

St. Paul's Episcopal Church Survey Results

March 2011

Survey results

The results reported below are based on 87 surveys. Not everyone answered every question so numbers will not always add to 87. Also some questions had more than one answer, so for those questions the percentages are based on 87 questionnaires.

“N” indicates the number of responses to the question. “%” is the percentage of responses, where the total will be 87 unless stated otherwise. Rank is from the most given answer (1) to the least given answer.

The results were looked at by part-time and full time members as well as the service attended. There were not major differences so all the answers are report as a combined number.

Who are we?

Of the people who filled out the survey, about a third are part-time residents of Steamboat, just over half go to the 10:30 a.m. service, over half have been coming to St. Paul's for over 10 years, the majority are female, and over half are over 60 years of age. Only 18% of the households have kids under 18. The majority is pledging and is confirmed in the Episcopal Church.

	<u>N</u>	<u>%</u>
Full-Time Resident	57	66
Part-Time Resident	30	34

Service Usually Attended

8 a.m.	37	42
10:30 a.m.	45	52
Both	4	4

How long you have been attending St. Paul's

	<u>N</u>	<u>%</u>
<1 year	5	6
1 to 3 years	7	8
3 to 5 years	10	12
5 to 10 years	18	22
10 to 15 years	18	22
Over 15 years	25	30

% Based on 83 as some did not answer

<u>Gender</u>	<u>N</u>	<u>%</u>
Female	59	69
Male	26	31

% Based on 85 as some did not answer

<u>Age</u>	<u>N</u>	<u>%</u>
Under 18	1	1
16 to 25	1	1
26 to 30	1	1
31 to 40	4	5
41 to 50	6	8
51 to 60	20	24
61 to 70	29	35
71 to 80	17	20
Over 80	5	6

% Based on 84 as some did not answer

Household with kids under 18

<u>N</u>	<u>%</u>
16	18

Ages of the kids

Under 5	7	29
5 to 7	7	29
8 to 10	2	8
11 to 13	3	12
14 to 17	5	21

% Based on 24 kids - some kids might be counted twice if both parents filled out survey

Pledge to St. Paul's

	<u>N</u>	<u>%</u>
Yes	68	79
No	18	20

% Based on 86

Reasons for not Pledging

	<u>N</u>
Put money in the offering plate	5
Not sure of finances	3
Have in the past	2
Not been here long enough/new	2
Pledge at home Church, here part time	2
Don't support the changes since Fr. David left	1
Not formally	1
Don't see outreach or significant youth ministry, so my financial support is going elsewhere	1

Confirmed into the Episcopal Church

	<u>N</u>	<u>%</u>
Yes	70	81
No	16	19

% Based on 86

Membership at St. Paul's

Below is why you started coming and why you continue to come to St. Paul's. It is interesting to note that the reasons have not changed much but the number of reasons has increased. More people circled more reasons for continuing than for starting. The number of responses for particular items have increased or stayed close to the same.

	<u>Why 1st start coming</u>			<u>Why continue to come</u>		
	<u>Rank</u>	<u>N</u>	<u>%</u>	<u>Rank</u>	<u>N</u>	<u>%</u>
Episcopal Church	1	70	80	1	67	77
Sermons	2	45	52	2	63	72
Style of Worship	3	44	50	3	59	68
Sense of Community	4	41	47	4	53	61
Sense of the Holy Spirit	5	40	46	8	40	46
Welcoming Environment	6	39	45	6	44	50
Clergy	7	38	44	7	41	47
Spiritual Growth	8	30	34	5	48	55
Family Church	9	28	32	12	28	32
Fellowship	10	25	29	9	37	42
Adult Christian Education	11	18	21	10	32	37
Friends Worship Here	12	13	15	10	32	37
Music Program	13	12	14	13	23	26
Children Christian Education(Catechesis)	14	9	10	15	7	8
Proximity to Home	15	7	8	16	7	8
Youth Program	16	6	7	17	5	6
Outreach Activities	17	2	2	14	8	9
Other for 1st start coming		8				
2 – Wife/Mom						
1 – DOK						
1 – Husband became the Priest						
1 – No ELCA Lutheran Church in town						
1 – Wanted to return to church after a period of separation						
1 – A small and wonderful sanctuary, simple, dignified, warm, and full of light						
Other for continue to come				10		
2 – like/enjoy Fr. Scott/Jo Anne						
2 – Commitment to St. Paul's						
1 – Wife						
1 – Not felt lead by the Holy Spirit to leave yet						
1 – Men's Bible Study						
1 – I like it						
1 – A small and wonderful sanctuary, simple, dignified, warm, and full of light						
1 – There is no place in terms to worship where there is depth of teaching and offers a place for a maturing Christian.						

Participation at St. Paul's

Not surprisingly more people participate on Sunday than any other time of the week.

Participation on Sunday is mostly by being part of the congregation. About a quarter of the respondents are involved in adult education and hospitality between services. For the activities at other times, the most popular are Bible study, DOK, Church clean up and vestry. Attendance has stayed the same or increased for over half the respondents with about a quarter decreasing attendance.

How are you currently participating at St. Paul's on Sunday

	<u>Rank</u>	<u>N</u>	<u>%</u>
Part of the congregation	1	63	72
Adult Education	2	22	25
Hospitality between services	3	21	24
Reader	4	18	21
Usher	5	11	13
Flower Guild	6	8	9
Lay Eucharistic Minister	6	8	9
Children Education – Catechism	8	7	8
Chalice Bearer	9	6	7
Youth Education	10	4	5
Altar Guild	10	4	5
Acolyte	12	2	2
Vergers	12	2	2
Other		3	

1 - Doak Walker Services

1 - Youth Ministry – this isn't even listed which shows lack of priority

1 – Advent Service

How do you participate at St. Paul's other than on Sunday

	<u>Rank</u>	<u>N</u>	<u>%</u>
Only come on Sunday	1	23	26
Bible Studies	2	20	23
Daughters of the King	3	15	17
Church clean up	4	14	16
Vestry	5	12	14
Pastoral Care	6	7	8
Youth Program	6	7	8
Outreach programs	8	5	6
Newsletter	9	4	5
Office help	10	3	3
Stewardship Committee	11	1	1

Other

8

- | | |
|-------------------------|--------------------------|
| 2 – Ad Hoc as needed | 1– Discernment Group |
| 1 – Visioning Committee | 1– Parish Meeting |
| 1 – Social Activities | 1 – Suppers and potlucks |
| 1 – Children Education | |

In the last 5 years my participation at St. Paul’s has:

	<u>N</u>	<u>%</u>
Increased	25	31
Decreased	19	24
Stayed the Same	36	45
% based on 80		

Diversity

There is a wide range in the congregation from conservatives to liberals. Most feel we are diverse though we may differ on the definition of diversity. Please read the comments below.

