

# Mission Study Report

**West Nottingham Presbyterian Church  
December 2017**



West Nottingham Presbyterian Church  
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**West Nottingham Presbyterian Church (WNPC)**  
**1195 Firetower Road**  
**Colora, MD 21917**

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**Additional Resources for This Mission Study Were Obtained From:**

The U.S. Census  
Congregational Research Services, accessed from the New Castle Presbytery website  
Cecil County Government  
Cecil County Public Schools  
Cecil County Health Department  
Union Hospital

**Note:**

For ease of reading, West Nottingham Presbyterian Church will be abbreviated WNPC throughout this Mission Study. The Appendix includes links to demographic and statistical tables, but only the most relevant data will be included in the body of the report. Contact WNPC if you would like hard copies of any of these tables.

## **Purpose Statement**

The primary reason for WNPC to undergo a new Mission Study is, as the New Castle Presbytery’s “Mission Study Design Guide” suggests, to create a “foundation on which you build your ministry and mission for the next three to five years.” This foundation will be an invaluable resource for the WNPC Pastor Nominating Committee. The Team will also review the 2013 Mission Study, which used the more extensive Guide provided at that time.

## **Where WNPC is located**

WNPC is located in Colora, in Cecil County, Maryland. Cecil County sits at the top of Maryland’s Eastern Shore and borders The Susquehanna River and Chesapeake Bay, Pennsylvania and Delaware. WNPC belongs to the New Castle Presbytery.



(Map taken from [http://www.cecilcounty.us/ecdev/business\\_transport.cfm](http://www.cecilcounty.us/ecdev/business_transport.cfm) )

Maryland practices County government. While Cecil County has some incorporated towns, most residents live in the County’s jurisdiction, with their town address determined by the Post Office that delivers their mail. (Colora is an unincorporated village that has a Post Office.) Many services and programs, such as the public school system, are county wide.

County government impacts WNPC in some ways. For example, our “local” mission support is often for services and programs that serve the entire county such as the Cecil County Men’s Shelter and the Christian based Cecil County Pregnancy Center.

## **Preserve, Strengthen, Change**

The Mission Study Design Team and the WNPC Congregation have prayerfully reflected on our history, evaluated our present, and considered our future.

Congregational input to this Mission Study came through conversations, questions asked, and concerns raised, at Session meetings and other gatherings, and via WNPC 2017 Mission Study Congregational Survey.

### **Preserve**

WNPC will preserve, as one member wrote in the survey, “the commitment to doing God’s work in the community.” The congregation will also preserve its sense of fellowship and family, and its devotion to helping congregation and community children learn of God’s love. WNPC will also strive to preserve some of its historic charm and beauty as it moves to the future.

### **Strengthen**

With God’s help, WNPC will strengthen its ability to sustain both the congregation and the facility as operation expenses outpace membership growth. With the members’ steadfast faith and generosity, WNPC will also continue to strengthen its Mission engagement locally, nationally and globally.

### **Change**

As per survey results, WNPC will work to incorporate some contemporary elements into the worship service, especially through music. The congregation also embraces the need to upgrade to more efficient maintenance systems in a facility where some areas are over 200 years old, to renovate aging furnishings and to incorporate current day technology into worship, Mission and fellowship activities.

## **Brief History of the Church**

In its long life, West Nottingham Presbyterian Church (WNPC) has impacted not only the spiritual life of its community, but also events in Cecil County's and United States' history and education:

- West Nottingham Academy, one of the oldest boarding schools in the nation, was founded in 1744 by WNPC pastor Dr. Samuel Finley.
- Two of its students, Dr. Benjamin Rush and Richard Stockton, later became signers of the Declaration of Independence.
- Some Cecil County roads were named for business and community leaders who were WNPC members.
- Local history articles occasionally reference WNPC's cemetery and some of those buried there.
- WNPC opened a Playschool for preschoolers in 1963, which is still operating today.
- In 1974 WNPC added a Child Care Center, also still operating. Both programs are nonprofit, with tuition charged only to cover expenses.
- Additional history is found on the WNPC website at [www.westnottinhampc.com](http://www.westnottinhampc.com).
- In the Congregational survey, many members expressed respect and fondness for WNPC's history and historical features.

## **Description of Parish Area**

The region of Cecil County surrounding WNPC is currently zoned Northern Agricultural Region and Rural Residential, with pockets of Open Space and Business General. While some new housing developments bring new families in, the area is still largely rural and agricultural.

Other areas of Cecil County are seeing more housing development, though agriculture thrives throughout Cecil County. The County's location near I-95 also makes it attractive to businesses. Amazon and Ikea are among the businesses that have located distribution warehouses in Cecil, and the County was chosen as the location for Maryland's first casino.

Cecil County has several state, county and community parks, numerous waterways, including the Chesapeake Bay, C & D Canal and five rivers, and miles of hiking, biking and horseback riding trails. Cecil College is home to Milburn Stone Theatre, a vibrant performing arts theatre. There is a zoo, a national award-winning library system, and the renowned Fair Hill Training Center, which has hosted Kentucky Derby contenders and winners.

