81st General Convention

House of Deputies Feedback Report

Executive Summary

Overall Experience

The 81st General Convention of the Episcopal Church was well-received by deputies, with a strong sense of community, purpose, and engagement in church governance. Deputies expressed appreciation for the opportunity to participate in significant church decisions, connect with fellow Episcopalians from across the church, and engage in meaningful worship experiences.

Key positive aspects included:

1. The sense of community and connection with other deputies

2. Participation in historic church decisions (i.e., Navajoland becoming a Missionary Diocese)

3. Engaging in the democratic process of church governance

4. Diverse and inclusive worship experiences

5. The presence and contributions of young people

Major Challenges and Areas for Improvement

1. Time Management and Scheduling

   - The compressed schedule led to long, exhausting days
   - Imbalance between time spent on critical issues versus less impactful matters
   - Need for better allocation of time for debate, networking, and rest

2. Technology and Process Issues

   - Difficulties with the new queuing system for debate
   - Challenges with the virtual binder and other technological tools
   - Wi-Fi reliability issues

3. COVID-19 Concerns

   - Lack of clear protocols or communication about cases
   - Insufficient preventive measures
   - Many deputies contracting COVID during or after the convention

4. Legislative Process

- Concerns about the number and relevance of some resolutions
- Challenges in the consent calendar process
- Need for more efficient handling of debates and voting

5. Inclusivity and Accessibility

- Difficulties for first-time deputies in understanding processes
- Challenges for deputies with mobility issues
- Need for better inclusion of alternates and support for non-English speakers

6. Physical and Logistical Challenges

- Issues with food availability and quality
- Concerns about room temperature
- Limited access to the exhibit hall during free time

Recommendations for Future Conventions

Based on deputy feedback, the following recommendations emerge for improving future General Conventions:

1. Schedule Optimization

- Consider adding an extra day to the convention
- Better balance legislative work with community-building activities
- Improve efficiency to reduce the need for evening sessions

2. Technology Enhancements

- Refine the queuing system for debate, including the ability to withdraw
- Improve Wi-Fi reliability and overall tech infrastructure
- Enhance communication about schedule changes and important events

3. Health and Safety Protocols

- Develop comprehensive health and safety guidelines for future conventions
- Improve communication about health issues during the convention
- Provide resources like masks, hand sanitizer, and testing options

4. Legislative Process Improvements

- Streamline the number of resolutions
- Reconsider the consent calendar process
- Provide more guidance and support for first-time deputies

5. Inclusivity and Accessibility Enhancements

- Improve support for deputies with mobility issues
- Enhance inclusion of alternates in activities
- Consider needs of non-English speakers
- Implement systems to prioritize new voices in debates

7. Logistical Improvements

- Optimize exhibit hall scheduling and accessibility
- Improve food options and availability
- Address concerns about room temperature and physical comfort

8. Training and Preparation

- Enhance pre-convention training, especially for new deputies
- Provide more resources for understanding the legislative process
- Consider mentorship programs pairing experienced deputies with newcomers

Conclusion

The 81st General Convention was largely seen as a positive and meaningful experience by deputies, reflecting the Episcopal Church's commitment to democratic governance and inclusive community. However, the feedback also reveals significant opportunities for improvement in various aspects of the convention's organization and execution.

The balance of appreciation and constructive criticism in the deputies' feedback provides a solid foundation for continuous improvement in this crucial aspect of Episcopal Church life. The feedback also reveals numerous areas for improvement, particularly in scheduling, technology, health protocols, and inclusivity.

The Joint Standing Committee on Planning and Arrangements, the General Convention Office, and the GC82 platform team have a clear mandate to address these challenges while building on the convention's strengths. Key priorities should include optimizing the convention schedule, enhancing technological tools, improving health and safety measures, refining the legislative process, and ensuring greater inclusivity and accessibility.

By thoughtfully implementing these recommendations, future General Conventions can better serve the mission and governance needs of the Episcopal Church in a changing world.

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Report Summary

1. Introduction

This report provides a comprehensive analysis of deputy feedback from the 81st General Convention of The Episcopal Church. The data was collected through open-ended questions asking deputies about their joys, challenges, and suggestions for improvement. The analysis aims to provide the platform team with detailed insights to inform planning and improvements for future conventions.

2. Positive Aspects and Successes

2.1 Community and Connections

Deputies overwhelmingly cited the opportunity to connect with fellow Episcopalians as a highlight of the convention. Specific positive elements included:
- Reuniting with old friends and colleagues
- Meeting new people from diverse backgrounds
- Engaging in informal discussions and relationship-building
- Feeling part of a larger church community

Example quote: "Meeting people from other dioceses and worshipping together in creative, inclusive and expansive ways. I found overall people were respectful and genuine with one another."

2.2 Significant Church Decisions

Many deputies found joy in participating in historic moments and important decisions. Key aspects included:
- The acceptance of Navajoland as a Missionary Diocese
- Mergers of various dioceses

- Affirmations of LGBTQ+ inclusion
- Election of new church leadership

Example quote 1: "Voting on updating the Catechism of the Prayer Book to be inclusive of all genders and sexual orientations in regards to marriage."

Example quote 2: "The erection of the Area Mission of Navajoland to the status of Missionary Diocese, and the elections of our presiding officers"

2.3 Governance and Legislative Process

Deputies appreciated the opportunity to actively participate in church governance. Positive elements included:
- Engaging in debates on important issues
- Voting on resolutions
- Working on legislative committees
- Feeling that their voice mattered in decision-making

Example quote: "Participating in the democratic governance of our church. It's helpful to see/experience the interactions within TEC as we make decisions. In-person tells you more."

2.4 Worship and Spiritual Experiences

The convention's spiritual aspects were highly valued. Deputies highlighted:
- Daily worship services
- The Revival event
- Opportunities for communal prayer
- Diverse and inclusive liturgical experiences

Example quote: "Attending the worship services. They were uplifting and joyful. I absolutely loved the music."

