



Saint Andrew's Episcopal Church Glenwood, Maryland

Mission Statement

*The mission of St. Andrew's Episcopal Church is to
create an inclusive and welcoming community
that is grounded in faithful worship,
fosters lifelong spiritual growth and learning,
and is committed to Christ's hospitable love and service.*

Welcome!

Know that whoever you are, wherever you find yourself in your journey of faith, there is a place for you at St. Andrew's Episcopal Church in Glenwood. We are an openhearted community eager to share the love of Jesus Christ when we gather and when we reach out to the wider world.

We are searching for a new rector to join us in cooperative leadership and ministry. This document presents the information a potential candidate should consider before applying; but importantly, it is also a full description of us for those who may be searching for a church community. Read on, come and visit us, enjoy our holy hospitality, and consider joining us and contributing your gifts as together we proclaim the love Jesus Christ asks us all to share.

The rector we are seeking

Over the last two years we, the people of St. Andrew's, have invested time and energy to understand who we are and how we will fulfill our mission. Clarity about our strengths and challenges has prepared us to welcome a new rector who will partner with us as we further discern our future. We are seeking an individual with the following qualities:

Leadership – Supports collaboration, encourages consensus decision making. Is flexible, cooperative, communicative, transparent, and supportive of mutual ministry.

Preaching – Delivers an enthusiastic edifying biblical message. Presents both the original context of scripture and its application today.

Pastoral care – Provides empathetic support for all generations. Can engage people with compassion and understanding, exemplifying faith and God's love.

Values – Shares our values of worship, openness, learning, formation, and outreach.

Liturgy – Creates a vibrant and meaningful liturgy, integrating music and the spoken word, using a variety of resources.

Management / Administration – Manages the business of the church, in collaboration with the vestry. Supports training of lay leaders. Follows procedures and policies.

Catalyst for change and growth – Serves as a strategic visionary with creativity in congregational development.

An experienced priest with the characteristics described here will find both creative opportunities and potential for professional growth.

History

In 1976, St. Peter's, Ellicott City, was called to sponsor a mission in the heart of the rapidly growing area of western Howard County. After reaching a lease agreement the mission was established at the historic Union Chapel, which is listed with the Maryland Historic Trust.¹ Completed in 1833, the structure was restored to its original, if primitive, condition. The name selected for the mission was St. Andrew's, in honor of the brother of St. Peter. Late in 1980 twelve families left St. Peter's to form the new mission, worshiping first at Glenwood Middle School. On Christmas Eve of 1980 we celebrated our first service in Union Chapel.

¹ See [National Register Properties in Maryland](#)

St. Peter's continued as our sponsor through 1985; St. John's, Ellicott City, then took over support. There were often doubts whether the mission would survive to become an independent parish, but many tenacious, hardworking and often generous members held onto their vision and led St. Andrew's to a brighter future.

St. Andrew's flourished in the mid-1990s, so much so that in 1995 the 9:00 service was moved to a larger venue at nearby Bushy Park Elementary School. In May 1997 a thriving St. Andrew's became an independent congregation in the Diocese of Maryland.

In October 1998, we purchased 10 acres a quarter mile south of Union Chapel. A capital campaign was initiated in 2000 to construct our parish house. On St. Andrew's Day, December 01, 2002, we celebrated our first service of worship in the Parish Hall. Our schedule until COVID hit was to worship at 8:00 and 11:15 in the leased Union Chapel and 9:00 in our Parish Hall.

The continued generosity of our members allowed us to joyfully burn the mortgage in November 2021.



In 1994 generous funding by Adelaide Riggs, a parishioner of St. Andrew's Episcopal Church, provided indoor plumbing, a meeting room, office space and a sacristy, the facilities needed by a growing church.



The mortgage for St. Andrew's parish house was fully paid in November 2021.

Like so many other churches, the beginning of the COVID crisis in 2020 marked a turning point disrupting in-person attendance. Our average Sunday attendance (ASA) between 2015 and 2020 ran between 104 and 126. Between 2021 and 2025 our ASA ran between 55 and 66. Besides the pandemic there were other contributing factors including that our large population of youth matured and moved on,

the local building boom came to an end, the death of long-term parishioners, and parishioners who retired and moved away. Declining attendance prompted new challenges, requiring us to adapt and change including dropping the 11:15 service.

From September 2021 through December 2025, we shared costs by partnering with St. Paul's, Poplar Springs, sharing clergy and a music director. Our partnership was rewarding and successful on many levels, but after much discussion and prayerful consideration the partnership ended at the end of 2025. We continue to join with our friends from St. Paul's supporting Afghan refugees. (See the outreach section of this profile.)

