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## St. Mark's Episcopal Church Durango, Colorado

### Church Profile - Fall 2015



*In a Colorado mountain town on a shaded avenue stands Durango's historic St. Mark's Episcopal Church. A mid-sized, progressive, welcoming community of faith, we strive through liturgy, music, and outreach to carry God's love beyond our walls. We pray for a good and gentle rector to join us on our journey.*

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### **How to use this document:**

*The main body of the profile contains all the paragraphs that we believe are essential for you to read. It offers a view into the soul of our congregation.*

*The appendices contain more information organized by subject for easy reference. There you will get a true feel for the breadth and depth of our church. You will also find information, which could directly inform your decision to move (or not to move) to this enchanting corner of Colorado.*

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## Welcome!



St. Mark's is a dynamic congregation dedicated to carrying God's love and ministry into our local community and the greater world beyond.

We are a church solidly built on celebration of the Eucharist, valuing both traditional and contemporary Liturgy. Music is integral to our worship and a mainstay of our parish life.

We welcome all – wherever they are on their spiritual journey – and celebrate at an open communion table.

As a congregation we enjoy fellowship: coffee hour is robust and many of us gather in homes as “Divine Diners.” We offer meditation. Daughters of the King and the Caring Community are strong ministries, as are programs devoted to music, youth, outreach, and pastoral care.

In January 2015, we experienced a sudden challenge when our relatively new rector was called to join the Bishop's staff in Denver. Coincidentally, there occurred a significant turnover of our administrative and ministry staff. In response, the strength and leadership of parish members has been inspiring. Laypersons, as well as retired and supply clergy, stepped in to carry the congregation through this unexpected transition. Despite the losses, we have embraced this as a time of renewal and transformation.

With assistance from the diocese, St. Mark's has embraced this opportunity to reflect on the core values and traditions that have informed and shaped us over the past decades. Under the leadership of the Vestry and our interim priest, we are examining our administrative and managerial structure. As our Bishop suggested, we have been “cultivating the soil,” in anticipation of welcoming our new priest.

If asked to summarize St. Mark's, we would say: resilient, capable, realistically expectant, and joyful.

We seek a rector who will participate in and lead us on our spiritual journey. We pray for an experienced and discerning priest of engaging and collaborative nature, who is skilled in administration, preaching and pastoral care. Thank you for considering St. Mark's of Durango as the next place you will serve and grow in God's love.

The Search Committee

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## Who We Are

***“All Are Welcome Here”***

***“Through God’s grace we are called to be one loving, serving, reconciling community, bearing witness to Christ’s resurrection.”***

*- The Mission of St. Mark’s of Durango*

St. Mark’s is an active, welcoming church with energy and resources to “Be the Church” both within our lovely buildings and outside in the world. We currently enjoy a wide variety of opportunities for worship, service and outreach. Our focus for the immediate future is to celebrate and enhance our existing programs and to deepen our spiritual understanding of how these ministries work together in our congregation.

Our capacity for love and service is great. Our need at present is for stability and consistency. Come to Durango with an open heart to enhance what is here – and with patience to learn who we are. Then, together, we will be ready for the next act.

### Worship

St. Mark’s is a welcoming, spirit-filled environment. Our communal worship is the core of our spiritual life. We believe that all who seek Christ and a deeper knowledge of Christ are welcome at God’s table. This wording is from the Iona Invitation to Communion, which we have used for many years (Appendix K).



From Altar Guild to acolytes, from bread bakers to coffee hour hosts, from Eucharistic Ministers to our organist and twenty-person choir, a large percentage of our parish is actively engaged in the rites of worship and the ministries that surround them.

We take care to honor the traditions of the Episcopal Church and commune with God in common prayer and music. Our primary worship format is currently drawn from Rite II of the *1979 Book of Common Prayer*.

We have used and enjoyed contemporary services from the *New Zealand Book of Common Prayer, Enriching Our Worship* and the Iona Community.

The wording of many of our prayers is gender neutral, even though some of them were used in the first millennium of the Christian church. We seek ways to enrich our liturgical and prayer life, honoring ancient traditions while weaving them into a tapestry relevant to this post-modern age.

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St. Mark's offers two traditional Sunday services: the first at 8:45 a.m., the second at 11:00 a.m. We also provide an ecumenical Sunday service at the Four Corners Healthcare Center and a healing service at noon on Wednesdays. Because some of our parishioners live here only part-time, attendance varies as the seasons change.



On Sunday mornings, we provide nursery care and Children's Chapel or Sunday School. Both services include an organist. Normally, the choir sings only at the later service. Average attendance at the 8:45 a.m. service is thirty-five with eighty-five at the 11:00 a.m. service.

The Wednesday noon healing service uses an informal liturgy with homily or reflection by one of the participants, usually numbering from six to twelve. Lay people and support clergy serve the Four Corners Healthcare Center, most often with eight to fifteen patients in attendance.

In addition to the usual services observed during Advent, Lent and Holy Week, St. Mark's joins with other churches in Durango to offer ecumenical Wednesday night services that circulate from church to church and always include a soup supper. St Mark's also joins in a common Good Friday service. During Advent we feature a Blue Christmas observance for the Durango community. Our Blessing of the Animals (with pets in attendance) is celebrated in a local park on the Sunday closest to the Feast of St. Francis and is followed by a parish picnic.

Our local ecumenical ties are strong. Our rector meets twice a month with the priests and pastors of the other churches in town. Together, they form the Durango Shared Ecumenical Ministries. An example of their joint offerings is the community Thanksgiving dinner, which serves close to a thousand people each year.

At St. Mark's the word "welcome" takes on added meaning. We were among the first congregations in the Episcopal Diocese of Colorado to discern and embrace Same Gender Blessings. The bishop concurred in the fall of 2014. For over a decade our website has displayed the pride flag, a sign, we pray, of a tolerant and accepting church.

*"Sometimes I think this is why I go to this church.  
It is so welcoming and cares about the community. It is not cloistered nor insular."  
- Willie K.*

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## Our Congregation

Our congregation of three hundred members – one hundred thirty who are active - is an eclectic mix of cradle Episcopalians and people from many other backgrounds and faiths. We are diverse in experiences, approaches and spiritual paths, yet we seek and celebrate our fellowship as one.

Our congregation is caring and accepting. New members are quickly invited to participate in one of the many activities and ministries. The open and engaging attitude of parishioners ensures that newcomers soon feel that they belong. We are focused on expanding our mix of younger members and families, yet are mindful that a significant segment of our congregation is older and to a varying degree more traditional.

Our congregation is ecumenical and community-minded. We invite all of Durango to join us for musical performances and art shows in our historic sanctuary and parish hall. We work with the community and other churches on projects like the Manna Soup Kitchen for the hungry, the Community Thanksgiving Dinner, and ecumenical services during Lent and Advent.

Our congregation values both a spiritual and intellectual approach to God. Prayer and reflection are practiced within and beyond our scheduled services. We offer a meditation group at St. Mark's twice a month, and several of our members also meditate regularly with a group at Christ the King ECLA Church. We have an extensive library, and, judging by the circulation, we are a church of readers. We relish a good sermon that intrigues the mind and warms the heart.

We offer many ministries at St. Mark's. Some have only a handful of people involved while others may attract thirty to fifty participants. These ministries exist because of the interest and leadership of parish members. We each participate in our own ways, but join together as one in our worship.

And finally, we are a joyful church. We celebrate God's love, we laugh, and we raise our voices in songs of praise and thanksgiving.

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## Where We Are On Our Journey



Of late, we have received a wake-up call, and by God's grace it just may be working. St. Mark's has lived a long and eventful life in southwestern Colorado. Our parish has raised generations of responsible, caring citizens, nourishing our families and older members. Along the way, we have experienced many significant events that have left their marks on our character, traditions, and common life.

