

# Summary Report of *Faith in Our Future* Session Comments

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October 31, 2021

Once the Vestry decided that St. Paul's might be able to launch a capital campaign this year a Discernment Steering Committee was formed and charged with gathering input from parishioners as to what we treasure and value at our church and what we hope for our future.

The Discernment Committee scheduled *Faith in Our Future* sessions during the months of July and August. The format of each of these "cottage meetings" was to provide an informal yet structured setting for 6-8 participants to share their thoughts and feelings in response to four specific prompt questions. The questions were designed to elicit thoughts, feelings, and stories regarding our values and our mission going forward. The essence of the participants' responses to these questions were recorded by a scribe at each session.

The Discernment Steering Committee intended to conduct 20-25 of these *Faith in Our Future* sessions during July and August with the hope of collecting responses from about 160 parishioners. We ended up holding 11 sessions with a total of 65 parishioners participating.

Scribe notes from each of these 11 sessions were compiled into a single document, the attached *Summarization of Faith in Our Future Session Comments*, with responses linked to each of the corresponding four questions. You will find that parishioner comments highlighted both strengths and areas of concern.

As co-chair, Jack Jarnis took the lead in reviewing all the notes for this summary and worked to determine trends and themes expressed by the participants' comments. Eventually 10 categories emerged, further separated into 18 subcategories, that could reasonably cover all the responses to the four questions.

All 18 categories were used to group responses for each individual question and tallies were made for each question. A final count of all responses aligned to each category was tallied and presented as percentages rather than counts. These selected categories are not the only feasible means of organizing our collection of responses, of course, but the resulting tabulation could serve current needs.

Please note that while category tallies may be useful in determining if we should launch a capital campaign at this time and, also, to develop a church profile to assist in our rector search, an even greater reward would be gained by a careful reading of the individual comments, which you will find to be thoughtful, sincere, and inspiring.

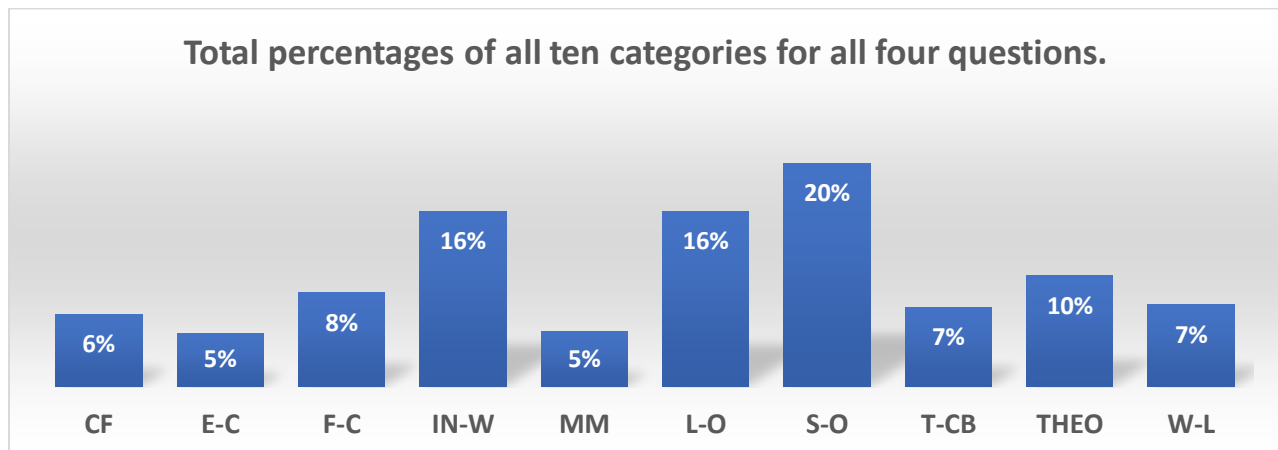
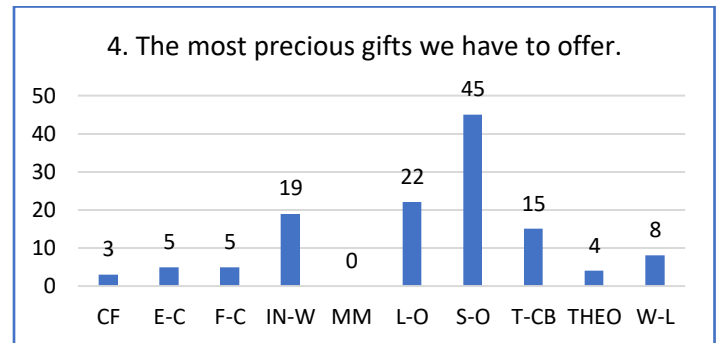
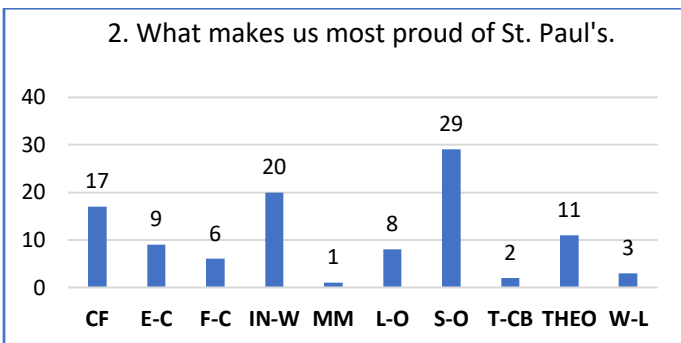
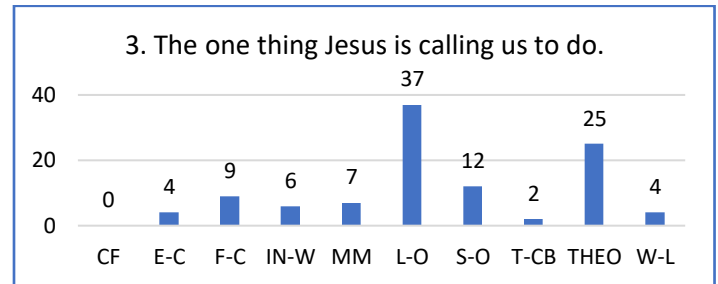
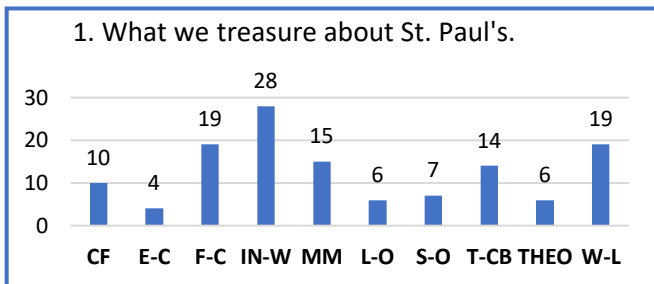
We express our thanks for all the participants for sharing, for the scribes who carefully recorded the session discussions, and our hosts for opening their homes and making everyone comfortable. Also, our thanks to Linda Buskirk for providing the framework and the training to make these *Faith in Our Future* sessions a success.

