

Church of the Redeemer: Visions of Ministry Pre-Retreat Survey
Final Update May 12, 2011 at 6 PM
91 Surveys

Q1. What 3 activities at Redeemer most supported your Christian life in the last couple of years?

Answer Options	Response %	Response Count
Liturgy	77.3%	68
Music	59.1%	52
Outreach and Social Justice Programs (Lunch Program, Redeemer Amnesty Action Circle, etc.)	27.3%	24
Adult Education (Telling the Story, Bible studies, etc.)	33.0%	29
Youth Group	11.4%	10
Church School (Classes and special programs for children, nursery, etc.)	14.8%	13
Hospitality	22.7%	20
Receiving pastoral care from clergy or lay members of Redeemer	13.6%	12
Newcomers Events	3.4%	3
Opportunities to serve in ministry areas	23.9%	21
Participation in church committees	12.5%	11
Comments		21
Serving on the HIV/AIDS Working Group.		
Catechesis		
The thing that sustains me at Redeemer is our committment to Word and Sacrament, which of course involves the liturgy but isn't restricted to it.		
pastoral counselling		
I volunteer at the lunch program once a week as 'point person' (lead volunteer) but this is not part of my Christian life, as I am not Christian; I see this as part of my duty to the community as a relatively privileged member of society, and I value the inclusiveness of the community at the Redeemer kitchen which allows me to do this there without feeling pressured into religious participation.		
general friendliness and communal support of congregation as a whole		
Also the warmth and hospitality are amazing		
Being accepted and having friends within the Redeemer congregation.		
Considering return to Redeemer		
Our new website. Our newsletter. Our new sound system.		
Sermons that provided a link between current, everyday life and the scriptures		
sense of community, support from other parishioners		

Outreach to the larger community. Diversity to a broader range of people. Keeping the youth engaged as they move from Youth Group members to university and beyond.
Outreach (lunch program) Ongoing faith community
I cannot think of new areas of ministry - rather I believe that Redeemer will continue to mature and develop in its existing areas of ministry. I think that what is important is that we continue to be open and responsive to new opportunities as they arise and that we do not become complacent.
Outreach and Social Justice
I hope that the direction of the lunch program will continue to be inclusive and friendly towards non-Christian volunteers and guests - I feel that this is a very important part of community outreach on the part of the Redeemer.
expand/build on lunch program success (and continue to build bridges between lunch program and Sunday). Also more small group community type things - perhaps home neighbourhood based. As we grow as a congregation, having small communities will be important to staying connected with other people.
urban ministry (e.g. church without walls), social justice, innovative liturgy
Continuing the good work that is already being done: Lunch Program, Church School and Youth Group, pastoral care, Christian education.
youth ministry (number of children growing), continuing lunch program, continuing adult education opportunities, continuing to provide liturgy and music
Continue outreach in the Breakfast lunch program Continue and expand support groups for marginalized persons e.g. ex prisoners Advocacy for more social housing and increased financial support for marginalized people on OW
Go Vegan
Outreach to single, senior gay men and women in this and other local Christian communities.
Increased membership and more young people joining the church.
Youth & Young Adults Creating a stronger sense of community Replicating the "Redeemer experience" on other parishes
Understanding the post-modern culture and how that affects ministry in the church
Should we invite people who are not baptized to receive Holy Communion as a way of being open, welcoming and inclusive?
Not sure
Greater outreach to our neighbourhood
Stability as we grow. Financial responsibility.
Outreach Adult Education Youth outreach
no comment
Building a strong friendly community within the Redeemer. Many times I sit beside the same people week after week, or walk past someone in the hall downstairs and never get so much as a hello or good morning. Maybe it's just Toronto, but for a newcomer, it's not very welcoming. It's lovely to be invited to the newcomers group, but once you're no longer a newcomer, the welcome seems to disappear.
lunch program,hospitality, adult christian education, music
Learning how to be a Church in the heart of the City. In addition to serving the homeless as we do now, developing a ministry to our own members and the Yorkville community, by becoming an oasis of deep silence, beauty, worship and wisdom amid the business of the City, like a Trappist monastery.

