



# Ministry Portfolio

Full Portfolio (last updated Apr 2, 2024)

## St. Philip's Episcopal Church, Beulah, Western Michigan

785 Beulah Highway, Beulah, MI, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/30/24.

[tlittle@edwm.org](mailto:tlittle@edwm.org)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
34	1		5
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$74500			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$74500		<b>We're in compliance with CPF requirements.</b>
Healthcare Options Clergy+1	Dental	Housing Equity Allowance in budget	Annual Equity Amount
	<b>Yes</b>		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
4		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$501-\$1000/year	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

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

In a parish survey completed in October 2022, several moments in the recent ministry of St. Philip's were found to have had a particularly strong impact. One of those experiences was the Ante-Communion service, which is organized and led by lay leaders. Parishioners noted that the sermon, music and all other parts of Ante-Communion were done by fellow church members. Reactions included comments such as: "A special worship experience." "This service touches me deeply." "Made me feel very proud of the spiritual lay leadership." "Members of St. Philip's worked together and shared their talents to create a warm and welcoming worship experience." The Ante-Communion services give our members renewed confidence in the strengths of the congregation. It confirmed that even without a Rector we are part of a worshipping community with deep commitment and resources.

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

St. Philip's uses a blend of technology and hands-on ministry to serve our congregation and our community. Both are key to our sustainability. At the start of the pandemic, St. Philip's (like many churches) began streaming services on YouTube and Facebook. Streaming still helps us reach homebound and traveling parishioners. Our weekly newsletter shares information on upcoming services, church activities, prayer lists, and links to the recorded sermon, keeping us up to date and connected with our church. The pandemic also reminded us how important personal connections and face-to-face interactions are. At our Baby Pantry, we develop genuine connections with the families we serve. Through this service ministry we care for the next generation. Our church supports our Diocese's Creation Care ministry with the Good News Garden and an Order of Naucratus chapter. These ministries form and restore loving, liberating, life-giving relationships with all creation. St. Philip's is blessed with an endowment fund that helps meet the parish's financial needs. Its careful management ensures that it will be a resource will into our future.

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

Ministry of the Word/skilled preacher/teacher of the parish; celebrant/worship leader; counselor/healer/administrator

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

St. Philip's liturgical style is moderate high church, drawing on the rich Anglican tradition found in the 1979 Book of Common Prayer, Prayers for an Inclusive Church, 1982 Hymnal, and hymnal supplements. The weekly bulletin contains everything necessary to fully participate in the Liturgy, including hymns. Each week we live stream our services and post them to YouTube and Facebook allowing us to welcome parishioners who are not present. Our primary worship service is Sunday Eucharist, Rite II, offered each week at 10:00am. If clergy are not available, a lay-led ante-communion service is held. With a new rector, we hope to offer other worship services such as a 5:00pm Saturday Eucharist, a worship service at a nearby assisted living residence, or an informal outdoor Eucharist in summer. Music is an integral part of our worship. We believe that "one who sings prays twice." Our talented organist is a retired faculty member of the internationally recognized Interlochen Center for the Arts. Our organist offers wonderful music every week, occasionally supplemented by guest musicians. Congregational singing is vibrant, for the congregation is the choir.

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How do you practice incorporating others in ministry?

We are a small parish and involvement by our members is evident and essential in the daily life of St. Philip's. We have three teams of Lay Eucharistic Ministers (LEM's) who participate in the service and serve as Lay Eucharistic Visitors (LEV's) who visit homebound individuals. Our congregants regularly serve as acolytes, greeters, and ushers. Lay readers read the scriptures and the prayers of the people at every service. Ante-communion services are coordinated and led by a team of parishioners and staff. Altar guild members set the altar each week. We are fortunate to have a very talented parishioner who volunteers his time to design our altar flowers each week. The Baby Pantry, the Good News Garden, and the Order of Naucratus all demonstrate the efforts of teams of dedicated parishioners. Congregants make up our rector discernment committee and Father Lovett grant committee. Eight parishioners serve on our Vestry, and two non-voting members serve as treasurer and clerk. Parishioners gather together for Bible study, book discussions, and Lenten and Advent programs developed and led by parishioners.

