

Report Pastoral Committee Meeting 8 P.M., April 24, 1972.

The Pastoral Committee of United Evangelical United Church of Christ met at 8 P.M., Monday, April 24, 1972 at the home of President Arthur Block.

Present at this meeting were Pastor Paul Rasche, President Arthur Block, Committee Chairman George Tuerk, Ernest Jones, John Lenning, Louis Parker, Sr., Ray Schmitt, Richard Single, and Edward Davis. Mr. Davis was present as a Committee Member from the Congregation at large. Mr. Davis has agreed to continue serving in this capacity.

William Single III was absent because he was out of town on business.

The following questions were discussed and recommendations to the Church Council decided.

QUESTION NO. 1: Does our Congregation need an Assistant Pastor and, if so, what type of man do we need?

The discussion centered around the fact that the average age of our Congregation is high. More disquieting is that this high average age is getting higher with the passage of time. As the older people pass away our membership will decrease. As this process continues the vigor and energy and activity of our congregational life will decline.

A process paralleling the above is the decline in our Sunday School. For example _____ years ago the average attendance in our Sunday School was _____ pupils per Sunday. Today this attendance average is _____ pupils per Sunday. In other words, we are not attracting the younger generation into our midst. Either they are going to other Congregations that have programs more attractive to the young people or they are remaining entirely outside the Service of Jesus Christ.

Your Committee feels that our Congregation must be willing, even at the cost of some discomfort on the part of some of the older members, to make some changes. Actually, what is most likely to happen is that the older members (most of them) will come to like the changes. We who are parents make changes in our living patterns to accommodate some of the ideas of our children. All of us make changes daily to accommodate the requirements of our jobs; or our spouses or our friends. Your Committee feels that, as Followers of Jesus Christ, we should be willing gradually to make reasonable accommodations in our Congregational Life so as to help attract the young to the service of Jesus Christ. It is inevitable that corollary benefits to our Congregation will ensue. Our activity will also attract older people now outside our Membership. We will be talked about and we will attract Community attention to ourselves. One possible example of Youth Activity not now permitted could be some type of Youth Service at regular intervals throughout the Church Year. If this should prove too painful for some of our older members, we could have one regular type service and one Youth Service on a particular Sunday. All sorts of variations and accommodations are possible. Another suggestion is to increase the availability of our buildings to the young people. We have already made some effort along this line. These are just two suggestions.

Mr. Edward Davis, Committee Member from the Congregation at large, was particularly emphatic about this. He even volunteered to persuade a number of his friends and acquaintances to this viewpoint. It is his feeling that if things are properly explained to our Membership they will co-operate enthusiastically. He criticised us good-naturedly but emphatically for inadequately explaining to our Membership in detail why certain things are necessary. He feels, for example, that elements of our budget should be more thoroughly explained. He suggested that the Endeavor might be more extensively used for some of these explanations. He asserted that many of the things we were discussing in our Committee Meeting were a complete surprise to him until he heard about them in our meeting. He felt that they would be a complete surprise to most of our membership. He feels that some effort must be made to reverse the process of decline. He thinks that most of our Membership take pride in our present viability. He thinks that most of them will want efforts made to continue our present success into the next generation. But the necessity for taking action must be explained to them---NOT SPORADICALLY BUT CONTINUOUSLY AND REPEATEDLY.

SO THE QUESTION IS: DO WE NEED AN ASSISTANT PASTOR AND, IF SO, WHAT KIND OF A MAN DO WE NEED?

- COMMITTEE RECOMMENDATION: A. We very badly need an Assistant Pastor and one with a strong pastoral inclination---a man who can relate to the young generation. We need a man who can devote much effort to our Sunday School and to pastoral visiting. In addition, we need a man who will actively and vigorously endeavor to enlist new members. We recommend that we retain the services of a young man somewhere within an age range from that of seminary graduate to not more than about 32 years of age. We think this man should be of a caliber to be able to grow into the capability of serving in Pastor Rasche's position should advancing age, illness or retirement require this.
- B. We think this man should be retained on a full-time basis.
- C. We think this man's duties should be well and clearly defined in writing before his services begin.
- D. We think this man should report in writing and at frequent intervals to the Church Council the details of his activities in behalf of our Congregation. These reports should be submitted at regular and specified intervals.

