

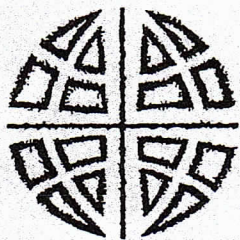
PARISH STUDY REPORT

ST. PAUL LUTHERAN CHURCH OF SMITHFIELD

Craigs Meadows

August 2017

Northeastern Pennsylvania Synod



**Evangelical Lutheran
Church in America**

God's work. Our hands.

CONTENTS

Congregation Trend Report (ELCA)	1-4
Membership Trend (2009-2016)	5
Mission Support	6
Current and Benevolence Expended	7
Reflection Questions	8-12
Zip Code Report	13-16
Congregational Vitality/Sustainability	Ivory pages
Ministry Site Profile	Tan pages



Congregation: St Paul Lutheran Church of Smithfield East Stroudsburg PA 18301
Northeastern Pennsylvania Synod Conference: Pocono
Year Organized: 1854

From 2009 to 2016	2009	2010	2011	2012	2013	2014	2015	2016	%Chg (09 -16)
Baptized Membership	458	471	484	510	515	533	556	563	22.9%
Members Received By:									
a. Baptism: Children	11	7	9	16	12	10	2	12	
b. Baptism: Adults	1	0	0	2	0	0	1	1	
c. Affirmation of Faith	15	15	9	19	0	10	27	2	
d. Transfer	1	4	3	0	0	6	1	0	
e. Other & Stat. Adjustment	0	0	0	0	0	0	0	0	
Total Members Received	28	26	21	37	12	26	31	15	
Members Removed By:									
a. Death	14	11	6	8	5	6	8	8	
b. Transfer	2	2	2	3	2	2	0	0	
c. Other & Stat. Adjustment	0	0	0	0	0	0	0	0	
Total Members Removed	16	13	8	11	7	8	8	8	
Membership Change	12	13	13	26	5	18	23	7	
Baptized Youth Confirmed	7	11	2	4	3	10	6	3	
Confirmed Membership	287	298	300	300	468	483	556	563	96.2%
Average Worship Attendance	149	151	154	164	162	140	127	138	-7.4%
Percent Attending Worship [1]	32.5 %	32.1 %	31.8 %	32.2 %	31.5 %	26.3 %	22.8 %	24.5 %	-24.6%



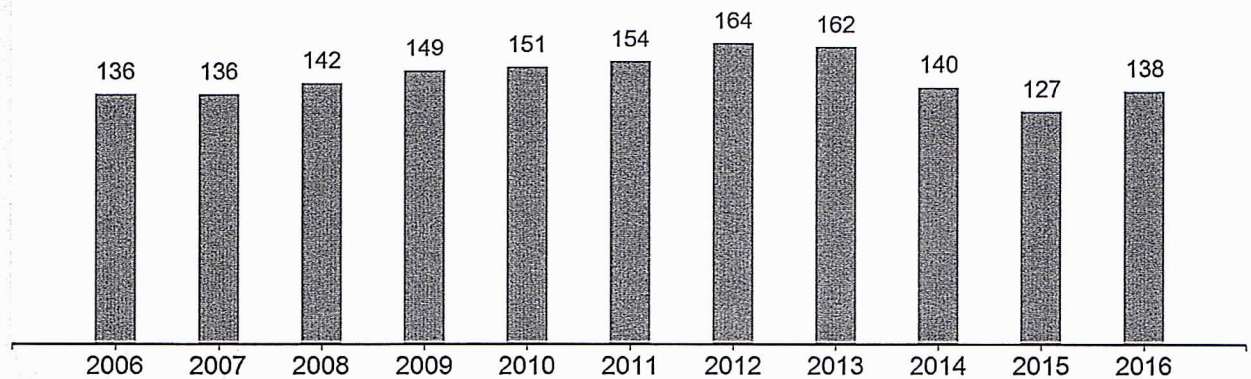
From 2009 to 2016	2009	2010	2011	2012	2013	2014	2015	2016 [2]	%Chg (09-16)
African American/Black	42	42	42	44	46	50	52	52	
African National/African-Caribbean (New in 2010)		0	0	0	8	12	12	12	
Asian/Pacific Islander	0	0	0	0	0	0	0	0	
Latino/Hispanic	43	43	43	43	43	43	48	48	
Amer Indian/Alaska Native	0	0	0	0	0	0	0	0	
Arab/Middle Eastern	0	0	0	0	0	0	0	0	
Multiracial	0	0	0	0	0	4	6	6	
White	353	366	361	371	361	382	364	364	
Other	0	0	0	0	0	0	0	0	
Race/Ethnicity of Active Participants	438	451	446	458	458	491	482	482	

Racial/Ethnic Composition - Congregations filing in 2010 to 2016 show Active Participants, which is NEW in 2009. All other numbers are Baptized Members. This data is collected to measure the ELCA'S progress in becoming more diverse.

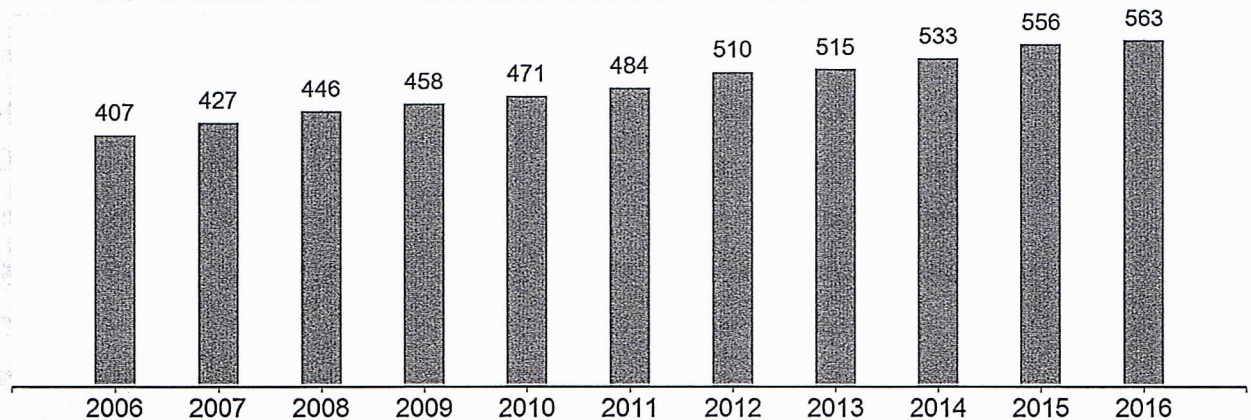
Regular Giving Per Confirmed Member	650.72	696.21	659.95	694.84	429.12	397.19	341.64	360.71	-44.6%
Regular Giving by Members	186,757	207,470	197,984	208,452	200,828	191,841	189,951	203,079	8.7%
Designated Giving by Members	1,918	13,847	18,227	27,804	17,553	22,832	13,397	13,603	609.2%
Grants & Partnership Support	6,250	12,500	3,230	2,211	3,389	4,867	5,700	5,200	-16.80%
Total Receipts [3]	400,833	273,418	244,018	246,721	224,180	234,409	214,856	230,527	-42.5%
Current Operating Expenses	167,958	169,394	185,336	199,987	201,251	192,971	189,011	174,085	3.65%
Payments on Debts	10,770	18,752	15,684	21,633	21,633	20,717	8,801	13,505	25.39%
Total Disbursements [3]	349,476	279,854	400,641	245,295	245,213	231,958	227,524	221,632	-36.6%
Mission Support	9,933	10,667	11,000	10,015	11,000	5,900	7,000	7,000	-29.5%
Mission Support as % of Current Operating Expenses, Debt, Expenses & Mission Support [4]	5.3%	5.4%	5.2%	4.3%	4.7%	2.7%	3.4%	3.6%	-32.1%
Mission Support as % of Regular Giving [4]	5.3%	5.1%	5.6%	4.8%	5.5%	3.1%	3.7%	3.4%	-35.8%
All other benevolence (non-mission support)	4,709	14,134	10,150	11,902	11,329	11,870	15,557	15,011	218.77%
Mission Support as % of total benevolence.	67.8%	43.0%	52.0%	45.7%	49.3%	33.2%	31.0%	31.8%	-53.1%



