

**First Presbyterian Church  
130 Main Street  
Wellsboro, Pa. 16901**

**Our Mission**

*At First Presbyterian Church of Wellsboro, we serve the risen Jesus Christ. We share God's love with our families, our church, our communities, and our world. We celebrate God's active presence through worship, music, teaching, fellowship, and service*

**Our Vision**

*Empowered by God and our Christian values, we strive to be a dynamic, proactive church that is relevant to both today's and tomorrow's challenges. We actively pursue our values as we serve our members and our communities.*

**Contents:**

1. Community description
2. Church description
3. Committee description
4. Mission study summary narrative
5. Mission study detail
6. Mission study comments

Website: <http://www.firstpresbyterianwellsboro.org>

Email: [fpcwells@epix.net](mailto:fpcwells@epix.net)

## Community Description

Wellsboro is a classic American small town set in the picturesque hills of north-central Pennsylvania, surrounded by farms, forests, lakes and streams. This is a fine place to work and a great place to raise a family. Wellsboro has a distinctly New England character with wide, tree-lined boulevards and authentic gas lamps. With a population of about 4,000, it serves as the county seat. It is located at the center of the county on US Route 6, and 12 miles west of Route 15.

Tioga County, Pennsylvania is a rural area composed of small communities and large townships. Tioga County covers 1134 square miles and is the second largest county in Pennsylvania. The total population is 41,373 (2000 census). Agriculture is the main industry, with 33 percent of the land dedicated to farming. Woodlands account for 64 percent of the land, and only 3 percent is designated as urbanized. The second largest industry is tourism. This is a result of the beautiful fall foliage, abundant opportunities for hiking, biking, hunting and fishing, and scenic lakes with swimming, boating, and camping. There are more than 7dozen churches in the county, representing all of the traditional denominations and many independent congregations. However, a large percent of our population remains “un-churched”.

The Wellsboro Area School District serves a population of approximately 10,000 in Wellsboro and the surrounding townships. Two elementary schools, a middle school and high school are all located in the Borough. The quality of education allows graduates to enter colleges and professions of their choice. The Pennsylvania College of Technology has a small campus near Wellsboro, and Mansfield University is just 12 miles east.

Excellent healthcare services are available in Wellsboro, including an 83-bed community hospital, 3 skilled nursing facilities, assisted living facilities and a home health agency. The hospital medical staff includes a broad range of board certified physicians in primary care and surgical specialties.

A wide variety of cultural events is available in our community through local performance groups and Mansfield University, known especially for its superb music program. An extensive recreation program provides many opportunities for an active life style for children and adults. Wellsboro is located within a five-hour drive from major metropolitan areas including New York City, Philadelphia, Pittsburgh, Washington, D.C., Buffalo and Toronto.

As the county seat, Wellsboro is the center for services such as banking, medical care, county government, and legal services. Several light manufacturers, retail businesses, the healthcare system and the school district provide stable employment opportunities. In spite of this, one of Tioga County’s more serious challenges is an unemployment rate

significantly higher than the Pennsylvania State unemployment rate. Approximately half of the labor force works in service, repair, or labor occupations, while 14.6 percent of the population lives below the poverty level. Many of our young people who complete college move away, a common concern among small communities. The completion of the Tioga County portion of future Interstate 99 in 2008 will open numerous new growth opportunities for our community.

## **Church description**

The First Presbyterian Church of Wellsboro is one of the oldest churches in the community (1895). With its close proximity to the downtown area, the church building has been a gathering place for over 150 years. Its distinctive stone façade and elegant stained glass windows make it a stopping point on the historical walking tour taken by so many tourists. Many enter, to take the step back in time to the Victorian grandeur of the sanctuary.

The sanctuary was repainted in the past few years and is in excellent condition. The congregation vocalized mixed emotion about the bold colors used, which were researched and chosen by a committee. The huge stained glass windows have undergone renovation and are protected on the outside by lexan storm windows. It has a seating capacity of approximately 250.

The bell tower contains not only the bell (rung by children before and after each service), but also the speakers for the carillon, which mimic musical bells throughout each day. We are one of three churches located in the downtown area that radiate the charming sound of bells for residents and visitors alike.

The lounge is a meeting room adjacent to the sanctuary that doubles as a family area for young children during the weekly service. Original, retractable, leaded glass windows with the old window weights open to join the two areas.

