

Ministry Meeting Minutes  
February 2017

\*\*\*\*\*

Administrative Support  
7 February 2017

Members present: Janet Baker, Clint Damuth, Betsy Kennedy, and David Rollins.

BPC Mission Statement: Bayside is a covenant community of Christ's people seeking to know and do the will of God.

Vision: Changing lives by growing Christian disciples and Living God's Word.

Amanda opened our meeting with prayer.

**Summary of Discussions:**

January meeting minutes were approved.

Session/Moderator Updates/Reminders

Briefly discussed session retreat conversations regarding the summer worship schedule. Further discussion and decision anticipated to be made at the February Session meeting.

Preschool Report

Community Service project for February: Toothbrushes and toothpaste for St Columba Ministries.

Summer Camp Program (Ages 2-6) Three 2 week camps (Tuesdays, Wednesdays and Thursdays)  
9 AM TO 12 NOON. Total fee for each camp is \$100. Each camp has a \$35 non-refundable deposit and the remainder of the camp fee of \$65 is due the week before the camps start.

Registration starts Tuesday, March 2nd

Summer Camp 1: "Ocean Fun" June 6th, 7th, 8th, 13th, 14th and 15th

Summer Camp 2: "Dinosaurs" July 11th, 12th, 13th, 18th, 19th and 20<sup>th</sup>

Summer Camp 3: "Outer Space" August 1st, 2nd, 3rd, 8th, 9th and 10<sup>th</sup>

Registration for Fall 2017: The following classes are full for September 2017: Kindergarten, Ms. Hogan's 4-day 4's, Ms. Jost's 5-day 3's and Ms. Stephanie's 3-day 3's. All the other classes have openings available.

Staff Time Away

Kim Coyle 9 – 11 Feb and 18 – 24 April

Eugene Towler 24 Feb

Old Business

Staff evaluations update

Inputs should be returned by Feb 15<sup>th</sup>. Send reminders as necessary. Compiled information is due to David by 1 March. Liaison then work with David and Staff member to schedule a mutually agreeable date/time to deliver performance review for overall completion by 31 March

New Business

Admin Support welcome for Rev. Emma Ouellette

Potential suggestion was made to take donations and provide gift card(s)

Emma's timeline: Arrives in Virginia Beach; Feb 16<sup>th</sup>. Moves into apartment; Feb 17<sup>th</sup>. Guest speaker for Men's Valentine's breakfast Feb 18<sup>th</sup>. First day; Feb 27<sup>th</sup>. Ash Wednesday Service; Mar 1st. Emma's first Sunday and APNC and Christian Ed host Emma's welcome potluck luncheon; Mar 5th.

Discussed a Full Time Interim Acting Head of Staff during David's sabbatical. Compensation –

\$5000 per month; \$15,000 total to come from 3500.0300.0000, Operations Reserve Fund. The fund was established in 2013 as a church emergency fund for unfunded operational needs by any of the ministries. It is managed by the Stewardship Ministry. Betsy will take this motion to Session.

Discussed Praise Team Director’s Contract and Summer Worship Services  
David, Amanda and Saul met to discuss a potential summer schedule change. Details as to the change anticipated to be clearer after the February Session meeting.

June 4th quarterly Potluck  
Admin Support and Worship will host. We plan to make this a staff appreciation potluck. Details to be discussed during March and April ministry meetings.

Upcoming Staff Milestones and/or Birthdays:

Linda Vogl – 19 February  
Kathy Armstrong – 5 March

Administrative Support Ministry is conducting the annual staff evaluation process and continues to support, serve and meet the needs of the BPC staff.

Clint closed the meeting with prayer.

Janet Baker, Recording Secretary

\*\*\*\*\*

Christian Education  
7 February 2017

Members present: George Wong, Kim Coyle, Beth Montoya, Deb Sparks

Theology Pub @ New River Taphouse - will be meeting on the first Monday of the month from 7 -9 pm. The next meeting will be March 6, 2017. There was some discussion about changing to another day due to conflicts with other church activities.

Live Streaming 2020 and archiving of our Pastor’s Sermon will be dependent on funding for 2017. We hope to engage our new Associate Pastor Emma Ouellette in pressing forward with this project. Her last call did archive past sermons.

