



Consultant's Report 6
**Sligo Church
Operational Audit:
Interviews with
45 Ministry Leaders**



By Paul Richardson
May 1, 2001

Individual interviews were conducted on February 7-8 and 27-29, 2001, with the leaders of 45 ministries of Sligo Church. These ministries were identified in a meeting with the pastoral staff conducted by Monte Sahlin. Paul Richardson conducted the interviews at the church office. Special recognition must be given to Darlene Geiger for her work in setting these appointments, which was a monumental task!

Adult Sabbath School – Clarence Dunbebin

Clarence sees his primary target of ministry as the congregation that meets in the sanctuary for the Sabbath School instead of attending the variety of other classes. He sees the potential size of his target group as the 1,300 or so who presently attend Sligo. Clarence believes that out of the 14 volunteers he has in Adult Sabbath School, any of those persons could pick right up where he leaves off if he were to leave. When asked what training is necessary for volunteers to be involved in his ministry, Clarence replies, "They need to be skilled teachers or presenters. They also need to be able to stop on time!" Since Adult Sabbath School happens in the sanctuary, the space used for this ministry is shared space and that is okay with this ministry team.

When would he like more space? Clarence replied that it would be nice to have more space for alternative, hour-long classes even though if this were to happen, it could reduce the attendance at the sanctuary Sabbath School. If there were a smaller meeting space for the general Sabbath School, he also believes the group would feel more successful because "they could fill the room."

What does this ministry want from the Adventist denomination? Clarence would like more teacher training. And what does he want from pastoral staff? He wants more announcements at the Sligo AM worship endorsing/promoting what will be happening next in the general Sabbath School and inviting people to stay. He wants more published in the church newsletter, more action taken on surveys conducted, and a talent bank of potential teachers developed from which he can choose. He appreciates the *Sabbath School Leadership* magazine and Mission Spotlight given to him for use from the Sligo Church office.

Clarence sees the ministry of Adult Sabbath School fitting very well into the overall mission of the church. Sanctuary SS "creates a thinking climate which is great for churches to have. It also creates a spiritual environment different than a worship experience."

Adventist Community Services of Greater Washington

Adventist Community Services (ACS) is the community action agency sponsored by Sligo Church in partnership with other congregations, Potomac Conference, Columbia Union Conference and Adventist HealthCare. It has served about 3,000 individuals during each recent year; families in crisis, the homeless, the unemployed, immigrants and underprivileged children. At the time of these interviews, ACS was going through a transition, seeking a new executive director and making significant changes in the membership and leadership of the board. As a result, no interview could be done.

Adventurer Club Ministry – Premila Pedapudi

Premila sees her primary target of ministry as the 35 to 40 children (and their mothers) who are younger than 9 years of age. She is involved in the Little Lambs and Eager Beavers ministries as well as Adventurer Club. She sees the potential size of this ministry as huge, if more promotion could be done over WGTS in the community. If she had more volunteers she would like them to help her work with the children to complete Honor checklists during her classes.

What training is necessary for volunteers working with Adventurer Club? Premila says the North American Division curriculum is distributed to each adult and they are asked to read it over carefully and follow it. She would like for a Conference-sponsored event to happen where she could take her volunteers for training. If Premila had to be away for an extended period of time, she can think of three people who could step right in and take her place if needed.

Premila uses a Kindergarten SS room for Adventurer Club, but would prefer to be meeting in the Primary and Junior rooms. She keeps her supplies with the VBS materials which seems to be working okay.

She has an account through AdventSource and it is helpful in purchasing needed supplies. Premila would like more awareness given to the Adventurer Club (as an outreach ministry) through WGTS and she would like brochures to be developed for distribution at the church and in the community. She would like to give recognition to a coordinator of the month at a major meeting of the church to raise awareness for Adventurer Club ministry.

What would she like from pastoral staff? “Please help us lobby with the Conference for training of our volunteers. Please respond to her proposal for a space change. Give us more promotion up front. Help us recruit more volunteers. Please show us where we have money in the budget, “it is not clear to me at all.”

And how does Adventurer Club ministry fit into the overall mission of Sligo Church? “If we attract children here who feel comfortable with the church, we then have a good chance of turning them into adults who get involved and give back to others.”

AM Worship Team – Brandon Mowry

Brandon sees the primary target of his ministry as the congregation that meets at the church for the early worship service. “It will grow as people invite their friends to attend.” Right now he has a faithful team of singers, but dreams of the day where multiple teams are ready on a rotating basis to lead praise music with the influence of a new associate pastor for AM Worship. That will be more possible when the renovations to the sanctuary happen and the audio system will not be as limiting as it is now.

“People have to be able to sing well (music education is always a bonus) but we don’t have any formal training required for singers. We mentor each other a great deal.”

They have no space for their practice sessions and would like some. They would also like a mid-size storage space for equipment and music on the main level in the renovation. They need more equipment and realize they may have to do fund raising to get it, but just want the pastoral staff to know this is their need. If Brandon had to be away for a long period of time, he can identify only one person who could lead this ministry in his absence.

With a new pastor for AM Worship they would like a visioning session on the goals for Sligo AM worship. They would like materials on worship planning, sources of drama scripts, etc. They are appreciative of Peter’s encouragement and excellence in worship. They want more clarification of their role with or in the worship committee. , Brandon would like more visuals in Sligo AM worship. If there could be more multi-modal ways of communicating the theme each Sabbath, he believes it would tie in a wider group of people.

How does this team fit with the overall mission of Sligo? Brandon sees Sligo AM involving a wider spectrum of people. It links well to the CUC campus and includes students who otherwise often skip church. It includes post college young adults and even TA students. He likes that.

Audio Visual Ministry – John Conway

John sees the congregation as it gathers for worship as his primary focus, but he realizes his “more important” audience is the WGTS radio audience. (He also sees the pastoral staff as a key group the audio-visual ministry serves.) How many people potentially are in this target group? He is not sure of the number, but potentially it is “millions” through WGTS.

What training is necessary for volunteers to be involved in your ministry? They need to come with a good ear for audio and a basic knowledge of audio equipment. Mentoring is the primary way persons learn to do this ministry effectively. This leader is *very* willing to train new volunteers.

The room in the balcony, a closet in or near the sanctuary and the mixing board area are exclusive to the audio-visual ministry. More space is needed ... and it is planned as part of the renovations being drawn by the architect. An interview booth would be nice, a little more closet or storage space needed, video cameras and production equipment. The wiring for this is in those plans.

From the pastors, John would like help in establishing better coordination with WGTS; and continue the effective communication experienced now so that audio-visual team can serve the pastors well, especially during the worship services. If John had to be away from Sligo for a long period of time, he is not sure who would step in to lead this ministry; maybe Ed Barnett who led this ministry for years, but he would take “some convincing.”

How does your ministry fit into the overall mission of Sligo Church? It provides an essential service for participants in worship and other major events. If the audio-visual team is doing its job well, people “don’t know they are there.” This ministry also provides the conduit for a key outreach of Sligo Church through WGTS. It draws in new generations of members which helps perpetuate the church’s future.

Baptism & Profession of Faith Class – George Bestpitch

The target of this ministry is to conduct Bible studies with people who indicate their interest in becoming part of the Seventh-day Adventist Church. While the numbers are small right now, the potential for this ministry “could be millions” if the population listening to WGTS responded in large numbers.

