



EPISCOPAL CHURCH OF THE HOLY SPIRIT

Adapted from the presentation provided by:





WHAT EVERY CHURCH WANTS:

- *A Ready Church:*
 - A congregation that can follow the leadership of their next Rector without being sidetracked by conflict and controversy
- *The Right Clergy:*
 - A clergy person who is a good fit for who they are and where they want to go.
- *A Running Start:*
 - A beginning with a new clergy person with few surprises on either side.



WHAT WE SAY ARE OUR
PRIORITIES



THREE LOWEST PRIORITIES FOR YOUR CONGREGATION

**Change or
improve music**

**Expand
international
outreach**

**Expand or
enlarge
physical
facilities**



THREE TOP PRIORITIES FOR YOUR CONGREGATION

Make necessary changes to attract families with children and youth to our church.

Comprehensive strategy to reach new people and incorporate them into the life of the church

Provide more opportunities for Christian education and spiritual formation at every age and stage of life.



THE DATA AND HOW WE COMPARE

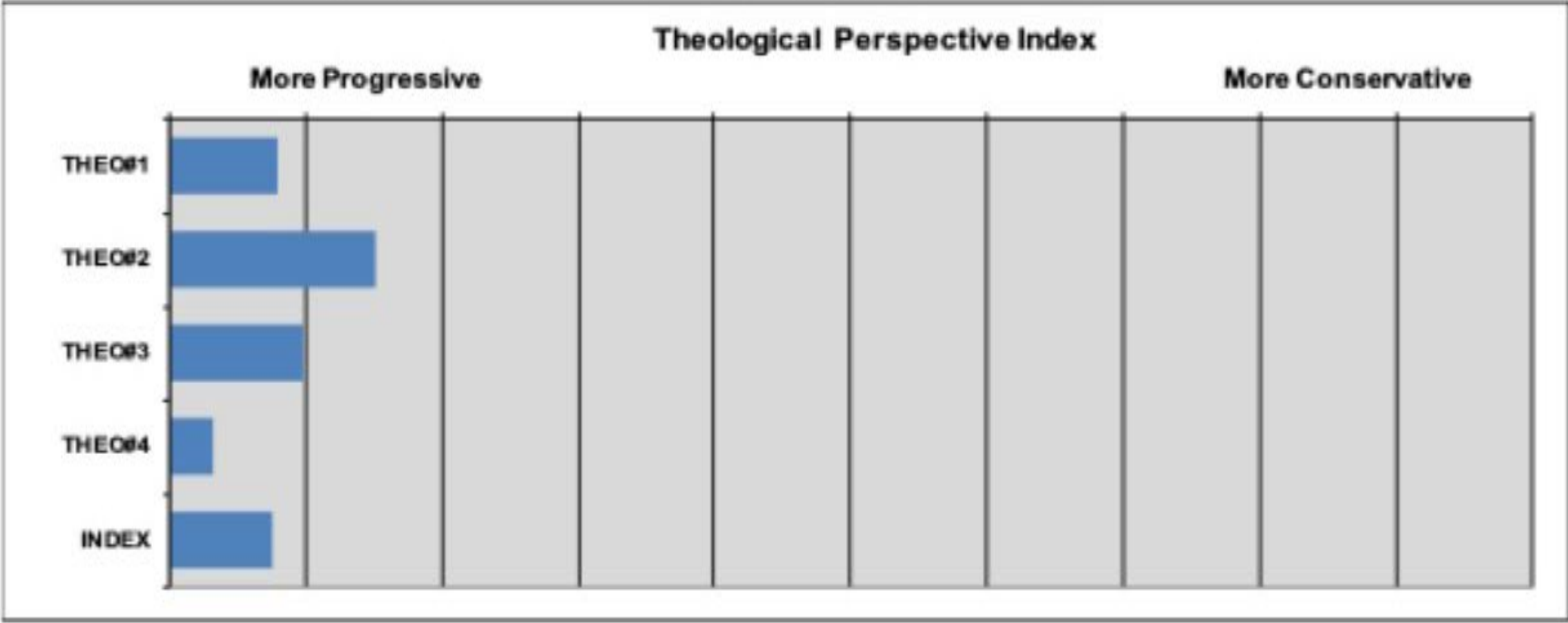


Theological Perspective Questions:

1. Converting persons to Christ must be the first step in creating a better society.
2. Our church is committed to abiding by the unchanging historic faith as handed down through the centuries.
3. Scripture is the literal Word of God, not only in matters of faith, but also in historical, geographical, and other secular matters.
4. The main purpose of Christian education is to help people know what is in the Bible.

