

CONGREGATIONAL STUDY SUMMARY – GRACE, BOONE

QUESTION 1: Important events in the history of this congregation are:

The majority of the responses in this category revolved around the long and rich history of the congregation, including the wonderful location and building restorations/expansions. The recent purchase of the Norris property was a big step for the congregation and further solidifies the congregations desire to be a “downtown” church reaching out to the community and the university. Grace’s leadership and support of the High Country Coalition and the vicar program continue to be significant for the congregation.

QUESTION 2: Our most important current ministries are:

It’s obvious that Grace supports the entire range of congregational members, from youth to active seniors. That being said, however, it is quite clear that campus ministry continues to be at the core of the congregation. The decision to stay in your current location and purchase additional property, and the way Grace has gone about staffing (second pastor primarily focused on campus ministry) point to that reality. In addition, Youth and Music ministries were mentioned several times.

QUESTION 3: In the next few years I hope we can:

There was good discussion for this section which suggests to me that folks are excited about the future of Grace. Most groups mentioned responses that deal with growth; mostly in terms of increasing membership and commitment. Many of groups also mentioned things related to needed facility improvements and debt reduction, including the capital campaign, “Grateful for Grace.”

QUESTION 4: Before we call a pastor we need to:

Thanks be to God that most of the groups mentioned prayer. It will be extremely important for every member of Grace to pray for your council, call committee, and the guidance of the Holy Spirit. As I have mentioned several times, the goal in this process is to determine whom it is that God is calling to be your next senior pastor. Good communication during this process will be very important so that all members are aware of where things are in the call process. With transition comes change, and I commend you for thinking creatively and openly about what the future might hold.

Question 5: Our next pastor should be someone who:

It is obvious that your next senior pastor will need to have good people skills, including the ability to laugh, listen well and work with all age groups. Most of the groups mentioned their desire to have the pastor be significantly involved in the community. It will also be important for your next senior pastor to have the gifts to lead a very capable staff. As we talked about, I've yet to meet the pastor that has all the gifts/qualities that you list, so your call committee will need to pay attention to particular gifts that will benefit the ministry of Grace as you look to the future.

1. Some important events in the History of this congregation are...

- Norris Property (7)
- New sanctuary (5)
- buying Grace Place (5)
- Coalition: High Country support ministry in 2008 (5)
- Purchased property next door in 70s (4)
- Staying at current location (3)
- LSA—College Ministry (3)
- Intern program started 1978 (3)
- Vicar Program Longevity (3)
- Growth of staff (2)
- 2nd Minister (2)
- 75^h anniversary celebration (2)
- Calling of Pastor Tim
- Campus Ministry (2) Longevity of pastor (2)
- Youth Minister (2)
- Mission statement creation (2)
- Fellowship Hour
- Financial stability (responsibility)
- Going to 2 services year round
- Growth of programs/church
- Hired Associate Pastor
- Hired Mark Tomask—organist
- Holy Trinity merger & Grace-Chestnut Alter in early to mid 60s
- Move into new church in 88-89
- Music/Chair
- Opened new Sunday School classes in the mid 50s
- Ordination ceremony for Pastor Sarah
- Pastor was a community leader
- Paying off debts
- Paying off sanctuary
- Sold parsonage in early 80s and consolidated assets
- Tim taking/threatening to take his kids to another church
- Tim's departure
- Troutman HT visiting at hospitals and neighborhood
- Visitation Minister
- 1st Meeting in Boone Courthouse
- First Church and parsonage built; addition built
- Program for Interns
- Grace's ministry teams through the years

2. Our most important current ministries are...

- Grace Builders (10) / Woodlot
- LSA (7)
- Campus Ministry (5)
- Home bound ministries (5)
- Youth Ministries programs (5)
- Card/Prayer ministry (4)
- Confirmation Program (4)
- Worship (organists, music, experience, weekly etc) (4)
- Music Ministry (4)
- ELCA Women (3)
- Hospitality House (3)
- Outreach (3) (e.g. AA meetings)
- Bible studies (2)
- Care ministries (2)
- Christian Education (2)
- Sunday School's good program currently (2) – children and adult
- Vicar program (2)
- Visitation-Worship (2)
- We Can (2)
- Intern program (2)
- Ministers of Grace (2)
- Healing Prayers ministry (2)
- Holden Evening Prayer (2)
- Community Outreach Service (2)
- Lenten mentors (2)
- All are important, especially those whose goals and projects are completed for LWR and other organizations who function by donations.
- Altar guild is one of the holiest.
- camp
- Coalition
- Education
- Firewood ministry and any ministry that reaches the least of these.
- Hunger Col.
- OASIS
- Property

