

Listening for God's Voice: Moving forward with our Music Ministry

The Discernment Process

April 11, 2010



The Discernment Process Charge

The Music Discernment Team is to engage stakeholders both within and beyond the Cathedral congregation in discerning:

- How our music ministry fits in within:
 - our Vision to be a House of Prayer for All People, a Church for our City, and a Cathedral for our Diocese, and
 - our primary ministries to be community of deep prayer and generous service which is continuously learning and caring for each other as we go along;
- What the future of our music ministry holds, carefully listening to all stakeholders for the best of our past tradition and future possibilities; and
- What a professional external program evaluation can teach us about our music ministry

Discernment Team

- Linda O'Neill, Co-chair
- Ron Thieme, Co-chair
- Gray Lesesne, Staff liaison
- Debbie Asberry, Consultant
- Shirley Beuoy
- Andrew Breuninger
- Helen Byler
- Bruce Diaz
- Deb Jones
- Charles Kindermann
- Steven Rickards
- Maria Luisa Sanchez
- Suzanne Sauer
- Jennifer Segner
- Scott Spiegelberg
- Marcia Taylor
- Greg Wilson
- Tom Mason
- Leonardo Panigada

The Listening Process

We spoke with approximately **155 people** (125 internally, 30 externally) through:

- **Two open congregational forums**
- **Seven focused group forums**
- **Thirty interviews** with external stakeholders
- **A professional evaluation** of our music program



Key insights

How does our music ministry fit within our call to be:

A House of Prayer for all People?

- **Music connects us with God**, and is therefore a defining part of our worship.
- **There is a deep sense of pride and spiritual joy in our music program.**

A Church for the City of Indianapolis?

- We are well known in some circles (especially church circles), but not necessarily in others, especially among the **Indiana arts community**.

A Cathedral for our Diocese?

- The music ministry at CCC is **highly valued** within the Diocese.
- More than two-thirds of the external interviewees from the Diocese and the Indiana arts community **are willing to – and want to – collaborate with us.**

Key insights

How does music fit within our primary ministries of prayer and service?

- The **mission of CCC** encompasses the music ministry
- Connects **diverse cultures and generations**
- Plays a central role in choristers' **Christian formation**
- Could we use our Boy and Girl Choir programs more as **outreach**?

What does the future hold?

- More opportunities for **collaboration** (among ministries, city and Diocesan-wide)
- The **Girls' Choir** wants to be held to the same standards as the **Boys' Choir**
- A desire to innovate and try new things, within our Anglican tradition.



What did the external evaluation teach us?

- Underscored what we already knew:
 - **Continuation** of our 125-year-old tradition
 - Desire for **collaboration**
 - The perceived “**tier**” **statuses** of the Choirs represent a challenge
- Identified some blind spots:
 - Need for more **music education**
 - Possible need to examine **models of how we sing on Sundays and at concerts?**
 - Are we doing enough to embrace our **multicultural heritage?**
 - Need for ongoing **evaluation/self-reflection** in program



Tensions that we noticed: How do we...

exercise our role as **Cathedral** (in a diocesan and national/international context) while honoring our reality as a parish?

harmonize the needs and expectations of our music ministry with other ministries of our church (e.g., Christian formation, outreach, missions)?

continue a tradition of musical excellence while focusing on **worship and spiritual joy**?



emphasize technical musical excellence while exhibiting the capacity to **nurture, coach, and connect on an emotional level**?

recognize the **distinctiveness** and **unique gifts** of each of the choirs while maintaining dignity, opportunity, and respect for all?

appreciate the distinct ministry of the choirmaster while encouraging **collegiality and collaboration** with the Dean and other staff?

Recommendations

- Learn from the interim experience
- Seek these gifts
 - Gifted musician
 - Experienced educator
 - Mentor and nurturer
 - Collaborator
 - Recruiter
- Continue our discernment