Compared with other churches your theological diversity is:

Average

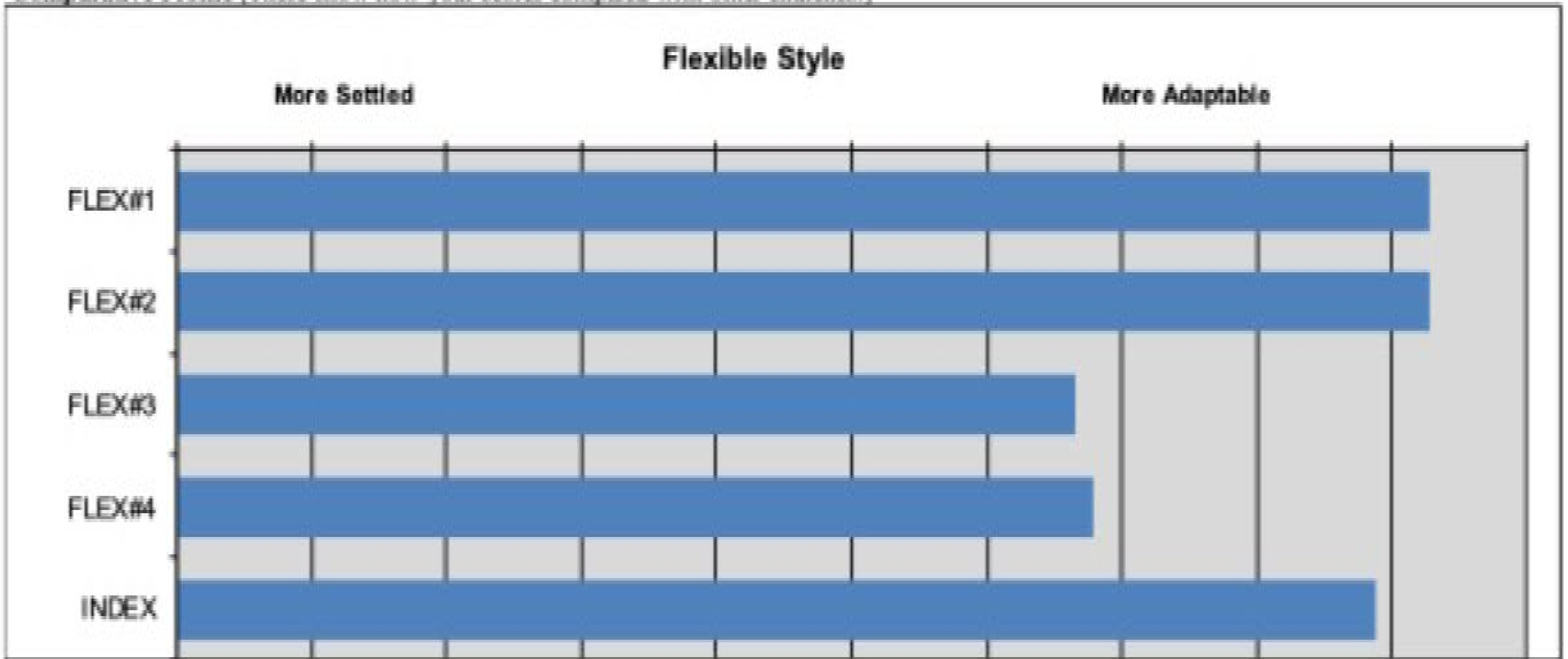




Flexibility Questions:

1. Our members welcome changes in worship.
2. Our church tends to stay very close to established ways of doing things.
3. We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
4. Our church changes its program from time to time to meet the changing needs of its members.

Comparative Profile (These show how your scores compared with other churches.)



