

The Episcopal Diocese of Olympia

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# **A Comprehensive Strategic Review**

*Findings and Recommendations*

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Dede Moore, Bishop's Executive for Governance, did a masterful job in overseeing the administration of the variety of assessment instruments used and coordinating all the moving pieces for the focus groups. She also recorded a transcription of every focus group.

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The Comprehensive Strategic Review Team oversaw the entire process and provided an additional set of listening ears in the focus groups: George Anne Boyle, Barbara Fox, John Allen, Bob Jacobs, Jim Campbell, Marilyn Cornwell, Rebecca Clark, Rachel Taber-Hamilton, Marda Steedman Sanborn, Andrea McMillin, and Martin Yabroff.

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- Trinity Episcopal Church, Everett
- St. Paul Episcopal Church, Bellingham
- St. Antony Episcopal Church, Silverdale
- St. James Episcopal Church, Kent
- St. John Episcopal Church, Olympia
- Good Shepherd Episcopal Church, Vancouver

The level of participation by clergy, vestries, staff members, committee members, and members of congregations in this process has been extraordinary, breaking all records in the considerable experience of Holy Cow! Consulting. We appreciate the contribution and insight of each and every participant.

## **A Comprehensive Strategic Review Executive Summary**

The Diocese of Olympia has completed a comprehensive strategic review process in anticipation of a strategic planning effort in 2014. The review process engaged nearly 2,000 persons who provided input on their perspectives, experiences, and aspirations for the Diocese at the local, governance, and staff levels. This process did not review Diocesan facilities, staffing rationale, or functions and processes, nor their alignment to the current strategic priorities.

Respondents across the Diocese from every role indicate a high level of satisfaction and energy compared to a peer group of middle judicatories across the country. This suggests that the Diocese is positioned for strategic options that include growth, expansion, replication, and external impact. While members mention a variety of ways that congregations are contributing to the vitality of the Diocese, the most significant factors that emerge regarding the Diocese as a body are the leadership and vision of the current Bishop combined with Diocesan support to congregations.

There is a clear desire for the Diocese to build on these critical strengths and to focus additional energy on developing healthy, vital, growing congregations. Members also indicate that the church they envision will need to be significantly different from the current state. Key in their thinking is a church that is more diverse, younger, and welcoming. At the conceptual level, there is broad understanding that this will require a significant rethinking of what it means to be Episcopal churches in the region. Members respond positively to the assertion that a cultural shift will be required, a change process that goes much deeper than developing new programs. However, when they speak of how their congregations contribute to the vitality of the Diocese, programs are one of the words they most frequently use.

The organizational culture of the Diocese appears to be flexible and progressive with strengths in the capacity to reflect, advocate, explore, and include. However, members may be challenged in their ability to anticipate the emotional and spiritual impact of the changes they imagine. Church members in denominational systems across the country share a common vision for the congregations they desire in their future. Embracing a set of strategic values, rewards, and penalties, and the adoption of fresh tactics and practices is what that they find most daunting.

For a cultural shift to be realized, communication will be critical to the enterprise. This communication system will not only need to be two-way, it will need to be horizontal as well as vertical, that is, connecting congregations to one another for the sharing of best practices and organizational learning. In addition, communication will need to be multi-channeled, face to face, face to group, print, and digital. The Diocese has made significant strides in this direction with its video sites, but members indicate that a reliable and comprehensive communication system is yet to be achieved.

Finally, the priorities articulated by respondents in the process are outcome-based. This will require a shift from process measurements, for example, descriptions of events and procedures, to outcome measurements, for example, changes in demographic data for church populations and changes in church climate. At present, the Diocese does not have a system of organization intelligence in place sufficient to support to an outcome-based strategic plan.

## A Comprehensive Strategic Review Process

The process that was used in this comprehensive strategic review included the following elements:

- An interview of Bishop Rickel.
- A negotiation and clarification of the scope of the work at an onsite meeting on February 16, 2012, including the process of reporting out to the leadership team as well as at the annual convention. This process was designed as a strategic review in anticipation of a subsequent strategic planning process. Recommendations were developed to feed into that strategic work.
- The review of key historical and operational documents.
- Creation of a structure for the work which including online assessments and focus groups.
- Construction of a webpage on the consultant website with all key documents of the process.
- An initial assessment of governance team and staff perceptions using the *Leadership Clarity Assessment*<sup>®</sup>. This is a standard instrument designed to be used with the leaders of churches and governing bodies in order to assess the clarity and accuracy of their estimates regarding the perspectives, experiences, and aspirations of the people they lead.
- Customization and administration of three instruments (1) *Portal*<sup>®</sup>/*Landscape*<sup>®</sup> - a survey of Vestry members, clergy (active and retired), staff, and members of Diocesan committees, boards, teams, etc. (2) *Pulse*<sup>®</sup> - a survey of staff members, and (3) *FocalPoints*<sup>®</sup> - an instrument designed to assess the function of governance teams, including their relationship with their executive leader. These are standard, benchmarked, customizable instruments designed to collect statistically reliable information regarding the perspectives, experiences, and aspirations of persons in a particular audience.
- Generation of written reports with an analysis of the information provided by each survey instrument.
- An oral presentation of all survey results with leadership team on April 24, 2012.
- Design and administration of a listening process that included over 113 persons in 8 sessions at different locations. Listening sessions were conducted over the period May 6 – 9, 2012.
- A synthesis of all data into this final report with a set of findings and recommendations.
- An oral presentation of the final report to the leadership team on September 11, 2012.
- A presentation to the Annual Convention on November 9 – 10, 2012.

## A Comprehensive Strategic Review Findings

The following findings were generated through an integration of several data streams that are denoted in the text by the following designations:

- Leadership Clarity Check<sup>®</sup> – [LCC]
- Landscape<sup>®</sup> – [L] Diocesan-wide assessment
- Pulse<sup>®</sup> - [P] Pulse<sup>®</sup> Staff climate assessment
- FocalPoints<sup>®</sup> - [FP] Governance team assessment
- Focus group input – [FG]

The above documents can be accessed at [www.holycowconsulting.com/dioceseofolympia](http://www.holycowconsulting.com/dioceseofolympia).

A full, coded, line by line qualitative analysis of the focus group data lies outside the scope of work. However, all focus data was collected with the consultant facilitating and was subsequently reviewed several times. In addition, a word frequency analysis was conducted which counted the occurrence of words for each question posed. (Please see Appendix A.) Word frequencies are indicated in parenthesis following key words. For example (n) means that the previous word occurred “n” times in the focus group responses to the relevant question.

- Finding #1 The Diocese is currently in a *transformational strategic position* (on a scale that includes *chaotic, recovery, and static*) with high levels of satisfaction and energy, and a relatively low level of polarization compared with other regional associations. Strategies that are appropriate to organizations in this position include growth, expansion, replication, and increased external impact. [L] [FP]
- Finding #2 With regard to **trajectory**, trend data suggests that the current strength is the Diocese of relatively new in its recent history and is uniform across every level including Diocesan staff, governance team members, and local church leaders. [L] [P] [FP]
- Finding #3 The **organizational focus** is on leadership and vision as the major determinants of how people feel about the Diocese. These are also critical strengths<sup>1</sup> in the current level of vitality. Members of focus groups name Bishop Rickel most frequently (31) as the factor contributing to vitality expressed through focus, clarity, and goals (11), leadership (8), communication (8), and, honesty and transparency (3). [L] [FG] [FP]



Finding #4 Supporting congregations is another critical strength<sup>1</sup> of the Diocese which includes helping congregations adapt to societal trends, become more vital, navigate transitions, and cultivate financial giving. One significant way this strength is being expressed through the College for Congregational Development (4). [L] [FG]

Finding #5 With regard to **future** investment of energy, the top priorities indicated by leaders across the Diocese are focused on creating growing, vital disciples and congregations (12) which includes attention to churches that are struggling. This is envisioned as a church that will be significantly different (19), including more (37) youth and younger people (18), diversity (10), connecting (13), welcoming (9), and communication (5). The lowest priorities are focused on building support for and a higher level of trust in the Diocese. [L] [FG]

Note: Since 95% of surveyed churches indicate that reaching families with children and youth is their first or second priority, Finding #5 represents a continuation of the current Diocesan priority of reaching persons under 35 years of age.

Finding #6 The **organizational culture** of the Diocese is *adaptive-progressive* (on a scale that includes *adaptive-conservative*, *settled-conservative*, and *settled-progressive*). The typical strengths of this culture include curiosity, exploration, advocacy, articulation, conceptualization, analysis, innovation, and inclusiveness. The shadow side of this culture that frequently threatens the fulfillment of its vision typically includes difficulty establishing boundaries (who we are and what we will do in contrast to who we are not and what we will not do) and overreliance on intellectual processes to effect change. [L] [FG]

Finding #7 In response to the statement that *this vision will not be accomplished by a program, but by a complete cultural shift* members expressed some excitement (8). They quickly grasped that there was a difference (15) and that a cultural shift would involve significant change (18), though they described it in a variety of ways. There were a few acknowledgements of the challenges at this level of change such as feeling uncomfortable (2), fear (3), and pain (1). As evaluated by local church leaders and the governance team, the Diocese scores higher on flexibility than any other regional association in the database with typical flexibility scores among staff. Respondents indicate that a significant need for change remains. [L] [P] [FG]

Finding #8 In order to reach their communities, members indicate they will need to listen (9) to what people (29) need (26) and offer acceptance (11). A key idea, expressed in a great variety of ways, is that churches may be creating unintentional barriers for people and that the Diocese will need to learn how to connect the message and the traditions that express the message in ways that will relate to where people are. [FG]

- Finding #9 With regard to **organizational performance**, members identify communication as an area in need of improvement. This is expressed as a need for more (10) with a number of expressions that the current level of communication is not (12) meeting expectations. Developing better communication is the second priority of the staff, the fourth priority of the governance team and a driver of satisfaction across the Diocese. There were concerns expressed about not receiving the Voice (12). Members generally favored email (17) communication with specific appreciation regarding the Bishop's responsiveness to emails. A range of communication channels is envisioned that not only include emails, but also the website (11), videos (3) webinars (1), blogs (1), and social media (1). Staff members indicate that equipping them to make better use of technology is the change most likely to improve their effectiveness or quality of the work experience. Significant generational differences were expressed regarding expectations in the use of technology. [L] [P] [FP]
- Finding #10 Significant regional variations appear in responses which highlight different needs, different levels of connection to the other churches of the Diocese, and different levels of motivation to become engaged. [FP]
- Finding #11 Untapped potential appears as an opportunity at both the governance team level and across the Diocese. Clarifying expectations and leadership development are high priorities the governance team. 41% of respondents across the Diocese agree, to one degree or another, that they feel they have something to offer the Diocese but don't know how to give it. Extrapolated over the respondents to the survey alone this represents 750 persons. [L] [FP]
- Finding #12 There is significant support for a planning process subsequent to this review. Initiating a participatory planning process is the first priority for the governance team and the third priority for the staff. In spite of the fact that leadership and vision is a critical strength of the Diocese, only 16% of persons across the Diocese clearly agree that they know where the Diocese is headed and how it will get there, even though two thirds of them indicate they are moderately or very aware of the work of the Diocese. [L] [FP] [P]
- Finding #13 Climate assessment scores for the staff are in the average range, a fact that would be unremarkable were it not for more robust scores at other levels of the organization. Scores in the personal and professional development are very high. Potential areas for conversation include the application of policy and how the gifts and strengths of staff members are identified and built upon. Staff priorities for the future have been articulated in other findings. [P]
- Finding #14 Clarity of the leadership team regarding the perspectives, experiences, and aspirations of persons across the Diocese is very low, which is typical. The estimates of the leadership

team regarding key metrics such as the percentage of persons satisfied with the Diocese are off by a factor of 50%, which is also typical. It is reasonable to assume that any other group of 40 persons in the Diocese would be equally unclear regarding the perspectives of members as a whole. There is no systematic, sustained, comprehensive approach to collecting organizational intelligence<sup>2</sup> that is evident for either the Diocese or its congregations. Beyond tracking numbers of members and dollars, the leadership appears to have no way of knowing the extent to which it is achieving the goals suggested by these findings. [LCC]

<sup>1</sup>A critical strength is function of the Diocese which appears to be important to members in the pattern of their responses and also a function in which the Diocese scores high compared with other regional associations.

<sup>2</sup>Organizational intelligence is the collection of “count data”, that is information you can obtain by objectively counting people or things, combined with “witness data,” that is, information you can only obtain as people speak, either through symbol or narrative.

## Recommendations

Based upon the findings presented in the previous section, we present the following recommendations for consideration in subsequent planning processes.

- Recommendation #1      That the Diocese adopt as its fundamental purpose and unique expression of the Kingdom of God the creation of an array of ministries that support the development of healthy, vital, and growing congregations. In many cases, this will mean supporting and possibly expanding the good work of the College of Congregational Development. The actual wording of a purpose or mission *statement* is left to the creative gift of the Diocese.
- Recommendation #2      That the Diocese adopt a strategic vision that every church within its boundaries of every size and in every context will exhibit extraordinary signs of health and vitality as expressed through the perspectives, experiences, and aspirations of its people, and that the Diocese of Olympia will become a national leader in the renewal of the Episcopal church.
- Recommendation #3      That the leadership of the Diocese conduct an organizational audit to discern the current cultural markers in terms of critical ideas, vocabulary, values, rewards, and penalties that can be compared and contrasted with the strategic culture required to achieve the vision. People need to understand the required cultural shift in concrete terms that specify how each person can contribute to the realization of the vision.
- Recommendation #4      That the Diocese develop a standard methodology for assessing the vitality and relational networks of its congregations that can serve the following purposes:
- a. Provide the metrics that will enable the Diocese to gauge progress.
  - b. Provide the information that will help Vestries with planning and evaluation.
  - c. Help churches with succession planning
    - a. Transition management and bridging strategies
    - b. Search profile and critical leadership requirements
    - c. Rector start-up
  - d. Assist Rectors in the process of discerning whether to seek another call
  - e. Provide the basis for the visit of the Bishop to congregations
  - f. Provide an early warning system for churches with eroding vitality
  - g. Identify best practices and potential mentoring churches

- h. Clarify key issues for clustering churches
- i. Aggregate data from congregations to Inform the Diocese regarding its allocation of resources
- j. Provide a dashboard for the Diocese regarding its churches and their needs.

Recommendation #5 That the Diocese administer the *Portal*<sup>®</sup> /*Landscape*<sup>®</sup> in 2014 in order to document progress compared to its 2010 results and provide the information to update its plan.

Recommendation #6 That the Diocese administer the *Pulse*<sup>®</sup> in 2014 in order to document progress compared to its 2012 results.

Recommendation #7 That the Diocese administer *FocalPoints*<sup>®</sup> in 2013 in order to document progress compared to its 2012 results.

It is understood that these are to be considered in the context of a much larger process that will address environmental opportunities and threats, research and resource development, promotion of Diocesan services with congregations, delivery systems, evaluative processes and feedback loops, staffing rationale, and facility analysis.

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## **Appendix A**

*Focus Group Transcription with Word Counts*

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## Focus Group Transcription Word Frequency Counts

A transcription of the focus group sessions was generated by Dede Moore and included in a report that can be found at [www.holycowconsulting.com/diocesefolympia](http://www.holycowconsulting.com/diocesefolympia). What follows is a word frequency analysis that was generated in Excel. Since all characters and words with characters (such as a period following) are counted by the program as unique words, punctuation has been removed. It is to be understood that word frequencies are not an adequate substitute for a full qualitative analysis. However, they do provide some insight into themes where the cost of a full coded, line by line qualitative analysis is prohibitive. Also, the responses to questions with multiple parts have been combined in this analysis.