Hospitality
Hospitality
not sure at this time
I don't have any new ideas. If we can keep improving what we already do, that will be amazing. The challenge is to avoid patting ourselves on the back and going stale.
Challenges raising a young family
introduce the church to new neighbours in the new condos nearby. And to be open to people of diverse backgrounds.
Outreach and fellowship
the same
1. Advocacy & assistance for the marginalized. 2. Spiritual home that provides good, welcoming liturgy 3. Adult education that provides opportunities for open discussion as well as information.
Serve on church committees
music and youth/children's small groups
To lightly loosen and let the Holy Spirit flow more.
Continued emphasis on welcoming diversity, and making optimum use of the talents of its community, such that it continues to be intellectually as well as spiritually stimulating to be part of the Redeemer community. Continuing to speak out about human rights within the Anglican Church, particularly same sex marriage.
Fellowship with non-Anglican religious people (Other Christians, Moslems, Hindus, Sikhs) Reaching out further to those who are disadvantaged Providing community leadership on environmental issues
Liturgy, Sermon, Church School and young peoples, small group ministry
outreach -drawing new people in and providing a warm welcome to new comers; music; liturgy; social
Hospitality; renovations of outside to make church more welcoming.
Christian education could grow through more interactive events. The Lenten Living Faith with creative art was a good example. Radical faith brought in a younger crowd and new ideas. Most of all it connected strongly with daily application.
1. Care for our growing number of elderly parishioners, many of whom have been faithful members for years. 2. Nourishing our children and youth, helping them to grow in faith and to continue their faith journey as teenagers. 3. As we've grown, we no longer know one another and it seems fewer people are getting involved. We need to take a step back and improve this situation in order to be effective in all areas of ministry.
Intergenerational opportunities for worship and interaction Ministry to empty nesters who've moved from the suburbs into condos in the neighborhood Care for our 'elders' who faithfully kept the doors open and who now need care from the community as they age or are infirm
In an increasingly neo-liberal world, where status and how much money one has/earns is of greatest importance, it is of the highest priority that the church remain an egalitarian community; where everyone is deemed of equal worth and treated accordingly.
1.) A continuation and broadening of our Lunch Program, particularly opportunities for our guests to gain job skills (like our Caretaker Internship) and to earn money (additional social enterprises like the Cookie Monsters). 2.) More outreach to students and the general public through social media -- YouTube, facebook, etc. 3.) More support for parents raising kids in a secular culture -- perhaps an adult learning series on this topic.

We must continue with discernment to develop the ministry areas listed above so that the community has a solid base from which to reach out into our neighbourhood and to the wider Anglican church. It may be time for us to stand very firm on some issues.		
Serving community Assisting the aging community		
1. Outreach and Social Justice Programs 2. Expanded Adult Education		
Social justice ecological justice		
Community Outreach		
outreach/social justice, ongoing adult education, ongoing youth programs		
Continue and reinforce the wonderful outreach already in place. !!!!!		
Introduce the Marks of Mission. Focus on how we can faithfully apply the Marks as a framework for what we do. Innovation in the key areas of Worship (within the present offerings and in new ones), Learning (in terms of what is offered to welcome and deepen our faith journey) and Service (what comes to take the lunch program to the next level and what are the next initiatives that will focus our energy for ministry).		
Liturgy, Sermon, Church School and young peoples, small group ministry		
outreach -drawing new people in and providing a warm welcome to new comers; music; liturgy; social justice; newcomers; catechesis adults and youth;		
Answer Options	Response Count	
	66	
answered question	66	
skipped question	25	
Q3. What do you think is the most important first step for the Redeemer community to take in moving toward that call?		
1) Social Justice/Advocacy: Identifying those organizations in the broader community that we can support 2) Growth of Congregation: Having a core group of volunteers who will maintain contact with newcomers - whether via email/phone - like a check -in - to help foster that connection with the Redeemer community		
forming committees to take an active part in alleviating such environmental problems; encouraging the concept of each individual doing something constructive within the community		
-buy-in of parish to support specific objectives in these areas -should not be vague, eg. "improve X" - needs to be more specific -need to get some young adults involved so they can eventually succeed older volunteers		
Networking & Communications		
PWRDF - invite the Primate to preach at a service. Explore visiting a PWRDF program overseas. KAIROS - I would be willing to organize an after service presentation. Draw on Rev. Andrew Wesley - perhaps a team could work with him for a service near National Aboriginal Day (June 21). re: HIV/AIDS, plan a service on a Sunday near Dec. 1 World AIDS Day.		
Continuing to engage with the community through events like Doors Open; encourage new ways for people to come to Redeemer and meet our community through events; partnering with our neighbours (eg: when Lululemon held a food drive for the lunch program)		
That needs more thought.		

