

St. Peter's Episcopal Church

2009 Strategic Plan

September 2009

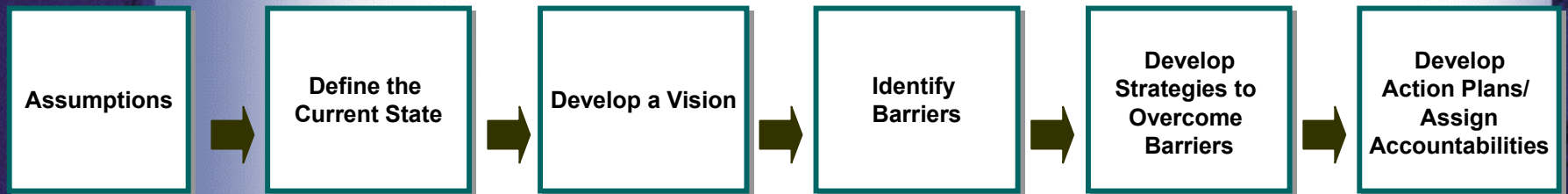




Strategic Plan Development Process

A strategic planning committee was seated by the Vestry in May, 2009. The members of the committee included: Dave Woods, Todd Hebb, Daniel Hursey, Kathleen Mergler, Jim Hinton, Father Charles and Vicki Lewis.

The committee adopted a planning process that consisted of the following steps:





Planning Assumptions Developed

The committee conducted a review of the literature and pertinent resources and adopted planning assumptions in the following areas: demographics, diversity, worship facts and opportunities, change, economics and practicing resurrection.

The assumptions were developed for the 5 year period between 2009 and 2013. The approved planning assumptions are attached to this document as Appendix A.

The committee also adopted an overall goal to develop a strategic plan and vision for St Peter's that follows God's will and the mission of the church.



Parish Survey developed and conducted

- The planning committee determined that the best way to describe the current situation and state of the church was to survey the parishioners.
- A survey tool was developed by Dave Woods and Jim Hinton (see Appendix B) giving respondents the opportunity to respond on paper or via the internet. The survey was conducted between May 31 and June 6, 2009. There was a 50% response rate thereby assuring reliability and validity.
- The planning committee reviewed the survey results in detail. The committee determined that the results would also serve as the foundation for the strategic planning process.



Parish Survey developed and conducted (con't)

- The committee concluded that there was a high degree of confidence in the survey results and that the results were valid and reliable.
- The committee identified several key elements of the responses including: the fact that 90% of respondents reported their belief that Father Charles is a good fit for the parish.
- The committee made special note of the sense of excitement that 75% of respondents reported about the future as well as the significant number (79%) who reported that their spiritual needs are currently being met
- The planning committee acknowledged that it will be important to repeat the survey in the future at a date to be determined.



Planning process report:

- What follows are the prioritized summary descriptions of the current state, vision for the future, barriers to accomplishing the, strategies for overcoming barriers and the strategic plan action plan and assigned accountabilities.
- This is intended to be a five year plan that will be acted on, revised, updated and renewed in and ongoing way.
- The plan will help the people of St. Peter's parish to carry out God's will and the mission of the church.



Present Situation

Parish Family

- 79% believe that their spiritual needs are being met
- 75% have a sense of excitement about the future for St. Peter's
- 90% believe that Father Charles is a good match with the congregation
 - More than 50% spend two or more hours each month volunteering or participating in church related activity
- More than half of respondents attend church once a week
- 47% not involved in any worship related activity
- 63% have had much growth in their faith in the last year
- 71% have a strong sense of belonging
- Top 5 values:
 - Eucharist (52%)
 - Traditional worship and music (46%)
 - Sermons, preaching, homilies (43%)
 - Openness to social diversity (28%)
 - Wider community care, social justice (27%)



Present Situation

Facilities and Use

- Connected campus with three historic buildings
- Improved parking
- Location in downtown Delaware
- Organ and strong choir
- Space utilization by AA, Autism support Group and others



Staff

Present Situation

STAFF

- Father Charles is young, supported by the Parish, Julie and Olivia and Owen are visible in the church.
- Staff are energetic and enthusiastic
- Right size and fully staffed
- Develop a plan to maintain staffing needs
- Goal: growth to the point that we need a part time clergy person