### **Question 1A - What are some ways your congregation has helped contribute to the current level of vitality within the diocese?**

St (47) Stephen, (3) Seattle (16) pay (3) our (11) assessment (2) on (49) time (3)

Christ (4) Church, (3) Seattle (16) focused (1) on (49) having (1) young (6) adult (2) ministry (3) Even (4) though (1) release (1) paid (1) minister (1) sustaining (1) with (20) unpaid (1) support (4) to (32) draw (1) in (55) young (6) adults (1)

St (47) Andrew, (5) Seattle (16) taken (2) on (49) responsibility (1) for (19) developing (2) program (11) at (50) previous (1) St (47) George (1) as (26) community (16) center (2) Environmental (1) ministry (3) very (10) vital (4)

Ascension, (2) Seattle (16) raising (1) money (1) for (19) Cathedral (3) in (55) Haiti (3) Gone (1) green (2) Several (2) serve (3) in (55) diocesan (12) positions (1)

St (47) Luke, (1) Seattle (16) coming (4) back, (1) not (6) being (2) over (4) extended, (1) back (5) to (32) the (32) core (1) of (29) worship (2) and (29) service (4) In (55) transition, (1) supply (1) clergy (3) see (2) vibrancy (1) and (29) don't (1) want (2) to (32) leave (1)

St (47) Mark's (2) Cathedral, (2) Seattle (16) Compline (2) bright (1) spot (1) at (50) the (32) Cathedral (3) Consistent (1) liturgy (1) accessible (1) to (32) young (6) people (8) without (3) requiring (1) a (62) lot; (1) receive (1) nourishment (1)

St (47) Clement, (2) Seattle (16) in (55) the (32) last (1) few (1) years (2) transformed (1) into (6) a (62) surprising (1) music (3) ministry (3) Compline (2) service (4) as (26) well (3) Music (3) teaching (1) and (29) children's (3) community (16) choir (1) Used (4) to (32) contribute (5) to (32) diocesan (12) committees; (1) in (55) transition (2) right (2) now (2)

Trinity, (2) Seattle (16) developed (2) an (42) arts (1) program (11) moving (2) from (9) music (3) to (32) theater, (1) including (1) children's (3) classes (2) this (3) summer (1) In (55) a (62) neighborhood (3) of (29) retirement (1) communities (3) built (1) membership (1) Arts (1) helps (2) show (1) who (2) we (12) are (14) to (32) people (8) not (6) normally (1) inside (1) our (11) church (13)

St (47) Mark's (2) Cathedral, (2) Seattle (16) sustainability (1) program, (1) green (2) faith (5) network, (1) diocesan (12) Wine (1) into (6) Water (1) pulling (1) wider (3) diocese (10) in (55) to (32) Cathedral (3)

Ascension, (2) Seattle (16) growth (1) of (29) interfaith (2) clergy (3) within (6) Magnolia (1) Interfaith (2) youth (1) group (5) Clergy (3) group (5) Encourage (3) each (11) other (6)

Trinity, (2) Seattle (16) outreach (5) annual (1) Martin (1) Luther (1) King (3) service; (1) Matthew (2) Shephard (1) sermon (1) Brings (2) in (55) a (62) lot (6) of (29) people (8) from (9) outside (3)

St (47) Stephen, (3) Seattle (16) Cloud (1) Nine (1) served (1) community (16) with (20) generous (1) giving (1) Generosity (2) in (55) the (32) neighborhood (3) Have (3) a (62) member (6) of (29) ERD (6) A (62) very (10) giving (1) heart (1)

St (47) Stephen, (3) Seattle (16) a (62) lot (6) happens (1) below (1) the (32) awareness (2) of (29) the (32) members (5) serve (3) as (26) a (62) busy (1) community (16) center (2)

St (47) Clement, (2) Seattle (16) number (2) of (29) diocesan (12) and (29) community (16) wide (4) events (2)

St (47) Paul, (5) Seattle (16) increased (2) number (2) of (29) services (1) by (3) two (6) four (1) each (11) Sunday (1) Community (16) meal (1) Increased (2) number (2) of (29) young (6) people (8) and (29) children (6)

St (47) Andrew, (5) Seattle (16) strong (2) program (11) for (19) young (6) people (8) and (29) teens (1) VBS (1) brings (2) in (55) a (62) lot (6) of (29) neighborhood (3) kids (2)

St (47) Thomas, (2) Medina (2) Volunteer (1) for (19) diocesan (12) committees (2)

St (47) Thomas, (2) Medina (2) Focus (3) on (49) newcomers (1) and (29) integrating (1) newcomers (1) into (6) roles (2) in (55) the (32) church; (1) small (3) group (5) development (3)

Good (3) Samaritan, (1) Sammamish (1) host (3) numerous (1) Godly (1) Play (1) trainings (2) throughout (1) year (4) State (2) of (29) the (32) art (11) facility (4) Host (3) Safeguarding (1) God's (1) Children (6) Paying (1) bills (1) for (19) the (32) third (1) year (4) in (55) a (62) row (3)

St (47) Michael (1) & (1) All (12) Angeles, (1) Issaquah (1) very (10) successful (1) visioning (1) process, (1) shared (1) with (20) other (6) congregations; (3) process (1) led (1) to (32) new (8) building (2)

Emmanuel, (2) Mercer (2) Island (3) just (2) finished (1) hosting (1) JYC (1) awesome (1) with (20) lots (1) of (29) kids (2) housed (1) by (3) congregation (13) members (5) Reengineering (1) music (3) program (11) not (6) without (3) conflict (1) but (6) contributed (3) energy (2)

Holy (4) Cross, (3) Redmond (3) Facebook (1) and (29) family (1) fun (1) and (29) missions (2)

Holy (4) Cross, (3) Redmond (3) very (10) involved (5) with (20) Cursillo (2) community (16)

St (47) Margaret, (2) Bellevue (6) broad (3) base (3) of (29) involvement (2) in (55) diocesan (12) activities (3) programs, (1) ministries, (2) commissions (1) New (8) rector (5) contributed (3) new (8) energy (2) and (29) connection (1) with (20) diocese; (1) host (3) diocesan (12) events (2)

Resurrection, (2) Bellevue (6) church (13) sharing (1) of (29) facilities; (1) share (5) with (20) two (6) different



(3) congregations; (3) taught (1) about (2) welcoming (2)

All (12) Saints, (2) Bellevue (6) have (3) a (62) FB (2) page (1) with (20) blog; (1) extensive (1) outreach (5) program (11) Two (6) candidates (1) for (19) holy (4) orders (1)

St (47) Margaret, (2) Bellevue (6) responded (1) back (5) to (32) what's (1) coming (4) from (9) the (32) diocese (10) Outreach (5) opportunities (1)

Resurrection, (2) Bellevue (6) celebrated (1) an (42) anniversary (1) and (29) covenants (1) with (20) other (6) faith (5) communities (3)

St (47) Clare, (1) Snoqualmie (1) quite (1) a (62) public (1) present (2) FB, (1) etc (2) Strong (2) presence (1) in (55) community (16) outreach (5) Young (6) families (1) from (9) a (62) building (2) boom (1)

All (12) Saints, (2) Bellevue (6) developed (2) a (62) culture (1) that (5) encourages (1) involvement (2) in (55) all (12) sorts (1) of (29) diocesan (12) activities (3)

Emmanuel, (2) Mercer (2) Island (3) increased (2) awareness (2) of (29) ERD (6) and (29) programs (4) nets (1) for (19) life, (1) Haiti, (2) etc (2)

Holy (4) Cross, (3) Redmond (3) Cursillo, (1) diocesan (12) wide (4) ministries, (2) EFM; (1) help (6) stay (1) connected (1) to (32) the (32) wider (3) community (16) Reaching (3) out (17) into (6) the (32) community (16) such (1) as (26) Habitat (1) for (19) Humanity (1)

St (47) John, (4) Kirkland (1) respond (2) to (32) what (5) the (32) diocese (10) asks; (1) looking (2) at (50) vision; (1) attending (2) classes (2) and (29) programs (4) offered (2) at (50) diocesan (12) level (3) When (1) hear (2) bishop (1) state (2) goals (1) trying (2) to (32) follow (1) that (5) as (26) guidelines, (1) particularly (1) reaching (3) 16 (1) 35 (1) year (4) olds (1) Step (7) outside (3) walls (1) and (29) reach (8) community (16)

St (47) Paul, (5) Mt (2) Vernon (1) participated (1) in (55) discernment (3) training; (1) useful (1) exercise (1) in (55) personal (1) and (29) congregational (3) development (3) Very (10) well (3) done (1) stewardship (3) discussions (1) very (10) frank (1) discussions (1) in (55) revealing (1) how (3) it (48) is (28) that (5) we (12) support (4) our (11) church (13) in (55) various (2) ways (2) not (6) just (2) financially; (1) helps (2) to (32) look (3) at (50) our (11) own (3) individual (1) roles (2) Part (7) of (29) cluster (1) share (5) priest (1) with (20) three (1) other (6) churches (3) requires (1) us (17) to (32) be (24) leaders (4) within (6) congregation; (1) encouragement (1) within (6) cluster (1)

Contributed (3) through (2) developing (2) capacity (1) for (19) discernment (3) and (29) work (7) around (2) generosity (2) and (29) stewardship; (2) stepping (1) up (11) to (32) provide (1) leadership (2)

Christ (4) Church, (3) Blaine (2) very (10) new (8) to (32) church (13) in (55) general (2) and (29) to (32) Blaine (2) Drew (6) in (55) new (8) person (3) attended (2) Backstage (1) at (50) the (32) Border (1) for (19) wider (3) community (16) Was (2) very (10) welcomed (1) but (6) not (6) pressured; (1) felt (1) warmth (1) Vitality (2) within (6) this (3) very (10) small (3) church (13) Ripples (1) in (55) a (62) pond (3) Absorbed (1) and (29) ready (2) to (32) step (7) out (17) in (55) wider (3) community (16)

St (47) Paul, (5) Bellingham (1) six (1) years (2) a (62) lot (6) of (29) good (3) communication (1) between (1) church (13) and (29) diocese (10) Rector (5) on (49) Diocesan (12) Council (2) Involved (5) with (20) stewardship; (2) attended (2) excellent (1) workshops (4) diocesan (12) and (29) TENS (2) Real (2) good (3)

positive (1) exchange (1) interpreting (1) and (29) sending (1) back (5) understanding (1) of (29) stewardship (3) as (26) abundance (1) Discernment (3) year (4) long (2) outreach (5) discernment (3) moving (2) to (32) next (1) stage (2) Exchange (1) with (20) College (1) for (19) Congregational (3) Development (3) several (2) participants (2) EFM (2) very (10) active (4) Members (5) attend (6) diocesan (12) meetings (1) different (3) levels (1) of (29) exchange (1) Open (1) minds (1) here (3) trying (2) to (32) understand (1) at (50) a (62) larger (1) level (3)

Christ (4) Church, (3) Blaine (2) looking (2) to (32) find (2) church (13) where (1) could (1) be (24) involved; (1) very (10) easy (1) at (50) Christ (4) Church (13) Something (1) particular (2) to (32) small (3) churches (3) that (5) large (2) churches (3) could (1) try (8) to (32) take (3) on (49) more (2) Very (10) community (16) oriented; (1) will (1) be (24) asked (1) to (32) be (24) involved (5) Active (4) in (55) the (32) community (16)

St (47) Antony, (2) Silverdale (2) going (3) to (32) convention, (2) workshops, (2) retreats, (1) offered; (1) taken (2) advantage (1) of (29) resources (1)

St (47) Bede, (1) Pt (5) Orchard (1) supportive (1) in (55) persons (1) representative (1) on (49) diocesan (12) governance (1) and (29) involved (5) in (55) the (32) diocese (10) Share (5) views (1) and (29) interaction; (1) say (1) in (55) what (5) is (28) going (3) on (49)

St (47) Antony, (2) Silverdale (2) share (5) activities (3) with (20) close (1) by (3) congregations; (3) joint (1) trainings (2) Opportunity (1) to (32) work (7) with (20) various (2) congregations (4) Lord's (1) Diner (1) feeding (1) program (11)

St (47) Andrew, (5) Pt (5) Angeles (3) video (1) conferencing (1) site (1) for (19) the (32) Peninsula (1) Used (4) for (19) programs (4) at (50) other (6) sites, (1) one (3) to (32) two (6) times (2) per (4) week (1) utilization (1) Commitment (1) to (32) make (2) the (32) space (1) available (1) to (32) any (1) participants (2) from (9) any (1) congregations (4) in (55) the (32) region (1)

St (47) Andrew, (5) Pt (5) Angeles (3) inwardly (1) directed (1) congregation, (1) happy (1) congregation, (1) self (1) validation (1) occurring, (1) high (1) degree (1) of (29) satisfaction (1) with (20) rector (5) (new), (1) momentum (1) going (3)

St (47) Paul, (5) Pt (5) Townsend (2) challenge (1) being (2) so (10) far (1) out, (1) not (6) sure (2) how (3) much (1) interaction, (1) attend (6) workshops, (2) convention; (1) feeling (1) about (2) own (3) congregation (13) spills (1) over (4) into (6) feeling (1) about (2) diocese (10)

Attending (2) convention, (2) workshops (4)

St (47) Paul, (5) Pt (5) Townsend (2) very (10) active (4) in (55) broader (2) community, (1) name (1) recognized (1) in (55) the (32) community, (1) interfaith (2) council (2) flourishing (1)

Growing (1) congregation (13)

St (47) Barnabas, (1) Bainbridge (1) Island (3) pay (3) assessment (2) and (29) attend (6) convention (4)

Support (4) diocesan (12) initiatives (1) Haiti, (2) action (4) in (55) the (32) world (1)

St (47) John, (4) Olympia (2) clergy (3) and (29) congregational (3) leaders (4) more (2) active (4) in (55) participation (1) beyond (2) the (32) congregation (13) based (2) on (49) change (3) in (55) climate (1) of (29)

the (32) diocese (10)

St (47) Andrew, (5) Aberdeen (1) came (1) alongside (1) churches (3) in (55) rural (1) area (1) and (29) helped (3) them (1) realize (1) they (1) are (14) vital (4) part (7) of (29) our (11) church (13) body (1)

St (47) Joseph (1) St (47) John, (4) Lakewood (1) This (3) little (1) church (13) wants (1) to (32) have (3) an (42) impact (1) on (49) the (32) members (5) and (29) the (32) community (16) Everything (1) we (12) do (5) comes (1) from (9) that (5) focus (3) and (29) mission (3) To (32) be (24) an (42) oasis (1) for (19) the (32) people (8) Live (1) into (6) that (5)

St (47) Benedict, (2) Lacey (2) inclusiveness; (1) try (8) to (32) include (1) a (62) broader (2) spectrum (1) of (29) people (8) even (4) beyond (2) Episcopal (1) groups (2) Offer (3) facility (4) for (19) worship (2) to (32) others (1)

St (47) Benedict, (2) Lacey (2) inclusive (2) of (29) a (62) variety (1) of (29) communities (3) within (6) the (32) church (13) population (1) cross (4) section (1) of (29) the (32) community (16) some (4) from (9) well (3) outside (3) Lacey (2) join (2) us (17)

St (47) Mark, (1) Montesano (1) Different (3) age (8) groups (2) all (12) of (29) us (17) are (14) out (17) there (1) reaching (3) out (17) finding (1) out (17) what (5) the (32) community (16) needs (1) and (29) bringing (1) it (48) back (5) to (32) the (32) church (13) to (32) see (2) what (5) we (12) can (2) do (5) The (32) whole (1) church (13) involved (5)

St (47) John, (4) Olympia (2) changes (1) around (2) Christian (1) formation; (1) changed (1) times (2) to (32) allow (1) for (19) adult (2) education (1) and (29) two (6) new (8) curriculum (1) for (19) children's (3) education (1)

St (47) Timothy, (2) Chehalis (2) first (1) female (1) rector (5) in (55) diocese (10)

