

The Caller

INSIDE

| | |
|------|--------------------------------|
| 3 | Discovery Team Update |
| | Confirmation Picture |
| 4 | Picnic Pictures |
| | Did You Know? |
| 5 | Parish Nurse |
| 6 —8 | Christian Education |
| | Adult Formation |
| 9 | Breaking Down Homelessness |
| | Event |
| 10 | Mission Trip 2011 |
| 11 | Susie Uhlik's Book Publication |
| 12 | Picture Page |
| 13 | June Memorials |
| | June Birthdays/Anniversaries |
| | June Scripture Readings |
| | Seasons of Life |
| 14 | June Calendar |
| 15 | June Sunday Ministries |
| | June LEV Schedule |
| 16 | Announcements |

LOGOI

We Have to Grow the Church!

Or as I hear it stated more often, "We have to get the right person in here who will grow the church." With this column I hope to offer some perspective on the realities and fallacies in that statement. Let me first ask whether a church in an ages old, fixed liturgical tradition *can* "grow" in the 21st Century. Studies show that mainline denominations have held steady for the last 40 years, not moving up or down too greatly in all that time. At Christ Church, average worship attendance has changed very little over the last 12 years, and since the Fall of 2010 membership has expanded by 4%. While not phenomenal, that's really not too bad in a culture that increasingly identifies as "non-affiliated" and that holds institutionalized religion at arm's length (a position recently reported as accounting for 27% of young adults). And a look at the demographic reports on Red Wing (for 2009) shows that of 2,817 households, 1,597 are families; by 2014, the number of children is projected to decline by 2%. Add to this that most young adults indicate that attending church twice a month at best is adequate for their needs. All of these factors mean that the pews are never again going to look like the 1950s-70s. (Unless we *want* to compete with the big-box entertainment palaces?)

So what about growth? And whose job is it anyway?

The following material on growth trends in The Episcopal Church is offered for your reflection on these issues. Read, mark, learn, inwardly digest, and then discuss with your fellow parishioners and leadership. Where do you see Christ Episcopal Church described here? What is cause for celebration? What are our challenges? Where you see a need, what action are you willing to take? (All data and comments are taken from *Episcopal Congregations Overview 2010*, a report written by C. Kirk Hadaway, Director of Research at the Episcopal Church Center in New York.)

First some basic statistics on Episcopal parishes and priests:

- Over half of Episcopal congregations are small, family-sized congregations where average worship attendance is 70 persons or less. The median Episcopal parish had 66 persons at Sunday worship in 2009. *CEC regularly has 25-30 in attendance at 8 a.m. and between 75 to 105 at 10 a.m. depending on season of the year and events.*
- The median Episcopal congregation had 160 active members in 2009. 69% report that over half of their members are age 50+. Statistically, the Episcopal Church tends to have fewer children, youth, and young adults than other denominations. *CEC reported 243 members on its active rolls for 2010, from infant to elder. Between 10 and 12% are children and youth.*
- 63% of Episcopal parishes have at least one full-time paid clergy. 31% are female.

Christ Episcopal Church

321 West Avenue, Red Wing, MN,
651-388-0411

Bishop: The Right Reverend Brian Prior

Interim Rector: The Rev. Dr. Theodore Allen
Park: salamander.park091@gmail.com

Director of PreK-12 Christian Formation:
Vicki Lambert:

christeducation@hotmail.com or
education@christchurchredwing.com

Child Care Coordinator: Shelby Miller

Treasurer: Buck Foot

finance@christchurchredwing.com

Administrative Assistant: Kathy Kolsrud:
office@christchurchredwing.com

Parish Operations Coordinator/Webmaster:
Pat Welke: admin@christchurchredwing.com

