



# Mission Study

## Limestone Presbyterian Church



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<http://www.limestonepresbyterian.org>

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# The Mission Study Committee

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## **Purpose Statement**

While this document is full of data and statistics, those numbers don't tell the full story of Limestone Presbyterian Church ("Limestone" or "LPC").

Limestone Presbyterian Church is a loving, caring faith community that supports one another. It has many ministries that demonstrate this love to each other and to the community and world. In its sixty-two years it has only called four long term pastors, each leaving their imprint on the congregation. For the past thirteen years, co-pastors served the church with a strong vision and passionate involvement. The congregation is now in transition discerning where God is calling it to be the light of Christ in a changing world. The vision and plan lay out the strategic priorities as the congregation continues its ongoing work and makes changes to continue to be vital in the future.

## **Goals, Objectives and Strategic Priorities**

The goals, objectives and strategic priorities were built on a set of foundational assumptions held by the congregation. The congregation is a loving, caring community that supports one another while striving to listen to and welcome diverse views and beliefs. It was a significantly larger church thirty years ago, but the declining attendance has stabilized. The congregation wants to improve its newcomer ministry so that it can grow, particularly with younger people and families. Its ministries are strong with quality worship, music, caring and sharing, fellowship, outreach and mission. There are opportunities to strengthen and grow the children and youth ministries. Currently, there are too few volunteers carrying the load of these ministries. The cultural change to become a more congregation led church, begun by the interim pastors, will need to continue in order to develop and coach leaders. Along with skilled leadership, continuing to effectively use the many forms of communication will enable successful implementation of changes and resolution of controversy.

The congregation discerned five focus areas for change and activities beyond maintaining the existing ministry, work and initiatives:

- Leadership and engagement – Build a more formal process of leadership development, mentoring and succession planning that is consistent with the Book of Order to increase congregational involvement and ensure there are sufficient resources to support the ministries of the church.
- Newcomer ministry - Improve our newcomer ministry, particularly for younger people, through personal invitations, comprehensive follow-up and connecting newcomers to ministries.
- Families, children and youth – Explore new models for quality children, youth and family ministry.
- Mission and outreach - Increase "hands on" outreach and mission activities where we directly interact with the people who benefit from our support and, also, we can benefit from these relationships.
- Worship - Have two high quality worship services that satisfy the current congregation, while exploring the need for change to attract potential newcomers.

The full strategic plan is in the Appendix of this document.

## A Little History

The local paper in Wilmington, Delaware reported on Thursday, July 5, 1956:

### **LIMESTONE ROAD MISSION TO OPEN SERVICES SUNDAY**

Delaware's newest mission church, a Presbyterian congregation in the Limestone Road area, will hold its first service on Sunday, July 8, at 10:00 am in the Harmony Grange Hall.

The Grange has made the meeting place available until the church erects its own building. The hall is on Limestone Road exactly one mile west of Capitol Trail.

The Rev. Kenneth Read has been called by the Presbytery of New Castle to lead the organization of the new church. He will preach Sunday on "The Life of the Church." His wife will be soloist.

No permanent site has been chosen for the church, but when the committee of the Council of Churches of Wilmington and New Castle County approved its establishment, it was with the thought that it would serve the general area centered at Capitol Trail and Limestone Road.

Red Clay Creek Church is the nearest Presbyterian congregation and has grown to 700 members, or as many as it can carry without losing its historic rural character. It is the sponsoring church for the new mission.

Forty-nine people attended this first service, and Limestone Presbyterian Church was begun. The 57 original members of the new congregation were officially welcomed to membership at a service of organization on December 2, 1956. The same month, the church received its charter, the founding pastor was installed and the new church's officers were ordained and installed.

The new congregation continued to meet in the Harmony Grange Hall until a site for a church was purchased from Marvin Klair, a charter member, next door to their first home at the Grange. Groundbreaking for the new church was in March 1959. A brick church, 50 by 120 feet, with about 6,000 square feet of floor space was built and the congregation first met for worship in the partially completed sanctuary on December 10 of the same year. As the church has grown, two major additions have been made to the building.

These are the facts of the church's beginnings, but our history involves much more than facts. Those 57 original members were devoted to the Christian faith and to sharing it. They dreamed dreams, made plans, and started a church. It took faith and hope, money, and lots of hard work and dedication.

For sixty-two years, Limestone Presbyterian Church has welcomed worshippers, provided opportunities for Christian Education and spiritual growth for all ages, cared for and supported each other, and responded to the mission needs of the local community and the world.

Music, including choirs, organ, piano and other instrumental music has been part of worship. Today, both traditional and contemporary services are held at Limestone. Each time a child is baptized, the congregation promises to help him or her grow in the knowledge of God. Our original members took this seriously. A Sunday School was begun immediately and still welcomes children, youth and adults.

Fellowship has been an important part of Limestone Church since the church began. Sharing a meal at a church dinner or picnic, a program or a work project is an opportunity to get to know each other and to affirm and encourage each other. There are Youth Fellowships, Presbyterian Women's Association, Men's Ministry, and other small groups. The church has a Stephen Ministry program.

Support to missionaries was a top priority for the early members of the congregation. Since it began, Limestoneers have served God with their time, talents, and treasure. They support such missions as the Limestone Food Closet, Meeting Ground (ministry to the homeless), Emanuel Dining Room, Ulster Project Delaware, Church World Service, and many more.