Present Situation

Image

- Visible in the community
- The Episcopal Church in Delaware
- Seen as a community resource
- Enjoy top of the mind awareness
- Improving
- The prayers just sound better
- Growing and developing



Present Situation

Area Served

- Delaware City, County and beyond
- Union County members growing



Present Situation

Financial

- Pledges make up the greatest % of operating revenue
→ goal is for pledges to cover operations
- 56% of parishioners give less than 5% of their net income.
- Much of our overhead is in fixed costs
- Endowment is (to be) used for outreach
- Financial transparency is improving



Vision for the Future

Parish Family

- Inclusive
- Intergenerational
- Diverse and open
- Family friendly
- Able to sustain the current momentum
- Welcoming



Vision for the Future (con't)

Facilities and Use

- Development of and adherence to a building and grounds plan
- Desire to maintain our facility assets through an endowment or annual budget that includes line items for routine maintenance and upkeep
- Development of a relationship plan for Andrews House
- Franklin Street House fully leased
- Facility enhancements including ADA updates (e.g. elevator, wheelchair accessibility, visual and hearing adaptations, youth program spaces.)



Vision for the Future (con't)

Staff

- Retain and enhance current staff
- Assure stability
- Assistant clergy person
- Sexton
- Retained vocalist
- Christian formation director



Vision for the Future (con't)

Image

- A place to know God
- Welcoming and affirming
- Community magnet
- Bible centered
- Presence, people and prayer
- A community of faith



Vision for the Future (con't)

Area served

- Downtown Delaware
- Delaware County
- Campus community
- On line visitors and community
- Those that are long term care and assisted living residents or members who are and homebound



Vision for the Future (con't)

Financial

- Improve cash flow so that annual pledges cover operations
- Safeguard investments and wealth management
- Meet General Convention mandates
- Improve benefit package for staff
- Secure rental/lease income



Barriers to Achieving Our Vision

Financial

- The economy, increased competition for charitable dollars from a shrinking pool
- Annual pledge amounts < operating expenses
- Obligation to maintain assets
- Mortgage on Parish House
- Convention obligations-pension and health benefits to be extended to those working >1000 hours annually
- Diocesan obligations
- Salaried staff vs volunteers
- Aging parishioners



Barriers to Achieving Our Vision

Facilities

- Failure to develop a building and grounds plan
- Failure to develop a relationship with Andrews House
- Obligation to upgrade to meet ADA requirements
- Failure to establish an annual budget line item for unexpected expenses and maintenance
- Failure to lease available space



Barriers to Achieving Our Vision

Human Elements

- Lack of consensus
- Resistance to change
- Aging congregation and staff
- Unrealistic expectations
- Failure to dedicate enough time and resources to communication
- Over reliance on “nucleus” / resistance to share ministries
- Competition with non church Sunday activities



Barriers to Achieving Our Vision

History

- 32 rectors in 200 years
- Old school stereotype (fading?)
- Self image



Barriers to Achieving Our Vision

Church Culture

- Can't get out of our own way
- "Frozen chosen"
- Lots of talk and not a lot of action



Strategies for Overcoming Barriers

- Focus on top 5 values identified in survey:
 - Eucharist (52%)
 - Traditional worship and music (46%)
 - Sermons, preaching, homilies (43%)
 - Openness to social diversity (28%)
 - Wider community care, social justice (27%)

- Revised mission statement

- Communication

- Actionable items derived from our vision for the future that include an identified lead and timeframe

- Measuring and benchmarking results



Prioritized list of Vision Items

1. A place to know God
2. Welcoming and affirming
3. Annual pledges/income exceed operating expenses
4. Attention to young people/Christian formation
5. Development and adherence to a building and grounds plan
6. Develop a relationship plan for Andrews House
7. Community magnet
8. Ability to sustain current momentum
9. Retain and enhance current staff
10. Safeguard investments and wealth management



Planning Committee's recommendation to the Vestry - a revised mission statement:

*We are a prayerful, diverse and growing
community of faith dedicated to
helping others know God through word
and sacraments.*



