

Our Most Important Current Ministries Are:

- Stewardship & Evangelism
- Worship Ministry
 - Music ministry is a community of faith
 - Value traditional ministry
- PrimeTime (outreach)
- Knitting Ministry (outreach)
- Some kind of ministry w/ homeless, perhaps not current model of shelter
- Education ***
- Social Ministry
 - Food pantry
 - Homeless shelter
 - PrimeTime
 - Visiting sick
- Education
 - Youth Ministry
 - VBS
 - Evangelism: Bringing new people into church
- Worship
 - Great music- educating us about music – good evangelism
 - Worship assistants
- Property
 - Good shepherd of the physical building & grounds
 - Conservatism/green
 - Accessibility/provide welcoming environment
- Community outreach (concerts, lectures, etc.)
 - Politics & Prose
 - Use of church by outside groups – Murch aftercare ***
- Stewardship – developing
- PrimeTime
- Children's ministry
- Food Pantry

- Social Ministry
- Worship
- Music
- Mission Trips
- Shelter – developing
- Evangelism – developing (presence in community) ***
- Education
- Senior ministry
- Social Ministry – food pantry
- Property and maintenance, ensuring the church is a welcoming place
- Music
- Person to person contact – to ensure everyone is welcome
- Variety – we offer a variety of ways for members to be involved in the life of the church ***
- Worship & music
- Mission trips to places in need (or gifts)
- PrimeTime ministry!
- Ministry to poor (food pantry/shelter)
- Local outreach (American Univ. students)
- Christian education (youth ministry) ***
- Community outreach (maintain & develop)
 - Friendship place
 - Homeless shelter
 - PrimeTime
- Expand social ministry committee
- Worship ministry
 - Altar guild
 - Music
 - Whatever happens when we gather
 - Accessible physical/spiritual

- Recognition that all ministries are interconnected
- Have we divider ourselves up in committees too much?
- Providing support for Pastor and the committee ***
- Sunday School
- Music – worship
- Youth Ministry
- Food pantry
- Shelter
- Seniors/primetime
- Pastoral care – to sick, elderly, home visits, counseling
- Disaster response mission trips
- Outreach/evangelism (can we do more?)
- Stewardship ***
- Worship
 - Recharge
 - Retreat
 - Non-judgmental
 - Community – bring together
 - Non-dogmatic
- Not “one size fits all”
- Social ministry
 - In DC
 - Neighborhood
- Prime Time
- Youth/Family-Friendly
- Food Pantry – Outreach ***
- Confirmation retreats
- Charity
- Concerts

In the Next Few Years I Hope We Can:

- Welcome a new pastor!
- Grow the congregation and engage them actively (millennials)
- Balance the budget and flourish financially to support our ministry
- Retain/support our incredible music program
- Support/minister to local community (poor, social justice, homeless, local youth) ***
- Expand children's ministry and encourage high-school ministry
- Develop new volunteers for ministries (incl. PrimeTime)
- Increase transparency w/ council, ministries, & finance
- Evangelism & reach out to community & grow younger membership (+ all membership)
- Increase our giving (time, talents, & treasure)
- Expand social ministry (reach out to those who are suffering)
- Continue to build on established fellowship – keep a feeling of openness to newcomers ***
- Have immigration ministry
- Increase number of young adults/families
- Have the church be financially stable
 - (More aware of how we spend money, etc.)
 - Lower utility cost
- Be more responsible environmentally
 - Ex. LED lights, light sensors, solar panels
- Make full use of parsonage next door ***
- Columbarium
- Grow our church membership
- Increase St. Paul's connection to the community
- Provide more opportunities for fellowship and socializing outside of the church
- Engage high school members
- More mission trips

- Increase interfaith connections between St. Paul's and other churches ***
- Deepen our conversation about faith and giving, faith and our values
- Develop healthy connections of faith to global, social, and ethical issues
- Make more use of retreat for members, groups (open retreats, spiritual)
- Make St. Paul's more adaptable ***
- Outreach (neighborhood)
- Stewardship – revitalize
- More ecumenism (engage w/ other churches)
- Education – more strategy/coordination/engagement
- Small group ministry
- Volunteer activities in the community (Hands On DC, Food Bank, etc.)
- *More engagement beyond Sunday mornings/services*
- Meet people where they are
- Convey message of radical welcome
- Use our facility to outreach to the neighborhood
- Get members comfortable talking about faith/church in daily life ***
- Neighborhood outreach
- Get word outside church
 - Share with buildings nearby
 - Share with buildings nearby
 - Social media availability
- Murch engagement
- Regular external events
- Different worship forms
- "welcome to" video
- Financial transparency
- Financial reporting
 - Weekly giving number
 - Giving apps
 - Continuous feedback

