

St. Timothy's Episcopal Church & The Church of the Holy Cross

Summary of Rector/Vicar Search Committee Listening Sessions and Survey

Summary: St. Timothy's and Holy Cross are unique congregations in many ways, not least in that they are located in one of the fastest-growing areas of the nation, adjacent to a large metropolitan area. The churches face challenges, but have unlimited potential to address the challenges by growing the churches, rebuilding educational and fellowship programs impacted by COVID-19 restrictions, improving financial stability, and enlisting the laity to be in ministry with clergy leadership. The results of the listening sessions and survey make that clear—we are eager to begin the next chapter of our lives together as a church community.

The Listening Sessions

The Rector/Vicar Search Committee decided one of their first tasks was to engage in discernment by asking critical questions and then reverently listening to the parishioners' responses. Three opportunities for in-person listening sessions were offered, two at St. Timothy's and one at Holy Cross. The listening sessions were announced during worship services, via e-news, and by group emails. We were not sure how many would attend in-person during COVID-19 restrictions, but were pleased by the response. Approximately 50 attended the sessions at St. Timothy's and 12 at Holy Cross.

The questions posed by the Search Committee were:

1. *What is the single greatest challenge we face at the church?*
2. *What is the greatest opportunity we have at the church?*
3. *What do you want the Search Committee to keep in mind as they conduct the search for a new rector/vicar?*
4. *What do you believe are the top two qualities needed for a new rector/vicar?*
5. *Look forward to 10 years in the future and describe what you hope your church has become by then.*

A summary of the responses is in Appendix A of this report. Highlights of the responses are below.

Question 1: Challenges

Key findings from the Listening Session were that growth, financial issues, and the need for better communication were most often mentioned as challenges.

Question 2: Opportunities

Opportunities often mentioned included growth, location, and the people of the churches.

Question 3: Keep in Mind

The need to consider the relationship of the two churches in the search, and to select a new rector/vicar who will support both congregations was mentioned, along with the admonition for the Committee to keep an open mind and think thoroughly when interviewing candidates.

Question 4: Top Rector/Vicar Qualities

Often mentioned were flexible leadership, an organizer, a cross-generational leader, a shepherd, pastoral care, someone to build a strong church community, a preacher and teacher, and the ability to see the talents in the church and empower the laity.

Question 5: The Future

Responses included becoming a more vibrant and multi-generational, being a “light in the community”, financial stability, rebuilding strong children and youth programs, sustaining growth, and support for outreach ministries in the community.

Rector/Vicar Survey

In addition to the Listening Sessions, the Search Committee developed an online Rector/Vicar Survey using Survey Monkey. Parishioners were notified of the Survey in worship services, via e-news, and by email. The Survey items were developed by reviewing several surveys, as well as addressing Search Committee members’ suggestions. Several questions were demographic so the Search Committee could present a better profile of the congregations. Appendix B is the Survey responses Survey Monkey. A summary of key findings follows below.

Note: Questions marked with an asterisk were open-ended and/or allowed for multiple responses.*

The key findings from the Survey included the following:

Q1: Number: There were 97 surveys completed, 83 from St. Timothy’s and 14 from Holy Cross.

Q2: Age: A good representation of age groups completed the Survey, with the two largest age group being 61-70 years of age (29.9%) and 71-79 years (24.7%).

Q3: Attendance: The highest number of years attended was 4-10 years (41.5%), while 26.6% had attended 20 years or more.

Q4: Household Size: Families of two members was the most frequent response (48.9%). Approximately 1/3 of responses reported family size of three or more (35.1%).

Q5: Children in Household: 30% of respondents reported children in the household.

Q6*: Occupational Status: Retirees made up 47.1% of respondents, with an additional 43.8% reporting they were employed full-time.

Q7*: Church Involvement: This question was about involvement in the life of the church. Some comments were about “pre-Covid” involvement to show how roles have been impacted. Responses most frequently listed included lay reader, altar guild, ECW, vestry or mission committee, acolyte, greeter/usher, and pastoral care.

Q8*: Why did you start attending: Loyalty to the Episcopal Church (50%) and Style of Worship (41.8%) were most frequently mentioned. One comment was “I had left the evangelical church due to a lack of inclusivity. I also needed to be (with) a body that fully accepted all races, creeds, genders, sexual orientations, etc...after doing research, I found the Episcopal Church and St. Timothy’s.”

Q9*: Why do you continue to attend: Loyalty to the Episcopal Church (56.8%), Style of Worship/liturgy (65.8%), and Supportive Community (54.3%). One comment was “Congregation is welcoming, supportive, and encouraging.”

Q10*: Most Valued: Welcoming (70.8%), Diversity and Inclusiveness (59.4%), and Social Groups and Parish Events (55.7%) were most frequently mentioned.

Q11*: Favorite Characteristics: Most frequent words or phrases grouped included:

<u>#1.</u> Welcoming & friendly	<u>#2.</u> Love and loving people	<u>#3.</u> Inclusivity & diversity
<u>#4.</u> Liturgy & mass	<u>#5.</u> Family	<u>#6.</u> Community

Q12*: Greatest Challenge: Most frequent words or phrases grouped include:

<u>#1.</u> Growth	<u>#2.</u> Finances	<u>#3.</u> Attendance
<u>#4.</u> Restarting programs	<u>#5.</u> COVID-19 issues	<u>#6.</u> Outreach

Q13*: Greatest Opportunity: Most frequent works or phrases grouped include:

<u>#1.</u> Growth	<u>#2.</u> Outreach	<u>#3.</u> Location
<u>#4.</u> Restarting fellowship events & programs	<u>#5.</u> Addressing needs of families & children	

The following questions were about COVID-19 and attendance.

Q14: Returned to In-Person Worship: 81.9% of survey respondents (68 people) had returned to in-person worship after COVID-19 restrictions ended.

Q15: Plan to Return: Nineteen survey respondents indicated they had not yet returned to in-person worship but planned to do so at a later time.

Q16: Worship in Past Two Years: 53.1% of respondents reported they worshipped nearly every Sunday in-person or via livestream over the past two years, 26.5% had attended 2 or three times a month, and 29.2% had worship once a month or less.

Q17*: Church Growth Post-Covid: Top responses included new member recruitment (69.7%), fellowship activities (66.7%), fellowship events (65.7%), children's programs (56.5%), and youth group programs (44.7%).

Two important survey questions were about the new rector/vicar.

Q18*: Most Important Attribute, Skill and/or Quality of Rector/Vicar:

<u>#1.</u> Friendly, welcoming, open	<u>#2.</u> Energetic, energy	<u>#3.</u> Spiritual leader, preaching
<u>#4.</u> Leadership skills, manager, organizer, delegator	<u>#5.</u> Compassion, empathy, pastoral care	<u>#6.</u> Good communicator

Q19*: Leadership roles of Rector/Vicar: Recognizing that Rector/Vicars have many roles in the church, the survey asked about the importance of various roles. The roles with the most “high Importance” markings were:

1. Parish growth
2. Pastoral Care
3. Spiritual Guidance
4. Preaching
5. Youth Programs
6. Parish Management
7. Children’s Programs
8. Community Outreach
9. Liturgies/Worship
10. Crisis Ministry
11. Stewardship
12. Worship Options/Times
13. Evangelism

Appendix A: Listening Sessions Results

Combined Responses by Question from Listening Sessions

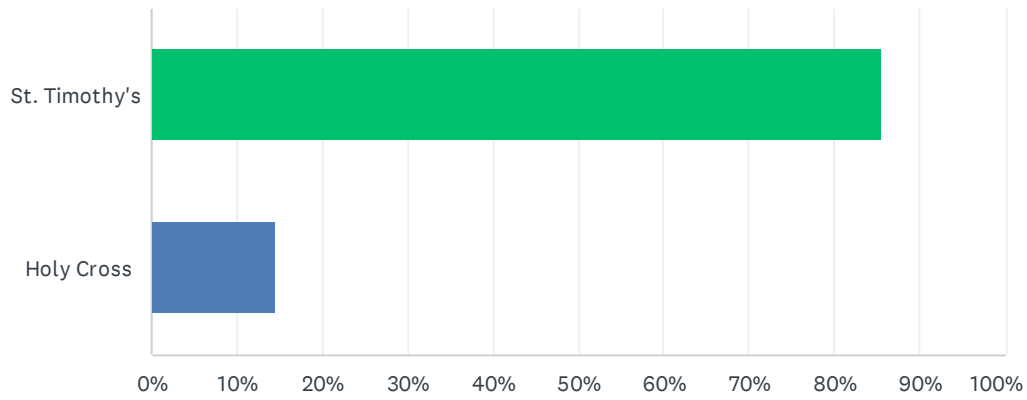
<p>1. What is the single greatest challenge we face at the church?</p>	<p>A. Accepting new people in – we are too set in our group ways, have hard time letting new people have a job. People need to feel loved! We need to loosen up! Some people don't feel that way and want to be anonymous first, but some feel excluded. One left St. Timothy's because they didn't feel loved, seen, or heard. We need a contact committee. Communication is a problem, especially because we are so small. Need to give rides to those who need it. Church is an afterthought until Sunday – lacking structure.</p> <p>B. growth (including a lack of Sunday school and/or nursery, not a lot of young families)</p> <p>C. lack of young people (strong EYC), finances, honoring pledges, fellowship/relationships being found at other churches</p> <p>D. • youth program • teens • pastoral care • debt is the harsh reality • Keeping families here Greatest opportunity • location potential • The people</p>
<p>2. What is the greatest opportunity we have at the church?</p>	<p>A. Worship in the Woods, good Choir! Columbarium is going to be put in this spring. Our congregation loves one another and that is obvious to visitors. We need growth.</p> <p>B. growth as well, strong presence/role in community (our church has a lot to offer), outreach, lots of talents/strengths among multiple parishioners, curb appeal and proximity to Memphis, TN should be used to our advantage to attract new people/families</p> <p>C. taking advantage of our location with the rapid growth of Desoto County, bringing back coffee hour and other fellowship gatherings, highlighting our welcoming atmosphere, taking care of our priest?</p> <p>D. • location potential • The people</p>
<p>3. What do you want the Search Committee to keep in mind as they conduct the search for a new rector/vicar?</p>	<p>A. Holy Cross needs to be included as a viable church – we need a vicar willing to “get his hands dirty” and involved with us. We don't care about race, age, or sex of vicar, but think a black vicar would be a good fit for us. A vicar who only comes to Sunday services at Holy Cross won't ever make a connection to our congregation.</p> <p>B. the rector should be the driving force (like a QB), someone who can help stimulate growth by bringing new people in and has appeal across multiple generations/age groups, to be able to blend our opinions (speaking up over “minor” things, as they may actually be quite important), doing a nice job of highlighting the parish and the support the parish is willing to give to the new Rector</p> <p>C. keeping an open mind, being careful, think thoroughly when interviewing candidates, not caving to pressure, asking the priest where they see themselves in 10 years, observing candidates in their natural element/current parish, seeing the person for himself or herself and not basing opinions on gossip, etc.</p> <p>D. be careful if they are not right their hard to get rid of • Go see their parish life • Open mind, put pre-conceived ideas to the side, assess who they are right now • Do what's right for the parish</p>

