

MISSION STUDY REPORT
Village Chapel Presbyterian Church
Charleston, West Virginia
October 2007 – April 2008

PREFACE

This Mission Study Team originated at the direction of the Interim Pastor and Session. A subcommittee of session members (Lucy Brown, Sharon Richardson and Rose Ann Walker) reviewed the Congregational Mission Study Notebook and submitted an outline overview for the Mission Study Team to consider.

The Mission Study process is an important self-examination tool that precedes the naming of a Pastor Nominating Committee to initiate the search for a pastor to serve our congregation.

Interim pastor, Bob Lee, asked the members of the congregation to prayerfully consider voluntary self nomination to serve as part of a team of seven.

The following members answered God's call and volunteered to serve:

Shannon Bland, Martha Foster, Phil Harich, Fred Joseph, Jane McNeil, Steve Murray, and Patti Salisbury. Phil Harich was elected Chair and Patti Salisbury, secretary.

In initial meetings, the Mission Study team met with Bob Lee and viewed "The Power of Vision" video by Joel Barker, participated in an in depth bible study as well as the "Streamlined Bible Study" (Appendix B), thoroughly reviewed and discussed the outline from the session subcommittee, thoroughly reviewed and discussed the Congregational Mission Study Notebook. The video made a great impression on all team members and the "starfish" became the mission study team symbol – making a difference to [that] one.

A kick off activity was planned for November 18, 2007. As the congregation gathered for worship, they found some of the Sanctuary windows darkened and the half of the pews covered in caution tape, forcing worshippers towards the front for seating. The service proceeded as usual, but at the time for the Sermon, the Mission Study Team showed the Joel Arthur Barker video, "The Power of Vision." Immediately after the video, a Mission Study Team member addressed the congregation and questionnaires were distributed. At the conclusion of the service, team members collected questionnaires. Middle and high school youth passed out cards with starfish reminding everyone that we can make a difference. A reception was held in the fellowship hall for further discussions and questionnaire completions and collection.

In subsequent meetings, the team began organizing, planning and gathering data. The mission study team began having regular meetings October 30, 2007 through April 13, 2008, with the exception of some time off for Holidays.

Individual members of the Mission Study team assumed responsibilities for the tasks outlined in the Presbytery Mission Study Notebook. To incorporate as much information from the

congregation as possible, two surveys were conducted, small group discussions were held, individual contacts were made, a variety of data was compiled, and a brief skit was performed at the beginning of Worship in early January, inviting participation in data gathering events. A pamphlet was prepared and distributed that included contact information for team members along with the biblical scriptures and symbols from the Streamlined Bible Study. A progress report was submitted to the Session and congregation in December and March.

In order to keep before the congregation a reminder of our biblical calling, the scriptural text and accompanying symbols from the Streamlined Mission Study were typed for inclusion in the bulletin each week. Coin sized medallions on gold strings with the same scriptures and symbols were made and given weekly to the children during their time with the Minister. The quote: “Vision without action is merely a dream; Action without vision just passes time; Vision with action can change the world” from the Joel Arthur Barker video “The Power of Vision” was made into a 2’x5’ foam board poster and placed in the Fellowship Hall.

The most recent mission study completed by the congregation was in 2004. The purpose of that Mission Study was to explore a merger of four Presbyterian Churches located within close proximity of one another. Ruffner Memorial, Westminster, South Park and Village Chapel have long been considered a “Parish” and frequently conduct special worship services together – Shrove Tuesday, Maundy-Thursday, World Communion, or seasonal bible studies – rotating the site and involving leadership from all four churches. South Park and Westminster are “yoked” congregations sharing one Pastor. Ruffner Memorial dropped out of merger discussions early due to their location, which is across the river several miles away and not generally considered to be in the same community. The congregations of Village Chapel, Westminster and South Park formed a collaborative group known as “Presbyterian Partners” and continued working and planning for two years. A final plan was developed to merge into one congregation, using the current Village Chapel facility. A new name would be selected for the combined congregation. The merger was contingent upon approval by all three congregations. At the vote in May 2006, only two of the three congregations approved the merger, thus a great disappointment was felt among the two approving congregations and by individuals from all three congregations who had worked so hard and supported and planned for a merger.

