

# St. Andrew's Episcopal Church

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Holy Cow Survey Feedback Session



Holy Cow Survey Feedback Session  
Sunday, March 17, 2024

# Meeting agenda

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- Opening prayer: Margaret Cassady 11:45 a.m.
- Welcome, introductions, and thanks: Paula Benson 11:50 a.m.
- Plan for the day: 11:55 a.m.  
    Mirabella Maeve Wyatt (Diocese of Olympia)
- Calling a New Rector: Mirabella Maeve Wyatt 12:05 p.m.
- Survey summary: Paula Benson 12:10 p.m.
- Small group table discussions 12:25 p.m.
- Small group table reports 1:15 p.m.
- Summarize table discussion reports and next steps: 1:35 p.m.  
    Margaret Cassady
- Adjourn 1:45 p.m.



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# Meet your Parish Profile Committee

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- Paula Benson, Committee Chair
- Margaret Cassady, Prayer Leader
- Suzann Daley, Secretary
- Rachel Herbert, Vestry Liaison
- Margo Rogers, Communications
- Mirabella Maeve Wyatt, Canon Missioner for Congregational Transition



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# Introductions

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- St. Andrew's Vestry
  - Andrew Benson, Sr. Warden
  - Lily Nichols, Jr. Warden
  - Dan Cassady
  - Dan Catchpole
  - Annalisa Concerti-Jones
  - Mark Gargett
- Dorothy Gibson
- David Gravelle
- Will Lewis
- Cheri Peele
- Diane Santiago
- Susan Wilbanks



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# Thank you ...

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- To everyone who helped to make this meeting possible:
  - Technology: Amanda Mitchell, Lee Knoch
  - Childcare team
  - Kitchen crew
  - Survey Summary Support: Paula Franck

*And You - Our Survey Participants!*



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# Calling a new Rector:

## A multistep process

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After a Rector resigns, a number of steps must be completed to successfully call a new Rector. This process can take anywhere from months to a year or more.

- Steps required for transition, leading to a call:
  - Interim Rector appointed
  - Parish Profile Committee (PPC) appointed
    - PPC seeks input from congregation so that a Profile accurately representing who we are can be written
  - Profile is approved by the Bishop and accepted by the Vestry

**This step can take 6 months or more**

# Calling a new Rector:

## A multistep process

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Once the Parish Profile is written, approved by the Bishop and accepted by the St. Andrew's Vestry, the search process can begin.

- St. Andrew's Search Committee formed, and the position is published.
  - Vetting of potential candidates includes dialogue between the two involved
  - If both dioceses agree, then the bishop from each diocese will determine together if the potential candidate is a good match before the candidate is forwarded to St. Andrew's for consideration.
  - Potential candidates are reviewed, interviewed, and a selection is made.
  - Final selection must be approved by the Bishop and accepted by the Vestry before an offer can be made.

There is typically a 6-8 week window for this step

# Parish profile timeline: What's been accomplished so far

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Autumn 2023

- Parish Profile Committee appointed with Vestry approval
- Committee meets regularly and chooses Holy Cow Consulting to facilitate the St. Andrew's survey
- Survey planning includes crafting five additional questions specific to St. Andrew's to be added to the Holy Cow Survey

01/2024

Holy Cow survey  
released to the  
parish

02/2024

Holy Cow survey  
closes

03/2024

Holy Cow survey  
summary results  
presented to the  
committee and  
St. Andrew's  
Vestry

