



A snapshot of answers from the question “Name the three things you most value about the St. Michael’s Community.”

2017 Rector Search Survey Summary

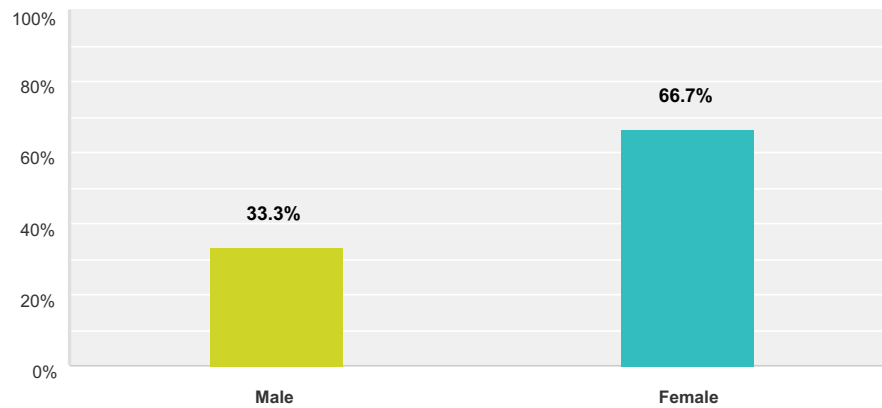
In April, the St. Michael’s congregation was invited to participate in a survey to offer thoughts and opinions as we began the search for a new rector. This summary presents the results of the 69 survey responses that were submitted. Not all respondents answered each question, so the tally of results for each question may not total 69. The answers to questions 8, 9 & 10 have been randomly listed to help protect the anonymity of respondents.

In addition to the survey, parish forums were held on April 2 after both 8 & 10 AM services where the timetable for the search process was presented and small group discussions were held. The agenda and reporting from the table captains from those forums are found on pages 15–17.

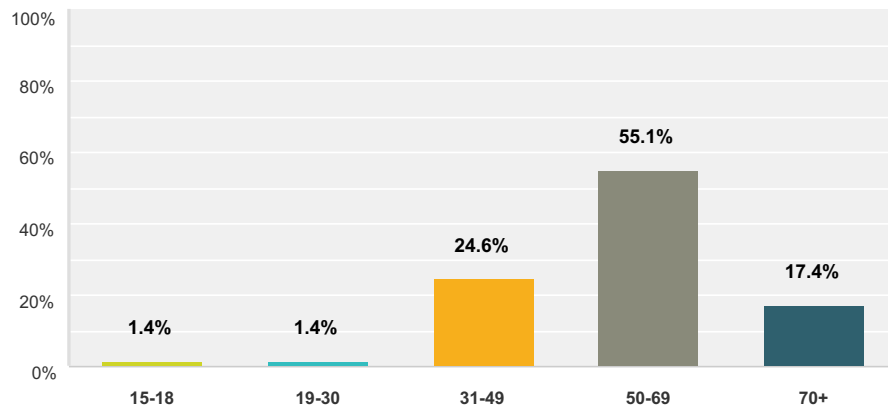
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Profile Committee*

2017 Rector Search Survey Summary

1. What is your gender?



2. What is your age range?



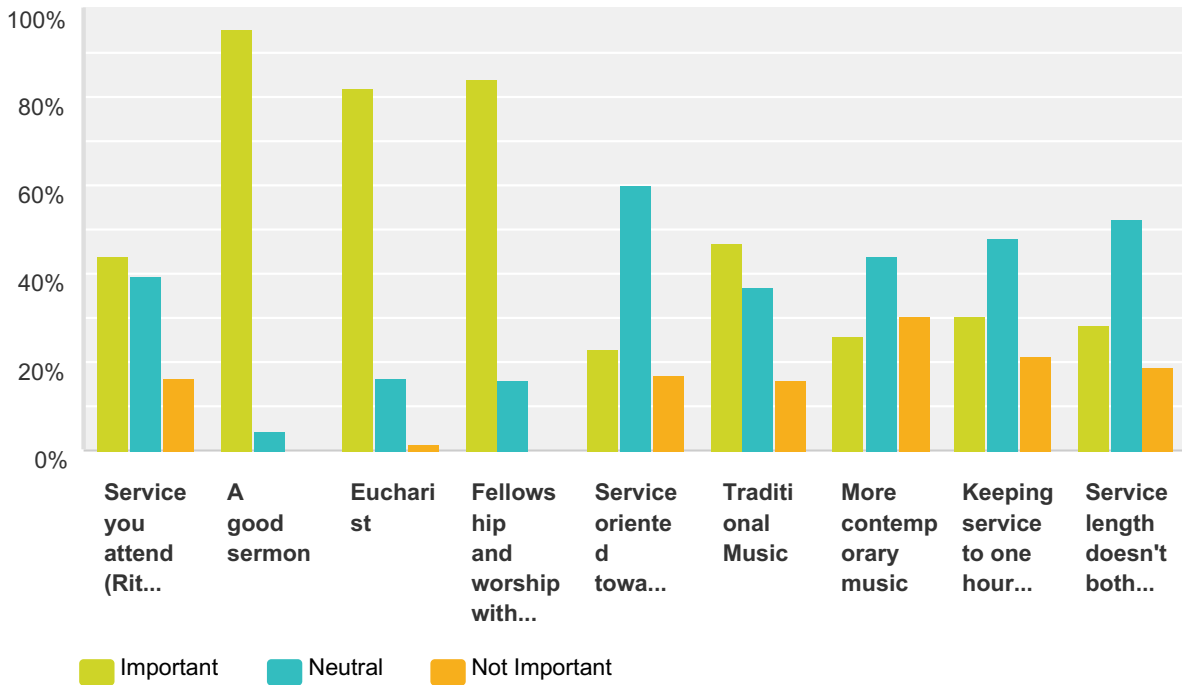
3. What service do you attend? Please indicate how often.

