A report on the visioning process at St. James', November 2016

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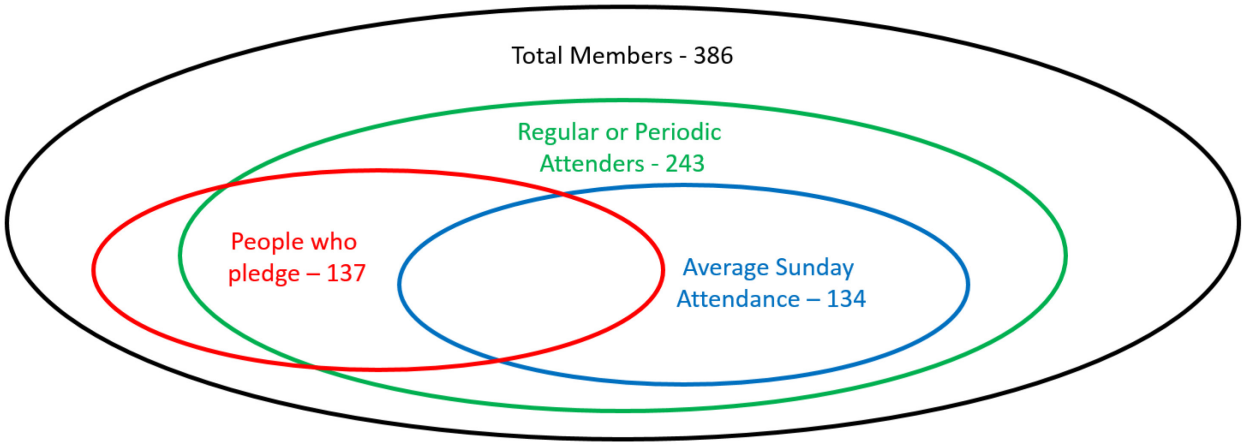
Who are we?

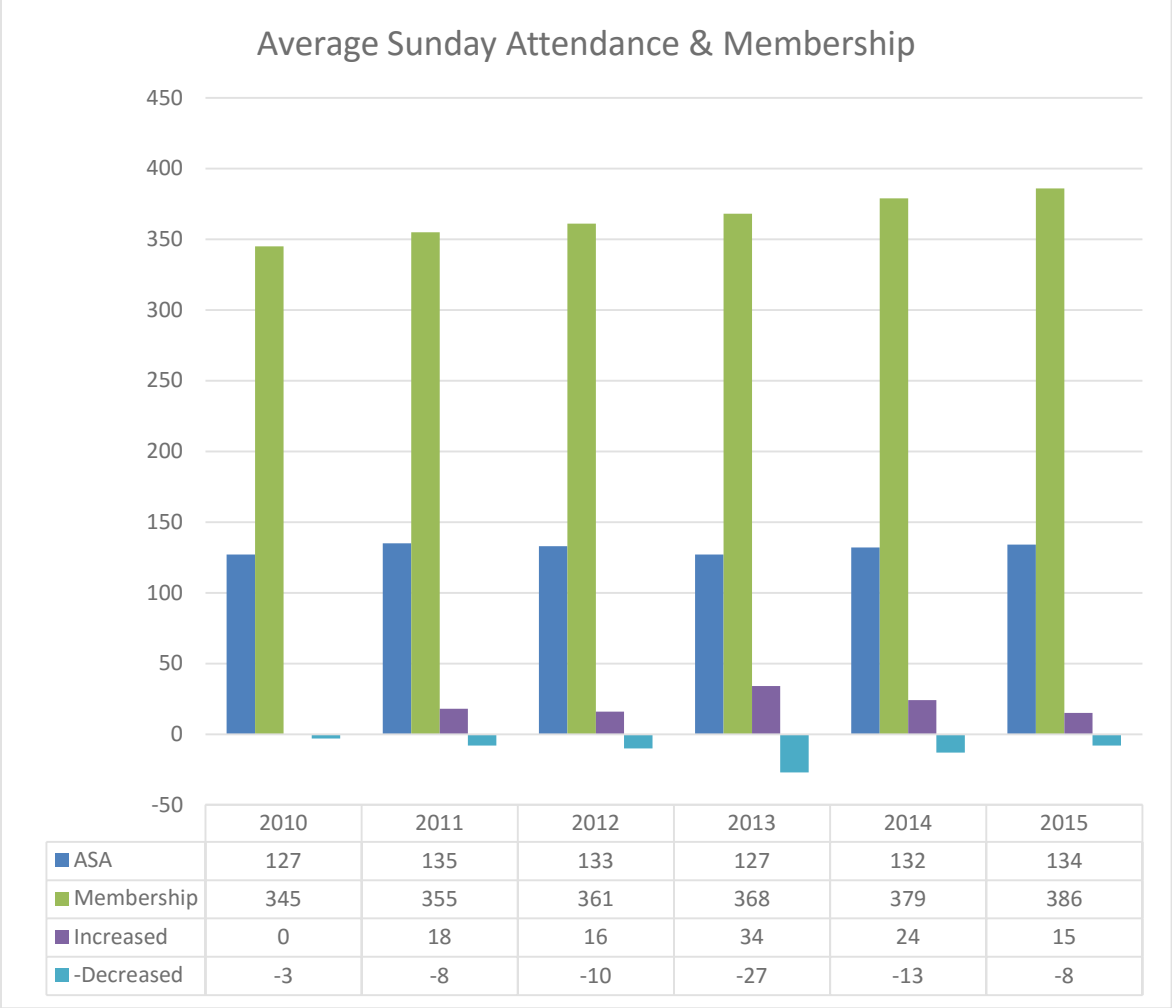
In this document, reference is made to St. James' "members". In reality, there is no commonly understood criteria or test to be a member of St. James', but for the purpose of this document, "members" are defined as those regularly or periodically attending St. James' services. It does not include those in the parish directory who have moved away, or are part of extended families. As of January 1st 2016 St. James has approximately 243 members attending regularly or periodically.

