

CANAAN  
COMMUNITY  
CHURCH



**ANNUAL REPORT**

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<b>MINISTRY</b>	<b>PASTOR REPORT</b>
<b>PAST YEAR'S GOALS</b>	MOBILIZE congregation in ministry; CONSOLIDATE understanding of church doctrine; BALANCE the year in learning and activity
<b>WORK DONE</b>	Much effort made in directed sermon series, the year started with a doctrinal series "On This We Stand." We had two very big series this year, "The Truth Project" and "Experiencing God." Both involved very engaging small groups and Sunday/ Saturday sermons in the evening. We balanced with outreaches such as Bob's Hitting clinic, Kid's Camp, groups in the home, Feast 'n Ski, Fish Fry, Harvest Festival, and Alpha Course. This was also a year of extensive leadership training through the CMA district with the MyCircle Training, and the MBTI under the Pettys.
<b>APPRAISAL</b>	The outreaches build a good deal of community good will. The Alpha Course always blesses with true mentorship in what Christianity is really all about. The training will be a launching point for next year's goals.
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	Stimulate an intergenerational fabric to the church.
<b>ACTION 1</b>	Bring in extra pastoral staff for that purpose. We continue our CMA district aided search for a part-time minister to shepherd young families by all methods available to the church.
<b>ACTION 2</b>	Disciple for the long-haul, the objective is not to bring in a "professional" for youth, but rather, mentor young parents and turn them into teachers, and activity directors of the young. *This is a long-term, but Biblical goal. (Deut. 11:19, Prov. 22:6)
<b>ACTION 3</b>	Look for every family friendly opportunity in our current system, such as have our current children serve in our main worship in any way appropriate to their age.
<b>NEXT YEAR: PROPOSED OBJECTIVE 2</b>	Hire part-time minister

<b>ACTION 1</b>	Continue faithful communication with Bob Petty, director of church health and multiplication at the CMA Midwest District Office.
<b>ACTION 2</b>	Tighten up the vision, and verbiage of our job description. Utilize the district vetting process and form, as a template for our search and guidelines.
<b>ACTION 3</b>	Continue to update the board on progress made, and include the dedicated committee to this purpose.
<b>NEXT YEAR: PROPOSED OBJECTIVE 3</b>	Cultivate a mentality of mentorship in the congregation. Many of our congregation have now walked with the Lord for some time. It is time to edify upcoming Christians and leaders with the experience with which we have been blessed.
<b>ACTION 1</b>	Revisit the MyCircle model and apply it to our situation and community.
<b>ACTION 2</b>	Go back to the basics of what we are supposed to be, and supposed to do, as a focus of preaching series and discussion groups.
<b>ACTION 3</b>	Become more direct and urgent in calling believers to action in our gifts. If you are a member, you vowed to actively support this church. If you are a Christian, you are called to actively support the Gospel. EVERYONE, get moving!!
<b>SPECIAL THANKS</b>	I am humbled by the commitment of the board leadership. May God bless Rick Miller for all his expertise and work; Carol Kowalski for many things, particularly the prayer chain (that's the church); Ron Kowalski for the spot-on efforts of Alpha, the faithful work of the deaconesses and deacons. The elders ready to preach, the hours of labor by the praise team, the trustees and special work projects by Mike Black in the face of an overwhelming load of an aging facility, and the bright burning embers of new folks engaging like, "the Donnas", the Vances, & Kim H. The Flaters for raising the next generation praise team! The high quality teaching of the Christian Ed. team. And all of you who have faithfully greeted and offered awesome opening prayers. In short everyone, including those I've missed, who heard God and obeyed by DOING.
<b>RESPECTFULLY SUBMITTED BY</b>	Kevin M. Thompson

