



Church and Pastoral Profile 2022-2023

*Thank you for taking the time to complete this profile. Your detailed and thoughtful responses will strongly inform the work of the Cabinet as we make appointments in keeping with missional purposes. From the 2012 Book of Discipline: “Appointments are to be made with consideration of the gifts and evidence of God’s grace of those appointed, to the needs and opportunities of congregations, with faithfulness to open itinerancy. Appointments are made without regard to race, ethnic origin, gender, color, disability, marital status or age.” *

Name of Church: St. Luke’s UMC

Date Completed: 12/30/23

Town or City: Highlands Ranch

Name of Current Pastor(s):

Rev. Michele Kaminsky, Rev. Liza Stoltz

Hanson, Rev. Dr. Sallie Suby-Long

Name of SPRC Chair: 2023 Chair Terri Ary

2024 Co-Chairs: Judy Weiler and Jan Ballard

SPR Chair Phone:

Terri Ary (2023): 303-915-3441

Judy Weiler (2024): 602-399-7761

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Community Issues

What are some missional needs in your community that your church is seeking to meet?

St. Luke's currently actively supports many missional needs in the greater Denver area with people and funding.

Our missional activities:

- Food collection for homeless Veterans.
- Overnight stays in hotels during severe weather and other support for unhoused individuals in partnership with HAAT Force.
- Food resourcing in partnership with We Don't Waste.
- Feeding unhoused folks downtown on Mondays.
- A service day in the spring coordinated through our Missions Team.
- Partner church with Love in the Name of Christ (Love INC) with many volunteers serving in various capacities including work at Renewed Treasure resale shop.
- Food collection with the Feeding of the 5000 event in the fall.
- Advent and Lenten collections with things like diapers, sweats, socks, etc.
- Angel Tree gifts at Christmas, helping area elementary schools with supplies.
- Providing meeting space for two support groups for people in our neighborhood.
- Feeding unhoused people on Christmas day in conjunction with After Hours.
- Christmas stockings for children at Warren Village.
- Our youth group, SLY, takes a mission trip every summer and participates in various mission projects throughout the year.
- Our Little School Preschool is part of the Colorado Universal Preschool program.
(See the Little School Addendum for more information.)

Specific to the Highlands Ranch community, we recognize the following needs:

- Young families moving into the Highlands Ranch area looking for a supportive faith community.
- An aging community needing support.
- Hidden needs in a mostly affluent area such as food insecurity, affordable housing, and mental health issues.



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Our proximity to C-470 has us seeing an increase in folks coming to the church seeking assistance for housing and food needs, and we are grateful for our partnership with Love INC, which allows us to refer many to their support which connects them with available services, provide services to fill community gaps and provides education in a range of life skills.

The needs we recognize and currently meet in Highlands Ranch are:

- We have a high rate of mental and emotional health concerns, and the Center for Spiritual Engagement (CSE), established in 2007, offers a variety of resources through counseling and wellbeing.
- We also see justice issues in Douglas County, which Brave Spaces (through CSE) seeks to address through intentional racial and environmental social justice work, including legislative activities and programs affecting the Denver metro and state-wide communities. (*See CSE addendum for details.*)

The Futures Task Force (FTF), launched during our 40th anniversary celebration in March 2023, is seeking to determine the needs of the Highlands Ranch community, particularly within a four-mile radius, and develop a plan on how St. Luke's might be able to help. This group is in the middle of an Appreciative Inquiry process with the St. Luke's community. Each listening session asks our members and constituents the following questions:

- Describe a time you felt welcomed or a part of creating a welcoming/inclusive environment at St. Luke's.
- Describe a time when you felt especially energized and enthusiastic at St. Luke's. What were the events/circumstances in this season?
- How have you seen St. Luke's live into being an active member of our community?
- How have you seen St. Luke's being a responsible and effective steward with our congregation's financial and other resources?
- In a dream state how do you see St. Luke's engaging in our community?
- Imagine that we're exactly where we want to be as a Church in three years. What are the three biggest things we've accomplished between now and then?
- Before we wrap-up, do you have any additional thoughts you'd like to share about how we can all ensure the success of St Luke's over the next few years?

So far, we have collected answers from over 160 people. These sessions continue and in the late winter and early spring we will compile these answers and see where they intersect with our learnings about the people in our community.



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What ministry experiments have you tried in the last few years? How have learnings from initial failures informed subsequent efforts?

During the pandemic, we were in a constant state of experimentation, reinventing how we gather, how we continue with church rituals and how we could maintain some sense of normalcy with our traditions. Many of those experiments were put in place to get us through the closure of the building and have since gone away. However, some have stayed and have become new traditions.

We tried evening dinner and outdoor worship services to attract a different audience, but we learned there was not enough interest as we were only communicating with our internal community.

The Backyard Concert Series began as a way to gather our community during the pandemic. This was so successful that we have continued to sponsor this concert series every summer since. We learned our backyard stage was a great benefit.

Livestream Worship came as response to the pandemic as well and will continue at St. Luke's. We consistently see at least 60 views each week, and we learned a lot of people like the convenience of not having to miss church when they are traveling.

Hybrid meetings and classes are also now a mainstay at St. Luke's. We learned that folks who live farther away or must watch the kids can still attend meetings and classes from home. This allows for greater participation.

Rev. Michele and leaders from the Church of Latter-Day Saints launched a Highlands Ranch ecumenical clergy group so we can have a coordinated clergy effort for missions and, for when tragedy strikes (e.g., the STEM school shooting, the recent tornado, etc.). So far, only four churches are committed to working together. We are learning this is a slow-going effort.

We experimented with a Day of Service in connection to the 40th anniversary celebration and learned people loved it. We plan to do another one in spring of 2024.

The Family Ministry Team experimented with the timing for Sunday School with our children, and we learned having the kids in worship until after the Children's Time was beneficial to all. The community loves seeing the kids in the service, and the kids now have an experience with us in the sanctuary.



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What ministry experiments have you tried in the last few years? How have learnings from initial failures informed subsequent efforts? (Cont)

Our staff has experimented with changing how we run the youth confirmation program. As part of the program, youth visit other churches, and we continue to experiment with the timing of meetings for confirmation.

We also experimented by hiring an Associate Youth Director, in addition to a Youth Director, which is a change in our staffing model. This began in August 2023, so it is a bit early to have learnings just yet, but we are gradually seeing our youth program come back to life after a difficult departure by the previous Youth Director.

We experimented with service times and learned 9:30 is the magic hour at St. Luke's. We continue to have our 11:00 service, and since it is small in attendance, we experimented with worshipping in the chapel over the past summer. We learned, however, that our 11:00 worshipers don't mind the small attendance and love being in the sanctuary, so we are now meeting in the sanctuary again for the later service.

Recently our Stewardship and Finance teams have experimented with messaging financial information, and have worked to create healthier conversations about stewardship, financial needs, and our desire to diversify income and secure our future. We have learned that our congregation appreciates greater transparency and access to financial information.

