



Epiphany Catholic Church
914 Old Harrods Creek Road, Louisville, KY 40223
Tel.: (502) 245-9733

July 21, 2024

Dear Member of Epiphany:

I trust in the Lord our God that this letter finds you and your family in God's loving care, and that the summer has been good to you wherever you are. If you are not in town, please know that we miss you.

I write this message to invite you to give some attention to one of the things that I consider an important happening recently. When I arrived at Epiphany Catholic Church and Anchorage, I did not know anyone, except that I knew Fr. Randy Hubbard, our former pastor. The question that had lingered for some time in my mind was how I would be able to get to know each and all members of Epiphany. I read the book *Journey of a Pilgrim People* that gives the 50-year history of the parish (1971-2021), and learned so much about the foundation and continued development of our community. Time does not stop for us just to hold on to; we rather have to catch up with time to move along. We are members of a living tradition of faith.

One of the suggestions offered to me was to convene different groups of parishioners and to meet with them in order to get to know them. With such a large parish as Epiphany, I imagined that it would take a long time for me to do so. Somewhere in the book I read mentions that Epiphany used to hold parish forums. Combining that suggestion and remembering what I read, I came up with the idea of conducting a "Parish Forum."

I wish to know each of you personally. To know a person is also to hear her/his voice and stories. The Parish Forum held on Sunday, July 14, between 10:15 and 11:30 AM, served a good part of my wish. There were over 160 members who came and attended the table discussions. We filled 20 tables of 8 to 9 members on each table. The results that our table facilitators, who are members of the PPC and some volunteers, recorded and sent to me to compile are in the pages following this letter. There are over 400 responses from these discussions.

My personal vision is that, as your pastor, I want to be the bridge builder. I want to be available and present to every parishioner as well as every staff member. There is no such reality in which every person is happy with every situation or decision. But I see that the more members are spiritually nourished, the more successful I am as a pastor. I want to be the person/pastor who reaches out to every member of the parish and whom parishioners and staff members feel comfortable to approach.

I want to thank everyone who participated in this Forum as well as all who have greeted me in other ways. We are one large family of faith and I pray that, by listening to each other, the love of God will grow stronger here at Epiphany.

May God bless you and your family!

Toan Do

Fr. Toan Do, S.T.D., Ph.D.
Pastor, Epiphany Catholic Church

A Parish Forum for Fr. Toan's Listening Sessions

Epiphany Catholic Community

July 14, 2024

The following are the results from the table discussions compiled by the order in which they were received.

1st Question: Which ONE element do you most like about our Parish?

- 1) Community—friends
- 2) All are welcome—not just Catholics
- 3) Excellent music & participation
- 4) Environment, setting (?), nature
- 5) Passionate community
- 6) Foundation as Vatican II parish
- 7) Music at Sunday liturgy especially when the whole community participates in singing. It feeds me during the week and phrases come to support me
- 8) Music and participation on the songs we know
- 9) Arrangement of the worship space
- 10) Would prefer priest more in the center and would like circular, music most of the time harsh sound is difficult
- 11) Vibrancy of worship quality of Music participation of the parish, flexibility of worship space
- 12) Diversity of offerings in parish, the committees owe can join, not engage in the community, to bring larger community, social community things as well as spiritual
- 13) People of Epiphany, participation in liturgy, invitation to participate variety of activities, people spirit and kindness
- 14) Participation of so many members in so many service opportunities, all the good works
- 15) All of the above is who we are, the worship, the outreach, the kindness of all— even in difficulty we have come through
- 16) Friendliness of Members
- 17) Music/Liturgy
- 18) Diversity of Ministry options
- 19) History of Social Action/Work
- 20) Hospitality/Community
- 21) Parish ministries that serve the local community
- 22) Friendliness and openness of the parish
- 23) Friendliness
- 24) Our campus
- 25) Our parish family
- 26) Warm welcoming community
- 27) Commitment to social justice
- 28) We watch out for each other
- 29) Community Outreach
- 30) Inclusiveness—Hispanic, deaf, down syndrome
- 31) From a member since the '80s, diversity in activities and ministries, activism, breadth of areas reached — not just to pray about, ministries & events
- 32) Music ministry, best she has experienced, the participation, the welcoming of full participation
- 33) New pastor!!!!
- 34) Fr Emmanuel and new pastor, and the mission statement we had on the windows, and the music
- 35) Arrangement of worship center for inclusion and changes to the worship space for the liturgical seasons
- 36) From a member attached to parish because his wife was heavily involved and has been gone for two years, still comes because of her

