

APPENDICES
2020 MISSION STUDY REPORT

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APPENDIX I

Pastor's Message published in the Happenings for October 6, 2019

My friends,

The Transition Team is at work—along with the staff and Session. They need your prayers and your thoughts as things past, present and hoped for in the future are explored.

Transition work here is not just a gathering of “facts,” but a discernment of God’s call in the ongoing story of St. Mark Presbyterian Church, of which you are a significant part. St. Mark is in the stories of all the lives of those who have called it “church home” and all who have found here something of God’s redemptive love. All those same people are part of St. Mark’s story. We need to know more of that story as themes are explored; turning points are remembered; patterns of being a “family of faith” are examined. There will be gatherings where such things can be shared; in addition, you are invited to talk to team members individually, if you prefer; or you can write your observations, dreams, memories, concerns and send them to me (pastor@stmarktx.org) or to Gina Klein (ginakklein@gmail.com) who is the Transition Team’s “scribe.”

A few years ago, the world of “interim ministry” changed not just in name, but also in purpose. It became known as “transitional ministry.” Ministers who serve churches during the time between installed pastors are not only charged with the task of preaching and teaching; celebrating the sacraments; pastoral care and administration, they are also called to the task of helping a congregation navigate the transition as a time to assess, listen, discern and envision; sometimes even to make significant changes.

St. Mark’s Transition team, which was approved by the Session, is rich in commitment, skill, experience and in the deep desire to understand the way in which God is moving in this church’s life –and the ways God has moved. The team seeks to better understand St. Mark’s heritage and its role as a church in the context of this community. They seek to better understand St. Mark’s gifts and resources; its patterns and ways of “being church;” its challenges and failures; its dreams and call. This is quite a task.

Team members include, Dave Bagwell, Dave D’Alessio, Calleen Friedel, Gina Klein, Lindsay Mangum, Paul Mebane, Nina Morgan and Carol Trono. More information about each member and about ways to get it involved will be coming in an email next week.

Until then...be praying, remembering and dreaming. This is your ministry not just the Transition Team’s, Session’s, staff’s or the pastor’s. We all are part of Christ’s ministry. Thank you for your faithfulness. It is a privilege to serve with you.

Many blessings,
Joan

Email Blast from Pastor with Team Message & Member Information sent 10/17/2019

From: Naomi Koudouris <notifications@onrealmmail.org>
Sent: Thursday, October 17, 2019 9:43 AM
Subject: St. Mark Transition Team



St. Mark Transition Team

Please see a special message below from Rev. Dr. Joan H. Watson regarding our Transition Team:

My friends,

The Transition Team is at work exploring the many aspects of St. Mark; and in the weeks ahead, they welcome opportunities to hear from you. Attached is a letter telling more about what they hope to learn and about who they are. It is an impressive group of our members who bring helpful skills to the task of discernment.

Though what you read in the attached letter will be primarily questions to ponder, what we hope the questions will stir in you are stories – stories of things that touched you along the way and things that move you now both in memory and in hope, as you think of St. Mark.

Stories reveal more than just quick answers to questions. Our lives are stories; our stories are part of each other's stories and of this church's story. We all live in the context of God's unfolding story of purpose and love.

During worship these next few Sundays, we will hear stories of grace and gratitude as we approach Consecration Sunday on October 27th. It is always a time to consider our own callings and gifts as we remember the message of scripture that we are "blessed to be a blessing."

You are certainly a blessing to me. I am so grateful to serve God along with you – at such a time as this – in such a rich and wonderful church as St. Mark.

All the best,

Joan

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ATTACHMENT TO EMAIL BLAST:

Friends,

Let's talk! The Transition Team wants to hear your thoughts about St. Mark.

In the next few months, we will be speaking with different groups in the congregation and beyond. We will also host open gatherings – congregational conversations if you will – where you can share your thoughts. This is part of what is involved in completing a Mission Study of St. Mark, which will be foundational for the work of the next Pastor Nominating Committee.

If you can't or prefer not to attend a gathering, you are invited to talk to team members individually or you can send us your observations, dreams, memories, joys and concerns. Send them to Joan Watson (pastor@stmarktx.org) or to Gina Klein (ginaklein@gmail.com) who is the Transition Team's "scribe." If you don't use email, you can always drop off or mail your thoughts to Pastor Joan at the church. All comments received will be shared with the transition team, but will otherwise be kept confidential.

We believe we all are part of the story of St. Mark; and in that story is our past, our dreams for the future, and our gifts and callings that are at work in the present. The Transition team has discussed many aspects of our church and would like to hear from you about such things as the following. This is definitely not an exhaustive list. We also want to hear whatever is on your heart and what you feel called to share.

