

moving forward

ST. JOHN'S PARISH SURVEY

NOVEMBER, 2011

ANALYSIS OF RESPONSES

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Executive Summary

The St. John's parish survey was completed in the week of October 16-23, 2011, by 162 people in regular contact with the parish. Since 77% of respondents are at church at least every two weeks, nearly 90% of the respondents have been in the parish more than 3 years, and 79% of respondents have volunteered in the parish in the last two years, the survey responses probably reflect the views of the committed members of the parish.

Respondents identified the following elements of parish life as being highly important in keeping them connected to the parish: inclusiveness and openness; welcoming feeling; music and choir; social outreach and clergy. The importance of these five elements of the parish for members was often repeated in other parts of the survey.

Sermons, liturgy, pastoral care and education were identified by fewer respondents as connecting elements. They were, however, identified as important attributes for our future priest.

A dominant message by respondents in answering open-ended questions was their desire to be better connected to others in the parish, mostly through small groupings. Repeatedly, in different ways, respondents asked for unifying, visionary leadership in the parish under the new priest, although nearly all recognized the enormous array of already existing programs in the parish under lay leadership.

In other responses to open-ended questions (cf. especially appendix E of the survey report and elsewhere), respondents raised issues and concerns that will be considered as part of the moving forward process in the parish and beyond.

Respondents wrote over 3,900 words describing our new priest. Based on the verbatim responses and frequency analysis (cf. appendix D of this report), criteria suggested for a priest are as follows:

- An excellent manager and decisive leader, with team building skills;
- An inspiring preacher, liturgy leader and communicator;
- A Spirit-led listener with a strong faith and with good pastoral skills;
- Compassionate; relatively young; open; energetic, with a good sense of humour;
- Committed to an inclusive, diverse community, engaged in social outreach and social justice.

Description of Respondents

People from every age grouping answered the survey; although most of the respondents were over 45 (38% were between 45 and 64, and 37% between 65 and 80). The respondents were predominantly female (62%). 15% self-identified as gay, lesbian, bisexual or transgendered. 13% reported having physical challenges. The respondents described themselves as highly educated with 88% of respondents having a university or college degree or professional certification. Respondents' reported incomes varied from over \$80,000 (36%) to under \$10,000 (8%). Nearly a third of the respondents had incomes between \$50,000 and \$80,000.

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Introduction

Background

The survey analyzed in this report was conducted as a component of the Moving Forward initiative at St John's. The overall goals of Moving Forward at St John's are:

- To develop a vision to guide St John's into the future
- To develop a set of priorities to achieve the vision and inform the Parish Profile, a central document in the search for a permanent incumbent.
- To contribute to an inclusive, vibrant and committed community within St John's

This initiative is the first of its kind in over 15 years though a modest attempt was made in about 2009, with little follow up. However, there are many documents and reports from the last 15 years to draw on as useful background, including but not limited to annual vestry reports.

Moving Forward at St John's will not result in a strategic plan, but is intended as a foundation from which the new incumbent can work with the parish to develop a strategy and implementation plan.

The development of the vision and priorities is intended to engage as many members of the parish who wish to participate. The survey is one of the ways offered in which to participate.

The survey was conducted between October 13th and October 23rd, 2011, to gather information and opinions from all members of St John the Evangelist. The purpose of the survey was described as follows:

The parish survey will help us to understand who we are and what is important to us as a Christian community. Additionally, the results will be used in three important ways:

1. *To complete the document known as the **Parish Profile**. This document will be the main source of information about St John's to be used by the diocese, the selection committee and prospective applicants for the position of Rector.*
2. *To provide a valuable reference for members of Parish Council, particularly those who are part of the **Moving Forward** Steering Committee, and*
3. *To help lay the foundation for the Moving Forward **Symposium** to be held in November.*

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Validity of the Results

162 parishioners replied to the survey, either on-line or on paper. As a context, we know that the average Sunday church attendance (8:00 am and 10:15 am services) during October, 2011 was 146. Since 77% of respondents (122) are at church at least every two weeks, nearly 64% of the respondents have been in the parish more than 10 years (and 90% more than three years) and 79% of respondents have volunteered in the parish in the last two years, the survey responses probably reflect the views of the committed members of the parish.

Q16 and Q17, which sought to establish the number of adults and children in a household, have not been analysed in this report. Because more than one person from each household could answer the survey, some of the information reflects at a minimum a double-count. In addition, nearly half the respondents skipped these particular questions.

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Question 1: How important are the following elements in keeping you connected to St. John's?

160 responded to this question. The top five elements identified by the greatest number of respondents as Highly Important in keeping them connected were (in descending order):

1. Inclusiveness
2. Welcoming feeling
3. The music and choir
4. Social outreach
5. Clergy

The remaining elements rated somewhat to significantly lower:

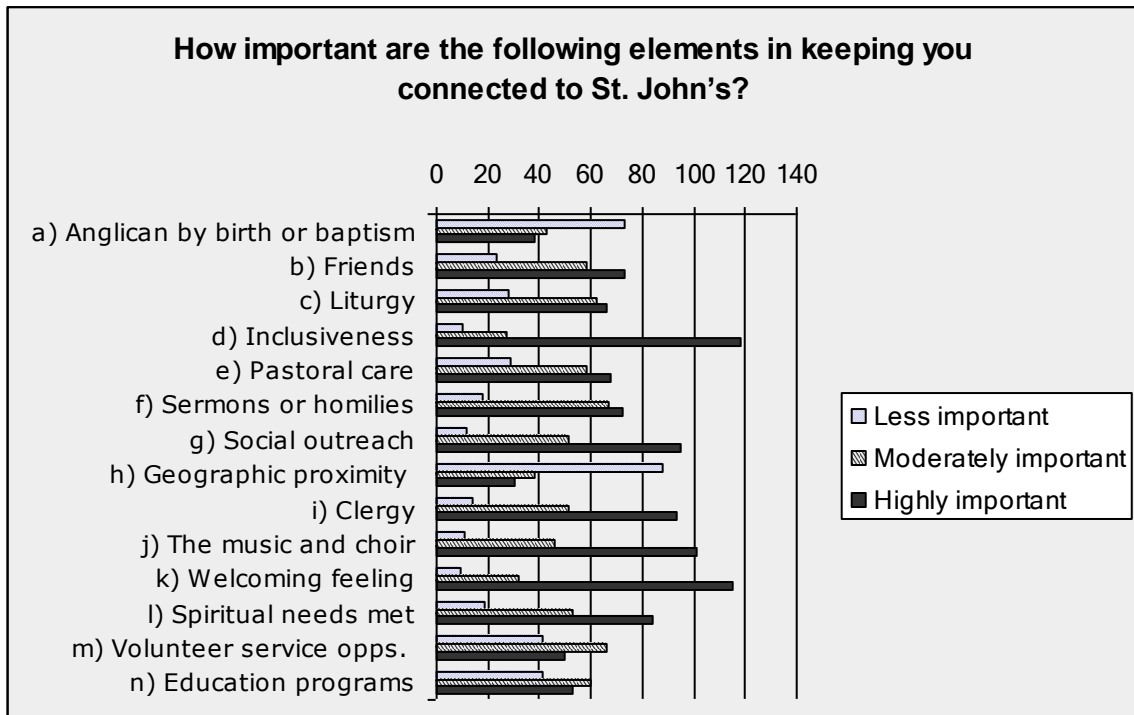
6. Sermons or homilies
7. Spiritual needs met
8. Friends
9. Liturgy
10. Pastoral care
11. Volunteer service opportunities
12. Education programs (all ages)
13. Anglican by birth or baptism
14. Geographic proximity to the church

In the following table, the elements have been ordered by their combined score for Highly and Moderately Important. This may be a more accurate rating, but it only changes the ordering of the top elements by a very small amount.

Elements ordered by combining Highly Important with Moderately Important to establish overall importance.	Highly Important + Moderately Important = Overall Importance	Less important	Number of Respondents
Welcoming feeling	73.7% + 20.5% = 94.2%	5.8% (9)	156
Inclusiveness	76.1% + 17.4% = 93.5%	6.5% (10)	155
The music and choir	63.9% + 29.1% = 93%	7.0% (11)	158
Social outreach	60.1% + 32.3% = 92.4%	7.6% (12)	158
Clergy	58.9% + 32.3% = 91.2%	8.9% (14)	158
Sermons or homilies	45.9% + 42.7% = 88.6%	11.5%(18)	157

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Elements ordered by combining Highly Important with Moderately Important to establish overall importance.	Highly Important + Moderately Important = Overall Importance	Less important	Number of Respondents
Spiritual needs met	53.8% + 34.0% = 87.8%	12.2%(19)	156
Friends	47.4% + 37.7% = 85.1%	14.9% (23)	154
Liturgy	42.3% + 39.7% = 82%	17.9%(28)	156
Pastoral care	43.9% + 37.4% = 81.3%	18.7%(29)	155
Volunteer service opportunities	31.8% + 42.0% = 73.8%	26.1%(41)	157
Education programs (all ages)	34.4% + 39.0% = 73.4%	26.6%(41)	154
Anglican by birth or baptism	24.7% + 27.9% = 52.6%	47.4%(73)	154
Geographic proximity to the church	19.2% + 24.4% = 43.6%	56.4% (88)	156



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Question 2: Are there any other elements not mentioned in Question 1?

Respondents were also asked to identify any other elements not included in the list above that connected them to the church. 59 of the 162 survey respondents added narrative comments to this question. A large number identified the **sense of community and openness** as highly important elements that connected them to St. John's. **Outreach**, both to the Centretown community and the GLBT community, was also frequently mentioned. In somewhat equal proportions, the following elements were also identified:

"The main thing is the congregation as a mutually caring community and one that is actively reaching out to new-comers and the wider world on the basis of a shared and deepening life in Christ."

