

Having compassion for the congregations of Salem Presbytery that are struggling, in this time and this place to be the “Church”, we provide these considerations. If seven or more items below are checked, you are invited to seek out the Interim Presbyter, the Designated Presbyter for Transformational Ministry or the Committee on Ministry. We desire to partner with you in the call to understand what it means to be the Church – a life-giving and life-renewing ministry of Jesus Christ.

- _____ 1) We have a part time Minister of Word and Sacrament or a part time Commissioned Ruling Elder or a Stated Supply or Pulpit Supply.
- _____ 2) We have lowered our mission pledge(s) to pay for the operating budget.
- _____ 3) We consistently draw from savings, memorial funds or endowments to pay for the operating budget, with no clear and confident plan to correct this situation.
- _____ 4) The membership roll of the church is 60 people or less. The average attendance at Sunday worship is 40 or less. Members are predominantly seniors.
- _____ 5) Officers serving on Session are challenged by:
 - The long-term financial security of the church
 - Securing volunteers, especially new volunteers
 - Maintaining the church building and traditional programming
 - Implementing change, in general
- _____ 6) There has been no child added to the baptismal role in the past two years.
- _____ 7) There is no adult faith formation in the form of Bible Study, Sunday School or Forums.
- _____ 8) The Sunday School for children and youth is small or non-existent.
- _____ 9) There has been no new programming or mission/outreach project developed and implemented in the last three years that reach out to serve the local and wider community
- _____ 10) There is no concrete vision of, or reflection about, what may be most life-affirming and life-renewing for the body of Christ in it’s particularity or universality through your congregation.
- _____ 11) Congregation has reported a 20% decline in worship attendance And/or membership in the last 10 years.
- _____ 12) Congregation has reported fewer than 5 new members (outside of Confirmation) in the last 5-10 years.
- _____ 13) Congregation has experienced a “revolving door” of pastoral

leadership in the last 10-15 years (i.e. pastors stay no longer than 2-3 years).

- _____ 14) Congregation has experienced a financial decline in which its expenses consistently exceed giving for last 5-10 years, and/or the congregation will run out of money in the next 5-10 years.
- _____ 15) Congregation has experienced significant decline in contributions and/or an increasing dependence on endowment and/or rental income to meet basic expenses in the last 5-10 years.
- _____ 16) Congregation uses its financial resources for internal, maintenance needs (i.e. building/administration, salaries) rather than for wider community engagement and church programs.
- _____ 17) Congregation lacks a clear, stated vision of its mission in the community – a clear statement of its purpose for being in the world.
- _____ 18) Congregation has been unable in the last 2-3 years to find people willing to serve the church in leadership (session, Sunday School teachers)

¹Adapted from the Winnebago Presbytery