



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Feb 19, 2025)

All Saints Episcopal Church, Colorado

3448 N Taft Avenue, Loveland, CO 80538, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/01/25.

vanessa@episcopalcolorado.org

Weekly Average Sunday Attendance (ASA) 97	Number of Weekend Worship Services 1	Number of Weekday Worship Services 1	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
SECA reimbursement	Compensation Available for New Position \$100000	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Negotiable	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 2
Continuing Education Funding in budget up to/including \$500/year	Sabbatical Provision	Travel/Auto Account	Other Professional Account

1/2 SECA included in compensation of \$100,000 - \$108,000.

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

Community Labyrinth: The completion of a Community Labyrinth on All Saints grounds. It is a beautiful creation. The construction is amazing and yet, even more meaningful, was the way it came about. Some funds were provided by monetary donations, one that was substantial. The other funds came from the sale of items that were created by members of All Saints, such as jewelry. Not only did these sales provide the resources needed to complete the Labyrinth; in addition, some of the All Saints members received something heartfelt from another congregation member. The Labyrinth is open to all people from all faiths so that they may pray, meditate, and touch the Spirit. **Community Garden:** We were able to revitalize our community garden throughout the summer of 2024, and were able to donate nearly 300 pounds of vegetables to charitable organizations. The volunteers who participated in this ministry demonstrated care and concern for our spiritual siblings. It is a ministry that is a part of All Saints philosophy that we go "Beyond Our 4 Walls." Matthew 25, verse 35: "For I was hungry, and you gave me something to eat."

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

The Endowment Fund is managed by the Colorado Episcopal Foundation. Withdrawals can be used for capital projects and outreach. Recent building maintenance and infrastructure projects (see number 7) have focused on preventive maintenance to keep the building in the best condition possible. We look for ways to expand ministries consistent with our Welcome statement. For example, we seek to expand traditional and non-traditional family ministries that are inclusive of all ages. A specific action recently taken was the renovation of the children's chapel to make children's Sunday school a welcoming and fun space. We seek to expand our Newcomer Welcome program with the assistance of the new rector.

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

self-care, Flexibility with clear boundaries, and self-awareness; Approachable and personable with a good sense of humor; Embraces diversity/inclusivity and works well with all ages.

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

We use real bread and gluten-free wafers every Sunday. Our liturgy is changed by season to reflect the important themes of the seasons, as well as to address contemporary concerns. For example, we used the Episcopal Creation Care liturgies during the Season of Creation to draw our prayers, our focus, and our faith to focus on themes tending to all of creation. We practice liturgy with intention. All Saints uses a variety of music styles: traditional, contemporary, and those which are representative of many eras, cultures and languages. The majority of the music in our services is congregational hymn singing with choral anthems and instrumental offerings. We use a variety of settings for service music, and music is carefully researched for each liturgical season and its individual liturgies. Our director of music, in collaboration with our priest, strives to select music that uses inclusive language for the people and expansive language for God while remaining liturgically, musically and pastorally sound. As a result, the worshipping community of All Saints embraces music in a way that nourishes our commitment of faith.

How do you practice incorporating others in ministry?

We have six paid staff, all of whom participate in the ministry of the church. The “Ushers Who Greet” welcome newcomers and members to worship. Lay Eucharistic Ministers provide home-bound parishioners the opportunity to take part in communion. Volunteers deliver bulletins to home-bound parishioners or offer rides to church for members who no longer drive so all are included. Additional preaching is shared among 4 lay preachers, and one retired priest. This is an important contributor to our *lex orandi, lex credendi* and raising up leadership. The Prayers of the People are written by lay people every week—we very rarely use the forms provided in the Book of Common Prayer. Currently there are 6 different prayer authors, so the prayers change weekly. Lay readers read the lessons and lead us in the prayers. Anyone interested can join the choir. There are no auditions required to join. Stations of the Cross (Lent) and Journey to Bethlehem devotions (Advent) are created by lay members as a merging of art and faith. An accompanying prayer booklet with artists’ statements is available to participants. Members of the parish desire to strengthen our person-to-person pastoral care.

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

We love to have fellowship and share meals together. Our primary fellowship occurs each Sunday after worship during coffee hour. If you are visiting or new to All Saints, coming to Coffee Hour is the best way to get to know us, and to be known yourself. Throughout the year, we have other fellowship events such as Game Nights on Sunday evenings, Lent Soup Lunch or Supper offerings, Shrove Tuesday supper and Dinner Circles. Additionally, we have a fantastic Easter Brunch, and an All Saints Day lunch. Everyone is welcome! We offer a variety of faith formation opportunities, primarily our Sunday worship service and Thursday morning Eucharist and breakfast. How we pray shapes what we believe, and we take care to shape our liturgy so our faith is strengthened and deepened. We offer Sunday forums throughout the year on various and relevant topics connecting our faith with current events. We set aside Lent as a time to focus on a formation offering, either through Lent Soup Lunches, or Soup Suppers. We also have Education for Ministry (EfM), a four-year study program, a growing Labyrinth ministry, and various book study offerings.

