



STONE CHURCH OF WILLOW GLEN

PRESBYTERIAN CHURCH (USA)

MISSION STUDY REPORT

JUNE 2025

*So if anyone is in Christ, there is a new creation:
everything old has passed away; see, everything
has become new!*

2 Corinthians 5:17

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INTRODUCTION

Eighty-one years after its founding in 1944 as a mission project of the Presbytery of San Jose, the Stone Church of Willow Glen, Presbyterian Church (USA), is preparing to search for its eighth head pastor.

The Mission Study Committee of Stone Church of Willow Glen presents this report as a comprehensive study of our congregation's history, current identity, and future direction in relation to the world we inhabit. We conducted 11 extensive listening sessions with our congregation, a detailed online congregational survey, and interviews with church and community leaders to assess the needs of our church and neighborhood and to identify the qualities required in our next pastoral leader. Full reports on all these activities are in the **Appendices, Page 43.**

This Mission Study Report is the first in at least two decades to be written following such a comprehensive effort. We intend it to be a resource and guide for Stone Church's future and for our future Pastor Nominating Committee by:

- Uniting our congregation around a common vision of who we are and aspire to be,
- Inspiring our Session's leadership through a fuller understanding of the spiritual, human, physical and financial resources of Stone Church,
- Informing candidates for our pastoral position about who we are through the story of our journey and how that has led us to the path we see ahead.

We did this because, in our Presbyterian tradition, we are and intend to be open to God's new revelations of Christian service and purpose in an eternally evolving world. We want to do it through clear eyes, listening ears and loving hearts. Being alive and relevant in that world means we, too, must evolve. And it means that in a few years — certainly less than two more decades — it will be time to re-study and rethink where Stone Church is in the light of new realities and challenges of that time, and to adjust accordingly.

Reformed, always reforming.

MISSION STUDY COMMITTEE

Fred Oliver, chair, Joanne Vliet, vice chair, Maureen Chandler, Jeremy Easton, Deborah Crim, Marta Espinal, Barbara Krause, and Jody Meacham

TABLE OF CONTENTS

MISSION STATEMENT, VISION STATEMENT, CORE VALUES.....	3
REPORT SUMMARY	4
OUR IDENTITY AND HISTORY	7
WHAT OUR RESEARCH SAYS ABOUT US	12
METHODOLOGY	12
WHO WE ARE BY THE NUMBERS	14
WHEN WE ARE AT OUR BEST	16
WHAT FOLLOWING JESUS MEANS	17
WHERE FOLLOWING JESUS WOULD TAKE US	18
OUR NEIGHBORHOOD'S NEEDS	19
METHODOLOGY	19
LOCAL SCHOOLS	21
COMMUNITY NON-PROFITS	23
POLICE	25
SAN JOSE CITY COUNCIL DISTRICT 6	26
SANTA CLARA COUNTY BOARD OF SUPERVISORS DISTRICT 4	28
WHAT WE SEEK IN OUR NEXT PASTOR	29
GOING FORWARD: OUR STRATEGIC RECOMMENDATIONS	31
METHODOLOGY	31
MAJOR RECOMMENDATIONS CHART	33
REBUILDING CHILDREN, YOUTH, AND FAMILY MINISTRY	34
RECONNECTING WITH OUR NEIGHBORHOOD	35
STREAMLINING STRUCTURE	36
DEEPENING WORSHIP AND SPIRITUAL PRACTICE	37
REIMAGINING HOSPITALITY AND FIRST IMPRESSIONS	39
ENSURING FINANCIAL SUSTAINABILITY	40
APPENDICES	43
APPENDIX A: SOURCES FOR THIS REPORT	44
APPENDIX B: LISTENING SESSION RESPONSES	45
APPENDIX C: COMMUNITY NEEDS INTERVIEW RESPONSES.....	67
APPENDIX D: ORGANIZATIONAL RESTRUCTURING CONCEPT	78
APPENDIX E: 2024 ONLINE SURVEY RESPONSES	80



OUR STONES

*Stonemason Manel Sunyer built this chancel wall
in 1954 and sang in our choir each Sunday*

MISSION STATEMENT

Stone Church aspires to be a welcoming and inclusive community that nurtures faith, fosters deep relationships, and serves others with justice and compassion. We strive to be a beacon of love and hope, engaging our neighborhood, advocating for the marginalized, and creating a spiritual home where everyone can grow and belong.

VISION STATEMENT

Stone Church aspires to be a welcoming and inclusive community that nurtures faith, fosters deep relationships, and serves others with justice and compassion.

CORE VALUES

1. AUTHENTIC COMMUNITY & SPIRITUAL GROWTH
A value for meaningful relationships, honest connection, and thoughtful faith exploration across generations, rooted in both tradition and openness to the Spirit.
2. DEEP-SEATED WELCOME & INCLUSION
A deep commitment to creating a church where everyone — across age, race, gender, sexuality, ability, and background — is not only accepted but truly belongs.
3. FAITH IN ACTION FOR JUSTICE
A belief that following Jesus means engaging the world with compassion and courage, advocating for equity, and serving those in need.



ORIGINAL CHURCH

*Our chapel, completed in 1947,
now contains classrooms*

REPORT SUMMARY

MAIN POINTS

- Stone Church was established during the birth and initial growth of one of San Jose's first post-World War II neighborhoods.
- Over seven decades, the church grew older while our neighborhood remained young and grew more racially diverse.
- An aging congregation is common at many churches, but several factors hid its effects at Stone.
- The five-year period of pastoral changes and Covid pandemic were an extremely stressful time for our congregation.
- The three-year gap since our last permanent pastor has tested us, but the response of members to our study has been an encouraging experience.
- Our committee has concluded that reconnecting with our neighbors and their families would reinvigorate our congregation.
- A list of the principles guiding this report's recommendations.

Stone Church of Willow Glen is a beloved, justice-minded congregation at a crossroads. Our legacy is strong, our gifts are real, and our people are ready to re-engage. We are being called to become a neighborhood sanctuary, a progressive Christian witness, and a place where all generations are invited to belong, grow, and serve. This Mission Study marks a new chapter — not one of nostalgia or decline — but of resurrection. We go forward with faith, humility, and hope.

We are a long-established Presbyterian congregation in one of San Jose's first post-war residential neighborhoods, Willow Glen. However, though the histories of church and neighborhood are interlinked, they have not evolved in parallel.

Unlike in 1944, the year Stone Church was established, today nearly seven in 10 of our members are 65 or older compared to two in 10 in that age group in the 95125 Zip Code, roughly contiguous with Willow Glen. As a result of our aging and women's longer lifespans, two-thirds of us are female compared to an almost 50-50 split in the neighborhood. And 94% of us are white, while 40% of Willow Glen residents are not.

It's been at least 20 years since we have engaged in an intensive examination of ourselves and our community in a mission study process like this one. Nevertheless, we've intuitively recognized symptoms of our disconnect. While the church and its neighborhood developed contemporaneously, the church was slow to perceive or adapt to changes in the surrounding community. In an extensive, confidential survey of our congregation, the vast majority (61%) said the topic they most wanted to sit down and discuss was "challenges of an aging congregation and decline in younger members."

The one who began a good work among you will bring it to completion by the day of Jesus Christ.

Philippians 1:6 (NRSVUE)

Our success as a theologically progressive, stylistically traditional church, in keeping a relatively stable membership helped hide what was happening. We continued to absorb members from other churches struggling with challenges like ours. The most notable example was the closure of 170-year-old First Presbyterian Church of San Jose in 2019.

The last five years, however, have been a difficult period, causing us to pause and reassess ourselves, our community and our mission through this study and report. Since calling our most recent pastor/head of staff in 2018, we dealt with that pastor's resignation after a four-year tenure, the subsequent Pastor Nominating Committee (PNC) not finding a successor whose terms were acceptable to the Session, followed by the resignation of our associate pastor of 10 years. Such a chain of events would stress any congregation, but this occurred during and immediately following the Covid pandemic, which prevented us from meeting together for a year. Taken together, these events compounded the dissociation we felt from one another, our church, its mission and future.

The Mission Study Committee's congregational survey in 2024 documented the impact of this series of events on our members. Nearly six in 10 respondents disagreed that Stone periodically undertook studies to guide church planning. Majorities of respondents "disagreed" or "strongly disagreed" that church morale is high, that disagreements are dealt with openly, that church activities are well publicized in the community, or that there is a sense of excitement among members. The complete results of the 71-question survey are in **Appendix E, Page 79**.

One listening session participant spoke directly to the loss of younger members at Stone — common at many churches — and the fear expressed across all eight adult meetings that the solutions necessary might destroy traditions and practices they hold dear. "A church that wants to grow will probably look very different than it does now. It may not look like the Stone Church I belong to. I have no idea what the younger generation wants, but that's who we need to draw. My son has no desire to be here whatsoever." All listening session comments are listed in **Appendix B, Page 46**.

The now three-year period since our last permanent pastor has tested our members' resilience. But their patience and willingness to participate in this committee's work is strong evidence of the congregation's commitment to Stone Church and optimism about the church's future.

The small-group listening sessions we conducted in early 2025 as a follow-up to our survey revealed a commitment to renewal. One member wrote in the congregational survey that "We are bound together in love and faith." Another wrote: "There are many congregation members who are extremely committed to — and in fact truly love — Stone Church."

New forms of ministry necessarily will require letting go of familiar patterns, investing new energy, and possibly rethinking how worship, leadership, and community life are structured. This is frightening as well as promising. But the courage to move forward in faith despite uncertainty has been a defining mark of this congregation's progressive history.

Consequently, our committee has concluded that the future of Stone Church lies within us and our willingness to once again serve the neighborhood of 54,000 residents where more than half our members live, and then beyond Willow Glen. The principles guiding the recommendations we make in this report (**Going forward: Our strategic recommendations, Page 31**) are intended to implement this strategy around these goals:

- Clearly communicating our mission and vision among ourselves and the broader community,
- Reorganizing our structure to adequately meet our operational, spiritual, congregational and mission needs without overworking our volunteers, and
- Working to increase resources including through partnerships with other entities where current resources are inadequate.

JUSTICE

Rev. Ken Henry prays at raising of the rainbow flag at City Hall on Pride Day 2014



OUR IDENTITY AND HISTORY

MAIN POINTS

- Stone Church is known for its social justice witness, intellectual engagement, tradition and leadership in the Presbytery of San Jose.
- How and why we define our neighborhood as we do in this report.
- Willow Glen was a 6-year-old town that agreed to be annexed by San Jose because it couldn't afford to build its own sewer system.
- Shortly afterward, as the end of World War II approached, the San Jose Presbytery and other Christian denominations established neighborhood churches.
- Willow Glen was one of the first examples of how San Jose's development mirrored the sprawl of the Los Angeles area.
- Willow Glen is a neighborhood in a city whose residents sleep here at night and commute outward to high-tech jobs in smaller, surrounding cities.

- Today, many children who grew up in our church can't afford to live nearby, nor could many of our congregation buy in Willow Glen at today's prices.
- Our future lies within the neighborhood of our church's founders.

Stone Church celebrated its 75th anniversary in 2022 as a church known for its social justice witness, intellectual engagement, traditional music and worship and leadership in the Presbytery of San Jose. But our congregation has not marched in lockstep, and we have survived controversies ranging from minor disagreements to membership losses.

As an example of our leadership in the Presbytery, in 2008, our congregation contributed more than 80 volunteers to every aspect of the leadership, planning and operation of the 218th General Assembly of the Presbyterian Church (USA) held in San Jose. Our members and staff led committees, directed and sang in the choirs, prepared and served communion for nearly 10,000 worshipers, and conducted tours for attendees from around the world. No other church in the Presbytery of San Jose or the San Francisco Bay Area equaled our effort.

Social justice is part of our DNA, and our congregation survey found that we believe it's at the center of the Gospel. In 1965, Stone's controversial pastor, the Rev. Bill Perdue, marched for Civil Rights in Selma, Alabama. In the 1990s, it hosted notable theologians such as Marcus Borg, Episcopal Bishop John Shelby Spong and former Catholic priest John Dominic Crossan. Our congregation formally dissented from the Presbyterian Church (USA)'s ban on gay and lesbian ordination in 1998, years before it was removed from the Book of Order. The Rev. Ken Henry became a go-to speaker for annual City Hall Gay Pride Week observances. When a group of deaf and gay members joined Stone Church, they were elected to leadership positions and helped us learn some basic American Sign Language words so we could "sing" the Doxology together.

*Remember the days of old,
consider the years long past; ask
your father, and he will inform
you, your elders, and they will tell
you.*

Deuteronomy 32:7 (NRSVUE)

We partnered with other churches in hosting rotating shelters for the homeless, which involved significant volunteer organization to provide meals and other services, and partnered with other religious groups, including Muslims and Buddhists, to host interfaith Thanksgiving observances. Most recently, members renovated the church-owned Roycott House to convert it into a home for an Afghan refugee family. Today the rainbow flag and Black Lives Matter banner hang outside the church and are on the homepage of our website.

WHAT IS WILLOW GLEN?

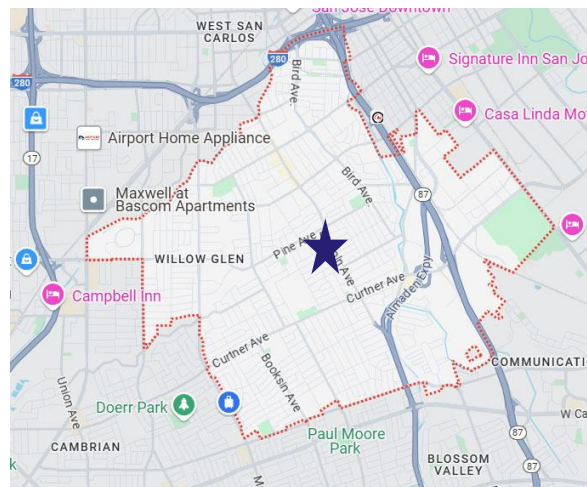
From Stone's earliest years worshiping in the original chapel, growing into a new auditorium in 1950 (now our social hall) and in 1955 into the current sanctuary with its magnificent stone walls and pipe organ, installed in 1986, there has been a strong music program focused on traditional hymns sung by the congregation and mostly classical music sung by our choir.

Slightly more than half of our members (53%) live in the 7-square-mile 95125 Zip Code, which is the Willow Glen post office and has a defined boundary. Only one other Zip Code in our membership roster has as many as 10% of our addresses. Willow Glen is one of San Jose's 18 unique neighborhoods identified by Visit San Jose, the city's public-private tourism nonprofit, and mostly lies within City Council District 9 and entirely within District 4 of the Santa Clara County Board of Supervisors.

But in popular usage, what the name "Willow Glen" means depends upon whom you talk with, and that description can vary with perspective and motive. If you're selling your house, do you want to benefit from Willow Glen's expensive cachet? Or if your family name ends in "ez" and your children attend Gardner Elementary — literally across the tracks — do you feel part of the Willow Glen vibe that a Curtner Avenue resident twice as far from Willow Glen's historic downtown feels? An important reason for these differences dates to the neighborhood's formative years when, according to a study published in 2024 by the Stanford Law School, one in four local property deeds contained racial restrictions.

Stone Church lies at the geographic center of both Zip Code and the Willow Glen of the imagination, so this report uses both terms interchangeably for our neighborhood. We do so because we want to follow Jesus' example and reach across all the ethnic, economic and social barriers that people use to divide themselves and impose hierarchies. His philosophy underlies the song we sing: "Draw the circle, draw the circle wide."

Eight years before the church's founding in 1944, the independent city of Willow Glen, then just six years old, agreed to be annexed by its much larger, older and established neighbor to the north — San Jose, California's first state capital — because San Jose had a sewer system that Willow Glen — built on recently drained farmland — couldn't afford. The future was not entirely clear as the end of World War II began to come into view, but the San Jose Presbytery made a \$3,125 bet that Willow Glen's orchards and fields would become a neighborhood where families, formed in peacetime, would build lives, homes, and walk to church. The money bought three lots at the corner of Lincoln Avenue, Willow Glen's main street, and Clark Way but no land for a parking lot.



The star marks the location of Stone Church within the highlighted 95125 Zip Code.

Google Maps

Willow Glen, a "California Dream" neighborhood, was being imagined at the same time by other Christian denominations, and within several blocks of what would become Stone Church's campus, new Episcopal, Methodist and Baptist churches were built. The people who filled our — and their — pews were parents of a generation that came to be known as Baby Boomers. These congregations have all experienced the effects of social and economic forces

in Willow Glen that our church is wrestling with. For example, Willow Glen Baptist's first building was erected in 1948; it's now San Jose Bible Church, part of a national non-denominational group of churches called the Gospel Coalition.

Today's Willow Glen is peppered with at least 18 churches including a large Catholic parish, St. Christopher's, mainline Protestant and non-denominational churches, and a megachurch, the 12,000-member Cathedral of Faith.

There are also 19 schools from elementary through high school. Thirteen of them, including a charter school, are public schools in the San Jose Unified and Campbell Union school districts. Of those, a high school, middle school and five elementary schools are within a one-mile radius of Stone. The private schools include two Catholic schools and a non-denominational Christian school.

Today's Willow Glen was one of the first of more than 1,400 annexations by San Jose by 1969, nearly all of them in order to build sprawling residential suburbs. The expansion set San Jose on course to become the San Francisco Bay Area's largest city, California's third most populous city after Los Angeles and San Diego, and the nation's 12th-largest city in the 2024 census update with 1 million people.

Our neighborhood (95125 Zip Code)	
Population	54,000
White	47%
Hispanic	24%
Asian	14%
Population density	7,412 / mile ²
Avg. household income	\$148,422
Avg. house value	\$1,646,000
Education	56% Bachelor's or higher
Source: US Census Community Survey 2020	

Unlike the way most cities develop, however, San Jose grew as a residential, not corporate hub. It is where most of Silicon Valley sleeps at night. "We are the only major city in the country that has a smaller daytime population than nighttime population," then Mayor Sam Liccardo told the *New York Times* in a 2017 interview.

The high-tech workers who began arriving by the tens of thousands in the 1960s bought houses in San Jose to commute to high-tech company headquarters in outlying communities to the north along the San Francisco Peninsula. As the tech economy matured, it attracted not just the most talented tech workforce in the United States but from around the world with the world's highest wages and benefits. English is still the most widely spoken language here, but it's the first language of only 43% of our city's residents, according to Visit San Jose.

The reality for the Baby Boomers, who are now the backbone of our aging congregation, is that many of our children cannot afford to live nearby. Nor could many of us afford to buy our own homes at current prices even if we weren't retired on fixed incomes. Within a 100-yard radius of Stone Church, houses are valued at \$1.5 million to \$2.9 million on Zillow's lot maps. Their median value has nearly doubled in the last 10 years.

Fifty-three percent of Willow Glen is white, and the remainder can be divided into three roughly equal sized groups: people from Asia or of Asian descent, some other race, and multi-

racial people, according to census data for our Zip Code. A third of all residents are singles or singles with roommates. A third are households with children.

The bottom line of this statistical equation, however, is that we are a small congregation within a diverse neighborhood of 54,000 residents. Our committee believes there is enormous potential for reinvigoration and growth at Stone Church within the community that originally nourished our founders by meeting their needs as 21st Century families.



CALIFORNIA DREAMIN'

*Along Roycott Way within a stone's throw
of Stone Church, life is leafy and leisurely*



WHAT OUR RESEARCH SAYS ABOUT US

SUBSECTIONS

- Methodology
- Who we are by the numbers
- When we are at our best
- What following Jesus means
- Where following Jesus would take us

METHODOLOGY

The Mission Study Committee conducted two forms of surveys on various aspects of the church, congregational life and aspirations for the future. A full report on our small-group listening sessions is in **Appendix B, Page 46**. The full list of questions and responses to the 2024 online congregational is in **Appendix E, Page 79**.

The first survey, chronologically, was the online survey using the Survey Monkey tool in early 2024. It consisted of 71 questions dealing with seven categories of information: membership demographics and economic status, church participation, church communications, members' expectations of the church, their expectations for a new pastor, members' theological views, and open-ended questions about members' concerns and hopes about Stone Church's future. The survey was developed from previous Stone Church surveys, guides published by the Presbyterian Church (USA) and other presbyteries, and from

questions submitted by our members. The full list of those resources is in **Appendix A, Page 43**.

- We distributed 266 surveys and received 126, a response rate of 47%, which is higher than our average Sunday morning attendance.
- Respondents took the survey privately and answered anonymously.
- Respondents spent an average of 47 minutes, according to Survey Monkey's report.

In early 2025, the Mission Study Committee organized a series of small-group listening sessions with a maximum of 10 people each to allow members to give longer answers to a series of questions designed to gain insight about their experience at, and aspirations for, Stone Church. To ensure maximum participation, members were asked to list times most convenient to them and then the committee created 90-minute sessions for individuals whose availability coincided.

Examine yourselves to see whether you are living in the faith. Test yourselves.

2 Corinthians 13:5a (NRSVUE)

- There were eight adult sessions who responded to the same set of questions plus one session for youth, one for teachers/leaders of children and youth, and one Zoom session for young adults, each with a unique question set.
- The sessions were attended by approximately 120 people.
- Responses were made in a group setting and were recorded by a note taker, but participants were guaranteed anonymity outside the group and responses in **Appendix B, Page 46** do not include names.

WHO WE ARE BY THE NUMBERS

As one member wrote answering a question in the online congregational survey about why people stay at Stone, “Stone Church is HOME!”

Broadly characterized, we’ve been here a long time, our friends sit with us in the pews, and we have no plans to leave the neighborhood where we’ve lived for so long. The fact that we are comfortable should not be interpreted as complacency or that we have no concerns about the future of Stone Church. Our listening sessions revealed significant challenges that are common to many churches across the country.

There is a sense of grief over the lack of a vibrant, thriving, well-attended youth program. Young families once formed a vital part of the congregation. Our aging membership, combined with a decline in volunteer support for the youth programs, is evidence of volunteer fatigue and stretched leadership. Of survey respondents asked about their biggest concerns, 30% answered with either aging or new membership issues.

Our members are ...	
White	94%
Willow Glen residents at least 20 years	87%
Unlikely to move	76%
65 years or older	70%
Female	67%
Have graduate degrees	60%
Have been at this church at least 20 years	56%
Not originally Presbyterians	51%
Source: 2024 congregational survey	

Stone Church is blessed to have so many long-time members so active in church life. In many areas of church life, however, the same individuals have carried the load for years, sometimes decades, which has led to burnout. When fatigue takes hold, innovation is a challenge, and new ideas are slow to gain traction. Institutional memory is not being balanced with new perspectives, and opportunities for mentoring and succession planning are being missed. This underscores the urgency of examining how we are organized and inviting new people into leadership in a way that is welcoming, accessible, and sustainable.

2024 survey findings on members’ level of church participation	
8 hours / month or more*	43%
Members who reported same or more participation in recent years	65%
If their participation increased, reason was accepted new office or responsibility	68%
If their participation decreased, reason was retirement or aging	44%
* including Sunday worship	

Listening session participants also said our visibility in the broader community has diminished. Without a clear and consistently articulated sense of purpose, the congregation is left wondering how to define itself in this new chapter. Members expressed a desire for clarity around what Stone Church stands for now, how we are distinct from other congregations, and how we intend to live out our mission in ways that are faithful, relevant,

and energizing. This ambiguity around identity makes it difficult to attract new members, forge strong community partnerships, and move forward with collective purpose.

While our traditional worship service is beloved by many and appreciated for its professional quality and theological depth, there are some concerns about how it might be made more emotionally connective and relevant to a wider range of participants. Some listening session participants expressed a desire to explore ways of enhancing spiritual engagement without losing the excellence and tradition that make the service meaningful.

Additionally, the existing committee structures are seen as too complicated and burdensome, creating barriers to new engagement and sustained energy. There is also a sense that our ministries operate in silos — a term that refers to separate areas or groups functioning in isolation from one another — which was a concern the Rev. Bruce Reyes-Chow cited at the end of his three-month temporary pastorship in 2024. This lack of integration limits collaboration and prevents a more unified, holistic approach to ministry. It also makes it harder for new people to find entry points and for existing members to feel connected across the full life of the church.

WHEN WE ARE AT OUR BEST

The first question we asked participants in our listening sessions was open-ended: “When has our church most been like a church should be?” The 61 answers we received can be found in 3½ single-spaced pages of **Appendix B, Page 46**.

Nearly all responses, though, contained an element of community. Nobody joins a church to be a loner. Nor does anyone join who feels unwelcome.

As one participant succinctly put it, “Our best times have been when church school is full.” That also came through in responses to the congregational survey’s more narrowly focused questions. Two of every three respondents cited Sunday morning services — our most frequent community act — as the single most important determining factor in their commitment to remaining part of our congregation. A close second was that our members’ friends are here.

Beyond Sundays, most of the things that brought people together coalesced around four communal activities: 1) When we show up to help each other in times of trouble, 2) When we share times of joy and celebration in social events, 3) when our children and youth ministries were rallying points for them and their families, and 4) when we united to act with compassion and justice on project causes like hosting rotating homeless shelters, preparing Roycott House for our refugee family, and for LGBTQ+ rights. One of the ways we try to enable full participation within our congregation is to provide American Sign Language interpretation for worship, committees, and other events.

Ranking what attracted members to Stone*	
1-2. Sunday worship & Pastor	52% tie
3. Filled spiritual need	47%
4-5. Social activism & It's Presbyterian	42% tie
Ranking what keeps members at Stone*	
1. Sunday worship	68%
2. Friends are here	64%
3. Fills spiritual need	61%
4. Inclusivity	48%
5. Music program	45%
* Respondents could give multiple reasons Source: 2024 congregational survey	

One member made the connection between welcoming others and specific activities said Stone “was most like it should be when she first arrived and we had a big youth group and people were being invited to get involved. A church is only as strong as the strength of the relationships among members.”

In our listening session with youth, what made them proud to be members was participating in community service projects such as helping with the women’s shelter and the Crop Walk. What made them feel happiest when they got together was to be surrounded by as many of their friends as possible. The session with young adults produced very similar responses. Many of their best memories were youth group Habitat for Humanity work trips and similar projects, and they were thankful for older adults at Stone who took a genuine interest in them, serving as mentors, extended family, and spiritual companions.

WHAT FOLLOWING JESUS MEANS

The Jesus that Stone Church members talked about in all listening session groups and in their responses in the congregation survey was, above all, a loving person who demonstrated that love in the way he related to and treated the people he encountered in his life and ministry.

Rather than defining what following Jesus means, one adult listening session participant said that's best defined by how others perceive us, using the title of a 1960s song written by a Catholic priest in Chicago: "They will know we are Christian by our love."

The strongest themes to emerge from those sessions around what it means to follow Jesus and the question about what our church is called to be in this moment were focused on love and acceptance, demonstrated by helping the less fortunate and through our support of, and outreach to, the community.

For 82% of our members surveyed, this means social justice should be at the heart of our ministry. But we found that being loving people incorporates more than how we relate to and treat those who are marginalized. It begins with how we treat each other, and it extends to our neighbors down the street and those we don't know but who may venture into our midst on a Sunday morning.

Following Jesus means "walking your talk," people said. It means being a community that works and sings in harmony. It means recognizing that the church does not currently reflect the diversity of the community and that we should embrace inclusivity, a particular theme in the youth listening sessions.

The late June Tablak, for whom our social hall was named and who was the "Churchmouse" columnist in the now discontinued StoneNews newsletter, was cited by numerous members in listening sessions for the way she made every visitor feel welcome. The experience of first-time visitors was addressed in a specific listening session question and responses reflected a broad philosophy of making them feel welcomed, included, and informed about the church's activities.

"I would like a first-time visitor to have met and had a real conversation with at least one person," one participant said.

WHERE FOLLOWING JESUS WOULD TAKE US

Not to over-simplify, but following Jesus would take our church where most people would like it to go: Engaged with, and vital, to the community that surrounds it. To one listening session participant, the test for whether we were successfully following Jesus would be “if our church were to vanish, would it make any difference.”

The heading for this section is a combination of two questions asked in our listening sessions. One had to do with what our church would look like that shows we understand our community. The other asked what our church would look like if we were singing in harmony, or “hitting on all cylinders.” The answers revealed common misconceptions about our community, and why that, rather than intent, may hamper us in getting to where Jesus leads.

While the adult sessions revealed a near universal ambition to be more diverse, there was also a concern — expressed in one participant's worry — that “we can’t create diversity where we can’t find diversity to add.” Yet our youth sessions produced comments about a desire to invite their school friends, but they were uncomfortable doing so because our church isn’t as diverse as their classes.

The enrollment data for Willow Glen’s neighborhood schools, including Willow Glen Elementary, Middle and High schools — each located within blocks of the church — confirms that they are more diverse than Willow Glen’s Stone Church.

Diversity in Willow Glen Schools (closest to Stone Church)			
	White	Free meal eligible	English learners
Booksin Elementary	45%	15%	7%
Galarza Elementary	4%	89%	44%
Willow Glen Elementary	26%	39%	22%
Willow Glen Middle	32%	41%	20%
Willow Glen High	31%	39%	15%
<i>Source: San Jose Unified School District</i>			

The listening sessions revealed a belief that we would be more racially and culturally diverse, and the church would be engaged with the community, if we participated more frequently in community events, not just our own events. Along with a need to better publicize what we do in the community, our active presence in the community would help us be recognized as a benefit to the community.

But some participants also recognized that diversity extends beyond demographics to the realm of ideas, which includes new ideas that arise from within our congregation. This would require actively engaging younger and newer members in discussions, planning and leadership.

Several participants also said we should offer more programs for youth and young families based on their needs for support, not our need to be supported.



OUR NEIGHBORHOOD'S NEEDS

SUBSECTIONS

- Methodology
- Local schools
- Community non-profits
- Police
- San Jose City Council District 6
- Santa Clara County Board of Supervisors District 4

METHODOLOGY

Our church possesses resources of people, money, and buildings that we can use toward service to our community. We know what our vision, mission and core values are as stated on **Page 3** of this report. But to determine how we could best use them to address our community's needs — which we feel Jesus calls us to do in Matthew 25:37, "When did we see you hungry and feed you, or thirsty and give you something to drink?" — we believe it is critical to start by seeking to understand the needs rather than launching into solutions.

Rather than attempting to survey the 54,000 residents who share our Zip Code, our committee took a shortcut and interviewed people in the community whose jobs and expertise involve constantly meeting with residents, assessing, and addressing their needs. In the first three months of this year, our committee interviewed 14 people representing nine government, school and nonprofit entities. The full list of interviewees is contained in the **Appendix A, Page 43**, and summaries of the interviews are in **Appendix C, Page 66**. When we spoke to them, we didn't begin by asking "Could you use some help with [fill in the blank]?" We had back-and-forth discussion in which we shared — without commitment — information about our resources and they talked about their needs.

Back in our meetings, our committee collaborated on how we might match needs and resources. We wanted to be ambitious, so we didn't accept the insurance and certification requirements that accompany, for example, tutoring or childcare assistance, to be instantly disqualifying. The feasibility of these kinds of ideas should be investigated thoroughly by specific church task forces so that ultimate decisions are made with a full understanding of the facts rather than a perception of impossibility or an assumption of "too much trouble." Solving difficult problems involves hard work, but hard work that produces solutions can be worth the price.

*Seek the welfare of the city
where I have sent you ... and
pray to the LORD on its behalf,
for in its welfare you will find
your welfare.*

Jeremiah 29:7 (NRSVUE)

Our committee was also guided by two interdependent ambitions. One is that being an asset to our community helps those who are closest to us. It is fundamental "do unto others ..." service to God's people and Creation. It's the Golden Rule. The second is that being a community asset reconnects us with our neighbors. Becoming a recognized force for the common good is the most effective way to revitalize, inspire and sustain the Stone Church that we inherited from its founders. It is rediscovering the roots that were planted by the Presbytery of San Jose in 1944.

LOCAL SCHOOLS

The three elementary schools where we interviewed key personnel — Booksin, Galarza and Willow Glen — can be viewed as proxies for what could become a wider engagement with Willow Glen's schools. They demonstrate that schools have both common and unique needs and can become test cases for how we can interact with middle and high schools to further identify needs and ways we might participate in addressing them. School concerns were also mentioned as priorities for those representing the non-profit, local government and police sectors covered in this community needs section.

Stone Church already has some experience in how close contact with schools can produce meaningful programs. When a Stone Church member's tutoring experience for Willow Glen High School students revealed to him how many couch-surfed with friends because of lack of housing, he and another member developed an idea to use the house Stone Church owns on Roycott Way to house a low-income family. After further study by a church task force, Roycott House became a house for a refugee family from Afghanistan.

Another example is Stone Church's current involvement with Willow Glen Cares, a non-profit that helps low-income students from Willow Glen Middle and Willow Glen High Schools. Besides financial donations, Stone Church has assisted with special efforts when specific needs arise, like a school supplies drive and a toothbrushes and toothpaste drive.

Of the three schools, **Booksin Elementary** would appear to fit the popular image of a Willow Glen neighborhood school. Principal Felicia Tan told us they have only "a handful" of low-income families. Its parents' association, the Booksin Elementary School Community Association, works to support them. For example, in the past they provided backpacks filled with summer activities supplies for those families. Stone Church has experience donating items for similar programs. BESCA's website is <https://www.mybesca.com/> Booksin's other major needs/issues include:

- After school hours vandalism by older kids who like to hang out and leave trash, eggs and broken bottles. See also the results of our interview with two officers with the San Jose Police Department School Liaison Unit in the Police subsection immediately after this subsection.
- Dog poop on the grass and paved playground has been difficult to solve even after banning dogs, posting signs and talking to neighbors.
- Need more crossing guards at street intersections at the busiest drop-off and pick-up times by parents.

At **Willow Glen Elementary**, nearly 40% of the school's 730 students are eligible for free or reduced-price meals. Katie Settle, head of the school's Tiger Cares program, said it works to make the school experience at Willow Glen Elementary as equitable as possible for about 50 low-income families. The families are identified by teachers and staff and then asked if they want to be part of the program, which is confidential.

Tiger Cares receives money from the school's PTA to cover some of their efforts, and it also holds fundraising events. Funding pays for yearbooks, registration to the Willow Glen 5K and kits for the beginning of the school year including a backpack, water bottle, T-shirt and other school supplies. Other needs/issues include:

- Donations to specific causes like the Holiday Drive at Christmas and a coat drive, which includes San Jose Bible Church, also mentioned on **Page 10**, as one of its main supporters.
- Donations to a new personal hygiene/home essentials closet such as one operated by Willow Glen Cares, a non-profit that supports students at Willow Glen Middle and Willow Glen High. The StoneWorks committee provided some financial support in 2020. Its website is <https://www.willowglenfoundation.org/programs-activities/willow-glen-cares/>
- Help with clean-up after the farmer's market every Saturday.

Ernesto Galarza Elementary is a Title 1 school, meaning more than 40% of its 380 students come from low-income families, and the school receives funding for specific programs to improve academic achievement. Principal Elizabeth Brush said there is no program at the school like Tiger Cares or Willow Glen Cares, but the school could use donations like backpacks and personal hygiene kits.

The primary volunteer need is for Galarza's "Cornerstone" reading program. Volunteers need to be registered with the San Jose Unified School District.

COMMUNITY NON-PROFITS

Members give money, time and material goods to Stone Church, but the church also gives to groups that we believe do good in the world and need our support.

Through the StoneWorks committee, our church has partnered in the past with numerous community non-profits including Village House (rotating homeless shelter), Front Door Communities (feeding the homeless), Life Moves (housing), Silicon Valley Safe Parking (housing), Rebuilding Together Silicon Valley (building housing), Immanuel House (refugee housing), Amigos de Guadalupe (housing/social services), Mental Health Ministries (health), Silicon Valley De-Bug (community organizing), Showing Up For Racial Justice, the Covenant Network of Presbyterians (LGBTQ+ rights), Human Agenda (human needs), Willow Glen Cares (low-income students), Sunday Friends (anti-poverty), and Operation Gratitude (military and first-responder support).

StoneWorks is budgeted to contribute \$50,000 — representing 8.6% of the church’s 2025 operating expenses of \$587,000 — toward supporting charitable work by other organizations.

StoneWorks FY 2025 budget	Amount	% of its budget	% of church budget
Presbyterian general mission	\$18,000	36%	3.1%
Local mission	22,000	44%	3.7%
Global mission	5,000	10%	0.9%
Peace and justice	5,000	10%	0.9%
Total	50,000	100%	8.6%

Source: Stone Church 2025 budget

We conducted two interviews with representatives of **Martha’s Kitchen** in downtown Willow Glen, which is named for the Biblical Martha, sister of Lazarus, who frequently served meals to Jesus and his friends when they passed through her town of Bethany. Ryan Van Den Heuvel, the organization’s marketing director, said they are working to change their public image as “a small soup kitchen.” Between hot meals prepared by the staff and its grocery delivery programs, Martha’s Kitchen provides 200,000 meals per month through 60 partners in Santa Clara, Santa Cruz and San Benito counties.

Patricia Garcia, the kitchen’s operations manager, and Kendra Lanham, community outreach director, noted that because many of their volunteers and clientele are Hispanic, the organization is being affected by fear of ICE (Immigration and Customs Enforcement) raids. They said demand for meals has *decreased* because of this. Current needs/issues include:

- Financial donations to its “Plate It Forward” program, which is a monthly pledge beginning at \$3. The online form is at <https://www.marthas-kitchen.org/plateitforward>

- An ongoing need for food staples. Second Harvest Food Bank, has reduced its donations to Martha's Kitchen to 30% of previous levels and eliminated protein such as meat, eggs, and milk.
- A new building. Sacred Heart of Jesus Catholic parish church and school at 311 Willow Street, which houses the kitchen, needs the space. The new building must have public access, a commercial kitchen, and be close to the east Willow Glen community.

The **Willow Glen Community and Senior Center** is a San Jose Parks and Recreation facility at 2175 Lincoln Avenue. It serves lunches for seniors on weekdays and requests a donation of \$3, although it does not turn away anyone who can't donate. It hosts classes taught by volunteer and paid city instructors, and it also has a program for preschool children with Spanish classes and a summer camp. There are also leisure classes for many ages such as soccer, ballet, dance, gymnastics, children's theater, Zumba and computers.

Director Tiffany Trinh told us the center has noticed an increase in economic needs among their participants and that the preschool program has declined with the growth of public transitional kindergarten classes. She said the center's biggest needs are volunteer instructors and scholarship donations.

The **Willow Glen Neighborhood Association** works to improve Willow Glen's quality of life in the priority areas of safety, beautification and developing community spirit. Maren Sederquist, its president, told us that using Stone Church's facilities for meeting space, and possible tutoring are possible uses the association could explore. She identified homelessness as Willow Glen's major problem but noted the church's lack of parking space for mobile showers.

She listed several upcoming community events the church might participate in or have a presence at:

- Willow Glen Night Out, August 5 in Bramhall Park. The event includes police and firefighters, live music, food trucks, a petting zoo and jump house.
- Consider tutoring programs, especially in math, for Willow Glen Cares. That organization has been meeting with math teachers and county representatives to discuss an alternative/additional curriculum that is not tied to the UC admission requirements, which are not relevant to students who are behind in math or are not college bound.

POLICE

Police are among the public employees including firefighters and rescue workers grouped under the umbrella term as “first responders.” What they respond to are emergencies both natural and human caused. Often the work is conducted at the intersection of the best and worst traits of humanity. As a consequence, they are attuned to community situations and conditions that our committee was studying.

We had a half-hour interview with Sergeant Brad Thayer and Officer Nad Yasin of the San Jose Police Department’s school liaison unit. They said Willow Glen is part of a larger area that stretches from Bascom Avenue and Campbell east to Monterey Highway, which is considered a training district because of its low level of violent crime. “It was a great district to let newer officers learn how to do the job, interact with all kinds of individuals in the city,” said Thayer, who was a supervisor here before moving to his current job.

Property crimes — particularly vehicle and home break-ins — predominate in Willow Glen, they said, and the most important public assistance police are timely reports of suspicious activity or crime. The church could be valuable in their work by providing a place for neighborhood meetings where the public can get to know and trust officers and where events like crime prevention discussions can be held.

Other current needs/issues, all of which they related to crime prevention, include:

- Supporting local schools and their needs.
- Supporting affordable housing.
- Creating or maintaining connections with organizations like the Willow Glen Neighborhood Association and Willow Glen Business Association.
- Hosting “Coffee With Police” events for the neighborhood.

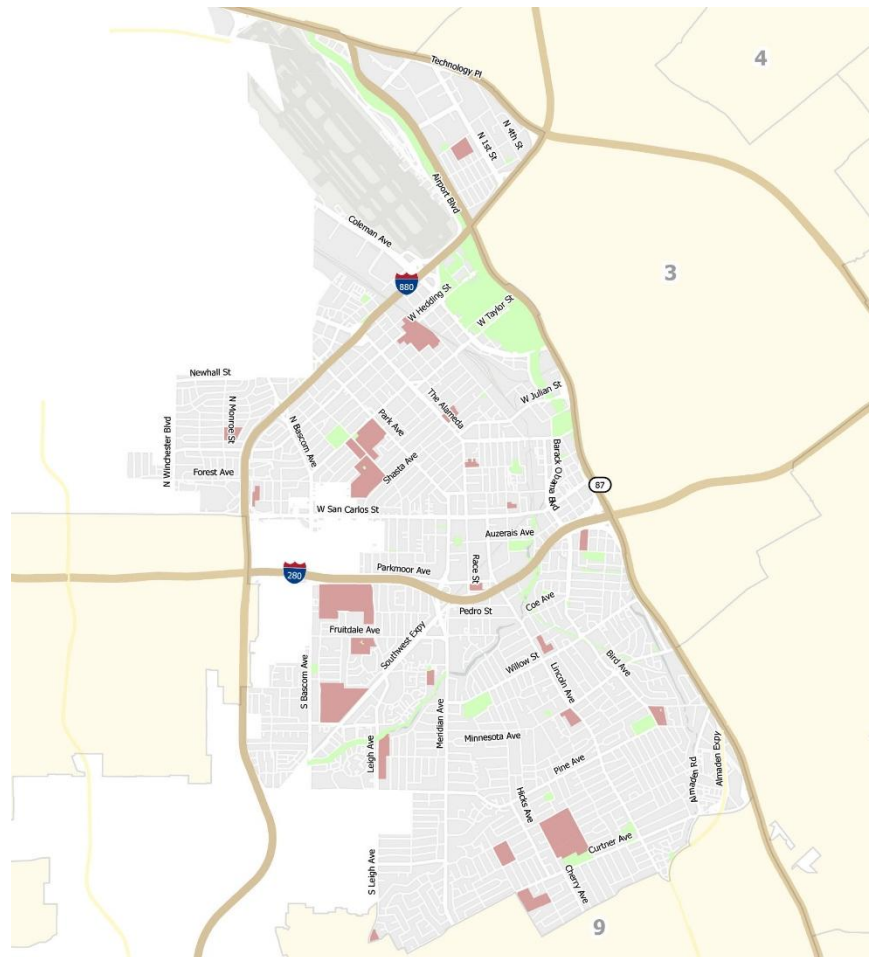
SAN JOSE CITY COUNCIL DISTRICT 6

This City Council seat is currently held by Michael Mulcahy, a lifelong Willow Glen resident. The district is larger than Willow Glen, however, stretching northward to include all of Mineta San Jose International Airport. The 95125 Zip Code, which is synonymous with Willow Glen in this report, stretches beyond the district's southern border to include a small part of District 9, represented by Pam Foley, San Jose's vice mayor, who lives in South Willow Glen. Our committee met with three members of Mulcahy's staff: Karina Castro and Joseph Mauro, legislative & policy aides, and Amber White, executive assistant.

Because a quarter of Willow Glen's residents are Hispanic and some are concentrated in the Gardner neighborhood just north of downtown Willow Glen, we were told that there are several needs there reflecting ethnic isolation from the larger neighborhood. The boundary is, quite literally, defined by railroad tracks.

English language proficiency is a particular concern at Gardner Elementary School, where 88% percent of students are Hispanic. Castro said there is a need there for bilingual volunteers to help with language issues among students and adults. Sharing a complex with the school is the Gardner Community Center, operated like the Willow Glen Community Center as part of the city's parks and recreation department, which needs volunteer help for its art and computer classes and where the senior nutrition program is having food quality and quantity issues.

Other needs/issues discussed were:



The highlighted area is City Council District 6

City of San Jose

- Community meetings using the church's building space and outdoor patio. White offered the councilmember's district newsletter as a place for Stone Church to publicize its own events.
- Possible use of Stone Church's artists in working with the Willow Glen Neighborhood Association's project to beautify the road entryways to downtown Willow Glen.
- Participating in Willow Glen community clean-ups.

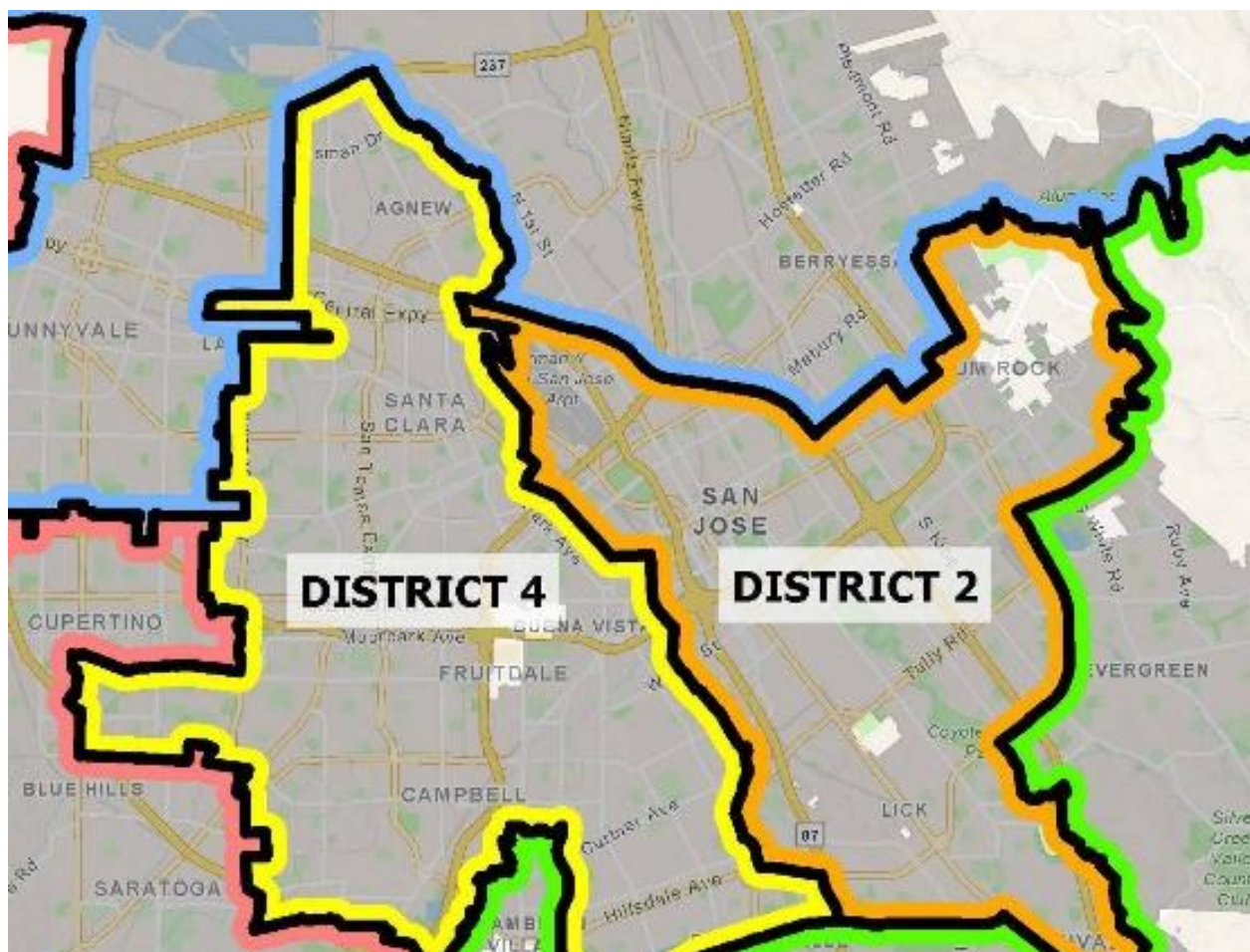


SANTA CLARA COUNTY BOARD OF SUPERVISORS DISTRICT 4

This Board of Supervisors seat is currently held by Susan Ellenberg, a native of Pittsburgh, Pennsylvania, who met her San Jose-born husband in law school and moved here in 1991. About 400,000 people live in the district, one of the two that share San Jose among the five total districts in the county. It also includes most of the cities of Santa Clara and Campbell. Our committee met with two members of Ellenberg's staff: David Fernandez, deputy chief of staff, and Victor Santiago, community relations aide.

The focus on the meeting was aligned with what we heard at the city level, which was that the church's availability as a place for community forums and events would be beneficial for the district and church. Volunteers typically are needed at schools and non-profit organizations.

Santiago advised that Stone Church provide a list of partners it works with and an inventory of resources to the district office so that it could pair us with potential new partners. He said the district's most urgent needs are more affordable housing.



The yellow outline marks the boundary of Santa Clara County Board of Supervisors District 4
County of Santa Clara

THE TABLE

*We welcome everyone
to ours*



WHAT WE SEEK IN A PASTOR

Churches seeking a new pastor sometimes fall into an understandable trap. If the previous pastor was well-liked, the trap is called “Another one of those,” and that idea dominates the ensuing Pastor Nominating Committee’s thinking. If the previous experience was not so good, the trap is “Let’s avoid that,” and the PNC screens candidates on that premise, no matter how ill-defined “that” may be.

This committee believes Stone Church would be foolish not to have learned from its past. There is much history in this report that helps explain how we’ve come to be who we are. But if we are truly to be a reformed church, called to change as we learn and learn as we change, we cannot be bound by our past, though we must own it.

*I will give you shepherds after
my own heart, who will feed you
with knowledge and
understanding.*

Jeremiah 3:15 (NRSVUE)

Our Mission Statement on **Page 3** is about what we strive to be, our Vision Statement is aspirational, and our Core Values embody goals we are yet to achieve. We wrote them after listening to our members’ hopes for what they want Stone Church to be.

The next pastor we call will be someone who also has learned from the past and is attracted to us because what we've said in this report represents a possible match on a path to mutual growth and fulfillment of what we believe God calls us to be. Such a pastor won't be perfect, but will be perfect for us; not stuck in mud but planted firmly in love, learning and life.

We strongly value someone who will deliver intellectually challenging and spiritually engaging sermons that meaningfully apply ancient scripture to 21st Century people, some of whom came from the 20th and others will enter the 22nd. Sunday mornings are very important to us, and we appreciate creativity in worship styles that simultaneously fit the needs of the moment while preserving the best of the past.

