



THE PRESBYTERIAN CHURCH OF DOVER MISSION STUDY

Approved by the Session: February 2022

Moderator: The Reverend Dr. Richard “Duke” Dixon, Interim Minister

Discernment Team members: Joe Allmond, Reid Beveridge, Karen Hutchison, Lynn Linscott, Linda Loughney



Bells of Praise

Mission Study Process

Early in 2019, we began our involvement with The Unglued Church Project. The project was meant for churches striving to discern the ways God was calling us into ministry. Through the Presbytery's Ignite grant program, we were chosen to participate along with other churches within our Presbytery. Although one of the requirements for this 12-month commitment was that at least 3 session members had to attend the training meetings, our entire session of 12 agreed to participate. Each month we met, reading articles, walking our neighborhood, studying demographic and statistical information surrounding our church, and getting input from the congregation, we were able to determine a path for our church's future.

As we began our involvement with the Unglued Church Project several things happened that shaped how we evolved. Our pastor left, COVID struck making groups either unable to meet or finding alternative ways to meet, i.e., Zoom, pods, outside meetings, etc. The State shut down because of COVID in March of 2020, and our Interim Pastor who had just been identified, started in Mid-April. We had stopped having live church services and began to tape services to create You Tube videos.

As we studied and met together with our new Interim Pastor, we formally became a "Matthew 25" church. In this we, along with many other churches in our Presbytery and denomination, strive to **build congregational vitality, dismantle structural racism, and eradicate systemic poverty**. Through the Unglued process, we set some goals addressing some of the "Matthew 25" principles: We partnered with the Dover Interfaith Mission for Housing (DIMH) and other area churches to provide 40 bag lunches for one week per month, consisting of nonperishable foods, to be distributed to the homeless in the neighborhood who walked into the DIMH Shelter, hungry. We partnered with DIMH, to provide meals for homeless men within our community, utilizing our Church's commercial kitchen and grants provided for food through DIMH as well as meals, and monies provided by our church members, one day per week over the last year and a half. We partnered with The Capital School District to help meet some of the immediate needs for students and families facing homelessness and other needs relating to students being able to continue with school through the pandemic. We are looking for ways to partner with other organizations to become the Presbyterian Church of Dover outside the walls of our building.

Our Session, knowing that we would need as much information as possible to help us to create the Mission Study to find a new pastor, voted to participate in a 6 week study through Presbytery called the "Holy Cow," which included an extensive computer survey which was completed by 88 members. Using information from the Holy Cow Survey, the Session met in a Retreat format to develop a set of Core Values. A small group of people met to develop Identity, Purpose and Mission Statements. Those Core Values and Statements were then shared with the Congregation in a Town Hall meeting. A Mission Study Team was put together and they chaired small group sessions composed of church members with the intent to fine tune the identified Core Values of the Church, and the three statements developed to define who we are, why we're here and what we do.

Identity Statement (Who are we?)

With gratitude, God keeps us continually reaching out to each other and to those beyond our congregation with kindness, as we seek to answer Christ's call to serve. Our life together as a community of faith is grounded in scripture-based worship which may take different forms of expression. We treasure our diversity, and are mission-focused, valuing our local, national, and international outreach. Our church is deeply rooted, having been founded in 1714! We are a part of the mainline denomination known as the Presbyterian Church (USA).

Purpose (Why we exist?)

Love God, and others
Offer spiritual growth and lifelong learning
Value diversity and strive for unity
Embrace and serve our world

Mission Statement (What we do?)

Our mission is to reach out to one another, our community, and the world with compassion and generosity. We are a "Matthew 25" church, which means we focus activities to build congregational vitality, seek ways to dismantle structural racism, and work to eradicate systemic poverty. We consider ourselves brothers and sisters in Christ and invite all to join us.

Core Values of the Dover Presbyterian Church

- **Fellowship, Belonging:** *Caring for each other, contact, celebrating, Christianity, connection, Reaching out to new people, belonging (Maslow's hierarchy of needs) Needed/validated, "We've been waiting for you!"*
- **Mission:** *Reaching out to those in need, building relationships, presence in the community*
- **Worship:** *Service, Sermon, Community, Music, Food for thought, Inspiration, motivation, Transformation, Glue that holds the Church together*
- **Lifelong Learning:** *Of the individual and the church body, Life-Long Learning, Life application, Sermons, Bible, Books*
- **Justice, Racial Reconciliation:** *Our signs at the Church, Taking a stand in support of people, Golden Rule, Speak truth to power (work of a Dover ecumenical group and Tool Shed committee)*

Brief History of the Church

The Presbyterian Church has been a focal point in Dover for over three hundred years. The first Presbyterians began worshipping together in 1708, but the Presbytery of Philadelphia did not recognize the church until 1714, with itinerant pastors supplying the pulpit.

In 1727 the first installed pastor, the Rev. Archibald McCook, came to Dover, serving until his premature death two years later. For the next 20 years there was no installed pastor. The Rev. John Miller was installed in 1749, serving our congregation until 1791, the longest pastorate in Presbyterian Church of Dover history. His record of 42 years still stands. Our first church was a log cabin on the southeast corner of Meeting House Square located on Governors Avenue. In 1791 our first brick church building was built in the same square and was used for services until 1924. That building was the site of the Second Constitutional Convention in 1792. From 1791 to 1844 the Presbyterian Church was again without an installed pastor.

Stated supply ministers served the congregation from 1791 to 1844. At one point, the membership dwindled to two members and no church records were kept. During the depression of 1821, the Rev. Dr. Elisha Swift, a stated supply pastor, returned to help to prevent the church from being sold.

During the period from 1844 to 1860, the Rev. Thomas Grier Murphey was installed and the congregation grew steadily. In 1880 the Sunday School Chapel was built in Meeting House Square next to the church. George V. Massey, a prominent lawyer in Dover, as well as a ruling elder and superintendent of the Sunday School, donated the money for the building.

In 1856-57 the first manse was built on the property where the present church stands. In 1923, the cornerstone for the present church was laid by the Rev. Dr. Ashworth Bartlem. The church was erected as a gift by Sanford S. Murphey in tribute to his father, the Rev. Thomas G. Murphey. The Sunday School wing, including office space and additional bathrooms, was added in 1956-57.

The last regular Sunday service was held at the old church in 1925, but an annual service was held there until 1932. Because it had become difficult to keep up with the maintenance of the old church and the Sunday School Chapel, both buildings were deeded to the State of Delaware for use as museums in 1949.

