



## APPLICATION FOR RECTOR

Applications should be sent to:  
info@stmichaelsanglican.church

[www.stmichaelsanglican.church/](http://www.stmichaelsanglican.church/)

[www.facebook.com/stmikes2016/](https://www.facebook.com/stmikes2016/)

[www.midwestanglican.org/](http://www.midwestanglican.org/)

## Table of Contents

<u>SECTION</u>	<u>PAGE</u>
Key Personnel	3
Parish Profile	4-11
Rector Profile	12
Application Questions	13
Application Checklist	14
Appendix	15



*Photo of St. Michaels current worship space at Lake Country School, Hartland, WI*

# Key Personnel

## Vestry

Dick Schwaab – Sr. Warden

Tom Repp – Jr. Warden

Clark Bowerman

Aaron Grace

Christine Hayes

Lynda Jablonski

Rachel Kunz

Don Paul

Peter Puestow – Treasurer

## Staff

Dr. John Mackett – Interim Pastor

Sean Steinke – Children’s Ministry

Sean Steinke – Music Minister

Jill Sullivan – Administrative Assistant

## Profile Committee

Doug Jablonski – Chairperson

BobbieJo Paul – Scribe

Carma Bowerman

Rodney Casey

Julayne Ealy

David Goetz

Umberto Napolitano

Sandy Puestow

## Search Committee

Phil Humphrey - Chairperson

Bekah Grace – Assistant Chairperson

Bill Sullivan - Scribe

Charles Hayes

Mary Jane Kamber

Karolynn Kunz – *Youth Representative*

Kevin Kunz

Christina Reid – *Youth Representative*

Jodi Reid

## Parish Profile

### I. Hi, We're St. Michael's!

St. Michael's Anglican Church is located in Waukesha County in Southeastern Wisconsin. It is in the midst of what is known as the "Lake Country" surrounded by lakes, rivers, state forest, preserves and parks with natural and recreational amenities. What were once quiet summer destinations for wealthy Milwaukee and Chicago families are now growing suburbs for employees in Milwaukee, Madison and the surrounding areas, along with those retired and wanting to enjoy the rural/pastoral settings.

The area consists of "small town" cities, towns, villages and hamlets with a short drive access to the Interstate 94 corridor linking Chicago, Milwaukee, Madison and Minneapolis. Families are drawn to the communities, not only for their natural beauty and commercial opportunities but also to the "Blue Ribbon" awarded elementary and high schools, both public and private. A historic internationally recognized boys' Military Academy is centrally located, as well as nearby state and private colleges and universities. Included in this list is Nashotah House Theological Seminary, the oldest institute of higher education in the state founded in 1842.

A variety of artisans reside in the area and display in galleries, art festivals and open markets. Dairy and agricultural farms still dot the area as well as breeders of horses, dogs and even bison.

Local governments reflect the conservative family values projected by the population of Waukesha County, which in the 2010 census numbered nearly 400,000. The median age is in the low forties with the majority racial makeup of 93% white. The median family income is \$76,545. However, as in all communities, there are those in need due to personal circumstances, job loss, family breakdown, homelessness, drugs, etc.

Today, the area is still a destination to enjoy natural and recreational amenities, but with continued growth for those wanting to reside amidst a "semi-quiet country/rural" experience.

## St. Michael's at a Glance

In March of this year, St. Michael's Vestry convened a group to develop and administer a parish survey to all parish members age 12 and up with the goal of gathering information to be used in the development of this Parish Profile. 64 responses were collected, providing a wealth of information, including the demographics shown below.

One survey question asked participants where they felt they were on their spiritual journey. Responses could range from 0 (*I am new to the faith*) to 10 (*I feel confident sharing my faith with others*). The average response to this question was 7.8.