Creating a comprehensive "curriculum", setting out the program to ensure ample opportunities for members to engage and deepen their experience of the parish and the Church
Discerning the needs; for example, in Congregational Development we need to find out what we can do to retain new members and make them feel part of the parish community.
To continue to celebrate, through liturgy and attitude, in an inclusive, committed way.
more pastoral support for the ministry team including all paid staff increased and enhanced focus on acknowledging the outreach program
Engaging people of all ages in the community.
Address youth: what are we doing for post high school through to post university people?
Need to explore other areas of need in our city and our world
I feel simultaneously that I am a member of the Redeemer community, if a peripheral one, and alienated by the heavily faith-based language of this form; I would like to see a Redeemer community that acknowledges that it exists at least in part to serve a community that is at risk but not necessarily Christian, and a way to do that is to include the voices of those who have aligned their goals with that of the Redeemer but are not necessarily Christian themselves. I would like to feel I have a say in the way the lunch program goes forward, as a regular worker in the lunch program, but I did not feel comfortable or welcome taking part in the Visioning process.
start to talk more seriously about small groups
website is excellent; now to move on to podcasting
Setting priorities and goals so that each area is taken into account, and everyone knows what the plans are.
don't know
Listening to our B/L program guests to tell their story to the congregation. Hearing from the people and how they came to be in the position that they presently are. Finding out and coming to a better understanding of their life situation and how we might best help or walk with them. Becoming involved in a social housing project some day.
Finding out all the good reasons why
An invitation to local Christian communities to meet & greet in the context of wine & cheese. Then go out to a local restaurant to eat (would have to make reservations.)
Reaching out to the community and letting people know what we are all about. More publicity in The Anglican.
Confronting superstitions and looking honestly at faith
Hiring a 3rd priest
?
Clarifying what, exactly, our mission is. At the end of the day, what are we hoping to achieve? This will define what "success" will look like. Is it growing the size of our congregation and the number of programs we're offering? Or, as I'd like to suggest, is it something more intangible such as growing in our knowledge and relationship with God and being faithful to how he is calling us to live out that faith in our various contexts? We can invite people to something, but our first task must be to figure out - first and foremost for ourselves - what, exactly, it is that we're inviting them to (and what that might look like)
Pray. Sign Andrew Asbil to a 10 year contract! And communicate the stories
Maintaining current quality
no comment
Working with the entire congregation on how to make each other feel welcome, no matter how long someone has worshiped at Redeemer.

Communication
Developing a theology of urban ministry and not just for the poor. Must re-articulate the vision in a way that others can relate to. We're so far behind on that.
Continue to support outreach
Continue to support outreach
Keep examining what we do well and what we need to improve. Then prune away anything that has served its purpose.
Continue with the School program, Youth Group - possibly activities where parents/children participate together
Make sure we are hospitable when new people visit us.
to straighten out its financial affairs, and not to rely on "dig deeper" pleas, but to get a workable budget established.
Identify where it is we are going and what talents & time commitments are specifically needed.
It's up to me to take the first step and get more info; not up to Redeemer.
leadership development visioning
Re-examine liturgy especially with reference to the Holy Spirit.
I don't know. Like many, I see myself as a "Redeemerite" rather than an Anglican, so I have no big problem with conflicts between Redeemer positions and those of the Anglican Communion.
Interactions and engagements with other religious groups Exploring how to increase the impact beyond the lunch program Set a visible example in the community
This is a Christian education area. The services are already great. What activities do we currently offer, who are they serving, and what demographics are missing.
Restructuring internally. Although we've grown significantly, we still seem to operate on the model with the Incumbent being central to everything. With all due respect to him, more needs to be delegated to a wider group of lay leaders with accountability to the boards. Currently the Incumbent is stretched far too thin and can appear to be a bottleneck, although that is the last thing he would want to be.
Re intergenerational involvement-giving opportunities to children, teens, twenty-somethings to contribute to the weekly liturgies Re condo dwellers- some sort of 'welcome to the neighbourhood' mailing-make known the music, services, lunch program, website etc. I.e. Reach out so we can 'be there' when the time comes that we are needed Re reaching out to elders-focus on meeting practical needs- a ride to services, help with grocery shopping, a phone call to check in to see how they are doing etc.
I would like Redeemer to be a beacon, if not on a hill at least on our corner - welcoming those of all shapes and sizes into our midst. There is a lot of traffic outside our doors but also a lot of people who come through them. Our slogan should be, "Come as you are; just come." We are all seekers, trying to live the 'good' life. Join us in that journey. Give what you can and we in turn will share what we have with you.
Hiring additional staff who can lay the groundwork for new initiatives and support and nurture lay leaders and volunteers.
More of our community will need to think carefully about how much of their time and energy they are willing and (in fairness) able to commit to a new broader vision. Many individuals are already overworked by the community and will soon "burn out". To permit this is not a correct Christian model.
Move communion serving the centre group (those standing) to the bottom of the stairs so there is an alternative to climbing the stairs.