Phase 1 - Streaming of our church service to our nursery / video board in the Atrium / Hard Wiring vs. Wireless

Phase 2 - Archives of our Pastors’ Sermon - 1 years’ worth vs. 2-3 months

Phase 3 - Live Streaming - the entire service (Sermon / Music / Liturgy) Wireless

Facebook - Contributions - There is a need to invite the greater church community for contributions (information / pictures). We will ask the congregation e-mails photos / info to baysidepresbypic@gmail.com. Business Cards with our e-mail were passed out to the different ministries. Administrators include Beth Montoya, Deb Sparks, and Kim Coyle.

March 5, 2017 Quarterly Luncheon - Hosted by the APNC committee with Education Ministry. We will welcome our new Associate Pastor at this luncheon (her first service). The Men’s Saturday Breakfast Group will set up the tables, APNC will decorate the tables, and Food will be coordinated by Christian Education. Minute for Mission will be used 2 Sundays before Emma’s First Sunday to ensure a large crowd,

MOPs Child Care - Deb Sparks will do a minute for mission asking for child care workers. Flyers will also be placed in the Helmsman and Binnacle

Kim Coyle is working on:

- Lenten Studies - The Truth about Islam (book) culminating with a meal and fellowship with a Muslim Group from Turkey.

- Easter Brunch / Easter Egg Hunt
- Middle School Retreat JAM (Wed) High School Scholars Breakfast

George Wong, Moderator

\*\*\*\*\*

Community Service  
7 February 2017

Members Present - Pam Spillman (Moderator), Martha & Rick Rudell, Lynne Owen, Libby Graves, Gloria Wardrup, Di Ricks, Thom Sare

Mail – thank you from the City of VB for the Holiday Project Program (Thanksgiving baskets, Angel Tags)

Upcoming Events:

1. Happy Belated Birthday to Nancy - Feb 1
2. Welcome back Thom Sare!!!
3. Easter Basket Donation Drive – Friday, Mar 3 to Sunday, Apr 9
  - Submit ad for March Binnacle & Atrium TV (Pam)
  - Update Bulletin Board and post signs throughout church (Pam)

Old Business:

1. Keim Center Delivery Results
  - Took about three cribs’ worth of donated items on Jan 17 & 20.
  - Keim Center does not want big bulky items (stroller, swing, teddy bear, and portable crib) – they do not have space. Took bulky items to CHKD Thrift Store.
  - Submitted thank you note for next Helmsman and TV/Atrium.
  - Every so often we should visit our agencies to ensure we are clear and up-to-date on their clientele and mission, since we advertise those things in our donation drives and quarterly support. Pam will make an appointment to visit Keim Center and invite any/all Ministry members who want to come.
2. Blood Drive Results (Jan 10 cancelled due to snow; rescheduled to Feb 2):
  - Went well, including turnover from Sandy to Martha;
  - 31 units collected
  - Thanks to Thom Sare for putting two signs on the spotlight outside so the sign could be visible at night. The sign is a big attractor of donors to the drive;
  - Martha came up with an idea to make up cards to give to donors to tell them the next Blood Drive date, since many donors are not members of the church and therefore don’t see the signs on the doors and notices in the Binnacle/bulletin board.
3. Souper Bowl Results (Feb 5)
  - Score: 1,101 for the Falcons; 155 for Patriots; 28 for Neither
  - The “Neither” basket was a new addition this year, as a result of congregant’s suggestions that they would like to contribute but did not support either team – good idea to continue

New Business:

1. Interfaith Alliance at the Beach (IAB) – Lynne and I attended IAB’s monthly meeting on Jan 19. It is an established organization of reps from government agencies, churches, and other community groups helping to connect and coordinate community services to people in need. The chair is Debra Grant (not sure who she is with), but the person who ran the meeting was Alice F. Testerman, Volunteer Services and Community Programs Coordinator, Department of Human Services for the City. Lynne and I were overwhelmed with information – some items of interest to help people in need discussed at this meeting included:
  - Current legislation, and opportunities to influence legislation. Examples include how to write to state senators to encourage the stop or delay of the repeal of ACA until a replacement is in place. Another example was identifying that the General Assembly in VA has not been receptive to efforts to put a 36% interest cap on pay day loans.
  - VB Fest (i.e., Summer Shelter) – IAB may have been the initiator of this program, which has been going on