Limestone Presbyterian Church has been served by the following pastors:

**Pastors**

Kenneth M. Read, Jr.  
Willett Smith  
Lyle J. Dykstra  
Bruce and Carolyn Gillette

**Assistant/Associate Pastors**

Roberta U. Kinney  
Sarah M. Foulger  
Laurel P. Loveless  
Timothy P. Coombs  
Elizabeth G. Dick  
David Larkin  
John Potter

**Interim/Supply Pastors**

Robert M. Snable  
David Lovelace  
Tucker Thompson  
Neta Pringle  
David Van Dyke  
Nancy Conklin

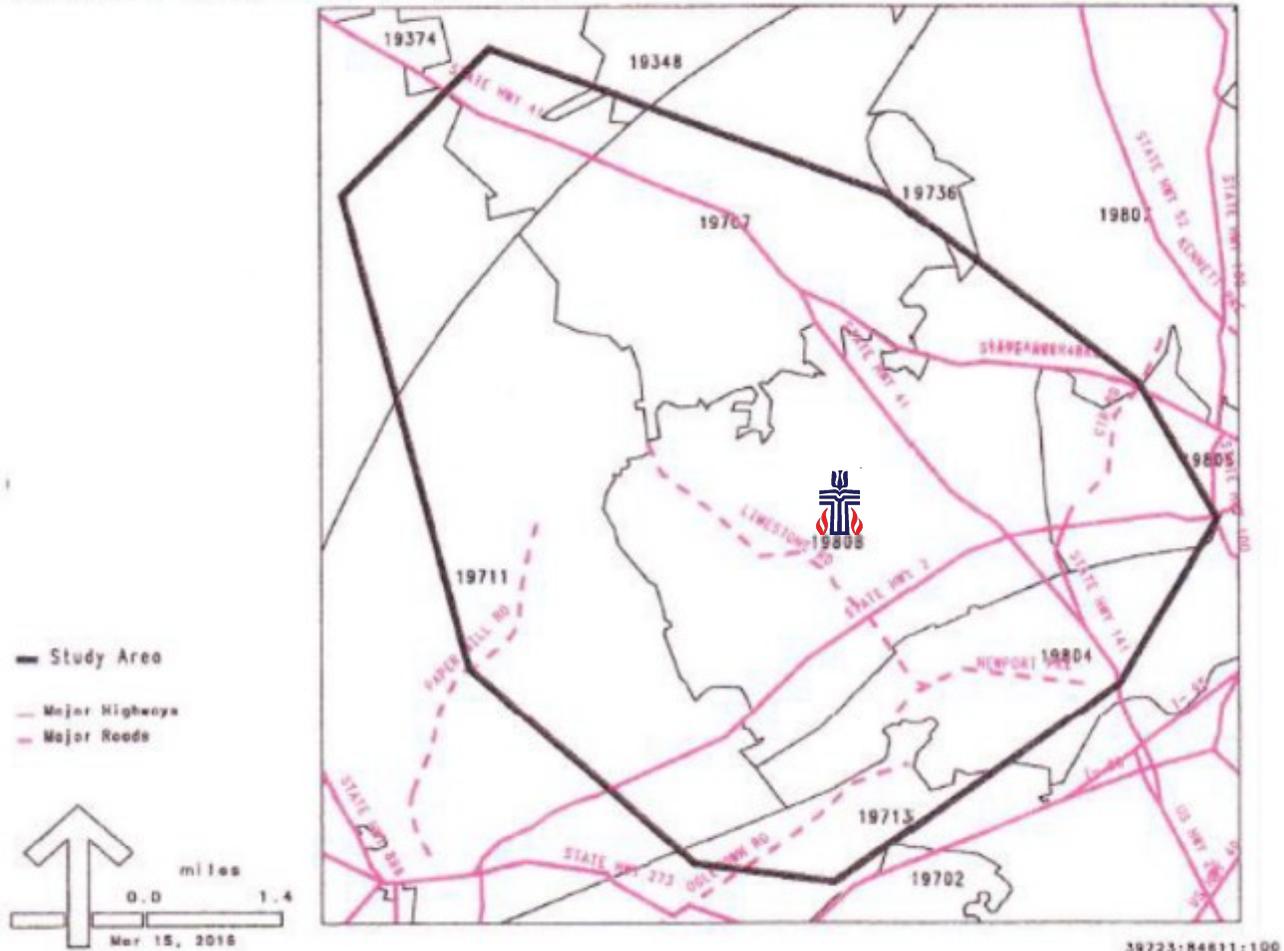
More information about the history of Limestone Presbyterian Church (USA) is available at:

<http://www.limestonepresbyterian.org>

## Description of Congregation

The external data in this section comes from a Percept report, conducted in 2016. The Percept Group is one of several well-known, proven vendors providing PCUSA and other faith communities with data and analysis for decades. The internal membership and attendance data is collected regularly under the leadership of the Clerk of Session for Limestone Presbyterian Church.

### LIMESTONE PRESBYTERIAN CHURCH COMMUNITY STUDY AREA BY ZIP CODE



### The Community – Limestone’s Reference Community: Who’s Out There?

The population of ~105,000 (~40,000 households) is not expected to grow substantially in the next few years. Residents are predominantly Anglo, with Hispanic/Latino, African-American, and Asian components. Although a great variety of lifestyles are represented, the above average presence of married couples and two-parent families suggests characterization as largely traditional, affluent, suburban mid-life families. Relative to US averages, the area has more Boomers, Silents, and Builders, (i.e., the older generations), and the average age of 42 is set to increase somewhat. By virtue of a higher age distribution and diversity, resistance to change is likely to be somewhat high.

