

Lift Every Voice 2022 Compiled Responses

Discernment is time for prayerful reflection about the ministry strengths and hopes of St. John's as we assess the use of the space we currently have and learn about the parish's wants and needs with regards to future development. To gather such input, the Discernment Committee committed to speaking individually with as many households as possible during August - September this year, in an effort called **Lift Every Voice 2022**. This document contains the responses to the questions asked during these conversations. *NOTE: When two people interviewed together agreed on one answer, that answer is shown twice.*

Total number of Voices heard: 89

1. What do you treasure about St. John's?

7 Main Themes of Responses

- ◆ **Community/Relationships (32)**
- ◆ **The people of St. John's (26)**
- ◆ **Worship/Music/Spiritual Growth (24)**
- ◆ **Welcoming/Acceptance (15)**
- ◆ **Outreach/Serving others/Community Involvement (10)**
- ◆ **Campus (4)**
- ◆ **Location (2)**

• **Community/relationships**

1. It's my extended community, my next circle beyond family. I attend to be with people who are committed as I am to better our lives. I'm personally fed by a compatible worship community.
2. Memories here; friends here; sense of community; time with Steve Ellis.
3. The friendships I have made. Keeping up with people I know and working in the Sacristy.
4. Relationships; communal worship; options (8am, 10:30am & online); variety of clergy & sermons.
5. Church is community. I'm not part of small groups, but there used to be a sense of community that I do not see now. It's the church of my childhood—it was close-knit. People are hungry for inclusiveness. That there are people who care that are part of the community.
6. We are a diverse, faithful, welcoming church community—particularly in background, experience and self-direction.
7. Friends, community, willingness to give or receive help Liturgy - especially the oldest versions, but ok with all Likes that all kinds of people are welcome, i.e. homeless
8. Community of believers—Allows me to serve—Caring and supportive members—Small groups
9. The St. John's community is one where I can live out my faith. And, I've seen it make a positive change in people's lives.
10. I consider this my home parish. I have always been made to feel welcome. Almost all of my friendships in Santa Cruz County are St. John's parishioners.
11. The community at St. John's is just fabulous. It's an un-pressured environment. The opportunity to learn about what Jesus is about in an unpressured environment.
12. The feeling of family. We have each other's backs. The congregation's [recent] outreach to a parishioner couple in need is an example of this.
13. The community. I'm having trouble connecting with people. My vision and hearing get in the way.

14. A loving open community. We felt welcomed from day one.
15. The idea of a group of people struggling towards spiritual enlightenment together. The fact that, as a group, we're so diverse compared to the people I meet in my professional life. In spite of being mostly old and white, there's more diversity of opinion, while my professional colleagues are more culturally diverse and a generation younger.
16. I treasure being in community with people. St. John's is a place where you can explore your own faith journey, and explore where you can serve. It's a real experience of what community is like. First time I visited, Bill Kell came up to meet me, and it is people like him that I've met here that make me want to stay committed. I felt Bill Kell took an interest in me not simply because I was a new person, but because he was genuinely interested in me as a person.
17. As I go around the communion circle distributing communion, I look into the faces of the congregation, and I know these people. I know their joys and sorrows over time, and this is very meaningful to me.
18. The Friday AM bible study and friendships.
19. I treasure attending service with my friends.
20. Long term relationships.
21. I am a part of this community, My alter guild work is important to me.
22. The attitude, the willingness to go along with whatever is suggested
23. Our history, that we have lasted this long. Peoples lively minds; the range of Christian belief. How the liturgy brings us all together. How we sing together, say prayers together, pause in the same places. How even though outside of St. John's some of us would never go near others of us, let alone be friends; many are friends in spite of fundamental differences. How improbably we come together to be the body of Christ in the community—a rather introverted body but still acting in concert. How enough of us are game to try new things that we do try new things. How we look out for each other.
24. Caring and supportive members-take care of each other/Pastoral care/cards & calls. Leaders that are willing to teach.
25. Long history with the parish, old friends, good music.
26. Connecting with new people, and with people we have come to love over time. Also, sometimes, the sermons.
27. Connecting with new people, and with people we have come to love over time. Also, sometimes, the sermons.
28. Size; not lost in the congregation. The Services bring me peace. The people and, earlier, Steve Ellis' ministry.
29. Size; not lost in the congregation. The Services bring me peace. The people and, earlier, Steve Ellis' ministry.
30. The size and long time friendships.
31. Size feels like easy to get to know people (came from Twin Lakes)
32. The longevity of membership and commitment to the parish that so many have demonstrated over the years. That St. John's will be there in my hour of need.

- **The people of St. John's**

1. The members/parishioners/the people
2. What I treasure the most about St. John's are the parishioners.
3. The people.
4. The people.
5. The people.
6. The people, the spiritual ideology behind St. John's.
7. The people; people who care about the world and about other people.
8. The people. The opportunity to do things outside the box. Shared leadership. Open to other ideas. Art, worship and kids come together.
9. The people. The opportunity to do things outside the box. Shared leadership. Open to other ideas.

10. The people. Opportunity to offer my gift of music. I play and lead the worship music periodically.
11. The people, fellowship, music, the Eucharistic Prayer.
12. The people; They have always been an outreach congregation.
13. The people; They have always been an outreach congregation.
14. The people gathered, the dedicated pastor.
15. The people, the music, and the commitment to outreach.
16. The people, we are cared for. They don't care who you are or what you are.
17. The people, the liturgy, the music even though the current music is a bit to "new churchy" for my taste.
18. The People.
19. The people-Variety, intelligent, kind & caring. Being among believers in Jesus Christ and God. The outreach in Santa Cruz County and worldwide.
20. People; their friendliness and welcoming.
21. I treasure the people who are no longer with us as much as the ones who are. When I come to church, I feel that our ancestors are present with us.
22. People I've met.
23. Its beauty. Its people. There's a kind of coziness I like.
24. Vibrant place with interesting people.
25. The fellowship and the wonderful people.
26. I feel very comfortable at the church and with the people. God has helped me many times and I feel I need to thank Him for all of that, so I need a good place to worship.

• **Worship/Music/Spiritual Growth**

1. I value the traditional way we worship together, and our unique communion circle each Sunday.
2. Contemplative small group formation opportunities, building and ground, multi-faith orientation, Tracy, worship doesn't work for me-wordy-too long, "ashes to go" service, church out in community.
3. The opportunity to study and share scripture at the 9:00 bible study. The intimacy and collaborative noon-time service. Worshiping with our dogs outside. We treasure having a priest who likes us and is trying to do the right thing.
4. Attend 8:00 and love the Rite I Service that we used to have for its continuity in my life with the same prayers I had as a child with my mother and grandmother. Very little in our world is continuous now.
5. Music programs St. John's has supported.
6. The Choir.
7. We have well developed musical tastes and skill, and I truly treasure all the ways we offer music as ministry.
8. Music Ministry Director Andy Carter and singing in the choir. Altar Guild Director Eileen Fernald and working with my colleagues on Altar Guild and Flower Guild. So many wonderful friendships I have made at St. John's and so many friends we have lost over the years. Traditional Episcopal worship service. Thoughtful, well delivered, relevant Sunday sermons. Coffee hour and occasionally contributing food to this event. Serving as an LEM and acolyte.
9. The fact that I can parrot the phrase: 'Let us walk together with Christ' and mean it, is a spiritual gift from this congregation.
10. I like the music. I like Eliza's sermons because they always seem to be socially relevant.
11. Meaningful worship with excellent preaching & uplifting music. Has always challenged me to grow as [a] Christian. Taught me to meditate. Brought me Daughters Of The King and its emphasis on prayer. Good friends with whom we raised our child. It brought me Cursillo and small sharing groups.
12. Feel the joy of Christ
13. I value being an Episcopalian. It best fulfills my spiritual needs. I associate the freedom to figure-out spiritual meaning for myself.

