

Frog Pond Meridian United Church of Christ

Every Frog Ponder Enthusiastically Engaged

Fall 2008, Frog Pond Congregation, Wilsonville, Oregon

IMAGINING FROG POND MERIDIAN UCC IN YEAR 2022

A Call for the Future

A Brief Journey in Time

In the early 1990s, we were outgrowing our chapel when our Frog Pond congregation began imagining our new sanctuary where we would gather together for worship, song and fellowship. Our very young were toddlers and there were folks "out there" who had yet to learn about and join our community of faith.

Living Fourteen Years to Year 2008

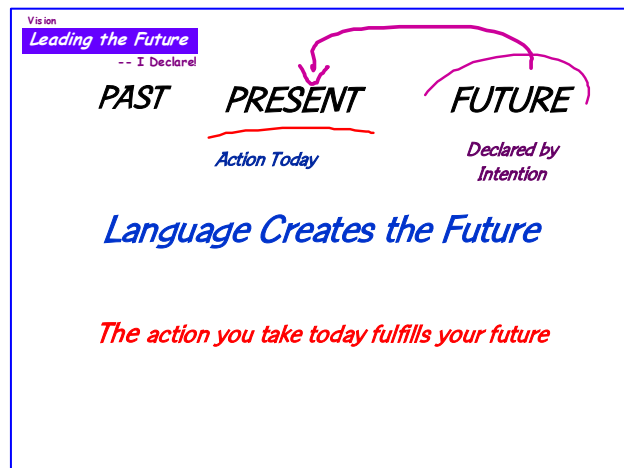
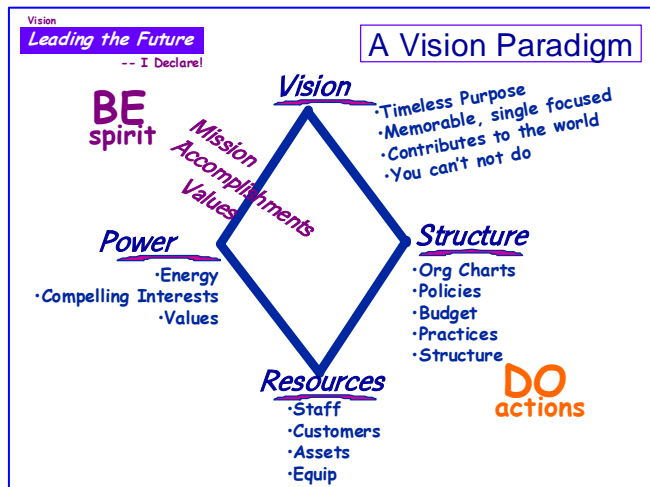
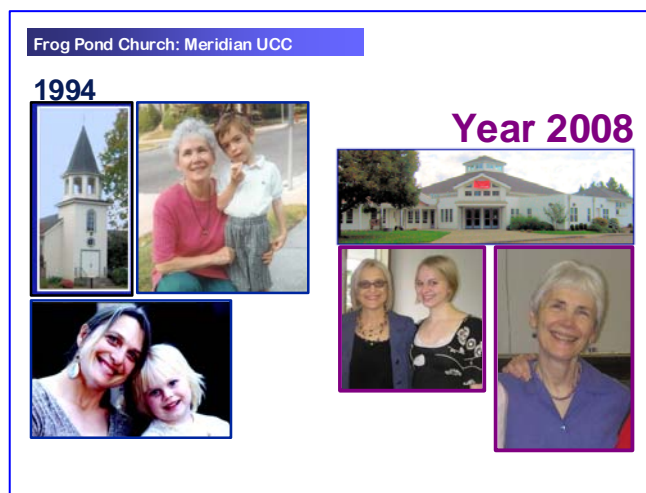
Now, 14 years later, we gather and worship together in our spacious, light filled sanctuary. All those toddlers are graduating from high school this year and moving into the next phase of their development, ministry and service. Worshiping together at Frog Pond now includes many individuals and families who are new to our community.

As a congregational community we come together every year in the fall to reflect on the community life of our church, our purpose and our mission ministry.

Our Faith Community in 2022

Now again we envision the future of Frog Pond Meridian UCC serving the neighborhoods, work places and families of our everyday life.