Also on the first floor we have a nursery, “the Calkins meeting room”, and the offices. Towards the rear of the building is a large open fellowship hall that was renovated within the last ten years. The kitchen boasts a full industrial kitchen with which we are able to host congregation dinners, annual meetings, and special events. The choir also rehearses there each Thursday night.

The second floor of the building above fellowship hall contains more office space and five classrooms. The basement has a meeting room and storage areas. Neither area is handicap accessible.

## **Committee Structure:** A Household with Many Ministries

Our ministry is organized into various areas, which are overseen by ten different committees. These committees work under the direction of our Session.

The administrative functions of our church are overseen by the Corporate, Personnel, Stewardship, and Nominating committees.

- The Corporate committee oversees and manages the church's finances, and investments. It also oversees the maintenance, improvement of the property and capital repairs.
- The Personnel committee oversees our church staff. It makes up job descriptions, oversees the work that is being done, considers the work that needs to be done. Each year the Personnel committee oversees the evaluation of each staff person; including the pastor. Each committee provides input in the pastor evaluation.
- The Stewardship committee seeks to obtain the resources necessary for our church to carry forth its ministry. The Stewardship committee works closely with the other committees of our church in making up the annual budget and projecting future needs. Members of First Presbyterian are very supportive of our program and meeting church needs when they understand what is being called for.
- The Nominating committee seeks to identify the talents and gifts of our members and calls people to serve in the various ways that God wants and has equipped them to serve.

The nurturing function of our church ministry in which we seek to serve our membership is carried forth by the committees on Education, Member Care, and Health Ministry.

- The Education committee oversees the educational work of our church, which includes Sunday Church School, youth ministry, adult education opportunities, shared vacation bible school, and Sunday morning children's services. This ministry helps us serve God with the development of our mind. The committee is resourced both by the Director of Christian Education and the coordinator of children and youth ministries.

- The Member Care committee functions as the fellowship committee (much like the previous Board of Deacons) to carry out our ministry of compassion to all our people. The Member Care Committee oversees our ministry of hospitality, which includes the fellowship hour, dinners, lunches, progressive dinners, and get-togethers. It communicates with members in need and celebrating changes in their lives. It seeks to provide care, support, and encouragement to those of our members who face special needs and it affirms our oneness in Christ's body and thus it focuses on ministering to the Spirit. A prayer chain is being re-activated.
- Our Health Care Ministry seeks to minister to our bodies by working to provide us with sound minds, bodies, and spirits. It draws upon the enormous talent of parish nurses and physicians for health care in our church and makes it available for the benefit of others. It oversees our ministry of health and healing and supports those who are facing health needs.

Our church's ministry of worship and outreach are the focus of our committees of Worship, Evangelization, and Missions.

- Although our worship nurtures us spiritually, the Worship committee strives to find ways of making our worship more friendly, inviting, and relevant to all our people. Our worship is service to Almighty God and witnesses to the truth that God is with us and is a very ready help in every time of need. We are blessed with amazing talent and a wonderful heritage of music and praise. Our ministry to others through radio and the internet touches many near and far who are both members and non-members of First Presbyterian.
- The Evangelization committee actively seeks to find ways of establishing meaningful contact and witness to people in our church membership. It strives to make our church a more welcoming community and interpreter of our faith. One of the principles of the Evangelization committee is to be sensitive to those who are visiting with us for the first time. The Worship and Evangelization committees work in tandem in making the good news known.
- The Missions committee takes the good news and the passion of First Presbyterian to others near and far. First Presbyterian has a marvelous history of identifying closely with our community's well-being. We embody Jeremiah's advice: "Seek the well-being of the community where I have placed you...because in its well-being you will find your well-being." (Jer. 29:7) First Presbyterian works very closely with many community services through the giving of time, talent, encouragement, use of space, and money. We have an active role in our Presbytery and joint programs like Krislund.

A strong and healthy Presbyterian Church in Wellsboro is crucial to the vital ministry of Northumberland Presbytery, the churches of the Northern Tier of Pennsylvania, and of Tioga County. It is critical to a faithful witness to the grace of Jesus Christ in our time.

## **Mission Study Narrative**

A mission study was completed to review the attitudes of the congregation towards the church. A survey was developed by a cross section of the members; balanced between youth and the not as young, both male and female.

