



Grace Episcopal Church

Diocese of Alabama

Dear members of Grace Church,

Thank you for participating in our parish survey. The Discernment Committee mailed 98 copies of the survey to parishioners, and 50 were returned. The committee is using the data collected to complete our parish profile. We will consider the results and comments as we seek a settled Rector for Grace Church.

We are pleased to share the survey results with you. "Raw" numbers as well as percentages are included with most responses. Comments are listed under numerous questions. In some cases, duplicate comments have been tallied with the total provided rather than listing multiple entries for the same response.

Once again, thank you for your valuable responses to our parish survey. We want to assure you that all decisions about our next Rector will be made prayerfully and with your input in mind.

Sincerely yours,

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GRACE EPISCOPAL CHURCH - PARISH SURVEY RESULTS - Fall, 2017

29 / 58%	Small church atmosphere	27 / 54%	Worship service/style
8 / 16%	Spiritual development		

5. How long does it take you to travel from your home to Grace?

8 / 17%	5 minutes or less	7 / 15%	21 - 30 minutes
12 / 26%	6 - 10 minutes	0 / 0%	Over 30 minutes
20 / 43%	11 - 20 minutes		

6. Have you contributed to Grace financially in the past year?

40 / 85% Yes
7 / 15% No

7. Have you made a pledge to Grace for the current fiscal year?

34 / 72% Yes
13 / 28% No

8. If you did not make a pledge for the current fiscal year, why?

- Still a student
- I was not here during the pledge campaign and just forgot to.
- I just pay cash every week.
- I don't pledge. I give as I get.
- Not a member. Just moved.
- My parents did.
- We could not pledge an amount because of our financial difficulties from when my husband lost his job.
- No money, no job
- Broke
- Concerned about parish stability

9. What is your gender?

18 / 40% Male
27 / 60% Female

10. What is your age?

1 / 2%	16 - 19	4 / 9%	40 - 49	16 / 35%	70 - 79
3 / 7%	20 - 29	5 / 11%	50 - 59	4 / 9%	80+
2 / 4%	30 - 39	11 / 24%	60 - 69		

11. What is the highest level of education you have completed?

3 / 6% High school
2 / 4% Trade or vocational school
19 / 40% College
23 / 49% Graduate or professional school

12. Which of the following best describes you?



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- 2 / 4% Currently seeking employment
- 13 / 27% Employed full-time
- 6 / 12% Employed part-time
- 5 / 10% Homemaker
- 21 / 43% Retired
- 2 / 4% Student

- Retired, but work 2 days a week

13. Do you or have you served in the military?

- 9 / 19% Yes
- 38 / 81% No

14. What is your marital status?

- 8 / 16% Single
- 34 / 69% Married
- 0 / 0% Life Partnered
- 4 / 8% Divorced
- 3 / 6% Widowed
- See no need for these questions

15. What is your household size?

- 67 / 85% Adults (age 18 or older)
- 3 / 4% Children ages 13-18
- 1 / 1% Children ages 6-12
- 8 / 10% Children ages 0-5
- See no need for these questions

16. What is your annual household income? (*“Prefer not to answer” responses not included in percentage calculations.*)

- 7 / 24% Under \$50,000
- 5 / 17% \$50,000 - \$99,999
- 9 / 31% \$100,000 - \$149,999
- 4 / 14% \$150,000 - \$249,999
- 4 / 14% \$250,000 or more
- 7 Prefer not to answer
- Some years, losses in others
- Fluctuates
- See no need for these questions

17. Which of the following, if any, do you actively use? (*Percentage is number of responses to each item divided by 50 total respondents.*)

- 46 / 92% Email
- 39 / 78% Text message
- 23 / 46% Facebook
- 11 / 22% Instagram
- 4 / 8% Snapchat
- 3 / 6% Twitter
- 2 / 4% None

