



Office for  
Transition  
Ministry

# Ministry Portfolio

*Full Portfolio (last updated Sep 4, 2019)*

## St. Luke's Episcopal Church, Kansas

5325 Nieman Rd, Shawnee Mission, KS 66203, United States

Contact:

Rector / Vicar / Priest-in-Charge

[dkremers@episcopal-ks.org](mailto:dkremers@episcopal-ks.org)

Weekly Average Sunday  
Attendance (ASA)

75

Number of Weekend  
Worship Services

2

Number of Weekday  
Worship Services

0

Number of Other per Month  
Worship Services

0

Current Annual  
Compensation

\$72130

Cash Stipend

Housing / Rectory Detail

Utilities

SECA reimbursement

Compensation Available for  
New Position

\$56500

Housing Available for

Pension Plan

**We're in compliance with  
CPF requirements.**

Healthcare Options

Negotiable

Dental

Housing Equity Allowance in  
budget

Annual Equity Amount

Vacation Weeks

**One month, including 5  
Sundays (standard)**

Vacation Weeks Details

Continuing Education Weeks

**2 (standard)**

Continuing Education Weeks  
Details

Continuing Education  
Funding in budget

**up to/including  
\$500/year**

Sabbatical Provision

**Yes**

Travel/Auto Account

Other Professional Account

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

The Noon Refresher group at St. Luke's was developed strongly in recent years and continues to be vibrant. The group averages 12 people and meets at noon every Wednesday in the parish hall to share information about themselves and to listen to others' concerns and opinions. They consistently use and pray from the Prayer Book and use Forward Day by Day and noon day prayers. Attendees take turns running the refresher and everyone brings their own lunch. A strong sense of fellowship is genuinely felt at this weekly ministry that is grounded in prayer and Bible study. As one of the group's members stated, "They get their spirituality on Wednesday when they can't come on Sunday."

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

Remaining focused and being true to our mission. We worship God, we teach and nurture each other in the faith, we spread God's word. In our common life, we seek the essentials, unity; in the non-essentials, diversity; but in all things, charity. Our worship is defined by prayer. Follow Jesus and love one another. We have taken recent strides in technology and have introduced into our worship and adult forums. Our stewardship of God's creation by reducing paper use led us to developing an electronic Sunday Bulletin that can be downloaded from our website for use by our shut-ins or by the congregation at worship on their smart phones or iPad. Our parish web-site is one of the best in the diocese in addressing the Church of the future.

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

Genuine, communicator, preacher, pastoral care, youth, administration

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

St. Luke's is not high church and has no desire to be. We have an 8:30 am traditional service that alternates between Rite 1 and Rite 2 with traditional organ music with a cantor and has a dedicated group of parishioners. The 10:30 am service has a blend of contemporary and traditional music and is primarily a Rite 2 service with organ, piano and guitars and sometimes strings and brass. This style of worship has been embraced for many years and remains popular to date. A new rector will need to accommodate and appreciate the different styles of worship that our parish has come to love.

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How do you practice incorporating others in ministry?

St. Luke's prides itself on being a very friendly church and promotes our motto of "Come as You Are, All Are Welcome". We have greeters that welcome visitors at both services. The ushers hand out a visitor bag to any first-time visitor which contains popcorn, a small version of the new testament, information about St. Luke's and the Episcopal faith. We encourage visitors to come to our coffee hour after the 10:30am service where we can get to know them. St. Luke's has several outreach ministries where participation is promoted and open to all. Lay ministry, Sunday school teaching, the Men's Group, Book Club and Dinner Club are just a few of the programs and activities where people who have a passion for ministry can be involved in and readily contribute.

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

Pray for shut-ins; the sacrament of communion; the Circle of St. Luke's Prayer Group (commitment to praying for up to six parishioners for a year); send best wishes through birthday and anniversary cards; and, the Pulse of the Parish (email messages to all with updates about parishioners (and non-members) who are sick or who may have been hospitalized and are recovering). St. Luke's is a very caring community and closely looks out after one another. Parishioners are broken into zones, based upon the area they live in. These Zone Groups take meals to people who are sick within their zone and team together to prepare a meal for Sunday coffee hour which continues to develop strong fellowship.

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

By being a good listener to their problems. Everybody has a story to share about themselves and their life. It is important to find out what their needs are and to open your heart to learn more about them. Our multiple outreach ministries provide not only food, money and gifts for the needy, but bring a sense of hope and encouragement. Our outreach ministries are done out of love, with prayer and compassion for those we help. We continue to search for area organizations that could use a helping hand. We have consistently provided non-church individuals or families with assistance in paying housing and utility bills.