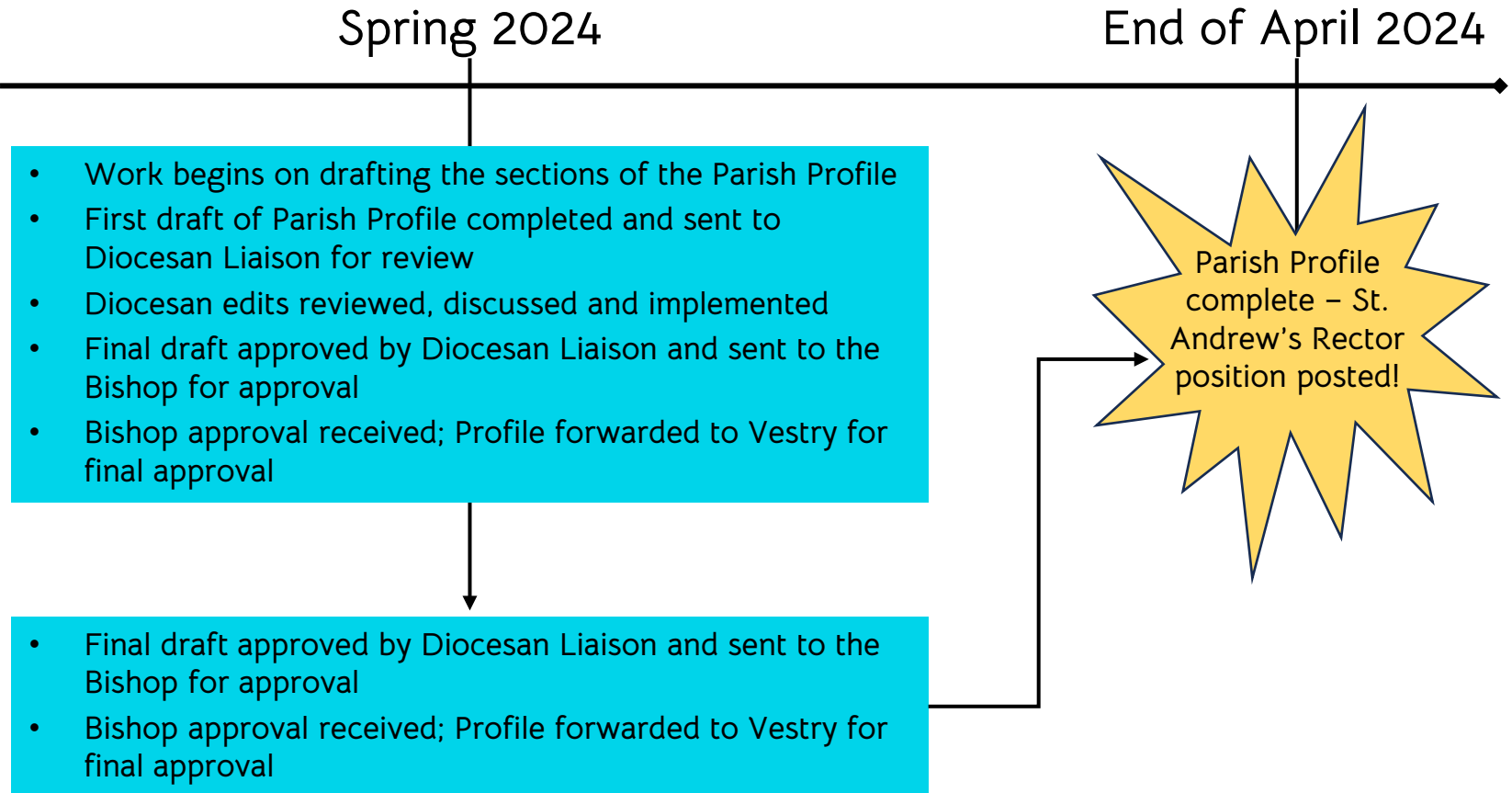
03/2024

Parish-wide  
Feedback  
Session  
conducted



# Parish profile timeline:

## What's next



# Survey Summary

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# Who we are - Survey participants

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- 52% over the age of 65
- 42% have been members for over 20 years
- 32% live within 5-9 miles of the church
- 46% attend church 2-3 times a month
- 97% identify as white
- 47% have graduate degrees
- 70% live in one or two-person households



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# Stewardship

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- \$2,467 average annual household contribution
- 1.7% of household income at St. Andrew's
- Average giving percentage of churches taking Holy Cow survey is 2%
- 3% is considered by most respondents as a realistic goal



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# Membership

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- 313 current members, fewer than 3 years ago
- 270 average Sunday attendance (including online and in person), more than 3 years ago
- Total church receipts of \$752,263 are higher than previous 2 years



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# What we do well

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- Worship and music
- Conflict management
- Hospitality
- Readiness for ministry
- Spiritual vitality



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# Where we want to focus

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- Hospitality: More opportunities for meaningful relationships
- Increase Energy and Satisfaction: Caring leadership who supports lay people and brings out the best in everyone
- Engagement in Education: Attract families with children and youth to our church
- Governance: Strategic leadership
- Morale: Community building
- Strategic Planning: Rector Priorities and mission statement



