

## **Summary of All-Parish Survey, 2015**

### **Mutual Ministry Review, Year 3**

In October, 2015, members of Holy Cross Faith Memorial Episcopal Church were invited to complete a survey on the wellbeing of the parish, including how we live our mission, and how effectively we carry out our ministries. 125 members responded, about a 50% response rate, a good return for survey research. Of these, 87 parishioners wrote in responses in addition to providing numerical ratings. The quantitative and qualitative data were summarized by members of the Internal Communications Committee, a subcommittee of the vestry. This summary is presented here.

The next steps in the Mutual Ministry process is to share the summary with clergy (December 8), then vestry (December 16), then the congregation. The committee recommends that the all-parish sharing follow further vestry discussions in early 2016, including at the vestry retreat in February. Parish members are being informed about the timeline of this process.

### **Summary of Quantitative (Numerical) Ratings**

#### **I. Living our mission statement: Core values and beliefs**

People rated highly the extent to which we as a church live out our core values and beliefs. Parishioners used a scale of 1-7, where 7 means to a very high extent. (see chart: Core Values and Beliefs---Averages)

The highest rated areas were:

**We value our Episcopal heritage and traditions (avg: 6.6)**

**We are a caring, compassionate and welcoming community to all (avg: 6.4)**

The lowest rated areas were:

**We develop effective leadership, clergy and lay (avg: 5.9)**

**We manage conflict and change in healthy ways (avg: 5.9)**

All other aspects averaged overall ratings between 6.1 and 6.6. However, even though the overall average rating was high, there was a wide range of ratings (very low to very high) on these aspects: (see chart: Core Values and Beliefs)

We honor our multi-racial and multi-cultural heritage.

We are willing to take prayerful risks; we put our faith in action.

We manage conflict and change in healthy ways.

We value the God-given talents and gifts of all members.

## **II. Ministry Effectiveness**

People rated each of ten ministries on their overall effectiveness. Again, the overall ratings were high. All ministries received an overall rating average between 6 and 7, except for **Christian Formation/Youth Programs** (avg: 5.9).

The lowest rating (avg: 5.5) and widest range of ratings (very low to very high) was given to **how effectively we build connections among parishioners and ministries**. (See charts: Ministry Effectiveness).

## **Summary of Qualitative (Written) Responses**

**(Note: Each time a particular item was mentioned in a survey response, it was recorded as a mention. The number of mentions are indicated in parentheses after items below. Any written response may have contained multiple mentions.)**

### **I. Why I attend HCFM**

**A strong sense of community, fellowship. Inclusive. We strive for diversity.**

The comments mentioned most often were themes of HCFM as a spiritual home, a church family, with good, warm, caring, hardworking, faith-filled people who love and are loved (40). Comments also centered on our value of inclusiveness, and our willingness to live the gospel, welcoming all (13). Some offered that our diversity/the multi-racial aspect of our church is an attractor (6).

# Core Values and Beliefs - Averages

## Heritage

We honor our multi-racial and multi-cultural heritage.

## Leadership

We develop effective leadership, clergy and lay.

## Faith

We are a community of faith willing to take prayerful risks, we put our faith in action.

## Episcopal

We value our Episcopal heritage and traditions, as a member parish of The Episcopal Church.

## Welcoming

We are a caring, hospitable, safe, welcoming community in the presence of the One, True God of Christ.

## Manage

We manage our parishes and ministries in healthy ways.

## Value

We value the people we serve, and gifts of all members of HCFM community.

## Community

We believe that HCFM is an example of a Christian community that is working.

5.1.0

5.5.0

5.9.0

5.2.0

5.2.0

5.1.0

5.5.0

5.2.0

# Core Values and Beliefs

0 10 20 30 40 50 60 70 80 90

We honor our multi-racial and multi-cultural heritage.



We develop effective leadership, clergy and lay.



We are a community of faith willing to take prayerful risks; we put our faith in action.



We value our Episcopal heritage and traditions, as a member parish of The Episcopal Church.

