



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Nov 18, 2024)

St. Andrew's, Waterford, Michigan

5301 Hatchery Rd, Waterford, MI 48329, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 01/15/25.

eekevag@edomi.org

Weekly Average Sunday
Attendance (ASA)

50

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend
\$29016

Housing / Rectory Detail

Utilities

SECA reimbursement
\$2220

Compensation Available for
New Position
\$31821

Housing Available for

Pension Plan

**We're in compliance with
CPF requirements.**

Healthcare Options

Dental

Housing Equity Allowance in
budget

Annual Equity Amount

Vacation Weeks

**One month, including 5
Sundays (standard)**

Vacation Weeks Details

Continuing Education Weeks
2 (standard)

Continuing Education Weeks
Details

Continuing Education
Funding in budget
\$501-\$1000/year

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account
Yes

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

This search committee recently brought about 75% of our congregation together to give input on how they view our church community. They all volunteered their time and provided constructive thoughts about us as a congregation. This insight is integral to our search for a new Pastor and shows how deeply we care about our future. We feel good about who we are as a church family. We come together whenever the need arises. Recently, Rev. Sharon lost her voice during the Advent and Christmas seasons. Many of us rallied around her and stepped up by reading the parts of the liturgy she was responsible for and it was pretty much seamless. Hats off, also, to the very loving and accepting members of the congregation who accepted others taking over as her voice.

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

We have recently added an L.E.D. sign out by the road to communicate to passersby, a website to communicate to the world, and LIVE streaming services at our 10am mass. All services are stored on YouTube and are accessible via the website where you can see our freshly produced video that promotes us. We have improved the entire church sound system including new microphones. There is also a television in our gathering space. This communicates messages within the church much like our outdoor display. We have revamped our newsletter and expanded our weekly worship bulletins. Last fall our pavilion was completed with plans for many events during the warmer months. A new parking lot has been installed. Landscaping is in place, and a playscape for our children is also being planned. We have topped off the improvements with a new, replacement garage for our yard equipment and pavilion supplies. These developments were made possible through an endowment from Aleta Morris, a member who passed about five years ago. Her specific instruction was for capital improvements. The updates will serve our church and local community and stimulate growth in our congregation making our future brighter.

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

for clergy: pastoral, communicator, inclusive, educator. for leaders: stewardship, mediators, enthusiastic, open-minded

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

St. Andrew's Waterford has two styles of worship to accommodate the needs of our membership. Some of us want a quiet reflective time with no need for music and other distractions, while others find comfort worshipping with singing traditional hymns and being inspired by the special music provided by our choir and organist. Currently, our music director is researching new, more modern selections to enhance our music repertoire. We have also noted that in order to appeal to the younger worshippers, and as we look into our future, we must include some modern worship music every so often. All services include communion where parishioners are offered an intinction cup or they may choose the traditional cup. Throughout the school year, we hold Sunday school during our traditional service. We encourage our children to participate in the service after returning from Sunday school class.

How do you practice incorporating others in ministry?

We have been good at making sure that our church family is aware of all of the ways in which they can become active in whatever ministry interests them and we always encourage people by complimenting them on a talent or gift we see them to have. Many times, people aren't aware of what needs to be done and how they can be of service. Encouraging members to serve the church can happen during a phone call, pleas for participants in the bulletin and bi-monthly newsletter, or at coffee hour. We never use high pressure tactics but we do recognize talents and may entice members into serving. Volunteers who help run St. Andrew's are the reason we still exist. Our list includes Grounds Keeper, Sexton, Electronic Media Producer, Webmaster, Print Media Producer, Alter Guild. Building and grounds clean-ups are all volunteer. Our congregation is made up of self-starters and folks who love to serve in whatever capacity, serving a church need.

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

Our congregation is diligent about supporting each other, and reaching out when parishioners are injured, sick, or in need. We pick people up for church or take them to appointments or shopping. We currently have Eucharistic Ministers visiting shut-ins and serving them communion. Reaching out with the ability to extend the Lord's table allows our members who can't make it to church for whatever reason, is our way of being an all-inclusive and loving church community. Simply fulfilling Christ's wishes to visit the sick is fulfilling and the best practice for us. Twice a month, the healing ministry offers comfort and support for parish members in times when they feel most in need. On the way back to their pew after the Eucharist, they stop and receive a healing blessing either one-on-one or as a small group in the front of the church. One of our Prayer Leaders anoints, blesses, and prays with those who stop and feel the need for healing weather physically, spiritually or mentally. Also, we come together about every two years to brush up on our CPR and defibrillator skills for obvious reasons.

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

Alcoholics Anonymous, which is Oakland County's largest AA meeting, is here on Mondays along with Al Anon. Oakland Camera Club, On a Dragonfly's Wings (Suicide Survivors' Grief Support Group) and Chair Yoga Class all meet at our church. O.A.T.S., a charity that changes lives through the healing power of horses, has their St. Andrew's-supported holiday banquet with Santa in Hunt Hall. We also host a camp-style fire called Fireside Chats, that offers fellowship, and free smores. Our coffee hour, after our 10am, boasts good beverages and quality vittles provided by weekly volunteers. We are a safe haven for the neighboring middle school in case of an emergency at their building. A nearby homeowners association holds their annual meeting in our church hall each fall. We are currently looking to start a Cub Scout Den that could eventually become a Scout Troop. We have had a Daughters of the King chapter in our church for many years but we have put major effort to share our ministry with more women. We continue to add more faith filled women to our group and our numbers have increased by eight new members in the past three years.