18. Besides Grace, what other civic or charitable organizations have you served?

- AA Sponsorship
- Alabama Law Foundation
- Alabama Master Gardener Association
- Alabama Shakespeare Festival
- Alliance on Mental Illness
- American Refugee C
- Baptist Medical Center East
- Baptist South
- Big Brothers, Big Sisters
- Boy Scouts
- Cahaba Foundation
- CCMG



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- Chamber of Commerce
 - Children's Services
 - Christmas in April
 - ClefWorks
 - Cumberland Plateau
 - Diocese
 - East Montgomery Historical Society
 - Family One Place
 - Forever Wild Land Trust
 - Girl Scouts
 - HEART Club
 - Homeless Coalition
 - Hospice of Montgomery
 - Jubilee Community Center (3)
 - Junior League of Montgomery (3)
 - Leadership Montgomery (2)
 - Magic Moments
 - March of Dimes
 - Meals on Wheels
 - Medical AIDS Outreach
 - Medical Outreach
 - Montgomery Area Council on Aging (MACOA) (2)
 - Montgomery Area Nontraditional Equestrians (MANE) (2)
 - Montgomery Humane Society (2)
 - Montgomery Museum of Fine Arts
 - Montgomery Vacation Bible School (St. John's & Ascension)
 - National church
 - Outreach Ministries
 - Pike Road Civic Club
 - Pike Road Community Club Board
 - Planned Parenthood
 - Prefer not to answer (2)
 - Prison Outreach
 - Reading Is Fundamental (RIF)
 - Reality & Truth Ministries
 - Rebuilding Together (4)
 - Renaissance
 - Rotary Club
 - Service Dogs of Alabama
 - Southern Environmental Law Center
 - The Nature Conservancy
 - Toys for Tots
 - United Methodist Sunday School teacher
 - United Way (2)
 - Wellness Coalition
 - Women of Hope Breast Cancer Support Group
 - Woodland Methodist Choir
 - Woodland Methodist Women's Circle
 - YMCA
- Anyone who lives for a long time in one place winds up getting involved in a number of charitable endeavors.

The Life and Work of Grace

19. List the words that come to mind when you think about Grace Church.

- | | | |
|--------------------------|-----------------------------|-------------------------------------------------------------------|
| • Answers | • Close to God | • Formal ritual keeps me rather tense |
| • Avoid issues | • Comfortable (3) | • Friendliness |
| • Beautiful (10) | • Committed | • Friendly (4) |
| • Beautiful architecture | • Community (3) | • Friends (6) |
| • Beautiful gardens | • Community-oriented | • Fun activities like Tuesday dinner/ movie night and fundraisers |
| • Beauty | • Compassion | • Gardens (7) |
| • Book club | • Congenial | • Gentle |
| • Calm | • Crossroads | • Glow |
| • Careworn | • Earthly | • Godly (3) |
| • Caring (2) | • Education | • Good people (2) |
| • Casual | • Exhausted | • Haven |
| • Centering | • Faith (2) | • Healing |
| • Choir | • Faith | • Historic (2) |
| • Choir commitment | • Family (10) | • Holy |
| • Christian mysticism | • Fellowship (2) | • Holy Spirit (3) |
| • Christmas | • Financially irresponsible | |
| • Christmas service | | |
| • Church home | | |



