

From Wisdom Wall

1. Change

What will it take to create change at Saint Mark's?

Reaching out

Patience

Risk, commitment, openness for each individual have to change

Open transparent & pastoral relationships with clergy

Changing the culture to be a truly inclusive Christian community

****Need culture change**

Culture of trust

Cultural shift

Dissolve and dissipate old thoughts and attitudes that no longer serve us

we need a change of leadership (the Dean) or at least an apology

need response! Were our voices heard?

****Open communication – honesty between clergy (Robert), vestry and congregation**

Know vestry and hear from them

Transparency and open honest conversation

There is an undercurrent of “a problem” but it is more rumor or speculation than knowledge or fact. Aren't we creating a fog? How about a common understanding?

Continue to work toward transparency

Need follow through

Involve community

Rigorous honesty

Open to new ideas

Willing to change

Make voice heard

Financial expansion

Inclusion

Define the change you want

Accept (personal responsibility)

Action

Integrate social issues into sermon somehow

Hope

Generosity

We've lost our sense of joy

Culture or trust

Structure – no beginning, no end, no inside, no outside

Labyrinth

Integrate youth in substantive manner

Start new

More community forums- less didactic

Power to the people – voices heard – more forums like this – follow through – active lay leadership – communication with vestry

What will it take to create the change we look forward to?

What seed might we plant today – together – that could make the most difference to the Future of Saint Mark's?

Healing needs to take place

Change requires willingness to change

We need new fresh thinking and action

What will it take to create the change we seek?

We need more democracy

Role of vestry/congregation needs to be more democratic to be together

“Rubber stamp” administration

We need to be honest about who what we are – cultivate humility – drop this value of greatness and pride. Keep talking together

Emerson said people want to be told what to do. Humm, seems not.

To create change requires new leadership

No rubber stamping

We’ve been blasted loose!

Change comes from transparency and open honest conversation

Pastoral Wednesday night once a month

Believing the best not digging always for the worst

Desire for change – some apprehension sense of uncertainty

To change – willingness to live in the paradox/open to fluidity

Encourage imagination in leadership

How do we weave the silos together?

Get folks involved on decisions

Change follows dissatisfaction with the present

Willingness to engage and maybe change

Actively pursuing healing

We need and want involvement and transparency

Need a change of openness among all

Inclusive decision-making

No more secrecy

Transparency and involvement strengthen the parish

We need a model

Take the good things and make them better

Common vision for change

Healing the torn edges

Figure out what needs mending then mend, rework, reweave

Problem that needs to be dealt with

There is an undercurrent of “a problem” but it is more rumor or speculation than knowledge or fact. Aren’t we creating a fog? How about a common understanding?

Hope we continue towards transparency

More teamwork

Change begins with me

Honesty (rigorous)

Openness to new ideas

Willingness to engage and be change

2. No change Needed

Who needs change?

Comments on change met with anger

3. Altarpiece

Let's make an altarpiece of our own for this dear place

Saint Mark's altarpiece

Our altarpiece can be about our leadership crisis

Saint Mark's Altarpiece – I like this idea! I have wished we could make something (separate from this) to send back to the people of Hamburg, to thank them and encourage them.

Create altarpiece

4. Tools needed

How care to for one another

We need to recognize that real feelings are being felt and not respond in anger

Opportunities for personal discernment

Connect – clergy classes, study

We have gifts we need

Acceptance of who we are

Wondering re tools

Stable commitment

Put blame on relationship, not person

Absolutely honest – and that takes time

Overcome negativity

Relearn

Must let go baggage

We know what we yearn for but we don't know / how to get it / achieve it

Are we willing to do the work?

Pastoral care leadership

Expectations of involvement

Encouragement of involvement

5. Part of the Solution

Let my actions speak louder than my words

It should be a both/and proposition

Personal responsibility x2

Bring my joy to the cathedral and bring it home

Make effort to participate

Speak up and receive others

Make some time & effort

Practice – it can all be a spiritual practice

Come out!

Mental growth and humor are two things I can give

Volunteer at Cathedral

Personal responsibility

I throw in my lot with this community

How do we participate

Different levels of participating

Participating by idea sharing

Involvement/Caring

Know real options – try some

Openness

Volunteering – create strong connection

Community and leadership care in crisis both affirm a parish in transformation

All true healing is hard work

Have to be hopeful and willing to confront the hard places

Being present to the task

Deal gracefully

All problems are not “them”

Reach out and let yourself be touched

How do clergy and laity work together? What does this relationship look like? How do we hold each other accountable? Those paid and those volunteer

Have courage to venture outside your comfort zone

Each person needs to ask self “ how can I be part of the solution and the new vision we want for Saint Mark’s? What are we call to be?