What do we imagine -- as a faith community with purpose, direction and support of fellow Frog Ponders? What do we imagine for the next generation of the young among us who will soon be seniors in high school and just beginning their adult life? What do we imagine for our intergenerational congregation dedicated to the unfolding of Christ's love within, among and around us, welcoming and nurturing all who would join with us on our journeys of faith and ministry?



And Now What Do We See

During late fall and through Advent of 2008 we met as a congregation, in small groups, had conversations in the hall and in our homes to imagine Frog Pond 14 years from now.

In addition to asking about the future of Frog Pond we specially directed our attention to what's important and the personal action we as a member of the community would take. The Visioneering Questions included

- ⇒ Looking out to the future, what is your deepest desire for our church community to achieve by year 2022?
- ⇒ Using the future you described above (question #1), what is the *most important thing to do and action to take*?
- ⇒ What action can *you take* to help our future of 2022 be achieved?
- ⇒ Tell us what you believe our *coordinated focus and action* needs to be to fulfill year 2009?

We also began the conversation of **Expectations of our Called Pastor**. The survey provided opportunity to choose the significant attributes, behaviors, skills and ways of thinking for the settled pastor.

The following pages include all comments gathered from the 57 response forms received. These forms were from individuals, families, our Church Council, High School Youth, Suppers for Seven and conversations in our homes.



VISIONEERING FOR THE YEAR 2022
GENERATING POSSIBILITIES:

| Looking out to the future, what is your deepest desire for our church community to achieve by year 2022? | Using the future you described above (question #1), what is the most important thing to do and action to take? | What action can you take to help our future of 2022 be achieved? | Please refer to the first page and tell us what you believe our coordinated focus and action needs to be to fulfill year 2009? |
|---|--|---|--|
| <ul style="list-style-type: none"> ▪ All members active in some aspect of the church's ministry | <ul style="list-style-type: none"> ▪ Christian Education – what does it mean to follow Jesus | <ul style="list-style-type: none"> ▪ Tithe, attend, pray | <ul style="list-style-type: none"> ▪ Financially healthy |
| <ul style="list-style-type: none"> ▪ A broadly diverse congregation filling the sanctuary then reach out to impact how Wilsonville is an example of a thriving sharing community | <ul style="list-style-type: none"> ▪ Engage our younger members by our support and example | <ul style="list-style-type: none"> ▪ Be involved, not a by-stander | <ul style="list-style-type: none"> ▪ Radical Hospitality |
| <ul style="list-style-type: none"> ▪ A well established mature Memorial Garden, enjoyed by all. A full sanctuary on Sundays | <ul style="list-style-type: none"> ▪ Continue planning and break ground | <ul style="list-style-type: none"> ▪ Helping to plan and execute the Memorial Garden Attend Church | <ul style="list-style-type: none"> ▪ They resonate deeply in my soul |
| <ul style="list-style-type: none"> ▪ Connecting with the youth | <ul style="list-style-type: none"> ▪ Strong youth group Let them have more leadership roles use their talents | <ul style="list-style-type: none"> ▪ Support the youth programs | <ul style="list-style-type: none"> ▪ Pastoral leadership youth power |
| <ul style="list-style-type: none"> ▪ Position of community, leadership & Inspiration | <ul style="list-style-type: none"> ▪ Be active in community programs | <ul style="list-style-type: none"> ▪ Volunteer time | <ul style="list-style-type: none"> ▪ Inspiring worship |
| <ul style="list-style-type: none"> ▪ Harmony with more neighboring churches | <ul style="list-style-type: none"> ▪ Cooperation participation in the church projects | <ul style="list-style-type: none"> ▪ Participate | <ul style="list-style-type: none"> ▪ Support each other and new members interim pastor & pastoral selection committee |
| <ul style="list-style-type: none"> ▪ That the youth will be even more involved | <ul style="list-style-type: none"> ▪ To keep opening up new opportunities for them | <ul style="list-style-type: none"> ▪ I can try to stay active myself | <ul style="list-style-type: none"> ▪ Youth power |
| <ul style="list-style-type: none"> ▪ That this church is as active vital relevant community grounded in the spirit as it is now | <ul style="list-style-type: none"> ▪ Know and live our faith | <ul style="list-style-type: none"> ▪ Continue teaching adults | <ul style="list-style-type: none"> ▪ Define our priorities |
| <ul style="list-style-type: none"> ▪ Place of wanting to be for youth, vital & active outgoing, growing | <ul style="list-style-type: none"> ▪ Involvement of youth and such | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |

VISIONEERING FOR THE YEAR 2022 GENERATING POSSIBILITIES CONTINUED

| Looking out to the future, what is your deepest desire for our church community to achieve by year 2022? | Using the future you described above (question #1), what is the most important thing to do and action to take? | What action can you take to help our future of 2022 be achieved? | Please refer to the first page and tell us what you believe our coordinated focus and action needs to be to fulfill year 2009? |
|--|--|--|--|
| <ul style="list-style-type: none"> ▪ Surviving -- stability through faith | <ul style="list-style-type: none"> ▪ Staff with strength | <ul style="list-style-type: none"> ▪ Staff with strength | <ul style="list-style-type: none"> ▪ social justice |
| <ul style="list-style-type: none"> ▪ To continue to evolve | <ul style="list-style-type: none"> ▪ Listening to each other and God | <ul style="list-style-type: none"> ▪ Be a bit more involved | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ At 78 now I hope to be in heaven. ▪ Hope this church will continue to grow and appeal to all ages | <ul style="list-style-type: none"> ▪ Reaching out to each person – especially new people. | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ Radical hospitality |
| <ul style="list-style-type: none"> ▪ Lots of kids @ Frog Pond 0-18 yrs | <ul style="list-style-type: none"> ▪ Reach out now to 18-40 year olds. Respond to their needs a desires, connect to & integrate into church | <ul style="list-style-type: none"> ▪ Encourage & support new pastor in leadership to this. Be open take risks | <ul style="list-style-type: none"> ▪ Targeting our ministry to those 18-41 (classes, worship, etc) |
| <ul style="list-style-type: none"> ▪ Continue and Improve our exciting youth group activities | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Excitement, Responsibility, sense of spiritual growth within Frog Pond to Cooperative Growth & Sharing with other traditions | <ul style="list-style-type: none"> ▪ Learn & share with others ▪ Be excited | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ To be a true community for each other so we can reach out to the world | <ul style="list-style-type: none"> ▪ We need more opportunities for sharing at a heart level, <ul style="list-style-type: none"> • Retreats, group experience, inspirational activities -- bonding. ▪ Right now its all about DOING THINGS | <ul style="list-style-type: none"> ▪ I would serve on a visionary then for community development | <ul style="list-style-type: none"> ▪ Spiritual deepening |
| <ul style="list-style-type: none"> ▪ That it be a large, important faith body in the community, continuing to work for faith, justice & peace in the world | <ul style="list-style-type: none"> ▪ Let the community know who we are and for what we stand | <ul style="list-style-type: none"> ▪ Continue to serve on committees and do our reach in the community | <ul style="list-style-type: none"> ▪ Inspiring worship social justice |
| <ul style="list-style-type: none"> ▪ To be large enough to be financially secure with the ability to share and distribute resources to the outside community | <ul style="list-style-type: none"> ▪ Bring in new members to the congregation | <ul style="list-style-type: none"> ▪ Be more open in inviting other people to visit our community | <ul style="list-style-type: none"> ▪ |

