

ST BART'S

Rector Search Committee Update Town Hall

Sunday, February 1, 2026

ST. BARTHOLOMEW'S CHURCH IN THE CITY OF NEW YORK

Agenda

- ❖ Welcome and Thanks
- ❖ Prayer
- ❖ Search Process Update
- ❖ Self-Study Findings
- ❖ Next Steps
- ❖ Q&A

Rector Search Committee (RSC)

Who We Are

Sarah Bessey

David Budd

Scott Compton

Mariel Glover

David Hilder*

Robert Kiely

Elizabeth Min*

Kari Parks*

Karen Raven

Keith Reinhard

Jeremy Russell

Alice Yurke

Liza Page Nelson & Keith Rook, Co-Chairs

** Current Vestry member.*

A Prayer

God of love, in this interim time we pray for our St. Bart's community - members, friends, staff, and partners: may we be thoughtful and open in our reflection, patient in our process, loving in our communion, imaginative about our future, and steadfast in our faith and witness.

May we embrace what is to come with excitement, hope and trust to temper our anxieties, knowing that you have been, are now, and will be with us, loving us, throughout.

We thank you for bringing us together as a community, and for the experiences that have brought us to this moment.

All this we pray, empowered by the love of Jesus Christ, through whom all things are possible.

Amen.

Search Process - a Journey through Transition



St. Bart's Staff (Clergy and Lay) support throughout.

Where We Are

- ❖ Self-Study & Writing is essentially complete.
- ❖ Parish Profile and OTM Community Portfolio
 - Vestry to review after Feb 8 election.
 - Diocese reviews → RSC finalizes, submits for posting.
- ❖ Search & Discernment underway
 - Criteria developed based on self-study.
 - Candidates to invite identified via networking, referral, RSC screening.
 - None invited yet.

- ❖ Listening to the Parish
 - ❖ Parish Profile Survey Sep 3 – Oct 2, 2025
 - 416 responded, 75% completion, 18 minutes average
 - ❖ Roundtable listening sessions Sep 18 – Oct 8, 2025
 - 110 adult parishioners | 8 sessions | 17 tables (3 on Zoom)
 - plus 1 Youth and 2 Staff tables in Oct (all in-person)
 - ❖ rectorsearch@stbarts.org
 - ❖ Conversations
- ❖ Review of operations, finances, parish life

Common Themes from the Survey and Roundtables

Things are going very well

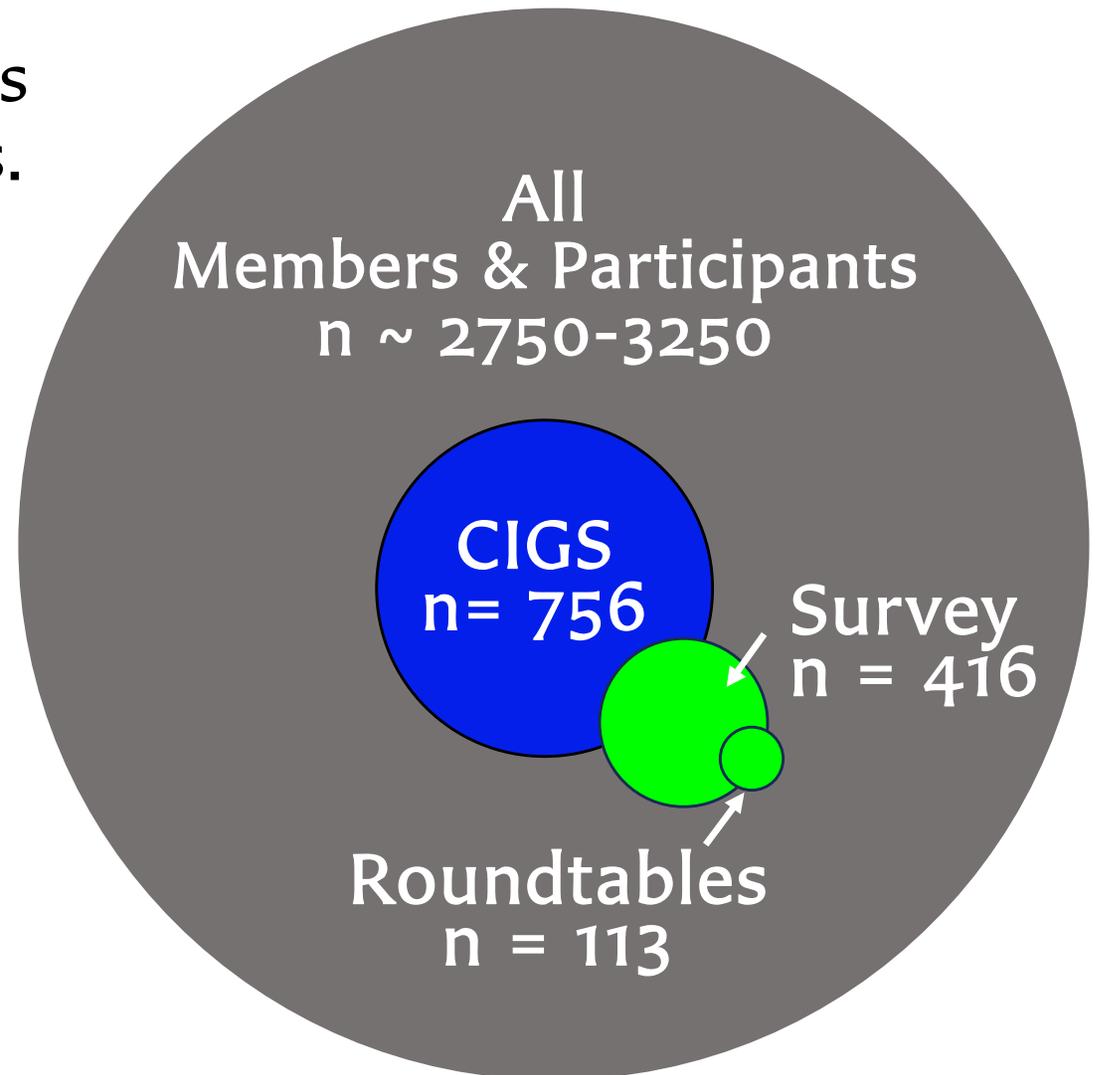
- ❖ Growth, momentum, energy, younger people
- ❖ Love for clergy team
- ❖ Community & connection
- ❖ Visibility & witness
- ❖ Core values not negotiable
 - Radical welcome, diversity, inclusion
 - Open table & Crossroads
 - Excellence & beauty

Some challenges and concerns

- ❖ Growth, demographic mix
- ❖ Finances & fundraising
- ❖ Location (mixed blessing)
- ❖ The world & culture
- ❖ Transparency
- ❖ Diversity of perspectives & yearnings toward
 - Worship & liturgy styles
 - Music genres
 - Content & emphasis in preaching & programs**but satisfaction is high**

Methodological Caveats

Surveys and focus groups have inherent limitations.



