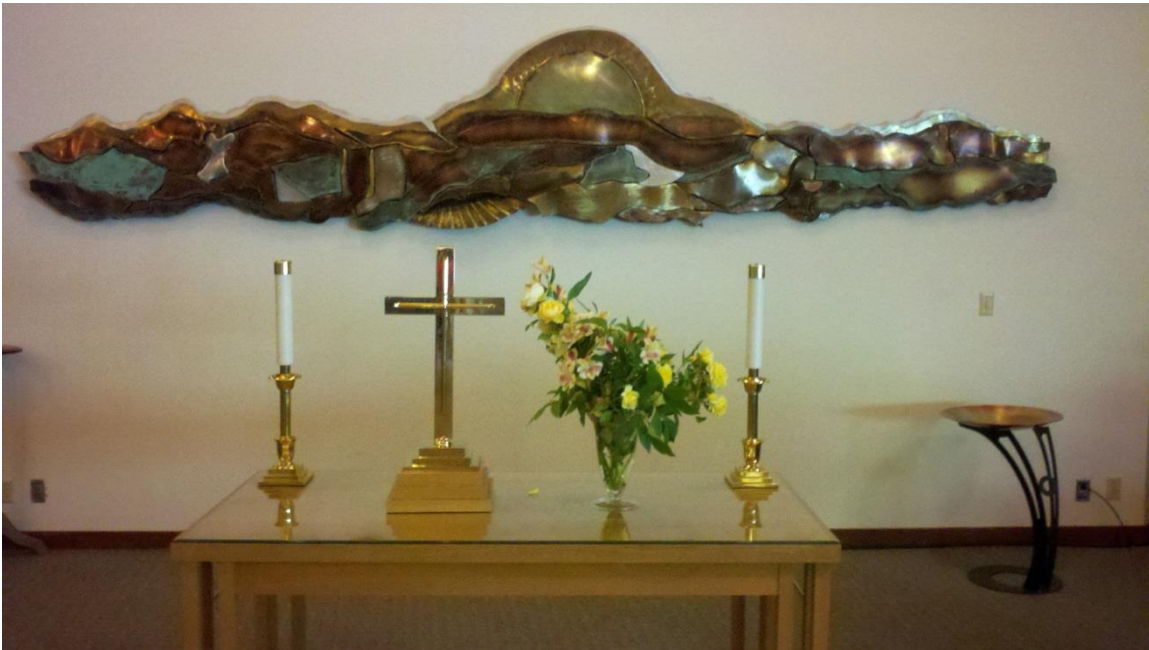


# Southminster Presbyterian Church

“Companions on a Spiritual Journey”

## 2020 Mission Overview



[www.southmin.org](http://www.southmin.org)

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# 1 Introduction

Southminster Presbyterian Church has a long history of progressive ministry in Beaverton, Oregon. We have been leaders in both progressive theology and working for social justice within the denomination and in our world. Our congregation members volunteer actively in the church and community.

We have called three senior pastors in the 62 years of our existence. Each brought unique perspectives and spiritual growth to our church community. The first two, Jim Peterson and Peg Pfab, retired from Southminster. The most recent, John Shuck, resigned after five years, at the end of 2019, through a mutual acknowledgement, reached over some months, that his ministry focus and direction had diverged from that of most of our congregation. The decision was of course a difficult one, and not taken lightly. We were supported by the Presbytery in navigating this unexpected situation.

Our family and youth pastor, Don Ludwig, assumed the pastoral leadership role on a temporary basis beginning in December 2019. We were intending to have a series of dialog sessions within the congregation in Spring 2020 to reflect on the changes and plan our path forward, but the COVID-19 pandemic has changed our priorities. Our congregation has maintained a strong sense of community throughout this time, and right now our priority is adapting to the new challenges and opportunities of church with physical distancing.

At our June 2020 Session retreat, we discussed what our path forward should look like, taking into account our hopes about resuming in-person worship and the realities of longer-term physical distancing. Previously, we had planned to hire an Interim pastor this summer, to start in September, who could lead us through a traditional mission study followed by a pastor nominating process. As we reconsidered that process, we felt that Don has acted as an interim pastor for us, and we concluded that introducing another temporary pastor focused on yet another transition in the near future, was not the best way forward. In addition, we felt it would be difficult to proceed with a full mission study during this time of limited in-person meetings. Indeed, the church remains completely virtual at the present time.

Session researched pastoral leadership options and found what we feel is the right direction for Southminster at this time, searching for a *Designated Pastor*. Don has agreed to continue in his temporary pastoral leadership role through the rest of this year to give us time to find the right person. There isn't a need for a long mission study that would be challenging to undertake at present while we remain a virtual church. We have a relatively recent mission study plus other materials that include congregational input to draw upon to help us find the right Designated Pastor, and then that pastor and the congregation would share the task of investigating how our mission needs to evolve to support a post-pandemic world.