*Discernment Steering Committee:*

*Brad Brunfelt, Mike French, Christabel Grant, Jack Jarnis, Kathy Leonard, and Jill Peterman*

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CATEGORY KEY	
<b>CF – Christian Formation</b>	<b>E-C – Engagement and Creativity</b>
<b>F-C – Fellowship and Community</b>	<b>I-W -Inclusiveness and Welcoming</b>
<b>MM – Music Ministry</b>	<b>L-O – Leadership and Organization</b>
<b>SO – Service and Outreach</b>	<b>T-CB– Tradition and Church Building</b>
<b>THEO – Theology</b>	<b>W-L – Worship and Liturgy</b>



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**1. In a short phrase, or 1 to 2 sentences, tell us what you treasure about St. Paul's Episcopal Church.**

<p><b>CF 10</b></p>	<p>FORMAL PROGRAMMING 7</p> <ol style="list-style-type: none"> <li>1. Youth and Christian Formation</li> <li>2. Faith formation – huge for bringing up kids. Vibrant at all levels</li> <li>3. The children's program</li> <li>4. Episcopal Music Camp – friends</li> <li>5. The youth programs we had with Sue</li> <li>6. Education for children - children being part of the service</li> <li>7. The children's program</li> </ol> <p>VALUE CHILDREN 3</p> <ol style="list-style-type: none"> <li>1. The way kids are brought up</li> <li>2. How we treat our kids -understand what kids are about</li> <li>3. Youth is the future of our church</li> </ol>
<p><b>E-C 4</b></p>	<p>ENGAGING AND CREATIVE 4</p> <ol style="list-style-type: none"> <li>1. Special events and service –pageants, Christmas, funerals, and memorials</li> <li>2. Our church is very creative</li> <li>3. Our vibrant and active church community</li> <li>4. St. Paul's was represented at the Christmas recognition for homeless who had died</li> </ol>
<p><b>F-C 19</b></p>	<p>CHURCH COMMUNITY GROUPS 3</p> <ol style="list-style-type: none"> <li>1. Easy to connect to church with all the different groups – e.g., men's group, faith formation, choirs</li> <li>2. Fellow choir members are like family -I miss the feeling of belonging</li> <li>3. Strength of sense of community</li> </ol> <p>GENERAL FELLOWSHIP 16</p> <ol style="list-style-type: none"> <li>1. The church community important to my family – serving my family</li> <li>2. The warmth of the church</li> <li>3. Love, hellos, people remember you -unlike other churches</li> <li>4. Announcements welcomed at service</li> <li>5. Friendships that develop at church</li> <li>6. We have had a complex life journey and the church holds us and supports us</li> <li>7. St. Paul's has been a big part of our lives. Our kids gained as spiritual background at St. Paul's</li> <li>8. Friendship, socialization – faith in each other</li> <li>9. Looking for a community, the children chose St. Paul's</li> <li>10. Agree it is a community</li> <li>11. I was discerning and wary at first, but my daughter fit right in</li> <li>12. The memorial service for my wife</li> <li>13. Our community – they are dear friends</li> <li>14. Inter-generational community, inside and outside the church</li> <li>15. Community relationships with parishioners – feels like family</li> <li>16. Connection with children going off to college</li> </ol>
<p><b>IN-W 28</b></p>	<p>WELCOMING TO ALL 17</p> <ol style="list-style-type: none"> <li>1. Everyone welcomed at communion</li> <li>2. St. Paul's is a welcoming church in so many ways</li> <li>3. Been at St. Paul's since we got married and raised our children here</li> <li>4. Welcoming to everyone. New arrivals are greeted informally but time taken to speak with them</li> <li>5. Loving and welcoming for all generations</li> <li>6. Community and openness to all</li> </ol>

