

SEATTLE FIRST BAPTIST CHURCH LONG RANGE PLANNING DATA ANALYSIS AND REPORT ON FOCUS GROUPS HELD IN JUNE 2020

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PART 1 - THE PROCESS AND SUMMARY OF KEY IDEAS

DESCRIPTION OF THE FOCUS GROUP PROCESS

--Participants were recruited in May 2020 via email and phone calls (names taken from the SFBC directory), as well as by personal contact from the facilitators of special interest groups, and via advertising in SFBC publications and announcements at SFBC services and meetings.

--131 members/friends of SFBC signed up and 125 ended up participating

--Fifteen groups met between June 4 and June 28, 2020.

--Average number of participants per group = 7.9

--One facilitator and one notetaker from LRP (Long Range Planning) Team per group

--One member (this writer) of LRP Team was involved with every group for consistency

--Participants were given the option of being in a group to their liking demographically or by scheduled time:

--Four were mixed groups in terms of age and gender, four were all women, one was all men, one was all seniors, one was all people new to SFBC in the past 10 years, one was all racial/ethnic/cultural minorities, one was all young adults and parents of young children, one was made up of the Executive Committee and worship staff/clergy, one was just for members of the LRP Team.

--Due to the COVID-19 crisis, all groups were held via the Zoom online platform.

--Note: There were technical problems which caused meetings to be interrupted during five of the groups. All affected groups were able to continue following these disruptions.

--Everyone addressed the same questions, which included open-ended, short-answer polls, and number rating scales.

--In advance, participants were given the questions as well as a copy of the SFBC Mission & Values and some background information about church attendance trends, finances and facility issues (seismic study results, parking issues, etc.)

--Anyone requesting computer training for the Zoom platform was given that in advance by an LRP team member.

--Each group was 90 minutes long and was recorded. (Anonymity was guaranteed)

--Facilitators used an identical script for every group.

--Participants were encouraged to share any further thoughts with the LRP Team via email after their group, and sixteen people did so

--Seven people chose to participate via telephone interview or written input.
--No demographic data was collected on participants, but this writer estimated the following based on personal knowledge of participants:
--66% women // 34% men
--64% seniors (>60 years old)
--13% young adults & parents of young children
-- 8% people of color
--It is important to note that these focus groups took place at a time when two external factors clearly impacted responses:

1) We were in the midst of a global pandemic with the COVID-19 virus, which meant everyone was sheltering in place for the most part, and no activities had taken place at the church building(s) for about three months.

2) On May 25, 2020 - just over a week before these groups started, an unarmed Black man named George Floyd was killed by police in Minneapolis. His horrific death sparked a global response and highlighted the impacts of systemic racism. SFBC was very close to the center of large-scale Seattle protests and an occupied zone where protesters had taken over the area around the East Precinct of the SPD. Racism was very much on everyone's minds.

DESCRIPTION OF ANALYSIS PROCESS

--Following the completion of the groups, this writer watched all the videos, went through all notes, and compiled/sorted responses by category, calculating frequency of responses whenever possible.
--The abridged collection of responses in Part 2 is an attempt to show the breadth of response, and attempts to use respondents' exact wording whenever possible. A document with a more complete listing of responses (or any relevant part thereof) is available as needed.

SOME OBSERVATIONS/IMPRESSIONS OF THIS WRITER

--It is clear from listening to these groups that most people experience a great love for SFBC, its pastors and its community members.

--I observed that many hunger for further conversation. Deep listening. Exchange of ideas. The chance to be heard and known. There were many comments like "I wish we could meet again to talk about _____"

--It is also clear that most people are well aware of the trend in these times of urban (if not all liberal Christian) churches becoming irrelevant, going broke, aging out, and closing their doors. Most participants seemed eager to talk about this, but many appeared to feel powerlessness in the face of it. They would say things like "We need younger members" but were strapped for ideas as to how that might come about.

--I was surprised by conversations about the future of our property and buildings - especially the sanctuary building. The divide was about 50/50 for retain vs redevelop, but what I noticed was that while people expressed great sentiment related to the sanctuary, many were listening closely to other viewpoints and admitting to changing their thinking after hearing concerns about things like environmental impact, accessibility and the ethics of using so much of our resources on a building rather than mission-focused activities.

--Like in most institutions steeped in dominant culture there is a wide spectrum of knowledge, personal experience, passion and commitment among SFBC's members. For instance, on the issue of

racism, some members are just beginning to explore and talk about the concept of systemic racism while on the other end of the spectrum there are those who have been on the "front lines" and are anxious to see way less talk and way more action. This both complicates and invigorates plans for future directions.

--Our oldest and youngest members and friends speak a different language, and their reference points about things spiritual and things "church" are so far apart that there clearly needs to be some action taken to help us deeply listen to one another and address the divide.

--The broad spectrum of spiritual beliefs and values evidenced in these groups ... everything from those who hold to traditional Christian beliefs like the need to profess Jesus Christ as Lord and Savior to those who identify as being post-Christian, non-Christian, non-theistic, or "none" ... both enriches and complicates any future planning. Is there a "middle" to this spectrum? And would anything planned from that vantage point satisfy the rest? Or, has it been the unique gifts of Rod Romney and Tim Phillips which have allowed this odd collection of Christians, Jews, Buddhists, Seekers, Freethinkers, Spiritual-but-not-religious folks, Nature-lovers, Nones and others to become "home" to one another? And if so, how do we find another leader who can shepherd such a wildly disparate flock when Tim retires?

Enough of what I noticed.

Here's what participants had to say . . .

SOME POINTS OF UNIVERSAL AGREEMENT (OR A PREPONDERANCE OF AGREEMENT)

Regarding the Building, Property, Location

--Worries about the building(s) ... environmental burden, cost of maintenance, too big for current membership, loss of parking lot, accessibility problems, safety

--Seattle area traffic has made commuting to the church for weekday/evening events unfeasible for most members

Regarding our Baptist Name and Heritage

--We are committed to and good at upholding Baptist principles.

--Having the word Baptist in our church name deters many people from wanting to come near us; if we're going to keep it, we need to do a marketing campaign to counter public perceptions

Looking to our Future

--We need to be bold, courageous, innovative, willing to change

--If we don't make significant changes (and maybe even if we do), SFBC will have to close its doors sometime in the next couple of decades.

Regarding Music

--Our music is very high quality and we want that to continue to be so

--Music needs to be more diverse ... a mix of styles, cultures, content

--We need to increase our outreach to our community & be more of a community presence

--We need greater collaboration and interaction with our Evergreen partners

Regarding Pastoral Personnel

--The current pastoral staff is stellar. (Calls were made for cloning them.)