Fostering formal mechanisms / structures within the parish to build fellowship and a sense of belonging to address being a church for the transitory.		
I think Redeemer is already doing a pretty good job of moving towards the call of these 2 areas, though it might be interesting to establish more networks with local food initiatives for such things as the lunch program and other hospitality initiatives.		
Buy a new dishwasher		
responding to a very personal invitation, both spiritually and from the community		
Continue and reinforce the wonderful outreach already in place.		
Create the climate necessary for discernment and courage to be bold.		
Annual Renewal such as this retreat		
Becoming a welcoming cogregation so that all who come through our doors are made to feel welcome and at home.		
Answer Options		
	Response Count	
	60	
answered question	60	
skipped question	31	
Q4. What strengths do you anticipate the Redeemer community being able to draw upon in the next 3-5 years?		
The varied skills of members of the congregation to support the work that we do		
availability of financial resources, diverse pool of talent and enthusiasm		
-Liska -musicians		
Fellowship		
Lots of energy, a deep commitment to serve, strong leadership from the clergy, an abundance of gifts amongst members of Redeemer.		
A growing congregation, in particular families with young children; community-involved parishioners		
Strong academic ties, social justice advocates Music....maybe increased attention toward children		
Committed and capable lay leadership Highly functional and transparent decision-making processes		
Talents within the community, especially the lay leadership		
Strong internal sense of community Energetic and committed lay people and clergy Well-established tradition of meaningful programs, such as the music and lunch programs.		
University of Toronto, preaching, music, street mission, intellect, energy of new staff and volunteers, spiritual depth, variety of liturgies, commitment of members, donations from members and volunteers in hours and time,		
Being quite a unique place with an incredible range of talented members who come from such a variety of backgrounds.		
Diversity of community means there are people and activities that newcomers can connect with		
Redeemer is known for its authentic witness in the areas of social justice, inclusive communities, progressive liturgies, and vibrant community.		
Our committed parishioners and our young people.Our fantastic gifted Incumbent,and support clergy		
Its wonderful friendliness and inclusivity.		

continued strong lay and clergy leadership. Volunteers with strong skills to move programs forward. Continued excellent liturgy, music, and worship.
Lay leaders taking on innovative challenges and running with them, financial resources, creative steps when working out staff requirements
The congregation is made up of people with many different talents. It is a question of encouraging people to volunteer their time and talents.
excellent clergy, strong lay leadership and participation
We have compassion and we have personal financial resources and power to make changes.
The fellowship of parishioners
We have a very dedicated, talented core of volunteers.
Accomplished, talented parishioners. Strong clergy & staff.
Good preaching & educational resources
People
?
Enthusiasm, connections in the community, strong leadership (lay and staff), being known as a community of "doers" not just "talkers" (e.g. the Lunch Program)
Our diverse, wonderful group of people of all ages.
no comment
Welcome, friendliness and fellowship.
Families with young children are attracted to Redeemer for the excellent church school and welcoming atmosphere
It's diverse talents
The nearby university and seminary. We also need those willing to increase giving.
Diversity of the community Commitment to social justice
Diversity of the community Commitment to social justice
Keep welcoming new people and then putting them to work quickly.
Strong support of he church members
Generally the congregation is friendly. Also, a lot of intelligence is there too.
its generosity, its committment, and its love of Redeemer
The vast talent pool available.
Andrew, current members working in govenenace area; try to draw in more younger members of the congregation into positions of governance
wide variety of volunteers
Just by our church being itself and moving forward is the strength that is always present. Welcoming new people especially gays or other fringes without any reservations.
The diversity of its membership, in every sense, including talents. The Redeemer culture: warm, inclusive, welcoming. The brilliant, charismatic leadership of Andrew Asbil, which I sincerely hope will continue!
Strong level of engagement and commitment of membership
More of our volunteers' talents and time