The following diagram show how membership statistics relates to those to attend Sunday services and those who make an annual pledge to St. James'.



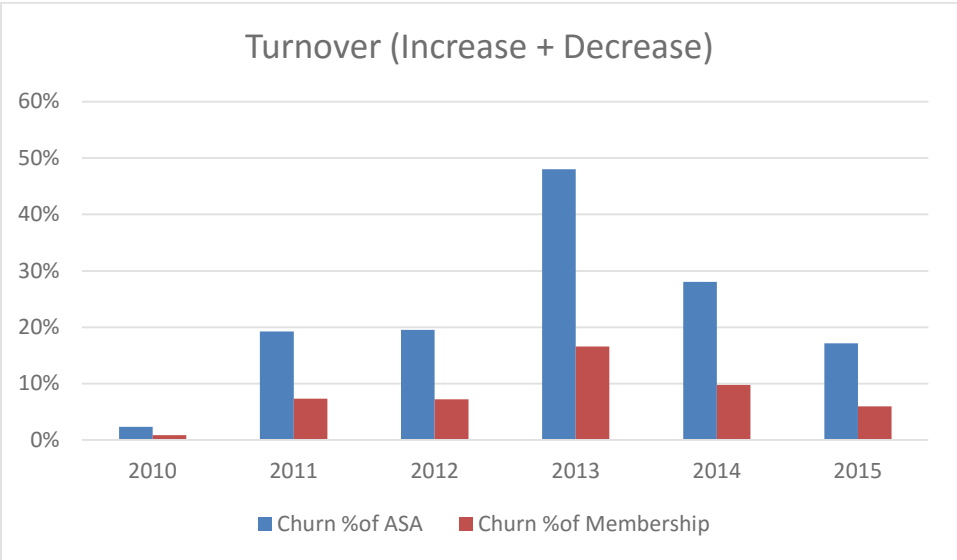
Membership size and Regular Attendance

Since 2010, St. James has enjoyed an average of approximately 131 attendees on a Sunday Morning, spread over two services at 8am and 10:30am. Membership has grown gradually (approximately 2.3% annually). In the following chart, the data has been taken from the Annual Parochial Reports submitted to the offices of the Episcopal Church.