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

St. Luke's has participated in multiple outreach ministries in our community, including St. Paul's Kansas City, Kansas food pantry, the Shawnee Community Services, Operation Breakthrough Christmas gifts, and the Harvesters Back-Snack program. Our church recently collected personal hygiene care products in support of KC 4 Refugees which were sent to displaced people. We support an annual VBS in the summer that includes children in our church and from the surrounding neighborhood. This year we sent one of our youth to the Diocesan Mega Camp. We participate fully in the apportionment program with the Kansas Diocese. We have an art ministry that allows local artists to show their work in our church. St. Luke's is currently involved in a special collection campaign to send funds to the Diocese of the Rio Grande to assist with the difficult conditions on the US border with Mexico.

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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?

St. Luke's started a vegetable garden at the church; the produce collected is given to a local food pantry. We volunteer one Saturday a month at the Shawnee Community Services (a non-governmental organization whose primary support comes from the resale of donated goods along with cash donations). Volunteers will work to sort through and label donated clothing and food items and stock the shelves. The items are either free or sold at a very low cost to low income families. The Operation Breakthrough ministry has been a recent success. The program identifies needy families around the holidays who are unable to buy gifts and provide a nice meal for their family. Each parishioner will buy three gifts off a list provided by their parent as well as a gift card for the parent and a grocery card for a special dinner. 12 Baskets collects food items and gives them to a food pantry. KC 4 Refugees collects basic household and toiletry items to be given to refugees. Dennis Phillips is our primary contact for these ministries.

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

The giving of time, treasure and talent is what we have continued to stress. Money is necessary to make the church function but equally important are the contributions people can provide of their time and talent. We encourage involvement and bring attention to the stewardship by having a parish wide stewardship dinner to kick it off. We have parishioners speak during the services during stewardship month to reflect on what St. Luke's Church has meant to them and why they participate. Some members may be limited as to what they can give financially but reminded that the giving of their time and talents to the various programs and ministries are greatly appreciated. We have had sign-up booths in the parish hall after each service for people to sign up or so they learn more about a ministry. Participation at any level is welcomed and encouraged. We roll out a different theme each year to keep it fresh. For example, last year's theme was "Give, Serve, Attend, Grow... Stewardship... a way of life."

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

We have been very good at St. Luke's about trying to talk about issues and problems that arise. We have presented issues before the congregation and broken them into small groups for them to discuss amongst one another. Then each small group will report on their position before the larger group. This style of problem resolution keeps any one person from dominating a discussion or influencing the group and has been successful at St. Luke's. People are encouraged to share their feelings and know that they will be listened to and treated respectfully. Maintaining an open line of communication and getting issues out in the open are key in keeping small problems from growing.

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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?

When presenting something new, we have found that having one open forum is not enough. People need to have time to process the idea and think about how this will affect them and their worship experience. Patience is the most important virtue in change. Giving people an opportunity to express their opinions and feelings about an issue is important for any change to be successful. We had recent success in adding electric hymn boards in the sanctuary, which can be used to supplement the sermons. We also were successful in introducing tablets with the full Sunday service being online to view. Where we haven't had success, it is usually due to poor communication where the people making the change failed to consult the people most likely to be affected. For example, when a change to store the Back-Snack supply shelves was made without speaking to the volunteers in charge of this program we had unhappy results. We have learned some lessons over the years in how to go about presenting change to the congregation. Sometimes the little things that don't get properly discussed can upset people the most.

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### Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Rev. Mary Siegmund	Rector / Vicar / Priest-in-Charge	2014-09	2019-06

Name	Position Title	Date Begun	Date Ended
Rev. James Cook	Rector / Vicar / Priest-in-Charge	1994-10	2013-07

Name	Position Title	Date Begun	Date Ended
Rev. Daniel Appleyard	Rector / Vicar / Priest-in-Charge	1986-10	1993-07

*VBS every year is very well attended. 15 teachers work with 25 children; most from the community*

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
	<b>5</b>	<b>6</b>

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
		<b>5</b>	<b>15</b>

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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# Ministry Portfolio

Full Portfolio  
(last updated Sep 4, 2019)

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Worshipping Community Web site: <http://www.stlukes.net>

Media Links:

Online References:

Languages Significantly Represented:

Provide Worship or Classes in:

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### References

Bishop:

(785) 235-9255 [cbascom@episcopal-ks.org](mailto:cbascom@episcopal-ks.org)

**The Right Reverend  
Cathleen Bascom**

Diocesan Transition Minister

Home 913-631-2742 Cell 816-719-0132 [dkremers@episcopal-ks.org](mailto:dkremers@episcopal-ks.org)

**Debbie Kremers**

Current Warden/Board Chair

913-302-3483 [TROHRER@HNTB.com](mailto:TROHRER@HNTB.com)

**Tim Rohrer**

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader