



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated May 23, 2023)

St. Michael and All Angels', Northern Indiana

53720 Ironwood Road, South Bend, IN 46635, United States

Contact:

Rector / Vicar / Priest-in-Charge

missioner.bays@ednin.org

Weekly Average Sunday
Attendance (ASA)

50

Number of Weekend
Worship Services

1

Number of Weekday
Worship Services

Number of Other per Month
Worship Services

Current Annual
Compensation

\$78000

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

\$5967

Compensation Available for
New Position

\$78000

Housing Available for

Pension Plan

**We're in compliance with
CPF requirements.**

Healthcare Options

Negotiable

Dental

No

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

**up to/including
\$500/year**

Sabbatical Provision

Yes

Travel/Auto Account

Yes

Other Professional Account

Yes

Negotiation possible w/in bounds of available compensation and diocesan compensation guidelines

St. Michael and All Angels', Northern Indiana

Rector / Vicar / Priest-in-Charge

Contact:
missioner.bays@ednin.org

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

Our parish planned and created a wall mosaic to coincide with the rector's 3-month sabbatical. Psalm 1:3 expresses the significance of each part of our parish life: mission, foundation, vision and values. The River and Tree dominate the vision, the tree root system illustrating how our parish is continuously nourished by the river (our faith in God). The Sun represents God the Father of all creation, the Cross in the trunk signifies Christ's crucifixion, and the Dove symbolizes the Holy Spirit. Each family and guest received a bag of tiles with a prayer sheet to take home, pray over and return to glue the tiles onto the mosaic base. Meanwhile, the rector took the white dove tiles with him on sabbatical, prayed with them, put them in holy waters along the way and ceremonially placed them in their rightful place after his return. While working, we questioned, laughed, and enjoyed meaningful conversations. The undertaking and achievement brought members, friends, and families together, strengthened love and revealed a shared peace in a world full of uncertainty. We are proud to have created an iconic symbol that will always be remembered by future generations.

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

In 2008, a long time member proposed we start an endowment fund, envisioning that it could grow to \$250,000 in 20 years and be at \$1,000,000 within 50 years. They believed this would allow future vestries to fund youth programs, community projects, church capital needs, and future positions such as a full-time music director or youth pastor. They knew that these types of programs and goals can be difficult to fund through the normal operations and wanted to give Saint Michael another avenue to support growth, programs and capital projects. The Vestry-approved proposal was introduced in early 2009. Over the years, we have taken in donations of \$75,500. We annually draw between 4%-5.5% and our November 2022 balance was \$117,424.60. The funds are currently managed by ECF and we have in-house account managers. The Endowment committee meets annually to review and give updates to Finance and Vestry. Saint Michael looks with joyous anticipation to our future. We are building our children's ministry, adult formation and outreach ministries. We are excited to see new faces on a regular basis. We are creating new opportunities for community through coffee hour and church celebrations.

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

pastoral, teaching, Spirit-led, administrative, Dynamically Engaging

St. Michael and All Angels', Northern Indiana

Rector / Vicar / Priest-in-Charge

Contact:
missioner.bays@ednin.org

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

Excellent music and collaborative worship form the core of our liturgical experience at St. Michael and All Angels'. Our community consists of believers who enthusiastically participate in all aspects of the liturgy. The Book of Common Prayer and The Hymnal 1982 provide the foundation for this congregational participation. Our liturgy is always Christ-centered, with sermons based on the lectionary. The Mass setting is structured to make the communion table the central focus of our gatherings. We continue to work to provide a liturgy of the word and music that uplifts and encourages prayer, praise, worship, comfort, hope, thanksgiving and community at Saint Michael's. We are engaging in a broader musical array by incorporating more praise music into the mass. We seek to improve our liturgical rituals to make our symbolism, actions and gestures more meaningful so that participants may gain a greater understanding their meaning, purpose and rationale. It is our desire to be the city on a hill, letting our light shine in thanksgiving and praise to the glory of our God.

How do you practice incorporating others in ministry?