--Anticipatory grief about Tim Phillips retiring

--Love and respect for powerful, prophetic preaching at SFBC and desire for it to continue

Regarding Racism/Antiracism

--Need to focus on racial justice first and foremost

--Need to address personal and systemic racism at SFBC and beyond our walls (and to become an antiracist church)

--Need to do an internal audit/assessment -- especially with regard to systemic racism, then make action plans for correcting problems & carry out the plans. Continual re-evaluation.

Regarding Social Justice

--We're more comfortable in our heads, talking about our values, than we are acting on them.

--We need to be a presence in the community. Focus on ally-ship and collaboration

--Our building(s) need to be a resource for community groups organizing for social justice

--The Interfaith Climate Action Group members from our congregation are great and serve as excellent resources and organizers for everyone; the rest of us don't do enough.

Regarding Spiritual Care/Spiritual Growth & Development

--Concern about inadequate care for seniors and isolated members

--Need to address cliquishness

--We need to do a better job with guests and newcomers

--Need small groups to meet a wide variety of needs, all of which would increase sense of belonging.

Regarding Technology

--Post COVID-19 we need to continue online worship, meetings, groups, education.

--Our website is not serving either internal or external purposes sufficiently

Regarding Welcome/Inclusivity

--We are very welcoming of gay men and lesbians; we have work to do on being welcoming and affirming for our trans and non-binary members, friends and neighbors

--True to our value, we are respectful of and welcoming to members of all religions.

Regarding Worship

--We need a broader representation of cultures in worship and in the music used in worship

NOTICEABLE DIVIDES WITHIN THE CONGREGATION

--Younger // Older

--Minority Cultures // Dominant Culture

--Baptist-invested & identified // Not Baptist-invested or identified

--Traditional // Less or non-traditional (reflected in worship, music, idea of what church is/should be)

--Think we do quite well living our values // Think we have serious deficits living our values

--Adamant about keeping sanctuary building // Adamant about need to redevelop property

--Focused on wanting to outreach for greater diversity by age and race // Focused on wanting to address the systemic issues causing the lack of diversity

--Value the continuing Christian identity of SFBC // Wanting a broader identification

--Celebrating how welcoming/inclusive we are // Saddened/disturbed by how exclusionary we can be

--Think we need to focus on growing our membership to survive // Think we can survive as a smaller church focused on our mission in a way appropriate to our size

--Those who feel SFBC to be "home" // Those who feel homeless at SFBC

SOME FUNDAMENTAL OR UNIQUE QUESTIONS AND ISSUES RAISED

Regarding the Building & Location

--Does our love for our beautiful building unnecessarily impact our decision-making?

--We love the beautiful building, but should we tie our future to it?

--Should we consider a new location?

--Future generations won't be able to afford this building. Can we?

Regarding **Our Continued Existence (or not)**

- If we continue to look like a liberal Protestant church, we'll go the way of liberal Protestant churches [die]; we need to think about our place in the community differently & figure out who we can be/ how we can continue to exist
- Don't worry. It'll be fine. God needs us.
- There's a tension between staying the way we are - as people who live far away and & drive in - and being a church that serves the neighborhood in which we exist, which would require us to change (which is hard)
- We need to change ourselves more than we need to change the church

Regarding **Music**

- Is our music serving the choir or the congregation? And if not the congregation, why not and what do they want?

Regarding **Outreach**

- Think in terms of how we can serve our neighbors & meet their needs, instead of expecting them to come to us and conform to our mold

Regarding **Societal Trends**

- Gentrification is making our neighborhood less & less reflective of the kind we want to be part of
- What do we have to offer Seattleites that they don't get outside the church?
- We're at an important point in time when the momentum of Christianity is fading or has faded. We need some sophisticated, intense theological conversation and study about the relevance of Christianity in today's society.
- Young adults are not going to come to our (any) church for the reasons most of our older members attend. Can we bridge that divide? Are we willing to step away from Christianity to do so?

Regarding **Worship**

- Are we too worship-centric? Is our budget too worship-centric?

PART 2 - A QUESTION-BY-QUESTION SYNOPSIS & SAMPLING OF RESPONSES

INTRO: WHAT FIRST BROUGHT YOU TO SFBC?

Responses listed below are those with a 7% or greater frequency (130 total responses):

- Baptist history and connections 11%
- Grew up at SFBC or arrived there as child/youth 9%
- Church shopping or seeking new one after the loss of a previous church 9%
- Recommendation or invitation from a pastor, friend or family member 35%

Some Fun Responses: Romance 2% Fashion 1%

I-A WHAT IS ONE THING THAT DEFINES SFBC FOR YOU?

Responses listed below are those with a 6% or greater frequency (181 total responses):

Inward-Focused Responses 66%

- Community 20%
- Inclusivity or Acceptance 25%

Outward-Focused Responses 10%

- Social Justice 6%

Responses related to Religion/Spirituality/Theology/Thought/Spiritual Practice 24%

- Welcoming & Affirming Stance 7%

I-B and II-B: WHAT WORKS WELL/DOESN'T WORK AS WELL REGARDING OUR MISSION & VALUES

NOTE: For this question, report of frequency shows as two percentages divided by a double slash (e.g., 27% // 90%). The first indicates the percentage of remarks indicating something we do well; the second for remarks about what we could be doing better. It can add up to more than 100% because people gave input both on the positive and the negative. This is followed for each section by one or more actual responses given, some of which are followed by the percentage of respondents who endorsed that particular view.

EX: **We value the color purple.** 73% // 6%

- Purple is a great contrast in grey Seattle 32% of respondents
- We have a regular schedule for touching up our purple doors.
- The imposing building and purple doors are intimidating to people.

Interpretation: 73% of people had positive things to say about how we do with our "color purple" value, while 6% had negative things to say. Three of the many remarks are listed. The first one shows 32% of people having made that remark or stated agreement with it

WITH REGARD TO MISSION STATEMENT 183 Total Responses 125 Do Well // 58 Could Do Better

We are a community of faith 32% // 15%

--What does that mean? Our community of faith is not very united; multiple identities from different perspectives

Exploring what it means to follow the way of Jesus Christ 33% // 22%

--We are not seekers to the extent we could be

--RE: the way of Jesus ... we take what we like and leave the rest (We don't hold all things in common)

--Jesus didn't say build a church & worry about the parking lot"

--Respect to those who built our church, but is it still fulfilling a need? If so, people would come.

