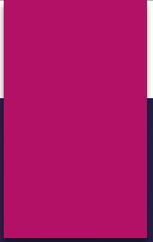


Report from 2018 Listening Sessions

Participation

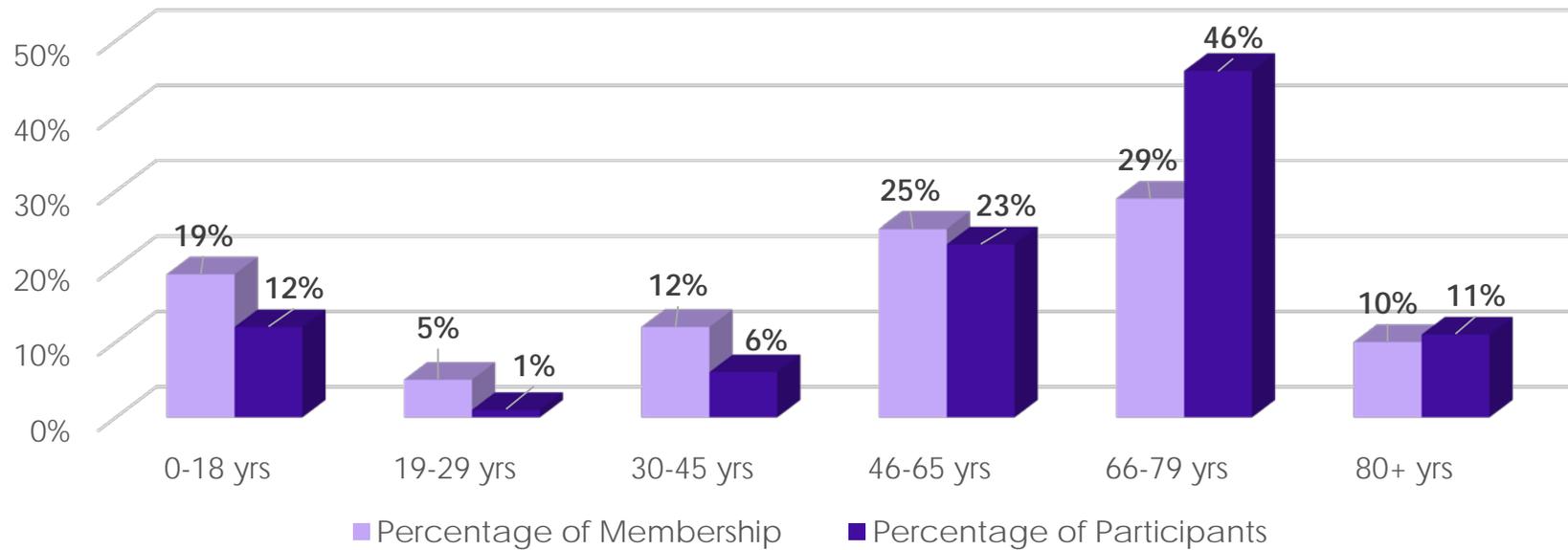
- ▶ 18 Sessions were held in March and April.
- ▶ 5 individual interviews were completed with persons unable to attend.
- ▶ 154 total participants, including 20 youth/children, engaged in these sessions.
- ▶ Approx. 25 Facilitator, Note-Taker, and Host Volunteers made this possible.
- ▶ A Steering Committee coordinated with our consultant and volunteers.
 - ▶ Erin Ryan, Jennifer Cheek, Phil Johnson, Bill Hawkins, Deb Yochum & Larry Neal.
- ▶ These volunteers served as facilitators, note takers, and/or hosts for the 18 sessions:
 - ▶ Kathleen Brady, Paige Griffin, Kyle Davis, Cindy Davis, Ken Shabel, Emelyn Shabel, Pat Adams, Ron Adams, Judy Taylor, Gary Taylor, Barbara Ellis, Catherine Conger, Jason Cheek, Dexter Goodwin, Beck Sullivan, Alison Hitner, Wade Smith, Delores Smith



Thank you!!!

Age Representation in Parish & in Listening Sessions

Chart Title



Areas of Energy that emerged in these sessions

- ▶ **Atmosphere** Comments about the “feeling” of the church.
- ▶ **Worship** Comments related to our worship.
- ▶ **Stewardship** Comments about management of finances & parish affairs.
- ▶ **Parish Life** Comments about programs and ministries at St. Peter’s.
- ▶ **Outreach** Comments related to service in the community and beyond.
- ▶ **Involvement** Comments related to volunteering/leadership from lay people, including communications about these opportunities.