Incorporating others into ministry begins at our doors and goes beyond. Greeters warmly welcome guests, ask their names and invite them to sign our guestbook. Children are given an activity bag to use during the service. Parishioners talk with guests prior to the service and pursue deeper conversations during social time following the service. Through these early relationships, we learn about their faith passions. This comes naturally and is comfortable rather than overpowering. People become involved quite easily. Newcomers who know which ministries they want to join are guided in that direction. Others may need encouragement to find where to become involved. We might ask them to help for a few minutes here or there until they find their special gift. We prefer to personally invite them to become involved in a ministry. New members when asked become engaged and work enthusiastically. A few examples: a couple who joined online then began attending in person, one had experience in radio and took on the sound technology; a family volunteered to build the youth program; one is adding a Girl Scout group; another joined the Mary and Martha Guild; and one has joined the Vestry.

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

Since the pandemic and our rector's departure to be the Bishop of West Virginia, our once pastoral sized parish has become family sized. We enjoy a close-knit community that looks after and supports one another. We highly value the ethnic blend of people attending and visiting on a regular basis. We encourage all to "come as you are." Ours is a warm and welcoming place. With our renewed commitment to family worship, we are seeing new growth. St. Michael's passion for investing beyond ourselves is apparent in our care for those struggling with a difficult situation. We once had a successful Stephen's Ministry program, and we currently run a meal ministry to parishioners in distress. Our prayer shawl ministry knits or crochets shawls for those suffering illness or bereavement. We send cards with birthday and anniversary acknowledgements, with sympathy, and with get-well wishes. We send encouragement cards to parishioners we have not seen in a while, which helps us stay in dialogue. We value our time together and enjoy sharing meals, in one form or another, as we work to fulfill our mission. We hope that relationships that begin here will extend beyond our physical walls.

St. Michael and All Angels', Northern Indiana

Rector / Vicar / Priest-in-Charge

Contact:
missioner.bays@ednin.org

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

Our Service on Saturdays (SOS) Ministry ministry began about 10 years ago serving lunch to the community on the third Saturday of each month. We have a team of dedicated volunteers and the entire area community is welcome. SOS has been a huge success, serving between 50-100 people each month. We also have a monthly meat raffle, where 25 bags of meat are given to our guests. We provide bags of canned goods and paper products. During the pandemic when we were unable to serve cooked meals, bags of groceries were given out in our parking lot each month. We have recently returned to serving cooked meals in our fellowship hall. Throughout the years of SOS, we have provided school supplies, Christmas items, and health screenings to participants. We look forward to continuing and growing this very robust and much needed ministry. More recently, we dedicated some of our property to become a community garden, providing free fresh produce to our neighbors.

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

For many years parishioners and clergy have been actively involved in Diocesan matters. For over 30 years, a parishioner was Diocesan Chancellor. We have had parishioners serve as Diocesan Treasurer, on Standing Committee and on Diocesan Council. Currently a parishioner serves as Treasurer of the Diocesan Foundation. Past clergy have served as delegates to General Convention. Two former clergy continue to serve as Bishops, one in Florida and one in West Virginia. More locally, our retired deacon serves as a chaplain at one of the local hospitals and parishioners work with other local denominations in the Stephen Ministry Program. Saint Michael's has participated in the National Acolyte Festival in Washington D.C. four times over the past 12 years. In 2010, 2012, 2015 and 2018 we took a group of 8-12 acolytes to Washington D.C. and had the honor of being part of the National Acolyte Festival. The festival included a tour of the National Cathedral as well as instruction in how to be a thurifer and using streamers in our worship service. We appreciated the connection to the national church and meeting many acolytes from around the country.

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

Our newest ministry is a community garden. All are encouraged to enjoy the free, healthy, organic food. Mabel Blunk has served as leader for this Unity Garden. Kids living in the low-income housing just east of Saint Michael often play basketball in our parking lot and are encouraged to harvest food from the garden. A new and diverse crowd of people simply stop by, most recently refugees. We also partner with SOS to give away fresh vegetables while our excess is taken to St. Margaret's House, a local day-shelter for women and children. Our challenge is to include those who could benefit from our fresh vegetables, notably our neighbors to the east, in both the planning and the planting. We are more likely to eat food when we pick it ourselves and feel part of the process. Further, our current fencing protects the garden from animals but is a barrier to human access. To overcome these challenges, we plan to invite people and organizations from the surrounding neighborhood to participate in the garden, more effectively using our church sign to raise awareness. We can also install a sign near the garden to invite people in and to give gate-opening instructions.

