

# St. Luke's Listening Post Session

## QUESTION 1 RESPONSES

<p>One thing I have just learned in the last year – its not how much you know or how strong you believe, it's how you love. I was an 'intellectual' Christian, now I'm working on becoming an authentic Christian.</p>
<p>EWG really opened my eyes... wow this was a lot to take on as a local church... but look where we've gone!</p>
<p>EWQ for sure... and IMPACT</p>
<p>Youth in the past five years has ignited our passion... Young Life/Wild Fire driven by St. Luke's</p>
<p>As a church, our image in the community is incredible, we have a great reputation.</p>
<p>For us, our covenant group – I wish that everyone had a small group... it is really our core support at St. Luke's.</p>
<p>Cluster groups</p>
<p>Jail Ministry – going there has helped my personal spiritual growth because we share our faith. Joline has been my hero of faith.</p>
<p>Working with Joline led a walk to Emmaus, which led to more contemplative thoughts on sharing faith.</p>
<p>Steve McKinnon's programs; theater ministry is a great way to reach people.</p>
<p>Classes – like the artist way, recording your life story</p>
<p>Job's Partnership – knew of it as an employer, then felt a God thinking about getting involved through St. Luke's. Been really eye opening both to help individuals as well as growing spiritually at work. "God and HR don't go in the same paragraph", but ended up recruiting people from work, which enhanced connections with coworkers, the participants, and God. Led to finding people of faith in my workplace. The people within Jobs partnership brought awareness to people in the community who are dedicated to making the program work, who have faith, and who are fellow professionals. Five for six JP grads working in my office right now.</p>
<p>Helping people turn their lives around – meaningful to work in EWG. When we first started we didn't know what we were doing. Felt awkward just going into a neighborhood. Turned around and now we are friends, allies, confidants with the people. Helping things change</p>
<p>At first I was mad about EWG over Parramore, but I'm over it now</p>

Once we succeed and continue succeeding in EWG, people will be less afraid to go elsewhere; they may already be less afraid
Family Promise – so wonderful to see people at the start of the week then gone midweek cause they’ve found a home. Partnership with people outside of St.Luke’s – “kind of a hot mess” initially – the internal Family Promise folks have transformed. Look at who Family Promise is now and how do we rebuild our partnership with them to meet the new things they are doing. Lots have changed within what FP has by way of resources – we could do more than just house people for a week
Being a part of the various councils has been transformative
Stephen Ministry – so many people that carry a lot on their shoulders by way of volunteering, but through Stephen Ministry opened eyes to folks that are taking care of other crises in their lives. Helped me to be a better Christian. Feel Stephen ministry training should go alongside all the other training we do of leaders
We can’t expand if we can’t support the people we have.
Taking time off to heal ourselves I important – be strong inside so we can move forward
Mentoring younger people to want to step up to the plate. The thing with volunteering is that you don’t want to get burned out; you need succession panning. Need volunteers for shalom reading. What can we do to empower younger people to step up to the plate.
It is a little scary to walk away if it’s what you’ve done forever, but it’s important to share the joy of volunteering and leading with others
Liz does a great job training our cluster groups
Reach out to deaf people with sign interpretation
What about things people can do off hours in their homes to relieve the folks who are working. Volunteering and taking things home would help those of us who work still contribute
It’s hard for some people to volunteer to begin with because there’s no end. Can we incorporate a way to have an end to the job description of volunteers.
How do we get people to take that first step of volunteering. It’s scary. Need to call people after they take their spiritual gifts tests
Make a testimony video – have folks volunteering for q and a sessions
So much conversation in the workplace about millennials...how do we make them feel like they’re giving back?
Volunteering at church is a way to feel grounded. It’s a way to feel connected, it’s a way to feel fulfilled.

Corporate America has philanthropy statements; can we tie volunteerism to that?
Getting younger people involved also means not doing it the same way we've already done it.
We need to help people prepare for change. They know they need to do it, but it's terrifying.
How are people committed? Are they committed to the programs or the people? commitment to people is what keeps people going. Personal relationships are what helps us cross the bridge
Learning Exchange: a database where on a voluntary basis person puts in skills or hobbies they have, then things they would like to learn how to do. The idea is that people will exchanges skills and make connections.
Summer and outreach programs gradually brought me back after watching how accepting SL was for my child
Christmas program and a receiving atmosphere
SL is following what God would want for us
Outward searching: Impact, EWG
This gave us a roadmap on how to plug in and make a difference; Circles
Training provided the background I needed to effectively minister
Improve the life of children and families and EWG did that with hands on interaction
Finance classes provided a ehicle for us to share how to effectveily to manage money
Combination of many ministries lined up to focus on mulptile targets of opportunity
Walk to Emmaus
Involved in jobs partnerships.
Seeing the vision take action after a mission trip – Jesus road trip
SL membership process that included 4D buy in from the start
Actively led an intitiative with the training I received.
Care leadership team restructure
Mission assessment
Being involved in a mission that chaned everything – I came back and this was taking off and getting started.
Feels they have become more diversified – I have reached out to meet more people
Small groups/growth groups. It's beyond the "bricks and sticks" bonds are actually formed