4 years now. They had 11 churches last year, this year they have 5. Need hosts or help with meals. Connie went to their latest meeting and provided this information: VBFEST will be the last one this summer since the new housing facility should be ready next year. They discussed the difficulty in knowing in advance if families would show up – there is no check in, and no shelter during the day. Also because there are no counselors provided (as with Winter Shelter), the host church would need to provide volunteers stay overnight with the families. Connie did not commit our church to host, but said we were willing to provide a meal at another church host as previously provided. We discussed this at our meeting, and agree.

- Financial practices that hurt the need based community – i.e., predatory lending, tuition loans, credit cards given out in college, payday loans.
- Classes and programs to help the need based community – i.e., Earned Income Tax Credit (EITC) and setting up Volunteer Income Tax Assistance (VITA) sites in churches, Bank On Program & Savings Match.
- Miscellaneous programs such as the Furniture Ministry (33 families served, \$19K worth of furniture), or Move-In Kits where 1<sup>st</sup> time homeless people getting housing can come get starter stuff (cleaning supplies, pots & pans, bed linens, new pillows, shower curtains, etc.) – needs donations. It is run by the same lady who does VBFest (Kay Bess, 420-1407 at Memorial United Methodist Church?). Samaritan House is already aware; Di will inform Crescent Square. Also noted that there is a Camp Program looking to do housing restoration – already hooked up with Faith Works.
- Point is: lots of information, lots of opportunities to help the underserved in our area. But, we already have a full plate ourselves. Meetings are monthly – **do we want to attend/share attendance? I cannot attend every month. Please think about this, and we will ask for a vote next month.**

## 2. Final Asking Budget for 2017

- Received full asking budget \$25,000 although we struggled to spend \$21,125 last year (due to more non-budget & in-kind donations than expected; no building projects; VOA went away; Will did not ask for help with his clients). HumanKind is going away this year. We do not recommend giving agencies more in quarterly donations because we don't really see that we (as a church) can sustain these budgets in the future and don't want our agencies to get used to higher levels of quarterly giving – ideas:
  - Can return excess at year-end to help with church budget.
  - Are there any one time projects for our agencies – i.e., an appliance replacement for St. Columba; treadmill/TV/Computer for Crescent Square? **Be thinking about it – and submit ideas throughout the year.**

## 3. Children's Clothing Drive MOPS/MOMS Next for Samaritan House – Feb 20 to Mar 3. **Susie can use both donation bins, and on Mar 3, leave bins out for Easter Basket donations.**

## 4. Crescent Square is asking for outerwear donations

- Due to recent Winter Shelter clothing drive, figured not much available in terms of outerwear donations from our congregation. Also have competing collection drives going on/upcoming (layette, shoes, children's clothing, Easter Baskets) so will buy for Crescent Square outerwear needs through the thrift store using our asking budget. Di completed this task and delivered items to a grateful Crescent Square – cost \$45.30.

## Treasurer's Report

1. Budget Status 2017 – \$0 of the \$25,000 Budget was spent. 1<sup>st</sup> qtr payments are not made until the end of the quarter (March).
2. Food Pantry – a very healthy balance available of \$5,875.09, which includes the monetary donations from the Souper Bowl.
3. Non-Budget Account 2016 – \$0.

## Session Highlights

1. Discussed congregation meeting Jan 22<sup>nd</sup> to vote on the Terms of Call – including for our new Associate Pastor (Rev. Emma Lee Ouellette). Emma will start Feb 27; but will be the featured speaker at the Valentine's Day breakfast on Feb 18 at 8 am. This event is normally only hosted by the Presbyterian Men for their spouses, but due to the speaker, this year it will be co-hosted by Presbyterian Women. All are welcome - couples and singles – sign up poster is in the Atrium.
2. May 7<sup>th</sup> is Youth Sunday.
3. New clinic hospital in Mudishi needs funds for medicine, equipment/furniture, subsidies and sheets, blankets and curtains – Mark Schreiber is heading a fund drive for this through PEVA.

