

PALM VALLEY LUTHERAN CHURCH COUNCIL MEETING AGENDA

August 21, 2024, 6:30 pm, Conference Room

G.R.A.C.E.

Grow in Faith

Reach the Community

provide Awe-inspiring Worship

Connect in Small Groups

Exceptional Serving

Call to Order

Approve Agenda

Devotion – Pastor

Consent Agenda

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Special Presentation

1. Signe Fredrickson, Gift Planner, Southwestern Texas Synod, Lutheran Foundation of the Southwest

Continuing Business

1. Ministry Master Plan
2. Working Group Reports
 - a. Fundraising Guidance..... 23
 - b. Survey Summary 27
 - c. Additional Survey
 - d. Worship Schedule
 - e. Rental Income – No Report
 - f. Alternative Income – No Report
3. Generosity Team Update
4. In-Person Attendance
5. 2025 Financial Plan Ministries – First Look 55

New Business

1. Cemetery Spending Limit Authorization
2. Grant to Counseling Center

Other Business

1. Christmas Decorating Event

Information

1. Next Month’s Sunday CIC: Early: Davd Beck; Late: Tom Dove
2. Next Month’s Council Member for Devotions: David Beck

Adjourn

COUNCIL MEETING MINUTES

CHURCH COUNCIL MEETING MINUTES

July 24, 2024, 6:30 pm, Conference Room

Present: Susan Ames, David Beck, Vince Brunssen, Tom Dove, Jason Dufner, Linda Dufner, Stephen Loyd, Tammy Oetken, Linda Reed, Sue Rue, Rick Salvo, Dave Smith and Nancy Wojnarski

Ex-Officio Member: Pastor Dave Koppel

Staff: Alan Dunn, Jen Kendrick and Steven Namburi

Excused: Carolyn Koehn and Keith Outlaw

Council President, Tom Dove, called the meeting to order at 6:29 pm. Pastor Dave Koppel offered a prayer.

MOTION: Stephen Loyd moved to approve the agenda for the meeting as presented. Motion carried.

Stephen Loyd gave the devotion.

CONSENT AGENDA

Rick Salvo requested that the following reports be pulled for discussion: Council Meeting Minutes; Called Council Meeting Minutes; and Pastor Koppel's Report.

MOTION: Rick Salvo moved to approve the Consent Agenda without the following reports: Council Meeting Minutes; Called Council Meeting Minutes; and Pastor Koppel's Report. Motion carried.

Regarding the Council Meeting Minutes, item 4c, Rick Salvo asked if the findings from Manny Castor's report on worship times can be shared and how to go about sharing it, and if there would be any value in sharing it; Called Council Meeting - the meeting date was corrected to July 15, 2024; Pastor Koppel's Report – Rick asked if the spelling of “Sundays” referring to Sundaes on Monday was a typo or intentional, Pastor Koppel confirmed he intended it to be spelled “Sundays on Mondays”.

MOTION: David Beck moved to approve the Council Meeting Minutes; Called Council Meeting Minutes; and Pastor Koppel's Report as revised. Motion carried.

OTHER REPORTS

Executive Administrator/Financial Report – Alan Dunn reviewed the attendance records from 2008 through current. Alan pointed out the online attendance was counted as 2 persons per viewing. A question was asked about how many members we have, we have 1100-1200 active members; concern was expressed about low in-house attendance versus the number of members we have.

The financial reports were reviewed, overall, we are above projection by \$10,698.

CONTINUING BUSINESS

1. Funding LEAD Program for Ministry Master Plan – Pastor Koppel discussed LEAD, who they are and what they do to help develop a ministry plan for the future; Pastor Koppel reported the cost would be \$22,900, plus travel and housing costs for in-person visits; Alan Dunn suggested using VISA reward points for housing and reallocating \$5,000 from the Executive Administrator and Youth Director's budget that will not be used, and an unused portion of the Intern Pastor funds, for a total of \$27,684.

MOTION: Sue Rue moved to reallocate \$5,000 each from the Executive Administrator and Youth Director funds allocated for moving expenses, and an unused portion of the Intern Pastor funds for the funding of the LEAD consulting services to develop a Ministry Master Plan, total funds \$27,684.

The council discussed the pros and cons of using LEAD, Pros: expands the view of possibilities and a fresh approach from outside individuals; Cons: the cost and people to take part.

MOTION: Vince Brunssen moved to table the motion to a later date. Motion carried.

2. Working Group Reports

a. Alternate Income – Rick Salvo asked if a member could elaborate on “commercial lease on our property” – Linda Reed reported that John Reed and Dwayne Kostiha met with Endeavor for possible commercial ground lease, the AI Team will review the information and report back to the council; the Team is also looking into grants.

b. Fundraising Guidance – a Draft PVLC Policy for Fundraising was reviewed for information.

c. Rental Income – Susan Ames reviewed the report from the Building Use Team and suggested fees increases, Rick Salvo asked what the increase percentage is as it was not listed, the report was amended to reflect a 20% increase. Susan also reported that we need to be registered as a commercial kitchen.

MOTION – Dave Smith moved to adopt the recommended non-member building use fees. Motion carried.

d. Worship Schedule Team – Comments received from members were shared and discussed; adding a question to the member survey on the worship schedule was requested.

MOTION: Rick Salvo moved to extend the meeting by 45 minutes. Motion carried.

Worship Schedule Team continued – the recommended time for Sunday School was discussed, with a time change to 9:30 or 10:00 was suggested. The team will revisit after the survey responses are received.

MOTION: Vince Brunssen moved to keep the old Sunday morning schedule and do more study through the survey. Motion carried with 7 for and 4 opposed.

e. Member Survey – the suggested survey was reviewed and discussed.

MOTION: David Beck moved to get the survey, with edits, out as soon as possible. Motion carried.

3. Personnel Team Update – Alan Dunn reported that the team will be conducting a 2nd interview with the Youth Director candidate tomorrow; a question was asked if one person could do both the youth director and the children’s ministry positions, Pastor Koppel responded that it was too much for one person.

4. Reception for Intern Pastor Steven’s Farewell – Cake will be provided on Steven’s last Sunday, August 11th, served in the Parish Hall and CLC narthex.

NEW BUSINESS

1. Approve Corporate Resolutions Effective August 15, 2024

a. Authorize Jennifer Kendrick, Michael Koehn (Treasurer), and Sally Cotton as signers with access to the following bank accounts:

i. Regions – Church Operating

ii. Regions – Money Market

iii. Regions – Preschool

iv. Regions – Money Market

v. Chase – Cemetery Savings

vi. Chase – Capital Maintenance – Checking

b. Authorize Jennifer Kendrick, Michael Koehn (Treasurer), and Sally Cotton as signers with access to the following funds:

i. Palm Valley Endowment

ii. Palm Valley Cemetery Endowment

iii. Palm Valley Capital Reserve (Maintenance)

iv. Palm Valley Iver Wallen Estate (Expansion)

v. Palm Valley Isedore and Pauline Wallin Memorial Maintenance Fund

- vi. Palm Valley Capital Expansion
 - vii. Palm Valley Telander Fund
 - viii. Palm Valley Senior Care
 - c. Appoint Jennifer Kendrick as the Registered Agent for Palm Valley Lutheran
- MOTION: Tammy Oetken moved to approve resolutions a, b and c. Motion carried.

OTHER BUSINESS

1. Discussion of Draft Endowment Policy – Tom Dove reviewed the draft policy; Rick Salvo asked if the current Endowment Team consists of the individuals as noted under Organization, Item 2, a-f.
2. Pastor Koppel shared a thank you letter received from World Hunger.

MOTION: Rick Salvo moved to adjourn. Motion carried.
The meeting adjourned at 9:25 pm and closed with prayer.

Sue Rue
Council Secretary

PASTOR KOPPEL'S REPORT

Report of the Senior Pastor August 2024

We are at a time of transition, a time to say goodbye to some and hello to others on our staff team, a time of hope and excitement and joy. While we will miss Alan and Denise and Steven, we welcome Jen and Willow and our old friend Lax. The next few months will be a time of onboarding and casting vision for the staff, as well as moving ahead with our ministry master plan and alternative income strategizing. Wow! What an exciting time for the church!

Funerals: Emily Fehlis, Meg Miller, Nellene Hester (no funeral service) (as well as deaths of family members and friends of PVLC – Sheila Smith's cousin, John & Linda Reed's sister-in-law, my friend Myra Stackleather in Killeen)

We had **several members in and out of the hospital** this past month.

James How, who has been attending here and will soon join has been discipling a group of **refugees from Myanmar**. They are now a worshipping community of 50-60 people each week, and they are **looking for a church home**, where they can have services in their native language. I met with them on August 11th.

We are starting a **GriefShare** program.

I was able to attend the **ELCA youth gathering** with five of our youth and Denise. I cannot overstate how wonderful our kids are.

We held another spectacular **Vacation Bible School**. Thanks to everyone who made it effective and successful

We have officially **extended offers to Jen Kendrick and Willow Bochat** for the positions of Executive Administrator and Director of Youth Ministry. Jen began August 5th, Willow will begin on August 19th.

Filed the final paperwork for an intern. Lax Vardhanapu has been assigned to us for the remainder of 2024 and all of 2025. I have been in conversation with Luther Seminary regarding an intern for 2026.

Finalized confirmation dates and times for 2024-2025.

We held our first two **Intergeneration Sunday School** programs.

Interviewed two other consultants for help with our Ministry Master plan. We should have a total of three proposals by the time of our council meeting.

We had our second **Sundays on Mondays** of the season with the tale of Frank Norfleet.

We held our August **GRACE Night**.

Attended the **Global Leadership** Summit with some staff and council members. It was well worth the time invested.

This is an amazing and exciting time to be the church.

