



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 12, 2025)

St. Michael's, Northern California

2140 Mission Street, Carmichael, CA 95608, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

transitions@norcalepiscopal.org

Weekly Average Sunday Attendance (ASA) 104	Number of Weekend Worship Services 2	Number of Weekday Worship Services 5	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$110000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental Yes	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 \$501-\$1000/year	Sabbatical Provision Yes	Travel/Auto Account Yes	Other Professional Account Yes

St. Michael's, Northern California

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

transitions@norcalepiscopal.org

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

St. Michael's has developed a strong culture of charitable outreach. We determined a decade ago, for example, that the proceeds from fundraising would go to outreach and not the operating budget. Pledges per parishioner steadily increased over this time period, and we have been able to meet this commitment. In 2020 and 2021, however, our usual fund-raising events were curtailed due to the covid pandemic. Because of this and also because we experienced several prosperous years in a row that resulted in substantial growth of our financial resources, the Vestry approved Treasurer Bob McMichael's proposal to donate \$100,000 to organizations that the Mercy and Social Justice Committee would choose for major grants. The Committee designated the River City Food Bank, Women's Empowerment, and Sacramento Regional Family Justice Center as recipients. We returned to the practice of holding major fund-raisers for outreach in 2022, 2023, and 2024 for charitable outreach to our community partners.

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

We are faced with the same crisis of new member recruitment that affects many churches across denominations today. Our members are active and dedicated to St. Michael's and are mostly older people. The next generation is showing up to church in smaller numbers. We look to ourselves to adopt measures in our church and local community to address this issue and to understand the constraints on the lives of younger prospective members and ways to serve them. Our current Strategic Plan includes goals titled New Members; Diversity, Equity, and Inclusion; and Expanding Outreach, with specific objectives and action items to reach them for each goal. While these efforts have attracted some new members, we are currently not attracting enough to sustain our efforts in exactly the same ways as we have in the past. We seek a Rector who can help us to address these issues in a realistic way. We look also to The Episcopal Church for guidance regarding the ways to improve recruitment of younger members while maintaining the integrity of our traditions.

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

Collaborative. New member ministry. Pastoral presence. Creative vision.

St. Michael's, Northern California

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

Contact:
transitions@norcalepiscopal.org

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

Saint Michael's practices a celebratory traditional liturgy and offers opportunities for contemplative worship and prayer during weekday and Sunday evening services. Sunday's principal service features the ringing of sanctus bells, processions, and classical choral pieces. Baptisms often take place out-of-doors in a courtyard. The triduum, stations of the cross, and special programming and pageants associated with principal feasts have been part of our worship for many years.

How do you practice incorporating others in ministry?

For seekers and new members, we hold "Episcopal 101" classes, new member meetings, and social occasions to help new members or inquirers feel a part of the congregation. We have invited our new and existing members to ministries through fairs and gifts assessments (questionnaires) that match interests and abilities with ministries. Social events also help new members to know others and to introduce them to ministries they might like to join. Beyond the walls of St. Michael's, incorporating others means inviting them to talk, participate in community service activities, and worship with us. For example, when we sponsor volunteer teams for Unity Build and Rock the Block, we always encourage our parishioners to recruit family members and friends to sign up. Over the last couple of years this has resulted in the makeup of our sponsored team to include several non-St. Michael's parishioners every year.

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

For spiritual well-being, we attend weekly services and other events such as biweekly Centering Prayer, weekly morning contemplative eucharist, and have a robust adult spiritual education program and a strong Education for Ministry chapter. For our emotional well-being, we have community social events regularly, including gala fund-raisers, outreach events, and small social gatherings in homes (sometimes called "Foyer Groups"). For emotional and physical well-being, we have a robust pastoral care program with four dedicated clergy (two stipendiary and two volunteer) serving. As a community, we have a habit of practicing pastoral care with one another.

St. Michael's, Northern California

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

transitions@norcalepiscopal.org

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

Each year St. Michael's puts out a call to Parishioners to write grants for non-profit organizations for which they actively volunteer and that meet at least one of the following basic needs: food, shelter, health, and education. Ongoing support has continued for organizations such as: Carmichael HART's Winter Respite program, which provides hot meals, showers, and clothes to unhoused individuals; Habitat for Humanity/Rock the Block, which builds and repairs homes for veterans and low income families; Parkinson's Association of Northern California, which provides meeting spaces for the Young Adult Early Onset Group; Helping Hands Laundry, which offers help in doing laundry for low income and unhoused persons one Saturday a month; Starr King TK-8 school, for which we provide hygiene kits, backpacks, support and supplies for teachers; International Rescue Committee; Rise Against Hunger; and many others.

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

St. Michael's has a long history of supporting the Episcopal Diocese of Northern California (EDNC) and churches around us. Our members have served on the EDNC Board of Directors/Trustees and Standing Committee, many in leadership positions. Members have supported the Commission on Ministry, Property and Convention Committees, and School for Deacon's Board of Directors, to name a few. Several members have been elected to attend the National Convention. A member of St. Michael's chaired, and two others sat on, the search committee for our current Bishop. St. Michael's Church has been instrumental in the success of the River City Food Bank (RCFB), an independent entity that started out in association with the Episcopal Church. It currently serves more than 300,000 people annually. A St. Michael's member served as executive director and many from St. Michael's volunteer there. Our members helped to found The Center at St. Matthews, located in an area with a high proportion of impoverished, minority, and immigrant residents. The Center is a host site for a RCFB and several other outreach organizations. Our previous rector served on the Board of RCFB and The Center at St. Matthews.