- 37) A member for many years: the welcome is amazing. The worship — combination of music and message — is motivating to live out the gospel.
- 38) Helpfulness available
- 39) Summary: New pastor & priests (breath of fresh air), liturgy, especially music, participation/activities
- 40) Attending Parish 7 years. Social Responsibility – Gospel in action
- 41) Attending Parish 60 years. Community
- 42) Attending Parish 7 years. The Teaching
- 43) Attending Parish 3+ years. The music of the Mass
- 44) Attending parish 40 years. Sense of community
- 45) Attending parish 53 years. We are a community of believers who believe that the social responsibility of our Parish is inexplicitly connected to our worship.
- 46) Attending Parish 8 years. Very friendly, So welcoming
- 47) Additional comments: Vatican II connection/outreach to others. Music.
- 48) Music in mass, hospitality when walking in the door, People are glad to be together. Priests are friendly and personable
- 49) Community Spirit – participation and fellowship. People are glad to be together. Encouragement to belong in Ministries. CLOUT was important when she was working on it. Now in assisted living, can't participate
- 50) People formed in Vatican 2 Theology, wish to engage in those Ministries (MD). The vision statement that we used to have on the Glass. "Manifestation of God in our time". Advocates for the Common Good.
- 51) Kids were super involved in Church
- 52) Message on the glass
- 53) Environment – the actual building itself. Landscaping outside of the Worship Center.
- 54) Erin McHugh had revived the Youth Ministry.
- 55) Becky teaches First Communion; kids are engaged to participate.
- 56) The opportunities to come together. Open House/quarterly. Trivia nights, Jeopardy, etc.
- 57) Heard lots of positive things about Fr. Toan
- 58) People stay to the end of Mass
- 59) People's participation in Mass. Was at St. Marg Mary, people didn't participate. Like having fun at mass, people sing, get involved. Unique that it doesn't have a school to take money, time. Miss the young families that come along with it, but it gives us more time to dive into social responsibility.
- 60) Social Responsibility involvement. Seeing it grow, which is wonderful. Hunger and Poverty has blossomed. Environmental Piece, concern for the environment. Would like to see more.
- 61) Used to have a vibrant youth ministry. Children's formation was extremely vibrant
- 62) Unique that it doesn't have a school to take money, time. Miss the young families that come along with it, but it gives us more time to dive into social responsibility.
- 63) Once they reach Sophomore year, too many things going on for Youth to be involved. Act embarrassed to be in Youth Group. Would always be an uphill fight.
- 64) Want a friendly, comfortable pastor.
- 65) It's commitment to living Vatican II
- 66) Liturgy, brings message and take it forth, my spiritual enrichment, motivates me to get out into the world
- 67) Liturgy has attracted me, best around, but may be passing
- 68) Liturgy and especially the music
- 69) Art, music, liturgy all compliments the season and message of the liturgy
- 70) Openness to all people, sharing liturgy together
- 71) Following the spirit of Vatican II, especially the encyclicals,
- 72) Very much into what Pope Francis talks about
- 73) Beautiful setting, God given, people very nice
- 74) Important to be welcoming to people

- 75) Property: Uplifting, natural setting focused on God
- 76) Music: In harmony with gospel/homily
- 77) Welcoming: open to many in the community
- 78) Caring: Within the community/Outreach beyond our community
- 79) Liturgy: readings/homily/connection to current events/ “peppy”
- 80) Volunteerism: parishioners step up when there is a need
- 81) Priests: welcoming; show a sincere interest in parishioners
- 82) Labyrinth: an opportunity to connect... not offered in other parishes
- 83) The beauty of our campus and the welcoming style of worship leads us to seek out opportunities for service with others.
- 84) We are WELCOMING
- 85) The MUSIC is wonderful
- 86) Our LITURGY is relevant
- 87) We experience FULL, ACTIVE PARTICIPATION from parishioners
- 88) You feel a STRONG SENSE OF BELONGING
- 89) The Habitat for Humanity activities are exemplary
- 90) Music, music, music.
- 91) Welcoming community and easy to get involved.
- 92) Generous with funds we have.
- 93) Social Justice consciousness and awareness of Catholic Social Teaching. Committed to Social Justice and outreach beyond the parish.
- 94) Physical environment (glass walls, and their meaning).
- 95) 10% funds to community and outside state and outside country.
- 96) Music
- 97) Outreach/Social Justice Beyond the Church
- 98) Community
- 99) The creativity of the Mass
- 100) All are welcome
- 101) Openness/friendliness
- 102) Social Responsibility
- 103) (New member from Cincinnati): What drew me to the parish is the down to earth appeal of genuine kindness. I’m alone with an adult family; I need to be with people, and this makes my week feel special. I’ve noticed a more open, inclusive attitude toward our faith, where you can be conservative or more progressive and still worship together.
- 104) The feeling of community, very welcoming.
- 105) The music! And that so many people work to bring good things to each other and the larger community.
- 106) I love that before Mass it’s noisy, and everyone is connecting with each other; a real sign of community.
- 107) The adult sociability of the community.
- 108) People talk to each other, and genuinely care for each other.
- 109) I like that there’s no school, because the focus isn’t all on children; there’s a place for those of us who don’t have children.
- 110) Individuals in the community are engaged with one another, supporting, and caring for each other and our community as a whole, and many are working to help those in need beyond us, too. So many people every day are humbly making our community and our world a better place in such an amazing variety of ways.
- 111) It’s where I hear the voice of God—in the people, in the openness to everyone, in the prayerfulness, and in the music.
- 112) I like the openness, the brightness. It feels welcoming, and the choice of songs fits it well.