<p>4. What do you believe are the top two qualities needed for a new rector/vicar?</p>	<p>A. A people-oriented person - Flexible leadership, not making Holy Cross an afterthought. Someone who is an organizer. 2. A shepherd - A leader concerned with people more than rules or process. Someone who will go after the “missing sheep”. Would also like someone more immersed in Biblical people and teaching. Some who can be on time and be able to stay after church if needed.</p> <p>B. pastoral care, strong voice in preaching, dedication to the church, empathetic, able/willing to ask for help, motivator, building a strong church community, better communication, getting to know the parishioners better through fellowship, understanding of technology and the importance of growing the church</p> <p>C. evangelism • Humility • Respectful of all opinions - avoid political divides • Honor the vows for God and the church to be the top priority • Able to see the talents in the church and ask them to serve • Cross generational • Other men want a man * Do what’s right for the parish 10 years in the future • someone who’s going to stay</p>
<p>5. Look forward to 10 years in the future and describe what you hope your church has become by then.</p>	<p>A. our church to have a good representation of age groups and people from different backgrounds, cultures. A children’s Sunday School, Adult Bible Class, maintain our current outreach programs, more activities and opportunities for our congregation to be involved with the community.</p> <p>B. a vibrant, multigenerational church, a “light” in the community, getting young people here so there is future in 10 years,</p> <p>C. debt free, financially stable, absolution of church debt, same priest in 10 years, able to function as a church-regardless of the priest, families that become more involved and stay</p>

Appendix B: Survey Results

Q1 The church I attend is

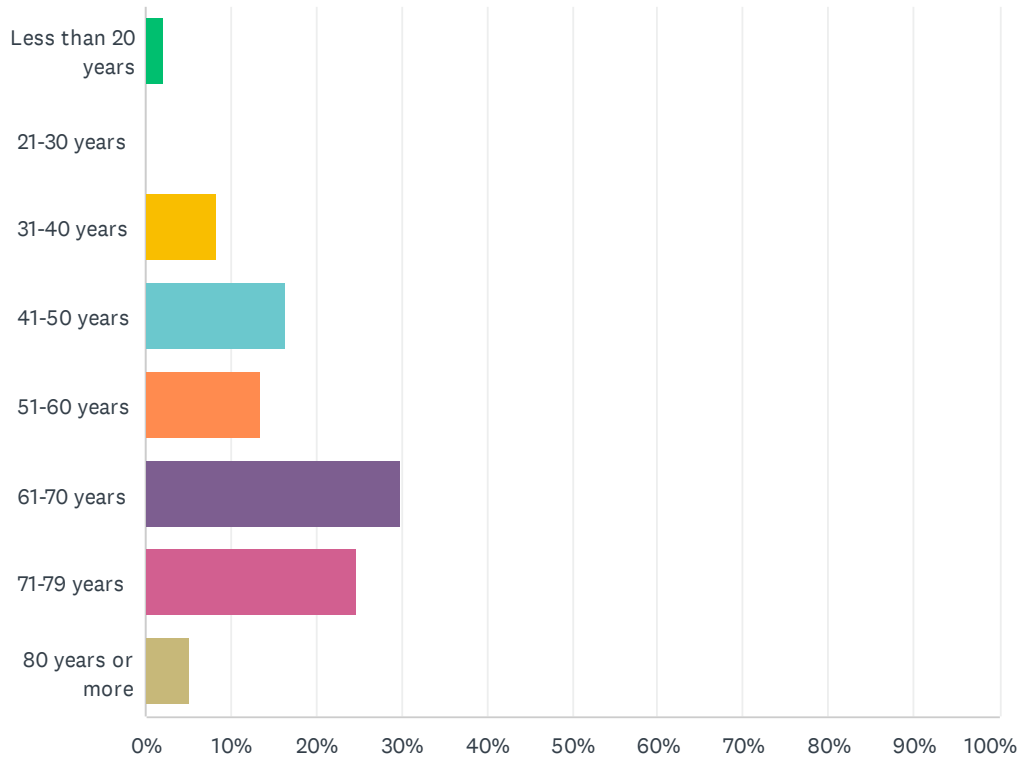
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES	
St. Timothy's	85.57%	83
Holy Cross	14.43%	14
TOTAL		97

Q2 My age is ... (select one)

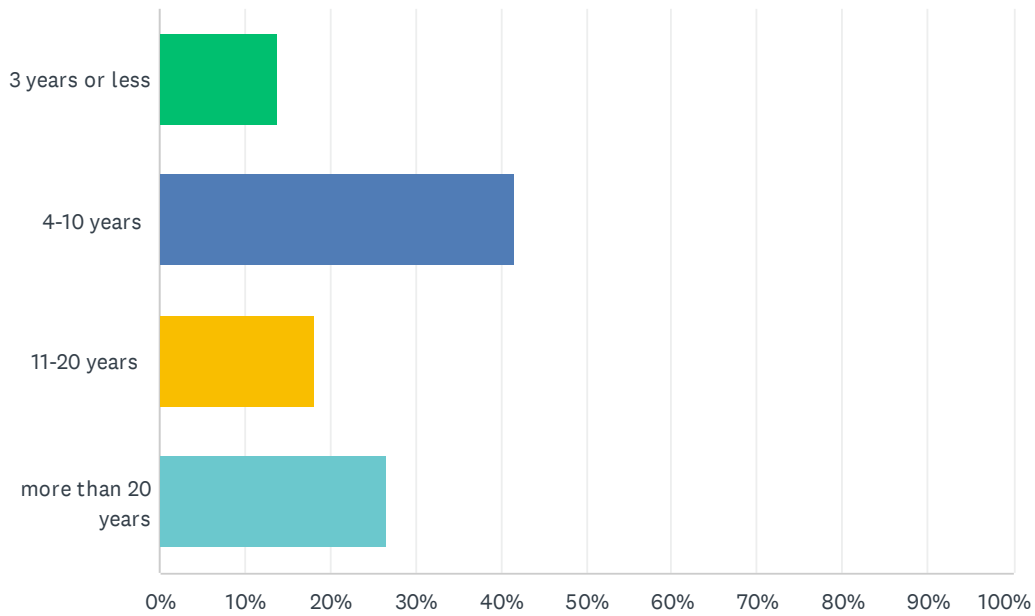
Answered: 97 Skipped: 1



ANSWER CHOICES	RESPONSES
Less than 20 years	2.06% 2
21-30 years	0.00% 0
31-40 years	8.25% 8
41-50 years	16.49% 16
51-60 years	13.40% 13
61-70 years	29.90% 29
71-79 years	24.74% 24
80 years or more	5.15% 5
TOTAL	97

Q3 I have been attending ... (select one)

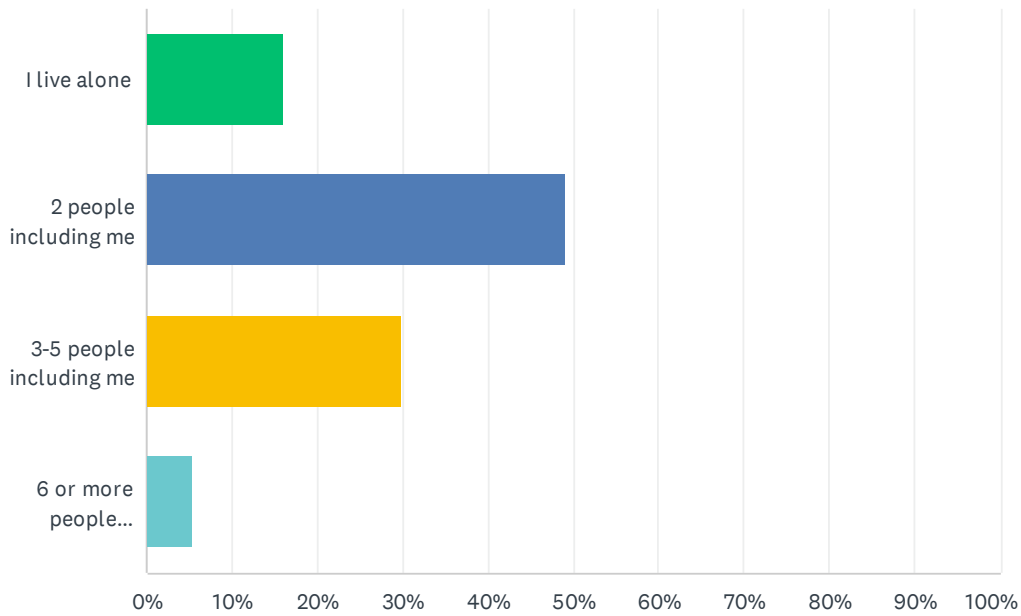
Answered: 94 Skipped: 4



ANSWER CHOICES	RESPONSES
3 years or less	13.83% 13
4-10 years	41.49% 39
11-20 years	18.09% 17
more than 20 years	26.60% 25
TOTAL	94

Q4 How many people live in your household? (select one)