To be a people of God 7% // 0%

And to love and care for our neighbors 28% // 63%

--Need more action; we think/talk more than we act

--Need partnering with our neighbors more than serving them

--Need to do more outreach & deepen our social justice work 29% of respondents

--Need to leverage our assets to serve our community; we spend too big a proportion on worship

As a church we will know no circles of exclusion 63% // 97%

--We are very inclusive, welcoming, accepting

--We have lots of room for improvement on "circles of exclusion"

--We need to be inclusive of people we "serve" - like homeless neighbors - rather than see them as objects of charity

--Need to be more openly inclusive theologically.

--Christianity is waning; broaden our scope.

--Need less cliquishness

--Need to address systemic oppression on all levels

--Need to do more outreach to our neighborhood

No boundaries we will not cross 19% // 3%

And no loyalties above those we owe to God 18% // 0%

WITH REGARD TO THE INTRODUCTION TO OUR VALUES 1 Total Response

--Maybe these are our values because we already do them well?

WITH REGARD TO OUR FIRST VALUE 149 Total Responses 110 Do Well // 39 Could Do Better

We will go deeper in faith as we ... 66% // 19%

--Many opportunities for spiritual growth, multiple pathways & definitions of what faith means

--Adult Ed strong; Honoring our own stories

--Pastoral role modeling & preaching strong

--Scripturally-based preaching, but not "battered by Jesus" ("Jesus-lite")

--Good at upholding Baptist principles, values

--Could do better at personal spiritual growth & development

--Could do better at having justice work be spiritually informed, rooted in experience of faith

--"faithing" - working to connect beliefs & Biblical story to practice of justice, mercy, humility

--Need to increase education and opportunities for contemplative practice which provides the centeredness, energy and inspiration needed for social justice action

--Need to create safe space for people to cultivate relationships where they can become faith allies for one another

Do justice, love mercy, work for peace and walk humbly with God 8% // 7%

- We act on our faith/beliefs
- We need to be more fully active
- We need to be more visible out in the community
- We need to really live our values. We need to be more open to change
- We need to be more humble (Stop taking credit for the actions of the few or the ancestors. Stop patting ourselves on the back for being "good;" instead, show up, do the work)
- We need to resolve question of whether SFBC is an organization which nurtures, educates, & inspires us to do justice work in our own neighborhoods or whether we need to come together in the church's neighborhood to do justice work

WITH REGARD TO OUR SECOND VALUE 129 Total Responses 42 Do Well // 87 Could Do Better

We will be present to one another ... in our personal relationships 10% // 34%

- Inclusion & Respect for all is something we do well 85% of respondents
- Zoom is allowing us all, including the isolated among us, to connect personally/spiritually
- Not everyone feels at "home" at SFBC 7% of respondents
 - We are "home" to a particular demographic ... we need to assess, address
- We need less cliquishness 14% of respondents
- Our seniors make up the majority of our membership but have no dedicated pastor for their needs
- We're a white culture church & haven't thus far been willing to do the work needed to be antiracist
- We are personally & socially welcoming to those who do not identify as Christian or are non-theists, but our spiritual actions, language & culture don't reflect that welcome
- We need more training & opportunities for offering deep listening to one another

and [present to] our neighbors 8% // 22%

- Need education providing better welcome/hospitality 29% of respondents
- Need better marketing
- Need Better Outreach 46% of respondents (To: minorities, families, neighborhood, young adults)
- Need to invite our neighbors for something THEY want
- Need to clarify what we mean by neighbor
- Need to shift our financial priorities some; we spend too much on worship, not enough on outreach

and by creating venues for engagement where we can learn different viewpoints from our own

15% // 12%

- Place at the Table dinners are great for this 21% of respondents
- This is being done via Zoom programming, Adult Ed and with guest preachers
- Need more small group offerings 67% of respondents

WITH REGARD TO OUR THIRD VALUE 140 Total Responses 101 Do Well // 39 Could Do Better

We will respect all religions ... 41% // 3%

- We show respect for all faiths 24% of respondents
 - The fact that I, as a Jew, can feel welcome and beloved and a part of both congregations
- We create space for people from diverse religious backgrounds
- Our Welcoming & Affirming stance has brought in LGBTQQI+ folks from differing faith traditions
- Preaching is broad in its theology

--We have theological language barriers ... we get steeped in old religious language and use it even though it does not reflect who we are and is exclusionary

...by learning about the beliefs, values and struggles of our neighbors ... 26% // 11%

- Through relationships with Bet Alef and MAPS 22% of respondents
- By having leaders from other faiths in our pulpit 19% of respondents
- By involvement with other ecumenical & interfaith groups like the Church Council, Faith Action Network
- Need more study in comparative religions 25% of respondents
 - With changed format in Adult Ed, there's no place for this kind of thing; change or find venue
 - Need to include nones, non-theists, post-Christian thought in this
- Many young adults identify as non-religious and we need to listen to them, invite dialogue and work to understand this better without defensiveness or the expectation they will be wooed to join the church 31% of respondents

...and by demonstrating support for them 4% // 14%

- Need to educate the congregation about anti-Semitism
 - Specifically how Holy Week can feel to Jews; then change how we do it accordingly
- We're not so friendly to our non-progressive Christian neighbors 16% of respondents
- Need to use texts/hear voices from other faiths & secular sources more in worship
- Need More guest sermons from non-Christians 32% of respondents

WITH REGARD TO OUR FOURTH VALUE 104 Total Responses 41 Do Well // 63 Could Do Better

We will welcome the stranger, including immigrants and refugees, as our scriptures instruct

33% // 38%

- We're inclusive & accepting, welcoming all who come through our doors 38% of respondents
- Through our welcoming and affirming stance (though really only for the LG of LGBTQ+)
- We welcome diversity ... when diversity comes to us
- Wednesday night dinners are welcoming to strangers
- We do this through prayer (especially for those in sanctuary & at borders) 15% of respondents
- We're good at giving money & saying the right things
- Outreach commission does a great job
- Don't be so monolingual in our worship
- Need better outreach to our neighbors 39% of respondents
 - Invite people in rather than waiting for them to show up
 - Better outreach to our homeless neighbors 16% of respondents
- Need more public spacing ministry
- Put out a sign for Wednesday night dinners saying whole neighborhood welcome
- Collaborate with agencies that focus on immigrants & refugees
- See less familiar folks in pulpit more
- Deal with fact that the label "Baptist" is a barrier for folks we might otherwise welcome
- More action, less talk!

