



**North Raleigh
Presbyterian Church**

2010 Mission Study Report

May 2010

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Jeremiah 29: 11

For I know the plans I have for you, says the Lord, plans for welfare and not for evil, to give you a future and a hope.

EXECUTIVE SUMMARY

Purpose

A Mission Study is a process that a congregation goes through to seek to discern how God would have that church to be and to act in the future. It is led by a committee of Session, called the Mission Study Team or MST.

The process results in a report written by the MST that is presented to the Session for approval and to the Committee on Ministry for review. This review is necessary before a congregation is allowed to elect a Pastoral Nominating Committee.

The MST is composed of the following members: Kent Dove, Karen Fink, Mike Ganey, Janet Livengood, and Jeff Morgan.

Process

This report is the outcome of over 100 people attending the 4 adult sessions, plus 6 youth in a special session. In addition, 144 of 365 members (40%) responded to an online survey.

We also developed and compared the demographics of the church and our surrounding area, interviewed 3 community leaders for their insights about community needs. Despite disparate views among members, the final interactive session yielded a consensus mission/vision statement, plus goals and objectives.

Demographics

The Mission Study Team completed a demographic study on NRPC and the surrounding area. The church pulls members from a fairly well defined geography, bounded by highway 98 to the north, Lynn Road to the south, Glenwood Avenue to the west, and Six Forks Road to the east. This “NRPC Zone” is middle to upper class, white, young, well-educated, and family oriented.

This area has experienced dramatic growth that has started to slow in recent years. The NRPC church mirrors the surrounding area – the church has experienced tremendous growth over the last eight years, is well educated, skews toward professional jobs, and has a mix of people of all ages. NRPC is a young church, chartered in 1984; despite our young age, NRPC is a large Presbyterian church with a current membership of 365.

Community Study

Three individuals with ties to the community and NRPC were interviewed. Each individual shared ideas of ways the church can serve the surrounding community. Their insights included support for the underemployed and meeting the needs of the ever-increasing aging population. These observations were considered as part of the discussion of our vision and mission.

Congregational Survey

The MST used the Pastoral Search Inventory developed by the Hartford Institute for Religion Research of Hartford Seminary to ascertain what characteristics are desired for the next permanent pastor at NRPC. We achieved a 40% response rate, or 144 out of 350 members. While there were often conflicting or disparate views on theological issues, there was strong consensus in terms of the desirable characteristics for the next permanent pastor of NRPC: relaxed, outgoing, welcomes new approaches, participative decision making, helps people find answers, spiritual, and thought provoking. Additionally, the consensus was we did not want a pastor to be heavily focused on social justice but we do want a pastor who provides inspiration.

In addition to the qualifications for pastor, the survey asked people to reflect on the church mission's as a whole. Some key strengths include offering meaningful worship and providing fellowship opportunities. Two areas of concern are helping members discover their own gifts for ministry and services, as well as helping members deepen their personal and spiritual relationship with God.

Another highlight of the survey was that there were two areas seen as both a strength and an area for improvement. These are: 1) engaging in acts of charity and service, and 2) providing Christian education for children and youth. The MST believes that the reason for this seemingly conflicting result is that the areas of outreach and Christian education are constantly growing and changing.

Gatherings

The MST organized and held four gatherings open to all members. These meetings were held on Saturday mornings and attended by a total of about 100 members. The first three gatherings were used to communicate information related to our demographic study, community study, and survey results. The fourth session was a culmination of the previous sessions and focused on establishing goals and objectives. This was achieved by reviewing our existing mission and vision statements, modifying them based on our current status and plans for the future. Additionally at each gathering, we encouraged participants to build a timeline documenting the history of NRPC.

Summary

Despite our individual disparate beliefs and frames of reference, we have a strong sense of a community of faith, common goals as seen through our revised mission and vision statements and a strong consensus of what we want from our next permanent pastor. As a result of this entire MST process, we have provided concrete direction and input to the PNC.

Recommendations

Session adopt revised mission and vision statements, goals and objectives and strengths/needs assessment as identified at the congregational gatherings.

Pastoral Nominating Committee carefully study the survey result summary and raw data for insights and guidance.

Consider another church-wide survey in five years as this effort yielded meaningful insights and information at low cost.

Session needs to continually assess how best to communicate with, assimilate, and engage the congregation.

Section I

Vision and Mission

At the final congregational gathering, we looked at our current mission and vision statement. We asked small groups to look at all of the mission statements and make modifications. Groups combined many of the statements and also modified the wording of the statements. We then captured on paper all of the suggested changes and then at the end, collectively, revised our mission statement. The result is a mission statement that captures that Jesus Christ calls us to service and vision statements that are crisp and capture our strengths as well as areas of focus.

Original Mission Statement

North Raleigh Presbyterian Church is a welcoming community serving Jesus Christ through engaged discipleship.

NRPC Vision Statement (original)

By 2012, NRPC will embody our mission as we:

- Exude a vibrant and contagious spirituality that drives the growth of our reverent reformed Presbyterian congregation.
- Educate all ages to nurture a rich spiritual life.
- Equip and encourage people to use their spiritual gifts in ministry.
- Identify, recruit and develop leaders for the church.
- Serve others through progressive outreach.
- Share our abundance with neighbors, near and far.
- Expand facilities to meet current and future needs.
- Grow a dynamic youth program.
- Sustain a close community of faith.

Mission Statement (revised)

North Raleigh Presbyterian Church is a welcoming community responding to the call of Jesus Christ to serve through engaged discipleship.

NRPC Vision Statement (revised)

Exude a vibrant and contagious spirituality that drives the growth of our reverent reformed Presbyterian congregation.

Offer a reverent worship that is focused on our love and praise of Jesus Christ.

Educate and provide opportunities for all ages and abilities to nurture a rich spiritual life and deepened relationship with God and develop a dynamic education program for all ages, specifically our youth program. Identify, intentionally recruit, and develop leadership for the church by encouraging people to discover and use their spiritual gifts so that they are engaged in Christian discipleship.

By loving others as ourselves, share the love of Christ's abundance by serving and supporting others through proactive outreach/helping of others.

Utilize facilities to meet current and future needs.

Sustain a close community of faith.

Goals/Objectives (using revised vision statements)

During the last congregational gathering, we asked small groups of four to five people to develop two to three objectives for two of the vision statements. The following are the results.

Vision 1: Exude a vibrant and contagious spirituality that drives the growth of our reverent reformed Presbyterian congregation.

- Invite a friend 2 times a year to worship service
- Have year-round church/Sunday School
- Keep website current to tell our story, pictures especially with/of children.