2.5 Diversity and Inclusion

Many deputies commented positively on the convention's efforts towards diversity and inclusion:
- Witnessing diverse leadership
- Celebrating milestones (e.g., 50th anniversary of women's ordination)
- The presence and contributions of the Official Youth Presence
- Efforts towards racial reconciliation and justice

Example quote: "Witnessing the diversity and the youth presence. Seeing the faces of people in the House and feeling their earnestness..."

Example quote: "Seeing the tremendous growth (over my 6 years in the HoD) of women in leadership positions: e.g. seeing more women bishops at GC, serving under two excellent female presidents of the HoD, etc."

3. Challenges and Areas for Improvement

3.1 Time Management and Scheduling

The compressed schedule was a significant challenge for many deputies. Key issues included:
- Long, exhausting days leading to fatigue
- Insufficient time for thorough debate on important issues
- Rushed decision-making towards the end of the convention
- Limited time for networking and relationship-building
- Difficulty balancing legislative work with other convention activities

Example quote: "Making all the meetings that I felt I should attend. Starting at 7am and ending around 10 pm was truly difficult at my age."

Example quote: "The schedule - the schedule was bonkers. We had someone in our deputation that was on credentialing, and it was very difficult for her to balance her schedule and other responsibilities. With committee meetings, deputation meetings, specific interest meetings...it was alot."

3.2 Technology and Process Issues

Deputies reported several challenges related to technology and processes:
- Difficulties with the new queuing system for debate
- Issues with the virtual binder and other technological tools
- Wi-Fi reliability problems
- Confusion over voting procedures, especially for new deputies

Example quote: "The queuing system took a lot of work. I also did not like that the exhibit hall was mostly only open when the House was in session. It made it difficult to visit with those folks."

3.3 COVID-19 Concerns

The handling of COVID-19 was a major concern for many deputies:
- Lack of clear protocols or communication about cases
- Insufficient preventive measures
- Many deputies contracting COVID during or after the convention
- Contrast with stricter measures at the previous convention

Example quote: "I was concerned and frustrated by the total absence of any Covid protections or protocols. We should have heard about it, as a Convention, as soon as people present started to test positive."

3.4 Legislative Process Challenges

Several aspects of the legislative process were identified as problematic:
- Too many resolutions, some perceived as less impactful
- Difficulties with the consent calendar process
- Repetitive or lengthy debates on some issues
- Challenges for new deputies in understanding and participating in the process

Example quote: "I found the amount of debate on topics tiring. There felt to me a lot of grandstanding and people talking for the sake of talking, bringing no new level of information to the debate."

Example quote: "Trying to stay on top of all the resolutions, especially since more were added every day. Also, reading the Consent Calendar every day and double-checking what's listed, to make sure there was nothing I wanted pulled."

3.5 Inclusivity and Accessibility Issues

Despite efforts towards inclusivity, some deputies faced challenges:
- Difficulties for first-time deputies in fully understanding and participating
- Physical accessibility issues for deputies with mobility challenges
- Language barriers for non-English speakers

Example quote: "As a first-timer, there was a lot I didn't know - and there's still plenty to learn. It seems to me that people who have been at this a long time have forgotten what it's like to be new. There's a lot of insider-speak that needs to be understood before you can fully understand what is going on."

3.6 Logistical and Comfort Concerns

Various logistical issues were reported:
- Limited food options and break times
- Concerns about room temperature (often too cold)
- Long distances between venues
- Limited access to the exhibit hall during free time

Example quote: "The lack of food and drink resources in the convention center, especially near our meeting room and the quick food options or even convenient stores were few and far between and not very near for a quick stop. Don't even ask about fresh groceries/fruits and veg. And even the 2 spots in the convention center were open for very limited ours."

Example quote: "I also wish I could have had more time to visit the exhibit hall. It was so far from the house of deputies and many of the breaks were not quite long enough to get all the way to the exhibit hall and spend much of any quality time in there before having to get back to business in the house."

4. Recommendations Based on Feedback

4.1 Schedule Optimization

- Consider extending General Convention by one day to allow for a more balanced schedule
- Implement longer breaks between sessions for rest and networking
- Schedule more efficient use of morning time
- Reduce evening sessions by optimizing daytime schedules
- Allow more time for exhibit hall visits outside of legislative sessions

PHOD Action: This feedback will be shared with the Joint Standing Committee on Planning and Arrangements as well as the General Convention Office for the planning of the 82nd General Convention.

4.2 Technology Enhancements

- Refine the queuing system for debate:
- Add ability to withdraw from the queue
- Provide a visual representation of the queue to all deputies
- Improve Wi-Fi infrastructure to ensure reliable connectivity
- Enhance the virtual binder interface for easier navigation
- Provide more comprehensive tech training before the convention

4.3 Health and Safety Protocols

- Develop clear, comprehensive health guidelines for future conventions
- Implement a communication system for real-time health updates
- Provide on-site testing, masks, and hand sanitizer stations

PHOD Action: This feedback will be shared with the Joint Standing Committee on Planning and Arrangements as well as the General Convention Office for the planning of the 82nd General Convention.

4.4 Legislative Process Improvements

- Implement a more rigorous process for filtering and combining resolutions
- Revise the consent calendar process to ensure important issues receive proper attention
- Provide more structured training on parliamentary procedure
- Implement time limits for voting and encourage speaker rotation systems for debates

PHOD Action: This feedback will be considered in future proposed changes to the House of Deputies Rules of Order. Additionally, more time before General Convention will be allocated for deputies training on parliamentary procedure.