Do you experience St. Paul’s as a congregation that is accepting of a diversity of opinions and beliefs:

	<u>N</u>	<u>%</u>
Yes	59	75
No	8	10
Don’t Know	12	15
% Based on 79		

Comments

- Extent that it is within the basic beliefs of the Episcopal Christian Church
- All people very open and friendly
- During adult education many opinions are expressed and accepted
- Traditionally been accepting of diverse opinions and beliefs
- Accepting those who come from differing denominations
- Diversity of beliefs and opinions isn’t the goal – accepting of people is the goal but I believe in the absolute authority of scripture and would like to attend a Church that holds that belief
- I assume this is so – I haven’t seen or heard any evidence otherwise
- For the most part, there are some people who are a bit strident
- I’m not very “diverse” so I might not notice
- Most of what I have heard in the sermons and from discussions with members it seems that diversity is for the most part encouraged
- That is stated every time I am here
- Due to welcome by other parishioners and welcoming tone and content of sermons
- I know people come for different reasons and needs
- I have conservative beliefs and have a difficult time accepting liberal, new age ideas

- Because it is a fact...we do. And also it is announced at every service that “all are welcome to come to the altar for communion” unlike the Catholic Church.
- I want St. Paul’s to be a welcoming and inclusive Church. I believe there is an important niche that our Church can fill in this community
- The members who remain have a variety of backgrounds and stand at different places in their theological views. I see this as a sign that we are accepting of all different types of people
- I see a great deal of tolerance as espoused by the clergy and reactions of the parishioners
- The parishioners have a wide ranging view of opinions and beliefs
- Questions are welcomed and answered honestly. Everyone is valued and accepted
- For the most part everyone at St. Paul’s is absolutely wonderful. You lost a lot of young families because of the thing that happened. But now that the drama is over, I hope they will come back
- We have never had any personal indication that St. Paul’s is not accepting of a diversity of opinions and beliefs. Although there has been a hint of that in the written materials that has come from the Church, especially at pledge time.
- I would say accepting of a diversity of opinions and non-judgmental of diversity of beliefs – but the goal is to have all come to the knowledge and truth of Jesus Christ as the WAY, THE TRUTH AND THE LIFE
- There are some more rigid, some more relaxed in their beliefs and values. What is important is that we listen to everyone before passing judgment on those opinions and beliefs. Compromise may be a decision too, or there just may not be a solution at the present time
- I do think the congregation leans toward a traditional style of worship and conservative beliefs i.e. I don’t believe the majority would accept a gay or lesbian priest
- Yes, from conversations, but I believe we all favor a traditional style of worship
- From what we have seen most people are able to speak freely and openly with out being chastised. Sometimes I think people are fearful of having a bold opinion because bold opinions have caused so much damage in the past
- One of the reasons we love this parish community
- A group can not be progressive without inviting new ideas
- I find that St. Paul’s is moving toward a greater tolerance for diversity of opinions and beliefs, which I believe is healthy
- I think St. Paul’s has improved in this area with the arrival of Fr. Scott
- During the last 2 years yes, before no
- Hasn’t been diverse, but we are working on it and I have hope
- Now – under the previous rector it had become increasingly rigid and closed, very conservative, dogmatic. With Fr. Scott it is much more open, accepting and diverse
- For the most part, current clergy is more welcoming of differing perspectives and lifestyles than previous clergy and I think that’s great. It’s sad to me that this more inclusionary approach has likely driven some folks away.
- I experience St. Paul’s as beginning to explore diversity. It is my hope that we will encourage it.

- Not sure but hopeful – my home church is very open - ALL ARE WELCOME
- Not sure – in the past I felt the priest, deacon and parish were very conservative and not accepting of diverse beliefs
- I am not sure. The people I have met are very warm and accepting. Yet I sense, for some reason that my own somewhat liberal political views, my own interest in other religions might not be to everyone’s liking. At St. Paul’s I reaffirm my roots in Christianity but hesitate to mention the way my thinking has evolved since childhood. Largely, I suppose, because it’s complicated and hard to articulate.
- No – set in their beliefs and ways
- Diverse opinions are sometimes met with anger or they simply leave. As for beliefs, I am not accepting of beliefs not in keeping with scripture or Episcopal Church tradition
- Not any more – People with opposing viewpoints are driven away
- Not completely - we are sometimes quite rigid and not completely welcoming
- Only somewhat, we would not have seen so many leave the congregation had it truly been accepting of a wide diversity of opinions and beliefs
- I think we must be informed by scripture, tradition and the Holy Spirit as we are. However, we have had so many people leave the Church because they perceived things not going according to their opinion. I think this is a sign of lack of acceptance and embracing diversity. Hopefully those that remain, have a broader acceptance of a diversity of opinions and beliefs. I want to be clear that I believe we should never compromise the Truth from God and Christ through scripture and confirmed by the Holy Spirit. We should never be culturally conforming at the expense of the Truth

Spiritual Growth

About a quarter of the respondents spend 1 to 3 hours on personal spiritual practices. Over half the congregation looks to the Bible for guidance. Prayer, feeling the Holy Spirit and learning ways respondents know they are growing spiritually.

The sermons, Sunday services, adult education and Bible studies are ways St. Paul’s is currently supporting spiritual growth.

Please see below for all the comments.

How much time, if any, do you devote to personal spiritual practices each week

	<u>N</u>	<u>%</u>
None	1	1
Infrequent/not much/limited	9	10
Not enough	3	3
0 to 1 hours	10	11
1 to 3 hours	20	23
3 to 5 hours	12	14
6 to 7 hours	7	8
8 to 10 hours	7	8
Over 10 hours	3	3
Always/all day	4	5
Don’t know/It depends	4	5
Not answered	7	8

Do you read the Bible on your own for spiritual and moral guidance?

	<u>N</u>	<u>%</u>
Yes	50	57
No	32	37
Infrequently/not regularly	3	3
Not answered	2	2

If you are growing spiritually, how do you know or not?