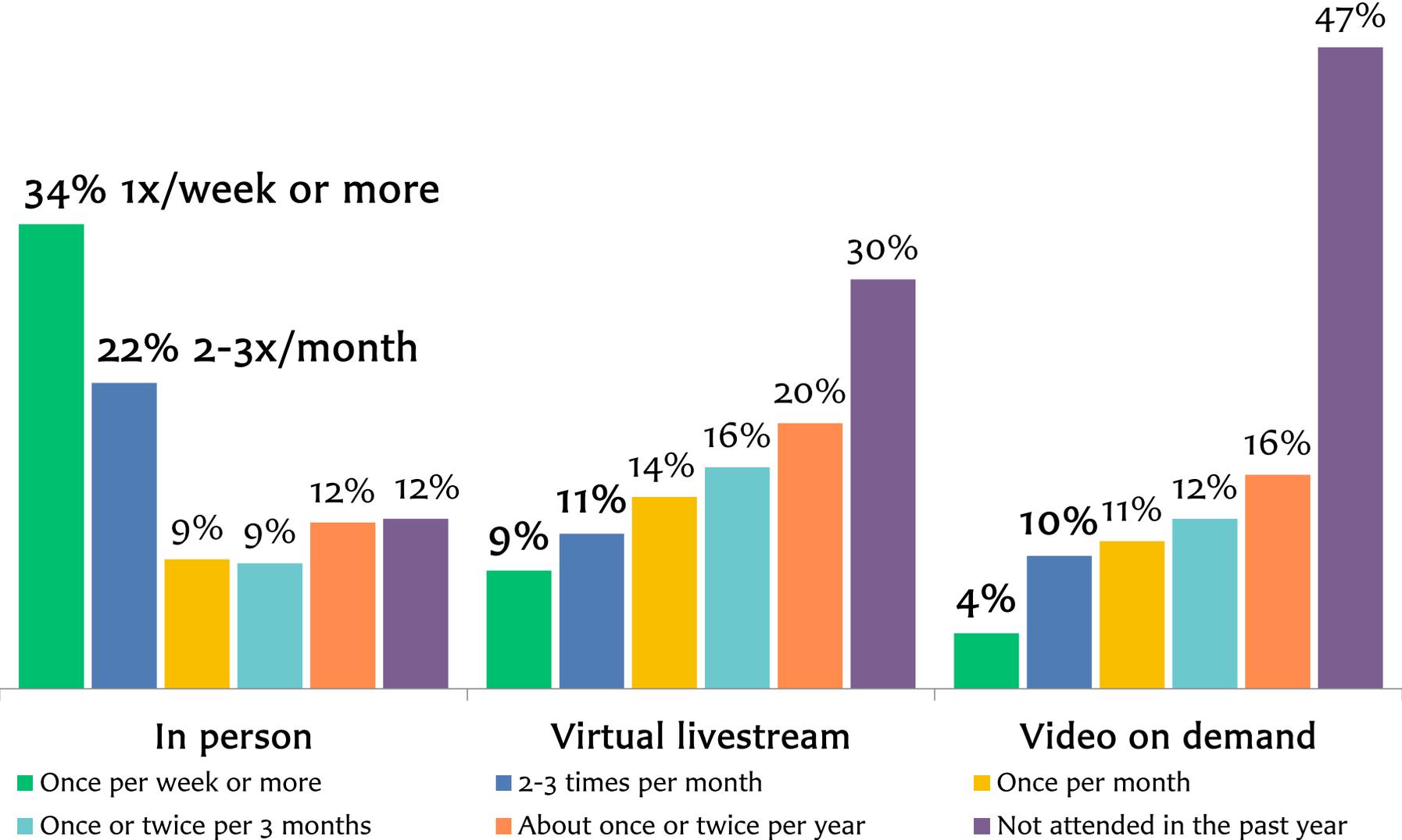
CGIS = Communicants in Good Standing. 2024 Annual Parochial Report figures.

