

ST. VINCENT DE PAUL PARISH COUNCIL

2013-14 AD HOC STRATEGIC PLANNING COMMITTEE

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REPORT ONE: DATA COLLECTION RESULTS

FEBRUARY, 2014

Table of Contents

I.	Methods for Planning.....	2
II.	Supporting Data	
	A. Our Community	
	1. Current Demographics.....	3
	2. Geographic Distribution.....	4
	3. Attendance Trends.....	5
	B. Our Resources	
	1. Finances and Trends in Giving.....	6
	2. Facility and Restoration and Maintenance Needs.....	8
	3. The Standing Committees of the Parish Council.....	9
	C. Our Parish Self-Evaluation	
	1. Our Strengths, Weaknesses, Opportunities, and Threats Survey.....	12
	2. Our Mission Survey.....	27
	Appendices	
	A. Data from Standing Committee Self-Evaluations.....	41
	B. The Mission Survey Instrument.....	46

I. Methods for Strategic Planning

Our Strategic Planning:

Our planning and decision-making must be mission-driven, data-informed, and carefully considered in light of the Gospel and we must:

- Study our parish's current reality and come to consensus on its key features;
- Develop and weigh all options;
- Propose the viable options and assess them (strengths, weaknesses, opportunities, threats);
- Prayerfully consider options and try for consensus to decide the way forward.

Develop Clarity of Mission and Boundaries:

Deep, prayerful reflective engagement

Scan the Current Reality:

What is emerging, peaking, declining, and disappearing? What actual data do we have? What data do we need?

External: demographics and trends

Internal: our culture, organization, resources

Develop a shared understanding of 4-7 key features of current reality

Plan for the Next 1-3 Years to:

- Focus on up to 7 key areas of parish life
- Consider options for each and how current strategy, structure and systems must change
- Choose up to 7 key measures of success

Parish Council assigns approved plan to respective staff and committees to 'flesh-out'

Need to recruit parish talent to consult and supplement staff/committees

Examine Available Resources and Balance with the Plan:

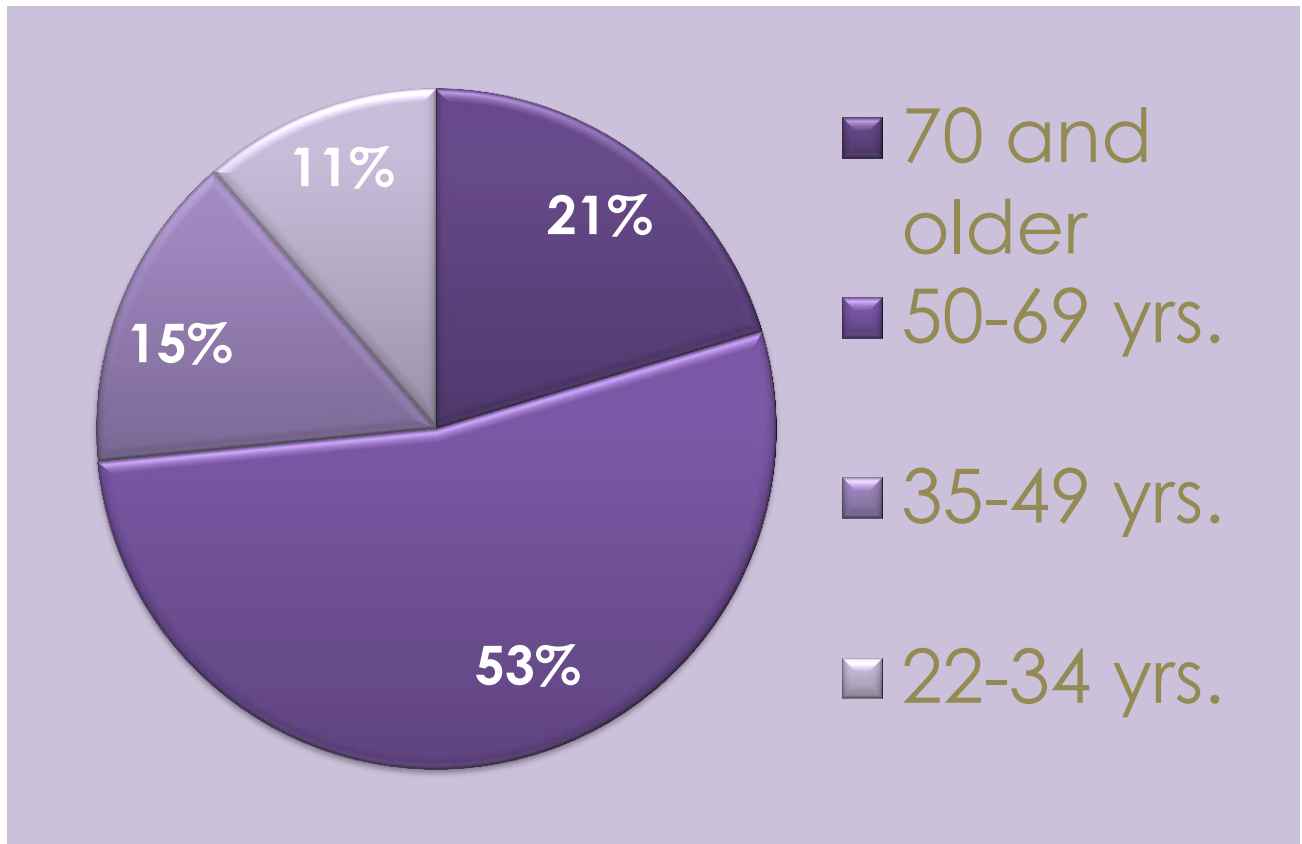
People, Facilities, Financial Budgets

Implement and Evaluate Using measures of success and adaptation

II. Supporting Data

Our Community

A.1 Demographics



Parish Household Picture:

47% One adult, no children
 36% Two adults, no children
 18% Families with Children

Registrants by Decade of First Attendance

17% since 2010
 19% 2000-2010
 23% 1990-1999
 41% before 1990

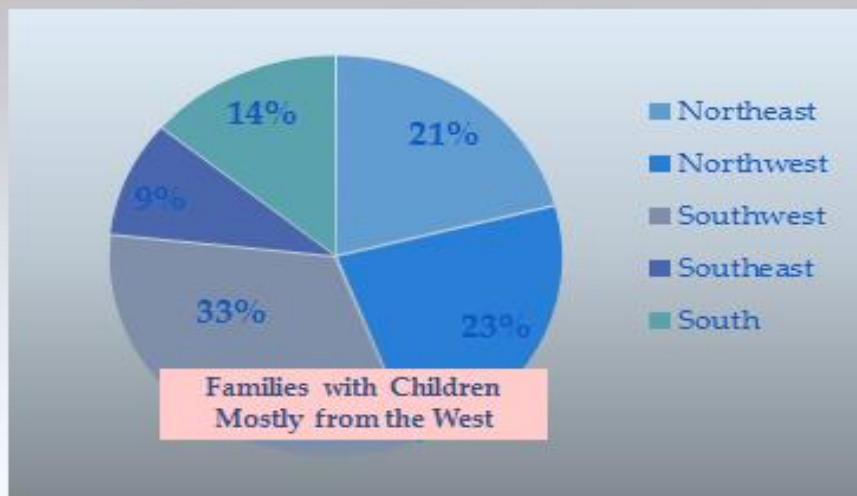
Our Community A.2 Geographic Distribution

Registrant Distribution By Zip Code

Sector	Zip Codes	Households	Farthest Distance
Southeast from St. V	4	32 (14%)	Dundalk
South from St. V	13	20 (12%)	Annapolis
Southwest from St. V	10	42 (18%)	Mt. Ranier
Northeast from St. V	9	59 (25%)	Monkton
Northwest	24	63 (27%)	Westminster
Total	60	216	

2013 Parish Registry Data

Geographic Distribution of Registered Families with Children



2013 Parish Registry Data

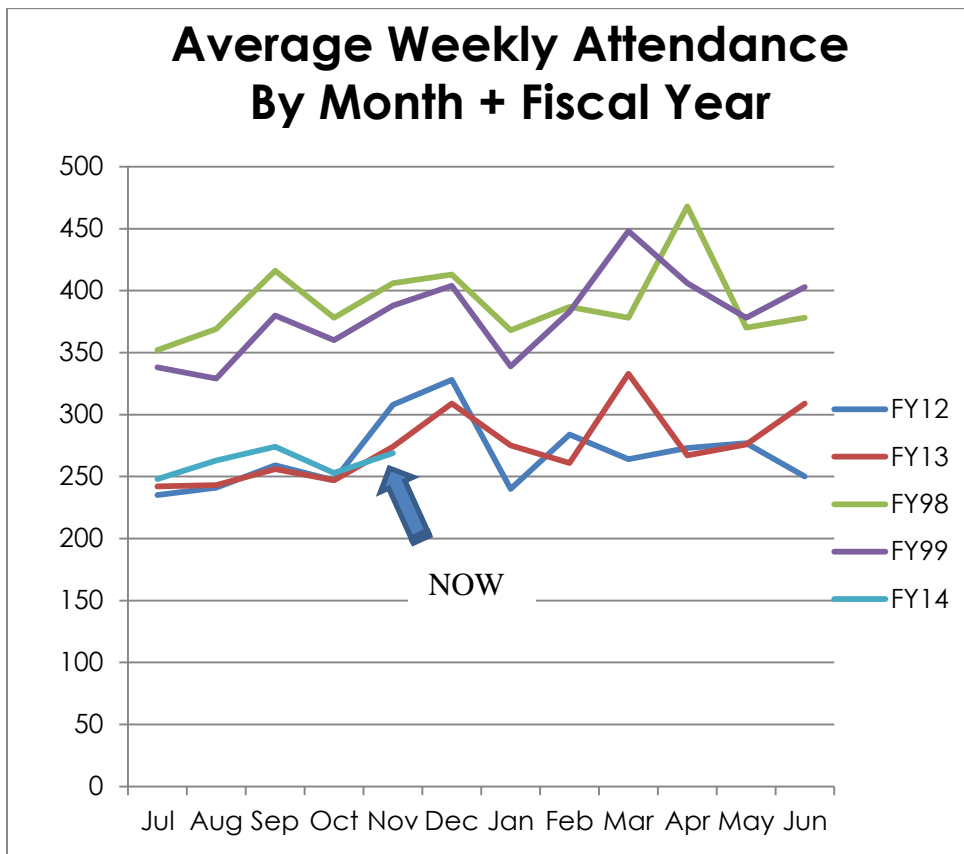
Our Community

A.3 Attendance Trends

The first thing that is obvious from the accompanying graph is that attendance over the last 30-some months is on average 30% lower than it was 4-5 years ago.

All graphs show the 'Chr-Easter' bump from those who attend only on the major holy days; however, this seemed especially pronounced last year.

The arrow indicates the first six months of the current fiscal year. That graph line shows a slight increase in attendance in the summer months above the corresponding months from FY 13 but the increase does not appear to be sustained into the Fall.