- 113) The time, talent, and treasure commitment. If the community needs something the community steps up to address the need. For example, streaming on YouTube to include those who can't attend in person.
- 114) The people, their sense of respect, and their care.
- 115) The liturgy. There is so much intention and preparation involved in every liturgy, and most people cannot appreciate the amount of effort that goes into the planning. We don't just read from the missal!
- 116) The mission statement. It reminds us of our parish's calling and helps me center myself when my mind struggled to focus.
- 117) The music speaks to me.
- 118) The mission statement and its connection to our liturgies.
- 119) Liturgies 3 responses (total community participation, homilies)
- 120) Focus on Vatican 2 (communal aspect of worship)
- 121) Our expansive ministries and our opportunities to serve.
- 122) Expansive opportunities for Spiritual Growth
- 123) Inclusiveness of Parish (Welcoming to everyone who attends, and our Inclusion of the Hispanic, deaf, and special needs community into our worship)
- 124) Music 2 responses
- 125) Joined in 1980s, moved away and came back again because of the way this parish lives the beatitudes and social justice teachings (e.g. hunger committee, habitat for humanity, etc.)
- 126) The caring community...I've belonged here for 30 years; before Mass there is lots of talking and sharing; it's an important aspect
- 127) I moved here from Chicago when parish first started...attracted by its social justice and by its founding pastors Fr. Flynn and Fr. Fowler—very inspirational
- 128) So many things! Looking for a connection with God; I see God through the beauty of nature through the windows; I used to usher and lector; I've been here since 1976.
- 129) I've been here my whole life! I'm 50! It's the community revealed especially when my dad died. This is my home. All the relationships. I see God in the community, not only through the windows. We could have moved away but didn't because of the community. Wouldn't trade it. (and my mother would never leave here.)
- 130) I've experienced other parishes and they don't compare to Epiphany
- 131) I pass by 4 other churches to come here
- 132) It's the liturgy. No matter what else. It's the community. My needs are provided...like when I injured my shoulder and couldn't drive...people offered to get my groceries, etc. I'm provided for spiritually too. It's family.
- 133) Love windows being all around the worship center.
- 134) Social togetherness
- 135) We have a variety of things to choose from to participate in for Stewardship
- 136) Our music
- 137) Social Justice
- 138) The Welcomeness of our community
- 139) The music
- 140) Social Concerns Committee
- 141) Physical setting and welcoming spirit
- 142) Participation in Liturgy
- 143) The thought that goes into liturgies, especially Holy Days
- 144) The parish offers something for everyone
- 145) Environment lends itself to prayer
- 146) The friendliness and concern of parishioners for one another
- 147) Many opportunities for social ministry, outreach
- 148) That we talk, that we are a community, we recognize each other

- 149) Diversity, ASL interpreters, bilingual masses, diverse pastors, diverse parishioners, visual impaired, hearing impaired, etc.
- 150) Welcoming community, welcomes all
- 151) Warm welcome since day 1
- 152) Music
- 153) God's presence is felt here, we come together as a people
- 154) Music
- 155) Integration across the different areas - social responsibility integrates into the liturgy, formation integrates into other ministries, etc.

2nd Question: What ONE element would you most like to change in the Parish?