4.5 Inclusivity and Accessibility Enhancements

- Encourage deputation chairs to mentor and pair experienced deputies with newcomers
- Improve physical accessibility of all convention spaces
- Provide more comprehensive translation services
- Encourage deputations to rotate floor time with alternate deputies

PHOD Action: This feedback regarding physical accessibility and language inclusivity will be shared with the Joint Standing Committee on Planning and Arrangements as well as the General Convention Office for the planning of the 82nd General Convention. Additionally, more time before the General Convention will be allocated for the training of deputation chairs.

4.6 Logistical Improvements

- Work with venues to improve food options and availability
- Address room temperature concerns proactively
- Consider transportation options between distant convention locations
- Optimize exhibit hall hours to allow for more deputy visits

PHOD Action: This feedback regarding physical accessibility and language inclusivity will be shared with the Joint Standing Committee on Planning and Arrangements as well as the General Convention Office for the planning of the 82nd General Convention.

4.7 Training and Preparation

- Expand pre-convention online training modules
- Provide more in-depth orientation sessions at the start of the convention
- Continue to create more opportunities to learn more in advance of General Convention
- Continue offering specialized training for legislative committee members

PHOD Action: More time will be spent before General Convention on the training and formation of deputies.

5. Specific Feedback on Key Convention Elements

5.1 Worship Services

- Generally well-received, with appreciation for diversity and inclusivity
- Some requests for more traditional liturgical options
- Suggestions for more intentional integration of worship themes with legislative work

5.2 Legislative Committees

- Mixed feedback on the effectiveness of pre-convention online meetings
- Requests for more in-person committee time during the convention
- Suggestions for improved communication between committees to avoid duplication

5.3 Exhibit Hall

- High interest, but concerns about limited access due to scheduling

- Suggestions for more diverse exhibitors
- Requests for dedicated time in the schedule for exhibit hall visits

5.4 Community-Building Activities

- Appreciation for efforts to build community
- Some concern about balance with legislative work
- Suggestions for more structured networking opportunities

5.5 Elections and Leadership

- Generally positive reception of election processes
- Some concerns about the tone of the PHOD election
- Requests for more information about candidates for various positions

6. Analysis of Demographic Factors

6.1 First-Time vs. Experienced Deputies

- First-time deputies often reported feeling overwhelmed by the process
- Experienced deputies expressed concerns about the compressed schedule
- Suggestions for better integration of new deputies into the convention process

6.2 Clergy vs. Lay Deputies

- Generally similar feedback across both groups
- Some lay deputies expressed desire for more explanation of church-specific terminology

6.3 Age-Related Feedback

- Younger deputies appreciated efforts towards inclusivity and modernization
- Older deputies sometimes reported physical challenges with the convention schedule and layout

6.4 Geographic Considerations

- Deputies from more distant locations expressed concerns about travel fatigue
- Requests for better consideration of time zone differences in scheduling

7. Comparative Analysis with Previous Conventions

7.1 Improvements Noted

- Better use of technology for voting and information sharing
- Increased diversity in leadership and participation
- More streamlined legislative process compared to some past conventions

7.2 Areas of Regression

- Less stringent COVID-19 protocols compared to the 80th General Convention
- Some deputies felt the compressed schedule was a step backward

7.3 Consistent Challenges

- Balancing thorough debate with efficient decision-making
- Integrating new deputies into the complex convention process
- Managing the high volume of resolutions

8. Long-term Considerations

8.1 Future of Hybrid Conventions

- Suggestions for exploring partial hybrid options for future conventions, I.e., online legislative committees.

8.2 Sustainability and Environmental Impact

- Increasing concerns about the environmental footprint of large gatherings

- Suggestions for more sustainable practices in convention planning

8.3 Evolving Role of General Convention

- Considerations of how to make convention work more relevant to local church contexts

8.4 Technology Integration

- Long-term planning for improved technological infrastructure
- Exploration of new technologies to enhance participation and efficiency

9. Conclusion

The 81st General Convention was largely perceived as a successful and meaningful event, with deputies appreciating the opportunity to engage in church governance, build community, and participate in significant decisions. However, the feedback also reveals numerous areas for improvement, particularly in scheduling, technology, health protocols, and inclusivity.

The Joint Standing Committee on Planning and Arrangement, the General Convention Office, and the platform team have a clear mandate to address these challenges while building on the convention's strengths. Key priorities should include optimizing the convention schedule, enhancing technological tools, improving health and safety measures, refining the legislative process, and ensuring greater inclusivity and accessibility.

By thoughtfully implementing these recommendations, future General Conventions can better serve the mission and governance needs of the Episcopal Church in a changing world.

10. Appendix: Feedback Form Data

Age Statistics

- Number of valid responses: 384
- Minimum age: 21 years
- Maximum age: 106 years
- Mean age: 59.8 years

- · Median age: 62 years

- · Mode (most frequent age): 65 years

- · Standard deviation: 14.7 years

Age distribution:

- · 20-29 years: 3.6%

- · 30-39 years: 11.7%

- · 40-49 years: 15.1%

- · 50-59 years: 19.0%

- · 60-69 years: 26.8%

- · 70-79 years: 18.8%

- · 80+ years: 5.0%

Quartiles:

- · 25th percentile (Q1): 50 years

- · 50th percentile (Median): 62 years

- · 75th percentile (Q3): 71 years

Interquartile Range (IQR): 21 years

Designation Statistics

Total responses: 386

Breakdown by designation:

1. Deputy: 303 (78.50%)

2. Alternate deputy: 79 (20.47%)

3. Other: 4 (1.04%)

Order Statistics

Total responses: 386

Breakdown by Order:

1. Lay: 198 (51.30%)

2. Priest: 165 (42.75%)

3. Deacon: 23 (5.96%)

Clergy (Priests + Deacons) vs. Lay:

- Clergy: 188 (48.70%)
- Lay: 198 (51.30%)

This order distribution indicates that the survey results will likely provide a balanced view of both lay and clergy experiences at the General Convention. The significant representation of both major groups (lay and priests) allows for meaningful comparisons between their responses to other survey questions.