	2010	2011	2012	2013	2014	2015
ASA	127	135	133	127	132	134
Membership	345	355	361	368	379	386
Increased	0	18	16	34	24	15
-Decreased	-3	-8	-10	-27	-13	-8

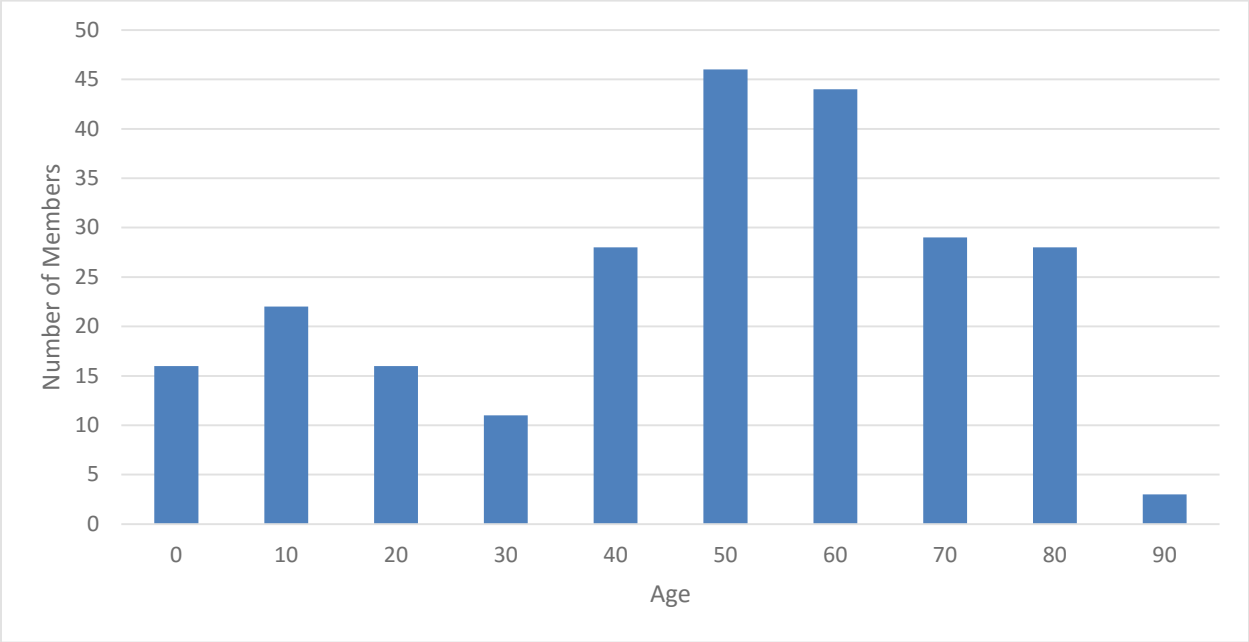
In the same period, there has been a substantial turnover in our members which is consistent with local census data. This chart shows turnover (or "Churn") as those who have left or joined St. James', represented as the Increase + Decrease from the annual parochial reports.