1. What are things St. Peter's does well?

Adults

	<i>frequency</i>
▶ Atmosphere	59
▶ Worship	43
▶ Parish Life	43
▶ Outreach	22
▶ Involvement	22
▶ Management/Stewardship	8

Youth/Children

	<i>frequency</i>
▶ Atmosphere	8
▶ Worship	4
▶ Parish Life	3
▶ Outreach	1
▶ Involvement	1

2. What could we offer that you would want to engage in/support/pray for?

Adults

▶ **Parish Life** 61

- ▶ Adults want more chances to engage with each other and build community within the parish.
- ▶ Examples: Specific groups—seniors, women, men, singles, etc.

▶ **Outreach** 26

- ▶ Adding programs with ministry partners, including ecumenical & interfaith

▶ **Atmosphere** 25

- ▶ Enhance newcomer process, coffee hour, parking, ambience of interior space

▶ **Worship** 19

- ▶ Suggestions about how worship could enhance 'atmosphere.'
- ▶ Examples: other style services, better hearing devices, more welcoming bulletins, & more musical opportunities.

▶ **Involvement** 15

- ▶ Comments about improving communications about ministries and leadership opportunities to add volunteers.
- ▶ Examples: ministry fair, a ministry guide, reducing acronyms, improving clarity

2. What could we offer that you would want to engage in/support/pray for?

Youth & Children

- ▶ **Atmosphere** 6
 - ▶ Comments and suggestions about the atmosphere of St. Peter's.
- ▶ **Parish Life** 3
 - ▶ Comments and suggestions about parish life programs.
- ▶ **Worship** 2
 - ▶ Comments and suggestions about worship.

2 Prominent Strains in responses about what we could offer that people would engage, support, pray for.

- ▶ 1. I want more in-reach and outreach opportunities that feed my life at St. Peter's.
 - ▶ Can we offer things that I want to engage in?
- ▶ 2. I am anxious about how generational shifts and leadership transitions will impact St. Peter's.
 - ▶ Can we offer things that draw others in?

3. What is God calling us to do or be, today, and in the future?

Adults

- ▶ **Improve existing programs** 57
 - ▶ Improving programs by listening to one another, listening to the community, & connecting more deeply with each other.
 - ▶ Improving programs by honing in on what is good and do that work even better.
- ▶ **Serve local families/youth** 25
 - ▶ Reaching out to more families and young people, building upon strength we already have.
- ▶ **Improve evangelism** 20
 - ▶ Some tension expressed about reaching out vs. focusing inward, doing more vs. refining, and growth vs. status quo.

continued

- ▶ **Work in partnership** 8
- ▶ **Serve older adults** 4
- ▶ **International service** 1

Youth & Children

- ▶ **Improve existing programs** 11
- ▶ **Serve local families/youth** 1
- ▶ **International service** 1

The 1st Three Questions Highlighted “Functional” Ideas/Suggestions

- ▶ Erin Ryan compiled all of the notes from the 18 sessions into a 42-page document.
- ▶ She will be pulling out all of the “Functional” Ideas/Suggestions to share with the vestry liaisons of each of our “Functional Areas:
 - ▶ Worship & Formation
 - ▶ Parish Life, Pastoral Care, and Hospitality
 - ▶ Outreach and Service
 - ▶ Administration, Communications, and Campus
- ▶ Every single Idea/Suggestion will receive careful consideration regarding implementation.

4. If money were falling from the sky, what would we want to do with our campus?

Adults

▶ Gathering Space	32
▶ Classrooms	28
▶ Kitchen	23
▶ Reconfiguration	20
▶ Parking	14
▶ Outdoor Space	11
▶ Offices	7
▶ Technology	6
▶ Sanctuary	6
▶ Organ	6

continued

▶ Aesthetic improvements	5
▶ Gym	5
▶ Work/Storage	5
▶ Chapel	4
▶ Roof	3
▶ Endowment	1

4. If money were falling from the sky, what would we want to do with our campus?

Youth & Children

- ▶ Aesthetic improvements 3
- ▶ Gym 1
- ▶ Classrooms 1
- ▶ Work/Storage 1
- ▶ Organ 1
- ▶ Reconfiguration 1
- ▶ Parking 1