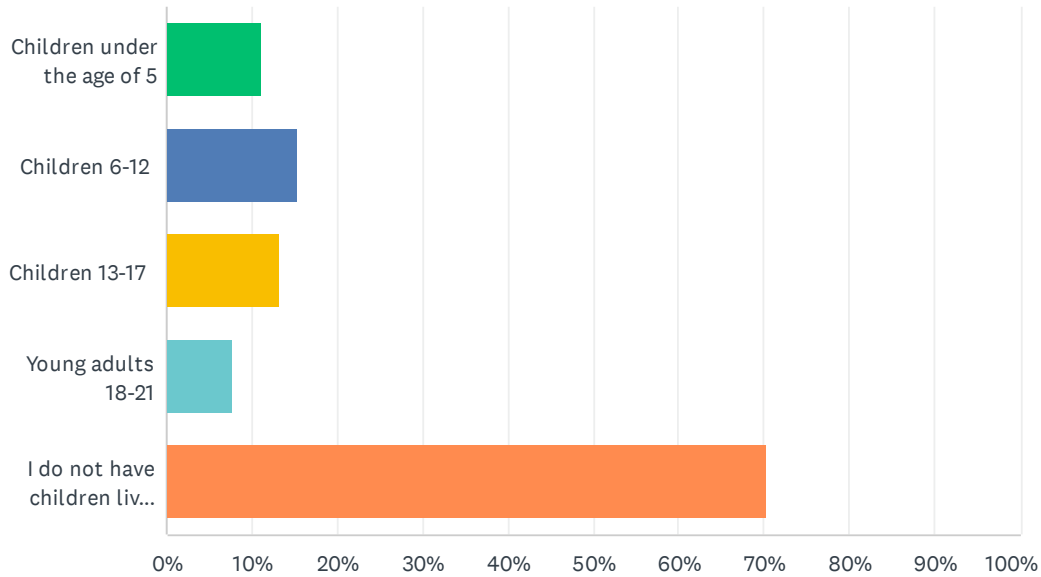
Answered: 94 Skipped: 4



ANSWER CHOICES	RESPONSES
I live alone	15.96% 15
2 people including me	48.94% 46
3-5 people including me	29.79% 28
6 or more people including me	5.32% 5
TOTAL	94

Q5 What are the ages of children living in your household? (select all that apply)

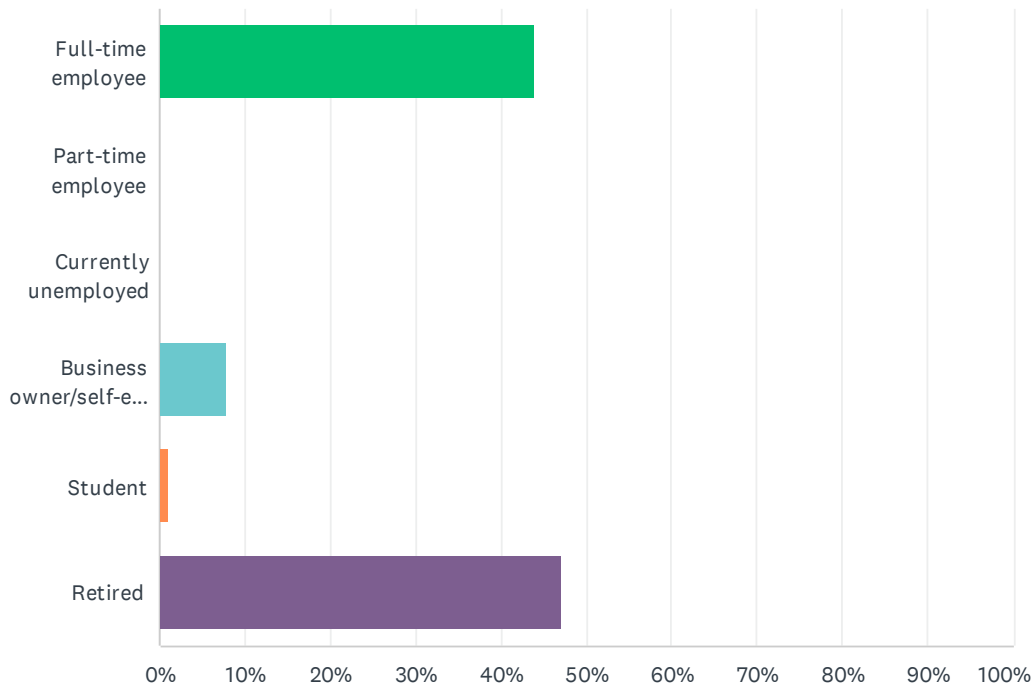
Answered: 91 Skipped: 7



ANSWER CHOICES	RESPONSES	
Children under the age of 5	10.99%	10
Children 6-12	15.38%	14
Children 13-17	13.19%	12
Young adults 18-21	7.69%	7
I do not have children living with me	70.33%	64
Total Respondents: 91		

Q6 What best describes your occupational status? (select one)

Answered: 89 Skipped: 9

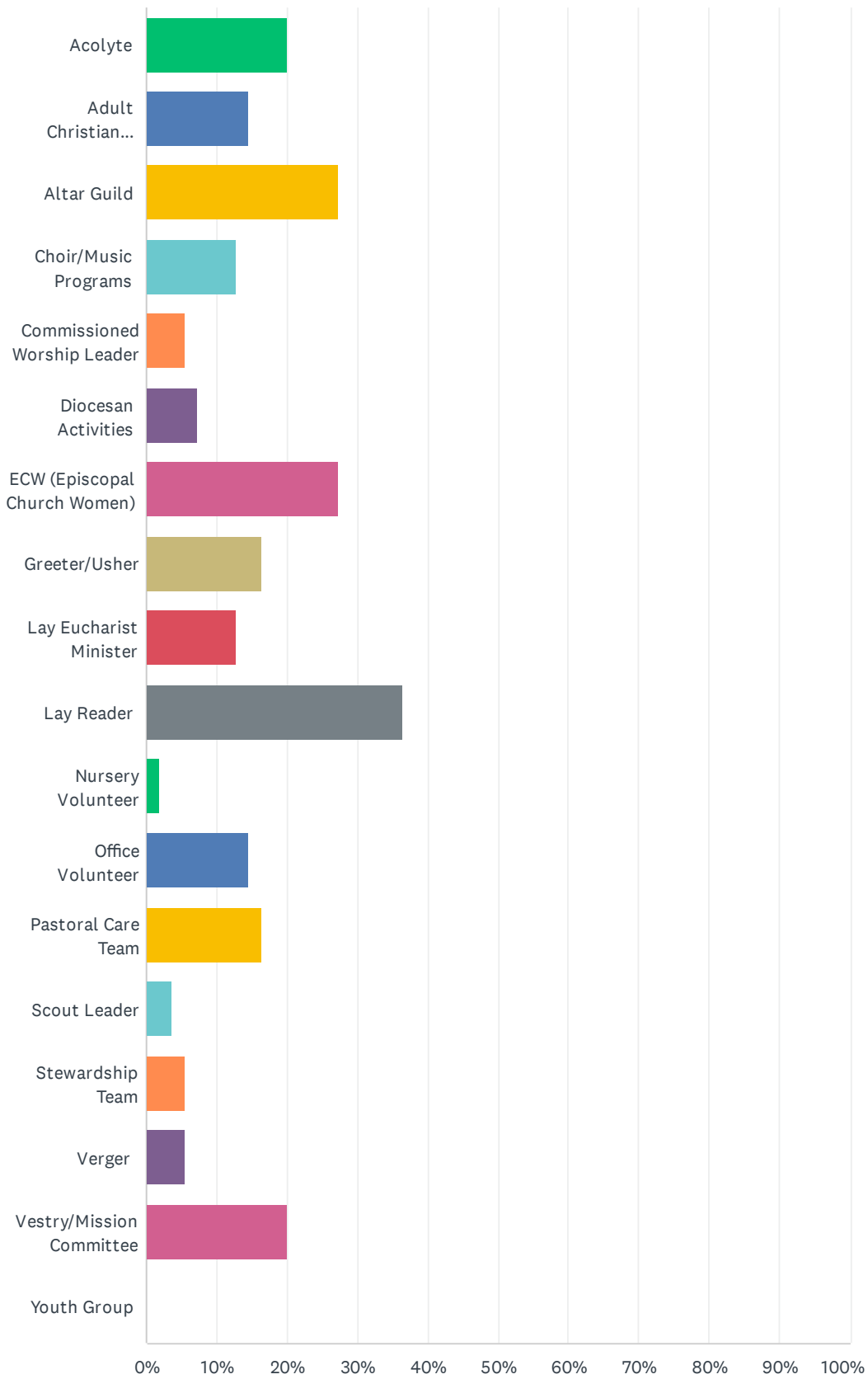


ANSWER CHOICES	RESPONSES
Full-time employee	43.82% 39
Part-time employee	0.00% 0
Currently unemployed	0.00% 0
Business owner/self-employed	7.87% 7
Student	1.12% 1
Retired	47.19% 42
TOTAL	89

#	OTHER (INSERT)	DATE
1	Stay at Home Mom/ Teacher/ Volunteer	1/10/2022 3:48 PM
2	caretaker	12/16/2021 11:04 AM

Q7 Indicate your current involvement in the life of your church. (Check all that apply)

Answered: 55 Skipped: 43

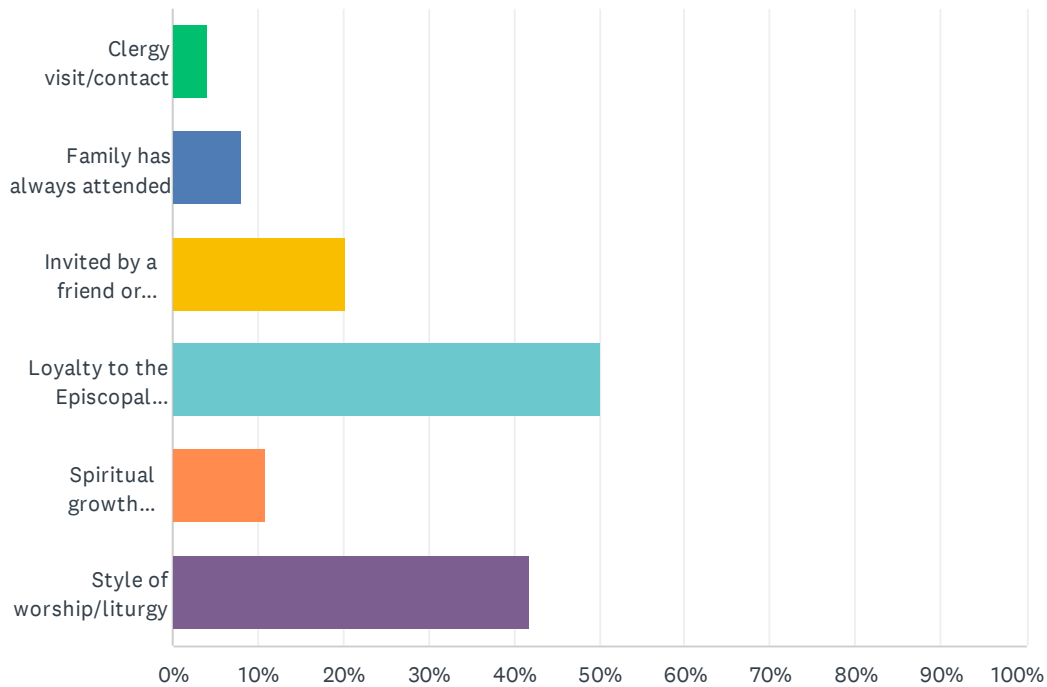


ANSWER CHOICES	RESPONSES
Acolyte	20.00% 11
Adult Christian Formation/Study	14.55% 8
Altar Guild	27.27% 15
Choir/Music Programs	12.73% 7
Commissioned Worship Leader	5.45% 3
Diocesan Activities	7.27% 4
ECW (Episcopal Church Women)	27.27% 15
Greeter/Usher	16.36% 9
Lay Eucharist Minister	12.73% 7
Lay Reader	36.36% 20
Nursery Volunteer	1.82% 1
Office Volunteer	14.55% 8
Pastoral Care Team	16.36% 9
Scout Leader	3.64% 2
Stewardship Team	5.45% 3
Verger	5.45% 3
Vestry/Mission Committee	20.00% 11
Youth Group	0.00% 0
Total Respondents: 55	