Service time	Frequently	Semi-frequently to rarely	Rarely	No specification on frequency	Total responses
8:00 AM	7	1			8
10:00 AM	27	12	12		51
Attend both services				10	10
Total	34	13	12	10	69

4. If you have children in the house, how old are they?

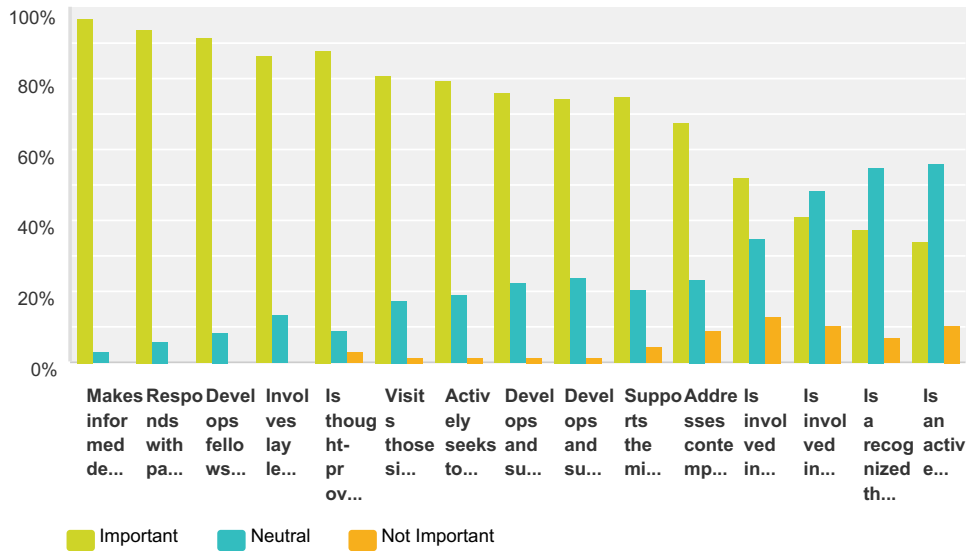
Age	Number
Newborn to 3	5
4 to 7	8
8 to 10	2
11 to 13	5
14 to 17	5
18 & up	4
Total	29

5. How important are various aspects of the worship service?



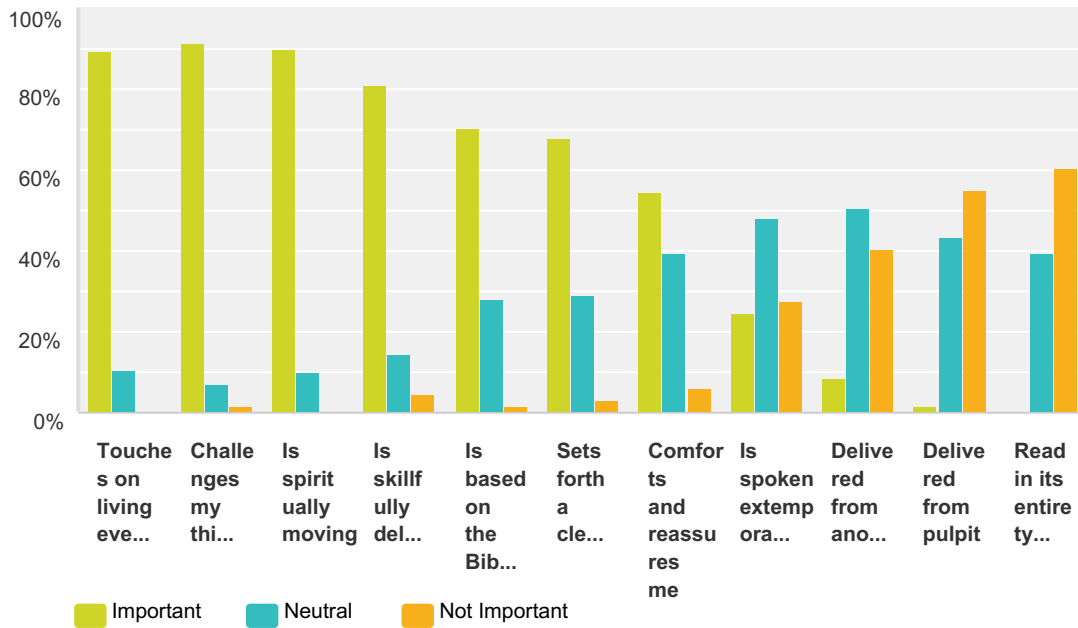
	Important	Neutral	Not Important	Total
Service you attend (Rite 1 or Rite II)	43.9% 29	39.4% 26	16.7% 11	66
A good sermon	95.6% 65	4.4% 3	0.0% 0	68
Eucharist	81.8% 54	16.7% 11	1.5% 1	66
Fellowship and worship with others	83.8% 57	16.2% 11	0.0% 0	68
Service oriented toward children	23.1% 15	60.0% 39	16.9% 11	65
Traditional Music	47.1% 32	36.8% 25	16.2% 11	68
More contemporary music	25.8% 17	43.9% 29	30.3% 20	66
Keeping service to one hour or less	30.4% 21	47.8% 33	21.7% 15	69
Service length doesn't bother me	28.6% 18	52.4% 33	19.0% 12	63