The educational level is high with a preponderance of college and post-graduate degree holders. The ratio of white collar to blue collar jobs exceeds two to one. The average annual household income of \$105k well exceeds the national average and suggests a potentially high giving level. Overall community stress levels

are low, reflecting the relative absence of characteristics such as poverty, low educational levels, single mother households, community/family problems and/or lack of basic necessities.

Faith receptivity levels are average and about evenly distributed among groups strongly, somewhat, or not involved. Households are quite traditional in their worship, music, and architectural preferences. The largest denominational group is Catholic, followed by Methodist, then Reformed Presbyterian. Programs likely to be favored by those seeking a church home include family and youth recreation, active retirement activities, Bible study, prayer and adult theological discussion groups, and cultural events. Notable interest is also indicated for personal/family counseling, marriage enrichment, and finding/providing aging parent care.

The area in the Percept profile has a mix of residential and commercial properties.

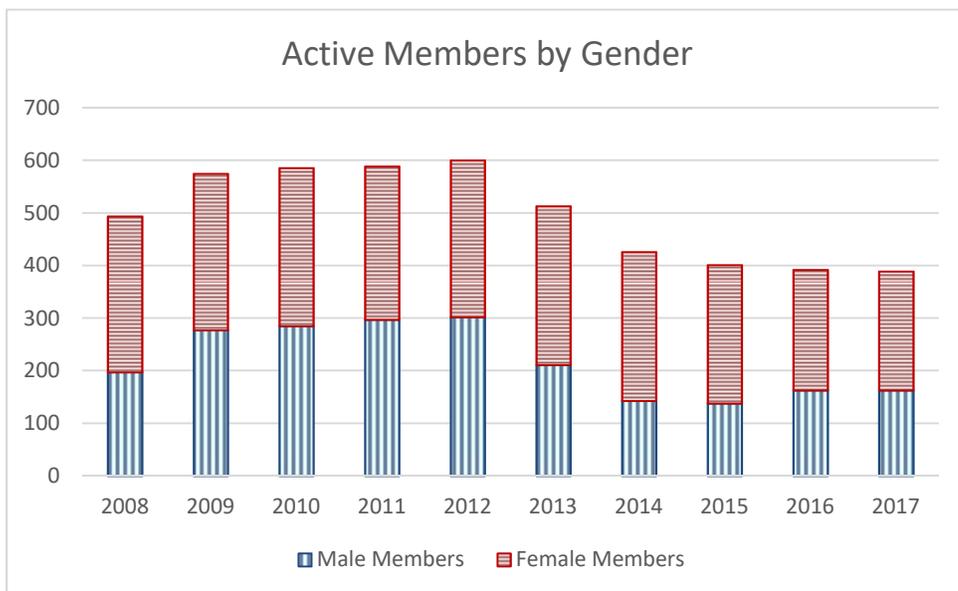
### The Congregation – Who Are We?

Limestone’s Anglo component exceeds that of the community. We are highly educated and affluent, with above average numbers of married people and two-parent families. Our stress conditions are very low with concern for social injustice, spiritual teaching, prejudice, finding life direction, finding/having a good church, and achieving educational objectives. A high percentage are over 50 with half retired and one-third employed full-time. Almost a quarter are single mothers (may include widowers with adult children?). Being somewhat older and diverse, we are likely to resist change.

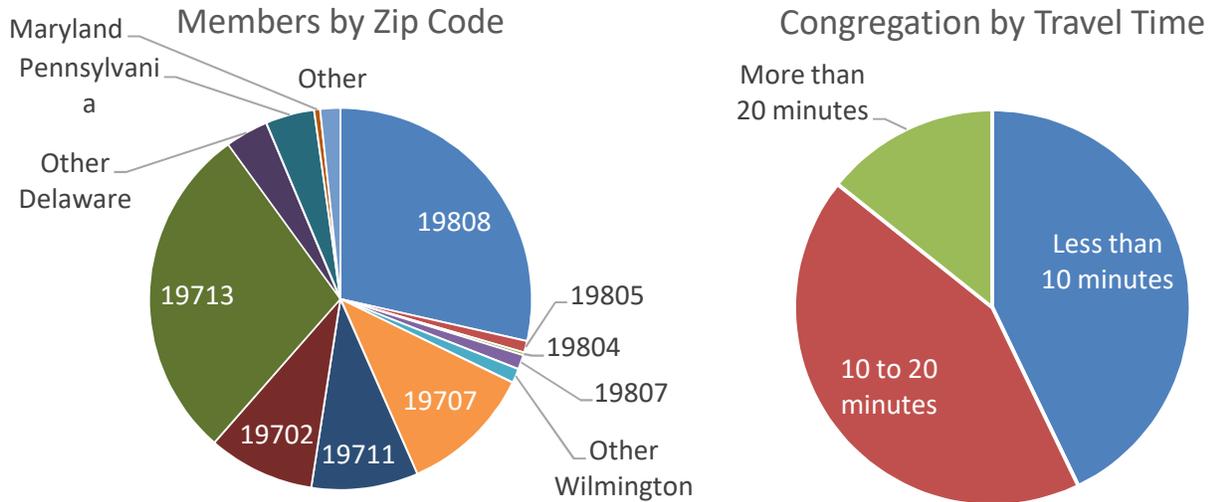
A significant number of respondents have been Limestone members more than ten years and two out of five over 30 years. Most attend worship weekly and are active in the church life via leadership or committee roles. Understandably, faith receptivity is very high.