14. Plunging into the Episcopalian liturgical tradition. I grew up Catholic, and my wife has influenced me a lot as an Episcopalian. I find the structure of the BCP, the liturgy, the hymnal and the seasons of the church year meaningful and centering. I've come to value and enjoy the endless wrestling between my instincts as a rational humanist and my instinct as someone seeking to believe.
15. The fact that I have an Episcopal church nearby with traditional services. That the mission is aligned with good priorities. The people. Mtr. Tracy is a solid leader for the parish.
16. It's a true place to learn about the Holy Spirit in Christ and to trust in God.
17. Participatory service ad folks with involvement in the community. A clean tracker organ. Great sermons.
18. I value the Episcopal liturgy, its focus on scripture, and I value the opportunity for service.
19. The worship experience that is personal to me. Includes Liturgy, music, prayers. Fellow parishioners at St. Johns. Peacefulness at the service.
20. The Eucharist circle, the energy, the sermons.
21. The Eucharist circle, the energy, the sermons.
22. Tracy's preaching. I miss Steve's knack for getting participation in education and formation, especially diocesan & regional things.
23. The peace, even though there is a playground next door. The sounds of life when I walk on the campus. Even on Depot Hill, St. John's was the only place that gave me peace.
24. Glad it is there as a place to worship and as a place to participate in "Outreach".

- **Welcoming/Acceptance**

1. Welcoming warm atmosphere. Tracy is great.
2. People are all welcomed and everyone has a willingness to serve.
3. The feeling of being appreciated and welcomed and accepting each other and supporting each other emotionally and spiritually. The casual atmosphere.
4. Mother Tracy and how she makes me feel welcome. Old friends. A place to bring my daughters when they were young, now my grandchildren.
5. Mother Tracy & Eliza & the clergy. Congregation. Encouragement & acceptance from everybody. My developing faith & nurturing at St. John's. The people who demonstrate stewardship in action. The lesson of transparency from leadership of the overall organization.
6. Kindness and caring of people in congregation. Beautiful and peaceful church environment. Liberal Christian views, open-mindedness, non-judgmental.
7. St. John's is a very welcoming environment.
8. Women in leadership and LBGTQ welcoming
9. I've always had a warm, welcoming feeling attending St. Johns.
10. Mother Tracy. The welcoming feeling I get from parishioners.
11. The level of compassion and forgiveness exhibited by many of the parishioners and modeled by the Rector and others who hold positions of responsibility.
12. The warm welcome I received when I returned to church after not attending for a few years.
13. Being connected by phone and monthly letter.
14. The continuity. A very good welcome, which does not necessarily translate into full inclusion.
15. COVID protocols and that they are still in place

- **Outreach/Serving others/Community Involvement**

1. Opportunities to grow in the light of gospel teachings. Opportunities to explore the implications of the teaching in the wider world. Opportunities to explore contemplative living in light of the mysteries of the faith. Opportunities for service.
2. Helpful Shop – loves raising money to help organizations and people who need it.
3. I treasure our long history in the area, and community involvement via The Helpful Shop.
4. I appreciate the brave discomfort we take on by hosting the Faith Community Shelter program and Safe Spaces parking program. Our other front-line ministries like Ashes-To-Go are important.

5. I deeply treasure the potential we have to make a difference in people's lives.
6. St. John's Helpful Shop.
7. Forward looking with a focus on helping the community. I value that St. John's has a desire [to] become a partner in the community. I think The Helpful Shop is one of the best things we offer the community.
8. Allows me to serve.
9. Willingness to look to the future for opportunities to grow and serve. Discussion about scripture, the Bible, programs, EFM
10. The social ministry programs; that's why I came to St. John's in the first place, and it continues to be important to me.

- **Campus**

1. I treasure the beautiful campus, ample parking and visible presence in Aptos. It's an understatement to say it took a monumental effort to get to where we are now.
2. The beautiful campus and church.
3. "Green" technologies and values used to build - creation care
4. Campus is beautiful and we now have parking. We provide a venue for other organization to hold activities.

- **Location**

1. Location close to home (doesn't use gas)
2. The closeness of the location of our campus. The building.

2. What has St. John's meant to you during the months that we could not worship in person together? What made the experience possible?

4 Main Themes of Responses:

- ◆ **Worship, including online and outside (46)**
- ◆ **Communication and Connection during the pandemic (26)**
- ◆ **Individual spiritual practice, or worship elsewhere, or no worship (9)**
- ◆ **Meetings and other ministry functions via Zoom (3)**

- **Worship, including online and outside**

1. Zoom is wonderful. Works for me because I don't drive at night and maybe not during the day very much longer.
2. Zoom.
3. Music is of vital importance to my life, and it has been difficult inside and outside St. John's. Compline has been a big addition to my connection to St. John's.
4. It meant a lot because I felt that even [though] we couldn't meet in person, I could still see them on video and it gave me courage to face these hard times.
5. It was challenging at times but Zoom worship bridged that gap. I really missed the physical communion during service.
6. It meant a lot. It made me feel that with their love and compassion, I could face anything. I felt Zooming did work and I felt connected. The music [was important] and Zoom was close to a sanctuary experience and staying in touch through the calling ministry.
7. There were people I missed; there was a kind of hole in my life. Zoom was good. It wasn't a significant loss not to worship on Sunday.

8. YouTube made it possible. I attended the church services every week on YouTube as well as other [non-Sunday] services. I felt connected to the community. I'm glad YouTube is continuing, so on Sundays I can't attend in person now, it's a great option. I thank Tracy for helping continue Zoom and YouTube. I'm not particularly computer savvy, so YouTube was easier than Zoom.
9. Attended 8:00 Zoom and enjoyed having Rite I Morning Prayer for part of the time. Grateful for Zoom and it allowed me to "attend" at 10:30 occasionally and just see the other people in the parish.
10. YAY Zoom church! It helped me to put names to faces and to connect in a personal way and make new friends. Helped all to stay connected.
11. Online Services Helpful, but much prefer being together.
12. Being able to connect virtually meant a lot, it also meant some of our employees were kept working
13. Appreciated Zoom and YouTube. Kept us in contact.
14. Appreciated Zoom and YouTube. Kept us in contact.
15. It served as a home base for my church experience.
16. My attendance has been sporadic because of family issues. This has also limited my involvement.
17. We are an aging and have mobility issues. Under the best conditions (no COVID) it is and will be difficult for us to attend service and events. Taking part in worship on YouTube has been a wonderful option.
18. It meant a lot because I felt that even [though] we couldn't meet in person, I could still see them on video and it gave me courage to face these hard times.
19. Continuing to worship together on Zoom. Still seeing friends on Zoom. Zoom and Matt McCabe.
20. Zoom has been essential in helping us participate in worship. I very much appreciate Mother Tracy's upbeat attitude, and sheer determination to cross the great technological divide to make online services & Zoom coffee hour happen each week. Also, I commend Andy Carter for his fine music and solo singing during Covid.
21. I was isolated caring for my mom. I think we would have had more support as things intensified if it wasn't for Covid. Our connection to St. John's helped carry us through. Online service was essential. Without it we could have despaired.
22. Covid stopped me from going to church. And, I did not successfully attend on Zoom. I stopped attending, but I called people of the pastoral calling ministry.
23. A place to connect with others who are spiritually-minded and interested in social justice. Zoom services and meetings. The ability to have services & meetings outside.
24. Zoom - learned how to use it, was able to come to worship and continue in small group; all of which helped a lot. Was in the calling ministry and feels like calling people helped her as much as them; got to know some people better.
25. Zoom! Love zoom – stayed connected at worship and meetings with zoom –was not coming then due to health vulnerabilities.
26. Zoom was a lifeline, thanks to Mtr Tracy getting service online. Bonding with members even though we were at home.
27. Appreciated Zoom & my learning tech. Appreciated people's service to provide all this tech stuff. Phone calls kept people connected. Met privately (& safely) with fellow parishioners at homes. Totally enjoyed Coffee Hour on Zoom when all present, chatted together rather than in small groups.
28. Zoom! It allowed me to stay connected. Zoom helped us transfer the close relationships from church to continue.
29. Zoom was critical. Seeing + talking + sharing with faces I know was very wonderful. And, especially during on-line coffee hour. Talking as a community in coffee hour was a blessing.
30. I found the opportunity to attend services online was a positive experience during the time we could not attend in person. I find attending outside to be very distracting due to traffic noise.
31. Not made a lot of difference. I did attend online.
32. I didn't. Was sick myself for 1 ½ -2 years and mostly went to St. Philip's as my family is centered there and I could get a ride. For at home worship, St. Philip's starts at 10 and we don't have enough bandwidth for 2 live services! Zoom made the online experience possible, wouldn't have watched YouTube. St. Phil's had Zoom from the beginning.

