



HOLY SPIRIT
EPISCOPAL CHURCH

CONGREGATIONAL MEETING

MAY 3, 2026

WELCOME

CORE VALUES

DEVOTED

(We show up for God)

NEIGHBORLY
(We show up for others)

FAITHFUL

(We keep showing up, even
when it's hard)

**CORE VALUE
AWARDS**

MEMBERSHIP

Will you participate in
worship weekly, unless for
good cause prevented?

New members: I will
Membership: We will

Will you participate in one
ministry in the church on a
regular basis?

New members: I will

Membership: We will

Will you participate in one
formation offering on a
regular basis?

New members: I will

Membership: We will

Will you support the church
by making and keeping a
financial pledge?

New members: I will

Membership: We will

Loving God, we give thanks that you have brought *N.N.* to join us in ministry. Knit us together, one to another, so that in unity we may know you and serve you in Jesus' name. *Amen.*

A STATEMENT OF BELONGING

A Statement of Belonging

We believe every human being is made in the image of God.

At Holy Spirit, belonging isn't something you earn by having the right background, the right beliefs, the right body, the right history, or the right answers. It's something you're offered from the moment you arrive. You bear the image of God, and that is enough.

We welcome all people.

We affirm that every person has a full and equal claim to the love, acceptance, and pastoral care of the church. Every race. Every gender. Every sexual orientation. Every ability. Every background. Every stage of faith. From lifelong Episcopalian to first-time visitor to deeply skeptical. Every person carrying something they're not sure the church can hold.

We mean this. We know churches say this and don't always mean it. We're committed to being the kind of community where the welcome is real. We want to be a place where you are known, not just tolerated; valued, not just included.

We are part of something larger.

As a congregation of The Episcopal Church, we are shaped by a baptismal covenant that calls us to "seek and serve Christ in all persons, loving our neighbor as ourselves" and to "strive for justice and peace among all people, and respect the dignity of every human being."

We don't always live up to that covenant perfectly. But we return to it, together, every time we gather. It is the promise that holds us accountable to each other and to God.

We hold differences with respect.

We are a community that contains real diversity of background, theology, politics, and life experience. We don't paper over those differences or pretend they don't exist. We believe that being one in Christ means learning to love across differences, not around them. That's harder and more beautiful than uniformity.

A note on accessibility.

We want everyone to be able to participate fully in the life of this community. If you have a disability and would like to discuss available supports before your visit, please reach out. We want to make sure you're genuinely welcomed, not just technically accommodated.

[Sensory Guide] [Contact Us]

Come as you are.

Our mission is to become and share the good news of Jesus Christ, to reconcile the people of Waco to God and each other in Christ. That reconciliation only works if everyone is actually at the table.

You are welcome at this table. We've been hoping you'd come.

THOUGHTS?

QUESTIONS?

SPIRITUAL LIFE INVENTORY



EXPLORING A LIFE WITH GOD IN CHRIST

The people in this group are taking the first small steps in an intentional spiritual journey.



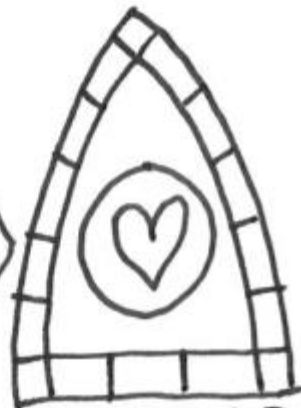
GROWING A LIFE WITH GOD IN CHRIST

The people in this group are more committed to their Christian faith, but still there are lots of questions.



DEEPENING A LIFE WITH GOD IN CHRIST

The people in this group have a faith by which they rely on God's presence and power in their daily lives.



CENTERED IN A LIFE WITH GOD IN CHRIST

For the people in this group, the Christian faith is the most important relationship in their lives.

