



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jun 18, 2024)*

## St. Mary Magdalene Episcopal Church, Colorado

4775 Cambridge Street, Boulder, CO 80301, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 08/01/24.

Weekly Average Sunday Attendance (ASA) <b>124</b>	Number of Weekend Worship Services <b>2</b>	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position <b>\$130000</b>	Housing Available for	Pension Plan
Healthcare Options <b>Full family</b>	Dental <b>Yes</b>	Housing Equity Allowance in budget	Annual Equity Amount
Vacation Weeks <b>4</b>	Vacation Weeks Details <b>4</b>	Continuing Education Weeks <b>2 (standard)</b>	Continuing Education Weeks Details <b>2</b>
Continuing Education Funding in budget <b>\$1001-\$2000/year</b>	Sabbatical Provision <b>Yes</b>	Travel/Auto Account <b>Yes</b>	Other Professional Account <b>Yes</b>

*Healthcare - clergy 100%; spouse 85%; full family 75%.*

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

SMM has a long history and love of incorporating music into our services. About 10 years ago, we produced our own songbook that contains a mix of traditional hymns and praise songs. We recently hired a new music director who raised our music program to a new level. Aside from being a gifted pianist and choir director, he composes and arranges sacred music that we use throughout the liturgical year. His musical gifts encourage voices of all ranges and talents to join the choir, which has grown to over 15 members. In addition, he has encouraged the growth of the praise band which can, on any given Sunday, include guitars, mandolins, trumpet, bass clarinet, French horn, and percussion instruments. Traditionally, the SMM praise band plays at social events and other occasions. Several new members of the congregation have said that one reason for attending SMM has been the quality of the music program.

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

As we look to the future, we are focusing on our spiritual commitment to show up authentically with compassion and humility and to continue seeking the movement of the Holy Spirit among us. We especially want to grow our church with new families, younger generations, and those historically marginalized by the church. We need to honestly look at ourselves, our traditions, and our practices and adjust and change where necessary. This means offering programs during times that work better for those who work during the day or have school-age children with activities on the weekends. It also means increasing the relevance of the social justice work we do. As we adopt technologies that provide us with new opportunities to expand our reach and to address the needs of the future, we believe that the physical, emotional, and spiritual needs of those whose lives we touch in the future will remain much as they are today. It will be important for us to strengthen our commitment to our core spiritual practices to keep ourselves from losing our focus on what empowers us and sustains us and the true spiritual, emotional, and communal needs of our community.

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

Inspiration with humor; Pastoral care; Strategic leadership; Teaching and education

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

SMM's liturgical style balances both traditional and contemporary elements with an emphasis on simplicity. Our 10 am Sunday service is rooted in the Rite II Eucharist but adds some key features that reflect our values. A children's sermon is offered each week. These sermons translate the message of the Gospel for children and encourage them to share their thoughts, questions, and faith. Our commitment to welcoming everyone is evident by the use of gender-inclusive language, especially identifying the Holy Spirit as "she/her." Everyone is welcome to share in communion, baptized or not. We also provide community blessings for birthdays, anniversaries, and other needs. Honoring SMM's value of mindfulness, the 5pm Saturday evening services provide a rotation of contemplative offerings: a Taizé service, a Sacred Sophia service centered on the divine feminine wisdom within each of us, and the peaceful and transcendent Holden Evening Prayer by Marty Haugen. SMM also offers a monthly Spanish service we hope to grow. A liturgical goal is including the bilingual community into the weekly service and community in meaningful ways.

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How do you practice incorporating others in ministry?

