



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 28, 2017)

St. Bartholomew's, Milwaukee

N27 W24000 Paul Court, Pewaukee, WI 53072, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/15/17.

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
95	2	1	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$60000		We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
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
\$1001-\$2000/year	Yes	Yes	Yes

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

St. Bartholomew's is looking forward to calling our first rector. We were told by the diocese that one of the criteria for being able to call a Rector was to eliminate our debt. In 2013, the bishop offered a three year funds-matching program to four churches in the diocese that were carrying large mortgages. The vestry saw this as a wonderful opportunity to pay down our debt. This was not approached with typical "capital campaign" marketing. This was a more prayerful, deliberate process of presenting to the community that "we have this opportunity which has been presented; prayerfully consider how your gifts can lead us into self-sufficiency". From the first announcement, checks rolled in and in the first year, we paid down 60% of the mortgage. Two years later, the vestry again presented this opportunity. In just a matter of months, we raised the remainder of the funds and the mortgage was paid in full. We were the second of only two parishes to achieve this goal. We celebrated with a party for all and an official burning of the mortgage! The Diocese will also recognize our success at the next convention in Oct. 2017. Video: <http://www.stbartspewaukee.com/media.php?pageID=5&itemID=20&view=mobile>

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

St. Bartholomew's is preparing to be a church of the future by following a model of strong lay leadership in partnership with the clergy leader. We are seeking a Rector who can guide us to grow in our spiritual and organizational development. Currently, each member of the vestry oversees one or more ministry areas. We prepare members for leadership by having vestry members form a team of parishioners for that ministry area, and act as advisor, and not necessarily the leader. It is from these teams that we lift up future leaders. Other ways St. Barth's is preparing for the future include use of technology, welcoming visitors, vibrant music ministry, varied worship styles, active children's and youth formation and making faith relevant by linking scripture to our lives today. Under lay leadership, our outreach touches the lives of many people in the congregation, community and beyond.

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

spiritual, energetic, communicative, empathic

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

St. Bartholomew's offers two Rite 2 services on Sunday morning. The 8:30 service has an organist and music from the hymnal. The choir for the 8:30 service is currently on hiatus as they are hoping to engage some additional members, to round out the vocal balance, so that they may restore this ministry. 10:45 service has Christian Praise music led by a praise band with various combinations of guitars, keyboard, drums and vocalists. Occasionally we have a single, combined service where both styles of music are represented. We have been called a "singing church" by various visiting clergy; during both services, many happy voices are heard from the pews! The order of service is projected by PowerPoint on a screen above the altar at the later service only. Both services are held in the main church. Clergy is fully vested for both services. The congregation skews traditional but fully embraces the contemporary music service. Members value the diversity, and there is respect for the view that each member is in a different place on their spiritual journey. St. Bartholomew's does not force anyone into a worship box.

How do you practice incorporating others in ministry?

St. Bart's comprehensive ministry program is the primary vehicle for involving parishioners. A full display of ministry information cards helps existing and new members know the current active ministries and what each involves. Ministries are evaluated biennially to determine the viability of each ministry and which should be retired. New members are invited to social gatherings where they meet each other, learn about St. Bart's, hear from leadership representatives and are invited to participate where their gifts and passions are when they are ready. Community of Hope, a 12-week pastoral caregiver training program, is a hallmark program, and is a launching point for involving many of our members in ministry. Catechesis of the Good Shepherd, our youth Christian formation program, is a ministry where parishioners of all ages serve. Some of the adults who serve as Catechists and Assistants are parents of attendees. Some high school age youth serve as assistants in the program. Adults and older youth are also active in reading the lessons and prayers of the people during the Eucharist. Approximately 80 of 120 active adult parishioners are involved in one or more ministries.

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

Most spiritual, emotional, and physical well-being needs are addressed through an organized pastoral care network. Members that have successfully completed the Community of Hope program are part of pastoral care teams such as Loaves and Dishes meal ministry, hospital and home visits, communion for the homebound, prayer circle and bereavement ministry. Community of Hope participants and commissioned caregivers commit to daily readings from Joan Chittister's *The Rule of Benedict: A Spirituality for the 21st Century*. As a faith community we subscribe to the principles of healthy congregations and boundaries. In addition to two Eucharistic services on Sundays, we also offer a weekly Evening Prayer/Healing service, Morning Prayer outdoors on Fridays during the summer, and once a month, members from St. Bart's lead Morning Prayer at a local retirement community.

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

The High School Youth Group's mission trips to Mexico, Guatemala, Belize, post-Katrina work in Mississippi, and Episcopal Appalachian Ministries, and North Dakota Indian Reservation are examples of pastoral care beyond our worshipping community. Middle school youth have a pen pal relationship with youth in Malawi in Africa. There are numerous outreach efforts that parish members participate in such as local community food pantries, Interfaith Senior Programs, abiders ministry, respite care, refugee settlement, and helping serve meals at the Milwaukee Rescue Mission. Since 2003, a faithful group of women knit, crochet and sew prayer shawls that are given where needed (over 900 given to date). Because members live in a wide radius around St. Bartholomew's, many of the members are individually involved in pastoral care ministry in their own communities. A team of Community of Hope (COH) leaders from St. Bartholomew's traveled to Malawi to teach a modified version of COH to St. George's HIV/AIDS Ministry. We pray for non-parishioners via our prayer list and email prayer circle. In the daily prayer circle, we pray for various needs in community and world and for our search process.