George has plenty of resources from which to select for this class and whatever he cannot find, he writes. What he would like is to have additional staff to help him with this process, particularly persons from cultures other than his own, so that stronger relational connections could be made. If George had to be away for an extended period of time, this ministry would be on hold until he got back because he is not mentoring others to lead at this point.

If the pastoral staff could help him promote this class more from up front, he believes the group would be larger. However, he sees what he is doing as central to the mission of Sligo. “Evangelism is at the core of Adventism and we are supportive of the denomination at Sligo.”

Beginner’s Sabbath School – Marjorie Poland

Marjorie sees her target for ministry as the small children who fit her profile and their parents. She’s not sure how many that may potentially include, but she loves what she does and wants to keep doing it. However she needs more help. She has asked for help and people did come by once, but have never come back.

She feels she is in a good space with plenty of supplies and storage for everything. Marjorie gets the Potomac ABC Catalog from the church office and appreciates that whatever she requests, she gets. If she had to unexpectedly be away for a long period of time, she is not sure anyone would be there to replace her.

Her biggest plea from pastoral staff is to find her helpers. She would also like for someone other than herself to promote the Beginner’s Sabbath School during worship because she is sure some parents and grandparents don’t know about it.

How does the Beginner’s Sabbath School fit into the overall mission of Sligo? Marjorie sees the class as a first step, beyond the home, toward getting to know Jesus as a friend. It also helps toddlers enjoy coming to church. In addition, she sees it as an excellent way to get parents into the church.

Believers & Doubters Class – Barry Casey

Barry sees the target of this class as a support group for “lifers” or life-long Adventists who are most comfortable being “Sligo Adventists.” These are persons who won’t quit Adventism, but who buy only certain parts of Church tradition and who are eager to explore all facets of life and how each relates to a vibrant spirituality. Primarily the focus of the group’s study is books on various topics, which means it is difficult for someone to “just drop in.” This class is building a strong sense of community that has lasted for many years and by all indications will continue for many years to come.

In addition to the weekly class meeting, once a month the group gathers on Sabbath afternoon for more fellowship and continued discussion of a topic for which “the Sabbath School time is so limiting.” If there is any training that happens, it takes place through mentoring. If Barry had to be away for an extended period of time, he could identify only one person who would lead this ministry effectively.

This group likes its present meeting room and access to CUC’s equipment as needed. If the group did grow, they would need to have a larger space, but for now it is just right. They believe they have plenty of materials from which to draw, but if they had a church financial allocation of \$300 they could buy several sets of videos they could use and would also be happy to share with the church library.

When asked how this class fits into the overall mission of Sligo, Barry responded “they like that it provides a safe place for doubters ...the loyal opposition.” It is “an excellent place to talk about important issues and tangibly experience the presence of God through meditation and prayer.”

Branson-Ortner Sabbath School – Roy Branson

Roy sees the target group of this class as “a congregation within the congregation” that values the diversity of thinking people in this Adventist community. He hopes the one class can turn into multiple groups someday to be able to include potentially thousands of people.

The content focuses on “series’ of topics” which keep people coming back to the class. Those who lead out are identified by their obvious abilities and most are in the group already. Their identity as a class is crucial to Roy. He has felt that their faithfulness has helped them be one of the stabilizers during troubled times. If he had to leave for an extended period of time, he knows of at least one other person in the class who could lead it very effectively in his absence.

Roy is glad for the space they have and storage is adequate for their needs. Quarterly communion service preparations for foot washing pose a logistical problem, but if he gets there early enough he reconfigures the room to what they need and then moves it back again after class so as to be prepared for the foot washing service.

He would like to begin collecting offerings for specific community needs in the future. Roy is delighted with Peter Bath as pastor, believing he has just the right combination of skill, organizational ability and warmth essential to making Sligo Church effective.

How does this class fit into the overall mission of Sligo? It has the potential of reviving Sabbath School as a way to build community and consider shared beliefs for today's adults. It gives a smaller group autonomy as a part of the larger congregation. It meets the needs of like-minded people at the same stage in life.

Sanctuary Choir – Marianne Scriven

Sligo's sanctuary choir is for people with the ability to sing who are post high school. The target for this ministry includes all who attend the 11:15 a.m. worship each Sabbath and those who attend yearly concerts in the Spring, at Christmas and in Hyattsville, plus the radio audience. The potential target size includes "millions" because of WGTS. Marianne sees the choir as a non-threatening way to reach the public, share the good name of the Church turn people toward God.

While the choir has a dedicated space for practices, this space is too small and Sabbath rehearsals are problematic. Discussion of their situation is needed. Storage for music is inadequate and in the remodeling of the sanctuary, it is Marianne's hope more space can be planned for the choir.

What resources and help are needed from pastoral staff? Marianne wishes for more time spent in planning of the 11:15 worship when Peter has additional staff to support him. If she had to be away for an extended period of time, she is confident six others could pinch-hit for the short term, but not long term.

And how does the choir fit into the overall mission of Sligo? "The arts are integral to what Sligo has always been and needs to continue to be. We have been known for worship excellence, creativity and quality, and the choir is doing its part to make that still happen."

Deacons – Barry Rowe

The target of the deacon's ministry is to place inserts into the bulletins, to pick up offerings for Sabbath School and church, to provide patrol and security for the entire premises and to serve communion. At times they also get involved in transporting members from their homes or far-flung parking lots on the campus. Depending on what the weather does, they provide snow removal and rake some leaves if the grounds crew from the College has not got around to it. Barry sees his role as serving the congregation well.

The deacons have a fairly thorough orientation process with written instructions. These documents were revised approximately five years ago. After the orientation, most of what a deacon does is learned through mentoring. Deacons shadow assistant head deacons. Assistant head deacons learn from associate head deacons. Associate head deacons are coached by deputy

head deacons. It appears to be a well-run ministry. If Barry had to be away for an extended period of time, he is confident one or two of his associate head deacons or deputy head deacons could pick right up where he left off.

Supplies for deacons are scattered throughout the building and Barry hopes that with the sanctuary remodeling his supplies can be consolidated in one location. He also wants closed circuit television to assist with security concerns and a radio system to increase security and cut down on deacons using valuable time to walk messages to each other across the complex.

What Barry would like from the pastoral staff is help recruiting more deacons. And how does their work fit into the overall mission of Sligo? "We control the heat and lights, and open the doors; if they weren't cared for, the infrastructure of Sligo wouldn't be here. We think we're helpful to this place!"

Deaconesses - Marjorie Sleeman

The target of this ministry is the congregation. At baptisms and communion, Marjorie makes sure her team is ready. They also provide a meal for the family after each funeral held at the church, as well as have one deaconess at the mother's room to assist where needed. The potential size of her target audience is the size of worship attendance as it fluctuates through the years.

There isn't much training needed for the work of deaconesses. Marjorie does hold one demonstration class every other year on how to make communion bread. She would like more help with laundering communion towels and assisting with bereavement meals. If Marjorie had to be away for a while, she is sure any of the eight associate head deaconesses working with her could lead the Deaconess ministry effectively.

The deaconesses have adequate space for their supplies between the baptism rooms and the communion closet. Marjorie does keep a few deaconess items at home because she thinks they are safer there.