33. Zoom! I prefer meeting on Zoom. With Zoom there are more rules. I like that I can participate in a more intimate way. Service Zoom not so much.
34. I have really enjoyed being able to meet outdoors half the time. The Zoom option is also wonderful to have as an option. Now that coffee hour is back, people seem to feel more comfortable staying after church to connect.
35. We were able to gather together in spite of COVID to be online. It filled a gap until we could be in person again.
36. Connections through services on zoom (thanks to Tracy's skills) Zoom & Tracy.
37. That it was there but not accessible. Zoom was okay for awhile but diminished in interest. Actually considered going to other churches that had returned to "live" sooner than we did. Think we should already be inside.
38. The Rector, staff, Vestry and ministries held us together. Mtr Tracy's embrace of technology to bring the worship service, meetings, coffee hour, etc. to us online. We were able to gather in spirit.
39. The adapting and finding the way to have services/meetings in various ways.
40. We felt a certain amount of loss of the familiar worship space and activities we did there. It was a loss of space where we could gather, eat, practice-and where others could meet (AA, concerts, etc.) Zoom helped us stay in touch One of the gifts of the lock down was learning how to use Zoom. (x2)
41. Without the online services and meetings, I would have been a total recluse (except for the family who live with me); I am naturally that way, but it would have made it very hard to get back into the habit of church. So it was very important for the health of my faith to see people's faces, hear and recite the prayers (even when they were out of sync), hear the music and Mtr. Tracy's sermons. I had a wonderful time creating recordings for the services and singing. Even though I felt deeply the lack of the in-person Eucharist, the online services really helped me stay connected to brothers and sisters in Christ.
42. What made that possible? Mtr. Tracy and the others who helped with all the tech stuff made the services possible. That includes the offers of tutorials to show some of us how to use our at-home equipment so we could join in. Andy put in a lot of extra effort figuring out how the choir could contribute online. In short, everyone who stepped forward and put in extra effort so we could keep having services made the whole thing possible.
43. I am not particularly affected by virtual vs. live worship, though I prefer live.
44. The online services helped with the help of others tech skills I was able to attend worship services.
45. It was challenging at times but Zoom worship bridged that gap. I really missed the physical communion during service.
46. Of course it's been a hassle. It's really hurt some dimensions like singing, and talking to people after the service. But I came to accept it quickly as a necessary constraint of the times. Although there has been a subtle decline in the degree of connections, it has not been nearly as dislocating as the changes at work.

- **Communication and Connection during the pandemic**

1. A lot of growth- I will with God's Help and Episcopal Essentials classes on Zoom. Renewed Baptismal vows. A sense of connection, through Zoom and in person. What made it possible- technology (zoom) and the desire of the people to make it all work.
2. I was always pleasantly surprised by the regular calls from the phone ministry team.
3. I know another Episcopalian who told me no one from his church contacted him during the pandemic. He feels his church only contacts him if they want money. St. John's made an effort to keep people in the loop.
4. Eileen does a good job of keeping me up to date about things going on. I appreciate that people have picked me up and brought me to church. I don't even try to Zoom. But, YouTube sounds like a good idea. I didn't like not worshipping together.

5. Volunteered for calling ministry: kept me connected and felt I was “doing” something; made new connections as well.
6. Adapting together brought some informality and creativity, camp like atmosphere, check in calls! Zoom handled well.
7. We did the best we could with what we had. For those of us who were involved, it provided a group of people to think-tank and solve interesting problems together.
8. I [we] missed the people. Crash course in Zoom but not the same as being together in person. Pastoral care phone calls were nice. Glad to be back in person.
9. I [we] missed the people. Crash course in Zoom but not the same as being together in person. Pastoral care phone calls were nice. Glad to be back in person.
10. I didn't attend. I don't have a computer. When I could attend online it was very exhausting. I love the calls!
11. Was nice to join the calling committee & do errands for some parish members during COVID. A sense of purpose & “family”.
12. I have felt isolated and the calling ministry has been very important. Also zoom although I much prefer “in person” worship.
13. Zoom and Youtube help me keep in touch with the community. Looking forward to smaller groups. All the tech. Tracy!
14. I've appreciated the parish pastoral phone calls, even though I often didn't answer because I screen calls, I've appreciated the messages.
15. It was lonely—Cards/calls helped. Zoom was bad for music, singing saying in unison. Grateful to be back in person.
16. The phoning definitely was incredibly important for both the caller and the called.
17. Covid calling-doing calling.
18. I wasn't able to attend but my friendships kept my connections alive.
19. My weekly calling assignments were good for me. This got me “out of myself” so to speak. The call ministry reminded me that serving another serves our own best interests.
20. Zoom was good. Communication! E letter of events.
21. We did online service one time but it was not for us. We loved the visits, phone calls and cards. (2 people)
22. It was helpful to still have access to the community, even though it was virtual via Zoom.
23. I didn't find Zoom church particularly fulfilling. I couldn't sing along with the music on Zoom. It was rewarding to continue my duties not necessarily related to worship. Participating in the Calling Ministry was rewarding.
24. These were hard years for several reasons. At some point, as a caregiver, I was not longer able to attend, even on Zoom, and I was very sad about that. The St. John's Covid callers were nice. I was a caller, and it was good to connect, but sometimes pro forma.
25. I've really appreciated pastoral team phone calls.
26. Covid stopped me from going to church. And, I did not successfully attend on Zoom. I stopped attending, but I called people of the pastoral calling ministry.

● **Individual spiritual practice, or worship elsewhere, or no worship**

1. I meditated and prayed for peace.
2. Perhaps less than it did to others. I started out attending every week on Zoom, but then I branched out to the National Cathedral, Canterbury, etc.
3. It was extremely difficult. I felt cut off from my faith, but connected to God through my reading.
4. I didn't have anything to do with the zoom services. I did have a number of in person services with another parishioner. That was wonderful.

5. I kind of lost interest because I couldn't be with the congregation. I wandered away a little bit. Zoom didn't capture my (or hold) my interest. Mother Tracy did a great job during that time, but it didn't speak to me.
6. I really missed having church in person. I didn't do Zoom so I really missed seeing everyone and interacting.
7. My consciousness of St. John's just dropped off the map. I didn't miss it.
8. St. John's felt very unavailable, so there was no contact.
9. We were not here.

- **Meetings and other ministry functions via Zoom**

1. Have enjoyed the Zoom Contemplative Prayer group on Tuesdays, the book discussion as well as the meditation time. Also, St. John's has meant the opportunity to serve those in need, through AFC, ESL, the Helpful Shop. The little communities that have formed online, and now in person.
2. Have enjoyed the Zoom Contemplative Prayer group on Tuesdays, the book discussion as well as the meditation time. Also, St. John's has meant the opportunity to serve those in need, through AFC, ESL, the Helpful Shop. The little communities that have formed online, and now in person.
3. The Old Gaffers' Group, Zoom, including a chance to chat.