Our Resources

B.1 Finances and Trends in Giving

Note: *This information previously shared at an October 20, 2013 Town Meeting.*

St. Vincent de Paul Parish Council

October 2013

Dear Parishioners,

Our parish has been a spiritual home for us, full of the promise and the potential of Vatican II. And we cherish its legacy as we strive to fulfill our mission. The Parish Council must identify and report on trends that affect our community and our ability to live out that mission and then work with the parish to address them.

To ascertain where our mission should be taking us, the Council has undertaken a strategic planning process. We are collecting data and asking: *Who have we become? What are our resources? What are the unmet needs in our spiritual journey?* We know we must grow. Yet growth is not only increasing our numbers and attracting new families; it is releasing the potential and developing the talents of our people, which will in turn preserve the community we've built and come to value.

However, our current estimated budget gives us no financial margin for growth—no capacity to respond to the energy arising from staff and committee planning. Nor does it allow us to tend to overdue maintenance (fixing leaks, cleaning and re-purposing the rectory, installing a security system to head-off future break-ins, and attending the deteriorating park).

At this point, however, we do know this: Our average weekend Mass attendance has declined almost 30% in the last 15 years (although last year may represent a welcome trend back). This and static donation levels coupled with certain changes in giving patterns have resulted in lower parish income at the same time our operating costs are escalating. Personnel, benefits, and utility expenses represent fixed costs, i.e., expenses that must be paid to keep the doors open. Offertory income in the past was usually adequate to fund most of these fixed expenses. All else—religious education, liturgical needs, office supplies, maintenance and repairs, service contracts, Archdiocesan tax, and more—was covered by donations. Trend data (on the back) indicate that offertory income is no longer enough to cover the basic fixed expenses. When money runs out (as it does most years), Fr. Dick has deferred maintenance and repairs.

We value this community and are grateful to hear a weekly homily that breaks open the Scripture, not one focused on breaking open our wallets. This will not change.

With this letter, we do ask you to prayerfully consider this information and carefully determine if you can budget your support of St V the way you budget for household items. If you already pay bills online, consider supporting St V monthly in the same manner. We will conduct a Town Meeting between the Sunday morning Masses on October 20 and be available after all Masses that weekend to hear and respond to your questions and concerns.

In the peace of Christ, The Officers and Members of the 2013-2014 Parish Council

St. Vincent de Paul Church

A. Projected Budget Summary for Fiscal Year Ending June 30, 2014

Income			Expenses		
Category	Amount	Percent		Amount	Percent
Sunday Offerings	219,700	45%	Salary and benefits	216,731	44%
Donations	227,700	47%	Operations, support*	136,328	28%
Other Income	41,150	8%	Programs	80,200	16%
			Archdiocesan Tax	60,000	12%
Total Income	488,550	100%	Total Expenses	493,259	100%

* Includes utilities, insurance, supplies, maintenance, service contracts

B. Trend Data: The Percent of Expenses Covered by Offertory Collections

	Fiscal Yr. 09	Fiscal Yr. 10	Fiscal Yr. 11	Fiscal Yr. 12	Fiscal Yr. 13
Offertory Income	197,566	204,892	223,322	226,075	222,822
Expenses	338,310	353,762	367,326	436,617	499,764
Offertory/Expenses	58%	58%	61%	52%	45%

Offertory income has remained relatively stable while our expenses have grown considerably over the past two years; therefore offertory income is proportionately covering less of our expenses. As of July 2013, income is not projected to cover expenses.

C. Trend Data: Average Weekly Attendance and Average Per Person Offertory Donation

	Fiscal Year 10	Fiscal Year 11	Fiscal Year 12	Fiscal Year 13
Average Attendance	257	260	255	274
Average Donation	\$15.00	\$16.11	\$16.80	\$15.10
Average Donation Percent Change		7% increase	4% increase	10% decrease
Expenses Percent Change		4% increase	19% increase	14% increase

Update: Comparison in Offertory Donations 3 Months Before and After Town Meeting

Month	Average Attendance	Mean	Per Capita	Mean	Amount	Mean
July	248	262	17.79	16.43	17,613.81	17,112.85
August	263		17.76		18,706.03	
September	274		13.73		15,018.71	
October	253	275	24.29	22.10	24,534.13	24,090.91
November*	269		22.77		18,747.08	
December*	302		19.23		28,991.51	
Difference		↑ 4.9 %		↑ 34.5 %		↑ 40.8 %

* The calculations exclude the November CRS and the December Christmas collections.

Comparison of the same time periods in 2012 show a 1.1% decrease in per capita donations from summer to fall indicating that the observed 2013 increase is not due to a seasonal change.

Our Resources

B.2 Facility: Restoration, Updating, and Maintenance Needs

1. Capital Improvements to Church and Rectory from Historic Trust Fund

The fund generates money that can be used ONLY for capital improvements to the church/rectory that cost > \$10,000 and are expected to last more than 10 years.

- The fund has an untouchable \$2.2 M corpus and a board-restricted fund of \$800 K.
- It can be expected to generate about \$50 K of interest per year.
- The board may permit forward-borrowing from its restricted fund against the next year's expected interest.

2. Needs in Church and Rectory

The Baptismal font (partially) and some south-side stained glass window restoration were funded from the FY13 HTF.

FY14 Historic Trust Fund (HTF)

- \$ 15,000 Re-caulk and paint north-side church windows
- \$ 60,000 Restoration of south-side church windows
- \$ 24,000* Replace/repaint exterior wood trim on eaves

FY15 HTF

- \$ 34,206* Make second floor front rooms wheelchair accessible and stabilize shower floor
- \$ 10,000* Repair of truss in flooring of rectory third floor bath

Future HTF Needs:

- \$ 220,000* Restore brick and paint church exterior, stabilize front steps, replace/repaint wood
- \$ 45,000* New air handler + insulation to undercroft duct work
- \$ 18,000* Repair of the truss in the ceiling of the upper croft.

Maintenance Needs- Operating Budget Identified by the Facilities Committee

- \$ 2,800* South-side gutter stabilization /protection shields
- \$ 800* Electrical upgrade to undercroft
- \$11,740* Removal of dead trees and tree trim in park
- \$ 230 Estimated park bench repair of rotten wood and repainting
- \$5,000 Estimated security system for the facility.
- \$ 200 Estimated Repainting of lines in parking lot.
- \$ 1,000* Handrail for organ area steps

Other Plans (Operating Budget)

- \$ 5,000 New condenser boiler (reduced from \$32,000 to \$5,000 for insurance deductible)
- \$10,000 Estimated Resurrection Cross above altar for Easter season.
- \$ 3,200* Painting fire escape steps
- \$ 3,000 Matching funds to AoB grant for cemetery restoration

* = estimates from contractors

Our Resources

B.3 The Standing Committees of the Parish Council

Under the 2009-10 reorganization, the Parish Council established or affirmed five standing committees to add to the canonically required Finance Committee. Each committee has a charter, approved by the Council.

There are **three mission committees** (Liturgy, Education and Enrichment, and Social Action) to correlate with our threefold mission of Sacrament, Word, and Service; and **three mission-support committees** (Facilities, Finance, and Communication and Outreach) to address the administrative and maintenance needs of the parish ('buildings, bucks, and bodies' as Fr. Dick notes).

The reorganization also brought all former committees, working groups, and special interest groups under one of these six mission-sector standing committees. Individual mission placement was done in consultation with the committees and groups.

The committees have been established by the Council to assist in discharging Council responsibilities and are guided by a scope and mission outlined in each committee's charter. Committees are self-governing in identifying the duties and responsibilities required to implement the committee's scope and mission. As the committees are agents of the Council, so the working groups may be agents of the committees for specific recurring or episodic tasks. Working groups of long standing may also operate fairly independently within the sector for which the committee has delegated responsibility. Committees submit reports to Council at each of its meetings.

St Vincent's has always been blessed by the *charisms* of people who gather around a particular interest or need. These groups spontaneously form within a community that is alive in its faith. Our organizational model accommodates these groups in order to recognize them within our family. They are otherwise self-defining and their only accountability is to our common Gospel values.

While any group (working or special interest) may come directly to Council with issues or concerns, it is hoped that its initial interaction will be with the corresponding committee who has delegated responsibility for efforts in that mission sector. This is consistent with the long-honored principle of subsidiarity (the most proximate unit with capacity to respond to and resolve an issue should). It also makes practical sense: if a committee can resolve or address a problem or concern it should, without requiring a petitioner bringing it to Council.

Data from the Committee Self-evaluations can be found in Appendix A.

Liturgy: This is the longest established and a very effective of committee owing to its detailed charter responsibilities. However, it has struggled with identifying chairs in recent years; everyone seems to have served a number of times and is reluctant to serve yet again. While the committee has gained three new members in the past three years, it has also lost four: two left the parish, one is overcommitted, one on sabbatical; one new recruit did not feel comfortable with the committee's scope. Most initiatives have built in evaluation components (e.g. *Survey Monkey* was employed to assess community response to the undersubscribed Lenten Services). The community participation in the activities supported by this committee is broad and deep as evidenced by the numbers participating in the groups in this mission sector. There is active congregational participation, particularly at 9:30 Sunday Masses throughout the year and the major seasonal celebrations of Christmas and Easter. Participation in other services is more problematic and for this reason the committee surveyed the congregation on the Lenten services.

Social Action: Social action and justice have long been mission commitments of St. Vincent. The establishment of the Social Action Committee was recommended through the Listening Project, accepted by the Parish Council, to be an umbrella committee for social justice activities in addition to those handled by the long-standing Peace and Justice Committee. After the Parish Council reorganization of committees, Peace and Justice became the primary subcommittee under Social Action, continuing to focus on advocacy issues such as repeal of the death penalty, peace initiatives, minimum wage, and the protection of the environment through good stewardship. It also coordinates with *Pax Christi-Baltimore* and BRIDGE. Social Action became the umbrella committee coordinating all social justice activities, with particular attention to direct services and the Jonestown neighborhood. Its scope is substantial. There has been no change in leadership for this committee since its inception. Social Action Committee and Peace & Justice sub-committee share two members. SAC has 10 groups in its mission sector and committee members are involved in almost all of these groups. There is some overlap of members in the groups and their median age is > 55.

Education and Enrichment: The Education Committee has existed for years. In the reorganization, the function of community-building and the incorporation of enrichment groups into its mission sector, called for the addition of 'Enrichment' to its name to better reflect the scope of its activities. Until recently, this committee met in member's homes. Meetings have since been moved to the parish. The committee has supported regional book discussions and the parish retreat for decades. There is no evaluation data on the book discussions. The retreat has lost numbers over the years, although the committee was able to add to the young families attending this year. Retreat evaluations are completed by attendees only. The Vatican II lecture series was undersubscribed. The same

15-25 people attend programs at night (lectures or film series). On the other hand, this committee's 'Dinner for Eight' community-building efforts have been hugely successful and well received.

The committee is focused on its annual activities and has little connection to other groups in its mission sector. Women in Ministry, Married Couples, Pastoral Care, Sunday Coffee, and Seder Groups all function independently of E&E. The Family Life Subcommittee, functionally a subcommittee of E&E, was established by the Parish Council in response to the needs of young families. The committee is struggling with identifying members willing to chair.