We will explore how to support their [immigrant/refugee] causes and advocate for justice, remembering that many of us are the children of immigrants and refugees. 7% // 22%

- We support those in sanctuary at other churches 43% of respondents

- Through our support of Companis
- We need to have our congregation reflect the communities we hope to attract
- Do a better job of having our worship, leadership, etc. reflect the immigrant/international populations we already have (especially for the children)
- Show up more!
- Need to improve how we address this whole value 17% of respondents

WITH REGARD TO OUR FIFTH VALUE 201 Total Responses 72 Do Well // 129 Could Do Better

We will actively work to recognize & change our own biases... 13% // 18%

- We've done this well with regard to lesbians and gay men
- Consistently strong prophetic preaching to this value with Biblical/faith roots 22% of respondents
- Starting to address our biases thanks to Black Lives Matter protests & COVID
 - White Fragility study group is a positive 26% of respondents
- Need more book studies (multiple & variable times; White Fragility not enough) 19% of respondents
- Don't just be visionary about diversity; have a plan**
- Have a 15-20 min talk-back time following worship, maybe in Parlor, where we can discuss sermon & talk about things that may have made us feel uncomfortable 8% of respondents

...and to fight... 7% // 13%

- We do a good job at outreach related to social justice issues 36% of respondents
- Do this through support of Companis 14% of respondents
- Need better communication** of social justice opportunities to congregation 41% of respondents
 - Website not user-friendly
 - When actions are going to happen, needed info/details not getting to everyone
- More action, less talk. Model the value; don't just espouse it

...[fight] racism ... 2% // 16%

- White Fragility book study a good thing 50% of respondents
- Center the issue of race & assign enough resources to really become antiracist church 21% respondents
- Honor role Pastor Patricia has played in awakening congregation but don't over-rely on her or expect her to do work white folks need to do 24% of respondents
- Need to do a thorough racial bias/inclusivity audit** of how SFBC is doing w/in our own walls; also how to improve. Take a hard look at our biases, where we're exclusive. Make a plan from that and commit to the hard work of antiracism.
- Focus on being an ally to organizations fighting racism**
- Be more involved with Evergreen events, meetings, caucus fundraisers**; get to know people of color in our own association. Do exchanges, some shared programming. Follow their lead. Get out of the "mother church" role. 21% of respondents
- Be more inclusive of the people of color already in our congregation**; stop saying there are no people of color in our church.
 - Don't leave our significant population of Asian & East Asian members out of this inclusion!
- Nor our LatinX and First Peoples members.

...[fight] sexism ... 2% // 2%

- Our girl children and youth are given a voice and respected; they have role models in the church

- We use inclusive language // We could be more inclusive in language beyond just pronouns for God
- Female lead pastor?
- The traditional choir music is filled with sexist language; we could at least acknowledge that and make a point to counter it as often as possible

...[fight] classism ... 1% // 0%

- Do good job with Welcoming/Affirming stance and Advocacy & Inclusion of LGB folks, fighting homophobia 80% of respondents
- Gay pastor, lesbian pastor & strong ally pastor
- We could do better outreach to the gay community

...[fight] ageism ... 0% // 9%

- Need to audit, make a plan for, address ageism at SFBC
- 65% of our congregation over age 60 but no pastor focused on senior issues
 - Need to find ways to keep up relationships with disabled & advanced elders who can't attend anymore
- Need to address accessibility issues
- Need to deeply listen to young adults ... those in the church and those who left or aren't interested

...[fight] other systemic prejudices. 0% // 3%

- Must address transphobia and listen to/see/include the trans and non-binary folks in our congregation; clean up our pronouns among other things!
- Examine our biases/prejudices against non-progressive Christians

WITH REGARD TO OUR SIXTH VALUE 90 Total Responses 40 Do Well // 50 Could Do Better

We will protect our environment ... 28% // 9%

- We walk our talk in many ways (recycling, composting, compostable or real plates, tree planting, reduction efforts, role modeling for children, etc.) 24% of respondents
- Interfaith Climate Action members great resources, educators, organizers 32% of respondents
- We say the right things, but we need more action than talk. We need to stop taking credit for what the few are doing and start showing up!
- Building is too huge for our needs; heating system is eco-unfriendly
- Too many people are driving rather than using available alternatives
- We need to step it up such that our commitment to sustainability is evident to anyone who comes

...and support preservation programs that are based on scientific data designed to improve our resources, enhance biodiversity, and reverse human-caused climate change. 17% // 47%

- Center this issue or there's no point in talking about the future
- Carbon offsets good
- We encourage the children in enviro issues/actions
- Tree planting 26% of respondents
- Great work of Interfaith Climate Action 26% of respondents
- We need more action, less talk 26% of respondents
- Continue remote meetings post-COVID to save energy, carbon emissions 10% of respondents
- Addressing environmental issues only on Earth Day & when there are climate crises is not sufficient
- Why are we still using paper bulletins weekly and paper handouts at meetings & events?

- Put solar panels on the roof
- Replace the building(s) with enviro-friendly one(s) 12% of respondents
- Put a compost area on the property
- More meals with no meat
- Promote carpooling and/or buy vans for picking up people from transit, etc 14% of respondents

I-C WHAT'S THE ONE THINGS THAT WOULD GIVE YOU THE MOST GRIEF IF IT WERE NO LONGER A PART OF SFBC? (Showing Responses with 7% or greater frequency)

Related to:

- Buildings, Property, Facilities 7%
- Community/Friends/Fellowship 10%
- Pastors 9%
- Outreach & Social Justice 8%
- Theology/Spirituality/Faith/Beliefs 7%

II-A ONE THING YOU WISH WERE DIFFERENT AT SFBC

(154 Total Responses; showing responses with 7% or greater frequency)

Related to:

- Buildings, Property, Location 10%
- Governance 7%
- Hospitality, Welcome, Inclusivity, Being Present to one another 15%
- Membership, Attendance, Diversity of congregation 29%
- Music 7%
- Outreach 14%

II-B HOW WE COULD IMPROVE LIVING OUR MISSION & VALUES ... INCLUDED WITH I-B ABOVE

II-C WHAT DETERS YOU FROM INVITING PEOPLE TO SFBC?

(139 Total Responses; showing responses with 7% or greater frequency)

Related to:

- Baptist identity 24% (need to start invitation with apology, explanation, deal with ignorance, fear)
- Facilities & location 10% (parking, accessibility, geographical distance)
- Personal Issues 12% (fear of being seen as proselytizing or offensive, discomfort discussing religion, not wanting to admit to being a churchgoer, no social circle, friends anti-church, etc.)
- Religion/Theology/Spirituality 18% (Christianity is hard sell these days, theology too narrow, my Christian friends are more conservative, etc.)
- Welcome/Acceptance/Inclusion/Hospitality 7% (personal history of being harmed by actions of SFBC members & not wanting this for guests, we're not good with new people, whiteness of congregation & choir, hard place for introverts)

II-D WHAT ACCOUNTS FOR SHRINKING ATTENDANCE AND PARTICIPATION AT SFBC?