Who We Are

Diverse in Many Ways

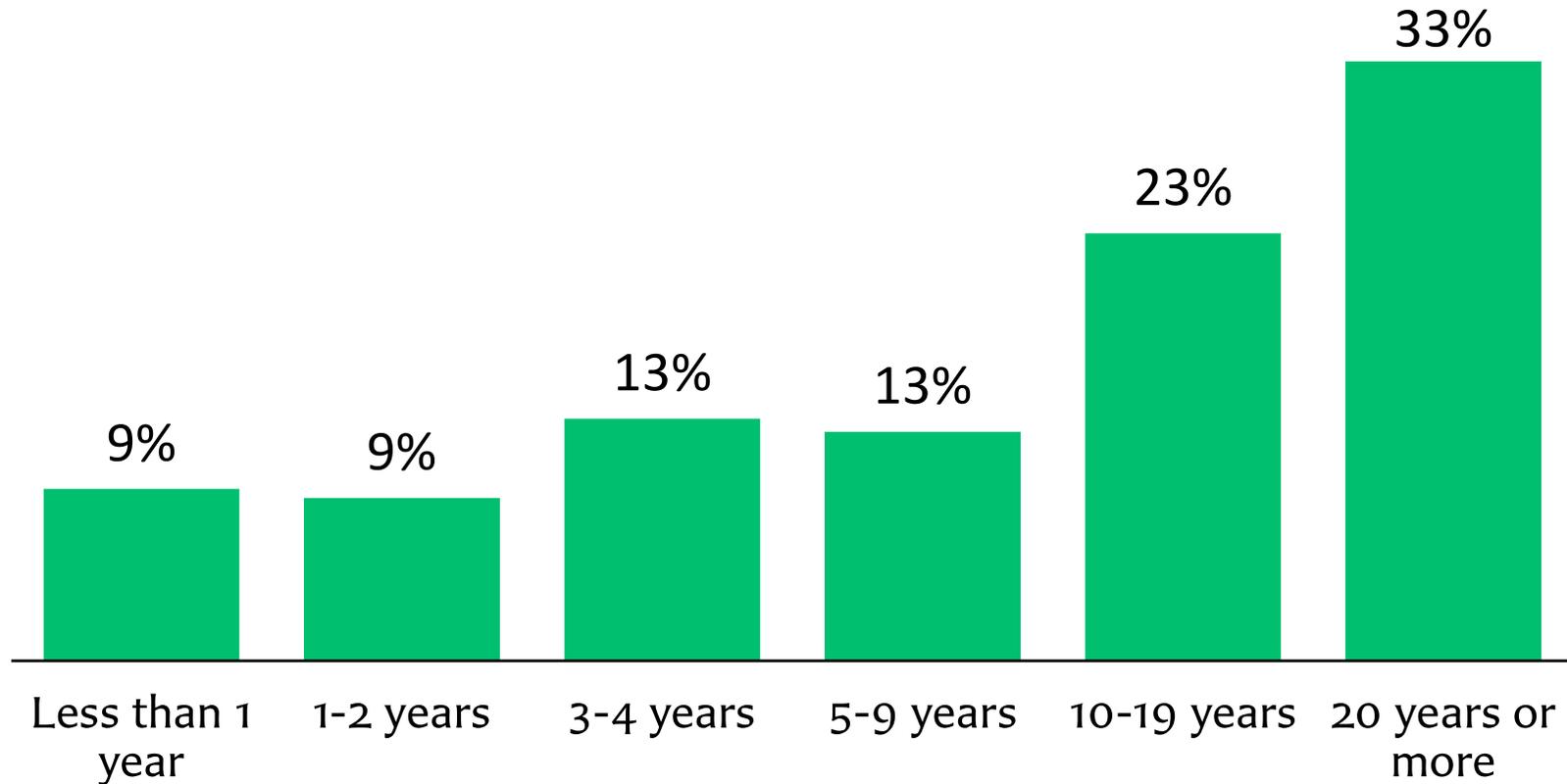
Attendance

How often have you attended St. Bart's Church services in the past year?



Tenure

How long have you been coming to St. Bart's?



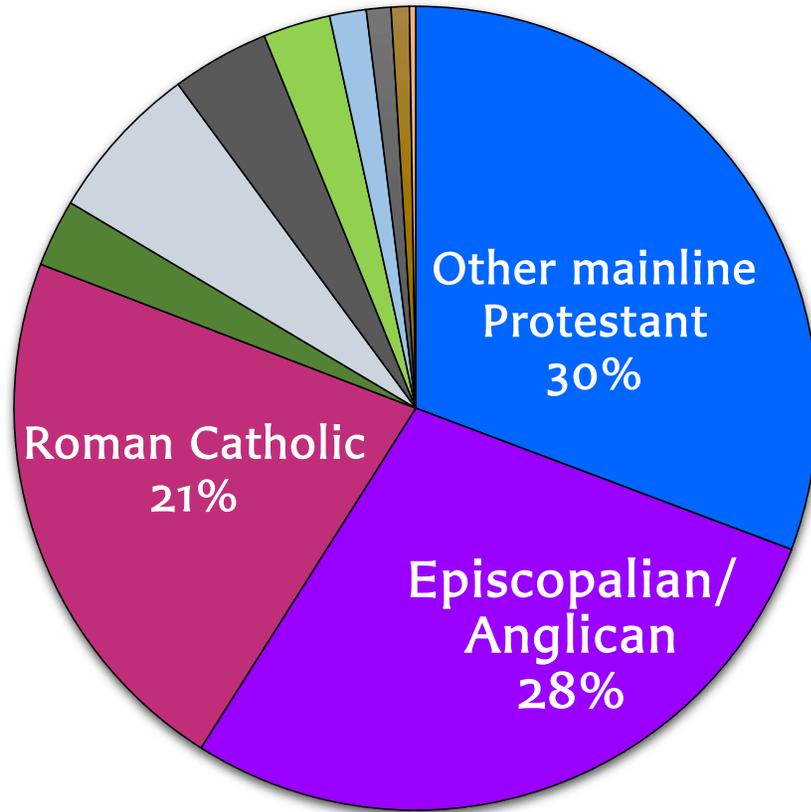
Imagine Worshipers are less tenured.

Imagine 2 years or less: 28% vs. 18% overall (above).

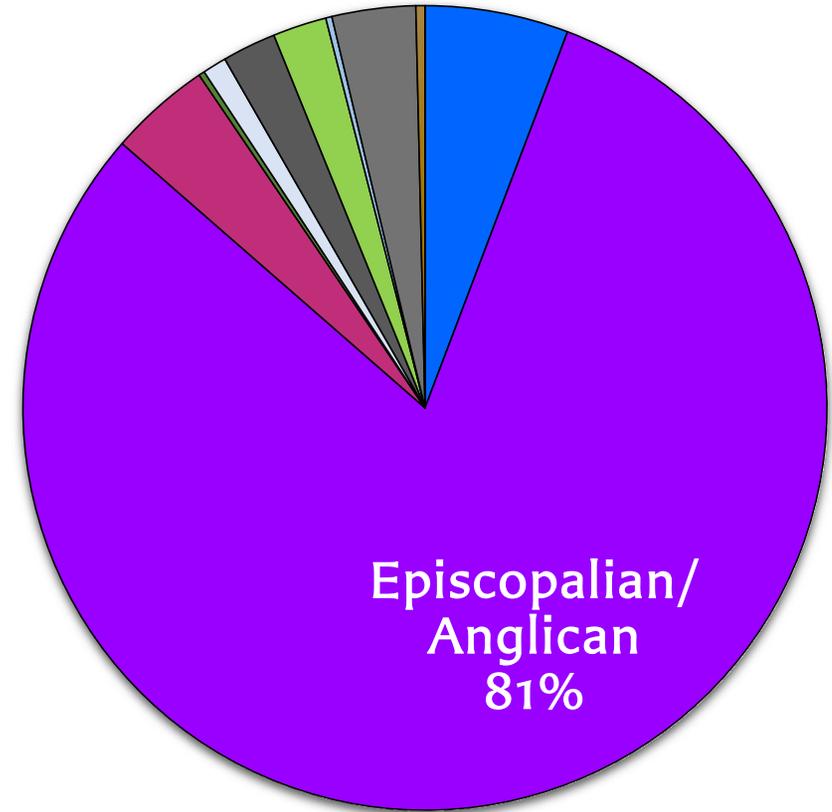
Imagine 10 years or more: 45% vs. 56%.

Our Religious/Spiritual Affiliation or Identification

Affiliation of Origin (as a Child)