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# Top five priorities

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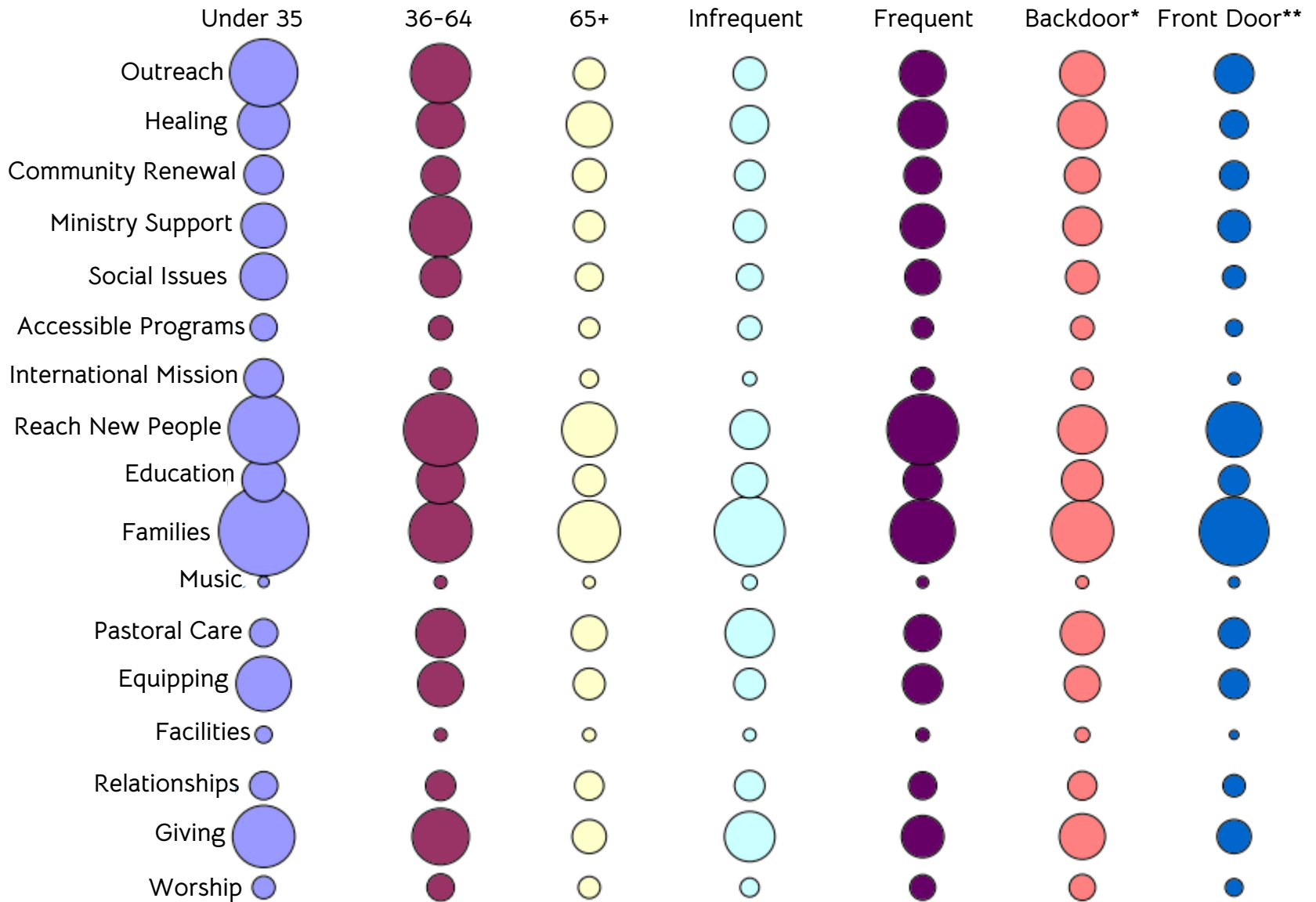
1. Make necessary changes to attract families with children and youth to our church
2. Develop and implement a strategy to reach new people and incorporate them into the life of the church
3. Develop ministries that work toward healing those broken by life circumstances
4. Create more opportunities for people to form meaningful relationships
5. Expand outreach ministries that provide direct services to those living on the margins of society



