

**Southern Ohio Synod – ELCA
Synod Council Meeting
Trinity Lutheran Seminary
Columbus, Ohio 43209
December 2, 2017**

Call to Order:

Ms. Marjorie Ellis called the Synod Council meeting to order at 9:35 AM.

Ms. Marjorie Ellis opened the meeting with prayer.

Review and Approval of Agenda of the 12/02/2017 Meeting:

The Agenda for the day was reviewed. Corrections were noted in order to add Pr. Scott Anderson's roster change to the En Bloc summary, to note the effective date of Pr. Anderson's status of On Leave from Call as of 1/1/18, and to add the closure of St. Paul, Dayton, to En Bloc summary.

VOTED:

SC.17.12.01 To add Pr. Scott J. Anderson's roster change to the En Bloc summary, to note 1/1/18 as the effective date for Pr. Anderson to be On Leave from Call, and to add the closure of St. Paul, Dayton, to En Bloc summary. (Miller/Ashenhurst) APPROVED.

VOTED:

SC.17.12.02 To approve the 12/02/17 Meeting Agenda as corrected. (Schnittke/Van Orman) APPROVED.

Review and Approval of Minutes of the 09/09/2017 Meeting

The Minutes of the 09/09/2017 meeting were reviewed and approved.

VOTED:

SC.17.12.03 To approve the minutes of the 09/09/17 meeting. (Whitaker/Moder) APPROVED WITH ONE ABSTENSION.

Roll Call:

Members present: Maj. Gen. (Ret.) Deborah Ashenurst, Bp. Suzanne D. Dillahunt, Ms. Marjorie Ellis, Mr. Richard Freudenberger, Mr. Roy E. Hart, Mr. Mike Johnsen, Pr. Laura Leach-Shreffler, Ms. Christine Miller, Mr. Ronald Moder, Mr. Kevin Pyle, Pr. Roger Quay, Mr. James Renshaw, Ms. Michelle Riesbeck, Mr. Steven Schnittke, Ms. Kathie Skamfer, Pr. Robert Swanson, Pr. Justin Van Orman, and Mr. Bennett Whitaker

Members excused: Pr. Todd Cutter, Mr. Brandon Huston, Ms. Robin Kaelin, Ms. Melanie Powderly, Ms. Cindy Schrader, Pr. Jonathan Schriber, Ms. Carol Swank, and Pr. Ralph Wolfe

Members absent: None

Staff present: Pr. Bob Abrams, Pr. Katie Kerrigan, Mr. Gary Pecuch, Pr. Jeff Wick, and Ms. Kim Uemura

Staff excused: None

Staff absent: None

Reports of the Officers and Executive Committee:

At this time, Bishop Dillahunt introduced several guests in attendance at the meeting. They included Chris Clothier and Beth Clothier; Nick Kiger, Assistant Director for ELCA Mission Support; Pr. Jonathan Bull, Becky Witt, Chairperson of the Synod Finance Team.

Vice President: 1. Ms. Ellis reported that she attended the ELCA Vice Presidents gathering as well as several Reformation events.

Treasurer: 1. Mr. Pyle drew attention to Mission and Ministry Plan with Finance Team on Thursday. The Team projects a deficit of \$29,500 for 2018-2019. While the Team looked at a potential sale of Bellbrook property and Oklahoma property, the Team considered the sale of the two properties too speculative at this point; and therefore, could not put these properties in the budget.

2. Pr. Kerrigan reported to the Council that all of the Stewardship/Mission Support commitments have been distributed to the congregations, and about 10% have been returned. The early returns show steady level of giving but the Synod will not know the actual state of affairs until February of 2018.

3. Pr. Quay reported that the Stewardship Team produced video which appears on the Synod website telling the story of need.

VOTE
SC.17.12.04

To approve the 2018-2019 Mission and Ministry Plan. (Johnsen/Quay) APPROVED.

