

CONGREGATIONAL SELF STUDY
CNH DISTRICT

SELF STUDY PART I: INFORMATION
Trinity Lutheran Church, Paso Robles, CA
Spring 2014

HISTORY AND DESCRIPTION

1. Write a brief description of your congregation (maximum four pages and please refrain from injecting personal commentary.) a. Significant events; b. Pastors and paid staff; c. Buildings or relocations

From the 75th Anniversary in 1996:

The organizational meeting of Evangelical Lutheran Trinity Church of El Paso de Robles was held in the home of Mr. and Mrs. F.L.E. Adler on Maple Street on October 16, 1921. Eight voting members adopted a constitution to guide the establishment of the Lord's work in the community. On December 2, 1921, a Charter of Incorporation was issued by the State of California. The charter members of the congregation were F.L.E. Adler, Andrew Iversen, Mat Claus, Robert C. Paulus, Arthur Claus, Melvin Moe, Paul Eimon and Otto Paulus. There had been a number of attempts to establish a Lutheran church in the community as far back as 1905, but there had been no permanent results. Various church buildings or Sunday school rooms of other denominations were used for these services. In 1920 Reverend Theo F. Haeuser was called to Bethlehem Lutheran Church at Geneseo, which also included members in the Creston area. He was to serve that congregation and also see about advancing the work of the Lord in the Paso Robles area. Beginning July 3, 1921, a schedule of two Sunday morning services a month in the English language was begun. Mr. and Mrs. F.L.E. Adler offered the use of their home both for Sunday school and church services. A drawing of their small home appears on the cover, and services were held there for eight months. Two lots on the corner of Ninth and Vine Streets, 100 x 140 feet, were purchased for \$1,400 on November 18, 1921, and ground was broken on the afternoon of the same day. Dedication of the first Trinity Lutheran Church was March 12, 1922, with Reverend Theo F. Haeuser delivering the dedication sermon. Three infants were baptized at this service. Solveig Moe, daughter of charter member Melvin Moe and wife Sigrid, William Cammack and Karl Haeuser, son of Pastor and Mrs. Theo Haeuser.

The congregation continued to grow. A sixteen-voice choir was organized, and on Christmas Eve, 1946, presented "The Messiah." There was an active young people's group named "The Walther League," a Synod-wide organization. During World War II, many service men and women from Camp Roberts worshiped at Trinity. Members would invite the service people for a home-cooked meal on

Sundays. A Lutheran Service Center was located on the Northeast corner of Thirteenth and Pine Streets, and the congregation supplied home-baked cookies and cakes for the service people and their friends. Trinity also had a growing Sunday school and an active Lutheran Laymen's League. In 1950, the parsonage on the corner of Ninth and Vine Streets was moved to a lot on the north side of the church. This cleared the corner lot so a new church could be erected. The second Trinity Lutheran Church was dedicated to the Glory of God on June 10, 1951. The former church building and hall became Sunday school rooms and meeting rooms. The church was built at the cost of \$75,000 including the furnishings. It seated two hundred and seventy, with additional seating for seventy. A parochial school had long been in the plans of the congregation, and a seven-and-a-half acre parcel of land had been purchased along Creston Road. Trinity Lutheran School opened in 1962. An addition to the school was dedicated in April, 1981, and portable classrooms were placed on the school grounds in 1993 and 1995. A preschool opened in the parish hall in 1993. The second Trinity Lutheran Church Dedicated June 10, 1951 A Lutheran Braille Worker's center opened in 1977. The Mary-Martha Guild was formed in 1978, and along with the Dorcas Society, are members of the Lutheran Women's Missionary League. The Quilt Crafters met for the first time on March 1, 1989 and sew quilts to send to Lutheran World Relief.

Trinity Lutheran School Dedicated September 9, 1962

As the years went by, God continued to send His blessings on Trinity Church. Worship services were held, Sunday school continued, Pastors came and went, but there was always the hope that one day a church building could be erected on the Creston Road property where Trinity Lutheran School was located.

A faithful member of Trinity congregation, Ed Borchert, went to be with his Lord in May, 1986. His will left a sizable portion of his estate to Trinity Lutheran Church, with the stipulation that it be used for building on the Creston Road property. The congregation voted to build a church and parish hall on the Creston Road property with the Borchert bequest helping toward the financing of the buildings.