6. When St. Michael's names a new Rector, what qualities would you like that person to possess?



	Important	Neutral	Not Important	Total
Makes informed decisions and is flexible	97.0% 65	3.0% 2	0.0% 0	67
Responds with pastoral care to parishioners during significant points in their lives (birth, death, career success/loss, divorce, serious illness)	94.2% 65	5.8% 4	0.0% 0	69
Develops fellowship and a strong sense of community among members	91.3% 63	8.7% 6	0.0% 0	69
Involves lay leadership in planning	86.6% 58	13.4% 9	0.0% 0	67
Is thought-provoking and challenging	88.2% 60	8.8% 6	2.9% 2	68
Visits those sick and homebound	81.2% 56	17.4% 12	1.4% 1	69
Actively seeks to bring new members into St. Michael's	79.4% 54	19.1% 13	1.5% 1	68
Develops and supports Christian education for children	75.8% 47	22.6% 14	1.6% 1	62
Develops and supports Christian education for adults	74.6% 50	23.9% 16	1.5% 1	67
Supports the mission of the Episcopal Church	75.0% 51	20.6% 14	4.4% 3	68
Addresses contemporary ideas and issues	67.6% 46	23.5% 16	8.8% 6	68
Is involved in issues of social justice	52.2% 36	34.8% 24	13.0% 9	69
Is involved in the Arlington Community/Westover neighborhood with issues of importance	41.2% 28	48.5% 33	10.3% 7	68
Is a recognized theologian and very knowledgeable in scripture/theology	37.7% 26	55.1% 38	7.2% 5	69
Is an active participant in diocesan and region-wide activities	33.8% 23	55.9% 38	10.3% 7	68

7. In your mind, please rank what makes a good sermon.



	Important	Neutral	Not Important	Total
Touches on living everyday life	89.6% 60	10.4% 7	0.0% 0	67
Challenges my thinking	91.3% 63	7.2% 5	1.4% 1	69
Is spiritually moving	89.9% 62	10.1% 7	0.0% 0	69
Is skillfully delivered	80.9% 55	14.7% 10	4.4% 3	68
Is based on the Bible and makes me reflect on the larger community	70.6% 48	27.9% 19	1.5% 1	68
Sets forth a clear faith position as a guide for making decisions rooted in living a faithful life	68.2% 45	28.8% 19	3.0% 2	66
Comforts and reassures me	54.4% 37	39.7% 27	5.9% 4	68
Is spoken extemporaneously with an outline	24.6% 17	47.8% 33	27.5% 19	69
Delivered from another location	8.7% 6	50.7% 35	40.6% 28	69
Delivered from pulpit	1.4% 1	43.5% 30	55.1% 38	69
Read in its entirety from paper	0.0% 0	39.7% 27	60.3% 41	68

8-1. Name the three things you most value about the St. Michael's Community.

1	1. A welcoming, friendly congregation. 2. Engaged as a congregation and individually in the needs of the world. 3. Seeks actively to serve the needs of all who enter this house to worship God.
2	1. Acceptance 2. Service to others orientation 3. Sense of belonging
3	1. Community esprit 2. Gospel-based sermons 3. Intergenerational; socially active, but not political
4	1. Fellowship 2. Outreach 3. Traditional service
5	1. Multi-generational representation 2. Includes youth in the services 3. Parish-wide participation in activities
6	1. open-minded 2. creative 3. want a leader who can inspire change
7	1. Open-minded, friendly spirit of the congregation 2. Significant amount of mission and outreach work 3. Lots of different volunteer options, but no guilt-trips about not doing them, if that is your choice
8	1. Strong outreach mission world wide as well as nation wide and community wide. 2. Fellowship and sense of extended family. 3. Children's Chapel
9	1. Welcoming 2. Location
10	1. Welcoming congregation 2. Members are willing to try new ideas 3. "Small but mighty": we do a lot of outreach for a small church
11	1. Time/financial generosity to the local and wider community 2. pastoral support of fellow parishioners 3. acceptance of all who pass through our doors
12	Acceptance of differences.
13	ADULT EDUCATION COFFEE HOUR/FELLOWSHIP HOLY WEEK SERVICES
14	Beautiful worship space; welcoming community; individuals willing to share their talents in service to the congregation.
15	Caring community. Supports diversity without dogmatism. Actively involvement of almost all members.
16	Charitable acts Community
17	Children interact with the priest and teachers Knowledge of the people Intereaction with the people and the community
18	Church members, outreach, sermons to guide me
19	Commitment to sustain our parish and community Opportunity to get to know people a variety of people Provides a comfortable place to grow spiritually
20	Community Friendliness Inclusiveness
21	Community Friendship Supportive

8-2. Name the three things you most value about the St. Michael's Community.