(137 Total Responses; showing responses with 7% or greater frequency)

Related to:

Competing priorities 12%

Aging out 20%

Failures to honor our mission, values 15% (lack of outreach, too few ways to connect, non-inclusive)

Societal/cultural trends 23% (rejection of religion/church, younger adults not interested, end of era)

Traffic, transportation, parking, long commutes 7%

II-E BARRIERS TO FULL PARTICIPATION FOR YOU OR OTHERS AT SFBC

(148 Total Responses; showing responses with 7% or greater frequency)

Related to:

Class/Classism 7% (upper middle class culture at SFBC)

Facilities & location 40% (Accessibility issues, intimidating building, parking, traffic, churchiness, etc)

Racial/ethnic/cultural minorities 18% (minorities don't see peers & not reflected "up front" enough, monolingual, library white-centric, painful history of microaggressions, white culture/

supremacy, failure to embrace the multicultural community we have now, antiracist efforts too focused on dominant culture/white experience)

Theology/Ideology 12% (the word Baptist, not being a lifetime Baptist, SFBC is narrower in spiritual practice than we used to be, not honoring enough of post-Christian, non-Christian members, progressive theology & politics limiting to some)

II-F NAME ONE THING YOU WORRY ABOUT RE THE FUTURE OF SFBC?

(161 Total Responses; showing responses with 7% or greater frequency)

Related to:

Membership, Attendance, etc. 44%

Parking & Transportation 12%

Theology/Religion/Baptist Identity 9% (that we'll shun people who think God is relevant, that we won't help the church die a good death, that no one has room for religion, the irrelevance of Christianity, fewer people with Baptist roots connection, the need to re-brand Christianity)

III-A WHERE WILL SFBC BE IN 10 YEARS IF WE CHANGE NOTHING? (1=CLOSED/5=THRIVING)

(122 Total Responses)

1-	14	12%	
2-	56	46%	58% say we'll be closed or close to it
3-	42	34%	
4-	9	7%	
5-	1	1%	

III-A WHERE WILL SFBC BE IN 25 YEARS IF WE CHANGE NOTHING? (1=CLOSED/5=THRIVING)

(120 Total Responses)

1-	80	67%	
2-	32	27%	92% say we'll be closed or close to it
3-	4	3%	
4-	4	3%	
5-	0	0%	

One comment added by an elder who has been active at SFBC for many decades: "25 years in the future we will have outstanding preaching and music plus serve as the center for housing, job training, civil rights, health care, social services. Can't wait, Love, _____"

III-C VISIONS FOR THE FUTURE

WHO ARE WE/WHO DO WE WANT TO BE?

- We have to define what our goals are: More bodies in the pews? Or better at our mission?
- We must be bold, gutsy, outside-the-box, unafraid, creating something new, forward-thinking
- Let's be OK with being smaller and doing less, as long as we're better at what we do.
- Do not sacrifice values for a larger membership.
- Let's consider merging with like-minded church(es)
- Because of COVID-19 and the protests following the death of George Floyd, we find ourselves in a liminal time...when dreams and visions are born & we have the time to pay attention to them. These global crises are inextricably linked to our call to do justice, love mercy and walk humbly with God ... and to the future of SFBC in ways we could not have imagined six months ago. Let's use this moment in time as an opportunity to move SFBC forward in the service of our justice mission.

VISIONS/THOUGHTS RELATED TO OUR BUILDINGS & PROPERTY

Questions/Themes

- Does our love for our beautiful building unnecessarily impact our decision-making?
- Don't think of our buildings in the long-term. Think survival & whether they meet those needs.
25% of respondents
- Sanctuary building is both a draw and a liability.
- We love the beautiful building, but let's not tie our future to it.
- Do we want buildings that fit our values or do we want to try to fit our values to our buildings?
- Building(s) need to be a community gathering place (as well as faith center) 33% of respondents
- New location?

Keep current building(s) or Redevelop property? (NOTE: Close to 50/50 on responses to this)

Responses related to Keeping the Building(s)

- Increase rentals and use of sanctuary for concerts, lecture, etc. 9% of respondents
- Keep sanctuary building only; redevelop others & create parking
- Do the seismic retrofit & fix accessibility issues & whatever else is needed to save the sanctuary building. 11% of respondents (Can we afford this?)
- The sanctuary building is a beacon on the hill; keep it that way.

Responses related to Redeveloping the Property

--Do it as economically as possible through simplicity, with any remaining funds going into an endowment for social justice work

--Ensure what we create reflects our values

--Consider re-naming as we re-develop (without "Baptist" in title) but retain AB affiliation

--Build all new multi-use right-sized "campus" -- green, sustainable, seismically sound, accessible, parking, beautiful right-sized sanctuary with great acoustics, space for maximizing partnerships with community groups & current partners; Paid for with high-rise for low income housing on property 20% of respondents

--Call it Center for Spirituality and Action or Contemplation and Action or ???

VISIONS/THOUGHTS RELATED TO OUR FINANCES

--Huge financial drains coming up: seismic, parking, etc. Don't drain resources on building(s); redevelop so our resources can be aligned with our ethics/values

--Future generations won't be able to afford the current building(s); we can't afford them now! 40% of respondents

--Now we spend about 70% internally/30% externally. Let's flip that, spend the bulk of our budget serving our mission and values.

--Spending too high a percentage now on personnel, worship & building upkeep.

--Don't rely so much on grant and rentals. This detracts from our mission.

--Rental income is good & should be retained and maximized.

--Congregational giving is poor & not even close to supporting level of staffing we have.

VISIONS/THOUGHTS RELATED TO OUR SPIRITUAL MISSION

Questions/Themes

--Acknowledge our congregation is not monolithic theologically & act accordingly.

--Continue to be Christian church but more modern. Focus on way of Jesus but honor other voices.

--We appeal to older people. That's OK. Nurture that connection.

--Focus more intently on the church being more than the pastors & Sunday morning 11am hour.

--Personal connections are of the greatest value. Maximize opportunities for this.

--We're at an important point in time when the momentum of Christianity is fading or has faded.

We need some sophisticated, intense theological conversation/study about the relevance of Christianity in today's society. 17% of respondents

--SFBC has done this in the past around pacifism, Welcoming & Affirming status, AIDS, etc.

--We're too worship-centric; too many of our resources going into worship while other ministries are under-funded. 17% of respondents

Community of Faith

--Find more ways to come together beyond 11am Sunday morning. Zoom helps. Keep it up.

