

**All Saints' Parish  
San Francisco, California**

**Highlights of the Parish Survey**

Prepared for All Saints' Vestry and Rector Search Committee  
October, 2020



# Overview

- All Saints' Parish Survey was conducted in September / October 2020
- 56 people took the survey:
  - Participation rate was 45% to 80% depending upon baseline definition (e.g. ~ 70 active members vs. 125 surveys mailed)
  - 23 people returned survey by U.S. Postal Service (41%). 33 people completed the survey online (59%)
- Highlights of the survey include the following:
  - About Us: All Saints' Parishioners
  - All Saint's Core Values
  - Importance of All Saints' Music Program
  - Haight Ashbury Community Services (HACS)
  - Single Most Important goal
  - About You: Our Next Rector
- The complete survey responses are found in a separate appendix: *All\_Saints'\_Survey\_Appendix.PDF*

# About Us: All Saints' Parishioners

Q1. How long have you been attending All Saints'?	Resp
More than twenty years	55.36%
One to five years	16.07%
Six to ten years	12.50%
Eleven to twenty years	10.71%
Less than one-year	5.36%

Q6. Prior to COVID-19, how frequently did you attend All Saints'?	Responses
Almost every week	56.36%
A few times a month	18.18%
Several times a year	12.73%
Rarely	7.27%
At least once a month	5.45%

Q26. What is your age:	Responses
65 or older	60.00%
45 to 64	28.00%
25 to 44	8.00%
16 to 24	4.00%
Under 16	0.00%

Q15. Please tell us the extent that you disagree or agree with the following statements.	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree / Agree (3)	Agree (4)	Strongly Agree (5)	Average
I connect my faith to all the other aspects of my life	0.00%	2.08%	12.50%	35.42%	50.00%	4.33
I sense an atmosphere of genuine care and concern among our members in time of personal need	0.00%	4.17%	14.58%	43.75%	37.50%	4.15
Participating in church activities beyond worship is very meaningful to me	4.08%	4.08%	14.29%	44.90%	32.65%	3.98
On the whole, I am satisfied with how things are at All Saints'	8.33%	14.58%	45.83%	20.83%	10.42%	3.1
I sense there is unresolved conflict (or denial) in our congregation	10.64%	27.66%	25.53%	25.53%	10.64%	2.98

# About Us (continued)

<b>Q11. Name the top five (5) areas of strength for All Saints':</b>	Responses
Anglo-Catholic liturgy and eucharistic celebration	78.85%
50-year tradition of our food program—Haight Ashbury Community Services (HACS)	67.31%
Diversity of the people and the care and concern we have for one another	67.31%
Beauty of the church building and garden	57.69%
Fine preaching and sermons	50.00%
Music program, organ and choir	50.00%

<b>Q16. Please choose three (3) opportunities that you would like All Saints' to focus on in the future.</b>	Responses
More outreach to community around us in the Haight Ashbury neighborhood	68.00%
Anglo-Catholic worship to be made fresh and exciting	46.00%
Allow All Saints' parish hall to be used for community events and performances	44.00%
Balance between in-person and online virtual services (e.g. ZOOM) in a post-COVID world	34.00%

<b>Q12. What are the top three (3) concerns you have about All Saints' future?</b>	Responses
Aging congregation / lack of younger parishioners	84.31%
Overall declining membership and low attendance	62.75%
Lack of a consistent children's program	50.98%

<b>Q13. I feel a sense of energy and purpose in the direction where All Saints' is headed.</b>	Responses
Strongly Disagree (1)	4.35%
Disagree (2)	26.09%
Agree (3)	54.35%
Strongly Agree (4)	15.22%
Average	2.8

# Guided by the Gospels

*A community of faith living the good news of Jesus Christ*

- 86% said they connect my faith to all the other aspects of my life (top choice; Agree or Strongly Agree)
- 75% rated Bible Study as an important ministry for All Saints' future
- 76% want a Priest who will *illuminate the weekly Bible readings* in the sermons
- The top-rated capability for the new Priest is *Preaching: Ability to preach fluently and conversationally, and to clarify the application of the Gospels to events in our lives and in the larger community* (84%)
- 52% rated *Theology: Ability to demonstrate and impart a disciplined understanding of biblical and historical revelation and the perception of God's activity in the world* as the 4<sup>th</sup> highest capability for the new Priest
- 25% said *Desire and openness to spiritually learn about Christ working in our daily lives* is a top strength of All Saints'

# Celebrating Anglo-Catholic Spirituality

*The beauty of All Saints' liturgy is a unique and long-standing tradition*

- 64% of respondents first came to All Saints' for Anglo-Catholic services (#1 choice)
- 79% believe Anglo-Catholic liturgy and Eucharistic celebration is a strength for All Saints' (#1 choice)
- 14% believe there is confusion over Anglo-Catholic worship and the sense of relevance in the community in which we live
- 46% believe there is an opportunity in the future to make Anglo-Catholic worship fresh and exciting (2<sup>nd</sup> top choice of opportunities for the future)
- 70% of respondents want the new priest to have the ability to plan and conduct Anglo-Catholic worship (2<sup>nd</sup> top choice for capabilities most important for All Saints' Priest)

## Comments from survey:

*I feel that our Anglo-Catholic worship is close to unique in the Bay Area and must be preserved.*

*The tradition of Anglo-Catholic worship is very important to me as a very fine and vibrant choir.*

# A Spirit of Generosity

## *Giving our time, talent and treasures*

**Q3: I currently support All Saints' by: (check all that apply)**

Answer Choices	Responses
Annual pledging	76.36%
Giving my time and talents	63.64%
Prayer	45.45%
Special designated donations (e.g. Flowers; Rectory Renovation Project, etc)	40.00%
Other (please specify)	16.36%
Weekly collection	10.91%
Legacy Planning (e.g. All Saints' Endowment)	10.91%
Not currently supporting the church financially	9.09%

- 22% rated engagement of the congregation to participate in services, vestry, committees, etc. and financial commitment and generosity of the congregation as top strengths
- 82% either agree or strongly agree that there is an atmosphere of genuine care and concern among our members in time of personal need
- 92% said "Stewardship" is important or very important to the future of All Saints'
- 20% want the new priest to have the ability to lead in the development and use of individual and congregational resources.