Our rector of 14 years, The Rev. Dina van Klaveren, answered a call to join the Bishop's staff in January 2024. Her departure initiated our current period of self-examination and reflection. During this transition time, we have discovered revitalized leadership within the laity and renewed commitments for stewardship across the congregation. We have sound footing to recruit our new fulltime rector and now look forward to making new history serving the mission of Christ.

Congregational personality – our church family

Those who visit St. Andrew's will find that our church family has a distinct personality, which is expressed in how we care for one another and how we interact with the communities we support.

We strive to be warm and welcoming to visitors, greeting them at the close of worship and inviting them to join us for coffee hour and adult forum sessions. We encourage and welcome attendees and new members to get involved in church activities, including worship and church governance. We are an open and caring community, ready to meet the needs of every faithful seeker, at every stage of life.

As visitors worship with us, they will find that we draw our spiritual sustenance from the Eucharist and the Book of Common Prayer. If they worship at our 8:00 a.m. service at Union Chapel, they will find a contemplative, sacred space in a traditional chapel nearly two centuries old. If they come to our 9:00 a.m. service in the parish house, they will hear joyful music and children playing during the service. They will see a Parish Hall recreated as a sacred space. They will find a community united in their desire to seek and learn God's will for their lives and for God's work in the world. Then, after church, they may see us stack the chairs to clear the way for walking our labyrinth or holding an activity later in the week.

St. Andrew's personality is adaptable, flexible, and curious. We may show up to church one morning and find the Parish Hall reconfigured to focus on a baptismal font in the middle – and we will simply flow with the change. We embrace new ministries and confront old and new challenges, rooted in our legacy as a mission church. We hold a can-do spirit and outlook. We believe that God has a message and a purpose for us in the world, and we enjoy exploring that purpose together, in love and mutual respect.



We have cultivated ministries of mercy and compassion, supporting refugees and sharing our faith with our partner parishes in the Remington neighborhood of Baltimore and in nearby Highland. We have gone with our youth to Appalachia and Central America because we want them to know how the Lord works in those places that are far from their homes and outside their culture. We have integrated our youth into our ministries around our region and in the wider world.

Meanwhile, as our congregation has grown older, we have rejuvenated our pastoral care team to comfort and engage the sick and elderly among us, connecting us all as beloved community. We are caring and committed to being God's heart and hands in our community, nation, and world.

Warm fellowship is a part of every Sunday at coffee hour where we have time to chat and enjoy goodies from our talented bakers. Good food is also present at our fundraising events like Bingo and the annual Jumble Sale. Our Easter Egg Hunt and Christmas Pageant enlist our volunteers to create memorable and meaningful experiences for the children. We celebrate with joyful spirit at St. Andrew's.

This is a congregation composed of well-educated and intelligent people. Some parishioners work, or have worked, at the heart of our nation's government as public servants, scientists, and engineers. Others are professionals in medical and educational fields, and a few of us are farmers. Collectively, we have seen and learned much about the human experience and have responded to God's call in myriad ways. This diversity is matched by the variety of hometowns and the breadth of religious backgrounds, in numerous Christian denominations, that have brought us on our spiritual journeys to St. Andrew's. We embrace everyone, from the sojourner to the life-long Episcopalian.

Worship

Worship at St. Andrew's is grounded in Episcopal liturgical tradition and centered on the Eucharist. Many at St. Andrew's have journeyed from numerous faith traditions, and we work to create a big tent to meet everyone's spiritual needs. We provide a welcoming and inclusive environment and encourage parishioners to "come as you are." Our worship blends both traditional and contemporary touches, with both quiet, reflective services and more blended, musically rich services. The worship style balances reverence and contemplative prayer with joy, song, and community participation. At its best, our worship is relaxed and meaningful and often joyfully reverent. We come together in Christ to refuel and recommit ourselves before going back into the world to do God's will.

Sunday services begin with an 8:00 a.m. Eucharist in the historic Union Chapel. At this service, expect a traditional, spoken liturgy that offers a quiet, contemplative atmosphere. This service typically attracts members without younger children and allows attendees with busy schedules to attend worship before moving on with their day.

Our 9:00 a.m. service is conducted at the St. Andrew's parish house, which is located just down the street from Union Chapel. This is a blended liturgy with Eucharist and includes piano music, accompanying our chancel choir. The atmosphere is typically lively and more contemporary. This service is also livestreamed to allow parishioners unable to be present to still be connected to parish life.