Thank you for your partnership in the Gospel ministry,
Dr. Dave Koppel, Senior Pastor

IMPORTANT DATES:

- **August 17 party for Alan and Denise, 6p.m.**
- **August 19 Lax begins his internship**
- **August 19 Willow's first day**
- ***August 25 –Denise preaches.***
- ***August 29th Denise and Alan's last day***

- *September 2 Labor Day*
- **September 7 God's Work Our Hands**
- **September 8 Kickoff Sunday – combined service, lunch**
- **September 15 small group & sermon series begins**
- **September 15 confirmation classes begin – tentative**
- **September 28 Fall Fair**

- **October 13 Pancake breakfast**
- **October 23 & 30 First Communion class**
- **October 27 Reformation Sunday**
- *October 31 Halloween*

- **November 3 All Saints' Sunday / First Communion/ time change**
- **November 24 Round Rock Community Thanksgiving Service at Community Christian Church**
- *November 28 Thanksgiving*

- **December 1 First Sunday of Advent**
- **December 14 Christmas Caroling**
- **December 24 Christmas Eve (Tuesday)**
- **December 25 Christmas Day (Wednesday)**

2025:

- *January 20 Martin Luther King Day*
- **January 26 Annual Meeting, combined service**

- *February 17 Presidents' Day*

- **March 1, 2025 Global Church Gathering**
- **March 5 Ash Wednesday, Lent begins, Evening services begin**

- **April 13 Palm Sunday**

- April 17 Maundy Thursday
- April 18 Good Friday
- April 20 Easter
- April 27 Confirmation (tentative), combined service

ELCA Youth Gathering in New Orleans



Vacation Bible School



PVLC Staff enjoying lunch provided by the Council – Thank You!



Staff Celebration – Farewell Lunch



PLVC Leaders at Global Leadership Summit



YOUTH MINISTRY DIRECTOR

Wednesday Night Youth

Wednesday Night Youth this month has been all over the place. We did not meet the first Wednesday because of the 4th of July holiday. We did not meet the second week of July because we were all at camp. The third Wednesday in July, everyone met for a VBS work night. The next week was Poolside Parable at the Dove's house, and it ended with a water games in the Oak Grove that had been canceled in June.

Youth Activities

We had such a busy month. Many of the youth participated in the 4th of July Parade. They helped to



load and then marched with the float to pass out water.



During the second week of July, 22 youth and children attended Camp Chrysalis. There, they experienced worship, fun, and fellowship.



In the third week of July, Pastor Koppel and Denise accompanied 5 youths from Palm Valley and 16,000 youths from across the US and beyond to New Orleans for the ELCA Youth Gathering. We learned about mental health issues; we worshipped with 1400 students from Region 4, we learned from ELCA partners, we worshipped with Bishop Eaton, and we heard wonderful speakers and powerful music for 5 days.



The last week in July many of the youth helped with our VBS program. It was a wonderful week for all.



Denise's Activities

I continue in the Stephen Ministry role, where I am able to support youth and families in times of struggle. The Round Rock Youth Workers do not meet during the summer. My role as Synod's liaison for the ELCA Youth Gathering in New Orleans has ended.

CEMETERY

Cemetery Team Meeting Notes August
13, 2024

Present: Jayne Baxter, David Beck (Church Council), Scott Brandt, Jan Cleveland, Ann Grimes, Morris Noren, Johnnie Pecht, Lila Pecht, Linda Reed (Team Leader), Kevin Riordan, Sue Rue, Mary Wallin (Secretary), Alan Dunn (Executive Administrator), Jen Kendrick (Executive Administrator)

Absent: Pamella Savercool

Linda called the meeting to order at 6:27 PM and opened with a prayer.

Recognition of Alan's contribution to the church and to the team for the past 10 1/2 years.

Introduced Jen as the new executive administrator.

Review and approval of minutes from the April 11, 2024 team meeting. Morris moved and Sue seconded. All approved.

Alan revealed that the church will launch a cemetery app soon. It will be interactive for searching by name and plot and will contain links to historical and pertinent information.

From the Old Business Agenda:

Discussion on changing prices of cemetery plots and columbarium niches.

Cemetery plots prices for members will remain the same at \$750 per plot. Plot prices for non-members will remain at \$4,000 per plot for one casket and one cremains urn. "Palm Valley Lutheran Church Cemetery Policies and Regulations" state that up to six urns can be buried in a plot. The team increased the price of burying each additional urn to \$1,000. This decision puts the price of a cemetery plot for burying cremains more in line with the price of a columbarium niche on the lowest level which is \$2,000 per niche. Each niche contains two urns. Motion made by Kevin to adopt this change. Seconded by Sue. All agreed.

Columbarium prices will remain the same. Member pricing starts \$1,500 per niche on the lowest level and increases by \$100 per level. Non-member pricing starts at \$2,000 per niche at the lowest level and increases \$500 per level. Each niche contains two urns.

The aforementioned document "Palm Valley Lutheran Church Policies and Regulations" will be revised by Jen to reflect the changes to costs associated with burying cremains.

Linda and Mary will work on a document that describes the responsibilities of the team that will be provided to the team and church council.

These responsibilities will include:

- Keeping informed of cemetery investment accounts
- Recommending expenditures to the church council
- Developing policies for the cemetery

- Projecting future needs
- Providing guidelines for team membership (i.e., owning a cemetery plot or columbarium niche)
- Defining makeup of the team
- Setting and establishing pricing
 - Maintaining and overall care of the cemetery; and
 - Handling complaints (Executive Administrator)

From the New Business Agenda:

Linda asked the team to approve spending approximately \$350 to replace plants that have died and to add more where needed.

Alan said we need to replace several trees in the middle of the cemetery between Sections B and C.

Alan will ask the council to approve a \$5,000 threshold for cemetery team expenditures so the team would not have to wait for approval before spending anything under that amount.

Motion to adjourn made by Sue. Linda seconded. Meeting adjourned. Submitted

by Mary Wallin

EVANGELISM

August 5, 2024, 7:00 pm, Parish Hall

Attendees: Sally Cotton, Paula Dietz, Melissa Felfe, Peggy Felfe, Joy Kovar and Linda Reed-Council Member

Not attending: Donna Balshaw, Angela Beck, David Beck-Council Member, Linda Dufner-Council Member, Pat Jacobs and Rita Whitely

Joy, the acting **chair**, welcomed everyone and called the meeting to order.

A motion to approve the **June 3, 2024 Minutes** was made by Paula, with a second made by Peggy, and the motion passed.

In **Old Business**, Sally gave an update on the **First-time Guests** program. Sally is the contact for the months of July, August, November and December which did not have other volunteers. Paula will be the contact for September and Rita for October. During July, we averaged about one new visitor a week (to contact). We discussed sending texts to individuals that leave a phone number to let them know that you are from Palm Valley and will be calling them. This might increase how many individuals that will answer the phone and talk with us.

After discussion with Pastor Koppel, Paula said the next **Discovering Discipleship Membership Class** is scheduled for October 13th.

The **2024 Fall Fair** is on September 28th and the signups for volunteers and sponsorships has begun on Sunday mornings. Melissa has been dressing up on Sunday mornings to draw attention that FF help is needed. Peggy will be helping with this effort this coming Sunday as well. We are receiving a steady number of volunteers so far and have also received two sponsorships. Discussion was held on having a small ad in the Community Impact for \$600. Sally will send out an email this week to determine the wishes from the team on whether to go forward with the ad at this time.

Paula reviewed our two **Sundaes on Mondays** events that were held on June 17th and July 29th. We had approximately 55 at our first event and 45 at our second event. We also had a few visitors that joined us as well. She used Thrivent Action funds to help with the purchases for this year. We also discussed how we can make it more of an evangelizing event in which our community joins us. We talked about advertising on the marquee to invite everyone to this free fun event and having it in the CLC to give more room and also better access for handicapped individuals. We will work on some new ideas for next year.

The **2025 Financial Plan** for our team was completed by Joy and sent to our team members and to Alan on June 4th. It was the plan approved at our June meeting.

Tammy Oetken was in charge of the **July 4th Parade**. Discussion was held on having a banner or some type of large sign to more visibly indicate that our group is from Palm Valley Lutheran Church.

The **Welcome Gifts Program** for first-time visitors was discussed. Paula ordered fifty crosses and 100 small drawstring bags to hold the crosses and a small card with a QR code to link you to more information about Palm Valley. We discussed other items to have on the card, including the logo, times of worship, and website. Angela Beck and Paula will be the persons that will hand out the gifts

at the 8am and 9:30am worship services, respectively. They will also have PVLC brochures there to give to the visitors as well.

In **New Business**, Paula will **chair** our next meeting on October 7th.

At 7:55pm, the meeting was adjourned with the Lord's Prayer.

Respectfully submitted,
Sally Cotton

WORSHIP AND MUSIC

WORSHIP & MUSIC TEAM MINUTES

August 5, 2024

MISSION STATEMENT

As brothers and sisters in Christ, we are called to invite people to know Christ, build a community of faith, and serve all people in love to the glory of God.

Attending: Ken and Marie Bucher, Sharon & Roland Krienke, Sue Rue and Sheila Smith and Stephen Namburi

Ken called the meeting to order and opened with a prayer.

Pastor Koppel came in for a few minutes to thank us asked if we had any questions.

The minutes of the June 3, 2024 meeting were reviewed.

Motion: Motion made by Sue to approve the minutes as written. Motion carried.

Old Business

We heard in the opening tonight that only 51 congregational ministry surveys have been turned in and we need to encourage others to complete it.

A Trinity Sunday **banner** was ordered and received. Marie showed it to us and we all like it very much.

Another banner is being ordered to hang by the south sacristy door. When we livestream and someone is standing at the pulpit, the background is a plain white wall so this banner will present a better background. It is blue with a red rose and the words Saved by Grace.

No update on robes for choir.

New Business

Marvin was unable to attend tonight but he talked with Sheila and had this to share:

He is going to talk to Alan about pulling the pedals out from the organ in the sanctuary and correct the two or three lowest pedals. They stick and he cannot use them as they are now. It would be awkward for a visiting organist to play it in this condition.

In his absence last Sunday, we did not have an organist and David Kautz filled in playing the piano. Marvin said he watched the service online and was very pleased with the way it went. David was gracious to fill in on short notice. With no back up organist, he will most likely call on David if/when he has to miss in the future.

Our committee wants to recognize and thank Marvin for the special music we have had at every (early) service this summer. He has arranged, practiced and accompanied soloists, duets, and small group ensembles.