### PARISH DEMOGRAPHICS

<b>Total Membership-</b>	104
<b>Average Sunday Attendance-</b>	
2016	77
2017 YTD	69
<b>Age-</b>	
0-11	14%
12-17	24%
18-29	4%
30-59	27%
60+	31%
<b>Gender-</b>	
<b>Female</b>	52%
<b>Male</b>	48%
<b>Married-</b>	87%
<b>College Degree or Higher-</b>	50%
<b>Denominational Background-</b> (multiple responses allowed)	70% Episcopal 47% Non-Denominational 42% Anglican
<b>Lives within 10 miles of our current location-</b>	74%
<b>Joined St. Michael's within the last 4 years-</b>	40%
<b>Attends Services weekly-</b>	85%
<b>Participation/Interest in Home Groups or Bible Study-</b>	70%

## II. History of St. Michael's

St. Michael's Anglican Church began from a calling for a couple to start a parish church. This couple prayed over what they were being called to do and through prayer they knew who to contact and that this was the time to act. The new parish church started with a group of eight people, called the "Leaven Group". Their first meeting was October 10, 2009. All were members of Zion Episcopal Church in Oconomowoc who had become uncomfortable with the direction the Episcopal Church was going. They wanted to stay faithful to God and the Gospel as written in the Bible. Through prayer and discussion, they determined the time was right to start a new church with the name of "St Michaels Anglican Church". Over the course of 27 months, from October, 2009 through January, 2012, the "Leaven Group" met 34 times to lead the new church from its infancy to its acceptance into the ACNA Diocese of Pittsburgh. St Michael's had started meeting on the campus of the Nashotah House, aided and supported by Dean Robert Munday, Fr. Arnold Klukas, Fr. Doug McGlynn, and some of the staff members and students.

Key dates for St. Michael's Anglican Church include

- April 18, 2010 - The first service was held
- Aug. 15, 2011 - St. Michael's incorporated in the state of Wisconsin
- Sept. 1, 2011 - Fr. Thad Butcher became the first rector of St. Michael's
- Sept. 4, 2011 - First Sunday in new worship center (Adams Hall)
- Nov. 5, 2011 - St. Michael's voted into ACNA Diocese of Pittsburgh
- June 8, 2013 - Diocese of Upper Midwest voted into ACNA – St. Michael's subsequently transferred to new Diocese
- October 1, 2013 - Fr. Phil Anderas hired as assistant priest.
- May 3, 2015 - First Sunday in Lake Country School
- Aug. 30, 2015 - Fr. Thad's last Sunday and retirement party
- Sept 6, 2015 - Fr. Phil Anderas' first Sunday as St. Michael's second Rector
- Oct. 12, 2016 - Announcement of Fr. Phil and Vestry reaching agreement to end Fr. Phil's term as Rector

### III. Our Values and Vision

During the early days of St. Michael's formation, the vision statements of the founding members included – *Growing in His Word, Living in His Spirit, Serving in His World*. Later the Vestry working with the rector designed a list that identified the ministry of St. Michael's.

We are a community of Christians dedicated to loving God with all our heart (The Great Commandment), and sharing the Gospel of Jesus Christ with all people (The Great Commission). Our Church is committed to these core values:

***Biblical***- We believe that our beliefs and behavior should conform to the character of Jesus Christ and the teaching of God's Word. As God's Word written, the Bible contains all things necessary to our salvation. Faithfully proclaiming the truth of God's Word is essential to the life of the Church.

***Historical***- We believe that the Church has a great heritage of teaching and tradition rooting us in the Apostle's teaching and keeping us faithful to the Holy Spirit's presence and power in our lives.

***Worshipful***- We believe that the highest calling for every Christian is to glorify God and enjoy Him forever. Worship is a holy encounter with the living God, filling us with peace and promise.

***Sacramental***- We believe the Risen Lord meets us in grace-filled moments throughout our lives. Christ has ordained these sacred moments for health and growth as a Christian, especially in Holy Baptism and Holy Eucharist.

***Teachable***- We believe the posture of every Christian is to follow Jesus as a disciple...listening, learning, and applying God's Word to our lives, our homes, our ministry, and our mission.