Vice President:

2. Vice President Ellis then welcomed Pr. Craig Richter to the Synod Council meeting. Pr. Richter addressed the Council regarding Constitutional changes. The December 2017 Update to the Southern Ohio Synod Constitution was mandated by 2016 Churchwide Assembly. The update generally deals with roster changes. The yellow changes are mandated. The teal sections deal with substantive changes to non-mandated provisions. The green sections relate to other non-mandated changes regarding rostered persons. For example, S18.12 provides that when the ELCA informs the Synod that the Churchwide Assembly has amended the Constitution for synods, our synod constitution may be amended to reflect such amendments by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. Also, S8.55 and S8.41 allow synods to appoint as well as to elect treasurers in order to utilize a person's particular skills and gifts.

3. The Vice President reported that Reformation events were fun and well-attended. On October 29, she attended a Reformation service at the National Cathedral in Washington, D.C.

4. Ms. Ellis then focused upon Synod Ambassador assignments. Pr. Wolfe and Ms. Ellis went to Russell, Ky. for a visit. Ms. Ellis said that the visit was well-received. Pr. Kerrigan stated that she has received various reports from ambassadors who have made other visits to congregations within the synod.

Secretary:

1. The Secretary reported that the Southern Ohio Synod Council Executive Committee, at its most recent meeting, approved 2018 housing allowances for Bishop Dillahunt, Pr. Bob Abrams, and Pr. Jeff Wick. Bishop Dillahunt's housing allowance for 2018 will be \$29,000.00; Pr. Bob Abrams' housing allowance will be \$27,500.00; and Pr. Jeff Wick's housing allowance will be \$40,000.00.

Vice President Ellis then declared a recess at 10:57 AM.

The Vice President called the meeting back to order at 11:10 AM.

Treasurer: 4. Mr. Pyle reported that the General Fund Budget February-October, 2017, shows income at roughly 75% of budget for this time of year; however, there is a deficit year-to-date of \$22,493.56.

Bishop: The Bishop's written report is attached to these Minutes for review. Highlights of the report are as follows:

1. The Southern Ohio Synod now has new mortgage with the ELCA Mission Investment Fund, and this project is now complete.
2. Discussion turned to Tanzania and our other companion synods. The Bishop stated that our ELCA relationship with Tanzania is fragile, and as a result, an ELCA Consultation is scheduled to occur in August of 2018.
3. Pr. Kerrigan reported that in addition existing grants, several new grants have been received by the Southern Ohio Synod. For example, the ELCA has given the Southern Ohio Synod a \$50,000 three year grant to help revitalize and redevelop of congregations. She indicated that the grant program would be unveiled at next year's Synod Assembly. The program would then begin in the Fall of 2018.
4. Michelle Riesbeck chairs Hunger Task Force and has been working on grant applications.
5. Rev. Jason Stanton resigned from the ELCA roster.
6. The Conference of Bishops extension for Pr. Shannon Vogelesang has been denied; and therefore, she has been dropped from ELCA roster.
7. The Synod is working with St. Paul, Dayton, to distribute assets upon St. Paul's closure.
8. The Capital Campaign Feasibility Study information was then discussed.

VOTE

SC 17.12.05

To enter into a Feasibility Study with the firm of Gronlund, Sayther & Brunkow for a possible Synod capital campaign at a cost of \$25,000. (Leach-Shreffler/Ashenhurst) APPROVED.

Report of Auxiliaries

1. The Synod Council received a written report from the Lutheran Men in Mission.
2. Bishop Dillahunt presented an oral report on behalf of the Women of the ELCA.

The Reports of the Officers, Executive Committee, Lutheran Men in Mission, and Women of the ELCA were then received by the Synod Council.

EN BLOC

VOTED:

SC.17.12.06

To approve the En Bloc Recommendations as amended. (Miller/Ashenhurst) APPROVED.

En Bloc Business Recommendations

Rostered Ministers Status

On Leave from Call

RECOMMENDATION:

- Pr. Scott J. Anderson, 1st year (1/1/18)
- The Rev. Dale Linder, 1st year (8/28/17)
- The Rev. Mary Laymon, 1st year (11/1/17)

Information:

- Shannon Vogelesang
 - Conference of Bishops Extension Action: Request denied

Retired Status

RECOMMENDATION:

- The Rev. Robert E. Ashburn (10/16/17)
- The Rev. Robert E. Akins (1/1/18)
- The Rev. Frederick C. Cook (11/1/17)
- The Rev. Michael A. Havey (11/1/17)

Extension of Call

RECOMMENDATION:

- To extend a synod council call to The Rev. Andrew Tucker, as Campus Pastor, to Capital University, effective December 2, 2017.
- To extend a synod council call to The Rev. Patricia Vargas, as Chaplin, at Harmar Place and Glenwood Assisted Living of United Church Homes, in Marietta, OH, effective December 2, 2017.