This document is a summary of Southminster's programs and mission. We draw upon our most recent full Mission Study which was completed in 2013 as well as annual reports, congregational surveys and roundtable discussions from the church in more recent years. This document can serve as a resource for our search and transition to a new pastor.

## 2 Southminster Culture

The last full mission study was conducted in 2013. Since then Session has conducted several written surveys (most recently in 2018) and held periodic round table meetings (most recently in 2019) for the purpose of gathering opinions and priorities from our members. Based on reviewing these documents, we feel that our core culture and sense of shared mission is fairly consistent over time. The following is a summary of widely shared views and priorities across our congregation, based on those prior findings.

Southminster is a theologically progressive congregation. We agree that the Bible should be understood taking into account historical and cultural context. Our theology is open and explorational. We value and are inspired by hearing wisdom from Christian as well as non-traditional readings and voices from other faith traditions. Southminster members are independent thinkers on their spiritual journeys, honoring differences. As one member phrased it in a recent survey, we appreciate “Sermons that touch the heart, stimulate the mind, and motivate us to act.”

In worship the congregation prefers a mixture of progressive theology with some traditional elements. Some of our valued worship traditions mentioned in a 2019 round table discussion include Special Sundays (Foundation Sunday, Graduation Sunday, Evolution Sunday, Welcome Back Sunday, etc.), flowering the cross at Easter, using inclusive language, our Christmas tree, and gathering in a circle around the sanctuary following communion.

Southminster values maintaining and fostering relationships within the church community and values the community itself. There is a high level of participation in community social activities such as potlucks, weekly Super Wednesday discussions, Women’s Retreat, Ancient Mariners, etc. as well as friendships and informal events. Our community aims to be welcoming, non-judgmental and inclusive. One long-term member has on more than one occasion said that Southminster IS her family.

There is broad support for families and children’s and youth programs and a strong tradition of youth mission trips and ministry. After each mission trip the youth and adult participants lead an inspiring worship service to share their experiences and insights with the entire congregation. Youth led fundraisers, such as a rummage sale, talent show, and silent auction, are successful, highly attended and enjoyed.

Southminster appreciates and supports the arts. The annual Celebration of Creativity Art Show involves a majority of the congregation over months of planning and preparation. We also highly value and support our pianists, choirs and musicians. We believe music should be an integral part of our worship experience. This wide support is emphasized by respondents in all our surveys.

Southminster members value challenging discussion and attend adult education classes and special events on a variety of spiritual and social justice topics. We have hosted the Jesus Seminar on the Road for many years, and in 2018 invited progressive theologian John Dominic Crossan for a weekend event that was widely attended. Our Sunday Starter class frequently addresses mission and social activism topics such as hunger, immigration, and climate justice.

There is broad support within Southminster for our mission and service programs such as Rebuilding Together and Family Promise. There is a desire to do good in the world, to follow Jesus' example. The Southminster congregation also strongly supports social justice advocacy efforts ranging from LGBTQ+ rights to climate justice, immigrant justice, homelessness, hunger and racial justice. Southminster also values interfaith outreach and has had long term relationships with Muslim and Jewish congregations in the area. All of these programs were initiated and are led by members of the congregation, and that style of organizing is also part of Southminster culture.

# 3 An Overview of Our Church

## Values and Mission Statement

Southminster Presbyterian Church is an inclusive, welcoming community of Christian faith. Our mission is to manifest Christ's love in the world.

We believe:

- God loves us unconditionally.
- Jesus' teaching is the clearest revelation of God in our experience.
- We are called to help others in need.
- The best way to transmit our faith is to live it.
- Faith grows through a lively, challenging, and free exchange of ideas.
- The Bible, a guide to our faith journey, should be understood in its historical context.
- Important Presbyterian traditions to which we should adhere include:
  - Representative government
  - Laity participation in church leadership
  - Emphasis on education

## Progressive Church

Southminster has a living theology, changing as we change, growing as we grow. We call God "God" and we believe there is one God, eternal and universal. Hearing and heeding Jesus' saying, "feed my sheep," we believe God's will is that we actively promote healing and justice for all.

As we have tried to understand Jesus and live out God's will, we have come to value inclusiveness and diversity and to trust that in our common call we can honor and respect each other and serve God together. We have made a home for those with doubts and questions about faith and those who have encountered rejection or experienced confusion at other churches. We encourage questioning and exploration as natural, essential aspects of the faith journey.

