

Calvary Episcopal Church
Aggregation of Listening Sessions (March 2021)

Guide

Session							
1	2	3	4	5	6	7	The session number on the left indicates which session, in order of schedule.
X			X				When you see an X in the session column, it is an indication that a comment about the concept was made during the session the X falls under.
4	11	3	22	0	5	9	<p>The number of participants for each session is listed to the left. The number includes moderators, as in some conversations, the moderator made a valid comment that represented their perspective as a parish member.</p> <p>Session number 5 had 0 attendance and the moderators closed the session after about 20 minutes.</p>

Comments have been aggregated into concepts mentioned. In a few instances, a comment is included to provide some perspective.

What did Calvary do well PREPANDEMIC that you would like to see continued

Session							
1	2	3	4	5	6	7	Concept mentioned
X	X	X	X		X	X	<p>Fellowship – many participants used warm and welcoming to describe fellowship at Calvary.</p> <p>There is interaction within the community and not just worship and go home, which occurs in some churches.</p> <p>Calvary connect / dinner for 8 fellowships are a positive.</p> <p>Parish-wide meals with a purpose, such as habitat for humanity should be fostered.</p> <p>Things aren't perfect: Some felt there is a need to make young families feel welcome.</p> <p>A participant told story of the first Sunday he attended Calvary. It was years ago and he was greeted by someone who pointed out that he was in their seats. Hopefully this isn't currently occurring.</p>
Continued on Next Page							

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
X	X	X	X		X	X	<p>Outreach – support for the homeless and a generous spirit for the community is a strong theme.</p> <p>Concerns</p> <p>It was observed that outreach ministry is good, but fewer and fewer people are doing more of the work. The same people from the main service are tapped for outreach and in-reach. The parish may have hit capacity for what can be accomplished and this is something to consider as we move forward.</p> <p>The Rite place service families and new families don't really feel like they've been welcomed into Outreach Ministries or haven't had a voice in what Outreach Ministries were doing.</p> <p>People have constraints on their time and a lot of young families are very busy being young families, it's very hard for them to get involved in outreach.</p> <p>We are missing in-reach, which is all the activities that bind us as a faith community that takes care of its people.</p>
X	X		X		X		<p>Coffee Hour is seen as a strength. It is a community builder and connector. It provides an opportunity to create intergenerational connection and demonstrate concern for all ages.</p> <p>Concerns:</p> <p>Things aren't perfect. Seating is an issue and where it is located, across from the worship space creates some challenges for those who want to continue meeting while the next service gets underway.</p>
X	X		X			X	<p>Willingness to try new things.</p> <p>The Rite Place service was the most cited example of how trying new things can foster positive change. Monday School was another example.</p>
X	X	X	X				<p>Adult Education – This is a common theme that came up over and over. Monday School, Seekers, Tuesday am Bible Study are examples.</p> <p>It was noted that Monday School helped bring husband/wife back into spiritual life.</p>
	X						Hymnity – the variety, contemporary hymn use in Rite Place.
	X	X	X			X	Music program – choirs, bells, guest musicians, overall music talent in the congregation.
Continued on Next Page							

