



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Jan 29, 2026)*

## Trinity Episcopal Church, Colorado

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 03/18/26.

[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        |
| 90                                     | 1                                       | 1                                  |   |
| Current Annual Compensation            | Cash Stipend                            | Housing / Rectory Detail           | Utilities   |
|  |   |                                    |   |
| SECA reimbursement                     | Compensation Available for New Position | Housing Available for              | Pension Plan                                      |
|  | \$105000                                |                                    | <b>We're in compliance with CPF requirements.</b> |
| Healthcare Options                     | Dental                                  | Housing Equity Allowance in budget | Annual Equity Amount                              |
| Negotiable                             | Yes                                     |                                    |   |
| Vacation Weeks                         | Vacation Weeks Details                  | Continuing Education Weeks         | Continuing Education Weeks Details                |
| 4                                      | 4                                       | 2 (standard)                       |   |
| Continuing Education Funding in budget | Sabbatical Provision                    | Travel/Auto Account                | Other Professional Account                        |
| \$1001-\$2000/year                     | Yes                                     | Yes                                | No  |

*Salary #90,000 - 105,000 based on experience.*

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

Holy Commotion is a monthly service created by our former rector and current Sunday School Director for children and families. It has simplified liturgy, music, communion, prayers of the people offered by family groups and every child has a role in these services. The children learn, experientially, about the gospel and the life of the church. This service has also provided time for families to develop relationships with one another.

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

Trinity's mission statement is, "To live as apprentices of Jesus, through the power of the Holy Spirit, putting God first, living His word, and serving others." And here are examples of how we are trying to put those words into action. We started a Hospitality ministry to welcome guests and new members. Better communication, stronger lay ministries, and technology will help us support both current and future members. Our Pastoral Care ministries provide faith-based support for those who are dealing with life struggles. The team set up a phone number for people to request help. When a call comes in, the relevant support team is notified. Our engaging Sunday School program and monthly Holy Commotion service supports young families. We committed ourselves to a one-year lease to share our facilities with the Greeley United Methodist Church supporting their need for a home while they build a new building. Trinity gathered organizational data through a congregational survey and listening sessions. With the purpose of identifying strengths and weaknesses of our church family, we intend to administer the survey again in the future.

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

Inspiring preacher; Community Involvement; Skilled in conflict resolution; Values lay ministry

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

Our congregation gathers weekly for a Rite II service at 9:30AM led by either our part-time interim priest, or our Lay Pastoral Leader serving reserve sacraments. We also provide occasional lay-led Morning Prayer services. Our services are available online through Zoom and Facebook. Occasionally, we enjoy special celebrations throughout the year such as blessing of the animals, blessing of the backpacks and blessing our graduates. The congregation values blended (hymnal and contemporary) music, accompanied by supply musicians on the organ, piano, and/or guitar. Additionally, we have a weekly healing service led by a retired priest and a weekly lay-led contemplative prayer service.

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How do you practice incorporating others in ministry?

Each year, stewardship information is accompanied by a Time and Talent sheet, allowing individuals to indicate their interest in participating in lay ministries. The ministry leaders then reach out to those interested in serving. Personal invitations to support ministry efforts have proven to be highly effective. Additionally, needs are communicated through the weekly email newsletter and pulpit announcements. We also rely on members to serve each Sunday as acolytes, chalice ministers, lay readers, ushers, greeters, coffee hosts, and wholeness team ministers who offer prayers for members during communion. Our Outreach ministry also engages members, neighbors, and friends to assist with packing and delivering food boxes each month.

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

The Pastoral Care Ministry offers visits to homes and hospitals, as well as communion services. Prayer shawls are made and distributed for comfort. We provide meals and support for parishioners in need. During Sunday communion, the Wholeness team provides individual prayer, while additional prayer requests can be made through the Daughters of the King or the church office. Monthly gatherings for Men's and Women's ministry groups feature Bible studies, community building, and fellowship. We host various lay-led Bible studies. We host events like potlucks, coffee hours, soup suppers with programs, a Shrove Tuesday pancake supper, and Advent and Lenten Quiet Days to foster spiritual growth and fellowship. For those seeking additional guidance, a spiritual director is available for monthly meetings.

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

Our Outreach Program provides 60+ food boxes each month to needy people in our community who are referred by the United Way. Each year we provide grants to local, national, and international nonprofits. This year we granted a total of \$20,000 to these nonprofit organizations: Adeo, Beatitude Care Foundation, Sixty+Ride, Greeley-Weld Habitat for Humanity, Life Stories - CASA, Hands for Christ in Juarez, Mexico, Simple Suppers for Kids, Weld Food Bank, Lutheran Episcopal Campus Ministry, Meals on Wheels, Jobs of Hope, The Greeley Kitchen, Episcopal Relief and Development, and WHALE Respite Center. We rent or provide church space to community groups including a Narcotics Anonymous group, the Greeley Chamber Orchestra and Choir, and Wee Love Preschool. We recently entered a year-long lease with the Greeley United Methodist Church to share our building while they are in transition. This is our opportunity to provide a "hand up" for our Christian neighbors.