### **Cecil County Business, Industry, Employment**

2016 population: 102,603; 2016 Civilian Work Force: 52,581. Major businesses:

- Manufacturing (especially medical products) and distribution warehouses.
- Agriculture – crops, livestock, race horses
- Local, State and Federal Government, including Aberdeen Proving Grounds and Perry Point VA Medical Center.
- Mining, construction, trade, transportation and utilities
- Education and health services
- Business and professional services, and leisure and hospitality
- 21,722 Cecil Countians live and work in the County, 25,715 commute out of Cecil, many to Aberdeen Proving Ground in Harford County.

### **Colora Area Demographics**

The following statistical data is from Congregational Research Services, accessed from the New Castle Presbytery's website (<http://www.ncpresbytery.org/mission-study-for-congregations/> .) The Team used a five-mile radius around WNPC.

### General Information

- Population (2015 data): 40,515, Total Households: 13,838
- 90.1% white, with English the predominant language (95.9%).
- Annual Growth Rate (2010-2015): 0.4%.
- Most (74.5%) live in single family homes, followed by 10.7% who live in mobile homes. All others live in multi-unit homes or apartments.
- Approximately 67.8% of the area's population identified as "unclaimed" in a 2010 US Religious Census.

### Education Levels

- Less than 9<sup>th</sup> grade: 3.3%
- High School, Non-grad: 8.9%
- High School Graduate: 37.6%
- Some College: 22.1%
- Associate Degree: 6.5%
- Bachelor's Degree: 13.6%
- Grad Program/Degree: 8%

### Family Structure

- Married Couples with Children: 23.5%, Married Couples, No Children: 37.8%
- Male Single Parent: 2.2%, Female Single Parent: 5.0%
- Other Family, Male Head: 2.4%, Other Family, Female Head: 4.5%
- Non-Family, Living Alone: 19.1%, Non-Family, Not Living Alone: 5.6%

### Income Levels

- Less than \$25,000: 15.0%
  - \$25,000-\$44,999: 15.3%
  - \$45,000-\$74,999: 19.7%
  - \$75,000-\$124,999: 28.9%
  - \$125,000 or more: 21.1%
- 
- Classified as Living in Poverty: 9.5%
  - Considered to be Close to Poverty Level: 2.9%

## **Community Concerns and Problems**

### Local – *Colora area*:

Three demographic statistics highlight what already are WNPC concerns.

- 67.9% of the population identify as “unclaimed” when asked about religion. The community’s shift in church attendance was also a concern of the 2013 Mission Study.
- Slow growth, and aging population. Cecil County’s elementary school enrollment is projected to decline steadily over the next several years.
- Poverty, less visible but still real. WNPC members mentioned local and national poverty as a concern in the Congregation Survey, as well.

### Local – *Cecil County*:

With a county system of government, what happens on the far side of the county matters to WNPC members as much as anything happening immediately next door.

Cecil County problems and concerns:

- Drug use and drug overdoses.
  - Maryland declared opioids a public health emergency in March 2017.
  - Cecil County 2014 drug-induced death rate per 100,000 population: 27.9, nearly twice the state’s level of 15.2.
- Homelessness
  - Statistics vary, some find shelters, others live on the streets or camp in wooded areas.
  - Others have a network of places to stay, but no permanent home. This particularly impacts children, whose education suffers from the frequent school transfers.
- Public Transportation.
  - Currently Cecil County has only limited public transportation; this leaves those without their own transportation isolated.
- The Cecil County Health Department has named these health issues as priorities:
  - Prescription Drug Abuse and Substance Abuse Prevention
  - Access to Mental/Behavioral Health Treatment and Services
  - Child Abuse Prevention, and Childhood Obesity
- Union Hospital, the County’s main hospital, has named these as additional health concerns: Respiratory Health, Heart Disease and Obesity.

## Membership Information

If time was money, WNPC would be a very rich church. It is impossible to calculate how many hours are given with love to God through WNPC in any one year, especially as some work – whether an Elder preparing a report or a Deacon baking cookies – is done at home. Members uncertain of their own leadership ability will happily assist those who do lead, while those who step up to leadership roles can astound with their gifts.

Below is a table of specific membership data, taken from PCUSA Church Trends (<https://church-trends.pcusa.org/church/342/overview/5/> .)

WNPC 5 Year Membership Stats.	2012	2013	2014	2015	2016
Total Members	135	135	135	117	117
Female	80	80	73	73	73
Male	55	55	62	44	44
Age 25 & under	Not Recorded	Not Recorded	14	14	3
Age 26-45	“	“	27	20	21
Age 46-55	“	“	22	33	25
Age 56-65	“	“	26	32	47
Over age 65	“	“	28	18	19
Average Attendance	“	“	62	53	72

- WNPC is predominantly White.
- Most members live within 10 miles of the Church, though some active members live 20 or more miles away.
- Since 2014, when disability statistics were first recorded, the number of members with disabilities has ranged from 8-12.
- Member occupation fields include health care (including veterinary practice), education, civil service, art, construction, real estate, and service based businesses.

### Congregational Survey thoughts:

- Members highlighted the welcoming, family-like feeling at WNPC.
- Members want to be kept informed.
- Members are deeply concerned about the small amount of membership growth WNPC continues to experience.
- Most are especially worried about the lack of youth and children attending WNPC.