Average Worship Attendance From 2006 to 2016 (1.5% change)



Baptized Membership From 2006 to 2016 (38.3% change)



Population of Congregation's ZIP Code 18301

2000	2002	2008	2010	2012	2014	2016	%Chg
22,987	-	-	28,229	-	-	26,829	16.7%



2016 VALUE OF CONGREGATIONAL ASSETS

Church real estate	\$1,142,237	All Other Assets	\$0
Endowment & memorial funds	\$2,725	Cash, savings, bonds	\$31,188
Total indebtedness	\$223,336	Capital improvements this year	\$12,031

Wheelchair accessible? **Yes**

Assistive hearing devices? **No**

Braille worship materials? **No**

Special needs outreach/support? **Yes**

Large print worship materials? **Yes**

Sign language interpreters? **No**

Community Context: **Small town under 10,000 pop.**

ZIP Codes Served: **18301 18360 18324 18335**

[1] Average worship attendance divided by baptized membership

[2] Racial/Ethnicity numbers forwarded from 2015

[3] These totals include other receipts and disbursements not displayed

[4] The percent change in the right most column is the percent change between 2009 and 2016

The ZIP Code population data are Copyright (c) protected by Environics Analytics

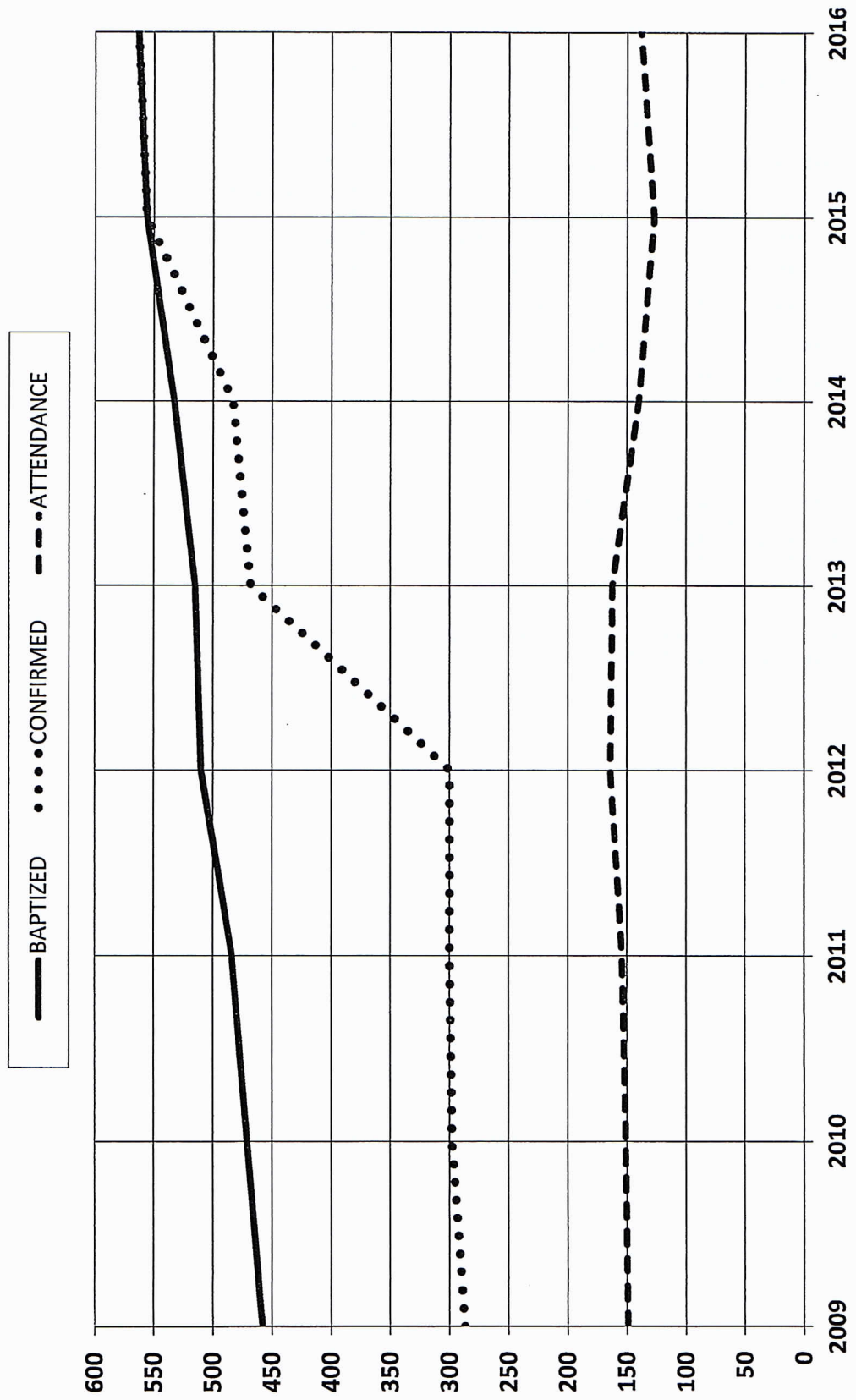
To make corrections or updates, contact the ELCA Office of the Secretary.