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
1. A place to know God	1. Live out the baptismal covenant: Respect See Christ in all persons Break bread Proclaim Repent 2. Trinity Institute 3. Thoughtful theological engagement 4. Re-learn our Christian identity 5. Faith forum 6. Liturgical practices 7. Feast of Lights	1. Vestry 2.-7. Worship Committee	1. Ongoing reaffirm at annual meeting 1/10 2.-7. 12/10		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
2. Welcoming and Affirming	<ol style="list-style-type: none">1. Greeter training and expansion of activities2. House Blessings3. Parish Fellowship events4. Online presence5. Craft our image6. International dinners7. Invite others to church	<ol style="list-style-type: none">1. Vestry2. Father Charles3. Fellowship Committee4. Parish Admin.5. Parish Admin;6. Vestry7. Parish Family	<ol style="list-style-type: none">1. 12/092. Ongoing3. 12/094. 1/105. 12/106. Ongoing7. Ongoing		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
3. Annual pledges/income exceed annual operating expenses	1. Lease space 2. Identify gaps 3. Focus on Youth 4. Focus on programs 5. Pledge recognition and thank you program	1. Finance committee 2. Vestry 3. Christian formation director 4. Vestry 5. Finance committee	1. 12/09 2. 12/09 3. 11/09 4. 1/10 5. 12/09 and ongoing		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
4. Attention to our youth	1. Update curriculum	1. Christian Formation Director	1. 12/10		
	2. Reaffirm a willingness to adapt as needed e.g. program model	2. CFD	2. 10/09		
	3. Develop a core of trained volunteers	3. CFD	3. 3/10		
	4. Improve communication	4. Vestry	4. 10/09		
	5. Develop a church calendar 3 to 6 months in advance	5. Parish Administrator	5. 12/09		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
5. Development and adherence to a building and grounds plan	<ol style="list-style-type: none"><li data-bbox="662 207 932 325">1. Set a campus committee to develop the plan and assume ongoing responsibility<li data-bbox="662 349 900 382">2. Inventory of needs<li data-bbox="662 496 894 558">3. Consider a capital campaign	<ol style="list-style-type: none"><li data-bbox="972 207 1068 239">1. Vestry<li data-bbox="972 349 1100 468">2. Campus building and grounds committee<li data-bbox="972 496 1087 558">3. Finance committee	<ol style="list-style-type: none"><li data-bbox="1146 207 1222 239">1. 1/10<li data-bbox="1146 349 1222 382">2. 4/10<li data-bbox="1146 496 1222 529">3. 5/10		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
6. Develop a relationship plan for Andrew's House	<ol style="list-style-type: none">1. Establish expectations2. Determine if Andrew's House fits the St. Peter's mission/ formulate an intersection of missions3. Protection of our assets4. Take AH to the next level	<ol style="list-style-type: none">1. Vestry2. Vestry 3. Vestry 4. AH Board and Vestry	<ol style="list-style-type: none">1. 6/102. 6/10 3. 12/10 4. 2011		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
7. Community magnet	<ol style="list-style-type: none">1. Web page upgrade and crafting of our image2. Participation in community events e.g. First Friday's3. Create community events e.g. Mass in the Grass4. Consider a cathedral model	<ol style="list-style-type: none">1. PA2. Vestry subcommittee3. Worship Committee4. Father Charles	<ol style="list-style-type: none">1. 1/102. Ongoing plan in place by 3/104. 6/10		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
8. Assure the ability to sustain the momentum	<ol style="list-style-type: none">1. 3rd anniversary celebration2. Reward, recognition and communication of giving – reinstate the “Pete’s”3. Expand the core	<ol style="list-style-type: none">1. Establish a committee2. Finance Committee3. Vestry, Welcoming Committee and others	<ol style="list-style-type: none">1. 12/092. 1/103. Ongoing plan in place by 5/10		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
9. Retain and enhance current staff	1. Annual evaluations 2. Salary and benefit review 3. Reward and recognize 4. Provide for professional development	1. Vestry- or establish a compensation committee of the Vestry 2. SAA 3. SAA 4. SAA	1. 1/10 2. 6/10 3. 6/10 4. 6/10		