Music is a key element in our services, particularly the later Sunday service. We have a talented and dedicated choir that engages us with exciting and often moving music, which blends traditional hymns with choral and piano accompaniments. The congregation's strong sense of fellowship is enhanced by the active participation of all in raising our voices in song.

While we maintain traditional types of worship, we embrace flexibility and some experimentation in the form it may take. We use a variety of liturgical prayers and hymns and have even included the use of a bagpiper for St. Andrew's Day. We have conducted a "church in the round," where the congregation can worship from different viewpoints.

We welcome children at worship, and the 9:00 a.m. service is where most children attend. Our children's area is at the front, so the children can engage and lift their voices. We encourage our children to be involved in worship as crucifers, lectors, and to gather around the altar or the font at baptisms. One Sunday a month, our 9:00 a.m. service includes a Children's Chapel time. The third Sunday of the month includes children's "FUNDay School" after the main service (during adult formation time). We have a small, active youth group which meets the third Sunday of the month in the evening and is led by a dedicated cadre of adults. Youth formation revolves around learning, service opportunities, and fun social events.



"Reading in church is a good bonding experience with my brothers and we get to feed back into the church the love and acceptance that we have been given." — Caleb Graham

In addition to Sunday services, we have other forms of worship at St. Andrew's, including lay-led online morning devotions which occur daily at 8:30 a.m. Additionally, the floor of our Parish Hall includes a labyrinth, and the congregation has welcomed its use for quiet, meditative prayer.

We incorporate lay members into all aspects of our worship at St. Andrew's. This includes a great deal of laity support to make services welcoming and meaningful for those attending. Our greeters and ushers provide a warm hello to everyone who walks through the door, and particularly to those who might be guests or new attendees. We have a dedicated Altar Guild. We incorporate the laity into our services as lectors, crucifers, and chalicists, providing a meaningful way for individuals to be part of our worship community. An important part of our Sunday worship includes the sending out of Lay Eucharistic Ministers to those individuals who are unable to be part of worship. This portion of the service provides a bond between the congregation and those unable to attend.



"It is an honor to make sure the Lord's Table is set correctly and with reverence. To take care of the elements and all that is included is my way to serve the Lord. Sometimes Mary and Martha come to mind and I feel a kindred spirit." — Carol Evans



St. Andrew's Search Committee

Facilities

Union Chapel

- Rented space
- Leased through December 2026
- Rooms include
 - worship space
 - small meeting room
 - office
 - kitchenette



Historic Union Chapel, built 1833, restored 1980, renovated 1994



Union Chapel worship, Palm Sunday



Christmas Eve

Parish House

- Ten-acre property
- 6500 square foot building
- Fully owned
- Rooms include
 - four classrooms
 - two offices
 - full kitchen



St. Andrews Parish House, established 2001



Our versatile Parish Hall serves as a worship space and event space, and incorporates a walkable labyrinth, providing a focal point for Lenten practices and meditation



Our kitchen is used for preparation, supporting everything from coffee hour to food service during bingo.



Parish House Grounds

- Columbarium
- Gaga Ball pit and picnic area
- Native plants
- Meditation area



Our spacious grounds allow for special events and outdoor play!



Our Columbarium (est. 2017) and garden that provide a peaceful place for visitation and reflection



The brick walkway allows donors to post a brief message close to their heart, whether a memorial, a recognition, or a statement of faith.



Outreach

St. Andrew's has never been a congregation content to hide away in its own little corner of the world. Outreach is part of this community's DNA, and it has been a core part of many ministries, including Christian formation and youth education. The scope of outreach has been both local and international, beginning in our own community and region, but extending well beyond it.



"El Hogar breaks the poverty barriers to an education that allows students to graduate with a trade (electrician) and the ability to enter the University. Personally, it is heartwarming to witness hope and a future for children in a beautiful country burdened by violence, migration, and corruption." — Denise Sharp

For many years, our high school youth group, joined by adult leaders and other youth from our diocese, traveled to the St. Timothy's Episcopal Outreach Center in Irvine, Kentucky, to assist low-income families in the heart of the Appalachian Mountains. Similarly, youth have been a key part of St. Andrew's support for El Hogar, a mission of the Diocese of Honduras that provides a primary and secondary education for children living in the most challenging situations of rural and urban poverty in that country. St. Andrew's continues to contribute to El Hogar through direct financial donations and by sponsoring fundraisers such as coffee sales and community dinners.