Regarding church worship and music styles, we are evenly split between traditional and contemporary, although more traditional regarding church architecture. Program preferences include Bible study discussion and prayer groups, family activities/outings, cultural and active retirement activities, food/clothing resources, and adult theological discussions. We prefer worship that is both emotionally uplifting and intellectually challenging.

The following charts and tables illustrate the membership and trends of Limestone Presbyterian Church.



Limestone Presbyterian Church tracks its members by zip codes. In addition, the congregational assessment asked participants the length of time to travel to the church.



The church is currently aging. In 2017, approximately half (51%) of the congregation was over 65 years of age, up from 41% in 2010. This compares to 17.8% of the population in the Percept study area in 2016.

While there are members of the congregation who are black, Hispanic and Asian, the congregation is predominantly white (95%), a level that has been consistent for the past decade. The Percept study area is more diverse, 75% of the population was white in 2016.

**The Comparison – Limestone Congregation vs Reference Community**

We mirror our Reference Community in many ways, quite similar in program preferences, age demographics, low stress conditions, high financial support potential, and potentially high resistance to change. We are also similar in family structure, education, and concerns. Moderate differences are in faith receptivity (Limestone higher), diversity (community higher), and church style (very traditional vs split). And, while the community may exhibit very modest population growth, Limestone membership is projected to continue to decline.

*More information is available in the full Percept assessment and report, conducted in 2016.*

## Worship and Attendance

The regular Sunday worship services have a Pastor's sermon, a children's sermon, music, scripture readings and prayers. We also have two bell choirs and a youth choir that sing occasionally throughout the year. Believing that we are called to worship with all five of our senses, we have begun to explore the use of artistic and creative expression in worship.

### September - June:

**8:45 am - 9:45 am Service** - This contemporary service includes traditional elements of worship offered in new, creative ways to express our faith in God. The service features inspirational contemporary music presented by the Living Water Ensemble, our praise band, which includes a talented group of volunteer vocalists and musicians supported by sound system and slide projection volunteers. Musicians provide accompaniment using piano, guitars, saxophone, trombone, keyboard and drums. Members of the congregation are invited and encouraged to sing along during the service.

**11:00 am - 12:00 pm Service** - This worship service is rooted in the Reformed tradition, biblical in substance and liturgical in form. Communion is served the First Sunday of each month. Music is led by our Organist/Choir Director and the Chancel Choir.

### June - September: 10:00 am Service

During the summer there is only one service, which is either a contemporary or traditional style of worship.

Additional information about worship, including audio sermons, can be found on the website and the Facebook page. Live streaming worship is being considered in the future.

<http://www.limestonepresbyterian.org/Worship.html>

<https://www.facebook.com/Limestone.Presbyterian.Church/>

### Attendance

**8:45 am:** average attendance in 2018 is 68; high: 85; low: 47\*

**11:00 am:** average attendance in 2018 is 88; high: 107; low: 51\*

**Summer 10:00 am:** average attendance in 2017 was 132

<u>Special Services</u>	<u>2017 Actual</u>	<u>2018 Actual</u>
Annual Meeting (one service)		135
Ash Wednesday	49	55
Maundy Thursday	69	60
Good Friday	40	44
Easter Sunrise	38	45
Easter	104 (8:45 am)	97 (8:45 am)
	228 (11:00 am)**	166 (11:00 am)
Christmas Eve	204 (one service in am)	
	175 (8:00 pm)	
	49 (10:00 pm)	
December 31 (one service)	102	

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\* Not including special services and snow days.

\*\* This service was the last for Rev. Bruce and Carolyn Gillette at Limestone.

## Mission and Outreach

Members are invited to participate in the mission of the church through the Mission Committee and Outreach Committee activities.

### **Mission Committee**

The Mission Committee supports and encourages mission activities and projects through the Limestone congregation in a way that expresses the love, care, and compassion of Jesus Christ locally, regionally, and globally. (7 members)

### **Meeting Ground**

Formed in 1982 by Rev. Carl Mazza and Rev. Bill Smith, this Elkton, Maryland, mission focuses on providing temporary shelter to men, women and children.

### **Friendship House**

With headquarters in Wilmington, this nonprofit, faith-based organization serves individuals and families who are or are at risk of becoming homeless.

### **Emmanuel Dining Room**

This effort, led by the Ministry of Caring, alleviates the needs of the hungry at no cost and with no questions asked. Limestone volunteers prepare and serve a complete home-cooked meal on the 24<sup>th</sup> of each month.

### **Family Promise of Northern New Castle County**

Their goal is to prevent and end homelessness for families by engaging faith-based congregations, volunteers and donors. Limestone hosts Family Promise families for one week, several times each year.

### **Read Aloud Limestone**

The congregation comes together on a Sunday afternoon and listens to folks read 2-3 minutes from a favorite book and collect new and used books for Reeds' Refuge in Wilmington.

### **Reeds' Refuge**

Reeds' Refuge Center serves as a safe haven from violence, drugs, guns and idle minds by helping youth to discover their creative potential. It provides youth with an outlet to express themselves and seek inspiration in the arts.

### **Share Our Blessings**

The Share Our Blessings Alternative Gift Market is held in December each year.

### **Ulster Project**

Limestone is a host church for the Ulster Project which brings Northern Ireland teens and U.S. teens together for a month of fun, fellowship and unforgettable experiences.