Current Identification

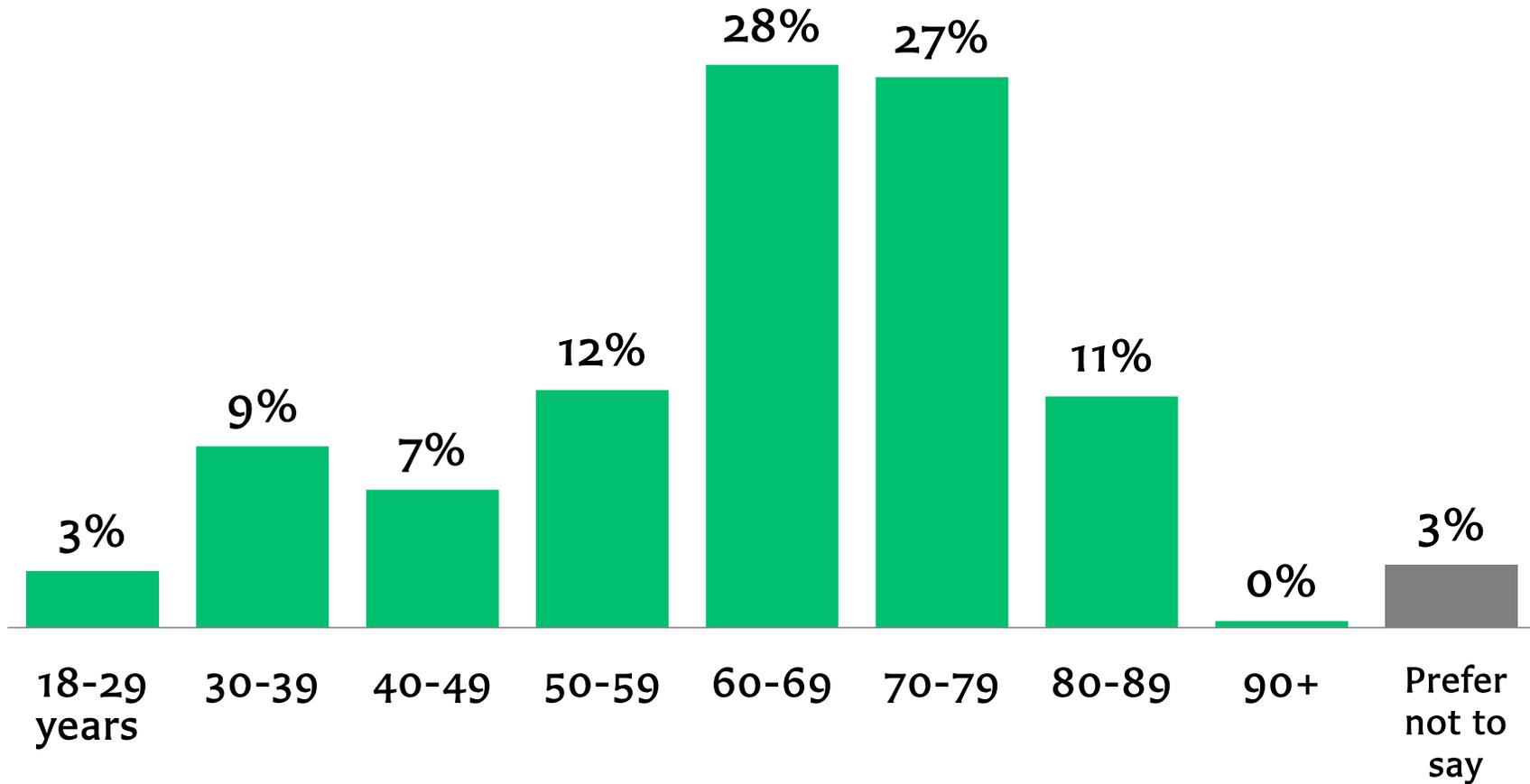


- Other mainline Protestant
- Roman Catholic
- Evangelical Protestant
- Judaism
- Non-denominational Protestant
- Islam
- Episcopalian/Anglican
- Other
- No religion/none
- Orthodox
- Non-Abrahamic religion

32% are currently also involved with another religious institution.

We're All Ages

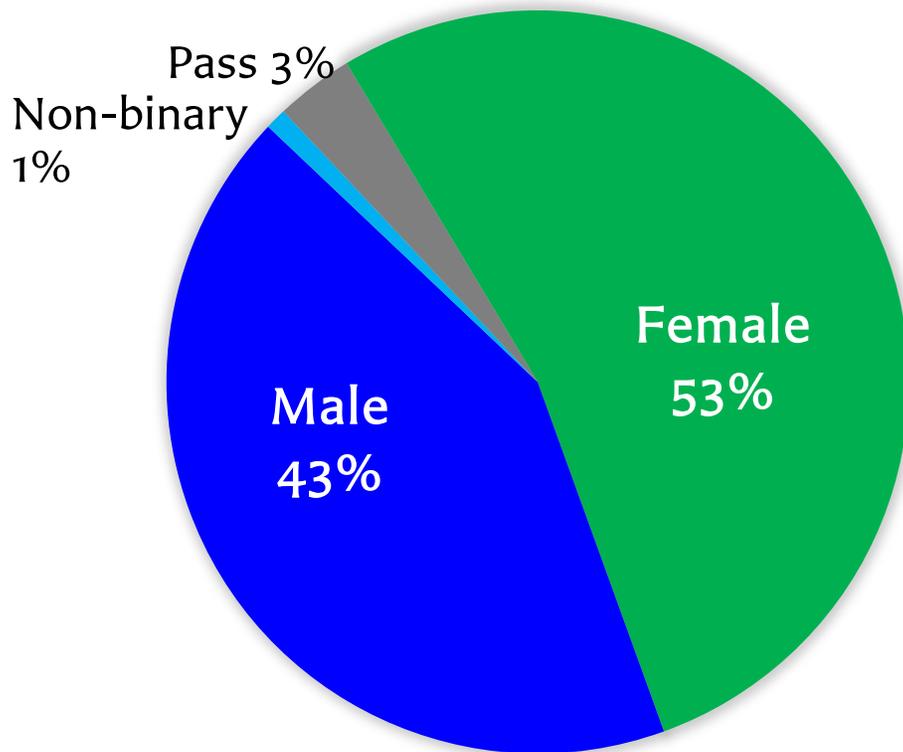
And yearn to grow our younger cohorts.



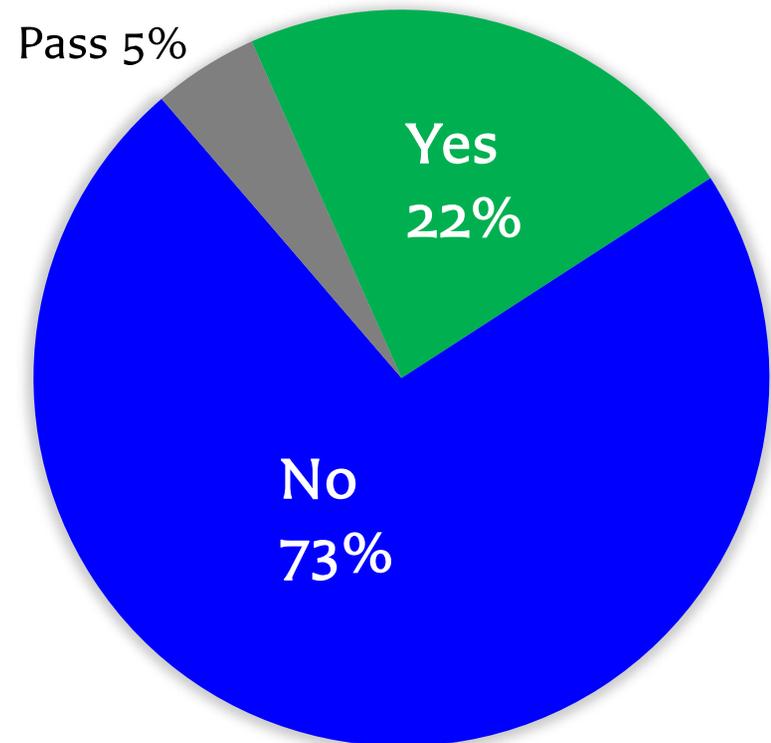
We suspect (but can't prove) survey and roundtables skewed a bit older than we actually are.

