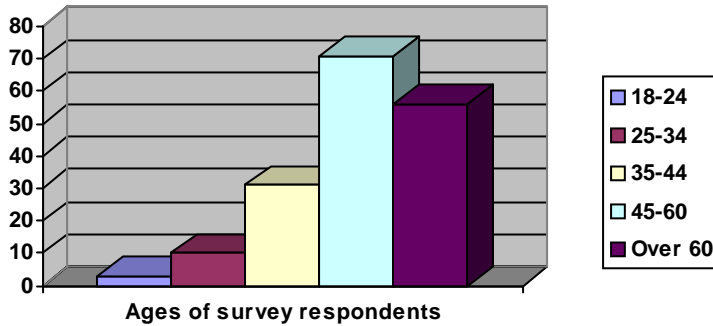


I. Background questions: demographics & church participation

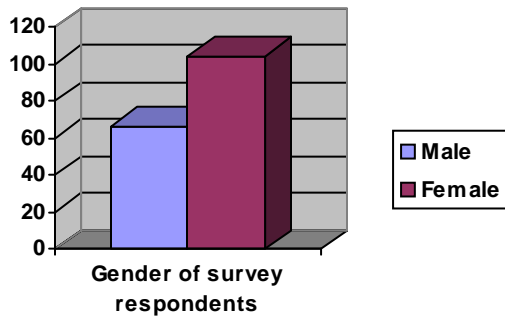
1. What is your age? n=171

- d. 45-6071 (42%)
- e. over 6056 (33%)
- c. 35-4431 (18%)
- b. 25-3410 (6%)
- a. 18-243 (2%)



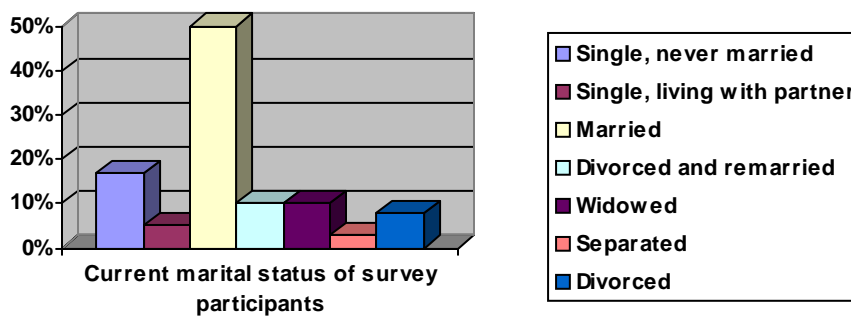
2. What is your gender? n=170

- a. Female ..104 (61%)
- b. Male66 (39%)



3. What is your current marital status? n=59

- c. Married84 (50%)
- a. Single, never married 23 (17%)
- d. Divorced and remarried..... 17 (10%)
- e. Widowed17 (10%)
- g. Divorced14 (8%)
- b. Single living with partner 9 (5%)
- f. Separated.....5 (3%)

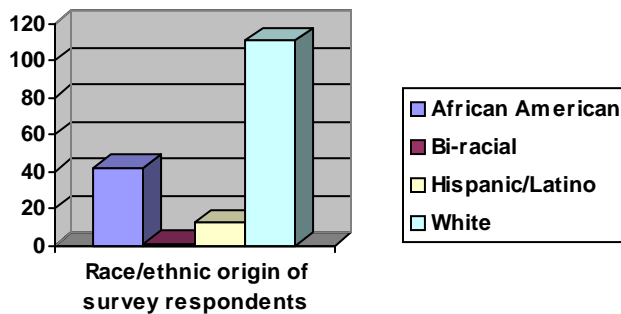


4. If you are married or living with a partner, circle the most accurate statement below:

- d. Spouse/partner is as involved as I am in St. James'..... 54 (48%)
- c. Spouse/partner attends St. James' but is less involved in this church than you are..... 22 (19%)
- a. Spouse/partner is not involved in any church. 15 (13%)
- e. Spouse/partner is more involved than I am in St. James'. 15 (13%)
- b. Spouse/partner attends another church..... 6 (5%)

5. What is your race/ethnic origin?

- d. White 111 (67%)
- a. African American 42 (25%)
- c. Hispanic/Latino 12 (7%)
- b. Bi-racial 1 (.1%)
- e. Native American
- f. Other