CONGREGATIONAL IDENTITY:

Church History

The Village Chapel Presbyterian Church was first promoted as an outpost of the First Presbyterian Church, Charleston, West Virginia in 1946. In August of that year, property was purchased at the corner of 39th Street and Venable Avenue for a new building. In order not to delay the new congregation, the first service was held at Horace Mann School on September 15, 1946 with 47 present. Services continued at Horace Mann until August 1, 1948 at which time it became necessary to move to the Charleston Boat Club. Early church goers covered cases of beer with sheets or blankets before Worship each Sunday. Ground breaking ceremonies were held May 8, 1949. As part of these ceremonies, a large pan was placed on the newly broken ground and contributions collected from the congregation that day totaled \$1,470. The first service was held in the new building (now our Fellowship Hall) on November 6, 1949. Over the next few months, many meetings were held for the organization of the church and the adoption

of the budget and election of elders and deacons. On March 26, 1950, Village Chapel was formally organized by the Presbytery of Kanawha with 242 members. At that time, it had the distinction of being the largest church ever organized in the General Assembly of the Presbyterian Church, U.S. The Charter Membership closed April 23, 1950 with a total of 276 members.

On September 1, 1950, a weekday Kindergarten was started with an enrollment of 26. This Kindergarten continued until Kindergarten was incorporated in the Public School System, at which time Village Chapel continued with a 4-year-old preschool that closed in 1985.

The original building was designed and built for possible expansion as the need arose and funds became available. In April 1952, construction began on a second floor of the Education Building.

As the community of Kanawha City continued to grow, the congregation of Village Chapel also grew and the present Sanctuary, kitchen and parlor were built in 1960. The first service in the present Sanctuary was held in it on April 2, 1962. The highest active membership was in the year 1964 with 662!

Village Chapel has always been a progressive congregation, electing the first woman Elder, charter member and current active member, Polly Dodson, March 23, 1966.

Village Chapel continued to be a meeting place for many youth organizations and hosted several Girl Scout troops, Brownie troops, Boy Scout troops, a Cub Scout Pack, as well as sponsoring youth sports teams, a youth choir and a Youth Fellowship program.

After a capital funds drive in 1980, the Sanctuary was renovated removing the old choir lofts and installing a pipe organ and grand piano.

The church was struck by lightning in August 1987 (after the first day of our first evening Vacation Bible School). The fire and subsequent water and smoke damage resulted in complete renovations to all three floors of the Education building (Sunday school rooms, Church Library, Staff Office, Pastor's Office, Crib Nursery, Pre-School classrooms, supply storage closet and restrooms.) Replacement of the roof on the Fellowship Hall, Kitchen and Parlor was also required.

Celebrating its 50th Anniversary, March 2000 saw a culmination of year-long activities, including publication of a cook book organized by the Presbyterian Women, special events and services and the building of a Habitat House. Village Chapel members worked with Habitat for Humanity to find a lot located within our community. A lot on 58th Street was found and donated to this project. A total of \$40,000 was raised from within the congregation as Village Chapel was the sole partner with Habitat in this endeavor. Members of the congregation participated in all aspects of construction and the PW and youth provided snacks and cool, wet towels daily. After the dedication ceremony, a washer and dryer and some landscaping items were purchased with the remaining funds.

Between 2004 and 2006, with the idea of increasing opportunities for growth and assessing future needs and development of the church, the Session commissioned a long term planning committee. Under the leadership of this committee, a vote was put before the congregation to purchase properties that sit in close proximity to the church. The church has for many years owned the property next door to the church, which was purchased in order to provide additional Sunday school and office space.

Village Chapel has supported four of its members through Seminary: Ronnie Webb, Dennis Dodson, W. Frank Mansell, III, and Jeremy Deck.

In addition, over several summers Village Chapel served as a host congregation to Seminary students (outside our congregation) fulfilling their field work requirements. Village Chapel provided housing for and mentoring to Seminary students from Princeton Theological Seminary. Students participated in the full life of the church, teaching an Adult Sunday School class, assisting with Vacation Bible School, attending and participating in Youth Mission Trips and serving in leadership capacity for a week at Bluestone Conference Center Summer camping program, as well as learning pastoral duties of visiting, assisting with weekly Worship services, and preaching.

Village Chapel provided support to several missionaries, including Dr. Alan Gordon, his wife, Alma and their six daughters as they worked in Sao Paulo, Brazil. Also, member Sandy Harrison, who worked in Vietnam for several years, was supported in small ways through the contribution of books, or other supplies.