### **UrbanPromise**

Their mission is to equip children and young adults through Christ with the skills necessary for academic achievement, life management, personal growth, and servant leadership. Scholarships and college readiness sessions are offered.

### **Habitat for Humanity of New Castle County**

This organization builds and restores homes, fully relying on local donations and support.

### **Denominational Offerings**

One Great Hour of Sharing  
Pentecost  
Peacemaking  
Christmas joy

### **Other Supported Missions**

Lumos Presbyterian Campus Ministry at University of Delaware  
Pacem in Terris  
CROP Hunger Walk  
Heifer Project  
Brethren Service Center  
Young Adult Volunteer Program  
Soup-er Bowl of Caring  
Church World Service  
Ghana "Light of the World" program  
PCUSA Mission Workers (national and international)  
Boy Scout Troop 660 Trailblazers  
Cub Scout Pack 660

### **Outreach Committee**

In March 2016, Outreach was spun off as a separate committee from the former Outreach and Fellowship Committee. Outreach as a new committee (8 members) provides everyone in the congregation with a unique opportunity to work together and invite our external community to become involved in our efforts, help our church to grow and expand our local mission work. Special focus will be the 25-40 age group as well as youth. To accomplish these efforts, the Outreach Committee works closely with other church committees and leadership.

### **Scope of Responsibilities:**

- Build short term/long term bridges with the community
- Increase Limestone Presbyterian Church awareness and presence in our community
- Design outreach efforts/new church programs to meet community needs, unchurched and community partnerships
- Attract potential new members
- Promote effective visitor follow-up to welcome people to Limestone Presbyterian Church
- Establish Limestone Presbyterian Church's Outreach identity: Who are we? Why are we here? What makes Limestone Presbyterian Church unique? How do we want to be perceived in the community?
- Enhance external communications and Limestone Presbyterian Church informational materials by using consistent messaging. Ex. community mail outs; church website; Facebook, road sign
- Equip Limestone Presbyterian Church congregation with skills to assist in outreach efforts
- Coordinate with other committees in the advertisement of special events

## Educational Programs and Activities

There is a Christian Education (CE) committee, a Middle School youth group leader and a Senior High youth group leader, and volunteer teachers.

### Christian Education

Limestone’s Church School continues with a traditional classroom instruction model utilizing age appropriate materials. Multi-age instruction combines both younger and older elementary students. The current curriculum is PCUSA’s Growing in Grace and Gratitude through 5th Grade. There is a staffed Nursery available for those younger than age 3. Middle School students in grades 6-8 use Cokesbury’s curriculum Deep Blue Submerge. Senior High students in grades 9-12 uses PCUSA’s *GenOn* Bible studies.

Our Child Protection Policy requires all volunteers who work with children to have a background check and to complete an on-line training program, “Steward of Children.”

Children are encouraged to attend church with their parents at either 8:45 am or 11:00 am. There is a multi-grade Sunday Plus program organized by Cinda McCombie. This class focuses on children ages 3-7 with Cokesbury’s Deep Blue One Room Schoolhouse during the 11:00 am worship service after the children’s sermon.

For our youngest members at Limestone, a monthly mailing called Splash is sent to families with newborns through age 3 years. The goal of this mailing is to encourage families to make church and worship a part of their family’s lives. A handbook is available listing all activities available at Limestone for our children and youth.

### Adult Education

- Adult education offers classes at 10 am every Sunday. We try to offer a Bible study class every Sunday except June, July and August.
- Monday morning at 11:00 am the pastor meets with participants to explore the Lectionary passages for the following Sunday.
- Thursday morning Bible Study led by Wes Wardell meets twice monthly.
- Friday Morning Book Group meets the second and fourth Fridays of the month at 10:30 am in the library.
- Rosemary Hickman leads a Bible Study on the third Saturday each month at her home.
- Men’s Study and Presbyterian Women’s Bible Studies.

Christian Education enrollment in 2017 totaled 53 people.

<u>Children</u>	<u>Attendance</u>	<u>Youth</u>	<u>Attendance</u>
Birth to 3	3	Grade 7	5
Age 4	3	Grade 8	0
Kindergarten	2	Grade 9	4
Grade 1	0	Grade 10	3
Grade 2	3	Grade 11	0
Grade 3	4	Grade 12	1
Grade 4	2	Young Adults	0
Grade 5	1	Over 25	10
Grade 6	2	Teachers/Officers	10

## Other Programs and Ministries

The following data is up-to-date as of the Annual Report 2017. All committees meet monthly, unless otherwise noted. The Pastor is welcome to attend all committee meetings but is not required.

**Comfort Shawl Ministry** - This devoted group joins in prayer and fellowship to knit and crochet shawls, lap blankets and baby caps that are given to those in need of spiritual comfort or celebrating joys, such as the birth of the new baby. Meets fourth Wednesday each month.

**Investment Fund Committee** - Provides a continuous source of income for LPC's long range work and mission. (8 members)

**Facilities Management** - Known as the "Triple T's" Sub Committee meet on a regular basis to perform necessary tasks that assure the functioning capability of our church is safe and an appealing house of worship for all for the glory of God. (7 members)

**Fellowship Committee** – It has a variety of fellowship activities offered throughout the year which provide an opportunity to enjoy Christian Fellowship. Church members and visitors are welcome. These include group outings to sporting events, potluck dinners, pancake breakfasts, Easter egg hunts, bazaars, and hikes. This committee also creates opportunities for the congregation to socialize with one another at coffee hour each Sunday between worship services and at the annual picnic.

