



## Parish Survey Final Results

### Who responded?

151 people responded

According to the latest parish list as of February 29, 2016, we have 275 adult parishioners

Our response rate is 55%

100% of the Vestry responded

100% of the Calling Committee responded

86% of the Choir responded

Approximately 35 of our Welcome Table guests responded.

### What did we say?

### What areas of parish life are important to you?

	Very Important for You	Very Important for Epiphany
Outreach to the disadvantaged/"Care of our neighbors"	112	104
Music in parish worship	104	90
Parish worship and prayer	103	105
Church growth and development	88	104
Social Justice/Advocacy	87	82
Lay leadership and involvement in church administration and activities	82	86
Administration and Organization	81	93
Stewardship of individual and congregational resources	80	89
Recruiting and integrating new members	78	99
Lay leadership and involvement in worship	77	77
Pastoral ministry to the sick and shut--in	74	83
Parish fellowship	69	81
Spiritual development for individuals and small groups	68	68
Significantly increasing the number of new members	66	88
Pastoral counseling/guidance	62	77
Adult Christian education	57	68
Capital Development	56	89
Children and youth Christian Education	46	70
Parish support of and participation in non--church community activities	45	54
Participation in Diocesan activities	27	49



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### An overview of comments:

- “Continuation of Street Church and the mission of our ministry to the downtown poor is very important”
- “Bible Study”
- “Communication – particularly digital media”
- “Continued diversity (race, gender, LGBT, economic) in membership, clergy/worship leaders, lay leaders”
- “Need to have a real sense of the justice aspect . . . supporting the actual needs of the community rather than what feels good to the congregation”
- “Epiphany is a changed and changing congregation. I feel it has lost its core value in spiritual education and focused on changing the congregational mix. The result is a blessedly more diverse congregation but one that seems to have little center other than to celebrate its diversity.”

## What do we want in our new Rector?

**How do you expect the Rector to interact with lay members of the parish (office volunteers, ministry team leaders, program leaders, etc.)? The Rector should . . .**

Share responsibility for most activities with parish members	57.2%
Support those members leading most activities in the parish	23.9%
Lead most activities in the parish	18.8%

### What areas of ministry do we believe will be the most valuable for the next Rector?

Church Growth and Development -- Ability to reshape existing programs and introduce new ones. Ability to better engage both existing and new members in the life of the parish.	68.6%
Administration -- Ability to manage the affairs of the parish.	53.6%
Worship -- Ability to plan and conduct worship as a central event of the parish.	50.0%
Preaching -- Ability to make scripture relevant to people's lives through clarity in preaching.	48.6%
Outreach -- Ability to help parishioners to care for the immediate needs of their neighbors.	42.1%
Social Justice Ministry -- Ability to help parishioners become aware of, understand, and address social issues, including advocacy for greater systemic change.	41.4%
Spiritual Growth -- Ability to lead others in the formation and development of a deeper relationship with God.	37.9%
Counseling -- Ability to help parishioners with problems, both personal and spiritual.	31.4%
Pastoral Care -- Ability to care for people so they feel nurtured, including hospital, nursing home, hospice, and home visitation. Ability to engage parishioners in providing pastoral care.	28.6%



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Lay Ministry -- Ability to support and increase the congregation's involvement in administration, worship, and pastoral care.	26.4%
Capital Development -- Ability to organize and support a capital development campaign.	26.4%
Adult Christian Education -- Ability to develop and/or support adult programs.	25.0%
Crisis Ministry -- Ability to provide care to people at critical days of their lives.	22.9%
Stewardship -- Ability to inspire, lead, and support the development and use of individual and congregational resources.	22.9%
Theology -- Ability to demonstrate and impart a disciplined understanding of biblical and historical revelation and the recognition of God's continuing activity in the world.	21.4%
Children and Youth Christian Education -- Ability to develop and/or support programs for Christian Education for children and youth.	17.9%
Diocesan--Level/Larger Church/Interfaith Ministries -- Ability to connect the work of the parish to the diocese, larger church, and other faith traditions.	12.1%
Other (please specify):	10.7%