3. What do you see as the most precious gifts St. John's offers our neighbors?

5 Main Themes of Responses:

- ◆ **Our space/campus and our willingness to collaborate with others in/on our property (32)**
- ◆ **Love, acceptance, welcome, support (22)**
- ◆ **Outreach Ministries (18)**
- ◆ **Convenient church/spiritual location (6)**
- ◆ **Uncertain about neighbors needs or what St. John's could do for them. (6)**

- **Our space/campus and our willingness to collaborate with others in/on our property**

1. Our willingness to share our space. Like in offering space for A.A.
2. Open hearts and cooperation.
3. Some open space, park like setting, peaceful, architectural beauty, potential for neighborhood gatherings. Could it be a site for a restaurant/coffee house or preschool?
4. Facilities, shelter for AFC clients and parking, 12 step programs.
5. Parking for the park and skate park.
6. Possibilities for outreach - likes having scout troop - sees opportunities with youth hanging out at skate park, also with families.
7. Space for groups--inside and outside that the congregation supports. AFC
8. Our welcoming campus and the little food pantry.
9. What we do for the unhoused community is important. Beach cleanup is a good effort. We do a decent job providing ministries and a facility---a presence. Ashes-To-Go & Animal Blessing ministries are good.
10. A clean, well-maintained presence in the neighborhood. The AFC program. A place for groups to meet.
11. Being a good neighbor. Looking forward to hosting a Cub Scout group and return of A.A. We offer beach cleanup + the sign at the beach shows our presence [in the community.]
12. I don't see that happening--[that is, relating to the neighborhood.] If there are gifts to the neighborhood they are minimal. With exception: Ashes-To-Go.
13. Visible sign of a Sacramental world. It was built to offer emergency shelter to the community.
14. Housing the homeless. And we need a pantry! Or are we physically involved at someone else's?
15. Program where people unhoused can live in vehicles. AFC-Housing/feeding unhoused people. Helpful Shop, Having the ministry that Antonette is helping us offer in special events.

16. Helpful Shop, we are an always generous church.
17. E.S.L with Gina, a place for people to walk their dog.
18. E.S.L with Gina, a place for people to walk their dog.
19. Homeless sheltering
20. ESL language lessons and citizenship classes. AFC overnight housing (maybe not on Saturday???) Helpful shop operations AND grants to local non-profits. Space for groups—AA, Al Anon, Scouts, After school programs.
21. Overflow parking for the park next door. If we could reach out to those parents, opportunities for evangelism are there.
22. Shelter for those in need. ESL classes
23. Juan & Maritza, Matt McCabe, Safe Spaces, Connections with Cabrillo music and our choir.
24. Without giving up our purpose, we're able to reach out to the community with programs such as the AFC shelter, the Helpful Shop, even a presence in the Fourth of July parade.
25. There are many things we could do that would interest the local community, like yoga, homework club, weekly café, etc., but then you have to have enough volunteers to make all this work.
26. The social ministries, including the grants and personal involvement of the Outreach Committee, the Helpful Shop, the ESL program, and the AFC shelter and shower program.
27. An active community presence, in the Helpful Shop, the ESL class (and citizenship), providing a place to walk and walk pets on our campus, the occasional dinner (like St. Patrick's Day). I wish we could do more of this, esp. providing special community building events.
28. We are a group of people who are primed and ready to help the community. We think about others as a fundamental dimension of who we are. We are a community biased toward love and care.
29. We offer very, very little. We should have movie nights, barbecues, and most importantly Spanish services.
30. I feel this is a missing element. We failed at Genesis. Who are my neighbors?
31. I don't think we do enough.
32. Space for the Tremolos, Al Anon, and the AFC. When we first moved here some of us (not me) asked the neighbors what we could do for them and I think Gina's ESL group was one result. I wish some of us (again, probably not me) could engage the boy's that have been misbehaving on our property, but I have no idea how anyone would go about that.

- **Love, acceptance, welcome, support**

1. Love.
2. Love.
3. Our love and care and concern which is shown in the way we listen and are involved in the community. Our willingness to welcome people. Simply folding the bulletins is a duty that is a great way for me to begin my involvement now.
4. Sincerely caring for others. Non-judging and accepting everyone no matter who they are.
5. We could have a connection with the kids at the skate park across the street. We get together on days other than Sunday. We could advertise and get to know the neighbors better. Let them know we are available for them. Survey the neighbors. [Ask] what would you like to see us offer your children at St. John's?
6. [We offer] Opportunity to be a part of us. How many people in the neighborhood come since we have relocated?
7. Physical and emotional support. Involvement in the Aptos community.
8. Presence, the right kind of presence, liberal, loving, spiritually satisfying.
9. A welcoming space; respite for homeless.
10. Homeless sheltering. We should post a note by the showers "Please help St. John's save water, please limit showers to 3 minutes."

11. The spirited vibe. Able to show the love we have. Show that we serve others like sheltering the homeless. Our social awareness and work on issues such as racial injustice and helping those with food insecurity.
12. A friendly welcoming place. A place where one can be met and helped on their spiritual journey.
13. A peaceful sanctuary for reflection and contemplation. Off-street parking. Welcoming overnight AFC guests.
14. Being a gay person, I appreciate an open and welcoming congregation.
15. I've heard it said that the presence of St. John's Church in Aptos is a precious gift, and I agree. St. John's church is an interdependent parish family, though maybe a bit too inward focused. We offer our neighborhood, town and county a dedication to social justice ministry, though we may be too timid about evangelizing, in my opinion.
16. Its physical presence, and its body of people. It's the embracing and genuine community.
17. Being available; open to drop ins, welcoming; worship and the community offer a lot to anyone who comes wishes more people dropped in.
18. Women in leadership roles. Kindness, compassion, a desire to help the community. A beautiful and peaceful worship environment. Thoughtful and liberal Christian services and practice nonjudgment.
19. Jesus—Connection to God. Welcoming of people as they are.
20. Acceptance, seeing us accepting them (neighbors) and acknowledging them.
21. Once I came with a kid and we were playing ball on the lawn. We were shoed off because a book group was meeting. If one has been turned away there's a rebuilding of trust that needs to happen.
22. Stability

- **Outreach ministries**

1. Helpful Shop.
2. ESL classes & groups; Helpful Shop
3. ESL program; 12 step programs-I would not charge them to use the space.
4. ESL citizenship classes, homeless ministries, other than that we don't have any significant engagement.
5. Beach cleanup, ESL, citizenship classes.
6. Ashes to go, beach clean up, skate park, homeless parking.
7. Outreach to neighbors, children's program, polling place, COPA, providing a place for homeless.
8. [What we do] AFC, Helpful Shop, Ashes to go, ESL, citizenship classes. [What we could do] Potentially be an active anchor point in the local community. Are we in the community or are we of the community? We are here. What do you need? As Jeremiah 29:7 says "Seek the welfare of the place I have sent you" if we want to represent Christ in the world.
9. [What we do] AFC, Helpful Shop, Ashes to go, ESL, citizenship classes. [What we could do] Potentially be an active anchor point in the local community. The overnight for the homeless. We provide a facility.
10. Helpful Shop – connection of staff to people in neighborhood who are neighbors – helping organizations who do valuable things in the community.
11. Helpful shop. Food cupboard on site. Parking lot use for neighbors.
12. A.C.Y.P., C.O.P.A., A.F.C. housing & Safe Spaces. As a role model—friends tell me "your church does such good work" They financially donate, but don't come to worship.
13. The new music group should reach out and perform for other churches and rest homes.
14. A quiet space in the vicinity of a rather dense housing project and a skate park that is very popular with both parents and children. Many people come and go all day long.
15. Listen to newcomers-what do they seek? Space for groups—AA, AlAnon, Scouts, After school programs. Helpful shop grants
16. A.C.Y.P. is a tremendous gift to the community, but the youth maybe don't see the partnership relationship with the church. And, the congregation doesn't benefit from the relationship with the A.C.Y.P. Seems like the relationship is kind of severed.
17. A chance to get together and offer opportunities to learn and grow through classes and service.

18. A chance to get together and offer opportunities to learn and grow through classes and service.

- **Convenient church/spiritual location**

1. A place to worship.
2. Opportunity to walk to church [is a gift we offer our neighbors.]
3. Locals could walk to church.
4. [It is a:] Great location. Visible. Nice looking. Appealing.
5. Would like to see a traditional enameled Episcopal [church] sign along the road.
6. A place to meet Jesus!

- **Uncertain about neighbors needs or what St. John's could do for them.**

1. Not sure. Do not think many close neighbors are part of St. John's. Really like that we house the homeless.
2. Due to health issues I've only attended worship services and not been otherwise involved since 2016, so I don't know much about our neighbors. Assume they have children and we could, perhaps, meet some of their children's needs.
3. I don't know what we offer to them? The Helpful Shop is valuable. We should have a list of offerings so we are more aware of what we offer to our neighbors.
4. I don't feel we offer much to our neighbors. The dinners, Christmas Faire.
5. I have a problem with our current "neighbors." They are abusive and have no respect for the church property. Many skateboarders all the time and spreading trash all over the campus. Maybe we need better security to supervise anyone on campus.