- Members who responded were unevenly split in their thoughts about same-sex marriage, with some firmly believing in the traditional definition of marriage being between a man and a woman.
- A small majority, however, would be OK with WNPC allowing same-sex marriage.
- Whether they accept same-sex marriage or not, members agreed that WNPC did not need to make a formal resolution about its view on marriage.

## Worship and Attendance

A sample of our current Worship Service is in the Appendix.

Our current Worship Service follows this order:

- Gathering Before God
- Proclaiming the Word
- Responding to the Word
- Sending out to Serve

### Music

- Music is a beloved part of the service.
- The chancel choir performs every Sunday, a bell choir often provides additional music.
- Sometimes musically gifted members will perform with the choir.
- When the chancel choir takes its summer break, members volunteer to perform special music during the worship.

Communion, special and seasonal worship services:

- Communion is on the first Sunday of the month.
- This is also a Family Worship Sunday; children stay with their families rather than go to Sunday School after the Time with Children on these Sundays.
- Among the special services throughout the year is an Ash Wednesday service that has often been presented with other area churches.
- WNPC also treasures the Hanging of the Greens when the Advent season starts, as well as involving members in the Lighting of the Advent candles.
- WNPC's Christmas Eve service, with a candlelit singing of *Silent Night* has long been a beloved tradition for the entire community. The sanctuary is usually quite full of members and friends.
- At different times throughout the year, the children and youth will provide some of the worship service, often through plays or music.

Worship Attendance Statistics, from December 2016 through August 2017:

- Average attendance rate: 73.
- Highest Sunday attendance: Easter Sunday (104.)
- Lowest: Christmas morning (27.)
- The Christmas Eve service had 140 members and nonmembers in attendance.

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### Congregational Survey thoughts:

- Many members would like the service to introduce some contemporary elements.
- They especially want more, and more upbeat, music (“no more funeral music!”)
- Many also provided input on the Children’s Sermon, which they would like delivered at a child’s level of understanding, and many would like children to be allowed to participate more, perhaps with a Children’s choir.
- Most members who responded to this question like sermons that use stories or parables, make sense and are easy to understand, and are well written, with a strong Biblical base.
- Many also prefer that the sermon relate to their life, and challenge them.
- The majority of members who answered the question view the Bible as an accumulation of many different people over time, translated many times, and therefore subject to different interpretations; or they consider it the Word of God though it may contain human errors.

## **Mission Engagement**

The mission work of WNPC has three equally important parts: engagement directly impacting the community, engagement that supports other missions, and global engagement.

A sampling of Mission Engagement directly affecting the local community:

- A free lunch twice a month, enjoyed both for the food and the fellowship.
- An all you can eat dinner once a month at \$5 for one, \$10 for a family.
- Members invite the community's children to celebrate holidays with events such as the annual Easter Egg hunt and Trunk or Treat. WNPC has also hosted parties for children with special needs and their families.
- An annual Christmas Mitten Tree.
- Knit for Kids in cooperation with World Vision.
- Participation in the World Vision 30 Hour Famine.
- The CROP walk.
- The annual VBS program, free, includes a meal, and is open to all children.
- WNPC has partnered with Rock Presbyterian Church to form the North Cecil Missional Presbyterians. This program seeks to make simple home repairs for people who cannot do the repairs themselves, due to age, disability or financial resources.

A sampling of Mission Engagement that supports other community missions:

- Complimentary use of the WNPC facilities by community groups, including Girl Scouts, Boy Scouts, Alcoholics Anonymous, Narcotics Anonymous and social groups like the Country Thyme Gardeners, a basket making group, the Upper Chesapeake Band, and a Tai Chi Class.
- WNPC actively supports the Ray of Hope Mission Center (<http://www.rayofhopemissioncenter.com/>) with financial and food donations, as well as special donations such as the annual Project School Backpack (and school supplies.)
- Monthly BINGO at an area nursing home.
- Providing emergency assistance when needed.
- WNPC invites other missions to set up a booth at our semi-annual yard sales, held in a field that fronts a major state highway.
- WNPC is also exploring ways to increase Mission Engagement with the WNPC Playschool and Child Care Center.

- WNPC takes a turn providing meals at the Paris Foundation (<http://www.theparisfoundation.org/>), a Christian based organization located in the county seat of Elkton, and dedicated to helping the poor and the homeless.
- WNPC has also provided support for the Cecil County Men's Shelter and its related homeless shelters.
- WNPC has helped Habitat for Humanity and supports the local ReStore facility.
- WNPC held a "baby shower for Jesus" to benefit the Christian based Cecil County Pregnancy Center.

#### A sampling of global Mission Engagement:

- Generous and enthusiastic support for Presbytery causes such as the One Great Hour of Sharing and Presbyterian Disaster Assistance.
- In recent years some members of the congregation accompanied a mission to a church in Placentas, Cuba, taking along many needed supplies, money and friendship.
- WNPC also supports Friends for Health in Haiti.
- Children in Christian Ed classes chose to use their offering money to sponsor a child, named Benoit, from the Democratic Republic of Congo. They periodically write to her and send her gifts.
- WNPC members fill shoe boxes for Operation Christmas Child.