6. How many children do you have (any age)? 1.8 avg. (2.5 excluding those who don't have children)

7. How many children are living in your household? .6 avg. (2.5 excluding those who don't have children)

8. Approximately, how many miles do you live from this church? 14.7 avg.

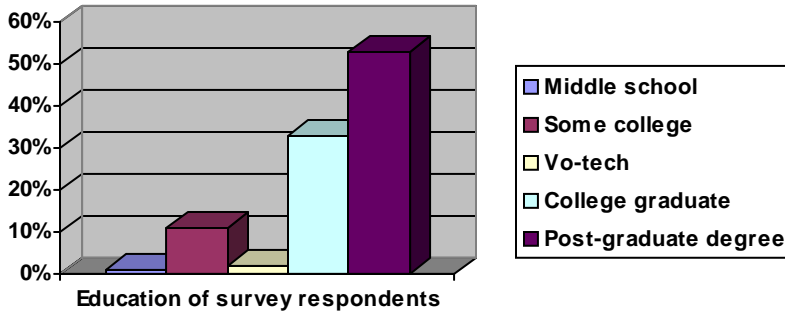
9. What is your Zip Code? 39 zip codes listed below by highest number of St. James' residents responding to survey.

Zip Code List

78704	14	78722	4	78681	2
78703	12	78739	4	78634	2
78731	10	78728	4	78727	2
78745	10	78753	4	78752	2
78749	10	78754	4	78758	2
78751	9	78757	4	78725	1
78723	7	78664	3	78701	1
78756	7	78748	3	78744	1
78746	7	78729	3	78732	1
78759	6	78724	3	78640	1
78702	6	78611	3	78610	1
78660	5	78721	3	78602	1
78705	5	78735	3	78726	1

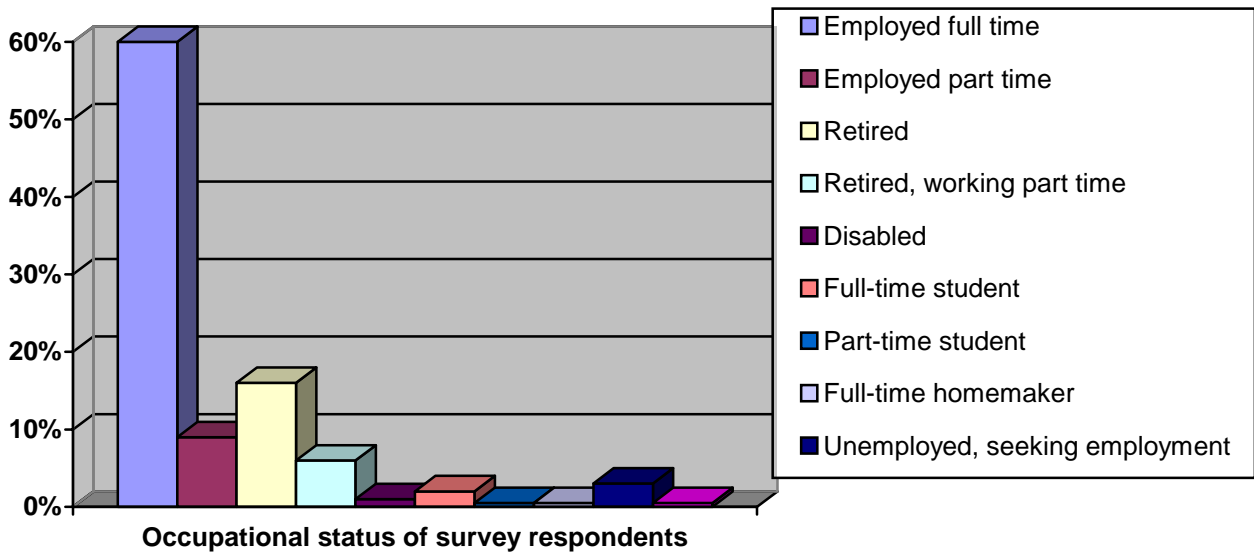
10. What is your highest level of formal education completed? n=171

- f. Post-graduate degree ... 90 (53%)
- e. College graduate 57 (33%)
- c. Some college..... 19 (11%)
- d. Vo-tech..... 3 (2%)
- b. Middle school 2 (1%)
- a. Grade school..... 0



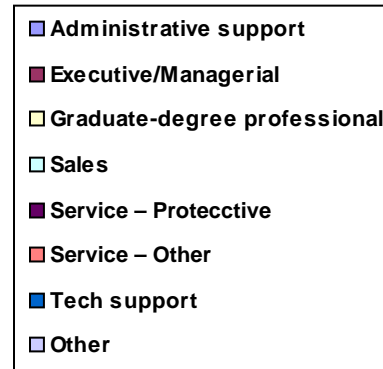
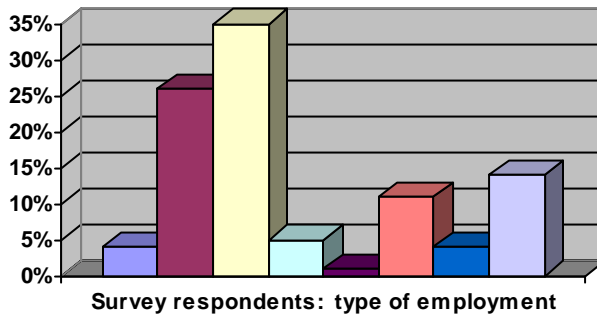
11. Which of the following descriptions best describes your current situation? n=169