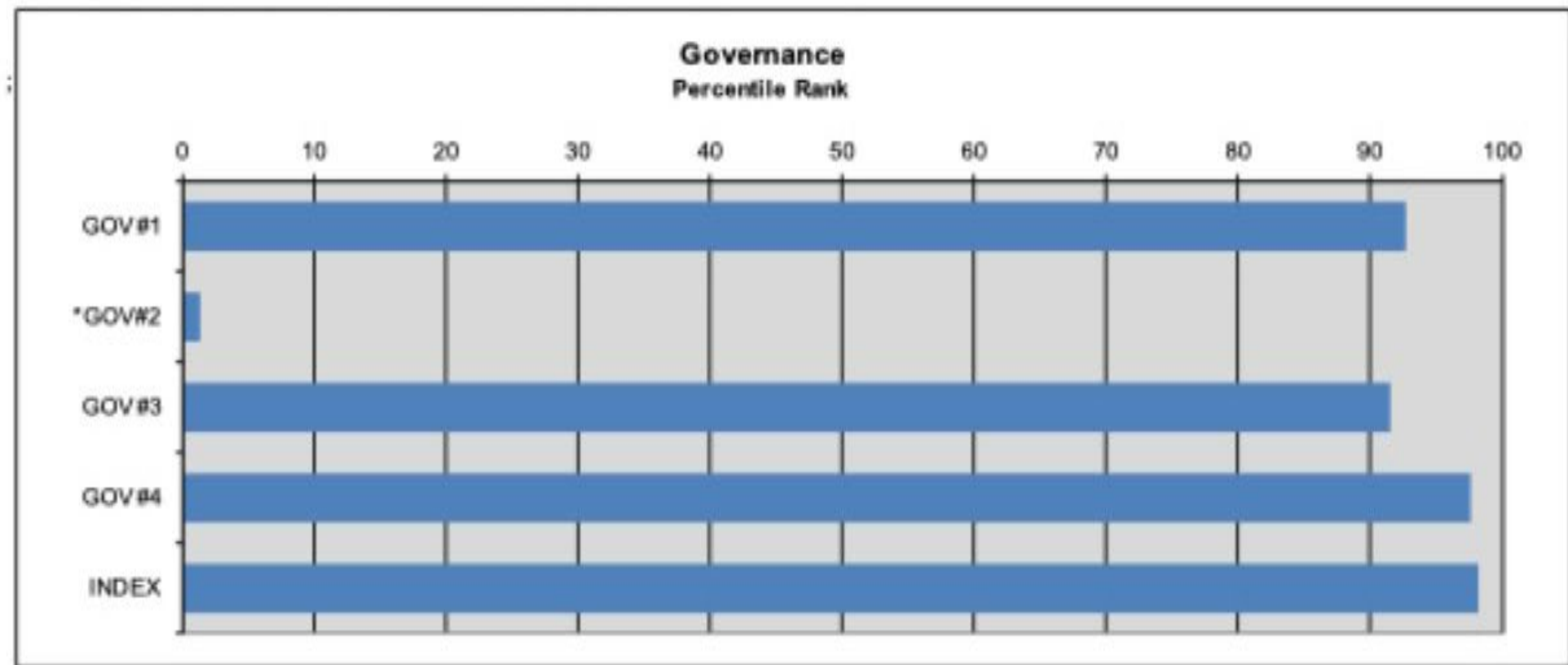
Note: Question two (2) is negatively worded relative to the index. In the Comparative Profile, the polarity has been reversed. In every case a longer bar suggests a more adaptable evaluation.



Governance Questions:

1. The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.
2. A small group of people seem to make most of the decisions in our church.
3. In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.
4. Persons who serve as leaders in our church are representative of the membership.

Comparative Profile (These show how your scores compared with other churches.)



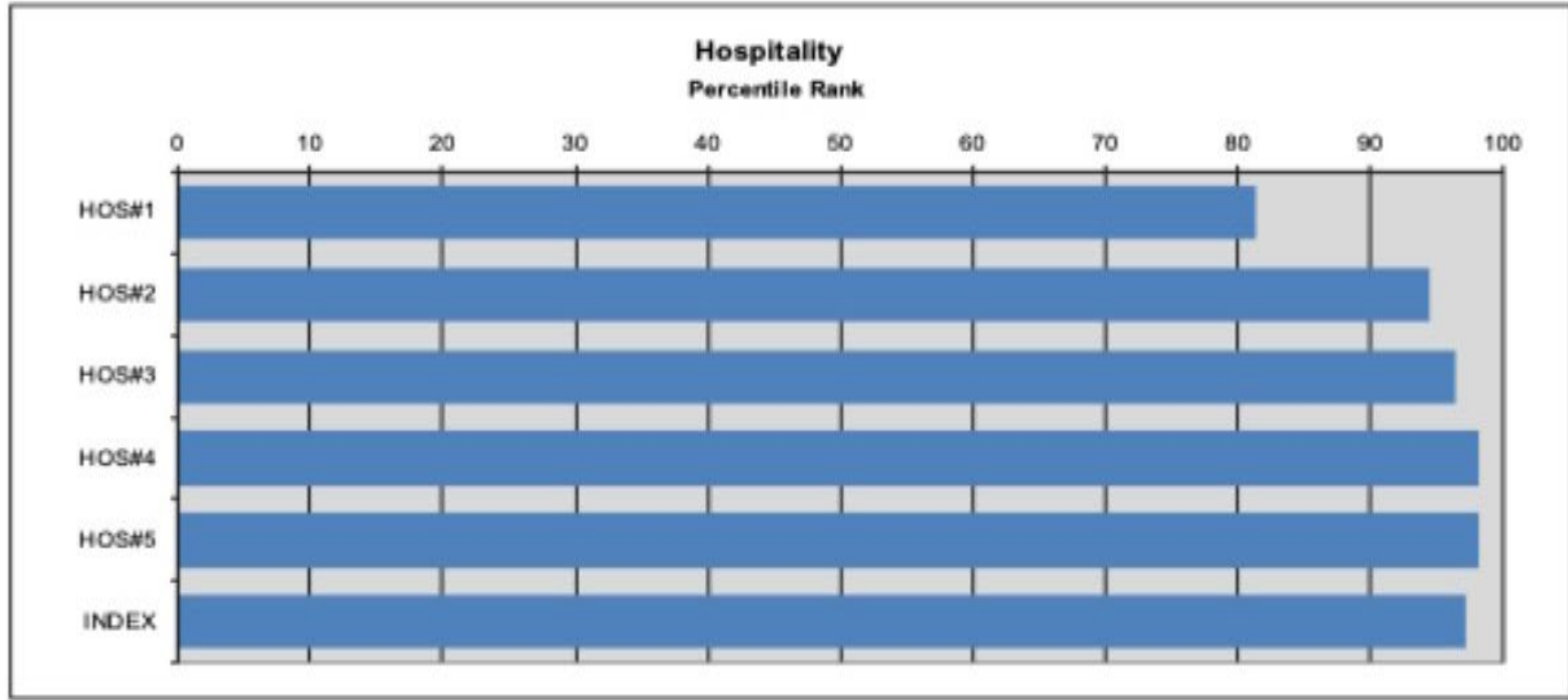
Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that