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

Trinity parishioners financially and prayerfully support kids who wish to attend the diocesan summer camps and teen retreats. We have supplied chaplains, guest speakers and staff support for these camps and retreats. In collaboration with the youth group at St. Luke's in Fort Collins, our efforts offer expanded resources for our youth community. Our Lay Pastoral Leader is the Chair of the Board of the local college ministry supporting Lutheran and Episcopal students. The Daughters of the King chapter participates in regional gatherings. Trinity remains committed to fulfilling its yearly obligations to the Diocese and the Front Range to support their respective ministries.

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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?

Given that we have been operating without a full-time priest for the past two years, we discovered the need to create a Lay-Led Pastoral Care Team. Pastoral Care is our umbrella term for providing various forms of faith-based support to parishioners and others in need. Under this umbrella is a group who provides communion to shut-ins, a group to provide end-of-life guidance and support, a group to provide meals, a group to communicate prayer needs, and a group doing home and hospital visits. And there is a team who makes prayer shawls that are dispersed to those who need to be wrapped in love. We have published a Pastoral Care phone number to help people receive the specific care they need. Clifford Clift is the contact person.

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

Over the past three years, the dedication of time and talents sustained our church through financial hardship and the absence of a rector. People stepped up to fill the roles of office staff, snow removers, altar flower designer, cleaning crews, musicians and schedulers, to name a few. Notably, one member completed the Lay Pastoral Leader training and leads approximately 50% of our Sunday services. Our stewardship of time and talents has increased member engagement and ownership of our worship services, promoted unity, and deepened relationships within the congregation. In addition, our Trinity Way of Life guides us to give as we receive. We have an annual stewardship campaign in the fall with personal testimonials from members and contemplative printed messages. The finance committee meets monthly to oversee budgeting and financial planning. To ensure long-term sustainability, we recently started an endowment fund to help support the future of Trinity.

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

Our new rector's welcome into the Trinity parish was interrupted by the COVID shutdown only 6 weeks following her arrival. Our new rector was unable to get to know the parish members in person, nor were we able to get to know our priest, which was a significant challenge. The rector and Vestry followed the directives about COVID from the government and the Office of the Bishop; however, other local churches remained open, which led to dissension, conflict, and membership loss. Efforts were made by the Vestry with the guidance from the Canon for Transition to address ongoing conflicts. Ultimately, there was a negotiated resignation in September 2023 which felt sudden and painful to many in the congregation and left some fractured relationships. We are still resolving aspects of that conflict and agree that we need better conflict resolution skills.

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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?

Trinity has had some significant changes in the past 2 years. After our rector resigned, we were unable to support a fulltime Interim or an office administrator, so we trimmed our budget wherever possible. We brought in supply priests, and we appointed a Lay Pastoral Leader to support Sunday services. Lay ministers managed the office tasks, cleaning, arranging silk altar flowers, and snow removal. A lay-led Pastoral Care team was created. Our Vestry maintained transparency by openly discussing the situation in parish meetings. The congregation largely supported the necessary changes to keep Trinity afloat. When changes were made with limited communication to those impacted, they didn't go well. Unwelcome changes were made to various ministries without input from those involved. These situations left hard feelings and people withdrew from the church. We learned that successful change comes with open communication, historical knowledge and collaboration with relevant members. A recent analysis of our congregational survey suggests change should be incremental, gradual, with clear reasons, and built upon established relationships of trust.



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### Prior Incumbents

| Name                 | Position Title                    | Date Begun | Date Ended |
|----------------------|-----------------------------------|------------|------------|
| The Rev. Lisa Musser | Rector / Vicar / Priest-in-Charge | 2020-02    | 2023-01    |

| Name                    | Position Title                    | Date Begun | Date Ended |
|-------------------------|-----------------------------------|------------|------------|
| The Rev. Jack Stapleton | Rector / Vicar / Priest-in-Charge | 2003-01    | 2018-01    |

| Name                | Position Title                    | Date Begun | Date Ended |
|---------------------|-----------------------------------|------------|------------|
| The Rev. Rick Kautz | Rector / Vicar / Priest-in-Charge | 1997-01    | 2003-01    |

| Church School | Number of Teachers/Leaders for Children School | Number of Students for Children School |
|---------------|--|--|
|               | 6  | 16                                     |

| 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   | 6   |  |                                      |

| 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.trinitygreeley.org>

Media Links:

Online References:

> <https://www.facebook.com/search/top?q=trinity%20episcopal%20church%20greeley>

> <https://www.youtube.com/@TrinityEpiscopalChurchGr-qz9zb>

Languages Significantly Represented:

Provide Worship or Classes in:

### References

Bishop:

**The Rt. Rev. Kym Lucas**

Diocesan Transition Minister

**The Rev. Canon Vanessa  
Stickler Glass**

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

Current Warden/Board Chair

**Judy Gregory, Senior  
Warden**

970.405.8716; [gjeegggregory@msn.com](mailto:gjeegggregory@msn.com)

Previous Warden/Board Chair

Search Chair

**Jessica Knoeber**

970.201.1311; [jessicaheath1311@gmail.com](mailto:jessicaheath1311@gmail.com)

Parish/Institution

Local Community Leader