

Oak Spirit Sanctuary 2017 Community Survey

Introduction

As part of a project to develop a formal strategic plan for Oak Spirit Sanctuary (OSS) for 2018 and beyond OSS distributed a community survey at the 2017 Harvest Homecoming gathering. The following week a version of the same survey was posted online using SurveyMonkey. The following is a report of those results.

It must be noted that these results are not scientific. The number of results received (33 total: 11 at Harvest and 22 online) is too small yield statistically meaningful results and the respondents were self-selected. However, the survey results are none the less useful in terms of:

- 1) verifying that the priorities and perspectives of the Board of Directors align with those of a core group of engaged members of the community
- 2) raising important questions to seriously consider where survey result may differ from the perspectives and/or assumptions of the Board and
- 3) there may be some individual responses that, although isolated, are simply great ideas or important perspectives to consider.

In other words, the results of the survey are potentially important and ought to be taken seriously as a snapshot of community attitudes, but are not as authoritative as a larger, scientifically methodological, professional community survey.

Methodology

First, I will note **that all results are reported in full in the appendix of this report and I would suggest that Board members at least scan through the raw data for themselves.** This is especially the case for the open-ended questions. In the appendix you will find the full data of the combined results (those collected from both the online and print versions of the survey). I did not see very much substantive difference between the results we received from the Harvest event and those collected online. Therefore, in my analysis I will be speaking of the results based on the combined results. If the Board or any board member would like to review the data separated between online and print results, those data can be provided. I will also note that not every respondent answered every question. There was also two instances of online surveys being submitted twice (identical responses submitted back-to-back). The duplicate responses were removed (i.e. the 1st instance of the survey was counted, but the 2nd was removed from the results).

Executive summary

- The results of the survey represent a very good cross-section of community members.
- Overall approval of the performance of the OSS Board is strong, but with significant room for improvement.
- Developing or improving internal stability and Board leadership practices are shown to be arguably the highest priority among respondents.
- There is strong belief that the spiritual aspect of OSS' mission is also a high priority; according to the survey results, higher even than infrastructure projects.
- Among infrastructure projects the plumbing (toilets and showers) and Lake Gaia (dam and beach) are the highest priorities followed by the road, trails and retreat center beautification and repair.
- The biggest strength of OSS, upon which the organization can build, is the perception that OSS is an open, inclusive, welcoming community that fosters a feeling of "family" or "tribe".
- The biggest weakness is a perception of being an unorganized, drama-prone organization that lacks transparency.
- There is a desire by many respondents for clearer communication and more community input in the decision making process.
- The respondents overwhelmingly seem open to donating financially to OSS with the largest number of respondents saying they would be willing/able to donate at the \$60 per year level. Many others, however, responded that they would be willing/able to donate \$120 and above annually.

All-in-all I believe the survey results show an engaged community which seeks to become even more engaged if shown responsive leadership. The community seems to appreciate and support the OSS leadership, but feels there is significant room for improvement in the leadership's professionalism. I believe the survey clearly shows that while leadership does have a good handle on the priorities of the community with regard to infrastructure projects, the Board ought not to become too distracted by those concerns at the expense of "softer" projects like improved communication, increased community involvement, transparency and conflict mitigation or to move too far from its spiritual mission.

Survey Analysis

The following is a question-by-question analysis of the survey results:

Question 1: "How long have you been involved in Oak Spirit Sanctuary (and/or Ozark Avalon)"

I was very pleased to see a wide range of answers to this question. Of the 33 respondents nine (27%) have been involved for less than one year. Ten (30%) have been involved for one to five years. Six (18%) have been involved for five to ten years and eight (24%) have been involved for over ten years. The nice, relatively even spread of responses is exactly what we were hoping to get. This, combined with similar the results in Question #2, gives me a high level of confidence that our results represent a wide range of community perspectives.

Question 2: "How often do you attend events at Oak Spirit Sanctuary or sponsored by OSS?"

There was a little more of a disparity in responses to this question than on Question #1, with results skewing a bit toward respondents who are more active in the organization. This is not necessarily a bad thing in that it is the most committed members of OSS' community that leadership should be most concerned with in terms of not moving too far away from their priorities. These folks are OSS' "core" members. That said, some of the respondents who do not attend as many events may be just as dedicated to supporting the organization but may be limited in their ability to participate due to geographic or economic considerations. They may also eventually become more involved in OSS in the future. Ideally OSS will be able to forge a path that appeals to both the dedicated, active, core members and more casual, sporadic attendees.

