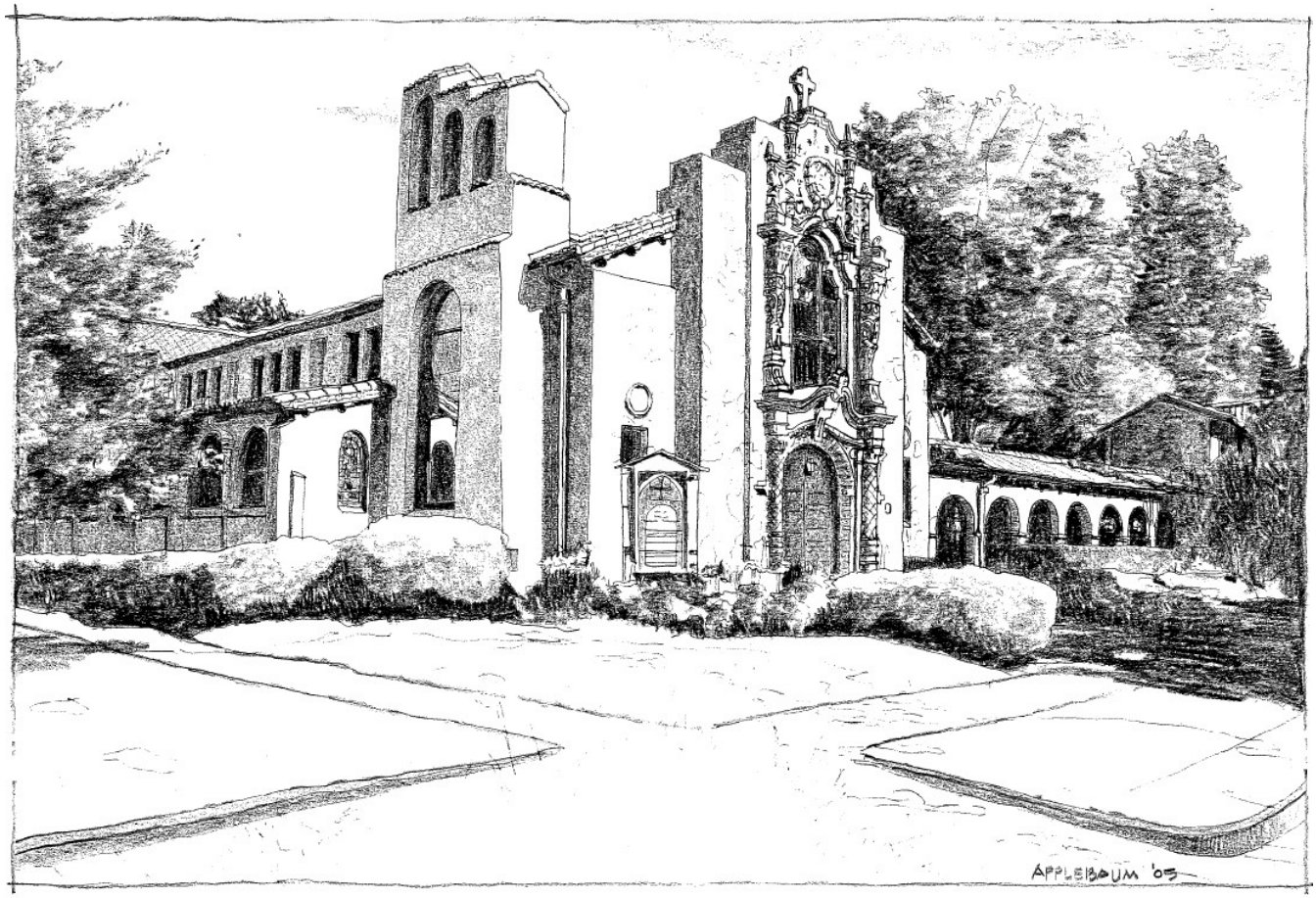
St Thomas Episcopal Church
Fall 2022 Preview



