

Announcing an Exciting Opportunity for Priestly Leadership

Priest-in-Charge/55 & Better Minister

at St. Mark's Episcopal Church, Paw Paw, Michigan
& St. Luke's Episcopal Church, Kalamazoo, Michigan

Beginning in January 2022

This compelling pair of half-time positions creates the opportunity for a priest to take charge of a smaller, healthy congregation with mentoring and support from an experienced rector (32 years) and a larger, healthy congregation. As priest-in-charge of the smaller congregation, the selected priest (or transitional deacon) will provide compassionate and passionate leadership, spiritual guidance, pastoral care, and liturgical leadership. As the 55 & Better Minister of the larger congregation, the selected priest (or transitional deacon) will be responsible for developing and implementing ministry and program for members of the parish at the later psychosocial stages of life.

St. Mark's and St. Luke's Episcopal Churches are very different in size and location. St. Mark's is a smaller congregation located in a village of just over 3,000 people and St. Luke's is a larger congregation located in a city of just over 74,000 people. They are 21 miles and 27 minutes apart. Yet despite their superficial differences, the two congregations share a passion for ministry in their respective communities. St. Mark's, for example, provides a free community supper on the third Thursday of each month. St. Luke's has a free diaper bank and a program which provides free furniture and housewares to families moving from homelessness to a home. These are just some examples of the vibrant ministries of these two very different but very exciting congregations.

If you are interested in this unique pairing of positions, or would like further information, please email your cover letter and resume to:

The Rev. Canon Alan James, Southern Regional Canon Missioner
The Episcopal Diocese of Western Michigan ajames@edwm.org

The Rev. Dr. Randall R. Warren, Rector
St. Luke's Episcopal Church rwarren@stlukeskalamazoo.org

Mr. Russell Lunde, Senior Warden
St. Mark's Episcopal Church russslunde47@gmail.com

Community Portfolio Information

Church Name St. Mark's Episcopal Church City Paw Paw, MI
St. Luke's Episcopal Church Kalamazoo, MI

Address St. Mark's: 412 Cedar Street, Paw Paw, MI 49079 269-657-3762
St. Luke's: 247 W. Lovell Street, Kalamazoo, MI 49007 269-345-8553

Contact Information:

Mr. Russell Lunde, Sr. Warden of St. Mark's russlunde47@gmail.com 269-213-1070

The Rev. Dr. Randall R. Warren, Rector of St. Luke's rwarren@stlukeskalamazoo.org
269-873-2848

Average Sunday Attendance: St. Mark's 25 — in person
St. Luke's 200 — 50% in person & 50% on-line

Worship Service Numbers:

St. Mark's Weekend: 1 Weekday: 0 Others: as announced

St. Luke's Weekend: 3 Weekday: 1 Others: as announced

This information needs to come from the vestry:

CURRENT Annual Compensation (includes all the following):
As these positions are new, there is no current annual compensation.

Compensation available for NEW Combined Position:

\$58,700 to \$60,500 (includes Stipend, housing, SECA) Negotiable (yes/no) yes

Pension Plan: Church Pension Fund Yes other? No

Healthcare Options: Full family ___ Clergy +1 Negotiable

Dental (yes/no) Yes Life Insurance (yes/no) Yes Life Insurance Amount \$ per CPG

Budgeted Housing Equity Allowance (yes/no) No

Vacation Weeks (check 1) 4 weeks ___ One Month (including 5 Sundays)

Other (please indicate # of weeks and days) National Holidays

Continuing Education: Weeks 1-2 Funding \$2,000
Continuing Ed. Details: Will work to find necessary funding for special ContEd opportunities

Sabbatical Provision (check one) Yes No Negotiable

Link to Diocesan Sabbatical Policy:

None, though standard practice is to offer sabbatical every 5 to 7 years

Auto account (Check one): mileage reimbursement only

Other Travel (check one) Yes Amount: \$_____ No

Professional/Business Account (please check one) Program expenses per budget
Comments (20 words)

While both congregations are careful financially, neither of them is parsimonious. We lean towards grace in all things. The St. Luke's parish administrator and both parish treasurers are available to assist in budget crafting and problem solving.

Previous incumbents in this position

The combined Priest-in-Charge (St. Mark's)/55 & Better Minister (St. Luke's) is a new position.

CONNECTIONS

Your worshipping community's website

<https://stmarkspawpaw.com>

<https://www.stlukeskalamazoo.org>

You may provide the media links to your worshipping community, e.g. audio, video, YouTube, etc.

You may provide links here to other sites where you might be found, e.g. blogs, Facebook, LinkedIn, etc.

