



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Mar 20, 2024)*

## St. Bartholomew's Episcopal Church, Colorado

880 MacGregor Ave, Estes Park, CO 80517, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/01/24.

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
<b>67</b>	<b>1</b>	<b>1</b>	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	<b>\$97000</b>		
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
<b>Negotiable</b>	<b>Yes</b>		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
<b>4</b>		<b>2 (standard)</b>	<b>2</b>
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
<b>\$1001-\$2000/year</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

*1/2 SECA is included in the compensation.*

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

Several coincident events coalesced to cause stress in St. Bart's parish family in the past 18 months. Coming out of the pandemic and at the end of these 18 months, our pastor unexpectedly retired. While we were blessed with wonderful interim and supply priests, we have still experienced an emotional roller coaster. What carries us forward is our open hearts, our caring for each other, our trust in God to do the best for us, and our desire to worship God in this place with each other and those whom God sends: clergy, guests, and new members.

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

Our partnership with Holy Cow! Consulting has provided a parish survey that works like a road map. We learned areas of focus, hope, and challenge. We continue to actively participate in ministry and service to our parish and the Estes Valley community. With the leadership of a new Rector, we are looking for guidance to amplify and hone ways to better serve our congregation and our community. So much has changed in such a short time and yet the church continues to be a beacon of acceptance, spiritual vitality, and fellowship. We stream our services on YouTube and our parish meetings on Zoom, so that participation does not require travel. Social media is a tool that we are learning to use to spread the news of the good things happening at St. Bart's. We have recently begun a Lenten Study Sunday School for adults, and the search committee has been diligent about transparent, accessible parish communications and sharing the results of the parish survey.

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

A strategic, visionary, self-aware leader; Lifelong learner, who loves and respects nature; A talent for preaching the gospel with respect for tradition; Empathetic listener, transparent communicator, and problem-solver.

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

Our tradition includes both sung and said services, along with occasional indoor and outdoor summer Saturday evening praise music services. Evening compline is lay-led and offered once a week in the winter via Zoom. We are a community of good singers, who love music, and come together to form a choir that enhances our Christmas and Easter services. We have an organist/music director with a high level of musicality. Several retired musicians periodically give their gifts of music in instrumental and choral forms. We enjoy special worship traditions around Epiphany, Holy Week, and Easter. We continue the broadcast ministry begun during the pandemic and is archived on YouTube.

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How do you practice incorporating others in ministry?

We are blessed with many volunteers who are dedicated to service as chalice bearers, EV's, readers, acolytes, ushers, broadcasters, coffee hour hosts, and members of the Altar Guild. A newly certified EV was commissioned recently. We encourage participation by announcing opportunities to participate, by welcoming new ideas and supporting those interests. We recently sponsored a successful Opportunities Day where these elements were highlighted and encouraged. Weekly communication is sent via email to all members.

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

We care for each other through personal connections forged over many years. We enjoy each other's fellowship. We feed each other literally and figuratively, through coffee hours, Divine Dinners, potlucks, Men's Group lunches, etc. We see each other at church. We check in with each other via email and texts, a card ministry, and through other activities in the larger community to lend support as needed. Our volunteer coordinator matches volunteers with tasks and checks to see who and when parishioners need help. Estes Park is a small town, and many parishioners see each other in other venues as well as at church, also allowing us to keep in touch.

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

In 1982, St. Bart's founded the Jubilee ministry Crossroads and the parish continues to provide significant financial and volunteer support for this ministry. Crossroads is the only local food bank in Estes Park and is also a community outreach provider. St. Bart's hosts Memory Café (founded in 2018) which is a monthly ministry and is a social outing open to those throughout the community with dementia and their caregivers. Daughters of the King (established in 2003) provide a prayer shawl ministry that extends locally and nationally. Members of St. Bart's provide financial and volunteer support for a number of nonprofits and other needs, including Bethania Kids, Locally Haiti (a former rector co-established), Boys & Girls Club, Breakfast Buddies, Rotary scholarships, the Land Trust, Estes Park Education Foundation, and support for needs in Ukraine.