- a. Employed full time 102 (60%)
- c. Retired..... 27 (16%)
- b. Employed part time 16 (9%)
- d. Retired, working part time 10 (6%)
- i. Unemployed, seeking employment 5 (3%)
- f. Full time student..... 4 (2%)
- e. Disabled 2 (1%)
- g. Part time student 1 (.5%)
- h. Full time Homemaker 1 (.5%)
- j. Unemployed, not seeking employment..... 1 (.5%)



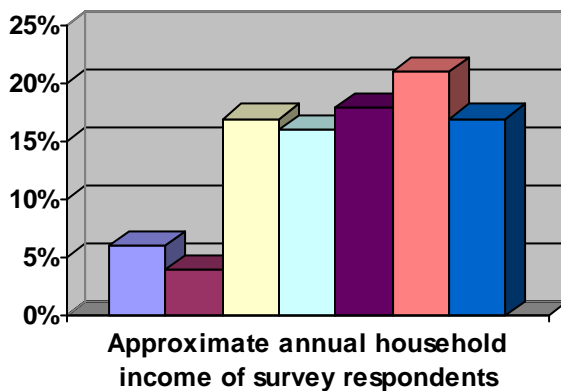
12. If you are employed full or part time, what type of employment? n=129

- c. Graduate-degree professional..... 45 (35%)
- b. Executive/Managerial 33 (26%)
- h. Other 18 (14%)
- f. Service-Other 14 (11%)
- e. Service-Protective 2 (1%)
- d. Sales 7 (5%)
- a. Administrative Support 5 (4%)
- g. Tech support 5 (4%)



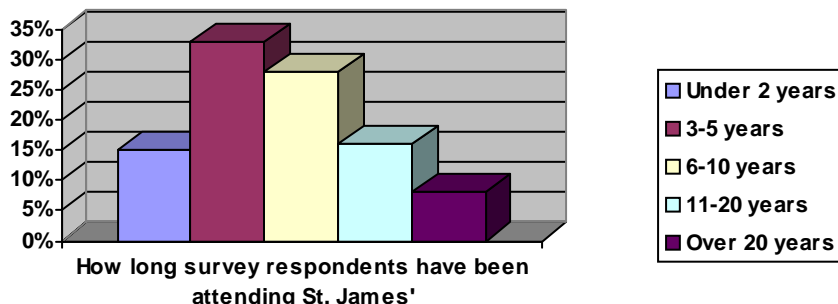
13. What is your approximate annual household income? n=167

- f. \$100,000-\$149,999 35 (21%)
- e. \$75,000-\$99,999 30 (18%)
- c. \$25,000-\$49,999 29 (17%)
- g. \$150,000+ 29 (17%)
- d. \$50,000-\$74,999 27 (16%)
- a. \$0-14,999 10 (6%)
- b. \$15,000-\$24,999 7 (4%)



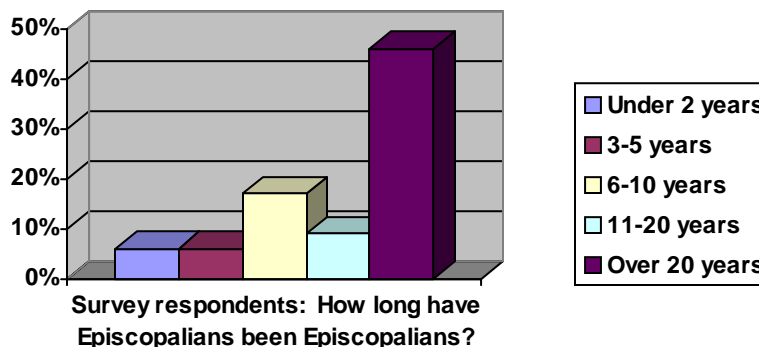
14. How long have you been attending St. James'? n= 172

- b. 3-5 years57 (33%)
- c. 6-10 years49 (28%)
- d. 11-20 years27 (16%)
- a. under 2 years ...25 (15%)
- e. over 20 years ...14 (8%)