#	OTHER (INSERT)	DATE
1	I previously ushered, not since the COVID	1/11/2022 11:08 PM
2	No current involvement	1/10/2022 2:07 PM
3	Occasional reader	1/10/2022 1:28 PM
4	Church Officer (Treasurer)	12/22/2021 9:18 PM
5	Eucharistic Visitor	12/18/2021 10:42 AM
6	Office help - volunteer	12/17/2021 10:19 AM
7	None at this time	12/16/2021 5:52 PM
8	bread baker	12/16/2021 3:17 PM
9	0 due to illness	12/16/2021 3:10 PM
10	Altar flower delivery	12/16/2021 3:03 PM
11	I will do almost anything that i am asked to do except wash windows.	12/16/2021 12:46 PM
12	EfM	12/16/2021 11:54 AM
13	currently on search committee, help with outreach or other activities when asked or a need arises	12/9/2021 8:26 AM

Q8 Why did you first start attending this church? (Check all that apply)

Answered: 74 Skipped: 24



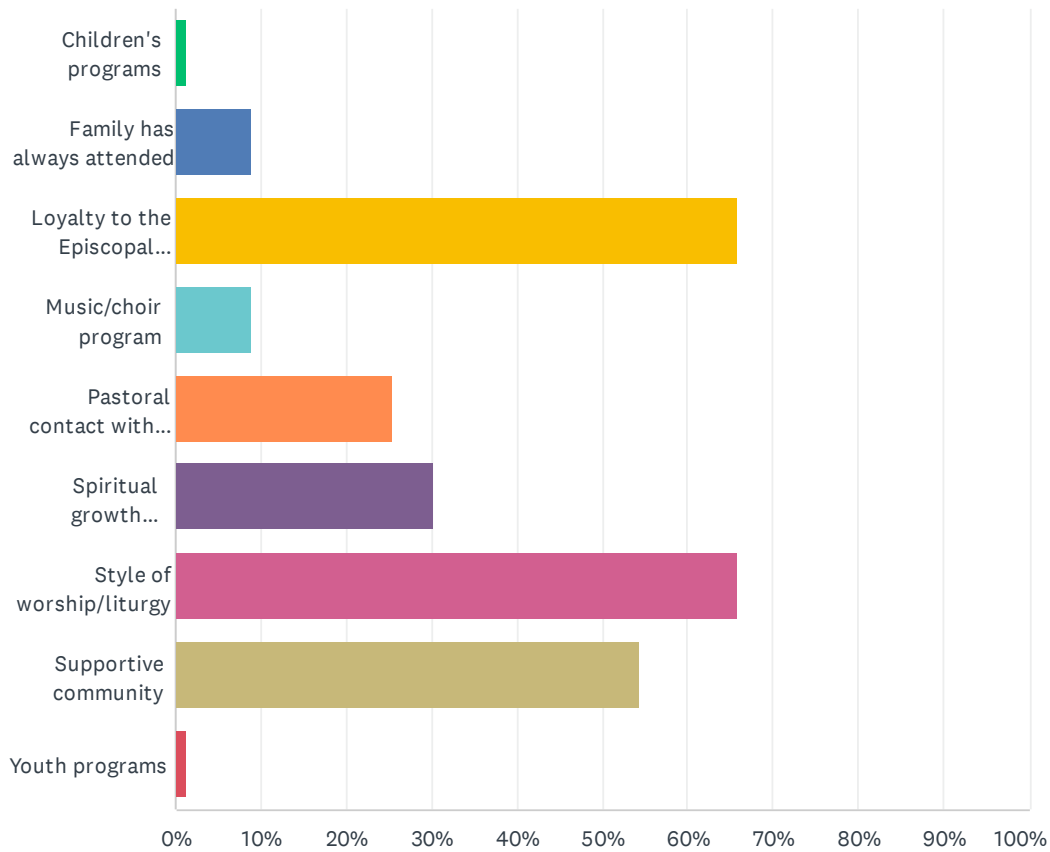
ANSWER CHOICES	RESPONSES
Clergy visit/contact	4.05% 3
Family has always attended	8.11% 6
Invited by a friend or neighbor	20.27% 15
Loyalty to the Episcopal Church	50.00% 37
Spiritual growth programs/opportunities	10.81% 8
Style of worship/liturgy	41.89% 31
Total Respondents: 74	

#	OTHER (INSERT)	DATE
1	My deceased husband was Episcopal	1/11/2022 11:08 PM
2	New to the community. Way to become more settled.	1/10/2022 10:20 PM
3	Life long Episcopalian. It is the Closest Episcopal church to my house	1/10/2022 7:11 PM
4	COVID, small congregation, similar beliefs	1/10/2022 4:04 PM
5	A mutal friend invited me	1/10/2022 3:38 PM
6	Friend of husband's family mentioned	1/10/2022 2:07 PM
7	I like a small church and I liked what I saw in Episcopal church.	1/1/2022 7:53 AM
8	Invited by Patrick Sanders and Scouts	12/31/2021 10:01 PM

9	Joined because wife was life long Episcopal member.	12/22/2021 9:18 PM
10	I had left the evangelical church due to a lack of inclusivity. I had formally attended the Catholic Church, and deeply missed the liturgy, but I also needed to be a body that fully accepted all races, creeds, genders, sexual orientations, etc... After doing research, I found the Episcopal church and St. Timothy's	12/19/2021 9:33 AM
11	Close to home	12/18/2021 6:10 PM
12	Memory Garden	12/18/2021 10:42 AM
13	Just moved to MS and sought out Episcopal church	12/17/2021 10:19 AM
14	Worship in the Woods	12/16/2021 4:39 PM
15	looking for a preacher who did not tell me who to vote for	12/16/2021 4:24 PM
16	It was the closest one to my house and the people were welcoming.	12/16/2021 12:46 PM
17	Memory Garden	12/16/2021 12:07 PM
18	Wife Said We Were Going To Holy Cross	12/9/2021 8:30 AM

Q9 Why do you continue to attend this church? (Select all that apply)

Answered: 79 Skipped: 19



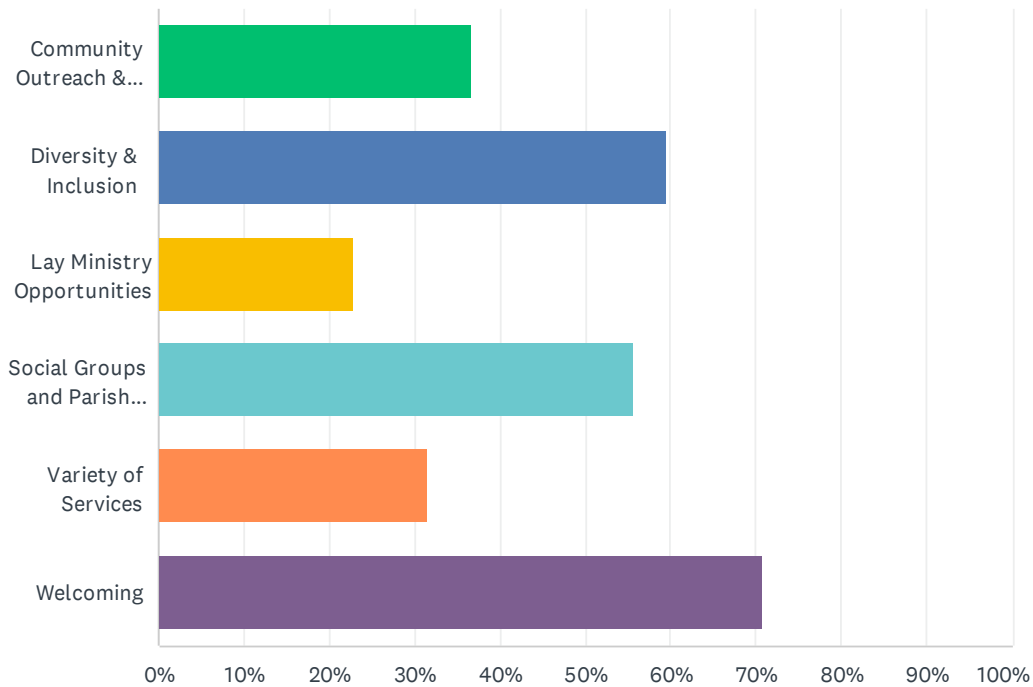
ANSWER CHOICES	RESPONSES	
Children's programs	1.27%	1
Family has always attended	8.86%	7
Loyalty to the Episcopal Church	65.82%	52
Music/choir program	8.86%	7
Pastoral contact with clergy	25.32%	20
Spiritual growth programs/opportunities	30.38%	24
Style of worship/liturgy	65.82%	52
Supportive community	54.43%	43
Youth programs	1.27%	1
Total Respondents: 79		

#	OTHER (INSERT)	DATE
1	Love the people of this church	1/11/2022 11:08 PM

2	Almost all of the above when we get going again	1/10/2022 7:11 PM
3	Congregation is welcoming, supportive and encouraging.	1/10/2022 4:04 PM
4	Attend with friends	1/10/2022 1:28 PM
5	Social consciousness	1/1/2022 5:58 AM
6	Friends	12/29/2021 12:50 PM
7	Episcopalian is what works for me	12/18/2021 6:10 PM
8	Current clergy continually show pastoral hearts	12/18/2021 10:42 AM
9	There isn't enough room here to explain.	12/16/2021 12:46 PM
10	Clergy is Gayle and Sandy	12/16/2021 12:07 PM
11	friends	12/16/2021 11:08 AM

Q10 What do you value most about your church? (Check all that apply)

Answered: 79 Skipped: 19



ANSWER CHOICES	RESPONSES
Community Outreach & Ministry	36.71% 29
Diversity & Inclusion	59.49% 47
Lay Ministry Opportunities	22.78% 18
Social Groups and Parish Events	55.70% 44
Variety of Services	31.65% 25
Welcoming	70.89% 56
Total Respondents: 79	

#	OTHER (INSERT)	DATE
1	Learning opportunities for Children and Adults alike!	1/10/2022 4:04 PM
2	Used to be a LAY Eucharist minister & volunteered here and was told I would be added but after a year of asking I gave up. Y hind was a lay reader and he was never given an opportunity ither	12/17/2021 10:19 AM
3	These questions depend on who is our rector. With Elizabeth, she would ask you if she need someone with one's specialty(s).	12/16/2021 12:46 PM

Q11 What one word or phrase best describes the favorite characteristic of your church?