The Performing Arts Academy (PAA), Wesley Players (a community theater troupe) and FREE (an addiction ministry) all exist as experimental, fresh expressions that have become their own successful 501 (c) (3) entities and extensions of St. Luke's. We've learned these ministries are ongoing experiments that evolve through the years.

As the Futures Task Force concludes its work in the coming months, new initiatives will be developed and launched. It is expected that many of these will be things we have never tried before and will require a sense of adventure and a willingness to take appropriate risks.

We want to recognize that there is an openness to trying new things at St. Luke's and that this is part of our DNA. We are intentional about trying new things, and we believe we do this well. We are open, welcoming, and accommodating, and a visitor recently shared that St. Luke's feels organic and very real.



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What is the economic engine of your community?

- Pledged giving (66%)
- Non-pledged giving (including donations and loose plate offerings, 32%)
- Facility rentals (2%)
- Top industries that give the community its primary self-identity.
 - Aerospace Industry – i.e. Lockheed Martin, United Space Alliance, Colorado Space Coalition, and numerous other Aerospace companies in South Denver
 - Companies: 190
 - Average Wage: \$122,500
 - Direct Employment: 6,810
 - Financiers – i.e. Charles Schwab, Empower Retirement, Fidelity Investments
 - Healthcare – i.e. HealthOne, Kaiser Permanente, Centura Health (CommonSpirit and AdventHealth), United Healthcare.
 - Communications – i.e. Dish Network, Comcast, Charter Communications
 - Engineering – i.e. Kiewit Corporation, Waner Construction, Jacobs Engineering Group,



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What is the ethnic make-up and age demographic of the surrounding community?

From the Douglas County 2022 census:

Age and Sex

- Persons under 5 years, percent – 5.3%
- Persons under 18 years, percent – 23.1%
- Persons 65 years and over, percent – 14.0%
- Age 19-64, percent – 57.6%

Race and Hispanic Origin

- White alone, percent – 88.1%
- Black or African American alone, percent – 1.9%
- American Indian and Alaska Native alone, percent - .6%
- Asian alone, percent – 6.2%
- Native Hawaiian and Other Pacific Islander alone, percent - .1%
- Two or More Races, percent – 3.0%
- Hispanic or Latino, percent – 10.0%
- White alone, not Hispanic or Latino, percent – 79.2%

For additional information of Douglas County demographics see:

<https://www.census.gov/quickfacts/fact/table/douglascountycolorado/PST045222>

We would like to note here, that the community of Highlands Ranch works to be welcoming of people of all races and ethnicities, but that people of color may feel there is an expectation that they must fit into this overwhelmingly white community.



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What changes do you foresee in the community in the next five years?

Highlands Ranch has been built out and is no longer a growing community, apart from Wind Crest, a retirement and assisted living community. We are seeing an aging population emerge, but Highlands Ranch will continue to be a family community. Highlands Ranch is also a transitory community where job transfers tend to move people in and out of the community. Some notes from the FTF Ministry Insight found these trends that will continue to be relevant in the next five years:

- **FLOURISHING FAMILIES 18.9%** - Affluent, middle-aged families and couples earning prosperous incomes and living very comfortable, active lifestyles. Key features: charitable contributors, athletic activities, saving for college, high credit card use, family-oriented activities.
- **BOOMING WITH CONFIDENCE: *Philanthropic Sophisticates* 14.4%** - Prosperous, established couples who are long-time residents in stylish homes of their suburban neighborhood. They tend to be very loyal to their local church and denomination. Key features: highly educated, affluent, upscale housing, savvy investors, tech apprentices, environmental philanthropists.
- **POWER ELITE 6%** - Among the wealthiest households in U.S., living in the most exclusive neighborhoods and enjoying all that life has to offer. Key features: wealthy, highly educated, politically conservative, well-invested, charitable giving, active & fit.
- **PROMISING FAMILIES 5%** - Young couples with children in starter homes, living child-centered lifestyles. Key features: married with kids, no-worry spenders, gamers, credit-aware, comfortable lifestyles, just moved in.
- **BOOMING WITH CONFIDENCE: *Sophisticated City Dwellers* 5%** - Wealthy boomer-aged couples living in cities and closed-in suburbs. They have planned lifestyles, are relatively liberal, and tend to connect with moderate or more liberal churches. Key features: value music and art, experienced travelers, art connoisseurs, philanthropic, quality matters, relationships matter.
- **SUBURBAN STYLE – 4.8%** - Upper middle-class family units living comfortably in established suburbs, Middle-aged ethnically-mixed suburban families and couples earning upscale incomes. Key features: seek reassurance and hope, spontaneously generous hearts, concerned about well-being of others, social media is important, prioritize family and personal development.

Note: *These are the top six reported categories. For more information see Addendum: “Settled In Suburbia”.*



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Church Finance and Budget

Income for 2021: \$1,260,983 (Extra Income in 2021 due to PPP Loan)

Expenses for 2021: \$1,128,749

Tithe Plus Mission Paid for 2021: \$110,741

Income for 2022: \$1,170,116.

Expenses for 2022: \$1,158,524

Tithe Plus Mission Paid for 2022: \$86,571

Income for 2023:

YTD through 11/30/23 \$1,005,288

Budgeted to 12/31/23 \$1,022,440

Expenses for 2023:

YTD through 11/30/23 \$1,145,460

Budgeted to 12/31/23 \$1,143,736

Tithe Plus Mission Paid for 2023: YTD through 11/30/23 \$73,187 (7.5%)

Income for 2024:

\$1,097,376

Budgeted*

Expenses for 2024:

\$1,223,621

Budgeted*

Tithe Plus Mission for 2024:

\$87,790.08 (8%) **Budgeted**

*Regarding the 2024 budget deficit of \$126,245, funds will be drawn from cash reserves (\$69,245) and restricted funds (\$57,000) to make the budget a zero balance until the Finance Team can come up with a recommendation on how to fund the \$69,246 deficit.



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Church Community

What is the Mission/Vision of your church? What outcomes are resulting from it?

We exist to reflect God's love, deepen people's connection to Christ and show compassion to all in a way that changes lives.

Our four guiding principles are: Grace, Courage, Wonder and Beyond. Grace leads us to Courage. Courage moves us to Wonder. Wonder inspires us to go Beyond. Beyond fills us with Grace for all.

- **Grace:** Because all have received God's grace, we in turn are called to extend to others respect, compassion, acceptance, and love.
- **Courage:** We take risks by welcoming different viewpoints, engaging in difficult conversations, and moving beyond comfort zones.
- **Wonder:** Faith is a journey, not a destination. Wonder and curiosity inspire us to embrace the journey and explore the mysteries of God.
- **Beyond:** God invites us to move beyond the self to others, beyond the norm to the new, and beyond our walls to the world.

