

# **Congregational Profile**

**Presented by**

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# Congregational Profile

## Section One Self Evaluation

*Name of Congregation*            Peace in Christ Lutheran Church, Missouri Synod

*Address*                                8798 Adventure Avenue

*City, State, Zip*                    Walkersville, MD 21793

*Web Site:*                            PeaceInChrist.org

1. *What is your understanding of the mission of the church?*

The mission of the church is to witness to the glory of Christ and to relate to where our hope comes from through the preaching of Christ's redemptive death and resurrection and to carry the word of God to all. We are God's people united to celebrate and share Christ's love with the world.

### ***Our Vision***

***We see God's people gathered together, growing up and going out by God's grace.***

### ***Our Mission***

***We are God's family united to celebrate and share Christ's love with the world.***

2. *Why was your congregation founded?*

Peace in Christ Lutheran Church was organized in the fall of 1974 by a group of Missouri Synod Lutherans, mostly of mid-western origin. We found ourselves in an area without a Missouri Synod church within convenient driving distance (within 25 miles). In order to maintain our Lutheran heritage, we were attending one of the 33 other Lutheran churches within Frederick County that were of different Synods. However, we had a strong desire to maintain our roots and worship in Missouri Synod doctrinal teachings and atmosphere.

Initially we worshiped in private homes, and obtained a retired LCMS pastor (a former navy chaplain), and then moved into a civic association building to hold services. After about a year we called a full time pastor and several years later the group purchased a 19<sup>th</sup> century church

building on the western edge of Frederick city. Due to a growing congregation and the lack of space and the inability to expand on that property, we sought a new location.

*Why does it exist today?*

Peace in Christ LCMS exists today as a Lutheran house of worship where we can praise our Lord Jesus Christ, partake of the sacraments, hear the word of God in its purity, educate our children in God's word, and confirm our children in the Christian faith with Luther's Small catechism. We also exist to carry the gospel to others in the community, and to welcome others into our congregation. Further, we exist to be Samaritans to those in need in our community. We believe our vision statement summarizes why we exist today: We see God's people, gathered together, growing up and going out in God's grace

3. *Describe your commitment to the doctrine of the LCMS.*

We are committed to the doctrine and practices of the Lutheran Church - Missouri Synod from the standpoints of our liturgy, our Christian ministry, our church services, our Bible Study, our stewardship, our communion and our focus as a congregation on God's word. We believe that the Bible is the inspired word of God, we believe that Christ is present "in, with and under" the bread and wine of communion, we believe that we are saved by grace, through faith for works; we believe that Christ is the son of the ever living God and that he died for our sins. We confess our faith in the two major creeds. In these aspects of doctrine we are firm. However, not all members are as focused on some of the other aspects of LCMC doctrine, such as the controversy of prayer shared with other religions. We have members who consider themselves conservative and others who consider themselves liberal. Still others are not really aware of doctrine per se, but focus on love and worship.

4. *What are the chief priorities in your present ministry?*

Our chief priorities in our present ministry include:

- Regular worship services and keeping the special services we held under the previous pastor.
- Our focus on the doctrine and spreading the word of Christ and our Triune God. During this time of transition, we are also doing everything possible to keep our congregation together and unified, and to grow in Jesus' name.
- Christian study and ministry is a priority. Sunday School is provided for the growing number of children in our congregation, confirmands are being taught by an elder, and the adults have well organized classes.
- We are making every effort to fulfill our mission as a congregation, to develop new leadership, to utilize effectively our spiritual gifts, and to be more focused on reaching out to the community and telling the story of Jesus Christ.
- We are making every effort to move through the interim and call process effectively with a focus on building a stronger foundation that will result in growth and allow us to spread the word of God more effectively.