Facilities: The Facilities Committee was recently reorganized. Its former mandate was to address daily maintenance issues and to complement the episodic work of the Art and Architecture Committee whose members focused on the larger projects funded by the Historic Trust. The chair worked closely with the pastoral associate to identify the contractor(s) and oversee the issues around the installation of the HVAC, window and wall repair, and roof leaks. The committee members conducted scheduled cleanings of the facility (excluding the rectory itself). With the completion of interior church renovation, the Art and Architecture Committee has disbanded; some of its members have joined the Facilities Committee and new co-chairs have been identified. The newly-constituted committee for 2013-14 has seven members and a one staff. It is hoped that the newly established Maintenance Endowment will permit this committee to achieve some of its maintenance and repair goals.

Communications and Outreach: This committee, although recommended by the 2007 Listening Project, was only established in 2011-2. This new committee tackled reformatting the bulletin and the website and in its second year conducted a parishioner use and satisfaction survey, added Facebook capacity, and mounted a sign at Fayette and Fallsway noting our Mass schedule. Parish re-registration and a new parish directory project, initiated by the Parish Council, were moved to this committee which has worked to address the problems both projects encountered. The committee has had to focus on internal communication concerns within the parish; outreach initiatives have not been yet addressed. The current chair will not serve another term and her replacement at this point is undecided.

Our Parish Self-Evaluation

C.1 The Strengths, Weaknesses, Opportunities, and Threats Survey

One way organizations evaluate the health of their structure and process is by asking the people involved to give their opinions in four key areas in what is termed a SWOT analysis (S= strengths, W= weaknesses, O= opportunities, and T= threats). Parishioners were asked to prayerfully consider these four questions:

Area One: What are our **strengths**? What contributes to our vitality? What draws people to us? What keeps people engaged?

Area Two: What are our **weaknesses** as a church community? What seems to interfere with living out our vision *to become a community transformed by word and sacrament to serve*? Why do we not grow in numbers? Why have we not kept members? Why are our services (other than Sunday Mass) and programs under-subscribed?

Area Three: What **opportunities** do we have as a parish to grow and thrive? What things that could contribute to our growth have we ignored or failed to nurture adequately?

Area Four: What are the **threats or risks** to our continuing as a faith community? Which of these are under our control and potentially manageable? How might they be managed?

Part One: Response Rates

The survey was sent to 233 individuals identified through a number of venues (212 were emailed; 21 were sent via USPS). Four responded that they were not active. Six additional people asked for surveys after hearing the announcements about returning them. So in all our denominator was 235 'active' individuals (active does not necessarily mean regular attendance) with a response rate of **43.8%**. The distributed questionnaires represented 161 households. Looked at by household response (anyone of several living together responding) gave a rate of **53.4%**.

There were **93 text surveys** returned.

16 from parishioners under age 50;
60 from parishioners ages 50-69;
17 from parishioners 70 years of age or older.

11 from parishioners in the parish 5 years or less;
27 from parishioners here from 5-15 years;
55 from parishioners here over 15 years.

Table 1. Number of Responses by Age Group and Time in Parish

	Strengths	Weaknesses	Opportunities	Threats
Total Responses*	93	94*	83	86
<30 – 49 years	16	16	16	16
0-5 years	4	4	4	4
5 – 15 years	10	10	10	10
Over 15 years	2	2	2	2
50 – 69 years	60	60	50	55
0-5 years	6	6	3	5
5 – 15 years	12	12	10	11
Over 15 years	42	42	37	39
70 and older	17	18*	17	15
0-5 years	1	1	1	1
5 – 15 years	5	6	4	3
Over 15 years	11	11	12	11

* Not everyone responded in each area; I cannot explain how the ‘weakness’ category for 70 and older had an additional response: I may have included that in when a form was returned by a couple and separate responses were noted.

All the responses were first anonymized with age-group/sex/Mass/time-in-parish code. They were then formatted into the four SWOT areas by age-group and time-in-parish. Theming was accomplished through color-coding of all received comments:

5069/M/930/15+ The physical facilities need to be updated, especially the outside. We are in a downtown neighborhood that is intimidating to some people, and the outside approach does not overcome fears. The park is a problem. It draws a group that does not always show well, which adds to the difficulty of drawing people in. Our commitment to this ministry illustrates our philosophy, but it takes a leap of faith for people to see how it is a value to the parish.

5069/F/930/15+ Many of the same people taking responsibility for church activities; The busy lives each parishioner lives. It seems to me we have grown somewhat in numbers but maybe that is just newer people filling in where others have stopped coming. Sometimes the distance becomes an obstacle to continued attendance. The same also for evening events.

The frequencies of the color-coded themes were tabulated to determine rankings of issues and items.

Part Two: The Strengths of the Community as Assessed by Parishioners

Area One: What are our strengths? What contributes to our vitality? What draws people to us? What keeps people engaged?

This section addresses the strengths that were offered by parishioners. Table 2a shows the rank order with summary boxes for items with 10 or more mentions; Table 2b compares the overall rank order to the rank orders by age group; Table 2c does the same for ‘time as parishioner.’

Table 2a. The Strengths by Number of Mentions

61 - Community, Solidarity/ uniqueness

57 - Liturgy and homilies

39 - Hospitality, welcoming

35 - Fr. Dick

34 - Social Justice Commitment

34 - Community Diversity

29 - Service /Lay leadership

15 - Thoughtful, Discerning Christianity

11 - Staff and Committees

5- Chris

3- Openness to Change

1- Progressive Politics

1- Inner City Location

1- Homeless in Park

Who are we?

We are a diverse and unique community drawn together by a thoughtful and discerning approach to Christianity and inspired by the insights and scholarship of Fr. Lawrence.

How do we act?

We are welcoming and empowered in lay leadership through our council and committee structure.

What do we do?

We worship in meaningful liturgies that support active participation. We are committed to service, particularly in the area of social justice.

Table 2b. Predominant Strengths Ranked by Age Groups

	Overall Rank	< 50 yrs. N= 16	50 – 69 yrs. N= 60	≥70 yrs. N= 17
61 - Community, Solidarity/ uniqueness	1	1 (tie)	2	1
57 - Liturgy and homilies	2	2	1	2
39 - Hospitality, welcoming	3	3	3	3
35 - Fr. Dick	4	5 (tie)	4	4
34 - Social Justice Commitment	5 (tie)	1 (tie)	6	6
34 - Community Diversity	5 (tie)	4	5	5 (tie)
29 - Service /Lay leadership	6	5 (tie)	7	5 (tie)
15 - Thoughtful, Discerning Christianity	7	6	8	8
11 - Staff and Committees	8	-	9	7

There was general unanimity about the top three strengths of St. Vincent's among the three age groups; these were the nature of the community, its solidarity and uniqueness; its liturgy and homilies; and its sense of hospitality and welcoming. When respondents specifically noted Fr. Dick these responses were placed in their own category although it may be difficult to separate Fr. Dick from the 'liturgies and homilies' category. Of note is the primacy that the youngest age group places on 'social justice commitment.'

Table 2c. Predominant Strengths Ranked by Time as a Parishioner

	Overall Rank	< 5 yrs. N= 11	5 – 15 yrs. N= 27	>15 yrs. N= 55
61 - Community, Solidarity/ uniqueness	1	2 (tie)	1	1
57 - Liturgy and homilies	2	1	2	2
39 - Hospitality, welcoming	3	3	3 (tie)	4
35 - Fr. Dick	4	4 (tie)	6	3
34 - Social Justice Commitment	5(tie)	2 (tie)	4	6 (tie)
34 - Community Diversity	5(tie)	5	3 (tie)	5
29 - Service /Lay leadership	6	4 (tie)	5	6 (tie)
15 - Thoughtful, Discerning Christianity	7	6	7 (tie)	7
11 - Staff and Committees (Chris)	8	7	7 (tie)	8

Again, there was general unanimity about the top three strengths of St. Vincent's among the three groups; these were the nature of the community, its solidarity and uniqueness; its liturgy and homilies; and its sense of hospitality and welcoming. Again, it may be difficult to separate Fr. Dick from the 'liturgies and homilies' category. Of note is the primacy that the newest parishioners place on 'social justice commitment.' The ranking for this item appears to decrease with time-in-the-parish.

Part Three: The Weaknesses of the Community as Assessed by Parishioners

Area Two: What are our weaknesses as a church community? What seems to interfere with living out our vision *to become a community transformed by word and sacrament to serve*? Why do we not grow in numbers? Why have we not kept members? Why are our services (other than Sunday Mass) and programs under-subscribed?

This section addresses the weaknesses that were offered by parishioners. Table 3a shows the rank order with summary boxes for items with 10 or more mentions; Table 3b compares the overall rank order to the rank orders by age group; Table 3c does the same for ‘time as parishioner.’

Table 3a. Ranking of The Weaknesses by Number of Mentions

- [1] **49- ‘Commuter’ church, travel time/distance**
- [2] **25- Homeless vagrancy and donor crowds**
- [3] **24- Aging population**
- [4] **20- Increasingly busy lives**
- [5] **13- No outreach/promotion to local area**
- [6] **12- ‘Group-think’; disrespectful of conservative values**
- [7] **11- Cliques of older members**
- [8] **10- No youth or family ministry**
- [8] **10- Poor facility upkeep, lack of maintenance/cleanliness**
- [8] **10- Not open to change; no diversity of opinions**
- [8] **10- Lack of commitment; secularization**
- [9] **8- Not attracting or engaging new members**
- [10] **7- Too much work done by overcommitted few**
- [11] **5- Sermons too intellectual, not practical**
- [11] **5- Archdiocesan policies and the image of our community**
- [11] **5- Length of the Sunday liturgy**
- [12] **4- Inadequate staff and age-specific events/programs**
- [12] **4- Financial state**
- [13] **3- Unfriendly Mass and program schedules**
- [14] **2- Sunday Mass focus on community to the exclusion of spiritual, contemplative**
- [14] **2- Arrogant stance to Archdiocese**
- [14] **2- Poor internal communication**
- [14] **2- Overwhelmed and burn-out volunteering**
- [15] **1- Little pastoral care**
- [15] **1- Boring music and programs**
- [15] **1- Unaware of visitors’ needs**

Who are we?

We are an aging congregation. We are also an intentional community not a neighborhood church and therefore travel time and distance, when coupled with increasingly busy lives, becomes a serious barrier to more active engagement in parish life.

How do we act?

We have closed in on ourselves to some degree: cliques, political ‘group-think’ and lack of openness to change and new ideas. We have not paid critical attention to growth (no youth or family ministries or outreach to local neighborhoods).

What do we have?

We have an unattractive campus given over on Sundays to homeless vagrancy and donor crowds. Our external facility buildings have been poorly maintained adding to the unattractiveness. Our inside buildings are not kept clean.