Music: JoAnne McNamara, Judy Falc

Custodians: Lottie Aslakson, Bud Gustafson:
sexton@christchurchredwing.com

Parish Nurse: Mary Heckman

Church Email: office@christchurchredwing.com

Website: christchurchredwing.com

Christ Church Vestry

Senior Warden: Sandra Richter

Junior Warden: Mary Kolderie

Mary Flueger (2011), Pat Koch (2011),

Arlene Beckwith (2011), Jon Danielson (2011),

Heather Flueger (2012), Dawna McMillen (2012),

Elaine Hoisington (2013), Darrell Johnson (2013),

Randy Johnson (2013)

Youth Rep: Grace Lambert (2011)

(Continued from page 1)

- The national median salary for all clergy in 2009 was \$67,820 before pension and benefits. The national median expenditure for all staff salaries and benefits was 51% of budget in 2010. Congregations averaging over 100 in Sunday attendance tend to spend slightly more. *CEC currently budgets 58.5% for staff expenses overall and is in line with the clergy median.*
- Clergy overall report spending "quite a bit" or "a great deal" of time on: planning and leading worship, teaching about the faith and the Bible, extending pastoral care, developing and promoting a vision and purpose, and attending administrative and committee meetings.
- Clergy report the least amount of time is spent on: dealing with conflict, engaging youth and young adults, evangelism and recruitment, and organizing and leading small groups.

Then here are some survey responses directly related to the issue of growth.

- Almost all congregations say they want to grow, but it takes intentionality and action for growth to occur, as well as action and the involvement of members. Congregations that develop a strategic plan that includes recruitment of members are more likely to grow than congregations that do not. Recruitment success results not just from official programs and events (although these can also be used effectively to attract non-members), but when "a lot" of members (not just a few on a committee) regularly promote the congregation and invite others to attend and join. Studies repeatedly show that the

primary way people first connect with a congregation is through a pre-existing relationship with someone who is already involved.

- Growing congregations strongly describe themselves as "spiritually vital and alive," as having a "strong mission and purpose," as being "moral beacons" in their communities, and as "willing to change to meet new challenges."
- Being a "close knit family," and "celebrating one's Episcopal heritage," while not overtly negative, are not factors linked to growth.
- Congregations that are "very liberal" are more likely to grow in attendance, followed by congregations that are "somewhat liberal" or "very conservative."
- More important than theological orientation is the religious character of the congregation and clarity of mission and purpose. Growing churches are clear about why they exist and about what they are to be doing – they pursue "purpose-driven growth." They do not grow because they have always been at the corner of Elm Street and Main. They do not grow because they focus on satisfying long-term members. They grow because they understand their reason for being and make sure they "stick to their knitting" – doing the things well that are essential to their lives as religious organizations.
- Growing congregations tend to describe the character of their worship as "joyful," "exciting," and "having a sense of expectancy." Descriptors that are actually negatively related to growth include "contemplative," "formal liturgy," and "predictable."
- Churches that offer services with "very different" styles of worship tend to be growing as opposed to churches whose worship services have little or no difference.

- Congregations that regularly involve children in speaking, reading, and performing in worship are more likely to experience significant growth.
- The first two years of a new priest's tenure tend to be the worst in terms of growth potential. This is not to say that a new priest cannot be a catalyst for rapid transformation of a parish (where such is intentionally sought) and subsequent growth. But more likely is growth over time, with the best years occurring in the 5th and 6th years of a priest's tenure.
- Apart from general competence as a priest, the characteristics most linked to growth are leadership rather than pastoral skills. The top five include (in descending order): generates enthusiasm, charismatic leader, has a clear vision for the congregation, knows how to get people to work together, knows how to get things done.

So...we have to grow the church. What does that mean for Christ Church, Red Wing? And whose job is it, really?
HmMMMM.