The Redeemer community is amazing in its strength and sophistication. Some of the people I met at the Radical series could help us develop new directions in living faith. Especially the L'Arche community.		
1. Broad range of skill sets within the congregation. 2. Respected clergy and staff. 3. A culture of genuinely caring for one another.		
SKilled and caring clergy; skilled and capable lay people; concern for self-care, being able to say 'no' and maintaining boundaries to prevent burnout; encouraging community and contributing to the building up of community		
1) Apropos to a downtown church, we are a very diverse bunch. 2) Being close to a university, there are a lot of highly educated people among us. 3) The aesthetics of our church, the building, the interior, and the choir, make for a joyous experience.		
1.) A group of passionate, energetic parishioners willing to donate time and funds. 2.) Talented and committed staff 3.) A fantastic location and building		
This is what I hope to begin to find out during our meetings on May 13-14.		
Leadership, talent of community Great music and liturgy that we have had these past years		
1. Committed congregation / parish 2. Reasonable financial stability 3. Leadership both lay and clerical		
New members.		
Strong constituency of academic and business leaders		
strong faith and personal gifts/talents		
Our wonderful, intelligent, thoughtful and spiritual parishioners. We have an abundance of highly talented, but very busy professionals who value the worship time to link up with God and each other in a profound way.		
The diversity of the congregation; the maturity of the organization; the depth of leadership		
Lay leadership, music leadership, staff leadership		
its varied community made up of exceptional talents and skills; its location; its building; its capable staff		
Answer Options	Response Count	
	62	
answered question	62	
skipped question	29	
Q5. What internal and external challenges do you anticipate the Redeemer community facing in the next 3-5 years?		
-ongoing financial challenges -succession of Andrew		
People moving		
Internal - we have wonderful leadership from Andrew Asbil. At some point in time he may well receive a call elsewhere - if he ever did leave, the adjustment would be a real challenge for Redeemer. External - ensuring the church continues to have a voice in public debates.		
Financial: with prices ever increasing, we are always turning inwards to meet the shortfall; a solution would be to find new ways to engage the community and draw upon some of their financial resources		
Leadership burnout.		

As always, the budget. Finding a way to speak truth to power in a way that is relevant to the world outside the doors, without watering down the Gospel
It's so hard to anticipate! But if we continue to grow that in and of itself is going to be a big challenge.
Older parishioners, who still form the base of the church, dying. Varying levels of financial support from the wide cross-section of humanity the church draws. Shifts in leadership and in the congregation, the body of the church always changing. How to create a meaningful community with an identity amidst comings and goings.
aging leadership and congregation, tired staff, lack of vision and fear of new ideas, inability to attract energetic new leaders to engage with the children and youth, fatigue from spreading the ministry team too thin (burn out),
Being able to fund all the programs we do, and pay for all the building needs we have.
Staff changes: the person typically hired as youth pastor is always in rotation or required to fulfill other church duties. Capital funding is a daunting challenge; we need \$1m to complete repairs to the building, plus the Diocese wants money. And this doesn't cover expanding programs or ongoing activities.
I suspect there will be ongoing tension between our 'local theology and ministry' versus the diocesan (and beyond) views.
Increased population in the area in which Redeemer is located and in the city as a whole. We will probably need a larger staff.
Budgetary constraints, and the necessary prioritizing different programs within the church; finding ways to include other voices and points of view without losing the sense of a faith-based community.
not enough clergy for the size of the congregation - will need to anticipate that more may need to be hired to continue life of parish as it grows. Getting new volunteers involved as well, as people are reluctant to commit.
Staffing requirements (e.g. replacing the Theologian in Residence); moving through the next phases of the interior and exterior renovations; continuing the high standards set for music and liturgy
Internally we need to continue the strong leadership that we have had. Externally there will be more challenges because of the poor economy. chiefly financial -- I expect recession to recur, which means we will have less revenue and growing needs
I do not want Redeemer to become too comfortable but that we are always struggling with the issues of the day,
I see 2 different communities: liberals (9:30 service) / traditionalists (11:15 service). Conflict? Accommodation?
Financial - operating budget & money for renovations Need more clergy Need to repair south face
How do we understand "God" in this age
Next phase of construction. Loss of Andrew. Financial resources
?
Internal: lack of cohesive vision and sense of mission; weak discipleship (?) External: busyness of peoples' lives, growing distrust of institutional religion
Phase II and Phase III. New seekers. A Tory majority in Ottawa and Rob Ford in Toronto and ? provincially.
no comment
Internal - having space to grow.
-encouraging children to continue from church school to youth groups after age 12 -balancing the needs of the various groups who make up the parish, or use it's services: homeless, families with children, youth, young/middle-aged adults, and seniors
Financial, parish turnover