Of the 32 responses none had never attended an OSS event. Seven (22%) attend events one to two times a year. Five (16%) attend events three to five times a year. Seven (22%) attend six to ten times a year and 13 (41%) attend once a month or more. I would argue that these results do significantly skew toward community members who I would describe as "very active": 20 of 32 respondents (63%) say they attend events at least six times a year.

Question 3: "Rank this list in terms of importance to you, with 1 being the MOST IMPORTANT and 5 being the LEAST important, the things OSS should focus their energies on."

Below is a chart of the responses:

	MOST (1)	2	3	4	5	LEAST (6)	No response
General education (how-to workshops, lectures, guided hikes, crafts, etc.)	1	7	7	6	6	2	3
Spiritual practice (rituals, clergy training, sweat lodges, etc.)	10	8	6	3	2	0	3
Preserving the land in a wild or natural state	2	4	5	8	9	1	3
Developing internal community leadership and organizational stability	13	8	3	5	3	0	0
Developing infrastructure on the land	5	3	8	7	8	0	1

I was a little surprised by the lack of clear-cut priorities expressed by respondents. This was especially true of the option "Developing infrastructure on the land", which has become a high priority among Board members.

As you can see from the chart above, respondents were all over the place on how high of a priority this goal should be, in their opinions. It was third among the "most important" replies and fourth among "2nd most important". I would argue that based on the far higher number of people that rated this priority as "most important" over "general education", that **infrastructure development is, generally speaking, about number three on the list of community priorities based on this survey.** Most people scored it as their third priority or lower. Looking at the lower end of the results (5th and least important) I would argue that the results show "preserving the land in a wild or natural state" is the least high priority (which also surprised me), followed by "General education". "Developing infrastructure on the land" seems to me to fall right in the middle of our community's priorities according to respondents, garnering the highest number of "3" responses and the highest number of "3" and "4" combined responses.

This does not mean that infrastructure development is NOT important. In fact, even the lowest ranking priority may still be important to our community members, it is just the lowest priority among the choices provided. To a certain extent, I agree with those who believe infrastructure is one of our top priorities if not our highest priority. However, **I would recommend that we bear in mind that as we pursue efforts to improve our infrastructure we should also not become distracted from addressing the other priorities expressed by our community.**

According to this survey, those priorities are “Developing internal community leadership and organizational stability” (which received the highest number of responses indicating it as the “most important” priority and the highest among “1” and “2” combined) and “Spiritual practice” which came in at number two in both those criteria. **If the Board wishes to be seen as responsive to community input, I would recommend making sure to be seen addressing those areas particularly.**

Question 4: “Please list this list of capital projects from 1-6 with 1 being the MOST IMPORTANT to you and 6 being the LEAST IMPORTANT.”

Below is a chart of the responses:

	MOST (1)	2	3	4	5	LEAST (6)	7	no response
repairing the dam at Lake Gaia	11	5	6	1	4	2	0	3
permanent shelters on The Land	5	2	7	6	6	5	0	1
retreat center beautification	2	7	7	4	4	6	0	2
improving the shower house	9	7	10	3	1	2	0	0
running electric to the stage	1	2	4	11	8	5	0	1
improving/expanding trails	3	7	3	5	5	8	0	1
other: Spiritual expansion	0	0	0	0	0	0	1	
other: DNR compliance	1	0	0	0	0	0	0	
other: creating new altars/structures	0	0	0	0	0	0	1	
other: more decorations	0	0	0	0	0	0	1	

The results of this question are not very clear except in that it appears to me that **the community is in agreement with the Board that both improving the shower house and repairing the dam are clearly viewed as the most important projects we face.** Repairing the dam received the highest number of responses as “most important”, but when looking at it in terms of “1” and “2” combined, the shower house received the same number as the dam. Beyond that there does not seem to be much consensus. Improving the trails received the highest number of “least important” responses, but at the same time a nearly equal number of people ranked it as the “2nd most important” project. **Other than the reinforcement of the idea that the dam and the shower house are high priorities, I do not see much clear direction from the results of this question.** I will note, however, that the road was not on this list of projects, but that it was mentioned several times in the open-ended responses elsewhere in the survey. Not including the road on the survey was a significant oversight.