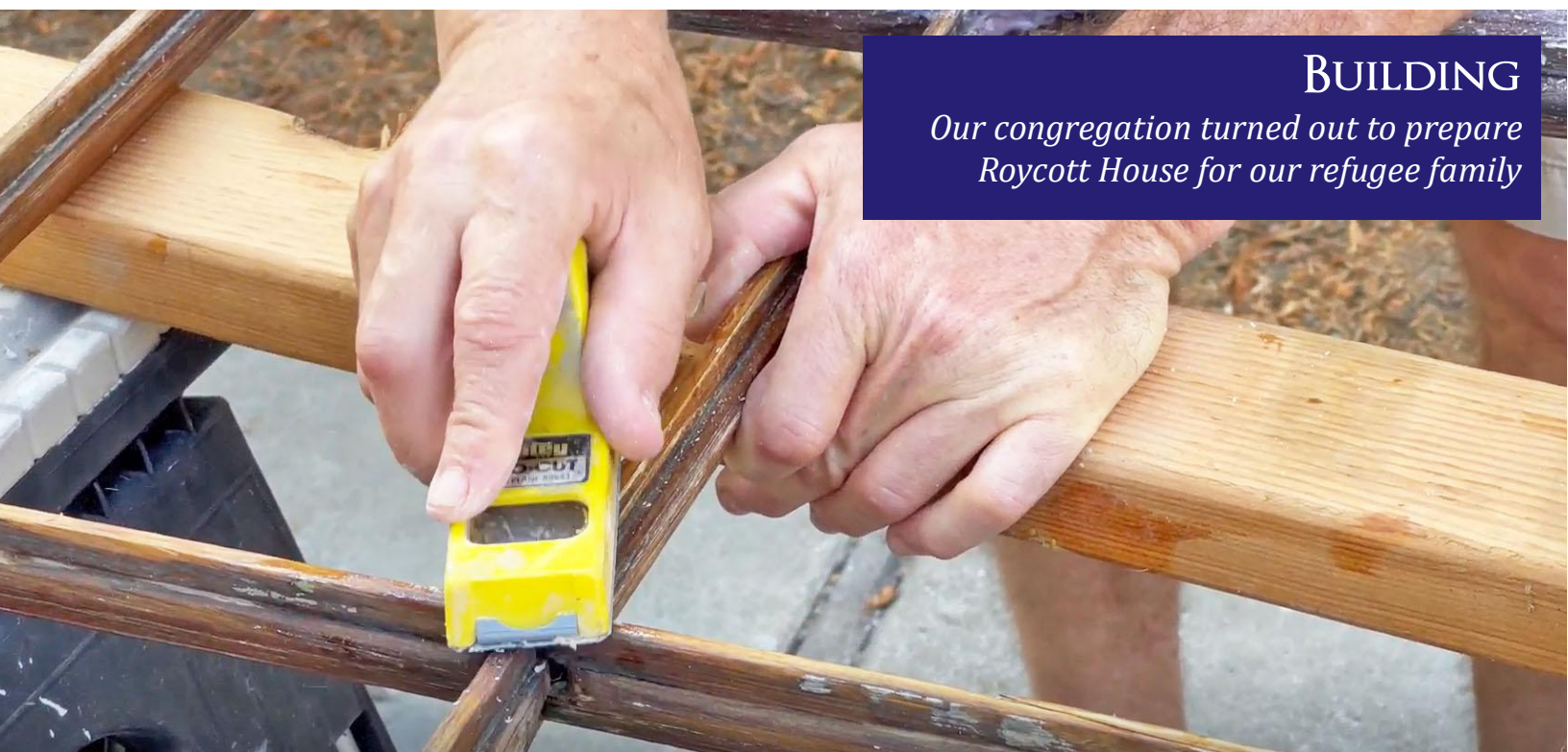
Jesus served the marginalized and — though few of us fit that description — we believe we are called to do the same. So, our pastor will be comfortable advocating for justice, equity, and inclusion, as have our most recent three pastors. We have LGBTQ+ members, and if we are a successful church, we will have more.

“Very high” ranking of priorities for a new pastor*	
1. Preaching inspiring sermons	70%
2. Planning and leading inspiring worship	46%
3. Visiting sick, shut-in and bereaved	31%
4. Involve laity in worship and planning	27.4%
5. Emphasize spiritual development of members	27.1%
“Essential” ranking of qualities for a new pastor*	
1. Believes in God	78%
2. Effective preacher/leader	76%
3. Believes in Jesus as son of God	65%
4. Good leader	62%
5. Accepting of people with divergent views	49%

Source: 2024 congregational survey

We don't want to abandon tradition because it's old; we will abandon tradition when it keeps us from being effective in ministry, especially with younger people, and following Jesus' example. Our next pastor should be comfortable with that and not afraid to open our eyes, hearts, and minds to needed change. There is untapped leadership potential throughout our congregation to be cultivated and with which to collaborate.

The next pastor should lead us to be more humane as we attempt to follow the Spirit. That means — as Jesus modeled — relating to people regardless of their position or condition with compassion, care and love. And that pastor should expect us to do the same.



BUILDING

*Our congregation turned out to prepare
Roycott House for our refugee family*

GOING FORWARD: OUR STRATEGIC RECOMMENDATIONS

SUBSECTIONS

- Methodology
- Major recommendations chart
- Rebuilding children, youth, and family ministry
- Reconnecting with our neighborhood
- Streamlining structure
- Deepening worship and spiritual practice
- Reimagining hospitality and first impressions
- Ensuring financial sustainability

METHODOLOGY

This report is built on a foundation laid by our predecessor committee, Mission Study Committee 1. Combined with our work, the total effort was months of interviewing, a survey, multiple listening sessions, digging into records and then searching for meaning in what we found. Our report is not based on meditating about what we thought we knew.

We worked to understand what the research revealed about ourselves, the troubled times we live in, our church, where we live and what following Jesus means in the context of that. We argued (peaceably), laughed and even turned to Artificial Intelligence to help us sort through piles of comments.

A mission study committee's purpose, after all, is to *study*, and from that discern a church's mission and write a report about it. Our first recommendation is that we should do this periodically. We found what Dorothy discovered 125 years ago on her trip to Oz: Our mission in following Jesus begins at home in Willow Glen, where our first stones were laid 79 years ago.

We do not believe Jesus leads us back to 1944, to be a museum. Rather, we believe we are being led into the future, to be a congregation of believers that speaks to today's people in words and actions meaningful in today's situation, speaking a truth that's eternal: Jesus calls us to do good in the world we live in.

Write the vision; make it plain on tablets, so that a runner may read it. For there is still a vision for the appointed time ...

Habakkuk 2:2-3a (NRSVUE)

The recommendations we make in this section are in accordance with the principles listed in our report summary on **Page 6**:

- Reorganizing our structure to adequately meet our operational, spiritual, congregational and mission needs without overworking our volunteers,
- Clearly communicating our mission and vision among ourselves and the broader community, and
- Working to increase resources including through partnerships with other entities where current resources are inadequate.

Each of these principles contributes to Stone Church being a welcoming place of learning and inspiration to our members and a good neighbor in the community of Willow Glen. What we learned about ourselves in this study gave our committee confidence not only that our congregation is up to this task but is eager to get on with it.

MAJOR RECOMMENDATIONS

Recommendation	Reason / Goal		Time frame
Hire 1 full-time ordained pastor / head of staff	Size of congregation		Within 18 months
Create ¾ time church admin position	Office manager works overtime		
Create ¼ time admin assistant position			
Employ 2 part-time family ministry personnel	Build family ministry, community connection		
Employ 1 nursery worker	Build family ministry, community connection		
Create 1 part-time communications manager	Need for consistent messaging, community connection		
Re-orient budget process & pledging	Financial sustainability, mission planning		
Move from committee to team system	Engage congregation, streamline structure, remove silos		
Formalize monthly social events	Family ministry, engage congregation		
Willow Glen/San Jose community event presence	Community connection		
Move Sunday start time later	Family ministry, community connection		
Form Mission Study implementation team	Ensure action on recommendations		Within 36 months
Investigate contract service for technology management or hire part-timer	Improve livestreaming, volunteer overload, community connection		
Investigate contract service for facilities management or hire part-timer	Volunteer overload		
Refresh hospitality / first impression practices	Community connection		
Pursue grant funding for community needs	Community connection / financial sustainability		
Build formal partnerships with schools	Family ministry, community connection		
Investigate free / rental building use for public gatherings	Community connection		
Re-imagine use of paper / digital communication	Financial sustainability, environment, community connection		
Institute endowment campaign	Financial sustainability		
Do another mission study in 7 years	Mission planning, financial sustainability		

REBUILDING CHILDREN, YOUTH, AND FAMILY MINISTRY

Through every method and at every opportunity they had to communicate with us, our members told us about their concerns about the aging of our congregation and the absence of children and young families in our midst.

Rebuilding what was lost will require staff, curriculum and community-building with families that show our commitment to this ministry and communicate its availability. These steps represent not only a renewal of programming but also a cultural investment in families as central to the present and future vitality of Stone Church.

We recommend that Stone Church employ a part-time Family Ministry Coordinator whose role would be complemented by a Children's Program Coordinator, with the two positions working collaboratively. The Family Ministry Coordinator would serve at 20 hours per week, while the Children's Program Coordinator would work 15 hours per week to ensure broad oversight and direct support for programming that nurtures spiritual growth in children and families. We should continue to employ a nursery worker to ensure that we continue to welcome the youngest of children and their families.

Revitalizing Sunday School is a top priority, with a focus on consistent curriculum and a reliable volunteer base to offer engaging and theologically grounded experiences for children. Children and youth should be regularly included in worship leadership, reinforcing their full membership in the body of Christ and offering them meaningful ways to contribute.

We should also explore weekday options for community-building among families, such as shared meals, family nights, or parenting support groups. These gatherings can foster belonging and connection beyond Sunday morning.



YOUTH SUNDAY

*In recent years, we've
had one each spring*

RECONNECTING WITH OUR NEIGHBORHOOD

Stone Church should be a visible and welcoming presence in the community — a neighborhood hub — through hosting events that introduce more people to our church and its lovely facilities. Through our intention, warmth, and presence, we can demonstrate that our church is not only part of the neighborhood but deeply invested in its flourishing.

This role can include hosting or co-hosting public interest speaker series, or being a forum for civic and social issue discussions such as housing policy, policing, and community well-being. Over time, these gatherings could shape Stone Church into a recognized hub for ethical discourse and justice-seeking, inviting both members and neighbors to explore faith and public life together.

Stone Church is well-positioned to build formal partnerships with local schools by supporting initiatives such as hygiene kit drives and volunteer reading programs. These partnerships would allow the congregation to engage directly with the needs of students and families in the surrounding community.



STREAMLINING STRUCTURE

At the structural level, we recommend revamping the committee system to create fewer, more agile teams that have clearly defined responsibilities and the freedom to act. This simplification can make leadership more approachable, reduce burnout, and empower action.

Rather than numerous small committees that recruit members, members would be asked to join larger teams whose responsibilities match their interests, helping to form a culture where participation flows from joy and purpose rather than obligation. Teams would elect their own leaders based on members' discerned strengths.

Elders would serve on teams of their choice and be liaisons to the Session, not default committee chairs/managers as they do today. This structure affirms the Reformed understanding of shared leadership and enables people to lead from a place of passion and capacity rather than obligation or hierarchy. A sample of how this restructuring might look is in **Appendix D, Page 77**.

To ensure broader participation, the church should develop clear and accessible pathways to leadership for new and existing members. This means naming and nurturing gifts, offering invitations that align with people's passions, and supporting new leaders as they find their place. Pairing newer participants with experienced mentors can also help build confidence and continuity.

All ministries and programs that identify with Stone Church must align with our agreed-upon mission and vision to ensure integrity, consistency, and collective purpose across the church.

In the church office, we currently employ a part-time office manager assisted by volunteers. Nevertheless, the workload of that position requires working beyond hours specified on a daily basis. Based on our study, the committee recommends that a three-quarter time office administrator position and a one-quarter time administrative assistant position be created to provide paid time to cover the tasks required.

DEEPENING WORSHIP AND SPIRITUAL PRACTICE

Stone Church has long valued worship that is both theologically rich and artistically excellent. Moving forward, there is an invitation to expand and deepen our worship and spiritual practice in ways that more fully engage the congregation and reflect its diversity. Collectively, the efforts described here reflect a commitment to worship and spirituality that are rooted in tradition, open to the Spirit, and responsive to the needs and voices of the whole community.

The choir is beloved and central to Stone Church's worship identity. Nevertheless, it reflects the aging of the congregation, and its sustainability requires expanded participation. This might be achieved by utilizing it in more creative ways that enhance the emotional connectivity of the service. This could include experimenting with placement, song style, or collaboration with other musical expressions. The goal is to make choir participation more attractive to younger generations who might be eager to sing in a choir that is vibrant, flexible, and open to new expressions of worship.



PSALTERY AND HARP
*... and pipa and piano
and flute and clarinet*

Our Taizé services, marked by quiet reflection, simple chant, and candlelight, provide space for spiritual renewal and connection with God in a different rhythm than traditional services. They consistently draw an average of 25 participants, some of whom don't attend Stone Church for any other reason. As Karl Rahner wrote, "The Christian of the future will be a mystic or will not exist at all." In a time of cultural change and spiritual hunger, contemplative practices offer a significant opportunity to deepen connections, extend welcome, and consider how this entry point might serve as a doorway into broader engagement with the church community.

The church must continue to prioritize including children and youth in the worship service itself by offering leadership roles such as scripture reading, prayer, music, and dramatic presentation. Doing so not only honors their presence as full members of the community but also strengthens the intergenerational nature of our worship life. This commitment also raises a practical question about the start time of worship. Consistent feedback from youth and college-aged members indicates that 9:30 a.m. is too early for them and makes inviting peers and friends more difficult.

An important question for continued exploration is how Stone Church might create small groups that are spontaneous, inclusive, and welcoming of new voices. Many of the church's current small groups appear to be closed, which is appropriate for certain kinds of long-term spiritual friendships. But open, flexible groups like those convened during our listening sessions for this report, or the women's retreat, provide a different and vital function. They offer a venue for mutual wisdom, shared vulnerability, and cross-generational connection. Exploring ways to cultivate and sustain these kinds of open gatherings could further deepen relationships across the congregation and expand the reach of spiritual formation within the church.

REIMAGINING HOSPITALITY AND FIRST IMPRESSIONS

Stone Church should continue to develop a culture of radical hospitality by creating a welcoming team marked by warmth, attentiveness, and joy. The practices of interpersonal relations and public communications ensure that Stone Church's first impression conveys not only who we are but also who we hope to become.

All aspects of this culture of radical hospitality — from entering the doors on a Sunday morning to social encounters and refreshments afterward — should be the responsibility of the welcoming team. This kind of spirit creates an immediate sense of belonging both for newcomers and long-timers. We recommend offering regular newcomer lunches and extending invitations to small groups that are open and easy to enter. These early relational touchpoints can create the kind of connective tissue that transforms visitors into participants and eventually into members of our community.

Our numerous printed and digital communications — website and social media — are produced by a host of volunteers with differing styles and approaches whose messages are uncoordinated. We recommend hiring a part-time communications manager who would replace the volunteers and ensure message continuity with an eye toward graphic consistency, clarity, accessibility, and emotional invitation. This new position would maintain the new church website, which is expected to be launched within weeks.

We also need to re-examine the number of printed inserts in our bulletin, both for budget and environmental reasons. Wasted paper may unintentionally communicate that we remain a predominantly “analog” church in a digital age, which resonates especially poorly with younger generations.

Signage, banners, pew literature and language used around the campus should reflect our core values: justice, inclusion, and multicultural hospitality. These expressions must also match the lived reality of our congregation — how we act, who we serve, and how we relate to one another.

ENSURING FINANCIAL SUSTAINABILITY

Several of the recommendations above involve adding paid staff to replace functions now performed by volunteers. Part of the reason is evidence we've collected indicating volunteer burnout. We also believe more paid staffing is financially feasible with one ordained pastor/head of staff, rethinking our money management and fund-raising activities, and factoring in the program benefits of employing expertise to perform critical ongoing tasks.

A comparison study that we requested from the Presbyterian Church (USA) headquarters in Louisville, Kentucky, of similar-sized churches in high-cost urban presbyteries around the Bay Area, Los Angeles, Seattle, Chicago, New York and Philadelphia shows that our current budget is in a range that makes staff additions feasible to consider. Stone's staff size in the report includes salaries and benefits for two full-time pastors.

PCUSA churches in high-cost urban areas ranked low to high membership in 2023						
Church	City	State	Members	Staff	Pledges	Expenditures
Calvary	Wilmington	CA	265		0	0
Valley	Portola Valley	CA	266	11	0	0
Trinity	San Carlos	CA	273	6	700,192	606,458
Beverly Hills	Beverly Hills	CA	279	8	0	0
John Knox	Seattle	WA	282		827,708	941,199
Middletown	Media	PA	283		304,315	393,767
Chinese First	New York	NY	284		0	0
Lafayette Avenue	Brooklyn	NY	285	7	344,843	4,068
Carmel	Glenside	PA	294		218,348	426,742
First	Ardmore	PA	298	7	0	0
Newtown Square	Newtown Square	PA	298	7	341,490	423,263
Yorkfield	Elmhurst	IL	298	9	727,844	544,967
Stone Church	San Jose	CA	300	6	579,000	593,809
Supplee Memorial	Maple Glen	PA	304	4	0	0
PC of Western Springs	Western Springs	IL	310	7	426,061	417,959
Park Ridge	Park Ridge	IL	313	9	245,000	698,500
Thompson Memorial	New Hope	PA	317	9	0	0
West Side	Seattle	WA	322	9	808,000	1,436,281
First	River Forest	IL	331	8	910,243	971,283
Korean Church of Boston	Brookline	MA	335		683,638	899,218
Bedford Central	Brooklyn	NY	339		508,132	528,662
Morrisville	Morrisville	PA	343	8	968,285	656,422
Fair Oaks	Oak Park	IL	364	6	491,561	410,241
Westwood	Los Angeles	CA	384	19	741,240	1,618,839
First	Livermore	CA	433	12	1,312,887	1,090,421
Bethany	Seattle	WA	463	17	1,482,883	1,242,141

Our current practice is that the new fiscal year program and budget is determined after an October pledge campaign, which represents 86% of our income. We recommend, based on practice by some financially successful churches, that the coming year's program and budget should be planned first — a “money follows vision” approach. This would allow the pledge campaign to invite people to financially support a compelling, Spirit-led future. Our

messaging would help members clearly understand how their gifts empower a ministry that transforms.

Stone Church should lean into every resource it can around legacy planning, which is an opportunity for members to make long-term commitments that reflect their values and faith through bequests, endowments, or planned gifts. We also recommend these changes:

- Evaluating the potential for responsible and mission-aligned facility rentals as a supplemental source of revenue.
- Pursuing grant opportunities to support initiatives that intersect with community needs and our church's vision, especially partnerships that build bridges across the neighborhood.
- Creating clear and accessible giving pathways for younger generations by embracing online platforms, mobile giving, and cultivating a culture of generosity that speaks to their values and preferred methods of engagement.



OUR COURTYARD

Our social hall links the chapel, out of frame to the left, from sanctuary on the right

BIRTHDAY PARTY

Our Liturgical Arts Group decorated the sanctuary for Pentecost





FOCUSED
*Children's choir
sings during lent*

APPENDICES

APPENDIX A: SOURCES FOR THIS REPORT44

APPENDIX B: LISTENING SESSION RESPONSES 47

APPENDIX C: COMMUNITY NEEDS INTERVIEW RESPONSES..... 67

APPENDIX D: ORGANIZATIONAL RESTRUCTURING CONCEPT 78

APPENDIX E: 2024 ONLINE SURVEY RESPONSES80

APPENDIX A

SOURCES FOR THIS REPORT

GUIDANCE FOR MISSION STUDY WORK AND THE ONLINE CONGREGATIONAL SURVEY

- *Stone Church Pastor Nominating Committee Report*, April 1995
- *Mission Study Survey*, Stone Church of Willow Glen, 1995
- *Mission Study Guide for Congregations*, Presbytery of San Francisco Committee on Ministry, October 2012
- *Our Story: the 2012 mission study report of Montclair Presbyterian Church* (Oakland), 2012
- *On Calling a Pastor, A resource for pastor nominating committees and mid councils, prepared by Church Leadership Connection and the Office of the General Assembly*, Presbyterian Church USA, March 2015
- *Mission Study Guide for Congregations*, Presbytery of Santa Barbara, October 2020
- *Stone Church Mission Study*, Stone Church of Willow Glen, 2022
- *Mission Study Report*, First Presbyterian Church of Palo Alto, February 2023
- Questions submitted from members for inclusion in our 2024 online congregational survey

STONE CHURCH SMALL-GROUP (10 PEOPLE EACH) LISTENING SESSIONS

- At Stone Church, 2/16/25
- At Stone Church, 2/17/25
- At Stone Church, 2/19/25
- At Stone Church, 2/20/25
- At member's home, 2/20/25
- At Stone Church, 2/23/25
- At Stone Church, 2/23/25
- At Stone Church (youth group leaders), 2/23/25
- At Stone Church, 3/2/25
- At Stone Church (youth session), 3/2/25

Compilation of recorded notes from all sessions in **Appendix C, Page 66.**

STONE CHURCH ADULT EDUCATION GROUP DISCUSSIONS

- Challenges of an aging congregation, 9/1/24
- Social justice, 11/10/24

CONGREGATIONAL SURVEY

- Survey Monkey online 71-question survey with 126 responses, 4/5/24. Complete results in **Appendix E, Page 79.**

STONE CHURCH INTERVIEWS

- Mel Goertz, Budget & Finance Committee, 6/27/24
- Fred Oliver, Buildings & Grounds Committee, 6-28-24
- Barbara Krause, Membership & Communications Committee, 7/10/24
- Matt Marcotte, Membership & Communications Committee, 7/12/24
- Jennifer Scott-Brand, office manager, 7/12/24 and 4/10/25
- Steve Nelson, Buildings & Grounds Committee, 7/17/24
- Jeremy Easton, Worship Committee, 7/22/24
- Jodi Lax, Worship Committee, 8/5/24
- Neale Barret, Budget & Finance Committee, multiple dates in April 2025

STONE CHURCH RECORDS

- *Historic Narrative* by Alice Thorn, Stone Church website archives, <https://www.stonechurcharchives.org/History/index.php>
- *A Continuation Of the History Of the Stone Church of Willow Glen Presbyterian (USA) 1998—2022*, by Alice Thorn
- *Stone Church Pledge/Budget Analysis For years 2017 thru 2023*, by Mel Goertz, 7/2/24
- *Rev. William Morton Perdue*, SF Gate obituary in 1997, <https://www.sfgate.com/news/article/Rev-William-Morton-Perdue-2811875.php>
- Stone Church monthly financial reports
- Stone Church monthly members and friends directories

COMMUNITY INTERVIEWS

- Kendra Lanham, community outreach director, and Patricia Garcia, operations manager, Martha's Kitchen (nonprofit hot meal provider in Willow Glen), 1/14/25
- Tiffany Trinh, recreation supervisor, Willow Glen Community Center, 3/3/25
- Staff for Susan Ellenberg, Santa Clara County Board of Supervisors District 4 (David Fernandez, deputy chief of staff; Victor Santiago, community relations aide), 3/18/25
- Staff for Michael Mulcahy, San Jose City Council District 6 (Karina Castro, legislative & policy aide; Joseph Mauro, legislative & policy aide; Amber White, executive assistant), 3/26/25
- San Jose Police Department School Liaison Unit (Sergeant Brad Thayer and Officer Nad Yasin), 3/28/25
- Maren Sederquist, board president, Willow Glen Neighborhood Association, 3/28/25
- Felicia Tan, principal, Booksin Elementary School, 4/1/25
- Katie Settle, head of Tiger Cares, Willow Glen Elementary School, 4/1/25
- Elizabeth Brush, principal, Ernesto Galarza Elementary School, 4/1/25
- Beth Treitel, worship director, Sunnyvale Presbyterian Church, 5/6/25

WILLOW GLEN AND SAN JOSE HISTORY AND RESOURCES

- *Mapping and Redacting Racial Covenants in Santa Clara County*, Stanford Regulation, Enforcement, and Governance Lab, Page 1, published in 2024 by Stanford Law School, <https://dho.stanford.edu/wp-content/uploads/Covenants.pdf>
- *Willow Glen*, San Jose Convention & Visitors Bureau, <https://www.sanjose.org/neighborhoods/willow-glen>
- St. Francis Episcopal Church of Willow Glen, <https://www.stfranciswillowglen.org/our-history.html>
- *Dwell Christian Church*, <https://wgbible.org/dwell-history>
- *Downtown Willow Glen, San Jose's Local Treasure*, Willow Glen Business Association, <https://www.willowglen.org/about>
- San Jose Unified School District, <https://www.schoolsitelocator.com/apps/sanjose/>
- *San Jose, California*, Wikipedia, https://en.wikipedia.org/wiki/San_Jose%2C_California
- *Willow Glen, San Jose*, Wikipedia, https://en.wikipedia.org/wiki/Willow_Glen,_San_Jose
- *California Today: San Jose's Mayor on Its 'Secret Sauce,' Caltrain and More*, by Mike McPhate, *New York Times*, 3/13/17.

DEMOGRAPHIC INFORMATION AND COMPARATIVE PCUSA CHURCH DATA

- *QuickFacts* for San Jose, California, United States Census Bureau, <https://www.census.gov/quickfacts/fact/table/sanjosecitycalifornia/PST045223>
- *Zip Codes.org* for 95125, U.S. Census Community Survey data, <https://www.unitedstateszipcodes.org/95125/>
- *Fiscal, Demographic, and Performance Data on California's K-12 Schools*, <https://www.ed-data.org/school/Santa-Clara/San-Jose-Unified/Willow-Glen-Elementary>
- *Church Trends, Year at a Glance Overview for Stone Presbyterian Church for 2023*, Presbyterian Church USA, <https://church-trends.pcusa.org/church/04449/overview/>
- *Church Trends, Year at a Glance Overview for Presbytery of San Jose*, Presbyterian Church USA, https://church-trends.pcusa.org/presbytery/220608/leadership/5/?data_type=racial_ethnic
- *Church Trends, Year at a Glance Overview for Churches in California*, Presbyterian Church USA, https://church-trends.pcusa.org/presbytery/220608/leadership/5/?data_type=racial_ethnic
- *Church Trends, Year at a Glance Overview for Churches by Size* at <https://church-trends.pcusa.org/churches-by-size/201/overview/>

APPENDIX B

LISTENING SESSION RESPONSES

Eight adult listening sessions for 10 people each were held between February 16 and March 2, 2025, plus one session each for youth (March 2) and youth group leaders (February 23). Each of the sessions consisted of asking respondents to answer a set of questions. There were three question sets, one for adults, one for youth and one for their leaders. The responses from each of the groups are listed below, grouped beneath the relevant question in **boldface**.

YOUTH SESSION

How long have you been part of Stone Church and what is the most fun thing you have done with the youth group?

- Been member since 2018. Broom ball
- Been here since born in 2008. Likes recreational activities
- Here since 2010. Youth group lock-in
- Since 2018. Broom ball
- 2011. Lock-ins.
- Since born 2016. Only second time at youth group
- 2012. Lock-ins.
- 2016. lock-ins and broom ball
- 2010. Broom ball and pumpkin patch
- Occasional attendee

When have you been proud to be part of Stone Church?

- Remember would help with packing food for people
- Crop walks or community service
- Community service, packing food for people.
- Community service, packing food
- Crop walks
- Christmas eve service outside is sense of belong
- Community
- When it's very inclusive
- Christmas and palm Sunday when there are big numbers here because community has come together

What would a church look like that shows it understands your needs and the needs of your friends?

- It could start later in the morning. Have downstairs more open to kids
- Having more kids come
- Be able to go on more social outings, games at church
- Would like later Sunday service
- An accepting place

- Like having a sense of a support system
- Support system, where there are resources
- When church understands how youth group needs to be comfortable

What could Stone Church do to make you more likely to invite your friends?

- Have more kids already here
- More activities after school or non-church times
- Later service
- When don't feel awkward
- More fun activities
- More interfaith activities so could connect with other young people
- Add new and different activities. New things. We are open to new friends
- More talks. Hard to sit and listen to a sermon
- Most friends aren't religious. Would help if we were less religion focused
- Less religion focus because friends are in other religions

What does following Jesus look like for you today?

- Being hopeful
- Performing his values
- Trusting your friends and families because when you're lost, they're there for you
- Trying your best to be a good person and having an impact on people's lives. Taking his teachings into account
- Being more christ like and leading by example
- Being helpful and willing to participate
- Being kind and respectful
- Being kind and being there for your friends

YOUTH LEADERS' SESSION

When has the church youth program most been like a church youth program should be?

- In the past, we have done activities such as support the women's shelter, crop walk, and school outreach. These programs don't happen now – or there are just a few people that participate – but it's not part of a larger church effort. The church is not currently working as one unit which includes youth programs.
- When Irene was here there was so much focus and attention paid to the youth. Now, we have a hard time getting volunteers. In the past we were able to staff multiple classes based on age/grade, but we need 2 adults per room to do this. We also were able to have teens help in the nursery and church school – but they can't now because there is a state law of 18 yrs old to assist in this way.
- We do know that we are fighting the same battle as other churches are fighting – it's widely suffered. Adults can have such a lasting positive impact on these youth -- you don't really know how much of a difference you make in these kids' lives until many years later.

- Several years ago we had use of a local ranch without any charge. It was awesome and a lot of fun, there was a lot of freedom and we organized our own Sunday service. This went on for 4-5 years, but the owners needed use of the full property and we weren't able to use it anymore. It would be great to have access to a facility like this again.

If the Stone Church youth program was singing in harmony, hitting on all cylinders, what might it look like?

- It would have a lot of components: outreach, a place where the kids would bring their friends, and a way to get kids involved spiritually. Irene was very gifted with youth, and was very relatable. There's a big generational gap now.
- We want the kids to feel safe – both with each other and with us. We want them to come here and share things freely without concern. We want them to have lots of fun. We are doing things with other youth groups, not all youth groups have lots of kids now so we can band together.
- I like when the kids can do something outside of the church building – activities somewhere in the community. Camp St. Andrews is a good example of fun + spirituality. It makes Christianity seem like a normal and fun thing to do. A place where they would feel comfortable and can bring their friends. Stone Church isn't too evangelical, which is a good thing. We need to meet the kids where they are at.
- We have a couple leaders within the youth themselves. These particular friends invite their friends. We should engage the kids so that they can see value in what we are doing and in what they can do as well. They have to navigate a really challenging non-sensical world. They need to know they are accepted. It would be great for them to know that church, and having friends at church, is important and not just their parents pushing them.
 - The sleepover was really good – the kids need to feel needed at the church. They need to feel like they are an important and integral part of the church. The kids should be excited about being here. The kids need to feel needed in general, and especially at church.
 - This is a safe place for kids and youth. Parents also want this for their kids. Kids won't engage if they don't feel this at its foundation.
 - We need to offer an age-appropriate and developmentally-specific program. Social/emotional sensitivities would be important to integrate. The kids need more opportunities to gather, which is hard in this current busy busy life environment. But, ideally, maybe have opportunities for them to get together twice/week, as their schedules permit.
 - Need more connections to broader community. Would be great if Stone were known by name at the local schools.
- Space for deep spiritual conversations would be great. Holistic care and with community. In confirmation, the Statement of Faith, some kids say I'm not sure and that's totally ok because they obviously feel safe.

What is the youth group called to become in this moment and in this place?

- People come to church for many reasons. In the youth program in particular, the kids need to be fed spiritually. Kids don't often have support especially those kids whose families don't go to church.
- A safe and welcoming place, a place to nourish their spiritual and social needs. COVID was really hard on this generation of kids because they lost 2 years of socialization. I really would like to do the sunrise service again this year. This has become a tradition for many of these kids.
- Maintaining what we had when Irene was here has been a challenge. You need to know the kids and their interests and gifts. It would be great to have them prepare some of the service, for example. It's very evident when you have 30 kids who is nurtured and who is not.
 - They need to feel like this is a place for them. It's not a place they need to spend money. In San Jose, there are few places kids can go that are fun and nice where you don't have to spend money. We could organize, for example, a hike outing without a phone. This generation is raised with so much technology. It's a challenge.
- They need a place to say their biggest fears and not be judged. There are so many fears in the world these days. They need guidance, and how to engage with critical thinking. The Stone Church Confirmation buddies program creates life-long bonds that kids have with adults. We should ask ourselves, would anyone know or care, if Stone Church disappeared?
- Youth need to know that they have their own culture and history, and traditions at Youth Group.

What would a youth group look like that shows that it understands our community?

- Reaching out to the community and doing things in the community; when we did the women's shelter, the kids really liked making the food.
- The youth programs would be someone less homogenous – our community here is very diverse. A youth program that reflects the community would be more of an interfaith program. Decentering this building, meeting in other places, meeting in other places that are a little more neutral.
- Having a presence at other cultural events, for example PRIDE. We can't require people to show up for things, but if the kids led the outreach, they will gather their friends and it will be a big group. Let them lead!
- It has to be where they feel welcoming. We do a pretty good job of that, but we could do better.
- What would you like the experience to be for a first-time Youth Group visitor to Stone Church?
- Fun, welcoming, at ease, comfortable, safe...have the kids be welcomed right away. Some kids are super shy – sometimes it's hard even to get names of the kids. The kids could, for example, get a card as a reminder of the Youth Program dates/times, and just a little reminder of the next meeting time and a few upcoming activities.

ADULT SESSIONS

When has the church most been like a church should be?

- I am a follower who comes to be surprised by what the church is.
- Fred H. brings energy.
- The last 6 months of healing.
- When we deal with crises.
- When we hosted the men's rotating shelter.
- When we participate in projects, especially church-wide mission.
- Family clusters, social groups, activity and involvement.
- "Bridge over troubled waters"
- Children's ministry; Irene's ministry
- During the Ken and Irene years.
- When Dr. Perdue reached into the community
- Rotating shelter
- When congregants support each other, both in Christian growth and in day to day needs
- Preaching that challenges us
- When we have an active range of ages, and are alive with younger families
- When we have a midweek program and 2 services on Sunday
- (Necessary struggle to find what we should and can be)
- I get hopeful over "doing what we can"
- Before covid
- Golden age of stone church was during ken/irene. They were the best, kept things moving
- Ken henry, time of engagement, life,, vibrancy
- Liked the Logos program for kids. Homeless shelter for women drew many volunteers
- Liked tony, the guy from kenya, when he was a member. Money was tapped for textbooks. We were really doing what we should be doing. He was just someone who wandered in
- In 28 yrs in this area, left three other churches. Needs to be multi-racial, lots of children, pastors can answer his questions. Left churches that got older white male pastors. He's seeing our church going down. Too much Jesus in sermons. Liked irene and Sammie period. Doesn't like communion every week
- Best times have been when church school is full. When have functions can invite local families to
- Liked her work on stoneworks committee, people volunteered. That has dwindled. This was during irene's time. Times best when dealing on family level, retreats
- When there were more people involved. When there was more energy. Once got into committee work, things would get worse.
- This is very personal. In many ways it's what it should be right now. 60 yr member. Wants the church to be what everybody needs, not what I want it to be for me

- In '50s and '60s, the church was at the center of our family and community. Had family members heavily involved in church. That's different now. Ignoring "should" in question because the world has changed since then.
- Longest she's been at any church. From a family where people worked in the church. Doesn't have a picture of what church should be, so not wedded to a model. Except I want it to be Protestant and to be whatever she needs at the time.
- It was most like it should be when she first arrived and had a big youth group and people were being invited to get involved. A church is only as strong as the strength of the relationships among members
- Choir has been member's community within Stone. Joined to "away his grief" and expected to sing a year or two. Has remained in choir for decades since Don Whitney. Likes classical music.
- Enjoyed best days at stone under Art Mills. Had a good balance of social justice, outreach. Also attends two other Bay Area churches occasionally that he considers to be "high functioning." Part of their secret is the balance he described under Art Mills. People want to participate in a range of activities. Feels need for a men's retreat like another church does. "Vibrant" "well-run"
- The church is "the church when I can experience being attached deeply to what I describe as the spirit." Loves the organ music and the fact that it has been listened to for centuries, which she attributes to the spirit. Also likes to hear sermons from someone who can expound on ideas and the spirit in them. Relationships are different in church because can talk to each other in ways cannot in any other environment. We are free to be vulnerable and to feel. Church provides the context in which these things can happen. It's the "why" these things happen at church that make the church what it should be.
- The whole time I've been here. We've had some difficult transitions, but that comes with any communal effort.
- Focus on justice – that's what drew us here.
- When the pews were filled there was energy in the room. I came away with a message that I heard throughout the week. That's important to me because it guides me to live a more Christian life.
- I'm impressed with the way we came together during our crisis. We held together, and addressed issues upfront, with honesty and openness. We've been blessed with interims – can't say enough good things about how this church came through all this.
- I appreciated the church so much in helping me through my wife's death. The church supported me even though my wife wasn't well known here.
- Coming to church on Sundays is a blessing. The church was at its best when we help others – like the men's rotating shelter, the women's rotating shelter, the Roycott home for refugees. These lifted me out of my bubble to help the world of people not as fortunate as me.
- When the church comes together to support a cause or project. Shelters, Roycott House – I'm dumbfounded by the hours spent on renovation, and the supplies provided to the refugee family.

- Ken and Irene helped educate us on the Bible and showed us that there was no gender in original texts – gender only came in translations. I wish we had more programs for children and youth.
- I lack ways to participate in social justice except through the church and I appreciate those opportunities. I'm impressed with the social justice message from the pulpit.
- I appreciate the church's support during my cancer treatment. The church fed my family for 6 months. This lesson of support was passed on to my kids through this.
- Think we've been living off our reputation too long. When the Selma marches happened, he was a kid. Need to move on with society. What have we done lately. Judging from membership decline, we need to try something different
- When Ken Henry was here. He was very inclusive. He somehow got more diversity, inclusivity.
- When we celebrated our anniversary in the backyard, we were one. There've been a couple of times we've helped other local churches. We're not out in the community enough
- When we're engaged in the community. Also when we care for each other, such as family issues, illness. In the world today, it's harsh and difficult. The church makes it different. Been here 20 years. First member he talked to was Jean Tablak, and was convinced this was the right church within 10 minutes. Like to see us be able to do that again.
- One Sunday when homeless person sat next to her. She shared her hymnbook. He came to social hour and was welcomed. When worked as homeless shelter. The women's retreat.
- When first joined and worked at our homeless shelter. One of her strongest memories was talking to one of the men who had been prosperous and hit bad luck. Taught her the diversity among the homeless. Our vacation church school brought the neighborhood in.
- Talked about previous comment regarding accomplishments in the past. We aren't doing those things today. Other small Presbyterian churches seem to be doing more with things like making sack lunches with just a handful people. We are doing something about human trafficking but is there more we can do? Believes our small numbers are hindering our efforts. Current change in national leadership should spark us to do more protesting and letter writing. Need to prompt politicians to confront injustices. Has moved from other churches. Then she moved into complaining about other local Presbyterian churches and what's wrong with them.
- Been through several pastors but the dynamite team of Ken and Irene are the model that should be replicated. He participated in pride flag raising each year, interfaith Thanksgiving services
- At funerals. Recognizing people's lives and being a place of support.
- I need to have a mix of the academic and spiritual. Ken's time was like that. Also loved the opportunities to help with vacation church school. When discovered taize, that's when my soul gets expressed. Ken did weekend retreats and did one on prayer that touched him. Haven't experienced anything like that since. Ken also gave impression that he knew me. A pastor who notices and a congregation that notices.

- When we do things together. She misses the Henrietta Purdue lecture series. Was a community building thing. Wish there was one big project to unite people rather than multiple smaller projects.
- Right now. When Ken was here and went to city hall in support of gay rights. People who stand on the sidewalk with signs. In everyday stuff. Caring for each other.
- Been through a lot of pastors and it was hard when they left. Through all of it, it's our church. It's not a pastor's church.
- For my family between 2014 and 2018. It felt like not so big that you were lost but not so small that there weren't places for children to receive individual attention. The large children's program, very well run. People noticed when you were gone but didn't make you feel bad when you were missing. Felt the support of the church. Somehow in Covid lost that feeling. Didn't know how to come to church and say that. Now I don't know who to talk to to get the things and support I need.
- Came because of flags on side of church. Met with Irene who was so generous with me. Had been raised Catholic, been a Unitarian. Looked for people with badges and men to ask questions about this church and whether it was a stable place. Like to get involved and do things that help in the community. Runs scholarship program for Presbyterian Women. Some real Bible scholars in PW.
- When first joined was worried that church was not long term because of previous experience at a Presbyterian church. Here she felt safe. Now is having the bad feelings again but understands better how churches work. Has hope because church is focused on working on its problems.
- When wife died, got support from church. I'll be here a long time.

If Stone Church was singing in harmony, hitting on all cylinders, what might it look like?

- Imagining more young families, children in church
- Are we overworking a few members?
- More diversity, more cultures, young ideas, different races.
- Grieving our losses
- Feel critical
- Full hiking group, choir, book groups
- Two worship services, not the same
- Energizing, motivating to carry Christ's message
- New members have a hard time getting involved and connected
- We have little harmony, more unity, and would like to see more and different ideas.
- Healthy conflict
- What it used to look like is not what it will look like now
- Going forward, being able to react to needs, being positioned to respond
- Some people will be "maintenance workers" to keep the church running
- In order to build, you need a strong base which will give people confidence to try new tasks
- Very busy
- Harmony takes multiple people being aware of each other

- Firing on all cylinders requires awareness of what we are all doing
- Everyone would have a part in the life of the church and keep in touch
- It requires a strong leader to direct the action
- We would see second generations coming back
- If had a lot more people volunteering. Not same ushers every week.
- To work in harmony, church needs to address too many committees. People are over-stretched. Need to decide what mission is, then go forward into community. StoneWorks committee wouldn't get enough participants for homeless breakfasts. To be strong, need to put our eggs in less baskets.
- Have to be a place where people want to be. When it becomes part of the neighborhood.
- Remembers going to community events and stone church was known.
- When have lots of programs for young children. When everybody brings and shares a bottle of wine.
- When stone is known in the community for things it's doing. Not proselytizing. soe
- Singular time when Michael Wheatley led corporate works project. Was advertised in a big way. One compliment she got from visitor was church made them feel part of this place.
- Having more opportunities for people to get to know each other. Coffee hour not a time to get to know people. What can we do? Wasn't here for the glory days. What can we do now?
- Need to become a neighborhood church, when people walk to church. If hitting on all cylinders, would find our neighbors
- One church he attended had a time for a person to stand up and say why they were in church
- When first moved here, remembered church yard full of children, singing on the patio. Church is decorated outside.
- When everybody in the church feels they have a place in the church where they are comfortable, challenged, can be free to disagree. There is communication between the youngest and oldest
- When at least the Session members can work together. When choir is a group that people from outside want to join and sing. Stone met the picture of what she wanted when church shopping.
- It's the choir singing a variety of music, organ music. She would like the Sunday service to be later in the morning. Communion every Sunday takes from other parts of the service she likes more, mentioning longer sermons in particular. She's used to communion once a month. Sunday school has a gap for 4, 5 and 6 yr olds.
- Goes to church on Sundays because she wants to, not because supposed to. In her younger years and joined church, she was asked where she would serve. We will hit all the cylinders when hit all age groups and groups by whatever they're defined by.
- There's also "atonal" harmony. Harmony is not always going to happen. Cylinders is all the parts of the church that need to be there for the church to run. Our committee system defined all the needs of the church. Maybe need to rethink committees.

Would like a senior group to keep those folks connected. Not a finite number of cylinders; we need to find out what they are.

- Don't know what it would look like at Stone but other churches he attends seem to be working. Those churches have praise bands, video screens, vibrant youth groups. Thinks we should be visiting other churches to take notes.
- The entire congregation and choir singing Hallelujah Chorus on Christmas morning.
- More men in the choir! Good preaching, a sense of worship, mission outreach, supporting each other in time of need. Spiritual life. The church is undergirded, but we could do more along that line. Great adult ed program. Would like us to be more biblically founded. I wish people were more knowledgeable about the Bible. I tried to teach Bible 101 but people who were already knowledgeable were the only ones who showed up.
- I don't have a local family – except for this church. There are so many lovely people here and you are my family. I'm disappointed the social hour only lasts 30 minutes. For those who don't have a family to go home to – why can't social hour last an hour? At a memorial service, I heard the family of the deceased say "I guess they don't want us here any longer" as the cookies were being taken away. Fred keeps saying all visitors are welcome to join us at social hour, but we are giving them the impression we want them to leave.
- Everyone in this room is pretty active in the church. We need new blood and a better welcome. We are a great church – why aren't people storming the doors? Why so little interest by young people? Maybe we're not in harmony with the community. Maybe we aren't as welcome to new ideas and people as we think. We may need to branch out. There are changes coming that I may not like, but Stone is not my temple alone. We need to be more welcoming and open to other people and ways of doing things.
- I have friends with kids who visited but didn't stay because there's not much here for families. Other churches have things like Tuesday night family dinners, things like that. We need more activities for different age groups. Also – I liked it when we used to speak out loud during Prayers of the People. Hearing what others were praying for (family, friends, world) gave me a deeper understanding of the people of our church. Worship is so pastor-centered that some voices of the congregation are not heard at a level that would increase our compassion.
- Agree with that. As a former Deacon, the Prayer Chain is kept confidential which I understand but I want to be informed about the needs of others here. The Women's Retreat is so important to relationships.
- We need to have connections with each other outside of this building, creating space for deeper conversations. Have community around the table, in our homes. Irene was a great person connecting with kids. Without her, that has suffered.
- Mel's celebration of life was so full of caring and support. The music, flowers, service, accolades – it was a wonderful example of what the church should do, not just in the world, but right here. I feel privileged to be part of this church.
- I'm concerned its taken so long to get a new pastor. We should have more emphasis on the Bible. We need more parking!

- When the youth program was vital, especially young people's sermons, which were also meaningful to adults. Sees taize as a community building activity. Diversity, remembering Marge Palmer sermon urging that. Look around this room and it's all Caucasians.
- Had a Model A Ford in high school, girl friend giggled at the sound. If we're singing in harmony, wish it were like the Model A. Had history.
- Would have to get to place in my life when I actually experienced hitting on all cylinders. Unrealistic for me to recommend something for others that I can't achieve for myself. First time I felt it here was during Ken and Irene's time. They were inclusive to the max. Children and young families. Something happened. The music died for some reason.
- Cameron House was his model. It would be balanced. Always have bible study. The timing belt would be service, everyone involved in service. Service is a big connector. What does christ ask us to do? Be of service. It gives us our purpose.
- Because many of our members come from other faiths, we need to learn more about who presbyterians are. We have to know what our past is without living in our past. Likes membership classes (plural), not just a Sunday lunch.
- Sings "where have all the children gone" from Peter, Paul and Mary. When covid hit, it affected schools and church. That was a huge issue for us. That's when we really started to fall. Don't think we have recovered from that yet.
- Service. We're all of an age when we all used to serve our parents. I'd like to use the word "volunteer." Haven't looked at old members to see what they can continue to do. I think we think we don't have volunteers; we all have people in our lives who could help. Don't think we know younger people in congregation and the young people feel that.
- If it would be an inclusive place and a place where we are attuned to what each other's gifts are. A place where everyone feels they can contribute what their talents are and they want to. Agrees that covid is still hanging over us. It's not surprise to me that we're having problems.
- More diversity in all aspects, in communications, social events. Not just the same stuff over and over.
- More diversity.
- Key words in discussion to her are service and diversity. Service means a lot to her. Likes things where when you participate, you feel like you accomplished something. Church she left was very good church (West Valley Presbyterian). On 5th Sunday of every 5 Sunday month, it was a project Sunday. Made people feel good because they accomplished something. Made the word "presbyterian" less scary.
- ADDED LATE. One of the things that's not reflected in our church (for question about hitting all cylinders) is just being spiritual. We don't have in my mind a Session that supports that. Doesn't like serving on Session.
- We would have to have two services. Would have more of the local community and people would walk to church. More youth groups and elderly.
- I'm very selfish at this point in my life. I like the church the way it is.

- A wide range of ages and strong Sunday school and youth programs. There would be a lot more people coming from our neighborhood and they would look a lot more like our neighborhood.
- Would love to have kids sing once a month. Also a youth group with a choir. She liked the Logos program. Would like to have a whole range of ages. There would be a core that care for and love each other.
- Diversity in ages, genders, sexual preferences – just a real community church.
-

What is the church called to become in this moment and in this place?

- A place to come together to support each other and to provide community
- Original mission statement
- Support to cope with the outside world
- Need a way as a church to organize to service the larger community
- What changes are coming? Very uncomfortable
- Hope we keep in mind that some changes may steal our soul
- Outreach and in-reach
- Not sure what the future looks like
- A beacon to the community
- Maybe we are called to do more in community
- Be an example, shine, welcome
- Reach out more, become more central to the neighborhood, be a hub
- Called to be progressive. Disappointed when Bruce said we're not. Adult education was great during Pat Magee's high profile lectures. Always been composed of some people who think what we do mission-wise is not the right thing. Need to be outward but not to scary in our advocacy
- Was member of a church in which he volunteered a lot to work with poor
- Be a place to escape and feel loved. At same time be a beacon, a guiding light, an example, a moral compass of how we should be living
- Recognizing we don't reflect community, believes Willow Glen is older and whiter than we are. Let go of our perspective and realize
- Open up church and maintain forward looking perspective
- Works with second harvest food bank. Why aren't we doing it?
- Wants to be a beacon to community. Project through social media. Very few religious people in her circles. How do we address that? What work can we do that would attract people whether they're religious or not?
- Likes Fred Harrell's comment about "Stone Church for Willow Glen"
- Participates in clothing drives, etc., and that's a huge community outreach right there.
- For the congregation, needs to be a safe place. We're going to take care of each other and somehow move forward. We have to feel we can be safe here to continue.
- The public conversation is so filled with condemnation and negativity that the church is called to say yes, kindness, I am my brother's keeper.

- To be a church of the community. In the past, been in churches that worried about the federal tax laws about social justice. Wants to be legally involved in politics.
- Have adult ed speakers that tell us what can be done. Our church is trying hard to do this.
- Worried about grandson who is graduating from college and not worried about what is going on in the world socially and politically.
- It's called to become something that pulls us together through respect for our divisions. We need to feel like we're working together despite our differences.
- Speaking truth to power.
- Need balance. Don't think should be a social justice church, a church for elders, focused on one demographic. If want younger members, must have services that speak to younger people but need to keep older members, too.
- We do a great job with social action but need to recruit more young people and racial backgrounds.
- Need more neighborhood outreach. More emphasis on community.
- We are the body of Christ in the community. We are called to be that. We are Christ's hands and body here.
- I believe in the separation of church and state, but there's so much going on in the world that I feel this church is called to make a stand for democracy. In line with today's sermon, we cannot avoid things that are happening in the country. We need to take action.
- The church is called to amplify the lessons of Jesus in the community and provide opportunities for participation to make those things real.
- We are a counterbalance to what's happening in this country. It's good to be around like-minded people. We need a service for grieving right now because of political upheaval. We can be a place to stand up for what is right.
- As we were going through our upheavals, I thought it was a Stone problem. But all over the world – because of Covid and social norms – church attendance everywhere is way down. So I stopped beating myself up about what we were doing wrong – we are doing things right! We are maintaining the best way we know how.
- We need to be truth-tellers. Truth dies in darkness. Gen X and down have been marginalized and isolated – same with women, LGBTQ+, and minorities. We need to be a place for safety and home and hope.
- It's hard to be everything to everyone. We need to focus on points of relevance where we can be effective.
- A place with safety.
- A city on a hill. A beacon, so that everybody who sees this building says a lot of good stuff goes on there.
- Would like community to feel like if they came to this church, they would be welcome.
- Being a guiding light spiritually and even politically in the community.
- My first reaction is I wish I knew. Needs to be a place that roots people into a community. A place of worship. Needs to be a significant place.

- A lot of good stuff goes on there. Periodically distributes taize flyers. It attracts a lot of Catholics from St Christopher. Most of his volunteer activities have nothing to do with church.
- What we've been called to become is the city on a hill. Volunteering. Unifying message. Faith in action.
- In the current national government situation, all of us are called to find places that have been decimated and chip in.
- To be a safe place. Why is taize a safe place? Maybe we need to study that? Also pass out cards in multiple languages in communities that are endangered.
- Broaden our idea of what is a neighborhood. Don't leave a stone unturned, be looking all the time for what we can do. Don't believe our neighborhood is just people in Willow Glen.
- Not anything to add.
- Sacred. Home. Friendliness.
- To be servants of God, servants of this community. To find out what people are needing and how we can respond to that. There's so much need to be a place of refuge. A welcoming place.
- This is a place where I always feel safe. Would love the community, no matter what they believe, feel that.
- We're called to become a church with a good leading pastor. Have the opportunity to be the Christian experience in our neighborhood. Think we're called to be the Christian church open to the community.
- Need to be open and receptive. Difference with previous church that failed is that people here are looking for what we can do. Hope we can identify that.

What would a church look like that shows that it understands our community?