Vision 2: Offer a reverent worship that is focused on our love and praise of Jesus Christ.

- Be aware and sensitive of congregations' needs and abilities within worship, i.e., not using steps.
- Continue to support and nurture music program.
- Insure that language is all-inclusive.
- Offer all age groups the opportunity to lead worship.
- Continue to support children's music and worship time.

Vision 3: Educate and provide opportunities for all ages and abilities to nurture a rich spiritual life and deepened relationship with God and develop a dynamic education program for all ages, specifically our youth program.

Establish a defined progression plan that defines attributes of learning at each age and include a framework for transitions at all ages. Continue to focus and support alternative and additional Christian Education opportunities beyond the Sunday School hour. Specifically address the goal of continuing participation during the transitions from elementary to middle to high school.

Vision 4: Identify, intentionally recruit, and develop leadership for the church by encouraging people to discover and use their spiritual gifts so that they are engaged in Christian discipleship.

Communicate early that active participation in church programs is an expectation of all members.

Vision 5: By loving others as ourselves, share the love of Christ's abundance by serving and supporting others through proactive outreach/helping of others.

Identify three programs in N. Raleigh area and implement this year. Identify programs in combination with other churches and implement in one year. Raise congregation's awareness in order to share abundance (financially) stewardship. Encourage outreach participation by 25%. Identify needs of specific groups (elderly, singles) and implement within one year.

Vision 6: Utilize facilities to meet current and future needs.

Yearly assessment of facilities as part of long range planning
Develop standardized procedure manual – knowing who to contact regarding use of facilities and risk management as standing committee.

Vision 7: Sustain a close community of faith.

Sustain fellowship and member development programs including opportunity fair and strengthen communication

Overview of Congregational Gatherings

The Mission Study Team facilitated four congregational gatherings to organize congregational input/thoughts/ideas and to serve as a mechanism in reporting information back to the congregation. The four congregational “gatherings” were all held in the Faith Ministries Building of NRPC. They were held on Saturday mornings, March 6, March 20, April 10, and April 24 from 9:30-11:00, except for the fourth gathering, which went for two hours.

Each gathering was opened with prayer and there was Bible study relative to the subject matter of the day. Also, to begin each of the gatherings the members present were invited to contribute to the church time line which reflected both historical as well as personal reflections of those who participated. This time line was not only made available at the beginning of the gatherings, but was a tool that was instrumental in the final preparation of this report.

The subjects of the gatherings were diverse and encouraged active participation of those present. Gathering 1 dealt with who we are as a church and a congregation. This was a more intimate gathering in terms of information shared. Each member present was given the task of sharing thoughts and perspectives of their affiliation with the church, which included questions relating to how long they had been Presbyterian, the extent of their participation in the church, and were asked to share thoughts about the ministry of the church. We also explored a self-inventory of personal characteristics that we felt defined who we are personally. There was also an exploration of our faith exercise that encouraged a deeper discussion of who we are as Christians.

Gathering 2 dealt with the demographic survey of who we are and the geographical territory that we encompass. It was disclosed that, with few exceptions, our congregation lives within a 5 mile radius of the church. We are made up of a mixture of religious backgrounds primarily Catholic, Baptist, Methodist, as well as Presbyterians. Even though we have representation from all age ranges, we are a relatively young church and have a large representation of professional, highly educated people.

Gathering 3 was much anticipated as it was the meeting that the results of the congregational survey were to be shared. The survey had been tallied and the results had been summarized by the MST in a simple way to display to those present. Of course, the main event was the revealing of the type of person that we as a congregation said we wanted as a minister. However, other very important business was discussed. A financial report was given as to the current economic health of the church. Lastly, we had included feedback from area

leaders in several fields as to what we might expect in terms of future needs of the community.

The final gathering was the culmination of who we feel we are as a church. We expressed this best by revisiting our Mission Statement and our goals and objectives. There was such a tremendous interest and overwhelming expression from all present and the involvement was so intense that this gathering ran over 30 minutes from our allotted time.

There were a number of tools used to enhance the experience. Child care, including snacks, was provided at every gathering to encourage participation by families with younger children. All gatherings had enough child participation to warrant two such care providers. Also, members were allowed and encouraged to express their feelings and thoughts in a variety of ways. Not only by the verbal exercises used, but they were encouraged to express their interests by recording their thoughts in the time line document and on three separate stations provided during the third gathering. In addition, a light breakfast was offered at each gathering and fellowship was enhanced and encouraged before each session.

Separate from the four sessions described above, there were six children from Kids Club (3rd through 5th grade) that participated in a session designed to discuss the process for finding a permanent pastor, the desirable characteristics of the new pastor, what they liked about NRPC, and what they felt we needed to improve upon. The children said the new permanent pastor should have the following characteristics: care about people, be compassionate, like kids (because we have so many), be good at public speaking and like speaking in front of people, be inspiring. They thought we should strive to get more people to be members so we can have more money so we can: have a memorial space, a place to pay tribute to past and current members, help more people by doing more programs.

As a result of these gatherings, we became more acutely aware of who we are and we feel we want to lead us spiritually as we move forward. It is the consensus of the MST that our mission was accomplished and that the soon to be appointed Pastoral Nominating Team will have a solid and sound foundation to use in its pursuit to find our next full time minister.

NRPC Needs

Needs of the church as determined by brainstorming session and survey results

This is in no particular order or priority

1. Director of Christian Education
2. strengthen youth programs
3. stronger children's programs
4. permanent pastor
5. helping people assimilate into the congregation
6. engaging in acts of charity and service to persons in need
7. helping members deepen their personal, spiritual relationship with God
8. providing Christian education programs for children and youth
9. helping members discover their own gifts for ministry and service

Needs of the community around NRPC

These were determined by brainstorming session and interviews with community leaders.

These are in no particular order or priority

1. providing support for families with special needs
2. older adults
3. children with special needs
4. pre and post school space for working parents
5. programs that bring older adults together with children
6. mothers morning out
7. support for single parents
8. support for people in transitions: divorce, job loss, death of family members
9. respite care for children and young people with special needs
10. inclusion of special need people in programs that already exist
11. church itself seen as a community/neighborhood since children go to so many different schools from one local address needs of the underemployed: childcare, training.
12. needs of older adults

Strengths of Church as determined by brainstorming session and the results of the survey.

