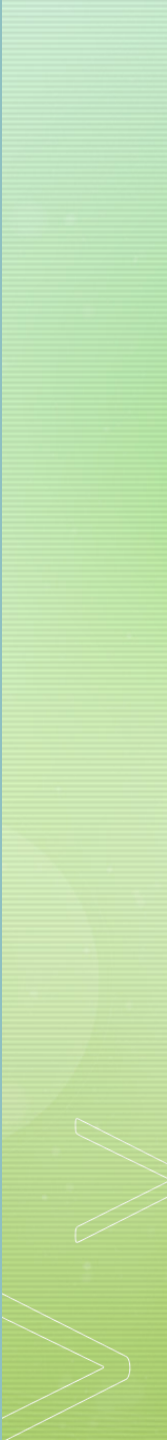




St. Mark's Small  
Group Findings  
2019



# Background to Gatherings

- Vestry Study of Leadership Book *Canoeing the Mountains*
  - Desire to expand input to broader parish constituency
  - Time to review accomplishments from previous gatherings
  - Opportunity to Envision Future
- 



# Summary of Beth's Review at Gatherings

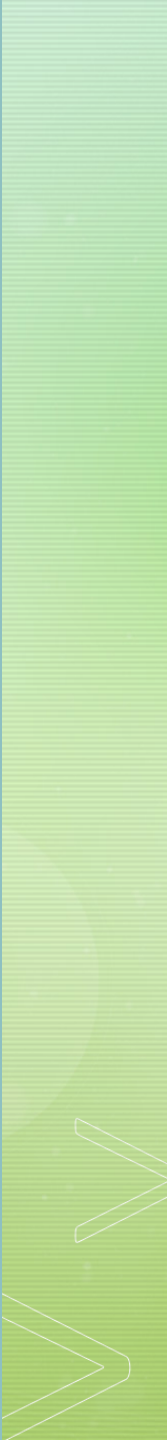
- Previous gatherings identified desire for:
  - More Opportunities for Fellowship
    - Small groups and Intergenerational
  - Expansion of our Presence in the City
  - Restoration of Fulltime Third Clergy Position
  - Strengthening our Offerings for Young Families
    - Fulltime Youth and Children's Ministers

# Recent Efforts

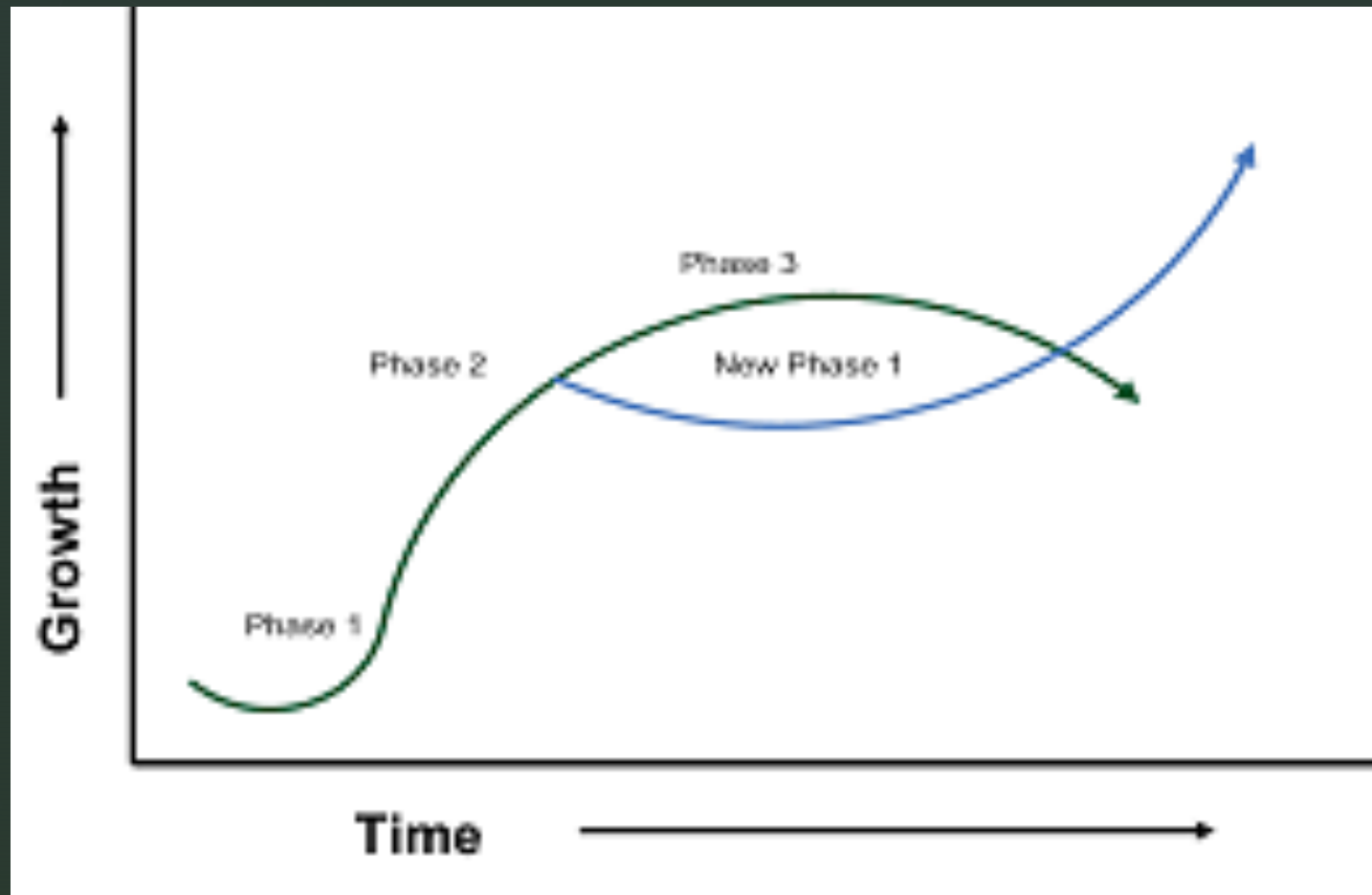
- Future Directions Appeal to Raise Funding for 3<sup>rd</sup> clergy person and address leftover capital debt
  - Fully Paid off after Matching Opportunity offered Last Fall!
- Diversification of Revenue Streams
  - Robust Stewardship that Honors all Giving, Pledge and Non-Pledge
  - Growth in Endowment efforts
    - Founders Day
    - Endowment Grown from 1.7 – 4 million (6 Million Goal)
    - New Horizon Endowment
  - Renegotiation of Parking Lot Contract (Now 10% of Budget)