MINISTRY	CHAIR REPORT
<p><b>PAST YEAR'S GOALS</b></p>	<p>Increase Membership -</p> <ol style="list-style-type: none"> <li>1. Communicate with regular attendees the biblical and spiritual reasons for membership, Communicate a reminder of our need for their spiritual gifts (DEEPER DECIPLESHP &amp; FOSTERING A MENTALITY OF SPIRITUAL GIFTS)</li> <li>2. Continue pursuing the Missionary Intern (RENEWED EFFORTS IN EVANGELISM)</li> <li>3. Promote and implement the C&amp;MA My Circle initiative for new methods of evangelism to friends, family and community (RENEWED EFFORTS IN EVANGELISM)</li> </ol> <p>Improved Communications with members -</p> <ol style="list-style-type: none"> <li>1. Publish Monthly Income and Expenses to membership via bulletin board and/or web site</li> <li>2. Publish Board Meeting Minutes monthly via bulletin board and/or web site</li> <li>3. Use Sunday announcements liberally to communicate progress on board initiatives</li> </ol> <p>Administration –</p> <ol style="list-style-type: none"> <li>1. Assist ministry and officer structure and organize their methods to remove tribal knowledge to make it easier for new people to consistently help and deliver what they do.</li> <li>2. Add new encumbered accounts (reserved funds accounting) for the Missionary Intern initiative, and for a Building Maintenance fund.</li> <li>3. Get the annual Treasurer audit completed by end of January</li> <li>4. Reclaim and repurpose the Old Sanctuary space</li> </ol>
<p><b>WORK DONE</b></p>	<p>Deacons personally contacted and Pastor promoted membership to regular Attendees                  Worked hard on the Missionary Intern that has evolved to a search for an Associate Pastor                  Conducted the Meyers Briggs assessments for 10 designated leadership members to help with evaluating an Associate Pastor fit with our leadership, and to help with team building and team dynamics for our leadership.                  Conducted the Fish Fry as an additional OutReach and fundraiser to increase or presence and identification in the community                  10 members attended the My Circle Training                  Revised how finances are reported in the Bulletin                  Published board meeting minutes on bulletin board and used Sunday announcements to communicate noteworthy activities                  Added encumbered building fund accounts as intended                  Approved and embarked on work to salvage and restore the Old Sanctuary</p>

	<p>Began sending board minutes to congregation via email                  Treasurer Audits are all complete                  We bought the parsonage that is of course still being readied for occupancy as a financially sound alternative to offering simply wages to any prospective Associate Pastoral candidate.</p>
<p><b>APPRAISAL</b></p>	<p>Increasing Membership continues to be both a challenge and a concern. So much of what we do or can do takes time and may not immediately bear fruit. I remain convinced that our focus is important. Even without significant growth in numbers the effort presents many outreach opportunities that keep Christ and our Church visible in the community.</p> <p>Communications efforts had some useful attempts that need to be more consistent and constantly evaluated for usefulness and effectiveness.</p> <p>Administrative activities included, the Meyers Briggs project, Treasury Audits, Facility work (new and old). We have achieved much including improving flooding issues, roof leaks, old sanctuary foundation repairs, old sanctuary remodel/re-purpose. Administration is a perpetual continuously changing as needs arise.</p> <p>Volunteer work on facilities poses a burden on Trustees they are often not able to do or not comfortable doing. Balancing volunteer labor and paid labor that carries cost is a continuing challenge to avoid burning people out.</p>
<p><b>NEXT YEAR:                  PROPOSED OBJECTIVE                  1</b></p>	<p>Communications with Congregation</p>
<p><b>ACTION 1</b></p>	<p>Get very good at posting board meeting minutes and emailing them to the congregation. Members should never be surprised with important initiatives.</p>
<p><b>ACTION 2</b></p>	<p>Post each month's Treasurer report - and carefully communicate the difference between funds that support the Associate Pastor initiative vs. status of giving and tithes to support the essential ministries and operations.</p>
<p><b>ACTION 3</b></p>	<p>Provide a quarterly report to congregation summarizing actions and results of activities, and a scheduled mid-year meeting to review activities and solicit feedback and direction.</p>
<p><b>NEXT YEAR:</b></p>	<p>Increase Membership not only to fulfill our biblical mission but to increase the availability of</p>