How can we learn to work closer with/ and/ or partner with clergy? Clergy can guide spiritually, but we need to apply what we learn from them and make this cathedral the best it can be!

We have to live the mission we envision.

Listen

See how they love one another

Children stepping up and leading

Including the children

6. Clear Mission

How do we focus our energy and ideas

How can we join in social issues of the city?

Are there perhaps too many ministries?

There seems to be a lack of shared vision

Purpose of any church is transformation of the world

How/where to focus our ideas and energy

I want more ways to be involved in community issues, hand-in-hand with people at Saint Mark's. When things are going on in/outside the community, what is Saint Mark's response?

Integrate social justice in sermons

Outreach to other parishes

Enabling ministries

Connecting with larger community over social justice issues

Theme of disconnectedness – connecting together about what's going on in the world

Diversity – race, language, culture, vocation

Doing things vs. being together (wholly)

Communally owned vision

Foster diversity

City meets country, so thought gets interwoven

Parish with special unifying ministry as the cathedral for the diocese and the city

Eliminating conflicts that emerge, future will become clear

How do we articulate common purpose?

Saint Mark's is very strong or was

Clarity of mission – ours too broad

Short, sweet and make you jump out of bed

Attempting to be the light on the hill

International concerns

Our connection to greater Seattle

Church is different because what would our Lord/God want us to be/do

Woof and warp neighborhood

Need for linking cathedrals mission to people outside the parish. i.e. communicating what we (on God's behalf) have to offer

Cathedral on the hill – beacon for the whole community

A place to find faith, nourish the spirit

Dual nature of Saint Mark's as Cathedral and parish – both important

Tonight's conversation reflect the parishioners of Saint Mark's

What is it to be a very public church?

Can (Are) we a big tent in the wilderness

What defines a cathedral

7. New People / Getting connected

All ages – children and adults

Involve newcomers

Renewal – are there better ways to help people get connected when they are ready

Inclusion/ the goal

How do you create opportunities to get connected?

How do we welcome new people and keep them connected?

How do we welcome new people and incorporate their new ideas?

Inclusion of new people – how do we invite people to be involved?

Come as you are

Invite people to come

Buddy/Mentor system for new people – help them get connected – build relationships

Buddy system

Sponsor for newcomers

New people new trends

Not speak to anyone you know on Sunday until you've spoken to someone you don't know

Larger congregation - more connection

Growth in membership

More inclusion in the process

Reach out and invite

Theme: Volunteer at Saint Mark's

How do you invite people to participate

How do you find ways for people to feel connected and stay anonymous if they so choose

Inclusion – we learn from everyone

Welcome everyone

Appreciate each other

Get people more involve – especially those who are not and want to be

How to invite newcomers

How to care for one another

How do we welcome new people –keep people connected and incorporate their ideas

8. Single Issues/Ideas

Cathedral and parish – Size intimidating, humility and faith

Coffee stand

We lost a sense of joy when the “layoffs” occurred this spring. It isn’t that those people are the only ones to carry joy, but we’ve lost it for now.

Anger is a time for creative thinking

What do the programs need to be

All ages – children and adult education

High prizes effect future generations – will they leave

Fund raise (compline donations)

Referral programs (i.e. rent room/ affordable)

Adult program – mix and mingle – share ideas

Theme – all effort ad grow programs

Assume goal and all factors present to succeed

More diversity (race, language, culture, vocation)

Large crowds vs. radical ideas

Saint Mark’s coming out

Motivation

Need wider support

Holy space

The fringes are ok

What kind of diversity

Variety of styles can affect desirable goals

How do we make everyone happy in a big place?

Whatever angers you, conquers you

Learn from mistakes

Use the wisdom of those who have done it before

Wisdom night

Picture to emulate

Richness in fabric and color

Scar tissue stronger than original skin

Who is the weaver?

Who are the weavers?

Balance between unity and diversity

Episcopal Priest Frei Jaoa, a rebel, an iconoclast and surrounded by God's spirit. A miracle worker and sufferer

Who is checking to see about the need to mail the Rubric?

Now to be negative on September 5

Laity accountable too

No person is perfect

Vertical threads are constant – people weave in and out

Zoe and Bailey – Olympic kayaking

Acceptance for people of all faiths

Joseph Technicolor coat

Humor – not taking ourselves too seriously

God at center

Structure – no beginning – no end – no inside – no outside

Labyrinth

9. Identifying and using our gifts

Building community while protecting anonymity – how?