We feel obligated to lovingly challenge each other to grow in faith. We believe spiritual maturity begins when we serve others, locally and globally. We believe the life and teachings of Jesus are the clearest revelation we have of God. We look both to the Bible and to the lives of others for this revelation, guidance, and inspiration in our individual faith journeys.

We take the Bible seriously but not literally. We do not espouse a literal interpretation of the stories of the Bible; rather, we believe they are "truth stories", which are able to raise questions and teach us about God and ourselves. It is this theology that gives our lives meaning and joy and has led us to several characteristic actions: insistence on inclusive language, full participation of women in the church, support for More Light Presbyterians and a woman's right to choose, and growth toward better stewardship of the earth.

We have formally aligned ourselves with progressive Christian ideals, through a 2009 all-church retreat studying progressive Christian values and by Session voting to become an affiliate member of The Center for Progressive Christianity (TCPC). We have also adopted the Joyful Path Children's curriculum. At the 2009 all-church retreat, we discussed and endorsed the following eight points which originally came (with changes) from a similar list from the TCPC.

*By calling ourselves progressives Christians, we mean Christians who:*

1. *Have found an approach to God through the life and teachings of Jesus;*
2. *Recognize the faithfulness of other people who have other names for the way to God's realm, and acknowledge that their ways are true for them, as our ways are true for us;*
3. *Understand the sharing of bread and wine in Jesus' name to be a representation of an ancient vision of God's feast for all peoples;*
4. *Invite all people to participate in our community and worship life without insisting that they become like us in order to be acceptable (including but not limited to):*
  - a. *Believers and agnostics,*
  - b. *Conventional Christians and questioning skeptics, women and men,*
  - c. *Those of all sexual orientations and gender identities*
  - d. *Those of all races and cultures,*
  - e. *Those of all classes and abilities,*
  - f. *Those who hope for a better world and those who have lost hope;*
5. *Know that the way we behave toward one another and toward other people is the fullest expression of what we believe;*
6. *Find more grace in the search for understanding than we do in dogmatic certainty – more value in questioning than in absolutes;*
7. *Form ourselves into communities dedicated to equipping one another for the work we feel called to do so; striving for peace and justice among all people, protecting and restoring the integrity of all God's creation, and bringing hope to those Jesus called the least of his sisters and brothers; and*
8. *Being followers of Jesus is costly and requires selfless love, conscientious resistance to evil and the utilization of our privilege for the good of the community.<sup>1</sup>*

## Welcoming Congregation

The Congregation of Southminster is focused and committed. It is a welcoming congregation that practices inclusiveness. Members of the church have a variety of previous religious backgrounds and for some Southminster is a "Sojourner" church that takes in the "religiously wounded" -- people of other denominations seeking a new home, victims of prejudice etc. Team

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<sup>1</sup> The eight points have since been updated by TCPC. For the updated list, see <http://progressivechristianity.org/the-8-points/>.



work is a core value; when everybody sees a need, everybody helps with the work and everybody helps fund.

The congregation values comfortable, interactive and varied worship services. We don't stand on ceremony and like to be intellectually challenged and try new things. Our multi-use sanctuary encourages experimentation and innovation. There are chairs, not pews, and everything within the sanctuary can be moved or even removed.

## Community and Mission

In our mission work Southminster supports both the local community and the broader community. Drawing members from Beaverton, Portland and neighboring cities to the south and west, we are not a neighborhood church, but have put an emphasis on service to the local community. Southminster is surrounded on some sides by a lower income neighborhood. To the east of us is a neighborhood that is becoming increasingly populated by minorities (Hispanic, Somali and others).

Accordingly, we have put effort into building a strong relationship with the nearby elementary school, Vose Elementary, which is located four blocks to the east of Southminster's church building. We have conducted work days there along with partner congregations to help with maintenance and contributed both funding and volunteer hours to the art literacy program at Vose for years. The Southminster Foundation has provided funding each of the last two years for the SMART reading program at Vose. Our long-standing Christmas basket program for Vose families changed last year to helping establish a Clothes Closet to which our members generously contributed, working from a specific list of toiletries, clothes, shoes, and other items. We also support other community organizations such as Habitat for Humanity, Rebuilding Together, the Oregon Food Bank, and Family Promise.

Southminster offered part of its land ("our back yard") to the Tualatin Hills Park and Recreation District (THPRD) for a community garden with 40 plots assigned by THPRD. We are compensated only for the water used by the gardeners.

The Southminster Foundation, also a key provider of mission and community support, is discussed below in the Ministries section.