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	<ul style="list-style-type: none"> <li>7. Welcoming to all</li> <li>8. Welcoming place</li> <li>9. First church where I felt welcome</li> <li>10. People are welcoming</li> <li>11. Leadership and congregants are welcoming to all who come</li> <li>12. We were greeted at our first visit to St Paul's and were warmly welcomed</li> <li>13. When new to St. Paul's we felt very welcomed – early on Bill and Sue called me by name</li> <li>14. I am comfortable inviting friends to come to our church</li> <li>15. Everyone is welcome</li> <li>16. Those with unchurched backgrounds come to St. Paul's</li> <li>17. Welcome and opening</li> </ul> <p>EMBRACING DIVERSITY 11</p> <ul style="list-style-type: none"> <li>1. Diversity</li> <li>2. St. Paul's is a prayerful community - I was accepted even though not a prayerful person at the time</li> <li>3. An accepting environment</li> <li>4. Open communion demonstrates acceptance of believer and non-believer</li> <li>5. Everyone is invited to the altar for communion – believers and non-believers</li> <li>6. Inclusiveness is high</li> <li>7. Inclusiveness – can genuflect, take communion, standing stations.</li> <li>8. Diversity – all ages, all groups</li> <li>9. St. Paul's was inclusive with my daughter's different needs– asked how it could be made more comfortable</li> <li>10. Key for me is the inclusiveness of St. Paul's and the Episcopal Church – very welcoming</li> <li>11. We have diversity in many ways – LGBTQ and disability</li> </ul>
<p><b>MM</b> <b>15</b></p>	<p>MUSIC IN WORSHIP 10</p> <ul style="list-style-type: none"> <li>1. The music is very important</li> <li>2. We need music again</li> <li>3. Music is prayer – church music also other styles like jazz</li> <li>4. Formal music is reminder of our church back in Scotland</li> <li>5. The music is very important</li> <li>6. I like the choir, to sing in the choir, otherwise I wouldn't come</li> <li>7. Music – worship is song</li> <li>8. The music is the grandest thing -completes the service</li> <li>9. Music program is important</li> <li>10. Music is important to St. Paul's</li> </ul> <p>MUSIC FOR INSPIRATION AND REFLECTION 5</p> <ul style="list-style-type: none"> <li>1. The music – the smells and bells of worship – great music is inspiring</li> <li>2. The quality of the music at St. Paul's</li> <li>3. The music must be good</li> <li>4. Music!</li> <li>5. Christine Crockett remembered fondly</li> </ul>
<p><b>L-O</b> <b>6</b></p>	<p>ORGANIZATION 2</p> <ul style="list-style-type: none"> <li>1. Questions and concerns regarding all of the staff leaving -how will this turn out? How often does this happened?</li> <li>2. I don't like that the prayers have been changed – not a time to be changing things – we need consistency</li> </ul> <p>LEADERSHIP 4</p> <ul style="list-style-type: none"> <li>1. Rector's sharing personal views on liturgy, music, service</li> <li>2. We have had wonderful ministers</li> <li>3. Sermons that pull you in</li> </ul>

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<p><b>S-O</b> <b>7</b></p>	<p>4. I liked the minister</p> <p>SERVICE TO INDIVIDUALS 3</p> <ol style="list-style-type: none"> <li>1. Generosity towards others</li> <li>2. Willingness of St. Paul's to help others – open to the community</li> <li>3. Our church is compassionate for those facing personal challenges</li> </ol> <p>OUTREACH 4</p> <ol style="list-style-type: none"> <li>1. Outreach - comes and goes, needs more attention</li> <li>2. Outreach is important</li> <li>3. Ministry to the community – Sunday School, Outdoor ministry</li> <li>4. Outreach – Christ-like compassion</li> </ol>
<p><b>T-CB</b> <b>14</b></p>	<p>TRADITION 4</p> <ol style="list-style-type: none"> <li>1. Kind of inviting</li> <li>2. I am hoping that many of our traditions endure</li> <li>3. I treasure those who came before, whom we follow – I appreciate the work of the wardens</li> <li>4. I appreciate the reverence and traditions of the Episcopal Church and at St. Paul's</li> </ol> <p>CHURCH BUILDING 10</p> <ol style="list-style-type: none"> <li>1. It is peaceful with nice people</li> <li>2. I love and adore this building, but it is also handcuffs – without this building I would still be at St. Paul's</li> <li>3. Our church is a huge building which can be intimidating but once inside you're in awe of the tradition of warmth and service</li> <li>4. The building- access, beauty, the niches, and corners -feel closer to God</li> <li>5. I step in and feel the church – open to change, there are rituals.</li> <li>6. Sense of serenity, continuity, the building, the architecture, the organ, and the values</li> <li>7. Building is a special place</li> <li>8. St. Paul's has been home for me all my life – tradition has been a big value</li> <li>9. I am very attached to the building – six generations of my family have worshiped in St. Paul's</li> <li>10. A beautiful building</li> </ol>
<p><b>THEO</b> <b>6</b></p>	<p>THEOLOGY 6</p> <ol style="list-style-type: none"> <li>1. Social justice concerns in sermons</li> <li>2. Opportunity for spiritual growth</li> <li>3. St Paul's has produced a high number of clergy – even a bishop</li> <li>4. Outlook and attitudes change but rooted in the Episcopal/Christian values</li> <li>5. OK with questions – meet you where you are</li> <li>6. Episcopal theology – 3- year lectionary cycle – correlation between readings and teachings in Sunday service</li> </ol>
<p><b>W-L</b> <b>19</b></p>	<p>LITURGY 12</p> <ol style="list-style-type: none"> <li>1. The 8:00 service has a consistency and flow</li> <li>2. Prayer list at service – those to hold to our hearts in prayer</li> <li>3. Lay Eucharist at 8:00 am service</li> <li>4. A more, rich liturgy</li> <li>5. Mostly the tradition and the liturgy -since I was a child</li> <li>6. I like a liturgical church and that I am free to doubt</li> <li>7. If we keep the liturgy I will participate</li> <li>8. Worship has been wonderful</li> <li>9. Communion invitation – come to the table wherever you are in faith journey</li> <li>10. Reverence for and through the liturgy</li> <li>11. Time for quiet reflection</li> <li>12. The traditions of our service – knowing where the service is going</li> </ol>

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### PARTICIPATION OF CONGREGANTS 7

1. The liturgy, knowing I don't have to believe it all
2. You get to participate in the service
3. I like that the congregation participates in the service
4. I like that parishioners are involved – focus on people
5. It is a comfortable feeling to follow along as part of the group
6. I like the open and welcoming communion
7. Baptism is a grand parading and welcoming to the family of God

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### 2. Tell me about a time when you were particularly proud to be a member of St. Paul's Episcopal Church.