Cluster groups – brings people in church together even though people worship in different services
Circles has taught us about culture. To learn about amazing gifts our Circles participants have
I feel a bit lost – there is a language barrier. The first time coming to St. Luke’s – hear the message via internet afirst and was changed. Started coming and feel like St. Luke’s is my family.
LGBTQ cluster groups is our connection to many friends. I work with the Autism group and food ministries as well
Theater minsitries – we put on productions which brings the “forgotten and marginalized” and have the opportunity to reach them where they are. This ministry bridges the gaps
Shalom groups, growth groups, interfaith peace groups – reaching out to get beyond just trips but actually build relationships.
Military cluster groups – talking to VA as an entry point to community
Divorce Care group – singles groups – helps people with rebuilding. Using singles cluster group to build off of Divorce caregroups. Currently it’s 40 and ypu but looking to branch out and have a younger group. We have so many that say please keep my name on the list. This group is my connection to the church
Advocacy – supporting others for their journey
Caring for children in poverty
Caring for children in the school system
Connection and cluster groups
The Children’s school - CDC
Music ministry
Musicals and theater ministry
Sunday School classes and small groups
Working with the underserved children in the community
Speak love aloud
Writing and being a part of the communications
Fantastic job in the community by taking Jesus to the streets
Our church should and is beginning to look like an international airport or a ragamuffin church, everyone welcome and accepted

Men originally prayed over the land that everyone who stepped foot on our property would be captured by the love of Jesus.
Our prayer ministry is strong we need more people to be a part of our prayer for our church and the community.
We have to continue to be out in the community.
For me, its how we have changed our approach to missions – “Toxic Charity” was a life changer for me. (lots of affirmation around the room)
Toxic Charity is a great read. If you haven’t yet, its easy to get through but some of the points made can be hard to absorb for ‘Good Christians’
It’s a quick read. For me, Circles has been the best (chuckle – one of the best, says Ben) thing in my life. Really hit my heart. Started as a volunteer – wasn’t looking for a job, but it just felt right. Incredible experience and ministry – specific neighborhood (persons not thing), building individual relationships, dignified service, validating and valuing individuals for who they are and their gifts/assets
For Linda and I, children are our passion. IMPACT has made a tremendous difference in the lives of children in our community. To think that we have been able to go into failing schools and a few years later they are “A” rated – incredible!
I think introducing Contemporary Worship really changed St. Luke’s. (lots of head nods)... Different music style, more relaxed setting, more “family friendly” Q: Are we going to see more teen movie night events now that we have the new building? I think this will draw lots of kids, even if we just show the old Christian standards (mentions some ‘60s and ‘70s titles)
Beauty and the Beast was amazing! (Lots of agreement)
Phenomenal performance
My IMPACT school (Mollie Rae?) was so-o-o hard – that in part is what drew me to EWG & CIRCLES (more community engagement, mutual support, leader is not isolated or made to feel like his/her struggles are unique or unsolvable). I love that CIRCLES is actually helping people have dignity and connect to their communities
Kids are my thing too – especially with the ages of my girls. Mine (focus) has been a little different though in that I’ve put my energy into kids in the congregation – we are doing some amazing things here – kids afterschool, junior drama (immediate interest by one daughter), Sunday School, writing our own VBS curriculum, and more
<b>How do you feel about Cluster Groups?</b>
First, I really, really appreciate our leaders’ efforts (Ann, Beth, Judy) – it’s not easy to get us all together and they have been really creative and persistent with the events they have pulled off – one great example was the Blueberry pick

We know it has helped get new people to join (St Luke's or Cluster Group?). It really is a great way to socialize and meet/get to know people better
I've built some great friendships through our Cluster Group
My daughter told me once, 'Mom when you reach a certain age it will just be harder to make new friends.' Classes have helped, but the Cluster group has just made all the difference.
I have to tell a short story: My granddaughter was just born and I went to the doctor's office with my daughter for what was supposed to be a routine checkup. Dave was out riding with the Cycling Cluster group (we are in two Cluster groups – the cycling and West Windermere Clusters). Doctor had just started the examination when something alarmed him and he told us, 'we're sending you straight to the hospital, I'm calling an ambulance right now'. We were shocked, everything just started happening so fast it was a blur. What really, really touched me though was the response from that Cycling Cluster group. The concern and follow up that was shown – not by one or two – but by the entire group! It was amazing! So then of course later, when I was approached and asked to co-lead a Cluster group I thought, well sure, I want to be there and do the same for others that was done for me when I needed but didn't expect it.
Covenant group is another amazing experience. Ours consists of 6 couples – we are so close – even outside of the group time we are always getting together to do things with each other, dining out, seeing a movie...
Not just attracting people for whatever – but lets look at what out the clear windows and be missional
I was hired because of this vision and these strategies: speak love aloud; take Jesus on the road – these were powerful to me personally. You had a holistic view of community to journey out of poverty. I had hesitancy to be in the church because of my orientation but Speak love Aloud said it was okay
High goals – I was skeptical but have seen first hand. Hasn't gone as quickly as I wanted but it actually has happened. How we moved through stumbling blocks through prayer and dedication. We need to show more of progressions. Showing where it was and now what it is. Like founders hall process now show pt 1 and part 2 of circles
We didn't know what the terms meant in the vision as new people– there's a mental pictures as I go through with the phrases but it needs simplification to bullet points
Don't hear a lot about Circles. Communication and name recognition
Excitement of St. Luke's wanting to become more of a way of life and not just an hour on Sunday. We are pretty much staying on track
We need to celebrate our programs more and give feedback on what we have accomplished like in Circles and Job's Partnerships
So much going on