Answered: 70 Skipped: 28

#	RESPONSES	DATE
1	LOVE	1/11/2022 11:08 PM
2	Service	1/11/2022 6:25 PM
3	Inclusive	1/10/2022 10:20 PM
4	welcome to all	1/10/2022 9:03 PM
5	Mass	1/10/2022 7:11 PM
6	Inclusive, inquisitive, and melodious	1/10/2022 6:14 PM
7	Friendly	1/10/2022 4:04 PM
8	Family of friends. A loving group of people	1/10/2022 3:38 PM
9	warmth of community.	1/10/2022 3:30 PM
10	Everyone is welcome	1/10/2022 2:07 PM
11	Love	1/10/2022 1:43 PM
12	Home	1/10/2022 1:31 PM
13	Inviting	1/10/2022 1:30 PM
14	Welcoming	1/10/2022 1:28 PM
15	LOVE	1/9/2022 9:09 AM
16	open	1/8/2022 6:46 PM
17	Welcoming	1/5/2022 8:15 PM
18	Warm	1/5/2022 8:07 PM
19	Reverent	1/1/2022 11:22 PM
20	Welcoming	1/1/2022 7:53 AM
21	Welcoming	1/1/2022 7:42 AM
22	Welcoming	12/31/2021 10:01 PM
23	Diverse and inclusive	12/31/2021 9:44 PM
24	Home	12/29/2021 12:50 PM
25	Family	12/22/2021 9:18 PM
26	Welcoming	12/20/2021 8:57 PM
27	Welcoming	12/20/2021 10:24 AM
28	Openness	12/19/2021 9:33 AM
29	Welcoming	12/18/2021 6:10 PM
30	happy, traditional, Episcopal	12/18/2021 10:42 AM
31	Neighbors	12/18/2021 7:59 AM

32	liturgical	12/17/2021 9:40 PM
33	Friendly and acceptance of all.	12/17/2021 2:45 PM
34	Love	12/17/2021 10:58 AM
35	Welcoming	12/17/2021 10:31 AM
36	Feels comfortable and warm	12/17/2021 10:19 AM
37	Loving	12/17/2021 10:02 AM
38	Spiritual	12/16/2021 6:53 PM
39	Accepting	12/16/2021 5:52 PM
40	Fellowship	12/16/2021 4:39 PM
41	all-inclusive	12/16/2021 4:24 PM
42	Theology & BCP Liturgy	12/16/2021 3:38 PM
43	Diversity	12/16/2021 3:34 PM
44	Church family	12/16/2021 3:26 PM
45	Friendship	12/16/2021 3:10 PM
46	Caring	12/16/2021 3:03 PM
47	Family	12/16/2021 2:59 PM
48	Welcoming	12/16/2021 1:38 PM
49	Commraderie	12/16/2021 1:29 PM
50	Supportive	12/16/2021 12:55 PM
51	Mass	12/16/2021 12:46 PM
52	Very loving parishioners, we have fun at social events, as most Episcopalian's do! Very caring group of loving people.	12/16/2021 12:45 PM
53	friendly	12/16/2021 12:27 PM
54	friendly	12/16/2021 12:19 PM
55	Love all	12/16/2021 12:09 PM
56	Friendly traditional episcopal	12/16/2021 12:07 PM
57	Supportive	12/16/2021 11:54 AM
58	Love	12/16/2021 11:48 AM
59	None	12/16/2021 11:19 AM
60	Kind, loving people	12/16/2021 11:17 AM
61	open	12/16/2021 11:12 AM
62	similar to Catholic Church	12/16/2021 11:08 AM
63	Welcoming	12/16/2021 11:05 AM
64	Cleansing	12/16/2021 11:04 AM
65	Inclusive	12/16/2021 11:03 AM
66	accepting and open to all	12/11/2021 2:59 PM
67	authentic	12/10/2021 3:48 AM
68	Spiritual	12/9/2021 8:30 AM
69	fellowship	12/9/2021 8:26 AM

70	inclusive	12/2/2021 8:18 AM
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Q12 What do you believe is the greatest challenge faced by your church?

Answered: 74 Skipped: 24

#	RESPONSES	DATE
1	In person attending and finances. Having a permanent Priest that fits our church.	1/11/2022 11:08 PM
2	Growth	1/11/2022 6:25 PM
3	Aging congregation	1/10/2022 10:20 PM
4	How to get the youth involved	1/10/2022 9:03 PM
5	Covid 19	1/10/2022 7:11 PM
6	Outreach and growth	1/10/2022 6:14 PM
7	Finding a new rector, growing during COVID	1/10/2022 4:04 PM
8	Getting the right fit of a priest	1/10/2022 3:38 PM
9	financial.	1/10/2022 3:30 PM
10	Decrease in membership due to COVID-19	1/10/2022 2:07 PM
11	N/A	1/10/2022 1:43 PM
12	Growth	1/10/2022 1:35 PM
13	Consistency. I feel like we are a training ground for clergy. Five years and then they are gone. It takes 3-4 years to get comfortable and then just as we are feeling stable the Dioceses pulls the rug out.	1/10/2022 1:31 PM
14	declining membership and attendance	1/10/2022 1:30 PM
15	Lack of attendance for support	1/10/2022 1:28 PM
16	FINANCIAL	1/9/2022 9:09 AM
17	Lack of diversity	1/8/2022 6:46 PM
18	Pandemic...we have to restart our programs	1/5/2022 8:15 PM
19	Pandemic...we can't grow our church. We need to start up some programs again, such as the children's church, MOST and, especially the Youth Ministry. We need an Outreach Ministry to help the needy in our community, especially the homeless.	1/5/2022 8:07 PM
20	Coronavirus	1/1/2022 11:22 PM
21	Great church but needs to grow!!!	1/1/2022 7:53 AM
22	Appealing to younger generation	1/1/2022 7:42 AM
23	Membership	12/31/2021 10:01 PM
24	Lack of growth in the congregation	12/31/2021 9:44 PM
25	Growth	12/29/2021 12:50 PM
26	Outreach and not just collecting items for other organizations but outreach to bring people in. Expanding the volunteer base for activities to make St. Tim's a happening place without burdening a small group	12/23/2021 7:47 PM
27	Financial issues.	12/22/2021 9:18 PM
28	Involvement	12/20/2021 8:57 PM
29	Engaging the youth	12/20/2021 10:24 AM

30	Authentic outreach opportunities	12/19/2021 9:33 AM
31	Moving in an outward manor	12/18/2021 6:10 PM
32	Loss of membership especially the 20s and 30s.	12/18/2021 10:42 AM
33	Finances	12/18/2021 7:59 AM
34	community outreach or the church debt	12/17/2021 9:40 PM
35	Keeping members and financial issues	12/17/2021 2:45 PM
36	Social changes	12/17/2021 10:58 AM
37	Growth	12/17/2021 10:31 AM
38	Can be difficult to join in and feel welcomed, which may be difficult to bring in new members, which help the church financially where I believe the church needs help.	12/17/2021 10:19 AM
39	Paying off the debt of the church. Alot of folks got used to watching services on line.	12/17/2021 10:02 AM
40	Getting people back to church following the pandemic.	12/16/2021 6:53 PM
41	Learning programs for all ages. Sunday School, Wednesday night opportunities	12/16/2021 5:52 PM
42	increase attendance	12/16/2021 4:39 PM
43	to get our children and teenagers back in church with lots of activities for them	12/16/2021 4:24 PM
44	Financial	12/16/2021 3:38 PM
45	Low attendance	12/16/2021 3:34 PM
46	Finances	12/16/2021 3:26 PM
47	The financial burden	12/16/2021 3:17 PM
48	Getting clergy that has an interest in parishioners and not in advancement opportunities. Personal contacts.	12/16/2021 3:10 PM
49	Outreach to the community	12/16/2021 3:03 PM
50	Debt	12/16/2021 2:59 PM
51	Growth and community outreach	12/16/2021 1:38 PM
52	High debt	12/16/2021 1:29 PM
53	Financial security.	12/16/2021 12:55 PM
54	Financial needs i.e. repairs, etc.	12/16/2021 12:46 PM
55	Financial issues. We need more younger families with children. We need groups for the older kids and activities for them to hang out. Good pastoral care, where the priest is involved. Get the women involved again, e. g. Making cheese balls, advent wreaths, etc. have the mens group become active again. I guess Covid has put a halt to a lot of these activities, but we miss them.	12/16/2021 12:45 PM
56	debt	12/16/2021 12:27 PM
57	growth	12/16/2021 12:19 PM
58	Growth and pastoral care, finances	12/16/2021 12:09 PM
59	Loss of membership in whole denomination	12/16/2021 12:07 PM
60	Financial issues	12/16/2021 11:54 AM
61	Financial ruin	12/16/2021 11:48 AM
62	Too liberal.	12/16/2021 11:19 AM
63	Attracting families with teenagers and of course finances	12/16/2021 11:17 AM
64	To get more people to join the church.	12/16/2021 11:12 AM

65	finances	12/16/2021 11:08 AM
66	Paying for new addition	12/16/2021 11:07 AM
67	Lack of young families and participation from the few we do have.	12/16/2021 11:05 AM
68	Negativism's	12/16/2021 11:04 AM
69	Competing with larger churches.	12/16/2021 11:03 AM
70	Lack of youth program opportunities. Youth are going elsewhere to find what we lack, and it's important for the growth and future of our church. This also relates to financial challenges, but has to be creatively addressed.	12/11/2021 2:59 PM
71	Other than the financial debt, growth - particularly from individuals under the age of 50.	12/10/2021 3:48 AM
72	To stop the decline in members of Holy Cross. To get in touch with the current members that are not visiting the Sunday services in person.	12/9/2021 8:30 AM
73	finances and involvement sometimes a lack of enthusiasm to make these situations better	12/9/2021 8:26 AM
74	financial issues from previous rector's reckless actions	12/2/2021 8:18 AM

Q13 What do you believe is the greatest opportunity for your church?