22	Community; Location; Size (we can become a little larger, but don't have the physical capacity to exponentially grow).
23	Compassion and caring for others @St. Mike's and outside via Mission & Outreach type activities Active "education" programs for all ages Two different types of services (contemplative & family)
24	Diverse in age and culture. Individual pastoral care members provide. Our variety of outreach programs.
25	Diversity, Friendliness, Generosity
26	Engagement in doing the work of Christ in the community and world, weekly sermons and Eucharist, people who greet warmly and make you feel at home.
27	Eucharist Sermon Community
28	Feeling of spiritual support and friendship with others who want to serve the community based on faith.
29	Fellowship Spiritual comfort
30	Fellowship with parishioners. Efforts to strengthen the St Michaels community
31	Fellowship, sense of family; Use of prayerbook; variety of hymns from 1982 Hymnal
32	Friendliness Generosity Dedication
33	Friendliness of members.It meshes with my concept of religion. Able to know most members due to its small size.
34	Friendships, spiritual place, beauty of church
35	FYI: some questions in 6 and 7 have multiple parts, yet we must answer in absolutes. In this case, how can you decipher which question we're answering? You'll be getting invalid info on those questions. I value the intelligence and kindness of our community. We seem always welcoming...to others and to each other.
36	Genuinely caring of each other; we put our faith into action; we accept people wherever they are on their faith walk
37	Good sermons, Christian fellowship, well organized
38	Intimacy, consistency, reverence
39	Involved in the community. Comfortable feeling in the sanctuary and coffee hour.
40	it's rootedness in itself -- that's both good and bad. willingness to try new things generosity of time/talent
41	Open and accepting of anyone who wants to come. Willing to do whatever needs to be done. Always seems to be out on the edge of something, outreach, social issues, finances, whatever.
42	Other parishioners Interesting and worthwhile activities, e.g., packing meals for the homeless, book groups, XYX meetings The music
43	Our youth Our grounds Us
44	People at St. Michael's have always accepted me and my family even when we may have challenged the status quo. The congregation is smart, thoughtful and warm. St. Michael's church is convenient to my home.
45	People talk to each other and value relationships. Strong mission and outreach. Recent emphasis on care of creation.

8-3. Name the three things you most value about the St. Michael's Community.

46	Remarkable involvement of nearly all parishioners in ministries and fellowship activities Caring and respectful of each other Understand the need to commit time, talent and treasure
47	Roots in tradition Numerous opportunities for involvement Welcoming of all peoples
48	Sense of belonging - feeling at home Sense of acceptance of all - socially liberal Traditional liturgical approach to services and music
49	Sense of Community Mission oriented Welcoming to all lifestyles and economic background
50	Sense of community fostered by size (small enough to get to know one another individually) and diversity of mission and outreach, as well as social, opportunities Parishioners' generosity and willingness to contribute time, talent, and treasure to projects that benefit us all and Arlington community Experience in handling challenging issues among parishioners and parish at large
51	sense of community, individual relationships and shared values (i.e., inclusivity, social justice, etc.)
52	Serious approach to liturgy, fellowship, community outreach
53	Solidarity A place where everyone knows your name and welcomes you Close knit group
54	supportive community "lives" its faith a "thinking" community
55	Supportive community -- there for each other Commitment to faith and spirituality Dedicated to making a difference in the lives of others outside St. Michael's
56	The commitment of its members to St. Mike's and its missions; the willingness of people to step in, pitch in and help when needed; people like to come to church and are passionate about their ministries and activities.
57	the openness and friendliness of the membership our active witness through different ministries the age range that spans old and young
58	The Outreach programs The fellowship at coffee hour People volunteer without hesitation
59	The People, active engagement in mission, welcoming to all of any walk in life.
60	the people, fellowship, community
61	The warmth - even though we are there infrequently, we always feel welcome. We came because of Mtr. Leslie. Commitment to diverse backgrounds
62	theologically-engaged and reflective purposefully lives out faith nurturing and intergenerational
63	Very welcoming Fellowship Availability of diverse volunteer opportunities
64	Warm and welcoming congregation, just the right size to be familiar but have enough regulars for a community feel, traditional services that still feel relevant
65	welcoming, inclusive, caring

9-1. What qualities do you most want to see in a Rector at St. Michael's?