- 1) Welcome new attendees
- 2) Opportunity to celebrate events
- 3) Wedding anniversaries, birthdays, retirements, births, etc.
- 4) Keep staff position, reduce turn over, attract & retain staff
- 5) Reestablish relationship between youth, family, and our community
- 6) More communication between priests, staff, and parish council & community
- 7) More transparency
- 8) Return of visibility of our mission statement
- 9) Long range plan incorporating our youth as they are our future
- 10) Take out kneelers, need consistency in how we participate in consecration
- 11) Parish council who advises and not just rubber stamps leadership
- 12) Something other than Dynamic Catholic, Formed, and Augustine press. I find these tribal in thought and not addressing the complex issues we encounter in life, nor developing depth in spirituality
- 13) The mass on Saturday at an earlier time because of older parish and parking lot at a distance from our entrance
- 14) More ecumenical integration for thanksgiving or Lenten / Easter service. Not a mass but prayer like for peace, turmoil in the world
- 15) Concern that family and youth are left out or at the bottom of the list this is the future of the parish. How to engage
- 16) Profile of parish needs to change with more focus on engaging family, youth to contribute to the vibrance of the church.
- 17) Get back to Vatican roots, more active action of the church with pastoral leadership. A lot has survived but hard to engage the young. Concern for orientation of younger less than 40 or 50 members. More focus on Catholic Social Teaching
- 18) Youth more involved with whole parish
- 19) Same people are getting onto PPC a
- 20) Bread baking was stopped without addressing others preference is there is a tendency for personal preference to dominate
- 21) Accept/embrace change
- 22) Partnerships–Building Bridges with adversaries and each other (Corp vs. Franchise mentality)
- 23) Integrate more social justice
- 24) More effort to listen to one another i.e. Not like many USCCB bishops toward Pope Francis
- 25) More dialogue to understand one another
- 26) Eliminate/diminish silo approach amongst staff and groups to create an openness to team effort
- 27) We're old and need to attract younger families.
- 28) Why do we move the chairs in the Worship Center?
- 29) Need younger parishioners.

- 30) Need to put the mission statement (“The Words”) back up on the Worship Center windows excellent for meditation.
- 31) More social activities pancake breakfast.
- 32) More social and spiritual engagement
- 33) More bible studies!
- 34) Name plaque on dedicated statue.
- 35) Hiring and retention of staff
- 36) No spirit and sense of mission with staff
- 37) To be more welcoming of divorced, LGBTQ, and at this time especially more toward welcoming immigrants — especially given our current priests
- 38) Member since 2020, but nothing she would change
- 39) Return of Epiphany’s vision statement in whatever format as part of the history, preferably back in the worship space
- 40) Men’s club to come back (eliminated 6 months ago) & return of youth minister position, & return of coordinator for funerals, etc., as it was under Stacy
- 41) Vision statement returned to glass walls — visual reminder when we gather of what we are about as well as to let visitors know what we’re about
- 42) To see the deer and other signs of nature more frequently
- 43) To improve lines of communication — 12 people on council, heads of steering committees, staff: too many people and “we” don’t always know who to go to. Knows that one reason comes from Vatican II with participatory roles of the community, but there are weaknesses with horizontal structure, specifically communication.
- 44) Placement of tabernacle, preferably in the sanctuary. Also, bringing in more youth so parish doesn’t die off.
- 45) Summary: Welcoming, communication, visible sign of our charism (vision statement)
- 46) More explanation of Catholic Liturgical practices so that we understand why we do what we do. This will help our youngest members treasure their faith.
- 47) Improve Homilies.
- 48) I’ve thoroughly enjoyed the Bible studies and would love more.
- 49) I’d like a great homily every Sunday.
- 50) Allowing us to have Masses said for our departed loved ones at the 9am Sunday Mass.
- 51) That the PPC is only advisory and consultant, rather than a decision-making body. At least early Pastors embodied “the illusion” of decision-making. There is no benefit to holding on to that much control.
- 52) No comment.
- 53) Additional comments: Involve more “younger” people in the liturgy. Change the process for selecting members of the PPC. Return the Parish “Mission Statement” to a place of prominence on Parish property. Return Parish identity to its Vatican II roots (Catholic Community of Epiphany)
- 54) Glad we include in Spanish, but there are times where it’s only Spanish. Usually attend 11:30 Mass.
- 55) Agrees on Spanish Language. Doesn’t like moving the seating arrangement with each season.
- 56) Don’t like moving the seating arrangement each season.
- 57) Lack of Youth Program. Celebrating birthdays/Anniversaries/etc. Celebrating the community. Fr. Bill Griener did this. Build relationship of who people are
- 58) “Welcome to our church” video, show how awesome the campus is.
 - a. Include testimonials. 5 minutes or so
 - b. Call the kids up to the floor/altar for the Homily. Speak to the kids.
 - c. Loved Deacon Trey, he had a family and understood the family dynamic with kids.
- 59) Vision Statement on the glass. Would read it before mass, to center herself. Some newer Parishioners aren’t as engrained in the statement/parish, and this would help.
 - a. Don’t understand why Vatican 2 started to be less emphasized.