E-mail conginfo@elca.org or call 800/638-3522 extension 2810

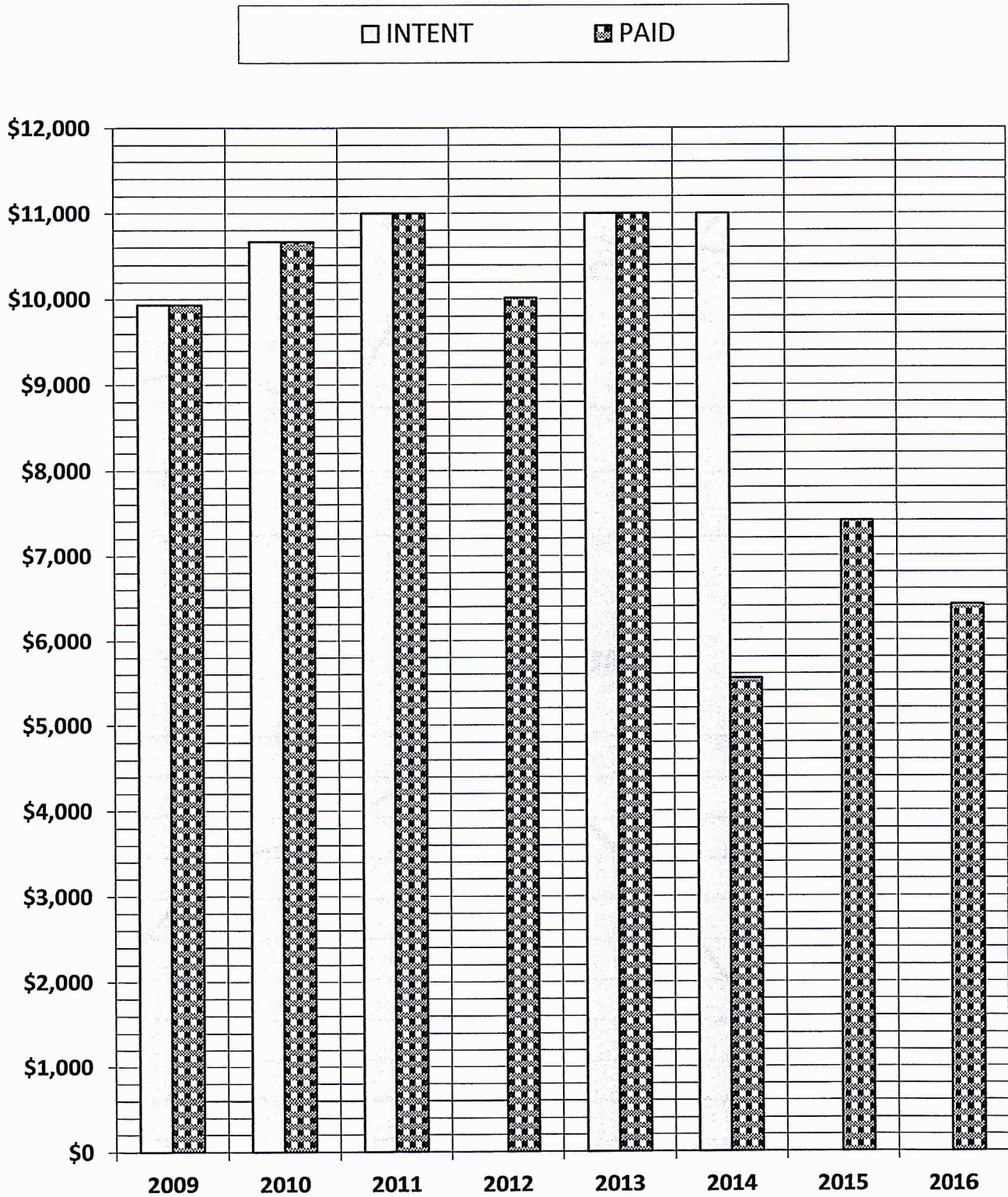
Forms filed electronically will be checked for errors starting in early summer.

"Living Lutheran: Renewing Your Congregation" by Dave Daubert is resource for congregational renewal. Order ISBN #0806653345 from Augsburg Fortress at www.augsburgfortress.org.