4. If money were falling from the sky, what would we want to do with our campus?

Adults

- ▶ **Gathering Space** 32
 - ▶ We need a larger fellowship hall.
 - ▶ We need a kitchen located close to fellowship hall.
 - ▶ We need a place to host Sunday coffee hour/lemonade closer to sanctuary.
- ▶ **Classrooms** 28
 - ▶ We need to eliminate the need for a portable classroom and more meeting space.
- ▶ **Reconfiguration** 20
 - ▶ Some suggestions to tear down/rebuild portions.
 - ▶ Potential multi-use building, a.k.a. 'family life center.'
 - ▶ Space should reinforce St. Peter's 'brand' as a welcoming community focused on creating a rich parish life.
- ▶ **Parking** 14
 - ▶ Ideas included re-acquiring adjacent land to build another parking lot.
- ▶ **Outdoor Space** 11
 - ▶ Improving landscaping and curb appeal of the face of the church.
 - ▶ Improving outdoor worship space.
- ▶ **Aesthetic improvements** 5
 - ▶ There was a general theme of improving the ambiance of the buildings which would enhance parish life and newcomers' experiences.

4. If money were falling from the sky, what would we want to do with our campus?

Adults

- ▶ **Some anxieties and conflicting views were expressed that echo tensions of the 3rd question:**
 - ▶ Are there enough people here to justify expanding facilities?
 - ▶ Would growth in buildings and attendance mean a loss of quality of parish life?
 - ▶ We should simply maintain what we have.
 - ▶ If we build it, more will come.
- ▶ **The challenge for vestry leadership:**
 - ▶ How to listen to the majority opinion (build) while also honoring those with the minority opinion (maintain).
 - ▶ How to balance wants vs. needs.
 - ▶ How to balance aspirations for the future vs. preferences for preserving the way things are.

5. Do our current facilities reflect who we are or are called to be as a faith community?

Adults

▶ No	58	70%
▶ Yes	25	30%

Youth & Children

▶ No	3
▶ Yes	2

Many participants had opinions on both sides of this question.

- Some “yes” answers indicate that our facilities reflect who we are because “we make it work.”
- This expresses our culture of involvement.
- Those in the “no” column reiterated concerns about dated aesthetics, inadequate meeting/classroom space, poor nursery space, meandering floorplan, and inadequate fellowship space to meet our current needs.
- These responses included a desire for the buildings to convey the same kind of ‘atmosphere’ that the community conveys—a welcoming place with a vibrant parish life & outreach.

6. How do you feel you heard the Holy Spirit speak in this conversation? *A sampling:*

- ▶ It was a strong look in the mirror.
- ▶ The Holy Spirit is calling us to look inward in order to look outward.
- ▶ Don't be afraid of the change. Have courage to continue the journey as God is leading.
- ▶ Everyone still wants the sense of community. Nobody will let that be pushed aside in pursuit of growth.
- ▶ The Holy Spirit definitely wants a new roof.
- ▶ Almost everything we talked about is helping others—a spirit of helping.
- ▶ I want to have this as my home, to be the best now and in the years to come.
- ▶ A church is not just a building. Building spiritual lives is important.
- ▶ We are very good at being together. We need a better being-together place.
- ▶ We cannot lose the fellowship. It is the glue.
- ▶ I'm in the right place.

Correlation between 2015 & 2018 Past Wardens' Analysis & Listening Sessions

2015—Past Wardens' Analysis & Summary of Needs identified

- ▶ A minimum 2000 sf fellowship hall (50% larger than Stockstill currently is)
- ▶ One additional classroom/meeting room of approx. 500 sf.
- ▶ An update to the kitchen.
- ▶ Coffee hour space near the sanctuary.
- ▶ An additional 140 sf office located close to current offices.
- ▶ A plan to replace the organ.
- ▶ A storage building

2018—Listening Sessions—Most repeated responses.

