



# ST. ANNE'S CHURCH

*Over 300 years of faith*

Dear Member of St. Anne's,

We, the Discernment and Search Team, need your help in finding the next rector of St. Anne's. The key to attracting good candidates is to tell them who we are and what we hope to be as a parish. We hope to use this survey as the primary means to gather information. The survey has been designed to capture demographic data and to encourage you to express your thoughts. Your individual responses will remain confidential, and information from the survey will be collated before being reported.

More than one person in your household may have received this survey, and we ask that each recipient help us by completing the survey and returning it **no later than April 20**. You can place your completed survey in the offering plate or in the Discernment Team mailbox, or you can mail it to the attention of the Search and Discernment Committee in the enclosed envelope. Each confirmed member of the church may complete a survey. You do not need to complete every question, although we hope you will participate as fully and prayerfully as you feel comfortable. It will take you a few minutes to complete this survey, but we believe the investment will be returned many fold.

If you have questions about the survey or you need any assistance in completing it, please contact any one of us. Thank you for taking the time and for your important role in our search.

Kathy Means, Chair  
Ed Masterson, Interim Chair  
Franklin Brons

Charlie Dunham  
Chelsea Frederick  
Larry Norfleet

Janet Schreppler  
Amanda Shepard  
Jessie Ventura



## How do you feel about St. Anne's?

Prospective candidates want to know how parishioners feel about the current ministries and activities of the parish.

**Please check the three (3) things you most value at St. Anne's.**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Adult education   | <input type="checkbox"/> Clergy           | <input type="checkbox"/> Fellowship            |
| <input type="checkbox"/> Friend(s)         | <input type="checkbox"/> Music            | <input type="checkbox"/> Outreach              |
| <input type="checkbox"/> Sermons           | <input type="checkbox"/> Spiritual growth | <input type="checkbox"/> Sunday school / youth |
| <input type="checkbox"/> Worship / liturgy | <input type="checkbox"/> Other _____      |  |



Please check the box indicating how important each of the following is in your life at St. Anne's.

	Very Important	Important	Somewhat Important	Not Important	Don't Know
Adult education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Buildings and grounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education / care of children and youth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fellowship / parish social activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lay leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pastoral care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relationship with the greater community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relationship with diocese and National Church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sermons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stewardship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worship style	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please check the box indicating your satisfaction with how each of the following is carried out today.

	Very Satisfied	Satisfied	Somewhat Satisfied	Not Satisfied	Don't Know
Adult education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Buildings and grounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education / care of children and youth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fellowship / parish social activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lay leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pastoral care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relationship with the greater community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relationship with the diocese and National	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sermons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stewardship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Website	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worship style	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



### Whom shall we call?

It is important to have a sense of those personal qualities and strengths we desire in the prospective candidates for rector of St. Anne's. While every parishioner might want the new rector to have every talent, skill, and positive attribute listed below, it is a rare individual that has them all.

**Please check the five (5) personal qualities you feel are most important in a rector.**

<input type="checkbox"/> Able and willing to use lay talents	<input type="checkbox"/> Administers staff effectively
<input type="checkbox"/> Communicates well with individuals	<input type="checkbox"/> Counsels effectively in crisis
<input type="checkbox"/> Encourages diversity	<input type="checkbox"/> Encourages forgiveness and
<input type="checkbox"/> Engages youth	<input type="checkbox"/> Has a sense of humor
<input type="checkbox"/> Inspires participation	<input type="checkbox"/> Involves newcomers
<input type="checkbox"/> Is a good listener	<input type="checkbox"/> Is a strong and effective preacher
<input type="checkbox"/> Is approachable	<input type="checkbox"/> Is comfortable visiting parishioners
<input type="checkbox"/> Is compassionate	<input type="checkbox"/> Is inclusive and welcoming
<input type="checkbox"/> Meets pastoral needs	<input type="checkbox"/> Promotes stewardship
<input type="checkbox"/> Speaks about controversial issues	<input type="checkbox"/> Supports seniors and shut-ins
<input type="checkbox"/> Views everyone as child of God	<input type="checkbox"/> Interested to grow church in
<input type="checkbox"/> Other _____	membership and space

