



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jan 28, 2026)*

26998 Woodard Ave, Royal Oak, MI 48067, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/27/26.

[sshaefer@edomi.org](mailto:sshaefer@edomi.org)

Weekly Average Sunday Attendance (ASA) <b>189</b>	Number of Weekend Worship Services <b>2</b>	Number of Weekday Worship Services <b>1</b>	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend <b>\$93000</b>	Housing / Rectory Detail	Utilities
SECA reimbursement <b>\$7114</b>	Compensation Available for New Position <b>\$100114</b>	Housing Available for	Pension Plan <b>We're in compliance with CPF requirements.</b>
Healthcare Options <b>Full family</b>	Dental <b>Yes</b>	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks <b>One month, including 5 Sundays (standard)</b>	Vacation Weeks Details	Continuing Education Weeks <b>2 (standard)</b>	Continuing Education Weeks Details
Continuing Education Funding in budget <b>\$501-\$1000/year</b>	Sabbatical Provision <b>Yes</b>	Travel/Auto Account <b>Yes</b>	Other Professional Account <b>Yes</b>

*Diocesan clergy compensation policy can be found online at [www.edomi.org/transitions](http://www.edomi.org/transitions)*

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

We pride ourselves on being truly welcoming and continue to see new members while in transition. Many have stayed even after learning that our former respected rector was leaving, followed soon by our curate. Parishioners continue to participate in ministries and events with the knowledge that a new rector may be many months away. Most parishioners indicated they joined St. John's because of our welcoming and open environment. These examples personify that "we" are St. John's and God's work for us continues, especially when life feels uncertain.

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

St. John's is laser focused on becoming increasingly more open, affirming, and welcoming. We are also increasing our focus on non-secular activities and ministries, all based in Jesus' teachings. We are actively engaged in social justice programs, educating and engaging the broader community on the issues of today and those that affect our collective future. Examples include conversations on race, participation in the local commission on human rights, multi-denomination forums, and community gun buyback programs. Our congregation is fully behind these efforts.

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

inspirational; authentic; strong administrator; spiritual

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

We come together for three services each week. Our 8:00AM Sunday Eucharistic service is quiet and contemplative while our 10:15 service includes congregational singing, led by our chancel choir. On Thursdays, a group of faithful people gather for a healing service. This service, led by lay congregants, provides us with a space to pray for one another, our broader community, and the world. Our congregation is willing to explore and expand in a variety of liturgical styles while maintaining tradition. Services feature more inclusive language, and sermons are often focused on social justice issues and relate the Gospel teachings to everyday life.

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How do you practice incorporating others in ministry?

Lay leaders and clergy take an active role in recruiting others for ministry by identifying the talents and interests of individuals and personally asking for their participation where they would be most effective. We keep our social circles wide and open so we can invite others to join us with intentionality. Inviting someone new to participate allows us the opportunity to get to know them outside of worship services. We view volunteering as a ministry in and of itself. We establish relationships and support systems with those we work with, expanding our sense of community. An area for growth is to establish a more formal succession planning process for lay leaders to strengthen participation and minimize disruptions in times of transition.

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

Our community deeply values our relationships and we support one another. The Lay Pastoral Care Team leads compassion and care within our community. Collaborating closely with clergy, they receive weekly updates on those who are experiencing illness, loss, undergoing surgery or in need of emotional support. The group makes calls, sends cards, and visits parishioners offering prayer and presence to those in need. We have an active card ministry that systematically sends birthday, anniversary, condolence, and other cards to all parishioners. Through these ministries, the love experienced in our worship extends beyond our walls.

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

Open Hands Food Pantry and Garden began as a ministry of St. John's and became one of the largest food pantries in Oakland County serving over 16,000 people in 2024. It is now an independent 501(c)3 partner in ministry, operating in our building, The pantry is operated by a board of directors and a team of volunteers from within and outside our parish. As a non-profit, the board actively seeks grants and partnerships to help fund operations. Mon Ami Daycare, in existence for over 42 years, is housed at St. John's. Support groups such as AA and NA rent space in our building. We also have several local businesses who rent and use our commercial kitchen.

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

Our Faith & Justice group meets monthly and is active in social justice. Several members of St. John's have served on greater community committees such as Women Confronting Racism, and the Royal Oak Human Rights Commission. Some Members have participated in pilgrimages to historic civil rights areas in Alabama. A few years ago, our Sacred Ground group held 10 sessions dealing with local & national history not taught in school. Volunteers from both the parish and community help at our New to You resale shop. NTY has become a support group, providing friendship, emotional support, and a sense of purpose for our volunteers. It also introduces our church to the greater community and provides important and needed services around affordable clothing and household items and environmental benefits. Importantly, St. John's has been a teaching congregation with curates on staff. Our congregation loves mentoring and enjoys watching newly formed clergy launch. We also see opportunities for growth. Although individuals participate in groups beyond our walls, a church our size should have greater involvement with community organizations as well as more involvement in diocesan committees.