Hospitality Questions:

1. Our church welcomes and is enriched by persons from many different walks of life.
2. Being part of this church community has given new meaning to my life.
3. A friendly atmosphere prevails among the members of our church.
4. I sense an atmosphere of genuine care and concern s among our members in time of personal need.
5. Members in our church have been prepared to personally welcome guests in worship services.

Comparative Profile (These show how your scores compared with other churches.)

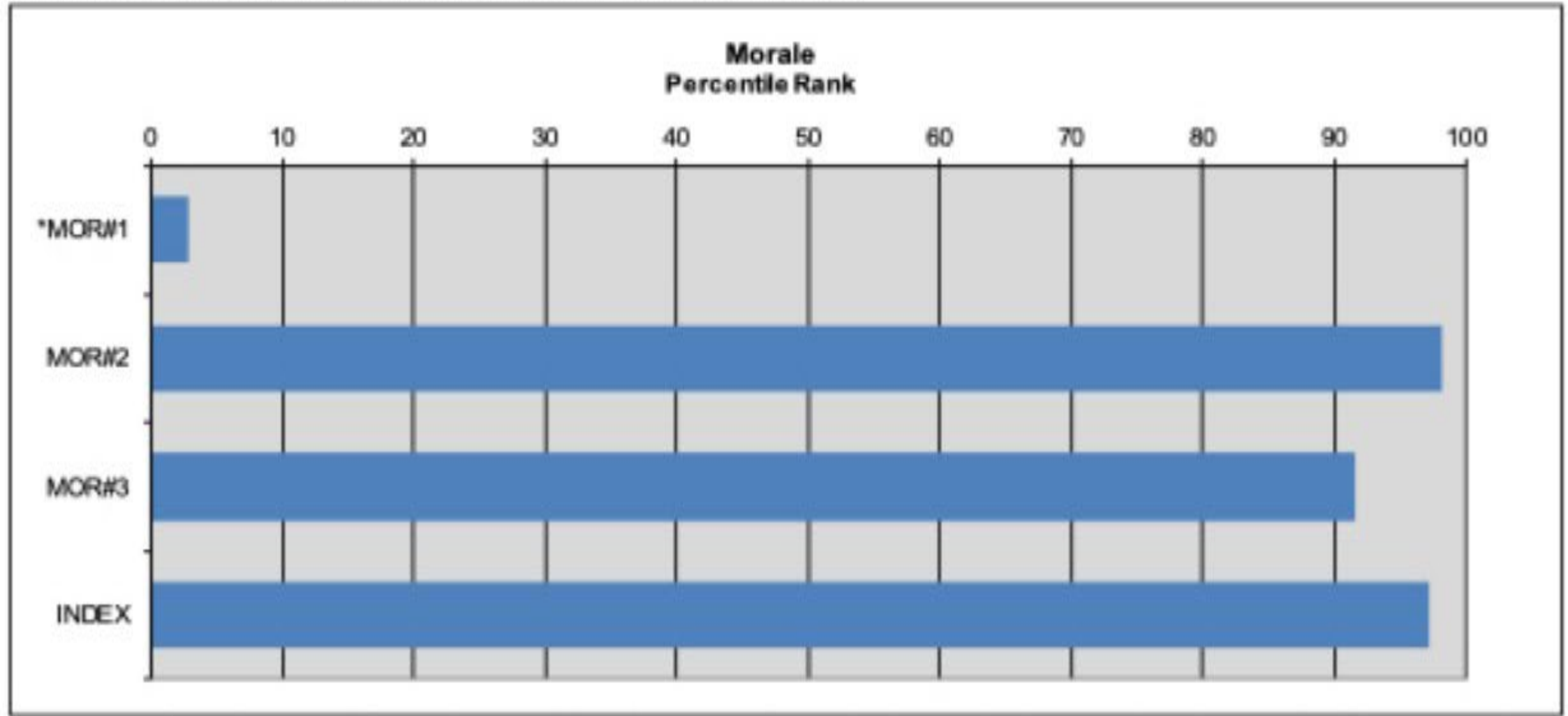




Morale Questions:

1. It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.
2. The whole spirit in our congregation makes people want to get as involved as possible.
3. On the whole, I am satisfied with how things are in our church.