Early in our history, St. Mark's wooden church, Durango's first, burned, only to be rebuilt more firmly of locally quarried stone. During a boom period in the early 1950s we built the parish hall as a gathering place not only for our congregation but also for community events. In 2003, we lost a portion of our congregation over the consecration of Bishop Gene Robinson. In 2010, our beloved rector of sixteen years retired.

Next, in late 2014, our most recent rector was called to serve on the Bishop's staff in Denver. During this period as well, thanks to the scrutiny of discerning members, we were awakened to the fact that our stewardship campaigns were insufficient to fund our programs and that we must cease borrowing from our endowment fund to the extent we previously had. A significant turnover in staff added to the confusion. Our congregation was surprised and caught off-guard, but has responded positively.

With assistance from the Diocese, we have come together in faith and prayer to grasp what was happening and to reaffirm our commitment to each other and to St. Mark's. We are blessed with a host of talented, dedicated volunteers who cherish St. Mark's and uphold it with their gifts. Our Senior Warden, along with the Vestry, has lovingly given many hours to meetings and to implementing necessary structural changes. Members with musical gifts have worked to redirect this important and well-loved part of worship at St. Mark's.

The Vestry has taken an objective look at church finances and management. Retired clergy, along with lay speakers and lay ministers, have filled in to keep the congregation's spiritual life moving smoothly. Our interim rector has provided informed guidance to help us evaluate ourselves impartially and keep our worship on track. The Bishop's office has also provided us with valuable support and meaningful direction.

In response to our wake-up call, we have taken the following steps:

- The Vestry added committees for Finance, Personnel, Liturgy, and Organist Search.
- An external of church finances has been conducted, and we are awaiting the final report.
- The Vestry and the Finance Committee have implemented a new approach to pledges, budgeting, and our endowment. Actual received pledges are more closely tracked, and we are determined that our spending can no longer exceed what we receive.
- We have hired a new choir director and are interviewing organists.

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- The Liturgical Committee is working with our interim priest to review our services.
  - New personnel policies have been developed, and the Personnel Committee is creating an employee manual.
  - The Vestry has introduced increased transparency. Minutes from all Vestry meetings are published monthly, as are financial statements. Quarterly financial statements are also published.
  - Each month, one ministry meets with the Vestry to provide a current update on its activities.
  - Every month the Outreach Committee provides an overview of one of our outreach ministries so that the congregation knows where the money is spent and understands the opportunities to serve.
  - The Stewardship Committee is planning a robust campaign, and the return of OctoberBlest, a time when we acknowledge and celebrate our gifts from God, and what we give back.

We are gathering strength and discerning where we are as we continue to go forth and “Be the Church.” We look forward in peace and hope as we search for the creative guide to help us on our way.

*“Our real journey in life is interior; it is a matter of growth, deepening, and of an ever greater surrender to the creative action of love and grace in our hearts. Never was it more necessary to respond to that action.”*

*-Thomas Merton*

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## The Guide We Seek

Our call for a new rector is a sincere invitation to join us on our spiritual journey. We desire a leader who will share our common path and guide us spiritually, while maintaining a vibrant liturgy and commitment to mission work.

Recently, the Search Committee was introduced to the Discipleship Cycle as a framework. In this model, one first hears the word of God, then responds actively and follows that with a period of reflection, debriefing and interpreting before again listening for the word of God. It is a way of deepening the understanding and spiritual connections of our actions.

Reflecting on the events of the last five years, there is no doubt that our wake-up call came from God. In the spring this year, together as a congregation, we prayerfully, collaboratively, and respectfully determined that we would respond actively. Since then we have reflected on our core values and traditions. We have made strong progress in examining and improving the administration and management of the church. We are at the same time reaffirming our commitment to our various ministries and to each other. We know that we are stronger as a community, seeing clearly the presence of Christ among us.

We anticipate that the arrival of our new rector will coincide with a move to the next phase of transformation. We are a busy congregation doing many things. We desire to actualize our ministries and make them relevant in this changing world. We wish to be a church that anticipates and contributes to what the community wants and needs. We yearn to gain a holistic view of how all our works fit together on our spiritual journey, both as individuals and as a congregation.

This time of reflection will prepare us to listen again for God's call and to respond actively.

To this end, we seek a rector skilled in leading a congregation in discernment and in framing experiences and intentions. We pray for a person who will help us move our faith formation and stewardship beyond "Sunday: classes" and "October: financial." We look for experience in a church of similar size to St. Mark's and for life experiences in diverse communities.

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## Characteristics of an ideal rector include:

***Welcoming to All:*** The spirit of welcome and belonging is why people join and remain at St Mark's Episcopal Church. This is the cornerstone of who we are. We seek to include everyone who wishes to share our spiritual journey – every seeker, wherever they are on their personal walk with God.

***A partner in our spiritual growth:*** Liturgically, we seek a rector who supports an open communion table, maintains a sense of unity through common prayer, and is rooted in traditional liturgy, yet is willing to help us grow through alternative forms and practices (e.g., Celtic spirituality, Taizé, contemplative prayer). We seek someone who values the role of music and the arts as spiritual exercises.

We seek a gifted preacher who inspires and challenges us through provocative sermons, interpreting scripture as relevant to current times.

***Possessed of an open and engaging style:*** We seek a rector who is open, curious, and personable – who is interested in meeting us and knowing our names. We enjoy our congregational fellowship and look forward to knowing our rector as well. We pray for a rector who embraces collaborative decision-making and welcomes lay initiative. We seek a pastor who will be available to listen, counsel, and mentor. We look forward to someone who will celebrate, laugh and sing with us.

***An effective leader who will promote a high level of congregational engagement:*** We search for a rector who has a clear and realistic grasp of church administration and management, church finances and stewardship, and who will inspire and motivate the Vestry, ministry leaders, support staff, and congregation to work together toward common parish goals. Our new rector will actively participate in pastoral care and in our community outreach efforts.

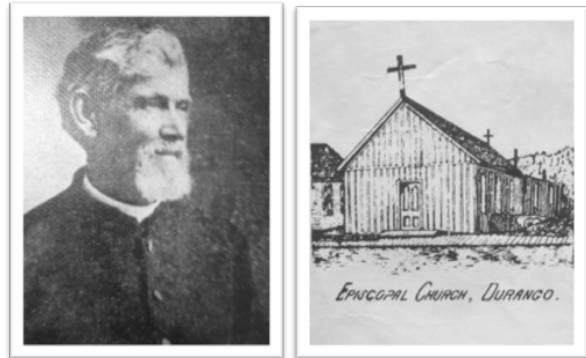
***A visionary.*** We seek a rector who will help us better understand ourselves, our strengths and our needs, our shared desires and our goals. We will welcome a guide who leads us in discerning a vision for the future of our church.

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## Appendix A: St. Mark's Early History

St. Mark's is as old as Durango. It is older, in a sense. As early as 1877, our founder, the storied Episcopal missionary C. Montgomery "Parson" Hogue, rode a San Juan Mountain circuit on horseback that would challenge the most avid cyclist or skier today. It included Mancos, Rico, Telluride, Ouray, Red Mountain, Silverton, and Animas City. In 1880, when Durango displaced the latter community, Parson Hogue held the new town's first worship service the day after Christmas at the Delmonico Hotel. Fearless and persuasive, Hogue regularly visited Durango's saloons and gambling houses, wearing cassock and six-shooter, to preach to the rough townsfolk. When the parson passed the plate, they dug deep, and these monies helped build St. Mark's, Durango's first church.

Wooden, with a sawdust floor, and never painted, it rose on old Second Avenue. Parson Hogue carried lumber on his shoulders and worked to frame and enclose the structure. When the roof went on in the summer of 1881, St. Mark's opened its doors, in time to host a solemn interfaith memorial for slain President James A. Garfield. St. Mark's also doubled as the town's first public school, with Hogue elected as superintendent.