## Support for the Lesbian/Gay/Bisexual/Transgender/Queer Community

Southminster strongly supports the lesbian/gay/bisexual/transgender/queer (LGBTQ+) community. The congregation believes the church must welcome people who are ignored and sometimes rejected by the majority community, and has a long history of activism regarding LGBTQ+ inclusion, both with our denomination and within society more broadly. As examples, in the 1990s, Session approved a policy that expressly stated that people could not be excluded from church leadership positions based on gender, marital status, or sexual orientation and to support any pastor in any union ceremony as the pastor deemed appropriate, allowing all ceremonies to take place in the church; the church also joined the More Light Network (now known as More Light Presbyterians) around this time. In the 2000s, Southminster opposed a

proposed Oregon constitutional amendment defining marriage as a union between a man and a woman and supported overtures to General Assembly to change the Book of Order to support same sex marriage. We took these positions, and continue to take positions that may be considered controversial, because, as Christians, we are called to do so.

## Environmentalism

We are highly concerned about our effects on the environment at local and global levels. We are officially certified as an Earth Care Congregation, sponsored by the Presbyterian Hunger Program of the Presbyterian Church (USA). To become certified as an Earth Care Congregation, a church must take the Earth Care Pledge and be active as stewards of the earth in the areas of worship, education, facilities and outreach. We plan actions and act on them on an annual basis. We have taken steps to make our church building more energy efficient, we have examined our carbon footprints to assess how we are affecting creation, we are eliminating single use cups and tableware from coffee hours and congregational dinners, and have formed advocacy groups for effective action for social justice.

## Student Ministries

Our Youth Program is very important to the congregation and attractive to families joining the church. We strive to provide a balanced program that supports youth of all ages, including Sunday school, Youth programs, and offerings for college students. We established a Youth Intern position and made investments in dedicated space for the Youth program. This is a particular source of lively intergenerational energy as persons of all ages are encouraged to get involved and go on summer mission trips (such as trips to Ghost Ranch, urban San Francisco, Cuba, and regularly to Spokane). Participants in these trips usually range in age from 13 to 80+! The Youth Program now contributes much in energy, the performing arts and leading several church services each year.

## Outreach to Other Congregations and Faiths

Southminster regularly seeks to host events and otherwise cooperate with other religious groups, whether they are Christian or not. We have established and maintain ecumenical and interfaith relationships, especially with members of Bilal Mosque, with The Islamic Center of Portland (located across the street from our church building), and with Sai Sathya Sai Babba Center of Beaverton, a meditation group which rents space in our building. We all have worked together on Vose Elementary school projects. We also conduct ecumenical services several times a year in order to promote peace, understanding, and healing. We are working to build a summer interfaith Children's program called Abraham's Tent with our Islamic friends and a Beaverton Jewish Synagogue.

## The Southminster Presbyterian Church Foundation

In 1979, a couple who were members of Southminster Presbyterian Church made an anonymous donation of \$250,000 that eventually resulted in the establishment of the Southminster

Presbyterian Church Foundation as a way to address needs in the local community. The Foundation is a separate non-profit organization to which all of the members of Southminster belong. The Grant Committee of the Foundation solicits and reviews applications from non-profit human services providers and makes recommendations to the Foundation's Board of Directors for funding. The Foundation also has a fund specifically for the needs of Southminster Presbyterian Church.

The Foundation supports local non-profit organizations, particularly those serving individuals from Washington County. The Foundation has a strong interest in organizations which help individuals meet basic needs and which make a lasting difference. Examples of categories and organizations that have received grants include:

- Housing (Lutheran Community Services, Ecumenical Ministries of Oregon, Rebuilding Together Washington County, Edwards Center, YWCA of Columbia-Willamette, Good Neighbor Center in Tigard, Bienestar, Family Promise of Washington County, Viva Village)
- Medical Care (Essential Health Clinic, NAMI of Washington County, Virginia Garcia Health Clinic, Southwest Community Health Center)
- Food Security (Loaves and Fishes, Oregon Food Bank, Sisters of the Road, Salvation Army)
- Building Community (Somali Bantu Citizens Group, Portland Youth Builders, Community Acton Organization, Lutheran Community Services, Care to Share, Voice Set Free, Daytime Enrichment Activities and Recreation, Los Niños Cuentan)

Since 1979, the Foundation has given over \$800,000 in grants to more than 100 community organizations. About half of this amount went directly to community groups, and about half supported Southminster activities. The principal has grown from \$250,000 to over \$750,000 at the end of May 2020.

The Foundation is managed by a volunteer board of directors made up of church members and is advised by a professional investment manager on a pro bono basis. The Board has a long-term investment policy that guides its actions, and annually reviews its investments against standards of social responsibility created by the Presbytery.

## Celebration of Creativity and Support for the Arts

The congregation shows significant support for the arts. This includes a diverse music program of a handbell choir, Chancel choir, and soloists and groups made up of members of the congregation and their friends. We host rehearsals and concerts of "Sing Here Now," a community choir for people with early memory loss in the Portland/Beaverton area.