- Geographic community? Other factors? Determine who is our community
- "If our church were to vanish, would it make any difference?"
- Active engagement with a sphere of people who would say, "Oh, that's what it means to be a follower of Christ."
- Social action focus, pick an issue and attend city council
- Learn about our community from visiting representatives
- Say yes
- We have a lot of resources we can connect with, locally.
- For example, we can combine with the community center to do VCS and bring in more children.
- It is important for our community to know us. Can we publicize more?
- Homelessness outreach
- A church that wants to grow will probably look very different than it does now. It may not look like stone church. It may not be a church where I want to belong. I have no idea what the younger generation wants ... but that's who we need to draw. Son has no desire to be here whatsoever.

- When I think of community, I don't think of all the rich people in Willow Glen. I want to reach out to the people in apartment complexes that need a home. Can we do things to take care of kids, like daycare, that would help
- Is on Christian Ed committee and talks about problems of scheduling.
- Sammie preached a sermon about Beyonce that connected. Says young people today don't talk to each other because they're locked into their phones. This is not the church.
- Our music is not welcoming to younger people.
- To stop people from saying there's nothing for me here, sermons need to focus on needs of young people.
- Understanding means you're going to have action. Going to have outreach. Understand that there are needs and willing to do something about that. Think that music isn't reason young people are not coming, lack of good Sunday school is. Don't think praise band will bring people in.
- Community where church is located is different from who Stone is. We gave something to offer that she can't express.
- Church has to grow from something. Kids' sports all practice during church hours. We have an outside lighted patio that's visible to community that we can capitalize on. We have a community where people can walk to church.
- Liked last spring when church worked with Willow Glen Cares. Would like youth choirs invited that sing from a classical tradition.
- We need to define what is our community, 5-mile radius, San Jose. After that, has no answer.
- Taize community and Bob Cole have distributed flyers by walking the community and talking to people. Said Ken Henry was surprised at number of residents who considered Stone their church even though they did not attend. If we are going to stand out for justice and love, we are counter-cultural. Does that mean we are counter-out community.
- Stone started many years ago as a Protestant church in a Catholic community. She didn't appreciate what a wall that was earlier but says that wall doesn't exist so much any more. Doesn't think our intention is to convert Willow Glen.
- We should host neighborhood events, not religious based. Listen to what the community wants from this building.
- We should canvas this neighborhood. They've been good about letting us park in front of their houses.
- We should reach out and let the community talk to us. We should thank the community for tolerating our parking.
- The local neighborhood often comes to Taize.
- It would reflect the diversity of the community. We don't reflect that at all. Diversity.
- Agrees.
- Pass
- We can't understand if we're not part of it ourselves.
- We listen (Stephen Ministry). We actively listen. What people need is to be listened to.
- DEI (diversity, equity and inclusion) brought out jokes that that is illegal

- A church that demonstrates it's welcoming to people. A church that's seen as a community institution that can be relied on.
- Need to understand what "community" means. Willow Glen is not diverse. Church was formed to be a neighborhood church where people walk to. We can't create diversity where we can't find diversity to add.
- Used to have activities like Boy Scouts at our church that we no longer have. Not using our buildings during the week in ways to serve the community such as child care.
- Seeing community involved like the Halloween effort we made last fall. More things like the easter egg hunt. Also need to look at a later service time. Hard for people to get here so early. At 11 am, have more time to get the kids ready.
- Parents Day Out would help. Knows we had to cancel but it's the kind of opportunity we should talk more about. Would love later service because it would help families. Multi-lingual communications.
- It's outreach. One step at a time. We all agree we need younger people and children. Focusing on activities in this area to bring younger families to the church. At previous church, had been a visitor and a few days later a member brought a pie. Give first-time visitors gift bags. Small things like those make an impact.
- We could look at the things we were doing when had more young families.
- Need to move beyond white male leadership. We need to be more of a stew and absorb the spirit of other people.
- When this building was full. We would have members of church who are involved with Sacred Heart, PACT and other supportive organizations.

What would you like the experience to be for a first-time visitor to Stone Church?

- Comfort; at home
- Greeted by many people
- Cared for
- See how our church cares for the world
- More than one person greets, includes, and invites each first-time visitor. Speak to inclusion and invitation to communion
- A warm initial greeting, eye contact, share a few things available to the visitor.
- A visitor needs a "non-threatening" welcome
- Engage people to feel a sense of belonging
- Invite them back
- Does not know. Mega churches are big because they please people. Praise a lot. Very upbeat. That feeling goes through the whole church. Very consumer oriented. Dynamic. You want to be there.
- Where you come away having seen all the things stone church is doing. Bulletin needs to better inform people.
- Would like first-time person to have met and had a real conversation with at least one person. Having the same ushers each week helps.
- Repopulate our church with June Tablaks (was gossip columnist for church newsletter). Does not want people coming to be entertained

- Unintelligible
- Attended church with loud rock bands. Didn't like it. Member told him this is not the church for you.
- Realize people come for different reasons
- Connections get made in different ways. Those are God moments
- Need to read in the bulletin things they want to go and do. Have to have a mix to provide ways for multiple interests to connect
- Ken was very good with laughing and humor
- Like person to feel welcomed and intellectually challenged by music and sermons.
- Feel warmth. Echoed above feeling.
- Warmth and acceptance. Inspired and touched by the sermon.
- Likes all the above comments.
- Would be helpful for greeters to take personal interest in visitor and escort them to the social hour. As a new member, finds our social hour scary.
- Echoes above
- New member. Her first experience was very positive, greeted right away.
- June Tablak.
- Feeling welcome. Sometimes no one talks to visitors. We want them to experience Stone as a place they can be comforted and have a calmer life. That's related to the experience they have when they come as visitors.
- The Gums welcomed us, asked us questions, took us to social hour and introduced us to others. That's what we should strive to do. Maybe hold a class on how to welcome visitors.
- June Tablak. It's incumbent on all of us to welcome the stranger. We should all be responsible; not think it's someone else's job.
- June Tablak. I like that Fred welcomes all during worship, no matter what category you're in.
- When I came to Stone, I was hurting. People are in different parts of their life when they come here. They need to feel that God is here. Visitors should have a way to let it be known that they would like to be followed up upon after visiting. If someone wants to know more about Stone, there could be a group where they could go to learn more about the church.
- I'd want visitors to feel listened to, find out what they want of a church.
- Maybe we could put something in the bulletin that if you want to talk after worship, go to Room xx afterward. Need a way to connect. The social hall and the pews are not ways to connect. I joined a Soul Feast and that has been tremendous.
- Have a June Tablak-like welcomer. I notice you. I see you. I want to include you in what we do here.
- Susan Bedolla is a June Tablak today.
- Welcoming. Remembers a person in a wheelchair who was treated well. You might be uncomfortable in welcoming people.
- Don't have enough marketing literature. Not a nasty thing to do.
- Evangelism is a nasty word.

- Bea Groppuso and Ellen Springer were also June Tablaks. Need a focused search for people who have that talent.
- Other nominations: Diana Lim
- The most important person in being welcoming is the person who sits next to you in the pews.
- Identify and cultivate people to be greeters.
- Likes when pastor asks visitors who they are and where they come from
- If we had a way of recognizing first-timers so we could give them special attention. A badge would help other members identify people needing special attention. Give visitors a gift bag, perhaps a coffee cup with our logo on it.
- Loves the flags that we have: BLM, rainbow. It's a sign of us to the rest of the community. Name tags. A nice physical structure.
- We need individually to take the initiative in introducing and welcoming people we don't know. Go beyond our comfort zone of just interacting with known people.
- Would like the table for the coffee hour to be in the middle of the room. Would make it more welcoming.
- Remembers when she first started coming she wasn't warmly welcomed. Should be a newcomer table in the narthex. Signage to direct people to coffee hour. Things that remove initiative from the visitor and place it on us.
-

What does following Jesus look like for you today?

- Reaching out; helping the less fortunate
- Including kids
- Loving neighbors
- Greeting more people
- Total acceptance
- Love your neighbor as yourself
- "Here's lunch."
- Actively supporting the least of these
- Walking your talk
- Avoiding judgement
- Reaching out and touching someone's heart and helping where they need help
- Listening and learning from others and pastors
- Working and singing in harmony
- Believing we can make a difference
- Jesus is our best example of how God wants us to live
- Continuous exploration and opportunity to follow Jesus
- What does this look like? Don't be afraid of going with the dark answers.
- Search for the answer.
- Be a follower of The Way. If we could just learn love and acceptance. To be a beacon. You will know we are Christians by our love.
- Learned to deal with many mental and emotionally ill people by working at recovery café. Recognize other people as human.

- I agree with _____,
- Speaking up for the little person.
- Do we still have a rapid response network at Stone?
- A way of being in the world, trying to forgive, trying to be kind.
- Always been glad Stone is recognized by people who do things outside the church. Always been glad her husband can participate even though he does nothing in the morning.
- If I see things going horribly wrong, I'll jump in and try to make things right. Doing things for the good even if it means risk.
- We look after those who are disadvantaged and also speak truth to power.
- A preferential option for the poor. Following Jesus is a broad philosophy. It includes optimism but she doesn't have much of that right now.
- Radical love and acceptance. Think we do pretty good job of that at Stone. Did bad job of that at congregation meeting that called Sammie.
- Women's retreat had speaker whose theme was "I see you." That is the most powerful way to live. You listen and you care.
- What is required of us but to seek justice, kindly ...
- It's evident when you watch children when they come to church. They will reflect our aspirations
- Our everyday activities will reveal the true person. A stranger once approached her on one of her bad days and gave her a hug. It inspired her. We ought to sing "We are the world" more often.
- Social justice. So many people are in danger of deportation and marginalization. We need to walk humbly and do justice. We need to be an example of Christ.
- It's critical that we be the counterculture. We need to support each other. I wonder if the people who clean my house are undocumented? What if I were able to defend them? Do I have enough courage to stand up to an ICE agent?
- Besides social justice, we should have kindness and love in our families and neighborhoods. I recently helped a person who is here without papers. She didn't know what to do. I contacted Rhonda who connected her to the right resources.
- Look for places to volunteer.
- I have two undocumented friends. I know we're not supposed to mix church and state, but sometimes we have to, for fairness and reasonableness. I would like practical instruction on ways to help.
- There are so many things I care about. I can be a person of love, following Jesus and teaching my children about being a Christian in the world. I need tangible places to put my energies.
- I met a Syrian Kurd who had escaped Syria at a bus stop. I ended up sponsoring his education. He's now a citizen of Germany, and his family has joined him.
- Loving you neighbor. Find a black church where our choir can sing. Don't like evangelizing.
- Love your neighbor as yourself and do unto your neighbors as you would have them do to you
- Devotion, commitment

- Being conscious of the world around me.
- Walk humbly with God. Know that following is going to be uncomfortable.
- Seconds being conscious of world.
- Read, comprehend and follow the Sermon on the Mount
- Speak out
- Fred's sermon about welcoming everyone to table and disrupting things
- Using anger to accomplish justice
- Another believer is constructive anger. Jesus was not meek and mild.
- Caregivers for his late wife were examples.
- It's to try to live my life the way he did and the way he taught us. Compassion. Turning the other cheek. Not being judgmental, including when she's driving. Dining with the lepers whoever they are in the community now. To make my arms open wide enough to engage with leaders in our community.
- She has trouble engaging with people whose opinions are radically different from hers. Jesus wouldn't have been like that. What would Jesus do bracelets.
- To be compassionate. Feels God has been generous to her in her life, she should share what she has.
- When someone needs help, need to find a way to step up.

APPENDIX C

COMMUNITY NEEDS INTERVIEW RESPONSES

MARTHA'S KITCHEN

Interview notes from Maureen Chandler's interview with Ryan Van Den Heuvel and Deb Crim's interviews with Kendra Lanham and Patricia Garcia

What are the hopes, fears, values and needs of the community?

- They are working to change their public image as "a small soup kitchen."
- Immigration fears, because this is an Hispanic area. The people near Martha's Kitchen need safe places. The demand for meals has decreased due to fear of ICE agents and of the police.
- Currently a need for relief efforts for the LA fire victims. MK has collected clothes and supplies in a one week drive.
- An ongoing need for food staples, since 90% of MK's focus is on food. One major supplier, Second Harvest, has reduced what they provide, cutting back to 30% of the previous donations, and eliminating protein such as meat, eggs, and milk.
- A new demand for a building, since the school and church where MK is housed wants them to move. The new building must have public access, a commercial kitchen, and be close to the east Willow Glen community.

Statistics about Martha's Kitchen:

- Provide bags of groceries every Tuesday for 250 families
- Served 2.4 million meals in 2024
- Cooperate with 60 partners in three counties, Santa Clara, San Benito, and Santa Cruz

SAN JOSE DISTRICT 4 CITY COUNCIL MEMBER MIKE MULCAHY'S STAFF

Interview with Karina Castro, legislative & policy aide, Joseph Mauro, legislative & policy aide and Amber White, executive assistant for District 6 City Councilmember Michael Mulcahy

Artificial Intelligence overview

The meeting discussed the needs of the Gardner community, highlighting issues like limited resources, irregular operating hours, and quality concerns at the Gardner Community Center. The center lacks consistent art and computer classes, and the senior nutrition program faces food quality and quantity issues. The committee suggested organizing food drives and improving the program. They also discussed the need for bilingual volunteers, especially Spanish speakers, to better serve the Hispanic community. The Willow Glen Neighborhood Association aims to beautify community gateways and support extracurricular activities at Gardner Elementary. The church offers space and resources, including a social hall and kitchen, to support community initiatives.

Action Items

- Explore opportunities to provide computer, art, and other classes at the Gardner Community Center.
- Look into ways to support the senior nutrition program at the Gardner Community Center, such as food drives or meal distribution events.
- Coordinate with the Gardner Elementary PTO to provide support for their enrichment programs.
- Participate in community cleanup and beautification events organized by the Willow Glen Neighborhood Association, such as the upcoming litter cleanup on April 19th.
- Explore using the church's outdoor patio space and newsletter to help promote and host community events.
- Develop a plan to activate volunteers in each neighborhood precinct to regularly maintain and clean up their local areas.

Outline

Community Needs and Resources in District 6

- Karina Castro discusses the Gardner community, highlighting its underserved status and the lack of resources at the Gardner Community Center.
- The center used to offer art and computer classes but now struggles with limited funds and irregular operating hours.
- The senior nutrition program at the center provides free meals, but there are complaints about the quality and quantity of food.
- Jody Meacham inquires about the possibility of food drives or meal distribution to improve the senior nutrition program.
-

Volunteer Opportunities and Community Center Improvements

- Karina Castro mentions the need for computer tutors and other classes like dance and art at the Gardner Community Center.
- Jody Meacham discusses the church's resources, including volunteers and unused space, which could be used to support community programs.
- The goal is to operate the community center from 9 AM to 5 PM, Monday through Friday, and on Saturdays.
- Speaker 3 and Speaker 4 discuss the need for bilingual volunteers to cater to the Hispanic community and the importance of having reliable community centers.

Challenges in Volunteering and Community Engagement

- Deb Crim highlights the difficulties in volunteering in public schools, including the need for fingerprinting and background checks.
- Jody Meacham emphasizes the importance of making it easy for volunteers to participate in community programs.
- Karina Castro discusses the need to stay in touch with the Parks and Rec Department for statistics and volunteer coordination.
- The conversation touches on the importance of small community events and the role of neighborhood associations in supporting local initiatives.

Community Events and Collaboration

- Fred Oliver mentions the Willow Glen Neighborhood Association's upcoming events, including a dumpster day and a litter cleanup.
- Deb Crim suggests using the church's patio for community events and handing out materials.
- Fred Oliver and Deb Crim discuss the church's history of hosting events and the potential for future community engagement.
- Jody Meacham and Amber White discuss the importance of publicity and reaching out to the community through newsletters and events.

Beautification and Community Service

- Speaker 1 suggests beautifying Willow Glen's gateways and organizing community events to support these efforts.
- Fred Oliver mentions the church's artist congregation and their potential involvement in community beautification projects.
- Deb Crim highlights the church's available space, including a social hall, kitchen, and breakout rooms, which could be used for community activities.
- The conversation includes ideas for community service projects, such as trash pickup and volunteering at local organizations.

Final Thoughts and Next Steps

- Amber White encourages the community to email the District Six inbox for event promotion.
- Fred Oliver suggests using the newsletter to survey community interest in volunteering and organizing events.
- Joseph Mauro offers to help with a TAC plan to activate precincts for community engagement.
- The meeting concludes with expressions of appreciation and plans for future collaboration and community events.

SANTA CLARA COUNTY DISTRICT 6 SUPERVISOR SUSAN ELLENBERG'S STAFF

Interview with David Fernandez, deputy chief of staff, and Victor Santiago, community relations aide

Artificial Intelligence overview

The Stone Church of Willow Glen's mission study committee is conducting a community needs assessment to determine how the church can better serve its community. They are exploring potential partnerships with local nonprofits, city, and county organizations to address issues like homelessness, food insecurity, and youth services. The church has a history of providing ad hoc support, such as housing refugees and hosting shelters, but is seeking to expand its impact. They are also considering leveraging their facilities for community events and are open to collaborating with other churches and neighborhood associations. The committee plans to compile a report detailing their findings and resources to guide the appointment of a new pastor.

Action Items

- Send the video about the church's past housing work.
- Provide a list of organizations, neighborhood associations, and other groups that the church can potentially collaborate with.
- Connect the church with the Willow Glen Neighborhood Association.
- Provide data and statistics on the magnitude of needs in the community, such as homelessness and hunger.
- Follow up with contact information.

Outline**Mission Study Committee Introduction and Purpose**

- Jody Meacham introduces the Stone Church of Willie Glen mission study committee, which aims to understand the community's needs and how the church can serve it.
- The committee plans to write a report detailing the church's role in the community and its potential services.
- Jody mentions previous social service work, including a video on housing issues, and the congregation's interest in continuing such efforts.
- The report will inform the appointment of a new pastor, ensuring they understand the church's direction and community involvement.

Examples of Past Social Service Activities

- Jody shares examples of ad hoc social service activities, such as tutoring students from unstable living situations and housing a refugee family.
- The church owns a house used for such activities, and they have worked with Jewish Community Services.
- The church has considered hosting after-school activities for students whose parents work late.
- Fred Oliver mentions past shelters for homeless people, which were heavily vetted and staffed around the clock.

Challenges and Successes in Social Service Work

- Fred Oliver discusses the challenges of hosting shelters, including the need for temporary showers and washing machines.
- The church enjoyed meeting and helping homeless people, emphasizing the importance of personal connections.
- The church has hosted a youth choir and blood drives, which have been well-received by the community.
- Fred Oliver questions the potential for external community involvement and collaboration with other churches.

Potential Collaboration and Community Engagement

- Fred Oliver suggests the possibility of forming a council of churches to address community needs.
- Victor Santiago, community relations aide, asks if the church is interested in branching out beyond Willow Glen, to which Speaker 3 responds affirmatively.
- The church has worked with Rebuilding Silicon Valley, providing assistance to older residents with home maintenance.
- Victor Santiago offers to provide a list of potential collaborators, including Willow Glen High School and Older Adult Services.

Identifying Community Needs and Resources

- David Fernandez suggests that the church list its resources to better understand how it can contribute to community efforts.
- There is a high need for homelessness services, shelters, and care for children and youth.
- Victor Santiago mentions the Winter Faith Collaborative, which focuses on providing essential items to homeless people.
- Fred Oliver and Marta Espinal discuss the importance of supporting existing efforts rather than starting new ones from scratch.

Connecting with Local Organizations and Neighborhood Associations

- David Fernandez offers to connect the church with local organizations and neighborhood associations.
- Marta Espinal mentions the importance of knowing which groups are already addressing specific needs.
- Jody Meacham emphasizes the need to avoid reinventing the wheel and to collaborate with existing efforts.
- Victor Santiago suggests that the church consider tabling at community events to increase visibility and engagement.

Data and Statistics on Community Needs

- Jody Meacham requests data on the magnitude of community needs, such as homelessness and hunger.
- Victor Santiago offers to provide various data resources, including housing and health assessments.
- The church recognizes the need to address the specific issues faced by seniors in the community.
- Victor Santiago mentions the importance of people power and space in addition to financial resources.

Next Steps and Action Items

- Victor Santiago advises the church to list its resources and to be prepared to connect with potential collaborators.
- David Fernandez emphasizes the importance of making connections to open doors for collaboration.

- Jody Meacham requests contact information from the meeting participants to facilitate further communication.
- Victor Santiago offers to send a follow-up email with contact information and additional resources.

Final Thoughts and Future Plans

- Fred Oliver discusses the challenges of addressing larger issues like homelessness and the importance of supporting existing efforts.
- Marta Espinal mentions the continuum of care board, which focuses on caring for homeless individuals.
- Fred Oliver suggests using the church's sanctuary for educational events and community outreach.
- The meeting concludes with a commitment to collaborate and support existing efforts to address community needs.

SAN JOSE POLICE DEPARTMENT SCHOOL LIAISON UNIT
Interview with Sergeant Brad Thayer and Officer Nad Yasin

Artificial Intelligence overview

The meeting focused on understanding community needs and challenges. Key points included the importance of community engagement, mental health crisis response, and property crime prevention. The police department faces staffing shortages, with only one supervisor and 3-4 officers handling 300 schools. They recommend video surveillance and alarm systems for property security. Property crimes, including vehicle and home break-ins, are prevalent. The department relies on community reports and neighborhood associations for timely response. Challenges in retaining officers due to high living costs were discussed, with some officers living in RVs. The church was advised to use their facilities for community meetings and support.

Action Items

- Reach out to the police department's crime prevention unit to discuss using the church's facilities for community meetings.
- Provide the contact information for the crime prevention unit manager to the church representatives.
- Explore opportunities for the church to support the local schools and their needs.

Outline

Community Needs Assessment and Initial Discussion

- Speaker 1 emphasizes the importance of understanding the community's needs, concerns, and strengths to serve effectively.
- Speaker 1 mentions various community activities and relationships, such as being a polling place and working with food banks.
- Jody Meacham highlights the need for the congregation to know the community and not see the church as just a social worker.

- Speaker 2 offers to answer questions about the neighborhood and shares personal experience as a supervisor in the area.

Police Department's Role and Staffing Challenges

- Speaker 2 explains the police department's role in working with schools and the challenges of staffing, including triaging calls based on urgency.
- Speaker 1 discusses mental health crisis needs and property crime incidents at the church facility.
- Speaker 2 suggests setting up security measures like video surveillance and alarm systems to prevent property crimes.
- Jody Meacham inquires about the types of crimes dominating the neighborhood, and Speaker 2 explains the prevalence of property crimes, including vehicle and home break-ins.

Community Support and Reporting Crimes

- Jody Meacham asks about the types of support the community can provide to the police department.
- Speaker 2 encourages the congregation to report crimes immediately by calling 911 and participating in neighborhood association meetings.
- Speaker 1 mentions the church's link with the Willow Glen Business Association and other community centers.
- Speaker 2 explains the role of neighborhood associations in bringing forth issues and the importance of timely reporting.

School Interactions and Mental Health Crisis Management

- Jody Meacham inquires about the needs of local schools and how the community can support them.
- Speaker 2 suggests checking with the schools directly to understand their specific needs, as different levels (elementary, middle, high school) have varying requirements.
- Speaker 1 asks about the police department's response to mental health crises, and Speaker 2 explains the specialized training officers receive and the role of the mobile crisis assessment team.
- Speaker 2 mentions the county's mobile crisis response team and the challenges they face due to high caseloads.

Non-Crisis Social Services and Child Protection

- Speaker 1 asks about non-crisis social services, and Speaker 2 mentions the city's focus on providing resources for the unhoused and substance abuse issues.
- Speaker 1 discusses the church's mandated reporting requirements for child and dependent adult abuse and the training provided to leadership.
- Speaker 2 highlights the importance of mandated reporting and the challenges some schools face in adhering to these requirements.
- Speaker 2 emphasizes the need for educators to prioritize the safety and well-being of students over personal beliefs.

Community Gatherings and Meeting Space

- Jody Meacham asks about the police department's need for meeting space for community gatherings.
- Speaker 2 mentions the crime prevention units that conduct outreach and training, such as "Coffee with Police" events.

- Speaker 2 offers to provide contact information for the crime prevention units and suggests they would benefit from additional meeting spaces.
- Speaker 1 expresses interest in hosting community meetings and providing space for the police department.

Staffing Issues and Cost of Living

- Speaker 2 discusses the challenges of staffing the police department, including the high cost of living in San Jose and the difficulty in retaining officers.
- Speaker 4 adds that the high cost of living also affects the retention of faculty in private schools.
- Speaker 1 mentions the church's practice of floating loans for down payments to help new pastors afford housing.
- Speaker 2 and Speaker 4 discuss the impact of the high cost of living on young professionals and the trend of commuting long distances for work.

Final Thoughts and Future Collaboration

- Speaker 1 and Jody Meacham express appreciation for the police department's participation and the valuable information shared.
- Speaker 1 mentions the church's meetings with various community institutions and organizations to gather information on local issues and concerns.
- Speaker 2 offers to provide additional support and resources, including statistics on crime trends and data.
- The meeting concludes with a commitment to continued collaboration and mutual support between the church and the police department.

THREE WILLOW GLEN ELEMENTARY SCHOOLS

Booksin Elementary

Marta Espinal's interview notes with Felicia Tan, principal

They just have a hand full of low income families and their parent association, BESCA, works on efforts to support them. The major issues/needs:

- After school hours vandalism - older kids like to hang out at Booksin in the evening, night time and sometimes they can be destructive (trash, eggs, broken bottles,...)
- Dog issue - they find a lot of poop on the grass and even on the playground. They have tried to ban dogs from the grounds, they have tried to posting signs (official and some made by the kids), talk to neighbors,... but it keeps happening.
- Cross guards - traffic around school at drop off and pick up gets a little wild and cross guards would increase safety.
- Summer activity backpack for low income families.

Willow Glen Elementary

Marta Espinal's interview notes with Katie Settle, head of Tiger Cares

Tiger Cares supports about 50 low-income families at Willow Glen Elementary. These families get identified by teachers and other staff and then asked if they want to be part of the program. Their information stays confidential. The main goal of Tiger Cares is to make a school experience for these kids and families as equitable as any other kids and families at the school. Tiger Cares gets a budget from the WG Elementary School PTA to cover some of

their efforts and they also do drives throughout the year. Some examples of what they get for these families are:

- Yearbooks, registration to the Willow Glen 5K and kits for the beginning of the school year (backpack, water bottle, t-shirt, school essentials)
- Some drives, like the Holiday drive, are organized within the school and other families get to donate, while other drives, like the coat drive, get support from outside organizations (Bible Church is one of their main supporters).
- They are also about to start a personal hygiene/home essentials closet (like Willow Glen Cares).
- They would love support with keeping their supplies well stocked. The school also needs help with
- Clean up after the farmer's market every Saturday. It's been a problem how much trash is left behind.

Ernesto Galarza Elementary

Marta Espinal's interview notes with Elizabeth Brush, principal

They are a Title 1 school which means that they have a high percentage (more than 40%) of low-income families. As a title 1 school they receive funds for school wide programs designed to upgrade the entire school's education program to improve achievement for all students, particularly the lowest achieving students.

- They don't have a program like Willow Glen Cares or Tiger Cares, but they have some initiatives for donations, like shoes and backpacks. They could use personal hygiene kits a few times a year.
- Also there is a big need for volunteers for their reading program "Cornerstone". The volunteers need to be registered with the San Jose School District. They would

WILLOW GLEN COMMUNITY AND SENIOR CENTER

Interview with Director Tiffany Trinh by Deborah Crim

- Willow Glen Community and Senior Center is a City of San Jose program serving the neighborhood with classes and resources. The program is funded by the City of San Jose: Parks and Recreation Department. They serve lunches for seniors Monday-Friday from 11:30am to 12:00pm and ask seniors for a suggested donation of \$3 and will not turn seniors away if they can't donate. They also host classes taught by volunteer and paid city instructors, they are eager to find more volunteers to teach activities for seniors (line dancing, watercolor, acrylic paint, fitness, ect).
- Their second main program is for preschool children. Their Spanish Exploration class meets from 9-12 on Monday through Thursday during the school year and offers a summer camp for all ages. They also provide a wide range of leisure classes such as soccer, ballet, dance, gymnastics, children theater, zumba, computer classes and many more.
- The Community Center has noticed an increase in economic needs in their participants. They offer scholarships to whomever applies. They have also noticed fewer children in the preschool program, with the opening of public transitional

kindergarten classes. Their requests are for volunteer instructors and scholarship donations.

WILLOW GLEN NEIGHBORHOOD ASSOCIATION

Fred Oliver, Marta Espinal and Barbara Krause' interview notes with Maren Sederquist, president.

Current priorities

Safety:

- Educate about and encourage sign ups to the existing "Neighborhood Watch" program.

Beautification:

- Participate in the Great American Litter Pick-Up on April 19. (Litter sticks, gloves, bags and vests provided)
- Organize dumpster days
- Upgrade and beautify bridges and gateways in Willow Glen (as examples she mentioned the gateway on Lincoln and 280 and the gateway on Curtner and 87)
- More art boxes (utility boxes)

Community:

- Willow Glen Night Out - - Host a National Night Out celebration in Willow Street Branhall Park on August 5 (meet local police and firefighters, live music, food trucks, petting zoo, jump house, etc.)
- Work with schools and other organizations to address homelessness, especially among school-age kids
- Consider tutoring programs, especially in math

Sederquist said the biggest problem facing Willow Glen is homelessness. The association supports Mayor Mahan's plan to address the homeless population by including Sanctioned Encampments, with the condition of several stipulations.

We discussed Stone's former Rotating Shelter program organized by Village House and how we could work with existing homeless infrastructure to do what we can do. Given that we do not have a parking lot, we cannot offer a place for cars or trailers for the unhoused.

We discussed programs like Willow Glen Cares and the need for math tutoring. She is also the School Site Council Chair and she has been meeting with math teachers and county representatives to discuss the possibility of developing an alternative/additional curriculum that is not tied to the UC requirements, which are not relevant to students who are behind in math or are not college bound.

We talked about resources Stone could provide, including meeting space, possible tutoring, housing unhoused people in conjunction with organizations like Village House, inviting the public to Adult Ed on topics relevant to the neighborhood.

The Willow Glen Neighborhood Association could be an important connection for us, allowing us to develop working relationships with them and the many other organizations with whom they interact.

The best way to stay up to date on their efforts and activities is to subscribe to their monthly newsletter.

APPENDIX D

ORGANIZATIONAL RESTRUCTURING CONCEPT

Administration & Operations Team

Ensures smooth and efficient functioning of the church

- Campus Care – building & grounds, security, in-house technology, Roycott House
- Finance/Budget – budget, finance, stewardship, Stone Church endowment
- Human Resources – church staffing/hiring
- Marketing/Communications – website, IG, FB, banners, etc

Congregational Life Team

Fosters the social well-being of the congregation, plans fellowship events, and supports existing members through various means, such as providing care during times of need or celebrating milestones

- All-Church Events
- Sunday Operations – greeters/ushers, communion elements, coffee hour, flowers, lighting/sound, visitor experience
- Retreats and Camps
- Church Ministries:
 - Family Ministry
 - Health Ministry
 - Deaf Ministry
 - Men's Ministry
 - Senior Ministry
 - Stephen Ministry
 - Women's Ministry
 - Young Adult Ministry
 - Youth Group
- Small Groups: Age/Stage Groups, Support Groups
- Visitor + New Member Care and Check-ins (Stone Angels)
- Pastoral Care

Spiritual Formation Team

Fosters spiritual growth and development of members through small groups, classes, and worship planning

- Adult Education
- Church School/Youth Education
- Nursery
- Small Groups (e.g. Bible studies)
- Retreats & Camps
- Seminars

Mission and Outreach Team

Fosters opportunities for Church members to bring the spirit and vitality of Stone Church to the greater community, in Willow Glen, San Jose, across the nation, and around the world

- Ecumenical Partnerships (i.e. Thanksgiving Interfaith Service)
- Local Mission (i.e. Sacred Heart, Loaves and Fishes, Willow Glen Cares, etc)
- Episodic Facility Partnerships (i.e. Make Music Day, Earth Day, etc)
- International Mission Trip (i.e. Los Gatos Pres, Community Pres Church, Trinity Pres, etc)
- National/Global Partnerships (i.e. PCUSA World Mission, etc)
- Ongoing Facility Partnerships (i.e. Vivace, Girl Scouts, etc)

Other Teams + Task Forces:

- Worship Planning: sermon planning, liturgists (new: Liturgist Guild), choir, music, Taize, liturgical arts
- Mission Study Implementation Team
- Nominating
- Deacons
- Presbyterian Women
- Pastor Nominating Committee
- Future Planning (i.e. Mission Study 2032, etc)

Team Leadership:

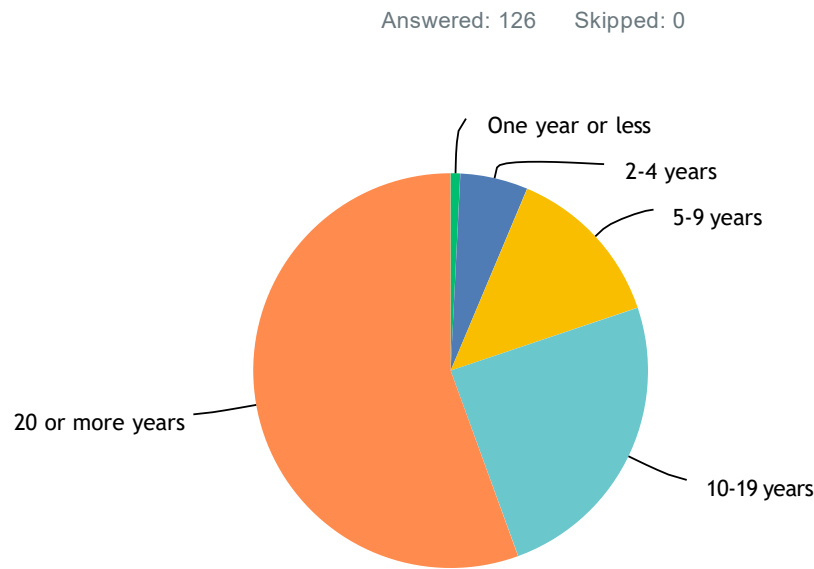
- Can be led by members or Elders
- Each team has 1-3 liaisons from Session

APPENDIX E

2024 ONLINE CONGREGATIONAL SURVEY ANSWERS

The 2024 Congregational Survey consisted of 71 questions that deal with seven categories of information: membership demographics and economic status, church participation, church communications, members’ expectations of the church, their expectations for a new pastor, members’ theological views, and open-ended questions about members’ concerns about Stone Church’s future. The survey was conducted March 13-27, 2024, via the online tool Survey Monkey with paper versions available for members who preferred them. In all, 266 surveys were distributed to all members in the directory and to a subset of those email addresses listed as “friends.” This subset was determined by those who are regular worship attendees or financial givers and, because of that, have a more direct stake in the future of the church and whom it selects as its next pastor. We received 126 completed surveys. Of those, 112 were online, and the total included 123 members and three “friends,” which is an overall response rate of 47%.

Q1 How long have you been affiliated with Stone Church?



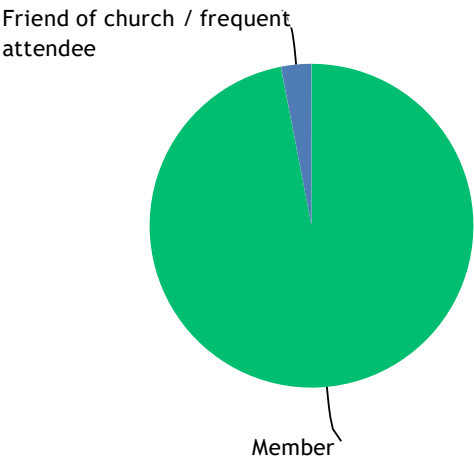
ANSWER CHOICES	RESPONSES
One year or less	0.79% 1
2-4 years	5.56% 7
5-9 years	13.49% 17
10-19 years	24.60% 31

20 or more years	55.56%	70
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TOTAL	126
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Q2 How are you affiliated with Stone Church?

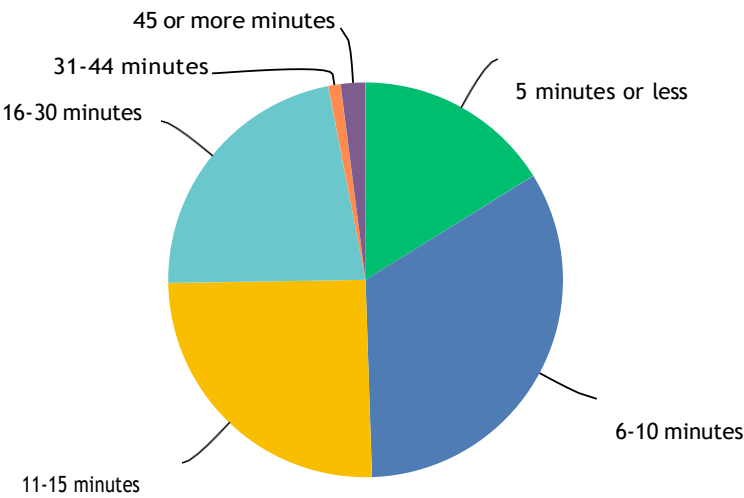
Answered: 99 Skipped: 27



ANSWER CHOICES	RESPONSES	
Member	96.97%	96
Friend of church / frequent attendee	3.03%	3
TOTAL		99

Q3 How long does it take you to travel from home to Stone Church?

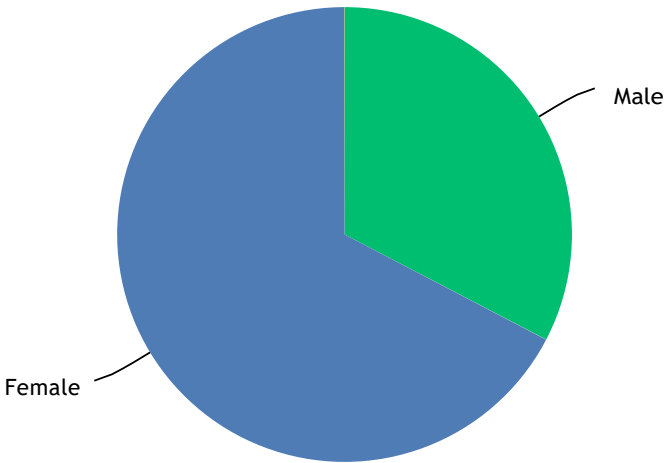
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ANSWER CHOICES	RESPONSES	
5 minutes or less	16.16%	16
6-10 minutes	33.33%	33
11-15 minutes	25.25%	25
16-30 minutes	22.22%	22
31-44 minutes	1.01%	1
45 or more minutes	2.02%	2
TOTAL		99

Q4 What is your gender?

Answered: 98 Skipped: 28

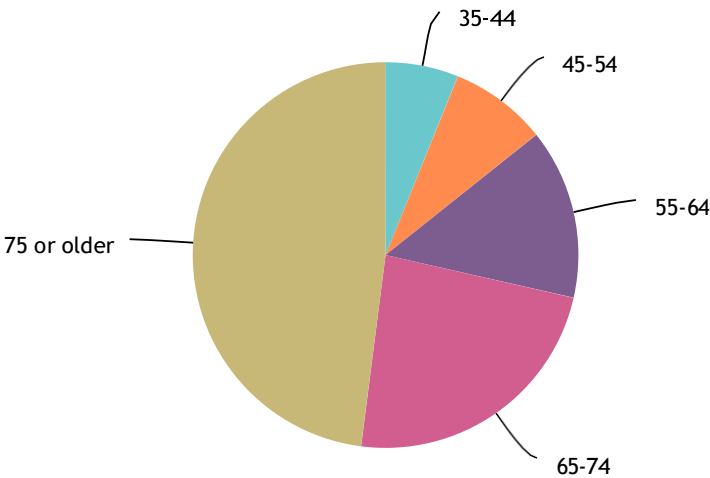


ANSWER CHOICES		RESPONSES	
Male		32.65%	32
Female		67.35%	66
Transgender		0.00%	0
TOTAL			98

#	OTHER (PLEASE SPECIFY)	DATE
1	There are other genders - nonbinary is missing	3/13/2024 11:06 PM

Q5 What is your age?

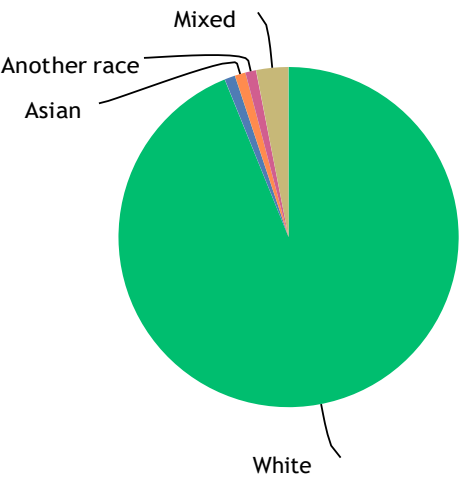
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ANSWER CHOICES	RESPONSES	
Under 20	0.00%	0
20-24	0.00%	0
25-34	0.00%	0
35-44	6.12%	6
45-54	8.16%	8
55-64	14.29%	14
65-74	23.47%	23
75 or older	47.96%	47
TOTAL		98

Q6 What is your racial/ethnic background?

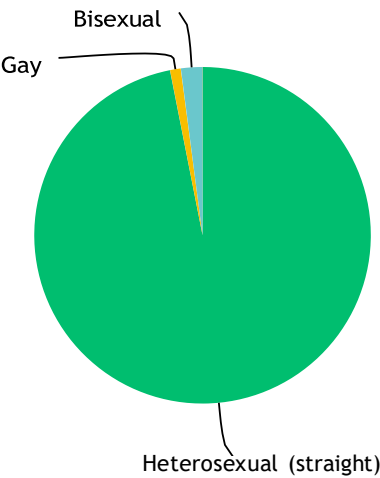
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ANSWER CHOICES	RESPONSES	
White	93.88%	92
Black	1.02%	1
Native American	0.00%	0
Hispanic / Latinx	0.00%	0
Asian	1.02%	1
Pacific Islander	0.00%	0
Another race	1.02%	1
Mixed	3.06%	3
TOTAL		98

Q7 What is your sexual orientation?

Answered: 97 Skipped: 29

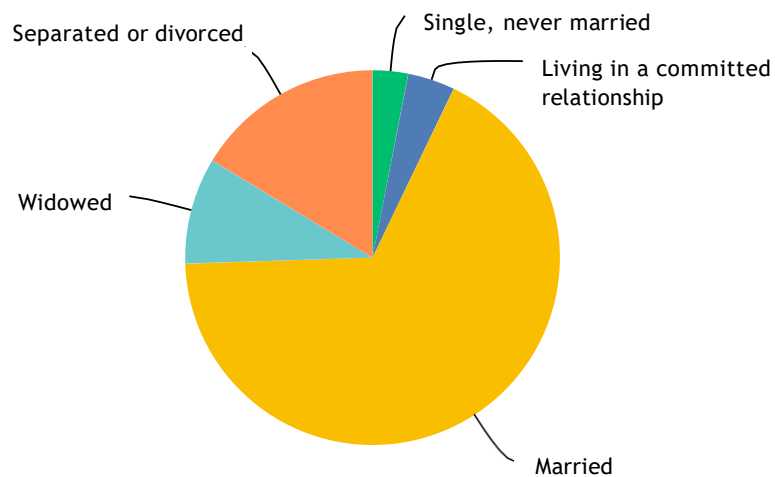


ANSWER CHOICES		RESPONSES	
Heterosexual (straight)		96.91%	94
Lesbian		0.00%	0
Gay		1.03%	1
Bisexual		2.06%	2
Transgender		0.00%	0
TOTAL			97

#	OTHER (PLEASE SPECIFY)	DATE
1	Transgender is not a sexual orientation.	3/13/2024 11:06 PM
2	Please note that transgender is not a sexual orientation.	3/13/2024 9:05 PM

Q8 What is your marital status?

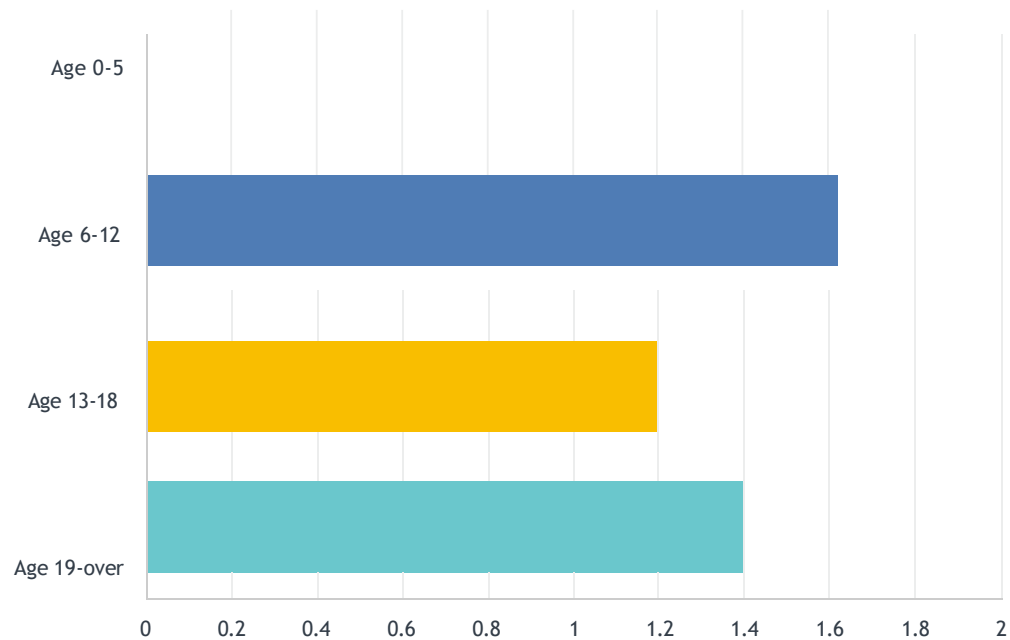
Answered: 98 Skipped: 28



ANSWER CHOICES	RESPONSES	
Single, never married	3.06%	3
Living in a committed relationship	4.08%	4
Married	67.35%	66
Widowed	9.18%	9
Separated or divorced	16.33%	16
TOTAL		98

Q9 If you have children living at home, how many?

Answered: 28 Skipped: 98



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Age 0-5	0	0	1
Age 6-12	2	13	8
Age 13-18	1	12	10
Age 19-over	1	21	15

Total Respondents: 28

#	AGE 0-5	DATE
1	0	3/23/2024 2:13 PM

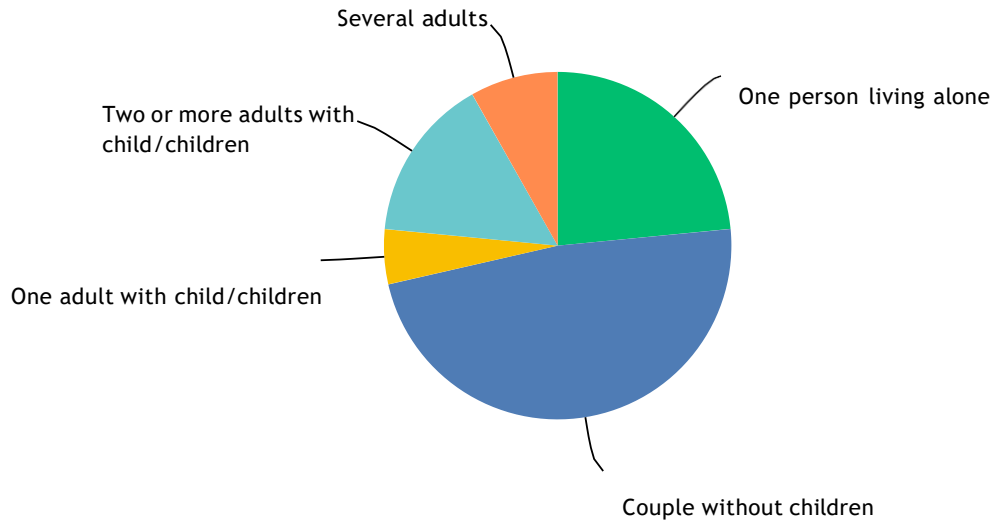
#	AGE 6-12	DATE
1	1	3/24/2024 2:25 PM
2	3	3/24/2024 10:25 AM
3	3	3/24/2024 6:39 AM
4	2	3/24/2024 1:45 AM
5	0	3/23/2024 2:13 PM
6	1	3/23/2024 1:11 PM
7	1	3/14/2024 4:56 PM

8	2	3/13/2024 12:20 PM
#	AGE 13-18	DATE
1	2	4/4/2024 7:03 PM

2	1	4/4/2024 6:15 PM
3	2	3/26/2024 9:14 PM
4	1	3/24/2024 10:25 AM
5	1	3/23/2024 8:27 PM
6	1	3/23/2024 5:45 PM
7	0	3/23/2024 2:13 PM
8	2	3/23/2024 1:11 PM
9	1	3/23/2024 12:34 PM
10	1	3/14/2024 4:56 PM
#	AGE 19-OVER	DATE
1	1	4/5/2024 11:56 AM
2	2	4/4/2024 8:55 PM
3	1	3/27/2024 2:50 PM
4	2	3/24/2024 12:03 PM
5	0	3/23/2024 2:13 PM
6	1	3/21/2024 4:28 PM
7	3	3/20/2024 8:21 PM
8	1	3/19/2024 2:46 PM
9	1	3/16/2024 11:52 AM
10	2	3/14/2024 1:41 PM
11	1	3/13/2024 11:06 PM
12	2	3/13/2024 10:00 PM
13	1	3/13/2024 8:51 PM
14	1	3/13/2024 6:43 PM
15	2	3/13/2024 3:51 PM

Q10 What best describes your household?

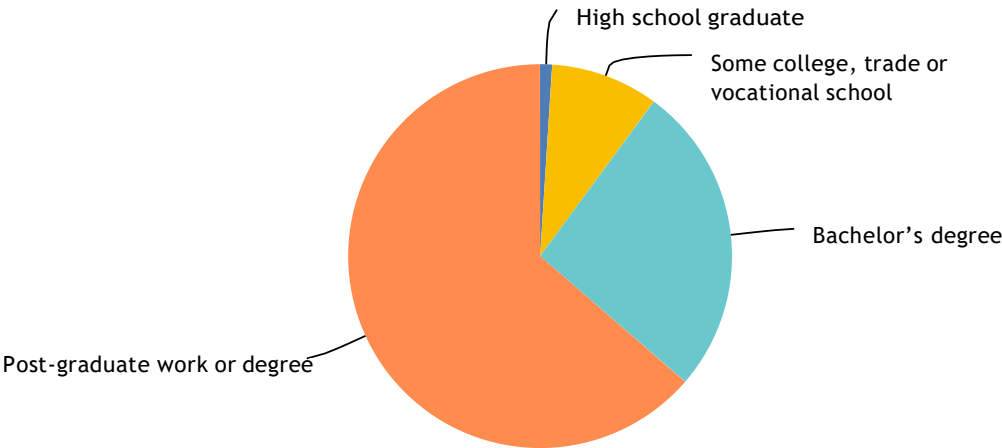
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ANSWER CHOICES	RESPONSES	
One person living alone	23.47%	23
Couple without children	47.96%	47
One adult with child/children	5.10%	5
Two or more adults with child/children	15.31%	15
Several adults	8.16%	8
TOTAL		98

Q11 What is your highest level of formal education?