Starting with our youngest members, we foster acolyte positions, Godly Play, and children/youth volunteerism. Adult members are invited to use their talents and callings on landscaping, altar guild, flower team, kitchen management, labyrinth upkeep, ushering, and many various ways to take care of our "house." We are blessed with artists who elevate worship through music, flower arranging, sound engineering, and baking communion bread. Education and spiritual growth is provided through a SMM book club, Men's and Women's Groups, Worship Advisory, library resources, Sandwich Generation Support Group, adult forums, and the Social & Racial Justice ministry. Administrative and organizational committees include communication, property, endowment, vestry, finance, outreach grants, and stewardship ministries. Members looking to connect with fellow congregants may participate in healing prayer, pastoral care, Eucharistic visits, prayer chain, centering prayer, meal trains, greeting, coffee hour, social gatherings, and nursery care. The wide variety of ministry opportunities successfully incorporates parishioner interests and helps us share God's love beyond our walls.

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

As a worshipping community our aim is to show up authentically with compassion and humility, seeking the movement of the Holy Spirit among us. Feeling rooted and strengthened in our relationships with one another and with common purpose, we find the desire and the spiritual fuel to care for one another through our Inreach ministries and to care for others through our Outreach ministries. Our Inreach ministries include: the healing prayer team, prayer chain, eucharistic visitors, meals ministry, and pastoral care visitors. Our Outreach ministries are detailed in questions #3 and 5 and fulfill a spiritual sense of being Christ's hands and feet in the world. We exist as a supportive community for each other, and we hold grace and space to help address and resolve any internal needs. We have an active safety program that relies on greeters, ushers, vergers, and outside "stroll and patrol" members to ensure physical security during services. As we incorporate new members, we would like to become more racially and economically diverse with more representation of LGBT+ individuals/families and young adults, as well as a greater inclusion of our Spanish congregation.

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

Outreach is a calling we've implemented in both sponsored and organic ways. We have a monthly neighborhood-wide food drive, we grow vegetables to donate, and we prepare and serve lunches at a local nonprofit resource center. We also designate 25% of plate offerings for grantmaking to local nonprofits. SMM has a long-held partnership with Locally Haiti serving Petit Trou de Nippes, Haiti, through student scholarships and exchanging student art and letters. SMM also has a long history of soliciting physical and financial participation in the local CROP Hunger Walk aimed at addressing hunger worldwide. We've held coat drives for newly arrived immigrants, crafted handmade Christmas cards for those held in detention centers, and provided clothing, household goods, and financial support for local Marshall fire victims. We work hard to engage with our neighbors which includes greeting people accessing a nearby trailhead with treats and water for their dogs. Though disrupted by the pandemic, we look forward to resuming annual mission trips for all ages, within and beyond our borders.

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

Boulder Valley is home to a number of wonderful churches, and we have structures set up to accomplish more together than any single church can do alone. In 2024 Rev. Sasha partnered with four Boulder Valley churches to host a monthly youth gathering called Beloved. While there may only be a handful of young people at any one church, together they have a group that has momentum and offers important peer relationships. Beloved is well-staffed by volunteers and priests from the various churches who offer a full meal and engaging activities. Our youth also participate in Quest, a youth diocesan retreat for 6-12th graders every fall. This program gives our youth a wider circle of friends with whom they can have spiritual discussions. We encourage youth and families to attend camp at Cathedral Ridge, the Episcopal diocesan mountain camp. SMM sends delegates to the state Convention every fall. Being part of discussions, decisions and playing our part in the state-wide body provides an opportunity for us to get to know our sisters and brothers, and them, us. We take seriously our commitment to our annual diocesan and regional pledges as a budgeting priority.

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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 & Racial Justice ministry was formed in 2022 to more intentionally address racial injustice and human rights issues—in our community and in the larger world. We began with SMM joining the Boulder County chapter of the NAACP. Members of our congregation attend, support, help organize, and work at NAACP-sponsored events. We are members of a local Indigenous Allies group that helps us stay current with events, speakers and political actions we can take to support Indigenous groups, and recently went on a day-long pilgrimage to the Sand Creek Massacre historical site. We were led by a knowledgeable tour guide who deepened our understanding of the November 29, 1864 tragedy. The experience changed and bonded us, creating a larger common community. SMM welcomes anyone identifying as LGBTQ+. We support OUTBoulder and other LGBTQ+ organizations, especially during the annual June Pride month. We attend parades, marches, and other events to be allies with those who have been discriminated against.