These are listed in no particular order or priority

1. offering worship that provides a meaningful experience of God and the Christian tradition
2. providing Christian education programs for children and youth
3. engaging in acts of charity and service to persons in need
4. warmth of the congregation
5. lot of people willing to work

6. support from all within church family
7. friendly
8. the people!
9. strong and willing session
10. outreach—active involvement
11. caring
12. child-friendly
13. providing fellowship opportunities for members

Bible Study Insights

During our congregational gatherings, we explored our faith through either questions or through specific Bible scriptures. We divided the participants into groups of four or five and asked them specific questions from our process guide about the scripture. The purpose was to look to God's Word and what it is telling us regarding who we at NRPC are called to become.

In the first session, we explored our faith by asking five multiple choice questions. The questions were about faith, life after death, witnessing, God's influence on the world, and God as a God of justice. What we learned from the twenty-five participants is:

- While we don't have a consensus on any of the above items, there were many questions where most participants selected one of two answers. For example,
 - o In defining faith, most people felt faith was either "a life of commitment to God, demonstrated by trying to do what is right" or "a trust in God's grace."
 - o In regards to which statement comes closest to your view of people in other countries who have never heard about Christ, participants responded evenly with "I desire to share the love of Christ with them" and "We should respect their religions and stop trying to impose Christianity upon them."
 - o In regards to which statement comes closest to your view of the way in which God influences what happens in the world, the majority of people stated that God influences individuals who then shape events.
- We each bring to NRPC our own beliefs and our own doubts.

- Although we are on the same journey, toward a deeper relationship with Christ, we are each on our own path.

In the second session, we read Matthew 5:13-16 which talks about salt and also being a light in the world. The key findings were:

- While the outside world focuses on the divisive issues in the church, the good works get taken for granted or overlooked.
- If we want to be effective, we need to focus on the quality of activities, not the quantity.
- Salt brings out flavors; the church brings out the best in people. We bring out the best in each other.
- How do you engage people at their level and get them to stretch their personal comfort zone
- We need to understand why we are a church in the first place, otherwise it's just a social outlet. We need to focus on the true reasons for being in existence rather than the earthly reasons.
- The church is a collection of people that manifests itself through good works.

In the third session, we read Corinthians 12:4-13 where Paul compares the church to the human body. The key findings were:

If we expect the church to work, we must all pitch in.

We must be one in Christ.

There are many facets in how we can serve.

An individual is not expected to do everything, because they can't and must not.

Recognize each individual has his/her own gifts.

We are all inspired by the same God.

Different gifts makes us stronger.

Differences were purposely given to us to appreciate the differences and make us strong...embrace our differences.

We need to help people to realize their gifts.

In the fourth session, we read two scriptures, the first being Phillipians 3:12-14.

The key findings were:

We must press on, look to the future, do not dwell on the past.

We must plan so we can be on a specific path; plan but be willing to make changes.

We are grateful for the cloud of witnesses surrounding us.

The second scripture was Hebrews 12:1-2. The key findings were:

We're all in this together; we need to put aside the past, glorify God.

We must run the race – not stroll, not walk, not meander.

We must be committed to the mission.

We should find joy in the journey.

We must endure and persevere.

North Raleigh Presbyterian Church Timeline Results

The listings in regular font are significant events in the history of NRPC, the listings in italics are congregational reflections.

The Eighties

May 1984: North Raleigh Presbyterian Church chartered; holding worship services in Lynn Road Elementary School cafeteria; Wilson Gunn is organizing Pastor

July 1984 First VBS at Umstead State Park

May 1986 Ann Jones becomes Interim Pastor

Dec. 1986 Wadih Antoun first preaches at NRPC

Feb. 1988 Tim Bird becomes pastor

Nov. 1988 Tornado hits north Raleigh area including home of clerk of session and other members

May 1989 First worship service in what is now our Faith Ministries Building Benjamin Weir (former hostage in Lebanon and GA moderator) spoke in our new building

July 1989 Started serving meals quarterly at what was then the Arc Shelter

Memories (in basic chronological order)

My husband's reaction to small yellow chairs in the Lynn Road cafeteria

In the beginning-a great and good start/fine lunches

Ann Jones :)

Joining the church!

1987 found a church family @NRPC, became friend of Wadih Antoun

Sang 'Jesus Loves Me' as a solo

Funny skits at a new member dinner where the adults pretended they were in the nursery

Christmas Eve service in "FMB" before the building had a roof

*1989 joined the church
Wadih Antoun teaching me the Apostle's Creed at Lynn Road School
Baptism of first child
Asked/invited to serve
Played piano for the church for the first time
March 1989 started directing the choir*

The Nineties

1993 MJ Junkin served as youth pastor and church educator
Fall 1995 Shelly Wiley became interim Pastor
December 1995 first Men's Advent Dinner/Pie Auction and Children's Pageant
1996 Hurricane Fran
July 1997 Bob Hann becomes pastor

Memories:

*1990 we joined the church
Dinners for 8
1992 baptism of 2nd child
Making bricks out of mud at bible school
Tim Bird dressing up like an apostle @ bible school
Lock-ins with youth group and MJ Junkin
1993 daughter baptized
I started singing in the choir
1993 served first term on session
1994 Easter Egg Hunt
1996 baptism of third child
Lane Hill asked me to schedule ushers—my start of service to others
1997 Shelley's children's sermon on parable of the yeast—bible coming to life as she mixed bread dough
On PNC committee with Marlene, Donna and George
1998 preaching part of the sermon on Youth Sunday
Began hearing about NRPC's wonderful people
Christmas pageant-2nd grade Meshach, Abednego
Spring 1998 PLU "People like US" Youth Sunday service convinced couple without kids to join
1999 worked with Mike Ganey to spearhead building campaign
 *Attending Christmas Eve Service as a visitor**

The 2000's

January 2000 20 inches of snow in Triangle area

Spring 2000 first mission trip to Haiti by church members

2001 began association with Habitat for Humanity as we are building our own new 'home'

December 2001 Lynn Stall becomes interim Pastor

January 2002 First Super Saturday Indoor Yard Sale

June 2003 First ever youth mission trip-to Charleston SC

October 2003 sanctuary completed

May 2004 digital organ installed

Fall 2005 Heidi Cleveland becomes part-time associate pastor for CE

July 2007 first Appalachian Service Project participation

Spring 2008 Debbie Osterhoudt becomes interim associate pastor

August 2009 Ted Churn becomes interim Pastor

Memories:

2000 started singing in the choir

Going to St. Joseph's home with Shelley Wiley, Fred Fuller and Harriet Vaughn

2001 helped get Lynn Stall here

Lynn's first Pie Auction at NRPC

2002 First Yard Sale—the insanity and sense of helping the poor

Pritchards and Lippards do Youth Group, Suzy refuses to deal with 'the boys'

Mark Daughtrey bringing homemade loaf of bread after our visit to the church

2003 visitation and introduction to NRPC by Lynn Stall

Eldest daughter confirmed with others she'd known since 5

Great meal delivered by Janet Livengood with two kids @ my ankles

The Suzy Lippard intro to NRPC

WOW! A new sanctuary!