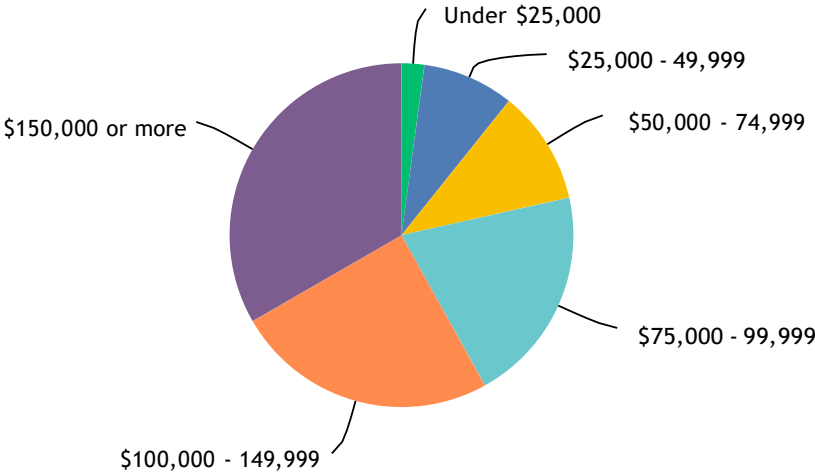
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ANSWER CHOICES	RESPONSES	
Less than high school graduate	0.00%	0
High school graduate	1.01%	1
Some college, trade or vocational school	9.09%	9
Bachelor's degree	26.26%	26
Post-graduate work or degree	63.64%	63
TOTAL		99

Q12 What is your household income range this year?

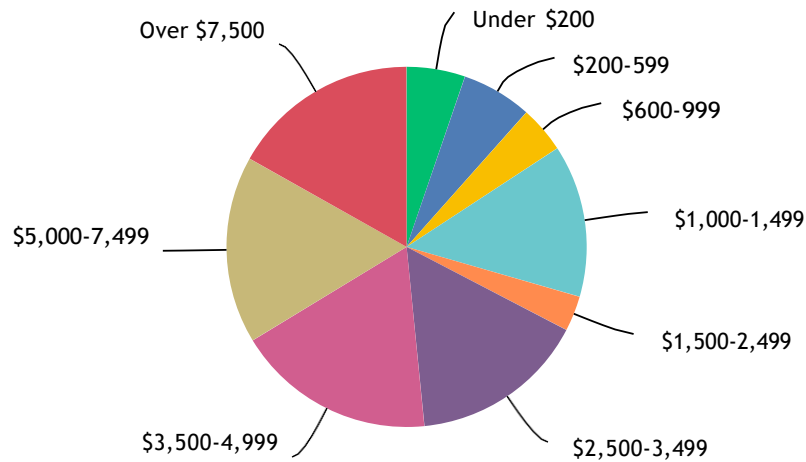
Answered: 93 Skipped: 33



ANSWER CHOICES	RESPONSES	
Under \$25,000	2.15%	2
\$25,000 - 49,999	8.60%	8
\$50,000 - 74,999	10.75%	10
\$75,000 - 99,999	20.43%	19
\$100,000 - 149,999	24.73%	23
\$150,000 or more	33.33%	31
TOTAL		93

Q13 Approximately how much does your family household contribute to Stone Church each year?

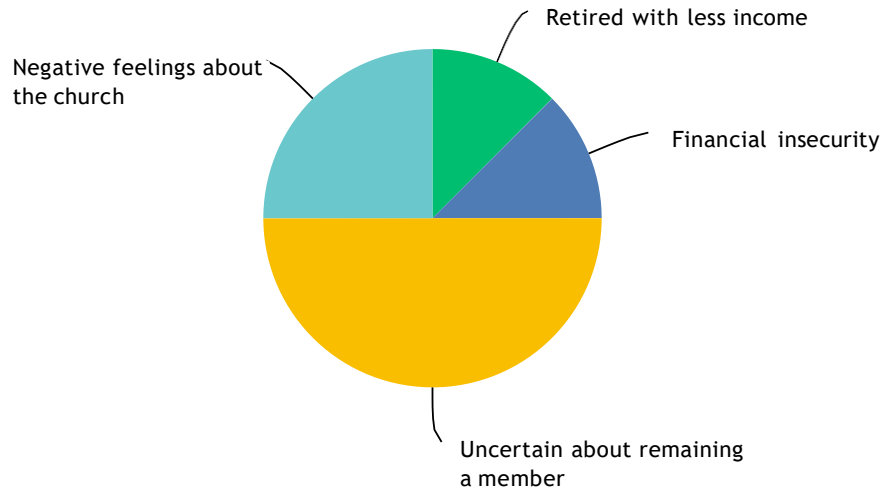
Answered: 95 Skipped: 31



ANSWER CHOICES	RESPONSES	
Under \$200	5.26%	5
\$200-599	6.32%	6
\$600-999	4.21%	4
\$1,000-1,499	13.68%	13
\$1,500-2,499	3.16%	3
\$2,500-3,499	15.79%	15
\$3,500-4,999	17.89%	17
\$5,000-7,499	16.84%	16
Over \$7,500	16.84%	16
TOTAL		95

Q14 If you do not pledge, why not?

Answered: 8 Skipped: 118



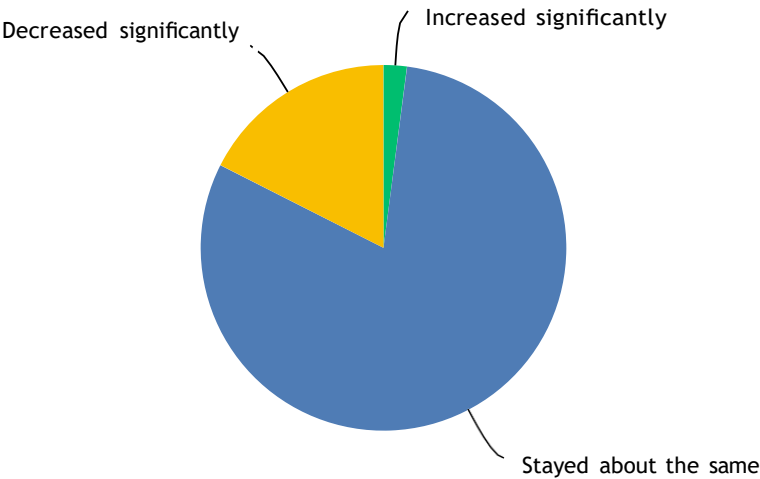
ANSWER CHOICES	RESPONSES	
Retired with less income	12.50%	1
Financial insecurity	12.50%	1
Uncertain about remaining a member	50.00%	4
Negative feelings about the church	25.00%	2
TOTAL		8

#	OTHER (PLEASE SPECIFY)	DATE
1	Uncertain about Stone's future and our future with Stone.	4/4/2024 7:03 PM
2	Not a member, still deciding	4/4/2024 6:34 PM
3	We haven't pledged this year because we are uncertain about Stone's future.	3/26/2024 9:14 PM
4	We've pledged until this year but now have some trust issues with spending and budget, and are waiting to see how the church plans to move forward.	3/25/2024 5:57 PM
5	Supporting several refugees.	3/25/2024 4:31 PM
6	I feel unsure about the importance of the church in our family's lives.	3/24/2024 10:25 AM
7	Frequency and engagement/interaction with church	3/24/2024 6:39 AM
8	I used to be a member and left. The leadership at the time was unresponsive to requests for emotional support. I felt betrayed by the church	3/23/2024 5:45 PM
9	Unchurchlike conduct from some members of session while serving on PNC	3/20/2024 8:21 PM
10	personal reasons and I feel my income is private.	3/18/2024 12:19 PM
11	N/A	3/13/2024 10:00 PM

12	Unreconciled anxiety	3/13/2024 3:37 PM
13	Checks were returned several times in the past. Not sure if the office address is now is use.	3/13/2024 2:39 PM

Q15 Would you say that in comparison to the last couple of years your household income this year has ...

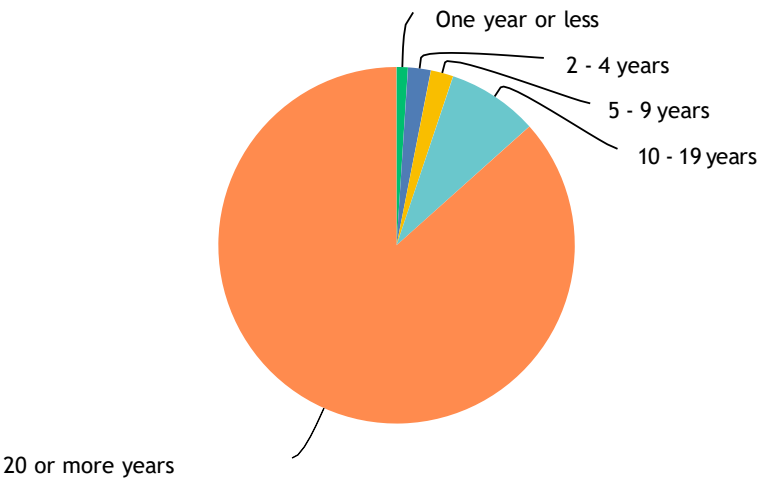
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
Increased significantly	2.06%	2
Stayed about the same	80.41%	78
Decreased significantly	17.53%	17
TOTAL		97

Q16 How many years have you lived in this general area?

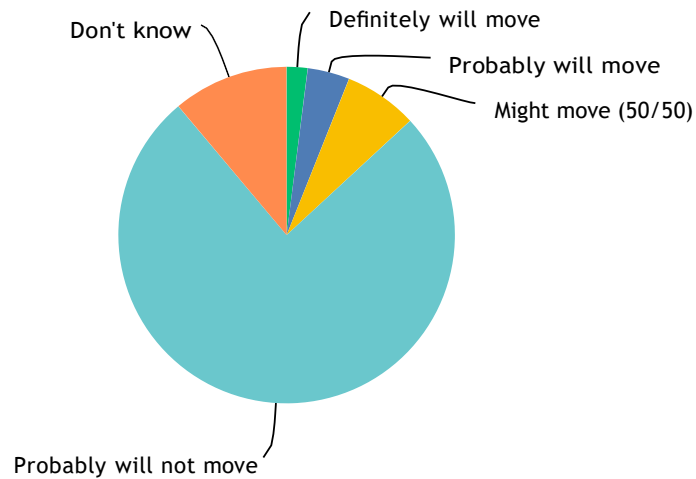
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
One year or less	1.03%	1
2 - 4 years	2.06%	2
5 - 9 years	2.06%	2
10 - 19 years	8.25%	8
20 or more years	86.60%	84
TOTAL		97

Q17 How likely is it that you might move out of this general area within the next few years?

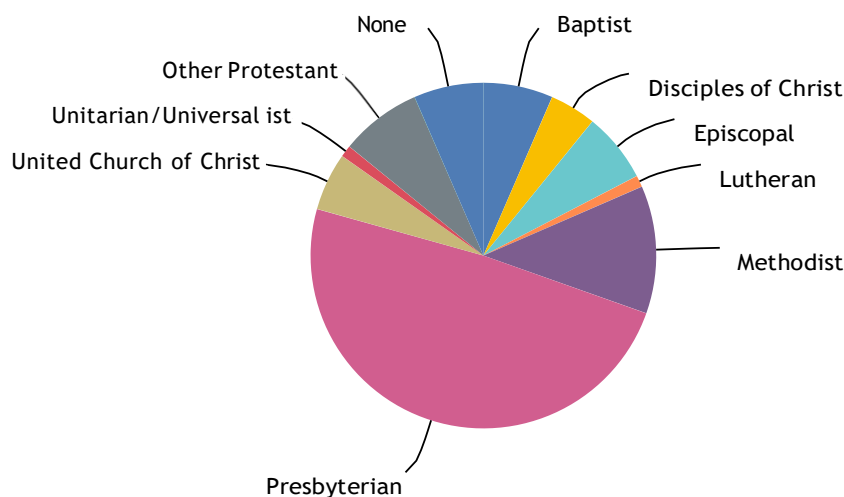
Answered: 99 Skipped: 27



ANSWER CHOICES	RESPONSES	
Definitely will move	2.02%	2
Probably will move	4.04%	4
Might move (50/50)	7.07%	7
Probably will not move	75.76%	75
Don't know	11.11%	11
TOTAL		99

Q18 In what denomination were you raised? (If you were involved with more than one when you were growing up, with which did you have the greatest identification?)

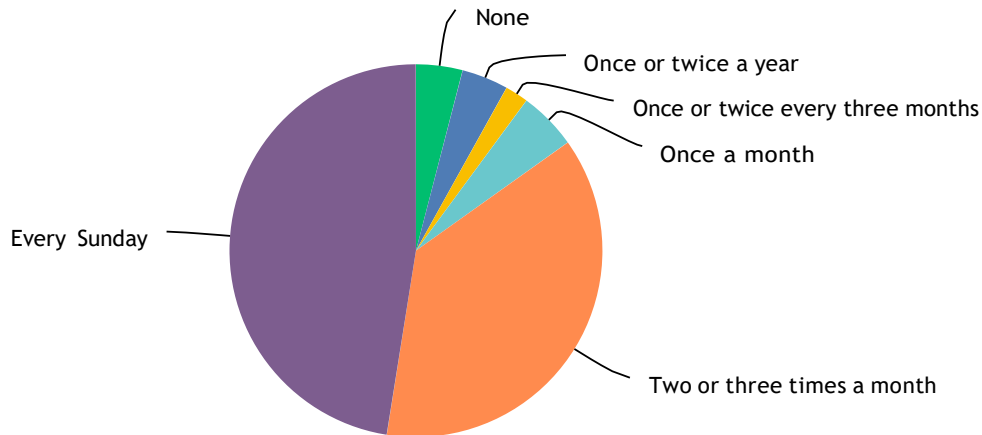
Answered: 92 Skipped: 34



ANSWER CHOICES	RESPONSES	
Religion other than Christian	0.00%	0
Baptist	6.52%	6
Disciples of Christ	4.35%	4
Episcopal	6.52%	6
Lutheran	1.09%	1
Methodist	11.96%	11
Presbyterian	48.91%	45
United Church of Christ	5.43%	5
Unitarian/Universalist	1.09%	1
Other Protestant	7.61%	7
Eastern Orthodox	0.00%	0
None	6.52%	6
TOTAL		92

Q19 On average, about how many times have you attended Sunday worship, in person or online (Zoom or Facebook), during the past year?

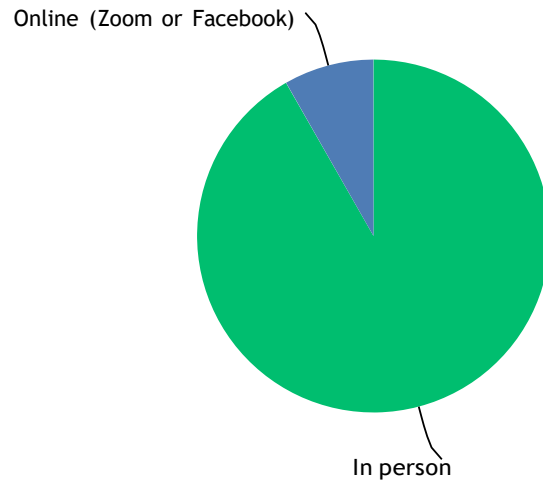
Answered: 99 Skipped: 27



ANSWER CHOICES	RESPONSES	
None	4.04%	4
Once or twice a year	4.04%	4
Once or twice every three months	2.02%	2
Once a month	5.05%	5
Two or three times a month	37.37%	37
Every Sunday	47.47%	47
TOTAL		99

Q20 When you attend Sunday worship, do you usually attend in person or online (Zoom or Facebook)?

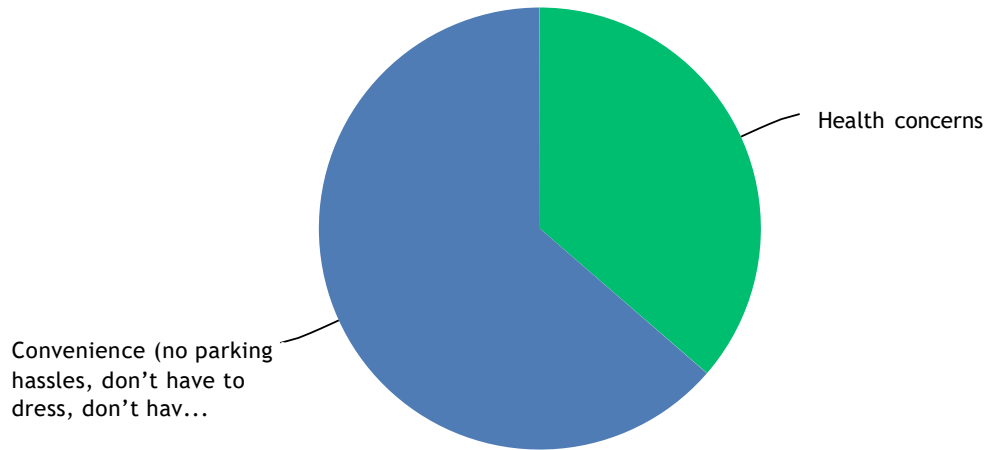
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
In person	91.75%	89
Online (Zoom or Facebook)	8.25%	8
TOTAL		97

Q21 If you participate in worship primarily online, why?

Answered: 11 Skipped: 115

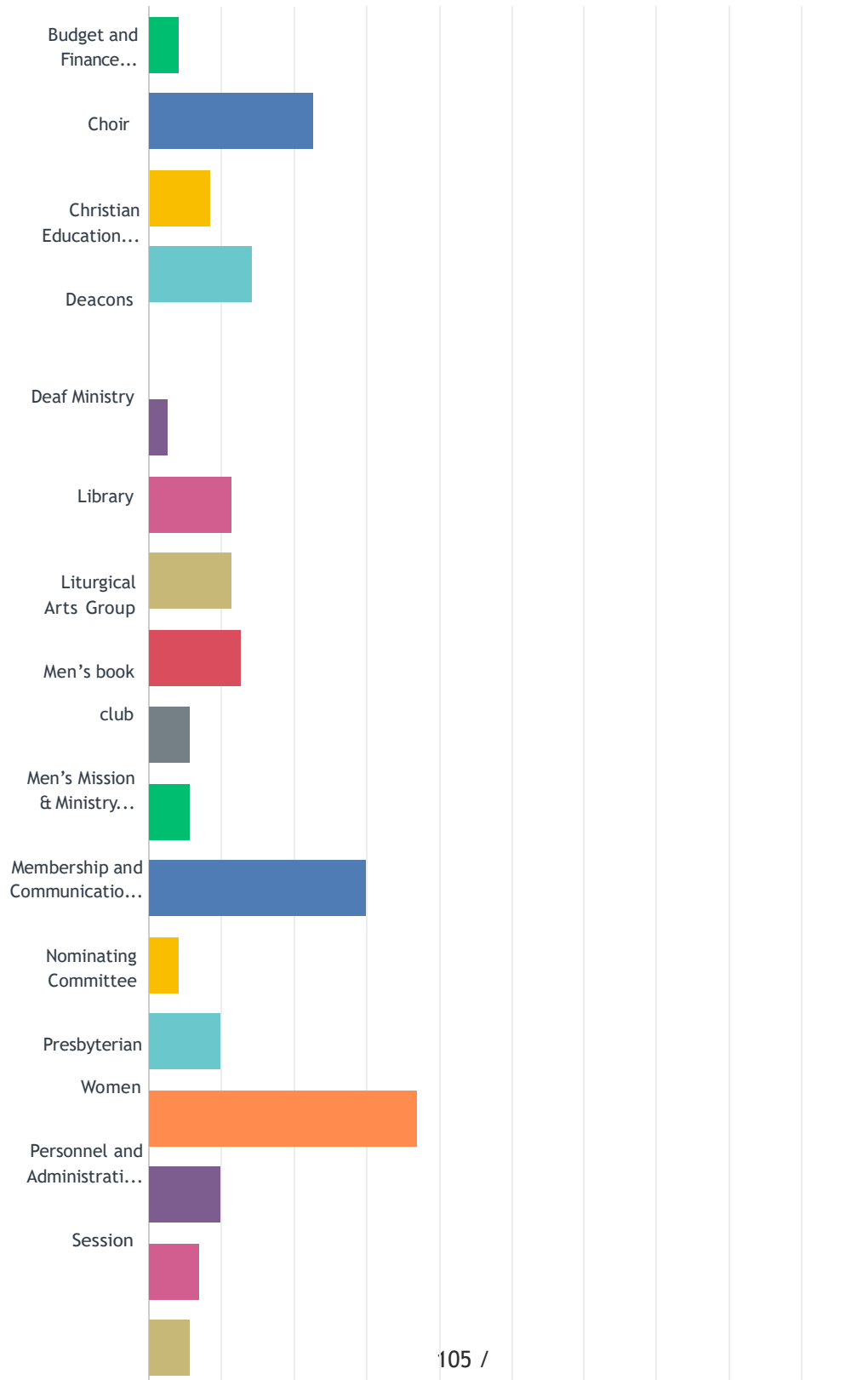


ANSWER CHOICES		RESPONSES	
Health concerns		36.36%	4
Convenience (no parking hassles, don't have to dress, don't have to awaken as early, etc.)		63.64%	7
TOTAL			11

#	OTHER (PLEASE SPECIFY)	DATE
1	My partner and I usually take turns, one attending in person and the other on zoom.	3/25/2024 5:57 PM
2	Long driving distance	3/23/2024 3:11 PM
3	I do probably 60% in person/40% online and it's 100% because of convenience. I can exercise at home and not leave time to shower/change/commute, etc. The sanctuary is also very cold.	3/13/2024 9:05 PM
4	Other commitments on Sunday	3/13/2024 3:37 PM
5	n/a	3/13/2024 12:20 PM

Q22 On what committees or church organizations do you currently participate? Please check all that apply.

Answered: 70 Skipped: 56

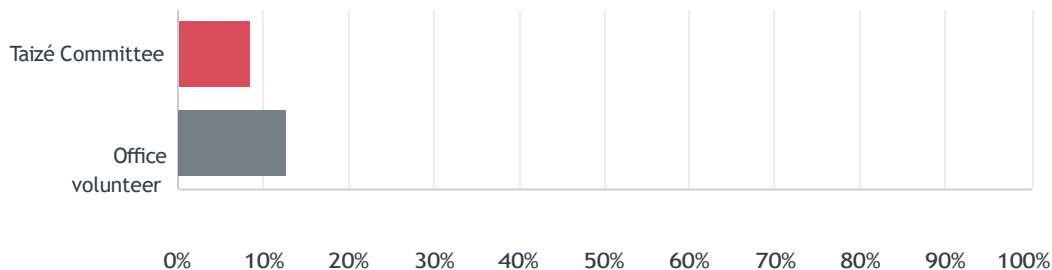


SoulFeast group

Stephen
Ministry

Stewardship
Committee

StoneWorks
Committee



ANSWER CHOICES	RESPONSES	
Budget and Finance Committee	4.29%	3
Choir	22.86%	16
Christian Education Committee	8.57%	6
Deacons	14.29%	10
Deaf Ministry	0.00%	0
Library	2.86%	2
Liturgical Arts Group	11.43%	8
Men's book club	11.43%	8
Men's Mission & Ministry Group	12.86%	9
Membership and Communications Committee	5.71%	4
Nominating Committee	5.71%	4
Presbyterian Women	30.00%	21
Personnel and Administration Committee	4.29%	3
Session	10.00%	7
SoulFeast group	37.14%	26
Stephen Ministry	10.00%	7
Stewardship Committee	7.14%	5
StoneWorks Committee	5.71%	4
Taizé Committee	8.57%	6
Office volunteer	12.86%	9
Total Respondents: 70		

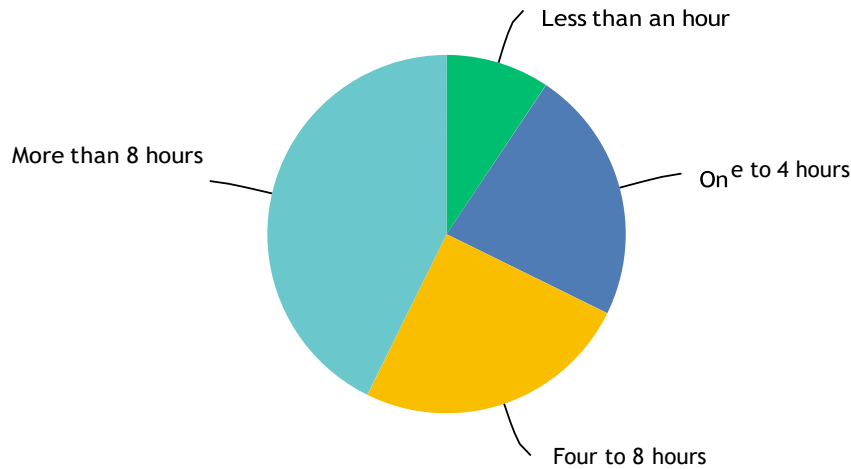
#	OTHER (PLEASE LIST)	DATE
1	Worship helping	4/5/2024 1:45 PM
2	youth group	4/5/2024 12:17 PM
3	Buildings and Grounds	4/5/2024 11:56 AM

4	volunteer	4/4/2024 10:02 PM
5	Women's dream group	4/4/2024 9:27 PM

6	Family cluster	4/4/2024 8:55 PM
7	buildings & grounds	4/4/2024 6:15 PM
8	helping others on various committees	4/4/2024 5:49 PM
9	B&G	3/27/2024 9:47 PM
10	dream group	3/26/2024 11:02 PM
11	Prayer Shawl Ministry	3/25/2024 5:57 PM
12	WORSHIP	3/25/2024 1:32 PM
13	Old Men's Group	3/25/2024 10:38 AM
14	Cluster group	3/24/2024 9:49 AM
15	Building & Grounds, Youth Group	3/23/2024 8:27 PM
16	I had worked alit with the Sunday school	3/23/2024 5:45 PM
17	Sound and Zoom support	3/23/2024 1:06 PM
18	Adult Ed	3/23/2024 12:26 PM
19	Prayer Shawl, PageTurners, & Emerald Circle	3/21/2024 4:28 PM
20	Buildings and Grounds	3/21/2024 3:23 PM
21	Transitional Pastor Search Committee, Womens Retreat Committee	3/18/2024 12:19 PM
22	none	3/18/2024 12:19 PM
23	I have served on stone works , buildings and ground and session. But I am not currently on any committees	3/18/2024 10:36 AM
24	Building and Grounds	3/16/2024 11:52 AM
25	Worship	3/14/2024 1:41 PM
26	Page Turners Book Club, Emerald Circle, Women's Retreat Committee	3/13/2024 10:18 PM
27	Building and Grounds Committee	3/13/2024 10:00 PM
28	Interim Pastor Search Committee	3/13/2024 9:05 PM
29	Assist other groups when asked	3/13/2024 8:51 PM
30	Dream group	3/13/2024 3:51 PM
31	History and archives	3/13/2024 3:26 PM
32	webmaster	3/13/2024 1:16 PM
33	Bi-weekly Old men's discussion group	3/13/2024 12:45 PM

Q23 How much time do you spend on Stone Church activities including worship, events, meetings and committee work in a typical month?

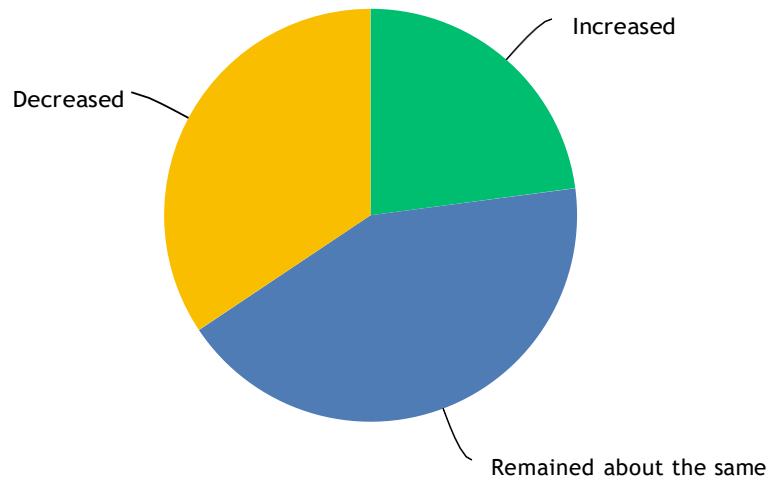
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Less than an hour	9.38%	9
One to 4 hours	22.92%	22
Four to 8 hours	25.00%	24
More than 8 hours	42.71%	41
TOTAL		96

Q24 Has your involvement in the life of Stone Church increased, decreased, or remained about the same in the last few years?

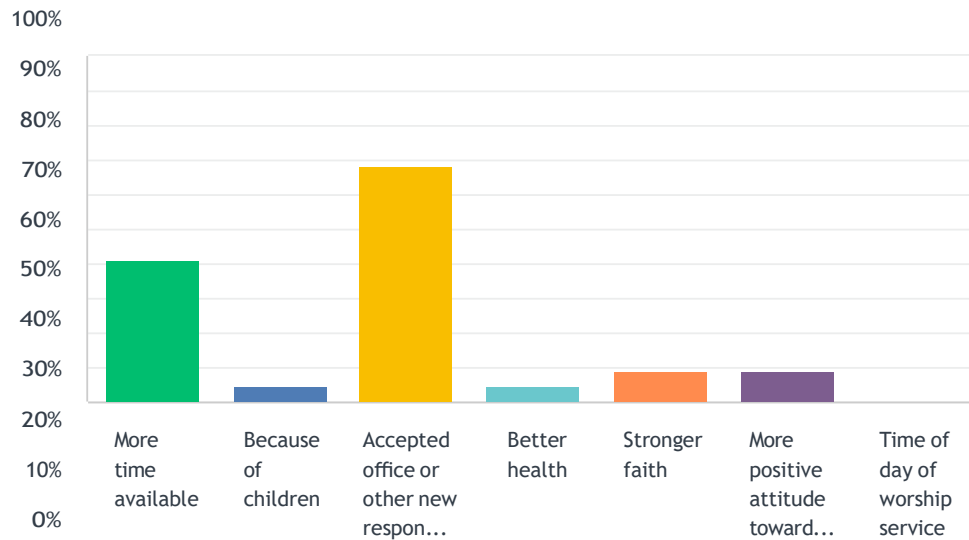
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Increased	22.92%	22
Remained about the same	42.71%	41
Decreased	34.38%	33
TOTAL		96

Q25 If your participation has INCREASED, which of the following are reasons for that? Check all that apply.

Answered: 22 Skipped: 104



ANSWER CHOICES	RESPONSES	
More time available	40.91%	9
Because of children	4.55%	1
Accepted office or other new responsibility in the church	68.18%	15
Better health	4.55%	1
Stronger faith	9.09%	2
More positive attitude toward the church	9.09%	2
Time of day of worship service	0.00%	0

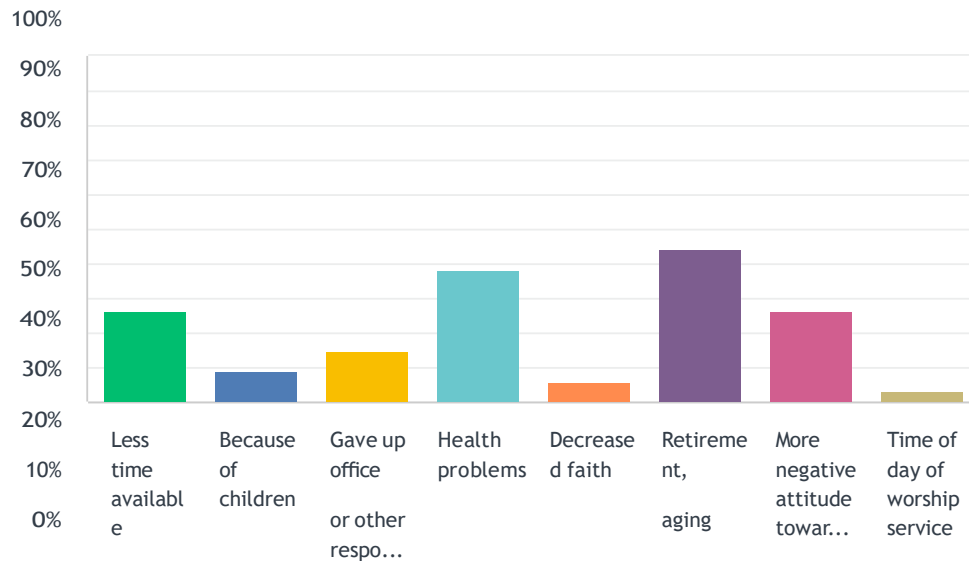
Total Respondents: 22

#	OTHER (PLEASE EXPLAIN)	DATE
1	Less people to perform tasks so stepped up vs. ignore	4/5/2024 1:45 PM
2	Irene leaving, Jeanette getting older, adding Deacons, memorials, visitations, Stone Cares, etc	4/5/2024 12:17 PM
3	a mix of time, faith, church leadership, involvement w youth.	3/23/2024 8:27 PM
4	retired late 2019 had more time to give.	3/21/2024 4:28 PM
5	Required as we have lots of needs and not enough people volunteering to do it. I am tired.	3/14/2024 4:56 PM
6	reactivation following end of building project + coming out of pandemic	3/14/2024 4:44 PM

7	Honestly, it has not been a positive increase. It's been because of personnel issues which have taken up way more time than expected. I hope to maintain the level of participation and increase the joy and satisfaction I derive from it.	3/13/2024 9:05 PM
8	n/a	3/13/2024 12:20 PM

Q26 If your participation has DECREASED, which of the following are reasons for that? Check all that apply.

Answered: 34 Skipped: 92



ANSWER CHOICES	RESPONSES	
Less time available	26.47%	9
Because of children	8.82%	3
Gave up office or other responsibility in the church	14.71%	5
Health problems	38.24%	13
Decreased faith	5.88%	2
Retirement, aging	44.12%	15
More negative attitude toward the church	26.47%	9
Time of day of worship service	2.94%	1
Total Respondents: 34		

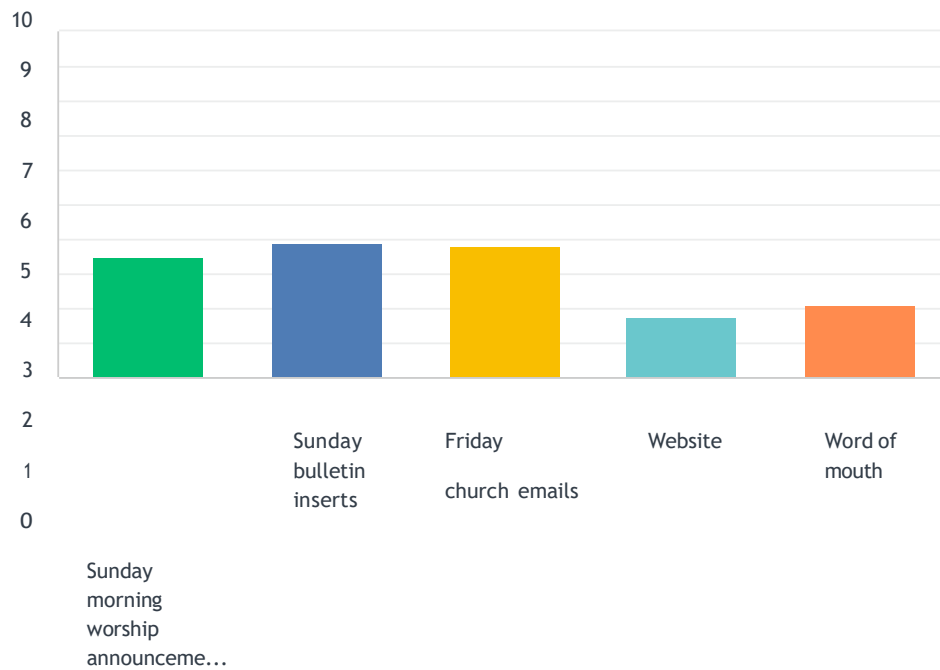
#	OTHER (PLEASE EXPLAIN)	DATE
1	Sense of being just a nuisance to those I was working with. Not feeling valued.	4/4/2024 7:03 PM
2	It feels like we're all in silos and there is no unified sense of church community or vision which is why I have a more negative attitude toward the church.	3/26/2024 9:14 PM
3	continued concern about covid exposure, so cautious about large group activities	3/25/2024 5:57 PM

4	Prolonged covid measures followed by sports schedule	3/24/2024 6:39 AM
5	The leadership was cliquish and unhelpful	3/23/2024 5:45 PM
6	Providing care for my terminally ill sister.	3/23/2024 2:02 PM
7	Family issues have taken a huge amount of time, and I didn't like the way the finance committee followed up on lack of payment of pledges	3/18/2024 10:36 AM

8	I shouldn't be able to answer this question if my participation increased. As it happens, my involvement did both.	3/13/2024 3:37 PM
9	Need more spiritual environment	3/13/2024 2:55 PM
10	There's been alot of uncertainty for me due to the changes. While my faith is a primary focus in my life, I am concerned about the direction of my home church.	3/13/2024 2:39 PM
11	had to focus on work due to financial presures	3/13/2024 1:52 PM
12	Did not agree with the call of the last minister and Very disappointed that Irene is not the replacement.	3/13/2024 12:55 PM

Q27 How do you stay informed about what is going on at Stone Church? Please use the up or down arrows by each information source to move them up or down in your ranking. The top of your list is most important and the bottom is least important to you.

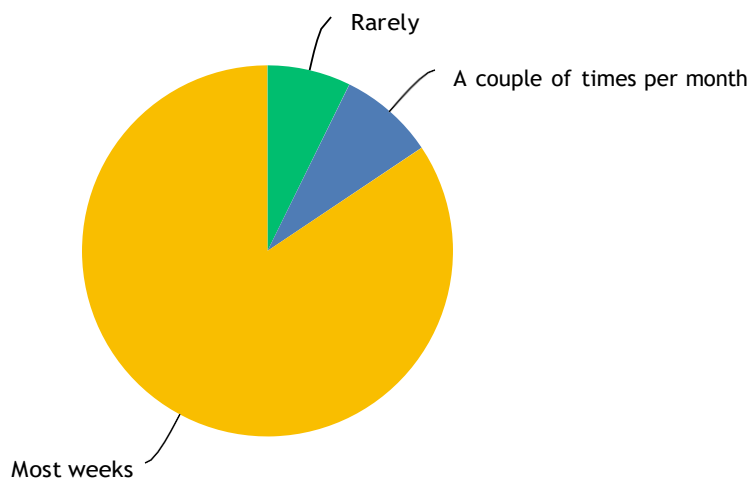
Answered: 94 Skipped: 32



	1	2	3	4	5	TOTAL	SCORE
Sunday morning worship announcements	23.40% 22	20.21% 19	42.55% 40	8.51% 8	5.32% 5	94	3.48
Sunday bulletin inserts	32.98% 31	38.30% 36	15.96% 15	10.64% 10	2.13% 2	94	3.89
Friday church emails	36.17% 34	25.53% 24	22.34% 21	13.83% 13	2.13% 2	94	3.80
Website	2.13% 2	6.38% 6	9.57% 9	27.66% 26	54.26% 51	94	1.74
Word of mouth	5.32% 5	9.57% 9	9.57% 9	39.36% 37	36.17% 34	94	2.09

Q28 How often do you read the bulletin inserts?

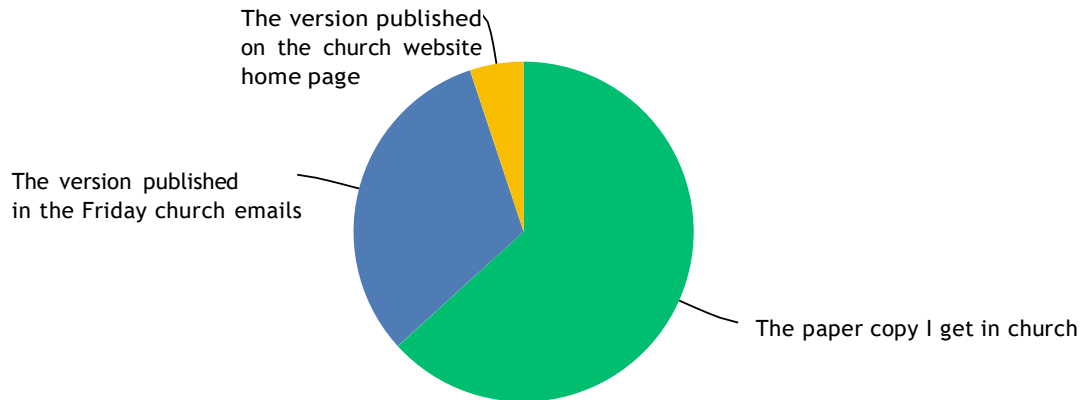
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Rarely	7.29%	7
A couple of times per month	8.33%	8
Most weeks	84.38%	81
TOTAL		96

Q29 Where do you usually get your bulletin inserts?

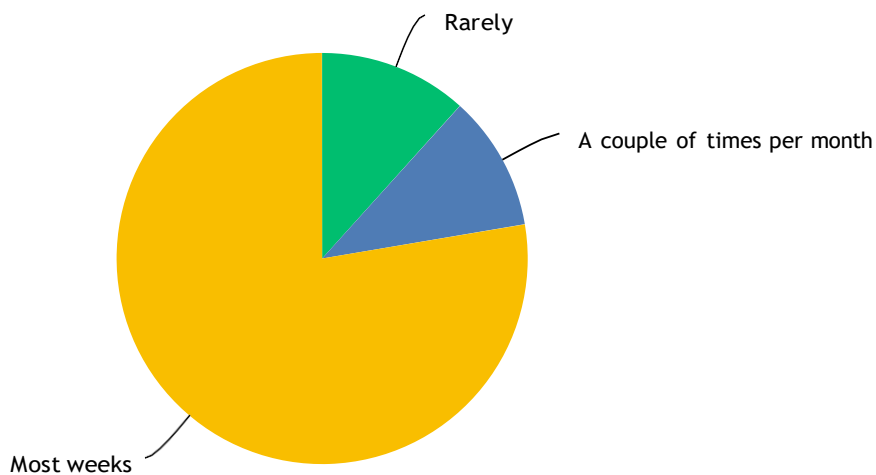
Answered: 98 Skipped: 28



ANSWER CHOICES	RESPONSES	
The paper copy I get in church	63.27%	62
The version published in the Friday church emails	31.63%	31
The version published on the church website home page	5.10%	5
TOTAL		98

Q30 How often do you read the Friday church emails?

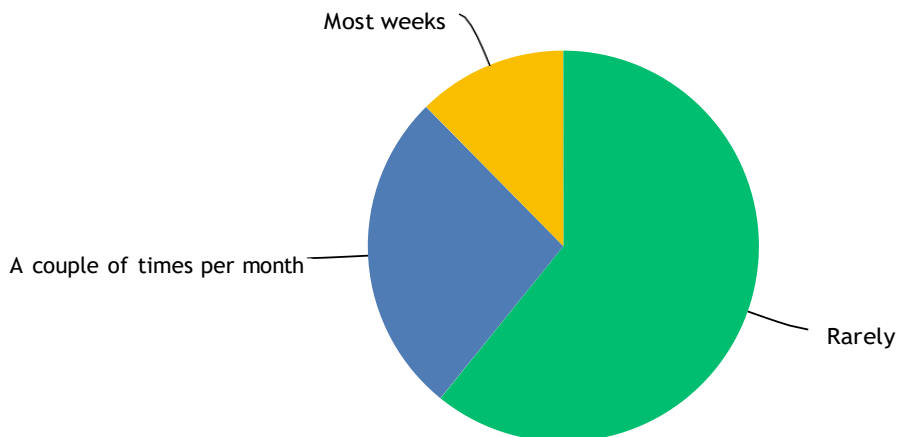
Answered: 94 Skipped: 32



ANSWER CHOICES	RESPONSES	
Rarely	11.70%	11
A couple of times per month	10.64%	10
Most weeks	77.66%	73
TOTAL		94

Q31 How often do you visit the church website?

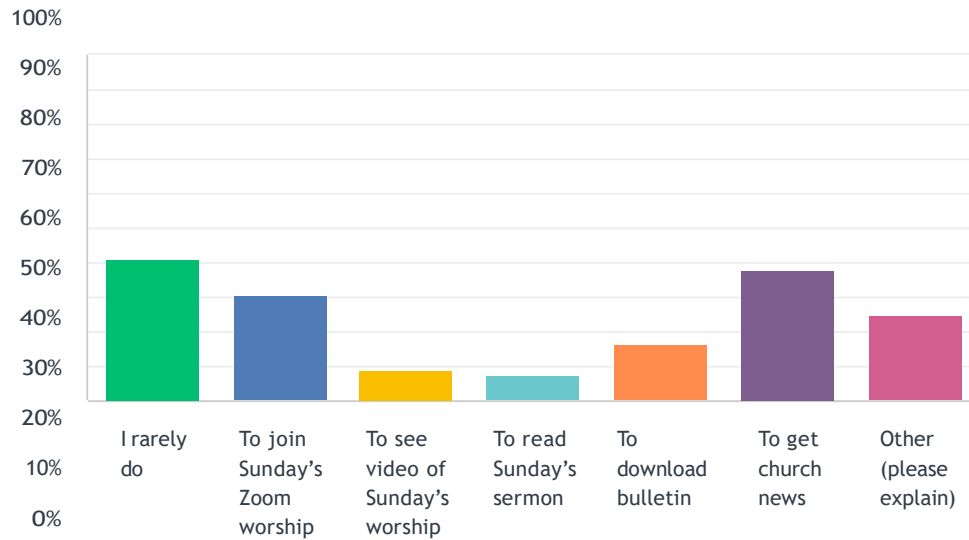
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
Rarely	60.82%	59
A couple of times per month	26.80%	26
Most weeks	12.37%	12
TOTAL		97

Q32 Why do you visit the church website? Please check all that apply.

Answered: 98 Skipped: 28



ANSWER CHOICES	RESPONSES	
I rarely do	40.82%	40
To join Sunday's Zoom worship	30.61%	30
To see video of Sunday's worship	9.18%	9
To read Sunday's sermon	7.14%	7
To download bulletin	16.33%	16
To get church news	37.76%	37
Other (please explain)	24.49%	24
Total Respondents: 98		

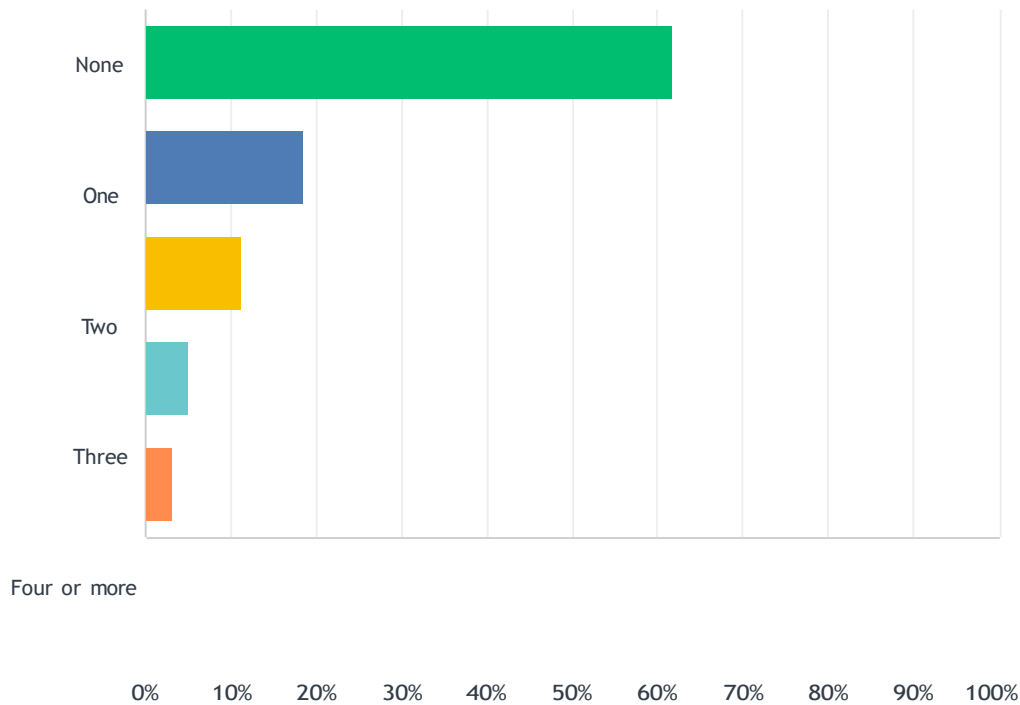
#	OTHER (PLEASE EXPLAIN)	DATE
1	Calendar	4/5/2024 1:45 PM
2	Cannot find what I'm looking for	4/4/2024 10:33 PM
3	Check calendar for space availability.	4/4/2024 7:03 PM
4	To check the calendar to see when a room is vacant so B&G work can be performed there.	3/27/2024 9:47 PM
5	To make sure I do not interfere with church activities when I need to stop by the church.	3/27/2024 9:09 PM

6	look at the calendar	3/27/2024 2:50 PM
7	To check the church calendar.	3/26/2024 9:14 PM
8	Check calendar	3/24/2024 2:25 PM
9	Check calendar	3/23/2024 2:05 PM
10	Check the calendar	3/23/2024 12:34 PM
11	Calendar	3/21/2024 3:23 PM

12	To find information (mostly from the calendar)	3/19/2024 2:46 PM
13	just for general information about Session committees, for example	3/18/2024 12:19 PM
14	calendar	3/17/2024 8:48 PM
15	calendar	3/16/2024 11:52 AM
16	see calendar, see library book lists	3/14/2024 4:44 PM
17	If I am looking for particular information.	3/14/2024 1:41 PM
18	Specific information seeking (like, what is the exact text of our "controversial" Black Lives Matter confession)	3/13/2024 9:05 PM
19	Review activities and to schedule events	3/13/2024 8:51 PM
20	To check the calendar on rare occasions.	3/13/2024 3:37 PM
21	Look at history archives	3/13/2024 3:26 PM
22	To find some thing I need the answer to	3/13/2024 3:16 PM
23	When Facebook doesn't have a playback for whatever reason, I'll look to see if there is one on the church website.	3/13/2024 2:39 PM
24	I operate the website	3/13/2024 1:16 PM

Q33 How many persons or families have you invited to visit or join the church in the past year?

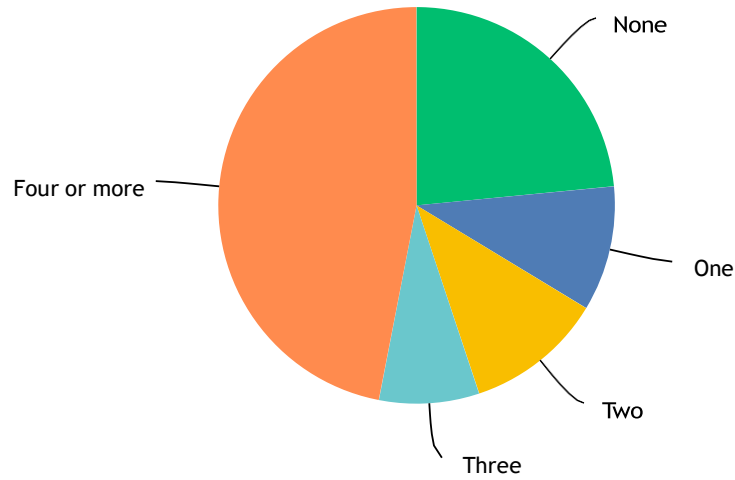
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
None	61.86%	60
One	18.56%	18
Two	11.34%	11
Three	5.15%	5
Four or more	3.09%	3
TOTAL		97

Q34 How many of your closest friends attend this church?