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

We have an outreach to St. Andrew's Flint for homeless people, and poverty-stricken families. Bottled water is a crucial need there, so we send a pickup truck full of bottled water once a month. Our Oakland County Animal Shelter ministry collects pet food and supplies for the shelter along with a once-a-year visit to the shelter with our priest to bless each animal. A yearly Blessing of the Animals at our church invites everyone's participation. The annual CROP Walk helps raise funds for local and world food pantries and agriculture. St. Andrew's is active in the Waterford Chamber of Commerce. Parish reps hand out our brochures and swag and talk to concert-goers about St. Andrew's. at Concerts in the Park. Our Church at Crossroads group volunteers yearly in Detroit. Each year we collect new and gently used shoes for Waterford Youth Assistance. Every Christmas a pair of Veteran's families and a family or two from Pierce Middle School is provided with gifts tailored to their needs. Episcopal Relief Development's "Gifts For Life" benefits as we buy goats, chickens, beehives, mosquito netting, pigs, and many other items for under-developed areas around the world.

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

Water for Flint - Scott Slocum: Donations of bottled water are delivered to our sister church in Flint by our member Scott Slocum. St. Andrew's of Flint is a parish located in a poor neighborhood. Father Jay provides meals to the people who show up there, and the water is available for people who might still have contaminated drinking water. We have a local business that donates monthly, while members also donate. Scott Slocum uses funds collected from the annual Shrove Tuesday Pancake Supper to purchase bottled water. St. Andrew's Endowment has also donated money to this outreach as has our diocese with a grant. Waterford Youth Assistance - Lois Vestuto: Each year starting in June, we collect new and gently used shoes for a youth group. The shoes are resold with money donated to 3rd world countries and to others in need. They are also sold to raise money for projects. Gifts For Life - Diane Hammond: This program offered by Episcopal Relief Development, is supported at our congregation by generous donations during Lent and giving much needed water, supplies, and animals for underdeveloped communities worldwide.

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

St. Andrew's has been quite clear that stewardship includes much more than financial gifts. Stewardship encompasses the time, talent and ideas that each of us has to donate and/or participate in. Virtually all of our attending members are involved in activities and ministries, Vestry, committees and maintenance. We have an exemplary response to yearly pledges and generous alms giving. This congregation-wide participation and commitment to our house of worship and its very survival is impressive since we have really only about 100 members. Legacy gifts are encouraged at St. Andrew's. Members have been cultivating our congregation with everything we have. We have been surprised and touched by three very generous posthumous gifts from former members in the past several years. Two of the people had been involved with our parish until just prior to their passing; the third person had been a member of St. Andrew's from the 1950's to the 1980's, and he still felt connected to our church. Members, many on fixed incomes, have pledged more every year, but not outpacing inflation. Simply stated, St. Andrew's is a fine example of stewardship and our renaissance has just begun.

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

Each one of us has a voice. Opinions are generally in line with one another. However, as we look for ways to attract solid clergy and bring in fresh faces to fill our pews, some of us are resistant to change, while others are open to some change. Animosity and distrust do exist. We want balance of course and we can always use those opposing views to keep us grounded and a bit cautious. This search process has been the catalyst we have needed for a very long time. We have adopted safeguards that keep the Vestry and committees from being viewed as secretive or carrying out personal agendas. Meeting minutes, agendas, and committee reports are all available on our website as soon as they are available. A locked drop box is at the entrance to our church for anyone who has a suggestion, complaint, or statement that will be discussed at each Vestry meeting. Those who take advantage of this communication tool must include their name or it will not be considered. We take conflict seriously and try to avoid it whenever possible. We know however, it happens and take it upon ourselves to rectify conflicts as Christ taught us.

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?

Covid took its toll. People stayed "quarantined" at home on Sunday and that was a monumental concern. The solution was to quickly get the 10am service on Zoom. That way people staying home could watch and participate as Lectors. The church looked like a studio and had some disruptive qualities. Including our internet connections. There of course was backlash. Over time we learned how to streamline a bit. Updated wireless repeaters were installed. Fiber optic internet was installed and we eliminated some eyesores around the church. Still, the sanctuary had too much going on. We covered cables, moved or eliminated microphones, eliminated the TV monitor up front, Moved the Zoom apparatus to the back. After some thought, we found it best to eliminate our dependency on Zoom and LIVE stream the 10am service on YouTube. Audio and video LIVE streaming equipment was approved by the Vestry, installed, and as always, operated by parishioners. For the one Lector out of state, we use Zoom to allow her to still proclaim the Word when she is scheduled. We're still ironing out the kinks, but its working and now the whole worlds can watch.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Sharon Voelker	Interim	2023-07	

Name	Position Title	Date Begun	Date Ended
Jonathan Sams	Rector / Vicar / Priest-in-Charge	2015-09	2023-06

Name	Position Title	Date Begun	Date Ended
Brad Whitaker		2022-12	2023-05

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	4	7

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
		1	6

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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Contact:
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Worshipping Community Web site: www.standrewswaterford.com

Media Links:

Online References:

> <https://www.youtube.com/@St.AndrewsWaterford>

> <https://www.facebook.com/profile.php?id=100064832912793>

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop: 313-833-440; bishopperry@edomi.org

The Rt. Rev. Dr. Bonnie A Perry

Diocesan Transition Minister 630-258-8882; eekevag@edomi.org

The Rev. Canon Ellen Ekevag

Current Warden/Board Chair jack.chaney56@gmail.com

John (Jack) Chaney

Previous Warden/Board Chair rkstevens@ameritech.net

Robert Stevens

Search Chair Carole: carobertw@me.com Dani: danihamm88@gmail.com

Carole Wollard, Dani Hamm

Parish/Institution

Local Community Leader 248-360-2930; www.opendooroutreachcenter.org

Jackie Redick