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
X	X		X		X		<p>Rite Place Service – parents worshipping with children and an environment that supports the family is valued.</p> <p>The service has become intergenerational, while still supporting smaller children</p> <p>Some expressed that the Rite Place service has brought family back, as it is a better fit for family.</p> <p>Many would like to expand the effort and this sentiment is expressed by older members who see its value for retaining young families.</p> <p>Rite Place, as a dual Zoom and in-person experience is something of interest to some. During the pandemic, Zoom offered interaction options that weren't quite the same as in-church experience where formal structure exists.</p> <p>It was noted that Zoom offers a House ministry for shut-ins.</p> <p>Concern: Some regular Rite Place participants noted that it is losing its intimate feel and they are concerned it is getting too big. The move into the sanctuary was not as intimate as the smaller chapel or even the Zoom experience.</p> <p>This could be a challenge as there are some who want to grow the Rite Place service while others yearn for small intimacy</p> <p>It was noted that years ago, a 9 a.m. service was always great when raising kids. Before church, there was a youth chapel event and then at communion the children would enter church.</p>
	X						Radical hospitality that is inclusive of all is something that exists at Calvary
	X				X		<p>Intentional community. And perhaps more specifically, an intentional faith community – both were noted as an asset.</p> <p>Right Place participants express this the most, but so do other groups. Perhaps each has a different sense of their own community.</p> <p>People give and pledge because a sense of community and love for the church home they have.</p>
	X						Past leader qualities included nurturing and there was an active encouragement for what can be expanded on.
						X	Strong Lay leadership in the congregation. Takes off the plate of clergy. However, Rector should be involved in those activities that are lay led.

Continued on Next Page

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
	X				X	X	<p>Traditional Liturgy is a strength for Calvary, as many find it speaks to the worship style they are seeking.</p> <p>Comment – it was expressed that “I love traditional liturgy. But clinging to the past is holding us back.” This is something that a new Rector may need to be able to straddle</p>
					X	X	Preaching has historically been very good at Calvary. This is an expectation for any future Rector.
						X	Our downtown location and building are strengths. Many use our building.
Continued on Next Page							

What did Calvary do well during the Pandemic that you would like to see continued

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
X	X	X	X		X	X	<p>Zoom or live streaming of services has been great for those traveling, for the shut-in audience and even some out of town family members connecting to Calvary. There is a strong feeling it should continue. People with hearing impairments have preferred new technology as an option</p> <p>This is an example that we, including elders, can adapt and that is encouraging.</p> <p>Having the bulletin available online in advance, to prepare for services, is a plus that should continue.</p> <p>Concern: As we move forward, we should use technology, but not forget the value of our liturgy and not lose focus and become a movie theater and entertainment experience. There are other places for that. It is not us and we can't compete.</p>
X	X					X	<p>Tech savvy rector has been a great asset during a time of challenges met by technology.</p>
	X		X			X	<p>Morning prayer, Noon time prayer, Compline community has been outstanding.</p> <p>Participation in daily offices of prayer via technology is valued. Small groups have formed around this experience and built relationships.</p>
	X						<p>Willingness to allow us to have a conversation; intimate conversations during the service – even stronger via Zoom.</p>
	X		X				<p>Some see an intergenerational opportunity I for youth to connect tech for less tech savvy, elders, shut ins, etc.</p>
	X		X				<p>Building on the conversations that take place in the sermons at the Rite Place, a Sunday morning bible school might be of interest. One that functions like the Tuesday session where there is dialogue and conversation.</p> <p>A participant voiced interest in a Sunday noon breaking of bread (meal) with a bible study discussion afterwards.</p> <p>It was noted by another participant, that Monday school, which takes place with a meal in the evening, is the counter to the Tuesday experience and that perhaps people should look at this option instead of creating another.</p> <p>Several participant noted that Sunday is packed and past Sunday school efforts lost steam as time is a precious commodity for families on Sunday.</p>

Continued on Next Page

What challenges does Calvary face in the future?