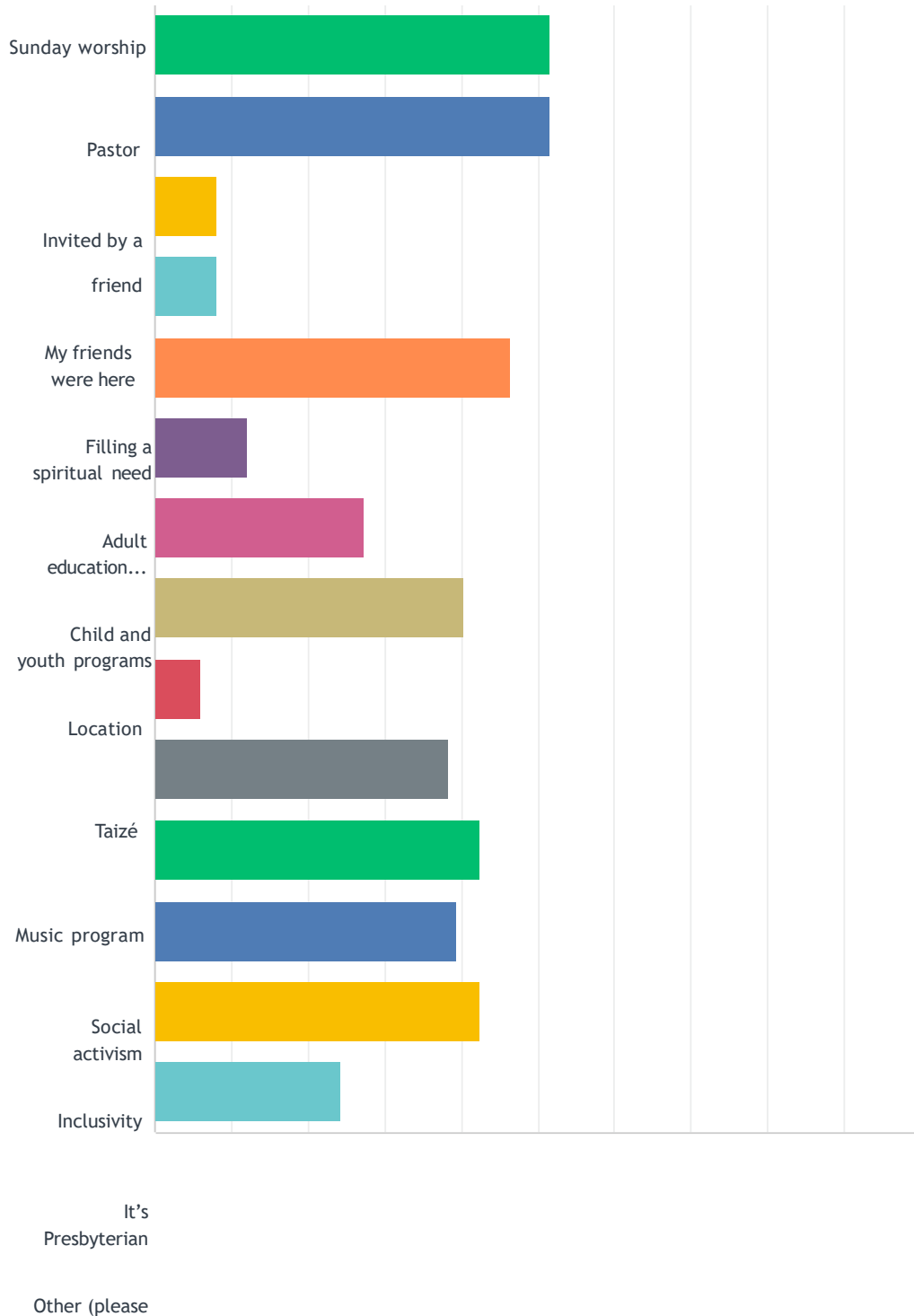
Answered: 98 Skipped: 28



ANSWER CHOICES	RESPONSES	
None	23.47%	23
One	10.20%	10
Two	11.22%	11
Three	8.16%	8
Four or more	46.94%	46
TOTAL		98

Q35 In thinking about what ORIGINALLY ATTRACTED you to Stone Church, select those reasons that best match your reasons for coming from the list below. You may select more than one.

Answered: 99 Skipped: 27



explain)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

ANSWER CHOICES	RESPONSES	
Sunday worship	51.52%	51
Pastor	51.52%	51
Invited by a friend	8.08%	8
My friends were here	8.08%	8
Filling a spiritual need	46.46%	46
Adult education programs	12.12%	12
Child and youth programs	27.27%	27
Location	40.40%	40
Taizé	6.06%	6
Music program	38.38%	38
Social activism	42.42%	42
Inclusivity	39.39%	39
It's Presbyterian	42.42%	42

Other (please explain)	24.24%	24
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Total Respondents: 99

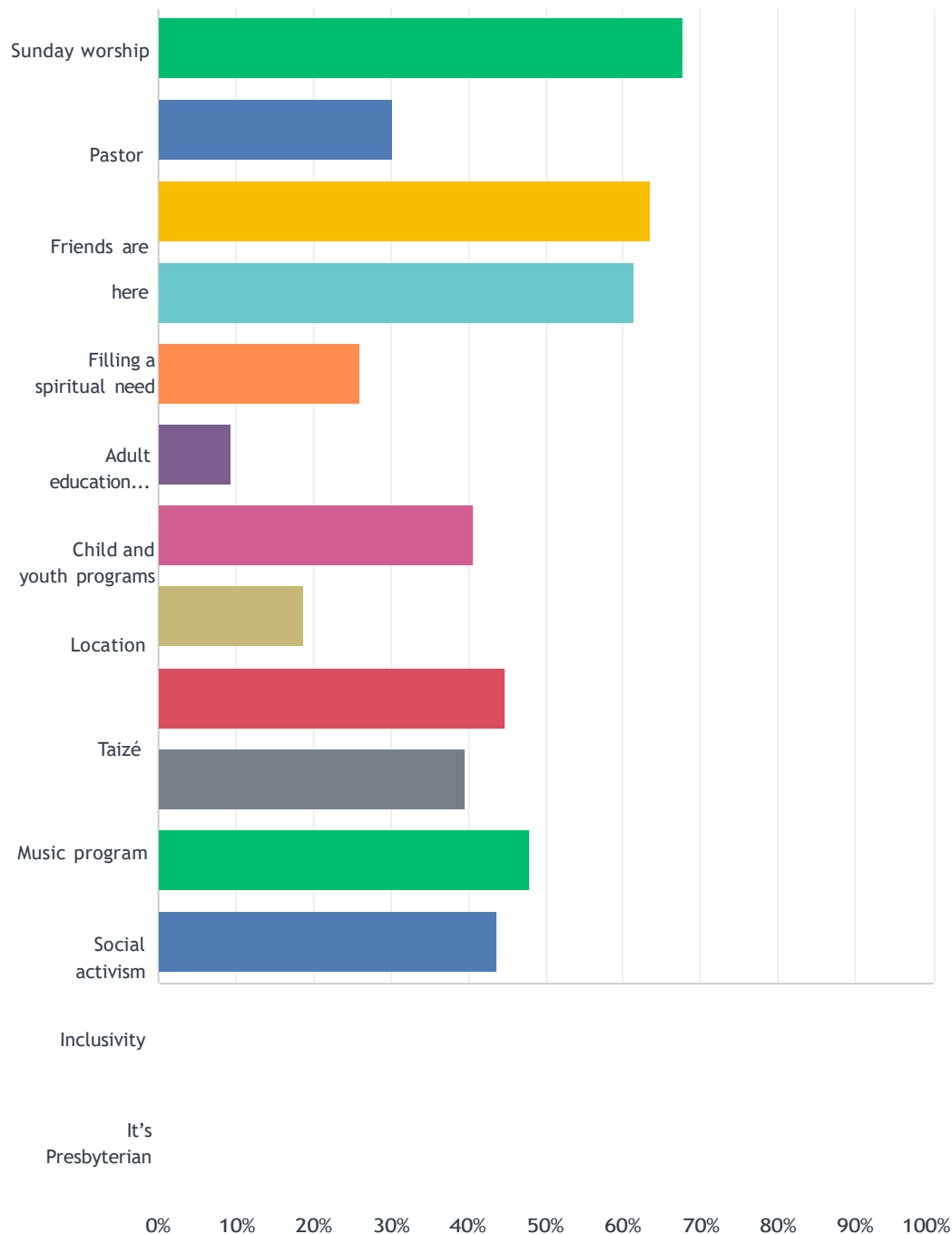
#	OTHER (PLEASE EXPLAIN)	DATE
1	Liberal	4/5/2024 12:17 PM
2	Family were members	3/27/2024 9:09 PM
3	Family was attending and came along with them	3/27/2024 2:50 PM
4	Originally we perceived the church as being collectively active on social justice issues, but over time it has felt like it's not a collective effort.	3/26/2024 9:14 PM
5	My parents took me	3/25/2024 1:32 PM
6	Our children were accepted	3/24/2024 9:49 AM
7	had moved to WG, was curious about the handsome church a few blocks from home, started the same time as Ken Henry...great people, music, etc	3/23/2024 8:27 PM
8	Very beautiful setting	3/23/2024 5:45 PM
9	Conservative service (esp. the music) with progressive outlook.	3/23/2024 2:02 PM
10	preaching on power, white supremacy from women on the margins - queer, asian. curious about a church that chose to be led by these women.	3/23/2024 1:11 PM
11	liberal views held by the church members	3/23/2024 1:06 PM
12	We looking for a church that entire of 3 faiths could agree on. this is where my husband attended when he was young. Youth group & Pastor's humor sold me.	3/21/2024 4:28 PM
13	Brought by parents	3/19/2024 2:46 PM
14	Came as a college student hired by the church to work with Jr. High youth group...and never left!	3/18/2024 7:55 PM
15	Started coming with family when church was built.	3/18/2024 12:19 PM

17	Friendly people greeted us each week we visited.	3/14/2024 4:44 PM
18	Attracted by the Black Lives Matter and Pride Banners Pride	3/13/2024 10:18 PM
19	welcoming	3/13/2024 10:00 PM
20	Rainbow flag, nice nursery, engaging worship.	3/13/2024 9:05 PM
21	Family	3/13/2024 6:16 PM
22	A loved one attended.	3/13/2024 3:37 PM
23	I would check Taize but it hadn't started when we came	3/13/2024 3:26 PM
24	family	3/13/2024 12:20 PM

Q36 In thinking about what KEEPS you as part of Stone Church, select from the list below those reasons that best match your reasons for coming.

You may select more than one.

Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Sunday worship	67.71%	65
Pastor	30.21%	29
Friends are here	63.54%	61
Filling a spiritual need	61.46%	59
Adult education programs	26.04%	25
Child and youth programs	9.38%	9
Location	40.63%	39
Taizé	18.75%	18
Music program	44.79%	43
Social activism	39.58%	38
Inclusivity	47.92%	46
It's Presbyterian	43.75%	42
Total Respondents: 96		

#	OTHER (PLEASE EXPLAIN)	DATE
1	I am not musical but enjoy the music provided	4/5/2024 12:17 PM
2	Inertia	4/4/2024 7:03 PM
3	People who attend	4/4/2024 6:34 PM
4	Hope that Stone will recognize the collective importance of community and social activism work as a large part of our faith practice.	3/26/2024 9:14 PM
5	habit, and not ready to start church shopping	3/25/2024 5:57 PM
6	Loving staff and members	3/24/2024 6:39 AM
7	Can't really check "Pastor" right now, can I?!	3/23/2024 8:27 PM
8	not sure anymore. everything that brought us is gone. we come and serve because we love Jesus and have a conviction we are to serve and be in community but we feel more and more out of place	3/23/2024 1:11 PM
9	I miss the Bell Choir. Music could be more modern with individual instruments i.e. piano, drums, guitar, horns, violin, cello, etc.	3/21/2024 4:28 PM
10	Stone Church is HOME!	3/18/2024 7:55 PM
11	I'm on session and involved and that keeps us here.	3/14/2024 4:56 PM
12	There are a lot of warm, caring, sincere people who want to worship and work together.	3/14/2024 4:44 PM
13	I feel that I am helping with certain activities and would hate to let people down by not attending. The pastor changes have made it more difficult emotionally, but we have a connection to the people in the church.	3/14/2024 1:41 PM
14	The work of PWCT, Souls Sisters Group	3/13/2024 10:18 PM
15	While Bruce tells us and I agree that we are not as progressive as we think we are, we are still pretty progressive for Christians around here. Plus I really like our worship services.	3/13/2024 9:05 PM

16

Hope that I will get over the losses created by other members.

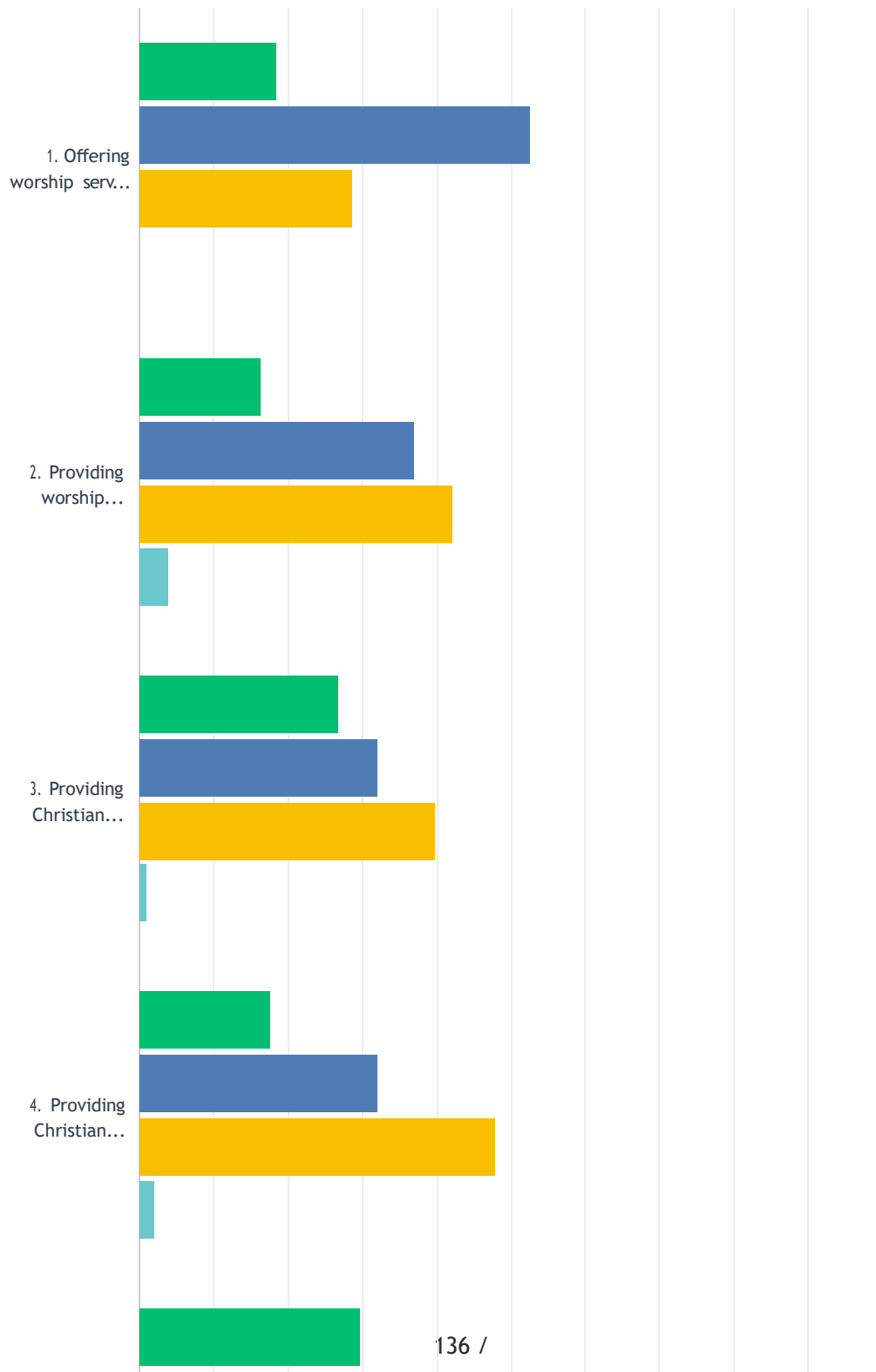
3/13/2024 6:43 PM

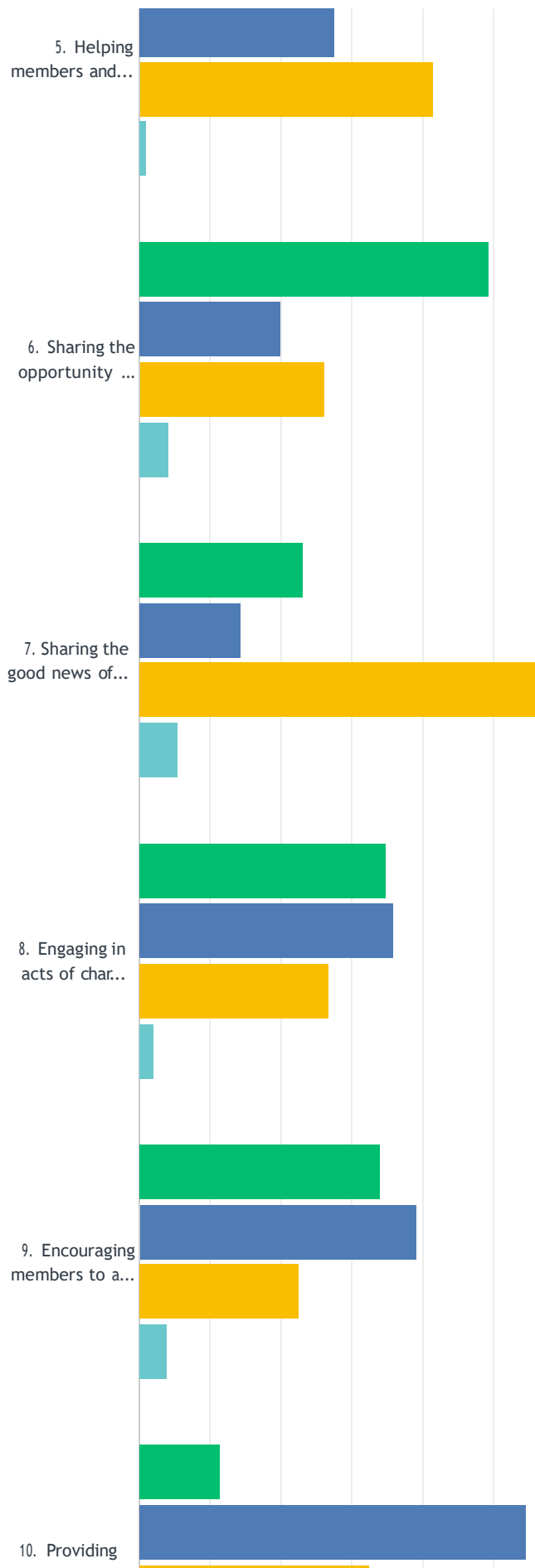
17	Family	3/13/2024 6:16 PM
18	I really don't know what keeps me coming. It's none of the above, really.	3/13/2024 3:37 PM

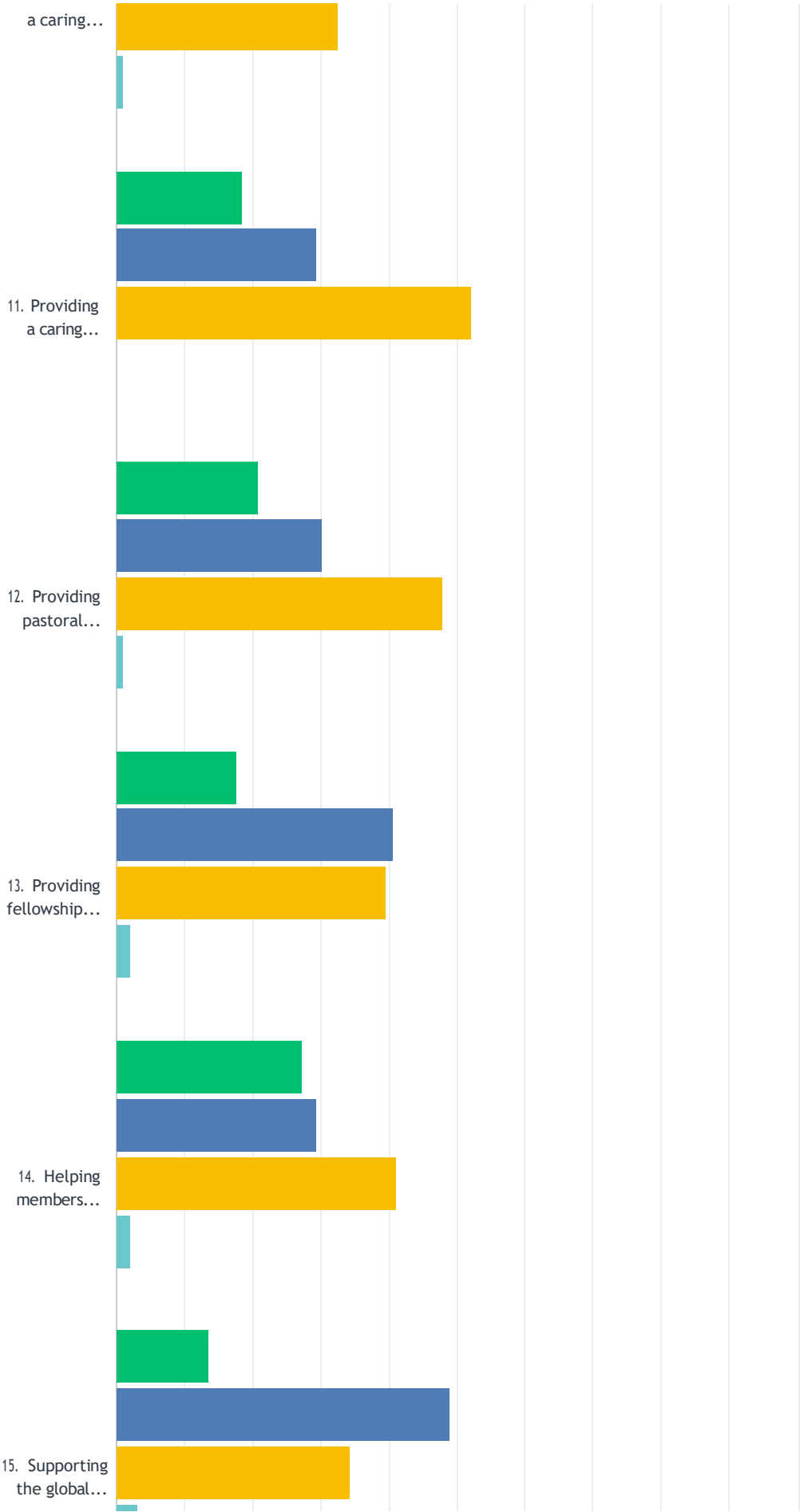
Q37 Listed below are a number of tasks that Stone Church performs.

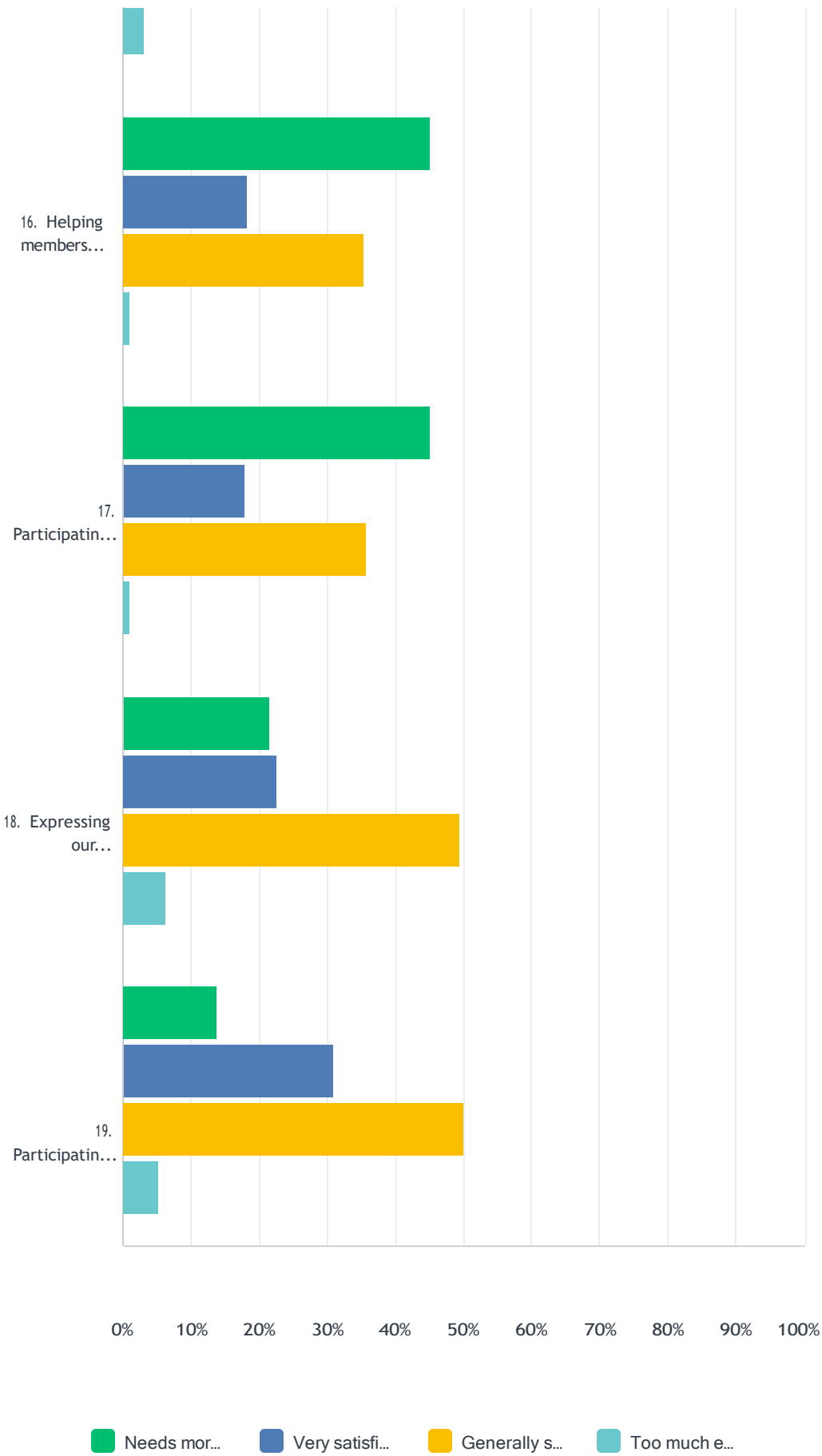
Please respond to each item by indicating whether you feel Stone Church needs to give it more or less emphasis.

Answered: 98 Skipped: 28







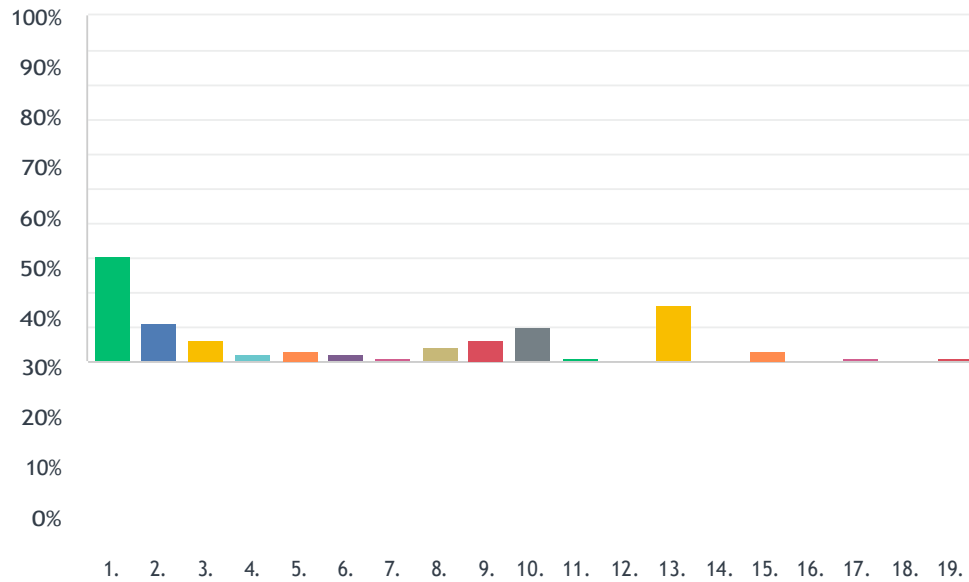


	NEEDS	VERY	GENERALLY	TOO MUCH	TOTAL	WEIGHTED
1. Offering worship service that provide a	18.56%	52.58%	28.81%			
meaningful experience of God	18	51	28	0	97	2.10
2. Providing worship services that express the	16.49%	37.11%	42.27%	4.12%		
Gospel in contemporary language and forms	16	36	41	4	97	2.34
3. Providing Christian education for children	26.88%	32.26%	39.78%	1.08%		
and youth	25	30	37	1	93	2.15
4. Providing Christian education for adults	17.71%	32.29%	47.92%	2.08%		
	17	31	46	2	96	2.34
5. Helping members and friends deepen their	29.79%	27.66%	41.49%	1.06%		
personal, spiritual relationship with God	28	26	39	1	94	2.14
6. Sharing the opportunity for connection with	49.47%	20.00%	26.32%	4.21%		
the Stone Church community and our brand of	47	19	25	4	95	1.85
social activism with the greater Willow						
Glen/San Jose area.						
7. Sharing the good news of the Gospel with	23.33%	14.44%	56.67%	5.56%		
individuals outside Stone Church	21	13	51	5	90	2.44
8. Engaging in acts of charity and service to	35.05%	36.08%	26.80%	2.06%		
persons in need	34	35	26	2	97	1.96
9. Encouraging members to act on the	34.02%	39.18%	22.68%	4.12%		
relationship of the Christian faith to social,	33	38	22	4	97	1.97
political, and economic issues						
10. Providing a caring ministry for the sick,	11.58%	54.74%	32.63%	1.05%		
shut-ins, and the bereaved	11	52	31	1	95	2.23
11. Providing a caring ministry for retirees	18.48%	29.35%	52.17%	0.00%		
	17	27	48	0	92	2.34
12. Providing pastoral counseling to help	20.83%	30.21%	47.92%	1.04%		
members deal with personal problems	20	29	46	1	96	2.29
13. Providing fellowship opportunities for	17.71%	40.63%	39.58%	2.08%		
members	17	39	38	2	96	2.26
14. Helping members understand their use of	27.37%	29.47%	41.05%	2.11%		
money, time and talents as expressions of	26	28	39	2	95	2.18
Christian stewardship						
15. Supporting the global mission of Stone	13.54%	48.96%	34.38%	3.13%		
Church and Presbyterian Church USA	13	47	33	3	96	2.27
16. Helping members discover their own gifts	45.16%	18.28%	35.48%	1.08%		
for ministry and service	42	17	33	1	93	1.92
17. Participating in activities and programs	45.26%	17.89%	35.79%	1.05%		
with other local religious or interfaith groups	43	17	34	1	95	1.93
18. Expressing our Presbyterian heritage and	21.51%	22.58%	49.46%	6.45%		
traditions	20	21	46	6	93	2.41

19. Participating in Presbytery, Synod, and	13.83%	30.85%	50.00%	5.32%	94	2.47
General Assembly events	13	29	47	5		

Q38 Overall, which ONE TASK in the list above does Stone Church do best?

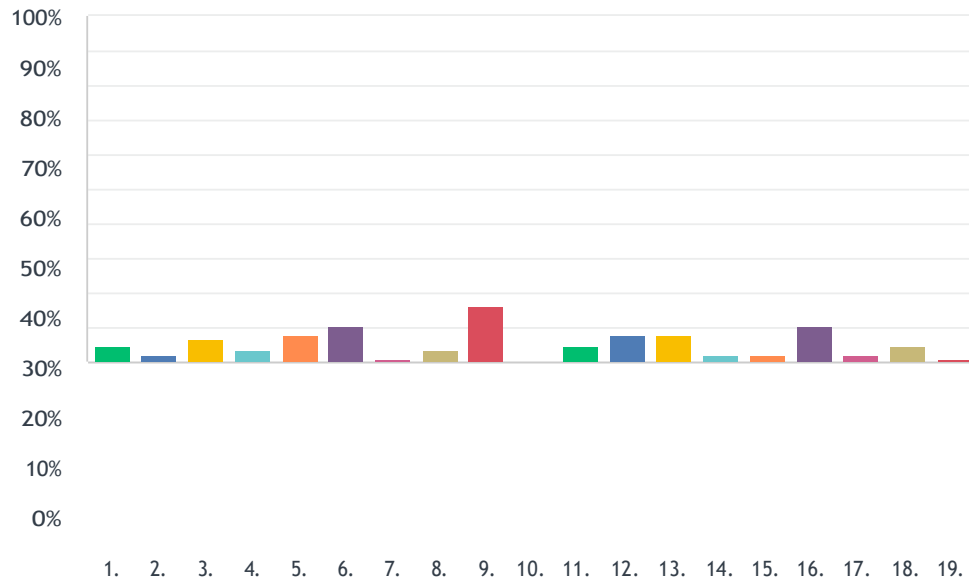
Answered: 92 Skipped: 34



ANSWER CHOICES	RESPONSES	
1.	30.43%	28
2.	10.87%	10
3.	6.52%	6
4.	2.17%	2
5.	3.26%	3
6.	2.17%	2
7.	1.09%	1
8.	4.35%	4
9.	6.52%	6
10.	9.78%	9
11.	1.09%	1
12.	0.00%	0
13.	16.30%	15
14.	0.00%	0
15.	3.26%	3
16.	0.00%	0
17.	1.09%	1
18.	0.00%	0
19.	1.09%	1
TOTAL		92

Q39 For the sake of your own personal involvement in Stone Church, which ONE task in the list above would you most like to see strengthened?

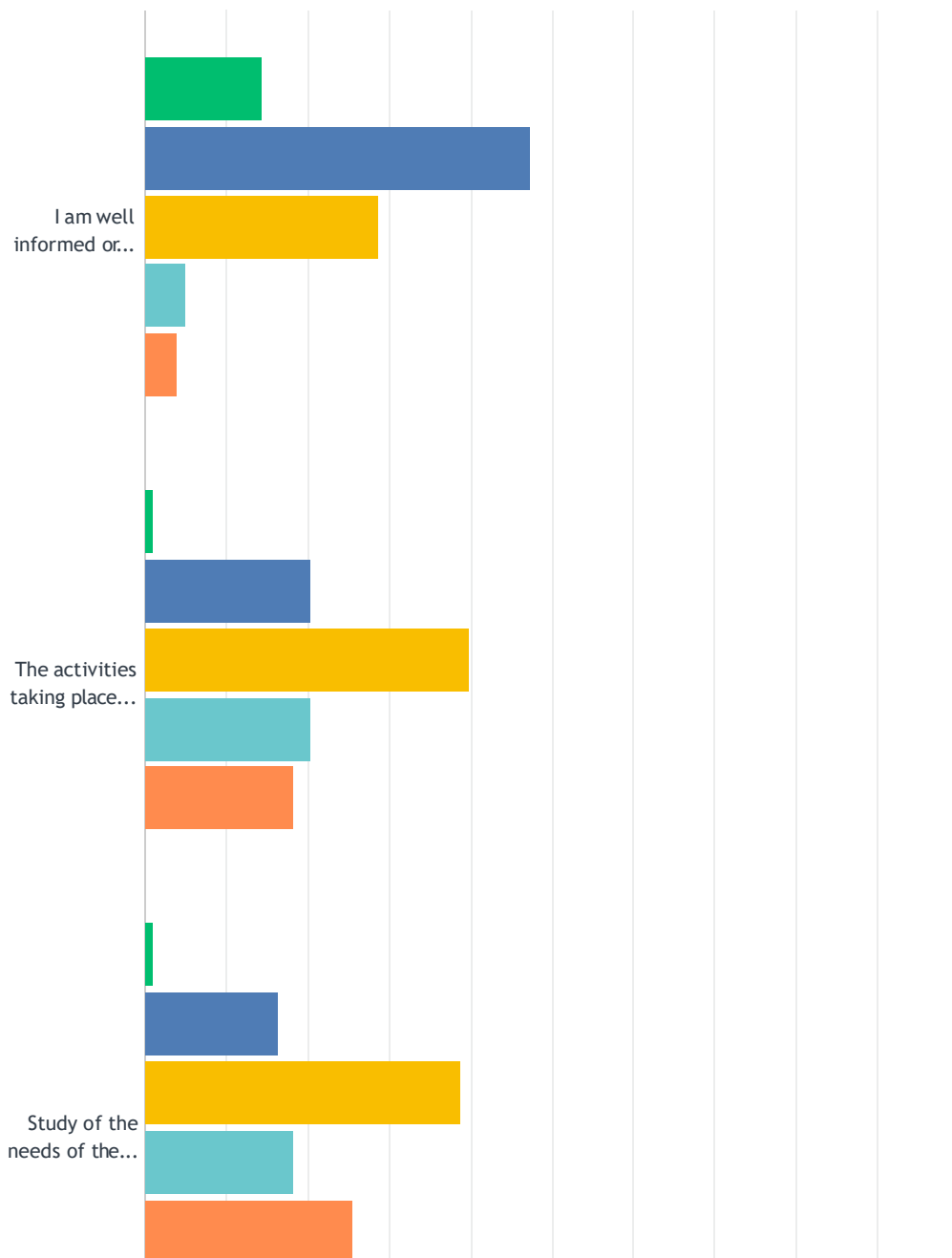
Answered: 87 Skipped: 39

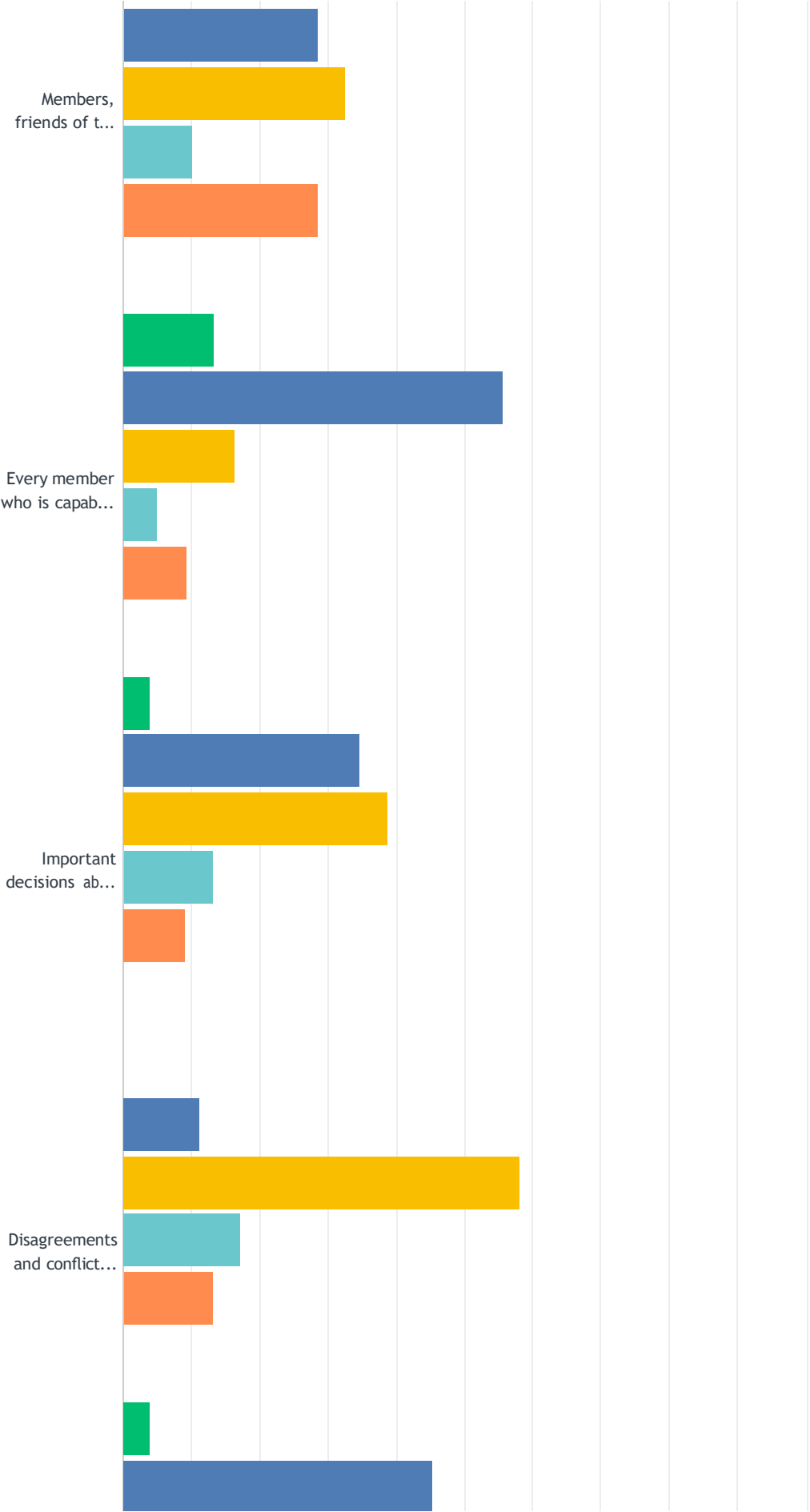


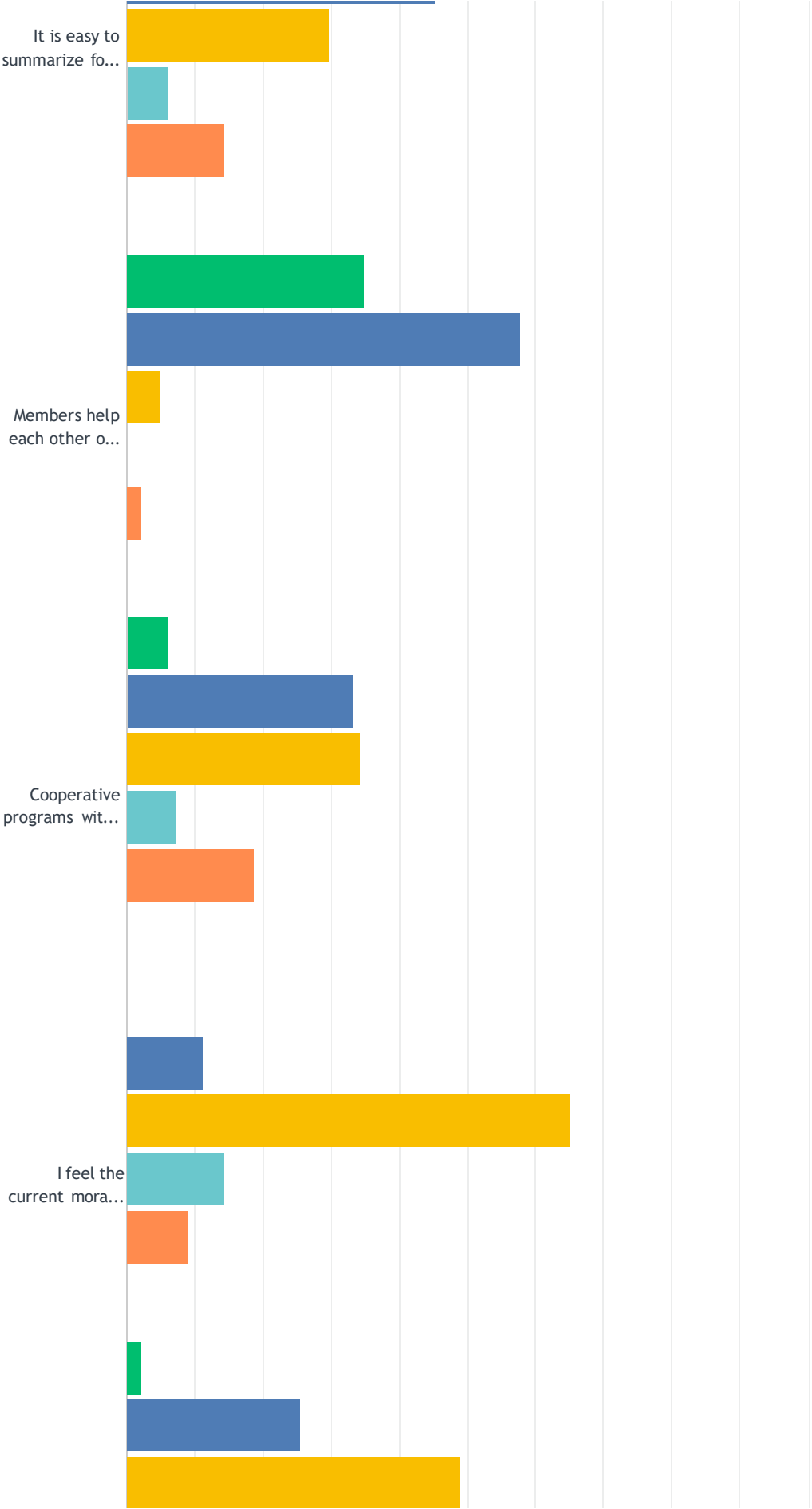
ANSWER CHOICES	RESPONSES	
1.	4.60%	4
2.	2.30%	2
3.	6.90%	6
4.	3.45%	3
5.	8.05%	7
6.	10.34%	9
7.	1.15%	1
8.	3.45%	3
9.	16.09%	14
10.	0.00%	0
11.	4.60%	4
12.	8.05%	7
13.	8.05%	7
14.	2.30%	2
15.	2.30%	2
16.	10.34%	9
17.	2.30%	2
18.	4.60%	4
19.	1.15%	1
TOTAL		87

Q40 In order to carry out its tasks, Stone Church must deal with organizational issues such as making decisions, sharing information, and developing resources. Listed below are several statements describing such issues. To what extent do you agree or disagree that each statement describes Stone Church?

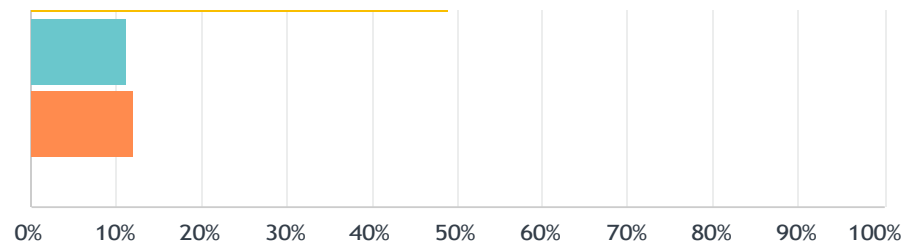
Answered: 98 Skipped: 28







There is a
sense of...



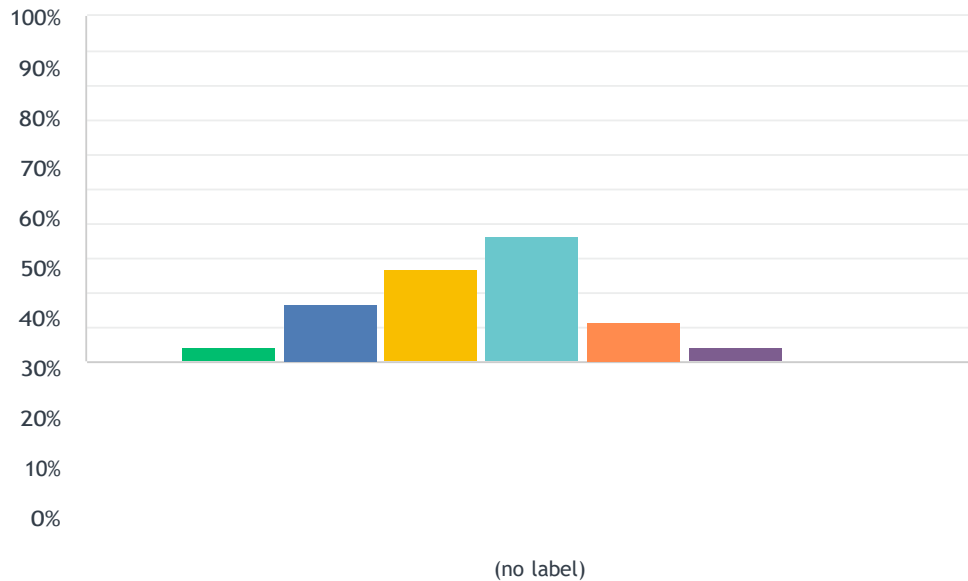
■ Strongly ag...
 ■ Agree
 ■ Disagree
 ■ Strongly dis...
 ■ Don't know

I am well informed or know how to find out about what the various committees and groups in the church are doing	14.43%	47.42%	28.87%	5.15%	4.12%	97	2.37
The activities taking place in the congregation are well publicized to the surrounding community	1.02%	20.41%	39.80%	20.41%	18.37%	98	3.35
Study of the needs of the congregation and the Willow Glen/San Jose community is regularly undertaken as the basis for church planning	1.02%	16.33%	38.78%	18.37%	25.51%	98	3.51
Members, friends of the family, and groups get a lot of support and encouragement for proposing something new in the congregation	0.00%	28.57%	32.65%	10.20%	28.57%	98	3.39
Every member who is capable and interested has an equal opportunity to hold key leadership positions	13.40%	55.67%	16.49%	5.15%	9.28%	97	2.41
Important decisions about the life of the church are rarely made without open discussion by Stone Church leaders and members	4.08%	34.69%	38.78%	13.27%	9.18%	98	2.89
Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors	0.00%	11.22%	58.16%	17.35%	13.27%	98	3.33
It is easy to summarize for visitors how Stone Church differs from other congregations in the area	4.12%	45.36%	29.90%	6.19%	14.43%	97	2.81
Members help each other out in times of trouble	35.05%	57.73%	5.15%	0.00%	2.06%	97	1.76
Cooperative programs with congregations of other denominations or faiths are highly valued in Stone Church	6.25%	33.33%	34.38%	7.29%	18.75%	96	2.99
I feel the current morale of Stone Church's members and friends is high	0.00%	11.22%	65.31%	14.29%	9.18%	98	3.21

There is a sense of excitement among	2.04%	25.51%	48.98%	11.22%	12.24%	98	3.06
members about Stone Church's future	2	25	48	11	12		

Q41 Please indicate the degree that you feel Stone Church is influenced by history and tradition or by contemporary ideas and trends?

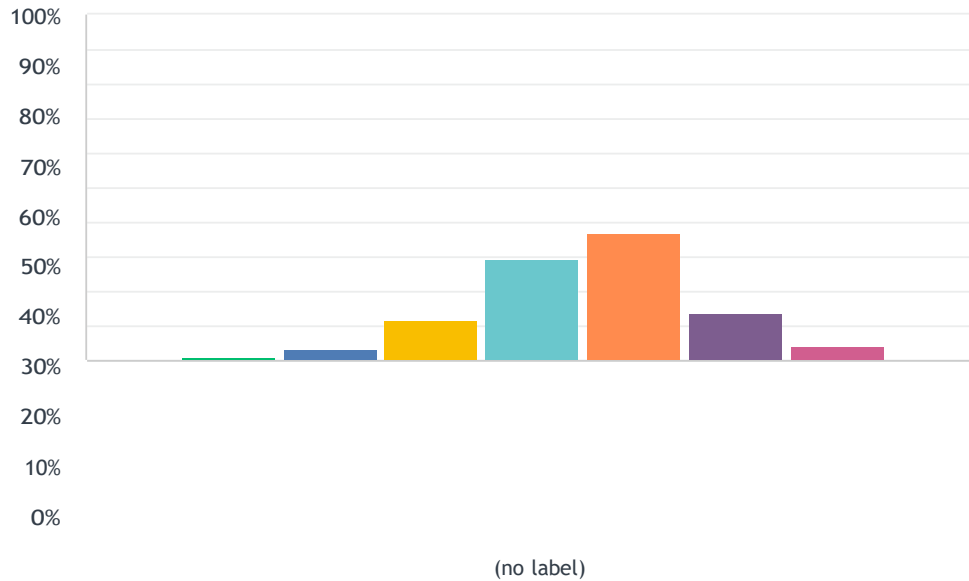
Answered: 96 Skipped: 30



	1 HISTORY AND TRADITION	2	3	4	5	6	7 CONTEMPORARY IDEAS AND TRENDS	TOTAL	WEIGHTED AVERAGE
(no label)	4.17%	16.67%	27.08%	36.46%	11.46%	4.17%	0.00%	96	3.47
	4	16	26	35	11	4	0		

Q42 Please indicate the degree that you feel Stone Church is very involved or not at all involved with the Willow Glen/San Jose community.

