



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jan 23, 2024)*

## Emmanuel Episcopal Church, Hastings Mi, Western Michigan

315 W. Center Street, Hastings, MI 49508, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/31/24.

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

Weekly Average Sunday  
Attendance (ASA)

52

Number of Weekend  
Worship Services

1

Number of Weekday  
Worship Services

Number of Other per Month  
Worship Services

Current Annual  
Compensation

\$54257

Cash Stipend

Housing / Rectory Detail

\$13100

Utilities

\$2828

SECA reimbursement

Compensation Available for  
New Position

\$73000

Housing Available for

6

Pension Plan

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

Healthcare Options

Negotiable

Dental

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

Travel/Auto Account

**Yes**

Other Professional Account



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

If you come to Emmanuel's parish hall to join the community breakfast on a Saturday morning, you may see a few men from a group home in town that walk over for a hot breakfast. At another table there may be the adults from the group home with their care giver who drives them from Lake Odessa to get out of the house, enjoy a good breakfast and the "hellos" from the servers. you may see someone pick up a to-go box for a friend who cannot make it here and they would like to share it with them. At another table might be the AA group coming before their meeting in the undercroft. Later you might see the Gideon Bible study folks come up after they have met for prayers to enjoy coffee and fellowship. You might catch a guest donating a container of creamer to share at the coffee serving area. We know that folks have come to know each other by name, ask about each other's lives and pray for each other's needs. It is a subtle thing that draws people back week after week. It is an atmosphere, a culture of caring, a feeling of belonging. The bottom line is it feels blessed to be a part of it whether you are serving, cooking, or eating at the breakfast.

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

We prepare for the Church of the future by welcoming the people of today. At Emmanuel we are a friendly congregation to people of all ages, genders, races, and backgrounds. The Bible says in Revelation 22:17, "And let everyone who is thirsty come." It doesn't say, "First change this or that to suit us or to fit in." The Church of tomorrow will comprise those who thirst today.

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

spirit-filled, Inspired preacher; community builder, open and approachable

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

We utilize the Holy Eucharist: Rite II of the Book of Common Prayer and Enriching our Worship with a clear preference for traditional liturgy in contemporary language. We celebrate spoken and sung Eucharist on Sunday mornings at 10am and on occasion incorporate the use of incense, chimes, bells and chanting to enhance worship. We seek connections between the Eucharist and our daily lives. We have special liturgies during Advent, Lent, on Christmas Eve, and Holy Days such as Epiphany, Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday, the Great Vigil of Easter, All Saints and Christ the King. As part of our regular worship service, we encourage parishioners to add their own prayer petitions. We invite parishioners to come forward to receive blessings to celebrate milestones, anniversaries, and challenges in their personal lives. Music is a very important part of our worship. Fortunately, Emmanuel has a strong music program, led by our Director for Music Ministry. We use the Hymnal 1982 in worship as well as Wonder, Love and Praise and Lift Every Voice and Sing II: An African-American Hymnal. We have a grand piano in our Nave and a restored Odell Tracker Pipe Organ.

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How do you practice incorporating others in ministry?

The lay leadership of Emmanuel includes a nine-member Vestry elected to staggered three-year terms. We have several guilds/committees which help to do the work of the church and an active lay ministry to serve our church. Parishioners serve as Eucharistic Ministers, acolytes, lectors, ushers, and as members of the Altar Guild. Volunteers read the prayers of the people and present the elements while others help with Sunday School, livestreaming, and the weekly community breakfast. Volunteers also provide transportation to church for parishioners who are unable to drive. On occasion, a Pastoral Care Volunteer team has operated by dividing the parish list among themselves with each volunteer checking in with 3 - 5 parishioners and alerting the Rector of needs.

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

We enjoy fellowship with each other and look forward to gathering. Parishioners take turns in the kitchen making and serving drinks and baked goods for coffee hour after Sunday service. We have a well-attended annual Parish picnic in August or September. We also have a Lenten soup meal with a lesson once a week during Lent. In addition, we celebrate major holy days with special receptions. A popular activity over the years has been "Guess Who's Coming to Dinner." A dinner is planned and singles, couples, and families sign up, with several agreeing to act as host. The hosts invite their assigned persons, none of whom is aware of who else is attending. Hosts provide a main dish and ask guests to provide other parts of the meal. The day comes, the guests arrive, surprised to discover who is attending and have a chance to talk with old friends and make new ones.

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

Now in its second decade, a weekly community breakfast is hosted at Emmanuel every Saturday morning. The thinking behind establishing the breakfast was simple. Hastings had a weekly evening meal served at another church, but no breakfast. We thought we were filling a hunger need in our community, but it soon became clear that the breakfast fed not only the body but also the soul, by filling social, emotional and spiritual needs for preparers, servers, and guests alike. Volunteers from the parish and community share a meal and social time with guests, with an average of 60 meals served each Saturday. In the kitchen and with our guests, we talk, laugh, work as a team, and give of ourselves. The breakfast operates on free-will offerings and the generous support of community members who are not members of Emmanuel. Take-out is available for those unable to join in person, and food that has not been served is proved to Green Gables Haven, a domestic violence relief shelter.

