Marquette County Missioner Search

Episcopal Diocese of Northern Michigan
About Us

Marquette County Episcopal Community is a new configuration of churches in the Marquette County area, working together in mission, while maintaining unique opportunities for worship and gathering. The four congregations that make up this ministry area are St. Paul’s in Marquette; Grace, in Ishpeming; St. John’s, in Negaunee; and Holy Innocents, a house church meeting in the Gwinn/Little Lake area.

Each community engages in shared ministry/mutual ministry, with local leaders who have been called and formed, commissioned and some ordained, creating ministering communities rather than communities centered around a minister.

We are located in the beautiful Upper Peninsula of Michigan. Northern Michigan University provides a vibrant college town feel to the city of Marquette, while Ishpeming, Negaunee, and Gwinn, all within a 20 minute drive provide small town charm and beautiful scenery and land.

As a grouping of small communities, we truly rely on the gifts of all, with collaborative ministry at the core of our being. Two of our communities (Negaunee and Little Lake) operate as “vestry of the whole,” meaning all voices are valued in our community and we make decisions by consensus.

Among the 4 communities are 10 priests, 8 deacons, and a number of ministry support team members who support the ministry of the congregation. The role of the Missioner will be to support these teams in formation, spiritual care, encouragement, and facilitating discernment for others in the congregations.

One of the exciting and unique things about the Marquette County Episcopal Community is the diverse expression of worship and liturgical style. St. Paul's, Marquette describes themselves as a "progressive community of faith with ancient roots." Some members of our congregations prefer creative liturgical adaptations and language, while others prefer a more traditional service from the Book of Common Prayer. We each have beautiful worship spaces and while two communities have paid musicians, the others find creative ways to include singing and music in their worship. Rich, theologically grounded preaching has been an important component in our life and ministry together. We pride ourselves in our spiritual practice of hospitality and welcome.
This search for a new Missioner has been a wonderful beginning for us in terms of defining our mission and vision for our community. We are deeply committed to reaching out to the Marquette County area and engaging in missional work.

We are small, but mighty, and look forward to partnering with a Missioner to lead us deeper into our own gifts of ministry and mission. We see great hope around us and hope you will too!

Who We Are Seeking as a Missioner

The Diocese of Northern Michigan has a rich history of shared ministry. We are not looking for a Missioner to come in and save us. We are truly looking for a companion, a visionary, a hope-filled, adventurous, faithful soul who embraces a theology of abundance rather than scarcity.

Called to be a companion, a guide and a mentor to the people and congregations of St. Paul’s Episcopal Church, Marquette; Grace Church, Ishpeming; St. John’s, Negaunee; and Holy Innocents, Little Lake to support the ongoing life of the congregations of the region as ministering communities. The Missioner will support ministry at the local level by participating in a plan for ongoing congregational ministry development, functioning as a resource person and teacher, and ensuring regular congregational, sacramental and mutual care. Shared leadership, marked by an ever-widening circle of inclusion, focuses on the (daily) baptismal ministry of all. The Missioner supports, encourages and educates, helping with visioning and planning in the individual congregations and at the broader level.

We know that the numbers do not look good for the institutional church these days. We know that our future is uncertain. However, we see great hope and life in our community and we believe we have a part to play in that. We choose life over death and we are seeking someone with a positive perspective who believes in new life, even if it means letting go of some of our old ways.
Living in Marquette County

Why would you want to live in Marquette County?

- 1 of 10 Underrated U.S. Adventure Destinations – Upper Peninsula (Yahoo Travel)
- Best Paddling Towns - Marquette (Canoe & Kayak)
- #8 Best Small City in America – Marquette (NerdWallet)
- #23 Best Place for Millennial Job Seekers in the Midwest – Marquette (NerdWallet)
- #10 Best Place for Young Families – Ishpeming (NerdWallet)
- 25 Best Places to Travel in 2015 – Marquette (Gear Patrol – The Adventure List)

Marquette County has a population of 67,676, with the entire Upper Peninsula Population being 296,600. Located on the beautiful shores of Lake Superior, Marquette has an abundance of areas to explore and enjoy a deep connection to creation.

Cold weather activities include hockey, skiing, snowmobiling, and ice fishing, while in the spring and summer we enjoy mountain biking, hiking, camping, and kayaking. The Iron Ore Heritage Trail is a beloved asset. The geography of our area is stunning and we truly feel blessed by our environment, though winters are very harsh and long (with up to 250 inches of snow!).

Marquette County is an active area with a wide variety of arts, outdoor recreation, and cultural opportunities for a small community. Because it is geographically isolated, the area promotes a strong sense of community. Indigenous communities are an important part of the heritage and daily life of the area.