5. *Our congregations strength in ministry are:*

- Our commitment to God's Word
- Our focus on Christian ministry and staying true to doctrine.
- We are a friendly congregation with activities geared toward bringing the congregation together and reaching out to the community.
- We have good leadership and excellent bible study.
- We make every effort to be a family of God with a focus on His Word.
- Strong, resourceful, willing and able lay leadership, and stewardship
- An outstanding music director and small but able choir
- A desire to learn and hear God's word, as demonstrated by an above average percent of membership attending Sunday worship (although this has dropped during our interim period)
- Attendance at adult Sunday school and a mid week bible class.
- There is an active involvement in local social ministry.
- We have a strong sense of family.
- We have a large number of young children within the congregation and a small but dedicated and energetic Sunday school staff.
- A compassion for those persons with disabilities, having worked with a local Bethesda home until the state passed laws outlawing small group homes. We still involve the residents in church activities even though they have been scattered.

6. *Areas in our ministry needing improvement:*

- We need to do a better job of outreach and stewardship.
- We need more involvement from the entire congregation and new leadership who can play critical roles in our future.
- Our church needs to be more involved in community activities and strengthen our Christian ministry.
- We need to further unify our congregation and our commitment to the interim/call process.
- All our members need to be active in the church and in spreading God's word.
- We need a more active evangelism effort and better prioritizing of our interests and activities.
- Although we have an active Sunday School program it needs more funding. We have never been able to get an active youth group established. This failure with a youth group may be due to the wide dispersal of our congregation.
- We need to improve our communication within the congregation.
- We need to resurrect our strategic planning processes.

7. *In what community outreach or service activities does your congregation participate?*

Our first outreach efforts at evangelism were directed toward people with a LCMS background through newspaper articles and ads. Later we tried outreach through short sermons on a local radio station, but this became too expensive. We have tried door-to-door calls in the local neighborhoods, also door-to-door invitations for neighbors to attend our Christmas Eve services.

We developed our own brochure and have delivered copies periodically to the residents within 5 miles of the church.

We are active in service. Our pastor was chaplain at the Frederick city police department. A group of men in the church started preparing breakfasts for the clients of the Frederick Rescue Mission and conducting a short worship service at the mission. These breakfasts are conducted about 6 times a year. We then added a pre Christmas lunch at the mission, which included those in need from the neighborhood of the mission. A small group has become involved with the Good News Jail and Prison Ministry and once we conducted a Gospel Music Concert at our church to raise funds for the prison ministry. For the past four years people from Peace in Christ have been preparing a Sunday dinner at the Frederick County Religious Coalition Soup Kitchen. We generally serve about 80 people. We also participate at the coalition's cold weather shelter.

For about the past 15 years the congregation has funded a program of Christmas food baskets for needy families (generally seniors and single mothers). As many as 35 food baskets have been distributed on a single Christmas. For the past several years we have been preparing 12 Thanksgiving food baskets that we donate to the Glade Valley Food Bank. The adult mid week bible class donates food for the food bank and members of our congregation participate in the food bank CROP walk.

We have an outreach into the community through the Heritage Academy of Music and Arts (HAMA) with the mission to provide an affordable opportunity for children, adults, and families to develop skills in musical and artistic expression as an avenue to nurturing intellectual and emotional growth ([www.hamaol.org](http://www.hamaol.org)). Classes are offered in piano, organ, voice, string instruments, dance, canvas art, and MusikGarten for the younger children.

One of our members is a lay board member of the Glade Valley Community Services that operates the Glade Valley Food Bank (currently serves 245 families), the Emergency Relief Fund, the Walkersville Thrift Shop, the Walkersville CROP Walk, and the local Project SHARE and is a partner with Osprey Senior Low Income Housing and Community Agency School Services. Our congregation serves Glade Valley Community Services by donating clothing to the thrift Shop and working at the shop, by donating, toys, caps, gloves, scarf and new clothing and toys for kids for the Glade Valley Community Services Christmas Shop. The Toy Shop gives out these toys and clothing at Christmas time to kids from low income families. We also help with Glade Valley Community Services conduct a spring choir sing and a Thanksgiving Service of thanksgiving song and praise, both fund raising activities for GVCS.