Children baptized

Walking from FMB over to new sanctuary for the first time

2004 Men's dinner and pie auction

Daughter baptized

Joined NRPC!

Kept the nursery

Our first pie auction and men's dinner WOW!

First meeting with Pastor of NRPC

2005 started as co-ordinator of member care

May 05-Pat and Larry 50th anniversary in FMB

05-present men's softball

Youth Sunday singing a song that James Flora wrote

Habitat for Humanity home
Fall 2005 being warmly greeted by Jamie Gordon the first day we came to church
2006 Linda and Sharron served the multitudes with 2 loaves at Habitat
Teaching Sunday school (kindergarten)
Father's Day children's sermon one week early
Youth Group 2006-2007
Fall 2006 walking in and being greeted by Janet Livengood
Rev. Antoun went to his Holy Father
2007 husband's heart attack
June 2007 moved from Netherlands (cool weather) to Raleigh, in the 90's-100's
for 5 months!
Joined NRPC softball
1st year of ASP
1st year as yard sale participant
Receiving phone call to be involved in member development
Started coordination of drivers for older members
Producing the Christmas pageant
2008 Debbie becomes Interim Associate pastor
--equipping church
--rotational model
Working with the Older Adults ministry
Oct. 08 Pete Currie playing Highland Cathedral on bagpipes
Eating birthday cake on Christmas eve for Jesus' birthday
2009 March 2009 Lynn Stall's departure
Michelle Snead's beautiful painting for Lynn and beautiful words describing
Lynn's gifts and nature seasons
Modular units sited
Nick Collins youth sermon interrupted by 911 call
Interim Pastor Search team
Creating the butterfly garden in VBS
FMB building covered in flowers, birds and butterflies from VBS throughout the
summer
Sept 09 Access Sunday
Found my new church community! Thank you, Lord!
2010 Meetings with Ted
News of Essa's passing
Farewell Essa
Feb 2010 Ted was there right before my surgery and prayed
March 2010 Luke's baptism

Timeline observations:

Lots of staff changes.

Many more memories in recent years yet there are a fair number at very beginning and late 90's, early 90's pretty sparse.

Memories emphasized children, youth and serving the church.

Section 2

Demographic Study Results - see attached file



Demographic Study
March-2010.pdf

Congregational Survey Results - see attached file



Congregational
Survey Results.pdf

Section 3 - Supporting Documents

Community Study Results

The Mission Study team interviewed three individuals with ties to our church and active involvement through their careers and activities with the community around North Raleigh Presbyterian Church. Each was asked the same 4 questions. The individuals are Jimmy Edwards, architect who designed our sanctuary and owns his own design firm; Tony Gurley, church member and Wake County Commissioner, and Bob Lippard, church member and Director of Senior Living at Drucker and Falk.

What do you perceive to be the current needs of the community?

(JE) Fortunate to have relatively good schools, recreation and room for some growth. With addition of more retirees, need for quality senior living and caring trained staff. Many new office buildings and banks being built, but no new churches.

(TG) Being on the board of directors for the Salvation Army there is a greater need for the safety net that supports these organizations when needs increase. Organizations such as the S.A. and Urban Ministries rely on church organizations, private donations and the government. Unfortunately the government has lost the will to support these organizations—and in difficult economic times, these are some of the first areas where funds are decreased. There is a greater need for food, shelter and health care amongst the working poor—many folks have no insurance and make too much for Medicaid—this working poor (often Hispanic) needs greater help from non-government agencies.

(BL) Most individuals, as they age, do not relocate to retirement communities and the need to provide help to this population is important now and will escalate over time.

What will influence the community needs in the next five years?

(JE) Raleigh seems to have a Master Plan for downtown and Midtown, but no where else.

(TG) Lack of jobs. I don't see the economy turning around to the point of hiring jobs for three or more years. Jobs solve a multitude of problems for the local community

(BL) Influences in the area of help for older adults come from several directions. First is the state of the economy—employment, investment strength, continuing of the current level of services already in existence. Secondly, the appeal of this area brings more retirees in particular parents of current residents. Third influence is the public and personal perception of aging.

What role might a church play in meeting those needs?

(JE) Given the time constraints, stresses and pace of life, the church can provide time to nurture families in ways they can't get elsewhere.

The school system changes and debate create an opportunity for a church to become the voice of the community it serves. The changes being discussed have a ripple effect on everyone, not just those with school-age children. Perhaps the church could become the spokesman and steward for our neighborhood by adding stability to the conversation, helping to create critical mass to influence decisions, and represent solid thought through reasoned approaches.

(TG) The church should continue to play its role in donating food and money to organizations to provide for short term needs. In the medium term there is a tremendous need for day care support to allow people to work. Finally there is a great need to move people to self sufficiency and into jobs and the church can play a role in this—within the Department of Economics there is a 'Middle class Express' program for folks on government benefit programs. In this program they receive coaching and support (schooling, tutoring, resume writing, etc) while moving towards self sufficiency. Participants in the program receive additional financial support (day care credits, etc.) as long as they remain partnered with their coach. Right now program volunteers are mostly county employees and a few churches. Many success stories have come out of the two year program to date.

(BL) Some ways the church could provide help for older adults:

Develop a network to check on people regularly

Create a resource center, plugging people into the existing programs when needed

Provide services such as transportation, companionship, meal delivery

Have lay and staff people with expertise in understanding the aging process.

Link with other churches to provide daily care and/or long term housing

Is there anything that you see happening in our area that we should be aware of?

(JE) Not right now

(TG) No

(BL) The increase in the older adult population will be greater in this area due to good climate, fairly strong economy and amenities the region offers (cultural, educational, etc) than many other areas of the country.

All Communications to Congregation

February 10, 2010

VERSION 1 to All Confirmed Members

Your voice. Your thoughts.

On March 1, you will be given the opportunity to complete a most important Congregational Survey. The questions relate to who you are and what you desire in a church.

Your answers will help in two ways:

First, your response will help shape a refined vision for NRPC going forward, reflecting a congregation that has changed in recent years.

And second, the survey results provide direction to a Pastoral Search Committee in identifying candidates who both meet and embrace NRPC's vision.

All confirmed members will be invited to complete the survey. If you have an email address on file, you will receive a link to a website for online completion. If you have another email address you would like used, please notify the church office - office@nrleighpc.org. Unique email addresses for each family member are not necessary. Multiple household members may use the same link.