(This is a sample comment, not intended to represent the wide diversity of views offered)

- **Education**
- **Creativity**
- **Physical Space**
- **Liturgy**
- **Commitment to Social Justice**
- **The Way the Church Operates**

Finally, **events** such as Centering Prayer and silent retreats, **meeting children's needs**, **Polychronia** and **Sunday Compline** were identified by a small number of respondents as connecting elements.

The verbatim report of these comments can be found in Appendix B.

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Question 3: Are there ministries or programs not currently offered by the parish that you would like to see supported by St. John's?

61 of the 162 survey respondents addressed this question. The replies can be grouped into five categories:

- Building Community
- Programs for Personal/Spiritual Growth
- Program Focus on Specific Populations
- Liturgy/Music
- Managing the Variety of Programs

Building Community

A recurrent theme in the responses was to provide programs that connect people in our diverse community and build up the sense of community. Programs offered in a small group format provide safe environments for exploring ideas and developing bonds that can address issues such as isolation/loneliness. Larger inter-generational/family activities and events outside of worship time such as parish suppers, recreational events or group volunteer projects provide opportunities for parishioners to re-engage as a community and bond as a family. Different tools were suggested that are community builders such a communications strategy that fosters the flow of information within the community or an every member visit.

"I would like to see the promotion of small group fellowship within the greater parish umbrella so that intimacy of fellowship and exploration of the Holy Spirit is promoted."

Programs for Personal/Spiritual Growth

"Programs to re-connect parishioners with each other, have them re-engage as a community and bond as a family, such as much more extensive adult and inter-generational education programs and Bible studies, coupled with social time, in the evenings and on weekends..."

(These are sample comments, not intended to represent the wide diversity of views offered)

Respondents expressed a desire for programs geared towards personal/spiritual growth both through small discussion/study groups (some home based) and retreats. Topics for reflection include: other faiths, inter-faith dialogue, the role of the church in a secular world, bible study, popular books, prayer. On-line resources were identified as beneficial to individuals with less time/ability to meet in groups as was a need to develop technical supports for people to use online resources.

Program Focus on Specific Populations

Respondents expressed interest in programs that support a variety of specific populations such as individuals suffering from mental illness, families living with the impact of mental illness, the lonely, seniors, singles, native peoples, young adults and

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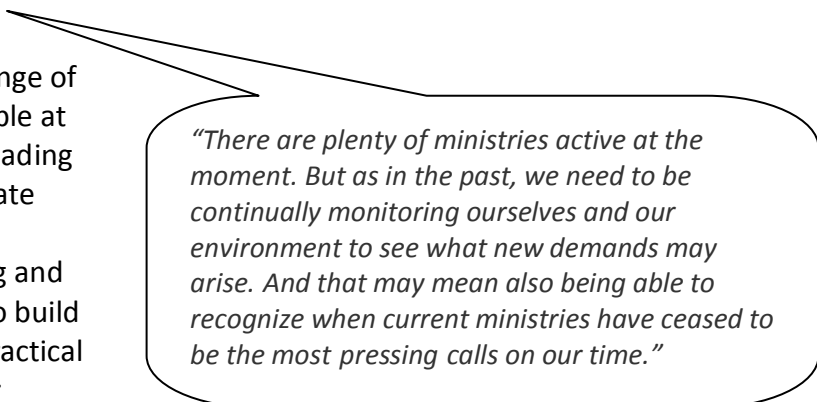
the GLBT community. Other comments highlighted a desire for a more active role in social justice advocacy, a renewal of commitment to restorative justice and outreach to organizations such as the Well.

Liturgy/Music

Respondents felt that there was room for the laity of all ages to be more involved in the liturgy. It was suggested that we develop an alternative weekly liturgy focused specifically at young adults. Youth might become more involved through a youth choir or the youth group could perform alternative spiritual music. Hymn singing was identified as important in the liturgy and a desire expressed for a range of hymns including those with contemporary lyrics and melodies.

Managing the Variety of Programs

Respondents noted an impressive range of ministries/programs currently available at St. John's and cautioned against spreading ourselves too thin. If we wish to initiate additional activities we may need to evaluate what we are currently doing and let some things go. There is a need to build our volunteer base and to provide practical support, guidance and mentoring for volunteers. We could move in new directions through cooperation with other downtown parishes.



"There are plenty of ministries active at the moment. But as in the past, we need to be continually monitoring ourselves and our environment to see what new demands may arise. And that may mean also being able to recognize when current ministries have ceased to be the most pressing calls on our time."

(This is a sample comment, not intended to represent the wide diversity of views offered)

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Question 4: Describe briefly the most important skills and attributes that you want in our next parish priest.

"A deep and articulate faith that is able to nurture and to challenge us as the people of God. A willingness to listen, but also to question. A capacity to support the ministry of the laity but also to have a clear sense of his or her calling to this congregation."

144 respondents (of 162) answered this question. The expectations are high!

According to the frequency of references (numbered below) and close reading of the verbatim reports (Appendix D), criteria suggested for our new priest should be:

1. An excellent manager and decisive leader, with team building skills (108);
"Well-adjusted with good, basic common sense; warmth, empathy and discretion; energy, enthusiasm but patience and tolerance; a small ego and a large heart; the ability to take the responsibility for hard decisions and to communicate unwelcome messages; a firm hand with the staff."
2. An inspiring preacher, liturgy leader and communicator (87);
"Inspiring preacher grounded in the texts." "Personal faith, respect for God's working in each ... , good communicator, humour, energy, intelligence, down to earth, understanding of human nature."
3. A Spirit-led listener with a strong faith and with good pastoral skills (70);
"The new rector should be a good listener, with strong pastoral care skills."
4. Compassionate; relatively young; open; energetic, with a good sense of humour (58);
"Should be in the middle to late forties, with energy, enthusiasm, strength to be able to participate in such an active church life. To be friendly, open, out-going, approachable so we can talk to him and know we are being heard."
5. Committed to an inclusive, diverse community, engaged in social outreach and social justice (42);
"Passion for social justice and having the church as part of the broader Ottawa community. Sermons on social justice issues. Welcoming to new people and assist current ministries without taking over."

(These are sample comments, not intended to represent the wide diversity of views offered)

The verbatim report can be found in Appendix D.

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Question 5: Is there anything else you want to communicate about St. John's?

92 of the 162 respondents who completed the survey answered this question. General themes tended to echo comments in other parts of the survey but also added new insights.

The most frequent topics were:
Belonging – Welcoming – Openness. Most people expressed deep satisfaction with St John's as an inspiring Christian community, open to all. Others indicated that more must be done to welcome newcomers and make everyone feel included.

"St. John's is a community I believe that really does love people and does desire to provide a safe place for everyone. I believe this community has incredible potential beyond the natural gifts and talents we possess."

Direction – Ministries – Focus. Many individuals place high value on St John's leadership and commitment to outreach programs and new ideas, but some also caution against over-extending or neglecting spiritual needs. Moreover, there is also a strong thread of opinion asking for a central, spiritual vision to connect all ministries together.

"... the congregation of St John's has always contained people with differing visions about what is most important in the life of the parish and how those are expressed in our collective and liturgical life.... Transparency and charity in our dealings with each other and in the functioning of the parish leadership bodies is vital..."

(These are sample comments, not intended to represent the wide diversity of views offered)

Leadership – Governance. It is recognized that St. John's success is led by many gifted and inspired members working together. There is a call for action, accountability and open communication under the leadership of a very capable rector.

Other significant requests included the need to address the following:

- Lessons learned from the departure of the previous rector should be shared and tensions healed.
- Worship should be more varied with new liturgical approaches.
- A few people consider the music program as being self-serving.
- A few people object to the reduced worship space in the new configuration.

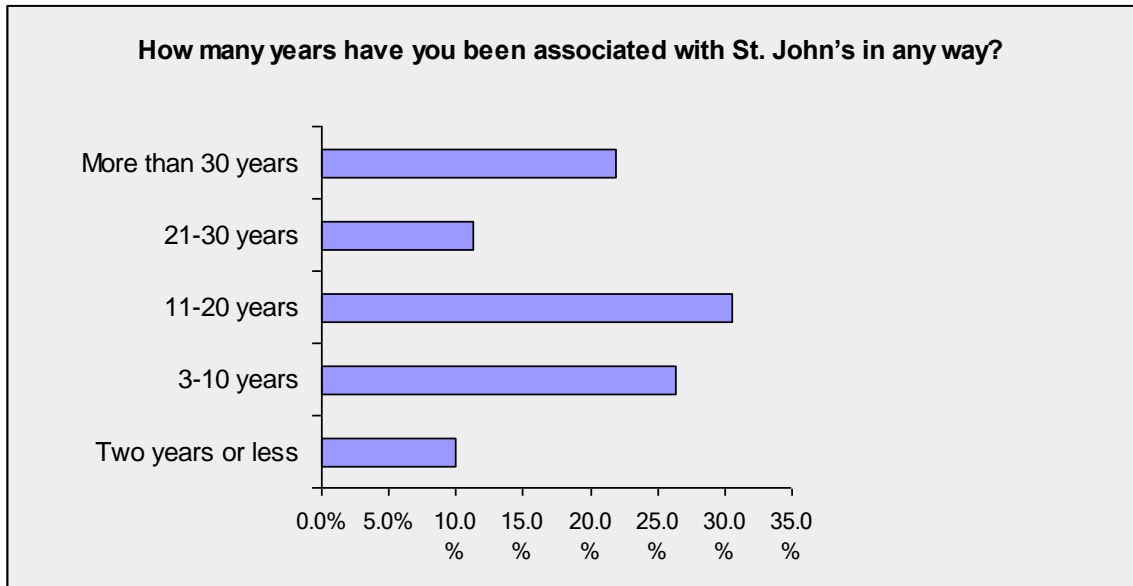
The verbatim report can be found in Appendix E.