<b>PROPOSED OBJECTIVE 2</b>	future leaders for ministries and administration
<b>ACTION 1</b>	Continue the search for the Associate Pastor and complete the readiness of the parsonage as a part of the wage package offered.
<b>ACTION 2</b>	Continually encourage attendees to become members by using Pastoral messages, personal contact with new (and old) attendees.
<b>ACTION 3</b>	Periodically insert flyers with Sunday Bulletin to inform attendees why membership is important spiritually and to use gifts for supporting the ministries and administration.
<b>NEXT YEAR: PROPOSED OBJECTIVE 3</b>	Administration
<b>ACTION 1</b>	Utilize Deacons to support the work and efforts of the Trustees
<b>ACTION 2</b>	Continue efforts for additional fundraising projects, to supplement tithes and offerings and care for unplanned expenses. Make a serious attempt at using any fundraising done in the community to be an effective outreach.
<b>ACTION 3</b>	Complete the refurbishing of the Old Sanctuary and the Parsonage
<b>SPECIAL THANKS</b>	<p>Many thanks to the entire board for their help and support. Special thanks to everyone who worked so hard making the fish fry a success in so many ways. Special Kudos to Carol Kowalski, she was a Fish Fry Superstar, though honestly so many others were as well.</p> <p>To those participating with the Meyers Briggs assessment, THANK YOU! I thought it was fun, useful and informative.</p> <p>I hold immense appreciation for the Schubert's who do so much with so little fanfare with our Food Pantry.</p> <p>Sincere thanks our teachers and helpers who do so much that is not readily visible but so very</p>

important.

To our Trustees, your hard work and efforts are easily taken for granted, but always appreciated.

Finally by no means least, to our congregation. Thank you for allowing me to serve and for your help and support even when you may sometimes wonder if I do things correctly.

**RESPECTFULLY  
SUBMITTED BY**

Rick Miller

<b>MINISTRY</b>	<b>ELDERS REPORT</b>
<b>PAST YEAR'S GOALS</b>	Congregation growth; training in teaching church classes (membership, etc.); cultivate youth ministry.
<b>WORK DONE</b>	Care-calling picked up by deacons, deaconesses, and a new online form has proved useful in coordination; new features were added to community outreach such as Bible stories to the Harvest Festival; work continues in coordination with the CMA district on discerning the best direction and candidate to help in stimulating younger families to the church. Elders helped in the preparation of outreaches such as Back to Church Sunday and the Harvest Festival.
<b>APPRAISAL</b>	<p>Eldership was under-manned this year with one elder on Sabbatical and Steve Anderson carrying a pastoral load at New Winchester Baptist. That being said; Steve has done a good job staying up with Sunday Youth Church and Wednesday men's study at Canaan. Kevin Kendall has faithfully kept up the adult Sunday School.</p> <p>In the present situation, additional training (outside of MyCircle) has not taken place this year. The elders have carried out some important teaching ministries this year, but for the most part have been in pretty much a holding pattern.</p>
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	Training
<b>ACTION 1</b>	Introduce the "Basic Training Program" of the CMA Leadership Academy
<b>ACTION 2</b>	Involve elders in future baptism, membership, or pre-marriage sessions.
<b>ACTION 3</b>	Consider opening up the study to others.
<b>NEXT YEAR: PROPOSED OBJECTIVE 2</b>	Tighten up the eldership ministry

<b>ACTION 1</b>	Renew efforts to diligently meet.
<b>ACTION 2</b>	Prayerfully go to the Lord for discernment in future elder candidates
<b>ACTION 3</b>	Renew efforts to plug into the care-caller system.
<b>SPECIAL THANKS</b>	Both Kevin K. and Steve A. have had very demanding years in both life challenges, and work/ministry loads. Thanks for continuing faithfully in elder duties and opportunities in teaching/ preaching.
<b>RESPECTFULLY SUBMITTED BY</b>	Kevin M. Thompson

