

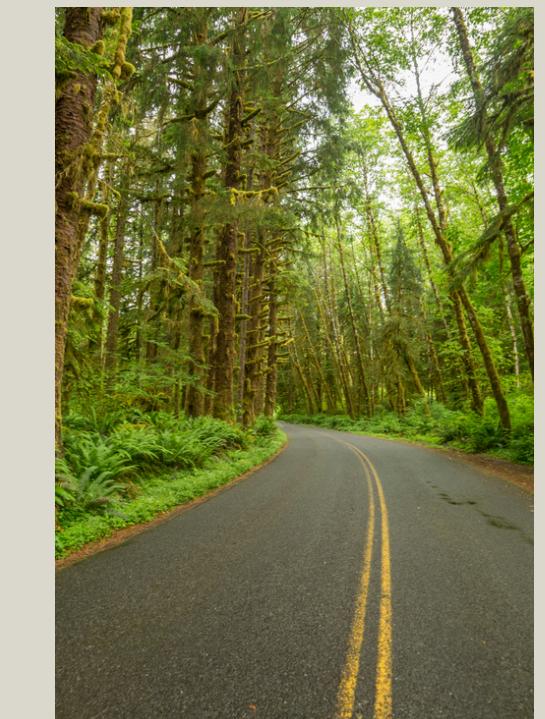
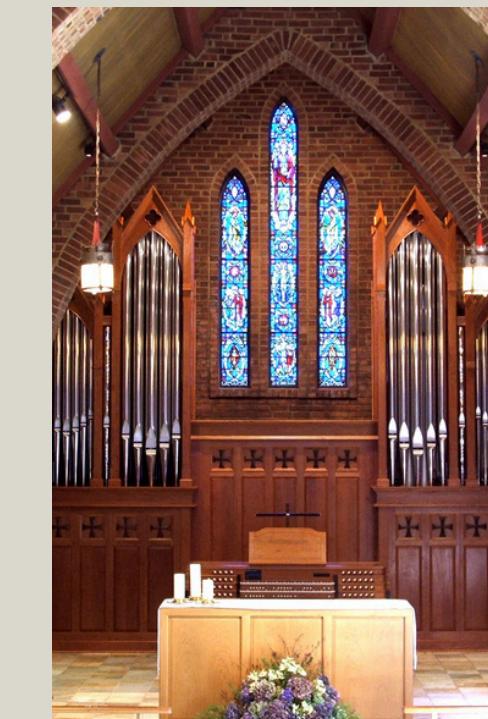


PROFILE COMMITTEE REPORT

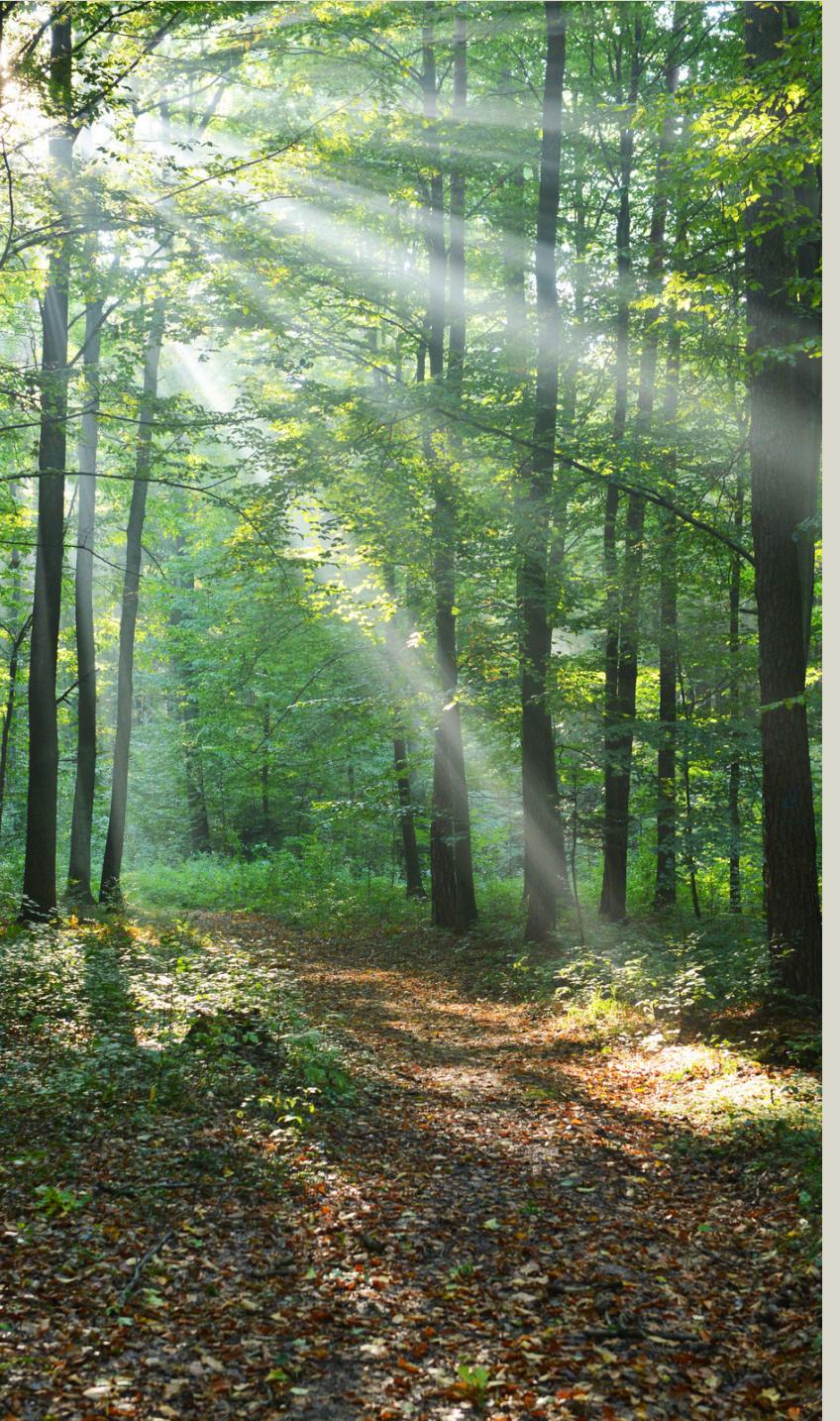
St Barnabas Episcopal Church January 2026