We support CASS (Community Agency School Services) and have given them space in our facility for a period of time. This organization provides intensive coordinated services to at risk families with children in Frederick County school-communities.

For many years the young people of the congregation have taken part a Servant Event, usually in Nora, VA, located in a poverty area of south western Virginia.

We also collect soaps and toiletries for the Rescue Mission and Cold Weather Shelter.

8. *Briefly describe your congregational experience with the following*

- *Lutheran Hymnal, Lutheran Worship, Lutheran Book of Worship other.*  
We started by using Lutheran Worship, tried the Lutheran Book of Worship and now use Lutheran Worship augmented by LBW and With One Voice. We will be deciding in December on changing to The Lutheran Service Book at the first of the year.
- *Pastoral services (weddings, funerals, visitations, etc) to non member, non-Lutherans or the unchurched.*  
Weddings have been performed for all the above at the Pastor's discretion, but only after marriage counseling sessions. Funerals are up to the pastor with compassion being the primary focus. Visitation is done for all of the above.
- *The Charismatic/renewal*

We have not experienced charismatic, although a fairly large number of the congregation attended Lutheran Cursillo with some positive and negative side effects to the health of the congregation. Some members are still involved with Cursillo.

- *Women suffrage/service of women*  
In our congregation women may serve as:
  - Voters
  - Serve in any elected office including elder
  - Serve as lector, usher, and greeters.
  - Prepare coffee every Sunday,
  - Cook for function
  - Teach children and adults
  - Clean the church
  - Sing in the choir.In short they do just about anything that is needed.
- *The place and participation of lay people in the church. What is your understanding of the role of the laity in the congregation?*
  - Attend worship service and partake of communion on a regular basis
  - Be good stewards
  - Provide a living wage for the pastor
  - Conduct the business aspects of the church
  - Do the evangelism for the church under the pastor's guidance, be the ones involved in local social ministry in the community.
  - Serve willingly in church offices.
  - Assist the Pastor with the spiritual side through the elders.
  - Fill the pulpit when the Pastor is not available. We have several that can preach well when the need arises.

9. *What is your understanding of the role of the ordained ministry in the church?*

- He should be our spiritual leader with a focus on God's word.
- He needs to be actively involved in the direction of the church and in establishing its priorities.
- He needs to work with the congregation to assist us in achieving our goals.
- His sermons should be true to the doctrine and his practices demonstrate a commitment to God's word and to the Lutheran Church - Missouri Synod.
- He needs to be active in bible study, youth activities, visiting shut-ins, be there for the members in their hours of need and support our Christian ministry efforts.
- He needs to be there for the congregational members to support them spiritually and to help them through difficult times.
- He should have a loving heart and care for the congregation and their extended families.
- He needs to be willing to listen, use good judgment, and help us reach out to the community.
- He needs to spread God's word at every opportunity and support our efforts to grow in God's name.
- He should be a role model for our congregation and for the community.

*10. What are the advantages and disadvantages of multi-staff ministry?*

We have a part time church administrator and a music director. The primary advantage is that you have more people and resources that can focus on specific priorities, and on spreading the word of God. This should result in better programs that are more effective. The church should also benefit from the standpoint of its Christian ministry efforts.

The disadvantages are the potential of conflicting priorities, increased potential for disagreement, a less effective focus, and not looking at the total picture for the congregation. To be effective with a multi-staff ministry, you must have everyone working closely together unified in what the priorities are and focused on achieving those objectives.

*11. Describe briefly your feelings about the church's involvement in social ministries in the community.*

We are proud of our involvement but we believe we need to be more involved in social ministries in the community. This is the right thing to do from a Christian perspective and gives us an excellent opportunity to reach out and spread God's word.