Our Genders and Orientations

Gender Identification



Do you identify as LGBTQ+?



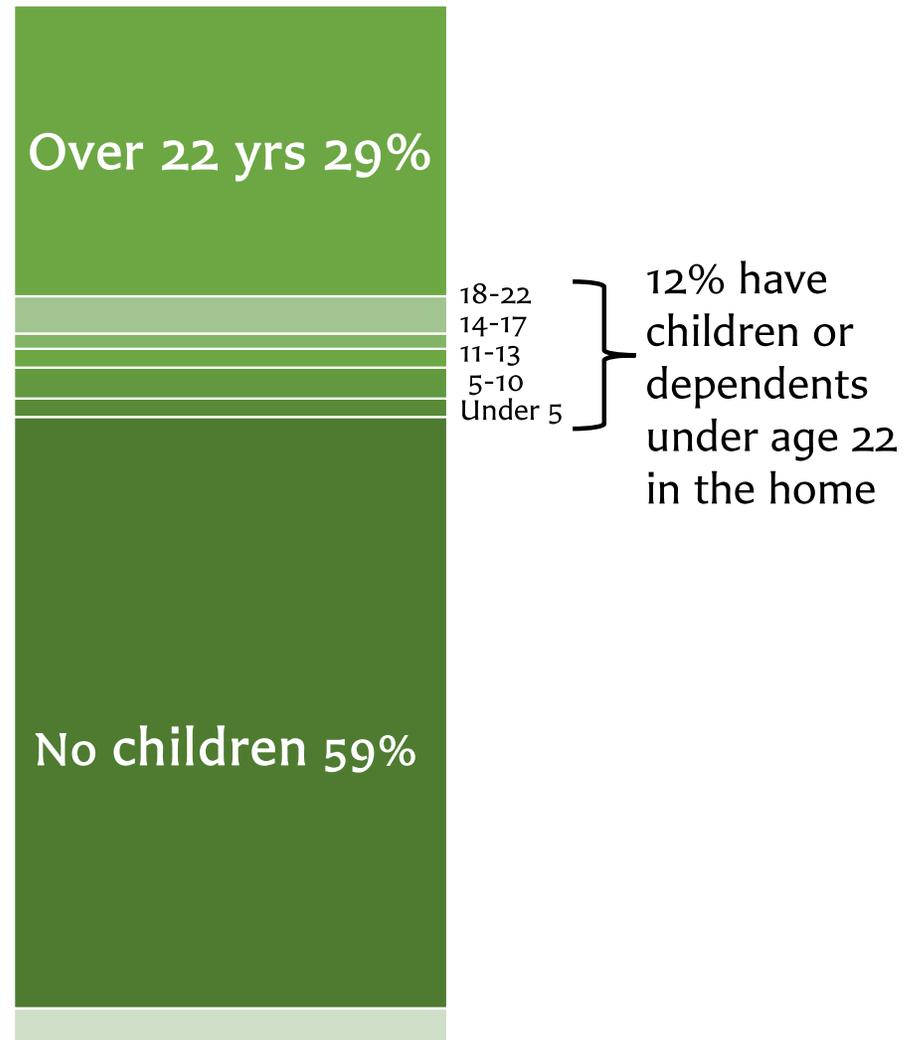
Our Personal Relationships

Relationship Status



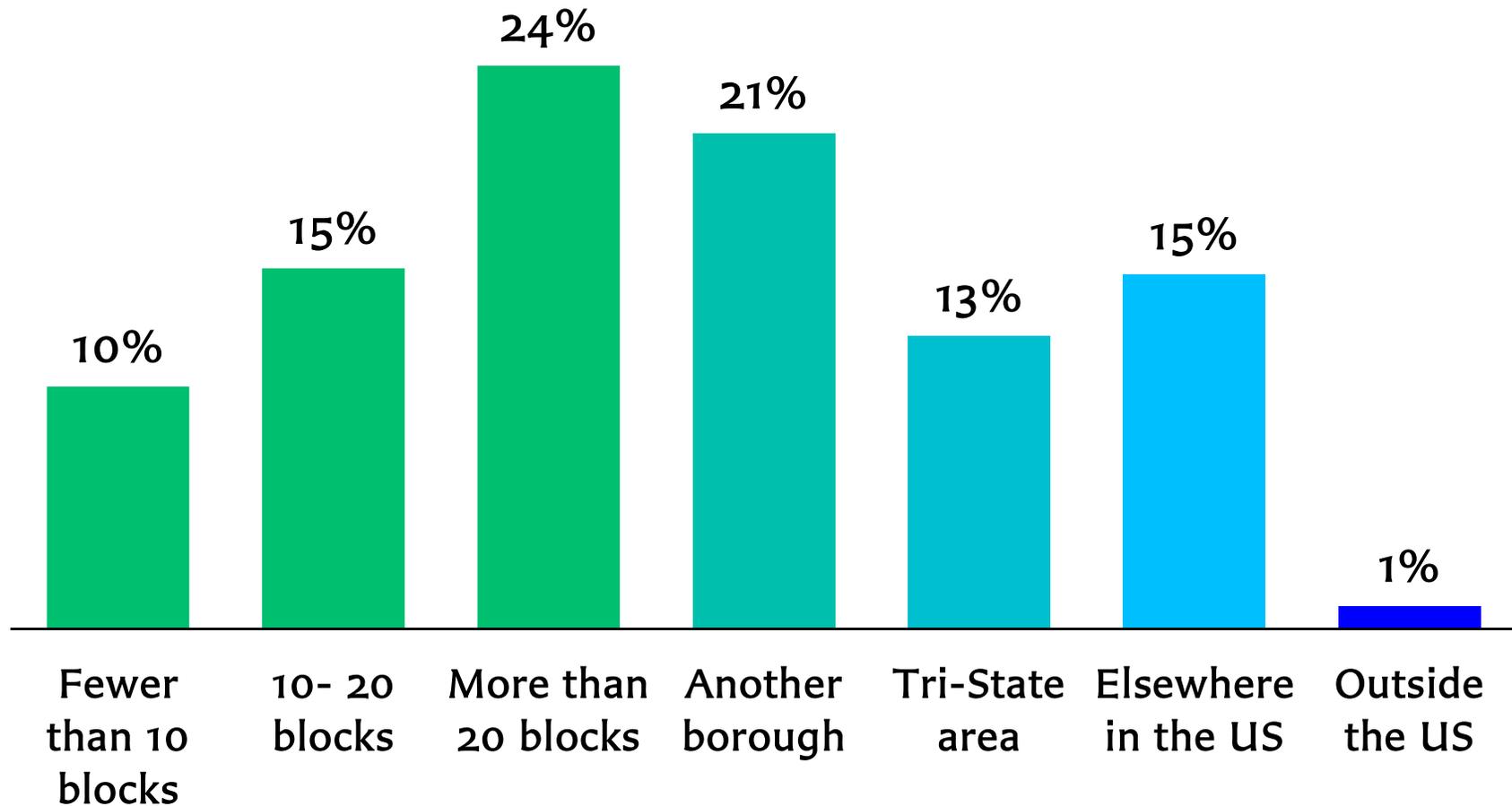
Do You Have Children?