The Mission Study Committee reviewed numerous survey samples to develop the document. It was divided into six divisions; 1) general attitudes towards the church, 2) perceptions of the worship service itself, 3) thoughts regarding the church's mission, 4) assessment of congregational goals, 5) reflections on the congregation, and finally 6) the qualities of a good sermon. The actual results are included as one of the addendums. There are two others: the completed survey itself and the narrative comments submitted.

The surveys that were distributed immediately after a church service yielded seventy-six responses. Additional surveys were returned via mail for a total of one hundred eighteen- representing approximately one-third of the membership.

A general observation could be made supporting the age groups of the church. There were 46 respondents in the over 65 group, 48 in the 41-64 group, 11 in the 25-40 group, and 5 in the under 25 group. This is a moderate sampling of the church but it does reinforce the overall population statistics of First Presbyterian, that of being an aging congregation. This may be in response to our community attracting retirees.

### **Section 1: General attitudes towards the church**

Over 95% of the respondents of the survey in all age groups agreed the church is supportive of each other, is attentive, and cares for one another. Further, a large majority (86%) viewed our church as being traditional in its approach to worship. Many of the members in our church feel that this is ideal for them, but are not resistant to changes within the service.

However, there was approximately a 50-50 split concerning the church being a nurturer (middle ground responses were common) and how governance was determined; whether it be top down from the leaders or bottom up from the members. Additionally, the participants feel that the church is only fair in how it listens and acknowledges feelings (63%) and is perceived as being unified (57%). Communication within the congregation is noted as a strong trait (70%).

Some general comments concerning this section were:

1. More networking is encouraged. Email could be utilized more
2. Expanding the music program would be a plus
3. Formation of more small groups would be helpful
4. Having music and sermons that are geared to present way of life

## **Section 2: Perceptions of the worship service**

The worship service is an integral part of the church community. We believe that in general the worship service reflects the desires of the congregation. The worship service currently provides the amount of participation desired by its members. We feel that the worship services are somewhat inspirational, and only 27% feel strongly that they got a lot out of the sermons.

The majority believe that the service should include a special part for children, that music is extremely important, and the one hour length of the service is good. Over fifty percent feel that generally the hymns that are sung reflect the preference of the congregation.

Suggestions have also been made to:

- Incorporate occasional contemporary music
- Begin holding Saturday evening service
- A permanent 10AM service (currently only held during the summer months).

We desire a sermon that holds a lot of value and meaning for everyday situations and practical application for our everyday lives.

## **Section three: The mission of the church in the community**

We join with the community efforts to provide a better lifestyle for all citizens-- locally, nationally and internationally. We actively support the following mission projects (see addendum for full description)

1. CROP Walk
2. Seeds of Hope
4. Parish Health Ministry
5. Samaritan House
6. Wellsboro Food Pantry
7. Partners in Progress
8. Endless Mountain Music Festival
9. Relay for Life
10. Wellsboro Community Concerts Association
11. Heifer Project
12. His Thousand Hills retreat center

We believe that an active children and youth ministry is an important part of community outreach and the church encourages members to minister to others. We do so by supporting the following:

1. Wellsboro Teen Center
2. Hamilton Gibson Productions
3. Boy Scouts
4. Camp Krislund and conference center
5. Vacation Bible School

We struggle, as a church, with getting involved in controversial issues, though individuals in the church do speak out. We welcome all people to our congregation, regardless of race, gender, or socioeconomic standing.

Through the local Ministerium we work for the betterment of our community, providing emergency funds, housing, and necessities for those in crisis situations. We have shared our facilities in the past with Hope Lutheran Church and are currently doing so with the Vineyard Church. We have provided both hands-on and financial support for Habitat for Humanity locally and internationally. Our church body has reacted with heartfelt response to natural disasters, such as the Asian Tsunami and Hurricane Katrina with both personal volunteering as well providing financial help.

#### **Section 4 – Assessment of congregational goals**

This section of the survey offered a wide and diverse array of responses. Over half of the respondents did not feel the goals were clearly defined. However, the congregation supports the goals (84%). Our perceived participation in the goals as poor (33%) and the process to achieve the goals is also poor (31%). It is obvious that the goals of the congregation are not apparent to most of the members of First Presbyterian. This will need attention.

The final two sections indicate: 1) a very large interest in having an active children/youth ministry (93%) and 2) the congregation is encouraged to support pledging opportunities to financially support the work of the church (83%).

General comments concerning this section were:

1. Use similar survey tools on a regular basis for self evaluation
2. There is a need to improve communication between leadership and the congregation
3. Pastor visits to the elderly and shut ins should increase
4. Reaching out to inactive members is vital
4. Goals should be published and focused upon.