GRACE EPISCOPAL CHURCH - PARISH SURVEY RESULTS - Fall, 2017

- Home (4)
- Home-like
- Imperfection
- Inclusive
- Inquiring people
- Inspiring
- Intellectual
- Interesting
- Intimate (2)
- Involved
- Kind
- Ladybugs
- Laughter
- Light
- Lord (2)
- Love (4)
- Lovely
- Loves like Jesus
- Lush
- Meditative
- Multicultural
- Music (3)
- Natural beauty as in nature and gardens
- Nature (2)
- Was this exercise suggested by the diocese?
- Nurturing
- Old-fashioned
- Open-minded
- Organic
- Parishioners not too stuffy
- Participation
- Pastoral (3)
- Peace (2)
- Peaceful (9)
- People
- Prayerful
- Precious
- Preserved history of church founds
- Pretty (2)
- Progressive
- Quaint
- Quiet (3)
- Religious and spiritual discussions
- Safe
- Sanctuary
- Sandra - organist
- Seen better days
- Self-sufficient
- Serene (2)
- Serenity (2)
- Simple
- Small (7)
- Small congregation is like large family
- Sorry
- Spiritual (6)
- Sweet
- Tradition
- Traditional (4)
- Traditional - worship
- Traditional music
- Transition
- Troubled
- Unfamiliar hymns
- Unique (2)
- Warm
- We do what we do best
- Welcoming (3)

20. How important to you is each of the following elements of the worship service?

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Current liturgical style of the Sunday service(s)	31 / 67%	12 / 26%	1 / 2%	2 / 4%
Traditional musical accompaniment (i.e., organ, choir)	27 / 57%	14 / 30%	3 / 6%	3 / 6%
Incorporating contemporary-style music into the worship service	3 / 3%	5 / 11%	33 / 70%	6 / 13%
Incorporating innovative liturgies (i.e., healing services, outdoor Eucharist, meditation services, etc.)	2 / 4%	12 / 26%	22 / 47%	11 / 23%

- Re: Incorporating innovative liturgies: Outdoor services
- Re: Incorporating contemporary-style music into the worship service: Against, do not like this
- Re: Incorporating innovative liturgies: Do not like this

21. What would you like our worship style to be?

- 6 / 13% More formal
- 5 / 11% Less formal



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34 / 76% Remain as it is now

22. Please tell us about the sermon content that would interest you most.

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Sermons that are personal and applicable to daily life	33 / 69%	12 / 25%	0 / 0%	3 / 6%
Biblical/lectionary-based sermons	22 / 47%	22 / 47%	3 / 6%	0 / 0%
Sermons about political or social issues	4 / 9%	10 / 22%	23 / 50%	9 / 20%
Charismatic/evangelical style of preaching	0 / 0%	2 / 4%	36 / 80%	7 / 16%
Incorporating children's sermons (on special occasions)	8 / 17%	24 / 51%	11 / 23%	4 / 9%

- Incorporating children's sermons: If we actually have children who would benefit from this because currently we do not.
- Intelligent sermons
- Regarding first three choices: All are fine - prefer a mix
- Re: Sermons about political or social issues: No!! not in church, strongly opposed
- Re: Charismatic/evangelical style of preaching: No
- Re: Incorporating children's sermons: No

23. Please rank your preference for Sunday worship (1 = most prefer, 7 = least prefer).

4th 8:00 a.m. service with music

3rd 8:00 a.m. service without music

1st 9:30 a.m. service with music

2nd 10:00 a.m. service with music

5th 10:00 a.m. service without music

7th Late afternoon/early evening service with music

6th Late afternoon/early evening service without music

- Re: 9:30 service with music: Would love for this to be year-round.

- Re: Late afternoon/evening: Depending on time

24. How important is each of the following fellowship components to you?

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Newcomers are made to feel welcome	42 / 91%	3 / 7%	0 / 0%	1 / 2%
Coffee and fellowship between services	27 / 60%	14 / 31%	3 / 7%	1 / 2%
Parish groups sponsor a variety of social activities	21 / 46%	19 / 41%	4 / 9%	2 / 4%
Small group gatherings	21 / 46%	20 / 43%	3 / 7%	2 / 4%
Rector attends fellowship activities	26 / 55%	11 / 23%	7 / 15%	3 / 6%



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- Re: Rector attends fellowship events: Depends on the event

25. Please choose **one** of the following statements regarding fellowship at Grace.

3 / 7% I prefer groups for Bible study/prayer/pastoral care.

12 / 27% I prefer groups for socials/fellowship.

