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Gathering, Growing, and Giving to Glorify Christ



Church Profile



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Wellsboro Community



You will find residents of the area to be proud of their home. Located in north central PA along the New York border in the Allegheny highlands, the area offers much in recreation, hunting, fishing, hiking the many trails as well as the rails to trails bike path. Lakes for flood control also offer boating and fishing. Pine Creek provides white water rafting in season. The county offers several fine golf courses.

The surrounding area is rolling to hilly farmland and forests. Residential development in the rural area is happening due to people wanting to get away from the bustle of the larger cities. Wellsboro has become a favorite place for people to retire.

Wellsboro, established in 1806, and retains the trademark characteristics of its New England settlers. Its wide tree-lined main street with gas lampposts in the center of the boulevard provides a quaint backdrop to the small town life-style found here. The town of Wellsboro is proud to also be the County Seat. You will note that the towns of Tioga County are cleaner than average. One will find Tioga County history displayed at the museums in Wellsboro, Mansfield and Elkland.

The county has several State and Federal Parks plus campgrounds along with state forest and game lands. The Pennsylvania Grand Canyon is located just West of Wellsboro through which passes Pine Creek and the rails to trails bike path. Leonard Harrison State Park is located on the east canyon rim and Colton Point State Park on the west rim.

Mansfield is home of Mansfield University. Penn College of Technology is also located in Wellsboro.

Wellsboro First Baptist Church shares the county with many other Baptist Churches as well as churches of many other faiths. Members and friends of Wellsboro First Baptist Church also come from the surrounding area towns of Blossburg, Mansfield, Covington, and the rural townships. Wellsboro has an active ministerium that our Pastor(s) are encouraged to join.

The population of Tioga County is approximately 40,000. Wellsboro has approximately 3500 with an additional 5000 in the surrounding area which we draw from. The major employers in Tioga County are: Ward Foundry located in Blossburg. Victaulic located in Lawrenceville, Laurel Health and UPMC health centers throughout the county. Truck-Lite and PA State Education also are located in Wellsboro. As you can see, Wellsboro has a great deal to offer those that live in this area.

Church History

On July 22, 1866, Rev. D. McDermond of Tioga held a service in the Wellsboro Courthouse for the few Baptists residing in town. Prayer meetings and other services continued to be held until it was formally decided to organize a Baptist Church in Wellsboro, which agreed to jointly support a pastor with the Delmar Baptist Church contributing \$500 a piece per year plus a donation. Rev. W. A. Smith of New Jersey answered the call to serve as pastor in June 1, 1868, and began preaching at the Wellsboro Church on Sunday mornings and the Delmar Church Sunday afternoons.

During the Winter of 1883 and the Summer of 1884, a suitable house of worship was erected and dedicated free of debt at the cost of \$4,500. The present building was constructed in the Fall of 1970 followed by additions in 1979 and the early 1990's. The building adjacent to the church was purchased in the late 1990's for \$143,000 without a mortgage and named The Lighthouse.

In 1979 the Lucy Austin Shared Home was dedicated. Dr. Ardell Thomas led a vision for a ministry that would provide a Christian environment for older persons of our congregation and the community. It was named after Lucy Austin a missionary from our church family serving in Burma. The Shared Home continues as a separate non-profit organization yet remains a mission of First Baptist and continues to be served by a board comprised of First Baptist members.

In 1985 the first of many mission trips to the Dominican Republic was organized. Every other year to present day, construction teams and medical teams have been sent to the "D.R." for the purpose of church construction, hospital construction, and relationship building with the Dominican people that would facilitate the spread of the Gospel of Christ.

In 1985, the church hired our first youth pastor. Since then, a youth pastor has become an integral part of our church's ministry. Youth meet in the Lighthouse on Sunday evenings (known as "The Rock") for fellowship & teaching and on Wednesday afternoons (known as "Sojourners") for engaging in a variety of service opportunities. Mission trips outside our community (e.g. Samaritan's Purse) are also offered periodically for youth, under the direction of the youth pastor. Other programs are offered for younger children including Vacation Bible School and the after-school program "Pioneer Club".

In 1993, First Baptist expanded to two services to accommodate the numbers of people coming to worship; the "traditional" service was held at 9:00 am and a "contemporary" service followed at 11:15 am. This was the case until 2020 when the Deacons felt the leading to bring the two services back together as one to facilitate a better understanding of church unity & a realization of our local congregation as a cohesive family.

In 2012 a discipleship program was initiated, pairing folks in an informal mentor-mentee relationship using Operation Timothy as a guide for meeting/conversation and study. The venture was met with success in terms of establishing relationships but needs some additional efforts toward sustainability.

Also in 2012, the mission of First Baptist was revisited to more succinctly communicate our reasons for assembling; the fruit of that effort is the current mission statement: "Gathering, Growing, and Giving to Glorify Christ."

Small groups have been a part of First Baptist Church for quite some time with some recent additions like the Men's Group, but a concerted effort on the part of the Deacons

saw the concept moved further with the formation of Connection Groups, weekly in-home small groups, in 2019. Covid-19 created a barrier to in-home meetings, but the Deacons remain committed to Connection Groups as a vital part of the Christian Life.

Over the years, First Baptist has developed and maintained a strong emphasis on Christian education and training, offering Sunday School for all ages and a consistent guiding presence from senior members of the congregation; our elders, though not officially called that, serve as a fount of teaching for the church. First Baptist Church of Wellsboro is a community of faith that remains committed to the preaching and teaching of the Word of God as a timeless and infallible guide for Christian disciples.