**Please check the five (5) demonstrated strengths you feel are most important in a rector.**

<input type="checkbox"/> Able and willing to use lay talents	<i>Builds and supports lay leadership</i>
<input type="checkbox"/> Administrative leader	<i>Leads through effective communication and management</i>
<input type="checkbox"/> Celebrant / worship leader	<i>Plans and leads worship sensitive to needs of parish</i>
<input type="checkbox"/> Children / youth leader	<i>Offers effective leadership to children and youth</i>
<input type="checkbox"/> Community leader	<i>Participates in and helps meet needs of greater community</i>
<input type="checkbox"/> Counselor	<i>Provides effective and appropriate counseling to parishioners</i>
<input type="checkbox"/> Ecumenical leader	<i>Leads and participates in programs sponsored by other churches</i>
<input type="checkbox"/> Evangelistic leader	<i>Leads parish to take Gospel into greater community</i>
<input type="checkbox"/> Friend / child of God	<i>Relates to parish as "one of us" — listens and is compassionate</i>
<input type="checkbox"/> Group facilitator	<i>Leads effectively and manages groups within parish</i>
<input type="checkbox"/> Outreach leader	<i>Leads and enables participation in activities beyond parish</i>
<input type="checkbox"/> Pastor	<i>Leads and supports pastoral care</i>
<input type="checkbox"/> Preacher	<i>Preaches effective sermons that speak to parishioners</i>
<input type="checkbox"/> Social justice leader	<i>Encourages parishioners to be involved in social justice ministries</i>
<input type="checkbox"/> Spiritual leader	<i>Leads and inspires parishioners in developing spiritual life</i>
<input type="checkbox"/> Stewardship leader	<i>Encourages and models faithful giving of time, talent, and treasure</i>
<input type="checkbox"/> Teacher	<i>Educates parishioners in scripture and Christian tradition</i>
<input type="checkbox"/> Theologian	<i>Demonstrates understanding of Biblical and Christian theology</i>
<input type="checkbox"/> Visionary	<i>Offers direction with ministry and goals, both locally and globally</i>
<input type="checkbox"/> Other _____	



**What are your thoughts about the present and the future of St. Anne's?**

The Discernment and Search Team will develop a listing of the strengths and challenges as the parish moves forward, providing a sense of the present climate and what is desired for the future. **Please answer as many of the following questions as you wish.**

What three things does the parish do best?

- 1. \_\_\_\_\_  
\_\_\_\_\_
- 2. \_\_\_\_\_  
\_\_\_\_\_
- 3. \_\_\_\_\_  
\_\_\_\_\_

Which activities would you most like to see strengthened?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What is the most pressing need the new rector should address?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What do you think are the two most important goals for the parish in the next five years?

- 1. \_\_\_\_\_  
\_\_\_\_\_
- 2. \_\_\_\_\_  
\_\_\_\_\_



### What is your involvement at St. Anne's?

It is important for prospective candidates to have a feel for who we are and our involvement in the parish. Individual information will remain confidential, and only consolidated data will be presented in the profile.

Please check or write in one response.

Age	<input type="checkbox"/> 13-17	<input type="checkbox"/> 18-24	<input type="checkbox"/> 25-34	<input type="checkbox"/> 35-44
	<input type="checkbox"/> 45-54	<input type="checkbox"/> 55-64	<input type="checkbox"/> 65-74	<input type="checkbox"/> 75+
Gender	<input type="checkbox"/> male	<input type="checkbox"/> female		
Race / ethnicity	<input type="checkbox"/> Asian	<input type="checkbox"/> Hispanic	<input type="checkbox"/> black	
	<input type="checkbox"/> white	<input type="checkbox"/> other _____		
Marital / partner status	<input type="checkbox"/> single	<input type="checkbox"/> married / partnered	<input type="checkbox"/> separated / divorced	<input type="checkbox"/> widow / widower
Education level	<input type="checkbox"/> Did not complete high school	<input type="checkbox"/> High school diploma	<input type="checkbox"/> Associate's or Bachelor's degree	<input type="checkbox"/> Master's or doctorate degree

Only ONE member of each household should complete this section.

Number of people in your household	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> over 6
Ages of children	_____	_____	_____	_____	_____	_____	_____
Children in Sunday school / youth group	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> over 5

Please check or write in one response.