30 / 67% I prefer a mix of these.

26. How important is it for Grace to offer the following Christian education choices to the members of our congregation?

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Adult Sunday school	14 / 30%	24 / 52%	4 / 9%	4 / 9%
Children's church (during church)	14 / 34%	16 / 39%	5 / 12%	6 / 15%
Children's Sunday school (after service)	12 / 29%	19 / 46%	4 / 10%	6 / 15%
Mid-week Bible study for adults	5 / 12%	16 / 38%	13 / 31%	8 / 19%

- Regarding children's options: One or the other - whatever works for parents

27. Please choose **one** of the following statements regarding Christian education at Grace.

11 / 22% I prefer education based on Biblical studies and traditions of the Episcopal church.

3 / 6% I prefer education based only on contemporary topics and issues.

29 / 59% I prefer a mix of these.

6 / 12% Christian education does not matter to me.

28. Please tell us how important the following are when describing the role of the rector in caring for our congregation.

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Counseling/guidance	26 / 57%	15 / 33%	3 / 7%	2 / 4%
Crisis ministry (family emergencies, illness, death, etc.)	41 / 87%	6 / 13%	0 / 0%	0 / 0%
Home visitation	13 / 28%	21 / 46%	9 / 20%	3 / 7%
Hospital/nursing home visitation	32 / 70%	13 / 28%	0 / 0%	1 / 2%

29. How important to you is each of the following outreach opportunities?

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Grace facilities/grounds are used by outside groups	9 / 21%	19 / 44%	11 / 26%	4 / 9%
Grace participates in food programs for the poor	33 / 43%	10 / 22%	1 / 2%	1 / 2%



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Grace provides aid for our local community	29 / 64%	15 / 33%	1 / 2%	0 / 0%
Grace provides aid for national efforts/ programs	3 / 7%	25 / 56%	13 / 29%	4 / 9%
Rector/parish is involved in diocesan programs	12 / 27%	23 / 52%	5 / 11%	4 / 9%
Rector/parish is involved with area Episcopal churches	16 / 36%	25 / 56%	2 / 4%	2 / 4%
Rector/parish is involved with local interdenominational groups (e.g., Kairos ministry)	6 / 13%	19 / 42%	14 / 31%	6 / 13%

30. How important to you is each of the following in the spiritual life of Grace?

	Very Important	Somewhat Important	Not Important	No Opinion or Neutral
Grace offers retreats and workshops	6 / 14%	20 / 45%	12 / 27%	6 / 14%
Ministries such as Cursillo and Daughters of the King are supported	9 / 20%	16 / 36%	10 / 23%	9 / 20%
Teaching series on spiritual life are available (e.g., Lenten series)	20 / 45%	18 / 41%	3 / 7%	3 / 7%

31. What I like most about Grace Church is:

- Affable atmosphere
- Beautiful buildings
- Beauty of grounds
- Casual atmosphere
- Christmas decorations
- Church community
- Close knit, sense of family
- Comfortable and friendly atmosphere
- Community of friends
- Dedication of core members
- Facilities
- Family atmosphere (2)
- Fellow parishioners
- Fellowship
- Friendliness
- Friendly people (3)
- Gardens (4)
- Good sermons
- Good, meaty sermons by interim rector.
- Grace Church
- Grounds (4)
- How intimate it is
- I have always felt welcome
- I love our outreach
- Intellectual atmosphere
- Interpersonal chemistry
- Intimate
- Intimate, casual feel
- It is a small, kind, Lord-focused church
- It is close
- Knowledgeable people who have intellectual curiosity
- Liturgy
- Lovely
- Lovely gardens
- Lovely grounds
- Makes me feel comfortable
- Music (2)
- Natural beauty
- Old-fashioned feel/atmosphere
- Peaceful
- People (6)
- Physical space and grounds



