

Vision 2030 — St. Paul's Church

Ten Prioritized Recommendations for Action

Derived from the Condensed Comments and Themes, July–August 2026 meetings

These recommendations are ranked by how frequently and emphatically each item was raised across meetings, whether there was consensus, and how foundational it is to everything else.

1. Establish a formal strategic planning process

Before committing to any specific project, adopt the recommended full strategic plan (needs analysis, vision, mission, values, goals) and use it to sequence priorities and funding. This also directly addresses the governance concern that decisions have felt opaque (renderings posted then withdrawn without explanation).

(Meetings 9, 10)

2. Convert the rectory into an administrative building

Named the #1 priority overall across nearly every meeting. Repurpose it into offices for the Rector, Assistant Priest, and Office Administrator/Finance Manager, plus meeting/classroom space — freeing the current cramped, poorly located admin area.

(Meetings 4, 5, 8, 9, 10)

3. Renovate and expand the kitchen

The second most-cited need parish-wide. Expand by one boveda bay, add key equipment (6-burner stove, dishwasher, walk-in-style storage, stainless/Formica surfaces), and consider staff use of the rectory kitchen to relieve pressure on the main one.

(Meetings 8, 9)

4. Expand the Parish Hall by one boveda bay

The one point of unanimous agreement among the groups discussing space. Preserve the boveda ceilings, add dedicated storage for tables/chairs and Dispensa supplies, and address sanctuary noise transfer.

(Meetings 8, 9, 10)

5. Renovate restrooms for capacity and ADA compliance

Give more space to the Men's restroom and add grab bars and wheelchair-width doors — a relatively contained project with broad support.

(Meetings 8, 9)

6. Quantify and address sanctuary seating capacity

Before committing to structural changes (choir loft mezzanine, replacing pews), first measure how often the sanctuary actually reaches capacity, given the competing concern that expansion could fragment the congregation. Separately, fix the choir loft's spiral staircase, flagged as a safety hazard.

(Meetings 4, 5, 9, 10)

7. Solve parking and access

Already a recognized problem; evaluate reconfiguring the current lot or adding a driveway on the columbarium side, and create driveway access to the rectory.

(Meetings 9, 10)

8. Upgrade technology and A/V infrastructure

Microphones and speakers are unreliable (especially at the rear and in the chapel); pursue reliable WiFi, livestreaming, a new video screen, and a portable projector to replace the current drop-down unit.

(Meetings 4, 8, 9)

9. Execute the proposed staffing plan in order

Hire in the sequence already agreed: (1) part-time media/AV person, (2) move Claudia into a Finance & Office Manager role, (3) part-time bilingual Receptionist/Secretary, (4) part-time bilingual Youth Director. Add a greeter near the Parish Hall entrance.

(Meetings 4, 5, 8)

10. Address general storage and records management

Consolidate storage for records, acolyte supplies, and equipment, and adopt a dedicated church database/financial software system for secure record-keeping.

(Meetings 4, 5, 8, 9)

Worth flagging separately

The outreach initiatives (LGBTQ+ community, Spanish-speaking integration, youth/education programs, wedding revenue, grounds redesign) were consistently raised but tend to be programmatic rather than capital priorities — they'd fit naturally as workstreams within the strategic plan in recommendation #1, rather than standalone capital items competing with the space/staffing priorities above.