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

Our community is involved in our local community through support of local food pantries, hosting seminarians from Nashotah House, volunteering in the Interfaith Senior Programs in Waukesha County and parish members serving on the Standing Committee and Executive Council. In addition, we participate in a consortium of Episcopal churches throughout the county to share in social, educational and resources sharing events. St. Bart's has a long history of supporting local refugee resettlement programs and have supported and continue to support many Karen Burmese families. St. Bartholomew's members live in a number of surrounding communities (at least 17 different municipalities) and are active in community service within their own communities as well as ministry and outreach at the church. Our involvement in the wider Church includes local and national youth mission trips, supporting a mission church in Malawi, and active participation in Diocesan Conventions.

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

We recently completed the construction of a large outdoor worship space to be used for various ministries for the parish and our neighbors. The project was initiated with memorial funds dedicated to a late parishioner. A large, open, wooden covered shelter with a concrete floor, pews, altar and hanging cross fill the space. The altar and crucifix from now closed diocesan properties hold special meaning for many of our parish members. There are electrical lights for early morning or evening use. Future plans proposed by a local Eagle Scout candidate for his community service project include adding a meditative, walking path through the surrounding garden area and woods. During warmer months, Morning Prayer is offered in this space on Friday mornings. The space sits adjacent to the community garden parishioners built for use by the Karen Burmese families. Now that the project is complete, we intend to promote it to larger community as a space where specific events take place but is also there for someone in need of a place for rest, reflection or prayer. (Ken Bush may be contacted about this project.)

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

Stewardship is manifest in ministry. There is a spirit of generosity in the traditional 3 T's - time, talent and treasure. This is most evident in the area of mission and outreach. A number of years ago the church leadership changed the vocabulary from "volunteering" to "ministry", recognizing that all work done at and through the church - whether in the kitchen, office, worship, or community - is done for the glory of God. A few years ago during the annual financial stewardship campaign we took a 180 degree turn and started an open conversation about the link between the parish's goals and individuals' financial giving. We have continued this more transparent type of communication about finances, eventually extending the conversation to the broader practice of stewardship through integration of stewardship in worship, creating a deeper culture of gratitude, and more opportunities for spiritual growth. We are thankful that so many parishioners came forward to achieve the goal of paying off the mortgage. We will be looking for an ordained leader who will be comfortable talking through the year about our stewardship development and helping lead this next phase of spiritual formation.

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

The past 6 years at St. Bart's have brought much change. Due to training in healthy congregations, organizational leadership and boundaries, our lay leaders modeled calmness and rational discussion without triangulation or rumors. Five years ago the bishop determined it was time for our vicar to leave St. Bart's. Some in the church were upset by this and threatened to leave. The vestry worked hard to provide various forums to help the parish work through this transition and move forward. After a 2 year transition, we called a priest in charge with a 3 year contract. At the end of his 2nd year, according to the diocese's practice, we began a mutual discernment process. After 8 months of careful work the discernment team and vestry recommended to the bishop that the fit was good for the place we had been at the time but wasn't good as we work together to grow our own faith and faith community. The bishop agreed with the recommendation. Despite the transparency and mutual work given to the process, there were individuals upset with the decision. Vestry members were very deliberate in reaching out with care and love to all members of the church, but especially those that grieved most.

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?

When the national church made decisions regarding the ordination of openly gay clergy and later the blessing of same sex marriages, a number of our members left in protest of those decisions. As a community, we have worked to respect diversity and the continuum of opinions that exist within our community. We have chosen to focus on creating inviting, uplifting opportunities for worship and spiritual growth for all, and not let our community become locked in potentially divisive conflict. Our Diocese has a program available to facilitate discussion of these issues. Our leadership has not yet pursued this because it has been a non-issue so far and no one wants to divide the community unnecessarily by taking a hard and fast stand on those issues. We recognize that such conversation may need to be addressed in the future and we are looking for a leader who is able to educate and lead us through the discernment process for our community.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Gregory Wilde	Rector / Vicar / Priest-in-Charge	2013-12	2016-12

Name	Position Title	Date Begun	Date Ended
Thomas Papazoglakis	Rector / Vicar / Priest-in-Charge	2003-06	2012-06

Name	Position Title	Date Begun	Date Ended
Christopher Keough	Rector / Vicar / Priest-in-Charge	1995-04	2003-06

Church School Catechesis of the Good Shepherd	Number of Teachers/Leaders for Children School 3	Number of Students for Children School 27
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Number of Teachers/Leaders for Teen/Young Adults School 4	Number of Students for Teen/Young Adults School 12	Number of Teachers/Leaders for Adults School 18	Number of Students for Adults School 7
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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: <http://www.stbartspewaukee.com/>

Media Links:

Online References:

> <https://www.facebook.com/stbartspewaukee/>

Languages Significantly Represented:

Burmese, English

Provide Worship or Classes in:

References

Bishop:

The Rt. Rev. Steven Miller

414-272-3028 bishop11@diomil.org

Diocesan Transition Minister

Peggy Bean

414-272-3028 bean@diomil.org

Current Warden/Board Chair

Jim Bast

jsbast1@yahoo.com; Home phone 262-966-0411 Work 262-250-2129

Previous Warden/Board Chair

Will Fris

wmfris@aol.com; cell 262-492-2872. Home phone 262-968-2943

Search Chair

Stephanie Delmore

sdelmore@wi.rr.com; cell 262-352-2163

Parish/Institution

Barb Lentz

parishadministrator@stbartspewaukee.com

Local Community Leader