Question 5: "How do you feel about each of these activities?"

	Very highly, "Love! More!"	"Like", "Enjoy"	Neutral, "Okay"	"Do Not Enjoy"	Actively dislike, "Yuck!"
Festival weekends (overall)	20	10	3	0	0
Hanging out at the retreat center	9	13	11	0	0
Potluck meals	17	10	5	1	0
Monthly lunars (overall)	15	12	5	0	0
Party circle (drumming/chanting/socializing)	19	5.5	3.5	4	1
Workshops and classes	16	8	7	2	0
Group rituals	18	11	3	1	0
Walking the land	17	9	5	1	0
Work weekends	10	11	10	0	1

I would like to point out that this question does not address which activities our community members like the best, individually. Each person could answer “Love!” on every option. I would say that **this question tries to capture the strength of feeling regarding each activity among our community members**. The results show that all of these activities are either “liked” or “loved” by most respondents. The lowest positive response was for “work weekends” which about 64% of respondents have positive feelings about. Festival weekends and group rituals received the most positive responses (30 or 91% & 29 or 88% respectively).

I was struck by the low number of respondents who said they “love” hanging out at the retreat center. While 66% of respondents have positive feeling about hanging out at the retreat center, it has the fewest number of people who say they “love” it, and the highest number of people (11) who are merely neutral about it. How to interpret this response is impossible. Does the lack of a strong response tell us that OSS shouldn’t put too much energy into retreat center beautifications, because the retreat center is not a high priority for our community? Or, do people not feel like hanging out at the retreat center is that enjoyable precisely because it needs beautification? **This survey does not answer that question, but may point us in a direction to dig further.**

Another area that may need additional examination, based on survey responses is the party fire. **The party fire received a lot of “love” responses (19 or about 58% of respondents).** However, it is the only activity that received what I would argue is significant negative feedback. 15% of respondents (five) had a negative response (“do not enjoy” or “actively dislike”) to the party fire. No other activity received more than two negative responses. This says to me that **there may be some differences of opinion regarding the party fire and may indicate that we might want to explore ways to either make the party fire more appealing to more people or to explore ways to provide alternatives to the party fire for those who do not enjoy it.**

Question 6: (print survey only) "Are there any activities not currently offered that you'd like to see happen at OSS?"

This question appeared only on the print version of the survey distributed at Harvest. There were only six responses. **I have combined these responses with Question 9/10 "What are 1-3 things you would CHANGE about Oak Spirit Sanctuary" in my analysis. These suggestions can be seen independently in the report appendix.**

Question 6 (online) / 7 (print version): "During the last two years, do you approve or disapprove of the overall performance of the OSS Board off Directors?"

33 responses-: "Strongly approve": seven (21%); "Approve": 14 (42%); "Neutral": eight (24%);
"Somewhat disapprove": four (12%); "Strongly disapprove" Zero (0%).

About 64% of respondents have a favorable view of the performance of the Board. This is good. However, of those, twice as many respondents selected "approve" over "strongly approve". This coupled with the fact that **over 1/3rd (36%) of respondents have a neutral to negative view of the performance of the Board implies to me that there is a lot of room for improvement.**

Those few (12%) respondents who answered that they "somewhat disapprove" of the Board's performance may be reacting to a single action, decision or perception that they disapprove of, but they otherwise support the Board. That is probably most likely. However, **a 12% disapproval rating is somewhat disconcerting (even though I should remind readers that the small sample size of the survey does not provide for a high degree of confidence in the statistical meaning of the results).** A 12% disapproval rating among otherwise supportive and engaged community members is quite high in my opinion. In other words, the number is relatively small, but should not be considered insignificant.

