

An update on Kate's transition from Vicar to Rector

The Wardens and Vestry have been in ongoing communication with Martha Hubbard, Regional Canon on the transition of Kate from our Vicar to our Rector. We met with Martha in March 2023 and identified Fellowship and Lay Leadership as primary ministries for St. John's. Children were another ministry identified as important.

At the beginning of 2024 we again spoke with Martha to determine the next steps in this process. She directed us toward a consulting firm, interestingly named Holy Cow Consulting, that surveys Vestrys on how well they function in performing its leadership tasks. The survey also asked for input on the work of the Rector. The ten 2023 Vestry members, two Wardens and Kate completed this survey. Holy Cow then compiled the data.

The Wardens and the Vestry met with Martha and Emily Swanson, Owner/President of Holy Cow (via Zoom) after the 10 am service on Sunday, April 21st to review the survey results. A summary of these results is as follows.

- Kate's review by the Vestry was exceptionally positive on a variety of topics, including making things happen, bringing out the best in everyone, managing the administration of the church, offering fresh ideas, pulling people together, achieving goals, articulating a clear vision. In short, everything!
- Compared to the other 61 parishes that have completed this survey, the results in terms of the satisfaction and energy of the Vestry were extremely high.
- Two thirds of the Vestry felt the Vestry effectiveness is higher than a year ago and all felt it was at least as effective.
- Areas to further improve effectiveness were identified as:
 - Initiate a planning process to clarify vision and direction.
 - Work on the spiritual formation of the Vestry.
 - Provide more opportunities for team building.
- Martha said that she will report to Bishop Alan Gates that Kate "is a good fit" for St. John's.
- We'll discuss our top three priorities (above) and how to provide more support for Kate at our May 14th Vestry meeting and June 15th Vestry retreat.
- We're excited about the plan for a Vestry vote to approve Kate as our Rector by this Fall. We welcome all questions and feedback about this process.