- Fifteen (17%) people did not answer this question.
- I'm never quite sure, however my awareness is much higher and I question myself and my actions more
- I am not sure (yet) but I feel more comfortable and drawn to St. Paul's. I know I want to be present on Sunday and included and involved
- I am not really growing right now. I know that because I have not made it a priority
- Not sure. Feel more love in my life
- ?
- Static
- Plateauing, but all growth goes through such periods
- Perhaps maintaining instead of growing. Our schedules have been extremely demanding, not allow enough reflection especially with young children we are in "survival mode"
- About the same
- Hopefully
- We hope so!
- On and off – the business of life seem to take over too often. I guess you can tell when you feel closer to God or feel yourself giving God's light
- I think you know if you are making an effort and feel the positive impact
- I am growing
- More prayer time
- My prayer life and Bible study has increased
- Through my prayer life and community Bible study and leadership council experience, a wonderful Bible study in Vail Valley recently; Holy Spirit filled lacking at St. Paul's
- I am growing. I profess Christ as the Lord in my life and sovereign over all things in and out of church. I am seeking Bible study. Prayer is part of my daily routine and I am concerned about living more deeply into my faith. I love the Holy Spirit and I look for Him influencing my life daily. Also, behaviors that were acceptable in my life in the past are no longer acceptable. The first sign of when I am not growing is when I fall out of prayer and reading the Bible. I do not know enough scripture, especially the Old Testament
- I'm using prayer more and feeling God's presence in my life. Adult education is increasing my knowledge of the Bible and spirituality
- Knowledge of Bible; daily prayer at various times. While doing other things e.g. working in the yard - more inner peace
- Read my devotionals and pray

- Pray more regularly, God Jesus enters my thoughts daily
- By a deepening of prayer life and a conscious inclusion of GOD/JESUS/HOLY SPIRIT in every aspect of my life
- When I'm doing meditation or more Bible reading and prayer – I am more loving
- Greater reliance on our Lord for leading me on the right path
- The way my attitudes and responses in difficult situations has changed to something I can see as more like I think Jesus teaches
- I know because I want to spend time in communion with Jesus – talking, praying, and asking for advice. I have a sense of joy and peace and I am more loving to other people
- Over many years God has taken a much larger priority in my heart and thoughts
- My spiritual growth is a personal relationship with God
- One must feel the Spirit moving in your life in a positive and productive way
- Good sense of God's Holy Spirit and love in my life
- Feeling the Holy Spirit more often
- Acts of Holy Spirit in "our" life - blessings
- I feel calm, more trusting in the Spirit to guide me and events – feel less need to control everything
- I believe the Holy Spirit is with me
- Feeling the Holy Spirit's presence
- I have a closer walk with God and do my best to serve Him everyday
- The fruit of the Spirit – Love, Joy, Peace, etc
- I was raised Catholic – attended 12 years of Catholic School. Originally chose St. Paul's to have a unified place of worship to raise our children. The Spirit filled community of this parish is what keeps us coming – classes, meeting, working with other members of the parish keeps us growing in our faith and love of the Lord
- I think if I am demonstrating the fruits of the Spirit, desiring to service and not feeling burnt out
- I know I am growing spiritually when m heart swells, my nerves are innervated by the powerful experiences of the Spirit in worship of God and love for others
- Desire to serve the Lord more than I currently am
- You achieve a peaceful Spirit knowing that God is with you in whatever you do and you try to live a God-directed life
- If I'm growing I am more calm and more accepting
- I am more peaceful so it must be working. We love all the answers and are forgiven so we should rejoice not agonize or struggle
- How I feel about my own actions
- Changes in my life
- Discussion with "Stayers"
- Deeper peace/more love to others and from others
- Sensing a peace that is carried more often and more prevalent in my life. Communing with God more frequently and enjoying that time is a signal that I am growing

- Hmm – I think I know I am growing spiritually if my behavior changes. If I truly attempt to “be a blessing” (as Fr. Scott said a few weeks ago) to a few other people
- More mature in vision of faith
- Everyday my faith grows
- My work with the Lord is strengthened and I have a greater appreciation for the community of the Church
- Feel it in the adult Sunday school class, wonderful women Bible study program, hearing Fr. Scott’s sermons. In the past year I felt about St. Paul’s as I did 35 years ago.
- Adult Ed is helping as well as increasing interactions and my using my spiritual gifts and faith God is working
- I love the sermons and I think the people who stayed at St. Paul’s have genuine love of Christ in their hearts. I feel close to God in the Church and always have – there is something very powerful and beautiful about St. Paul’s and it has not changed
- I believe I have a broader and stronger knowledge of the Bible as a result of the Adult Ed and Bible study. I also feel the presence of the Holy Spirit in my life
- I think I understand my faith better and appreciate what Jesus was trying to teach through metaphors and allegories
- Bible study, adult education, hunger of the Lord
- I come to church to help maintain spirituality
- I am increasingly aware of the importance of our Church in my life
- I am growing on my journey by God’s gifts in the services and getting fresh ideas and guidance from the sermons
- Spiritual growth is a life long path with ups and downs. I feel that Fr. Scott can help us on that path
- Only through my own knowledge and discussing of beliefs with my children
- I have an unquenchable thirst for all things religious and believe that the knowledge gained through extensive reading is fundamental to my spiritual growth. The foundation of my spirituality is an epic story of God and the creation as told in the Bible. Being in the presence of God in a liturgical setting is central to my faith, keeping me centered and attentive to God’s call to me.
- You have to seek new spiritual opportunities and stretch yourself. It is always a learning process that includes prayer and listening to what God has to tell you
- Growth is characterized by questions. Therefore if I am growing spiritually I have more questions, which lead me to research in a number of sources - clergy, Bible, reference books, family, friends, etc.
- I know that I’m growing when I feel the need to learn more, question and seek more. I also feed off of others who to me are Spiritually Lit Up
- My husband attends and I am thrilled
- Comments of others
- Through other means than by attending St. Paul’s

I believe financial support of the Church is:

	<u>N</u>	<u>%</u>
Optional	4	4
The duty of every member	59	68
A spiritual practice	40	46
A necessary evil	1	1

Many members give more than one answer

How does St. Paul's currently support your spiritual growth?