All that said, **the general approval rating (88% neutral-strongly approve) indicates general support and likely indicates a willingness to at least give OSS leadership a chance.** Coupled with the responses from Question 3 regarding the high priority respondents placed on "Developing internal community leadership and organizational stability" compel me to **recommend focusing significant energies to improving governance during the development and implementation of OSS' strategic plan.**

Question 7/8: "How much would you be willing and able to contribute ANNUALLY to support OSS and its mission? (Assuming we make contributions easy)"

29 responses : \$0: two (7%); \$30: five (17%); \$60: nine (31%);
\$120: four (14%); \$250: six (21%); \$500-\$600: one (3%); >\$600: two (7%)

The results of this question are pretty clear and unsurprising. **The overwhelming number of respondents are willing and able to give SOMETHING to OSS.** The amount of money they are willing/able to give varies greatly. **Almost half of respondents fall within the \$5-\$10 per month range.** The other half fall above that line. If we could get 100% of the respondents to this survey to actually donate at these levels we would generate \$3,170.

Question 8/9 "What are 1-3 things you LOVE about Oak Spirit Sanctuary?"

The full text of all responses to this question may be found in the appendix. I would recommend reading through them all.

Responses to this question indicate that our biggest asset is the people and the sense of community we have. I would like to draw a distinction between "people" and "community". Given the fact that more than one person used both words, I would argue that the two things are not identical. By "people" I am assuming respondents mean "individuals". By "community" I am assuming they mean the collective body or the culture of OSS. It almost goes without saying that a person can dislike a community, but may like certain individuals within that community, and that those individuals are enough to keep them participating in the organization. I am pleased to report that both "people" and "community" received many mentions in response to this question. Of the 30 respondents ten people (30%) specifically used the word "people". 11 people (36%) used the word "community". An additional five people (16%) used either the word "family" or "tribe" to describe what they love about OSS. **If one assumes "family" and "tribe" speaks to "community" we see over half of the respondents (53%) cite one or another of these things as something they love about OSS.**

I believe the responses to this question tell us a bit, also, about what qualities of our community attract people. Seven people (23%) included words like "open-minded", "acceptance" and "inclusiveness". These types of descriptors, I believe, point to what it is about OSS that people like.

In addition to people and community, the land itself is our greatest asset. 11 people (33%) specifically used the word "land" in their responses. If one includes related words (e.g. "trails", "nature", "Red Bud") the percentage of people who cite their love of the land jumps to nearly half (46%).

Finally, I would suggest we keep in mind the importance of the spiritual aspect of OSS' work to respondents' positive feeling regarding our organization. There were seven responses (23%) that used words like "spiritual", "energy", "inspiration" or "sacred". An additional five respondents (16%) specifically cited "rituals" in their responses. In total 40% of respondents used some word that indicated that spirituality and/or religious practice was something they love about OSS.

Below is a word cloud generated from the significant words used in responses to the question "What are 1-3 things you LOVE about Oak Spirit Sanctuary?"



Question 9/10 "What are 1-3 things you would CHANGE about Oak Spirit Sanctuary?"

The full text of all responses to this question may be found in the appendix. I would recommend reading through them all.

There were 28 responses to this question. The responses echoed the priorities expressed in questions three and four. **The most common thing mentioned by respondents was a desire for better planning or organization.** Eight respondents (28%) made some mention regarding organizational practices (planning, decision making, communications). Of those comments four people specifically mentioned the Board improving its practices. The other repeated comments were for more transparency and/or more communication (three comments) and more community input in the decision making process (three comments).

Five respondents mentioned **negative interpersonal relations** ("gossip", "drama", "in-fighting") as something they would like to see changed. I did not include these responses in the tally of organizational practices, but I think many people feel there is (at times) a relationship between the level of interpersonal drama and the conduct of OSS leadership. I am not necessarily implying that the drama originates with OSS leadership, but rather that **there may be an implication that the community believes that the leadership could potentially deal with situations better in some ways.**

Most of the other responses mentioned specific infrastructure projects, the frequency of each corresponding closely to responses in earlier questions. The most common comment related to improved **toilets** (six comments) **and/or showers** (four comments). There were multiple comments regarding **road improvement** (three) and **dam, lake and/or beach improvements** (three).

There were a few isolated comments with specific suggestions that should not be lost in the larger trends because they are good, potentially easy to implement and not expensive. For example, the suggestion to have trash bins strategically located on the land might be something that could be easily and inexpensively accomplished and serve a double function of demonstrating leadership's responsiveness to community suggestions.

Question 10 (online only) "Is there anything not currently offered that you would like to see happen at OSS or anything else you would like to share with or express to the OSS Board of Directors?"