## **Section 5: Reflections on the congregation**

Our congregation has a membership of 300 with an average Sunday attendance of 120. The majority of our members fall into the category of over 50 years of age with a much smaller group of members in the 25-49 years old bracket and just a few in the 18-24 age group.

The survey showed that we were equally split in our belief that we regularly evaluate and review our mission. In response to a similar question that our accomplishments and shortcomings are regularly evaluated, just slightly more than one-third were in agreement. Regarding our communication channels, slightly less than half think we are doing an adequate job.

A slight majority believe we do not have an effective program for recruiting and training our congregational leaders, an area which needs to be improved.

A definite majority (63%) feel we are able to cope with change, show support for, and encourage our members. We also know that our members are generous with their knowledge and the sharing of their gifts.

Overall we believe that Christian education is important (81%), however attendance at our educational offerings does not reflect this response. Slightly less than two-thirds think that ample fellowship opportunities are offered to the congregation. The number of people participating in these activities is inconsistent with this response.

Unfortunately, 71% sense that our congregation is not highly motivated, indicating that this is a definite area needing improvement.

## **Section 6: Qualities of a good sermon**

The congregation enjoys a good sermon. We share in the belief that the sermon should be comforting, relates to everyday life, is spiritually motivating, thought provoking, and biblically based. We are in agreement that the sermon should clearly state a position of faith that we could refer to as a guide for making decisions and living a faithful life.

## **Conclusion:**

The mission study committee believes that the church has a potential for growth of both increased involvement of previously inactive members and new members. There is a knowledge deficit that can easily be removed through training. There is a desire to be more welcoming, but shyness and embarrassment hold us back. There is a desire to form greater friendships through small group discussions and gatherings, but figuring out how is a challenge.

We have a high level of commitment of our time and money to those in need in the community, which is sometimes at our churches expense. We fail to participate in

our own activities. It is a golden opportunity for a new pastor to draw us together, to celebrate our extensive music program, to expand our children's educational opportunities, and to open our arms to the love of Christ.

#### **ADDENDUM (Mission details)**

1. **CROP Walk** (<http://www.churchworldservice.org/CROP/>).
2. **Seeds of Hope** ([www.seedsofhopepartners.org/index.htm](http://www.seedsofhopepartners.org/index.htm)), a volunteer organization created to assist families in crisis, providing the basic needs to maintain intact families; and, aid in reunifying families. We serve as officers and volunteers.
3. **Parish Health Ministry** ([www.firstpresbyterianwellsboro.org/fpcparishhealth.html](http://www.firstpresbyterianwellsboro.org/fpcparishhealth.html)), a committee of the Wellsboro First Presbyterian Church whose mission is to promote the physical, mental, social, emotional and spiritual health of our congregation and community.
4. **Samaritan House** ([www.samaritanhouse.org/](http://www.samaritanhouse.org/))--we serve as officers and volunteers.
5. **Wellsboro Food Pantry**--we are providing officers, and workers to collect and distribute foods.
6. **Partners in Progress** ([www.partnersinprogresspip.com](http://www.partnersinprogresspip.com)) , an organization which attempts to meet the ongoing and challenging needs of persons with disabilities living in and around Tioga County, PA. We serve on the board of directors and provide work support.
7. **Endless Mountain Music Festival** ([www.endlessmountain.net/](http://www.endlessmountain.net/)), an organization which in the summer for two weeks brings world-renowned musicians to our community of northern Pennsylvania and southern New York to enrich the cultural, economic and educational life of the Twin Tiers region. We provide officers, workers, meeting, office, and performance space).
8. **Relay for Life** (<http://www.relayforlife.org/>)--We provide a fund-raising team.
9. **Wellsboro Community Concerts Association** (<http://www.wellsborocca.org/>), an organization that brings world class artists and audiences together from September to April to experience the magic of live entertainment. We provide officers, volunteers, and meeting space.
10. **Heifer International** (<http://www.heifer.org/site/c.edJRKQNiFiG/b.183217/>)
11. **Wellsboro Teen Center**--a local "club" where teenage youth can gather in a safe, chaperoned environment and get guidance in school work and social interacting as well as religious lessons. We provide funding.

12. **Hamilton Gibson Productions** ([www.hamiltongibson.org](http://www.hamiltongibson.org)), an organization whose mission is to provide access to and knowledge of the performing arts to all ages in our area., We provide rehearsal and performance place.