OPPORTUNITIES FOR IMPROVEMENT	STEPS OF ACTION PLAN	RESPONSIBLE PARTY	GOAL DATE	ACTUAL DATE	ACTION PLAN ASSESSMENT
10. Safeguard investments and wealth management f	<ol style="list-style-type: none">1. Provide for an independent audit and portfolio review2. Line item for building maintenance3. ADA/safety review 4. Disaster plan and periodic drills	<ol style="list-style-type: none">1. Vestry 2. Finance committee3. Campus Building and grounds committee4. SAA	<ol style="list-style-type: none">1. 1/10 2. 12/093. 6/10 4. 6/10		



Appendix A

2009-2013

Planning Assumptions



Planning Assumptions

Demographics

- *There will be moderate residential growth in the County: over 5% per year in each of the next five years*
- *Southern Delaware County will grow at a faster pace than the 43015 zip code*
- *Significant growth will occur in two age groups those 55 years and older and those under 2 years*
- *Employment rates will be higher than the state average at 90 to 95%*
- *Household income for residents of Delaware County will be significantly higher than the average for the State of Ohio especially outside 43015*
- *Ohio Wesleyan University will remain in Delaware at the current size and scope.*



Planning Assumptions

Diversity

- *There will be significant growth in the Latino population in Delaware County many of these new residents will speak English as a second language*
- *The African American, Asian and European population in Delaware County will increase but a slower pace than the metropolitan Columbus growth in these populations*
- *There will be significant age and generational diversity in Delaware County due to an increase in elderly housing options and the rapid birth rate*
- *There will be a virtual even distribution of males and females*



Planning Assumptions

Worship Facts and Opportunities

- *St. Peter's is Delaware County's Episcopal Church*
- *The congregational growth of St. Peter's has been at a pace slower than the population growth of Delaware County*
- *Like the American society at large the Delaware society is becoming more secular*
- *America has experienced a decline in mainstream denominations and the growth of evangelical, independent churches*
- *Increasing numbers of Christians do not attend church in fact estimates are that 79% of Christians in America do not attend a congregational community church*
- *St. Peter's will grow but not without maintaining a website, blog or targeting audiences online*
- *Some Characteristics of the Episcopal Church include : tolerance, spirituality, liturgy, Thanksgiving centered service, community life, and engagement with issues facing our society*
- *Cherish our Anglican identity*



Planning Assumptions

Change

- *Congregational life requires an understanding and appreciation of the necessity for and resistance to change*
- *Everyone of us views and adopts to change differently*
- *Conflict will occur as a part of growth, visioning clearly and practicing reconciliation will help us manage conflict*
- *Our Parish Mission and Vision may need to be reviewed and reaffirmed*
- *Our appreciation of our history will help us not only to learn from our missed opportunities but honor our heritage*
- *Appreciative inquiry will permit focus on what we have and resources available rather than focusing on what we think we need*



Planning Assumptions

Economics

- *The current economic climate requires prudent financial and investment decisions*
- *There is a mortgage on the Franklin Street House that requires monthly payments*
- *St. Peter's annual giving and pledge history has provided for the operations of St. Peter's but likely will not permit the operation of expanded facilities*
- *Access to capital for the operation of the Franklin Street House and Andrews House may come from rent, grants and other sources outside the parish and diocese*
- *The access to capital for operation of the Franklin Street House may not yet have been identified*
- *St. Peter's owns Andrews House and has responsibility for safeguarding it as an asset*



Planning Assumptions

Practicing Resurrection

- *God is at work in our Church*
- *God is at work in our Parish*
- *God is at work in our Lives*
- *God is transforming us through love, relationships, and spirituality*
- *God is calling us to become more attuned to and focused on our mission inside and outside our doors*
- *May God bless us and our community of faith during this planning process*



Appendix B

2009

Parish Survey

Summary Report

St. Peter's Parish Survey

Derived from:

<http://www.uscongregations.org/pdf/survey.pdf>

Constant Contact Survey Results

Survey Questions based on US Congregational Life Survey:

<http://www.uscongregations.org/pdf/survey.pdf>

Survey Name: St Peters All Parish Survey - Corrected

Response Status: Partial & Completed

Filter: None

Jun 30, 2009 6:23:30 PM

1. How long have you been attending worship services at St. Peter's Church?

	Number of Responses)	Response Ratio
Less than 1 year	9	7.3%
1 or 2 years	17	13.9%
3 to 5 years	12	9.8%
6 to 10 years	18	14.7%
11 to 20 years	37	30.3%
More than 20 years	27	22.1%
No Responses	2	1.6%
Total	122	100%