St. Michael and All Angels', Northern Indiana

Rector / Vicar / Priest-in-Charge

Contact:
missioner.bays@ednin.org

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

As ours Every Member Canvas Drive evolved in past years, we renamed it Living Our Faith (LOF). LOF has grown spiritually, believing we are here not only to request a tithe but to help all of us grow emotionally and spiritually with the love of God and the understanding that we offer others a portion of the blessings and goodwill we have received from God. LOF begins to prepare for the drive by talking during our first meeting about where our own journey has been leading us. Amazingly, the Spirit begins to lead us towards an inspirational and heart-filled moment when we all are spiritually connected. Then the fun begins! We design and create 4 weekly presentations showing the scripture significance and the absorption in our lives. Some past themes have been How Scripture Speaks to Us; Imagine, Inspire & Ignite; Mind, Body & Soul; Know, Live & Share the Love of Christ; Do You Trust Me?; I'm too Busy in Making God My #1 Priority; and God Has Smiled On Me. In the last day of the campaign, letters and My Faith Promise cards are given out and we celebrate with a champagne brunch. This ministry helps us to grow in wisdom, compassion and neighborly love and allows us to think creatively.

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

Acknowledging and constructively addressing conflict is a growth area for our faith community. In the past, conflicts arising between strong personalities and brought to the rector's attention were either addressed indirectly or not addressed at all. Those parishioners, continuing to pursue resolution, would then seek advice from others in the church community, drawing unrelated parties into the conflict which resulted in triangulation rather than resolution between the affected parties. In some cases, one or the other party would simply disconnect from the church. Among those who have stayed, triangulation persists. Even now, for example, years-old discussions are used in an attempt to settle disputes. We continue to work on these issues with our transitional rector and are slowly working to rebuild these damaged relationships. This work will need to continue into the tenure of a new rector whose skillful management and conflict resolution will help our parish prepare for the future with forgiveness.

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?

Saint Michael's is like other living organizations when it comes to change. Among the parishioners, some live into change, some resist it and others appear to be indifferent. The level and type of response depends on how personal each parishioner feels about each topic. One example is when we deliberated on changing service times. Considerations included what hour young families and less-mobile parishioners could get ready and arrive at church; hours during the prettier months when parishioners' focus turns to non-church activities; change-up of education class time versus mass time; and change from the familiar. There were deep feelings around this issue. To resolve, our rector surveyed the congregation then conducted a parish meeting where all were invited to share opinions. At the end of this meeting, we participated in rank voting and collectively decided on a new time. All participants felt heard and validated even if the decision was different from their desire. We are most successful in managing change when we are deliberate and inclusive in the process.

St. Michael and All Angels', Northern Indiana

Rector / Vicar / Priest-in-Charge

Contact:

missioner.bays@ednin.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Matthew Cowden	Rector / Vicar / Priest-in-Charge	2009-01	2022-12

Name	Position Title	Date Begun	Date Ended
Randal Melton	Rector / Vicar / Priest-in-Charge	1999-01	2008-01

Name	Position Title	Date Begun	Date Ended
Dabney Smith	Rector / Vicar / Priest-in-Charge	1989-01	1998-01

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

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
---	---	--	--------------------------------------

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
------------	-----------------------------------	-----------------------------------	--------------------------------------

St. Michael and All Angels', Northern Indiana

Rector / Vicar / Priest-in-Charge

Contact:
missioner.bays@ednin.orgWorshipping Community Web site: saintmichalsb.org

Media Links:

www.facebook.com/saintmichaelsouthbend

Online References:

> <http://www.youtube.com/@saintmichaelsepiscopalchur6506>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

References

Bishop:

**The Rt. Rev. Douglas E.
Sparks**(574) 233-6489 bishop.sparks@ednin.org

Diocesan Transition Minister

Rev. Cn. Terri L. Bays(574) 233-6489 missioner.bays@ednin.org

Current Warden/Board Chair

Dr. Christopher Dunlap574-850-3121 cdunlap@saintmarys.edu

Previous Warden/Board Chair

Shery Roussarie574-286-0826 sheryroussarie@gmail.com

Search Chair

Grayling Hawkins574-208-1311 giocososo@comcast.net

Parish/Institution

Sandra Brownsrbrownmd1951@gmail.com 574-532-4706

Local Community Leader