Answered: 95 Skipped: 31

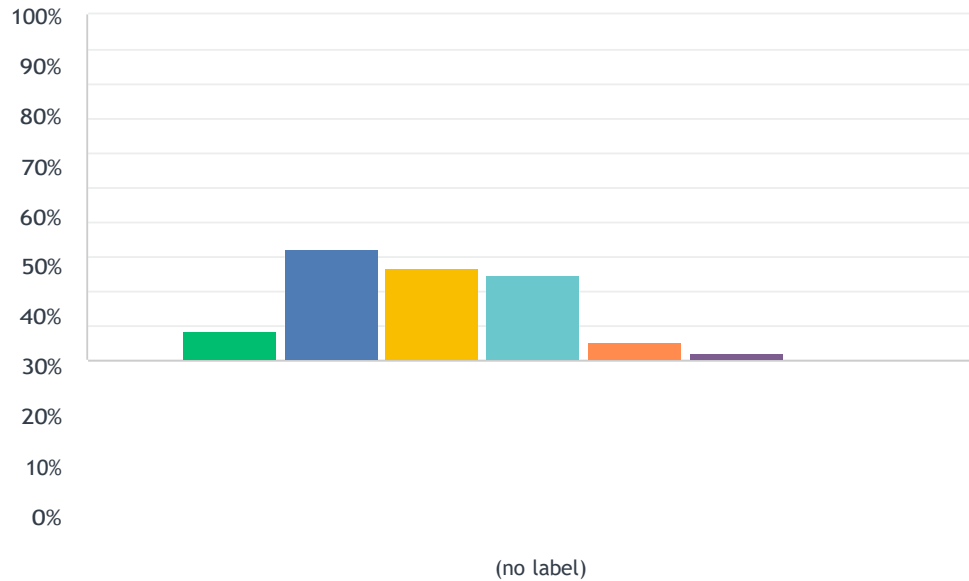


1 Very invol... 2 3 4 5 6 7 Not at all ...

	1 VERY INVOLVED	2	3	4	5	6	7 NOT AT ALL INVOLVED	TOTAL	WEIGHTED AVERAGE
(no label)	1.05%	3.16%	11.58%	29.47%	36.84%	13.68%	4.21%	95	4.56
	1	3	11	28	35	13	4		

Q43 Please indicate the degree that you feel Stone Church is primarily oriented to serving our members or to serving the community beyond its membership.

Answered: 96 Skipped: 30

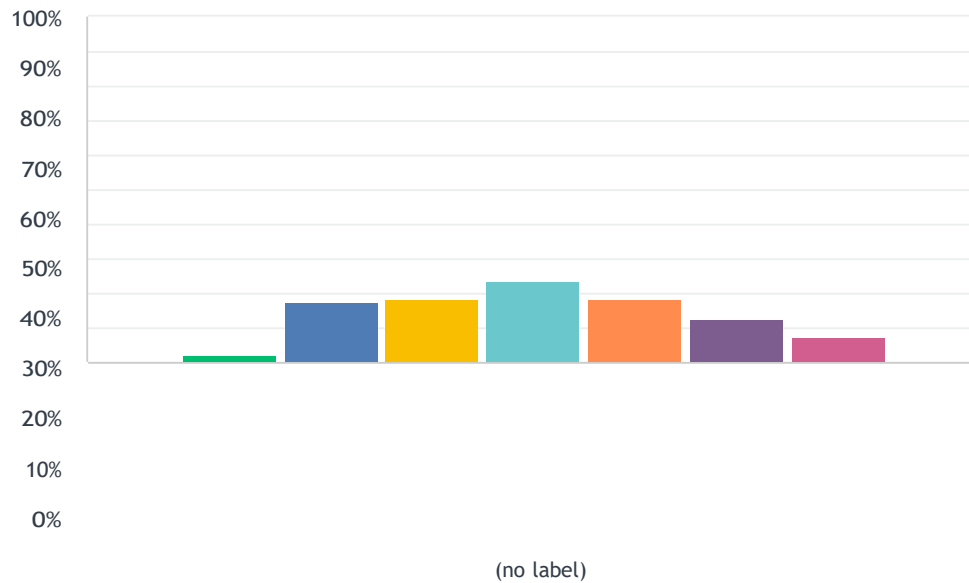


■ 1 Serving o...
 ■ 2
 ■ 3
 ■ 4
 ■ 5
 ■ 6
 ■ 7 Serving t...

	1 SERVING OUR MEMBERS	2	3	4	5	6	7 SERVING THE COMMUNITY	TOTAL	WEIGHTED AVERAGE
(no label)	8.33% 8	32.29% 31	27.08% 26	25.00% 24	5.21% 5	2.08% 2	0.00% 0	96	2.93

Q44 Please indicate the degree that you feel Stone Church is like one large family or like a loosely knit association of individuals and groups.

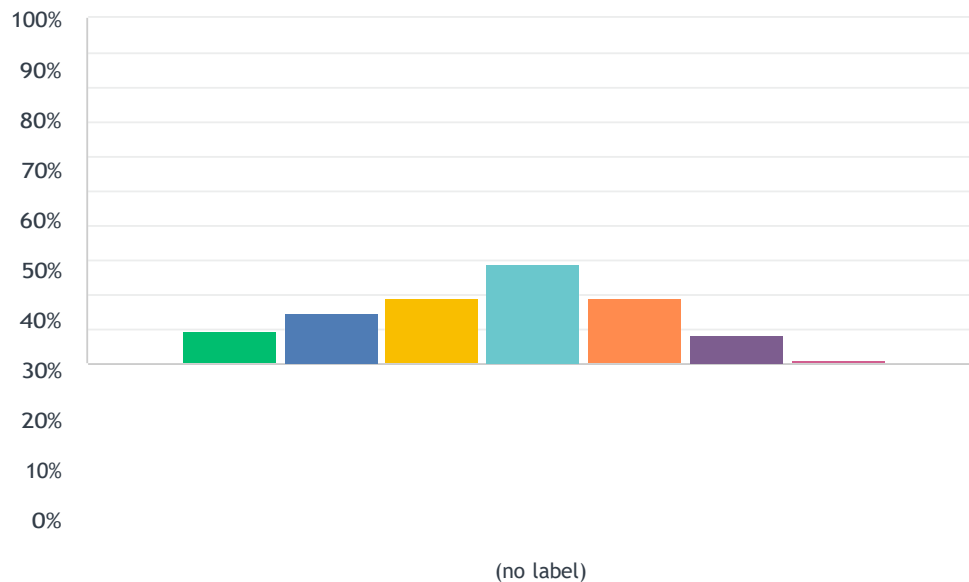
Answered: 97 Skipped: 29



	1 Large fam...	2	3	4	5	6	7 Loosely k...		
	1	2	3	4	5	6	7		
1 LARGE FAMILY	2	3	4	5	6	7 LOOSELY KNIT ASSOCIATION	TOTAL	WEIGHTED AVERAGE	
(no label)	2.06%	17.53%	18.56%	23.71%	18.56%	12.37%	7.22%		
	2	17	18	23	18	12	7	97	4.05

Q45 Please indicate the degree that you feel Stone Church's approach to social issues is basically educational, leaving any action to individual conscience, or is decidedly activist, in that we take stands on social issues as a congregation

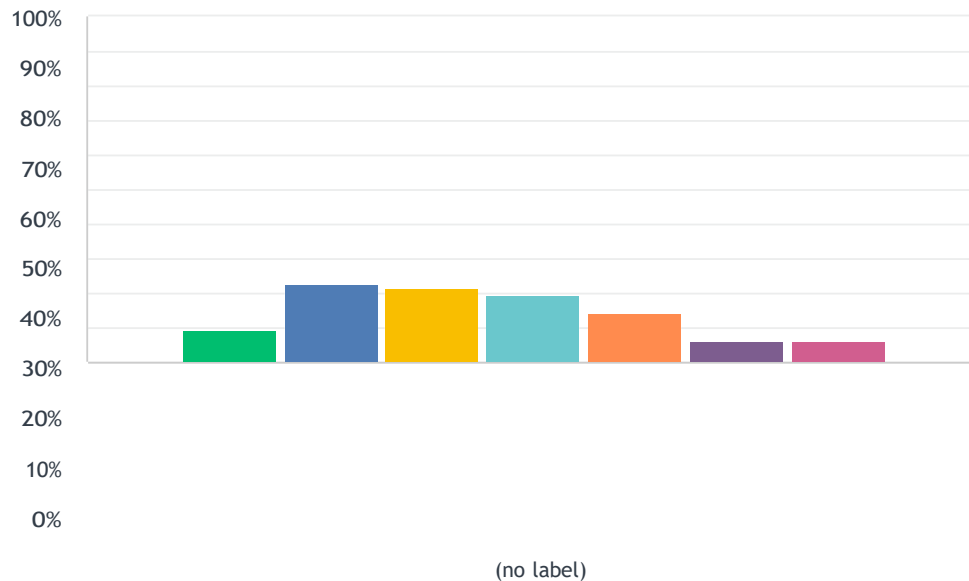
Answered: 96 Skipped: 30



	1 Basically Educational	2	3	4	5	6	7 Decidedly Activist	TOTAL	WEIGHTED AVERAGE
(no label)	9.38%	14.58%	18.75%	29.17%	18.75%	8.33%	1.04%	96	3.63
	9	14	18	28	18	8	1		

Q46 Please indicate the degree that you feel Stone Church gives strong expression to our Presbyterian identity and heritage or it's difficult to know to which denomination our congregation belongs

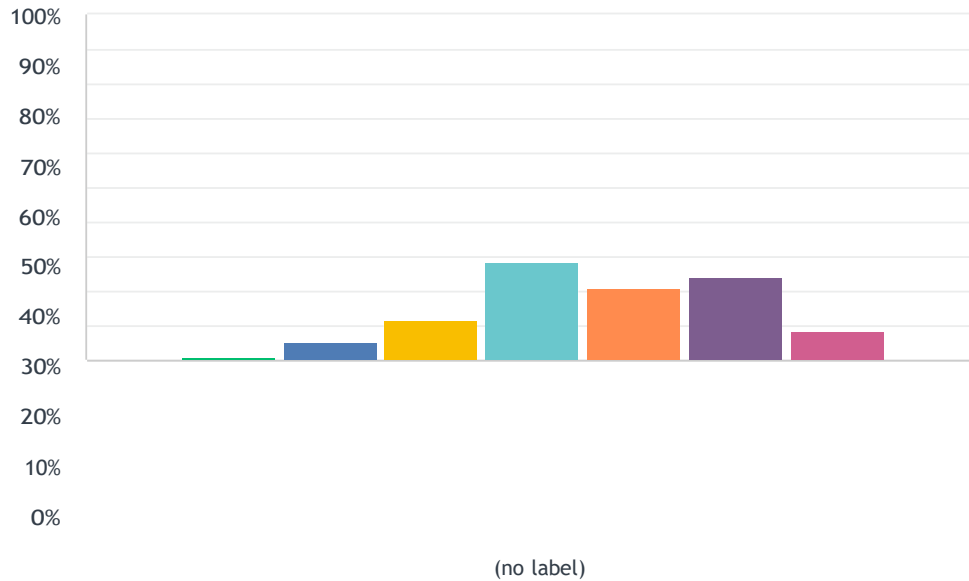
Answered: 97 Skipped: 29



	1 STRONG PRESBYTERIAN	2	3	4	5	6	7 DIFFICULT TO KNOW	TOTAL	WEIGHTED AVERAGE
(no label)	9.28% 9	22.68% 22	21.65% 21	19.59% 19	14.43% 14	6.19% 6	6.19% 6	97	3.51

Q47 Please indicate the degree that you feel Stone Church strives to create partnerships with other local churches or prefers to work by ourselves or through our denominational channels.

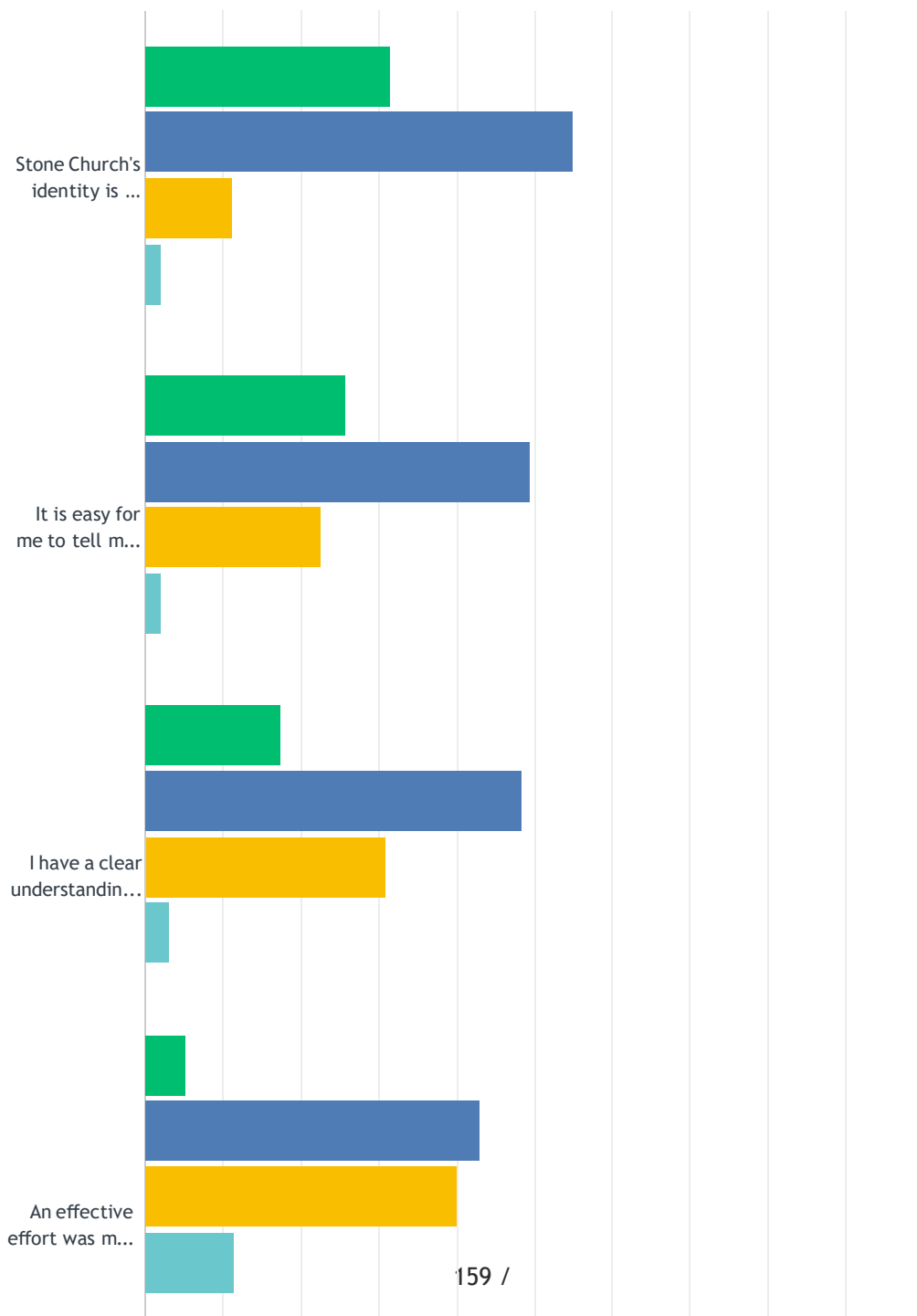
Answered: 95 Skipped: 31

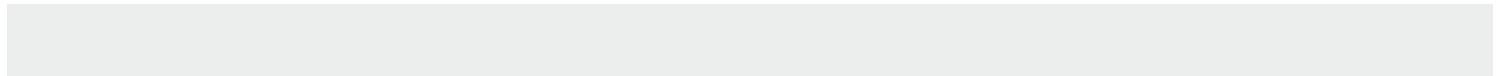
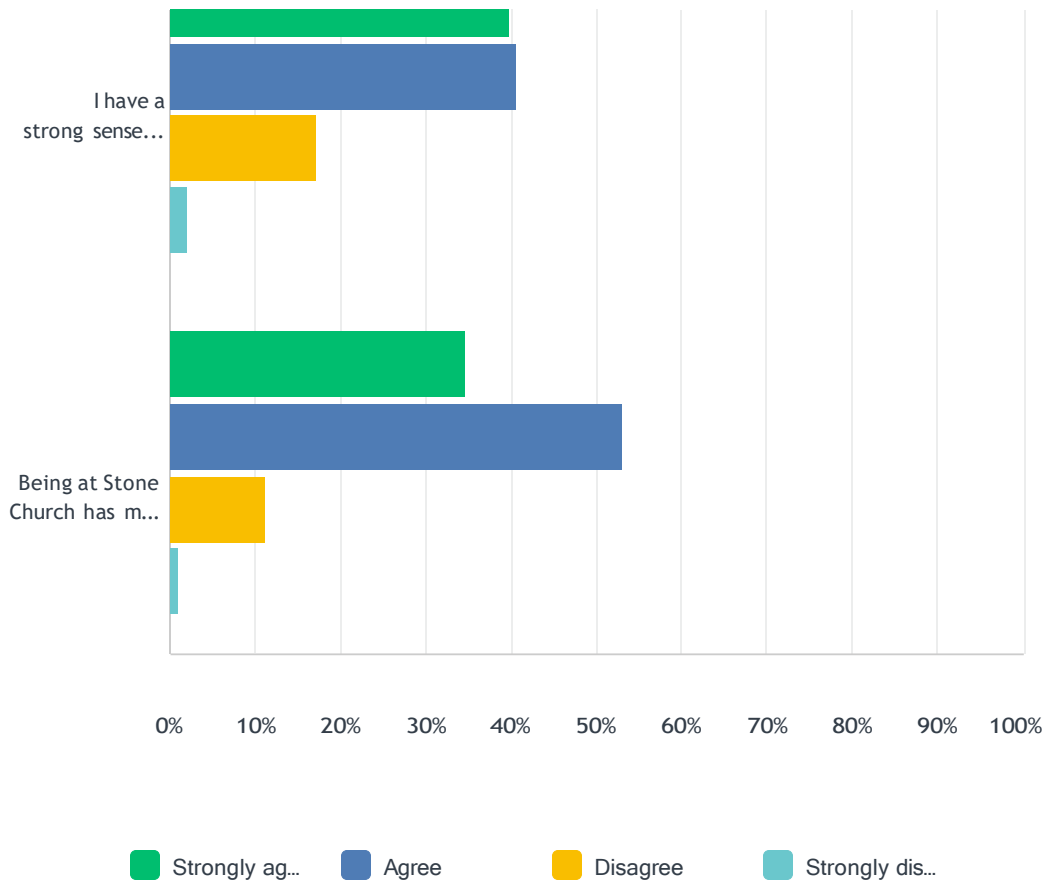


	1 Create pa...	2	3	4	5	6	7 Work by o...		
	1	2	3	4	5	6	7		
1 CREATE PARTNERSHIPS	2	3	4	5	6	7 WORK BY OURSELVES	TOTAL	WEIGHTED AVERAGE	
(no label)	1.05%	5.26%	11.58%	28.42%	21.05%	24.21%	8.42%		
	1	5	11	27	20	23	8	95	4.69

Q48 All congregations have an identity, or a sense of who they are, which all members share in and yet any individual member stands somewhat apart from. Please rate your agreement or disagreement with the following statements about Stone Church's overall identity and vision.

Answered: 99 Skipped: 27



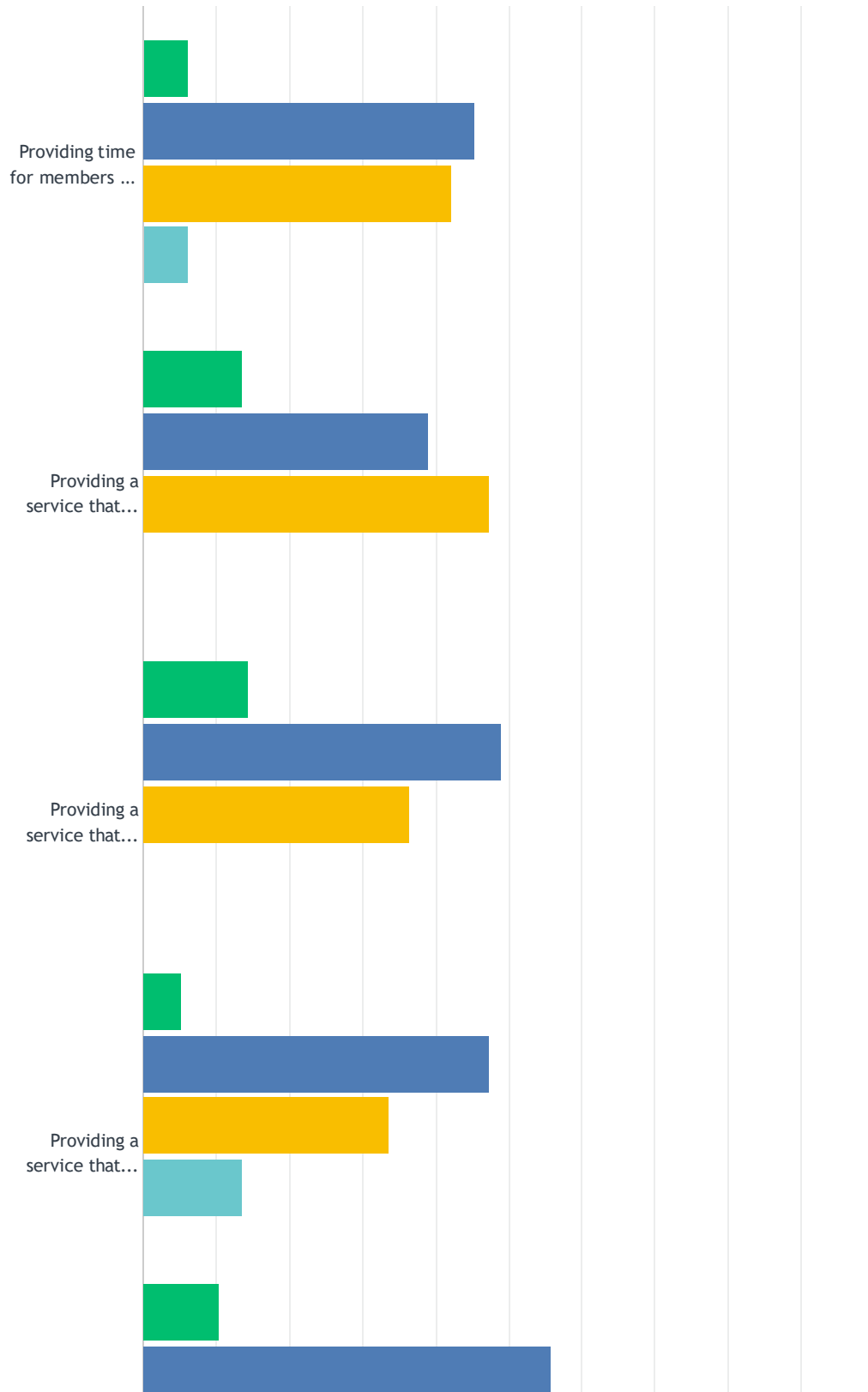


Stone Church's identity is one with which I feel comfortable.	31.63% 31	55.10% 54	11.22% 11	2.04% 2	98	
It is easy for me to tell my friends what is unique about Stone Church.	25.77% 25	49.48% 48	22.68% 22	2.06% 2	97	1.84
I have a clear understanding of what Stone Church stands for.	17.53% 17	48.45% 47	30.93% 30	3.09% 3	97	2.01
An effective effort was made to instruct me in Stone Church's mission.	5.26% 5	43.16% 41	40.00% 38	11.58% 11	95	2.20
I have a strong sense of belonging to Stone Church.	39.80% 39	40.82% 40	17.35% 17	2.04% 2	98	2.58
						1.82

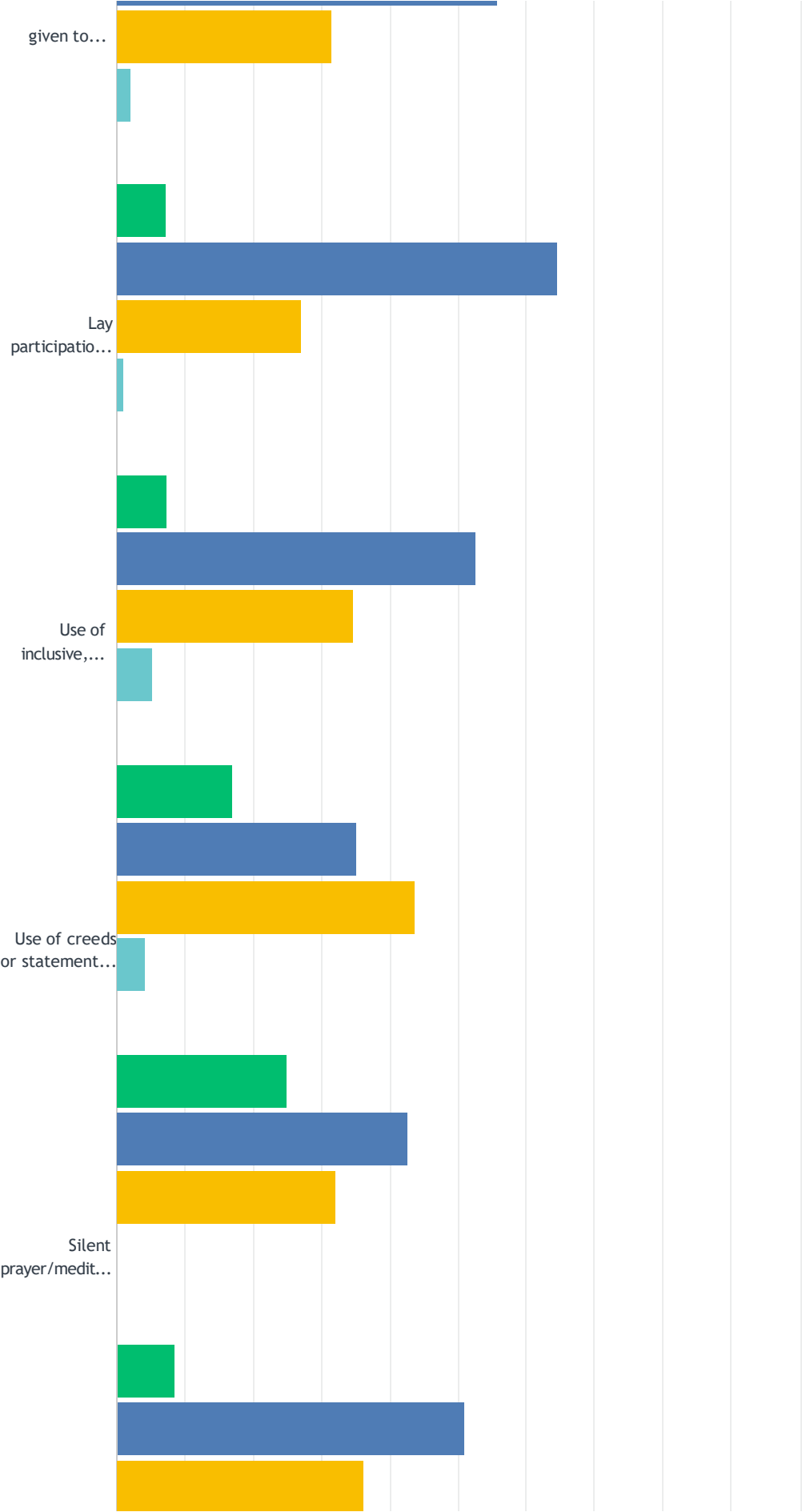
Being at Stone Church has made a difference in my spiritual life.	34.05% 34	33.00% 52	11.22% 11	1.02% 1	98	1.79
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Q49 How important to you are each of the following in the mix of qualities that make a good worship service?

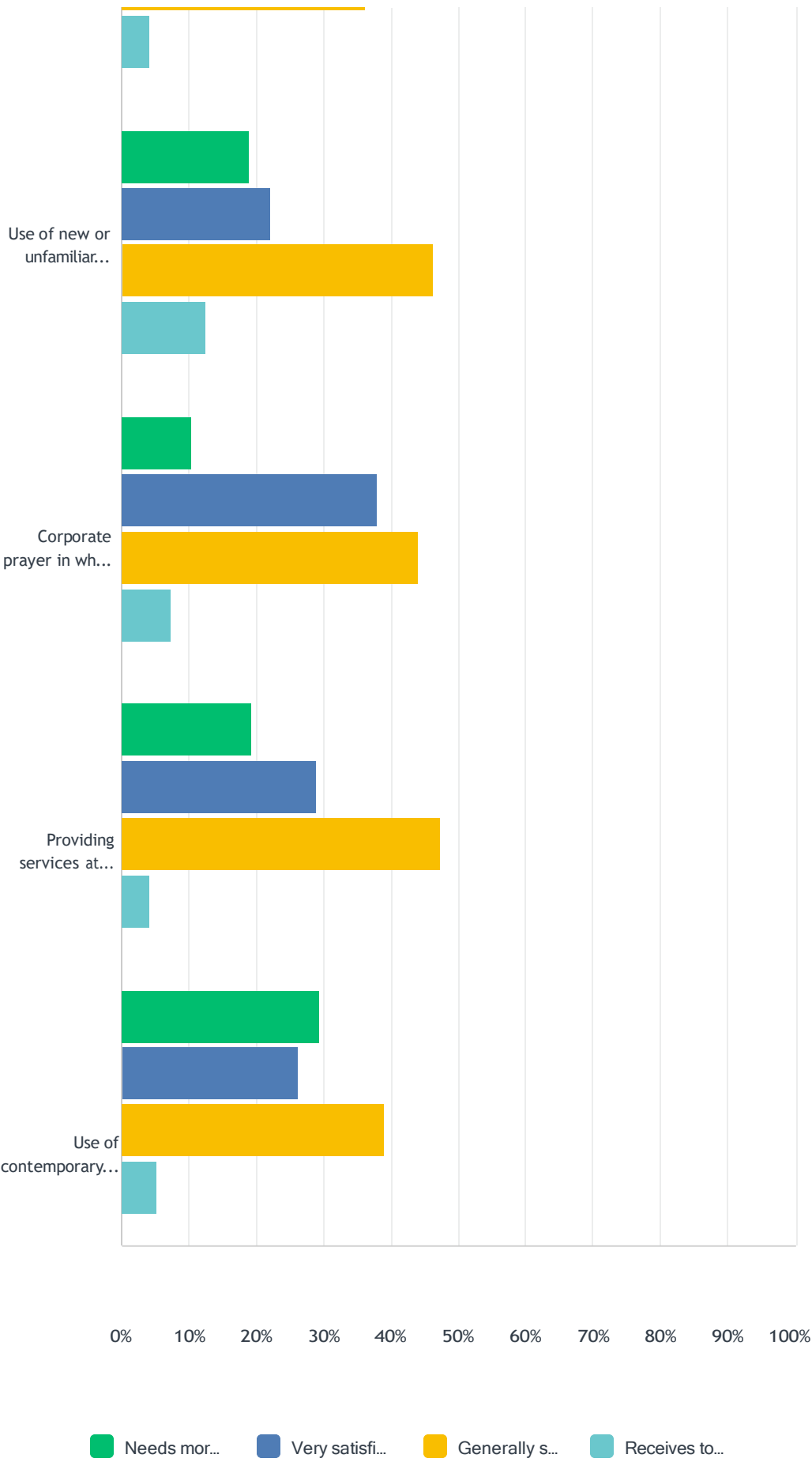
Answered: 98 Skipped: 28



Attention



Having parts
of the servi...

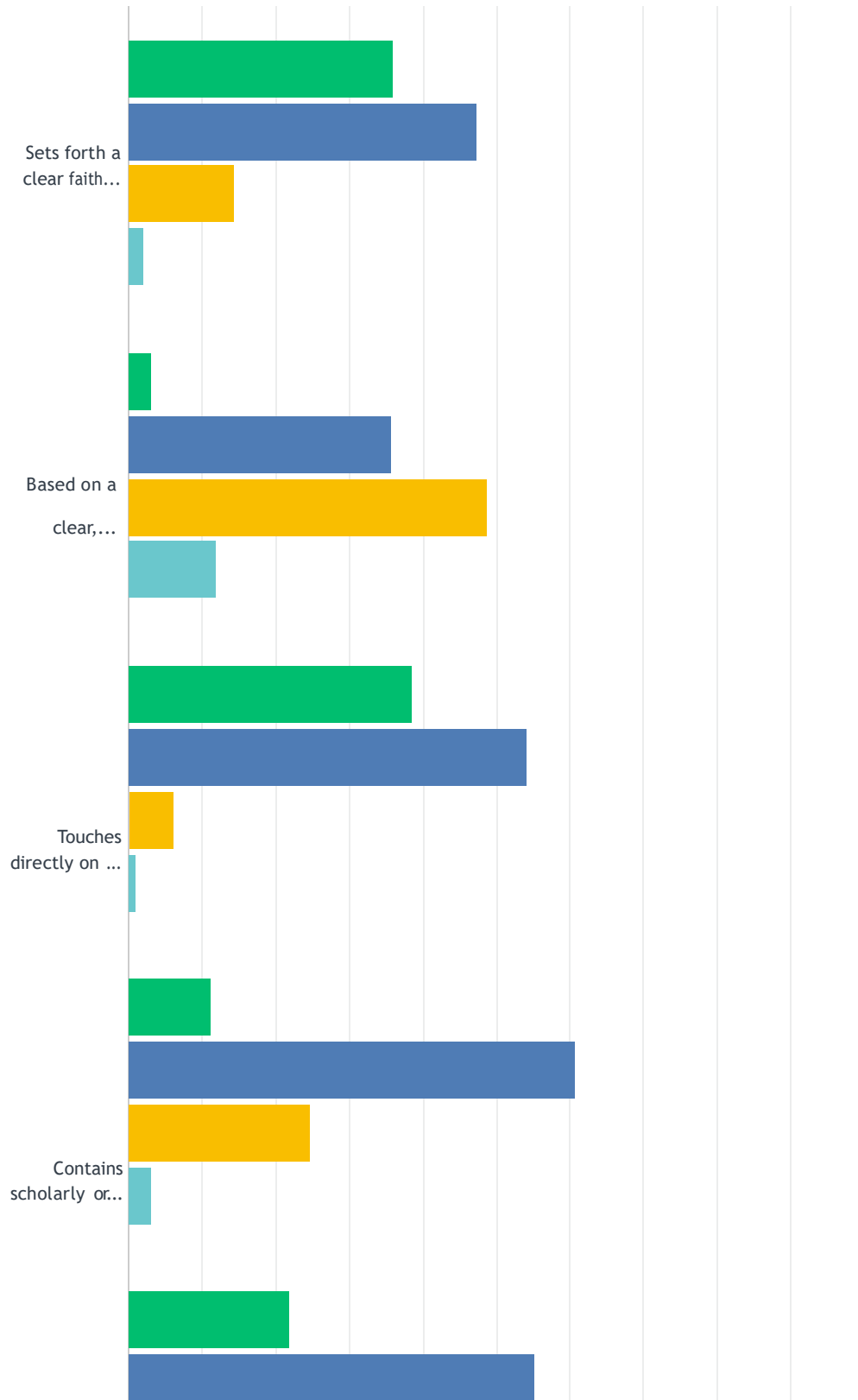


	NEEDS MORE	VERY	GENERALLY	RECEIVES TOO	TOTAL	WEIGHTED
Providing time for members to	6.19%	45.36%	42.27%	6.19%		
greet one another	6	44	41	6	97	2.48
Providing a service that is	13.68%	38.95%	47.37%	0.00%		
emotionally moving	13	37	45	0	95	2.34
Providing a service that is	14.58%	48.96%	36.46%	0.00%		
intellectually challenging	14	47	35	0	96	2.22
Providing a service that preserves	5.26%	47.37%	33.68%	13.68%		
tradition	5	45	32	13	95	2.56
Attention given to sacraments	10.53%	55.79%	31.58%	2.11%		
	10	53	30	2	95	2.25
Lay participation in leading	7.29%	64.58%	27.08%	1.04%		
worship	7	62	26	1	96	2.22
Use of inclusive, non-sexist	7.37%	52.63%	34.74%	5.26%		
language	7	50	33	5	95	2.38
Use of creeds or statements of	17.02%	35.11%	43.62%	4.26%		
faith	16	33	41	4	94	2.35
Silent prayer/meditation	25.00%	42.71%	32.29%	0.00%		
	24	41	31	0	96	2.07
Having parts of the service	8.51%	51.06%	36.17%	4.26%		
especially for children	8	48	34	4	94	2.36
Use of new or unfamiliar hymns	18.95%	22.11%	46.32%	12.63%		
	18	21	44	12	95	2.53
Corporate prayer in which the	10.53%	37.89%	44.21%	7.37%		
entire congregation participates	10	36	42	7	95	2.48
Providing services at times other	19.35%	29.03%	47.31%	4.30%		
than Sunday mornings	18	27	44	4	93	2.37

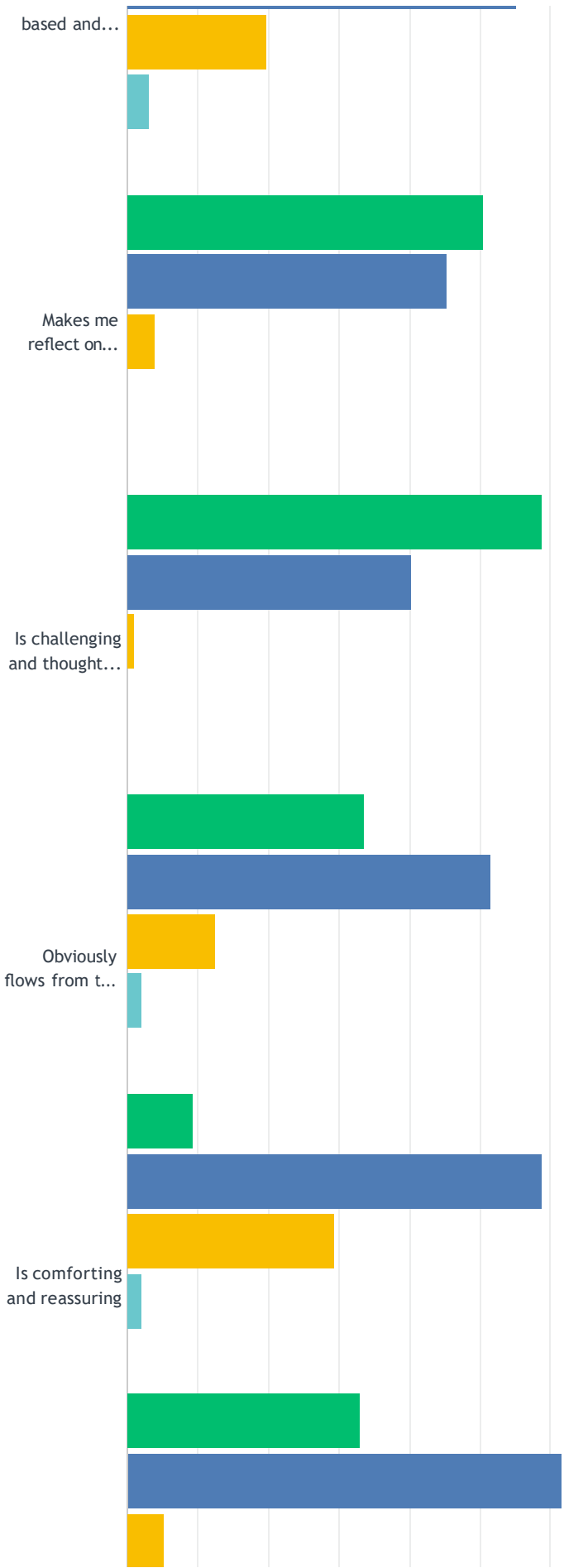
Use of contemporary worship styles, music and language	29.47% 28	26.32% 25	38.95% 37	5.26% 5	95	2.20
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Q50 For you personally, how important are each of the following in the mix of qualities that make a good sermon?

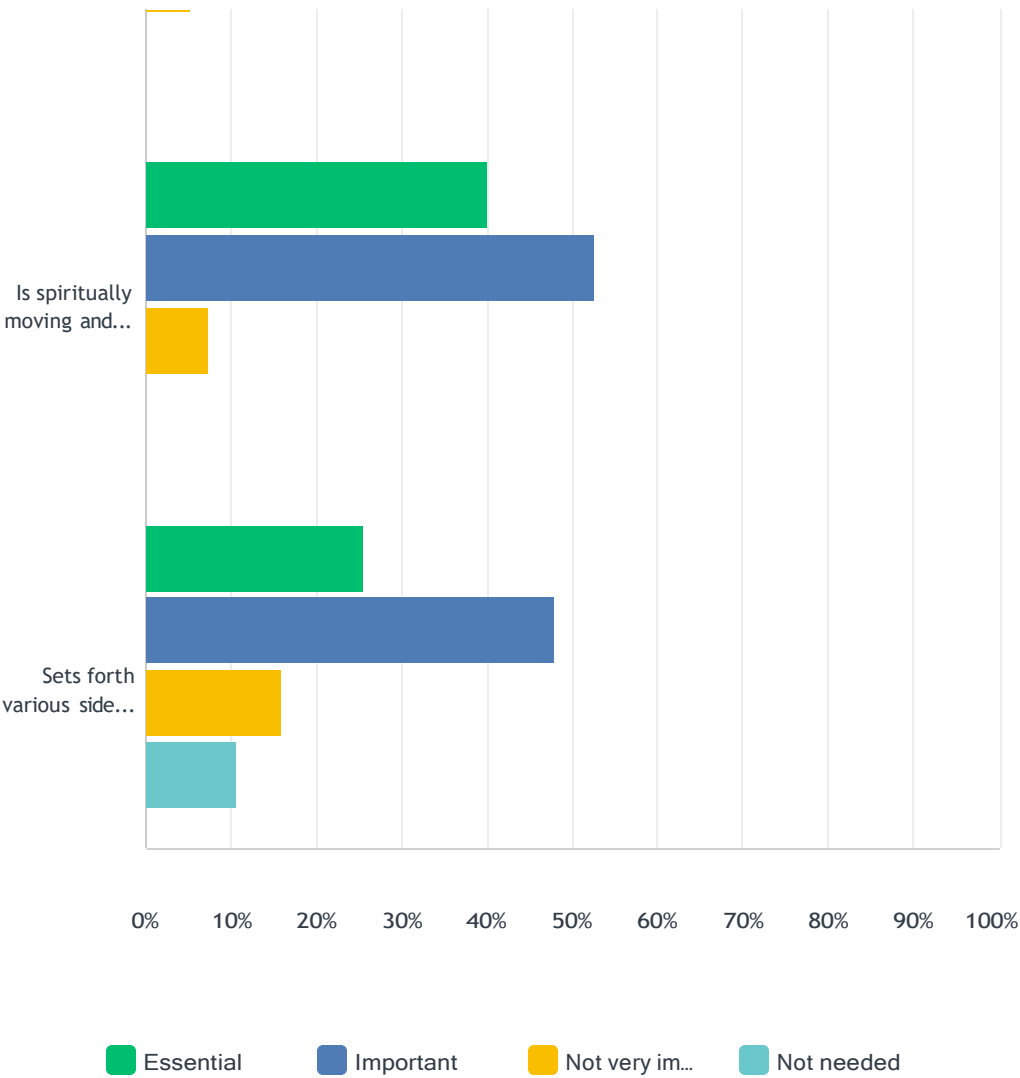
Answered: 98 Skipped: 28



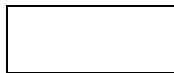
Is biblically



Is carefully
composed and...



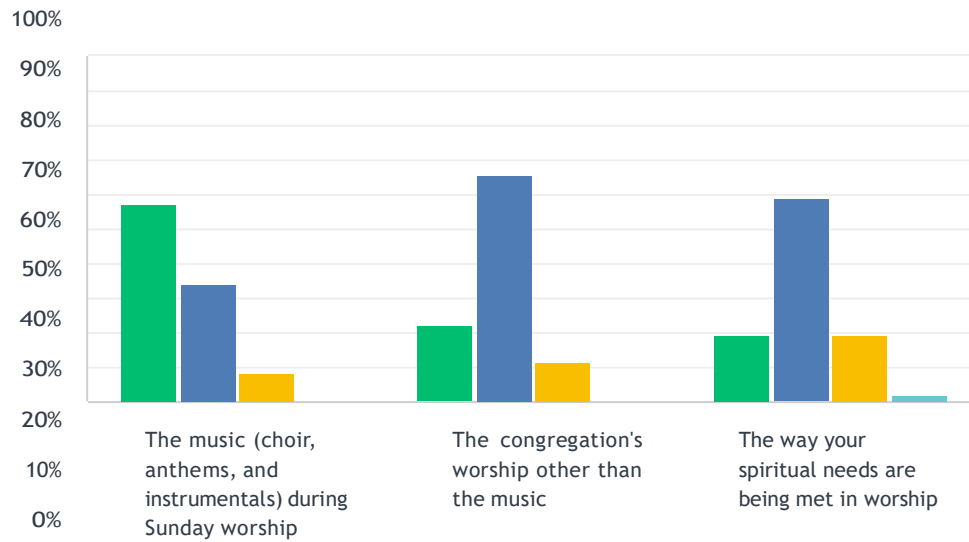
	ESSENTIAL	IMPORTANT	NOT VERY	NOT	TOTAL	WEIGHTED
Sets forth a clear faith position as a guide for making decisions and living a faithful life	36.08% 35	47.42% 46	14.43% 14	2.06% 2	97	1.82
Based on a clear, unambiguous religious authority	3.26% 3	35.87% 33	48.91% 45	11.96% 11	92	2.70
Touches directly on my everyday life	38.54% 37	54.17% 52	6.25% 6	1.04% 1	96	1.70
Contains scholarly or literary illustrations	11.34% 11	60.82% 59	24.74% 24	3.09% 3	97	2.20
Is biblically based and illustrated	21.88% 21	55.21% 53	19.79% 19	3.13% 3	96	2.04
Makes me reflect on issues and events that go beyond my personal life and community	50.52% 49	45.36% 44	4.12% 4	0.00% 0	97	1.54
Is challenging and thought provoking	58.76% 57	40.21% 39	1.03% 1	0.00% 0	97	1.42
Obviously flows from the depth of the preacher's own personal faith and spiritual convictions	33.68% 32	51.58% 49	12.63% 12	2.11% 2	95	1.83
Is comforting and reassuring	9.47% 9	58.95% 56	29.47% 28	2.11% 2	95	2.24
Is carefully composed and skillfully delivered	32.98% 31	61.70% 58	5.32% 5	0.00% 0	94	1.72
Is spiritually moving and inspirational	40.00% 38	52.63% 50	7.37% 7	0.00% 0	95	1.67



Sets forth various sides of an issue without	25.53%	47.87%	15.96%	10.64%		
advocating one position as the only Christian	24	45	15	10	94	2.12
position						

Q51 Please identify to what extent you are satisfied with the following aspects of Stone Church

Answered: 96 Skipped: 30

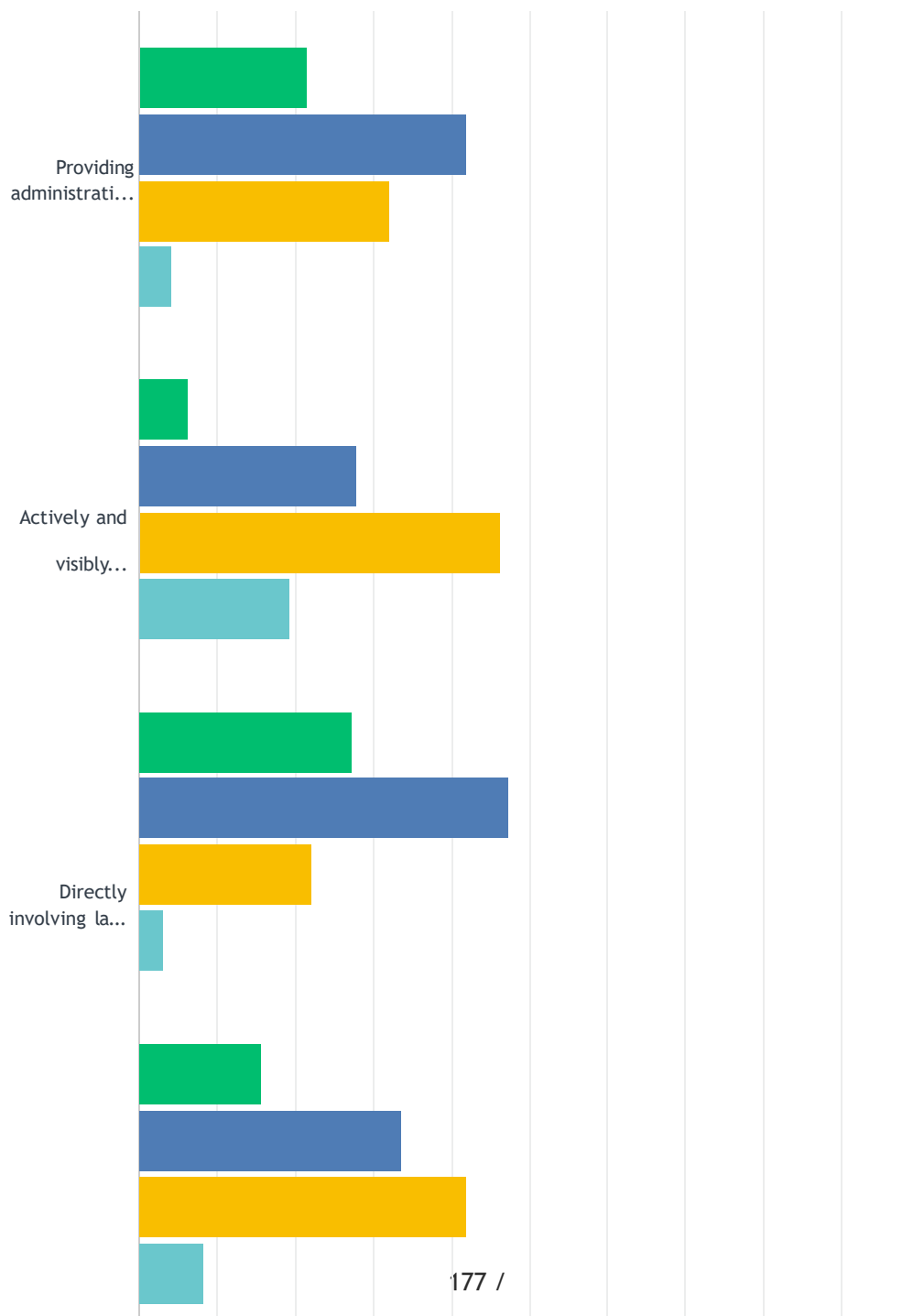


Very satisfi... Satisfied Dissatisfied Very dissati...