#### Congregational Survey thoughts:

- Members are proud of the Mission work WNPC performs, especially given our smaller membership and financial challenges.
- Some members would like WNPC to start a Grief Support group.
- Members also stress the importance of maintaining a strong relationship with West Nottingham Academy, and encourage WNPC to make contact with the home churches of a group of Indonesian students currently attending the Academy and worshipping at WNPC.

## **Church Leadership**

- Session
  - Governing body of the church
  - Composed of the Clerk of Session, 9 Elders and the Pastor.
  - Responsible for guiding and governing the life of the congregation.
- Session Committees
  - Christian Education
    - Provides direction and support for all Christian Education activities
    - This includes Sunday School, Vacation Bible School, Youth Group, Adult Bible Study, and a variety of social and community outreach activities.
    - Members include Session representative(s), Sunday School educators and a Youth Group leader (currently a vacant position.)
  - Finance and Investment
    - The Finance Committee is comprised of the Pastor, Treasurer and 3 Session members.
    - It receives Committee budget requests to develop a comprehensive annual budget, as well as tracks expenses and oversees the investment portfolio.
    - An Audit Committee annually reviews the financial records to ensure no errors or incongruities.
  - Property
    - Maintains church buildings and property.
    - Organizes work days for volunteers to clean or paint, etc.
    - Arranges service calls or repairs as needed and steadily plans upgrades to newer, more energy efficient equipment.
  - Worship
    - Provides many varied tasks, including ensuring that the sanctuary and the service reflect the season.
    - Worship plans special activities such as Lighting of the Candles at Advent and coordinating the purchase of flowers at Easter.
    - Worship also arranges for substitute pastor coverage for vacations, sets the building use fees for weddings and funerals, and performs other duties.
  - Personnel and Administration
    - This committee provides support and direction to all staff.
    - They also bring staff concerns to the attention of Session.
    - They are also responsible for the staff salary portion of the annual budget.

- Mission
  - The Mission Committee inspires and leads the Congregation in Mission projects and in the fundraisers to support those projects.
  - Mission's leadership helps the Congregation meet local needs through programs like the Free Lunch program, and global programs such as the One Great Hour of Sharing.
- Nominating
  - Primary task is to prayerfully recommend good stewards to leadership positions in the church.
- Deacons
  - Also known as the Council of Sympathy and Compassion.
  - Consists of 9 members.
  - WNPC has an extremely dedicated group serving as Deacons "sharing in the redeeming love of Jesus Christ for... anyone in distress."
- Compensated Staff
  - WNPC has 1 Transition Pastor, a part-time Administrative Assistant, a part-time music director, and one part-time janitor and one full-time Sexton.
  - There is one Early Childhood Director who oversees both the Playschool and the Child Care Center.
  - Playschool teachers and aids, and Child Care staff, complete WNPC's compensated staff roster.
- Congregational Survey thoughts:
  - Some members suggested contracting out some of the routine maintenance jobs, such as cutting the grass in the cemetery, to free the Sexton up for other tasks.
  - Members expressed a desire to be more regularly informed of Session activities and decisions.
  - Members would also like to know more about the functions and activities of the various committees.

## **Christian Education Programs:**

- Sunday School
  - Sunday School is for children ages 2 through 5<sup>th</sup> grade. Older youth are encouraged to participate as Youth Leaders.
  - Christian Education leaders use creative and interesting games and activities to engage the children. Attendance is sporadic, but usually ranges from 4 to 16 children.
  - Sunday School is offered all but the first Sunday of the month. Children begin in the sanctuary with their families, and leave for Sunday School after the Children's Sermon.
  - On the first Sunday, the worship is dedicated to families, and the children stay throughout the service with their families. Sometimes, they actively participate in the worship service. They may greet members as they arrive, collect the offering, assist with Communion or provide some of the music.
- Youth Group
  - Youth Group provides an opportunity for youth in 6<sup>th</sup>-12<sup>th</sup> grade to meet with peers under the guidance of adult leaders, to enjoy social outings and activities, participate in community service and worship God.
  - Activities have included the Cecil County CROP Walk, World Vision 30-Hour Famine, and a Youth Rally held annually in Ocean City, MD.
- Vacation Bible School
  - This week-long summer program is open to all children in pre-K through 5<sup>th</sup> grade.
  - Youth Group members usually help as leaders or assistants.
  - Through Bible stories, music, arts, crafts and games, VBS leaders share the teachings of Jesus Christ with the congregation and community children.
  - VBS consistently serves about 50 students each year.
- Easter Egg Hunt
  - Every spring Christian Education hosts a community wide Easter Egg Hunt.
  - In addition to the egg hunt, members offer faith-based crafts, as well as refreshments.
  - This too usually serves about 50 children from throughout the community.
- Confirmation Class
  - This is presented by the Pastor.

- It is designed to teach young members the basics of Presbyterian worship, sacraments and history, with a goal of the youth becoming church members upon completion.
- This class, once held annually, is now offered on an as-needed basis due to the decline in youth attending church.
- Adult Education
  - WNPC regularly provides opportunity for interested adults to participate in Bible Study.
  - There is also a link to Bible study resources on the WNPC website.
- Leadership and Officer Training
  - Training is currently provided by the Transition Pastor when Elders or Deacons are to be ordained.
  - Elders and Deacons are also encouraged to participate in other relevant training programs, especially when offered by other churches in the New Castle Presbytery.