*Parson Hogue and church drawing, 1881*

Yet by 1883, when the bishop in Denver elevated St. Mark's from mission to parish, the restless Parson Hogue had moved on to Silverton. Still, his brief but fervent missionary tenure in Durango had laid a foundation of faith that has endured at St. Mark's from his day to ours.

Hogue's wooden church, however, burned to the ground in Durango's great fire of July 1, 1889. Despite financial uncertainty and the unexpected resignation of their ailing rector, members of the parish assisted in laying the cornerstone of today's historic St Mark's church in October 1891. Of white sandstone quarried at nearby Horse Gulch, the structure owes its lasting architectural charm to a Swedish immigrant builder "knowing good sandstone when he saw it." The Pilcher pipe organ, installed in 1906 and considered by boosters "the finest organ west of the Mississippi," served until 1993.



Between 1900 and 1930, a dozen priests ministered at isolated St. Mark's, riding the challenges facing all small, western, missionary churches. Finally, a long-term rector arrived in the youthful person of the Rev. Samuel A. McPhetres. His nine-year tenure in the 1930s gave him not only time to resuscitate the congregation but also to woo and wed a parishioner.

Of even longer tenure, the Rev. Philip Hawley (1945-1964), a tough and determined missionary from Wyoming, took over at St. Mark's as World War II ended. Hawley oversaw planning and construction of the parish hall, which rapidly became central to Durango's community life, while his wife Shirley enlivened the music program. In gratitude for their nineteen-year ministry, the people of St. Mark's installed a commemorative stained glass window displayed today in the parish hall he built. It was in fact during the Hawley years that St Mark's, a mission since World War I, regained parish status for the third and final time.

Today, with the historically restored sanctuary, renovated parish hall, and splendid Schudi organ, St. Mark's is a vital mid-sized parish of the Episcopal Diocese of Colorado, presently seeking a rector who will join it in building upon the legacy of Fathers Hogue, McPhetres, and Hawley.



St. Mark's Clergy	Timeline 1880 - 2015	
1880-1883	C. Montgomery "Parson" Hogue	- 1881 St. Mark's Mission is established on East Second Avenue
1883-1884	F. W. Dennis	- 1883, Palm Sunday, St. Mark's becomes a parish
1885-1886	Walter Marvine	
1886	J. T. Protheroe	
1887	Searle M. Wren	- 1887 First Vestry is established
1887-1889	James Forster	
1889-1890	Horatio Gates	- July 1, 1889 St. Mark's burns to the ground
1891-1896	Hiram Bullis	- October 14, 1891 Cornerstone is placed for 910 East Third Avenue - March 1, 1892 First service in new church
1897-1899	Various priests	- occasional services performed at St. Mark's
1899-1901	Charles Edwin Perkins	
1902-1905	Olin E. Ostenson	
1906-1908	W. M. Fleetwood	
1908-1910	Walton H. Doggett	- 1910 St. Mark's a parish for second time
1910-1912	W. F. Higby	
1912-1914	Charles P. Burgoon	
1914	Rev. Blake	
1915-1916	J. H. Yates	

St. Mark's Clergy Timeline 1880 - 2015		
1917-1920	Charles E. Rice	
1921-1924	Albert P. Mack	
1924-1926	Samuel Evans	
1927-1928	William Elliott	
1930-1939	Samuel A. McPhetres	<ul style="list-style-type: none"> <li>- St. Mark's first full-time priest</li> <li>- June 30, 1937 Bishop Ingley consecrates St. Mark's</li> </ul>
1940-1942	R. Norris Twitchell	
1943-1945	Leon C. King	
1945-1964	Philip B. Hawley	<ul style="list-style-type: none"> <li>- 1951 St. Mark's becomes a parish for third and final time</li> <li>- 1957 Parish hall built</li> </ul>
1965-1976	Alexander P. Patience	
1969-1976	James L. Ragsdale	
1977-1988	Donald N. Warner	<ul style="list-style-type: none"> <li>- Sunday School "Hard Hats" with 100+ adults between services</li> <li>- The Congregation was the choir</li> <li>- Joint VBS with other churches in Durango</li> <li>- Parish has such an impact, 6 to 7 parishioners later feel called to be Deacons or Priests</li> </ul>
1988-1990	Tere L. Wilson	<ul style="list-style-type: none"> <li>- Spiritual growth &amp; development conferences with renowned speakers</li> </ul>
1991-1994	Gary Goldacker	<ul style="list-style-type: none"> <li>- 1993-1994 Sanctuary restored and Schudi organ installed</li> </ul>
1995-2011	Andrew Allen Cooley	<ul style="list-style-type: none"> <li>- 1998 – 2001 Full time youth minister, mission trips to Alaska</li> <li>- 2004 Parish hall renovated</li> </ul>
2011-2012	Rona Harding, interim	
2012-2014	Kenneth Alexander Malcolm	<ul style="list-style-type: none"> <li>- 2012 Part-time Youth Coordinator hired</li> <li>- 2014 Discernment and decision to Bless Same-Sex Marriages</li> </ul>
2015-2016	Lin Lilley, interim	

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## Appendix B: Membership Profile



St. Mark's has approximately three hundred members on the rolls with one hundred thirty active members. We range in age from 6 months to 96 years, with a median age above 45. And although the majority of the church population has been at St. Mark's for at least fifteen years, there is a significant turnover of approximately 10% to 15% every two to three years. This turnover reflects the somewhat transient nature of the population of Durango and La Plata County.

Source: Parochial reports	2004	2010	2014	2015
Membership Rolls	328	354	326	300
Average Sunday Attendance	133	143	156	140
Church School Enrollment	22	24	24	22

Durango is full of churches and options for different faiths. St. Mark's is the only Episcopal Church in Durango and draws from a rural area and the small towns of Bayfield, CO and Aztec, NM. All Saints Anglican Church, which began as a splinter group from St. Mark's after Gene Robinson's consecration and meets in a room at the Durango Recreation Center, provides a more conservative environment.

The city of Durango is not a very ethnically diverse community. At the time 2010 census, Durango was about 85% White/Caucasian, 10% Hispanic/Latino, and 5% Native American. There are only a handful of Asian or Black/Africans in Durango. St. Mark's does not reflect even the small diversity of our community. It would be difficult to get accurate numbers without some sort of church questionnaire, but a quick look at our congregation reveals that it is about 95% White/Caucasian with a only a few Native American members.

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## Appendix C: Facilities



St. Mark's Church, with its stone exterior, bell tower, rich wood interior and traditional stained glass windows, was designed after English country churches common in the 1800s. Built in 1892, it stands on the corner of Ninth Street and East Third Avenue. It is part of the East Third Avenue Historic Residential District, listed on the National Register of Historic Places. The worship space seats about one hundred twenty people and houses both a pipe organ and a grand piano. The sanctuary underwent a comprehensive historical restoration in 1993.

The parish hall, added in 1957, was completely renovated in 2004, including heating, cooling, plumbing and electrical upgrades. A sound and video system was installed in 2009 to permit the use of our parish hall as overflow worship space for special occasions (e.g., large funerals), and the recording of sermons and music in the sanctuary. The main floor of the parish hall includes a large meeting/reception space for parish and civic functions, the rector's office, the administrative office, our library, gift shop, two restrooms, storage, and a completely equipped kitchen. A beautiful stained-glass window, commissioned for the hall, graces the southern end.

The parish hall basement includes two offices, three youth classrooms, a two-room nursery, two restrooms (one with shower), and a combination library/conference room.