Table 3b. Predominant Weaknesses Ranked by Age Groups

	Overall Rank	< 50 yrs. N= 16	50 – 69 yrs. N= 60	≥70 yrs. N= 17
‘Commuter’ church, travel time/distance	1	1	1	1
Homeless vagrancy and donor crowds	2	-	2	3
Aging population	3	4 (tie)	3	2
Increasingly busy lives	4	2	4	4 (tie)
No outreach/promotion to local area	5	3 (tie)	6	4 (tie)
‘Group-think’; disrespect conservatives	6	4 (tie)	5 (tie)	6 (tie)
Cliques of older members	7	5 (tie)	5 (tie)	6 (tie)
No youth or family ministry	8 (tie)	3 (tie)	8 (tie)	5 (tie)
Poor maintenance/cleanliness	8 (tie)	3 (tie)	8 (tie)	5 (tie)
Not open to change; no diverse opinions	8 (tie)	3 (tie)	8 (tie)	5 (tie)
Lack of commitment; secularization	8 (tie)	5 (tie)	7	4 (tie)
Not attracting or engaging new members	9	4 (tie)	9 (tie)	5 (tie)
Too much work by overcommitted	10	-	9 (tie)	6 (tie)
Sermons too intellectual, not practical	11	-	8 (tie)	-
Length of the Sunday liturgy	11	-	8 (tie)	-
AoB and the image of our community	11	-	8 (tie)	-
Inadequate staff and events/programs	12	3 (tie)	-	-
Financial state	12	-	10	6 (tie)
Unfriendly Mass and program schedules	13	5 (tie)	11 (tie)	-
Burn-out- volunteering	14	4 (tie)	-	-
Poor internal communication	14	5 (tie)	12 (tie)	-
Mass focus social over spiritual	14	-	11 (tie)	-
Arrogant stance to Archdiocese	14	-	11 (tie)	-
Unaware of visitors’ needs	15	5 (tie)	-	-
Boring music and programs	15	-	12 (tie)	-
Little pastoral care	15	-	12 (tie)	-

While the middle and older age groups are in general agreement about the top four items and different from the youngest age group, the older age group tends to be closer in their rankings to the youngest group for other items. Neither the oldest nor the youngest group expressed concerns about the length of the liturgy, the nature of the sermons, or the focus of the Mass. The youngest age group did rank their ‘increasingly busy lives’ higher than other age groups; they also alone noted that St V has inadequate staff and few age appropriate programs or events. The middle age group had the most comments on community weaknesses.

Table 3c. Predominant Weaknesses Ranked by Time as a Parishioner

	Overall Rank	< 5 yrs. N= 11	5 – 15 yrs. N= 28	>15 yrs. N= 55
‘Commuter’ church, travel time/distance	1	1	1	1
Homeless vagrancy and donor crowds	2	4 (tie)	2	3
Aging population	3	2	4 (tie)	2
Increasingly busy lives	4	3	3	4
No outreach/promotion to local area	5	4 (tie)	6	6
‘Group-think’; disrespect conservatives	6	5 (tie)	7	5 (tie)
Cliques of older members	7	4 (tie)	4 (tie)	9 (tie)
No youth or family ministry	8 (tie)	-	5 (tie)	7 (tie)
Poor maintenance/cleanliness	8 (tie)	-	4 (tie)	8 (tie)
Not open to change; no diverse opinions	8 (tie)	5 (tie)	5 (tie)	8 (tie)
Lack of commitment; secularization	8 (tie)	-	8 (tie)	5 (tie)
Not attracting or engaging new members	9	5 (tie)	8 (tie)	7 (tie)
Overwork by overcommitted; burnout	10	-	-	7 (tie)
Sermons too intellectual, not practical	11	-	9 (tie)	8 (tie)
Length of the Sunday liturgy	11	-	9 (tie)	8 (tie)
AoB and the image of our community	11	-	-	7 (tie)
Inadequate staff and events/programs	12	4 (tie)	9 (tie)	11 (tie)
Financial state	12	-	9 (tie)	9 (tie)
Unfriendly Mass and program schedules	13	-	9 (tie)	10 (tie)
Burn-out- volunteering	14	-	8 (tie)	
Poor internal communication	14	-	9 (tie)	11 (tie)
Mass focus social over spiritual	14	-	9 (tie)	11 (tie)
Arrogant stance to Archdiocese	14	-	-	10 (tie)
Unaware of visitors’ needs	15	-	9 (tie)	-
Boring music and programs	15	-		11 (tie)
Little pastoral care	15		9 (tie)	

The top four items were mentioned as frequently regardless of time in parish. Not surprisingly, those in the parish the shortest time had the fewest comments on our weaknesses while those who have been parishioners for 5 or more years had a number of concerns. ‘Cliques’ of older members were mentioned more by the newer members than the older members themselves as was the lack of openness to change and diverse opinions although both the newest and longest members mentioned ‘group think’ more frequently than the intermediate members. No liturgy concerns were mentioned by the newest members.

Part Four: Opportunities for the Community as Assessed by Parishioners

Area Three: What opportunities do we have as a parish to grow and thrive? What things that could contribute to our growth have we ignored or failed to nurture adequately?

This section addresses the opportunities that were offered by parishioners. Table 4a shows the rank order; Table 4b compares the overall rank order to the rank orders by age group; Table 4c does the same for ‘time as parishioner.’

Table 4a. Predominant Opportunities by Number of Mentions

[1]	37- Outreach, Recruitment
[2]	21- Marketing, Promotion
[3]	<u>19- Family and Youth Program</u>
[4]	9- Take advantage of Pope Francis
[5]	8- Need to be Open to New Ideas
[6]	6- Small Group Activities
[7]	5- Partner with other churches
[8]	4- Hiring Chris
[8]	4- Need for Better Engagement
[8]	4- More, new events
[9]	3- Need for Better Welcoming
[9]	3- Re-Think the Park
[10]	2- Need New Leadership Model
[10]	2- Shorter, More Practical Liturgy
[10]	2- Financial Transparency; Easier Ways to Donate
[10]	2- Renovate facility
[11]	1- Need More Weekend Services
[11]	1- Better Music and Liturgies

What are our opportunities?

There were not as many comments received in this section as in the previous two. In fact, if the criterion of 10 or more comments applies, then there are only three suggestions to consider. The first two, closely linked, seem to indicate that our parish may have been ‘hiding its light under a bushel’ and that parishioners believe ‘to know us is to love us’ and that we may be the home for many disaffected and questioning believers who may be considering returning with the pastoral tone of Pope Francis’ papacy. Many went on to repeat the weaknesses already noted that will have to be addressed to make outreach successful.

The last of the top three comments was concrete: establish an effective youth and family program.

Table 4b. Predominant Opportunities Ranked by Age Groups

	Overall Rank	< 50 yrs. N= 16	50 – 69 yrs. N= 50	≥70 yrs. N= 17
Outreach, Recruitment	1	1	1	1
Marketing, Promotion	2	2	2	2 (tie)
Family and Youth Program	3	3	3	2 (tie)
Take advantage of Pope Francis	4	4 (tie)	4 (tie)	3 (tie)
Need to be Open to New Ideas	5	4 (tie)	4 (tie)	4 (tie)
Small Group Activities	6	4 (tie)	6 (tie)	4 (tie)
Partner with other churches	7	5 (tie)	5	
Hiring Chris	8	5 (tie)	8 (tie)	3 (tie)
Need for Better Engagement	8	5 (tie)	6 (tie)	
More, new events	8		7 (tie)	3 (tie)
Need for Better Welcoming	9	5 (tie)	7 (tie)	
Re-Think the Park	9		6 (tie)	
Need New Leadership Model	10		8 (tie)	4 (tie)
Shorter, More Practical Liturgy	10	5 (tie)	8 (tie)	
Financial Transparency; Easy Donating	10		7 (tie)	
Renovate facility	10		8 (tie)	4 (tie)
Need More Weekend Services	11		8 (tie)	
Better Music and Liturgies	11		8 (tie)	

There was general unanimity among the age groups in the frequency of comments in the top five ideas. The youngest and middle age groups brought forward many more single mention ideas (all the ‘5’ rankings for the young, all ‘8’ rankings for the middles).

Table 4c. Predominant Opportunities Ranked by Time as a Parishioner

	Overall Rank	< 5 yrs. N= 8	5 – 15 yrs. N= 24	>15 yrs. N= 51
Outreach, Recruitment	1	1	1	1
Marketing, Promotion	2	3 (tie)	3	2
Family and Youth Program	3	-	2	3
Take advantage of Pope Francis	4	3 (tie)	4	6 (tie)
Need to be Open to New Ideas	5	2 (tie)	6 (tie)	5 (tie)
Small Group Activities	6	-	7 (tie)	4
Partner with other churches	7	3 (tie)	7 (tie)	6 (tie)
Hiring Chris	8	-	5	8 (tie)
Need for Better Engagement	8	3 (tie)	7 (tie)	7 (tie)
More, new events	8	-	-	5 (tie)
Need for Better Welcoming	9	2 (tie)	-	8 (tie)
Re-Think the Park	9	3 (tie)	7 (tie)	8 (tie)
Need New Leadership Model	10	-	-	7 (tie)
Shorter, More Practical Liturgy	10	-	7 (tie)	8 (tie)
Financial Transparency; Easy Donating	10	-	-	7 (tie)
Renovate facility	10	-	6 (tie)	
Need More Weekend Services	11	-	-	8 (tie)
Better Music and Liturgies	11	-	-	8 (tie)

Respondents in the parish 5 years or more agreed on the top three opportunities open to our parish. Those with less than 5 years did not mention a youth or family program as an opportunity at all, but noted the need for better welcoming and openness to new ideas. Every group noted the opportunity that Pope Francis may provide in marketing ourselves and making our viability more likely.

Part Five: The Threats or Risks to the Community as Assessed by Parishioners

Area Four: What are the **threats or risks** to our continuing as a faith community? Which of these are under our control and potentially manageable? How might they be managed?

This section addresses the perceived threats or risks that were offered by parishioners. Table 5a shows the rank order; Table 5b compares the overall rank order to the rank orders by age group; Table 5c does the same for ‘time as parishioner.’

Table 5a. Predominant Threats or Risks by Number of Mentions

- [1] **32 - Fr. Dick Retirement**
- [2] **29 – Finances**
- [3] **28 - Aging Community**
- [4] **19 - Archdiocesan Control**
- [5] **13 - Facility Condition**
- [5] **13 – Loss of Members**
- [6] **9 - No Openness to New Ideas;
 Complacency**
- [7] **7 - Homeless in Park**
- [7] **7 - No Advertising, Promotion**
- [8] **5 - Poor welcoming, engagement**
- [9] **4 - Little planning beyond Fr. Dick**
- [9] **4 - Decline in mainstream churches**
- [10] **3 – Secularism**
- [11] **2 - Lack of parishioner ownership**
- [12] **1 - Inadequate Staff**
- [12] **1 - Rigid, dogmatic parish leaders**
- [12] **1 - Fr. Dick staying on**
- [12] **1 – No attention to Youth**

What are the Threats or Risks to our Community’s Viability?