2. How often do you attend worship services at St. Peter's Church?

	Number of Response(s)	Response Ratio
More than once a week	5	4.0%
Usually once a week	74	60.6%
Two or three times per month	22	18.0%
Once or Less than once a month	13	10.6%
Hardly ever or special occasions only	6	4.9%
This is my first time	0	0.0%
No Responses	2	1.6%
Total	122	100%

St. Peter's Parish Survey (continued)

3. Are you involved with any group activities related to Spiritual Growth listed here (mark all that apply)?

	Number of Response(s)	Response Ratio
Sunday School, Church School	15	12.2%
Prayer, discussion and/or bible study groups	17	13.9%
Marriage Encounter	9	7.3%
Newcomer (adult orientation) class	4	3.2%
Confirmation class	8	6.5%
No, I am not involved in any spiritual growth activities	75	61.4%
Total	122	100%

4. Are you regularly involved with any group activities related to Worship listed here (mark all that apply)?

	Number of Response(s)	Response Ratio
Lay Reader	16	13.1%
Choir	20	16.3%
Altar Guild	10	8.1%
Acolyte or Children's Church	11	9.0%
Usher or Host	18	14.7%
No, I am not involved in any group activities related to worship services	55	45.0%
Total	122	100%

5. Are you regularly involved with activities in service to St. Peter's Church & Parish (mark all that apply)?

	Number of Response(s)	Response Ratio
Vestry	11	9.0%
Coffee Hour host	33	27.0%
Pastoral Care, Eucharistic Visitor	16	13.1%
Fellowship, international dinners and/or foyer groups	34	27.8%
Standing committees (e.g. Finance, Welcoming, etc.)	24	19.6%
No, I am not involved in any activities in service to St. Peter's	56	45.9%
Total	122	100%

St. Peter's Parish Survey (continued)

6. Are you regularly involved in activities in ministry to others outside St. Peter's (mark all that apply)?

	Number of Response(s)	Response Ratio
People In Need or Andrews House	29	23.7%
Dining Room	19	15.5%
Kairos Prison Ministry	6	4.9%
No, I am not involved in any Ministry to others	59	48.3%
Total	122	100%

7. Over the last year, how much have you grown in your faith?

	Number of Response(s)	Response Ratio
Much growth, mostly through St. Peter's Church	40	32.7%
Much growth, through other groups or my own private activities	37	30.3%
No real growth over the past year	36	29.5%
My faith is smaller/weaker	1	<1%
No Responses	8	6.5%
Total	122	100%

8. How often do you spend time in private devotional activities (prayer, meditation, reading the Bible alone)?

	Number of Response(s)	Response Ratio
Every day or most days	52	42.6%
A few times per week	37	30.3%
Occasionally or hardly ever	27	22.1%
Never	4	3.2%
No Responses	2	1.6%
Total	122	100%

St. Peter's Parish Survey (continued)

9. Do you agree with the following statement "My spiritual needs are being met at St. Peter's?"

	Number of Response(s)	Response Ratio
Strongly agree	31	25.4%
Agree	66	54.0%
Disagree	15	12.2%
Strongly disagree	1	<1%
No Responses	9	7.3%
Total	122	100%

10. Have you been Baptized?

	Number of Response(s)	Response Ratio
Yes	119	97.5%
No	1	<1%
No Responses	2	1.6%
Total	122	100%

11. Have you been Confirmed?

	Number of Response(s)	Response Ratio
Yes	99	81.1%
No	14	11.4%
No Responses	9	7.3%
Total	122	100%

St. Peter's Parish Survey (continued)

12. Are you currently a member of St. Peter's?

	Number of Response(s)	Response Ratio
Yes	105	86.0%
No, but I'm in the process of becoming a member	1	<1%
No, but I regularly participate here	9	7.3%
No	3	2.4%
No Responses	4	3.2%
Total	122	100%

13. Would you be prepared to invite a friend/relative (who does not now attend another church) to a worship service here at St. Peter's Church?