Loving ~ Inclusive ~ Reconciling

2201 Dexter St., Denver, CO

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Welcoming Statement

At St Thomas' Episcopal Church, we affirm God's love for all of God's people. Whoever you are, wherever you are on your spiritual journey, and whatever your age, ethnicity, sexual orientation, gender identity, religious background or social or economic circumstance or political affiliations, you are welcome here. We share a love of God and each other, a sense of meaning and belonging, a yearning to learn and grow in faith, and a desire to serve others. We are a vibrant, thriving community with opportunities for people of all ages for spiritual growth, fellowship, and making a transformative difference in our community. As an Episcopal Church, we are a worshipping community that is both rich with ancient tradition and relevant to life in the 21st century. We are glad you are here!

Learn More About St. Thomas

If you would like to learn more about St. Thomas, we invite you to visit our website (www.saintthomasdenver.org), subscribe to our weekly newsletter (link is on website), or schedule a conversation with our priest, terri@saintthomasdenver.org.

Contact Us:

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The Rev. Terri Hobart	**terri@saintthomasdenver.org**

Fall Preview

Many Hands Make Light Work

Sign-up sheets to host coffee hour and/or provide flowers for the church on Sunday are on the table in the back of the church by the front door. Please take a moment to sign-up for a Sunday!

Fall Congregational Questionnaire

After reading through this newsletter, please use the link below to complete a questionnaire regarding fall service times and your participation in the Intercultural Development Inventory and Sacred Ground Dialogue Circles. The link to the Fall Questionnaire can be found in the weekly newsletter or you can find it here: https://forms.gle/gU35eBc5KfonF6Bg7

Save The Dates

Welcome Back Sunday - September 11, 2022

Locally Haiti Fundraiser September 17, 2022, St. Thomas's Courtyard

Newcomer Gathering - September 23, 2022, 6:30 -8:30 p.m. St. Thomas Courtyard
All members that have joined St. Thomas since January of 2020 are invited to join the vestry for dinner in the courtyard. This is an opportunity for all new members to meet the leadership of the church and each other. Please RSVP to office@saintthomasdenver.org by September 20, 2022.

Blessing of the Animals – October 2, 2022

Climate Sundays
For the next three months during coffee hour we will be viewing short videos from **Project Drawdown**, the world's leading resource for climate solutions, followed by a discussion. See 2022-2023 Programs for more information.

- September 18th - **Reducing Sources**
- October 16th - **Supporting Sinks and Improving Society, Putting It All Together**
- November 20th - **Making It Happen**
-

Community Building Fundraisers

Spaghetti Dinner – October 22, 2022 6:00 p.m., Great Hall
An Intimate Harvest Dinner for Eight – November TBD
Christmas Tea hosted by Judy Swinnerton– December TBD

2022-2023 Programs

St. Thomas Episcopal Church's Cultural Competency Initiative

Our core value conversations last winter revealed a strong commitment to diversity and inclusion. Like all organizations and institutions, if we want to be truly welcoming, we need to develop strong intercultural competency skills and an understanding of the role and impact of systemic racism in our country. Towards that end our fall programming will focus on developing intercultural competency skills, as well as, deepening our understanding systemic racism and other cultures. We strongly encourage everyone in the congregation to participate in this initiative Friends and neighbors of St. Thomas and members of other congregations are also welcome to participate.

We will be offering the following programs and resources:

- **Intercultural Development Inventory –** to establish a baseline of our cultural competency as a congregation and create a development plan for moving forward. This will be offered to the congregation in early September.
- **Sacred Ground, A Film-Based Dialogue Series on Race and Faith** this powerful twelve session curriculum was developed as part of Becoming Beloved Community (BBC), the Episcopal church's long-term, strategic commitment to racial healing, reconciliation, and justice. Dialogue Circles will be formed in late Sept./early October and meet every two weeks.
- **Book Study: How to Fight Racism: Courageous Christianity and the Journey Toward Racial Justice by Jemar Tisby**
  Following Sacred Ground, parishioners who are interested in continuing this work will be invited to read and discuss this book by Jemar Tisby.