- Why did you decide to visit St. Mark, before you became a member?
- Why did you become a member?
- If you have seen unity at St. Mark, when/where did you see it? How did you respond to it? How did it impact you?
- If you have seen division at St. Mark, when/where did you see it? How did you respond to it? How did it impact you?
- If a miracle happened over night and you woke up and saw your "ideal church serving the Lord," what would you say would stay the same at St. Mark and what would need changing?
- How has St. Mark changed in the last 5 years?
- What is your vision for St Mark going forward into the future?
- Would and/or do you recommend St. Mark to friends and family? Why or why not?
- How would you describe this congregation's vision for ministry? How is this vision lived out?
- Does the church feel called to reach out to address the needs of the community, and if so, how?
- What qualities do you want in a new pastor?
- What specific tasks, assignments and programs do you think a new pastor should have responsibility for?
- What else would you like to share with the Transition Team?

So you will know our team better and can put a face with a name, below you will find photos and some brief information about each person. We look forward to talking with you and/or hearing from you soon!

St. Mark's Transition Team

MEET THE TRANSITION TEAM



Dave Bagwell – Dave Joined St. Mark in 2003 after moving from Tulsa, Oklahoma where he was a member of Southminster Presbyterian church. His wife is Cindy. Dave currently serves on the Worship Committee and sings in the chancel choir. Dave is an elder, served on Session in 2008, and was Chair of the Board of Trustees in 2016.



Dave D'Alessio – Dave D. was ordained and installed as a PC(USA) Minister of the Word and Sacrament in August 1992. He served churches in Pennsylvania and South Carolina and was honorably retired in the summer of 2017. Dave and his wife, Mary D., moved to the Boerne area in January 2017. They began attending St. Mark Presbyterian Church and have become more and more active over the past two years. Dave also helps lead worship at the 9:00 am Contemporary Worship service.



Calleen Friedel – Calleen grew up in the Presbyterian church. Since being at St. Mark, she has accompanied the youth on three mission trips, taught elementary-aged children Sunday School, and is currently teaching middle-school and high-school age Sunday School. She has served on many projects while at St. Mark: habitat for humanity, cleaning up John Knox campus, chaperoning a youth identity retreat, co-leading a youth service/mission project, participating on the Growth Initiative Committee, helping on property clean-up day and ushering at the early service. Calleen served as the Adult Christian Ed elder her first year on session and is now the co-elder for Outreach.



Gina Klein – Gina was born and raised in a small-town Presbyterian church in rural Oklahoma. She relocated to Boerne with her family in 2009 and joined St. Mark in 2011 with her husband Rob and sons Slade and Dakota. Gina serves on the scholarship committee and leads the Breakfast Club Sunday school group weekly. She attends the contemporary service where her youngest son Dakota plays bass in the Praise Band and husband Rob coordinates the A/V.



Lindsay Mangum – Lindsay has been married to Nat Mangum for over fifteen years. They have three kids, ages 7, 9, and 11. All three kids spent time at the Early Learning Center. Lindsay was a member starting in spring/summer of 2011 to 2015. She spent the last part of that time serving on a vision committee for St. Mark. The family spent the next few years in Dallas. They returned to Boerne and the church in the fall of 2017.



Paul Mebane – Paul is a lifelong Presbyterian. He was raised in San Antonio, attended Texas A&M and served four years in the Air Force. He then had a 32-year career as an engineer with Exxon with assignments in Houston, New Jersey, Norway, Malaysia and Qatar. Paul and his wife, Nalga, have been married for 50 years, have two children and two grandchildren. They retired from ExxonMobil in 2006, moved to the Hill Country and joined St. Mark. Paul is a Master Naturalist, leads nature tours at Honey Creek State Natural Area and Canyon Lake Gorge, and is a children's outdoor classroom teacher at Cibolo Nature Center. He is currently on session, has been an adult Sunday School teacher for a few years and has been on several PNC's.



Nina Morgan – Nina and her family joined St. Mark in 2013. Originally from Houston, Nina grew up in a Baptist Church. St. Mark's community outreach programs drew her to the church. She has served as a children's Sunday School teacher and VBS small group leader. Nina is honored to serve on the Transition Team.



Carol Trono – Carol Trono is a lifelong Presbyterian. She and her husband, Ruben, moved to Comfort in 2013 and joined St. Mark in the fall of 2014. Carol completed a term as an active elder at St. Mark last May. She has served as an elder and deacon, and on mission, stewardship, and pastor nominating committees for other PC-USA churches. She is currently a member of St. Mark's Host and Communication Ministry Teams.