<b>CF 17</b>	<p><b>FORMAL PROGRAMMING 11</b></p> <ol style="list-style-type: none"> <li>1. Numerous extended community programs – e.g., Hannah House, Hands Across Duluth, Episcopal Music Camp</li> <li>2. Hands Across Duluth – welcomed to our house for picnic and time at the beach.</li> <li>3. The camps – years ago at Cass Lake and now Episcopal Music Camp</li> <li>4. Programs for children – Vacation Bible School invites kids from outside St. Paul's</li> <li>5. Formation and events such as Hands Across Duluth – the kids give back – supported by church</li> <li>6. Christian formation – two churches going out into the community</li> <li>7. Kids visiting other churches – exposed to other faiths and increased appreciation for St. Paul's</li> <li>8. Children's programs</li> <li>9. Hands Across Duluth, visit Fond du Lac and pow wow</li> <li>10. My son being so excited to be part of Hands Across Duluth – his favorite activity</li> <li>11. Having been unchurched, Bill at Wednesday night talk respected my question and answered it.</li> </ol> <p><b>VALUE CHILDREN 6</b></p> <ol style="list-style-type: none"> <li>1. Watching the dedication of adults to all the children, not just St. Paul's, during summer programming</li> <li>2. The festivals and pancake suppers</li> <li>3. Annual graduation speeches</li> <li>4. St Paul's guides youth – support from congregation</li> <li>5. Kids senior speeches</li> <li>6. Proud of the young men who spoke at graduation service – clear about what they had learned at St. Paul's.</li> </ol>
<b>E-C 9</b>	<p><b>ENGAGEMENT AND CREATIVITY 9</b></p> <ol style="list-style-type: none"> <li>1. St. Paul's early (1980's) in recognizing and welcoming LGBTQ – many had to be won over</li> <li>2. Willingness of St. Paul's to take risks to act out Christian ideals</li> <li>3. Guest speaker Moses form South Sudan – happy my children able to meet and hear him</li> <li>4. I am proud when we are being high-profile on issues of social justice</li> <li>5. Social justice brought me</li> <li>6. Asked to be on TV as a nontraditional family</li> <li>7. Global things and local moments</li> <li>8. People in the community recognizing St. Paul's efforts and goodness</li> <li>9. Bill got St. Paul's involved with the First Witness program, inviting First Witness to speak at St. Paul's</li> </ol>
<b>F-C 6</b>	<p><b>CHURCH COMMUNITY GROUPS 0</b> <b>GENERAL FELLOWSHIP 6</b></p> <ul style="list-style-type: none"> <li>• Being part of the Befrienders group and becoming so close to others</li> <li>• When my daughter was married at St. Paul's</li> <li>• When life falls apart the church is here for you</li> <li>• Love the fun we have – Fat Tuesday, singing in rounds – how to be a better Christian</li> <li>• I fit in with church but not feeling it represented our community</li> <li>• Despite COVID, increased pledges and giving</li> </ul>
<b>IN-W 20</b>	<p><b>WELCOMING TO ALL 13</b></p> <ol style="list-style-type: none"> <li>1. We had just move to town and someone from St. Paul's come to our home</li> <li>2. Seeing some of the local community coming to join the Sunday service</li> <li>3. Youth would pass out flyers inviting people to St. Paul's</li> </ol>

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	<ol style="list-style-type: none"> <li>4. Like we are accepting of differences but easy to see we are a majority white, middle class congregation</li> <li>5. Hospitality is important -is a service, ongoing and intentional, serving the needs of events (weddings, funerals)</li> <li>6. Clergy and congregation are inviting and welcoming</li> <li>7. Seeing the board outside – “All Are Welcome”</li> <li>8. We are welcoming to all</li> <li>9. Welcoming to all</li> <li>10. The welcoming attitude – being able to see so many in the pews clearly happy to be at church and participating</li> <li>11. Sunday School youth distributing flyers inviting our neighbors to attend events</li> <li>12. At an Episcopal retreat, there were 5 of us formerly Catholics</li> <li>13. Open doors</li> </ol> <p>EMBRACING DIVERSITY 7</p> <ol style="list-style-type: none"> <li>1. Providing physical accessibility – elevator, cut forward pews for walkers/wheelchairs – making sure everyone has choices.</li> <li>2. Proud that St. Paul’s welcomes same-sex couples</li> <li>3. St. Paul’s is a safe place for LGBTQ</li> <li>4. When we welcomed same-sex couples</li> <li>5. And we have a black presiding bishop and before that a female presiding bishop</li> <li>6. I treasure that St. Paul’s opens its doors to be inclusive of LGBTQ – a big draw for us to join St. Paul’s. Welcoming without judgment</li> <li>7. Marriage equity, LGBTQ community</li> </ol>
<b>MM 1</b>	<p>MUSIC SUPPORTING WORSHIP 0</p> <p>MUSIC FOR INSPIRATION AND REFLECTION 1</p> <ol style="list-style-type: none"> <li>1. Again, I come back to music – proud to be in choir – choir as part of the service</li> </ol>
<b>L-O 8</b>	<p>ORGANIZATION 1</p> <ol style="list-style-type: none"> <li>1. Successful previous capital campaign – despite controversy regarding finances staying intact – everyone contributes</li> </ol> <p>LEADERSHIP 7</p> <ol style="list-style-type: none"> <li>1. The very active Faith Formation program under Sue Van Oss’s leadership – awesome events and follow-ups</li> <li>2. Christian formation leadership</li> <li>3. Following pandemic precautions</li> <li>4. Parish needs nurturing/leading – small groups, retreats</li> <li>5. Big hole – not being led in love</li> <li>6. Too many voids – feeling lost in the wilderness</li> <li>7. Too long a vacuum – too late for some, people will leave</li> </ol>
<b>S-O 29</b>	<p>SERVICE TO INDIVIDUALS 6</p> <ol style="list-style-type: none"> <li>1. Love received at St. Paul’s. A young boy who turned to St. Paul’s for help – coming from a failed home - who became active in the youth program</li> <li>2. I remember the boy who came to Wednesday Lenten service and joined us for the Lenten dinners. He participated in the service</li> <li>3. Serve others, not just congregation - homeless family allowed to park in church lot and use facilities</li> <li>4. Barb’s ministry</li> <li>5. Barb’s ministry – proud of being part of church</li> <li>6. I was at a restaurant and the waitress said to me “you’re from St. Paul’s! You helped me when I needed help.”</li> </ol>