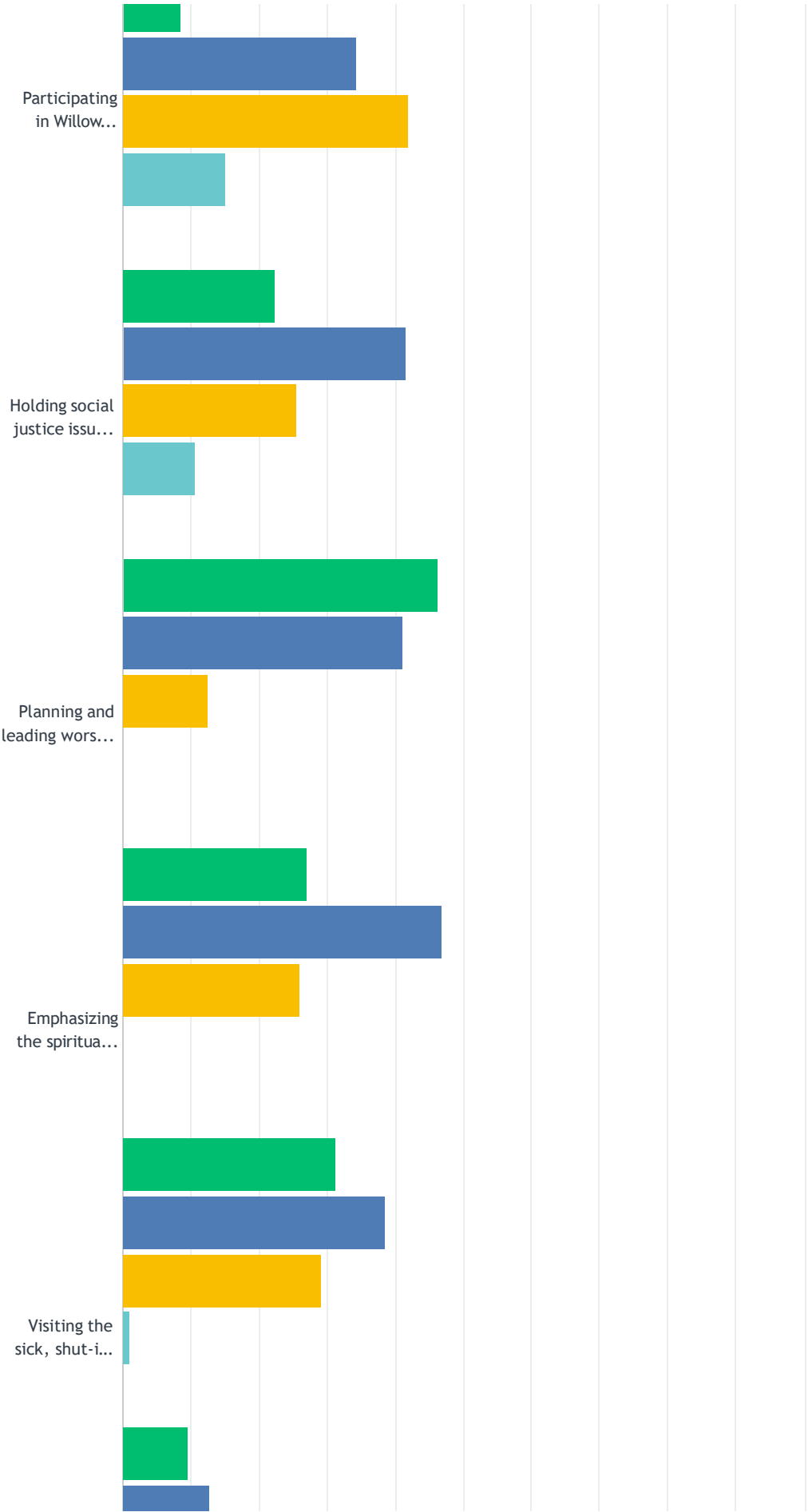
	VERY SATISFIED	SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL	WEIGHTED AVERAGE
The music (choir, anthems, and instrumentals) during Sunday worship	57.45% 54	34.04% 32	8.51% 8	0.00% 0	94	1.51
The congregation's worship other than the music	22.34% 21	65.96% 62	11.70% 11	0.00% 0	94	1.89
The way your spiritual needs are being met in worship	19.35% 18	59.14% 55	19.35% 18	2.15% 2	93	2.04

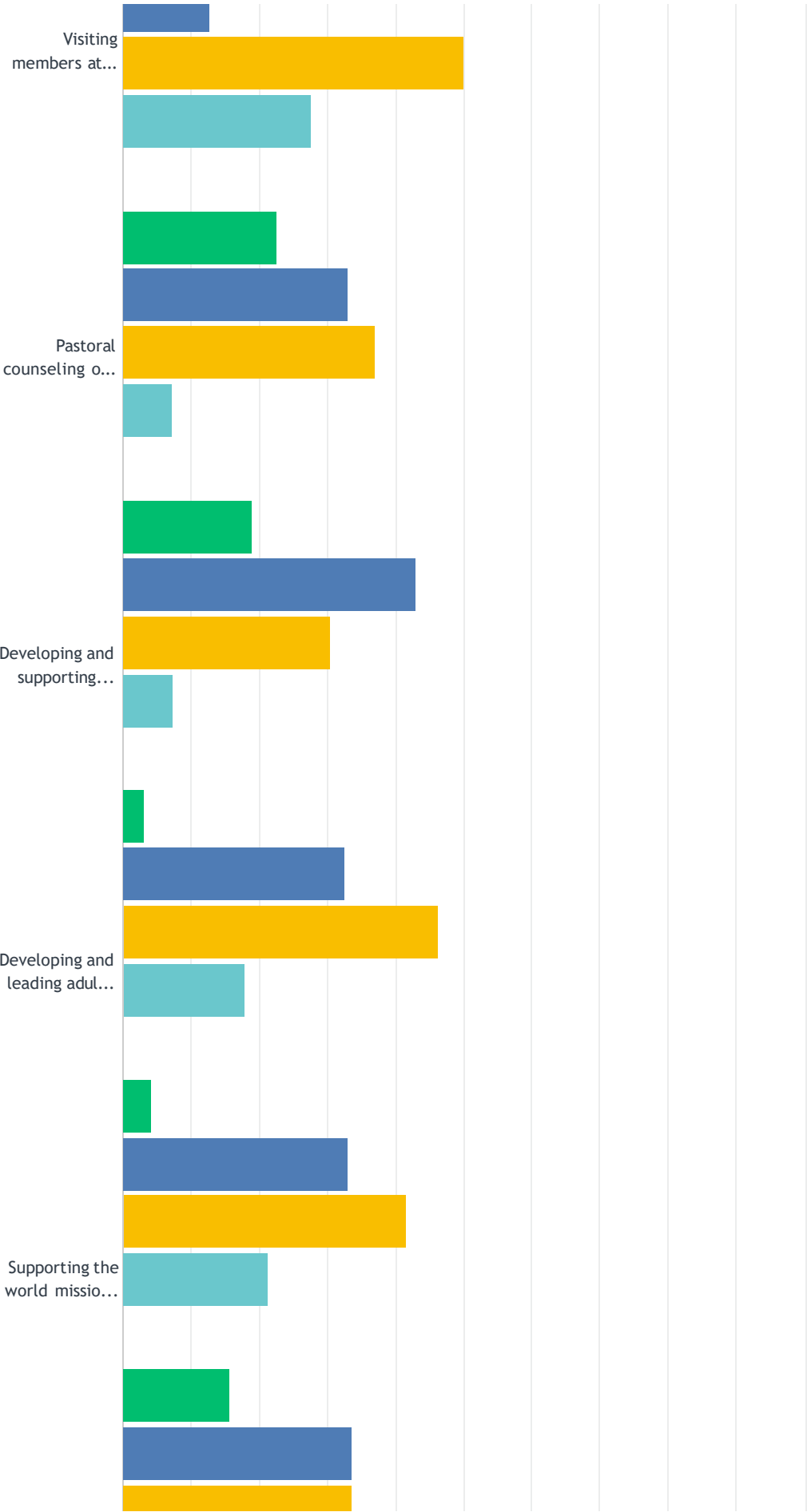
Q52 In your judgment how high or low a priority would you like each of the following to be for the pastor of this church? Note that not every task can be highest priority, and that in reality, only 3 or 4 probably can be. You may want to read the entire list, then go back and make your priority rankings.

Answered: 97 Skipped: 29

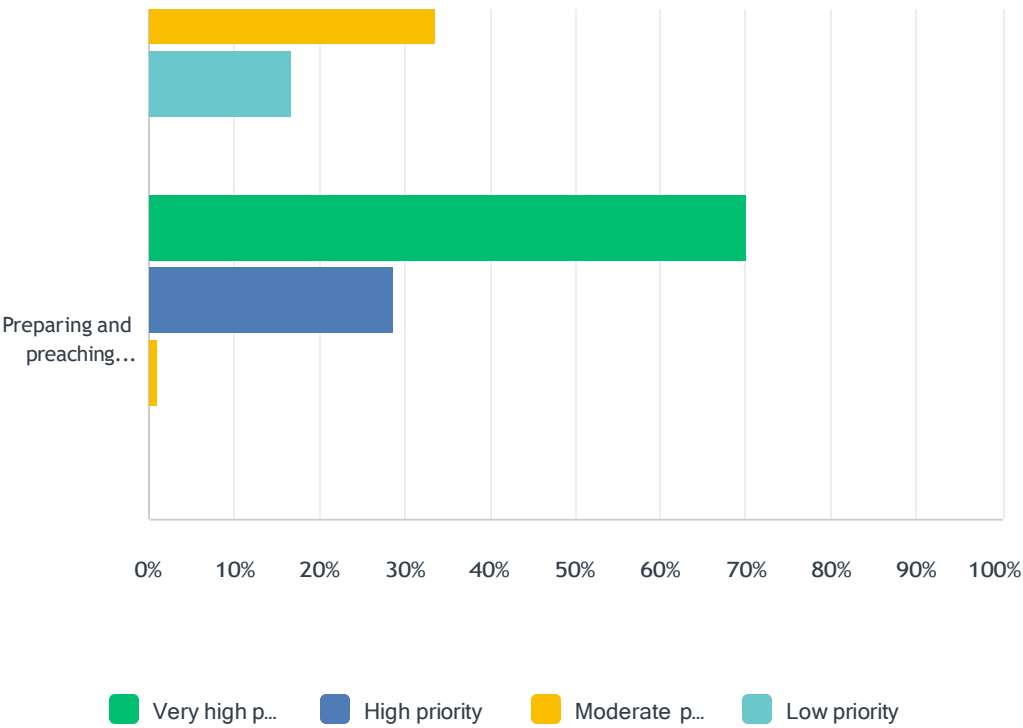


Planning and
leading a...





Participating
in San Jose...

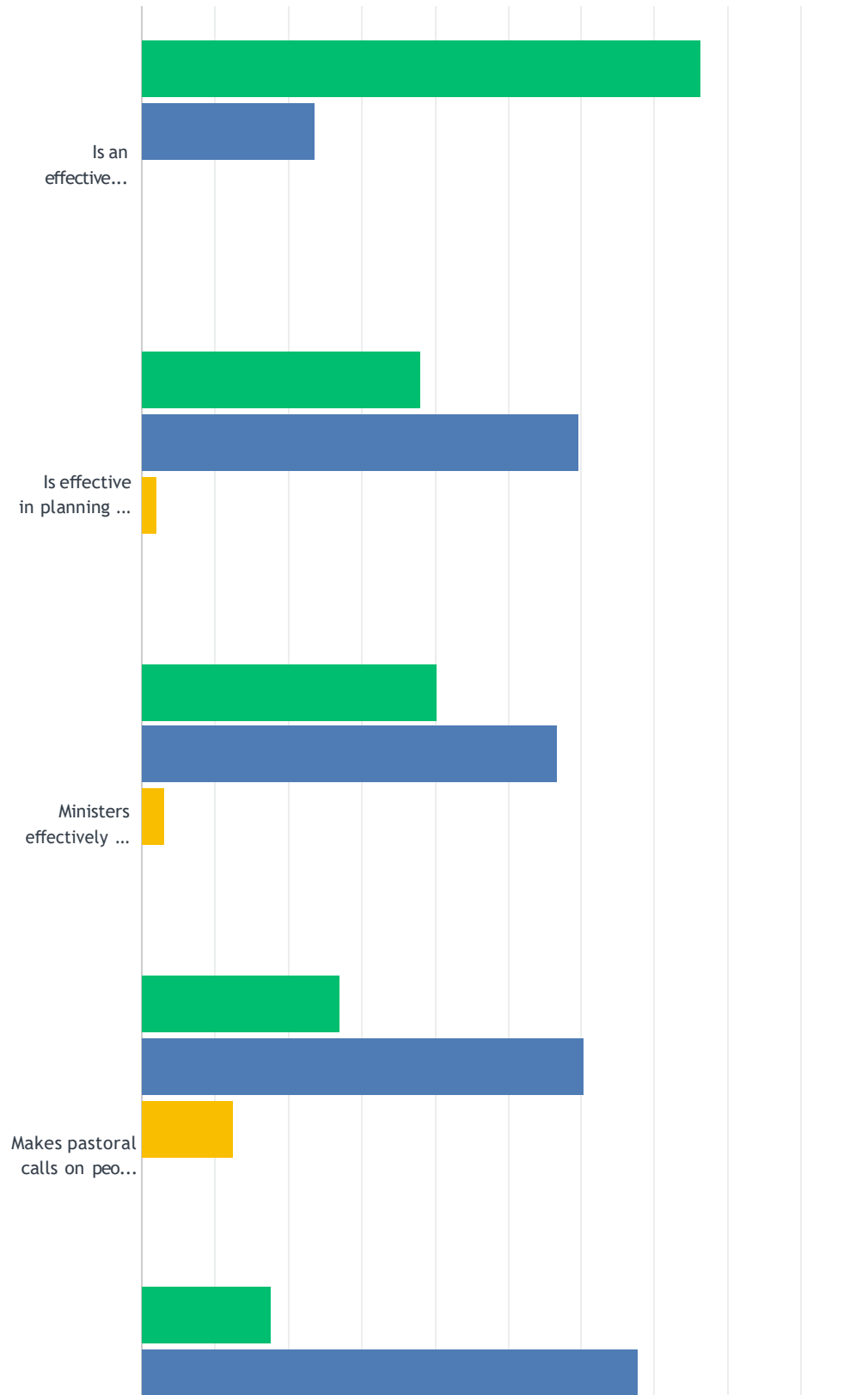


	VERY HIGH	HIGH	MODERATE	LOW	TOTAL	WEIGHTED
Providing administrative leadership for Stone	21.51%	41.94%	32.26%	4.30%		
Church's ministry	20	39	30	4	93	2.19
Actively and visibly supporting Stone Church's stewardship/fundraising program	6.45%	27.96%	46.24%	19.35%		
	6	26	43	18	93	2.78
Directly involving laity in the planning and leadership of Stone Church programs and events	27.37%	47.37%	22.11%	3.16%		
	26	45	21	3	95	2.01
Planning and leading a program of new member recruitment	15.79%	33.68%	42.11%	8.42%		
	15	32	40	8	95	2.43
Participating in Willow Glen/San Jose activities, issues and problems	8.60%	34.41%	41.94%	15.05%		
	8	32	39	14	93	2.63
Holding social justice issues before members	22.34%	41.49%	25.53%	10.64%		
	21	39	24	10	94	2.24
Planning and leading worship sensitive to the needs of the congregation	46.32%	41.05%	12.63%	0.00%		
	44	39	12	0	95	1.66
Emphasizing the spiritual development of members	27.08%	46.88%	26.04%	0.00%		
	26	45	25	0	96	1.99
Visiting the sick, shut-in and bereaved	31.25%	38.54%	29.17%	1.04%		
	30	37	28	1	96	2.00
Visiting members at their homes	9.57%	12.77%	50.00%	27.66%		
	9	12	47	26	94	2.96
Pastoral counseling of members having personal, family and/or work related problems	22.68%	32.99%	37.11%	7.22%		
	22	32	36	7	97	2.29
Developing and supporting religious education programs for children and youth	18.95%	43.16%	30.53%	7.37%		
	18	41	29	7	95	2.26
Developing and leading adult education programs	3.16%	32.63%	46.32%	17.89%		
	3	31	44	17	95	2.79
Supporting the world mission of the Presbyterian Church USA	4.26%	32.98%	41.49%	21.28%		
	4	31	39	20	94	2.80
Participating in San Jose Presbytery, Synod of the Pacific and Presbyterian Church USA activities	15.79%	33.68%	33.68%	16.84%		
	15	32	32	16	95	2.52

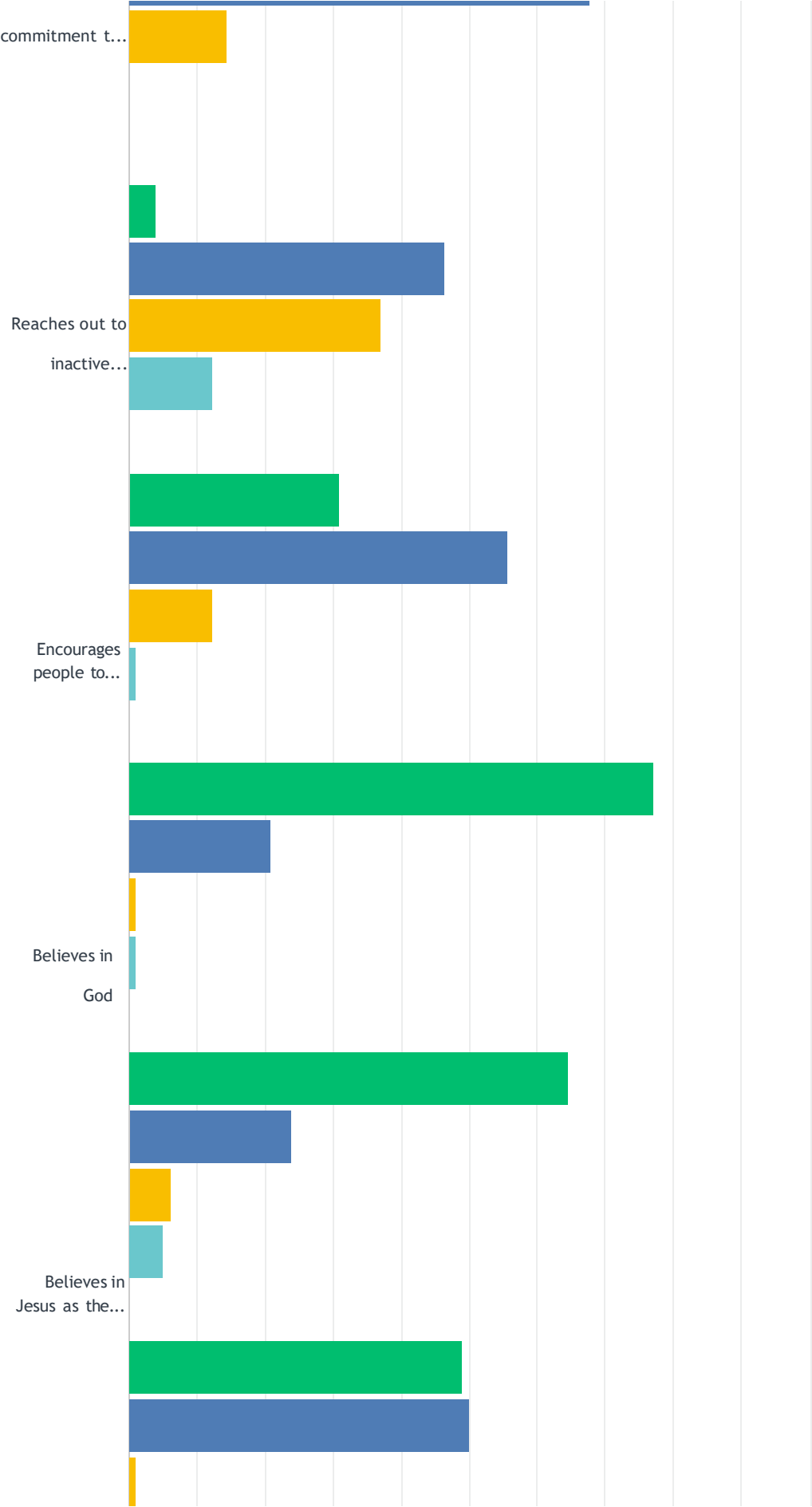
Preparing and preaching inspiring sermons	70.10%	28.87%	1.03%	0.00%	97	1.31
	68	28	1	0		

Q53 Please identify how important to you each of the following qualities is in a new pastor.

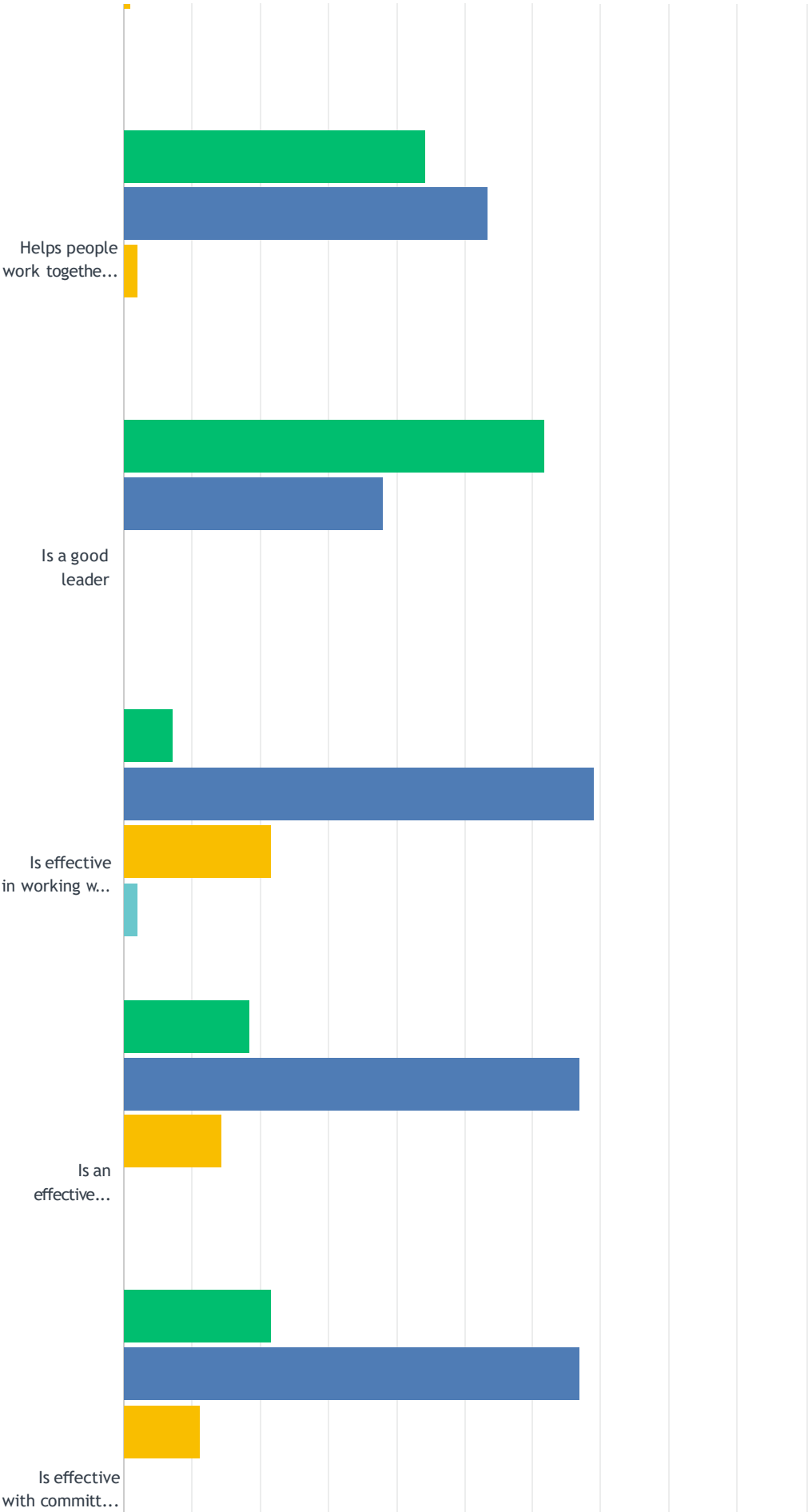
Answered: 97 Skipped: 29

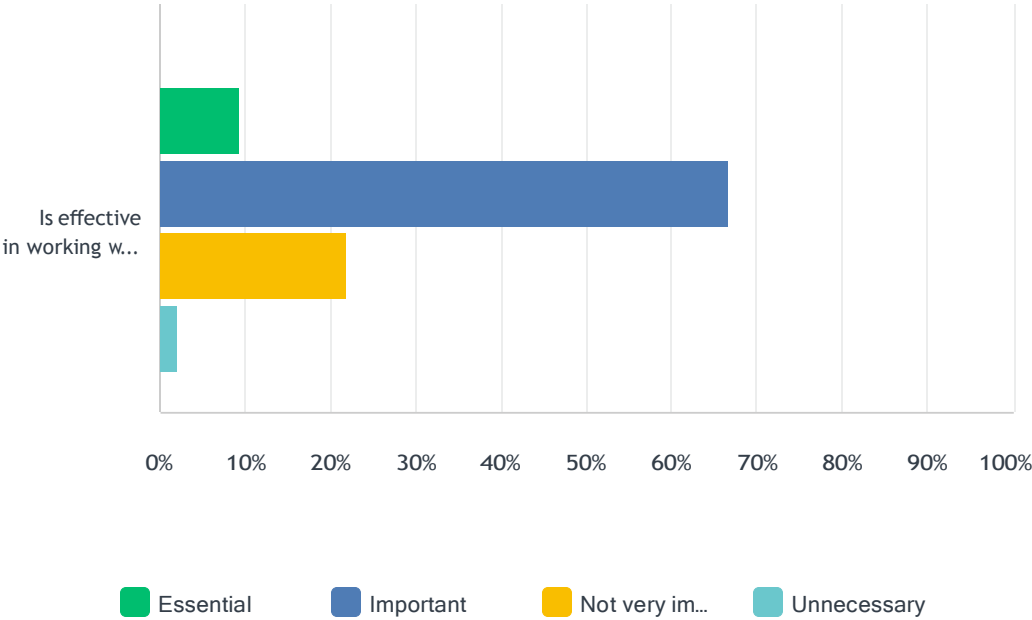


Has a strong



Is accepting
of people wi...



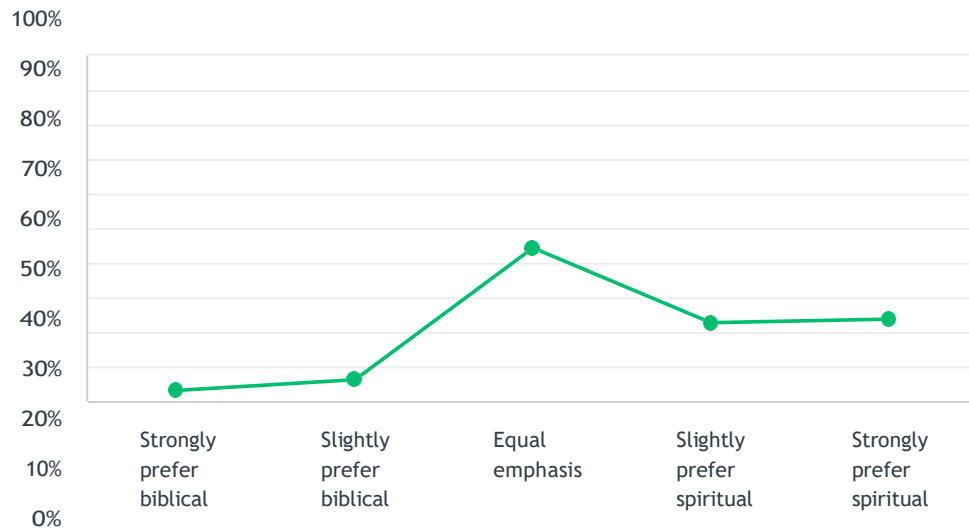


	ESSENTIAL	IMPORTANT	NOT	UNNECESSARY	TOTAL	WEIGHTED
Is an effective preacher/speaker	76.29% 74	23.71% 23	0.00% 0	0.00% 0	97	1.24
Is effective in planning and leading worship services	38.14% 37	59.79% 58	2.06% 2	0.00% 0	97	1.64
Ministers effectively to people in crisis situations	40.21% 39	56.70% 55	3.09% 3	0.00% 0	97	1.63
Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes	27.08% 26	60.42% 58	12.50% 12	0.00% 0	96	1.85
Has a strong commitment to the educational ministry of the church	17.71% 17	67.71% 65	14.58% 14	0.00% 0	96	1.97
Reaches out to inactive members	4.12% 4	46.39% 45	37.11% 36	12.37% 12	97	2.58
Encourages people to relate their faith to their daily lives	30.93% 30	55.67% 54	12.37% 12	1.03% 1	97	1.84
Believes in God	77.08% 74	20.83% 20	1.04% 1	1.04% 1	96	1.26
Believes in Jesus as the Son of God	64.58% 62	23.96% 23	6.25% 6	5.21% 5	96	1.52
Is accepting of people with divergent views	48.96% 47	50.00% 48	1.04% 1	0.00% 0	96	1.52
Helps people work together in solving problems	44.33% 43	53.61% 52	2.06% 2	0.00% 0	97	1.58
Is a good leader	61.86% 60	38.14% 37	0.00% 0	0.00% 0	97	1.38
Is effective in working with children	7.22% 7	69.07% 67	21.65% 21	2.06% 2	97	2.19
Is an effective administrator	18.56% 18	67.01% 65	14.43% 14	0.00% 0	97	1.96
Is effective with committees and officers	21.65% 21	67.01% 65	11.34% 11	0.00% 0	97	1.90

Is effective in working with youth	9.38%	66.67%	21.88%	2.08%	96	2.17
	9	64	21	2		

Q54 Do you prefer a pastor with a strong emphasis on Biblical and theological matters or a strong emphasis on spiritual development?

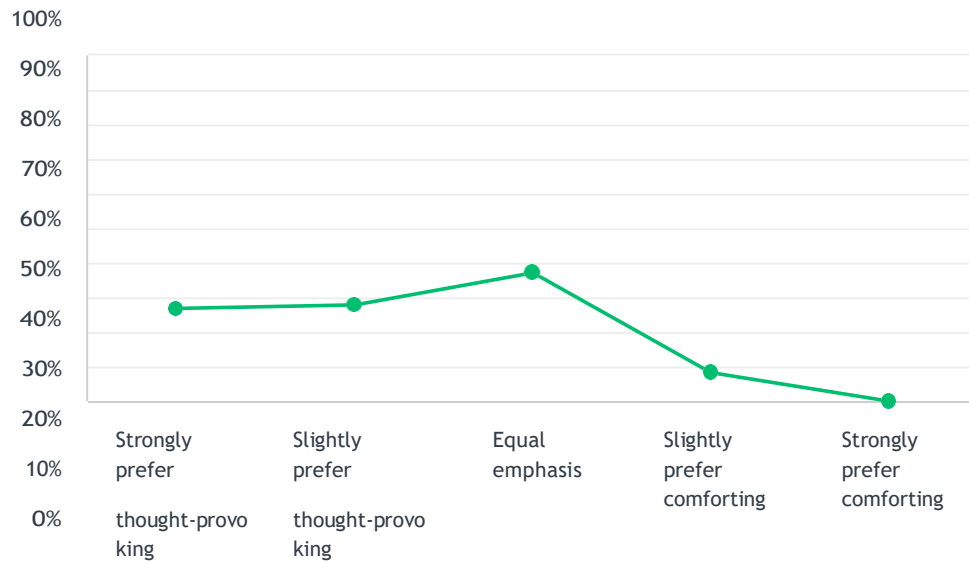
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
Strongly prefer biblical	3.09%	3
Slightly prefer biblical	6.19%	6
Equal emphasis	44.33%	43
Slightly prefer spiritual	22.68%	22
Strongly prefer spiritual	23.71%	23
TOTAL		97

Q55 Do you prefer a pastor whose interactions tend to be thought- provoking and challenging or comforting and reassuring?

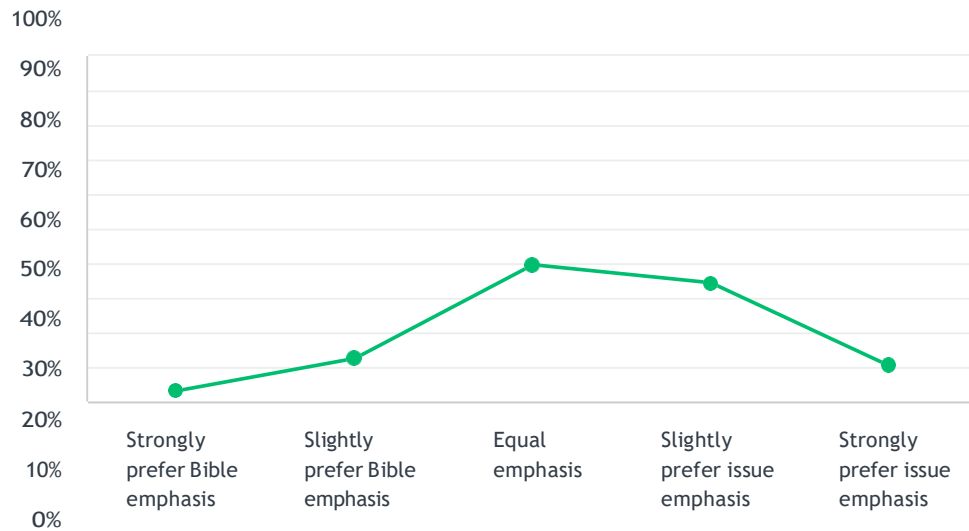
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
Strongly prefer thought-provoking	26.80%	26
Slightly prefer thought-provoking	27.84%	27
Equal emphasis	37.11%	36
Slightly prefer comforting	8.25%	8
Strongly prefer comforting	0.00%	0
TOTAL		97

Q56 Do you prefer a pastor who usually emphasizes the lectionary for sermon topics or contemporary issues?

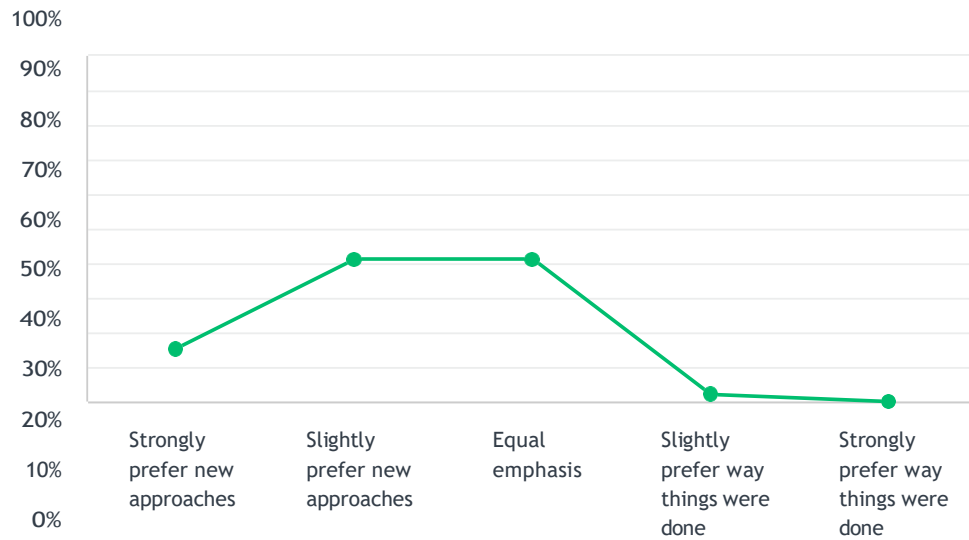
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Strongly prefer Bible emphasis	3.13%	3
Slightly prefer Bible emphasis	12.50%	12
Equal emphasis	39.58%	38
Slightly prefer issue emphasis	34.38%	33
Strongly prefer issue emphasis	10.42%	10
TOTAL		96

Q57 Do you prefer a pastor who welcomes new approaches and ideas or honors the way things have always been done?

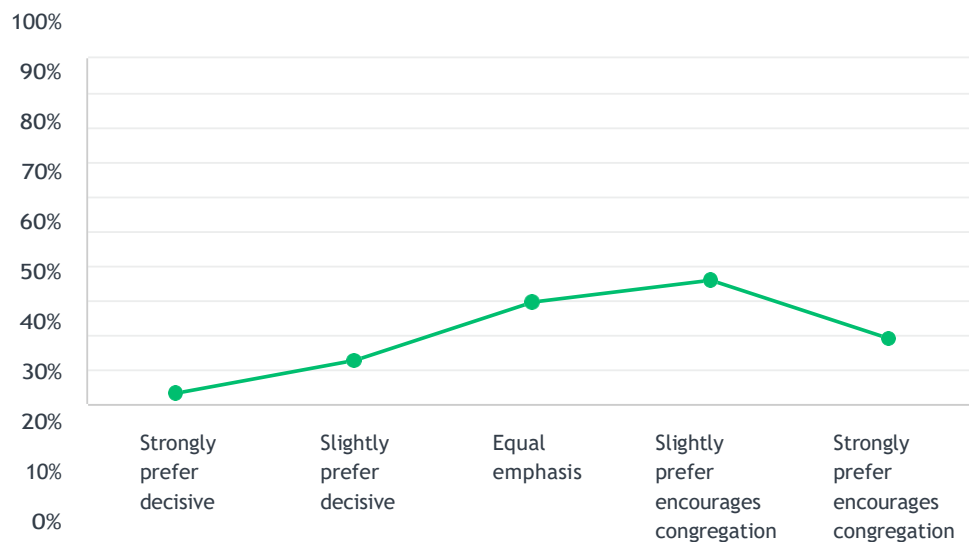
Answered: 97 Skipped: 29



ANSWER CHOICES	RESPONSES	
Strongly prefer new approaches	15.46%	15
Slightly prefer new approaches	41.24%	40
Equal emphasis	41.24%	40
Slightly prefer way things were done	2.06%	2
Strongly prefer way things were done	0.00%	0
TOTAL		97

Q58 Do you prefer a pastor who tends to be a strong and decisive force in decisions or encourages congregational and lay leadership decision- making?

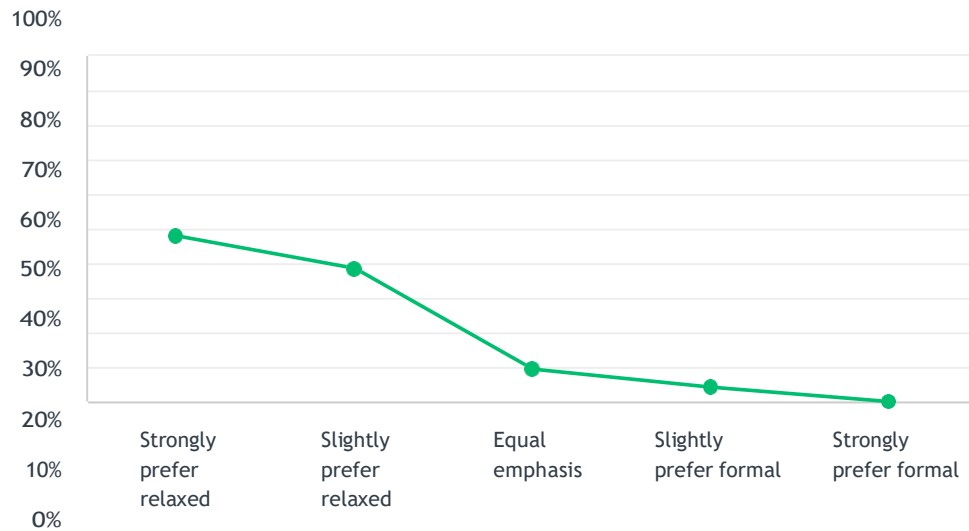
Answered: 95 Skipped: 31



ANSWER CHOICES	RESPONSES	
Strongly prefer decisive	3.16%	3
Slightly prefer decisive	12.63%	12
Equal emphasis	29.47%	28
Slightly prefer encourages congregation	35.79%	34
Strongly prefer encourages congregation	18.95%	18
TOTAL		95

Q59 Do you prefer a pastor with a relaxed interpersonal style or a formal interpersonal style?

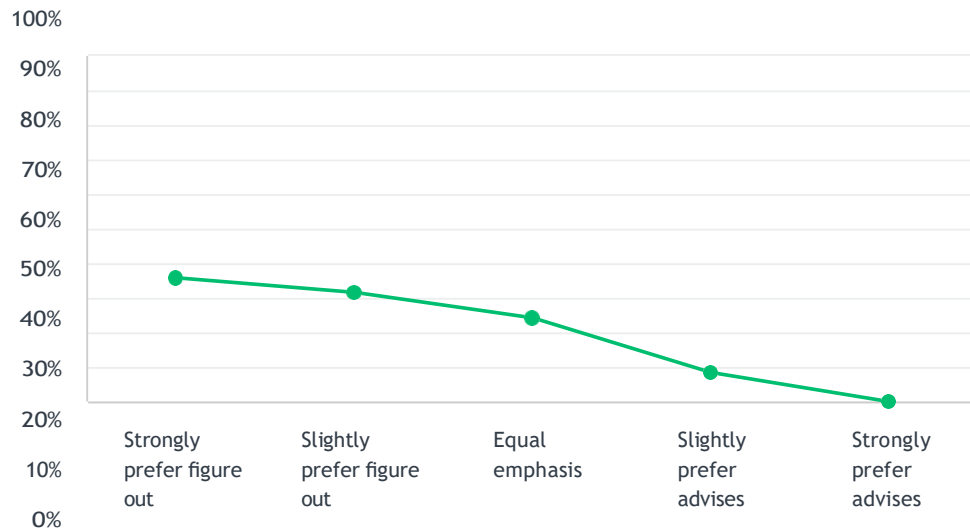
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Strongly prefer relaxed	47.92%	46
Slightly prefer relaxed	38.54%	37
Equal emphasis	9.38%	9
Slightly prefer formal	4.17%	4
Strongly prefer formal	0.00%	0
TOTAL		96

Q60 Do you prefer a pastor who helps people figure things out for themselves or advises people what to do?

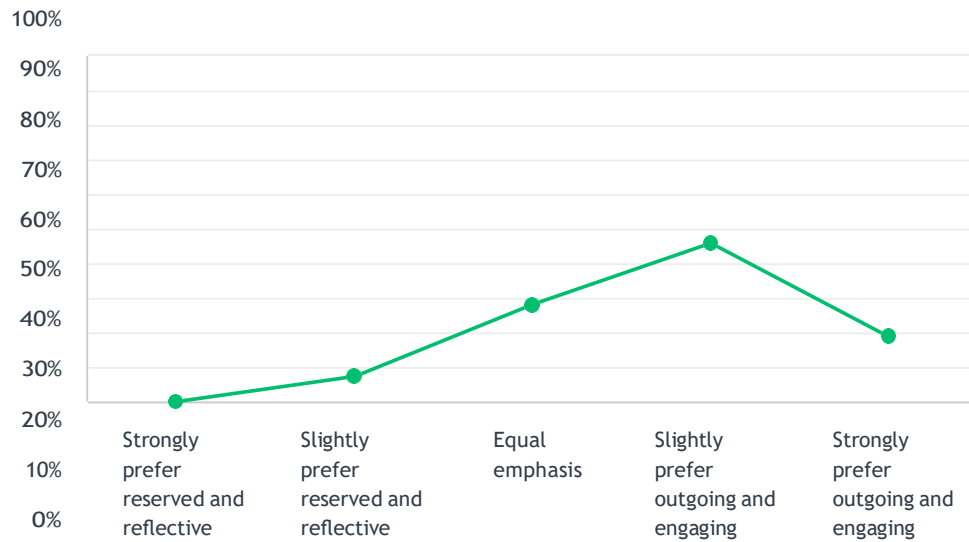
Answered: 95 Skipped: 31



ANSWER CHOICES	RESPONSES	
Strongly prefer figure out	35.79%	34
Slightly prefer figure out	31.58%	30
Equal emphasis	24.21%	23
Slightly prefer advises	8.42%	8
Strongly prefer advises	0.00%	0
TOTAL		95

Q61 Do you prefer a pastor who is reserved and reflective or outgoing and socially engaging?

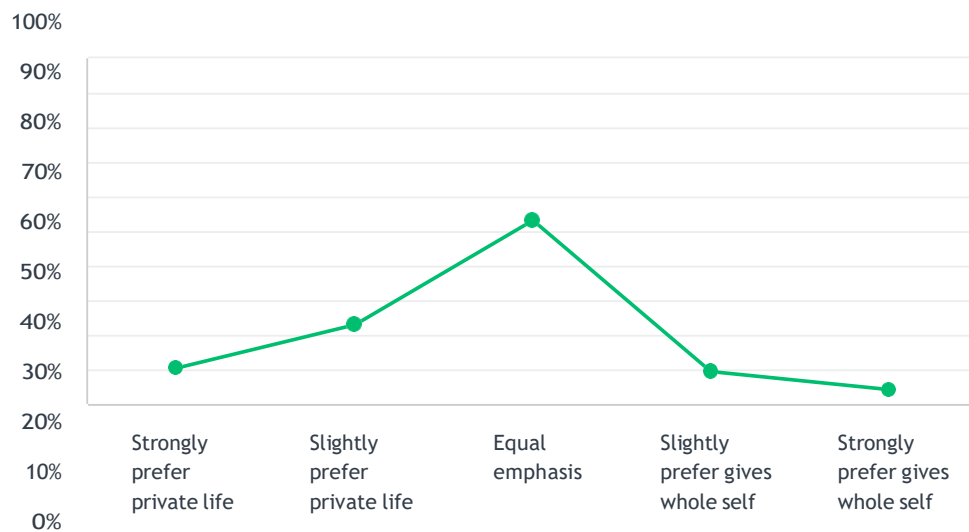
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Strongly prefer reserved and reflective	0.00%	0
Slightly prefer reserved and reflective	7.29%	7
Equal emphasis	28.13%	27
Slightly prefer outgoing and engaging	45.83%	44
Strongly prefer outgoing and engaging	18.75%	18
TOTAL		96

Q62 Do you prefer a pastor who maintains a private life of family, friends, personal and professional development or gives his or her whole self to the life of the church and work?

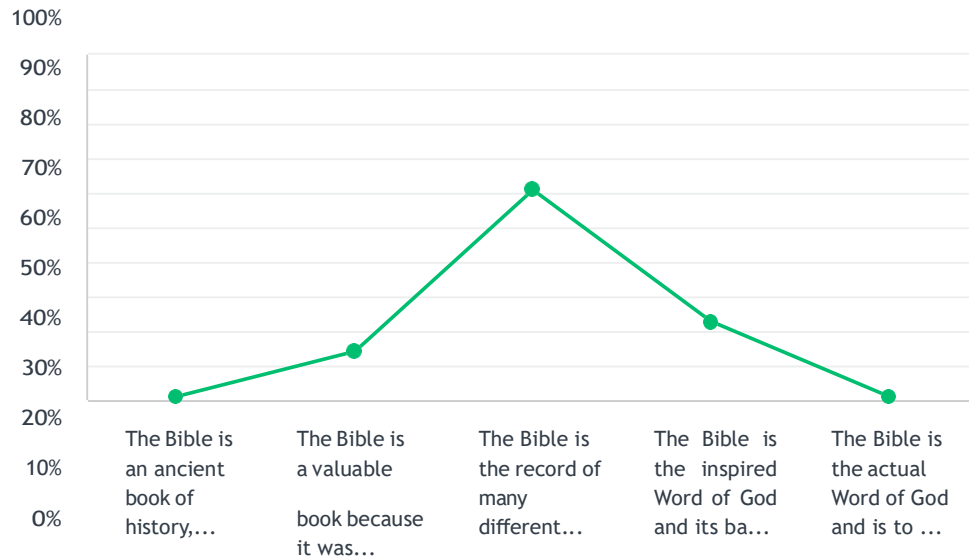
Answered: 96 Skipped: 30



ANSWER CHOICES	RESPONSES	
Strongly prefer private life	10.42%	10
Slightly prefer private life	22.92%	22
Equal emphasis	53.13%	51
Slightly prefer gives whole self	9.38%	9
Strongly prefer gives whole self	4.17%	4
TOTAL		96

Q63 Which one of the following best expresses your view of the Bible?

Answered: 92 Skipped: 34



ANSWER CHOICES	RESPONSES	
The Bible is an ancient book of history, legends and cultural stories recorded by man. It has little value today except as classic literature.	1.09%	1
The Bible is a valuable book because it was written by wise and good people. I do not believe it is really God's word, but it can teach us many moral precepts.	14.13%	13
The Bible is the record of many different people's response to God and because of this, people and churches today must interpret the Bible's basic moral and religious teachings for themselves.	60.87%	56
The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error.	22.83%	21
The Bible is the actual Word of God and is to be taken literally.	1.09%	1
TOTAL		92

#	OTHER (PLEASE EXPLAIN)	DATE
1	add to the third statement: "themselves, guided by contemporary Biblical and theological scholarship."	3/27/2024 3:47 PM
2	i believe it is (maybe wise, maybe good) men's interpretation or teaching efforts about God at particular times in history. By knowing about the historical context we can explore how its messages may be useful for our living today.	3/21/2024 12:01 PM
3	There is hidden wisdom in the words and parables of Jesus that can apply personally.	3/20/2024 6:24 PM

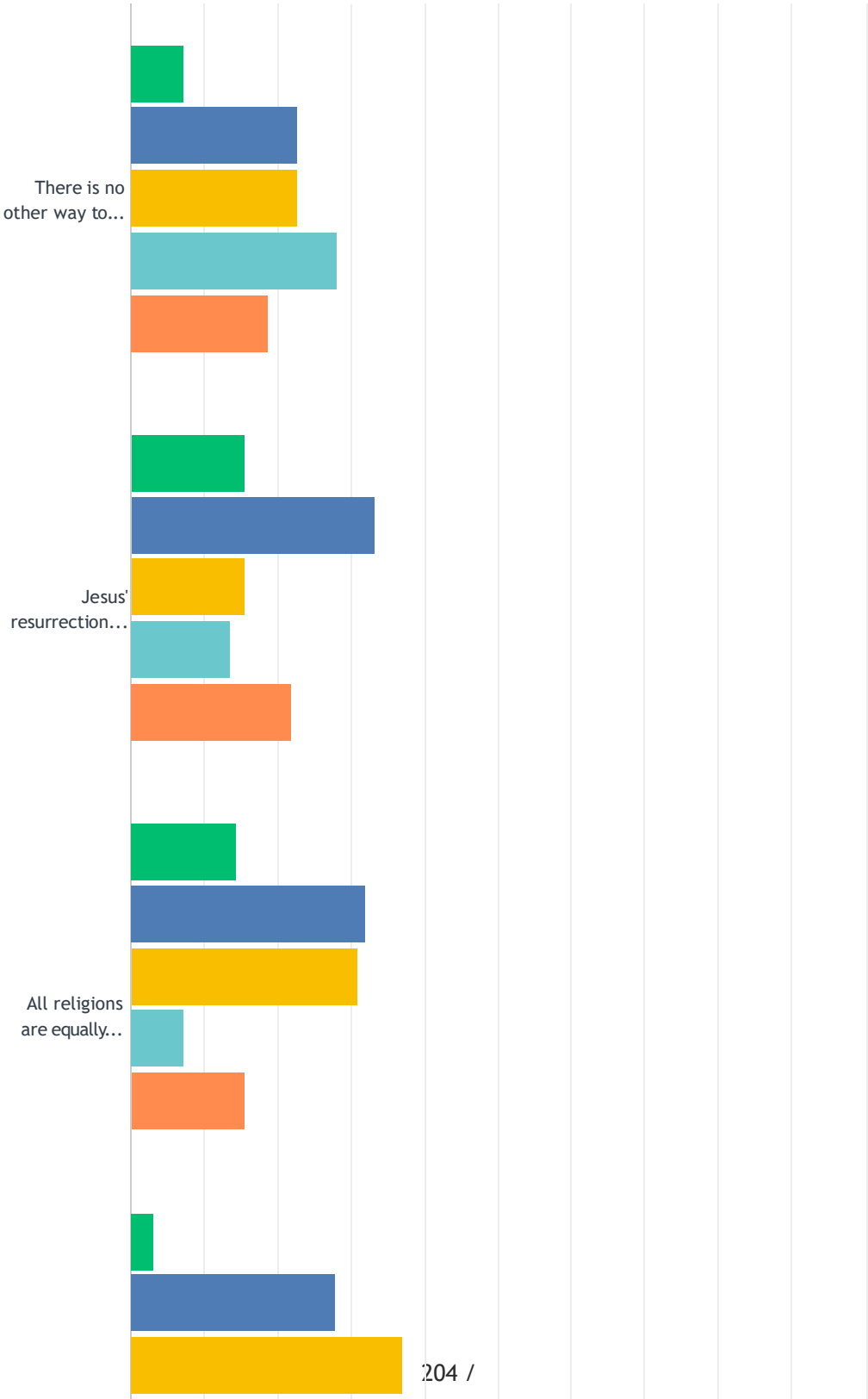
4

There is a lot of variability across the books of the Bible in regard to moral and religious teachings guided by the spirit vs. reflecting culture of the time.

