

June 8, 2018

Dear Parishioners of St. John's Episcopal Church,

As we have spent time this Spring reflecting on the state of the parish through Appreciative Inquiry and Focus Groups, it is now time to quantify our feelings through the Search Survey. This survey, enclosed as a printed version, should take about fifteen minutes to complete. We worked hard to ensure that this survey provides us information about our current feelings and needs for a new rector. It is our hope that every person will complete this survey, including children who would like to participate.

If you are comfortable and able to take this survey online, we encourage you to do so. First, if you take the survey online, you can't forget to turn it in. Second, the information is automatically added to our spreadsheet of responses. The link is

<https://goo.gl/forms/XWxCOSz9W2VQOAnu1>

The link can be found on the website under Leaders and Rector Search. It will also be posted in bulletins for the next few weeks.

If you are reading this, you have probably downloaded and printed the survey, and you're now getting ready to respond on paper. When you have finished, please return it to the box in the Parish Hall or send it by mail:

St. John's Episcopal Church
321 W. Chestnut St.
Lancaster, PA 17603

The data gathered by the surveys will be used to create a Parish Profile that is a narrative of who we are as a parish, and the kind of rector who we hope will be able to lead us into the future. By participating in this process, your voice is heard.

I appreciate your attention to this important matter.

Sincerely,

Leslie T. Morgan
Search Committee Chairman

My Life at St. John's (Search Committee Survey 2018)

1. What is your gender?
 - Female
 - Male
 - Prefer not to say

2. What is your marital status?
 - Single (never married, widowed, divorced, separated)
 - Married or partnered

3. What is your age?
 - Under 12
 - 12-18
 - 19-24
 - 25-34
 - 35-44
 - 45-54
 - 55-64
 - 65-74
 - 75 and over

4. What is the approximate travel distance (in miles) that you travel to St. John's?
 - Under 5 miles
 - 5-10 miles
 - 11-15 miles
 - 16-20 miles
 - Over 20 miles

5. How many years have you been attending St. John's?
 - Less than 1 year
 - 1-5 years
 - 6-10 years
 - 11-20 years
 - Over 20 years

6. Which service(s) do you usually attend? Choose as many as apply.
 - 8:00am Sunday
 - 10:15am Sunday
 - 12:00pm Wednesday

7. What first brought you to St. John's? Select all that apply.
- Location
 - Recommendation by a friend
 - Family attendance
 - Rector
 - St. John's reputation and historical significance
 - Outreach programs
 - Sampled several churches and liked St. John's the best
 - Sunday school
 - Youth programs
 - Episcopal church
8. Why have you continued to attend St. John's? Choose up to five (5) important reasons.
- Devotion to the Episcopal Church
 - Devotion to St. John's
 - People
 - Supportive community
 - Style of worship
 - Rector
 - Sermon/preaching
 - Music
 - Opportunities to serve the church in worship (acolyte, LEM, choir)
 - Family history
 - Opportunities for spiritual growth
 - Habit
 - Fellowship and social activities
 - Children/youth activities
 - Pastoral care
 - Outreach opportunities
9. How do you respond to each type of leadership style? Place a checkmark in the box that best describes your preference.

	Low preference	Indifference	High preference
Directive (directs others)			
Coach (trains others)			
Collaborative (works with others)			
Delegator (entrusts others)			

10. Think back over the last 10-15 years. If you are aware of any conflict at church, what was the issue and how was it resolved?

11. If you once attended St. John's regularly, but are no longer doing so, please state the reason or reasons you are not attending.

How I see St. John's: Ministry and Pastoral Care

12. Lay people minister effectively to our parishioners as Lay Eucharistic Visitors, offering help in emergencies, or calling on the bereaved.

- Agree
- Disagree
- No opinion/not sure

13. St. John's provides adequate training for lay ministry.

- Agree
- Disagree
- No opinion/not sure

14. Our clergy responds to the spiritual needs of parishioners unable to attend church.

- Agree
- Disagree
- No opinion/not sure

15. Our clergy responds to the spiritual needs of parishioners in times of need.

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: Ministry and Pastoral Care

16. As a parish, we actively seek new members.
- Agree
 - Disagree
 - No opinion
17. St. John's does a good job incorporating new members?
- Agree
 - Disagree
 - No opinion/not sure
18. I believe that St. John's should be open to grow the racial and ethnic diversity in membership.
- Agree
 - Disagree
 - No opinion/not sure

How I see St. John's: Liturgy, Music, and Spirit

19. Ritual is the degree of ceremony (high church verses low church) we observe in our church. How would you describe our services?
- Very low church
 - Low church
 - Middle of the road
 - High church
 - Very high church
 - I'm not sure.
20. It is important for our new rector to maintain the current liturgical practices?
- Agree
 - Disagree
 - No opinion/not sure.
21. I like how the youth are included in the worship services.
- Agree
 - Disagree
 - No opinion/not sure
22. We should increase the variety in our worship serve styles.
- Agree
 - Disagree
 - No opinion/ not sure

23. Our parish is spiritually alive.

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: Christian's Education and Formation

24. St. John's offers an effective mix of topics for study and reflection on Sunday mornings.

- Agree
- Disagree
- No opinion/not sure

25. St. John's provides ample opportunities for Bible study and/or Adult Formation.

- Agree
- Disagree
- No opinion/not sure

26. I like the educational programs to provide exposure to a variety of theological views.

- Agree
- Disagree
- No opinion/not sure

27. The Safe Church initiative has been fully explained to me, and makes me feel good about the care of our church's children.

