



TRINITY EPISCOPAL CHURCH, NEW ORLEANS CAT RESULTS

By Elizabeth Hamilton, MSW, LSW

WHY WE DO WHAT WE DO THE WAY WE DO IT.

- We all go through the report together at one time.
- We benchmark.
- We work on listening empathetically.



WHAT EVERY CHURCH WANTS:

- *A Ready Church:*
 - A congregation that can follow the leadership of their next Clergy 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.

THE DATA IS THE BEGINNING OF THE JOURNEY

262 Responses
85% of average worship attendance



THANK YOU!

Satisfaction

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graph TD; S[Satisfaction] --- P[Peace]; S --- FW[Fulfillment Wholeness]; S --- BMR[Belonging Meaningful relationships]; S --- AD[Absence of discord];
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Peace

**Fulfillment
Wholeness**

**Belonging
Meaningful
relationships**

**Absence
of discord**

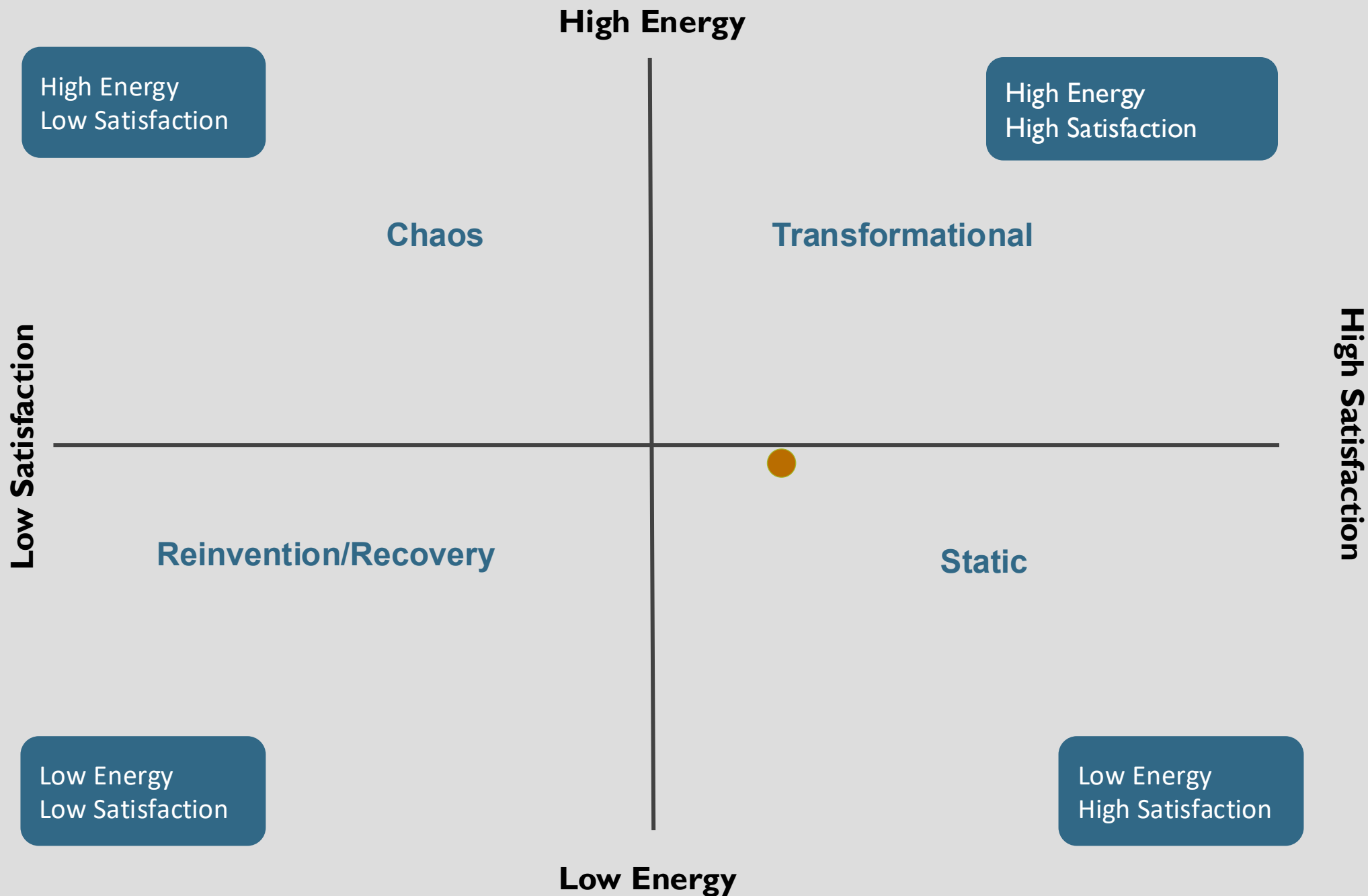
Energy

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graph TD; E[Energy] --- CSP[Compelling Sense of Purpose]; E --- CA[Capacity for Action]; E --- PI[Passion with Intention];
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**Compelling
Sense of
Purpose**

**Capacity
for Action**

***Passion with
Intention***



WHAT IMPACTS OUR
SATISFACTION AND ENERGY?

DRIVERS FOR SATISFACTION