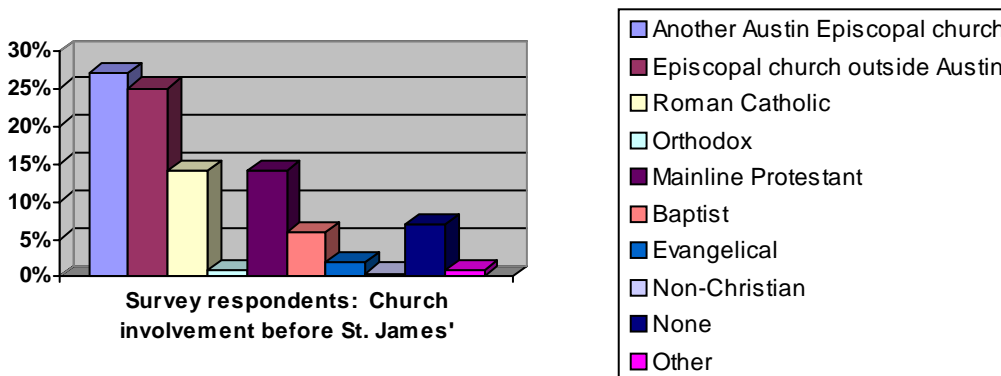
15. Are you an Episcopalian? Yes 149 (90%) NO 20 (10%). If yes, for how long have you been an Episcopalian? n=169

- e. over 20 years ..78 (46%)
- c. 6-10 years28 (17%)
- d. 11-20 years16 (9%)
- a. under 2 years ..10 (6%)
- b. 3-5 years 10 (6%)

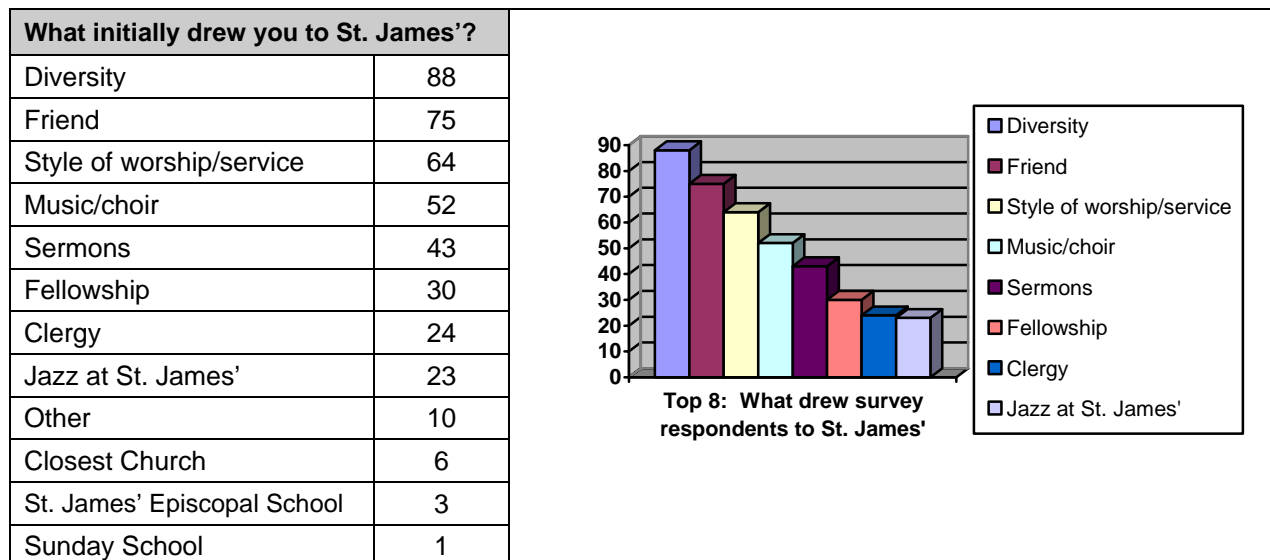


16. What was your church involvement before coming to St. James'? n=162

- a. Another Episcopal parish in the Austin area..... 44 (27%)
- b. Another Episcopal church outside of Austin 41 (25%)
- c. Roman Catholic..... 24 (14%)
- e. Mainline Protestant (Lutheran, Methodist, Presbyterian, etc.) .23 (14%)
- i. None..... 12 (7%)
- f. Baptist 10 (6%)
- g. Evangelical..... 3 (2%)
- d. Orthodox 2 (1%)
- j. Other 2 (1%)
- h. Non Christian 1 (.5%)