<b>MINISTRY</b>	<b>DEACONS REPORT</b>
<b>PAST YEAR'S GOALS</b>	Improve the Care Caller ministry; Welcome new Heritage Lake residents with Canaan Church information; Encourage infrequent church attenders to want to become regular attenders
<b>WORK DONE</b>	With help from Pastor Kevin, an on-line form was created to enter Care Caller contact information. The contacts are now saved on-line in a spreadsheet. Although anyone can be a Care Caller, several people gifted in compassion, listening skills and sensitivity to needs of others were asked to be part of a core group of care callers. The Heritage Lake POA will include a Canaan Church Welome Brochure in a packet of information that they give to new residents. We identified and made infrequent church attenders a part of our prayers.
<b>APPRAISAL</b>	The Care Caller ministry is being utilized frequently. From May through October, 93 contacts in the form of phone calls, visits and cards were made. It is our hope that New heritage lake residents will have our church information available when they move in and decide to come and visit the church. The infrequent church attenders remain infrequent with some encouraging lenth of attendance at times.
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	Stimulate an intergenerational fabric to the church.
<b>ACTION 1</b>	Identify and understand the different generations and their characteristics.
<b>ACTION 2</b>	Talk to and get to know the younger generations in our congregation.
<b>ACTION 3</b>	Involve the children, youth and young families in the greeting ministry.
<b>NEXT YEAR: PROPOSED OBJECTIVE 2</b>	Assist the trustees
<b>ACTION 1</b>	Meet with the trustees to discuss our desire to be of help.

<p><b>NEXT YEAR: PROPOSED OBJECTIVE 3</b></p>	<p>Continue to improve the Care Caller ministry.</p>
<p><b>ACTION 1</b></p>	<p>Recruit more people for the Care Caller core group.</p>
<p><b>ACTION 2</b></p>	<p>Include the sending of cards.</p>
<p><b>ACTION 3</b></p>	<p>Glean some ideas from other Care Caller ministries</p>
<p><b>SPECIAL THANKS</b></p>	<p>To the Care Callers. To Pastor Kevin for creating the Care Caller on-line forms. To those who helped with the Alpha Course this year. Carol Kowalski, Bea Jones, Jack Jones, Sherry Mitchem, Donna McGinley, Rita Bedwell, Donna Draper, Pastor Kevin and Steve Anderson.</p>
<p><b>RESPECTFULLY SUBMITTED BY</b></p>	<p>Ron Kowalski</p>

<b>MINISTRY</b>	<b>DEACONESS REPORT</b>
<b>PAST YEAR'S GOALS</b>	<p>Support evangelism through the outreach ministries                  Support discipleship by initiating a Women's Bible Study                  Provide opportunities for attendees to become involved in Deaconess activities</p>
<b>WORK DONE</b>	<p>During the past year the Deaconess planned and/or assisted in the following ministries: February "Valentine" dinner with speaker, Pastor Tim, in March we coordinated a Missionary dinner for the Livingstons, in April was the Spring clean up day and Easter lily project, May was the annual Garage Sale with proceeds of approximately \$2,600.00 donated to the Renovation of the Old Sanctuary, in June the Deaconess assisted with the annual Heritage Lake Kids Camp, in July we assisted with Feast and Ski where we gave out free popsicles, Labor Day weekend we worked at the Fish Fry, in October we assisted with the "Hog Roast" and Music Fest and also sold food and assisted with the Harvest Festival. The Deaconess also provided comfort to several church families by coordinating post funeral luncheons. We continued to provide the other normal services of the Deaconess such as Communion set up and clean up, keeping the kitchen stocked, providing Sunday morning snacks, etc.</p>
<b>APPRAISAL</b>	<p>The Deaconess accomplished 2 of the goals through the activities stated above, the goal of starting a Women's Bible Study has not been met but as new opportunities arise we will continue to pursue this goal</p>
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	<p>To continue to support the ministries of the Church through prayer and pursue new service opportunities in the coming year</p>
<b>ACTION 1</b>	<p>To be available to serve the Church as mentors and servants in the multi generational expansion of the Church</p>
<b>ACTION 2</b>	<p>To provide support in the form of Prayer for the Church to develop into a multi generational Church and in the search for an Associate Pastor</p>
<b>ACTION 3</b>	<p>To provide support to the Associate Pastor and family when they come on board</p>