Demographics of Respondents

Q6. How many years have you been associated with St. John's in any way?

Nearly a third (30%) of the 160 respondents to this question have been associated with St. John's for 11 to 20 years. The members of the second largest group of respondents have been associated with the church for 3 to 10 years. All the possible ranges of association are represented by the respondents to the survey.

Length of Time	Response Percent	Response Count
Two years or less	10.0%	16
3-10 years	26.3%	42
11-20 years	30.6%	49
21-30 years	11.3%	18
More than 30 years	21.9%	35



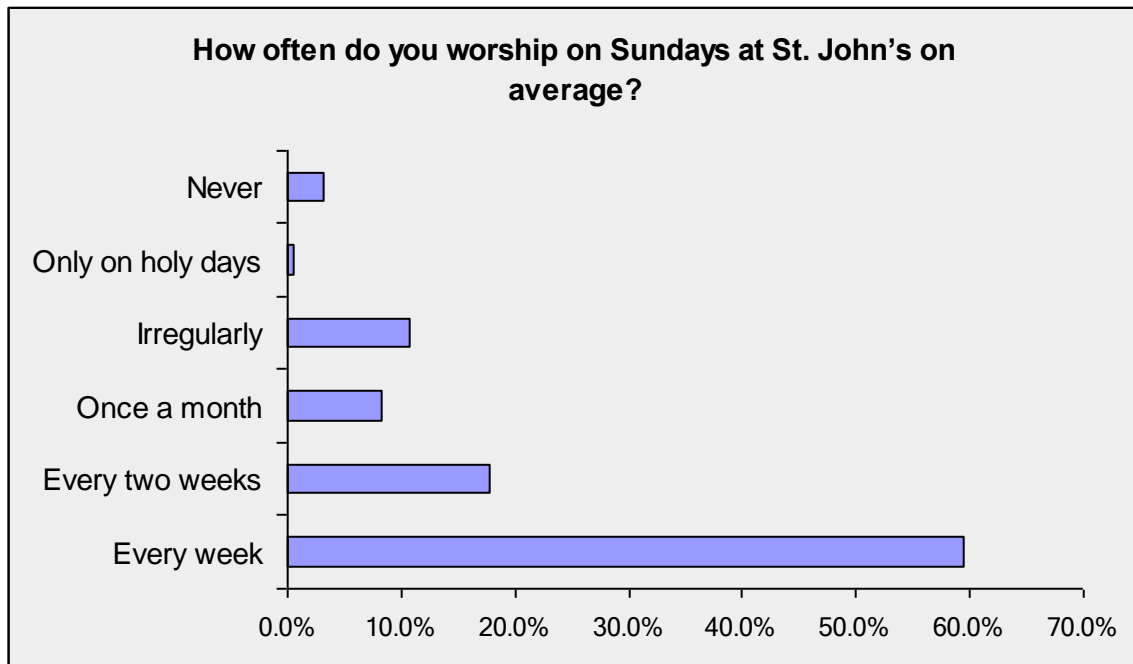
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Q7. How often do you worship on Sundays at St. John's on average?

158 people answered this question. Not surprisingly, the largest group of respondents (nearly 60%) attend church every week. The second largest (nearly 18%) attends church every two weeks.

Frequency	% Response	No. of Respondents
Every week	59.5%	94
Every two weeks	17.7%	28
Once a month	8.2%	13
Irregularly	10.8%	17
Only on holy days	0.6%	1
Never	3.2%	5

Visually, this looks like this:

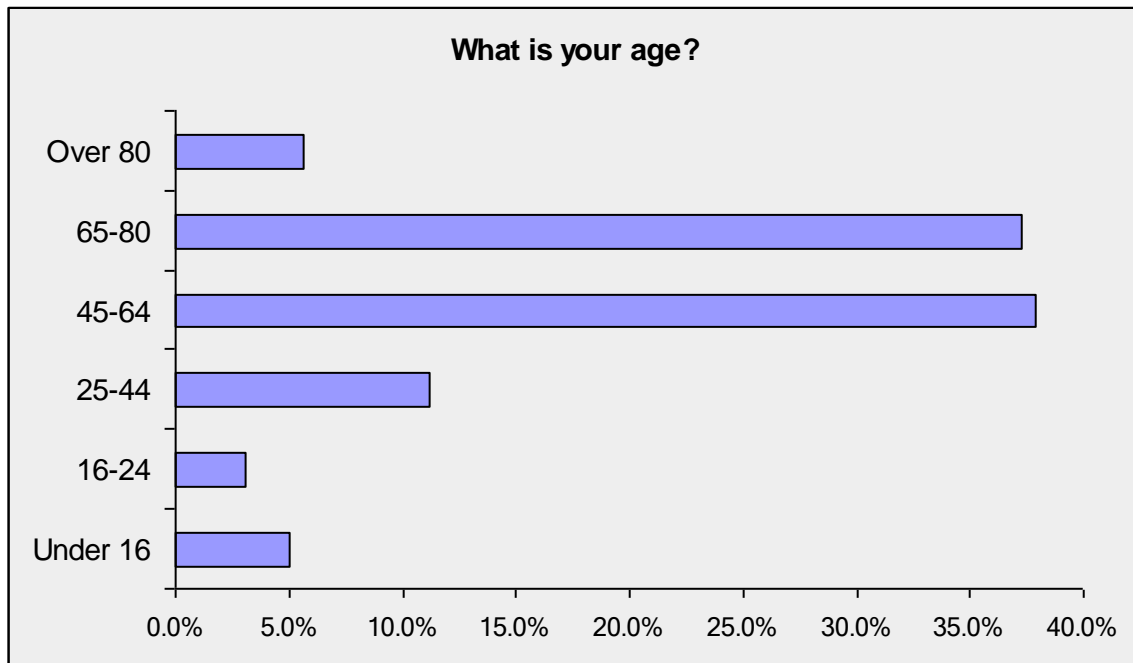


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What is your age?

161 replied to this question. Nearly 80% of the respondents came almost equally from two age groups: 45 to 64, and 65 to 80. The smallest group was 16 to 25 (3%).

Age	Percent responses	No. of respondents
Under 16	5.0%	8
16-24	3.1%	5
25-44	11.2%	18
45-64	37.9%	61
65-80	37.3%	60
Over 80	5.6%	9



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Q9. What is your gender?

161 replied to this question.

	Percent responses	No. of respondents
Male	36.6%	59
Female	62.1%	100
Transgendered or transsexual	1.2%	2

Q10. How do you self-identify?

152 replied to this question.

	Percent responses	No. of respondents
Straight	86.2%	131
Gay, lesbian or bisexual	13.8%	21

Q11. Do you have any physical challenges in coming to or being at St. John's?

158 replied to this question.

No	87.3%	138
Yes	12.7%	20

Respondents who identified that they had physical problems were asked to describe them. 23 respondents did so. (14% of all respondents) In many cases, this involved a description of the individual's physical condition rather than the actual impediments to getting into or moving around the church. A summary of the responses indicates that parking is an issue, as are the stairs and the pews.

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Here are some of the comments:

About parking:

- 3.5 blocks is tiring to walk with an arthritic knee. Bus service can take time. Sundays ok with car as parking is easy.
- Parking
- Handicap/parking
- Parking is always a challenge and can be frustrating
- Parking is a problem on Sundays and even worse on other days/evenings in the week, and St John's is a seven day a week place.

Other issues:

- Thankful for ramp and lift
- No east-west bus service
- Too many stairs
- Physical access due to vision impairment.
- I have a voice recognition limitation and when we have announcements, reading of scripture, prayers of the people or sermons, often people don't take time to speak clearly and I am unable to determine what was said.
- Great distance (35 km each way) from home.
- I live about an hour's drive from the city. Driving in snowstorms and/or at night.
- Allergies to perfumes, incense, etc.
- pews difficult because of back problems

Q13. What is the main language spoken in your home?

The fact that the survey was only distributed in English may have skewed the response to this question: of the 151 who replied, 1 identified French, 1 identified English and French as equally the home language, and three respondents identified Nepali.

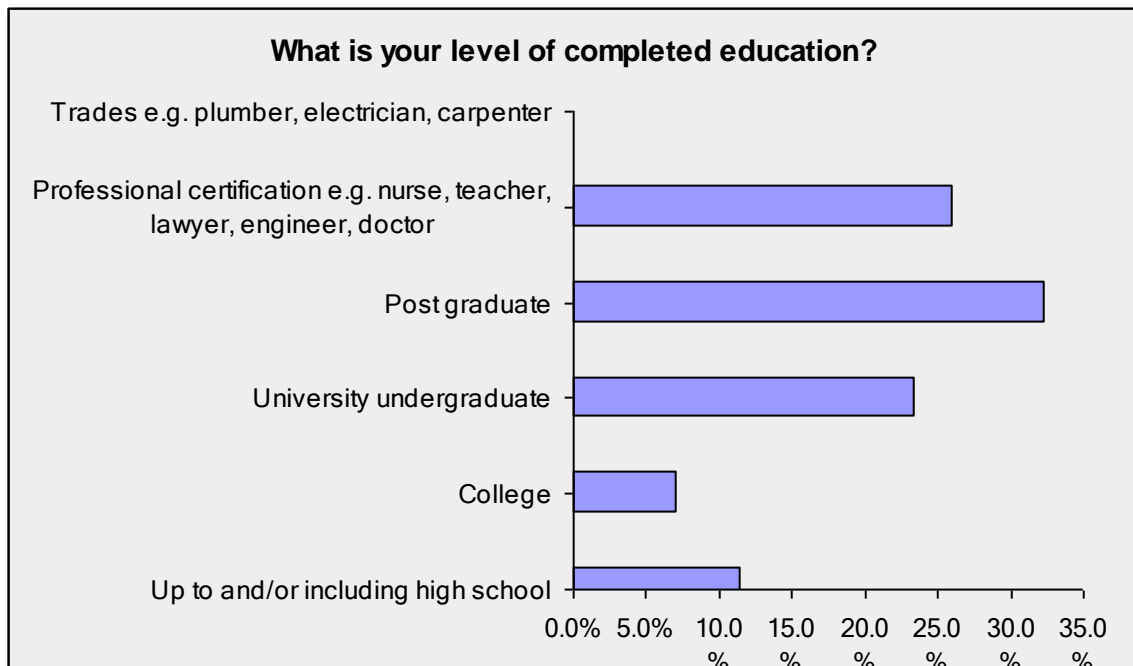
14. What is your level of completed education?

