

## **St Michael's the Archangel Parish profile**

### **Introduction**

This Parish Profile has been compiled to assist the Bishop in identifying a candidate to serve as Rector beginning no later than January 2018. The process to develop this Profile has been highly consultative. The following steps have been taken:

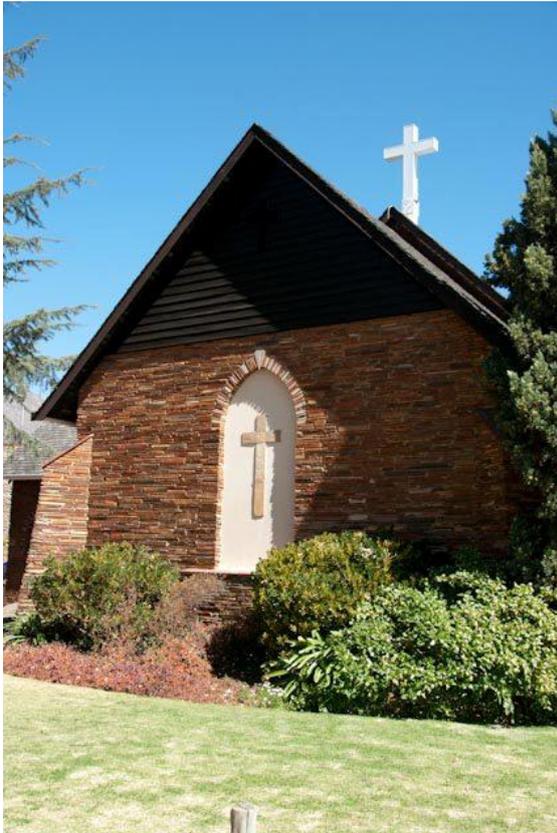
1. A workshop with Parish Council to develop a questionnaire (conversation starter) and learn how to use it;
2. Portfolio Leaders using the questionnaire to gather information;
3. A first draft of the Profile shared at 4 separate Sunday services and 2 weekday services in order allow for comment, edits and additions;
4. A final draft circulated to Parish Council for approval.

We are therefore confident that this document represents the very best thinking of the majority of the parish.

### **Brief background and history of St Michael's**

The Parish was founded in 1953 and is situated at 73 Mount Street (corner of Bryanston Drive and Mount streets) in Bryanston.

The Vision and Mission of the parish is to be a vibrant, growing, inclusive community of God's people.



### **Parish Structure**

St Michael's has a Ministry Support team which comprises:

- the Rector,
- two stipendiary Assistant Clergy,
- the Parish Administrator,
- the Parish Secretary,
- a Pastoral Care Co-Ordinator,
- a Part-time Youth Leader

There are currently 43 lay ministers in the Parish who assist the Ministry Support Team at all the church services.

The Parish also employs three (3) full time Vergers and two ladies on a part time basis who are responsible for the maintenance and upkeep of the church property.

### **Governance Structure of the Parish**

The governance structure of the parish is the Council which comprises the Ministry Support Team and twelve members who are elected annually at the Vestry. The Council is composed of eight (8) Portfolio Leaders, three (3) Church Wardens and the Treasurer.

The Parish also has an Executive Committee which meets on the second week of every month and reports to Council on a regular basis. It is composed of the Rector, three Church Wardens and the Treasurer.

Parish Council meetings are held on the third Tuesday of every month and are chaired by the Rector. The reports of respective Portfolios are tabled and considered at each Council meeting on a regular basis

### **Church Services**

St Michaels currently has 4 Sunday services, 3 weekday services and 1 Saturday service.

- The 07:00 and 08:15 services have predominantly older people – mid 50's upwards.
- The 10:15 is a varied age group with young to old/ family dynamic.
- The 18:00 is a varied group from 20's to 70's.

The services are varied with 07:00 being a said Eucharist; 08:15 is a traditional sung Eucharist; 10:15 is a family sung Eucharist with responses and choruses in African languages and the 18:00 service is a Contemporary Eucharist. Sunday School and Junior Church services also run at the same time as the 10:15 service.

Weekday services:

- Tuesday 08:00 is a said Eucharist with a short reflection in place of a sermon and the service lasts half an hour.
- Wednesday 18:00 is a said Eucharist using a liturgy of healing and there is time after the service for people to have individual prayers and anointing.
- Thursday 09:15 is a Eucharist with hymns and is predominantly attended by retired people.
- Saturday 09:00 is a Eucharist with a child friendly liturgy and is especially designed for parents with young children and babies. This service is also approximately half an hour.

Services are held at 5 retirement villages once a month and at another 2 retirement villages once a week. Generally, parish ministers assist with these services. Home communion and visits are done on a regular basis to those who cannot attend church.

History: - In the 70's there was a Eucharist on the 2<sup>nd</sup> and 4<sup>th</sup> Sunday with Morning Prayer on the 1<sup>st</sup>, 3<sup>rd</sup>, 5<sup>th</sup> Sunday, and Evensong every Sunday. This changed in the 80's to three Eucharist services in the morning and Evensong.