Answered: 71 Skipped: 27

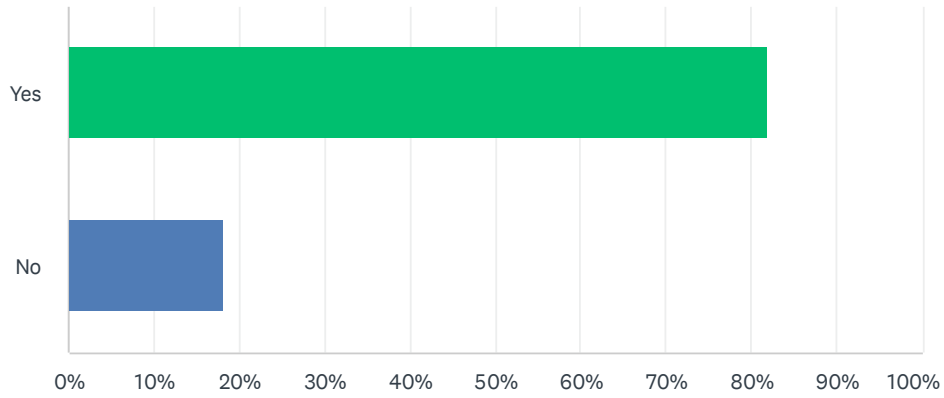
#	RESPONSES	DATE
1	Permanent Priest to bring our church back together.	1/11/2022 11:08 PM
2	Loyalty	1/11/2022 6:25 PM
3	Outreach and growth	1/10/2022 10:20 PM
4	Growing the outreach of the Church. Bringing new members to the Church	1/10/2022 9:03 PM
5	Depends on who are still alive once this pandemic is over	1/10/2022 7:11 PM
6	Outreach and growth	1/10/2022 6:14 PM
7	While it is a difficult time with COVID, there is also an opportunity to grow. Our small congregation has a a lot to offer and with the right leadership, I believe we can do more...	1/10/2022 4:04 PM
8	Growth of the congregation	1/10/2022 3:38 PM
9	enlarging the membership/ returning to participation in activities.	1/10/2022 3:30 PM
10	Would like to have nursery services available to promote attendance for families with younger children including myself	1/10/2022 2:07 PM
11	N/A	1/10/2022 1:43 PM
12	Growth	1/10/2022 1:35 PM
13	We are eager.	1/10/2022 1:31 PM
14	outreach	1/10/2022 1:30 PM
15	Organization	1/10/2022 1:28 PM
16	GROWTH	1/9/2022 9:09 AM
17	Reaching out to the community and inviting people who wouldn't otherwise attend into the congregation	1/8/2022 6:46 PM
18	To grow and to serve the community	1/5/2022 8:15 PM
19	The opportunity to grow our church by reaching out to young families.	1/5/2022 8:07 PM
20	Fellowship. Learning how to apply the Word.	1/1/2022 11:22 PM
21	Growth also!!!	1/1/2022 7:53 AM
22	Becoming more well known in community	1/1/2022 7:42 AM
23	Leadership	12/31/2021 10:01 PM
24	Growth of the congregation	12/31/2021 9:44 PM
25	Growth	12/29/2021 12:50 PM
26	Growth	12/23/2021 7:47 PM
27	Visible location on Getwell road. Also, the continued growth of Desoto county.	12/22/2021 9:18 PM
28	Growth in the younger generation	12/20/2021 8:57 PM
29	More variety of services, evening Eucharist opportunity	12/20/2021 10:24 AM
30	People are desperate for genuine community as we move through the pandemic	12/19/2021 9:33 AM
31	Great potential to be there for our community	12/18/2021 6:10 PM

32	Ability to change if we want to welcome everyone and be open to new ways of worshiping and serving God.	12/18/2021 10:42 AM
33	Location	12/18/2021 7:59 AM
34	greatest opportunity is the possibility of community of outreach	12/17/2021 9:40 PM
35	New members from surrounding areas.	12/17/2021 2:45 PM
36	Love	12/17/2021 10:58 AM
37	We are,a loving, open congregation.	12/17/2021 10:31 AM
38	Doing something to bring in new people and listening to what they are looking for in a church. Again, can be hard to join in so vestry and committees could help, but other members need to feel like it is ok to step up.	12/17/2021 10:19 AM
39	Outreach which will get our name out in the community	12/17/2021 10:02 AM
40	Growing our membership and providing more community outreach services.	12/16/2021 6:53 PM
41	Outreach -	12/16/2021 5:52 PM
42	community involvement	12/16/2021 4:39 PM
43	people in our large county that do not know what the Episcopal church is	12/16/2021 4:24 PM
44	Continued growth of DeSoto county.	12/16/2021 3:38 PM
45	Increase revenue	12/16/2021 3:34 PM
46	Growth	12/16/2021 3:26 PM
47	Growth	12/16/2021 3:10 PM
48	We live in a fast growing area. We are in a great location. We have the opportunity to reach many	12/16/2021 3:03 PM
49	New vision	12/16/2021 2:59 PM
50	Growth and community outreach	12/16/2021 1:38 PM
51	Galvanize community service program	12/16/2021 1:29 PM
52	Expand on youth and family offerings, including programs for young children.	12/16/2021 12:55 PM
53	Can't respond to this until we have a new rector. The church rector provides the direction,etc	12/16/2021 12:46 PM
54	Growth! There are lots of people in our area that don't have a church home. Also, let's involve our parish volunteers to start and run programs. We have lots of talented people in our parish, let's motivate and utilize them!	12/16/2021 12:45 PM
55	growth	12/16/2021 12:27 PM
56	growth	12/16/2021 12:19 PM
57	Need to build back better children programs and be there for each other	12/16/2021 12:09 PM
58	Enthusiasm of Gayle and her use of facebook showing who and what we are as church	12/16/2021 12:07 PM
59	Growth into a dynamic church in a growing community	12/16/2021 11:54 AM
60	Growth	12/16/2021 11:48 AM
61	Get away from liberal veiws.	12/16/2021 11:19 AM
62	Attract young families	12/16/2021 11:17 AM
63	Do a better job reaching out to current parishioners.	12/16/2021 11:12 AM
64	I don't know	12/16/2021 11:08 AM
65	Growing our numbers	12/16/2021 11:05 AM
66	Growth	12/16/2021 11:04 AM

67	Our inclusivity and welcoming of all gives us great opportunity for growth and visibility in our community.	12/11/2021 2:59 PM
68	Growth.	12/10/2021 3:48 AM
69	To provide personal contact to members that have chosen not to return to Sunday services.	12/9/2021 8:30 AM
70	growing and learning from past mistakes and emerging stronger on the other side	12/9/2021 8:26 AM
71	We live in a growing community and the church attracts people of all kinds. Lots of young families with children.	12/2/2021 8:18 AM

Q14 I have already returned to in-person worship since COVID.

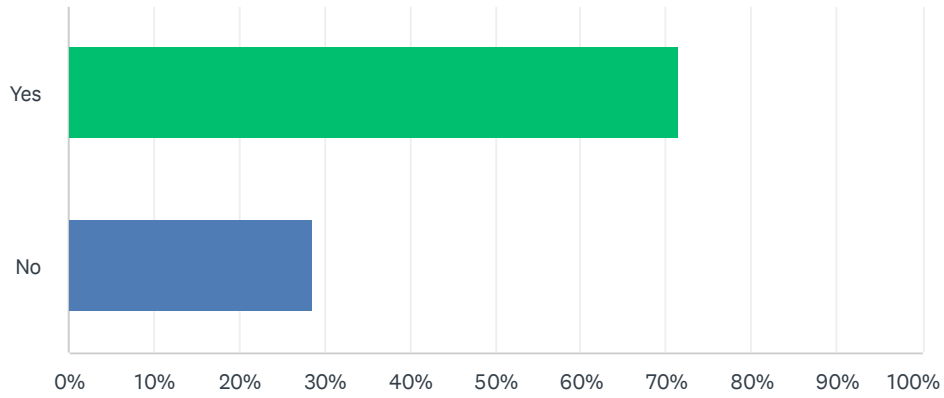
Answered: 83 Skipped: 15



ANSWER CHOICES	RESPONSES	
Yes	81.93%	68
No	18.07%	15
TOTAL		83

Q15 I plan to return to in-person worship but have not yet done so.

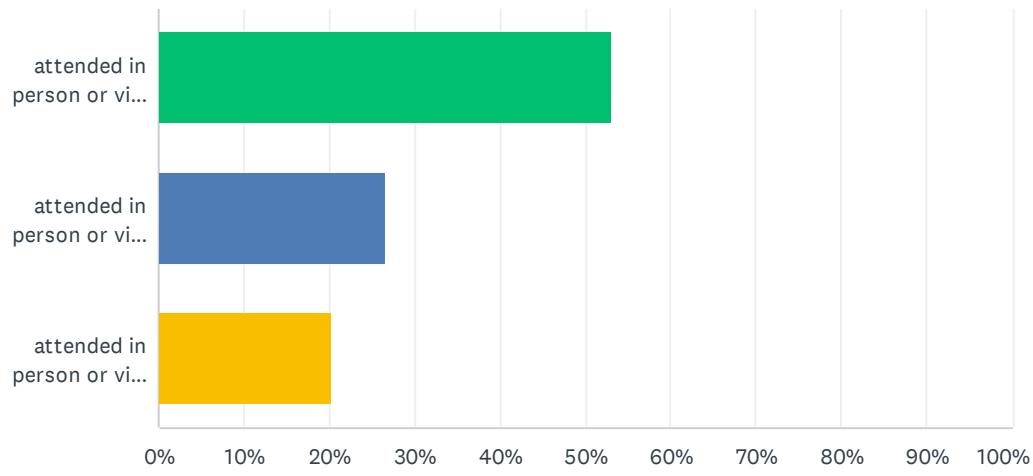
Answered: 21 Skipped: 77



ANSWER CHOICES	RESPONSES	
Yes	71.43%	15
No	28.57%	6
TOTAL		21

Q16 In the past two years I most often have (select one)