APPENDIX II

Email Blast Invitation to Listening Sessions sent 11/14/2019

From: Naomi Koudouris <notifications@onrealmmail.org>

Sent: Thursday, November 14, 2019 1:55 PM

To: ctrono@gmail.com

Subject: St. Mark ~ Transition Team Listening Sessions



St. Mark ~ Transition Team Listening Sessions

Please see the message below from the Transition Team:

Friends, The Transition Team would like to invite you to a time of reflection and sharing. In an effort to better capture our institutional memory, we are planning to do this by "Eras of Joining St. Mark." You will receive a separate email invitation before the meeting, but we wanted to get the overall schedule to you in advance since the holidays are upon us. If you can't attend the meeting of your "era," please feel free to join another group. If you would like to talk with members of the Transition Team outside a group setting, let Gina Klein (Ginakklein@gmail.com) know.

Group 1 – Those who joined St. Mark from its founding in May 1965 through Don Owen's ministry (ending in 1986).

Meeting time: **Sunday, November 24 at 12:30 pm** in the Hospitality Center. (Light refreshments will be provided.)

Group 2 – Those who joined St. Mark during the ministries of David Merriweather, Phin Washer, Ed Dawkins and Paul Demotte (July 15, 1987-March 2002)

Meeting time: **Sunday, December 8 at 12:30 pm** in the Hospitality Center. (Light refreshments will be provided).

Group 3 – Those who joined St. Mark during the ministries of John Watson and David Evans (April 2002-February 2011)

Meeting time: **Sunday evening, November 24 at 7:00 pm** at Paul and Nalga Mebane's home. (Bring a dessert to share, if you would like.)

Group 4 – Those who joined St. Mark during the ministry of Michael Brundeen (July 2011-June 2015).

Meeting time: **Sunday, December 15** following Christmas Cantata and Luncheon (about 12:45) in the Hospitality Center.

Group 5 - Those who joined St. Mark during the ministries of Bob Malsack, Kevin Boyd and Joan Watson (July 2015-present)

Meeting time: **Sunday, December 1 at 12:30 pm** in the Hospitality Center. (Light refreshments will be provided).

Group 6- Active participants (not members) and current visitors

Meeting time: **Sunday, December 8 at 10:00 am** in Church Parlor

Group 7-General Gathering

Meeting time: **Sunday, January 12, 2020 at 12:30 pm** in the Hospitality Center.

Thank you, The Transition Team (*Dave Bagwell, Dave D'Alessio, Calleen Friedel, Gina Klein, Lindsay Mangum, Nina Morgan, Carol Trono*)

This message was sent to ctrono@gmail.com by ACS Technologies on behalf of this organization. If you don't want to receive these emails from Realm in the future, please [unsubscribe](#).

APPENDIX III
Listening Session Questionnaire

Transition Team Form

Group: _____

Date: Nov. 24, 2019

Time: _____

Location: St. Mark

Facilitators: _____

On a **0-10 scale**, where **0 is strongly disagree** and **10 is strongly agree**, please rate the statements below. Comments are welcome.

1. St. Mark has a clear sense of its identity and mission. **0 1 2 3 4 5 6 7 8 9 10**

Comments:

2. St. Mark is a Church where spiritual growth is nurtured. **0 1 2 3 4 5 6 7 8 9 10**

Circle the most valuable areas to you:

worship, Bible group, small group, pastoral care, service, fellowship, other

Comments:

3. Worship at St. Mark brings me closer to God. **0 1 2 3 4 5 6 7 8 9 10**

Comments:

4. St. Mark stands in the heart of the Reformed Tradition: **0 1 2 3 4 5 6 7 8 9 10**

(This includes: preaching the Good News of the Gospel, honoring scripture as the authority for faith and life, believing in salvation by the grace of God through Jesus Christ, believing in the stewardship of all life, believing people are created in the image of God and endowed with gifts to be used in service, celebrating sacraments of baptism and communion, believing the church is the body of Christ with Christ as the head.)

5. When disagreements occur in our church, people deal with them in a loving and courteous way. **0 1 2 3 4 5 6 7 8 9 10**

6. People in our church frequently show care in genuine acts of kindness, support and sharing. **0 1 2 3 4 5 6 7 8 9 10**

7. St. Mark has healed from its past issues. **0 1 2 3 4 5 6 7 8 9 10**

Comments:

8. I would recommend St. Mark as a church of choice to my friends or family. **0 1 2 3 4 5 6 7 8 9 10**

Please tell us Why?

