



Lakewood Presbyterian Church

Open. Inclusive. Affirming.

Mission Study

September 2022



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Our Mission Statement



We are God's people doing God's work in our community.

We believe that God created Lakewood Presbyterian to invite and include all people to participate in the worship and ministry of the church.



Worship, which includes the sacraments, is central to the life of each individual and is expressed best by fully incorporating the diversity of the community.



Our Mission Statement



We believe we have responsibility to encourage and provide for life/long learning throughout our individual and shared faith journey.

As Christians, we are obedient to Christ and, therefore, reach out and serve others.



We value our relationships with one another. We believe that, through our experiences within the church, we grow in our ability to share God's truth in our everyday lives.





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Introduction

With open hearts, we the people of Lakewood Presbyterian Church (LPC) seek to do justice, love kindness and walk humbly with God. LPC is a small and intimate church with its own unique story that reflects both God's love of us (even as imperfect people), and God's call to us to be radically transformed in the spirit of that love.

We begin our presentation of our church and its mission with a recognition of the congregation's genuine willingness to value the innate good that each of us embodies. We have chosen to be an open and affirming congregation. We include a diverse group of young families as well as older members, members from third generation families, members who have joined more recently, individuals with special needs, individuals who are highly educated, people with material wealth, people receiving entitlements, and members from a spectrum of human racial, ethnic, political and cultural identities. To a person, what is most cherished about LPC is that we can be known, and accepted, and offered the chance to flourish in this congregation.





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Reason For Mission Study

Our generous, wise and courageous pastor of more than 30 years retired in May 2021. Since January 2022, we have been privileged to work with an amazing transitional pastor who has challenged and supported us in charting our path forward. We are increasingly mobilizing, building our strength as a congregation, and becoming empowered by our responsibility to evolve and more fully live into the church we want to be. As such, we have undertaken a mission study to pull together all the information we have, pertinent to our ability to sustain a church and call a permanent pastor.

Mission Study Process

Session, at the prompting of our Adult Education and Mission Committees, decided that we would use our spring study of the book, *Neighborhood Church: Transforming Your Congregation Into A Powerhouse For Mission* as a way of articulating our sense of call in Lakewood, hoping to go beyond last year's preparatory discussions in the Vital Congregations Initiative (VCI). With the grounding in a shared sense of direction and purpose created by the class, we formed a Mission Study Committee consisting of three Session members and three members at large from the church.

The committee has studied and summarized information from:

- VCI Congregational Survey and Church Study of the Seven Marks of a Vital Congregation;
- Neighborhood Church Study Input;
- LPC History (written and oral);
- Young Adults Focus Group Meeting;
- Financial Reports and Discussion with Church Treasurer;
- Attendance and Membership Rolls and Discussion with Clerk of Session; and
- Church Annual Reports and Discussion with Session Committee Chairs.

Mission Study Members

Becky Buescher
Connie Dunkelberger
Dina Lorraine
Chris Piatt
Dauna Rittenhouse
Tim Rogiers





Our History

The beginnings of Lakewood Presbyterian Church predate the name and affiliation with the denomination. According to a 1960 booklet written about the Little Brown Church, the church began in 1912 as a Sunday school and did not include a full worship service until May 1913. It was affiliated with the Congregational Church body. Land was donated for a building and a small group of people moved forward with volunteer labor to construct it, even getting a bell from San Francisco in 1916.

As time went on, the group received minimal support from the Congregational denomination, so they affiliated with the Evangelical Lutheran Conference (ELC) and became known as the Little Brown Church. Later, the church experienced dissension over the accepted method of baptism and they disassociated from ELC in 1946. In 1956, the pastor, Rev. Harry Dietz, extended his time at one year to help the church through formal affiliation with the Olympia Presbytery. This was accomplished and Berean Presbyterian Church was born. In 1960, the church moved into a new building and changed its name to Lakewood Presbyterian Church to make the location more identifiable.



During the late 1960s and 70s, church membership grew. There was an active youth group, which met weekly at a leader's home. Each year Vacation Bible School was held and many children from the neighborhood attended, as well as the children of the members. The church had an annual budget of \$250,000. An office wing was added to the church building. When that construction was complete, plans were made to have an educational facility that would eventually include a new sanctuary on the upper level.

At about the same time, a small but vocal group of members expressed the desire to have a more "Pentecostal" approach to worship which included speaking in tongues. The pastor at the time encouraged the group and later left the church with this group. This added to the internal strife of cost overruns of the building project and the financial burden of the large mortgage. Eventually the LPC Session resigned en-masse and half of the membership left the congregation. The church faced uncertainty. The unfinished "basement" addition remains a reminder of this time. (We have tried to find use for the space, including storage use by community groups such as Habitat for Humanity and the Lakewood Players Theater group.)



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Remaining members voted to try to keep the church viable. Rev. Irwin, a retired Air Force colonel, served one year for free as an interim pastor. In 1992, Rev. Barlow Buescher, an instructor at Pierce College, was called to a three-quarter time position. He was introduced at Presbytery as “being called to pastor a dying suburban church.” Although the church never gained back previous membership numbers, for the next 30 years the church survived as a small but vital, open and affirming congregation under Pastor Barlow’s leadership.



Our Mission Statement was developed and we began to participate in many community and social justice projects. Some of our long-term affiliations are: Associated Ministries, Faith Action Network, Emergency Food Network, and the Methodist meal program in Lakewood. Our church building has been used as a community resource throughout those 30 years. Groups who have benefited include Lighthouse Education, Idlewild Preschool, and Juvenile Diversion. One long term usage was for a latchkey program directed for many years by Maryanne Dodd, one of our longtime members. School-age children received care before and after school in a safe and loving environment. There are adults in the community who fondly remember their time as an LPC latchkey participant. More recently, the space was used as a cooperative preschool until the COVID-19 pandemic forced closure. When the preschool was safe to reopen, the organization said it needed more space and found a new venue. We have also nested three congregations who grew until they needed facilities of their own: two Korean Presbyterian groups and the Kenyan Presbyterian congregation, Umoja.