The addition of a portico and elevator in the 1990's resulted in ADA (Americans Disability Act) accessibility. Most recently, for our Tercentennial year (2014), capital campaign proceeds enabled our congregation to redesign the kitchen and social hall, add ADA approved bathrooms, update the electrical system, and install a new organ.

In the 1990's we had three women Pastors with a series of Interim Pastors. in between. As a result of some tough pastoral transition issues, the last called pastor, in 2018, was simply a mismatch for a large portion of the congregation. It is our hope that we will take more time and study with this process to ensure that we choose a leader whose strengths align with our needs to keep us moving forward in our efforts to be that Matthew 25 church we're being called to be.

Through the years our membership had grown to as many as 400+ congregants and now stands at approximately 160. We have seen 17 installed ministers and many stated supply pastors. Our church has been a prominent building in downtown Dover and has been used for meetings by many groups.

COVID-19's Impact on the Church

There is no denying that COVID-19 has greatly impacted the life of this church. When COVID-19 shut down all non-essential activities in mid-March 2020, the church also shut down. At that time various pastors were serving the church while we were waiting for an interim pastor, the Reverend Doctor Richard "Duke" Dixon, to start April 15. During the months' time of the church being shut down and the new interim starting, the only church activity were emails sent out to church members. When Rev. Dixon started in April his immediate task was to find a way for the church to have worship services. This was accomplished by videotaping the service on Saturdays using cell phone cameras, with various parts of the service videotaped and then edited together and posted on YouTube Sunday mornings. Additionally, written copies of the sermon were sent out in the weekly email blast for people to read along with devotions.

Meanwhile church committees learned to meet by zoom. Rev. Dixon was doing his best to reach out to people but due to the pandemic was not comfortable meeting people in person. It proved difficult to introduce oneself when the congregation was not meeting in person and the church building was basically closed to all groups. He did virtual one-on-one interviews with each session member, and several congregation members He used Town Hall meetings by Zoom to interact with the congregation as a whole. Of course, not all people, especially older homebound members, have computers or internet skills to participate in worship online. He also tried other means to meet people with limited success.

In August 2020 the church began to hold in person worship. The church had set up various safety guidelines. These guidelines included spacing in the pews to limit close contact between people, temperature checks as people entered the building, hand sanitizer provided, masks were required, the congregation did not sing although a cantor was used each week to sing the hymns. There was no passing of the peace, no offering collected during the service, plexiglass installed in front of the pulpit and lectern, and ushers dismissed the congregation row by row to exit the building through the rear doors. Approximately 25 people returned for worship. The service was videotaped and made available online later that day. Over the next couple of months attendance increased to about 35 people. In December the number of COVID cases increased and one church member who had been attending in person worship was infected. The session voted to shut down in person worship again. Once again services were videotaped on Saturday and posted online Sunday morning. This lasted until Palm Sunday in 2021. Meanwhile all committee meetings were continuing by Zoom. Since Palm Sunday 2021 the church has had in person worship. Over the months attendance has grown to approximately 50 people on a Sunday morning. As time has gone on various safety protocols have been loosened. Seating restrictions have been loosened, temperature checks have stopped, the plexiglass is gone, and singing while wearing masks is practiced. Most recently the services are now Live Streamed on YouTube and Facebook Live, with the help of a grant from the Presbytery for additional wiring and needed technology.

At the present time most committees still meet by Zoom while some are beginning to meet in person. Most members of the congregation are vaccinated. Still worship attendance is well below pre-COVID numbers. Zoom meetings and Live Streaming are likely to continue even after the pandemic is over. As of January 2022, worshippers were again encouraged to worship virtually as the Omicron Variant swept through our community, while church services in person were available with appropriate COVID protocols in place.

One positive to come out of this was that in late February and early March 2021 session approved the creation of a COVID-19 Memorial that would be placed in the church's front yard. Using hard cardboard tubes, towers were made in the form of a bar graph with each tube representing someone in Delaware that died from COVID-19. Images of people made from the tubes were also built to help tell the story of COVID-19. In June 2021 the memorial was dedicated following the Pentecost worship service and then the next day for the public. The Memorial was publicized by local television stations, local newspapers, Delaware NPR station, national Presbyterian publications, and even USA Today. The church received numerous calls thanking the members for the memorial, stating how much it meant to them.

The church has been changed by COVID-19. Once the pandemic is over the church will continue to Live Stream the worship services allowing people that might otherwise be unable to worship in person to still participate in worship. Church committees and groups have the option of meeting by Zoom or with hybrid meetings. We have created a means of using Facebook and other social media outlets to get the word out about the church. There are still new avenues to explore as we move forward following the pandemic.



This is a bar graph representing those who have died in Delaware as a result of the Corona Virus from March 2020 through June 2021. Each tube stands for one person. Visitors were given the chance to leave a note in memory of a loved one, or to just sit and meditate and pray about the impact this disease has had on our lives.



These figures represent our community in prayer for an end to the Covid -19 Pandemic.

Goals and Objectives (based on Core Values)

Fellowship/Belonging We will:

- Under the leadership of the Deacons, we will reach out to and care for all the church members and friends in need of nurture and sustenance, working to avoid overlooking those in need by regular phone contact and visits especially for those who live alone and/or are homebound.
- Continue to pray faithfully for those on the prayer list and be intentional in contacting members who might be ill, troubled, or grieving, asking Deacons to journal and record their contacts with members of their Care Groups.
- Seek to provide small study/discussion groups to enable people to share and support one another, such as the Stephen Ministries Series on Grieving, or other lay-led studies, including book studies.
- As COVID wanes and it is safe to do so, the Fellowship Committee will provide opportunities for fellowship times which include the monthly social following worship, the annual church picnic, and Thanksgiving covered dish dinners

Mission We will:

- Enhance our mission program, locally, nationally and internationally
- Work to develop and enhance our relationship with our new partners in the Democratic Republic of the Congo by including them in our prayers, providing updates in our newsletter, and identifying specific needs that we can help to provide.
- Coordinate with other faith groups and Code Purple leadership to offer food and shelter to neighbors in need as effects from COVID wane.
- Bring local and Presbyterian missions and their mission co-workers to the attention of the congregation on a regular basis, either during worship, in the newsletter or in the prayer requests in order to keep us connected with what God is doing beyond our church walls and providing opportunities for all to participate.
- Seek to involve as many of our people as possible in hands-on service with Dover Interfaith Mission for Housing (DIMH), Habitat for Humanity, the Murphey School, Downtown Dover Renewal Project, Central Delaware Interfaith Alliance, the food bank, and others.
- Continue to tithe and seek to increase the portion of our budget dedicated to mission causes
- Reengage and encourage our youth and young adults by soliciting their thoughts about their commitment to mission and seeking to know what is important to them.