Pastor well enable the work that need to be done

A variety of styles call effect desirable reality

Need to collect and share spiritual gifts

Working together

Tools for working together

Community of practice

Include many people to do many things by asking many, many times for help

10. Cathedral

Cathedral, parish, diocese relationship

Cathedral vs. Parish is a false choice

Parish or cathedral church

Tension in role of Cathedral vs. Parish/Cathedral vs. Community/Cathedral Vs. Diocese

Strong cathedral/strong parish

Do we have representatives on Diocesan Council? How does this relate us to the diocese – parish? A cathedral?

Change cathedral expectations

Cathedral and parish relationship

Need clarity on relationships of parish and cathedral

Need for linkage between people and cathedral

We are a public place

What is the definition of a cathedral?

Cathedral –parish, 2 way street of contribution to one another

Some parishioners don't want to be a Cathedral

Cathedral and parish

Are we parish on a cathedral church?

What is the definition of a cathedral?

How is it connected (of can be) to diocese parish?

What is our mission

What should individual member's response to that mission be?

Does the stated mission and vision for the church fit with what we don and we are

11. Building Community

Begin each meeting with some version of “check in”

Involve newcomers – welcome

Help each other/ care

Small group – parish picnic, brought people back, welcome newcomers

Bring folks back

Regular opportunities like Café Hope

Connections/ relationship building

How can it/we be better connected with each other?

Help each other/care

Small groups – parish picnic/welcome newcomers

Bring folks back

What does it mean to be a Christian community?

Longing for acceptance/belong

Want to be with someone

More stick together/stronger fabric

Communication

Small groups – intimate

Addressing disconnecting within walls and without walls

Your people shall be my people and your God my God

Connecting

Communicating with action

More people shared establish relationships

Shared ministry – music

Create opportunities regularly like tonight

Beginning each gathering/meeting with some versions of “check in”

Don't stop talking to each other

Respect for each other

Not feeling part of the whole

Somebody to say “hi”

The chalice bearers have never met!

Who is the Saint Mark's community?

Connecting with people in their 20's and 30's

Informal groups

Interaction

Sharing ideas

Needing to connect

Family

Use the individual contacts we have to hear what every person is saying about our values

Opportunities to build each other

We have silos not cross connections

Build interconnections

How do we facilitate different interest groups meeting each other?

Cooperation

Are there new and creative ways to meet the yearnings we have to be connected?

WE are so busy doing that we don't have time to connect

Connect to clergy and to each other

Heart energy, within a grounded presence experienced through eye contact that says, “I'm here, really here looking looking at you.”

Hearing peoples' stories

Feel connected

Opportunities to talk about present and future

Opportunities to share stories to connect

Having face and name known

Digital story telling

How do we collect stories like tonight?

Small groups key in big cathedral

Expand cursillo community

Fragmentation

Agreed on standards and how we hear each other

What unites us?

Communication – lots going on but who knows about it?

Working together

Membership – active more than giving money, active in ministry, enter the water of governance

Pastoral care – forming organic community – healing, growth and identity

Is anyone here like me?

Will anybody here like me?

If you're beat up by religion this is a good place to be

Pastoral care and community life

Pastoral care intersect with community life

Inclusion

Listening Small groups Honesty Include the wisdom of elders and children

And Past vestry members

Care for each other – Don't be afraid to leave your comfort zone – Follow up with people – make a commitment to make it happen – courage

Small groups task on maintenance

We will weave something that will last – permanent – wisdom of our elders – listen

The freshness of our youth

Ubuntu Baptismal Covenant – See how they love one another

Youth – children

More diversity (race, language, culture, vocation)

We need members who are leaders alongside the staff

We need more forums and small groups meeting at tables like this and we are all heard

Become more family as we do more for each other

How you build community will protect anonymity

Caring for each other/being a cathedral

Include; encourage everyone, children and youth in the life, programs, and sessions at the Cathedral

Speak to people you don't know

Youth vital

We are each a piece of the puzzle

What is open communication?