# Vestry Discernment

- Canoeing the Mountains as a Metaphor—Lewis and Clark
  - Adaptive Leadership to look at Challenges to the Future of the Church
  - Difference between Technical and Adaptive Solutions
  - Need for Technical Expertise and Relational Congruence
  - S-Curve for Growth
- 

# Three Phases of Growth



# Three Phases of Organizational Growth

- **Phase 1** represents the birth phase. This is the phase in which an organism or organization tries to establish a connection to its environment.
- **Phase 2** is a phase of exponential growth. It is focused and efficient.
- **Phase 3** is characterized by slower growth and ultimately decline.
- Adaptive Change requires starting a new curve rather than avoiding decline. Lewis realized the deeper call was to be explorers, not just find a water route.

# New Initiatives Require Questions of Spiritual Discernment

- What are our Core Values?
- How do we Adapt without losing the Essence of Who we are?
- Safe, Modest, Radical Experiments
- Example from St. Mark's





# Questions of Spiritual Discernment

- When Was A Time You Felt Most Deeply Connected to St. Mark's?
- What are Your Hopes and Dreams for the Future of Our Community?

# Times of Most Connection

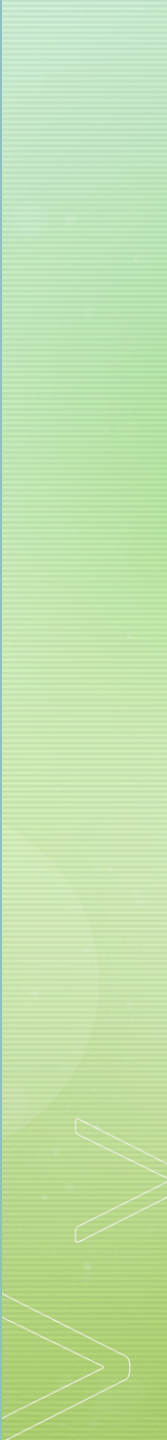


# Further Vestry Refinement---Moving Towards Core Values

- Programmatic Content
  - Diverse and intergenerational formation
  - Serving outside our walls
- Relationships
  - Welcoming and generous hospitality
  - Intimate connections even in large community
  - Opportunities to connect while serving others
  - Culture of love and belonging (support)
  - Lifelong community



## Other Core Values

- Whole community invited to participate and become engaged (even outside of Sundays)
  - Working together for a clear purpose/goal
  - Worship/Liturgy/Music
- 





# Insights from Gathering

- Many Technical Challenges have been addressed in past five years
  - Staffing -- 3<sup>rd</sup> priest, outreach/membership, fulltime youth and children's positions
  - Debt
  - Vestry Slate,
  - Investment Mechanism
  - Facility Management and Maintenance
- Important time of Building Trust and Relational Congruence
- Small Groups Affirmed where we are on "s" curve
- Invitation is now to gather energy for what will allow for future growth

# Some Upcoming Opportunities

- Interfaith Class With Temple Beth-El
- Focus on Newcomers/Outreach Opportunity
  - More introductory offerings
  - Content generation for the Website
  - Expanding Social Media presence
- Migrant Ministry
- Radney Foster Event in May