in all our ministries. Often, this is done by personal outreach. While effective at filling "openings", this approach does not create a broad level of awareness to engage and invite people to become involved. Recognition Sunday (June) is an occasion when all ministries take center stage for acknowledgement and appreciation of all their work over the course of the year, and this is helpful in creating awareness and inspiring participation. We have an opportunity to do more to invite greater involvement. In the past, St. Andrew's has put on a Ministry Fair to help with recruiting interested members to get involved. Each ministry staffs a table, to answer questions and provide an overview of the ministry objectives and provides an opportunity to communicate the camaraderie and "feel good" benefits of participating in the ministry. This fair is an event that could be restarted now.

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

As music wafts throughout the church, so does the scent of a warm meal from our Breakfast Program. Our beautiful sanctuary brings comfort to all who attend St. Andrew's and to our larger community. COVID inspired us to organize an even more ambitious outreach program for homebound members, offering baskets of meals, lovely treats and devotional items. We continue to offer a Meal Train and gifts to these members throughout the year. The pandemic has made us even more grateful for our Health Ministry which offers on site vaccine boosters, blood pressure screenings and CPR training. Our lives are filled with joy through the humor and camaraderie of the St. Andrew's Players theater program. Our dramatic performances also provide a necessary expressive outlet, especially for our young people. Likewise, our Church School is a shared bonding experience for our youth growing up together at St. Andrew's. Sunday School sets time aside for youth to safely ask questions, be supported and have fun while learning and making crafts. During COVID Zoom lessons, we especially emphasized games such as Jeopardy to get the students laughing and participating with one another.

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

In 1982, the Breakfast at St. Andrew's began with a simple idea - to help others through tough economic times. From the beginning anyone who walked through our doors received a warm meal, no questions asked. Guests come for a daily hot breakfast and a welcoming space. We continue to serve breakfast to nourish and strengthen our guests; we are nourished and strengthened as well. We are the only program in the Ann Arbor community serving a meal without charge, 365 days of the year at the same time and place. We generally serve between 60 and 150 guests daily. More than 100 volunteers, both from the parish and the broader community, donate their time on a regular basis. Guests are young and old. Most of our guests are not members of our parish but that has never mattered. Many of our guests are homeless or struggling with addiction or mental illness, and most are working people who are trying to make ends meet. We have been serving breakfast outside throughout the pandemic and are just now able to invite our guests inside again. Inside or out, this is a place to see friendly faces, chat with volunteers and other guests, and most importantly a place to feel loved and seen.

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

The parishioners of St. Andrew's have always been so giving of their time and talents. Pre-pandemic, there was always a crew from church helping on a Habitat for Humanity build. Our congregation supports the Crop Walk, Food Gatherers, and collecting gifts for the Ann Arbor Community Center which provides Christmas for those in need. For many years, the Sunday School has supported a foster child through Plan International. We also offer our building for use by other groups including Community High School, which is across the street from the church. In turn, they supply volunteers to the Breakfast Program and have just completed a large fundraising campaign for the Breakfast Program. Pre-pandemic, Alcoholics Anonymous held meetings twice a week - we are hopeful they will decide to return as protocols are changed. We are fortunate to be able to provide a venue for talented musicians outside of our parish to hold concerts and recitals. We stay connected with the greater church sending delegates to the Diocesan Council and the General Convention. The Social Justice Ministry is involved with programs and activities with other parishes, the Ann Arbor community, and the diocese.

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

A new ministry is the Social Justice Ministry, which was recently formally commissioned. Currently, the SJM is primarily focused on educating the congregation and taking action around issues of racial justice. SJM was responsible for a Black Lives Matter Campaign that included yard signs and a banner attached to the outside wall of the church. SJM helped to spearhead a movie and discussion series for the whole congregation during Lent in 2022. This focused on the history of racial discrimination through film, and also featured a presentation from a Black parishioner who spoke about his experiences as a Black forensic psychologist. The project culminated with a service recognizing the victims of police shootings with readings, hymns and recognition of the names of those who lost their lives throughout the previous year. Along with other projects and programs, including reaching out to local indigenous groups, SJM is working with other local parishes to use the national church's Sacred Ground curriculum to strengthen our understanding of race and racism. SJM's goal is to lead the congregation in responding to social issues and challenges. Contact Jackie Doneghy jdgail696@aol.com