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

Our present rector coordinates pastoral visits made by herself, our deacon, and others to homebound parishioners and those in crisis who are unable to attend worship services. In addition, she sometimes receives requests for pastoral visits from various members of the outside community. All Saints hosts a Contemplative Prayer Group each week and is facilitated by an avowed Sister. These groups are open to parishioners as well as members of the community, who come from a variety of religious traditions. We have an active chapter of Daughters of the King. General prayer requests are submitted through the website to the prayer chain.

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

All Saints is very active within the Northern Colorado region. The outreach ministry program, Beyond Our Four Walls (BO4W), has been active for 10 years. Each Sunday, the loose plate collection is given to a different local charitable organization, selected each month. Currently our collections are averaging over \$1500 per month. Since the inception in April 2014, we have donated over \$120,000 from these collections. December goes to an Episcopal related entity. We pledge to the Diocese and to the Region. The General Outreach program is focused outside of our region. Currently the main source of funding is the local Kroger affiliate's loyalty card program. When there is a distribution from the Endowment Fund, 10% of that distribution will be focused here. In-Kind donations for various non-profits are collected frequently. All Saints volunteers are scheduled to help prepare and serve meals at the Community Kitchen, a local food ministry. We participate in the annual Red Kettle Campaign of the Salvation Army and Operation Christmas Child. A Community Garden is cultivated (see Question 1.) Many parishioners are community volunteers and participate in Diocesan committees.

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

All Saints has recognized that the members of the congregation have varying needs depending on personal circumstances and this church has strived to address those needs. Several capital projects were completed to make sure this is a safe and comfortable church. These projects included chancel renovation/redesign for more accessibility to the altar, completion of a family bathroom, automated lighting in the bathrooms, automatic entrance doors, and access to the services through the Internet by hiring an AV Technician. All are welcome in this church, and we do in fact see you and hear you. Contacts are Ed Seegrist, Senior Warden; Leslie Davis, Junior Warden; Tad Leeper, past Senior Warden; and David Smalley, past Junior Warden.

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

We have two forms of giving that make up our stewardship. The first is the traditional form with pledges and direct giving to the parish operating fund. The second is BO4W. See question 6. Our annual stewardship campaign starts in September and culminates with Consecration Sunday in November. Our Treasurer reports quarterly on the financial condition. Three witness talks are presented by three parishioners/families. The emphasis is on why they give and is faith-based. We present the “One Step Up” program, which shows a path for increasing pledges. Pledge cards are collected and the results are announced at the Consecration Sunday celebration. We develop a mission and ministry budget to operate the parish. This budget is developed from input with staff and ministry leads. For special projects that aren’t covered by our budget, we have had “Ask Efforts.” These have been remarkably successful through the generosity of our parishioners. Our goal was not only to share the information, but to be transparent. We’ve been told by visitors and new members this financial transparency is appreciated.

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

Like many congregations, we experience occasional conflicts. There are occasionally differing viewpoints between leadership and members of the congregation. The rector is always available for feedback after sermons. We teach Congregational Listening Sessions as a way to address conflict as it arises. We use congregational listening sessions, town halls, and meetings to diffuse situations. We trust ambiguity because we aren’t here to debate right and wrong. We have open vestry meetings. Transparency helps avoid power plays and miscommunication. We have minimal conflict because leadership is shared across the entire congregation.

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?

During times of change, we hold town hall meetings. This allows people to be heard and voice concerns or offer other perspectives. For example, we had numerous town hall meetings with the chancel redesign and labyrinth projects. It is the congregants’ church and we want to encourage a sense of ownership. Our rector includes an explanation of liturgical changes during the seasons of the church year. Congregational Mutual Ministry Goals are set during the Vestry’s annual retreat. We’ve learned that some goals may take more time to complete: for example, the automated entry doors and accessible family and gender-neutral restroom took three years



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Cynthia Espeseth	Rector / Vicar / Priest-in-Charge	2017-01	2025-06

Name	Position Title	Date Begun	Date Ended
The Rev. Doug Dunn	Interim	2017-01	2016-01

Name	Position Title	Date Begun	Date Ended
The Rev. Nina Churchman	Rector / Vicar / Priest-in-Charge	2015-01	

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	1	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
1	3		

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.allsaintsloveland.org/>

Media Links:

Online References:

> <https://www.youtube.com/@ASECLoveland>

> <https://www.facebook.com/allsaintsloveland>

Languages Significantly Represented:

Provide Worship or Classes in:

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

Ed Seegrist

(303) 880-3578; epsueblo2@live.com

Previous Warden/Board Chair

Search Chair

Rick Parker

(970) 396-7124; rick.parker1952@gmail.com

Parish/Institution

Local Community Leader