



Mission Study Group Report
First Presbyterian Church of Glen Ellyn
Glen Ellyn, Illinois
November 25, 2010

(About the cover)

At the annual congregational meeting on January 31, 2010, First Presbyterian Church of Glen Ellyn members were asked to respond to the question: "What are your hopes and prayers for the future of our church?" Responses were fed into wordle.net, which created the word cloud shown on the front cover. The relative size of a word in the cloud matters—the larger the word's font, the more frequently the word appeared in the responses by the members.

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Background

- The First Presbyterian Church of Glen Ellyn, Illinois, is an 1,100-member suburban congregation located about 23 miles west of Chicago. Established in 1926, we are part of the Presbyterian Church (USA) and a member of the Chicago Presbytery.
- The faith we express here at First Pres is based on the Truth we believe is found in the Bible. This is the basis for our teaching, our governing, and our practices on all levels of the church. Our most important beliefs are those we share with other Christians, and especially with other evangelical Christians who look to the Protestant Reformation as a renewal of the gospel of Jesus Christ.
- In August, 2009, our senior pastor of 17 years, Dr. Jerry Andrews, resigned to accept a call to the First Presbyterian Church of San Diego, effective September 1, 2009.
- Following the process prescribed by our denomination, in October, 2009, the Session of the First Presbyterian Church formed a team to develop a church Mission Study.
- Team members were:
 - Karen Blake
 - Marge Craddock
 - André Daniels
 - Bill Glenn
 - Gail Minkus (co-moderator)
 - Kirsten Schiff
 - Joe Wark (co-moderator)
- Nick Shargo served as our advisor from the Chicago Presbytery Committee on Ministry.
- Supported by Associate Pastor John Curphey and Interim Senior Pastor Dave Bianchin, the team gathered and labored over the next 11 months, following the outline and instructions given in *Congregational Mission Studies – Mission Studies Notebook, Version 2.0*, published by PC (USA) in June, 1989.
- This report is the result of that effort. The report will first discuss who Christ calls us to be as a church, in the past, in the present, and in the future. Then it will describe our history, who we are now, where we are located, what we do, and how we do it. Finally, it will discuss our hopes and prayers for the future and this committee's recommendations.

Resources

- Scripture
- Interviews with current and former First Pres staff members
- Interviews with Elders and Deacons
- Interviews with Community Leaders
- Interviews with Ministry Team members
- Session Planning Workshop notes from March 21, 2009
- New Members surveys taken in 2005 and 2009
- REVEAL Spiritual Life Survey, developed by the Willow Creek Association, and taken by 294 First Pres congregants in June, 2009. A statistically significant sample, 5% of respondents were ages 19-29, 34% ages 30-49, 60% ages 50 and up.
- Listening Forums, which met in May and June of 2009 and provided congregants an opportunity to articulate their concerns, comments, questions, and suggestions; 150 people spoke. In addition, 135 returned written Forum Feedback forms.
- Congregational Meeting Survey given in January 2010, completed by 104 respondents
- Church-Wide Mission Study Group Survey. taken on-line or on paper by 298 First Pres congregants in September, 2010. 2% of respondents were ages 14-18, 2% were ages 19-29, 34% ages 30-49, 62% ages 50 and up.
- Adult Education course taught by member Bob Fryling, Jan.-Feb. 2010, based on the book *Deep Church: A Third Way Beyond Emerging and Traditional*, by Jim Belcher (IVP Books, 2009)
- Youth Focus Groups
- Email input from 20's-30's Group
- U.S. Census Bureau data
- *First Presbyterian Church of Glen Ellyn - Its History, 1926-1995*. John Craddock. First Presbyterian Church of Glen Ellyn, 1995.
- *First Presbyterian Church of Glen Ellyn - Its History, 1996-2001, Supplement Issue*. John Craddock.
- Old issues of *Tidings*
- First Pres annual reports
- *The Constitution of the Presbyterian Church (U.S.A.), Part I. The Book of Confessions*. Office of the General Assembly Presbyterian Church (U.S.A.), 2007.

Who God Calls Us to Be

Together LED BY THE **WORD** AND **SPIRIT**
we follow Christ's Call

LIVE IN LOVE | ENJOY GOD | BUILD COMMUNITY | TEACH THE FAITH
ANNOUNCE FORGIVENESS | TRANSFORM THE WORLD

Seeking justice, loving mercy, walking humbly with God.
COME WALK WITH US...COME WALK WITH GOD.

Biblical/Historical Calling

*Together, led by the Word and Spirit, we follow Christ's call
live in love, enjoy God, build community, teach the faith,
announce forgiveness, transform the world--
seeking justice, loving mercy, walking humbly with God.
Come walk with us; Come walk with God.*

This mission statement, based on Scripture, the Westminster Catechism, and the Six Great Ends of the Church, was unanimously adopted by the congregation at its annual meeting on January 28, 2007. It was first drafted by a team of pastors, elders, and members appointed by the Session during the summer of 2005. Over the course of that Fall, it was prayed and discussed by groups of members at dinner meetings. After another year of prayer and discussion, the Session approved this version and recommended it for acceptance by the Congregation.

We believe this statement describes our Biblical/Historical calling.