Worship We will:

- Provide a nourishing and meaningful spiritual experience that is scripture based by relevant for life today
- Revitalize the music program by working to become more multi-generational, offering a variety of music genres, and by reaching out to community musicians for their participation
- Work with our pastor to involve more people and youth in our worship services, continuing our traditional worship style, and yet recognizing and working to include more innovative expressions of the WORD
- Hiring a Music Director/Organist who will seek to provide a rich and varied music offering, through our choirs and including the use of community musicians, when possible, to keep the music program fresh and inviting

Lifelong learning We will:

- Provide Christian education opportunities for people of all ages, through book studies, sermon series, Godly Play curriculum for any children who may once again become part of our congregation, committee work with social agencies within the community
- Reach out to our neighbors to ascertain their needs, hopes and dreams through our Care Groups
- Reach out to other churches for cooperative programs for youth and adults
- Continue to support youth mission trips and conferences, as we work to engage future youth, in worship within the congregation

Justice and Racial Reconciliation

- After COVID restrictions are relaxed, provide Code Purpose shelter for men, as we have in the past by taking about one week per month, providing two meals and a warm place to stay during periods of freezing weather.
- As a Mathew 25 Church, work with local and statewide justice initiatives to defeat structural racism by working with legislators, other social agencies in the community and by holding learning sessions in our church.
- Work with the Presbytery of New Castle to relieve systemic poverty in Dover and Kent County, by partnering with other local agencies and government to work towards solutions for these social issues.

Description & Community Information of Dover, Kent County, Delaware

The Dutch originally colonized Delaware in 1631, followed by the Swedes in 1638. The Dutch established control over the Delaware Colony and ruled it from New Netherlands (New York). After the British seized New Netherlands, Delaware was given to William Penn as part of Pennsylvania and was referred to as The Lower Three Counties.

Delaware joined the other twelve colonies in the American Revolution and in 1776 formed an independent state government. The Three Lower Counties then became the three counties of the State of Delaware, which was the first state to ratify the United States Constitution in 1787. This historic event's landmark is about a half-mile from The Presbyterian Church of Dover, at what was then The Golden Fleece Inn, located on the upper Green.

According to U.S. 2020 Census Results, DE population in 2020 is 989,948 and was estimated to be one million by 2021.

New Castle County is the northernmost of the three counties, with a population of 570,719 according to the 2020 Census Report. Its major city, Wilmington, is the largest city in the state, with a population of 70,376 and is headquarters for Dow/DuPont, GORE Industries, Astra Zeneca, Chemours, etc. Newark, the second largest city in the state, is home to the University of Delaware.

Kent is the middle of the three counties, lying in the coastal plain bordering the Delaware Bay, and the Mason Dixon Line and the State of Maryland to the west. The population of Kent County, according to the 2020 U.S. census estimate, was 181,851. The City of Dover, which became the state capital in 1717, is situated in the center of the county and is the third largest city in the state. Dover recorded a population of 38,199 according to the 2020 Census report. Dover is also the home of the Dover Air Force Base, Delaware Tech and Community College, Delaware State University, and Wilmington University. There are approximately 12,680 households within a five-mile radius of the city center, where The Presbyterian Church of Dover is located. Other major communities within the county include Milford, with a population of 23,765, Harrington, population of 3,663, and Smyrna, population 12,163.

Sussex is the southernmost county and is known for its beach resorts and farming communities. The 2020 Census reports a population of 237,378. Both Wilmington and the resort beaches at Rehoboth Beach are about an hour's drive from Dover.

Dover, Delaware

The City of Dover serves as the capital of the State of Delaware, as well as the county seat, with many stately brick Federal style government buildings. Even so, the city has plenty of small-town charm. The city is adorned with lovely Victorian homes along tree-lined streets. The town center, known as The Green, is fronted by colonial homes dating as far back as 1728. Part of the small-town ambience comes from an abundance of gardens with seasonal flowers throughout the city. During Old Dover Days each May, some of the old homes are open for public display and, along with other festivities, children re-create the May pole dance. The feeling of community is enhanced by weekly concerts on The Green during summer months, fireworks display on the Fourth of July, and the Governor's Halloween House, among other events. In December, a display of lights in the downtown area illuminates the city, with the lights lit at a candlelight carol sing. Throughout the year, there are

numerous arts fairs and house tours. Heritage Park provides walking tours that include the Old State House, Legislative Hall, the Biggs Museum of American Art, the old Church Cemetery which is home to several important personages in our history, and the Victrola Museum.

Kent County is primarily agricultural, with a significant Amish population. Yet in and around Dover are a number of industrial parks and corporate centers such as Kraft Foods, Proctor and Gamble, Bayhealth, and Dover Downs. The Dover Air Force Base and state, county and city government provide employment opportunities for many and economic stability. Most people work locally, so the average commuting time is 25 minutes. Delaware State University, Wilmington College and Delaware Technical and Community College contribute to the educational and cultural life of the city. The Biggs Museum of American Art, the Delaware Agricultural Museum, and the John Dickinson Plantation are local, educational attractions that provide historical and artistic exhibits. The Schwartz Center for the Performing Arts supports a variety of plays, concerts, dance performances, and movies.

Dover Downs hosts a winter harness racing season and two-yearly NASCAR races. Their largest attraction, the Firefly Music Festival, is now in its 6th year. Opportunities for golfing, tennis, fitness, hunting, fishing and boating are available nearby. Dover is less than 100 miles from Wilmington, Philadelphia, Baltimore and Washington, D.C, so it is relatively easy to visit the museums and attractions of these big cities on a day trip. The Dover Mall has plenty of stores in which to shop, including Macy's, Boscov's, JC Penney, Dick's as well as a movie theatre.

There are a number of Senior Care facilities in Dover. Westminster Village is a continuing care retirement community owned and operated by Presbyterian Senior Living Incorporated. There are additional assisted living and nursing home facilities such as Brookdale, State Street Assisted Living, and Courtland Manor. In addition, there are several senior apartment complexes, some rent-controlled, in the city. Delaware is an attractive retirement location, and the Dover area has several active adult communities already established, with several more in development.

