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The Spire
Winter
2012



The Presbyterian Church of Madison
19 Green Ave.
Madison, NJ 07940

TO:

THE CALL OF THE ANNUAL MEETINGS

The Annual Meetings of the Congregation and Corporation of the Presbyterian Church of Madison
will be held on Sunday, January 22rd, 2012 at 11:20 a.m. to:

- Elect Officers.
- Receive the Budget and Approve Terms of Call for 2012.
- Receive Annual Reports of the Committees of Session.
- Revise the By-Laws.
- Take actions on other CONSTITUTIONALLY APPROPRIATE matters brought before the meeting.

The Clerk should be notified in advance of any items which are intended to be introduced or any nominations which are desired to be made from the floor.

Richard H. Potter
Clerk of Session
Secretary of the Board of Trustees

From the Pastor

New Year, New Committees

Isaiah 43:19 *I am about to do a new thing; now it springs forth, do you not perceive it?*



After a *very* productive and enlightening Session retreat on Saturday, January 7 at the Quellen Spiritual Center in Mendham, Session decided at our January Session meeting to streamline our standing committee structure. Based on the three primary ministries of Jesus—*Kerygma* (Proclamation), *Koinonia* (Fellowship), and *Diakonia* (Service)—we have collapsed our existing committees to fall under those three broadly-defined areas of ministry, with an "overlay" committee of "Administration." All committees will meet right after worship on different Sundays.

Here's how it will work:

- 1st Sunday of the month: The Service Committee (formerly Mission) will meet.
- 2nd Sunday of the month: The Proclamation Committee (incorporating the former Worship and Christian Education committees) will meet.
- 3rd Sunday of the month: The Admin Committee (incorporating Finance, Stewardship, Personnel, Communications, and Property) will meet.
- 4th Sunday of the month: The Fellowship Committee (formerly Membership and incorporating a new function of "Outreach" to and for new members will meet.

By broadly defining our committees, we hope you'll be inspired to share with us new ministry ideas that may not have "fit" into one of our existing committees before. For example:

- Want to start a job search support group? Stop by the Fellowship Committee on the 4th Sunday of the month and share your idea.
- Want to incorporate liturgical dance in worship? Attend the Proclamation Committee meeting on the 2nd Sunday and suggest how this might work.
- Want to organize a mission trip, or even just help out a soup kitchen in Newark? Swing by the Service Committee on the 1st Sunday with the details.
- And if you have gifts in the areas of Admin, you are welcome to contribute there, as well.

Also, if you have exciting, creative ideas for committee names, we want to hear those, too.

"Proclamation," for example, could be "Praise and Prayer;" Fellowship could be, "Fun and Friends;"

"Service" could be "Helping Hands." What kind of name would make *you* (or a visitor) want to visit or join a committee? Please give it some thought and call or e-mail me your suggestions!

We'll gradually be rolling these new committees out over the next few months, so please bear with us while we make the transition—you may see some "old" committee names interspersed with the "new" (largely because we don't really *have* the new names yet). We're excited about our new committees, though, and we hope you are, too. ALL committees are welcoming new visitors—drop in and try out several if you like.

New Year, new committees, new *resolution*—we are about to do a new thing. We invite you to *get involved in it!*



Pastor Nancy

New Year, New Beginnings

By Pastor Nancy

Hi, all. Last November I attended a one-day workshop sponsored by the Presbytery of Newton in which Ann Philbrick, staff member for church growth for the Presbyterian Church (U.S.A.) in Louisville, presented a seminar on "Readiness for Church Growth" at Mount Freedom Presbyterian Church in Randolph. I went early for lunch and ended up seated next to Ann Philbrick herself, whom I found to be intelligent, knowledgeable, and engaging. She opened her presentation with a YouTube video that you can watch if you like. Go to this link and watch the first 1:05 of this roughly two-minute video:

<http://www.youtube.com/watch?v=oXCuGvsThEw>

The world has changed, Ann said—but the church has not. She pointed out that all churches say they want to grow, but that few churches are willing to actually undergo the change that is absolutely necessary for growth to occur. In other words, **most churches want to grow without changing**, which Ann notes is neither realistic nor possible. Ann used the escalator conundrum in the YouTube video as a metaphor for where many churches are today, which she characterizes as stuck in old paradigms of thinking and doing things, but with all the tools they need to do things differently to adapt to the change. It just requires a different mindset—or, as she termed it, a **paradigm shift**—for churches to realize that they're no longer on elevators anymore, but instead on escalators.