Persons who serve as leaders in our church are representative of the membership.

The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.

The worship services at our church are exceptional in both quality and spiritual content.

In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.

Our church does a good job supporting persons in ministry by reminding them that they are making a difference.

DRIVERS FOR ENERGY

There is no significant conflict in our congregation.

The whole spirit in our congregation makes people want to get as involved as possible.

LEADER FOCUSED CONGREGATION

People gauge their experience by

- How decisions are made
- How they feel about the people in power
- How they feel about a decision pertaining to a particular issue

Be mindful and intentional:

- Dealing with conflict in healthy ways
- Win-lose mentality or polarization
- Work towards keeping the congregation to external, missional focus

Power

to

Purpose

PRIORITIES – WHERE DO WE WANT
TO GO?

THREE PRIORITIES FOR YOUR CONGREGATION

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

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

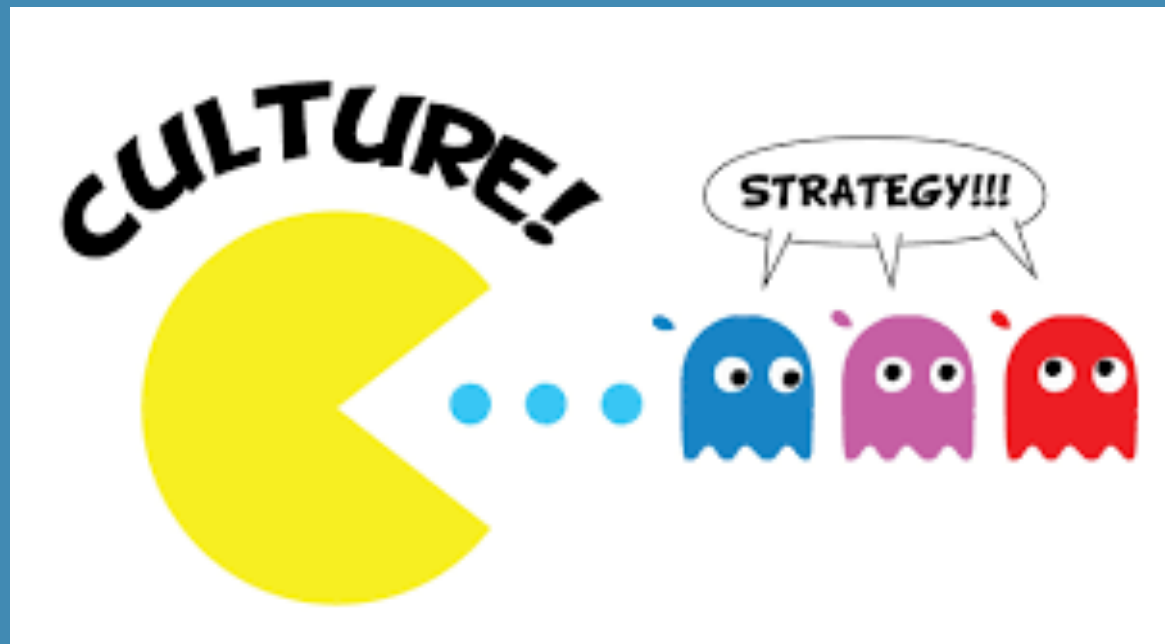
Stewardship: Develop the spiritual generosity of the people to financially support the ministry of the church.