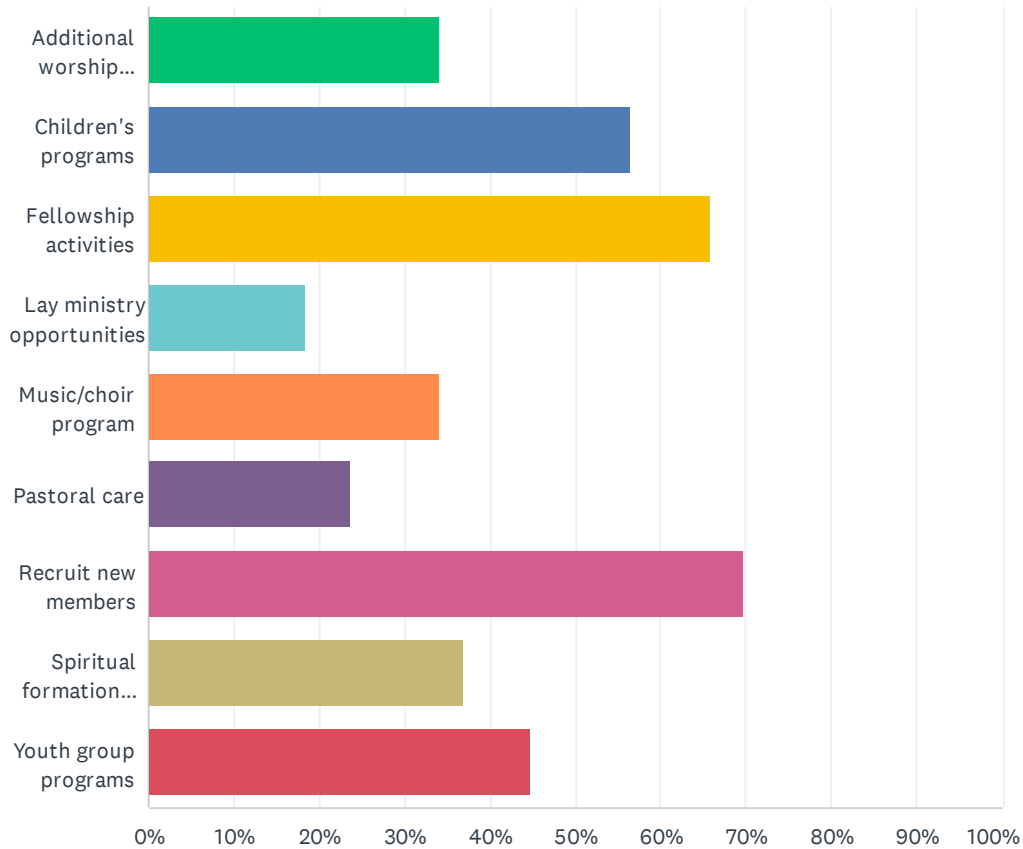
Answered: 79 Skipped: 19



ANSWER CHOICES	RESPONSES	
attended in person or via livestream nearly every Sunday	53.16%	42
attended in person or via livestream 2 or 3 times a month	26.58%	21
attended in person or via livestream once a month or less	20.25%	16
TOTAL		79

Q17 In what areas would you most like to see your church improve post-COVID? (Select all that apply)

Answered: 76 Skipped: 22



ANSWER CHOICES	RESPONSES
Additional worship services/times	34.21% 26
Children's programs	56.58% 43
Fellowship activities	65.79% 50
Lay ministry opportunities	18.42% 14
Music/choir program	34.21% 26
Pastoral care	23.68% 18
Recruit new members	69.74% 53
Spiritual formation programs/retreats	36.84% 28
Youth group programs	44.74% 34
Total Respondents: 76	

1	N/A	1/10/2022 1:44 PM
2	We could use a boost everywhere with positive feelings	12/17/2021 10:22 AM
3	i love the 9;30 -10;30 Sunday morning service	12/16/2021 4:25 PM
4	This cannot be answered until we have a new rector and what direction or emphasis they see as most important at the time they are chosen.	12/16/2021 12:48 PM
5	No limits on growing	12/16/2021 12:09 PM

Q18 In a single word or short phrase, what do you think is the most important attribute, skill, and/or quality of the new rector/vicar?

Answered: 77 Skipped: 21

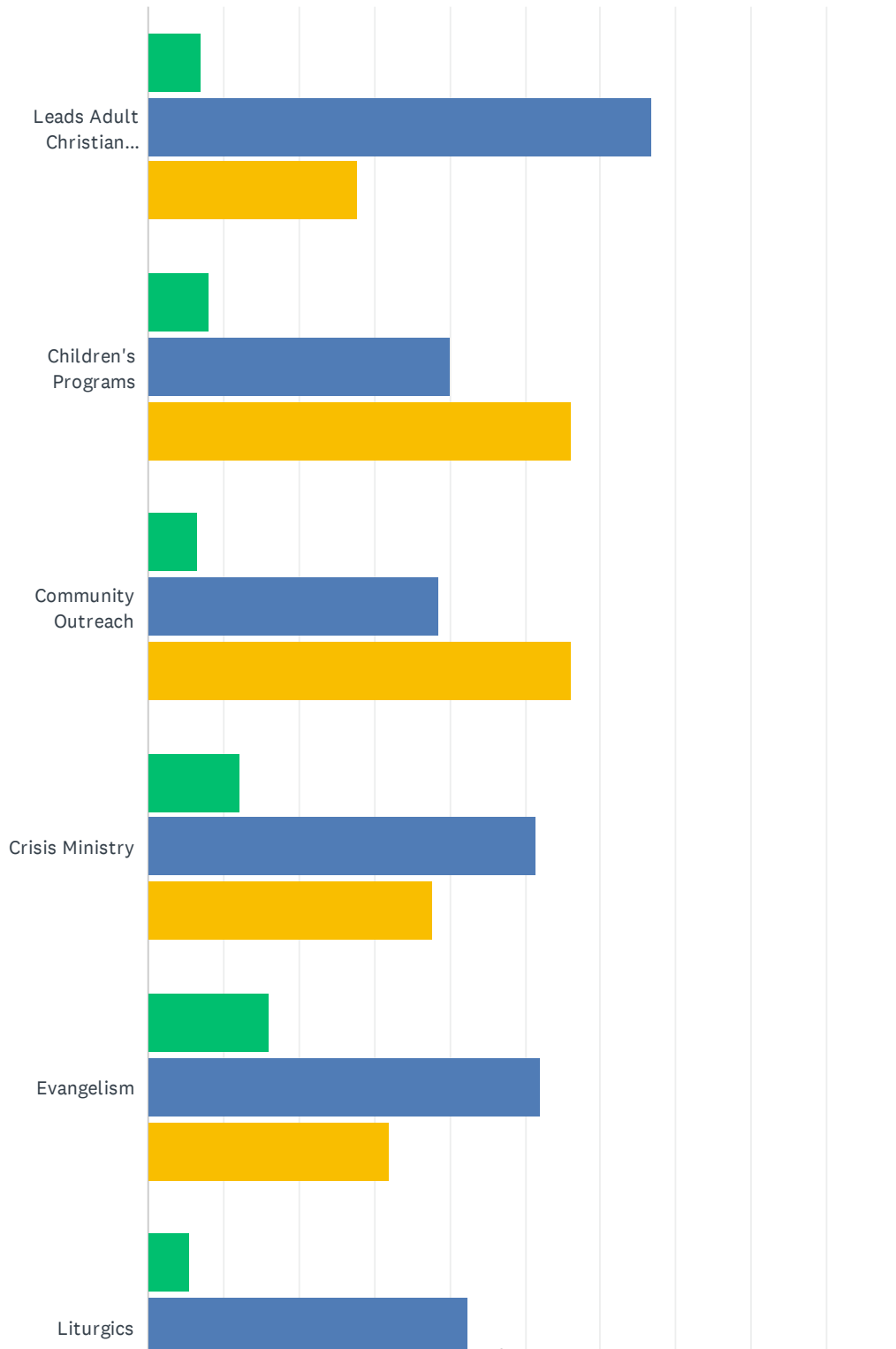
#	RESPONSES	DATE
1	Holy, good business manager, friendly, welcoming,	1/11/2022 11:17 PM
2	Love of Jesus Christ	1/11/2022 6:27 PM
3	Empathy, outreach	1/10/2022 10:26 PM
4	To Connect with the congregation	1/10/2022 9:06 PM
5	Rehire Elizabeth or someone like her. Her Homilies were great but short and she is/ was an extraordinary person. Her commitment to "Religion" was genuine and it showed.	1/10/2022 7:17 PM
6	Energetic	1/10/2022 6:18 PM
7	To truly MINISTER to his flock	1/10/2022 4:10 PM
8	Entgery and kindness	1/10/2022 3:41 PM
9	personable	1/10/2022 3:37 PM
10	Ability to relate to a wide variety of people	1/10/2022 2:10 PM
11	preaching pastoral care getting masks off open up building for activities friendly welcoming	1/10/2022 1:37 PM
12	Dynamic	1/10/2022 1:35 PM
13	Strategic vision and moving that vision to actionable activities	1/10/2022 1:34 PM
14	Compassionate	1/10/2022 1:31 PM
15	Intelligent, compassionate.	1/9/2022 7:21 PM
16	LISTENER	1/9/2022 9:11 AM
17	inclusivity	1/8/2022 6:48 PM
18	Energetic...must be able to put forth energy to restart our programs	1/5/2022 8:18 PM
19	Energetic...must be able to restart our programs.	1/5/2022 8:10 PM
20	The sermon or message he/ she conveys	1/1/2022 11:25 PM
21	Being a shepherd to the congregation.	1/1/2022 7:58 AM
22	Be a good shepherd	1/1/2022 7:46 AM
23	Fortitude	1/1/2022 6:00 AM
24	N/A	12/31/2021 10:03 PM
25	Positive message Clear message Diverse ministry and inclusion of all	12/31/2021 9:46 PM
26	Basic management skills	12/29/2021 12:51 PM
27	Open/outgoing	12/23/2021 7:53 PM
28	Being present for the members.	12/22/2021 9:23 PM
29	Engaging	12/20/2021 9:00 PM
30	Ability to engage and relate to all people (ages, walks of life)	12/20/2021 10:26 AM
31	The ability to listen and respond with compassion and empathy.	12/19/2021 9:35 AM