***Missional***- We believe the Good News of our Lord and Savior Jesus Christ is for sharing with our neighbor and with our world. We are ambassadors, helping people to know Him and to live for Him.

***Charitable***- We believe we express our love for God by loving one another. We are committed to living in fellowship with other Christians, extending hospitality to the stranger, and sharing generously with the poor and needy.

Through the Grace of God and our Lord and Savior Jesus Christ, we have stayed committed to these core values, even during the most difficult of times.

## IV. What We Do

### *Gospel, Community, Mission*

#### WORSHIP

While in the process of completing the final Parish Profile document, it became clear from the results of our first Congregation Survey, that at St. Michaels we walk our talk. As shown above, we have a strong love for the Gospel, for our Community, and for our Mission in the world. The remarks shared by our Congregation, in the large majority, confirmed these three focuses:

*“Very supportive of missions and outreach. Congregation treats everyone like family. Priests preach the true word of God to the best of their abilities.”*

*“True to God’s Word. Open to the Holy Spirit. Wonderful, loving Christians.”*

*“The fellowship/family environment - we are truly part of one church family. The Presence of the Holy Spirit, guiding our service. Love for the children of the parish, with constant affirmations that they are of great importance.”*

*“Spiritually mature congregation. Commitment to Mission as shown by budget and relationship priorities. Commitment to orthodoxy.”*

We follow the ACNA prayer book, and share the Eucharist every Sunday and Feast day. We are a joyful congregation, our services filled with song, as we seek the Holy Spirit to visit us. We are a prayerful congregation with a number of groups praying for the many we support in the field, as well as the many close to us that are in need.

#### WHAT WE DO! For the Church

We have an active Vestry, and a committed congregation. Comments offered by respondents to our recent survey include:

*“Willingness of most members to help/engage/serve.”*

*“The commitment of those behind the scenes. The ability to be involved in ministries.”*

*“Willingness of individuals to participate in activities.”*

In the way of a close knit family we participate to ensure, among many, that the Altar Guild prepares the table every Sunday, the Flower Guild always provides a touch of color to brighten the Eucharist, and the set up team, always early to church, lays out the seating for our service. Everyone pitches in; Coffee hour, Hospitality and Fund Raising planning, Child care, Nursery, Ushers, Greeters, Chalice Bearers, Bible Study, and Fellowship. We are blessed with the spirit of giving.



## What We Do (continued)

### For the World

Although small, we are generous with our resources and share them globally by supporting the following ministries through prayer and finances. Among them are:

- The English Language Institute, China.
- Trinity School of Theology and Ministry located on the Island of Malaita, Solomon Islands.
- Ardath & Renee Smith, located in Wales to develop a prayer ministry that includes ministering to and counseling missionaries already abroad.
- Operation Christmas Child is our congregation's passion.

We share our resources locally as well. We pray for, and provide financial support to:

- Carmelite Home for Boys, Wauwatosa, WI.
- Community Ministries, for families in need at Christmas and other times in the year.
- Greenhouse Movement, who plan to plant 10 new congregations in the next 5 years wherever the Lord leads them in SE Wisconsin.
- Lake Country Creative Ministries, young people committed to proclaiming the Gospel of Jesus Christ through the joyful medium of puppetry and black light art.
- Anglicans for Life – Pro-Life Ministry
- Story Time Booth – Delafield Farmer's Market

## **V. Our Goals**

### **Call a new Rector/Priest**

A comprehensive outline of the Rector's Responsibilities and desired Qualities is provided on page 12 of this document.