Removal from the ELCA Roster

INFORMATION:

- The Rev. Jason Stanton

Legal and Governance

Committees, Task Forces and Partnerships

RECOMMENDATION:

- With regret, we accept the decision to close St. Paul Lutheran Church, Dayton, Ohio, effective December 31, 2017.
- To appoint Pr. Robert Miller to Lutheran Outdoor Ministries in Ohio Board for a second term.

Constitutions

RECOMMENDATION:

- To bring the synod constitution into conformity with the ELCA Model Constitution for Congregations.
- To approve the Constitution changes of Emmanuel, Coshocton; All Shepherds, Lewis Center; Bethel, Springfield; Lutheran Church of the Ascension, Cincinnati; and North Community, Columbus.

Prayer was offered by Bishop Dillahunt prior to the lunch recess.

Vice President Ellis declared a recess for lunch at 11:55 AM.

Vice President Ellis reconvened the meeting at 12:35 PM.

Other Business:

The Bishop then introduced Mr. Nick Kiger to the Synod Council. Mr. Kiger is the Associate Director for Mission Support for the ELCA. His presentation focused upon Churchwide Mission Support. Highlights of his presentation are as follows:

The vision statement is to nurture a culture of healthy Mission Support sharing to and from every synod that embodies the vision of being church together for the sake of the world through listening, learning, and Faith formation and discipleship.

Strengths of being church in the Southern Ohio Synod include differing congregations such as urban/rural, affluent/poor, etc. Communication and geography are strengths in institutions such as Capital University, Wittenberg University, and Trinity Lutheran Seminary. There are currently 194 congregations in the Southern Ohio Synod. Challenges include anxiety. Higher anxiety yields fewer leaders being raised up. Statistically, the Southern Ohio Synod has the greatest growth in Region 6 and it has lost 50% in average attendance, which is the smallest decline in Region 6.

What are the ministry priorities of SOS? They include a Mission and Ministry Plan, Youth Ministry, Lay Leader Development, Equipping Leaders, Outdoor Ministries.

What ministry would the Southern Ohio Synod do if the budget was not a factor?

What is Mission Support? It is the unrestricted giving shared from congregations with synods and shared with Churchwide but it is just one aspect of our giving. Mission Support starts with individuals and families. It is then shared with synods and with Churchwide, then back again to congregations. The synods share with Churchwide as well and some goes to Churchwide ministries and some returns to the synods.

Trends have been identified regarding congregational Mission Support sharing. For example, the ELCA-wide average for unrestricted giving is 5.55%; the Southern Ohio Synod average for unrestricted giving is 4.59%. These low averages usually indicate giving by congregations to other causes and programs both within and without the larger church.

Mr. Kiger posed the following questions for consideration:

1. What is your congregation's Mission Support share?
2. Does your congregation have a good understanding of Mission Support?
3. Does your congregation feel connected to your synod?
4. Does your congregation feel connected to the wider church?
5. Do people in your congregation feel connected to each other and to your community?

Mr. Kiger then concluded his presentation by thanking council for its ear and its leadership.

VOTED:

SC.17.12.07 To adjourn the meeting. (Ashenurst/Miller) APPROVED.

The meeting was then adjourned at 4:04 PM. with Eucharist.

Respectfully submitted,

Roy E. Hart
Synod Council Secretary

Report to Synod Council
December 2, 2017
Bishop Suzanne Darcy Dillahunt

Stronger and Better Together...Joining Jesus in the Restoration of the World.

Welcome to Advent. Thank you all for your partnership and care of the Southern Ohio territory. Our meeting on Saturday will take a little different style. We are having the business part of the meeting in the morning session and in the afternoon we will engage in conversation with Mr. Nick Kiger, Associate Director for Mission Support in the ELCA.