Continued on next page...

4. When thinking about long-term planning for St. John's' future, please rate the importance of the following strategic priorities as set in "St. John's Vision 2025" (What we said we'd like to see in place in 3-5 years after our parish-wide discernment in 2018-19):

	Very Important	Somewhat Important	Not important
Transforming Lives Through Christian Formation - Offering classes for adults that will lead to personal transformation and growth. Engaging more children in our Sunday School. Training people how to speak about and share their faith with others.	68	12	3
Pastoral Care: A Broad Response to Health & Emotional Needs - Organizing and structuring our current pastoral care ministries (visiting people, prayer chain and prayer list, etc.) and adding additional ministries in this area.	69	16	1
Dynamic Serving Presence in the Community Building on previous outreach and justice work, becoming truly present in our community and responding to its needs.	65	15	3
Life-Giving Spaces to Enable God's Mission Expanding our meeting and worship space to meet the needs of the ministries to which we are called.	34	31	15
Abundance of Resources & Support <i>Supporting all of the above, both financially and with people-power.</i>	57	15	2

Main Themes of Responses in Comments regarding Categories of Question #4

Transforming Lives through Christian Formation:

1. I don't think the Gospel is a big sell for people who aren't already involved. -How are we being Christ's presence in the world?
2. Training people how to speak about and share their faith story with others is NOT important. Everything else in this statement I agree with.
3. Perhaps action rather than words is something people can do already.
4. Each of the above is a "fail" in terms of generating interest outside the already engaged. It would be more productive to offer activities that engage others.
5. We have an imbalance between outreach and "in-reach."

Pastoral Care: A Broad Response to Health & Emotional Needs:

1. Vitally important. Especially with our aging population.
2. Advocate increased use of retired clergy and LEV's (2 people)
3. Emphasis should be on Outside the parish.

Life-Giving Spaces to Enable God's Mission:

1. Do we know the ministries to which we are called?
2. Not sure a priority now because of the size of the parish.
3. There is no indication that we need to add to the church structure.
4. Do we really need that?
5. Least important. I don't have the sense that we're running out of space.
6. Let's use the unused spaces we have, then see.
7. Needs based expansion is important but not "Build it and they will come."

Abundance of Resources & Support, both financially and with people-power:

1. Not currently feasible.
2. As can be done.
3. Program more than structure.
4. I am not in a position to give much financially.
5. I would like more information [shared] about [future campus] development.

Dynamic Serving Presence in the Community:

1. This is critically important.
2. This is critically important.
3. Yes to those who want to do this.

5. Tell me about something you hope for, or long for regarding the future of our parish.

5 Main Themes of Responses

- ◆ **Survival of the parish (22)**
- ◆ **Campus (20)**
- ◆ **Outreach/Programming (17)**
- ◆ **Faith formation/Spiritual life/Personal growth of individuals (12)**
- ◆ **Children/young families (12)**
- ◆ **Worship/music (4)**
- ◆ **Rector housing (4)**

• Survival of the parish

1. [I hope] That it [St. John's] survives; we are an aged group.
2. Good to be able to envision the long game. What kind of impact do we want over the long haul? What kind of legacy do we want to leave as a faith community?
3. Good to be able to envision the long game. What kind of impact do we want over the long haul? What kind of legacy do we want to leave as a faith community?
4. Hope we stay for a long time, attract new parishioners and continue the Episcopal tradition.
5. A stronger and well-equipped lay leadership.
6. I hope we continue to be welcoming & build relationships with other faith communities. I am hoping we don't become inward or facility-focused. We have not grown since moving from Depot Hill. This is a national issue-mainstream denominations are not growing. There are 5 Episcopal churches in the community. Are any of them growing? The answer is not the "building size"-purchasing a rectory might make sense so we can continue to attract clergy to such an expensive area.
7. I long that we can transcend this phase of settling in and hoping for the future, make some decisions as a church family about our priorities, and take some solid steps in that direction.

8. Continue to exist. Senior lunch groups/discussions/talks. Community music concerts-Organ, Vocal, Bands. Use space for community.
9. What I hope for is that I will continue to be a part of it, and that we will keep Mother Tracy. The cost of living in the Santa Cruz area is a concern for us all.
10. Continue to exist. Be more welcoming to everyone, not just "those like me".
11. Wish for more balance - a wider age range and mix of people
12. I have no real hopes for moving forward. Since I moved to Scotts Valley, it's hard to get to things. I've tried the other two (closer) churches, but they just don't feel like home.
13. Would like to not be the last St. John's generation.
14. I hope for new members, young families maybe. Also single, widowed, lonely people.
15. Invite new members. Outreach to Aptos as in 4th of July parade. Continue Helpful Shop. Continue with clergy who are open.
16. Draw in newcomers. Make them feel accepted and loved. Perhaps a paid position for this. All Souls in Berkeley has a fine-tuned schematic for this.
17. All my hopes and longings with regard to St. John's are being fulfilled.
18. Financial support for the parish.
19. A wider diversity in our congregation. We are a LONG way from that. We need many more voices, other than us old white, upper class, English only speakers. If we do not cast a wider net we will not survive. Who are we going to build a larger facility for?
20. I hope and long for this parish to continue as an Episcopal church, offering worship and other services, as we do now. I hope we can attract families with children, but if that is not to be, I hope and long for the Lord to show us how we can attract whoever he thinks needs us. New people have always showed up and many have stayed.. Some stay for awhile and then leave. Often those who leave have increased their faith and go off to continue or begin a ministry or a life elsewhere. It's difficult to live here. Before we moved we had more families with kids and they went away from the church (as mine did). St John's has been such a sustaining, enriching part of my life that I hope we can continue to do that for others, even if they're all old like most of us. Return of outside speakers and forum.
21. To become a community hub that we might remain a church.
22. At this point in time, return of the previous congregation to regular worship.

- **Campus**

1. That we build a worship space that's shaped around the way we worship.
2. Further development of the drawn and permitted campus plan.
3. Would like to see sanctuary built as envisioned by those before without added classrooms-offices.
4. A dedicated worship space.
5. A full sized sanctuary with people to fill it. A full time gardener. (2 people)
6. Utilizing our current space in functional and inviting ways.
7. Expansion of the campus when the time is right, completing Phase 2 within the next 5 years and in time do Phase 3. Right now other things like outreach work are more important than Phase 3.
8. A labyrinth on the grounds, if not enough space, tiny houses are a priority.
9. It would be nice to have worship, coffee hour and forums inside. Outside meetings don't work for me. It's not easy for me to spiritually focus, too many distractions.
10. Better maintenance of building; embarrassed by the peeling exterior of the church
11. More classroom space to host more activities & events. Would be smart to plan for the future if we close. Would love to see a preschool on campus. Would like to see the trailer disappear.
12. That we continue [to be] a warm + friendly meeting place for diverse groups. Again, being a good neighbor [means] that we have a campus & buildings that attract other [outside] groups that are willing to meet here.
13. I wish for a place where we worship that is a sanctuary. A sanctuary that is meant specifically for worship; a place that is reverent.

14. Long for regular full use of the building, worship space, fellowship space, meetings and practice face to face, fund raisers. Outside group use, AA-Al-anon, piano/organ concerts, Cal RTA, Parkinson group.
15. Long for regular full use of the building, worship space, fellowship space, meetings and practice face to face, fund raisers. Outside group use, AA-Al-anon, piano/organ concerts, Cal RTA, Parkinson group.
16. Place near the organ for organist to sit and a place to put music.
17. Add space to shop.
18. Our signage is not welcoming. It would be nice to have a post of information telling contact information, worship times, events, meetings, etc.
19. Our signage is not welcoming. It would be nice to have a post of information telling contact information, worship times, events, meetings, etc.
20. Minor pet peeve: Please put up signs when there is a private meeting going on that shouldn't be disturbed.