1	-skilled at pastoral care for all ages; great preacher (theologically-grounded sermons that address contemporary issues); good administrator willing to delegate/empower laity;
2	1. Focused on worship 2. Ability to facilitate change. 3. Thinks outside the box - dynamic.
3	1. Good pastoral care including elderly and all other ages. 2. Willing to lead Children's Chapel once a year and attend the nursing homes with the Nursing Home Ministry in Crystal City on Sunday and the nursing home on Friday once a year. 3. A good teacher and preacher. 4. Be more active in the community and lead more people into the parish, especially more diversity besides age differences. Personally, I want to see a sea of color in the congregation.
4	1. Married with a child or children under 10 years of age. 2. An excellent exponent of Holy Scripture. 3. Capable of and willing to practice effective delegation of temporal responsibilities and authentic engagement of the laity in worship.
5	1. Responsible 2. Reliable 3. Caring
6	1. Thoughtful and thought-provoking sermons that are more oriented to applications to daily life and issues, than being overly scholarly 2. Warm and welcoming person - who reaches out to and appreciates people "where they are" 3. Energetic and flexible - excited about building on what St M's is now and expanding it in terms of mission
7	1. Willing to "pound pavement" and introduce Saint Michael's to our neighbors; willing to be a dynamic member of the community 2. Strong sense of social justice and willing to espouse those values publicly 3. Keen ability to minister to the sick, the friendless, and the needy in our own congregation and in the greater community
8	A gifted preacher who relates biblical teachings to everyday life and/or current events. Warm and approachable. Makes pastoral care a priority.
9	A good preacher/teacher that energizes the parish and draws folks into the parish. Someone that knows enough about the business aspects of the parish to keep things flowing but doesn't have to be involved in every detail. Someone that can select effective folks to do things and then let them perform those tasks.
10	A leader of and for the people Sincere w/out being stuffy Experience in the world Flexibility!!
11	a personal faith an intelligent, inquiring mind a warm and welcoming personality a sense of humor
12	A priest who uses scripture as support and insight into daily life rather than one who uses it as a bludgeon to shape "christian behavior." A priest whose personality and preaching can draw more people into St. Michael's. Someone who is warm, invitational, approachable and insightful and with a bit more extroversion than we may have as a parish as a whole. Someone who can help manage our parish budget appropriately and ideally help grow it via pledges, events, etc. A priest who is familiar and comfortable working in the digital and social media space.
13	a strong & compassionate leader
14	a welcoming tone some experience in growing a congregation (or some good ideas for how to grow) a good preacher
15	Ability to get and retain new members. Ability to deliver captivating sermons tied to everyday life

9-2. What qualities do you most want to see in a Rector at St. Michael's?

16	Able to meet the challenge of growing the church Easy to approach Give sermon from the heart A family man with wife and children
17	Above list of desired attributes show how difficult it is to have every skill set in one person. No Rector can ever be perfect; each candidate will need to be considered on the combination of skills they bring to the job.
18	Accessibility, warmth, intellect
19	Address contemporary social and moral issues and motivate us to do for others, not just in Arlington, but throughout the world
20	approachable leader, able to challenge by tying scriptures to contemporary issues/times, helps St. Michael's to expand and grow
21	Biblical knowledge Approachability Getting to know each parishioner
22	Bring in new families, non political, inspiring
23	Commitment to getting to know everyone in the congregation, deep understanding of the scripture, ability to write and deliver relevant, challenging sermons
24	Compassion for all is key (someone strong in pastoral care). Someone who is able to make decisions and pull people of differing opinions together. Someone with vision for St. Michael's to change and grow, but who makes informed decisions and doesn't "shoot from the hip." Someone who is able to relate to people of different ages and backgrounds. Someone who understands the value of humility.
25	empowering laity stick with the Episcopal liturgy community outreach PS: per the above multiple-choice responses, many items are important to me but the Rector does not have to DO them all, but guide others to ensure they are done: ie get a Stephen Ministry going for pastoral care.
26	Enthusiasm for Christian ministry Ability to work well with children, teens, young adults and seniors (a big order!)
27	Excellent homilist; able to articulate and demonstrate how to live out church teachings; willingness to champion and be strong advocate of inter- and intra-faith initiatives; awareness of, interest in, and willingness to champion social causes (e.g., gun control, refugee issues), not just discuss them; understands role as our teacher and guide in our own faith journeys; collaborative; approachable; sense of humor; flexible; empowering; excellent pastoral care provider (for all generations in parish); courage to try what's new and different instead of saying "this is how it's always been done"; firm, effective delegator; skillful steward of time, talent, treasure, both own and parishioners; able to commit to and guide parishioners in articulating and developing long-term outlook for St. M's; excellent listener and communicator; able to uplift us when we're down Also prefer priest be female
28	First and foremost, I would like someone who knows the Bible, and preaches regularly on the Gospel and on how we live our daily lives. I would like to err on the side of a pastoral priest, and on one who can delegate administrative tasks, while remaining informed.
29	Focused on the Bible rather than on political/social issues of the day. Respectful of tradition. Building on what is good and important at St Michaels rather than trying to change everything. Pastoral care.
30	Friendliness Openness Clarity
31	Friendly, thoughtful, respectful and inclusive and inspiring. I would like to see in this person by example a way to deepen my own spirituality. I would like for this person to walk the talk. I also expect honesty and openness in this new leader.
32	Gives a good short sermon Is warm friendly and excels at pastoral care. Relates well to members of all ages.
33	Good homilist; addresses pastoral care needs; actively seeks to grow the parish; resides in the rectory

9-3. What qualities do you most want to see in a Rector at St. Michael's?