Comparative Profile (These show how your scores compared with other churches.)

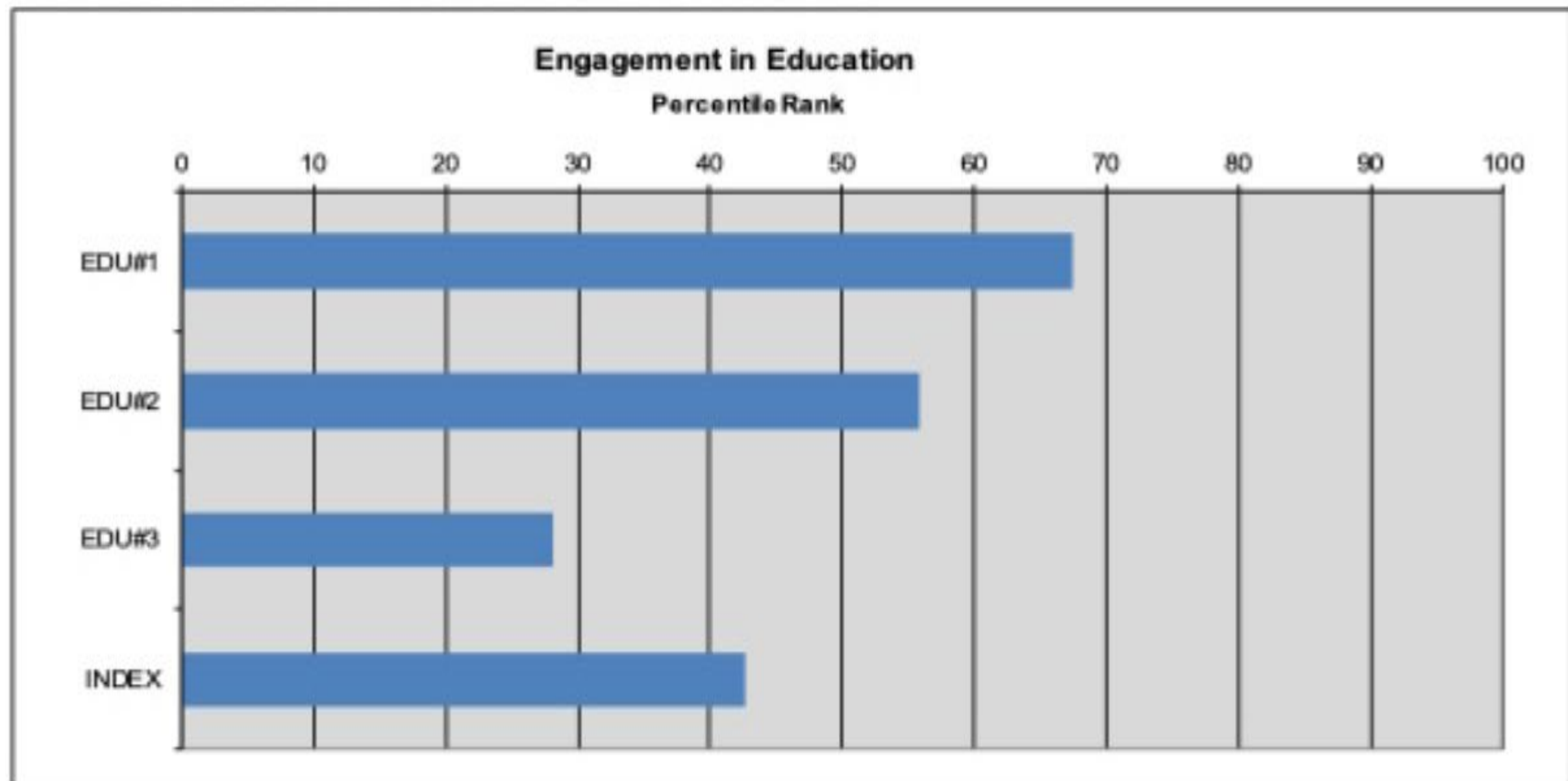




Engagement in Education Questions:

