



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Mar 4, 2025)

Grace & St. Stephen's Episcopal Church, Colorado

601 N. Tejon Street, Colorado Springs, CO 80903, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 04/07/25.

Weekly Average Sunday
Attendance (ASA)

250

Number of Weekend
Worship Services

2

Number of Weekday
Worship Services

5

Number of Other per Month
Worship Services

Current Annual
Compensation

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for
New Position

\$115000

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

4

Continuing Education Weeks

2 (standard)

Continuing Education Weeks
Details

2

Continuing Education
Funding in budget

\$1001-\$2000/year

Sabbatical Provision

Yes

Travel/Auto Account

Yes

Other Professional Account

Yes

Salary range is \$110,000 - \$125,000 based on experience. 1/2 SECA is included in the salary.

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

Monthly noisy offering was a three month test last summer that was really only supposed to last for three months. It has continued through the fall and winter as a monthly opportunity of thankful and generous giving to an area ministry. We learn a little about other non-profits in the area, pass the "noisy cans" around with the offering plates (the intent is to have young people carry the noisy cans each month) and celebrate the additional giving we share with mostly local ministries. The outreach team is also talking about how the congregation might engage more intentionally with the focus ministries throughout the year.

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

In a world that still needs the real presence of Christ's love, Grace and St. Stephen's is learning to unapologetically practice radical hospitality. A large proportion of visitors/new members come out of a more fundamentalist or evangelical background, and are searching for something ancient made new. In addition to our work to expand our 'digital footprint' via an active social media and streaming presence, we have also established a campus ministry at Colorado College, among other forms of outreach to help present the Gospel to the younger generations, many of whom were raised without religion.

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

empowering, connecting, collaborative, Authentic servant leadership, theologically engaging and intellectually curious, inclusive and pastorally accountable to the bishop the church and the world

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

Grace and St. Stephen's has a rich history of traditional music and high church liturgy. The 8 AM service is mostly spoken with shortened hymnody, and the 10:30 service features full choral accompaniment, and often chanted Eucharist. Rite I is still a part of this community's practice during Advent and Lent, with Rite II utilized through the rest of the year. We make full use of the Deacon in our Sunday Morning worship, as

How do you practice incorporating others in ministry?

For Sunday morning, there is a full accompaniment of leaders who coordinate the different areas of serving. We have annual ministry fairs to help folks discover the different and/or new ministry opportunities. Each staff person is encouraged as part of their position to encourage and support individuals who might be gifted in a ministry area. We also list different opportunities on the website, encourage word of mouth invitation, and occasionally lift up a need in worship.

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

A well-rounded and healthy congregation should always be lifting up these three areas both corporately and individually. Grace and St. Stephen's is still on the journey and currently provides excellent Sunday worship, Sunday faith formation for all ages, Wednesday Eucharist, meal and bible study, retreats, music camp and some form of prayer (online, chanted, rosary, contemplative) each day of the week. In addition to pastoral care provided by the clergy, we have a team of Eucharistic visitors who provide regular communion with our home bound community, as well as a group trained by Community of Hope International who are part of the regular care team and are leading support for a new Sunday morning prayer team. Each priest has a discretionary fund that helps in lending physical support to both community and congregational members. We also gather for weekly fellowship between and after worship along with a monthly meal fellowship after the late service.

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

As mentioned earlier, we have recently begun a monthly noisy offering which lifts up (mostly) area ministries engaged with those in need. Once a month after worship, people are invited to make 100 sack lunches that get distributed through our area shelter. Being a downtown church, we regularly welcome guests who are without permanent housing, and have two “little library” food pantries outside the McWilliams office house that are stocked by members of the congregation. We regularly host an area ministry that works with families who have lost their housing, along with hosting Alanon and other 12-Step Groups. We are becoming more widely known as a congregation that strives to practice welcome and hospitality to all God’s children, regardless of situation.

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

Grace and St. Stephen’s has a long history of leadership in the Colorado Springs area. We have nurtured four chapels into thriving communities of faith over the years. Thousands gather each year for the Taylor Concert Series and summer Jazz in the Garden. We have raised up leaders to ordained ministry and support the Episcopal Church of Colorado and The Episcopal Church with lay leadership.

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

Like most congregations during COVID, Grace and St. Stephen’s began an online worship presence. Many of these streaming ministries have continued and Grace and St. Stephen’s has expanded and continued to innovate opportunities for this online ministry to touch lives. Not only have we invested in quality systems for Sunday morning, we have expanded our online presence to include Wednesday bible study (with 100-150 views a week), and regular morning prayer led by a regular group of members from the congregation (and will regularly receive over 100 views by day’s end). Contact: Chuck Theobald

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

Stewardship is understood to be both time and treasure. Though we are not yet fully engaged in year round stewardship ministry in the way we envision, we continue to strive for a well rounded, faithful and generous emphasis. Emerging in the context of stewardship is an ongoing conversation of care of creation as well as the reality of caring for the building for future generations.

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

Because of the conflict over human sexuality from two decades ago which led to the removal of their priest and a significant number of the congregation not being allowed in the building (this was resolved through the courts), the members of the congregation back then would do everything in their power to avoid conflict. Since returning to the building, and welcoming at least half of the current worshipping community into fellowship, they are relearning how transparency, trust and prayer can build something stronger that people want to be a part of. Conflict is not healthy to avoid and sometimes it can be a catalyst to new beginnings and opportunities.

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?

Like many older congregations, Grace and St. Stephen's is a much different congregation than it was in the "good old days." We can continue to mourn that there is no longer a school with over 100 students and a Sunday school that doesn't have enough room, or we can celebrate the young people that we are gifted with and find new ways to live out the baptismal covenant we all promised at their baptism. With this change in congregational demographics is the realization that most of the people coming to the church did not grow up with the BCP. They are attracted to the mystery of sacred space in worship and how the congregation engages with the community in service. We continue to grow in how we offer practical foundations of the church and nurture spiritual depth with a heart for serving God and the community. And, as we set our vision outward, we are learning that those who are pillars from the good old days must also be listened to, honored and provided opportunities to continue to live out their baptismal covenant.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Jeremiah Williamson	Rector / Vicar / Priest-in-Charge	2016-01	2023-01

Name	Position Title	Date Begun	Date Ended
The Rev. Stephen Zimmerman	Rector / Vicar / Priest-in-Charge	2009-01	2015-01

Name	Position Title	Date Begun	Date Ended
The Rev. Don Armstrong	Rector / Vicar / Priest-in-Charge		

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	7	25

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
4	15		

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.gssepiscopal.org/>

Media Links:

Online References:

> <https://www.youtube.com/@graceandst.stephensepiscop6340>
> <https://www.facebook.com/GraceandSt.StephensEpiscopalChurch>

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

**Chad Reynolds, Senior
Warden**

Phone: 309-287-7236 Email: chad.reynolds@swagalok.com

Previous Warden/Board Chair

Search Chair

Karon Cofield, Search Chair

Phone: 719-533-1278 Email: karoncofield@mac.com

Parish/Institution

Local Community Leader