One of the most enduring ministries is one that we share with neighboring St. Mark's Episcopal Church, Highland, in a tri-parish partnership with the Church of the Guardian Angel in Baltimore City. Guardian Angel ministers to at-risk and low-income populations, many with special needs, in the Remington neighborhood. Guardian Angel provides many programs, including a thrift shop and food pantry, and St. Andrew's and St. Mark's have offered support to Guardian Angel by:

- Collecting school supplies and backpacks and helping to distribute them.
- Preparing and serving a Thanksgiving dinner for residents of the neighborhood.
- Collecting and distributing toys, books, games, and blankets at Christmas for local children.
- Collecting non-perishable food and donations to support the food pantry.
- Collecting gently used clothing and other items that are donated to the thrift shop, which is a major source of revenue for the church.

"For me personally, this ministry has had a significant impact on my faith life. I am better equipped to be in deeper relationship with those in need and facing many difficult societal issues. I feel a deep sense of partnership with others that are seeking to live out the gospel call to serve others with compassion and humility."
— Robert Evans



Another ongoing outreach ministry has been our fostering of Afghan refugees who escaped from turmoil in their home country. In late 2021, when the call went out for faith communities to provide support for



"The Afghan family is now on a road toward complete independence. Their oldest is thriving in school and in March 2025 they welcomed the arrival of another beautiful child. To me, this work demonstrates the power of love, joy, and Christian hospitality in our two parishes. We have been forever changed by this ministry." — Bobbie Brown

refugees from Afghanistan, we partnered with St. Paul's Episcopal Church (in nearby Poplar Springs), to create a refuge for a family of three (now four). With St. Paul's providing its vacant rectory as a home, we pitched in to fix up and furnish the building, which was ready when the family arrived in February of 2022. Currently an outreach team is assisting the family to work towards independence.

We also help two teenagers, who were able to escape Afghanistan but without their parents. After spending many months in a Persian Gulf country awaiting permission for entry, they came to our community and lived, initially with our rector and then with a couple in nearby Ellicott City. They, too, are finding a home and future in the community, orienting themselves toward recovery and success in a new country.

Throughout all our outreach ministries, we have found wisdom and joy in working with people in other faith communities and from other cultures, within our own country and outside of it. Every time we reach out in love, we find that God is there, and we are humbled in service and learning on our path of discipleship.

Governance

Vestry

The St. Andrew's vestry consists of the rector, nine lay vestry members serving three-year terms and three ex-officio members (Senior Warden, Junior Warden, and Treasurer). Other officers include Registrar, Assistant Treasurer, and any other officers designated by the vestry. These last are non-voting members, unless they serve simultaneously as an elected vestry member.



Our vestry and search team meeting during power failure in March 2026.



In the last two years, with the help of our Interim Rector Katrina Grusell, the vestry has worked to empower the laity in leadership. Ad hoc and standing committees report to the vestry, recommending actions and decisions and conducting after-action reviews when appropriate. We have moved away from a top-down style of leadership, improving our communication and decision-making processes. We seek leadership in a new rector that will work to facilitate decision-making by consensus. Simultaneously, we

recognize conflict avoidance as an area where improvement was needed and have worked to address issues through appropriate dialog and reflection.

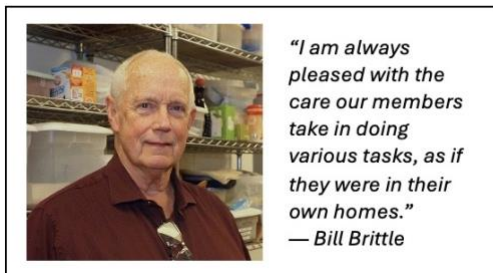
Finance Committee

Accurate and accessible financial records underpin our communal mission of ongoing stewardship and care.

In 2024, the finance committee, which had become inactive after COVID, was reformed and tasked with writing new donor policies; untangling long-standing restricted contributions; establishing an annual calendar for contract reviews and budget construction; implementing Realm management software (ACS Technologies); and hiring the ACS professional bookkeeper to work with our treasurer. These changes have created transparent practices that can direct decision making and readily provide answers to financial questions from our parishioners, vestry, clergy, and diocese.



Buildings and Grounds Committee



Since it was first occupied in 2002 and to this day our parish house has benefitted from a mix of volunteer and professional maintenance. The aging facility now has issues which will require capital improvements. Hence, our new Buildings and Grounds Committee is creating a detailed inventory of facility needs and projected costs. The inventory

will examine the parish house's roof, foundation, and all systems, as well as the grounds. Note that as a rural parish, we are responsible for our own well and septic system. Consideration will be given to health and safety standards, needs, and timelines as we

prioritize projects to enhance the use of our building for worship, labyrinth walking, and events. We have and continue to devote attention to the offices, classrooms, kitchen, and storage spaces. A written report submitted to the vestry will kick off discussion for next steps.