You will find more information on both programs we will be using below. We will also be establishing an Equity Committee to oversee this initiative and to conduct a Racial Justice Audit.

Intercultural Development Inventory

The Vestry is inviting the congregation to participate in an assessment of our individual and collective cultural competency using the Intercultural Developmental Inventory (IDI). The IDI is a 50-item questionnaire, available online that can be completed in 15–20 minutes. Participants will receive a confidential report and developmental plan for their own use. The church will receive a group profile for our congregation that will serve as a baseline measurement of our intercultural competency skills and a guideline for developing the skills we need to be inclusive and welcoming.

The Intercultural Development Inventory (IDI) assesses intercultural competence—**the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities.** The IDI has been demonstrated through research to have high predictive validity to cross-cultural outcomes in organizations. The IDI is a cross-culturally valid, reliable and generalizable measure of intercultural competence along the validated Intercultural Development Continuum. The Intercultural Development Continuum (IDC ™) describes orientations toward cultural difference and commonality that are arrayed along a continuum from the more monocultural mindsets of Denial and Polarization through the transitional orientation of Minimization to the intercultural or global mindsets of Acceptance and Adaptation. The capability of deeply shifting cultural perspective and bridging behavior across cultural differences is most fully achieved when one maintains an Adaptation perspective.

The IDI generates profiles of an individual's and a group's capability for shifting cultural perspective and adapting behavior toward cultural differences and commonalities—that is, their intercultural competence orientation. Each participant will receive an IDI Individual Profile Report and a customized, Intercultural Development Plan (IDP). This IDP provides a detailed blueprint for individuals to further develop his/her intercultural competence. IDI Guided Development Plan links IDI profile results ensuring that learning interventions go beyond "awareness building" to direct impact on critical needs and concerns. We will also receive a group report that assesses our church's overall approach to dealing with cultural differences and commonalities.

For more information, follow these links:
Why Consider Using the IDI?
Video: **Practical Applications of the Intercultural Development Inventory**

Sacred Ground, A Film-Based Dialogue Series on Race and Faith

https://www.episcopalchurch.org/sacred-ground/

Sacred Ground is a sensitive, prayerful resource that creates space for difficult but respectful and transformative dialogue on race and racism. It invites participants to walk back through history in order to peel away the layers that brought us to today, reflecting on family histories and stories, as well as important narratives that shape the collective American story. It holds as a guiding star the vision of beloved community – where all people are honored and protected and nurtured as beloved children of God, where we weep at one another's pain and seek one another's flourishing.

Dialogue circles of 6-12 individuals meet for 11 sessions every two weeks to engage with films, videos, written materials, and each other.

Sacred Ground: Invitation and Introduction:
https://www.episcopalchurch.org/sacred-ground/invitation/

How to Fight Racism: Courageous Christianity and the Journey Toward Racial Justice by Jemar Tisby

Following Sacred Ground, parishioners who are interested in continuing this work will be invited to read and discuss this book by Jemar Tisby.

How do we effectively confront racial injustice? We need to move beyond talking about racism and start equipping ourselves to fight against it. *How to Fight Racism* introduces a simple framework—the A.R.C. Of Racial Justice—that teaches readers to consistently interrogate their own actions and maintain a consistent posture of anti-racist behavior.
The A.R.C. Of Racial Justice is a clear model for how to think about race in productive ways:

- **Awareness:** educate yourself by studying history, exploring your personal narrative, and grasping what God says about the dignity of the human person.
- **Relationships:** understand the spiritual dimension of race relations and how authentic connections make reconciliation real and motivate you to act.
- **Commitment:** consistently fight systemic racism and work for racial justice by orienting your life to it.

