

Pathway To Our New Rector

Welcome!!

Goal: July or August '24

Call

- Invite new rector

Goal: June '24

Discernment

- Review Applicant Information
- Interact With Intriguing Candidates
- Recommend 2-3 candidates
- Vestry interviews finalists
- Inform Bishop Of Preference

Goal: Mid Feb. - May '24

Seeking

- Diocese Posts Opportunity

Goal: Jan. '24

Reflection

- Survey Parish
- Engage Focus Groups
- St. John's Profile

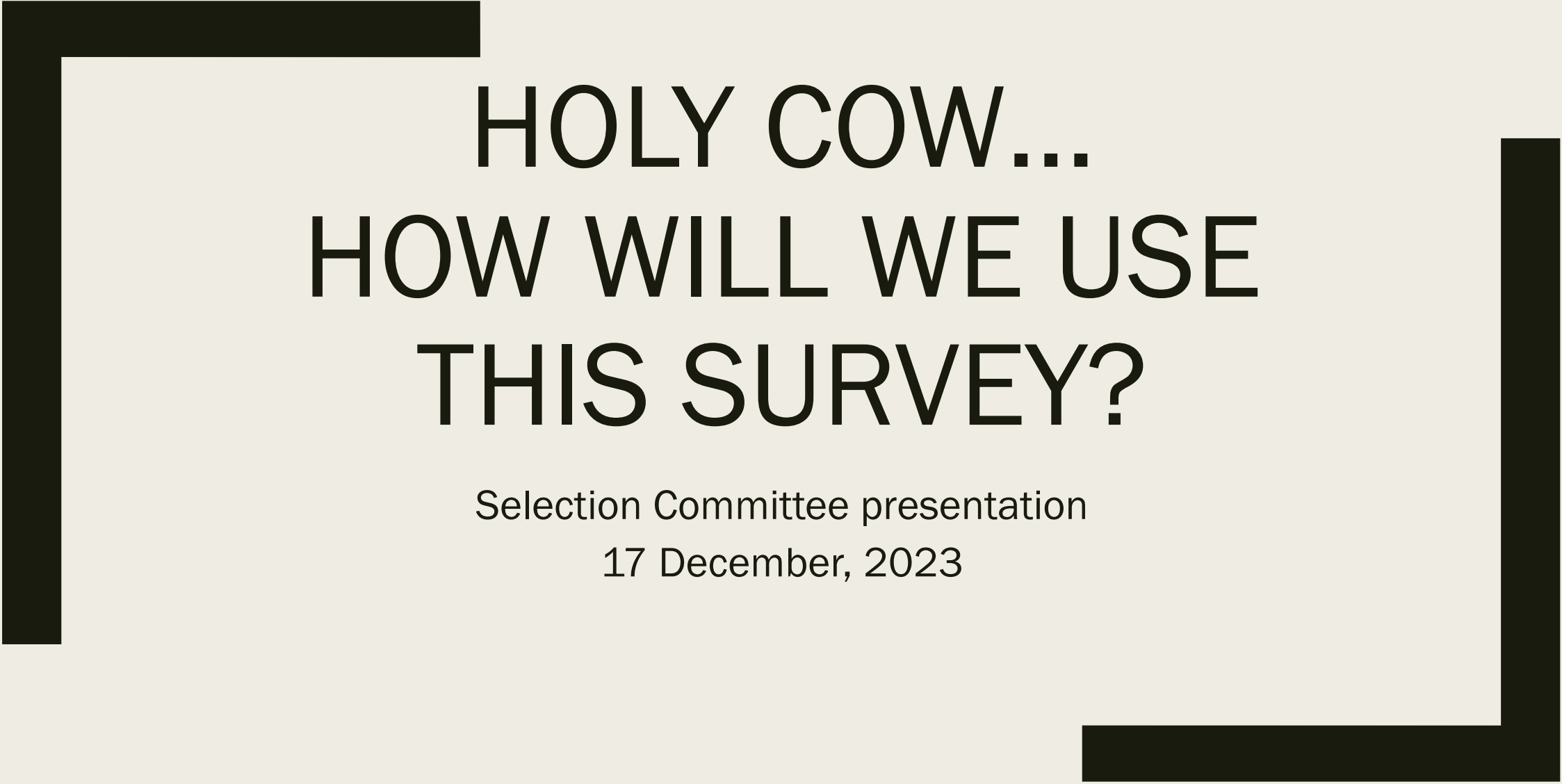
Aug. through Dec. '23

Created

Starting on our path

- Transition Priest Joins Us
- Search Committee Selected

Completed Aug. '23



HOLY COW... HOW WILL WE USE THIS SURVEY?

Selection Committee presentation

17 December, 2023

The Congregation Assessment Tool (CAT) gives us a snapshot of St. John's at the time of the survey.