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- Proximity
- Quiet
- Rural
- Sense of community
- Small church (2)
- Small congregation
- Spiritual atmosphere
- Style of worship
- Thoughtfully prepared layman sermons.
- Tradition
- Traditional liturgy/music
- Ascension would be my next choice. Never St. John's.
- Quiet time before service, the members who reach out to other members, and the gardens. These all seem to reinforce spiritual connection.
- The people who attend. Basically, they are good people trying to understand religious issues. They are great to be associated with and learn from.
- Traditional worship in a beautiful setting
- Traditional worship service (2)
- Unique interests of the members
- Warm
- Welcoming
- Welcoming nature of parishioners
- Wonderful people
- Worshipping with friends and family in a beautiful setting

32. What I would like to see changed at Grace Church is:

- Offering programs to attract new members, especially families with children, while staying true to our traditions
- Two things: To see the community stabilize with a modest growth pattern of members like attend now and to see more young families with children.
- Need to grow by attracting more families with children
- More members, particularly families with non-adult children
- More people to support more programs and more financial support
- Modest growth in membership
- Larger and varied congregation to support the parish, its grounds, and ministries
- Active youth and children's programs
- Children's programs
- Youth programs
- More opportunities for children
- More activities for children
- More children's Christian education
- Sunday school for all
- More educational opportunities
- Bible studies
- More activities
- More inclusive
- More people involved in projects
- More team building. There is an obvious rift between some people at church.
- For us to try new things. People getting personal with each other. Wednesday supper. Open our grounds up a little more for weddings (example) and things to raise money for our church and to do more for our church.
- Increase community awareness of Grace
- Participation in Pike Road activities
- I would like to see gardens, grounds, and facilities all at top of form
- Restoration of Vickers Hall
- To be more financially responsible
- More organization, discipline, procedures predictable and reliable. Leadership
- Structure, more attendance, clear communication amongst parish
- People being more responsible when it comes to the use of Grace in terms of the property and assets like the kitchen, the hospitality supplies, etc.
- More attention to church members who are in need - any sort of need.



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- A full-time, accessible pastorate - permanence
- Parishioners learn to be more tolerant of clergy shortcomings and one another; stop personalizing every little mistake made by others. (No one is perfect.)
- One service on Sunday with music at 9:30 a.m.
- No more summer time change
- 8:00 a.m. service year-round
- Only one Sunday morning service with music
- Late evening service to attract more members
- Use Rite I as principal service, rather than Rite II
- Kneel rather than stand during prayers
- Less formal
- Bringing back the communion bread guild

33. I believe the most important immediate goal for Grace Church is:

- To find a suitable priest who will be a positive leader for our parish and who will start new programs to invigorate our involvement and attract more members.
- Good new rector
- Fill rector position
- Finding a rector who avoids experimentation
- Find a new rector (3)
- Rector (2)
- Find a permanent rector/priest (2)
- Choose a new rector that meshes with the congregation
- A settled rector or priest in charge
- Find a rector that fits
- Find a good match for rector
- Find a rector who is passionate about the place and the culture of Grace Church
- Attracting a rector who demonstrates enthusiasm/excitement for being at Grace
- Finding the right fit for a rector
- Two things: To see the community stabilize with a modest growth pattern of members like attend now and to see more young families with children. Of course, we need a determined rector with creative ideas and a passion for the call to make these two things happen.
- Increased membership appeal
- Attendance and membership growth
- Keep the members we have and grow in membership.
- Grow
- Growth for fiscal stability and sharing the word of God with others
- To attract more young families and singles
- Growth
- More members, particularly families with non-adult children
- Increase membership. Not sure how.
- Connecting with people and bringing younger families in. Packets for new military, etc.
- Getting a younger congregation
- A youth group - find a way to attract teens
- Programs for children/teenagers
- Friendliness of church members and the welcoming of new members
- Be kind to all members
- Be good to one another
- Unity/healing
- Getting over the past/moving on
- Ensure everyone feels he/she has a voice
- Open dialogue