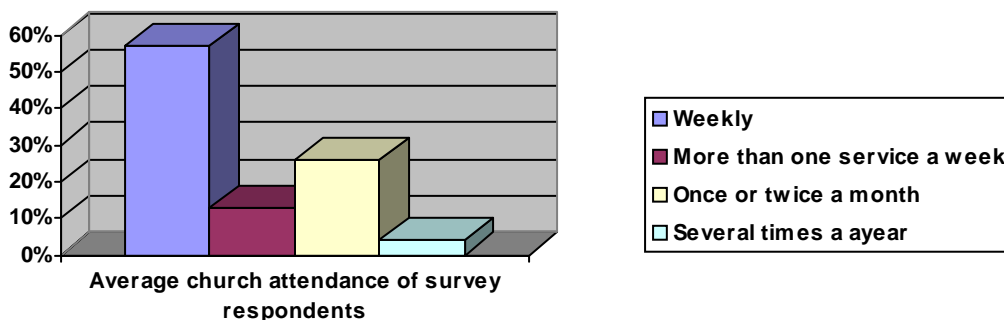


17. What initially drew you to St. James'? Circle all that apply. (409 responses recorded)



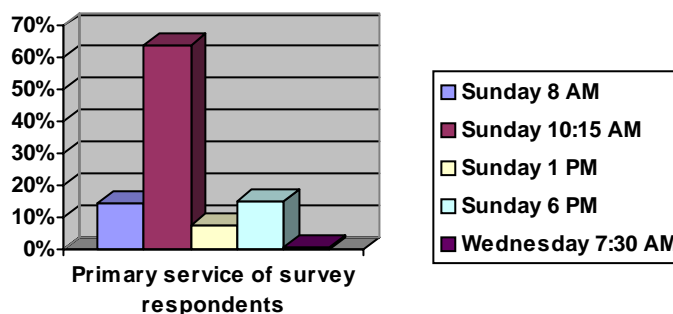
18. On average, about how many times did you attend worship services during the past year?
n=168

- a. Weekly 96 (57%)
- c. Once or twice a month..... 44 (26%)
- b. More than one service a week 21 (13%)
- d. Several times during the year..... 7 (4%)



19. What service do you usually attend? Circle all that apply. (170 responses recorded)

- b. Sunday 10:15 AM..... 109 (64%)
- d. Sunday 6:00 PM..... 25 (15%)
- a. Sunday 8 AM..... 23 (14%)
- c. Sunday 1:00 PM..... 12 (7%)
- e. Wednesday 7:30 AM..... 1 (.06%)



20. Approximately how much does your family household contribute annually to St James?
\$3401.00 avg.

21. Think for a moment of your five closest friends with whom you share social and recreational life. Do not include relatives. How many go to St. James'? 1.6 avg.

II. Ministries and Programs at St. James'

Set out alphabetically below is a list of ministries and programs at St. James'. Please circle all of the ministries and programs that you are involved in regularly.

Listed by highest involvement sited by respondents

26. Jazz at St. James'	36	44. St. James' Interfaith Action Team.....	3
30. Lectors	36	9. Austin Interfaith.....	2
14. Choir/Music	32	15. Christ Child Guild.....	2
38. Phenomenal Woman's Bible Study Group.....	22	16. College Ministry at Huston-Tillotson	2
2. Adult Forum.....	21	51. Volunteer Office Staff.....	2
29. Lay Eucharistic Ministers	19	35. Office Volunteer	2
28. Landscaping & Grounds.....	18	40. Racial Reconciliation Interfaith Group	2
42. St. James' at Trinity Center	18	4. Alms Counters	1
25. Hospitality.....	14	10. Baptismal Banners.....	1
43. St James' Episcopal School.....	14	11. Boy Scouts.....	1
32. Mobile Loaves & Fishes	13	39. Photography Ministry	1
6. Altar Guild	12	8. Audio Ministry	0
18. East Austin Wellness Initiative (EAWI).....	11	17. Daughters of the King.....	0
47. Ushers.....	10	41. Seminarians.....	0
13. Children's Ministries	9	53. Other _____	
46. Union of Black Episcopalians (UBE)	9	♦ Black ties (3)	
19. Episcopal Church Women (ECW).....	9	♦ Bread Baking	
21. Eucharistic Visitors	9	♦ Bulletin 1pm	
34. Monday Night Theological Discussion Group	8	♦ Card ministry	
52. WRAP (White Racial Awareness Process)	8	♦ Casa Marianella (4)	
22. Finance Committee	7	♦ Connections	
37. Peace and Justice Affinity Group	7	♦ Cookies for newcomers	
49. <i>Voice of St. James'</i> Newsletter	7	♦ Discernment committees	
5. Altar Flowers	7	♦ Entronque	
7. Art Committee	7	♦ Health ministry	
1. Acolytes.....	6	♦ Intercessor	
3. Ahli Arab Hospital, Gaza	6	♦ Key holder-taking	
48. Vestry	6	♦ Miscellaneous "as the need arises," e.g. crop walk	
50. Voltrons	5	♦ Norman Elementary School volunteer	
24. Greeters	5	♦ Nursing home visits	
27. Journey to Adulthood (J2A).....	5	♦ Outdoor group	
33. Monday Night Intercessory Prayer Group.....	5	♦ Recreation affinity group	
45. Stewardship Committee	5	♦ Retreat in summer	
12. Care Communities	4	♦ Soon to be webmaster	
36. Parenting Across Colors	4	♦ Special programs	
23. Girl Scouts.....	3		
20. Episcopal Youth Community (EYC)	3		
31. Men of St. James'	3		

2. Which of the above programs would you like to see strengthened at St. James'?

Responses ranged from "All are strong" to "Is there anything we do that can't be fine tuned?" – in addition to specific comments and recommendations about the following programs.