4. Results of Session Retreat (Jan 27/28):

- Quarterly Meals after Combined Session – assigned Oct 1<sup>st</sup> to CSM/Stewardship
- Discussed membership trends, especially low attendance in the summer – and Worship suggested a move to reduce 2017 summer worship services to two – 9 am (traditional); 10 am (contemporary) – will vote in February, but most seem in agreement. Discussion in our Ministry was in favor of reduced services (and one even was in favor of a single service), but a little concerned about the change for everyone – communication is key. And concern was voiced for temporarily displacing Saul.
- Agreed church will host a meal on Strove Tuesday (Feb 28); then Ash Wednesday (Mar 1) will be a traditional service with no meal. CSM has NO assignment.
- CSM was assigned the month of October to advertise Ministry Team Highlights – we advertise almost every month anyway in print – Pam will handle, unless someone else wants to highlight their agency that month. Also could do a Minute for Mission (Libby for Thanksgiving Baskets?).
- We will have a Discovery Fair sometime in April – Pam will update the tri-fold poster and handouts, and ask for volunteers to man our station.
- Discussed membership trends - worked on ideas to increase membership over the next three years

Agency Reports:

1. Angel Tags (Lynne, Susie) – nothing to report
2. Beach Health Clinic (Bill) – no report
3. Blood Drive (Martha) – see above
4. Caroling (Pam) – nothing to report
5. Crisis Pregnancy Layette Collection (Pam) – see above
6. Easter Baskets (Connie, Lynne) – see above
7. Emergency Disaster Shelter (Di) – no report
8. Faith Works (Bob) – no report
9. Food Pantry (Lynne, Tracy, Connie)
  - January report – 8 families (26 Adults, 6 children); total costs \$358.21 of which \$284.15 was donated (low support due to snow storm in January which closed church 3 days)
  - Little Blue Wagon – item for the month of February: canned Ravioli or Spaghetti O's
  - Lynne will host the Appreciation Breakfast soon – maybe the first two weeks of March
10. Good News Jail Ministry (Audre) – Audre sent word to remind all of the dinner upcoming on Feb 24<sup>th</sup> at the Holiday Inn/Greenwich Rd. If anyone wants tickets, call Audre.
11. HumanKind (Carlos) – was not present, but we are curious as to how the placement of residents is going – since they are supposed to close their doors 31 Mar. I had not planned to send anymore quarterly donations to them past this one for 1<sup>st</sup> qtr, unless Carlos tells me otherwise. Also request Carlos let me know if HumanKind needs any one-time donation to help with the resident's moves.
12. JCOC (Connie) - nothing
13. Meals on Wheels (Nancy) – no report
14. Samaritan House (Susie) – Susie's written report was that the MOPS and MomsNext children's clothing drive for Samaritan House is on track - Feb 19 to Mar 3. That way donation boxes will be ready for Easter drive.
15. School Supplies (Connie, Lynne) – nothing to report
16. Sentara Pace Bible Study (Lynne) – going well
17. Seton Youth Shelter (Pam) - nothing
18. St. Columba (Lynne Owens)
  - SIS made 225 sandwiches for St. Columba for January
19. Thanksgiving Baskets (Libby Graves) – nothing to report
20. Winter Shelter (Lynne Owen, Connie Schreiber) – nothing to report
21. VA Supportive Housing/Crescent Square (Gloria, Di) – in addition to above, Crescent Square needs help with computer training – Di will send info and Pam will do ads for Binnacle and TV/Atrium to solicit volunteers

Pam Spillman, Moderator

\*\*\*\*\*

Congregational Care  
7 February 2017

Because our membership was experiencing various emergencies and illnesses, we did not have a formal meeting this month. Therefore I am sending this update to all. BFF is going very well with excellent attendance and an excellent program at our quarterly meeting. There is much interest in continuing our programs. The wine tasting at Total Wine Feb. 4<sup>th</sup> was most successful and a good time. Book Club continues on a bimonthly basis (4<sup>th</sup> Monday at 1:30pm). Tech Savvy is also continuing very well. Paula is collecting names of folks interested in learning how to play Bridge. Hello Dolly is scheduled on Feb 26<sup>th</sup> at 1:30.