	Number of Response(s)	Response Ratio
Yes, and I have done so in the last 12 months	47	38.5%
Yes, but I have not invited someone in the last 12 months	57	46.7%
No, probably not	12	9.8%
No, definitely not	2	1.6%
No Responses	4	3.2%
Total	122	100%

14. How satisfied are you with what is offered here for youth (less than 19 years old)?

	Number of Response(s)	Response Ratio
Very satisfied	9	7.3%
Satisfied	26	21.3%
Mixed feelings	20	16.3%
Dissatisfied	4	3.2%
Very dissatisfied	4	3.2%
Not applicable or not sure	54	44.2%
No Responses	5	4.0%
Total	122	100%

St. Peter's Parish Survey (continued)

15. Which best describes your involvement with decision making at St. Peter's?

	Number of Response(s)	Response Ratio
I have been given the opportunity and often participate in decision making	18	14.7%
I have been given the opportunity and sometimes participate in decision making	41	33.6%
I have been given the opportunity and usually don't participate in decision making	31	25.4%
I have not been given the opportunity and this is fine with me	16	13.1%
I have not been given the opportunity and I am not happy about this	3	2.4%
No Responses	13	10.6%
Total	122	100%

16. Do you have a strong sense of belonging here at St. Peter's?

	Number of Response(s)	Response Ratio
Yes, a strong sense that is growing	56	45.9%
Yes, a strong sense, same as last year	32	26.2%
Yes, but weaker than last year	14	11.4%
No, but I am new and I expect my sense of belonging to grow	5	4.0%
No, but I am happy as I am	7	5.7%
No, and I wish I did by now	2	1.6%
No Responses	6	4.9%
Total	122	100%

St. Peter's Parish Survey (continued)

17. Which of the following aspects of St. Peter's do you value most (mark up to 3)?

	Number of Response(s)	Response Ratio
Wider community care, social justice	33	27.0%
Social activities, meeting new people	22	18.0%
Sermons/preaching or homilies	52	42.6%
Ministry for youth, Sunday School	19	15.5%
Prayer ministry for others	10	8.1%
Practical care for others in need	29	23.7%
Reaching those who do not attend church or have Faith	9	7.3%
Traditional worship with traditional music (hymns, chanting)	56	45.9%
Traditional worship without music (contemplative service)	27	22.1%
Sharing in Holy Communion, Eucharist, Lord's Supper	63	51.6%
Bible study, prayer groups or other discussion groups	13	10.6%
Openness to social diversity	34	27.8%
Total	122	100%

18. Over the last 2 years, has there been any conflict in this congregation?

	Number of Response(s)	Response Ratio
No conflict that I am aware of	46	37.7%
Some minor conflict	55	45.0%
Major conflict	6	4.9%
Major conflict with people and/or leaders leaving	5	4.0%
No Responses	10	8.1%
Total	122	100%

St. Peter's Parish Survey (continued)

19. Has St. Peter's Leadership encouraged you to find you gifts/skills from God and to use them?

	Number of Response(s)	Response Ratio
Yes, to a great extent	29	23.7%
Yes, to some extent	49	40.1%
Yes, to a small extent	20	16.3%
Not at all	12	9.8%
No Responses	12	9.8%
Total	122	100%

20. About how much do you give financially to St. Peter's?

	Number of Response(s)	Response Ratio
I give 10% or more of my net income regularly	14	11.4%
I give 5% to 10% of my net income regularly	29	23.7%
I give less than 5% of my net income regularly	58	47.5%
I do not contribute financially here	11	9.0%
No Responses	10	8.1%
Total	122	100%

St. Peter's Parish Survey

(continued)

21. About how many hours do you volunteer/participate at St. Peter's (with any group/activity: e.g. Choir, Altar Guild, baking bread, Sunday School, Dinning Room, Vestry, Eucharistic Visitor etc.)?

	Number of Response(s)	Response Ratio
More than 10 hours per month	16	13.1%
5 to 10 hours per month	28	22.9%
2 to 4 hours per month	22	18.0%
About 1 hour per month	15	12.2%
I help out once in great a while	20	16.3%
I do not volunteer at all	13	10.6%
No Responses	8	6.5%
Total	122	100%

22. Does this congregation have clear vision, goals, and direction for its ministry?

	Number of Response(s)	Response Ratio
Yes, and I am strongly committed to them	31	25.4%
Yes, but I am partly committed to them	25	20.4%
There are ideas but no clear vision or direction	33	27.0%
I am not aware of any vision, goals or direction	14	11.4%
No Responses	19	15.5%
Total	122	100%

St. Peter's Parish Survey (continued)

23. Do you agree with the following statement, "I have sense of excitement about our congregation's future"?

	Number of Response(s)	Response Ratio
Yes, strongly agree	38	31.1%
Agree	55	45.0%
Disagree	15	12.2%
Strongly disagree	1	<1%
No Responses	13	10.6%
Total	122	100%

24. Do you agree with the following statement, "This congregation is strongly focused on serving the wider community beyond our church"?

