



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Jun 13, 2023)

The Reverend Ian Carleton Burch, Milwaukee

Priest, Since Jan 5, 2014

Preferred Contact Information

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Milwaukee, Wisconsin 53207
United States

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(773) 206-0175
(773) 206-0175

I am passionate about the growth and vitality of congregations. I believe that what the church has to offer is a balm to an increasingly weary and isolated world. Church growth follows strong and joyful leadership.

Current Compensation	Required for New Position	Negotiable	Healthcare Needed
\$106200	\$139000	Yes	Clergy+1
Housing/Rectory	Housing/Rectory Detail	Housing Required for	
Housing Allowance		2	

Current position offers 1/2 SECA, \$5,000 cont'd education, and a technology allowance.

Education

1996-2000 B.A., Religion/Russian, Gustavus Adolphus College
2000-2004 Master of Divinity, Master of Divinity, Lutheran School of Theology a
2020-2024 Doctor of Ministry Candidate, Doctor of Ministry Candidate, The General Theological Semin
2005 4 Units Clinical Pastoral Educ CPE Residency, Rush University Medical Cente
2009 Board Certified Chaplain, Pastoral Care Ministry, Association of Professional C
2005
2005

Position Preferences

Bishop Diocesan
Cathedral Dean
Cathedral Staff
Director
Interim

Open to Consider New Position

Full time
Interim - not certified

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Work History and Skills

Rector / Vicar / Priest-in-Charge	Jan 2016	St. Mark's Episcopal Church	
			Change management; congregational development & revitalization; pastora <i>Revitalization of the parish with an uptick in attendance nearing 50%. Helped create an intergenerational parish with new young families, while taking good care of our long time members. Created campus ministries, invigorated outreach ministries. Lead parish through land sale and the building of a 3.2 mil parish hall after a capital campaign.</i>
Assistant / Associate / Curate	Jun 2013	St. Chrysostom Episcopal Church	
			-developing/supporting lay ministry -liturgy -mission -preaching -newcomer <i>I was hired by the Interim Rector at St. Chrysostom's to revitalize their acolytes and Altar Guild. I was then hired by the new Rector as the Associate Rector. I have responsibilities for pastoral care, preaching, liturgics, and project management duties. I manage the Director for Youth, lead 20s/30s ministry, process and connect baptism families to the parish (50+ baptisms in 2-14), welcome newcomers, and oversee weddings. I facilitate and teach adult education and the weekly Bible study.</i>
Chaplain, Hospital	Dec 2007	Rush Oak Park Hospital	Oak Park, Illinois
			Pastoral care, administration, worship leader, programming, education, ment <i>Acting Director during Director's sabbatical. Facilitate community Mass for 120 worshipers weekly in St. Lucy Chapel. Pilot out-patient ministry programs. Manage volunteer Eucharistic ministers. Organize volunteers for yearly food, toy and school supply drives. Provide spiritual and emotional support to patients, families and staff. Plan and lead bereavement seminars and services. Promote cultural competence among staff people in yearly seminars.</i>
Chaplain, Care Facility	Sep 2005 to Nov 2007	Vitas Hospice	Chicago, Illinois
Seminarian	Oct 2012 to Jun 2013	St. Mark's Episcopal Church	

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Other Contact Information

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Date of Last Background Check

Jan 15, 2015

Company performing check

Oxford Document Management Company

Diocese requesting

Milwaukee

Sermons Preached:

- > <https://www.stmarksmilwaukee.org/planning-a-visit/sermons/>
- > <https://www.youtube.com/watch?v=CxSU4yTljjs>

Resources Created:

- > <https://prezi.com/indepqfrd-do/phenomenal-women-of-the-bible-miriam-esther-and-lydia/>

Online References:

- www.stmarksmilwaukee.org
- > <https://livingchurch.org/2020/10/16/who-me-on-being-a-mentor/>

What Others Have Written:

Groups and Associations:

Languages Written

Biblical Greek, Russian

Languages Spoken

Languages in which you are able to Lead Worship

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Describe a moment in your recent ministry that you recognize as one of success and fulfillment.

I have served for seven and a half years at a mid-sized parish during a once in a generation transition from a family sized to a transition sized community. This rapid growth in attendance has brought great joy as well as change management challenges. As the church has grown larger, it has been important for us to likewise grow smaller. Recently, a group of lay leaders and I cooked up the idea of inviting members into small intergenerational groups in parishioners' homes. The 'friendship dinner' groups were an astounding success, with a significant portion of the parish participated. We provided ice breaker questions intended to help newcomers and old timers alike share with one another their love for God, each other, and this special parish community. I have received countless emails and texts giving thanks for this ministry. I am proud of the way that we took the problems associated with rapid numeric growth and turned them into an opportunity to deepen community ties outside of the Sunday morning services. These dinners are an antidote to isolation and, I believe, are creating long-term friendships in our growing church.