Our staff review the outcomes of our mission statement each week. It guides all we do. Below is an example of how we chart it. (also see the answer to the first question on missional needs as those items are also an outcome of our mission statement)

The Center for Spiritual Engagement (CSE) creates many opportunities for us to live out our mission statement as well. *(Please see the attached supplements from CSE and the 40th Anniversary celebration.)*



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MINISTRY REVIEW

Event	Did it reflect God's Love?	Did it deepen people's connection to Christ?	Did it show compassion to all?	Was it life-changing?
Worship	x	x	x	x
Sunday School	x	x	x	x
SLY/SLY, Jr.	x	x	x	x
Music Groups	x	x	x	x
Monday Lunches	x	x	x	x
Advent Devotional	x	x	x	x
A Christmas Carol	x	x	x	x
Tree Lighting Service	x	x	x	x
Giving Tree (FCS drop off)	x		x	
Brave Spaces Classes on Racism, Creation Care and Gun Violence	x	x	x	x
Center for Spiritual Engagement cultural events, hikes, wellbeing events, counseling	x	x	x	x

St. Luke's has dedicated and competent leaders that embrace our mission and vision. The Staff Parish Relations Team, Executive Team, Lay Leader Team, and Futures Task Force are directly engaged in leadership and decision-making with pastoral leadership to ensure the health and success of the St. Luke's community.



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St. Luke's maintains close partnerships with several additional ministry organizations that were initially envisioned and/or strongly supported by members/staff of St. Luke's.

The primary partnership organizations include:

- Pura Vida Ministries
- Performing Arts Academy
- HAAT Force
- FREE
- Love in the Name of Christ
- We Don't Waste
- Wesley Players Theatre Company

St. Luke's has adopted the following statements of inclusion and advocacy:

Following the decision of the 2019 General Conference in St. Louis, the St. Luke's Clergy Team affirms our support of the LGBTQ community and live out our belief that all are welcome here. We believe in full inclusion of LGBTQ individuals at all levels of church leadership and church life and will continue to live out our values of love and inclusion based on the life and teachings of Jesus.

Our St. Luke's community advocates for anti-racism and allyship, seeks justice, and provides education and action opportunities to help us better support our brothers and sisters of color.

What is your church's intentional process for making disciples?

Discipleship comes through key areas at St. Luke's, mainly worship, classes/events, and mission work.

Worship: The clergy and worship staff at St. Luke's are intentional about creating full, holy and meaningful worship experiences to equip people to live their lives in ways that are more fulfilling and move them toward personal growth and discipleship.

Classes/Events: We have adult and children's classes and bible studies, and the CSE leads many classes throughout the year in coordination with the Brave Spaces Team that engage people with topics such as racism, gun violence, creation care, going green and legislative processes. Participation in these classes and activities around social justice continue to increase. (Please see attachment on CSE.) Engaging in learning opportunities is an important way we cultivate discipleship.



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Mission Work: People at St. Luke's become disciples through the various mission opportunities we have at St. Luke's such as:

- Food collection for veterans
- HAAT Force
- Love INC
- We Don't Waste
- Mondays in the Park
- A service day in the spring
- The Feeding of the 5000 event in the fall
- Advent and Lenten collections with things like diapers, sweats, socks, etc.
- Angel Tree gifts

We would like to add that the culture of care for one another that has been a central focus for the St. Luke's community. Our Stephen Minister Team cultivates discipleship through their caring of individuals, and we have a wonderful and dedicated group of Stephen Ministers at St. Luke's. We also have multiple hospitality teams including:

- Bereavement Team
- Caring Connection Team
- Prayer Team
- Seasoned Voyagers Team of retirees that meets monthly for fellowship and outings.

How is your church cultivating younger generations for leadership?

Our Equipping Ministry Team is intentional about involving our younger adults in leadership, especially in key positions. We recognize that many young families are busy, but we are also cognizant of bringing them into leadership roles. We continue to ask youth to serve in teams and recently created a Youth Advisory Council that exposes our youth to leadership teams as well.

Through our confirmation, children, and youth music programs and events, we cultivate young leaders. These provide opportunities for connection and help youth gain confidence and sense of belonging by presenting or speaking in front of people. We have also seen strong leaders emerge among the youth who take part in mission trips.



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Pastoral Leadership

What are the three most important pastoral leadership strengths that would help your church live into its mission/vision?

- **Thoughtful and inspiring preacher, teacher, and pastor who:**
 - Uses sermons to captivate and help us reflect on real life in a complicated modern world providing life challenges or comfort as needed.
 - Willing to address a range of topics including the challenges we face in current society. Comfortable speaking to justice issues. Intellectual and energizing with a call to action. "Soul-touching." Not afraid to address tough subjects.
 - Should incorporate biblical references which can be related to current life challenges.
 - Has a depth of life experience and uses a variety of resources, stories, news, and data to make sermons interesting and relatable, delivering a meaningful message that impacts lives.
 - Flexible enough to embrace innovative approaches to ministry.
 - Can quickly build a genuine connection with the staff and congregation through worship experiences, regular contact and communications which build trust relationships.
 - A living faith that is easily revealed to others; being real.
 - Ability to inspire, motivate and challenge the congregation and staff.

- **Strong executive leader with the following experience and passions:**
 - Commitment to and passion for large church leadership for the long-term with an understanding of the hard work of running the business side of church.
 - Willing to embrace the recommendations of the Futures Task Force, championing the implementation efforts that will bring them to completion.
 - A willingness to empower church staff and lay leaders to take responsibility for their respective areas encouraging their leadership growth while reinforcing a common vision and purpose.
 - Will live & exemplify our key values – Micah 6:8 is central to our DNA.



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- **Strong executive leader with the following experience and passions (Cont.):**
 - Experience with and appreciation for financial health and business of the church in the context of enabling the mission.
 - Encourages and fosters our recent direction of financial transparency and education helping to normalize conversations about the ongoing and long-term needs of our church.
 - Works with lay leadership, staff, and congregation to create a realistic and sustainable budget plan and revenue streams beyond the stewardship “season.” We continue to keep the same output year after year, but we do not have the same income.
 - Inspires a mindset of stewardship versus the ritual of pledging and practice of consuming the church’s services. Willing to look at new models for generating the necessary income.
 - Strong supervisory skills
 - Willingness to address conflicts or issues in a timely and decisive manner.
 - Able to clearly articulate a vision, mission goals for staff, engaging in regular conversations about progress and adjustments.
 - Supportive of staff development and career goals empowering them in their respective areas of responsibility and accessible for feedback and advice.
 - Ability to work with diverse personalities and effectively delegate responsibility.
 - Actively support open communications between staff members and encourage mutual support.
 - Demonstrated leadership in new and ongoing programs with confidence to try new things and support staff in taking appropriate risks.
 - Approachable for congregation and staff – approachable leaders put themselves in the shoes of those around them, reaching out to validate concerns. Being personable opens the door for others to have no stress when communicating with you.
 - Empathetic – leaders with this trait put trust first and focus on the emotional state of others. They work to further genuine, heartfelt interactions to foster community and safe communication.
 - Transparent – being transparent is the key to building trust and furthering the organization.
 - Partners well with other church groups: i.e., Performing Arts Academy, Wesley Players, Center for Spiritual Engagement.