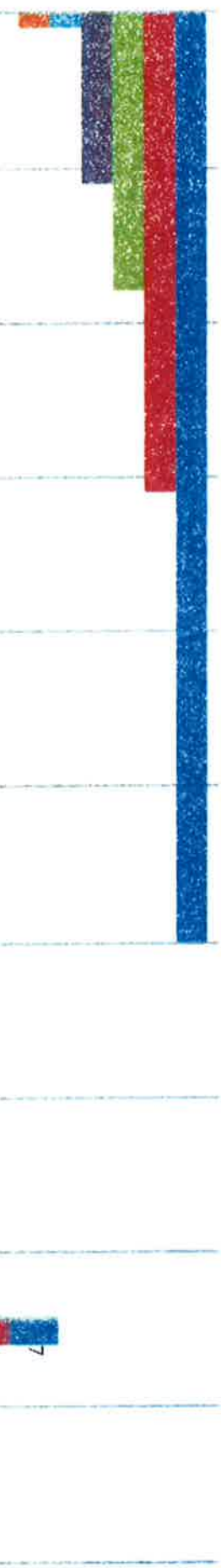


7  
6  
5  
4  
3  
2  
1

# Core Values and Beliefs

0 10 20 30 40 50 60 70 80 90

We are a caring, compassionate, welcoming community to all members of the diverse Body of Christ.



We manage conflict and change in healthy ways.



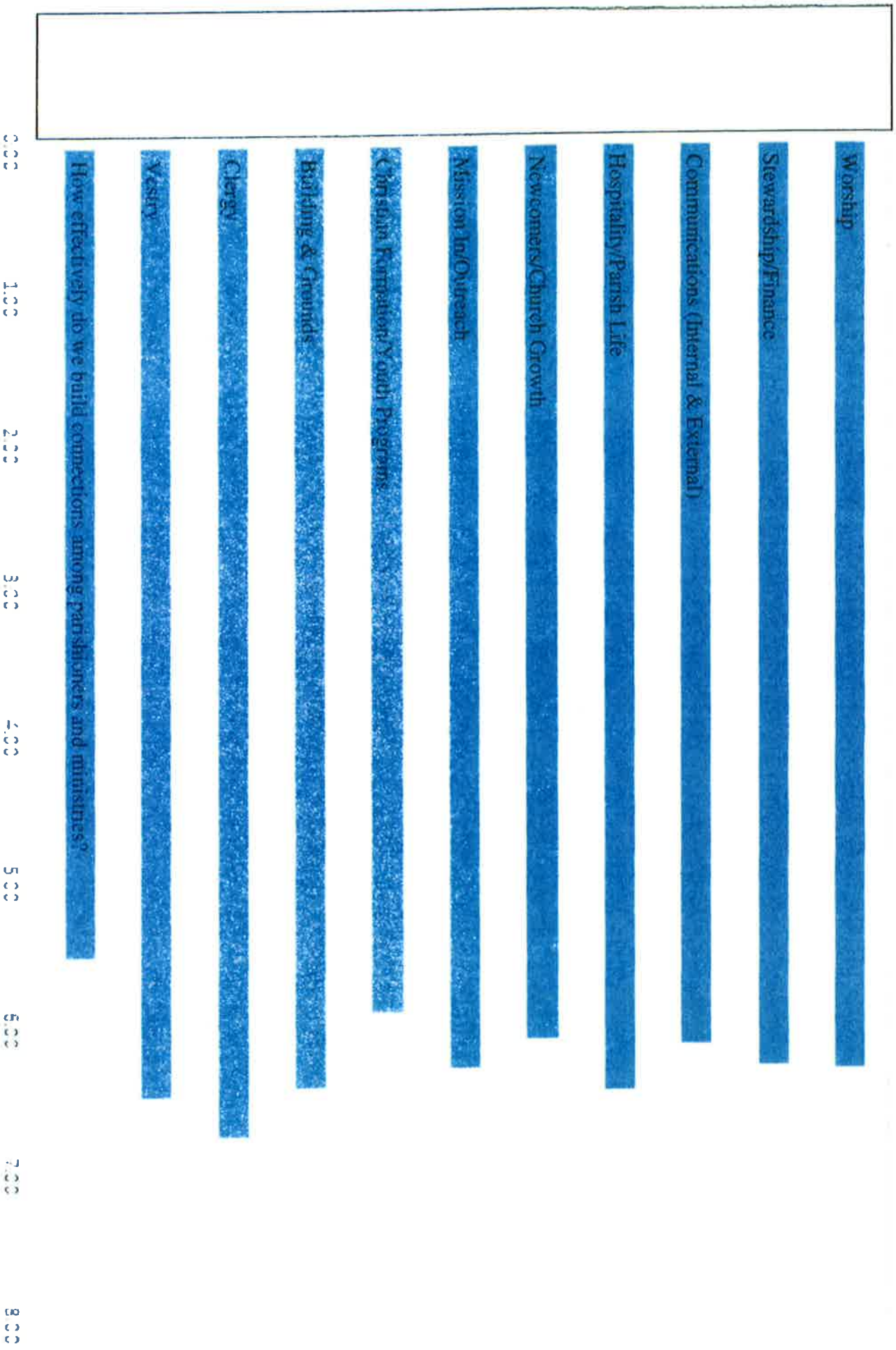
We value the God-given talents and gifts of all members of HCFM community.