Theo+

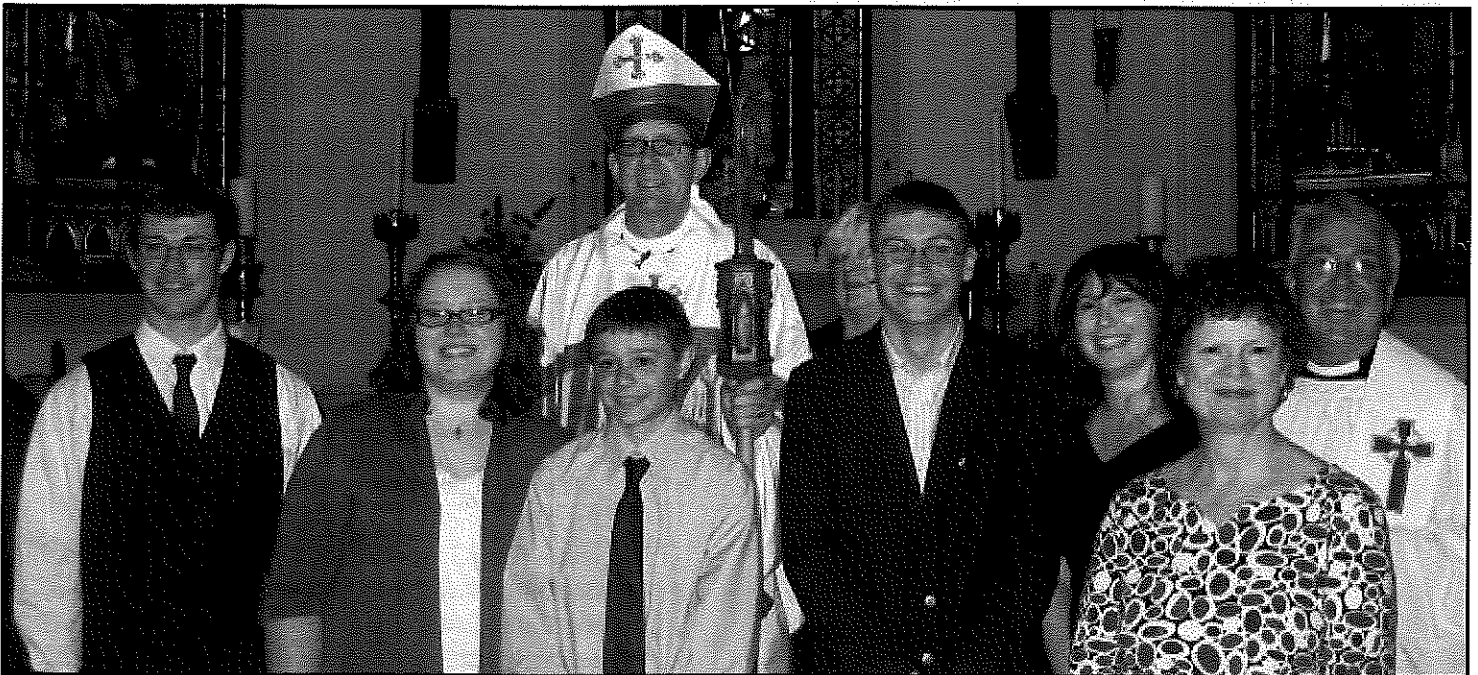
Discovery Team Update

We, the Discovery Team want YOU to join us on June 12!

I am sure you remember we were asked by our Vestry early in 2011 to begin the search process for a new Rector. We have asked questions of all parishioners, gathered input from everyone who responded, and we have consolidated the information into a document describing us, what we do, and what is important to us, telling of our hopes and dreams, and expressing qualities and characteristics we desire in our new leader. We will share what we have learned at the 8 a.m. and 10 a.m. services and will be available for coffee and conversation after each service.

We will end our morning with a potluck meal and cake—a perfect way to celebrate the completion of the Discovery document as we begin the season of Pentecost, filled with the Holy Spirit at the launch of the actual search process.

We look forward to seeing you -- all are welcome.



Confirmation 2011: Back Row: Bishop Prior, Dawna McMillen (reaffirmation of faith), Kris Blaney (Received), Fr. Theo
Front Row, Left to Right: Confirmands Preston Blaney, Grace Lambert, Mason Engnes, Cameron Koch, and Margaret (Peg) Sutherland (Received).