Marie commented that the hymns we have been singing this summer have been good, familiar and fun to sing.

Dates for decorating have been secured. The time to order poinsettias is approaching and will be handled whom Down Home Ranch sends the email. Marie asked how many we order and Sheila said

we order 50 which is the minimum for getting free delivery. Sheila is unsure if members signed up to purchase all 50 last year.

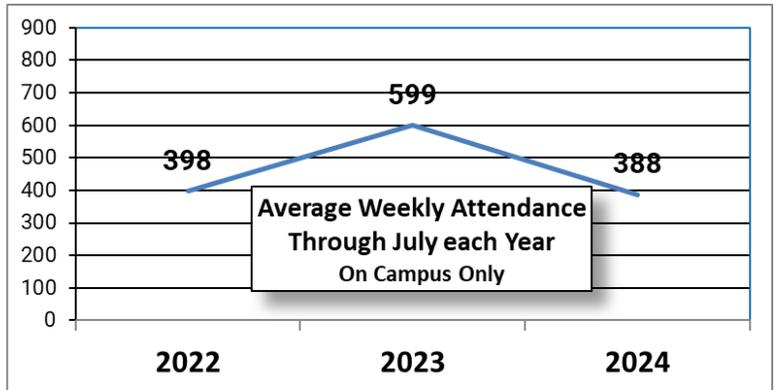
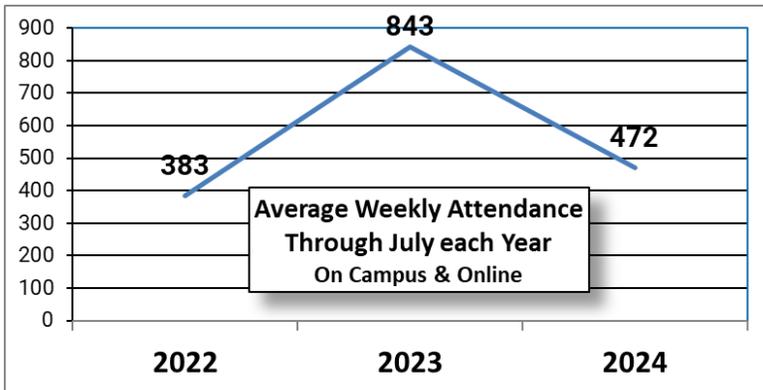
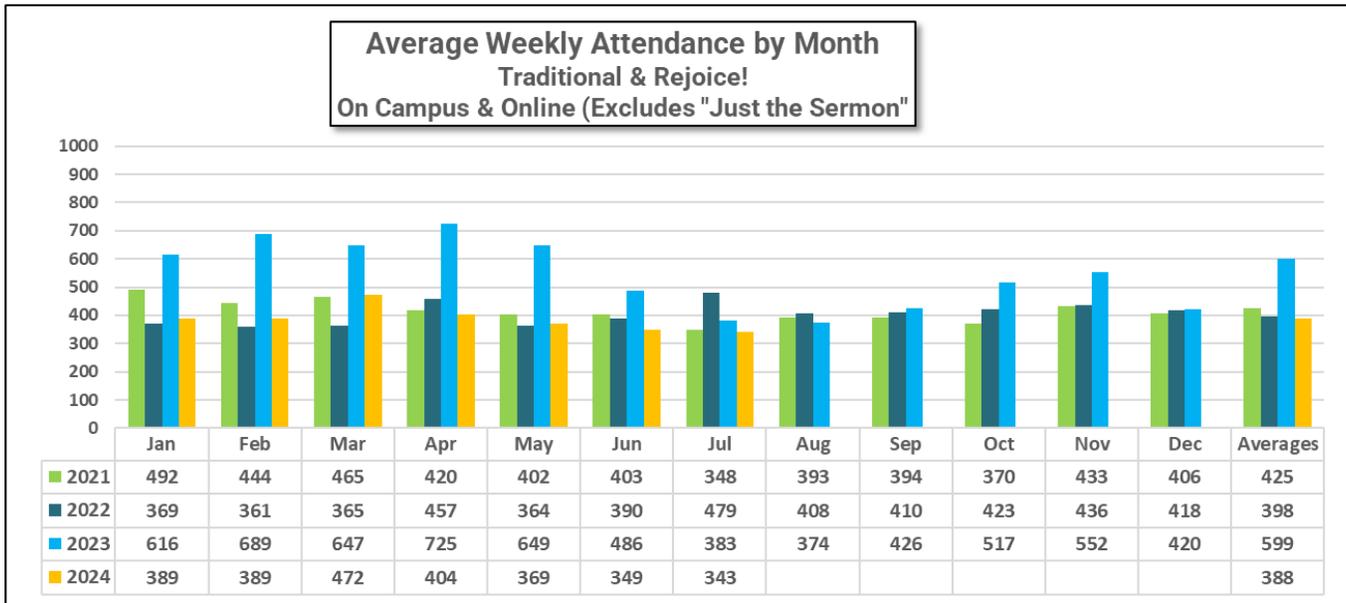
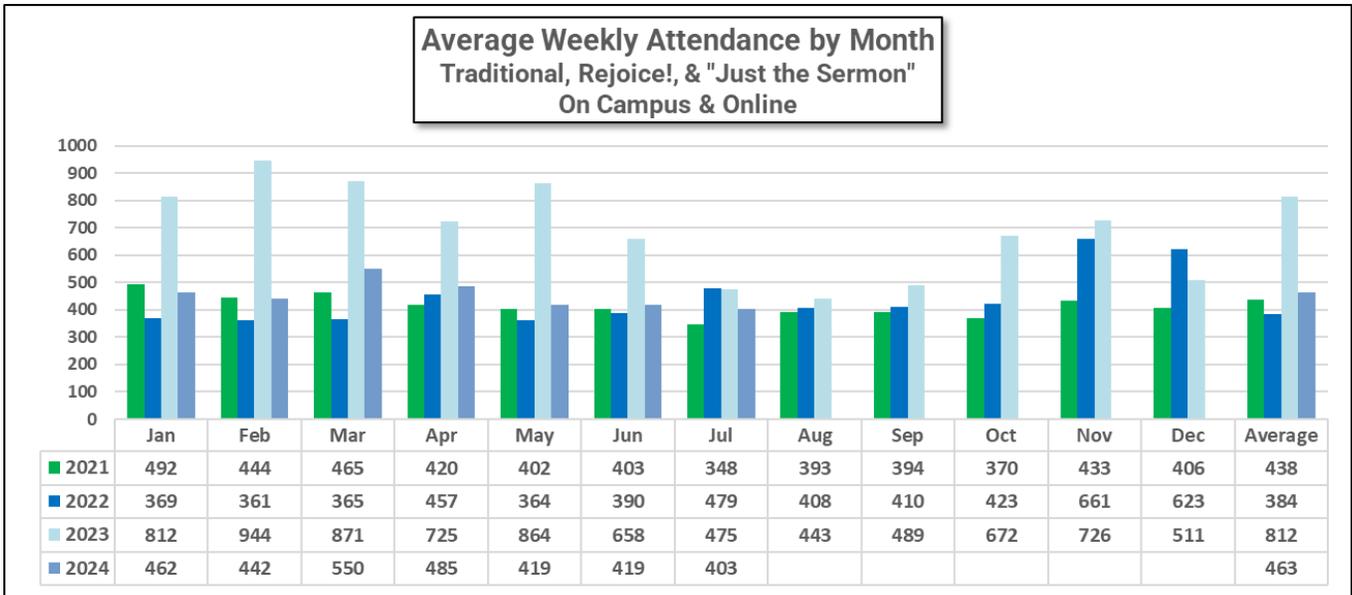
At the next meeting, we will discuss Christmas Eve services.

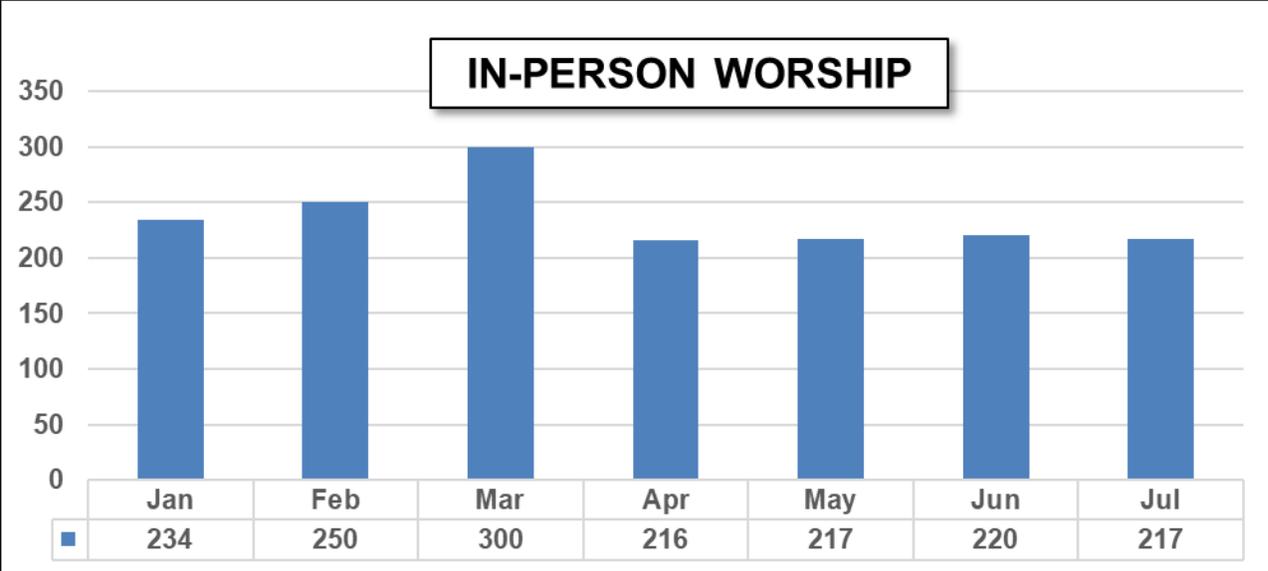
The meeting was adjourned and we closed with the Lord's Prayer.