- | | |
|----------------------|----|
| ▶ Gathering Space | 32 |
| ▶ Classrooms | 28 |
| ▶ Kitchen | 23 |
| ▶ Reconfiguration | 20 |
| ▶ Outdoor space | 11 |
| ▶ Offices | 7 |
| ▶ Organ | 6 |
| ▶ Work/Storage Space | 5 |





Fr. Furman's Perspective about Congregational Health & Vitality

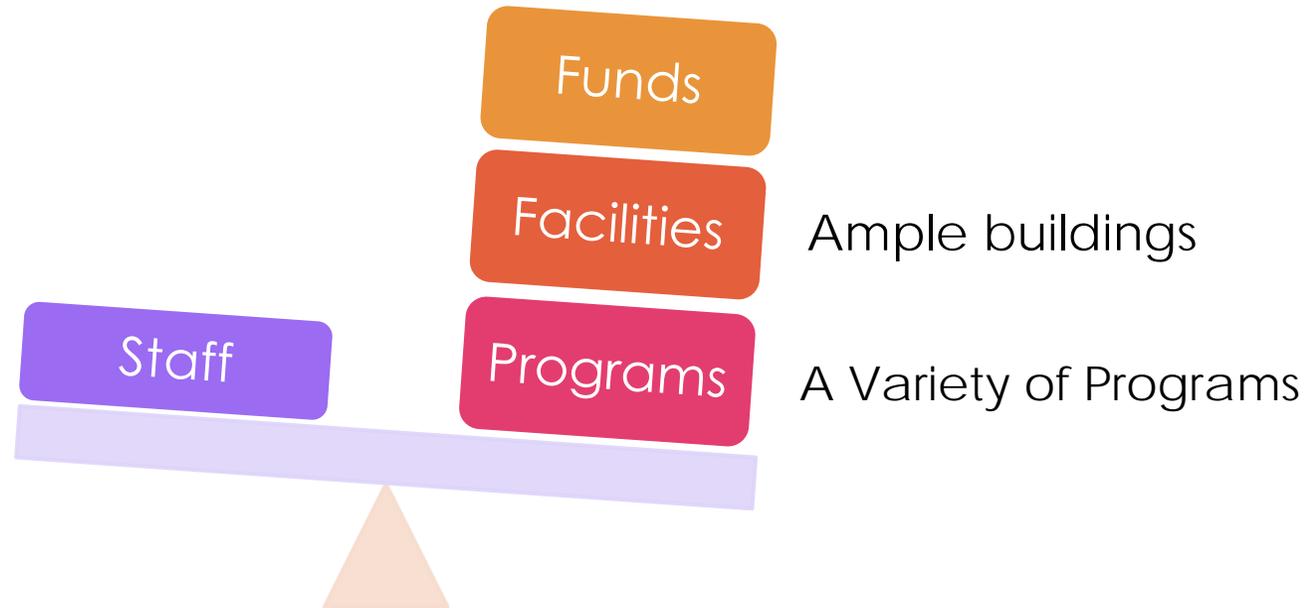
Like a Platform balancing on a central peg,
there are four types of resources that must be balanced.



2011

1 full time priest
Part time Admin.
Part time Secretary
Part time Organist

\$352,101 in annual funds
\$244,000 in savings
\$ 2,000 in endowment
(\$ 71,000 in Debt)



2018

Inadequate fellowship space, office space, classroom space, nursery space, and kitchen space for our current congregation.

\$589,779 in annual funds
\$457,829 in savings
\$ 84,581 in endowment
(\$ 0 in debt)



What Facilities Stewardship have we paid in cash (and donations) since 2011 without a capital campaign?

During the past 7 years we have replaced, repaired, or updated the following facilities and grounds items using cash flow and some special earmarked donations.

- ▶ 1. New HVAC system in Church (worship space).
- ▶ 2. New kneelers in Church (worship space).
- ▶ 3. New energy efficient, long life light bulbs in Church (worship space).
- ▶ 4. New HVAC system for Education Building.
- ▶ 5. New carpet for office, hallways, and narthex.
- ▶ 6. Refurbishment of the parish parlor and narthex.
- ▶ 7. New sewer line in back.
- ▶ 8. New roof for Segars Pavilion.
- ▶ *And there's more...*

More projects completed with cash flow and donations without a capital campaign...

- ▶ 9. New Steel Doors for Education Building.
- ▶ 10. New Stoves for Kitchen.
- ▶ 11. Full refurbishment of narthex bathrooms.
- ▶ 12. New video surveillance system for building and grounds.
- ▶ 13. New Wide screen television & sound system for the parish hall.
- ▶ 14. 2 phases of a landscape master plan in front of Church.
- ▶ 15. Refurbishment of 2 Sunday School Rooms in "front" hallway and choir room.
- ▶ 16. New office furnishings and book cases.
- ▶ 17. Replacement of windows with compromised seals.
- ▶ 18. Resurfacing of all awnings on Church Building.
- ▶ 19. Resurfacing of Labyrinth.