- We are called to gather together, to hear and obey God's call to us. The Spirit guides and accompanies us on the mission; our map is the Word.
- We believe that Jesus Christ is the author and perfecter of our faith. He is the reason we come together to form the First Presbyterian Church of Glen Ellyn. We passionately seek to grow as His disciples.
- The greatest commandment is that we love the Lord our God with all our heart, soul, strength, and mind. And the second is that we love our neighbor as ourselves.
- We seek to enjoy God by practicing His presence corporately in worship and by the daily reminder that God is with us, loving us, extending grace to us, and fitting all to His good purposes for us.
- We strive to build the community that Christ calls us to -- mutual caring, shared joys and sorrows, necessary support in the joint effort to share God's love and justice with all humanity.
- We teach the faith to our children and to those newly following Christ by baptizing them and then teaching them to live like Christ.
- The announcement of forgiveness invites each of us to gladly receive with a growing trust that God has loved us and provides for us all things, including salvation. We announce forgiveness that our children, our neighbors, and our world might know of God's great love for them.
- Christ is Lord of All Creation, the Sovereign of the Nations, the Savior of the World. By following Him, we participate in His work of transforming all that belongs to Him.
- "Walking humbly with our God" refers to the relationship of trust which the disciple places in the Savior. "Loving mercy" names the acts of compassion as central to the mission of those who love the Savior and walk by His commands to love our neighbor. "Seeking justice" is based on and moves beyond the relationship we have with God and neighbor to the whole of creation -- restoring and advancing God's purposes for all God has made.
- We who walk with Christ now extend His invitation to all we meet, just as someone first extended an invitation to us.

While an excellent statement of who we are called to be in Christ, this mission statement has not provided sufficient focus to our efforts. **The Mission Study Team recommends a new church mission or vision statement be developed, drawing from our Biblical/historical calling, but focusing on the special gifts and tasks that God has given First Pres in this place and time.**

Who We have Been

Key Events in First Pres History

1926 - Chicago Presbytery approved establishment of our church. Property at the northwest corner of Main & Anthony Streets was purchased with a down payment of \$3,000, donated by the church officers. First pastor is Rev. Leslie G. Whitcomb.



1928 - At a congregational meeting, plans for a new building were defeated by a vote of 26 ayes and 29 nays.

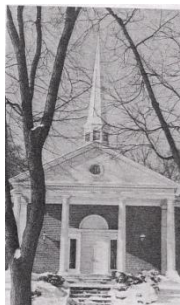
1929 - Rev. Grover C. Whimsett becomes our pastor.



1933 - First woman Elder elected. Rev. Lawrence E. Schwarz becomes our pastor.

1936 - Bank Balance \$46.17. Bills \$1,752.69. We prayed and paid.

1938 - Rev. Edwin D. Miner becomes our pastor.



1942 - First services in the new Sanctuary (now the Chapel).

1948 - Rev. Richard A. Dempsey becomes our pastor.



1952 - We're growing--and added a second service.

1955 - Addition of the Christian Education Building.

1956 - Westminster Pre-school established.

1959 - Rev. Lorenz W. Huenemann becomes our pastor.



1960 - Southminster Presbyterian Church established with our support.

1963 - First services in current Sanctuary.

1969 - Dr. William C. Enright becomes our pastor.

Key Events in First Pres History



1976 - Our 50th Anniversary and 50 years of God's work at First Pres coincides with the 200th birthday of our nation. Central DuPage Pastoral Counseling Center formed.

1979 - Women's Prayer Chain begins (and it's still in operation).

1983 - Rev. David Wallace Philips becomes our senior pastor.

1990 - First presentation of "Jerusalem Journey", a walk through the events of Holy Week.

1992 - Pastor Jerry Andrews and his wife Lois accept a call to First Pres.

1995 - PADS Homeless Centers program first hosted at First Pres.

1998 - Partnership begins with SNEL-Malandji Presbyterian Church of Kananga, Congo. We have a website!



2001 - Our 75th Anniversary - "Great is Thy Faithfulness". To celebrate, we build a steeple for a Native American church in Montana.



2004 - A new addition is completed, adding office and meeting space, class rooms, a large kitchen, showers, and a large gymnasium, that alternates as a worship space. We call it Celebration Hall. First \$100K raised goes to Pullman Presbyterian Church in Chicago.

2008 - First Pres hosts the World Vision Experience: AIDS in Africa, and we celebrate the 20th anniversary of the Living Crèche presentation.

2010 - Led by Interim Senior Pastor Dave Bianchin, we launch "40 Days of Community", incorporating sermon topics, a prayer guide, video presentations, and small group discussions and activities.