#### Congregational Survey thoughts:

- Many members would like to see more Adult Christian Education opportunities.
- Members would love for membership to grow to the point of filling all the rooms in the old Christian Education building with Sunday School students.
- Helping children learn about Jesus is a clear priority for members.

## **Church Property**

WNPC is blessed with its location. The church and its cemetery are bordered by one state highway and three well-traveled county roads, making WNPC both highly visible and easily accessible. The church's 26+ acres lend themselves to outdoor activities for Vacation Bible School, Youth Group activities, Congregational picnics and church sponsored yard sales. There are also two areas along the highway that are equipped, and used, for programs and activities signage.

A Cecil County Emergency Services station is located nearby, as well as West Nottingham Academy. WNPC and this venerable Academy have long had a strong relationship. Academy students often perform community service at the church and sometimes attend services, and the Academy holds some special ceremonies at WNPC.

While the church sanctuary is in the original church (built between 1800 and 1804), there have been numerous additions and modifications over the years. There are now over 25,000 square feet of finished floor space, with architectural structure ranging from more than 200 years old to less than 20.

This includes a large fellowship hall, which provides an inviting location for many church activities, including Christian Education classes. Another building, still referred to as the Christian Education Building, currently houses a secular Child Care Center and a Playschool. Community groups also regularly use the church facilities.

WNPC also has a home once used as a Sexton's house. A couple of years ago the Sexton moved to a home he had inherited. The home, located across the street from the Church, is now being rented.

### Congregational Survey thoughts:

- Despite the labor and financial costs of maintaining WNPC, most members still view the facility as an asset, citing its historic beauty and its wonderful location.
- Members cherish WNPC's historical features and would like to preserve them as much as possible while also upgrading the facility with more technology.
- If costs were not an issue, improvements members would select include renovating the sanctuary, better lighting inside and outside, fixing all leaks and then replacing stained ceiling tiles, replacing playground equipment with bright, modern equipment, and more attractive landscaping, with visits from a professional landscaper a couple times a year.

## **Technology**

Despite limited financial resources, WNPC steadily improves and increases its use of technology, by using free resources when available, fundraisers, donations and old-fashioned creativity.

It is also blessed to have several tech savvy members who dedicate countless hours to wiring an old sanctuary with a new sound system, connecting cables, or updating the website or Facebook page. Some of this is done by the WNPC Administrative Assistant and much of it is done by volunteers.

While the sanctuary is not (yet!) wired for PowerPoint programs, these can and have been provided using a computer, projector and manual screen. More modern technological use includes:

- WNPC website, which includes a page for online giving:  
<http://westnottinghampc.com>
- WNPC Facebook page: <https://www.facebook.com/west.church>
- WNPC e-mail: [wnpc1195@yahoo.com](mailto:wnpc1195@yahoo.com) . Members may ask to be added to a list to receive weekly emails from the church.
- WNPC automated phone calling system, used to alert members to weather closings as well as upcoming events
- Sound system that accommodates wireless mic's.
- Big Screen TV in the fellowship hall.
- Wireless Internet is available.

Congregational Survey thoughts:

- Members accept, if not embrace, technology, but also want old fashioned communication, such as a bulletin board in the Narthex with newsletters, announcements, wish lists, etc.
- Some members would like text, especially music text, projected on a screen or wall until the sanctuary is outfitted with up to date equipment.

## **Financial Section**

Over its long history WNPC has been blessed to have had highly competent church members accept the responsibilities of being Church Treasurer. WNPC's financial records are complex, encompassing a large facility on several acres, a rental property, a Child Care Center, a Playschool, a Cemetery, Investments, and a budget divided into several categories.

Our current Treasurer initiated moving record keeping to a QuickBooks program which tracks five programs – Church, Cemetery, Playschool, Child Care and North Cecil Missional Presbyterians (NCMP) – under the WNPC umbrella. These programs are separate because of how their budgets are maintained. For example, the Child Care Director maintains the Child Care and Playschool budgets, while NCMP, which involves other churches, has a separate Board. The QuickBooks program can easily generate reports for WNPC in general or any of these five programs. (The Council of Sympathy and Compassion, or Deacons, also maintains a separate budget.)

At the start of 2017, WNPC had 20 part-time or full-time staff members, including Playschool and Child Care staff. The budget set for 2017 was for over \$700,000.

As with many churches, WNPC has financial concerns brought on by increasing costs (utilities, property maintenance, health insurance coverage, etc.) coupled with an aging and dwindling Congregation. Investment funds have had to be used to cover some of these operating expenses. Meeting operating expenses has long been an ongoing concern for WNPC and its members.

In 2017 Session reintroduced Stewardship cards. In the weeks before the cards were distributed, each Committee chair made a Stewardship plea by briefly explaining how their funding is used. This appears to have inspired generous pledging, though the Congregation's small size continues to impact the amount of funds WNPC receives.

Congregational Survey thoughts:

- Most members supported the Stewardship campaign and returned their commitment cards. Many would be OK repeating the campaign each year.
- No one likes using investment accounts for operating expenses, but most understand why there is a need.
- Members offered several ideas on how to increase income or decrease expenses, including moving forward with solar, tithing more, encouraging hall rentals – perhaps by allowing alcohol – and using contract services and volunteers to help with maintenance, and increasing membership.