Church Exterior



Sanctuary



Pastor's Office



Lighthouse

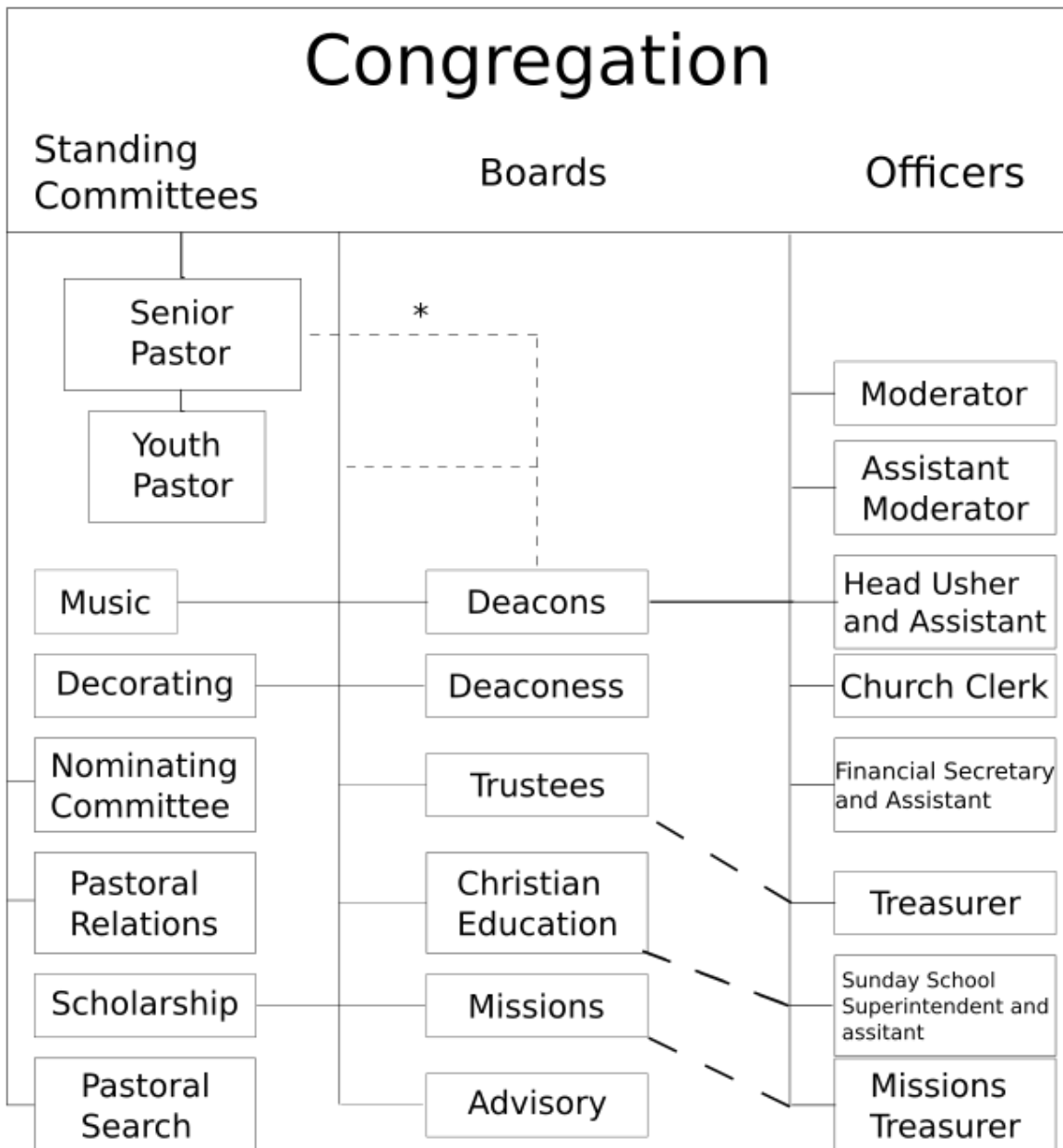
Church Information

First Baptist Church Wellsboro, PA is a small-town church started in 1868. Most of our church families live in a 10-mile radius. Our congregation ranges in age with 15% under 19, 15% 20-55 and 70% over 55 years of age. 58% are female and 98% are European American. About 75% of the households are married, with 77% having no children left at home. 31% employed, 13% students, 51% retired, and 5% homemakers. Those employed are a mix of professions and the average income is approximately \$59,000.

Church Budget (2021) is	\$315,243	Church Membership	344
Expenses (2020)	\$284,567	Average Attendance	121
Missions Budget	\$50,000	Average Sunday School Attendance	55
		Average Youth group Attendance	15

Organizational Chart of Congregation's formal structure:

Organizational Chart - First Baptist Church



* ex-officio all board and committees

Congregational Style Indicator

The congregational style indicator is obtained by means of a survey of church leadership. To see a full breakdown of survey data refer to the “Congregational Style Indicator” section of the appendix.

How Others See Us

We interviewed 2 community pastors about our church. The following is a summary of their responses:

What are the present ministries of this church as you perceive and/or experience them?

- FBC enjoys a well-earned reputation as a pillar in the community. Since I have young children I am mostly aware of kids ministry opportunities. We have benefited greatly from the excellent VBS offered each summer. I have also heard excellent things about Pioneer Clubs. I remember hearing good things about an internship program as well. I know a number of people from the community who have been greatly impacted by the excellent Sunday morning worship services at FBC. The blended service is tastefully executed and provides a rich time of singing that people of all ages can appreciate.
- Strong Sunday worship program. Many people are employed according to their gifting. Ushers, sound and visual ministry, hospitality, musicians, speakers, readers and others. Excellent worship through music with an emphasis on the richness of the song rather than just preferences of style or genre. Good public time of prayer during the service, modeling to the congregation how to pray. A strong emphasis on hearing and doing the word of God through excellence in preaching. The church has an appetite for this type of feeding from God's word through years of practice.

Strong Youth ministry. An emphasis on knowing and doing scripture. Includes strong biblical teaching, service opportunities, 1 on 1 discipleship, and Prayer.

Benevolence ministry.

Prayer ministries.

Ministry to grieving.

Children's ministries. (Pioneer Club, vacation bible school, Sunday school)

Sunday School ministry.

Many others that I am not as familiar with.

What new opportunities of ministry do you see for this church?

- With 10,000 people living in the 16901 zip code and 41,000 in the county, FBC is poised to make a significant regional impact. The light of Christ will continue to shine brighter as the members of FBC continue to grow in their love for God, one another, and the lost in Tioga County. I'm thankful for so many devoted followers of Christ and anxious to see how God uses the church in this next season. On a side note, a small group of gospel-centered pastors meet together once a month to pray for our region. I would love to connect with anyone who is interested!
- The church already has a diverse selection of ministries. Not that God couldn't lead your church into new ministry opportunities but I would like to take this response to encourage a mindset of quality over quantity. FBC Wellsboro is already doing important things very well. Keep it up!

Emphasize a culture of training up in all current ministries areas. Train others in that ministry as if that person were leaving. This goes for all areas of ministry (hospitality, worship, children, youth, Sunday school, etc.)

What are potential areas of growth for this church?

- I'm not sure I have enough knowledge to be able to answer this question well. I'm really thankful for FBC!

- This church has many mature spiritual leaders. Employ them to disciple younger Christians 1 on 1 or 2 on 1.

Continue and further discipleship through small groups, bible studies, and one on one relationships.

Continue integrating peoples gifts into action by intentionally plugging them in and allowing them to use their gifts.