The grounds are well kept, with an automatic sprinkler system, flower beds, a labyrinth in the front lawn and a columbarium garden on the north side. The columbarium, with its Celtic cross, small altar, and fountain, is at times the setting for a service or part of a service (e.g., beginning the Easter Vigil).



With only a few parking spaces in the alley, parking is limited to the street. To ease the situation somewhat, the City of Durango allows members of all the churches on East Third Avenue to park along the median lane of the four-lane boulevard during services.



St. Mark's carries no debt on its main facilities. Two small houses to the east of the church are held in a trust and will revert to St. Mark's free of mortgage upon the death of the trustor.

St. Mark's facilities are also used for the support of secular groups. The Durango Choral Society, AA, Axis Health Support Group and a yoga class are among the groups who meet here regularly. Before it acquired its own building, the local Jewish community made St. Mark's its temporary home.

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## Appendix D: Financials

St. Mark's is currently financially stable. A balanced budget (including money from endowments) was approved for 2015, which included major cuts in expenses as well as a more realistic estimate of income based upon pledge cards received. The majority of our income (95%) is from donations with 83% coming from pledges. The remaining 5% comes from interest and dividends on two endowment funds. As with most churches, approximately 65% of our expenses are directly related to personnel (wages and benefits). The church also has a goal of giving 10% of pledge and plate to the Diocese of Colorado and another 10% for outreach.

The chart below shows income and expenses for 2011 thru 2014 actual and 2015 budget. There are two endowments, one for general use; the second, specifically designated to cover the music program. Interest and dividends from the general fund are used to cover church operating expenses. Additional withdrawals from the general fund are taken as needed to cover new ministries and/or capital projects, with prior approval from the Vestry and Endowment Committee. Additionally, there is an annual disbursement from the music fund equal to \$15,500 (dividends/interest/principal). This annual distribution will continue until the fund is depleted, in line with the donor's wishes.

St. Mark's recently went through a challenging period financially. In 2012 we entered a period of optimism for increasing parish membership and hence contributions. This optimism was reflected in the budgets that were developed for 2013 and 2014. Unfortunately, the income did not materialize as expected and expenses were incurred as budgeted. In 2013 we added a part-time youth coordinator and increased the benefits package for some staff members. In late summer and fall of 2014, the Vestry approved major withdrawals of principal from the general endowment to cover projected cash shortfalls.

In developing the 2015 budget, the Vestry resolved to create and maintain a balanced budget with the majority of income coming from contributions and a much smaller reliance on money from the endowments. The Vestry re-evaluated all of St. Mark's programs and expenses, and, in 2015, has been able to significantly re-fund the general endowment and pay back into the music endowment money borrowed in 2013. We now have savings of approximately \$25,000 to cover unexpected shortages in cash flow, and we expect to pay back additional monies to the general endowment before the end of 2015.

	2011	2012	2013	2014	2015 Bud
<b>Income</b>					
Pledge Giving	\$174,259	\$167,850	\$226,141	\$274,362	\$260,656
Other Income	\$127,575	\$217,097	\$109,083	\$72,042	\$53,150
<b>Total Income</b>	<b>\$301,834</b>	<b>\$384,947</b>	<b>\$335,224</b>	<b>\$346,404</b>	<b>\$313,806</b>
 % from Pledges	 58%	 44%	 67%	 79%	 83%
<b>Expenses</b>					
Compensation	\$216,575	\$230,032	\$267,739	\$279,985	\$220,360
Diocesan Pledge	\$19,867	\$7,646	\$31,594	\$26,580	\$18,806
Outreach	\$18,426	\$14,538	\$19,059	\$28,532	\$24,000
Facilities	\$31,353	\$48,475	\$36,175	\$28,674	\$29,524
All Other Expenses	\$43,114	\$64,266	\$67,943	\$62,407	\$46,169
<b>Total Expenses</b>	<b>\$329,335</b>	<b>\$364,957</b>	<b>\$422,510</b>	<b>\$426,178</b>	<b>\$338,859</b>
 Compensation as % of Total Expenses	 66%	 63%	 63%	 66%	 65%
 <b>Net Income from Operations</b>	 <b>-\$27,501</b>	 <b>\$19,990</b>	 <b>-\$87,286</b>	 <b>-\$79,774</b>	 <b>-\$25,053</b>
 <b>Endowment Income</b>					
General Endowment	\$4,836	\$1,533	\$12,293	\$9,782	\$9,000
Music Endowment	\$15,456	\$12,880	\$8,967	\$8,389	\$8,000
<b>Total</b>	<b>\$20,292</b>	<b>\$14,413</b>	<b>\$21,260</b>	<b>\$18,171</b>	<b>\$17,000</b>
 <b>Principal Withdrawal</b>					
General-Youth	\$0	\$0	\$5,400	\$5,000	\$5,000
General-Other	\$0	\$0	\$14,031	\$51,218	\$0
Music	\$0	\$0		\$7,111	\$7,500
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,431</b>	<b>\$63,329</b>	<b>\$12,500</b>
 <b>Net after Endowment</b>	 <b>-\$7,209</b>	 <b>\$34,403</b>	 <b>-\$46,595</b>	 <b>\$1,726</b>	 <b>\$4,447</b>

**Note:**

Compensation in 2014 included paying full year salary and benefits to an employee on medical leave.  
Donations to cover the majority of this expense are included in total income.

General Endowment Balance as of Sept. 30, 2015 \$250,792

Music Endowment Balance as of Sept. 30, 2015 \$99,376

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## Appendix E: Music



“This church can sing!” A visiting bishop thus remarked upon hearing St. Mark’s choir sing a rousing spiritual. Music has held an enduring place in our hearts and out worship for 130 years. Today, our music is enhanced by a beautiful Schudi pipe organ, installed in 1993, which is the centerpiece of the entire music program at St. Mark’s. It is also the only pipe organ in the area.

Looking back over the years, it appears that St. Mark’s loyal congregations have always put a high priority on having fine music for worship.

Members of the early pioneer church saved the organ when fire wiped out most of the downtown in 1889. Later they began fundraising, even traveling to the east coast to raise money, and were able to purchase a better organ – a Pilcher – in 1906. That instrument served them and the community for more than 85 years and was at one time deemed by locals the finest pipe organ in the region.

In 1993, the current organ was installed, and the lovely timeless case finished by a skilled cabinet maker, David Lamb, who was also a parishioner. This effort was again accomplished with fundraising and with the enthusiasm of the rector, the Rev. Donald N. Warner. Father Warner, an accomplished organist himself, revitalized the music at St. Mark’s during his eleven years as our rector. He especially enjoyed leading lively “hymn fests” between the Sunday services, teaching the congregation to sing with confidence and joy.

In 2004, St. Mark’s Church had the opportunity to hire a part-time Minister of Music and Arts, with financial assistance from several parish music lovers. C. Scott Hagler, organist and choir director of a large Denver church, came to St. Mark’s, and before long assembled a good group of singers as the church choir. The issue of no choir seating near the altar was solved by having the singers sit among the congregation and come forward to the chancel steps to sing the anthem.

A couple of years later two Baldwin grand pianos, one for the parish hall and one for the sanctuary, were added. In 2009, the Vestry agreed to fund the Minister of Music and Arts full time due to the growth of the music and arts program and outreach to the community.



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In recent years, choir membership has expanded to around twenty and has attracted several singers from the community who have become members of the church. In addition to singing most Sundays at the 11:00 service, the choir sings for Advent and Lenten services, hosts occasional fundraising events for the music program and participates in local ecumenical services.

It should also be noted that the congregation at large is well accustomed to singing hymns and service music. During youth services, children provide some of the music by singing and playing hand chimes and piano.