## **Staff Position Description**

### **Job Description/Expectations for Pastor at West Nottingham Presbyterian Church**

#### **Shared Goals for the Well-being of the Congregation**

1. To work together to provide for the spiritual growth and the ongoing mission and work of the church.
2. To work together to prepare the congregation to assess the future journey of the congregation, to focus on what might need to be changed, and to lead and support the congregation in fulfilling the transition period developmental tasks and goals.
3. To facilitate open sharing of information with the congregation.

#### **Expectations of the Pastor**

4. Will provide regular preaching and worship leadership on Sunday mornings and at special services including Thanksgiving, Maundy Thursday, and Christmas Eve, taking appropriate time for study and preparation.
5. Will officiate at weddings and funerals and administer the sacraments as agreed upon with the Session.
6. Will provide continuing pastoral care for church members and friends, including hospital and home visitation in crises; will visit (along with elders at times) prospective members; will provide crisis care to outsiders as feasible; and will be available for short-term personal counseling as negotiated.
7. Will function as Head of Staff, supervising church employees; Plan for and moderate Session and congregational meetings; and will provide, with the Session, organizational oversight for the work of the church.
8. Will work collegially with Session committees in program planning, and will provide guidance, direction, and review as necessary; will support the educational program of the church; will conduct officers' training in Presbyterian polity, conflict management, and reformed theology; will attend meetings of and serve as an active participant in Presbytery; and will lead or facilitate adult study activity as determined mutually with the appropriate Session committees.
9. Will lead the Session and the congregation in working on developmental tasks, including coming to terms with history; assessing the church's present and future identity; empowering the church's lay leadership; facilitating links with the denomination; and facilitating a commitment to future success.
10. Will actively participate in cross-denominational worship opportunities in the surrounding community.
11. Will actively participate in New Castle Presbytery meetings and committees.

## Primary Skill Choices

Members were asked to rate the MIF Leadership Competencies as “1” for Very Important, “2” for Somewhat Important and “3” for Not Very Important. These are the results from those who completed this section.

<b>Interpreter</b>	<b>“1”</b>	<b>“2”</b>	<b>“3”</b>
Compassionate	46	8	0
Preaching	48	9	0
Learner	16	25	10
Hopeful	33	13	4
Spiritual	30	22	2
Teacher	32	18	3

<b>Communication</b>	<b>“1”</b>	<b>“2”</b>	<b>“3”</b>
Communicator	52	3	0
Public Communicator	31	20	3
Technologically Savvy	8	27	8
Bilingual	0	13	37
Media Communicator	19	31	7

<b>Leadership</b>	<b>“1”</b>	<b>“2”</b>	<b>“3”</b>
Advisor	41	12	0
Contextualization	10	22	7
Externally Aware	29	15	4
Risk Taker	10	22	15
Willingness to Engage Conflict	17	22	9
Organizational Agility	26	20	8
Financial Mgr.	9	26	11
Collaboration	27	13	3
Change Agent	16	17	8
Culturally Proficient	14	24	7
Entrepreneurial	6	19	16
Task Manager	14	25	6
Decision Making	28	19	2
Strategy and Vision	40	14	1
Funds Developer	3	32	13

<b>Interpersonal Engagement</b>	<b>“1”</b>	<b>“2”</b>	<b>“3”</b>
Interpersonal Engagement	39	12	0
Motivator	48	7	1
Initiative	31	16	1
Self-Differentiation	40	7	1
Bridge Builder	28	19	2
Personal Resilience	30	16	2
Flexibility	36	13	5

## **Comments Accompanying Leadership Competencies**

Members were also asked *What is your vision for a WNPC pastor (be specific if possible; do you want a pastor available in the office? Actively working in the community? Making pastoral visits? Working with children and youth?)* Below is a sampling of the responses.

- Several members felt the roles suggested in the question are equally important, but recognize that one pastor cannot do everything. Many acknowledged the pastor position is hard work.
- Many hope for membership growth, especially growth among families with children or youth.
- Others also stressed the need for pastoral visits to shut-ins, nursing homes and aging or sick members and friends.
- Members seek a friendly, approachable pastor who inspires, shepherds, participates in church gatherings, encourages (one member wrote, “a Barnabas”).
- Some members stressed that the desires of the younger members should carry weight, as they are the future. Many would like a pastor with a family.
- Some members stressed the pastor should have an awareness of the needs and challenges of a small rural church.
- Children and the need to help them grow spiritually was a high priority for many.
- Someone who is willing to listen and “embrace others’ ideas...our community, and is seen at our events and in our community.”
- Someone who will strengthen the church, keep the congregation united, and help us grow.
- Also important: emotional maturity, challenging sermons, enthusiasm for Jesus.
- One member wrote “That WNPC will be a place where a person can start building a relationship with God from childhood to old age.”

