

Delmont Interim Time A Congregation in Transition

After 15 years as a pastor, two years in the computer industry and parish associate at Westminster Presbyterian Church, I am finishing an interim pastorate at Delmont Presbyterian Church in Pennsylvania. This year I have been blessed with a congregation where the following happened:

- Restarted a stalled building renovation program, replacing all the windows on the education building.
- Shepherded the revitalization of the church nursery, replacing Winnie the Pooh with a Biblical theme of Noah's Ark, new furniture, carpet, fan, and toys with a grand open house.
- Participated in the hiring of 3 staff people, including our first Program Coordinator
- Helped folks adopt a room in the educational building which soon will have every room painted and/or carpeted by volunteers
- Offered a special contemporary worship service, including video, rock, classical, and country music, candlelight, and communion to the community on September 11th, 2002
- Lead the board of trustees back from an unanimous vote to disband to a functioning board accomplishing projects and tasks
- Found and published church by-laws and other policies
- Ended the renting the church to for-profit concerns which was interfering with the church's ministry and mission
- Offered classes on the Presbyterian Church and Lambeth Bible Study (structured prayer)
- Introduced a 12 hour prayer vigil held by members of the congregation the night before September 11, 2002
- Reorganized funds and financial reports to provide current and useful information to church members and boards.
- Provided a Powerpoint presentation at the annual meeting leading the congregation through the complexity of 24 special funds and the source of a previously hidden \$42,000 shortage in church finances. (Money "borrowed" from reserved funds for operating expenses over the last 20 years.)
- Held a special session meeting with a professional church stewardship expert to discuss a plan to repay the shortage and possibilities of a building campaign.
- Redesigned the newsletter, including recruiting an editor.
- Updated the bulletin to make it more visitor friendly and seeker sensitive

- Projected increase in giving of 30% based on estimate of giving responses at the first Stewardship Drive in 16 years.
- Saw over \$14,000 increase in giving in first 9 months
- Provided dynamic preaching in two worship services with above average attendance
- Helped in the preparation of a complete and detailed mission study and accurate church information form.
- Coached the Pastor Nominating Committee to finish their work 3 months sooner than average, where their first choice also chose them from among other churches.
- Supervised and worked with a part-time staff of 9 including monthly staff meetings
- Started an additional adult Sunday School class
- Completed numerous building and grounds repairs and updates
- Converted rental property to storage in preparation for expansion
- Negotiated the moving of a church member from church property while retaining her as an active worshiping member
- Installed new computers and networking
- Established a church web site that has had over 5,000 views, www.delmontpresbyterian.org and trained staff to update it.
- Started a churchwide email discussion group
- Provided electronic newsletters to session members
- Arranged for church to sell donated Florida property
- Reactivated committees that hadn't met in years
- Reduced session meetings by an hour while getting more work done.
- Conducted marriage renewal services and a healing service
- Was mentioned on every children's survey as the best thing about church