### **Acquire a new church location**

- A building that is visible and more accessible to the community
- A place to call our own
- Room for church activities such as Bible Study, Youth and Creative Ministries
- A place where our love of Jesus Christ will be seen as soon as you enter the door
- As of this writing, St. Michael's has closed on a building located at 612 Milwaukee St. in downtown Delafield. After completion of some repairs and redecorating, the new facility is expected to be ready for our first worship service in early September, 2017

### **Improve Communication**

- Improve internal communication through emails, Sunday Bulletins, announcements; Vestry reports, especially topics for Sunday School, Social Events and 'just what's happening'
- Communicating in the Community: What St Michael's Church is by participating in community events along with continued community outreach such as Giving to Families in Need and Lake Country Creative Ministries

### **Classes**

- Baptism, Confirmation, New Members, Renewals

### **Toddlers thru Teens**

- Have more teachers to expand the age groups needed
- Attract new parishioners with children
- Continue to expand youth group programs/activities within the church and out into the community

### **Improve Adult Participation and Spiritual Growth**

- Bible based Sunday School Classes
- Support Small Group Studies
- Bible study sessions on occasional bases with special topics or speakers
- Emphasize quiet time prior to the service while listening to faith-filled music as we prepare for worship

## VI. Financial Overview

St Michael's financials are summarized as follows:

### 1. Tithing church

- a. 10% of last year's income for "running the Church" is given as Diocesan Assessment
- b. 10% of this year's "Running the Church" income is given to the Mission's Fund
- c. 5% of this year's "Running the Church" income is given to the Long Term Building Fund

### 2. Break out finances into two groups

#### a. Running the Church

Money received and spent to run the church. Revenue would consist of parishioner giving. Expenses are broken into two groups: priest expense and rest of the expenses to run the Church. Includes everything from staff to service expenses.

	<b>2015 Actual</b>	<b>2016 Actual</b>	<b>2017 Budget</b>	<b>2017 Act 7/31</b>
Giving	185,524	149,977	129,156	76,003
Expenses: Priest	95,083	63,500	52,316	25,515
Expenses: Staff, Office, Youth	<u>77,289</u>	<u>91,121</u>	<u>91,712</u>	<u>51,739</u>
Net	14,142	-4,644	-14,872	-1,251
Cash Available	24,242	19,598	4,726	18,347

#### b. Project Funds

Money received and spent for special projects or activities. We call this Fund activity. Includes Missions, Flowers, Mary & Martha Women Ministries, and Building. Balance on July 31<sup>st</sup>, 2017: Missions - \$ 20,772, Building - \$103,901, Other - \$5,060. Also have a Building Loan of \$150,000, with a \$940 monthly payment starting 8/15.

We are a church in transition. In the above financials, you will notice that revenue had declined in 2016. It was a result of the loss of members during the time period of our previous full time priest. This was also reflected in the 2017 giving forecast done at the end of 2016. At that time we did believe that during 2017 we would see an increase in giving as we move forward to more stable times. As of July 31<sup>st</sup>, that has been the case. We are only negative \$1,251 versus our forecast for the end of July being negative 13, 441. Our expenses for running the church have remained the same except for priest expenses. We have not had to cut any staff expenses or our giving to the Diocese, Missions and our building fund. In fact we have been able to purchase a church building during this time through some very generous contributions from our members. We still foresee a possible small negative budget for 2017. There is still enough cash reserves to cover the deficit budget while we go through this transition.

# Rector Profile

We desire a full-time rector who will shepherd us into growing our parish to bear more good fruit of the Lord through discipleship and ministry.

## 1. The Rector's Responsibilities

- Regularly spend time in prayer and study to maintain spiritual health
- Take personal respite to maintain overall mental and physical health
- Lead the majority of services, both in preaching and liturgy
- Guide and/or create youth programs
- Guide parishioners in reaching out to the community
- Oversee adult education programs, namely Sunday School and/or small groups
- Serve the parish's pastoral needs, through home/hospital visits and prayer
- Help us achieve our current goals (page 10 of Parish Profile)
- Lead regular staff meetings
- Meet with Vestry monthly and as needed
- Earnestly seek counsel from Bishop, Dean, Wardens, and other mentors
- Oversee the financial health of the church
- Actively participate in the life and ministry of the Diocese of the Upper Midwest