Respectfully submitted,
Sheila Smith

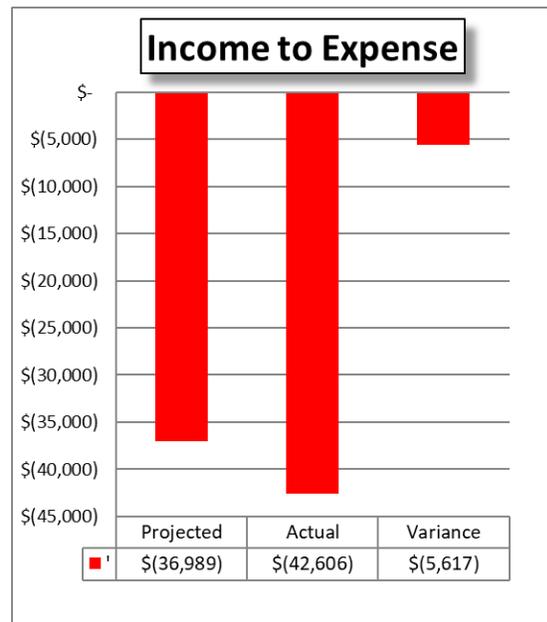
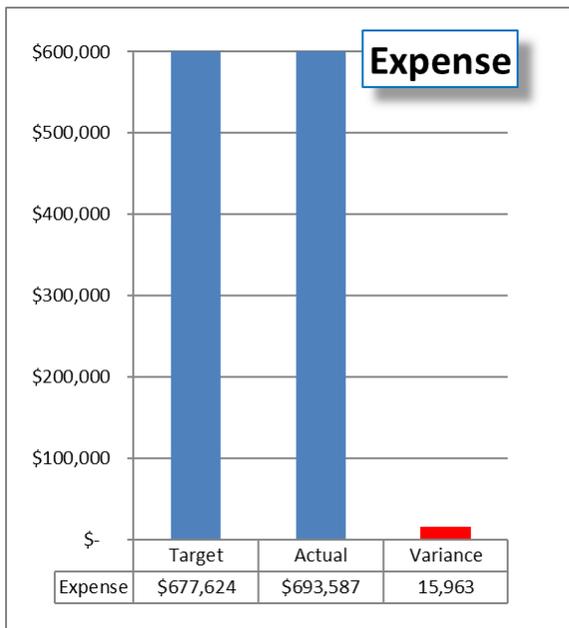
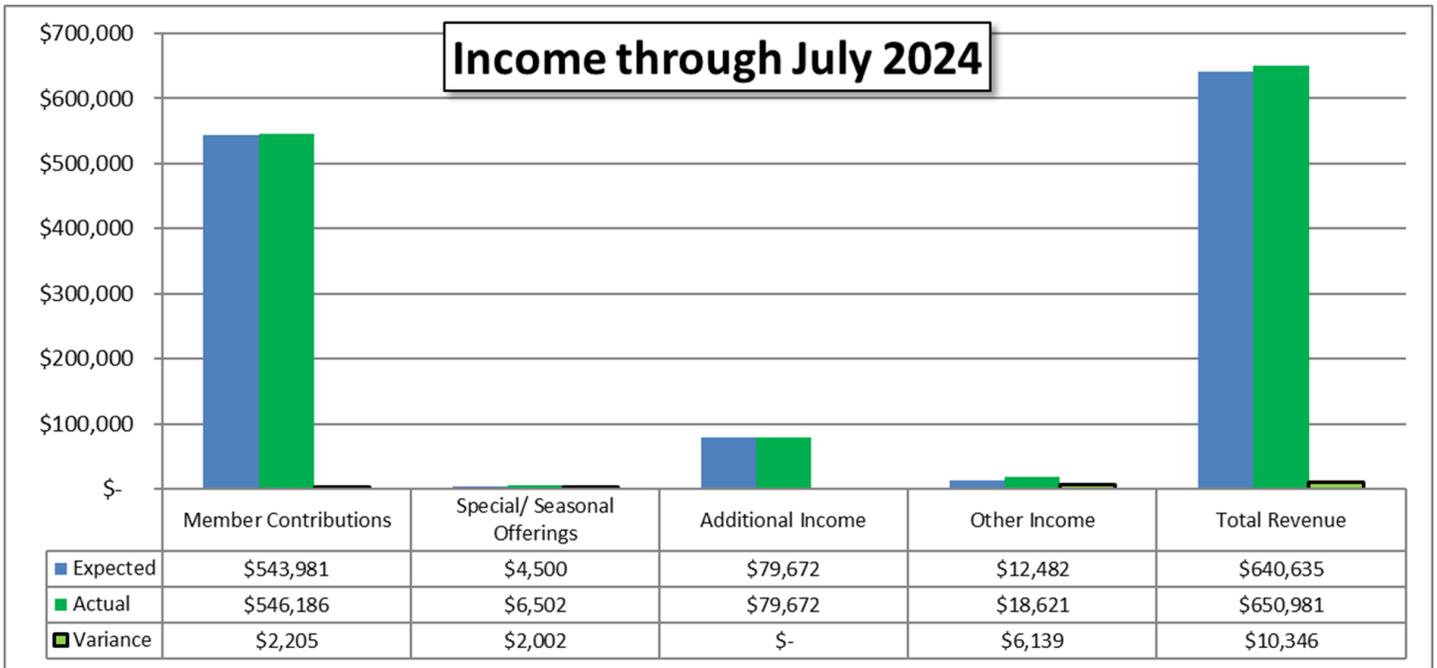
Next meeting date: October 7, 2024

EXECUTIVE ADMINISTRATOR





FINANCIAL REPORT



FUNDRAISING POLICY - DRAFT

Palm Valley Lutheran Church (PVLC) Policy for Fundraising:

- Scope
- Administration
- Requirements
- Definition
- Evaluating organizations for fundraising
- Frequency of fundraising
- Commitment to donors
- Examples of PVLC fundraisers vs activities
- Fundraising Request Form

Scope: PVLC encourages activities that advance our mission and vision. Sometimes, these activities include requests for monetary donations or gifts of physical goods. Our fundraising policy's purpose is to ensure that these activities continue to promote PVLC mission and vision with positive impacts both inside and outside our church. Further, the policy outlines the frequency of fundraising activities to ensure the causes we support can have a maximum impact. In all our activities, we commit to donor privacy.

Administration: Palm Valley's Executive Administrator will administer the policy. Fundraising requests should be submitted to PVLC Executive Administrator.

- The administrator will approve fundraising events that align with PVLC's mission and vision. Any event that is not approved can be appealed to church council. Appeals will be included in the next regularly scheduled council meeting agenda for discussion. The council's review and decision will be deemed final.
- Activities are generally received on a first come first served basis; however, the Executive Administrator may request calendar adjustments when conflicts occur. In this event, the organizer of the first approved event must also approve the change.

Requirements of fundraising:

- The organization should align with PVLC mission and vision.
- The focus of fundraising should be to support the targeted organization and target a minimum 50% net profit goal calculated as $(\text{Total proceeds} - \text{Total Expenses}) / \text{Total Proceeds}$
- Approved events are not deemed a commitment of PVLC staff time
- Organizers should contract directly with vendors and suppliers and should not include PVLC in any contractual terms and conditions
- Organizers should have a process to complete background checks for volunteers

Fundraising definition: any request for cash donations or non-cash donations, exclusive of requests for personal time or volunteering.

- Includes
 - Cash donations
 - Special offering appeals
 - Non-cash donations

- Excludes:
 - donations of time and volunteering at events where cash and non-cash donations are not part of the event scope
 - events where cash donations are optional (ex: fall fair)
 - Endowment Fund activities
 - Organizations that rent PVLC as a venue for their own fundraising events
 - Marketing of PVLC property rental opportunities
 - Bereavement committees for member funerals
 - Caring Angels requesting support for members (ex: meals during surgery recovery)
 - Sponsorship by PVLC; approved fundraising events can indicate PVLC address but should not mention PVLC as a Sponsor unless Sponsorship has been expressly granted by the Executive Administrator

Evaluating Organizations for Fundraising

PVLC seeks to support fundraising activities that promote our mission and vision.

- Palm Valley Ministry Fundraisers (internal)
 - In general, no restrictions for events that support PVLC ministries that are part of our plan for ministries. The Executive Administrator and Church Council may request details about the fundraising events to confirm that activities align to PVLC mission.
- External organizations
 - 501C3 certification must be provided
 - Promotion of external organizations within the church for awareness or advertising should support the mission and vision of PVLC. The policy administrator may reject an organization that does not align with PVLC mission and vision.
 - Organizations that receive donations from PVLC endowment funds must receive approval to hold any additional fundraising events at PVLC

Frequency of Fundraising

PVLC seeks to maximize the impact of fundraising efforts and believes that the frequency should be limited to a maximum of one per week with a limit of two per month. Exceptions to the frequency may be approved by the policy administrator.

Commitment:

PVLC commits that contributions will be used in accordance with fundraising intentions.

All fundraising activities shall indicate:

- Who is sponsoring the event?
- Who is the beneficiary of the funds raised?
- Who is the official spokesperson, if any, for the event?
- Who is the primary contact for the event?

Further Palm Valley commits that donors' information will never be sold to, rented to, or exchanged with other organizations. All information concerning donors or prospective donors (including their names, addresses, and telephone numbers; the names of their beneficiaries; the amount of their gift, etc.) shall be kept strictly confidential by PVLC, its

staff, and volunteers, unless permission is obtained from donors to release such information.