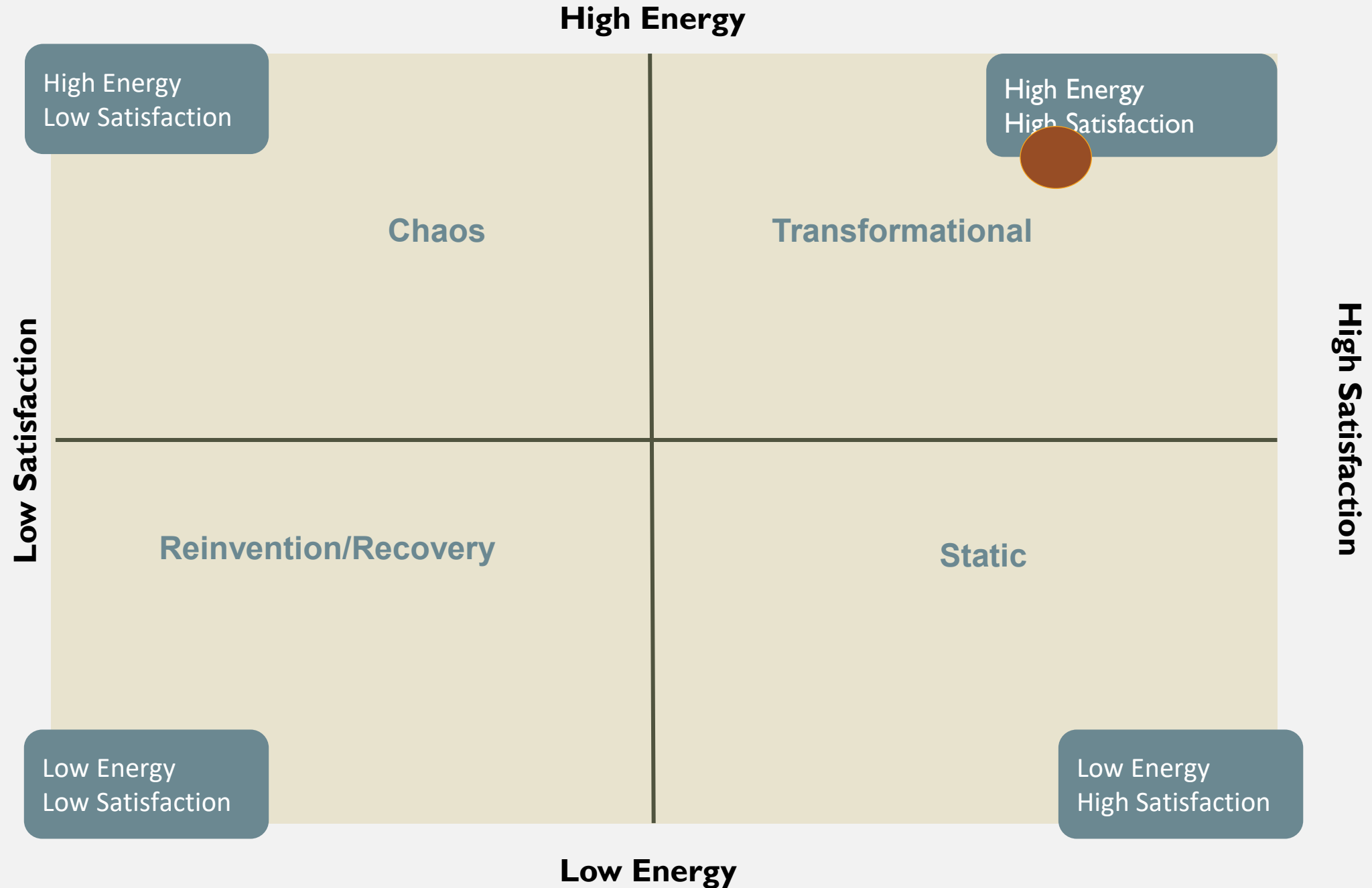
1. Our members understand that they have a spiritual responsibility for lifelong learning and formation.
2. Our church provides opportunities for education and formation in a variety of ways so I can find one that fits my complex lifestyle.
3. Our church provides high quality education that is appropriate for every age and stage of life.

Comparative Profile (These show how your scores compared with other churches.)





OUR CHURCH CULTURE





Adaptable

Progressive

Conservative

Magi: Progressive-Adaptable

Context/Setting: Research, university

At its best

Rational, Advocate, Intellectual
Powerful, Efficient
Deep knowledge
Yoda

At its worst

Aloof, Impersonal, Unapproachable
Theoretical
Spock on Steroids

Performance: Conservative-Adaptable

Context/Setting: Entertainment, Internet

At its best

Fun loving, Lively, Spontaneous
Experiential
Conversion/New life
Relevant
Hans Solo