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
X					X	X	<p>Given our fragmentation, we must make correct decisions that take into account why people do what they do. Before moving service schedules, we shouldn't make assumptions.</p> <p>Example was attending the Rite I service for convenience and not because of a love for Rite I liturgy.</p> <p>Data from electronic services may also be skewed and provide a misunderstanding of why people watched which service. YouTube data doesn't know why you do what you do.</p>
	X				X	X	<p>Calvary tends to get fragmented</p> <p>When you've got three services. It's very hard to have one parish</p> <p>Small communities are appreciated by some.</p>
	X						More unity with diversity
					X	X	<p>Non-traditional liturgy has appeal to younger members, but perhaps not to our older members.</p> <p>Holding three services tends to create three different congregations.</p>
	X					X	Intergenerational inclusion and multi-generational activities
	X						Need a truly hospitable multi-generational community that has branches but has a solid trunk. How to do we grow together, like a tree, where each branch has support.
						X	<p>The educational level of our parish is a possible challenge. We must feed it, but not be putt-off-ish.</p> <p>As the only episcopal church in Columbia, we can't afford to not meet this need.</p>
	X		X			X	<p>There is need for have a knowledge base that is accessible for those who are not technical.</p> <p>We should help the age group that is not tech equipped become enabled as part of a shut-in ministry. We could be plugging in younger members to assist and they could be mentored by tech capable adults.</p> <p>Note: There is a perception of old and young techies that is a bit interesting as some of the supposedly young are not really that young.</p>
	X					X	<p>With new technologies, services for shut-ins that include the Elements being brought to them is something that is of value and should be expected.</p> <p>Technology has made possible a "house worship" environment. A rekindling of an old concept.</p>

Continued on Next Page

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
			X		X	X	<p>Fiscal realities will be a challenge</p> <p>Some express that, compared to other congregations, our finances are strong.</p> <p>It was noted that we have a challenge related to pledging. Pledges have been slowly declining for years and this is not sustainable.</p> <p>There is concern over our old building and the need for a capital campaign.</p> <p>It was expressed that an endowment could help fund daily activity – (Actually, we do have an endowment for such financial gifts, but perhaps we haven't gone out of our way to promote.)</p>
			X		X	X	<p>Membership size is a concern.</p> <p>Our congregation is older and seen as dwindling</p> <p>Calvary needs to continue to work to attract younger people, which is a challenge</p> <p>Finding ways to make youth feel welcomed – “feel like home”</p> <p>People drifted away during the pandemic – we will need to reach out to those who drifted and try to reconnect</p> <p>We may need to accept that young people are different from older members – there is no future in old people. Therefore, we may need to accept being a little uncomfortable.</p> <p>Opening our hearts to flexibility is important if we are to grow.</p>
			X			X	<p>Pastoral Care - Greater attention to all phases of life for pastoral care. Not just death.</p> <p>When Cathy was here, we had a focus on young families – 20 and 30 group was very strong</p> <p>Those working have tremendous challenges. We need to take better care of our congregation, well before end of life.</p> <p>The next group of “old people” must be cultivated to replace the current old, just as we need youth and a rector. We can't overlook mid-life.</p> <p>There is concern that one priest may not be sufficient to handle all of this.</p>

Continued on Next Page

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
	X		X		X	X	<p>Youth 10 to 18 are important and have been overlooked for younger children. This is a youth audience we can have greater impact with than college age.</p> <p>The ability to connect with millennials and younger audiences is important for us to reach youth. A focus on youth membership is critical for the future church.</p> <p>Youth minister position has to be someone who is committed to youth – perhaps not just clergy</p> <p>Bothered by the loss of our strong Sunday school programs. There is a need for this to return</p> <p>We can't reach everyone, with our limited resources. Perhaps focus on families with small children is a better focus.</p>
	X		X			X	<p>College ministry is important. However, we must be clear as to what we are offering in a college ministry. Radical inclusivity and standing up for injustice resonates with this audience and is a hallmark of the Episcopal church. We miss a great window of opportunity.</p> <p>Note: There is a counter them to this. It was noted buy several that this is a transient population. This makes it hard to embrace as you don't necessarily see the long-term result. Other parishes benefit – we need diocesan funds.</p>
	X						<p>Small time-frame opportunities for leadership and initiatives – not permanent committee efforts.</p>
	X						<p>The following idea was shared via email after a Rite Place service. The 'Holy Conversation' refers to the Q&A approach to the Rite Place sermon, which is a bit like a Bible Study experience.</p> <p>"One thing we would like to see continue and be actively encouraged at Calvary under a new rector is a practice of having 'holy conversations' about ALL aspects of being Christ's hands and feet in our world today. This is especially important in the area of politics right now so that we don't become little echo chambers of partisan identity."</p> <p>Note: The idea of a Q&A sermon or 'Holy Conversation' was raised at the original Rite Place listening session. One participant observed that this is difficult for those who have preference for a traditional sermon on Sunday morning. They have come to be fed.</p>