## 2. The Qualities we are looking for in a full-time Rector:

Attributes that St Michael's Church is looking for in a new priest are a man who knows he has eternal life and wants to make an eternal difference within our parish. He is someone who feels a burden to share Christ with others and to teach us how to share Christ with others. He will assist in helping members discover their gifts for ministry throughout the community. He should be committed to the Gospel. He should be an engaging speaker. His sermons and teachings should be guided by the Holy Spirit to help the congregation clearly know Jesus Christ as their Lord and Savior. He should not only be a good preacher but a good listener with strong interpersonal and communication skills. He should be pastoral, loving and caring. He should be someone with experience to help us grow spiritually as well in numbers making ourselves known throughout the Lake Country Community.

## Application Questions

*Please answer the following questions with reasonably concise answers  
to help us get to know you better.*

1. Briefly describe your spiritual journey.
2. What elements of being a pastor do you think you are especially gifted for and why?
3. What areas of ministry do you struggle with the most? How would you want others to assist you in these areas?
4. How do you balance time spent with your family and your parish?
5. Describe an event or program you conceived and carried out that nurtured spiritual growth in your parish.
6. Tell us how you delegate program responsibilities and evaluate results.
7. Describe what programs you have instituted which resulted in successful growth of members to your congregation
8. Describe your techniques for maintaining and developing stewardship in your congregation.

# Application Checklist

Send to [info@stmichaelsanglican.church](mailto:info@stmichaelsanglican.church)

We will send you acknowledgement of receipt.

- ☐ Short cover letter introducing yourself
- ☐ Personal Resume / CV
- ☐ Picture of you (and family if applicable)
- ☐ Application Questions from St. Michaels
- ☐ Links to one or two recorded sermons
- ☐ **List** of Five References  
(names, relationships, and contact information – both phone and email requested)
  - ☐ Professional Reference from Current Bishop or Dean
  - ☐ Professional Reference from other clergy member
  - ☐ Personal Reference
  - ☐ Personal Reference
  - ☐ Personal Reference

# Appendix

The following is an excerpt from the Constitution and Canons of the Diocese of the Upper Midwest that helps to further shape the identity and mission of St. Michael's. The full text can be found at: <http://www.midwestanglican.org/wp-content/uploads/2014/02/Final-Constitution-Canons-for-the-Anglican-Diocese-of-the-Upper-Midwest.pdf>

## **ARTICLE XIII: VISION, MISSION AND VALUES**

Consistent with our vision of *A Revival of Word and Sacrament infused by the power of the Holy Spirit in the Upper Midwest*, the mission of the Diocese shall be ***Multiplying Churches and Transforming Communities***. Under the oversight of our Bishop and Deans, and in cooperation with our Diocese and Deaneries, we pledge that we and our congregations will labor joyfully for the spread of the Gospel and the growth of the Church in our communities and around the world.

Further, we rejoice in our common embrace of these values:

### **1. Greater Unity for Greater Mission**

We pray for a kingdom mindset, a collaborative spirit, a common purpose.

### **2. Submission to Godly Authority**

We rejoice in humbling ourselves under Scripture as God's Word revealed, under the Creeds of the Great Tradition and under our Bishop.

### **3. Spirit-Filled Ministry**

We celebrate the gifts of the Spirit and the ministry of all baptized Christians.

### **4. Creative Worship**

We honor our Prayer Book tradition of Word and Sacrament and work imaginatively to blend the three streams of catholic, evangelical, and charismatic Christianity.

### **5. Innovative Mission**

We release multiple models of church planting and mission to reach all types of people for Christ.

### **6. Holistic Transformation**

We value discipleship and healing for the individual and justice and hope for our communities.

### **7. Next-Generation Leadership**

We invest deeply in children, youth, and younger leaders.

### **8. Multicultural Competence**

We seek to reach all nations, tribes and languages in the Upper Midwest and to practice healthy unity-in-diversity in our life together.

### **9. Sacrificial Commitment**

We invite God's strength in our weakness, by fasting, prayer, and generosity.