Tisby offers practical tools for following this model and suggests that by applying these principles, we can help dismantle a social hierarchy long stratified by skin color. He encourages rejection passivity and active participation in the struggle for human dignity. There is hope for transforming our nation and the world, and you can be part of the solution.

Racial Justice Audit

One of the primary disciplines of Becoming Beloved Community is Telling the Truth about Our Churches and Race. Toward that end The Episcopal Church, at the church-wide level, conducted a Racial Justice Audit. This audit identified Nine Dominant Patterns of Systemic Racism in The Episcopal Church. The Equity Committee will use this report and a questionnaire designed to help leadership reflect on Racial Identity and Systemic Racism in Parishes to how patterns of systemic racism have or continue to exist within St. Thomas. If you are interested in applying to serve on the Equity Committee, please contact The Rev. Terri Hobart at terri@saintthomasdenver.org

Here are links to the documents referenced above:
https://www.episcopalchurch.org/wp-content/uploads/sites/2/2021/04/RR-Racial-Justice-Audit_Exec-Summary_ENG.pdf

https://www.episcopalchurch.org/wp-content/uploads/sites/2/2022/04/RR-Engaging-Racial-Justice-Audit.pdf

Climate Sundays

Beginning in September, we will be designating the third Sunday of each month as a Creation Sunday. For the next three months during coffee hour we will be viewing short videos from **Project Drawdown**, (https://drawdown.org/) the world's leading resource for climate solutions, followed by a discussion. Project Drawdown's mission is to help the world reach "drawdown"—the point in the future when levels of greenhouse gases in the atmosphere stop climbing and start to steadily decline, thereby stopping catastrophic climate change—as quickly, safely, and equitably as possible.

- September 18th - **Reducing Sources (**https://drawdown.org/climate-solutions-101/unit-3-reducing-sources)
- October 16th - **Supporting Sinks and Improving Society, Putting It All Together** (https://drawdown.org/climate-solutions-101/unit-5-putting-it-all-together)
- November 20th - **Making It Happen** (https://drawdown.org/climate-solutions-101/unit-5-putting-it-all-together)

Thank you for reading! Please take a moment to complete our Fall Congregational Questionnaire. The link to the Fall Questionnaire can be found in the weekly newsletter or you can find it here: https://forms.gle/gU35eBc5KfonF6Bg7

CORE VALUES

Attend To Our Spiritual Lives
Through prayer, spiritual practices and formation, we weave our relationship with the Holy into the fabric of our daily lives. Prayer and discernment guide ministries and worship will be guided by discernment and prayer. (Foundational)

Choose Love
We act from love not fear; build bridges not walls. (Foundational)

Create and Sustain Community
We gather and care for each other. We cultivate deep relationships. We will prioritize our relationships with each other over the differences that separate us. (Foundational)

Welcome All
All means all and all are welcome. We promote an inclusive culture by 1) fostering the skills to shift our cultural perspectives and appropriately adapt our behavior to bridge cultural differences; 2) cultivating the self-awareness and empathy needed to value difference in working toward equity. (Missional)

Honor Diversity
All are welcome. Our leadership, worship, music and ministry initiatives will reflect our diversity. (Missional)

Promote the Dignity of All
Through formation, lobbying and other initiatives we prayerfully engage in social justice activities that promote and protect the dignity of all people. (Missional)

Care for Creation
We value our interdependence with creation and recognize our role as stewards. We incorporate practices that protect, sustain, and nourish our fragile earth and her inhabitants.

Engage Our Neighborhood
We open our hearts and doors to our individual and church neighbors, strive to understand their needs and support them. (Missional)

Nurture the Next Generation
We offer, support and staff worship and formation opportunities for families and children. (Missional)

Cultivate Beauty
We tend to the beauty of our space, worship and music that evokes a sacred sense of awe, stillness and joy. (Missional)