



# FOOTNOTES

CHRIST THE SERVANT  
LUTHERAN CHURCH

July/August 2011  
Volume 37, No. 11



Dear Friends,

The brouhaha about Congressman Weiner makes me angry. The public and media obsession with his transgressions have consumed too much attention. We are morally adrift, unhinged from the things that are really serious.

According to Bread for the World ([www.bread.org](http://www.bread.org)), 1.4 billion people in developing countries live in extreme poverty – on less than \$1.25 a day, and in the United States, 14.6 percent of households struggle to put food on the table. Nearly one in four children in the U.S. is at risk of hunger.

The World Bank says that more than 4 million female children in Pakistan are not in primary school. Life expectancy at birth for females is 44 in Afghanistan, 46 in Zimbabwe and 47 in Zambia, compared with 81 in the United States.

We don't see a huge public outcry about these situations, or a popular demand for information on what we can do to help the people behind the numbers – those real live people with hopes, fears and dreams who simply happened to be born in the wrong place at the wrong time. We don't see a media obsession about what we can do to change the situation. We don't pressure Members of Congress to resign because they vote against the most vulnerable people in our society and world.

We track the stock market – up a point today, down a point yesterday, because it can directly affect our savings or retirement. But, we're not tracking the number of lives lost that could have been saved, or the number of lives saved that might have been lost on a day-to-day basis. They, too, affect the quality of our moral and spiritual lives; even, our societal and economic well-being as their contributions to society are lost.

When I was on the staff of Bread for the World, I thought about child deaths, malnourished people and families in poverty every single day. It would have been depressing except that I believed that I was doing something, every single day, to alleviate that suffering. Though the situation itself was terrible, we were on the side of justice, of morality, even, of God. We were making a difference by organizing to advocate for the people to whom Jesus was most devoted.

I understand that most people feel overwhelmed by the world's grim crises. But, we are only powerless if we choose to be powerless. Political power comes in joining with others in the quest for justice. The forces that work for destruction are huge and it takes broad-based people power to offset their money and influence. The late Roman Catholic Bishop, Dom Helder Camara said, "When we dream alone, it is only a dream. But, when we dream (and act) together, it is

## July/August Prayer Concerns

Bob Andersen  
Jim Austin  
Jean Bonald  
Donna Clagett  
Margaret Condon  
Judy Dodge  
Sam Gates  
Dave Gearing  
Dorothy Gerald  
Arturo Gomez  
Laura Ashley Gooch  
Jim Healy  
Nancy John  
Nancy Lang  
Tim Larkin  
David Lashof  
Barbara Lashof  
Margaret Lipe  
Thomas Lipe  
Richard Lurix  
Lauren Sue Masoero  
Pr. John Muller  
Althea Nottingham  
Joyce Pacheli  
Ron Pacheli  
Bob Petersen  
Ingse Petersen  
Lorna Pool  
Jane Rhine  
Henry Schlock  
Bonnie Whipp  
Sue Yeoman



the beginning of reality.” Who will speak for and with those who suffer most, if not us?

Pastor Hoehn

P.S. while we're bandying numbers about: 42% of the people in the Montgomery Village zip code identify as White alone. 24% identify as Black. Almost 19% identify as Hispanic, and 11% identify as Asian alone. The median age is between 34 and 35. In the months ahead, we'll be talking about what this means for CTS.

---

## CTS Council Meeting Summary June 6, 2011

### Financial Reports

For the month of May our income exceeded budget by \$396. Coupled with spending below budgeted levels, this gave us a positive balance of \$1,197.79 for the month and a year-to-date positive balance of \$24,655.07.

### Election of Council Officers

Council elected the following officers for the coming year:

- President – Steve Garvey
- Vice President – Ron Backus
- Secretary – Jan Perry

### Visitors

Pastor emphasized that we need to continue to be alert for visitors and help them out during the services. There was some discussion of our lack of a suitable nursery, but the goodie bags that are available for small children are helpful.