The Celebration of Creativity Fine Art Exhibit & Sale is a labor of love and comes from a well-spring of appreciation for God's gifts of creativity. An annual juried show of original art featuring 80-90 regional artists in a variety of media categories, The Celebration provides a professional venue each March to showcase and support the arts. Southminster volunteers produce and staff the show, led by the Art Show Committee and its Leadership Team.

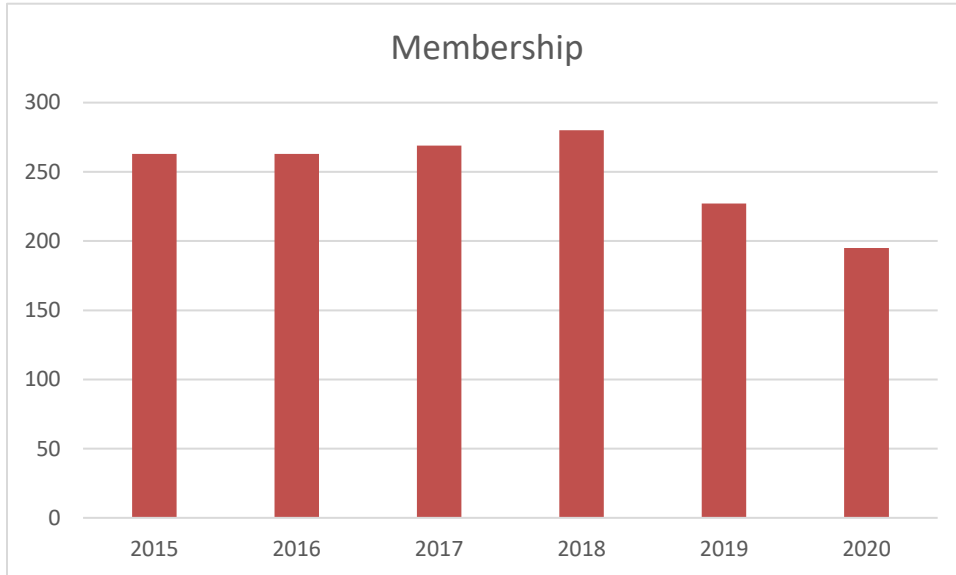
Much of the proceeds are disbursed back into the community as scholarship awards to high school art students through the Beaverton Arts Foundation and substantial donations to the school district's Art Literacy Program.

The Celebration of Creativity has given Southminster a unique local identity. Many new members have found us through art show participation or attendance. We consider this event a significant part of our mission and visibility to the community.

## 4 Our Congregation

Below are statistical summaries of our congregation. Data come from Southminster’s Annual Reports and data available from the Presbyterian Church (USA)’s website.

### Membership



**Figure 1: Membership of Southminster Presbyterian, 2015-2020**

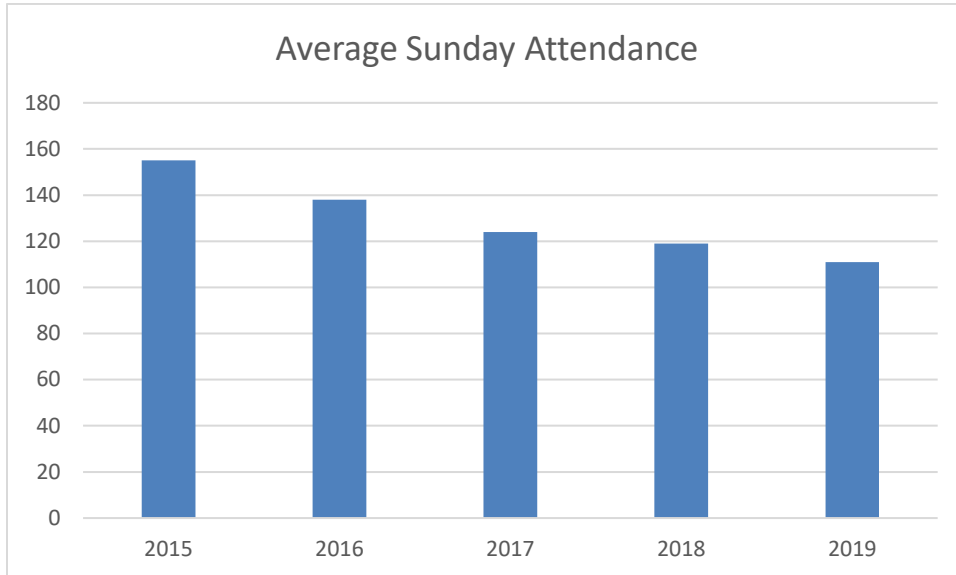
Figure 1 shows the number of enrolled members at the end of each year over the last five years (the 2020 column is as of June 2020). Despite the appearance of this chart, active membership has been reasonably stable across this time frame. Southminster cleans its rolls to remove inactive members every five years or so and this occurred in stages in late 2019 and early 2020. As of mid-2020, Southminster has just under 200 members, somewhat larger than the median number for congregations in the Presbyterian Church of the USA (70).