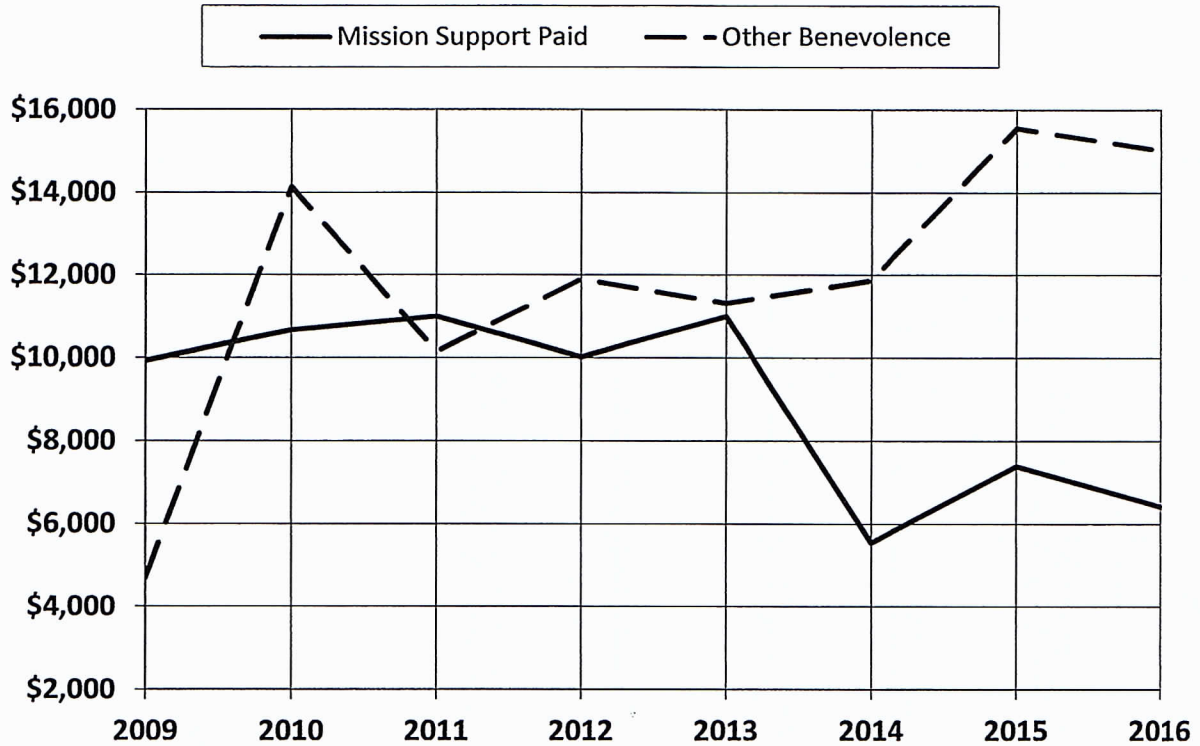
MEMBERSHIP TREND - 2009-2016



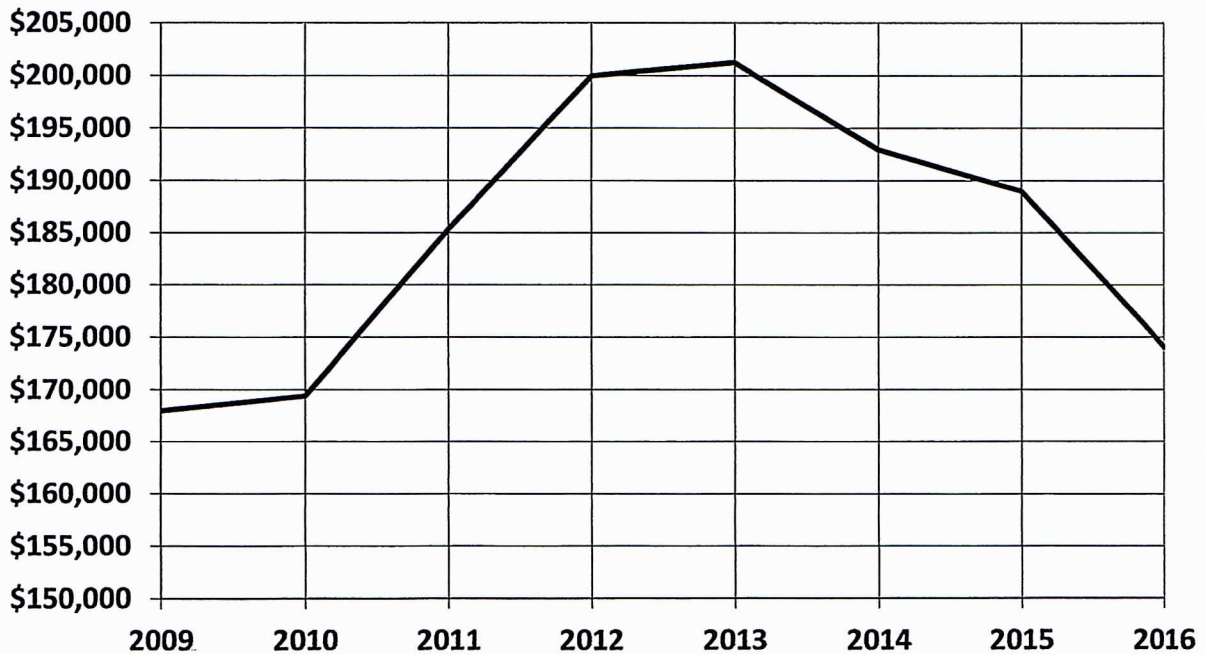
MISSION SUPPORT



BENEVOLENCE EXPENDED



CURRENT EXPENDED



REFLECTION QUESTIONS

St. Paul, Smithfield

1. What is the biggest challenge facing your congregation?

Getting/keeping younger members involved – 18

Calling a pastor – 7

- To be a good fit – 2
- Who will deal with everyone and not just a few
- With everyone's ideas
- Who is compatible – 3
- To continue the path set out for us – 2
- Willing to take the time to advise the members who need help with problems
- By working together
- Who is compatible, kind, and caring
- Who will meet the needs of the entire congregation

Growing our membership – 7

Keeping the congregation together during this transition – 5

Finances/Giving – 4

Getting members to volunteer and participate – 4

Aging and loss of members – 4

Same people do everything

Steady attendance – 2

Rebuilding our Sunday School program – 2

No new events to bring new members and no one asking for help with events – delegation

Communication – being informed about what's going on – who's on the Call Committee?

More communication on council decisions

Understanding others

Patience during the transition period

Holding on to our members

Retirement age people moving away

Money in the summer

Youth programs

Tithing

Church is not just for special occasions

Church collapse

Virtually no enthusiasm from youth

Keeping people positive – anxiety

Stability and being able to sustain missions and ministries

2. How has your congregation helped you grow in your understanding of what it means to follow Jesus?

Having a weekday Bible study – 5

Stewardship – 4

By helping others in need – 4

Ladies' prayer group – 3

Been here through many phases of growing and not growing – 2

Friendliness of members – 2

Sunday School has helped me tremendously – 2

Gospel/education/study groups/adult Sunday school

Fellowship/small weekly groups

Adult Bible studies/awe inspiring worship/lead by example

The love and welcoming feeling I get when I come to church, small group, Bible study, women's prayer

By being involved in small group, Bible studies I have learned so much about Jesus

Small group studies – women's prayer group, Bible study, spiritual formation

Through leadership committees such as fellowship, etc.

The sermons have given me a greater understanding, as well as music

I love everyone in my congregation but it was mostly the sermons that helped me do what Jesus would want me to do

A good pastor

Learned so much about Biblical history with relation to current world affairs

Has me not wanting to miss Sunday services so that I can get the word of Christ and give it to others

Attending services has helped me become a stronger follower of Jesus!

Helping others and being humble

Food pantry

By reaching out into the community more in the last few years

Congregation is very loving and helping and inspires us in our beliefs – Pastor was also instrumental in explaining Christ's mission

Ongoing fellowship which brings us together to be effective in helping others

Being interested in your fellow worshippers

Acting as a family, not as a business

Nice being a part of – helps me become committed

The warmth of the congregation

By being part of my church family – fellowship

Tough one because everyone handles Jesus differently

To choose my words carefully

A sense of purpose and understanding

My faith has grown with health issues and realizing life goes on

By actions and deeds

Helped me realize that following Jesus and practicing our faith is different for each of us and that's

OK – emphasis is on learning to serve Jesus together but not as clones or blind followers

Treat people like you want to be treated

The varieties of ministries and Bible studies give ample opportunities to learn and provide my gifts to others, in turn following Jesus
It began with personal beliefs in God, your relationships with others; community, congregation, and pastor
Shown me that there are various ways to practice the faith and its values
Current issues, socio-political, adjustments and transitions as God may approach them and require us to respond
Through prayers, Gospel, ministries
Continue to receive communion until the Lord comes again
God has helped me understand what it means to follow Jesus
I've learned that any little thing you do is a help to someone
Need to be an active member of a church in order to have a thriving congregation
Sunday School teacher teaching the younger kids
Sunday School teachers

3. How has your congregation changed in the last five years to respond to changes in your community?

More outreach – food pantry, community garden, spaghetti dinner – 27
Making space available for addiction meetings – 7
Praise team/contemporary service – 6
Youth group – 4
Expanded our food pantry to serve more families effectively – 3
The building – 2
Softball field – 2
Hearts are open to the needs of the community – 2
Friday ladies – 2
We have developed new projects – 2
More receptive to the needs of the community – 2
Less events taking place at church and outside of church – 2
Older, retired members moving out of the area
We tried to move with the times – older members remain firm; newer members come and go
Not as many people every week
Give people more fellowship with nonmembers in the community
Celebration hall big improvement
Losing the younger generation
No more school due to the economy in this area – takes both husband and wife working to keep up with living expenses
Congregation has steadily grown in the last 15 years of Pastor Harding's care – however, families have moved out of the community in the last 5 years which may begin to affect our attendance
Become more aware of new people in the community
Becoming a body as a whole congregation
Quilts for the nursing homes
Friendship
Got bigger

Stewardship started

Boys school

There is a growing number of people coming in to be “saved/comforted” in bereavement situations – it isn’t preemptive now, it’s reactive

Trying to keep up with technology and new/young ideas

Multi-cultural – new ministries – welcoming – eco material

By trying to bring more people into the church

By the love and help given to strangers

No Vacation Bible School

4. What's one thing you think God would like to see change in your congregation?

Better communication – 10

How was the Call Committee formed? – Who is on the committee? – 3

Have Council minutes available every month – 3

More participation – 4

Working together – 4

Calling a younger pastor – 3

Increased attendance – 3

Getting younger people involved – 3

More outreach – 3

More welcoming to new visitors/members – 3

Racial problem – treating people equally – 2

To increase its biculturalism

Youth group to help where needed – 2

Teaching and involving teenagers

We need a youth program

Youth sermon

Encourage youth to attend and use social media to interact with God

I think we are lacking a clear role for young people (post confirmation), before 18-21 when they are adults