At its worst

Irresponsible, Flaky, Unpredictable
Hypocritical
Shallow
R2D2

Paraclete: Progressive-Settled

Context/Setting: Boundary Community

At its best

Warm, Compassionate, Healing
Mentoring
Accepting
Mother Teresa

At its worst

Overly emotional
Overwhelmed
Naïve
Stuck in routine
Don Quixote

Hearth & Home: Conservative-Settled

Context/Setting: Traditional Community

At its best

Stable, Secure, Dependable
Clear
Guardian
Prodigal father

At its worst

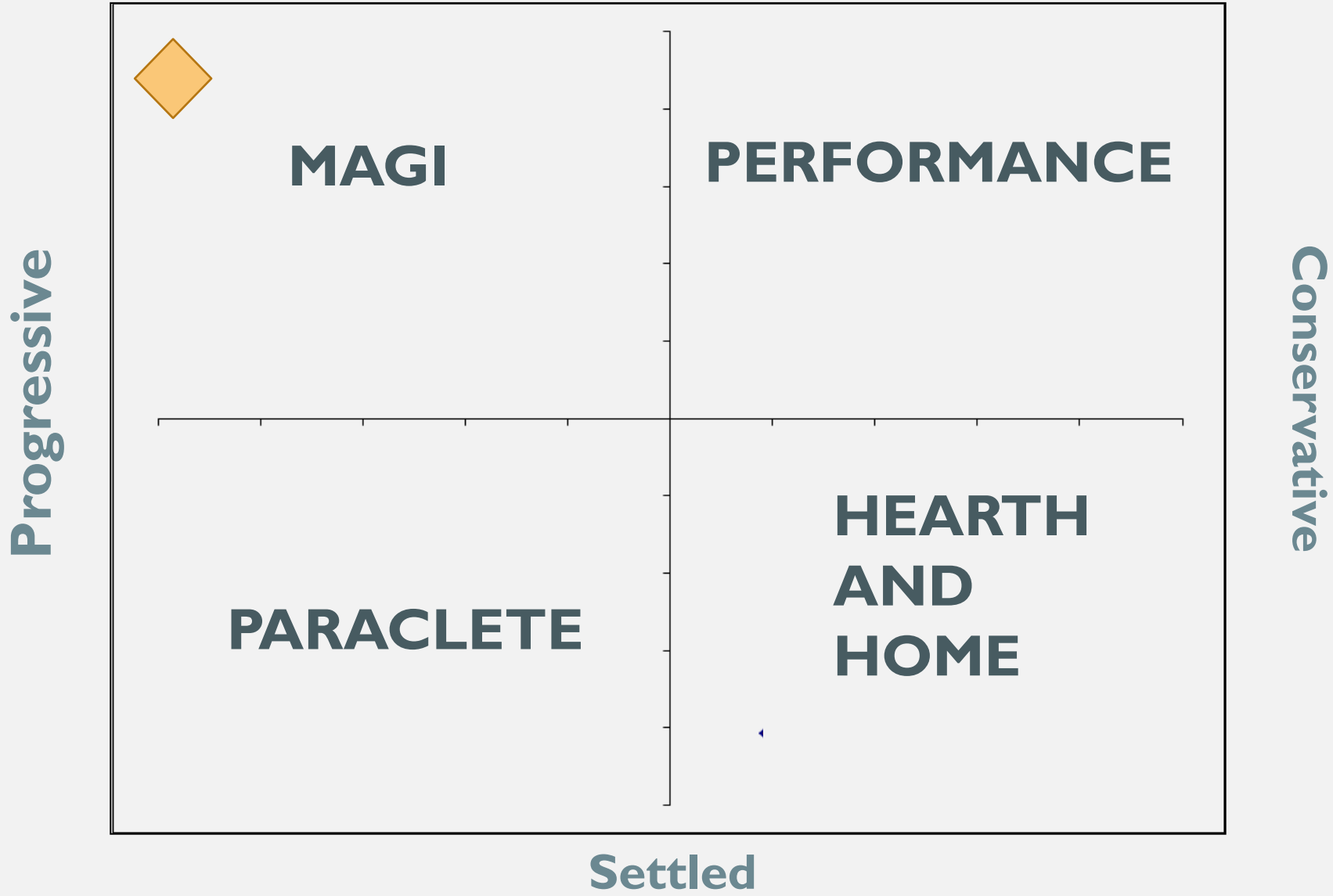
Rigid
Controlling
System-bound
Conflict prone
Elder brother

Settled



Descriptive Map

Adaptable





MAGI CULTURE AT ITS BEST

- Ultimately concerned with the **rational integrity of faith and just application of faith to life and the journey of understanding**
- Exhibits **deep knowledge, open discourse and intellectual curiosity**
- **Analytic culture**
- **Powerful ally** for those with minority status or who lack power to protect themselves
- **Not averse to wandering aspect of faith** (i.e. travel/pilgrimage, lecturers brought on site, international exchanges for leadership)
- Embraces **meaningful changes necessary to engage a changing society**
- Combination of an adaptability and progressive theological perspective results in **strengths including exploration, advocacy, and inclusiveness**



MAGI SHADOW SIDE:

- Will need to overcome the temptation to over think issues or try to be everything to everyone.
- Be sure to give proper weight to the role of emotion in generating enthusiasm that leads to action.
- Because care for others is often expressed in terms of fairness and justice, will need to develop interpersonal skills that prevent being misperceived as unapproachable or impersonal.
- Make sure there is a focus on developing the relational and emotional aspects of life in community.



STRATEGIC PLANNING

- Need to be able to create a clear vision or purpose statement rather than an immediate “to-do” list
- Need to look at how to engage in deep spiritual practices that apply to day-to-day life

Questions to answer:

- When does intellectual exploration become intellectualism, that is, a defense mechanism to avoid painful emotions?
- At what point does advocacy become a distraction from intrapersonal and interpersonal relationships?