3. In the next few years, I hope that we can...

- Facilities improvement (8)
- Debt pay off of Norris House (must) (7)
- Youth and Family Minister called/hired full time (6)
- Expand and improve small group ministries and relationship (2)
- Build new addition, Choir Loft enlarged, Expand bathrooms, Fellowship Hall size Increased, Educational physical; classrooms & youth facilities (2),
- Grow: Adult Sunday School, congregation (2), in spirit and in numbers, youth programs
- Adult education
- Better marriage support (young adult ministry)
- Campus ministry continued
- Communication Improvement to keep things from slipping through the cracks
- Community support increased
- Connect to a new pastor
- Contemporary service
- Continue to grow and be a church that welcomes anyone who desires a personal relationship with God
- Do local mission work
- Ecumenical Evangelical ministries participation
- Financial stability increased
- Grace Builders continued
- Grace calling restarted
- Have a vibrant, well qualified, dedicated senior pastor and support staff and faithful congregation
- increase Kitchen size,
- Intern program continued
- Keep all ministries on Question #2
- LSA continued
- Missions support (more)
- Outreach to Hispanic communities
- Present ministries continued
- Priority reassessment to be good stewards of what you have
- Raise enthusiasm and leadership of members
- Re-affirm our Lutheranism—stay with it. If we stick by our belief, Lutheran Catechism and don't need to be politically correct. If you like what we have—good. If not, = down the road.
- Retirement home service monthly
- Senior activity expansion
- Senior pastor called
- Sold fund to support Campus ministries
- Stay on our corner
- Step out of the Box
- Step up and work together
- Unification of congregation
- Younger people involved w/church
- Youth and children ministries built

Before we call a pastor, we need to...

- Pray (a lot); for guidance (4)
- Capital campaign "Grateful for Grace" underway, to be successful (3)
- Change: Realistic expectation; be open to change (2)
- Increased activity in the life of congregation (2)
- Call Committee to hear and meet
- Complete the fund appeal - "Grateful for Grace"
- Communion affirmed to include children
- Congregational priorities decided
- Cooperation and unity maintained
- Current staff and elected council supported
- Debt reduction / complete the capital campaign
- Go through the bishop's steps as quickly as possible
- Grieve quickly
- Increase discussion level
- Input from all gathered
- Know what we want in a pastor
- Pastor Sarah evaluated as possible senior pastor
- Practices and expectation, values
- Pray and ask God to guide us to select the pastor that he would have us choose
- Priorities of church decided / defined
- Role model
- Survey folks who aren't here today by mail or by congregational profile
- Youth/Family minister hired
- Consider calling former intern, David Wegner

Our next pastor should be someone who...

- Community oriented, participation, relationships, willing to get involved, lives in, has ear of community, gets along with (6)
- Business skills good ; Good supervisor and administrator; good delegator (4)
- relates well (3)
- Craft a good sermon, based on Gospel, speaker (3)
- Sense of humor (3)
- Is in it for the long haul; longevity (3)
- Campus ministry supporter (2)
- Accepts our current mission statement.
- Be more like Christ, less like a Christian
- Can deliver meaningful sermons, has experience in counseling, will do visitations, has a clear knowledge of Lutherism, is able to oversee the various ministries and guide them in their goals and purposes and questions and see that truly dedicated persons serve on the council (Persons who continually serve Grace in various ways – this is currently not happening). A pastor who is totally approachable.
- Can sing well
- Challenge us
- Committed to Christian education, Outreach, Missions
- Compassionate / visitation
- Connect with other worshipping communities
- Deals well in crisis ministry
- Does not want pull the church out of ELCA to join CORE
- Energetic, Enthusiastic
- Financial knowledge good
- Flexible to individual needs vs. following rules for the sake of rules
- Good personality
- Good steward of finances and time
- Grow membership
- Help us tell "what we're about."
- High integrity
- Intern program supporter
- Is a disciple, not just a pastor
- Is warm, friendly, kind
- Likes to teach Sunday school
- Loves God, Has an open heart, is intelligent, gentle, sense of humor
- Loving, caring, compassionate
- Makes me proud to invite visitors to come
- Open and decisive
- Open to spiritual growth
- Prayer warrior
- Solid preacher
- Some experience, not in first call
- Speaks well in the pulpit
- Strong, bold leader
- Superman
- Supports campus ministry and youth programs
- Theological / spiritually strong
- Understands life stages and relates to them
- Well grounded in belief
- Will help us reach out to the unchurched
- Works well with council
- Worship style variety experience
- youth / all groups/ : Clear vision