We had one funeral since our last meeting but it was for a non-member known to some in our congregation but we did not get involved in planning or providing a reception. (The blood Drive was going on in the fellowship hall.)

Stephen Ministry has had one business meeting and will have a meeting Feb 28<sup>th</sup> at 6pm at the church with the topic to be announced and attendance open to interested church members.

Planning continues for the Virtual Dementia Tours.

We continue to get notification of family events in the Pre-school and Terri responds with cards. Terri has also continued to take care of the prayer shawl/baby ministry. We would really like to have a better handle on the process but are pleased that so many are provided with these.

Linda Wallace continues her pleasant and thoughtful calls to members on their special days.

Mother's day is 5/14/17 and Father's day is 6/18/17.

Items from session:

Each ministry will have a write-up in the Helmsman. Our month is June so I will submit a brief summary of what we are up to.

Session is about ready to implement our program for electronic giving. Looks like it will be very exciting and convenient.

Thanks to you all for what you do and for communicating so well.

Sandy Ronan & Emily Rudiger, Moderators

\*\*\*\*\*

Evangelism  
7 February 2017

Members present: Russ Brown, John Hamilton, Terri Dannemann, Clancy Holland

Members absent: Peggy Damuth, John Dannemann

Old Business:

Mentoring Project: The ministry members discussed how we would like to see our new Associate Pastor, Emma Ouellette, meet with us on April 4<sup>th</sup> to learn how she can work with us to guide visitors through the "Visitor To New Member Process." Our ministry was charged with overseeing this process when Kate Rascoe found out she would be leaving us. Our ministry members have done their best to communicate information to one another and to Mary Hubbard, who teaches the Believing and Belonging Class. But there have been no "interested visitors" identified since September. It is imperative that one of our Pastors be involved with this very important process if we want to see our membership grow.

New Business:

1. 2016 YTD expenditures: Russ Brown reported that his records for 2016 was \$3,596.07. Our treasurer's report was \$3,695.15. The difference is \$99.08. Any actions needed?
2. Priority Plan 2016-2020: The Evangelism Ministry, in response to our call, will proclaim God's healing and reconciling love here and around the world by;
  - A. We will help new members grow and become better disciples through active participation in the worship and work of the church.
  - B. We will share our enthusiasm for the Gospel with our church visitors, members, and the extended community.
  - C. We will host events that will demonstrate God's love and help people progress in their own faith journey.
3. Clancy Holland shared the "Bayside Friendship Squares" he created. He would like for us to announce the purpose to the congregation during future church services (date to be determined). Is wants us to ask members to pick up 3 or 4 of these squares and give them to friends and family that do not attend Bayside Church. The friendship squares will be located at the welcome center for people to pick up after the services. This is a way to advertise and hopefully invite people to one of our church services.
4. The ministry reflected on the Jan. 27<sup>th</sup> and 28<sup>th</sup> Bayside Retreat as we listened to Russ Brown and Clancy Holland share highlights. "Growing our church membership", "On-line Giving", and "Changing summer worship hours" were discussed.
5. Russ Brown (Moderator) and Peggy Damuth will be out of town and the ministry agreed we will not meet on March 7<sup>th</sup>. We will contact each other as to any pertinent information we need to share with one another or tasks we need to do between now and the first of April.
6. Russ Brown and Clancy Holland will look into "quarterly combined service pot luck events" to see if there is a working list of which ministries are in charge of these and on what months we will have them.

Russ Brown closed our meeting with prayer.

Minutes submitted by Terri Dannemann

\*\*\*\*\*

Global Missions  
7 February 2017

No minutes received.

Walter Martin, Chairman

\*\*\*\*\*

Property  
7 February 2017

Attendees: Leslie Parr, Betsy Davis, Steve Baker, Bob Allen, John Jeffcoat, Eugene Towler, and Sperry Davis.

Jake Rasmussen, from Boy Scout Troop #364, addressed the group and proposed building a Little Library as his Eagle Scout Project. All in attendance agreed.