There were 13 responses to this question. There is a repetition of trends seen in the responses to other questions, however, there was not a lot of repetition of specific suggestions. In other words, the **responses to this question, while falling in line with trends seen elsewhere in the survey did not seem to display clear trends within the data set itself. I would recommend reading the responses in full in the appendix.** Respondents may have simply repeated themselves or echoed their responses to other question in many cases. We see, in these responses words like “drama”, “board practices”, “education”, “trails”, etc. that we see in responses to other questions.

I would like to note, however, that of the 13 responses **three respondents offered praise and thanks for the work of the OSS leadership, while one or two specifically criticized the leadership. This, in my opinion, reinforces the conclusion that there is general support for and satisfaction with the Board of Directors, but that there is very significant room for improvement.**

Question 11(print only) "Is there anything else you would like to share with or express to the OSS Board?"

This question appeared only on the print version of the survey and was only answered by six respondents. **The comments were overwhelmingly positive and tended to be words of encouragement.** The results are short enough and few enough to share here in full:

- “Keep on-keeping on! Tough job with little glory”
- “Love and let live”
- “Be excellent”
- “Everybody is doing an amazing job. With your efforts the community involvement has increased exponentially in the past year. Let's keep rocking!”
- “<3” (heart shape)
- “I appreciate all of you. Today, yesterday and everyday!”

2017 Harvest Vision Board

As part of OSS' community input efforts there was, in addition to the community survey, a "vision board" at the 2017 Harvest Homecoming gathering where attendees were invited to share words and phrases in response to the prompts "I want OSS to be. . ." and "My dream for OSS is. ..". Below is a word cloud based on those responses. The full text of all responses on the vision board may be found in the appendix.



Note that the word "MORE" is the most common word in both this word cloud and the cloud visualizing responses to the question regarding changes community members would like to see. This may be additional support to the notion that OSS is generally on the right track in terms of mission and direction and simply needs to build on and improve what the organization is already attempting.

Appendix

Survey Results (combined)

Question 1 "How long have you been involved in Oak Spirit Sanctuary (and/or Ozark Avalon)"

	MOST (1)	2	3	4	5	LEAST (6)	No response
General education (how-to workshops, lectures, guided hikes, crafts, etc.)	1	7	7	6	6	2	3
Spiritual practice (rituals, clergy training, sweat lodges, etc.)	10	8	6	3	2	0	3
Preserving the land in a wild or natural state	2	4	5	8	9	1	3
Developing internal community leadership and organizational stability	13	8	3	5	3	0	0
Developing infrastructure on the land	5	3	8	7	8	0	1

Question 2 "How often do you attend events at Oak Spirit Sanctuary or sponsored by OSS?"

I have never attended an event	0
1-2 times per year	7
3-5 times per year	5
6-10 times per year	7
once a month or more	13

Question 3 "Rank this list in terms of importance to you, with 1 being the MOST IMPORTANT and 5 being the LEAST important, the things OSS should focus their energies on."

	MOST (1)	2	3	4	5	LEAST (6)	No response
General education (how-to workshops, lectures, guided hikes, crafts, etc.)	1	7	7	6	6	2	3
Spiritual practice (rituals, clergy training, sweat lodges, etc.)	10	8	6	3	2	0	3
Preserving the land in a wild or natural state	2	4	5	8	9	1	3
developing internal community leadership and organizational stability	13	8	3	5	3	0	0
developing infrastructure on the land	5	3	8	7	8	0	1

Question 4 "Please list this list of capital projects from 1-6 with 1 being the MOST IMPORTANT to you and 6 being the LEAST IMPORTANT."

	MOST (1)	2	3	4	5	LEAST (6)	7
repairing the dam at Lake Gaia	11	5	6	1	4	2	0
permanent shelters on The Land	5	2	7	6	6	5	0
retreat center beautification	2	7	7	4	4	6	0
improving the shower house	9	7	10	3	1	2	0
running electric to the stage	1	2	4	11	8	5	0
improving/expanding trails	3	7	3	5	5	8	0
other: Spiritual expansion	0	0	0	0	0	0	1
other: DNR compliance	1	0	0	0	0	0	0
other: creating new altars/structures	0	0	0	0	0	0	1
other: more decorations	0	0	0	0	0	0	1

Question 5 "How do you feel about each of these activities?"