1. 501st Reformation and beyond...Reformation commemorations were, in my opinion, great. I was able to preach or participate in five events. Our Ecumenical work continues beyond just worship. I am pleased we are working with the Arch Diocese of Cincinnati with an Opioid Addiction Task Force and the Assistants to the Bishop and DEM met with the Diocese of Steubenville and began looking at ways we can begin relationships on the Southeastern part of the synod. We continue to askin good Lutheran form...What does this mean for us as a Church and Synod moving beyond 2017?
2. We are well into Synod Assembly Planning. You will be asked by various members of the staff to work on a committee or task force centering around assembly, so please consider saying "yes". Assembly is June 1-2, 2018 at the Nationwide Event Center in Lewis Center, Ohio. The Theme: Being Church Together: Building up the Body of Christ...What does the Lord Require of you, Micah 6:8.
3. Women and Justice Social Statement from the ELCA has been made public. Every congregation will or has received a copy of the document and I encourage you to read it and respond. My hope is that we will have a hearing on the territory sometime in 2018 and that we work with Churchwide staff to make that happen.
4. First Call, New to Synod and Youth Directors are meeting next week with staff. I believe it is important as we strengthen leaders. Coaching with FCTE and new Cohorts continue. We are also introducing spiritual direction to SOS candidates in the Candidacy process.
5. Building Refinance Update with Kevin Pyle and where we are in the process.
6. Mission Support and Stewardship Team (Pastor Kerrigan)
7. Churchwide Assembly Voting Members elected this at Synod Assembly in 2018. SOS will have 16 Voting members total. VP and Bishop take 2 slots, 2 are for youth and young adult. Pastor Wick will oversee the nominating committee. (See Secretary Boerger and Ken Inskeep information)
8. Finance Team is up, working and functioning!
9. Global Companionship. We had visitors from our Companion Church in Germany from Holy Trinity Columbus. Our relationship with Tanzania is fragile and there is an ELCA Consultation scheduled in August 2018 which I hope several of us are able to go (pending finances); and we will hear at the January meeting a report from Pastor Ralph Wolfe about his trip to Brazil.
10. Grants for 2018: SOS/ELCA. (Pastor Kerrigan)
11. We have been praying for guidance about the synod's participation in a feasibility study and possible campaign. You will be asked to vote on moving forward and working with Pastor Mike Ward.
12. Capital and Trinity Confluence. Both institutions have voted to move forward to begin this new relationship January 1, 2018 and the ELCA Church Council voted to make this happen.
13. At the January meeting, we need to approve a formula to allow our larger congregations additional voting members for assembly. I will work with Pastor Craig Richter and Pastor Bob Abrams to come up with a plan.
14. The Synod Office will be closed December 22-January 2, 2018. Bishop and Assistants to the Bishop will be available via phone and will check messages for emergencies. Brian and I will be attending the Bishops Academy in Vancouver in January.
15. Wishing all of you a Merry Christmas and Happy and Blessed New Year. Looking forward to what God is up to in SOS and your congregations in 2018!

Thank You!