People who have children baptized never come to church again

Bring members together as a whole

Not just a few people running everything

More support of one another

More face-to-face talking – not just social media

More forgiveness; less judgment

Increase use of lay people

More fresh blood making or helping to make more binding decisions

Greater unity and stronger calls in worship

To keep our members

People working more cooperatively – leaders respecting each other and each other’s views

Asking for help instead of doing it themselves

Increase our membership

Growth in active members – commitment in spiritual growth
Bring in more people of all ages
Increase the use of the facility for members and youth
Increased use of the facility educationally geared toward youth and adults – I would volunteer for
Vacation Bible School – two solid weeks for ages 4-16 years old
Evangelism
More of what we already do in outreach
Find a pastor as good as Pastor Harding
Open school again – more youth – better communication – more help with events – better
education on “Lutheran” – keep attending after baptisms, confirmation, and weddings
Less anxiety – more connections – faith with reckless abandon
We should be aware at all times of the commitment of serving God in a spiritual manner, thus
becoming sufficiently involved in our spiritual faith
More faith and less fear of change and the unknown – commitment – growth – use social media
for more creativity
Growth in our witness and spirituality
More faith



Population:	ZIP Code	County
2020 Projection	28,050	162,024
2015 Estimate	28,880	165,381
2010 Census	29,997	169,842
2000 Census	24,644	138,714
Population Change and Percent Change:		
2000 - 2010 Number Change	5,353	31,128
2000 - 2010 % Change	21.7%	22.4%
2010 - 2020 Number Change	(1,947)	(7,818)
2010 - 2020 % Change	-6.5%	-4.6%
Number of Persons in Families, Households and Group Quarters		
2010 Families	6,962	44,161
2015 Families	6,652	43,033
2010 Households	10,131	61,091
2015 Households	9,669	59,445
2010 Population in Group Quarters	2,759	3,790
2015 Population in Group Quarters	2,892	3,984
2015 % Population by Race		
African American or Black	15.1%	13.7%
American Indian and Alaska Native	0.3%	0.4%
Asian	3.2%	2.3%
Number of Chinese (not Taiwanese)	253	558
Number of Filipino	159	636
Number of Japanese	1	133
Number of Asian Indian	184	1,234
Number of Korean	102	280
Number of Vietnamese	86	449
Number of Cambodian	1	0
Number of Hmong	0	0
Number of Laotian	0	0
Number of Thai	95	165
Number of Other Asian	42	366
Native Hawaiian & Other Pacific Islander	0.1%	0.1%
Some other race	5.5%	4.9%
Two or more races	3.6%	3.3%
White	72.3%	75.4%

2015 % Population Hispanic Origin



Not Hispanic or Latino	84.4%	85.0%
Hispanic or Latino	15.6%	15.0%
Number of Mexican	206	1,197
Number of Puerto Rican	2,479	13,959
Number of Cuban	148	843
Number of Other Hispanic or Latino	1,664	8,788
2020 % Population by Race		
African American or Black	15.3%	14.3%
American Indian and Alaska Native	0.3%	0.4%
Asian	3.5%	2.6%
Native Hawaiian & Other Pacific Islander	0.1%	0.1%
Some other race	6.1%	5.4%
Two or more races	3.9%	3.7%
White	70.8%	73.6%
2020 % Population Hispanic Origin		
Not Hispanic or Latino	82.8%	83.1%
Hispanic or Latino	17.2%	16.9%
2015 % Population by Gender		
Female	52.1%	50.7%
Male	47.9%	49.3%
2015 % Population by Age		
0 - 4	4.9%	4.7%
5 - 9	5.3%	5.2%
10 - 14	5.9%	6.3%
15 - 17	4.5%	4.6%
18 - 20	9.8%	5.2%
21 - 24	8.0%	6.2%
25 - 34	10.9%	10.5%
35 - 44	10.5%	11.1%
45 - 54	13.5%	16.1%
55 - 64	12.9%	14.8%
65 - 74	7.9%	9.2%
75 - 84	4.2%	4.4%
85 and over	1.8%	1.6%
2015 Median Age	36.00	41.00
2015 Median Household Income	60,209	59,051
2015 Average Household Income	76,029	71,116
2015 Families Below Poverty Level	701	4,326



2015 % Educational Attainment (25yrs+):

Less than Grade 9	3.6%	2.8%
Grade 9-12, no diploma	6.1%	7.4%
High School graduate or equivalency	31.8%	36.1%
Some College, no degree	20.3%	21.9%
Associate's degree	8.1%	9.0%
Bachelor's degree	16.7%	14.0%
Master's degree	9.9%	7.0%
Professional school degree	2.2%	1.2%
Doctorate degree	1.3%	0.7%

2015% Employment Status (16yrs+):

Armed Forces	0.1%	0.1%
Civilian: Employed	56.3%	55.3%
Civilian: UnEmployed	9.0%	9.3%
Not in labor force	34.5%	35.3%

2015 % Travel Time to Work

Less than 15 minutes	31.6%	22.7%
15 to 29 minutes	25.2%	28.6%
30 to 44 minutes	10.8%	15.5%
45 to 59 minutes	10.6%	9.5%
60 minutes or more	21.7%	23.6%

2015 % Marital Status (15yrs):

Never married	38.5%	33.0%
Married	46.1%	50.5%
Widowed	5.7%	6.3%
Divorced	9.7%	10.1%

2015 Median Home Value:

204,532 186,972

2015 % Owner/Renter Occupied Housing Units

Owner occupied	69.6%	78.8%
Renter Occupied	30.4%	21.2%

2015 % Estimated Housing Units by Year Structure Built

2010 or later	1.2%	1.3%
2000 to 2009	18.9%	15.6%
1990 to 1999	14.3%	17.9%
1980 to 1989	17.6%	21.8%
1970 to 1979	15.1%	16.9%
1960 to 1969	6.3%	7.6%
1950 to 1959	8.3%	5.7%



1940 to 1949	4.5%	3.1%
1939 or earlier	14.0%	10.3%

2015 % Household by Type

Married Couple with children	32.4%	32.2%
Female Householder with children	10.6%	8.9%
Male Householder with children	3.5%	3.5%
Married Couple with no children	41.7%	45.0%
Female Householder with no children	8.1%	6.9%
Male Householder with no children	3.7%	3.6%
Family Households	6,652	43,033
Non-Family Households (Single or with non-relatives)	3,017	16,412

Report prepared by ELCA Research and Evaluation 1-800-638-3522 ext. 2990

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The PRIZM® NE segments developed by The Nielsen Company (US), LLC (2016) can be found on the web at www.mybestsegments.com

Congregational Vitality Project



Evangelical Lutheran Church in America

God's work. Our hands.