9. Circle the top three things in each area that are most important to you **in pastoral leadership:**

Skills: Preaching, teaching, worship leadership, pastoral care, counseling, administration, communication, theological knowledge, group leadership, bridge building skills

Personality or Character Traits: good listener, open minded, spiritually mature, approachable, sense of humor, honesty, wisdom, insight, good perspective, kind, loving

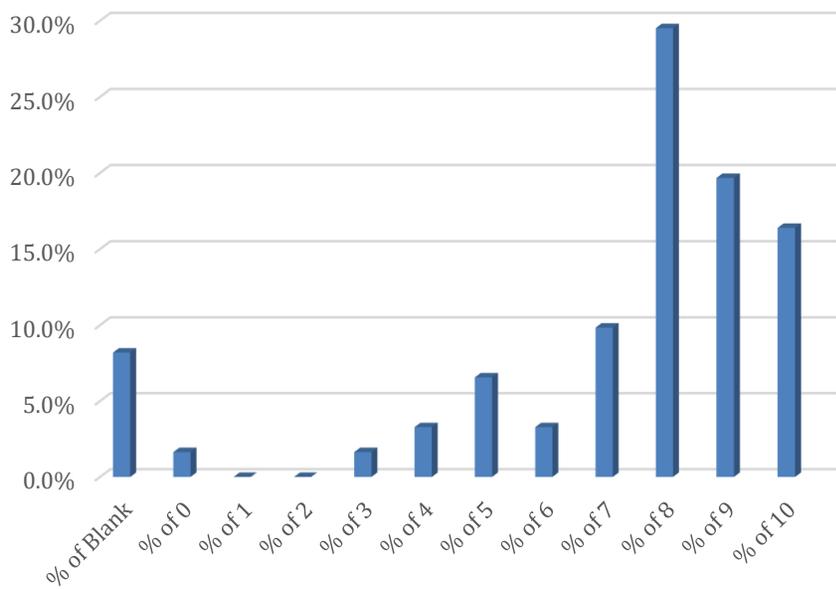
10. If you could change (i.e. add/take away/or alter in some way) one thing at St. Mark what would that be?

APPENDIX IV

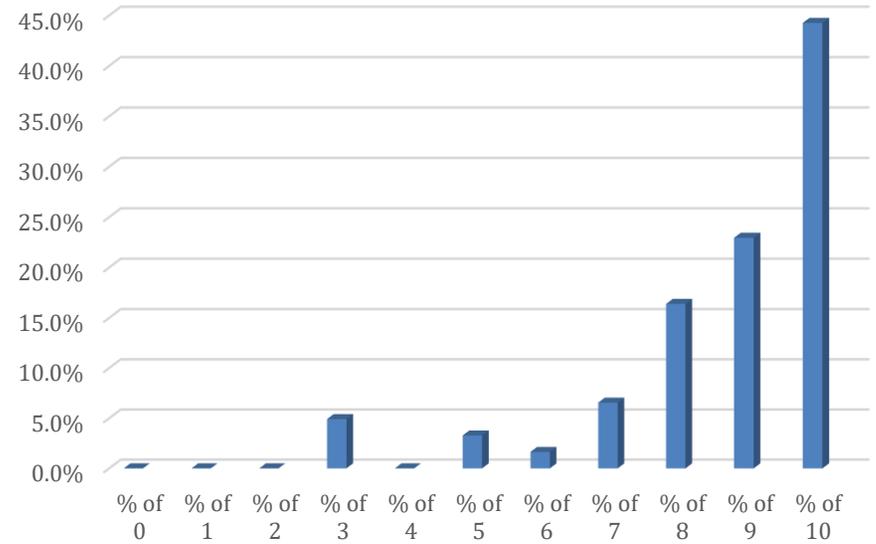
Data from the quantitative analysis of the questionnaires that were completed and returned.

GROUP	1. St. Mark has a clear sense of its identity and mission.	2 St. Mark is a Church where spiritual growth is nurtured.	3. Worship at St. Mark brings me closer to God.	4. St. Mark stands in the heart of the Reformed Tradition.	5. When disagreements occur in our church, people deal with them in a loving and	6. People in our church frequently show care in genuine acts of kindness, support and sharing.	7. St. Mark has healed from its past issues.	8. I would recommend St. Mark as a church of choice to my friends or family.
Overall (All Groups)	59	78	87	87	58	86	56	87
Response Count >	58	56	61	59	54	59	56	60
% of Blank	4.9%	8.2%	0.0%	3.3%	11.5%	3.3%	8.2%	1.6%
% of 0	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%
% of 1	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	1.6%
% of 2	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	4.9%	0.0%
% of 3	9.8%	1.6%	4.9%	1.6%	6.6%	1.6%	9.8%	0.0%
% of 4	8.2%	3.3%	0.0%	1.6%	18.0%	0.0%	9.8%	3.3%
% of 5	24.6%	6.6%	3.3%	1.6%	16.4%	4.9%	19.7%	4.9%
% of 6	14.8%	3.3%	1.6%	3.3%	11.5%	1.6%	13.1%	1.6%
% of 7	6.6%	9.8%	6.6%	6.6%	8.2%	4.9%	9.8%	1.6%
% of 8	18.0%	29.5%	16.4%	18.0%	16.4%	23.0%	4.9%	14.8%
% of 9	4.9%	19.7%	23.0%	26.2%	4.9%	29.5%	14.8%	27.9%
% of 10	4.9%	16.4%	44.3%	37.7%	3.3%	31.1%	1.6%	42.6%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