Our Church Life

Our Church Always Offers:

Sunday school for all ages
Midweek Children's programs
Children's Ministry opportunities
Youth Ministry opportunities
Small group Bible study
Women's Ministries
Men's Ministries
Mission involvement
Community service opportunities
Community basic needs ministry:
(Christmas ornament gifts, Deacons' Fund, and Heart of Tioga)

Our Church Most of the Time Offers:

Mission education
Inter-generational activities (Pioneer Club and Game Nights)

Our Church Occasionally Offers:

Needs-based small groups (marriage and financial management)
Ecumenical worship events
Discipleship classes
P.I.E. Ministries (Personal Intentional Evangelism)

Our Church Never Offers:

Mid-week prayer/Bible study
Special needs groups
Spiritual gifts assessment

Teacher training events
Revival/Renewal services
Day-Care Ministry
“English as a Second Language” ministry

Our Church would someday soon like to try this:

Child Care for all services (stopped during Covid-19)
Senior adult ministry opportunities
Single adult ministry opportunities

Current Ministries:

Prayer Chain
Church borrowing library
Vacation Bible School
Shared Home
Medical equipment ministry

Our Worship Life

WORSHIP is the major focus of life together in the church; it gathers the people of God together regularly. Use the following list to help describe the worship experience of your congregation. You can simply check the ones that apply to your church situation or you can mark each one according to the following criteria:

- A** = Always Happens
- R** = Regularly Happens (note monthly, yearly, etc.)
- M** = Most of the Time Happens
- O** = Occasionally Happens
- N** = Never Happens
- S** = Someday Soon We Would Like to Try This

CONGREGATION:

- N** Worship committee plans our worship
- O** Children participate in worship
- A** Lay Leaders participate:
 - R** Make announcements
 - R** Pray
 - O** Preach
 - O** Tell Children's Story
- N** Church Covenant is read
- S** People greet each other as part of worship
- R** Prayer concerns come from the people
 - R** Verbally
 - O** Written form
- O** Responsive Readings/Litanies are used
- O** Unison Prayers are used
- O** Unison Bible Readings are included
- A** Communion Served by Minister
- O** Invitation is extended to make a decision to join church or make public decision for Christ
- Other:

MUSIC:

- Choirs participate
 - Children's Choir
 - Youth Choir
 - Adult Choir
 - Other:

- Hand Bell Choir participates

- Congregation participates in singing
- Praise Songs/Choruses
- Familiar Hymns
- New Songs
- Gospel Songs
- Songs with inclusive language are used
- Other:

- A Worship Team leads congregational singing
- A Song Leader leads congregational singing
- Soloists participate
- An organ is played
- A piano is played
- Other instruments are played
 - Guitar ACOUSTIC AND BASS
 - Drums
 - Other: DULCIMER/KEYBOARD
- We use computer-generated music accompaniment

WE LIKE THE MINISTER TO:

- Be the only worship leader
- Mention all prayer concerns in the pastoral prayer
- Preach sermons with a biblical focus
- Preach sermons on evangelism

- O Preach sermons on social issues
 - O Preach sermons on stewardship
 - A Share leadership of worship with laity
 - O Share leadership of worship with other staff/associate pastors
 - S Share leadership of worship with students in ministry
 - O Tell the children's story
 - A Use input from the Worship Committee (Deacons are the worship committee)
 - N Encourage use of charismatic gifts
 - O Use a variety of worship styles
 - N Wear a robe/stole
- Other:

What We Believe

1. God: We believe in the only true God, the God who has revealed himself through the Bible, through creation, and through Jesus Christ. God is the triune God – one God in three persons: The Father, Son, and Holy Spirit. God is the sovereign creator of the universe, and is its ultimate judge and master. He is omniscient, omnipotent, and eternal. He is at work in the daily lives of men. God is love, but he is also just, righteous, and hates sin. He has provided the sole means of salvation through the sacrifice of his son, Jesus Christ.

2. Jesus Christ: He is the unique Son of God who left the right hand of God the Father to become God incarnate. He is the exact representation of God. As God incarnate he was completely God and completely man, and lived a sinless life. His death on the cross is the atonement and propitiation for man's sin. It is only through his atonement that God imputes Christ's righteousness to us and makes our salvation possible. He is the way, the truth, and the life, and the only way to God the Father.

3. Holy Spirit: He is the third person of the trinity and dwells in the hearts of those who believe at the time of their salvation. He is our counselor and helper. The awareness of the indwelling and continued filling of the Holy Spirit is crucial to the maturing and sanctifying of the believer. The Holy Spirit's divine purpose is to glorify the Son through the church. We believe the fruit of the spirit and the gifts of the spirit are relevant today.

4. Bible: The Bible, in its original documents, is the inerrant and infallible word of God. It is the sole objective revelation of God against which any teaching, preaching, revelation, prophecy, or "leading" must be tested. It is the guidebook by which we believe and live.

5. Baptism: It is the ordinance by which the believer is identified with Christ. In immersion the believer is symbolically “buried” with Christ, and in rising from the water is born again to new life in Christ.

6. Lord’s Supper: It is the ordinance by which we follow the Lord’s command to remember the breaking of his body and the shedding of his blood until he comes again.

7. The Human condition: We are dead in our trespasses and sin. There is nothing we can do to save ourselves. It is only by grace through faith that God the Father imputes righteousness to us.

8. The purpose, place, and mission of the church in today’s society: The church is to call the unbelieving world to repent and turn to God through Christ. The church is to faithfully represent the truth of God’s word to the world. It is to be a light in the darkness. It is to nurture believers, shelter the oppressed, speak against injustice, and care for the physical needs within and outside of the fellowship. It is to provide opportunity for worship and praise, be sure the gospel is preached, and give believers the opportunity to grow in their faith.

9. Laity: We believe in the priesthood of all believers. The laity should be fully involved in the ministry of the church. One of the chief responsibilities of the pastor is to equip the laity for service and evangelism.

10. Role of the minister: This church prefers “pastor” – the shepherd who watches over and cares for the sheep. His primary role is to equip the saints for ministry. He must teach and preach God’s word faithfully; and must also nurture, guide, encourage, correct, and comfort the individuals in the congregation.

11. Commitment to support American Baptist Churches/USA: The role of First Baptist Church is to be a conservative, evangelical, and Biblical influence on the ABC denomi-

nation. We will support ABC programs and missions after individually assessing each and being confident that the gospel is not compromised.

12. Ecumenical witness: We will fellowship with anyone who upholds the primacy of the Lordship of Jesus Christ and believes that He is the only way of salvation. We will not compromise on the Bible being upheld as the authoritative word of God.

13. Human sexuality: Our position is best summarized in the “Nashville Statement”.

The following is an excerpt from our church constitution that reflects the doctrinal beliefs of our church with appropriate scripture references.