St. Mark's Church remains committed to a strong and artistically excellent link between music and liturgy. With the resignation of the Minister of Music and Arts this spring, the Vestry divided the position into a choir director and an organist/liturgical music coordinator. In July St. Mark's welcomed Curtis Storm, a lyric tenor and well-known performer, as the new choir director. A search is underway for an organist/liturgical music coordinator by a specially designated Organist Search Committee, as this profile is being compiled.

The Durango Choral Society performs concerts at the church and it uses St. Mark's parish hall as its primary rehearsal venue. The Durango Children's Choir also practices at St. Mark's. Musicians enjoy performing in the historically rich sanctuary of St. Mark's with its good acoustics. Long-standing connections with faculty and students from the Fort Lewis College Department of Music enable us to enjoy beautiful music during regular Sunday worship services and other special occasions.

Visual arts and poetry are also a part of St. Mark's cultural ministry. An annual Sacred Arts Festival brings in artists and poets from throughout the region, and the public display of their work offers a colorful enhancement to the parish hall and adjoining rooms.

Finally, it is important to note that the music and arts ministry at St. Mark's Church is highly visible in the community. Our working relationship with 3rd Ave. Arts (see Appendix O) allows for numerous recitals, special programs, and music festivals in addition to the music in our worship services. St. Mark's enjoys a reputation for having the finest music program in the region, and we hope to maintain that level of quality on Sunday mornings as well as throughout the year.

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## Appendix F: Children & Youth

St. Mark's offers a number of activities for our children and youth. Our history reveals a significant ebb and flow over the years in the number of youth participating in our programs. In the past six years, average Sunday attendance has hovered around ten children. During Easter and Vacation Bible School numbers can be as high as thirty-two, while Children's Services and the Christmas pageant attract around twenty. Everyone who works with children at St. Mark's adheres to the requirement to take the course "Safeguarding God's Children," initially and every three years thereafter.

### Childcare

St. Mark's offers childcare in the nursery during its Sunday worship services and adult education classes and for various other church-sponsored events. The attendants are screened and offer a safe, caring environment for all children.

### Children's Chapel & Sunday School



During the summer, we offer a short Children's Chapel at both Sunday services and, during the school year, Children's Chapel at the 8:45 and Sunday school classes during the 11:00 service. At both services, the children begin in church and participate in the opening of the service. After the children's sermon, they proceed to the Sunday school classrooms, reappearing in time for Communion.

For younger children (ages four through kindergarten), our Godly Play class uses hands-on, concrete materials to teach Bible stories that the children then re-enact through games or crafts. Our classes for older children use the *Living the Good News* curriculum, which also encourages hands-on activities through drama, art and discussion groups. The classes for older children include:

- Living the Good News - Grades 1-3
- Kids for Christ - Grades 4 - 6
- Episcopal Youth Community (EYC)- Grades 7 -12

Attendance averages between ten to fifteen students a week in these combined classes, with much larger class sizes during holidays.

Our most recent confirmation class was taught in the spring of 2012, although no youth participated. Since then, we have sent our youth to classes offered at St. Barnabas in Cortez or St. Patrick's in Pagosa Springs who have had larger classes.

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## Youth Coordinator

In 2012, we added a paid, part-time youth coordinator whose duties include leading the Children's Chapels, scheduling and supporting Sunday School teachers, teaching Sunday School and leading the Youth Committee, which plans Youth Group activities.

## Youth Groups



St. Mark's has two youth groups. **Kids for Christ** is for youth in fourth through sixth grades. **EYC** is for youth in seventh through twelfth grades. Activities have included ski trips, an overnight rafting trip, lock-ins, a photo scavenger hunt, group-building games, and mystery dinners, as well as scriptural discussions on a variety of topics. The Iron Chef competition, in

which participants must answer Bible trivia questions, in order to obtain additional cooking ingredients, is a perennial favorite. There is interest in beginning annual mission trips for our youth.

## Youth Services & "Noisy Sundays"

In 2009 we began to hold quarterly family services at St. Mark's, in which youth read scripture, usher, help with prayers, and even offer their own insights in the form of a homily.



On the fifth Sunday of a month, which happens four times a year, we have "Noisy Sundays," where the youth remain in church for the full service. A second collection plate gathers coins, which is the noisy part. This collection is used to further youth formation or outreach.

We continue to add to our growing list of youth activities on the church calendar, which includes an annual Easter egg hunt, service projects such as roadside trash pickup and visiting nursing homes, caroling and our youth Christmas service, in which the youth perform various Christmas plays.



## Vacation Bible School (VBS)

VBS is offered to children from four-year-olds to those in fourth grade. We hold a three-day program in July which consists of Bible stories, crafts, songs, games and a play or concert that the children practice throughout the three days and then perform for parents and family on the last day.



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## Appendix G: Ministries



**Altar Guild:** Often described as a "behind the scenes" ministry, this team prepares the sanctuary for worship. Currently this team consists of eleven members.



**Bread Bakers:** Members of this ministry bake the mini loaves of bread we present to our Sunday visitors.

**Coffee Hour Hosts:** On a rotating schedule, members set up, make coffee and provide a snack between or after Sunday services.



**The Caring Community:** The members of this ministry offer support to the ill or homebound, including communion when desired. Volunteers with a caring heart and a desire to put the gospel into practice assist with food, transportation and visits.



**Four Corners Healthcare Ministry:** Members of this ministry, including ordained ministers and lay people, provide a 9:30 a.m. Sunday service on-site at the facility. This simple communion service includes a lot of singing and serves an ecumenical group.



**Children & Youth Worship:** Members of this team teach, assist in teaching, or feed our youth during Sunday School, Vacation Bible School, or other activities throughout the year.



**Daughters of the King:** This women-only ministry provides ongoing intercessory prayer support for St. Mark's and meets monthly to study and pray together. Members also send out a series of grief booklets to console parishioners after a loss.



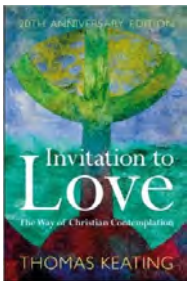
**Divine Diners Groups:** Groups of eight people get together about once a month to socialize and share a meal, usually at someone's home. Newcomers are always welcome to join this ministry of over fifty members.



**The St. Lawrence Library & Archives Ministry:** Our library reflects the diversity of our parish: we feature authors from various Christian traditions and from various world religions; we have books on Celtic Christianity, Christian psychology, contemplation, art, poetry, the mystics and more. There is a small collection of books and DVDs for youth, and a set of picture books in the sanctuary for use during worship services. Circulation is active, reflecting a parish of readers.



**St. Mark's Annual Christmas Bazaar:** This ministry offers a variety of opportunities for service, including organizing, baking, setting up, working on the day of the Bazaar and much more. The proceeds from the bazaar are used in outreach, youth education and other ministries, as determined by each year's needs.



**St. Mark's Book Study Group:** This ongoing group meets year-round on the 1st, 3rd, and 5th (when applicable) Wednesdays at 1:30 p.m.

**St. Mark's Meditation Group:** This group meets on the 1st, 3rd and 5th (when applicable) Wednesdays at 2:45 p.m. for a short spiritual reading followed by a seated meditation.



**Worship Team:** Lay persons assist in worship as Lectors, Eucharistic Ministers, Acolytes, Ushers (Greeters), and Eucharistic Visitors.

Acolyte training is offered annually to children from fourth grade up and to adults. Seven youth recently completed training.



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## Appendix H: Pastoral Care



St. Mark's is fortunate to have a strong, able and willing Caring Community team comprised of ordained persons and lay leaders who work confidentially with the rector. They, in turn, assist the rector in coordinating the multiple lay ministries that serve pastoral functions.

While our parish is of a size somewhat too large for the rector to be available anytime and anywhere, it is important to us that our rector both coordinate and participate in pastoral care.

