

St. Paul's Episcopal Church Flint, MI



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PROJECT BACKGROUND

St. Paul's Episcopal Church (St. Paul's) is an historic congregation and a longstanding institution in the community of Flint. As St. Paul's celebrates 150 years of ministry and service in Flint, the parish is looking to the future and how it can remain a vital presence in its neighborhood and city. In 2022, St. Paul's engaged national nonprofit Partners for Sacred Places to help the parish raise its profile in Flint and strengthen its impact in the community as part of its 150th anniversary celebrations. Specifically, St. Paul's hoped to create and strengthen relationships with community leaders, residents, and organizations to help build a collaborative vision for the use of the church's facilities. St. Paul's sees its building as a vehicle to further its mission of the parish in Flint, and as an asset for community partners to enhance their own impact and presence. Partners recommended an asset-mapping event that would bring together these community stakeholders and congregational leaders to begin a dialogue about how St. Paul's might enhance and strengthen its reputation as a collaborator, partner, and advocate in downtown Flint.

In June 2022, Partners staff helped facilitate an asset-mapping event, using methodology that developed out of the Asset Based Community Development model. The participants were identified and invited by a team of St. Paul's leaders and two community members, and represented a wide range of constituencies, professions, and perspectives in Flint. A tour of St. Paul's facilities and conversation about the church's mission framed the event. Partners staff led the participants in facilitated discussion and activity to identify and connect the assets of the parish and the community. Working in small groups, the participants came up with new ideas for expanding and enhancing St. Paul's impact by utilizing these assets in new and creative ways.

ASSET-MAPPING FINDINGS

After collecting and transcribing all the assets and connections generated at the asset-mapping event, Partners reviewed the output considering the objectives that St. Paul's had for the event. A few key themes informed in the facilitation of the event, frame Partners' analysis of the asset-mapping output, and guide resulting recommendations.

- <u>Strengthening Relationships between the Parish and the Community:</u> A key objective of this project for St. Paul's was to (re)discover who its neighbors are and how the parish might support those neighbors. Several parishioners were invited to participate in the asset-mapping as well as community members and had the opportunity to work with the community participants in the working groups. Partners incorporated this objective into its analysis of the event and output.
- <u>Identify New Energy and Opportunities:</u> The congregation St. Paul's, like many congregations across the United States, is declining in membership and advancing in age. This has resulted in a smaller volunteer pool than in years past. Coming out of the COVID-19 pandemic (and the corresponding restrictions on in-person gatherings and activities), St. Paul's hoped to find creativity and inspiration. As part of the event, Partners gauged the energy and enthusiasm around various ideas.
- <u>Build on the 150th Anniversary Celebrations:</u> St. Paul's has a long history of service and partnership in the city of Flint, and the church is known for specific ministries in the community. Partners considered the ministries and partnerships that St. Paul's parishioners value, the mission of the parish, and its legacy in analyzing the output of the asset-mapping event and in its recommendations.
- <u>Practicality and Potential</u>: Partners took into consideration the amount of effort, time, and energy that ideas for action might take. It will be important for St. Paul's to pursue actions that can be implemented quickly and easily as well as start planning and working on ideas that will take longer, and require more preparation, to realize. This will be an important balance to strike; quick action will create energy and "buzz" around the church, while work towards bigger ideas will help the congregation strengthen its impact and reputation in the community of Flint.

BECOMING A COMMUNITY CENTER THROUGH SPACE-SHARING

Participants easily recognized the immense potential St. Paul's has to expand its presence downtown through offering its space to community organizations for regular and long-term programming. Many organizations were identified as potential partners to utilize the variety of spaces that St. Paul's has to offer during the parish's "off hours". Many of these ideas would build on St. Paul's existing work and partnerships, making them logical and "easy" avenues to enhance the ministry of St. Paul's without demanding much additional volunteer labor from parishioners. These ideas would rely on space-sharing partners for programming, with St. Paul's offering its space and amenities. There is also opportunity with each of these ideas for St. Paul's to collaborate with space-sharing partners in ways that fit the parish's capacity and interests.