Good (3) Shepherd, (1) Vancouver (1) helped (3) church (13) in (55) Battle (1) Ground (1) get (1) ready (2) for (19) a (62) new (8) rector (5)

St (47) Timothy, (2) Chehalis (2) Vestry (1) removed (1) portion (1) of (29) cash (1) from (9) DIF (4) and (29) donated (1) \$50,000 (1) to (32) greater (1) Chehalis (2) food (1) bank (1) for (19) new (8) facility (4)

St (47) Anne, (1) Washougal (1) had (1) younger (1) people (8) coming, (1) with (20) children, (1) welcoming (2) and (29) warm (2) without (3) facility; (1) stepped (1) out (17) on (49) faith (5) and (29) did (2) general (2) overhaul (1) of (29) facility; (1) ton (3) of (29) young (6) people (8) now (2) coming (4)

St (47) Matthew, (1) Castle (1) Rock (1) formed (2) a (62) second (1) TCM (1) circle (1) with (20) leadership (2) from (9) within (6) the (32) congregation (13)

**Question 1B - What are some of the factors across the diocese that have contributed to the current level of vitality?**

The (36) current (2) bishop (31) is (45) doing (1) a (74) really (1) good (3) job (2) of (29) communicating (1) the (36) goals (2) for (17) the (36) diocese (8)

Bishop's (3) book (1) studies (1) over (2) lent (2) have (7) contributed (2) gets (1) people (6) talking (1) about (7) a (74) common (2) theme (1) that (13) goes (1) across (4) congregations (9) and (29) facilitates (1) conversation (2) Gives (2) us (17) a (74) catalyst (1)

We've (3) seen (1) a (74) lot (1) of (29) new (8) clergy (4) leadership (7) Felt (2) like (3) a (74) generational (1) change (3) with (17) bishop (31) as (21) well (3) New (8) clergy (4) have (7) a (74) sense (3) they (2) are (13) going (1) to (38) be (22) at (47) this (4) for (17) a (74) while (1) Created (1) a (74) team (3) between (4) bishop (31) and (29) clergy (4) to (38) move (2) forward (3) in (55) a (74) deliberate (1) way (9) knowing (1) that (13) it (38) will (2) bear (1) fruit (2) over (2) time (2)

In (55) the (36) call (2) process (3) for (17) new (8) clergy (4) the (36) bishop (31) has (7) been (5) very (9) clear (4) they (2) are (13) helping (1) him (1) form (6) his (7) team (3) that (13) helps (3) to (38) bring (4) the (36) goals (2) to (38) fruition (1) Understand (1) are (13) part (6) of (29) his (7) team (3)

Bishop (31) has (7) brought (3) direct (3) honesty (2) about (7) what (5) is (45) working (4) or (38) not (5) working (4) without (2) blaming (1) or (38) setting (2) people (6) back (2) Allows (1) to (38) own (4) what (5) is (45) or (38) is (45) not (5) working (4) and (29) begin (1) to (38) transition (1) more (6) energy (2) into (3) what (5) is (45) working (4)

The (36) efforts (1) that (13) are (13) made (2) to (38) communicate (2) and (29) get (5) points (1) across (4) from (8) the (36) bishop (31) and (29) back (2) Very (9) clear (4) effort (2) for (17) two (2) way (9) communication (3) Return (1) path (1) survey (1) and (29) relationship (2) between (4) clergy (4) and (29) bishop (31) Active (1) communication (3) Know (6) each (6) other (7) Get (5) majority (1) of (29) news (1) and (29) information (4) through (3) electronics (2) internet (1) phone (1) don't (3) read (5) newsletter (1) or (38) bulletins (1) Not (5) getting (1) information (4) through (3) electronic (2) means (1) as (21) much (2) yet (1)

Direct (3) honesty (2) Like (3) the (36) way (9) we've (3) used (1) Indaba (1) groups (1) in (55) convention (1) so (13) easy (1) to (38) have (7) conventions (1) turn (2) into (3) arguments (1) Inviting (1) diocese (8) into (3) conversation (2) about (7) "how (1) we (15) can (3) make (1) this (4) better" (1) Working (4) with (17) struggling (1) congregations (9) With (17) congregations (9) not (5) paying (1) assessment (3) Indaba (1) provided (2) ownership (1) rather (2) than (2) top (2) down (3) edict (1) More (6) participatory (1) process (3) in (55) dealing (1) with (17) critical (1) issues (5)

It's (1) an (45) organization (2) thing (8) Not (5) haphazard (1) Answer (2) question (3) provide (3) input (1) then (1) see (4) action (2) Not (5) just (2) top (2) down (3) approach (1)

About (7) the (36) time (2) Bishop (31) Rickel (4) came (1) around (1) we (15) had (1) just (2) reached (1) a (74) place (1) of (29) exhaustion (1) and (29) frustration (1) Have (7) to (38) reach (3) that (13) point (2) where (1) want (1) to (38) change (3) had (1) reached (1) that (13) point (2) and (29) needed (1) something (3) different (3) Was (3) a (74) pre (3) readiness (1) for (17) change (3)

Best (1) thing (8) that (13) happened (1) to (38) this (4) church (5) was (3) that (13) the (36) number (1) of (29)

attendance (1) got (1) so (13) low (3) we (15) were (1) ready (2) to (38) welcome (1) anyone (1) who (2) walked (1) through (3) the (36) door (1)

Arrival (1) of (29) Bishop (31) Rickel (4) Brought (3) youth (2) and (29) vitality (3) and (29) reenergized (1) the (36) diocese (8)

Bishop (31) held (1) us (17) to (38) a (74) higher (1) standard (1) parochial (1) report (1) assessment (3) payment (1)

People (6) in (55) general (1) becoming (1) disillusioned (1) with (17) organized (1) religion (1) Episcopal (1) Church (5) keeping (1) up (9) with (17) the (36) changing (1) base (2) and (29) leading (1) on (58) social (2) issues (5)

Happy (1) to (38) learn (3) that (13) the (36) bishop (31) was (3) down (3) in (55) Olympia (2) and (29) being (4) public (1) and (29) visible (2) working (4) with (17) state (1) leadership (7) on (58) social (2) issues (5)

Bishop's (3) leadership (7) style (1) brings (2) vibrancy (1) looks (1) at (47) big (2) picture (1) assesses (1) impact (1) has (7) tolerance (1) In (55) 5 (1) years (1) holds (1) the (36) line (1) but (3) generosity (1) to (38) "try (1) it (38) " (2)

Took (1) on (58) George (1) at (47) request (1) of (29) the (36) bishop (31) Receive (2) support (3) financial (5) and (29) otherwise (1) Dreaming (1) a (74) new (8) presence (1)

Received (1) financial (5) and (29) consulting (1) support (3) that (13) has (7) been (5) helpful (1) Encouragement (1) for (17) congregations (9) to (38) try (3) new (8) things (2)

Establishment (1) of (29) the (36) College (4) for (17) Congregational (3) Development (4) (CCD) (1) participation (2) level (5) of (29) congregations (9)

Excellent (1) communication (3) from (8) the (36) bishop (31) Rate (3) at (47) which (1) he (45) responds (1) to (38) email (1)

Bishop (31) endeavors (1) to (38) be (22) transparent (1)

Appreciate (1) bishop (31) sharing (2) financial (5) pledge (1) information (4)

Staff (3) very (9) much (2) share (3) his (7) vision (3) feel (3) that (13) out (16) in (55) the (36) diocese (8) He's (2) built (1) a (74) team (3)

Standing (1) Committee/Diocesan (1) Council/boards (1) willingness (1) to (38) come (2) alongside (1) cooperative (1) effort (2)

Responsive (2) to (38) diocesan (7) leadership (7)

Bishop (31) Rickel (4) very (9) clearly (1) articulated (1) focus (3) areas (1) The (36) increased (1) focus (3) on (58) mission (2) opportunities (1) at (47) the (36) diocesan (7) level (5)

Bishop (31) immediate (1) response (1) to (38) issues (5) keeps (1) things (2) from (8) piling (1) up (9) College (4) for (17) Congregational (3) Development (4) evangelism (1) conference (1) pump (1) the (36) life (1) blood

(1) into (3) congregations (9) Reminders (1) of (29) what (5) we (15) already (1) know (6) Gives (2) a (74) toolbox (2)

Bishop (31) very (9) clear (4) communicator (1) and (29) highly (1) accessible (1) Bishop (31) shows (1) up (9) in (55) one (8) way (9) or (38) another (1) frequently (1) Helps (3) to (38) relate (1) directly (1) to (38) the (36) bishop (31)

Putting (1) congregations (9) in (55) touch (1) with (17) each (6) other (7) to (38) share (3) learning (2) sense (3) of (29) coming (2) together (1) to (38) work (6) toward (1) a (74) common (2) goal (3) rather (2) than (2) competition (1) Sharing (2) increases (1) sense (3) of (29) being (4) part (6) of (29) something (3) bigger (1)

Instituted (1) new (8) website (1) with (17) incredible (1) toolbox (2) attached (1) and (29) links (1) to (38) other (7) websites (1) to (38) help (7) you (6) out (16) Digital (1) resources (4)

Camp (3) Huston (2) and (29) St (33) Andrew's (1) House (2) beautiful (1) retreat (1) settings (1)

Diversification (1) each (6) of (29) the (36) different (3) congregations (9) has (7) something (3) different (3) to (38) offer (2) to (38) people (6) Diversity (1) is (45) encouraged (2)

MissionInsite (1) data (1) making (1) demographic (1) data (1) available (1) Purposely (1) trying (1) to (38) reflect (1) neighborhood (1)

Bishop's (3) transparency (1) on (58) financial (5) issues (5)

Involvement (2) of (29) the (36) hierarchy (1) in (55) day (2) to (38) day (2) running (1) of (29) the (36) diocese (8) Know (6) can (3) call (2) the (36) diocesan (7) office (2) with (17) needs (1) Engages (1) greater (1) participation (2) by (4) congregations (9) across (4) the (36) diocese (8)

Starting (1) long (3) term (1) commitment (2) campaign (1) aware (1) of (29) others (1) who (2) have (7) been (5) successful (1) independent (1) exchange (1) and (29) learning (2) from (8) other (7) parishes (1)

Modeling (1) of (29) the (36) openness (1) by (4) bishop (31) and (29) other (7) leaders (8) within (2) organization (2) Modeled (1) how (3) to (38) take (1) an (45) agenda (1) and (29) put (3) resources (4) to (38) it (38) Can (3) be (22) translated (1) to (38) congregation (15) level (5)

Bishop (31) very (9) good (3) listener (1) and (29) brings (2) out (16) useful (1) information (4) and (29) has (7) useful (1) answers (1) that (13) help (7) you (6) move (2) forward (3) Bishop (31) = (1) coach (1)

Bishop (31) Greg (17) responsible (1) for (17) 90% (1) of (29) vitality (3) transform (1) from (8) day (2) he (45) arrived (1) his (7) energy (2) commitment (2) ability (1) to (38) listen (2) challenge (1) get (5) us (17) involved (1) and (29) to (38) honor (1) involvement (2)

Bishop (31) Greg (17) lowering (1) the (36) assessment (3) churches (1) feel (3) less (1) of (29) a (74) financial (5) burden (1)

College (4) for (17) Cong (16) Development (4) benefits (1) are (13) a (74) two (2) way (9) street (1)

Camp (3) Huston (2) visit (1) by (4) camp (3) staff (3) to (38) talk (2) about (7) program (2)

Bishop (31) being (4) upfront (1) in (55) your (2) face (2) bishop (31) Responsive (2) to (38) everyone (1)

Felt (2) lonely (1) on (58) our (10) track (1) bishop (31) believed (1) in (55) us (17)

Diocesan (7) resources (4) for (17) all (6) kinds (1) of (29) advice (1)

Carl (1) Knirk (1) and (29) what (5) he (45) did (1) with (17) stewardship (2) brought (3) new (8) definition (1) with (17) the (36) bishop (31)

Does (1) HYC (1) and (29) JYC (1) incredibly (1) well (3)

Pleased (1) with (17) way (9) help (7) is (45) provided (2) during (1) the (36) search (1) process (3)

College (4) for (17) Congregational (3) Development (4) support (3) for (17) work (6) within (2) congregation (15)

Youth (2) programs (1)

Use (5) of (29) facility (1) to (38) reach (3) out (16) to (38) the (36) community (1)

Strong (2) relationship (2) between (4) bishop (31) clergy (4) and (29) laity (1) He (45) communicates (1) well (3) You (6) feel (3) like (3) he's (2) a (74) member (2) of (29) your (2) congregation (15) when (1) he's (2) there (1) like (3) he's (2) always (1) been (5) there (1) Personal (1) interaction (1)

Bishop (31) good (3) job (2) in (55) leadership (7) defining (1) vision (3) and (29) aligning (1) activities (2) with (17) vision (3)

Strong (2) sense (3) of (29) collaboration (1)

Diocese (8) completely (1) separate (1) from (8) spiritual (1) practice (1) and (29) congregation (15) read (5) Q (6) as (21) staff (3) at (47) Dhouse (1) Don't (1) know (6) and (29) don't (3) know (6) if (7) I (73) care (1)

Don't (3) know (6) what (5) we (15) don't (3) know (6)

Accessing (1) diocesan (7) resources (4) helps (3) made (2) people (6) think (1) about (7) possibilities (1) for (17) help (7) Leadership (7) of (29) parish (2) must (1) bring (4) this (4) forward (3) to (38) congregation (15)

Seeing (1) more (6) educational (1) offerings (1) aligned (1) with (17) vision (3)

Health (1) of (29) congregation (15) based (1) on (58) characteristics (1) of (29) members (1)

Local (2) focus (3) that (13) leads (1) to (38) a (74) variety (1) of (29) different (3) ways (3) of (29) being (4) church (5)

Experimental (1) in (55) looking (1) at (47) ways (3) to (38) do (11) church (5)

Encouraged (2) by (4) the (36) bishop (31) to (38) do (11) outreach (1)

We've (3) started (1) to (38) embrace (1) the (36) new (8) technologies (1)

Video (2) conferencing (2) center (2) here (3) in (55) Olympia (2) more (6) people (6) participate (1) without (2) long (3) drives (1)

Amount (1) and (29) focus (3) on (58) prayer (1) everything (1) starts (1) and (29) ends (1) with (17) prayer (1)

Bishop (31) Rickel (4) leadership (7) perspectives (1) and (29) questions (1) he (45) continues (1) to (38) raise (1)

Having (1) the (36) priest (1) and (29) congregations (9) share (3) and (29) interface (1) more (6) between (4) congregations (9) extension (1) of (29) the (36) family (1)

Communication (3) from (8) local (2) level (5) to (38) the (36) diocese (8) improved (1)

Working (4) with (17) regional (1) committees (1)

More (6) visible (2) of (29) diocesan (7) activities (2)

Embracing (1) electronics (2)

Seeking (1) out (16) information (4)

Video (2) conferencing (2) centers (1)

Very (9) intentional (1) prophetic (1) witness (1) unapologetic (1) about (7) lifting (1) up (9) voices (1) that (13) have (7) been (5) marginalized (1)

Emphasis (1) on (58) stewardship (2) from (8) bishop (31) and (29) through (3) stewardship (2) office (2)



**Question #2 Bishop Rickel noted that the survey results indicate a desire to make the “local a vibrant growing welcoming community ... to be disciples for Christ in this world ” If the diocesan leadership working with all congregations were able to achieve this how might this diocese look different three to five years from now**

Reflect (2) the (60) demographics (1) of (47) the (60) surrounding (1) area (4) age (14) race (2) diversity (4) of (47) community (22)

Larger (3) number (1) of (47) parishioners (1) Parishes (3) impacting (1) the (60) local (9) community (22)

More (37) diverse (5) worship (4) formats (1)

Getting (2) younger (10) families (2) into (8) the (60) church (21) might (3) need (9) different (16) facilities (2) than (6) we (37) have (13)