- 60) Vision statement on the glass. Baptism is the most important symbol and are the primary liturgical symbol. Advocates for the Common Good. Want pastor to have enthusiasm behind it. Applies to all ministries. Show some interest. Prayer of the Faithful should include common interest things.
- 61) “Let us open the windows of the Church”. Hunger and Poverty is active, doesn’t need to be changed. Would like to see it expand, do more.
- 62) Art and Environment – wonderful, but a small ministry. Need more people/more help. Especially around Christmas and Easter
 - a. Consideration for Independent Living, can’t do things after it’s dark. “Everline” in Northfield by Holiday Manor
- 63) Need to publicize ministry that drives homebound people.
- 64) The community as a whole is not consulted on major issues, they need to be listened to
- 65) Evangelize more before Mass, welcome newcomers, why they’re here, parishioners would know who they are
- 66) Aware we are Vat. II parish, some things added that don’t follow that
- 67) Having been in different communities, not a lot I would change,
- 68) Need to relook at our roots, what Vat. II actually says
- 69) Lacking in adult formation at appropriate time, something on Sun. maybe during homily, like liturgy, sacraments, teaching of Vat. II and Cath. Church
- 70) Need to rejuvenate commitment with other churches (covenant churches), back to roots being more ecumenical
- 71) Have welcoming coffee, etc. (with conversational areas) after Masses encouraging camaraderie
- 72) Have Fr. Graffis comments on Vat. II available, maybe he could speak
- 73) Seeing more young people
 - a. more activities for the young
 - b. connections between committees’ actions and youth participation (Social Justice/Creation Care/Social Responsibility)
 - c. more participation of youth in liturgies
 - d. youth choir
- 74) More social gatherings after all the Masses/ more than just coffee after 9:00 Sunday Mass. Socials before/after the 5:30 Mass and something after the 11:30 (similar to 9:00 Mass coffee)
- 75) More opportunities to gather as a community
 - a. Small discussion groups after weekday Masses: Share thoughts on the recent Record/moral side of the news/recent articles, etc.
 - b. Gathering of people with common interests (cooking, art, music, gardening, etc.)
- 76) Bread (Eucharist) making a tradition that has been lost
- 77) More information given to the community about outreach committees: Hunger and Poverty/Social Responsibility/Social Justice
- 78) Increase activity at Epiphany’s campus/buildings; they lay idle too much of the time
- 79) Increase the social and liturgical exchange with other parishes including our Covenant Churches.
- 80) Foster an OPENESS to new ideas: things feel somewhat ridged
- 81) Change NOTHING!
- 82) The name “CONNECTOR” should be renamed our “GATHERING SPACE”
- 83) With each appeal for MONEY a concerted effort should be made to express the underlying PURPOSE
 - a. Folks are willing to PARTICIPATE but not DONATE \$\$\$
- 84) Bring back the BAKED BREAD as our HOST: this was an Epiphany Foundation
- 85) More involvement of Spanish speaking families with others in the parish.
- 86) More connection with our sister Parish in Chiapas. Do more for St. Lorenzo Martyr.
- 87) More involvement of parish with Pregnancy Resource Center. More \$ to its programs.
- 88) Seek more younger families. More activities for younger families.
- 89) Have more youth as lectors and in other participatory roles. Youths could go to nursing homes with an adult. Give service hours to youth.

- 90) More support from pastor (from the pulpit) for parish Social Responsibility events.
- 91) Have fitness classes.
- 92) Have a group for veterans.
- 93) Restart informational sessions on current issues like Men of Epiphany used to offer.
- 94) More attention on the library and its offerings.
- 95) Have lay people give reflection on Scripture and its application to daily life.
- 96) Another Synod session for the October round of Pope Francis' Synodality effort.
- 97) More information to parish on what we do to meet needs outside our parish.
- 98) Get more in parish involved with issues out in the world.
- 99) Bring back JustFaith groups to educate community on important issues.
- 100) Support of Clout from the top down
- 101) Revitalization of the Youth Group
- 102) Subsidiarity (committees able to make decisions without having to run everything past the staff
- 103) Solidarity with the Latino community
- 104) Transparency
- 105) Rebuilding the community after COVID
- 106) There should be fewer restrictions and more support from the staff
- 107) A problem with so many "changes in the Bible" taped into the book. Why are we changing the Bible? (Maybe change to typed copies?)
- 108) Stop moving the altar for the seasons.
- 109) Only one Bible Study on Mondays, and not available during the evenings or weekends; I work full time and would like to be able to access formation opportunities.
- 110) Would appreciate homilies more attuned to the world now. It seems that people have evolved and the church hasn't.
- 111) I have a hard time understanding some of the lectors, especially shorter people. Perhaps some of the people need additional training to project more? Maybe a step for shorter folks or videotaping for training?
- 112) A non-welcoming and somewhat irritating thing for "newer" people, is the habit of many parishioners introducing themselves with how many years they've been involved, especially in small groups.
- 113) With the aim of deepening our understanding and offering us guidance in dealing with complex issues in the light of our faith, I would love for the parish to offer exploration of more contemporary theologies (that are in dialogue with human history and development, address the harmony of faith with reason/science/the natural world). I appreciate experiential opportunities to unpack how the experience of wonder/kindness/goodness/truth/beauty open us to the Divine and supports our spiritual grounding and development, as well as scholarly based scripture studies. It could be included in preaching and prayer and formation opportunities, and/or in conjunction with community studies or focuses on particular issues. (A shift away from primarily Dynamic Catholic, Formed and Ascension Press offerings would be appreciated.)
- 114) Our annual stewardship commitment form doesn't ask what skills/talents we have. It just lists options of existing committees and groups. So many have untapped skills and talents, but we would never know.
- 115) I'd like to go back to our roots, especially regarding ecumenism. We used to do so much more sharing with our covenant churches, but it's gone by the wayside.
- 116) We need to invest in our youth. Epiphany once had a large and active youth program and a strong scouting program.
- 117) Bring back communion bread making. It created such a sense of community and helped build community. Participating in the ministry was spiritually uplifting.
- 118) Bring back Gather the Children.
- 119) Do something to make a targeted outreach to parishioners who quietly quit Epiphany over the past few years.