	Number of Response(s)	Response Ratio
Yes, strongly agree	37	30.3%
Agree	67	54.9%
Disagree	6	4.9%
Strongly disagree	1	<1%
No Responses	11	9.0%
Total	122	100%

St. Peter's Parish Survey (continued)

25. Do you agree with the following statement, "In general there is a good match between our congregation and Father Charles"?

	Number of Response(s)	Response Ratio
Yes, strongly agree	84	68.8%
Agree	27	22.1%
Disagree	2	1.6%
Strongly disagree	1	<1%
No Responses	8	6.5%
Total	122	100%

26. How do you like to get information about upcoming activities at St. Peter's (mark all that apply)?

	Number of Response(s)	Response Ratio
Cross & Keys monthly newsletter	100	81.9%
Someone calls me to remind me	21	17.2%
Browsing St. Peter's Web site	25	20.4%
Letters from St. Peter's	35	28.6%
Spoken announcements during worship	73	59.8%
Word of mouth from other members	25	20.4%
"This Week at St. Peter's" email	84	68.8%
Reading bulletin boards	10	8.1%
Emails from others	24	19.6%
Written announcements in service bulletin	54	44.2%
I never seem to know what's going on	2	1.6%
Total	122	100%

St. Peter's Parish Survey (continued)

27. In general, how familiar are you with the work done by the various ministries at St. Peter's?

	Number of Response(s)	Response Ratio
Very familiar	18	14.7%
Fairly familiar	44	36.0%
Somewhat familiar	33	27.0%
Not very familiar	15	12.2%
Not at all familiar	5	4.0%
No Responses	7	5.7%
Total	122	100%

28. Have you greeted/welcomed any newcomers in the past 6 months?

	Number of Response(s)	Response Ratio
Yes, most Sundays	25	20.4%
Sometimes	53	43.4%
Rarely	22	18.0%
We have greeters for that	5	4.0%
I am a newcomer	6	4.9%
No Responses	11	9.0%
Total	122	100%

St. Peter's Parish Survey (continued)

29. What did we miss?

Answers

Many people participate in service to others outside the programs offered through St. Peter's. It would be interesting to find out if those activities conflict with serving the larger community through the programs offered by St. Peter's (time conflicts, etc.). I consider being a weekly volunteer for "Meals On Wheels" a community outreach program even though it is not related to St Peter's

I really don't like the website. It is difficult to navigate and find what you are looking for.

I do not have a lot of free time because of work and other organizations I volunteer in. I feel pressured to do more and this contributes

to not attending more often. I feel if I attend more, I will be pressured to do more than I have time for.

St. Peter's needs to grow and attract new members - not only to bring others to God's Love, but also to make it in the tough economy.

Thanks for asking!

Try to remember that "it takes all kinds" and, at various times in peoples' lives they are unable to give to the church beyond attendance (for spiritual renewal and growth) and hopefully a financial contribution. During these times, however, it is possible that

the leaders of the parish are unconsciously saying "this is unacceptable." Be careful.

I have only attended a few times since the contemporary service as shut down. I miss St. Peter's and I am caught between the things

that I like about it that I haven't found elsewhere and the big lack it has in ignoring the contemporary elements that are important to me.

I keep thinking that I should give it another try, but I haven't yet....

There are ministries that are not welcoming to others.

I think the Church needs more youth.

You did a good job.

Would be interested in women's retreat or something

"I don't know (if I'm a member). "We love Father Charles."

Interesting survey. Now what do we do?

I think you have it covered !

"no"

I like St. Peter's very much and I hope we can do better.

I like Father Charles and I love the church!

Yes - What would you like to get involved in at St. Peter's?

No. This was well done.

I love coming to St. Peters.

Change in venue of the office, etc. How do people feel about the changes?