- **Outreach/programming**

1. That the parish will find a ministry that could be a St. John's parish ministry (not just individuals working on ministries that they feel called to serve, which is also important.) That the parish would become a reflection of more diversity-racial and cultural.
2. More interaction with the neighborhood. More focus on end-of-life issues, including the end of the church.
3. Emphasis on Outreach programs like food banks, citizenship class, etc. Offering adult formation that included book groups so people know more about the faith and grow in it. Not just Bible Study...other books too.
4. Possibly building or contributing to building affordable housing for our members in need and the community.
5. Low cost after school child care for the neighborhood
6. Communal clothing distribution. Perhaps partnering with someone.
7. Provide space for Spanish language church groups, groups that are Christian but not necessarily Episcopal.
8. More emphasis on poverty in global south (Africa, Haiti, Afghanistan, etc.)
9. St John's work on solution with others in the community to see that people coming here to live and work have options to have safe places to live. Make sure people work where they live. If we can't house our pastor and other people in our community then what are we doing?
10. More of serving neighbor youth. Expanding community for all of us. More significant Sunday school teaching.
11. I'd like to see a ministry extended to mental health advocacy, and not just for those with a diagnosis but maybe as an extension of the pastoral care committee as well. It is more common for stigmatized and marginalized people to be treated poorly or abused for having weakness.
12. Make our church a valuable part of the community that improves peoples lives, not just our church. Just do something helpful in the world.
13. (We) could address anti-racism training, white privilege, homophobia – the liturgy is stodgy and old fashioned (“retro” would be kind), music, no movement. Celebrations are lukewarm at best. St. John's COULD offer welcoming space if it were accessible (offering things that people want, like yoga, more 12 - step meetings, homework club, etc. What can we offer parents in low-income housing? In other words, become a hub so you can stay a church. Don't just count people who come to worship. What needs do people have for personal wellbeing? When offering things like parents' night, crafts, yoga, etc., you have to be willing to let it fail for a while until it gains traction, and that's hard to do. There are things I'd like to teach for free. A bereavement group. What about a community café once a week? We could do “one and done” workshops, like offering free pumpkins and pumpkin carving at Halloween with cider and chips, kids' Christmas card making studio for children 5-10.

14. I have a vision in which there's a wide range of activities in orbit around the parish. Worship is in a tight orbit, Aptos Community Youth program, for example, is in a looser orbit, as is the Helpful Shop. The creative energy of the core is important to all these diverse things, like the sun to the planets. New planetary systems are captured and spun out of that orbit. So in the realm of ends and means to ends, I have a longing for improved and expanded spaces that will facilitate this process.
15. Programs that we might devote attention to? Immigrants, homelessness, global issues of equity and access to resources: I don't really see much difference between global and local issues here. We're a wealthy town in a wealthy state in a wealthy country. We need to serve "all of the above".
16. Get better at serving with our local neighbors together.
17. Take care of aging population

- **Faith formation/Spiritual life/Personal growth of individuals**

1. Hope for, long for, pray that everyone can come closer to Jesus.
2. Help people discern God's call on their lives and support them in following it.
3. Wish church was more intellectually stimulating for me. I want it to be interesting.
4. I'm sort of new, so I hope to make life-long friends and to be of service to people in many ways. I'm not even sure how now, but I am trainable and I'm still learning about the church's needs.
5. Lighten/brighten up the 8AM service—maybe a little music.
6. Have music that people can sing—Keep it simple—More contemporary? Community music concerts—Organ, Vocal, Bands. Have a "Grandma in the Room" for young children.
7. More classes- whole/half day or short series - with lectures; very interested in early church history; remembers Celtic spirituality series given by Nan Fitch (Depot Hill)
8. I hope we could be more inclusive, welcoming, but outward focused. We're too inward focused as a church community.
9. That St. John's continue as a positive force. Would like more young people to join. The A.C.Y.P. is a great opportunity for the young.
10. More opportunities for Witness (such as Good Friday witness talks).
11. I would like the relationships I have with parishioners to grow and have more interaction with them.
12. To learn from others in communion. Diversity is essential if we are to understand who God is. We're too white, too old. I'd like to see an assisting priest on staff to help Mtr. Tracy, preferably a person of color or LGBTQ. I'd like to see children involved and present. We could buy a neighboring house to provide classrooms. In future planning, what about the visual arts? How about a room close to the patio with washable space and music and a sink for art, also for dance? Because the arts are a bridge of how you learn faith. It's about your whole body.

- **Children/young families**

1. I hope we offer some things to attract younger (12yo – 15yo) children. Some things that get their attention.
2. I would love to see here a vibrant group of children and their parents and newcomers. Offering spiritual formation class is very important. I hope we continue to provide ministries for people at the end-of-life, which includes the [helpful] way Tracy talks about death and resurrection.
3. The Aptos Youth Program is fabulous. How to build a strong program with young families. It could be an alternative service 1x month with family-oriented activities and worship. Sort of a small group church.
4. Services back in the building. Attract families (x2 people)
5. Increase in younger families & grow a youth group.
6. Attracting new members of all ages, younger people and families, including college students.
7. Continue to attract young families, children. Also older/middle age. Music venue for local concerts as in the past ie. The Bee Eaters.
8. More children and young parents, Maritza has been a gift.
9. Families with children. We used to be a church family. I would love for that to happen again.

10. A daycare for the neighborhood.
11. More involvement with young people: classes, workshops, dances, social events, basketball and volleyball games: there can be religious elements to youth activities! (2 people)
12. That our parish membership grows with new families and children

• **Worship/music**

1. More jazz music in worship.
2. I would like to see a vibrant celebration of church holy days thru creative use of pageants and performances, they don't have to be lengthy can involve people of all ages, pipes and drums, costumes, bells. The goal would be to bring some aspect of the church calendar to St. John's parishioners attention. And tell why it is important. Advertise selected events to invite public, and make known St. John's presence.
3. The liturgy needs to "lighten up" to attract those that may not be familiar with our service and the Bible. Have one of the services that is simpler and less liturgical–friendlier!
4. Vibrant, relevant, contemporary worship

• **Rector housing**

1. Rectory - we should improve housing situation for the rector (speaks about Austin leaving Calvary) not the sexton - though recognizes gift of Matt as sexton
2. Provide our rector with adequate housing that brings stability to her/his life.
3. Why not an Accessory Dwelling Unit (ADU) for rector on site?
4. Absolutely not spending a dime on a rectory until the campus plan is accomplished.

6. When you think about the campus development plan that St. John's has followed so far, resulting in our current buildings, parking areas and other features, do you think this plan should continue to be implemented, or is it time to revamp its scope and purposes?

Answer Options	Total responses
a. The plan is good as it is and should be implemented	7
b. It would be good to consider how to revamp it to align with our current congregation size, capacity and ministry goals.	65
c. I think the plan is no longer needed. Our campus is fine as it is.	10

Comments about Question #6 begin on the next page...

Comments about Question #6

1. It would be good to consider how to revamp it to align with our current congregation size, capacity and ministry goals. BUT I WOULD LIKE TO KNOW MORE.
2. It would be good to consider how to REVISIT it to align with our current congregation size, capacity and ministry goals.
3. Too few people to build new additional space; should remodel existing building to include everything needed.
4. Let those that think it is important to continue donate to the plan. Don't ask those of us that don't.
5. The plan is good but we need to assess this in light of Covid experience, i.e. what has that experience brought to light?
6. The numbers do not justify expansion.
7. Suggest adding windows that open to the youth building, create cross ventilation. Building is very hot.

