



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 15, 2025)

All Saints Episcopal, East Lansing, Michigan

800 Abbot Road, East Lansing , MI 48823, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/16/25.

sshaefer@edomi.org

Weekly Average Sunday
Attendance (ASA)
175

Number of Weekend
Worship Services
3

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend
\$100000

Housing / Rectory Detail

Utilities

SECA reimbursement
\$7650

Compensation Available for
New Position
\$107650

Housing Available for

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

Healthcare Options
Full family

Dental
Yes

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.

Our church has been in conversation since 2021 about how we can be “repairers of the breach” when it comes to the effects of racism and white supremacy in our community. After conversations with others who were already doing the work, prayer, focus groups, and churchwide conversations, we decided that we wanted to participate in reparations. We selected a local organization, the Justice League of Greater Lansing, as the organization to which we wanted to contribute. Then in 2023, we sold our rectory. After further conversation as a church, we decided to donate half the proceeds to the Justice League. On August 20, 2023, we presented a check for \$130,000 to them. They have since been able to fund college scholarships for a number of local young people who are descendants of enslaved people. This was a first step in the direction we want to head in creating the beloved community here in the greater Lansing area.

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

All Saints is committed to maintaining its relevance in the Church of the future by creating a community that is all about love and enabling individuals who look like Christ in the world. We see the Church of the future as needing to be welcoming to all, particularly those who are marginalized, and so we recently hosted a Pride Eucharist to support our LGBTQ+ siblings and a Pride Booth during a local festival. In addition, we are committed to our children's programming. We have an active Sunday School for our 3-11-year-olds, and we host Beyond Sunday School for our middle and high schoolers. We have a soft space with toys and books at the front of the sanctuary for our youngest members that enables them to play quietly while also soaking in the service, and a coloring table at the back of the church for the young ones who find it hard to sit still in the pews. By making our church welcoming to our young members, we believe that they will continue to participate in the church community as they grow into adulthood, engaging in community and social justice work. We have invested in technology that allows us to make our services available online, broadening our net even further.

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

compassionate, active, inclusive, curious, thoughtful, inspiring

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

Our liturgical style is traditional but also varied. Our church has three services every Sunday. The 8:00 a.m. Holy Eucharist is held in the chapel and uses Rite I. It's an intimate, circular setting with no music and a jovial atmosphere. Congregants read the prayers communally and read the lessons. The 10:00 a.m. Holy Eucharist is Rite II, with organ and piano music (and sometimes other instruments) and a choir, and we sing from three Episcopal hymnals, including Lift Every Voice and Sing. We generally have two acolytes and a crucifer at the 10:00 a.m., as well as two-three Lay Eucharistic Ministers, and the service often feels alive with the presence of children. Members of the congregation read the lessons and the prayers. On special occasions, we sometimes have incense and bells and hired musicians. We also have a 5:00 p.m. Vespers with Eucharist, fully organized and led by lay people with the clergy there to preside at the table, every Sunday during the academic year, held in the chapel, with unaccompanied singing led by a paid song leader. This is an intimate service that serves as nice preparation for the week ahead.

How do you practice incorporating others in ministry?

The primary way we work to incorporate others into ministry is through personal invitations. Our community is gifted in seeing the potential in others and approaching people with ways that they can serve. Another way we incorporate others into ministry is through our yearly ministry fair. Each committee and ministry sets up a display and parishioners have the opportunity to look around, ask questions, and prayerfully consider how they can get involved. We have so many diverse opportunities that there is something for everyone. Anyone can sign up to read the lectionary, lead the prayers of the people, or be an acolyte. In particular, on the first Sunday of the month at our intergenerational service, children and youth are encouraged to fill these roles and are welcome to do so any other time as well. Our family formation leader also works to incorporate our youth by encouraging parents and children to become involved in different ministry areas together.

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

All Saints takes a holistic approach to supporting wellbeing, focusing on intellectual, spiritual, social, and physical needs. Adult formation programs, bible studies, and book clubs provide safe spaces for exploration, spiritual curiosity, and growth. Quiet prayer sessions and a Lenten reflection booklet, written by parishioners, support individual reflection. Social wellbeing is fostered through a range of events, such as the fall picnic, pancake supper, and lively coffee hours. Parishioners connect through shared-interest groups, including a moms group, a breakfast club, a widows group, and an empty nesters group. Our parish care ministry supports members during times of illness, recovery, loss, or other challenges by offering emotional, practical, and spiritual help. This includes checking on homebound parishioners, taking them Eucharist, writing cards, delivering meals, and hosting funeral receptions. We support physical wellbeing with an accessibility-focused approach. Our church has an elevator, rocking chairs for parents with infants or those with medical needs, and a soft space for young children. As a church, we aim to meet each person's needs, in every stage of life.

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

We have many ways of reaching out to the community to meet needs and care for people. One ministry in which we are involved is an ecumenical group called Christian Services which coordinates churches to meet the needs of the community. Our part is to help supply personal need items such as diapers, toiletries, and laundry soap not covered by state assistance to people on a biweekly basis. Another ministry we are involved in is a local day shelter and resource center called Advent House. Each Monday we provide forty sack lunches for them to pass out to people in need throughout the week. Additionally, the first Saturday of the month we plan, cook, and serve a hot meal at Advent House. Another community partnership we have is with a local affordable housing community, Edgewood Village. We help stock their food pantry and assist with their other needs, such as a winter gear drive every fall. We have helped them host a community-wide block party where we had a great time fellowshiping with the members of the community, and we have participated in other social programming. At Thanksgiving, we assemble and deliver forty Thanksgiving baskets, also in coordination with Christian Services.

