

Children

- SS by grade and age
- Quiet, especially in worship
- Cute / interactive (take cues and time with children)
- Lapsed Norm – parents don't help / tend / teach (volunteer concept)
- More kids than parents in SS
- Drop in participation after confirmation
- 8th grade = confirmand
- SS and Youth group are separate
- Expect youth to participate in mission
- Casual attire is ok – no radical displays
- Church puts value on children's programs (children welcome here)
- Children speak English
- Youth have cliques (e.g., for each school)

Money

- Not talking about it (unwilling to share your standing / job)
- Stewardship drive every year (different each year, moving toward tithe)
- Anonymous pledging
- Confidentiality
- New members are given opportunity
- % of budget given to mission
- Staff + Building is a high percentage of budget
- Give to denomination each year (per capita)
- Don't overspend
- Finance chairs are capable
- Historically 70% pledges
- December offering is twice the normal monthly offering
- Each year we give our pastors a raise
- Comfortable with large debt
- Four special offerings
- Youth do fundraising
- Session approves fundraising
- No super-family with deep pockets
- Pastoral staff supports tithing
- Offering received each Sunday
- Pennies for hunger each month
- Faith Quest receives an offering
- No regular every member visitation
- Congregation has a tradition of responding to special needs
- Many people give without pledging
- Expectation that the congregation gives less than they could to the church because they give elsewhere

- Question long term commitment to finances because of transient nature of Cary
- Mortgage looms over our heads

Treatment of Clergy

- Spoiled rotten (from the mouth of one who knows)
- Respected
- Included
- Well liked
- Affirmed
- Good communication
- Salaries commensurate with other congregations
- Supportive
- Respond to leadership
- Expectations of high performance and continuing education
- Utilize individual gifts / skills
- Do not expect everything from everybody
- Chocolate every day – feed their addiction
- Adequate time off
- Expect a wholesome, balanced lifestyle

Treatment of Staff

- High expectations
- Resourcefulness expected
- Politeness
- Cheerfulness
- Respect
- As one of us – inclusive
- Appreciated
- Fairly compensated
- Expect confidentiality
- Do not expect everything from everybody
- Chocolate every day – feeding their addiction
- Clear job description

Who is Welcome?

- WASP (mainline)
- Affluent
- Educated, proficient
- Well groomed, clean
- No alcohol
- Traditional worship
- Married
- Family oriented
- Conformist

- All ages
- Obviously handicapped
- Other protestants and catholics
- Extroverts or volunteers
- Women (but not singles)
- Active, willing participants
- Preacher's kids

Expectations of new members

- Involvement
- Pledge
- Attend worship
- Personal relationship with God
- Dress codes
- Evangelism
- Being a witness
- Acceptance of polity ... abide by the B.O.O
- Community of faith
- Lingo
- Styles of worship
- Parents involved in CE required
- Music
- Common beliefs
- Harmony / unity

Men / Women

- Equality
- Men – buildings and grounds
- Women – CE children
- Women accepted as leaders
- We reflect the community we live in (population, lifestyles, education)
- Education
- Couples

How important decisions are made

- Informal vs. formal
- Formal in committee / session
- Congregational meetings are largely just approval steps
- Informal – who is appointed to a committee
- Informal – lots of discussion person to person
- Formal – letters to committees / session after informal stage
- Follow Presbyterian polity
- Elders – only the right number nominated to fill the slots (no strife with slates of candidates representing point of view)

- Bonnie and Joel make many delegated decisions
- Unwritten norms – only one hour for service
- Policies are not formalized

Conflict

- Have had conflicts over time in different settings (congregational meetings, session meetings and so on), but we generally try to avoid it
- Leadership style determines how we handle it
- Person to person
- Letters to Session
- Don't air dirty laundry
- Open to new ideas
- Gather data on issues with conflict – even more than once
- Wide variety of talents and experiences for dealing with conflict
- Leave the Kirk rather than have their issues resolved
- People have come back when issue is dealt with publicly
- Now: more resources, staff and Stephen Ministers – help address conflict

Expectations of Member (done by the staff)

- As involved as I want to be
- Congregation – travelers and transients (weekend is prime time)
- Welcome self-starters
- Assume people know more than they do
- Open to use of facilities – good tenant
- Kirk centric (vs multiple churches)
- We rely on our own resources
- Friendly and open office staff
- Trust laity (e.g., accounting)
- A church of the middle way
- Family life important
- High laity leadership (high trust)
- Value creativity – willing to try anything, even the unconventional
- Biblically literate / religiously
- Don't bring Bibles
- Computer literate and resourceful
- Assume overcome your own obstacles
- You will fit certain income brackets
- Pay your own way (trips, books, children)
- Worship creative within limits
- “We've tried that and it didn't work”