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

St. Philip's has a variety of opportunities for nourishing one another, both literally and spiritually. Informal social events include after church coffee hour, monthly Saturday night socials hosted by members in their homes, minor league baseball outings, our yearly Fr. Lovett Sundae Sunday started by Fr. Lovett who loved ice cream but not pot lucks, dinner at a local restaurant prior to Christmas Eve services, Lent Madness, Holy Hikes, and other diocese-led events. Our Education and Formation Committee creates frequent opportunities for spiritual enrichment, including Bible study, meditative Quiet Mornings, a Creation Care series through the Lenten season (livestreamed on Facebook), book groups and Advent readings. LEV's deliver reading materials to homebound members so they can fully participate in education and formation opportunities. Our personal connections to one another are facilitated by everyday interactions. St. Philip's members greet parishioners and visitors on Sunday mornings, read the lessons, usher, tend the altar, and visit members at hospitals, nursing homes, and at their homes. Our prayer list is always up to date and available for all.

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

St. Philip's mission is to embrace the presence of God in our lives and share the riches of God's grace. It is a challenge and an opportunity to care for those beyond the St. Philip's family. We love and serve our neighbors and share the riches of God's grace through our most visible outward-facing ministries - the Baby Pantry, Good News Garden, Order of Naucratus and Father Lovett Foundation. Our seven-part Creation Care series held during the Lenten season is open to community members. We take advantage of individual opportunities to grow spiritually, embrace the presence of God, and let God's grace move through us into the world. Several parish members participated in Becoming Beloved Community and Sacred Ground, Episcopal church programs aimed at helping us recognize and dismantle racism. We are in the process of aligning our endowment investments more closely with our mission, values, and Episcopal faith using Environment, Social and Governance guidelines and the United Nations Principles for Responsible Investing.

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

St. Philip's has a long history of stepping up to help meet the needs of our neighbors in and around Benzie County. The St. Philip's Baby Pantry, now in its 8th year, provides diapers, wipes, formula, baby food, children's clothing, and other items to parents and caregivers of children 0 - 5 years. Its impact continues to grow with more than 122 families and 177 children served in 2021. Our was a model for a Baby Pantry started by our sister parish in neighboring Manistee County. Fish and game donated by area anglers and hunters through the Order of Naucratus and fresh produce from our Good New Garden is distributed to families through the Baby Pantry and other food ministries. The Father Lovett Foundations helps meet community needs through twice yearly grants. Roughly \$20,000 is awarded each year to local recipients including the St. Philip's Baby Pantry, Benzie Area Christian Neighbors, Benzie Blessings in a Backpack, Michigan Faith in Action, and the St. Philip's Good News Garden. St. Philip's members also provide Christmas gifts to area children of incarcerated parents through its Angel Tree program.

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

St. Philip's established two new and meaningful ministries during the recent pandemic and associated lockdown. In 2020, the Order of Naucratus began supplying fish and other protein to the Baby Pantry, as well as other agencies serving those in need in our community. It solicits and accepts donations of fish and game harvested by area anglers and hunters. Local salmon fishing tournaments are a major source of protein from which St. Philip's volunteers collect, process and distribute fresh fish (contact Joy Foster at joyfoster2020@gmail.com). Also in 2020, members of St. Philip's established a Good News Garden next to the Baby Pantry to grow and distribute organic produce to people in need. This ministry produced 216 pounds of vegetables in 2022. Good News Garden volunteers also decorated a garden-themed Christmas Tree that received a winning bid in last year's Festival of Trees at the Benzie County Historical Society, helping the community raise funds to support the Benie County Habitat for Humanity (contact Gary Michalek at michal4upnorth@charter.net).