PURPOSE

The purpose of the Profile Committee is to create a detailed "Parish Profile," a document that describes the church's identity, culture, needs, and hopes to attract potential rector candidates during a clergy transition, helping them discern if they are called to serve the congregation. This committee gathers input from parishioners to reflect their values, their vision for the future, and the qualities sought in new leadership, essentially crafting a snapshot of the church for prospective priests.

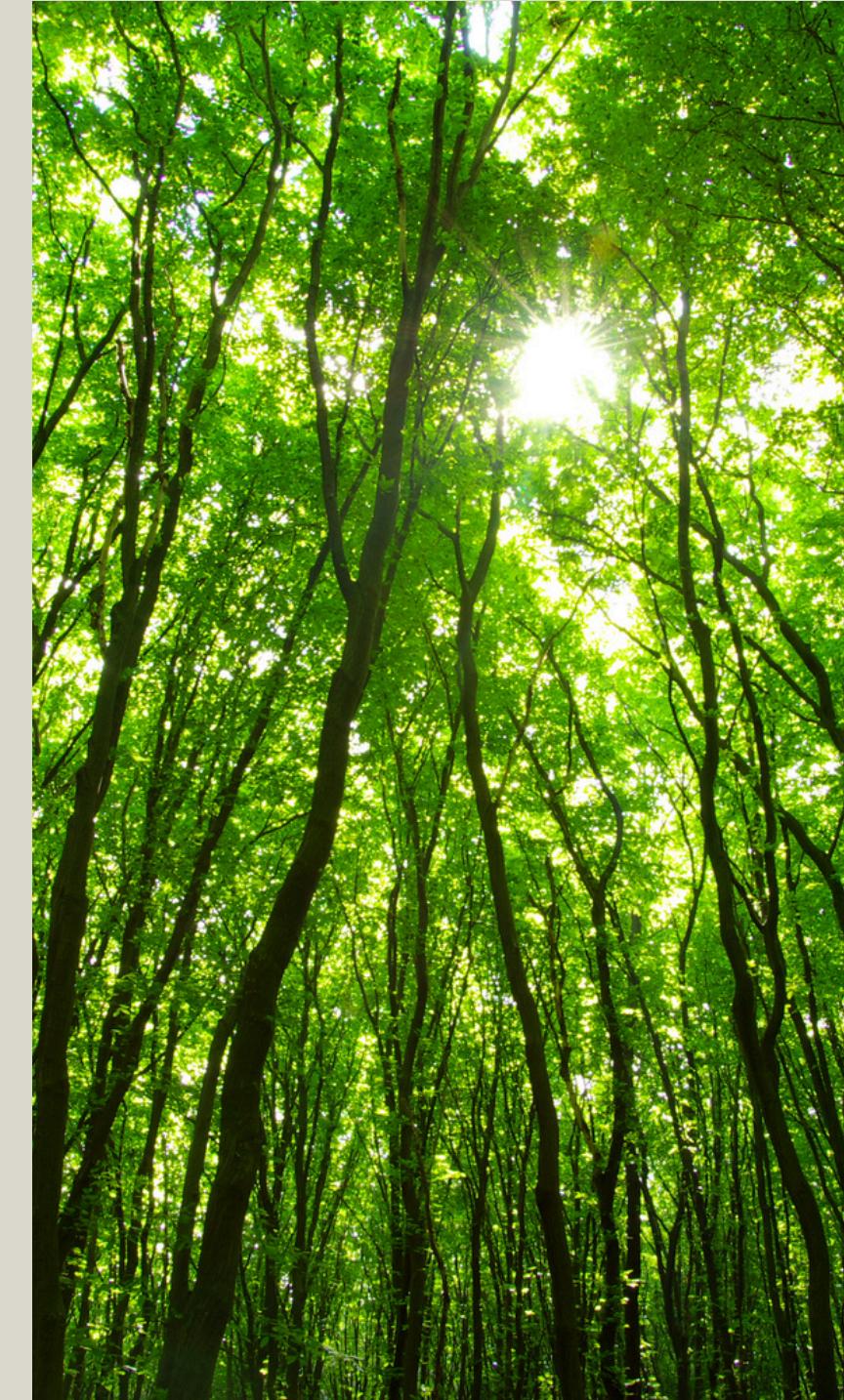


COMMITTEE MEMBERS



Cathy Davies
Rebecca Ditmore
Peggy Eichenburger
Stephen Holland
Melanie Roth (vestry liason)
Pat Todd
Roger Vielbig
Lauren Walsh (editor)

David Bishop, diocesan liason





METHODS AND PROCESS

Holy Cow Church Assessment Tool

Small Group Sessions

Updated Ministry Descriptions

Identified ministries within the church and reached out to the leaders to help provide or update descriptions

Write the Profile Document

Update Website



SURVEY RESULTS

Open during the month of October

190 active “members” invited to take
the survey by email link

151 surveys completed



PERFORMANCE INDICES*



- High Morale
- High Hospitality
- Average Spiritual Vitality
