

VICAR SEARCH SURVEY

SUMMARY OF RESULTS

**Church of the Advocate
Chapel Hill, NC**

February 2020

SURVEY OVERVIEW

SURVEY CONDUCTED IN FEBRUARY OF 2020

10

Questions

1 multiple choice
9 open- ended
+1 contact offer

67

Responses

Some may be from
the same person,
but not many. GREAT
response rate!

46

Pages

Single-spaced,
small font. LOTS of
terrific thoughts
offered!



Q1: DOING COMPASSION, JUSTICE, & TRANSFORMATION

We have historically grounded our church in the core values of compassion, justice and transformation. Please share a moment when you experienced the church doing God's work and expressing these values.

Pee Wee homes
Welcoming prisoners
Teachable moment
Prayers of the People
Feeding (ourselves & others)
Advo-groups
Welcoming LGBTQ+
Farm worker hospitality
Connect worship to action
Piedmont Patch & our garden
Racism awareness
Rogers Road connection
Advo-care

We support people who have been hurt by the church, and elsewhere by life.

We aren't a church for people to "escape to" to get away from the world.

Our leaders are open to new ways of doing things, modeling transformation in all we do.

Q2: WHAT OUR PEOPLE VALUE ABOUT OUR COMMUNITY

What three things do you value most about our church community?

Spirit-filled worship

- Tradition + innovation
- Authentic, not performative
- Seasonal change
- All generations
- Whole body experience
- Messiness embraced
- ALL are welcome...

Connection to “the world”

- Address current events
- Welcoming & valuing all

Food

- Garden & giving it away
- Eating together

**The freedom to agree and disagree,
as is true to ourselves.**

**Our shared meals, especially the
Maundy Thursday event. What a feast
that will be when we next enjoy it!**

**I love the simplicity of
everything down to the simpleness
of the chapel indoors and out.**

Q3: HOW A PASTOR OR PRIEST REALLY HELPED

Look back over your life... recall a time when you most appreciated the ministry of a pastor or priest. What about that pastor's/priest's ministry was particularly helpful to you?

Fostering community life

Being human & present

Not trying to change me

Good listening

Excellent preaching by a

variety of people

Support for couples

**I most appreciated pastors/priests
who allow themselves to be known.**

**...being utterly present and
understanding that the healing time
isn't just a week.**

**...so full of love and joy ... to be
in his presence was to experience
love.**

Q4: HOPED-FOR ACCOMPLISHMENTS IN THE NEXT 3 YEARS

What do you hope will be our church's 3 most exciting, energizing and Spirit filled accomplishments over the next 3 years?

Return to in-person worship

- Integrate what we have learned
- Keep innovating (choirs?)

Land use

- Wood-fired community oven
- Build on & expand the use of our land to help others
- Larger worship space

Connections to the community

- Rogers Road
- Grow anti-racism work

Support our people

- Spiritual formation (adult & youth)
- Support around issues of race, gender, disability, aging
- Pastoral care

I'd like to see more emphasis on Christian formation for life as lay people, including vocational discernment.

My dream now is just to be together again. I have a hard time seeing beyond that.

I love to think about programs for the youth of Rogers Road that use our land - fishing, pizza, summer camp.

Q5: ADVOCATE DISTINCTIVES

What do you think makes the Advocate distinctive in terms of culture, values and practice?



A word cloud of Advocate distinctives. The words are arranged in a roughly circular shape, with 'inclusive' and 'open' being the largest and most central. Other prominent words include 'innovation', 'social', 'justice', 'tradition', 'community', 'messiness', 'joy', 'challenging', 'participatory', 'intimate', 'informal', 'small', 'outreach', 'supportive', 'meals together', 'celebrate', and 'children'. The words are in various colors including blue, green, yellow, orange, and red.

community
messiness
joy
innovation
challenging
inclusive
participatory
open
intimate
informal
tradition
small
social
justice
outreach
supportive
meals together
celebrate
children