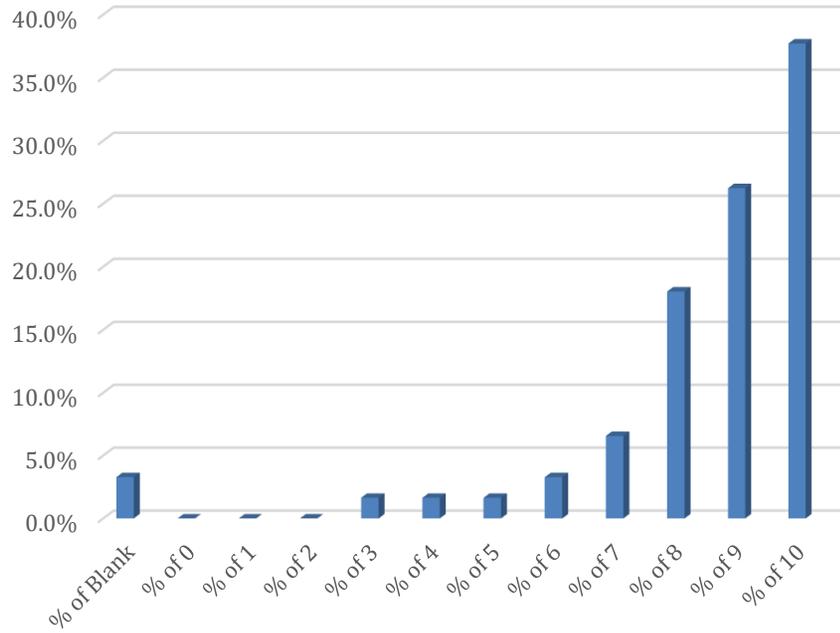
Spiritual Growth is Nurtured



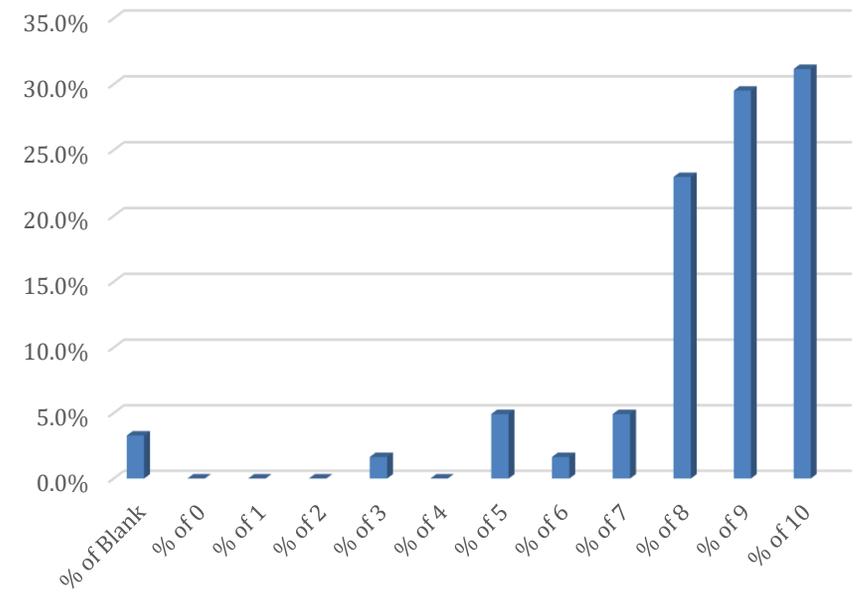
Worship at St. Mark brings me closer to God



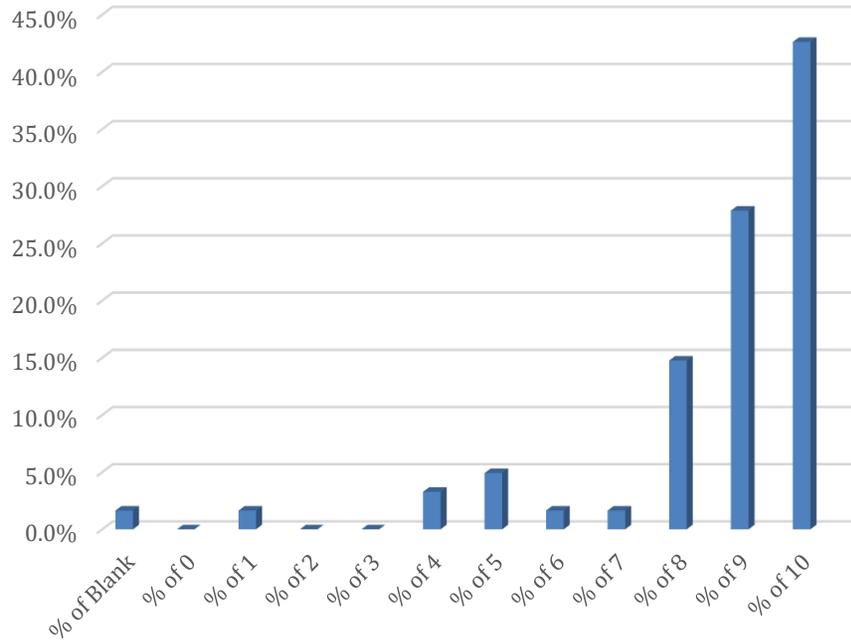
St Mark stands in the Heart of Reformed Tradition