Less (4) Puget (1) Sound (1) centric (1) Bring (6) closer (2) together (2)

More (37) a (119) part (6) of (47) our (16) communities (2) More (37) engaged (3)

Creates (1) a (119) stronger (2) foundation (2) more (37) generational (3) as (29) families (2) grow (4)

Diocese (14) more (37) toward (2) a (119) resource (4) model (2) networking (1) connecting (2) human (1) and (51) financial (2) resources (2) for (30) local (9) management (1)

Connect (12) the (60) same (2) programs (3) across (4) churches (7) within (4) regions (1) Share (6) information (4) and (51) knowledge (2) Share (6) successes (1) Share (6) across (4) the (60) platform (1) of (47) ministry (2) types (1)

Big (3) rift (1) in (98) valley (1) new (9) housing (1) would (6) like (6) to (59) see (6) leadership (5) in (98) peacemaking (2) be (33) a (119) model (2)

Capacity (1) to (59) provide (3) leadership (5) in (98) peacemaking (2)

Figure (1) out (27) how (11) to (59) become (3) the (60) center (1) of (47) the (60) community (22)

Strengthening (1) the (60) local (9) with (26) horizontal (1) ties (8) diocese (14) as (29) shared (1) service (3) organization (1)

More (37) diverse (5) on (66) how (11) the (60) interaction (1) with (26) congregation (10) happens (1) More (37) diversity (4) in (98) the (60) aggregate (1) Sharing (2) of (47) faith (6) and (51) community (22) happens (1) more (37) than (6) just (5) being (8) in (98) the (60) pews (2) in (98) the (60) church (21) building (5) Go (14) out (27) more (37) Use (7) technology (3) more (37) With (26) transient (1) population (4) signal (1) acceptance (3) through (3) more (37) diverse (5) music (4) and (51) discussions (2) about (5) the (60) liturgy (5) Broader (1) That (15) we (37) don't (6) all (20) look (8) white (2) and (51) old (6) sitting (1) in (98) the (60) pews (2) Ethnicity (1) ages (4) languages (1)

Tribes (2) congregations (7) more (37) organized (1) like (6) tribes (2) Before (3) come (14) together (2) at (68) a (119) building (5) to (59) worship (4) and (51) then (5) go (14) back (2) to (59) lives (1) Tribes (2) gather (1) around (3) something (1) common (3) wherever (1) that (15) common (3) is (37) going (6) on (66) Part (6) of

(47) church (21) tribe (2) is (37) people (24) who (11) gather (1) to (59) work (8) in (98) areas (2) teachers (1) environment (1) etc (1) Connect (12) tribes (2) and (51) those (7) things (4) that (15) bring (6) us (32) alive (2) so (22) we (37) can (6) be (33) the (60) church (21) and (51) members (4) of (47) tribes (2) wherever (1) we (37) are (19) and (51) however (1) we (37) are (19)

We've (2) divided (1) by (4) denominations (3) through (3) disagreements (1) and (51) preferences (1) like (6) tribes (2) Very (3) good (2) at (68) being (8) a (119) welcoming (9) community (22) but (7) people (24) don't (6) know (5) it (71) In (98) order (1) to (59) grow (4) need (9) to (59) get (9) out (27) and (51) let (2) people (24) know (5) we (37) are (19) there (3) and (51) present (1) Need (9) to (59) be (33) attractive (4) to (59) others (5) of (47) different (16) faiths (1) Traditions (4) can (6) appear (1) foreign (1) and (51) cultic (1) to (59) the (60) unchurched (1) or (75) those (7) not (16) exposed (1) to (59) liturgical (1) churches (7) Don't (6) have (13) references (1) Doesn't (1) make (3) sense (2)

Become (3) more (37) effective (2) at (68) communicating (1) cross (8) culturally (1) and (51) cross (8) denomination (4)

Need (9) to (59) be (33) attractive (4) to (59) those (7) outside (2) Christian (4) church (21) and (51) to (59) others (5) within (4) Christian (4) church (21) in (98) other (12) denominations (3)

Able (5) to (59) form (8) alliances (1) and (51) partnerships (1) and (51) collaborations (1) with (26) non (3) religious (1) other (12) religious (1) and (51) community (22) groups (7) Everything (1) sacred (1) Participate (1) fully (1) in (98) the (60) world (6) with (26) anybody (1) Come (14) alive (2) Monday (1) Saturday (1) Partners (2) using (2) space (2) and (51) connecting (2) with (26) us (32)

More (37) creative (3) in (98) liturgy (5)

Very (3) different (16) in (98) terms (1) of (47) non (3) faith (6) based (1) liturgies (2) Often (1) new (9) people (24) don't (6) feel (3) welcome (2) around (3) other (12) traditions (4) of (47) the (60) church (21) that (15) so (22) and (51) so (22) has (1) already (1) led (3) not (16) room (1) for (30) change (5) there (3)

Welcoming (9) to (59) who (11) Welcome (2) to (59) do (23) the (60) things (4) we've (2) always (1) done (2) We (37) welcome (2) those (7) for (30) whom (1) the (60) social (4) circles (1) Where (6) does (2) interfaith (1) fit (1) Work (8) toward (2) interfaith (1) and (51) broadening (1) with (26) feeling (1) challenging (1)

Surprised (1) to (59) hear (1) we're (4) "white (1) and (51) old (6) " (3) Have (13) a (119) view (1) of (47) ourselves (3) as (29) being (8) young (13) but (7) for (30) those (7) coming (12) in (98) it's (1) still (2) not (16) young (13) Have (13) a (119) way (8) to (59) go (14) before (3) we (37) get (9) to (59) where (6) we (37) want (1) to (59) be (33)

Priority (1) 35 (1) and (51) under (4) upset (1) because (2) some (3) think (4) it (71) is (37) not (16) welcoming (9) to (59) older (4) folks (1) Need (9) to (59) reach (6) out (27) Like (6) Skype (1) somehow (2) Find (3) more (37) ways (5) to (59) share (6) more (37) information (4) in (98) creative (3) ways (5) Ashes (1) to (59) go (14) Ascension (1) to (59) go (14) Bounce (1) more (37) ideas (1) off (6) each (10) other (12) Get (9) passed (1) being (8) upset (1) about (5) inviting (1) people (24) in (98) who (11) look (8) different (16) than (6) us (32) Get (9) over (4) ourselves (3)

Full (2) pews (2) with (26) people (24) excited (1) about (5) building (5) the (60) church (21) into (8) a (119) new (9) generation (7)

It (71) starts (1) with (26) us (32) rather (1) than (6) top (1) down (2) See (6) what (6) is (37) being (8) done (2) in (98) local (9) congregation (10) and (51) then (5) rises (1) Connect (12) the (60) local (9) parishes (3) even (3) more (37) Create (2) a (119) nexus (1) to (59) share (6) information (4) on (66) vitality (1) in (98) local (9) areas (2) Learn (3) from (6) each (10) other (12) Diocesan (3) leadership (5) facilitate (1) connectedness (1)

Look (8) younger (10) ethnically (1) diverse (5) larger (3) out (27) in (98) the (60) community (22) doing (4) more (37) offering (2) creative (3) different (16) ways (5) to (59) worship (4) as (29) well (4) as (29) different (16) activities (2)

More (37) cross (8) connections (3) Have (13) Seattle (1) parishes (3) sponsor (3) lecture (1) series (1) and (51) bring (6) prominent (1) speakers (1) in (98) not (16) just (5) one (6) parish (4)

Richer (1) more (37) robust (1) set (4) of (47) connections (3) to (59) enable (1) to (59) do (23) more (37)

Having (3) more (37) community (22) events (2) and (51) providing (3) more (37) entry (1) points (1) for (30) people (24) to (59) connect (12) with (26) us (32)

More (37) engaged (3) at (68) a (119) public (1) level (3) with (26) broad (3) social (4) issues (4) Positive (1) message (2) in (98) press (2)

A (119) lot (8) of (47) disenfranchised (1) leaders (6) in (98) other (12) denominations (3) and (51) faith (6) traditions (4) who (11) have (13) come (14) away (1) from (6) those (7) places (1) and (51) are (19) in (98) a (119) place (3) of (47) healing (1) and (51) that (15) may (2) be (33) going (6) on (66) for (30) several (1) years (4) A (119) quiet (1) in (98) between (3) breathing (1) space (2) Coming (12) to (59) the (60) Episcopal (3) Church (21) with (26) a (119) solid (1) rooted (1) liturgy (5) Brings (1) in (98) a (119) lot (8) of (47) the (60) energy (1) and (51) we'll (2) continue (2) to (59) grow (4) as (29) long (1) as (29) we (37) continue (2) to (59) be (33) that (15) place (3) of (47) healing (1) for (30) people (24)

Bishop (2) focused (1) on (66) getting (2) "ducks (1) in (98) a (119) row (9) " (3) Stability (1) being (8) reflected (1) Humor (1) at (68) convention (1) That (15) in (98) place (3) we (37) can (6) shift (1) and (51) take (1) cost (1) load (1) off (6) structure (2) and (51) into (8) ministry (2)

Actively (1) involved (3) in (98) local (9) issues (4) throughout (1) diocese (14)

More (37) visible (2) action (3) Bearing (1) witness (1) and (51) attracting (1) others (5) to (59) the (60) cause (3)

See (6) more (37) diversity (4) of (47) age (14) and (51) inclusiveness (1) of (47) all (20) ages (4)

Greater (4) communication (2) between (3) congregations (7) and (51) overarching (1) sense (2) of (47) unity (22) across (4) the (60) diocese (14) Local (9) but (7) understanding (2) that (15) local (9) is (37) not (16) just (5) your (1) own (5) church (21) church (21) in (98) community (22) community (22) in (98) city (4) city (4) in (98) entire (1) diocese (14)

Church (21) of (47) introverts (1) by (4) nature (1) professional (1) intellectual (1) acceptance (3) and (51) making (3) that (15) attractive (4) to (59) a (119) younger (10) crowd (1) Not (16) just (5) zip (1) and (51) zing (1) but (7) well (4) thought (3) out (27) Christian (4) discipline (2) Translated (1) to (59) understand (3) experience (1) Commonality (1) can (6) enter (2) any (3) Episcopal (3) church (21) How (11) is (37) it (71)

translated (1) when (3) we (37) go (14) out (27) into (8) the (60) world (6)

Thought (3) out (27) communication (2)

Diocese (14) uses (1) resources (2) to (59) focus (3) pilot (1) projects (1) on (66) technology (3) and (51) inter (6) generational (3) programs (3)

How (11) can (6) we (37) be (33) disciples (2) to (59) the (60) greater (4) world (6) when (3) so (22) hard (1) to (59) get (9) one (6) person (2) to (59) change (5) mind (2) about (5) being (8) atheist (1) So (22) large (5) must (1) be (33) simple (1) solution (2) Thinking (1) about (5) the (60) individual (1) who (11) is (37) not (16) stepping (1) into (8) any (3) church (21) [find (1) a (119) way (8) to (59) tell (2) people (24) foundational (1) steps (1) from (6) non (3) belief (1) to (59) belief (1) Before (3) we (37) get (9) too (1) big (3) a (119) picture (1) of (47) what (6) we (37) expect (1) ] (1) Education (3) Website (1) may (2) start (2) at (68) too (1) high (3) a (119) level (3) assumes (1) too (1) much (3) initial (1) knowledge (2)

Churches (7) would (6) have (13) a (119) lot (8) more (37) members (4) if (21) we (37) were (2) as (29) welcoming (9) as (29) we (37) say (3) we (37) are (19)

Our (16) Sunday (2) attendance (2) would (6) look (8) totally (1) different (16) and (51) focus (3) on (66) buildings (2) would (6) look (8) totally (1) different (16) going (6) out (27) into (8) the (60) world (6) in (98) small (1) and (51) large (5) groups (7) for (30) service (3) In (98) partnership (2) with (26) others (5)

More (37) inclusive (5) of (47) all (20) people (24) different (16) groups (7)

Refuge (1) for (30) the (60) Roman (1) Catholics (1)

Wash (2) State/Snohomish (1) County (1) are (19) aging (1) 20% (1) of (47) population (4) in (98) this (2) area (4) Hispanics (1) biggest (1) minority (1) in (98) three (2) years (4) Need (9) to (59) be (33) inclusive (5) of (47) those (7) groups (7) Hispanic (1) and (51) older (4) adults (2)

Buildings (2) brought (2) up (12) to (59) snuff (1) to (59) accommodate (1) new (9) populations (1) Facilities (2) appropriately (1) aligned (1) to (59) mission (2)

Spend (2) a (119) lot (8) of (47) time (2) to (59) "sell" (1) people (24) Have (13) so (22) much (3) fun (1) and (51) get (9) so (22) much (3) out (27) of (47) it (71) people (24) will (7) come (14) Show (1) who (11) we (37) are (19) and (51) how (11) much (3) fun (1) we're (4) having (3) and (51) it (71) will (7) be (33) attractive (4)

Have (13) a (119) higher (1) profile (1) in (98) the (60) whole (3) state (2) as (29) a (119) place (3) that (15) is (37) available (1) for (30) agencies (1) of (47) social (4) service (3) think (4) early (1) on (66) to (59) ask (1) us (32) for (30) help (3)

Have (13) a (119) reputation (1) larger (3) than (6) our (16) actual (1) population (4)

Message (2) of (47) acceptance (3)

Not (16) terribly (1) different (16)

Whatever (1) we (37) do (23) know (5) we're (4) still (2) probably (1) going (6) to (59) be (33) lovely (1) warm (1) reaching (1) out (27) and (51) what (6) we (37) are (19) now (6)

Internally (1) not (16) going (6) to (59) feel (3) a (119) lot (8) different (16)

Perception (2) of (47) our (16) outside (2) parish (4) peers (1) would (6) be (33) vastly (1) different (16) More (37) activities (2) provided (1) (diocese (1) parish (4) mission) (1) the (60) more (37) chances (1) exist (1) for (30) our (16) presence (1) to (59) be (33) felt (1) in (98) the (60) community (22)

Continuing (1) to (59) do (23) what (6) we (37) do (23) the (60) overall (1) perception (2) of (47) the (60) Episcopal (3) Church (21) in (98) the (60) community (22) will (7) change (5)

Dynamic (2) community (22) of (47) congregation (10) won't (1) change (5)

Diocese (14) playing (1) a (119) greater (4) role (2) as (29) connector (1) and (51) resource (4)

If (21) facing (1) questions (1) connect (12) with (26) other (12) congregations (7) facing (1) same (2) questions (1) to (59) share (6) information (4)

Diocese (14) as (29) clearinghouse (1)

More (37) informal (1) groups (7) idea (2) of (47) home (1) churches (7) providing (3) internal (2) as (29) well (4) as (29) external (1) support (2)

The (60) diocese (14) coordinating (1) and (51) setting (1) up (12) annual (1) calendar (1) where (6) each (10) region (3) sponsors (2) an (66) effort (2) to (59) communicate (2) the (60) good (2) news (1) of (47) the (60) Gospel (1) in (98) that (15) year (5)

Diocese (14) sponsors (2) regional (1) events (2) for (30) the (60) whole (3) diocese (14)

More (37) input (1) from (6) community (22) members (4) to (59) diocesan (3) staff (1) multiplicity (1) of (47) voices (1) and (51) opinions (1) Offerings (1) would (6) then (5) be (33) more (37) relevant (1) to (59) the (60) local (9) more (37) support (2) and (51) change (5) in (98) tenor (1) of (47) the (60) conversation (1)

Experimenting (1) a (119) lot (8) more (37) with (26) ways (5) to (59) bring (6) people (24) into (8) the (60) church (21) outdoor (1) liturgies (2) alternative (1) liturgies (2) outreach (3) into (8) the (60) community (22) Outward (1) looking (1) Welcoming (9) aspect (1)

Diocese (14) doing (4) a (119) great (5) job (1) of (47) sharing (2) best (1) practices (1)