We also discussed the need to have a CTS person in the building during the farmer's market and to generally be aware of who is in the building. Pastor also noted that since we do have a number of people coming into the building, we need to be sure our bulletin boards and the information in the narthex are current, appropriate, neat, and useful to visitors. We discussed issues related to the cleaning of the bathrooms during the market. We were also reminded of the need to be sure to refill toilet paper and paper towels if we see that they are empty or nearly so.

### Yard Sale

We have set a tentative yard sale date of September 17. For now, this date is tentative, but the concern is that waiting until after the farmer's market is over in early November will be too late in the season. Stay tuned for further details.

---

### Communiqué Changes

Beginning Monday, July 4, 2011 the role of CTS Communiqué sender will change from Steve Garvey to Jim Austin. Please send all notices to Jim at [canine3@verizon.net](mailto:canine3@verizon.net).



## CTS Council, 2011-2012

### Readings for July/August

#### July 3, *St Thomas, Apostle*

Judges 6:36-40  
Psalm 136:1-4, 23-26  
Ephesians 4:11-16  
John 14:1-7

#### July 10, *4<sup>th</sup> Sunday after Pentecost*

Isaiah 55:10-13  
Psalm 65:1-131  
Romans 8:1-11  
Matthew 13:1-9, 18-23

#### July 17, *5<sup>th</sup> Sunday after Pentecost*

Isaiah 44:6-8  
Psalm 86:11-17  
Romans 8:12-25  
Matthew 13:24-30, 36-43

#### July 24, *6<sup>th</sup> Sunday after Pentecost*

1 Kings 3:5-12  
Psalm 119:129-136  
Romans 8:26-39  
Matthew 28:16-20

#### July 31, *7<sup>th</sup> Sunday after Pentecost*

Isaiah 55:1-5  
Psalm 145:8-9, 14-21  
Romans 9:1-5  
Matthew 14:13-21

#### August 7, *8<sup>th</sup> Sunday after Pentecost*

1 Kings 19:9-18  
Psalm 85:8-13  
Romans 10:5-15  
Matthew 14:22-33

#### August 14, *9<sup>th</sup> Sunday after Pentecost*

Isaiah 56:1, 6-8  
Psalm 67  
Romans 11:1-2a, 29-32  
Matthew 15:[10-20] 21-28

#### August 21, *10<sup>th</sup> Sunday after Pentecost*

Isaiah 51:1-6  
Psalm 138  
Romans 12:1-8  
Matthew 16:13-20

#### August 28, *11<sup>th</sup> Sunday after Pentecost*

Jeremiah 15:15-21  
Psalm 26:1-8  
Romans 12:9-21  
Matthew 16:21-28

President	Steve Garvey
Vice-President	Ron Backus
Secretary	Jan Perry
Business Admin	Jim Austin
Learning	Jo Johnson
Outreach	Hunter Tjugum
Parish Care	Connie Graf
Parish Life	Kathy Kersey
Property	Joann Eastlack
Service	Vacant
Stewardship	Tony Kerlavage
Worship	Joanne Eater
Financial Secretary	Ernie Graf
Treasurer	Chuck Eater
Youth/Outreach	Carson Fehner
Youth/Worship	Kayleigh Austin

### *Thank You!*

*We would like to thank everyone who made Pentecost & Confirmation a wonderful day for our families. Thank you to Pastor Hoehn for the wonderful service and thoughtful sermon. Thank you to Marjorie, Anne, Bob, Tom, and the CTS choir for the beautiful music selections and performances. "We Believe in You" was especially meaningful to us, and, "Givin' it Back" was terrific! Thank you to all of you who made food, helped set up for the brunch, and stayed to clean up the church afterwards, you gave us more time to spend with our families and out-of-town guests.*