The congregation of Village Chapel has been under the leadership of five pastors: J. Moody McNair (1950-1959), Hugh Ash (1954-1959), James Kennedy (1959-1968), Conrad Crow (1969-1982) and W. Frank Mansell, Jr. (1983-2006).

CHURCH DEMOGRAPHICS:

Village Chapel is a congregation with its members having various levels of education and serving in following professions: teachers, accountants, banking professionals, builders, physicians, physical therapists, nurses, PA's, Nurse Anesthetists, attorneys, college professors, provosts and deans, housewives, military personnel, and a brigadier general among others. Past and present members include two ex-Mayors of Charleston (both deceased), the County Prosecutor, West Virginia Secretary of State, as well as two Federal Judges. Current member, Sarah Stebbins, received the YWCA's Most Outstanding Woman in WV Achievement Award.

Village Chapel consistently ranks among the top percent in giving as well as per capita giving.

Average attendance for 2007 was 105. Our congregation is 97% white; 3% minority.

The breakdown of our active membership is as follows: 120 members over the age of 55; 102 between the ages of 26-55; and 60 under the age of 25. Currently there are no infants in the crib nursery and small numbers of participants in the pre-school and elementary Sunday school

classes. Middle School and High School Sunday school and youth fellowship have about 10-15 active participants.

Village Chapel is a theologically diverse congregation believing that the church should be concerned with spiritual matters as well as social justice. Village Chapel supports community programs of Covenant House of WV that provides support to unwed mothers, the homeless, and people living with HIV/AIDs. Other entities supported by Village Chapel include Manna Meals, the Clothing Closet and Food Pantry, local schools (supplies, backpacks, clothing, computer shelving, etc., “Read Aloud” as well as preparing “Veteran’s Bags”, and “Blizzard Boxes” for the Kanawha County Senior Citizens program.

OUTSIDE PERCEPTIONS

Village Chapel is easily accessible, located one block off the major four lane highway that cuts through the entire length of Kanawha City, although parking is limited. Survey and discussion results by members indicate there are concerns the church is not visible physically or by its ministry in the community. Village Chapel is host to community groups such as Narcotics Anonymous, Al-Anon, Gamblers Anonymous, a rug hooking group, a Girl Scout troop, a senior bridge group and others.

Survey results and discussions suggest that we need to take more leadership in community ministry and to consider a major identifiable ministry on which to focus. The offering of more programs for a variety of ages is a high priority.

COMMUNITY HISTORY/COMMUNITY DEMOGRAPHICS

The City of Charleston is conveniently located to three major interstate systems and has outstanding opportunities for its citizens and visitors as the county seat of Kanawha County and West Virginia’s State Capitol.

A city rich in history and culture, Charleston supports several theater groups, the WV Symphony, the WV Youth Symphony, The Clay Center for the Arts and Sciences, the choral groups WomanSong and the Appalachian Children’s Chorus, is home to the nationally recognized public radio program, Mountain Stage, as well as other community events and festivals. Our community offers several beautiful golf courses, public swimming pools, tennis courts, boating activities, public parks, a Class A baseball team, historic sites, book stores, art galleries, specialty shops and quaint cafes.

Kanawha City is home to approximately 8,000 people, many people having lived in their homes for 40 years. The area has potential for growth as the neighborhood turns over due to natural attrition.

Churches in the community include three PCUSA, one American Baptist, one Southern Baptist, two African American, one Methodist, one Nazarene, one Church of Christ, one Disciples of Christ, one Greek Orthodox, and one Catholic.

Kanawha City supports two public elementary schools (K-5), one Montessori school (K-8), one Catholic school (Pre-School - 8), and one public Middle School (6-8). The community also includes The University of Charleston, a private college with an enrollment of 1400. One large apartment complex sits directly across 39th Street from Village Chapel and is home to several of our elderly members. A seniors apartment building is located on MacCorkle Ave at 44th St. In addition, Maier Village, a large housing complex for medical students, residents and/or interns is located within a mile.

A low income housing project built in 1969 is located within two miles. Two Nursing homes (Quarry Manor and Heartland) as well as one large apartment complex for the elderly (Lippert Terrace) are also a part of our community.

From 1980 to the present, three new housing subdivisions have been developed in the hills of our community. Several members of our congregation reside in each of these subdivisions.