Diocese (14) younger (10) and (51) more (37) diverse (5)

Perhaps (1) financially (1) not (16) as (29) well (4) off (6)

Migration (1) from (6) other (12) parts (1) of (47) the (60) country (1) to (59) the (60) NW (1) dynamics (1) in (98) our (16) favor (1) for (30) opportunities (1)

More (37) diverse (5) race (2) age (14) sexual (1) orientation (1)

More (37) inter (6) church (21) relationships (1) connections (3) with (26) neighboring (1) and (51) cross (8) town (1) congregations (7)

More (37) aware (2) of (47) and (51) involved (3) in (98) meeting (1) the (60) community (22) needs (2)

More (37) active (6) politically (1)

Diversity (4) younger (10) cross (8) generational (3) teaching (1) of (47) traditions (4)

Celebratory (1)

Welcoming (9)

No (30) secret (1) handshake (1)

Traditional (1) can (6) be (33) not (16) as (29) welcoming (9)

Fault (1) lines/factions (1) within (4) congregations (7)

Have (13) competence (1) in (98) conflict (1) resolution (1)

Involved (3) in (98) youth (3) and (51) young (13) people (24)

Stronger (2) outreach (3) to (59) people (24) within (4) western (1) Washington (1) and (51) across (4) the (60) world (6)

Churches (7) in (98) which (2) what (6) we (37) do (23) aligns (1) much (3) more (37) closely (1) with (26) what (6) we (37) say (3)

Congregations (7) less (4) one (6) priest (1) per (9) congregation (10) clergy (1) clusters (1) to (59) connect (12) with (26) congregations (7) to (59) bring (6) in (98) both (1) color (1) and (51) variety (1)

Rich (2) vibrant (2) highly (1) resourced (1) culture (1) and (51) system (1) of (47) learning (1)

More (37) awareness (1) of (47) who (11) we (37) are (19) more (37) mindful (1) of (47) who (11) we (37) are (19) as (29) expressions (1) of (47) Christ's (1) love (3)

Changing (1) liturgy (5) and (51) music (4)

New (9) cultural (2) norm (1) build (6) structures (1) that (15) don't (6) revolve (1) around (3) a (119) particular (1) person (2) but (7) particular (1) roles (1)

Scary (2) question (3)

Trend (1) seen (1) in (98) last (1) 10 (1) 15 (1) years (4) is (37) that (15) religion (1) in (98) a (119) diocese (14) as (29) a (119) whole (3) is (37) shrinking (1) don't (6) see (6) young (13) people (24) in (98) here (11) we're (4) losing (1) that (15) newcomer (1) and (51) family (1) to (59) think (4) of (47) five (2) years (4) is (37) scary (2)

If (21) ability (3) to (59) reach (6) out (27) to (59) local (9) community (22) which (2) makes (1) us (32) known (1) to (59) the (60) local (9) have (13) to (59) keep (3) that (15) leadership (5) to (59) let (2) them (4) know (5) we (37) are (19) here (11) to (59) help (3) and (51) in (98) hopes (1) that (15) doing (4) that (15) help (3) you (16) somehow (2) recruit (1) new (9) members (4) to (59) seek (1) out (27) new (9) members (4)

Will (7) look (8) younger (10)

People (24) more (37) casually (1) engaged (3) with (26) the (60) church (21)

Less (4) boring (2) to (59) the (60) younger (10) generations (1)

Talking (1) at (68) the (60) level (3) needed (1) by (4) the (60) younger (10) less (4) educated (1)

Meet (3) people (24) where (6) they (2) are (19) and (51) be (33) able (5) to (59) communicate (2) with (26) them (4)

Lot (8) of (47) older (4) people (24) have (13) the (60) drive (1) and (51) trying (1) to (59) stay (1) vital (2) but (7) not (16) passing (1) down (2) to (59) the (60) younger (10) generation (7)

Need (9) understanding (2) of (47) the (60) challenges (1) of (47) different (16) age (14) groups (7)

Mentors (1) training (1) for (30) the (60) next (1) generation (7) to (59) meet (3) the (60) new (9) needs (2) of (47) the (60) community (22)

More (37) effective (2) in (98) relating (1) to (59) different (16) set (4) of (47) issues (4) being (8) brought (2) in (98) to (59) the (60) Christian (4) community (22)

Different (16) music (4) to (59) flow (1) with (26) different (16) groups (7)

Inclusive (5) of (47) all (20) ages (4)

Sister (1) Act (15) throw (3) open (3) doors (3) and (51) went (1) out (27) and (51) made (1) playground (1) for (30) kids (2)

Going (6) out (27) throwing (1) open (3) the (60) doors (3) and (51) then (5) people (24) will (7) come (14) in (98)

Different (16) time (2) schedules (1) that (15) work (8) with (26) schedules (1) of (47) people (24) in (98) the (60) communities (2) sports (1) on (66) Sunday (2) morning (1)

Throw (3) open (3) the (60) doors (3) Invite (1) in (98) for (30) free (1) dinners (1)

Different (16) avenues (1) to (59) help (3) people (24) of (47) all (20) ages (4) come (14) closer (2) to (59) the (60) ability (3) to (59) love (3) others (5) as (29) ourselves (3) workshops (1) discussions (2) inclusive (5) of (47) all (20) ages (4)

More (37) involvement (1) in (98) worship (4) by (4) children (1) and (51) youth (3)

Not (16) just (5) adults (2) working (3) with (26) youth (3) but (7) older (4) kids (2) and (51) youth (3) working (3) with (26) younger (10) kids (2) and (51) providing (3) education (3) on (66) why (1) we (37) do (23) things (4) when (3) and (51) how (11) we (37) do (23) them (4)

Greater (4) visibility (1)

Common (3) t (122) shirts (1) worn (1) in (98) social (4) outreach (3) programs (3)

Have (13) people (24) in (98) the (60) community (22) see (6) us (32) doing (4) things (4)

We'll (2) be (33) out (27) in (98) the (60) community (22) more (37) in (98) visible (2) ways (5) like (6) marching (1) in (98) parades (1)

Go (14) to (59) them (4)

Become (3) more (37) welcoming (9)

Learn (3) to (59) engage (4) people (24) as (29) they (2) come (14) in (98) to (59) our (16) churches (7)

Find (3) where (6) people (24) are (19) having (3) problems (1) and (51) issues (4) and (51) go (14) out (27) into (8) the (60) community (22)

Grassroots (1) efforts (1)

Don't (6) spend (2) 90% (1) of (47) work (8) week (1) in (98) office (1) most (1) of (47) work (8) is (37) off (6) campus (1)

Might (3) look (8) like (6) 1st (1) century (1) Christians (1) not (16) shy (1) about (5) evangelism (1) and (51) more (37) willing (1) to (59) share (6) our (16) faith (6)

What (6) we (37) do (23) speaks (1) a (119) lot (8) louder (1) than (6) what (6) we (37) say (3)

Our (16) liturgy (5) would (6) be (33) transformed (1) text (1) music (4) performance (1) of (47) the (60) rites/Eucharist (1) sermons (1) (who (1) and (51) how) (1)

More (37) electronic (1) navigation (1) across (4) and (51) between (3) the (60) churches (7) Continue (2) to (59) keep (3) up (12) with (26) the (60) technology (3)

We (37) will (7) feed (1) people (24) spiritually (1) consistent (1) attendance (2) because (2) there (3) is (37) a (119) reason (1) to (59) come (14)

Provide (3) food (1) for (30) thought (3) challenge (2) that (15) will (7) keep (3) me (34) coming (12) back (2)

Excellence (1) in (98) theological (1) education (3)

Grounding (1) in (98) spiritual (2) discipline (2)



**Question #3 Bishop Rickel indicated that achieving this vision will not be accomplished by a program but by a complete cultural shift a transfiguration What do you believe is the difference between a program and a complete cultural shift What are your reactions to the prospect of a cultural shift**

Difference (4) of (30) implementation (1) methods (1) goals (3) might (5) be (38) the (52) same (3) P (84) use (6) same (3) methods (1) as (23) before (2) CS (74) find (2) new (11) pathways (1) to (58) implement (1) the (52) changes (6) you (18) want (5) to (58) make (6) to (58) reach (2) the (52) goal (4) Church (13) websites (2) began (1) as (23) static (1) like (6) church (13) directory (1) in (80) order (1) to (58) engage (3) people (17) that (12) aren't (3) already (1) engaged (1) have (14) to (58) become (3) dynamic (1) something (16) new (11) each (3) time (7) they (3) come (12) to (58) the (52) page (1) Redefining (1) relationships (1) so (26) that (12) it's (4) not (13) just (2) who (10) you (18) see (6) and (43) speak (3) to (58) face (2) to (58) face (2) have (14)

Might (5) have (14) similar (1) goals (3) but (13) way (13) you (18) go (17) about (12) accomplishing (2) it (60) changes (6) Much (1) more (10) contextual (1)

Some (20) qualitative (1) shift (8) in (80) the (52) world (8) usually (1) is (34) transforming (1) people (17) who (10) live (2) by (11) old (5) rules (1) can't (3) change (17) or (56) won't (1) change (17) new (11) can't (3) see (6) what (19) the (52) old (5) was (2) With (20) CS (74) one (21) way (13) to (58) get (7) there (3) is (34) simply (2) by (11) privileging (1) the (52) new (11) and (43) masking (1) the (52) old (5) Do (32) not (13) invite (2) into (4) leadership (3) those (8) of (30) the (52) old (5) way (13) of (30) thinking (6) Power (1) and (43) engage (3) the (52) new (11) Perplexing (1) will (10) there (3) be (38) the (52) new (11) leadership (3) By (11) not (13) dis (4) empowering (1) old (5) not (13) room (3) for (22) the (52) new (11)

P (84) process (6) CS (74) just (2) happens (1) by (11) making (2) the (52) situations (1) available (1) a (97) life (6) style (3) available (1) Working (1) feeding (1) people (17) don't (6) feel (4) obligated (1) to (58) invite (2) them (7) to (58) the (52) church (13) want (5) them (7) to (58) see (6) what (19) I'm (1) gaining (1) from (12) this (4) and (43) might (5) be (38) interested (2) Their (4) choice (1)

Paradigm (2) shift (8) changing (6) how (19) I/we (1) think (10) about (12) interacting (1) and (43) welcoming (2) and (43) the (52) why (3) behind (1) it (60) Not (13) because (2) we (30) need (14) money (3) but (13) because (2) I (101) truly (1) believe (3) what (19) I (101) experience (4) in (80) community (5) and (43) am (25) so (26) grateful (1) for (22) it (60) I (101) really (3) want (5) to (58) share (4) it (60) To (58) be (38) grateful (1) and (43) go (17) out (27) to (58) make (6) disciples (2) out (27) of (30) a (97) sense (1) of (30) love (2) and (43) sharing (1)

P (84) something (16) I (101) have (14) every (6) intention (1) of (30) getting (2) out (27) of (30) at (47) some (20) point (2) CS (74) something (16) that (12) is (34) going (4) to (58) last (3) a (97) change (17) never (2) going (4) back (1) to (58) the (52) old (5) way (13) The (52) Big (2) Turnover (1) youth (1) led (1) ministry (1) Talk (5) about (12) incorporating (1) youth (1) and (43) college (1) into (4) the (52) church (13) and (43) into (4) the (52) process (6) of (30) church (13) Challenge (1) how (19) do (32) you (18) incorporate (1) ideas (1) into (4) the (52) Eucharist (1) since (1) it (60) is (34) so (26) specified (1) (priests (1) job (1) deacons (1) job (1) With (20) tech (2) and (43) reaching (1) young (3) people (17) websites (2) aren't (3) targeted (1) in (80)

Listen (1) to (58) things (6) that (12) aren't (3) inside (2) our (11) walls (1) yet (2) And (43) really (3) being (5) brave (1) Right (2) now (9) it (60) is (34) safe (3) inside (2) the (52) four (1) walls (1) but (13) ditch (1) the (52) Christian (3) baggage (1) outside (5) the (52) walls (1) Listen (1) particularly (1) to (58) people (17) who (10) have (14) been (3) hurt (2) and (43) aren't (3) showing (1) up (9) Don't (6) know (8) what (19) we (30) don't (6) know (8) CS (74) comes (3) when (2) we (30) listen (1) to (58) those (8) who (10) aren't (3) here (6) yet (2)

P (84) parameters (1) and (43) limits (1) CS (74) organic (1) How (19) quickly (2) does (5) one (21) expect (1) CS (74) to (58) happen (3) What (19) motivates (1) change (17) burning (1) platform (1) theory (1) motivated (1) by (11) the (52) urgent (1) What (19) we're (2) talking (2) about (12) may (3) take (12) a (97) little (1) more (10) time (7) doesn't (2) happen (3) quickly (2) Based (2) on (58) a (97) vision (2) and (43) articulating (1) vision (2) Excitement (3) What (19) instills (1) the (52) excitement (3) to (58) want (5) CS (74) More (10) visionary (1) what (19) are (22) we (30) excited (2) about (12)

P (84) maintain (1) status (1) quo (1) but (13) adding (1) new (11) activities (1) CS (74) take (12) the (52) time (7) to (58) think (10) about (12) core (5) values (4) and (43) then (4) have (14) programs (7) that (12) reflect (3) the (52) core (5) values (4) Don't (6) change (17) everything (2) but (13) focus (3) on (58) what (19) values (4) are (22) and (43) have (14) programs (7) based (2) on (58) that (12)

Looking (1) at (47) heart (1) potentially (1) making (2) shift (8) there (3)

Accomplished (2) by (11) a (97) program (13) management (2) initiatives (1) like (6) in (80) corporate (2) world (8) latest (1) and (43) greatest (1) that (12) will (10) change (17) thing (23) CS (74)

P (84) can (15) be (38) initiated (1) externally (2) CS (74) isn't (3) something (16) you (18) can (15) "fake (1) it (60) till (4) you (18) make (6) it" (1) you (18) have (14) to (58) believe (3)

Length (1) of (30) time (7) to (58) transition (1) people (17) really (3) able (5) to (58) speak (3) how (19) the (52) last (3) years (3) have (14) impacted (1) them (7) and (43) life (6) with (20) the (52) community (5) Three (1) years (3) in (80) depth (1) work (6) Speaks (1) to (58) people (17) coming (4) in (80) That (12) does (5) the (52) internal (4) cultural (2) shift (8) take (12) time (7) for (22) reflection (2) and (43) communication (2) with (20) each (3) other (4)

P (84) quick (3) CS (74) takes (3) time (7)

CS (74) potential (2) to (58) be (38) painful (1) and (43) potential (2) to (58) be (38) scary (2) P (84) comes (3) with (20) a (97) manual (1) CS (74) very (11) internal (4) and (43) then (4) manifested (1) in (80) our (11) behavior (2) at (47) church (13) and (43) in (80) communities (4) Might (5) have (14) to (58) sit (6) next (1) to (58) someone (3) we (30) might (5) never (2) have (14) thought (2) of (30) sitting (1) next (1) to (58)

We (30) think (10) P (84) what (19) can (15) we (30) add (2) CS (74) have (14) to (58) do (32) the (52) serious (1) thinking (6) about (12) what (19) we (30) can (15) let (4) go (17) let (4) die (2) so (26) something (16) new (11) can (15) come (12) in (80) its (3) place (6)

Creativity (1) out (27) of (30) difficult (1) place (6) can (15) think (10) about (12) things (6) very (11) differently (1) Good (3) about (12) how (19) it (60) has (4) been (3) done (4) but (13) look (4) at (47) how (19) to (58) let (4) it (60) grow (1) Great (2) opportunity (1) to (58) do (32) things (6) differently (1) Energy (1) from (12) thinking (6) about (12) things (6) radically (1) differently (1)