She has not seen any new deaconess resources recently but she does refer to booklet put out by the General Conference some years ago. She would like a training video made to orient new deaconesses and is not sure if that is a Sligo project or one for some department of the denomination. *She wants the pastors to know they don't want to combine the work of deacons and deaconesses!*

How does the work the Deaconess ministry fit into the overall mission of the church? "We blend in and assist where needed so programming runs smoothly."

Discipleship Ministries – Rebecca Brillhart & Sharon Ford

In conversation with both of these women it is very clear that this multi-faceted ministry is strategically planned and implemented at Sligo. Their target for ministry is anyone expressing an interest in being a part of Sligo ...from an initial visit all the way to becoming a fully devoted follower of Jesus. Their goal is to expand to the Internet and tie people in through that medium as well. With that target, the scope of the discipling ministry could potentially be millions.

Discipleship ministries encompass many aspects. There is a “core” class which meet weekly for a number of weeks and is attended by the largest number of people. There’s a “growing disciple” class that brings people to a place of understanding and experiencing many spiritual disciplines. There’s also an “advanced” class that leads people who have taken the first two classes from being disciples to becoming disciplers.

With such a well-planned ministry, it goes without saying that training is essential. (Additional notes available upon request.) It often comes in the form of one-on-one conversations with the leaders where materials and verbal expectations are presented. There is however, a fair bit of mentoring taking place throughout the weekly sessions which helps disciples to become people who give back for the betterment of others. Rebecca is sure that the leaders of each section could continue to do well what they do now, but the overall coordination and growth of Discipleship Ministries at Sligo would suffer.

The various Discipleship groups use the pastor’s lounge and other small meeting rooms in the church, but they would like more meeting spaces that could be reserved for their uninterrupted use. Sabbath morning is when they want to expand small group options, but space is at a premium at that time. During the week, college class rooms and the homes of individuals can be used and should be used more. Fortunately they have good storage in Rebecca’s office right now, but as their ministries expand, other space will be needed.

Resources that the groups need are usually purchased by Rebecca because she knows how to acquire materials with church funding. She finds that Adventist materials are limited and wants the denomination to create more. Until that time she finds quite a number of options in the wider Christian community that can be adapted readily for their purposes.

If there is anything they would like from the pastoral staff, it would include more promotion from up front for this ministry and more accurate accounting information. And how does discipleship ministry fit into the overall mission of Sligo? “It shows that the church values people, wants to nurture them and help them grow into fully devoted followers of Jesus. We think this is should be the central focus of the church.”

Rebecca has been coordinating a Divorce Recovery ministry as part of Discipleship Ministries. It has provided when requested, but the therapist who has been volunteering to teach this class is no longer available and no other Adventist therapists are willing to take his place. Rebecca’s goal is

to have an on-site therapist to be available at the church at set times with fees charged on a sliding scale depending on the person's ability to pay. She could refer to interfaith counseling centers in the area, but prefers Adventists therapists if at all possible.

Earliteen Sabbath School – Steve Chavez

The focus of Earliteen Sabbath School is to provide ministry for 7th and 8th graders who attend Sligo. Steve would also like to attract more kids who attend schools other than Adventist schools to be a part of the group, “soak up” Bible information and enjoy Christian fellowship. The potential target group could be hundreds.

Steve will find an article now and then that is instructive about leading pre-teens and he shares it with the others. Otherwise, there is no formal training for what they do. He wishes for more help from some denominational department or resource center. If Steve had to be away for a long time, he believes people other than those on his team will take the leadership of Earliteen Sabbath School and make it work well in his absence.

For this age group, open space is ideal and Steve often has to move the chairs each Sabbath morning to fit the needs of this class. Other than that, he doesn't need much space for storage and the room they meet in is perfect for their needs.

If there is anything they need from the pastoral staff it is clearance and funding to do more high-tech ministry with these kids. Steve appreciates pastoral support. He would like for all children and youth ministry leaders to get together now and then to assure they are providing a seamless program to the future leaders of Sligo church.

How is Earliteen Sabbath School fitting into the overall mission of Sligo? “The transition from Juniors to Youth is a very difficult one. Many kids check out mentally if not physically from the church at that period of time. I think if we can provide them with an identify of positive love, acceptance and forgiveness, they will more likely stay by than check out.”

Elders – George Bestpitch¹

Active and inactive members of Sligo church are the target of the ministry the elders provide. As well as being involved in worship, the elders are developing a visitation and provide perspective to the pastoral staff. The size of the target audience is in the thousands with about 3,000 current Sligo Church members, perhaps another 500 to 600 non-member children and spouses in the homes of members and perhaps as many as 10,000 former Adventists in the area.

¹First Elder Selma Chaij had to be with her family at the death of her mother at the time scheduled for the interview.

The training of elders comes primarily through mentoring. The pastoral staff provides the elders with handouts related to worship every now and then, but there has not been any formal training. A monthly elders meeting is now being held. George wishes the Conference would provide some training for elders.

Elders don't need space for supplies or dedicated meeting rooms of their own. The elders are delighted with Peter's leadership and want for him a full compliment of staff as soon as possible.

How do the elders fit into the overall mission of Sligo? "We provide visible, dynamic leadership. We shouldn't lord it over the people, but we are to be servant leaders. We are the non-clergy support structure to the pastoral staff and we are happy to help lead wherever asked."

Evangelism Ministries – Maurice Battle

While this area of ministry is starting over again and has not initiated any programs as of the time of the interview, it clearly has as its target the Takoma Park community. In fact as time goes on, Maurice sees that the reach of these ministries will include the several counties in the Washington metropolitan area. The size of that target group potentially includes 4.9 million people.

Maurice also wants to involve the 40 to 50 people at Sligo who are clergy-trained but not presently pastoring. The programming they want to offer is focused first on practical needs of community members: home repairs, financial planning, income tax preparation, tutoring, etc. They want to develop a participant's syllabus for each class, brochures to announce them as well as radio announcements, newspaper ads, etc. Pre-registrations will be requested.

Evangelism Ministries will also include a prayer line, a weekly class for visitors, follow-up for It Is Written contacts, prison ministries, satellite events, Discovery Bible School, workplace evangelism and more. While this committee doesn't plan to provide training for seminar presenters, they are looking for skilled educators already recognized as experts; people who will, with proper promotion, draw a crowd.

This group will use shared space, which is just fine with them, and they have no need for storage at this point. In the future, Maurice hopes there will be someone on the pastoral staff to whom he can turn as the evangelism/outreach equipper. He appreciates Peter tremendously and likes the goal setting Peter brought to the first meeting. Maurice sees this ministry as central to the gospel commission, which is the core of Adventism, which is at the heart of Sligo's mission.

Family Ministries – Lawrence Taylor

The target audience for this ministry includes the single adults and families at Sligo who come to seminars on conflict resolution, marriage enrichment, family finances, family worship, etc. The

potential size of this target group includes the community of Takoma Park and the communities within the reach of WGTS, which could include millions of people.

No training is provided to volunteers who staff this ministry, but Lawrence believes that small group community building and Bible study skills are essential for the person who is leading in this ministry. If he were to be away for a long period of time he's not sure who would lead Family Ministries in his place. He needs additional volunteers to organize events, be teachers and team builders.

This ministry meets in shared space, which works well for them, and they have no need for storage of materials. They believe that church facilities as they are, provide them with plenty of options for their seminars.

They appreciate the pastoral contacts that are made and have no recommendation for additional help from the church office. They are not provided with resource materials from the church, but typically the presenter of a seminar brings with him or her all the resources needed.