How stubborn one has to be to be connected to the community/

You're listening to me because we did it in community

Include children

Feeling of community so essential

Include everyone in

We are all struggling to think together

More forums with small groups so people can connect

Pay attention

More Café Hope

Share what's on our hearts

Remember your baptism

Ubuntu

Culture change

Personal responsibility

Anti-greed

Can't please everyone

Appreciate our resources

Be genuine

Open communication

Get over it

Stay open and connect with others

One seed – start to ask people I don't know their stories

One promise – be part at the next Cafe Hope

Commitment to build communities

Connecting with people in their 20's and 30's

More social time, open space, wine and cheese, coffee hours

Personal commitment

How can I help?

Using my voice – here is my vision

Picnic

Hockey field

Ubuntu – Our worth is measured by our connections to other people

Weave the future by connecting to each other because we are Christians and called to live in the center together

We should have more community meetings. They can be more focused. Ultimately this church, each of us, must support each other living a better Christian life

Time to have Café Hope but have specific theme

Community through respecting and knowing each other

Loved and accepted for whom we are

Attitude is weaving – the importance of every thread. Be able to express what we are. How do we represent ourselves in the anonymity / diverse

Communicating, commitment, giving of ourselves

Pay attention

Respect

Commitment

Risk

Trust

Prayerfully in a committed way, communicatively through valued practice, staying / sticking together, regardless, through small groups, respectful, walking together

Listen

Small groups

Constant thread in God

Moving thread are all the people

Use wisdom of elders – past vestry members and young people

Humor – don't take yourself too seriously

It is not the love that sustains marriage but the marriage that sustains the love

You learn about yourself and the other in struggles

More sympathy though commitment

No togetherness without a more democratic organizing view

12. Finances/Capital Campaign/Building

Building challenge – maintenance

Who is our parish – where can money come from if not from parish

Coffee shop, bookstore – commercial real estate

Need for capital campaign to finish spaces

Less bread more taxes

Capital campaign to fund the deferred maintenance list

Focus on gift rather than scarcity

Financial stability

Leverage assets – parking lot

Century II was founded in conversations with people and their values being identified

We need scholarships

Do maintenance before new plans

13. Staff

Clergy be clergy and each of us get info

Leadership essential for pastoral care

Role of Dean in this family

Pastor to nurture/send out the rest of us

Clergy as prism for – pastoral care, vision, community, being church in the world

Buty foller skates for Robert Taylor so we can have a sense of parish when we need clergy!

Hire well

More priests

Not enough staff for arts programs

What is Robert's role?

Dean – Conductor

In the orchestra where I play the conductor works for us

Problem with priest as savior

All clergy becoming involved in pastoral care

A Saint Mark's Haiku – One Body are we/But a triple amputee... so are we really

Bishop Greg

Sue Reid has been glue. We'll have bigger tears when we lose Sue. We need clergy that connect with us.

Words to Describe Who We Want to Be at Saint Mark's

Acceptance Hope Belonging

Vision Leadership Persistence Gratitude

Risk hope

Risk speaking up

Inclusion

Prayerful Kind Responsible

Love Democracy Acceptance

Connection Community Spirituality

Trust Commitment Honesty

Communication

Action Openness Willingness

More Hope Cafes

Respect Accountability

Open communication Rigorous honesty Paying attention

Trust telling Trust listening Stay connected

Love one another

Healthy with money

Live within means

Responsibility

Accountability Feeling heard

Intentional welcome community

Church/spirit/prayer/God

Openness Respect Accountability Responsibility

Love Democracy Acceptance

Freedom Creativity

Fragmented

Beacon/Inspiration

Culture change Communication Togetherness

Commitment: forgiveness

Weaving healing

Feel safe Prayerful commitment Acceptance Practice

Respect Feel connected Keep dialogue

Communication Intentional Educate

Liberte, egalite, fraternite

Intention

Inclusion Community Welcoming

Responsibility/Commitment

Must be saved by hope, faith, love

God's will Spiritual Leadership God's work

Ministry service/volunteers

Make it safe

Try new things

Anybody can sing

Deeper faith

Study Prayer Small groups

Courage Imagination Leadership

Faith Hope Love

Rigorous honesty

Openness to new ideas

Visibility, seeing things, trust, awareness

Communication Commitment Long memories

Called by name Surrounded by prayer

Honest, non-judgmental conversations

Those who wonder in searching

Spirituality radiating hope

Develop Dream Pull together Pattern

Values, mission, vision

Miracle and acceptance of faith

Get past and grow issues

Develop Plan Pattern

Balance Renewal

Forgive Reconciliation Think positively

Permanent Wisdom of our elders Listen

Transparency Open communication Willingness/opportunity to speak up and listen

Faithfulness Change Commitment

Trust Culture of accountability Respect

Integrate youth in substantive manner