Diocesan Representation Statistics

Total responses: 386

Top 10 most represented dioceses:

1. New Jersey: 14 (3.63%)

2. California: 12 (3.11%)

3. Long Island: 11 (2.85%)

4. Pennsylvania: 11 (2.85%)

5. Missouri: 10 (2.59%)

6. Alabama: 9 (2.33%)

7. Montana: 9 (2.33%)

8. Southwest Florida: 9 (2.33%)

9. Western New York: 8 (2.07%)

10. Los Angeles: 8 (2.07%)

Geographic distribution:

· Domestic dioceses: 373 (96.63%)

- Non-domestic dioceses: 13 (4.15%)

  o Convocation of Episcopal Churches in Europe: 5

  o Haiti: 3

  o Taiwan: 2

  o Virgin Islands: 3

Number of unique dioceses represented: 106

Dioceses with only one respondent: 34 (32.08% of represented dioceses)

This diocesan distribution suggests that the survey results should provide a comprehensive view of experiences across The Episcopal Church. The relatively even distribution across dioceses suggests that the survey results are unlikely to be skewed by the opinions of any single region or diocese, contributing to the overall representativeness of the data.

Deputy Service Frequency Statistics

Total valid responses: 383 (3 responses were unclear or invalid)

Frequency breakdown:

1. First-time Deputies: 127 (33.16%)

2. 2 times: 78 (20.37%)

3. 3 times: 46 (12.01%)

4. 4 times: 31 (8.09%)

5. 5 times: 19 (4.96%)

6. 6-9 times: 34 (8.88%)

7. 10 or more times: 14 (3.66%)

8. Other (includes ranges and unclear responses): 34 (8.88%)

Key statistics:

- Median: 2 times

- Mode: 1 time (first-time Deputies)

- Range: 0 to 16 times

Experience levels:

- · Newcomers (1-2 times): 205 (53.53%)

- · Experienced (3-5 times): 96 (25.07%)

- · Veterans (6 or more times): 48 (12.53%)

- · Other/Unclear: 34 (8.88%)

This distribution of Deputy service frequency suggests that the survey results will reflect a blend of new enthusiasm and seasoned experience. The mix of experience levels also suggests that the survey results should capture both fresh insights and historical context, providing a comprehensive view of the 81st General Convention experience.

Legislative Committee Service Statistics

Total responses: 386

Breakdown:

- · Served on a legislative committee: 157 (40.67%)

- · Did not serve on a legislative committee: 229 (59.33%)

Key ratio:

- • For every Deputy who served on a legislative committee, there were approximately 1.46 Deputies who did not serve.

The distribution shows that legislative committee service was a common but not universal experience among the Deputies. The majority not serving on committees provides a good balance of perspectives between those deeply involved in legislative work and those who experienced the Convention from a different vantage point. This data on legislative committee service provides a foundation for understanding the structure of Deputy involvement in the 81st General Convention and offers a useful variable for analyzing other aspects of the Convention experience.

Legislative Committee Assignment Statistics

Total responses: 386

Valid committee assignments: 157

Top 10 most frequently mentioned committees:

1. Prayer Book, Liturgy and Music: 11 (7.01%)

2. Dispatch of Business: 10 (6.37%)

3. Title IV Disciplinary Canons: 9 (5.73%)

4. Accessibility and Inclusion: 8 (5.10%)

5. Formation and Discipleship: 7 (4.46%)

6. Congregational Vitality and Data-Driven Initiatives: 7 (4.46%)

7. Constitution and Canons: 6 (3.82%)

8. World Mission: 6 (3.82%)

9. Evangelism and Future Church: 6 (3.82%)

10. Social Justice and International Policy: 5 (3.18%)

11. Credentials: 5 (3.18%)

12. Safety, Wellness and Mental Health: 5 (3.18%)

13. Governance and Structure: 5 (3.18%)

14. Agencies and Boards: 5 (3.18%)

15. Racial Truth-telling, Reckoning and Healing: 4 (2.55%)

16. Environmental Stewardship and Care of Creation: 4 (2.55%)

Unique committees mentioned: 29

Non-committee responses (N/A, None, etc.): 229

There's a relatively even distribution across committees, with no single committee dominating the responses.

House of Deputies Webinar Value Assessment Statistics

Total responses: 386

Breakdown of responses:

1. Strongly Agree: 76 (19.69%)

2.   Agree: 198 (51.30%)

3.   Neutral: 94 (24.35%)

4.   Disagree: 13 (3.37%)

5.   Strongly Disagree: 5 (1.30%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 274 (70.98%)
- Negative responses (Disagree + Strongly Disagree): 18 (4.66%)
- Neutral responses: 94 (24.35%)

Mean score: 3.85 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree)
Median: 4 (Agree) Mode: 4 (Agree)

This data on the webinar's perceived value provides a strong foundation for evaluating the effectiveness of pre-Convention preparation efforts. The overwhelmingly positive response suggests that the webinar was generally well-received and considered useful by most deputies. It suggests that such webinars are a valuable tool and should be continued, while also indicating areas for potential improvement to reach those who were neutral or dissatisfied.

Deputation Resource Provision Assessment Statistics

Total responses: 386

Breakdown of responses:

1.   Strongly Agree: 161 (41.71%)

2.   Agree: 146 (37.82%)

3.   Neutral: 56 (14.51%)

4.   Disagree: 18 (4.66%)

5.   Strongly Disagree: 5 (1.30%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 307 (79.53%)
- Negative responses (Disagree + Strongly Disagree): 23 (5.96%)
- Neutral responses: 56 (14.51%)

Mean score: 4.14 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree)
Median: 4 (Agree) Mode: 5 (Strongly Agree)

This data on the perceived resource provision provides strong evidence that deputations are generally well-prepared and supportive of their members. It suggests that the current systems and practices for resource provision are effective and should be continued.