Family Ministries fits well into the overall mission of Sligo by building strong families that comprise the framework of the church. They also provide a natural bridge to the community, which sometimes brings people back for other events and church attendance.

Fifty-five-Plus Ministry – Walter Rhodius

The focus of this ministry is stated in its name. However within that age group you will find quite a bit of diversity at Sligo. There are 57 different cultures represented in the congregation, much less all those represented in the wider metropolitan area. Of particular interest to Walter is having this ministry appeal to the diplomats from other countries living in the DC area. The potential for ministry is in the millions of people, if the radio audience is included.

There is no training necessary to volunteer for this ministry. Walter is not sure who would take his place if he had to be away. He wants to plan a number of seminars such as "Health & Prosperity" and a cooking class, with a book of recipes from the group. Walter sees a lot of one-on-one ministry happening, "which is good."

Walter is concerned about this group. He sees a cycle that he would like some help addressing; financial strain reduces health, which then reduces spiritual vitality. He believes financial counseling is essential at Sligo.

He would like for pastoral support in promoting what the 55+ Ministry is doing. He would like more radio air time than the ministry gets and if someone from the staff could participate with this group in its activities, it would be greatly appreciated.

How does this ministry fit into the overall mission of Sligo? Walter sees this ministry as an opportunity for diverse people to be together and learn to enjoy each other's company. Or put another way, it is a time for Christians to reduce their prejudice by coming together.

Greeter Ministry – Rebecca Ratana

The target audience for this ministry is whoever walks in the door at Sligo church. A great first impression is Rebecca's primary concern. The size of this target group is probably in the thousands over a period of a year. She doesn't concern herself with those who do not attend.

Mentoring is the way people are prepared for this ministry. "I simply stand with them the first Sabbath and after that they pretty much know everything to do." During that time Rebecca talks with new volunteers, naming basic greeter skills, appropriate stances and wording to use and not to use to be effective as a greeter. If she needed to be away for some time, there is one person she believes would be able to lead the greeter ministry effectively.

Since greeters only give out bulletins and other paper handouts, which are given to them by the deacons and church office, they have no need for storage space. Rebecca mentioned that she would really like to have training materials for her greeters and anything the pastors or conference could put in her hands would be appreciated. She would like a pastoral advisor for her ministry.

How does the greeting ministry fit into the overall mission of Sligo? "If people feel comfortable first thing, they are much more receptive to everything else that happens during the services and are much more willing to come back week by week."

Hospitality Teams Ministry – Barbara Bestpitch

The target audience for this ministry includes all "guests" each Sabbath, however it primarily turns out to be single adults and the elderly. This ministry started 32 years ago to feed Adventist young people serving in the military during the Vietnam era. The target audience is about 100 people each Sabbath according to Barbara, although with more volunteers and serving space, she could see a day in the future when hospitality ministry could be feeding hundreds more.

Barbara calls two meetings per year where planning and ideas are shared about how to lead a hospitality team of 12 to 20 people. The first time a team actually functions, Barbara will be there to advise. If she were ever to be away for an extended time, she is sure there are 8 to 10 people who would jump right in and continue this ministry in her absence.

Hospitality Ministry uses the kitchen, which is shared space and in much need of repair. There is closet space for paper supplies, table decorations, etc. Barbara's hope is that a larger kitchen could be developed in the future.

While no training materials are supplied to them, she does appreciate the new ideas that new volunteers bring from their experience elsewhere. What Barbara would like to have from the pastoral staff is more publicity up front about the Hospitality Ministry. She would like a pastor present at every meal (when they are fully staffed) so they can “meet and greet” guests.

Hospitality Ministry fits into the overall mission of Sligo by providing friendship to “fringe” people. The members of the teams providing the ministry also become friends and this is good. It provides a vegetarian meal to people. It attracts people who then become members. It provides a better meal for the elderly poor than they might otherwise get on a weekend.

Junior Sabbath School – Tina Rao

Junior Sabbath School targets the children of members. It focuses primarily on kids from Adventist schools, and public school students as well. Tina and others have taken the training provided by Noelene Johnsson from the NAD, but mentoring is the primary way volunteers are prepared to staff Junior Sabbath School. If Tina were ever away for an extended period of time, there is one person to whom she could trust the leadership of Junior Sabbath School.

Tina would like more adult males in Junior Sabbath School. She finds the storage space adequate and the shared room is working well. She much appreciates Norma Osborn, who asked her years ago to get involved in children’s ministries, and she can’t wait for the day when an associate pastor for children’s ministries will join the Sligo team. She appreciates the support of the other pastors and realizes they are spread very thin right now.

Junior Sabbath School fits well into the mission of Sligo. “We are preparing junior-age kids for involvement in the church... they are our future leaders if we train them well now. We are providing a comfortable environment for them so they keep coming back.”

Library – George Bestpitch

The target audience for this ministry, according to George, includes children, teens and adults. He also wants to give special attention to newly baptized members. From time to time, non-members use the services of the library as well. The size of the target group is the Sabbath attendance at Sligo, which is growing!

While he buys books and videos as well as receives donations from members, George would like to increase the number of current titles. (For every book loaned out, nine videos are checked out.) One training meeting a year is provided to the volunteers who help with this ministry. Other than that mentoring is the way people learn about staffing the Sligo library. If George had to be away for an extended time, he is confident of one other person involved in this ministry would step in as the leader.

Right now the library is housed in covered bookcases in the Atrium, but George would like a separate library room with a kids corner, comfortable chairs and couches for adults; he sees this as an ideal space to be shared with the Discipleship Ministry. At this point, the library ministry has no leadership training resources, nor suggestions of books/videos for its shelves.

What the library ministry needs from the pastoral staff is a larger budget for materials, a vision for the future of this ministry at Sligo, and space for a library room, if this is acceptable to the leadership of the church.

He sees the library fitting into the overall mission of Sligo as its staff goes out of their way to provide exceptional service to members and guests. It is also a source for encouraging the spiritual journey of individual members and guests.

Membership Committee – Norma Sahlin

The target audience of this ministry is new members; providing two New Member Luncheons annually, reviewing names in and out, attempting to locate “lost addresses,” processing requests for names to be dropped, conducting a survey periodically, and coordinating the new pictorial directory. This ministry reports to the Church Board and sees itself as serving those who show an interest in joining Sligo. The good news is, right now Sligo is experiencing more transfers in than transfers out!

Mentoring is the way the staff of this ministry is trained to do its work. They would like more volunteers who have strong leadership ability and additional meal planners for the luncheons. If Norma had to be away for an extended period of time, she is confident of two others from her team who could step in to lead the Membership Committee.

The committee uses various rooms in the church for their meetings and uses the kitchen and multi-purpose room for the New Member Luncheons. Their supplies are kept at the homes of the members and not at the church. In the future, this ministry would like dedicated and secure storage space. It would like a refurbished church kitchen that is well maintained with adequate janitorial services.

No resource materials have yet been offered to this group by the pastoral staff; they would welcome anything. This ministry wants to produce a welcome video whenever funding allows.

What help would they like from pastoral staff? They would like an effective computer database for membership records. They would like more responsiveness to their requests from the church office staff. They would like more help with setup for the meals.

And how does the Membership Committee fit into the overall mission of Sligo? “If people get off to a good start at our church, we are less likely to be perceived as large, cold and cliquish. Our hope is that this committee through its intentionality helps to personalize a mega church.”