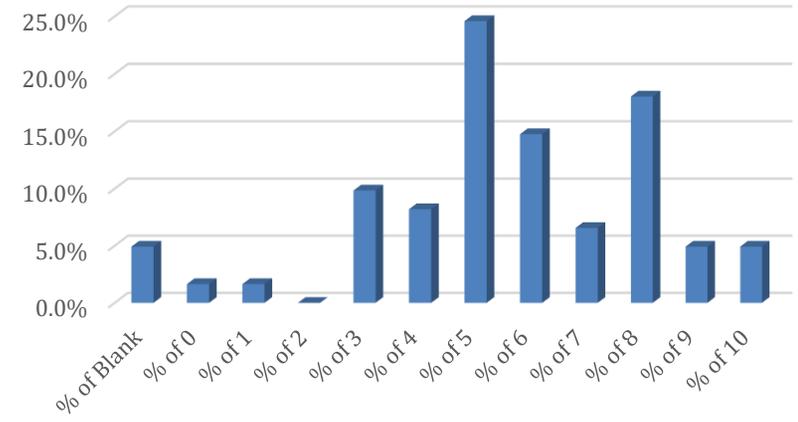
People in our church frequently show care in genuine acts of kindness, support and sharing.



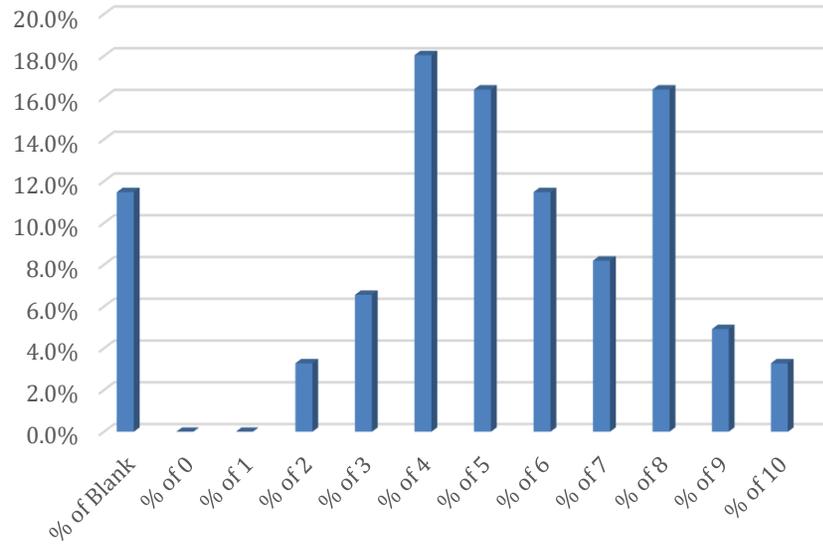
I would recommend St. Mark as a church of choice to my friends or family.



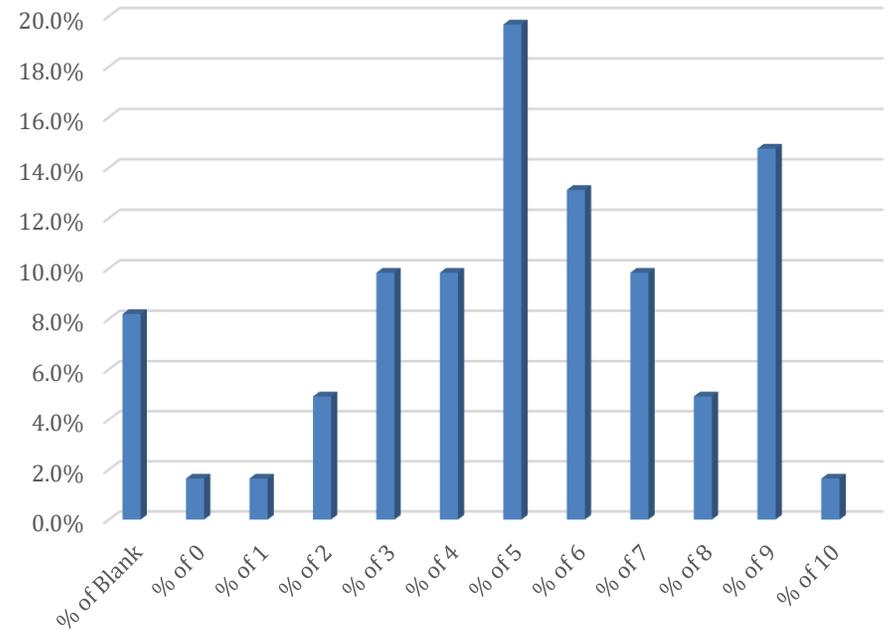
St. Mark has a clear sense of identity and mission



When disagreements occur in our church, people deal with them in a loving and courteous way.