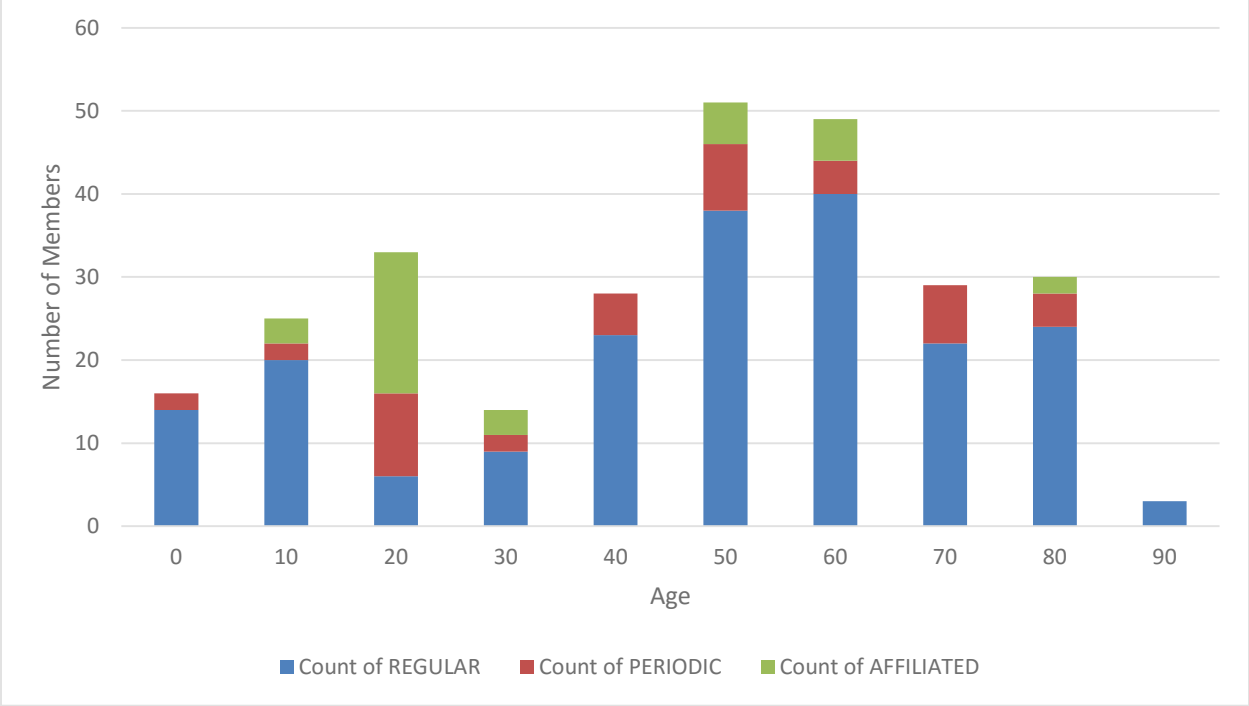
Demographics

Age

St. James' members cover a broad spectrum of ages, from the new-born to those in their 90s. The spread of ages can be found in the following chart.



For interest, the following chart includes a breakdown of Regular and Periodic members, as well as Affiliated members. This suggests that the "20-29" demographic in the previous chart has been skewed relative to the other demographics due to the inclusion of "living away" adult children.



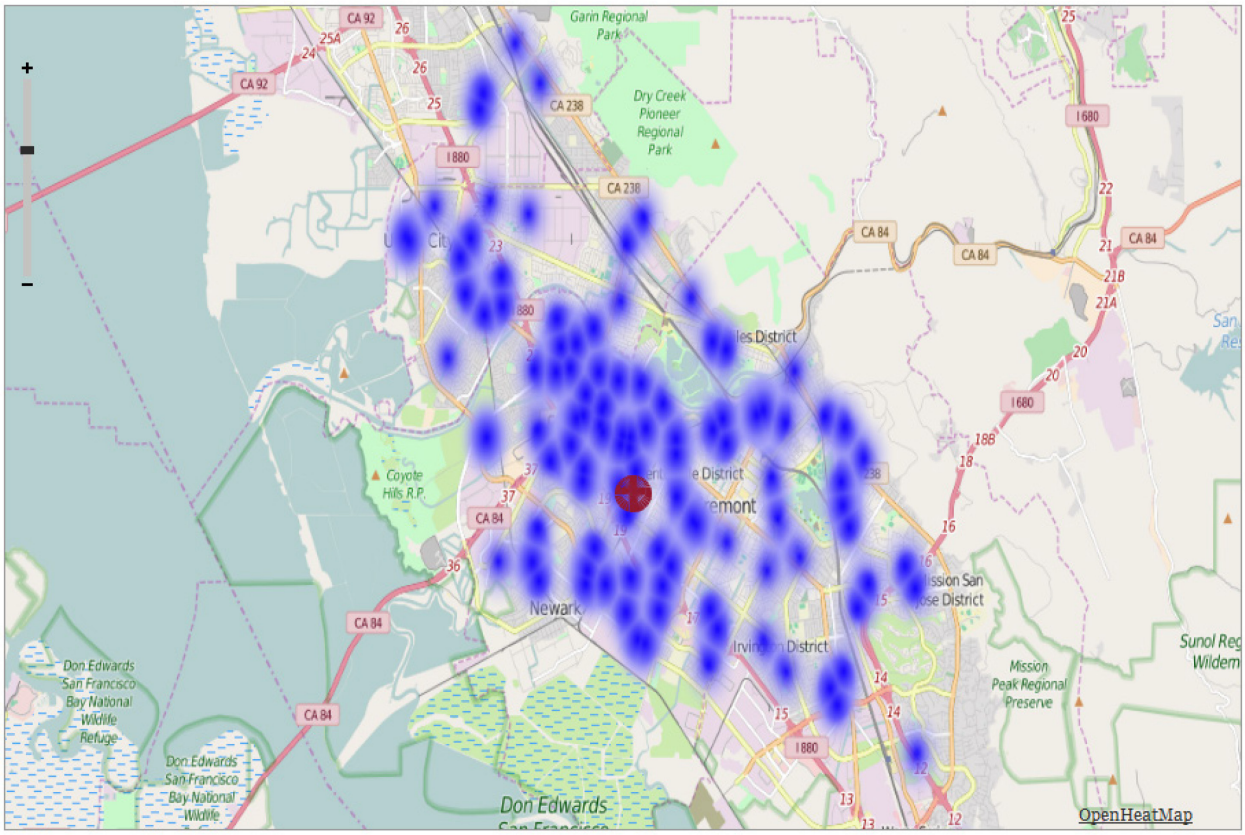
St. James' can be thought of as "multi-generational" given there are a number of parents with children, as well as grandparents. It's not unusual that 2 or more generations of a family to be represented. 21% of members live by themselves, or are the only member from their household.