Who We have Been

Our Personal History

As part of our mission study efforts, we created a giant timeline of our church history and asked members to record significant dates in their lives at First Pres and attach photos or artifacts from those events. Members enthusiastically noted:

- Baptisms
- Joining the church ("God called me here")
- Arrival of pastors and youth directors, children's ministries directors, and music directors
- Weddings
- Outreach events
- Mission trips
- Service Projects
- Confirmation classes
- After School programs
- Vacation Bible School
- Fellowship events
- First Pres children who have grown up to become ministers and missionaries



One of our Mission Study Group members describes her family's history with First Pres:

First Pres has been a crucial part of the spiritual journey for me and my family. My husband Dan and I were newlyweds who had just moved to Glen Ellyn, a new Jewish Christian and a lifelong Southern Baptist. Finding a church wasn't easy, but Sunday after Sunday, we found ourselves back in the pews at First Pres. One Sunday the woman sitting next to me said, "You might as well join. I did. I don't agree with everything they believe, but they've got the important things right." So we joined, part of a new members class with Ruth Bamford and Heidi and Mark McAndrews. Immediately, we were put to work. I taught Sunday School; Dan became a deacon.

Then our kids came--our biggest challenge, but we were not alone. My telephone prayer partner came over and held babies. Mary Ellen Schock, Joan Barber, and Dorothy Fergus taught my 2-year olds; Susan Buck and Barb Curphey taught them at 3. Through Trevecca Okholm, Mary Clauss, and the army of LOGOS parents, my kids learned that faith wasn't just confined to Sundays. Jerry Andrews taught them about worship. When Dan and I became uncool (hard to believe, I know), our boys learned that really cool people like Barb Perry, Bob Duncan, and Gordon Murphy were excited about Jesus, too. Jamie Thompson, Paul and Carrie Santucci took them to Mexico; Frank and Susan Whiting took them to El Salvador.

But First Pres didn't just "train up our children," Dan and I were learning and growing in faith, too. Through Faith Builders, retreats, adult ed, disciplers groups, conversations in the Gathering Area, and countless Sunday morning worship services, God has used First Pres to care for us, mentor us, lead us, and challenge us, drawing us closer to Him. To Him, to all our pastors and all the First Pres members, the Minkus family is eternally grateful.

When our members look back on First Pres history, their memories center on God's grace, the religious training of our children, our congregational fellowship, and our local and global mission efforts.

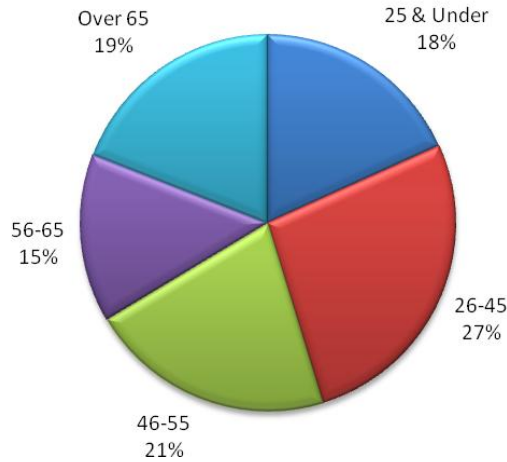
Our People



Who We Are
Membership

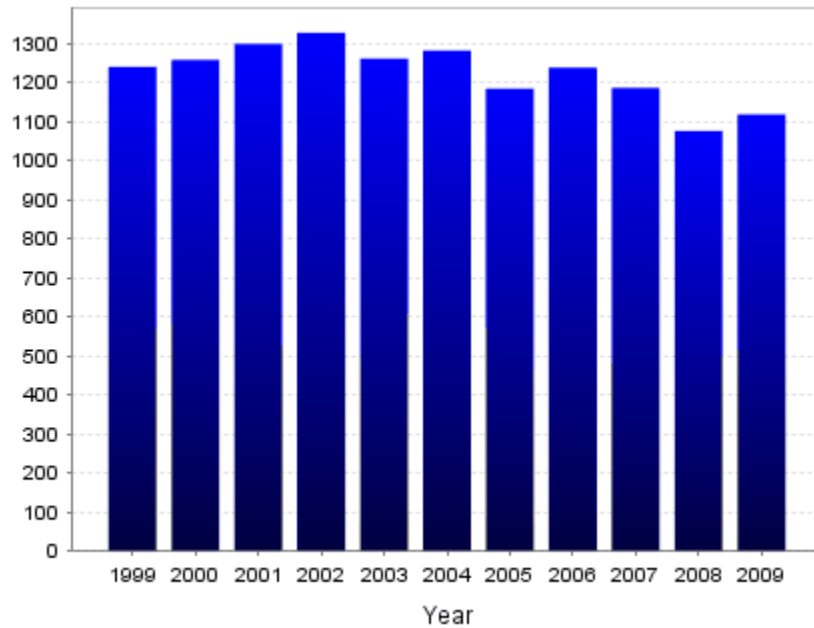
Christ calls us together. At the end of 2009, we had 1,119 active members, with 45% aged 45 and under. The racial/ethnic breakdown of First Pres at the end of 2009 was nearly 100% Caucasian.

**Age Distribution of First Pres Membership
(at end of 2009)**



The REVEAL survey, taken by 294 of our congregants in June, 2009, asked respondents for demographic data. Of the REVEAL respondents, 85% had at least one college degree, 78% were married, 57% had been members longer than 10 years, and 81% attend weekend services 3-4 times per month.

Over the last ten years our membership has reached a high of 1,328 and a low of 1,077.



We audit our membership rolls every 2-3 years, with the last audit occurring in 2008. For this audit, a larger than normal number of members was deleted from active membership, to reconcile our ACS database with the Clerk's membership book.