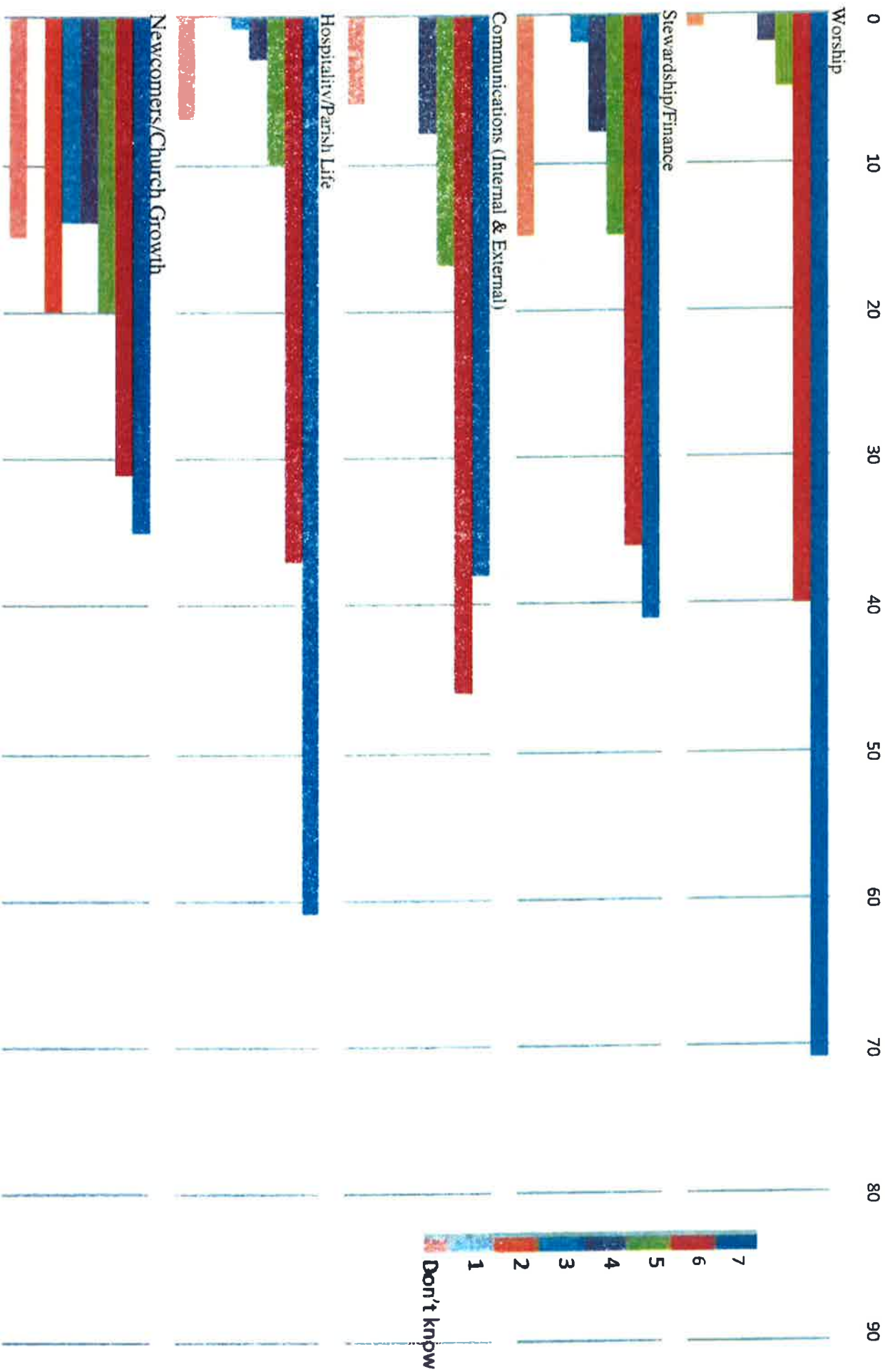
We believe that HCFM is an example of a Christian community that is working.