Rethink (1) why (3) we (30) spend (1) a (97) gorgeous (1) afternoon (1) in (80) a (97) room (3) what (19) is (34) so (26) exciting (2) about (12) Jesus (2) that (12) we (30) would (3) pay (1) that (12) cost (2) Own (8) that (12) Walk (2) it (60) Outside (5) world (8) is (34) dark (1) we (30) are (22) light (1) Be (38) Jesus (2) on (58) the (52) street (1) Core (5) of (30) Episcopal (1) Church (13) is (34) the (52) same (3) through (3) the (52) ages (1)

Worship (2) common (2) experience (4) needs (3) to (58) inform (1) the (52) CS (74) P (84) individual (1)

reactions (2) to (58) experience (4) in (80) worship (2) but (13) not (13) integrated (1)

P (84) temporary (2) project (2) or (56) focus (3) on (58) specific (1) goal (4) or (56) problem (1) CS (74) life (6) changing (6) event (1)

P (84) box (1) with (20) steps (2) to (58) an (70) end (4) CS (74) thinking (6) out (27) of (30) the (52) box (1) It's (4) going (4) to (58) shake (1) people (17) up (9) and (43) be (38) threatening (1) to (58) people (17)

Being (5) willing (1) to (58) make (6) mistakes (1) learn (4) from (12) them (7) and (43) be (38) vulnerable (1)

P (84) one (21) shot (1) deal (4) top (2) down (2) CS (74) more (10) comprehensive (1)

P (84) told (1) to (58) do (32) CS (74) we (30) want (5) to (58) do (32) take (12) ownership (2)

P (84) go (17) do (32) something (16) for (22) moments (1) tidy (1) looks (1) good (3) relieves (1) guilt (1) CS (74) moving (2) into (4) walking (1) our (11) talk (5) and (43) getting (2) fingernails (1) dirty (1) Moving (2) beyond (1) comfort (3) zone (1)

P (84) internally (1) driven (1) CS (74) externally (2) driven (1) Programs (7) for (22) us (16) because (2) we (30) have (14) an (70) interest (4) in (80) them (7) our (11) own (8) purpose (1) External (2) what's (1) coming (4) from (12) the (52) outside (5) and (43) changing (6) us (16)

CS (74) literally (1) meets (1) the (52) needs (3) of (30) people (17) who (10) are (22) hurting (1) and (43) need (14) a (97) place (6) to (58) express (3) their (4) faith (2) safe (3) place (6) Culture (6) will (10) change (17) whether (1) we (30) embody (3) it (60) or (56) not (13)

CS (74) require (3) an (70) education (1) deeper (1) than (9) P (84) can't (3) learn (4) on (58) the (52) fly (1) lots (1) of (30) ramifications (1) Helps (1) to (58) have (14) leadership (3) mentorship (1) asked (2) to (58) do (32) a (97) lot (3) of (30) things (6) that (12) make (6) you (18) uncomfortable (2)

P (84) can (15) be (38) quickly (2) enacted (1) CS (74) may (3) take (12) a (97) decade (1) to (58) happen (3)

P (84) produce (1) customary (1) pissing (1) and (43) moaning (1) CS (74) produce (1) active (1) hostile (1) opposition (1)

P (84) something (16) one (21) or (56) two (1) people (17) are (22) interested (2) in (80) CS (74) church (13) itself (1) goes (1) out (27) and (43) finds (1) something (16) totally (1) different (7) than (9) what (19) we (30) are (22) doing (4) today (2)

P (84) sounds (2) safe (3) CS (74) sounds (2) like (6) unknown (1) scary (2) requires (2) faith (2) and (43) trust (1) but (13) more (10) fundamental (2)

Feel (4) a (97) need (14) to (58) speak (3) in (80) defense (1) of (30) programs (7) CS (74) internal (4) affect (1) values (4) P (84) way (13) we (30) change (17) the (52) world (8) things (6) we (30) measure (1) and (43) figure (2) out (27) if (27) they (3) work (6) things (6) to (58) which (3) we (30) assign (1) money (3) Even (2) with (20) CS (74) will (10) have (14) programs (7) to (58) take (12) those (8) values (4) mechanisms (2) by (11) which (3) you (18) take (12) the (52) internal (4) values (4) out (27)

P (84) results (1) oriented (1) imposed (2) from (12) on (58) high (1) CS (74) may (3) not (13) necessarily (2)

know (8) the (52) outcome (2) during (1) the (52) process (6)

Learning (2) organization (2) necessary (2) for (22) CS (74) We'll (2) know (8) when (2) we're (2) there (3) when (2) the (52) diocese (3) isn't (3) considered (1) to (58) be (38) a (97) cost (2) center (1) but (13) is (34) considered (1) a (97) strategic (1) asset (1)

P (84) something (16) you (18) do (32) CS (74) something (16) that (12) you (18) are (22)

P (84) sounds (2) sterile (1) uninviting (1) narrow (1) inflexible (1) not (13) lot (3) of (30) room (3) to (58) vary (1) "recipe" (1) mechanical (1) CS (74) thinking (6) beliefs (2) lifestyle (2) all (17) encompassing (1) flexibility (1)

They (3) will (10) know (8) we (30) are (22) Christians (2) by (11) our (11) love (2) Who (10) we (30) are (22) influences (1) what (19) we (30) do (32) Embody (3) Christ (4) like (6) principles (1) be (38) Christ (4) like (6) in (80) action (3) Get (7) diverted (1) to (58) thinking (6) about (12) facility (1) and (43) structure (2) need (14) to (58) emphasize (1) what (19) we (30) can (15) do (32) out (27) in (80) the (52) world (8)

P (84) one (21) piece (1) CS (74) like (6) to (58) see (6) continued (1) awareness (1) of (30) the (52) excitement (3) of (30) Jesus (2) and (43) involvement (1) in (80) the (52) world (8) Allow (2) for (22) different (7) interpretations (1) of (30) Jesus (2) but (13) it (60) is (34) an (70) incarnation (1) CS (74) like (6) to (58) see (6) true (2) acceptance (2) of (30) democratization (1) of (30) the (52) church (13) and (43) shared (1) leadership (3) Moving (2) from (12) rich (1) old (5) guard (1) church (13) to (58) more (10) pedestrian (1) leadership (3) takes (3) place (6) among (2) those (8) with (20) fewer (1) resources (1) Still (3) very (11) rich (1) can (15) get (7) together (3) on (58) common (2) projects (1) Use (6) scientific (1) management (2) techniques (1) to (58) ... (1) understand (2) collaboration (1)

Feels (1) good (3) to (58) move (2) from (12) simply (2) administering (1) programs (7)

Learning (2) to (58) be (38) in (80) community (5) CS (74) Community (5) is (34) not (13) part (3) of (30) the (52) secular (1) community (5) now (9) rather (4) than (9) face (2) to (58) face (2)

We (30) need (14) a (97) CS (74) P (84) another (1) class (1) to (58) take (12) come (12) out (27) with (20) facts (1) no (22) follow (2) up (9) then (4) on (58) to (58) new (11) program (13) CS (74) more (10) long (2) term (3) Church (13) isn't (3) keeping (1) up (9) with (20) CS (74) in (80) society (1)

P (84) what (19) we (30) have (14) CS (74) what (19) we (30) don't (6) yet (2) have (14) Need (14) to (58) mean (2) something (16) to (58) the (52) community (5)

CS (74) all (17) the (52) programs (7) to (58) talk (5) about (12) issue (1) experience (4) is (34) the (52) CS (74) CS (74) brings (1) acceptance (2) changes (6) to (58) core (5) values (4)

P (84) steps (2) to (58) follow (2) way (13) it's (4) always (2) been (3) done (4) CS (74) guts (1) of (30) it (60) how (19) people (17) will (10) adapt (3) and (43) take (12) it (60) on (58) as (23) their (4) own (8)

CS (74) need (14) to (58) be (38) happy (2) inwardly (1) need (14) to (58) share (4) this (4) with (20) younger (2) people (17) and (43) show (3) them (7) the (52) way (13)

We'll (2) get (7) CS (74) we (30) need (14) through (3) fellowship (1) going (4) out (27) and (43) talking (2) with (20) people (17) in (80) community (5) mixing (1) communities (4)

P (84) church (13) or (56) organization (2) puts (1) on (58) CS (74) something (16) you (18) embody (3) take (12) on (58) have (14) ownership (2) of (30) and (43) evangelize (1) about (12)

CS (74) conversion (1) experience (4)

P (84) something (16) set (5) up (9) and (43) presented (1) CS (74) adapt (3) to (58) the (52) needs (3) and (43) changes (6) in (80) our (11) culture (6) daily (1) be (38) accepting (1) and (43) living (1) into (4) and (43) with (20) people (17)

Define (2) intervention (1) can (15) lead (5) to (58) a (97) CS (74)

Focus (3) CS (74) is (34) going (4) with (20) the (52) flow (2) Transformation (2) has (4) a (97) focal (1) point (2) and (43) you (18) stay (2) true (2) to (58) the (52) focal (1) point (2) and (43) stay (2) on (58) that (12) path (2) P (84) can (15) help (2) stay (2) focused (1) but (13) transformation (2) is (34) the (52) focus (3)

P (84) set (5) of (30) behaviors (1) don't (6) always (2) fit (1) the (52) same (3) way (13) CS (74) changing (6) the (52) way (13) you (18) interact (2) in (80) the (52) world (8) around (2) you (18)

P (84) is (34) an (70) outward (2) reflection (2) of (30) a (97) CS (74) which (3) is (34) inward (3) Seeing (2) how (19) diocese (3) would (3) communicate (1) a (97) CS (74) and (43) how (19) know (8) we (30) are (22) shifting (1) would (3) be (38) interesting (1) to (58) see (6)

P (84) activity (1) CS (74) is (34) the (52) result (2) CS (74) is (34) more (10) dramatic (1) in (80) accomplishing (2) something (16)

CS (74) core (5) values (4) P (84) things (6) to (58) engage (3) in (80) and (43) do (32) to (58) manifest (2) those (8) core (5) values (4) CS (74) how (19) welcoming (2) you (18) are (22) to (58) those (8) who (10) don't (6) necessarily (2) share (4) all (17) those (8) core (5) values (4)

Transfiguration (2) is (34) more (10) than (9) transformation (2)

CS (74) different (7) way (13) of (30) being (5) and (43) seeing (2)

P (84) inward (3) CS (74) outward (2)

P (84) done (4) by (11) core (5) members (1) of (30) the (52) program (13) CS (74) by (11) those (8) outside (5) the (52) core (5) part (3) of (30) the (52) culture (6) themselves (1)

P (84) embodied (1) by (11) a (97) committee (1) CS (74) every (6) member (3) of (30) the (52) church (13) collective (1) comes (3) together (3) to (58) go (17) after (2) something (16)

P (84) imposed (2) upon (1) CS (74) creative (1) initiative (2) by (11) the (52) people (17)

P (84) my (2) mine (2) CS (74) our (11) theirs (1) How (19) can (15) we (30) serve (1) them (7)

White (1) wash (1) or (56) change (17) new (11) language (1) CS (74) frightening (1) need (14) to (58) express (3) ourselves (1) honestly (1) and (43) authentically (1) in (80) a (97) way (13) people (17) can (15) understand (2)

P (84) top (2) down (2) CS (74) from (12) everybody (1) Leader (4) inspires (1) and (43) articulates (1) but (13) everybody (1)

CS (74) involves (2) a (97) certain (2) mass (1) to (58) become (3) the (52) new (11) norm (2) Deal (4) with (20) those (8) on (58) the (52) fence (1)

Different (7) skills (1) needed (1) at (47) different (7) times (1)

CS (74) norms (1) traditions (1) beliefs (2) P (84) how (19) those (8) are (22) carried (1) out (27)

Deals (1) with (20) question (3) of (30) who (10) are (22) we (30) P (84) not (13) changing (6) who (10) we (30) are (22) or (56) how (19) we (30) do (32) it (60) CS (74) change (17) of (30) who (10) we (30) are (22) evolution (1) of (30) who (10) we (30) are (22) what (19) we (30) think (10) how (19) we (30) operate (1)

CS (74) how (19) our (11) identity (1) is (34) expressed (1) through (3) culture (6) and (43) programs (7) we (30) are (22) still (3) Christians (2)

Fundamental (2) deep (2) shift (8) honest (2) differences (1) of (30) opinion (1) and (43) dissent (1) need (14) honest (2) process (6) to (58) deal (4) with (20) this (4)

Time (7) for (22) it (60) to (58) be (38) done (4)

Overdue (1)

Fine (3) as (23) long (2) as (23) it's (4) my (2) culture (6)

Change (17) in (80) thought (2) process (6) among (2) the (52) whole (1) body (6) exciting (2)

Depends (1) on (58) what (19) the (52) CS (74) is (34) Too (1) far (1) one (21) way (13) fad (1) or (56) gimmick (1) other (4) way (13) people's (1) church (13) in (80)

Music (3) older (1) more (10) hymnal (1) and (43) organ (4) younger (2) drums (1) trumpets (1) etc (2)

P (84) set (5) way (13) of (30) doing (4) something (16) set (5) up (9) for (22) you (18) CS (74) everyone (1) being (5) genuinely (1) happy (2) with (20) a (97) program (13)

P (84) new (11) answer (1) to (58) questions (1) asked (2) before (2) CS (74) knowing (1) different (7) questions (1) to (58) ask (4) Reframing (1) the (52) question (3) in (80) bigger (1) terms (1) out (27) of (30) which (3) might (5) flow (2) new (11) programs (7)

Culture (6) of (30) worship (2) what (19) it (60) means (1) to (58) be (38) a (97) member (3) of (30) a (97) church (13) CS (74) what (19) does (5) it (60) mean (2) to (58) be (38) disciples (2) for (22) Christ (4) in (80) the (52) world (8) and (43) how (19) do (32) we (30) do (32) that (12) today (2) More (10) radical (2) shift (8) than (9) new (11) program (13)

Largely (1) about (12) authority (1) and (43) responsibility (1) P (84) receive (1) from (12) someone (3) else (1) with (20) clear (1) details (1) about (12) how (19) to (58) do (32) it (60) CS (74) Can't (3) rely (1) on (58) being (5) given (1) the (52) "how" (1) from (12) diocese (3) or (56) national (1) need (14) to (58) look (4) at (47) local (1) communities (4) and (43) figure (2) out (27) the (52) why (3) and (43) how (19)

P (84) something (16) very (11) structured (1) CS (74) adaptive (1) to (58) the (52) changes (6) taking (1) place (6) around (2) you (18)

P (84) what (19) you (18) do (32) CS (74) what (19) you (18) become (3) or (56) who (10) you (18) are (22) and (43) how (19) it (60) changes (6)

Uncomfortable (2)

Necessary (2)

Like (6) it (60)

Excited (2)

Services (1) are (22) very (11) formulaic (1)

Re (66) orient (2) what (19) we (30) consider (3) sermons (2) motivating (1) music (3)

CS (74) "news (1) we (30) can (15) use" (1) in (80) sermons (2) uplifting (1) music (3)

P (84) something (16) applied (1) to (58) every (6) parish (1) CS (74) would (3) work (6) better (2) not (13) so (26) uniform (1) assumes (1) difference (4) in (80) different (7) places (1)

P (84) attempt (1) to (58) stay (2) within (1) the (52) current (1) conventional (1) wisdom (1) of (30) doing (4) church (13) and (43) paradigms (1) from (12) last (3) 150 (1) 200 (1) years (3) CS (74) step (3) outside (5) away (1) from (12) conventional (1) wisdom (1) to (58) consider (3) other (4) paradigms (1) and (43) new (11) realities (1)

P (84) pre (8) defined (1) by (11) a (97) smaller (1) group (1) of (30) people (17) and (43) passed (1) on (58) CS (74) involves (2) people (17) who (10) come (12) up (9) set (5) certain (2) goals (3) to (58) come (12) up (9) with (20) synergy (1) and (43) what (19) works (1) for (22) all (17)