Appendix A

		N				<i>Formula</i>	Additional	Church	Total
	Synod	Congs	Baptized	/50	6,000	<i>Members</i>	Members	Council allocated members	Members
1A	Alaska Synod	30	8,459	1	1	2	2	2	6
1B	Northwest Washington Synod	96	34,037	2	6	8	2		10
1C	Southwestern Washington Synod	82	27,243	2	5	7	2		9
1D	Eastern Washington-Idaho Synod	87	21,812	2	4	6	2		8
1E	Oregon Synod	112	31,586	2	5	7	2		9
1F	Montana Synod	126	34,067	3	6	9	2		11
2A	Sierra Pacific Synod	182	40,067	4	7	11	2		13
2B	Southwest California Synod	112	26,868	2	4	6	2		8
2C	Pacifica Synod	107	29,003	2	5	7	2		9
2D	Grand Canyon Synod	89	44,554	2	7	9	2		11
2E	Rocky Mountain Synod	156	56,880	3	9	12	2		14
3A	Western North Dakota Synod	171	57,672	3	10	13	2		15
3B	Eastern North Dakota Synod	208	92,234	4	15	19	2		21
3C	South Dakota Synod	205	102,004	4	17	21	2		23
3D	Northwestern Minnesota Synod	228	87,818	5	15	20	2		22
3E	Northeastern Minnesota Synod	134	58,723	3	10	13	2		15
3F	Southwestern Minnesota Synod	241	111,254	5	19	24	2		26
3G	Minneapolis Area Synod	145	171,131	3	29	32	2		34
3H	Saint Paul Area Synod	106	118,211	2	20	22	2		24
3I	Southeastern Minnesota Synod	173	117,259	3	20	23	2		25
4A	Nebraska Synod	235	97,428	5	16	21	2		23
4B	Central States Synod	171	47,858	3	8	11	2		13
4C	Arkansas-Oklahoma Synod Northern Texas-Northern	51	8,066	1	1	2	2	2	6
4D	Louisiana Synod	98	21,983	2	4	6	2		8
4E	Southwestern Texas Synod	125	35,522	3	6	9	2		11
4F	Texas-Louisiana Gulf Coast Synod	107	35,059	2	6	8	2		10
5A	Metropolitan Chicago Synod	175	81,593	4	14	18	2		20
5B	Northern Illinois Synod	146	66,912	3	11	14	2		16
5C	Central/Southern Illinois Synod	127	38,984	3	6	9	2		11
5D	Southeastern Iowa Synod	136	88,442	3	15	18	2		20
5E	Western Iowa Synod	130	49,766	3	8	11	2		13
5F	Northeastern Iowa Synod	151	70,861	3	12	15	2		17
5G	Northern Great Lakes Synod	80	25,609	2	4	6	2		8
5H	Northwest Synod of Wisconsin	197	85,163	4	14	18	2		20
5I	East-Central Synod of Wisconsin	123	76,264	2	13	15	2		17
5J	Greater Milwaukee Synod	127	71,849	3	12	15	2		17

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5K	South-Central Synod of Wisconsin	138	94,742	3	16	19	2		21
5L	LaCrosse Area Synod	74	32,765	1	5	6	2		8
6A	Southeast Michigan Synod North/West Lower Michigan	113	41,021	2	7	9	2		11
6B	Synod	115	34,577	2	6	8	2		10
6C	Indiana-Kentucky Synod	183	49,681	4	8	12	2		14
6D	Northwestern Ohio Synod	161	69,413	3	12	15	2		17
6E	Northeastern Ohio Synod	169	51,699	3	9	12	2		14
6F	Southern Ohio Synod	190	61,701	4	10	14	2		16
7A	New Jersey Synod	167	51,961	3	9	12	2		14
7B	New England Synod	178	50,090	4	8	12	2		14
7C	Metropolitan New York Synod	189	59,285	4	10	14	2		16
7D	Upstate New York Synod	167	50,862	3	8	11	2		13
7E	Northeastern Pennsylvania Synod	268	114,934	5	19	24	2		26
7F	Southeastern Pennsylvania Synod	150	69,180	3	12	15	2		17
7G	Slovak Zion Synod	21	3,426	1	1	2	2	2	6
8A	Northwestern Pennsylvania Synod	80	19,353	2	3	5	2		7
8B	Southwestern Pennsylvania Synod	169	61,324	3	10	13	2		15
8C	Allegheny Synod	117	32,446	2	5	7	2		9
8D	Lower Susquehanna Synod	232	86,136	5	14	19	2		21
8E	Upper Susquehanna Synod	125	30,015	3	5	8	2		10
8F	Delaware-Maryland Synod Metropolitan Washington, D.C.	165	57,516	3	10	13	2		15
8G	Synod West Virginia-Western Maryland	74	27,911	1	5	6	2		8
8H	Synod	60	10,550	1	2	3	2	1	6
9A	Virginia Synod	153	33,609	3	6	9	2		11
9B	North Carolina Synod	190	55,848	4	9	13	2		15
9C	South Carolina Synod	151	45,049	3	8	11	2		13
9D	Southeastern Synod	144	40,233	3	7	10	2		12
9E	Florida-Bahamas Synod	177	52,295	4	9	13	2		15
9F	Caribbean Synod	33	3,979	1	1	2	2	2	6
		9,122	3,563,842	186	598	784	130	9	923

2016 Congregational Report Form data
is used.

Appendix B
Prepared by Kenneth Inskeep
A Review of the Annual Report of Congregations for 2016
Evangelical Lutheran Church in America

Congregations and Participation

The number of congregations in the ELCA in 2016 was 9,252. This is a decline of 0.7 percent when compared to 2015 (N=9,320). This rate of decline in the number of congregations at 0.7 percent has been consistent since 2012.