Describe your liturgical style and practice.

Quality, flexibility and authenticity must drive worship planning. In one worshiping community, a more traditional service may be appropriate (solemnity, incense, chant). In another community, a more spare/broad service may be appropriate. I listen to the needs of the parish and attempt to craft a liturgy that captures the joys and concerns of a particular and unique Eucharistic community and focuses our eyes on God. We can be both flexible and orthodox; we have 2000 years of tradition to mine for inspiration. It should be noted that, as a musician, I am particularly attuned to high quality music. I believe that sublime music is one of the ways a worshiping community can commune with the Divine. Our liturgical tradition connects us to those who have worshipped before us, those who have died, those with whom we are in communion worldwide, and those faithful yet to come. Worship remains the primary way we participate in the counter-cultural life we are called to as the Body of Christ. The time and attention we take to craft our worship is never wasted. When I am confronted with a liturgical decision, I ask myself whether a certain action leads people into deeper faith in God.

How do you practice incorporating others in ministry?

At the beginning of my ministry at St. Mark's, the parish had experienced a year and a half of a fairly difficult transition and was low energy on Sunday mornings, grieving some lost members and perhaps even their "hey day." In those early years, I used my personality and my modeling to lead ministries. As the church began to heal and grow, I had to learn different ways to take a step back and allow lay leadership to shine--something that I continue to see as a place of improvement for me. Recently, I have been taking a step back during some vestry meetings so that the treasurer and finance committee could present some long term financial forecasts as well as recommendations. It has been good to see this high level leadership emerging, and it's been important for me to step back. I have a large personality, and it's important for me to make sure I'm making room for those with different gifts to exercise them in God's service. Recently, I have had the pleasure of supervising an associate rector, and watching him shine has been a joy.

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How do you care for your spiritual, emotional and physical well-being?

I cannot be a spiritual resource and leader to my staff and parishioners if my cup is empty. I have spent time in talk therapy and spiritual direction while serving as a hospital chaplain. These supportive sessions have helped me integrate my person and my ministry. Hospital work can be grueling, and it is vital to have a safe space to vent and to recharge. I also make a point to get myself to a church service now and again where I am not in charge of anything. There is something fortifying about sitting in the back, anonymously, with my prayers and my God. At home, I lean on my husband. I also lean on friends and family. I will confess that I am better at spiritual and emotional health than I am at physical. I will likely never be an athlete, but I have made it a point to be a vigorous walker. Getting outside is good for my soul, and the walking is good for my body. After a long day of work, I sometimes can't make myself get into a weight room, but I can certainly summon the moxie to get my sneakers and headphones and set out. This decompression is probably some of the most important work I do in a day. I have hired a personal trainer in the past, and that was a wonderful resource for me.

Describe your involvement in either the wider Church or geographical community.

I have been fortunate to have served widely in the diocese of Milwaukee as a leader. I have been the president of the Commission on Ministry, a co-chair of a bishop search, and a bishop-appointed member of the Cathedral Corporation, an entity tasked with managing the financial investments and physical plant of All Saints' Cathedral. In addition, I have served on a diocesan renewal task force and been involved in the social life of my deanery. Keeping one foot in the parish and one in the diocese has been a good way to bring parish gifts to the diocese and diocesan resources to the parish. I also was elected as a deputy to General Convention, though I withdrew during the COVID pandemic. I look forward to serving some day in that capacity again. For the past three years I have worked on a doctor of ministry degree at The General Theological Seminary, and it has been a pleasure to get to know so many rectors from around the country and learn with one another as we explore our various research areas. I'm studying church growth and vitality, and I have enjoyed the process of learning from priests around the church.

How do you engage in pastoral care for others?

When I served as a hospital chaplain, pastoral care was my main occupation. I served in a small community hospital where many of my patients were familiar to me over years of visits. I was also blessed with ongoing pastoral care relationships with clinical staff. Excellent pastoral care is a ministry of presence and authenticity. Each time I am at an encounter with one of my parishioners, I center and open myself to enter into a holy relationship. I am an ally and helpmate in the sometimes turbulent trials of life. Each person with whom I do ministry is a precious child of God, and one of my jobs is to remind the people under my care who they are. Pastoral care requires me to listen deeply to the joys and concerns of those under my care. I support people wherever they find themselves--scared, angry, confused, grieving. Most of us need accompaniment and compassion; with God's help, I hope to provide both. I try to use my presence to model love and support during times of difficulty and times of joy. The pastoral care relationship in the parish is less crisis motivated and invites leadership and liturgy as well as therapeutic accompaniment.