UNUSUALLY HIGH OR NOTABLE PRIORITIES

Strengthen the process
by which members are
called and equipped for
ministry and leadership.
(High)

Strengthen the pastoral
response of the church
in serving people in
times of need. (**Very
High**)

YOUR CONGREGATIONAL CULTURE

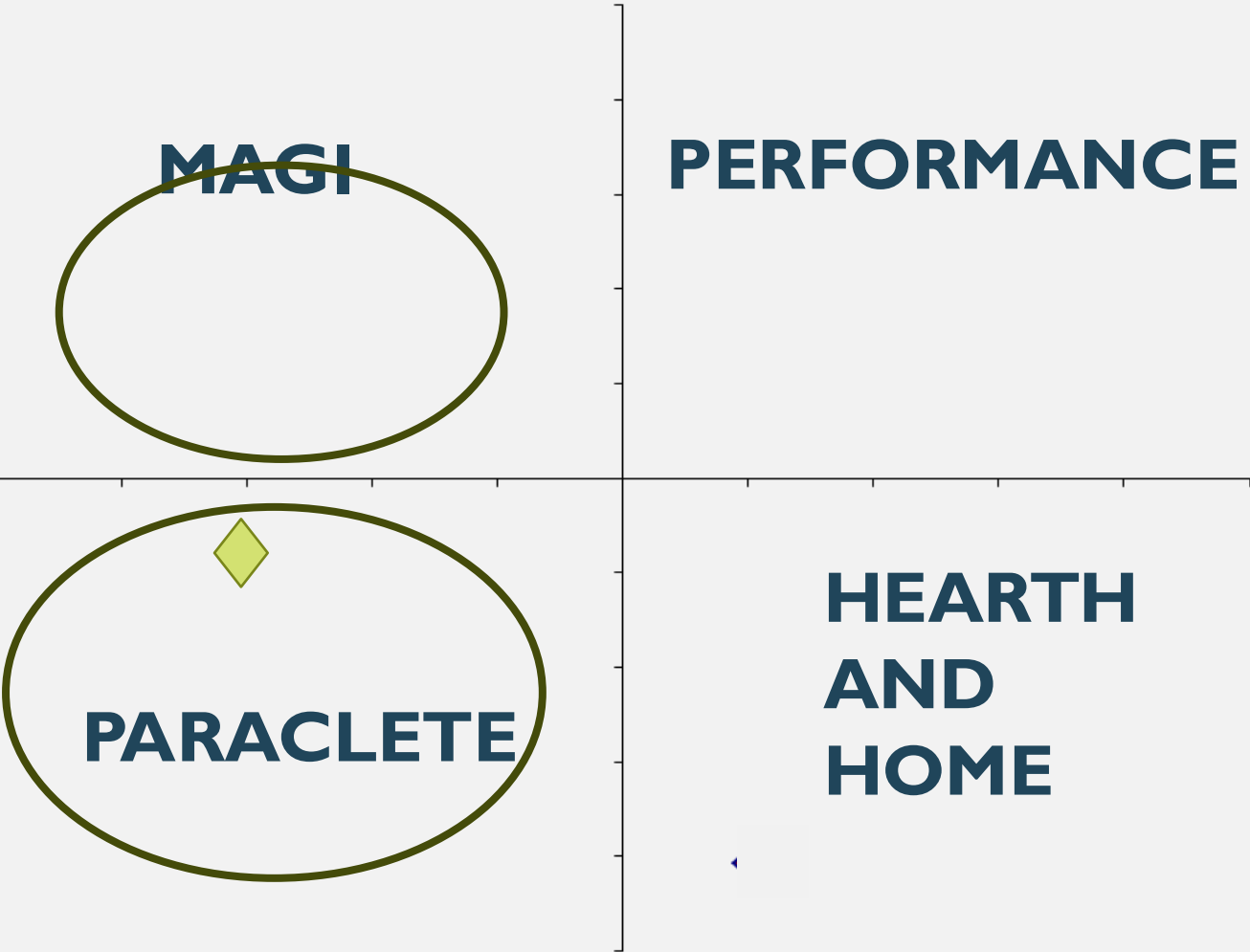


Descriptive Map

Adaptable

Progressive

Conservative



Settled

Some of us
embrace change

*And some of
us do not*



PARACLETE CULTURE AT ITS BEST

- Develop communities that are intellectually open and reflective but that pays attention to structure and ritual.
- Common to hear conversation about hospitality, inclusiveness, and spiritual practice.
- Comfortable with the unique spiritual path each individual must follow but believe that there are important patterns to spiritual practice.
- Uniquely equipped to focus on ministries of healing-often engaged in front line work-when the community is warm and hospitable, it can be a haven for those in need of healing or recovery.