Baptized membership in the ELCA in 2016 was 3,563,842. This is a decline of 2.8 percent (-104,192) from 2015 and a decline of 16.6 percent (708,846) from 2010. For perspective, the average size of a synod in 2016 was 54,828 baptized members, so the decline in baptized members from 2015 to 2016 was roughly the equivalent of two synods.

The rate of membership decline is faster than the rate of decline in the number of congregation. In 2015, the average size of a congregation, based on baptized members, was 394. In 2016, the average size of a congregation was 385 baptized members.

Child baptisms declined by 5.8 percent from 2015 (41,055) to 2106 (38,659). Adult baptisms or affirmations of faith also declined by 5.8 percent from 2015 (39,809) to 2016 (37,515). As a percent of baptized membership, losses due to death has remained remarkably consistent from 2010 at about one percent of baptized membership per year. In 2016, 38,473 baptized members died.

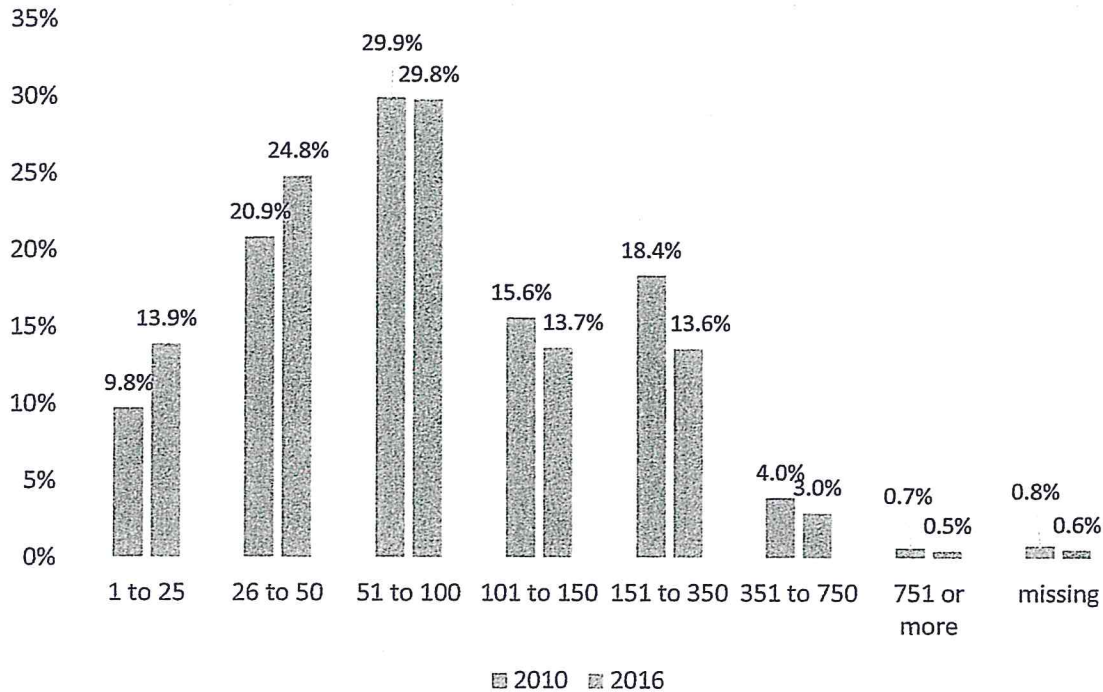
In 2016, about 5 percent of the baptized membership of the ELCA was reported lost by transfer, or by some "other" source, or through statistical adjustment.