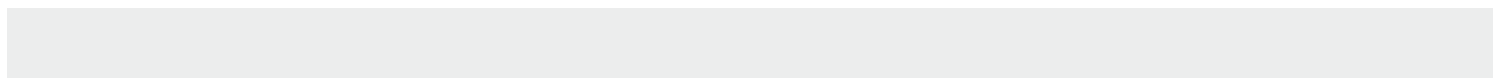
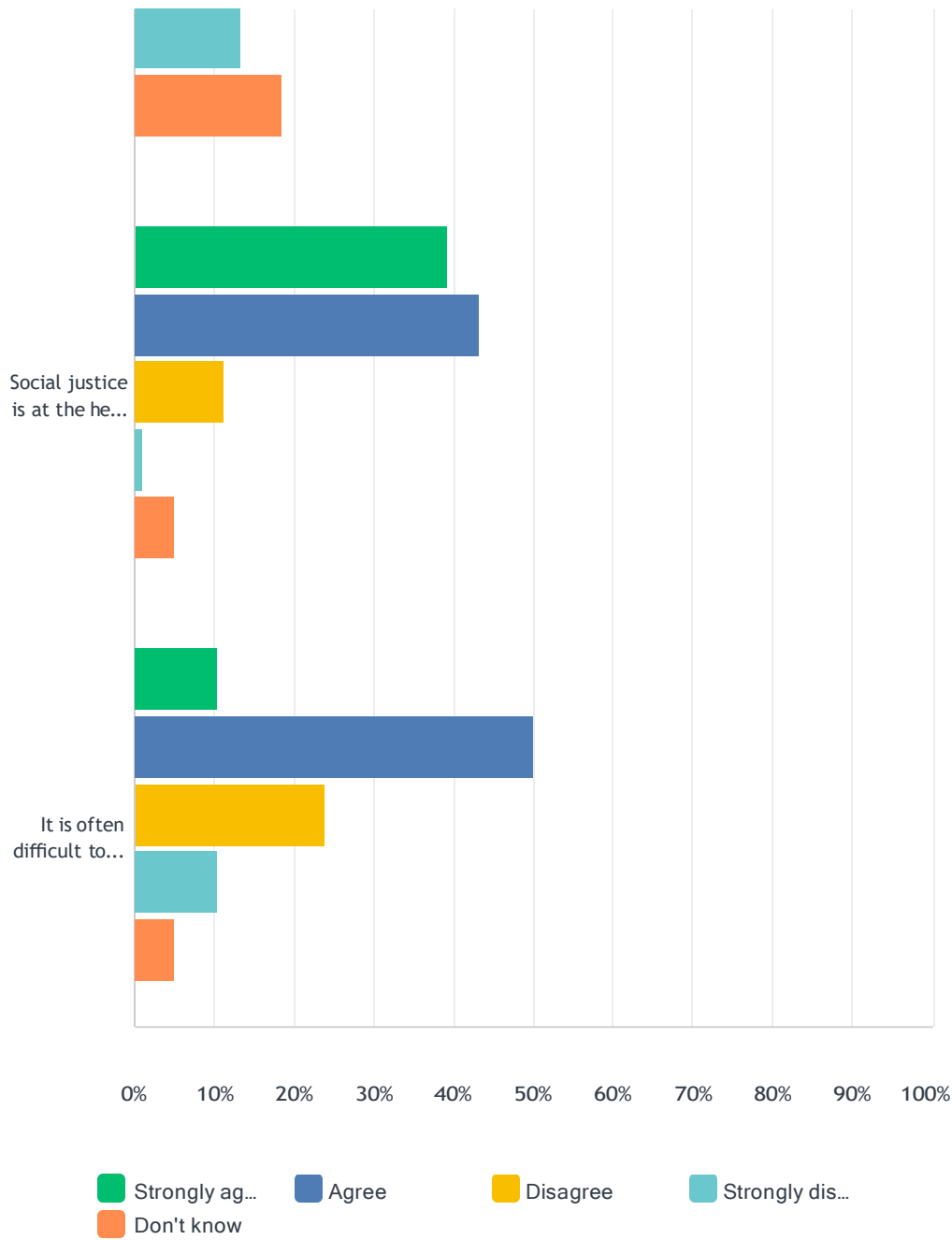
3/17/2024 2:58 PM

Q64 Please rate your agreement or disagreement with the following belief statements.

Answered: 97 Skipped: 29



The Bible has
answers for ...



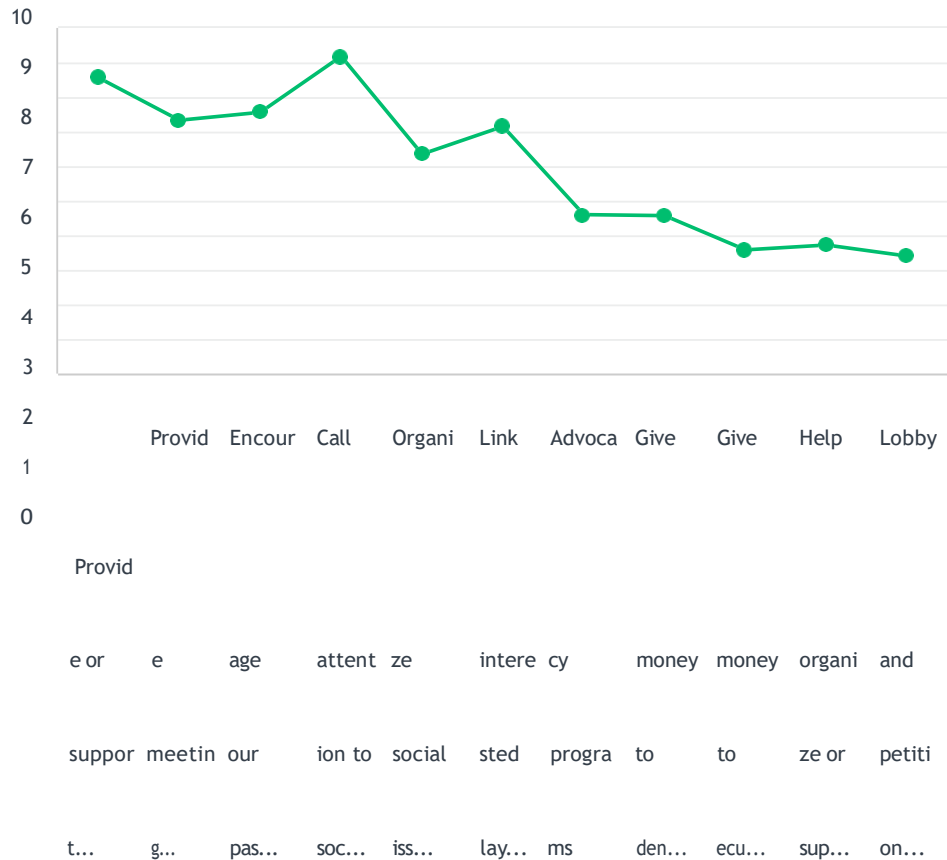
There is no other way to salvation but through belief in Jesus Christ.	7.29%	22.92%	22.92%	28.13%	18.75%	96	3.28
Jesus' resurrection from the dead was an actual event.	15.63%	33.33%	15.63%	13.54%	21.88%	96	2.93
All religions are equally good ways of helping a person find ultimate truth.	14.43%	31.96%	30.93%	7.22%	15.46%	97	2.77
The Bible has answers for all of the basic questions of life.	3.09%	27.84%	37.11%	13.40%	18.56%	97	3.16
Social justice is at the heart of the Gospel.	39.18%	43.30%	11.34%	1.03%	5.15%	97	

1.90

It is often difficult to live out my faith in daily work, leisure and community life.	10.42 % 10	30.00 % 48	20.90 % 23	10.42 % 10	5.21 % 5	96	2.50
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Q65 Please rank how high a priority Stone Church should give to various community and social issues. Use the arrows to rearrange the list in priority from top to bottom

Answered: 89 Skipped: 37



	1	2	3	4	5	6	7	8	9	10	11
Provide or support social services for persons in need	39.33% 35	14.61% 13	6.74% 6	4.49% 4	10.11% 9	7.87% 7	4.49% 4	7.87% 7	1.12% 1	2.25% 2	1.1
Provide meeting rooms to community groups working on various issues and problems	6.74% 6	25.84% 23	15.73% 14	10.11% 9	10.11% 9	6.74% 6	6.74% 6	1.12% 1	3.37% 3	4.49% 4	8.9
Encourage our pastor to use a portion of his/her time working with community and social action groups	14.61% 13	15.73% 14	21.35% 19	5.62% 5	6.74% 6	10.11% 9	8.99% 8	7.87% 7	1.12% 1	5.62% 5	2.2
Call attention to social, community and world issues in Sunday worship and in study groups	28.09% 25	17.98% 16	19.10% 17	24.72% 22	4.49% 4	2.25% 2	2.25% 2	0.00% 0	1.12% 1	0.00% 0	0.0
Organize social issue advocacy or action groups	2.25% 2	6.74% 6	6.74% 6	11.24% 10	24.72% 22	20.22% 18	8.99% 8	6.74% 6	4.49% 4	4.49% 4	3.3
Link interested lay members to denominational, ecumenical or nonchurch social service organizations	2.25% 2	8.99% 8	15.73% 14	17.98% 16	19.10% 17	19.10% 17	7.87% 7	2.25% 2	5.62% 5	0.00% 0	1.1
Advocacy programs	1.12% 1	0.00% 0	1.12% 1	4.49% 4	6.74% 6	12.36% 11	24.72% 22	22.47% 20	14.61% 13	10.11% 9	2.2
Give money to denominational programs	1.12% 1	3.37% 3	5.62% 5	4.49% 4	5.62% 5	6.74% 6	10.11% 9	29.21% 26	14.61% 13	14.61% 13	4.4
Give money to ecumenical or nondenominational programs	0.00% 0	1.12% 1	2.25% 2	6.74% 6	3.37% 3	3.37% 3	12.36% 11	7.87% 7	26.97% 24	19.10% 17	16.8
Help organize or support disadvantaged groups to pursue their own causes	3.37% 3	2.25% 2	1.12% 1	4.49% 4	5.62% 5	5.62% 5	5.62% 5	10.11% 9	14.61% 13	33.71% 30	13.4



Lobby and petition	1.12%	3.37%	4.49%	5.62%	3.37%	5.62%	7.87%	4.49%	12.36%	5.62%	46.0
corporate and	1	3	4	5	3	5	7	4	11	5	

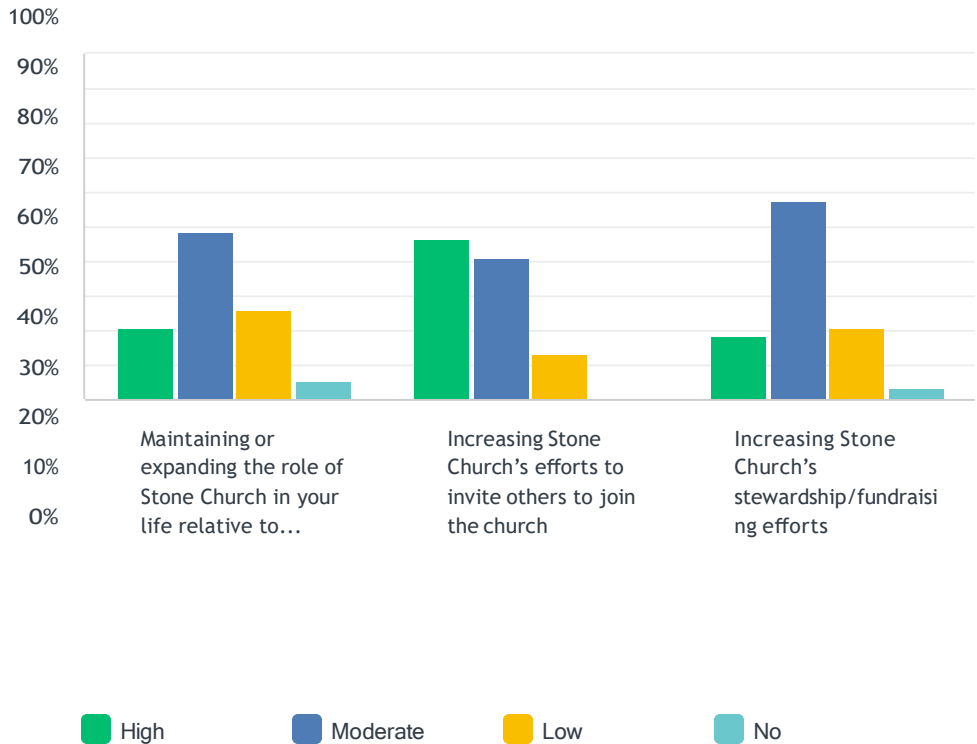
government

officials on peace

and justice issues

Q66 Please rate your priority of the following activities:

Answered: 94 Skipped: 32



	HIGH	MODERATE	LOW	NO	TOTAL	WEIGHTED AVERAGE
Maintaining or expanding the role of Stone Church in your life relative to other communities you may be part of (school, neighborhood, work group, etc.)	20.43% 19	48.39% 45	25.81% 24	5.38% 5	93	2.16
Increasing Stone Church's efforts to invite others to join the church	46.24% 43	40.86% 38	12.90% 12	0.00% 0	93	1.67
Increasing Stone Church's stewardship/fundraising efforts	18.48% 17	57.61% 53	20.65% 19	3.26% 3	92	2.09

Q67 What one thing could Stone Church do that would cause you to leave our church?

Answered: 84 Skipped: 42

#	RESPONSES	DATE
1	Hire a pastoral leader who is less accepting and less open to others who are different from staunch black/white religious bible beliefs, i.e., conservative Southern Baptist or basic non-denominational mega-church preacher	4/5/2024 1:45 PM
2	Music program deteriorate badly	4/5/2024 1:22 PM
3	Hire a very conservative pastor	4/5/2024 1:04 PM
4	If it closes	4/5/2024 12:34 PM
5	Becoming more conservative / not welcoming to all	4/5/2024 12:17 PM
6	Break up into divisive groups	4/5/2024 11:56 AM
7	Advocate racism or anti-LGBTQ	4/4/2024 10:33 PM
8	If we became narrow-minded and fundamentalist	4/4/2024 10:02 PM
9	Become fundamentalist	4/4/2024 9:27 PM
10	Become fundamentalist	4/4/2024 8:55 PM
11	Continue being lukewarm, continue to allow gaslighting of members, continue saying one thing and doing another, continue prioritizing elderly members' feelings over younger members' dreams and ideas for the future of the church.	4/4/2024 7:03 PM
12	I can not imagine anything that Stone could do to cause me to leave, other than not disclosing what happened to our latest PNC, and what we are doing to help them.	3/27/2024 9:09 PM
13	become a fundamentalist church	3/27/2024 3:47 PM
14	Become less open to all	3/27/2024 2:50 PM
15	start using a praise band or praise music	3/26/2024 11:02 PM
16	Keep on doing things like we've always done them.	3/26/2024 9:14 PM
17	This is my community, but if the music program changes significantly, I would not enjoy coming to Stone.	3/26/2024 2:04 PM
18	None.	3/25/2024 11:29 PM
19	continuing to blame the previous PNC members for Irene leaving and interfering with the next PNC's work	3/25/2024 5:57 PM
20	Hire a right wing conservative pastor.	3/25/2024 4:31 PM
21	Moving away from being an inclusive, socially active Church	3/25/2024 1:32 PM
22	Ignore my needs.	3/25/2024 10:38 AM
23	Insist that I do something illegal or immoral.	3/24/2024 8:11 PM
24	Speaking poorly of one another	3/24/2024 12:03 PM
25	What Sammy did, and how it was all kept quiet already made me almost leave. I stayed because my children were attached to children's programs and rituals. But that experience made me ambivalent about the church.	3/24/2024 10:25 AM

26

Extreme views or demands. Disregarding views of others.

3/24/2024 9:49 AM

2024 congregational survey from the Stone Church of Willow Glen Mission Study Committee		SurveyMonkey
27	Enforce masking for children	3/24/2024 6:39 AM
28	Loss of youth group program	3/24/2024 1:45 AM
29	Bring in another inexperienced, activist, cold lecturer. I would like a warm, caring pastor to lead a thoughtful, close-knit, neighborhood walk-up church.	3/23/2024 8:27 PM
30	As I wrote, I had felt let down by the leadership. This is when Ken and Irene were there. Once, I went to speak to Irene and broke down in tears. She never reached out to me, never checked in. I had been attending the church for about 4 years, tithing, and volunteering. I needed help and guidance for a family issue. Ken and Irene felt superficial, all smiles no substance. I eventually left . My family went because of me. My young daughter had really liked the Sunday school. I just felt the place offered little of substance	3/23/2024 5:45 PM
31	Call the wrong pastor.	3/23/2024 4:36 PM
32	I can't think of anything.	3/23/2024 2:13 PM
33	Continue to make corporate advocacy decisions without regard to congregational sensibilities.	3/23/2024 2:05 PM
34	Switch to an evangelical service, including loud guitar & drum music.	3/23/2024 2:02 PM
35	move	3/23/2024 1:20 PM
36	hiring a moderate white male pastor that keeps people feeling comfortable and safe	3/23/2024 1:11 PM
37	Discouraged by ineffectiveness.	3/23/2024 1:06 PM
38	To put too much focus on social justice/activism	3/23/2024 12:34 PM
39	Cut the music program	3/23/2024 11:46 AM
40	Transparency is most important to me. That is something Stone needs to work on.	3/22/2024 12:17 PM
41	A third consecutive, disappointing report from the next PNC.	3/21/2024 8:33 PM
42	FIGHT with each other or turn into a EVANGELICAL Church.	3/21/2024 4:28 PM
43	Become irrelevant to my life and values.	3/21/2024 3:23 PM
44	be a comforting place with no social conscience, just take care that members are not offended or challenged	3/21/2024 12:01 PM
45	We have mostly left the church already. Waiting to see if session and minister bring about the changes we want to see.	3/20/2024 8:21 PM
46	Become evangelical	3/20/2024 7:39 PM
47	Become soley activist and ignore the spiritual aspect.	3/20/2024 6:24 PM
48	Leave the Presbytery	3/20/2024 1:44 PM
49	Disrespectful treatment of individuals	3/19/2024 2:46 PM
50	I can't think of anything that would cause me to leave my church home (except death)!	3/18/2024 7:55 PM
51	Go to a contemporary Worship service style with Praise music.	3/18/2024 12:19 PM
52	Appointing a permanent pastor behind the congregation's backs as was done with this new interim pastor.	3/18/2024 12:19 PM
53	Committees or representatives of committees being rude or kurt to members for any reason .	3/18/2024 10:36 AM
54	get too biblical!	3/17/2024 8:48 PM
55	Can't imagine such an event.	3/17/2024 5:02 PM
56	Forsaking gospel's call to social justice.	3/17/2024 2:58 PM
57	If the church becomes too inwardly focused due to internal problems and forgets to be "church", a body of God's people doing acts of service to the world outside of the church walls.	3/17/2024 2:41 PM
58	A right-wing pastor would do it.	3/17/2024 11:17 AM

2024 congregational survey from the Stone Church of Willow Glen Mission
Study Committee

SurveyMonkey

59	Bible based or a fundamental belief focus	3/16/2024 11:52 AM
60	Delete children programs	3/16/2024 9:37 AM
61	Not support LGBTQ rights. Not support woman's rights.	3/15/2024 3:14 PM
62	Have a 3rd PNC in a row go outside of their authority while working to find a pastor.	3/14/2024 4:56 PM
63	Stop being a friendly, welcoming place.	3/14/2024 1:41 PM
64	If the pastor cannot inspire me like pastor Irene did for 11 years. Or if a pastor that is self serving is selected.	3/13/2024 11:06 PM
65	Praise music	3/13/2024 10:33 PM
66	Support right wing causes	3/13/2024 10:18 PM
67	The congregation splits into opposing groups	3/13/2024 10:00 PM
68	If Stone lost (or let slide) its commitment to inclusivity and making a safe space for all, I would reconsider its place in my life.	3/13/2024 9:05 PM
69	Extreme disagreements that split our acceptance of each other. Social groups informal or formal that are too exclusive of other members.	3/13/2024 8:51 PM
70	I have not left yet even after being offered assistance and then finding that offer was a lie. I am just not ready to attend regularly.	3/13/2024 6:43 PM
71	Not have Music like the choir	3/13/2024 6:16 PM
72	Change the direction of music in the worship service from choir and organ to praise band.`	3/13/2024 4:12 PM
73	Hire a pastor who needed to be the boss rather than our spiritual leader.	3/13/2024 3:51 PM
74	Huh... I think it's too late to be asking this one. And it was more than one thing.	3/13/2024 3:37 PM
75	Change from classic organ and hymns and anthems to a praise band and praise music.	3/13/2024 3:26 PM
76	PowerPoint presentations in the Sunday service.	3/13/2024 3:16 PM
77	As it is now, cut the music program	3/13/2024 2:55 PM
78	Pastoral turnover has interfered with the stability and familiarity I value in my church home	3/13/2024 2:39 PM
79	Fail to select a Pastor that will build our church membership. We need to grow as a church family so that we can spread God's Word and help our community.	3/13/2024 1:52 PM
80	Move away from a social justice focus	3/13/2024 1:16 PM
81	Leave the Presbyterian Church.	3/13/2024 12:55 PM
82	Call another unqualified pastor like the previous one, who lacked sufficient experience to even apply for the position.	3/13/2024 12:55 PM
83	Embrace divisive politics	3/13/2024 12:45 PM
84	Not Leave politics out of the church	3/13/2024 12:20 PM

Q68 What one thing could Stone Church do that would be most important in keeping your membership?

Answered: 88 Skipped: 38

#	RESPONSES	DATE
1	Be more transparent with finances and the use & direction of money and assets.	4/5/2024 1:45 PM
2	Music, quality of worship service	4/5/2024 1:22 PM
3	Hire a pastor I like	4/5/2024 1:04 PM
4	Get a permanent pastor in the 18 months	4/5/2024 12:34 PM
5	Selecting a positive inspirational pastor	4/5/2024 12:17 PM
6	Be the warm, welcoming church	4/5/2024 11:56 AM
7	Share decision-making. Give frequent updates from committees such as PNC	4/4/2024 10:33 PM
8	Remain open, inclusive, willing to grow and change	4/4/2024 10:02 PM
9	Develop good programs for young families	4/4/2024 9:27 PM
10	Be inclusive	4/4/2024 8:55 PM
11	Make the hard decision to change course.	4/4/2024 7:03 PM
12	Pastor. More contemporary music.	4/4/2024 6:34 PM
13	Get to know our neighbors. Be a community church.	4/4/2024 6:15 PM
14	Forming and sharing and bringing on a professional administrative head to manage church as a business model reflective, of course, in a Christian background	4/4/2024 5:49 PM
15	How are the PNC members helped in their hurt, and what is being done to counsel those that hurt them?	3/27/2024 9:09 PM
16	maintain and grow an inclusive ethos	3/27/2024 3:47 PM
17	Learn about new ideas and embrace change.	3/27/2024 2:50 PM
18	good preaching	3/26/2024 11:02 PM
19	Recommit ourselves to each other and Christianity's foundations in walking with the oppressed through social justice action and commitment.	3/26/2024 9:14 PM
20	Powerful, inspiring sermons	3/26/2024 2:04 PM
21	Recognition of 25 years of leadership of the Taize services, and acknowledgement of the outreach/mission this service provide for Stone Church.	3/25/2024 11:29 PM
22	Figure out who we really are and hope to be, beyond a group of nice people who like to socialize and take care of each other. Sometimes it feels more secular than Christian to me.	3/25/2024 5:57 PM
23	Finding a pastor of the quality of Ken Henry.	3/25/2024 4:31 PM
24	Increasing membership	3/25/2024 1:32 PM
25	A pastor the equivalent of Ken Henry!!	3/25/2024 10:38 AM
26	Continued support during rough seasons of life.	3/24/2024 8:11 PM
27	Swirling about - no progress- some confidentiality issues are getting hard to keep believing - almost feels like blind faith and that is getting old.	3/24/2024 12:03 PM

28

Children's programs are the most important

3/24/2024 10:25 AM

2024 congregational survey from the Stone Church of Willow Glen Mission Study Committee		SurveyMonkey
29	Supporting PW and Stephen Ministries.	3/24/2024 9:49 AM
30	Continue engagement	3/24/2024 6:39 AM
31	Strengthen children and youth group programs	3/24/2024 1:45 AM
32	Be Presbyterians. Church is personal. Quit trying to be so diverse for the sake of diversity. We are a great group of nice people. Others can and will join if they want.	3/23/2024 8:27 PM
33	I really don't trust the community there	3/23/2024 5:45 PM
34	Stop letting disagreements cause separation.	3/23/2024 4:36 PM
35	Hiring a minister	3/23/2024 3:11 PM
36	Our membership and attendance at worship are most affected by factors outside of Stone Church, so I don't believe there's any one thing.	3/23/2024 2:13 PM
37	Corporate agreement on what God call Stone to be and do.	3/23/2024 2:05 PM
38	Hiring an articulate, thoughtful, and sensitive pastor.	3/23/2024 2:02 PM
39	Being welcoming, open, inclusive,judgemental.	3/23/2024 1:20 PM
40	Show that they want to press into being a force for Christian social justice and radical love. Make room for different ways to connect in community that don't revolve around committees and adult education.	3/23/2024 1:11 PM
41	Show that Stone Church is worth investing time and money. Has processes and administration that are effective and efficient.	3/23/2024 1:06 PM
42	Find an engaging pastor that re-energizes Stone and widens our community	3/23/2024 12:34 PM
43	Expand meditation time during service and emphasize the importance of a personal spirituality practice	3/23/2024 12:26 PM
44	More personal outreach to members to help them get involved	3/23/2024 11:46 AM
45	Improving transparency and being willing to accept unfulfilled expectations is paramount.	3/22/2024 12:17 PM
46	For the next PNC to identify an acceptable pastoral candidate .	3/21/2024 8:33 PM
47	Emphasis on Jesus' message of Love, Compassion & Forgiveness. Throw in Patience too.	3/21/2024 4:28 PM
48	Find ways to become a "player" in the lives of more people - make Stone a place people want to be involved and committed to.	3/21/2024 3:23 PM
49	encourage members to know about the broader community and world and see how our acting out Christian values can ameliorate systemic problems and inequities that exist	3/21/2024 12:01 PM
50	Our ruling elders be honest, follow procedures and be less manipulative.	3/20/2024 8:21 PM
51	Rely less on Biblical teachings and more on how our Christian faith gives us the foundation and strength to make the community and the world a better place.	3/20/2024 7:39 PM
52	Increase emphasis on the spiritual and contemplative.	3/20/2024 6:24 PM
53	preserving the choir and musics	3/20/2024 1:44 PM
54	More involvement in social issues	3/19/2024 2:46 PM
55	It has already done "it" for 63 years now.	3/18/2024 7:55 PM
56	Continue to work on social justice -- and even do much more.	3/18/2024 12:19 PM
57	Be more open about decisions being made regarding incoming pastor. Giving Irene Pak the opportunity to return as our pastor.	3/18/2024 12:19 PM
58	Having a smart, caring pastor and assistant pastor	3/18/2024 10:36 AM
59	growing our younger generations in congregation as the rest of us age. we are getting too old.	3/17/2024 8:48 PM
60	Preach the gospel, sing out loud, welcome the stranger	3/17/2024 5:02 PM

2024 congregational survey from the Stone Church of Willow Glen Mission Study Committee		SurveyMonkey
61	Transparency in leadership, discernment, and decision making.	3/17/2024 2:58 PM
62	Continue current outreach efforts and increase efforts by helping members discern their individual strengths and mobilizing them to serve in the community.	3/17/2024 2:41 PM
63	Get a pastor that fits our profile.	3/17/2024 11:17 AM
64	Emphasis Jesus teaching of love, compassion and forgiveness	3/16/2024 11:52 AM
65	Become more active participants in serving others in need.	3/15/2024 3:14 PM
66	Introduce some change. Everything about our church is old: the service, the songs (they are SOOOO slow, can we please at least speed up their tempo?), the people, even the men's club is called the old men's club.	3/14/2024 4:56 PM
67	Continue the beautiful music!	3/14/2024 4:44 PM
68	Rebuild the communication and support for the work to be done collaboratively.	3/14/2024 1:41 PM
69	Check in on us as members. We have never had any pastoral care offered.	3/13/2024 11:06 PM
70	Having a full time pastor and replace out of date computers	3/13/2024 10:33 PM
71	Continue the quality of love and support and fellowship that characterizes our congregation!	3/13/2024 10:18 PM
72	The congregation continues to participate in committee work and other activities	3/13/2024 10:00 PM
73	I very much hope Stone can have a successful PNC and call a pastor that we can all get behind. In the IPSC work, we heard a lot of good ideas from candidates about how they could support a PNC, from the formation and nomination to the actual call. I hope we can implement some of those.	3/13/2024 9:05 PM
74	Developing deeper relationships be it in worship, committe, activities and or person to person	3/13/2024 8:51 PM
75	Improve it's ability to mediate between members when there are disagreements and openly discuss with members how to resolve disagreement until each other accountable	3/13/2024 6:43 PM
76	Not worry about being activists	3/13/2024 6:16 PM
77	Maintain the current music program	3/13/2024 4:12 PM
78	Better communication between us all	3/13/2024 3:51 PM
79	Really? Fix the problem with aging and death.	3/13/2024 3:37 PM
80	Maintain the loving care of the congregation, and the quality of worship.	3/13/2024 3:26 PM
81	Keep traditional services.	3/13/2024 3:16 PM
82	Meditation & spirituality	3/13/2024 2:55 PM
83	Selecting a Pastor that shares our common beliefs and is interesting in serving our greater community.	3/13/2024 1:52 PM
84	Become recognized in the community for doing good things	3/13/2024 1:16 PM
85	Expand the offerings for fellowship and education beyond Sundays and encourage existing groups to be more actively inviting. There seem to be a large number of informal fellowship groups that have existed for many years, but that seem to be closed off rather than open.	3/13/2024 12:55 PM
86	Call a more moderate pastor	3/13/2024 12:55 PM
87	Define our mission	3/13/2024 12:45 PM
88	n/a	3/13/2024 12:20 PM

Q69 What causes you the most concern about the future of Stone Church?

Answered: 89 Skipped: 37

#	RESPONSES	DATE
1	New pastor who does not micro-,manage. Who creates the church to strengthen membership to lead and partake in worship.	4/5/2024 1:45 PM
2	Small building, no parking, aging congregation	4/5/2024 1:22 PM
3	Aging of congregation and neighborhood	4/5/2024 1:04 PM
4	Too few young families	4/5/2024 12:34 PM
5	No young families	4/5/2024 12:17 PM
6	Declining membership and financial support	4/5/2024 11:56 AM
7	Lack of cohesion	4/4/2024 10:33 PM
8	If we don't move forward, staying "stuck."	4/4/2024 10:02 PM
9	Lack of congregational involvement	4/4/2024 8:55 PM
10	Our questionable commitment to basic Christian orthodoxy.	4/4/2024 7:03 PM
11	Choir is wonderful. Organ is wonderful but young people need more contemporary music.	4/4/2024 6:34 PM
12	Lack of faith in doing the right thing.	4/4/2024 6:15 PM
13	Micro-managed, not an island. Committees not interrelating. Open to learn what works with other churches and apply. Not using assets to benefit church's operating capital.	4/4/2024 5:49 PM
14	All the secrecy of what happened with Sammie Evans and what blew up with the latest PNC. I feel like a mushroom - kept in the dark and fed bullshit.	3/27/2024 9:09 PM
15	the need for new members who are available and willing to take on leadership and active follower-ship and who have been "schooled" in the history and mission of Stone Church	3/27/2024 3:47 PM
16	Too many people hold programs hostage and will not let things change. New people never get a chance to introduce new ideas, they are shot down at their first attempt.	3/27/2024 2:50 PM
17	we older people will die and not enough younger people to take over.	3/26/2024 11:02 PM
18	That people are not willing to be open to change or willing to take risks around doing actions/making public statements that make them uncomfortable or unpopular.	3/26/2024 9:14 PM
19	Lack of new members	3/26/2024 2:04 PM
20	Congregation gets older, and we are loosing the younger people.	3/25/2024 11:29 PM
21	Attendance is way down, partly due to covid effects but probably because of the turmoil after Sammy and Irene's departures. Young adults are busy with work and kids and I see very little interaction among generations. We have a large senior group that has energy and health issues.	3/25/2024 5:57 PM
22	Dwindling and aging membership.	3/25/2024 4:31 PM
23	Aging congregation/lack of younger members	3/25/2024 1:32 PM
24	Division among members.	3/25/2024 10:38 AM
25	Finding a leader who can help the church and maintain some sense of a private/family life.	3/24/2024 8:11 PM

26	If we are closing ourselves off to movement ... both of the church and our individual selves	3/24/2024 12:03 PM
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2024 congregational survey from the Stone Church of Willow Glen Mission
Study Committee

SurveyMonkey

27	When we joined Stone seemed very vibrant. Now it reminds me of the church I grew up in, which later was closed. They seem lost.	3/24/2024 10:25 AM
28	Loss of friends that have left due to one person.	3/24/2024 9:49 AM
29	The departure of Pastor Irene	3/24/2024 6:39 AM
30	Loss of younger members like myself. Average age of attendees is higher.	3/24/2024 1:45 AM
31	Losing a great youth leader. Like most churches, we are getting older by the day.	3/23/2024 8:27 PM
32	The lack of financial support.	3/23/2024 4:36 PM
33	Declining attendance, especially of young people.	3/23/2024 3:14 PM
34	The high price of real estate in Willow Glen	3/23/2024 3:11 PM
35	An aging congregation	3/23/2024 2:13 PM
36	Lack of focus and woke decision making.	3/23/2024 2:05 PM
37	Two failed PNCs that fell in love with the wrong pastors, and lost the gem we already had.	3/23/2024 2:02 PM
38	We will not provide time for open discussion on major issues confronting our congregation. Add a "question box" in narthex for congregation comments and questions unsigned.	3/23/2024 1:20 PM
39	That the congregation will not be willing to change in order to welcome in younger people who need to see how Jesus and Christian community is relevant to the world that feels like it's on fire.	3/23/2024 1:11 PM
40	Muddling, ineffective leadership.	3/23/2024 1:06 PM
41	That it goes to much towards activism instead of creating an inspiring, welcoming community/ safe heaven, teaching people to actually use their faith when living their everyday life.	3/23/2024 12:34 PM
42	Staying too connected with the presbytery in making decisionswillingness	3/23/2024 12:26 PM
43	Difficulty in identifying problems that are holding us back.	3/23/2024 11:46 AM
44	The loss of prominent members has been a huge concern. We need to be willing to offer apologies, expressions of concern, and reaching out to those members even if uncomfortable.	3/22/2024 12:17 PM
45	That people will beome impatient with the process and lose interest before we are able to engage a new pastor to lead us.	3/21/2024 8:33 PM
46	The lack of knowing who we are and what we stand for. Lack of new members. Our small children's group. the average age of our congregation.	3/21/2024 4:28 PM
47	Competition from non-religious organizations who aren't faith based but offer an alternative community and set of values that fit their lifestyle (sports and other)	3/21/2024 3:23 PM
48	that people are stubborn in their ways and resist change and growth, that we lost energy during Covid and are having difficulty getting it back	3/21/2024 12:01 PM
49	Session leadership making poor decisions.	3/20/2024 8:21 PM
50	Clashes between members who want things to stay the way they are and those who want a radically different church.,	3/20/2024 7:39 PM
51	That the congregation loses its voice with the leadership.	3/20/2024 6:24 PM
52	stability of the pastor(s)	3/20/2024 1:44 PM
53	The "split" over the mis-handling of Irene's departure.	3/19/2024 2:46 PM
54	The timeliness in finding a new pastor.	3/18/2024 7:55 PM
55	A few individuals try to "run" the church their way, without regard for how the majority of the congregation feels.	3/18/2024 12:19 PM
56	Continuing doing things without the entire congregation's knowledge.	3/18/2024 12:19 PM
57	Hitting the right balance of social and community engagement and worship and church life.	3/18/2024 10:36 AM

58	not enough younger folks. We need to move away from such traditional music as most youth will not be interested in that - especially when that is almost all the time.	3/17/2024 8:48 PM
59	Aging congregation	3/17/2024 5:02 PM
60	Factions with agendas that are not included as part of an open dialogue. Lack of reconciliation when mistakes are made.	3/17/2024 2:58 PM
61	My main concern is that the level of trust and ease between members will not be restored.	3/17/2024 2:41 PM
62	A pastor with poor leadership qualities and lack of pastoral experience.	3/17/2024 11:17 AM
63	Lack of new members	3/16/2024 11:52 AM
64	Age	3/16/2024 9:37 AM
65	Aging congregation.	3/15/2024 3:14 PM
66	We are very stuck in our ways and appear to have treated Irene poorly but we couldn't get details about that. The secrecy and the way the church wanted her as our pastor but didn't get her has me concerned that our leadership doesn't really listen.	3/14/2024 4:56 PM
67	getting back families, youth, people of all ages	3/14/2024 4:44 PM
68	The low number of members attending church and the lack of newer members volunteering for committees.	3/14/2024 1:41 PM
69	Lack of foresight and forward thinking about the church in 30 years. If you are over 60 this survey should be limited.	3/13/2024 11:06 PM
70	Staying stagnant and not having a clear view of who we are and where we want to go. Settling for second best. Even though we might remain small in number, we can be powerful in our pathway and convictions.	3/13/2024 10:33 PM
71	Aging congregation.	3/13/2024 10:18 PM
72	Dwindling income and membership	3/13/2024 10:00 PM
73	I think we as a congregation don't really know who we are. I think Stone's identity has evolved since its earlier days and there is a disconnect between older and younger members about what Stone is and could/should be. I also hope all members of our congregation can learn to be listeners as well as talkers. I am concerned that change can cause conflict and resentment, and that members can't get beyond that.	3/13/2024 9:05 PM
74	Declining participation in various church groups or PW, B & G, MMM Stoneworks. We have time to improve and fix this. I don't want to be like First Presbyterian. We can strengthen all of our various relationships and most important of all equate leadership and servitude and develop this skill mindset from the youngest to the oldest. In other words a continuous thread through out our church Add outreach this could be what I feel God is asking us to do here.	3/13/2024 8:51 PM
75	Lack of membership and funding	3/13/2024 6:43 PM
76	No concern. Good church.	3/13/2024 6:16 PM
77	Declining membership, especially among families with young children.	3/13/2024 4:12 PM
78	Too much influence from the wrong people. People who work selfishly rather than clear vision	3/13/2024 3:51 PM
79	Stone Church has no clear identity for who it (we) are now. And the sense of identity is not going to come out of a survey as flawed as this one. (The survey has multiple structural and technical issues galore... but I see you're not interested in those.)	3/13/2024 3:37 PM
80	The future can't be known, and there are uncertainties abounding. Un-certainty is not comfortable.	3/13/2024 3:26 PM
81	The PNC high stakes gambling two times in a row. Stick to the script please.	3/13/2024 3:16 PM
82	Continuing on downward trend	3/13/2024 2:55 PM
83	Leadership in general	3/13/2024 2:39 PM
84	I have been at a church that closed because they repeatedly selected the wrong Pastors and	3/13/2024 1:52 PM

lost the congregation over several years. I am praying that does not happen at Stone.

85	The failure of our most recent Pastor Nominating Committee to present a candidate	3/13/2024 1:16 PM
86	The congregation is aging and despite the demographics of the neighborhood including many families with children, there is little child/youth presence in worship. There needs to be an effort to reach out to the community. Evangelism can be a bit of a dirty word because it is so closely associated with "Evangelical," but it should be an active part of the community.	3/13/2024 12:55 PM
87	Too progressive	3/13/2024 12:55 PM
88	Undisclosed disagreements between small groups and individuals	3/13/2024 12:45 PM
89	less membership and less fundraising	3/13/2024 12:20 PM

Q70 What gives you the most confidence about the future of Stone Church?

Answered: 86 Skipped: 40

#	RESPONSES	DATE
1	Past historical/history of acceptance and love.	4/5/2024 1:45 PM
2	Many are staying involved through this uncertain, transitional period	4/5/2024 1:22 PM
3	Caliber of its membership	4/5/2024 1:04 PM
4	We have the talent and the will to change for the better	4/5/2024 12:34 PM
5	Strong lay people	4/5/2024 12:17 PM
6	Willingness of members to do the necessary work	4/5/2024 11:56 AM
7	Energy in Sunday service	4/4/2024 10:33 PM
8	The way we have conducted ourselves in recent month.	4/4/2024 10:02 PM
9	Bruce's work with us around claiming our identity! When we do that we can thrive!	4/4/2024 9:27 PM
10	Commitment of involved members	4/4/2024 8:55 PM
11	There's still a faithful remnant in the congregation.	4/4/2024 7:03 PM
12	The people.	4/4/2024 6:34 PM
13	We've hung together in some pretty bad times.	4/4/2024 6:15 PM
14	Historically the love of acceptance of many to feel free to worship and welcomed.	4/4/2024 5:49 PM
15	I just hope that we can somehow survive, because there are a lot of good people involved.	3/27/2024 9:09 PM
16	We have a congregation that has very competent and willing leaders and followers, and it is open to change.	3/27/2024 3:47 PM
17	We have weathered many changes in pastors and have continued on.	3/27/2024 2:50 PM
18	We have survived crisis before and still survived	3/26/2024 11:02 PM
19	There are still some people who care enough to do the hard work of making necessary change.	3/26/2024 9:14 PM
20	Opportunities for service to the community.	3/26/2024 2:04 PM
21	We still have strong lay leadership, so we'll get through it, but we have to work on several issues.	3/25/2024 11:29 PM
22	There are a lot of good people who like each other and want Stone to thrive.	3/25/2024 5:57 PM
23	There is a a very good core group of members.	3/25/2024 4:31 PM
24	Our "Can do" spirit	3/25/2024 1:32 PM
25	The selection of the new full-time pastor.	3/25/2024 10:38 AM
26	People want what is best for the congregation and are willing to work to achieve that.	3/24/2024 8:11 PM
27	There are some very awesome people at this church - amazingly awesome - I look about and am proud to be surrounded by very impressive people - now the downside is that it can be intimidating - but that's probably just my issue	3/24/2024 12:03 PM
28	The fact that they are doing this type of thing and reaching out to people to try to figure out what to do next.	3/24/2024 10:25 AM

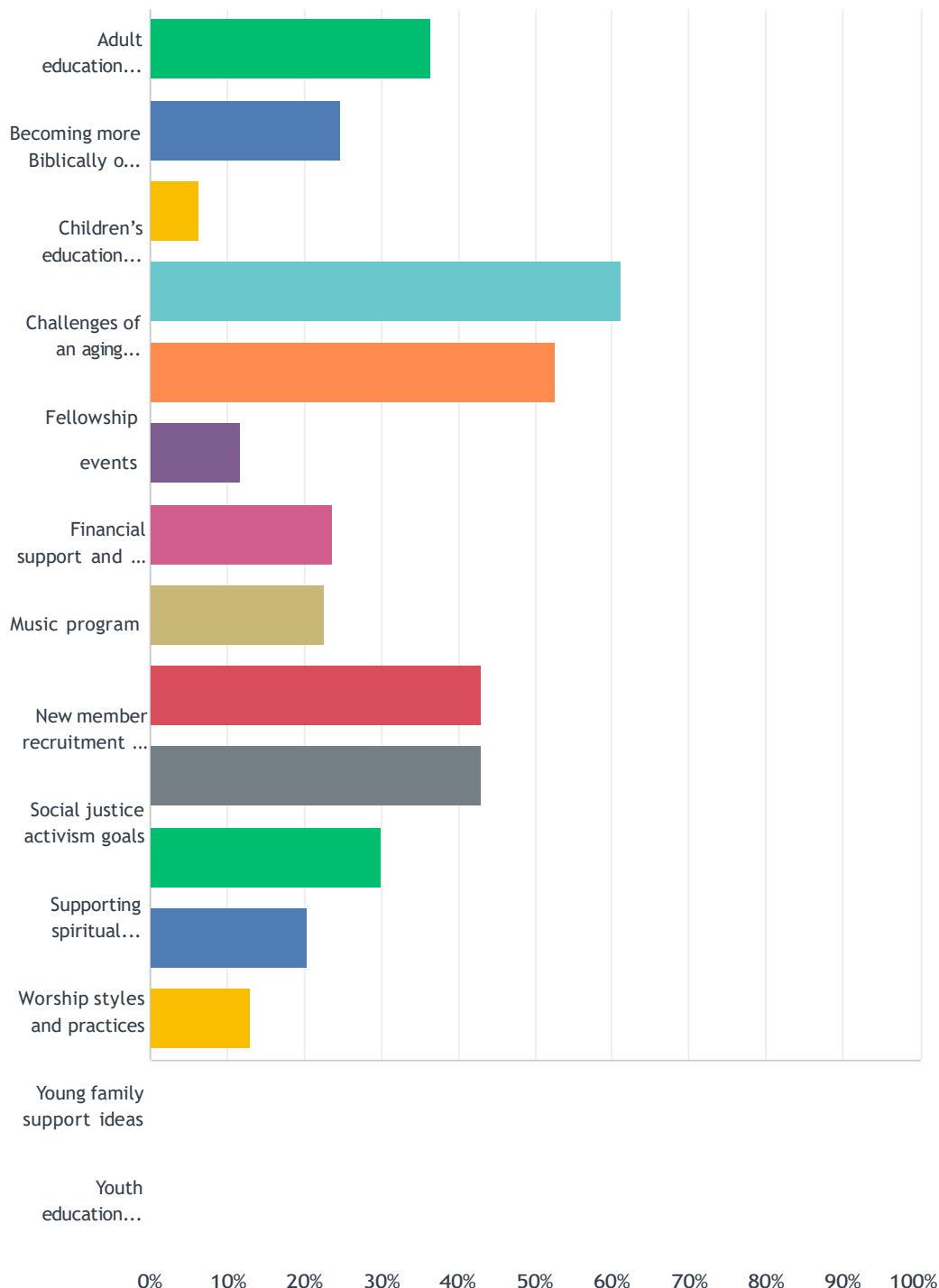
30	This survey	3/24/2024 6:39 AM
31	Enthusiasm of members	3/24/2024 1:45 AM
32	Our members.	3/23/2024 8:27 PM
33	The members in the church	3/23/2024 3:11 PM
34	There are some great people at Stone Church.	3/23/2024 2:13 PM
35	Good people	3/23/2024 2:05 PM
36	The congregation is full of wonderful, caring, empathetic people who welcome all and who put their time and money into things that Christianity and the Bible (mostly the New Testament) teach.	3/23/2024 2:02 PM
37	For the most part we really do want to be successful in coming together to move forward into a strong community of faith.	3/23/2024 1:20 PM
38	Not much right now. People love each other and take care of one another, but it will not survive if there is nothing for younger generations.	3/23/2024 1:11 PM
39	Lots of people committed to the success of Stone Church	3/23/2024 1:06 PM
40	The people that form the community of Stone Church - good hearts, hard working, dedicated, welcoming, loving and accepting.	3/23/2024 12:34 PM
41	Willingness to ask these questions	3/23/2024 12:26 PM
42	The commitment of the people in the congregation to work through current problems and find a way forward as a community	3/23/2024 11:46 AM
43	Finally recruiting and hiring a new pastor offers hope for our church.	3/22/2024 12:17 PM
44	The few well-grounded, hard-working people who keep on doing the work they were called to do and don't waste time criticizing others.	3/21/2024 8:33 PM
45	The amount of work/activities that our congregation does. HOPE that we will continue as a healthy church.	3/21/2024 4:28 PM
46	The core people - they can and will rally	3/21/2024 3:23 PM
47	having Bruce Reyes Chow for a few months and gaining his feedback. There are things we can do to define our church for ourselves and the community	3/21/2024 12:01 PM
48	The congregation as a whole.	3/20/2024 8:21 PM
49	Our church is full of good people who are open minded and willing to love and work with others who may not share their opinions.	3/20/2024 7:39 PM
50	The love of individuals.	3/20/2024 6:24 PM
51	The members	3/20/2024 1:44 PM
52	The fact that many members have stepped forward to help pull our members back together...and many are willing to listen to what lies ahead.	3/19/2024 2:46 PM
53	We are bound together in love and faith.	3/18/2024 7:55 PM
54	There are many congregation members who are extremely committed to -- and in fact truly love -- Stone Church.	3/18/2024 12:19 PM
55	Taking this survey seriously.	3/18/2024 12:19 PM
56	There are a number of good well meaning people in the congregation	3/18/2024 10:36 AM
57	love in members	3/17/2024 8:48 PM
58	The Holy Spirit	3/17/2024 5:02 PM
59	Solid heart seeking to faithful live the gospel.	3/17/2024 2:58 PM
60	My confidence and hope moving forward is that Stone Church members will be able to	3/17/2024 2:41 PM

reconcile and have a common future goal which will allow the church to bloom again.

61	People in the congregation who genuinely care about the future of the church and want it to exist.	3/17/2024 11:17 AM
62	Desire to continue as a vibrant healthy church	3/16/2024 11:52 AM
63	The people who love being in this community.	3/15/2024 3:14 PM
64	The people support each other and generally care about each other. I don't see any place in here to talk about what to change. We need a service and approach that appeals to younger people. Right now everything we do is designed for the comfort of an older, white, congregation. That works but if anyone young or brown shows up they look and feel differently. Perhaps a second Sunday service that is more attuned for that audience would work.	3/14/2024 4:56 PM
65	the fact that we've added a number of valuable members over these recent difficult years, and some are now among our leaders.	3/14/2024 4:44 PM
66	We have good people who are committed to the Stone Church and are willing to do what is necessary to maintain the church.	3/14/2024 1:41 PM
67	Youth group, children's sermon & taize.	3/13/2024 11:06 PM
68	That we have a still strong lay leadership even during rough years. That we will find a strong, compassionate and capable permanent pastor.	3/13/2024 10:33 PM
69	Our loyal, talented, caring and smart members!	3/13/2024 10:18 PM
70	The good people who get things done for the church	3/13/2024 10:00 PM
71	Our congregation is intelligent, caring and basically trying to do the right thing on the whole. I believe we can move forward and be better for these challenges!	3/13/2024 9:05 PM
72	Our ability to be resilient. To listen and try new and old approaches.	3/13/2024 8:51 PM
73	There are still people like me that are continuing to support stone even though they do not attend services.	3/13/2024 6:43 PM
74	The people	3/13/2024 6:16 PM
75	Strong support of the church by a large proportion of the membership.	3/13/2024 4:12 PM
76	The truly wonderful members	3/13/2024 3:51 PM
77	Well, for present we are in fair financial shape. Also, I'm confident that Stone has an aging population seemingly stuck in the way things have always been done.	3/13/2024 3:37 PM
78	The connections and strength of its members. The love we experience.	3/13/2024 3:26 PM
79	It's people.	3/13/2024 3:16 PM
80	Questionable at present	3/13/2024 2:55 PM
81	My faith, because I believe that our Nominating Committee with God's help will lead us in the right direction.	3/13/2024 1:52 PM
82	The variety of talents and interests in our congregation and their desire to put their faith to work	3/13/2024 1:16 PM
83	The lay leadership seems to be asking the right questions and doing things right rather than fast. That makes for a difficult time and periods of uncertainty, but will pay immense dividends in the future.	3/13/2024 12:55 PM
84	Very little after the debacle with Irene	3/13/2024 12:55 PM
85	My faith	3/13/2024 12:45 PM
86	at the moment, there is only concern about the future.	3/13/2024 12:20 PM

Q71 Which FOUR topics below, if they were discussed at an after-worship lunch meeting, would you most likely participate in?

Answered: 93 Skipped: 33



ANSWER CHOICES	RESPONSES	
Adult education program	36.56%	34
Becoming more Biblically or theologically literate	24.73%	23
Children's education program	6.45%	6
Challenges of an aging congregation and decline in younger members	61.29%	57
Fellowship events	52.69%	49
Financial support and how to increase it	11.83%	11
Music program	23.66%	22
New member recruitment and integration	22.58%	21
Social justice activism goals	43.01%	40
Supporting spiritual growth	43.01%	40
Worship styles and practices	30.11%	28
Young family support ideas	20.43%	19
Youth education program	12.90%	12

Total Respondents: 93