In the past year, this ministry has strengthened the communication system, including encouraging parishioners to let the Caring Committee know when someone needs prayers and/or visits. Currently a retired priest at St. Mark's is handling acute pastoral care with the support of several trained lay ministers. Lay ministers take Communion to shut-ins on Sundays and whenever necessary during the week. Additional volunteers provide meals and transportation.

It is our expectation that pastoral care will be an important part of our new rector's ministry. We are proud and honored to have an experienced, loving group of lay ministers and volunteers to assist the rector in this important work.

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## Appendix I: Outreach



**Mission statement:** *Outreach ministries are pathways to transform hearts of worship into hands of service.*

Outreach can be seen in the smallest, kindest gesture of reaching out to another in need. The Outreach Team Ministry wishes to support the most vulnerable in our community, our nation, and internationally by supporting them financially and with hands-on works. We are focused on food for the hungry, shelter for the homeless, and education for youth and adults.

St. Mark's Church has many volunteering members involved in multiple community sites. The Outreach Team is striving to make visible the activities that St. Mark's supports and involve more parishioners in these projects and new on as opportunities arise.

### Financial Assistance

#### Alternative Horizons

Purpose: To provide support and alternatives to survivors of domestic violence and their families while striving to strengthen our community through education and prevention efforts. Services are free.



#### Durango Community Shelter (Volunteers of America – VOA)

The Durango Community Shelter continues to be the only 24-7/365-shelter service in southwest Colorado and the only option for individuals and families trying to get back on their feet and regain self-sufficiency. Earlier St. Mark's provided shelter for the homeless at the church on East Third Avenue, and these efforts led eventually to this community homeless shelter.



#### Episcopal Relief & Development (ERD)

ERD works with Church partners and other local organizations to save lives and transform communities worldwide. ERD helps rebuild after disasters and empowers people to create lasting solutions to fight poverty, hunger and disease. Working in some forty countries, ERD programs impact the lives of approximately three million people around the world.



#### Navajo Native Elder Project

The purpose of the Adopt-A-Native-Elder Program is the support Navajo Elders who choose to live in a traditional way. Many of these Elders live in hogans and in very remote locations on reservations in New Mexico, Arizona and Utah.



#### Southwest Colorado Safe House

The Volunteers of America Southwest Safe House serves women and children who are survivors of domestic violence and other violent crimes. St. Mark's provides gift cards at Christmas for Safe House residents.

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## Hands-on and Financial Assistance

### Community Emergency Assistance Coalition

The Community Emergency Assistance Coalition (CEAC) is a collaborative multi-agency effort aimed at providing homeless prevention and community stability through one-time emergency assistance to individuals and families in La Plata and San Juan Counties who are facing near-term financial crises. St. Mark's provides funding and acts as a referral for people who come to the church seeking assistance.



### Community Thanksgiving Dinner



Twenty-seven years ago, this Durango Thanksgiving Day tradition was begun by Mike Darmour, a parishioner at St. Mark's who later became a priest. The event is now sponsored by Durango Shared Ecumenical Ministries: Christ the King Lutheran Church, Congregation Har Shalom, First United Methodist Church, Mercy Regional Medical Center, Sacred Heart Catholic Church, St. Columba Catholic Church, St. Mark's Episcopal Church and The River Church. Local

businesses and volunteers from all over Durango also assist in providing this annual community dinner, which is free to all. Over seven hundred people are served at the La Plata County Fairgrounds and another hundred plus by home deliveries. A member of St. Mark's has managed this event for the past several years.

### Habitat for Humanity

St. Mark's rounds up its builders, its handy men and women and anyone just willing to carry and fetch, joining other community members for an annual build day on new housing.



### Inter-Varsity Christian Fellowship, Native Campus Ministries

IVCF is a campus ministry that establishes and advances witnessing communities of students and faculty. The local chapters at Fort Lewis and San Juan College are part of the Native Ministries branch of IVCF, which works to introduce Native students to Jesus. Through mentoring, Bible study and leadership training that is tailored to meet the specific needs and cultural understanding of these students, Native InterVarsity is equipping some of Native America's best and brightest to take the Good News with them wherever they go. All four of the Native InterVarsity staff in the Four Corners area are St. Mark's parishioners. St. Mark's also provides financial assistance.



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### **Manna Soup Kitchen**

St. Mark's has been involved in the Manna Soup kitchen since its inception. Currently, in addition to serving food at the kitchen once a month, several members of St. Mark's are also active on the Board of Directors. Our EYC built benches for the Soup Kitchen garden. The mission of this organization is to provide, in the name and spirit of Jesus Christ, nourishing meals and supportive services in an atmosphere of acceptance and caring for those in need.



### **Navajo Solar Light Project**

The Navajo Solar Light Project is conducted in partnership with the Durango Daybreak Rotary Club, which has been coordinating this work for over two years. Several times each year, community volunteers travel to the Navajo Nation to install a small solar panel, two or three interior lights and a cell phone charger in non-electrified homes.



The lights are placed in homes over work, study and eating areas. It has been reported that 16,000 Navajo homes do not currently have electricity. St. Mark's participates collaboratively with the parishes of St. Barnabas of Cortez and St. Patrick's of Pagosa Springs. In December 2014, St. Mark's received a Southwest Regional grant on behalf of all three southwest Colorado parishes for fifteen home installations. During 2015, the three parishes have engaged in stewardship activities to gather matching funds, which will result in the availability of additional lighting. In 2014 St. Mark's Christmas Bazaar Committee donated \$2000 from the Bazaar proceeds to this ministry.



### **Salvation Army**

Each year St. Mark's volunteers participate in the annual bell-ringing drive, which collects money for use in this community.



**Southwest Region of Colorado Episcopal Diocese** - St. Mark's provides financial support to the Southwest Region. Additionally, a parishioner currently serves on the Executive Committee.



**United Blood Drive** - Twice a year St. Mark's sponsors the United Blood Drive mobile unit at the church. Parishioners donate blood and recruit others to do the same.

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## Appendix J: Vestry, Staff and Committees



### **Vestry**

St. Mark's Vestry consists of nine members elected from the congregation. Each member serves a three-year term. At the Annual Meeting in January each year, three members rotate off the Vestry and three are elected.

### **Staff**

The Rector is a full-time position. All other staff positions are part-time. These positions include Parish Secretary (25 hours per week), Choir Director (12 hours), Organist (16 hours), Children and Youth Coordinator (25 hours), and Sexton (10 hours). All this time all positions are filled with the exception of the Organist.

### **Support Clergy**

Presently, one ordained clergy person serves as an assisting priest. She assists at Sunday worship, and serves as supply priest when the rector is out of town. She leads the Wednesday healing service and coordinates the bi-weekly book study and meditation. She also coordinates the Eucharistic visitors and leads a worship service at a local Skilled Nursing Facility monthly.

### **Retired Clergy**

St. Mark's has always been blessed with retired clergy willing to help when needed. Currently we have three retired priests. One no longer is active in services. Another provides services at two churches in the mountains of western Colorado twice a month. One is active in pastoral care. She is willing to continue to assist the new rector in this capacity if needed. During the interim time, she has been actively leading the Caring Community team and providing acute pastoral care. She also serves as a supply priest when the rector is unavailable.

### **Communication**

St. Mark's uses a weekly e-newsletter, announcements before services and the printed service leaflet to communicate with the full parish. We practice transparency, publishing the minutes of Vestry meetings and making monthly the financial reports available.



### **Committees (report to Vestry)**

#### **Building and Grounds Committee**

Purpose: To oversee the appearance and upkeep of St. Mark's buildings and property. The grounds are maintained by a combination of lawn service vendors and by parishioners who adopt a flowerbed.



#### **Columbarium Committee**

Purpose: To design the expansion of plots in the Columbarium and to manage plot requests. The Vestry has requested this committee to draft a formal "Columbarium Management Policies and Procedures" document.