Of the top six risks most frequently mentioned, several are thematically linked. The risk from Fr. Dick’s retirement is multi-layered. Repeated liturgy surveys over the years have indicated that many attend St. V’s to hear Fr. Dick preach because his homilies and his scholarship are valued by many. But the other risk from Fr. Dick’s retirement is directly linked to what the Archdiocese may do to the integrity of our community through a poor choice of a new pastor. Many parishioners were disheartened by the rejection of our proposed administrative plan in 2011.

The other linking is our aging community and loss of members. Since we are an intentional community and most live miles away, travel presents an increasing barrier to continued engagement in community life, especially for the elderly.

The last linking is our financial state given our needs for more staff and attention to the poor condition of our facility.

Finally we know we must change and the threat is that we will not have the will or energy to do so.

Table 5b. Predominant Threats or Risks Ranked by Age Groups

	Overall Rank	< 50 yrs. N= 16	50 – 69 yrs. N= 60	≥70 yrs. N= 17
Fr. Dick Retirement	1	1 (tie)	1	3 (tie)
Finances	2	1 (tie)	3	1
Aging Community	3	2	2	4 (tie)
Archdiocesan Control	4	5 (tie)	4	2
Facility Condition	5	3	5	5 (tie)
Loss of Members	5	4	7	3 (tie)
No Openness to New Ideas; Complacency	6	5 (tie)	8 (tie)	4 (tie)
Homeless in Park	7		6	-
No Advertising, Promotion	7	5 (tie)	8 (tie)	-
Poor welcoming, engagement	8		9 (tie)	5 (tie)
Little planning beyond Fr. Dick	9		9 (tie)	-
Decline in mainstream churches	9		10	-
Secularism	10	6 (tie)	11	-
Lack of parishioner ownership	11	5 (tie)	-	-
Inadequate Staff	12	6 (tie)	-	-
Rigid, dogmatic parish leaders	12		12 (tie)	-
Fr. Dick staying on	12		12 (tie)	-
No attention to Youth	12		12 (tie)	-

All age groups viewed Fr. Dick's retirement as a major risk. The youngest and the oldest saw our finances as a higher risk than the middle age group; while both the younger age groups saw our aging community more of a risk than the oldest among us.

Table 5c. Predominant Threats or Risks Ranked by Time as a Parishioner

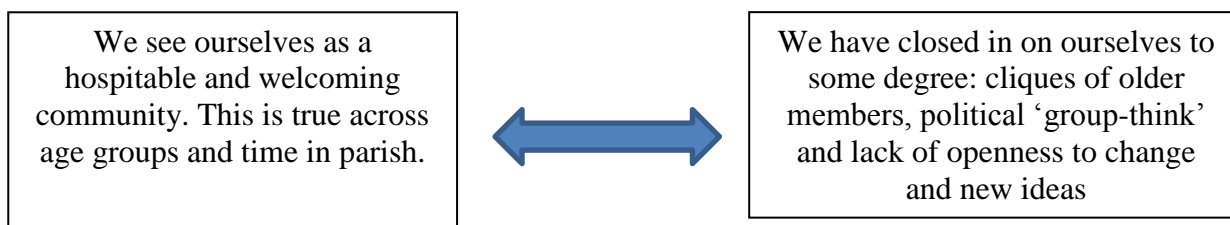
	Overall Rank	< 5 yrs. N= 11	5 – 15 yrs. N= 27	>15 yrs. N= 55
Fr. Dick Retirement	1	2 (tie)	1	2 (tie)
Finances	2	1 (tie)	3 (tie)	1
Aging Community	3	2 (tie)	2	2 (tie)
Archdiocesan Control	4	1 (tie)	3 (tie)	3
Facility Condition	5	1 (tie)	5 (tie)	5
Loss of Members	5	2 (tie)	5 (tie)	4
No Openness to New Ideas; Complacency	6	3 (tie)	4	8 (tie)
Homeless in Park	7	-	7 (tie)	6
No Advertising, Promotion	7	3 (tie)	7 (tie)	7
Poor welcoming, engagement	8	3 (tie)	6	10
Little planning beyond Fr. Dick	9	-	-	8 (tie)
Decline in mainstream churches	9	-	7 (tie)	9
Secularism	10	2 (tie)		11 (tie)
Lack of parishioner ownership	11	3 (tie)	7 (tie)	-
Inadequate Staff	12	-	-	11 (tie)
Rigid, dogmatic parish leaders	12	-	-	11 (tie)
Fr. Dick staying on	12	-	-	11 (tie)
No attention to Youth		-	7 (tie)	-

Parishioners in the community for 5 years or more agreed in general on the top four threats: Fr. Dick's retirement, finances, aging community, and what the Archdiocese may do to our community. The youngest members agreed with these but ranked a number more risks as highly.

Tensions in the Data

These are perceptions and attitudes that appear contradictory or at least disclose some conflicting feelings among parishioners. Three are noted here; there may be others. Some represent areas in which our structures or our procedures are failing us while others may indicate the need for discernment of how we live our mission and in that sense can be viewed as *creative* tensions.

Welcoming



Possible reason:

Our welcoming is immediate and heartfelt but superficial. It does not extend into the coffee klatch hour or into effective engagement into the life of the parish. We expect people to conform to the prevailing liberal views of the community.

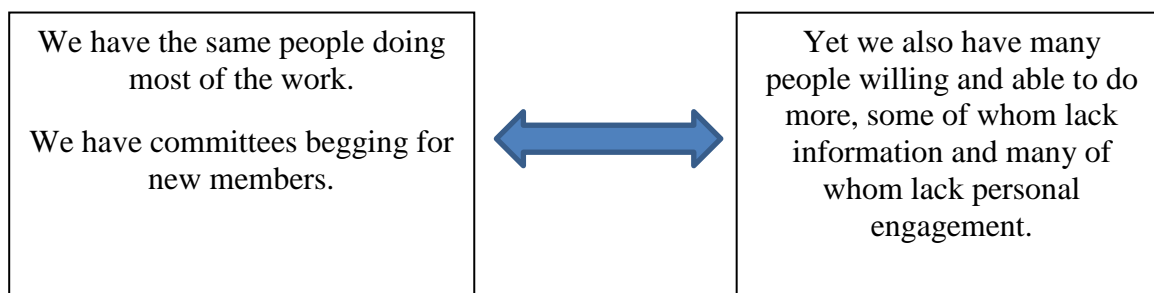
Sample comments:

5069/F/930/05 Clannish/cliqish: slow to even speak to the stranger past “Hello” or “Welcome;” Monochromatic congregation (not multi-cultural, multi-racial); Not willing to ask the newcomer about their story, their talents, and their interests; Not willing to invite the newcomer into groups (choir, lectors, E.M.s, bible study, etc.).

5069/F/930/515. I think it is hard to break into St. V.'s. There seems to be an inside group--maybe several? and some for whom the church community seems deeply personal, as family. The liturgies are inclusive--after that, even coffee in undercroft does not always feel warm and welcoming. There is a sense of inside/outside--and of course, that is true in all of life.

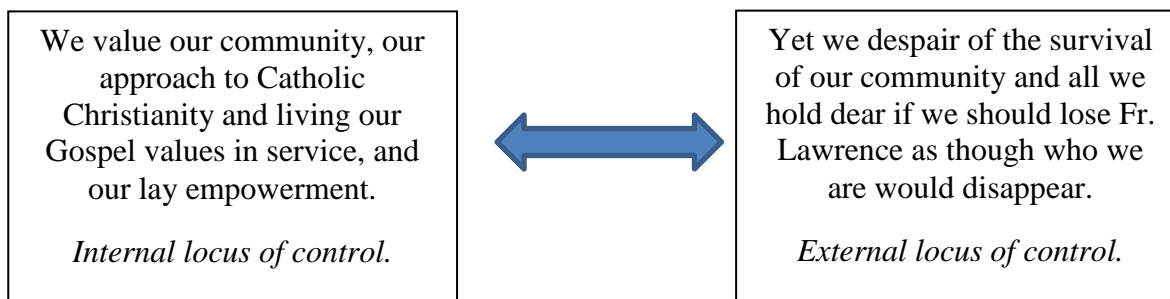
5069/F/930/15+ I am not sure we are as welcoming as we profess to be; as long as you are a liberal Democrat who thinks that St. V's is the only ‘correct’ church, then you fit right in and are welcome with open arms.

Our Mission



The tension observed in these two observations appears to be linked to some degree to the first set and suggests that our community needs structural and procedural change around recruitment and engagement.

Our Future



The *locus of control* is a construct in behavioral research to aid in describing how people decide to act or not. If one has an *internal locus of control*, one perceives a certain control over one's destiny and that one has been empowered either by inherent capacity or endowed rights to manage the situation. On the other hand, if one has an *exterior locus of control*, the person believes s/he is a victim of fate and that forces acting upon him/her are unmanageable.

Life, of course, is never this simple but the construct does aid in interpretation of behavior at some level.

Our Parish Self-Evaluation

C.1 Our Mission Survey

Purpose of this Survey

It is important to know where community members are in their personal, spiritual and faith journey. What do we hunger for? What do we need to grow in the knowledge and love of God?

This short survey had eleven questions: six querying demographics and level of engagement in the worship and community life at St. V; three questions that asked for ranking the importance of particular items under each of our three mission areas (Word, Sacrament, and Service); two questioning personal ministry participation; and one finally asking about barriers to participation. (The instrument can be found in Appendix B.)

Part One: Who We Are

This survey was distributed at weekend Masses December 14-15, 2013 with a survey period of two weeks. Responses were received from 180 parishioners, a number representing 60% of that December weekend attendance (which also included children and visitors). The majority of responses came from the 9:30 Sunday morning Mass (84%/ Table 2) and represented a respondent population that was 61% women (Table 1). The largest age group, those 50-69 years of age, accounted for 59%; with 24% younger and 17% older (Table 1).

Attendance at weekend Mass

96% of all respondents attend weekend Mass regularly ('not every week, but more than monthly') and 65% of all respondents attend weekly. Weekly attendance increases by age group: 77% of the oldest group attends weekly, while only 20% of the youngest do; although 80% of the youngest group attends at least regularly (Table 3). Proportionally more respondents attend weekly Sunday Mass (66% for 9:30 and 65% for 11:45) than for 7:15 Saturday (50%) (Table 8).

Attendance at other St V events

Except for the youngest group (under 30 years), over half of all respondents 'sometimes' attended events at St V other than weekend Mass. Only a few noted they never did (Table 4). Proportionally, the respondents who never attend other events are from the 7:15 and 11:45 Masses (Table 9).

Dependence of St V for Nurturing One's Spiritual Journey

We asked the degree to which respondents depend on St V for nurturing their spiritual journey. Using a scale of 1('not very much') to 10 ('totally'), the average values increased with each age group from 5.70 for the youngest to 6.97 for the oldest (Table 5). The Mass community with the highest value for dependence is the 11:45 Mass (7.47) followed by 9:15 and 7:15 (6.71 and 6.58 respectively) (Table 10). Those who attend Mass weekly depend on St V the most (7.05), while paradoxically those who attend occasionally have higher average values (6.63) than those who

attend regularly (6.20) (Table 14). Respondents who frequently attend events at St V other than weekend Mass have a higher dependence score (7.35) than those who attend sometimes (6.71) or never (5.84) (Table 17).