For those preferring a paper survey, copies will be available in the Narthex on Sundays starting March 7. Paper surveys may be dropped in the green box in the Narthex. The cutoff date for all responses is March 22 to allow time for data

analysis. The results will be reported to the congregation in small group meetings in April, along with other interesting NRPC profiles that paint a picture of our community of faith.

All responses are strictly confidential. Your identity is neither necessary nor requested.

We encourage everyone to use the next two weeks to give prayerful consideration to the desired direction for this church. Thank you for your enthusiastic participation.

Mission Study Team

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VERSION 2 to Households with Members Away

Your voice. Your thoughts.

On March 1, you will be given the opportunity to complete a most important Congregational Survey. The questions relate to who you are and what you desire in a church.

Your answers will help in two ways:

First, your response will help shape a refined vision for NRPC going forward, reflecting a congregation that has changed in recent years.

And second, the survey results provide direction to a Pastoral Search Committee in identifying candidates who both meet and embrace NRPC's vision.

All confirmed members will be invited to complete the survey. If you have an email address on file, you will receive a link to a website for online completion. If you have another email address you would like used, please notify the church office - office@nrleighpc.org. Unique email addresses for each household member are not necessary. Multiple family members may use the same link. If you have family members away from home, you may provide their email addresses to the church office prior to March 1, and they will be included.

For those preferring a paper survey, copies will be available in the Narthex on Sundays starting March 7. Paper surveys may be dropped in the green box in the Narthex. The cutoff date for all responses is March 22 to allow time for data analysis. The results will be reported to the congregation in small group meetings in April, along with other interesting NRPC profiles that paint a picture of our community of faith.

All responses are strictly confidential. Your identity is neither necessary nor requested.

We encourage everyone to use the next two weeks to give prayerful consideration to the desired direction for this church. Thank you for your enthusiastic participation.

Mission Study Team

February 17, 2010

Congregational Survey

Beginning March 1, you will have the opportunity to complete a most important Congregational Survey. The questions relate to who you are and what you desire in a church. This information, combined with data about the community we serve and our changing membership profile, will be discussed in small group meetings in March and April. The results will be delivered to the Session to help complete an NRPC profile. Once the process is completed, the revised description of who we are will help attract a Pastoral candidate who fits our personality, goals, and aspirations. Survey links will be sent to all those with emails, and paper copies will be available in the Narthex. Please notify the church office office@nrleighpc.org with your preferred email address if it is not on file. We thank you in advance for participating in this exciting discovery exercise.

March Newsletter Copy

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Your voice. Your thoughts.

We will soon begin a most important process to better understand NRPC's future direction. We start with a Congregational Survey which asks questions about you and the church. Your comments will help in two ways:

First, they will help shape a refined vision for NRPC going forward, reflecting a congregation that has changed in recent years.

Second, they will provide direction to a Pastoral Search Committee in identifying candidates who both meet and embrace NRPC's vision.

Gathering Insights - March 1 to 22

On March 1, all confirmed members will be invited to complete the survey via an email link. Any household members may use the same link. Or if you prefer a paper survey, copies will be available in the Narthex on Sundays starting March 7. Completed surveys should be deposited in a green box in the Narthex. All responses are strictly confidential. Your identity is neither necessary nor requested. But your participation is crucial.

The cutoff date for all responses is March 22 so we can prepare results to be shared along with other data that paint a picture of our community of faith.

Sharing Information - March 6 to April 24

You are also encouraged to attend four small group meetings. Different topics will be covered in each Saturday morning session, so try to attend as many as possible. Please put these important dates on your calendar:

Saturday, March 6 -- 9:30am to 11:00am - Exploring our faith, history and who we are as the people of NRPC.

Saturday, March 20 -- 9:00am to 10:30am - Recognizing who we, as a church, are called to be spiritually and within our community.

Saturday, April 10 -- 9:30am to 11:00am - Sharing the survey results and your thoughts on the strengths and needs of the church and our community.

Saturday, April 24 -- 9:30am to 11:00am - Developing our vision, goals and objectives.

Childcare will be provided by our college-age paid nursery staff. There will be plenty of activities for different age groups with crafts, videos, and time outside, weather permitting.

We encourage everyone to use the next few weeks to give prayerful consideration to the desired direction for this church. And we all will benefit from your enthusiastic participation.

Your Mission Study Team: Karen Fink, Janet Livengood, Kent Dove, Jeff Morgan, Mike Ganey

Email to all members

Your voice. Your thoughts.

On March 1, you will be given the opportunity to complete a most important Congregational Survey. The questions relate to who you are and what you desire in a church.

Your answers will help in two ways:

First, your responses will help shape a refined vision for NRPC going forward, reflecting a congregation that has changed in recent years.

Second, the results provide direction to a Pastoral Search Committee in identifying candidates who both meet and embrace NRPC's vision.

Online Survey - March 1 to 22

On Monday, March 1, all confirmed members will be emailed invitations to complete an online survey. If you receive the weekly e-newsletter, you are all set. If you have another email address you would like used, please notify the church

office - office@nraleighpc.org. Unique email addresses for each household member are not necessary. All confirmed household members may use the same link. If you have family members away from home, you may provide their email addresses to the church office, and they will be included. All responses are strictly confidential. Your identity is neither necessary nor requested.

For those preferring a paper survey, copies will be available in the Narthex on Sundays starting March 7. Completed surveys may be dropped in a green box in the Narthex. The cutoff date for all responses is March 22 to allow time for data analysis and presentation.

Group Discussions - Saturday, March 6

The second phase is four small group meetings designed to encourage discussion about our congregation profile, community trends, and needs we see. The first meeting is Saturday, March 6 from 9:30am to 11:00am. Childcare will be provided by our college-age paid nursery staff and there will be plenty of activities for different age groups with crafts, videos, and time outside, weather permitting.

We encourage everyone to use the next few weeks to give prayerful consideration to God's intended direction for this church. Thank you for your enthusiastic participation.

Your Mission Study Team: Karen Fink, Janet Livengood, Kent Dove, Jeff Morgan, Mike Ganey

April 30, 2010 Sunday Bulletin

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Churchwide Online Survey Starts Tomorrow

On March 1, all confirmed members will be emailed invitations to complete an online survey. This is your opportunity to share your attitudes and beliefs about the direction for NRPC.

If you already receive the weekly e-newsletter, you are all set. If you have another email address you would like used, please notify the church office - office@nraleighpc.org. Unique email addresses for each household member are not necessary. All confirmed household members may use the same link. If you have family members away from home, you may provide their email addresses to the church office, and they will be included. All responses are strictly confidential. Your identity is neither necessary nor requested.