Who We are

What Brought Us Here

Cinda Siligmuller, of the church staff, surveyed new members in December, 2005, and February 2009. In 2005, the survey was given to the most recent 100 households, thus, it included members who had joined in recent years up through 2005. The 2009 survey gathered responses from the 73 households who had joined between 2005 and 2009. Ninety percent of these new members were contemporary worshippers.

	2005 Survey (54 responses)	2009 Survey (73 responses)
How did you hear of First Pres?	From a friend/member - 43% Family/previously a member - 20% Drove Past/Location - 15%	From a friend/member - 48% Family/previously a member - 15% Drove Past/Location - 13%
Were you previously affiliated with another church?	Yes - 88% No - 12%	Yes - 87% No - 13%
If yes, was it Presbyterian?	No - 66% Yes - 34%	No - 64% Yes - 36%
Factors for Visiting (listed in order)	Member Invite Children's Programs Location/Appearance Denomination Youth Programs General Reputation	Children's Ministries Denomination Member Invitation Youth Ministries Location General Reputation
Factors for Joining (listed in order)	Worship Service Preaching/Teaching Children's Programs Youth Programs Denomination Small Group	Worship Service Children's Ministries Preaching/Teaching Youth Ministry Denomination

REVEAL (June, 2009) asked "Which one of the following reasons was the most important in your selection of your current church?"

Church was the "best fit"	28%
Children's/Youth Ministries	22%
Recommended/invited by a friend or relative	19%
Denomination	10%
Grew up in church	7%
Drove by/Heard about Church	2%
Closest church	1%
Other	11%

People first come to First Pres at the invitation of a member and are interested in our Children's and Youth Ministries. They join because of the Worship Services, Children's and Youth Ministries, Preaching, and Teaching.

Spirituality and Community

Together, we seek to be led by the Word and Spirit. In January and February, 2010, First Pres member Bob Fryling taught an Adult Education class based on the book *Deep Church: A Third Way Beyond Emerging and Traditional*, by Jim Belcher (IVP Books, 2009). In the class, we discussed 4 models adapted from the ideas in the book:

1. **People who are strong in their sense of belonging to the church community and are strong in their faith in Jesus** - This is the ideal, of course.
2. **People who do not belong to the church community and do not believe in Christ** - This is our mission field.
3. **People who do not feel a sense of belonging to First Pres, but are strong in their faith in Christ** - We have members in this category. To try to draw them into the care and fellowship of our community (and to make us all more mindful of how to build community), on September 11, 2010, we launched a "40 Days of Community" program based on the "Better Together" church-wide spiritual growth campaign published by the Saddleback Church. It was kicked off by a day-long seminar on spiritual growth given by John Townsend. Through prayer, sermons, and working through the study guide in small groups, we hope to build the loving community God has called First Pres to be.
4. **People who are strong in their sense of belonging to the church community, but are not yet strong in their faith in Jesus** - We believe that we have a fair number of members in this category. The REVEAL study asked respondents about their spiritual beliefs. The table below shows the percentage of participants who "very strongly agreed" or "strongly agreed" with the following statements:

I believe the God of the Bible is the only true God - Father, Son and Holy Spirit	81%
I believe God is actively involved in my life	76%
I believe nothing I do or have done can earn my salvation	61%
I exist to know, love and serve God	61%
I desire Jesus to be first in my life	60%
I believe the Bible has decisive authority over what I say and do	55%
I love God more than anything else	52%
I study the Bible to know God, the truth and to find direction for my life	50%
I believe people who deliberately reject Jesus as Savior will not be granted eternal life	36%
I am willing to risk everything that is important in my life for Jesus Christ	28%

From these statistics, we see that we are not a congregation made up of only Christ-centered members. We need to meet people where they are instead of assuming that, as a Presbyterian congregation, we are all in the same place. We live in a competitive culture that values work, careers, and children's sports and activities. We want to draw people into a more Christ-centered life.

Who We Are

Presbyterian Ties

Our relationship as a church with the Presbyterian Church (USA) currently includes an involvement in the Chicago Presbytery by our pastors and some of the elders. First Pres members and staff serve on committees, and we often host Chicago Presbytery events. Our Sunday School students collect the One Great Hour of Sharing offering each year, and we have had a partnership with the Pullman Presbyterian Church in Chicago since 2002.

Where we are less involved is in connecting to PC (USA) mission projects and sharing all that they are doing with our congregation in the form of bulletin items, etc. This seems to be less important to our congregation than pursuing missions and putting our monies toward things that our own congregation feels called to support.

Based on the new member survey data collected in 2005 and 2009, the majority of new members do not come from a Presbyterian church. Roughly two-thirds of our new members are former Catholics, Southern Baptists, Methodists, etc., and from non-denominational backgrounds.

Denomination was not listed in the new members surveys or in the REVEAL study as one of the top three reasons folks chose First Pres, although it may have been a secondary factor.

Because of this lack of history with the denomination, some members have expressed to us a frustration with Presbyterian policies. They tell us the process to find a new pastor is overly long and constrictive. This sentiment also applies to other policies of the denomination and have been a source of disagreement in the past. Others, however, believe that the structure laid out for us and the support from the Committee on Ministry during this time of transition have been a blessing.