12%

Episcopal Norm 18%
All Norm 10%
Parishoners 4

44%

Episcopal Norm 53%
All Norm 40%
Parishoners 15

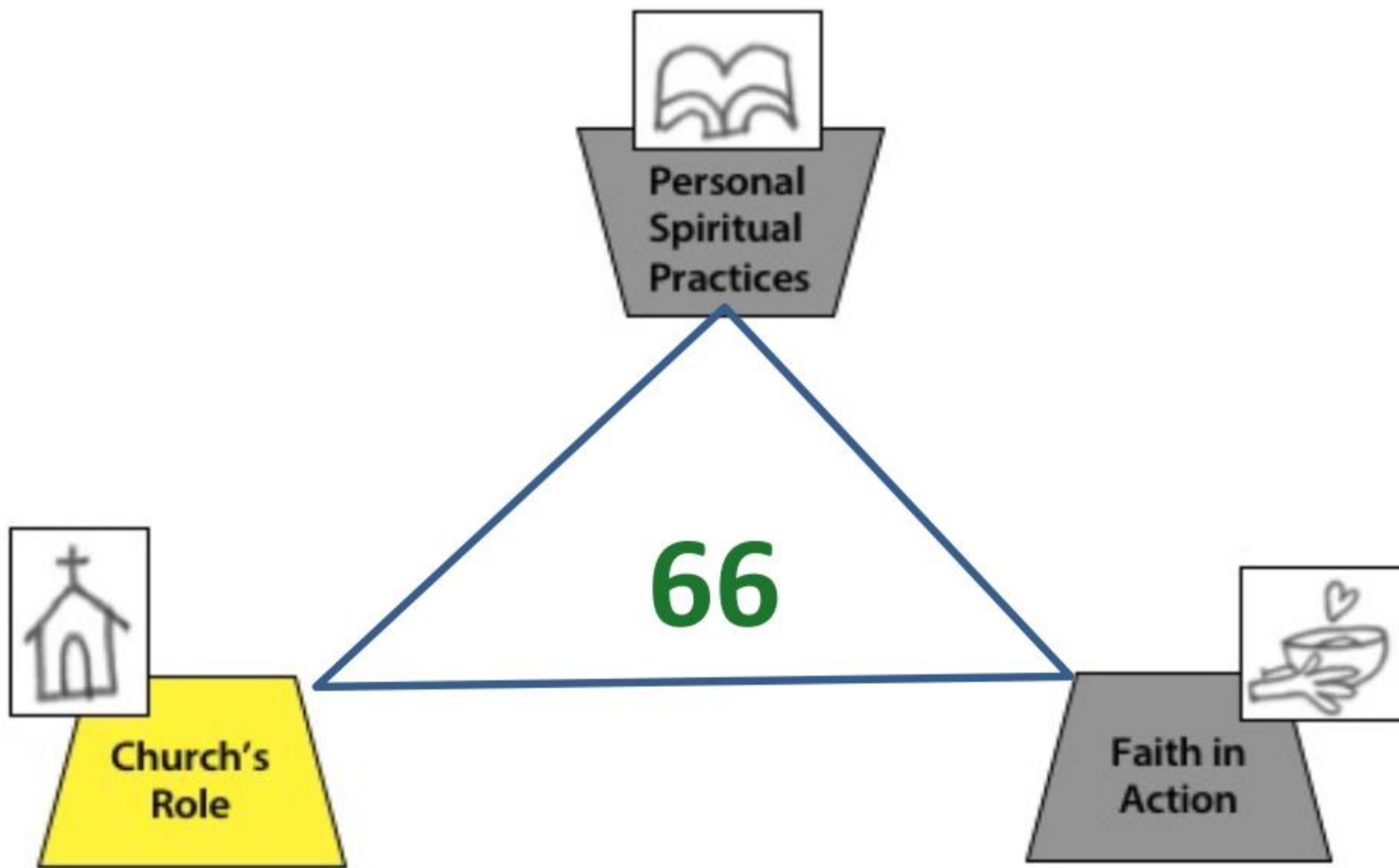
32%

Episcopal Norm 24%
All Norm 26%
Parishoners 11

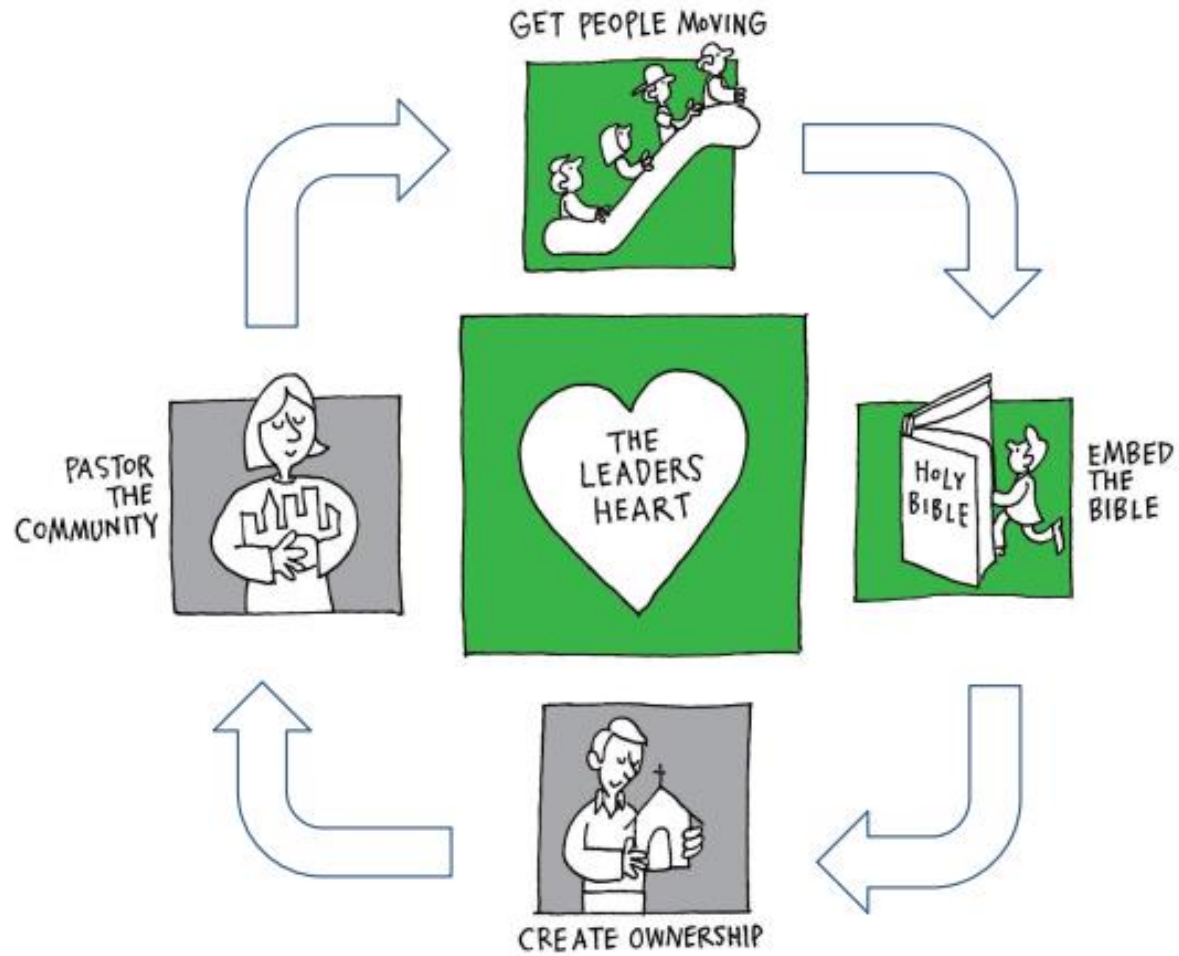
12%

Episcopal Norm 5%
All Norm 24%
Parishoners 4

Spiritual Vitality Index



Best Practices Summary for Holy Spirit Episcopal Church, Waco TX



Heart of the Leader

The gifts God gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ. ~ Ephesians 4:11-12



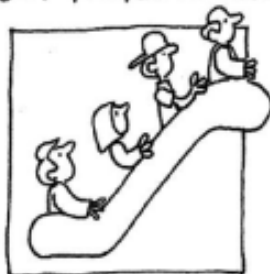
The heart of the leader is key, the critical element. The leader (primarily we are talking about the rector, but also other clergy and lay leaders like wardens and vestry members) must single-mindedly champion spiritual growth as the priority for the parish. The rector is CSO: Chief Spiritual Officer. Implicit in this leadership role is modeling of discipleship and spiritual sustainability: How is the leader fed? How does the leader stay in touch with the first love that drove the initial call? Here's what was indicated by your church's inventory:

Church leaders help me develop a relationship with Jesus Christ	
Church leaders challenge me to grow and take next steps spiritually	
Church leaders model and consistently reinforce how to grow spiritually	
Church leaders are authentic about their journey	
Church leaders empower members of the congregation to serve in leadership roles	No Comparison at this Time
Church leaders hold me accountable for the ways I use my gifts	No Comparison at this Time

Get People Moving

Welcome one another, therefore, just as Christ has welcomed you, for the glory of God. ~ Romans 15:7

GET PEOPLE MOVING



This, is about communicating to all members of the congregation that they are on a spiritual journey and to foster a living, vital dynamic community. It's an invitation and a challenge to all members to take the next step in that journey. The leader guides this effort, but this philosophy must be part of the culture; the expectation of spiritual growth for all, especially those who are stalled or dissatisfied, must be central to the congregation.