Travel time to attend worship services	<input type="checkbox"/> ≤ 10 minutes	<input type="checkbox"/> 11-20 min	<input type="checkbox"/> 21-30 min	<input type="checkbox"/> 31-45 min	<input type="checkbox"/> over 45 min
Worship service you usually attend	<input type="checkbox"/> 8:00 am	<input type="checkbox"/> 9:00 am	<input type="checkbox"/> 10:30 am		
How often you attend	<input type="checkbox"/> weekly	<input type="checkbox"/> twice a month	<input type="checkbox"/> once a month	<input type="checkbox"/> occasionally	<input type="checkbox"/> holidays only
Length of time in area	<input type="checkbox"/> < 1 year	<input type="checkbox"/> 1-2 years	<input type="checkbox"/> 2-5 years	<input type="checkbox"/> 6-10 years	<input type="checkbox"/> over 10 years
How you learned about St. Anne's	<input type="checkbox"/> family	<input type="checkbox"/> friend	<input type="checkbox"/> location	<input type="checkbox"/> website	<input type="checkbox"/> other _____
What attracted you to St. Anne's	<input type="checkbox"/> clergy	<input type="checkbox"/> adult education	<input type="checkbox"/> location	<input type="checkbox"/> worship	<input type="checkbox"/> friendships
	<input type="checkbox"/> sermons	<input type="checkbox"/> children/youth	<input type="checkbox"/> outreach	<input type="checkbox"/> music	<input type="checkbox"/> other - _____
How long attended	<input type="checkbox"/> < 1 year	<input type="checkbox"/> 1-2 years	<input type="checkbox"/> 2-5 years	<input type="checkbox"/> 6-10 years	<input type="checkbox"/> over 10 years
Pledge to St. Anne's	<input type="checkbox"/> yes	<input type="checkbox"/> no			



On average, hours  
you volunteer to  
parish per week,  
excluding services

none

< 1 hour

1-2 hours

3-4 hours

over 4 hours

Involvement during  
last three years  
has...

increased

decreased

stayed  
same

Why?

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**Please indicate your volunteer involvement for the last several years by checking the appropriate box.**

	Current	Previous		Current	Previous
Acolyte / crucifer	<input type="checkbox"/>	<input type="checkbox"/>	Newsletter	<input type="checkbox"/>	<input type="checkbox"/>
Adult education	<input type="checkbox"/>	<input type="checkbox"/>	Nursery	<input type="checkbox"/>	<input type="checkbox"/>
Altar / flower guild	<input type="checkbox"/>	<input type="checkbox"/>	Office / administrative	<input type="checkbox"/>	<input type="checkbox"/>
Camp Arrowhead	<input type="checkbox"/>	<input type="checkbox"/>	Outreach programs	<input type="checkbox"/>	<input type="checkbox"/>
Chalice bearer	<input type="checkbox"/>	<input type="checkbox"/>	Stewardship	<input type="checkbox"/>	<input type="checkbox"/>
Christmas pageant	<input type="checkbox"/>	<input type="checkbox"/>	Sunday school teacher	<input type="checkbox"/>	<input type="checkbox"/>
Coffee hour	<input type="checkbox"/>	<input type="checkbox"/>	Vestry	<input type="checkbox"/>	<input type="checkbox"/>
Diocesan activities	<input type="checkbox"/>	<input type="checkbox"/>	Website	<input type="checkbox"/>	<input type="checkbox"/>
Eucharistic visitor	<input type="checkbox"/>	<input type="checkbox"/>	Women's group	<input type="checkbox"/>	<input type="checkbox"/>
Greeter/usher	<input type="checkbox"/>	<input type="checkbox"/>	Other:	<input type="checkbox"/>	<input type="checkbox"/>
J2A or Rite13	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
Lector	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
Music	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
Newcomer activities	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

Is there anything that you feel was not addressed and about which you wish to comment?

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**Thank you for participating!**  
**Please return by April 20.**



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When the questionnaire is completed, please detach this sheet, sign it, and place it in the appropriate box in the church, in the Discernment Team mailbox, or return it in the enclosed envelope:

I have completed my questionnaire: \_\_\_\_\_  
(Please print name.)