Engagement in the Ministry and Mission of St V

We examined how engaged respondents were in ministry to our community or to our mission to the world using a scale of 1 ('not at all') to 10 ('very much'). Average values ranged from 4.0 in the youngest to a high of 5.56 in the 50-69 year age group (Table 6). The Mass communities with the higher values for engagement in ministry are the 11:45 Mass (5.53) and 9:15 Mass (5.40); the 7:15 Mass was lower at 3.67 (Table 11). On the other hand, attendance at weekend Masses was directly related to engagement in ministry: occasional attendance at 4.00, regular attendance at 4.13, and weekly attendance at 5.94 (Table 15). Respondents who frequently attend events at St V other than weekend Mass have a higher engagement in ministry score (6.88) than those who attend sometimes (5.08) or never (2.92) (Table 18). Dependence on St V for nurturing one's spiritual journey seems to be correlated with engagement in ministry (Table 20).

Query on How Much More Could or Should One Do

We also asked how much more could or should respondents do in terms of service; again using a 1 ('none') to 10 ('a lot') scale. The overall average score was 5.06 ('some'); with the younger age groups offering higher (5.06 and 5.85 respectively) (Table 7). While both the 7:15 and 9:30 Mass communities offered similar scores (4.50 and 4.93 respectively); the 11:45 Mass community score was higher at 6.59 (Table 12). Those who attend weekend Masses occasionally had the highest score at 5.75 followed by regular attendees at 5.29, and the weekly attenders at 4.89 (Table 16). Interestingly, respondents who frequently attend events at St V other than weekend Mass or never attend these events have higher scores (5.41 and 5.24 respectively) than those who attend sometimes (4.83) (Table 19). Dependence on St V for nurturing one's spiritual journey seems to be correlated with ability to do more (Table 21).

Table Indicating the Map of the Tabular Data in Part One

	Age Group	Sex	Mass Time	Engagement in Worship	Attendance at Events	Dependence for Nurturing	Engagement in Ministry	Ability To Do More
Age Group		1	2	3	4	5	6	7
Sex	1							
Mass Time	2			8	9	10	11	12
Engagement in Worship	3		8		13	14	15	16
Attendance at Events	4		9	13		17	18	19
Dependence for Nurturing	5		10	14	17		20	21
Engagement in Ministry	6		11	15	18	20		22
Ability To Do More	7		12	16	19	21	22	

Part One: Who We Are (Data Tables)

1. Age Group by Sex

Sex	<30 yrs.	30-49 yrs.	50-69 yrs.	≥70 yrs.	Total (%)
Male (%)	2	14	39	14	69 (39%)
Female (%)	8	19	66	17	110 (61%)
Total	10 (6%)	33 (18%)	105 (59%)	31 (17%)	179*

*one did not give age group

2. Age Group by Mass Time

Mass Time	<30 yrs.	30-49 yrs.	50-69 yrs.	≥70 yrs.	Total (%)
7:15 PM (%)	2 (17%)	1 (8%)	6 (50%)	3 (25%)	12 (7%)
9:30 AM (%)	8 (5%)	26 (17%)	89 (59%)	27 (18%)	150 (84%)
11:45 AM (%)	0	6 (35%)	10 (58%)	1 (6%)	17 (9%)
Total	10	33	105	31	179*

*one did not give age group

3. Age Group by Engagement in Community Worship

Engagement	<30 yrs. (%)	30-49 yrs. (%)	50-69 yrs. (%)	≥70 yrs. (%)	Total
Occasion Mass	2 (20%)	2 (6%)	2 (2%)	2 (7%)	8 (4%)
Regularly	6 (60%)	13 (39%)	31 (29%)	5 (16%)	55 (31%)
Weekly	2 (20%)	18 (55%)	72 (69%)	24 (77%)	116 (65%)
Total	10	33	105	31	179*

*one did not give age group

4. Age Group by Attendance at St. V Events other than Sunday Mass

Attendance	<30 yrs. (%)	30-49 yrs. (%)	50-69 yrs. (%)	≥70 yrs. (%)	Total (%)
Frequently	2 (20%)	6 (18%)	34 (32%)	10 (32%)	52 (29%)
Sometimes	3 (30%)	18 (55%)	64 (61%)	17 (55%)	102 (57%)
Never	5 (50%)	9 (27%)	7 (7%)	4 (13%)	25 (14%)
Total	10	33	105	31	179*

*one did not give age group

5. Age Group by the Mean Value of Dependence on St. V for Nurturing One's Spiritual Journey

Question: To what degree do you depend on St V for nurturing on your spiritual journey?

1.....3.....5.....7.....10
 Not very much Mostly Very much Totally

	<30 yrs.	30-49 yrs.	50-69 yrs.	≥70 yrs.	Total
Mean	5.70	6.85	6.82	6.97	6.77
SD	2.06	1.76	1.73	1.66	1.76
Median	5.0	7.0	7.0	7.0	7.0
Mode	5.0	7.0	7.0	7.0	7.0

6. Age Group by the Mean Value of Engagement in Ministry to St V or Mission to the World

Question: How engaged are you in ministry to our community or our mission to the world?

1.....3.....5.....7.....10
 Not at all Occasionally Regularly Very much

	<30 yrs.	30-49 yrs.	50-69 yrs.	≥70 yrs.	Total
Mean	4.0	4.94	5.56	5.29	5.30
SD	2.49	2.91	2.56	2.80	2.67
Median	4.00	5.00	6.00	6.00	5.00
Mode	3.00	3.00	7.00	7.00	7.00

7. Age Group by the Mean Value of “how much more could or should you do?”

Question: How much more could or should you do?

1.....3.....5.....7.....10
None A little Some More than some A lot

	<30 yrs.	30-49 yrs.	50-69 yrs.	≥70 yrs.	Total
Mean	5.10	5.85	4.98	4.41	5.06
SD	3.45	2.43	2.40	2.04	2.43
Median	5.00	5.00	5.00	5.00	5.00
Mode	3.00	5.00	5.00	5.00	5.00

8. Mass Time by Engagement in Community Worship

Engagement	7:15 PM (%)	9:30 AM (%)	11:45 AM (%)	Total (%)
Occasional Mass	3 (25%)	5 (3%)	0	8 (4%)
Regularly	3 (25%)	46 (31%)	6 (35%)	55 (31%)
Weekly	6 (50%)	100 (66%)	11 (65%)	117 (65%)
Total	12	151	17	180

9. Mass Time by Attendance at St. V Events other than Sunday Mass

Attendance	7:15 PM (%)	9:30 AM (%)	11:45 AM (%)	Total (%)
Frequently	1 (8%)	47 (31%)	4 (24%)	52 (29%)
Sometimes	5 (42%)	89 (59%)	9 (53%)	103 (57%)
Never	6 (50%)	15 (10%)	4 (24%)	25 (14%)
Total	12	151	17	180

10. Mass Time by the Mean Value of Dependence on St. V for Nurturing One’s Spiritual Journey (1= lowest; 10= most)

	7:15 PM	9:30 AM	11:45 AM	Total
Mean	6.58	6.71	7.47	6.77
SD	2.15	1.68	2.03	1.76
Median	7.0	7.0	7.0	7.0
Mode	7.0	7.0	7.0	7.0

11. Mass Time by the Mean Value of Engagement in Ministry to St V or Mission to the World (1= lowest; 10= most)

	7:15 PM	9:30 AM	11:45 AM	Total
Mean	3.67	5.40	5.53	5.30
SD	2.31	2.59	3.36	2.67
Median	3.0	5.0	5.0	5.0
Mode	3.0	7.0	3.0	7.0

12. Mass Time by the Mean Value of “how much more could or should you do?”
(1= lowest; 10= most)

	7:15 PM	9:30 AM	11:45 AM	Total
Mean	4.50	4.93	6.59	5.06
SD	2.65	2.34	2.65	2.43
Median	5.0	5.0	6.0	5.0
Mode	5.0	5.0	5.0	5.0

13. Engagement in Community Worship by Attendance at St. V Events other than Sunday Mass

Attendance	Occasional Mass (%)	Regularly (%)	Weekly (%)	Total
Frequently	3 (37%)	6 (11%)	43 (37%)	52
Sometimes	2 (25%)	34 (62%)	67 (57%)	103
Never	3 (37%)	15 (27%)	7 (6%)	25
Total	8	55	117	180

14. Engagement in Community Worship by the Mean Value of Dependence on St. V for Nurturing One’s Spiritual Journey (1= lowest; 10= most)

	Occasional Mass	Regularly	Weekly	Total
Mean	6.63	6.20	7.05	6.77
SD	1.99	1.81	1.66	1.76
Median	7.0	7.0	7.0	7.0
Mode	7.0	7.0	7.0	7.0

15. Engagement in Community Worship by the Mean Value of Engagement in Ministry to St V or Mission to the World (1= lowest; 10= most)

	Occasional Mass	Regularly	Weekly	Total
Mean	4.00	4.13	5.94	5.30
SD	3.59	2.24	2.59	2.67
Median	3.0	3.0	7.0	5.0
Mode	1.0	3.0	7.0	7.0

16. Engagement in Community Worship by the Mean Value of “how much more could or should you do?” (1= lowest; 10= most)

	Occasional Mass	Regularly	Weekly	Total
Mean	5.75	5.29	4.89	5.06
SD	4.13	2.34	2.33	2.43
Median	6.0	5.0	5.0	5.0
Mode	10.0	5.0	5.0	5.0

17. Attendance at Events other than Weekend Mass by the Mean Value of Dependence on St. V for Nurturing One’s Spiritual Journey (1= lowest; 10= most)

	Frequently	Sometimes	Never	Total
Mean	7.35	6.71	5.84	6.77
SD	1.63	1.68	1.91	1.76
Median	7.0	7.0	6.0	7.0
Mode	7.0	7.0	7.0	7.0

18. Attendance at Events other than Weekend Mass by the Mean Value of Engagement in Ministry (1= lowest; 10= most)

	Frequently	Sometimes	Never	Total
Mean	6.88	5.08	2.92	5.30
SD	2.42	2.35	2.41	2.67
Median	7.0	5.0	2.0	5.0
Mode	7.0	3.0	1.0	7.0

19. Attendance at Events other than Weekend Mass by the Mean Value of Ability To Do More (1= lowest; 10= most)

	Frequently	Sometimes	Never	Total
Mean	5.41	4.83	5.24	5.06
SD	2.77	2.16	2.71	2.43
Median	5.0	5.0	5.0	5.0
Mode	5.0	5.0	5.0	5.0

20. Dependence on St. V for Nurturing One's Spiritual Journey by Engagement in Ministry

Totally-Very Much – Mostly- Not very much	Not very much			Mostly		Very Much			Totally	
	1	2	3	4	5	6	7	8	9	10
1										
2							1			
3	1	1				1		1		
4	4	1	3		2		1			
5	6		16	1	4		7	1		
6					1	1	2			
7	5		24	1	15	2	23	2	3	12
8					1	1	6			
9			1				3		1	3
10		1	5		2		9			4

21. Dependence on St. V for Nurturing One's Spiritual Journey by Ability To Do More

Totally-Very Much – Mostly- Not very much	Not very much			Mostly		Very Much			Totally	
	1	2	3	4	5	6	7	8	9	10
1										
2			1							
3	2		2							
4			4		4		3			
5	4		10		14	1	5			
6	1	1			1	1				
7	2	4	10	1	36	1	15	1		12
8			1		3	1	2	1		
9		1	3		3		1			
10	1		3	1	7		3			6

22. Engagement in Ministry by Ability To Do More

	Not very much		Mostly			Very Much			Totally	
	1	2	3	4	5	6	7	8	9	10
1	3		3		5		2			2
2			1	1	1					
3	2		12		22		10			3
4		1		1						
5		1	2		10		7	1		4
6			2		1	2				
7	3	1	10	1	20	1	9	1		4
8	1		1		1	1				
9		3			1					
10	1		3		6		1			5

Part Two: What We Need and Value

A. Word: Survey Question

WORD: *encompasses all we have been handed in the scriptures and the tradition; how we have come to know scripture; how tradition has formed us and made us who we are; what our church mothers and fathers have taught us about the meaning of life*

For WORD, How would you rank these items according to what you find you need MOST in your own faith journey?