The 158 responses indicate that those who answered the survey are pretty well-educated. Respondents indicating their level of education as "Up to and/or including high school" when cross-tabulated to age proved to be under 16.

There is a tabular display of the information on the following page.

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Level of Education	% Respondents	No. of respondents
Up to and/or including high school	11.4%	18
College	7.0%	11
University undergraduate	23.4%	37
Post graduate	32.3%	51
Professional certification e.g. nurse, teacher, lawyer, engineer, doctor	25.9%	41
Trades e.g. plumber, electrician, carpenter	0.0%	0

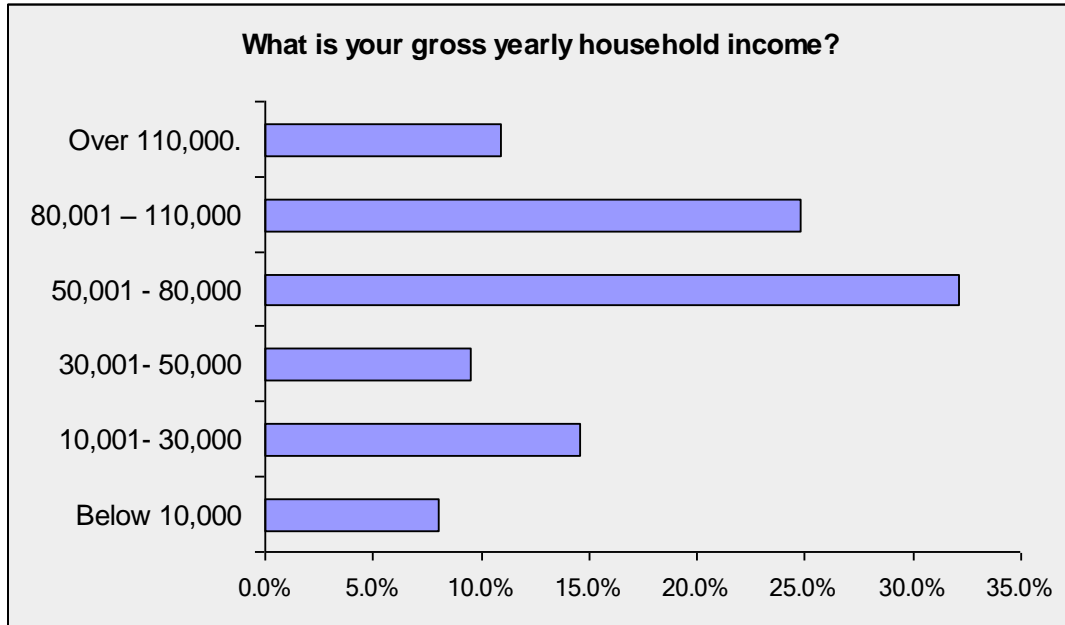


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15. What is your gross yearly household income?

137 people answered this question. A few respondents noted that it was an unnecessary or intrusive question and declined to answer.

Income	% Responses	No. of Respondents
Below 10,000	8.0%	11
10,001- 30,000	14.6%	20
30,001- 50,000	9.5%	13
50,001 - 80,000	32.1%	44
80,001 – 110,000	24.8%	34
Over 110,000.	10.9%	15



18. Have you been a volunteer in any capacity in the parish in the last two years?

157 people answered this question. Of these, 124, or 79%, had been a volunteer in the last two years.

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Appendices

Appendix A: The Parish Survey

ST. JOHN THE EVANGELIST PARISH 2011 SURVEY (PRINT VERSION)

Introduction:

All those who are in regular contact with the Parish of St. John the Evangelist Anglican Church, Ottawa are asked to complete the survey below. For ease of tabulating and analyzing answers to the survey below, after considering the questions, please respond to the survey on line, when possible, using the link: <https://www.surveymonkey.com/s/T3JNZTV>

However, those without an e-mail address can also complete the survey by hand by getting a copy from the church office or at the back of the church. Please put the completed survey in a box in the church on Sunday, October 16 or Sunday October 23 or bring it to the office during the intervening week or mail it.

The information from the survey, collected anonymously, will provide crucial input to the future vision for our parish and help define the parish profile, the document describing the particular situation of our community, its life and ministries, as we seek new ordained leadership.

All surveys need to be completed by **Sunday, October 23**. The results will be available by November 18. Thank you for contributing to the future vision of our parish.

1. How important are the following elements in keeping you connected to St. John's?

Please rate as Highly Important, Moderately Important, or Less Important

Element	Highly Important	Moderately Important	Less Important
a) Anglican by birth or baptism			
b) Friends			
c) Liturgy			
d) Inclusiveness			
e) Pastoral care			
f) Sermons or homilies			
g) Social outreach			
h) Geographic proximity to the church			
i) Clergy			
j) The music and choir			
k) Welcoming feeling			
l) Spiritual needs met			
m) Volunteer service opportunities			
n) Education programs (all ages)			

Other elements:

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2. Are there ministries or programs not currently offered by the parish that you would like to see supported by St. John's? If yes, please describe briefly.

(For information on current parish ministries and programs, please consult the 2010-11 Parish Annual Report on our parish web site, www.stjohnsottawa.ca or in a printed version at the back of the church.)

3. Describe briefly the most important skills and attributes that you want in our next parish priest.

4. Is there anything else you want to communicate about St. John's?

Please note: At no point are you asked to identify yourself by name in the survey. The information requested below will be aggregated for a parish-wide profile.

Please **circle** the letter of your answer.

5. How many years have you been associated with St. John's in any way?

- a) Two years or less
- b) 3-10 years
- c) 11-20 years
- d) 21-30 years
- e) More than 30 years

6. How often do you worship on Sundays at St. John's on average?

- a) Every week
- b) Every two weeks
- c) Once a month
- d) Irregularly
- e) Only on holy days
- f) Never

7. What is your age?

- a) Under 16
- b) 16-24
- c) 25-44
- d) 45-64
- e) 65-80
- f) Over 80

8. What is your gender?

- a) Male
- b) Female
- c) Transgendered or transsexual

9. How do you self-identify?

- a) straight
- b) gay, lesbian or bisexual

10. Do you have any physical challenges in coming to or being at St. John's?

- a) no
- b) yes Please be specific.

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11. What is the main language spoken in your home?

12. What is your level of completed education? (Circle up to two if appropriate.)

- a) Up to and/or including high school
- b) College
- c) University undergraduate
- d) Post graduate
- e) Professional certification e.g. nurse, teacher, lawyer, engineer, doctor
- f) Trades person e.g. plumber, electrician, carpenter

13. What is your gross yearly personal income? (Note: This is not a stewardship question)

- a) Below 10,000
- b) 10,001- 30,000
- c) 30,001- 50,000
- d) 50,001 - 80,000
- e) 80,001 – 110,000
- f) Over 110,000.

14. How many members in your household?

- a) Adults (16 and over):
- b) Children (Please indicate their present ages):

15. Have you ever been a volunteer in any capacity in the parish in the last two years?

- a) Yes b) No

17. What are the first three letters of your home postal code?

THANK YOU FOR COMPLETING THE SURVEY!

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Appendix B: Verbatim narrative re Other Elements (Q2)

1. Sense of Community

- The sense of community I feel at St. John's and the positive affirmation I have felt from other parishioners for my own volunteer contributions.
- The main thing is the congregation as a mutually caring community and one that is actively reaching out to new-comers and the wider world on the basis of a shared and deepening life in Christ.
- People who walk the talk --i.e. their faith is a seven day affair and influences how they live their lives and the choices they make. I need to be in relationship with these kind of people to help me do this myself
- a long connection with St John's and a spiritual connection with the community
- sense of community
- Presence and participation of all age groups.
- Support spouse who has strong ties to church.
- Commitment, family history
- Sense of fellowship highly important
- It is the sum of all these elements and not any one particular one on its own. There could be great liturgy which I value but not a warm welcoming place and that would be a disincentive to me.
- I just want to stress 'welcoming feeling.' My first time, I was handed material for the service and helped in what to do and when. Coffee after and invitation to join ladies for brunch sealed the deal.
- I like it when emotions are shared.
- Connectiveness to other churches in city and services
- Community
- Community feeling of the mingling of all generations (h)
- Monthly senior fellowship
- Parish ministries – opportunity for involvement (h)

2. Openness

- Openness to discussion and to those with other opinions. An open stance on theological issues.
- Openness to theological differences
- Openness to other religious traditions - Theologically educated congregation asking similar questions
- Opportunity to worship. Opportunity to express my spirituality

3. Outreach

- Active outreach to Golden Triangle/Centretown (our neighbourhood) and active outreach to GLBT community
- continued outreach is very important to me

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- Under inclusiveness, it was particularly important to me that St John's has a ministry to the GLBT community. And I say that as someone who is not part of the GLBT community, and who has sometimes despaired at the wider Church's attitude.
- Gay-positive congregation and theology
- Going "out" in outreach; not just expecting the public to "drop in" at St John's. In other words, going beyond the "brick walls".
- Gay positive

4. Education

- Education that is scripturally based. Discipleship, development of our calling corporately and individually
- I have been associated with St. John's for over 40 years - my history at St. John's keeps me connected. St. John's has always been at the leading edge of a variety of issues - I like to be challenged to consider issues outside of my zone of comfort.
- Spiritual Growth
- Education programs do not keep me connected to St. John's, but I feel they are very important, so I rate them 'L' for keeping me connected but 'H' in general.

