

St. James' Rector Survey Analysis



**PRESENTATION TO TRANSITION TEAM
SEPTEMBER 29, 2009**

Overview



- The Transition Team developed a survey to gather opinions on the traits, skills, and areas of focus for the new Rector.
- Surveys were taken between July 25- September 14, 2009. Every effort was made to include the entire congregation.
- 208 surveys were collected and analyzed.
- Included as much data as possible in analysis: incomplete rankings included but results excluded if no rankings for questions requiring ranking.

Question 1 (208 responses)



Of the three choices below, please choose the statement that best describes the type of rector environment you would like to see at St. James'. (**Indicate your choice with an "X"**)

- 7% - An environment where the rector is the hub, and is more directly involved in priorities, decisions and delegating.
- 20% - An environment where the ministries and programs are the hub, decisions and priorities are more directly led by the parish, guided by the rector.
- 74% - An environment where the rector and the parish work in deliberate tandem to move the vision and the parish's ministries.

Question 2



Please rank the following areas of focus for the new Rector in order of importance to you. PRIORITIZE from 1-7 with **1** **being the most important and 7 being the least important using each number only once.**

Area of Focus	1	2	3	4	5	6	7	Score
Worship	114	38	24	9	2	4	1	339
Congregational support and care	40	59	33	29	19	11	1	541
Program Development for all ages	22	26	55	44	20	17	6	659
Community outreach and service	6	29	24	50	56	24	3	781
Church growth	15	28	31	36	33	27	21	782
Diocese and Deanery involvement	1	4	12	13	40	58	56	1037
interfaith participation	1	8	13	9	17	44	92	1085

Note: Lowest score is most desired since choices were ranked with 1 as most important

Question 3



What traits and/or skills are most important to you in a new Rector? Please RANK them in order 1-6 with **1 being the most important and 6 being the least important using each number only once** .

Trait and/or Skill	1	2	3	4	5	6	Score
Ability to provide pastoral care to the congregation	97	40	20	21	9	10	426
Strong communication skills or experience	56	68	37	21	11	1	448
Ability to attract new members to the congregation	25	24	42	32	32	41	733
Ability to intellectually challenge the congregation	11	25	36	37	49	36	778
Demonstrated administrative skills or experience	2	19	36	47	37	50	821
Experience developing new programs and ministries	10	17	24	34	53	53	835

Note: Lowest score is most desired since choices were ranked with 1 as most important

Question 4



What 3 “Ministries” would you like to see the new Rector focus on in their first year here at St James’? **Please choose at most 3 by marking with an “X”:**

Ministry	Number of Votes
Care and Counseling Ministry	133
Church Growth and Development Ministry	115
Worship/Music Ministry	108
Youth/Children Ministry	94
Outreach Ministry	73
Christian Educational Ministry	62
Multi-Cultural Ministry	53

Note: Highest number of votes indicates most desired ministry

Question 5 (204 responses)



Would you prefer a new Rector to be MORE comfortable with... (**CHOOSE 1 and mark with an “X”**):

- 24% - Traditional Episcopal liturgy/theology and Prayer Books
- 7% - Nontraditional and new liturgical practices
- 69% - Comfortable with BOTH of the above

Additional Comments (specific questions)



- Q2: Program development for all ages- need children's support
- Q3: Give Good Sermons
- Q3: a strong preacher
- Q3: make people feel at home
- Q3: strong communication skills or experience with electronic equipment
- Q3: ability to lead/negotiate/use judgment
- Q4: cursillo
- Q5: a mixture is very important in this community
- Q5: need balance of traditional and non traditional
- Q5: both are strong here

Additional Comments (general)



- It makes me happy to worship with lots of people. I feel worried when I worship on Sundays at a service which is sparsely attended.
- I hope our new/next rector will- besides ALL else (we have indicated) that that person will also have an "outside" interest ie golf, learning to play fiddle, baseball something he enjoys. I feel this is a healthy thing for any rector.
- Based on the average age of 59 I feel you can anticipate a waning participation in regular activities- to project a "program" church with active participation may not be reality.
- Have Sunday school at same time as service (10:30 AM)

Additional Comments continued



- Holy communion at all services
- I come here because church is embracing of diversity.
- I believe that if we are moving toward a "program church" concept, we need to assess our ability to hire professional leaders (youth director, associate pastor, etc) to manage increasingly complex needs, as volunteers eventually "burn out". Its going to take a lot of energy and commitment to enhance our worship and education like our two interim priests have done.
- would like a rector that values our heritage
- I value the excellent adult education programs that we are experiencing

Additional Comments continued



- My desire is that the new rector be a pastor! In the sense that the new rector likes us as a people, wants to be a real part of the congregation, and doesn't keep us at an "arm's distance"- to be "one of us" as well as a good preacher/teacher and capable administrator- a tall order.
- Support Winter Relief and feeding homeless at Sunrise Village and Shoe Project
- New rector should be friendly, easy to listen to, interested in young people, fun
- would like no more than 2 services most Sundays with 1 time a month entire congregation worshipping together.

Additional Comments continued



- Let's not try to cram our new rector into one little box or another (pastoral v program, "like Bob" or "not like Bob") let's be open to whatever gifts our new rector might offer. Let's look ahead and not backwards.