--Need to improve our hospitality/welcome to newcomers & guests. 23% of respondents

--Need to re-purpose as center for contemplation and action. (akin to Catholic Workers Movement)
This would be more attractive to younger adults. 19% of respondents

Spiritual Care / Spiritual Growth & Development

--Need more experiences that deepen & enrich our spirituality, including online.

--We need to be more small group-based ... with all kinds of groups from spiritual growth-related to geographical to social/fun to social action to educational to personal interest. Can be intergenerational. Will increase connections, sense of belonging. 22% of respondents

- Need to involve children and youth more in the life of the church.
- Need more opportunities for contemplative practice 8% of respondents
- Bring back the blessing of the beasts!
- Let's partner with a Buddhist Sangha.
- We need to **improve spiritual care services to seniors** 16% of respondents
 - Can be lay-led. Visit homebound more, outreach to isolated, set up rides, serve communion, improve connections - especially for advanced and isolated seniors.
- Have a lay leadership development/support program (for worship/spiritual care leadership, etc.)

Theology/Beliefs

- Broaden our theology to be less about worship & Christianity and more about the way of Jesus.**
- Be more broad-based in our understanding of spirituality - not so narrowly religious.

Worship

- Need more children/youth/families actively participating in worship
- Have a contemporary service for younger adults, families 5% of respondents
- More lay-led worship 5% of respondents (Lay preachers too)
- More flexibility with sacred texts ... including modern texts (God is still speaking concept)
- Emphasize a relationship with God, not just good works.
- Maintain strong preaching
- Openly endorse less traditional spiritual paths.** Be openly clear that the many in our congregation who do not profess Christianity or Baptist tradition are fully a part of us.
 - "I love my church and it's not even mine."
- More metaphorical approach to the Bible
- More sermons targeted to families
- More guest preachers from other faiths/viewpoints, including modern ones.
- Often feels too focused on our many "causes." More focus on personal faith. 5% of respondents
- Need broader representation of cultures in worship. Exchanges with other churches. More people of color in the pulpit. More people up front who reflect the minorities among the congregation.
- Do we focus too much on LGBTQ+ issues in worship?
- Structure/style of worship needs to be mixed up more. We're so traditional. Broaden experience.
- Continue streaming worship post-COVID 19
- Have **more than one service to allow for different styles, beliefs, needs.** 9% of respondents

VISIONS/THOUGHTS RELATED TO MUSIC

Questions/Themes

- Is our music serving the choir or the congregation? If not congregation, find out what they want.
- Keep up high quality of music!

Children's Music Program

- Make it more engaging, child-friendly, energetic ... less traditional/didactic 6% of respondents

Concerts

- Have more, especially themed concerts & diversify them.
 - For concert presentations about other cultures, have people from those cultures present.
- Collaborate with other churches for major concerts.

Cultural Diversity

- Need broader representation of cultures in our music. Well thought-out plan. 6% of respondents
 - Do choir exchanges; have guest choirs/soloists/groups regularly

- Partner with other church choirs more.
- Not about SFBC white folks singing ethnic music stiffly. Need to have musicians up front who reflect the people of color and ethnic minorities in the pews more often.

Logistics

- De-centralize music performance.
- Maybe sing from the congregation. Robes & performing up front are symbols of separation.

Organ

- Organ is not a good sing-along instrument. People in pews can't hear each other at all. Use piano.

Outreach

- Consider having a community choir in addition to worship choir.
- Start a neighborhood music school for kids
- Do music tours of the church. Showcasing some vocal and organ music

Style

- Too vanilla, old. Modernize. Kids and young adults can't relate.
- Be more relevant. High quality but feeding souls of all - not just classical music lovers
- Needs to be more energetic & inspiring ... make us want to clap or dance in the aisles or go out and change the world (or all of the above).
- Don't give up traditional music while diversifying.
- My generation likes to see guitars in worship.

VISIONS/THOUGHTS RELATED TO PROGRAMMING

Adult Education

- More faith journeys, including people outside of SFBC to increase diversity 31% of respondents
- More programs to help us address/change our biases
- More classes, programs in contemplative practice 16% of respondents
- More programs targeted to families

Children, Youth, Families, Young Adults

- More programs where there's something meaningful for parents while simultaneously engaging programming for their children so they don't have to feel guilty dragging kids to church, or choose not to participate
- Have a coming of age program for youth to include coming of age ceremony
- More intergenerational activities
- More options for going places together, doing service work together, etc.
- Continue improving flexible timing for CFYA activities
- Group for mothers of young children

Community Meals

- When we share meals, be playful about how to maximize interactions so we hear different viewpoints, get to know new people, be who we say we are in terms of welcome/inclusivity,
- Have table hosts

Wednesday Evening Dinners & Programs

- Go back to having to-go containers
- Publish menu
- Have enough of vegetarian/vegan options (since omnivores take them too)

--Wednesday nights not practical for most members due to traffic. Make them an outreach opportunity 45% of respondents

--Sandwich board outside advertising to neighborhood, outreach to targeted groups

--Free or pay what you can

--Invite specific groups in for sharing meal with us more often

Small Group Programming

--Develop small group programming: for spiritual growth & development, for education, by age, for social support, for geographical connections, for social justice work/mission focus, for enfolding newcomers, for intergenerational fellowship, for exposure to different views 83% of respondents

--More like house churches

--Build on good work of Place at the Table dinners

Communication

--Improve publicity (website frustrating) 78% of respondents

Miscellaneous

--Partner with nearby colleges for programming internships (things like drama)

--61% of membership is women. How about a Women's group that's not affiliated with ABC?

Programming & Outreach

--Partner more with community & other Evergreen churches for programs. How can we collaborate?

Retreats

--Keep quality retreats - opportunities for spiritual growth. Especially Women's Retreat.

--Need a self-sustaining scholarship fund (also less expensive venues)

Programming for Seniors

--Make a plan; so many seniors are isolated

--Address the digital divide effectively

Programming and Social Justice

--At all programs, acknowledge with honor & gratitude that we're on Duwamish land

--Diversity programming. Need thoughtful, innovative plan.

--Need a support group again for our International members.

VISIONS/THOUGHTS RELATED TO TECHNOLOGY

--Doing worship & groups online broadens our understanding of what church is. 10% of respondents

--Keep virtual gatherings post-COVID 50% of respondents

--Bring in professional staff to help us with our transition to regular online worship

and other online services; maximize effectiveness. Spend the money to do it right.

