



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 2, 2026)

St. Andrew's Ann Arbor, Michigan

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

Contact:

Assistant / Associate / Curate | Receiving Names until 03/31/26.

pfrolick@standrewsaa.org

Weekly Average Sunday
Attendance (ASA)
248

Number of Weekend
Worship Services
3

Number of Weekday
Worship Services
3

Number of Other per Month
Worship Services
1

Current Annual
Compensation

Cash Stipend
\$61566

Housing / Rectory Detail

Utilities

SECA reimbursement
\$4710

Compensation Available for
New Position

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
\$1001-\$2000/year

Sabbatical Provision
Yes

Travel/Auto Account
Yes

Other Professional Account
Yes

Please visit www.edomi.org/transitions to view the diocesan clergy compensation policy

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

Our Sunday 9:15 a.m. Family Service is a particular joy in our common life. Attendance is usually 30-45 people, with children ranging in age from two to twelve. As they arrive, children choose "jobs" for the service—lighting and putting out the candles, bringing forward the bread, wine, and offering plate, and helping lead worship in age-appropriate ways. The Prayers of the People are usually participatory, and the children are wonderfully creative in naming what they want to thank God for and what they want to ask of God. Recently, several of the older children have volunteered to help lead the singing. One especially joyful moment has involved an almost-two-year-old who each week wants to help lead the participatory closing blessing ("Bless my hair, bless my toes, bless my ears, bless my nose..."). She doesn't yet speak all the words, but she knows the hand motions by heart and carries them out with great enthusiasm.

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

As we grow spiritually and numerically, and as we approach our 200th anniversary in 2027, we are intentionally investing in the formation of our staff, lay leadership, and congregation for the future of the Church. We use models and tools from the College for Congregational Development to help us reflect, plan, and lead in adaptive and faithful ways. We regularly work with some aspect of the College curriculum at monthly staff meetings, vestry meetings, and at our Annual Meeting. This shared work is helping us develop a common language, shared expectations, and healthy leadership practices as we navigate growth, change, and the evolving realities of church life. Our goal is to cultivate resilient and reflective leadership that can respond thoughtfully to the challenges and opportunities ahead.

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

welcoming, compassionate, inspiring

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

We offer a variety of worship services throughout the week. On Sundays, our 8 am service is spoken and contemplative, our 9:15 am Family Service is welcoming and engaging for children, and our 10 am service includes our choirs and our new Richards, Fowkes, and Co. pipe organ. During the week, we have three services in our chapel: Holy Eucharist on Wednesdays at 7 am, lay-led chanted Evensong on Wednesdays at 6 pm, and Holy Eucharist on Fridays at 12:15 pm. Our Early Music Ensemble sings Compline before our Music for Meditation concerts on the first Sunday of the month. We are a traditional 'broad' church, relying on The Book of Common Prayer, The Hymnal 1982, and LEVAS, supplemented occasionally by other sources.

How do you practice incorporating others in ministry?

We have some 35+ active ministries, committees, and groups, most of which are lay led. We hold a Ministry Fair early each fall with leaders from our ministries available to answer questions, distribute materials, and recruit new members. We maintain a print and electronic ministry brochure with updated contact information for leaders. We recognize our various ministries regularly and thank them for their good work. This has begun to increase participation in our ministries by longtime and especially newer members. We see this as a key objective in the next few years.

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

Given the extreme political division and high level of anxiety in our country, this is an urgent need we continue to try to address. We have members who are eager for us as a congregation to take a stand in the public square and would like to hear clear, unambiguous statements from the pulpit about the challenges to our common life. We have members who are grateful for a time during worship to recharge and renew their spirits and are troubled by the division in the culture. We have members who, while they don't agree with everything the administration is doing, are politically conservative. We have tried to offer opportunities for action through participation in community events, learning through book studies and forums, and feeding of the soul through centering prayer, worship, and informal and formal small groups.