	<u>Rank</u>	<u>N</u>	<u>%</u>
Sermons	1	81	93
Sunday Services	2	77	88
Music	3	41	47
Adult Education on Sunday	4	31	36
Discussions with Clergy	5	19	22
Bible Study	6	18	21
Youth Ministry	7	6	7
Outreach Activities	7	6	7
Spiritual Retreats	7	6	7

Other

- 2- Prayer ministry led by Bain continues to be one of St. Paul's strongest ministry
- 1 – Fellowship with friends
- 1 – Discussion with other members
- 1 – DOK
- 1 – Emphasis on Christian Education/Formation for children
- 1 – Very loving relationships at St. Paul's
- 1 – It can be all the above if more people were here
- 1 – Evangelism
- 1 – Fr. Scott, Jo Anne and Bain have helped me with difficult situations in the last 2 years
- 1 – Love doing Sundays with Carol and Miss Christine

In what ways could St. Paul's better support your spiritual growth in the future?

- 29 no answers
- 2 mentions OK with it as it is, satisfied
- Does already
- No more support needed, it's up to me
- I am happy with my spiritually
- You are giving me all I could ask for
- St. Paul's is doing a great job
- I'm happy with what's offered
- In my opinion they already do an excellent job. Growth opportunities are always being offered

- When we are in Steamboat you do a great job and we always look forward to worshipping with you
- Get me here more
- Don't know – those existing programs that are not now important to me may be someday
- Keep doing sermons, adult ed, music and especially encourage people to get to know one another and support one another to build the sense of “family”
- Of these St. Paul's provides opportunities, I unfortunately have not been able to take advantage of them
- St. Paul's is doing fine –I just need to do a better job
- Worship services – spiritual, peaceful – good sermons – a time to reinforce my faith and renew my relationship with God
- I would like the opportunity to worship outside the structure of the liturgy – with prayer and music inspired by the Holy Spirit. I am not saying I don't want the liturgy, I would just like an opportunity to praise God without being restricted by the structure of the liturgy
- Continue as now, more small group activities, evangelism
- Continue to offer programs that are continuing. Expand these programs to additional days and times as numbers grow
- Continuing to reach out and be willing to follow God's Spirit no matter what, even if it upsets the status quo
- A welcoming Christian fellowship with great scripture based sermons that apply to our lives today
- Starting up outreach again, Alpha series
- Conflict between choir and adult education
- Maybe “announce” in the paper what topics will be discussed at adult education or what the sermon will be about
- Not having such a lengthy, social chit-chat during the sharing of the Peace
- Book studies – small group
- Educational opportunities
Retreats – such as Alpha
- Morning and evening prayers services during the week, communal book studies, access to spiritual direction
- Improve the youth program
- More social time together outside the Sunday activities- small potluck dinners with discussion
- I would like a Bible study but I am unable to go at noon on Thurs. – Something like Alpha but for someone who is already a Christian
- Having more potluck dinners and meeting more people of the Church
- Christian education
- Children and youth ministry
- Leadership
- Calling a rector is needed to grow St. Paul's to what it used to be

- Catechesis and service of reconciliation
- Pastoral care, used to do more outreach (Lift Up)
- Sunday services, special events (weddings, baptisms, funerals) catechesis, kindness of members and clergy
- Call into women's Bible study – live in Craig
- I would love to see a Saturday worship service at 5pm
- 2 mentions of small and comfortable groups
- Because we miss adult ed. On Sunday (choir practice) would like a few more evening adult study and discussion sessions
- Foyers
- Men's Bible study – Bain and Christine White demonstrate and walk the Christian faith
- Would like to use your library
- Small groups for faith sharing and formation – social events for fun
- Small groups with trained leaders and a common study/fellowship time among all groups
- Perhaps a more intentional effort to incorporate me as a part-time resident in the life of the congregation e.g. summer "short courses"
- We are limited by part-time residency. We often have friends and family with us, preventing us from attending mid-week activities
- More mission and community service
- To be the Body of Christ in Steamboat
- Sharing God's word
- A greater emphasis on prayer by the congregation
- Education and the peace that comes from a relationship with our dear Lord
- Well, we seem to be coming together and not being so destructive and opinionated, which is nice
- Healing congregation
- The caring for others and their needs
- The dedication of faithful members
- We are coming together as a community. We have had several visitors from within the community, which is a sign that we are a cohesive group in a loving environment
- I think at the moment we are recovering and in the process of healing from a vicious assault. Watching us heal, seeing Fr. Scott smile and relax and do what he came to do has been very spiritually uplifting. That and seeing those that remained form bonds of friendship and trust has been very spiritually uplifting. Unfortunately it has been a rough road to bring us together. The road is smoother now and the healing happening now is God's work
- As a gentle breeze gathering us together in one body, one mind one Spirit of Christ
- Being a welcoming congregation on Sunday and I sense much more goes on. And of course, presenting the Bible witness in readings and in the sermon
- Continuing Christ's teaching – have politics of Church or nation out of church service or teaching

- Led by Fr. Scott, you have made an incredible move to healing and acceptance
- I know the church and Fr. Scott are there for me when I ask. It needs to come from me
- So many young people have left, so much turmoil over the last several years. Wish it would end and we could start over fresh
- Last time I was there, the feeling was different. Not as positive feeling as before
- New leadership that reaches out to all; leadership that takes full (100%) accountability; leadership that stops blaming others
- More families present
- Involve or obtain families with younger kids – offer a Sunday June picnic on the grounds of the church
- Would be great to attract a new batch of young families so as to feel more fellowship with those in the same boat as our family
- Problem solving with guidance from above
- Community dinners and outreach to St. Mark's in Craig
- It is important for St. Paul's to provide an open, inclusive and welcoming worship opportunity within this community
- Hmm – tough one. In the steadfastness of those loyal parishioners who continue to come every Sunday and who help with the services -- the congregation long support of our family
- Through the support and caring of the church community
- It's hard when you are a young family and work gets in the way. I wish I could prioritize my life better and church was never put on the back burner

In what ways do you see God's Work being carried out at St. Paul's?

- 14 no answers
- Sunday Services (2 mentions)
- Pastoral care
- Wonderful sermons
- Services, catechesis, local outreach
- Adult education, Bible study, Catechesis for the children, youth program, involvement by some with Lift Up
- Doak Walker
- Good adult and children Christian education
- Sermons, Bible study, music, fellowship and sense of inclusion
- Doak Walker ministry, Henry Howard – youth ministry, Bible studies, DOK
- Youth ministry, Sunday school, pastoral care, DOK, prayer/Bible study
- Youth ministry, Sunday services, new members
- Catechesis of the Good Shepherd is a steady program. I applaud their work and hope we get enough participation to make it a vital piece of God's work.
- Henry seems to be making some great relationships with teens. I love their music participation in Sunday worship. Hopefully this work will be supported.