<b>OBJECTIVE 2</b>	To continue to support the Church monetarily
<b>ACTION 1</b>	Continue to coordinate the Church Garage Sale and continue to assist in planning and work at the Church Fish Fry
<b>ACTION 2</b>	Support new ministries and outreach efforts that provide monetary income
<b>NEXT YEAR: PROPOSED OBJECTIVE 3</b>	To continue to participate in Outreach ministries of the Church by being open to new opportunities as God leads us
<b>ACTION 1</b>	To continue to participate in the Outreach ministries that we have supported in the last several years
<b>ACTION 2</b>	Be open and supportive of new Outreach ministries that God provides
<b>SPECIAL THANKS</b>	Thank you to fellow Deaconess Brenda Anderson, Debbie Arney, and Kathy Wass. The Deaconess would like to give a special Thank You's to Jack and Bea Jones for the hours and hours of work they spent making the Garage Sale a success, also to Carol Kowalski for keeping us "on track" with funeral flowers, prayer emails, and many other details, Rick Miller for the new Outreach opportunities especially the Fish Fry, Kevin and Vicki Kendall for coordinating the Music Fest and preparing the yummy "Hog Roast", Jennifer Flater for her artistic talents of signage, etc. (even when we called at the last minute), and Mike Black for spear heading and coordinating the Renovation of the Old Sanctuary.
<b>RESPECTFULLY SUBMITTED BY</b>	Norma Robertson and Sharon Black

<b>MINISTRY</b>	<b>TRUSTEE REPORT</b>
<b>PAST YEAR'S GOALS</b>	<p>Continue maintenance of the facility as issues develop.</p> <p>Investigate options concerning the heating and cooling equipment, and make decisions of how to best maintain the system for dependable service.</p> <p>There are questions about the definition of the cemetery rules that are scheduled to be reviewed and better defined.</p> <p>Work to reduce weeds in the lawn and parking lots</p>
<b>WORK DONE</b>	<p>Ongoing maintenance included normal upkeep along with a couple of projects. Building animal barriers to keep raccoons and skunks from going under the buildings. The creation of French drains to enhance the drainage work done by David Black.</p> <p>A service agreement has been signed with O’Hair’s Heating and Cooling. This agreement will be reviewed on an annual basis. Along with this agreement a proposal to replace the systems was presented to the Governing Board. The decision was made to table any action on it to a future date.</p> <p>A final draft of the new Cemetery Policy will be presented to the Governing Board at the December meeting.</p> <p>The parking lots have been sprayed for weeds multiple times this year.</p>
<b>APPRAISAL</b>	<p>Ongoing maintenance projects appear to be a success. We have stopped the animals from entering under the building. So far the trench drains appear to be working.</p> <p>The service has already proven to be a positive move. The vendor has performed in an exceptional manner. Not only the normal service, but identified potential future issues allowing time to plan instead of being reactive as in the past.</p> <p>The new cemetery policy needed some wording changes that more accurately addresses the church's requirements. Final approval should be at the December governing board meeting.</p> <p>The weed treating is a continuous undertaking. It seems that we are making progress.</p>
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	Complete renovation of all parking areas.
<b>ACTION 1</b>	Establish what needs to be accomplished with each area.
<b>ACTION 2</b>	Work with contractors on most cost effective ways to complete the renovations.