#in house	9	6	5	4	3	2	1
Count	1	1	1	6	15	51	51

In the past 6 years, St. James' has experienced a growth in the number of members with children, aged 0-18.

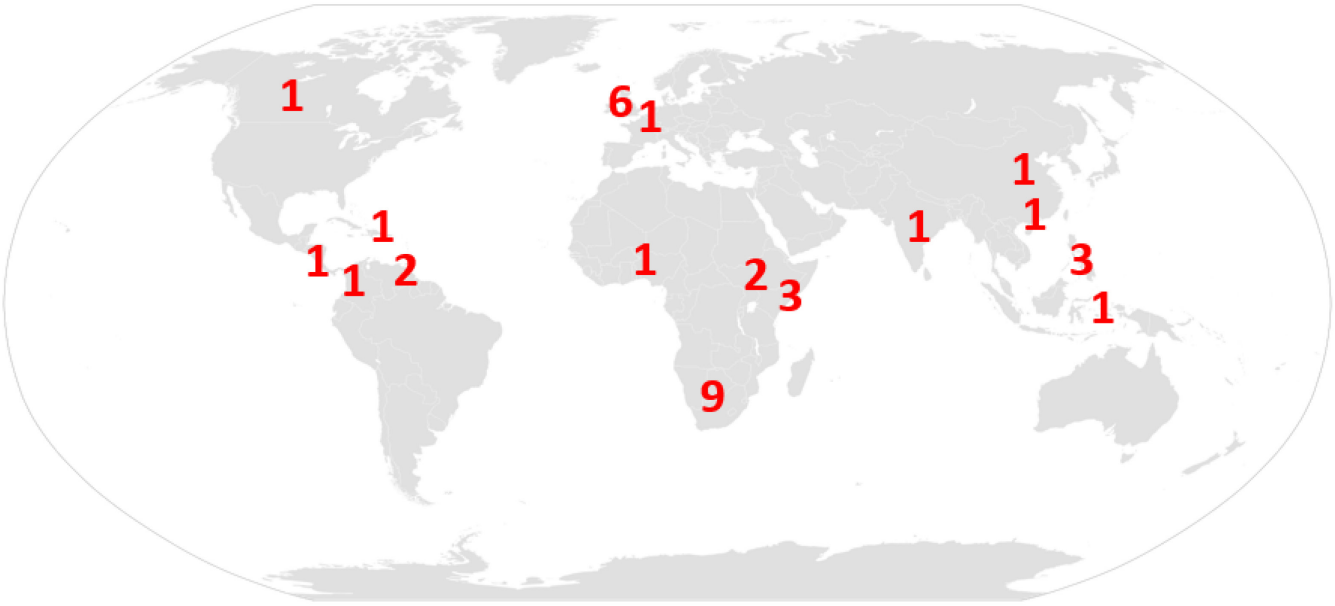
Where we live

St. James' members tend to live within a 10 to 15-minute drive from the campus. The following graphic shows the geographic concentration of St. James' households (outliers have been omitted).



Countries of Origin

37 St. James' members have immigrated to the USA from 17 different countries around the world. This represents around 15% of members.



How we think of St. James'

St. James' thinks of itself as a place of Community, as can clearly be seen from this word cloud and descriptive sentences generated from responses at the retreat held in 2015.