### Christian Education Enrollment

This table summarizes enrollment in the Child and Youth Christian Education programs as of the end of 2019.

Birth - 4 years	4
K-4 <sup>th</sup> grade	11
Youth 5 <sup>th</sup> -12 <sup>th</sup>	26

## Worship Attendance

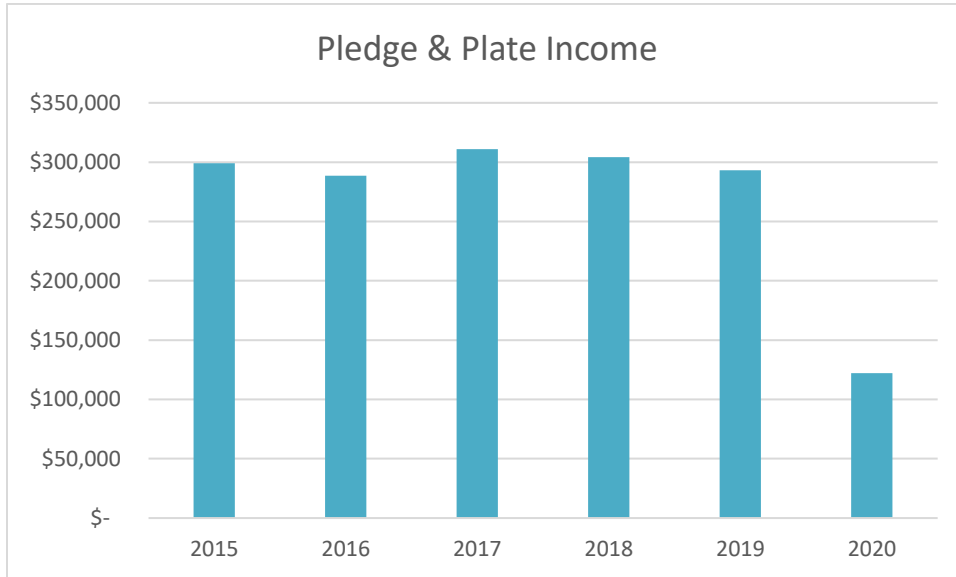


**Figure 2: Worship Attendance at Southminster Presbyterian, 2015-2019**

Figure 2 shows the average weekly attendance at services at Southminster over the last several years. 2020 data is not comparable, given the change to “virtual” services starting March 15. From the beginning of January through March 8, 2020, average attendance was 115, which is slightly higher than the average attendance for 2019. From March 15 to June 14, the number of “clicks” from the weekly email with the link to our virtual worship guide has averaged 75/week. We believe that the number of individuals worshipping via our virtual service is a higher than this, as we know that we have members who experience the virtual worship service together.

The ratio of attendees to total membership in 2019 was 111/227 (49%), which is not too far from that of the Presbyterian Church (USA) as a whole ( $45/70 = 64\%$ ), especially if one takes into account that the process of cleaning the rolls was not yet complete.

## Total Contributions and Budget



**Figure 3: Total Pledge & Plate Income Received by Southminster Presbyterian, 2015-2020**

Southminster’s pledge and plate income have been reasonably steady over the last five years, hovering in the neighborhood of \$300,000/year. Through May 2020, we have received over \$122,000. If pledge and plate contributions during the remainder of the year continue at the same pace, we would finish 2020 with about \$293,000 in pledge and plate income.

In addition to pledge and plate income, Southminster typically has income from building rentals, Southminster Foundation grants, and other mostly minor sources. Our total budget for 2020 is a little under \$345,000. We have very little debt (about \$27,000), all of which consists of the original founding grant from Presbytery.

In the 2020 budget, Personnel is the major part of our expenses (about 67%). Buildings and Grounds is next with about 15%. These percentages have been consistent the last couple of years.

## 5 Organization and Leadership

### Relationship to the Presbyterian Church (USA)

Southminster follows the Presbyterian style of government that stresses active, representational leadership by both ministers and church members. Southminster is affiliated with the Presbyterian Church (USA), which has approximately 1.3 million members and 9,000 congregations.

Within PC (USA), our regional representative governing body is the Presbytery of the Cascades. The Presbytery of the Cascades is one of eleven presbyteries within the Synod of the Pacific.