	Very highly, "Love! More!"	"Like", "Enjoy"	Neutral, "Okay"	"Do Not Enjoy"	Actively dislike, "Yuck!"
Festival weekends (overall)	20	10	3	0	0
Hanging out at the retreat center	9	13	11	0	0
Potluck meals	17	10	5	1	0
Monthly lunars (overall)	15	12	5	0	0
Party circle (drumming/chanting/socializing)	19	5.5	3.5	4	1
Workshops and classes	16	8	7	2	0
Group rituals	18	11	3	1	0
Walking the land	17	9	5	1	0
Work weekends	10	11	10	0	1

Question 6 (print survey only) "Are there any activities not currently offered that you'd like to see happen at OSS?"

- "Swimming"
- "jello wrestling at Beltane"
- "wiccan/pagan 'college' "
- "day camp"
- "quiet place just for meditation & reading/studying. Guaranteed not loud drumming and yelling"
- "more workshops at festivals, really try to get people to teach what they know and get people from outside to teach. More energy/ritual type education"

Question 6/7 "During the last two years, do you approve or disapprove of the overall performance of the OSS Board off Directors?"

Strongly approve	Approve	Neutral	Somewhat disapprove	Strongly disapprove
7	14	8	4	0

Question 7/8 "How much would you be willing and able to contribute ANNUALLY to support OSS and its mission? (Assuming we make contributions easy)"

\$0	\$30	\$60	\$120	\$250	\$500-\$600	>\$600
2	5	9	4	6	1	2

Question 8/9: "What are 1-3 things you LOVE about Oak Spirit Sanctuary?"

"Acceptance, people/friends, community" "Trails, community, ritual"

"people, stars, inspiration" "the land, the open and welcoming attitude of staff"

"community, sacred space, support"

"I love the community and the voice that is allowed, the consistent volunteering of board members rivals other nonprofits in MO, I love the things that come so quickly to fruition in this community"

"community, openness, inclusivity" "community, rituals, working on the land"

"community, rituals, chanting, drumming, playing" "People, Land, Energy" "People"

"love fostering/inclusiveness, caring for land/stewardship, meeting new people"

"People, atmosphere, rituals" "Beauty, Inspiration, Energy" "Minimized talk of government/politics"

"The land, the spirits, the different worship areas" "Acceptance, festivals, happy pagan people"

"Family connections to each other, the guidance & education I receive from you all. Party Fire! Goddess weekends are intimate and healing. Festivals are great but hard work."

"People are welcoming. Family like environment. It's peaceful" "skip"

"Friendliness of the community & being able to celebrate with others in what we believe in"

"Property, spiritual energy, community" "Being in nature, rituals, lovely people"

"how open minded we are finally becoming with new membership of different paths, the reclaiming of Red Bud, the Heathens, all of it"

"The community as a whole, the land itself and the fact that it's privately held . . . Not a 'typical campground'"

"The land. How the Tribe is like family, learning new things and cultures"

"feeling of 'coming home' The energy of the land itself. Being included" "fellowship"

"The land in and of itself. A tribe that is family. Always a learning experience"

"Access to land without firth, tribe, fae" "Diversity, inclusion, the land"

Question 9/10 "What are 1-3 things you would CHANGE about Oak Spirit Sanctuary?"

"add permanent cabins for rent, kitchen area, after dam fix put in sand build up a beach area with a raft and possibly water fencing to keep out snapping turtles, have a focus on more spiritual education"

"bathrooms, showers (more), bathrooms, rent bikes to save a long hike & raise funds"

"put a furnace in the house instead of heating with wood"

"I would like to see more democratic decision making to give more of a voice to the community, I would like to see more transparency in the financial projects and the priorities of the Board"

"altar trail improvement and use, trailer be gone, larger Mabon"

"more improvements - especially to the road, more ritual circles – eventually"

"better planning, less backtating, more 13 year olds (I'm the only teen sometimes)"

"shower house, flushing toilets, more volunteers"

"The Board Needs more professional Training 2. Following the laws and mandates set forth in the filings or refiling. IT is a WICCAN church. if your not going to be file a new 501c3 and disband that one. You can't just gloss over it."

"Access road, better communication as a community."

"More transparency."

"The roads /handicapped accessibility /parking"

"Nicer shower/bathroom facility."