- Meeting the God of Jesus in scripture study and discussion
- Learning more about the meaning of the faith, looking at the creed today (e.g. Trinity)
- Examining the tradition and current thought on who God is, sin, grace, and the meaning of life
- Hearing about the Word of God at Mass so that I can take it into my mind and heart to reflect

Table 23. Percent of Respondents Ranking Word (Education) Items First or Second

	Ranked First	Ranked Second	Combined
Homilies	60%	16%	76%
Theology, Meaning of Life	22%	25%	47%
Scripture study and discussion	15%	26%	41%
Meaning of Faith, Creed	10%	13%	23%

Additional items offered by parishioners:

30-49M/7:15: In growth in Christ

30-49M/9:30: Being challenged in my faith

30-49F/9:30: Retreats

50-69F/9:30: Reflection, journaling ideas

50-69F/9:30: I think the studying the meaning of faith is valuable but I have already studied this (note my age and 60 years of church-going)

50-69F/9:30: Relationships with other Christians

50-69F/9:30: Reading, praying on own.

50-69F/11:45: Reflection on the Word in community (small) with spiritual and human formation purpose, ways to honestly companion each other as disciples

50-69M/11:45: Watching the Word work in our community over the years

70+F/9:30: Being challenged to broaden my thinking and acting

70+M/9:30: Those few homilies that are not exegesis classes but have some spiritual or moral application

B. Sacrament: Survey Question

SACRAMENT: *encompasses primarily our gathering for Mass but includes all of our worship experiences; the meaning we take from the rituals we perform; the value we place on community*
{over, please}

For SACRAMENT, **Rank** these items as to how you find **you need MOST** in your journey?

- Liturgies that welcome and warmly engage
- Liturgies that inspire and stimulate later reflection
- Liturgies that involve lay ministries
- Liturgies that provide opportunities for quiet, contemplative reflection

Table 24. Percent of Respondents Ranking Sacrament (Liturgy) Items First or Second

	Ranked First	Ranked Second	Combined
Inspiration Focus	52%	27%	79%
Welcoming Focus	43%	26%	69%
Reflection Focus	12%	16%	28%
Lay Ministry Focus	7%	16%	23%

Additional items offered by parishioners:

- 30-49M/7:15:** In growth (sic) in Christ
- 50-69F/9:30:** Liturgies that offer rich music
- 50-69M/11:45:** Liturgies that entertain/ hold my attention/ teach me
- 70+/F/9:30:** Liturgies filled with music
- 70+M/9:30:** Liturgies embodying all the creativity and talent in the community

C. Service: Survey Question

SERVICE: *Our community is built up on Word and Sacrament for the Service of the Kingdom.*

For **SERVICE**, Please rank these services in the order they should have in importance at St. V.s:

- ___ Direct Service to the poor (e.g., our food, clothing, home furnishing, and meal programs)
- ___ Indirect Service to the homeless (e.g., keeping our park open and clean)
- ___ Social Action on the local scene (e.g. inclusive housing advocacy)
- ___ Social Action on the national/ international level (e.g. *Pax Christi*, environmental initiatives)

Table 25. Percent of Respondents Ranking Service (Social Action) Items First or Second

	Ranked First	Ranked Second	Combined
Direct Service to Poor	71%	17%	88%
Local Social Action	20%	32%	52%
Indirect Service to Park Homeless	14%	33%	47%
Social Action Advocacy	9%	7%	15%

Additional items offered by parishioners:

- 50-69F/9:30:** I feel we keep the park clean for us- not the people who use it.
50-69M/9:30: [Crossed out 'e.g. inclusionary housing']

Part Three: The Barriers to Greater Involvement by Number of Mentions

Ranking	Items	Mentions	Percent
1	Work Schedule	99	30.0
2	Hectic lifestyle	88	27.0
3	Travel time and distance from Church	70	21.5
4	Involved in volunteering elsewhere	36	11.0
5 (tie)	Child Care	11	3.4
5 (tie)	Lack of Information	11	3.4
6	Lack of Interest	9	3.0
7	Do not feel welcome	2	1.0

Additional barriers to participating more at St V:

30-49F/9:30: Two churches most Sundays

30-49F/9:30: Focus on peace in my family!

30-49F/9:30: Communication not as effective as it could be.

30-49M/9:30: Love this church

30-49M/9:30: Lack of available parking at home so I don't go out at night if I can help it

50-69F/9:30: Visit family and others out of town- often on Sundays. Fitness- exercising outdoors.

50-69F/9:30: Time of Mass might be a deter (sic)

50-69M/9:30: Work every other Sunday.

50-69M/9:30: Out-of-town family care-giving of father

50-69M/9:30: Travel.

50-69M/9:30: Lack of commitment

50-69M/9:30: Lack of motivation.

50-69F/9:30: Being downtown with violence and crime.

50-69F/9:30: Childcare- more logistics than care- teenagers!

50-69F/9:30: At present, care for my parents.

50-69F/9:30: Crime in area- safety especially in evenings.

50-69F/9:30: I am a single parent of three children; I just don't have time/energy/resources to do more.

50-69F/9:30: Physical limitations.

50-69F/9:30: I try to spend my time, treasury and talent in a number of different ways: globally, nationally, locally- Baltimore/ MD, with the parish.

50-69F/9:30: The environment- gas!

70+/F/9:30: Transportation

70+/M/9:30: Transportation

70+/F/9:30: Physical limitations.

70+/F/9:30: Can't drive at night.

- 70+/M/9:30:** Age!
- 70+F/9:30:** Getting old with limited energy.
- 70+/F/9:30:** Elderly care.
- 70+/F/9:30:** Age and bad back.
- 70+M/9:30:** The pastor- Over-intellectualized homilies with no explicit daily application have driven my family away
- 50-69M/11:45:** Want to come to 9:30 but can't get up that early.
- 50-69M/11:45:** Need personal time.

Other General Comments Received from Respondents:

- 30-49M/7:15:** The scripture to be in growth in Christ is acceptable. Thank you.
- 50-69F/7:15:** Mostly I don't feel the church- except for Pope Francis- gives a darn about anyone: the systematic lack of women involved in shaping our faith, leadership, and service- all to the detriment of the survival of our faith.
- 50-69F/7:15:** Caregiving for my parents and husband
- 70+M/7:15:** My family visits St. Vincent's. I belong to St. Clement's in Lansdowne. I don't drive so I attend where I am taken.
- 30-49F/9:30:** Would really like a weekly electronic rundown of opportunities for service and information.
- 30-49F/9:30:** I was drawn to St. V's because of the genuineness of the liturgies, the music, the evidence of service to the poor.
- 30-49M/9:30:** Thank you for caring. I think more online presence can help engagement as well. Peace.
- 30-49F/9:30:** We love this parish- any lack of participation is due to having such a young family and balancing work/ life/ church.
- 50-69F/9:30:** Thank you for this survey and your devotion to ministry.
- 50-69F/9:30:** This is spectacular! I'm glad you're getting such a good response.
- 50-69M/9:30:** I am new to St. Vincent's and really love it here. Fr. Dick's sermons are wonderful and I feel very welcome. Thank you.
- 50-69M/9:30:** Fewer announcements! Grrrr.....
- 50-69F/9:30:** Thanks for doing this work of surveying everybody.
- 50-69M/9:30:** Can there be more night time lectures/ bible study?
- 50-69M/9:30:** Keep up the good work!
- 50-69F/9:30:** Thanks for prayers esp. e-mail.
- 50-69F/9:30:** We offer much-continue to reach out to new Comers, esp. Younger Group and marginalized.
- 50-69F/9:30:** St. V's remains my favorite church of all time.
- 70+M/9:30:** Important to ask these questions.
- 70+F/9:30:** I would like a monthly confession in the schedule at St. Vs.
- 70+M/9:30:** I appreciate the fact that St V's challenges my complacency and helps me wrestle with the balance that can be / should be between Church involvement and the demands of work and family life.
- 50-69M/11:45:** I love St. V's.

Appendix A: St. Vincent de Paul Parish Council Standing Committee Evaluations

Under the 2009-10 reorganization, the Parish Council established or affirmed five standing committees to add to the canonically required Finance Committee. Each committee has a charter, approved by the Council.

There are **three mission committees** (Liturgy, Education and Enrichment, and Social Action) to correlate with our threefold mission of Sacrament, Word, and Service; and **three mission-support committees** (Facilities, Finance, and Communication and Outreach) to address the administrative and maintenance needs of the parish ('buildings, bucks, and bodies' as Fr. Dick notes).

The reorganization also brought all former committees, working groups, and special interest groups under one of these six mission-sector standing committees. Individual mission placement was done in consultation with the committees and groups.

The committees have been established by the Council to assist in discharging Council responsibilities and are guided by a scope and mission outlined in each committee's charter. Committees are self-governing in identifying the duties and responsibilities required to implement the committee's scope and mission. As the committees are agents of the Council, so the working groups may be agents of the committees for specific recurring or episodic tasks. Working groups of long standing may also operate fairly independently within the sector for which the committee has delegated responsibility. Committees submit reports to Council at each of its meetings.

St Vincent's has always been blessed by the *charisms* of people who gather around a particular interest or need. These groups spontaneously form within a community that is alive in its faith. Our organizational model accommodates these groups in order to recognize them within our family. They are otherwise self-defining and their only accountability is to our common Gospel values.

While any group (working or special interest) may come directly to Council with issues or concerns, it is hoped that its initial interaction will be with the corresponding committee who has delegated responsibility for efforts in that mission sector. This is consistent with the long-honored principle of subsidiarity (the most proximate unit with capacity to respond to and resolve an issue should). It also makes practical sense: if a committee can resolve or address a problem or concern it should, without requiring a petitioner bringing it to Council.