5. Creativity

- Creativity is important, as is depth of thought and of spirituality.
- Dynamism but retaining core stability.
- As part of liturgy and Anglicanism I would also include caring about the arts: words, music, the plastic arts, architecture.
- Passion is lived as an integral component of Christian community

6. The Physical Space

- The physical space. I'm still not comfortable with the new arrangement as I don't feel it suits our old church.
- the Church building itself, which creates a peaceful space for prayer, meditation and reflection
- Accessibility into building.
- The beauty of the building and worship space.

moving forward

7. Liturgy

- Accessibility of liturgy for people from other traditions
- Use of the St John's rite highly important. Open table highly important.
- An Open Table (albeit discouraged/forbidden by the House of Bishop)
- Anointing of Holy Spirit
- Liturgy not always according to the 'book', adapted to the need of the people, not always to theological concepts

8. Commitment to Social Justice

- One of the defining characteristics of St John's has been its **commitment to social justice**. This has informed all aspects of parish life and witness, and is something more profound than "social outreach".
- Social justice
- Social Justice as a driving force.
- Social justice priority

9. Operations

- Accountability-through newsletters, annual reports-re finances, programs -
- Committed lay leadership highly important.
- Sense of ownership through physical contribution and participation in leadership.
- Democratic operation is highly important.

10. Events

- Prayer events such weekly Centering Prayer, silent retreats highly important.

11. Children's Needs Met

- Needs of my child met -- highly important
- Expose children to a supportive environment for today and potentially for their future.

12. Polychronia

- Polychronia
- Polychronia (m)

13. Sunday Compline.

moving forward

Appendix C: Verbatim narrative re Ministries (Q3)

Building Community

- I would like to see the promotion of small group fellowship within the greater parish umbrella so that intimacy of fellowship and exploration of the Holy Spirit is promoted.
- Silent retreats
- Open table activities/pot luck suppers for neighbourhood and church.
- Newsletter needed - email is a good business tool but it doesn't create community.
- More programs / activities to foster and promote a sense of a parish community in addition to the many individual ministries
- Every member visit is needed as part of stewardship committee mandate
- We need an active communications committee. St John's web page must be current and kept up to date.
- Congregation Information Exchange - we are a geographically and economically diverse congregation so some sort of communication tool (internet or bulletin board) for exchanging time, talents, information, etc. For example, looking for a room/house mate; tax returns at a special rate for St. Johnians or for a donation to St. John's; looking for a job. While we extend ourselves for the ministries of St. John's, our daily live needs to be supported as well. Builds a greater sense of community.
- I would like to see more opportunities for small group encounters centered around learning and discussion.
- Small groups for faith sharing as the prayer group was in previous years
- Programs to re-connect parishioners with each other, have them re-engage as a community and bond as a family, such as: -much more extensive adult and inter-generational education programs and Bible studies, coupled with social time, in the evenings and on weekends, outside of worship time -more volunteer service opportunities for the whole church - like the old Kids' Days: expand Terrific Tuesday or add larger meals once a month put on by the whole church for the whole community - more parish social and recreational events, with or without a service component: picnics, golf, canoe trips, camping, pool, swimming, gardening, preserving, baking - e.g. for the Well, shut-ins, etc.- people teaching each other their skills
- Bible study groups that are home-based.
- A new emphasis on small groups for fellowship and learning/study could be interesting. Need to be very available to all in the parish and not "private" as some of our smaller groups were when they were started by a few parish members for a few other parish members
- More retreat possibilities (for men)
- More home based small groups for Bible or other study

moving forward

- Women's programs; e.g. retreats, seminars
- A socially "fun" program - something like bowling league, darts, dances etc. that would be an opportunity to meet people who enjoyed some activity.
- Community outreach to neighbourhood
- More family/kids programs. Supervised nursery. Include some protocol/warning to parents in the bulletin that children need to be supervised at all times while in the building.

Programs for Personal/Spiritual Growth

- Yes, Christian Education offerings in last few years have not met my spiritual and educational needs. I would love to see more education offered on other faiths (Islam especially), inter-faith dialogue, as well as more guest speakers who could address some of the more timely issues facing Christians today - e.g. what is the church's role in today's increasingly secular world; the Christian-Muslim dialogue; issues of poverty and depression in our society today and what we might do as a church to address them; the Christian church's role in our globalized and increasingly unequal world - there are many important issues and I don't think St. John's is addressing them. We seem to be overly focused on our own parish, diocesan or national church problems. I attended the six dialogue sessions last fall given by St. Andrew's Presbyterian Church on four themes - Canadian aboriginal issues, Islam, one of the prophets, and liturgical dance. It was preceded by a supper at 6 pm. and then the gathering. Upwards of 60 - 100 people attended every week.
- Basic Christianity courses - like Alpha and Cursillo, or something on website about what it means to be a Christian.
- I think creative activity --e.g. art --is an expression of the creativity of God within. We have talented people in our parish who could offer programs from this perspective.
- Discussions on popular books such as The Shack, A Change of Heart.
- Adult bible education that challenges one and existing beliefs, structure.
- Given the increasing use of technology in the parish, the pace of technology change and the lack of affordable assistance for those who need it, it would be nice to see some help for computer learning and use through classes, small groups, a list of computer literate folks who might help, etc.
- I would like to see more ministries online. I have tried my best to find daily prayer sites that help me in my daily spiritual journey, but I would like to feel more connected to my home Church in that regard. I view this more widely as a ministry to people who are perhaps too busy in their daily lives to be very present at St John's but who would like to feel a part of a Christian community, with all that that can entail even for those who are not physically present very often.
- More body centered spiritual programming e.g. mindfulness; yoga; meditation/breath work;

moving forward

- I am disappointed that, in the current program, that there are too few opportunities for adult Christian education and/or theological reflection.
- Inter-religious/multi-religious studies. We had one where we looked at Rumi's work. I'd like to see more of that.
- Bridging Christian Jewish faith.
- I miss "Faith on Film"
- More prayer ministry
- Spiritual formation – discussion at high level
- Confirmation class. Communion preparation.
- More intellectual stimulation re: the Gospel

Program Focus on Specific Populations

- Parish outreach to the Queer community
- Healing ministry. Expansion of prayer ministry. Programs and initiatives to provide a safe and accessible space for those suffering from mental illness (especially depression) and families living with the impact of mental illness.
- I would really like to see a renewed commitment to restorative justice. It seems to have been taken off the radar recently. St. John's is the only church with this program and it is extremely important that we continue this ministry.
- We are not very "GREEN"
- Programs for the lonely, aged, or ill.
- Programs for singles.
- I would like St John's to have a more active role in social justice advocacy.
- More connectiveness for seniors
- More outreach with such organizations as The Well. There seems to be little "connect" between the two.
- I see a growing need for ministry to aging individuals who don't have family or a significant support system near by.
- Ministry to native people
- A group for transgender and transsexual Anglicans and Christians generally can meet to talk, about experiences and how being transgender and transsexual fits into faith and relationship to god. Currently there are no groups within the Anglican Church to address the spiritual needs of those who do not fit the 'normal' male-female binary. I am more than willing to work on starting this ministry
- Programs for young adults and led by young adults
- Need to attract younger people

Music/Liturgy

- More contemporary music
- More involvement of the laity in matters related to liturgy, ritual.

moving forward

- There are many wonderful hymns that we never sing while others are often repeated. We are missing out on the breadth and depth of the musical tradition and on a chance to be inspired and connected to God through these songs.
- Wednesday noon mass.
- Relevance to modern world through advocacy and modern music
- Inclusion of some more hymns, music with more contemporary lyrics and melodies
- Higher degree of participation of whole congregation during long wait times (e.g. communion) where we can participate/engage instead of being passively entertained
- Children's choir or other activities -very important to include children in the liturgy and their parents.
- Youth group performing alternative spiritual music.
- Make the children and youth more visible in the service instead of 'hiding' them in the classroom. Perhaps a Children's Choir?
- If we had more children I would suggested a music program for children and teenagers.
- I have for many years advocated for an alternative weekly liturgy, focussed specifically at young adults (20 to 40 years of age), who are the predominant demographic in our neighbourhood. This need not be on Sunday morning; Friday or Saturday evening would probably be preferable. The Sunday morning liturgy, which is very traditional and formal in both music and form, is a turn-off to many who should be part of our target demographic.

Managing the Variety of Programs

- The list of ministries is already impressive.
- I think we need to put more work into Christian education and form a committee of volunteers to support this endeavour.
- The arrival of the new rector would be a good opportunity to refocus the number and function of the ministries.
- There are plenty of ministries active at the moment. But as in the past, we need to be continually monitoring ourselves and our environment to see what new demands may arise. And that may mean also being able to recognize when current ministries have ceased to be the most pressing calls on our time.
- Volunteer Co-ordination and Management - practical support, guidance, mentoring and management of volunteers.
- Cannot think of any right now. However, the challenge with thinking about new ministries is to ensure that we are not "spreading ourself too thin" that any ministries we choose to do get the necessary resources.
- Programming with other downtown churches
- St. John's is already at the limit of what we can manage with our human and financial resources. Rather than adding programs we should first expand our volunteer base (they don't need to be parishioners) and confirm that we still

moving forward

value our current programs. We should look for ways to work with other churches and non-church groups (e.g., develop and market workshops such as Befriending Death). Too much focus on "outreach" can lead to neglect of the spiritual, emotional and physical needs of our own parishioners.