Organized activities are available for all members of the family, including Little League, Central Delaware Soccer Association (CDSA) soccer, the YMCA, and a variety of programs run through the Kent County Parks and Recreation department. Parks and Recreation offers educational summer camps, team sports, and field trips to museums, zoos and athletic events as far away, as New York City and Washington, DC.

The school districts in Kent County, particularly the two local ones (Capital and Caesar Rodney), have some of the best academic and extra-curricular programs in the state. Extra-curricular activities popular among previous youth of the Dover Church include band, chorus, athletics, Odyssey of the Mind, and a variety of honor societies. Some of the families in the Dover Church live as far as Middletown (New Castle County), where the children attend a different school district.

Community Concerns

Despite the feeling of community within the city, there are a number of underlying tensions that exist along racial and socio-economic lines. Poverty is a major concern in the community, and it manifests itself in a variety of ways. Residents live in substandard housing, are lacking money for food, fuel or rent, or may be homeless completely. The Salvation Army, located within the Dover city limits,

operates a soup kitchen that serves 75 to 100 persons a day to address the food issue, and they assist with other needs. Kent Ecumenical Food and Crisis Center also operates a food pantry in Dover to aid people who need assistance obtaining food, as do various churches and The Dover Interfaith Mission for Housing (DIMH). Wesley United Methodist Church operates a clothing closet, Westminster Village, a thrift shop, and Salvation Army and Goodwill Industries aid people in need.

Homelessness is another major concern in Dover. There are many reasons for homelessness, with loss of employment, substance abuse by the family wage earner, and domestic violence being the most common. It is currently estimated that a person must earn more than \$15 an hour to afford basic housing in Kent County. Homeless people live in cars, substandard or abandoned buildings, and substandard housing at rent far in excess of value. More than 600 people are served each year by homeless shelters and government agencies, with the local shelters having an average monthly waiting list of 300 persons.

There are currently four homeless shelters in Dover; the

- Whatcoat-Ruth N. Dorsey Shelter in the northern part of the city (near Delaware State University) has 46 beds for men, women and families
- The Shepherd Place in the southern part of Dover has 30 beds for women and children only
- Code Purple Women's Shelter, at Maranatha Church on Rte 8, on the eastern edge of town
- Dover Interfaith Mission for Housing, (DIMH) located close to downtown Dover, has 32 beds for men only. It offers a wide-range of resources through its Resource Center, at which several church members serve as volunteers.

Prior to COVID 19, for several years, during winter freezing temperature spells, the Presbyterian Church, along with 3-4 other churches, has participated in a Code Purple rotating schedule to provide overnight shelter for men who do not have beds. With the advent of COVID and the initial closing of all churches, and because of our aging church congregation, our Session decided not to participate for the last two years. People's Church which is one street over from us, has continued to operate and one or two of our members have helped during cold nights. The shelters provide emergency housing, two meals a day, referrals for more permanent housing, employment counseling and assistance, and a variety of self-improvement workshops to aid people and families in becoming self-sufficient. Donations of furniture, linens, dishes, toiletries and kitchen utensils are often used to help families become established in newfound housing.

One organization addressing the issue of appropriate, affordable housing is Delaware Habitat for Humanity. This group uses volunteer labor and donated supplies, under the direction of trained professionals, to build houses that are sold to families. The Presbyterian Church, along with other downtown churches, has participated in a few "Apostles'- Build" homes that have been built with other downtown churches.

Substance abuse is also a major problem in Dover, as in many cities. Our church is home to several weekly meetings of Alcoholics Anonymous and Narcotics Anonymous/Drug Addiction Counseling Services.

Downtown Dover, primarily Loockerman Street (pronounced "Lockerman"), was once a thriving business district, but has been losing customers to malls and big box stores. Empty storefronts and pockets of poverty in the surrounding blocks, led to a state grant to revitalize the center city. Restoring Central Dover Steering Committee, formed out of the National Council on Agricultural

Life and Labor (NCALL), worked with various stakeholders on the problem. The Presbyterian Church is on the edge of the target area and is represented on the Steering Committee. The \$750,000 grant from Wells Fargo was used to restore Central Dover, by encouraging vibrant businesses, affordable housing, and youth programming. The Restoring Central Dover Committee strives for a strong community focus on strengthening community cohesion through the cultivation of neighborhood groups, improving public safety, engaging youth in the community, and expanding adult and family services.

Delaware Population by Race/Ethnicity as per 2020 Census Data

		2020		2010		Change
		#	%	#	%	
Total		989,948		897,934		10.2%
Race	White	597,763	60.4%	618,617	68.9%	-3.4%
	Black	218,899	22.1%	191,814	21.4%	14.1%
	American Indian	5,148	0.5%	4,181	0.5%	23.1%
	Asian	42,699	4.3%	28,549	3.2%	49.6%
	Pacific Islander	412	0.0%	400	0.0%	3.0%
	Other	48,509	4.9%	30,519	3.4%	58.9%
	Two or More	76,518	7.7%	23,854	2.7%	220.8%
Ethnicity	Hispanic or Latino	104,290	10.5%	73,221	8.2%	42.4%

<https://data.delawareonline.com/census/total-population/total-population-change/delaware/040-10/>

Dover, DE Demographics

Dover, DE population by race

Statistic	Dover	Delaware	National
Population	37,351	973,764	328,239,523
Population density (sq mi)	1,607	504	91
Median age	29.5	39.6	37.7
Male/Female ratio	0.9:1	0.9:1	1.0:1
Married (15yrs & older)	40%	54%	55%
Families w/ Kids under 18	47%	39%	43%
Speak English	89%	87%	79%
Speak Spanish	5%	7%	13%

Race	Dover	Delaware	National
White	45.91%	69.22%	73.35%
Black	43.51%	21.72%	12.63%
Asian	2.74%	3.68%	5.22%
American Indian	0.49%	0.37%	0.82%
Native Hawaiian	0.16%	0.05%	0.18%
Mixed race	5.20%	2.76%	3.06%
Other race	1.99%	2.19%	4.75%

Additional Demographic Information about Dover, DE can be found at the following link.