We need monitors in worship and video updates to let people know and to recruit.
How much we care about community and what we do is why we started coming
We would do more. Make it easy for people to be involved with more focus.
Global insight; Heightened global community awareness, empathy
Spark of something different always in worship
Speak love aloud; acceptance; East Winter Garden
Connecting the dots; synergy
Bible study
These were big plans
Aligning me with who I am
Gave us a structure and a plan for growth as a church and as individuals
Dig in and grow deep – small groups and community
Structure of a vision adds focus
Ambitious, outward directed and consistent with SL past
Innovative community driven
Brought me back to Christ
EWG video brought reality of ministry in the community
Extremely busy church with facility
Know the community
Comprehensive knowledge nudges one to immerse and look deeper
Relevance to today's Christians interacting with the world
Reinforces awareness
Proud we have done so much and care so much – we've accomplished a lot
Innovative children ministry – wed afternoon children's program – small groups application of faith, prayer, multi experience
5 years ago I thought this was ambitions. This takes time and distance
Stand in awe as it was administreated

Thrilled we took a time out on COMMMIT to readjust. Landed at the right spot for this demographic of campus
Vision goes beyond campus takes people to go from pew to into community – this will take time.
Opportunities to ministry on and off campus
Change of focus – living out Christ partnership in world means beyond walls
Keep moving – doing what needs to be done; trust process
CIRCLES PROGRAM
Personal change – putting rubber to the mission with money time, commitment
EWG is a commitment to people. Independent stand we take regardless of greater denomination
Introduced during new members – this doing in tangible ways what we are going to accomplish. Amazing to see how we take Jesus to the road. Other church want to know how. Missionary partners. Saw the game plan; could plug in and see it develop
How we have lived into it. We actually use it. We come back to it as a measuring stick. Deepen our roots spiritually as a church. We give 10% to mission.
Speak Love aloud – reaching out one person at a time. Starting conversation and make a difference with one person at a time.
Educational IMPACT in Pineloch
Choir
We've gotten to know our Winter garden neighbors – we live in the area and build relationships. Leaders have become our community
AS large as the congregation is there is value in the small group interactions – choir connection.
Founders Hall has added new opportunities. People from community attend.
Coming in as a new person – so many opportunities. Only been here 1 year
Bible Studies (U-versity) so many opportunities and able to fit in schedule. Diversity to find things that work for you.
Vision of transforming to a missional church – circles, backpacks.
Excited about missions but feels can't be involved due to physical limitations. IMPACT – enjoys it. Outstanding mission.

Increase of attendance by word of mouth. Interfaith – went to session and was very impressed. Keep these programs.
Moved back to Orlando six years ago. Loved the ability to be able to see what is happening via web. Also feeling drawn in when kids were in St. Luke's preschool. Loves the community feel.
Loves how everything is connected (worship, connect, serve, etc)
Circles – daughters life has been changed by working with the kids in circles. Has a relationship with them – celebrates with them. Experiencing God in different ways.
Likes that the church is involved in the community – outreach, inclusion, lives up to reputation in community.
Was a small church goer – moved to Orlando. Started at a small church and was turned off. Come to St. Luke's and felt drawn in by friendliness. Small church feel in a big church.
It's important to have someone at the desk who is friendly and welcoming.
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Connection and reaching out
New expansion of the care ministries. That's where my heart is so I'm thrilled with it. Our attention to children and impact.
Cluster groups – they're working well to make little small churches out of our big church
Sometimes in our cluster group people need help and I send out emails o the whole group and they help each other
EWG – it's a great idea, strategy, mission and I see a lot of great results. I have to figure out how to stay engaged in it because I really enjoy it. I feel like it's a real need in the community that we are filling
Barriers with Circles can make it hard to participate (classes and other groups etc)
Once you get involved you don't want to quite
I'm a circles leader now, our leader just quite but I'm still involved. It evolves to take it's own paces.
When I first looked at this vision, I though this was nuts. I jumped on the train when things started to get going and it's been amazing.
Getting engaged because of the initiative attached to one of these strategies. We went from having lazy Sundays to not wanting to miss a week. You can only watch so many sermons online.

## QUESTION 2 RESPONSES

Generational – we have done a good job reading our demographic
EWG I was a naysayer and now it's off the ground. It's been fun to watch people connect with it
EWG – camp and VBS had circles children involved. We have helped to evangelize in unintentional ways. Janet's programs and camps – scholarships for CIRCLES. K the diversity that is authentic – kids are getting to know one another and filling a need in our community
Mission presence in the foyer every Sunday. Repetition; it's a focus on mission awareness
This has changed how we even do mission; how we think about new members and the expectation of new membership, what it means - transformational
People don't go to church anymore to be good. New members we get in the trenches and work. We want meaning not just learning. Stories of Circle Allies who are changed.
Framework for how we do community work – relief to development is transformation. As people to help with time an not just with check

<p>This is the springboard for a different theology not just sociology. God is a part of a transformational relationship; partnership to learn how to love one another; transforming people's theology</p>
<p>Parking lot – active place everyday. Want to believe its because we are serving community. Brining more of the community in through events, plays, etc. more active campus.</p>
<p>The change in our congregation is we are really doing open doors and believe everyone can be accepted</p>
<p>I miss old acquaintances. But I see new faces. We aren't meeting some peoples needs or maybe they want a different message or do not like the direction is why they left</p>
<p>In the choir – the section leader development and caring for one another has kept people from falling through the cracks</p>
<p>Regional people use the church. They have become committed as a part of life</p>
<p>Change in the lead pastor was extraordinary. Some folks didn't like that. We were led by a strong pastor and now are led by an equally strong pastor. Your investment in this visioning process is amazing.</p>
<p>People are choosing to be interred in our memorial garden. Says a great deal</p>
<p>Small groups – our congregation just looks happier. They seem more interested in one another. I came to St. Luke's in 2001 and I felt the church was cold. It took me a while to dig in and now I look at this church as family.</p>
<p>. The positive change we are still trying to accomplish. The positive change – does the local church dictate that or is it dictated by the bishops.</p>
<p>Is the change in our stance in homosexuality dictated from Bishop? Having been raised Baptist, I'm still having a hard time getting my head around it.</p>
<p>I haven't been her long but – We need to do a better job of caring for one another. caring for one another better. We need to know Somebody's paying attention, checking up on people, making sure everything's okay. We have to know what's going on under our noses and pay attention to the people among us as well as know what's going on int the community.</p>
<p>Small groups – people get to know one another in small groups and then when you go to worship, you see a small group friend.</p>
<p>Passing the peace – have a thing to talk about. (tell what you like about whatever etc</p>
<p>Shorter bible studies</p>