# Ministry Effectiveness - Averages



# HCFM Ministry Effectiveness







### **Faithfulness to The Episcopal Church**

Parishioners spoke to their identity as Episcopalian and love for The Episcopal Church, and that HCFM honors this tradition, carrying the Episcopal torch in the region. (25)

### **Encourages spiritual growth in all members. Supports clergy.**

Parishioners mentioned how services and ministries at HCFM open them to God, and guide them toward a different outlook or bigger picture, increasing their faith, trust and prayerfulness. A sample: "Being there reminds me of who I am, how I live or should live my life, and why I am who I am." (18). The quality of our clergy and our support for them was also mentioned (9).

### **Our Mission Statement, ministries, and outreach**

Some represented that they are attracted to HCFM because they identify with our mission statement and the values we espouse, as well as the ministries that serve parishioners and the community (11).

## **II. What We Are Doing Well**

### **Ministries serving inside and outside HCFM. Variety of new ministries.**

The area mentioned most often is how well our ministries serve our mission: providing for the broad-based needs of our church as well as outreach to county/community and the world's needs (37). Other comments related to the variety of ministries, programs, and events offered, such as: "There is something for everyone...by offering varied ministries, our church reaches a wide range of people permitting them to explore their interests, deepen connections, and be involved beyond attendance at services" (12).

### **Meaningful worship experience**

Parishioners identified our worship service as an area to be celebrated—"outstanding and meaningful preaching" (11); and, "inspirational music" and worship format (traditional and progressive) (15). Some comments focused on our clergy: "strong, exceptional, caring, aware and professional" (5).

### **Providing an inclusive, welcoming atmosphere**

Comments in this area focused on aspects of a positive overall feeling at HCFM: friendliness, hospitality and welcome, and meaningful personal connections (12); and our being inclusive: "Being 1000% more inviting and friendly." "We welcome all comers; are indiscriminately inclusive" (7).

### **A focus on the future; a progressive parish.**

A few comments highlighted our progressive vision, and goals/efforts to encourage new growth by attracting younger members and building our youth program (9).

## **III. Where We Can Do Better**

### **On the right track, but always room for improvement**

The overall theme here was that HCFM is "doing well; on the right track most of the time... we are a great church but we should never quit trying to be better"(11).

### **Need to focus, and better support current ministries. Leadership building is an opportunity (12)**

Parishioners suggested we need to do a better job: supporting the ministries or programs we already have in place; focusing our ministries vs "trying to do too much;" and assessing the structure, financial support, and overall strengths and weaknesses of our ministries. Some parishioners identified the need for strengthening lay leadership: "Lay leadership development is hit or miss." "Building a broader base of new and engaged leaders in the next generation is a challenge for us."

### **Need to broaden ministry participation (12)**

Parishioners who offered comments in this area spoke to the reality of church involvement: many parishioners are highly involved; many are not. Sample comments: "We need to communicate that stewardship involves giving time and talent as well as giving money and attending services...We put significant effort in inviting others to become active... I wish I knew how to get others involved... The opportunity is there, but getting participation is a challenge."

### **Need to increase our diversity (6)**

Suggested by a few was our need to increase a diversity of membership, honor more explicitly our multi-racial heritage, and encourage ministries to operate with diversity in mind.

### **Comparison of Mutual Ministry Review Results: Year 1, 2 and 3**

In 2013, the clergy and vestry of HCFM decided to implement the Mutual Ministry Review process as a means to gather information about what is working well and where opportunities exist to strengthen this parish. That first year of a three-year process, the vestry completed a survey of open-ended questions, guided by models used in other churches. The vestry and clergy discussed these results, and used them to guide actions and decisions. The following year, the leaders of ministries were invited to provide feedback on the support they receive for their ministries, and what is needed to sustain these ministries. The results were presented at the vestry retreat in early 2015.