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

St. John's Reads is a ministry initiated during Covid to maintain and deepen connections among parishioners, particularly those isolated and alone. It has continued past the pandemic and has steadily grown, consisting of participants from within and outside of our Parish. Newcomers are particularly encouraged to participate as it's a great way to experience fellowship in a non-threatening way. Many new friendships are born out of this "no-pressure" fellowship approach. Readings are selected in part to reflect our social justice ministries, including topics on woman's rights, immigration, child poverty, and native American studies. Discussions take place in our community room and center on how we as individuals and St. John's, as a member of the community, might fit into the story. Contact name provided on request.

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

Our annual stewardship campaign focuses on financial needs and emphasizes active and ongoing participation in our ministries. Financially, we work to educate parishioners on the importance of their pledge to our budget planning process, maintaining our spiritual home, and supporting our ministries. A focus on volunteerism continues throughout the year. The large size and age of our building and servicing a diocesan loan present continual financial challenges. While we are financially sound overall, expanding the number of pledge commitments, and enhancing our fundraising and planned giving programs are all areas for growth.

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

Three years ago, some Vestry members advocated for the elimination of contested Vestry elections. This proposal served to split the Vestry, with groups taking strong but opposing positions. Discussions and disagreements were often heated but remained respectful. Frank discussions were held hearing out all sides on the motivations and objectives of their positions. Backed by historical research and benchmarking studies, the conversation extended to a comprehensive review of the entire candidate selection and voting processes. In the end, an entirely new process was proposed that kept contested elections and addressed the concerns of the opposition. This experience taught members the value of listening to the concerns of others and the importance of compromise in a large, dynamic parish such as ours.

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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?

Four years ago, we launched the first Capital Campaign in over two decades. The CC committee identified projects addressing the most urgent needs of our large physical plant and to better live our Welcome Statement. The projects resulted in highly significant modifications to the appearance, layout, and usage of our building. The proposals met with resistance from those who felt other projects should take priority, or the changes were not necessary or even counterproductive. A series of meetings presented the rationale for the proposals, listened to objections, and addressed concerns. The campaign and a subsequent appeal to cover unanticipated expenses were extraordinarily successful. The lesson once again reinforced the need to take the time and ensure all voices are heard.



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## Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Dr. Maryjane Peck	Interim	2025-07	

Name	Position Title	Date Begun	Date Ended
The Rev. Dr. Gerardo Aponte-Safe	Assistant / Associate / Curate	2022-09	2025-09

Name	Position Title	Date Begun	Date Ended
The Rev. Beth Taylor	Rector / Vicar / Priest-in-Charge	2014-05	2025-01

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

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
			25

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.stjohnsroyaloak.org](http://www.stjohnsroyaloak.org)

Media Links:  
[www.openhandspantry.org](http://www.openhandspantry.org)

Online References:  
[www.facebook.com/stjohnroyaloak](https://www.facebook.com/stjohnroyaloak)  
[www.youtube.com/@st.johnseiscopalchurchroy1350](https://www.youtube.com/@st.johnseiscopalchurchroy1350)

Languages Significantly Represented:  
**English**

Provide Worship or Classes in:  
**English**

## References

Bishop: (313) 833-4435 | [bishopperry@edomi.org](mailto:bishopperry@edomi.org)  
**The Rt. Rev. Dr. Bonnie A Perry**

Diocesan Transition Minister (313)-833-4424 | [sshaefer@edomi.org](mailto:sshaefer@edomi.org)  
**The Rev. Canon Susie Shaefer**

Current Warden/Board Chair Erica Cities, Co-Warden: [eclites at gmail.com](mailto:eclites@gmail.com) Richard LeJuene,  
Co-Warden: [lejeune.richard at gmail.com](mailto:lejeune.richard@gmail.com)

Previous Warden/Board Chair Nicole Stewart, Co-Warden: [nicole.stewart at pobox.com](mailto:nicole.stewart@pobox.com) Raychel  
Andrews, Co-Warden: [andrewsrac at gmail.com](mailto:andrewsrac@gmail.com)

Search Chair Co-chair, Mr. Kelly Mankin [klmankin at comcast.net](mailto:klmankin@comcast.net) Co-chair, Ms.  
Joey Spano [jmspano74 at gmail.com](mailto:jmspano74@gmail.com)

## Parish/Institution

Local Community Leader **Brett Tillander**  
Brett Tillander, CEO and President. Metro Detroit Youth Club  
[tillander.brett at miclubs.org](mailto:tillander.brett@miclubs.org)