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	<p><b>OUTREACH 23</b></p> <ol style="list-style-type: none"> <li>1. St. Paul's service to newly arrived Hmong community</li> <li>2. Furnishing a Steve O'Neil apartment</li> <li>3. Participation in Steve O'Neil apartment project</li> <li>4. Need more presence in the community -supporting the community</li> <li>5. Serving the Hmong community was a good thing</li> <li>6. The Heritage Campaign of the 1990's – 10% was earmarked for outreach – Little Treasures, lunches for school-aged children, allowing others to use facilities (AL Anon, Weight Watchers) – building was “popping” all the time</li> <li>7. Proud of Little Treasures – still thriving outside of St. Paul's</li> <li>8. Pretty good at reaching out – I remember helping the Hmong community</li> <li>9. Men's group involved with our youth</li> <li>10. 'Opening the Door' when a few churches got together to deal with racism and gender issues. Annual events with speakers, one year at St. Paul's</li> <li>11. There is our service to Damiano and Rhubarb Festival</li> <li>12. The time we gave away all those shoes during the Rummage Sale</li> <li>13. St. Paul's was first church in area to support Hmong community in 1980's – extensive services provided -housing, teaching, medical support</li> <li>14. Service to the community – inside and outside</li> <li>15. Little Treasures, Loaves and Fishes, food for homeless</li> <li>16. Chum, Life House, Habitat for Humanity</li> <li>17. Being an usher – welcoming without politics</li> <li>18. Working with Loaves and Fishes on a building project – part of Hands Across Duluth – kids were eager to help</li> <li>19. Providing sandwiches for Steve O'Neill residents</li> <li>20. St. Paul's is eager to reach out and support community activities and organizations</li> <li>21. Helping the Greater Duluth community – Hands Across Duluth, Life House, Loaves and Fishes, St. Luke's Hospital</li> <li>22. Outreach – community building</li> <li>23. Service- Little Treasures, Hmong support, LEM, Hands Across Duluth</li> </ol>
<p><b>T-CB 2</b></p>	<p><b>TRADITION 2</b></p> <ol style="list-style-type: none"> <li>1. The 150<sup>th</sup> celebration was a milestone highlighting the impressive continuity and traditions of our church</li> <li>2. 150<sup>th</sup> Anniversary</li> </ol> <p><b>CHURCH BUILDING 0</b></p>
<p><b>THEO 11</b></p>	<p><b>THEOLOGY 11</b></p> <ol style="list-style-type: none"> <li>1. All people want to be human – the children of God</li> <li>2. The church values science as well as theology.</li> <li>3. The sermon on our first day included science</li> <li>4. The Creation Care Committee</li> <li>5. Our church living what we believe</li> <li>6. Proud to be an Episcopalian – not Trump photo op at Washington D.C church</li> <li>7. Bishop Curry – racial justice</li> <li>8. Seeing Bishop Curry on TV – very proud</li> <li>9. Called to the Way of Love</li> <li>10. Take care of your soul – the rest will be taken care of</li> <li>11. Attend church and center ourselves</li> </ol>
<p><b>W-L 3</b></p>	<p><b>SERVICE LITURGY 1</b></p> <ol style="list-style-type: none"> <li>1. Placing ourselves in God's presence- the ritual, breathing, praying as one – participating together</li> </ol>

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CONGREGATION PARTICIPATION 2
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| <ol style="list-style-type: none"><li>1. Proud to be a chalice bearer</li><li>2. Blessing the stuffed animals</li></ol> |
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### 3. *Do you ever feel like Martha in Luke 10, “worried and distracted by many things?” What might it mean to you personally and for our congregation as a family to focus on “the one thing” that Jesus calls us to do?*

<b>CF 0</b>	FORMAL PROGRAMING 0 VALUE CHILDREN 0
<b>E-C 4</b>	ENGAGEMENT AND CREATIVITY 4 <ol style="list-style-type: none"> <li>1. Taking the Way of Love out into the world</li> <li>2. Embracing and facing changes – girls as acolytes, women clergy</li> <li>3. How do we reach community in a different way?</li> <li>4. The community around us changes – used to be families now it’s college students renting.</li> </ol>
<b>F-C 9</b>	CHURCH COMMUNITY GROUPS 1 <ol style="list-style-type: none"> <li>1. 8:00 AM parishioners often eat together after service – community and connection</li> </ol> GENERAL FELLOWSHIP 8 <ol style="list-style-type: none"> <li>1. Coffee Hour – showing high regard for others</li> <li>2. FIOF meetings giving people voice – help winnow down to focus on important issues</li> <li>3. Food is important in the Episcopal church</li> <li>4. Congregation as a family</li> <li>5. Called to be together again</li> <li>6. Intellectual church with deep thinkers</li> <li>7. Missing coming together - missing support</li> <li>8. People miss having life in the church building – no visitors – no coffee</li> </ol>
<b>IN-W 6</b>	WELCOMING TO ALL 6 <ol style="list-style-type: none"> <li>1. Multi-generations are part of our family</li> <li>2. Include new people and our own as a church family – to help us</li> <li>3. We accept those with or without faith</li> <li>4. I don’t know the Bible inside-out, but Bill and Sue made me feel very welcome where I was</li> <li>5. St. Paul’s makes me feel welcomed</li> <li>6. Openness</li> </ol> EMBRACING DIVERSITY 0
<b>MM 7</b>	MUSIC SUPPORTING WORSHIP 1 <ol style="list-style-type: none"> <li>1. Sing the service – Sing!</li> </ol> MUSIC FOR INSPIRATION AND REFLECTION 6 <ol style="list-style-type: none"> <li>1. Music is important to us - we want to sing</li> <li>2. The fantastic music program - choir, bells, soloists -therefore we need a good music leader</li> <li>3. More music</li> <li>4. Need to gather and sing</li> <li>5. Music is a core human value – how can we go to church and not sing? – and expression of joy and happiness</li> <li>6. First thing, sing favorite hymns</li> </ol>
<b>L-O 37</b>	ORGANIZATION 15 <ol style="list-style-type: none"> <li>1. Need to get back together – reorganize, gather, and communicate</li> <li>2. We need to get back together – to get past the waiting</li> <li>3. Waiting for implementation and communication needed now.</li> <li>4. COVID simplified life – now to focus on doing a few things well instead of all things</li> <li>5. With COVID, regular church timing, schedule, is not followed – get back to routine but it is a struggle</li> <li>6. Lay keep being called to do the heavy lifting – because of COVID we’re not able to gather as a group</li> <li>7. There’s no need to focus on a single focus</li> </ol>