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

In 2021, Emmanuel partnered with Grace Lutheran Church in the Consumers Energy Home Energy Analysis House of Worship Rewards Program and together were able to facilitate more than 80 home energy audits among parishioners, friends and people in the diocese. Emmanuel has also become a member of the Climate Witness Project and Michigan Interfaith Power and Light. Members from Emmanuel also played a role in developing, organizing, and presenting Barry County's inaugural Earth Day celebrations in 2023. This effort has continued to grow, and planning is underway for 2024 events. Emmanuel sends a team to Diocesan Convention every year and in early 2022 three members of Emmanuel became part of the inaugural Diocesan Creation Care Task Force. This task force has now expanded to include the dioceses of Eastern and Western Michigan. Emmanuel values its strong ties to the surrounding community and participates in various local events. Each year we participate in the local Crop Walk. We regularly have a booth at the Hastings Summerfest Celebration. Emmanuel is also a popular venue for the Thornapple Arts Council Jazz Festival.

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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?

Caring for people within and beyond our walls is a priority at Emmanuel. We share our gifts with the community, participating in community efforts to address poverty, hunger, and homelessness in Barry County. Emmanuel joined efforts to establish a local Family Promise organization. This is a major project that involves providing temporary housing for homeless families, keeping children in school, and hiring staff to offer training and support in job training, budgeting, and finding and facilitating available and appropriate housing. Emmanuel was involved from the beginning and in 2019 we hosted our first families. From early 2020, families have been housed at the Family Promise Day Center with hosting congregations bringing meals and providing overnight supervision there. Family Promise of Barry County continues to evolve and Emmanuel teams with St. Rose Catholic Church to feed and provide overnight supervision for families, two to four weeks per year.

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

We practice stewardship of time and talent. From the vestry to the various guilds and committees, many people help to do the work of the church. Parishioners serve as Eucharistic Ministers, acolytes, lectors, ushers, and as members of the Altar Guild. Volunteers help with Sunday School, livestreaming, and the weekly community breakfast. Volunteers also provide transportation to church for parishioners who are unable to drive. We practice stewardship of finance. We have a total of 108 communicants in good standing with an average Sunday attendance of 52 members and 40 pledging units. Emmanuel currently has a firm financial foundation, and we are debt-free. We are active in maintaining our buildings and sharing our resources with others. We practice stewardship of creation. We established a Care of Creation committee and engage in composting, saving energy and reducing carbon emissions through replacement of heating and lighting components in the buildings and installation of 66 solar panels on the roof tops. Our parishioners are involved in the diocesan Creation Care Task Force and local Earth Day planning groups.

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

One example is the dispute over the 1979 prayer book and the role of women. The rector at that time (Fr. Lewis) sided with the 1928 prayer book. He attempted to take the Emmanuel church property to join the Anglican church. The diocese of Western Michigan went to court to keep the property. Fr. Lewis took about half the congregation to establish St. Mathias in nearby Irving. More recently, in a review of the diocesan assessment in 2018, it was recognized that the 2016 and 2017 parochial reports overstated operating income and in 2018 underreported income. In addressing these overstatements and understatements of operating income and amended the previously filed parochial reports, the preparer was offended and left the church. Most conflicts and disagreements are minor but tend not to be brought to the attention of those who might best help with resolution. This doesn't lend itself well to speedy solutions and ill-feelings can persist in relative quiet. We are a very harmonious family at Emmanuel, but our survey revealed a few comments where dissatisfaction was evident. We need better ways to be proactive in encouraging divergent opinions to be openly expressed.

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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 former bishop challenged the churches in our diocese to beware of becoming worship clubs. Whenever a congregation becomes too comfortable, it tends to restrict God's movement. Our most recent rector changed a number of worship practices and introduced new elements, like the Iona Community Eucharist and the Holy Week service of Tennebrae, which were new to some of us and spiritually refreshing. Resistance to change simply out of stubbornness is a quenching of the Spirit, and as Paul writes in 1 Thessalonians 5:19 - 21: "Do not quench the Spirit. Do not despise prophecies, but test everything; hold fast to what is good."



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### Prior Incumbents

| Name                | Position Title                    | Date Begun | Date Ended |
|---------------------|-----------------------------------|------------|------------|
| Lennea L.P. Stifler | Rector / Vicar / Priest-in-Charge | 2017-05    | 2022-08    |

| Name            | Position Title                    | Date Begun | Date Ended |
|-----------------|-----------------------------------|------------|------------|
| Gretchen Weller | Rector / Vicar / Priest-in-Charge | 2009-08    | 2013-09    |

| Name           | Position Title                    | Date Begun | Date Ended |
|----------------|-----------------------------------|------------|------------|
| Charles McCabe | Rector / Vicar / Priest-in-Charge | 1990-01    | 2007-01    |

|               |  |  |  |
|---------------|--|--|--|
| Church School |  | Number of Teachers/Leaders for Children School | Number of Students for Children School |
| 4             |  | 2  |  |

|   |   |  |                                      |
|---|---|--|--------------------------------------|
| 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 |
|------------|-----------------------------------|-----------------------------------|--------------------------------------|



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Worshipping Community Web site: <http://www.hastingsemmanuel.org/>

Media Links:

Online References:

> <https://www.youtube.com/@emmanuelchurch8231/streams>  
> <https://www.facebook.com/hastingsemmanuel>

Languages Significantly Represented:

English

Provide Worship or Classes in:

English

### References

Bishop:

The Rt. Rev. Skip Adams  
(Assisting Bishop)

sadams@eastmich.org 616-319-2006

Diocesan Transition Minister

The Rev. Canon Tracie  
Little

tlittle@edwm.org 810-300-9177

Current Warden/Board Chair

Georgette Shirmer

269-838-2159

Previous Warden/Board Chair

Shannon Thornton Nagy

269-908-3036

Search Chair

John Howarth

510-932-4067 Paul Apodaca - 505-350-8304

Parish/Institution

The Rev. Canon Sunil  
Chandy

schandy@eastmich.org 616-319-2006

Local Community Leader

Rich Franklin

269-945-9545