Mizo Ministry – Van Pluanta

The goal of this ministry is two-fold; it provides programming on a regular basis at Sligo in the Mizo language and they raise funds to support evangelism in the Mizo homeland in India. The size of the target audience is an unknown to them, but the group keeps growing every year.

Everyone takes his or her turn leading out in some aspect of the Mizo Ministry; the younger ones learning through mentoring from the older ones. They meet in shared space where the Pathfinder Club also meets at other times during the week. Van would like space in the boiler room of the office building to store the group's equipment and supplies. As yet, he has not received clearance to use this space, although he has made the request several times.

Van would like to have joint activities between the Mizo group and English-speaking groups and would appreciate the pastoral staff orchestrating that. Mizo Ministry sees itself fitting into the overall mission of Sligo in three ways. First, they are part of the worldwide evangelistic mission of the church. Second, they are providing a church home where all are valued for people in the United States who speak Mizo. Third, they are providing religious exposure to young people from India in this country.

Office Volunteers – Kathy Mamendez

The target audience of this ministry is first the members of the Sligo congregation and, second, the larger community, according to Kathy. Potentially, the larger community in the metropolitan area includes millions of people, but those they primarily serve in the congregation are the ministry leaders. Volunteers answer phones, assemble mailings, make appointments, gather and distribute information by phone, etc.

Kathy provides a detailed orientation for new volunteers on how to operate the phone system and how to answer the phones. Other tasks are taught by mentoring from volunteers who have done the task before. She would love to have more people volunteer who know how to maintain the computer database for the church clerk. Since Kathy is a full-time employee, she has no plan to develop someone to replace her should she need to be away for a long period of time.

It's an ongoing process to organize supplies for volunteers in the office building. Step by step, Kathy is attempting to develop a workroom that has all the supplies and equipment necessary for the volunteers to do their projects successfully. She wants to buy more appropriate furniture for each office and get a phone in the waiting area for visitors to use instead of her phone. She needs a higher speed connection to the Internet, an appropriate computer network and up-to-date versions of software.

Kathy would love the opportunity to visit in person with other office managers in mega churches to learn what they do and how they address a range of challenges. She would like another person to take on the task of coordinator of volunteers and additional support with office projects.

She appreciates Peter's leadership and realizes everyone is spread way too thin. She is looking forward to the day when a full compliment of staff will be in the office and she hopes the staff group will then take more time to communicate.

Kathy sees the office volunteers fitting into the overall mission of Sligo in the following ways. "We are many times the first or only voice of Sligo and we need to represent our church well. We provide connectivity because we're around the church more than anyone else. We provide the basic functional systems—computer, phone, copying, unlocking doors, etc.—and we need to do that well because all the other ministries are counting on us."

Pathfinder Club – Joel Hutchins

This ministry serves 60 children from the church, however Joel believes the Pathfinder Club could be much larger given the potential target audience of children of Pathfinder age in the community surrounding Sligo Church. He would need more staff to help recruit in the community and if the ministry is to grow significantly.

Should Joel need to be away for a long period of time, he sees one or two other persons who could lead the Pathfinder Club. However, neither one of them has the flexibility with their work schedule that Joel has, which would make it significantly more difficult for either of them to direct the Pathfinder Club ministry.

The Pathfinder Club is a highly structured ministry and Joel sees three abilities essential for those who staff it. First, the ability to work well with kids. Second, the ability to learn the NAD Pathfinder Club curriculum. Third, a willingness to attend yearly leadership training provided by Potomac Conference.

While this ministry for many years enjoyed its own, dedicated space at Sligo School, Joel thinks it is better for them to be in the church building now. But, they are in desperate need of storage space besides the trailer and garage. Pathfinder Club is so supply intensive that they would like as much storage space at the church as what they enjoyed at the school, and more!

Joel is not aware of any resource materials the local church provides to him as leader. From the denomination, he wants AdventSource to speed up its responsiveness with orders for Pathfinder Club materials and supplies. From Potomac Conference, he wants a directory of other Pathfinder Clubs and leader contact information for more networking. From the Sligo pastors, Joel would like for them to come and do worships with the kids. This would give the pastors an opportunity to invite the kids to be more involved in the church. It could also be a time to acknowledge the work of the adult volunteers, letting them know how important they are to the mission of the Church.

How does the Pathfinder Club fit into the overall mission of Sligo Church? The Pathfinder Club helps make Sligo Church family friendly. It is an essential part of the outreach of this church. An excellent youth focus keeps parents and kids tied into the church.

Primary Sabbath School – Douglas Ware

The target audience for this ministry includes Sligo children who are first through fourth graders. They are divided into Primary I—first and second graders—and Primary II—third and fourth graders. Douglas doesn't see himself going into the community to actively recruit children of this age to come to his Sabbath School, but if someone were to take this on, he believes the number of children to be served by these classes would be in the hundreds.

The Potomac Conference provides occasional seminars for Primary Sabbath School leaders and this is the only training provided to the adult volunteers. Douglas would hope for more time to mentor volunteers, but that is almost impossible given his limited time outside of his work. He would like to involve far more parents in Primary Sabbath School. If he would have to be away for a long period of time, Douglas is not sure who would lead the Primary Sabbath School.

One of the major difficulties is how to handle the kids with Attention Disorder Hyperactivity Disorder (ADHD). Parents often “drop off” their children and leave the few volunteers with a tremendous responsibility. With the ADHD issue included in the mix, leadership becomes almost overwhelming.

The meeting and storage space for this ministry are adequate for now. They would like locked doors on their storage areas. He can't think of any resources he is provided by the local church. The Potomac Conference provides an annual training of leaders and he asks his volunteers to attend that with him.

What he would like from the Sligo staff is more help in finding gifted leaders for this age group. Douglas understands the search is on, and looks forward to the day when the children's ministries pastor is on staff and can assist all children's ministries. He needs clerical assistance for his ministry and wonders where to get that help. He would like for a birthday card to be sent from the church office to every Sligo child on his or her birthday.

And how does Primary Sabbath School fit into the overall mission of Sligo Church? “These are our future leaders and if we have trained them well, they will lead us well. These kids also bring their parents, who might otherwise skip church if it weren't for the urging of their children.”

Reception Ministry – Joyce Keeler

The target group for this ministry is members of the general public who phone the church or enter its doors on Sabbath mornings. The Reception Ministry volunteers answer the phones to provide directions, offer maps of the church so people can find the SS class of their choice,

pamphlets about Sligo, SS Quarterlies, etc. They invite guests to sign a registration card and then make sure to write a note to that person on a Sligo greeting card which is mailed on Monday. The potential size of this target group includes millions of people if they respond to the invitations made frequently on WGTS.

Joyce has developed a three-page handout that outlines her expectations for the work of her associates. She provides some one-on-one coaching about phone etiquette, and invites the forty-some volunteers to an annual meeting to help them realize they are a team and address new strategies or problem areas.

If Joyce had to be away for a long period of time, she is confident one of her associate leaders would be very capable of leading this group. Receptionists have dedicated space and adequate storage. The only thing they would like is a lock on their reception desk to secure the valuable items that are there.

What would she like from the pastoral staff? She would like one of the pastors to attend the annual meeting for receptionists. She would like a contact now and then from a pastoral liaison, whenever that person is chosen. She would like the pastors to come to the fellowship luncheons to meet the guests and make a connection with them.