**Q8. Which of the church activities have you or your family participated in during the last two years? (check all that apply)**

Answer Choices	Responses
Coffee Hour	69.81%
Annual Meeting	67.92%
Readers	41.51%
Altar Party	32.08%
Children's Christmas Pageant or Easter Egg Hunt	32.08%
Wednesday night programs (e.g. Bible study)	30.19%
Parish Retreat	28.30%
Vestry	28.30%
Diocesan Activities (governance, worship, commissions, etc.)	18.87%
Community events (Pride Parade, Cole Valley Fair, etc)	18.87%
Other (please specify)	18.87%
Choir	15.09%
Ushering for Sunday services	15.09%
Eucharistic Ministry	13.21%
HACS – Saturday morning food program	13.21%
Altar Guild	11.32%
Volunteer in the Parish garden	7.55%
Volunteer for Eldercare program	7.55%
Children's Sunday program	5.66%

# Embracing Diversity

*We seek, encourage and welcome diversity*

- 44% of respondents first came to All Saints' because of the diversity of the people (#2 choice)
- 69% rated *Diversity of the people and the care and concern we have for one another*; and 26% rated *Welcoming to a diverse community of visitors and tourists* as a top strength of All Saints'
- 50% of respondents want the new priest to have the *Ability to help the congregation contribute to addressing social justice issues in daily ministry* (5<sup>th</sup> top choice for capabilities most important for All Saints' Priest)
- 71% chose *Embrace Diversity* as a top phrase to describe the gifts and skills essential to the future Priest of All Saints' (2<sup>nd</sup> choice)
- 68% believe the top opportunity for All Saints' to focus on is more outreach to community around us in the Haight Ashbury neighborhood



# Importance of All Saints' Music Program

- 96% rated Choir / Music as an important ministry for All Saints' future (*Important or Very Important*)
- 50% rated *Music program, organ and choir* as a top strength of All Saints'
- 44% of respondents would *Allow All Saints' parish hall to be used for community events and performances* (opportunities for All Saints' future)
- 32% want the new priest to have the ability to support congregational ministry through music
- 15% of respondents have participated in the Choir

# Haight Ashbury Community Services - HACCS

- 68% said a top 5 strength of All Saints' is the 50-year tradition of our food program—Haight Ashbury Community Services (HACCS) (2<sup>nd</sup> choice)
- 14% of respondents have participated HACCS – Saturday morning food program
- Many comments throughout the survey regarding HACCS
  - Currently support All Saints' by:
    - I work in HACCS, a tradition of All Saints' Church*
    - Involved in food program and nursing home ministries*
  - Concerns:
    - I fear for HACCS survival*
    - Heavy handed politics changing our traditional commitment to HACCS*
  - Future energy and focus:
    - HACCS thriving*
    - Fully support the essential food program*

# Single Most Important Goal



Q25. What is the single most important goal for All Saints' over the next 5 years?

# About You: Our Next Rector (Priest-In-Charge)

<b>Q21. When preaching, I prefer that the priest's style be:</b>	Responses
A blend of conversational and formal styles	50.00%
No preference as to style	32.00%
An informal, conversational style	10.00%
A more formal, lecture style	8.00%

<b>Q22. Regarding the content of the sermons, I would like the priest to preach sermons that: (select all that apply)</b>	Responses
Are intellectually stimulating and challenge us to grow spiritually	98.00%
Include insights and reflections on social justice issues	84.00%
Speak to contemporary issues faced in daily life	80.00%
Illuminate the weekly Bible readings	76.00%

<b>Q23. Please choose eight (8) words or phrases describing the gifts and skills essential to the future Priest of All Saints'?</b>	Responses
Sense of humor	74.51%
Embrace Diversity	70.59%
Compassionate	68.63%
Builder (within community; outreach)	62.75%
Enthusiastic	52.94%
Scholarship (a scholar)	52.94%
Inclusive	49.02%
Positive attitude	45.10%
Caring	43.14%
Hope for the future	41.18%

# About You: Our Next Rector (continued)

Q24. Please choose eight (8) capabilities that you feel are the most important skills for All Saints' Priest to have to help our congregation over the next five years.	Responses
Preaching: Ability to preach fluently and conversationally, and to clarify the application of the Gospels to events in our lives and in the larger community.	84.00%
Liturgy: Ability to plan and conduct Anglo-Catholic worship.	70.00%
Administration: Ability to manage the affairs of the congregation, including programs, finances, managing staff, etc.	52.00%
Theology: Ability to demonstrate and impart a disciplined understanding of biblical and historical revelation and the perception of God's activity in the world.	52.00%
Social Justice: Ability to help the congregation contribute to addressing social justice issues in daily ministry.	50.00%
Church Growth/Development: Ability to reshape or restart existing congregations or to plant new congregations.	48.00%
Pastoral Care: Ability to care for people so that they are nurtured and challenged for growth within the community of faith.	48.00%
Collaboration: Ability to work together with lay and ordained persons in the leadership and support of congregation ministries.	44.00%
Crisis Ministry: Ability to provide pastoral care to people at significant points in their lives, e.g., death, dying, sickness, birth, trauma, success.	44.00%