CS (74) requires (2) buy (1) in (80) from (12) the (52) entire (1) body (6)

P (84) something (16) makes (1) you (18) feel (4) a (97) bit (1) dead (1) inside (2) as (23) you (18) anticipate (1) doing (4) it (60) meetings (1) rather (4) than (9) communities (4)

P (84) pre (8) determined (1) outcome (2) trying (1) to (58) accomplish (5)

CS (74) process (6) resurrection (1) life (6)

P (84) temporary (2)

CS (74) lifestyle (2) change (17)

Thank (1) God (1) combined (1) with (20) some (20) fear (2)

Where (2) will (10) the (52) money (3) come (12) from (12) How (19) does (5) it (60) work (6) in (80) the (52) CS (74)

Excitement (3)

Live (2) it (60) rather (4) than (9) explaining (1) it (60)

Fear (2)

Communication (2) and (43) opportunities (1) to (58) be (38) involved (1) are (22) critical (1)



**Question #4 - Bishop Rickel indicates that to achieve this vision, we must become a learning organization, responsive to our culture, using our values and traditions. What do we need to learn in order to effectively reach people in our communities and invite them to come home to God? What are some of the values and traditions of our faith that people in our communities need?**

Learn (19) - (40) responsiveness (1) and (48) flexibility. (1) Bring (5) - (40) healing (2) and (48) peace. (1)

Welcoming (2) people (29) home (6) to (75) God (9) - (40) heard (1) as (28) negative. (1) Finding (1) comfort (4) and (48) value (4) in (78) community (11) - (40) does (4) this (4) come (13) first. (1)

Community (11) need (22) - (40) they (14) have (14) to (75) determine (2) what (29) they (14) need (22) and (48) seek (1) that. (1)

Reflect (1) on (53) ways (2) we (39) might (4) be (43) unintentionally (1) alienating (1) people. (4) Have (14) insider (1) speak. (1) On (53) websites (1) talk (3) about (8) Eucharist (1) may (2) not (16) know (10) versus (1) communion. (1) Changing (1) tables (1) in (78) men's (1) rooms. (1) Way (7) we (39) dress (2) - (40) may (2) be (43) too (4) dressy (1) for (18) some. (1)

We (39) need (22) to (75) learn (19) to (75) listen. (1) Lot (3) of (33) talking; (1) not (16) a (123) lot (3) of (33) listening. (2)

Doesn't (1) have (14) a (123) habit (1) of (33) putting (2) itself (1) out (25) there. (1) A (123) lot (3) of (33) Christian (2) events (1) in (78) Washington (1) - (40) never (1) seen (1) Episcopal (3) Church (16) booth (1) - (40) even (1) just (7) a (123) diocesan (1) one. (1) Would (3) like (4) to (75) see (6) that (17) change (5) 'cuz (1) the (64) way (7) a (123) lot (3) of (33) young (2) people (29) get (8) their (6) information. (1)

Need (22) to (75) meet (2) people (29) - (40) especially (1) young (2) - (40) where (9) they (14) are. (10) And (48) in (78) a (123) way (7) that (17) they (14) understand. (2)

Need (22) to (75) learn (19) the (64) language (1) being (4) spoken (1) by (3) the (64) people (29) we (39) want (6) to (75) draw (1) in. (3) Spoken (1) languages (1) or (36) across (2) generations. (1)

Need (22) to (75) learn (19) what (29) people (29) need (22) and (48) desire. (1) Need (22) - (40) food, (1) welcome, (1) acceptance. (3) Desire (1) - (40) less (2) basic. (1)

Comfort (4) in (78) parish (2) family. (1) Emphasis (1) that (17) and (48) be (43) more (3) welcoming (2) and (48) open (5) our (24) doors (1) more (3) to (75) those (5) outside (3) our (24) four (3) walls. (4)

Learn (19) to (75) be (43) a (123) family (2) beyond (1) our (24) four (3) walls. (4)

Realize (2) that (17) our (24) experience (1) is (42) not (16) the (64) experience (1) of (33) people (29) on (53) the (64) street. (1) Be (43) better (2) listeners (1) and (48) responders. (1) Core (2) of (33) what (29) we (39) have (14) to (75) offer (3) is (42) enough (1) - (40) mercy (1) and (48) love (8) of (33) Christ. (2)

Recover (1) our (24) rights (1) of (33) passage. (1) We've (1) given (1) them (8) away. (1) Our (24) rituals. (1) We've (1) become (6) antiseptic (1) in (78) our (24) worship. (1) Want (6) to (75) not (16) intrude (1) in (78) people's (1) live. (1) Bring (5) rich (2) tradition (10) out (25) of (33) moth (1) balls (1) and (48) into (5) people's (1) lives. (1)

What (29) people (29) find (6) off-putting (1) or (36) are (31) barriers (1) to (75) people (29) participating (1) - (40) like (4) schedules (1) and (48) time (4) requirements. (1)

Need (22) to (75) be (43) able (7) to (75) articulate (1) and (48) understand (7) and (48) live (6) our (24) faith. (1) People (29) seeing (1) and (48) hearing (1) will (5) teach. (1)

Unchurched, (1) don't (8) know (10) church (16) at (58) all, (1) their (6) vision (2) of (33) Christianity (1) is (42) sometimes (1) close (1) to (75) superstition. (1) Help (3) message (2) the (64) true (1) message. (1) Take (5) the (64) richness (1) we (39) have (14) from (5) scholarship (1) and (48) study (2) out (25) as (28) the (64) message. (1)

Re-education (1) of (33) all (16) - (40) confirmation (1) study (2) for (18) all. (2) Declare (1) our (24) faith (4) - (40) such (1) as (28) wear (1) a (123) cross. (1) Be (43) more (3) able (7) to (75) confess (1) who (9) we (39) are (31) in (78) public. (1)

Community. (3) There (3) is (42) something (4) different (4) about (8) a (123) church (16) community. (3)

Find (6) out (25) what (29) the (64) needs (6) are. (10) May (2) lead (1) to (75) multiple (1) CS (4) as (28) different (4) communities (6) require (2) different (4) things. (1)

Need (22) to (75) learn (19) what (29) our (24) communities (6) are. (10)

Don't (8) understand (7) what (29) the (64) diocese (1) does (4) and (48) what (29) we (39) get (8) for (18) our (24) assessment. (1) Don't (8) get (8) communication (2) back (2) from (5) the (64) diocese. (1)

Need (22) to (75) learn (19) how (19) to (75) dialog (1) and (48) listen (6) to (75) get (8) to (75) the (64) underlying (1) wants (1) and (48) values (3) of (33) those (5) around (1) us. (3)

Come (13) home (6) to (75) God (9) seems (1) arrogant (1) - (40) many (1) are (31) already (2) be (43) there (3) where (9) they (14) are. (10)

What (29) motivates (1) people (29) to (75) come. (3)

Where's (1) the (64) responsibility (2) lie (5) to (75) bring (5) people (29) home (6) to (75) God? (9) In (78) small (1) groups (2) open (5) to (75) outside (3) people, (1) have (14) lunch (1) to (75) invite (3) people (29) in. (3)

In (78) order (3) to (75) reach (6) out (25) we (39) need (22) to (75) know (10) very (5) clearly (1) who (9) we (39) are (31) and (48) what (29) gifts (2) we (39) have. (1)

Sense (7) of (33) community. (3)

Acceptance (7) of (33) asking (1) questions. (2) Don't (8) tell (2) people (29) how (19) to (75) believe. (1)

Acceptance (7) and (48) support. (1) Welcome. (2)

Tradition, (1) scripture (1) and (48) reason. (1)

The (64) bells (1) and (48) whistles (1) - (40) the (64) sacraments. (1)

A (123) sense (7) of (33) being (4) grounded (2) - (40) through (2) the (64) liturgy. (1)

Change (5) believe, (1) belong, (1) behave (1) model (1) to (75) belong, (1) behave, (1) believe (2) - (40) already (2) a (123) CS. (1)

Know (10) the (64) communities; (1) needs (6) from (5) their (6) perspective. (1)

Provide (2) assistance (1) to (75) meet (2) needs. (1)

Learn (19) their (6) beliefs, (1) what (29) they (14) like (4) or (36) don't (8) like, (1) where (9) they're (2) coming (6) from (5) in (78) order (3) to (75) speak (2) to (75) them (8) in (78) a (123) way (7) they (14) will (5) hear. (1)

To (75) increase (1) listening (2) ability (3) when (1) we (39) go (14) out, (1) make (3) people (29) feel (3) we (39) are (31) present (1) and (48) listening. (2) How (19) to (75) make (3) decisions (1) together. (1) How (19) to (75) reach (6) individuals (1) in (78) 30s (1) and (48) 40s (1) - (40) most (1) intense (1) part (6) of (33) life. (3)

How (19) to (75) invite (3) without (4) proselytizing; (1) how (19) to (75) address (1) the (64) need (22) for (18) salvation; (1) identify (2) ourselves (1) as (28) Episcopalian (1) - (40) and (48) this (4) is (42) what (29) that (17) means. (1)

Dogma (1) is (42) not (16) really (2) why (3) don't (8) go (14) to (75) church. (1) Want (6) stability (1) and (48) tradition (10) but (3) want (6) to (75) know (10) that (17) it (58) does (4) mean (2) something. (1) Maintain (2) our (24) traditions (6) but (3) make (3) it (58) so (15) it's (1) seamless (1) transition (1) into (5) what (29) people (29) can (2) understand. (2) Don't (8) become (6) a (123) "feel (1) good" (1) church (16) just (7) to (75) grow. (1)

Show (3) patience (1) and (48) thoughtfulness. (1) Steadfastness. (1)

Democracy, (1) inclusiveness, (1) communion, (1) community, (1) celebration, (1) humor, (1) ritual. (1) Huge (1) sense (7) of (33) comfort (4) in (78) ritual, (1) something (4) that (17) has (3) been (1) done (1) for (18) so (15) long. (1)

What (29) their (6) needs (6) are. (10)

Companion (1) training (1) - (40) learning (4) how (19) to (75) be (43) with (10) people (29) without (4) thinking (3) you're (1) better (2) than (1) they (14) are. (10)

Let (3) people (29) know (10) who (9) we (39) are (31) and (48) what (29) we (39) have (14) to (75) give (5) the (64) world. (1) How (19) to (75) communicate (2) who (9) we (39) are. (10)

Who (9) they (14) are (31) - (40) do (19) we (39) have (14) a (123) realistic (1) understanding (1) of (33) what (29) different (4) groups (2) live (6) in (78) our (24) communities. (1)

How (19) to (75) communicate (2) and (48) really (2) listen (6) to (75) people (29) about (8) how (19) they (14) want (6) to (75) communicate (2) and (48) be (43) listened (1) to (75) - (40) across (2) the (64) spectrum (1) cross-generationally. (1)

You (7) might (4) be (43) the (64) only (1) part (6) of (33) Jesus (2) the (64) person (3) will (5) see (6) today. (1)

If (15) we (39) forget (1) that (17) we (39) are (31) Jesus (2) people. (4) What (29) would (3) Jesus (2) do? (19)

To (75) focus (3) and (48) might (4) not (16) be (43) able (7) to (75) be (43) everything. (1) Focus (3) on (53) what (29) we're (3) best (4) at. (2)

All (16) things (3) being (4) brought (1) into (5) unity (12) with (10) Christ. (2)

People (29) who (9) don't (8) realize (2) it (58) are (31) looking (3) for (18) beauty (1) in (78) times (2) of (33) grief (1) and (48) loss. (2)

Importance (1) of (33) ritual (4) in (78) loss. (2)

Sense (7) of (33) home (6) - (40) comfort. (1) Openness (1) and (48) acceptance. (3)

Sense (7) of (33) the (64) holy, (1) of (33) acceptance, (1) of (33) coming (6) home. (1)

Fiscal (1) responsibility (2) - (40) of (33) personal (1) resources (2) as (28) well (1) as (28) church (16) resources. (2)

Mystical (1) traditions (6) - (40) important (2) to (75) those (5) who (9) are (31) spiritual (1) but (3) not (16) religious. (1)

Be (43) open (5) and (48) curious; (1) to (75) listen (6) and (48) ask (3) questions. (2)

Discover (1) what (29) we (39) don't (8) know (10) about (8) our (24) community (11) - (40) proactive (1) and (48) take (5) initiative. (1)

Centrally (1) focused (1) and (48) scripturally (1) based; (1) stay (1) in (78) the (64) Word; (1) then (2) we (39) have (14) something (4) to (75) offer (3) to (75) the (64) community. (3) Live (6) what (29) we (39) preach, (1) what (29) we (39) learn (19) and (48) what (29) we (39) read. (1)

Step (1) into (5) the (64) river (1) whether (1) are (31) prepared (1) or (36) not, (1) we (39) know (10) the (64) basics, (1) become (6) more (3) ready (3) to (75) do (19) this. (1)

Ask (3) "what (1) would (3) you (7) like (4) God (9) to (75) do (19) for (18) you?" (1)

Be (43) guided (1) in (78) terms (1) of (33) how (19) to (75) evangelize. (1)

Find (6) out (25) what (29) their (6) questions (3) are. (10) What (29) are (31) they (14) looking (3) for. (1)

Focus (3) on (53) BCP (1) as (28) main (3) tool (2) - (40) education (2) on (53) how (19) to (75) use (3) the (64) book (2) and (48) use (3) it (58) on (53) Sundays. (1)

Find (6) out (25) why (3) not (16) coming (6) to (75) church (16) - (40) accepting (1) that (17) God (9) might (4) not (16) be (43) in (78) our (24) four (3) walls. (4)

Love (8) is (42) an (69) action. (1) God (9) acts (1) in (78) you (7) by (3) love. (3) We (39) need (22) to (75) act (5) in (78) each (10) other (5) by (3) love. (3)

Giving (1) love (8) makes (1) us (24) complete. (1)

Let (3) people (29) know (10) that (17) what (29) they (14) have (14) to (75) give (5) is (42) wanted. (1)

Look (4) within (1) parish (2) at (58) what (29) corporate (1) worship (2) is (42) about (8) and (48) why (3) we (39) need (22) it. (2)

How (19) to (75) live (6) the (64) life (4) of (33) Jesus (2) and (48) not (16) just (7) act (5) it. (2)

What (29) they're (2) dealing (1) with (10) and (48) ways (2) to (75) help (3) them (8) that (17) shows (1) we (39) care (1) about (8) them (8) as (28) people. (4)

Find (6) out (25) what (29) the (64) community (11) needs (6) are. (10)

What (29) is (42) the (64) best (4) technique (1) to (75) approach (1) people (29) so (15) they (14) understand (7) what (29) we (39) are (31) trying (2) to (75) tell (2) them. (2)

Learn (19) to (75) take (5) risks (1) and (48) accept (10) whoever (1) is (42) coming (6) in. (3) Not (16) check (1) to (75) see (6) if (15) they (14) are (31) acceptable. (1)

How (19) to (75) be (43) in (78) community (11) outside (3) of (33) our (24) church (16) - (40) outside (3) our (24) walls. (4)

Take (5) the (64) churches (1) to (75) city (1) hall. (1)

Become (6) a (123) learning (4) organization. (1)

Resources. (2)

Shared (1) communication (2) between (1) congregations (1) to (75) maintain (2) the (64) learning (4) curve. (1)

Potential (1) to (75) become (6) too (4) homogenized? (1)

Learn (19) how (19) to (75) live (6) together (3) in (78) disagreement. (1)

Moments (1) of (33) quiet (1) contemplation. (1)

Provide (2) an (69) E-sanctuary. (1)

Hold (3) things (3) in (78) tension. (1)

Acceptance (7) without (4) judgment. (1)

Walk (2) in (78) his (6) way (7) every (4) where (9) we (39) go. (1)

Share (3) God's (2) unconditional (1) love. (3)

The (64) healing, (1) love (8) and (48) acceptance. (3)