<https://www.census.gov/quickfacts/fact/table/dovercitydelaware,US/PST045221>

Our Congregation

1.		Membership Report	
Prior Active Members	220	Adjusted Membership	220
Gains		Losses	
Certificate	3	Certificate	2
Youth Professions	0	Deaths	12
Professions/Reaffirmations	0	Deleted for other Reasons	56
Total Gains	3	Total Loses	70
Total Ending Active Members	153		
Average Weekly Worship	50		
Female Members	98		
Friends of Congregation	15		
Ruling Elders on Session	12		
Deacons	9		
Age Distribution			
25 and Under	6		
26-40	9		
41-55	16		
56-70	49		
Over 70	73		
Total Age Distribution	153		
Racial Ethnic			
Asian/Pacific Islander	2		
African American/African	25		
Middle Eastern	0		
Hispanic/Latino	1		
Indigenous	0		
White	125		
Multiracial	0		

2. Members' Occupation and Educational Levels

In August and September, 2016, we conducted a congregation-wide survey. Two-hundred fifty surveys were distributed of which 142 completed surveys were returned. An analysis of respondents revealed a fairly representative reflection of the congregation. The complete summary of results is available on the church website

Occupations of our congregation are as follows:

- Professional careers (51%)
- Business related careers (23%)
- Clerical (9%)
- Military Service (7%); Ordained Ministry or Church Service (6%)
- Homemaker, Labor/Manufacturing, Student, and Tradesperson each under 5%
- Sixty per cent of the congregation is retired; 20% are employed full-time; and 10% employed part-time. About 2% are on disability.

The congregation is a well-educated group of people. Almost 40% possess advanced degrees, 34% have college degrees, and almost 19% have at least some college education. High school diplomas are the highest education for 4.5% while only 2.25% of the congregation has received less than a high school education.

3. Members' homes in relation to the church

Our congregation lives in a total of 13 different zip codes spanning all 3 counties of Delaware. However, the vast majority do live in Dover

- 65% live in Dover (19901 and 19904)
- 9% live in near-by Camden/Wyoming (19934)
- 8½% live in Magnolia (19962)
- 4% live in Middletown (19709)
- 2% live in Smyrna (19977)
- 2% live in Felton (19943), south of Dover.

A few members live in Delmar (19940), Clayton (19938), Frederica (19946), Milford (19963), and Milton (19968).

4. Description of worshiping congregation

Prior to the COVID Pandemic our congregation at worship included at least 1-2 visitors a week, with many of them returning to our church on a regular basis. In years past, children ranging in age from elementary school to high school attended with their families weekly. A special Children's sermon was offered each week by the pastor followed by Children's Church, offered for children in 4th grade and above. In recent years even before COVID our numbers of children attending Sunday School were very few. The Christian Education Team would prepare a lesson in the event that children were in attendance, which was rare. We have had no children attend church during COVID except for visiting grandchildren on few occasions.

Our congregation is predominantly Caucasian (81%) with other ethnicities, such as African American and Asian American represented in attendance as well. We are 64% female and 36% male. As reflected in our occupational status, nearly 74% of the congregation is over 60 years old and many have moved to Dover for retirement. We recognize that attracting and addressing the spiritual and theological needs and service opportunities of active adults over 60 is one of our vital ministries.

Many members remember when we had vital younger congregational groups and lament the lack of families with children and wish to intentionally reach out and attract younger individuals and families to the church. Although we would like to pursue avenues which might bring younger people back into the church, we do realize that this may mean changes in the Service and other programs of the church. Realistically this may be a challenge and may cause some angst; there's a difference between wanting something to go back to the way it was and what has to be done to get that result. Meanwhile in our effort to Revitalize the Church, as one of the requirements of being a "Matthew 25", we must at least continue to reach out to area retirees and empty nesters in order to keep the church growing.

In 2021 the New Castle Presbytery invited the PCD to participate in the Holy Cow Consulting services. Holy Cow Consulting invited church members to participate in a survey aimed at measuring levels of satisfaction and energy of the congregation, pinpointing strengths of the congregation, discovering where members would like to go in the future, and gauging the readiness for change.

Eighty-eight members participated in the surveys. While there was some concern that the surveys didn't factor in the impact of COVID-19, the session did benefit from some of the insights. Some of the strengths of the church include spiritual vitality. This means that the church has a strong experience with God in the lives its members and people are able to integrate God and faith into the everyday fabric of their lives. Hospitality is another strength. The church is a welcoming community and is enriched by those who come from many different walks of life. The third area of strength is the commitment to life-long learning and formation.

The survey revealed four priorities within the church. They are attracting families with children and youth, develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church, work to renew and revitalize the community around the church by building coalitions with partners, and to provide more opportunities for Christian education and spiritual formation at every age and stage of life. The first two of these priorities center around growing the church. The third one centers around the ministry and work of the church outside the walls of the church building. The fourth priority deals with church members' own spiritual growth.

The surveys also revealed challenges facing the church. First is the satisfaction and energy level of the church. There is excitement and energy in some levels of the church but there is also dissatisfaction and lack of energy in other areas. What is not clear is what is causing the dissatisfaction. Some could be related to COVID while some may be due to uncertainties about the future of the church (waiting for the next pastor). Another challenge is concern about worship. While the music program is highly regarded, it has been mostly inactive during COVID, and even prior to COVID had lost some of its diversity in presentation and choice of music. Worship services have been adjusted due to the pandemic and are different from pre-pandemic. A third challenge is also a strength. The church is very theologically diverse. It has been described as "all over the map. It is a strength that unity can be maintained with such a wide range of diversity. The challenge is how does the church make this known to people outside the church that would desire such diversity. One final challenge is dealing with conflict. There is a need at times to openly discuss the sources of conflict.

One final observation is that the church is authority centric. This means that the majority of the congregation places the success of the church on the shoulders of the clergy and session. While this is neither good nor bad, it is something that the next pastor should recognize. It's also important to note that we need to find ways to include those who may feel they have no voice, for whatever reason.

Worship and Attendance

1. Sunday Worship

Worship services for the Presbyterian Church of Dover begin each Sunday morning at 11:00 a.m. Our order of worship can be outlined as follows:

- **Gathering:** Prelude, ringing of the hour, greeting and announcements, passing of peace, call to worship, opening prayer, and hymn
- **Preparing to Hear the Word:** Call to confession, prayer of confession, assurance of pardon, receiving of tithes and sung response, prayer of dedication
- **Proclaiming the Word:** Prayer for illumination, scripture lesson, anthem, scripture lesson, and sermon, hymn, affirmation of faith, prayers of the people, Lord's prayer.
- **Going Forth to Serve:** Hymn, benediction, postlude (everyone remains seated for reflection).