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- Vestry members to answer questions
- More organization, discipline, procedures predictable and reliable. Leadership
- Building a solid financial plan
- Fix the sign (2)
- More signage!
- Community outreach

34. I believe the most important goal for Grace Church over the next five years is:

- Growing in size
- Have more people join
- Attendance and membership growth
- Build our ministry programs to get people interested in coming to Grace and being involved
- Rebuilding a base of younger members
- Increase in membership so we won't die
- Attract all ages to want to come to Grace
- Grow
- Growth for fiscal stability and sharing the word of God with others
- Maintain or grow the church
- To build the membership
- Maintaining/increasing membership
- Increase membership
- More members, particularly families with non-adult children
- Growth - especially young families
- Growth (2)
- 25% growth in membership
- Two things: To see the community stabilize with a modest growth pattern of members like attend now and to see more young families with children. Of course, we need a determined rector with creative ideas and a passion for the call to make these two things happen.
- Developing a children's/youth program to attract families with children
- Sustainable children's program. Young families won't stay without it.
- Keep members
- Keep from splitting away from Grace. So many have left Grace.
- Much like my hope for the Episcopal church as a whole - keep from tearing itself apart.
- Membership = financial stability
- Financial stability (2)
- To be financially responsible - savings account with restrictions
- More member participation and group interaction in special studies at the church at night = active = energy = appeal
- That a little change can be good. Raise money for our church and charities and to do more outreach to new members without losing ours.
- More fully embracing inreach, outreach, and growth
- Growth, outreach, inreach - especially when you don't see the people from earlier services.
- Increase outside ministries
- To become more involved in the Pike Road area. Start a tutor program or after school program with Georgia Washington (Middle School) at the church.
- To appeal to the town of Pike Road as the Episcopal church in the fastest growing community in the state!
- Encourage more parishioners
- Maintaining a parish. Build a strong parish that supports each other's efforts and is open to new/fresh opinions.



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- To maintain the recent accomplishments of the healing of the church (perhaps due to Father Bagay's respecting all members of the church)
- Move forward
- Work together
- Loving and serving one another
- More even distribution of labor
- Develop leadership for various ministries (more individuals involved)
- Protection of church traditions
- Finding ways to continue Christian values in the presence of social change

35. How would you characterize your position on religious issues?

14 / 31% Liberal

20 / 44% Moderate

11 / 24% Conservative

- The answer probably depends who is making the characterization and their views.

36. I am satisfied with the current direction of the diocese.

15 / 35% Agree

6 / 14% Disagree

22 / 51% Neutral

- Don't know the current direction of the diocese
- Feel I have no control on this issue

37. I am satisfied with the current direction of the national church.

13 / 31% Agree

14 / 33% Disagree

15 / 36% Neutral

- Often seems out of synch with many lay people in the church
- Tried to get ahead of national mood - bad for a church built on "tradition"
- Don't know
- Feel I have no control on this issue

Our Next Rector

38. Below is a list of professional areas in which you hope our new rector will lead our parish. (Percentages are the number of votes cast for each item divided by the total number of votes cast in response to the question, 292).

32 / 11% Administration - Ability to manage parish affairs and finances; has a clear plan for parish growth and progress

20 / 7% Christian Education - Ability to lead in the design and implementation of religious education for all ages

18 / 6% Community and Outreach - Inspires and enables the congregation to become aware of and involved in community needs; able to work with other denominations and groups

22 / 8% Diversity/Interpersonal Relations - Accepting and respectful of individual differences, including race, gender, sexual orientation, socioeconomic status, etc.

