



Stated Session Meeting Agenda

Wednesday, June 27, 2018 at 7:00pm

Moderator: Elder Greg Baxter

Next Stated Session Meeting: TBD

Matthew 28:19-20

19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

7:00 Open in Prayer

NOTES

7:05 Preliminary Matters

- Review / Amend / Approve Agenda for 06/27/18 Stated Session Meeting
- Review / Amend / Approve Minutes for 05/22/18 Stated Session Meeting
- Review / Amend / Approve Minutes for 06/10/18 Called Congregational Meeting
- Determine date of Next Stated Session Meeting
- Determine Session Moderator/Clerk for Next Stated Session

7:15 Know

- Study of the Shorter Catechism - Question 1-6

7:25 Worship

- Report of the Pastoral Search Committee (PSC)
- Worship and Music Responsibilities – Elder Gyrath
- Article // "[**One Key Reason Most Churches Do Not Exceed 350 in Average Attendance;**](#)" by Tom Rainier – D. of Min. Leshner & All
- Worship Attendance Chart // January – 3rd Sunday of June - D. of Min. & All

7:55 Report from the Board of Trustees

- Board of Trustees Financial Summary

8:10 Connect

- Update // Congregational Care/Outreach Initiative – Dir. of Ministry Lesher
- Results // VBS - 2018 Program - Dir. of Ministry Lesher (Results prepared by Val Petrie - VBS Director)
- Review // Women's Retreat - Elders Gyrath & RE Thompson
- Update // Men's Retreat – Dir. of Ministry Lesher
Saturday, October 13 8:30 - 11:30
facilitator Rev. Bob Reid of LBC
Topic: "Avoiding Shipwreck; Finishing Well"
- Update // Recreational Volleyball – Dir. of Ministry Lesher
- Update // Baseball Game/Player testimonies – Dir. of Ministry Lesher
'Fightin' Phils - Sunday, July 22; 5 pm

Serve

- None

8:35 Other Practical Matters

- Update // New Officer training session(s)/Session interviews/Installation/Ordination – Dir. of Ministry Lesher
KEY DATES:
July 8 or 11 – training
Sunday, July 22 - Session interviews - 9:30 - 10:05 (apprx.)
Sunday, Aug. 19 - Installation/Ordination

8:45 Clerk / Assistant Clerk Report

- Celebration of Lord's Supper
Rev. Julianna Lesher
38 – Women's Retreat on 6/2/18
Rev. Dennis Lesher
73 – Worship on 6/3/18

9:00 Close with Corporate Time of Prayer

Next Stated Session Meeting: TBD



fairview
EVANGELICAL
 PRESBYTERIAN CHURCH

Stated Session Meeting Minutes
Tuesday, May 22, 2018

On the above date, a Stated Session Meeting of the Session of Fairview Evangelical Presbyterian Church was held at the church. Elder Bonnie Mecaughey moderated the meeting.

Record of Attendance

Class of 2018		Class of 2019		Class of 2020	
Present	Excused	Present	Excused	Present	Excused
R. Adler		G. Baxter			D. Obenschain
L. Gyath				A. Ludt	
B. Mecaughey					

Attending as guests of Session were:

- Dennis Leshner, Director of Ministries (D. of Min.)
- Carolyn Thompson, Resting Elder/Asst. Clerk

Clerk informed the Moderator that quorum was present by 7:03 pm. Elder Mecaughey opened the meeting with prayer.

Preliminary Matters

- Amend and Approve Agenda for 05/22/18 Stated Session Meeting. Motion to approve by Elder Ludt. Seconded by Elder Baxter. Approved unanimously.
- Approve Minutes for 04/24/18 Stated Session Meeting. Motion to approve by Elder Adler. Seconded by Elder Baxter. Approved unanimously.
- Session Moderator for June 27, 2018 will be Elder Baxter
- Clerk of Session for June will be Carolyn Thompson

Know

Study of the Larger Catechism - Question 193-196

Q. 193. – For what do we pray in the fourth request?

Q. 194. – For what do we pray in the fifth request?

Q. 195. – For what do we pray in the sixth request?

Q. 196. – What does the conclusion of the Lord's Prayer teach us?

NEXT SESSION MEETING // we will move on to the Shorter Catechism.

