



# TO BOLDLY GO... AND GET DOWN TO BUSINESS!

BEGINNING WITH THE FOUNDATIONAL RULES  
AND HOW WE DEAL WITH THEM

# THE PROFILE COMMITTEE

Eric Landen, chair

Maris Bernard, vestry liaison

Duane Lewis, junior warden and vestry liaison

Helene Ault

Stephen Clarson

Maggie Davis

Sharon Grayton

Bob Hauck

Dave Meyer

Florine Postell

Dick Sininger

The background is a deep blue gradient with a subtle pattern of white stars. Overlaid on this are several faint, white circular and semi-circular lines, some of which are dashed and have arrows indicating a clockwise direction. In the top right corner, there is a more complex circular graphic resembling a protractor or a clock face, with numerical markings from 0 to 210 and concentric circles.

# PROFILE GATHERING #1: JANUARY 8, 2017

THE CHURCH'S SIZE AND LIFE CYCLE

“WHAT DIFFERENCE DO THEY MAKE? WHY CAN'T WE JUST CALL ANYONE TO BE OUR RECTOR?”



# THE TRANSITION PROCESS: CREATING A PROFILE



THIS IS NOT THE WAY



LET ALONE THIS...







# MORE ABOUT TRANSITION PROCESS





# THE END OF THE PROCESS: CALL AND ACCEPTANCE (AND REJOICING)



# THE PROCESS TOWARD THE PROFILE

Gather hard data:	Congregational input	Information in profile	Issues to be addressed	Creation of profile
<ul style="list-style-type: none"> <li>• Area demographics</li> <li>• History of Calvary</li> <li>• Financials</li> <li>• Stewardship history</li> <li>• Membership</li> </ul>	<ul style="list-style-type: none"> <li>• Congregational <b>survey</b></li> <li>• Discussion from <b>this meeting</b></li> <li>• Discussion from <b>Lenten program</b> meetings</li> <li>• <b>Interviews</b></li> <li>• <b>Small group</b> conversations</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Heritage:</b> history, faith tradition</li> <li>• <b>Leadership:</b> leaders, governance, norms</li> <li>• <b>Mission:</b> values, mission, vision, program</li> <li>• <b>Connections:</b> with diocese, community</li> <li>• <b>Future:</b> goals, expectations for new rector</li> </ul>	<ul style="list-style-type: none"> <li>• Staffing</li> <li>• Church organization</li> <li>• Leadership development</li> <li>• Our priorities</li> <li>• Pastoral v. program, or other (“meh”)</li> <li>• Budget and stewardship</li> <li>• Core values and whether they have changed</li> </ul>	<ul style="list-style-type: none"> <li>• Profile draft to be reviewed by Vestry</li> <li>• Review by diocese</li> <li>• Finalization</li> <li>• Additional profile for file in TEC Office of Transitional Ministry</li> <li>• Profile is “live”</li> </ul>

# WHERE WE ARE NOW

<b>Input of congregation from survey, etc. to be weighted and summarized accurately and fairly</b>	<b>Gather hard data, research community &amp; church history, diocesan relationships, budget &amp; stewardship history</b>	<b>Name and describe the five focus points, make policy decisions if necessary</b>	<b>Address issues and take action steps that need to be done before profile is written: staffing, leadership, organization and structure, budget &amp; stewardship planning</b>	<b>Creation of profile, review &amp; revision, diocesan review, OTM profile, upload</b>
<b>You are here</b> <b>X</b>				

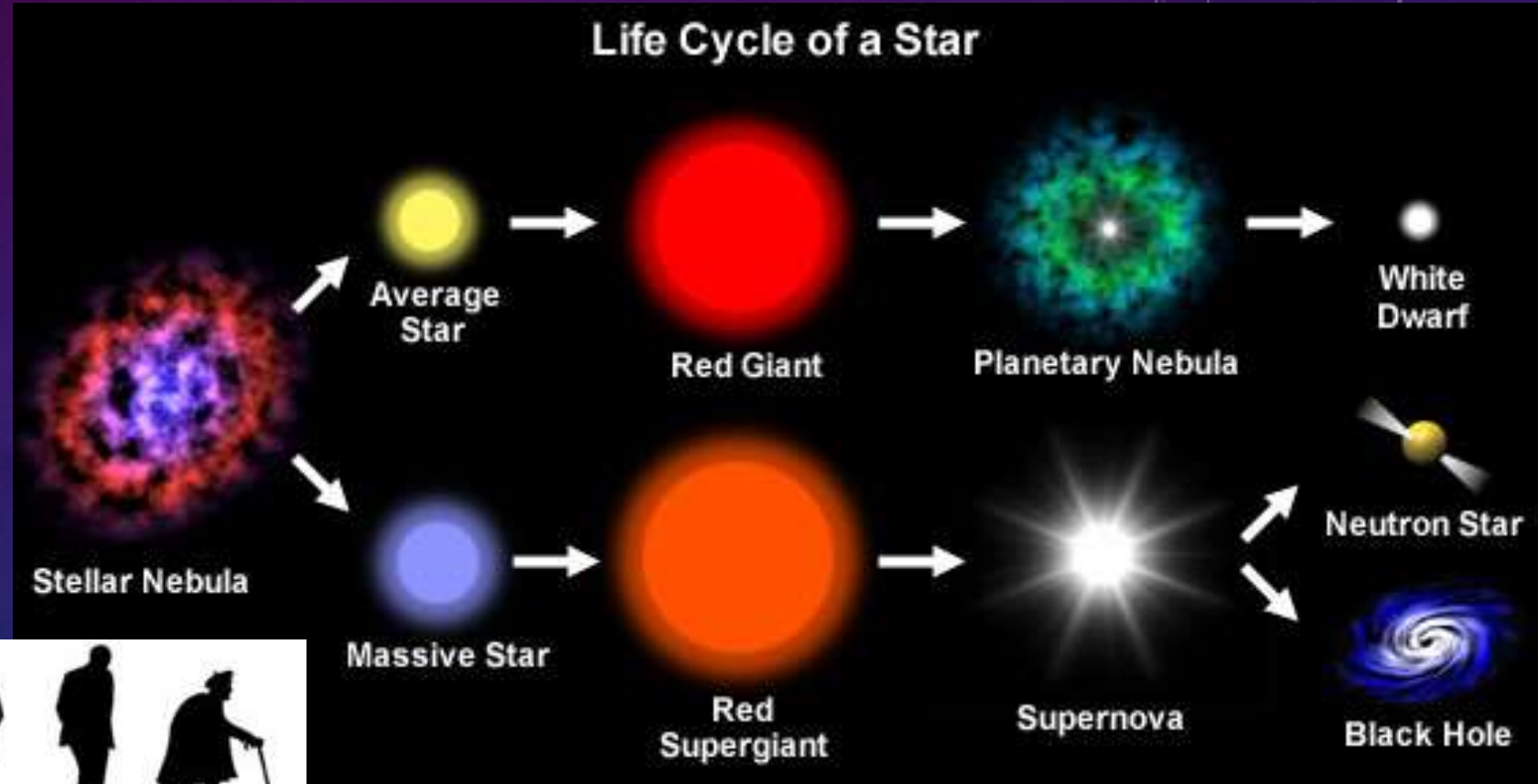
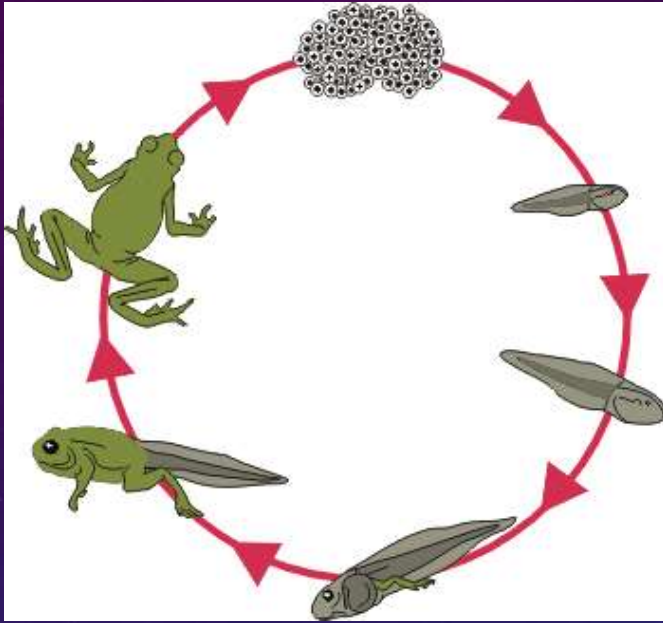