- Low Readiness to Ministry
- Very High Conflict Management
- Very High Satisfaction with the quality and content of worship and music
- No Critical Success Factors identified

*Compared to the other 2,800 churches who have taken this survey in the past 7 years

KEY INDICATORS OF CHURCH VITALITY

Satisfaction

65% agree: "On the whole, I am satisfied with how things are in our church."

Activities Outside of Worship

68% of respondents clearly agreed when asked if church activities outside of worship are meaningful. 28% were "on the fence" and 4% clearly disagreed.

Sense of Purpose

68% feel there is a compelling sense of purpose and energy and people here are not just going through the motions.

On the Fence

33% are "on the fence" about their feelings of satisfaction and 30% are "on the fence" in terms of their feeling of energy. One-third of the people are waiting to see what is going to happen before they state whether or not they are clearly energized or satisfied.

TRANSFORMATIONAL CONGREGATION

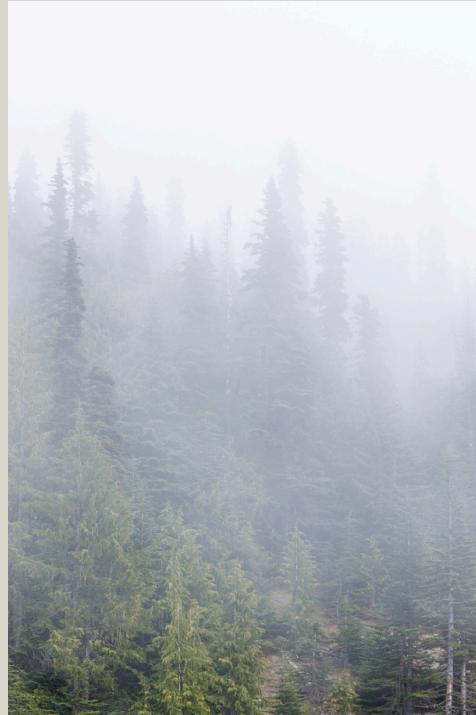
High Energy, High Satisfaction

Churches in this quadrant are sources of new meaning and purpose for their members, they may also serve as mentors to other churches.