- St. John's has many ministries that cover a broad spectrum. Any more would undermine the resources for the ministries we are now involved in.
- Be flexible and allow people to develop new ministries.
- Current ministries and programs are greatly appreciated

moving forward

Appendix D: Verbatim narrative re Attributes for the New Priest (Q4)

- An effective leader in both temporal (a.k.a. an organized manager able to negotiate positive outcomes with all the various players in Churchland) and spiritual (a.k.a. powerful and contemplative presence able to offer guidance and comfort)
- Good, organized planner, that is understanding of the needs of a social justice oriented downtown city parish.
- works well with diversity of opinion and programs - has a skills in managing conflict - understands the concept of a program church and its benefits and challenges - an interest in looking into the community and working with the community to make a difference at the corner of Somerset and Elgin - understanding of liturgy and bringing relevant prayers to liturgy - a priority interest in enabling the work of God to be achieved through the community of St John's
- Consciously led by the Spirit (as opposed to relying on human strengths such as diplomacy or managerial skills); appreciative of sexual and religious diversity
- Good communication skills with the laity.
- A priest who is has experience and skills in discipleship. A priest that is Christ centered whose leadership and teaching is scripturally based. Someone who knows who they are in Christ and therefore available to assist us in our journey to learn who we are in Christ. Someone who believes Jesus is the son of God, was resurrected from the dead and therefore, is alive. Someone who believes in and has a relationship with the Holy Spirit and is therefore able to encourage and support us in learning that we too can have a relationship with the Holy Spirit and through that relationship can realize a life where we could do more than we have ever asked or imagined.
- Good with youth. Clearly understands that St John's is unique. Open-minded
- Honest, well-adjusted, kind and inclusive of all the members, highly intelligent and spiritually mature, excellent preaching, warm.
- Openness to all social and liturgical beliefs. I suspect that there are people in the congregation who come for other than religious/ liturgical reasons.
- Compassionate, intelligent, friendly and reasonably outgoing. Preferably young to meet the needs of a parish where a lot is required from its priest.
- personal faith, respect for God's working in each, compassion, good communicator, humour, energy, intelligence, down to earth, understanding of human nature
- a) strong leadership i.e. an ability to inspire, authority and confidence, a certain toughness b) managerial skills to deal with a bunch of highly educated and opinionated leaders of a "program" church c) pastoral skills d) preaching ability
- Approachable, caring, team player

moving forward

- A deep and articulate faith that is able to nurture and to challenge us as the people of God. A willingness to listen, but also to question. A capacity to support the ministry of the laity but also to have a clear sense of his or her calling to this congregation.
- Strong leadership, spiritual and for ministry excellent management skills. A pastoral as well as a social justice instinct. concern with effectiveness not efficiency outstanding preaching ability
- Inspiring preacher grounded in the texts. Capacity to empower people in the parish to find a place of ministry. Capacity to listen.
- Young, enthusiastic, experienced with inner city church. Not ready for retirement.
- Practices the disciplines of servant leadership -strong and active faith -integrity - sense of humour -genuine humility -strong inter-personal skills -business management skills
- The ability to move seamlessly and with equal attention and sensitivity between the various solitudes that make up the the St. John's community, such that each learn what they have to offer each other, and thereby gain each others' respect and appreciation.
- Other than the ability to walk on water - energy, imagination, willingness to take a stand on issues, sense of humour, passion, LEADERSHIP, ability to delegate, compassion.
- A strong preacher; a competent administrator; a person who relates well to youth as well as to families and seniors; someone who will take charge of the liturgy; a person with a keen interest in current affairs
- Young & energetic. Intelligent, compassionate, a good listener. Self-aware. Forward looking + thinking - able to inspire and guide the congregation as we journey together. Aware of & excited about emerging church issues. Supportive & loving through pastoral care. One who believes in Christian Education for all ages. One who appreciates music. One who "lives the questions: A good administrator - one who delegates well. Someone willing to stand up to the Bishop! One who believes strongly in restorative justice. One who welcomes the marginalized One who cherishes us all.
- Leadership and management skills; a good communicator, a good listener
- An empathetic person, a good preacher, outgoing personality and administrative skills!
- Psychological and emotional maturity. An ability to nourish and encourage the parish in the diverse programs and activities we pursue.
- Open-mindedness. Willingness to take us where we want to go rather than where he/she thinks we should be going.
- Next priest could be just like our current rector!

moving forward

- A good listener, not self-absorbed, available, accepting of lay leadership, team worker, lots of energy, well organized, able to delegate, open to new ideas, inspiring preacher.
- Should be in the middle to late forties, with energy, enthusiasm, strength to be able to participate in such an active church life. To be friendly, open, out-going, approachable so we can talk to him and know we are being heard. I prefer a male; our history shows that all the male priests have done well with a female curate. It may be the level of the voice during the service and the sermons that makes it easier for the older people to hear. Does not have to have experience with a large church but with an active church with a number of ministries that are comparable to ours.
- Has experiences in outreach to engage new members.
- Someone who makes it clear, vocally and through liturgy, that all shades of unorthodoxy and orthodoxy are part of St. John's - Someone who can cope, without being either dictatorial or walked over, with the large number of strong personalities who have been leading various aspects of parish life for a long time. - Someone sympathetic to Progressive Christianity
- Compassion, dry sense of humour, open-minded, friendly
- The new rector should be a good listener, with strong pastoral care skills, a good administrator with a collaborative leadership style, and a stimulating and well-informed speaker.
- Caring and concern for others (particularly St. John's members at times of need; sermons with substance; effective in administration of the church office; a friendly and welcoming approach to members.
- Well thought-out and delivered sermons. Ability to engage young children for a brief mini-sermon before they go to Sunday School. Ability to delegate or ask for help when required but decisive during the decision making process. Bilingual if possible - this is the parish of parliament.
- Good listening and communication skills. A nice combination of a by-the-book and laid-back attitude. High level organizational skills. Good leader (i.e. fosters inclusiveness and respects experience/seniority but is willing to make tough decisions). Academic with an additional focus on educating the congregation.
- Caring, ability to communicate, leadership
- Teacher/preacher, good memory, cheerful, perceptive, decisive, flexible, humility,
- Not a 'director' but a mentor or guide who would value the active involvement of the laity.
- Listen to people and to St. John's traditions; work with others; approachable; responsive.
- Passion for social justice and having the church as part of the broader Ottawa community. Sermons on social justice issues. Welcoming to new people and assist current ministries without taking over.

moving forward

- Excellent preacher, good at pastoral care, strong leadership but also willing to let others lead and especially, good at innovative liturgies and keen on alternative music styles
- Inclusive. Open. Strong-minded enough to manage the various factions. Their own person.
- Enthusiasm and empathy.
- A people person. Able to delegate effectively. Enthusiastic and energetic. Relatively young. Insightful and uplifting preaching.
- I think our next parish priest must be the leader by way of example in discovering, through both contemplation and action, what it is that God wishes us to do (and by that I do not mean someone who always has the answer; rather I mean someone who leads us in our collective search. Support and understand the inclusive approach that we take. Be willing to let other very capable people do their thing and not feel threatened. Be comfortable with new media. Be intellectually self-confident without necessarily being brainy. Be willing to think new thoughts, push the Anglican envelope, and do new things.
- Here are some interview questions that would be good for potential candidates: (1) Can you tell us how you engage in self-care, particularly spiritual support, outside the parish work environment? (2) Can you tell us how you nurture your self-esteem outside the parish work environment? (3) Can you tell us about a recent occasion when you said, "I made a mistake"? (4) Can you tell us about a recent occasion when you addressed conflict creatively and constructively?
- Intelligence; the ability to react to various situations and challenges in a meaningful way, without relying on doctrine or political correctness. Ability to respect the church's traditions and liturgy and still relate it to the modern world.
- I would like to see a priest who is accepting of our community...as we are and as we see ourselves going into the future. Someone who is able to work well with both volunteers and staff...who listens (not just hears!)...and who doesn't come into our church with a goal to change many things without taking the time to get to know us first.
- Team player; down-to-earth; open-hearted and open-minded.
- Intelligence, integrity, social justice awareness, people skills, leadership skills.
- Demonstrated ability as a communicator. Proven ability as an effective human resource manager both of paid staff and volunteers. Ability to delegate effectively. Strong commitment to social outreach and social justice. Ability to assist the parish to articulate and implement a vision. Ability to deliver part of the liturgy in French would be an asset.
- Well-adjusted with good, basic common sense; warmth, empathy and discretion; energy, enthusiasm but patience and tolerance; a small ego and a large heart; the ability to take the responsibility for hard decisions and to communicate unwelcome messages; a firm hand with the staff.