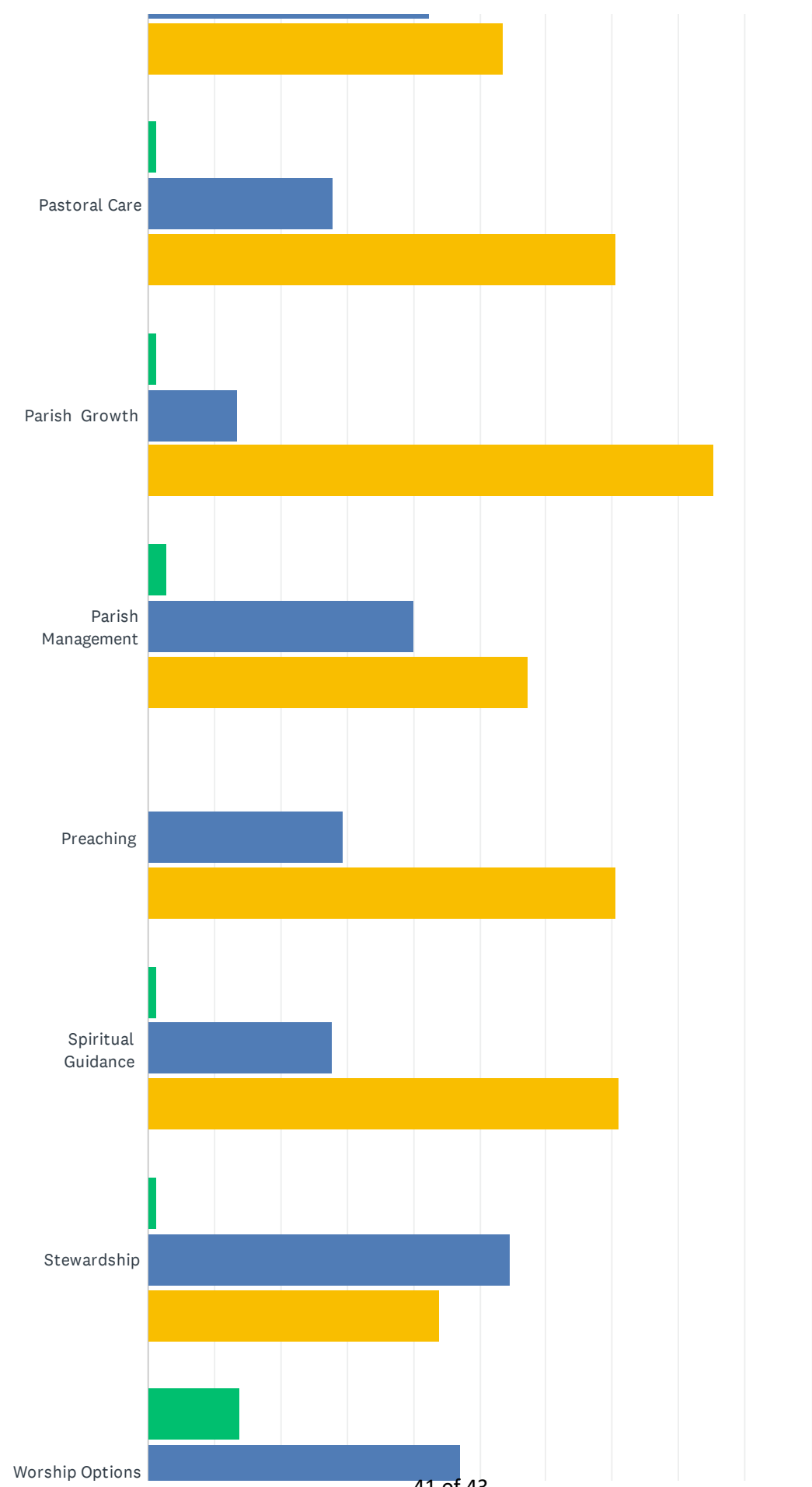
32	Moving us forward	12/18/2021 6:15 PM
33	A pastoral heart	12/18/2021 10:53 AM
34	Personable	12/18/2021 8:01 AM
35	Outgoing	12/18/2021 5:59 AM
36	creativity	12/17/2021 10:41 PM
37	Including all	12/17/2021 2:50 PM
38	Pastorial care	12/17/2021 11:00 AM
39	People-oriented	12/17/2021 10:35 AM
40	People person	12/17/2021 10:32 AM
41	genuine spirituality	12/17/2021 10:07 AM
42	Energetic and spiritual.	12/16/2021 6:56 PM
43	Care about his/her people be available	12/16/2021 5:55 PM
44	community outreach, lots of energy, ability to preach Gospel	12/16/2021 4:41 PM
45	Outgoing	12/16/2021 4:36 PM
46	ability to reach out to and love all people in church and in the larger community	12/16/2021 4:28 PM
47	Humility	12/16/2021 3:40 PM
48	To embrace diversity and inclusion	12/16/2021 3:36 PM
49	Present	12/16/2021 3:28 PM
50	I believe we need a person with a family, meaning young children. Not that I'm opposed to a female rector but I think at this time we need a male with a family.	12/16/2021 3:20 PM
51	Friendly and people oriented.	12/16/2021 3:17 PM
52	Confident	12/16/2021 3:08 PM
53	Charisma	12/16/2021 3:02 PM
54	Patience	12/16/2021 3:01 PM
55	Community outreach	12/16/2021 1:40 PM
56	Enjoys people of all ages	12/16/2021 1:30 PM
57	Flexible	12/16/2021 12:58 PM
58	We need another person like Elizabeth. I assume you folk new her and what she brought to the church and its parish.	12/16/2021 12:52 PM
59	Knows how to pastor a parish!	12/16/2021 12:49 PM
60	can relate to all age groups	12/16/2021 12:30 PM
61	someone to jumpstart programs	12/16/2021 12:21 PM
62	Bringing everyone together again. I feel our church as become separated for each other. We need to reconnect and move forward.	12/16/2021 12:11 PM
63	Competence	12/16/2021 11:56 AM
64	Dedication to our Church family.	12/16/2021 11:51 AM
65	Be married and have children. Will help get the church with a younger group. If not it will die. Start a mother's day out once a week. Then start a kindergarten.	12/16/2021 11:28 AM
66	Be able to relate to all age groups	12/16/2021 11:20 AM
67	communication.	12/16/2021 11:14 AM

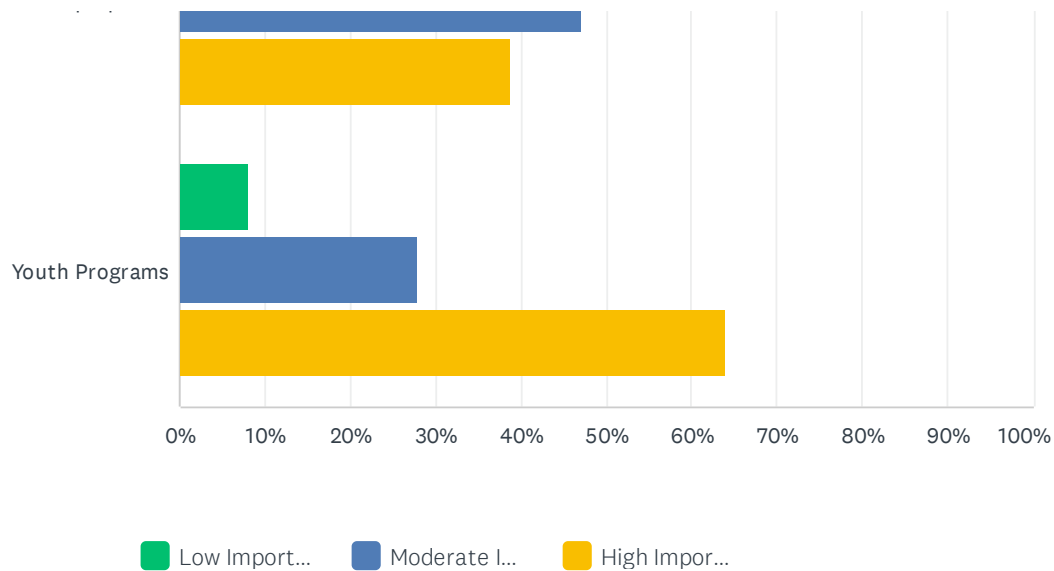
68	God's messenger	12/16/2021 11:11 AM
69	Being able to reach out in church and community	12/16/2021 11:10 AM
70	Growing congregation and ability to rouse involvement from younger families	12/16/2021 11:08 AM
71	Energy and enthusiasm	12/16/2021 11:07 AM
72	Post-Covid rebuilding	12/16/2021 11:05 AM
73	Time to focus on adult and youth ministry outside of regular services. Ability to think outside of the box and creatively for church growth opportunity, financial stability, community visibility.	12/11/2021 3:06 PM
74	emotional intelligence and business savvy	12/10/2021 3:52 AM
75	a welcoming personality	12/9/2021 8:39 AM
76	communication	12/9/2021 8:33 AM
77	understanding of role of clergy in church leadership	12/2/2021 8:20 AM

Q19 For this question, please rate the importance of the following leadership roles of the rector/vicar. How important are these clergy leadership roles to you as St. Timothy's and Holy Cross considers a new rector/vicar

Answered: 77 Skipped: 21







	LOW IMPORTANCE	MODERATE IMPORTANCE	HIGH IMPORTANCE	TOTAL RESPONDENTS
Leads Adult Christian Education/Formation	6.94% 5	66.67% 48	27.78% 20	72
Children's Programs	8.00% 6	40.00% 30	56.00% 42	75
Community Outreach	6.67% 5	38.67% 29	56.00% 42	75
Crisis Ministry	12.16% 9	51.35% 38	37.84% 28	74
Evangelism	16.00% 12	52.00% 39	32.00% 24	75
Liturgics	5.48% 4	42.47% 31	53.42% 39	73
Pastoral Care	1.33% 1	28.00% 21	70.67% 53	75
Parish Growth	1.33% 1	13.33% 10	85.33% 64	75
Parish Management	2.67% 2	40.00% 30	57.33% 43	75
Preaching	0.00% 0	29.33% 22	70.67% 53	75
Spiritual Guidance	1.32% 1	27.63% 21	71.05% 54	76
Stewardship	1.33% 1	54.67% 41	44.00% 33	75
Worship Options	13.89% 10	47.22% 34	38.89% 28	72
Youth Programs	8.00% 6	28.00% 21	64.00% 48	75

#	OTHER (INSERT)	DATE
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1	Family Ministries - High	1/10/2022 4:10 PM
2	Haven't attended since new Rector	12/31/2021 10:03 PM
3	Priest should be well informed of everything going on in church to be a good leader and work well with vestry and MEMBERSHIP	12/17/2021 10:32 AM
4	I hope that we do not over burden the new rector with our ideas but instead honor their gifts.	12/16/2021 12:52 PM
5	The rector/vicar must inspire laity to lead rather than over function as a sole leader.	12/10/2021 3:52 AM