Could we focus on helping marriages?
Attitude changes. Don't know if it's a change in the congregation attitude or the people coming. More open-arms, loving, welcoming congregation.
Noticed a significant change in the diversity of the congregation. There's more of a community effort now – EWG
More stated purpose and focus. Having a goal, vision that you purposefully strive toward helps.
The theater ministry has been so open arms. Like how the shows have been related to the sermon series. Brings it down to the people. Every play has been very welcoming and such a good way to bring up lessons and point out circumstances and ideas. We saw Beauty and the Beast 7 times!!
Diversity: ethnicity, racial, also acceptance of diversity
Side note: from a newer members perspective, diversity is a big selling point
Reaching in a lot of directions; no longer in our own backyard
Creative talent here
People want to come to our events
We are learning how to accept change better. We are learning how to be more organic.
Lots of honest conversations are happening. Less fear are surrounding these conversations.
We are really living into open hearts, open minds, open doors.
Love the transition to Jenn as our leader.
We have a committed staff, positive and relatable.
We love the high tech advancements. The possibility of seminary classes. So great.
Innovation at our church is great. New approaches to doing things.
There is still a substantial portion of the conversation that isn't excited about the changes. We need to practice reconciliatory behaviors that we feel a lot of the world needs.
Change isn't easy. There's the early adaptors, people who are skeptical but eventually get on board, then you have late comers who are slow to move. How do we help those people? We share stories, examples and testimonies.
We loved Shalom. Most people we wouldn't have known. Shalom has been great.
Summer Theater has been an amazing evangelical outreach.

Demographics have definitely changed... more minority, more young adult representation. We keep attracting new generations... we may not be growing but we are at least replenishing.
Contemporary Worship attendance seems to be growing...
To me it seems like we've had a lot of trial and error – doing lots of different things to see what sticks. I'm not sure we've seen a strong influx of young families. What can we do to bring more of these (young families) into St. Luke's.
Last week's message on Hospitality really seemed on the mark.
Creative thinking is always a strength of our congregation... I think neighborhood things make a real difference.
This week's Youth kickoff went well – I invited kids that I know don't have a church home. Getting high schoolers to be leaders for mid high made it "cool" (for the mid-High participants).
Our marketing to Youth is not effective. Youth don't know that there is a place for them at St. Luke's.
At St. Luke's, if we make a ministry a priority we can do it with excellence. [Jenn's comment: it takes the right leadership]
It would be great if we could get an electronic sign and let the community and congregation know about all the great things going on here at St. Luke's.
Youth is doing well on a smaller scale – for example Youth Praise Band – my mid-high daughter wants to play guitar and is interested in Youth in large part for its music opportunities. Chris Smith and Rec Ministries is another great example.
EWG
Outward focus
As I matured I found new ways to participate part of another generation

The training provided made it easy for me to lead
Shalom brought us back to church
Diversity is becoming more real here, acceptance, welcoming
Increased mission focus
Embraced open doors, open minds, open hearts
Cluster groups
Connecting to small groups
We do need a more user friendly website
Worship and its impact. Contemporary worship music is amazing
We have become more diverse and more inclusive
Since Jenn has come into leadership, more have been given a voice
Diversity and demographics have increased – we are being intentional
Used to always be “the usual suspects” but now there are more and different people volunteering
Seven years - people didn’t know St. Luke’s Now they do. They want us involved, or want our opinion.
Bing in the community – reaching out to the community has changed us. EWG, Pulse, in the schools. It changes us
We are all empowered as Pastors. Empowering us to go out to be in the Mission field.
Empowerment to minister to whoever we meet. Embrace our failures and our successes and to go into the field.
Pastors caring and being involved in people’s lives. The care makes us feel like family.
Younger people are coming to our church and our ministries
There is a variety of people in our church and congregation, increased diversity of all kinds
Our relationships are being shown to the community and proving themselves
Our acceptance of the LGBTQ community is evident
We are all learning and growing together
We have gone away from segregation toward inclusivity
Commonality in our cluster groups have helped us be connected