### Elders and the Session

Southminster's ruling body, called the Session, is composed of the pastor and active elders. We have fifteen elders in active service at a time, three of which are trustees responsible for financial and legal matters. Elders are nominated by the nominating committee and elected by the congregation for three-year terms. Elders are responsible for governing the church.

Our pastor acts as Session Moderator, and all Session members are able to vote (the pastor and Clerk of the Session are not). Session meetings are held monthly and in most cases are open to all interested members of the community. Session has been meeting more frequently in 2020 in order to respond appropriately to the church's changing needs during the COVID-19 pandemic.

### Deacons

The Deacons' mission is to strengthen connections within and to the church and provide care for members of the congregation. Members of Southminster's faith community (not necessarily just members!) can turn to our Deacons for companionship, compassion, and nurturing. Some of the Deacons' ongoing programs include Flowers for Newborns, Transportation, Caring Cards, and Prayer Shawls.

### Nomination of Deacons and Elders

Any member of Southminster in good standing is eligible for nomination as an elder or deacon. Each year, the Nominating Committee prepares a slate of five elders and five deacons to recommend to the church as a whole for election. The recommendations are voted on by the congregation at an annual meeting, and terms begin in June. Terms are for three years. As such, there are 15 active elders and 15 active deacons at any given time.

In 2020, only four deacons were elected rather than the usual five. We are considering continuing this practice, such that we eventually have just 12 active deacons rather than the current 15.



## 6 Committees and Programs

The committees to which members of Session are assigned are listed below (typically one or two, each, except for the trustees, to which three are assigned). Session members usually chair the relevant committees in each area.

### Children and Students

We strive to provide a place of comfort, community, play and learning for the children of Southminster. We fund part time positions for a Children's Ministries Coordinator and for a Nursery Coordinator / Events Planner. They plan monthly events for children and the whole family (and sometimes the whole congregation).

Since becoming a member of The Center for Progressive Christianity (TCPC), we have used the adopted curriculum, Godly Play and Joyful Path. Our Children's Ministries Coordinator and Nursery Teacher have been developing and delivering curriculum that strives to connect the learning of the children with the message of the pastor, as well as incorporate stories from the Bible.

We strive to empower students to think deeply, to love fully, and to serve gladly. Youth explore a wide range of topics that explore faith and current events, world religions, biblical understanding, and faith application in the real world. Students serve as Greeters for church and worship once a month and have assisted in preparing meals for Family Promise. Children and Youth have worked together to fill Kindness Kits for congregation members to give to those in need or experiencing homelessness.

Student Ministries provide activities that engage our students in fellowship, education, worship and service. Students have assumed leadership roles and take part in fellowship and outreach events. We provide many points of access for youth involvement, ranging from Sunday mornings, fellowship meetings, special events and service-learning / mission trips. These include separate programs for senior high and middle school students, which occasionally meet together. The program is led by our current paid Youth Interns and volunteers from our congregation. Get-togethers are planned for students when they return from college. Don Ludwig will return to leadership of these programs when a new pastor is hired.

### Adult Education

The Adult Education Ministry offers our members opportunities to learn about and discuss a wide variety of spiritual and social justice topics. We have several ongoing programs including:

- Weekly *Sunday Starter* discussion class before worship
- Monthly *First Tuesday Bookclub* that alternates between progressive spirituality and social justice themed books
- Lending library focused on progressive Christianity and select social justice topics
- Annual *Jesus Seminar on the Road* event (hosted by the Adult Education Committee)

- Special speakers and events throughout the year that engage our members and the wider community in education, discussion, or activism

## Community Life and Communications

Community Life and Communications encompasses on-going social programs, special events, and activities that provide opportunities for fellowship, participation in and contribution to the community of Southminster. These include:

- Helping visitors and new members feel welcome and included
- Social activities with interaction between age groups
- Caring and supportive activities for individuals and families
- Opportunities to deepen relationships within the congregation
- Communication to maintain contact and a sense of community during physical distancing

## Mission and Outreach

Southminster's mission statement calls us to help others in need and to transmit our faith by living it. The Mission and Outreach Committee has a long tradition of identifying, promoting and acting to support numerous social and environmental causes. We act both globally and locally.

Traditionally, Session has had a policy of ensuring that at least 10% of the operating budget of the church each year is applied to Mission (some of which is spent by our church but much of which is sent to programs at Presbytery). In 2019 and 2020, we have budgeted a smaller amount. We intend, and are optimistic that we will be able, to return to 10% mission spending in future budgets.