- 120) Improve connections during liturgy (greet everyone after call to worship, hold hands at Our Father)
- 121) Evangelization of younger people 3 responses
- 122) Hire youth minister everyone said in follow up conversations
- 123) More engagement to broaden even more community participation
- 124) More attention to aging of parishioners e.g. need grab bars in all stalls of bathrooms in narthex
- 125) Need grab bars on BOTH sides because my mother needs it because of her stroke, I can't help her on my own
- 126) How might we become more accommodating to various age groups (e.g. aging, yes, but also family friendly) Put something in bulletin to solicit needs from various groups
- 127) Want to fill whole parish (all pews)
- 128) How can we integrate Spanish speaking community? Not just with bilingual Masses but cultivate relationships?
- 129) We love the liturgy but it's such a problem to have a favorite song we used to sing all the time because it's no longer liturgically correct
- 130) Too many policies, bureaucracy overall that become too much of a burden
- 131) Need to teach songs to young children like we teach assembly new songs
- 132) Would like to see our parish more integrated with the Spanish community
- 133) Would like to bring back the homemade bread for Eucharist that we had prior to Covid.
- 134) Need more for kids at every level (We do have Faith Formation and Youth group)
- 135) Would like to see more weight of decisions up to the whole parish and not final decision of the Pastor vetoing,
- 136) We as a community need to be more informed BEFORE the financial decisions are made
- 137) Finances need to reflect our values to promote the community more than just worrying about our buildings and physical structure
- 138) Children need to be more recognized at the mass.
- 139) ? Bring up changing Sat night mass to 4pm so older people don't have to drive in the dark,
- 140) Not a welcoming place i.e. the verbiage used like "the Connector", the "Community Center", "Epiphany House" is confusing to new parishioners. Could use a map of the grounds in the welcome packet if there isn't one
- 141) Visitors are not greeted when they come in the door
- 142) Connector isn't being utilized to bring people together
- 143) Greeters are not welcoming
- 144) Change attitude that we are broken and need to be fixed
- 145) Everyone rests on their laurels
- 146) Not enough being done to attract young families
- 147) Attitude of "this is how it used to be" – people are too reluctant to change; we are "siloed" in our ministries (staff doesn't reach out to other ministries – no cross over)
- 148) Not using volunteers the way we should (didn't really elaborate on this comment)
- 149) One person expressed that as a new parishioner she tried to join a committee but everyone else knew each other and no one spoke to her or tried to bring her into the conversation, even after Fr. Randy introduced her to the rest of the group. She would not however give me the name of the committee so I could pass her comments on to the Standing Committee chair
- 150) We need to get the youth more involved, youth programming, family faith formation focus
- 151) Youth/children involvement - they are the next generation, we have to be the role models
- 152) More liturgical art, icons, statues, etc., environmental enrichment
- 153) Saturday evening 4:00-4:30 mass
- 154) Return to bread baking
- 155) Scouts brought back, more emphasis on youth and youth group
- 156) People being more willing and open to listen to the other side, accept compromises

- 157) Seconded the above comment - there seems to be a division, would like to see more collaboration
- 158) More adaptability to the current times, being willing to hear updated perspectives, not remain stuck in the past, etc.

3rd Question: In what way would you personally show your Christlike discipleship and assist working on that change within the Parish?