Burn out of the members of the community who tend to be the ones that do most of the work. Lack of funds due in part to obligations imposed by
Funding Burn out of staff Volunteers at capacity
Funding Burn out of staff Volunteers at capacity
Internal: We are likely to lose both Andrew and Liska. The challenge of keeping the level up after Tim, Ansley, and Andrew will be huge. We need to support ourselves entirely from current income. It is time to start replacing that which we borrowed from the endowments. - External: Secular society in general. Growing individualism and selfishness in particular.
Finances will never get any easiers - especially with construction work needed on the building Maintaining the excellent staff of clergy
Andrew's sabbatical. Keeping the lunch program viable, and strong. Musical changes may challenge peoples taste.
internal: ageing congregation. external: society's general indifference.
Internal Challenge--Delegating responsibilities so that more parishioners are allowed & required to participate. External--The increasing tight budgets from various sectors which lead to increased poverty.
Aging members who now seem to give many hours; how to replace them; replacing Stephen with solid person to compliment Andrew and Liska.
inertia Finances
Judgment especially hard and pre-conceived need to be challenged.
Continued increased secularization of society.
Money. I'm afraid something is going to have to give, if it is to survive and the building maintained. To that end, I think a hard look should be taken at the cost of the music program. Music is vital, but it needn't be expensive. Tensions within the Anglican Communion, which may not be resolvable.
Internal - ability to maintain funding for services as community ages. External - societal antagonism to most kinds of religious activity
Money, turnover and aging of congregation
The challenge will be to expand what we do outside of services. This may cause some stress in allocations between programming and facility development.
1. Too much falling on the shoulders of too few because the fast pace of life leaves less time for a growing number of parishioners to get involved. 2. Staff changes. 3. Friction between the two main communities (9:30 and 11:15) because of insensitivity to diverse tastes in liturgy/music and lack of dialogue to increase awareness of why each community does what it does.
Growing beyond capabilities to respond in the way we want to; costs going up e.g. Cost of electricity, food and gas making ministry harder to carry out; aging volunteers
Aging population, fewer people available to work on church projects/business during the week
Because there is so much movement in the downtown core, it is often difficult to develop relationships or community. We need to program as many opportunities as possible for people to meet and get to know each other. For example, as an 11:15 service attender, I would welcome the opportunity to get to know those who attend the 9:30 and other services. One way to do this would be to host an annual church retreat, not unlike the visioning event in May.
1.) Raising enough funds for Phases II and III of the building project while maintaining operating funding 2.) Possible changes in leadership 3.) Overwhelming demands on our human resources (both staff and volunteers)

<p>Although I dreamed large dreams for Redeemer 20 years ago, it is now far more than i could have imagined. Now we are nearing another turning where we will not know each other so intimately. It is will take more very talented staff and volunteers to manage this next step. Unfortunately we will also need more money which may be found from new members in the community. But this will require God's blessing. Externally - we will have to establish who we are in faith and with respect. We will miss Stephen Reynolds very much in process.</p>		
<p>Potential clergy changes Liturgy and music becoming too folksy</p>		
<p>1. Leadership succession planning - particularly the clergy 2. The need to demonstrate results to sustain motivation. With much effort going towards advocacy for our street friends, is there longer term advocacy?</p>		
<p>Keeping up financially with the projected budgets. Turning those who attend occasionally into more permanent, active members of the Redeemer community.</p>		
<p>Fundraising \$3 million for the Making Room project and supporting the Diocesan Campaign</p>		
<p>financial, time, and energy resources</p>		
<p>You can only do about 3 really big pushes for money before people get tired of it. Perhaps a "talent only" push instead of a fundraising campaign for money. How can we better use the talents of our parishioners without overloading them?</p>		
<p>Having the infrastructure to support the growth</p>		
<p>Culturally positioning itself for small group ministry</p>		
<p>Internal: Finances, limited building space; aging of the congregation; to continue the growth we have been experiencing External: increasing poverty in society and homelessness; fewer community supports for people because of government cutbacks on programs; finding effective ways of reaching out to people in Toronto with our good news about Jesus;</p>		
<p>Answer Options</p>		
	Response Count	
	61	
answered question	61	
skipped question	30	
<p>Q6. Gender</p>		
<p>Answer Options</p>		
	Response Percent	Response Count
Male	37.2%	29
Female	62.8%	49
	answered question	78
	skipped question	13
<p>Q7. Age</p>		
<p>Answer Options</p>		
	Response Percent	Response Count

0-18	2.5%	2
19-29	7.6%	6
30-39	6.3%	5
40-49	17.7%	14
50-59	27.8%	22
60-69	24.1%	19
70+	13.9%	11
	answered question	79
	skipped question	12
Q8. In what denomination were you raised? (If you were involved with more than one denomination when you were growing up, with which did you have the greatest identification)?		
Answer Options	Response Percent	Response Count
Anglican	50.7%	35
Baptist	11.6%	8
Disciples of Christ	0.0%	0
Lutheran	4.3%	3
Methodist	1.4%	1
Presbyterian	1.4%	1
Roman Catholic	15.9%	11
United Church	5.8%	4
Unitarian/Universalist	0.0%	0
None	8.7%	6
Comments		10
Brethren		
Married in a Mennonite Chapel by a Lutheran theologian.		
Christian Reformed		
Canadian Reformed		
Episcopal, in the U.S.		
Visited Roman Catholic and Anglican a lot		
Christian Reformed		
Attended Christian & Missionary Alliance during university; attended Presbyterian Church 10 years ago		
Eastern Catholic		