ARTICLE 11 – PURPOSE OF THE CHURCH

A. To worship and serve the Lord God. Hebrews 10:25, Acts 2:42, Matthew 22:37.

B. To lead people to accept Jesus Christ as savior and to follow him as Lord in the fellowship of the church. Romans 1:1-8, Romans 12: 1-2, 2 Corinthians 6:1-2.

C. To develop mature Christian disciples and to train our children in the teachings of God’s word. Romans 12: 1-2, Proverbs 22:6, Ephesians 6:4, Psalms 34:11.

D. To provide opportunity for Christian fellowship and mutual support. Ephesians 4:1-3, Galatians 6:2, Romans 12: 15-19.

E. To spread the gospel of Jesus Christ in our community and throughout the world. Mark 16: 15-16, Matthew 28: 18-20, Luke 24: 46-47, Acts 1:8.

F. We accept the Holy Bible as God’s inerrant word and our authority in matters of faith and practice. 2 Timothy 3: 16-17, 2 Peter 1: 20-21.

G. This church shall be independent in the regulation of its own affairs. This church shall be affiliated with the Tioga Baptist Association, the American Baptist Churches of Pennsylvania and Delaware and the American Baptist Churches USA

Goals and Vision for Ministry

On Sunday October 24, 2021 we held a congregational meeting to discuss our goals and vision for ministry. Approximately 70 members and regular attenders attended. They gathered around tables of 8-9 persons, so the number beside the comments represents the number of tables making that observation, if it is more than one table. Below are the questions and their responses.

1. What are the strengths of our church and the ministries we do well?

Worship

- Biblical preaching (8)

Evangelism

- No comments

Teaching

- Strong Sunday School and Bible studies (4)
- Small group Bible studies (3)

Fellowship

- We are a welcoming congregation (3)
- We are a caring fellowship (3)
- We are generous in our giving (4)
- We are good at cooking and baking :)

Age group ministries

- Strong youth program (8)

Missions

- Local outreach (4)
- Good mission giving
- Short term, week or more, mission trips

Other

- Counseling
- "we discuss sin"

2. What are our ministry needs; what could we do better?

Worship

- Involve more people in music ministry (2)
- Involve children more in worship service

Evangelism

- We need to do better in general
- We need to reach younger adults and families

Teaching

- We need to encourage Sunday School attendance
- More special educational opportunities
- Particularly need to encourage young adults and families to attend Sunday School (3)
- Discipleship program (2)

Fellowship

- Invite those who already attend church to join small groups
- Prayer meetings
- Add more small groups
- Improve visitation to shut-ins, hospitalized patients etc.
- Follow-up on what happened to people who were placed on our prayer chain

Age group ministries

- Increase to young adults and couples

Missions

- No comments

Other

- Be more welcoming as people arrive (3)
- Increase visitor desk awareness
- Use our gifts and serve on boards
- Increase communication about service opportunities

3. What new ministries would you like to start?

Worship

- No comments

Evangelism

- Be more visible in outreach to community, make use of newspaper.

Teaching

- Discipleship (mentoring) program (2)

Fellowship

- Sports and game opportunities
- Unstructured ministries like a coffee house
- Just emphasize fellowship more in general

Age group ministries

- Improve ministries to young adults and families (2)
- Restart elderly ministry (J.O.Y. program)

Missions

- Very short term (day or couple of day projects) opportunities.

Other

- Improve what we already do (3)

4. What are the hindrances to maintaining our strengths and filling our needs?

Worship

- Since we don't take an offering during the service we have not been praying for it as part of our worship
- Lack of enthusiasm
- Lack of "branding" – who are we?

Evangelism

- Lack visibility in outreach

Teaching

- Lack discipleship program

Fellowship

- No comments

Age group ministries

- No comments

Missions

- No comments

Other

- Aging congregation (6)
- Behind in technology
- Lack volunteers and commitment (6)
- Sticking to tradition (3)
- Requiring membership to serve on boards
- Takes too long to become a member
- Go back to monthly congregational meetings
- Need additional lay leadership (2)

Burn out of present leadership

Ministry Priorities

1st #_PS13 Interpreting the faith

Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to person's lives.

2nd # PS210 pastoral care

Provide by word and presence an empathetic understanding of and concern for persons in the routine and joys as well as the crises and transitions of life, giving assistance where appropriate and feasible.

3rd #PS230 Preaching

Support the preaching ministry with time for preparation/reflection on the word, and commitment to listen for the word's power and its implications for individuals, the church, the community, and the world.

4th # PS50 Conflict resolution

Resolve conflict situations with persons and groups for the sake of the church's ministry.

5th # PS080 Education

Provide a teaching ministry that is based on theological, educational, and historical foundations.

6th # PS060 Counseling

Provide opportunities (a place and/or persons) for individuals, couples, families and/or groups to enter a healing relationship.

7th # PS300 Visitation

Make formal and informal connections with church members or others in their homes, at work or in other settings.

8th # PS170 Evangelism

Seek to lead persons to make decisions for Christ encouraging their identification with and participation in the local church/community.

The search committee has also included the following additional priorities:

1. Administrate overall church program
2. Look for ways to attract and engage young adults and families
3. Encourage development of small groups

Compensation, Benefits, and Other Reimbursements

Our church offers the following:

- Salary
- Housing Allowance
 - We do not own a parsonage
- Benefits
 - Retirement and death benefit
 - Medical/Dental insurance
 - Social Security Offset

- Car Allowance
- Continuing education allowance
- Convention allowance
- Days off – 2 per week
- Vacation
- Holidays – pre-determined legal holidays
- Moving costs (will pay reasonable costs)

Search Committee Members

Donald Shaw – Committee Chairman

Josh Beals – Committee Secretary

Marsha Chesko

Mark Parsons

Brian Kennedy

Phil Snyder

Sarah Vickery

David West

Sandy Worden

Contact Information

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Search Committee Chairman	Donald Shaw
E-mail Address	ddsdo@ptd.net

Appendix

Community & Church Questionnaire Data

1. Which indicator most nearly describes our community?

- a. Center city (in city of more than 25,000* population)
- b. Transitional urban neighborhood
(in city of more than 25,000* population)
- c. Stable urban neighborhood
(in city of more than 25,000* population)
- d. Inner suburb
- e. Outer suburb
- f. Small city (5,000 to 25,000* population)
- g. Small town (less than 5,000* population)
- h. Open country

(*You may wish to indicate the exact size of your community.)