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	<ol style="list-style-type: none"> <li>8. Under Bill we lost the committees, so the structure is not in place to maintain consistency and flow to get things done</li> <li>9. We are a self-supporting parish</li> <li>10. Remember – lay ministers are listed as the first ministers</li> <li>11. How can we get back spirit in church -build community?</li> <li>12. Meetings in church – AA, AL anon, Narcotics A- these meetings used to happen at church- what happened?</li> <li>13. We can't do our mission if we can't keep our doors open</li> <li>14. At a cross-road – a blank slate – and opportunity to reorganize to serve the values of the congregation</li> <li>15. How does a church grow? How do we find normalcy?</li> </ol> <p>LEADERSHIP 22</p> <ol style="list-style-type: none"> <li>1. Being out in the community forcefully on social issues</li> <li>2. Acknowledge that vestry has had very difficult decisions to make</li> <li>3. Finding a rector</li> <li>4. Want communication to be together as a team again</li> <li>5. We need to feel a sense of community then it will fall together – gather regularly, new rector, new organist</li> <li>6. Coming together is the calling now</li> <li>7. Nothing else can happen until we come together</li> <li>8. Concern regarding the length of time to get a priest – 2 years?</li> <li>9. Questions regarding Linda B's role</li> <li>10. Reminder that this process is to allow the Holy Spirit to come into the process</li> <li>11. Looking for a rector who can make the connection between worship and the week that follows</li> <li>12. Challenge setting focus in COVID times</li> <li>13. I am worried about St. Paul's – things were tough with COVID, transition, and slow discernment</li> <li>14. We need leadership – now everything is done by volunteers</li> <li>15. We need leadership to avoid a 'rudderless' situation – we need heroes</li> <li>16. Too few are being called upon to do much of what's needed to keep it all going</li> <li>17. Focus first on getting people back for Sunday serviced – can't provide Wednesday night service if Sunday is not established</li> <li>18. Things should go more quickly – I am concerned that the right decisions are priorities</li> <li>19. The interim rector does not seem to be leading – not taking advantage of the knowledge of others</li> <li>20. I find I am being asked to make decisions I am not qualified to make</li> <li>21. Our secretary is over-worked – she is the one told to call volunteers</li> <li>22. Loss of spiritual leadership – feeling loss, stress, and anxiety from loss of rector, sexton, music director, treasure, part-time rector, Christian Formation director</li> </ol>
<p><b>S-O</b> <b>12</b></p>	<p>SERVICE TO INDIVIDUALS 1</p> <ol style="list-style-type: none"> <li>1. How we care for the home-bound and those with health needs</li> </ol> <p>OUTREACH 11</p> <ol style="list-style-type: none"> <li>1. Both outreach and bringing in others to building – e.g., day care and self-help groups</li> <li>2. Safe Church training and support of community programs – e.g., Life House, Loaves and Fishes</li> <li>3. Helping the poor -done that but can do more</li> <li>4. Help the neighborhood -have dinners</li> <li>5. Make personal sacrifice, congregational service. Time is a value to give but something else might have to go</li> <li>6. Distribute resources</li> </ol>

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	<ol style="list-style-type: none"> <li>7. Focus more on helping others</li> <li>8. We need more outreach – not doing any now</li> <li>9. Outreach is a piece of what should happen</li> <li>10. We should be doing more outreach</li> <li>11. Outreach – community building</li> </ol>
<b>T-CB 2</b>	<p>TRADITION 0</p> <p>CHURCH BUILDING 2</p> <ol style="list-style-type: none"> <li>1. Important the rector and others can be clearly heard</li> <li>2. Just being in that beautiful space</li> </ol>
<b>THEO 25</b>	<p>THEOLOGY 25</p> <ol style="list-style-type: none"> <li>1. Umbrella of Neighborly Love</li> <li>2. Jesus calls us to love, therefore we must welcome and serve all others</li> <li>3. Love one another – when we do it is amazing how things fall into place</li> <li>4. “Called to the Way of Love” helped in personal discernment</li> <li>5. To love thy neighbor – feed my sheep -what Jesus told us to do</li> <li>6. Adhere to the scripture – service to others</li> <li>7. Needing a message from Sunday that we can carry for the week</li> <li>8. Love one another</li> <li>9. Love one another regardless of creed, color, or race or anything else</li> <li>10. I am disillusioned with a church when love falls by the wayside</li> <li>11. Writing the word ‘Love’ is not enough – we need to see it and feel it</li> <li>12. Our church calls for love and salvation – love vs. rules</li> <li>13. Left the Catholic Church because of the absence of love – political goals over love sent me seeking</li> <li>14. Focus on evangelism – bring in more young families</li> <li>15. Love justice, do kindness, walk humbly. The last is hard for us being affluent and educated</li> <li>16. Protect God’s creation - ebbs and flows</li> <li>17. A challenging question – here and now or long term?</li> <li>18. Greater good and calling manifest in individual work – focus on calling before COVID – revisit calling but hard as a congregation</li> <li>19. Called to love one another – many ways to demonstrate that</li> <li>20. We are the hands and feet of God</li> <li>21. Call to love – challenge of how to keep love for another – how to continue going forward</li> <li>22. The Last Supper – just love – why not use that?</li> <li>23. To know Christ and make him known to others</li> <li>24. Love</li> <li>25. Help us to discern right from wrong, then act</li> </ol>
<b>W-L 4</b>	<p>SERVICE LITURGY 4</p> <ol style="list-style-type: none"> <li>1. Inspirational – sets week off to a good start</li> <li>2. The sermons are important</li> <li>3. 8:00 am service should be a focus – devoted small groups of parishioners – value of Rite I</li> <li>4. Rite I has majesty to it</li> </ol> <p>CONGREGATION PARTICIPATION 0</p>

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### 4. Describe some of the gifts that the Episcopal tradition offers to our local community. What do you see as the most precious treasures we have to offer our neighbors?