- Senior living
 - Forest Hills
 - Chevy Chase House
 - National Lutheran Home
- Family Interaction
 - Parent engagement during kid programming
 - Game nights ***
- More hymn sings – i.e. enhanced interaction in service
- Strive for greater participation in our services
- Return to Bible study
- Provide less formal settings for social interaction and engagement
- Get to know each other better/develop cohesiveness in congregation ***
- Become more including/open
- Have outdoor chapel
- Grow more people into our community
- Have a youth director
- Earn more money
- Organize the Church hallways/storage
- More youth participation/not just youth Sunday
- Provide more opportunities for lay people to participate in the service
- More youth group lock ins
- Walk for the homeless
- Install youth counselors from the congregation to help mentor kids
- More activities for VBS aftercare

Our Next Pastor Should Be Someone Who:

- Loves Jesus/strong faith/called
- Challenges us to put our faith in action "our hands"
- Open/concerned to world
- Committed to Reconciling in Christ ideal
- Delivers a great sermon (teaches, calls, inspires)
- Making the word of God relevant to present day
- Pastoral (compassion, caring for the flock)

- Maintains + expands social outreach – ex. New ministries
- Kindness
- Diplomatic
- Charismatic
- Is good a fundraising & recruiting new members
- Good theologian/good teacher
- Good sermons
- Pastoral-spend time with parish, taking care of parish needs
- Ability to delegate
- Supervision of staff
- We also need a business manager
- Good with youth
- Has experience
- Attract a diverse congregation
- Inclusive- make sure we are a welcoming church

- (St. Paul wants St peter on roller skates)
- Help St. Paul's attract, keep, nurture new members
- Musical* (extra credit)
- Has openness, energy, humor
- Able to engage wide variety of people
- Respects our tradition & history before implementing big changes
- Technology savvy/friendly – not afraid of technology
- Understands the business side of the church
- Knows when to delegate
- Wants to be engaged in the community and wants to live in the parsonage

- Comfortable with technology
- Rely on member, rather than pastor staff
- Open to Associate Pastor or Vicar
- Makes it safe to ask questions
- Can challenge safely – opposite of polarizing
- Helps St. Paul's play its public, community, synodical role
- Can mentor seminarians
- Can work well in staff settings, manage staff skills

- Ability to interpret Gospel for members – preaching
- Good at leading through delegating & encouraging participation by congregation
- Strong background in evangelism
- Understands business/administrative needs of church
- Wants to be part of community
- Engages w/ visitors & new embers + reaches out when people haven't attended in a while
- Someone who can relate to children/teens (also young adults)
- Sees themselves staying for a long time/growing with the church
- Energetic, able to keep up with the faster pace of life in DC
- Listens to congregation/council – respects the history of the congregation
- Also looks for ways to encourage new traditions/approaches

- Is a guiding light
- Comforting, visitations
- Is a good manager, recruiter and delegator
- Good preacher
- Inclusive with the community
- Good counselor
- Experienced leading a congregation
- Visiting members outside of church regularly
- Inclusive with the community
- Good counselor
- Experienced leading a congregation

- Visiting members outside of church regularly
- Good with youth & seniors
- Good sense of stewardship
- Good people skills
- Good at conflict resolution

- Engages members
 - "radical welcome"
 - outreach to neighbors
- Can encourage/train up leadership (both lay & staff)
- Transparent about their own growth/journey alongside us
- Not scared to be transparent about difficult issues (financial, etc.)
- Be an excellent preacher /engaging/from the heart
- Wants to keep learning & improving
- Is open to change/new models
- Fun, interactive, good w/ kids
- Has experience balancing budgets (both decreasing expenses and increasing giving)
- Good at delegating this that are not their strength
- Good listener
- Adaptable
- Engaged in/ties to the community

- Who is forward thinking
 - Listens to God and to us
 - Understands what this church is and is not,
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- Has a sense of humor, young and relatable
 - Gives sermons from the floor of the church
 - Makes an active effort to know everyone's name
 - Dresses up for VBS
 - Connects our faith to the real world
 - understands this is a big change for members and does not alienate those who like things as they are