2. The approximate number of members and church participants within the following distance of our church building.

- a. **11** 1 mile
- b. **9** 1-2 miles
- c. **18** 2-5 miles
- d. **15** 5-10 miles
- e. **11** more than 10 miles

3. Which indicator(s) most nearly describes our congregation?

- a. DOWNTOWN CHURCH - People travel from a wide distance into the center of the city
- b. FEDERATED/UNION - Initiated, supported, or identified in some way with two or more denominations
- c. NEIGHBORHOOD CHURCH - Serves a relatively small residential neighborhood of the city or the suburbs

- d. NEW CHURCH - May have begun as a mission of an already established church and/or with the gathering of like-minded persons to fulfill a vision for ministry
 - 1. 5-10 years as a church
 - 2. 2-5 years as a church
 - 3. less than 2 years as a church
- e. OLD ESTABLISHED CHURCH - Has a long history of ministry and may have helped establish other churches
- f. RESTARTED CHURCH - May have a long history and lived through significant community change and emerged with a new vision for ministry
- g. SMALL TOWN CHURCH - Serves a town of a few hundred to less than 5,000 residents
- h. YOKED PARISH - Yoked together with another church of the same or a different denomination for the support of pastoral leadership (If dually aligned, or yoked with another denomination, indicate other denomination)
- i. OTHER _____

4. In which denominational events does our church participate and how many members attend?

- a. **2-3** The Biennial Meeting of American Baptist Churches USA
- b. **2-3** The annual/biennial meeting of our region
- c. **1** Meetings of our association/area
- d. **0** Training events sponsored by our region
- e. **15** Camping/conference programs
- f. Other

If dually aligned or yoked with another denomination, in what events from the other denomination does our congregation participate?

5. The approximate number of members and/or church participants in each category.

		MALE	FEMALE	TOTAL
a.	0-9	3	2	5
b.	10-14	2	5	7
c.	15-19	4	3	7
d.	20-29	0	5	5
e.	30-45	5	6	11
f.	46-55	3	4	7
g.	56-65	8	15	23
h.	66-74	17	17	34
i.	75-79	4	13	17
j.	80-above	12	10	22
TOTAL		58	80	138

6. The approximate racial/ethnic mix of our congregation.

- a. **1** African American
- b. **1** Asian American
- c. **REST** European American
- d. **1** Hispanic/Latino
- e. _____ Native American
- f. _____ Other _____

7. The approximate number of households in each category.

- a. **1** Single female parent with one or more children at home
- b. **0** Single male parent with one or more children at home
- c. **38** Married with no children at home
- d. **11** Married with one or more children at home
- e. **1** Separated/divorced with no children at home
- f. **20** Separated/divorced living alone
- g. **0** Single adult living with parent/s
- h. **0** Single adult not living with parent/s
- i. **10** Widowed living alone
- j. **0** Widowed with one or more children at home
- k. **2** Other

8. The approximate number of members and church participants:

- a. **28** Employed full-time
- b. **13** Employed part-time
- c. **7** Homemaker full-time
- d. **68** Retired
- e. **18** Student
- f. **1** Unemployed

Employment category:

- | | | | | | |
|----|----------|-------------------------------------|----|----------|----------------------------|
| a. | 6 | Clerical, office, etc. | j. | 0 | Military |
| b. | 0 | Craft worker, production supervisor | k. | 5 | Professional |
| c. | 2 | Farmer or farm manager | l. | 2 | Sales |
| d. | 0 | Farm laborer | m. | 3 | Service |
| e. | 4 | Health care worker | n. | 5 | Teacher |
| f. | 6 | Household worker | o. | 2 | Technical |
| g. | 4 | Laborer | p. | 1 | Other <u>radio</u> |
| h. | 0 | Machine operator | q. | 1 | Other <u>ministry cook</u> |
| i. | 3 | Manager, proprietor, executive | | 1 | Other <u>trainer</u> |

9. The approximate number of households in our church by estimated income range.

- a. **9** \$ 0 - 24,999
- b. **14** \$ 25,000 - 44,999
- c. **9** \$ 45,000 - 59,999
- d. **9** \$ 60,000 - 74,999
- e. **15** \$ 75,000 - above

10. Create an Organizational Chart of your congregation's formal structure. Such a chart might include one or more of the following boards, committees or groups:

One Board with sub-committee or task groups

Multi-Board or several Boards

Pastoral Relations Committee

Cooperative programs:

___ between boards

___ with other churches

___ with social agencies

Clubs or organizations

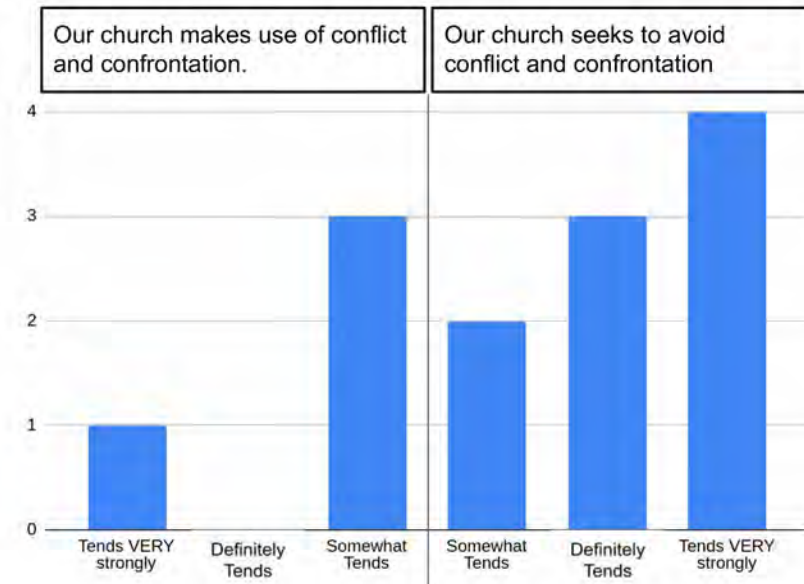
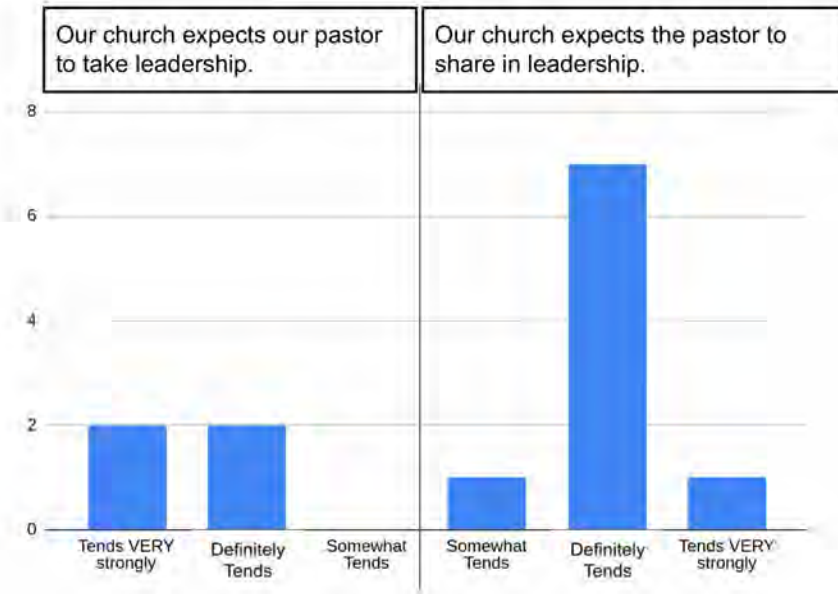
- 11. Financial matters often reflect the commitments of a church. The following suggests information that might be helpful to potential candidates.**

