

Transition Consultant Report Conversation Guide

For St. Andrew Small Group Meetings in November 2026

Opening Prayer (The Prayer of Good Courage)

O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord. Amen.

Part I: Thank you & Rationale - A Moment of Grace

- Have you noticed any times at St. Andrew where we let go of “how things used to be” and it led to new life and energy for our congregation?

Part II: Navigating the St. Andrew Reality

- How have you seen the polycrisis affecting your own life?
- How have you seen it affecting St. Andrew?

Part III: General Observations

- What resonates with you about this section?
- If you were a part of the listening sessions last fall, does this seem like an accurate snapshot of what you heard?

Part IV: Factors Needing Care at St. Andrew - *Remember to own your own reaction and not assume that others in your group feel the same.*

Theological Identity vs. Conflict Avoidance

- What feelings come up for you when you read this section?
- Where do you see nuggets of truth in this description?
- Where does your interpretation of the situation differ?

Worship Perfectionism and Generational Friction

- What feelings come up for you when you read this section?
- Where do you see nuggets of truth in this description?
- Where does your interpretation of the situation differ?

Part V: Superpowers of St. Andrew

True Lay Leader-Fullness

- Why do you think Pr. Jules is seeing this as a strength of ours?
- What do you think Pr. Jules has seen in us that is leading her to these conclusions?

Radical Resource Abundance

- Why do you think Pr. Jules is seeing this as a strength of ours?
- What do you think Pr. Jules has seen in us that is leading her to these conclusions?

Part VI: Recommendations & the Road Ahead

- In this section, Pr. Jules writes, “I cannot stress *enough* that when you build discipleship pathways that truly focus on leadership, spiritual gifts, and belonging, parishes become more alive in every way.” How do you imagine that calling an Associate Pastor might support this vision?
- Knowing that no one person can accomplish this alone, how might you support an Associate Pastor who is filling this role?