- The Search Committee will use some of the survey information in our profile and to focus questions for Rector interviews
- Remainder for future efforts as determined by new rector/vestry/committees

Methodology

- 112 respondents from St. John's – far higher response than typical
- Our responses compared to a database of 2,500 congregations
- Survey measured congregation's experiences, perceptions and aspirations. Analysis categories were:
 - *Congregational Climate*
 - *Culture*
 - *Characteristics of St. John's (AKA. Performance Milestones)*

Bucking National Trend

- Our Congregational Climate reflects vitality
 - *We have high levels of member satisfaction; “sense of peaceful contentment”*
 - *We are a congregation with the energy and desire to be involved*
- Although churches nation-wide are shrinking
 - *The “measures of vitality” are significantly higher than other congregations nation-wide*
 - 68% report being clearly satisfied with how things are going at St. John’s
 - 64% feel we have a compelling sense of purpose & are not just going through the motions
 - *In both cases 1/3 report “being on the fence” Less than 5% said they were dissatisfied*

St. John's is a Unicorn

- St. John's joins only 20% of nation-wide surveyed congregations which have a ***Transformational Climate***
 - *“a distinctive mission, corporate spiritual zest, inspired worship, healthy relationships, purposeful activity in the world and an atmosphere of well-being”*

Impact: Strive for Rector who will work to maintain and even elevate this climate.

St. John's Culture – Open and Curious

- Theologically diverse and flexible
 - *We have a mix of theological and spiritual backgrounds*
 - *Responses showed importance of respecting our different faith journeys*
- We seek renewal, change and growth - our culture is aligned with these goals
- Analysis showed a bit of “strategic dissonance” in our culture
 - *We want our church to grow, to become more vital and transformative; yet will have to stretch our comfort to achieve changes*
- A future effort might be to create a vision including these tenets

Impact: Strive for Rector who reflects our culture of spiritual openness, flexibility, and continuous growth.

Most Aspects Measured Showed Higher Satisfaction Than National Average

- Hospitality
 - *Welcoming, caring*
- Morale
 - *Engaged, Purposeful*
- Conflict Management
 - *Resolution Focused*
- Governance
 - *Listens to input, creative*
- Spiritual Vitality
 - *Faith is central to our lives*
- Readiness for Ministry
 - *Equip us for ministry and leadership*
- Engagement in Education
 - *Expand in-depth learning and offer after work opportunities*
- Worship & Music
 - *Enhance music program*

Survey Question –Worship Suggestions

Weds. Eucharist Good as is 17% Stream service

Time for reflection 8% Service brevity 7%

Opportunities for kids Service flexibility

Enhance/revamp music program 27%

Make service resources more user friendly 7% Sermons Christ centered & relatable

Focus Group Feedback on Desired Rector Qualities

Informal
Open, Accepting
Good listener
Live the message
Outreach focused
Spiritual
Compassionate
Moral
Music focused
Sense of humor
Humility

Innovative
Family/youth welcoming
Theologically flexible
Patient, encouraging
Engaging
Great conversationalist
Dedicated
Strong social conscience
Pastoral
Flexible about service location
Contemporary issue focus

Elevates the congregation –
spiritually, via outreach
Supportive of work in community
and church
Encourages development of new
spiritual/religious practices
Relates to diverse communities
Welcoming to those lacking a
spiritual home
Engages with the congregation and
all church spiritual activities

Many ideas = Many Chances To Be Delighted

Focus Group Feedback on Desired Rector Qualities

Has Family

Younger

Mountain person

Self aware

Outgoing

Spiritual

Great leader

Not ego centric

Relaxed at altar

Social media user

Small group leader/trainer

Servant leader

Willing to make decisions/has the finesse to move us forward

Action oriented re. current issues, social justice

Guides the congregation to understand how the Word applies to living our lives today

Open to different forms of worship

Meets the needs of families

Supportive of our elastic congregation

Excellent preacher/sermons

Inclusive in & outside congregation

Makes scripture accessible

Interested in our faith community

Scripture expert/biblical scholar

Did I say we Generated Many Ideas?

St. John's Congregation

- Thriving
- Welcoming
- Full of ideas, not rifts
- Gives a lot, expects a lot
- Wants continuous exploration

Is excited to find a Rector who is up for this adventure!

Committee Statuses

- Profile nearing home stretch
- Selection committee completing final requirements
 - *Template required by Episcopal Church*
 - *Crafting interview questions and protocol*

Key steps in January

- Diocese posts opening
 - <https://episcopalcolorado.org/diocesan-resources/transition-ministry/congregational-and-clergy-transitions/>
 - *8 Churches in the “transition” phase now*
- Tell anyone you know about our opportunity
 - *No poaching*
 - *Priests looking for change and growth*

Search Committee Will Announce When We Post Our
Position and Need Your Help