- 1) Helping others in many ways
- 2) Our member will work to recruit PPC youth representation
- 3) One member will continue to provide good programming & participation for SAGES
- 4) Participate and lead in contemplative spirituality in Soul Life. I have spoken with Dr Mary Catherine Hilbert, OP—a leader in the theological field (text Naming Grace) who would be willing to come to Epiphany in 2025-26 year. Also would be willing to contact Sr. Ann Killian OP who has offered a retreat on Medieval Mystics
- 5) Made bread and would like to return to that. It allowed me to feel that I contribute behind the scenes, is involved with linens Barbara Grayson
- 6) Willing but still may need help with discerning
- 7) Would assist with facilitating a forum with youth
- 8) Expand Bible times to be 34 things throughout the year. More engagement of youth. Possibly involve multiple churches
- 9) Is already involved in advocacy. Encourage program in civil discourse (a resumption of a course several years ago) need it more often Corey Lockhart
- 10) Again, more engagement with youth works with bible times
- 11) Decorate with youth pictures and primary for them. It was their space and their time of conversation in faith
- 12) Take the initiative—Take the first step to reconciliation or change
- 13) Ministry of Presence—Be there for others—Accompaniment
- 14) Better funding for St. Vincent DePaul and other social needs
- 15) Create dialogue to address issues and find solutions
- 16) Bolder Leadership Shadow when it comes to (Staff/PPC) openness to ideas, listening to others to eliminate Silos
- 17) Employee development to eliminate turnover (human resources person)
- 18) Do something for somebody!
- 19) Meeting with external organizations.
- 20) Men of Epiphany or men's club.
- 21) Continue what I am doing now
- 22) External discipleship continues to work with outside organizations
- 23) Promote multigenerational events
- 24) Would volunteer to work on a project addressing immigrants, to study, to enhance, to make recommendations; for example, a permanent sign of welcome in 25 languages
- 25) Will continue to volunteer and find more areas to volunteer, perhaps music
- 26) Would offer to facilitate discussions — without imposing own opinions — about returning the vision statement to a place of visibility. Healing is needed.
- 27) Will continue volunteering on funeral receptions, and anything needed throughout the community
- 28) Since replacing the vision statement will need adjustment in terms of how and where it is placed, he is willing to do whatever — even financially, in part, at least, LOL!

- 29) Will propose twice a year parish forum to bring up likes & concerns
- 30) As a big picture guy who is comfortable with discernment, would provide assistance in whatever way needed, (organizational structure)
- 31) Willing to lead discussions and reconsideration of the placement
- 32) Summary: Each one willing to volunteer to work, study, facilitate, serve, and/or participate
- 33) Teach if called upon.
- 34) More fellowship
- 35) Attendance in Bible classes and encourage others to do so.
- 36) Teaching Confirmation “prep.”
- 37) St. Vincent DePaul Society
- 38) Take a more active role in social responsibility
- 39) Talk about my personal experiences and share what God has done for me.
- 40) Additional comments: Be more active in expressing my beliefs and commitment.
- 41) Participate in things, ministries
- 42) Bring more youth in
- 43) Working in Liturgy Planning Session. Let the people plan a liturgy.
 - a. Used to break up Parish into groups to discuss, dialogue homily
- 44) Prayer Chain every day.
- 45) Attend Church Each Week
- 46) Just want to attend mass. Young things have ministries to attend
- 47) Stay involved. Work on committees he can help with, or things he can apply his background. “Gotta be one, not buy one”
- 48) You can’t buy your way into heaven.
- 49) Helping to communicate and listen, reminding those in leadership that the community needs a voice. More listening sessions.
- 50) Sponsor a newcomer
- 51) Volunteer more time to committees
- 52) Do more with Eucharistic ministry, makes such a difference to home bound
- 53) Be more friendly to people at Mass, greeting people by name
- 54) Don’t over extend on various committees be faithful to actual work needed on committees
- 55) Workshop on forgiveness
- 56) Nothing more than what I’m doing. I’m retired
- 57) Because of age, my ministry years are different/limited now. Need to find other ministries to see what ministries fit age and health (making phone calls to homebound
- 58) In Happenings, say what needs there are
- 59) Need to attract teenagers and young adults
- 60) Clarification on should we kneel, sit, stand
- 61) Support/create opportunities for youth participation
- 62) Volunteer in support of community connections
- 63) Create opportunities for transgender youth
- 64) Bread making
- 65) New opportunities for gatherings throughout the day/year support making the church campus a ‘seat’ of activity throughout the day and week.
- 66) New opportunities after Masses (daily/weekend)
- 67) Examine current ministries to determine how they can be more inclusive with other Parishes.
- 68) Increased participation in smaller groups
- 69) Help to explain the MISSIONS of each group within the parish. An understanding will improve recruitment for new participants
- 70) Join with TWO MORE missions within the existing framework and contribute TIME
- 71) I would join a committee to get involved in reviewing 10% Grant applications.