<https://www.facebook.com/StMarksEpiscopalChurchPawPawMI>

<https://www.facebook.com/StLukesKalamazoo>

<https://twitter.com/stlukeskal/>

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

https://youtube.com/channel/UCmXQ7KbLvu01_Zqz-vmN6IA

TikTok: @st.lukeskalamazoo

REFERENCES

ONLY THE BISHOP AND TRANSITION OFFICER ARE LISTED ON THE PROTFOLIO IN WESTERN MICHIGAN, BUT THE INFORMATION IS STILL HELPFUL

Please provide contact information for the following references:

1. Bishop: None Currently

Contact: The Rev. Canon Alan James ajames@edwm.org 1-216-235-5734

2. Diocesan Transition Minister: The Rev. Canon Anne Hallmark

Contact: ahallmark@edwm.org 1-703-447-0856

3. Current Warden/Board Chair Name

St. Mark's: Mr. Russell Lunde russlunde47@gmail.com 269-213-1070

St. Luke's: Dr. Amy Vliek amyvliek@gmail.com 269-303-6319

NARRATIVE

St. Mark's Narrative Questions and Responses:

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

St. Mark's has maintained Sunday services through the pandemic and retirement of our Rector. We utilized outdoor services when possible, then moved to Zoom and later to recorded services on Facebook. With the direction of our Worship Leader Team, we are conducting services utilizing our teams of Eucharistic Ministers, Acolytes and Lay Readers.

2. How are you preparing yourself for the Church of the future?

We began recording Sunday services and placing them on Facebook. We plan to soon place our services on Facebook Live to maintain spirituality in parish community prayer.

3. Describe your liturgical style and practice for all types of worship in your community.

St. Mark's worship service is Broad Church. We utilize traditional Episcopal liturgy. Currently we are using Liturgy of the Word, with Worship Leaders and the use of bi-weekly supply priest for the Eucharist. We have Acolytes, Eucharistic Ministers and Lay Readers participate in every service. Our organist/pianist supplies live music at every service. We hope to have our choir return soon.

4. How do you practice incorporating others in ministry?

Besides the lay liturgical ministers already mentioned, parishioners participate in Altar Guild and Episcopal Church Women. Nearly 100% of the parish family participates in additional ministries which support the mission of the church. We function completely with volunteer labor (except the priest) providing administrative duties, facility management, and music ministry.

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

St. Mark's has a very active emergency Prayer Vine, which holds people with medical or other needs in prayer. Our parish newsletter keeps everyone informed about church events. We have Eucharistic Visitors who visit the sick when possible. All members of the parish receive birthday and anniversary cards and are recognized and blessed at our weekly service. Vestry has appointed a pastoral care committee.

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

Besides the already-mentioned ministries, St. Mark's provides a free monthly community supper, is active in United Christian Services, Crop Walk, Eleanor's Pantry, Lydia's Closet, the Porch, the community garden and donations to the Pine Ridge Reservation.

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

St. Mark's parishioners participate in the Wings of God (transitional women's home); some actively participate in the governance of the diocese. We participate in Van Buren Network Services that provides support for men from incarceration to re-entering society. We support the Area Agency on Aging for three counties – Van Buren, Cass and Berrien. We have members who make items (knitting) for Christmas baskets for the Mattawan Pantry. We have an Adopt-a-Family gift drive every Christmas to provide clothing and toys to a family in need. We also have parishioners who work at Senior Services, donate money, and support athletic programs.

8. Tell about a ministry that your worshipping community has initiated in the past 5 years. Who can be contacted about this project?

We started a free community supper every 3rd Thursday of the month. Parish volunteers donate, prepare and serve the food. We stopped during the pandemic but have now restarted a drive-through method. Contact is Lise Black.

9. What is your practice of Stewardship and how does it shape the life of your worshipping community?

The people of St. Mark's are very generous: 24 of 33 giving units (72%) maintain their annual pledge. We donate to special causes. We raised the money to purchase this building in 2012 in a two-week period. As previously stated, all functions of the parish are done by volunteers. We are a church that feels like a family the way we are connected and in the expression of joy and deep gratitude to God.

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

We weathered the experience of being unable to retain the new church building at 201 W. Michigan that we built back in 2004. We were only 6 years in that building when our priest retired. We used supply clergy for two years after that. We had just hired a new priest when we found ourselves at a crossroad – keep the building, or keep the priest. The congregation decided that ministry was more important than the building. We stuck together and worshipped in a rented space for a year at the local 7th Day Adventist Church until we purchased this building outright in 2012 after a two-week fund drive.

11. What is your experience of leading change in the church? When has it gone well? When has it gone poorly? And what did you learn?

We explored a shared ministry through a covenant that didn't materialize. When our Rector retired, she trained and prepared a group of worship leaders who kept us functioning. We learned that we have a strong, unified future at St. Mark's with God's help.

If you were to identify the gifts/skills you need in leadership as you move into the future, which words would you use to best describe these? (This should be just a list of four things. Example: liturgist, preacher, pastoral care, social justice.)