PARACLETE SHADOW SIDE:

- If missional focus is lost may find themselves going through the motions of set routines, rather than finding the deeper meaning.
- Watch the temptation to overcommit to meeting the needs of others to the extent that there is burnout.
- May get trapped in the acceptance of where people are without adequate levels of accountability that can help make people whole.

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
- Powerful ally for those with minority status or who lack power to protect themselves
- Embraces meaningful changes necessary to engage a changing society
- Combination of an adaptable approach to change and more 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.

PARACLETE

MAGI

Clergy Needs

- Good at missional alignment and clarity.
- Experience or training in assessing effectiveness of programming and ministries.
- Can help people feel comfortable sharing faith stories while deepening spiritual walks.
- Committed to the work of shifting culture from internal to external focus.

Clergy Needs

- Strong preacher and teacher.
- Can relate intellectually to the congregation.
- Able to engage people emotionally to encourage safe, vulnerable spaces.
- Can develop the capacity for telling faith stories naturally.
- Someone who furthers ministry rooted in justice and systematic change.



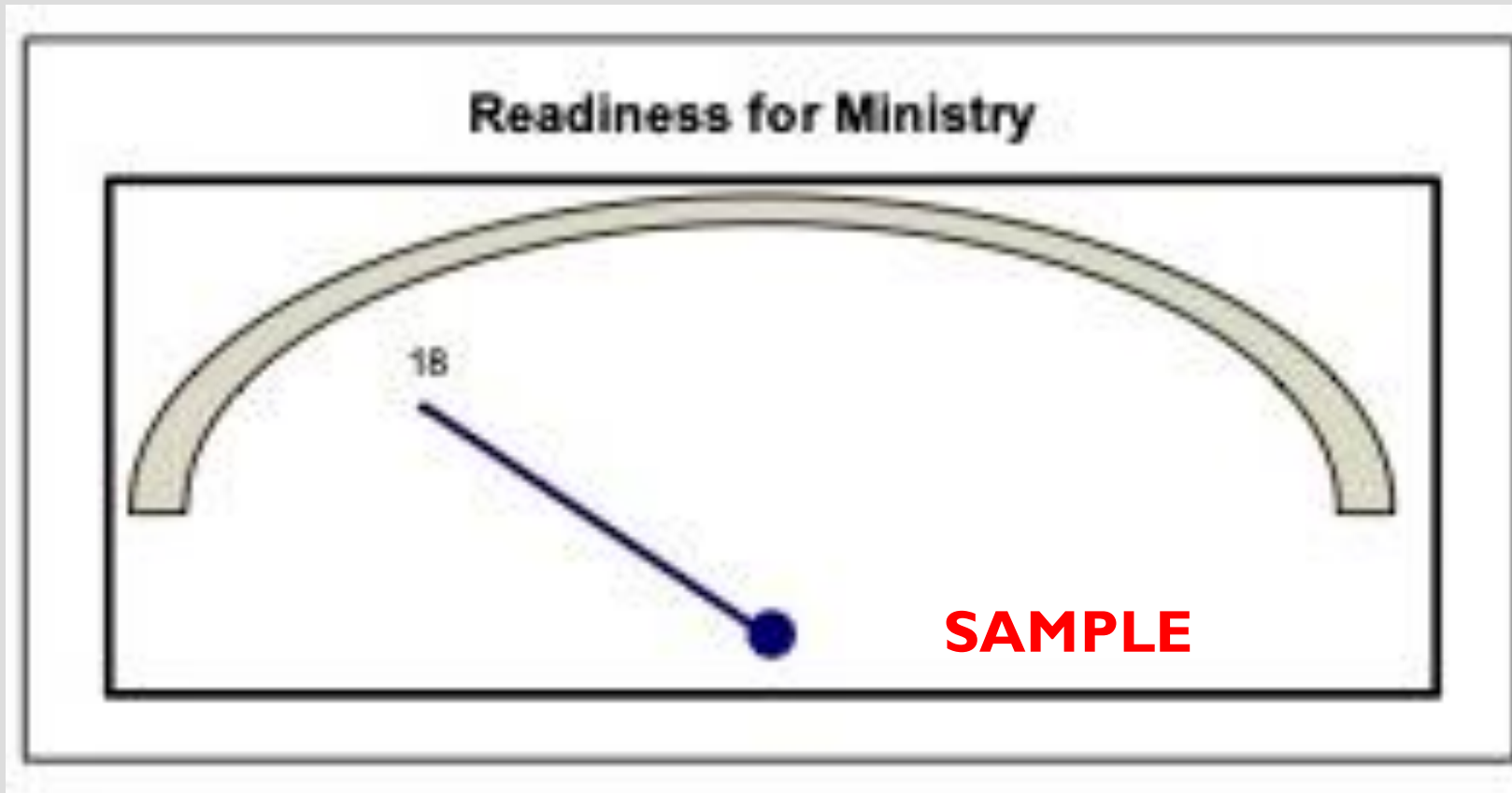
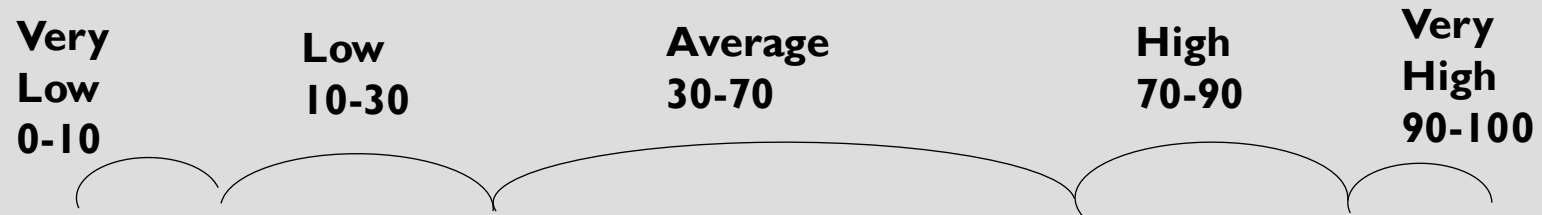
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"Basically, we're looking for an innovative pastor with a fresh vision who will inspire our church to remain exactly the same."