- Youth services – Would love to have a youth mass at least once a month – readers, acolytes, musicians
- Emphasis on prayer, reconciliation, recognition of the involvement of more people having an active role encouraging growth in relationship with the Lord
- God’s word is being expounded and explained – people are meeting to worship and praise the Lord
- A remarkable dedication of a growing core of members and friends to the renewal of St. Paul’s as a thrilling and caring place to worship. The ministry of Fr. Scott and Jo Anne Grace
- Father Scott staying instead of leaving
- Thru Fr. Scott and our vestry – I feel things are taking a positive turn for the better – more smiles
- I have seen a transformation in the Church that has led to a committed, loyal and loving congregation
- Friendliness
- 3 mentions of community, sense of community, supporting community
- 2 mentions of spiritual, spiritual growth
- Loving community
- In the loving care we show toward each other
- Openness
- The survival and growth despite the past difficulties
- Coming together again
- You see God in every person who still goes to St. Paul’s
- In the faces of the congregation. How the congregation pulls together to help when needed
- By the commitment of remaining members to stay involved in moving and growing the Church as we move forward
- Fellowship and communal growth in faith
- The healing of relationships
- The healing faction of the congregation and sincere attempts
- Providing a “family” of Christians
- I feel the Holy Spirit is in our midst, with that said; we need to invite Him in more and more. The DOK seems to be a strong women’s group and they have recently opened their activities to non-members. I think they may be doing good things. However, I am not drawn to this group and would like the opportunity for fellowship with women in another way.
- 3 mentions of Outreach
- Through the parish there seems to be a strong outreach movement. The expression of faith by parishioners
- Reaching out to each other and the community
- I think our hope is to see St. Paul’s more involved in the community as well as grow in community and as a body of believers. See people really involved in each others lives

- Outreach to newcomers, caring for own community members in need
- Community
- Being part of the community
- Our congregation needs to be committed to all people in our community. A place where all can come worship and learn
- A place for people to go for whatever reason
- Serving people in need across the board
- Our doors should always be open to anyone in need
- Evangelism
- Within some relationships – even as they struggle
- I'm not sure I could say; it's personal to all of us. Its God's work carried out in my life, yes, and St. Paul's has been a large part in it.
- All I see is decline – financially, attendance, program (youth ministry for example)
- Very limited – sadly only \$2055 given to outreach in 2010 vs. \$119,669 in clergy compensation

Future of St. Paul's

The future is seen as attracting more members by being a warm, welcoming Christian place where all could come. This includes doing outreach in the community.

What do you see as the mission of St. Paul's within the community of Steamboat Springs

- 16 no answer
- 2 – To attract more people to St. Paul's
- 3 – To spread the word, bring people to the Christian faith
- Having a larger growth of new members
- Spirited foundation, family friendly and welcoming
- Seen as a vibrant Spirit filled church that reaches out to the community
- Draw people to worship God with St. Paul's and to learn about knowing Jesus
- To continue to be open to all believers
- Open, welcoming church, community of Christians
- A welcoming church, reaching out to the needy and unchurched – one alive with the Spirit
- To be a welcoming community in which all can come to know Christ and grow in that knowledge
- Open place of worship, a welcoming community of believers, a place for children to grow their faith with other children and adults
- An open, inviting sanctuary in the midst of the busyness of the community. A place to settle and center our hearts on our loving Creator and Redeemer
- Continue to be a presence; open to all; welcoming; outreach
- To be a strong church that reaches out to others and encourage people to come to St. Paul's
- Provide a warm, welcoming community of Christians

- What you been doing – youth work
- To spread generosity – spirited Christianity in the community welcoming residents and visitors alike
- To feed and nurture those who know and seek Jesus. And to educate, invite and love those who don't
- Outreach to youth, college students and such
- Availability for outreach
- Youth ministry, encourage family community within St. Paul's as well as within the Church community of Steamboat Springs
- To seek to minister to the youth, a place for part-time Episcopalian residents to feel at home and there is a need to reach the young families that have no church
- Outreach to members of St. Paul's and beyond
- To assist in community outreach by serving meals? Offering classes? Activities, book studies. Discussion on all topics – maybe music groups
- Serving people in need across the board
- To encourage and support the congregation and those in our community who need love and our help
- Meet some outreach objectives within our local community and offer a welcoming place of worship
- Reach out and recruit thru community service
- I would like to see St. Paul's do more research as to the needs in our community and develop some strong programs that support those in need. Try to involve more parish members
- To identify, select one community need and respond to it directly
- Reach out to help others in need and proclaim the Gospel of Jesus Christ
- As a church with a long history; one that is NOT “new age”; that is open and inviting to the community and has an “active” participation in supporting the less fortunate in the community
- I would like to see more outreach in the community to get our name out there and help those who need it.
- Being part of the community
- Teach the young and old; minister to the sick and needy; preach the Gospel
- Reach out but not aggressively
- I thought the community dinners were a good idea. Perhaps we could alternate with other churches
- Support Steamboat within our resources; community dinners and other charities
- To make Jesus known i.e. the Gospel presented
- Mission is to be hands and feet of Christ to a diverse and ever changing demographics. Being a Church to visitors to the community
- To share the “good news” with others in a non threatening and welcoming and loving manner

- To bring folks to Christ and not the “in place to be”, but to worship Christ
- To be a place that is not just another church but is a place where the Spirit of God is alive, strong and the driving force behind everything that goes on. That we will begin to hear testimony of God’s Spirit showing up and people will know that St. Paul’s is a place set apart by God’s Spirit
- As a place to see God and work on the questions in our lives
- Share the Gospel “and the Greatest of these is Love”. Fr. Scott doesn’t often seem to know Love
- To bring people to Christ
- Bring people to Christ by actions
- Letting our community know that God is present; alive in this Valley
- Sharing the Truth of the Word of God, serving people in our community and building into lives of the congregation
- Love the Lord our God with all our hearts, all our Soul and all our mind. Spread the Gospel. Invite people to a relationship with the Lord as we are in relationship with them. Love each other. Our outreach activities will be a natural outcome and should be intent driven
- Supports various faith based community activities
- To show that a main line church (not extreme in anyway) can be relevant to people’s lives
- Accepting and respectful of those whose views and life experiences may be different from our own
- To be an accepting community where Christians, new and old in their faith can learn, love and further explore their love of God and Jesus Christ
- Steady. Consistent – the Rock
- To provide a loving, Christ centered place of worship
- Spiritual Church services
- Services, catechesis, youth program, Bible study and Pastoral care
- To provide a sacramental worship service with quality music and ritual unique to our Anglican tradition
- A liturgical expression of worship within a diversified religious community. A source of shelter, comfort and support for the community as a whole; a moving voice for Christ’s presence in a small mountain paradise
- Traditional and steady Anglican worship
- Providing a Christian home that continues traditional liturgy and Christian beliefs
- Provide an Episcopal form of worship
- To provide a home for Christians in an Episcopal tradition
- A pillar of the liturgical heritage of the one Holy catholic and apostolic church
- Move forward with the conviction that the Church should overcome the polarization which has occurred in the past 3 years
- A need for strong pastoral ministry