### There were many comments in response to this question including:

- "All of the items are important but don't have to be in the same person . . ."
- " . . .Commitment to building up the racial and ethnic diversity of the parish"
- "Bible study"
- "Communication – particularly strategic use of digital media"
- " . . . doing and supporting work to the poor in the community . . . and actual needs and not just what feels good to congregants on Sunday morning"
- "Walking on water wouldn't be bad"
- " . . . uphold the mission of our ministry to the downtown poor"
- "Pastoral care not just of the sick or shut--in, but to people who have prayer concerns for family, etc."
- "Prayer – lead it, do it, offer it"
- "Ability to work in a resource constrained environment with staff that wears many hats"

## What we most enjoy about Epiphany -- A summary of comments

There were 124 comments offered – an 82% response rate

### Overall Comments

- "Traditional and grounded in today's world at the same time, diverse in many ways; a commitment to social justice as an extension of our faith; a scripture based liturgy."
- "Its quirkiness as a vibrant and welcoming urban parish but, for me, its strong Artistic/Musical ministry and history that has touched so many lives and continues to do so week by week."
- "Our cultural and economic diversity combined with our liturgical offerings give me glimpses of the reign of God unlike any others."
- "Glory to God through music and worship."
- "At its best, it is what church is all about – loving, caring, inclusive, serving the poor."
- "Revealing the true meaning of Christianity through actions."



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- “Faith in action”
- “The poor have a say in the church.”
- “A place where diversity exists in all forms (racial, ethnic, socioeconomic, sexual orientation) and where God moves in mysterious ways.”
- “a place where barriers break down”
- “Peace. To get away from the shelter and have my time with the Almighty.”
- “To see people of all walks of life come together in harmony”
- “Beautiful, ceremonial word of the Lord, very gorgeous”
- “This Epiphany Church has been a blessing in my life”

Music (30 comments): *“exceptional music” “I love and enjoy the music at Epiphany” “Music!”*

Inclusion/Diversity (27 comments): *“welcoming to all” “being in Christian community with men and women who are homeless” “a place where barriers break down” “the gathered community of who is”*

Worship (19 comments): *“exalted worship” “worshipping at Epiphany just gives me a joyful feeling” “beautiful and varied worship experience”*

Fellowship/Community (15 comments): *“They very friendly to people.” “desire to know each other on a personal level.” “Friendship”*

Welcoming/Acceptance (14 comments): *“Friendly parishioners” “Smiley faces everyday” “welcoming to the other”*

Social Justice/Outreach (11 comments): *“commitment to helping the underserved in the community” “ministry to the downtown poor and homeless” “social justice”*

Music AND Diversity (9 comments): *“music and service to the community” “Exalted worship combined with a commitment to outreach” “exceptional music, inclusion and diversity”*

Christian life (9 comments): *“At its best it is what church is all about” “We are challenged to walk the talk” “agape”*

History, sense of place, building (9 comments): *“beautiful, historic place” “central location in the city” “sense of place”*

Words about Epiphany: *“Fellowship” “Openness” “Love” “Joyful” “Exciting” “Loyalty” “Life” “Spirituality”*



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### What we least enjoy about Epiphany -- A summary of comments

There were 85 comments offered – a 56% response rate, however, many of the responses were “Nothing I don’t like.” Or “nothing”

In many cases, the things which we least enjoy about Epiphany were related to what we like:

Organizational Issues (19 comments): *“lack of cohesion” “poor communication – really hard to figure out what’s going on” “unilateral decision making”*

Inclusion/Diversity (15 comments): *“Behavior and hygiene of some of our homeless guests” “chaos on Sunday morning” “odiferous” “lack of respect for the sanctity of the space”*

Welcoming/Acceptance (7 comments): *“Have had difficulty making friends, connections and a place to serve” “snobs” . . . “a lot of profiling and judging” “hard to break in (been coming for 5 years and people still don’t really know me)”*

History, sense of place, building (6 comments): *“parking” “hard to find the bathrooms” “old” “distance from home”*

Music and Worship (5 comments): *“hymns” “loud, pretentions music” “limited music choices”*