### **Endowment Committee**

Purpose: To oversee the investment of endowment funds to produce income for the church and to control access to the funds in concert with the Vestry.



### **Finance Committee**

Purpose: To oversee the finances of the church and report to the Vestry on a regular basis. It is also responsible for working with the rector to create a yearly budget for presentation to the Vestry for approval.



### **Liaison to 3rd Avenue Arts**

Purpose: To facilitate communications and cooperation between 3rd Ave. Arts and St. Mark's Vestry.



### **Liturgical Committee**

Purpose: To review and update liturgical practices. This committee is comprised of a team of clergy and lay leaders who assist the rector.



### **Outreach Committee**

Purpose: To coordinate St. Mark's hands-on involvement in community projects and help set financial priorities for projects which assist the less fortunate locally, nationally and internationally.



### **Personnel Committee**

Purpose: To advise the rector on personnel issues. This committee is composed of the Senior Warden and two additional Vestry members along with the rector. It also offers support through the development of job descriptions and administrative policies and procedures, as well as and developing a staff manual for St. Mark's.



### **Stewardship Committee**

Purpose: To provide leadership for the annual stewardship campaign.



### **Youth Committee**

Mission: To build a loving fellowship of disciples of Christ through service, education and recreation.

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## Appendix K: The Iona Invitation to Communion

*(slightly adapted)*



This Invitation to Communion comes from the Iona Abbey, first established in 563 A.D., and located on the Isle of Iona, off the west coast of Scotland. It is the home of the Iona Community, an ecumenical Christian religious order founded in 1938 during the rebuilding of the Abbey.

Fr. Andrew Cooley (St. Mark's Rector 1995-2011) spent time at Iona while on sabbatical. Upon his return, he introduced the Iona Invitation to Communion to the congregation.

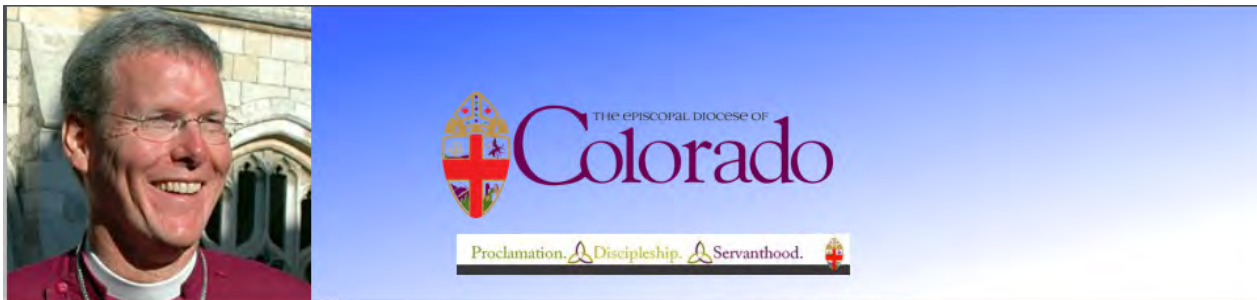
Members present at the time remember sermons in which he shared the history and significance of Iona and the work of the Iona Community, which has a commitment to ecumenism and to peace and justice issues.

The congregation of St. Mark's readily accepted the Iona Invitation to Communion, which has been used here for many years. These words, we pray, reflect our welcoming and accepting spirit. We are open to all seekers, wherever they are on their spiritual journey. This is the invitation:

Come, the table of bread and wine has now been made ready,  
It is the table of company with Jesus and all those who love him.  
It is the table of sharing with the poor and outcasts;  
          those with whom Jesus identified himself.  
It is the table of communion with the earth  
          in which Christ became incarnate.  
So, come to this table:  
You who have much faith  
          and you who would like to have more;  
You who have been to this sacrament often,  
          and you who have not been for a long time;  
You who have tried to follow Jesus,  
          and you who have failed.  
Come. It is Christ who invites you to meet him here.

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## Appendix L: Episcopal Diocese of Colorado



The Episcopal Diocese of Colorado consists of 114 congregations and institutions located throughout the mountains, valleys, and plains of this great state. The Right Rev. Robert J. O'Neill is the Episcopal Bishop of Colorado (see picture above). Bishop O'Neill's family roots extend back to the days of Colorado's gold and silver rush.

The Diocese is comprised of five regions – the Northwestern, Southwestern, Sangre de Cristo, High Plains and Front Range. Each has a Regional Missioner who reports to the Bishop. St. Mark's is a member of the Southwestern Region, which includes a total of seventeen parishes. See our region website here: <http://www.swregion.org/>.

The Office of the Bishop is physically located in Denver. It exists to *serve the mission of the Church* as lived out in every congregation of the diocese. The Diocese has a Standing Committee composed of clergy and lay representatives from its five regions. The Diocese does not have set requirements for clergy participation in diocesan committees but seeks out interested persons whose participation complements their work in their parish.

The Diocese also has an on-going support group for clergy new to their parishes. This group meets in different places but tries to find a central location so that travel is not burdensome.

Recently, the Diocese has asked that all parishes begin the development of an emergency plan/strategy to address concerns arising from various types of emergency situations. The Diocese will provide support on how to structure such a plan. Sam Burns, the St. Marks representative for the Southwestern Region, is in the process of developing a task force of church members to support the plan development.

Though Bishop O'Neill does make sincere effort to visit parishes within the Diocese routinely, for us there is a natural sense of distance from the central "hub" in Denver and the larger Front Range area.

Furthermore, the cultures of the various regions vary widely. For example, because of distance, travel between parishes is much more difficult in the Southwest Region than in the other regions. Seeking to understand Durango and the region will help provide an appropriate context for St. Mark's place within the Diocese.

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Of the seventeen churches in the Southwestern Region, St. Mark's interacts most frequently with St. Barnabas in Cortez and St. Patrick's in Pagosa Springs. These two churches are each a one-hour drive from Durango, the former to the west and the latter to the east.

Joint activities between St. Mark's and other churches in the region have included

- Safeguarding God's Children classes
- Confirmation classes
- A solar light project on the Navajo Nation

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## Appendix M: Bishop Rob O'Neill's Vision

Bishop O'Neill's vision for the diocese is “to plant and to cultivate dynamic, imaginative, and transformational Christian communities across Colorado.”



He names four areas of strategic focus:

1. **Living Missionally at a Grassroots Level**—that is, continuing to expand our collective engagement with our missional identity on every level;
2. **Establishing Radical Generosity as a Core Pattern of Life**—specifically, considering how we can shift our mindset away from inordinate preoccupation with institutional maintenance and preservation to one of self-offering and self-emptying, which is the mind of Christ, in the service of God's kingdom;
3. **Engaging Substantively with the Suffering of the World**—that is, bringing greater depth and substance to our witness to the Gospel by moving beyond the practice of charity at arms length and in living into the transformational embrace of suffering which is what true love demands; and
4. **Committing Fully to Evangelizing with Young Adults**—namely, proclaiming the Good News (Love is here. It is who you are!) to a culture and a generation that is, in fact, searching for a transcendent vision and does, in fact, long to know the love that is life.

~From the Office of the Bishop, <http://www.dioco.org>

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## Appendix N: Living in La Plata County

Durango is located in southwest Colorado within the Four Corners region, named for the point at which the boundaries of Colorado, New Mexico, Arizona and Utah converge. The terrain of the sparsely populated region transitions from the high alpine of the southern slopes of the San Juan Mountains through pinion and juniper forests to arid canyon and desert country characteristic of the southwest. Four Corners communities are typically located on or near the rivers of the San Juan Basin. The San Juan River is a tributary of the Colorado River, which drains the nearly 24,600 square miles that make up the region.