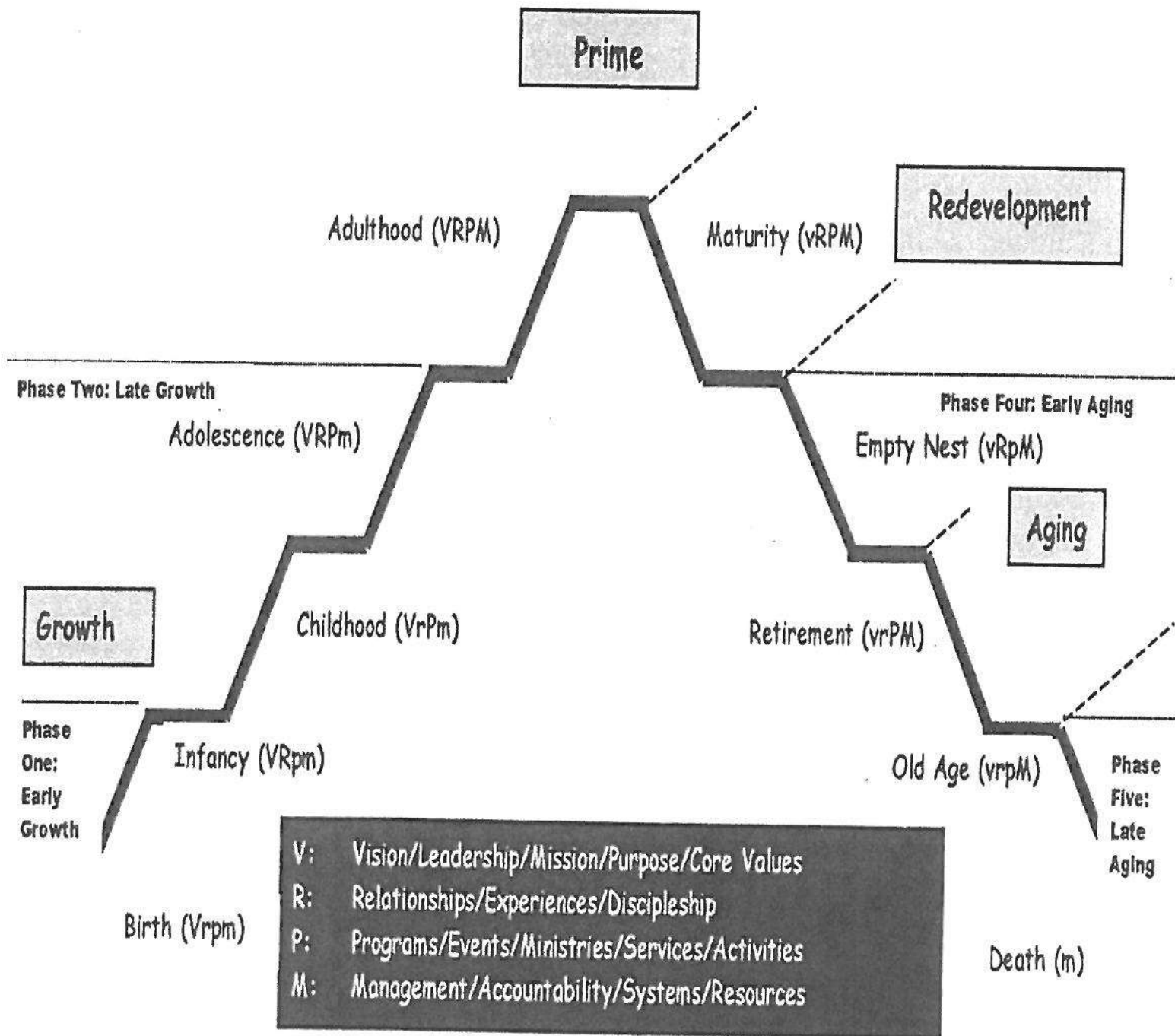
# THE LIFE CYCLE OF A CHURCH

AND THE STAGES OF DEVELOPMENT

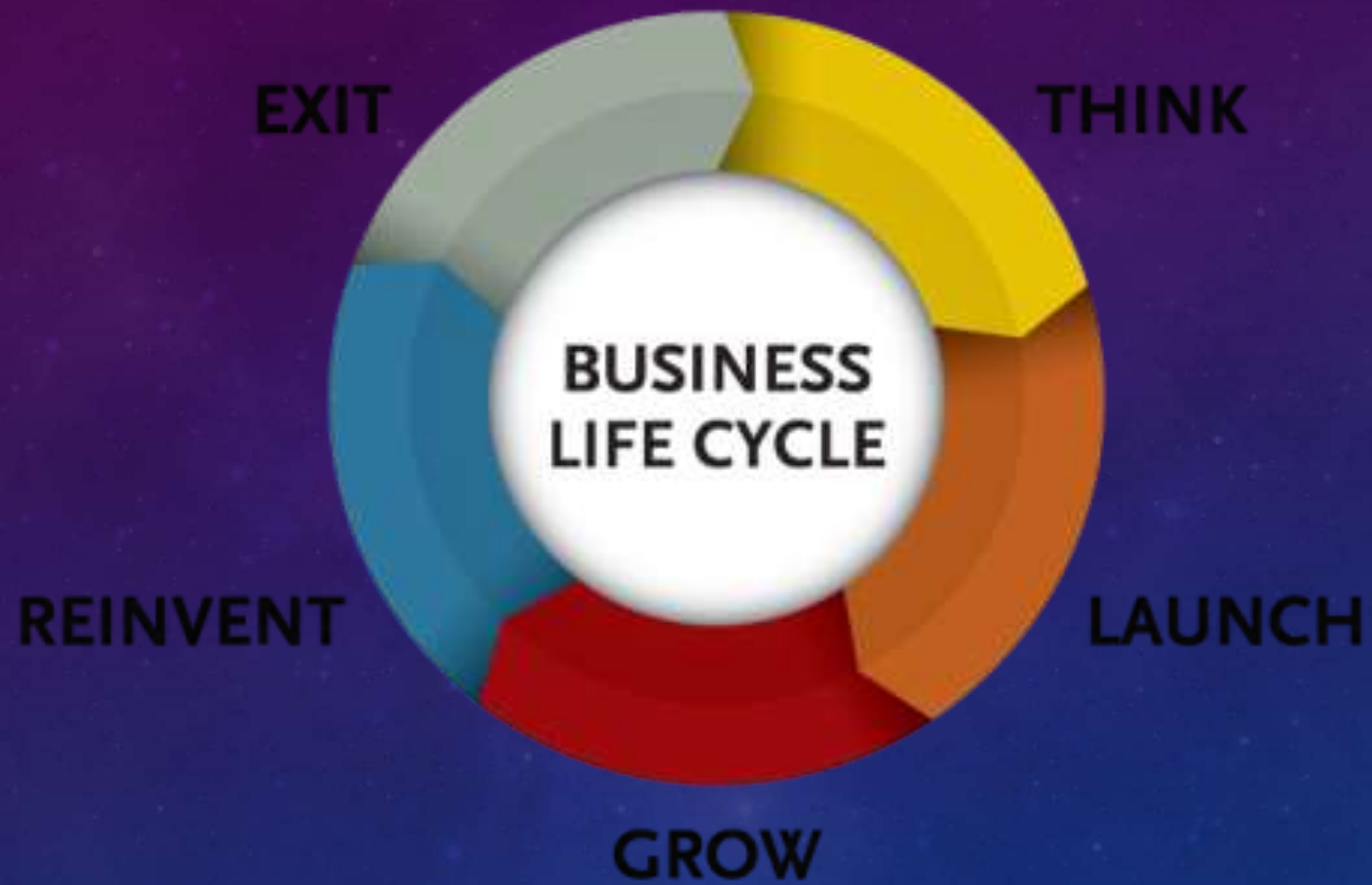


# LIKE ALL ORGANIC THINGS, CHURCHES HAVE A LIFE CYCLE

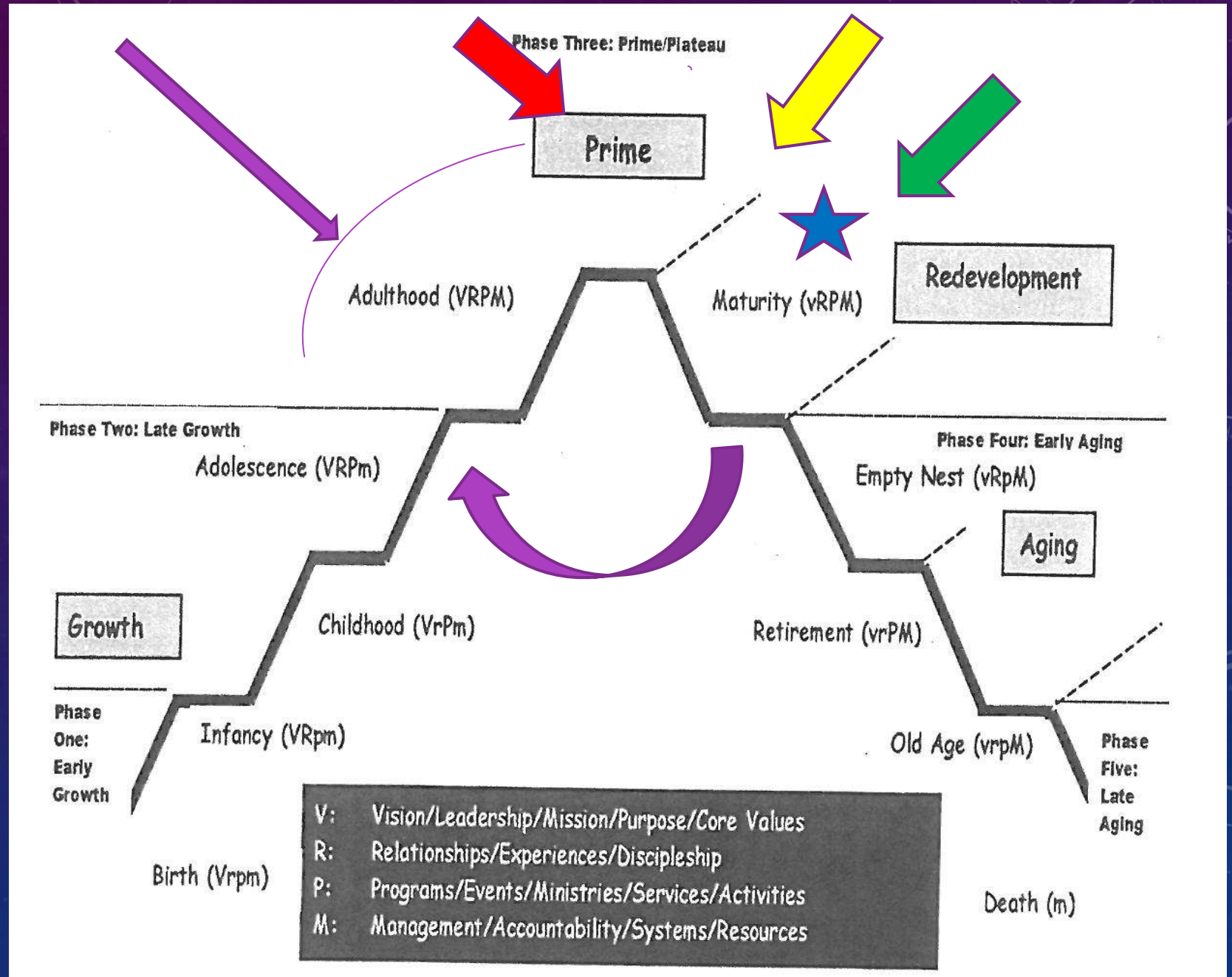




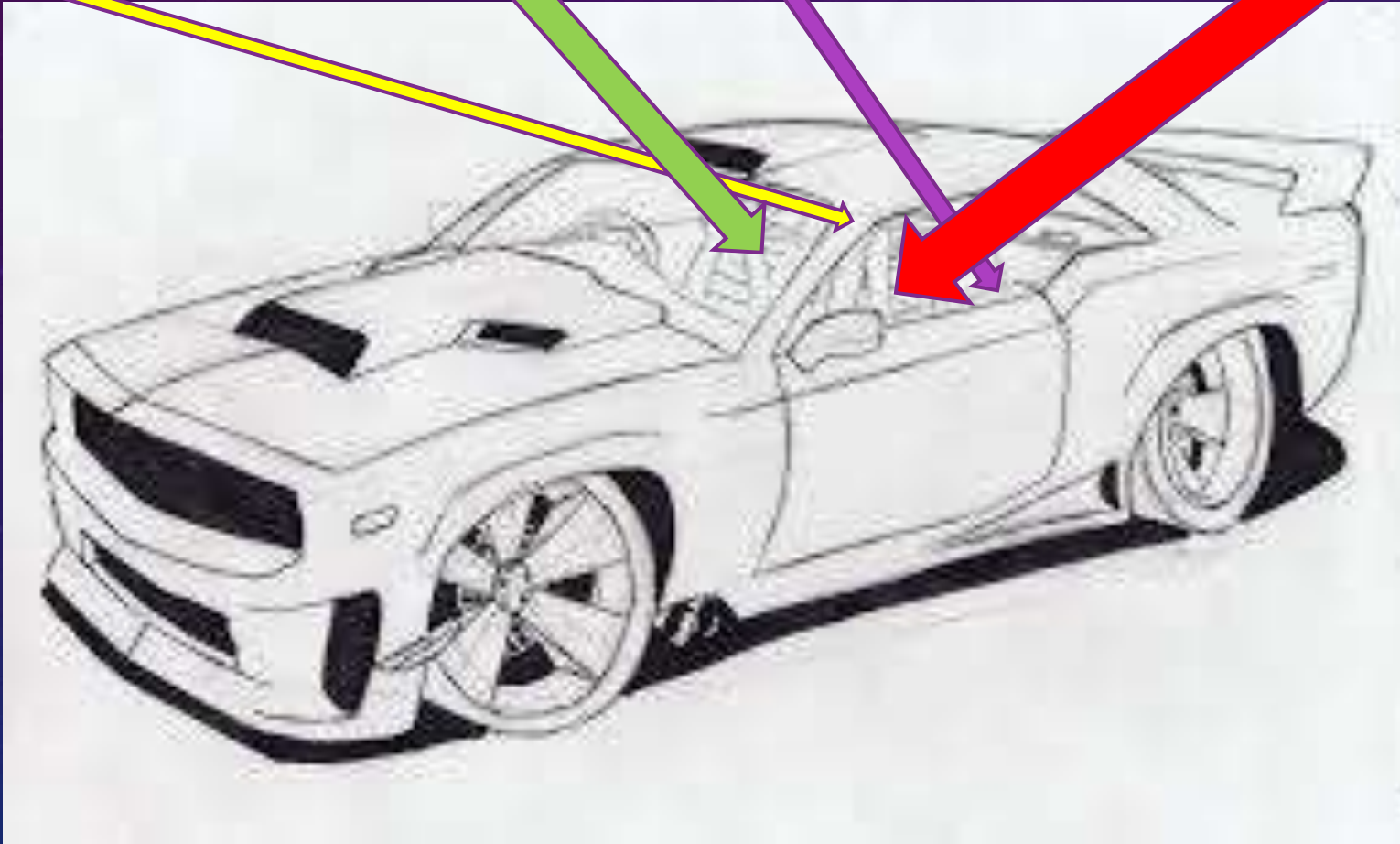




# LIFE CYCLES AND STAGES OF A CONGREGATION

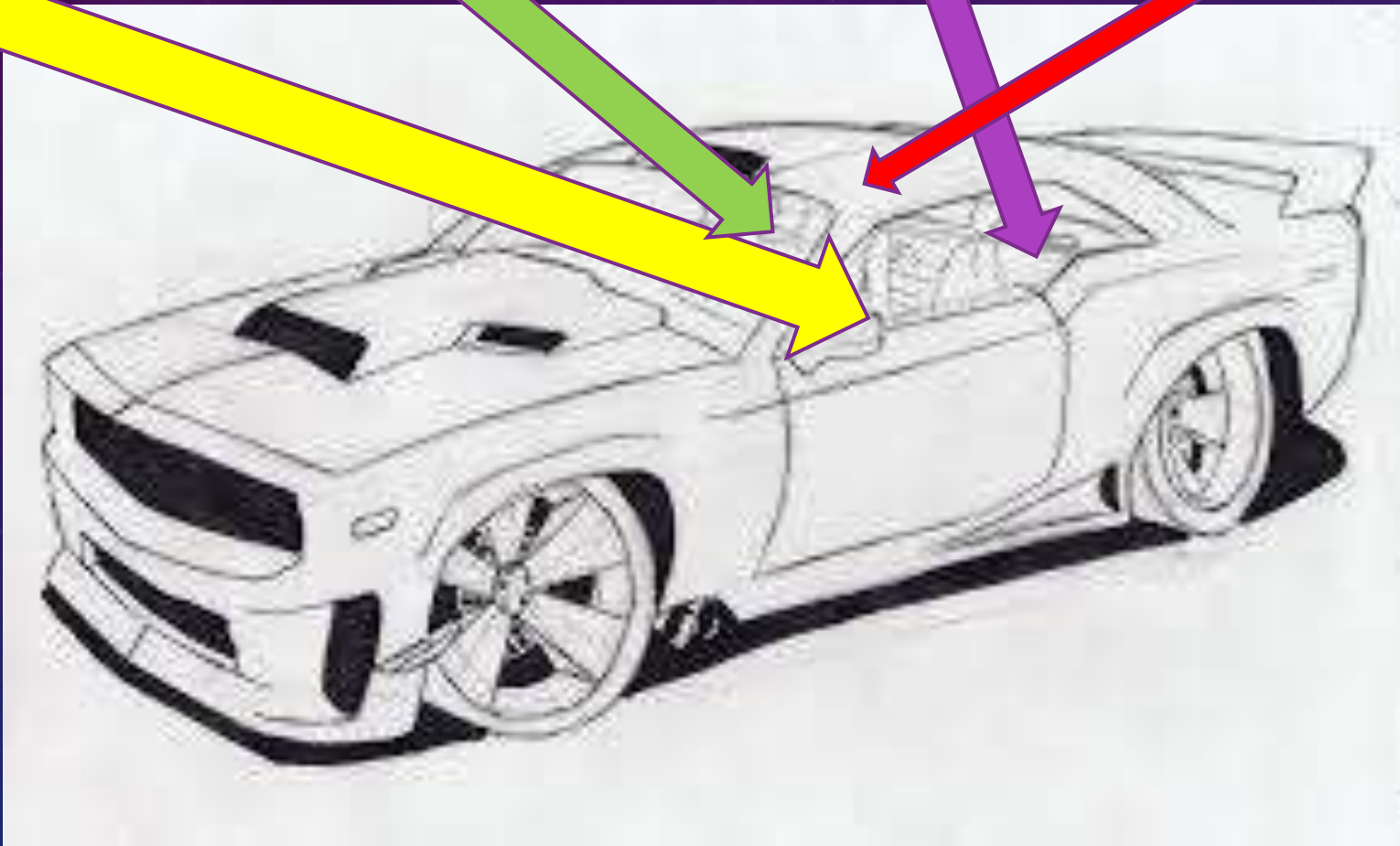


# VISION, RELATIONSHIPS, PROGRAMS, MANAGEMENT





# VISION, RELATIONSHIPS, PROGRAMS, MANAGEMENT



# CHURCH SIZE

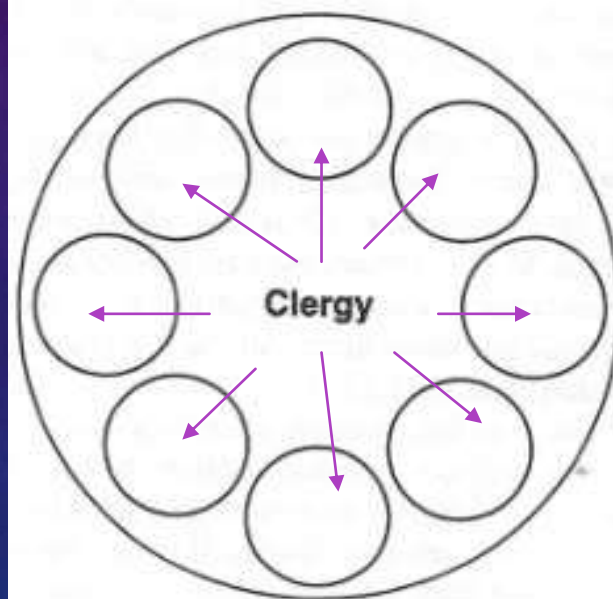
AND HOW THIS IMPACTS THE CHURCH'S ORGANIZATION AND RELATIONSHIPS

# CATEGORIES OF CHURCH RELATED TO SIZE

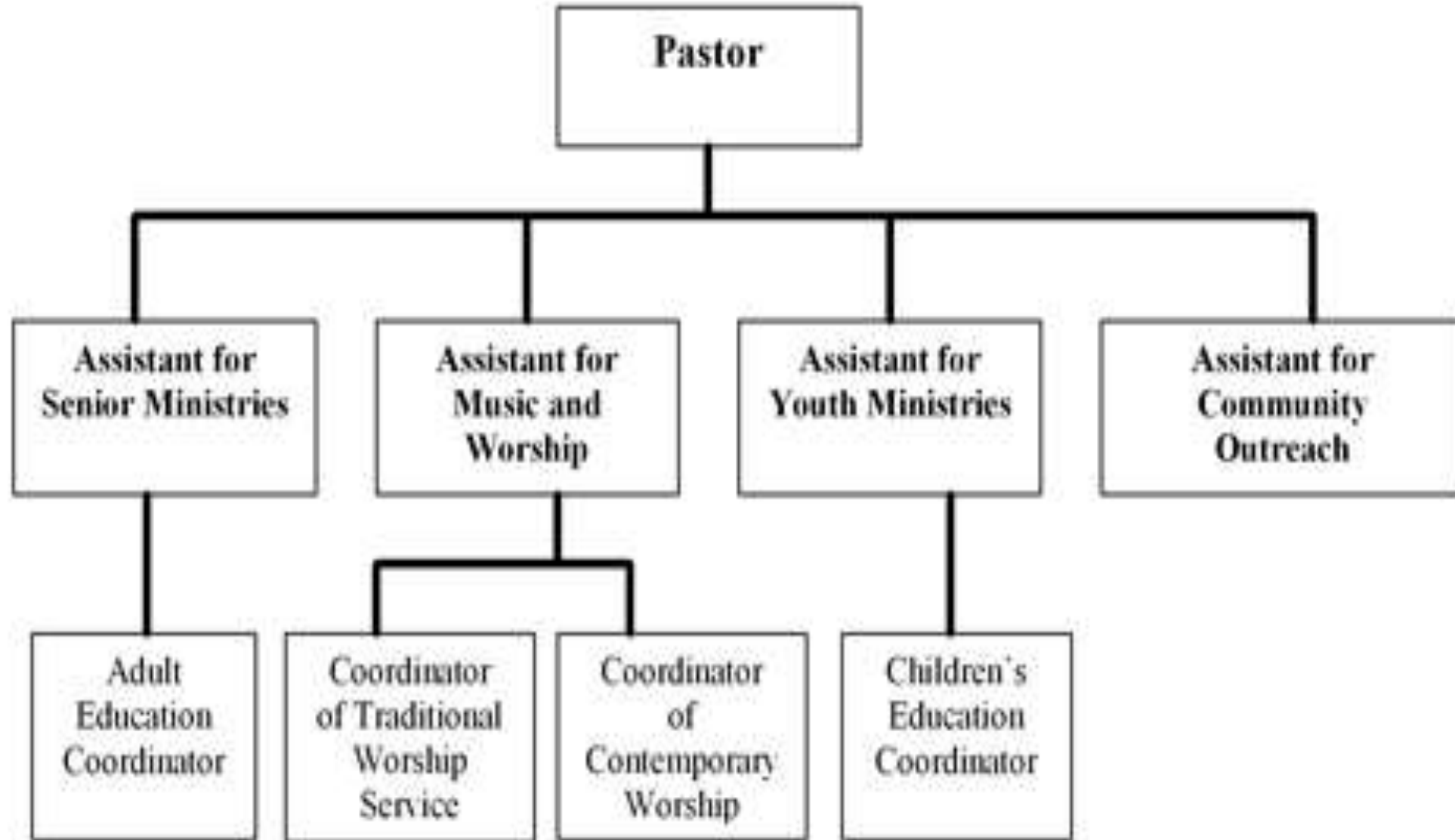
TYPE OF CHURCH	FAMILY 40%	PASTORAL 25%	TRANSITIONAL 15%	PROGRAM 15%	CORPORATE .5%
<b>MEMBERSHIP</b> (Average Sunday Attendance)	0-74 (some say 0-50)	75-140	141-224, or fewer, with more financial resources	225-800, or depending on financial resources	801+ but depends on financial resources