St. Mark has healed from its past issues.



APPENDIX V

2019 Regional Demographics				
	<u>Boerne</u>	<u>Kendall County</u>	<u>Fair Oaks</u>	<u>78015</u>
% St Mark Members Living There	61%		21%	
Population (2019)	17,106	46,115	9,091	9,602
Median Age	38		47	
Age Distribution		<u>% increase since '15</u>		
<20		25%	+21%	
20 - 60		48%	+24%	
>60		27%	+21%	
Race				
White	69%		78%	
Hispanic	26%		14%	
Black	1%		2%	
Education				
High School	91%		99%	
Bachelors	38%		64%	
Graduate	8%		25%	
Religion				
Catholic	18%			
Protestant	29%			
Other	3%			
None	49%			
Married	53%		70%	
Unemployment (2019)	2.8%		3.1%	
% Residents in Poverty (2016)	6.9%		1.5%	
Cost of Living Index (100 US avg)	93		90	
Housing Affordability Index (Tx = 132)		119		135
Wealth Index (Tx = 94)		182		238
Median Household Income (2016)	\$63,316		\$127,167	
Median House Value (2016)	\$255,322		\$470,493	
References				
city-data.com	Recommended by Mission Presbytery			
bkcedc.com	Boerne - Kendall County Economic Development Cor			
worldpopulationreview.com				
zipdatemaps.com				
texas.hometownlocator.com				

APPENDIX VI

SUNDAY SCHOOL CURRICULA & PARTICIPATION

St. Mark Presbyterian

Adults

St. Mark's active church school program uses a large variety of curricular materials. Among the three adult classes, one uses video-based studies such as the DVD study series by Adam Hamilton titled *The Walk: Five Essential Practices of the Christian Life*, another uses the PC(USA) Present Word curriculum, and the third uses the Engaging God's Word bible study series. A Sunday morning parents group that meets for breakfast and prayer is more casual and uses the study guide "52 Verses Everyone Should Know."

Children & Youth

Youth and children's programs are designed to help the students live out and grow in their faith through study, fellowship, worship and service. We provide intergenerational opportunities and encourage youth and children to learn from each other and grow in Christ together. Being a small church really helps us to foster these beautiful relationships. Sunday School teachers and adult sponsors/volunteers are given freedom to create their own lesson plans or work in collaboration with DCE or CE team. This allows adults to learn the information and dive in to lesson in a personal and more meaningful way. Curriculum being used includes Access, RightNow Media, Growing in Grace and Gratitude, and staff and volunteer produced materials.

Covid-19 Options: While under social distancing restrictions during the coronavirus pandemic, we kept in touch with children and youth through regular group texting (youth) and via Zoom twice a week. We encouraged participation in collaborative video and art projects that were then incorporated into worship service recordings.

Participation:

(from the 2019 Church Statistical Report)

Preschool	5
Grades K-5	11
Grades 6-12	24
Young Adults	4
Over 25	109
Teachers/Officers	31
Total Christian Education	184

APPENDIX VII

Boerne & Boerne Church History

Population Growth

	<u>Kendall County</u>		<u>Boerne</u>
1950	5,423		?
1960	5,889	+8%	2,169
1970	6,964	+18%	2,400
1980	10,635	+52%	3,254
1990	14,589	+37%	4,274
2000	23,743	+62%	6,178
2010	33,410	+40%	10,744
2018	46,115	+38%	17,875
2018-2023		+24%	Boerne - Kendall County Economic Development Corp

Kendall County is the 3rd-fastest growing county in the state of Texas and the 7th-fastest growing county in the nation -- *U.S. Census 2010-2018*

Boerne Church History

Early German immigrants to Boerne were determined to keep the influence of religion away from their town. They had left the oppression of their home country and were leery of religious or political groups which might try to establish authority over them. In 1852, citizens posted a warning sign which read, "Priests and Ministers, don't let the sundown catch you in this town." It was almost 30 years later before a church was allowed within the city limits.