Southwest Colorado rests on the eastern edge of the Colorado Plateau, a geological landscape of 130,000 square miles filled with mesa and red rock canyons and ringed by 14,000-foot mountains.

Natural beauty surrounds Durango. The San Juan Mountains tower above the Animas River which flows through the town. Throughout the area, there are vast public lands managed by the San Juan National Forest and the Bureau of Land Management.

Durango is accessible from everywhere, but is not particularly close to anywhere. Albuquerque, New Mexico is a three-hour thirty-minute drive to the south. Denver can be reached in seven hours, offering one of the most beautiful drives in the state. The La Plata County Regional Airport just outside Durango has daily flights that connect with hubs in Denver, Dallas and Phoenix. Some travellers prefer to drive to Albuquerque International Sunport offers connections to a larger range of destinations.



Durango is a year-round destination for visitors seeking the outdoors. Nearby is Mesa Verde National Park, which has been designated as a World Heritage site for its ancient cliff dwellings and artifacts. With a dry, moderate climate offering nearly three hundred days of sunshine per year, the area provides an opportunity for countless recreational activities. Mountain biking, hiking, climbing, horse-packing and the Durango-Silverton train attract enthusiasts from all over the United States.

Winters are relatively mild and summer temperatures are temperate. Nearby Purgatory Resort offers 1,360 skiable acres, five terrain parks and kids' play area. This is a family-oriented ski resort, and was named the Best Value Ski Resort in North America by Trip Advisor.



Durango is the county seat of La Plata County, contributing to its role as a regional hub for commerce and services. Durango is home to Fort Lewis College, a liberal arts college with approximately 3800 students and to Southwest Colorado Community College, with approximately 500 students enrolled in health and technical career studies. Also located in Durango, Mercy Regional Medical Center and Animas Surgical Hospital together provide comprehensive and technologically advanced medical care for

southwest Colorado and the larger Four Corners area.

Durango's main street offers a variety of boutiques, specialty shops, galleries and restaurants. With a vibrant and historic downtown, Durango offers more restaurants per capita than any other city in the US. Residents and visitors enjoy the benefits of a small-community atmosphere combined with access to music, theater and festivals.

Although natural gas development remains an integral part, the county's economy remains reliant upon tourism and services. The Southern Ute Indian Tribe holds lands nearby, with headquarters in Ignacio to the southeast. The Tribe is one of the leading employers in the region.

Durango retains its "old west" character, combining the heritage of three active cultures: Anglo, Hispanic and Native American.

### The "Rest of the Story"

Durango is a desirable place to live, a belief occasionally reinforced by the town's appearance on a variety of "Best Of" and "Top Ten" lists. Limitless opportunities for outdoor pursuits combined with relative geographic isolation contribute to a vibrant small town with a population actively engaged in its quality of life through a host of business, civic, educational, artistic, cultural, and spiritual commitments. A rich tradition of collaboration characteristically draws people from local governments, schools, health/human service agencies and churches together to address community needs. It can be both gratifying and messy.

Typical of communities attracting new residents, the cost of housing in Durango and the surrounding area can be high, although home prices vary dramatically depending on location. Within certain neighborhoods and resort developments, homes can be quite expensive. Prices tend to moderate in rural areas and in neighboring towns within the County. There are good schools throughout the County, making it reasonable to consider living in a rural area or nearby community.

Durango has a strong local economy with considerable opportunities for employment. The market size and geographic location can be a challenge for an accompanying spouse interested in pursuing his or her own professional careers or who simply wants to or needs to work. Opportunities in education, health-care, tourism and some technological industries are commonly

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available. With high-speed internet access available in most areas, telecommuting is also an option.

For many the decision to live in Durango is made as part of a commitment to pursue a passion, whether that is a sport, a business, or an active retirement. It is not unusual to observe people juggling priorities in an effort to “get it all in.” Churches have long observed a drop in Sunday attendance when there is a killer powder day at Purgatory. It is also common for a significant number of residents to split their time between Durango and places elsewhere. Many have second homes and move to or away from the season. Many simply travel and make regular stops in Durango. There is a steady turnover in the population experienced throughout the community, including St. Mark’s, which adds both interest and uneasiness.

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## Appendix O: Third Avenue Arts

The congregation of St. Mark's values the Spiritual Arts - music and art as spiritual dimensions. These programs deepen our own experiences and serve as a way to broaden engagement with the larger community. 3<sup>rd</sup> Avenue Arts provides an opportunity for members of our church to create, participate and enjoy these programs while inviting others in.

In 2005, St. Mark's Minister of Music & Arts Scott Hagler organized the first **Recital Series** at St. Mark's, using the beautiful space in the church nave to present high-quality classical recitals that have become community favorites, drawing on the depth of talent in the congregation and the community. Next, he created an annual **Sacred Arts Festival**, open to all interpretations of the sacred from any faith tradition. The festival features visual art, music and poetry. "I'm proud that our music and arts program opens wide the doors of the church and encourages all to come in," he commented. "One artist called St. Mark's 'a refuge from cynicism.' A regular concert-goer said that St. Mark's is her favorite venue in Durango to hear classical music." Building on the success of the Recital Series and the Sacred Arts Festival, in successive years a **Bach Festival**, a **Chamber Music Festival**, and a **Salsa Festival** were added.



As this activity grew, it became clear that a vehicle for managing the donations, ticket sales and event receptions was needed apart from the church's bookkeeping apparatus. In addition, the support for these festivals, concerts and recitals was diverse, but financial support was not; we wanted to establish a non-profit entity that would be church-related but independent, in order to attract funds from a more diverse set of donors.

An existing 501(c) 3 organization for a church bookstore was converted into 3<sup>rd</sup> Avenue Arts. A contract between St. Mark's and 3<sup>rd</sup> Avenue Arts defines the flow of funds between the two entities. The financial goal for 3<sup>rd</sup> Avenue Arts is to generate a surplus that can be used for outreach and education, especially within the local music community.

The mission of 3<sup>rd</sup> Avenue Arts is to bring high-caliber music and arts to the Durango community at an affordable cost, drawing on the large talent pool in our region and the St. Mark's venue and pipe organ. More than twenty concert performances are staged at St. Mark's each year. Each concert puts St. Mark's in the hearts and minds of scores of music and arts lovers, building good will and a reputation for excellence in the broader community. It is our fervent hope that this important adjunct to St. Mark's reputation as a cultural beacon in Durango will flourish and continue to grow and serve as yet another form of outreach.

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## Appendix P: Our Search Process

In 2011, St. Mark's conducted a search for a rector who joined the parish in 2012. In January, 2015 this rector was called to serve in the Bishop's office. In April, the Vestry appointed eight parishioners to form a new Search Committee. Selected members represented St. Mark's across both services, both genders, and all age ranges. Only one member of the current Search Committee served on the previous Search Committee, three years ago. A ninth person, who also serves on the Vestry, was appointed as scribe for the group.

In the spring of 2015, St. Mark's conducted a parish-wide workshop with a facilitator provided by the Bishop's office. The workshop focused on the history of St. Mark's, the re-occurring themes through the tenures of different rectors, and current ministry priorities. Through the information gathered that day and a subsequent survey, we compiled a document entitled "What Matters to Me." The Search Committee used this information to update and restructure the 2011 profile.

After prayer, reflection and discussions with members of the previous committee, the group decided to recreate the profile and portfolio first, reserving time to discuss what was written with the congregation before it was sent to the Canon Missioner for publishing. The Committee felt that it was important that the congregation read and validate what was written. Members of the Search Committee made themselves available for questions and input from church members between and after church services on Sundays, and, once drafts of the new profile and portfolio were completed, hosted a series of open meetings with members of St. Mark's to receive further feedback and input, which then shaped the final draft of the portfolio.