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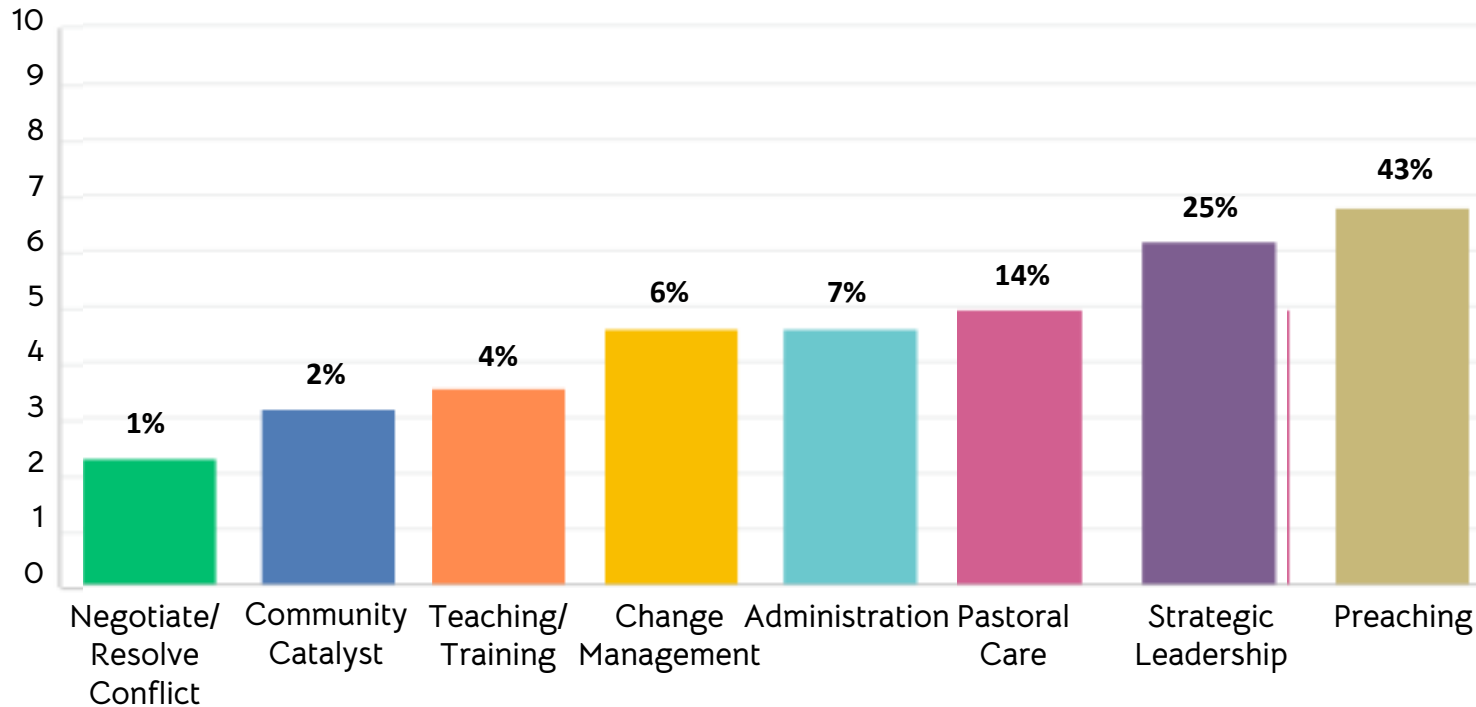
# Priorities by group



\*Backdoor: Attending less often than 3 years ago; \*\*Front Door: Attending more often than 3 years ago

# Survey priorities for a new Rector

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**Preaching (43%):** Inspiring and connecting people to God's Word

**Strategic Leadership (25%):** Casting a vision and leading the church toward realization of the vision

**Pastoral Care (14%):** Engaging people empathetically and caring for persons in times of need

**Administration (7%):** Managing the church operationally including facilities, finances and staff

**Change Management (6%):** Leading the church through a significant and necessary period of change

**Teaching/Training: (4%):** Deepening understanding, forming character, and equipping members with new skills

**Community Catalyst (2%):** Functioning on a larger stage beyond the church and rallying a variety of individuals and groups to address critical issues

**Negotiate/Resolve Conflict (1%):** Helping the church deal with conflict through training, negotiation, and mediation

# Table discussions

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- Each table will be asked to focus on the following:
  1. An assigned key topic chosen from the top five priorities that emerged from the survey
  2. Survey priorities for a new Rector
- Time allotted for table discussion
- Each table will have a captain; you will be asked to elect a recorder and reporter who will present your table's ideas and discussion to the larger meeting



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# Table discussion topics

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- Make necessary changes to attract new membership, including families with children and youth to our church
- Develop a strategy to reach new people and incorporate them into the life of the church
- Develop ministries that work toward healing those broken by life circumstances
- Create more opportunities for people to form meaningful relationships
- Expand outreach ministries that provide direct services to those living on the margins of society
- Survey priorities for a new Rector



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# Next steps

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- Mission Statement Process
- Write Parish Profile
- Wrap up



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# Thanks to all of you for sharing with us today!

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Please contact the Profile Committee at  
[profile@saintandrewsseattle.org](mailto:profile@saintandrewsseattle.org)  
with questions or comments



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