Here's what was indicated by your inventory:

Our church provides a clear pathway that helps guide my spiritual growth



Our church encourages me to take personal responsibility for my own spiritual growth



Our church prioritizes my spiritual growth over my church membership

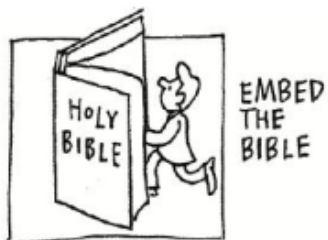


Senior church leaders are actively engaged in helping people get started on their spiritual growth







Embed the Bible

All scripture is inspired by God and is useful for teaching, for reproof, for correction, and for training in righteousness, so that everyone who belongs to God may be proficient, equipped for every good work. ~ 2 Timothy 3:16



Embedding the scripture moves people in each stage of the spiritual continuum and is the single most transformational factor for spiritual growth. In the same way that scripture is woven throughout *The Book of Common Prayer*, so the Bible should be woven throughout the life of the congregation, providing guidance, comfort, and challenge. The leader teaches and preaches, but each parishioner is called to discover scripture's rich meaning for his or her own personal spiritual journey. The congregation's life will thereby be shaped by scripture in a cultural shift that embeds the Bible in meetings, service projects, and social events for all groups and ministries of all ages. If your parish does nothing else as a result of RenewalWorks, embed the Bible more fully in your church. Here's your church's inventory:

Helps me understand the Bible in greater depth	
Helps me develop a prayer life that connects me with God	
Church leaders provide sound doctrine rooted in scripture	
Consistently challenges me to engage in scripture in new and interesting ways	
Helps me grow in understanding and appreciation of the eucharist	No Comparison at this Time
Provides liturgy that offers an encounter with God in worship	No Comparison at this Time
Inspires use of The Book of Common Prayer as a routine spiritual practice	No Comparison at this Time

Pastor the Community

The Son of Man came not be served but to serve. ~ Mark 10:45



PASTOR THE COMMUNITY

Jesus came to serve and a relationship with him is deepened through a commitment to service, in the church and in the neighborhood. Jesus calls his disciples to go out into the world, proclaiming good news through word and example. A big part of this effort is knowing what God is up to in the neighborhood already, listening to the voices encountered there, including interfaith dialogue and work for justice and peace wherever the needs surface. Service is often a strength for Episcopal congregations—the growth opportunity is connecting that service to faith and finding ways to deepen faith through that service. Here’s what was indicated by your church’s

inventory.

Provides opportunities for me to serve those in need	
Promotes a strong serving culture that is widely recognized by the local community	
Empowers me to go “out on my own” to make a significant impact in the lives of others	
Allows me to use and develop my spiritual gifts	
Provides training in how to integrate my faith with service to those in need	
Encourages my participation in interfaith conversations	No Comparison at this Time
Encourages my participation in social justice efforts	No Comparison at this Time
Encourages me to engage in the ministry of reconciliation and healing, particularly across racial borders	No Comparison at this Time

Create Ownership

Work out your own salvation with fear and trembling, for it is God who is at work in you to will and to work for his good pleasure. ~ Philippians 2:13, 14



CREATE OWNERSHIP

Life in the church is not a spectator sport. It is not entertainment. It is not a product to be consumed. Everyone has “skin in the game.” Each member has both the freedom and responsibility for pursuit of his or her own spiritual growth. Leaders guide in this process by elevating the expectation that every member of the community will grow in relationship with the church, in personal spiritual practice and in service. As one church put it, “If you come here, you will grow.”

Here’s what your church’s inventory indicated about the ways you help to create a sense of ownership.

Helps me develop relationships that encourage accountability	
Helps me feel like I belong	
Provides opportunities to grow spiritually through relationships with others	
Inspires such as sense of ownership that the church becomes an important part of who I am	
Encourages me to be respectful and welcoming to people of other faith traditions	No Comparison at this Time
Deepens my sense of community by serving alongside others	No Comparison at this Time
Creates a community working at growing reconcilers, justice-makers and healers to respond to racial injustice	No Comparison at this Time

DOT EXERCISE

1. Read the list
2. Mark your top five for heart (red) and growth (green)
3. Use your dots to mark them on the wall

CONVERSATION

1. What are we noticing?
2. What excites us?
3. What if we made these the three pillars of our 3-year plan?