VISIONEERING FOR THE YEAR 2022 GENERATING POSSIBILITIES CONTINUED

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|---|---|--|--|
| <ul style="list-style-type: none"> ▪ The services are reaching out our deeper faith and sense of spirit develops | <ul style="list-style-type: none"> ▪ Remember I am transitional | <ul style="list-style-type: none"> ▪ Continue to visit. ▪ Visit growing churches with 20-30's yr olds | <ul style="list-style-type: none"> ▪ Parent element w/ confirmed |
| <ul style="list-style-type: none"> ▪ To have viability | <ul style="list-style-type: none"> ▪ Have hope and positive attitude about life | <ul style="list-style-type: none"> ▪ Enthusiastic ▪ Participation | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ To be a body of active peace makers in the wider community | <ul style="list-style-type: none"> ▪ To actively shape a vision of peace making in all its facets personal and community to teach learn the attitude and mentality of peace making | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ To have a larger number of family join us here | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ Talk up our church to other people | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ See 350 pew chairs filled with members each week who are spiritually enriched and involved in church activities and our community | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ Invite friends to be involved | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Good, fun, open, understanding, active leadership. A pastor from God | <ul style="list-style-type: none"> ▪ Interview with congregation | <ul style="list-style-type: none"> ▪ Volunteer | <ul style="list-style-type: none"> ▪ Get funded by involvement in community |
| <ul style="list-style-type: none"> ▪ That our church will still be welcoming & and open to everything & everyone | <ul style="list-style-type: none"> ▪ Being kind to everybody who walks through our doors & always having open minds | <ul style="list-style-type: none"> ▪ I can welcome new children who come to Frog Pond | <ul style="list-style-type: none"> ▪ Youth Power |
| <ul style="list-style-type: none"> ▪ To know the love of God | <ul style="list-style-type: none"> ▪ Meditate on it, preach it | <ul style="list-style-type: none"> ▪ Live it & talk about it for real, not just as a commercial | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Be a model of living the message of love and sharing | <ul style="list-style-type: none"> ▪ Establish understanding of capacity of church to impact the community and be a model of the teaching we follow | <ul style="list-style-type: none"> ▪ Share leadership abilities to help the discussion and movement toward our vision | <ul style="list-style-type: none"> ▪ Understand and establish capacity |
| <ul style="list-style-type: none"> ▪ To be strong and growing involved in our community and expanding to the world beyond | <ul style="list-style-type: none"> ▪ More publicity about this churches events | <ul style="list-style-type: none"> ▪ Be a faithful participant and example of God's love in me | <ul style="list-style-type: none"> ▪ Inspired leadership, growth from youth & new members, live our faith. |
| <ul style="list-style-type: none"> ▪ Continued leadership in community service and outreach | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ Take part & follow through with that commitment | <ul style="list-style-type: none"> ▪ |

VISIONEERING FOR THE YEAR 2022 GENERATING POSSIBILITIES CONTINUED

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|--|--|---|---|
| <ul style="list-style-type: none"> ▪ Continue the wonderful intergenerational work you're doing now | <ul style="list-style-type: none"> ▪ Keep congregation aware of how important this is | <ul style="list-style-type: none"> ▪ Doing things & supporting cross generations | <ul style="list-style-type: none"> ▪ Radical hospitality. Need help in this department. Wear name tags. |
| <ul style="list-style-type: none"> ▪ Be a larger stronger church with a greater reach of mission | <ul style="list-style-type: none"> ▪ Strengthen the congregations leadership and involvement of members | <ul style="list-style-type: none"> ▪ Stay involved as a leader | <ul style="list-style-type: none"> ▪ Financial & org. leveraging |
| <ul style="list-style-type: none"> ▪ Wider range of humans --- ethnic, race. income, sexuality, disability. ▪ Everyone is happily involved. ▪ Have built an apartment for the homeless. ▪ More involved with UCC global missions | <ul style="list-style-type: none"> ▪ Get commitment & inspiration of all so everyone is involved | <ul style="list-style-type: none"> ▪ Continue to work individually and with groups to achieve #2 | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ The reaching out to community beyond present boundary. This reaching is to be done at every and any moment during one's day | <ul style="list-style-type: none"> ▪ Taking the church in spirit (in a personal presentation and action) constantly and daily to people everywhere | <ul style="list-style-type: none"> ▪ Diligence in sharing gods word and one's belief | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Double in size to bring our open and welcoming messages | <ul style="list-style-type: none"> ▪ Invite young families to join our community. Have fun activities to build community | <ul style="list-style-type: none"> ▪ Contribute time to the children | <ul style="list-style-type: none"> ▪ All activities engaged to be inviting and welcoming |
| <ul style="list-style-type: none"> ▪ To be active in and an influence in community. To have an outstanding music program | <ul style="list-style-type: none"> ▪ Have a member of the church council attend city meetings To encourage all church members to help their neighbors | <ul style="list-style-type: none"> ▪ Stay involved | <ul style="list-style-type: none"> ▪ To stay focused on the local community and the church community and on walking in Jesus' footsteps toward salvation |
| <ul style="list-style-type: none"> ▪ A well balanced & vibrant funding church that reflects our mission of out reach in the community and diverse in it's membership | <ul style="list-style-type: none"> ▪ Be involved, support the mission both physically and monetarily | <ul style="list-style-type: none"> ▪ Stated in #2 | <ul style="list-style-type: none"> ▪ A balanced budget that reflects the input and output to support our mission |