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

Our stewardship is rooted in Corinthians 12:4-7 referring to time, treasure, and talents. While we ask that all members of the parish pledge treasure, we also encourage and support those who choose to devote their time and talents. Our single annual campaign takes place each fall and is completed prior to the start of Advent. In recent years, we have allocated 25% of our loose plate collection to our Outreach ministry. These funds are in addition to proceeds from a modest endowment, designated donations, and fundraising efforts toward Outreach. We have held successful capital campaigns as needs have arisen, such as the expansion of the sanctuary and the creation of the education wing, or to replace the aging (and leaking) roof. In 2019, we launched a three-year campaign for extensive repairs and deferred maintenance needs, raising more than \$1M. As part of this campaign, we tithed 10% of the total raised to Locally Haiti, which helped fund a new earthquake-resistant structure for their elementary school. We have found that raising money has generally brought us together with a common goal instead of causing tension.

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

We are a low-conflict parish, but the education wing we built in 2000 presented opportunities to practice resolving competing values: having a dedicated space for our children to worship and learn as well as hosting a preschool tenant in the space. Hosting a preschool during weekdays is a way to meet a felt need in the larger community since no other preschool exists within six miles. After a challenging relationship with our last preschool tenant ended in 2019, the space was used only by our Godly Play classes. In 2022, we were approached by two sisters, recent immigrants from Venezuela, who dreamed of starting a bilingual preschool in Boulder Valley. A committee was formed with the preschool leaders and Godly Play leaders to explore what it would look like, talking through potential conflicts. In negotiating the new lease, we used lessons learned from oversights in past leases and wrote a new lease that protected the interests of both parties. The rector also hosted a monthly meeting with the children's ministries leaders to address any potential conflicts quickly.

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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?

An example of our response to change would include our navigation of the COVID-19 pandemic. We are proud of leading change during this time as other churches modeled their response plans after our protocols. In March 2020, a team of rectors and congregants promptly set up Zoom Church to replace in-person services. These online services allowed continued interaction, socialization, and prayer needs. Our children's ministry continued activities by mailing crafts to children's homes and sharing paper versions of themselves with friends to continue adventures. A challenge occurred when a service was interrupted by a "Zoom Bomber" who voiced inappropriate and hurtful statements during a sermon. Our technical team quickly stopped this as our members voiced statements of love and support to the presiding priest. From this event we learned to initiate stronger security measures to ensure that our services could continue safely. As the pandemic eased, church leadership and congregants met monthly to consider CDC guidelines while enlisting parishioner input to enact a plan for gathering in person. This practice continues as we navigate the ever-changing infection landscape.



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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Sarah Berlin	Interim	2024-05	

Name	Position Title	Date Begun	Date Ended
The Rev. Bruce Swinehart	Rector / Vicar / Priest-in-Charge	2016-08	2024-04

Name	Position Title	Date Begun	Date Ended
The Rev. Sarah Berlin	Interim	2016-02	2016-08

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	20	18

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
8	10		

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://smboulder.org/>

Media Links:

Online References:

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<https://www.youtube.com/channel/UCQjFy5rSfXUciDPQ71ihExA>  
[ebook.com/stmarymagdalene](http://ebook.com/stmarymagdalene)

Languages Significantly Represented:

Provide Worship or Classes in:

**English, Spanish**

### 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

**Janet Poley**

720-771-0521; [jrpoley@comcast.net](mailto:jrpoley@comcast.net)

Previous Warden/Board Chair

Search Chair

**Janet Poley**

720-771-0521; [jrpoley@comcast.net](mailto:jrpoley@comcast.net)

Parish/Institution

Local Community Leader