1867	St. Peter's Catholic Church
1873	St. Helena's Episcopal Church
1875	First United Methodist Church
1898	First Baptist Church
1929	St. John Lutheran Church
1944	Leon Springs Presbyterian Church
1965	St. Mark Presbyterian Church (PCUSA)
2006	Trinity Presbyterian Church (PCA)
2006	19:10 Church
2016	Christ of the Hills (ECO)

APPENDIX VIII

ST MARK MEMBERSHIP & CHURCH ATTENDANCE HISTORY					
Updated: 12-9-19					
	Year	Year End Membership	Avg Church Attendance	% Attend/ Members	
	2019	279	141	51%	
	2018	309	150	49%	
	2017	367	179	49%	
	2016	382	194	51%	
	2015	420	237	56%	
	2014	415	257	62%	
	2013	387	256	66%	
	2012	375	239	64%	
	2011	347	212	61%	
	2010	351	215	61%	
	2009	338	228	67%	
	2008	332	235	71%	
	2007	369	228	62%	
	2006	340	222	65%	
	2005	316	225	71%	
	2004	317	231	73%	
	2003	334	218	65%	
	2002	335	223	67%	
	2001	355	212	60%	
	2000	387	217	56%	
	1999	366	142	39%	
	1998	352	228	65%	
	1997	335	250	75%	
	1996	300	201	67%	
	Average	350	214	61%	

APPENDIX IX

Transition Team Reflections

Calleen Friedel – I thought when we did the listening sessions more people would have been angry or hurt, but what I mostly heard was love for the people at the church and love for God. I was not surprised that there is still some hurt and that there is a perception that we do not do conflict well. It was refreshing to hear how much people feel loved and cared for at the church and that's why they are still here. We definitely as a transition team want to intervene where there is hurt and educate ourselves on better conflict resolution.

Carol Trono – I was surprised and encouraged by the way St. Mark members embraced and participated in the listening sessions. The process was so well received and proved to be very unifying and healing in itself. Everyone was so respectful of each other's right to talk and to share. We heard a lot of good things, and some bad things; we heard about things we really can't change or fix; but most of all, we heard from participants that they care deeply for this community of faith.

Paul Mebane – The listening sessions were invaluable to “get the pulse” of the congregation. Main points for me were to reinforce what I already felt:

- St. Mark is a very welcoming and hospitable church. This is a major reason that many who visit, stay.
- The church is the right medium-sized church where all can feel like one family. Not too big to be lost and not too small to have few activities
- The congregation is positive about the future of St. Mark. We are looking for a new pastor who will “reignite the passion”, as written on one of our church banners.
- Some in the congregation are still unsettled over the last few years instability.
- All love the church and want the congregation to grow.

Nina Morgan – It has been an honor to serve with a broad-minded team of individuals on the Transition Team. The team itself has given me new perspective as we discussed how to go about planning the listening sessions and how to interpret the data. The church has many dedicated people! What also stands out to me is St. Mark's diversity in how we perceive conflict, outcomes, and people. The listening sessions gave us all a platform to express ourselves freely and without judgement. Differences are there, but in the end, we focus on what really matters: serving others for the glory of Christ.

Dave Bagwell – The feelings I came away with that highlight my two group meetings were:

1. A real loyalty...hey, this is MY church. Results in a good feeling and willingness to say good things to others about St. Mark.
2. A love for each other, like a family, willing to go out of their way to help when needed, can be young, old, and all the rest as needs present themselves.
3. Our future is viewed optimistically.

Dave D'Alessio – There are three “significant” aspects and/or moments that stand out as I reflect on my service as part of the Transition Team. First, the level of commitment displayed by Team members was, and is, extraordinary. Next, I've been touched and humbled by the trust the St. Mark family placed in our Team as they shared their lives and experiences at St. Mark. Finally, I found something extremely beautiful when meeting with the young women and men who are part of our “youth” group. They have a deep love and a profound hope for St. Mark. That is inspiring!

Gina Klein – My time on this committee has been both enlightening and comforting. The listening sessions, surveys and messages provide clear evidence of the sense of family and loyalty of the congregation. As a relatively new member, the history of the church's experiences from so many engaged members helped us to

understand the how and why of many topics discussed throughout this process. While we have many issues to address, the church as a whole has expressed a clear desire to move forward with a healthy church, dedicated to our mission and to our commitment to follow Christ.

Lindsay Mangum – The transition team did some great research through both in person meetings and the collection of written survey data. The goal to bring the church to a healthy state before we move forward on major decisions, such as a long-term pastor, was very thought out. There were a couple of areas needing some time and attention to create improvement, but overall, many positive features of St. Mark were exposed during this process.

Rev. Dr. Joan Watson – I have to say that working with the Transition Team has been a privilege and a delight; it is one of the deepest and most thoughtful groups with which I've worked in ministry. The whole experience, but particularly the listening sessions, provided insight into the depth of St. Mark-- its complex history, its fascinating and faithful members, and its issues both resolved and unresolved. I thought the findings of the survey were particularly clarifying, and that they were consistent with what we had heard in the group meetings. I think all this will help reveal the next steps for the church.