Worship

Report from Jim Fox, Chairman of the Pastoral Search Committee (PSC)

Update from the committee was shared via email as follows:

- The candidate we were interviewing this time last month did not work out; summary is, despite being highly qualified, he had some exceptions to the Westminster Confession that were a concern. After discussing with Ron DiNunzio, we all agreed to pass on this candidate.
- We have 2 other applicants we are very interested in. We have one lined up for an interview next week and are in the process of scheduling a date to interview the other one.
- At this point, we are not ready to throw in the towel and look to hire a search firm. If neither of these 2 candidates pans out, we may need to go that route.
- Greg Baxter had raised the question of a bi-vocational pastor. My thoughts are, unless the finances are in dire straights, the PSC will continue to look for a full-time pastor. If our finances are indeed too low to pay a full-time salary, please let me know as that might change our approach. Otherwise we're looking for someone who will, with our help, grow the church body and thus help pay for himself. Given the population in our area and the strength and growth of other local churches, there should be plenty of opportunity for Fairview to return to growth.

Discussion by Session indicates that we are in favor of targeting a full-time pastor, not focus on a bi-vocational pastor.

Article // "The Dilemma of a Bi-vocational Pastor" author Darryl Williams – Elder Baxter & All

It was noted that the author of this article is speaking from a voice of experience as he is a bi-vocational pastor. The article caught the attention of Elder Baxter because he was curious if our church was more attractive to someone looking for part time ministry. If “growth” is part of our mission, there is a feeling that a blended approach (traditional and contemporary) will likely be something FEPC may need to entertain.

Article // "5 Characteristics of Effective Ministry Teams" by Ann Michel (7.29.2015) – D. of Min. Leshner & All

D. of Min. Leshner is committed to providing thinking points as we grow in our leadership. This article spoke to several great characteristics, including, shared vision, distinct roles, constructive engagement, size and leadership.

Worship Attendance Chart // January through 3rd Sunday of May - D. of Min. & All

The initial weeks in May show an increase in membership percentage that is in attendance. There is an expectation that the summer months tend to trend with lower attendance numbers, so we expect to see that in the near future.

Communion at Women's Retreat – Carolyn Thompson

Carolyn Thompson verified that Rev. Juliana Leshner is eligible to administer communion since active session members Elder Gyrath and Elder Adler will be present. Communion will be administered by cup and broken bread. Currently there are 41 women registered for the retreat.

Report from the Board of Trustees – Elder Adler

Board of Trustees Meeting Minutes

New gutters out front were installed incorrectly so that repair is being set up. The hot water heater has been fixed. Treads on stairs to basement have been repaired. The Pastor's Office has been painted and the cracked desk glass replaced. The trustees held a successful spring work day. A punch list for the manse is being compiled and addressed (paint, roof, etc.). The new landscaping company is having some transitional challenges, but trustees are working with them to understand the needs and expectations.

Board of Trustees Financial Summary

We are in the black at this time and YTD general fund has an increased 9%.

Take action on the recommendations from the Trustees

Last month, the trustees recommended that session approve and proceed with the purchase of an AED and an upgraded First Aid Kit and explore hosting a CPR training course at Fairview. In addition, it is recommended to conduct the security table top drill. Don Titus also suggested we ask for police surveillance during worship. Trustees also recommend doors be installed between the foyer and the

hallway. Trustees are looking to session to approve recommendations and move the project forward.

Elder Adler suggests establishing a security committee consisting of at least 2 elders and 2 trustees who will facilitate these specific actions and coordinate the follow up activities such as procurement of recommended items, training, table drill, facilities changes, and ongoing procedural changes. Emergency preparedness may need to look at renewing the training and certifications around working with children.