7. This question is about our church buildings and grounds and your opinion about what improvements would help ensure a strong future of worship and serving God in this place. Listed below are some of the campus development projects that have been formally proposed in the existing campus plan or have been recently suggested as alternatives to that plan, or recently suggested as new projects. Please rate each one individually on this scale:

1=Least desired by me 2=Neutral to me 3=Very good to me

1	2	3	Existing Campus Plan
8	17	55	Create new, permanent administrative and music offices.
35	20	27	Build a dedicated sacred Sanctuary
23	22	36	Build new meeting and classroom space, two new restrooms and a nursery
28	28	25	Build a Sexton apartment with storage garages underneath on the campus.
			Alternatives
33	17	26	Expand the existing sanctuary (using the Social Hall), eliminating the nursery room. Continue to use the social hall also for dining room and meetings.
53	16	6	Make no further changes to our campus.
			New projects
25	15	37	Purchase a rectory (church-owned house as a priest residence)
25	35	19	Construct a large columbarium on the campus
	1	38	Other: (as shown below)

The list below includes comments from “New Projects Other” above, and additional comments offered under Questions #7 and #8 (Is there something we have not addressed that you find important to be known to the Discernment Team?).

These are categorized into 10 topics as surfaced in these comments

- ◆ Ideas for renovations and use of buildings (27)
- ◆ Re- Overall Campus Development in the Existing Plan (20)
- ◆ Rectory/clergy housing-related (16)
- ◆ Stability and growth of St. John’s now and in the future (13)
- ◆ Columbarium-related (12)
- ◆ Ideas for Outside/Grounds (10)
- ◆ Housing for others on campus (10)
- ◆ Ministry/Programming Ideas and Concerns (10)
- ◆ Next steps for considering the future of St. John’s (6)
- ◆ Worship/Music Ideas and Concerns (4)

● **Ideas for renovations and use of buildings**

1. A permanent solid structure over our outside worship space and back patio.
2. We should use what we have better.
3. We should evaluate what we need and remodel existing building to suit; create admin and music offices, and meeting spaces there.
4. Provide good offices for Rector and staff. Get them out of the trailer and into a decent building with restrooms.
5. I think we need more space for offices (the trailer’s got to go.) and space for Tracy’s office and a space [office] for music. But does that have to mean, to we have to build the whole plan?
6. Move the rector’s office into the nursery.
7. Create office, music, nursery. Combine and scale back these two [1 & 3.]
8. Re- creating new, permanent admin. and music offices: It would be nice but not a high priority.
9. Re- building new meeting and classroom space with two restrooms: Do we need 2 new restrooms?
10. Re- building a dedicated sanctuary: We already have one (2 people).
11. Meditation “chapel”
12. If changes are made, would like to see more space for the sacristy and it located closer to the worship area. Worry about older Altar Guild members moving and carrying items now. This has been a good process because through it I have learned more about what happened before I came to St. John’s and got clear on some misconceptions.
13. Speaker system needs improvement and there are microphone issues with clergy use. Clergy need to be trained re: using the head microphones. Have hear private conversations over the air. Hand microphones needed that are at chin level and no direct. Important for people to hear.
14. Make it so Zoom participants can see the congregation.
15. Sacristy - too small AND needs really direct access to worship space - right next to it.
16. Designated children's room with windows that open and restroom.
17. Our signage is not welcoming-nice to have a post of information telling, contact, worship times, events, meetings ie; scouts, etc. Our chairs are nice.
18. Space for concerts.
19. Like idea of space for concerts
20. Preschool
21. More support for college age kids.
22. Finish phase one with solar panels and EV charging stations.

23. Install Solar power panels to save on electricity.
24. Solar panels
25. Hot water (domestic) on-demand system.
26. Outside bathrooms made more “commercial” regarding fixtures etc. to be stronger, stable, and less expensive to maintain.
27. Outside bathrooms made more “commercial” regarding fixtures etc. to be stronger, stable, and less expensive to maintain.

• **Re- Overall Campus Development in the Existing Plan**

1. Phases 2 and 3 need to go together. What we would like to see is a welcoming and useful site for youth. We might provide infant and primary education as well as Jr. High and High School, weekend and summer activities. There’s no reason why a staid old Episcopal church can’t do this!
2. Phases 2 and 3 need to go together. What we would like to see is a welcoming and useful site for youth. We might provide infant and primary education as well as Jr. High and High School, weekend and summer activities. There’s no reason why a staid old Episcopal church can’t do this!
3. We feel that it is important to abide by the intent of those parishioners who have so generously donated to St. John's.
4. I am very grateful to the Rebeles and the Baker-Rowens for their financial, emotional and spiritual support of the parish. I would like to find a way for us to make St. John’s as fulfilling for them as they would like it to be.
5. Need to honor the Rebele family for their longtime contributions to St. John’s (before it’s too late.)
6. Build based on what our ministries are. We need to know what that is.
7. It’s not that these might not be good ideas, it’s that I can’t attend and see for myself the need.
8. If we get too large we lose the sense of family. It doesn't appear to me that St. John's has grown since we left Capitola.
9. Before we decide to implement ANY plans we need to focus on repairs needed in our current space.
10. Feels strongly against further financial support of the old plan.
11. Inability of this interviewee, as a retired person on a fixed income, to commit financially to a building project.
12. Older parishioners getting older, lack of people power to manage a building campaign and continue with ministry at the same time.
13. Don't ask me to contribute to this grandiose plan. Before we start building or secure loans, the vestry needs to submit a solid itemized financial plan.
14. Doesn't want to build bigger buildings unless they are needed; Hopes there might be a need for a bigger space for youth/children programs Very important to keep "green" values in building How about a living roof? Re- question 6 - doesn't really know much about what was planned before, wants to be part of any discussion about future.
15. “Do not lay up where moth eats and rust destroys for where your heart is there also is your treasure.” Where is your heart? There your treasure is also. Not a building, St. Francis, St. of animals & poverty, a model for all Christians.
16. We should not saddle future generations with the debt of maintaining a larger building. The 8 o'clock service now has about 8-9 people who attend.
17. Keep/build sanctuary for multi uses. Expand housing for Rector somehow. Aging members may not be able to contribute as much to Capital campaign. Have distinctive architectural features on new building- make it stand out.
18. Regular funding for building maintenance should be considered as part of any plan to build. Ongoing costs could be extremely burdensome future year if provision is not made.

19. We have not grown out of our sanctuary. I am pro congregational growth not pro campus growth. I would not be happy with the decision to build a bigger space. We need to focus on bringing the people in to need a bigger space. We need to reach out to the families with children to let them know we want them back
20. Have capital campaign for people who joined the church after the last capital campaign, not for those who already contributed.

- **Rectory/clergy housing-related**

1. A rectory is a good idea. As housing gets more unaffordable, becomes more important.
2. Given the price of real estate this is a good idea or subsidize housing for them. (3 people)
3. The cost of living on the Central Coast is high. I think we should consider adding a kind of financial housing differential for our rector's salary to help give her a sense of permanency here among us. It would also give her a sense empowerment over her personal choice of home and opportunity for personal real estate investment. But I don't believe we should buy a rectory. The maintenance costs alone would be a burden on our annual budget. And, I believe spending our current building fund on a rectory would halt our intention to further develop our campus. Also, an annual housing differential would help make our church hiring package more competitive in the future when calling successive rectors.
4. Maybe someone will die and leave a house to church & we can use that [as a rectory].
5. Improved Rector's housing rather than Sexton; not sure purchase is only/best way to do that.
6. Share mortgage with priest.
7. Help Rector purchase a home but not own one ourselves.
8. Help Rector purchase a home but not own one ourselves.
9. Regarding purchasing a rectory; This can be rented when not occupied by clergy. My brother's church in Burlingame has two (2) such houses which over the years have brought in rental \$ while the clergy prefer owning their own home.
10. Offer one of the low-income apartments in our neighborhood for the rectory.
11. Probably better to purchase a rectory than expanding church size.
12. Ideal cost-Financial decision-does the cost benefit work out? If it is built preferably in another site on campus.
13. Purchase rectory when the housing market drops again.
14. Our payments to the Rector for housing are a major part of our ongoing budget. Having a rectory could help unburden the budget and provide funds for outreach & service.
15. I do not feel that buying a church rectory is feasible or appropriate at this time. I feel the vestry should work with the rector to develop a compensation package that would address the cost of housing in the area.
16. We should get a place for our priest to live.