Environs

What is Glenwood today?

- Primarily residential
- Large tracts of rural farmland
- Population ~3,800 in 1,024 households
- Educated: more than half have college or graduate degrees
- 41% of households are “high income” – median \$230,250

Glenwood^{2,3,4} is an unincorporated community in Howard County, Maryland. Between 1960 and 2000 over a thousand homes were built, resulting in a large influx of young families. Because Glenwood is centrally located in Maryland, many residents commute to their jobs in Baltimore, Washington, Columbia, Westminster, or Frederick. Adjoining zip codes have similar profiles.

Howard County is known for excellent public education and support services for its citizens. It is common for families to move here for the schools, parks and recreation, and other amenities.

You can learn more about the county on the following web page links:

- General information about Howard County – [Howard County | Howard County](#)
- Howard County Public School System – [About Howard County Public School System – HCPSS](#)
- Howard County Recreation and Parks – [Recreation & Parks | Howard County](#)
- Howard County Libraries – [Homepage - Howard County Library System](#)
- Glenwood 50+ Center (near St. Andrew’s) – [Glenwood 50+ Center | Howard County](#)

² See [Glenwood, Howard County, Maryland - Wikipedia](#)

³ See [ZIP Code 21738 - Glenwood, Maryland | Map, Demographics, Income, Schools and More](#)

⁴ See [ZIP Code 21738 Map, Demographics, More for Glenwood, MD](#)

Diocese of Maryland

In a diocese whose history begins in the 17th century, St. Andrew's is a young church. Throughout our brief history, we have been blessed with support from our diocese. Our new rector, who matches the talents and skills described earlier in this document, will find a supportive community with us and within our diocese.

Our congregation shares the inspiration as described by our Bishop, the Right Rev. Carrie Schofield-Broadbent, in her 2025 appeal for financial support: "In our schools, ministries, and communities I see the core values of faithfulness, hospitality, integrity, curiosity, humility and compassion." Examine this link —

[Bishop's Annual Appeal - Episcopal Maryland](#) — to see the broad spectrum of outreach initiatives sponsored by Maryland Episcopalians. Too numerous to list here, these ministries model for all of us the goal to spread Christ's love across ten Maryland counties and Baltimore City.

If you are considering becoming a candidate to be our next rector and you want to learn more about the Episcopal Diocese of Maryland, start here: [Diocese - Episcopal Maryland](#).

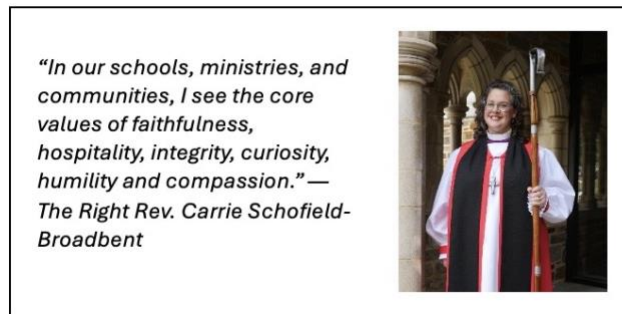
Application instructions and contact information from our Canon for Transitions, The Rev. Kristin Krantz, can be found at [Congregational & Clergy Transitions - Episcopal Maryland](#).

SUMMARY

If you are a priest seeking a new opportunity to minister and grow in your vocation, please reach out and acquaint yourself with St. Andrew's. You will find us to be grounded in faithful worship. We hope you will partner with us as we foster lifelong spiritual growth and learning.

If you are searching for a Christian community for yourself and your family, we will welcome you. We strive to create an open, inclusive, and hospitable community. We recognize that all are children of God, deserving justice, love, and respect.

Ours is a fellowship committed to Christ's hospitable love and service. You are encouraged to join us in our Eucharistic-centered worship and to become a member of the St. Andrew's Episcopal Church family.



A Transition Prayer for St. Andrew's

Gracious God, as we envision a new era at St. Andrew's, we recall your deep compassion, unfailing presence, and abundant love. We thank you for the rich history, resources, talents, and faith with which you have blessed us. Guide us to be honest in our self-reflection and open in our discernment; inspire us to be tireless in our commitment, imaginative about our future, and ever daring in our faith; continue to raise up leaders among us; and fill us with hope as we seek your will for our parish, rejoicing with you as we serve others and proclaim your love. All this we pray through Jesus Christ our Savior. Amen.