- Inspired Coloring for Adults - first and third Thursdays – 1:00 pm to 2:30 pm
- Monthly Movie Nights- third Saturday of the month, child friendly movie available

**Finance Committee** - (9 members)

**Food Closet** - Established at Limestone in 1971, this ministry provides basic food items to those in need.

**Health and Wellness Ministry** - This ministry is led by our parish nurse and helps our congregation care for one another by attaining, maintaining and/or regaining the best possible whole person health – wellness of body, mind and spirit – that can be experienced.

**Historical Preservation and Archival Committee** - Keeps the church records and history up to date. (Does not meet. 3 members)

**Human Resources Committee** - Addresses various personnel issues and concerns. (6 members)

**Long-Range Planning Committee** - Addresses broad-based, strategic, and long-range operational aspects to sustain Limestone's Mission and help enable committees/groups/chairs establish and implement visionary plans/goals with focused programming aligned in support of LPC's Vision, Mission, and Strategic Priorities. (5 members).

### **Millcreek Ministerium**

This ecumenical group of several churches gathers for special occasions, such as Lenten worship and soup luncheons.

**Memorial Garden** - The Memorial Garden is established for the committal of cremated remains of members

of Limestone Presbyterian Church and to provide a place for rest, meditation and prayer for family and friends. (5 members)

**Limestone Men's Ministry** - This group has as its mission to support and encourage all men to come to know Jesus Christ as their personal savior. Meets for breakfast and Bible study. Our men's ministry sponsors the ever popular chili and soup cookoff every February with proceeds directed to the food closet. (Steering committee has 10 members)

**Nominating Committee** - Identifies, contacts, and secures commitments from members of the congregation to fill positions. (9 members, including Pastor)

**Limestone Prayer Chain** - These men and women pray for world peace, for those caught up in natural disasters, individuals, Limestone members, clergy, staff, officers, & committees. (20 members)

**Limestone Presbyterian Women (LPW)** - Activities are performed by individuals who are passionate about annual causes, such as Bible studies, a pecan sale and a women's retreat.

**Stewardship Committee** (3 including Pastors)

**Worship Committee** - Oversees all aspects of public worship (time, place and matter) with focus on God and faith. (9 including paid staff: Organist / Choir Director, Living Water Ensemble Director and Handbells/Joyful Noise Singers Director)

**Youth Group** (Sr. High and Jr. High Youth Directors)

#### **Other Organizations**

There are also many organizations that are not church related that meet in the Limestone Presbyterian Church facility. Members participate in some of these programs.

## Description of Property

In December of 1959, Limestone Presbyterian Church was dedicated. The church was built on property owned by Marvin Klair. The congregation had been meeting in the Grange next door, for approximately three years. Of course, the Limestone Road area has changed much over the years. In 1976, Limestone Road was widened, which changed our driveway pattern.

In the beginning, much work was done by volunteers, such as laying tile, installing fixtures, etc. At that time the Board of Trustees was in charge of the building and grounds and the financing. In 1969, the first addition was built, which included the narthex, offices and nursery (remember the mural in the nursery?), and along the way, we acquired a steeple. In 1985, the third building program was started and this included the — “cross bars” which house on the main floor, the library and offices on one side, and the choir room and addition to the nursery on the other. On the lower level (the main meeting room is now named Klair Hall in honor of the Klairs) was a new stairwell leading to the Youth Room area and, on the other side of the hall, the gym and classrooms. Up to the present time, there is a chair of Building and Grounds (now called Facilities Management) who is a Session member.

At the time the church was formed in 1956, a manse was purchased in Limestone Gardens. During the Rev. Willett Smith’s tenure as pastor, the manse was sold and the Smiths were helped to purchase a house in their own names. All pastors since then have been given a housing allowance.

Over the years, many items have been added for the beauty and convenience of the church, including kitchen cabinets, renovations to the kitchen and bathrooms, the donated baptismal font, the cross, and the Advent candle holder. When the new Allen organ was purchased with donations and installed, the wall at the front of the sanctuary, which houses the speakers, was renovated. Other improvements to the sanctuary were new lighting, repainting, new window treatments, new carpeting, modification of some pews for the handicapped and a new sound system. A security system and smoke detectors have also been added, along with dehumidifiers and new lighting to save on energy. There will be more updates to come in the future and these will also be handled by dedicated persons in the congregation. There have been items dedicated to members of the congregation, including the piano and the sanctuary doors. One of our newest additions is the kitchenette off the narthex. Two crosses have also recently been added: a carved ebony cross given by Lyle and Terry Dykstra and a handmade walnut cross made by Erik Schaumann.

There will always be work to be done to keep this blessed building in good repair and available to all, including the community. The grounds are especially well kept and designed, providing a pleasant area around the building and to commuters as they rush by on Limestone Road. There are many trees and shrubs planted in honor of members.

### Recent Facility upgrades

The project was part of the ongoing response to needs identified in the 2004 mission study. The last previous significant facility upgrade was the 1985 expansion. Here are the more significant upgrades made in the last Refreshing project in 2010:

1. Construction focus was on the main level, Entrance, Narthex, Library, and Sanctuary.
  - Entrance: glass doors sandwiching the vestibule.
  - Narthex: from dark and cluttered to light and more inviting; enlarged Food Closet and Kitchenette; created a walk-in Coat Room; new furniture; new closet; prayer card signing tables.
  - Library: new carpeting and furniture to match Narthex furniture.
  - Sanctuary: glass entry doors; new flooring; covered exposed steel trusses and original brick

walls; new millwork; upgraded a/c; added ceiling fans; installed “jury boxes” in the rear for sound system, projection, and supplies; made pew space for wheelchairs; provided ADA accessibility; new windows and treatments; created Music Director office; new Communion Table.