*Special thanks to Barbara, Tony & Pastor Bastien for teaching, nurturing, and supporting our children throughout the years, especially these past three years in the Confirmation program. Ellie, Paul & Sarah have grown spiritually, and will have many fond memories to cherish. They say it takes a village to raise a child and we are so fortunate to have all of you at CTS be a part of our children's lives!*

*Sincerely,*

*MaryAnn, Paul, Valerie, Mike, Melanie & Bob*



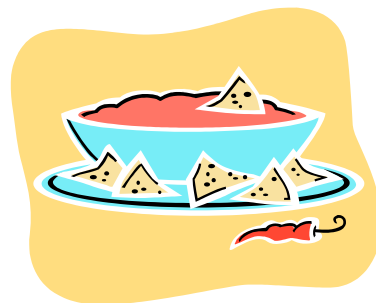
## August Koinonia Meetings

Thanks to everyone who participated in the June/July Koinonia meetings for discussions with the call committee members. You are invited to a second discussion in August, which will follow-up on the first discussion. These meetings are:

- Friday, August 5, 8 pm at the Harner-Kerlavage home
- Saturday, August 6, 3 pm at the Eastlack home
- Saturday, August 20, 8 pm at the Eater home
- Monday, August 22, 7:30 pm at the Backus home

Please try to attend one of these sessions.

Also, the Call Committee needs your response to the priority list of pastoral skills. You got, or will get, a copy at your Koinonia meeting. It is also attached to this Footnotes. Please return to a Call Committee member or usher by July 10.



## CTS Book Club

Have you been thinking about reading more? Want to join in interesting discussions of how an author's work relates to our daily Christian lives? Then, join us for one or more book club meetings this year. Here are the books we'll be reading in 2011-12.

September	<i>"The Iceman Cometh"</i> Eugene O'Neill.
October	<i>Creating Capabilities: The Human Development Approach.</i> Martha C. Nussbaum.
November	<i>Bless Me, Ultima.</i> Rudolfo A. Anaya.
January	<i>Soul of a Citizen: Living with Conviction in Challenging Times.</i> Paul Rogat Loeb
February	<i>Michelangelo and the Pope's Ceiling.</i> Ross King.
March	<i>Waiting for the Barbarians.</i> J.M. Coetzee.
April	<i>Nudge.</i> Richard H Thaler and Cass R. Sunstein.
May	<i>Peace Like a River.</i> Leif Enger.



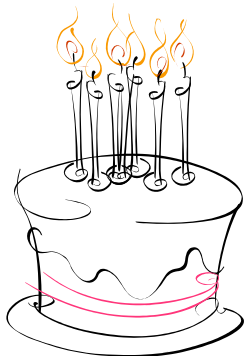
### Happiest Anniversaries to:

Tony Kerlavage & Barbara Harner	7/3
Andrew & Erin Dodge	7/12
Tom & Joann Eastlack	8/1
Chuck & Joanne Eater	8/3
Frank Ndumbalo & Edima Elinewinga	8/7
Ron & Joyce Backus	8/13
Matthew & Arlene Alfano	8/15
Mike & Valerie Mayer	8/19
Thue & Ingse Petersen	8/31



## Happy July and August Birthdays

Thue Petersen	7/3
Robin Peterson	7/3
Hope Walker	7/4
Cathy Kuchinsky	7/7
Will Severynse	7/8
Vivion Diggs	7/10
Uschi Larrabee	7/12
James Alfano	7/14
Kwan Koehler	7/17
David Lashof	7/17
Isaiah Martin	7/19
Joy Eastlack	7/21
Jonathon Clagett	7/22
Hannah Greenstein	7/22
Joanne Aarons	7/26
Andrew McMichael	7/26
David Martin	7/28
Bob Adams	7/29
Annie Pressley	7/31