DENOMINATIONAL CONNTECTEDNESS

Village Chapel has a high level of participation and understanding of the greater church. Elders attend at least one Presbytery meeting over their three year term. One member of our congregation is currently a vice-moderator for the Presbytery and another serves on one of the Presbytery committees. Individual members of the congregation have participated in Synod events, General Assembly, Conferences at Montreat, and the annual Presbytery of WV “Festival of Faith” one-day Conference offering a variety of workshops and Worship. Several youth have attended Triennium at Purdue University as well as serving on the Youth Council to plan Middle School and High School Retreats. Many attend as campers and later serve as counselors at the Presbytery Church Camp, Bluestone Camp and Conference Center.

BUILDING ANALYSIS

Results of the survey and discussion groups indicate that our current facility is well maintained and laid out well. All entrances into the building require no more than 3 steps and there is one ramp entrance between the Fellowship Hall and Sanctuary. There is an elevator from the Fellowship Hall/Sanctuary level to the first floor of the Education building. With two handicap parking spaces and one ramp entrance, and the elevator, the church is handicap accessible to the Sanctuary, Fellowship Hall, adult classrooms, church offices, church library and handicap bathrooms.

The Education Building, renovated after the fire in 1987, has three floors with the basement consisting of one office, the crib nursery, the pre-school Sunday school class room, a large (divided) room for children’s play during worship, a bathroom equipped for pre-schoolers and two supply/storage closets. The main floor consists of the church staff offices for the secretary, DCE/Pastoral Assistant, and pastor; a large (divided) room that serves as classrooms for our two adult classes with one room also a wonderfully stocked library. Additionally the main floor houses, a storage room, two handicapped bathrooms (men and women’s) and an elevator that travels a half-level. The upstairs consists of 4-5 class rooms, a storage closet and an HVAC room. The original Sanctuary serves as the Fellowship Hall and is attached to the Kitchen. The

Parlor sits off the kitchen and is where the choir gathers prior to worship to robe and practice. The current Sanctuary was built in 1960 and can hold about 300 people comfortably. There are two handicap parking spaces and one handicap ramp that enters through the Fellowship Hall. Other entrances consist of one to three steps. Parking is limited to available street parking as the church itself has no parking lot. However, several nearby businesses have made their parking lots available to our members.

Results of the survey and discussion groups show a number of families expressing the desire for a facilities building/gymnasium. Assessment and evaluation on the recently purchased properties needs to be conducted to develop more defined long term goals.

COMMUNITY NEEDS

Village Chapel responds to the community needs by acting as host to the following community groups: Al-Anons, Narcotics Anonymous, Gamblers Anonymous, The Shepherd Center Bridge Group (for Senior Citizens), a Rug Hooking Club, a Girl Scout troop, the Kanawha City Housing & Zoning group and the Kanawha City Community Association group. (The KCCA is an activist group that was recently formed to seek ways to beautify our community and tackle issues of concern to the community.) Individual members also use the church to host Garden Club or Civitan Club events. Service projects throughout the year support the local schools, the clothing closet, the food pantry, the Emergency Men's Shelter, Sojourners, and our service men and women to name a few.

Surveys and Discussion groups indicate a need to look at the community and determine what the primary need is: should we offer a pre-school or daycare, after school tutoring program, exercise class, or programs for the elderly?

PROGRAM SUMMARY

Ministry Teams led by current Session members include: Worship, Education, Fellowship, Service, Membership, Stewardship, Property and Personnel.

Specific programs of the congregation include:

Worship: Sundays Worship at 11:00 a.m. Special services include Ash Wednesday, Maundy-Thursday, Easter Sunrise (ecumenical), Picnic in the Park (outdoor Worship), World Communion, and Christmas Eve. The Worship Committee works with the pastor to provide meaningful worship each week. The sacrament of communion is celebrated regularly throughout the year on significant Sundays in the life of the church (Jesus Baptism, Pentecost) and on months with no significant event; it is performed on the Second Sundays. On March 16, a Confirmation Class of seven was welcomed into membership.

Education: Sunday School 9:45 a.m. weekly - for ages pre-school through High School, two Adult classes. Special programs include: Rally Day, Teacher Appreciation, Senior Recognition (High School graduates), Vacation Church School, Worship Education, Confirmation Class, Seasonal Bible Studies (4-6 weeks), Advent Festival, Christmas Pageant and The Heifer Project.