moving forward

- A Love of Liturgy. Spirituality projected Outwardly. Leadership by Mentoring and Enabling. Confident and Socially Engaging
- Entrepreneurial, risk-taker, leader with vision who is a team player and can mobilize volunteers, committed to the use of social media.
- Ability to lead combined with empathy. Groundedness.
- Compassion, empathy, good theology, sense of humor, someone like our current rector.
- St. John's is a large enough church that ordained leadership cannot "do" all the ministries. However, they play a key role in making sure all of the ministries feel supported.
- Aside from what one hopes for in a priest such as preaching, good liturgist, pastoral skills (all essential) I hope we have someone who can manage/lead staff and volunteers effectively and who is entrepreneurial.
- SERMONS WHICH RELATE TO EVERYDAY EVENTS, SHORT AND PITHY AND RELEVANT. NOT A BIBLE STUDY.
- A strong vibrant positive faith. Someone very sensitive and easy to talk to about difficult issues and problems. Very liberal - gay friendly. Good and entertaining and philosophical speaker.
- Excellent administrator with delegation skills; inspiring leader; deeply spiritual, excellent preacher; theologically flexible but scripturally knowledgeable
- Conflict Resolution (ability to identify, address/resolve conflicts); Leadership (non-authoritarian ability to lead); Good Inter-personal Skills (esp. listening and communicating); Good Preacher; Basic understanding of good administration and governance (priests are often not very good at this, so a basic understanding would be nice).
- It was very well stated in our 2008 Parish Profile: "Our new incumbent needs to be able to provoke without offending, lead without dominating, delegate without becoming invisible, preach and inspire without haranguing or demagoguery, and feel serene in times of trouble, with troubled people and with people who are a lot of trouble. His or her voice must be that of a genuine Seeker humbly searching, and inviting us to join in the treasure hunt."
- Good alignment with the priorities of the parish; a collaborative administrative style; a competent administrator; an inspiring spiritual leader focussed on the practical (and not dogmatic) applications of Christian theology; a spiritual leader who can maintain a balance between being the leader of his/her flock and being a member of the flock; and one who endorses the premise that there are many paths to God and can promote one without denigrating the others.
- Someone who is open and inclusive in approach, with a good sense of the solemnity of liturgy. This doesn't mean it has to be over-elaborate; all levels of liturgy can be well done. Good sermons and a spiritual approach.
- Caring, focus on spiritual side of worship, thoughtful sermons

moving forward

- Warm, sociable, good speaker, solid theologian, flexible, open to new ideas, young at heart, competent administrator, visionary, leader
- Priest needs to be very young family oriented. Needs to show leadership and make decisions.
- Personable, open-minded, visionary and active listener to needs of parishioners
- We need someone who has their personal act together, who can provide loving leadership and doesn't take things personally. The new priest should love people and have the capacity to provide generous pastoral care.
- The ability to speak coherently and in a thoughtful manner.
- Personable, accepting of who we are, willing to let us grow spiritually WHEN we are ready to
- Pastoral care.
- Personable, approachable, good speaker but better listener.
- A rector who will be a leader rather than a follower. One who is able to take charge, at whatever the cost, to develop a common vision. A rector who can be a conciliator. A benevolent dictator! One who can see all sides of the coin and be able to develop a team-mandate. There is very little evidence of cohesiveness and directed vision. Too many bit-players, none of which know more than the back-end of the other! A person who can bring a new dynamic spirituality that conforms to the norms of the 21st Century rather than being mired in the 16th Century. One who can bring in more contemporary worship ideas. A rector who is "in charge" rather than let other factions "rule the roost". One who can be a good listener, one who can inspire, and one who can direct activities for the good of the whole. A rector is not afraid to take a stance and do what is needed, even though not popular, to make St John's a vibrant, up-to-date, and vital place to be. A rector who can encourage the congregation to be more than pew-sitters, or the occasional 'visitor'. A rector who is a good orator/preacher who through his/her words makes the congregation 'think' rather than watch the clock muttering, "when will this be over?" A rector who can bring the parish to the outside world, one who can network. A rector who can demonstrate, without hesitation, a managerial style that is efficient, effective, and solid, A manager who can gather a team, with the right qualifications and motivation, to see that the job is done right. A rector less concerned with "correct format" and more attuned with the needs of the people out there. A rector who can inspire the 'unchurched' to want to be part of a vibrant community. While tradition and history is important, the new rector should be someone who has the vision to grow the parish . . . to go beyond 'tradition'. A rector who will be an advocate for the parish not a "yes-person" to the hierarchy, all the while respecting the authority of the Bishop, but still willing to "fight for the parish" where appropriate and necessary.
- Very open-minded, approachable, a good listener

moving forward

- Theologically and liturgically competent. Interesting preacher on spiritual and scriptural matters -- willing to risk being seen as "talking down". Able to minister pastorally to all members of the parish.
- Open minded, good sermons, accessible.
- I hope that our new rector will be skilled at and interested in working with a strong and committed laity. The many responsibilities of a diverse parish such as St. John's require leadership that is collaborative. Someone who is comfortable sharing the work load with both paid staff and volunteers. This kind of leadership will require an individual who can assess the skills of those in the parish and engage individuals in ways that use their particular skills.
- Good preacher Comes to the coffee room after worship. I would like to get to know him/her. Good, intellectually stimulating sermons
- Someone who can listen, lead and follow; someone who is not wed to the structures of the Anglican Church so closely that he/she cannot go where the Spirit leads.
- She/he needs to be emotionally stable, with a clear understanding of the nature of St. John's, and a desire to work with parishioners and committees to continue (and hopefully improve) programs and services. We need an open, nurturing person, with administrative skills or the ability to delegate to an appropriate administrator.
- A leader who can inspire us to embrace a renewed and greater focus on inclusive social outreach so that St. John's is and is known to be a force for a healthier community and world (2) Intellectually rigorous
- Open to many forms of worship, keen on the young and the very old, strong organizational skills, able to motivate, knows how to manage volunteers
- Warmth and high interpersonal skills. Well-read and able to deliver challenging and interesting sermons. Strong sense of social justice.
- Provide leadership in a non confrontational manner, be a good listener, wholly supportive of all St. John's ministries, be forward thinking-i.e. sometimes thinking outside the proverbial box
- Leads by example, brings out the best in others.
- Intelligent, flexible, good sense of humour, good communication skills, approachable, open to diversity, advocates for social justice, good conflict resolution skills, listens, walks on water.
- First and foremost, the next rector needs to bring the parish together.
- Someone who will stay put as long as possible! I really like Dana.
- Open-minded; communicative; people person.
- Outgoing, caring.
- A righteous man or woman with total faith and trust in God like Moses.
- Friendly; sincere; good listener; honest; easy to talk to; compassionate; sense of humour; musical ability; spiritual advisor.
- Pastoral care; spiritual direction.

moving forward

- Objective, compassionate, engaging, good sense of humour.
- Preaching ability. Personable. A bit of a thick skin (does not take criticism personally) Gay positive. Understands French well.
- After 40 years at St. John's I am happy to accept whatever skills and attributes a parish priest would bring to the job.
- Our new priest must be an excellent communicator with strong leadership, management, pastoral and human resource skills.
- Sense of vision, administrative skills, flexibility, empathy, leadership skills.
- Good people and administrative skills. Supportive but non interfering. Person with a strong backbone.
- A good listener - supportive - energetic and not older than 50. Someone empathetic but able to make decisions on challenging questions.
- Friendly, kind.
- I would like to have someone who leads by doing. It is something that can be very involving.
- Good speaker, good listener. Friendly, empathetic. Family man
- Someone who knows the liturgy and does not change it to suit their own style. For example, do not just skip confession and absolution.
- Welcoming - someone who takes a real interest in people. A good communicator who is willing to take us, as a parish, as we are, and work with us for the greater good.

moving forward

Appendix E: Verbatim narrative re Other Comments (Q5)

1. Belonging – Welcoming – Openness

- I love it!!
- St. John's is a community I believe that really does love people and does desire to provide a safe place for everyone. I believe this community has incredible potential beyond the natural gifts and talents we possess. My hope going forward is that we grow into a community that becomes more aware and available for the inspiration and gifting of the Holy Spirit in all aspects of our life as a community of faith.
- Happy to belong here. When I am struggling with my own apathy in spiritual matters it still feels good to go. Don't feel judged for whatever place I am in. Also it's fun.
- Best parish I've ever been part of!
- For many years St, John's has been a leader in offering early communion to our children and in its openness to the GLBT community.
- Continue to be open and welcoming to all.
- We need to continue to live as "The Church with the Open Door".
- This is a wonderful, welcoming community
- I am glad God led me here.
- We are very blessed with committed parishioners who live their Christian values.
- I find St. John's to be a community of individuals who recognize the injustices in the world in which they live and work together to address them from the perspective of the gospel.
- Wonderful place to worship----the church is the sum of its members not a building.....and the members are just wonderful
- St. John's makes everyone feel important and part of the community.
- The parish dinners are wonderful and more social than other activities. Love them. Glad for the congregation's openness to me and my family.
- Very friendly; great people
- It has been a focal point to my life in Ottawa.
- I think it is a wonderful place with many truly committed people. I think we should lighten up a little and not take ourselves too seriously – let God be present.
- We need to be more in touch with people who don't attend regularly, more inviting to newcomers.
- We do lots of good stuff in our many focused groups, but as a whole we are a hard community to "break into".
- We need to constantly work toward being more open and welcoming to all. Being inclusive means more than just welcoming the sometimes marginalized but also just welcoming the more introverted!
- New members should be more welcomed formally with an orientation or something.
- Over the past couple of years, many people have left St. John's. Is there any attempt to discover the reasons people have left? Some of the people who have left were very active in the church.
- Attitudes towards people attending Terrific Tuesdays.

moving forward

- More welcoming – some chances are lost at coffee hour. People are communicating with committees they are involved in, some newcomers stand by themselves.