Receptionists are among the first persons that a guest meets at Sligo and a good impression is essential. What a Receptionist does or does not do often determines whether a guest comes back, also whether or not they are able to give a feeling of equality with each person, whatever their position in life. This is how Receptionists fit into the overall mission of Sligo.

Sligo Adventist School – Ruth Satelmajer

The target audience for this ministry is the children of Sligo members. Ruth also wants to include home schoolers in this target group. The size of this target group is unknown but is far larger than the school's current capacity. The school is "maxed out" presently, but Ruth could hope that in the future it could serve even more students who want a Christian education.

While this ministry is unique among those profiled in this report, in that it is the only one staffed almost entirely by paid staff, it does utilize volunteers from Sligo Church. It could use more volunteers. These volunteers need to love children and understand their role in relationship to the teachers and administration. Ruth hopes for volunteers who could help link non-member parents to Sligo Church and its ministries.

Ruth is looking forward to the appointment of a children's ministries pastor who will interface closely with Sligo School. She would appreciate the pastors' continued remarks in worship building confidence in the excellence of Sligo School and what it offers to children. This helps members send their children to the school instead of elsewhere. She also wants the pastoral staff to support her goals for repairing the school facilities and keeping them well maintained.

She believes the mission of the Sligo School and that of the church work well together and she sees bright possibilities for the future.

Social Ministry – Ronnalee Netteburg

The target group of this ministry is church members and their neighbors. Ronnalee says, “We provide events for the entire congregation, but—depending on the type of event—we get different segments of the church.” With Valentine banquets, board game nights, family night interactive games, vespers in the summer, Newlywed Game, 13th Sabbath snacks, Easter egg hunts and more, there seems to be enough for everyone who wants to participate. The target size of this ministry is the 1,500 or so who attend Sligo on a regular basis.

There is no training necessary to be staff in this ministry, but strong people skills, a willingness to have fun, and an ability to be well organized are essential. If Ronnalee had to be away for an extended period of time, she can think of four persons on her committee who would step right in and make things happen in her absence.

This committee has little problem finding the space it needs to do its work, however it would like for the kitchen to be updated. It would like to get more church members involved in the social events. No leadership resources are provided to this ministry by the church, but what they would like more than materials, is a pastoral liaison. They appreciate Peter attending the events. They appreciate how much Terry does in providing youth social events.

How the social ministry fits into the overall mission of Sligo is by including people when the church has fun together. It gets lots of people involved showing that all are gifted and valued. It doesn't turn anyone away which honors Sligo's diversity. What the social ministry does is affordable which means the poor as well as the rich can participate.

Spiritual Disciplines Small Groups – Dena Rumford

The target of this ministry is principally the new member at Sligo, or anyone who wants to grow closer to Christ in a group setting. The potential size of this target group is in the hundreds right now, but Dena's hope is for that to become thousands as Sligo grows.

If Dena had associates, she would want to orient them. However for now she is the only leader. That means she has no one to whom she could turn if she had to be out of town for a while. Dena does orient participants in this highly relational and highly structured ministry. She hopes for the day when four facilitators are trained and conducting four groups similar to hers each Sabbath. At present, her space gets noisy when people are moving between SS and worship. She could wish for a quieter room. Her supplies are kept in Pastor Rebecca Brillhart's office, which is fine.

Dena receives tremendous support from Rebecca as her pastoral liaison and she appreciates that it has been recommended to her that she take the certificate program in small group ministry at

Wesley Seminary. Rebecca leads a support group for facilitators of small group ministries at Sligo and this is much appreciated. What she would like from the pastoral staff is continual promotion from up front and other means to get the word out about small group ministries.

The way Spiritual Disciplines Small Groups fit into the overall mission of Sligo is by helping new members and others to celebrate the joy of an intentional approach to Christianity. Dena believes that joy will keep people at Sligo.

Stewardship Committee – Rob Abraham

The target audience of this ministry includes the entire Sligo congregation. The goal of this group is to gather data (much more than financial) important to making decisions for the church beneficial to its members and the entire Washington metropolitan area. Once gathered, these data will inform the education, volunteerism, fund raising and marketing decisions that respond to capital improvement needs, distribution of resources and much more. The target size of this ministry includes the millions of people living in the greater metro area.

While this group had only met once at the time of the interview, the members of the group have had extensive experience at Sligo. “It’s too soon to say how much training is necessary for members to get up to speed for this committee.” At this point, it is self-evident that there are no others who could step in and lead this group should Rob need to be away for an extended period of time.

On the Sligo Church premises are plenty of adequate meeting rooms for the purposes of this committee. They have no storage needs. As yet they have not been given resource materials from the church office, although there is a willingness to receive such.

Rob is very appreciative of Peter’s leadership in this committee. It is clear to Rob that the strategic use of resources, the promotion of resources, the education of the congregation and community about these needs is essential to fulfill the mission of Sligo.

Women’s Ministries – Pam Bing

The target group of this ministry is college to retirement age women from the church and community. The potential size of this target group is at least 20,000 to 30,000 women, according to Pam. The major activities of this ministry include a yearly retreat and more frequent prayer breakfasts. Some of the goals of this ministry include starting a “women’s night out,” developing a resource manual on how to respond to abuse, and a book club.

Several sources inform what this group offers the women of Sligo. The North American Division Women’s Ministries Department has some excellent materials the group uses. So do other women’s ministries in the wider Christian community. Pam says the group mixes all good ideas together and attempts to provide the best for the women of Sligo and the community.

Pam believes there are one or two women on her committee who could take right up where she has left off should she have to be away for an extended period of time. This group can readily find space adequate for the types of programs they sponsor. They would like a place for their supplies; they don't have one now.

This ministry leadership team is delighted with the pastoral support they receive through Rebecca Brillhart. The help they would like to receive from the office is specific financial information about their expenses and income.

How does Women's Ministries fit into the overall mission of Sligo? "Women are the majority of the congregation and we appreciate programming specifically for us at times. When we get together from time to time it give us a sense of security with each other that makes our interaction at other events even more rewarding."

Youth Ministries – Terry Johnson

With all youth ministries, Terry Johnson is actively recruiting young people to staff each ministry. All ministries seem to be adequately staffed with volunteers or youth paid a stipend to be actively involved in a given ministry. If any young person leading a ministry had to be away for an extended period of time, Terry would find a replacement because ultimately he is responsible for it. However, if it were necessary for Terry to be away for a long time, it would soon become clear to the pastoral staff and congregation that the youth leaders would need a person such as Terry to step in quickly and provide overall leadership. Otherwise, the "whole deck of cards" could go down.

The core of this ministry is a group of college students who help Terry minister to Sligo teens. Terry asks for a 9-month commitment and rewards them financially for their time. If their experience goes well, he can also highly recommend them to most any youth ministry across the country. He meets with them weekly for training and mentors them regularly. He asks them to attend two retreats per year to plan for the following six months. This is the hub of Sligo Youth Ministries and when this report refers below to the leadership team, this is principally the group to which it refers. Terry exposes them to the latest data, program ideas and materials he learns about. Their space and storage are adequate. This team is hand picked and they provide exemplary youth ministry or Terry finds someone who will. Students are lined up to work with him and this ministry fits the overall mission of Sligo by mentoring and training top leader for present and future leadership of the Church.