Important Info Pastoral Candidates & Call Committee Should Know:

- We want to know what a pastoral candidates passions and strengths are
- We are ready to embrace diversity in a pastor
- We are a socially aware congregation committed to social justice
- We have a rich 175 year history
- Understand how geographically diverse we are
- The demographic makeup of the congregation and how it is trending
- A new pastor must be committed to education
- Our age demographic is changing – more younger members /younger families
- Comparing St. Paul's to other churches in the synod in what we can offer a new pastor
- Continue to have a pastor with bold vision

- St Paul's is large - we come from the whole DC/MD/VA region
- DC culture – passionate, engaged, transient
- Diverse – economically, age, etc.
- How we can differ from the "stereotypical Lutheran" model
- Call committee needs to listen & respect wants of congregation

- There was a longtime beloved pastor - big shoes to fill
- We have funding/financial issues
- Unique history of church
- Inspire individual participation
- Administrative challenges & limited staff
- How to be CEO and shepherd of the flock

- We are evolving from patriarchal origins
- Still evolving

- St. Paul's is in a reset mode and will be searching for its new plans, patterns of being
- Church is more welcoming now than a generation ago
- Q: are we open to a non-white, non-male pastor?
- See value in living in the neighborhood
- Congregation is scattered across metro area

- Call committee:
 - Please present a diverse slate of candidates
 - Thank you for taking on this important role
 - Anchor in liturgical traditions and deep history while embracing dynamic contemporary context
 - Use pastor Spangler as a resource because he has so much experience
- Pastoral Candidates
 - The DC congregation context has unique cultural characteristics
 - Transient
 - Fast-paced
 - Politically active
 - ? Privileged
 - Strong faith/engaged
 - Pastor Tom meant the world to us, we look forward to welcoming you (pastor Tom told us to put our arms around the new pastor)

- Open to diverse candidates, female candidates, etc. (are we really?)
- Don't change the Lord's Prayer
- Importance of music, worship, our building/architecture
- We want to be open to change but we need a push
- People will not be shy about sharing opinions with the pastor

- Take time to get to know us before forcing change
- Be aware that previous pastor was known as a great preacher & 30 year tenure ("big shoes")
- Be welcoming and help us be more welcoming
- Build on strengths & dynamically move into future
- Current members residences are very scattered
- Currently not very diverse racially/socioeconomically but would like to change that

- Our budget deficit/spending problem
- The call committee should be listening to the church and defer to the will of the congregation
- The pastoral candidate should know we are a loving church
- We are committed to being Reconciling in Christ

- Support diversity
- Understand economic diversity of congregation
- We have a house
- Position of strength
- Growth, not complacency
- Open with challenges
 - No blindsiding
- Energy to attack challenges
 - Rally congregation
- Comfortable with all ages
- Replacing well-loved pastor

- We are open to everyone
- The uniqueness of St. Paul's
- Someone people may be resistant to change
- There are many strong programs of the church that should be maintained.

Portico Responses: The Next Pastor of St. Pauls' Should:

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| <ul style="list-style-type: none"> • Someone like ½ Tom & ½ John, someone that won't make changes too much – I love this church • Vital – Worship, Eucharist, the Word; what it means for and to us; using music, ministries & outreach as tools • Talk about how we should live in the future – do not dwell constantly in the past. • <u>Non-partisan!</u> • Someone with previous experience managing a church with many outreach programs! • Shows us his joy, trust, and strength in God-and encourages us to feel the same! • Be committed to <u>inclusion</u> of all and committee to finding new ways to speak about and spread the message of <u>welcome</u> to all. • A person who understands that we are a big family here and we all care for each other; AND has a great sense of humor. • Visit every member. • Be all inclusive and welcome those who wish to be a part of St. Paul's. • Progressive, energetic. Female would be awesome! • Needs to (1) Listen to everyone, (2) take orders from the church council! • Good at sermons • Be like Paul, preach like Peter and love Jesus. • Look at the gospel in new ways to inform our lives. • Approachable and kind. • Young enough to bury me before they retire! • Be an excellent preacher. • Should know how to be a leader who can delegate. • Lead us in faith and spirit, not politically. • Reach out to members and nonmembers. • Reaching out, inclusive, youthful. • Be a good listener, be able to work well with the staff, delegate the workload. • Be progressive and open to new liturgies and types of services, all with the traditional framework (singing the Lord's Prayer, instrument solos, different service formats). • Energetic, inviting, relatable; open-minded and creative about how to make church work for families. • Loving, caring, politically <u>non</u> biased; strong concern for persecuted Christians; spiritually attuned; helps support & promote great music performance in the church • Comedy and thoughtfulness towards other people/races/societies | <ul style="list-style-type: none"> • Someone who can draw new families and continue to engage current members. A compelling preacher, engaged with you, motivated by social justice, welcoming to all • Intellectually challenging sermons that relate the Gospel to our world <u>and experiences</u>; leadership to help us share God's word and our talents in the community • A great preacher; a great listener; a great manager; someone who can work well with our staff • We hope to attract a young, energetic, faith-filled pastor who will continue the work of our congregation and help us discern new ways of serving our community and Lord • Inspire the Congregation to build our community spiritually through, for example, more bible groups, small groups, shared devotions. • Be caring, enthusiastic and engaged; bring new ideas and programming, especially for youth, young adults and families; relatable sermons. • Be energetic, and show us new ways in which we can share the word of God in our community as well as help us develop new ministries. • Inspire us by bringing the readings to life in sermons. • Be a good preacher, honor some traditions but have experience in helping a congregation change, as needed, respect the role of laity. • (According to an 8 year old) fun, love God- church-believing. Understands what a church is supposed to be and will let us go forth helping each other and with the food pantry/shelter. • Grow our congregation's membership. • Devoted to good programming for all age groups; service initiatives in the local community and beyond; funny and engaging. • Loves, listens to and serves God; Loves, listens to and serves us within and outside the walls of St. Paul's, with a willing, heart, humble and generous spirit, led by the Holy Spirit. She shall have direction and enhance our walk with God. Someone who can put trust in others to delegate activities is a must. An open and compelling "transparency" to generate enthusiasm for and from the congregation, and is respectfully of St. Paul's longstanding traditions. • 1. Love one another even as Christ love(d/s) us 2. Feed his sheep, with the word, with worship, with food, with witness, with welcome • Focus on service to DC community in need. Vision and patience to execute ministry; welcome approach to all |
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Portico Responses: Our Most Important Current Ministries Are:

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| <ul style="list-style-type: none">• We are a congregation that values <u>compelling sermons</u> to help us grow in service to God and each other, and <u>opportunities to give</u> to the least fortunate among us.• 1. Budget should reflect what we actually have to spend 2. Semons focus on the positive – not how bad Christians were – say during slavery etc.• Suggest all congregation vote for bid decision on finance issues; suggest a more organized worship and service arrangement• Can we be more welcoming, evangelical, <u>and</u> ecumenical?• 1. More diverse membership 2. more social activism 3. Give Catholics a new home• A church within the community• Aspiration: more options for faith discussions, i.e. small groups that meet in people's homes. This is a major gap at St. Paul's• Social justice – lifting up those whom society neglects• Programming for younger adults (25-35); community outreach; continued mission/service work, both domestic and international?• Service to the community• Active youth & youth ministry• Outreach: mission projects; food pantry• Mission within our community and beyond our community• Centering ourselves during our (too busy) lives on service to our community and world, rooted in Christ• (Positive) ecumenical outreach with Roman Catholic church; Theology at pub events for young adults• Service to one another within the congregation• Efforts to bring in <u>young adults</u> - they are the future for the Church | <ul style="list-style-type: none">• A liturgically traditional church, open-minded towards the future and present• 1. Prepare realistic budget 2. Cut programs we cannot support 3. Build reserve for unexpected outlays 4. More actively recruit younger members• More worship options; events to bring families together – these children are all at different schools; <u>men's group</u>• Reaching out to become more <u>diverse</u> and <u>welcoming</u> to people of different races and economic groups• Youth ministry• Incorporate thoughts and prayers for the multitude of persecuted Christians around the world! They are our brothers and sisters! The persecution is an ever increasing epidemic!• Word: <u>inspiring, dynamic, relevant</u> preaching of the Word of God; Music: beautiful, moving & inclusive worship of God through music• Welcome and 1. Openness to all, including the LGBT community 2. Continue with wonderful music! 3. Continue PrimeTime, VBS, & service projects• Programming for young adults & young families to facilitate connection & community within & outside the church; multiple adult Sunday schools & small group options for discussion (possibly a marriage study) |
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