Ann then went into a lengthy discussion of congregational life cycles, based on organizational theory literature borrowed from business. **Churches, like businesses, have an organizational life cycle**, and as such are prone to a phenomenon known as, "organizational drift." That is, over time, all organizations have a tendency to drift away from their founding principles. This is especially true, she says, in membership-based organizations like churches. **They start existing to serve themselves rather than the populations they were founded to serve.** Finding out where we are on the bell curve of the organizational life cycle can help us identify how far from our founding principles we've drifted.

Using a typology developed by church evangelist Dr. Kenneth Priddy (<http://www.kenpriddy.com/>), Ann identified five stages of the church life cycle:

1. Start
2. Incline
3. Recline
4. Decline
5. Death

Churches on the "start" or "incline" part of the bell curve are true to their founding principles; churches in "recline" are coasting on past success, but not moving into the future; and churches on the "decline" or "death" part of the bell curve have moved away from their founding principles to focus almost exclusively on "self."

"Incline," she said, is where you want to be as a church. It is defined as a state of growth, or a state of "more"—not just "more" numerically, but "more" in terms of spiritual formation. The goal during "Incline" is to "increase capacity" by developing faith that will result in more generous stewardship of time, talent, and treasure.

This, however, requires change—not just once, but on a more or less continual basis as the church evaluates, and then reevaluates, again and again, where it is and how well it's conforming to its vision and mission in a rapidly-changing world. It requires the church to do things that are different than the way the church has always done them. It requires an openness to allowing God to transform the church and grow.

Here is a brief listing of the three stages of growth Ann discussed in her presentation: Incline, Recline, and Decline. Ann noted that churches are constantly in flux; older churches, like ours, have likely gone through multiple cycles of incline, recline, decline, and then back to incline. In other words, the life cycle of a church is not strictly linear (unless, of course, it dies); churches tend to cycle through these stages as they continue to grow in God.

INCLINE (growing) churches (heading for recline/decline, unless intentional steps are taken)

- Characterized by being vision-driven. It is all about where they are going, not where they are now.
- Why are people joining your church? They need to know. If, for example, you're a small church with no vision, then you will attract people who want a small church, who want the church to stay small because that's what they like. Those members will not help the church become a visionary or growing church.
- Future oriented
- Community-focused. Go out into the community to see who *else* is interested in moving forward with you!
- Growing churches have pastors and members getting to know others out in the community, and inviting them in.
- Very innovative. "Let's try this!" is an incline church's mantra.
- High risk. Make FAITH decisions, trusting that resources will come if it's meant to be.
- Increasing/building ministry. Always seeking to improve and make things BETTER.
- Create NEW leaders. Elders mentor new leaders.
- Growth is from the un-churched—CONVERSION membership (not just transfers from other churches), resulting in (for example) adult baptisms.
- Service thru GIFTS. These churches pay attention to matching gifts of the congregants with service. If no gift is present in a particular area, ministry simply doesn't happen in that area, as that is interpreted as ministry that's not "meant to be" at that particular time in the life of the church.
- Not so much interested in bringing people to the church, but instead is all about taking the church to *them*. It all starts with learning who the community is.
- Identity of the church is found in its vision.

RECLINE churches (headed for decline, unless intentional steps are taken):

- Decline is characterized as "decreased capacity for ministry"—less energy, less \$, etc.
- Decline churches are program driven: Worship, Sunday school, etc. Focus is on trying to keep churches going at where they are.
- Decline churches are focused on the congregation (the *existing* congregation, that is). More attention is spent on meeting its own needs than on its function as reaching out and being the kingdom of God.
- Routinized. No innovation.
- Low risk.