PERFORMANCE INDICES

So how are we doing?

Let's talk Benchmarking



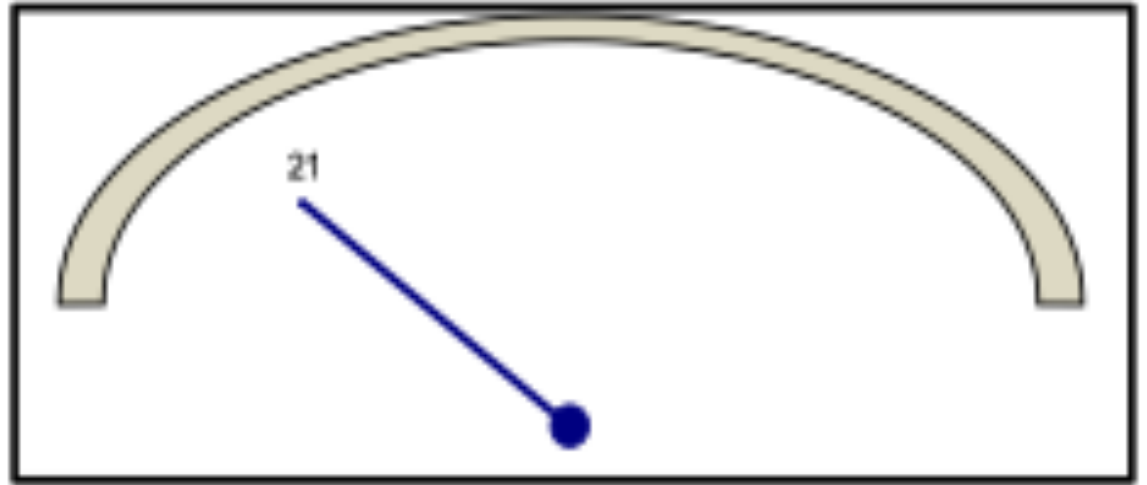
CONFLICT MANAGEMENT AND GOVERNANCE INDEX

- Is there a disturbing amount of conflict in our congregation?
- Do we resolve our problems through mutual effort?
- Among most of our members is there a healthy tolerance of differing opinions and beliefs?
- Is there frequently a small group that opposing what the majority wants to do?
- Do leaders show genuine concern for what people are thinking when making decisions?
- Do the SAME small group of people make most of the decisions?
- In important decisions is there consideration of different approaches to that decision?
- Is the leadership representative of the membership?