Examples of PVLC fundraisers versus Activities (as of the date of this policy)

PVLC Fundraisers

Youth

- Pancake Breakfast (Fall) – Synod Youth Gatherings
- Breakfast Tacos (Easter) – Summer Youth Missions
- Souper Bowl of Caring – Serving Center
- Soup after the annual congregational meeting - National Youth Gathering
- Garage Sale – Youth Summer Camp

Generosity Ministry

- Generosity Month – August

Preschool

- Preschool Silent Auction - March

Church General

- Stock the Pantry – Intern Pastors -

Fundraisers/Sponsorships of external organizations

- Water for Africa
- RRISD FIT (They have asked to have several appeals throughout the year.) - I am not familiar with this one
- Christmas Gifts for the Baptist Children’s Home - November
- Women’s Tea – May

Activities - cash is not requested; donations are appreciated

Evangelism

- Fall Fair - August
- July 4th Parade – June/July

Children- Easter Egg Hunt Candy

Community Care

- LWR School/Health Kits
- God's Work. Our Hands. - July

Fundraising Request Form

Organization to Benefit from Fundraising Activities:

501c3 registration number:

Description of Event:

_____ Estimated number of volunteers:

_____ Projected Proceeds

_____ Projected Expenses

_____ Projected Net Margin (50% is the minimum requirement)

SURVEY SUMMARY

Executive Overview: Palm Valley Lutheran Church Ministry Survey

The Palm Valley Lutheran Church (PVLC) Ministry Survey was conducted to gather feedback from the congregation on various aspects of church life, including worship services, youth engagement, giving practices, spiritual needs, staff structure, and overall ministry effectiveness. The survey received valuable input from members, which has been summarized and analyzed to provide insights for the church council's consideration as PVLC plans for the future.

Key Findings:

Worship Services:

The majority of respondents are satisfied with the worship services, praising the meaningful sermons, engaging music, and the overall worship experience. However, there were suggestions for more contemporary service options and incorporating diverse worship styles to attract younger generations.

Service Attended	Preferred Service Time	Count of people
Rejoice	8 am Traditional 9:30 am Rejoice	23
	9 am Traditional 10:30 am Rejoice	13
Traditional	8 am Traditional 9:30 am Rejoice	11
	9 am Traditional 10:30 am Rejoice	19

Youth and Young Adult Engagement:

A significant portion of the congregation expressed concern about the current level of youth and young adult engagement. Many respondents recommended hiring dedicated staff, such as a Youth Pastor and a Young Adult Pastor, to better address the spiritual and social needs of these groups. There is also a desire for more youth-oriented activities and programs that can foster a sense of community and involvement.

Giving and Financial Stewardship:

While most members are committed to regular giving, there is a shared concern about the church's financial health, particularly in relation to staffing and program expansion. Respondents emphasized the importance of transparency in financial matters and suggested exploring alternative income sources, such as facility rentals, to support the church's mission and operational needs.

Spiritual Needs and Growth:

The survey highlighted a strong desire for deeper spiritual growth opportunities, particularly through Bible studies, small groups, and educational programs. Respondents called for more adult faith formation initiatives and greater emphasis on spiritual development across all age groups.

Staff Structure and Support:

The survey revealed a consensus on the need for additional staff, particularly in roles that support youth, young adults, and small group ministries. Hiring an Associate Pastor was strongly supported, as this position could relieve the Senior Pastor and help lead various

ministries. However, financial feasibility was a recurring theme, with some respondents advocating for part-time or volunteer roles to manage costs effectively.

Online Presence and Communication:

Respondents appreciate the church's efforts to maintain an active online presence, particularly during times when in-person worship was limited. Suggestions included enhancing the church's website and social media outreach to better connect with the congregation and the broader community, especially younger demographics.

Conclusion:

The feedback from the PVLC Ministry Survey reflects a congregation that values meaningful worship, strong youth and young adult engagement, and prudent financial management. There is a clear call for strategic staffing decisions to support growth and ministry effectiveness, as well as a continued commitment to spiritual development and community outreach. The church council is encouraged to consider these insights as it plans for the future, ensuring that PVLC remains a vibrant and welcoming faith community for all members.

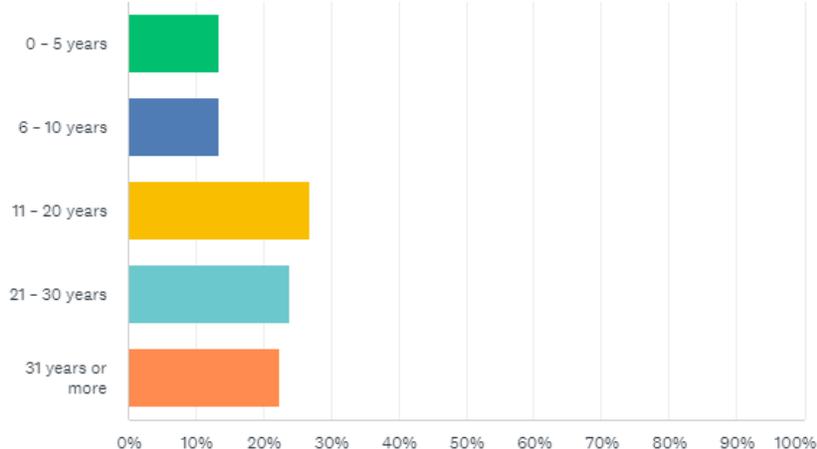
Summary of responses

Demographics

Question 1: Years at Palm Valley

DEMOGRAPHICS Please share with us some basic information about you.
How long have you been a member of Palm Valley Lutheran?

Answered: 67 Skipped: 0

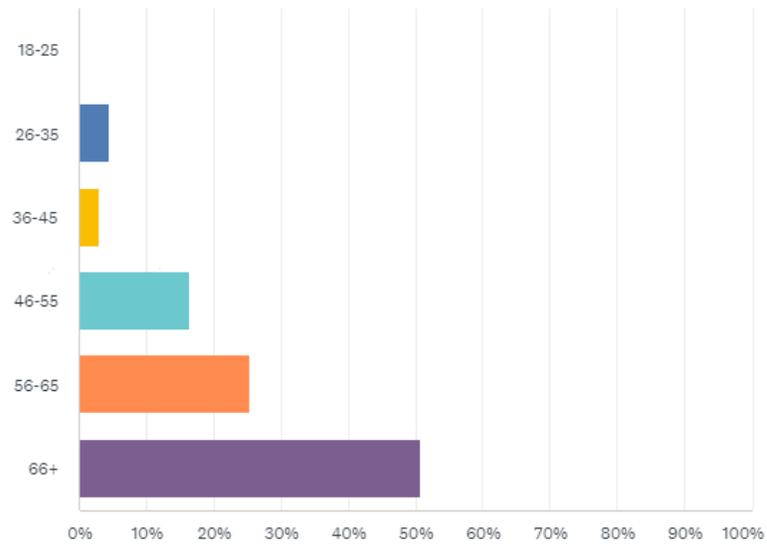


ANSWER CHOICES	RESPONSES
0 - 5 years	13.43% 9
6 - 10 years	13.43% 9
11 - 20 years	26.87% 18
21 - 30 years	23.88% 16
31 years or more	22.39% 15
TOTAL	67

Question 2: Age Range

Please select an age range.

Answered: 67 Skipped: 0

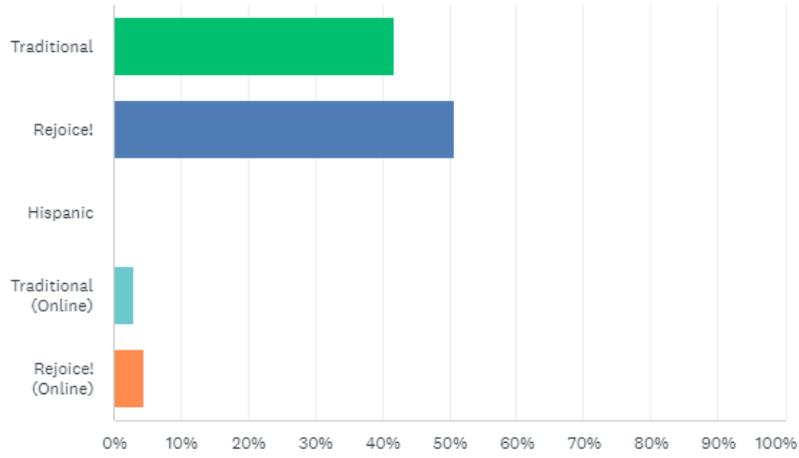


ANSWER CHOICES	RESPONSES
▼ 18-25	0.00% 0
▼ 26-35	4.48% 3
▼ 36-45	2.99% 2
▼ 46-55	16.42% 11
▼ 56-65	25.37% 17
▼ 66+	50.75% 34
TOTAL	67

Question 3: Service Attended

Worship service most often attended.

Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Traditional	41.79% 28
▼ Rejoice!	50.75% 34
▼ Hispanic	0.00% 0
▼ Traditional (Online)	2.99% 2
▼ Rejoice! (Online)	4.48% 3
TOTAL	67

Summary of Responses

Youth and Young Families

Question 5: Engaging with youth and young families is a priority for us, and we aim to make Palm Valley Lutheran Church a welcoming church home for them. What specific activities or programs do you think would attract young families to our church campus, and how should we promote these offerings?

The survey gathered various suggestions on how Palm Valley Lutheran Church could attract and engage youth and young families. Key themes include:

1. **Programs and Activities:**

- Regular Sunday School for children and adults, with some suggesting it be held between services for wider participation.
- Mid-week family nights with activities for all ages, such as meals, worship services, and Bible studies.
- Events like Parents' Night Out, family picnics, and fun activities (e.g., "Church Olympics" or Christian band concerts).
- Youth-specific events such as game nights, sports leagues, and children's worship separate from the main service.
- Programs focused on health and wellness, addressing the concerns of younger families.

2. **Leadership and Staffing:**

- Hiring a younger, dynamic assistant pastor or youth director to better connect with young families.
- Involving youth and parents in decision-making through task forces or focus groups.

3. **Worship Experience:**

- Enhancing the music quality, particularly in the Rejoice service, with professional musicians and engaging arrangements.
- Offering later service times to accommodate young families.

4. **Community and Outreach:**

- Building a stronger sense of community by being more welcoming and engaging with new families.
- Utilizing social media and other digital platforms to promote activities and create awareness.

5. **Feedback and Involvement:**

- Emphasis on the importance of directly engaging with young families and youth to understand their needs and preferences.

Overall, respondents highlighted the need for a welcoming environment with diverse, high-quality programs and activities that cater to the unique needs of young families, coupled with improved leadership and outreach efforts.