(If yes, their ages)



Where We Live

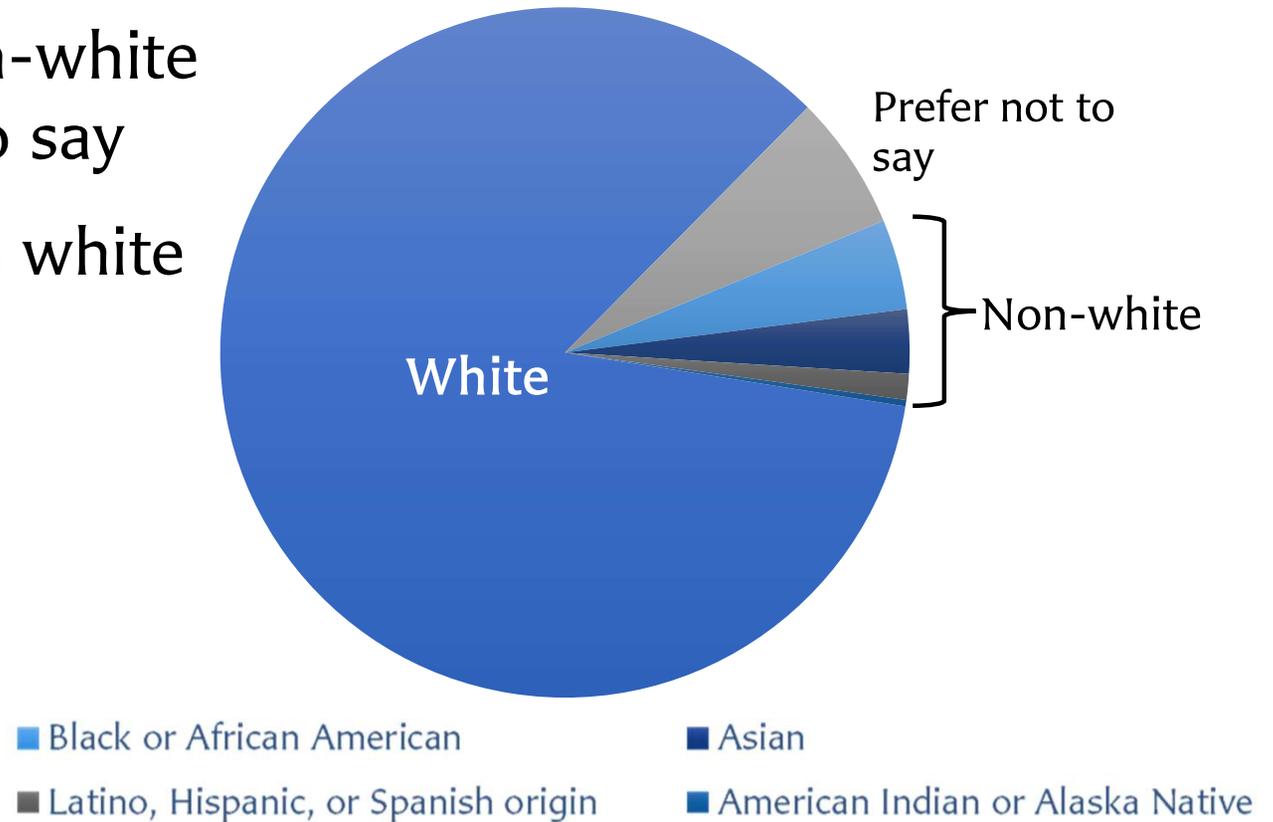
How far from St. Bart's do you live?



Our Heritage and Language

Select the census categories that best represent your heritage.