## **Appendix**

### **Cecil County Demographics**

<http://www.ccgov.org/government/economic-development/demographics>

[https://factfinder.census.gov/faces/nav/jsf/pages/community\\_facts.xhtml?src=bkmk](https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml?src=bkmk)

<https://www.census.gov/quickfacts/fact/table/cecilcountymaryland/PST045216>

### **Cecil County Brief Economic Facts**

<http://commerce.maryland.gov/Documents/ResearchDocument/CecilBef.pdf>

### **Cecil County commuters from Cecil County for work**

[http://www.mdp.state.md.us/MSDC/American\\_Community\\_Survey/2009-2013/commutation/maps/ceci\\_out.pdf](http://www.mdp.state.md.us/MSDC/American_Community_Survey/2009-2013/commutation/maps/ceci_out.pdf)

### **WNPC, Colora MD 5-mile radius around WNPC Demographics**

<http://maps.nazarene.org/DemographicsPresbyterian/summary.html?y=4814322.6268540835&x=-8469771.702696345&b=5>

### **Drug and alcohol use statistics**

<http://cecilcountyhealth.org/wp-content/uploads/2017/01/DAAC-CHAC-Report-7.20.17.pdf>

### **Elementary School Projected Enrollment**

[http://www.mdp.state.md.us/msdc/School\\_Enrollment/Table6.pdf](http://www.mdp.state.md.us/msdc/School_Enrollment/Table6.pdf)

### **Cecil County Local Health Improvement Plan FY 2016 Annual Report**

[www.cecilcountyhealth.org/ccdhxx/pdf/Cecil%20County%20LHIP%20FY16%20Annual%20Report%207.28.16.pdf](http://www.cecilcountyhealth.org/ccdhxx/pdf/Cecil%20County%20LHIP%20FY16%20Annual%20Report%207.28.16.pdf)

### **Union Hospital Community Benefit Implementation Plan**

[https://www.uhcc.com/wp-content/uploads/2015/09/UHCC-CBIP\\_FY13-FY14.pdf](https://www.uhcc.com/wp-content/uploads/2015/09/UHCC-CBIP_FY13-FY14.pdf)

### **Cecil County Public Schools Factsheet for Budget Advocacy**

<https://www.ccps.org/cms/lib/MD01906418/Centricity/Domain/4/fy18%20talking%20pts.pdf>

## *West Nottingham Presbyterian Church*

1195 Firetower Road, Colora, MD 21917  
410-658-6366/[www.westnottinghampc.com](http://www.westnottinghampc.com)



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### WELCOME TO WORSHIP

West Nottingham Presbyterian Church

December 10, 2017

10:00 a.m.

### GATHERING BEFORE GOD

*\*stand if able*

#### PRELUDE

*Each Winter As the Year Grows Older* (ORGAN)

#### INTROIT

*People Look East* (CHOIR)

#### \*LIGHTING OF THE ADVENT CANDLES

#### **Second Sunday of Advent:**

We light this candle as a sign of the coming light of Christ.

Advent means coming. We are preparing ourselves for the days when

“The wolf shall dwell with the lamb,

the leopard shall lie down with the kid,

the calf and the lion and the fatling together,  
and a little child shall lead them." (Isa. 11:6)

**Let us walk in the light of the Lord**

**\*OPENING PRAYER**

**\*THE LORD'S PRAYER**

**Our Father who art in heaven, hallowed be thy name. Thy kingdom come, thy will be done, on earth as it is in heaven. Give us this day our daily bread; and forgive us our debts, as we forgive our debtors and lead us not into temptation but deliver us from evil. For thine is the kingdom, and the power, and the glory, forever. Amen.**

**\*OPENING HYMN NO. 41**

*O Come, All Ye Faithful*

**TIME WITH THE CHILDREN**

**CONGREGATIONAL PRAYER OF CONFESSION**

**How long must we wait, O Lord? We've been faithful. We worship you and praise you. We read the Bible. We've been praying. When will you answer us? Things just don't seem right between us. Jesus said you'd forgive our sins as we forgive those who have sinned against us. Is that it? Is that what we forgot to do? So, if it's hard for us to forgive, it's hard for us to be forgiven. If we're not ready to give, we're not ready to receive. Lord, have mercy upon us...*(silence)***

**ASSURANCE OF PARDON**

Blessed are they whose transgressions are forgiven, whose sins are covered. Blessed are those whose sin the Lord will never count against them.

**In Jesus Christ we are forgiven.**

**\*THE PEACE**

**\*RESPONSE Gloria Patri (SING)**

Glory to God, whose goodness shines on me.  
 and to the Son, whose grace has pardoned me.  
 and to the Spirit, whose love has set me free.  
 As it was in the beginning, is now and ever shall be. Amen.

World without end, without end. Amen.

World without end, without end. Amen.

World without end, without end. Amen.

As it was in the beginning, is now and ever shall be. Amen.

**CHOIR ANTHEM**

*The Light Will Come* (CHOIR)

## PROCLAIMING THE WORD

**PRAYER FOR ILLUMINATION**

**READINGS**

Mark 1:1-8 NRSV

The beginning of the good news of Jesus Christ, the Son of God. As it is written in the prophet Isaiah, "See, I am sending my messenger ahead of you, who will prepare your way; the voice of one crying out in the wilderness: "Prepare the way of the Lord, make his paths straight,'" John the baptizer appeared in the wilderness, proclaiming a baptism of repentance for the forgiveness of sins. And people from the whole Judean countryside and all the people of Jerusalem were going out to him, and were baptized by him in the river Jordan, confessing their sins. Now John was clothed with camel's hair, with a leather belt around his waist, and he ate locusts and wild honey. He proclaimed, "The one who is more powerful than I is coming after me; I am not worthy to stoop down and untie the thong of his sandals. I have baptized you with water; but he will baptize you with the Holy Spirit."