For those preferring a paper survey, copies will be available in the Narthex on Sundays starting March 7. Completed surveys may be dropped in a green box in the Narthex.

The cutoff date for all responses is March 22 to allow time for data analysis and presentation.

Group Discussions - Saturday, March 6

Four small group meetings are also planned to share survey results and exchange points of view about our congregation, community trends, and needs we see. The first meeting is Saturday, March 6 from 9:30am to 11:00am. Childcare will be provided by our college-age paid nursery staff and there will be plenty of activities for different age groups with crafts, videos, and time outside, weather permitting. Please try to attend all four meetings as different topics will be covered. The dates are Saturdays: March 20, April 10, and April 24.

We encourage everyone to take the next few weeks to give prayerful consideration to God's intended direction for this church. Thank you for your enthusiastic participation.

Your Mission Study Team: Karen Fink, Janet Livengood, Kent Dove, Jeff Morgan, Mike Ganey

March 1, 2010 Email

NRPC SURVEY

Today we begin a process to gather your thoughts, feelings, and concerns about NRPC's future direction. Every confirmed member is asked to complete an online survey that will help in two ways:

First, your responses will help shape a refined vision for NRPC going forward, reflecting a congregation that has changed in recent years.

Second, the results provide direction to a Pastoral Search Committee in identifying candidates who both meet and embrace NRPC's vision.

We suggest setting aside 30 minutes to answer all the questions.

CLICK HERE to take the survey.

<https://www.surveymonkey.com/s/northraleighpc>

All confirmed household members may use the same link. If you have family members away from home, you may provide their email addresses to the church office, and they will be included. All responses are strictly confidential. Your identity is neither necessary nor requested.

For those preferring a paper survey, copies will be available in the Narthex on Sundays starting March 7. Completed surveys may be dropped in a green box in the Narthex. The cutoff date for all responses is March 22 to allow time for data analysis and presentation.

Group Discussions - Saturday, March 6

The second phase is four small group meetings designed to encourage discussion about our congregation profile, community trends, and needs we see. The first meeting is Saturday, March 6 from 9:30am to 11:00am. We will discuss *Exploring our faith, history and who we are as the people of NRPC*. Childcare will be provided by our college-age paid nursery staff and there will be plenty of activities for different age groups with crafts, videos, and time outside, weather permitting. We hope you can attend and contribute to the discussions.

We encourage everyone to use the next few weeks to give prayerful consideration to God's intended direction for this church. Thank you for your enthusiastic participation.

If you have questions, please contact your Mission Study Team: Karen Fink, Janet Livengood, Kent Dove, Jeff Morgan, Mike Ganey

March 4, 2010 Emails

Churchwide Survey

Have you completed the NRPC Survey yet? It's easy. Just **CLICK HERE** <https://www.surveymonkey.com/s/northraleighpc> and follow the instructions. A progress bar at the page bottom shows how close you are to completion. On Sunday, March 7 paper surveys will be available in the Narthex. Your comments and insights are important.

Group Discussions - Saturday, March 6 9:30am - 11:00am

The first of four meetings designed to encourage discussion about our congregation profile, community trends, and needs we see is Saturday, March 6 from 9:30am to 11:00am. We will discuss *Exploring our faith, history and who we are as the people of NRPC*. Childcare will be provided by our college-age paid nursery staff and there will be plenty of activities for different age groups with crafts, videos, and time outside, weather permitting. We hope you can attend and contribute to the dialogue.

March 18, 2010 Email

SURVEY CLOSES: MONDAY – MARCH 22

The deadline to complete the online survey is coming fast – next Monday. Your participation in the survey and group meetings is essential if you are to have a voice in the pastor selection process. **CLICK HERE** to take the survey: <https://www.surveymonkey.com/s/northraleighpc>. Paper surveys are available in the Narthex and at the church office. Get going! The survey cutoff date is Monday, March 22 at 5:00pm.

Mission Study Status

Your Mission Study Team is approaching the halfway mark in its process. A number of questions have come up, and we would like to clear up any confusion and remind you why it is a vital next step for NRPC.

Didn't we go through this Vision/Mission process when we selected Lynn Stall as Pastor?

No. This is the first time we have undertaken a Mission Study process. Many people confuse a Mission Study with Long Range Planning or Strategic Planning because both end up with a Vision and a list of Goals and Objectives.

What are the differences?

First, as a church, we always seek to examine ourselves and our actions in the light of scripture and to prayerfully ask God's guidance as we try to determine the work that God wants us to do in a certain time and place.

Second, unlike most businesses, the church is a volunteer organization. Thus, it is important to involve as many of us, the congregation, in the process of self-examination and decision-making. Together we are richer and wiser than we are separately. This process also helps develop our sense of ownership for the new directions for ministry in future years.

Third, the Mission Study is very much a process executed and owned by us, the congregation. Since everyone cannot serve on the Pastor Nominating Committee, this is your opportunity to have your 'say' in that process.

We know who we are. Why waste time rehashing old information?

The Mission Study process includes fact-finding about the congregation and the community in which it ministers. We are gathering new information about our members and fresh perspectives about community needs from a wide range of area leaders.

Why don't we just form a Pastor Nominating Committee and get on with it?

The Mission Study process is necessary before we are allowed to elect a Pastor Nominating Committee to search for a new minister.

All findings and observations will be captured in a written report. It describes the process followed by the study, provides all information discovered about both the community and the church, and presents the new Vision, along with goals and objectives for the coming five years of ministry. The report will be implemented by the Session, which is ultimately responsible for assigning responsibility to different bodies within the congregation for various tasks.

How can I participate in the process?

Do two things. First, complete the online survey by **CLICKING HERE**:
<https://www.surveymonkey.com/s/northraleighpc>. If you prefer a paper survey,

they are available in the Narthex and at the church office. Get going! The survey cutoff date is Monday, March 22.

Second, plan to attend the three remaining meetings. The next one is this **Saturday, March 20 from 9:00am to 10:30am**. In this session, we will complete an NRPC history timeline, discuss the church of tomorrow, and present in-depth data about our member profile and the community we serve. Childcare is provided, along with beverages and light snacks. ***Please plan to attend and participate.***

What is the timing for completing the Mission Study process?

Two more Saturday sessions are planned for April 10th and 24th from 9:30am to 11:00am. Our goal is to then prepare the summary report within two weeks and submit it to the Session.

What are the steps and timing in the Pastor Nominating process?