Albert Ticona	8/1
Dora Ticona	8/4
Carol Kohl	8/6
Alberto Ticona	8/7
Jericho Martin	8/7
Shirley Delmage	8/8
Ramona Lessen	8/11
Melanie McMichael	8/15
Pat Andersen	8/16
Dave Gearing	8/20
Dick Way	8/23
Donna Clagett	8/24
Catherine Ndumbalo	8/26
Melissa Foge	8/27
Carole Zimmerman	8/28
David Hayden	8/29

## Outreach at Work

We are raising awareness of CTS. The Outreach ministry will launch a major initiative by the end of the summer that is being developed around the idea of being more hospitable to others. Our first task is to find out what the MV community knows about us exactly. Please join us at a committee meeting on the third Thursday of each month (next one on July 21st) at 7:30 PM in the CTS parlor. Or, just drop me a line in email, phone or directly at church. The more people are heard, the better the result will be. Hunter Tjugum, Outreach Ministry

## School Supplies Drive Reminder

It is time once again to collect school supplies for low-income children in Montgomery County. All supplies must be new, and there is a list of supplies needed posted on the bulletin board. Please drop your donations in the bin appropriately marked in the hallway. School supplies will be taken to Interfaith Clothing Center the first week in August for distribution. Thanks everyone; the kids will appreciate it.



## CTS Yard Sale is Coming

Mark your calendars, it's time again to get ready for the Christ the Servant annual yard sale! This year the yard sale will take place on *Saturday, September 17th*. Any tax-deductible donations of books, clothes, toys, sporting goods, furniture, house-ware items, etc. are welcomed! Please set aside any items that you would like to donate this summer. Details for drop-off dates and times will be provided in the near future. For any questions, please contact Michelle Austin at (301) 515-9990 or at [miaustin1@verizon.net](mailto:miaustin1@verizon.net).



# CTS Youth / Young Adult Ministry News July/August 2011

+ + + + + + + + +

**Faith Talk: Confirmation at Home:** Here are two websites to help you and your family get some conversations started or find an activity to do together over the summer -- [www.search-institute.org/conversation-generator](http://www.search-institute.org/conversation-generator) and [www.search-institute.org/activity-generator](http://www.search-institute.org/activity-generator). While you're there, check out information about The Search Institute and their work with Developmental Assets - 40 common sense, positive experiences and qualities that help influence choices young people make and help them become caring, responsible adults. Studies of more than 2.2 million young people consistently show that the more assets young people have, the less likely they are to engage in a wide range of high-risk behaviors and the more likely they are to thrive. In addition to a list of assets for adolescents (also posted on the Youth Ministry bulletin board), the site provides suggestions for how to help your youth develop that asset.

**CTS Facebook Fan Page:** If you have a Facebook page, be sure to become a fan of Christ the Servant Lutheran Church ([www.facebook.com/ctslutheranelca](http://www.facebook.com/ctslutheranelca)), Metro DC Synod Youth Ministry ([www.facebook.com/metrodcym](http://www.facebook.com/metrodcym)), and the 2012 ELCA Youth Gathering ([www.facebook.com/youthgathering](http://www.facebook.com/youthgathering)) to keep up with the latest news and events!

## July and August Activities and Events

### Information Meeting

#### 2012 ELCA Youth Gathering

*Sun, July 3; after worship*

This meeting is for youth in grades 9-12 who are interested in attending the 2012 ELCA Youth Gathering next summer in New Orleans, LA. In addition to presenting information about the Gathering itself, we'll talk about how we will start preparing.

### Chi Rho

*Sun, July 10 - Sat, Jul 16*

Metro DC Synod Servant Week for Sr. High Youth. Carson, James and Kayleigh are on board to return to Neon, KY again this year with Barbara and Tony for this weeklong servant trip. Please keep us and the other 11 youth and 4 adults from 6 other Metro DC congregations in your prayers this week as we live with, learn from, and serve alongside the residents of Neon, KY.