Conflict Management



Governance

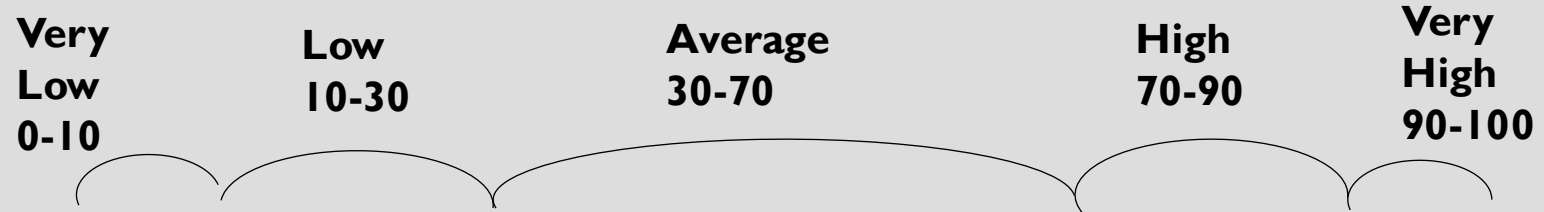


**CONFLICT MANAGEMENT AND
GOVERNANCE INDEX**

HOSPITALITY

- Are we welcoming and enriched by people from many different walks of life?
- Has being a part of the church community given new meaning to my life?
- Do I sense a friendly atmosphere among the members of our church?
- In times of personal need to a sense an atmosphere of genuine care and concern?
- Have members been prepared to personally welcome guests in worship service?