*12. Describe briefly your own congregational practice or preference toward the following:*

- Writing "own liturgies" or special services.* This was done by the previous pastor and very well done and received. We do some special services such as a children's service in the Christmas season.

b. *The frequency of the Lord's Supper*

This is a means of God's grace, and we are told to commune often, so we commune every Sunday.

c. *The priority of communion in the worship service.*

We consider it to be the high point of the service.

d. *The use of common cup or individual cups*

We offer either option by having one elder with the common cup and one with the individual cups. Both wine and grape juice are available as individual cups. The Pastor administers the bread.

e. *The use of lay people to assist in the service*

We use them as needed—ushers, lectors, communion assistants (elders), liturgists and even delivering homilies.

f. *Do you have a Lutheran school or are you planning to build one? How do you understand the ministry of the Lutheran school?*

We do not have one and there are no plans to build one at this time. However, there is a body of interest to have one sometime in the future to include those with developmental disabilities.

This mission would be to raise children with a good strong background in English, math, history and science sufficient to prepare them for their life after school, be it college or the trades, and include a strong background in the Christian faith.

g. *An interview by a calling congregation before a call is issued*

This would probably be advisable so that both parties can understand one another. Our preference would be an in-person interview.

h. *First communion - before or after confirmation*

We currently commune before confirmation at the choice of parents of fifth graders after instruction. This was not popular with several families, but the majority found merit in the practice. The Greeks felt that a youth was mature enough reason by the age of seven. Luther, in his large catechism in discussing the Lord's Supper wrote "Since they (children) are baptized and received into the Christian church, they should enjoy the fellowship of the sacrament so that they may serve us and be useful".

i. *What is your communion policy with regard to those who are not members of your congregation?*

Our Sunday bulletin states:

*"We believe that Jesus Christ is the Son of God, the Lord of life, and the Savior of the world; that He died on the cross for the forgiveness of all human sins; that He rose from the dead and is coming again in glory.*

*We believe that in the meantime, Jesus wishes to be remembered by believers partaking of the bread and wine, which He proclaimed to be His body and His blood shed for the forgiveness of sin.*

*We believe that He is really and mysteriously present in the Holy Supper; that to dine with Him affords us the opportunity to confess our sin, seek to be changed by the Holy Spirit, and celebrate the unity we have with all believers in Christ.*

*If you are baptized and share our faith,  
Please feel free to share our Communion Table.”*

*j. Inter Lutheran relationships*

We are the only LCMS church in the county among approximately 30 Lutheran churches of other Synods. We marginally participate via some combined youth programs and Thrivent.

*k. Inter Christian relationships*

Our previous pastor was a member of the Walkersville ministerium and the interfaith council. At present, the congregation does not appear too eager to pursue this any further.

We have rented our facilities to a catholic grade school and the former Baptist owner's Iwanas group and currently are renting to a Hispanic church group. Each of these has caused problems and so it does color our outlook on Inter Christian relations in this building.

*13. What provisions in time and finances do you make for the pastor's continuing education?*

Time and expenses are given for travel to district and circuit meetings and on occasion to Synod conventions or classes, if he desires to attend. The Pastor receives funds to purchase books or journals. The previous Pastor was given a three month sabbatical near the end of his ministry with us.

*14. How can the District/Synod assist you to have a more effective ministry?*

The most important thing the District/Synod can help us with right now is to assist us effectively with the call process. We could use help with Youth Ministry now that there is a significant number of children in the 0-10 age range. The Synod can also support our efforts and priorities as a congregation when the needs arise.

*15. What strengths or ministries would like to share with other congregation?*

We would like to share some of our recommendations on how to improve the interim process. We believe we could help some of the congregations going through this process because of our experiences. We always want to share our best practices as a congregation and learn from other congregations ideas that will help us grow and reach out in God's name. We can share our experiences in getting involved in social ministry. We have had success with our bell choir that we can share as well.

16. *What provisions for housing is offered to the pastor?*

Housing allowance

17. *Is here anything else in your present ministry that you would like to share that might be pertinent to a new pastor?*

We are a friendly congregation who makes visitors feel welcome. We have a small but energetic choir, a hand bell choir and we have a contemporary worship service once a month that is actually Lutheran in nature.