<b>ACTION 3</b>	Implement the planned renovation, as each area is prioritized. Each area will have it's own unique challenges to meet the overall goals.
<b>NEXT YEAR: PROPOSED OBJECTIVE 2</b>	Rather than have an separate project the Trustees will lend their effort to the special project of renovating the parsonage.
<b>ACTION 1</b>	Rather than establishing out own actions we will follow the lead of the project manager.
<b>NEXT YEAR: PROPOSED OBJECTIVE 3</b>	Again, rather than a separate objective we will join a special project. We will join the team working on the renovation of the old sanctuary.
<b>ACTION 1</b>	Rather than establishing out own actions we will follow the lead of the project manager.
<b>SPECIAL THANKS</b>	We want to thank Mike Black for his vision and tireless efforts in heading up the old sanctuary renovation. Jonas and Kim, while being new, have jumped into the work on the old sanctuary. To Bob Smith and Pastor Kevin for tackling the french drains. To everyone who showed up for our "workday". It allowed us to complete the project in record time.
<b>RESPECTFULLY SUBMITTED BY</b>	Jim Davidson

<b>MINISTRY</b>	<b>MISSIONS REPORT</b>
<b>PAST YEAR'S GOALS</b>	<p>Increase adult and youth awareness of missions</p> <p>Support plans for intern missionary</p> <p>Endeavor to make the current picture of missions support clearer</p>
<b>WORK DONE</b>	<p>The intern missionary did not happen this year, but the format of the missions bulletin board was modified with the discontinued missions outreaches replaced by a more realistic look at the many missionaries we help support through the Christian and Missionary Alliance, along with the two other missionary families we help support. More of the CMA missionaries' pictures were added to the map on the wall.</p>
<b>APPRAISAL</b>	<p>We have noticed some of the folks studying the missions map. We are not sure if this is just a factor of the awe of our large map, but we felt this was a move in the right direction to get people to have a feel for how large God is to draw people into His service.</p>
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	<p>Identify people in our congregation who might have a heart for missions</p>
<b>ACTION 1</b>	<p>Utilize the missionaries who visit us to find our who might have this heart</p>
<b>ACTION 2</b>	<p>Better educate the congregation on what it takes to be a missionary</p>
<b>ACTION 3</b>	<p>Make the congregation aware of what it takes in the way of training to be a missionary and how it is a vocation that requires a solid commitment</p>
<b>RESPECTFULLY SUBMITTED BY</b>	<p>Rich Roth</p>

<b>MINISTRY</b>	<b>CHRISTIAN ED REPORT</b>
<b>PAST YEAR'S GOALS</b>	<p>Continue to keep the pre- and elementary classes on the same curriculum and schedule. Continue with Year 1 and 2 working through the Old Testament. In conjunction with the lessons, compile a timeline and posters summarizing and reviewing what has been learned.</p>
<b>WORK DONE</b>	<p>Coordination between pre- and elementary classes has kept us all on the same curriculum and schedule. The classes will be completing Year 2, Quarter 2 of the curriculum before Christmas. Year 3 of the curriculum, covering the New Testament has been purchased. The elementary classes have enjoyed keeping up with the Biblical timeline displayed in the Fellowship Hall. The children have constructed a Lego Tabernacle and Lego Temple also on display in the Fellowship Hall. The older class has followed the same curriculum, but in an advanced level. The pre-elementary class has followed the curriculum teachings at a lower level. Constant review of the previous events and lessons taught has allowed the children to retain and recite the events, persons involved, and lessons learned from the Bible.</p>
<b>APPRAISAL</b>	<p>The curriculum has proven to be successful in teaching historical events, Biblical principals, and how these principals apply to our lives today, especially the need to obey God. The children appear to accept and believe that all the words and events in the Bible are true. This comes through the beginning teachings that we can trust in the Bible, the teaching of God's creation of all things, God's sovereignty, and that He is omniscient, omnipotent and omnipresent. Teaching the Biblical principals through a historical timeline ties the lives of the people, their descendants, and God's involvement in their lives into a comprehensive account of history.</p>
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	<p>Continue the Answers Bible Curriculum through the 3-year course, especially for our core youth.</p>
<b>ACTION 1</b>	<p>Carefully consider and coordinate when to advance the children to the higher level classes to maintain continuity for all the children in this curriculum.</p>
<b>ACTION 2</b>	<p>Keep the classes on the same schedule to make advancement without losing continuity in the lessons possible. This will occasionally require adjustments to keep the classes together in the</p>

	curriculum.
<b>SPECIAL THANKS</b>	Special thanks to all the dedicated assistants who are willing to step in to help with Youth Church when needed.
<b>RESPECTFULLY SUBMITTED BY</b>	Dreama Doolittle