Worship, Music, and Arts

- ♦ Acolytes
- ♦ Altar Guild
- ♦ Art Committee
- ♦ Audio ministry
- ♦ Choir
- ♦ Jazz at St. James'
- ♦ Ushers

Adult Christian Formation

- ♦ Adult forum
- ♦ Monday night theological discussion group
- ♦ Theological discussion group in Spanish

Youth Services and Christian Education

- ♦ Boy Scouts
- ♦ EYC
- ♦ Girl scouts
- ♦ J2A
- ♦ New/Additional Roles for Acolytes – need to keep young people involved: Newsletters-profile of members – would be nice to introduce teen (J2A) members as well.

Care Ministries

- ♦ Child care
- ♦ East Austin Wellness Initiative
- ♦ Eucharistic Ministry
- ♦ Hospitality
- ♦ Nursing Home Ministry
- ♦ Stewardship

Social Justice

- ♦ Ahli Arab Hospital – Gaza
- ♦ Peace and Justice Ministry
- ♦ Racial Reconciliation Interfaith Group
- ♦ St. James' at Trinity Center
- ♦ Union of Black Episcopalians
- ♦ WRAP

Fellowship Groups

- ♦ Black Ties
- ♦ Connections
- ♦ Daughters of the King
- ♦ Entronque
- ♦ Episcopal Church Women
- ♦ Men of St. James'
- ♦ Parenting Across Colors
- ♦ Voltrons

Care of St. James'

- ♦ Finance Committee
- ♦ Landscaping and Grounds
- ♦ Vestry

3. Are there any new programs would you like to see at St. James'?

Here, too, the comments were varied. Several people made comments similar to this one: *"Not at the moment – time to recollect ourselves and solidify the quality of what we're already trying to do."* But many others had specific suggestions. More than five responses suggested new or expanded programs in each of the following three program areas:

- ♦ regular social/fellowship activities
- ♦ adult Christian education (including multiple requests for EFM or other bible study with a curriculum)
- ♦ neighborhood outreach

III. Christian formation & education at St. James'

A. Christian Formation and Education (CE) for Children and Youth

1. Do your children participate in St. James' CE program: *n=150*

- | | | |
|---|-----|-------|
| a. Regularly | 11 | (7%) |
| b. Occasionally | 19 | (13%) |
| c. Never..... | 12 | (8%) |
| d. I don't have children of Sunday School or youth-group age | 108 | (72%) |

2. If you have children who attend Sunday School, J2A, or EYC, are they interested or enthusiastic about it? *n=90*

- | | | |
|-------------------------------|----|-------|
| a. Yes..... | 16 | (18%) |
| b. No | 14 | (16%) |
| c. Some are, some aren't | 56 | (62%) |
| d. Don't know | 4 | (4%) |

3. If you answered "yes" or "some are, some aren't," please indicate your children's ages and briefly tell us what they like most.

Age range – 2 ½ to 19 (references to children over 25 removed)

Themes – friendships, activities, teachers

B. Christian Formation and Education for Adults

5. What topics or programs – or types of topics or programs –would you like to see offered during the Sunday morning Adult Forum (9:10-10:00)?

Themes – Bible study, Episcopal history and tradition, integration of spirituality and public service, practical Christianity in daily life, etc.

C. General Questions about Christian Formation and Education (CE) at St. James'

6. If you or your family do not attend any classes or programs in St. James' CE program, please briefly tell us why.

Themes – lack of time (by far the most frequent), time of classes, don't know enough about the classes

7. What improvements would you like to see in CE at St. James'?

Themes – offer classes at more times (weekday nights and better times for people who attend later services), more publicity, more and better programs, better space

IV. Communication at St. James'

Please answer by circling the appropriate number on the indicated 5-point scale, with "1" being a very positive response and "5" being a very negative response. Circle "DK" for "don't know."