Christian Reformed		
	answered question	69
	skipped question	22
Q9. How long have you been attending Church of the Redeemer?		
Answer Options	Response Percent	Response Count
Less than 1 year	5.1%	4
1-4 years	21.8%	17
5-9 years	28.2%	22
10-19 years	25.6%	20
20+ years	19.2%	15
	answered question	78
	skipped question	13
Q10. On average, how often have you attended Redeemer worship services in the last year?		
Answer Options	Response Percent	Response Count
Never	3.8%	3
About once or twice a year	1.3%	1
Once or twice every three months	1.3%	1
About once a month	6.3%	5
About 2 or 3 times a month	31.6%	25
4 or more times a month	55.7%	44
	answered question	79
	skipped question	12
Q11. On average, how often have you participated in Redeemer activities or meetings (excluding worship services) in the past year?		
Answer Options	Response Percent	Response Count
Never	6.5%	5
About once or twice a year	18.2%	14
Once or twice every three months	19.5%	15

About once a month	19.5%	15
About 2 or 3 times a month	18.2%	14
4 or more times a month	18.2%	14
	answered question	77
	skipped question	14
Q12. How would you describe your involvement with Church of the Redeemer (your contribution of time and talent)?		
Answer Options	Response Percent	Response Count
Interested, but I'm not very involved	15.8%	12
Involved, but I'd like to do more	15.8%	12
Involved at a level that feels right	61.8%	47
Involved, but I'm stretched thin	6.6%	5
Involved and burned out	0.0%	0
	answered question	76
	skipped question	15
Q13. Has your involvement increased, remained about the same, or decreased in the last few years?		
Answer Options	Response Percent	Response Count
Increased	45.3%	34
Remained the same	33.3%	25
Decreased	21.3%	16
	answered question	75
	skipped question	16
Q14. If your involvement has increased, what were the contributing factors? (Check all that apply.)		
Answer Options	Response Percent	Response Count
An invitation to serve in a ministry area or join a committee	75.0%	27
More free time	16.7%	6
Better health	11.1%	4
Stronger faith	27.8%	10

Comments		10
felt ready to be involved		
Coming to a community where participating felt good, where I didn't have to lie about who I was or what I believed in to be an active participant. Also, being directly asked, and having a very hard working newcomers welcoming committee got me involved in the blink of an eye!		
Kids are older, more able to participate		
wanting to be more involved in the community		
volunteering to take on more		
I have stepped down from one committee, but still read lessons, do prayers & attend many events.		
Reader		
saw a need		
The need is there but fewer people able/willing to help.		
The needs of the Church		
	answered question	36
	skipped question	55
Q15. If your participation has decreased, what were the contributing factors? (Check all that apply.)		
Answer Options	Response Percent	Response Count
Decision to take a sabbatical	0.0%	0
Less free time	40.0%	6
Health problems	46.7%	7
Decreased faith	6.7%	1
Family commitments	46.7%	7
Burnout	6.7%	1
Comments		4
Retired in 2010 from leadership in several ministry areas. Now at the point when I am interested in taking on new challenges.		
apart from helping with the lunch program a while ago, I have participating to be a waste of time		
Away		
Aging and decreasing energy levels		
	answered question	15
	skipped question	76

Q16. How long does it usually take you to travel from home to church?		
Answer Options	Response Percent	Response Count
Less than 10 minutes	11.4%	9
10-19 minutes	43.0%	34
20-29 minutes	22.8%	18
30-39 minutes	11.4%	9
40+ minutes	11.4%	9
	answered question	79
	skipped question	12
Q17. Do you have any other thoughts that you'd like to contribute as the visioning process begins?		
God should be at the centre of all thoughts and proposed actions during the "Visions of Ministry" conference.		
More pastoral counselling		
As relative newcomers we strongly affirm what Redeemer is doing – as a positive diverse and inclusive community at Bloor and Avenue Road – drawing on the strengths of its traditions, its access to the intellectual and cultural gifts of the university, its openness to new ideas and its humbling exposure to a wide spectrum of society. We feel privileged to be members of Redeemer and we look forward to becoming more involved in the life of the church.		
I am very happy at Redeemer.		
Only to say that I am very pleased that we are engaging in this process.		
This church has been a beacon and a home for me. It is a truly special place. That is continue to thrive, adapt, and bear witness is incredibly important. I'm sorry I can't be at the retreat, but I hope we come out of it stronger, energized, and ready to take on our calling even more richly.		
I feel very strongly that the Youth Program needs to be addressed. In the past, Youth Ministers have been assigned and within a few years they all move on to other posts so there isn't a lot of consistency. The future of the church really relies on engaging the young people. Yes, many return when they are in their 30's and have had children, but wouldn't it be amazing to see lots of university aged people in our pews?		
To me the most important thing is building and maintaining engagement of our members. There are many competing demands and opportunities and we need to reinforce the "pull" to be a part of the Redeemer faith community.		
I hope we can raise enough money to complete our planned renovations. Would it be possible to increase event fees, or find other funding areas without destroying what we have?		