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| <ul style="list-style-type: none"> ▪ Have a very active youth | <ul style="list-style-type: none"> ▪ Keep our activities interesting and in step with what youth want but maintain the focus on spiritual | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Financially stable & growing, still with love for all | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Building is over flowing, we have helped to start a new UCC church elsewhere | <ul style="list-style-type: none"> ▪ Be a vibrant community that attracts others searching for our shared values | <ul style="list-style-type: none"> ▪ Universal ministry inviting others to church | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ Keep growing and attracting the younger generation ▪ Keep the good music coming | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ To have open all doors to everyone who wants to come and be able to make any accommodation for people with special needs | <ul style="list-style-type: none"> ▪ We need more wheel chair accessibility for youth group children. ▪ To plan a way to help people like that. | <ul style="list-style-type: none"> ▪ I don't know | <ul style="list-style-type: none"> ▪ For most church goes to be engaged in the work of the church. |
| <ul style="list-style-type: none"> ▪ I like it just the way it is. People friendly – ▪ Pastor that is instrumental in building our Church. It is going to take someone with the ability business & help hire people. ▪ Inclusive, lack of judgement, not have to measure up, lots of grace, Inclusive & grace. ▪ Music keep as a strong focal point. ▪ If need contemporary – go to a second service. ▪ Continue to focus on good Christian education plans. ▪ Focus on youth. | <ul style="list-style-type: none"> ▪ Stabilize the finances to support the future. ▪ Develop the finances to support capital resources. ▪ Include everyone in the special event – assign people jobs. ▪ Create events that automatically create everyone be included. ▪ Assign new members to help. Bring smaller groups together for common goal. ▪ Continue on path on music. ▪ Youth director is connected. | <ul style="list-style-type: none"> ▪ I am on the long term finance committee. ▪ Contribute financially, ▪ Support youth programs in every way we can. ▪ 3 yr. Pledge for asphalt, roof, memorial garden ▪ outline maintenance needs -- short & long term. | <ul style="list-style-type: none"> ▪ More people coming. ▪ Roof Koinania House ▪ Plan to refinance mortgage in 2-3 yrs. ▪ Long term mtn plan (like a resource fund) ▪ Financial plan that sets in a reserve acct |

VISIONEERING FOR THE YEAR 2022 GENERATING POSSIBILITIES CONTINUED

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| <ul style="list-style-type: none"> ▪ Financially free ▪ Multi generational congregation – diversified ▪ Good music ▪ A pastor that is inspiring, engaging & helps bring community ▪ Gender balance among leadership | <ul style="list-style-type: none"> ▪ Add members to the church ▪ Youth pastor | <ul style="list-style-type: none"> ▪ Be involved | <ul style="list-style-type: none"> ▪ Inspiring worship circles of influence |
| <ul style="list-style-type: none"> ▪ My deepest desire is for an extravagantly diverse faith community with passionate worship, vital outreach, with a deep sense of spiritual grounding and widespread service to the world. | <ul style="list-style-type: none"> ▪ To me the most important action we can take is to do “in-reach” and spiritual deepening as a community so that we know who we are and where we are going. | <ul style="list-style-type: none"> ▪ Lead sacred conversation on race ▪ Help with home ministry & spirit deepening process for church | <ul style="list-style-type: none"> ▪ Focus -Social “justice & sacred conversation on race ▪ In-reach – spiritual deepening in community. ▪ Radical hospitality + follow-up with all new people. |
| <ul style="list-style-type: none"> ▪ A vibrant, mission & community – oriented church where all feel welcome. Financially secure. Gender balanced leadership (lay & formal) | <ul style="list-style-type: none"> ▪ Continue to invite people to come and participate. Be open to suggestions, ideas & direction from congregation (strong leaders of church will listen and weave ideas, if possible). ▪ We had extended discussion on how FP is currently lacking in this area. ▪ Where are 20’s + 30’s folks. | <ul style="list-style-type: none"> ▪ Be open to ideas for music program. | <ul style="list-style-type: none"> ▪ Radical hospitality – following up on new visitors. |
| <ul style="list-style-type: none"> ▪ To be an all inclusive, highly desirable place to attend. All generational church community. | <ul style="list-style-type: none"> ▪ Community outreach to attract new members to services and activities at the church. | <ul style="list-style-type: none"> ▪ Be available to help with outreach and church activities. | <ul style="list-style-type: none"> ▪ Radical hospitality – with help to attract and keep members active and interested. This means a follow-up to new members, etc. |