<b>CF 3</b>	<p>FORMAL PROGRAMMING 3</p> <ol style="list-style-type: none"> <li>1. Hand Across Duluth</li> <li>2. "What is the Episcopal Church" session with Bill and Sue</li> <li>3. Inquirer's class – learned Episcopal tradition is not an evangelical tradition. Live as Christ without expectations</li> </ol> <p>VALUE CHILDREN 0</p>
<b>E-C 5</b>	<p>ENGAGEMENT AND CREATIVITY 5</p> <ol style="list-style-type: none"> <li>1. I got involved with Loaves and Fishes and love it</li> <li>2. Radical inclusiveness</li> <li>3. St Paul's has a good reputation – known as a positive place – this gift can continue</li> <li>4. TV promotion of Blessing of the Animals – holiday services</li> <li>5. Asking different people for help</li> </ol>
<b>F-C 5</b>	<p>CHURCH COMMUNITY GROUPS 0</p> <p>GENERAL FELLOWSHIP 5</p> <ol style="list-style-type: none"> <li>1. Community</li> <li>2. Great community</li> <li>3. Kindness</li> <li>4. End of Year service dinner -ushers, choir, etc. – nice but costly</li> <li>5. I started as a taker – now in a different place – nobody gave me the impression of not giving enough</li> </ol>
<b>IN-W 19</b>	<p>WELCOMING TO ALL 18</p> <ol style="list-style-type: none"> <li>1. Being clear about what we are and welcoming people</li> <li>2. Stable open and welcoming</li> <li>3. The Vineyard walks around serving coffee -things like that are welcoming</li> <li>4. Newcomers from different faiths are attracted to the Episcopal liturgy with an immediate connection</li> <li>5. I don't think we do enough welcoming</li> <li>6. It is important to be inviting and relaxed when greeting newcomers.</li> <li>7. Different congregants have different talents and characters so many different people should be welcoming others</li> <li>8. The congregation creates welcomeness</li> <li>9. Inclusion for the neighborhood</li> <li>10. Congregation looks like an inner-city church – people from all over</li> <li>11. Acceptance and love – come to the table wherever you are – faith or no faith</li> <li>12. Acceptance</li> <li>13. Introductions</li> <li>14. Communion for all - continue breaking of the rules</li> <li>15. Daughter in Catholic school barred from communion</li> <li>16. Being open to others – keep going</li> <li>17. Openness to all – invitation to communion table</li> <li>18. Meet people where they are</li> </ol> <p>EMBRACING DIVERSITY 1</p> <ol style="list-style-type: none"> <li>1. Being inclusive - open doors – remembering how St. Paul's was welcoming to people with HIV when other churches were not</li> </ol>
<b>MM 0</b>	<p>MUSIC SUPPORTING WORSHIP 0</p> <p>MUSIC FOR INSPIRATION AND REFLECTION 0</p>

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<p><b>L-O</b> <b>22</b></p>	<p><b>ORGANIZATION 11</b></p> <ol style="list-style-type: none"> <li>1. Function as a 'now church'</li> <li>2. Need to re-establish ourselves</li> <li>3. Re-establish committees</li> <li>4. People should be coming before the capital campaign – get together and organize committees</li> <li>5. Outreach is missing – were doing a couple of things but not many</li> <li>6. Challenge to look where we are in size of congregation. Bill and Sue developed more expanded roles - we need to engage people and not spread too thin</li> <li>7. About 120/week count – different church models (size of clergy 1+?)</li> <li>8. Barb was staff but not salaried -that was huge</li> <li>9. Our church operations need to be secure to go beyond – need to prioritize</li> <li>10. Lay ministries - callings</li> <li>11. Green church</li> </ol> <p><b>LEADERSHIP 11</b></p> <ol style="list-style-type: none"> <li>1. Let community know of our presence and events at St. Paul's</li> <li>2. A lot of people are concerned and want to be heard</li> <li>3. We used to be a 'kickin' church</li> <li>4. We should look at some of the things the newer churches are doing</li> <li>5. Time and talent people give internally and externally – together as a community</li> <li>6. Important to communicate who needs help and how to help</li> <li>7. Need communication - what's going on – connection is a huge piece of giving back</li> <li>8. Building community – don't want to hear that I missed an opportunity to do something</li> <li>9. Need to be asked – don't know needs</li> <li>10. Important to bring up the next group – can't rely on the 80-year-olds – now time for the 40–50-year-olds</li> <li>11. Hard to replace Bill and Sue</li> </ol>
<p><b>S-O</b> <b>45</b></p>	<p><b>SERVICE TO INDIVIDUALS 10</b></p> <ol style="list-style-type: none"> <li>1. People cannot move if they don't have transportation</li> <li>2. Helping with transportation</li> <li>3. Ministry for others – remembering the boy from a broken family who came to St. Paul's saying he needed someone to take care of him. This was part of our Native American ministry</li> <li>4. Emergency sheltering at St. Paul's</li> <li>5. Choir members ill who were provide transportation to treatment – living our faith</li> <li>6. Have a need to serve</li> <li>7. Think in-reach</li> <li>8. We can possibly provide showers and laundry on site</li> <li>9. We can be attentive to smaller scale personal needs, such as a family tragedy, as well as larger scale programs</li> <li>10. Ready to help</li> </ol> <p><b>OUTREACH 35</b></p> <ol style="list-style-type: none"> <li>1. Fewer outreach ministries since COVID. How do we get community connections back again?</li> <li>2. Church isn't for people inside the walls – it is for those outside the walls</li> <li>3. We need more neighborhood partnerships</li> <li>4. The time we devote to helping others</li> <li>5. By serving our neighbors we serve ourselves</li> <li>6. Think about reaching out more – have food available</li> <li>7. Doing things on the lawn -First Lutheran holds services in the bowl at Leif Erickson Park</li> <li>8. Sharing our time, ourselves, our abilities, our social skills – like Barb Hauck's kind of outreach</li> <li>9. Think about things that are bigger than cash – like Rotary Club supports construction projects in the neighborhood</li> </ol>

