



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Nov 21, 2023)

Dioceses of Eastern and Western Michigan, Eastern Michigan

124 N. Fayette Street, Saginaw, MI 48602, United States

Contact:

Canon for Congregational Development | Receiving Names until 12/31/23.

bhilkka@gmail.com

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$100000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks 4	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget \$1001-\$2000/year	Sabbatical Provision Yes	Travel/Auto Account Yes	Other Professional Account Yes

Compensation will be commensurate with expectations and experience.

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

The model of Regional Canons is new for the Diocese of Eastern Michigan. We do have several years of experience sharing staff between Eastern and Western Michigan. The Regional Canon model has become successfully employed in the Diocese of Western Michigan for about five years. The model began as a way to increase Diocesan connection with individual congregations. As our two dioceses continue exploring working more closely together, we envision this process being an opportunity to support congregations at every stage of development.

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

At its foundation, this structure is a part of preparing for the Church of the future. As these two dioceses continue our discernment about how we might move forward, this opportunity to weave the two together through this Regional Canon model, will help us see how we might work more effectively together. This is also an opportunity to model at the diocesan level the reality of collaboration both within the wider Church as well as in the communities that we serve. We believe that this is an essential element in the Church now and in the future. The Regional Canon for Beloved Community and Creation Care will join two other Regional Canons, Digital Communities and Formation. The Position Description can be found at: <https://docs.google.com/document/d/1HBLgehWjImfrSezC0tUSMzw2qjOuuB8W/edit?rtfpof=true&sd=true>

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

(1) Enterprising leadership (2) Servant-leader (3) Relationship building (4) Collaborative

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

Across the two dioceses you will find a broad experience of worship. We have a few intentional communities not tied to a building who invite participants to experience God's presence in a variety of ways - through hiking, through farming, and through hunting and fishing. You will also find congregations across a breadth of more traditional worship - everything from broad church to high church.

How do you practice incorporating others in ministry?

Many of our congregations are smaller and rely on strong lay leadership. We have witnessed the power of these congregations to call forth the giftedness of one another as these strong lay leaders ensure the viability of their congregations. Having learned from this reality, this new model seeks to journey with all congregations as they enter into a continuous pattern of helping one another to identify the gifts in one another, empowering and enabling all to live into their own giftedness. At the diocesan level, the two dioceses are expanding the ways that we collaborate on formation as we launch the College for Congregational Development.

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

Our two dioceses are placing as a priority developing and deepening the spiritual lives of all God's people. At our Joint Diocesan Convention, we offer a half day of a wide variety of workshops. The College for Congregational Development will develop leadership skills which will give congregations tools to discern and grow in their relationship with God and their ability to participate in God's mission. Our Academy for Vocational Leadership continues to offer an opportunity for students to be formed to serve as Deacons and Priests in the church.

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

In addition to the outreach programs offered, several intentional communities have emerged who are drawing both regular church members and those beyond our worshipping communities. Currently these are gathering around hiking and discovering God in the midst of creation, around farming and how closely we as humans are tied to creation, and around hunting and fishing as fish and meat provide protein to those in need even as they talk about the wider issues of humanity and purpose. As a catalyst, the Canon for Beloved Community and Creation Care will inspire and resource congregations to form disciples who practice inclusion - racial, LGBTQ+, and others - so that historically vulnerable communities are seen, celebrated, and engaged for their giftedness. This will result in the integration of creation care and inclusion in a single tapestry of reconciliation and congregations will thrive as beloved communities.

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

The Regional Canons will develop and build strong relationships with the clergy and lay leaders in their region and within their scope of expertise, always with an eye to empowering congregation members to look outside their communities of faith. Most of our congregations have developed strong outreach ministries which have emerged by identifying the ways the congregation can meet the needs of the wider community.

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

Over the past many years, the Dioceses of Eastern and Western Michigan have collaborated on several projects. As our relationship with each other began to deepen, we began to identify other opportunities to collaborate and began exploring if God is calling us to a new and different relationship. The Bridge Builders Committee was formed with lay leaders and clergy from across both dioceses. This committee was empowered by both Standing Committees to facilitate ongoing conversations with all people in both dioceses as we began discerning our future. These conversations have now shifted and will focus on developing a shared vision. As we lean into this season of practice, our experiences will help to shape this vision.

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

Both the Dioceses of Eastern and Western Michigan offer formation events focused on stewardship from time to time and we have purchased and made available the resources through TENS (The Episcopal Network for Stewardship). Some congregations have invited consultants from both within and outside the dioceses to help them develop a deeper understanding of stewardship. Congregations share in the stewardship of the dioceses through the payment of a diocesan tithe.

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

As we began working more closely together, there were elements of conflict surrounding our deepening relationship. Some of those conflicts were based on misconceptions about one another. Recently, a group of seven individuals from across both dioceses attended a College for Congregational Development week of formation and brought back several tools. At our joint diocesan convention, we employed a kinetic exercise to begin dispelling these misconceptions. The exercise and conversations that followed helped individuals reframe perspectives beginning the work of working through this conflict.

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?

The processes that we have embarked upon have invited us into a place of deep change. We have learned much from this process. As we began exploring working more closely together, much of the work was about getting to know one another. It was hoped that we would discover those places where we are more alike and build on those experiences. As we continue this work together, we are leaning more deeply and deliberately into a season of practice. Throughout this process we understand the importance of communicating what we are hearing and experiencing. Openness and transparency will be essential as we move forward in our relationship with each other.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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Name	Position Title	Date Begun	Date Ended
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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.eastmich.org and www.edwm.org

Media Links:

> <https://www.facebook.com/wmichepiscopal/>
> <https://www.facebook.com/DioEastMich/>

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

Diocesan Transition Minister
**The Rev. Canon Tracie
Little**

877-752-6020 tlittle@eastmich.org

Current Warden/Board Chair

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