

St. Mark's Transition Process and Timeline Discussion

As background, the goals of the interim period were to: raise the morale, assess staffing needs at the Cathedral in order to maximize the financial and human resources there, continue to maintain high quality and welcoming worship, create a healthier congregational environment/congregational culture in preparation for the call of a new dean, and reconnect the Cathedral with the larger Seattle community. **(I took these from Rebecca's status report of some time ago)**

Bishop Rickel is now initiating an effort to work on one of these goals: creating a healthier congregational environment or culture at St. Marks.

Elements of the Process

Summer 2010

Design the process which will include:

- The use of an outside consultant or group of consultants to be chosen by the Bishop
- Clear goals for the process
Review of other studies and any data recently gathered (to include the Steinke report, the work done with Bishop Herbert Donovan and the more recent results from the CAT survey.
- A component that includes the entire congregation (scheduling idea of a series of evening meetings on "The Future of St. Mark's")
- A component that involves an expanded "leadership group"
- A way for Bishop Rickel to have a voice in the process, to include his comments on the acceptability of their current model
- Exploration about St. Mark's relationship to the Diocese
- The identification of other work that will need to be done coming out of this effort
- A communication plan to keep everyone informed as things go forward

Fall 2010: Do the work!

January 2011

Reflect on the work done to date—what has been learned, what it means, any specific actions to take now

March 2011

Begin creating the Profile Committee

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Some Preliminary Work on What Might Need to be Done Creating a "Culture Shift" at St. Mark's

From	To
Everyone has to be in on every decision	Streamline trusted leadership and participation and listening processes where appropriate
Suspicion	Trust
Confusion about what transparency means	Positive transparency well-defined
Overblown structures and systems	Structures and systems that serve the mission
Overblown sense of self	Right-size sense of self