Ground breaking for the new facilities was May 6, 1990. A "Farewell to old Trinity" service was held at the church on Ninth and Vine Streets on May 5, 1991. Many weddings, baptisms and funerals were held in the church for the forty years since it had been dedicated, and it was difficult leaving those memories behind. Installed in the new Trinity church was the reredos, or back of the altar, the Good Shepherd window and the baptismal fount.

The Third Trinity Lutheran Church Dedicated May 12, 1991

Appointments of the altar—the communion ware, cross, altar books, candlesticks and Bible holder—were also placed in the new church from Old Trinity. The third Trinity Lutheran Church and Hall in Paso Robles was dedicated on Mother’s Day, May 12, 1991. The same bell that called the congregation and friends to church services at Bethlehem Lutheran Church in the Geneseo-Creston area now resides in the present Trinity Lutheran Church bell tower and still calls the congregation to worship our Lord each Sunday morning. The bell has been hung in all the Trinity Lutheran Churches and will be one hundred years old in 1998. The communicant membership of Trinity Lutheran Church is 543 communicant members with 759 baptized souls (in 1991). We pray that God will continue to bless our congregation and bring many more souls to kneel at His feet in years to come.

2011 Update by Steve Willweber & Dan Rowe

God has continued to bless Trinity Lutheran Church & School. Senior Pastor Daniel Rowe was called here in 1998. Jane Fairbank began serving as principal in 2002. Steve Willweber was added as associate pastor in 2005. The school serves almost 250 students and their families.

The people of Trinity continue to serve locally and globally, involved in Tree of Life, Loaves & Fishes, Braille Bibles, building houses for the poor in Mexico, adult literacy classes in India, and many other ministries.

2014 Update of Significant Events by Dan Rowe

1993—Preschool opened—using fellowship hall

1998—Pastor Dan Rowe called as Pastor

2000—Began training Deacon Jim Burgess

2001—Construction of new 8 classroom school building began

2002—Jim Burgess Commissioned as Deacon

Fall 2002—First school year of classes in new building

2005—Pastor Steve Willweber called as Associate Pastor

2006—Intervention Team from District came

— Switched to Policy Based Governance

Fall of 2006 – Construction began on new preschool building

2007—Began mission work in India

2007—Jane Fairbank called as Principal
2008—Began mission work in Mexico
2010—Limited mission work in Brazil
2010—Julie Thompson began training as Deaconess
 —Earthly Treasures Thrift Store opened
2011—Began mission work in Kyrgyzstan
2011—90th Anniversary Celebration
2012—Julie Thompson called as Deaconess
2014—Braille Center switched to Large Print
2014—Fundraising for new school gym has begun

Staff list by Susan Anderson

Church Staff:

Anderson, Susan R., Business Administrator, Church/School
Batten, Dawn, Audio Visual, Church
Blash, Roberta T., Organist, Church
Huston, Beverley, Custodial, Church
Marshall, Delia C., Office Administrator, Church
Monahan, Arthur, Custodial, Church
Rowe, Daniel, Senior Pastor, Church
Rowe, Elizabeth J., Nursery, Church
Schliebe, Charles A., Lay Minister, Church
Willweber, Steve, Assoc. Pastor, Church

School/Preschool/Thrift Store Staff:

Brush, Kimberly E., Ext. Care/lunch, School
Duazo, Virginia, Teacher, School
Edelman, Heidi, Ext. Care Aide, School
Ehlers, Nancy K., Accts. Rec., School
Fairbank, Jane A., Principal, School

Gaudi, Michelle R., Teacher, School
Hopkins, Lisa, Teacher, School
Kratz, Aaron, Teacher, School
Kratz, Kristina, Teacher, School
Loper, Jacquelyn M., Teacher, School
Magnuson, Julie, Aide, School
Michaud, Andy, Teacher, School
Mockler, Gaye L., Asst. Principal, School
Reynolds, Ila M., Teacher, School
Reynolds, Jenifer, Teacher, School
Sheean, Sarah, Office Admin., School
Talbert, Karen L., Teacher, School
Van Pelt, Melinda, Aide, School
Willweber, Monica, Aide, School
Ernst, JoAnn R., Aide, Preschool
Leon, Mendi L., Teacher, Preschool
Norman, Kimberly S., Director, Preschool
Rowe, Jean E., Aide, Preschool
Valaau, Tiffany, Teacher, Preschool
Walters, Patricia M., Aide, Preschool
Anderson, Susan R., Manager, Thrift Store
Cobleigh, Heidi, Aide, Thrift Store
Lee, Cheryl, Clerk, Thrift Store
Stallmann, Julieta, Clerk, Thrift Store

2. Provide a list of all persons both paid and unpaid who oversee specific areas of ministry. Please indicate whether they are paid or unpaid and how long they have had responsibility in this area.