### Youth Koinonia

*Wed, July 27; 6:30 PM / H-K*

All youth are invited for an evening of food and an opportunity to talk with members of the Call Committee about the next steps as we go about putting together a congregational profile for CTS. Your input is needed so please join us for a cookout and conversation!

### Young Adult Gathering

*Wed, Aug 10; 6:30 PM / H-K*

All young adults are welcome to join us as we gather for dinner and conversation! I'll provide burgers (meat and vegetarian) to grill, drinks and chips; you are welcome to bring a side dish or dessert. Looking forward to having college students home for the summer join us for an evening of catching up before everyone scatters back to school! RSVPs are always helpful!

## Upcoming Activities

*Add these dates to your calendars so you can join us!*

### YM101

*Sat, Sept 10; 9 AM – Noon and 1 – 3 PM*

The Youth Ministry Team for the Metro DC Synod is hosting a day of education for adults working / volunteering with or who care about youth in their congregations. The morning workshops will present some background research on youth ministry and on event ministry; the afternoon sessions will dive deeper into event ministry and planning preparation. *Free!*

### Rally Day

*Sun, Sept 11; 11:00 AM / CTS*

A date for your fall calendar! Watch for information about a Roaring Sheep rehearsal during the week before. We will offer music by Agape and Rachel Kurtz!

### CTS Yard Sale

*Sat, Sep 17 / CTS*

Another date for your fall calendar!

### Concert / Agape and Rachel Kurtz

*Sat, Sep 17, 5:00 – 7:00 PM / King of Kings Lutheran Church, Fairfax, VA*

Concert to raise money for ELCA World Hunger. Agape and Rachel are favorite musical artists, having been to numerous ELCA Youth Gatherings. Check out their websites, add this date to your fall calendar and join us for an evening of music and fellowship. All Are Welcome!

### Fall Confirmation Retreat

*Fri, Oct 21 – Sun, Oct 23; Mar-Lu-Ridge*

This fall's retreat focuses on The Lord's Prayer. The pre-retreat session for youth and parents will be **Sunday afternoon, October 16**. We'll begin with lunch at 1:00 - If a parent can volunteer to coordinate this, that would be helpful. Confirmation youth and parents - put these dates on your calendars now!

Questions? Please contact Barbara Harner - C:240-354-1999  
(H-K: activities at the Harner-Kerlavage home; CTS: activities at Christ the Servant Lutheran Church)



## ***Servants' Lists for August 2011***

### **Eighth Sunday after Pentecost August 7, 2011 9:30 a.m. Holy Communion**

Celebrant/Preacher.....The Rev. Richard Hoehn  
Acolytes..... Steve Garvey  
TBD  
Altar Preparation.....Sandy D'Angelo  
Communion Assistants.....Jim Austin  
Connie Graf  
Communion Bread ..... TBD  
Prayer Leader..... Roger Rasnake  
Lector..... Melanie McMichael  
Usher ..... Tom Eastlack  
Welcomer ..... Amos Keller  
Flowers.....Kwan Koehler  
Hospitality..... TBD

### **Ninth Sunday after Pentecost August 14 2011 9:30 a.m. Holy Communion**

Celebrant/Preacher.....The Rev. Amy Sevimli  
Acolytes.....Vernon Toelle  
TBD  
Altar Preparation..... Pat Andersen  
Communion Assistants..... Barbara Harner  
Ernie Graf  
Communion Bread ..... TBD  
Prayer Leader..... Joanne Eater  
Lector..... TBD  
Usher .....Dave Larrabee  
Welcomer ..... Edima Elinewinga  
Flowers..... OPEN  
Hospitality..... TBD

### **Tenth Sunday after Pentecost August 21, 2011 9:30 a.m. Holy Communion**

Celebrant/Preacher..... The Rev. Richard Hoehn  
Acolytes ..... Wilma Garvey  
TBD  
Altar Preparation .....Joanne Eater  
Communion Assistants.....Jan Perry  
Hunter Tjugum  
Communion Bread..... TBD  
Prayer Leader ..... Pat Andersen  
Lector ..... TBD  
Usher .....Robin Peterson  
Welcomer.....Vernon Toelle  
Flowers .....The Mayers  
Hospitality..... TBD