Session approval of the report enables the formation of a PNC (Pastoral Nominating Committee) that is approved by the congregation in a called meeting. This group prepares the CIF (Church Information Form) for approval by the Presbytery Committee on Ministry, which then sets an orientation meeting of the PNC with Presbytery liaison. Then the CIF is posted on the Presbytery website, pastoral candidates indicate their interest by submitting their information, and the interview process begins. In a perfect world, the interviewing would begin in the August/September timeframe.

If you have questions about this process, please contact any team member shown below, or ask a Session member. Thanks for your enthusiastic participation. We're counting on you. **See you Saturday at 9:00am.**

March 18, 2010 Email

Mission Study / Pastor Nominating Questions

Your Mission Study Team is approaching the halfway mark in its process. A number of questions have come up, and we would like to clear up any confusion and remind you why it is a vital next step for NRPC.

Didn't we go through this Vision/Mission process when we selected Lynn Stall as Pastor?

No. This is the first time we have undertaken a Mission Study process. Many people confuse a Mission Study with Long Range Planning or Strategic Planning because both end up with a Vision and a list of Goals and Objectives.

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First is that as a church, we always seek to examine ourselves and our actions in the light of scripture and to prayerfully ask God's guidance as we try to determine the work that God wants us to do in a certain time and place.

Second, unlike most businesses, the church is a volunteer organization. Thus, it is important to involve as many of us, the congregation, in the process of self-examination and decision-making. Together we are richer and wiser than we are separately. This process also helps develop our sense of ownership for the new directions for ministry in future years.

Third, the Mission Study is very much a process executed and owned by us, the congregation. Since everyone cannot serve on the Pastor Nominating Committee, this is your opportunity to have your 'say' in that process.

We know who we are. Why waste time rehashing old information?

The Mission Study process includes fact-finding about the congregation and the community in which it ministers. We are gathering new information about our members and fresh perspectives about community needs from a wide range of area leaders.

Why don't we just form a Pastor Nominating Committee and get on with it?

The Mission Study process is necessary before we are allowed to elect a Pastor Nominating Committee to search for a new minister.

All findings and observations will be captured in a written report. It describes the process followed by the study, provides all information discovered about both the community and the church, and presents the new Vision, along with goals and objectives for the coming five years of ministry. The report will be implemented by the Session, which is ultimately responsible for assigning responsibility to different bodies within the congregation for various tasks.

What can I do to participate in the process?

Two things. First, complete the online survey by CLICKING HERE: <https://www.surveymonkey.com/s/northraleighpc>. If you prefer a paper survey, they are available in the Narthex and at the church office. Get going! The survey cutoff date is Monday, March 22.

Second, plan to attend the three remaining meetings. The next one is this ***Saturday, March 20 from 9:00am to 10:30am***. In this session, we will complete an NRPC history timeline, discuss the church of tomorrow, and present in-depth data about our member profile and the community we serve. Childcare is provided, along with beverages and light snacks. ***Please plan to attend and participate.***

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If you have questions about this process, please contact any team member shown below, or ask a Session member. Thanks for your enthusiastic participation. We're counting on you. **See you Saturday at 9:00am.**

April 8, 2010 Email

Thursday DEDICATED EMAIL

Who are we...really?

An important part of that question will be revealed on Saturday, April 10. Nearly 40% of you responded to the online survey, and we thank you. The result is a very rich, enlightening look at the priorities for our pastor, NRPC's strengths and areas for improvement, and a sense of where we sit in the Presbyterian universe.

The presentation will summarize the survey highlights, but detailed survey responses will be distributed to all attending. Next week, it will be available on the NRPC website.

We will also take a close look at:

- the influence of NRPC history on future direction;
- preferences on Sunday Worship time;
- elements we believe comprise a satisfying worship service;
- what makes up a good sermon; and
- the degree to which we actually are the welcoming church we all believe NRPC to be.

This session is be certain to create conversation and opportunities to reflect on our future direction. To be part of the dialogue, plan on attending **Saturday, April 10 from 9:30am to 11:00am**. Childcare and light refreshments provided.

Your Mission Study Team

Janet Livengood -- Karen Fink -- Kent Dove -- Jeff Morgan -- Mike Ganey

April 8, 2010 Weekly E-Newsletter

The 3rd session of the NRPC self-examination process is set for this **Saturday, April 10 from 9:30am to 11:00am**. We will present the results of the survey nearly 40% of you completed, and we promise it to be an eye-opening experience.

Come learn what our congregation believes to be the priorities for our pastor, our strengths and areas needing improvement, and a host of insights about what we want in Sunday Worship.

Be an important part of our future by participating in this valuable dialogue. Childcare and light refreshments provided.

Your Mission Study Team

April 16, 2010 Weekly Email

3 Down, 1 To Go

Last week, more than 40 of you attended the Mission Study Team briefing on the churchwide survey results. If you missed it and want to review the results, send an email to Donna Messer office@nrleighpc.org for an electronic copy.

We discussed the insights and seeming contradictions in the data, and shared perspectives and implications for the pastor search team. Session 4 is set for Saturday, April 24 at 9:30am. In this final meeting we tackle NRPC's vision, goals and objectives for the coming years. It's a chance for you to interact with fellow members in constructing a clear picture of NRPC's future. We look forward to seeing you. Childcare and light refreshments provided.

April 18, 2010 Bulletin

Final Planning Session

Last week, more than 40 of you discussed the insights in the churchwide survey data. If you missed it and want to review the results, send an email to Donna Messer office@nrleighpc.org for an electronic copy.

The group shared perspectives and implications for the pastor search team. Don't miss Session 4, our final meeting. We will tackle NRPC's vision, goals and objectives for the coming years. Saturday, April 24 at 9:30am. Childcare and light refreshments provided.

Weekly Email - April 22, 2010

Final Planning Session - Saturday April 24 9:30am

The Mission Study Team still has work to do, and we need your help. Even if you have not attended the previous three Saturday meetings, don't miss Session 4. We will review NRPC's vision, goals and objectives for the coming years and seek to set priorities for the church. Saturday, April 24 at 9:30am. Childcare and light refreshments provided.

MST Meeting Calendar - Includes team meetings and congregational gatherings (denoted with a *)

January 11, 25

February 8, 22

March 1, 6*, 15, 20*, 22, 29

April 5, 10*, 12, 19, 24*

May 3, 10, 23

SESSION I Handout

EXPLORING OUR FAITH – HAND-OUT FOR SESSION I

- “Faith” has held many different meanings for people. Which statement *comes closest* to your view of faith? (circle only one response).
 - o A life of commitment of God, demonstrated by trying to do what is right.
 - o A decision to accept Christ, instead of continuing in one’s own sinful ways.
 - o A trust in God’s grace.
 - o A belief in all that the Bible says.
 - o As long as people are sincere in their beliefs, they show faith.
 - o The idea of faith does not seem meaningful to me.
 - o I am not sure, although I am convinced that faith is important
 - o None of these. My view is
_____.