- Need to heal within our church for us to be effective outside in our community

What would be the optimal size of St. Paul's

	<u>N</u>	<u>%</u>
50 Households	2	2
100 Households	12	15
150 Households	16	20
No limit	49	62
% based on 79		

I believe the buildings and/or grounds could be improved by:

- 24 – No answer
- 10 – Truly beautiful, lovely, sacred
- 7 – Seems good as is, seems fine, looks good, great
- Good as could be expected at this time with financial constraints
- Considering present resources, what takes place now is adequate. Optionally it would be lovely to have more blooming plants in the garden area between the church and school.
- I believe what is being done with our resources is adequate
- I believe we are too financially stretched to consider anything that has a capital or upkeep cost
- 5 – installing a speaker in the choir loft and east of the fontal so the choir can hear baptisms – 1 offer to pay for it
- Speaker system has to be improved – in the fellowship hall and sanctuary. I can never hear the reader even if I sit up front and not always the sermons and I hear nothing in the fellowship hall area.
- Upgrade the sound system that brings all of God's word to the hearing impaired
- 4- Better sign out front, improve Oak St. sign
- Maybe a nice sign on the front of the main entrance to church. I've had one comment from visitor that wasn't sure which door to enter
- It can be awkward for a visitor to find the front door
- More visible entrance
- Front door needs care badly
- New dishwasher
- Enlarge parish hall
- Hire a sexton or maintenance person
- We just need the money to pay for maintenance of a wonderful building and grounds. We need to have a person designated specially to oversee this function. Mary is putting together a good plan
- The area outside the Parish Hall needs some attention
- Regular cleaning
- Families, couples or individuals "Adopt a pew" for cleaning inside. We probably will need to look at paint touch up pretty soon. Have we a plan for cleaning the grounds on a regular basis, seasonal cleaning as well as weekly maintenance.

- Church needs to be kept cleaner
- Professional landscaping (funds allow), professional cleaning service (funds allow). Perhaps a parish cleanup day – spring and fall
- 5 -Maintaining what we have, continue maintenance, keep it welcoming
- Using Church members to work together on the Church and gardens
- Hiring a company to take care of grounds – memorial garden, courtyard. Volunteers have not worked in the past
- Continued and consistent lawn/grounds care especially in the summer/fall/spring
- Where is Lillian Bergman? Or others in our memorial garden? Something should be done before they are lost and no one remembers where - what's being done about plaques? Some plaques should be made
- Memorial garden is lovely
- Moving the Aspens to the right of the main entrance. I think they are too close to the walk
- The grounds appear to be fine – maybe add one or two “features” as long as they meet safety requirements and are funded
- Need a bench or two near the columbarium (Memorial Garden)
- Cappuccino machine in the old church for the older youth
- Colors in the Sanctuary according to seasons, Sacred Art in icons, banners or appropriately simple draped fabric

What ministries are the most important to St. Paul's in the next year?

	Number per rank (1-6)						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	√
Sunday Worship	72	4		1		1	4
Children Education		23	14	8	3	1	
Youth Ministry	1	14	21	8	4	3	1
Adult Education	1	14	10	9	4	2	3
Music at the 8am Service	2	3	1	2	2	4	1
Evangelism	2	2	2	1	2	5	1
Local Mission	1	3	9	19	3	9	1
Healing Prayer	1	3	2	2	3	1	2
Young Adult (21-35) Activities		2	3	1	4	3	1
Crisis Counseling		3			2	4	1
Starting a Midweek Service		3		2	2		1
Hospital Visitation		1	2	5	1	2	2
Monthly Potluck Suppers		1	1	4	6	5	3
Small Study & Prayer groups		1	1	3	7	5	1
More Contemporary Service		2	2				
Prayer & Meditation Training			6			2	2
Home visitation			2	2	3	1	1
Supporting the Bishop/Diocese			1	1	5		
Outreach			1		2	1	2
Regional Mission				1	6	1	1

Social gathering for fun	3	5	14	2
Retreats	2	1	1	
Personal Spiritual Direction		2	1	1
Retirement Age Activities		2	3	
National/International Mission			2	1
Other:				
Mission to St, Mark's			1	
Music program in general	1			
Learning about other				
Faiths & practices	1			
Sun. or Thurs. night				
Youth service in				
contemporary style	2			

If resources become available, what six additional ministries would you like to see?

	Number per rank (1-6)						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>√</u>
Local Mission	5	6	6	1	1		1
Regional Mission	4	3	2	2	4	4	1
Outreach	4	3	1	2		1	3
Children's education	4	3	1	1	1		1
Music at 8am service	4	1	3	2	1	2	2
Evangelism	4		1	1	1	2	
More contemporary worship	3	4	1	3	1	1	1
Mid week evening service	3	3	1	3		1	2
Small study & prayer group	3	2	1	2	2	4	3
Adult education	3	2	1		1	1	1
Retreats	3	1	2	4	2	3	1
Prayer & meditation training	3	1	2	2	2		
Sunday worship	3						
Monthly potluck suppers	2	4	3	3	2	2	2
Youth ministry	2	3	6	6	3		2
Bishop and Diocese support	2	2	5	1		2	1
Social gathering for fun	2	2	3	6	4	2	2
Hospital visitation	1	4	3	6	2	1	1
Nation/International mission	1	3	4	2	4	1	2
Young adult (21-35)	1	2	2	1	3	1	
Home visitation	1		2	2	4	4	2
Retirement Age activities	1		1	1	1	2	
Crisis counseling		2	3	3	2	2	2
Personal spiritual direction		2	1		2	6	1
Others:							
Outside speakers and/or musicians					1		
Book club			1				
Dinner of 7 or 8 in homes		1					

Theological Perspectives

78% picked the 2nd option as closest to what they believe.