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

Stewardship at St. Andrew's is deeply rooted in each of the "three T's": Time, Talent, and Treasure. Across the dozens of ministries at St. Andrew's, gifts of time and talent are given each week throughout the year. We enjoy a rich and broad palette of different ways to serve and do God's work in this world - none of which would be possible without the abundant commitments of time and talent from so many. The third leg of the stewardship stool, treasure, is supported by a well-developed financial campaign each year to fund the annual operating budget. While there is no "off-season" for the stewardship of God's church, St. Andrew's annual pledge campaign runs from August through December to solicit financial pledges for the following year. Financial giving, to be sustainable, must come from the heart. As such, one distinctive element of St. Andrew's pledge drives are "pulpit talks" - heartfelt reflections from different members on what St. Andrew's means in their life, and why it is their spiritual home. Seeing and hearing how God is at work in each of us is meant to inspire and reinforce the importance of making a financial gift to help do God's work in this world.

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

For several years a group of parishioners and staff studied the situation of our decaying organ and a possible replacement. A world-class organ builder was identified and rough architectural drawings were developed for a placement of an elaborate organ and choir loft in the rear of the church. Meetings were held to try to build wide support for the project but there was strong opposition. The Vestry struggled to come to a decision and ultimately decided against the project due to the opposition and strong feelings of longtime parishioners who were against what they saw as a drastic change in the nave of the church. After this decision, the committee worked for two years to understand and respond to the concerns of the congregation. Eventually they identified a compromise placement at the front of the church. The instrument was designed by the chosen builder. A fundraising committee raised over 2 million dollars. The organ was built, installed, and finally dedicated in the Fall of 2022.

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?

In 2020 during the COVID pandemic, a request was brought to the Vestry by our Social Justice Ministry: put up a banner in support of and in solidarity with the Black Lives Matter movement. The Vestry decided unanimously to approve the large banner which has been on our church building for the past two years to show where we stand in the fight for a more inclusive community. One family spoke in opposition to the message on the banner and chose to leave. The majority of our church supports the work of the Social Justice Ministry. Also in 2020, it was proposed to have care packages sent out to individuals who are homebound, in need, and not seen often. This was approved and taken up by the altar guild, parish callers, and others in the church. This was new, inclusive, and another way to do church-breaking bread outside the church walls. Members of the community and the parish have loved it and have called for more programming like this as a result of the successful care packages program.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. E Wayne Rollins	Interim	2022-08	

Name	Position Title	Date Begun	Date Ended
The Rev. Alan Gibson	Rector / Vicar / Priest-in-Charge	2008-01	2022-04

Name	Position Title	Date Begun	Date Ended
The Rev. John Nieman	Rector / Vicar / Priest-in-Charge	1997-11	2006-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	25	35

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
5	26	3	42

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: www.standrewsaa.org

Media Links:

> <https://breakfastatstandrews.org/>

Online References:

> <https://www.instagram.com/standrewsaa/>

> <https://www.youtube.com/@st.andrewsepiscopalchurcho4918>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

The Rt. Rev. Dr. Bonnie A Perry

e-mail: bishopperry@edomi.org phone: 313-832-4400

Diocesan Transition Minister

The Rev. Canon Ellen Ekevag

e-mail: eekevag@edomi.org phone: 313-833-4421

Current Warden/Board Chair

Lorraine Field

e-mail: lgfield@comcast.net

Previous Warden/Board Chair

Trent Collier

e-mail: trentcollier@gmail.com

Search Chair

Dave McCreadie & Harry McLaughlin

Dave e-mail: dmccrea1@ford.com Harry e-mail: mclaughh@umich.edu

Parish/Institution

Local Community Leader

Cheryl Zwyer

Food Gatherers, Chief Development Officer
cheryl.zwyer@foodgatherers.org