

Ahoy Mates!

As the Introduction indicates this report is the result of eight months of diligent effort by a special committee charged by the Session "... to help define the mission and goals of Western Presbyterian Church and to gather background information useful to the Pastoral Nominating Committee." The Session is mailing it to you not only to keep you informed but also to seek your comments.

The goals stated inside this report might be compared to "ships orders" of an old time sailing vessel. The ship itself (the church) has a crew (the members) and officers (the Session). Before we set out on our next journey we want to know if you will sign on for the ports of call along the way. And, do we have the right provisions and equipment for this journey? Give your comments to our Clerk, Janet Manktelow. Aisc:

✧ We will be taking this document to the Presbytery of Geneva's Committee on Ministry on September 5th for their review and counsel as well.

✧ The creation of the Mission Design represents an important step on the journey to finding a new pastor. Our next task will be the creation of a Pastor Nominating Committee probably in the early fall of 2006.

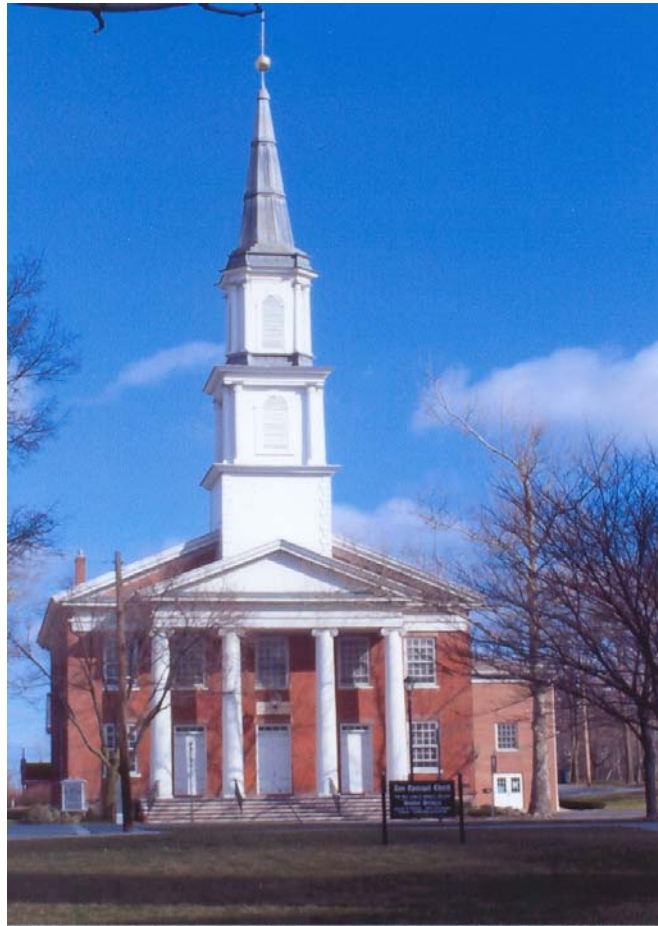
✧ The Session also wants you to know that it is not our intention to have these goals or this document gather dust on the shelf or slumber in a filing cabinet. We commit ourselves to regularly reviewing these Goals and reporting our progress at the (second) Annual Meeting in January of each new year.

For the Captain

Stuart C. Wattles (temporary navigator)

Mission Design Report

Western Presbyterian Church



...MORE THAN A SUNDAY MORNING THING

101 East Main St
Palmyra, NY 14522
August 27, 2006

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Introduction

The Mission Design Team was formed by the Session in January 2006 *to help define the mission and goals of Western Presbyterian Church, and to gather background information useful to the Pastoral Nominating Committee.* The group decided on tasks and procedures, with input from Interim Pastor Stuart Wattles about approaches other churches have taken. There was consensus that we needed to gather data on how we compare with other churches, who we are as a church, how we are perceived by the community, and what our norms and values are. With that data in hand, it would be possible to write mission and vision statements, as well as goals, objectives and action items.