Please see attached “Ministries of Trinity 2014.”

3. Describe property and buildings. When were each of the buildings constructed? What have been major renovations? What are major “issues?”

See #1 above.



4. Write a summary of your congregation’s organizational structure. Please indicate individuals or groups that are responsible for
- a. Programs
 - b. Budgeting and financial oversight
 - c. Buildings and grounds
 - d. Other major areas

By Steve Willweber

- a. Anyone with a heart for ministry is encouraged to follow God’s leading. We try to provide support, encouragement, and assistance in allowing anyone to lead a ministry. Then, each ministry has someone responsible for that ministry. The “Ministries of Trinity” book shows the many ways God’s people desire to serve.**
- b. The Senior Pastor, Treasurer, Business Administrator, and Principal work with our accountants to budget and make sure we achieve our financial goals.**
- c. At present, Pastor Rowe works with those willing to make sure the buildings and grounds are kept up. We hire people to maintain the facilities inside and out on a regular basis. For repairs and upkeep, we call Tom Ehlers, Dick Begeman, Glen Butler, or Paul Warnke.**
- d. Letter “a.” above gives our general principles for approaching every area of church and ministry.**

5. Provide a flow chart that reflects your current organizational structure

Please see Flow Chart in separate attachment.

6. Describe any current major congregational conflicts.

At this time, we do not have any major conflicts.

7. Provide a financial history of the congregation

- a. Budgets for the past two years
- b. Year-end financials for the past two years
- c. A current budget with any notes to clarify
- d. Most current financial statement
- e. A giving profile for the past year, without listing names
- f. All financial assets, including properties, CEF Deposits, savings accumulated, special funds, building funds, etc. [Please indicate what they are designated for. If they are undesignated please indicate that.]

By Susan Anderson

Please see attached documents in “Financial History.zip”