N %

11 13 – I want the church to clearly state the beliefs and behaviors that are expected of members.

- Discipline both individually and corporately is crucial to be a good strong moral society
- We came to St. Paul's because we found the Priest and congregation to be ORTHODOX in the belief (Bible). It is hoped that St. Paul's will NOT STRAY from being ORTHODOX
- The Bible and tradition do mean something?
- The church must be clear and consistent with scripture and tradition – not leading people into doubt and confusion
- The Episcopal Church has always been my faith, if someone wants to change it so be it
- Except “When the behaviors that are expected of members” are contradicted, they should never be judged because the facts are never truly known except by God
- Reverence, respect and teaching - during Sunday worship All should be welcomed

N %

68 78 – I want the Church to clearly state the Christian faith and help members wrestle with their personal beliefs and behaviors

- The Christian faith is 2 commandments and the belief that Christ died for us and our sins. Beyond that there is much that is open to a variety of interpretations and that's OK
- Part of our accepting and welcoming attitude. It's why I love Fr. David's and also Fr. Scott's sermons. “This is what it is to be a follower and lover of Jesus” - it means you have to change
- I feel it is important to “we learn not to judge and forgiveness”
- The church should maintain high standards of beliefs and conduct. Its constituents to work out their own salvation
- The doctrine of Christianity should be carefully and clearly explained e.g. justification, redemption, salvation, gifts of the Spirit etc.
- Help member wrestle with issues – always in love and respect
- Change help to encourage – Christianity is not a democracy where we get to vote on our beliefs – it is a theocracy with God at the head directing us through the God breathed scripture
- I think we need to guard against inflexibility
- It is important to me that St. Paul's continue to be part of the mainstream US Episcopal Church which I believe my choice above reflects
- Probably – I don't know how to answer this because I am here for such a short period of time. I came from a church with probably more liberal views than exist at St. Paul's
- One faith, one hope, one body keeps coming to mind – to create an environment in which we can share the diversity of gifts, insights and how God is working in the variety of members at St. Paul's is my hope these to be offered up in service to God collectively for others is my prayer

- The Bible clearly states WHO is the WAY, the TRUTH and the LIFE – it is Jesus Christ. How do we become more like Him? How do we keep close to HIM? How do we keep ourselves in a healthy relationship with HIM? How do we keep our hearts filled with HIS Love?
- We need to be Christians but not judgmental - welcoming diversity while clear on the mandate to love one another
- I think that stating that Christ in faith (as Bain did in the sermon today 2/13/11) gives enough guidance to the believers which the Christian faith hope its believers would “grow toward” - one hopes that congregation members could help one another as they wrestle with individual behaviors and challenges
- The church needs to be clear and unified with its directions – individuals should be free to accept or not
- God created all of us – past and present- amazingly unique. While St. Paul’s is a liturgical Christian Church and must therefore articulate doctrine/dogma as such. It also must recognize (and honor) that each child of God will hear the message uniquely. Each will look to St. Paul’s to wrestle with him/her in his faith growing
- It’s always a wrestling match, can’t let the Devil win!!
- I think it’s important for the church to state the faith and for there to be discussions on controversial matters with tolerance for each others beliefs even though we may not agree with each other
- Each person reaches that place individually
- The church should provide the moral compass; the individual must make his/her own choices
- I am not interested in the legalistic approach to my faith. However, I want to have a deep relationship with God. I understand the need for me to be obedient to Him in order for the relationship to grow. I want God to tell me and us as a church body what to do, not man. I want the church to support the grace filled gifted that is offered by God
- I want the church to discuss issues of beliefs and behaviors – but let people come to the Church to have open discussions about current relevant topics
- There are some truisms of our faith that are constant and need to be articulated
- The Christian lifestyle has been tried and used for 2000 years. It should help members be “Christ like”
- I believe that Christianity is based on the teachings of Jesus Christ as recorded in the Bible plus the Old Testament and that trained clergy and possibly lay leaders can help us to understand the context of Bible statements and how it can be applied in our daily life

N

%

8

9 – I want the Church to allow every person to decide for themselves what to believe and how to act

- Don’t like the word wrestle in the 2nd choice. State the Christian faith and guide not help members wrestle with their beliefs and behaviors
- A basic outline of what we believe is good without forcing our beliefs on others
- 3rd Choice allows every person to decide – within reason. Life is not black and white. We should not hold the same truths that were established 100’s of years ago. We learn new understandings with advancement in research and study
- I don’t want to be lectured to but inspired

N %
3 3 – Other:

- I appreciate the “3 legs of the footstool” of the Episcopal Church – the Bible, Tradition and Reason. Sermons that touch on all three are the ones that resonate with me. I have heard the saying that the Episcopal Church is one of the only churches where you do not have to leave your brains with your hat when you walk in the door. I consider myself an educated scientist and I accept some precepts on faith alone, but not all. Please do not discount the intelligence of the congregation
- I want to return to the way St. Paul’s was 5 years ago

Please give any other opinions about any aspect of St. Paul’s that you would like the Visioning Team to take into consideration as they prepare their final reports.

- Insure the church is on a sound financial footing
- Our St. Paul’s has lost so much of its past personality. I don’t feel the congregation has a warm and welcoming feeling. Although I will remain an Episcopalian, I no longer feel the need or personal excitement to participate in weekly services
- It is very sad to have witnessed many very strong servants of Christ having left St. Paul’s parish in the past 18 months – (4 former parishioners are named) and many of these were young families – the future of the church
- It is very sad to continue to run into young families who have left our church. I’m left wondering when we will recover. Don’t know what the answer is; wish I knew the truth of all this mess. If there are trouble members they should move on, but look around and see a handful of us left
- I would like to see the younger population (families with young children) grow overtime. I think this is where a service with more contemporary music would draw families
- Youth and families are what keep the church alive. We as a congregation must be mindful, not rigid and restricting
- Thank you for working together to overcome the difficulties of the past few years. Remember that you are a refuge for others in outlying communities where the Episcopal Church is absent or struggling. St. Paul’s has been a blessing to me and my children and I thank God that you are there and seem to have such a strong, faithful congregation.
- I think all the trouble over the past few years that attacked Scott Turner personally and professionally is disgraceful. I am embarrassed by so many past members’ aggressive behavior toward him. Our congregation seemed to be a happy family on the outside, but there has been a great deal of deep seeded unhealthiness for a long time. I think the mass departure is evident of how unhealthy we have been and that the foundation was sand – not rock. We need to be rooted in Christ, striving after Him in all ways - forgiving and loving one another. It is time to move forward in revival.
- I am concerned with the Episcopal Church as an institution that believes changes in culture should direct the vision of the church. I would appreciate a Rector who humbly follows the Lord through the scripture study and teachings
- Membership drive of some sort – doing another “sale” in front of the church as we did last year – fund raising projects