We need a greater effort to educate the congregation about what the denomination is doing regionally and nation-wide. A few suggestions:

- Our monthly newsletter, *Tidings*, should contain relevant updates on what is going on in the Presbytery. Since Presbytery meets every 2 months, some consistent update on the meetings could be easily included.
- *Tidings* could, and should, give updates on key denominational issues. This would be less often, but could be an encouragement for involvement and for prayer.
- We need better reporting from Elder-Commissioners to the congregation after Presbytery meetings.

Who We Are

Our Facilities

God has blessed us with wonderful facilities. Our campus consists of a main building and a free-standing chapel. In 2004, we completed an addition to the main building, adding office and meeting space, class rooms, a large kitchen, showers, and a large gymnasium, which alternates as a worship space, giving us nearly 60,000 square feet of space:

	Main Church	Chapel	Offices	Total
Lower Level	25,325	3,212		28,537
Main Level	20,546	2,931		23,477
Upper Level	1,559 (balcony)	578 (balcony)	5,698	7,835
Total	53,128 (incl. offices)	6,721		59,849

A significant percentage of the space is being used for education (26%); we have 16 classrooms for adult and children's education. However, education takes place all over our campus during the week, when we also use our parlor, conference rooms, and youth lounge for adult Bible studies and week-night youth programming. First Pres's Westminster Preschool uses classrooms, the gymnasium, and our enclosed outdoor playground space during the school year.

For worship, we have three main spaces:

1. A formal Sanctuary built in the 1960s. A simple, yet beautiful space, it features a main floor with two sections of pews and a center aisle, plus a balcony with a pipe organ and seating. Capacity for the Sanctuary is 411, but it comfortably seats 371. The Sanctuary is equipped with excellent audio/video equipment, including projection on the white wall in the front.
2. The chapel, a standalone building built in the 1940s, is a lovely worship space with big windows, hardwood floors, two sections of pews, a center aisle and a balcony. The chapel capacity is 247, but it comfortably seats 219. It is also equipped with audio and visual projection and a new organ purchased with donations from congregants. The chapel is currently being used for Sunday morning worship by Iglesia Cristiana Comunidad Hispana, a Spanish-speaking congregation.
3. Celebration Hall, built as part of the addition in 2004, is an informal gym space where we place folding chairs for worship. Its capacity is 350, but it comfortably seats 300. Celebration Hall is also equipped with excellent audio/video equipment, including simultaneous video projection onto two large screens on the north wall.

A good deal of our space is used directly for service to others (namely PADS), but many more spaces are used directly and indirectly as an outreach to the community on a weekly or monthly basis: Victory Sports Ministries, Boy Scouts, Recovery, Mentor Training for Bridge Communities, and the Spanish-speaking church, e.g. When we planned the addition, we took these needs into account, building a gym space, as well as connecting restrooms with showers for our weekly homeless guests.

Our main challenge is a scarcity of private parking places, so church-goers park on the street or in municipal parking lots. We try to reserve our parking lot space on Sunday mornings for senior citizens and attendees with special needs.

We are blessed with wonderful facilities. While our space is pretty heavily used, we still have room to grow.

Who We Are
Our Facilities



The Chapel



The Education Wing



The Sanctuary



Celebration Hall



The Sanctuary

Who We Are

How Our Members See Us - REVEAL and Listening Forums

REVEAL asked respondents to rate the importance of various church activities. Respondents rated these activities as the most important (in order):

1. Provides strong programs for children
2. Help develop personal relationship with Christ
3. Helps me understand the Bible in depth
4. Provides compelling worship
5. Helps me in my time of emotional need
6. Church leaders model how to grow

REVEAL then asked how satisfied respondents were with how First Pres was conducting its activities. Respondents rated First Pres the highest in these areas (in order):

1. Provides chance to serve those in need
2. Incorporates communion
3. Provides strong programs for children
4. Promotes a strong serving culture
5. Helps me understand the Bible in depth

Taking the most important church activities and the lowest rated church activities, REVEAL developed a list of top five priorities for us to attend to:

1. Church leaders model how to grow
2. Help develop personal relationship with Christ
3. Provides compelling worship
4. Challenges me to grow
5. Helps me in my time of emotional need

In the Listening Forum written feedback, participants named these items as what they value most at First Pres:

1. The people in the church (i.e., friendships, fellowship, feeling part of a worshipping community)
2. The Children and Youth Ministries
3. The various worship opportunities
4. Small groups
5. The pastors' teaching and preaching
6. Opportunity for spiritual growth
7. Adult education