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Although community service was stressed during these years, member care and spiritual growth were paramount. The church held retreats, short term classes, visionary searches and discernment meetings. The church also had social gatherings, including yearly hikes, chili cook-offs, bunco and movie nights. With all the activity there came a time when the workload of the church, and Pastor Barlow's other job commitments led to the creation of an associate pastor position. Rev. Mary McGonigal was called, and served with Pastor Barlow for 10 years, until she left to devote more time to her financial planning career. Later, Rev. Julie Johnson served LPC first as a student intern and then as a newly ordained pastor. She worked with our young adult group until she received a call to become the pastor at Fircrest Presbyterian Church.





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Pastor Barlow announced his plan to retire in 2020, but the disruption of the pandemic and concern about potential political unrest led him to extend his time with LPC. He retired as our pastor on May 31, 2021. He was so beloved that many could not imagine Lakewood Presbyterian Church without him.

We have grieved, but carry on. The congregation is now looking to the future to discern where the church can facilitate the spiritual growth of its members to continue serving our local community.





Current Programs and Ministries

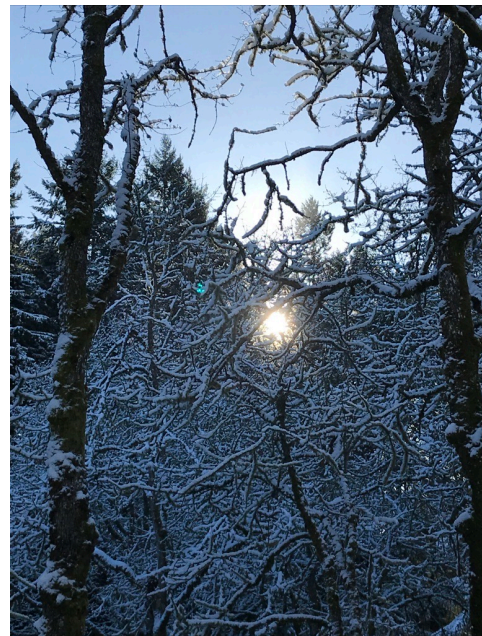
Worship



At the end of 2020, the Worship Committee Chair, Suzanne Datin, reported the year "...started with church as usual. We ordained our new Deacons and Elders and held our annual congregation meeting and potluck. We worshiped and sang together in the sanctuary to live music on our beautiful grand piano, watching the flames of the candles flicker on each side of our large cross. Remember the hugs; the sound of children; greeting each other as family as each person arrived? Remember passing the offering plate, the communion bread and wine?"

Remember grieving together for what we have lost? Remember in March 2020 how we found a way to keep us together?"

We are proud of this effort. It became, as the Pastor's Report described, "...a year of finding entirely new energies to reinvent ourselves over and over as we sought to adjust to the circumstances for which none of us had a fully developed toolset. In truth, we did quite marvelously and the resources that came from within the congregation were astounding."

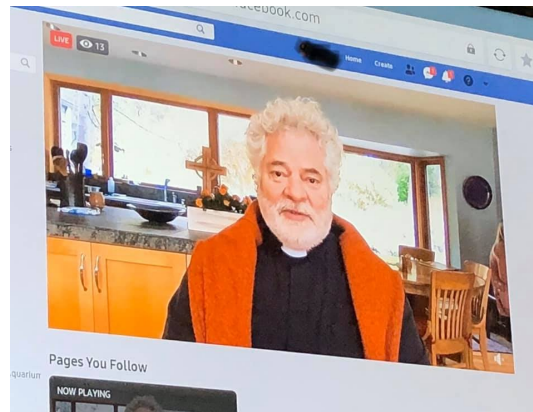




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The Worship Committee further reported, “Dan Evans and Robert Cochran jumped right into finding a technical solution to keep us worshipping together via Zoom and Facebook Live. Pastor Barlow continued to put together the worship service and guided us through the discomfort of our new, sheltered world by providing meaningful sermons. Jennifer Matson played the keyboard streaming remotely from her home and Candice Cochran sang the hymns. Lorraine Maida created a PowerPoint presentation of the worship service presented online during the service. Zoom and Facebook links were emailed to LPC members and our worship leaders presented their part via Zoom from their homes.



Kelsey Boyce assisted with production of a kids’ video, and also sang “This Is My Father’s World” with her dad, Kurt Sample, in a video featuring the beauty of Sound View Camp. As Maundy Thursday neared, we found that the *Book of Order* allows for virtual communion with approval from the Session. At the end of the year children created videos of lighting the advent candles and to our delight we had a wonderful Puppet Show from Jennifer Duran, her husband Eric Saldana and son Lucas telling their version of the Christmas Story.

We identified and reached out to seven people in the congregation who didn’t have the technology to attend worship online. The Deacons were asked to call these people on a regular basis to see if they needed prayers or anything from their church family. A few months later, with a lot of precautions, the church re-opened to those few people to attend the service at the church with Pastor Barlow presiding, while the remaining congregation participated online.

In these unprecedented times, we faced the challenge to make worship meaningful as we had to physically distance ourselves from each other. Our online presence allowed LPC to reach so many friends of the church near and far who otherwise would not have attended in person. Many hours were required from our volunteers, but we did it! We never expected to be quarantined from each other so long, but by the grace of God, we continued to worship together in a meaningful way.”



