



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Apr 15, 2024)*

## St. Andrew's Episcopal Church, Colorado

2015 Glenarm Pl, Denver, CO 80205, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 05/27/24.

[vanessa@episcopalcolorado.org](mailto:vanessa@episcopalcolorado.org)

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
100	1	1	2
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
	\$102000		<b>We're in compliance with CPF requirements.</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
4		2 (standard)	2
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
over \$2000/year	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

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

Many parishioners point to displays of acceptance, both large and small, and the commitment to the idea that love is love and it's for everyone. Participants in the 2023 Gay Pride parade spoke of it as a moment where they said 'now THAT'S the church.' It was a mix of older and younger parishioners both within and outside of the LGBTQ+ community, and a time of celebration. One commented that 'Walking with St. Andrew's gave me a tremendous sense of community and pride.' The Neighborhood Task Force's successful drive to create and distribute care packages directly to our unhoused neighbors to help them through the winter gave many of those in the congregation and on the task force much joy. The children's Christmas Eve service, with adult volunteers 'herding cats' in the back of the church in order to send the kids up at the right time, carrying their works of art (handmade signs with animals, shepherds, stars) to complete the manger scene in front of the altar. The Tenebrae service during Holy Week - beautiful, poignant music; descending into darkness and silence together.

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

St. Andrew's looks to the future with hope, with faith in God and our community, and with knowledge that we face many unknowns. As we emerge into a post-COVID world, we intend to rely on our identity and values. With the guidance of the Holy Spirit, we are confident that we will grow as a community that truly lives out its vision and mission. We are a community that always strives to root our outward-reaching ministries in deep spiritual practice and growth. We know that action and contemplation are not merely complementary, but essential for authentic movement toward the renewal of the world. We are aware that we must maintain our strength to do the demanding work of social justice, mission and outreach, and other life-giving endeavors. We are a community that sits in the midst of a rapidly changing neighborhood and city. We want to welcome the young professionals in our neighborhood and young families from surrounding areas. We want to expand our efforts toward racial and climate justice, and to continue advancing equity for the LGBTQ+ community. We are a community that is very aware that change is difficult, but essential if we want to maintain vitality and continue to thrive.

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

Leader and partner. Preacher and liturgist. Unifier around vision/mission. Welcomes diversity. Justice and compassion.

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

St. Andrew's has traditionally been one of a few high-church parishes in Colorado. Parishioners of all ages participate in leading worship, together with clergy and staff. Our acolytes, lay readers, choir members, welcome ministers, altar guild members, and flower guild all work together to provide a rich worship experience. We have recently changed to one Sunday morning service. Many local parishioners and people from across the country join via livestream. The fully sung service includes a choir, organist, and a wealth of music – congregational, choral and instrumental. The worship is formal, but our congregation is informal, bringing a warm, human element. There has been increased interest in a less traditional worship gathering. We saw this as an opportunity to explore new ways to encounter the Divine. Our contemplative service on Sunday evenings joins poetry, Gregorian and Taize Chant, and silent reflection. St. Andrew's is one of the few churches to offer choral Evensong weekly. Evensong brings a worship opportunity mid-week and has been a gateway to our church for some new members. With live-streamed services, we're joined by worshipers from around the world.

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How do you practice incorporating others in ministry?

Our parish has strong lay leadership and welcomes people in ministries to which they are called. We actively invite new participation each fall with a Ministry Fair, where each ministry has a table, materials and volunteers to extend the invitations. Ministries often make announcements about upcoming events and needs during Sunday services; Fruits of the Tree, our email newsletter, spreads the word during the week; and our website is revised to keep ministry information current. We are still hampered by the pandemic's disruption of the personal interactions that spread the word about and encouraged people to join ministries. Many ministries are lively and thriving, with a high degree of subgroup loyalty, a significant level of commitment, and a distinctive, long-standing approach to their work – but there is a felt need to find common ground and a sense of shared mission and purpose. Those ministries that could not function remotely, such as work at centers for the homeless, lost members during the pandemic and now work to regain strength.

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

Email prayer requests are gathered into the parish prayer list. The prayer chain ministry's 12 members give their time to hold these requests in prayer. Each member chooses a day of the week as their time to offer the list in private prayer. The regular practice of intercessory prayer helps chain participants to grow in spiritual life and bring us closer as a parish. Several contemplative prayer groups meet weekly. Centering prayer is offered at Wednesday noon and (in partnership with another Episcopal church) on Saturday morning. Parishioners meet via Zoom on Friday for intercessory prayers in the context of a noontime liturgy. Our Social Justice Ministry offers opportunities to gather for deep reflection on racial justice and LGBTQ+ rights, using the Lectio Divina method. Eucharistic Visitors offer a pastoral presence to our homebound and distant neighbors. They bring the Sacrament to the people extending the life of our corporate worship out into the world. A dedicated team of parishioners serve in this role. The Community of Caring provides meals, transportation to medical appointments, home visits and other help to parishioners in medical or other crisis.

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

The Mission and Outreach Ministry distributes parish funds to various local, national and international ministries, and invites/recruits parishioners to work directly in the St. Francis Day Center for the homeless, Family Promise (a collaboration of many local churches providing aid to families in danger of becoming or actually homeless), and Metro Caring, which works to eliminate hunger. Individual parishioners volunteer in at least two shelters for unhoused women, a refuge/hospice for terminal patients who are unhoused, and many other ministries. The Neighborhood Task Force works to connect directly with the housed and unhoused neighbors around us. To address the roots of these needs, the Social Justice Ministry engages parishioners in local and state advocacy work for housing and homelessness, LGBTQ+ issues, climate and environment, and racial justice.