There's more diversity and acceptance of diversity to celebration of diversity.
The leaders have opened the door for diversity and taking us to another level spiritually as disciples
It's okay to say AMEN we are a welcoming church.
I like the fact that we focused our ministries – Hub in EWG is incredible – coalescing into a single community has multiplied the impact. After five years, it is really starting to make sense
The make-up of our congregation seems much more diverse
The acceptance is clear, we are committed to being an inclusive congregation
Programs like Shalom show that we are being intentional about this (diversity & inclusiveness)
I know that 3 Pineloch teachers started attending at St. Luke's because of IMPACT – they wanted to be a part of something that was committed to making a difference
Shalom was so impactful. At my table there were folks that I would not naturally sat down with and started a conversation – but from the first evening it opened my eyes, made a dramatic change in me. I am more intentional about starting and being open to new relationships now.
COPE is still my favorite 1 hour training experience – it's an amazing simulation that really helped me understand some of my IMPACT kids. The struggles – I got a migraine (in the simulation) because I was so harried I forgot to feed myself and my kids. You really get into it.
My Shalom table was SO diverse – one guy at my table reminded me so much of my Dad – turns out he had a gay son and just had amazing stories to share.
One of the things I'd like to see (better promotion) – lots of our ministries are largely unknown. I would love to see each worship service feature a "ministry moment." Could really help with awareness and recruitment. I still remember when the Habitat guys came into the service with hard hats and tool belts – the whole Village People thing – and invited 'handy' folks to come out.
The reason I got involved in the Florida Children's Home was because the Executive Director came to St. Luke's one Sunday and got up and thanked us for our generosity and support (Christmas Eve offering donation). Moved me, I went and did some on-line research, then gave him a call and asked if I could take him up on his offer of a campus tour. We started talking and, well, 12 years later I am still serving...
Every color in the crayon box is now represented in our church
Don't use creative form or phrases in the next vision without explanation
Certainly trying for diversity but I'm afraid of building up a "you" or "us" with young people or old people

What is the generational divide – traditional people think children are only going to contemporary to keep focus
Fear is natural – judgement that “they” do not have the same values I do, if they are in the other venue. More fearful approach to life
Liturgists should be older and wiser people
Ministries for everyone – but what about older people in nursing homes or assisted living
Are the older generations being left out. Could we bring children into the assisted living program or have seniors here actively helping young children on campus
COMMIT campaign – statistics of increasing the populations of young people. Concern would be that sometimes we might not have traditional worship
It’s like the Cross outside of the church, this moved us outside of the walls
Diversity has grown
The response we had to the Pulse Tragedy
Sermon access through videos. Entire service would be nice
Open doors, open minds
Shalom was helpful with community diversity understanding

### QUESTION 3 RESPONSES

Childcare – get connected with smaller children
Marketing interns should ask millennials – what do they want from the church
Wide variety of ways and areas to serve. “If you can’t find a place to serve then you’re not looking”
Cluster Groups
Recognizing that my talents are spiritual gifts
Connect other with their spiritual gifts
Husband and wife as leaders of Circles are now allies. Circles has drawn me in
As a Circle leaer they were being pushed around – in the community and they called another leader and they were there for one another
God involved in a Sunday school class right away to be known and cared for – Connect in life

<p>What about youth going off to college – how do we tell people about our church and do external marketing</p>
<p>We are doing extremely well with family activities. Christ smith has got our grandchildren feeling welcome and a part of things</p>
<p>Exegesis was great – heard in depth what we learned on Sunday morning. It was like a sermon series redo</p>
<p>As we help others, we get better</p>
<p>How can we help other churches?</p>
<p>The new chapter is all blank page</p>
<p>Upstairs space in Founders hall has so much opportunities – think of all the things we can do – sermon archives or library of sermons</p>
<p>School of Arts is missed – we had opportunities to expand rather than it go away.</p>
<p>Leadership succession in cluster groups – we can get overwhelmed with all that going on.</p>
<p>Turn the church inside out made us think “here comes change, so what good am I now.”</p>
<p>Can we train greeters – we don’t know who the new people are</p>
<p>I might be off on my timing here, but it seemed that when Corey joined us we really started to draw more black worshippers at St Luke’s</p>
<p>I think great worship is a real gateway. Lots of other churches can’t do what we can do. I feel comfortable inviting others any Sunday knowing that they will have a great experience, whether they decide St. Luke’s is for them or not.</p>
<p>Music is so important. For 20 years I was a single mom, living in a tough area over by Daytona Beach. My church there didn’t have a lot of resources but they had an incredible music program and it was a powerful draw. Such feeling. Great music really speaks to people’s struggles and connects them in worship.</p>
<p>I also like that I can tell folks that they don’t have to get dressed up to come to St. Luke’s (they usually don’t believe me). I just tell them, ‘Brush your teeth, brush your hair, and just COME!’ No pretentions.</p>
<p>I don’t have a great singing voice but I love to go to Contemporary worship and sing. I really like the simpler, familiar praise songs. It doesn’t work as well when the music is too performance-driven.</p>
<p>I’ve noticed that we are singing more of the old hymns in Traditional – I really like that.</p>
<p>I’ve told Dave and others – you will feel the Holy Spirit when you first walk into a service at a vibrant church. And that was our experience at St. Luke’s. That first Sunday, we walked in and the first song was “I Believe” – blew me away. I said to Dave, ‘Do you feel it?’</p>

Linda started us out this evening with what drew them in to St. Luke's that first time -being welcomed and helped by a member (Marca Stephens). I really liked when we used to invite newcomers to stand and introduce themselves in worship. (some debate amongst group about the merits of this practice)
We listen to Z88 in the car – I love that my girls go to Contemporary and get excited that they know the lyrics – they belt it out!
The CDC brought me
This was the closest methodst church
Learning about all the things this church offers
It was welcoming and open
Having a female pastor was the first draw, then connected with others
Donuts
Circles leaders and community connection
Authenticity is what draws people here. There is a lot of this in the singles group
People know who we are
Accepting theology know that all viewpoints are welcomed and heard. Not a hard line. WE don't have to leave our brain at the door
Peopl who have recently joined believe we make new comers welcome
Announcements – what's coming up, more use of video shorts
Are people successfully navigating the UNews? We should survey...
I miss the intentional prayers for schools at the start of the school year
Could we add digital signage?
We have a younger audience – they are more tech savvy – we need to leverage text blasts and social networking
If there was more for kids and Youth – a second hour on Sunday mornings...