13. **Boy Scouts of America**--by providing financial support, a meeting space, and leadership.

14. **Krislund Camp and Conference Center** (<http://www.krislund.org/>), a regional year round Christian camp. We provide financial support, scholarships, labor, staff.

15. **Vacation Bible School**--a multi-denominational undertaking with leadership provided by our members.

## Survey Details

### A. This Church

1. This Church is supportive.

Agree.....Disagree

44%	39%	14%	4%
-----	-----	-----	----

.2. This Church is personal and caring.

Agree.....Disagree

36%	45%	16%	3%
-----	-----	-----	----

3 This Church is:

Traditional.....Contemporary

46%	40%	14%	0%
-----	-----	-----	----

4 This Church is:  
 Nurturing.....Not nurturing

24%	45%	27%	4%
-----	-----	-----	----

5. Only the leaders make decisions.....all members make decisions

20%	31%	40%	9%
-----	-----	-----	----

6. This Church listens/acknowledges feelings.....ignores feelings

19%	54%	26%	1%
-----	-----	-----	----

7. This Church is unified.....is divided

11%	46%	34%	9%
-----	-----	-----	----

8. This Church communicates well.....communicates poorly.

18%	52%	21%	9%
-----	-----	-----	----

B. My perceptions of our current worship service

9. The worship service reflects the desires of the total congregation.  
 Agree.....disagree

9%	54%	28%	9%
----	-----	-----	----

10. The worship service provides the kind of participation I want  
Agree.....Disagree

36%	47%	16%	1%
-----	-----	-----	----

11. The hymns we sing reflect my preference.  
Agree.....Disagree

20%	37%	27%	16%
-----	-----	-----	-----

12. Music is an important aspect of our worship service.  
Agree.....Disagree

82%	12%	4%	2%
-----	-----	----	----

13. I find the worship services inspirational.  
Agree..... Disagree

17%	45%	31%	7%
-----	-----	-----	----

14. I understand and get a lot out of the sermon.  
Agree.....Disagree

27%	35%	32%	6%
-----	-----	-----	----

15. The length of the worship service is satisfactory.  
Agree..... Disagree

78%	20%	1%	1%
-----	-----	----	----

16. The worship service should include special parts for children.  
 Agree..... Disagree

63%	29%	8%	
-----	-----	----	--

17. Changes in the worship service upset me.  
 Agree..... Disagree

5%	23%	22%	50%
----	-----	-----	-----

18. The traditional church service is ideal for me.  
 Agree.....  
 Disagree

38%	32%	22%	8%
-----	-----	-----	----

C. The mission of the Church in this community

19. This Church has clearly defined goals for its ministry to people in the community.  
 Agree..... Disagree

32%	35%	24%	9%
-----	-----	-----	----

20. This Church is active in ministering to the needs of people in the community.

Agree..... Disagree

33%	44%	22%	1%
-----	-----	-----	----

21. An active children's and youth ministry is an important part of community outreach.

Agree..... Disagree

80%	11%	7%	2%
-----	-----	----	----

22. This Church encourages its members to minister to others outside of the Church.

Agree..... Disagree

32%	36%	26%	6%
-----	-----	-----	----

23. The Church promotes positive and satisfying Christian relationships within the congregation and with members of the surrounding communities.