Onsite Training and Orientation Assessment Statistics

Total responses: 386

Breakdown of responses:

1.   Strongly Agree: 95 (24.61%)

2.   Agree: 179 (46.37%)

3.   Neutral: 84 (21.76%)

4.   Disagree: 24 (6.22%)

5.   Strongly Disagree: 4 (1.04%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 274 (70.98%)
- Negative responses (Disagree + Strongly Disagree): 28 (7.26%)
- Neutral responses: 84 (21.76%)

Mean score: 3.87 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree) Median: 4 (Agree) Mode: 4 (Agree)

This data on the perceived value of onsite training and orientation provides strong evidence that these preparation methods are generally effective and appreciated by the majority of deputies. It suggests that such training should be continued, while also indicating areas for potential improvement to reach those who were neutral or dissatisfied.

Floor Debate Participation Comfort Assessment Statistics

Total responses: 386

Breakdown of responses:

1.   Strongly Agree: 54 (13.99%)

2.   Agree: 131 (33.94%)

3.   Neutral: 124 (32.12%)

4.   Disagree: 62 (16.06%)

5.   Strongly Disagree: 15 (3.89%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 185 (47.93%)
- Negative responses (Disagree + Strongly Disagree): 77 (19.95%)
- Neutral responses: 124 (32.12%)

Mean score: 3.38 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree)
Median: 3 (Neutral) Mode: 4 (Agree)

This data on perceived comfort in floor debate participation provides valuable insights into the dynamics of the General Convention. The spread of responses across all categories indicates that deputies had varied experiences with floor debate participation. This suggests that comfort levels may be influenced by factors such as individual confidence, experience, or the nature of the debates themselves.

While the overall response is positive, there's a significant spread across all response categories, indicating varied experiences among deputies. The high number of neutral responses suggests that many deputies neither found it particularly easy nor difficult to participate in floor debates. It suggests that while the current system works well for many deputies, there's potential to enhance the process to make it more inclusive and comfortable for all participants.

Time Adequacy for Resolution Debate Assessment Statistics

Total responses: 386

Breakdown of responses:

1.   Strongly Agree: 58 (15.03%)

2.   Agree: 156 (40.41%)

3.   Neutral: 55 (14.25%)

4.   Disagree: 98 (25.39%)

5.   Strongly Disagree: 19 (4.92%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 214 (55.44%)
- Negative responses (Disagree + Strongly Disagree): 117 (30.31%)

- Neutral responses: 55 (14.25%)

Mean score: 3.35 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree)
Median: 4 (Agree) Mode: 4 (Agree)

This data on perceived time adequacy for resolution debates provides valuable insights into the dynamics of the General Convention. While the overall response leans positive, there's a substantial spread across all response categories, indicating varied experiences among deputies. The presence of "Strongly Disagree" responses (4.92%), while relatively small, indicates that some deputies felt strongly that there wasn't enough time for debate. The spread of responses across all categories indicates that deputies had varied experiences with debate time. It suggests that while the current system works well for many deputies, there's potential to enhance the process to ensure more deputies feel all necessary debates have sufficient time.

Total responses: 386

Breakdown of responses:

1. Strongly Agree: 122 (31.61%)

2. Agree: 199 (51.55%)

3. Neutral: 46 (11.92%)

4. Disagree: 15 (3.89%)

5. Strongly Disagree: 4 (1.04%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 321 (83.16%)
- Negative responses (Disagree + Strongly Disagree): 19 (4.92%)
- Neutral responses: 46 (11.92%)

Mean score: 4.09 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree)
Median: 4 (Agree) Mode: 4 (Agree)

This data on the perceived sufficiency of resources for diocesan reporting provides strong evidence that the General Convention is effectively equipping deputies to communicate the actions and decisions of the convention back to their respective dioceses. It suggests that the current systems and practices for providing these resources are effective and should be continued.

Community Building Activities Helpfulness Assessment Statistics

Total responses: 386

Breakdown of responses:

1. Strongly Agree: 75 (19.43%)

2. Agree: 160 (41.45%)

3. Neutral: 100 (25.91%)

4. Disagree: 46 (11.92%)

5. Strongly Disagree: 5 (1.30%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 235 (60.88%)
- Negative responses (Disagree + Strongly Disagree): 51 (13.21%)
- Neutral responses: 100 (25.91%)

Mean score: 3.66 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree)
Median: 4 (Agree) Mode: 4 (Agree)

This data on the perceived helpfulness of community building activities provides valuable insights for planning future General Conventions. While generally positive, the number of neutral and some negative responses suggest there's room to enhance or diversify these activities to appeal to a wider range of deputies. The spread of responses suggests that the impact of these activities varied among deputies. This could be due to personal preferences, expectations, or how the activities aligned with individual networking or community-building styles. It suggests that these activities are worthwhile and should be continued, but also indicates areas for potential improvement.

Deputy/Alternate Deputy Role Value Assessment Statistics

Total responses: 386

Breakdown of responses:

1. Strongly Agree: 266 (68.91%)

2. Agree: 106 (27.46%)

3. Neutral: 10 (2.59%)

4. Disagree: 3 (0.78%)

5. Strongly Disagree: 1 (0.26%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 372 (96.37%)
- Negative responses (Disagree + Strongly Disagree): 4 (1.04%)
- Neutral responses: 10 (2.59%)

Mean score: 4.64 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree) Median: 5 (Strongly Agree) Mode: 5 (Strongly Agree)

This data on the perceived value of the deputy/alternate deputy role provides strong evidence of a highly engaged and motivated group of Church leaders. It suggests that The Episcopal Church is successful in conveying the importance of this role and in selecting individuals who find deep meaning in this form of service.