- We strive to be a joyful and consistently welcoming community in service to God and each other. We look for ways to care these attributes to future generations.
- This community, through thick and thin, through holes and conflicts, heals and grows as an accepting community. We offer an environment for personal healing through brokenness, and we reach out to those in need.
- We proactively step out and unexpectedly exceed our expectations.
- We are a community of open hearts and open minds where we can pursue our relationship with God through prayer and action, leading to continual transformation.
- Like the disciples on the road to Emmaus, we are all on a journey, and we come to St. James' to learn from each other, whatever our need, those who need proof and those who don't – we are "coming home to a place we've never been before."
- Children are welcomed and listened to at church, and can join in at events. If you gave our church a chance, we think you'd come back.

St. James' is a place of lifelong friends that feels like family. We strive to be genuine. We see ourselves as inclusive, and look to build familiarity. We're conscious of the strength and vibrancy of our community. We feel an affinity towards the work of Abode in particular and concern for homelessness in general.

We are very supportive of programs for children and youth, particularly to Sunday School, VBS and the Cub Scouts.

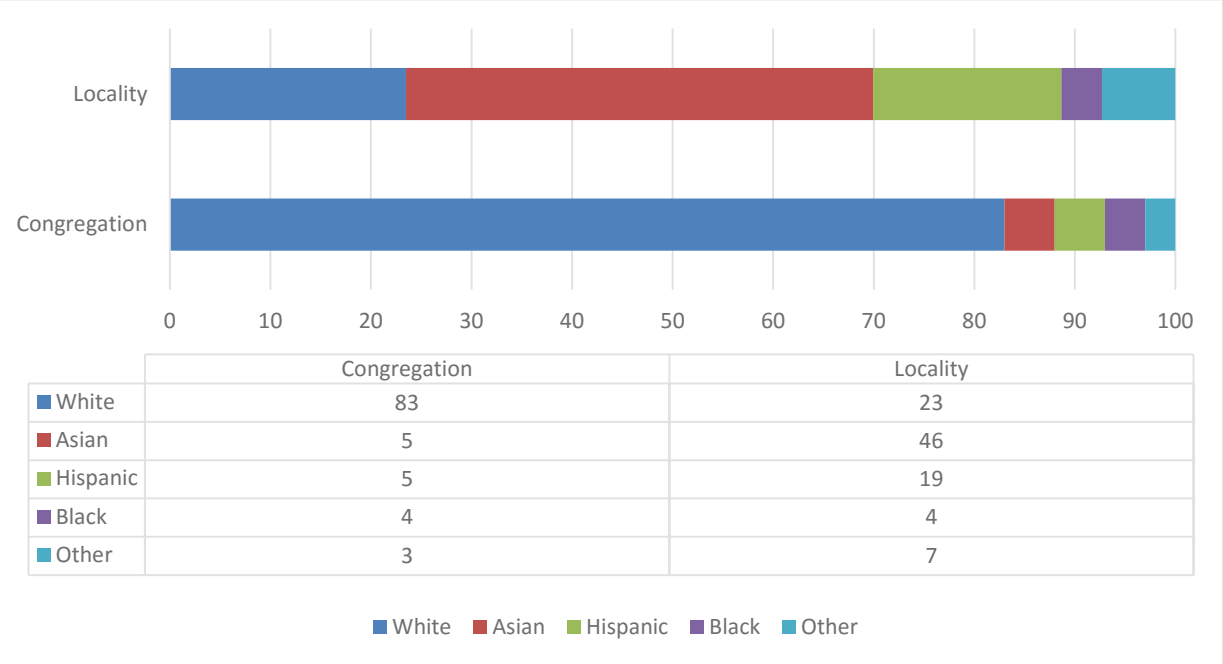
St. James' spirit of community and feelings of love is not restricted to its own members. Rather, it extends this warmth to those who are not part of its immediate circle: to visitors and newcomers, to all those who experience pain and suffering.

Who is our neighbor?

Local Demographic Information from Census.gov

The Tri City population is 352,036, broken down as Fremont 232,206, Newark 45,336 & Union City 74,494. The population has increased by 7.9% between 2010 and 2015. Our membership database has grown by 11.9% in the same period.

In the 2009 Parish Profile, it was reported that 83% of the congregation is White, 5% Asian, 5% Hispanic, 4% Black, 4% other. This compares to the 2010 Census which states that the local population is 23% White, 46% Asian, 19% Hispanic, 4% Black, 7% Other. (It's perceived that these proportions for the members has shifted in the past 6 years).