CRITICAL ABILITIES FOR A RECTOR



MAGI

- Strong preacher and teacher
- Can relate intellectually to the congregation
- Able to engage people emotionally to encourage safe vulnerable spaces together
- Can develop the capacity of telling faith stories in a way that feels natural and invitation
- Someone who further ministry rooted in justice and systematic change
- Strategic leadership with a bounded ego

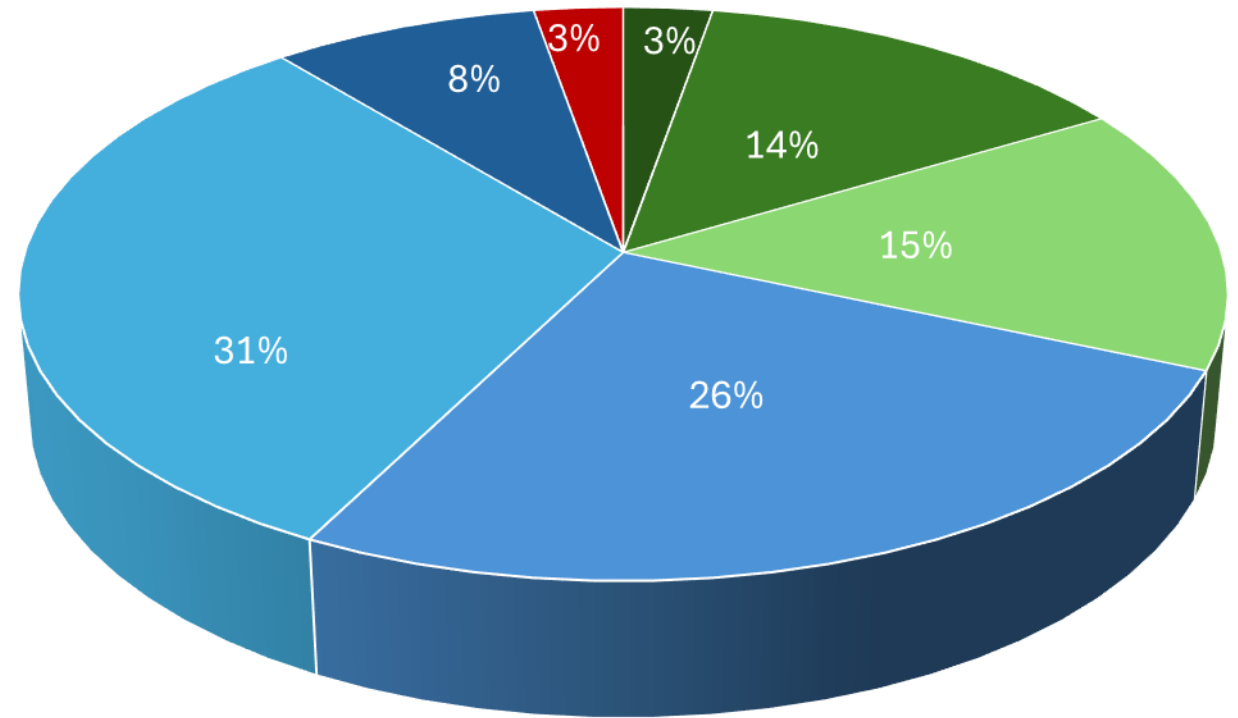


CLERGY
NEEDS



Q 92:

I believe the next Rector we call should have approximately the same skills and responsibilities as our former Rector (for example, balance between preaching, administration, pastoral care, and leadership)



- Strongly Agree
- Agree
- Tend to Agree
- Tend to Disagree
- Disagree
- Strongly Disagree
- Don't Know



RANK	CRITICAL ABILITY	SCORE
1	Preaching: Capacity to inspire and connect people to God's word	497
2	Strategic leadership: Capacity to cast a vision and lead the church toward realization of the vision	413
3	Pastoral care: Capacity to engage people empathetically and care for persons in time of need	399
4	Change management: Capacity to lead a church through a significant and necessary period of change	329
5	Teaching/Training: Capacity to deepen understanding, form character, and equip members with new skills	267
6	Administration: Capacity to manage a church operationally including facilities, finances, and staff	239 (higher than average)
7	Negotiation/resolve conflict: Capacity to help a church deal with conflict through training, negotiation, and mediation	227
8	Community catalyst: Capacity to function on a larger stage beyond the church and to rally a variety of individuals and groups to address critical issues	185

A person in a red jacket stands on a grassy hill, looking out over a vast, hazy mountain range. The scene is bathed in a soft, blue light, suggesting a clear, bright day. The mountains in the distance are layered and shrouded in a light mist, creating a sense of depth and grandeur. The overall mood is one of awe and contemplation.

God has
GREAT
plans for
YOU

JEREMIAH 29:11