34	Good sermons Good Pastoral care Embracing of our diverse community
35	I appreciate intelligent sermons and a welcoming, uniting rector who will not alienate a larger congregation. Replacing lost congressional members and expanding the congregation is very important and should be a big focus of the new rector. Having social and spiritual activities for middle school/high school students also needs to be a focus.
36	I'd like someone who can challenge us to do more, help us grow (in faith and mission,) and figure out our relevance/how to make changes/what to focus on in this current political state.
37	Inspirational, attracts new members, good leader
38	Interaction with the people of all ages Positive on their mission Want to the best for the church and its community
39	kind a member of the community (not an isolated leader) responsive
40	Leadership: able to inspire laity to move ahead while also being willing to make decisions when needed. A good teacher: able to help everyone on their faith journey by explaining Scripture and tradition. Engaging, friendly, approachable, and responsive.
41	One who can delegate so they don't get bogged down and pastoral care goes by the wayside.
42	Outward going
43	Personally warm and empathetic. Able to relate Christian values to modern society. Able to grow St. Michael's.
44	Positive leadership -- willing to take a stand but mostly seek to respond to and empower laity Committed to mission and families Skilled in pastoral matters, including nurturing our faith
45	really good sermons; happy to be among us in worship, fellowship, and work of the church; a good steward of our resources (people, money, buildings, staff)
46	See question 6 (respondent added "Is involved in issues of concern for the environment, i.e., "be faithful stewards of his bounty." I do NOT want the choice restricted by his or her marital or parenthood status.
47	Sermons that engage the scriptures; Good listener; a heart-soul relationship with God-Christ; Wisdom; Leadership but not overbearing; Encourages lay leadership/volunteers but without overlaying guilt
48	shepherds our community through spiritual and theological engagement (not just a leader, but a spiritual leader) empowers lay leadership outgoing
49	Social justice orientation Connection to contemporary issues
50	Someone who can expand the community of St. Michael's and nurture a more robust music program as part of that community.
51	Someone who does not allow bullying by longtime members of the congregation, no matter how well meaning they are. Conversations about different views. Someone who notices who stops coming.
52	Someone who doesn't tell me what to think but leads me to think about spiritual issues critically. I don't have to agree with what the rector says, but if their message is compelling it will broaden my understanding of where others stand in their faith. I also enjoy learning about the history of the Bible as part of the sermon. It helps makes the lessons more real/digestible to understand the message in the context of history.
53	Someone who is comfortable helping us deal with whatever comes next in an evolutionary rather than revolutionary manner (the sixties were a grand time, but we know better now).
54	Someone who is warm, welcoming, and inclusive to all ages, races, and sexual/gender orientations; Someone who gives challenging, thoughtful sermons with real-life applications; Someone who performs pastoral care with love; Someone who believes in mission outreach to our community.

9-4. What qualities do you most want to see in a Rector at St. Michael's?

55	Someone who will discern and appreciate the strengths (and weaknesses) of St. Michael's and help us grow in spirit, in impact on others, and in numbers
56	Someone who will recognize and support our current strengths while challenging us to see beyond who we currently are. I hope we will try to find a youngish rector with a family including school age children. This would broaden St. Micheal's visibility in the local community and could be an important element in attracting more families. Given our local demographic, I believe we must attract more families if we are going to survive long-term.
57	Spirituality, organized, interest in all age groups including the nursing home ministry
58	Spiritually engaging/challenging, pastoral, knows how to involve and empower parishioners.
59	strong leadership, good interpersonal skills and spiritual wisdom
60	STRONG PASTORAL CARE EQUAL EMPHASIS ON DIFFERENT DEMOGRAPHICS CHALLENGING AND COMFORTING
61	Supportive Friendly
62	Thought provoking, incorporating tradition with changing times, community minded/engaging and a good sense of humor.
63	Thoughtful Inspirational speaker Warm and friendly
64	Warmth Dynamic Passionate about the vision of St Michaels with a plan to guide our growth. Ability to deliver thought provoking sermons that challenge all to grow spiritually. Non judgmental
65	Warmth and welcoming Inclusive Outreach to the community

10-1. What would you want a new Rector to know about St. Michael's?