This overwhelmingly positive response is a strong affirmation of the current system of deputy/alternate deputy service in The Episcopal Church. It suggests that this aspect of Church governance is working well and is deeply meaningful to those who participate in it.

Deputy Role Recommendation Statistics

Total responses: 386

Breakdown of responses:

1.   Strongly Agree: 249 (64.51%)

2.   Agree: 110 (28.50%)

3.   Neutral: 22 (5.70%)

4.   Disagree: 4 (1.04%)

5.   Strongly Disagree: 1 (0.26%)

Key statistics:

- Positive responses (Agree + Strongly Agree): 359 (93.01%)
- Negative responses (Disagree + Strongly Disagree): 5 (1.30%)
- Neutral responses: 22 (5.70%)

Mean score: 4.56 (on a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree) Median: 5 (Strongly Agree) Mode: 5 (Strongly Agree)

This data on the willingness to recommend the deputy role provides strong evidence of a positive and rewarding experience for most deputies. It suggests that The Episcopal Church is successful in creating a meaningful and satisfying role for its deputies.

This overwhelmingly positive response is a strong affirmation of the current deputy system in The Episcopal Church. It suggests that this aspect of Church governance is not only functioning well but is also providing a deeply satisfying experience for those who participate in it. This bodes well for the continued engagement and commitment of lay and clergy leaders in the Church's decision-making processes.

Comfort Level with Virtual Binder Technology Statistics

Total responses: 386

Breakdown of responses:

1. Very Easy (1): 187 (48.45%)

2. Easy (2): 29 (7.51%)

3. Neutral (3): 10 (2.59%)

4. Difficult (4): 36 (9.33%)

5. Very Difficult (5): 124 (32.12%)

Key statistics:

- Mean score: 2.69
- Median: 2 (Easy)
- Mode: 1 (Very Easy)

Note: Lower scores indicate higher comfort levels with the Virtual Binder technology.

Key findings:

1. Nearly half of the respondents (48.45%) found the Virtual Binder very easy to use.
2. However, there's a significant polarization in responses, with 32.12% finding it very difficult.
3. The middle ranges (2-4) have relatively fewer responses, totaling 19.43% combined.
4. The mean score of 2.69 suggests an overall moderate level of comfort, leaning towards the easier side.

Notable points:

1. The bimodal distribution (peaks at both ends of the scale) indicates a clear divide in user experience.
2. While the most common response was "Very Easy," the high number of "Very Difficult" responses cannot be ignored.

3. The relatively low numbers in the middle of the scale suggest that most users had strong opinions one way or the other.
4. The median of 2 and mode of 1 indicate that more than half of the respondents found the Virtual Binder easy or very easy to use.

This distribution of comfort levels with the Virtual Binder technology offers several insights:

1. User Experience Divide: There's a significant split in user experience, with many finding it very easy and many finding it very difficult. This could indicate differences in technological proficiency, age, or prior experience with similar tools.
2. Potential for Improvement: The high number of users finding it very difficult suggests there's room for improvement in the Virtual Binder's user interface or user training.
3. Successful for Many: Despite the challenges for some, it's important to note that a majority found it easy or very easy, indicating that the tool is successful for a large portion of users.
4. Training Opportunities: The polarized responses might indicate a need for more comprehensive or tailored training sessions to help those who struggle with the technology.
5. Accessibility Considerations: The high number of "Very Difficult" responses could point to potential accessibility issues that need to be addressed.

Recommendations for the General Convention Office:

1. Conduct follow-up surveys or focus groups to understand the specific challenges faced by those who found the Virtual Binder difficult to use.
2. Consider offering tiered training options, from basic to advanced, to cater to different levels of technological proficiency.
3. Explore ways to simplify the user interface or provide more intuitive navigation for less tech-savvy users.
4. Implement a peer support system where those comfortable with the technology can assist those who find it challenging.
5. Ensure the Virtual Binder is fully accessible and compliant with web accessibility standards.

Comfort Level with iPad Queuing System Statistics

Total responses: 386

Breakdown of responses:

1. Very Easy (1): 123 (31.87%)

2. Easy (2): 58 (15.03%)

3.   Neutral (3): 71 (18.39%)

4.   Difficult (4): 56 (14.51%)

5.   Very Difficult (5): 78 (20.21%)

Key statistics:

- Mean score: 2.76
- Median: 3 (Neutral)
- Mode: 1 (Very Easy)

Note: Lower scores indicate higher comfort levels with the iPad queuing system technology.

Key findings:

1. The largest group of respondents (31.87%) found the iPad queuing system very easy to use.
2. However, there's a more even distribution across all comfort levels compared to the Virtual Binder.
3. The mean score of 2.76 suggests an overall moderate level of comfort, slightly leaning towards the easier side.
4. There's a significant portion (20.21%) who found the system very difficult to use.

Notable points:

1. The distribution is less polarized than the Virtual Binder responses, with more responses in the middle range.
2. While "Very Easy" is the most common response, there's a substantial spread across all categories.
3. The median of 3 (Neutral) indicates a more balanced overall response compared to the Virtual Binder.
4. The combined percentage of those finding it easy or very easy (46.90%) is higher than those finding it difficult or very difficult (34.72%).

This distribution of comfort levels with the iPad queuing system offers several insights:

1. Mixed User Experience: While a significant portion found the system easy to use, there's a wide range of experiences, suggesting variability in how intuitive the system was for different users.
2. Room for Improvement: The substantial number of users finding it difficult or very difficult (34.72%) indicates there's room for enhancing the system's user-friendliness.
3. More Accessible Than Virtual Binder: Compared to the Virtual Binder, the iPad queuing system seems to have been more accessible to a wider range of users, with fewer extremely negative responses.