Music is a very special element of our worship services. Our choirs consist of a Chancel Choir, contemporary choir—Faithful in Flannel—and a five-octave hand bell choir—Bells of Praise. Communion is celebrated on the first Sunday of each month and also at special services (Ash Wednesday, Maundy Thursday, Easter, Christmas Eve, and Pentecost). In September 2021 we lost our long-time organist who retired. Then in December 2021 we lost our Music Director and are currently searching for an Organist/Music Director, while one of our Choir members stands in as the Music Director and we rely on guest organists or the SOS computerized organ playing program.

In our survey, respondents chose as the most important part of a worship service the sermon, followed by music, both congregational singing and choirs. It is important to most people that the sermon be challenging and thought-provoking and reflect issues and events beyond the personal, be inspirational and scripturally based, or illustrated.

2. Special and Seasonal Services

Throughout the year we have several special services. Our Lenten services include Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday, and Holy Saturday Prayer Vigil. Following the Easter Sunday service the congregation participates in a “Flowering of the Cross” on the church lawn to celebrate the resurrection of our Lord.

Pentecost is celebrated with everyone wearing red. The first Sunday of October we celebrate World Communion Sunday. The Sunday nearest All Saints' Day provides an opportunity for congregants to remember all those who have passed into Eternity during the previous twelve months. Advent includes our tradition of the “Greening of the Church” in which parishioners decorate the sanctuary with live greens gathered and made into wreaths and roping. Christmas Eve has in the past included two services; a children's service at 5 p.m and an adult 9 p.m. candlelight service which includes lessons and carols. During COVID we have limited this to one service.

3. Attendance patterns

In 2021 our average attendance was 50. Obviously, COVID has impacted in person attendance and we have begun to collect data on those accessing the service through Live streaming and on You Tube, as well as those attending in person.

Education Programs at the Presbyterian Church of Dover

1. Infants to Senior High

The curriculum we've used in recent past years is *Godly Play* and is taught by trained volunteers. This curriculum allows for Bible story telling with a hands-on diorama with characters to be acted out by the children. The lessons are age- appropriate and generally based on the Lectionary.

In years past we've had small groups of junior and senior high school students, but those numbers have decreased significantly in recent years. We had a strong Youth Group sponsored by parents and other volunteers. As an outreach ministry, children have visited residents of the Heritage Retirement Community, with whom they have jointly worked on no-sew knotted blankets for youth hospitalized at Bayhealth Hospital Pediatrics department. On occasion, children have participated in Worship services as ushers, greeters, or lay leaders. We have also had children go to Triennium and even had a group go to Haiti several years ago.

However, in the couple of years prior to COVID those numbers had also dwindled, and often though a volunteer would prepare a lesson, there were no children in attendance. Since the start of the Pandemic, we have had no Sunday School Activities for children.

As the Pandemic hit our Deacons divided our church families into Care Groups for monitoring communication. In a review of those Care Groups, we've identified a possible 12 children who might still be able to participate in Sunday School activities when things get back to a more normal schedule.

2. Adults involved in Lifelong Learning:

We offer a 4-to-6-week adult or faith formation series with groups meeting once a month. Discussions have included Old Testament topics, timely hot-button issues, sacred music, the Nicene and Apostles' Creeds, mission focus areas and, during our Tercentennial year (2014), the history of this congregation, and more recently book studies that have to do with the issues of Race. Although generally led by the pastor, there has also been lay leadership. Attendance has averaged about 5-7.

Our Faith-Filled Aging discussion group, intended for but not limited to retirees, meets twice a month. Under lay leadership, this group has focused on health and financial issues as well as prayer and faith topics. About 7-10 people are involved with this group. There are three Women's Circle groups that meet at various times during the week.

Another group of members has met with others from churches and other social and governmental agencies in the Dover area, known as the Tool Shed, to address political, social and justice issues that have arisen. As a Matthew 25 church we feel that we must be involved in the decision-making process that impacts the community in which we as a church are a part.

The pastor and Session members, occasionally with others, participate annually in a planning and rededication retreat. The pastor generally suggests the topic and leads discussion.

Other Programs of Importance in the Church

1. Care Groups

With the advent of the Pandemic, it became quite clear that we needed a better way to keep in touch with our elderly congregation and especially those who live alone. Our Deacons divided our congregation into Care Groups of 12 to 15 families for the purpose of making regular phone calls to check in and assess any needs. This has been an effective way to keep everyone connected in this trying time.

2. Code Purple

In the couple of years prior to COVID, we've offered a ministry to the homeless men of Dover during the winter months (late November to mid-March, if temperature is below 32 degrees). The church social hall is opened to house 20-24 men overnight. Roughly 45-60 church volunteers have helped to provide and serve a dinner meal and snacks, log the men in when they arrive, and stay overnight with them. No staff participation or leadership is expected but it is encouraged. This has changed over the last two years with the advent of the Pandemic. Because so many of our members are over 60 and at greater risk of becoming very ill, it was deemed too risky to house the program in our social hall for the past two years. We have a couple of volunteers who assist in a neighboring church that has continued to house the men on the coldest nights of winter.

3. Dover Interfaith Mission Housing Program (DIMH)

This ministry has grown out of an ecumenical group organized to assist the homeless in our city. Currently we support this group by providing home cooked meals, prepared and frozen in our renovated commercial kitchen and taken to the facility. Also, since the pandemic began, a core group of our church members have taken turns providing meals every Friday night at the center. Additionally, we have joined with three other churches to provide 40 lunch bags one week per month, containing non-perishable snacks for walk-ins who are hungry.

4. Presbyterian Women

This group is open to all women of the church. There are 3 circles that meet in varying places and times each month. The groups nurture their faith through prayer and Bible study, support the mission of the church worldwide, work for justice and peace and build an inclusive, caring community of women that strengthens the Presbyterian Church (USA). They meet several times during the year as one group for a fall and spring gathering, an annual retreat at Ocean City, MD., as well as for circle meetings. The pastor generally opens the study year in the fall by leading the introductory lesson.

5. Chancel Choir

The Chancel choir leads the congregation in worship weekly and sings an anthem at least 3 Sundays a month. They meet for rehearsal every Thursday evening (Sept- June) in the choir room and occasionally in the sanctuary. There are roughly 15-24 members led by the Music Director (staff member) and the organist (staff member). During the Pandemic there have been no choir rehearsals of any kind due to the nature of singing and it being a super-spreader activity of the virus. The Music Director has arranged for one person each week to cantor the hymns and provide special music.