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Now, with Pastor Barlow's retirement, and a transition period extending well beyond a year, there are some signs of fraying. The congregation has experienced a year of changing players, needing to arrange and depend on pulpit supply, the service of Bridge Pastor Robin Crawford and now sharing Transitional Pastor Tom Paine with First Presbyterian Church of Tenino. We are truly grateful for these generous and capable partners in ministry and over the past months we have slowly grown the in-person presence to between 25-30 congregants each week. This compares to the 40-45 we averaged pre-COVID, though, and truthfully there are members who are not engaging as they were before or who are attending inconsistently at this time.



Pastor Tom Paine has stepped in to help us with our time of transition.



Deacons/Mission Support

The past two years have also been unusual for the mission activities of Lakewood Presbyterian Church. We still meet our goal of giving 10% of our income to Presbytery, Synod, and General Assembly, we continue to be generous through our Two-Cents-A-Meal program and we participate in each of the denomination's Special Offerings and in Presbyterian Disaster Relief.

We continue to do our best to meet needs in the community through the Deacons' efforts. The Deacons have donated to LASA, Wishing Well, Hagar's Community Church at the WCCW, Northwest Immigration Project, Emergency Food Network, Sound Athletics, L'Arche, Sound View Camp and Advocates for Immigrants in Detention NW. We also support the Little Free Pantry by maintaining it in our parking lot as the first Lakewood site. Other members of the church help as well, working in conjunction with the Lakewood Rotary Club. We have consistently participated in the Hunger Walk and even managed to stay connected when it was virtual.

The Deacons of Lakewood Presbyterian Church maintain their work of caring for the congregation through continued unusual times. Examples include cards and phone calls to check in with members to attempt to keep in contact. Thanksgiving and Christmas gift cards are given to three families and three individuals in lieu of baskets. This enables personal choices in the purchase of items that they can use for their specific needs. A giving tree continues to be created for those we help with additional support at Christmas, and adults were added to the list recently as well.

In addition, we have also done a lot of mission work through our adult education. In learning about environmental and racial injustice we have positioned ourselves to be more engaged in the relevant mission needs of our community and society. Flowing out of our studies, we've put up a bulletin board that emphasizes our perceived call from God to build beloved community around three main pillars:

- **Earth care**
- **Racial justice**
- **Safe refuge**

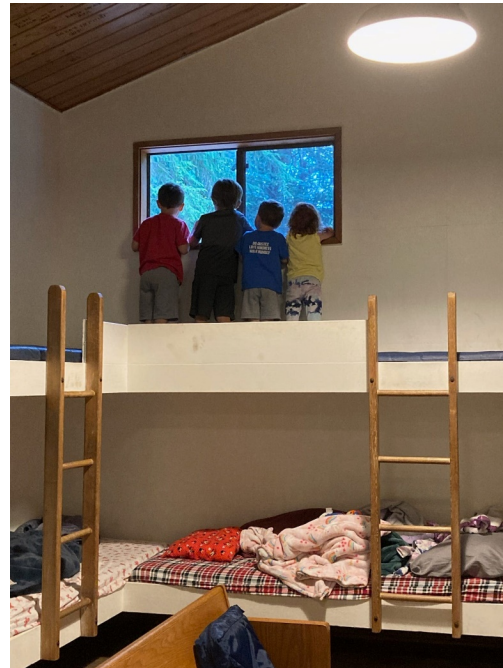




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Last, but not least, at several junctures throughout the past few years, we mobilized to help support Sound View Camp. We are very committed to that ministry to young people, and contribute financially, through hands-on work at the camp, advocacy and participation in its programs.





Education/Formation

Children

As of July 2022, our children's programs are largely suspended. We began 2020 well resourced for both nursery and children's education, with part-time staff responsible for those efforts. Additionally, we were part of a multi-church youth group which was promising under new leadership and direction. The Covid crisis did a lot of damage to our efforts; online engagement with children was not successful and staff have left. Discovering how to get resources and support for education to the youth of the church will be a major focus when we are on more stable footing.





Adults

Adult programming has remained very active however, with adult members able to more flexibly make use of Zoom and hybrid formats. For many years past, we had a well-attended weekly in-person study of lectionary readings prior to worship, but the death of key members combined with Covid restrictions took its toll. So we offered the congregation an online study in Bible basics, covering the entire scripture with a seven month curriculum based on Louisville Presbyterian Theological Seminary professor Dr. Tyler D. Mayfield's work. We alternated the Bible Study every other month with a Book Club that selected books on race, climate change, Jesus, book banning, and life at Los Alamos as the atomic bomb was developed.



Our biggest and most recent effort has been an in-person class utilizing *Neighborhood Church: Transforming Your Congregation Into A Powerhouse For Mission*, by Krin Van Tatenhove and Rob Mueller. The Session agreed to use this study as the basis for developing our collective sense of mission and calling as a church, to be used in our formal Mission Study. A total of 22 Session and congregational members participated in six classes facilitated by Transitional Pastor Tom Paine and two members of Session. The class generated a great deal of discussion and energy for the move forward, which is summarized in the section on LPC's call.

The Adult Education Committee had further ideas for our future study. Among them are:

- Meeting young adults' needs and interests is an important priority for our church. Most of our young adults are working parents of young children and also have aging parents. The pandemic has added another layer of stress. They may benefit from small group time where learning and peer support occur, and they can be encouraged in their personal, social and spiritual formation.
- Our older adults probably most appreciate getting together and socializing or doing enjoyable activities. A particular topic of study may be less important.
- Social, mission and education functions of the congregation overlap. We often have more interest in adult education with an emphasis on fun activities or mission work in the community, rather than an overt learning or intellectual/academic focus.