Both groups came up (independently) with the idea to (re)engage Crossover Downtown Outreach Ministry to provide education and services to increase food security in Flint. St. Paul's commercial kitchen and the adjoining hall would be a key asset here, as both provide the unique and necessary space to host cooking classes, food distribution, and other complementary services. Crossover Outreach and St. Paul's have worked together before, and representatives from both organizations were enthusiastic about the possibility of re-establishing that relationship and to build on it. Other ideas that emerged in this area included developing a partnership with one or several arts groups, which would build upon St. Paul's existing participation in the Flint Arts Walk, leasing space for social services in downtown, becoming a popular meeting and event space for various community groups, and hosting a Zumba or Tai Chi class.

- Food Distribution and Education: Crossover Outreach Ministries had previously hosted cooking classes in St. Paul's kitchen and hall. As both the church and Crossover had a good experience of the partnership, this would be an easy partnership to re-start. St. Paul's commercial kitchen provides a valuable opportunity to offer this type of programming downtown. Mott Community College's Culinary School and the Flint Farmer's Market would make logical additional partners, and their participation would increase the capacity of the program to offer additional classes, instructional support, and supplies/food for the program's participants. As downtown Flint is already a culinary destination in Flint, this idea could also provide an avenue to collaboration with neighboring restaurants. Parishioners at the asset-mapping event were enthusiastic about this idea, which indicates that there might be additional parish volunteers and energy to bring this idea to fruition. Finally, this idea easily connects to the parish's ministry through its partnership with Family Promise, which suggests it would be a good mission "fit."
- Community Arts Education: With its ample facilities and variety of amenities, St. Paul's could easily raise its profile as a destination/hub for the arts in downtown Flint, especially in arts and music education. The church is already a venue for the visual and musical arts as part of Flint-wide initiatives, and so has already established a reputation as a place that cares about the arts. Partnering with local music teachers and/or the Flint Institute of Music, St. Paul's might be able to offer its many classroom spaces for Flint residents of all ages to learn an instrument, participate in a choral group, or participate in drawing/painting classes. The sanctuary itself provides a unique and accessible performance space downtown that might be a better fit for a student recital or for rehearsal space than would the Capitol Theater. The church's proximity to downtown restaurants would also be a key asset to leverage here.

EXPANDING THE PARISH'S ROLE IN CITY-WIDE EVENTS

It was clear from the participants' comments and conversations that St. Paul's is already seen as an enthusiastic participant in several of the city's most popular events. The church's regular participation in the Flint Art Walk and other downtown events has already established the parish's reputation as an active community partner, a reputation that the asset-mapping event itself strengthens. St. Paul's is well-positioned to continue on this track, becoming a place where the community of Flint connects and collaborates on important initiatives that benefit the entire city. While the following represent some specific ideas that participants expressed interest in, Partners sees great potential for St. Paul's to build on these suggestions for years to come. This category of ideas would require some administrative labor on the part of St. Paul's and differing levels of volunteer labor. However, these ideas also provide significant opportunities for St. Paul's and its parishioners to create and strengthen relationships with a variety of community stakeholders and residents, which will continue to strengthen the parish's reputation as an active neighbor and lead to additional opportunities for programming (and possibly space-sharing partnerships) down the line.

All of the ideas in this category leveraged St. Paul's downtown location and its proximity to the various festivals and events that already happen in Flint. St. Paul's, offering flexible and accessible space, has tremendous potential to help expand these events' attractiveness and accessibility to a diverse population of Flint residents. The parking offers space for individuals and families who are traveling from far outside the downtown area, as well as potential space for food trucks and other vendors who may not be able to utilize the streets. As St. Paul's is already known by artists, musicians, and local event organizers, the foundation for building a presence as an additional venue for larger Flint festivals and events has already been laid.

- Places for Vendors during Festivals and Events: While there are many established businesses and services downtown, many start-ups and entrepreneurs may be in need of space and opportunity to display their wares and offer their services during larger events and festivals. With the parking lot and commercial kitchen, St. Paul's would have the ability to offer space for food vendors (food trucks or other culinary small businesses). The open spaces of the parlor, the hall, and even the front lawn could be utilized by local vendors to display their wares. There may also be opportunity for St. Paul's to intentionally organize and coordinate vendors who fit the parish's mission (e.g., Blackowned small businesses, fair trade products, etc.).
- Community Tabling/Education during Festivals and Events: Similar to the idea around offering its space to small businesses and other vendors, St. Paul's could provide space and opportunities for community organizations and social services to engage with event attendees and festival goers. The downtown area is one of the only areas in the city that serves as a city-wide node for its residents, and the festivals and events are key opportunities for organizations and community groups to engage the city's diverse and disperse population. Not only does St. Paul's have the space for traditional tabling, but the parish also has several rooms throughout the building that could host organization-specific activities (e.g., a painting class for kids, blood pressure screenings, etc.).