- Spiritual guidance
- Pastoral care
- Liturgist
- Compassionate

St. Luke's Narrative Questions and Responses:

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

Throughout the Coronavirus Pandemic thus far, we have established two goals: (1) continue our ministries to those who are impoverished, and (2) maintain a lively sense of connection between parishioners and their parish. We have managed to do both. Our ministries have grown and parishioners report feeling well connected. One result is that parishioners have made concerted efforts to keep their level of giving and, when possible, to give a little more. As a result, overall giving is only slightly down.

2. How are you preparing yourself for the Church of the future?

We recognize that world demographics are changing. The world, for example, had more than four times the number of centenarians in 2015 than it did in 1990. In recognition of our aging population we decided that just as we have a children and youth formation minister, we will have a minister to develop a program for people in the later stages of life.

3. Describe your liturgical style and practice for all types of worship in your community.

Our liturgical style is high church without being Anglo-Catholic. We value good preaching, live music (not recordings), symbolic richness, creativity, and icons. We have a full complement of acolytes, Eucharistic ministers, choir, and musicians. We have two deacons who are used extensively in the liturgy in an orthodox style. Our Wednesday Eucharist commemorates a saint.

4. How do you practice incorporating others in ministry?

As mentioned above, we have a full complement of lay liturgical ministers. Our community ministries have their own boards of directors which are 51% parishioners and also include representatives from other area agencies and clients served.

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

Care flows naturally from community life. Parishioners pray for one another, call one another, provide practical assistance to one another, and the like. A rich liturgical practice provides a spiritual context for our lives. All of this is facilitated by weekly parish emails, monthly newsletters, birthday postcards, and other forms of communications.

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

In addition to the aforementioned community ministries, one of our deacons is onsite to triage and coordinate drop-in guests seeking support. The parish is also a member of, and space shares with, a local interfaith community organizing group called I.S.A.A.C., which advocates for the development of just structures within the community.

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

Partners in Housing Transition works with 15 area agencies to provide furniture and housewares to families moving from homelessness to a home. Our diaper bank distributes diapers at the parish and through two area agencies. Our children's clothes closet provides outfits for emergently placed foster children and children in need referred by other area agencies. See also #6 above. The rector is a member of the local ecumenical clergy group and president of the diocesan Standing Committee. One of our deacons is a psychiatrist to two county jails and the other deacon is a hospital chaplain. Our music minister is adjunct faculty at the local university and a parishioner is the diocesan U.T.O. Representative. Another parishioner is the volunteer coordinator for a local hospice.

8. Tell about a ministry that your worshipping community has initiated in the past 5 years. Who can be contacted about this project?

The St. Luke's Diaper Bank was started in the Fall of 2015. We work to provide an adequate and reliable supply of diapers to babies, toddlers and their families in the city of Kalamazoo. Providing diapers to organizations that are already helping families in need through comprehensive programs and services, we also distribute diapers directly to families at weekly diaper distributions. We are currently giving away between 20,000 and 30,000 diapers per month. Executive Director: Sarah Koestler, may be reached at director@stlukesdiaperbank.org.

9. What is your practice of Stewardship and how does it shape the life of your worshipping community?

The people of St. Luke's are very generous. They make an annual pledge and give to special projects throughout the year. In addition to the pledge campaign, we regularly make parishioners aware of giving opportunities. We do this under the teaching that not everyone will give to everything, but that giving opportunities provide a variety of occasions for people to express their joy and gratitude for God's many gifts.

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

The current rector of St. Luke's came to the parish in 2011 as Priest-in-Charge under special circumstances, following a time of conflict with a previous rector and bishop. Like many church conflicts, this was a time when bishop, rector, and parish all conspired to bring out the worst in each other. The former rector left, the bishop has retired, and the most reactive parishioners left as well. The current rector introduced the idea of "organizational complexity," asserting that complex organizations naturally contain diverse and sometimes divergent attitudes and opinions. Normalizing differences of opinion is a first step in minimizing conflict. This was followed by establishing a practice of careful listening, accurate descriptions of the various opinions held, and only then creative problem solving.

St. Luke's Episcopal Church / Position for a 55 & Better Minister

11. What is your experience of leading change in the church? When has it gone well/ When has it gone poorly? And what did you learn?

After the aforementioned times of conflicts, the remaining parishioners longed for parish life to "feel better," and expressed a willingness to try new things that might create a sense of vibrancy and joy. With this openness, the priest-in-charge introduced change only after extensive conversation and teaching about the proposed change. In addition to parishioner's openness, trust needed to be developed. The extensive conversation and teaching kept most people from being surprised by a change (because surprises erode trust). In addition, changes were undertaken on a trial basis. When a change did not work, or was widely disliked, it was discontinued. This also developed trust. With the normalization of divergent opinions (see #10), a recognition that change must happen, and a developed pattern of trust, change becomes a much more positive experience and is, hence, easier to lead.

If you were to identify the gifts/skills you need in leadership as you move into the future, which words would you use to best describe these? (This should just be a list of four things!) Example: liturgist, preacher, pastoral care, social justice

Creativity, Pastoral Care, Follow-Through, Insight