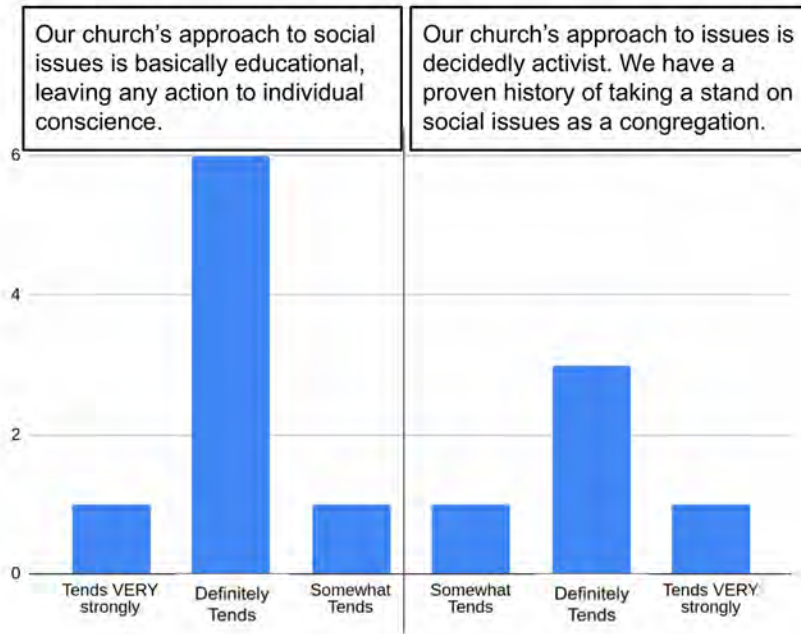
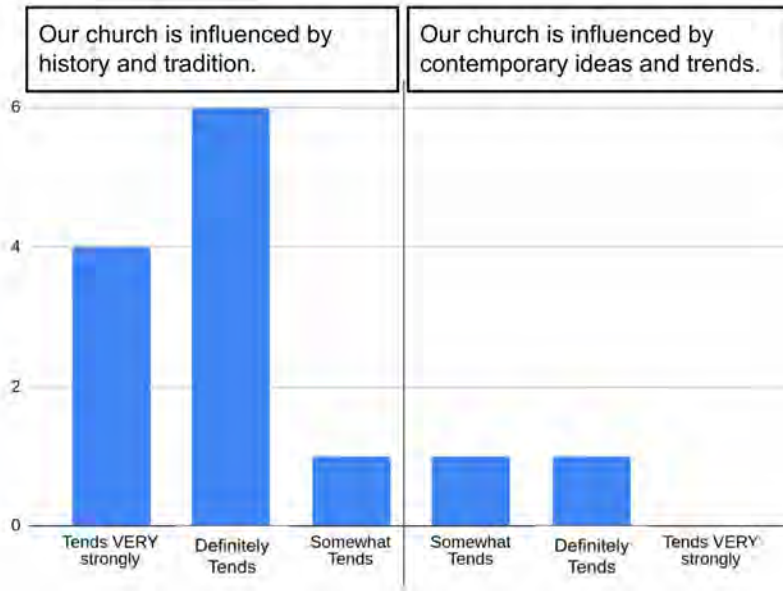
The current total budget of our church is **\$ 315,243**

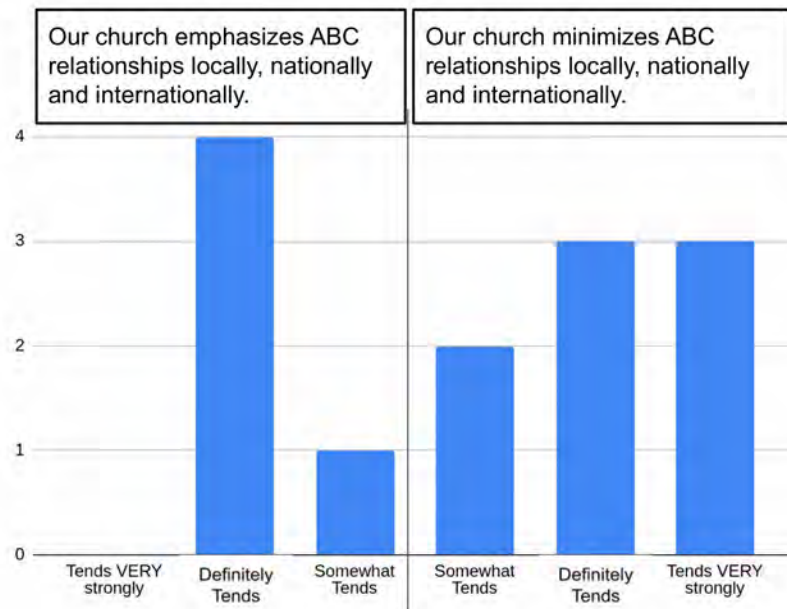
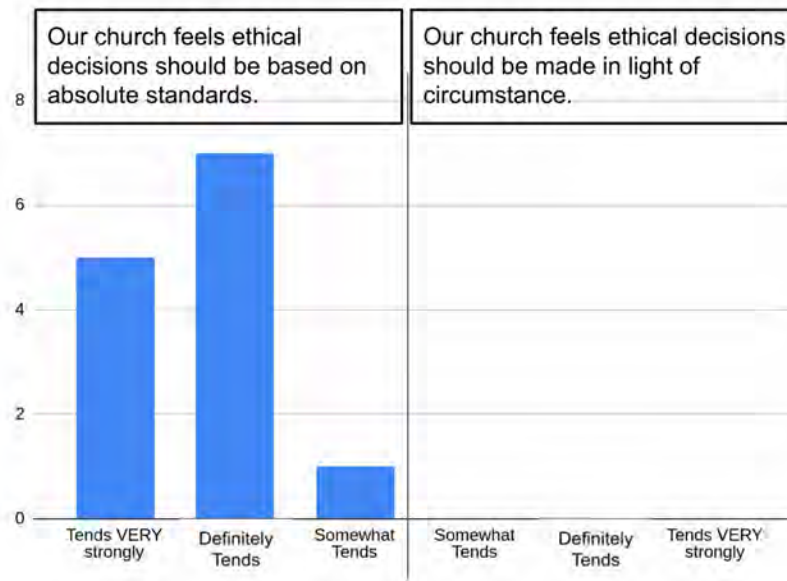
The current expenses of the church is **\$ 285,567**