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

Through the efforts of our senior wardens and rector, St. Bart's is active regionally and at the diocesan level, in areas of music, pandemic protocols, broadcasting, convention workshops (presenting and attending). Our Daughters of the King chapter is active throughout the diocese and attends many retreats. The Regional Missioner, Bal Patterson, is coming to visit this April. St. Bart's is up to date in all regional and diocesan assessments.

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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?

In 2018 St. Bart's initiated Memory Café, a social gathering for community members experiencing memory loss or dementia and their caregivers. Participants enjoy socializing, singing, snacking, and sharing remembrances through games and activities. Caregivers are supported through connection and friendship. The group meets monthly. The local medical community provides referrals to the program for patients who can benefit from these meetings. Plans exist to expand the program in cooperation with other churches. Jane Stuart is the contact person for Memory Café. She can be reached at 970-430-8105 or jhsstuart@gmail.com. During the pandemic we established a broadcast ministry that continues today. We broadcast Sunday services weekly as well as special services and funerals. The broadcasts are recorded and archived on YouTube. Broadcasts are viewed during regular church services, and many locally, nationally, and internationally view them at other times. This ministry provides a year-round connection to our seasonal members. Mark Lee is our technical guru and can be reached at 970-443-4908 or at mark.lee9@icloud.com.

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

Stewardship is done by letter asking parishioners to pledge. The letter is followed up with ongoing information in the weekly newsletter. In the past, we have used follow-up letters and/or testimonials from parishioners regarding giving. This is an area which requires further attention.

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

We have been blessed with more accord than conflict. Our recent experience with the sudden retirement of our rector was stressful and chaotic for some. The wardens and vestry fortunately and quickly found an interim rector with gifts that met our needs. We are using this time as an opportunity to examine and expand our ability to change and adapt. We maintain our deep care of and connection to one another as a parish family. We continue our support of the community, and we look for ways to communicate and connect.

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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?

What went well was the women of St. Bart's recognized that interest in a formal ECW had dwindled and they decided to disband the organization and replace it with a less structured process. The women meet when there is a desire to do a project that fulfills three agreed upon criteria: connecting with each other, having fun, and supporting the church and community through opportunities or donations. What went poorly was the aftermath of the rector's sudden retirement due to ill health. The vestry needed to arrange for supply priests and an interim with no warning. Our rector had been seriously ill the spring before he went on sabbatical that winter. We cared for and wanted to support our rector, but we could not contact him while he was attending to his health. This left many bereft and without a sense of closure. The senior warden and vestry did all they could to lead us through a major loss. They found a pastoral, experienced interim and facilitated focus groups to help us look at our parish's history and future. The initial process was rocky, but ultimately, their efforts put us on the right path forward. We trusted them and they trusted us to move forward.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Max Bailey	Interim	2023-10	

Name	Position Title	Date Begun	Date Ended
The Rev. Peter Munson	Interim	2023-01	2023-06

Name	Position Title	Date Begun	Date Ended
The Rev. Seth Richmond	Rector / Vicar / Priest-in-Charge	2008-07	2023-10

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School

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: <https://www.stbartsepiscopalchurch.org/>

Media Links:

Online References:

> <https://www.youtube.com/@st.bartholomewsepiscopalch8621/streams>

Languages Significantly Represented:

Provide Worship or Classes in:

**English**

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### References

Bishop:

**The Rt. Rev. Kym Lucas**

Diocesan Transition Minister

**The Rev. Canon Vanessa  
Stickler Glass**

[vanessa@episcopalcolorado.org](mailto:vanessa@episcopalcolorado.org); 720-677-9007

Current Warden/Board Chair

**Gail Albers**

[gmapah25@gmail.com](mailto:gmapah25@gmail.com); 970-481-2372

Previous Warden/Board Chair

Search Chair

**Randy Kampfe**

[rkampfe2@gmail.com](mailto:rkampfe2@gmail.com); 217-791-1488

Parish/Institution

Local Community Leader