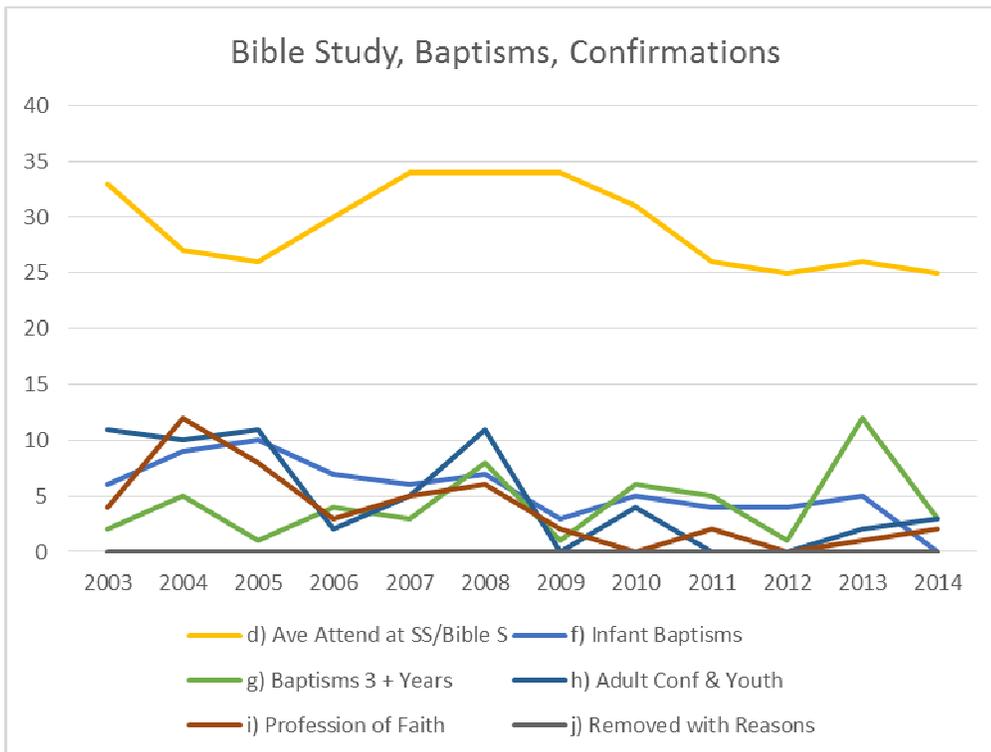
DEMOGRAPHY

1. Please prepare a chart and a graph for the past 10 years in the following areas;

- a. Confirmed members
- b. Baptized members
- c. Average Sunday attendance
- d. Average attendance at Sunday school and Adult Bible classes
- e. Transfers in including source and out including destination
- f. Number of infant baptisms
- g. Number of non-infant baptisms (3 years or older)
- h. Number of adult confirmations and youth confirmations
- i. Number of professions of faith
- j. Number removed from membership with reasons

Numbers Compiled By Delia Marshall, Graphs by Steve Willweber

See attached documentation for the numbers.



2. What are percentages of the congregation who are involved in ongoing Bible study?

From Survey of Congregation on May 11 & 18, compiled by Steve Willweber
23% More than one per week (16 of 69)

- 39%** One per week (27 of 69)
- 04%** At least once a month (3 of 69)
- 06%** At least once a year (4 of 69)
- 28%** Not involved (19 of 69)

3. What are the percentages of the congregation in each worship pattern?

- Each week unless ill or traveling
- At least twice a month
- Once a month
- At least once every 6 months
- At least once a year
- Have not worshiped here for at least a year

Delia Marshall and Steve Willweber each tried using Shepherd’s Staff to get this information but were unable to figure it out. Each week, people sign a record of fellowship found in the pew. Delia then records people’s attendance in Shepherd’s Staff. If you know how to glean the info requested, we will do it.

4. What are the percentages of the congregation involved in ministry?

From Survey of Congregation on May 11 & 18, compiled by Steve Willweber

- 32%** Are currently involved in more than one ministry role (22 of 69)
- 22%** Are currently involved in a ministry role (15 of 69)
- 12%** Are not involved in a current ministry but have been recently (8 of 69)
- 22%** Are not currently involved in a ministry role (15 of 69)
- 12%** Have never been involved in a ministry role (8 of 69)

6. What are the ages of your members?

By Delia Marshall, figures are based on the members who have volunteered to give their birth date

- 1-5**27**
- 6-12**77**
- 13-18**61**
- 19-25**105**
- 26-40**119**
- 41-55**114**
- 56-65**73**
- 66-80**101**
- 80 +**47**

COMMUNITY

1. Please write a description of your community (maximum of two pages) giving special attention to the square mile around your property.

By Steve Willweber

From the Paso Robles website:

El Paso de Robles, or “Pass of the Oaks,” is a community of 30,000 nestled in the coastal mountain range of central California, where the values and riches of the past are interwoven with the future. Located close to mountains, beaches, and deserts, it is home to one of the United States’ greatest wine growing areas and a growing number of hot springs resorts.

The City of Paso Robles has a long history with both wine and healing waters. Situated midway between Los Angeles and San Francisco, it is also a gateway to thriving metropolitan areas north, south and east.

Paso Robles offers all the amenities of family life including attractive and available housing, ample City services, state-of-the-art recreation facilities, easy access retail shopping, excellent public schools, and safe neighborhoods.

The City understands the importance of business and works hard to attract commerce in a diverse array of industries. The local economy is remains healthy with a 2008 gross product of \$2,000,000,000. Paso Robles’ population growth continues to exceed much of the Central Coast. With just over 11% of San Luis Obispo County’s population, the City has 19% of retail sales and 53% of manufacturing jobs. In 2008 alone, Paso Robles accounted for 14% of all the new homes built. Paso Robles has sustained strong, uninterrupted economic growth since 1993. Given Paso Robles’ diversified economy, the national economic recession will be felt in the City, but at a lesser degree than the remainder of the county.

Paso Robles holds the charm of a rural community, but is developing into a center of industry, viticulture, recreation, commerce, and housing. It is truly a place with something for everyone.

We are 71% white and 22% Hispanic. Of 10,833 households, 38% had children under the age of 18 living in them. We have many festivals and events, seemingly one every weekend.