<b>ORGANIZATION</b>	Single cell, group-centered	Single cell moving to subgroups	Stretched, evolving	Multiple cells	Multiple cells
<b>POWER AND AUTHORITY</b>	Strong lay leadership, often a few individuals	In hands of few but shifting	Shifting to subgroups and committees, fewer key families	Committees; Vestry shifts to oversight	Staff
<b>CHANGE</b>	Key individuals	Rector	Joint rector-lay responsibility	Driven from middle or top	Top down
<b>RECTOR</b>	chaplain	Resident expert and chief “do-er”	Stretched (need additional staff but may lack resources)	Administrator	CEO



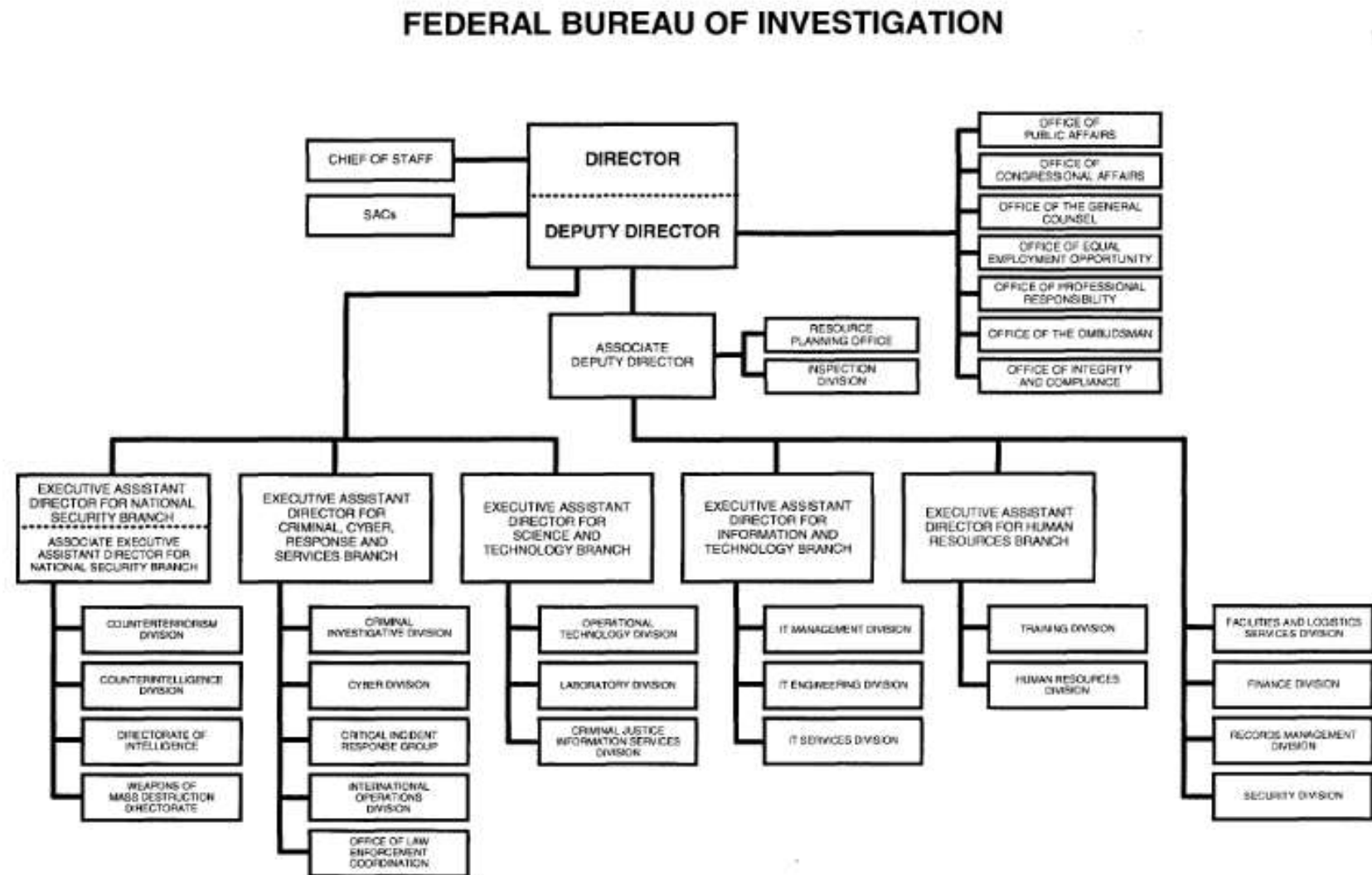
**THE PASTORAL-SIZE CHURCH:  
50 TO 150 ACTIVE MEMBERS**



# PROGRAM SIZE CHURCH ORGANIZATIONAL CHART



(THIS WAS FOUND  
ON GOOGLE  
UNDER  
“PROGRAM SIZED  
CHURCH  
ORGANIZATION”)



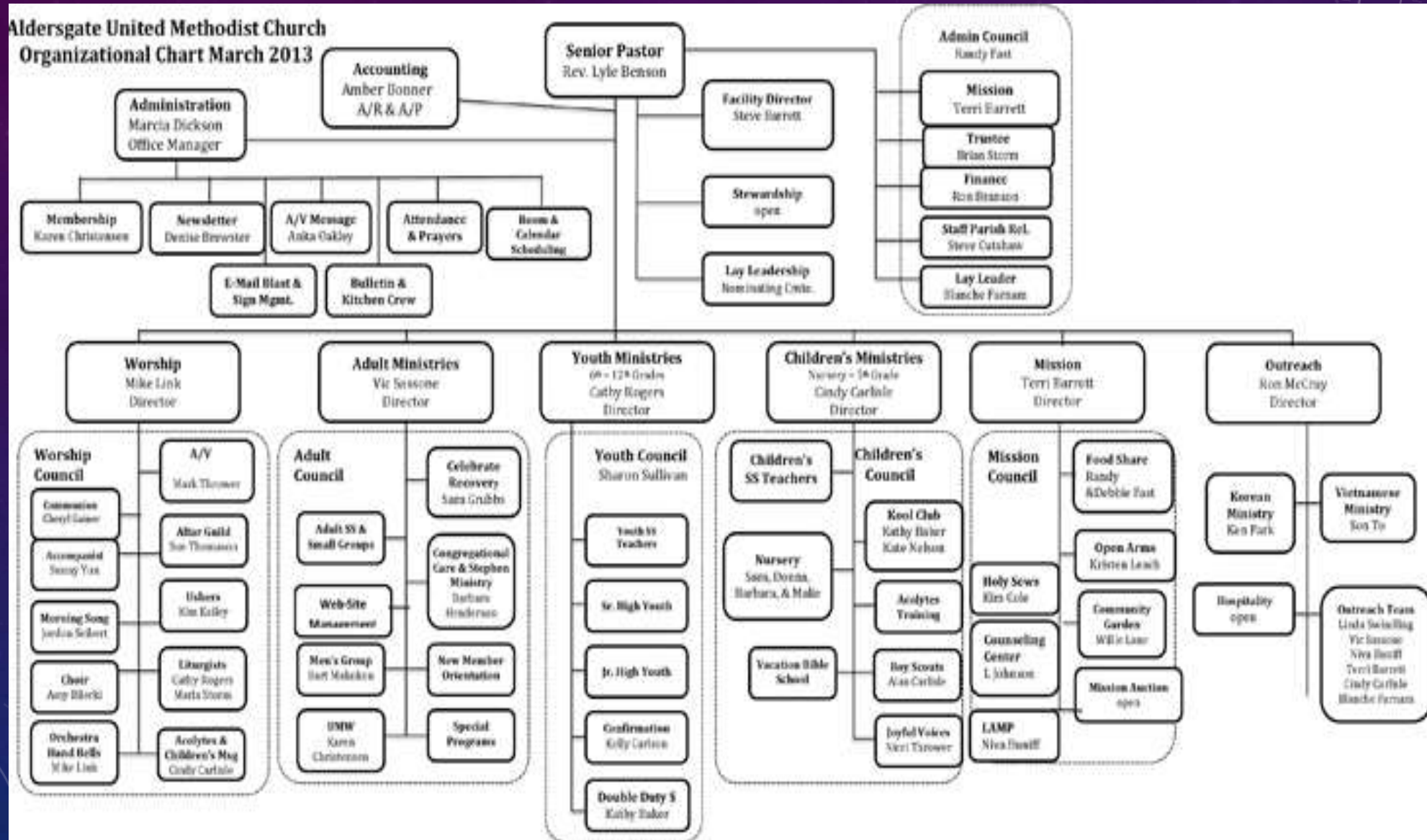
Approved by:

ERIC H. HOLDER, JR.  
Attorney General

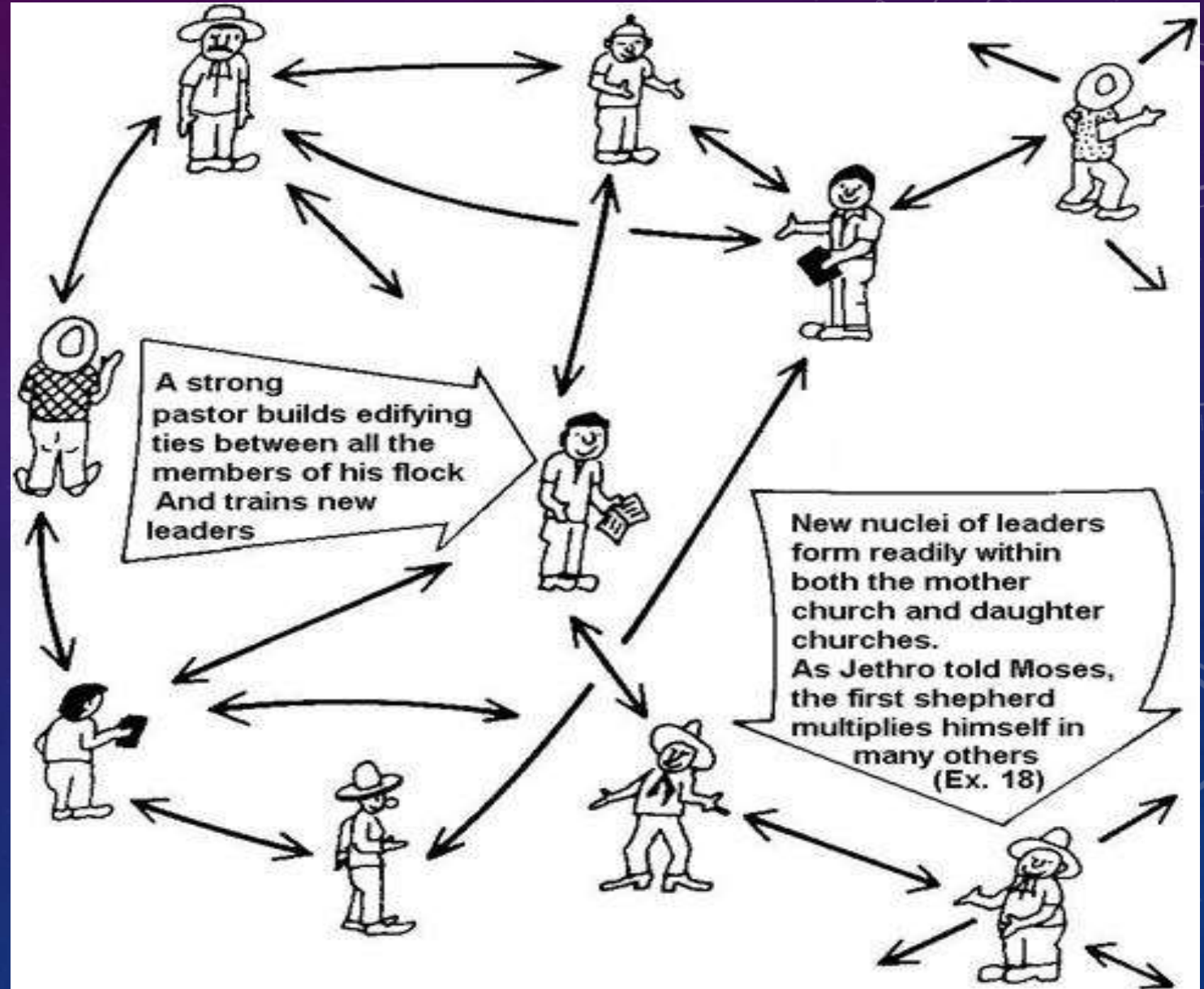
Date: January 20, 2010



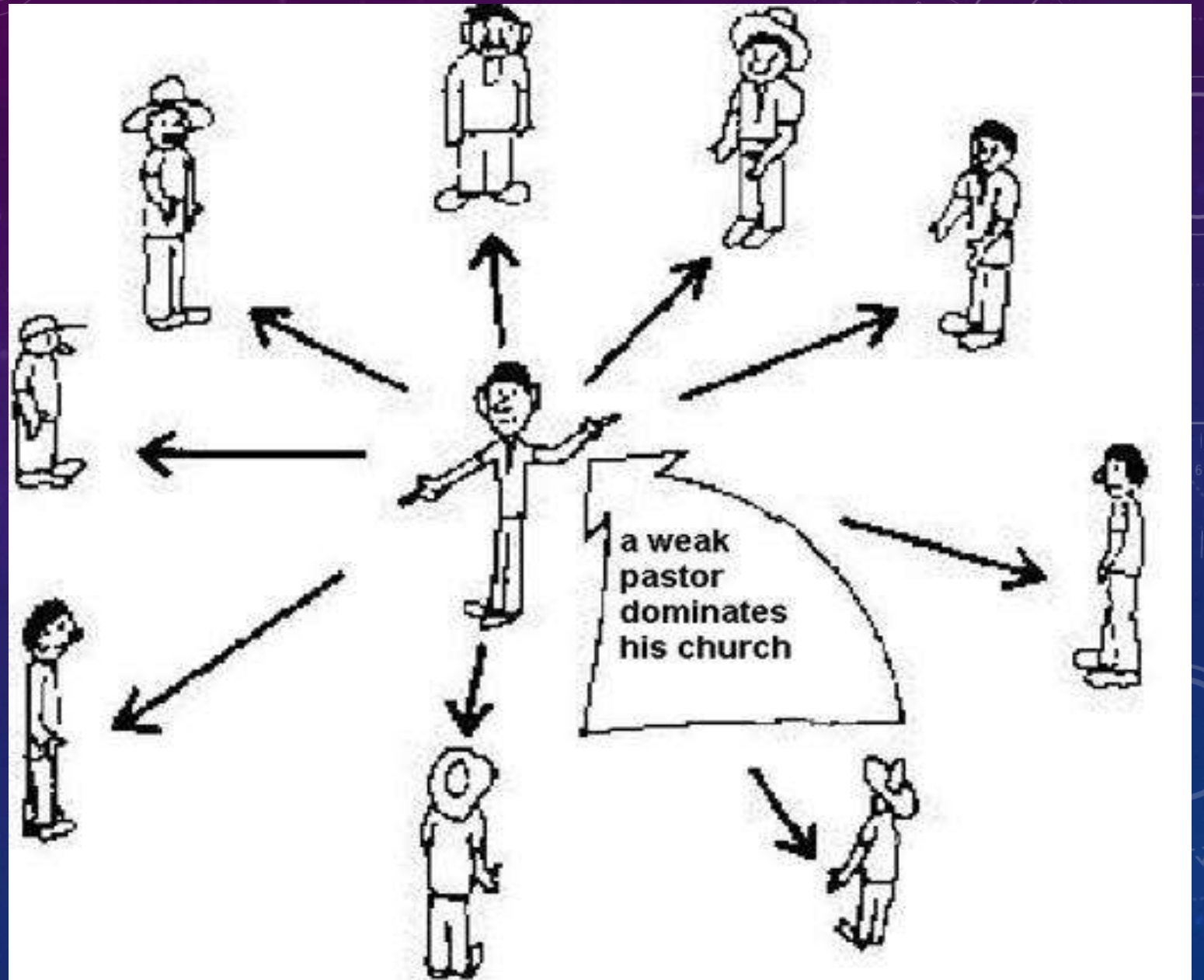
# YOUR TYPICAL CORPORATE OR RESOURCE CHURCH ORGANIZATIONAL CHART



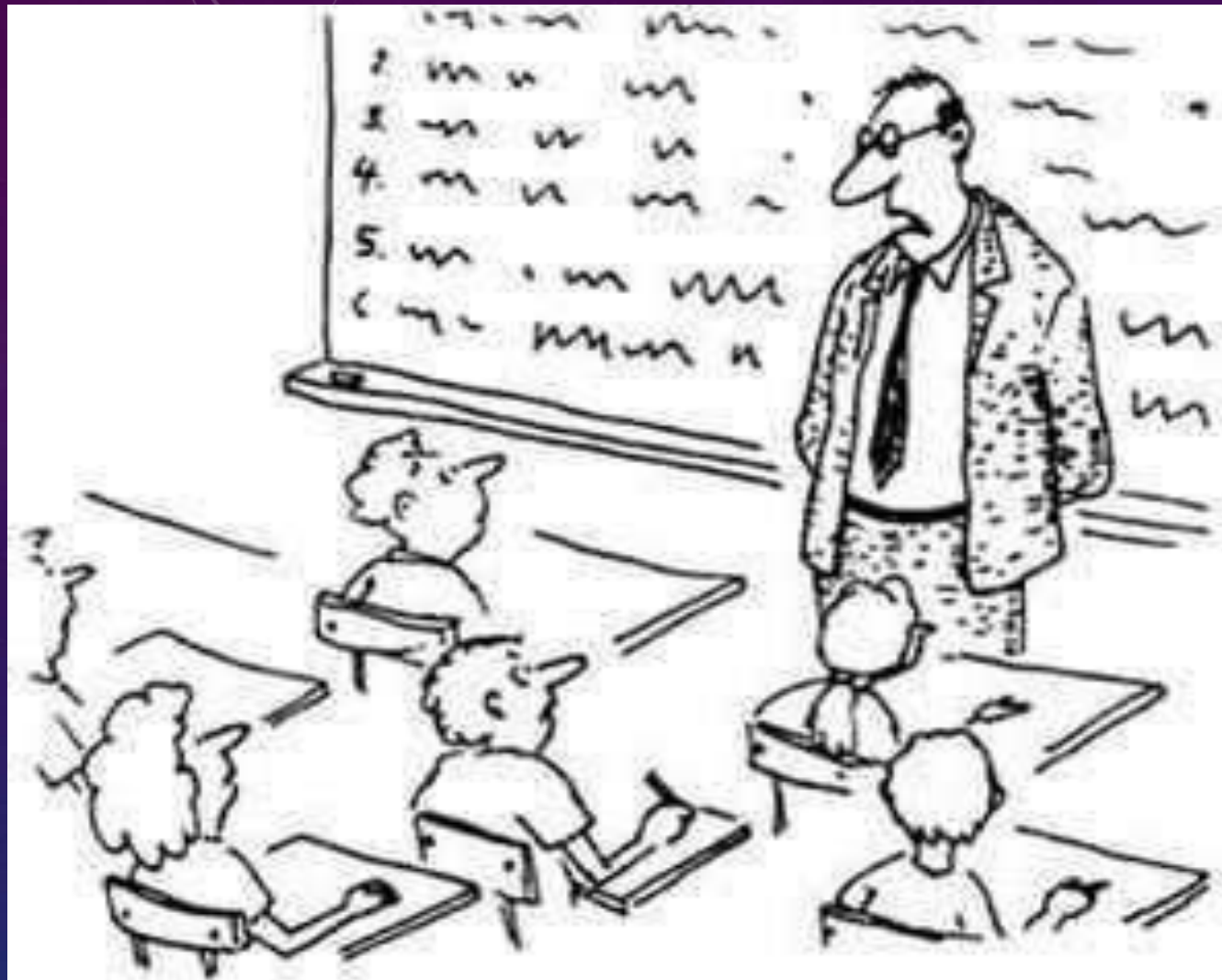
MOVING FROM  
PASTORAL TO  
TRANSITIONAL  
SIZE:  
EMPOWERING  
LEADERSHIP



HERE'S WHAT  
YOU DON'T  
WANT...