St Paul Lutheran Church of Smithfield

East Stroudsburg

PA

Congregation ID 00468

Synod: Northeastern Pennsylvania Synod, ELCA

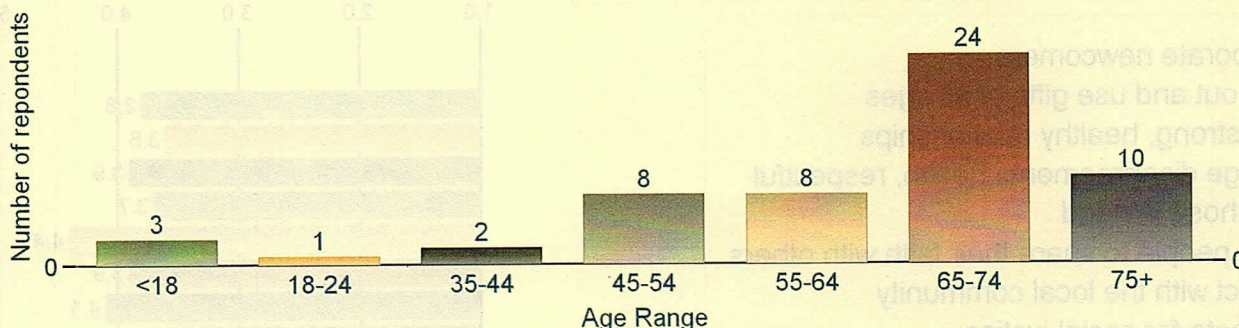
Measuring Vitality

This survey measured perceived strengths and challenges of the congregation in three critical areas: the congregation's connections with God, each other and the world. All items range from 1 (poor) to 5 (great). The target score is 4 or higher. A average vitality score was created by averaging all items together. Compare your congregation with aggregated ELCA congregations.

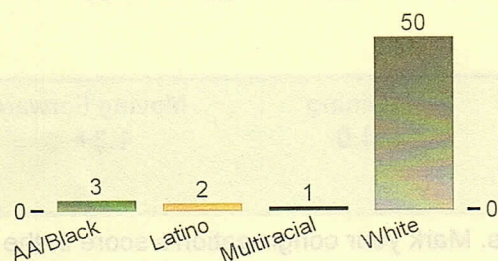
This report is divided into three sections. The first section tells you who completed the survey. The next section shows the average responses to the 15 questions and the average vitality score, and the last section shows details of how each question was answered.

Total responses 56

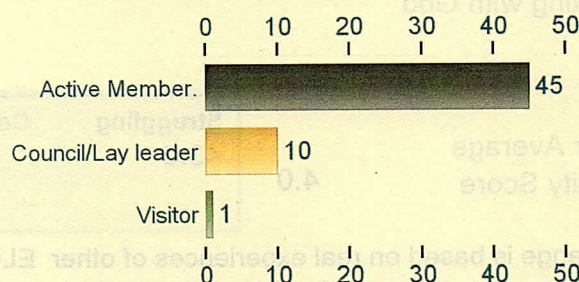
Age of Respondents



Ethnicity



Type of Respondent



instanceID 00468_8/6/2017

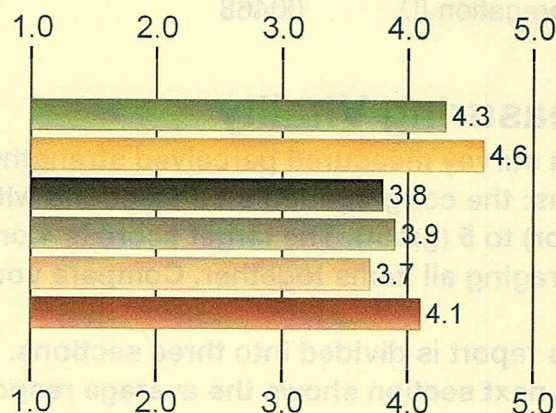
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8/6/2017



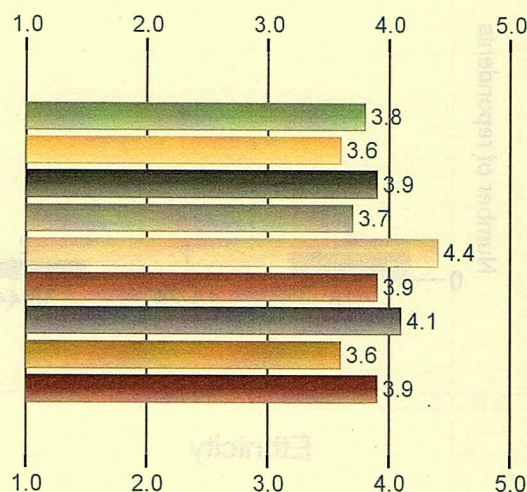
How well do these phrases describe your congregation?

- Worship nurtures faith
- Helps deepen relationship with God
- Clear sense of mission
- Excitement about the future
- Always ready to try new things
- A positive force in the community



How well does your congregation do the following?

- Incorporate newcomers
- Seek out and use gifts of all ages
- Build strong, healthy relationships
- Manage disagreements health, respectful
- Help those in need
- Equip people to share their faith with others
- Interact with the local community
- Advocate for social justice
- Help people live out faith in daily life



Connecting with God

Your Average
Vitality Score

4.0

Struggling	Concerns	Maintaining	Moving Forward
<3.2	3.5	4.0	4.3+

This range is based on real experiences of other ELCA congregations. Mark your congregation's score in the shaded area and choose the description that best matches your score.

Note that labels are not precise. Some congregations with a score of 4.1 are moving forward, while others are maintaining. However, very few congregations with a 4.1 are in struggling just as few congregations with a 3.6 are moving forward in mission.

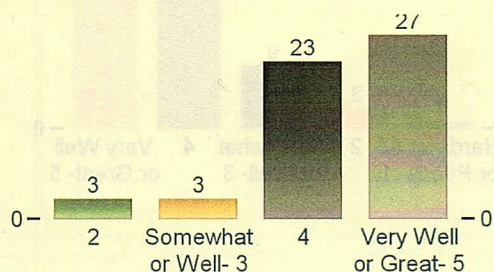
Visit www.CongregationalVitalitySurvey.com/Resources.html and use the Congregation Check-up for suggested next steps. Talk to your synod's Director for Evangelical Mission for more information.



Item by Item Responses

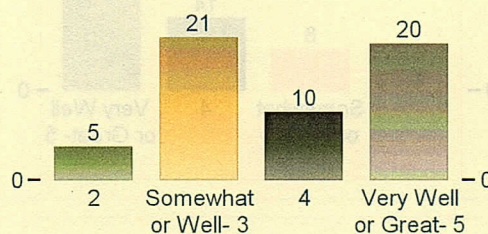
Connecting with God

Worship nurtures people's faith

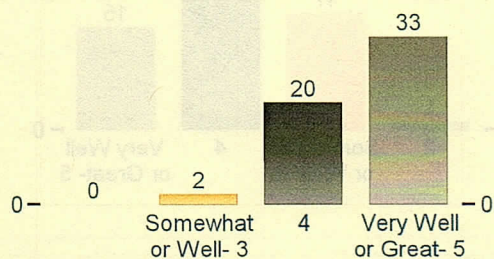


Connecting with Each Other

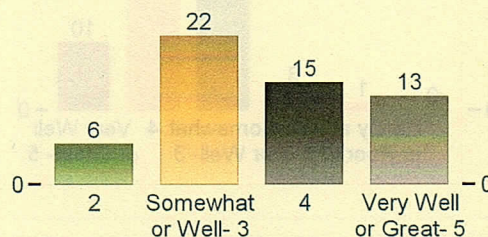
Incorporate new people into congregational life