6. Faithful in Flannel

This choir began as an intergenerational choir, and sings once or twice a month in worship, meets weekly on Thursday evening (Sept.-June) in choir room before Chancel choir. This choir sings more

contemporary music, to include spirituals and gospel style music. There are roughly 15 members, and they also are led by the Music Director and the organist. They occasionally travel to area Nursing Homes for the elderly and at ecumenical events in other churches.

7. Bells of Praise Handbell Choir

This is an advanced bell choir for high school youth and adults. There are 14 ringers led by the Handbell Director (staff position). They meet once a week in the choir room on Monday evenings. The bell choir plays one Sunday each month (Sept.-May) as well as playing service music or accompaniment for vocal choir anthems when needed. They attend at least one regional conference for Bell Ringers per year.

8. Technology

This is a new group to the church. With the advent of the pandemic, it became clear quite quickly that we needed alternatives to provide the Word of God to the congregation beyond in-person worship services. When all public buildings, including churches were closed by the Governor in March of 2020, we were ill prepared for addressing this issue. Thanks to several members with technical skills, including recent college graduates, we were able to begin taping separate sections of the worship service, then combining them into one video that could be posted on You Tube. Since that time, with the help of a grant from the Presbytery, we have wired the chancel and purchased an internet capable laptop and camera to Live Stream the services. They are then edited and preserved and posted to You Tube. We have a team of volunteers who share the Sunday duties and have hired a new Social Media Coordinator, from the congregation to organize these efforts. We are proud that we've been able to accomplish this task during such a trying time.

Other organizations that use our facilities:

1. Kent Chamber Choir

KCC is a community-auditioned group of sixteen Chamber singers that meet in the sanctuary of the church once a week to practice. They meet on Monday evenings from September to May. At this time 1 or 2 church members sing with the group. No staff participation is expected. KCC also uses the church as a concert venue once or twice a year.

2. Alcoholics Anonymous

There is one meeting a month on the first Monday of the month held in the Social Hall. Roughly 20 people attend, and no staff participation is there.

3. Narcotics Anonymous

There is one meeting a month held in the Social Hall. Roughly 20 people attend, and no staff participation is there. This was one of the first groups to come back once the building was able to be open to the public.

4. DelRods

This is a group of car enthusiasts that collect, or own, hot rods or older cars. They meet on the 3rd Thursday of every month with roughly 25 people in attendance. Several members of the church participate. They meet in the Assembly Room.

5. Daybreak Counseling –

This is an independent Christian-based counseling service that uses the Christian Education office as its meeting place in Dover. The counselors meet with their clients at varying times of the day and early evening. Members of the church have used the service provided by Daybreak. No staff members are expected to attend.

6. New Castle Presbytery

The Presbytery and its various committees have often met in our church because it is the midpoint in the state.

Property and Facilities

The church building sits at the corner of South State Street and Reed Street. The present church was built starting in 1923 consisting of the present Sanctuary, Old Narthex, a Balcony, Assembly room, Steeple, Social Hall and Kitchen heated by a coal fired boiler and heated by steam radiators.

In 1957, a three-level Education wing was added, including Sunday school and meeting areas, offices, choir rehearsal areas and rest rooms. The addition included three-story stair wells on the NW and SE corners.

The Chancel was reconfigured in 1963 to accommodate a secondhand pipe organ, which was disassembled and transported from Connecticut, and reassembled in the church. In recent years, the pipe organ, which was beginning to be costly to repair, was replaced with an electronic organ, which is still in use. This was done through a special fund-raising event. In the last year we've been able to contract with SOS to have the organ played electronically while we wait to find a new organist. In 1990, the New Narthex was added to meet ADA requirements. The SE stairs were removed, and an elevator was added, with new stairs, and the portico was added which allowed wheelchair access through the double doors of the Narthex and the side door of the Old Narthex. The two Office floor bathrooms were also reconfigured to meet ADA requirements.

In 2013, a Capital Improvement Fund of \$300,000 was established to upgrade the church around the time of the 300th Anniversary of its founding on Governor's Avenue in 1714. The original cemetery still remains at that location and is still serving as a burial place for the church. The previous church (1791) and Sunday School Chapel remains at that location and are used by the state as a museum and a place for storage of costumes and set for a Children's Theatre group.

Projects completed with the Capital Improvement Funds:

The upgrades included new sanctuary windows, upgraded electrical C/B boxes, converted chair storage into an ADA toilet in the new narthex, replaced folding metal chairs in the social hall to stacking chairs, upgrades the Social Hall with asbestos removal of tile and pipe insulation, new vinyl tile flooring, suspended ceiling, AC units and painting. A storage area was rebuilt, and the kitchen was outfitted with a sump pump system and new furnishings and appliances, bringing it into compliance as a commercial kitchen. The bathrooms on 2nd, 3rd, and Social Hall levels were upgraded, as well as the Pastor's bathroom. Lighting in chancel and a new sanctuary sound system were put in. Door locks in entire building were put on Master Key system and panic bars were added on several doors. A new video system was installed with six cameras for security. A new boiler was installed with indirect heated water heater for the new dishwasher. (Previous boiler developed casting leak after 15 years of service.)

The Presbyterian Church of Dover is Handicap Accessible in the following areas:

The entrance to the New Narthex of the church is handicap accessible through the street level double doors located under the portico. The side entrance of the church into the Old Narthex is also a street level handicap entrance. Our sanctuary on the Lectern side has a clearly marked handicap accessible front pew that will accommodate two wheelchairs.

Our Audio equipment was recently replaced (2016), including a new amplifier, new microphones and speakers. There are three headsets that are compatible with the system for use by the hearing impaired.

The elevator located in the New Narthex was added in 1990 and meets ADA requirements. It is serviced regularly, and all areas of the church are reachable by using the elevator. The bathroom in the New Narthex and the one bathroom on the third floor are clearly marked as handicap accessible.

Church Mission Projects

It is highly important to the Dover Presbyterian Church that 10% of our budget is set aside for mission causes. The Interpreting Mission, Peace and Justice Committee (IMPJ) is an active group in supporting the mission work of our church. The members meet to discuss the goals of our church as it relates to issues of justice and peace-making in our world. This includes supporting the needs of mission programs both locally and throughout the world. We try to identify those needs that we can most effectively impact for God's Kingdom in Dover, Delaware, the Presbytery and throughout the world where the Presbyterian Church USSA is at work.