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Social

The Social Committee began its planning for events in 2020, including the traditional Palm Sunday Breakfast, Easter Egg Hunt, Church Picnic and Women's Retreat, but determined over the course of the year that all should be canceled due to the risks associated with the COVID-19 pandemic. We've tried as best we could to maintain social connections through Zoom events, such as coffee fellowship, Brews & Views (up through October 2020), Book Club and Bible Study. We carried over our deposit to Camp Arnold in hopes that we could reschedule the Women's Retreat in 2021. But with the ongoing nature of the pandemic there was only one all church social event during 2021. In late August we had an amazing afternoon honoring Rev. Barlow Buescher and his 31 years of service to Lakewood Presbyterian Church. He had officially retired at the end of May but to reduce the risk from COVID-19 the celebration party was postponed until August 2021. Over 100 participants attended and many more sent their thanks to Barlow for his leadership. Wonderful food was catered for the event on the north lawn of the church and several large tents provided shelter from the day's sun. It was an event to remember!



Currently, we are glad to be able to resume our coffee fellowship after worship. Although smaller than in the past, the weekly gathering gives us the chance to stay in touch and support one another through life's ups and downs. We look forward to eventually reinstating our activities that we have enjoyed in the past, such as:



- Ukranian Easter Egg Decorating Party
- Young Adult Lunch and Easter Egg Hunt
- Palm Sunday Breakfast
- Easter Egg Hunt
- Tacoma Artwalk
- Women's Retreat
- Grownup's Film
- Adult Bike Ride
- Kid's Hike
- Old-Fashioned Church Picnic
- Ice Cream Social
- Cookie Baking/College Student Care Packages
- Chili Cook-Off
- Christmas Sing and Sweater Party
- Christmas Revels



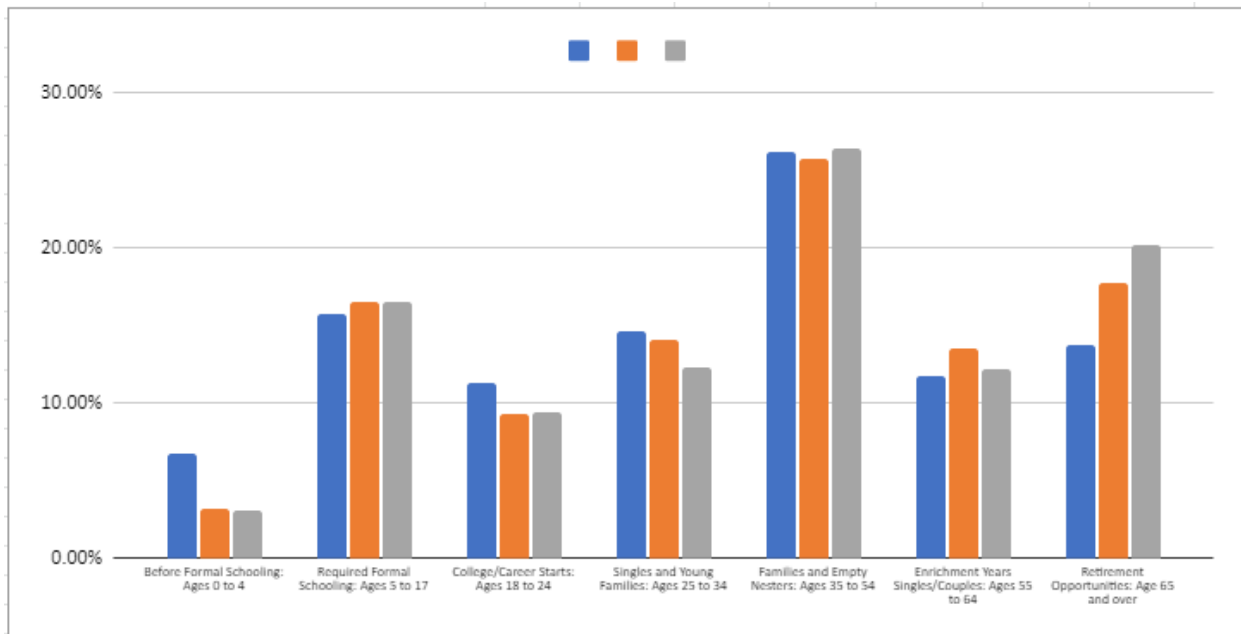
Demographics of Community





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Racial/Ethnic Trends

Racial/Ethnic Trends	2010	2020	2025	2010 %	2020 %	2025 %
Asian (Non-Hisp)	11955	13175	13056	7.9%	8.1%	8.1%
Black/African American (Non-Hisp)	15762	17121	17049	10.4%	10.5%	10.6%
White (Non-Hisp)	94309	99149	98198	62.0%	60.9%	60.8%
Hispanic or Latino	15684	17372	17245	10.3%	10.7%	10.7%
Pac Is/Am Ind/Oth (Non-Hisp)	14403	16118	15988	9.5%	9.9%	9.9%
Totals:	152,113	162,935	161,536	100%	100%	100%

Summary: Phase of Life

Summary: Phase of Life	2010	2020	2025	2010	2020	2025	2010 %	2020 %	2025 %
Before Formal Schooling: Ages 0 to 4	6.72%	3.22%	3.12%	10215	5075	4873	6.7%	3.2%	3.1%
Required Formal Schooling: Ages 5 to 17	15.77%	16.53%	16.55%	23987	26051	25892	15.8%	16.5%	16.6%
College/Career Starts: Ages 18 to 24	11.24%	9.33%	9.42%	17092	14708	14729	11.2%	9.3%	9.4%
Singles and Young Families: Ages 25 to 34	14.57%	14.02%	12.31%	22161	22093	19257	14.6%	14.0%	12.3%
Families and Empty Nesters: Ages 35 to 54	26.20%	25.68%	26.34%	39859	40473	41192	26.2%	25.7%	26.3%
Enrichment Years Singles/Couples: Ages 55 to 64	11.77%	13.48%	12.15%	17909	21246	19004	11.8%	13.5%	12.1%
Retirement Opportunities: Age 65 and over	13.73%	17.74%	20.12%	20891	27951	31466	13.7%	17.7%	20.1%
Totals:	152,114	157,597	156,413	152,114	157,597	156,413	100%	100%	100%



Congregational Survey

Throughout 2019-2020 we faithfully participated in the Vital Congregations Initiative program, thinking it would help prepare us for our upcoming new pastor search. We held congregational studies on the seven marks of a vital congregation and convened a church VCI task force applying what we were learning to our own situation.