	Congregation	Locality
White	83	23
Asian	5	46
Hispanic	5	19
Black	4	4
Other	3	7

43.2% of the local population are foreign born, compared to 15% of St. James' members who are foreign born.

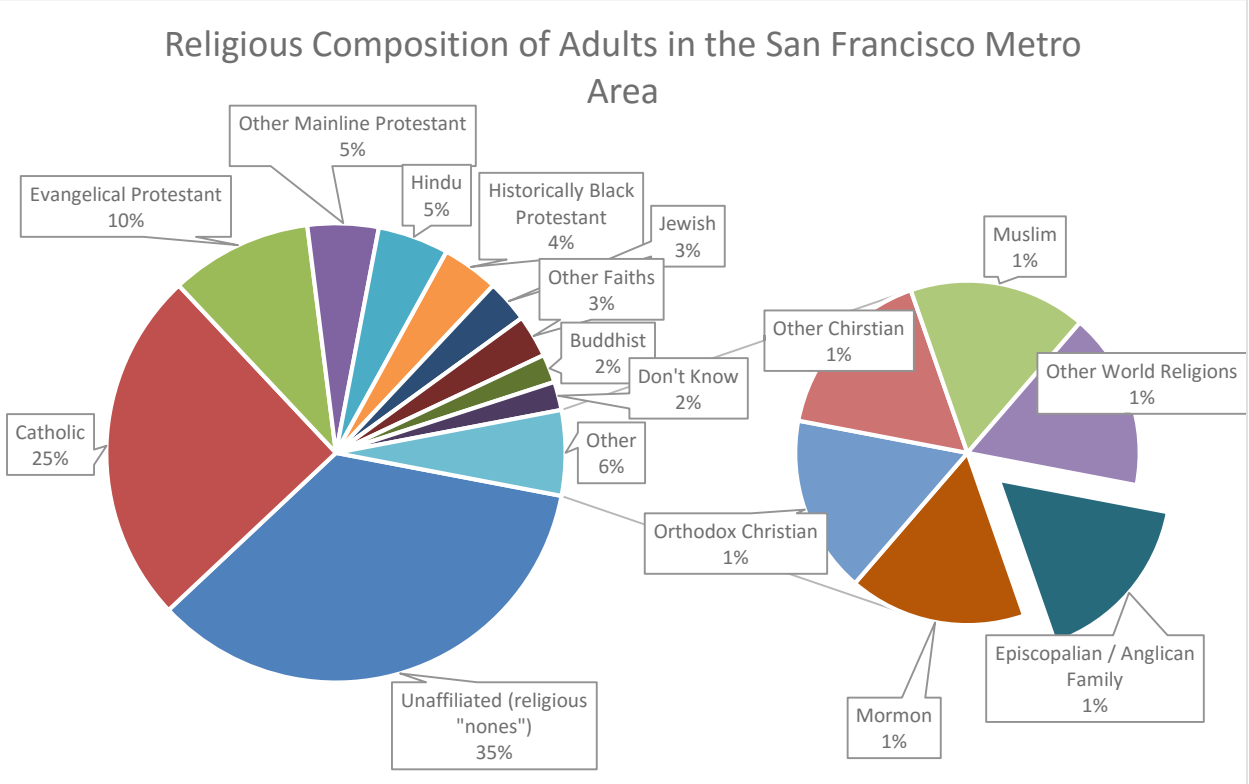
The Census reports that in the Tri Cities, a language other than English is spoken at home by 58.1% of people age 5+.

11.6% of people (41,000 approximately) have changed address in the past year. In comparison, St. James' turnover in 2015 was 23 compared to 243 regular or periodic members, or 9.5%.