"I would love to see everyone accepting each other and stop the negative energy that has been flowing lately"

"Frog Bog needs attention Main Retreat needs things like a roof among others"

"The in-fighting, the lack of sustainable nonprofit practices, the unwillingness to set standards of ethical behavior for church members and board members"

"Cleaning up the land, repairing and maintaining it better. Community gardens, to eat from the land I worship on would be amazing. Making the lake usable."

"The gossip The community having some say about things . Interactions with the kids more from the leaders to help with there understanding of what's happening around them."

"Electric/water spots throughout, and trash bins throughout" "I don't know."

"Fix the forest deep trail. Add some form of toilet to frog bog. Re-invigorate the 'beach' at the Lake"

(continued) Question 9/10 "What are 1-3 things you would CHANGE about Oak Spirit Sanctuary?"

"Power structure. Educate people not to let power change them. More of a community based decisions."

"Lowering the price of Festivals or offering more meals to the attendees for the price. A lot of people don't go because the cost is more than some are willing to pay and sometimes that boils down to choosing a festival over filling a cupboard. Once upon a time the Sanctuary offered 3 meals a day."

"Accessibility, encourage one large group around drum circle to include everyone, [remaining portion of comment redacted from public report due to sensitive nature]."

"Update the structures on the land."

"Working bathrooms"

"More organized festivals. Sometimes the workshops aren't given enough time."

"More organization before events Retreat center needs updates"

"less petty bickering no wristbands (they perturb the flow) portapotties be gone"

Question 10 (online only) "Is there anything not currently offered that you would like to see happen at OSS or anything else you would like to share with or express to the OSS Board of Directors?"

"Stop the drama. Stop using the community to 'shun' people you are upset with."

"Be able to go on the trails more that are currently overgrown. And to learn more about the land."

"No. I am new to OSS and I feel like I have finally found what I have been searching for. This land and these people are amazing. I feel so blessed to be welcome into this community. Thank you"

"I think the board does a fantastic job. I've never actually belonged to a community such as this, but since I've been coming there I feel more at home than anyplace I've been. I actually look forward to the weekends I spend out there."

"No"

"I see a lack of quality spiritual leadership and an unwillingness to define appropriate values and ethics for the membership. This is one reason I choose to not interact with the current leadership."

"Education programs concerning conservation of the environment, what is native/invasive to the land."

"learn to love everyone"

"Not at this time"

"Food, HC accessibility, the retreat center being completely open and [remainder of comment redacted from public report due to personal nature]."

(continued) Question 10 (online only) "Is there anything not currently offered that you would like to see happen at OSS or anything else you would like to share with or express to the OSS Board of Directors?"

"First and foremost, thank you for volunteering all the time and resources: keep up the great work! In terms of reaching out: more workshops on planting trees--- both at home and abroad , Workshops on sustainable gardening --- Both On the hill and elsewhere , potentially: workshops both at home and abroad on sustainable harvesting of relatively small animals for human consumption."

"Help people get to know one another and through exercises in getting to know one another and developing trust. I can help with this."

"Maybe a payment program for festivals. Something like a payment each month that adds up for you to use to go to festivals (once you have paid enough, of course)"

"Some type of way to cool down in the summer" "guided meditation body work / massage daycare"

Question 11(print only) "Is there anything else you would like to share with or express to the OSS Board?"

"Keep on-keeping on! Tough job with little glory " "Love and let live" "Be excellent"

"Everybody is doing an amazing job. With your efforts the community involvement has increased exponentially in the past year. Let's keep rocking!" "<3" (heart shape)

"I appreciate all of you. Today, yesterday and every day!"

Comments left on the vision board at the 2017 Havest Homecoming gathering

In response to "I want OSS to be . . ."

"Inclusive" "A magical experience for everyone" "Kickass" "Sustainable"

"A safe harbor and beacon on love" "Diversified and all inclusive"

"Be a standard bearer for the entire pagan community" "Consistent"

"A unique cultural connection between our nature-oriented past, present and future"

In response to "My dream for OSS is . . ."

"All our land projects met!" "Stability" "To become more well-known"

"An endowment" "I want our community to bloom" "Everyone feels safe here"

"More volunteering to create a shared vision for the future" "More people come home"

"Well marked and maintained trail system" "Magick flourishing"