Important to understand **why** we have stayed here so a future rector can amplify those strengths.

How to stay transformational: We are looking for a rector to walk alongside us and amplify pieces of what we already have within our community. Someone who wants to learn and encourage us to take future strategic risks.

We are NOT looking for a change agent to overhaul our parish.



PRIORITIES

Top Priorities

- Make necessary changes to attract families with children and youth to our church
- Develop and implement a comprehensive 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

Of Note

- Enlarge and improve the physical facilities of the church to expand or enhance our ministries
- Strengthen the pastoral response of the church in serving people with special needs
- Strengthen the process by which members are called and equipped for ministry and leadership

PRIORITIES

Younger Respondents (under 35)

- Want to look outward more
- Priorities
 - Develop ministries that work toward healing those broken by life circumstances
 - Work to renew and revitalize the community by building coalitions
 - Build relationships

CULTURE-PARACLETE



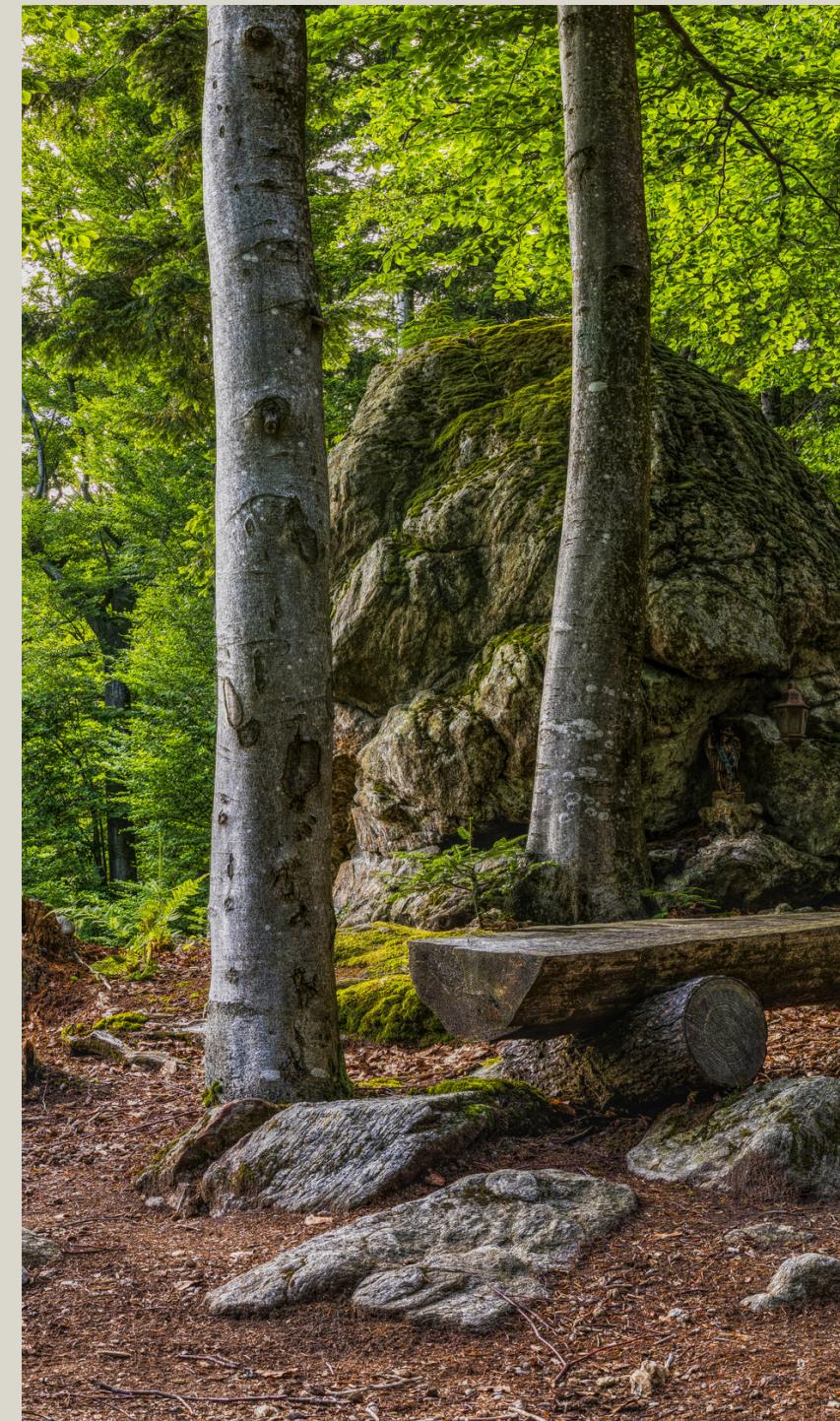
Theological Perspective = Progressive

Flexibility Style = Settled

We will lean into change only if it has a clear purpose.

