

1. What do we do really well?

- Welcoming atmosphere and inclusivity, especially toward children and newcomers
- Outstanding music program that enhances worship and draws community members
- Youth and family ministry, including VBS, confirmation, and childcare during service

St. Stephen's is widely recognized for its welcoming, inclusive environment that embraces all ages, especially children and newcomers. Parishioners highlight the warm greetings, hospitality, and the nonjudgmental support extended to those in need, such as through the Parishioner's Fund. The music program is a significant source of pride, drawing people both within and beyond the congregation. Similarly, the church's commitment to youth through programs like Vacation Bible School, confirmation class, and weekly childcare enables broader participation and reflects a deep investment in the next generation. Other strengths include community outreach, visible messaging on Main Street, and a variety of worship and fellowship activities.

2. In what ways are we welcoming/accessible to all? Barriers?

- Barriers include building accessibility, communication gaps, and lack of volunteers
- Efforts to be welcoming are strong, but visibility and follow-up could be improved
- Scheduling of services and programs limits participation, especially for working adults and families

While St. Stephen's is seen as fundamentally welcoming, several logistical and cultural barriers were identified. These include physical accessibility issues within the church building, lack of dedicated spaces for children and youth, and service times that may exclude certain demographics. Visibility in the wider community remains a concern, along with gaps in follow-up with newcomers. Volunteer burnout and lack of systems for training and sustaining engagement are also recurring issues. Suggestions to enhance accessibility include clearer signage, reviving former welcoming practices, name tags at coffee hour, and more intentional communication that events are open to all.

3. If we had all the resources necessary, what would we do to our campus...?

- Renovate kitchen, bathrooms, and make facilities accessible and functional
- Create or dedicate spaces for children, youth, and multi-generational gatherings
- Use campus to generate revenue and connect more directly with the community

With unlimited resources, parishioners envision a transformed campus that supports both ministry and outreach. The kitchen is a top priority for renovation, seen as a hub for cooking ministries and community events. Bathrooms need upgrades to serve the elderly and disabled, and accessible entrances and clearer campus signage are requested. Creating designated spaces for children and youth would strengthen generational inclusion. There is also strong interest in using the property for income generation—through rentals, partnerships with nonprofits, or third-party operations—while keeping the mission at the forefront. Suggestions ranged from restructuring physical space to even rethinking whether the entire campus is sustainable in its current form.

4. When we imagine the future, how might St. Stephen's position itself to meet the needs of people

- Deepen community engagement and visibility through partnerships and outreach
- Strengthen mission-driven programs and intergenerational involvement
- Develop sustainable financial and property-use strategies to support ministry

Looking ahead, parishioners see a future where St. Stephen's is more outward-facing and mission-focused. There's a call to deepen community ties through events, collaborations with local organizations, and visible expressions of service and values. Many envision the church as a spiritual and social support hub that adapts to changing needs—hosting food pantries, offering rides to elders, and supporting young families. Strengthening intergenerational connections,

continuing prophetic leadership, and improving financial sustainability are seen as key. This includes smarter use of space, possibly repurposing buildings or sharing resources with other congregations. Communication and storytelling—especially through digital platforms—are seen as essential to broadening reach.