- Agree
- Disagree
- No opinion/not sure

28. St. John's Nursery Program meets the needs of our youngest parishioners and their families.

- Agree
- Disagree
- No opinion/not sure

29. St. John's provides strong educational programs in Sunday School.

- Agree
- Disagree
- No opinion/not sure

30. St. John's provides strong educational programs through the Journey to Adulthood (prior to confirmation).

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: Outreach

31. Parishioners have many opportunities to participate in community programs supported by St. John's.

- Agree
- Disagree
- No opinion/not sure

32. St. John's has identified specific needs in the community.

- Agree
- Disagree
- No opinion/not sure

33. St. John's is responding to specific needs in the community.

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: Stewardship and Finance

34. St. John's parishioners need more education in the meaning of Christian stewardship.

- Agree
- Disagree
- No opinion/not sure

35. I believe that St. John's understands the financial commitment to the diocese.

- Agree
- Disagree
- No opinion/not sure

36. I believe that St. John's understands how the diocese supports our parish.

- Agree
- Disagree
- No opinion/not sure

37. I understand the need for a second capital campaign for the next three years to pay the debt on our new facilities.

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: The Parish as a Community

38. St. John's provides adequate activities for older adults.

- Agree
- Disagree
- No opinion/not sure

39. St. John's provides adequate activities for young adults.

- Agree
- Disagree
- No opinion/not sure

40. St. John's provides adequate activities for single adults.

- Agree
- Disagree
- No opinion/not sure

41. St. John's provides adequate activities for young families.

- Agree
- Disagree
- No opinion/not sure

42. St. John's provides adequate inter-generational activities.

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: Leadership and Communication

43. The vestry is responsive to the concerns of the parishioners.

- Agree
- Disagree
- No opinion/not sure

44. Communication between clergy and parishioners is good.

- Agree
- Disagree
- No opinion/not sure

45. Communication between vestry and parishioners is good.

- Agree
- Disagree
- No opinion/not sure

How I see St. John's: Episcopal Theology

46. I believe I have a solid understanding of the Episcopal Church and its teaching.

- Agree
- Disagree
- No opinion/not sure

47. I like the Episcopal Church being an accepting place for people of a variety of perspectives.

- Agree
- Disagree
- No opinion/not sure

48. The Episcopal Church focuses on appropriate social issues and concerns.

- Agree
- Disagree
- No opinion/not sure

49. I am comfortable with the role and my understanding of scripture in the Episcopal Church.

- Agree
- Disagree
- No opinion/not sure

50. I would characterize my theological views as:

- Conservative
- Moderate/Centrist
- Liberal
- Don't know

What Do You Want in a New Rector? Ministry Strengths

51. From the following list, select SIX areas of ministry in which you most want to new rector to have gifts.

- Administration – Ability to manage the affairs of the parish
- Youth Christian Education – Ability to foster program of youth Christian Education
- Adult Christian Education – Ability to foster program of adult Christian Education
- Church Growth and Development – Ability to reshape existing programs and introduce new ones
- Capital Development – Ability to organize and lead a capital development campaign
- Conflict Management and Resolution – Ability to understand and work with systems and groups in conflict
- Counseling – Ability to help parishioners with problems, both personal and spiritual
- Crisis Ministry – Ability to provide care to people in critical points in their lives
- Music Ministry – Ability to support music ministry
- Social Justice Ministry – Ability to help parishioners become aware of, understand, and address social issues
- Outreach – Ability to inspire parishioners to serve persons in need outside of the congregation
- Pastoral Care – Ability to care for people so they feel nurtured, including hospital, nursing homes, hospice, and home visits
- Preaching – Ability to make scripture relevant to people's lives through clarity in preaching
- Spiritual Growth – Ability to lead others in the formation and development of a deeper spiritual life
- Stewardship – Ability to lead and inspire in the development and use of individual and congregational resources
- Theology – Ability to demonstrate and impart a disciplined understanding of biblical and historical revelation and the recognition of God's activity in the world
- Worship – Ability to plan and conduct worship services as a central event of the congregation
- Youth Group Development – Ability to inspire young people and incorporate them into the full life and ministry of the church

What Do You Want in a New Rector? Personal and Professional Qualities

52. Next to the qualities, characteristics, or traits below, place a check mark in the box that matches how important it is to you for the new rector to have the particular quality.

	Very Important	Important	Not Important
Energetic			
Personable/outgoing			
Deeply spiritual			
Can chat well			
High-church oriented			
Low-church oriented			
Good speaker			
Large church experience			
Experience as a rector			
Experience in our diocese			
Work experience outside the church			
Organized			
Has a spiritual director			
Good sense of humor			
Sociable			
Accessible			
Relates to all age groups			
Parent			
Spirit of shared governance (respecting opinions of laity and clergy)			
Participation in convocational and diocesan activities			
Community engagement			
Fluent in English and Spanish			

53. In the space below, you may provide additional comments regarding St. John's and our search for a new rector, particularly if you have strong feelings on a subject or want to "get something off your chest."