Recent examples of programs the church has run or supported in the community include:

- Establishing a Clothes Closet to benefit students throughout the year at Vose Elementary School, our neighbor
- Intergenerational Mission Trips and Youth Mission Trips to assist, build and teach
- Rebuilding Together
- Habitat for Humanity
- Community Garden plots for Beaverton residents
- Care to Share
- Oregon Food Bank
- Family Promise
- Equal Exchange/Presbyterian Coffee Project
- Annual offerings: One Great Hour of Sharing, Peacemaking, Southminster Foundation, Bread for the World Sunday
- Meals on Wheels
- IMIrJ (Interfaith Movement for Immigrant Justice)

## Properties

### Buildings and Grounds

Church buildings need constant care and maintenance. The Buildings and Grounds Committee manages the on-going efforts to maintain the building and property in safe and usable condition. It coordinates two work days per quarter that are open to the entire congregation.

### Surroundings

The Surroundings Committee meets periodically and is responsible for enhancing Southminster's décor and managing aesthetic matters to best benefit the church and the congregation. The Committee receives a portion of annual art show proceeds which allows it to accomplish necessary projects not provided for in the operating budget. It also acts as a screening group to assess offers of potential gifts and requests for permission to place items in the church that could become permanent fixtures.

## Worship and Music

Everyone is always welcome at our Worship Service on Sundays at 10:00 a.m. Our unique sanctuary is designed to function like a living room. It's small enough for everyone to see and hear, large enough for art exhibits, musical performances and congregational dinners. It has loop technology to assist people with hearing aids.

The Worship and Music Committee is charged with arranging for worship and music (in conjunction with the Pastor and Music Staff). We have a tradition of excellent keyboardists. Key music programs include:

Chancel Choir - Provides a variety of traditional and contemporary music as part of weekly worship and on special Music Sundays. Occasionally, the choir presents a special concert accompanied by orchestra or other talented, local or in-house, musicians. This ensemble is open to all adults and high school students.

Handbell Choir - Worship services that include performance by our Handbell Choir are delightful. It is also very beautiful when the Handbell and Chancel Choirs join together during worship. Beginners are welcome to join.

Guest Musicians - A variety of professional and amateur musicians are featured throughout the year. Musical styles range from rock 'n' roll to classical, and all in between.

Concerts – Southminster hosts a variety of special event concerts during the year. We have an annual Christmas Concert that is a great favorite, have hosted a Martin Luther King Jr. Day celebration, host concerts of an intergenerational choir, and occasional other concerts.

## Personnel

The Personnel Committee is responsible to the Session for every aspect of personnel management: hiring, regulatory issues, employee performance reviews and personnel-related budget matters.

## Trustees

Three of the fifteen active elders of Southminster's Session are charged with budgeting for and allocating Southminster's funds to accomplish its mission and ministries. This involves developing an annual budget, obtaining funds through a stewardship campaign, guiding the Session through prioritizing resources, and then managing the budget through the surprises (pleasant and otherwise) of a calendar year.

Trustees also oversee contracts that the church enters into (we rent space in our building to a pre-school, Wee Wisdom, for example), obtaining insurance, providing for services and payment of personnel, and helping other ministries with their budgetary issues. Trustees are responsible to see that fraud does not occur and waste of resources is minimized. The Trustees also provide the representative from Session to the Southminster Foundation Board.

## 7 The Pastor We Seek

We consider ourselves a “Program Church.” We do not seek a pastor who would initiate and actively manage every church program. We want an excellent leader, mentor, coach and manager, who inspires people to work towards achieving shared short- and long-term goals and who knows how to integrate and support the staff-led and volunteer-led programs of the church. Team building skills are essential to support a collaborative staff, Session, and church community.

Several goals and pastoral skills, attributes or strengths we would like to see in our next pastoral leader include:

An individual who personally possesses:

1. *A progressive Christian* theological perspective
2. *Great preaching* ability
3. *Compassionate pastoral care* skills
4. *Administrative* skills
5. *Superlative people skills*: Able to collaborate with and mentor both staff and volunteers

And, who can inspire and enable us to achieve our most important goals:

1. *Worship* together in services that provide us with hope and renewal and that challenge and inspire us to act in the world
2. Increase *congregational connection and support our sense of community*
3. Continue focus on *activism and community outreach*
4. Continue progress in *children’s and youth programs*
5. *Navigate priorities*, maintain proper balance between them, and mediate occasional intra-church conflict
6. Optimize our overall *governing structure*
7. Maintain *visibility within the larger community*
8. *Continue our relationships* with other congregations inside and outside the Presbyterian Church

Together we laugh, we grieve, we study, we work, we worship, and we enjoy one another. We are ready to welcome our next pastor into our community with the knowledge that we must support the pastor as they bring great energy, leadership, patience, and a sense of humor to help us build on our strengths.