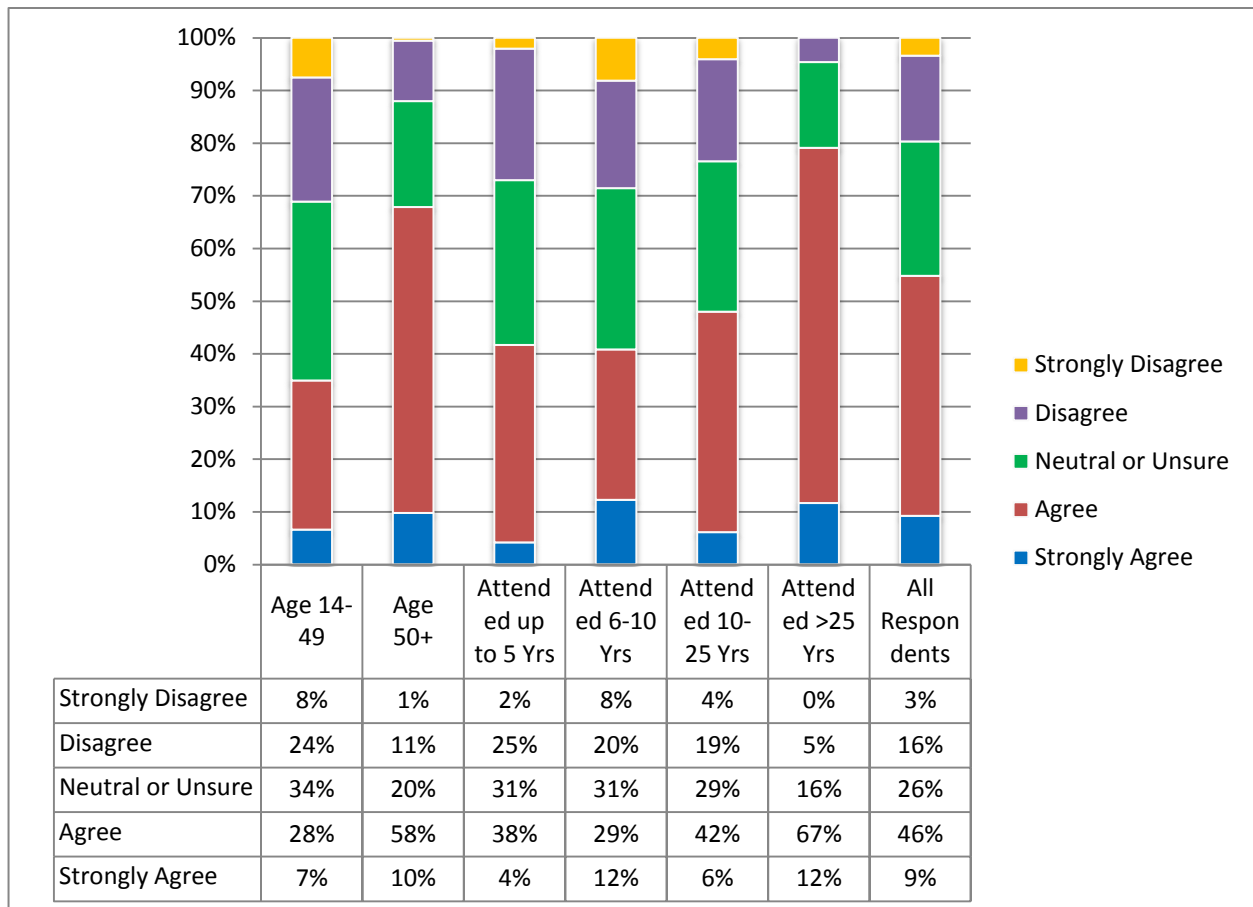
The areas they would most like to see changed included:

1. Bring back dedicated time for adult education (*Note: this was done in September 2009*)
2. Fill the vacancy in the position of Director of Children and Family Ministries (*Note: Mickie O'Donnell is our new Director of Children and Family Ministries*)
3. Develop more intergenerational programs
4. Focus on spiritual growth
5. More unity between contemporary and traditional worshippers

How Our Members See Us - Sept. 2010 Survey Results

To follow up on the REVEAL results, the September 2010 survey asked:

Question: Do you agree or disagree: "My spiritual needs are being met in this congregation"?



55% of all respondents agree or strongly agree that their spiritual needs are being met in this congregation at this time. The response differs, however, depending on age and longevity at the church.

- For ages 14-49, 32% disagreed or strongly disagreed, while only 12% of respondents aged 50 and up felt that their spiritual needs were not being met.
- With respect to years of attendance, 79% of respondents who have attended more than 25 years agreed or strongly agreed. However, only 41% of respondents who have attended less than ten years felt that their spiritual needs were being met at First Pres.

We have a core group of older, more established members, who continue to be involved and feel that their spiritual needs are being met during this time of transition. One-third of our younger members and one-quarter of our less established members, however, feel that their spiritual needs are not being met at this time.

Who We Are How our Youth See Us

In December, 2009, and January, 2010, Mission Study Group member Bill Glenn and Senior High Youth Director Jamie Thompson hosted two intentional data-gathering conversation groups with some of our junior high, senior high, and college students to hear their perspectives on where we are as a church and where God might be leading us.

Qualities our youth feel are important in a senior pastor:

- Ability to preach a good (engaging, applicable, good illustrations, creative) sermon
- Genuine faith
- Strong leadership, discernment
- Love, love, love
- Relates to all ages
- Lives what he/she preaches
- Accepting and welcoming

What our youth would like to change about First Pres

- Cliques, we need to be more involved with each other
- We are not all that good about being open and accountable with each other
- Sermons and applicable ways to transform lives to follow Christ
- Expanding and retaining the congregation
- Not enough mission opportunities--especially in our community

The top 5 things the Youth focus group wants us to know are:

- The church needs to have a clearer idea of who we minister to.
- The church needs to focus on evangelism and retention.
- The church needs to have a stronger sense of community.
- The students are committed members of the church, who care about it.
- The church needs to focus more on spiritual development.