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- **A strong community leader with a passion for social justice**
 - Embracing the Futures Task Force Vision gathered from the congregation.
 - Devotion to the St. Luke's community and a personal awareness of the surrounding environment in which our congregants live. It's not enough to referee on the Sunday sidelines here. We need someone to eat, drink, sing, laugh, pray, and learn *with* us and lives into what makes us St. Luke's.
 - Relational pastoral leadership that resonates for families with children and/or youth.
 - Has and/or is willing to build connections in the community to continue growth opportunities for "church into the community."
 - Willing to work cooperatively with other churches.
 - Acknowledgement that the concerns of the world impact all of us in the congregation and should be addressed when appropriate.
 - Values our lay-led model and has a genuine interest in collaborating and helping to unify and build up leadership. Develops strong relationships within the community (outreach) and helps to establish the St. Luke's "brand" as a vital resource and partner in the south metro area and beyond. Takes opportunities to participate and get to know other community organizations.

Are there any additional factors that would help the Bishop and the Cabinet better understand your pastoral needs?

- Average Sunday attendance statistics from 2013 reflect a sudden decline during the height of the pandemic but show an increase after we reopened in 2021. And while our attendance numbers are holding close to 400 again, costs have significantly increased in the last 10 years, creating an output/income imbalance in the church budget.
 - 2013 – 448
 - 2014 – 456
 - 2015 – 439
 - 2016 – no number provided (clergy change)
 - 2017 – 437
 - 2018 – 335
 - 2019 – 287
 - 2020 – no number provided (clergy change and pandemic)
 - 2021 – 402
 - 2022 – 341
 - 2023 – 397



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- A new Lead Pastor must know or be willing to learn and embrace the nature and DNA of St. Luke's
 - Church into the community is critically important to St. Luke's. This includes areas like CSE, counseling support, missions, CSE programs, St. Luke's Little School and others listed in this document which all generate important connections beyond those in worship on Sundays.
 - St. Luke's is a congregation where music and performing arts are an essential part of the church. It energizes and engages current congregants while bringing in new people.
- Stability is very important at this juncture. Ten changes in pastoral leadership in the past 30 years has resulted in reducing close, trusting relationships with our clergy elders.
- St. Luke's just celebrated our first 40 years and is excited about the next 40 years. Passionate pastoral leadership and support for future initiatives as being identified by the Futures Task Force will be essential to continuing growth and a strong community presence.
 - These visions will be rolled out in the next few months, so a change of leadership in June will make it difficult for people to feel consistency in pastoral support if the Lead Pastor is not already involved and has expressed support.

After much discussion, prayer, and discernment, SPRT and other key St. Luke's leadership feel that stability in pastoral leadership is most important to the St. Luke's congregation at this time. For many there is a feeling that pastors only stay for a short time before being moved, making it difficult to build a relationship that creates trust in their leadership. It is important that the next lead pastor is someone who will be committed to St. Luke's for at least 8 to 10 years. Furthermore, the congregation wants someone who they can easily relate to and who will energize the congregation, bringing in young families while engaging current congregants and enhancing cross-generational involvement. Our congregation wants very much to engage in service to the church and our community but needs consistent leadership to light the way.



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Addendum – Center for Spiritual Engagement

**Rev. Dr. Sallie Suby-Long, Director - Center for Spiritual Engagement
Church Conference Report 2023**

Center for Spiritual Engagement (CSE)

The Center for Spiritual Engagement leadership team thrives on discerning the changing needs of our community and offering creative experiences that respond to these needs. I am inspired by the team's commitment and innovative collaboration. The purpose of CSE is to foster healing and wholeness of mind, body, heart, and spirit through experiences that inspire connection and wellbeing. Our mission is accomplished through Wellbeing Classes and Experiences, Brave Spaces Anti-Racism Actions and Environmental Stewardship, Outdoor and Cultural Adventures, Wellbeing Experiences, Counseling/Therapy/Spiritual Direction, Community Service, and Spirituality & Wellness events. With gratitude to our dedicated leadership team, we had the privilege of serving nearly 1,000 people in 2023.

As an intentional practice, we carefully listen to the needs of our community and observe the current cultural climate. We then respond by creating opportunities to address those needs and identified interests. After over two years of online and hybrid experiences during the pandemic, we observed great interest for in-person opportunities where people can connect in meaningful ways. In response, we continued to expand counseling, therapy, consultation and spiritual direction offerings and experiences focused on proactive health and wellbeing.

Classes and Experiences

Our classes in 2023 included *Men in Community* with Bryan Hutchinson, *Yoga for Families and Adults* with Sharon Oliver, *Summer and Fall Wellbeing Series* with Sallie Suby-Long including the topics of *Transitions, Character Strengths, Self-Compassion and Mindfulness, Setting Healthy Boundaries, and Creating Healthy Habits*, Reiki and Yoga sessions offered by Melinda Davidson and Sharon Oliver, *Nourish and Be Well - A Retreat Experience* with Melinda Davidson and Sallie Suby-Long, *The Joy of Container Gardening* with Jennifer Smith, *World Labyrinth* experience with Jenita Rhodes and by popular demand, two classes on Michelle Obama's most recent book, *The Light We Carry* with Sharon Oliver and Sallie Suby-Long. As a team, we also created an evening in December called *BELIEVE* as an advent opportunity for inspiration, reflection, and hopefulness during the difficult realities of global violence and uncertainty.



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Brave Spaces – Anti-Racism Learning and Action ***Racial Justice***

With an ongoing commitment to anti-racism, our Brave Spaces leadership team (Julie Polikoff, Jane Staller, Sharon Oliver & Sallie Suby-Long) designed new ways for people to participate in ongoing learning and action. Our intention is to be part of addressing the urgent need for long-term, lasting change. Through the collaboration of our Brave Spaces team, formed in 2020 following the murder of George Floyd, we again offered *The Color of Compromise: The Truth About the American Church's Complicity in Racism* by Jemar Tisby. Facilitators Julie Polikoff, Jane Staller and Audrey Elling followed this offering with Jemar Tisby's study, *How to Fight Racism*, focusing on the **ARC** of Racial Justice: **A**wareness, **R**elationships, and **C**ommitment [to action].

Further anti-racism actions and immersion experiences in the past year have included participation in the MLK Marade, a viewing and discussion of the documentary film *Descendant*, which tells the story of the descendants of the last ship to bring enslaved Africans to the United States and a documentary screening and discussion on *This Is [Not] Who we Are*, sponsored by the UMC Mountain Sky Conference's Racial Justice Movement and Ministries. In early December, a large group from St. Luke's visited the Denver Art Museum to see a docent-led exhibit of the artwork of renowned artist Amoako Bofofo, *The Soul of Black Folks*. Originally from Ghana, Bofofo's stunning art expresses with tenderness and conviction an intimate view of a Black person's experience with race both internally and through the perceived perspective of others.