Question 6: How can we effectively evangelize to young families when they visit, and what methods would help them discover what our church offers and help them grow their faith in Jesus Christ?

The responses to Question 6 reveal a variety of perspectives on how to effectively evangelize to young families when they visit and help them discover what the church offers. Here's a summary of the key themes:

1. Warm Welcome and Personal Interaction:

- Several responses emphasize the importance of a warm and genuine welcome. Engaging new families in conversation, answering their questions, and making them feel at home are common suggestions.
- Personal follow-up, such as a phone call or visit after their initial visit, is recommended to ensure they feel connected and valued.

2. Involvement of Existing Families:

- Some respondents suggest leveraging existing young families to engage with new visitors. This could be through direct interaction or by having them share their experiences.

3. Sunday School and Children's Programs:

- A vibrant and accessible Sunday School program is seen as crucial. There are suggestions to align the Sunday School schedule with worship services to increase participation.
- Providing children's church or nursery services is also mentioned as a way to support young families.

4. Creating Inviting Environments:

- Suggestions include offering welcome packages, possibly with information about the church's programs and events, and even small gifts like cookies.
- Enhancing the church's online presence and utilizing social media to reach out to young families is also highlighted.

5. Youth and Young Adult Involvement:

- Engaging younger members in the welcoming process, such as through greeters or youth committees, is recommended to make visiting families feel more connected.

6. Learning from Others:

- There are suggestions to benchmark against other successful congregations, particularly those outside the ELCA, to adopt best practices for reaching young families.

7. Music and Worship Style:

- A few respondents point out the importance of the worship experience, including music, in attracting young families. Upbeat and joyful music that resonates with younger audiences is suggested.

8. Practical Recommendations:

- Practical ideas include organizing open house events, providing visitor-friendly information like calendars, and establishing a visible presence at local community events.

Overall, the responses suggest a multi-faceted approach that includes personal interaction, vibrant children's programming, leveraging technology, and creating a welcoming atmosphere to attract and retain young families.

Question 7: Do you believe we should be more active in community groups where youth gather, and how would you be willing to contribute to this effort?

The responses to whether the church should be more active in community groups where youth gather, and how respondents would contribute to this effort, were varied and offered several perspectives:

1. Support for Increased Activity:

- A significant number of respondents agreed that the church should be more active in community groups, with many willing to contribute through financial donations, volunteering, or supporting specific activities (e.g., food service, chaperoning).
- Some emphasized the importance of going where youth are, with suggestions like engaging online through platforms like Instagram, participating in local events (e.g., Hutto's Olde Tyme Days), or offering new activities like movie nights.
- A few responses highlighted the need for targeted outreach, such as after-school programs, mentoring, or adopting schools to provide support.

2. Focus on Existing Church Community:

- A few respondents believed that efforts should first be focused on enhancing the church's campus experience before extending outreach into the broader community.
- Others suggested leveraging the youth already involved in the church to invite their friends to church activities, rather than focusing on external community groups.

3. Challenges and Reservations:

- Several respondents expressed uncertainty or reluctance, with some citing personal limitations (e.g., age, health, time constraints) or a lack of connection to current youth activities.
- A few mentioned the need for more information about specific community groups before committing to any involvement.

4. Alternative Ideas:

- Ideas such as mentoring, supporting staff (like the youth director), and fostering multigenerational connections were also mentioned.
- Some respondents suggested learning from other successful churches or community programs as a way to strengthen the church's youth outreach efforts.

Key Takeaways:

- There is broad support for more community engagement, particularly where youth are concerned, but a range of opinions exists on how best to approach it.

- Many are willing to contribute in various ways, but clear communication and planning are needed to mobilize this support effectively.
- Understanding the specific needs and interests of both the youth and the broader community will be crucial for any outreach efforts.

Worship

Question 8: We are dedicated to understanding what brings you to worship service regularly. What aspects of the service that you attend do you enjoy and feel bring you spiritual enrichment? If there are things that you feel would enhance the service, please share those as well.

Responses to Q8 regarding what aspects of worship service attendees enjoy and what could enhance the experience:

Enjoyed Aspects:

1. Music:

- Traditional hymns and organ music resonate strongly with many.
- Contemporary Christian music, especially songs heard on Christian radio stations like KLOVE, is popular among those who attend the Rejoice service.
- Singing is a significant spiritual connection for many attendees, with some expressing a preference for more familiar and uplifting songs.
- The choir and the reverence associated with the liturgy in traditional services are appreciated.

2. Sermons:

- Many enjoy sermons that are relevant, dynamic, and instructive on how to live a life pleasing to God.
- Some attendees appreciate the topical sermons that address current events or issues like racism and inclusivity.
- Pastor Koppel's sermons are specifically mentioned as being engaging and heartfelt.

3. Communion:

- Weekly communion is highly valued, with several attendees expressing that it is the most meaningful part of the service.

4. Fellowship:

- The sense of community and fellowship is a significant draw, with several respondents mentioning that being among church family enhances their worship experience.

5. Traditional Worship:

- The reverence of traditional Lutheran liturgy, the use of the Lutheran Book of Worship, and the high church atmosphere are deeply cherished by some attendees.
- Some feel spiritually fed by the familiarity of traditional service elements, such as the robes, hymns, and liturgy.

Suggested Enhancements:

1. Service Format and Timing:

- Several attendees suggested changes in service timing, particularly moving the 8:00 AM service to a later time to attract more people.
- A few attendees requested the reintroduction of outdoor services, particularly during favorable weather, to connect with nature.
- The suggestion to add an evening service was also made, emphasizing its potential to provide a quieter, more contemplative worship experience.

2. Music:

- There are mixed feelings about the type of music. While some prefer contemporary songs, others feel that traditional hymns should be more prominent, especially in traditional services.

3. Live Streaming:

- Some respondents suggested reducing or eliminating live streaming, citing concerns about the service feeling more like entertainment than worship.
- Others appreciate the live stream but suggested technical improvements, such as stable camera work and closed captions.

4. General Worship Experience:

- There were calls for more sermons to be live rather than pre-recorded, with a cap on the number of speakers.
- Some attendees would like more clarity and emphasis on Lutheran beliefs, particularly in comparison to non-denominational churches.

Overall, the feedback shows a strong attachment to both traditional and contemporary elements of worship, with a focus on meaningful music, relevant sermons, and a sense of community.

Question 9: We also want to understand why you may not attend worship services on a regular basis. What factors led to your reduced attendance, and what changes or improvements would encourage you to return and participate more regularly?

The responses to Question 9 provide a broad view of the reasons for reduced attendance at worship services and suggest several areas for potential improvement. Here are some key themes:

1. Health and Age-Related Issues:

- Several respondents mentioned health challenges, aging, and mobility issues as reasons for not attending regularly. Online services have been a solution for them.

2. Service Timing:

- A number of respondents indicated that the early service time (8:00 AM) is too early for them, and they would prefer a later start time (e.g., 9:00 AM). Some also expressed a preference for evening or alternative service times.

3. Online vs. In-Person Services:

- Some respondents have transitioned to online services due to convenience, health, or other personal reasons, and some expressed a preference for continuing with online worship even after restrictions have eased.
- Others noted that the availability of live streaming has reduced their motivation to attend in person.

4. Service Content and Atmosphere:

- Some participants mentioned that the current services do not inspire them or meet their spiritual needs as much as they used to. Specific comments were made about the inclusion of sketches or skits in services, which some feel detract from the solemnity of worship.
- The impact of changes made to facilitate online broadcasting on the in-person experience was also a concern.

5. Church's Response to COVID-19:

- A few responses highlighted dissatisfaction with how the church handled services during the COVID-19 pandemic, including the suspension of in-person services and outdoor services, which some found frustrating.

6. Community and Connection:

- Some individuals feel disconnected from the church community, despite their efforts to engage, which has led to reduced attendance.

7. Personal Circumstances:

- Other reasons include personal schedules, travel, and family obligations, which occasionally prevent regular attendance.

8. Feedback on Church Leadership:

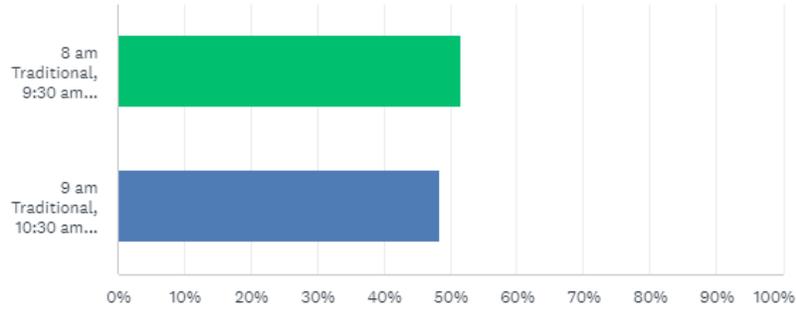
- A few responses mentioned dissatisfaction with church decisions or actions, such as service timings and the perceived influence of certain groups within the church.

These insights could be valuable in guiding decisions about service times, the content and structure of services, and how to support both online and in-person worshippers in the future.

Question 10:

We are reviewing the recently proposed adjustments to our Sunday schedule and want your thoughts on these options. Please select your preferred schedule.

Answered: 66 Skipped: 1



ANSWER CHOICES	RESPONSES
▼ 8 am Traditional, 9:30 am Rejoice!, 11:30 am Hispanic (CLC)	51.52% 34
▼ 9 am Traditional, 10:30 am Rejoice!, 10:30 am Hispanic (Sanctuary)	48.48% 32
TOTAL	66

Question 11: Please share why your preferred schedule works best for you and your church.