In the 90's the evening service changed to a contemporary Eucharist 3 time a month with Evensong once a month. The 10:15 service changed to include marimbas and the African responses and choruses. By 2000 there were two choirs – one for the 08:15 traditional service and one for the 10:15 service.

## **Demographics**

The 07:00 and 08:15 church services are 90% white people with a combined number of 200 congregants a week

The 10:15 church service is 90% black people and, including Junior and Teen Church, has about 250 congregants a week.

Approximately 50 children, teen and youth, attend Junior Church which runs concurrently with the 10:15 church service

The 18:00 church service is 50% black/white with approximately 40 congregants per week.

## **Portfolios**

There are 7 portfolios viz

- Youth
- Growing in Faith Together (GIFT)
- Worship
- Evangelism
- Development and Maintenance
- Social Responsibility and Outreach
- Pastoral Care

Each portfolio is represented by a Portfolio Leader on the Parish Council and each portfolio team meets every two months. Minutes of these meetings are submitted to the office and the portfolios submit reports to council bi-monthly. All portfolios are supervised by a member of the Clergy Team, and overseen by the Rector, who chaplains Worship and Pastoral Care portfolios.

There is a monthly Parish Ministers' meeting with the Rector, and the Servers meet bi-monthly with the Rector.

## **Our Identity**

The first three questions were designed to elicit from people three key aspects: why did they join, why do they stay, and what is their vision for the parish. Based on the responses we identified 6 themes which are described below.

### ***Theme 1: Spirituality:***

This congregation has a deep desire to grow in their relationship with God and deepen their spiritual life. Major strategies that have been highly successful in meeting this desire are the weekly sermons, regular retreats and a good teaching ministry. Congregants seek to experience a church which is *God-centered* and the expectation is that the Clergy Team takes a lead in making this a reality, especially through vibrant Sunday services.

***Theme 2: The Anglican Musical Tradition:***

Linked to the above is how central music is to their experience of spirituality. This is an especially important aspect of the liturgy. There is great pride in being a traditional Anglican church (as expressed in the liturgical format) while being open to modern songs. As with other parishes, there are services which cater for the “more traditional” preference as well as services which are more “family oriented” and include modern aspects.

***Theme 3: Celebrating Diversity:***

There is a great sense of pride regarding the diversity of the parish. The desire is to experience themselves as an inclusive parish, open to growth and change, where members are actively involved in ministry. This diversity should be reflected in the Clergy Team as well as in the variety of services offered – so as to make this parish feel like “home” to everyone.

***Theme 4: Growing Youth Participation:***

The parish recognizes an opportunity for stronger youth involvement and more specialized ministry to this segment of it’s members. There is a need to deliberately target the inclusion and participation of four age groups: 0-12; Teens, 20-30; 30-45. The future viability of the parish (both financially and in ministry) depends on this.

***Theme 5: Outward-looking Parish:***

This congregation is very involved in “outreach ministries” and sees this as core to its identity. The ability to be outward-looking, helpful and relevant to others in the wider community, are very important aspects of membership. This includes a desire to be relevant and make a difference in the lives of those less fortunate.

***Theme 6: Structure and Training Parish:***

Core aspects of the parish identity are a strong and effective structure and a reputation as a “training parish”. This allows for a broad ministry to be accomplished and creates support for ongoing activities. Specifically, people are invested in the small groups that meet outside of a Sunday service and there is even some desire to grow more of these groups so as to increase involvement both in the life of the parish and in its ministry. We are proud of a strong parish council and leadership who are transparent and accountable to the community. It is also recognized that the infrastructure comes with financial responsibilities and there is a need to find ways to continue, not only to grow in numbers, but also in terms of dedicated giving so as to ensure a viable strong parish for the future.

**Characteristics of a Rector**

Given the above themes people were asked what the 3 most important characteristics of a new Rector should be. Analysis of responses paints the following picture.

1. An energetic candidate who celebrates the diversity of the parish and enhances this by virtue of their own race, culture, age and gender. Ideally the candidate proposed should bring diversity to the Clergy Team which is currently all white and female.
2. Given the large parish infrastructure the candidate would need to have solid people and management skills to lead the variety of staff and groups in the parish.
3. The deep desire for spiritual growth means the candidate should themselves be deeply spiritual and able to grow others in their spiritual life. A key aspect of this would be well prepared and socially relevant sermons.
4. Points 2 and 3 above imply that the candidate is well educated, experienced and brings an understanding of the larger Diocesan and Provincial Initiatives.
5. Finally, people desire a leader who is transparent, trustworthy, has integrity and compassion expresses this in a modest lifestyle.
6. The successful incumbent will be required to live in the Rectory which is on the church property.

### **Conclusion**

We offer this “Profile” and “Characteristics of a Rector” as a guiding document to the Bishop and Chapter. We hope it will assist the diocesan leadership in finding the Rector who will succeed Revd Godfrey Henwood, who has been a great blessing to our community.

We wish to convey a sense of the character of the St Michael’s Parish and what we value.

To conclude- We are a community excited to grow and stretch while remaining grounded in our strong Anglican roots.