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

Our church is actively involved in the wider Church and our region. We have delegates to Diocesan Convention and a member serving on the Commission on Ministry. We contribute financially to our Diocese, other dioceses in need, and the Episcopal Relief and Development Fund. We support Canterbury MSU, the student ministry, financially and with Board members. As a centrally located parish, we are working to host more Diocesan events in our building. We are active members of the local Interfaith Clergy Association that brings clergy together to support each other and local justice work, and we are involved in the Justice League of Greater Lansing, addressing the impact of slavery by fostering relationships and reparations to boost wealth equity for African Americans and linking faith with racial justice to promote healing and unity. Recently, we hosted a Quran reading to support our Muslim community and community gatherings to counter a white supremacist and, separately, Westboro Baptist Church leaders coming to town. Finally, All Saints is home to a monthly coffeehouse that connects the church to our community through music and the spoken word.

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

The Lansing area has an escalating homelessness crisis, and we often encounter people asking for help as we go about our business in our community. Many of us, however, don't have anything to give when we have these encounters. With this in mind, in 2023, we began our Buddy Bag ministry as a component of our Outreach ministry. Approximately three times per year, we purchase items such as socks, granola bars, pull-tab canned food, and seasonal items like sunscreen or hand warmers. We also put together information about local resources. During our coffee hour, our congregation works together to assemble bags of items. Everyone can put bags in their vehicle or carry one with them to hand out to people in need that we encounter in our community. Not only do these bags meet physical needs, but we can also offer a kind word and a smile to people who are often overlooked and ignored. Contact Jaxon Sherwin about this ministry. (outreachchairperson.asec.el@gmail.com)

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

All Saints' approach to stewardship in the context of raising money is to focus on what the Holy Spirit is moving our congregants to give, as opposed to thinking exclusively about what the church needs. This approach, allowing parishioners to think about what All Saints means to them, fosters a Christ-centered approach to giving. During our stewardship season, representative members of the congregation are asked to provide a "stewardship minute" during announcements each Sunday to tell why they choose to give and what it means to them to be faithful stewards of all that God has entrusted to their care. This is a very moving experience for the presenter and the listeners and creates a real sense of ownership of all that All Saints does. In addition, we strive to be stewards of our environment. Parishioners have planted and maintain a pollinator garden, and All Saints recently took the significant step of installing solar panels to reduce our carbon footprint. This enables us to put the money that would have been spent on utility bills to better use. All Saints also participates in PaperGator recycling, a community-wide recycling program.

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

We are truly fortunate as a worshipping community that in the last 15+ years, we have experienced minimal significant conflict. We believe that is because we are a community that works hard to make informed decisions with input from the congregation. We are a group of questioners, and our members are all at various places on our faith journeys, but we respect one another, and we welcome each other's opinions. We know that we lost two members when we allocated money for reparations. This loss is not something that we wanted, but through community conversations, we determined that the Holy Spirit was calling us to the larger goal of reparations. We believe clarity is kindness which means sometimes having difficult conversations. We also believe that anonymity is not healthy in community: if discontent is bubbling up, our leaders work to find the source to determine if there really is an issue that needs to be addressed - not with an intent to blame, but to understand and make changes as appropriate. All Saints is a group of committed Christians who don't always agree, but we respect each other and work to resolve our differences by communicating with one another.

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 have worked hard to be leaders in needed change. One area where we have been leading change as a church is taking steps to dismantle racism and white supremacy. In the steps we have taken, like our participation in reparations, we have worked together to make choices that are difficult and on which not everyone will agree. We have found it goes best when choices are made transparently. Decisions we have made, like choosing a more representationally inclusive Christ figure for the front of our church, were made together by the church. Our vestry considers changes suggested by church members and forms subcommittees to study the issues further. We have focus groups to discuss the issues at hand, and church-wide conversations to hear everyone's perspective. These changes have gone well overall. With complex issues like these, not everyone will agree, but we have learned that when we are Christ-focused and transparent, we can effect positive change without alienating one another. And, we believe these shared conversations around change help us grow in our personal and shared faith journeys.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Ken Ritter	Interim	2024-08	

Name	Position Title	Date Begun	Date Ended
Krista Heuett	Assistant / Associate / Curate	2022-05	2025-12

Name	Position Title	Date Begun	Date Ended
Kit Carlson	Rector / Vicar / Priest-in-Charge	2007-02	2024-05

Our active adult formation programs vary in leadership and attendance

Church School yes		Number of Teachers/Leaders for Children School 4	Number of Students for Children School 23
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Number of Teachers/Leaders for Teen/Young Adults School 2	Number of Students for Teen/Young Adults School 5	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
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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.allsaints-el.org/>

Media Links:

Online References:

- > <https://www.facebook.com/allsaintsel/>
- > <https://www.youtube.com/@allsaintsel>

Languages Significantly Represented:

Provide Worship or Classes in:

English

References

Bishop: **bishopperry@edomi.org 313-832-4400**
The Rt. Rev. Dr. Bonnie A. Perry

Diocesan Transition Minister **sshaefer@edomi.org 313-833-4424**
The Rev. Canon Susie Shaefer

Current Warden/Board Chair **517-927-6679 lgb76 (at) comcast.net**
Louis Burgess

Previous Warden/Board Chair **dianecoxpowe (at) gmail.com**
Diane Cox

Search Chair **ellen.amentrout (at) huschblackwell.com**
Ellen Armentrout

Parish/Institution

Local Community Leader **JusticeLeagueGLM (at) gmail.com**
Willie Bryan