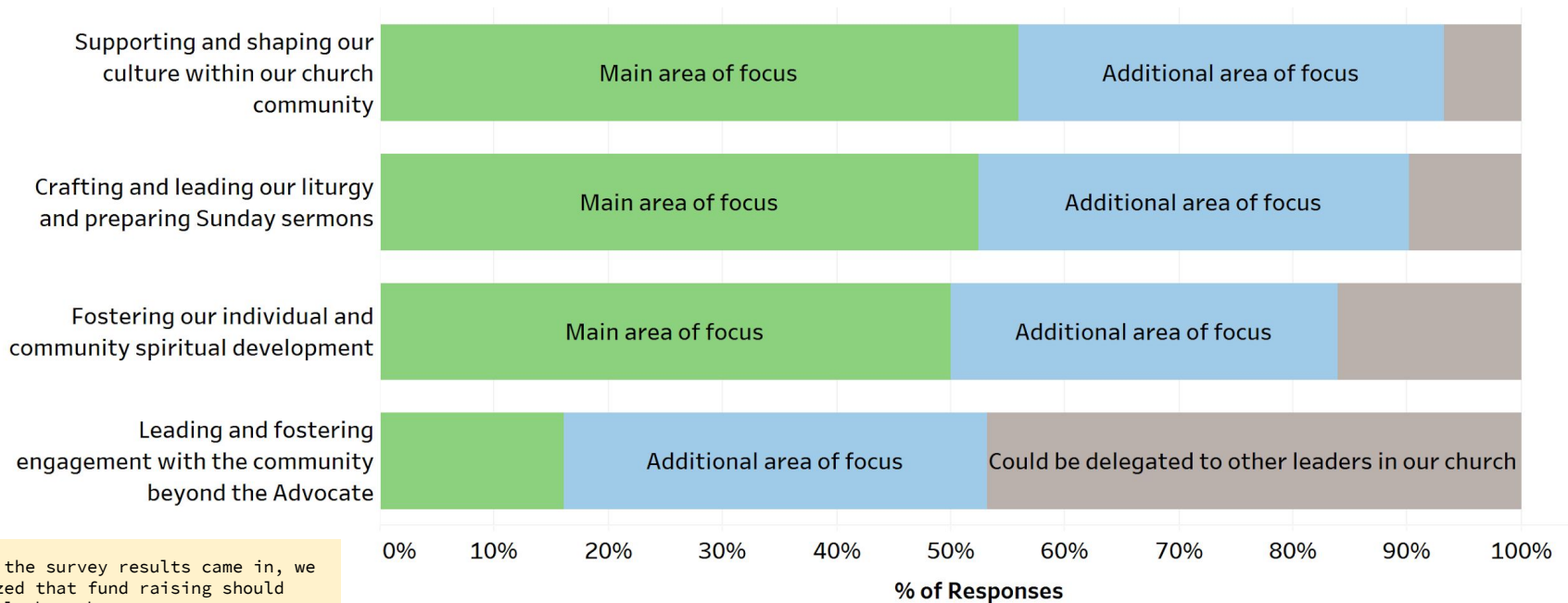
**We respect the liturgy while also
being free in liturgical practices.**

**We are all on different roads but
God and life in God seems first
and centered...with everything
cycling around this. God as hub.**

**We really focus on the two great
commandments: love of God, and love
of neighbor.**

Q6: HOW OUR NEW VICAR SHOULD SPEND THEIR TIME

Among the following categories, how would you want our next Vicar to spend their time...



Q7: OUR NEW VICAR

What are your must-have qualities for our incoming Vicar?

Head

- Life-long learner, intellectual
- Committed to Jesus, justice, pastoral care, Christian formation and the Episcopal church
- Strong sense of call
- Can embrace faith, doubt, and the differences of people
- Collaborative leadership style

Heart

- Sense of humor, joyful
- Active prayer life/spiritually disciplined
- Relational (loving)
- Prophetic
- Empathetic

Hands (what the Vicar does)

- Good preacher/communicator
- Connected to the community around us/high cultural competency
- Collaborative Leader/good delegator
- Flexible/Creative
- Keeps liturgy focused on God in Christ
- Grows the light in others and helps them shine

Q8: WHAT SORT OF SEASON IS AHEAD OF US?

What sort of season do you feel the Advocate is in at this time and for the coming two or three years? Examples might be a time of internal focus, nurturing and building our community to support our people in their various ministries; or continued outreach via additional facilities and programs that support transformation in the broader community; or other areas of focus. Please share your ideas.



Given the impact of the pandemic, a season of re-gathering is needed to bring everyone back together in fellowship.

As long as we keep learning what it means to listen and respond I don't think we need to know what is coming in two years. I don't even know how we could know.

...it seems like we've gotten very comfortable with the way things are.

Q9: SUPPORT FOR YOUR OWN TRANSFORMATION

In what areas of your life are you seeking support from the Advocate for your own transformation?

To know

- Liturgy, worship
- Group study (of history, ideas, present reality)
- Child/youth ministries

To be known

- Fellowship groups
- Shared meals
- Connection among ourselves

And be transformed

- Work “in the world”
- Support for spiritual formation/practice

A simple Bible study would address so many of these needs.

My sense of love and belonging to the Advocate enables me to go into the world and help heal its hurts.

My transformation happens in tiny bits, and the friendship and love of so many people in the Advocate is exactly the support I need.

Q10: ANYTHING ELSE?

Please elaborate on any of your answers above, or anything else you'd like to share with the Vestry.

Other notes on what we need in our new Vicar

- Mature/experienced
- Able to relate across our heterogeneous community
- Ability to fund-raise or facilitate fund-raising
- Connections to the local community

What we may not need

- More admin work could be delegated to paid staff
- Cat aversion

Our next Vicar needs to be as much of a holy troublemaker as Lisa.

Our Vicar needs a strong, passionate life force that is charismatic & fuels their work.

The Church of the Advocate has finally given us a taste of the intentional community we have been seeking for years.

WHAT'S NEXT...

When	Activities and milestones
Week starting 2/14	Finalize summary of survey Work on church profile continues
Week starting 2/21	Share church profile at screenside chat on 2/21 Vestry meeting 2/22 - review progress, confirm direction Share survey results & church profile with diocese Begin work on job description
Mid-March	Job description complete, job posted Transition page live on the church website
May onwards	Diocese to present candidates Vestry to confirm chosen candidate (or request more candidates) New Vicar in place by summer, 3 month overlap with Lisa

Meanwhile...

If you have questions or concerns, contact a member of the Vestry or Lisa.

To send us your comments or request a call, you may also go here:

bit.ly/cotavestry