(We built an Ark in 2006 collecting \$5,000 on two Sundays!) Recently a Renovare class was taught by a member of the congregation. An inflatable waterslide was set up on the church lawn, providing fun and laughs for people of all ages at the closing of our 2008 Vacation Bible School and again on Rally Day (September 2008).

Music: Adult Choir. Blessed with a very talented organist and choir director, the adult choir sings a variety of music. The Choir Director and Organist use the talent of individuals and youth as often as possible (violin, flute, percussion, dance) as well as inviting special guests to participate (harpist). The children's choir is currently in transition and seeking a new director.

Service: "Christmas in July" supports needy children in the community by providing needed school supplies; "Angel Tree" in December supports the Salvation Army providing gifts and clothing for needy children; ongoing collections of clothing and canned food are delivered to the Clothes Closet and Food Pantry by members of the congregation; and driving and delivering weekly Meals on Wheels. Village Chapel provides support to Covenant House, Manna Meal, the Emergency Men's Shelter, the Ronald McDonald House, and Sojourner's (home for battered women and children), The Clothing Closet and Food Pantry. Members serve on various Boards within the community.

Youth: Pumpkin Run (to shut-ins), Care Packages to College Students, Mission Trips, Ski Trip, Souper Bowl Sunday, Youth Retreats, Triennium, Youth Car Wash (charity). Youth also meet at the church periodically to prepare soup from scratch and freeze in individual size containers which are stored in the church basement freezer for delivery to shut-ins or sick friends.

Presbyterian Women: Village Chapel has three PW Circles that meet once a month for Bible Study and Fellowship as well as having a luncheon and program eight times a year. PW send cards and gifts to college students through out the school year; prepare "Blizzard Boxes" for elderly shut-ins in cooperation with the Kanawha Valley Senior Citizens group; re-furnish the Village Chapel Room at Sojourners' as requested, restocking requested items of lamps, mirrors, mini-blinds, and pillows, sheets and blankets/comforters; participate in providing funds or items for charitable causes through Christmas and Spring Projects. The 2008 Spring Project saw the collection of underwear for service men and women in the Middle East. This project was opened to the entire congregation and a total of 350 packages of underwear were collected. In addition, PW participate in the Least Coin offering and coordinate the Flower Calendar.

General Mission: One Great Hour of Sharing, Christmas Joy Offering, World Communion Offering, as well as responding to local and national disaster relief. In early February, two members of the congregation were commissioned to participate in the Presbytery sponsored trip to New Orleans to help rebuild areas still devastated by Hurricane Katrina.

Fellowship: Bluestone Retreat, Picnic in the Park, Caroling on the Trolley (Refreshments), Christmas Carry-In, ice cream social or an outing to the Ball Park as well as work in conjunction with other committees for receptions and/or carry-ins throughout the year.

Membership: Send cards/notes to visitors, send cards/notes to sick members and friends, send cards/notes to those whose attendance has fallen off, and annually review the roll of active members.

Recreation: Village Chapel supports and participates in several Youth Basketball teams, Women's Volleyball, Men's Softball and Women's Softball through the Charleston Church Recreation League.

PROGRAM EFFECTIVENESS

The Education program is very strong in the Adult classes; however, while participation is good, we have small numbers in the lower elementary classes. Numbers of active members/friends are higher in the Middle School and High School age groups and attendance remains steady. After the first of the year, the High School class began a "Back to Basics" program to encourage a higher level of participation as attendance drops off from the fall.

Member care has been effective in the past with responses indicated people feel the church has supported them in times of need. An emphasis on contacting inactive members and encouraging them to attend is a priority as well as providing more opportunities for people to become involved in the various Ministry Teams and activities.

Survey results on evangelism issues tended to indicate that many members would describe our congregation as "timid" in this area. Responses indicated more emphasis is needed in this area.

In terms of stewardship, the survey indicates that members feel our congregation is generous and are comfortable with how their financial gifts are used. Several suggestions expressed that a clearer, easy-to-read format be developed for viewing the financial statement.

Survey results indicate we do a good job of welcoming visitors, but need to develop a better plan for follow up. Development of a "Welcome" center at the Sanctuary entrance is a priority.