Eugene reported snow removal cost of \$700 and also updated the group on possible changes to cleaning supplies and paper products vendor. The recent snow storm has also revealed a possible roofing problem in adult wing room 508.

The pre-school has requested that we consider replacing ceiling grid and ceiling tile in several classrooms to match the work done in the hallways. Pre-school will help with costs. Painting of the pre-school wing hallway is also needed. Quotes will be requested.

There was discussion about cookware missing from the kitchen and whether labeling would help.

A new quote was received from Surveillance Networks LLC for a security camera system. Several questions about the system are still outstanding.

Steve Baker will check with the Scout troop about spring cleanup dates. We are targeting the first week of April.

An initial quote was received for concrete work for the 2020 Vision Landscaping project, followed by discussion about the merits and cost of this project.

Les Parr closed the meeting with prayer at 8:40.

Sperry Davis, Moderator

\*\*\*\*\*

Stewardship  
7 February 2017

The Stewardship Ministry met in the Brides Room at 7: 15 PM

Present were Moderator; Hugh Vaughan, Bob Baker, Tom Weeks, Bill Graves, Gary Crossman, and Treasurer; Luanne Wong.

Hugh Vaughan opened the meeting by asking Bob Baker to provide details of theme replacing Living into Hope. Bob identified the theme for 2017 as FOCUS, with “F” representing free,” O” our, “C” congregation’s, “U” unlimited and “S” spirit or strength. On the first Sunday of each quarter, Stewardship will update the congregation on the status of the various ministry’s “We Will” statements as a reminder of how Bayside’s resources are used for the betterment of our members and the community. The goal will be to increase our membership and to increase participation and the generosity of our current members.

Bob also reminded the group that Bayside’s 2012 plan needed to be replaced with the 2020 priority plan.

Luanne Wong presented January’s financial documents and noted that we were in the “red” in January but also noted that quarterly payments had not yet come due.

Bob Baker asked what the plan is for funding pulpit supply while David was on sabbatical. We discussed the need for an interim minister. However, based on the possibility of having only two Sunday services during the summer, we decided that the new associate minister could possibly handle both. Decided to discuss with new associate to verify need before determining how to fund.

Tom Weeks explained that electronic giving was presented to Session at Wakefield retreat and decision was made to implement. Mary Hubbard has linked e-giving page to Bayside’s website making e-giving functional. Decided that Tom would brief congregation on e-giving at Sunday’s services.

Decided that job fair to get congregation more active in church, which was tentatively scheduled for March/April, would be best held after Easter, probably in May.

The meeting was closed at 8:30 PM.

Minutes submitted by Tom Weeks

\*\*\*\*\*

Worship  
7 February 2017

The main focus of the Ministry meeting was the review of the Congregational Life Survey. There were 2 other issues of discussion that included a revised summer worship schedule and feedback on the “Loving Tree”. Notes on all per below:

#### Summer Worship Schedule:

The Worship Ministry, because of steeply declining attendance during the summer months, and to reduce the preaching schedule during David’s sabbatical, feel that it is appropriate to shift to a modified worship schedule for the summer months. The below information will be presented to Session for discussion and a motion made for approval.

It is recommended that starting on Sunday, June 11, and continuing through Sunday, August 27, that our Worship service schedule be adjusted to hold one traditional service in the Sanctuary at 9:00 AM, followed by the Sail On service in the Fellowship Hall at 10:00AM. During these twelve weeks we recommend that we hold two services each week and not have a Combined Service. Communion will be served on the first Sundays (July 2 and August 6) at the traditional service and on the third Sundays (June 18, July 16 and August 20), continuing the communion schedule previously approved by Session. We recommend resuming our previous worship schedule on September 3, 2017. The limited Sunday school classes which meet in the summer will be adjusted on a class by class basis based on the preferences of the members of the class.

#### Loving Tree:

Finally, our Loving Tree has been very well received. I saw several pre-school students/parents hanging up hearts as well as the congregation members. AND our tree was featured in this article to the wider church by Nicole Childress Ball, our visiting minister on February 5: <https://congregationalcorner.wordpress.com/2017/02/10/taking-jesus-seriously/> So GOOD JOB Worship Ministry on being innovative!