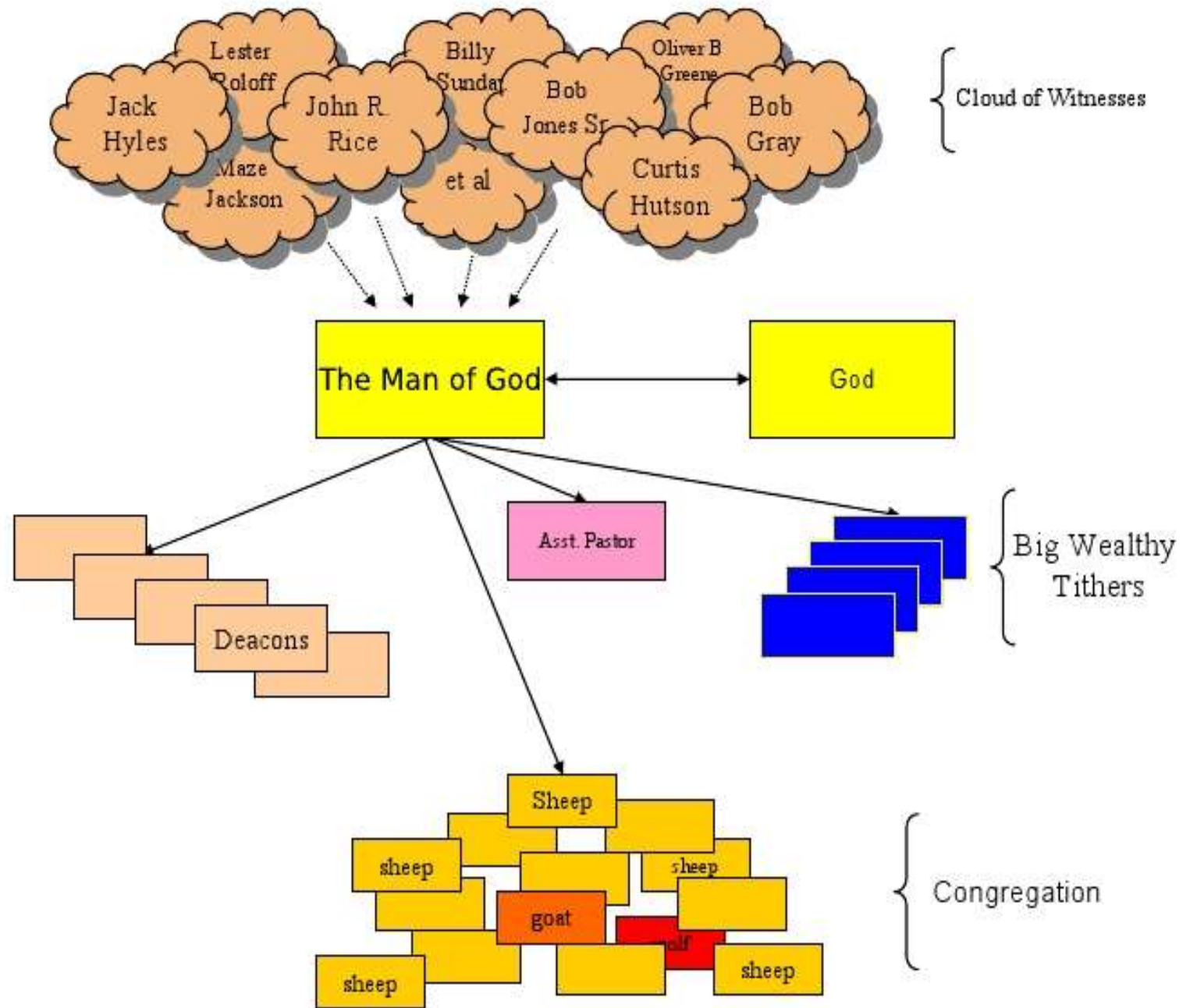






*"I expect you all to be independent, innovative, critical thinkers who will do exactly as I say!"*

BECAUSE IT  
MAY END UP  
LOOKING LIKE  
THIS...



INPUT:  
THOUGHTS, OPINIONS, OBJECTIONS, IDEAS...





The background is a gradient of dark blue and purple, speckled with small white dots. On the right side, there is a large, faint, circular graphic that resembles a clock face or a scale, with numbers from 0 to 210 and arrows indicating a clockwise direction. There are also other smaller circular elements and dashed lines scattered across the background.

# CHURCH-SPEAK AND TRADITIONAL CATEGORIES

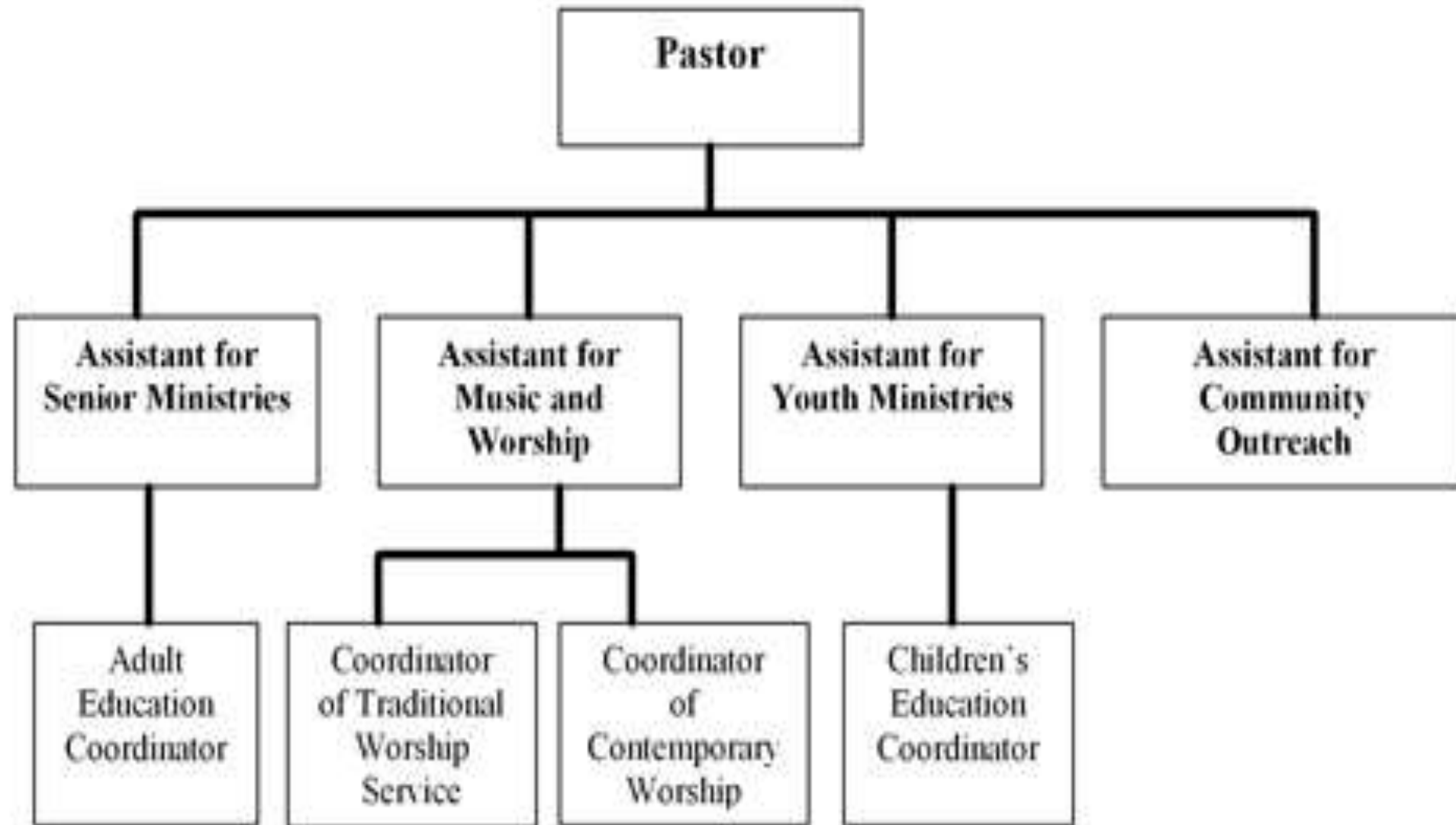
A CRITICAL LOOK AT THE “NORMAL” (E.G., 20<sup>TH</sup> CENTURY) CHURCH

# “IT’S ALWAYS BEEN THIS WAY”



- Traditional families create traditional categories: children, youth, adults (father and mother)
- Traditional parts of church: worship, education, and service (community added later)
- Traditional Staff: pastor (rector) and clergy, administrator, sexton, secretary, Christian education director, youth minister
- Traditional activities: Men's group, women's group, youth group, Vacation Bible School, Bible Study
- Traditional church times (that society let us have): Sundays and Wednesday evenings
- Traditional assumption: We don't need to market ourselves because everybody goes to church

SO AN ORGANIZATIONAL MODEL LIKE THIS





THOUGH IN THE EPISCOPAL CHURCH,  
COFFEE HOUR HAS ALWAYS BEEN THE 8<sup>TH</sup> SACRAMENT  
(OR THE 3<sup>RD</sup>, DEPENDING ON YOUR THEOLOGY)



(coffee)



# THE VALUE OF MODELS, AND THE PROBLEM WITH MODELS



When they work, everything fits nicely



But the models don't always  
match the reality

AND THEN YOU GET...





THINK OF WHAT THIS DOES TO A CHURCH



# CALVARY TODAY

- ASA around 140-160 (6, 55, 95); three services
- Pledges at around \$150,000 (up from 2016), with investments and endowment
- Demographic: Diverse
- Where are the committees and organized groups? Who is running things?
- Priorities to an outsider: worship, music, fellowship, targeted outreach
- Mixed blessing: the building and grounds
- Community, hospitality, parties are important
- Formation opportunities: Children (check), youth (help wanted), young adults (check), adults (educational classes not been a focus), Bible study
- Current staff: rector, administrator (formerly secretary), children/families, youth (position open), community (formerly young adults). No sexton or facilities manager





INPUT: COMMENTS, CRITICISMS, IDEAS, THOUGHTS



# “NORMAL” COMMITTEES THAT I WAS EXPECTING HERE

- Altar Guild
- Christian Formation Committee
- Building and Grounds Committee
- Finance Committee
- Stewardship Committee
- Hospitality Committee
- Outreach Committee
- Liturgy and Music Committee
- Children and Youth Ministries Committee



# ACTUAL COMMITTEES THAT I KNOW OF AT CALVARY

- Altar Guild

# THE MODERN TAKE ON COMMITTEES



© 2014 Dennis Fletcher.

**"After Ted closes with prayer, there will be a brief meeting in the parking lot to determine what, if anything, was actually decided in this meeting."**