--Current website is problematic; need to improve website communication 40% of respondents

--Put Peacemaker stories on website

VISIONS/THOUGHTS RELATED TO MARKETING

General Themes/Questions

--We need to decide who and what we are, then devise a marketing campaign around that

The "Baptist" problem & Question of Branding

- Baptist is not our brand. The "Baptist" brand is what we are NOT: requirement to have Jesus as Lord and Savior, baptism as cleansing sins, strong belief in Biblical authority, etc.
- Sure, we are that OTHER kind of Baptist - soul freedom & all - but the Baptist name doesn't elicit that
- Many of our members have no Baptist history, connection
- Being an American Baptist church and having "Baptist" in our name are not the same thing
- Drop the word Baptist OR do an aggressive marketing campaign
- If we take "Baptist" out of name but still use "church," have we accomplished our goal?
- Maybe Baptist is less the problem than urban progressive bias against Christianity/church

Public Relations

- Hire professional marketing/PR firm to help counter perception about Baptists 17% of respondents
- Upgrade our website to be state-of-the-art marketing tool to attract like-minded folks
- Devote resources to PR
- Social media outreach across multiple platforms

VISIONS/THOUGHTS RELATED TO OUR ORGANIZATIONAL STRUCTURE

- The more people involved the better; Baptist polity 11% of respondents
- Most people have no idea how our governance works
- Structure outdated, designed for larger church - recipe for burnout 21% of respondents
- Simplify structure by focusing on what we need, not what we've done in past 16% of respondents
- Be more inclusive in leadership; we draft the same few people for special jobs, ad hoc groups, etc.
- Electronic meetings help immensely; keep them up!
- It's hard to be involved in leadership if you have young children!
- More transparency in governance (publish meeting minutes, etc.) 62% of respondents

Proposed Changes to By-laws

- Take out membership requirement to profess Jesus Christ as Lord and Savior
- Take commissions out of by-laws altogether so less limiting. 10% of respondents
- Outreach has traditionally focused on philanthropy. Need group focusing on systems change.
- Make commissions smaller with 2-year terms & combine related commissions. 7% of respondents
- Commissions based on our values and fluid in sense they can be permanent or short-term
- Oversight of congregational care not the charge of the diaconate or any commission. Why?
- Don't limit commission membership to members only

Overall structure

- Shift to structure designed around spiritual discernment
- Move away from business model of governance
- Consider organizing around a minority/majority caucus system like Evergreen (or some modification thereof) in order to enhance the voices of various congregational minorities

VISIONS/THOUGHTS RELATED TO PERSONNEL

Desired demographics for pastoral team

- Need a larger staff with a pastor for seniors
- Need a smaller staff; too much of our budget is personnel-related
- Leadership needs to reflect demographics of congregation
 - How about a trans pastor? Will we ever have a woman lead pastor?

- Continue to have a young pastor's energy/fresh ideas, but also have "seasoned" pastor's experience/wisdom
- Do we need ordained clergy in all positions? Baptist heritage would beg this question.

Focus of pastors

- Continue outreach/education pastor; Continue CFYA pastor
- Need pastor for social justice & interracial ministries 10% of respondents
- Should provide leadership at SFBC but also in Evergreen, ABC, community, ecumenically, etc.
- Spend less time on worship and more on variety of other things 24% of respondents

Lay Staff

- Need more professional staffing for communications & technology
- Educate congregation on who non-clergy staff are & what they do (no more talk about "the janitor")

Transitions

- Loss of Tim will be huge 70% of respondents
- Ask pastors to give us as much notice as possible about planned retirement dates once known
- Given our focus on how wonderful Tim is (and Patrick too), are we setting ourselves up for problems when he retires? And if so, what can we do about that?
- Begin plan for post-Tim transition as early as possible
- Be sure pastoral searches are always born out of our mission and values 10% of respondents
 - Consider going outside the American Baptist denomination 17% of respondents
- Continue to hire intellectual, spiritual, thoughtful pastors, rock-solid on our mission & values, and strong, prophetic preachers 17% of respondents

VISIONS/THOUGHTS RELATED TO OUR RELATIONSHIP TO OUR NEIGHBORS/COMMUNITY

General Questions/Themes

- If we continue to look like a liberal Protestant church, we'll go the way of liberal Protestant churches (die); we need to think about our place in the community differently & figure out who we can be/how we can continue to exist
- Be thoughtful, creative, innovative with outreach. Put more resources into it. 41% of respondents
- Be a more neighborhood-rooted church, more involved in community 8% of respondents
- Ask ourselves who our neighborhood/community is: Capitol/First Hill? Broader?
 - Recognize that with gentrification, our neighborhood is less reflective of who we want to be
- Do some kind of survey, needs assessment to determine neighborhood needs 14% of respondents
- Think in terms of how we can serve our neighbors, meet their needs, instead of expecting them to come to us and conform to our mold 19% of respondents
- What do we have to offer Seattleites that they don't get outside the church?
- Don't worry. It'll be fine. God needs us.
- Tension between being a people who drive in, and being a church that serves the neighborhood in which we exist...which would require us to change (which is hard)
- Start by outreaching to groups we already serve well
- Don't try to outreach to people who do not share our theology/values just to grow membership
- Make our building available more as community resource for organizing, meetings education, etc. for community groups 71% of respondents

Finances & Outreach Put more of our budget into outreach

Marketing/PR and Outreach

- See marketing section above on Baptist identity issues 31% of respondents
- How to attract those with the intersection of social justice & spirituality?
- Consider podcasts as outreach, especially for younger adults

Hospitality/Welcome/Inclusivity & Outreach

- Provide education and mentoring on how to be welcoming 27% of respondents
- Form affinity groups by neighborhood, who could serve as welcome for newcomers, help them get involved, get to know people who live nearby
- Lay-led outreach to those newcomers, members missing, etc. (Margaret N-A up for leadership)

Target Populations for Outreach

- Young adults and young families 33% of respondents
 - Ideas: partner with local schools, start music school for neighbor kids, use gym, after-school & tutoring programs, children's activities, free family movie nights for neighborhood families, Friday nights out for parents (with childcare)
- Isolated young adults hungry for connection (like those brought in to work at tech companies)
 - Ideas: Offer small group activities for maximum connections 43% of respondents
 - Most aren't looking for "church" so offer other kinds of community: classes, social justice options, parenting classes/support, crafting, bowling, book clubs, board game/trivia nights, volunteer opportunities, etc. Church members to interact also. (Wendy VK interested in leadership)
- Exiles from Christianity: disaffected LGBTQ+ folks; people harmed by church/Christianity
 - Idea: Have a hotline for people with spiritual angst
- People with disabilities
 - Large population of mentally ill folks in neighborhood (PR to agencies serving them)
- Healthcare/Hospital workers, families
- Residents of nearby high-rises
- Neighborhood seniors: via senior housing. Offer transportation. Focus here since we already do well with this population 67% of respondents
- Our unhoused neighbors 23% of respondents
 - Ideas: sack lunches 1-2x weekly, transportation, education to congregation on how to be hospitable to this population, PR for Wed night dinners, etc
- LGBTQ+ neighbors