On the down side, we are losing active members due to the vacancy. There is some unraveling of nerves the longer a full time spiritual leader is not present. Our wide geographic area of residence and work does not make it easy to develop frequent and close gatherings.

Because of the length and involvement of the previous pastor who cherished the Pastoral Church model and the congregation's awkward attempts to move to a Program Church model, a blurred role of the pastor in church administrative function and decisions caused some mistrust of the pastor and the office in general. We need to better understand the proper boundaries between lay and pastoral roles.

Congregation views from recent workshops:

#### STRENGTHS

- Welcoming congregation
- Music ministry
- Lay leadership, lots of talent among congregation
- Giving congregation servant events
- Innovative programs
- Disabilities ministry

#### WEAKNESSES

- Geographic dispersal
- Dependent on leadership and Pastor
- State of Facility (curb appeal and updating such as carpet and floor tile)
- No active youth program
- Better communication needed

#### OPPORTUNITIES

- Only LCMS congregation, start missions and new congregations
- Open arms pre-school including disabilities
- Better communications
- Get back to tithing to district and synod
- Full use of the facility
- Youth group

Form cooperative groups with local congregations  
Start youth group earlier

#### THREATS

Impatience with the call process  
Not staying focused on our mission and vision  
Miscommunication and lack of communication  
Influence of secular society

Cinquan verses recently created by congregation:

Group	Pastor
Varied, Cohesive	Preaching, Teaching
Struggle, Care, Give.	Shepherds, Cares, Leads
We are saved servants.	He exclaims God's word.
Christ	Called
Pastor	Congregation
Unknown, Anointed	Same, Different
Praying, Seeking, Waiting.	Care, Share, Love
Faithfully accepting God's will.	Loving Spirit nurtured here.
Shepherd	Regenerating
Pastor	Love
Kind, Forgiving	Unselfish, Uplifting
Observes, Welcomes, Asks.	Gives, Listens, Acts
Shows love for all.	Loves, cares and accepts
Supportive	Christ

We feel one disadvantage of this geographical area could be housing costs. However, in the past year, the price of housing has dropped, which should assist the new pastor in his house hunting efforts. From a positive standpoint, this is a high growth area and there is tremendous potential for our congregation to grow and spread God's word. We need a strong leader who can bring the congregation together with a focus on our priorities and help us reach out to the community. This is an excellent opportunity in a wonderful county that is a great place to live and raise a family.

#### 18. Use of this Self Evaluation Tool:

- a. *Who prepared the answers to this?* The interim committee with material from a congregational workshop
- b. *Was the ministry and Mission facilitator consulted?* Yes
- c. *Was the information shared with and discussed by the congregation?*
- d. *Was a congregational survey done?* No

e. *Do you plan to share this information with the pastor you are calling?* Yes

*Date completed 12/4/07*

## Section Two Demographics

	Current	5 years ago	10 years ago
Average Attendance	81	114	15
Baptized Membership	284	262	214
Communicant Membership	214	208	164
Sunday School enrollment	34	?	?
Bible Class enrollment	26	?	?
Total Budget for current expense	\$200,400	\$187,484	\$116,229

Frederick County is located in the north central part of Maryland. It is bordered by Pennsylvania to the north and Virginia to the southwest. Frederick County is the largest county in Maryland with an area of 664.1 square miles with 4.5 square miles of it covered by water.