“Shooshing” kids (in worship) sets a bad precedent – worship for kids needs to be 98% relational.
I tried seven UMC churches. But couldn’t find a church more open arms welcoming. Had to know if all the volunteering time was going to be given, and couldn’t sign on to a church that would condemn someone
Church leaves people feeling loved. My mother who hadn’t come to church in years loves the way Jenn speaks, dresses, etc.
Need to continue to live into the acceptance.
So much going on and so many ways to get plugged in. it’s easy to do something worthwhile and appreciated.
Hearing about all the programs was overwhelming, spiritual gifts assessment was helpful.
Cost of poverty experience. To go there emotionally really helped understand and feel invested in the programs. The church is really serious about it.
Small church feel in big church
Building the kingdom by building disciples – empowered here to build disciples
We build ourselves up to serve and build the kingdom
Freedom to share word/story – to help others grow
Acceptance that is here is huge – shalom class allowed people to grow and learn to listen more and talk less and accept all
The pastor keeps me coming back
The people family and friends keep me coming back
The small groups keeps me coming back
Leadership doesn’t put pressure on the congregation to “recruit”
Get’s soul food to get her through the week
Having that gap of leaving gave us perspective. My first time in the door it was a music program that brought me in. My granddaughter has gotten involved through the musicals and now has started confirmation and getting involved in youth on her own.
We went to church over in WG and the energy kept us coming back here. It’s tradition herein our family. Our whole family has come here over the years.
Tradition is a good work – I was thinking maybe it more of a force of habit.

The benefits my girls got from the children's programs. They loved youth and one a senior and the other is in college, and they would drag us here because they loved it so much.
The reasons we came back was we were invited to Shalom
There is some natural grouping/connecting happening within the services.
Small church feel in big church
Building the kingdom by building disciples – empowered here to build disciples
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The small groups keeps me coming back
Leadership doesn't put pressure on the congregation to "recruit"
Get's soul food to get her through the week
My boyfriend and I found it online, loved it, and joined the choir
My host family is in Windermere. I was studying Christianity to understand difference between Catholic and Protestant. Now I am studying Methodist and want to be baptized in this church
Clusters were just starting with the ice cream socials. Being committed and seeing that played out that we actually wanted to be connected
Class with St. Luke's U – large church feels smaller because of strategic work toward connection. Learning about smaller groups of folks
How does the cluster group not become exclusive Connection that really clicks for you
People ebb and flow. My sister came back in the last five years. She came back to try the theater ministry reached out to her.
My brother is spiritual and just got married. I would invite them to worship, theater, and now they want to baptize their nephew here. St. Luke's is really warm after visiting other churches. Entry points give ways for people to plug in
Our entry points are for everyone – doesn't have to have agenda
People coming from all different denominations

Theater productions – I have noticed a new younger demographic, LGBTQ has a legitimate welcome.

#### QUESTION 4 RESPONSES

This vision was too wordy
Can we have row captains to know who is missing
We are byline focused – can we stream line communication
What about a personalized web page with our class offerings
Technology; social media; screen scroll – investigate innovative ways to reach different generations
Large – medium = small – how to get connected. Have to force yourself to get connected
New worship service has not happened yet
We need co communicate and celebrate more – slides before worship, volunteer spots, follow through by leaders for personal touch and follow up
Numbers serving don't seem as strong
What's the next step in Sunday spiritual growth – sometimes if you take multiple classes you get a repeat if everyone is studying the sermon series
Book of activities at SL – visual connection to ministry
Volunteer slot assignment sign up sheets
Foster interest in spending more of their Sunday morning at church
Drop in Sunday school class – something to pull in Sunday worship attendees to more connection with members. A bridge to commitment
Increase community awareness of SL activities
Connect with college students on a buddy system
Start a ministry for people during donut time to look for the lost
We may be trying to do too much
Continue the current plan and add or refine
Streamline the vision communication with an executive summary

<p>Monthly weekly information – so what do we allow for weekly information if the eupdate isn't available for those without computers. Hard to print out items that are digital so how do we get more information out to more people</p>
<p>All children are fairly active when growing up but then kids stopped coming. What do we do?</p>
<p>Coming to St. Luke's as a new person is like picking up a book and starting in the middle of the book. It would help if there was connecting with mentors or a group. Some churches have established mentor people to walk with new people and connect them with cohesiveness</p>
<p>We need to look for lost people and help them find their ways. We are not consciously putting the effort toward it</p>
<p>Zone worship was the first Contemporary worship – totally different than it is now.</p>
<p>As a member I don't know what's going on</p>
<p>Cluster groups are supposed to make a big church seem smaller – but I didn't know much about what's going on</p>
<p>We aren't shining our lights as bright because it is covered by straw</p>
<p>People know St Luke's in the community</p>
<p>There is a disconnect between view of people and people not coming anymore</p>
<p>It takes a life change to get into the habit of coming. So many methods are available to help people with life change.</p>
<p>More use of technology to get our worship on-line and ministry communications reaching further</p>
<p>More mission opportunities for little ones (under 10)</p>
<p>Yes, it has improved – Community Garden, Clean the World (8 and up), a few others... but more offerings would be welcome</p>
<p>My kids live in a bubble – it is nice for them to see the “real world” through missions</p>
<p>More diverse, new worship options – including some that we off-campus (discussion of week night plans)</p>
<p>Really wanted to see us provide an evening service option</p>
<p>Why don't we take some of the land out back and grow a garden? Kids who cant drive would have an easier time getting transport to our campus, food could go to Winter Garden</p>
<p>Another suggestion – when we have big events like the summer musicals, it would be a good idea to cover the “First Time Worshipper/Visitor” signs in the parking area with handicap parking signs. Would really help</p>