In 2016, the number of active participants in the ELCA, including children and non-members (anyone who actively participates in worship, Bible study, choir, youth events, Christian education, service opportunities, etc.) was 2,261,946. This is a decline of 2.8 percent from 2015. The number of active participants has regularly decline since 2010.

In 2016, the number of worship attendees was 93,583. This is a decline of 38,226 from 2015 to 2016. Worship attendance, since 2010, has declined at a faster rate than baptized membership. Baptized membership since 2010 has declined by 16.6 percent compared to a decline of 21.1 percent for worship attendance. Just over a quarter (26.3%) of baptized members are regular worship attendees.

The decline in worship attendance has increased the number of small congregations. In 2010, 9.8 percent of ELCA congregations (976) averaged 25 or fewer worship attendees. In 2016, 13.9 percent of ELCA congregations (1,291) averaged 25 or fewer. See Figure 1.

Congregations in the ELCA by Worship Attendance in 2010 and 2016



Congregational Finances

Congregational receipts in 2016 totaled \$2.48 billion. This is up from \$2.46 billion in 2015. In contrast, total disbursements were down from \$2.46 billion in 2015 to \$2.44 billion in 2016. This created a surplus of \$41 million. Congregations appear to be focused on reducing indebtedness which decreased from \$1.6 billion in 2015 to \$1.3 billion in 2016.

Designated and undesignated giving account for 82.4 percent of all receipts. This is down from 83.1 percent in 2015 and 84.8 percent in 2010. This means, congregations are relying less on giving, though they still rely heavily on giving, for covering their expenses. In 2016, undesignated giving, at \$1.76 billion, was essentially flat, when compared to 2015. However, when compared to 2010, undesignated giving has declined by 4.1 percent (unadjusted for inflation).

Undesignated giving, which made up 16.2 percent of all giving in 2016, was \$284 million. This rate of undesignated giving, at about 16 percent of all giving, has not increased since 2012.

As membership has declined, so has total giving (undesignated and designated). In 2010, total giving was \$2.11 billion. In 2016, it was \$2.04 billion. This decline, however, is not as precipitous as one might expect given the decline in membership. Fewer members are giving more. In 2010, a typical worship attendee gave \$1,781 on an annual basis. In 2016, a typical worship attendee gave \$2,180. Adjusted for inflation, the amount for 2016 was only slightly higher at \$1,979.

In 2016, mission support, which is the money contributed by congregations for the work of synods and the churchwide organization of the ELCA, was \$97.5 million. (This figure reported by congregations is higher than the \$96.1 million synods and the churchwide organization actually received.) Based on \$97.5 million, mission support is 4.8 percent of total giving. In 2010, mission support was 5.1 percent of total giving.

In 2016, congregations reported giving \$106.9 million to other benevolent causes. This is 5.2 percent of total giving. This percent given to other benevolent causes has remained the same since 2010.

The Congregational Vitality Questions

Questions about the vitality of congregations were included on both the 2015 and 2016 annual report forms. These 15 items are intended to provide congregations with an alternative to membership and finances to describe the work of their congregation. Scores were very similar from 2015 to 2016. (See Table 1.) Congregations scored themselves highest (above 4) on worship that nurtures faith, being a positive force in the community (4.5 in 2015 and 4.1 in 2016), helping members deepen their relationship with God, and addressing social concerns. The two items with scores the lowest scores were working for social justice/advocacy and equipping members to share their faith.

Table 1: Vitality Scores

1 (Weak), 5 (Strong)	2015	2016
Worship Nurtures Faith	4.5	4.5
Clear Sense of Mission	3.8	3.8
Excitement about Future	3.8	3.8
Positive Force in Community	4.5	4.1
Ready to Try Something New	3.5	3.5
Works for Social Justice/Advocacy	3.2	3.3
Helps Deepen Relationship w/ God	4.1	4.1
Building Member Relationships	3.9	3.9
Incorporating Newcomers	3.6	3.7
Seeking/Using Member Gifts	3.6	3.6
Equipping Members to Share Faith	3.2	3.2
Addressing Social Concerns	4.0	4.0
Managing Disagreements	3.6	3.6
Interacting with Local Community	3.9	3.9
Live Out Faith in Daily Lives	3.8	3.9