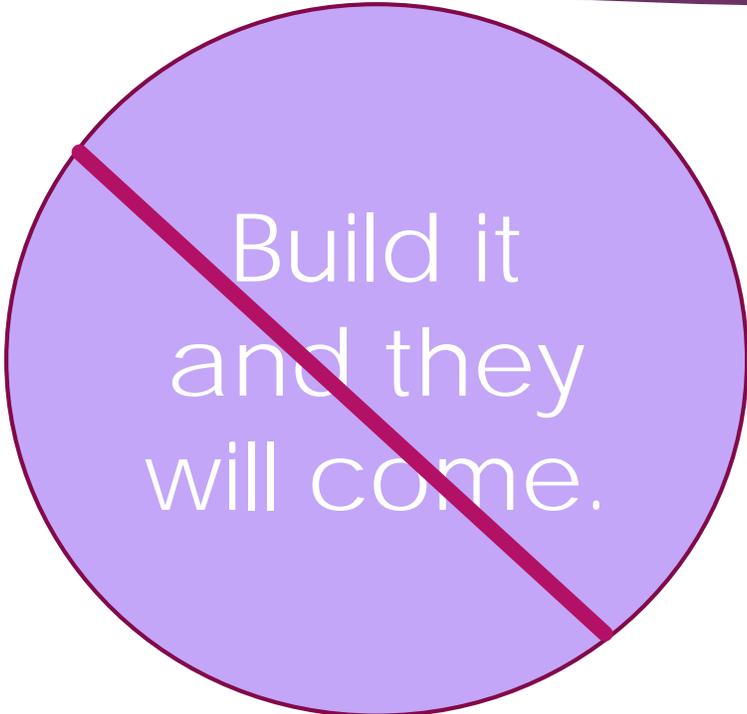
Your vestry did all this while at the same time...

- ▶ Adding \$296,410 to our parish reserves (and endowment).
- ▶ And Eliminating a \$ 71,000 mortgage loan.
- ▶ Thereby, yielding a \$367,410 improvement in our financial condition.

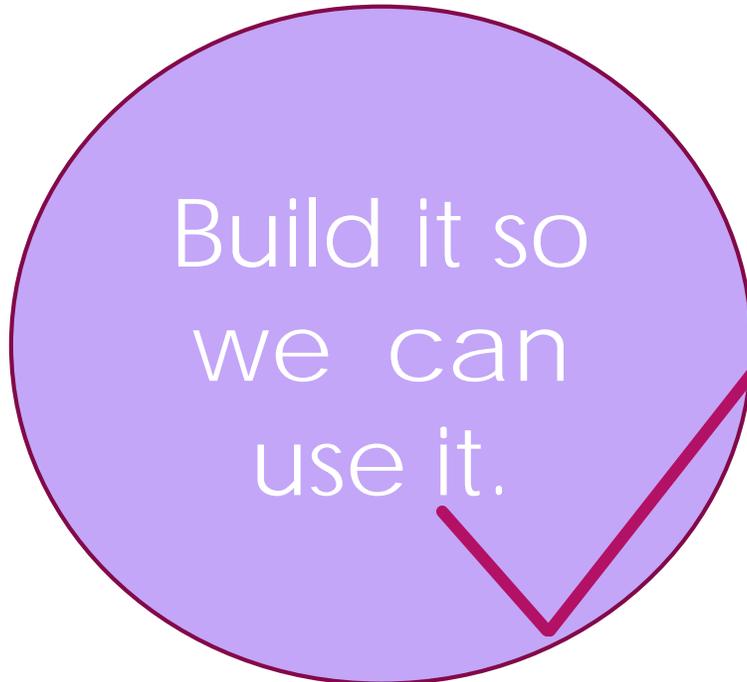
Our goal is not to build wealth or buildings or staff or programs for their own sake...

- ▶ ...but rather to balance these essential resources (gifts) and fully utilize them to the glory of God and for the blessing of God's people!

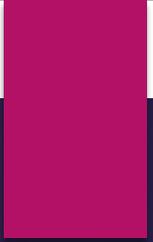
Insofar as this entails further capital investment in our campus, our philosophy is...



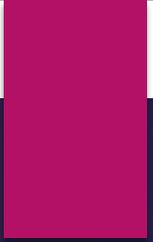
Build it
and they
will come.



Build it so
we can
use it.



Questions?



Thank you!!!