

Pastors Report.

" That Was The Week That Was " was the title given to a satirical television program a decade or so ago in Britian. The program was enormously popular and often halariously funny as it reviewed the events of the week in politics, religion, and the entertainment media. The title " That Was The Week That Was " could be an apt title for this report with just one word change : "That Was The Year That Was. "

This last year has been extraordinary in many ways. There have been some successes and there have been some failures. However we view the staff resignation^s of the last few months they represent a basic failure to do adequate conflict management. At this time last year I said that we had in place the very best ministry and administrative staff possible, and that still holds true for Wayne, Louis, Ann. All our spirits have been lifted by John's appointment as director of music, and more recently the invaluable help we have recieved from Omar Fink. A full time secretary and a part time financial secretary are now in place. A committee has been set up to study the ministry needs of the church with particular reference to staffing and I have asked that the church's expectations for the senior be made clear.

During those years when I was the executive director of the Fayetteville Urban Ministry I used to encourage churches and planning groups with the oft quoted words, " If you fail to plan you plan to fail." If that maxim is true we are well on the way to the implementation of some creative program ideas. And more and better is to come. The Program team and the Sunday School team have been numerically doubled for the new year. Para Drake will lead the Program team and Linda Wilson and Ann McCary will co-chair the Sunday School team. We are anticipating that the increased pepole participation we are presently seeing will continue and expand in the next year. Our spiritual revitalization and renewal program was started before the Conference program using Ken Callaghan's " Twelve Keys ". However much of what we are doing is consistent with Callaghan's church growth emphasis.' The steering committee will be meeting on next Wednesday and will be faced with decisions re., the elevator and the refurbishing of the office area and the entrance to the middle building. Under the leadership of Tom Adkinson efforts are under way to fulfil our decision as a church to build a Habitat for Humanity house.

Duke Memorial is fortunate to have people whose enthusiasm for the work and worship of the church remains unabated. They are indeed the salt of the earth. And they are an inspiration to me.

The main emphasis of my ministry will continue to be (1) Worship, including preahhing, teaching, the administration of the sacraments etc. (2) Nurturing care, including counseling, visation in the hospitals, nursing/rest homes, and in the homes of our people. (3) Administration, including supervision of the staff, and the various organizational groups that make up the church.

It is my prayer that we will not only become more aware of the great challenge God has placed before us, and our strategic position in the heart of this city, but that we will take seriously our personal response to the Lord's commission, " to make disciples.... "

"That was the year that was" was the title given to a satirical television program a decade or so ago in Britain. The program was enormously popular and often satirized things as it reviewed the events of the week in politics, religion, and the entertainment media. The title "that was the year that was" could be an apt title for this report with just one word change: "that was the year that was."

This last year has been extraordinary in many ways. There have been some successes and there have been some failures. However we view the staff resignation of the last few months they represent a real failure to do adequate conflict management. At this time last year I said that we had in place the very best ministry and administrative staff possible, and that still holds true for Kaye, Louis, Ann, and all our staff. The investment help we have received from Oak Park. A full time secretary and a part time financial secretary are now in place. A committee has been set up to study the ministry needs of the church with particular reference to staffing and I have asked that the church's expectations for the center be made clear.

During those years when I was the executive director of the Fayetteville Urban Ministry I used to encourage churches and planning groups with the oft quoted words, "If you fail to plan you plan to fail." If that maxim is true we are well on the way to the implementation of some creative program ideas. And more and better is to come. The program team and the Sunday school team have been numerically doubled for the new year. The program team will lead the program team and Linda Wilson and Ann Koberly will co-lead the Sunday school team. We are anticipating that the increased people participation we are presently seeing will continue and expand in the next year. Our spiritual revitalization and renewal program was started before the conference program said on Galatians' "we have love". However much of what we are doing is consistent with Galatians' church growth emphasis. The steering committee will be meeting on next Wednesday and will be faced with decisions re: the elevator and the remodeling of the office area and the entrance to the middle building. Under the leadership of Tom Atkinson efforts are under way to fulfill our decision as a church to build a Habitat for Humanity house.

The essential formation to have people whose enthusiasm for the work and forship of the church remains unshaken. They are indeed the salt of the earth. And they are an inspiration to me.

The main emphasis of my ministry will continue to be (1) worship, including preaching, teaching, the administration of the sacraments etc. (2) nurturing care, including counseling, visitation in the hospital, nursing, rest home, and in the homes of our people. (3) Administration, including supervision of the staff, and the various organizational groups that make up the church.

It is my prayer that we will not only become more aware of the great challenge God has placed before us, and our strategic position in the heart of this city, but that we will take seriously our personal response to the Lord's commission "to make disciples...."

Space below is provided for the minister to report the state of the church and to give an account of pastoral ministry as required by *The Book of Discipline* (§ 441.3). Include as a part of the report a statement outlining the pastor's program of continuing education for the year (§ 446.2).

This state of the church report is not intended to be taken as an in-depth analysis of the church, but, rather, a glance back over recent months and a sharing of some dreams for the future.