- New carpeting and paint throughout main level except office and space behind the Sanctuary.

## 2. Outside:

- New 50-year roof (in anticipation of installing solar panels).
- Electronic sign on Limestone Road.
- Memorial Garden.

The long range planning committee has driven the establishment/administration of a **Resource Planner** to identify and prioritize higher-cost facility-related projects; and, establish a fund to help support implementation. This document is included in an Appendix.

### **Solar Project**

The southern direction of the Limestone sanctuary roof and its angle could not have been designed better (wonderful in both direction and pitch) for mounting solar panels on it that can convert the sun's rays into electricity which will then be sent out onto the electrical grid (avoiding the expense of batteries). On sunny days when we are not using much electricity, our church's electrical meter will go backwards. In the evenings or when it is raining, the meter will move forward when electricity is being used in the building. The 180 solar panels will produce, in an environmentally-friendly manner, about 2/3 of the electricity that Limestone uses annually. More information is available: <http://www.limestonepresbyterian.org/SolarProject.html>

### **Gardens**

#### **Community Garden**

Garden plots measuring 10' x 20' are available spring through fall for members and the community to grow their choice of fresh vegetables. Gardeners share a portion of their bounty with our Food Closet.

#### **Rain Garden and Dry Meadow**

This area, located between the two parking areas of our church, collects and filters runoff to send cleaner water downstream. The dry meadow provides food and shelter for small wildlife.

#### **Caring for God's Creation**

Limestone was certified at birth to your congregation on October 7, 2011 and is committed to care for God's earth and integrate environmental practices into all facets of church life. We are a member of Delaware Interfaith Power & Light which marshals Delaware's faith communities to ensure a livable planet for this and future generations.

## **Technology**

Limestone Presbyterian Church uses technology in worship, programs and administration. The office has computers, laptops, printers and copiers. There is Wi-Fi throughout the church and some committees hold web-meetings.

Communication to the congregation and community uses both traditional and Internet media. A weekly email update is sent to the congregation. The Chronicle is a newsletter that is sent by either email or paper mail, depending upon each person's preference. The church has a website and a Facebook page. An electronic sign is updated daily to promote programs and Christian messages.

Technology is used during worship services. Worship leaders use wireless and handheld microphones with stands during worship. Sermon is video-recorded and published on the website. The contemporary worship service uses retractable screens to project visual worship aids. Live streaming of the worship services is being considered.

Currently a Technology Committee is in the process of being formed. It includes six members who actively manage the technology of the church.

## Boards of the Church

The Session, moderated by the Pastor, meets on the 2<sup>nd</sup> Tuesday of every month. It currently consists of 18 members divided into three classes of three year terms. There is also a Youth Elder who serves for a one year term. There are 14 active committees: Stewardship, Long-Range Planning, Christian Education, Finance, Endowment, Worship, Mission, Facilities, Outreach, Fellowship, Human Resources, Memorial Garden and Nominating. Participation of members serving on Session has remained the same in recent years. Members of Session are nominated by the Nominating Committee and elected by the congregation.

The Board of Deacons meets on the 3<sup>rd</sup> Sunday of every month. It currently consists of 18 members divided into three classes of three year terms. There is also a Youth Deacon who serves for a one year term. The Deacons elect their own Moderator and Vice-Moderator. Members of the Deacons are nominated by the Nominating Committee and elected by the congregation.

The Pastor moderates the Session meetings and attends the Deacon's meeting as able. The Pastor attends committee meetings as able.

A technology subcommittee is being formed. The Session is evaluating its current committee structure and exploring a "ministry team" and/or "task force" model.

A financial budget is included in the Appendix.

### The Deacon Team 2017 Committees

**Caring and Sharing** - Sends cards and arranges transportation and meals for members of our congregation as needed. Helps with funeral/memorial services. As part of Caring and Sharing ministry, the Board of Deacons continues to provide financial support to the Prayer Shawl and the Health Ministries.

**Communion Teams** - Provides and prepares the elements for Communion.

**Flower Committee** - Provides flowers for the Sanctuary each Sunday including holiday Easter lilies and Christmas poinsettias with the assistance of the Church office.

**Food Closet Committee** - Assist with all aspects of managing food closet supplies and packing bags for distribution. Coordinate holiday basket preparation and delivery.

**Greeter Committee Teams** - Obtains greeters for all worship services.

**Mission Committee** - Deacon member(s) will also be members of the Session Mission Committee coordinating our local mission projects.

**Usher Teams** - Coordinate ushers for Sunday services and all other special services. Ushers assist the pastors and congregation as needed during service. Ushers form a team of four to collect offering, hand out bulletins, light the candles and prepare baptismal font when needed.

# Pastor Position Description

Accountability: To the New Castle Presbytery through its Committee on Ministry and to the Session through the Human Resources Committee.

Status: Full Time

FLSA: Exempt

## Job Summary

Provide a balanced ministry of preaching, teaching, pastoral care and organizational leadership to Limestone Presbyterian Church; to share in a ministry with 300 active church members, and to enable the church to further the love of God and neighbor in the world.