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

In the late '80's and '90's, St. Andrew's housed the organization which became Metro Caring, which combats hunger citywide; parish volunteers are still part of it, and we hold yearly collections of food and funds for it. Teams from the parish volunteer in services for persons and families undergoing homelessness. Parishioners have served on diocesan and national Episcopal boards and foundations, and as representatives to General Convention and on General Convention committees, The Building Our Vision committee gives tangible expression to the vision and mission of St. Andrew's by creating on-campus opportunities for socially and economically diverse populations and providing a place of sanctuary, safety, and rest. We are a Community Partner in Interfaith Alliance (although presently inactive) --The Interfaith Alliance of Colorado promotes justice, religious liberty, and inter faith understanding through building relationships in order to educate, advocate, and catalyze social change. We often provide space for exhibits, concerts, education and work to artists and non-profit arts organizations.

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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?

The Social Justice Ministry (SJM) (contact sue.kilgore.pcp@gmail.com) works to fulfill our baptismal covenant to "strive for justice and peace among all people and respect the dignity of every human being" through four areas of ministry: ADVOCACY. Parishioners contact legislators to support bills related to housing and homelessness, LGBTQ+ issues, climate and environment, and racial justice that reflect our progressive Christian values. PRAYER: Every week, using the ancient practice of lectio divina, we reflect on essays and poetry written by authors from disempowered communities. STUDY: Our Ministry leads Sacred Ground, a 10-session course developed by the Episcopal Church, exploring the history of race and racism in American society. SJM also offers film and book studies and joins with the St. Andrew's adult formation program to engage the congregation about social justice issues. SHARING OUR STORIES: Recently, parishioners and friends joined to create Sacred Identities, a faith-based interactive series on gender identity and sexual orientation. The series facilitates conversations between people within and outside the LGBTQ+ community by incorporating readings and media.

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

We depend on individual stewardship and encourage it through annual stewardship campaigns which involve individual parishioners speaking in services about their experiences and why St. Andrew's is important to them. Stewardship as a parish: In 2023 we sent funds to organizations outside of the parish, totaling over 12% of our operating budget. Of that total, the parish's long-standing commitment to paying full amounts of diocesan and regional askings - in 2023 totaled \$54,533. Funds for ministry partners (local, national and international - last year totaling over \$23,000) - local agencies combating homelessness, mental illness, hunger; Locally Haiti, a diocesan ministry advocating for and supporting local communities in Haiti; Episcopal Relief and Development; Girls with Books, an organization providing education for girls in South Sudan, and others -these totaled \$23,175.

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

Much of what the parish has experienced as conflict has arisen around our efforts to find ways to use our relatively limited campus for more direct service to people in need in our community. So far our proposals have been met with concerns from our historic neighborhood. We have held neighborhood meetings to foster conversations between us and our neighbors. Although so far we have not found the right path on which to move forward, we continue to envision other ways and to talk with our neighbors. Internally, we try to anticipate potential conflicts and schedule parish-wide conversations to address them before making final decisions, and in parish newsletters we publish names of officers or ministry members to whom concerns can be raised. A recent parish survey did raise dealing with individual concerns as something we need to improve, and we are taking steps to do that.

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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?

In general, changes to bring more inclusion are welcomed; LGBT marriages for instance - and different ways of understanding faith are welcomed and explored. Worship and music: We believe our longtime investment in beautiful music, excellent preaching and liturgy invites unique spiritual journeys and unique paths to God --but while many believe that the various journeys benefit from a consistent liturgical framework, others wish to try more ways into worship. It has been challenging to find new ways that are natural and organic for us, but we have added services with poetry and innovative music and we are trying incremental changes, for now via the Still Point service on Sunday evenings. Changes within ministries are better communicated, understood, and embraced, than those which require the whole parish to engage. We recognize the need for a greater sense of common vision and mission animating our various ministries.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Elizabeth Randall	Rector / Vicar / Priest-in-Charge	2009-01	2023-01

Name	Position Title	Date Begun	Date Ended
The Rev. Constance Delzell	Rector / Vicar / Priest-in-Charge	1991-01	2007-01

Name	Position Title	Date Begun	Date Ended
The Rev. Kenneth Near	Rector / Vicar / Priest-in-Charge	1986-01	1991-01

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	6	6

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	4		

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.standrewdenver.org/>

Media Links:

Online References:

> <https://www.facebook.com/standrewdenver/videos>

Languages Significantly Represented:

Provide Worship or Classes in:

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### References

Bishop:

**The Rt. Rev. Kym Lucas**

Diocesan Transition Minister

**The Rev. Canon Vanessa  
Stickler Glass**

vanessa@episcopalcolorado.org; 720-677-9007

Current Warden/Board Chair

**Shawn Nolan**

Phone: 303-250-2705 Email: snowlan01@gmail.com

Previous Warden/Board Chair

Search Chair

**Kathy Fleming**

Phone: 303-868-8244 Email: flemingkl49@gmail.com

Parish/Institution

Local Community Leader