

CONGREGATIONAL PROFILE AND SELF-STUDY

SUMMARY

The following summary highlights the information that will be submitted to Indiana District for description of St Paul's congregational needs for our ministry. These will help the District office and St Paul's identify pastoral candidates that we could consider for a call.

Congregation Strengths

1. Christian Education (Preschool, Day School, Sunday School, Bible classes, Bible study groups)
2. Mission support
3. Assisting those who are in need
4. Reaching out to shut-ins
5. Scripture leads us in worship and actions
6. Membership and staff retention
7. Self-governing/autonomous

Things the congregation needs to strengthen/grow in

1. Develop a strong evangelism program
2. Recruit and develop lay leadership from congregation
3. Be more JOYFUL in worship; sing praises with enthusiasm.
4. Be a "friendlier" congregation; greet everyone, including VISITORS with appreciation for their joining us in worship; be a friend to all.
- 5 Open our facilities and get more involved in the community/area for a stronger outreach ministry.

Congregational Goals and Expectations for future years

1. Get more involvement from congregation members in reaching out to inactive members and to non-members.
2. Improve participation of congregation members in boards and church activities
3. Develop alternate formats for worship service
4. Continue preaching the true word of God
5. Extend our church activities INTO the community (adults and youth)

6. Engage our youth in our ministry so they feel they are a welcome part of our congregation

Two things that the congregation needs more than anything right now, to be most effective.

1. Manage changes with discernment while keeping discipline in doctrine and faithful to the scriptures; communicate with congregation.
2. Be willing to discuss changes without rationalizing “we’ve never done it that way” but do so without compromising our doctrine and with understanding of all that might be affected.

Pastoral Expectations

1. **Leadership:** Keeps congregation focused on where they are going and what they need to be doing. Encourages the support and participation of the people in the work to be done without being dictatorial.
2. **Preaching Content:** Communicate and proclaim Law and Gospel. Faithful to the Scripture and Confessions in his sermons. Preaches the word of God with faithfulness.
3. **Children’s Ministry:** Relates well to children and communicates successfully with them. Has a high regard for Sunday School, Vacation Bible School and other children’s ministries in the congregation.
4. **People Skills:** Successfully works hard at getting along with ALL people, has a pleasing personality and is sensitive, pleasant and empathetic. Is well regarded by his people/congregation and his peers.
5. **Young Adult Ministry:** Works well with 18-30 year olds and is sensitive to their special perspective on things and the needs in their lives.
6. **Youth Ministry:** Interest in and skill for working with young people. Works to equip them with God’s word, saving faith and the ability to live the Christian life. Is patient with young and understands the special challenges they face.
7. **Family Ministry:** Brings Biblical truth to bear on such issues as parenting, discipline in the family, and special issues arising in single parent families.

- 8. Worship:** Leads the congregation in worship in appropriate form and manner. Carefully prepares for each worship service and leads the congregation in understanding that God is present in His Word and Sacraments and through these means of grace is delivering to His people the gifts that He has for them in Jesus Christ. Works hard to make each service Spiritually rich and nourishing.
- 9. Disciplined:** Maintains a disciplined life of prayer and personal devotion.
- 10. Counselor:** Counsels with people about their moral and personal problems.
- 11. Personal Life:** Cultivates his home and personal life.
- 12. Lay Leadership:** Identifies, recruits, trains and assists lay leaders and teachers.