STRENGTHENING PARISH MINISTRY THROUGH NEW COLLABORATIONS

Asset-mapping participants identified several opportunities for St. Paul's to expand its own ministry through possible new programming, in collaboration with specific organizations and groups that share the parish's values and goals. Many of these ideas were for one-off events that St. Paul's would host and take lead in coordinating. Although the ideas in this category would require the most volunteer effort from the parish, much of that labor would be organizational and administrative. Participants identified several potential partners who could take the lead in facilitating activities and programming. The enthusiasm behind these ideas indicate that the volunteer labor needed on the part of the parishioners would be gladly performed, and that the parish may very well be able to recruit additional, external, volunteer labor if and when the events become part of the annual rhythms of parish and community life.

- LGBTQ Prom/Dance: St. Paul's, and the city of Flint, are committed to LGBTQ affirmation and equality. The church is already known in the community for its public stance through the use of various pride flags and other signage that promote it being an open and affirming congregation. While signaling solidarity and support are valuable activities for the church, there is also a need in Flint for more LGBTQ-affirming activities and programming. Several communities across the United States have had success in hosting a "prom" that allows young people to have the experience of being completely themselves, to celebrate their identity. St. Paul's hall and adjoining kitchen could easily provide the space needed for such an event, and the church's location downtown would make it a logical location for such an event to take place. As this would be a unique event for Flint, St. Paul's could access community funding for the event and could partner with the local high schools, and community organizations that serve youth to promote and program the event.
- Blessing of the Pets Adoption Day: This particular idea was identified by Partners to be a relatively easy way to raise the congregation's profile in the community, leverage its heritage as a religious institution, and promote its values of hospitality and welcome. Partnering with local chapter of the ASPCA, pet adoption groups, and veterinary clinics, St. Paul's could expand its annual "Blessing of the Pets" event to also provide adoption opportunities and veterinary services for local individuals and families. While providing a vital service to pet owners and additional opportunities for animals to be adopted, St. Paul's would also be able to promote creation-care. This idea was the strongest to come out of the asset-mapping event that focused on children and young families. St. Paul's parishioners have been interested in identifying ways to serve children and young families in Flint, and this would be an opportunity to start making those connections.

OTHER PROMISING IDEAS

There were some ideas that emerged during the event that Partners believes are valuable starting points for conversations in the parish, though may not be immediately actionable or that may not require the kind of active community collaboration that the parish was hoping to identify through the asset-mapping event. Partners believes these ideas have real potential for increasing St. Paul's profile in the community of Flint and/or be good longer-term conversations for the parish.

- Becoming a Venue for LGBTQ Marriage Ceremonies: St. Paul's has a beautiful sanctuary that would be attractive for queer couples wishing to get married in a religious space. St. Paul's already has a reputation of solidarity and support for the LGBTQ community, and so could be vetted easily by couples looking for this kind of wedding venue. The hall and kitchen could accommodate a small reception, and the church's proximity to other downtown reception venues also works in St. Paul's favor. The demand for religious venues among LGBTQ couples would be lower than demand for non-religious venues, but St. Paul's may be able to fill a very important niche in this area. St. Paul's would need to promote itself with local and regional wedding planners and build relationships with local LGBTQ-serving organizations and alliances to identify where and how it could advertise its space in this way.
- **Building Affordable Housing:** High-density, centrally located affordable housing is a real need in Flint, and there are few existing facilities that could be renovated or retrofitted to meet that need. St. Paul's adjoining parking lot provides valuable downtown space for new housing to be constructed, but this would be very much a long-term option for the lot. However, knowing that this is a need in the downtown area, St. Paul's would do well to begin conversations with local affordable housing organizations about how its existing facilities might be used to complement the work that these organizations are engaged in, perhaps by ensuring activities and services for individuals and families that reside downtown now and in the future.
- Field Education and Mentorship Opportunities: Many of St. Paul's congregation members are retired professionals and/or have unique skills and expertise that would be valuable to university students. St. Paul's itself, being located downtown near facilities for University of Michigan, Michigan State, and Mott Community College, could provide unique learning opportunities. Two ideas in the asset-mapping event related to field education and/or mentorship, one being the opportunity for students to take on a "design challenge" for renovating the second floor of the parish and the other to build a pool of professional mentors among church members for local university students. Both of these ideas point to some energy and interest in the parish towards partnering with the local universities and colleges and provide learning opportunities for their students; department heads and field education offices would have a much more detailed understanding of some potential opportunities that may exist for St. Paul's in this area.