Elder Baxter will look into the insurance related to liability for any plans that FEPC establishes.

Motion to approve that Trustees establish a security committee, purchase AED, procure first aid kit, conduct security table top drill, get recommendations for facilities improvements and determine insurance/liability of our decided upon action plan by Elder Adler. Seconded by Elder Baxter. Approved unanimously. Elder Baxter and Elder Adler will represent session on such a committee.

Connect

Update // Congregational Care – D. of Min. Lesher

D. of Min. Lesher and Joyce Lesher visited Tel Hai April 26th. They met with Dorothy Greeby and Adrienne Karr and shared communion. Lesher also met with Frieda Mecray. Sharon Cumming would like to meet with D. of Min. Lesher to discuss joining the church. Conversation regarding caring for the flock pursued and Session believes personal check ins will be an effective means to keep connected. **Elder Gyra recommends that the church office send a church bulletin to the shut ins each week.** The recommendation to include a brief hand-written note along with them would be a nice touch.

Event // Update Men's Retreat Saturday "Avoiding Shipwreck; Finishing Well"– D. of Min. Lesher

We are planning for a one-day event to be held at Fairview on October 13. The facilitator will be Rev. Bob Reid from Lancaster Bible College. The topic will be "Avoiding Shipwreck; Finishing Well" and is based upon 1 Timothy 1:18-19. Continued planning will pursue.

Update // Proposed Outreach Initiative – D. of Min. Lesher

Elder Baxter attended the Deacon's meeting and brought forth our concerns for a list of members who have not been in worship attendance this year. For all but two, the deacons have communicated with and are aware of challenges said members are

facing. Upon review of list, it is agreed that an outreach letter should be sent to the Swenson family (non-members but church “friends”) and member Laura Yingst.

Event // Church Picnic, Sunday June 10 – Resting Elder Thompson

Elder Ludt is to create a flyer for the band event. The church office will print on cardstock and send a handful to each Windsor, Alliance and Glenmoore Methodist. A sign will be posted outside. Resting Elder Thompson to speak with Val Petrie about using their hay wagon as a stage for the musicians. RE Thompson requested approval to pay for the grilled meats. Motion to approve by Elder Adler. Seconded by Elder Gyath. Approved unanimously.

Update // Recreation Night: Community Volleyball – D. of Min. Leshner & All

The volleyball net has been set up and tested for use. There is a sign up on the welcome desk. Flyers could be made up and shared at the church picnic.

Update // Senior Recognition Sunday June 3 – D. of Min. Leshner

Each graduate will receive a *Jesus Calling for Graduates* book. Graduates include Patrick Finch, Ronald Finch, CJ Shaffer, Diana Sears, Ross Obenschain, Zach Kinkelaar, Alex Kinkelaar and Spencer Kinkelaar.

Proposed Event // Fightin' Phils Faith Night (July 22)

Sign up needs to be complete by mid June so tickets can be arranged. Game and buffet is \$28 if you have 20+ people. The cost is \$29 if less than a group of 20. D. of Min. Leshner recommends a scholarship if cost is prohibitive. Session indicated that the Pastor’s Discretionary Fund can be used for such items.

Serve

Elder Adler gave a brief update on Good Works. The team is grateful for the support of the Women’s Bible Study groups who have graciously provided many meals. Elder Adler and the team are encouraging more people to get involved. He will send out an email of current updates he received from Good Works.

Other Practical Matters

Called Congregational Meeting // Sunday, June 10 positions – Dir. of Min. Leshar & All

Meeting to be held following worship to present nominees for church leadership. Clerk for the meeting will be D. of Min. Leshar. Moderator for the meeting will be Elder Adler.

Dates for New Officer Training Sessions // – Dir. of Min. Leshar & All

D. of Min. Leshar will offer two dates for training. Sunday, July 8 or Wednesday, July 11

Installation/Ordination Service is scheduled for Sunday, August 19. Elder Mecaughey recommends Ron DiNunzio be present for installing/ordaining.