Median income in 2011 was \$53,984, up from \$42,263 in 2000.

Trinity is surrounded by a number of churches and schools on Creston Road and several neighborhoods off of Creston. (There are over 50 churches in the Paso area.)

2. Describe any community connections by the congregation or its staff.

By Delia Marshall

- a. **ACTS Advanced Christian Training Schools—Use of the facilities for their Graduation Ceremony.**
- b. **Almond Country Quilt Guild—use of the facilities for Monthly Meetings and Seminars.**
- c. **Central Coast Children's Choir—use of the facilities for their Annual Holiday Concerts.**
- d. **Department of Social Services/Foster Care Services—use of the facilities for Retreat Childcare Training.**
- e. **New World Baroque Orchestra/SLO Early Music Consortium—use of the facilities for the Annual Messiah Concert.**
- f. **North San Luis Obispo County Concert Association—use of the facilities for Concerts and Musical Outreach Program for Trinity School.**
- g. **Symphony of the Vines—use of the facilities for Holiday Orchestra Concert.**
- h. **Operation Be a Friend—A ministry to visit and befriend the elderly. Trinity holds training classes for the congregation and the congregation of other churches to reach out to the lonely people of the community.**
- i. **Loaves & Fishes—Ongoing support with money, food drive and events to support Loaves & Fishes. Pastor Steve and others volunteer at the pantry.**
- j. **Tree of Life (Pregnancy Support Group)—Ongoing support through money, donations, Christmas collections and annual events. Pastor Rowe volunteers on the Board of Directors.**
- k. **Family Care Network (Christian Foster Care)—Ongoing support through money, donations, Christmas collections and annual events. Pastor Rowe volunteers on the Board of Directors.**
- l. **The community and the congregation donates fabric and yarn to help support our quilt group, creating quilts for Lutheran World Relief.**
- m. **Sunday flowers are often given to the nursing homes and shut ins during the week.**
- n. **At Christmastime we sometimes do caroling for the shut ins and nursing homes.**
- o. **Lay Minister Chuck Schliebe volunteers at Twin Cities Hospital as Chaplain.**
- p. **Pastor Rowe volunteers with the Boy Scouts District Committee.**
- q. **Vacation Bible School is open to the community, as well as our Youth Group.**

- r. Visitation/Homebound Ministry Team—Visits sick or home bound people, bringing God's love through singing hymns, praying or reading God's Word to them.
- s. People's Kitchen—support through donation of food, money.
- t. Paso Robles Annual Thanksgiving Dinners—support through money and by letting them use the kitchen in the Fellowship Hall each year.
- u. Women's Shelter—support through money, donations and Christmas collections.
- v. Toys for Tots—support through money, donations and Christmas collections.
- w. Because of an amount of people from the church who own vineyards, many have donated their wine for auctions and community events.

By Steve Willweber:

Most of these are included in the attached “Ministries of Trinity 2014.”

In addition, my son has been in cub scouts two years and was in little league. I attend the Band of Brothers. Both pastors attend the weekly pastors’ prayer. Our Life Transformation Groups meet in public places. Pastor Rowe spends extra time at the gym talking with people about spiritual matters.

In Addition, the following are responses from the congregational survey on May 11 & 18:

- **Large Print Bible; Assist at Altar; Care for those who are homebound or ill; Bible Study; Preach once in awhile**
- **Teach confirmation; Large Print Ministry; MAT**
- **I help a needy person in daily life and try to inspire hope and God’s Word**
- **Christian School; Women’s Ministry**
- **Large Print; People’s Kitchen**
- **His Healing Hands medical ministry**
- **Visit shut-ins and old age homes**
- **Helping the elderly**
- **Finances; Being a friend**
- **I speak the Word of God to those people He places in my life**
- **Mexico Mission**