A comparison of first and third year results suggests HCFM is experiencing forward motion on several areas: strengthening outreach ministries; increasing variety and effectiveness of ministries overall; attracting new members; and, strengthening our relationship to the diocese.

### **Key Findings Across The Three Surveys**

**HCFM is a welcoming community, a faith-filled spiritual home.**

**Overall, HCFM is living out its mission very well.**

**Outreach to the community and within our parish is important to us.**

**We can strengthen support for our current ministries.**

#### **Key opportunities:**

- strengthen ministry leadership (direction, focus) and communication

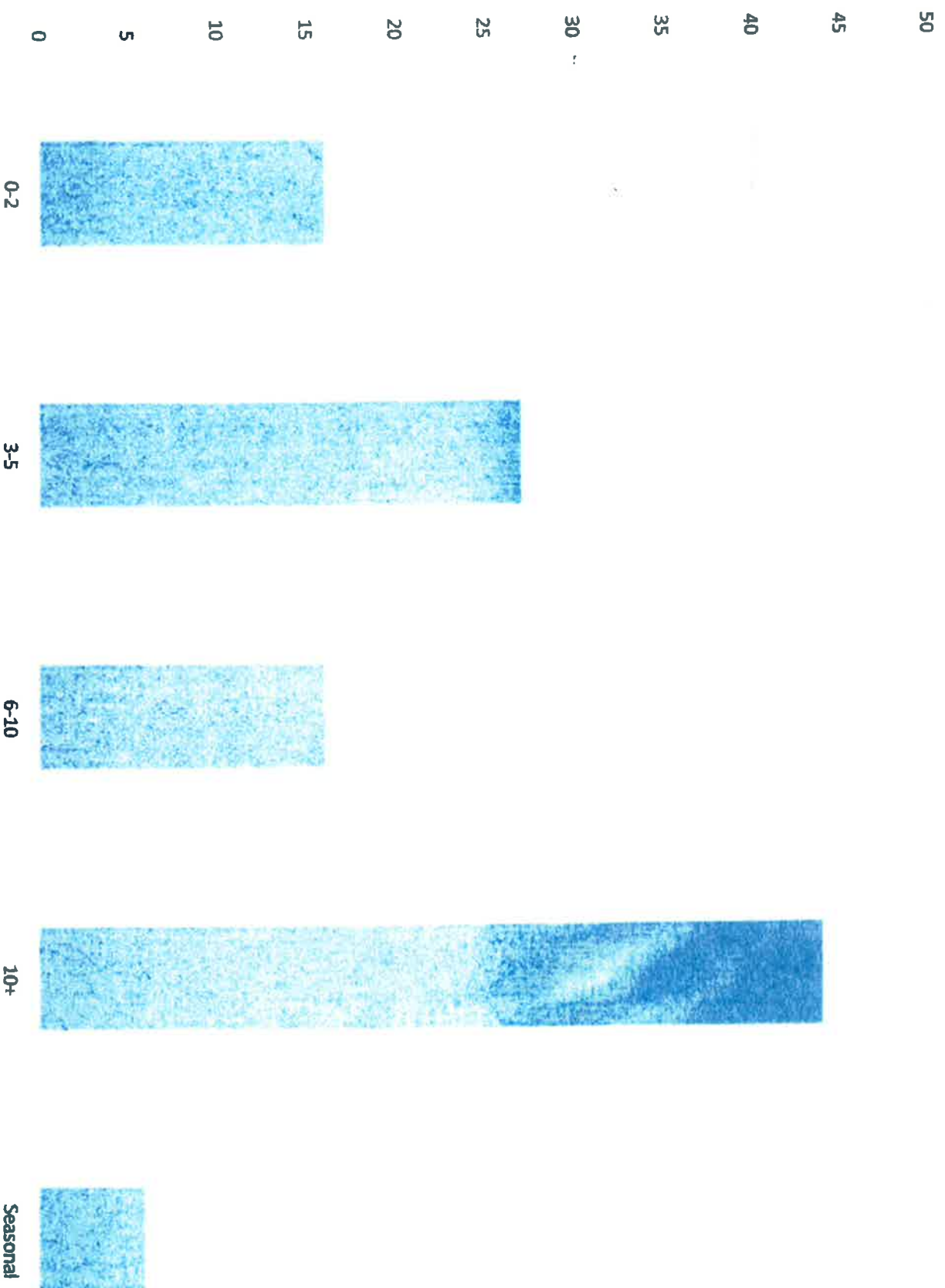
- increase ministry participation
- build connections between ministries and parish members; deepen connections among members
- strengthen ministries for youth and new members