How (19) to (75) be (43) a (123) community (11) to (75) each (10) other (5) as (28) we (39) learn (19) how (19) to (75) share (3) God's (2) love. (3)

Core (2) values (3) of (33) the (64) church (16) - (40) ethics (1) of (33) everybody (1) is (42) important (2) and (48) accept (10) the (64) dignity (1) of (33) every (4) human (2) being. (1)

Showing (1) the (64) sanctity (1) of (33) human (2) life. (3)

Learn (19) how (19) not (16) to (75) be (43) apologetic (1) - (40) the (64) struggles (1) we (39) go (14) through (2) with (10) theology (1) is (42) not (16) a (123) weakness (1) but (3) a (123) strength. (1)

Our (24) tradition (10) is (42) thinking. (1)

Open-minded. (1)

Inclusiveness (3) - (40) no (25) discrimination. (1)

The (64) three-legged (1) stool (1) in (78) balance. (1)

Respect (2) for (18) each (10) other (5) and (48) to (75) stand (8) up (6) against (1) injustice. (1)

People (29) change (5) and (48) grow (2) - (40) basic (3) expectation. (1)

Deep (1) feeling (1) of (33) appreciation (1) for (18) every (4) level (3) of (33) people. (4)

Appreciate (1) the (64) various (1) participation (1) levels (2) that (17) people (29) are (31) able (7) to (75) give. (2)

Holding (1) traditions (6) lightly (1) - (40) don't (8) expect (2) people (29) to (75) immediately (1) understand (7) them. (2)

Church (16) is (42) not (16) just (7) Sunday (2) morning. (1)

To (75) be (43) involved (1) in (78) our (24) communities (6) - (40) identify (2) as (28) a (123) church (16) member. (1)

The (64) church (16) is (42) not (16) perfectible. (1)

Be (43) willing (1) to (75) be (43) changed (1) by (3) the (64) next (1) person (3) who (9) walks (1) into (5) the (64) door. (1)

Learn (19) from (5) those (5) on (53) the (64) street (2) and (48) bring (5) that (17) back (2) to (75) your (1) church (16) so (15) that (17) others (2) can (2) reach (6) out. (1)

Quit (1) looking (3) at (58) levels (2) - (40) stations (1) in (78) life. (3)

That (17) the (64) body (2) is (42) the (64) church, (2) not (16) the (64) building. (1)

We (39) take (5) church (16) with (10) us. (3)

Come (13) to (75) the (64) building (2) for (18) different (4) parties. (1)

Learn (19) to (75) love (8) others (2) as (28) our (24) selves. (1)

To (75) be (43) truly (1) hospitable (1) wherever (1) we (39) are. (10)

Love (8)

Inclusiveness (3)

Social (1) justice (3)

Helping (1) those (5) in (78) need (22)

Faith (4)

Communion (3)

That (17) we (39) do (19) have (14) traditions (6) and (48) need (22) to (75) be (43) authentic (1) about (8) that (17)

Liturgies (1) and (48) traditions (6) have (14) a (123) lot (3) to (75) offer (3)

Who (9) we're (3) trying (2) to (75) reach, (2) where (9) they (14) are, (2) how (19) to (75) best (4) access (1) them, (1) and (48) what (29) the (64) message (2) is (42) we're (3) trying (2) to (75) give. (2)

Journey (1) - (40) no (25) ultimate (1) goal. (1)

Determine (2) the (64) community (11) needs (6) for (18) right (2) now, (1) and (48) recognize (1) it (58) will (5) change (5) over (3) time. (1)

How (19) to (75) be (43) political; (1) actively (2) a (123) part (6) of (33) the (64) political (1) process. (1)

Prayer (1) book (2) - (40) common (1) prayer. (1)

Allowed (1) to (75) use (3) our (24) brains, (1) to (75) think, (1) to (75) question. (1)

Without (4) knowing (1) where (9) they (14) are, (2) not (16) sure (1) I (126) know (10) what (29) gifts (2) I (126) need (22) to (75) bring (5) to (75) raise (1) them (8) up. (1)

Sense (7) of (33) the (64) ancient. (1)

Sense (7) of (33) groundedness. (1)

We're (3) a (123) thinking (3) church, (2) views (1) are (31) respected. (1)

We (39) talk (3) about (8) justice (3) issues. (1)

Inclusive (4) - (40) liberal/conservative (1) - (40) and (48) still (1) welcome. (2)

At (58) our (24) best (4) the (64) Episcopal (3) tradition (10) has (3) the (64) ability (3) to (75) hold (3) disparity (1) together, (1) to (75) create (1) situations (1) where (9) people (29) are (31) actively (2) confronted (1) with (10) differences. (1)

The (64) possibility (1) for (18) radicalism. (1)



**Question #5 This question has two parts 1 How are you currently receiving information about the work of the diocese – from diocesan leadership and from or about other congregations or regions 2 How would you like to receive information about work happening at the diocesan level and around the diocese**

Through (6) Apps (1) ease (1) of (9) access (2) to (26) the (20) Internet (2) easy (2) ways (2) to (26) find (1) things (2) websites (1) that (6) flow (1) well (2) and (8) things (2) are (4) under (1) the (20) tab (1) you (4) think (1) they (1) will (1) be (7) under (1) Two (3) websites (1) one (3) for (15) everyone (1) and (8) learn (1) more (10) other (7) through (6) link (1) that (6) goes (1) to (26) "insider" (1) site (10) with (8) directory (1) events (1) homework (1) assignments (1) (from (1) priests) (1) Hard (3) to (26) blend (1) the (20) two (3) into (1) one (3)

More (10) flash (1) information (11) twitter (2) FB (4) other (7) avenues (1) Rather (3) than (3) big (1) blocks (1) of (9) text (1)

Convention (3) delegate (2) on (51) several (1) diocesan (9) email (17) lists (2) Would (3) like (4) it (34) to (26) come (5) in (49) a (87) more (10) personal (2) way (3) like (4) through (6) clergy (8) at (42) church (4) Filtered (1) through (6) rector/vicar (1) as (14) far (1) as (14) what (2) we (18) as (14) a (87) diocese (3) are (4) doing (1)

Not (12) A (87) website (10) with (8) bullet (2) points (1) short (1) rather (3) than (3) full (2) articles (1)

On (51) a (87) few (1) email (17) lists (2) Still (3) not (12) receiving (3) newspaper (2) despite (1) many (1) attempts (1)

Written (1) communications (3) from (12) other (7) diocese (3) but (3) not (12) Olympia (1) Where (2) is (21) paper (4) no (15) hard (3) copies (1)

Loved (1) Voice (12) still (3) not (12) receiving (3) it (34) Miss (4) the (20) paper (4)

PIE (5) too (2) much (1) on (51) a (87) weekly (3) basis (1)

Missing (1) connections (1)

Go (10) to (26) the (20) diocesan (9) website (10) Seek (5) out (15) the (20) information (11)

Do (8) get (5) the (20) Voice (12) More (10) local (4) news (6) Don't (6) want (2) national (1) news (6)

Clergy (8) sends (1) weekly (3) email (17) with (8) diocesan (9) news (6) as (14) well (2)

All (7) want (2) print (2) Voice (12)

Website (10) better (1) but (3) still (3) needs (1) work (4)

Nothing (1) replaces (1) face (6) to (26) face (6) More (10) seasonal (1) gatherings (2) with (8) the (20) bishop (9) regionally (1)

Electronically (2) in (49) the (20) past (2) a (87) weekly (3) "what's (1) happening (2) " (2)

Bishop's (4) videos (2) are (4) helpful (1) Not (12) face (6) to (26) face (6) but (3) very (5) personable (1) and (8) he (23) comes (3) through (6) on (51) it (34)

Website (10) others (1) involved (2) priest (2) at (42) church (4)

Clergy (8) get (5) numerous (1) emails (6) from (12) the (20) bishop (9) informing (1) about (6) everything (1) going (1) on (51) from (12) Anglican (1) communion (1) to (26) local (4) congregations (5) Global (1) to (26) local (4)

Not (12) getting (2) any (2)

Through (6) clergy (8)

From (12) each (1) other (7)

Bishop's (4) emails (6)

Miss (4) the (20) diocesan (9) newspaper (2) Voice (12) seems (1) quiet (1) without (2) that (6) presence (1)

Voice (12) was (1) unifying (1) connection (3) Website (10) does (1) not (12) take (1) that (6) place (2) not (12) very (5) friendly (1)

Something (1) that (6) comes (3) to (26) me (21) that (6) I (100) don't (6) have (4) to (26) go (10) searching (1) out (15)

Voice (12) digitally (1)

Facebook (3)

Emails (6) from (12) clergy (8)

Bulletins (1)

Website (10)

Electronically (2)

Pretty (1) good (1) job (1) between (1) those (1) mentioned (1) above (1) Not (12) hard (3) to (26) have (4) access (2) to (26) information (11)

Emails (6)

Website (10) go (10) to (26)

Rector (4) has (2) held (1) Wed (1) night (1) education (1) program (2) series (1) on (51) diocesan (9) resources (1)

Personal (2) interaction (1)

Voice (12)

Don't (6) feel (1) like (4) get (5) communications (3)

Email (17)

Convention (3) email (17)

Diocesan (9) information (11) enough (1) congregations (5) not (12) enough (1)

Go (10) looking (1) for (15) it (34) Hear (1) about (6) it (34) from (12) someone (1) else (1) Don't (6) always (1) know (1) where (2) to (26) look (1)

Voice (12) not (12) the (20) same (1) as (14) 10 (1) years (1) ago (1) with (8) congregation (11) information (11)

Bishop's (4) PIE (5) felt (1) informed (1) as (14) senior (1) warden (1) without (2) clergy (8)

Lay (1) version (1) of (9) PIE (5)

Would (3) like (4) to (26) see (7) more (10) people (2) come (5) from (12) diocesan (9) office (1) to (26) church (4) to (26) talk (4) about (6) things (2)

Twitter (2) feed (1)

Video (3) from (12) today (1) on (51) web (12) to (26) provide (1) direction (1)

Email (17)

No (15) information (11)

Lance (1) email (17)

Through (6) rector (4) or (31) deacon (1)

Multiple (2) representatives (2) that (6) bring (2) back (2) information (11)

Second (1) hand (2) from (12) committee (1) members (1) and (8) convention (3) reps (1)

Voice (12)

PIE (5) to (26) clergy (8)

Social (2) media (1)

Facebook (3) page (1)

More (10) posts (1) to (26) FB (4) by (3) bishop (9)

Quarterly (2) accomplishments (1) barriers (1) or (31) issues (1) to (26) be (7) discussed (1) at (42) congregation (11) level (2)

Program (2) leaders (2) in (49) local (4) church (4)

Print (2) venues (2) newsletters (1) Voice (12)

Email (17)

Website (10)

Participants (2) talking (1) about (6) experience (1)

Regional (2) meetings (3)

By (3) getting (2) involved (2)

Reconnection (1) through (6) FB (4) with (8) groups (1) from (12) younger (1) days (1)

Social (2) networking (1)

Diocesan (9) representatives (2) visit (2) local (4) congregation (11)

CCD (1) attendance (1)

Visiting (1) other (7) congregations (5)

Seeking (1) out (15) people (2) in (49) congregation (11) who (2) don't (6) usually (1) speak (1)

Instant (1) communication (6)

Digital (2) E (106) communication (6)

In (49) person (4) face (6) to (26) face (6) presentations (1)

In (49) hand (2) to (26) read (2) and (8) re (37) read (2) too (2) easy (2) to (26) press (1) delete (1) or (31) miss (4) among (1) lots (1) of (9) emails (6)

Sharing (2) thoughts (1) meetings (3) gatherings (2)

Communication (6) strategy (1) making (1) use (2) of (9) multiple (2) channels (1)

Email (17) FB (4) don't (6) overuse (1) so (11) that (6) it (34) becomes (1) spam (1)

Hang (1) out (15) time (1) sequenced (1)

If (4) really (1) important (1) go (10) to (26) congregation (11) and (8) make (1) announcement (1)

Lead (3) by (3) example (1)

Webinars (1)

More (10) development (1) of (9) the (20) diaconate (1)

Internet (2)

Bishop's (4) blog (1) and (8) emails (6)

Newsletter (2)

Vicar/clergy (1)

Seek (5) it (34) out (15)

Voice (12)

Not (12) have (4) to (26) seek (5) it (34) out (15)

Email (17)

More (10) general (1) information (11) about (6) bishop (9) and (8) administration (1) more (10) whole (1) picture (1) rather (3) than (3) very (5) specific (1) topics (1)

Participants (2) bringing (1) information (11) back (2)

More (10) pastoral (1) letters (2) from (12) bishop (9) read (2) to (26) the (20) full (2) congregation (11) regularly (1)

Facebook (3)

Variety (1) of (9) communications (3)

Email (17)

website (10)

Go (10) seek (5) it (34) out (15)

Voice (12)

Ted (1) talks (1) 5 (2) minute (1) You (4) Tube (1) videos (2)

Idea (1) sharing (2)

Delegates (1) have (4) opportunity (1) to (26) talk (4) in (49) congregations (5)

Different (1) meeting (4) model (1)

Quarterly (2) informational (1) meetings (3)

**Question #6 What question did you come prepared to answer that we didn't ask**

Are (5) there (1) ways (2) the (5) Episcopal (1) Church (5) could (1) communicate (2) who (1) we (7) are (5) more (4) broadly (1) to (11) the (5) culture (1)

Thought (2) it (6) would (2) be (4) about (2) what's (3) wrong (1)

Thought (2) I (17) would (2) be (4) asked (1) for (3) one (1) or (9) two (1) specifics (1) about (2) what (8) we (7) need (2) right (2) now (1) Christ (3) Church (5) Seattle (1) Need (2) to (11) be (4) taught (1) how (3) to (11) draw (1) in (10) young (1) people (1) in (10) U (11) district (1) rather (1) than (1) going (3) to (11) other (2) churches (3) We (7) know (1) we (7) are (5) the (5) best (1) place (1) for (3) them (1)

Program (1) like (3) hospice (1) for (3) a (17) church (5) where (1) it (6) makes (1) sense (2) to (11) let (1) go (4) in (10) a (17) healthy (1) holy (1) way (4)

Bring (2) Ministry (1) Resource (1) Day (2) back (2)

Bring (2) Cathedral (1) Day (2) back (2)

Don't (1) always (1) get (1) sense (2) of (4) proactiveness (1) in (10) own (1) congregation (2) more (4) reactive (1) to (11) bishop (3) message (2)

Bishop (3) message (2) doesn't (1) task (1) congregations (1) to (11) be (4) more (4) proactive (2)

Communicate (2) expectations (1) from (1) bishop (3)

Examples (1) of (4) what's (3) going (3) on (8) in (10) other (2) areas (2) to (11) trigger (1) ideas (1) locally (1)

Find (1) a (17) way (4) to (11) party (1) more (4) system (1) of (4) gatherings (1) on (8) a (17) larger (1) scale (1) to (11) just (1) celebrate (1) life (1) in (10) Christ (3)

To (11) build (1) diversity (1) how (3) can (1) we (7) help (1) those (1) churches (3) and (2) accommodate (1) needs (1) of (4) churches (3) in (10) impoverished (1) areas (2) to (11) keep (3) doors (1) open (1) if (4) that (2) is (10) what (8) opportunity (1) looks (1) like (3)

What (8) do (6) we (7) want (1) to (11) keep (3)

What (8) do (6) we (7) like (3)

How (3) do (6) we (7) keep (3) it (6) Christ (3) centered (1)

Something (1) is (10) going (3) right (2) be (4) cautious (1) not (1) to (11) throw (1) out (3) what's (3) working (1) and (2) add (1) to (11) it (6)

Grouping (1) for (3) churches (3) in (10) different (1) manner (1) rural (1) churches (3) equal (1) voice (1) with (1) I (17) 5 (1) churches (3)