In addition, our legislative action team, led by Jane Staller, has met regularly over the past three years to advocate for Colorado legislation representing anti-racism measures. Our commitment to the urgent work of anti-racism will continue in the coming year with the expanded engagement of our St. Luke's community.

Environmental Stewardship

With a commitment to expanding the Brave Spaces' justice focus to additional areas, we developed an environmental justice team that began in fall 2023. Nichole and Ryan Rairigh facilitated two *Care of Creation* classes to engage the community in dialogue and to recommend actions and next steps. We also gathered a group of individuals who have a commitment to leading our stewardship of the environment. 'The Green Team' is working to build intentional education and actions within our community to care well for our environment and to recognize our specific responsibilities as people of faith.



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Outdoor Adventures

Through the year, the outdoor adventures team facilitated a multitude of renewing experiences recognizing the restorative capacity of being in nature. The adventures included Dawson Butte, Welch Ditch Trail, Burning Bear on Guanella Pass, White Ranch, Lincoln Mountain Open Space, and Sandstone Ranch Open Space.

Other adventures included an end-of-summer *Potluck & Paddle* event for families at Chatfield Reservoir – Jamison Beach hosted by Suanne and Jared Ediger, Michelle Lamoreaux, and Amy Antinoro. Sincere thanks to Jane Staller, Janet Johnston, Julie Polikoff, and Renae Parra for creating 11 years of beautiful outdoor experiences for our community!

Cultural Adventures

Thanks to the vision and commitment of Renae Parra and Janet Johnston, we completed our second year of Cultural Adventures which has added a new dimension for CSE. The 2023 experiences included visits to: Dirty South Art Exhibit at the Museum of Contemporary Art in Denver; Botanical Garden Tropical Conservatory, Visual Art Displays and Orchid Showcase; El Lucero Salvadoran Restaurant in Littleton, Dushanbe Tea House and Boulder Contemporary Art Museum; Taste of Vietnam Restaurant in Lone Tree; Denver’s Street Art Tour in the Rino area and lunch at Central Market; Konjo Ethiopian Restaurant in Edgewater Public Market; Evening stroll at Denver Botanical Gardens; Mango House Food Hall in Aurora; Baroque Chamber Orchestra’s *Vivaldi Extravaganza*; Surena Persian Restaurant in Centennial and a collaborative experience with Brave Spaces at the Denver Art Museum for the *Soul of Black Folks* special exhibit.

Service to Our Community & Beyond

To give back in meaningful ways, the CSE team coordinated three service opportunities in 2023. In February, a *Light and Love Community Service Project* invited families to create and deliver care packages to people in our community. Our thanks to the leadership of Jennifer Smith and Suanne Ediger. In September, the CSE team, led by Michelle Lamoreaux, Sharon Oliver, and Jennifer Smith, hosted our third annual Backyard Movie-Night Community Raiser. The evening, featuring the movie *A League of Their Own*, generated \$1500 in funding for St. Luke’s. The Hearts for Honduras book drive, expertly led by Nancy Abbott and Melinda Davidson, engaged the St. Luke’s community in purchasing new books for the library of Abundant Life Christian



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School in Yamarangila, Honduras. As always, our community responded with remarkable generosity! The books were happily hand-delivered to Rachel Suby-Long Compaan and Jake Compaan, teachers, and directors at ALCS, in August 2023 by Sallie and Thomas Suby-Long. In addition to books for the ALCS library in Honduras, St. Luke's support for the growth of the music education program continues. A generous gift presented to the school from Wesley Players MUSIC MAN Production, CSE donations, and Giving Tree donations made it possible for the school to create an outdoor covered event location where year-round worship services, musical events and community gatherings are now held. We are grateful for the remarkable contributions of time and resources from the St. Luke's family and our ongoing partnership with ALCS.

Monthly Communication, Website Resources & Team Leadership

With so many excellent opportunities, CSE has benefitted from Sharon Oliver's creation and distribution of a monthly e-blast to our community inviting participation in CSE's experiences. In addition, our website has been an ongoing source of information and resources, particularly for our Brave Spaces racial and environmental justice initiatives. Renae Parra provides excellent administrative and leadership support as CSE has continued to grow.

Our Purpose

CSE is dedicated to an integrated philosophy of health & wellbeing that proactively supports social, emotional, physical, mental, and spiritual health. CSE was created from a vision articulated by St. Luke's leaders in 2007. The envisioned purpose was to respond to the need for recognition of what is sacred in life – experiences for integration and transformation prioritizing connection, wellbeing, healing, and spiritual formation. For the past 14 years, we have had the honor of designing opportunities relevant to the needs of a changing community and culture.

The Center for Spiritual Engagement remains dedicated to proactive care for the whole person. Our leadership team is grateful for the dedicated support of the St. Luke's community. Thank you from all of us - Renae Parra (CSE Team Lead), Jane Staller, Janet Johnston, Julie Polikoff, Sharon Oliver, Suanne Ediger, Melinda Davidson, Michelle Lamoreaux, Jennifer Smith, Amy Antinoro (Lay Leader) and Sallie Suby-Long (CSE Founder & Director). Details about upcoming CSE opportunities can be found at our website www.stlukesce.org.



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CSE Core Values:

Wholeness. Our purpose is to foster healing and wholeness of mind, body, heart, and spirit. Whole-hearted engagement in life develops integrated wellbeing and generates a compelling spirit of gratitude and compassion toward ourselves and others.

Connection. We believe in the powerful, healing dynamics of the community. As we engage in reflection, self-discovery, and new experiences we become more aware of our interconnectedness. This awareness inspires more purposeful stewardship for the benefit of the people and issues that matter most to us. **Authenticity.** We are dedicated to integrity and honesty in who we are and what we do. Authenticity enriches our lives by helping us connect with ourselves and others in a courageous, real way. **Hospitality.** We believe in creating experiences that honor every person and inspire a sense of warmth, beauty, and acceptance. Safe, gracious space supports important inner work and invites people to bring their whole selves – mind, body, and spirit - into meaningful learning experiences. **Inspiration.** We value experiences that spark clarity of purpose, creativity, vibrancy, laughter, courage, and thoughtful action. Inspiration is central to the formation of a more loving world. **Transformation.** We believe purposeful learning and reflection lead to meaningful transformation of individuals, organizations, and communities. **Abundance.** As we are renewed in our own health and wellbeing, our generosity of spirit, kindness and compassionate service expands from our experience of gratitude and fullness.