- 72) Would do more Ministry Moments at liturgies.
- 73) I will help with JustFaith groups.
- 74) I would help with a group for veterans.
- 75) I would contact someone who is bilingual in the Spanish speaking community.
- 76) I would help with communication of outreach efforts of parish.
- 77) Be Church versus going to Church
- 78) Invite someone to join a ministry that we are involved with
- 79) Get involved in Ecumenical outreach
- 80) Involve more speakers to speak to the youth
- 81) Connect Epiphany with Social Justice
- 82) Seek how to receive more staff support versus top down
- 83) I would like to help gather other people to help collect food from Panera every day and get it to Wayside Mission. Maybe we could have a fair that helps connect parishioners who do works of service/charity/working for justice to invite helpers to get involved? Or to share about these opportunities for a few minutes at the beginning or end of Mass.
- 84) I have a strong feeling about the homeless. Why is this country like this? Since I'm new, I would like to find ways to do good and connect with people.
- 85) What about adding a list of ministries to the name badges sometimes, so people know who they can talk to about particular things? Or a time when we have a tag that says what others ways we serve the larger community.
- 86) Already doing what I can; I'm older and only have so much energy.
- 87) Men's group has brought in many good speakers. It would be good to have various groups bring in speakers regarding current events or needs or dilemmas needing our attention and good work (and to connect with others and get a bit of information and guidance in applying our faith).
- 88) I'm thinking of additional ways I can get involved...
- 89) Regarding deeper exploration of theologies and scripture studies in context of helping us with complex issues, I'd be happy to help with the prayer opportunities, or in collaboration with others for researching, developing or designing particular offerings.
- 90) Homelessness is a terrible problem; can we band together to make a change...? We don't talk about it... How do we make systemic changes? Not just band aid approaches. Maybe we could tackle this and other issues as a community? Explore the perspectives of the broadness of the issues and the root causes and how to effect changes.
- 91) Help align parishioner talents and skills with possible contributions. Willing to gather the information together.
- 92) Willing to host youth activities as long as it wasn't a weekly commitment all on me. Multiple people at the table were interested in this prospect.
- 93) Six people wanted to be part of the break making ministry.
- 94) Having been a member since almost the beginning, I can share things we've done in the past and help come up with new ideas that fit today's needs. I am familiar with our mission values and can help focus new programs toward our mission.
- 95) Interested in helping with the soup and bread suppers we used to have regularly that fell by the wayside when the organizer passed away.
- 96) Willing to help with liturgy planning.
- 97) Using position as lector to be a change agent within worship.
- 98) Increase my livestream involvement and encourage others as well.
- 99) Contribute my time to the evangelization of young people.
- 100) Work with other parish youth groups to do joint activities.
- 101) Social media and other communications to publicize your family can attend Epiphany and still get parish tuition at other Catholic Schools, e.g. St Leonard.
- 102) Most importantly, the best way to increase the involvement of people is to provide a personal invitation.

- 103) I'm involved in healing blanket ministry
- 104) I'm involved in hunger committee
- 105) We need to reach out to younger families. They are the future!
- 106) Greet families and say, "Glad you came!"
- 107) Make connections on a personal level
- 108) I'm involved in Bible Times; Would like to help rekindle, strengthen relationships with St. Luke's and Anchorage Presbyterian.
- 109) We should help arrange to connect service projects intergenerationally...like doing odd jobs around the house
- 110) There's a problem with putting up obstacles to limit people's involvement (e.g. hunger committee wanted to roll cart of food to the front of church. It still hasn't happened)
- 111) Before if someone wanted to do a ministry, they'd just go ahead and do it.
- 112) Form a Card Committee to send cards through the mail to the homebound on a regular basis. Judy Roy would be willing to head this up, Cards can be sent from home so those parishioners who cannot volunteer physically at Church could do cards at home. Helps the homebound feel they are not forgotten.
- 113) Need more intergenerational activities,
- 114) Have a basket in the worship committee where the children could bring gifts in themselves and have a time during mass for them to do this.
- 115) Have a special blessing for the children, the hearing impaired, or handicapped during/or at the end of mass occasionally.
- 116) Need to educate the parishioners what the needs are and maybe reinforce this during Stewardship.
- 117) PPC should bring ideas to another forum before making any changes
- 118) Be active and open
- 119) PPC should be more accessible (person did not know that all concerns and comments are discussed at each PPC meeting and that PPC meetings are open to parishioners as guests)
- 120) PPC minutes should be published (person was not aware that they already are)
- 121) Volunteer when needed and able
- 122) Spending time in prayer and reflection as to how we may individually serve and grow our community.
- 123) Reach out and give members of our community an opportunity for outreach
- 124) Enter into conversations with a heart of joy and love; with an emphasis on serving others