Camp Upward Bound

The target audience for this ministry is grade school-aged children who get a day-camp experience in the summer provided by Sligo high school students. It is also a way to provide jobs in ministry for the high schoolers. The summer staff works for 10 weeks; 2 weeks of preparation and then 8 weeks of camp during which the staff provides early care from 6-9 a.m., camp from 9

a.m. to 5 p.m., and late care from 5-6:30 p.m. The target group includes both Sligo kids and community kids. The size of the target group is potentially hundreds. Since Terry is supervising this ministry, he is the one to find needed resources and introduce the staff to similar ministries for ideas. Camp Upward Bound fits into the mission of Sligo by engaging children and youth in fun activity at the church, keeping them out of trouble, and spreading good will with the parents who think well of Sligo for the service they provide to their young people.

Christians in Action

The goal of this ministry is to train high school students how to staff the various youth ministries at Sligo. It's the support group and the train-the-trainer time with the young people where Terry helps them develop lesson plans, take mission assignments and know how to do them, fellowship and pray together. This is the time where they can debrief what happened in the last meeting and with the others learn from their mistakes and celebrate the victories. Terry brings in various resources to study and this CIA ministry is funded by a grant from the Potomac Conference. During their 8-month commitment, the participating high school students receive valuable experience, become more familiar with the inner workings of Sligo Church and often commit themselves too working in other Adventist youth ministries (summer camps, academy and college campus ministries) as a result of their CIA work. It fits well into the overall mission of Sligo.

Community Outreach

The purpose of this ministry is to get high school students into the community, providing service to people and involved in doing something compassionate. Often they get opportunities to share their love of Jesus with those whom they are helping. The target audience includes the 20,000 to 30,000 people living in Takoma Park. Projects are planned for the third Sabbath of each month and Sligo youth are encouraged (at Sabbath School and other youth activities) to participate at least once per quarter. High school staff set up the service opportunities, and Terry provides the coaching on how to share faith, using materials he has found through the years. This ministry fits the larger mission of Sligo by being evangelistic with the gospel of compassion where every person is valued.

Discipling Groups

The target audience of this ministry is junior high and senior high students who want to commit to 36 weeks of spiritual discovery in Jesus. After a sign-up time, these are closed groups that journey together through a curriculum related to the one used by the adult Discipling Ministries at Sligo. The materials are purchased by the participants through Terry's office. He was introduced to this resource by Rebecca Brillhart. Sligo's mission includes making disciples from the cradle to the grave and this is a valuable part of that life-long learning to get closer to Christ.

Hiding Place

The purpose of this ministry is a summer music series with specialty drinks (hot and cold beverages sold) provided for high school student (members and non) who want to do something fun and worshipful on a Wednesday night. Provided for 8 weeks between July and September, this ministry is staffed by church youth. They plan themes for the different evenings, plan a 30-minute talk, and mix with participants during the music played by the praise bank from Sligo. Terry sees this ministry providing an opportunity to enhance the overall mission of Sligo by sharing the love and enjoyable life in Christ with community and church kids.

Junior High Group

The target audience of this new ministry is the Junior and Earliteen aged kids (grades 5-8). High school students from Terry's teams of leaders staff this ministry. The goal is to provide one social event, one outreach opportunity and one vespers per month. Ideas and resources come from the resources Terry finds or hears about from other Junior High ministries across the country. Terry sees this ministry fitting nicely into the overall mission of Sligo because it engages young people at a difficult time in their development and lets them know in one or more ways how much they are valued.

Mission Trips

The target audience of this ministry includes high school kids going on a Summer trip to another country to build a structure or provide programming for the nationals in that country. The young people sell food, wash cars, do walk-a-thons, send out mailings...whatever it takes to raise the funds needed to pay for this ministry. Church monies match what the youth raise...the entire congregation getting involved with giving and sincere interest in the stories the youth bring back to tell Sligo members. This fits the overall mission of Sligo because it fosters the worldwide ministry of the Adventist church and helps introduce this congregation's youth to the needs of the poor outside the United States. "It's a life-changing experience for every young person who goes with us each year. They are less materialistic when they get back and more willing to do what they can in this country on an ongoing basis to help the people where they have been on the trip," Terry says.

Music Band

The purpose of this ministry is to provide the music for Youth Sabbath School every week as well as the music for the Hiding Place summer ministry. The target size is difficult to estimate but for sure it includes the youth ministry of Sligo but also the community that hears them. They would like to be able to better sound proof their youth room so they don't disturb other programming with their "smooth gospel jazz" music. The band, comprised of high school and college students, finds or writes its own music. The band fits into the overall mission of Sligo by

inviting youth to a fun and relevant place. They believe the music is central to attracting and keeping youth at Sligo.

Operation Reach Out

This a visitation ministry with a target audience made up of the 70 to 80 teenagers known to the church who are not active in any of the youth ministries at Sligo. The group uses structured questionnaire with the youths they visit. They mention that the reason for their visit is to improve future youth ministry and they want everyone's input ...whether they are active there or not. After confidence is won, there is often an invitation to the young person to come to any one of the activities even if they don't attend SS or church regularly. Terry does this work and takes two high schoolers with him each time. Even though only a small number of the total had been contacted at the time of the interview, Terry states the visits are paying off. "We're enhancing the overall mission of Sligo by being a reclaiming congregation, not only of adults but of the youth as well."

Potluck Ministry

The purpose of this ministry is to provide a meal once a month for all of the youth after the 11:15 worship. All youth are supposed to bring food they made or purchased, but the leaders bring extra just in case some youth come empty handed. They want everyone to feel included. Terry wishes the kitchen could be updated....This would speed up the warming and preparation process considerably. This is another fun event that communicates to the youth that they are appreciated and desired at Sligo.

Super Sabbaths

The purpose of this ministry is to provide exceptional programming for youth any time there is a fifth Sabbath in the month (about once a quarter). It's a real evangelistic event according to Terry, who plans the events with his leadership team. "We maybe have 25 percent of our attendance from the community or youth we haven't seen in quite a while." A special guest speaker is brought in and other programming is folded in around that presenter. The leadership team plans and rolls out the day. Space continues to be adequate and storage is not a problem since most of the supplies can be kept in Terry's office. Super Sabbaths fit into the overall mission of Sligo because this ministry promotes the church as a happening place in the wider Adventist community; a church that really invests in its youth.

Vespers

The goal of this ministry is to engage high school students one Friday night each month. Of course the church youth are invited, but so are the teens in the community as well. The potential size of this group could be in the tens of thousands if more advertising were done. The programming includes lots of music by the band, testimonials and presentations made by youth

or Terry himself. "The experience of a vespers is much different than SS...it's one of our favorite times," Terry said. "Maybe the food is the attraction!" Once again, the youth vespers ministry helps Sligo to be a place attractive to young people. "That is our mission here at Sligo," Terry concluded.

Youth Socials

The target audience of this ministry is the youth of Sligo. It takes them to sporting events. Each outing starts with a vespers at the church. Then the group travels to an event chosen (in advance) by the group. Each young person pays his or her own ticket fee; Sligo picks up the transportation costs. It's worth repeating that a fun, action-filled youth ministry attracts young people to Sligo and keeps them coming back which assures the present and future vitality and leadership of the congregation.