Comparative data (gathered from Percept Group, Inc. copyright 2005) show that we are a middle-sized church of above average economic means for Wayne County. In order to more fully define who we are, the committee identified 32 groups in the church and decided to adopt the business model of the S. W.O.T. Analysis. Individual committee members met with 23 of the groups and asked each person present to identify the Strengths, Weaknesses, Opportunities, and Threats currently facing our church. Results from all these surveys were tabulated and discussed by the committee. One concern that surfaced was the need for more fellowship activities, so we decided to sponsor a pot-luck supper to report all of the results back to the congregation. The dinner, held April 3rd 2006, was well-attended by 83 persons and the data was presented to the entire group. Attendees were then randomly divided into smaller groups and asked to respond to questions about the results, and to offer further input, with members of the Mission Design Team leading the discussion and taking notes.

In an effort to determine how we are perceived by the community, the committee identified significant individuals and groups with widely varying perspectives from the local area. Of the 38 identified parties (e.g. the mayor, Lions club, Pal-Mac school nurse, Garlock Industries), 17 interviews were conducted by committee members. 5 questions were posed about how we are seen in the community, the Palmyra-Macedon community itself, and how we might better serve it. Results were shared at a subsequent meeting, and commonalities were discussed and summarized. Shortly thereafter on May 24th 2006 representatives of the Mission Design Team and the Session met together for about an hour to discuss the findings further.

Introduction

Session also approved an anonymous survey which the Team used to gather information about the congregation's norms and values. It was distributed on Sunday morning, June 4th, at both services, and respondents answered questions about demographics, perceptions, priorities, purposes and opinions. The tabulated results were returned to the committee for discussion and led to a clearer view of what is important to the congregation. A summary of the findings were printed for the congregation to review in the Summer '06 edition of the Spire (church newsletter) and are also contained in the appendix of this report.

A sub-committee of the Mission Design Team met with 3 volunteers from the congregation (recruited at the April 3rd pot-luck supper) to view a video about creating a vision statement. They compiled several ideas, after which the volunteers met to draft a vision statement. Subsequent meetings of the volunteers with a committee member finalized a vision statement and created a mission statement. Simultaneously another sub-committee developed 5 goals, objectives, and action plans. Each group was informed about the work of the other during this time.

The mandate of the Session has now been completed and the materials contained in this brief report are the fruits of the process. On August 8th, 2006 the Session will meet with the members of the Mission Design Team for discussion, revision and/or endorsement of these priorities.

The members of the Mission Design Team are:

Philip Opdycke

Carol Sloan

Gene Bucknam

Diane Hixson

Sandy McMenamin

Amie Notareschi

Cim McFarlane

Stuart Wattles (Interim Pastor, ex officio)

Vision Statement

Western Presbyterian Church inspires us to discern and fulfill God's purpose to grow in faith and become more responsible, more active and more relevant citizens.

Mission Statement

The Western Presbyterian Church of Palmyra, New York of the Presbyterian Church (USA) is composed of people called by Jesus Christ to be his representatives in the world. We strive to:

- Inspire worship in our hearts, minds, and actions in honor and celebration of Christ.
- Provide a sanctuary of faith for all people where support, empathy, and a sense of community are realized.
- Cultivate spiritual growth by encouraging each congregant to discern God's presence and guidance.
- Be a catalyst for growth and relevance of the local and extended Church.
- Extend our faith beyond our own experience through outreach to those who are unaware of Christ's grace.
- Be Christ's disciples through both local and global mission efforts.
- Guide, nurture, and support the youth of our congregation and community.
- Promote and sponsor Canal Town Nursery School and other youth-based programs.

Goal

To improve our Christian Ministry in the community by increasing membership to 500 by 2011

Objectives	Action Plans
Increase parental involvement	Plan 1 multi-generational event to increase involvement (CTNS, CE)
Provide programs that attract diverse people	<p>Organize, plan, implement 2 diverse events in each calendar year, e.g. cooking classes, organic gardening (SC)</p> <p>Offer 2 informational programs a year, e.g. tax preparation, parenting, understanding today's youth culture (SC)</p>
Encourage adult and youth who play musical instruments or sing to participate during worship	<p>Choir Director and WC will recruit special music once a month at both services</p> <p>Bell choir to perform 3 times per year (WC)</p>
Incorporate beloved hymns into worship and fellowship	<p>WC and Choir Director to sponsor favorite hymns sing along once a year for congregation and public</p> <p>WC to solicit favorite hymns from congregation</p>
Introduce contemporary hymns	<p>Choir and Choir Director to identify contemporary songs already known by congregation and incorporate them into services</p> <p>Introduce new contemporary hymns 3 times per year</p>