Agree.....Disagree

30%	45%	20%	5%
-----	-----	-----	----

24. The Church should not get involved in controversial social issues.

Agree.....Disagree

18%	25%	32%	25%
-----	-----	-----	-----

25. Regardless of race, gender, and/or socioeconomic standing, the Church welcomes all community members.

Agree..... Disagree

48%	31%	17%	4%
-----	-----	-----	----

26. This Church works with other denominations.

Agree.....Disagree

63%	30%	6%	1%
-----	-----	----	----

D. Assessment of congregational goals

27. The goals of this congregation are clear to me.

Agree..... Disagree

15%	36%	33%	16%
-----	-----	-----	-----

28. I support the goals of this congregation.

Agree..... Disagree

27%	57%	11%	5%
-----	-----	-----	----

29. I have been involved in establishing the goals of this congregation.

Agree..... Disagree

8%	25%	30%	37%
----	-----	-----	-----

30. It is clear to me how we are moving to achieve our goals.

Agree..... Disagree

5%	26%	50%	19%
----	-----	-----	-----

31. An active children's and youth ministry is an important mission for our Church.

Agree..... Disagree

82%	11%	5%	2%
-----	-----	----	----

32. Our Church encourages tithing and pledging.

Agree..... Disagree

46%	36%	16%	2%
-----	-----	-----	----

E. My reflections about our congregation:

33. The congregation regularly evaluates and reviews its mission, aims and goals.

Agree..... Disagree

14%	36%	34%	16%
-----	-----	-----	-----

34. We have an effective program for recruitment and training of leaders.  
 Agree..... Disagree

10%	27%	40%	23%
-----	-----	-----	-----

35. There is a high level of motivation in the congregation.  
 Agree.....Disagree

2%	27%	46%	23%
----	-----	-----	-----

36. Communication channels are open and working.  
 Agree.....Disagree

13%	32%	43%	12%
-----	-----	-----	-----

37. The congregational organization is flexible and adaptable.  
 Agree..... Disagree

5%	45%	43%	7%
----	-----	-----	----

38. The membership includes people of varying ages, backgrounds and interests.

Agree.....Disagree

30%	49%	16%	5%
-----	-----	-----	----

39. Disagreement/conflicts are adequately and constructively handled.  
 Agree..... Disagree

7%	37%	40%	16%
----	-----	-----	-----

40. The congregation's accomplishments and shortcomings are evaluated regularly.

Agree..... Disagree

8%	28%	42%	22%
----	-----	-----	-----

41. The congregation is able to cope with change.

Agree..... Disagree

2%	35%	50%	13%
----	-----	-----	-----

42. The congregation supports and encourages members.

Agree..... Disagree

23%	57%	16%	4%
-----	-----	-----	----

43. Christian education is important to our congregation.

Agree..... Disagree

39%	42%	13%	6%
-----	-----	-----	----

--	--	--	--

44. Members of the Church share their knowledge and gifts with other members.

Agree.....Disagree

25%	51%	20%	4%
-----	-----	-----	----

45. People of this church are generous with their giving, either financially or time.

Agree..... Disagree

21%	64%	13%	2%
-----	-----	-----	----

46. There are ample fellowship opportunities.

Agree..... Disagree

29%	33%	30%	8%
-----	-----	-----	----

F. Qualities of a good sermon

47. A good sermon is biblically based and illustrated.

Agree..... Disagree

60%	32%	7%	1%
-----	-----	----	----

48. A good sermon touches directly my everyday life.

Agree..... Disagree

67%	23%	8%	2%
-----	-----	----	----

49. A good sermon is challenging and thought provoking.

Agree..... Disagree

63%	25%	11%	1%
-----	-----	-----	----

50. A good sermon is comforting and reassuring.

Agree.....Disagree

47%	38%	13%	2%
-----	-----	-----	----

51. A good sermon is spiritually moving and inspirational.

Agree..... Disagree

68%	22%	9%	1%
-----	-----	----	----

52. A good sermon sets forth a clear faith position as a guide for making decisions and living a faithful life.

Agree..... Disagree

63%	26%	9%	2%
-----	-----	----	----

## **Self-assessment survey comments 2007**

Below is a listing of comments written on the survey by the congregation. They are listed under the category heading where they appeared in the survey.

**Comments are from one individual unless otherwise noted. Lengthy responses have been paraphrased to save space.**

### **V. The church could be improved by:**

- a. More networking through the layers of the congregation
- b. More participation of both youth and occasional attendees
- c. A good Sunday school program
- d. Increasing youth and young families involvement (7)
  - i. Perhaps having a Saturday evening service
- e. Expanding our music program without losing what we have
- f. Omitting redundancy in sermons, newsletters, and announcements
- g. Forming small groups with regular services
- h. Occasionally having services geared towards younger generation
- i. Having music and sermon topics geared to the present way of life
- j. Sharing more information with members
- k. Becoming more real
- l. Having open discussions of all concerns of the members (2)
- m. Following Jesus' ideals by becoming more involved with our church families
- n. Better use of email
- o. Becoming more welcoming and follow up with guests(4)
- p. Identifying needs, seeking and listening to people's input (3)

- q. Encouraging neighbors to attend
- r. More congregational involvement
- s. Being less formal, more contemporary
- t. Having a schedule that can be followed and counted on
- u. Having useful sermons; with less history
- v. Delivery of good sermons
- w. A pastor who counsels (2)
- x. Greater involvement of the congregation
- y. Increased attendance
- z. Reducing secret criticism by members
- aa. Greater attention to details
- bb. Asking the congregation “who asked someone to come to church this week?”
- cc. Having faith filled biblical teachings