### **Eleventh Sunday after Pentecost August 28, 2011 9:30 a.m. Holy Communion**

Celebrant/Preacher..... The Rev. Richard Hoehn  
Acolytes .....Sarah Bender  
Paul Bender  
Altar Preparation ..... Joann Eastlack  
Communion Assistants..... Steve Garvey  
Carson Fehner  
Communion Bread..... TBD  
Prayer Leader ..... Joyce Backus  
Lector ..... TBD  
Usher ..... Amos Keller  
Welcomer..... Joann Eastlack  
Flowers ..... The Ndumbalos  
Hospitality..... TBD

Launder Altar Linens in August..... Wilma Garvey
--------------------------------------------------

Today		July 2011							Print	Refresh	Day	Week	Month	4 Days	Agenda
Sun	Mon	Tue	Wed	Thu	Fri	Sat									
26 World Refugee Sunday 9:30 Holy Communion	27 12p Freedom NA 7:30p Koinonia 7:30p Evening Prayer	28 8:30 Pastors' Bible Study 10:30 Conversational English 6p Starting Over AA 7p Women's AA 7p Evening Prayer	29 12p Freedom NA 6p Village Idiots AA 7p Evening Prayer 7:30p Never Alone NA	30 7p Evening Prayer	31 12p Freedom NA 5:30p Evening Prayer 7p Ethiopian Bible Study	1 9 Farmers Market @ CTS	2								
3 9:30 Festival Eucharist	4 12p Freedom NA 7:30p Evening Prayer	5 8:30 Pastors' Bible Study 10:30 Conversational English 6p Starting Over AA 7p Women's AA 7p Evening Prayer	6 12p Freedom NA 6p Village Idiots AA 7p Evening Prayer 7:30p Never Alone NA	7 7p Evening Prayer	8 12p Freedom NA 5:30p Evening Prayer 7p Ethiopian Bible Study 8p Koinonia	9 9 Farmers Market @ CTS 10 Theology Discussion Group									
10	11	12	13	14	15	16									
<b>Chi Rho</b>															
9:30 Holy Communion	12p Freedom NA 7:30p Evening Prayer 8p Parish Council	8:30 Pastors' Bible Study 10:30 Conversational English 6p Starting Over AA <a href="#">+2 more</a>	12p Freedom NA 6p Village Idiots AA 7p Evening Prayer 7:30p Never Alone NA	10 Montgomery Conference 7p Evening Prayer	12p Freedom NA 5:30p Evening Prayer 7p Ethiopian Bible Study	9 Farmers Market @ CTS									
17 9:30 Holy Communion	18 12p Freedom NA 7:30p Evening Prayer	19 8:30 Pastors' Bible Study 10:30 Conversational English 6p Starting Over AA 7p Women's AA 7p Evening Prayer	20 12p Freedom NA 6p Village Idiots AA 7p Evening Prayer 7:30p Never Alone NA	21 7p Evening Prayer 7:30p Outreach Committee	22 12p Freedom NA 5:30p Evening Prayer 7p Ethiopian Bible Study	23 9 Farmers Market @ CTS									
24 9:30 Holy Communion	25 12p Freedom NA 7:30p Evening Prayer	26 8:30 Pastors' Bible Study 10:30 Conversational English 6p Starting Over AA 7p Women's AA 7p Evening Prayer	27 12p Freedom NA 6p Village Idiots AA 7p Evening Prayer 7:30p Never Alone NA	28 7p Evening Prayer	29 12p Freedom NA 5:30p Evening Prayer 7p Ethiopian Bible Study	30 9 Farmers Market @ CTS 10 Theology Discussion Group 4p McKenna's Wagon									
31 9:30 Holy Communion	Aug 1 12p Freedom NA 7:30p Evening Prayer	2 8:30 Pastors' Bible Study 10:30 Conversational English 6p Starting Over AA 7p Women's AA 7p Evening Prayer	3 12p Freedom NA 6p Village Idiots AA 7p Evening Prayer 7:30p Never Alone NA	4 7p Evening Prayer	5 12p Freedom NA 5:30p Evening Prayer 7p Ethiopian Bible Study 8p Koinonia	6 9 Farmers Market @ CTS 3p Koinonia									