Religious Composition of Adults in the San Francisco Metro Area

Christian	48%
▶ **Evangelical Protestant**	10%
▼ **Mainline Protestant**	6%
▶ Baptist Family (Mainline Trad.)	1%
▶ Methodist Family (Mainline Trad.)	< 1%
▶ Nondenominational Family (Mainline Trad.)	1%
▶ Lutheran Family (Mainline Trad.)	< 1%
▶ Presbyterian Family (Mainline Trad.)	1%
▶ Episcopalian/Anglican Family (Mainline Trad.)	1%
▶ Restorationist Family (Mainline Trad.)	< 1%
▶ Congregationalist Family (Mainline Trad.)	1%
▶ Reformed Family (Mainline Trad.)	< 1%
Anabaptist Family (Mainline Trad.)	< 1%
Friends Family (Mainline Trad.)	< 1%
Nonspecific Protestant Family (Mainline Trad.)	1%
▶ **Historically Black Protestant**	4%
Catholic	25%
▶ **Mormon**	1%
▶ **Orthodox Christian**	1%
Jehovah's Witness	< 1%

▸ **Other Christian**	1%
Non-Christian Faiths	15%
Jewish	3%
Muslim	1%
Buddhist	2%
Hindu	5%
Other World Religions	1%
▸ **Other Faiths**	3%
Unaffiliated (religious "nones")	35%
Atheist	5%
Agnostic	10%
▸ **Nothing in particular**	20%
Don't know	2%



Source: Pew Research Center, Religion and Public Life http://www.pewforum.org/religious-landscape-study/metro-area/san-francisco-metro-area/

What has God called us to do?

St. James' – A Sharing, Beloved Community of God

St. James' embodies the word "Community". Our community is one which is permeable; there isn't a membership test.

The present members of the community feel a bond to each other in very tangible ways:

- Members feel a strong bond of shared experience though past events and experiences.
- Members enjoy a shared Sunday experience, where members come together to worship, pray and hear teaching together. Sermons are of consistently high standard, music is of a professional level, and quality children's programs are offered. The experience of worship and fellowship on a Sunday (and Wednesday) mornings is highly valued by the members, and all the more important as it's shared with other members.
- Offering programs to children of the community is a priority for St. James'. Children are seen and heard, and their presence is experienced as inspirational to the whole community (not just the immediate families).
- When a member champions a project, then others will join in. Examples might be the annual retreats for men and women's groups, 6am bible study, pancake suppers, VBS volunteering. The response to participate is as much because *someone* they know, love and feel a strong bond to through co-membership is in need, or offers an opportunity to share in a common purpose, as it is the fact that the project is shared by St. James, the church.
- Members will seek and receive prayer requests for ailments from others, and reciprocally members will want to offer tangible support for those who are unwell. Prayer requests and support is not limited to members but extends to family and friends.
- Members will seek assistance from other members for non-ailment or non-spiritual support.
- To St. James' members, the sharing of the Peace is much more than a liturgical expression of God's love. It's a connection between all those present, more powerful than a coffee hour or non-worship event.

St. James' is not insular. Members have a desire to share the love of the community with others:

- Visitors on Sunday's are spoken with, often by multiple members, and an intentional welcome shared.
- Support for Abode Services and its work with homelessness issues is particularly strong. Sacred Space, our ministry to the disenfranchised in Hayward, is also supported.
- Children's programs are open to non-members, specifically at Vacation Bible School and Abode Kids.
- 12 Step groups (particularly Narcotics and Overeaters Anonymous) are supported. There are only 2 days a week when such a group does not meet on campus.

- A warm welcome is extended to our brothers and sisters of the Philippine Independent Church, with whom we share an annual service in addition to hosting them on our campus twice a week.
- The recent addition of St. James' chartering of Cub Scout Pack 163 is an expression of the community's commitment to support children.

St. James – Called by God, and yet calling God

The St. James' community feels called by God, and looks to worship as a significant part of hearing that calling, through the words of the lessons, the preaching, and the teachings of Jesus Christ.

At the same time, members come to St. James' to be supported, healed, and to feel a welcome that they might not experience elsewhere. God answers them in part through the community that is St. James'.

It's the harmonious balance of these two which runs as a common thread through the members of the community and helps tie us together. We feel called by God and are supported by a loving community. The rituals of Maundy Thursday embody the essence of St. James'. Members share in a community, yet look to the support of leadership and authority. By example, the Rector is a key part of this equation – she is seen clearly as both a member of the community as well as a source of direction, support and leadership. The same is true of others, be they in ministerial or lay roles, or even those without official responsibility. There is an element of equality in the community.

At St. James', in some ways it feels like God is part of this same community. God is revered but not judgmental. God is our companion. God hears our prayers, cares for us, offers us hope and love. God sits at the head of our community table.

God through Jesus Christ calls St. James' to extend God's love to others – to the rest of the St. James' community and to the not-yet St. James' community.