Goal

To encourage and enhance the spiritual growth of the congregation

Objectives

Action Plan

We will better understand our faith

New Pastor, Worship Committee and Christian Education will meet to form different types of Bible study classes, e.g. women/men's/parent study classes

New Pastor to regularly lead courses on the Presbyterian faith, e.g.
 >Today's Presbyterian in Society
 >Theology and doctrine of the church
 >Understanding the Presbyterian government

We will learn to be comfortable in expressing our faith

New Pastor to organize a retreat implemented by CE, WC, and MDE to expand our understanding of evangelism on an annual basis

Two times a year we will offer "Bring a Friend to church" (MDE, WC)

Establish the gifts and talents of our congregation

Nominating Committee will provide a way to educate members to identify their spiritual gifts in who God has made them to be

Goal

To better welcome others into God's Grace

Objectives

Action Plans

Provide a sense and place of belonging

Offer our facility to outside organizations to meet or run functions, e.g. Girls Scouts, Kings Daughters (PC)

Property Committee will maintain up keep of Building

New Pastor to organize workshops on life experiences, e.g. marriage counseling, family conflicts, bereavement

Seek ways to include new comers into church life

MDE will establish a welcoming packet and procedures of information for visitors

Reinstate greeters and differentiate their role from usher. One greeter or family at each door, each service (MDE)

Offer training to greeters (Pastor, MDE)

Invite new members to become involved in the work of the church (NC)

MDE will follow through on blue pew cards with a note via mail, followed by a call from the pastor the Thursday following service

Seek ways to include existing members in welcoming new members

Deacons will organize individuals and/or families who would mentor new members

New Pastor will train interested mentors

Organize a celebration during Coffee Hour to recognize new members and mentors (Session, MDE)

Develop a new picture directory by 2008 (MDE)

Display pictures of new members on bulletin board an submit an article to the Spire with information on the family (MDE, Session)

Goal

To enrich this congregation’s understanding of outreach mission we will provide a variety of opportunities for community service

Objectives

Action Plans

Reaching the un-churched

MDE rep to contact Palmyra and Macedon Village Clerk office 3 times per year to identify new comers to our community

SC to contact new families to provide a loaf of friendship bread

Continue to work with outreach mission already in place (Good Neighbor Fund, Habitat for Humanity, CTNS, Angel Tree, Palmyra Food Pantry, Bread for the World, Love Loaves)

Reinstate Minute for Mission once a month at both worship services (WC, SC)

Incorporate Jr/Sr High Youth by having each group do 2 service projects a year (WC, SC)

Finance Committee will clarify budget parameters and sources of revenue for funding these programs

Provide different and/or new opportunities of service/mission/ outreach to members

Social Concerns Mission will write a monthly article about different facets of outreach work

Assisting the public school in their mentoring program (Deacons, SC)

Strengthen partnership with Mexico church (SC)

Annually review the service program and explore new opportunities (MDE, SC)

Goal

Increase our ministry for youth

Objectives

Action Plan

Continue to support and grow the CTNS ministry	<p>Implement the Mommy & Tot program (CTNS)</p> <p>Increase awareness to congregation of CTNS programs (CTNS, CE)</p>
Form a youth choir	WC and Choir Director will create an opportunity for children in grades 3 and up to rehearse and perform for the congregation, parents, and community
Increase involvement with the Jr/Sr High	<p>Increase awareness of Sunday School program during services (CE, WC)</p> <p>Encourage Jr/Sr youth to read at both services (WC)</p> <p>Investigate the possibility of an intern from local theological school; Colgate Rochester, Roberts Wesleyan (Session, CE)</p> <p>Pastor involvement in youth events for both Jr/Sr High each year (CE, Pastor)</p> <p>As membership increases investigate hiring a part time youth pastor (Session, CE)</p> <p>Look at incorporating youth from other congregations (CE)</p>
Increase numbers in the Sunday School program	<p>Start an infant/toddler Sunday school program (CE)</p> <p>Prayer pal to unite Sunday School students to congregation (CE, WC)</p>

Summary of Congregational Survey

On June 4th, 2006 we asked everyone at worship to fill out a survey for our Mission Design Team. 75 responded. 56 (75%) were between 36 and 65+ years of age, where most of our membership is concentrated. And, while 64 of the group were members, 11 others (15%) in attendance that day also gave us their views as we asked. The Mission Design Team felt this was a good sample of the views of regularly participating people.