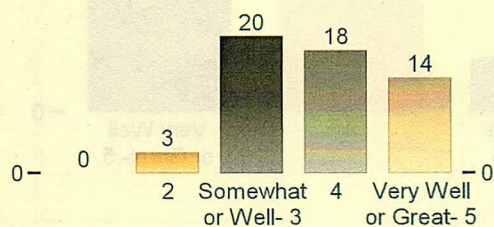
Deepens people's relationship with God



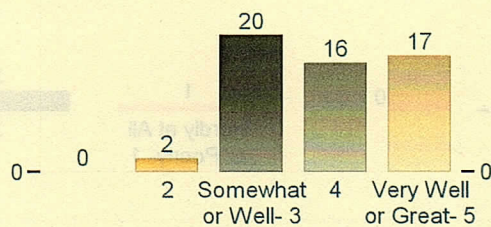
Seek out and use the gifts of all



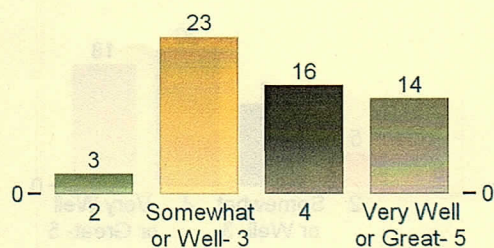
Has a clear sense of mission



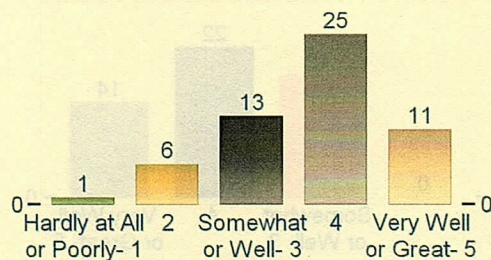
Build strong, healthy relationships



Willing to try new things



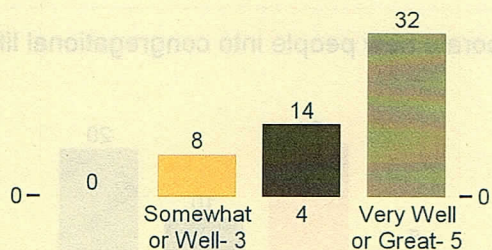
Manage disagreements in healthy respectful manner



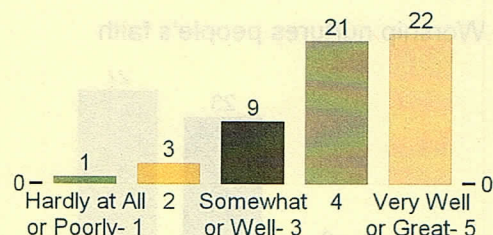


Connecting with the world

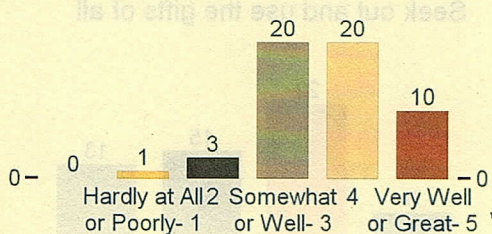
Address social concerns/ Serving those in need



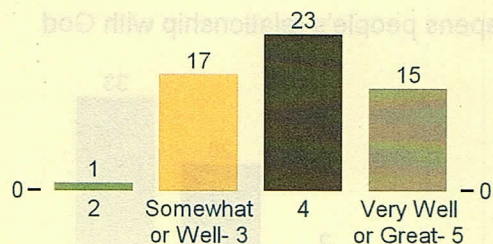
Interact with the local community



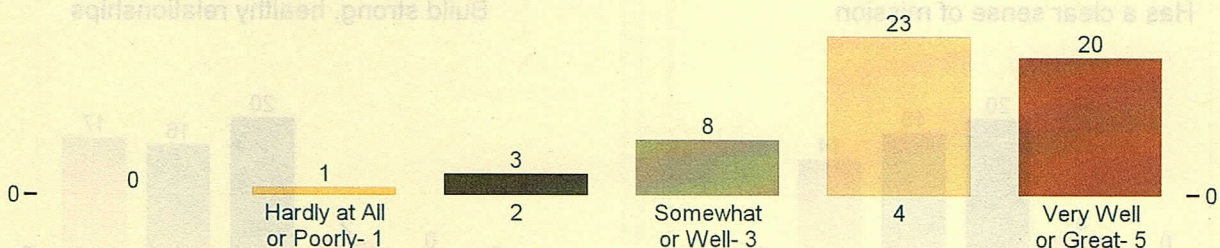
Advocating for social justice



Equip people to share their faith

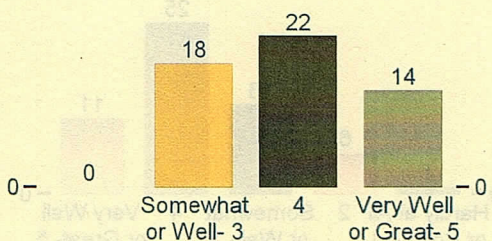


A positive force in the community

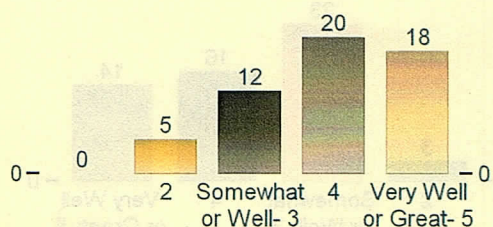


Overall

Help people live out out faith in daily life



Excitement about the congregation's future



MINISTRY SITE PROFILE

St Paul's Lutheran Church of Smithfield

E. Stroudsburg, PA

Completed: 08/06/2017



Evangelical Lutheran Church in America

God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Our established mid-sized friendly congregation located on 6 lovely acres in East Stroudsburg, PA is currently in the process of calling a new pastor. Our candidate should be willing to help inspire and guide our diverse, welcoming, multi-cultural congregation. Youth are our future, and we consider expanding our program a necessity for growth and sustainability. We are hoping to attract an excited, involved, welcoming pastor with a sense of humor.