- **Quilters**
- **Braille; Read Bible**
- **Years ago: Child evangelism ministries Good News Clubs; youth groups; Prayer groups; Now 80 years old so limited but share Jesus as openings present themselves**
- **School outreach**
- **Try to help as many in need as I can. Make comments to start conversations on Jesus.**
- **Quilters; Braille; On call for church office help**
- **Loaves & Fishes**
- **Deacon**
- **Visiting home bound**
- **Large Print; Flowers; Children's Church; GriefShare**
- **Music team; Convalescent home service; Board member of Substance Abuse Clinic; Meeting people and engaging them**
- **Help those hurting**
- **Serve on maintaining some of the school and church grounds; Financially support multiple ministries**
- **Salvation Army**
- **Historical Docent at Carnegie Library; Pioneer Day committee**
- **Assist in leading worship; Fellowship Brunch; Occasional confirmation leading; Youth sports coach; Help youth with homework**
- **Teacher**
- **Large Print Bibles; Loaves & Fishes; Women's Conference**
- **Worship Assistant; Men's Bible Study**
- **Brunch; Mother; Job; Elderly**
- **Bells; Music in general; Children's church; Helped with Bible study**
- **Trinity Lutheran School ministry; Book club—in and out of church; Friendship ministry with those outside the church**
- **Mother, Teacher, Relay for Life**
- **Teacher**
- **Home Bible Study; Large Print Bible; Work setting up the altar**

3. What are the challenges for the community over the next 5 years?

By Steve Willweber

We have a large water problem due to lack of rain and reliance on rapidly depleted wells. This especially occupies our vineyard owners.

We also have concerns about gangs and drug use becoming increasingly problematic.

BELIEFS AND PRACTICES

1. List 10 core values of the congregation. Please indicate how this list was developed.

From the “Report to Trinity Lutheran Church” prepared by the Intervention and Conciliation Team in 2006, based on interviews with church leaders and other members:

Strengths of Trinity Lutheran

- a. **Trinity Lutheran Church has many strengths, a few of which are identified below: The church evidences a commitment to teaching God’s Word in truth and purity and offers opportunities for spiritual growth through regular Word and Sacrament ministry. (Lutheran Doctrine)**
- b. **Worship services are held in the church sanctuary at various times on Sunday morning. Various worship styles have been offered and a developing music program is progressing in a timely fashion, and multimedia embellishments have been recently added to the worship experience.**
- c. **The church offers a program of children's Sunday School, Sunday Adult Bible Class and several opportunities for Bible Study during the week in various formats.**
- d. **Trinity has given consistently to the ongoing support of the mission and ministry of the District and Synod. (An average of \$30,000 annually: 2001-2005.)**
- e. **The membership is made up of many talented and gifted people, and members possess a wide diversity of gifts, education and experience from which the church can draw upon to carry out its mission. Even during a time of considerable tension, a sense of “belonging” and “community” is apparent.**

- f. **Several long-standing members have committed themselves to the church for many years, including through some difficult times.**
- g. **The congregation is served by gifted staff members, full-time and part-time. Dedicated lay leadership is apparent along with a strong group of dedicated volunteers.**
- h. **The school and preschool staff is strong and has a healthy bond.**

Although not expressed by any member in an interview, the greatest strength of Trinity Church is her head, the Lord Jesus Christ, and the faith in the One True God—Father, Son and Holy Spirit—which the members confess, preach, teach and serve.

By Steve Willweber: I have attached the “NCD Survey Results by year” which I believe show the Biblical values of the congregation in practice.

2. Describe how the congregation views the role of “Pastor.” Please indicate how this description was developed.

The following are responses from the congregational survey on May 11 & 18:

- **To administer the sacrament, to speak the Word of God and to serve the church as the members need for the purpose of God**
- **Preach God’s Word**
- **To teach the Word, administer the sacraments, all to “equip the saints”**
- **To proclaim and point us to Jesus**
- **Preach the Word of God to his flock**
- **To Shepherd the church**
- **To be available for comfort and knowledge and strength**
- **To care on a very real and human level for each of the people in the church**
- **Preach/Teach; Making calls; Counseling; Baptize/Marriage**
- **Provide spiritual guidance and wisdom as well as set an example to others.**
- **To encourage people to learn more about God. Help them in every way possible.**