RECOMMENDATIONS

St. Paul's Episcopal Church is in a prime position to move forward with many of the ideas and initiatives that were identified at the community asset-mapping events. It will be up to the Vestry and other lay leadership to determine which initiatives are most practical for immediate action, best aligned with St. Paul's priorities for the future and have the most potential for engagement by the congregation. As part of the asset-mapping facilitation, Partners asked for participants to identify which idea they would most like to see realized. This will give some indication of the community's priorities and the potential energy and resources different organizations might be willing to contribute to these potential initiatives. The most popular ideas were: an LGBTQ prom/dance (all community members), becoming a center for music and the performing arts, and increasing St. Paul's presence and participation during festivals and other downtown events. Other ideas that were "voted" for, were: St. Paul's becoming a venue for LGBTQ weddings, hosting a more expansive Blessing of the Pets event, and building affordable housing. Each of these ideas has the potential to achieve St. Paul's objectives that shaped the asset-mapping event itself and create exciting opportunities to strengthen community partnerships that will carry the parish's legacy forward for another 150 years.

FOLLOW UP WITH PARTICIPANTS

Asset-mapping participants were very engaged in the activity and were enthusiastic about certain idea clusters that they either helped to identify or heard about. Partners for Sacred Places has documented which ideas/initiatives each asset-mapping participant most hoped would be realized and which participants attached themselves to particular ideas. To maintain the momentum of the asset-mapping event and to strengthen relationships with the participants' organizations, St. Paul's should follow up individually with each participant about the asset-mapping event. These conversations should include overall impressions of the activity, the idea that most excited them, and how they would be willing and able to bring that idea to fruition. This will be very important to advance the ideas that came out of the event, and further discern which ideas St. Paul's should prioritize.

Partners for Sacred Places always recommends that congregations share the results and findings of asset-mapping events with all of the participants. By either sharing the full report with the participants, or following up with bulleted findings and recommendations, St. Paul's would affirm that it wishes to continue conversation and collaboration with these community groups and their representatives. This would also create an opportunity for the participants to reach out of their own volition to St. Paul's with opportunities that their organizations might want the congregation to be involved with.

IDENTIFY ACTIONABLE STEPS FOR POTENTIAL INITIATIVES

After following up with asset-mapping participants and sharing this report with the Vestry and other parishioners, St. Paul's should identify and empower teams that are interested in developing and implementing some of the ideas generated during the asset-mapping events. Some of these teams may already exist within St. Paul's current structure of (e.g., an outreach committee.), and some may need to be newly-formed task forces that are charged with specific initiatives. These teams should recruit and collaborate with community members that participated in the asset-mapping event and self-identified as willing

to donate their time and energy to the initiative. For the different initiatives that the participants identified during the assetmapping event, Partners recommends the following immediate action items:

