

## **What is it like to be a Saint Marian?**

**How we come together in worship, how we interact with each other, how we engage with the world**

- Welcome those who doubt or question
- Powerful music and song, welcoming everyone to participate
- Inclusive language and sacraments - especially eucharist
- With wisdom from other faiths
- Diverse worship experiences (4 services)
- The world, and what's happening in it, is in our worship service.
- Loving, supporting, and celebrating each other's lives
- In a sanctuary that fits every service
- Put children in the center
- With open hearts and minds
- Activism and community service are part of our relationship with God

## **Our vision for the future**

### **Where we see ourselves in five years**

- Strong internal communications to connect our congregation
- Recovered from trauma
- Financial stability
- Better administrative systems
- More members, representing diversity of Saint Paul and Twin Cities
- More connected to and collaborative with other churches
- Many leaders, and a process to funnel new people into active roles in the church
- Revived adult formation
- Revived congregational care efforts
- Reputation as welcoming, inclusive, progressive
- Leader in changes to meet the needs of the 21<sup>st</sup> century church
- Atmosphere where everyone helps out/takes a role

# Strengths

We are more prepared for the journey because we have these things

- Financial reserves, transparent financial systems, and trusted financial leadership
- Youth program for all ages and dynamic ministers and youth leaders
- Close congregational relationships - we genuinely enjoy being with each other
- A mix of "old" and "new" members
- A lot of lay leaders
- Newly recommitted to open, honest communication
- A safe, inclusive, welcoming place
- Vestry motivated to lead
- A clear community personality: thoughtful, strong, opinionated, progressive theology, activist community

# Weaknesses

The journey will be hard because we have these challenges

- Divisions, lingering resentments, and cliques
  - including different services, different experiences with last priests, different priorities for social justice work
- Mistrust of leadership - at multiple levels
- Shrinking community: We are a smaller group, and we are tired
- Past traumas and seismic shifts:
  - Including sanctuary redesign, vestry redesign, Title IV, two years on hold/in transition, Financial instability, covid
- Weakened Community Structures - how do things get done
- Clear community personality: thoughtful, strong, opinionated, progressive theology, activist community

# We want and need a Priest who (1 of 2)

- Provides inspirational and challenging (theologically, spiritually, and culturally) sermons that connect us to each other, to God's love, and to the world, and motivate us to act
- Skilled in strategic leadership - Can envision new ideas and initiatives, raise up new ideas and initiatives generated by others, and empower their implementation
- Experience with change management and rebuilding after trauma
- Supports and strengthens pastoral care - emotional, social, spiritual support for our people
- Able to negotiate and resolve conflicts
- Is strong in teaching and training

# We want and need a Priest who (2 of 2)

- Skilled in administration in partnership with vestry and wardens
- Community catalyst - provides leadership in interfaith Saint Paul community
- Able to use church technology strategically
- Builds healthy and sustainable relationships
- Prioritizes the voices and experiences of people whose identities are othered by the dominant culture.
- Can meet and grow our progressive theology\*

# Activities We Enjoy

- Auction
- Dance parties
- Pods
- Kids pageants
- Youth group
- Rite 13-ish ritual
- Lessons and Carols
- Adult formation