The responses to Q11 highlight a wide range of personal preferences and considerations for church service schedules. Many respondents emphasize the balance between accommodating personal routines, family schedules, and the broader mission of the church. Here are some key themes:

1. **Timing for Families and Children:** Some respondents suggest that later services, particularly for the Rejoice service, would be more conducive to families with young children, allowing them to attend church without feeling rushed.
2. **Traditional Service Preferences:** There are mixed feelings about the 8 AM traditional service. While some prefer it because it aligns with their early morning routines, others find it too early and advocate for a later time.
3. **Balancing Church Growth and Existing Preferences:** A number of respondents express a willingness to adjust their preferences for the benefit of the church's mission, especially in attracting new members and non-believers. However, there are concerns that changes could alienate current members.
4. **Sunday School Considerations:** Several respondents stress the importance of integrating Sunday School into the schedule, suggesting that it could serve as a unifying factor between different worship services.
5. **Concerns About Change:** A few responses reflect frustration with the decision-making process within the church, feeling that changes are being imposed without adequate consultation with the broader congregation.
6. **Flexibility and Personal Routines:** Some respondents emphasize the importance of the church schedule fitting into their broader Sunday routines, allowing for relaxation, family time, or other obligations.

In summary, while there is no consensus on the optimal service schedule, the responses suggest a need for balance between tradition and change, with consideration for families, the church's mission, and the inclusion of Sunday School. Engaging the congregation in an open dialogue about these issues may help in finding a schedule that serves the church's diverse needs.

Giving

Question 12: We understand that giving to the church is a personal way to thank God and support our community. With changing perspectives on giving and recent economic challenges, we want to understand better how you prefer to contribute your gifts. Do you prefer to give through traditional tithes and offerings, through giving of your time and talents, or a combination of both?

Summary of Responses for Question 12: GIVING

- **Combination of Both (Tithes/Offerings and Time/Talents):** The majority of respondents (about 60%) expressed a preference for giving through both traditional tithes/offerings and by contributing their time and talents. They emphasized the importance of balancing financial support with active participation in church activities.
- **Traditional Tithes and Offerings:** A significant portion of respondents (around 25%) prefer to give primarily through traditional tithes and offerings. Some noted that bringing their gifts to the service is an important act of worship, while others mentioned financial giving as their primary mode due to time constraints.
- **Time and Talents Only:** A smaller group (around 5%) indicated they primarily give through their time and talents. This choice is often influenced by financial limitations or personal circumstances such as health or work commitments.
- **Personal and Financial Considerations:** Several responses highlighted the impact of economic challenges and personal circumstances on their ability to give, with some indicating a need to be flexible with their contributions due to budget constraints.
- **Online Giving:** A few respondents mentioned the convenience of online giving, though some expressed a preference for in-person contributions, emphasizing the spiritual significance of this practice.

Overall, the responses reflect a diverse approach to giving, with many valuing a combination of financial contributions and personal involvement in church activities.

Question 13: Do you have any other ideas or suggestions for giving and supporting the church's mission? Please share your thoughts and preferences.

Summary of Responses for Question 13: Ideas and Suggestions for Supporting the Church's Mission

- **Community Involvement and Outreach:** Several respondents suggested increasing the church's involvement in local community service, beyond existing events like "God's Work, Our Hands" and "Love the Rock." There is a desire for more regular, ongoing service opportunities that directly engage the local community.
- **Transparency and Budget Management:** Some members highlighted the need for more transparency in the church's financial matters, particularly regarding how funds are allocated to projects and ongoing expenses. There were calls for a balanced budget and suggestions for cost-cutting measures if necessary.
- **Leadership and Vision:** A few responses emphasized the importance of having a clear ministry master plan and a well-defined mission statement. Some members believe this would inspire more dedicated support for the church's mission. There were also suggestions to focus more on faith formation and mentoring between generations.
- **Alternative Giving and Support Methods:** Respondents suggested exploring more alternative income strategies and diversifying how people can contribute. Ideas included swapping meeting space for publication exposure and leveraging social media for more effective communication and invitations to events.
- **Worship and Fellowship:** Some responses mentioned the need for more community-building events within the church, such as meals and social gatherings, which seem to have decreased. Others emphasized the importance of not diluting the gospel message and maintaining a strong focus on worship as a sacred act.
- **Religious Doctrine and Education:** There were suggestions to emphasize religious doctrine and ensure that the congregation is well-versed in the reasons behind their beliefs. This could be a potential area for future educational efforts.
- **Miscellaneous Suggestions:** Additional ideas included utilizing more volunteers from within the congregation before outsourcing work, encouraging participation in non-financial giving opportunities during service, and integrating music academy or improved music production values as part of the church's offerings.

Overall, the responses suggest a strong desire for greater involvement in the local community, more transparency in church operations, and a renewed focus on both faith formation and community within the church.

Alternate Income

Question 14: We are exploring various alternate income opportunities to support our church's mission and financial stability. These could include renting church space to community groups, building a Christian preschool that operates five days a week, or leasing property to businesses to build on providing long-term monthly income. What are your thoughts on these potential income-generating activities, and do you have any additional ideas or suggestions for generating alternate income for the church?

Summary of Responses:

- **Support for Preschool and Childcare Services:**

Many respondents supported the idea of building a Christian preschool or expanding childcare services, seeing it as a way to attract young families and provide consistent income. Some suggested additional services like after-school programs and summer camps.

- **Concerns About Commercial Development:**

A number of respondents were cautious about leasing property to businesses. Concerns included potential disruptions, loss of the church's natural beauty, and the impact on the church's mission and image. There were mixed feelings about whether such developments align with the church's values.

- **Rental of Church Spaces:**

Renting church facilities for events like weddings, community gatherings, and other functions received positive feedback. Some suggested this could increase the church's visibility in the community, while others recommended lifting restrictions, such as allowing alcohol, to increase bookings.

- **Additional Suggestions:**

Ideas included using the soccer field for a youth sports league, creating a community garden, and organizing events like drive-in movie nights or seasonal fairs. Some emphasized the need to align any income-generating activities with the church's mission and community values.

- **Cautions and Concerns:**

Some respondents expressed hesitation or discomfort with the idea of alternate income activities, emphasizing a focus on spiritual growth and traditional giving instead of commercial activities. Others suggested focusing on budget cuts and financial efficiency before exploring new income sources.

Spiritual Needs

Question 15: At PVLC, we strive to ensure that your spiritual needs are met in all aspects of your life. We would like to understand how we can better meet those needs outside of worship. How well are your spiritual needs being met at PVLC, and what specific changes or additional offerings would make your spiritual experience more fulfilling?

This summary of responses to the "Spiritual Needs" question provides a broad view of how congregants feel about their spiritual experiences at PVLC. Here are some key takeaways:

1. **Contentment and Fulfillment:** Several members expressed satisfaction with how their spiritual needs are being met, indicating that the church's current offerings, including sermons, Bible studies, and small groups, are fulfilling for them. Specific positive mentions include the Stephen Ministry program and the impact of small groups on spiritual growth.
2. **Desire for More Offerings:** A notable number of respondents feel there could be more or different offerings to meet their spiritual needs better. Requests include more adult Bible studies, opportunities for prophecy studies, additional small group options (particularly for working adults), and Sunday School for all ages.
3. **Outreach and Inclusivity:** Some members suggest the church could be more inclusive and appealing to those new to the faith or those who have had negative experiences with religion. Ideas include offering services or programs that cater specifically to new believers or those with doubts.
4. **Communication and Engagement:** Several responses highlight a need for better communication and engagement from the church. Suggestions include offering daily uplifting emails, increasing contact with the pastor during life-changing events, and ensuring members feel noticed and valued.
5. **Practical Concerns:** There were also practical concerns raised, such as the need for better sermon comprehension for non-native speakers, providing spiritual support for senior citizens (like home visits and communion), and ensuring spiritual needs are met even when participation in in-person events is limited.
6. **Facility and Environment:** One respondent mentioned the desire for a more worship-focused space, rather than a gym floor, as well as an improved sound system in the sanctuary.

These responses offer valuable insights into areas where PVLC can focus its efforts to better meet the spiritual needs of its congregation, including expanding current offerings, improving communication, and being more inclusive to different groups within the church.

Question 16: Would additional education opportunities, more small group activities, greater community engagement, or other factors enhance your growth as disciples of Christ? Please elaborate.

Here are some insights gathered from the responses to Q16:

1. Small Groups and Community Engagement:

- Many respondents expressed a desire for more small group opportunities, particularly those that are accessible outside of traditional work hours.
- There is also a strong interest in greater community engagement through service projects and fellowship events that build genuine community connections.
- Suggestions included more short-term small groups, adult mission trips, and community events like retreats or classes.

2. Educational Opportunities:

- Several respondents emphasized the need for more educational offerings, such as Sunday School for all ages, adult Bible studies, seminary-level classes, and educational trips (e.g., to the Holy Land or other significant locations).
- There is a notable demand for more opportunities to deepen faith formation, with suggestions for Bible studies, small groups, and other forms of spiritual education.

3. Specialized Programs:

- A few respondents mentioned a need for specialized support groups, like a Divorce Recovery Group, and additional opportunities to engage in faith-based practices during the week.

4. Practical Considerations:

- Some participants highlighted the importance of timing and accessibility, particularly for working adults who find it challenging to participate in activities scheduled during the day.
- The idea of short-term commitments for small groups was also mentioned as a way to encourage more participation.

These responses suggest that there is a significant interest in expanding educational and community-focused offerings at PVLC to enhance spiritual growth and discipleship.

Online/Social Presence

Question 17: PVLC has worked diligently over the past few years to build an online presence and engage with our community. The live streams, recorded sermons, Facebook posts, podcasts, and other social media outreach have a positive impact in our faith community. We believe there is potential for an even more significant impact by creating engaging videos, marketing materials, and other social media tactics. What areas of social media, outreach, and marketing tactics do you think would help us engage with and better serve our community?

Here's a summary of the key insights from the responses to Question 17 regarding PVLC's online and social media presence:

Common Themes & Suggestions:

1. Mixed Views on Social Media Usage:

- Some respondents do not use or have interest in social media, suggesting that their opinions on this topic might not be particularly helpful.
- Several emphasized the importance of face-to-face interaction over online presence, warning against over-reliance on digital platforms.

2. Content Ideas:

- **Engaging Videos and Visuals:** Several respondents suggested more videos, particularly those showcasing the church community, sermons, and youth activities. Short, engaging videos for platforms like Instagram and TikTok were recommended.
- **Personal Stories and Testimonies:** Respondents mentioned the effectiveness of videos and content highlighting personal experiences and testimonies from the church family.
- **Music and Choir Content:** There was a specific interest in more music-related content, especially traditional hymns and choir performances.