## Essential Functions

- Study, preach, lead worship, baptize, officiate at the Lord's Supper, and pray with and for the congregation, helping the congregation to worship God and encouraging them to serve God in their everyday lives.
- Officiate at weddings, funerals and special worship services.
- Teach classes on topics such as the Bible, new members, ethical issues, faith building Christian practices, and Christian life skills related to areas such as parenting; and support others in their teaching ministries with resources, ideas and teacher training.
- Provide pastoral care for those in crisis situations, giving special attention to the poor, the sick, the troubled, the dying and their families.
- Administer the church's programs by leading, supervising and serving with a paid staff that includes youth directors, musicians, an office administrator, a secretary, sextons, a treasurer and a financial secretary, as well as many volunteers.
- Moderate the Session and congregational meetings.
- Provide leadership training and staff support for the Session, Board of Deacons, and committees.
- Facilitate communication among the church staff, boards, leaders, members, and friends of the church through face-to-face meetings with individuals, well-run church meetings, the church website, the Dateline, the church newsletter and media publicity.

## Other Responsibilities

- Serve beyond the local church in New Castle Presbytery, in the community, in ecumenical work, and in the governing bodies of the church. This may include serving on committees, participating in task forces, leading workshops, writing, or offering leadership in other ways.
- Resource all standing Session committees.
- Lead and/or assist search committees in recruiting and interviewing candidates for staff positions.
- Ensure and resource a strategic/long range planning process.

## Relationships

- To the Session and various committees as Moderator of Session as provided by the *Book of Order*.
- To the church staff as head of staff.
- To the congregation as Pastor.
- To the Presbytery as an active member.

## Qualifications

- Must have a combination of education, training and experience that demonstrates a capability to perform the functions of the position and to successfully fulfill the responsibilities as defined, as well as a combination of specific core competencies as defined below.
- Must recognize Jesus Christ as his personal savior, and must be able to communicate his faith to others.
- Must have excellent speaking and writing skills.
- Must be personable, outgoing, and have the ability to relate well to people of all ages, and have a strong desire to see them grow and develop in their faith.
- Must have strong leadership, organizational and communication skills.
- Must exhibit a willingness to expand personal knowledge and capabilities by participation in continuing education opportunities.

### **Core Competencies (standard for New Castle Presbytery Pastor)**

- **Spiritual Maturity:** Communicates his faith well to others and is committed to see them develop in their own personal faith; has a personal growth plan for his own life; models and develops humility, teachability, accountability, and servant leadership in all coaching relationships.
- **Biblical Knowledge:** Demonstrates an ability to discuss and interpret biblical truth when applying scripture to life situations; guides others in the exploration and discovery of biblical truth; encourages and designs avenues for others to engage in ongoing study of scripture.
- **Interpersonal Skills:** Demonstrates the ability to lead others; exhibits the skills of active listening and openly accepts criticism and constructive suggestions; productively resolves interpersonal conflicts; holds others accountable in a spirit of love; and engages people positively, with a demeanor of optimism and abundance.
- **Mission Ownership:** Demonstrates understanding and support of the mission, vision and beliefs of Limestone Presbyterian Church; can teach those values to others; helps the leadership team to identify specific mission and vision needs which are in line with the mission and vision of LPC.
- **Team Building Skills:** Identifies and guides leaders in identifying and solving problems; works with leaders to assess the health of teams and groups; recognizes dysfunctional team behavior and redirects it into functional behavior; creates and communicates vision, direction and goals for the team.
- **Management Skills:** Understands his leadership style and temperament type and adapts leadership behaviors to meet the needs of the situation; demonstrates commitment and flexibility in dealing with staff; delegates, empowers and holds leaders accountable; marshals resources (e.g., people, funds, material, support, etc.) to get things done.
- **Leadership Development:** Judges talent and spiritual giftedness well; provides challenging and stretching tasks and assignments for developing leaders.
- **Enthusiasm and Compassion:** Exhibits an upbeat attitude and a genuine love for the ministry; genuinely cares about people, is concerned about their problems and is committed to help them succeed and grow; is available and eager to offer help; and is sympathetic to the plight of others.
- **Organization:** Demonstrates skills to plan and execute programs, define timelines for communication needs, meetings, and activities and to meet defined objectives on schedule.
- **Initiative:** Identifies and anticipates what needs to be done, and takes the steps to accomplish the required tasks without prompting or reminding; pursues new ideas and activities to promote participation, address specific interests within the congregation, and to grow the faith and commitment of the members.
- **Multi-Tasking:** Demonstrates the ability to efficiently manage multiple tasks and responsibilities at any one time; and establishes logical priorities so that everything gets done well and on time.
- **Communication:** Involves everyone as much as possible and listens well to ensure all know what is happening and when.



# Pastor Primary Skill Choices

## Core Competencies – based on congregational assessment and strategic plan

1. **Interpersonal Skills** - Demonstrates the ability to lead others; exhibits the skills of active listening and openly accepts criticism and constructive suggestions; productively resolves interpersonal conflicts; holds others accountable in a spirit of love; and engages people positively, with a demeanor of optimism and abundance.
2. **Organizational Agility** - Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.
3. **Collaboration:** Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.
4. **Entrepreneurial** - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
5. **Change Agent** - having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.
6. **Strategy and Vision** - sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
7. **Preaching and Worship Leadership** - Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.
8. **Compassionate** - having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.
9. **Spiritual Maturity** - shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
10. **Flexibility** - adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.