



Congregational Proposals from September 17, 2022 Problem Solving Session

Session approved separating the congregational proposals from the September 17, 2022 Lombard Problem Solving Process into four groups. Work will start on the Group 1 proposals right away. The Elder leading each proposal area has been identified. It is expected that they each will build a small working team which includes some members of our Congregation.

Group 1: Proposals that work will start on now

1. **Mission/Identity/Theology** (*Elder Deb Palmer leading*)
 - a. Communicate and implement a Mission Study to educate the congregation about PCUSA theology, PCUSA standards for communications and civil discourse. The study will need regular opportunities for town hall gatherings and listening sessions.
 - b. Develop an up-to-date mission or identity statement.
 - c. Document and benchmark what were key successes of the past to determine what is relevant in our community today.
2. **Membership/Belonging/Community** (*Elders Kevin Heier and Bill White co-leads*)
 - a. Session will organize a temporary membership study team to execute a census of members and attendees to determine: Membership status and number, how each member is engaged, and interests for future engagement.
3. **Worship/Education/Spiritual Formation** (*Elder Bruce Gunn working on forming a Session Worship Team*)
 - a. Worship Schedule - Monthly—one combined service with a mixture or other style - Spiritual formation time—to be determined
4. **Transition/Leadership/Communication** (*Elder Rick Ensley leading*)
 - a. Develop and implement a communication plan that includes one person in charge with designated responsibility.
 - b. Increase the congregation's understanding of the PNC process.
5. **History/Reputation** (*Elder Sara Lakatosh leading*)
 - a. Create a committee to compose a living history of the congregation
6. **Conflict/Change/Disruption/Discomfort/COVID** (*Elder Trish Brown leading*)
 - a. A Session member host a monthly gathering after/before worship as a listening session (Town Hall) with the input and questions of congregants getting documented and processed appropriately. This is to include online participants
 - b. Revisit Conflict Management training in six months to ensure we approach in a healthy manner (if necessary, reengage with Lombard).
 - c. Adopt a process to constructively address disagreements
 - d. Work with the congregation to ensure they understand what is acceptable behavior and how unacceptable behavior can impact our church staff, congregation, and particularly the pastors, past, present, and future as part of our Lombard process [added by Session].

7. **Diversity/Friendliness/Welcoming** (included under Worship/Education/Spiritual Formation)
 - a. Have regular greeters and ushers.

Group 2: Proposals that can be addressed later

8. **Membership/Belonging/Community**
 - a. Form team to assist forming and supporting an active and vibrant small group ministry.
9. **Children/Youth/Families**
 - a. Extend childcare for weekday FPCA preschool children for continued church presence
10. **Transition/Leadership/Communication**
 - a. Re-establish methods of communication for volunteer opportunities and develop job descriptions for volunteers.
11. **Finances/Stewardship/Campus/Physical Plant**
 - a. To enable the congregation to make an informed choice regarding future use of the sanctuary as a worship space that is able to accommodate diverse forms of worship, have the sanctuary assessed and evaluated by a professional firm.
 - b. Capital Campaign / Special Project Funding - Develop a long-term plan by January 2023 and embark on a capital campaign/special project campaign to address improvements, major repairs, and mission projects
 - c. Open seating options (pews, balcony) to prepare for increase in COVID occurrence/possibility
 - d. Repurpose Church to generate income, facilitate the church's mission, and ensure ongoing viability for future generations.

Group 3: Proposals where work is already underway

12. **Worship/Education/Spiritual Formation**
 - a. Worship Schedule - Weekly—two distinct services/two distinct styles. - Spiritual formation—dedicated hour between services
13. **Children/Youth/Families**
 - a. Provide nursery care on Sunday mornings Designate 8:45 service for family friendly emphasis on activities for children—
 - b. Support intergenerational learning hour (9:50)-10:50)-make it meaningful:
14. **Transition/Leadership/Communication**
 - a. Leadership needs to insure good respectful utilization of resources and volunteers.
15. **Finances/Stewardship/Campus/Physical Plant**
 - a. Have staff develop a stewardship education program to educate the congregation on the spiritual discipline and fiscal responsibility of stewardship.
16. **Diversity/Friendliness/Welcoming**
 - a. Members be encouraged to participate in fellowship opportunities.
17. **Staffing/Volunteers**
 - a. Support efforts to hire new staff.

Group 4: Proposals that are not doable

18. **Worship/Education/Spiritual Formation**

- a. Regular singular worship service with an all-church fellowship time following this service.
- b. Two services running concurrently with each other. One in sanctuary and one in the fellowship hall.
- c. Provide suggestions to PNC regarding preaching in guidance for interviewing candidates for new pastor.
- d. Recognize the desire of the congregation to have sermons using the lectionary as a starting point that are anchored in scripture and then connected to our daily lives and broader social issues.
- e. Shift focus from political sermons to more inclusive messages that are Bible based.

19. Transition/Leadership/Communication

- a. Streamline the PNC process and improve its effectiveness.

Questions: **Call a member of the Lombard Steering Team:** Bruce Gunn (856-296-3359), Kelsey Miller (610-248-3193), Deb Palmer (610-295-3854), Rebecca Taylor (610-573-4868), or Roger Yott (610-349-0322)

or **Send an email to:** session@fpcallentown.org