Renew/review D. of Min. Leshar's covenant agreement (6 month covenant comes due the end of June) – Elder Mecaughey

Elder Mecaughey communicated with D. of Min. Leshar and reported that fulfilling this role has been immensely satisfying to him. Discussion by session members reaffirmed our appreciation and satisfaction with all that he is doing in this role. As the personnel representative, Elder Mecaughey proposes to extend his covenant for another six months. Upon additional discussion, session would like to extend beyond six months to be sure that he could aptly prepare for the Advent season without being in transition. Discussions ensued to validate that the current terms still work for both sides of the agreement. Elder Ludt motioned to renew the Ministry Director Covenant for 12 months. Seconded by Elder Adler. Approved unanimously. Elder Mecaughey will announce this from the pulpit during the Called Congregational Meeting June 10th.

GERONIMO! Skydiving Team // John A. Wallace – D. of Min. Leshar

John Wallace, an out of area FEPC member (resides in Canada) would like to make a presentation of his testimony during the worship hour on a Sunday. Rev Leshar was uncertain of exactly what John was requesting- just testimony time or whether he intended to include his testimony during a sermon. Based on that uncertainty, Rev. Leshar will contact John to better understand the vision for his presentation and return to Session with his findings. Perhaps he could be included in the Men's Retreat.

Church Use Request by Amy Styer – RE Thompson

Amy Styer would like to use the church 2-3 times per year for Chester County Christian Endeavor meetings. Motioned to approve by Elder Adler. Seconded by Elder Baxter. Approved unanimously.

Outreach Prompt from RE Thompson

Both RE Thompson and Elder Gyath recently had a flyer attached to their mailbox from a local church. The flyer is a good example of an Outreach tool that FEPC should consider undertaking. It was recommended that Outreach connects with Hob Pusey to brainstorm what that may look like. Session is targeting such mailing for September/early fall.

Clerk/Assistant Clerk Report – Elder Ludt

Rev. Dennis Leshar (D. of Min.) served Communion

- 4 – Extended Communion received by Ruby Johnson, Francis Popjoy, Adrienne Karr and Dorothy Greeby
- 54 – Worship on 5/6/18

Close with Corporate Time of Prayer

Noting that there were no more official business items to be considered by Session, Moderator Mecaughey declared that the Stated Session Meeting of Tuesday, May 22, 2018 concluded at 9:45 pm. Moderator Mecaughey invited D. of Min Leshar to close the meeting with prayer.

Next Stated Session Meeting: Wednesday June, 27, 2018 at 7 PM.

Aimee Ludt

Bonnie Mecaughey

Clerk

Moderator



On the above date, a Called Congregational Meeting was held at the church following the morning worship service. Approximately 50 persons were in attendance, and with the quorum being satisfied, Elder Roy Adler, who served as Moderator, called the meeting to order at 11:45 am.

Elder Adler called upon Dir. of Ministry Dennis Leshner for the opening prayer.

Elder Adler informed the congregation that the purpose of the meeting was to present the slate of names for approval by the congregation to the various church leadership positions. Following a training session later this summer for these persons, an installation service and ordination, (if needed), will occur during the August 19, 2018 morning worship service.

Elder Adler called upon Elder Bonnie Mecaughey for the presentation of Nominees.

Prior to listing the nominations for the various offices, Elder Mecaughey informed the congregation that the Session took action to extend the covenant with Dennis Leshner, Director of Ministry. He will continue to be responsible for worship, the scheduling of pastors, officiating at baptisms, weddings and funerals as requested, visitation to the sick and shut-ins, counseling as needed, and providing direction to the day-to-day activities of the church staff. This covenant is to remain in effect until a permanent Pastor is in place. She then thanked the following persons for their service on the nominating committee this year:

At large: Barb Finch, Bernie Hughes, Carolyn Thompson, Ryan Ludt and Dennis Leshner;

Trustees: John Keeler;

Deacons: Sherrie McCormick;

Session: Greg Baxter.