- **Pastors need to be the ultimate listener; Role model but also down to earth and accepting**
- **To encourage each member in their own gifts to spread the Word of God**
- **The pastor is to show God's love everyday with kindness. The more approachable a pastor is, the more people who haven't been touched will be likely to come to God and the church. Just like I did. Thank you both. I love you.**
- **Teacher; Comforter; Spiritual Counselor**
- **To lead, encourage, and counsel**
- **Building the spiritual life of the church**
- **Teach; Support; Listen; Lead**
- **Teach the Word of God; comfort the sick; welcome people to the church**
- **Instruct, guide, encourage**
- **Proclaim God's Word, comfort the afflicted and afflict the comfortable**
- **Leader of congregation—spiritually. Keep members in the Word. Show God's love.**
- **To help us know Jesus as our Lord and Savior**
- **To lead and guide the congregation**
- **Preach and Teach**
- **Undershepherd**
- **To preach and keep us in the Word**
- **Lead, advise, love; Have great patience; Be strong**
- **The Shepherd of the congregation, in all ways (business, spiritually, liturgically, etc.). They work with the leaders of our congregation and community to share and uphold the church and the Word. They are teachers and witnesses.**
- **All pastors are doing well at Trinity**

- **Pastor should spend some time visiting new members who haven't been in church. Very often people need the extra effort to know the church cares and they look to the pastor as the church.**
- **Worship; Leaders; Sermon; Compassionate; Fills needs of congregation**
- **Support; Preaching; Bible Study; Guidance; Visitation**
- **To be the leader in the mission God has set before all of us**
- **We are all disciples, a Pastor is another disciple**
- **Preach the Word; encourage; pray**
- **Preach the Word; Support members and others with their personal challenges; Direct activities and missions of the church**
- **Supporting his/her church emotionally and spiritually—not to judge and not to stereotype; to accept all people lovingly**
- **Preach the Gospel of Christ; Represent the church in the community; Support members**
- **To empower the saints to become Jesus' disciples. This overarches all we do.**
- **To teach us about God**
- **Preach God's Word; Pray for us**
- **To be a shepherd to his congregation—on many levels, in many way**
- **Proclaimer of God's Word in word and deed**
- **A pastor is involved in outreach, church, ministry**
- **To preach the Law and the Gospel; To care for the needs of all people—spiritual and material**
- **Compassionate, warm, theological; knowledge**
- **Someone who guides and leads; an effective teacher; a servant; has a vision; someone who is honoring; someone who is respectful; shows care and concern for others; humble; someone who keeps confidentiality; someone who is sincere; someone who is accountable for their actions; actions are in sync with words; reaches out to others and builds relationships**

- **Preach the Word; Administer the Sacraments**

3. What are the practices of the congregation in the following areas?

By Steve Willweber & Dan Rowe

- a. Communion: **We encourage all who commune to attend the Lord's Supper Seminar so that they may examine themselves in the light of God's Word and what our church believes. We allow each person to examine him or herself. We celebrate the Lord's Supper every week, alternating between the two services.**
- b. Baptism: **We baptize believers of all ages by the washing of water with the Word.**
- c. Marriages: **We perform marriages of members or those with a close attachment to the church.**
- d. Women's roles in ministry: **We encourage women to be actively involved in ministry. Our deaconess oversees this ministry and encourages more. Women read in church and serve on the council.**
- e. Synodical involvement: **We are a member of the LCMS. The senior pastor attended a recent synodical convention.**
- f. Political positions: **We do not take political positions as a church. We have provided informational material on candidates' positions.**
- g. Social concerns: **We have a huge heart for families and children. We see the need to develop strong families. We especially focus on our school but also want to encourage men of God as fathers, husbands, and a godly influence in the marketplace.**
- h. Worship styles: **We have both traditional and contemporary worship styles. We are open to the leadership of our musicians and other leaders in growing in the praise and worship of God.**
- i. Lay involvement in worship and care ministry: **We strongly encourage God's people to be involved in leading worship and caring for one another. The goal is to encourage every member to have at least one mission or ministry.**
- j. Support of District, Synod, and outside ministries: **We actively support District with 7.5% of our offering. We also are actively involved in local and global ministry by giving our time and money. (We give an additional 2.5% of the offering to other missions and ministry.)**
- k. Mission support and mission trips: **We consider making disciples of all nations to be a top priority. We support a number of local and global missions, including**

several mission trips over the last decade. We have given tens of thousands of dollars to missions over the past 10 years, including money raised from our weekly mission coffee cart.

1. Managing conflict: The District Intervention Team in 2006 developed a Peacemaker Ministry here. We value our peacemakers' work in positively managing conflict. We would like to see this ministry grow and improve. In particular: How do we provide ongoing training? How do we better communicate to the congregation and raise awareness? How do we identify new peacemakers? How do we respond to people who should be peacemakers, but do not bring peace?