While most of our programs currently offered are supported by the congregation, survey and discussion results indicate a desire to develop programs in additional areas:

- new members and visitors (inquirer's group, etc.)
- children's choir
- weekday afternoon children's program
- more frequent fellowship opportunities
- begin a prayer group
- more opportunities for Bible Study
- strengthen our Youth Ministry

PROCESS

Most members of the congregation indicated they receive information on activities of the church equally through the Newsletter, Bulletin and Worship announcements. The Newsletter is

published twice a month. In addition, members receive e-mail notification when current editions of the bi-monthly Newsletter and monthly Calendar are available on the website.

There is an overall feeling that communication regarding actions of the Session could improve and that a summary of Session action be included in the Newsletter.

All staff performance evaluations and job descriptions are reviewed annually to ensure they are meeting the current needs of the congregation.

Surveys and Discussion results indicate that generally conflicts and differences of opinions in the church are handled with prayerful respect and can usually be worked out very openly.

Regarding leadership, surveys and discussion results show members feel good about the way our leaders are chosen and have confidence in the elected leaders. Session members are representative of the congregation. If members have concerns, they feel they can talk with leaders of the church and their opinions are valued.

CONCLUSIONS

Throughout this process, the Mission Study Team has gained many insights into the congregation. Village Chapel is a congregation of God's people with deep and passionate feelings for the future and continued growth of the church.

Recent events as the Mission Study team neared completion of this project have again shown the strength of the outpouring of love, caring, compassion and support that is the true spirit of this congregation.

Throughout our time, each meeting was opened and closed with prayer, as well as the team being lifted up in prayer each week during Worship. We have listened to each other in times of disagreement and worked diligently to discuss all issues that came out of survey responses, discussion groups and individual observations. Our congregation has been richly blessed with individual members having a variety of skills including leadership, delegation, organizational, creative, musical, repair and service/mission. Members are hardworking and dedicated to the life of the church.

As we look to the future, we are seeking a leader that will share with us in caring for one another as well as attracting and welcoming new members. We want to continue provide support to community groups as well as seek and provide support through service projects to those in need.

OUR MISSION STATEMENT

Village Chapel is congregation of God's people, a lively community of Faith, striving to serve God according to God's ever evolving plan; passionately seeking opportunities to reflect God's love in our every day lives through service, humility, self-examination and reflection, study and prayer.

We are called to be generous and wise stewards of our God given gifts, talents, money and earthly resources, both as individuals and as the Body of Christ.

Our Mission, simply stated, is that we are called to love, to serve, and to be beacons of Christ's endless love and forgiveness, spreading God's eternal light to all people.

GOALS:

- **Increase the number and diversity of active members and friends of the congregation such as:**
 - Develop a Welcome Center at the entrance of the Sanctuary
 - Develop a brochure or pamphlet outlining committees and/or programs
 - Develop good follow up procedures for visitors
 - Identify methods of membership recruitment and implement
 - Review and assess the need for expansion – an activities building or gym
 - Prepare an area of the Sanctuary for wheelchair access (remove ½ pew)
 - Encourage less active members to attend and feel welcomed to participate
 - Publicize opportunities for involvement throughout the year

- **Stimulate Spiritual and Personal Growth such as:**
 - Offer Seminars and Classes of interest to members and friends
 - Offer a weekday morning Bible Study (at church or home), prayer group
 - Continue development and emphasis on educational programs for all ages
 - Be open to new ways to Worship

- **Energize and Enrich times for Fellowship such as:**
 - Offer creative and different opportunities for fellowship
 - Develop additional programs for children; resume children's choir

- **Increase our Community Awareness such as:**
 - Continue to host to groups in the community
 - Continue collaboration with community agencies (Covenant House, Manna Meal)
 - Resume "Good Samaritan" program
 - Advertise events through banners and/or signs on the front and back of the church
 - Assess Community needs for ways we can become involved
 - Seek ways to include/welcome students from UC and community neighbors

- **Fiscal Responsibilities:**
 - Continue to support the church financially for expanded programs and possible facilities expansion
 - Continue to provide an annual report to the congregation (fiscal and program)
 - Continue to monitor the rental housing property for financial losses or gains or possible sale

- **Leadership:**
 - Call a Pastor with leadership and organizational skills that include serving with energy, enthusiasm, imagination, caring and love.

- Elect Elders with leadership skills who will serve with energy, enthusiasm, imagination, caring and love.
- Establish a long-range planning team to develop a 5- to 10-year projected plan.

This report is respectfully submitted to the Session of Village Chapel Presbyterian Church, April 16, 2008.