Isaiah 40:1-11 NRSV

Comfort, O comfort my people, says your God. Speak tenderly to Jerusalem, and cry to her that she has served her term, that her penalty is paid, that she has received from the Lord's hand double for all her sins. A voice cries out: "In the wilderness prepare the way of the Lord, make straight in the desert a highway for our God. Every valley shall be lifted up, and every mountain and hill be made low; the uneven ground shall become level, and the rough places a plain. Then the glory of the Lord shall be revealed, and all people shall see it together, for the mouth of the Lord has spoken." A voice says, "Cry

out!" And I said, "What shall I cry?" All people are grass, their constancy is like the flower of the field. The grass withers, the flower fades, when the breath of the Lord blows upon it; surely the people are grass. The grass withers, the flower fades; but the word of our God will stand forever. Get you up to a high mountain, O Zion, herald of good tidings; lift up your voice with strength, O Jerusalem, herald of good tidings, lift it up, do not fear; say to the cities of Judah, "Here is your God!" See, the Lord God comes with might, and his arm rules for him; his reward is with him, and his recompense before him. He will feed his flock like a shepherd; he will gather the lambs in his arms, and carry them in his bosom, and gently lead the mother sheep.

LEADER: The Word of the Lord

PEOPLE: **Thanks be to God.**

SERMON

*All People Shall See It Together*

Pastor Jim Horn

RESPONDING TO THE WORD

\*HYMN NO. 28

*Good Christian Friends, Rejoice*

\*AN AFFIRMATION OF FAITH (QUOTES FROM JOHN 13:34-35; 17:11-12, 17-18)

Jesus taught us, "I give you a new commandment that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you love one another." Jesus prayed for his followers "Holy Father, protect them by the power of your name – the name you gave me – so that they may be one as we are one. While I was with them, I protected them and kept them safe by that name you gave me." Jesus prayed for all believers, "Sanctify them by the truth; your word is truth. As you sent me into the world, I have sent them into the world."

OFFERTORY

*All Because of God's Amazing Grace* (PIANO)

\*DOXOLOGY (SING)

**Praise God from whom all blessings flow.  
Praise God, all creatures here below.  
Praise Him above, ye heavenly host,  
Praise Father, Son, and Holy Ghost.  
Amen. Amen. Amen. Amen. Amen. Amen. Amen.**

**\*PRAYER OF DEDICATION**

**ANNOUNCEMENTS OF THE CONGREGATION**

**JOYS AND CONCERNS**

**PASTORAL PRAYER**

**SENDING OUT TO SERVE**

**\*CLOSING HYMN NO. 29**

*Go, Tell It on the Mountain*

**\*THE CHARGE AND BENEDICTION**

**\*BENEDICTION (SING)**

**May the Lord go with you,  
let Him take your hand.  
Keep His love within you  
until we meet again. Amen**

**\*POSTLUDE**

*Lift Up Your Heads, Ye Mighty Gates* (ORGAN)

**West Nottingham Presbyterian Church**  
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[wnpc1195@yahoo.com](mailto:wnpc1195@yahoo.com) – [drjimhorn@comcast.net](mailto:drjimhorn@comcast.net)  
 Facebook: West Nottingham Presbyterian Church  
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## CHURCH CALENDAR

December 10-17, 2017

### **Sunday, December 10 – 2<sup>nd</sup> Sunday in Advent**

Worship and Sunday School, 10am

Worship Committee meeting, after the service

### **Tuesday, December 12**

Free Lunch, 11:30am – 12:30pm

Finance Meeting, 7:15pm

### **Wednesday, December 13**

Bible Study, 11am (reading Matthew 27:45-56)

2<sup>nd</sup> Wednesday Dinner, 5:30 – 6:30pm

(spaghetti, salad, bread, desserts, more –

\$5 a person/\$10 a family)

Bell Choir Rehearsal, 6:30pm

Choir Rehearsal, 7:30pm

### **Thursday, December 14**

Knit/Crochet group meets, 1pm

### **Sunday, December 17**

Worship and Children's Christmas Pageant, 10am

Coffee Hour, after Worship

Deacons Cookie Sale (\$10 a container), after Worship

Session Meeting, after Worship

### ***SAVE THE DATE:***

Join us on Friday, January 5 at 7:30pm for an evening of music with The Wilmington Handbell Ensemble presenting "Ring We Now of Christmas". A freewill donation is requested.

**December Events:**

The **Deacons Mitten Tree** is up in Steel Memorial waiting for your donations of mittens, hats, scarves and socks. All will be delivered to the Help Center in Elkton in January.

**Free Lunch** – December 12 only  
No lunch on December 26

**December 24:**  
Worship and Sunday School, 10am  
Christmas Eve Candlelight Service, 4pm

**December 31:**  
Worship and Sunday School, 10am

**Christmas Joy Offering**

This offering will be taken through the end of December. This offering helps provide financial assistance to current and former church workers and families and enables deserving students to attend Presbyterian-related racial ethnic colleges and schools.