Resource Issues = Financial and Human (5 comments): *“lack of financial resources” “struggling numbers and over--committed core leadership” “involvement not broad enough” “stretched financial resources – we do good work, I wish there was greater parish AND diocesan support”*

### Who are we?

#### How old are we?

9% of us skipped this question. Of the people who answered:

46--60 years old	39.0%
61--75 years old	24.3%
76+ years old	11.0%
36--45 years old	10.3%
26--35 years old	9.6%
21--25 years old	4.4%
10--15 years old	1.5%
16--20 years old	0.0%



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### How long have we worshipped at Epiphany?

9% of us skipped this question. Of the people who answered:

1--5 years	30.4%
More than 20 years	23.7%
6--10 years	20.7%
11--20 years	17.8%
Less than 1 year	7.4%

### What church or faith tradition, if any, were we raised in?

12% of us skipped this question. Of the people who answered:

Episcopal	37.3%
Other Protestant	28.4%
Other	19.4%
Roman Catholic	14.9%

Note: This question included a high number of comments, including:

AME

Anglican Church

Armenian Orthodox

Baptist -- 4

Baptist, then non--denominational church,  
what=just the word of God.

both Episcopal and "Other Protestant"

Christian -- 3

Christian and African Traditional Religion

Eastern Orthodox

Lutheran

Methodist -- 2

Non--denominational

None -- 5

Seventh Day Adventist

Southern Baptist -- 3

Universal

### What is our race/ethnicity?

20% of us skipped this question. Of the people who answered:

66% of us describe ourselves as white or Caucasian; 32% of us describe ourselves as black or African American; 3% of us describe ourselves as mixed



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And some of us added descriptions including

- Celtic
- Mixed including Canadian, Belgian, African, Dominican, American citizen born on American soil
- Native American
- Christian first, Afro--American with white, Latino, Indian

### Which of the services/activities do we attend?

6% of us skipped these questions. Of the people who answered:

	Weekly	2 x Month	Monthly	Occasionally	Total	Never
8am Sunday Service	31	11	12	30	84	34
Welcome Table	30	12	21	20	83	38
11am Sunday Service	61	17	11	20	109	10
Weekday Services	8	1	9	37	55	44
Tuesday Concert Series	9	7	4	52	72	36
Street Church	10	1	4	18	33	76
Evensong	0	0	17	34	51	48

### For which ministries do we volunteer?

58% of us skipped these questions. Of the people who answered:

	Serving Now	Served in Past
Music including choir, Tuesday Concert Series, Evensong, other	29	7
Liturgical Leadership including Greeters, Ushers, Acolytes, Readers, Altar Guild, Flower Guild, Faith & Loaves, Healing Ministry	40	22
Street Church	11	3
Vestry	12	25
Welcome Table	30	12



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### Where do we come from, how do we get here and how long does it take us?

13% of us skipped these questions. Of the people who answered:

DC	54.8%
Virginia	26.7%
Maryland	14.8%
Other (please specify)	3.7%

Automobile	57.0%
Public Transportation	54.8%
Walk/ride bike	29.6%

15 to 30 minutes	44.0%
30 minutes to 1 hour	28.4%
Less than 15 minutes	23.1%
More than 1 hour	4.5%

### What is your approximate average household income?

24% of us skipped this question. Of the people who answered:

\$0--\$24,999	32.2%
\$25,000--\$49,999	5.8%
\$50,000--\$74,999	19.0%
\$75,000--\$99,999	8.3%
\$100,000--\$124,999	11.6%
\$125,000--\$149,999	6.6%
\$150,000--\$174,999	5.0%
\$175,000--\$199,999	0.8%
\$200,000 and up	10.7%

### How many families have children under 18 attending Epiphany?

11% of us skipped this question. Of the people who answered:

9 people had children under 18 attending Epiphany.





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**Which of the following programs do their children participate in?**

Worship Service	77.8%
Nursery	33.3%
Godly Play	66.7%

### **Other**

Acolyte

I have school--aged children but they don't participate

Child on the way and these are important to me

none

none