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

St. Michael's participated in the Habitat for Humanity of Greater Sacramento's first Build for Unity program in 2016 to support this effective organization. St. Michael's Parishioners have an opportunity through this program to join with people of faith from around the region to create positive interfaith impact by building affordable housing for low-income families in need of a decent and safe place to call home. Every year since then, St. Michael's has sponsored a team of 30 volunteers to work on this annual event. Beginning in the Spring of 2022, St. Michael's expanded its collaboration with Habitat for Humanity to include participation on Rock the Block events. Rock the Block provides two-day revitalization efforts to uplift underserved neighborhoods. Twice a year during Spring and Fall, St. Michael's parishioners join with hundreds of other volunteers to perform critical home repairs for low-income families, seniors, and veterans making their homes safe and livable. Contact Kathy Severson at KSeverson@HabitatGreaterSac.org, or at (916) 440-1215 x1122 with any questions regarding St. Michael's outreach work with Build for Unity or Rock the Block.

St. Michael's, Northern California

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

transitions@norcalepiscopal.org

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

Saint Michael's has a standing Stewardship Committee, presently consisting of a Chair, four members and a clergy advisor. The Committee plans, organizes and conducts an annual Pledge Campaign, four weeks in duration, that begins immediately after Labor Day and ends on the Sunday nearest to the Feast of St. Michael. During this "pledge drive," there is a weekly personal pledging testimonial. There are also weekly articles in the Messenger, the church bulletin. The Pledge Campaign culminates with an Ingathering Sunday morning service and the collection of signed pledges. A prominent guest preacher is invited to deliver a "giving" themed sermon. Also, a complimentary post-service lunch is provided that encourages attendance, fellowship, and generosity. The Stewardship Committee, working closely with the Bookkeeper and the Treasurer, follows through by contacting those neglecting to pledge. Stewardship is an important and integrated element shaping the worship life of the congregation. By meeting actual expenses primarily through pledges, St. Michael's supports its significant outreach ministry by contributing all proceeds raised through fund raising activities to charitable causes.

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

St. Michael's is a remarkably conflict-free parish. Our 2024 Holy Cow! Consulting Congregational Assessment Test survey indicates that our parishioners believe that the amount of conflict in our church is relatively low, our leadership handles conflict effectively, and there is a tolerance of differing views and opinions. That said, conflicts do occur. In one recent example, a parishioner wrote to accuse our rector of hostile behavior. The rector convened a committee consisting of the Executive Team (Senior Warden, Junior Warden, Clerk, and Treasurer), and a retired member of the clergy who has training in conflict management to investigate these statements. This group interviewed the alleged victims of the hostile behavior and found the allegations to be incorrect. The accuser was invited to a meeting of the investigative body to further discuss the situation and as an offer of reconciliation but declined.

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?

St. Michael's has joined with The Episcopal Church in offering workshops and book reading groups to foster better diversity, equity, and inclusion (DEI) awareness, with a goal of working towards living into our baptismal vows to respect the dignity of every human being. Our current long-term strategic plan includes a DEI goal with specific objectives for reaching the goal. We have made significant progress in raising awareness about the needs of LGBTQ+ people, in particular. We have also embraced electronic media to the extent of maintaining a robust web and Facebook pages, video-taping Sunday services for on-line viewing, and holding a Zoom-only on-line service each Sunday. As we added video-taping and on-line services we experienced technical difficulties, culminating in the hiring of a videographer.



Ministry Portfolio

Full Portfolio
(last updated Feb 12, 2025)

St. Michael's, Northern California

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

transitions@norcalepiscopal.org

Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Andrew Lobbhan	Interim	2024-11	

Name	Position Title	Date Begun	Date Ended
The Rev. Mary Case Claugus	Rector / Vicar / Priest-in-Charge	2013-01	2024-06

Name	Position Title	Date Begun	Date Ended
The Rev. Cn. Mary Hauk	Rector / Vicar / Priest-in-Charge	2004-01	2012-01

School is on the same campus, but separately incorporated (see details in Parish Profile, or at <https://www.smeds.net/> School is Pre-K - 8th Grade

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Yes	7	5

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
2		7	18

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K			
Kindergarten			
K-6			
Other			



Ministry Portfolio

Full Portfolio
(last updated Feb 12, 2025)

St. Michael's, Northern California

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/14/25.

transitions@norcalepiscopal.org

Worshipping Community Web site: <https://stmichaelscarmichael.org>

Media Links:

> <https://stmichaelscarmichael.org/about/the-episcopal-church/#school>

Online References:

> <https://www.facebook.com/St.MichaelsEpiscopalCarmichael>
> <https://www.youtube.com/@st.michaelsepiscopalcarmichael>

Languages Significantly Represented:

English

Provide Worship or Classes in:

Strategic Plan may be found here: <https://stmichaelscarmichael.org/2024-2025-strategic-plan/>

References

Bishop:

The Rt. Rev. Megain Traquair

916-442-6918; bishopmegan@norcalepiscopal.org

Diocesan Transition Minister

The Rev. Cn. Julie Wakelee

916-442-6918; julie@norcalepiscopal.org

Current Warden/Board Chair

Tammy Murray

(916) 206-5738, tammymurray7@gmail.com

Previous Warden/Board Chair

Rick Larkey

(916) 202-2836, ricklarkey@yahoo.com

Search Chair

Suzanne Phinney

(916) 420-0015, slphinney04@gmail.com

Parish/Institution

Local Community Leader

Kathy Severson

KSeverson@HabitatGreaterSac.org, (916) 440-1215 x1122 Also, Amanda McCarthy, Executive Director, River City Food Bank: amccarthy@rivercityfoodbank.org, (916) 705-1096