On line sign up for many things is great! Do we still publish regular newsletters/magazines? (yes) I thought those were great
Why is only the sermon on-line? (Several obstacles we have been working through – song rights, organ pick-up, sound mixing, lighting – net, resource constraints) Would be good to offer full services on line
How are the trends in Children’s ministry? When we started attending, I was surprised at how low key our children’s programming was. This seems lighter than I would expect it to be for a church of St. Luke’s size
I’ve been involved in two not-for-profit organizations that have enjoyed phenomenal growth and financial health. The common factors: invest in children and provide great facilities. Children build congregations. St. Luke’s facilities are ok, but not great (clarification discussion centered on functional usefulness, technology usage, etc.)
One thing I noticed from reading this handout and our discussion tonight – we have really accomplished a LOT of what we set out to do. While this was a visioning effort initially, we really got after it. Often vision exercises are just talk – nice to see that wasn’t the case here.
Haven’t seen any measurable objectives. (Circles has that, but our data for worship, connect and grow are only as good as the attendance we get from people and classes.)
Just started getting in winter garden, the volunteers for the schools were not getting enough new help and we are having the same people volunteer. Let’s not leave this ministry
We need to get back to doing the spiritual gift and help people utilize people gifts.
When people get sick or need help how can we find out in order to reach out.
We need a systematic system to know what is happening with our members and create awareness
We need to make sure we have personal invitations and contacts to volunteer or serve.
How do we get out more communication of needs, cluster groups, monetary gifts.
Impact needs can be delineated better
The communion list in traditional needs to be updated. They need more volunteers
Concerned about the attendance in traditional. It’s not as full as it usually is.
A lot of people in traditional are going to the new place.
Should we have all three traditional services?
The church has been a great learning experience.
An evening service needs to be revisited – maybe a different day

We should continue on this path and improve things
Continued focus on our vision throughout the process – re-messaging
Bulletin – layout – things seem buried. Where is info actually located. Hard to find. Text more plain
Translate English to Spanish: service, sermon. Dual language bible studies
Watch “language” church lingo. Many people don’t understand church ling when they first start coming
Lines of communication – website is so hard to use, hard to find what you’re looking for
Bulletin format it too small – new people may not know about our website and it’s not friendly.
Scroll events on screens.
Have a bilingual service
View point is that I’ve never been persecuted for faith here, for culture and language. Alight faith when you share with other cultures
Start Hispanic cluster group
Inclusive – we need to make sure that when we are trying to be inclusive, the activities also speak to the groups. Make sure all can afford the activities plans
Service that is interactive. No offering. Small group fellowship within the worship setting with questions and discussions.
Miss the round tables in contemporary
Taking care of our own st. Luke’s membership. Who needs help at their home in our own congregation.
Vehicle for members to request assistance – advertise our care ministries that we already have for people in need
Interfaith partnership
More structure and support for cluster group leaders.
We’ve spent a lot on infrastructure internally – might need to think more of kids and youth inwardly.
More volunteer empowerment – we can’t do it all with paid staff. Need to take more risks with volunteer empowerment.
We seem to have less personal interaction (between members of the congregation). One year Bill led stewardship campaign and he hosted a dinner for 50 lay “stewards” – spoke to

<p>them and then “commissioned” them to go out and talk to the rest of the congregation. All you had to do was “ask” – we don’t ask enough.</p>
<p>I get nervous when we target specific groups - I feel that there are “lost and lonely” in every segment.</p>
<p>I miss when we seemed to do more “relevant” topics outside of worship.</p>
<p>Looking forward, I think we should have clear success criteria and metrics for whatever we decide to do.</p>
<p>Group that is under attended: Older members. There used to be dances? (the dances were never a St. Luke’s event. It was a group that met at different church that St. Luke’s had a team who would host when it was our turn to host. We stopped hosting because of room availability big enough. )</p>
<p>The singles cluster is the largest of all the cluster groups. Couples should make single people be more a part of things.</p>
<p>How can we support the singles cluster group? Outreach programs for meeting people’s needs for this and other needs.</p>
<p>Segments that don’t come to church need to be loved. How do we identify if we are making a difference if people want to worship in place?</p>
<p>The church needs a new oven. We do need some infrastructure improvement</p>
<p>At one time St. Luke’s held a bible study fellowship group: BSF. What about a men’s group. It would be nice to see it there.</p>
<p>When we first started cluster groups it was clear in the direction. Now that things are progressing, it seems a bit inconsistent amongst the cluster groups and how they are run and how they incorporate and move people to small groups.</p>
<p>Not sure if cluster group leadership is the same across the board. Some folks haven’t been trained like others.</p>
<p>How can we pull the cluster groups to interact with one another. Like the care council, bringing the care ministries together.</p>
<p>I think things feel great. I know that sounds crazy, but I think things feel really great.</p>
<p>Jenn has done amazing things.</p>
<p>No increased music space for the choir. Safety rails still needed in the choir loft – mobility. Imperative need for senior choir members</p>
<p>Stephen ministers – reconciliation training – hasn’t happened</p>
<p>We also need to focus on families. In reach.</p>