- Resource emphasis. "Can we afford it?" is the key question.
- Focus is on maintaining existing ministry.
- Uses established leaders, rather than reaching out to mentor new ones.
- Membership growth is primarily through transfer membership from existing churches.
- Service is done primarily by filling slots for existing ministries. If no one possesses the necessary gift, it doesn't matter...there's a slot that has to be filled, so just finding a warm body is the emphasis, whether the elder or individual is gifted or interested in that area or not.
- Present oriented, maybe five years out, no substantive change is planned for the future, other than to maintain the church as it is.
- No time to think of the future because of being mired in the present

DECLINE churches (heading for death, unless intentional steps are taken):

- Structure-driven programs.
- Building emphasis. All decisions based on keeping the structure going.
- Past-oriented. If you hear, "Remember when..." you are in decline.
- Self focused.
- Complacent.
- No risk.
- Indecisive. Decide by not deciding.
- In survival mode.
- Utilizes established leadership. Once you're in, you're in.
- No growth of any kind, spiritual or numeric.

The most interesting thing about the presentation, to me, was Ann's emphasis on the need for *constantly visioning--and REvisioning—the church.* It doesn't matter how successful a church may be today in terms of "growth"—it still has to be vigilant about planning for the future. A church that's content to rest on its laurels is a church that is headed for decline, or even death—which, according to Ann, is where many of the churches in the Presbyterian Church (U.S.A.) are these days.

Where do you see The Presbyterian Church of Madison, according to the above characteristics?

Ann has been called by our denomination to help churches ask the questions they need to ask in order to begin this visioning/REvisioning process. The program she's implementing with interested churches is called, "New Beginnings." At its November meeting, Session voted to participate, with other churches in the Presbytery of Newton, in the "New Beginnings" program. A description of the "New Beginnings" assessment process may be found in this issue of the *Spire*. You can also find a brief overview of "New Beginnings" on the PC(USA) website (<http://gamc.pcusa.org/ministries/church-growth/new-beginnings/>).

Session is excited to begin this program! There will be opportunities for you in the next few months to share your thoughts and ideas about how we can best live our lives as faithful disciples of Jesus Christ. I invite and encourage you to join in the conversation. God is about to do a new thing (Isaiah 43:19), and we want *you* to be part of the process!

New Year blessings to you all!



Pastor Nancy

Elder Retreat Review

By *Monika Stebbins*

Held at Quellen Spiritual Center/ Mendham on 1/7/2012

Every year in January, the Elders of our church go on a retreat together. I've been on several of them by now, even though it seems like yesterday since I was asked to come on Session. I have always enjoyed them as an opportunity to get to know each other a little better and as a time for reflection and prayer. (And as a QUIET time away from my kids.)

This time, we had a dinner with the outgoing and incoming elders in Madison on Friday night and then a 1-day-retreat in Mendham the following Saturday.

The morning started with a breakfast supplied by the Sisters of Christian Charity, followed by a short worship where we were each called to share our favorite bible verse. We had met our coach, Cinda Gorman, the night before. (The whole congregation had an opportunity to hear her sermon on Sunday)

In preparation for the retreat, Pastor Nancy, who is a big fan of "StrengthsFinders", asked all of us to read the book "StrengthsFinder"; 2.0" and fill out the online test that is part of the book. (Which we did, albeit with some grumbling and misgivings.) The results were then printed out by us and also forwarded to Cinda as our coach who gave us additional feedback before the retreat.

The philosophy behind StrengthsFinders is to concentrate on your strengths rather than your weaknesses, the thought being that we work better in an environment where we utilize our strengths rather than depend on our weaknesses. Through the test, each person finds his or her 5 dominant strengths (out of 34 choices). Our sentiment was that each of us had been assigned a fairly accurate set of talents. In the next step we worked out how different combinations of talents lead to slightly different results.

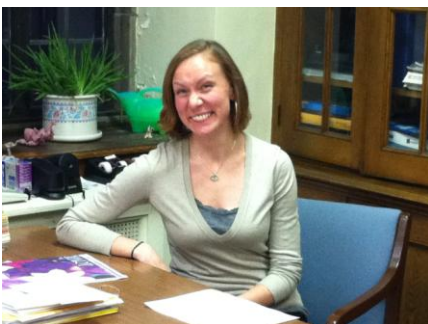
For me the most important thing to take away from the retreat was to realize that certain strength-partners will create a synergy, where the total is bigger than the sum of the parts. Not only that, but it seems that working with people whose strengths complement my own is just more fun.