Core Values:

- Hospitality
- Inclusiveness
- Spiritual practice
- Respecting each individual's unique spiritual journey while recognizing common spiritual patterns



TRANSITION



Committed to Stability and Involvement

Most respondents said they are not looking to attend another church during this time of transition

Most respondents said they are going to give about the same amount in charitable giving



SMALL GROUPS

Appreciative Inquiry format

Held in the library during September
and October

45 participants over 6 small group
sessions (approx $\frac{1}{3}$ of our weekly
attendance)

Facilitated by Profile Committee
members



THEMES



- Welcoming and Belonging
- Music as Spiritual Center
- Deep Community
- Spiritual Growth Through Participation
- Worship, Liturgy and Sacred Space
- Inclusion and Diversity
- Outreach

WHAT WE DO WELL

Welcoming and Belonging

- Universally highlighted strength.
- People, even those with diverse backgrounds, **feel seen and accepted**
- Pride in our **authentic, nonjudgemental, open-hearted spirit.**

Music as Spiritual Center

- **Music** is described as transformative, prayerful and foundational to worship.
- **Anglican musical tradition** and **organ** are defining strengths.
- The music brings people in and bridges generations and spiritual styles.

WHAT WE DO WELL

Deep Community

- Faith has deepened through ministry involvement.
- **Being invited** is key.
- Appreciation for **varied ways to grow spiritually**-- classes, contemplative prayer, artistic expression, service.

Worship, Liturgy, Sacred Space

- **Traditional liturgy** is deeply valued.
- Shared desire for depth, reference and authenticity in worship.
- The **beauty, ritual and architecture of the church** are cherished. Sanctuary described as “holy” and “filled with prayers and love.”

HOPES FOR THE FUTURE

Inclusion and Diversity

- Eagerness to **broaden age diversity**--especially attracting families.
- The hope is not necessarily for “bigger” but a church that is **vibrant, multi-generational and engaged**.

Organization and Participation

- Invitation and structure matter: people want ways to get involved that feel **accessible and sustainable**.
- Recognition that **some are overextended**.
- Calls for clearer communication.

Outreach

- Outreach as a **spiritual calling**, not just an activity.
- Desire to spread our presence outward.
- **Interfaith collaboration**, community service, affordable housing ideas, support for parents, partnerships with other churches.

OUR NEXT RECTOR



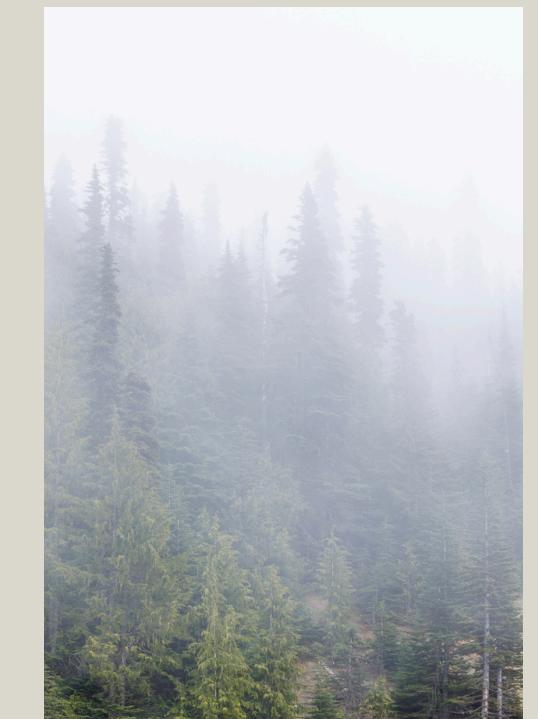
- Strong preaching and teaching
- Listening, compassionate presence and openness to differing views
- Support for lay leadership and empowerment of others
- Commitment to music and traditional liturgy
- Pastoral care, nurture individual growth
- Vision for community engagement

HOPE

Overall, the small group results echoed the survey results

Participants voiced gratitude for the community's spirit and steady community life even amid clergy transitions

There is a desire for innovation without losing tradition--to stay true to St. Barnabas' character while remaining open, evolving and alive.



THANK YOU
FOR YOUR
HELP!

QUESTIONS?