1. Local Outreach

The greatest involvement of members of the congregation has been with the Dover Interfaith Ministry for Housing, or DIMH, which is an overnight homeless shelter for 30-40 men and walk-in resource center, as well as the Code Purple rotating overnight shelter in our church basement during freezing cold weather.

Over the years our members have donated their skills to the Central Delaware Habitat for Humanity and to their Restore for recycling materials, furniture and appliances needed by families starting over.

We also financially contribute to the following local agencies; the

- Murphey School boarding home for children and youth without family support
- Women Helping Women clinic for Hispanic Women in Marydel, MD
- Kent Ecumenical Food and Crisis Fund
- Delayed Action for Childhood Arrivals, or DACA, for students needs at DE State

2. National and International Outreach

We support the international outreach of Newcastle Presbytery. Over the years we have provided consistent representation on the Presbytery Mission Committee. Several of our members have attended mission trips to Guatemala, observing the ministry to Mayan women through the Clinica Maya, which provides medical assistance, sewing classes, and has organized women's cooperative development groups to provide income through vegetable gardens and/or cattle raising. We have established communication and prayer support with the Guatemalan women's groups and our Presbyterian Women's Circles. Other cooperative projects there have been installing water filters, constructing latrines, and repairing earthquake or storm damage. We support the outreach of the

General Assembly by contributing to the support of mission co-workers Sandy and Brian Thompson-Royers dedicated to women’s and family ministries in Guatemala.

Since the Guatemala Partnership is heavily supported by large churches within the Presbytery, this year we have decided to establish our own relationship with a sister church in the Congo, and focus our international support in the Democratic Republic of the Congo, or DRC. In December 2021 an official agreement was signed in our church establishing a relationship with the Kanga Bobumue Parish, as recommended by the Presbytery. We also continue to provide support for the Good Shepherd Hospital in the DRC

3. General Assembly Level of Presbyterian Church USA

We as a church continue to support the PC theological education fund, the PC/USA Disaster Relief Fund, with additional funds collected for Disaster Relief in Haiti and US Gulf hurricanes. Our church is generous in the three annual projects, One Great Hour of Sharing, Peacemaking, and Christmas Joy offerings.

Board-Committees Structure and Composition

The governance of the church is organized into three main boards: Board of Ruling Elders or Session, Board of Deacons, and Board of Trustees. Sub-sections of the Session include several standing committees. For ease of reference the organization and composition of each Board and Committee is presented in a table below. We indicate when and which other staff participate on a Committee and indicate the level of pastoral leadership/participation required for each one.

Boards	Purpose
Session, Ruling Elders	12 Elders are responsible for governing the congregation and guiding the congregation to become a community of faith, hope, love, and witness. The Session meets monthly with the Pastor moderates the meeting.
Deacons	9 Deacons support the various needs of the church community as well as the general Dover community, assisting those who have lost a loved one, are in financial distress, those who have lost their way and those who are lonely. This group meets monthly and usually independent, with regular participation with the Minister.
Trustees	3 Trustees have the powers of holding, managing, and transferring property, real or personal, for the congregation after approval of the congregation. This group meets as needed.
Committees	
Administration	This committee watches over and guides the finances and day-to-day activities of the church and meets with the Pastor as needed.
Personnel (<i>sub-committee of Admin</i>)	This committee reviews and recommends personnel policies for the church, conducts annual staff reviews, and reviews the adequacy of compensation for employees. This group meets monthly as needed, with regular communication with the Pastor
Communication (<i>sub-committee of Admin</i>)	This committee endeavors to improve and enhance the communication between the church and its members, and also between the church and the larger community. Monitors website, television information monitor, twice weekly email blasts, and monthly newsletters. This group meets as needed, with regular communication with the Pastor.

<p>Technology <i>(sub-committee of Admin)</i></p>	<p>This is new group of interested volunteers with a Tech Coordinator are responsible for taping the Live Worship Services and posting to Facebook for Live Streaming and You Tube posting. This group meets as needed, and with regular communication with the Pastor.</p>
<p>Stewardship <i>(Sub-committee of Admin)</i></p>	<p>This committee endeavors to encourage faithful giving as a response to God’s abundant blessings. The Stewardship Committee Chair plans, oversees and communicates with the congregation the Stewardship Campaign, which runs annually for a 4/5-week period in the fall. Input is sought from the Pastor and other church ministries with Minutes for Mission held each Sunday throughout the campaign, and the last Sunday set aside as Dedication Sunday.</p>
<p>Fellowship</p>	<p>This group coordinates, sponsors and/or provides a variety of activities intended to be opportunities for fun, sharing, and fellowship for the entire church family. This group meets as needed, and with regular communication with the Pastor.</p>
<p>Interpreting Mission, Peace and Justice (IMPJ)</p>	<p>This group of about six concentrates on supporting local and national agencies/groups. It brings awareness to the church members of humanitarian issues both locally, regionally, nationally and abroad.</p>
<p>Membership</p>	<p>This group’s mission is to connect with current and potential members of the church, encourage active participation of members, support through prayer and greeting card ministry, partners with Clerk of Session in maintaining accurate records of church membership, updates church directory. This group meets monthly, with regular communication with the Pastor.</p>
<p>Memorial Endowments & Gifts</p>	<p>This group of 4 monitors church investments working closely with Merrill Lynch representative and meets as needed.</p>
<p>Nominating</p>	<p>This group consists of one each from Session and Deacons, and 3 congregation members. It nominates members to serve as Elders, Deacons, Trustees, and Auditors, and on Cemetery and Endowment Committees; meets as needed, with regular communication with the Pastor.</p>
<p>Property</p>	<p>This group of 10-12 is responsible for the maintenance of the church building and grounds. It monitors the Capital Improvement Projects and initiates some major upgrades within the church. They meet monthly, or as needed, with regular communication with the Pastor.</p>
<p>Cemetery <i>(sub-committee of Property)</i></p>	<p>This committee of 3 oversees the upkeep of the cemetery and keeps records of burials and plots sold. This committee works independently and with collaboration of the Property Committee.</p>
<p>Worship</p>	<p>This group of 10-12 works to ensure reverent, faith filled, meaningful worship service for our parishioners. They work closely with music staff of church, hold communion server's classes, line up ushers, greeters and lay leaders throughout the year and meets with the Pastor monthly, and the Music Director to plan out hymns to go along with the lectionary, special music, and any other special activities as part of the worship service.</p>