In light of that we will try a new thing in dividing our work into 4 categories, namely Proclamation, Fellowship & Service as the three general categories of ministry in which Jesus himself participated and the (inevitable) Administration. (I will spare you the Greek names).

The idea behind it is: instead of each of us being chair of one committee and working "solo", we will try to harvest that synergy and work as teams.

What we want from you is that you join us in this endeavor and participate in our ministry. Happy New Year!

Meet Nikki Burks, Director of Christian Education



Greetings from your new Director of Christian Education! When I started seminary in the summer of 2008, I had no idea where this journey would lead. Perhaps the most surprising discovery of all was a love for working with youth and children—especially in the area of spiritual formation. Looking back, I see how God has been molding me through the variety of my life experiences for such a ministry as this. With that said, I feel so blessed to be a part of this congregation, and look forward to growing in knowledge and love of God together!

Continued on p. 7

As some of you may already know, I am finishing my fourth year at Princeton Theological Seminary. In May I will graduate with a Master in Divinity and Master of Christian Education. For the time being, I am living with a family of five in the heart of Princeton. For the two years that I have been babysitting these three children (ages 12, 9 and 6), they have never ceased to challenge and inspire; they have taught me just as much as I have (hopefully) taught them. In so doing, I have been gratefully reminded that we all stand to learn something from one another, young, old and everyone in between.

And now for few fun facts about me, in no particular order: originally from Colorado, I have a great love for the outdoors and all activities therein. After graduating from Colorado State University with a BA in Philosophy, I worked in the non-profit sector with adults who have disabilities. Before coming to seminary I volunteered for *Faith Alive*, a HIV/AIDS clinic in Jos, Nigeria for nine months. If I could wave magic wand and be anything I wanted to be, I would be a triple threat—dancer, singer, actor. Having said that, it may not be a surprise to learn that I am most captivated by all forms of theater and the arts. Lastly, it is my sincere hope and desire to learn more about you, your families and your faith, as we embark on this journey together as one Body, to the glory of our reigning and risen Lord!



Join us for First Friday Film Fest February 3 at 7 p.m. in Webb Chapel.

The film for February is a change from the published schedule:

The Snow Walker

2003 PG 90 minutes

Barry Pepper stars in this survivalist adventure as cocky, hotheaded bush pilot Charlie Halliday, who agrees to transport a critically ill Inuit woman (Annabella Piugattuk) to a Yellowknife hospital during a routine stop on a supply run. The pair face dire consequences when their plane goes down in the Arctic tundra, leaving them marooned -- and facing the brutality of the looming northern winter.

2012 Per Capita

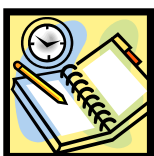
By Louise Otten Kacerek

Per capita funding is how Presbyterians mutually share the costs of coming together to discern the Spirit's leading for the future. It is how Presbyterians participate in the life of the Church universal.

Each January, Presbyterian congregations pay an annual amount of money per church member - per capita apportionment - to their respective presbyteries. The per capita amount is a combined total of requests from the Presbytery, the Synod in which the presbytery is located and the General Assembly - based on their respective budgets.

We ask all those who are able to consider covering your 2012 per capita fee of \$29 per member. This includes youth who have been confirmed. Example: for a couple the per capita amount is \$58. For a family with one youth who is also a member, the per capita is \$87.

Paying your per capita allows us to allocate all of our donations to the operations and missions of this church. ***When paying your fee please note "per capita" on your check or envelope.***



The Session and Deacon meetings have been moved as follows:

Session, 2nd Monday 7:30 p.m.

Deacons, 4th Monday 7:30 p.m.

Joining our Congregation

By *Edit Ostrom*

The Fellowship Committee is offering a class on January 29 for all interested in becoming church members or just learning more about the life of our congregation. At this informal meeting after the regular service, interested guests will have an opportunity to meet Pastor Nancy Lynch, as well as learn what it means to be Presbyterian and what makes our church unique. We are also looking forward to any questions you may have. If you are interested, or if you know anybody who is, please call the church office.