#### Congregational Life Survey:

What did the Survey tell us about the people who attend worship?

- Those who attend are very regular in attendance. 73% attend weekly or more, and 18% attend 2-3 times a month, for a total of 91% (Q1)
- Most attendees are members (83%) and most have been members a long time. 45% more than 20 years, 16% 11-20 years (Q2 and 3)
- Most of our members are not previously “unchurched” with 76% having regularly attended another church before joining BPC, or having always attended BPC (Q26)
- Our attendees are educated with 81% having college degrees or more (Q31)
- Our attendees are predominantly white (95%) (Q34)
- Our attendees are older. 45% over 65, 35% 45-64 and only 20% under 45 (Q28) and most no longer have children at home (only 29% still have children at home) (Q44)
- Our attendees are close knit, with 85% feeling a “sense of belonging” (Q22) and 67% having some or most of their close friends within the church.
- The attendees view themselves as more “conservative on theological issues” (49%) than their answers to other questions would indicate (Q60) Attendees are clearly NOT fundamentalists with only 14% taking the Bible literally while the vast majority (74%) see the Bible as the word of God that should be interpreted and 12% don’t think it is the word of God at all (Q10) The attendees seem to largely reject the exclusivity of Christianity with 49% agreeing that “ALL religions are equally good ways of finding ultimate truth” and only 27% disagreeing (while 24% were neutral).(Q11) In our discussion, some in the Ministry thought that the recent issues with gay marriage might have caused people to rate themselves more “conservative” than they truly are on overall theological issues.

Is Worship Meeting the needs of our attendees?

- Generally, yes. 74% of attendees felt their spiritual needs were met, while only 6% did not with 20% unsure(Q12)
- The vast majority of attendees felt that worship helped them in their daily lives (87%) (Q7) BUT most attendees seemed to feel their spiritual growth was somewhat stagnant with 60% saying they had experienced only “some” growth (45%) or no growth (15%) in the past year.

- This was an issue of concern to the Ministry. We discussed whether it was merely part of our demographic, that our attendees are pretty mature in their faith so would not feel like they experienced much growth? One person suggested that people were misunderstanding the true meaning of “spiritual growth” and not giving themselves enough credit and that through regular attendance one could not help but have some spiritual growth. However, there was consensus that, as a congregation we perhaps need to be challenged more to spur our spiritual growth. The two previous Sundays (February 5, with a visiting minister, and January 29) were both positively received by the Ministry members. However it was agreed that “challenge” did not have to necessarily be harsh, it could just be a matter of making messages relatable and relevant. Another noted that Church should provide a sense of comfort too, that God does love you no matter what. Ideas like the use of the Thanking Tree and Loving Tree do make attendees be more intentional about living their faith and could thus spur spiritual growth.

- Worship, either traditional (49%) or contemporary (34%) was ranked by the vast majority of attendees (83% total) as one of the aspects of the church that they most valued. (Q25)
- It was seen as positive that so many attendees felt God’s presence (71%) as well as inspiration (63%) and Joy (73%) during worship. However it was disappointing that so many people had a sense of “fulfilling obligation.” (59%) This reignited the discussion about the need for challenge, and it was noted that we did not want services to seem “rote.” The Moderator noted that she particularly liked the use of different creeds from our Book of Confessions and not always using the Apostle’s Creed/Nicene Creed which had been formulated 1700 years ago, but that we should use some of our more modern and relatable creeds from the Book of Confessions. There was general agreement on this point. (Q50)

#### Music

Since the Director of Music Ministries was in the meeting we discussed at length the preferences of attendees regarding music. “Traditional Hymns” was the overwhelming favorite (73%) so there was a lengthy discussion of what that means. Some thought it meant anything in the hymnal, and others had a more restricted view since the new hymnal is varied. It was noted that familiar hymns provide a sense of comfort to older members. Chi-Yi said that she was going to install a suggestion box asking for hymn requests. It was agreed that music could also be a way to challenge attendees and that there were a number of musical types that had significant support including contemporary hymns (28%) and classical music (21%). It was also noted that what people want and what they need are not always the same thing.

Nancy Guy, Moderator