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Tell about a ministry project that exists because of your leadership. What was your role in its creation? Who can be contacted?

I had no interest in starting an enormous and multi-million dollar building project when I began at St. Mark's. But because of the decay in our parish hall, it became clear to me after a few years of ministry that, no matter how much we grew as a parish, until we addressed this dilapidated building, we would continue to spend time, money, and psychic energy dealing with it. After a few years of discernment and countless hours of work at the vestry level, we decided to sell a parcel of land to use as seed money for the building of a new parish hall. The process was long, grueling, and necessary. I used an immense amount of my political and emotional capital to cast this vision and help manage this change, as well as liaise with the diocese. I have never attempted a larger project in my career, and I hope the new ADA compliant parish hall will serve the parish for generations. Former Sr. Warden Kathy Katter katterk23@gmail.com

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

The modern leader in our Church now has one foot in the post-war boomer ethos and one foot in an increasingly secular world. Though times change, the spirit of the Great Commission does not. I understand that the front door of the church is no longer an address but rather online. I also understand that young people and young families live half their lives in a digital reality. I take my church's web presence as seriously today as altar guilds in the past took the buffing of the candlesticks. I prepare myself for the future by not taking anything for granted, anyone for granted. Folks will not just walk in the door and become Episcopalians. Rather, our network of faith will be built very gradually, one relationship at a time. The Church of the future will likely not have the same large clerical class as it has had in the past. The ministers and vineyard workers must be the Baptized rather than the Ordained. I also take growth seriously; I know the Church has a lot to offer even a secular world, and I believe that people are either coming into the parish or leaving it. I prefer to lead a church that is bucking the trends of decline. It is absolutely possible, with God's help.

What is your personal practice of stewardship and how do you utilize it to influence your ministry in your worshipping community?

My husband and I give money to St. Mark's, to public radio, to the Milwaukee Symphony, and to the Milwaukee Diaper Mission (MDM). My husband serves on the MDM board. One of the ways that I utilize my influence for stewardship is to try to make it joyful at the parish level. I try to normalize talking about money in a way that is a bit different than the culture prevalent in the Midwest. By talking openly about my own money and my own giving, I try to give permission for the parish to do the same. I find that in the parish people need many different paths to giving. Some will pledge; some will donate specifically; some will throw money in the plate. The wise church will make many different avenues for giving. I try to destigmatize money so that we can talk about it as a community more openly--as no different from all the other gifts that we bring to God's altar. By normalizing money-talk, I have found that pledging actually increases and that Stewardship season can be an enjoyable time of year rather than a dreaded one.

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What is your experience of conflict involving the church? And what is your experience in addressing it?

Over the years, I have gotten better at picking up the phone and directly calling people who I can sense are in some kind of distress at the parish--esp. if I sense that distress involves me. My years as a chaplain have given me good interpersonal skills for working in crisis, and in all honesty, many parishes are in some kind of crisis given the drastic change in attendance in American Christianity, generational shifts, financial realities etc. I have experience bringing in a family systems coach for a vestry in conflict, and I have been that same resource for other churches who needed another set of eyes and ears from outside the institution. Generally, if I am able to be non-reactive, honest, and clear that the person in front of me is a child of God just as I am, I find that we usually have more in common than not. This is not always possible, and I have experienced rifts in church that were not able to heal fully. But more often than not, even when I find myself in strong disagreement with a parishioner, we are typically able to get to the core of the conflict with love and by remembering the good intentions and love of God that the other possesses.

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?

Well: Upon arrival at St. Mark's, I noticed that the vestry was fairly low energy and somewhat worn out from a year and a half of leading transition ministry following fifteen years of slow decline. I noticed that the people on the vestry weren't necessarily those with good skills for board work but rather people who, for love of the parish, had agreed to serve. One thing that I introduced to the church leadership was that committee membership need not be a death sentence. It can be holy and right to lay a ministry down that isn't a good fit and to trust that God will provide the people we need for future ministry. And after several months, we noticed that leaders in the church started to find better fits for their talents--people who left vestry took on coffee hour or acolytes etc. We changed the culture to one where laying down burdens is okay. Poorly: I convinced the vestry to fund a youth choir thinking it would be a great opportunity to bring music education to students and inject some energy to the parish. It worked for about ten months and then sort of frizzled out. I ran with an idea intriguing to me but perhaps not to the wider parish. I ought to have researched more.

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References

Bishop:

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Diocesan Transition Minister

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colleague

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St. Mark's Episcopal Church