VISIONEERING FOR THE YEAR 2022 GENERATING POSSIBILITIES CONTINUED

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|---|---|--|--|
| <ul style="list-style-type: none"> ▪ Fiscally sound ▪ Continued outreach local & across borders ▪ Musicals stimulating | <ul style="list-style-type: none"> ▪ Fiscally sound ▪ Better budgeting process | <ul style="list-style-type: none"> ▪ Support fund raising involvement to ensure good decisions & mode | <ul style="list-style-type: none"> ▪ Weaving new members into church future life blood. Financial & organizational leveraging. |
| <ul style="list-style-type: none"> ▪ Continue world visions. ▪ Continue community objectives ▪ Maintain community contacts and programs | <ul style="list-style-type: none"> ▪ Continue Mexico efforts. ▪ Continue and enhance Habitat for Humanity. ▪ Maintain and expand backpack program. | <ul style="list-style-type: none"> ▪ Continue fundraising and support for trips ▪ Work on scheduling for Habitat ▪ Support donations for back packs with goods. | <ul style="list-style-type: none"> ▪ Keep rotating focus on global issues – one topic per year ▪ Always adopt a Habitat home when build is on ▪ Put assertive drive on youths doing backpacks |
| <ul style="list-style-type: none"> ▪ Frog Pond is well known as a church community that welcomes all and supports the local international community needs. | <ul style="list-style-type: none"> ▪ Continue to grow our membership + our outreach projects | <ul style="list-style-type: none"> ▪ Continue to attend. ▪ Spread word about Frog Pond hospitality. ▪ Encourage youth to continue to build programs. | <ul style="list-style-type: none"> ▪ Youth power ▪ Inspiring worship |
| <ul style="list-style-type: none"> ▪ Visioning for the youth program | <ul style="list-style-type: none"> ▪ Expanded day care ▪ Continuation of the youth pastor position | <ul style="list-style-type: none"> ▪ Attract more youth to church | <ul style="list-style-type: none"> ▪ |
| <ul style="list-style-type: none"> ▪ This is the place to get to me. ▪ This is the church where I can share where I have been and how I can help people ▪ Radical Hospitality – this church has had this a long time and need to continue ▪ Keep being – we open our doors for anybody – you are always welcome | <ul style="list-style-type: none"> ▪ Open up our hearts and doors to everyone | <ul style="list-style-type: none"> ▪ Be myself | <ul style="list-style-type: none"> ▪ Radical hospitality -_ keep inviting all to be a part of this community, |

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| <ul style="list-style-type: none"> ▪ Growth in participants & increase our numbers ▪ Cohesions—feeling of belong; “this is my family”; connectedness ▪ Open to new people – Radical Hospitality – someone follow it through -- need to be cooperative ▪ Be growing – not necessarily a “super” church with multiservice ▪ Have least 200 in worship: 66% of FP; visitors, 10-15 kids in nursery ▪ A 2nd service ▪ Spiritual growth individuals ▪ Mission outreach ▪ Families grow and come backs ▪ Multi-generational ▪ People say “FP is all about xxx” because we are known for that. ▪ Nursery overflow with kids ▪ Vibrancy of mission, active and vibrant ▪ Be clearly able to state the purpose of this community – and the building and the programs match. | <ul style="list-style-type: none"> ▪ Be sure our organization does not fray – people doing what they say they will do ▪ Coordinated action ▪ Taking ownership of our structure. ▪ Be more connected --- Small group ministry – smaller connected groups. ▪ Care committees. | <ul style="list-style-type: none"> ▪ | <ul style="list-style-type: none"> ▪ |