<p>I think that one of the strengths of the Redeemer community, one of the wonderful things about it and the reason I love being part of it despite not being of Christian faith, is that it *does* have the space in it for those who are not of Christian faith. I think that any institution which wants to serve the wider community in a thoughtful and valuable way must acknowledge that many in that wider community may not share their own values, and must commit to serve them regardless. With this in mind, while it is natural that the Redeemer visioning process would be faith- and prayer-based, I hope that the voices of those in the community who are part of the outreach, rather than prayer parts of the Redeemer will still be acknowledged and listened to.</p>
<p>Participated in Catechesis this Lent and see it as a powerful experience. Helping newcomers discover what Redeemer is all about is vital to the growth of the community. Redeemer is a spiritual home for many and a place where members feel strongly about the future.</p>
<p>I would like express my gratitude for the warmth and understanding I have experienced from Andrew, Liska, Shauna and Gus. They are always ready to offer advice and help when I have questions. Long may they remain at Redeemer!</p>
<p>I have some fear that without Andrew people might drift away - but really happy that Andrew is getting this overdue break and a chance for personal renewal. Hoping that this process will reassure all participants that we will not be a ship without a captain.</p>
<p>I'd like a discussion about: Literal vs metaphorical Bible understanding & whether the Church of the Redeemer believes that Christ is only a historical figure or more than human & how can we accept either or both beliefs. Can I belong to Church of the Redeemer if I only see the Christ stories as metaphorical & if I define God as an unknown & possibly non-existent mystery?</p>
<p>First came to Redeemer in 1981 and am considering returning.</p>
<p>We need to do more to make newcomers feel welcome during coffee time after services.</p>
<p>best of luck with this effort.</p>
<p>I feel comfortable in the 9:30 service community. The Redeemer has been wonderful for our child, and provided a sense of belonging for our family.</p>
<p>Need to look for ways to engage congregation and support clergy and staff</p>
<p>I'm looking forward to the retreat and our discussions.</p>
<p>I am excited that we never stop this sort of self-examination and re-visioning.</p>
<p>Keep the youth and children's programs strong.</p>
<p>Newcomers are important. We need to get to them as soon as we can. Think we need to contact them between Sundays and a quiet nonobtrusive manner.</p>
<p>I wish those participating in the meetings every success and I will watch the outcome for opportunities to make a greater contribution.</p>
<p>A good idea to have this happen now.</p>
<p>I have been pursuing Buddhist mediation practices. The onus here is on becoming a better person through awareness and reflection. Sunday services at Redeemer are great for visioning what I should be but less helpful in getting me there. I know there is a Monday mediation group, but that sort of thing seems to be an isolated part of the church rather than an active component.</p>
<p>We have been growing and expanding our ministry initiatives for the last decade. We keep doing what we do because of a core of dedicated folks who are being stretched thin. At the same time there are so many new people we don't really know and who aren't involved. I think internally we need time to give ourselves some pastoral care, restructure, get to know one another and involve those who want to and can give time and talent, so that we will be better positioned to then move on to take on new ministry initiatives.</p>

I really enjoy the 7pm services.		
Thank you for this opportunity to gather in our own space.		
Have frequent updates or information available. Try to limit the "change" intimidation feelings of those who prefer the good liturgy and music we've had to lessen the desire to leave.		
Let's be concrete and practical. Report back to larger community; share & communicate.		
I am so pleased that Liska has joined the ministry team - she is an excellent addition!		
need to focus on the development of strong leadership and project management		
Communication, internally and externally, is an area of weakness. Looking forward to the sessions.		
Glad we are doing this		
My prayer is that the Spirit of God will continue to have full reign in our congregation. At present there is a sense of shalom and concord and acceptance that I hope will continue.		
Answer Options	Response Count	
	36	
answered question	36	
skipped question	55	