- According to the 2000 US Census, the County had a population of 195,277. Walkersville had a population of 5,192 and Frederick City had a population of 52,767.
- The racial composition was 88.1% Caucasian, 6.2% African American, 2.4% Latino and 1.7% Asian.
- The population estimate as of July 1, 2007 was 231,118 for Frederick County.
- The County is projected to continue growing and to reach 265,600 by 2015.
- It is estimated that between 40 - 50% of the working population leaves Frederick to work elsewhere. Many commute to the Washington DC/Baltimore, MD areas.
- Frederick County's 5450+ businesses employ 76,200 workers. It is estimated that 127 of these businesses have 100 or more workers. Frederick County boasts employers including Bechtel, BP Solar, Lonza Bio Science, CitiMortgage, Fort Detrick, MedImmune, and State Farm Insurance.
- The County has been evolving away from agriculture and has experienced a significant increase in high-tech companies.
- The Federal, State and local governments employ approximately 20% and the private sector about 80%.
  - Private wage or salary workers: 74%
  - Self employed, not incorporated: 6%
- Average wage: \$36,016
- Approximately 71% of the population is considered living in urban areas and 29% in rural areas.
- There are over 53,000 owner occupied houses and condos and over 16,000 renter occupied apartments.
- 24% of the population lives in rented dwellings as compared to 32% in the state.
- Population density: 333 people per square mile (high)
- Median age of residents: 36 years old
  - Males 35 years old
  - Females 37 years old
  - Whites 38 years old
  - Blacks 32 years old
  - American Indian 20 years old
  - Asian 33 years old
  - Hispanics 27 years old
  - Other races 20 years old
- Racial mix
  - White non-Hispanic: 88.1%
  - Black: 6.4%
  - Hispanic: 2.4% (eighth fastest growing county in US)

- Two or more races: 1.5%
- Other race: 0.9%
- American Indian: 0.6%
- Male/Female Ratios
  - Male: 49.2%
  - Female: 50.8%

Frederick County's economy is very good.

- The median family income (from the 2000 Census) of \$67,879 is well above the national average.
- The average home which sold in Frederick County was \$356,756 in March 2006 (well above the national average).
- However, that figure had dropped to \$340,773 in March 2007.
- Of the 23 counties in Maryland, Frederick County is usually in the top 5 statistically in the various economic measurements.
- Frederick County is an affluent community with the 5<sup>th</sup> highest housing values and median incomes in the state.
- 4.1% of the population lives in poverty compared to 8.2% statewide.
- It is estimated that 87.1% of the residents of Frederick County age 25 and over are high school graduates or higher and 30% have a Bachelor's degree or higher.
- There is a community college in Frederick City (Frederick Community College) and also a 4 - year institution located there (Hood College).
- There is also another 4 - year institution (Mount St. Mary's University) approximately twenty five minutes north of Frederick City.
- Overall, the entire educational system in the County is very good.
- Frederick County is a growing community that is prosperous and mindful of its historical significance.
- It is only one hour from both Washington DC and Baltimore, Maryland.
- The County has very good health care and is only an hour from some of the best medical facilities in the United States.
- There are several major federal, state and municipal parks in the County.
- There are many historical and cultural attractions, and the County is host to numerous events and festivals that have a broad appeal to residents and visitors.
- There is MARC (commuter rail) service to Washington DC and to Amtrak.
- There is public bus transportation throughout Frederick City that connects to other municipalities.

Overall, Frederick County is a wonderful place to live, to work and to raise a family.

*Does your congregation reflect the general population of the community? Explain:*

Our congregation does not reflect the general population of the community from the standpoint of racial composition. Our congregation would be below the community averages for African American, Latino and Asian. From an economic standpoint, it is impossible to answer this question without surveying our congregation. The immediate community around the church is a growing section 8 and Latino population due to the razing of low income housing in the city of Frederick. The town of Walkersville is struggling with the influx of people and growth beyond its capacity.

*What percentage of your membership lives within two miles of the church?*

There is only one family in that radius.