<b>MINISTRY</b>	<b>WORSHIP MINISTRY REPORT</b>
<b>PAST YEAR'S GOALS</b>	<ol style="list-style-type: none"> <li>1. Continue to record more songs until all Songbook music as well as those in the Lyric files (usable songs), are finished</li> <li>2. Sort through current music files and delete those songs that do not measure up to revised goals.</li> <li>3. Clean up other music related files, including duplicates Continue adding relevant songs, especially as relating to particular holidays, ie; Christmas, Easter, etc.</li> <li>4. Deepen segues with verbal intros as well as special emphasis, ie; stories behind Hymns, etc; making for more meaningful worship</li> <li>5. Encourage more participation, both within the congregation and ourselves</li> </ol>
<b>WORK DONE</b>	<ol style="list-style-type: none"> <li>1. Have recorded more songs both from Songbook as well as appropriate new and seasonal music.</li> <li>2. Have deleted and cleaned up files.</li> <li>3. Segues are usually done by Rick and before set.</li> <li>4. Picked new songs that were congregation friendly to encourage participation.</li> <li>5. Continued to learn computer tech to lighten Pastor's load.</li> </ol>
<b>APPRAISAL</b>	<p>Every song picked had to have a biblical message and focus on God rather than self and appeal to all age groups. We've made great strides in this area. Finding groups who write songs that contemporize older hymns has been invaluable towards this goal (ex: Sovereign Grace). Repeating more often also helped to encourage participation. Still need to clean up more files but a good start.</p>
<b>NEXT YEAR: PROPOSED OBJECTIVE 1</b>	<ol style="list-style-type: none"> <li>1. Make worship the cornerstone for drawing hearts to focus on God and His word for us. "Come let us bow down and worship" Psalms 95:6</li> </ol>
<b>ACTION 1</b>	<p>Pick songs that focus on God rather than self and making the worship experience as seamless and professional as possible.</p>
<b>ACTION 2</b>	<p>Record more God honoring songs to the best of our abilities.</p>
<b>ACTION 3</b>	<p>To include each team member whatever their ability, to use their gifts and to instruct where</p>

	needed that they may offer their best.
<b>NEXT YEAR: PROPOSED OBJECTIVE 2</b>	To enable even more participation as well as multi- gen, so that each person enters into a true worship experience; "speaking to one another with psalms, hymns, and songs from the Spirit. Sing and make music from your heart to the Lord" Ephesians 5:19
<b>ACTION 1</b>	Continuing to pick songs that appeal to varied ages and those with some familiar content and repeat more often.
<b>ACTION 2</b>	Look for ways to include the children's ministry as well as ways to involve more of the adult congregation such as readings and special children spots.
<b>ACTION 3</b>	Search for new talent within the congregation whether singer, musician, or tech.
<b>NEXT YEAR: PROPOSED OBJECTIVE 3</b>	To take more of the more mundane responsibilities off Pastor.
<b>ACTION 1</b>	Continue to learn the tech...Songbook, PowerPoint
<b>ACTION 2</b>	To enlist others who might be capable in an area of worship.
<b>SPECIAL THANKS</b>	To my team who faithfully and cheerfully give of themselves and their time including those who encountered rough turns this year yet continued to devout themselves like Rick and Norma. To those in the congregation who's enthusiasm and encouragement spurs us on and of course to our wonderful God who is 'worth it all'...and more!
<b>RESPECTFULLY SUBMITTED BY</b>	Kathy Thompson