Elder Mecaughey told the Congregation that the present openings (unfilled) for Session were two 3 - year terms and two 1 - year terms; for Trustees the present openings (unfilled) were two 3 - year terms and one 2 - year term.

Elder Mecaughey presented the following slate of names for these offices:

Session Nominees: Carolyn Thompson, a 3 - year term; Bonnie Mecaughey, a 2 - year term;

Trustee Nominees: John Gyath, a 3 - year term; Roy Adler, a 2 - year term;

Deacon Nominees: Carol Covert, a 3 - year term; Susan Obenschain, a 3 - year term; Pat Pomager, a 3 - year term; April White, a 2 - year term;

Audit Committee Nominees: Aimee Styer; alternate, Gary Covert;

Nominating Committee Nominees: Bernie Hughes, Barb Finch, Diane Drumeler, Pat White and Ryan Ludt.

Elder Adler asked for nominees from the floor and there were none. He then asked the congregation for approval of the presented slate of names by voice acclamation and that was resoundingly given by a 'Yea vote.'

Since this was the only official business brought before the congregation for approval, Elder Adler called upon Dir. of Ministry Lesher to close the meeting with prayer.

Fairview Evangelical Presbyterian Church's Called Congregational Meeting concluded at 11:53 am.

Respectfully submitted,

Roy Adler

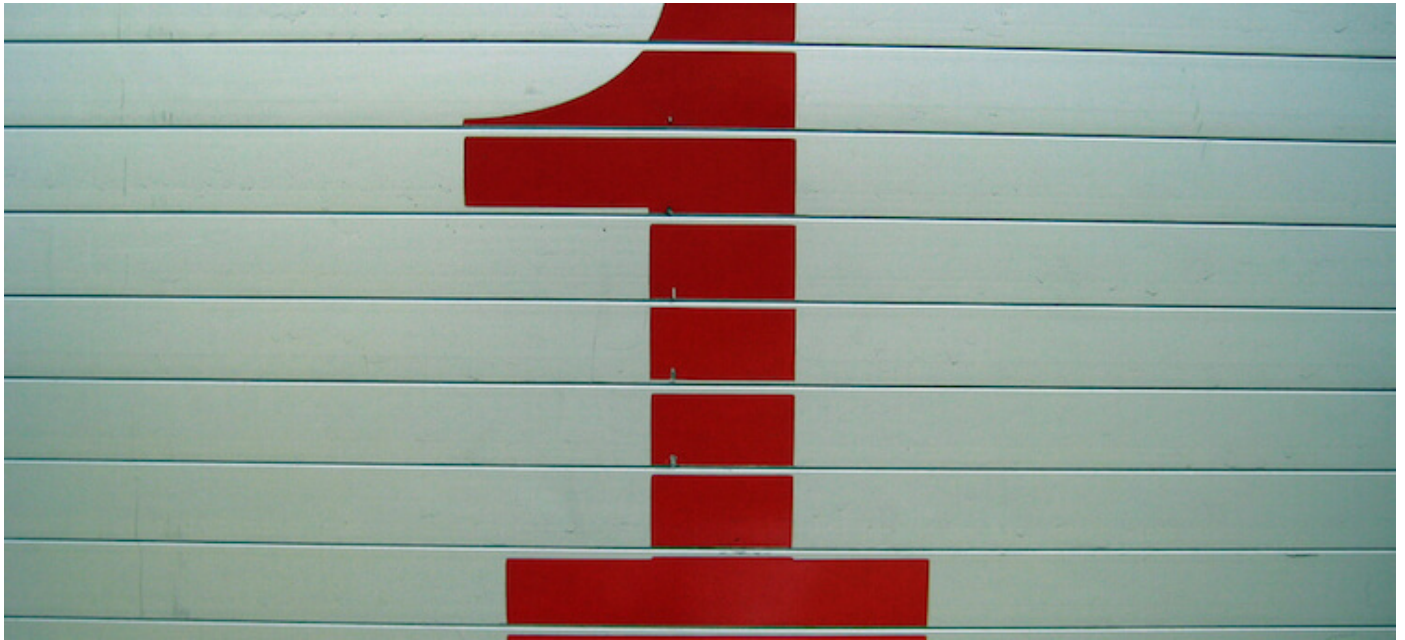
Dennis Lesher

Elder/Moderator

Dir. of Ministry/Clerk Substitute

One Key Reason Most Churches Do Not Exceed 350 in Average Attendance

March 25, 2015



Nine out of ten.