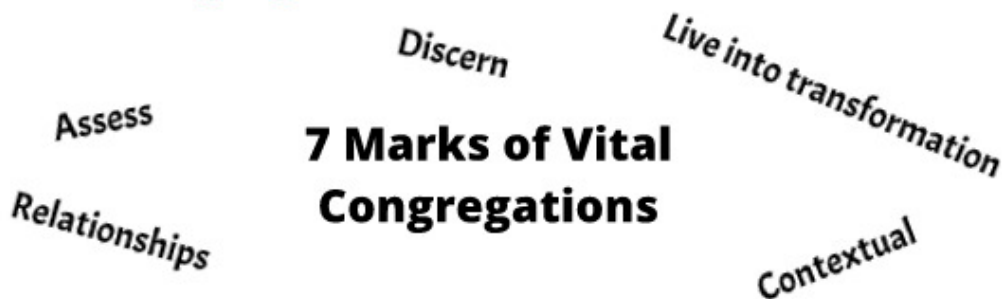
We worked hard to evaluate where we stood on each one of the markers. Sermons explored those themes. We shared some history of the church relative to its vitality both through interviewing members and exploring what the community might know about our congregation. Toward the end of the first year, we invited all members to take the VCI survey. In year two, we received our survey results, and we learned more about needs in the community by interviewing neighbors and representatives of key community entities such as the public school district, community college, city police, city government, senior center, and local businesses.

Overall, we felt that Lakewood Presbyterian Church really shines in the third mark, outward incarnational focus. Almost to a person members and friends of the congregation live their faith in the larger community. We find it much easier to live our faith than to talk about it. We support one another, and we support the people who inhabit our worlds in ways great and small. This ties in with the sixth mark, caring relationships, which many feel is our greatest strength. The seventh mark is ecclesial health, and we have been remarkably strong here as well. We have participated in all of the Presbytery meetings, and we have nurtured many of the people that make Presbytery quite extraordinary. The VCI Survey Report summary is attached in the Appendices, and relevant VCI information is incorporated into each section of the Mission Study.



Vital Congregations

A prayerful walk of intentional revitalization.



A vital congregation looks more like the church of the 1st Century than of the 21st Century



Resources: Finances, People and God's Grace

Finances

Narrative

Looking at a current snapshot and trends over the past five years, we are a small but generous and fiercely tenacious congregation. We have no debt, have always managed to meet our expenses, cover our full share of per capita to the Presbytery and support PC(USA) Disaster Relief and Special Offerings. We gradually have built up cash reserves largely for the purpose of seeing us through the call of our next pastor and to possibly consider increasing the pastor position to full-time status. Certainly the disruption and uncertainty about the future for us all, that has been caused by Covid, has been a complication. However, our able Treasurer, Jim Hall, accessed federal Payroll Protection Program funds, which helped us to financially weather 2020 and 2021. At the start of 2022, we built a leaner operating budget in keeping with decreased pledges, but actual income so far is higher than budgeted income, and we are making it work overall.

**Reserves
(Includes Designated Funds)**

Current as of July 2022
\$235,312

2021
\$178,129

2020
\$147,227

2019
\$85,518

2018
\$62,789

Income Trends

2018
Total Income (General Fund) \$127,079
Envelopes/Loose Plate Giving \$118,745
Giving Units: 43

2019
Total Income (General Fund) \$112,956
Envelopes/Loose Plate Giving \$104,275
Giving Units: 38

2020
Total Income (General Fund) \$116,269
Envelopes/Loose Plate Giving \$97,205
Giving Units: 40

2021
Total Income (General Fund) \$118,482
Envelopes/Loose Plate Giving \$101,561
Giving Units: 37

2022 (Jan-July)
Total Income \$57,878 (annualizes to \$93,852)*
Envelopes/Lose Plate Giving \$56,689 (annualizes to \$97,181)*
Giving Units: 28*

*end of year actuals are unpredictable



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Current Budget

Our 2022 Budget is attached in the Appendices. Pledges were down at the end of 2021 so we crafted a lean budget, using reserves to meet total expected expenses. Budgeted personnel expenditures for 2022 include a half-time transitional pastor with salary, housing allowance, pension/medical and car allowance; a part-time custodian; pulpit supply; and musician and special music. Actual income as of July is higher than budgeted and some expenses are less, so it is not yet known if spending reserves will be necessary for 2022.

Financial Challenges

The financial challenges LPC faces are:

- finding ways to replace rental income we had been receiving from the Steilacoom Preschool Cooperative;
- maintaining envelope giving through this transitional time;
- determining which repairs are necessary and paying for maintenance costs on an older building with architectural design flaws (we have a building and grounds master plan, and have so far replaced the main sanctuary roof and the conference room siding and window, but still have a beam to replace and an unfinished addition that currently serves no purpose for us but requires serious maintenance if we are to retain it).

People

Narrative

Being a small church for many years has meant that members must take an active role for the life of the church to be vibrant, which was noted in our VCI reflections. This can be a blessing, beyond any perception of burden. We've often cheered ourselves on to "be the church," instead of merely "attending church." It's in extending ourselves that we become energized and engaged with each other and the Spirit. Over half of the membership serves as leadership, does building and grounds maintenance, works on committees, organizes social and educational events, helps lead worship, and participates in mission activities.