2. Direction – Ministries – Focus

- The 3 aspects of a "successful" growing church - preaching, children's programs, and PARKING.
- As parish membership ages the role of the pastoral care committee requires more specific definition.
- We do have an identity, based on past events, but we are prepared to walk a new path if guided properly. We are not perfect, and we all have a lot to learn.
- St. John's is not a homogeneous community. We live under an umbrella (our vision) which accommodates a variety of people and all they bring with them. I hope our new priest will find a warm place under the umbrella while trying to herd the cats. (I know, mixed metaphor)
- I don't think that I have ever been part of a church that has so many strengths. I think that our new priest needs to understand that and not be threatened by that. But at the same time, I think that, as in all society seen from a spiritual perspective, the more visible, active parts of our strengths need to embrace and communicate with the less visible and contemplative parts of our strength. And if that is successful, St John's become not just a place where we, the present congregation can thrive, but a community where many others will want and be able to find a place.
- St John's has been an important part of our lives for several decades and has helped us to grow as human beings in ways we could never have "asked or imagined". It is a vibrant, engaged, committed community, with an astounding range of ministries, and we would like to see it continue to be so.
- This church has spiritually raised and fed my family, but lately it has become very difficult for any of us to attend and experience any sense of spiritual connection or joy. St. John's has ceased to have a central, unifying message or mission and has become a collection of disparate committees. This includes the music program which has become too much of an end in itself, rather than a support for worship. The parish needs to be re-formed into a spiritual community to which each of its members is called by God - a family engaged together in shared worship, work and goals.
- We had two services where we did some work on goals. It was great to get to know the people I sit close to. I think we should do something like that at least 4 times a year
- If we have learned anything in the last 2 years it is that St. John's is not a "program parish" and the congregation is not as theologically literate as it likes to think it is. Let's celebrate what we are, not what we would like to pretend to be.
- My vision of the future is that we at St. John's, in common with most of the other Centretown churches, will need to decide whether to continue to pour money into our physical plants or whether the money should go to our ministries. I feel strongly that we should be discussing this now so that we can have in place a plan for amalgamation of church buildings and ministries.
- I love its focus on social justice, and being an open church.

moving forward

- I am glad that there are other opportunities to participate outside of Sunday services, such as Terrific Tuesday
- We have a very strong association with St. John's over many years. We want St. John's to continue the tradition of being on the leading edge of addressing major issues facing the Ottawa Diocese and the Anglican Church of Canada.
- We need emphasis on children, youth and young families.
- The new priest will have to keep the parish from wandering off in all directions with its many outreach projects.
- It is a place that has lost its meaning. With God's grace, the great hope is that it will find it again.
- St. John's must continue to be inclusive and emphasize social outreach – but don't overlook spiritual needs of congregation
- Need to continue wonderful ministries at S.J
- Seems to be an older congregation.
- Be careful not to become an agency of government for charitable works.

3. Leadership – Governance

- During the time I have been a member, the congregation of St John's has always contained people with differing visions about what is most important in the life of the parish and how those are expressed in our collective and liturgical life. We have been the richer for this breadth of concern and spirituality but we have not always handled well the tensions that can arise as a result. Transparency and charity in our dealings with each other and in the functioning of the parish leadership bodies is vital, as recent events have made clear. The new incumbent will need to set an example and call us all to account around these issues if we are to flourish as a diverse community of God's people.
- Want to pass along my appreciation for the time and attention of the wardens, council and revisioning team and the guidance from our current rector. Thank you very much.
- I think this survey is a brilliant idea and will really assist in helping the whole congregation move forward and perhaps help reach out to those who were unhappy with the recent events
- Many people - clergy and lay - contribute to parish life; work together
- The congregation should be as democratic as possible in its decision making
- Expectations must be set for the new priest to establish a common understanding with the parishioners and the administrators of the corporation. Hiring must involve a discussion with the candidates, not just a review of credentials. Also, the role of the priest in overseeing the operations of the parish must be respected. For this to happen, information must flow freely and routinely between the administrators and the priest and an expectation to this effect must be communicated to all administrators. Although I cherish the broad set of programs that are supported at St. John's, it is my understanding anecdotally that some of the conflicts we have had to face over the last year stem from some of these programs being run with less than adequate accountability. This places the entire corporation at risk and it should be brought under control.

moving forward

- St. Johns is a great place. Let's move on. Let's identify some critical goals and then move forward. This period of reflection has been too long. The priest is an important part of the church but the community is equally important.
- It is important to act after thinking, reduce navel gazing.
- Finance committee should meet on a regular basis
- It would be good to look at the policies governing the Community Shop - e.g. get rid of red dots.
- Need to be less insider-driven.
- S.J is full of many people: highly skilled, capable and inspired. They all need to feel empowered.

4. Strained Relations

- There still seems to be a lot of tension behind the scenes among some of the staff and that is difficult to see.
- Many people still don't understand what went wrong with the previous rector. The issues raised in her charge to Vestry have never been directly addressed. This should be done as part of our Moving Forward process.
- I continue to be very disturbed about the manner in which the previous rector was effectively deposed. A small cadre of individuals went to diocesan officials outside the parish, not first sharing their concerns with the rector, the churchwardens or parish council. This was enormously disrespectful of the parish. The rector's sudden departure seems to have pleased some people, but it left bereft many individuals with whom she had established close pastoral relations. The recent drop-off in attendance (and givings) can be seen as the natural consequence of this betrayal by some influential parishioners with an inordinate sense of entitlement. If this issue is not addressed during the renewal process, St John's will continue to be a toxic environment for many persons, including any new incumbent.
- The past couple of years have been such a nightmare; it makes me afraid for the future. Who would ever have believed it?
- I deeply regret that the previous rector did not work out.
- Circumstances leading to former rector's departure were really poor. New rector needs to have a THOROUGH understanding of the parish and its cliques before agreeing to serve. Please be honest with him or her.
- Before the upset I worshipped every week. Now I come once a month.
- I used to see St. John's as a parish that did not have cliques and was non-judgmental. Recent events have been divisive and have changed my perception somewhat, but I think that we can and should recapture that spirit.
- There are too many "silos" in the place at the moment. Lack of communication and common goals seem to be operative. Too many individuals who seem to relish their fiefdoms and reluctant to relinquish that domination.

5. Worship – Liturgy

- We have a multi-cultural congregation but not a multi-cultural service. Would love to see elements/participation from non-Canadian born St. Johnians' worship services

moving forward

included in our service - no matter what language it is in. Then we truly will be welcoming and inclusive. Please mix up the services - loved the intergenerational service, drumming. Keeps us challenged and attentive - and not wanting to miss a Sunday!

- I would like to see a return to a greater use of French in the liturgy.
- Personally I find that I am bored with the traditional liturgy -- especially the weekly Eucharist. I find the current service too long and repetitive. I would like to see shorter, more varied services included as well. Including kids and youth is a good first step but it is not the only goal (let's challenge the adults as well). Using the 10:15 am service as a congregational workshop is innovative but not an effective way to develop a congregation-wide plan (15 - 20 minutes is just not enough time). Good music is important to me but I'm not keen on the guitar-and-overheads approach. A revitalized Morning Prayer service would be nice or perhaps something completely different.
- ... Also, I like the Catechesis of the Good Shepherd children's curriculum which we do not offer.
- I love the Easter service.
- Our young adults and children would find S.J too old, traditional, and not relevant. I would like them to feel comfortable attending with us and to be open to spiritual nourishment.

6. Music

- Keep up the fantastic music program.
- A few things about the music program trouble me. I feel the choir is now a concert choir. New members must audition. It is no longer the traditional church choir which you join to learn choral singing or make friends. You are not welcome unless you have some experience reading music. Obtaining information about the music budget is impossible. Several requests have been made over the years to get detailed explanations about where the funds come from and how they are spent. I find it inappropriate to hire extra musicians when we have a deficit. I'll not be giving extra until the music budget is slashed.
- I think there is too much emphasis on the music ministry to the detriment of community development. Asking for silence during the postlude means newcomers can't be cheerfully welcomed, which is crucial to our ministry
- ...This includes the music program which has become too much of an end in itself, rather than a support for worship.
- Need to keep the balance between music and the rest of parish life right. Not always there- music is a means to an end and not an end in itself in our context.
- Need to have more variety in the music.

7. Building – Space

- St John's needs a sexton or at least someone to attend to minor repairs and adjustments, to keep things tidier and put away, to remove notices that are past done, to make St John's appear looked-after rather than neglected.

moving forward

- I am still very dismayed at the removal of the pews. This reduces parishioner space. Taking communion at the small altar rails means our family cannot take communion as a unit - which reduces the solemnity and participation of that moment. Put the choir back in the "choir" area of the church. That's why they call it that.
- The changes to the worship space have exaggerated the musical dimension, made receiving Eucharist a rushed and cramped process and reduced visual lines to what is going on for most of the congregation. Our capacity has also been significantly reduced - yet we need to grow.
- Too much dark, drab wood. It gives an overwhelming and oppressive feel to the church which can put people off (almost worked on me). Does not match the warmth of the people. Creates an unwelcoming atmosphere.
- Remove altar from nave, put choir back in chancel, pews back in nave.

8. Communications

- I love the Parish Council Conversation table after the service.
- Notice of events in the city like Winterlude, marathons etc.
- I think that the statement about how we are attempting to be inclusive (in current bulletins) is well written, accurate and v.v. important.
- I like most things about St. John's, but would caution some individuals about verbalizing their prejudices when speaking on behalf of the church.
- Beyond 'the sign' how does St. John's give witness to the word of possibility?

9. Parking

- PARKING. The latter is a big problem. Solutions - car pools? Church bus?
- Parking solutions should be communicated more actively. As well, we could reopen discussion with the Officers' Mess.
- Parking - HUGE problem in winter and during Ottawa event time

10. Personal

- Once a fairly regular churchgoer, my attendance has declined for a number of reasons, some personal, some related to no longer feeling so at home at St. John's. The fault is probably mine - preoccupation with family issues & a general malaise about religion.
- I have not been to St. John's for many years. It no longer meets my needs.
- Being an active member of St. John's has been a very positive experience for me on an emotional, spiritual and psychological level.