3. Platform-Specific Feedback:

- **Instagram & TikTok:** These platforms were highlighted as essential for reaching younger audiences, with suggestions for creating reels, short messages, and youth-driven content.
- **Facebook:** Respondents mentioned that Facebook is currently doing well, especially in sharing events like the Fall Fair, but suggested continued and enhanced use of this platform.
- **Website & Livestreams:** A few respondents expressed difficulty navigating the website and noted issues with the livestream freezing, indicating a need for technical improvements.

4. Marketing & Outreach:

- Suggestions included leveraging local events (e.g., historical homestead photos with Santa), visual ads (considering revisiting radio spots), and exploring collaborations with national campaigns like "He Gets Us."

- **Youth Involvement:** Involving the youth in creating and sharing content was a recurring suggestion, with the potential to engage their peers and wider community.

5. Concerns & Warnings:

- **Over-Emphasis on Technology:** A few responses indicated concerns that too much focus on technology might detract from the core community experience.
- **Accessibility & Inclusivity:** Some respondents noted that constant promotion of digital tools might exclude those uncomfortable with or unable to use modern technology, suggesting the need for balance.

Key Takeaways:

- There is a broad acceptance and appreciation of PVLC's current online and social media efforts, but with strong suggestions to adapt to emerging trends and platforms while ensuring that these efforts are balanced with in-person community engagement.
- Technical improvements, particularly to the website and livestreams, should be prioritized.
- Emphasizing content that resonates emotionally with the congregation, such as testimonies, music, and youth activities, could enhance engagement.
- Consideration should be given to the varied levels of digital comfort within the congregation, ensuring that all members feel included and valued.

This feedback offers valuable direction for refining PVLC's digital strategy to better serve and engage the community.

Question 18: If we decided to build marketing materials, make promotional videos, create testimonials, or other similar media types, would you be interested in participating in these events? If so, how could you support this effort?

For **Q18**, respondents were asked if they would be interested in participating in creating marketing materials, promotional videos, testimonials, or other media types for the church, and how they could support this effort. Here's a summary of the responses:

Interest and Willingness to Participate:

- **Yes, Willing to Participate:**
 - Many respondents expressed a willingness to participate in various capacities, such as appearing in videos, sharing their testimonies, helping with filming or behind-the-scenes work, and providing financial support.
 - Some respondents have specific skills like video shooting, editing, and production, which they offered to contribute.
 - Others mentioned they would be open to planning, organizing, and scheduling efforts.
- **No Interest:**
 - Several respondents indicated they are not interested in participating, often citing lack of expertise, time, or interest in this area.

Types of Support Offered:

- **Technical and Creative Contributions:**
 - Filming, editing, and creating videos.
 - Sharing personal stories or testimonies.
 - Producing content aimed at specific groups, like children or young families.
- **Financial Support:**
 - A few respondents mentioned they could provide monetary support for these efforts.
- **Planning and Organizational Support:**
 - Some respondents offered to help with the logistical aspects of the projects, such as scheduling and organizing.

Concerns and Considerations:

- **Focus and Direction:**
 - A few respondents highlighted the need for a clear understanding of the goals and the primary purpose of these marketing efforts.
 - Some suggested that before focusing on external marketing, the church should address internal challenges and community-building efforts.
- **Personal Comfort:**

- A number of respondents noted they would prefer not to be involved in front-facing roles but would be willing to help behind the scenes.

Conclusion:

Overall, while there is interest in supporting marketing and media efforts at PVLC, responses indicate a variety of comfort levels and types of support that members are willing to offer. Some members are eager to contribute their time, skills, and resources, while others prefer to support the church in other ways or have reservations about these initiatives.

Staff Structure and Support

Question 19: Our staff has the following makeup: Ministerial Staff – Senior Pastor, Intern Pastor, Youth Director, Children’s Director Music – Rejoice Band Director, Choir Director Operations– Executive Administrator, Receptionist/Administrative Support, Media Production, Publications, Financial Assistant, Grounds Maintenance, Building Maintenance Our staff works diligently to make PVLC a vibrant faith community and a wonderful place to worship, expanding our engagement with the community and faithfully serving the needs of all our members, particularly among youth, young adults, and young families. Additional staff may be required to support these initiatives. What are your opinions on pursuing these growth areas and adding staff, such as a Youth Pastor/Leader, Young Adult Pastor/Leader, Associate Pastor(s), visitation ministers, education ministers, and support staff? If you have other suggestions for staff roles or needs, please share them.

This question yielded 66 responses, with a variety of perspectives on the church's staffing structure and support. Here's a summary of the key themes and specific suggestions:

Main Themes:

1. Associate Pastor:

- Several respondents mentioned the need for an associate pastor to support the senior pastor, especially in areas like visitation, leading services in the pastor’s absence, and overseeing ministries. This role is seen as critical to alleviating the workload on the senior pastor and ensuring consistent pastoral care.

2. Youth and Young Adult Ministry:

- A strong emphasis was placed on the need for dedicated youth and young adult pastors/leaders. These roles were identified as crucial for engaging younger congregants and attracting young families to the church. Some respondents noted that a dynamic youth pastor with a proven track record could significantly enhance the church's appeal to younger demographics.

3. Budget and Financial Considerations:

- There were concerns about the church's ability to afford additional staff positions. Some respondents suggested that new roles should only be added if they are financially sustainable and supported by data showing increased attendance and revenue.

4. Education and Small Group Ministry:

- The need for roles focused on education and small group coordination was highlighted. These positions were seen as essential for fostering deeper spiritual engagement among members, particularly adults.

5. Part-time and Volunteer Roles:

- A few respondents suggested exploring part-time or volunteer-based positions to manage costs. Some believed that volunteers could help fill gaps, especially in areas like visitation and youth ministry, although there were concerns about volunteer burnout.

Specific Suggestions:

- **Associate Pastor:** Prioritized by many respondents to provide relief to the senior pastor and to take on duties like leading services, visitation, and overseeing small groups.
- **Youth Pastor:** Repeatedly mentioned as essential, with some advocating for a role that specifically targets youth engagement and growth.
- **Young Adult Pastor:** Seen as necessary to address a long-standing gap in ministry and to attract and retain young adults.
- **Education Minister/Coordinator:** Suggested for enhancing adult education and Bible studies.
- **Small Group and Volunteer Coordinator:** A role mentioned by a few respondents to help organize and expand small group ministries and manage volunteer efforts.
- **Visitation Minister:** Proposed to support the growing need for pastoral care, particularly among the elderly and homebound.
- **Director of Music/Handbell Choir Director:** Suggested to enhance worship services and the music ministry.
- **Grounds and Media Support:** A few respondents mentioned the need for additional support staff to manage media, publications, and grounds maintenance.

Overall Sentiment:

While there is strong support for expanding the staff to meet the needs of a growing and diverse congregation, there is also caution regarding the financial implications. Many respondents emphasized the importance of a balanced budget and the need for careful consideration before adding new roles. There was a clear desire for staff that could lead in key areas like youth, young adults, and small groups, with a recognition that such positions are vital for the church's future growth and vitality.

2025 FINANCIAL PLAN FOR MINISTRIES – FIRST LOOK

KEY POINTS IN 2025 FINANCIAL PLAN

Changes in Income

Facility Maintenance Funds	29,790.00
Paycheck Protection Balance	38,142.10
Income from ROW Sale	61,781.42
2.6% Principal from ROW Sale	21,476.18

Changes in Projected Expense

Ministries – Increase \$210
Personnel – Decrease \$17,385 (pending increase in healthcare cost)
Administration Support – Increase \$2,715
Property – Increase \$14,812

Requests

Personnel - \$93,250

- 6% Salary Increase - \$47,176
- Benefit Increases (Health, Dental, Life Insurance, Disability)
- Convert Two PT to FT (Grounds Maintenance and Videographer)
- Add:
 - PT Small Group and Volunteer Coordinator
 - PT Handbell Choir Director

Administration Support - \$2,500

- Increase Contingency Fund
- Staff Development

		2024	2025	Change
1	Benevolence	\$ 37,050.00	\$ 37,050.00	\$ -
2	Children's Ministry	\$ 11,335.00	\$ 11,335.00	\$ -
3	Christian Education	\$ 2,900.00	\$ 2,900.00	\$ -
4	Evangelism	\$ 5,450.00	\$ 5,250.00	\$ (200.00)
5	Hispanic Ministry	\$ 780.00	\$ 780.00	\$ -
6	Community Care Ministries	\$ 450.00	\$ 450.00	\$ -
7	Spiritual Life	\$ 2,400.00	\$ 2,400.00	\$ -
8	Stephen Ministries	\$ 400.00	\$ 400.00	\$ -
9	Generosity Team	\$ 625.00	\$ 625.00	\$ -
10	Worship & Music	\$ 16,595.00	\$ 17,005.00	\$ 410.00
11	Youth Ministry	\$ 12,450.00	\$ 12,450.00	\$ -
12	Personnel Salary & Benefits	\$ -	\$ -	\$ -
13	Pastoral Staff	\$ 270,030.87	\$ 214,126.11	\$ (55,904.76)
14	Ministry Directors	\$ 148,748.88	\$ 136,582.00	\$ (12,166.88)
15	Music	\$ 72,952.90	\$ 72,957.00	\$ 4.10
16	Ministry Support	\$ 445,550.20	\$ 496,232.55	\$ 50,682.35
17	Personnel Salary & Benefits	\$ 937,282.85	\$ 919,897.66	\$ (17,385.19)
18	Personnel Team Request		\$ 93,520.59	\$ 93,520.59
19	Administration	\$ 55,254.00	\$ 60,469.00	\$ 5,215.00
20	Communication	\$ 5,559.00	\$ 5,559.00	
21	Property Operating Exp	\$ 107,245.00	\$ 122,057.00	\$ 14,812.00
22	Expenses	\$ 1,195,775.85	\$ 1,292,148.25	\$ 96,372.40