General Observations

The following comments (in no particular order) were made by several leaders and pertain to the overall operations of Sligo Church instead of one particular ministry:

- ◆ Peter Bath is quickly winning the confidence of ministry leaders and members alike. His warm style, capable administrative and worship leadership are rapidly reviving hope in Sligo.
- ◆ Sligo seems to be doing well at honoring diversity; it is walking its talk.
- ◆ Too few are doing too much at Sligo. Member's spiritual gifts need to be determined and links made between qualified people and ministries needing volunteer staff.
- ◆ The primary focus of ministry at Sligo is directed inward, toward the congregation. Very few leaders mentioned the community as the primary target of their ministry without being asked specifically.
- ◆ Several suggested that a marketing strategy for the congregation should be developed and executed ...including professionally written promos for Sligo ministries on WGTS.
- ◆ Few ministry leaders are clear about finances at Sligo. Reports of their income and/or expenses are rarely shared with the ministry leaders and church financial statements are difficult to understand when they are shared. It is also not clear how to get reimbursed or receive a receipt for donation of funds when leaders purchase ministry resources out of their own pockets. This area needs considerable attention and change.
- ◆ Storage space seems to be ample in the buildings of the church, but how the space is organized, secured or managed is not clear. Overall, more storage space is needed for some of the ministries, but the process for obtaining that space is not obvious to the leaders.
- ◆ There appears to be tremendous patience among the leadership in waiting for a full staff of associate pastors to be selected and move to Sligo. However, several voiced questions about the role of the Conference in the search process and why it wasn't more active in helping Peter select a team while he is so overwhelmed with the administration of the church.
- ◆ Several leaders voiced strong dismay at lack of cooperation from the office staff. They said much the same things: "There is setup, storage and supplies that only they know about and when we ask for help in these areas, we get the distinct impression that we are bothering them. We are volunteers and they are paid. We need a lot more cooperation."
- ◆ The computer and phone systems at the church office are very dated and in need of upgrading soon. Members are used to state-of-the-art computer systems where they work during the week and are shocked at what is still being used at the church. Some wondered if more collaboration with the College would help in this area.
- ◆ A communication audit would be helpful. It would assess signage, literature racks, regular handouts and mailings, the role of WGTS, etc., and make recommendations.
- ◆ It was amazing to most of the leaders how much expense is involved in their ministry. Most leaders are paying for ministry materials without reimbursement. They do so with great joy, not expecting anything in return. However what is true is many do not know how to get a receipt for these donations for their tax records. This is an information issue and begs for a letter from Peter thanking people for the personal contributions they are making to Sligo.

Table 1 -- Statistical Summary of Sligo Church Operational Audit

Ministry Name	Average Attendance	Total Attendance	Non-Sligo Adventist	Not Adventists	Staff Now	Staff Needed	Estimated Expenses	Volunteer Hours	Days Ministry Functions							
									Mon	Tue	Wed	Thu	Fri	Sat	Sun	
Adult SS	300	350-600	6	5	14	0	\$ 1,000	2-3w 10w								X
Adventurer Club	20	20	1	5	5	10	-	3-5w								
Audio/Video	-	-	-	-	6	2	-									
Baptism Class	5-7	10-12	0	All	1	0	\$ 200	2-3w								X
Beginners SS	15	25	2	0	3	2-3	\$ 100	4-6w								X
Believers & Dou	20	40	0	0	1	0	\$ 100	2-3w								X
Choir	30	50	5	0	10	0	#####	15w				X				X
Deacons	-	-	-	-	50	100	\$ 1,000	3w								X
Deaconesses	-	-	-	-	83	10	\$ 1,130	5w								X
Discipleship	-	-	-	-	-	-	-	-								-
Core Growing	70	300-400	0	25	15	15-20	\$ 2,000	2-3w								X
Advanced	20	"	0	0	-	-	-									X
Earlieen SS	30	"	0	0	-	-	-									X
Elders	25-30	45-50	10	2	3	3	#####	3w								X
Evangelism	-	-	-	-	70-90	Yes	-	1m								X
Fifty-five+	30	35	5	0	16	0	\$ 2,000	New		X						X
Greeters	-	-	-	-	1	0	\$ 250	5m								X
Hospitality	75-100	3500-4000	15	5	80	0	-	3w								X
Junior SS	50	60	5	0	200	8-10	#####	4w								X
Library	50	100	5	0	5	1	\$ 750	4-5w								X
Membership Co.	-	450	All	0	3-5	4	\$ 800	2w								X
Mizo Ministry	80	70-100	All	All	9	6	\$ 250	3m								X
Office Volun'ts	-	-	15	15	2	0	-	3-5w						X		X
Pathfinder Club	40	60	8	4	13	4	#####	40-60w		X						X
Primary SS	40	60	1	3	20	1-2	\$ 5,000	60w			X					X
Receptionists	1300	Thousands	-	-	6	2-3	\$ 1,700	7.8w								X
Family Ministry	70	70	15	2	41	0	\$ 250	3-4w				X				X
Sligo School	365	365	110	55	6	3	\$ 3,000	3w								X
					50	50vol	-	40-60w		X						X

Table 1 -- Statistical Summary of Silgo Church Operational Audit

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Ministry Name	Average Attendance	Total Attendance	Non-Silgo Adventist	Not Adventists	Staff Now	Staff Needed	Estimated Expenses	Volunteer Hours	Days	Ministry Functions	Weekly				
	20-150	400	0	60	10	0	\$ 1,450	5m	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Social Ministry	12	30-36	0	0	1	4	\$ 180	3-4w						X	X
Spiritual Discip's	400	600	210	80	12-25	3	\$ 5,400	10-15m						X	X
Women's Min.															
Youth Ministries															
Leaders	-	-	-	-	12	0	\$ 6,880	3w		X					
Upward Bound	60	750	300	150	24	0	#####	70w		X	X	X	X	X	
Christians In Act.	-	-	-	-	47	0	\$ 7,200	3-4w						X	
Community Out.	40	40	-	-	6	0	\$ 2,000	4-5m						X	
Discipling Gps	72	84	0	0	12	0	\$ 5,200	10w		X	X	X	X	X	
Hiding Place	200	300	200	800	11	0	\$ 1,800	3-4w						X	
Junior High	New	-	-	-	4	0	\$ 2,400	3-4m						X	
Mission Trips	40	40	0	0	5	0	\$ 1,000	10 days/yr		X	X	X	X	X	X
Music Band	-	-	-	-	6	0	\$ 600	4-5w						X	
Op. Reach Out	15	70-80	-	-	3	0	\$ 1,680	18w				X			X
Potlucks	70	105	0	0	12	0	\$ 240	3-4m						X	
Socials	70	150	0	0	7	0	#####	5m						X	
Super Sabbaths	200	300-400	0	0	5	0	\$ 500	5q						X	
Vespers	100	600	-	-	5	0	\$ 360	3m						X	

Average attendance = approximate participation at each event
 Total attendance = every person involved in this ministry for the past year, subtracting duplication
 Non-Silgo Adventist = persons from the total attendance who participate in this ministry but are not Silgo members
 Non Adventists = person from the total attendance who participate in this ministry but are not Adventists
 Staff Now = any person doing anything for this ministry other than spectating; some paid, most are volunteers
 Estimated Expenses = church budget + other donated funds + cash from the pockets of leaders
 Volunteer Hours = Estimated hours associated with this ministry, plus the leader's planning, either presented in weekly (w) monthly (m) or quarterly (q) time frames
 Silgo School needs more volunteers from the church.....that is represented under the 'Staff Needed' column
 0 = none; - = don't know or does not apply