1	-- although small and we need to grow, we are a vibrant, engaged community of faith
2	Everything, we are small but vibrant.
3	Getting to know this wonderful group of people should be a happy and growth experience for any new rector
4	how lucky they are to be part of this amazing community.
5	How the candidate received his/her call to the ministry as a sign of his/her dependable commitment to persevere in it.
6	How well we have managed in times of transition; that we have strong lay leadership who are ready to support a new rector.
7	I don't see St. M as an 'agenda' parish. The generosity of our mission & outreach efforts. Centrist on theological spectrum.
8	It is a great place to be
9	It's history, columbarium, intellectual bent
10	IT'S SIZE IS A STRENGTH
11	Its allaroundness
12	Listed above
13	Many parishioners are not life-long Episcopalians, and value the inclusive and non-rigid tone of the sermons and liturgy
14	Our sense of family and concern for each other, our ministry to others outside the congregation, our commitment to the Diocese, something of our financial commitment to St. Michael's
15	See number 8.The congregation is accepting and tolerant.
16	Small and vibrant, but needs sustainment and modest expansion
17	Some (most) of its history; any "problems"--mechanical, political; Outreach programs; Difference between 8:00 and 10:00 services (contemplative vs family oriented); importance of family visitation when there is a crisis in the family
18	St. Michael's Community hungers for better worship.
19	St. Michael's congregation seems to value and celebrate both the old and the new. Introducing new ideas, plans, and projects is terrific, but please remember that the traditoinal things also matter. To me, the St. Michaels' congregation resrepresents an opporunity for traditional worship in a non-judgmental, caring environment.
20	St. Michael's is a friendly, God-based parish. We have sponsored many parishioners into the priesthood. We have a strong Children's Chapel lead by three volunteer lay leaders.
21	St. Michael's is a small and welcoming parish.Our parishioners are well educated and successful; yet non assuming , accepting and generous with heart and finances. We understand the value of introducing the youngest in our parish family to the knowledge and joy of our Lord to develop their spirituality and faith, all the while tending to the spiritual and pastoral care of the elders of our parish. While we like to have hearts and minds challenged as it relates to the application of faith in our daily lives, we enjoy coming together to celebrate our faith and share it with others.
22	St. Michael's needs to grow the Parish; Rector should live in the Rectory
23	St. Michaels has a strong foundation and great potential for growth.
24	That the church is a wonderful combination of folks that have been at St. Michael's for their entire lives and others that are only recent members yet all work well together.
25	That we are a sustaining community that wants to grow in size and in depth of spirit.
26	That we are an active, diverse, generous congregation, and we want someone to inspire us!
27	that we are small, engaged yet somewhat concerned about our future
28	That we can be a diverse group, but that makes us St. Michael's.Thanks
29	That we're smart, thoughtful, engaged people that look to St. Michael's for new insights into life and faith. That we tend to be socially progressive but liturgically traditional.

10-2. What would you want a new Rector to know about St. Michael's?

30	The last rector gave wonderful sermons. We have gone from about 300 families to 300 people!
31	The parish has a deep sense of community and working together, making it incumbent on new rector to listen to and get to us and our desires and needs and not impose on us the view that he or she knows what's best for St. M's; that parish always steps up whenever need (of individual, larger parish, or community) announces itself; that St. M's greatest treasure is its membership
32	The strength of our community and our strength in the larger community, but our weak relations with our neighbors
33	There is A LOT of tradition & a lot of untapped talent; like in every other organization 20% of the people do 90% of the work. Opportunities abound to be more inclusive to our local & global neighbors. People like to think they are flexible & are open to change, but... I do not think change comes quickly.
34	This is a smallish church which does a great deal. We fight above our weight.
35	Very nice; sensitive
36	Warm and friendly
37	We are a caring, welcoming community that likes to be challenged intellectually.
38	We are a close-knit yet welcoming community dedicated to service.
39	We are a friendly and outgoing church. We are full of outreach programs. We would like to grow a little. We are a giving church when it comes to the funding needed to keep the church on budget.
40	We are a great group but maybe we aren't as great as we think
41	We are a small but mighty force for witnessing to, and shar God's love in the comunity, but we perhaps need some re-directing in order to grow as a community
42	We are a strong congregation who feels deeply about each other and our faith
43	We are a traditional church, but that doesn't mean we don't want change. We are eager to share God's love with our neighbors and with the greater community.
44	We are an understanding, generous, loving church.
45	We are mostly a faithful group of sinners, who strive to understand our places in the world and in God's love.
46	We are ready to grow - in size, in what we do, and in ways we engage each other and the community.
47	We are small but mighty, with a focus on mission. We are a family.
48	We are small but mighty!
49	We are small but we do so much, everyone is engaged, we really appreciate and encourage each other.
50	we don't seem diverse in socio/economic ways; there seems a complaisncy to let those who do, continue to do.
51	We have a solid faith tradition and core membership. Help us build on that!
52	We need adult Bible studies; St. M's is a slice of America; St. M's celebrates parishioners
53	We need to have help avoiding rigidity.
54	We value our multi-generational community and need a rector who can keep us serve the different needs of people in different life stages.
55	We want a leader to help us grow spiritually.
56	We're a wonderful community but we may be approaching a turning point in terms of growth.
57	We're changing slowly, and need someone who understands that and can help with that in a reasoned, informed, tailored manner.
58	We're vibrant and deeply caring. We just need more of us!

April 2 Profile Committee Parish Forum Agenda

1. Welcome & Introductions (Karen Ruff) (5 mins.)

Search Process

The Vestry discussed elements of the search process and agreed to proceed with the following schedule, understanding that the target dates will be adjusted if needed as the process unfolds.

- Timeline: The profile writing and search committees will be given approximately 3 months each to complete their work with the goal of having candidate(s) submitted to the Vestry in September/October and having a new rector in place by the end of the year.

Profile Writing Committee (Timeframe: March–May)

- Number of members: 3. To include a representative from the Vision and Planning Committee (Nancy Tate).
- Purpose: This group will prepare a document that describes St. Michael's and outlines qualifications for a successful candidate for rector. The profile will be approved by the Vestry and used in preparing an advertisement for the job. This group will work with the Webmaster to see that the website is accurate and up to date as it will be a resource for individuals interested in the position.