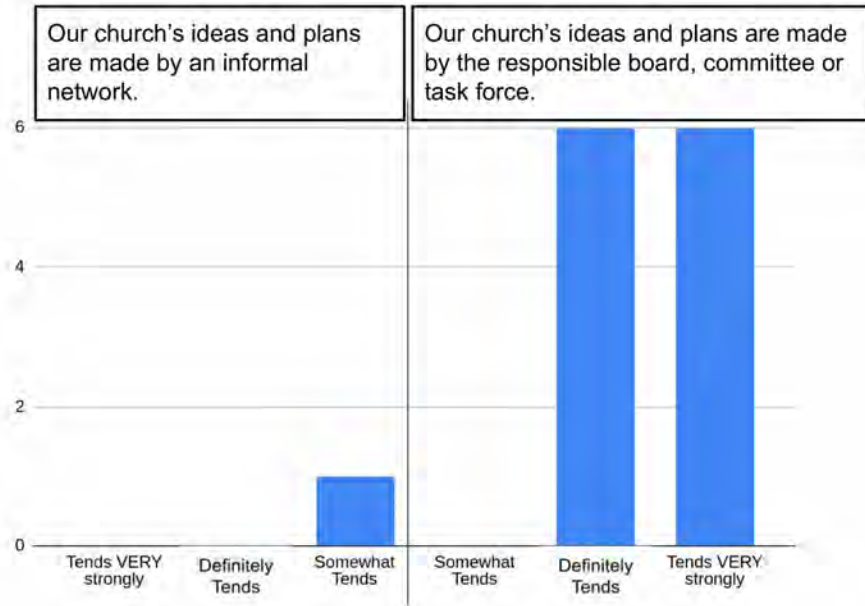
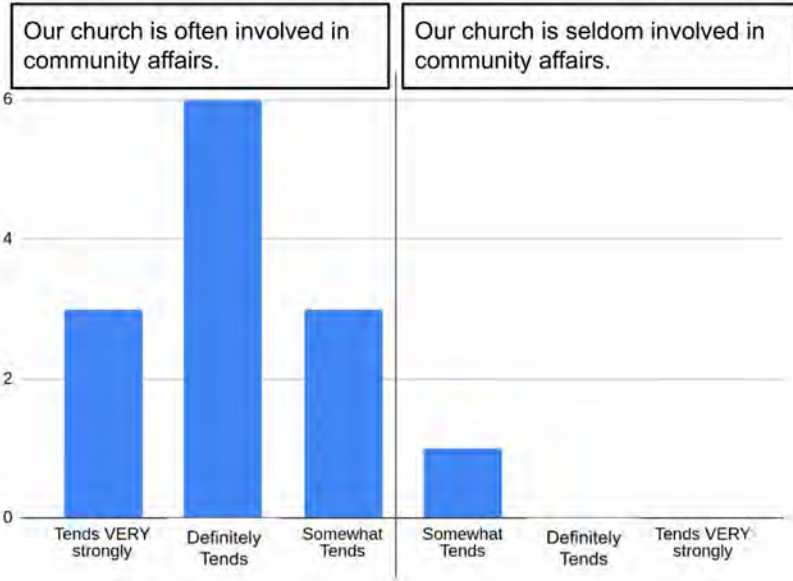
The annual mission giving is **\$50,000**

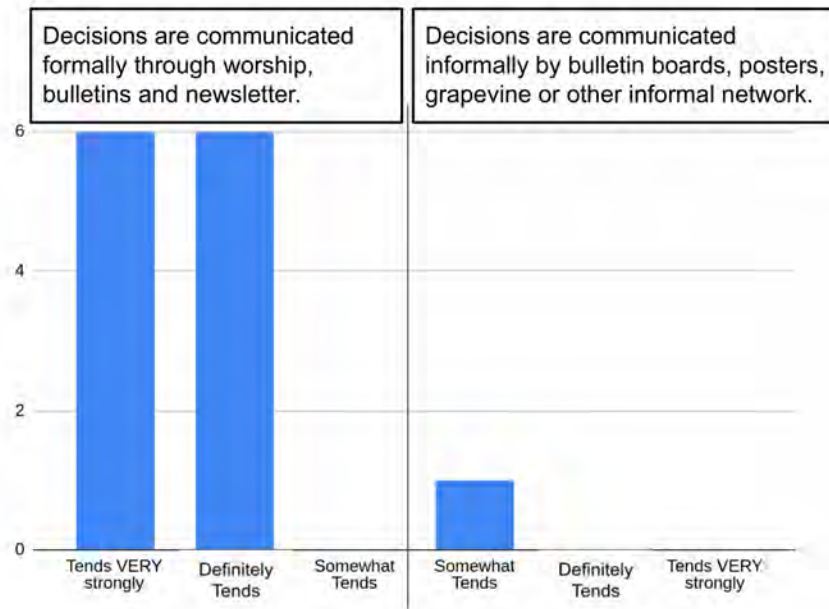
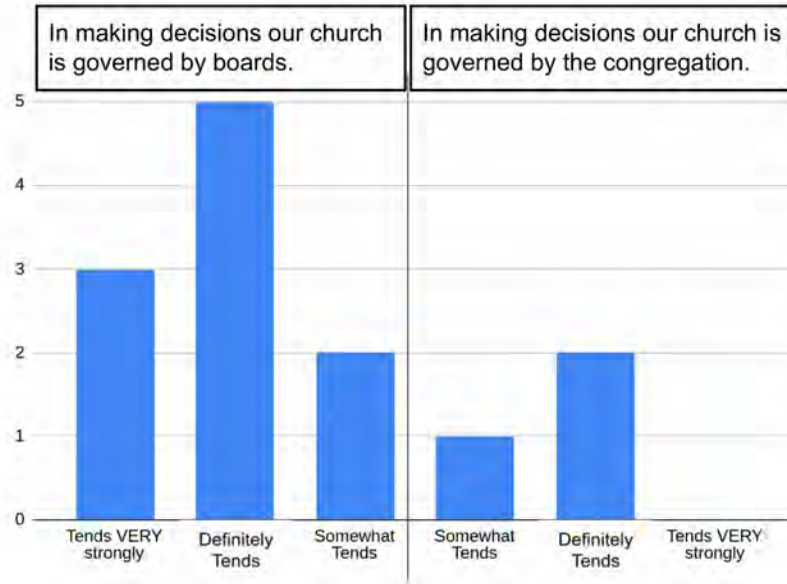
Congregational Style Indicator