That's a lot.

Nine out of ten churches in America have an average worship attendance of less than 350. And that percentage has not changed significantly for many years. Yet the unchurched pool of persons is increasing in most communities. There are people yet to be reached.

But most churches will never exceed 350 in attendance. Why?

A Few Caveats

Allow me to preface my analysis. First, big is not necessarily better. A church with more people in attendance is not necessarily more faithful than a smaller

church. Second, some churches are in very sparsely populated areas. There may not be 350 people in a five-mile radius (though every community still has people who need to be reached).

My third caveat is key. I believe leadership is indeed a biblical and theological issue. It's really a matter of healthy stewardship. I offer this third caveat because I will be addressing the issue of leadership in this post.

Attendance Levels of Churches in America

We are a nation and continent of smaller churches. And though we have far more small churches than large churches, there is a big migration of people from smaller to larger churches. In other words, many of the smaller churches are getting smaller, and many of the larger churches are getting larger.

Here is a simple depiction of the number of churches at three different levels:

- 50% of all churches in America average less than 100 in worship attendance.
- 40% of all churches in America average between 100 and 350 in attendance.
- 10% of all churches in America average more than 350 in attendance.

Keep in mind that the upper 10% tend to include more of the growing churches, while the lower 90% tend to include more of the declining churches.

One of the Key Reasons

There is no single reason to explain the apparent ceiling of 350 in attendance of most churches. I do believe, however, that there is a major reason for this barrier. Such is the thesis of this post:

One of the key reasons most churches do not move beyond 350 in

average worship attendance is they do not have sufficient leadership and structures in place.

Many smart people have provided analyses of what is commonly known as the 200 barrier. I believe that the 200 barrier is highly elastic. In other words, the barrier is really somewhere between 150 and 350, depending on a number of circumstances. Again, I believe that the key reason stated above is among the greatest inhibitors of growth.

Increasing Organizational Complexity

Moses was an unintended victim of organizational complexity. He was trying the Lone Ranger approach to the leadership of Israel. The nation would implode and he would lose his leadership authority if he kept doing what he was doing.

His father-in-law, Jethro, saw the flaws of his leadership and said:

“What you’re doing is not good . . . You will certainly wear out both yourself and these people who are with you, because the task is too heavy for you. You can’t do it alone” (Exodus 18:17-18, HCSB).

So, following Jethro’s advice and wisdom, Moses became a different kind of leader with a different kind of organization.

Here are the five major levels of organizational complexity in churches according to average worship attendance:

1. Under 100: Family and friends
2. 100 to 250: Basic
3. 251 to 350: Challenging
4. 351 to 750: Complex
5. Above 750: Highly complex

Most churches cannot or are not willing to make the types of changes that are necessary in complex organizations. In future resources, I will share what many leaders and churches are doing to move beyond the 100, 250, and 350 ceilings. In the meantime, let me hear from you.