Be more of a Community Presence 12% of respondents

- Provide ethical leadership in community by being regular presence 42% of respondents
- More events like July 4 picnic (& invite our partners, their employees & families)
- At demonstrations, marches, protests
- Be center for contemplation and action in the community (especially if we redevelop property)

Collaboration

- Work with partner agencies to identify more community engagement opportunities for SFBC groups 40% of respondents
- Partner with local businesses, business associations, & colleges

VISIONS/THOUGHTS RE OUR CALL TO RACIAL, ENVIRONMENTAL, ECONOMIC & SOCIAL JUSTICE

General Questions/Themes

- We need to change ourselves more than need to change the church 12% of respondents
- Be intentional, have a plan; we're often crisis-oriented in what we support

- Compartmentalize less; acknowledge intersectionality more
- Learn how to practice deep listening with one another
- Be bold, vocal, unapologetically political about our social justice values
- De-centralize our image; we're not just about the 11am hour on Sundays
- Less talk, more action (and not just giving money)! 13% of respondents
 - We tend to say we're doing great when we're only "thinking" great ... or to talk about how well we do in social justice but when asked, we reference the actions of only a very few or of something SFBC did years or decades ago
 - Be inspired by our history & those who inspire us now, but don't stop there.
 - More people actually put social justice value into practice 16% of respondents
- Identifiable presence at community social justice events
- Focus on being an ally to and collaborating with existing groups with similar values & let them lead 12% of respondents
- Create small affinity groups for social justice study and action
- Let our building be used as a social justice community gathering place
- Improve communication within SFBC so members are better aware of opportunities for action
- Utilize Zoom to increase social justice education within congregation
- Continue with consistent faith-grounded messages from pulpit about social justice issues
- Don't become one of those churches where sermons are just political stump speeches.
- Have family-friendly social justice opportunities -- especially time-limited or one-time events
- Give more input to political process in the name of SFBC 6% of respondents

Partnerships, Collaborations

- Assess social justice stances of our partners and be bold in addressing any potential conflicts
- Collaborate for protests, demonstrations
 - Idea: Charter bus for such events and pick up people from outlying Evergreen churches; bring them to SFBC for coffee, donuts, fellowship, then go to protest together
- Partner with other Evergreen churches 8% of respondents
 - Reach out to Mt Zion and Japanese Baptist to see if they'd be willing to form a partnership of faith and action. (But don't insist on being the leader!)

Visions/Proposals related to Racial Justice

- Racial justice has to be our #1 issues right now - maybe start with a 2-year initiative for all SFBC
- We must go inward to go outward on this issue - ask what we're willing to do as individuals and as an organization to be an antiracist church and maybe a more racially diverse congregation
- Stop patting ourselves on the back for being "good" and "not racist" while refusing to do or avoiding the hard work of addressing our own part(s) in upholding systemic racism
- Our focus should be less on attracting more members of color and more on being a good ally.
- Need to do a complete audit of every part of church life to identify where we uphold systemic racism and what we need to do to turn that around 6% of respondents
 - We need, in multiple ways, to honor the racial and ethnic minorities in our congregation, to acknowledge their presence, to BE with them, to deeply listen to them (if they want to talk) and not to expect them to do the work for white members
- Increase our participation in Evergreen activities as a way to increase cross-racial interactions
 - Ideas: regular pulpit exchanges, shared meals, place-at-the-table-like dinners & activities, shared online education and groups, choir exchanges and cooperative concerts, shared retreats, shared family camp, shared social justice projects, etc.

Advocacy - Encourage antiracism work in the denomination

Collaboration & partnerships

- Partner with community organizations (including Africatown, BLM) 11% of respondents
- Partner with other Evergreen churches 6% of respondents

Educational and Interactive Opportunities

- Need many forms of adult and child/youth education at varying times for maximum participation
 - Don't stop at the White Fragility group
- In small groups, go worship in other Evergreen churches that are more racially/ethnically diverse
- Whites in congregation need to work on own issues, learning to recognize/address bias & privilege

Justice for Indigenous Peoples

- Pay monthly contribution to Real Rent Duwamish (consider \$18.55/month as reference to the broken and unfulfilled Point Elliott Treaty of 1855)
- Place a marker on our building or property acknowledging we're on Duwamish land
- Regularly and in multiple ways acknowledge we're on Duwamish land & honor the First Peoples

Visions/Proposals related to Gender Justice

- Assess/address our treatment of trans and non-binary folks at SFBC and make a plan for education, deep listening, correction 60% of respondents

Visions/Proposals related to Economic Justice

- Serve our unhoused neighbors better
- Outreach to better serve those in nearby low-income housing
- If we re-develop property, ensure any housing doesn't contribute to gentrification
- Collaborate with/be a visible presence in the local Poor Peoples Campaign

Visions/Proposals related to Environmental Justice

- Center this issue and step it up since we're on the brink of disaster & if we don't do this now, there's no point in discussing the future of the church because there will be no planet
- Redevelop the property and build green 63% of respondents

Visions/Proposals related to Age Justice

- Assess/address ageism in all aspects of church life; have a plan 50% of respondents
- isolation of elders, digital divide, need for increased care - visits, calls communion, etc
- Address ignorance of issues & needs of our eldest and youngest adults: need deep listening, education

Visions/Proposals related to Other Justice Issues

- Disability justice: accessibility, better service to children with disabilities, better understanding of how to serve mentally ill neighbors
- Improve our welcome for single adults/adults living alone: increase visibility, acknowledgment

III-D WORDS I'D LIKE TO SEE IN A 2035 JOURNALIST'S ARTICLE ABOUT SFBC

Words used by 3 or more people:

Changed name (dropped word Baptist) 5

Courageous 3

Creative 5

Dynamic
Inclusive/Inclusivity 11
Innovative 5
Loving
Responsive 3
Actively involved/leader in social justice ministry & racial equality 6
Supporting/Supportive 4
Transformative/Transformed 4
Vibrant 3
Welcoming 5

And two honorable mentions:

- A Voice that is heard in the community on behalf of those who have no voice. What a gift to Seattle -- this courageous, forward-thinking group!
- Pastor Norah is doing a great job