Congregational Expectations of Called Pastor

Attributes, Behaviors, Skills and Way of Thinking

| # | Attributes |
|----|---|
| 28 | • Fun/sense of humor |
| 23 | • Intelligent |
| 21 | • Good Listener |
| 21 | • Open minded, open to change & new ideas |
| 17 | • Compassionate & caring |
| 13 | • Inspiration |
| 12 | • Welcoming |
| 12 | • Smart, visionary |
| 11 | • Integrity |
| 10 | • Creative |
| 10 | • Optimist |
| 9 | • Kind |
| 9 | • Warm |
| 9 | • Knowledgeable |
| 9 | • Motivated |
| 7 | • Patience, Patient |
| 6 | • Passion |
| 6 | • Accepting |
| 6 | • Vibrant, Vitality |
| 5 | • Outgoing |
| 5 | • Sensitive |
| 5 | • Sincere |
| 5 | • Confidential |
| 4 | • Learner |
| 4 | • Resourceful |
| 3 | • Practical |
| 3 | • Risk taker |
| 3 | • Supportive |
| 3 | • Understanding |
| 3 | • Very outgoing |
| 1 | • Impartial |
| 1 | • Savvy |
| 1 | • Self starter |
| - | • Perseverance |
| - | • Steward, |
| - | • Versatile, Versatility |

| # | Behaviors |
|----|---|
| 23 | • Kid friendly: likes & attracts kids to the church |
| 19 | • Demonstrates true love for people & compassion |
| 16 | • Fresh ideas: different views/ideas; diversity |
| 16 | • Spiritual leader, Spiritual depth, |
| 15 | • Understanding of youth development |
| 14 | • Can bring people together |
| 14 | • Is emotionally secure |
| 13 | • Non-judgmental |
| 13 | • People person , People connector, People motivated |
| 12 | • Relates to all types of people |
| 11 | • Leader, by example |
| 11 | • builds a sense of fellowship among those she/he works |
| 9 | • reaches out to inactive Frog Ponders |
| 8 | • Someone who stretch us |
| 7 | • Passionate about service |
| 7 | • a good leader |
| 7 | • accepting of divergent views |
| 6 | • Exemplify Frog Pond spirit |
| 6 | • encourages people to relate their faith daily life |
| 5 | • Values others |
| 5 | • encourages Frog Ponders to lead |
| 4 | • Gets along with people |
| 3 | • Seeing the need and taking action. Help people develop their spiritual life |
| 2 | • Commitment to the church |
| 1 | • Take charge |
| 1 | ▪ strong commitment and loyalty |
| - | • Enjoys work (hard work) |

CONGREGATIONAL EXPECTATIONS OF CALLED PASTOR CONTINUED

| # | Skills |
|----|--|
| 32 | • Effective preacher & speaker |
| 18 | • Effective teacher: Bible & real life application |
| 11 | • Effective in planning & leading worship service |
| 11 | • Think outside the box |
| 10 | • Work w/ children |
| 10 | • Involved in community |
| 10 | • Helpful counselor |
| 9 | • Team building, Team member/ministry |
| 8 | • Effective administer & organizer w/ committees, officers, volunteers |
| 8 | • Community outreach skills: greater community impacts |
| 8 | • help others develop their leadership |
| 6 | • can work with youth |
| 6 | • Ministers effectively in crisis situations |
| 5 | • Works with mission activities |
| 5 | • Helps people work together |
| 5 | • able to bring in new members |
| 5 | • deals effectively with conflict |
| 4 | • Pastoral Calls to members |
| 4 | ▪ development of stewardship growth |
| 3 | • Integrates with others (no self-agenda) |
| 2 | • Outreach experience |
| 2 | • project manager, |
| 2 | • Time manager |
| 2 | • Pastoral Calls to folks those confined to home, hospital, etc. |
| 2 | • works well with adults |
| 1 | • Training in outreach within & outside, |
| 1 | • Proven track record |
| 1 | • Technical skills, knows technology |
| 1 | • plans and leads programs, meetings |