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

Our Breakfast Program has served a free breakfast 7 days a week, 365 days a year for the past 43 years and counting. Anyone who walks through our doors receives a warm meal, no questions asked. We serve between 80 and 130 guests each morning, many of whom are experiencing homelessness or struggling with addiction or mental illness. Over the last couple of years, through the efforts and creativity of our director, we have greatly expanded the menu, fostered a culture of respect and community among our guests and volunteers, and expanded adjacent ministries, including a monthly foot care clinic, job assistance for the recently incarcerated, clothing ministries, and various health screenings. Our volunteer crews have grown to teams of about fifteen people each day, made up of some parishioners, community members, U of M students, and teams from other churches and community organizations. Our clergy visit and pray with our guests and thank and support our volunteers.

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

We are actively involved in our local community through long-standing partnerships and regular participation in regional ministries. Each fall, we take part in a Habitat for Humanity build, providing a volunteer crew for hands-on work as well as financial support. Twice each year, we raise funds for Food Gatherers, our regional food bank; in 2025, these drives raised \$54,190. Each Christmas, we participate in the Ann Arbor Community Center's Adopt-a-Family program, providing more than \$10,000 in gifts, gift cards, and donations. For many years, our Sunday School has supported a foster child through Plan International. In addition to these ongoing commitments, we are working to deepen our relationships with other community organizations, particularly those addressing the causes of homelessness and advocating for social justice.

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

In the past five years, we have developed a robust online worship ministry. During the pandemic, we began streaming services from our chapel with two or three worship leaders. As in-person worship resumed, we transitioned to livestreaming our principal Sunday service from the sanctuary and have continued to invest in improving the quality and reliability of the broadcast. Over the last several years, use of our online worship channel has steadily grown, both in live participation and in views of recorded services. We regularly hear appreciation from members who are homebound, traveling, or otherwise unable to attend in person, as well as from newcomers who were able to experience our worship before visiting in person. We are also able to stream funeral services so family and friends from around the country can participate.

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

Like many congregations, we tend to think of stewardship as the fall Annual Giving campaign. We develop a theme and an 'ask' for the campaign in the late summer, kick-off the campaign in late October with a final in-gathering before Thanksgiving, and follow-up in early December. The campaign features 'pulpit talks' from parishioners from a variety of backgrounds, including newer and longtime members, parents of young children, single people, and students from the U of M. Over the last year, our clergy and lay leadership have worked to expand our understanding of stewardship to include the other less tangible contributions of our members, including time and talent, and our call to be good stewards of our buildings and grounds and of creation. We have started to look at ways to make our physical plant more energy efficient and how we might have a positive impact on the environment.

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?

We have been engaged in nearly constant change over the last few years, including new and departing staff, updating a variety of systems and procedures, and incorporating new members. When our lay and clergy leadership have involved the appropriate people in the change decision, clearly communicated the rationale and details of the change, and effectively responded to questions and resistance, it has generally gone well. When we have moved too quickly, failed to include key stakeholders, and ignored or dismissed concerns, it has been much more difficult. We expect change will be a constant in the next several years.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Paul Frolick	Rector / Vicar / Priest-in-Charge	2023-09	

Name	Position Title	Date Begun	Date Ended
The Rev. Wayne Rollins	Interim	2022-08	2023-08

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

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
yes	25	77

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
6	21	5	40

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:

www.instagram.com/standrewsaa/

Online References:

> <https://breakfastatstandrews.org/>

> <https://www.youtube.com/@st.andrewsepiscopalchurca4918>

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

(313) 833-4435 - bishopperry@edomi.org

The Rt. Rev. Dr. Bonnie A. Perry

Diocesan Transition Minister

(313)833-4424 - sshaefer@edomi.org

The Rev. Canon Susie Shaefer

Current Warden/Board Chair

[martygillen \(at\) gmail.com](mailto:martygillen@gmail.com)

Marty Gillen

Previous Warden/Board Chair

[wadek \(at\) gmail.com](mailto:wadek@gmail.com)

Kay Wade

Search Chair

[pfrolick \(at\) standrewsaa.org](mailto:pfrolick@standrewsaa.org)

The Rev. Paul Frolick

Parish/Institution

Local Community Leader