The radical corrective measures put into effect at Conference included the replacement of three ministers by one, the reduction of the senior ministers salary by \$10,000, and the termination of two other employees. To some this action represented a pushing of the panic button, but others felt that the declining membership and inability to meet the budget were evidence enough that the church had moved into a purely maintenance mode of operation. Some action had to be taken, and it was. Other indications that all is not well with the church include the failure of the leadership to look realistically at the membership rolls. For many years the Journal membership has been recorded in the region of 1760 persons. It is generally known that that figure is grossly inflated since the average attendance at worship is 250-275 with 200-225 in Sunday School. No one wanted to "grasp the nettle" until Oliver Upchurch began his painstaking work a couple of years ago. The church is indebted to him for this service. The weekly budget continues to show a debit balance of around \$20,000. This is particularly disturbing in view of the corrective measures mentioned earlier. There are Sunday School classes with no teachers and youth work is non-existent. Many young adults with children do not attend worship.

It has been a long, hot summer. Bishop Wilkie's question, "And are we yet alive?" is very pertinent. I believe we are, we are alive and kicking! There are signs here and there of new enthusiasm. We are beginning to dream great dreams again. Attempts are being made to fill staff positions. The Reverend Milford Thumm, retired minister from First Church High Point will work 20-25 hours a week in visitation. Applicants for the program position are presently being interviewed and the concern for a hostess is also being addressed. A newly started "Joy" class is one of the most encouraging things I see and the leaders deserve all the support we can give them. Another hopeful development is the reconstitution of the Evangelism Committee under the guidance of Al Buehler. A well organized response to visitors and prospective members is now in place and will bear fruit in the days ahead. We are blessed to have Omar and Helen Fink who give us such good leadership and are always "going about doing good". The sanctuary choir, under the direction of Jane Lynch, merits a special mention. Never a Sunday passes but I thank God for their gifts freely given. They never fail to enhance our worship service with their hymns of praise. Virginia, Carolyn, Bobby and Donnell are choice employees, and they often go the second mile in the service of the church. As senior minister I believe and preach our doctrines, administer the sacraments and spend much time in the administrative affairs of the church. In addition to the signs of action and renewed hope mentioned above I have to add the Sunday morning prayer group and the beginning of our plans for a Mission to Durham in the spring of 1989.

I believe we are yet alive. Everywhere I go I find people who sincerely love the Lord Jesus and are praying for a new day in the life of their church. Our church plant is second to none - we can worship the Lord in the holiness of beauty. These things, and others, make us a sure bet for growth and renewed mission in today's world. If I were talking stock market I would unhesitatingly encourage you to put your money on Duke Memorial.

Signed _____

Date _____

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CONNECTED TO THE PAST - COMMITTED TO THE FUTURE

Have you noticed the quotation on the chalkboard in the hallway? It reads: "Describe me your vision and I'll predict your future."

We have been trying to define our vision. We have a rich heritage and are connected to the past, but are we committed to the future? And what is that future?

An Ad Hoc Committee appointed by the Administrative Board produced a report in September which is both courageous and visionary. It proposes a Capital Funds Campaign, professional and support staff enhancement and the further expansion of our outreach ministries.

At a subsequent meeting of the Board, the proposals were enthusiastically endorsed and the intensive phase of the Capital Funds Drive will be in the spring of next year.

Not all, however, agree with these proposals. The evidence of no-growth sentiments is seen in a kind of silent resistance. There are those who would prefer to make no changes. They prefer to accept just enough new members to maintain the status quo.

What are we to do? We are a heartbeat away from the center of a city that is rapidly changing. According to the American Chamber of Commerce, here's what Durham can look forward to by the year 2000, if the present growth rate continues:

76,400 more children going to school

2,865 more people working in government jobs

\$ 460 million more in bank deposits

65,800 more families

If each family has one car, that's 65,800 more automobiles on the roads.

\$ 377 more in retail sales

1,900 retail stores

54,545 more homes and apartments

And, if just one in 20 families has a cat, that's nearly 3,300 new cats.

Durham is on the edge of determining its quality of life for the next 50 years and more, and we must be a part of that decision-making.

A second, and even more persuasive answer to the question, is that our Lord has given us a mandate to make disciples. That is our business. If someone should ask about Duke Memorial, tell them we are a worshipping, inclusive, caring congregation of Christians who seek to uplift Jesus Christ in all we do, provide Christian education for all ages, and offer opportunities to turn creeds into deeds. Then invite them to join us.

We have in place a first-rate staff. Jane Lynch, Marge Clark and Ann Stallings are providing leadership in worship and music, in programming and in visitation and nurture care that is invaluable. Donna Blickhahn, Carol Auer, Polly Mixon and Wayne Ferrell are all working with great acceptance and appreciation. Our office equipment has been updated and attempts are being made to communicate more effectively through the newsletter.

The future is ours to make. The Ad Hoc Committee caught a vision and put before us a serious challenge. In the days ahead it will become the people's choice. If we follow their lead, then indeed we can commit to a future that will be filled with promise.

Signed _____

H. E. Canale

Date _____

November 15

1988

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*IT IS BETTER TO LIGHT ONE CANDLE THAN TO CURSE
FIVE DARKNESS - THE CHRISTOPHERS*