7 / 2% Evangelism - Ability to proclaim through word and action the gospel of Jesus Christ and to invite others into Christian fellowship

8 / 3% Innovation - Willing to explore new trends and develop new traditions

11 / 4% Lay Ministry - Ability to develop and support lay ministry and leadership

35 / 12% Pastoral Care - Ability to care for and counsel parishioners facing any type of crisis or difficult decision



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- 31 / 11% Sermons/Preaching - Ability to deliver clear sermons relevant to both the lectionary and people's lives
 - 16 / 5% Spiritual Guidance - Guides in the development of a deeper spiritual life
 - 12 / 4% Stewardship - Strong leader for bringing together time, talent, and resources; strong fundraiser
 - 18 / 6% Theology - Ability to communicate a comprehensive understanding of the Bible and Christian theology/history
 - 14 / 5% Visitation - Provides regular pastoral care through visiting church members in their homes, hospitals, nursing homes, etc.
 - 23 / 8% Worship Leadership - Planning and conducting worship services as a central event of the congregation
 - 25 / 9% Youth and Children's Ministry - Ability to attract and work with youth; grow children's and youth programs
- Should charisma be on the list?
 - Passion for the communicants at Grace and the role of Rector for Grace
 - Re: Diversity/Interpersonal Relations: I would hope this is a given in a priest
 - Re: Innovation: Innovative, but not trendy; believe we need new ideas to grow
 - Re: Youth and Children's Ministry: Very important, lacking at Grace (present time)

39. List three personal qualities you would like to see in the next rector of Grace.

- A worker bee
- Ability to be one of the crowd.
Does not hold himself above others.
- Ability to communicate
- Ability to listen (3)
- Able to appeal to people of all ages
- Able to connect with people
- Able to write and deliver inspiring sermons
- Administrator
- Agreeable
- Approachable (3)
- Articulate
- Bravery to have courage to launch us into the community
- Broad interest and intellect
- Caring (5)
- Charismatic (3)
- Clear communication skills (speaking and writing)
- Committed (2)
- Compassionate (4)
- Conservative
- Considerate
- Considerate of the views and values of the congregation
- Creativity in performing his role at Grace
- Decisive
- Devotion and effort to accomplish the role of rector
- Dynamic
- Educated
- Effective speaker
- Emotional maturity
- Empathetic (5)
- Energetic (2)
- Enlightened
- Enthusiastic (4)
- Experienced (2)
- Flexible (2)
- Forward-thinking
- Friendly (4)
- Good communication skills (2)
- Good interpersonal skills
- Good listener
- Good sermons
- Happy nature
- Hard to put into words but - for your laughter - more loopy goosy.
- Has interaction with Grace families
- High emotional IQ
- Honest (2)
- Humble
- Inclusive
- Industrious
- Intelligent (5)
- Keeps regular church office hours
- Kind (2)
- Leader (4)
- Love for his congregation
- Loves like Jesus
- Manager
- Mature (2)
- Open-minded (2)
- Out-going (4)



GRACE EPISCOPAL CHURCH - PARISH SURVEY RESULTS - Fall, 2017

- Passion for the people at Grace and the future of Grace
- Passionate
- Pastoral care
- Patience
- Personable
- Pragmatic
- Receptive/open
- Respect for Anglican traditions
- Responsible and accountable
- Sense of humor (4)
- Sincere
- Smart (2)
- Spiritual in a variety of ways
- These (patience, empathy, strength) will be essential for navigating all the various “personalities” that make up our Grace family.
- Strength
- Strong leader
- Strong spiritual leader
- Theologically moderate
- Theologically sound without a political agenda
- Trust
- Understanding (2)
- Warm (2)
- Well-educated
- Willing to stand his ground
- Willing to work long hours at times
- Willingness to help