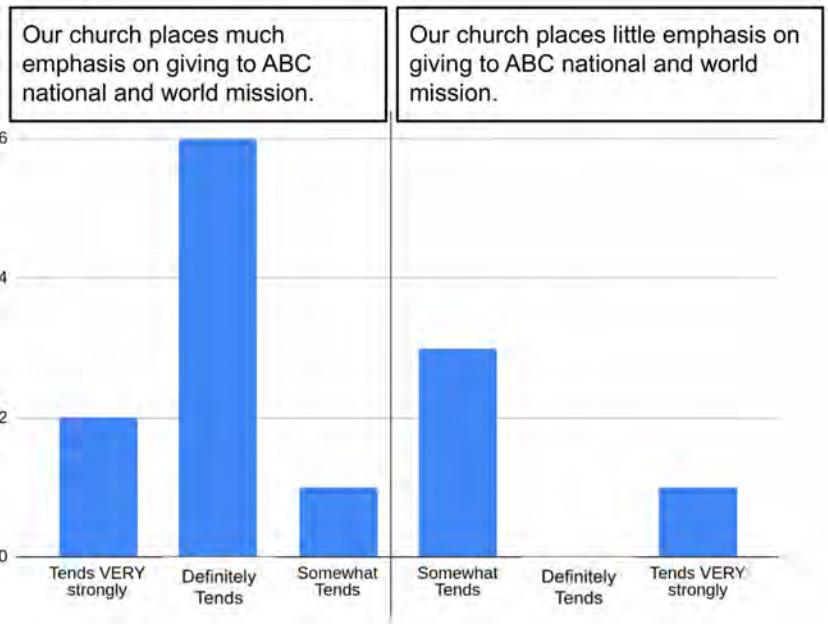












What Do We Want To Do & What Do We Need Our Pastor To Do Survey Data

Below is a list of ministry activities that relate to the life and work of a congregation. For effective partnership in ministry, the work ultimately belongs to both clergy and laity. However, at specific moments in the life of the congregation, pastoral leadership is needed more in some areas than others.

From the list select the ministry activities for which the congregation has major responsibility and place a “C” beside them. Then select eight ministry activities for which your church is seeking professional skills at this time and place a “P” beside them. Not all the activities listed will apply to all church positions.

Note: The numeric codes below, (PS010, PS020, PS030, etc.), will be used later by your regional consultant when matching your ministry needs with the ministry strengths of potential ministry candidates

Number of “Ps”	Code	Description
2	PS010	Prepare and implement budget. (budget/financial management)
13	PS020	Develop and maintain programs and activities for enlarging the membership and/or the church’s vision for ministry. (church growth)
3	PS025	Gather together a new body of believers on a regular basis for Bible study and worship that will lead to a new permanent congregation. (church planting)
9	PS030	Keep persons informed through the use of the media, the church newsletter, etc. (communication)

8	PS040	Identify and evaluate the needs of the community and work to meet those needs through individual and/or corporate action. (community assessment/involvement)
38	PS050	Resolve conflict situations with persons and groups for the sake of the church's ministry. (conflict management)
30	PS060	Provide opportunities (a place and/or persons) for individual, couples, families and/or groups to enter a healing relationship. (counseling)
1	PS070	Work with a language, ethnic or cultural group different from your own. (cross-cultural involvement/mission)
32	PS080	Provide a teaching ministry that is based on theological, educational and historical foundations. (education)
20	PS090	Seek to lead persons to make decisions for Christ encouraging their identification with and participation in the local church/community. (evangelism)
19	PS120	Cooperate with churches/leaders from Baptist and other denominations. (interchurch cooperation)
47	PS130	Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to persons' lives. (interpreting the faith)
18	PS140	Seek to recognize and call forth the potential of persons as leaders, providing opportunities for their training and growth. (leadership development)
14	PS150	Attempt to turn vision into reality and to sustain it in the church. (leadership)
12	PS160	Motivate and support persons in discovering and using their gifts for ministry in their daily lives. (ministry of the laity development)
8	PS170	Encourage and provide opportunities for the congregation/individual to be informed and involved in Christian witness at home and abroad. (mission promotion)
1	PS175	Demonstrate keen sensibilities to other language, ethnic,

		and/or cultural groups and settings. (multicultural sensitivity)
1	PS180	Maintain a choral and/or instrumental program/s of the church. (music directing/performing)
12	PS190	Create an atmosphere in which persons feel accepted, Included and cared for and can identify with the group. (nurturing fellowship)
13	PS200	Develop and implement the goals and objectives of the church. (planning and management)
41	PS210	Provide by word and presence an empathetic understanding of and concern for persons in the routine and joys as well as the crises and transitions of life, giving assistance where appropriate and feasible. (pastoral care)
13	PS220	Enable the staff to accomplish their duties and responsibilities and encourage their personal and professional growth. (personnel supervision)
39	PS230	Support the preaching ministry with time for preparation/reflection on the Word, and commitment to listen for the Word's power and its implications for individuals, the church, the community and the world. (preaching)
3	PS240	Design, encourage and help to implement organizational, social, educational, religious and/or recreational programs of ministry. (program development)
3	PS260	Seek to be aware of justice issues in the community and the world; then discover ways to act toward eliminating the cause of injustice. (social action enablement)
15	PS270	Provide opportunities for individuals or groups to understand and enhance the spiritual dimensions of their personal lives. (spiritual life development)
9	PS280	Enable persons to develop and use individual and corporate resources – personal gifts, skills and finances – to the glory of God. (stewardship)
4	PS290	Enable persons to lead using methods and materials appropriate for the learners' ages and situations. (teaching)

- 29** **PS300** Make formal and informal connections with church members or others in their homes, at work or in other settings (visitation)
- 14** **PS310** Participate actively in worship, offering feedback and suggestions for greater participation and effectiveness in the expression of praise, thanksgiving and devotion to God. (worship preparation and leading)
- 1** **PS320** Develop and lead a ministry with adolescents that nurtures youth toward Christian faith commitment and discipleship. (youth ministry)