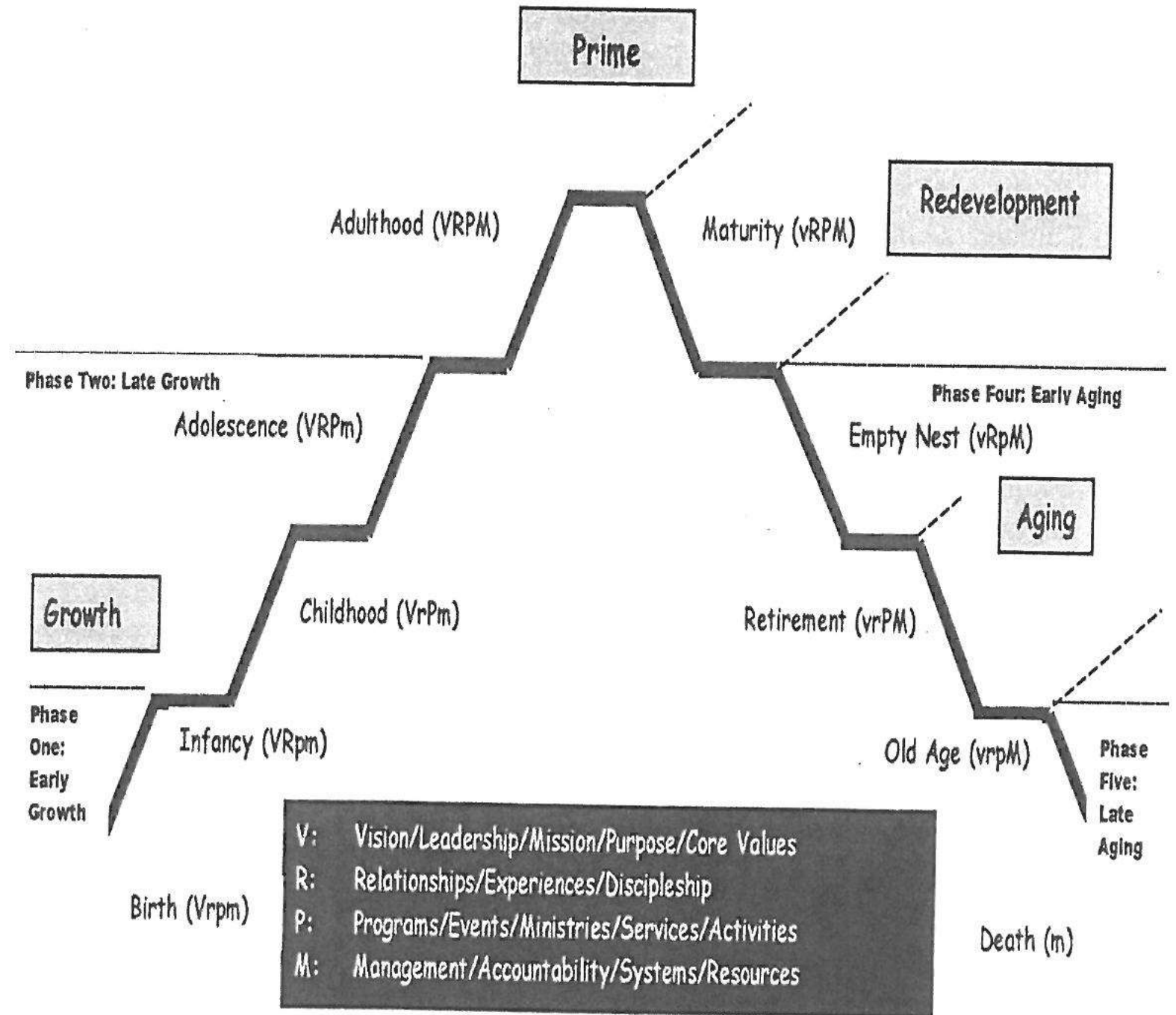


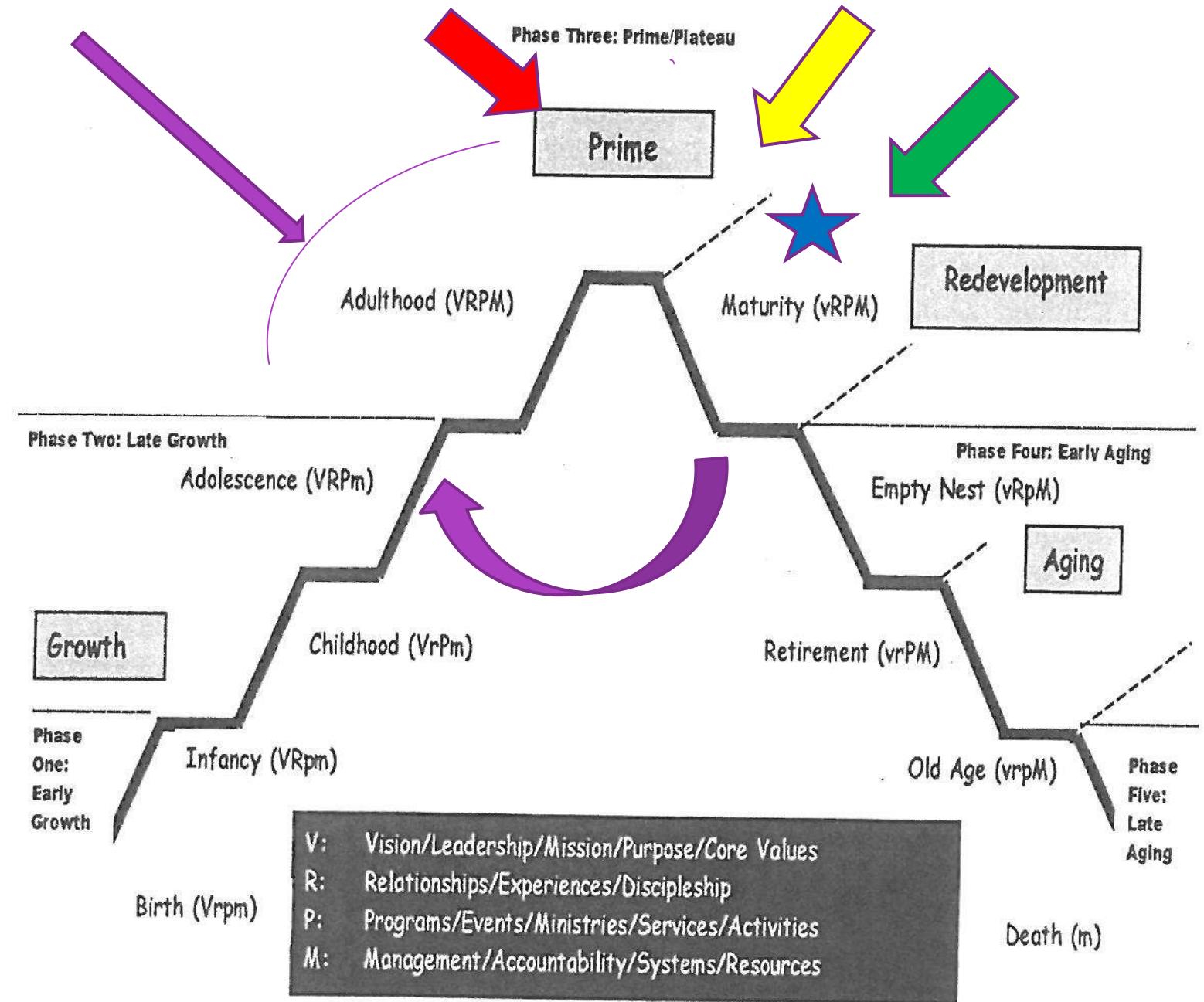


# TIME TO TRY NEW THINGS THAT REALLY WORK FOR YOU

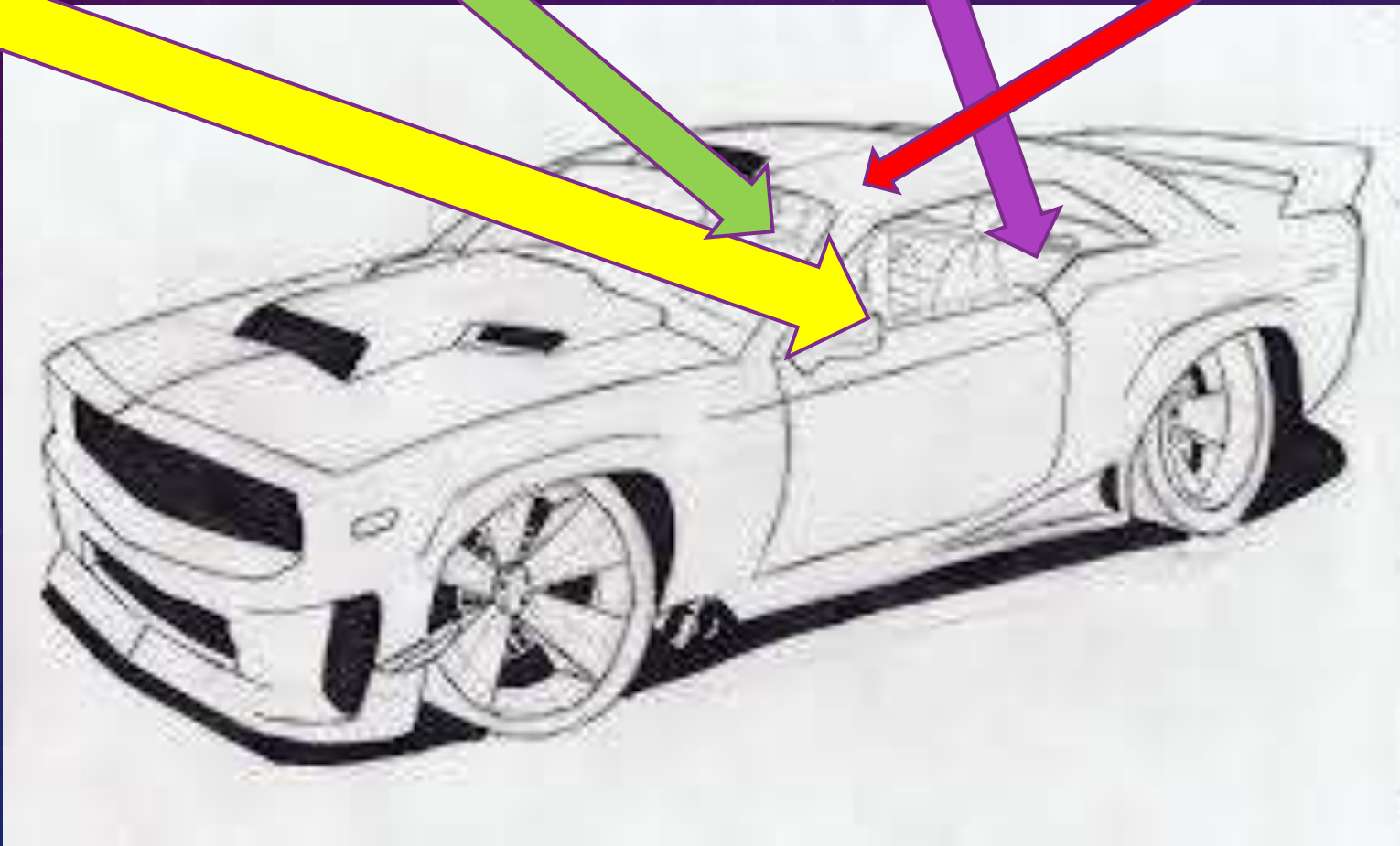
THE INTERIM TIME IS PERFECT FOR THIS

# BACK TO LIFE CYCLES



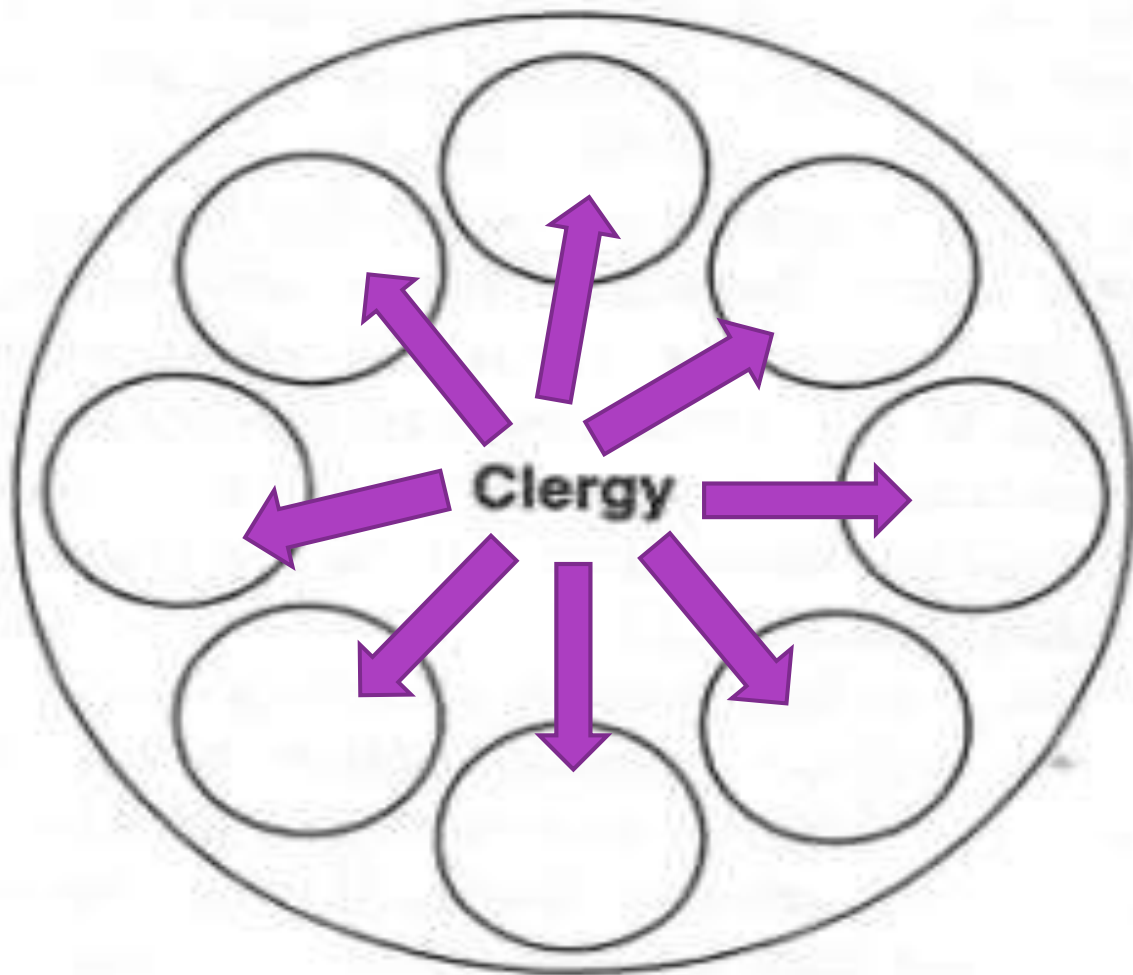


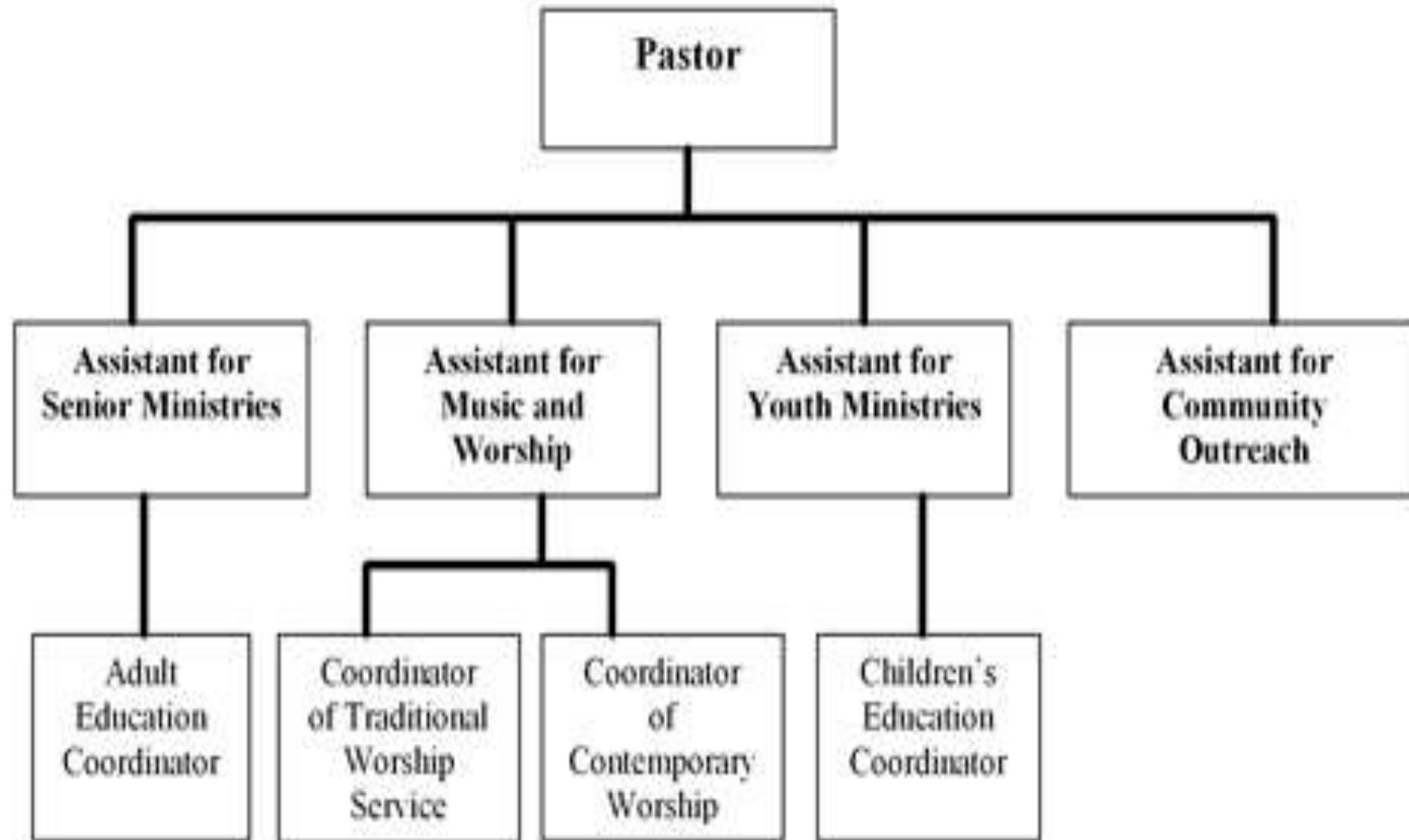
# VISION, RELATIONSHIPS, PROGRAMS, MANAGEMENT





# THE PASTORAL-SIZE CHURCH: 50 TO 150 ACTIVE MEMBERS

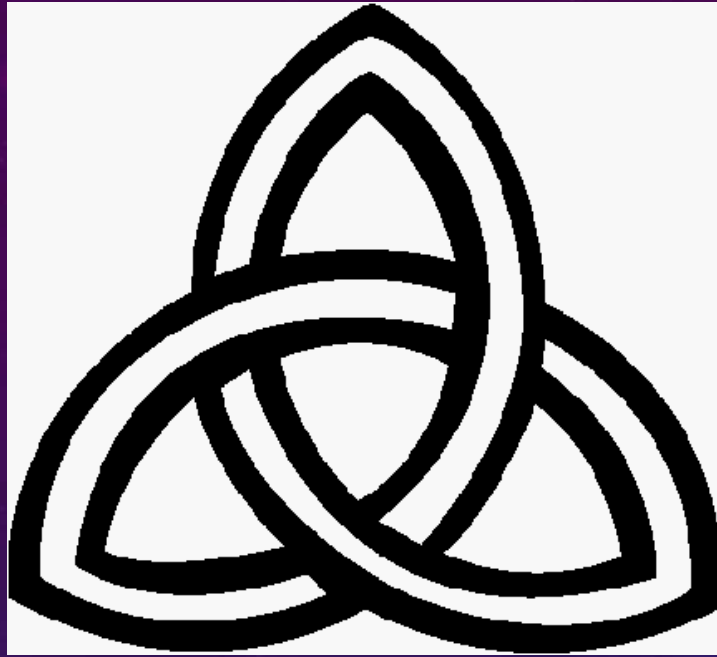




WHAT ABOUT THIS MODEL OF CHURCH?