Very Well=1 Very Poorly=5

1. How well informed does the Church keep you about services, meetings, activities?	1.8
2. How well informed does the Church keep you about policy decisions made by the Vestry?	3.2
3. How well do you understand the work of the Church in its various activities?	2.7
4. How well are spiritual concerns addressed in Church publications?	2.3

5. Please rate the effectiveness of the following sources of information at St. James':

Very Effective=1 Ineffective=5

a. Announcements in service	1.9
b. Sunday Bulletin	2.1
c. <i>Voice of St. James'</i> newsletter	1.85
d. Electronic newsletter	1.84
e. Annual Reports at Parish Meetings	2.5
f. Other (please specify) website, ministries, word of mouth	

6. What other methods of communicating would you like to see St. James' use, if any?

Themes – bulletin board, improved email, phone trees for those who don't have email or for urgent announcements

V. Parish life at St. James'

How satisfied are you with the manner in which each of the following five activities is currently being accomplished at St. James'? Please answer by circling the appropriate number on the indicated 5-point scale, with "1" being a very positive response and "5" being a very negative response. Circle "DK" for "don't know."

Very Satisfied=1 Not satisfied=5

1. Newcomers are made welcome by the parishioners.	1.6
2. Parish groups sponsor a variety of social activities.	2.3
3. The church has small house group meetings.	2.8
4. Coffee and fellowship are scheduled after services.	1.9
5. The clergy attend fellowship activities.	1.9

VI. Stewardship at St. James'

Stewardship is a blend of our talents, time, and money. We have asked about the first two of these elsewhere in this survey; this section concerns money. Please circle your response.

1. Are the financial condition and needs of St. James' church well communicated?	a. yes 111 (69%)	b. no 50 (31%)
2. Do you prefer an active, high visibility Stewardship drive?	a. yes 115 (73%)	b. no 43 (27%)
3. Do you prefer a quieter, mail only campaign?	a. yes 43 (29%)	b. no 105 (70%)
4. Do you currently pledge to St. James'?	a. yes 127 (78%)	b. no 36 (22%)

5. How could the Stewardship campaign be improved?

Themes – more communication about goals and financial needs, regular status reports (especially with move to new building), more ongoing communication about capital campaign, better financial reporting

6. If you do not currently pledge at St. James', why not?

Themes – lack of money, give time, prefer to make plate contributions

VII. What are you looking for in a new rector?

In this section of the survey, you are asked to answer questions that seek to find out what you, personally, are looking for in a rector for St. James'. We want to know what you expect from the rector and what activities or personal qualities are most important to you.

For each numbered statement, circle the number on the 5-point scale that indicates how important you think the activity or quality is for the new rector to do or have, with "1" being a very high priority and "5" being a very low priority. Circle "DK" for "don't know." *In answering these questions, consider only the **personal** role of the new rector; assume that the rector will use other clergy and staff appropriately.* After you've circled all your answers, you will select and rank what you believe are the five *most* important aspects or qualities for the new rector.

A. Worship, Liturgy, and Education

Very high priority=1 Very low priority=5

1. Creates an atmosphere that promotes spiritual growth.	1.2
2. Personifies a life empowered by the Holy Spirit.	1.7
3. Maintains a disciplined program of prayer and personal devotion.	2.2
4. Is personally committed to tithing as a personal spiritual discipline.	2.5
5. Has had experience in the healing ministry.	2.7
6. Preaches inspiring sermons.	1.3
7. Values music as important to worship.	1.5
8. Values a variety of liturgical styles.	1.8
9. Maintains high standards for Christian Formation/Education for children, youth, and adults.	1.7
10. Continues his or her spiritual and theological studies both formally and informally.	2.0

B. Pastoral Care

Very high priority=1 Very low priority=5

11. Ministers to the sick, dying, and bereaved.	1.5
12. Establishes an effective program to visit members of the parish, such as the sick, shut-in, and bereaved.	1.5
13. Visits regularly in the homes of the congregation.	3.0
14. Visits the elderly and shut-ins.	2.1
15. Counsels people about their personal problems and major decisions of life, such as marriage and vocation.	1.9
16. Talks with individuals about their spiritual development, religious life, and beliefs.	1.7

C. Outreach

Very high priority=1 Very low priority=5

17. Is personally committed to ministry outside the parish.	1.7
18. Seeks ways to engage parish in ministry outside the parish.	1.7
19. Works actively with other clergy in the community.	1.7

D. Parish Life

Very high priority=1 Very low priority=5

20. Understands struggles of Christians in everyday life.	1.4
21. Promotes fellowship through parish gatherings.	1.8
22. Supports organizations and activities within the parish.	1.7
23. Strives to include all people into life of the parish.	1.3

E. Management / Leadership Style

Very high priority=1 Very low priority=5

24. Is an effective administrator.	1.6
25. Encourages financial drives for needed programs.	2.1
26. Initiates ideas.	1.8
27. Is open to ideas of others.	1.3
28. Is gifted at managing conflict.	1.3

F. Lay Leadership / Ministry

Very high priority=1 Very low priority=5

29. Encourages lay participation in worship services.	1.5
30. Recruits and empowers people for ministry in the parish.	1.7
31. Promotes full lay leadership in all aspects of parish life.	1.7
32. Works with the vestry in creating and implementing parish plans.	1.5
33. Works with congregational boards and committees.	1.7



What are you looking for in a new rector: Your top five

Of the 33 descriptions of the rector's role listed on the previous two pages, please indicate **by number** (1-33) the five you believe are the **most** important aspects or qualities for the new rector.