Committee / Criterion	Liturgy	Social Action	Education and Enrichment	Facilities	Communication and Outreach
History	Established decades ago	Approximately 2004 in response to the Listening Project	Established decades ago; 'enrichment' added in 2010	Started recently as 'Operations' renamed 'Facilities' in 2010	Established in 2011
Number of members	Nine Volunteers Three Staff	Seven Volunteers One staff	Nine volunteers Two staff	Six volunteers One staff	Seven volunteers One staff
Volunteer Age [1] under 45 [2] 45-60 yrs. [3] 60 or older	[1] one [2] three [3] five (55%)	[1] none [2] one [3] six (86%)	[1] none [2] two [3] seven (78%)	[1] one [2] none [3] five (83%)	[1] six (86%) [2] none [3] one
Time on Committee [1] under 2 yrs. [2] >2-5 yrs. [3] >5-10 yrs. [4] > 10 years	[1] one [2] one [3] two [4] six + 2 new members	[1] three [2] - [3] - [4] four	[1] - [2] two [3] - [4] seven	[1] - [2] six	[1] four [2] three
Attendance at 2/3 of meetings in 2012-13	yes: 8 no: 2 +2 new members	yes: 5 no: 2	yes: 6 no: 3	yes: 3 no: 2	yes: 6 no: 1
Meeting Location	St. Vincent	St. Vincent	just started to meet at St Vincent	St. Vincent	St. Vincent
Pre-Set dates	Yes	Yes	Yes	Yes	Yes
Publicized	website calendar bulletin calendar	website calendar bulletin calendar	website calendar bulletin calendar	bulletin	email tree

Committee / Criterion	Liturgy	Social Action	Education and Enrichment	Facilities	Communication and Outreach
Annual Objectives	Yes	No	Yes	Yes	Yes
Evaluation of Progress	Yes	No	No	Not formally	No
Minutes kept	Yes	Yes	Yes	No	Yes
Minutes Distributed	Yes	Yes	Yes	No	Yes
Use of website	Monthly or more	Monthly or more	Only through staff	Occasionally	Monthly or more
Updated webpage	Yes	Yes	No	No	Yes
Use of bulletin	Yes	Yes	Yes	Yes	Yes
External Publicity	No	Cluster Churches AoB Bulletin	Through staff	N/A	N/A
Number of groups in sector	Seven	Ten	Seven	Two	Five
Group 1:	12- Lit Planners	10-Peace + Justice	10- Family Life	15-20 Park Group	1- Bulletin
Group 2:	53- Lectors	4-Jonestown Council	10- Pastoral Care	1 Cemetery Liaison	1- Email Tree
Group 3:	23- Music/Choir	7- Ss. James+John	20-Women in Ministry		1- Website Support
Group 4:	7 Homilists	5- Food Pantry	8-Young Adults		3 Hospitality Team
Group 5:	28/8 Altar Dressers	4- Men's Clothing	50- Married Couples		Together Sharing Christ
Group 6:	11 Bell Ringers	10- Friday Meals	Seder		
Group 7:	5-8 Ushers	18-Resource Exchange	Sunday Coffee		
Group 8:		1- BRIDGE			
Group 9:		5- Beyond Bound.			
Group 10:		10- Habitat			

Liturgy: This is the longest established and a very effective of committee owing to its detailed charter responsibilities. However, it has struggled with identifying chairs in recent years; everyone seems to have served a number of times and is reluctant to serve yet again. While the committee has gained three new members in the past three years, it has also lost four: two left the parish, one is overcommitted, one on sabbatical; one new recruit did not feel comfortable with the committee's scope. Most initiatives have built in evaluation components (e.g. *Survey Monkey* was employed to assess community response to the undersubscribed Lenten Services). The community participation in the activities supported by this committee is broad and deep as evidenced by the numbers participating in the groups in this mission sector. There is active congregational participation, particularly at 9:30 Sunday Masses throughout the year and the major seasonal celebrations of Christmas and Easter. Participation in other services is more problematic and for this reason the committee surveyed the congregation on the Lenten services.

Social Action: Social action and justice have long been mission commitments of St. Vincent. The establishment of the Social Action Committee was recommended through the Listening Project, accepted by the Parish Council, to be an umbrella committee for social justice activities in addition to those handled by the long-standing Peace and Justice Committee. After the Parish Council reorganization of committees, Peace and Justice became the primary subcommittee under Social Action, continuing to focus on advocacy issues such as repeal of the death penalty, peace initiatives, minimum wage, and the protection of the environment through good stewardship. It also coordinates with Pax Christi-Baltimore and BRIDGE. Social Action became the umbrella committee coordinating all social justice activities, with particular attention to direct services and the Jonestown neighborhood. Its scope is substantial. There has been no change in leadership for this committee since its inception. Social Action Committee and Peace & Justice sub-committee share two members. SAC has 10 groups in its mission sector and committee members are involved in almost all of these groups. There is some overlap of members in the groups and their median age is > 55.

Education and Enrichment: The Education Committee has existed for years. In the reorganization, the function of community-building and the incorporation of enrichment groups into its mission sector, called for the addition of 'Enrichment' to its name to better reflect the scope of its activities. Until recently, this committee met in member's homes. Meetings have since been moved to the parish. The committee has supported regional book discussions and the parish retreat for decades. There is no evaluation data on the book discussions. The retreat has lost numbers over the years, although the committee was able to add to the young families attending this year. Retreat evaluations are completed by attendees only. The Vatican II lecture series was undersubscribed. The same 15-25 people attend programs at night (lectures or film series). On the other hand, this committee's 'Dinner for Eight' community-building efforts have been hugely successful and well received.

The committee is focused on its annual activities and has little connection to other groups in its mission sector. Women in Ministry, Married Couples, Pastoral Care, Sunday Coffee, and Seder Groups all function independently of E&E. The Family Life Subcommittee, functionally a subcommittee of E&E, was established by the Parish Council in response to the needs of young families. The committee is struggling with identifying members willing to chair.

Facilities: The Facilities Committee was recently established. Its mandate was to address daily maintenance issues and to complement the episodic work of the Art and Architecture Committee whose members focused on the larger projects funded by the Historic Trust. The chair worked closely with the pastoral associate to identify the contractor(s) and oversee the issues around the installation of the HVAC, window and wall repair, and roof leaks. The committee members conducted scheduled cleanings of the facility (excluding the rectory itself). With the completion of interior church renovation, the Art and Architecture Committee has disbanded; some of its members have joined the Facilities Committee and new co-chairs have been identified. The newly-constituted committee for 2013-14 has seven members and a one staff. It is hoped that the newly established Maintenance Endowment will permit this committee to achieve some of its maintenance and repair goals.

Communications and Outreach: This committee, although recommended by the 2007 Listening Project, was only established in 2011-2. This new committee tackled reformatting the bulletin and the website and in its second year conducted a parishioner use and satisfaction survey, added Facebook capacity, and mounted a sign at Fayette and Fallsway noting our Mass schedule. Parish re-registration and a new parish directory project, initiated by the Parish Council, were moved to this committee which has worked to address the problems both projects encountered. The committee has had to focus on internal communication concerns within the parish; outreach initiatives have not been yet addressed. The current chair will not serve another term and her replacement at this point is undecided.

Appendix B: Parish Council Strategic Planning Parishioner Survey

Purpose of this Survey

It is important to know where community members are in their personal, spiritual and faith journey. What do we hunger for? What do we need to grow in the knowledge and love of God?

First, to give context to your answers, please give us some information about yourself:

1. **What is your age group?** Under 30 years 30-49 years 50-69 years
 70 years or older
2. **What is your gender?** Female Male
3. **Which weekend Mass do you usually attend?**
 Saturday 7:15 PM Sunday 9:30 AM Sunday 11:45 AM
4. **Which best describes how engaged you are in the community here at St V?**
 I attend Mass occasionally and it is here at St V
 I attend St V regularly, not every week but more than monthly
 I attend St V just about every week unless ill or away on business or vacation
5. **Do you attend events at St V other than Sunday Mass?**
 Frequently Sometimes Never

6. To what degree do you depend on St V for nurturing on your spiritual journey?

1.....3.....5.....7.....10
 Not very much Mostly Very much Totally

Our vision at St V is to become a community visibly transformed by *Word and Sacrament* to *Serve*. Each aspect of this vision is important in our community life.

WORD: *encompasses all we have been handed in the scriptures and the tradition; how we have come to know scripture; how tradition has formed us and made us who we are; what our church mothers and fathers have taught us about the meaning of life*

7. For WORD, How would you rank these items according to what you find you need MOST in your own faith journey?

- __ Meeting the God of Jesus in scripture study and discussion
- __ Learning more about the meaning of the faith, looking at the creed today (e.g. Trinity)
- __ Examining the tradition and current thought on who God is, sin, grace, and the meaning of life
- __ Hearing about the Word of God at Mass so that I can take it into my mind and heart to reflect
- __ Other: (please specify if you need something else)

SACRAMENT: *encompasses primarily our gathering for Mass but includes all of our worship experiences; the meaning we take from the rituals we perform; the value we place on community*

8. For **SACRAMENT**, **Rank** these items as to how you find **you need MOST** in your journey?

- Liturgies that welcome and warmly engage
- Liturgies that inspire and stimulate later reflection
- Liturgies that involve lay ministries
- Liturgies that provide opportunities for quiet, contemplative reflection
- Other? (please specify)

SERVICE: *Our community is built up on Word and Sacrament for the Service of the Kingdom.*

9. For **SERVICE**, Please rank these services in the order they should have in importance at St. V:

- Direct Service to the poor (e.g., our food, clothing, home furnishing, and meal programs)
- Indirect Service to the homeless (e.g., keeping our park open and clean)
- Social Action on the local scene (e.g. inclusive housing advocacy)
- Social Action on the national/ international level (e.g. *Pax Christi*, environmental initiatives)

10. **MINISTRY PARTICIPATION:** At St V, we see participation in works of word, sacrament, and service as **ministries** to which we each are called, and in which we are needed to do the work of the Church. We are all called to be ministers and not simply consumers of programs and services.

(a) How engaged are you in **ministry to our community or our mission to the world ?**

1.....3.....5.....7.....10
 Not at all Occasionally Regularly Very much

(b) How much more could or should you do?

1.....3.....5.....7.....10
 None A little Some More than some A lot

11. We have particular challenges as an intentional church community in the inner city.

Please check the top three barriers you find to participating more at St V? Work schedule

- | | |
|---|---|
| <input type="checkbox"/> Travel time/distance | <input type="checkbox"/> Lack of interest |
| <input type="checkbox"/> Hectic lifestyle | <input type="checkbox"/> Don't feel welcome |
| <input type="checkbox"/> Childcare | <input type="checkbox"/> Involved in volunteering elsewhere |
| <input type="checkbox"/> Lack of information | <input type="checkbox"/> Other? (please specify) |

Any other comments for us? We deeply appreciate your sharing this information with us.