- We need to focus first on growing the core members of our church before we venture into new areas. We need a solid foundation with our Sunday services first and foremost, then we can grow a healthy and successful way through God's love and guidance
- I believe a church should be open to all – when they come in they should be welcomed as God's children and supported regardless of their individual struggles. I would support Fr. Scott as our priest if that is what he chooses to pursue.
- I wish you all the best in again growing the church. If one is meditating on a daily basis – it's nice to have a group to meet and mediate with once in a while
- Do we do any sort of welcome letter to new residents?
- Forget what is occurring at the national and diocese level and be the body of Christ in Steamboat Springs
- Will not sing in the choir!!! Please no 7/11 music
- Please ask Henry to play some music for us (10:30am) we would like to hear the violin and cello too. They cannot be heard under the heavy dirges – what are those words?
- The music at the 10:30am service is painfully slow and almost always is the same tempo. I can hardly attend that service because it is so distracting for me. I don't know if it is a lack of skill for the organist or just a pattern that has been in place for many years. Whatever the problem, I urge us to worship with music worthy of God
- Would like St. Paul's to be known, among other things, as the “music church”
- I think music can be a valuable part of the outreach as well as the services at St. Paul's. Henry Howard's work with young people is admirable. (Are they at all familiar with some of the songs from “Jesus Christ – Superstar”) and there are other musically gifted members of our congregation who might be persuaded to contribute.
- I found Henry's vocal/piano music very distracting during the Eucharist 2/27.
- Continue with the teaching 1) great sermons, 2) strong fellowship and 3) youth and youth fellowship
- I am impressed with the level of teaching we receive from Fr. Scott's sermons and adult education – Jo Anne too freely contributes much to adult education and programs. I appreciate Scott's scholarly knowledge
- Sermons – Fr. Scott is excellent, thought provoking and practical. I'll teach horsemanship next summer if I can get to Steamboat for youth
- We have been attending when in town over the past 2 years and I have been personally inspired by Father Scott's sermons – especially as he is able to bring it down to our daily life and the choices and priorities we set. I hope that the church and Father Scott both find that their mutual calling will be served by his continued ministry in Steamboat.
- Father Scott is an effective leader. His sermons are sincere and meaningful. We met with him and he was open and welcoming. We would hope that he is called to serve as Priest.
- I believe Father Scott is an exceptional priest. His sermons are outstanding. I trust Fr. Scott completely and would feel comfortable seeking his council for any problem I was facing. Jo Anne is an incredible asset to our parish
- Hope Fr. Scott is called to stay at St. Paul's
- Sunday services currently do not support my spiritual life apart for the Eucharist. I find the sermons to be narcissistic. This survey is profoundly unfocused. The real challenge

is to find the right leadership for the future. Clearly the decline in St. Paul's in the past 2 years is directly related to leadership deficit.

- Congratulations on this survey – your openness and God Bless the faithful who have stayed true to St. Paul's
- I don't have great hope that my voice will be heard. But I do know it's in God's hands not mine
- I'm disappointed that this survey did not ask about what we want/value in the leadership of St. Paul's. That is an important part of the process. St. Paul's needs a rector who is confident and has self-esteem. With these qualities comes leadership. We need a leader who has experience leading a church that has gone through pain and suffering and drastically decreased numbers. We need a leader who can work with all different types of people and who can lead despite those differences. Great sermons are very important. Great sermons delivered by a great (effective) leader are much more believable.
- Father Scott's sermons are above any other sermons I've experienced
- Outreach programs - is this going on? I used to be part of this but have not heard anything about it. Financial support of the church is a spiritual practice, however, not just to church but, to any ministry that is sharing God's word and serving others.
- Outreach starts at home – until you can pay your own bills and address issues within walking distance of your front door, you don't need to be thinking about saving the children on the other side of the world
- Again I have always considered myself a visitor. Just coming with my friend. I was once married to a preacher who was very phony so it's hard for me to commit to a church. I do find yours inviting.
- I would like the visioning team to consider adult education programs, which explore not only aspects of the Biblical perspectives but also other perspectives a bit more. I'm thinking of Judaism, Taoism, Islam, in particular. In this world I think the great religions need to reach out to one another in an attempt to understand. If this is not where St. Paul's is I totally understand.
- I fear the bigotry of the Muslims
- I would like to use the library
- Thank you cards to those pledging. They are keeping the church alive.
- If we decide to live here permanently after my retirement, I would become more involved – reader, sub. organist
- I would like the team to reflect and identify a story in scripture that most parallels where we have been, where we are now and where we are going.
- I think part time residents would be a greater asset if we can find a way to better incorporate them without disrespecting the core congregation – a tall order. Also a ministry to visitors, though I don't know what that would look like
- I would like to have more (a few more minutes) a quiet time to pray before personal prayers. I would like NOT to sing during the collection so I may pray or listen to the choir. I miss the choir during that time.
- Appreciate the quiet sanctuary and traditional worship
- Please keep the traditional way of worship. I think it is so important to have that to hand down to future generations.

- No contemporary service
- Possibly consider a “mud season” and summer Sunday service schedule change - combine the two into one 9:30am worship time and down the road try a 4:45pm on Saturday or Sunday.
- Father Leon was most welcoming. We loved the spirituality of this little church community. There was no formal program for our children. We created it along with the Barney’s, Howard’s and Bonfiglio’s. We wanted to raise our children in one unified church.
- Review salary pay and adjust to the local economy, by local economy I mean what Yampa Valley “citizens”/members can afford with the diocese. Include deacon pay if not already and bring it up.
- The entrance door doesn’t stand out. I’ve seen people looking for the way into the church. Paint the door red and in the circle “Welcome, all who enter here”. This is not a joke