40. The most important needs that I, personally, hope to have filled by our next rector are:
- Two things: To see the community stabilize with a modest growth pattern of members like attend now and to see more young families with children. Of course, we need a determined rector with creative ideas and a passion for the call to make these two things happen.
 - Grace Church and the people in the congregation mean a lot to our family, so I hope Grace will survive and prosper. Our church seems in an ideal location, but is usually the leadership and not the location that counts most.
 - Comfort that Grace will survive and thrive
 - Grow the congregation
 - Grow the congregation - but not too aggressively
 - Raise our community profile while keeping us family church
 - Spiritual guidance (2)
 - Teacher and spiritual leader
 - Inspirational worship leadership
 - Easy communication, adult study groups that explore meaning of teachings beyond the literal. Translate Jesus’ meaning to current application. Belief in inclusion counsel via sermons on our troubled times.
 - Keep traditional service and music. (2)
 - Restoration of more traditional service/liturgical forms
 - Bring back the bread
 - Bringing our church together
 - Hold our church together until the national leadership comes to its senses, and help us weather the storm if they don’t
 - A little modernization but still keeping some of the traditionalism.
 - Ability to accept our past, and lead us into a future that includes Episcopal growth
 - To provide unity in direction, interpersonal connection
 - Strong leadership
 - Inspirational leadership
 - Effective leadership
 - I would like to feel my church values my membership, my participation. That is not the case at this time. I would like the leadership of the rector to be inclusive.
 - Well informed decision making
 - Highly communicative
 - Clear direction
 - More order and organization and having more stuff for children to do.



GRACE EPISCOPAL CHURCH - PARISH SURVEY RESULTS - Fall, 2017

- Want to have a rector that doesn't mind rolling his sleeves up and along with the members
- Passionate about his/her work with the parish
- Rector's family needs to participate in Grace programs.
- Child ministries
- Provide children's religious education
- Fostering a family-friendly environment where my children feel a part of the church and begin their Christian journey
- More Christian education opportunities and worship experiences
- A sense of making people feel welcome
- Compassionate
- Christian man
- Spiritual
- Touching lives
- Honest
- Forthright
- Older rector for a part time job

41. Is there anything you would like to say about Grace Church to candidates for rector?

- (He or she) will have full support from all members.
- It is a wonderful place for a rector who is a minister with strong faith and good preaching and overall leadership skills.
- This is a challenge, but also a GREAT opportunity to do good!
- We have so much potential; we are very self-sufficient on the secular side.
- We are good people with great intentions and just need a little push in the right direction.
- Grace has a wonderful opportunity to provide a place for spiritual growth and a pastoral atmosphere for families, elderly, and singles. We just need a good leader to guide us.
- The gardens will draw you in. The people will make you want to stay. Would love to hear your ideas for growth.
- We are a small church that loves our size, but desperately needs and wants to grow.
- Please, help us expand. Congregation is aging. We need to attract and keep young members.
- There are some Grace parishioners who do not want Grace to grow. I believe it must grow or it will cease to exist because the congregation is aging and, as the prayer says, we need members who are able to "to the work you have given us to do, to love and serve you as faithful witnesses of Christ our Lord."
- You have good seed, good soil. Can you make it grow?
- By and large, Grace is a community of good people with inquiring minds that, with good leadership, will work and learn with you, although at different times different people may not agree with you on particular points and plans.
- We seem to have a love and sense of humor that helps us roll with the punches.
- If you can fit in and have the personality of a small historical church, you will be fine.
- The church and congregation are very stable. Don't make any changes until you get the lay of the land.
- Please do not arrive believing parish needs to be reformed.
- The rector needs to put God and the church first.
- We need a person committed to serving Grace and not someone who sees our church as a stepping stone to bigger, better things.
- He needs to be strong in his opinions.
- Keep current liturgical style.
- Keep traditional service and music.
- Have traditional music.



GRACE EPISCOPAL CHURCH - PARISH SURVEY RESULTS - Fall, 2017

- Have Sunday school class studying the Bible.
- It seems important for our next rector to want to live in the Pike Road area and be a part of the community.
- I don't mind homosexuals. I don't mind knowing, but I don't need to know.
- No real preference re: gender of rector. Woman is entirely ok for me.
- We are a small church. This is a part time position.
- I would like burial options; memorial wall, garden crematorial wall, etc.