**We can strengthen our ability to sustain as a parish.**

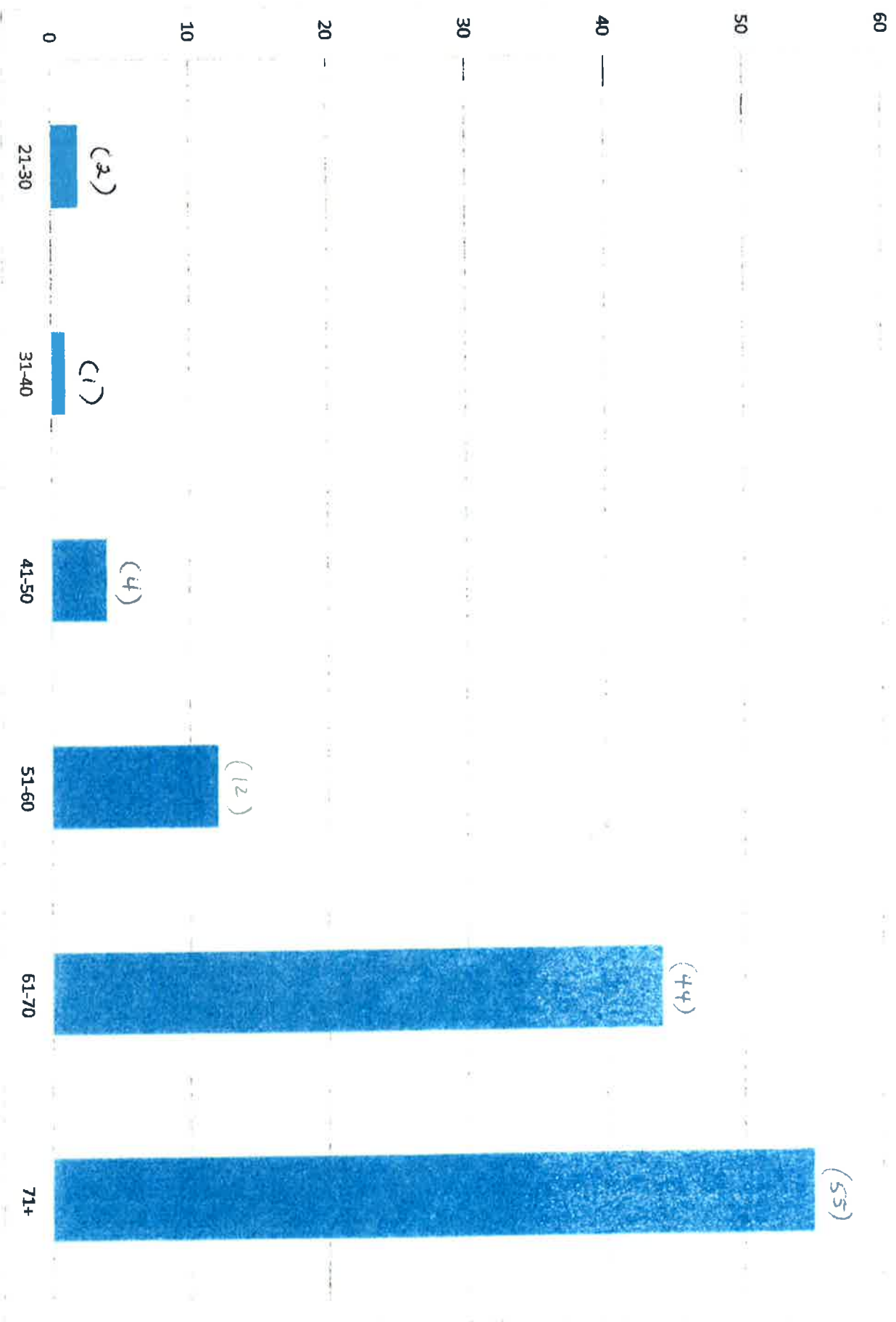
**Key opportunities:**

- develop a leadership cadre for the future
- strengthen our ability to sustain financially (stewardship)
- explore ways to increase our understanding of and commitment to diversity in membership
- increase our communications about HCFM within the larger community