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	<ol style="list-style-type: none"> <li>10. Providing daycare</li> <li>11. Provide community meals at St. Paul's</li> <li>12. Service with other organizations like Loaves and Fishes, Chum, Damiano</li> <li>13. Space and facility are a resource we can share</li> <li>14. Space above the garage used to be used to teach computers</li> <li>15. Boy Scout meetings in church building is an example of sharing the facility</li> <li>16. Outreach with tourists</li> <li>17. Outreach and service to the neighborhood</li> <li>18. Little Treasures</li> <li>19. Where is outreach when budgets are tight? – part of calling</li> <li>20. Recalling pride of clothesline mittens and hats – it spoke</li> <li>21. Clothesline started small but grew with donations</li> <li>22. Clothesline was just there for those that needed it.</li> <li>23. Love to do outreach</li> <li>24. Bring people to our experience – community dinner.</li> <li>25. Maybe go out into the street and find people – invite them in</li> <li>26. A calling committee? -neighborhood pizza party – Flyers</li> <li>27. Invite food trucks</li> <li>28. Community room – a commercial kitchen -get them into the building</li> <li>29. Before we led a parenting group with child-care – when leadership changed it moved far away out of town</li> <li>30. Service to others – having an outreach budget</li> <li>31. Our last capital campaign allotted 10% to outreach</li> <li>32. Outreach that is 'personalized' - clearly from St. Paul's</li> <li>33. We are not currently budgeting for outreach</li> <li>34. We can leverage our building facilities</li> <li>35. We should host dental and vision clinics – low-cost outreach</li> </ol>
<p><b>T-CB</b> <b>15</b></p>	<p>TRADITION 4</p> <ol style="list-style-type: none"> <li>1. Sense of pride, being here 20 years</li> <li>2. Great reputation – happy to be part of the tradition</li> <li>3. At 150<sup>th</sup> walked form original site to St. Paul's – walked in footsteps of greatness</li> <li>4. Footed in tradition</li> </ol> <p>CHURCH BUILDING 11</p> <ol style="list-style-type: none"> <li>1. Church bells – missed in the neighborhood</li> <li>2. Ringing bells should be a focus of the Capital Campaign</li> <li>3. Manually ringing bells in the past was a huge fund raiser at the Silent Auction</li> <li>4. Sight of our beautiful building</li> <li>5. Celtic garden and landscaping</li> <li>6. Cherish elders – e.g., thoughts for senior living connected to church. Also, elevator extension to 5<sup>th</sup> floor</li> <li>7. Good accessibility is important</li> <li>8. Keep the church – implausible to let the building go</li> <li>9. You can feel the history</li> <li>10. Not a prosperity gospel place</li> <li>11. Specialness of place</li> </ol>
<p><b>THEO</b> <b>4</b></p>	<p>THEOLOGY 4</p> <ol style="list-style-type: none"> <li>1. Maybe our neighbors would not see the tradition and meditations of our liturgy as a precious treasure, therefore we would reach them by modeling the love we profess</li> <li>2. Being Episcopalians – living our faith not just saying the words</li> <li>3. Episcopalians are not literal Christians – offer what is cool about the Episcopal church</li> </ol>



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	4. We are part of the broader Episcopal Church Body and Mission and global Anglican Communion
<b>W-L 8</b>	<p>SERVICE LITURGY 4</p> <ol style="list-style-type: none"> <li>1. Scripture, tradition, and reason- what do people want?</li> <li>2. Offering the truth – coming from the pulpit</li> <li>3. Inland Sea prayer - Brighton Beach services</li> <li>4. Acknowledgment of Ojibwe – gives connection to the community</li> </ol> <p>CONGREGATION PARTICIPATION 4</p> <ol style="list-style-type: none"> <li>1. Design of the Book of Common Prayer -given to all</li> <li>2. The ability to be Episcopalian without all the answers</li> <li>3. Worshiping together</li> <li>4. Great bread, here</li> </ol>

***Other comments and reflections not directly in response to the four questions, usually shared at end of the FIOF session.***

- Excited about outreach
- Neighbors are our community
- Learned about the meaningfulness of the bells to so many
- Music, bells youth groups will and must be back soon
- The strong feelings about rites and rituals and importance of the 8 am service
- Getting together in small groups like this without masks is good
- At coffee hour it is possible to encourage getting re-acquainted. Tables could have a focus or not
- Also recognize that the coffee hour has already established groups
- We can talk about what life has been like during the pandemic
- Privileged to be in same group as\_\_\_
- A parishioner driven church is important
- All are welcome at the table
- What can we do about parking?
- We have two ministers – need one who can handle youth Christian Formation
- We can review past goals to see if we met them or if they are still important
- We used to empower the lay ministry – created a lay ministry design -empowered parishioners to use their gifts.
- We need to train lay ministry
- A new resource person dd not feel welcome in the wider community
- We need to serve as Episcopalians
- Reflect on long lineage of outreach – seems important – some has gone
- What outreach can come back – what are the new needs?
- This conversation is not out of line
- What is the attraction of a Mega-Church?
- Glad to have stepped into the building but hard to invite people you know.
- Learned St. Luke’s was part of St. Paul’s – how to keep plugged in to history?
- Lead discussion on history where community rather than individual was past practice
- Is the goal to increase the size of the church – fill in places that might be needed if only one clergy is called?
- We have good people