<p>We've gotten the endowment committee up and running but it seems to have fallen by the wayside. To my knowledge, we have not had a meeting yet this year. It seems so short sighted. Really disappointed. I'm afraid its endanger of getting forgotten. If you don't have meetings and advertise it, it's dies</p>
<p>School of the arts – expected it to continue and expand under this new program. The theater programs are not about learning how to do things. It's learning things somewhere else and doing them here. My granddaughter started dancing here and is in the Atlanta ballet</p>
<p>We're missing the training element. Could use some classes</p>
<p>My youngest daughter took piano lessons here and loved it.</p>
<p>Other things near to my hear: Care, Grief, Stephens Ministries, Cancer, Meals – My concern is how do we communicate the existence of these groups within the community and congregation. There was a struggle in the beginning of getting the pan up and running but it's a beautiful thing.</p>
<p>When I started looking for things to do, I found it very difficult to find things online and I'm pretty good with a computer</p>
<p>I send issues with the website problems</p>
<p>It's comes miles from where it was ( I set up the first domain) It does need updates, search functions, look and feel, not intuitive</p>
<p>St. Luke's U it's been a positive thing. It's enticed me and caused me to get involved in classes.</p>
<p>I've had a problem with certain staff members who do not respond to emails or phone calls. The general public doesn't have their cell numbers</p>
<p>We missed reaching out to some people in our cluster group because of lack of communication</p>
<p>I've noticed a lot of things don't have red text near them – why is that? (the red text list was not expansive or exhaustive – just key words or phrases</p>
<p>Services Online: why can't we have music and videos used in service online? (audio issues to capture all of the instruments and choir)</p>
<p>I'm glad Jackie used the word energy – there's so much energy around here, it's hard to stay away.</p>
<p>I remember when things were a whole lot simpler. This seems very complicated</p>
<p>I miss hymnals</p>
<p>Is the process leading us to create a new vision or refine the old one? It's a little bit of both</p>

<p>I came because of the quality of the music program. What I would hope to see more of is diversity on all measures. Also, hoop there can be ways to get more people involved more deeply, in small groups or large groups. Even in the choir! Lastly, I want to visit about EWG. Needs to be bigger. Can we invest more time and energy in EWG than we do on our campus?</p>
<p>Our Contemporary service is doing well. But I see traditionalists shrinking and shrinking on Sunday morning. I'm worried, "ya'll are going to pull the plug on us."</p>
<p>There are people who look at the services as two churches</p>
<p>EWG took longer than we hoped. It's the relationships, trusting a community, stepping back so they can go forward, but building relationships that takes more time than you think.</p>
<p>We will have to make decisions financially in the next 18 months. What and who can transplant from commit funds to operational budget. (Jenn's answer)</p>
<p>I expected to see more room for the choir. We've been waiting for more room. We've been tripping over each other trying to get to robes. Music was given away</p>
<p>The turnover in choir directors has been a miracle</p>
<p>I'd like to see more activities for youth</p>
<p>Who selects the hymns? Amy. We need more old hymns.</p>
<p>Change happens slowly because we are working with people. I see more people of color than when I first came</p>
<p>High school and middle school expect to be huge and dynamic and a real faith program, not just a lot of fun. High school student encounter as a young person and it was a real change. It was a dynamic place to be on wed night struggling with real faith. Retreats were deep. I have brought so many people and have been disappointed because they were not welcomed. What used to happen was a FORCE. It should reflect the size of this church.</p>
<p>Want us to see us expand our reach into community to reflect it even more</p>
<p>Volunteers needed has been stated. We need training for volunteers for youth and Tom and Cindy would help.</p>
<p>High school age parents have said I hear more Jesus in EWG then we do in youth programming. Want young people involved in missions council</p>
<p>Mission trips as a youth when I was young was pivotal. Where is that in our youth. It's disingenuous for us to have missions for church but not have the same agenda for youth</p>
<p>Core mission classes training would be great for youth volunteers</p>
<p>Shalom session would be the development of youth leaders in a social setting.</p>
<p>We should tell the pumpkin stories – where is it raised, tell it in the community so our reputation is beyond just the pumpkin church but about the mission</p>

Electronic signage – technology navigating our website is very frustrating – not wifi friendly building
Connection point calendars do not work
Flowers for mother - who do I contact
Physical and technological way finding – can we get an APP for the phone, a faster way to be transparent.
Reunions for youth groups connected with local high school homecomings.
College faith falls between cracks – why not have 10 year high school youth group reunions
Giving young people the tools for leadership and how to run meetings. Can we help parents have a framework for young people
Parents of preschoolers have groups – can high school parents get to know one another and volunteer and develop relationships with their own children and other children. Parents knowing parents – asking them to take classes and connect so they are growing. This could be an entry into the church
What about the lost age groups – college age young adult. Where do they go? Where do they connect? Is this a hole in our church
Know we are a large church but let’s not be everything to everyone and loose our focus on what we actually do well
I want us to do more connecting in the community in deeper ways. Where’s next after EWG
LEAD Ministry - we need to be sharing our gifts and graces we have to train other churches and other people. Not just bigger, but sharing our story about what we do.

**OTHER RESPONSES**

We’ve done so much, it’s overwhelming. How can we do more? What else can we add? It’s so much to take in because I have been active as others – it’s almost like a different language. How do you find your passion? There’s so much out there
It’s overwhelming– there’s so much to read
We identified our spiritual gifts as a church a long time ago –maybe it’s time to do them again
This process seems like it’s about refining.

Use the start stop continue framework

I was really taken with connect and mentor. We stepped away for a while and were in and out of the church – part of that was because of the difficulty connecting. Connect-A lot of times, even old timers went unnoticed. It's better now, part of that change was me, part of that is the change of the church.