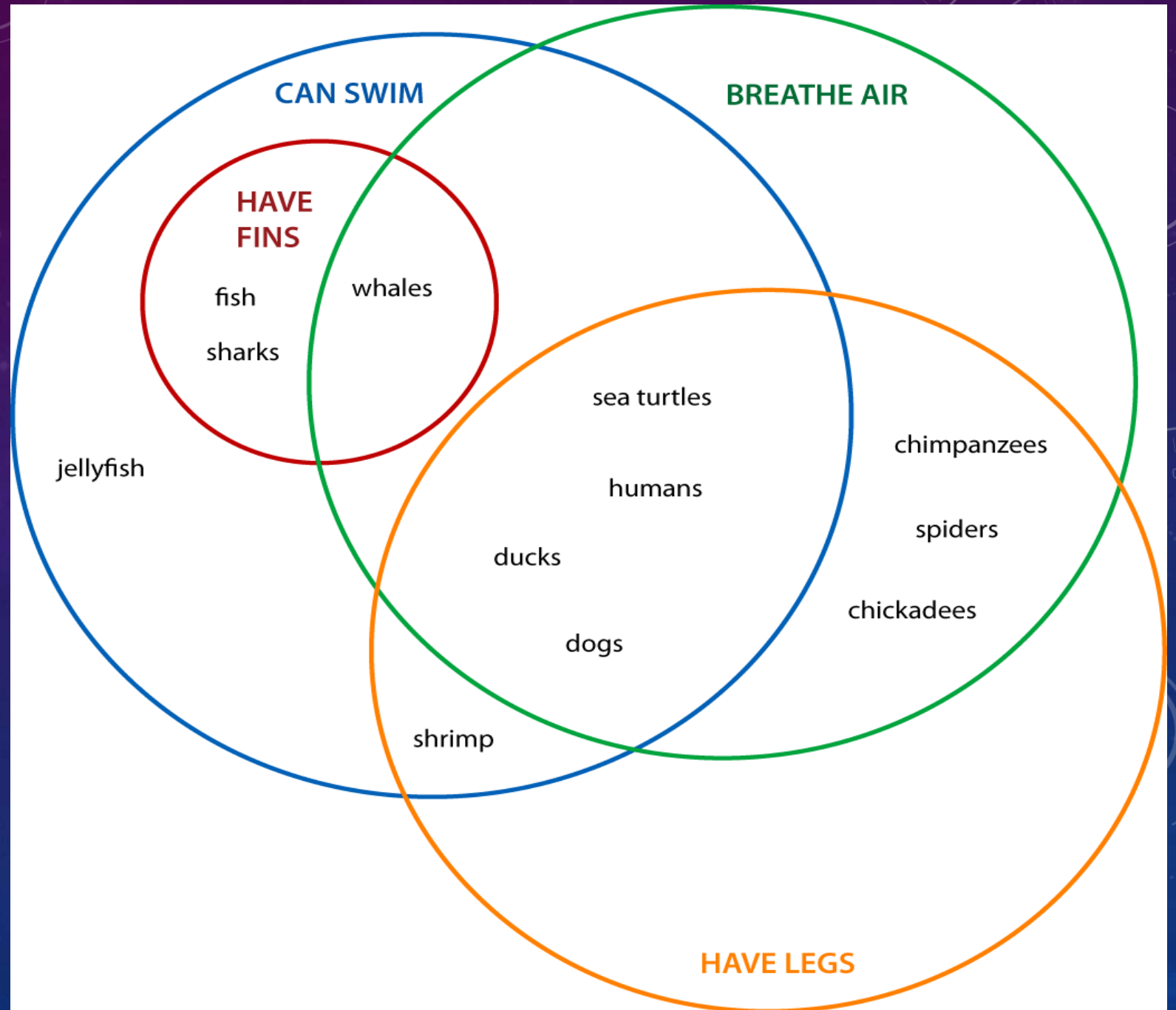








(DRUM ROLL...)  
THE VENN DIAGRAM

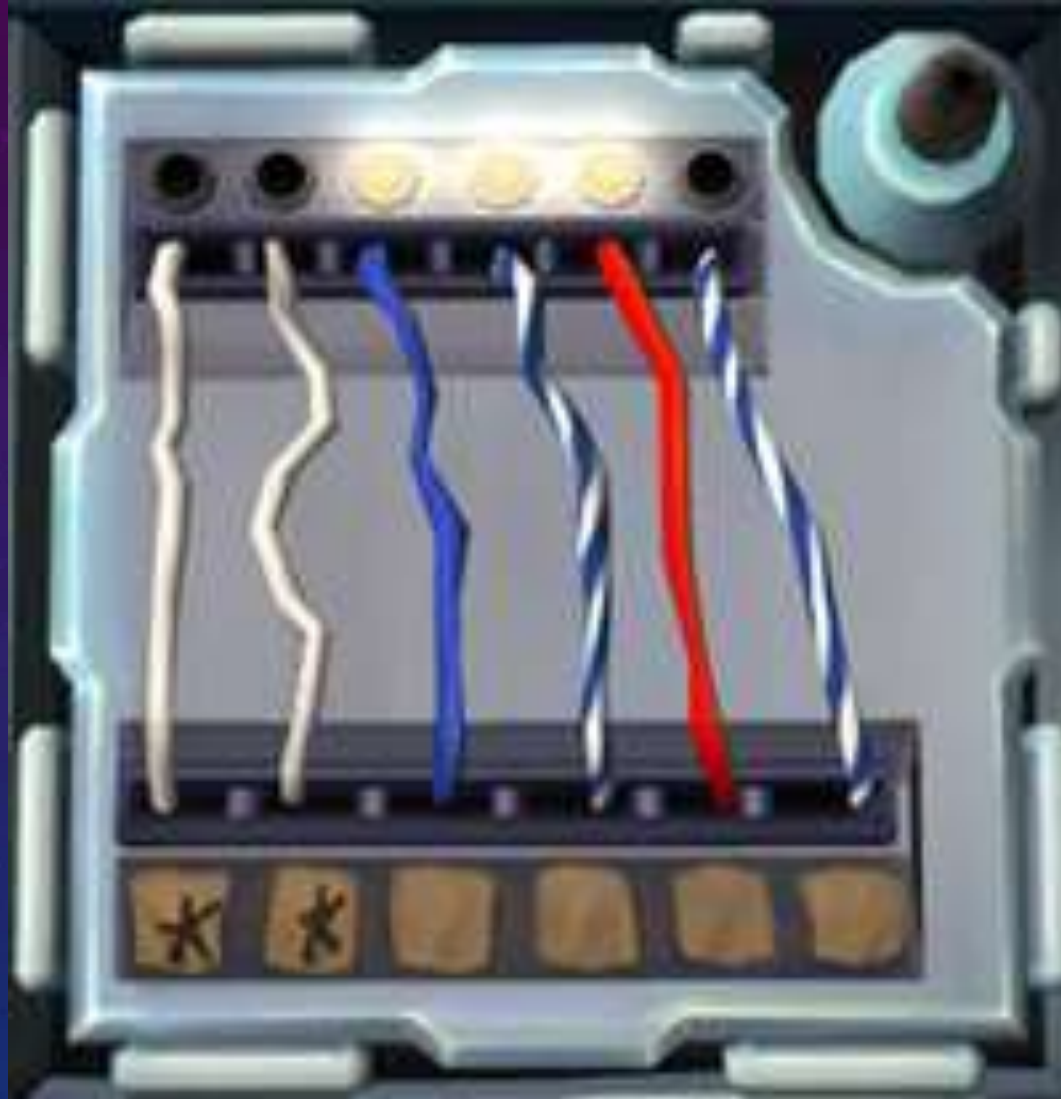






 **KEEP TALKING**  
*and* **NOBODY EXPLODES** 







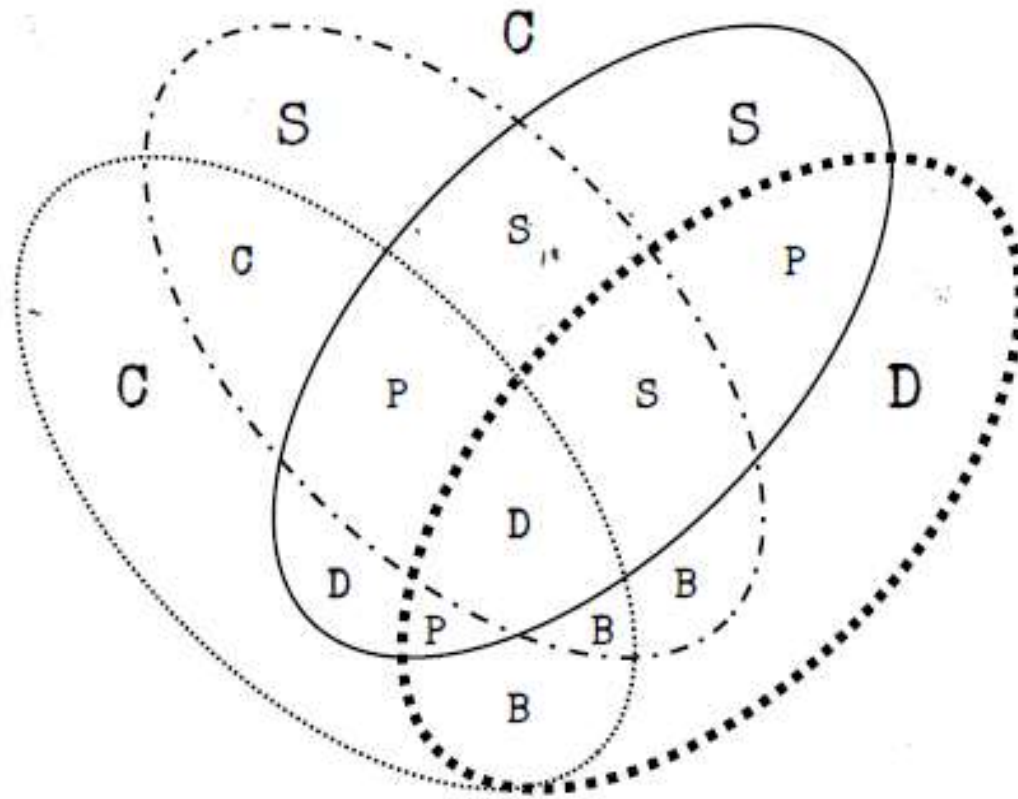


# BOMB DEFUSAL MANUAL

Version 1

Verification Code: 241

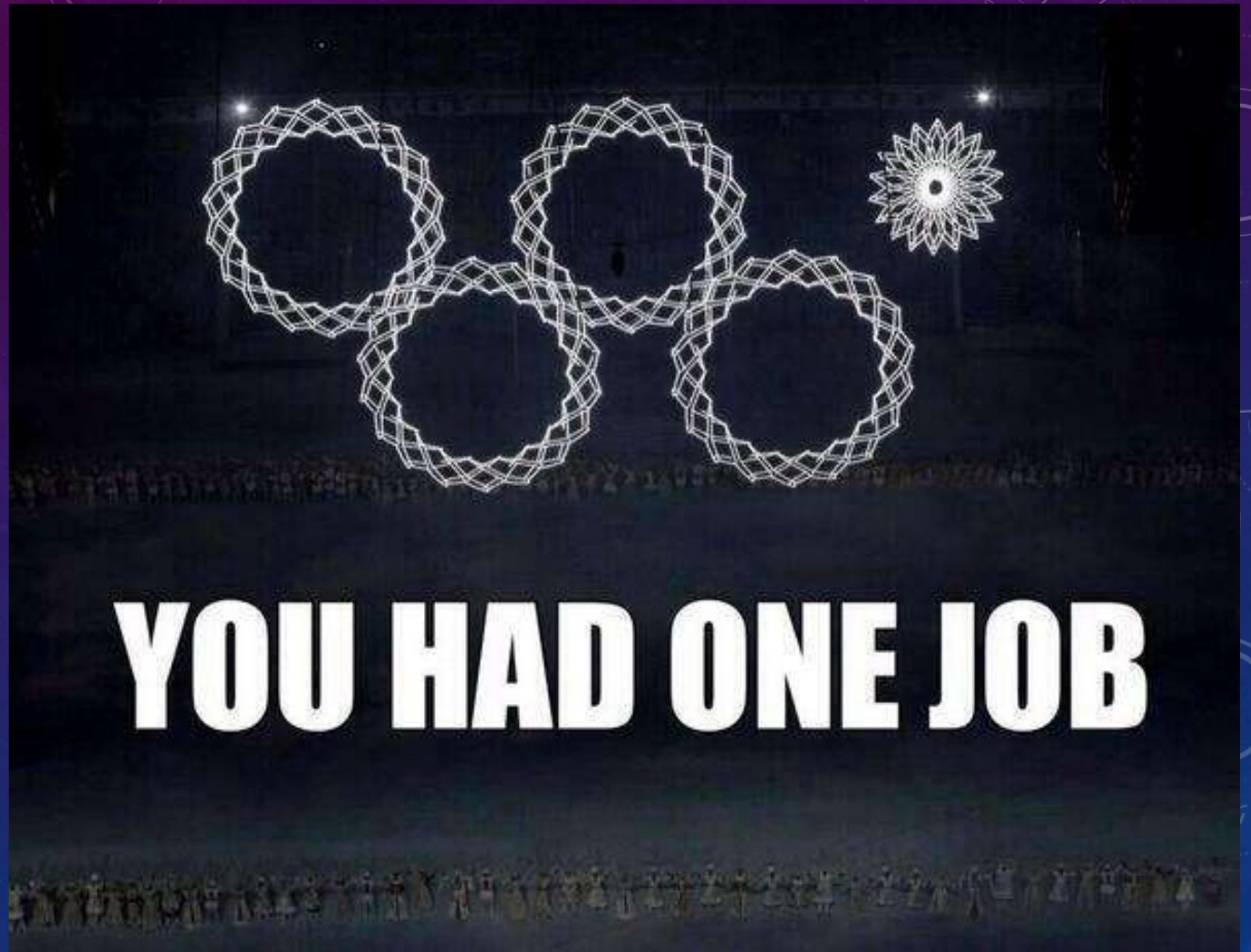
Rev 1.13



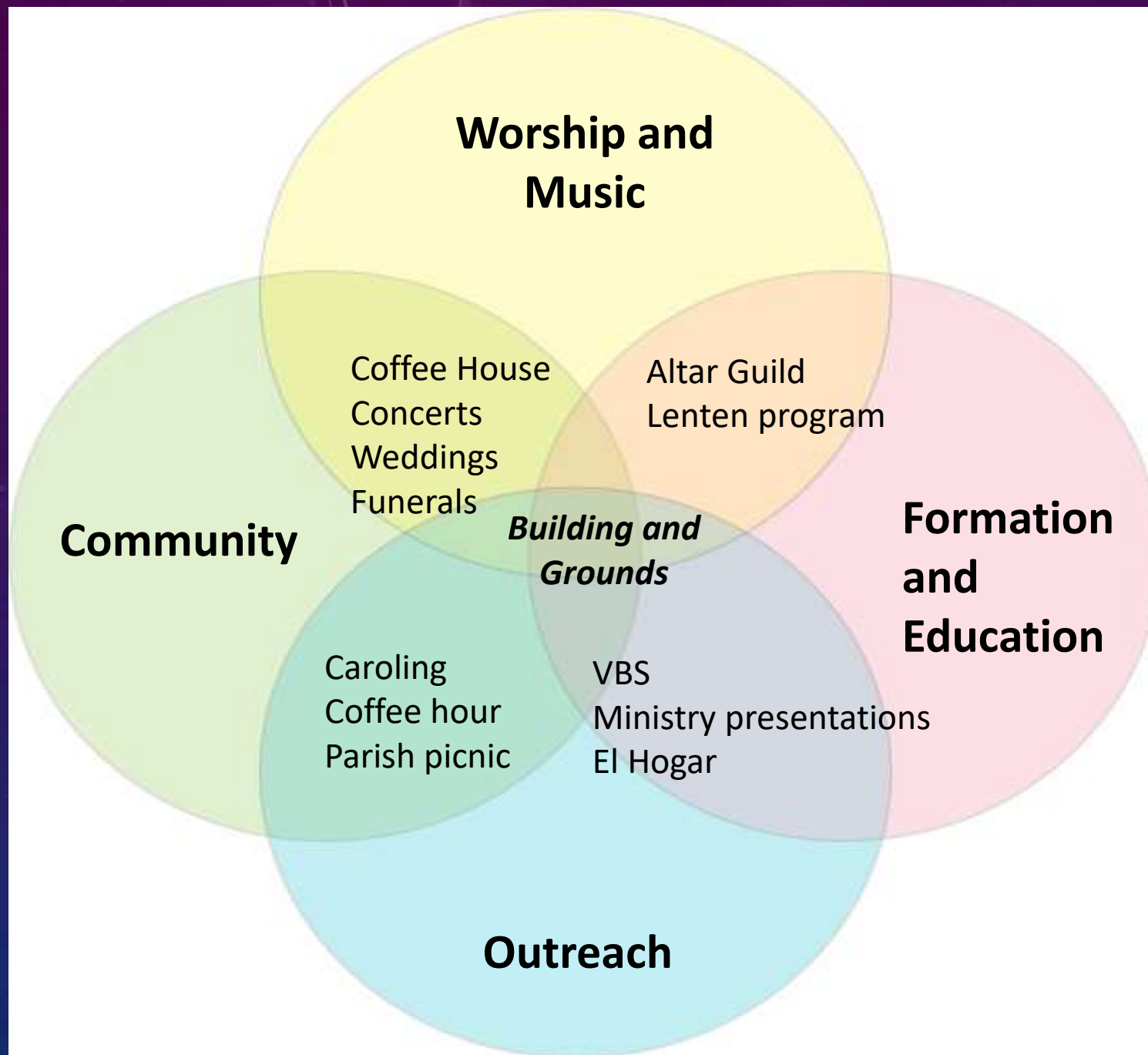
— . — . — . — . — .	Wire has red coloring
—————	Wire has blue coloring
.....	Has ★ symbol
■ ■ ■ ■ ■ ■ ■ ■	LED is on

Letter	Instruction
C	Cut the wire
D	Do not cut the wire
S	Cut the wire if the last digit of the serial number is even
P	Cut the wire if the bomb has a parallel port
B	Cut the wire if the bomb has two or more batteries