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Worship Attendance.xls

	Current	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.		Annual	% of
	Membership														Wkly. Avg.	Membership
2008	263	166.75	183.50	233.40	162.00	160.75	140.60	138.00	124.40	163.00	160.75	182.17	189.00		167	63%
2009	256	164.25	153.50	160.60	223.25	176.60	150.75	112.25	125.60	144.50	170.25	172.80	171.33		160	62%
2010	237	163.00	151.75	169.25	228.00	148.20	133.50	130.75	126.60	134.00	151.20	148.25	183.75		159	67%
2011	237	158.00	144.00	152.00	195.00	133.00	124.00	112.00	120.00	124.00	134.00	132.00	143.00		140	59%
2012	188	130.00	127.00	119.00	161.00	119.00	117.00	117.00	96.00	116.00	114.00	122.00	158.00		125	66%
2013	177	126.00	127.00	143.00	124.00	115.00	109.00	97.00	85.00	106.00	104.00	114.00	128.00		115	62%
2014	182	101.00	111.00	100.00	131.00	93.00	81.00	85.00	87.00	95.00	97.00	96.00	123.00		100	55%
2015	174	99.00	90.00	100.00	138.00	92.00	95.00	76.00	76.00	86.00	86.00	96.00	116.00		95	55%
2016	177	91.00	93.00	101.00	92.00	84.00	82.00	79.00	71.00	78.00	84.00	81.00	96.00		86	49%
2017	161	80.00	82.00	82.00	93.00	86.00	80.00	65.00	74.00	64.00	76.00	73.00	92.00		79	49%
2018	138	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.			
1st		63	68	71	131	59	73									
2nd		78	57	61	67	83	64									
3rd		68	49	62	63	86	62									
4th		74	64	77	62	64	51									
5th					62											
Maundy Th.																
Easter 7:00																
Easter 10:30																
CE (5:30)																
CE (11:00)																
Total		283	238	271	385	292	250	0	0	0	0	0	0			
Average		71	60	68	77	73.00	62.5									
% Change	17 vs. 18	-11%	-27%	-17%	-17%	-15%	-21%									
% of Membership		51	43	49	56	53	46									

Special Holiday Services				2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Womens Retreat						42	42	28	30	29	0	22			
Pinebrook						29	24	23	0	0					
Ash Weds.							37	32	75	39	52		13		
Maundy					43.00	73	47	42	35	33	44	30	30	31	30
Easter 7:00				27	30.00	20	44	35	29	35	24	15	32	27	15
Easter 10:30				374	319.00	375	338	305	259	203	195	248	161	144	131
Total Easter				401	349.00	395	382	340	288	238	219	263	195	202	146
Thanksgiving (Prayer Service)										25					
Thanksgiving (Ecumenical)							104								
CE (5:30)				177	144.00	171	185	140	160	143	127	166	142	N/A	
CE (7:00)				149	120.00	141	109	111	79	65	67	N/A	N/A		77
CE (11:00)				57	39.00	47	56	44	51	53	65	94	66	N/A	
Total Christmas Eve				383	303.00	359	350	295	290	261	259	260	208		77

Fairview Presbyterian Church - Financial Summary

Monthly Financial Results May 31, 2018

Total General Fund Income		May	Year-to-Date		YTD
<i>Actual</i>		22,732	A	111,510	D
<i>Budgeted</i>		28,361	B	136,945	E
<i>Actual over (under) budget</i>	\$	(5,629)	C	\$ (25,435)	F
Total General Fund Expense		May	Year-to-Date		YTD
<i>Actual</i>	\$	14,512	G	\$ 100,270	J
<i>Budgeted</i>	\$	19,249	H	\$ 111,284	K
<i>Actual over (under) budget</i>	\$	(4,737)	I	\$ (11,014)	L
Summary of YTD Actuals		YTD GF Income	YTD GF Expense		YTD
	\$	111,510	M	\$ 100,270	N
		Inc. above (below) expense		\$ 11,240	O
General Fund Balance		Jan. 1, 2018	May 31, 2018		YTD incr. (decr.)
		33,603		44,843	Q
	\$			11,240	R

Commentary:

1. May GF income had an unfavorable variance of \$5.6K against the budget (Box C). YTD GF income received toward YTD budget is 81%. Over the same period in 2017, income:budget was 87%.

2. May GF expenses had a favorable variance of \$4.7K against the budget (Box I). Note: Pastor salary, administration, and facilities account for nearly all of May's favorable variance.

3. YTD GF income exceeds GF expenses by \$11.2K (Box O), a favorable variance.

4. The General Fund balance increased to \$44,843 (Box Q), a YTD increase of 33%.