4. Training Opportunities: The spread of responses suggests that targeted training could significantly improve user comfort levels.
5. Potential for Refinement: The relatively high number of neutral responses (18.39%) might indicate that some users found the system adequate but saw room for improvement.

Recommendations for the General Convention Office:

1. Conduct user experience research to identify specific pain points for those who found the system difficult to use.
2. Consider implementing a brief tutorial or walkthrough for first-time users of the iPad queuing system.
3. Explore ways to simplify the interface or add more intuitive features to improve ease of use.
4. Provide hands-on practice sessions before the convention to familiarize deputies with the system.
5. Ensure the system is fully accessible and compliant with accessibility standards.
6. Consider having tech-savvy volunteers available to assist those who struggle with the system during the convention.

Comfort Level with iPad Voting System Statistics

Total responses: 386

Breakdown of responses:

1. Very Easy (1): 159 (41.19%)

2. Easy (2): 30 (7.77%)

3. Neutral (3): 22 (5.70%)

4. Difficult (4): 39 (10.10%)

5. Very Difficult (5): 136 (35.23%)

Key statistics:

- Mean score: 2.90
- Median: 2 (Easy)
- Mode: 1 (Very Easy)

Note: Lower scores indicate higher comfort levels with the iPad voting system technology.

Key findings:

1. The largest group of respondents (41.19%) found the iPad voting system very easy to use.
2. However, there's a significant polarization in responses, with 35.23% finding it very difficult.
3. The middle ranges (2-4) have relatively fewer responses, totaling 23.57% combined.
4. The mean score of 2.90 suggests an overall moderate level of comfort, but with a notable split in user experience.

Notable points:

1. The distribution is bimodal, with peaks at both "Very Easy" and "Very Difficult," indicating a clear divide in user experience.
2. While the most common response was "Very Easy," the high number of "Very Difficult" responses is concerning.
3. The relatively low numbers in the middle of the scale suggest that most users had strong opinions one way or the other.
4. The median of 2 and mode of 1 indicate that more than half of the respondents found the iPad voting system easy or very easy to use.

This distribution of comfort levels with the iPad voting system offers several insights:

1. User Experience Divide: There's a significant split in user experience, similar to what we observed with the Virtual Binder. This could indicate differences in technological proficiency, age, or prior experience with similar tools.
2. Potential for Improvement: The high number of users finding it very difficult suggests there's room for improvement in the iPad voting system's user interface or user training.
3. Successful for Many: Despite the challenges for some, it's important to note that a majority found it easy or very easy, indicating that the tool is successful for a large portion of users.
4. Training Opportunities: The polarized responses might indicate a need for more comprehensive or tailored training sessions to help those who struggle with the technology.
5. Accessibility Considerations: The high number of "Very Difficult" responses could point to potential accessibility issues that need to be addressed.

Recommendations for the General Convention Office:

1. Conduct follow-up surveys or focus groups to understand the specific challenges faced by those who found the iPad voting system difficult to use.
2. Consider offering tiered training options, from basic to advanced, to cater to different levels of technological proficiency.
3. Explore ways to simplify the user interface or provide more intuitive navigation for less tech-savvy users.

4. Implement a peer support system where those comfortable with the technology can assist those who find it challenging.
5. Ensure the iPad voting system is fully accessible and compliant with accessibility standards.

Deputy Service Intention Statistics

Total responses: 386

Breakdown of responses:

1. Yes (Would like to serve again): 351 (90.93%)

2. No (Would not like to serve again): 35 (9.07%)

Key statistics:

- Mode: Yes
- Ratio: For every deputy who would not like to serve again, there are approximately 10 who would.

This data provides strong evidence of a highly successful and satisfying deputy experience at the General Convention. It suggests that the current structure and processes are working well for the vast majority of participants. The high retention rate also presents an opportunity to build a strong, experienced base of deputies while also ensuring there are opportunities for new voices and perspectives in future conventions.

Analysis of Deputy Service Intentions

Key themes for those who want to serve again:

1. Learning and Growth

   o Better understanding of church operations

   o Desire to apply newly gained knowledge

   o Continuous learning about the church

2. Sense of Purpose and Importance

   o Feeling of making a difference

   o Participating in important decision-making

   o Contributing to the future of the church

3. Connection to the Wider Church

o Enjoying the diversity of the church

o Building relationships across dioceses

o Feeling part of something larger

4. Personal Enjoyment and Fulfillment

o Finding the experience rewarding

o Enjoying the legislative process

o Feeling inspired and energized

5. Sense of Duty and Calling

o Feeling called to serve

o Fulfilling ordination vows

o Representing their diocese or demographic

Key reasons for not wanting to serve again:

1. Age and Physical Demands

o Feeling too old to continue

o Finding the experience exhausting

o Wanting to make way for younger deputies

2. Time and Commitment

o Long days and extended time away from family

o Overwhelming number of meetings

3. Process Concerns

o Feeling the current system is inadequate

o Concerns about the political nature of the convention

4. Personal Fit

o Feeling their skills are better suited elsewhere

o Not enjoying the legislative aspects

5. Desire for New Voices

o Wanting to give others the opportunity to serve

o Feeling it's time to "pass the torch"

- Many first-time deputies expressed a desire to serve again, feeling they could be more effective with their new understanding.
- Several experienced deputies mentioned the value of mentoring newer deputies.
- Some deputies expressed ambivalence, recognizing the importance of the role but also its challenges.