HOSPITALITY INDEX

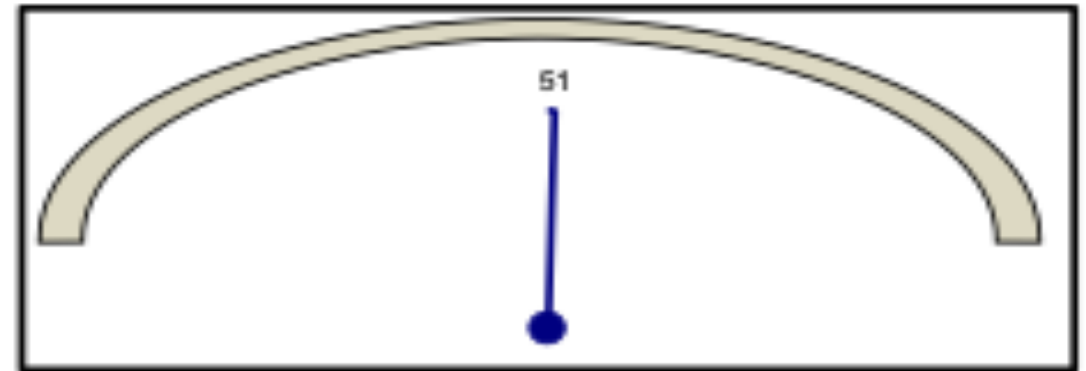


READINESS FOR MINISTRY AND EDUCATIONAL ENGAGEMENT INDEX

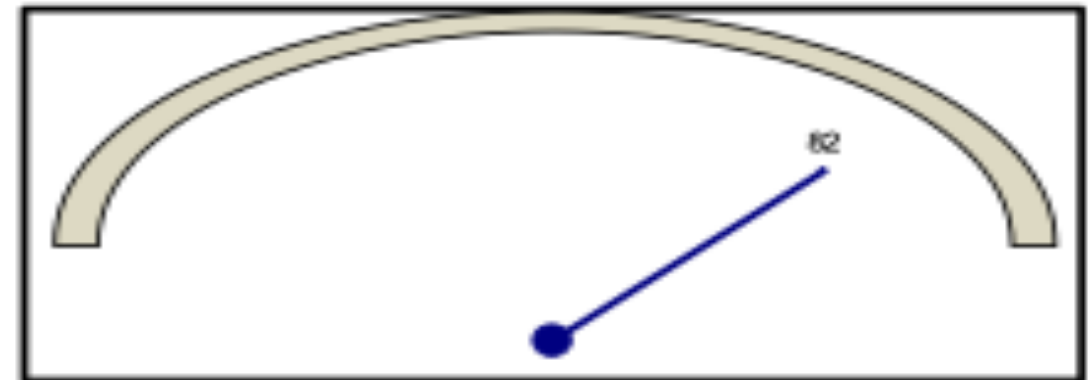
- Do we do a good job helping members understand they are called to ministry?
- Do we prepare our members for ministry by helping them discern gifts?
- Do we provide opportunities for members to engage in active ministry within the church and world?
- Do we do a good job supporting persons in ministry by reminding them they are making a difference?
- Do our lay people work with the clergy in leading and planning worship?
- Do our members understand that they have a spiritual responsibility for life-long learning and formation?
- Do we provide opportunities for education and formation in a variety of ways so that individuals can find one that fits their complex life style?
- Do we provide high quality education that is appropriate to every age and stage of life?

READINESS FOR MINISTRY AND EDUCATION ENGAGEMENT

Readiness for Ministry



Engagement in Education





SPIRITUAL VITALITY

- Do my spiritual experiences often impact the way I look at my life?
- Is my spirituality the basis of my whole approach to life?
- Do I experience the presence of God in my life?
- Do I work to connect my faith to all other aspects of my life?
- Although my faith is important to me, do I feel there are other things more pressing in my life right now?

SPIRITUAL VITALITY INDEX

**Very
Low
0-10**

**Low
10-30**

**Average
30-70**

**High
70-90**

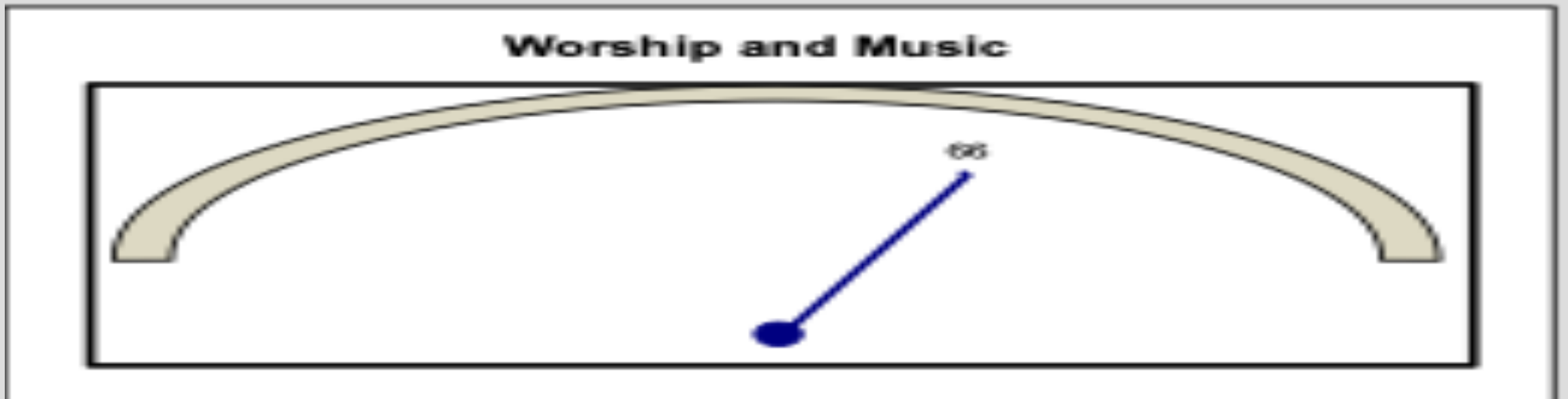
**Very
High
90-100**

Spiritual Vitality



WORSHIP AND MUSIC

- Is the music at our church outstanding in quality and appropriate in style in our congregation?
- Are the worship services at our church exceptional in both quality and spiritual content?





WHAT HAPPENS NEXT

**PRAY FOR YOUR LEADERSHIP,
YOUR CURRENT AND
FUTURE CLERGY, AND YOUR
CONGREGATION**



“Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us, fixing our eyes on Jesus, the pioneer and perfecter of faith.” Hebrews 12:1b-2