| # | Way of Thinking |
|----|---|
| 18 | • Biblically grounded |
| 15 | • Enthusiasm for the Lord's work: Service oriented, dedication, |
| 13 | • Helps people understand and act for social justice |
| 12 | • Loves people |
| 11 | • Theologically aware |
| 11 | • Continues to develop theological and biblical depth |
| 10 | • Grounded in UCC & UCC mission |
| 9 | • Love the World, Work, God, Youth, Members, Sense of community |
| 9 | • Has same open-minded philosophy but their own ideas are welcome |
| 9 | • Encourages people to participate in UCC activities |
| 8 | • Strong commitment to educational ministry of the church |
| 7 | • Sense of the World and world service |
| 7 | • Encourages support of wider mission of our church |
| 6 | • Sense of direction of personal ministry |
| 6 | • See our church mission from a global perspective |
| 5 | • Live values we expect from our youth |
| 3 | • Engages and encourages ecumenical relationship |
| 2 | • Varied life experience |
| 1 | • Community connections, development, oriented |
| 1 | • Personal mission aligns w/that of church |
| 1 | • Shared values |

Comments: Please share what makes these expectations important to you.

- They resonate deeply in my soul
- relate to myself and are important
- able to nurture, encourage people to develop gifts and deepen their faith
- no church community can more move, transform and grow without strong faith filled, intelligent, grounded and above all, compassionate leadership
- Grace is the common experience
- Inclusive is the common experience
- New pastor: person who listens more than talks, take the work of the church seriously; but not him/her seriously
- It is important to have a pastor that can lead us and guide us in our faith. They need to be able to care for all and list, and also be strong in the UCC ideas of social justice.
- The items exemplify the values of Frog Pond caring about people and are also items need to lead the congregation
- With integrity, open mindedness, creativity and sense of humor demonstrate love and compassion effectively though a philosophy of good strong values for our future generations.
- The new pastor should be kind and considerate, love their job, & love their congregation (us.)
- Live it and talk about if or real, not just a commercial (know the love of God).
- Someone who is a caring listening leader who is emotionally mature and strong not searching for her/himself
- A well rounded person
- A pastor need to reflect the congregation and help us move forward with passion and compassion and vision to help us deepen our faith
- If the pastor doesn't have these qualities then people won't be attracted o the church
- Someone who is inspiring, intellectual and a community builder & leader.
- Integrity is essential for a healthy church. Emotionally secure person can more easily claim integrity. Humor shows both humility and joy. Kindness & compassion are essential. Team building + community + social justice outreach are crucial to being Christians in the world.
- Establishes themselves in community with the thought this can lead to growth, fund raising, leads congregation.
- We choose way more than 16; we ended up with considerably more. Generally they fell under the umbrella of empathy and strong leadership.

Additional Comments:***Theology***

- Deep knowledge and understanding of UCC tradition
- Our commitment to "Open and Affirming" suggests no litmus test on hot button items.

Worship

- Sermons leave be the congregation feeling:
 - enhanced with knowledge and understanding of what it means to be a Christian
 - Inquisitive as to our lives and how they may be improved
 - Uplifted in the presence of God's love in our lives
- Importance of music

Church life

- Active roll in the everyday activity of the church
- Abiding concern for each member of the church family
- Important of the children/youth of the church

Additional Expectations beyond the selections provided

| Attributes | Behaviors | Skills | Way of Thinking |
|--|--|--|---|
| <ul style="list-style-type: none"> ▪ Ability to stay ahead of committee & board and not too far ahead ▪ Integrate and welcome the community ▪ A minority person? ▪ Brings balance to having both women and men in volunteering ▪ Able to make everyone comfortable ▪ Attributes that can keep people very involved in attending and wanting to be involved in our church, especially reaching younger generations (20's & teens) | <ul style="list-style-type: none"> ▪ Relationship builder ▪ Caring & loving person who likes people ▪ Pastor knows their weaknesses and let go of what can't do | <ul style="list-style-type: none"> ▪ Business knowledge and relationship ▪ Understand biblical literature as a integration into life | <ul style="list-style-type: none"> ▪ Well educated ▪ Continuously remind the member that church is not an end in itself, but continuously helps people live a Christian life. ▪ Importance of music ▪ Importance co the youth and youth program ▪ Deep faith in the Divine Father/Mother |