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Addendum – Minister for Healing and Wellbeing & Director

Minister for Healing and Wellbeing & Director - Center for Spiritual Engagement Church Conference Report – 2023 by Rev. Sallie Suby-Long

I am grateful to have been part of the St. Luke's pastoral team for nearly 15 years. Our community is resilient, innovative, and open to ways we can live our values of grace, courage, and wonder and to look beyond for the ways God is calling us to serve. 2023 has been filled with hopefulness, innovation, and engaging ministry opportunities. Within the context of the past year, our staff, leadership teams, and community reimaged ministry, grew in creativity and welcomed new opportunities as God continued to guide our congregation in meaningful ways. I'm thankful to be part of a faith community that is open-minded and dedicated to service.

Our 40-year celebration was particularly meaningful, and it was an honor to be part of gathering the stories from past and present chapters of St. Luke's. I valued the process of remembering and celebrating our history. Envisioning the future of St. Luke's and planning for its continued vibrancy with the Futures Task Force has been invigorating and will remain central for our community in the coming year. St. Luke's creative energy continues to spark innovative ministries.

As Minister of Healing and Wellbeing and Founder & Director of the Center for Spiritual Engagement, I am grateful to be in leadership with outstanding individuals who serve our community by developing relevant experiences that reflect cultural / community needs. Currently, my 60%-time appointment includes counseling, therapy, consultation, spiritual mentoring/direction and leadership as Founder and Director of the Center for Spiritual Engagement. We are dedicated to the important work of fostering spiritual, emotional, and mental wellbeing. St. Luke's commitment to integrated wellbeing is unique within a faith community and offers a proactive approach to wholistic health.

Within the past year, I had the privilege of providing over 230 counseling/therapy/consultation and spiritual direction sessions to individuals, couples, and families. I hold full licensure with the State of Colorado as a Licensed Professional Counselor (LPC). Licensure extends my capacity to not only provide pastoral counseling and spiritual direction, which I have offered in our St. Luke's community for the past 14 years, but to also provide professional counseling and therapy. I engage in ongoing continuing education and regular professional consultation with other licensed therapists. I also meet monthly with a Spiritual Direction Peer Consultation group. These consultations are part of my commitment to remaining up to date on best practices and to providing quality care. I also work in collaboration with Rev. Liza, Rev. Michele, Sam Leahy to offer congregational care, officiate memorial services, and offer specialized ministries to support the needs of our community.



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St. Luke's Center for Spiritual Engagement is in its 14th year of ministry. As a team, we continue to develop innovative learning opportunities to inspire wellbeing and connection. Our team is pleased to report the participation of nearly 1,000 people in 2023. Over 10 percent of the people participating in CSE opportunities were first-time attenders. Together, our leadership team discerns the needs of our community, observes broad cultural dynamics, and works to design relevant experiences. We offer a variety of resources, classes, experiences, and adventures to meet the needs of our diverse community. We are attentive to current learning and research on spirituality, wellness, and faith development to remain aligned with best practices.

Our commitment to racial and environmental justice has expanded and we offer ongoing opportunities for people to engage in a variety of ways through our Brave Spaces initiative. Learning, action, partnerships, and legislative opportunities have grown over the past 3 ½ years, thanks to the dedication of our Brave Spaces Leadership Team. Our commitment to anti-racism is urgent and deserves our long-term dedication and faithfulness. In addition, Brave Spaces now includes a focus on environmental justice. In the Fall of 2023, we started an environmental stewardship team (Green Team) that will make recommendations for next action steps.

As I reflect on the past year, I am grateful for three service projects created by CSE that have inspired us and benefitted others: Light and Love Service Project, Hearts for Honduras Books and Music Program for Abundant Life Christian School, and the Backyard Movie Night St. Luke's Fund Raiser.

Please read my detailed CSE report in this full document outlining all facets of the CSE ministry that St. Luke's has faithfully supported.

Thank you, St. Luke's, for your outstanding service in our community. I deeply appreciate your steadfast partnership.



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Addendum - St. Luke's Little School

Relationship with St. Luke's UMC Regarding St. Luke's Little School

Little School Director and all teachers will be legal employees of St. Luke's Little School (LS) but will fall under the 501c3 status of St. Luke's UMC. Little School is considered a ministry of St. Luke's UMC but sustains themselves separately. (see "Relationship of Little School to St. Luke's Defined" below)

- Little School Director will have a SPRT liaison.
- Teachers and LS office staff will not have a SPRT liaison, but SPRT will be available to them for HR related support and/or issues.
- Compensation
 - Salary
 - Little School Director will work and be paid for 12 months from Little School funds.
 - LS teachers will be hired annually and work and be paid for 9 months from Little School funds.
 - Benefits
 - Benefits must be offered for staff with greater than 32 hours/week. SPRT sub-team reviewed historical documentation of hours/week and determined that only the Director worked more than 32 hours/week.
 - Director's benefits are set up through St. Luke's account but funded and regulated by Little School (1/2 paid by employee & 1/2 paid by the school)
 - Raises & Bonuses
 - The Director will recommend raises and bonuses for teachers and staff based on the LS budget.
 - The Director will recommend raises & bonuses for the Director based on the LS budget.
 - All recommendations for raises and/or bonuses for teachers, and the recommendation for raises for the Director will be brought to the Finance Director & Senior Minister at the time of the Director's annual review. As the budget allows, the Finance Director and the Senior Minister have the authority to approve the recommended raise or bonus.
 - Implementation of raises & bonuses will be made through the St. Luke's Finance Office as part of the normal Little School budgeting process.
- Handbook
 - The LS handbook is reviewed and updated annually by the Little School Director



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- St. Luke's Little School Position Requirement
 - The St. Luke's attorney has reviewed the teacher Position Requirements letter (formerly contract), which is the document, signed by the teachers and the Director yearly and has found that it is adequate.
- Reporting Structure
 - Director of LS will report to the Senior Minister, all LS staff will report to the Little School Director
 - Director is supervised by the Senior Minister
 - Any disciplinary complaints or action is through the Senior Minister
 - Director retains the authority to hire and/or fire Little School employees.
 - Director has the authority to create an advisory board for advisory purposes, but not approval purposes, and reports to the Senior Minister or his/her delegate.
- Little School Budget
 - Director will work with the Finance Director to create the annual budget.
 - The annual budget and financials will be shared to the St. Luke's Finance Team for information and transparency.



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Relationship of Little School to St Luke's Defined

(Little School is tuition-based program and runs solely on tuition, grants, fundraiser income, and donations. All income and expenses are run through Little School's own designated checking account.)

1. What ties Little School to St Luke's?
 - a. Covered under St Luke's insurance.
 - b. Finance Department –
 - i. Works with the Little School director to create a yearly budget.
 - ii. Little School's payables, receivables, and financials maintained by the Finance Director on a monthly basis.
 - iii. Payroll is run monthly by the Finance Director. (Payroll is paid out of Little School's separate account which also includes the Director's salary)
 - c. Little School pays on a monthly basis or at year end. Depending on the category.
 - i. Facility use.
 - ii. A percentage of monthly fees (water & phone bill)
 - iii. A percentage of multi-peril insurance, workman's comp, and umbrella insurance
 - iv. A percentage of the Facility Manager's wages
 - v. A percentage of the Finance Director's wages
 - d. Helps with a portion of building improvements if there is money left at the end of the school year to help give back to St Luke's.
 - e. Maintains a relationship with SPRT for transparency purposes.