Continued on Next Page

Qualities you would like to see in the future rector

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
			X				Able to work with the Bishop
	X					X	<p>Able to work in partnership and coop nature with other congregations in the community. Our connection with ELCA was an example.</p> <p>As a downtown parish, we must have someone who can interact with others in the downtown space. Might we combine and collaborate with other congregations.</p>
			X		X	X	<p>Able to work with all types of people and in multiple settings – small and large</p> <p>A gap-bridge-builder who can help connect all ages into community</p> <p>Charisma – connect to members and others</p> <p>Able to connect in an educated, academic community, but also able to connect with others</p>
	X		X				A Rector who has a calming influence. One who is aware of their humanness and can connect with humans.
	X		X		X	X	<p>A rector who is a program leader and a nurturer.</p> <p>Pastoral care and program leader. (The choice of programmatic vs. pastoral care should be avoided. We need both)</p> <p>a good balance of spirituality, life experience and a fun outlook on life</p> <p>Clone Father Knute (similar comments in two sessions)</p>
	X		X		X	X	<p>A rector who empowers and can help develop lay leaders.</p> <p>An out of the box thinker who will allow lay leadership to lead They can accomplish more than a single individual (Rector) can handle</p> <p>A rector should also be involved and active, even when not in charge</p> <p>Rector should be able to empower the lay members to take charge and ease up the rector’s sense of being overwhelmed.</p> <p>A strong leader is not as good as someone who can organize and get people to champion and take on new tasks.</p> <p>The priest must be supportive and doesn’t need to take over. Must understand the challenges and contribute to solutions</p> <p>The parish is going to move into whatever direction, the Rector nudges it</p>

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
			X		X	X	A Rector who is flexible dynamic and outwardly personal. Someone capable of motivating and inspiring the lay leadership to take the ball and run
	X						Open to many internally led efforts that can be separate, but connected
			X		X	X	A Rector who can relate to youth Calvary previously benefited from a priest who had kids and took leadership with youth It was noted by someone advanced in age that we need someone who can bring in young families and not just be able to do a good funeral
	X		X			X	A rector who can help foster college ministry and connect with this mission
					X	X	A rector who can teach the gospel and make it relevant in daily lives – pandemic, economic, or other issue that is challenging our local community Messaging that is issue connected to the real world and the vision of the Gospel, as the episcopal church is – we must have someone who can make the contemporary church connect to the greater word and world A preaching style that is educated and can keep people stimulated and interested. Good sermons/homilies are a must.
			X		X		Successful financially and increasing membership for the church A solid track record in fund raising is important success in increasing the pledges and size of the congregation – an overall growth pattern as a key point grow the parish to a size that is sustainable Participation increase is likely more needed than pledge – pledges will follow an increase in membership and participation We need to find a turnaround candidate who can create the seating capacity challenge Note: It was pointed that the responsibility of the church finances is not the rector's. They might be helpful, but it is the people who own the responsibility.
X	X		X				Technology competent and creative use of technology
			X			X	A Rector who is creative in problem solving
			X			X	A Rector who is energetic
Continued on Next Page							

Session mentioned							Concept mentioned
1	2	3	4	5	6	7	
			X		X	X	leadership that will get <u>us</u> to do is what is necessary. Someone who can light the fire and motivate members of the congregation.
	X		X		X	X	A Rector who is not near retirement or looking for final position Someone who is vibrant, has vision and wants to see the fruits of their labor. Age is likely a factor in connecting with younger people and should be taken into account