## Section Three

# Financial Information

1. *Please provide a copy of your current budget and latest financial report.*
2. *What did you pay your last pastor?*

- a. *Salary:*           \$48,750
- b. *Housing:*       \$12,000

3. *What do you plan to pay your next pastor? Give a figure or a range.*

This 2008 budget input is based on a pastor with 10 years of experience

- a. *Salary:*           \$44,062
- b. *Housing:*       \$12,000
- c. *Health, Disability, Survivor and Retirement Plans -* \$19,017
- d. *Auto Expenses -* \$4,700
- e. *Books and Periodicals -* \$550
- f. *Professional Development/Continuing Education -* \$1,100
- g. *Convention and Conference Fees -* \$500
- h. *FICA compensation -* \$8,535
- i. *Matching 403B (3%) -* \$1681

4. *Do you offer Concordia Plans Benefits? Describe coverage:*

- Heath Plan
- Retirement Plan
- Retirement Savings (403(b))
- Accidental Death and Dismemberment Insurance
- Disability and Survivor Plan

5. *Compare your compensation figures with the SED guidelines in the call manual. If your figures fall short, do you think this will impact your ability to call a pastor?*

We believe this is in line for a 10 year career, which is what we believe we can sustain.

6. *When was the last time you conducted a stewardship campaign directed primarily towards financial commitment?*

We conduct a stewardship campaign every year. For the past several years we have used the “Take a Step Up” campaign, which urges families to step up the amount they donate each year to achieve tithing. This has worked well for us. We have used other campaigns including one that dealt with a Pony Express and many campaigns designed by the stewardship committee and the pastor. The pastor led us in mini-stewardship workshops and supported the various campaigns with sermons on stewardship. When we needed a campaign to raise funds to purchase our current facility we hired a professional group to conduct the campaign. To be frank, they didn’t do a very good job.

The last time we conducted a stewardship campaign for a commitment toward a budget was probably 20 years ago. In our initial efforts this was the approach we took. In our third year of existence the financial secretary resigned when the congregation passed a budget that he felt could not be balanced. Actually we

did balance it, but just. Several years afterward we failed to balance our budgets and a number of budget items were not funded, such as our fair share to the district. We then reversed the process and started to obtain pledges and then develop a budget. Over the years we have seen church contributions increase by a greater degree than our congregation has grown.

## Section Four

# Missional Information

### We Value:

- Lay leadership. (We have significant numbers of people with preaching, teaching, singing, instrumental music, financial and organizational talents.)
- A congregation with diverse backgrounds.
- Our developmental disabilities ministry.
- Church leadership roles for women.
- Traditional liturgical worship with a once/month Lutheran contemporary service.
- The caring role of the preacher and his involvement in fellowship activities.
- Fellowship activities with food.
- Music – voice, organ, piano, and instrumental and congregational singing.
- Early communion for our pre-confirmation children and their early active involvement as acolytes and assistant ushers.
- Enough informality in worship to accommodate the spontaneity of our children and our disabled members.
- Our young children. (i.e. preschool – elementary)
- Our shut-ins and ill or ageing members.
- Christian education for children and adults.
- Those members who are actively involved in Frederick area missions.
- Our small close and supportive congregation.
- Caution in finances and new approaches/programs but we want to grow and reach out to our community.
- We are ready for change.

### Some Not-So-Good Traits we are working to change:

- We do not know how to deal with conflict.
- Communication is not effective especially for new members or somewhat inactive members.
- Christian Education is valued but has not been funded well in the budget. Leaders do not show support through attendance on Sunday mornings. We lack a critical mass to get a youth group program going.
- There has been a trend toward “Lone Ranger” leadership where those in office, tend to just go ahead and take care of things, partly due to the logistics of gathering together people over distance and schedules. There is a tendency of some to disenfranchise themselves. All of this has caused some conflict.
- New members need to be fairly assertive to break into existing church groups.
- We have not focused enough on growth or outreach with financial or time investments.
- Given a small work force of active members, we do not centrally prioritize projects (mostly fundraiser) to focus our efforts and avoid burn-out of our members.
- We have not quite claimed Peace in Christ in Walkersville as our home and Walkersville has not yet claimed us as one of them. It is in a neighborhood that is low income and multinational while the congregation is predominantly Caucasian middle class.