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Settled in Suburbia

Upper middle-class family units living comfortably in established suburbs

Resource: Mosaic 2021 by Experian.

Religious Experience in a Nutshell

Religious Perspective: *“Generally speaking, God is often among our higher priorities”*

Common Spiritual Issues: *Feeling lost or lonely, anxieties over emptiness and meaninglessness*

Common Church Presence

- Prefer mid-size to large churches
- Prioritize family and personal development
- Often “too busy” for meetings
- Strong Sunday school participants
- Prefer “hands-on” outreach
- Favor consensus decision-making





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Potential Influence

Lifestyle Compatibility	Family Group D <i>Suburban Style</i>	Frequent Neighbors
C14 Boomers and Boomerangs F23 Families Matter Most H27 Life of Leisure	D15 Sports Utility Families D16 Settled in Suburbia D17 Cul de Sac Diversity D18 Suburban Nightlife	B07 Across the Ages C11 Sophisticated City Dwellers E20 No Place Like Home

General Comments:

Settled in Suburbia are middle-of-the-road, relatively secure and content households striving for balanced living. Church participation is mainly about attendance, fellowship, and children and youth ministries. They prefer churches with a strong sense of local tradition, blended worship that includes all generations, and harmonious fellowship. They have often been members of a local church for some time but are drifting toward larger megachurches with more resources, multi-generational programs, and worship options. On the other hand, they often switch back to a smaller church because they miss the intimacy and caregiving. They respond quickly to any personal, family, or community need, and prioritize prayer and food and fellowship. They often volunteer for property committees and church maintenance and help in the church office.

They take special pride in being a “friendly church”, but they tend to stay close to their own friendship circles and newcomers may find it hard to be accepted. When they discuss their commitment to faith, they often segment their #1 priorities between God, marriage and family, and personal development. They seek reassurance, and hope ... but distance themselves enough from the church to escape excessive demands on time or money or extreme views. The church is important, but they are modest risk-takers and insist on manageable debt. They avoid controversial advocacy and outreach. However, they have spontaneously generous hearts and are very concerned about the health and wellbeing of others.



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Color Key	High Priority	Medium Priority	Low Priority
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High Priorities also marked with "X" for churches photocopying in black and white.

Leadership Preferences

Resource: *Spiritual Leadership* by Thomas Bandy (Abingdon Press)

Traditional		Progressive		Radical	
	Caregiver	x	Discipler		Visionary
x	Enabler		Guru		Mentor
x	CEO				Pilgrim

Settled in Suburbia tend to be dependent on professional staff. They expect clergy to live up to professional standards of communication and counseling. Clergy are expected to have expertise in liturgy and history, but still be approachable and readily available. They prefer clergy who build consensus, rather than make top-down decisions. They should preach well, manage committees, counsel adults through the stages of life, and visit in times of personal or family emergency. They may seek a previous favorite pastor for lifecycle celebrations.

Clergy are expected to be seminary trained and denominationally certified. The peers of the pastor or priest tend to be social service and health care professionals, rather than business or political leaders. If a second minister is added, this person often combines Christian education and youth ministry. Clergy need to be team players and lead more by influence and relationship than by institutional authority.



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Lifestyle Connectivity

Clergy are expected to connect with each generation in their preferred ways. They are good oral and print communicators, but they must manage email efficiently and contribute to social media like Facebook or Instagram. They carry smartphones but never allow technology to distract their concentration on the person in front of them.

Hospitality Preferences Resource: *Worship Ways* by Thomas Bandy and Lucinda Holmes (Abingdon Press)

Traditional		Modern		Postmodern	
x	The Basics	x	Multiple Choices		Take-Out
			Healthy Choices		

Settled in Suburbia has a high priority for family, and love to connect with a close circle of friends. They want to be greeted with warmth and sincerity at the door. Provide ample space for pre-worship conversations, but refreshments are not necessary. People are likely to linger in conversation after church ... but unconsciously ignore newcomers. Provide trained greeters *after* worship who mingle, welcome, and introduce. The pastor or priest is usually expected to shake hands at the door until everyone has left the sanctuary and is often delayed for refreshments because of lingering conversations.

Refreshments do not need to be fancy, but there should be choices for flavored coffees, herbal teas, and fruit juices ... plus several choices of dessert food purchased in bulk from a supermarket. Make sure it is reasonably fresh. Provide enough serving stations for shorter lines. Use multi-purpose space to sit or stand in small groups. These households enjoy food and fellowship but are drifting away from laborious church dinners to potluck and take-out. Large kitchens and major appliances are being replaced by smaller serving stations and microwaves.

Lifestyle Connectivity

Greeters may be trained to gather email addresses as well as postal addresses, and the church should respond online to visitors within a few days. Clergy often send a “Thought for the Day” via social media. Coming events and prayer concerns are often shared online.



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Worship Preferences Resource: *Worship Ways* by Thomas Bandy and Lucinda Holmes (Abingdon Press)

Traditional		Modern		Postmodern	
	Caregiving Worship	x	Inspirational Worship		Mission-Connection Worship
x	Educational Worship		Transformational Worship	x	Coaching Worship
	Healing Worship				

Among *Settled in Suburbia*, church membership is automatic, but worship attendance is often a weekly decision that weighs multiple options for family commitments and personal enjoyment. They prefer worship to be predictable, with few surprises; and traditional, with a strong continuity with their *personal* church history. That history may be denominational, but it is interpreted through their personal or local experience. People within the same denomination may have strong disagreements about what "tradition" looks like. They attend special occasions like Christmas Eve and Thanksgiving but leave early to be with family.

Preaching may be formal or informal, teaching or coaching, but should make very simple and clear points that are delivered in 20 minutes or less. A children's story is often more memorable than the sermon. They like to sing and have high expectations of music. On the other hand, they value amateur musicians and encourage beginners. They usually prefer a blend of the not-too-old and the not-too-contemporary music. There is often controversy about worship times and styles.

Sacraments can be very important. For long time members, this provides continuity with past and present faith communities. For newcomers (especially those who are leaving bitter experiences of church controversy or extreme behavior from other churches), Eucharist provides a calming center of faith that is not driven by personalities and social policy debates.

Lifestyle Connectivity

Physical worship is far more meaningful than virtual worship. Live streaming Sunday worship is becoming more common, but technology must not be too obtrusive in the worship service. No editing is required but accessing video links should be very easy. Video of special worship celebrations is usually posted on the website. Sermons are usually available online and updated weekly.