Who We Are

How our 20's-30's See Us

Our 20-35 year olds were not well represented in the REVEAL survey or in the September 2010 survey, or even in our active membership. Therefore, the Mission Study Group contacted Nathan Chaney, who helps to lead our 20's-30's group, to gather input from the members.

They give us passing grades on:

- Dedicated people - great people with great hearts and missions for Christ
- Commitment to Children/Young people programs
- Missions
- The opportunities, options, and encouragement in the small group ministry
- The "extra" services (e.g. Thanksgiving, Easter week)

They'd like us to improve:

- **Our sense of community:**
 - "There seems to be a lot going on under the surface/behind the scenes that seems unhealthy, but is hidden from much of the congregation. If there is conflict or tension it needs to be brought out in the open so it can be addressed, healing can occur, and reconciliation can start."
 - "We need to help others to see the importance of really loving and caring for each other."
 - " People need to be more friendly and reach out in services and after, and make more of an effort to talk to people they don't know."
 - "Need to reach out more to young adults in this stage of life."
- **Our tendency to stay with the status quo:**
 - "The church almost seems too comfortable. We need to be challenged to be the hands and feet of Christ."
 - "We need to not be afraid to change to reach today's society, with an emphasis on small groups, increased use of technology and an even more contemporary service."
 - " Growth can be uncomfortable, which is a good thing."
 - "Lack of passion/energy in service". "There is no one right way to worship, so embrace and encourage variety, diversity and exploration in worship."

The Important qualities they desire in a senior pastor

- Passion for Christ
- Approachability
- Values teaching and leading
- Unifying vision, led by the will of God, and challenging the church to truly love others-- both within our body of believers and the Glen Ellyn area
- Commitment to the Word of God, Bible-based preaching, clear thinking and communication
- Servant-leadership, commitment to the church, and personal integrity
- Achieve unity at this time in the life of our church, to focus on our common identity in Christ, and to extend forgiveness and mercy in relationships for the sake of the gospel and the witness to our community
- Continue the missional focus of the church, evangelism, making disciples

This group is important to us. ***We recommend improving our outreach to members (and non-members) in the 20-35 age group.***

Who We Are

How our Community Sees Us

In December, 2009, and January 2010, Joe Wark from the Mission Study Group conducted interviews to obtain perceptions of First Pres from eight community leaders and a local senior pastor.

We asked for perceptions of First Pres from respondents and received the following feedback:

- foundation of community, deeply involved in Glen Ellyn
- terrific facilities and superb resources, staff and lay people
- strong, great Youth Program (mentioned by 4 of 9 respondents)
- strong, solid history
- very committed to foreign missions
- intellectually stimulating congregation
- Biblically conservative, mainline church
- highly respected in Glen Ellyn
- easy to work with - interchange of member activities between churches on PADS, choirs, etc.
- a thriving church, a non-conflictive church, a happy church
- sincerity in helping people in need (Outreach Community Ministries, PADS, etc.)
- Jerry Andrews gave strong support and participation to the Glen Ellyn ministerial group
- outstanding church because of its talented staff and the way it lives out its mission
- stands for integrity in what it does
- PADS Homeless shelter became an issue in the community when a negative campaign was waged by a few residents -- community was impressed with the strong position of Jerry Andrews and First Pres in advocating for continued care of our homeless through PADS.

Interviews with community leaders reveal that First Pres is thought to be a religiously conservative, thriving church with terrific facilities, a model youth program, a commitment to global missions, and a strong involvement in the local community.

Who We Are

How God Sees Us

Psalm 103 *(The Message)*

¹⁻² O my soul, bless GOD. From head to toe, I'll bless his holy name!

O my soul, bless GOD,
don't forget a single blessing!

³⁻⁵ He forgives your sins—every one.

He heals your diseases—every one.

He redeems you from hell—saves your life!

He crowns you with love and mercy—a paradise crown.

He wraps you in goodness—beauty eternal.

He renews your youth—you're always young in his presence.

⁶⁻¹⁸ God makes everything come out right;

he puts victims back on their feet.

He showed Moses how he went about his work,
opened up his plans to all Israel.

God is sheer mercy and grace;
not easily angered, he's rich in love.

He doesn't endlessly nag and scold,
nor hold grudges forever.

He doesn't treat us as our sins deserve,
nor pay us back in full for our wrongs.

As high as heaven is over the earth,
so strong is his love to those who fear him.

And as far as sunrise is from sunset,
he has separated us from our sins.

As parents feel for their children,
God feels for those who fear him.

He knows us inside and out,
keeps in mind that we're made of mud.

Men and women don't live very long;
like wildflowers they spring up and blossom,

But a storm snuffs them out just as quickly,
leaving nothing to show they were here.

God's love, though, is ever and always,
eternally present to all who fear him,

Making everything right for them and their children
as they follow his Covenant ways
and remember to do whatever he said.

¹⁹⁻²² God has set his throne in heaven;

he rules over us all. He's the King!