- **Stability and growth of St. John's now and in the future**

1. Generous gifts have enabled us to build ministries and to staff up.
2. I'm happy that St. John's is a viable and thriving community.
3. I appreciate the innovative opportunities for participation in St. John's community, such as "ashes to go," the chimes choir, Alliee DeArmond's Groups to name just a few. And the wonderful meals and opportunities to share food together provided by Antonette Wood. "May God Bless Us One and All" - Tiny Tim I am grateful for the capable and talented Vestry we have this year.
4. Christian formation between the two services is very important. I find it very interesting. Brian Raney is just wonderful. I have enjoyed the survey process! Getting to know you [the Discernment Steering Committee member] and it has made me think. We could use a pamphlet that states what we have done as a church. I think we use too much church-speak. It's a turn-off.

5. We need to offer programs for younger children. The basketball hoop, is it still there? Food for children's activities. These activities in their age group help them bond together as friends. Ski trips. Helps them become a close-knit group. Something to attract them and keep them interested. We could survey people who have been in earlier youth programs [from past years] and see how they feel about their experience that attracted them. My daughter loved the earlier youth activities (she is an adult now.)
6. Coffee after the 8:00am service.
7. We should have once-a-month potlucks community-style, [include the] neighborhood [and] church parishioners. [Should have a] Sign at the driveway 6-8pm [for above]. [With] Leaflets to advertise. With No preaching, no praying. Get to know your neighbors. We could have dine-out night once-a-month. Supper groups.
8. Small groups are essential to a church. Free range discussions. More opportunities for social gatherings, such as St. Patrick's dinner.
9. I think a stronger relationship should be developed with Cabrillo and U.C.S.C., as these are two of the county's larger populations where people are either students, alumni or preparing to attend. And, many commonalities in community goals exist. --self-development (U.C.S.C./Cabrillo education [and] St. John's/adult education/spirituality. --community participation. I recommend St. John's be a presence at both Cabrillo and U.C.S.C. to provide student support.
10. We are where we are. What we knew years ago was good; but what we did not know about what might have been possible to do using this parcel of ground now was not known. A family resource center (eg. Live Oak Family Resource Center); small housing/tiny houses, etc. A food pantry combined with housing/feeding, etc.
11. We are not growing. While it's great to see several new, young families, it's not enough to replace those who are lost through death or moving out of the area.
12. The rector's natural introversion is sometimes perceived as lack of pastoral commitment. Interviewee mentioned not greeting parishioners before or after the service, reluctance to make phone calls, visit home or hospital when someone is ill (including pre-pandemic and recently). While she is an excellent administrator, there was concern that spearheading a building campaign and inspiring commitment might not be in her skill set.
13. Church "burnout": those who are left shoulder the work as they are increasingly less able to do so.

• **Columbarium-related**

1. "Construct a large columbarium on the campus" only if funded by subscription. For the columbarium, it was always anticipated that it was to be funded by subscription and/or sale of niches. There was never an anticipation of using church money to build it. So, a large columbarium is desired if completely self-funded. Least desirable if the expectation is that there would be funding from the church assets.
2. Need to sell columbarium niches to make it feasible.
3. Need to sell columbarium niches to make it feasible.
4. "Large? Important to build, not important to be large."
5. How large?
6. Large?
7. What is the status of current columbarium? Need hard financial figures.
8. Make sure we fill the existing columbarium before we build a new one.
9. Make sure we fill the existing columbarium before we build a new one.
10. Keep Columbarium niches affordable/scholarships?
11. Believe we made a promise to Bob Vitale (sp) that the columbarium would be constructed.
12. I like the columbarium as it is. We could double its size by building in the niche of the other side of the door.

- **Ideas for Outside/Grounds**

1. A driveway into the front of the church.
2. As we are aging, it would be helpful if the pads [walkways] from the parking lot were wider with less planting. A straight walkway, 6-8 feet wide would be better for an aging population and cutting back on planting would cut water usage.
3. The cistern should be addressed.
4. Additional storage. Revive the lawn. Develop a permanent place for outdoor services.
5. North End Storage Area [as shown on existing campus plan]
6. Parish Garden
7. Labyrinth on the berm for a community walking meditation experience.
8. I want us to include a permanent labyrinth in what might be built in a way that will be inviting.
9. Labyrinth.
10. Re- build a sexton apartment: The Ethernet cable was loose, that's why it's important for me to be on campus.

- **Housing for others on campus**

1. Build a demonstration tiny house.
2. Low-cost housing.
3. Build one or more tiny houses or other affordable housing for use by our members, AFC folks and others in need.
4. Low-cost housing
5. Tiny House
6. Tiny houses on campus (for homeless)
7. I would like us to build 1 or 2 tiny homes to be available to Cabrillo students needing housing --perhaps those formerly incarcerated. Prefer this over Sexton housing. May have been discussed by the group.
8. I would rather see us build even a few units of affordable housing than expand church buildings for an aging congregation.
9. Expressed frustration with Shelter Guests being housed on Saturday night and the restrictions it places on altar guild. Unhappy with day of the week only; happy to be housing them.
10. I hope the homeless people who sleep at our church are tested for COVID upon arriving at St. John's, for everyone's well-being.

- **Ministry/Programming Ideas and Concerns**

1. We need to learn how to evangelize to the neighborhood.
2. We don't know yet what we are called to do. What are our ministries?
3. Enhance St. John's as a place to come together and discuss not only church related topics but also general discussions about parish life, well-being and other topics.
4. I wish we could talk about the 2020 elections. All come to an agreement that the election was legitimate. Have conversations and a safe space for this. Braver Angels.
5. I think we need to give more help to our parishioners coping with end of life issues. We should work more closely with other churches to share this burden.
6. I live in Dominican Oaks, and Mother Tracy visits me once a month. I am not involved with the campus plans, alternatives, or new projects. My only interest is in supporting Emmanuel in Kenya which I will continue to do. Mary Nona Hudson is my source for that project.
7. I love St. John's. It's my home. Some of the elders I revered when I first came have passed on, and the parish seems to have changed. It seems to have become more conservative, and there's an emphasis on rules. I don't care about the rules so much. It also seems colder than it used to be, less friendly. My own spirit is in turmoil, and I'm looking for resolution, but St. John's doesn't seem to offer the same warmth that it did at one time, or the spirit of theological inquiry.
8. Sponsor a Health Day with nurses and vaccinations.

9. We have some good things going for us, homeless, youth program, music, Antonette's meal fund raisers.
10. We have some good things going for us, homeless, youth program, music, Antonette's meal fund raisers.

- **Next steps for considering the future of St. John's**

1. That we must always look forward toward abundance and not scarcity.
2. Until we've had discussions, conversations, and prayer, study and discernment, we are in no position to rate these suggestions [in question #7.] This survey is not an adequate method to discern what God might be wanting us to do (or not to do.) Discussions, focus groups, study groups...prayer. Also, how about a list of problems worthy of trying to solve; an opportunity to discuss what doesn't work.
3. Economy now. Do we have enough people to support a building campaign? Those that completed this move are over 70 and some are gone. Be realistic about people we can attract. The people that are going to stay are older not people with young families.
4. Economy now. Do we have enough people to support a building campaign? Those that completed this move are over 70 and some are gone. Be realistic about people we can attract. The people that are going to stay are older not people with young families.
5. Need more visibility—Like Coastlands with their sign at their entrance—very noticeable.
6. What kind of legacy do we want to leave as a community of faith?

- **Worship/Music Ideas and Concerns**

1. I love worshiping outside. Have the full clergy present at the alter for the Eucharist on occasion.
2. Have a ChatMaster to monitor Zoom sessions and encourage comments to/from each other. Pay a living wage to employees and provide benefits. Greeters and Ushers very important. Increase numbers and train them. Play to our strengths—Retirees. St. Johns NEEDS to be hungry—strive for involvement and growth. Current Lord's prayer is bad—too jaunty.
3. We need to address what isn't in the bible. What was considered heresy? Non inclusive, not comfortable presenting this to children. Need to be aware that words can shut people out. Like our version of Braver Angels. Find a different way to communicate. I prefer bullet points.
4. Streamline the service. Place a binder at the front door for parishioners to ask for prayers [before the service] to reduce the time spent [during the service] on social acknowledgments. Shortening the service. If we could reduce the sort of party atmosphere—save the socializing for the coffee hour.