The top three **reasons that caused people to attend** Western Presbyterian Church were:

- Knew people active in the community who attended here. **34%**
- Atmosphere here is friendly, spiritual, welcoming. **32%**
- Grew up in this church. **31%**

83% said they felt welcomed and included in this church while one individual indicated they were somewhat not included.

The **top five benefits** people indicated that they received from regular **worship** were:

- Feeling better and enriched. **71%**
- Hearing the good news of Jesus Christ. **60%**
- Feeling more motivated to serve. **55%**
- Feeling cared for and supported. **53%**
- The sacrament of Holy Communion. **52%**

We asked people to tell us the **three most important priorities** for the church in the next 5 years, listing 10 possibilities and giving the opportunity for people to write in their own statement ("other"). The response seemed very clear. The three top priorities stated were:

- Attracting younger and middle-aged persons to membership. **80%**
- Telling others about Western Presbyterian Church **47%**
- Seeking out the un-churched. **28%**

Summary of Congregational Survey

Finally we asked for opinions by having people tell us if they disagreed or agreed with 12 statements. Respondents could check a box on a scale of 1 to 10 with "1" indicating strong *dis*agreement with a statement and "10" indicating strong agreement. We have reproduced the responses and shaded those that seem to fall into a concentrated pattern.

Our membership size is just right.

Our facility is adequate for our needs.

My spiritual needs are being met here.

Evangelism is a scary word for me.

Contemporary worship is something I think we should try.

Our current mission giving is adequate.

My educational needs are being met here.

Our officers and staff do a good job.

I know what it means to be Christian.

We need to strengthen the ties to El Divino Maestro Church in Mexico.

Mission is a difficult word to understand.

Being Presbyterian is important to me.

Basic Facts

Basic Facts

Mission Design Results

Strengths

1. Music Program (Choir & Organ) (21)
2. Dedication of Congregation (14)
3. Building use for Congregation (12)
4. Day School (11)
5. Canal Town Nursery School (9)
6. History
7. Involvement of members in community
8. Two services (5)
9. Facility use by outside groups
10. Mission work
11. Fellowship (3)
12. Open minded Presbyterian philosophy
13. United decision making (2)
14. Oldest running church in Palmyra
15. Interim Pastor
16. Deacons
17. Ox Roast
18. Youth leaders (1)
19. Staff
20. Technology leaders
21. Length of time pastors have stayed
22. Women's Association

Threats

1. Money/Finances (8)
2. Declining attendance (7)
3. Competition from other churches
4. Volunteer burnout (6)
5. Change vs no change
6. Change in society
7. Aging congregation (5)
8. No heat in sanctuary (3)
9. Presbyterian doctrine (2)
10. Two services (1)
11. Change in pastor
12. Religion against choice of lifestyle
13. Decaying economic conditions
14. Mormons

Opportunities

1. Bringing in young families/singles/diverse groups
2. Youth groups & drawing in teens (8)
3. New pastor (7)
4. Special programming (5)
5. Canal Town Nursery School (4)
6. Better welcome of visitors
7. Better use of facilities (3)
8. WPC responsible for creating own opportunities
9. Two services
10. More spiritual programs
11. More mission
12. Better understanding of who we are (2)
13. Rotary (1)
14. Fund raising
15. One service
16. Presbytery doctrine
17. Charging for non-member use

Weakness

1. Visitors not warmly welcomed (9)
2. Attracting & keeping young adults (7)
3. Resistance to change
4. Not enough new members (6)
5. Lack of youth programs
6. Overuse of volunteers
7. Finances
8. Outreach to the un-churched (5)
9. Upkeep of building (4)
10. Aging congregation
11. Two services
12. Lack of youth choir (3)
13. Lack of focus on scripture
14. Attendance
15. Lack of permanent pastor
16. No men's program (2)
17. Fellowship Activities
18. Unfamiliar hymns (1)
19. Connections between Sunday School and congregation
20. Lack of business leadership
21. Ongoing bereavement education
22. Marriage enrichment
23. Family guidance
24. Wayne County
25. Fund raising
26. Music at 8:30
27. Presbytery Doctrine
28. No charge for outside groups

Western Presbyterian Church
101 East Main St
Palmyra, NY 14522

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