Economically, the area is a mix between local businesses and larger corporations. Tourism industry in the summer is particularly strong. Because Marquette has a four-year university (Northern Michigan University) and a regional medical center, it has more amenities than most communities its size. We have a blend of traditional extractive industries like mining and logging as well as industries like academia, health care, and small business. Marquette has a revitalized downtown full of locally owned restaurants and businesses.
Serving in the Diocese of Northern Michigan

The Episcopal Diocese of Northern Michigan is geographically located in the Upper Peninsula of Michigan (with a few outlying islands). We have 24 worshipping communities and are structured around a model of shared ministry. For more than 30 years, our congregations have engaged in local discernment, formation, and ministry, with Missioners/ministry developers supporting the work of local teams. Our diocese is especially committed to issues of Care for Creation, LGBTQ inclusion, Racial Reconciliation, especially with our neighboring Indigenous Communities, and other areas of social justice.

What We Can Offer You

- 4 communities of committed followers of Jesus who will partner with you in this ministry
- Warm hospitality and deep care for our Missioner
- Direct communication and a willingness to work together to find consensus
- Open minds and hearts
- Financial assistance with moving expenses
- A base salary of $60,000, with automobile, cell phone, full insurance, pension, and a low cost of living
- Support for Continuing Education
- 4 weeks (5 Sundays) paid vacation

Next Steps & Timeline

- Please send OTM profile to Diocesan Transition Officer Lydia Bucklin, lydia@upeepiscopal.org
- Profiles will be received until July 15, 2020
<table>
<thead>
<tr>
<th>Weekly Average Sunday Attendance (ASA)</th>
<th>Number of Weekend Worship Services</th>
<th>Number of Weekday Worship Services</th>
<th>Number of Other per Month Worship Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Annual Compensation</td>
<td>Cash Stipend</td>
<td>Housing / Rectory Detail</td>
<td>Utilities</td>
</tr>
<tr>
<td>SECA reimbursement</td>
<td>Compensation Available for New Position $60000</td>
<td>Housing Available for Pension Plan We’re in compliance with CPF requirements.</td>
<td></td>
</tr>
<tr>
<td>Healthcare Options</td>
<td>Dental</td>
<td>Housing Equity Allowance in budget Yes</td>
<td>Annual Equity Amount</td>
</tr>
<tr>
<td>Full family</td>
<td>Yes</td>
<td>Continuing Education Weeks 2 (standard)</td>
<td>Continuing Education Weeks Details</td>
</tr>
<tr>
<td>Vacation Weeks</td>
<td>Vacation Weeks Details</td>
<td>Continuing Education Weeks Details</td>
<td></td>
</tr>
<tr>
<td>One month, including 5 Sundays (standard)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continuing Education Funding in budget</td>
<td>Sabbatical Provision</td>
<td>Travel/Auto Account Yes</td>
<td>Other Professional Account</td>
</tr>
</tbody>
</table>

Vehicle and cell phone provided.
Marquette County Missioner, Northern Michigan

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

Marquette County’s Episcopal churches include St. Paul’s in Marquette, Grace in Ishpeming, St. John’s in Negaunee, and Holy Innocents, a house church in the Gwinn/Little Lake area. Each community engages in shared ministry/mutual ministry, with local leaders who have been called and formed, creating ministering communities rather than communities centered around a minister. This style of church leadership means when their previous priest/missioner moved on, church carried on. Services were still held, with similar attendance levels, preaching continued with rotations of lay and ordained members, and mission and ministry in the community continued, including a monthly meal for the wider community. For St. Paul’s Episcopal Church, the transition during Covid-19 has been a sign of success with the multiple ways the congregation is keeping in touch with members. While it has not been as fulfilling as face-to-face contact, we are impressed with the number of people who have stepped up. St. John’s, Negaunee hosts an annual Shrove Tuesday Pancake supper that draws members of the community and recently celebrated 150 year anniversary, which pulled the community together.

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

Shared ministry is the Church of the future. Recognizing the gifts of members and supporting individuals in discernment and formation is crucial. Bringing these 4 communities together in a collaborative way is also a new approach to prepare ourselves for the future. We are wondering how we might combine certain ministries and formation opportunities, while also maintaining our unique charisms and histories.

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

presence, Optimistic, relational, innovative, collaborative, vibrant, inspiring
Describe your liturgical style and practice for all types of worship services provided by your community.

One of the exciting and unique things about the Marquette County Episcopal Community is the diverse expression of worship and liturgical style. St. Paul's, Marquette describes themselves as a "progressive community of faith with ancient roots." Some prefer creative liturgical adaptations and language, while others in the congregation would prefer a more traditional BCP service. Finding consensus and working with the community to do liturgical planning will be an important part of our new missioner's role. St. John's, Negaunee describes their worship style as simple, genuine, and comforting, though it tends to be more traditional BCP. Negaunee and Marquette have paid musicians each week. Both Grace, Ishpeming and Holy Innocents, Little Lake typically follow Rite 2. They do not have musicians, but find creative ways to include music in the weekly service.

How do you practice incorporating others in ministry?