## VI. **My perceptions of our worship service**

- a. Would like early morning service
- b. More gospel type hymns
- c. Would like more contemporary services (5)  
(start only when we get younger folks to attend)
- d. More bible oriented teaching in sermons (2)
- e. Practical application of bible verses
- f. More contemporary music (6)  
Occasional PRAISE bands/ worship teams(2)
- g. Keep traditional hymns (4)  
Do not add PRAISE music
- h. Pastor should accept the offering
- i. More attention to ritual (acolyte performance)
- j. Conversational sermons  
From the heart, not a series of quotes
- k. Sermons based on something other than the old testament
- l. Shorter hymns!
- m. Sermons that teach how to address problems in a Christian manner (4)  
More dynamic, more positive, more challenging  
A unifying theme/thought/lessons
- n. More spiritual sermons
- o. Re-evaluate the radio ministry  
Prevents time for silent prayer
- p. Following the bulletin!
- q. Keep the traditional service (2)  
to maintain our quality
- r. Use the lectionary
- s. Reduce inclusive language
- t. Reduce “canned” liturgy
- u. More variety of hymns and service (3)
- v. More attention to visitor and member needs

- w. More ecumenical service
- x. More involvement of children for special services
- y. More music for the congregation and choir (3)
- z. Reduce redundancy
- aa. Better sound system (hearing impaired focus)

**VII. Our mission needs to include:**

- a. Participation by members
  - More outreach
  - Potluck suppers and other sharing times
- b. Youth program (6)
- c. Learning how to relate the Bible to today's world (instead of letting the world values dictate)
- d. More local mission work (4)
  - Outreach to the poor
  - Calling more on shut ins (2)
  - Offering rides to church
- e. Improving the radio ministry
- f. NOT sharing our church with other denominations
- g. Working with other denominations (2)
- h. Creating a prayer chain
- i. International and national outreach

**VIII. The goal I think needs to be added:**

- a. Increased family outreach
- b. Ongoing survey of topics as evaluation tools
- c. Young family recruitment (6)
  - Make service more inviting and appealing
- d. Better communication between leadership and congregation
- e. Personal responsibility for evangelism
- f. Encourage active participation
- g. Pastor visits to the elderly
- h. Reaching out to inactive members
- i. Strengthening current goals before adding new ones
- j. Congregational visitation to shut ins
- k. Attention to local mission work
- l. Telling the congregation what the goals are!
- m. Encouraging financial pledges that are more reflective of our response to God

**IX. The congregation should:**

- a. Increase youth and young family opportunities (5)
- b. Attend more of the already scheduled activities (6)
- c. Have more Christian education programs
- d. Love one another deeply- especially when faced with change
- e. Have more game nights

- f. “put more into it, instead of relying on the pastor”
- g. introduce one another at all events (not even done during the survey process!)
- h. read the WITNESS; it has lots of information
- i. be more adaptable to change
- j. reduce grumbling at session meetings; speak up if you disagree
- k. have more small group activities (3)  
faith groups
- l. be willing to volunteer more
- m. greet each other at a special time during the service
- n. support those members who are motivated now. Help them encourage other

**X. Care to share comments**

- a. Blend of contemporary and traditional service
- b. Reduce “advertising “ announcements. They distract from the worship service
- c. Witness could be improved by having a member editor
- d. Do not duplicate church announcements with witness articles
- e. New minister should understand rural needs yet be active in looking outward- needs this skill
- f. Need to liven up the church, new members
- g. The two most important keys of a spiritual leader must be trust and compassion
- h. more support for Krislund (both volunteering and sending kids)
- i. respect for the leader and his care for others. Hopefully he will be in love with God and respect his word.
- j. Increased fellowship with non-attending members
- k. Simple sermons that are inspirational and less complex (3)  
Specific bible passages and how they relate
- l. Recruit new members
- m. Announcements disrupt the service
- n. Congregation needs to more willing to accept and grumble less
- o. Pastor needs to be less in control  
Needs to check on people who have not attended recently, but came regularly before
- p. This is not a useful tool in defining the desires of the membership towards new pastor
- q. Good luck in finding a preacher who can preach the faith of our church and yet help us translate our faith into meaningful action. Need a socially conscious person to confront our nation and community.