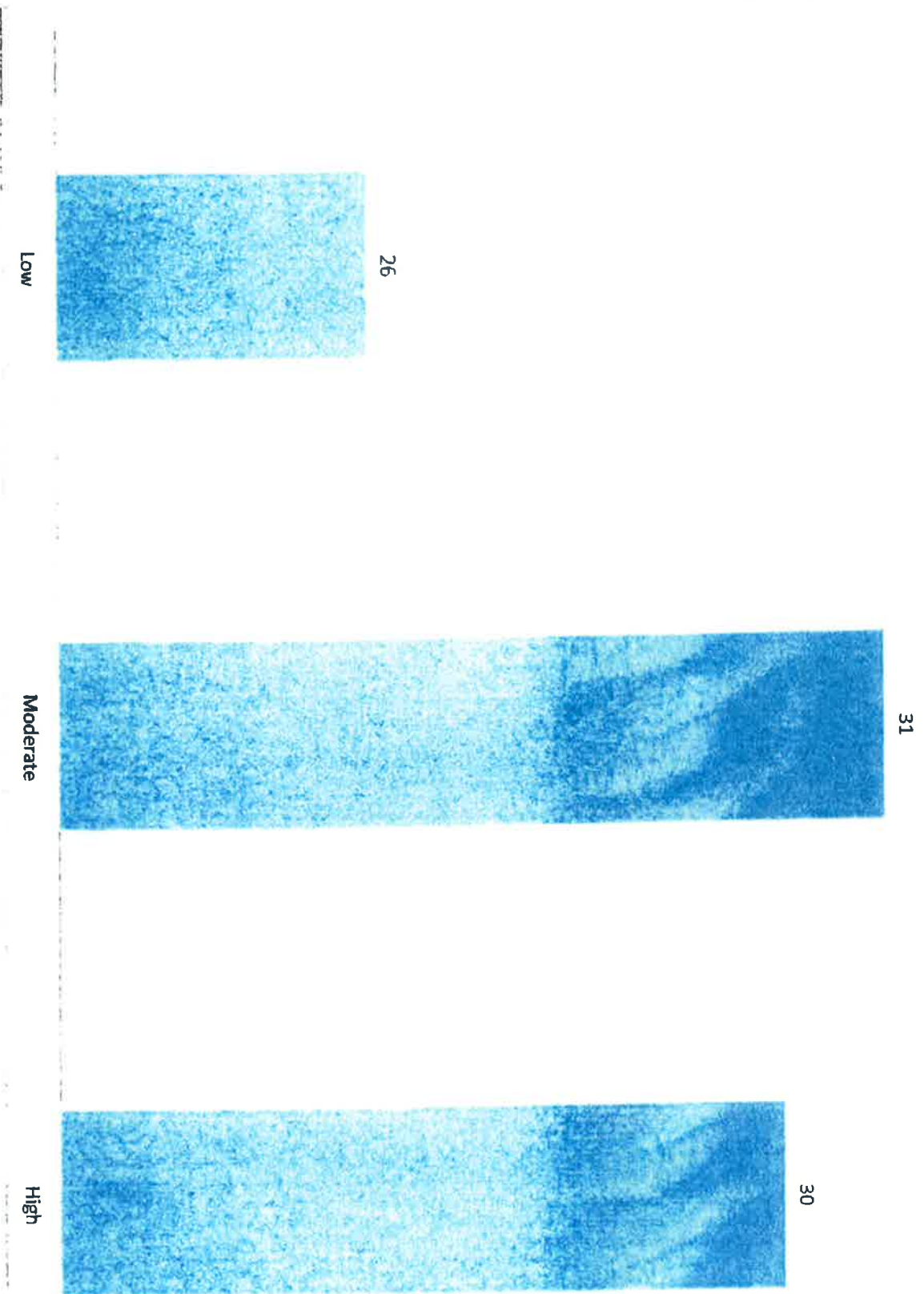
## Years Attending HCFM



## Results by Age



## Level of Involvement



**Ministry Leader**