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Education Preferences Resource: *See, Know, and Serve* by Thomas Bandy (Abingdon Press)

Form		Content		Grouping	
x	Curricular	x	Biblical	x	Generational
	Experiential	x	Topical		Peer Group

Settled in Suburbia prefer structured, written curricula for Christian education (even though they are only selective readers and increasingly comfortable with the internet). These people tend to be “late adopters” when it comes to educational methodologies. Curriculum based education provides discussion guides and time to think. Sunday school attendance may be sporadic. Plan to develop lessons in short term or seasonal themes. These themes are often Biblical and may be tied to the lectionary and Christian Year. They may occasionally be topical, and usually related to Christian history, or issues of health and the environment. They tend to avoid controversial topics. Laughter is an important component to Christian education. Even when studying serious topics, inject a certain amount of humour, irony, or “just plain fun” to keep stress low and life on an even keel.

Lifestyle Connectivity

Parents and grandparents are taking more responsibility for homebased education, and churches will need to provide a larger library of digital resources to coach them. Recommendations and links for curricula will be appreciated, and there will be more coordination in education between Sunday school and home.



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Small Group Preferences

Resource: *See, Know, and Serve* by Thomas Bandy (Abingdon Press)

Leadership		Focus	
x	Trained Leader	x	Curriculum Study
x	Rotate Leaders		Shared Affinity

Groups tend to be more highly structured around a curriculum, which often has a strong Biblical reference. A workbook often provides a lesson, and then a structured exercise to repeat the points of the lesson. Groups can be organized for men, women, or couples, with a single or multiple generations. Affinity groups often form around sports, outdoor activities, DIY projects, and hobbies ... all of which include prayer, scripture, and faith.

They prefer short term or seasonal groups, although they may return to the same group repeatedly. They like to build close circles of friends, and groups may stay together for a long period of time. Group leaders don't like to stand out or claim to have special expertise about faith or Christian living and expect special training and ongoing coaching to do it well. Leaders should recap past discussions at each session.

Lifestyle Connectivity

Small group participation will extend into social media, but the platforms may be different for each generation. Grandparents may prefer Facebook, parents may use Instagram, and younger family members may use something else. Group leaders will use social media to extend personal and prayer support.



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Outreach Preferences

Resource: *Strategic Thinking* by Thomas Bandy (Abingdon Press)

	Personal Need	Readiness to Volunteer
Basic Survival		x
Health and Wellness		x
Quality of Life	x	x
Addiction Intervention		
Interpersonal Relationships	x	x
Human Potential	x	x
Salvation and Human Destiny		

Settled in Suburbia want to live a balanced life. They may not make radical sacrifices for the sake of mission, although they will readily donate to, or participate in, mission as part of a holistically healthy lifestyle. They respond well to any outreach ministry that helps them improve quality of life and build interpersonal relationships. They strongly support youth or young adult ministries. Outreach might include fitness and diet classes, racial reconciliation, bridging generation gaps, comparative religions, and environmental causes.

Meanwhile, these people often have a big heart for anyone, anywhere, who is struggling to survive. They are strong supporters of "depot" ministries that collect food, clothing, and used furniture and kitchen utensils for distribution. They contribute money and time to support health clinics, vaccination programs, blood donations, and any supplemental care-giving program for people who are elderly or disabled.

Lifestyle Connectivity

Trust in outside agencies and non-profits may be low, and they will appreciate recommendations from churches about networks that share similar values and goals. They may be anxious about making charitable donations online. Social media will be used to coordinate volunteer activities.



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Facility Preferences (Press)

Resource: *See, Know, and Serve* by Thomas Bandy (Abingdon Press)

Property		Technology		Symbolism	
x	Ecclesiastical	x	Modern	x	Classic Christendom
x	Utilitarian	x	Postmodern		Contemporary Post-Christendom

Settled in Suburbia usually prefer church buildings with traditional ecclesiastical architecture. The basic elements of "church" often include a steeple, stained or colored glass, pews, pulpits and altars, candles, etc. They value quality sound systems and are increasingly including video systems. The education wings, however, are very utilitarian, with dated technologies. They preserve the church growth strategies of the 1950s and 60s that built simple structures on low budgets. *Settled in Suburbia* is more concerned that technology is "good enough" rather than "top of the line" for the church, while the opposite is true in their homes.

Christendom symbols dominate the interior and exterior of the building. Most of these symbols are easily recognized as clearly Christian, but some are ancient symbols for which the meaning may be obscure or mysterious. Architecture is itself a symbol, and symbols are often permanently fixed. Even banners remain in place for a considerable time, and seasonal banners are carefully stored for reuse.

Lifestyle Connectivity

Technology expectations in Sunday school rooms and church offices are changing quickly. Churches may struggle to use wireless internet in older buildings and will need to use multiple routers and boosters throughout the building. They will also need to upgrade security to protect expensive equipment.



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Financial Preferences

Resource: *See, Know, and Serve* by Thomas Bandy (Abingdon Press)

Giving Target		Giving Method	
x	Unified Budgets & General Funds	x	Informed Philanthropy & Pledging
	Designated Programs & Mission Projects		Lifestyle Coaching & Family Financial Planning

Settled in Suburbia usually trust the institution to invest and spend money wisely but resist high debts. They like to maintain large capital reserves. They may scrutinize budgets, and resist salary and maintenance increases. They need a clear vision or purpose with which to evaluate the alignment of expenses to mission. Keep their financial giving very confidential. Provide an average giving standard for leaders that can guide membership giving. Their commitment to the future of the church may be reflected in their bequests. Many denominations offer specific tools to help them make wills and pass on some of their wealth to their church.

They are average philanthropic givers and divide their financial contributions between church and other community groups (especially related to veterans, education, and health). Consider guest speakers related to mission, seminars on Christian financial management, and for family budgeting. Note that these households may only fulfill their pledges at the end of the year, which may mean cash flow problems during the summer.

Lifestyle Connectivity

The results of annual stewardship campaigns and capital fund raising initiatives should be updated regularly online. Use social media to promote special financial needs and remind members of their commitments.



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Communication

Resource: *Mosaic E-Handbook* by Experian

Communication in Daily Living				Communication in Church Participation			
Broadcast/Streaming TV	x	Direct Mail	Radio	Live/Recorded Video	Print and Paper	Announcements or Visits	
Mobile SMS	x	Email	x Social Media	Text Message	x Email	x Social Media	

Settled in Suburbia read newsletters, but they should be available in both print and digital versions. Include appreciation for volunteers in every newsletter. Concentrate on mission stories, a calendar of upcoming events, fund raising progress, and strategic planning. Verbal announcements are important because adults gain respect, and youth and children have visibility, in the life of the church. However, worship bulletin inserts communicate memorable information more effectively. Direct mail still works.

Lifestyle Connectivity

Websites are less important, and focus mainly on calendar, inspiring images, and “About Us” information. Classes and small groups might maintain their own pages to recap conversations and provide exercises for those people who missed a session. Social media is important to sustain relationships. The unspoken agreement is that social media should build harmony and not promote disharmony.