- 87% white, 9% non-white
6% preferred not to say
- TEC median is 95% white

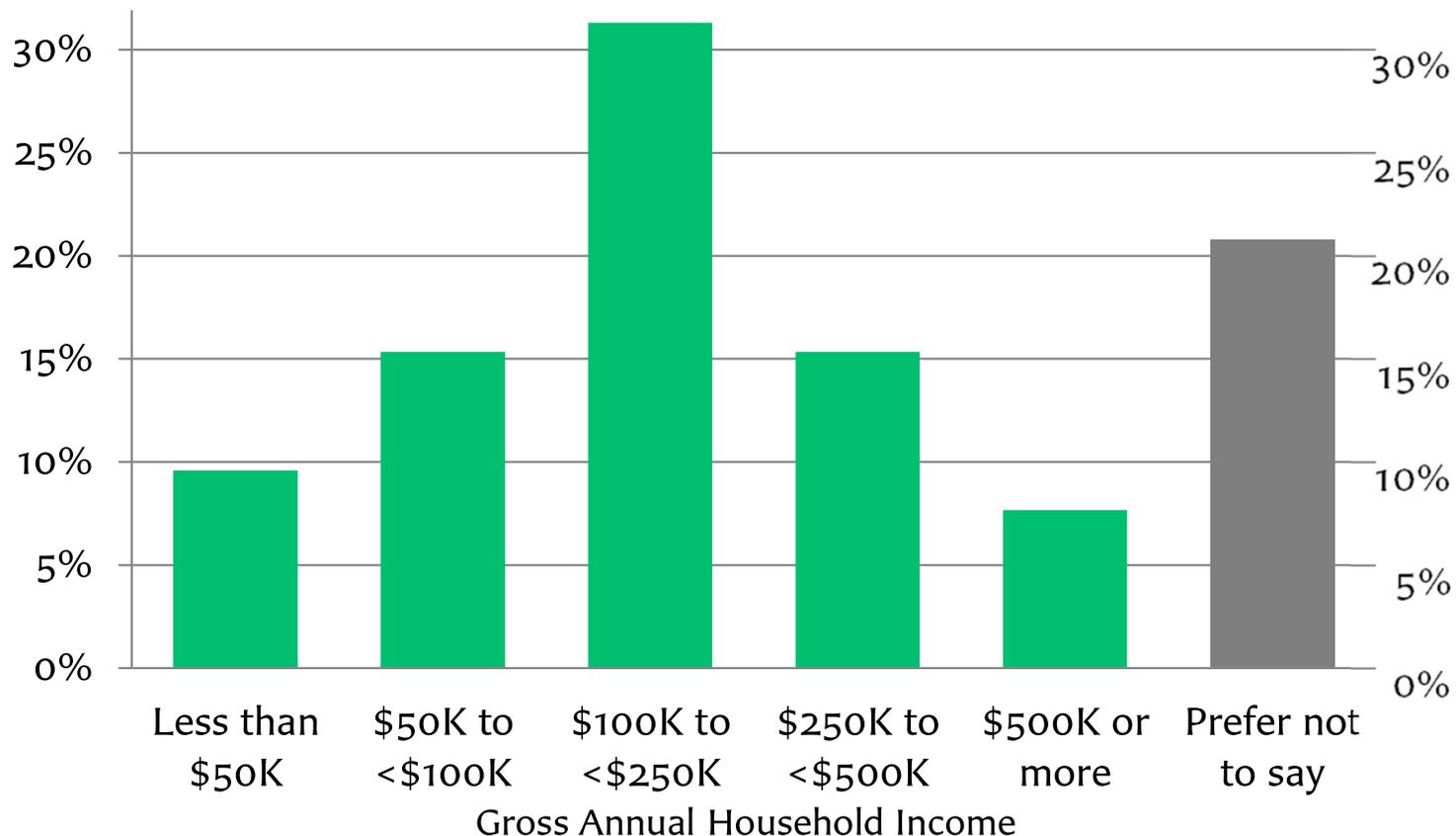


14% speak a language other than English at home.

Our Education, Work Status, Income

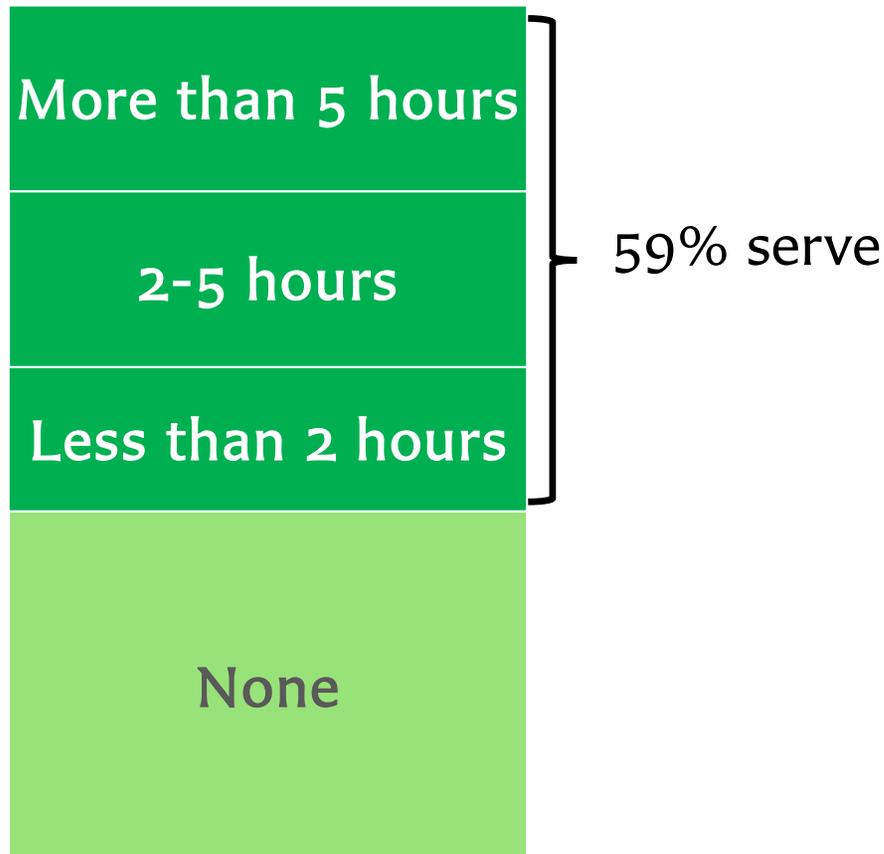
- 92% have college degrees
- 69% have graduate or professional degrees
- 52% work full or part time
- 39% are retired
- 4% aren't employed

We're economically diverse



We're Engaged through Service

- ❖ 42% spend 2 or more hours per month in some St. Bart's volunteer/service capacity.



- ❖ Large cadre of lay volunteers are active in ongoing ministries
 - 207 unique volunteers
 - 45 unique leaders identified in parish life review.Doesn't capture ad hoc and single event service.

We're Engaged through Activities and Groups

What programs, initiatives, and groups were most important to you in the past year?

- The Forum 61%
- Community Ministry/Crossroads, Faith in Action, Migrant Ministries, St. Ives' Guild 49%
- St. Bartholomew's Choir, St. Bart's Singers 35%
- Liturgical & worship ministries, ushers 32%
- Book & film studies, classes, EfM 32%
(417 people did a St. Bart's class in 2025)
- St. Bart's Connects groups 30%
- Explore & Pathfinders 25%
- LGBTQ+ Fellowship, Island Club 16%
- Children, Youth & Families, Choristers, Camp 15%

Depending on the question, people could select up to 3 or 5.

We Support St. Bart's Financially

- ❖ 87% said they support St. Bart's financially
 - 64% pledge, 28% don't, 8% prefer not to say
- ❖ Top reasons people don't support financially
 - 47% not in a position to give/pledge
 - 25% give to other churches or charities
 - 21% support in non-financial ways
 - 21% are new and haven't started giving yet
- ❖ Giving inflection point seems to happen 1-2 years in

Perspectives

What Initially Drew and What Keeps Us at St. Bart's?

❖ Top 5 Initial Draws

- Music 64%
- Preaching 60%
- Clergy 57%
- Liturgy (worship style) 55%
- Welcoming atmosphere
radical welcome 55%