For the most up-to-date calendar, see the CTS web site at [www.cts-lutheran.org](http://www.cts-lutheran.org)



Each member should complete one form and return to a Call Committee member by July 10.

5 - Most important	4	3	2	1 - Least important	Name	Description	Check 4 essential items
5	4	3	2	1	Worship Leadership	Place high value on carefully planned and well-conducted worship	
5	4	3	2	1	Social Ministry	Enable persons to become aware of community needs and participate in action and advocacy.	
5	4	3	2	1	Children's Ministry	Teach and relate to preschool and elementary age children.	
5	4	3	2	1	Ministry to Youth and Young	Teach, work and relate well with high school youth and young adults.	
5	4	3	2	1	Teaching Adults	Teach and lead adults in faith development.	
5	4	3	2	1	Administration	Provide oversight of the organization and work of staff, committees,	
5	4	3	2	1	Community Work	Motivate persons to cooperate in community activities.	
5	4	3	2	1	Ecumenical Work	Stimulate cooperation in local inter-church and inter-faith programs.	
5	4	3	2	1	Stewardship	Inspire and motivate persons in developing and using individuals and group resources in the service of the church.	
5	4	3	2	1	Evangelism	Reach out with the Good News of Jesus the Christ.	
5	4	3	2	1	Visitation	Support and nurture persons by visiting with them in settings other than church functions.	
5	4	3	2	1	Preaching	Hear both law and gospel as it applies to the lives of people.	
5	4	3	2	1	Ministering in Crisis	Support persons in the midst of crisis.	
5	4	3	2	1	Counseling	Assist persons facing problems or decisions.	
5	4	3	2	1	Participant in the Larger Church	Provide leadership to programs of the ELCA through the synod and church-wide organizations as well as other affiliated institutions.	
5	4	3	2	1	Financial Management	Work with accounts, figures and budgets	
5	4	3	2	1	Inter-personal Climate	Exhibit and inspire a spirit of community	
5	4	3	2	1	Recruit and Equip	Enlist, equip and motivate leaders to carry out the work of the congregation/organization.	
5	4	3	2	1	Interpreter of Theology	Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective.	
5	4	3	2	1	Innovator	Envision and implement new approaches, activities and projects	
5	4	3	2	1	Utilizing Conflict	Analyze and utilize conflict situations to strengthen community life.	
5	4	3	2	1	Planner	Engage in visioning, long-range planning, and goal setting.	
5	4	3	2	1	Sharing Leadership	Work mutually with volunteers and colleagues in a staff situation.	
5	4	3	2	1	Family Life / Self Care	Expect the pastor to, and allow time for, cultivating home and	
5	4	3	2	1	Study Habits	Expect the pastor to, and allow time for, following a regular schedule of reading and studying.	
5	4	3	2	1	Spiritual Discipline	Expect the pastor to, and allow time for, maintaining a disciplined life of prayer and personal devotion.	
5	4	3	2	1	Small Groups	Plan, cultivate and support small group ministry.	
5	4	3	2	1	Teaching Youth	Creatively teach the faith and inspire commitment.	
5	4	3	2	1	Transformational Redevelopment	Understand and embrace the need to change and to reach out in a new community context.	
5	4	3	2	1	Musical and Artistic	Enjoy and use music and the arts to enhance worship.	