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

Each year the Stewardship Committee engages the congregation in stewardship. The Committee may send personal appeals to church members or speak from the pulpit, sharing a personal story about their love for St. Philip's, why they give and asking for continuing support for the parish's ministry and programs. Stories may be about feeling welcome at St. Philip's or its opportunities to make a difference in our community. In each of the last 3 years, we've created and mailed to each member a stewardship booklet based on a theme. In 2022 our booklet described how we meet our mission. Prior booklets delved into St. Philip's history and profiled members. During COVID, when we could no longer hold our annual fall harvest dinner/stewardship kickoff, we had to find new ways to bring members to the table. After Michael Curry's last book was released, we sent a copy to each church member and held an online book group during the Stewardship campaign. We look forward to restarting our harvest feasts. The past few years have been challenging in terms of keeping our members involved physically and monetarily. Flexibility and commitment to St. Philip's have helped us maintain.

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

Following the call of our previous co-rectors, it became apparent that the fit was not ideal for some, though by no means all, parishioners and lay leaders. Whether it was conflict due to their youth (St. Philip's was their first church) vis-a-vis the mostly senior make-up of our congregation, their desire to discontinue certain activities that had long been in place, or their impetus behind certain new programs, there was ongoing friction with some in the congregation. A number of members felt the rectors were unable to relate to their struggles and provide appropriate pastoral care. Several senior wardens attempted to resolve the friction during their tenure, but those efforts were unsuccessful. As a result, a number of long-standing members, including some who held leadership positions, left the church. We are now in a state of healing and coming together, and in particular our discernment process is open and transparent with ample opportunities for members of the parish at large to stay apprised of our efforts and provide input. We are seeing some of those who had stepped away now return. We are full of hope and confident we will move forward together to a bright future.

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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?

Our most recent experience of leading change was maintaining our spiritual and pastoral functions during the pandemic. We scrambled to learn to livestream Sunday services, communicate with parishioners, and tend to pastoral needs without personal contact or worshipping together in our sacred space. Once we could gather in person, we learned to maintain a safe environment that was still welcoming and spiritually fulfilling. There were many bumps along the way as we managed technology and found ways to stay connected. Our best moments have been those in which changes have occurred through open and transparent communication, with opportunities for input and broad awareness from all. Our Discernment Committee's work is an example of an open and inclusive process for embracing change. We are learning that where communication, openness, and transparency have lagged, the results have been hard and full on continued conflict and anxiety.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev's Christian and Jodi Baron	Rector / Vicar / Priest-in-Charge (Part-time)	2016-01	2022-01

Name	Position Title	Date Begun	Date Ended
Rev. Harold Comer	Rector / Vicar / Priest-in-Charge	1998-01	2015-01

Name	Position Title	Date Begun	Date Ended
Rev. Damian Dollahite	Rector / Vicar / Priest-in-Charge	1987-01	1995-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
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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
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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.Stphilipsbeulah.org](http://www.Stphilipsbeulah.org)

Media Links:

Online References:

> <https://m.youtube.com/@st.philipsepiscopahchurchb9098>  
> <https://m.facebook.com/SPEC.EDWM?wibextid=LQQJ4d>

Languages Significantly Represented:

**English**

Provide Worship or Classes in:

**English**

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### References

Bishop:

**The Rt. Rev. Skip Adams  
(Assisting Bishop)**

[sadams@eastmich.org](mailto:sadams@eastmich.org) 616-319-2006

Diocesan Transition Minister

**The Rev. Canon Tracie  
Little**

[tlittle@edwm.org](mailto:tlittle@edwm.org) or [tlittle@eastmich.org](mailto:tlittle@eastmich.org) 810-300-9177

Current Warden/Board Chair

**Wendy Hedeem**

[hawkinsgallery@sbcglobal.net](mailto:hawkinsgallery@sbcglobal.net) 517-974-5276

Previous Warden/Board Chair

**Michael Clark**

[mclark0679@yahoo.com](mailto:mclark0679@yahoo.com)

Search Chair

**Joni Carlson**

[carlsonjoni@aol.com](mailto:carlsonjoni@aol.com) 574-440-5183

Parish/Institution

Local Community Leader

**Gerri VanAntwerp**

[gvan7760@gmail.com](mailto:gvan7760@gmail.com) 231-651-9932