Mutual Ministry has been in effect in the Episcopal Diocese of Northern Michigan for more than 30 years. Local members are recognized for their gifts and are called by the community to use those gifts for ministry in daily life as well as functioning in church roles such as Christian Education, Preaching, diaconal ministry, apostolic ministry, and priestly ministry. Each of the congregations are small, making it relatively easy to become involved in an ongoing ministry. There is desire to open the buildings and space up to include others in the wider community as well.

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

Members care deeply for one another, which clearly came through in surveys and conversations as we prepared for this search. A large percentage of the congregations share in pastoral care and engagement with one another. Coffee hour tends to be as important for these communities as the actual liturgy in terms of checking in with one another and supporting each other. Eucharistic visitations have always been an important part of the life of our congregations.
Marquette County Missioner, Northern Michigan

Missioner | Receiving Names until 07/15/20. lydia@upeepiscopal.org

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

Camp New Day is a ministry that has been supported by the communities in Marquette County. Camp New Day is a free one-week camp for children (9-14) who have, or have had, a parent or immediate family member in prison/jail. Members of Ministry Support Teams have also served as volunteer chaplains at the local hospital.

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

St. Paul's, Marquette participates in several local ministries for those in need in the Marquette area, including the areas of feeding. Members of St. Paul's started a program at Northern Michigan University called Ripple Effect, which supports students facing food insecurity or lacking proper winter clothing items for living in the Upper Peninsula. Congregations are feeling tired and stretched as their membership ages, though they would like to find ways to continue to engage in this ministry and outreach. Each congregation participates in diocesan events, leadership, and governance. As a small diocese, we work together, all hands on deck.

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

Ripple Effect is an outreach ministry with Northern Michigan University created by members at St. Paul's, which has turned into it’s own organization supported by NMU staff and resulting in a food pantry and winter clothing and household items for students in need. Kathy Binoniemi can be contacted about this ministry (kathy@upeepiscopal.org). St. John's, Negaunee had a "Crafting Crew" opening their parish hall up for people to engage in a number of projects and crafts while creating community. Jacklyn Lenten can be contacted about this (jalenten@nmu.edu). Jacklyn has also been a leader in environmental care both in the NMU community and also in the diocese. Members of Holy Innocents have a knitting ministry providing local elementary students with hats and mittens each school year. They also provide backpack feeding ministry to local children. Pamella Vincent Jenkins may be contacted (pvincent@nmu.edu).
What is your practice of stewardship and how does it shape the life of your worshipping community?

Stewardship is an area all four congregations could use assistance. They all understand that stewardship means more than just finances, but they have not done much work in this area. Most of the members of the smaller congregations are on limited income, though they give of their time, treasure, and talent in generous ways. Holy Innocents finds creative ways to raise funds to support the local community.

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

Conflict has often focused around individuals. The vestry and Ministry Support Teams are responsible for helping to address conflict, however they need strong support of a missioner in these situations. Areas of stress and potential conflict in all four congregations might be finances and liturgical preference. Congregations also struggle with people being stretched too thin.

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?
## Ministry Portfolio

### Marquette County Missioner, Northern Michigan

**Missioner** | Receiving Names until 07/15/20.  
Lydia@upeepiscopal.org  

---

**Prior Incumbents**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position Title</th>
<th>Date Begun</th>
<th>Date Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Church School**

<table>
<thead>
<tr>
<th>Number of Teachers/Leaders for Children School</th>
<th>Number of Students for Children School</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Number of Teachers/Leaders for Teen/Young Adults School**

<table>
<thead>
<tr>
<th>Number of Students for Teen/Young Adults School</th>
<th>Number of Teachers/Leaders for Adults School</th>
<th>Number of Students for Adults School</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Day School**

<table>
<thead>
<tr>
<th>Number of Students for Day School</th>
<th>Number of Teachers for Day School</th>
<th>Number of Total Staff for Day School</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Marquette County Missioner, Northern Michigan

**Missioner | Receiving Names until 07/15/20.**

- **Worshipping Community Web site:**
- **Media Links:**
- **Online References:**
- **Languages Significantly Represented:**
- **Provide Worship or Classes in:**

**Contact:**

lydia@upeepiscopal.org

---

**The Marquette County Missioner will serve alongside 4 Episcopal communities in Marquette County, population 67,000. Each community is engaged in shared ministry and has local Ministry Support Teams with members commissioned and ordained. The congregations include St. Paul's Episcopal Church, Marquette (asa 50); Grace Episcopal Church, Ishpeming (asa 15); St. John's, Episcopal Church, Negaunee (asa 15), and Holy Innocents, Little Lake (a house church of 8-12 asa).**

**References:**

- **Bishop:** 906-228-7160, rayfordray@upeepiscopal.org
  - Rayford Ray

- **Diocesan Transition Minister**
  - Lydia Kelsey Bucklin 906-228-7160, lydia@upeepiscopal.org

---

**Current Warden/Board Chair**

---

**Previous Warden/Board Chair**

---

**Search Chair**

- Dan Carpenter bandcarpenter@charter.net

**Parish/Institution**

---

**Local Community Leader**

- Jon Magnuson magnusonx2@charter.net