QUESTION NO. 2: How much will such a man cost the Congregation annually in the form of salary and fringe benefits such as vacation, pension, hospitalization, insurance, etc.?

Figures from the Synod indicate that approximately \$10,000 per year would be required. The exact amount and the form of payment would be negotiable with guidelines set down by the Church Council. Ten thousand dollars would be a maximum figure to start. For example, a seminary graduate would require not less than \$6,500 in salary plus fringe benefits. A more experienced man would require more.

This is a figure commensurate with the salary of a public school teacher with a Bachelor's or a Master's Degree in an urban community such as Baltimore.

RECOMMENDATION: Your Committee recommends that the Council approve such an amount together with guidelines as to just how the remuneration should be paid. The final figure and manner of payment would, of course, need to be negotiated with the selected candidate.

QUESTION NO. 3: Where and how can the Congregation raise this money?

It was felt that, if some of the organizations (Sunday School, Women's Guild, etc.) were properly approached, they would be willing to pledge annual sums (additional to what they are already giving) toward the cost of the Assistant Pastor's salary. The tentative re-action of one such organization has already been sought with an enthusiastic and affirmative response. One again, adequate explanation must be given and members' questions must be answered. Committee members should be prepared to appear before any of the meetings of these organizations to answer questions and give explanations.

The addition of one supper to our present schedule would raise a considerable sum. The Assistant Pastor could certainly be instrumental in eliciting the services of the young in such a project. It could be made their project--- entirely a project of the young. Such an undertaking on the part of the young and on the part of our various groups would be a unifying factor and a furthering force in our Congregational Life among those involved.

There is \$500 annually which we were paying to the Pastor Emeritus. We are no longer required to pay this.

Until this past year we were paying approximately \$3,000 annually for Dr. Weissert's services. We are not now paying this amount.

We have more than \$55,000 in Memorial Funds. These could not be permanently depended upon. But they will certainly be of help to us until the new Assistant Pastor takes hold and his efforts begin to exert their influence. We are frequently criticised (and we even criticise ourselves) for doing nothing with these funds to further and to broaden our Congregational Life.

The proper man would gradually make his efforts felt and, eventually, if the program is successful, his efforts would be increasingly felt in financial support given to the Church.

RECOMMENDATION: Your Committee recommends approval by the Council of efforts in all of the above directions and we solicit additional suggestions from the Council and from our Members.

QUESTION NO. 4: Where and how will we look for this man?

RECOMMENDATION:

- A. That we write to Lancaster and Eden Theological Seminaries stating our requirements and asking for their suggestions.
- B. That we be open to the suggestions of anyone who will give us specific names they would like considered.
- C. Pastor Bartels: Your Chairman and a number of Committee Members have been approached (without solicitation on our part) by Congregational Members who have suggested the name of Pastor Bartels. We recommend that Pastor Bartels be approached and his tentative re-action sought if we should be empowered by the Congregation to retain an Assistant Pastor.

- D. That we be empowered to make visits for the purpose of hearing and seeing candidates for this position.
- E. We recommend that we act promptly and with as little delay as is commensurate with adequate judgment.

FINALLY: It is realized that your Committee's recommendations, if approved by the Church Council, must be approved in the form of a recommendation to the Congregation. The Congregation must then vote its approval before the Council and your Committee can proceed.

Your Committee therefore recommends that a series of 3 or 4 talks of about 5 or 6 minutes duration be given at the end of each Service on consecutive Sundays. The purpose of these talks would be to explain all of the foregoing to our Congregation and to answer questions Members might want to ask. We suggest that these Services be shortened to compensate for this additional time. We recommend that these talks be presented by one or more laymen.

We recommend that, on the succeeding Sunday after these talks, there be a Congregational Meeting to vote on this matter. If Constitutionally possible, we recommend that on this particular Sunday, such a vote be taken at the end of each Service and that the combined votes be counted. This is because, on a matter of such importance, it is desirable that we have the widest possible participation by the Members of our Congregation.

Respectfully submitted by

George A. Tuerk, Jr.
Committee Chairman.