- Food Distribution and Education: The Crossover Outreach Ministries representative at the asset-mapping event was enthusiastic about the organization's previous work with St. Paul's, and seemed eager to restart conversations about a potential partnership. St. Paul's should invite Crossover Outreach Ministries back to the church for a more focused conversation about what the parish can provide in terms of space and what services Crossover Outreach Ministries would hope to provide in terms of services to participants. There may be additional opportunities to bring in other community partners to the conversation as Crossover Outreach Ministries begins to plan to bring programming into the building.
- Community Arts Education: The idea cluster identified several assets that St. Paul's could offer to becoming a place for Flint residents of all ages to explore music and the performing arts, but was short on potential groups or organizations that could help bring this idea to fruition. St. Paul's should work with its music director and parishioners who may have inroads in the arts community to identify key conversation partners to help the parish flesh out this idea. High school music teachers, local choral groups, amateur theater troupes, etc. would all be good places to start. St. Paul's should then invite a group of these conversation partners to the parish for a focused tour and conversation about specific spaces and the opportunities they might provide, as well as the needs for the music and performing arts community in Flint.
- Expanding Presence during Festivals and Events: These ideas to expand the parish's participation in Flint downtown events, and to enhance the events themselves, would all have the same starting points. St. Paul's should first generate a list of downtown events and Flint festivals so that it can decide which events it can/would like to participate in. After identifying those events and activities, St. Paul's should connect with the organizers of those events to talk about how those organizers would like to expand and enhance the event. Bathroom access and parking are often easy ways for congregations to make large-scale, community events more successful and accessible. Working with the Chamber of Commerce or other entities supporting small businesses would provide necessary connections to local vendors; the United Way of Genesee County or Crim Fitness Foundation would be good conversation partners for thinking about expanding service and program offerings during festivals.
- LGBTQ Prom/Dance: This was the most popular idea at the asset-mapping event, and as such is worth exploring for St. Paul's. The Flint Pride Society may be a good starting point, as the organizers for Flint Pride events would have a good knowledge of the different organizations and groups that might be interested in being a co-sponsor or co-host of a prom/dance. The colleges and universities in the area would also be of help here, as they would either have staff in the student life offices dedicated to LGBTQ support or would be able to connect St. Paul's to affinity groups on the various campuses.

INCORPORATE FINDINGS INTO CONGREGATIONAL VISIONING

The asset-mapping events were exciting activities that generated new ideas and excitement around St. Paul's in the community of Flint, and its findings should be shared with the congregation. This could be done with an after-service presentation, or as a business item during an annual congregational meeting. The initial report and findings, as well as participant responses, should be included as an agenda item at the next Vestry meeting. Preparing a brief outline of the major ideas and themes (excerpting this report) would be one way for congregation members to easily see the ideas generated during the session. St. Paul's could also take advantage of empty wall space in its facilities so that congregation members can see the assets and clusters that were generated by the community participants.

Though the display of the congregational assets is a powerful action in and of itself, without a specific ask or request congregation members may not immediately connect to an initiative or action that might leverage their own individual assets. St. Paul's should message (through congregational newsletters, at leadership meetings, and in worship) the opportunities to participate in any of the ideas and initiatives that the church decides to move forward with. Follow-up with every congregation member that volunteers should be quick.

ASSETS AND CLUSTERS

BECOME A COMMUNITY CENTER

Food/Cooking education

Crossover

Commercial kitchen Food bank of Eastern MI

Hamilton clinic
Tuesday lunch
Mott Culinary sch

Mott Culinary school Farmer's Market

Barnes room can be divided from rest of building

YWCA

Welcoming space In-kind donations Nearby restaurants

Cooking Classes and Empowerment

Commercial Kitchen Crossover Outreach Farmer's Market Hamilton Healthcare

Crossover/MSUE Cooking Classes

Dance/Music/Arts classes/recitals

Flint Institute of Music

2 grand pianos

St. Paul's music director

Organ Art walk

Performance space Local music teachers

Harpsicord Handbells

Space for youth to record Instagram or TikTok videos

Music Festival

U of M Flint -- Music Department

Musicians

Nationally recognized gospel choir

Sound system

Building space for programs and events

Organ

Flint local 432

Flint Institute of Music

Flint School of Performing Arts

Services to Flint and Genesee County Families

Classrooms

Meeting space with tables and chairs

Flint cultural center academy

Parking lot

Genesee county admin nearby

Potential office space

Ele's place

Vaccine and Screening Clinic

Tuesday lunch people Hamilton Health Center

MSU students Mott Foundation Parking lot/spaces

Open Space for Neighborhood groups

14 restrooms Parking lot Car clubs Crim

Easy access to public transportation

Nearby restaurants

Downtown neighborhood association

Zumba/Tai Chi

MSU-E Barth Hall

EXPAND ROLE AT CITY EVENTS

Community tabling/education during festivals

Website Facebook

Neighborhood Associations & Block Clubs

Festivals Arts Week

Episcopal Church Global Insight

Event Space

Places for Vendors during Festivals/Events

Tables & Chairs Back to the Bricks Flint City T-Shirts

Festivals/Host annual events downtown

Parking lot

Non-profits FOTA Flint city handmade Near Capital Theater

Parking with shuttle to events

Near 69 and 475 Back to the Bricks

Car clubs

STRENGTHENING PARISH MINISTRY

LGBTQIA Prom/Dance

Music friendly congregation Open and affirming congregation Connections with other churches