OLYMPIC  
RINGS FAIL  
AT SOCHI









MORE INPUT!



# IDENTITY AND CORE VALUES

NEXT SESSION, FEBRUARY 5

What happens when your profile is not who you really are

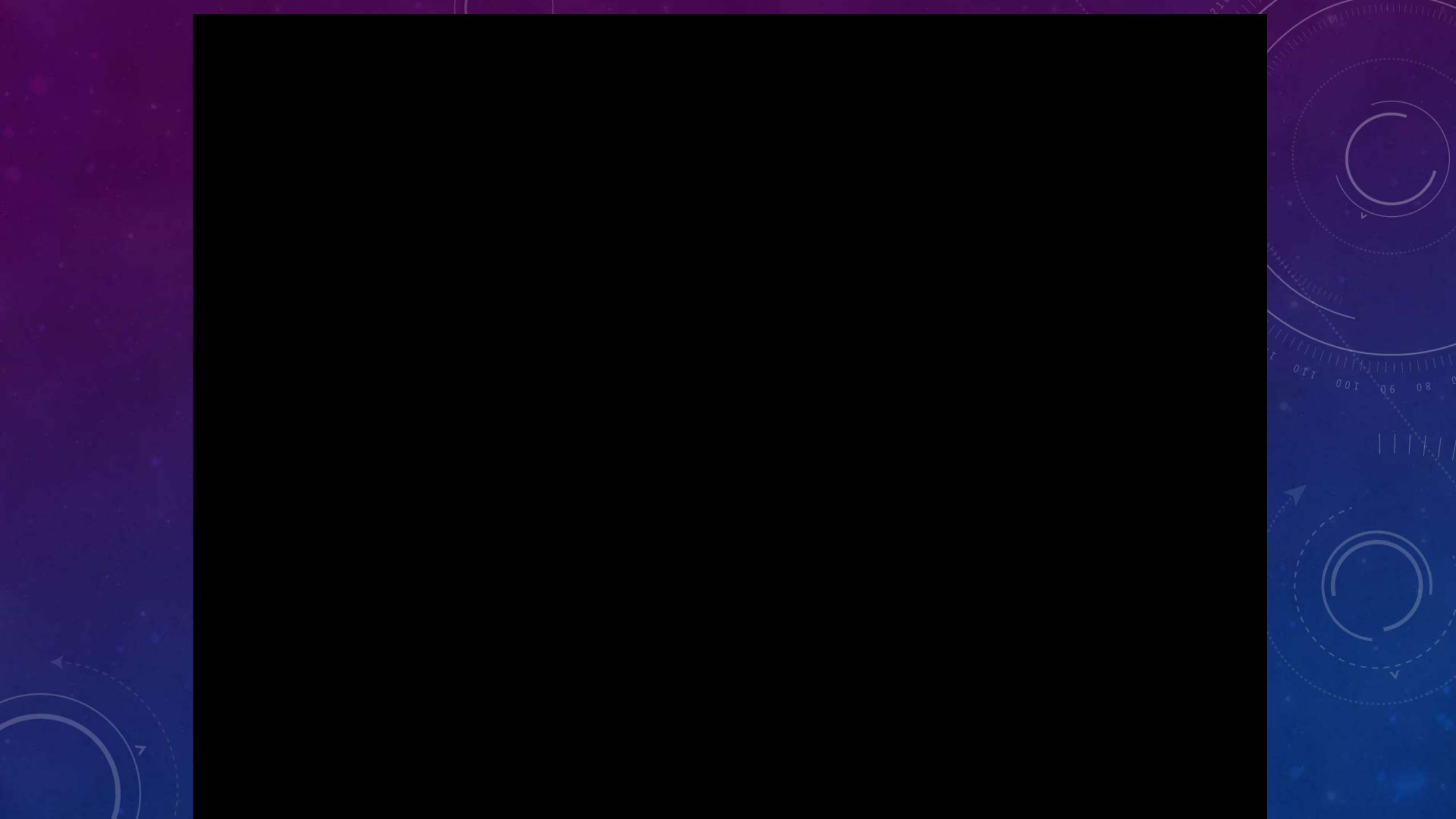


Meet Worf, who knows exactly who he is



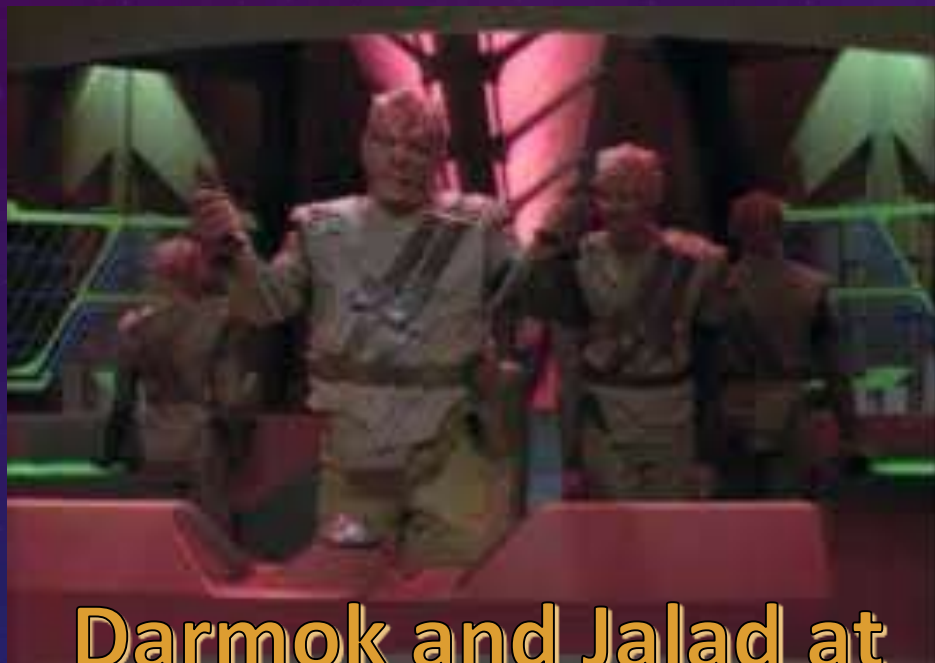
“Captain, I object!  
I am ***not*** a Merry Man!”





# What happens when you call a rector based on an incomprehensible profile

The congregation greets the candidate...



**Darmok and Jalad at Tanagra**

...who thinks to him/herself...







# TOWARD A NEW RECTOR





















HOW CAN YOU THINK OUTSIDE THE BOX?  
WHAT NEW LIFE AND NEW MISSIONS WILL YOU ENVISION?  
WHERE WILL YOU BOLDLY GO?