Membership/Attendance

LPC membership rolls list 74 members, but they have not been updated since the start of the pandemic. 2022 in-person church attendance had averaged 25 up through June, and has been increasing since then, swelling for occasions such as the church picnic, hosting a neutral pulpit for another church's pastor search, and scheduled times of special music from Pacific Lutheran University.

Communion numbers: The number of those who were served communion this year have ranged from three in February when Covid restricted live services, to a high of 50 people when we hosted the neutral pulpit. Average monthly number served through July 2022 is 29.

Coffee fellowship: Immediately after worship, many of those attending start catching up with one another in the sanctuary, but most gravitate toward coffee fellowship. Some stand, chat and circulate. A men's table meets every Sunday, averaging ten older men, which is often later joined by several from the earlier women's table, and they stay until those closing the building chase them out. Other tables typically include a group of eight-ten older women, and several groups of families and younger members. The 2019 Annual Pastor's Report (Rev. Buescher) describes it best, "Whenever I want to check in on the health of the congregation I watch at coffee-time. I have been part of several churches and have visited many congregations. I do



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know there is not another place where I have experienced a fellowship time after worship that in any way compares to our time at Lakewood. I am a bit sorry the annual statistical report does not include such a category. We come together to hear one another's lives. We listen and love...It is in this time that we are church together. With frightening diagnoses, difficult moves, grieving of death and loss, we are not alone. God is with us, and we are with one another."



Adult Education: A total of 22 adults have attended Bible Study, Book Club and a variety of adult education studies over the past few years. Adult class sessions and groups have averaged 12 participants.

Children/Youth: Usually seven children between the ages of one-six years attend and participate in children's time and collection for Two-Cents-A-Meal during worship. Four youth under age 18 attend.

Volunteer Participation

We're always gratified by the turnout any time a work party is called or that members are asked to participate or contribute efforts to a specific need of the church. Weed-pulling, mulching, spring cleanup, ushering, nursery, worship-leading, serving communion, committee work, providing food and kitchen cleanup, bulletin printing all get done by cooperative work of many. Volunteer participation based on our 2019 Directory is at 45%.

Church Leadership

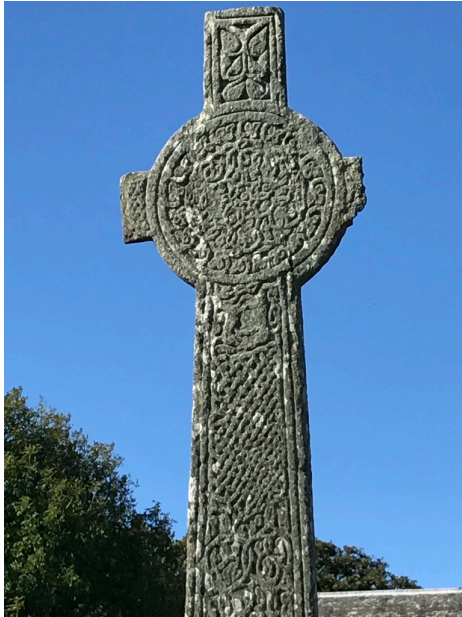
The Session and Deacons are active groups, meeting regularly and with joy to fulfill their responsibilities. Empowering servant leadership is one of the marks of a vital congregation. This is a strength of LPC. We have had part-time pastors since the shift from the heyday of the 1970's and 1980's. To help carry the load, the church has always elected strong, energetic, just and compassionate leadership. This includes our deacons, elders, people who have served as treasurer, financial secretary, clerk of session, members of committees for personnel, nominating, worship, budget, education, mission, social, building and grounds, and much more. We are a congregation that believes in and lives out the call to service to the community, both within and beyond the church.



God's Grace and Spirit

Although difficult to quantify, any report of Lakewood Presbyterian Church's resources without mentioning the Spirit of God in our midst would be shabbily incomplete. Felt in worship, experienced in fellowship, summoned in prayers, invoked before our meetings, we try to be aware of God's presence and call to us. The Mission Study Committee is especially mindful of this lifeblood energy and power in our deliberations about the church's future.





Our Calling As A Church and Congregation



We have looked at our history. We have analyzed our VCI marks of vitality and congregational survey. We have listened to each other as we studied and pondered. We have convened a young adult focus group. And we have held our final Mission Study Committee discernment meeting. Courage and increased commitment will be required of us, but we have the strong sense of wanting to seize this opportunity to move forward more boldly.

Session, Deacons and all adult members of our Congregation were invited to participate in helping to shape our mission and future together here in Lakewood through a 6-session class facilitated by the Adult Education Committee. As previously stated, we chose for our study book to be *Neighborhood Church: Transforming Your Congregation Into A Powerhouse For Mission*. Through discussion of the five essential practices outlined by this book, members gave voice to our hopes and dreams for the future of Lakewood Presbyterian Church. Those five practices became something that we chose to aspire to, and they include:

- communal conversion to our community, and allowing the reciprocal flowing of God's grace and spirit through us and our neighbors to grow into a mindset of abundance, not a fear of scarcity;
- allowing listening (to each other and to our neighbors) to become part of our DNA, so that we respond to the needs and build on the strengths of our community;
- expecting and encouraging mutual transformation for the betterment of all parties whenever we seek partnerships;
- viewing our building and grounds as an amazing resource, and integrating our space with partners in the community to help build God's kingdom right here in Lakewood;
- figuring out how we will sustain our vision of mission through vibrant worship and the mentoring of the next generation of leaders.



Below are the class' final questions and answers for our Mission Study.