Willing to try new things Relationships with funders

YWCA Parking lot

Large gathering room with kitchen, tables, and chairs Large gathering room could be cleared for dance floor

Children's Pet Day

Humane Society

Parking lot -- place to park in downtown Flint

Blessing of the Animals Children and young families

OTHER IDEAS

Safe Wedding Space LGBTQ supportive Wedding people

Cathedral

Space to build new affordable housing

Parking lot

Near public transportation Near shops and services Neighbors in need **Professional Mentoring**

Barth Hall -- fellowship

Institutional knowledge -- retired congregants

Kettering University

Proximity to community life

UM Flint

University Students
Diverse congregation
Young Professionals
Mott Community College

Design contest for second floor

University of Michigan students

Kettering students
Art schools' students

Historical Tours/Education

Walt

150 years in same location

Historical building Glenwood cemetery

Bike tours Windows

Church historian Historical Society

Moms/Tots group

Large sanctuary for running around

Seating area near chancel Outdoor green space

Environmental Stewardship

FRWC

Tenacity Brewing

Barth Hall

Gen. County Parks

UNCLUSTERED ASSETS

Physical Assets:

A lot of empty land/parking spaces

ADA bathroom

Beautiful space

Biggest front yard on street

Close areas so more than one group can meet

Columbarium

Commercial kitchen (x2)

Downtown location Terrance
Elevator Veterans

Empty Rooms Volunteers, lay leadership

Garden -- small, fenced in Walt

Historic bricks on Saginaw St.

Youth entrepreneurs

Historic artifacts

Housing Development <u>Institutions and Associations:</u>
That little garden American Institute of Architects

Large screen for moviesArts CouncilLocation near YMCAAtwood StadiumLots of old and fancy-looking artAscenseion

Lots of empty land nearby for housing and buildings Camp Chick connections

Meeting spaces Capitol Theater

Mosaic on altar Carriage Town Historic Neighborhood Association

Office space College of Medicine

Outdoor meditation space Courthouse Parlor Crim (x2)

Parking lot Crim Fitness Foundation
Unique Parlor Crim Fitness Foundation + Race

Restrooms Crossover

River Crossover Ministries
14 Restrooms Ennis Children's Center
Sanctuary Family Promise (x3)
Separate outside entrance to large gathering room Flint Art Walk

Separate outside entrance to large gathering room Flint Art Walk
Stained glass windows Flint City Hall

Wifi Flint & Genesee County Visitor's Bureau

Flint Institute of the Arts

Individual Assets: Flint Library (x2)

Audrey Stephens Flint Neighborhoods United

Children and young families Flint Prints

Christmas people Flint Public Art Project
Connections to government leaders Flint Repertory Theater

Dan Scheid Flint River Watershed Coalition
Deceased donors Flint School of the Performing Arts

Edythe Peake, media Flint Symphony
Elizabeth Jordan Foster Coffee
Father Don GFAC

Funny rector/priest Humane Society
Gospel Choir (x2) Hurley Healthcare

Gospel soloist Kettering

Holly Richardson Longway Planetarium
Joel Masonic Temple
Mo Pete Michigan State
Organist (x2) McFarlan

Pianist Mott

Rafael Mott Community College

Skateboarders McLaren

Music in the Heart of Flint

Nearby hotels

Near Wellness Plan

Olmstead Association

Priceless Dreams

Sloan Museum (x2)

Sloan

Summer Camp Chickagami

U of M Flint

Univ. of Michigan

Whiting Auditorium

Economic Assets:

Barth grants

Beautiful space for weddings

Endowment funds (x2)

In Kind Programming from Non Profits

Kilner Scholarship Fund

Mott Foundation

Revenue from space rental

Rentable spaces

Narrative Assets:

150 year history

Church history 150 years

Creativity

Episcopal Church connected with social justice

Good will in community

Historic building and founders

Historically important art, stained glass windows

Home church of many early leaders of Flint

Hope and Resilience

Inclusive reputation

Open front door/glass door

Safe space

St. Paul's role in the history of Flint