- Which statement *comes closest* to your view of the way in which God influences what happens in the world? (circle only one response).
 - o God sets history in motion but does not interfere with it anymore.
 - o God influences individuals who then shape events.
 - o God influences individuals but also shapes events directly through nations and social affairs.
 - o I do not think of God as “influencing” the things that happen.
 - o I am not sure because I have not thought about it before.
 - o None of these. My view is
_____.

- Which statement *comes closest* to your view of life after death? (circle only one response).
 - o There is no life after death.
 - o There must be something after death, but I have no idea what it may be like.
 - o There is life after death but no punishment.
 - o There is life after death, with rewards for some people and punishment for others.
 - o The notion of reincarnation expresses my view of what happens to people after death.
 - o I am not sure whether or not there is life after death.

- o None of these. My view is _____.

- Which statement *comes closest* to your view of people in other countries who have never heard about Christ? (circle only one response)
 - o I desire to share the love of Christ with them.
 - o If we do not preach Christ to them, then they will be damned forever.
 - o We should not worry about them, because so many people in this country have not heard about Christ.
 - o We should respect their religions and stop trying to impose Christianity upon them.
 - o I am not sure because I have not considered it.
 - o None of these. My view is _____.

- Christians sometimes describe God as a “God of Justice” or a God who commands us to bring about justice. Which statement *comes closest* to your view of what this means (circle only one response).
 - o The Church should work for justice and should support groups that are working to end inequality and oppression.
 - o At a personal level, I should try to be just and fair in all my dealings.
 - o This is a spiritual term that refers to God’s punishing evil, rather than to activities of the church or individuals.
 - o The concept of God’s justice does not hold meaning for me.
 - o I am not sure to what it refers.
 - o None of these. My view is _____.

- What have you learned through your experience and how is God calling you to use those lessons as a member of the Body of Christ?

- What causes or issues are you drawn to? (check ALL that apply)

Environmental: _____ Yes _____ No

Social Justice: _____ Yes _____ No

Helping the poor: _____ Yes _____ No

Helping the sick: _____ Yes _____ No

Helping the poor in spirit: _____ Yes _____ No

Teaching the faith to others: _____ Yes _____ No

Other: _____

Session 2 Handout

12 Assumptions That Guide Thoughts On The Church Of Tomorrow

Please respond by circling the number that best reflects your thoughts on the statement using the following scale:

- | | |
|------------------------------|----------------------|
| 1: strongly agree | 4: disagree |
| 2: agree | 5: strongly disagree |
| 3: neither agree or disagree | |

1. North America is the new mission field.

1 2 3 4 5

2. Society will become increasingly hostile toward Christianity in the twentyfirst century.

1 2 3 4 5

3. The distinction between clergy and laity will disappear in the twenty-first century.

1 2 3 4 5

4. If churches only improve what they have been doing, they will die.

1 2 3 4 5

5. The best way to fail today is to improve yesterday's successes.

1 2 3 4 5

6. Bureaucracies and traditional practices are the major causes of the decline of most denominations in North America.

1 2 3 4 5

7. Traditional churches that thrive in the twenty-first century will initiate radical changes before the year 2001.

1 2 3 4 5

8. God exists and creates every thing.

1 2 3 4 5

9. Jesus Christ is the center of all human life.

1 2 3 4 5

10. The Bible is our primary source of faith and practice.

1 2 3 4 5

11. The purpose of the Body of Christ is to bring the world to faith in Jesus Christ.

1 2 3 4 5

12. A way will be found to avoid world ecological and economic disaster.

1 2 3 4 5

Session 2 Handout
Matthew 5:13-16 (RSV)

You are the salt of the earth; but if salt has lost its taste, how shall its saltiness be restored? It is no longer good for anything except to be thrown out and trodden under foot by men. You are the light of the world. A city set on a hill cannot be hid. Nor do men light a lamp and put it under a bushel, but on a stand, and it gives light to all in the house. Let your light so shine before men, that they may see your good works and give glory to your Father who is in heaven.

1. What does being the salt of the earth look like for you as a church?
2. What are some of the ways your church has been the light of the world?
3. How does the outside world see your good works?

Session 3 Handout

1 Corinthians 12:4-13 (Revised Standard Version)

Now there are varieties of gifts but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of working, but it is the same God who inspires them in all in every one.

To each is given the manifestation of the Spirit for the common good. To one is given through the Spirit the utterance of wisdom, and to another the utterance of knowledge according to the same Spirit, to another faith by the same Spirit, to another gifts of healing by the one Spirit, to another the working of miracles, to another prophecy, to another the ability to distinguish between spirits, to another various kinds of tongues, to another the interpretation of tongues. All these are inspired by one and the same Spirit, who apportions to each one individually as he wills.

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For by one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and all were made to drink of one Spirit.

Answer the following questions individually, then discuss your responses with your small group. Each small group will be asked to share significant insights with the larger group.

What does Paul's description say to you about the Church?

What three factors from Paul's description ought to apply to all churches?

- How does Paul's description fit this particular church?

Session 4 Handout #1
Hebrews 12:1-2 (RSV)

Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight, and sin which clings so closely and let us run with perseverance the race that is set before us, looking to Jesus the pioneer and perfecter of our faith, who for the joy that was set before him endured the cross, despising the shame and is seated at the right hand of the throne of God.

What do the words of Hebrews say to you about persevering?

What does scripture say to you about the community of faith?

What does Hebrews say to you about the joy of life in faith?

- What example does Christ set for us in living lives focused on God's goals?

Session 4 Handout #2

Philippians 3: 12-14 (RSV)

Not that I have already obtained this or am already perfect; but I press on to make it my own, because Christ Jesus has made me his own. Brethren, I do not consider that I have made it my own, but one thing I do, forgetting what lies behind and straining forward to do what lies ahead. I press on toward the goal of the prize of the upward call of God in Christ Jesus.

What do Paul's words say to you about setting goals for the future?

What does scripture say to you about planning?

What does the life of Jesus say to you about planning?

- What does the early Church say to you about planning?

5-Year Financial Summary



5 Year Financial
Comparison.pdf

2010 Budget



2010 Financial
Info.pdf

Hartford Institute - Pastoral Search Inventory Sample Questions



Pastoral Search
Inventory Sample Qu

Hartford Institute - Pastoral Search Inventory Results (Raw Data)



NorthRaleighPresbyt
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