What do you feel LPC is called to be and do here in Lakewood? In answer, we feel called to both continue doing some of the things we are best at and have all benefited from, such as being a place where we can gather together to worship and experience God's presence in an open and affirming community that truly loves and cares for one another— AND, we hear a calling to attend to the larger community: Lakewood's, our state's, nation's and world's needs. We want to continue representing our denomination as a progressive, thinking and transformed community, guided by the spirit of radical love and acceptance of Christ. As such, we want to underscore we are an open and inclusive congregation. We also especially feel called to respond to the crisis of our urgent environmental and climate challenges. Along with that legacy work for the future, we want to nurture the children that we hope will be able to flourish, contributing to their development, education and wellbeing. The issue of affordable housing and the possibility of using our land and building to address this community need was also raised.

What are some ideas you have about what it would take to get us there? We had ideas for both maintaining and improving the church building and grounds, and we had ideas for future partnerships and programs. Most immediately, ideas included improved visibility of the building, signage, structural integrity and groundskeeping. Bigger picture ideas were sustainable community gardening and agriculture; promoting native plants and ecosystems and possibly being informed by and partnering with indigenous peoples in that initiative; helping to support and/or provide services to children such as preschool, after-school and summer programs, arts/science enrichment, and foster care enhancement; and finally working with civic, political, policy and advocacy groups that we think will help improve our world. What we said it would take to get us there is (a) congregational and individual commitment and willingness to show up and do the work needing to be done; (b) partnerships with individuals, organizations and institutions in the community; (c) financial resources including tithing and fund raising/grants.

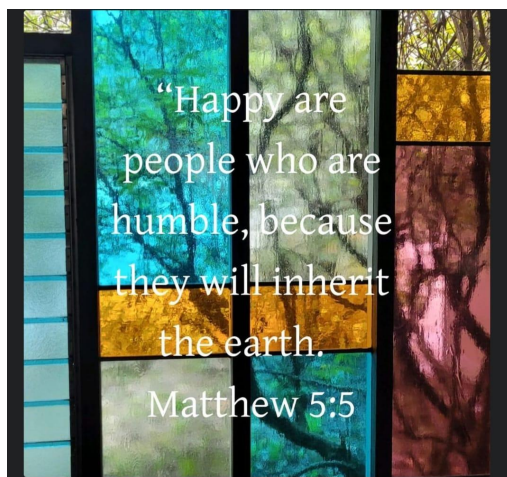
What do you feel called to contribute toward that vision? Members of the class will continue to work on this, but commitments were expressed to serving on the Mission Study Committee, Session and Deacons; working on grounds maintenance projects; and researching eco-projects and partners.

A young adult focus group also met to talk about their input for the Mission Study. All the young adults either grew up in Lakewood Presbyterian Church or married someone who did. They value the church but worry about the future. They like their Presbyterian traditions. Worship gets high marks for creativity in getting different musical input. But their primary reason for being at LPC is because of relationships with its members, not the services themselves. They really want resources for the education and development of their children.



Summary of the Pastoral Leadership We Seek

We seek a full-time pastor who is able to help us accomplish a stabilization and ultimately a growth of our congregation. We want to expand our sense of neighborhood mission. Inspired by our study of *Neighborhood Church*, we hope to be converted to that mindset of abundance rather than scarcity, by allowing the spirit of God's grace to flow through us.



We are not a perfect church and we are not perfect people, but we know we are loved by God. We are genuine, we truly enjoy the company and discipleship of one another as we live this life. We want to invite our future pastor to appreciate who we are, and to feel called and challenged to actively join with us as we try to answer the call to be "God's people doing God's work in our community."

It is essential that our pastor fully shares our values, as an open and affirming congregation. LPC expects our future pastor to co-lead in partnership with congregational members and leaders. We are searching for someone who will be enthusiastic about us and our possibilities, a pastor who will generously commit to a mutually positive and transforming relationship.

Like all churches, we have members with differing political views and cultural frameworks. But sermons, and the ability to help us understand scripture and theology in gender inclusive, non-nationalist perspectives are important to us. We don't all fully understand all issues related to our environment and climate, but we strongly want to do our best to ensure we are leaving a sustainable future for our children and grandchildren, and we seek a pastor who shares this desire.

The ideal candidate will also have skill and experience working with an intergenerational congregation. We need to encourage the education and development of our children, and facilitate the future leadership confidence and abilities of younger generations so that together we can carry on the true purpose of Lakewood Presbyterian Church.



Appendix A – VCI Congregational Survey



USCIVS

U.S. Congregational Vitality Survey
DISCOVER YOUR STRENGTHS

Congregation Report

Tuesday, February 2, 2021

Lakewood Presbyterian Church

Total Respondents:

CONGREGATIONAL VITALITY

30

VITALITY SCORE

Your congregation

73%

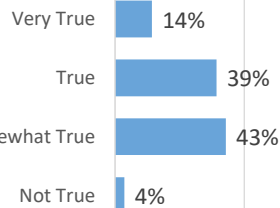
PC(USA)

77%

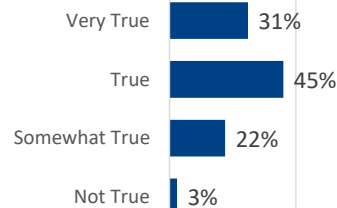
This score is based on an average of your congregation's ratings on each of the seven marks of vitality. The benchmark represents the average score of all PC(USA) congregations that have taken the survey so far.

"This church is spiritually vital and alive"

YOUR CONGREGATION



PC(USA)



Based on survey results

Your congregation's greatest strength is:

CARING RELATIONSHIPS

Your congregation is least strong in:

EVANGELISM

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option

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Lakewood Presbyterian Church

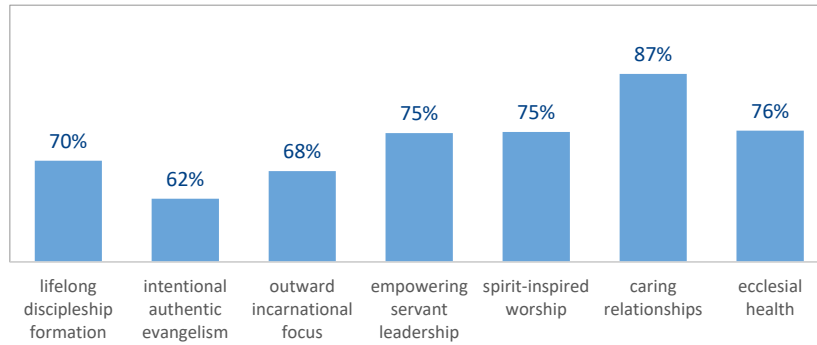
Open. Inclusive. Affirming.