Analysis of Deputies' Joy at the 81st General Convention

Key themes:

1. Community and Connections

o Meeting people from across the church

o Reconnecting with old friends

o Building relationships within deputations

o *"Meeting people from other dioceses and worshipping together in creative, inclusive and expansive ways. I found overall people were respectful and genuine with one another."*

2. Worship and Spiritual Experiences

o Morning prayer and Eucharist services

o The Revival

o Singing together

3. Significant Church Decisions

o Navajoland becoming a Missionary Diocese

o Mergers of dioceses (e.g., Wisconsin, Great Lakes)

o Affirming LGBTQ+ inclusion

4. Governance and Legislative Process

   o Participating in debates

   o Working on legislative committees

   o Voting on important resolutions

   o *"Participating in the democratic governance of our church. It's helpful to see/experience the interactions within TEC as we make decisions. In person tells you more."*

5. Diversity and Inclusion

   o Witnessing diverse leadership

   o Celebrating milestones (e.g., 50th anniversary of women's ordination)

   o Youth presence

   o *"Witnessing the diversity and the youth presence. Seeing the faces of people in the House and feeling their earnestness."*

6. Sense of Purpose and Impact

   o Feeling part of something larger

   o Contributing to the church's future

   o Making a difference on important issues

7. Leadership Elections

   o Election of the new Presiding Bishop

   o Re-election of the President of the House of Deputies

   o *"The election of the new Presiding Bishop and the re-election of the President of the House of Deputies were significant moments of joy for many deputies."*

Notable observations:

- Many deputies expressed joy in the overall positive and unifying atmosphere of the convention.
- The acceptance of Navajoland as a Missionary Diocese was frequently mentioned as a particularly joyful moment.
- Deputies appreciated the balance of serious work and moments of celebration (e.g., the "Episco-Disco").
- The presence and contributions of young people were highlighted as sources of joy and hope.
- Many deputies found joy in the democratic process and feeling that their voice mattered.

Analysis of Deputy Challenges at the 81st General Convention

Key challenge categories:

1.   Time Management and Scheduling

   o Long days and compressed schedule

   o Balancing legislative sessions, committee work, and other events

   o Rushed debates at the end of convention

   o *"Listening to repetitive debate. We had such urgency on the final day with the 'clock ticking' so to speak. I wish we could have moved that fast on other days."*

2.   Technology and Process Issues

   o Difficulties with the queuing system for debate

   o Challenges with the virtual binder and other technology

   o Confusion over voting procedures, especially for new deputies

   o *"I'd like to suggest that anything included in the consent agenda may only be removed by contrary minds. This will eliminate the need for unnecessary grandstanding and/or virtue signaling since there were far too many resolutions pulled from the consent agenda just to waste time defending something that wasn't in question—sometimes passing unanimously (or close to it)."*

3.   Physical and Logistical Challenges

   o Extensive walking required

   o Uncomfortable seating during long sessions

   o Limited food options and break times

4.   COVID-19 Concerns

   o Lack of clear protocols or communication about cases

   o Insufficient preventive measures

   o Deputies contracting COVID during or after the convention

   o *"I was concerned and frustrated by the total absence of any Covid protections or protocols. We should have heard about it, as a Convention, as soon as people present started to test positive."*

5.   Debate and Resolution Process

o Repetitive or lengthy debates on some issues

o Difficulty in getting speaking time for some deputies

o Concerns about the number and relevance of some resolutions

o *"Debate time was often poorly distributed, perhaps due in part to the failure of the proposed rule on removing items from the consent calendar. Frustration with lengthy debate on noncontroversial proposals often led to debate being curtailed (on a motion to end debate) on important matters, such as those implicating doctrine."*

6. Participation and Inclusion Challenges

o Difficulties for alternates in fully participating

o Challenges for first-time deputies in understanding processes

o Language barriers for non-English speakers

7. Interpersonal and Political Dynamics

o Tensions around elections and leadership

o Challenges in building relationships due to compressed schedule

o Difficult conversations around sensitive topics (e.g., Israel/Palestine)

o *"The vitriol surrounding the PHoD election."*

8. Exhibit Hall Hours

o *"I also did not like that the exhibit hall was mostly only open when the House was in session. It made it difficult to visit with those folks."*

Notable observations:

- Many deputies expressed frustration with time management, suggesting a need for schedule optimization.
- The new queuing system for debate received significant criticism, indicating a need for refinement or alternative approaches.
- COVID-19 concerns were prevalent, highlighting the need for clearer health and safety protocols at future conventions.
- There's a desire for more efficient handling of resolutions and debate to focus on the most impactful issues.
- First-time deputies and alternates often felt challenged by the complexity of the process, suggesting a need for better onboarding and inclusion efforts.

Recommendations from Deputy Feedback

Key recommendation categories:

1. Time Management and Scheduling

   o Consider adding one more day to the convention

   o Optimize use of morning time and breaks

   o Balance serious work with community-building activities

   o Improve efficiency to reduce need for evening sessions

2. Technology and Communication

   o Refine the queuing system for debate, including ability to withdraw

   o Improve Wi-Fi reliability

   o Enhance communication about schedule changes and important events

3. COVID-19 and Health Protocols

   o Develop clear protocols for future conventions

   o Improve communication about health issues during the convention

   o Provide resources like masks, hand sanitizer, and testing

4. Exhibit Hall and Vendor Access

   o Extend exhibit hall hours to times when sessions are not in progress

   o Improve accessibility of exhibit area

5. Legislative Process Improvements

   o Streamline the number of resolutions

   o Reconsider the consent calendar process

   o Provide more guidance for first-time deputies on legislative procedures

6. Inclusivity and Accessibility

   o Improve support for deputies with mobility issues

   o Enhance inclusion of alternates in activities

    o Consider needs of non-English speakers

  7. Food and Comfort

    o Improve food options and availability

    o Address concerns about room temperature

  8. Training and Preparation

    o Enhance pre-convention training, especially for new deputies

    o Provide more resources for understanding the legislative process

Notable suggestions:

- Implement a system to prioritize new voices in debates
- Consider environmental impact in planning decisions
- Improve culture around elections
- Enhance support for legislative committee work