❖ Top 5 Ties that Bind

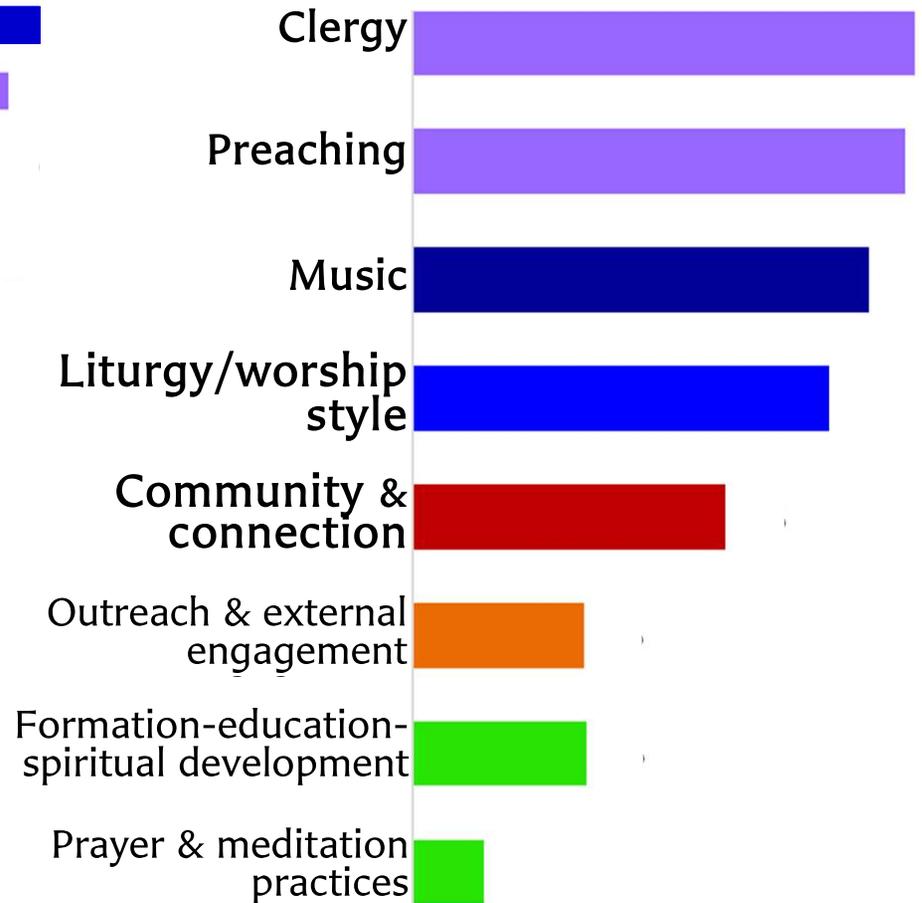
- Clergy 80%
- Preaching 78%
- Music 72%
- Liturgy (worship style) 66%
- Community and
connection 49%

What Initially Drew and What Keeps Us at St. Bart's?

Initial Draws



Ties That Bind



Where are we doing well? What needs improvement?

What Keeps Us at St. Bart's Ranking		Needs a Bit to Significant Improvement	Neutral / No Opinion	Doing Well to Very Well
Music	#3	2%	6%	92%
Clergy	#1	7%	5%	88%
Liturgy	#4	5%	7%	89%
Preaching	#2	10%	5%	86%
Community-connection	#5	10%	20%	70%
Spiritual development-formation-education	#6	5%	31%	64%
Outreach & external engagement	#6	11%	31%	58%
Prayer & meditation practices	#8	2%	63%	35%
Other (all over the map)	--	17%	63%	20%

Presented by weighted average on scale: 1 needs significant improvement - 3 neutral - 5 doing very well.

The Gospel Message / Social Justice / Values

How do we feel about St. Bart's expression of them?

	There should be less emphasis.	The messaging is appropriate.	There should be more emphasis.
Worship experiences and spiritual development/formation opportunities	3%	82%	15%
Social justice issues advocacy and community action initiatives	8%	72%	20%
Outreach ministries and volunteer/service opportunities	2%	77%	21%

What We Seek in a Rector – Summary

- ❖ Spiritual leader. Priest and Pastor.
- ❖ Empathetic listener. (Warmth, humility, authenticity.)
- ❖ Gifted communicator and preacher. (Preaching fills seats.)
- ❖ Effective fundraiser. (Major gifts, non-church donors.)
- ❖ Team leader. Community builder. Collaborative.
- ❖ Energy, vitality and commitment for 10+ years.
- ❖ Wants to be in NY with NYers, and can. NY fluency.
- ❖ Will love St. Bart's as much as we do.
- ❖ Outward-looking, facing and engaging. St. Bart's public representative, voice, and face.
- ❖ Leadership experience and strong track record in large, diverse urban parish. Managerial experience.

What We Seek in a Rector – from the Survey

Parish Priorities

Preaching, teaching, pastoral care

Engages w/NYC, neighbors, local community

Social justice, diversity, inclusion

Inspires & incorporates youth into parish life*

Leads & embraces changes

Honors & maintains current practices

Relative
Priority

Highest

Lowest

Personality and Communication Style

Personable, welcoming, warm, empathetic

Good listener & good communicator

Intelligence

High energy level & hard worker

Good sense of humor

* Somewhat higher relative priority in the roundtables than the survey.

What We Seek in a Rector – from the Survey

Priestly Capabilities

Strong preaching & speaking skills

True spiritual leader (intellectually alive & challenging)

Can imagine & explain a clear vision

Motivates people to move from faith to action

Gifted teacher

Management Capabilities and Experience

Leadership (people, major initiatives, organizations)*

Can imagine & explain clear strategic vision, mission, plan

Organization, team & large staff

Fundraising & building long-term relationships w/ major donors **

Finances/financial matters & multimillion \$ budget*

Operations management, non-church activities, properties

Relative
Priority

Highest

Lowest

** Much higher relative priority in the roundtables than in the survey.

* Higher relative priority in the roundtables.

Roundtables – Round Out and Color

- ❖ Rector attributes, skills, experience – if tradeoffs are needed:
 - Attitude > aptitude.
 - Quality and substance of experience > quantity.
 - Wants to be with people from all walks of life and experience.
- ❖ Rector commitments:
 - Diversity and inclusion. Radical welcome. Open table.
 - Outreach and community service (Crossroads!), social justice witness. Interfaith and civic engagement.
 - St. Bart's priest & pastor first vs. platform or public square.
 - St. Bart's isn't a stepping stone or glidepath.
- ❖ Throughlines: Joyful. Upbeat. Love for St. Bart's.

What we most love about St. Bart's

A word cloud of terms associated with St. Bart's. The most prominent words are 'community' and 'love', both in a larger, purple font. Other words in various sizes and orientations include: congregation, sense belonging, architecture, part church, worship services, come, sense community, world, music preaching, atmosphere, StB challenged, inspired, find experiences see, values members parish, know, welcoming/radical welcome/inclusive, life, preaching good, attend, need, ways, grew, building, live, St Bart people church, clergy, make, times, warm, one, programs, us, especially great, St Bart's, services, beauty, God, much, Fellowship staff, Sunday, s, music, feel, love, part important think, space, proud sermons liturgy, also, worship, welcoming place, choirs, within, everything, preaching music, forum, opportunities, many, home, family, warmth, St, friends, children, connection, things beautiful, wonderful work, everyone cares, friendly, etc outstanding, spiritual engage, parishioners, belong, center, amazing.

Timeline and Next Steps

Immediate timeline depends on our Vestry and Diocese.

Once live, searches can take ~ 6-9 months, many take 12.

2015 search ~6 months from self-study to launch
~ 10 from launch to call

Update to follow shortly after the Annual Meeting by email and website posting.

Q&A

Questions?
Comments?