Mission Trip - Rebuild in Joplin MO

By *Charles Courtney*

Last May the town of Joplin, Missouri, was largely destroyed by a tornado. The people of the Presbyterian Church of Madison have an opportunity to help rebuild Joplin. Rev. Amy Lincoln, pastor of the Highlands Presbyterian Church in Lebanon Valley and a native of Joplin, has initiated a Mission Trip for Newton Presbytery. The dates are July 7-16 inclusive of travel. Monday through Friday July 9-13 are work days. There will be a Habitat for Humanity style building project for adults and an appropriate project for young people age 12 and up. Lodging and meals will be provided on site. The cost is \$400. Scholarships are available. Becky Moody, who has been involved in the planning since September, is going. Several others from the congregation are considering becoming missionaries. At worship on January 22 Becky will tell more about this special opportunity that offers service, fellowship, and a chance to see the Great Midwest and points in between.



Please help us help our neighbors in need!

Low salt canned vegetables
(we have plenty of regular)
Parmalat (shelf stable 32oz size)
Dry milk (individual packets)
Cereal, Oatmeal and Breakfast Items
Dry Beans, Canned
(Pinto, Red, White, black and Pork and Beans)
Canned Fruit (low sugar - or lite-syrup)
Canned meats and meals
Hearty Soups - Low Salt Soups
Brown and white rice (1 & 2 pound bags)
Pasta / Whole wheat pasta
Tea
Spaghetti / Tomato Sauce
Side Dishes
Baby Food stages 1, 2 and 3

Boxes from letter sized copy paper.

***Thank you for your generosity.
Anything that you can contribute
is greatly appreciated!***

Staff

Rev. Nancy Lynch, Pastor

Nikki Burks, CE Director
Noel Forlini, Student Pastor
Laura Kosmich, Choral Director
William Watson, Organist
Louise Otten Kacerek, Treasurer
Lisa Haggis, Office Manager
Barbara Carey, Sexton
Alan McClay, Sunday Sexton

Contact Info

The Presbyterian Church of Madison
973-377-1600
Fax 973 377 8756
office@presbyterian-madison.org

www.presbyterian-madison.org

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Sun	Mon	Tue	Wed	Thu	Fri	Sat
JANUARY 2012						
15 9 a.m. Adult Ed. 10:15 am Communion Worship & Sunday School 5 – 6 pm Youth Group Teen Rm.	16 Martin Luther King Day Office closed	17	18	19 Choir rehearsals	20 TGIF DINNER	21
22 9 a.m. Adult Ed. 10:15 am Communion Worship & Sunday School 5 – 6 pm Youth Group Teen Rm.	23	24	25	26 Choir rehearsals	27	28
FEBRUARY 2012						
29 9 a.m. Adult Ed. 10:15 am Communion Worship & Sunday School 5 – 6 pm Youth Group Teen Rm. New Members Inquirer's Class after worship	30	31	1	2 Choir rehearsals	3 Friday Film Fest Webb Chapel 7pm	4
5 9 a.m. Adult Ed. 10:15 am Communion Worship & Sunday School 5 – 6 pm Youth Group Teen Rm.	6	7	8	9 Choir rehearsals	10	11
12 9 a.m. Adult Ed. 10:15 am Worship & Sunday School 5 – 6 pm Youth Group Teen Rm.	13	14	15	16 Choir rehearsals	17	18

<p>19 9 a.m. Adult Ed. 10:15 am Worship & Sunday School 5 – 6 pm Youth Group Teen Rm.</p>	<p>20 President's Day Office Closed</p>	<p>21 Shrove Tuesday Pancake Supper Fellowship Hall 6 pm</p>	<p>22 Ash Wednesday Service Webb Chapel 7:30 pm</p>	<p>23 Choir rehearsals</p>	<p>24</p>	<p>25</p>
<p>26 9 a.m. Adult Ed. 10:15 am Worship & Sunday School 5 – 6 pm Youth Group Teen Rm.</p>	<p>27</p>	<p>28 Lenten Bible Study Men's Bible Study Parish House 8 pm</p>	<p>29</p>	<p>Notes: If you are getting this in the postal mail consider going Green – just email office@presbyterian-madison.org to get the Spire via email!</p>		