PART I: WHO WE ARE

Name and Location

CONGREGATION

St Paul's Lutheran Church of Smithfield

00468

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

E. Stroudsburg, PA, 18301

US

CITY, STATE, ZIP

COUNTRY

Northeastern Pennsylvania Synod (7E)

Congregation - Organized

1854

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Small town (under 10,000)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

St. Paul's Lutheran Church of Smithfield

139 Craig's Meadow Rd.

E. Stroudsburg, PA, 18301

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

stpaulscraigsmeadow@gmail.com

http://www.stpaulscommunitychurch.com

(570) 223-9422

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Adrian Martenco

NAME

435 Cottontail Ln.

E. Stroudsburg, PA, 18301

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY



(570) 807-3897

DAY PHONE

martenco@ptd.net

E-MAIL

(570) 445-4481

EVENING PHONE

(570) 807-3897

CELL PHONE

FAX

Chairperson of Call or Search Committee

Ed Stephens

NAME

106 Prairie Ln.

ADDRESS LINE 1

ADDRESS LINE 2

E. Stroudsburg, PA, 18302

CITY, STATE, ZIP

US

COUNTRY

(570) 460-2018

DAY PHONE

EVENING PHONE

(570) 460-2028

CELL PHONE

FAX

edward.stephens@icloud.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (65%)

Hispanic (20%)

African American (10%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (75%)

Hispanic (15%)

African American (15%)

Other (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

40%

60%

Age distribution

10%

5%

15%

40%

30%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

1

0

1

0

2

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information



151 - 250	26 - 50	Single site	
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
Distance members live from church facilities:			
10%	5%	10%	75%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|---|---|--|
| <input checked="" type="checkbox"/> Bedroom community | <input checked="" type="checkbox"/> College or University | <input checked="" type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input type="checkbox"/> Ranching |
| <input type="checkbox"/> Industrial | <input checked="" type="checkbox"/> Resort | <input checked="" type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2016

\$194,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$7,000

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

\$225,000

TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

\$20,000

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

We live in a unique region where folks are close enough to commute to New York City every day, and yet far enough away that they might offer a better standard of living for their families.

Our two largest employers in our county are the hospital and a large pharmaceutical research and developer.

There are many local resorts in the region.

And there is hope... hope that the housing crash will soon be behind us, and the values of our properties could return.

Many folks are living week to week, within our means.

Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.

We have felt that the weekly attendance has fallen down some in the past few years.

We certainly have seen a drop in young adult and youth attendance.

There are more ministries that are accessible here.



We have flexibility of services as well.

Context:

List three ways that the community in which you are located has been challenged by change and transition in the last three to five years.

The mass exodus after the housing crash in Monroe county was unexpected. We have not fully recovered. We lost a substantial number of families from the region when the housing crash came. This effect is still being realized and the changing ways of businesses still managing to change to fit the needs.

Since we are close enough to the city, we have been realizing some effects of that as well.

We gain diversity in the culture, and we lose in the increased drug and addictive behaviors and the different needs that come with those influences.

Programs:

Describe your congregation's or organization's current programs for mission and ministry.

Our weekly services are offered twice on Sundays. The earlier service has less singing, which some of our teenagers find appealing. We offer a contemporary service once a month, and we have our own "Praise Band" who leads us in song that week. We have an active, and skilled choir too. There is a monthly Spaghetti dinner on Thursdays, and a weekly Spiritual Formation group that meets on Wednesday evenings. We have started a ladies prayer group this past year.

We have been the site of student pastors who have been doing their on site training under the direction of our recently retired beloved pastor.

We are learning to become more adaptable. We have been recognized as a welcoming congregation.

We offer our facilities to scout groups, NA and AA group meetings among many others.

We have a 2nd year community garden which has been a blessing to the community's neediest families beyond our wildest dreams.

Goals:

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

Our Mission Statement is, "We are a community of faith called to share the good news of Jesus as our model of life. We seek spiritual maturity through worship, learning, and serving. We invite and welcome all who desire to share in this journey of faith active in love."

Energy:

What is your congregation or organization really excited about right now?

Our community garden seems to be one of the most tangible ways to show God's love and work through our hands. We are so proud of our abundant vegetable production. We are truly being blessed.

We have an exciting ministry that is still in the concept and design stages where we wish to start a Coffee House type atmosphere with live Christian musicians to offer a safe and fun place to congregate. We hope to entice more youth and young adults by adding this exciting new setting as well.

Our once a month, Friday evening Youth Night's are thriving. There is a fun atmosphere where like minded youth can get together safely. We have music, and activities as well as table games and small groups.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

In the most honest fashion, we know that we are involved with the larger church as a whole. We have some knowledge of how we tie into the bigger picture, but like children, we would welcome further knowledge and comprehension of our congregation's participation and influence with the ELCA and Synod. We see this as a growth opportunity.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

We follow our Mission Statement which is, "We are a community of faith called to share the good news of Jesus as our model of life. We seek maturity through worship, learning and serving. We invite and welcome all who desire to share this journey of faith active in love."

We are God's children.

We also have a Vision Statement which is, "Making a difference in our world by feeding all in need. To be a beacon in our community."

And we are so much more than even this.

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Our most valuable resources by far are our volunteers. They make the church what it is. They build gardens and stock our food pantry, they pay bills, and count attendees. They bring communion to the shut ins, and they reach out to the sick. They make sure to be available when someone needs them, from making sure the gas is turned off to making sure the air is turned on. They are our life's blood.

We feed the hungry here every week at St. Paul's. Through the work of our own food pantry, we are feeding about 30 families. We have community spaghetti dinners that also offer a meal to 'our' pantry families, and any other community members who cannot afford to purchase a meal. We also get the rich camaraderie and levity to our church community through these missions. The need is realized that we can be a positive influence in the community if we have enough loving, caring folks to make it come to fruition. We can always use more helpers.

We have a church, complete with its sanctuary and classrooms, as well as a kitchen and dining area. We also have our more recently built "Celebration Hall" where we can seat about 200 people, or host events, these are the skeletons of our living church. They make it all possible. We host community meals, youth events, even some of our worship services in Celebration Hall. It is really a testament to the love here at St. Paul's. Our time, treasure and talent worked to build it, and keep it lively. In reality, we need to be able to stay financially solvent in order to make sure it lasts for years to come.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

We feel that the strength of a church builds slowly over time by developing a strong children and youth ministry. This binds the family closer to God and one another. This supports the family through their inevitable trials with a community strong in the love of God.

We strive to continue to find ways our community needs our support, and rise to it.

We need a strong pastor who can lead us in worship, offers to us chances to learn, and encourages our serving.

References

Synodical Bishop

Bishop Samuel Zeiser

Northeastern Pennsylvania Synod

bishop@nepasynod.org

NAME

SYNOD

E-MAIL

(610) 266-5101

(570) 350-5115



DAY PHONE

EVENING PHONE

CELL

FAX

Inside Congregation or organization

Nancy Fritz

Food Pantry Liason

njfritz7@ptd.net

NAME

ORGANIZATION AND TITLE

E-MAIL

(570) 223-8489

DAY PHONE

EVENING PHONE

CELL

FAX

Outside Congregation or organization

Bill Donovan

Boy Scouts Cub Master

bdonovanpack100@gmail.com

NAME

ORGANIZATION AND TITLE

E-MAIL

(570) 242-4984

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EVENING PHONE

CELL

FAX

Member of the ELCA Clergy roster

Deborah Scheffey

Pastor, Salem St. Paul's Kresgeville

Scheffey@ptd.net

NAME

ORGANIZATION AND TITLE

E-MAIL

(570) 236-6152

DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Deb Taylor

Vicar

debtaylor2365@gmail.com

NAME

SYNOD

E-MAIL

(570) 350-5155

DAY PHONE

EVENING PHONE

CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- ☒ Minister of Word and Sacrament ☐ Minister of Word and Service ☐ In Candidacy/First Call

Solo Pastor

Master's Degree (seminary or graduate school)

Full time call

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

Spanish/Conversational

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