The following list is arranged in the order that survey respondents included each role within their list of the top five most important aspects or qualities for the new rector. The top five are in bold.

1. Creates an atmosphere that promotes spiritual growth.	87
6. Preaches inspiring sermons.	80
24. Is an effective administrator.	55
23. Strives to include all people into life of the parish.	42
7. Values music as important to worship.	41
27. Is open to ideas of others.	38
20. Understands struggles of Christians in everyday life.	35
16. Talks with individuals about their spiritual development, religious life, and beliefs.	26
11. Ministers to the sick, dying, and bereaved.	25
17. Is personally committed to ministry outside the parish.	24
30. Recruits and empowers people for ministry in the parish.	23
28. Is gifted at managing conflict.	22
2. Personifies a life empowered by the Holy Spirit.	21
9. Maintains high standards for Christian Formation/Education for children, youth, and adults.	20
32. Works with the vestry in creating and implementing parish plans.	12
19. Works actively with other clergy in the community.	19
31. Promotes full lay leadership in all aspects of parish life.	18
8. Values a variety of liturgical styles.	17
12. Establishes an effective program to visit members of the parish, such as the sick, shut-in, and bereaved.	17
18. Seeks ways to engage parish in ministry outside the parish.	16
21. Promotes fellowship through parish gatherings.	13
29. Encourages lay participation in worship services.	13
15. Counsels people about their personal problems and major decisions of life, such as marriage and vocation.	11
26. Initiates ideas.	10
33. Works with congregational boards and committees.	10
3. Maintains a disciplined program of prayer and personal devotion.	7
10. Continues his or her spiritual and theological studies both formally and informally.	7
22. Supports organizations and activities within the parish.	5
25. Encourages financial drives for needed programs.	5
4. Is personally committed to tithing as a personal spiritual discipline.	4
13. Visits regularly in the homes of the congregation.	3
5. Has had experience in the healing ministry.	2
14. Visits the elderly and shut-ins.	1

VIII. Personal comments

What are your favorite things about St. James'?

Some representative comments –

- The diversity (we look like the Kingdom of God), the joyous worship, very special people I have met at St. James'
- The warmth and acceptance you feel from the congregation on day 1
- Jazz at St. James', music ministry, inspiring uplifting music – awesome balance between old school hymns and LEV songs
- Involvement in Austin Area Issues of concern; location in East Austin
- My kids say "St. James' looks more like the world" than our neighborhood
- Honest exchange, welcoming spirit, blesses and empowers its members' respective ministries in the community
- Multicultural and inclusive
- Service, liturgy, and history
- I love that St. James' isn't just about coming to church – it's about doing something in the larger world. I love our openness, and our strong, independent spirit. And of course the best music anywhere.
- Tolerance and spirit of community

What are your least favorite things about St. James'?

Although many survey respondents wrote comments in response to this question, themes did not emerge in the same way they did with other questions. The comments listed below give an idea of the range of "least favorite things":

- The various services feel like separate families that never see each other
- So few at the Spanish service, we need more focus
- Since we moved to the new church, I also don't like how the acolytes are less involved
- Weak stewardship among members
- After attending more than two years, I still know few people by name
- Distance from home because of distance, difficult to get to extra functions
- Over-analysis, lack of youth programs, lack of youth, lack of midweek programs
- No retreats, no intellectual classes
- Lack of children's choir
- The dwindling African American population
- Changes since we moved – reading of Gospel from the pulpit. I like it when the rector brings the Gospel to the people (down the center aisle) and reads from there.
- Service too long
- Adults aren't very interested in Adult Studies
- No pm Christian formation on Sundays
- The slippery new pews

What are the one or two key challenges facing St. James'?

Themes –

- Remaining an "African American" church with a majority white membership and growing without losing the "small church" feeling.
- How will we ever continue the strong Black leadership as the long-time members pass away?
- Greg is a very hard act to follow. Finding the right leadership is a huge challenge. Expectations for next priest are so high, I worry a bit for that person.
- Getting acquainted with members who attend other services, so we become more nearly one congregation, rather than four different ones: more parish wide events in which personal sharing intentionally takes place.
- Finding a rector who can speak authentically and intimately to such a diverse group each Sunday. Making new ministries that meet needs of our new neighbors