Lakewood Presbyterian Church

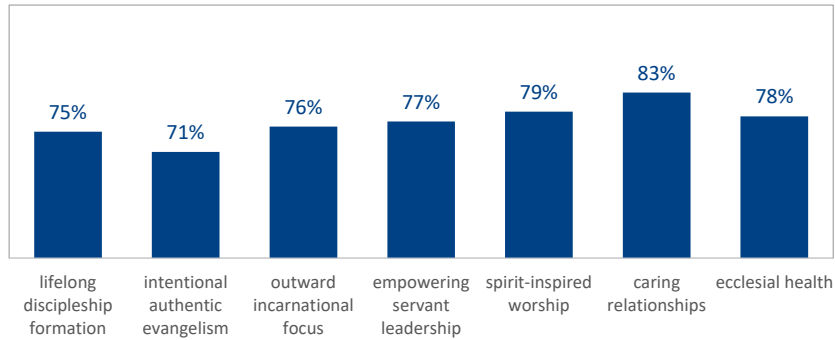
CONGREGATIONAL VITALITY



Below are your congregation's scores on the seven marks of vitality.



Below are your denomination's scores on the seven marks of vitality.



Pay attention not only to which scores are highest (your greatest strengths) and lowest (your possible areas for improvement), but also take note of any area where there is a 3% or higher difference in ratings between your congregation and your denomination. This could indicate an area where your churches stands out in relation to others in your denomination.

The percentage scores were calculated based on average responses to multiple items in the surveys, which have been combined into scales representing each of the seven marks of vitality.

Note: Percentages may not add to 100 due to either rounding or the ability to select more than one option

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Appendix B – 2022 Budget

						Budget
Income						
GENERAL FUND INCOME						
Envelopes						
Envelopes - Pledged						69,000.00
Envelopes - UnPledged						7,500.00
Total Envelopes						76,500.00
Loose Plate						480.00
Per Capita						1,500.00
TRANSFER from General Fund						17,406.68
Total GENERAL FUND INCOME						95,886.68
Total Income						95,886.68
Gross Profit						95,886.68
Expense						
GENERAL FUND EXPENDITURES						
BENEVOLENCES EXPENDITURES						
Presbytery Mission						3,300.00
General Assembly Mission						2,280.00
Total BENEVOLENCES EXPENDITURES						5,580.00
OVERHEAD EXPENDITURES						
Per Capita						3,268.00
Property/Liability Insurance						5,671.00
Property Tax (Water Abatement)						1,280.00
Total OVERHEAD EXPENDITURES						10,219.00
PERSONNEL EXPENDITURES						
Transitional Pastor (Tom Paine)						
Deferred Comp						900.00
Base Salary						22,110.00
Housing Allowance						8,990.00



Lakewood Presbyterian Church

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				Pension/Medical	3,072.00
				Car Allowance	2,500.00
				Total Transitional Pastor (Tom Paine)	37,572.00
				Pulpit Supply	400.00
				Musician	5,200.00
				Special Music	100.00
				Custodian	6,600.00
				Yard Work	2,000.00
				Employer Payroll Taxes	
				Family Leave	92.00
				Employer FICA/Medicare Tax	2,320.00
				State Industrial (L&I)	400.00
				Total Employer Payroll Taxes	2,812.00
				Total PERSONNEL EXPENDITURES	54,684.00
				BUILDING & GROUNDS EXPENDITURES	
				Equipment	500.00
				Lakewood Fire District 2	55.00
				Maintenance & Repairs	15,000.00
				Nursery Supplies	200.00
				Supplies	300.00
				Total BUILDING & GROUNDS EXPENDITURES	16,055.00
				Utilities	
				Internet/ Telephone	1,170.00
				Lakewood Refuse	751.32
				Lakewood Water District	472.48
				Pierce County Sewer	826.56
				Puget Sound Energy	2,250.00
				Security System	1,747.32
				Total Utilities	7,217.68
				Office Expenditures	
				Bank Service Fees	1.00
				Office Equipment	100.00



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			Office Supplies	75.00
			Software	265.00
			Postage	110.00
			Total Office Expenditures	551.00
			CHRISTIAN ED. EXPENDITURES	
			CE Curriculum Materials	200.00
			CE Adult Food	200.00
			Total CHRISTIAN ED. EXPENDITURES	400.00
			COMMUNICATIONS EXPENDITURES	
			Advertising	1.00
			Mailings	1.00
			Total COMMUNICATIONS EXPENDITURES	2.00
			SOCIAL	
			Church Activities	200.00
			Family Retreat	200.00
			Total SOCIAL	400.00
			STEWARDSHIP EXPENDITURES	
			Mailings	50.00
			Other	1.00
			Total STEWARDSHIP EXPENDITURES	51.00
			WORSHIP EXPENDITURES	
			Bulletins & Supplies	125.00
			Piano-Organ Maintenance	250.00
			Music (CLLI)	250.00
			Candles	1.00
			Food	100.00
			Miscellaneous Other	1.00
			Total WORSHIP EXPENDITURES	727.00
			Total GENERAL FUND EXPENDITURES	95,886.68
			Total Expense	95,886.68
			Net Income	0.00