Search Committee (Timeframe: June–August)

- Number of members: 5–6. To include a representative from the Profile Writing group (Cindy Matlack).

2. Explanation of Meeting Process (Leslie Stubbendieck) (3 mins.)

3. Questions for discussion (Leslie) (Questions: 15 minutes each)

- a. Name the three things you most value about our congregation.
- b. What are the most important qualities that you'd like in a new rector?
- c. Reflect on your time at St. Michael's. Name a moment that was a high point, when you felt our church was doing God's work/fulfilling its mission.

4. Distribution of Rector Search Survey (Cindy Matlack)

Link to Survey Monkey sent today; paper copies available. Please complete the survey by Sun., April 23. Paper copies may be returned to the basket in the Parish Hall or to the Parish Office.

5. Closing Prayer (Nancy Tate/Cindy Matlack)

Eternal God, we lay the life of our parish before you in this transitional time as we search for a new Rector. Renew in our Church a sense of your love and mission, that we may serve the people around us and be guided to the priest who, as our rector, will care for this parish and equip us for our ministries. Guide those involved in the search process that they may patiently listen and hear what your Spirit says. Give us the grace and power to follow where you would lead, that your Name may be glorified among us and your people strengthened in the work of reconciliation and caring for others. All this we ask through Jesus Christ, our Lord. Amen.

Committee contacts

Profile Committee: profilecommittee@stmichaelsarlington.org

Cindy Matlack, Leslie Stubbendieck, Nancy Tate

Search Committee: searchcommittee@stmichaelsarlington.org

Mick Sutter (chair), Beth Addington, Rick Hightower, Helen Hines, Cindy Matlack

Summary of table captain reports
(Recorded by Leslie Stubbendieck on easel pad)

1. Name the three things you most value about our congregation.

Friendly and welcoming to all
Feeling of Accessibility to Rector/Church
Engaged in the needs of the world--mission and outreach
Not afraid to try new ideas
Strong sense of community-particularly coffee hours and fellowship
Variety of ways to worship that support mission
Socially aware without a political agenda
Caring about each other, values diversity and respects all backgrounds
Cares for diverse spiritual needs
Free to be who you are
Friendly, welcoming, small size
**everyone is celebrated not just tolerated
Diversity of mission and outreach programming
Diversity of social programming for parish
Children's Chapel and the spiritual development of youth
Community changes over time, isn't rigid
Lives its mission
Intergenerational congregation allows for connectivity that doesn't happen everywhere
Quality of the congregation
Quality of the sermons, rooted in theology and living faith in daily life

2. What are the most important qualities that you'd like in a new rector?

Vision for Christian education for all ages—youth and adults
Approachable, meets you where you are in terms of worship and in a personal manner
Positive experience with growing congregations and sustaining that growth
Family Friendly
Experience with Church Administration
Engaged physically in our neighborhood, Westover, and all of Arlington
Energetic and Passionate
Good Sermons which are not only relatable, but are inspiring and rooted in theology, with a message for the week***
Values the worship service
Facilitates outreach and is the connector of visions
Empowers those in the lay community to help lead
Facilitates transparency
Sees worship as central to good preaching and connects with current events
Gives strong pastoral care at the level people need it ***
Accessible

Has an ability to recognize strengths and weaknesses and asks for help when needed
 Is creative in ways to partner with other churches and the larger community
 Is flexible and changes with the times
 Welcoming, outgoing
 Family friendly and also realizes not everyone in the church has a family
 Inspiring, encourages mission and outreach
 Inspires a spiritual journey
 Engages youth
 Social justice is important
 No pre-conceived notion of who the St. Michael's community is, won't make us fit to their needs, without considering ours
 Larger part of the Episcopal church
 Challenges us as a parish, as only an outsider can do, to help us revise and reinvent while still maintaining St. Michaels.
 Slightly favors risk taking vs. being Evolutionary/Revolutionary

3. Reflect on your time at St. Michael's. Name a moment that was a high point, when you felt our church was doing God's work/fulfilling its mission.

Children's Chapel
 Shrinemont
 Rebuilding Together
 Nursing Home Ministry
 Summarized As: Meeting the Needs of the Community throughout the year (Angel Tree, Ugandan Outreach, Nursing Home Ministry, Monthly A-SPAN Meal Distribution, Bagged Meals, Meals on Wheels etc...)
 Easter Service
 Moving Forward in Faith pledges/payments are strong and we continued a strong annual appeal campaign, despite losing a rector in the fall.
 Community suppers
 Capability to explore decision making respectfully
 Taking care of each other
 Outreach to the community 1-1***
 Children's Chapel where kids are involved and engaged
 Welcoming, all are celebrated
 Connecting with Neighbors
 Shrinemont Post 9/11
 Teaching children's chapel
 Their "first Sunday"
 Building Relationships with AME Zion after Charleston/Youth- Living Our Faith
 This process of looking for a new Rector- Embracing Change
 Mother Rosemari's Offer to Serve
 Variety of Mission and Outreach
 Listening to the Choir
 Packed Easter Sunday service