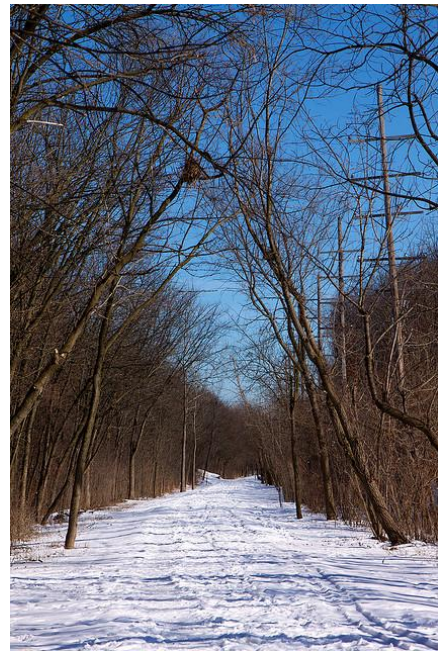
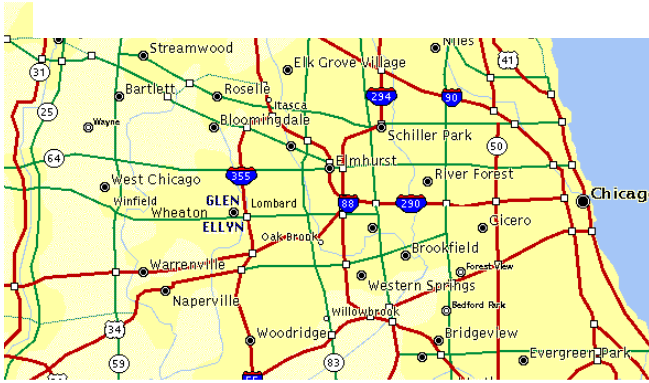
So bless God, you angels,
ready and able to fly at his bidding,
quick to hear and do what he says.

Bless God, all you armies of angels,
alert to respond to whatever he wills.

Bless God, all creatures, wherever you are—
everything and everyone made by God.

And you, O my soul, bless God!

Where We Are Glen Ellyn, Illinois



The Illinois Prairie Path
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Where We Are

Glen Ellyn, Illinois

God has placed us in the Village of Glen Ellyn, which is a suburb of about 27,000 residents, located 23 miles west of Chicago, in DuPage County. It is a residential/business/retail community with virtually no industry. Glen Ellyn is situated around beautiful Lake Ellyn, once a renowned vacation destination.



History

Before 1833, the land that would become the village of Glen Ellyn was home to Potawatomi tribes. The United States government purchased the land and re-sold it to settlers from New England, who built a small “New England-style community” about 20 miles west of Fort Dearborn, and called it Stacy’s Corners. In 1849, the Galena and Chicago Union Railroad began passing through the village. A train station, shops and a 3-story hotel were built, and people began moving to the new town.

Several spring-fed streams ran through the village to a marshy area, so Thomas Hill dammed the northern end, creating Lake Glen Ellyn. In 1891, the town changed its name to “Glen Ellyn”, and a resort hotel was built overlooking the lake near the “therapeutic” mineral springs. Glen Ellyn was advertised as Chicago’s newest suburb and health resort. The health resort ended in 1906, when the hotel was struck by lightning and burned down. In response to this tragedy, the following year the town formed a volunteer fire department, which is still in operation today.



Part of the land owned by the hotel was sold to build Glenbard High School, with its distinctive “castle-like” architecture, in 1924. Part of Lake Ellyn was filled in to create an athletic field, which was recently named by *USA Today* as one of the top 10 places to watch high school football. Lake Ellyn, now owned by the Glen Ellyn Park District, is the site of ice skating, fishing, picnics, a Memorial Day service, and the 4th of July fireworks display.

Glen Ellyn has a reputation for an excellent school system featuring eight public and two private grade schools, two junior highs, two public high schools, and one of the largest community college campuses in the U.S. (College of DuPage). Wheaton College is less than a mile from the Glen Ellyn village boundary.

Glen Ellyn today has the appearance of a New England village -- heavily wooded and rolling hills. The downtown of Glen Ellyn is also patterned after a New England village -- architecture, trees, horse trough, train station, etc. Fifteen percent of acreage within the Village will remain as open space, including the Village Links (27 holes) and Glen Oak Country Club (18 holes), parks, forest preserves, wildflower areas, etc., adding to the natural beauty of the Village. In addition, the 1,700 acre Morton Arboretum in Lisle adjoins the unincorporated area of Glen Ellyn. The Village has received the Tree City USA award for 26 consecutive years from the National Arbor Day Foundation for its forestry program.



Glen Ellyn Demographics

Census Data	2000	1980
Population	26,999	23,698
Households	10,207	8,494
Persons Per Households	2.63	2.8
Male Population	13,176	11,683
Female Population	13,823	11,966
Persons Under 5 years	7.8%	12.0% (to 11 yrs)
Persons Under 18 years	28.4%	13.0%(12-20yrs)
Persons Over 65 years	11.4%	7.6%
Housing Units	10,515	8,444
Home Ownership Rate	77.4%	71.4%
Median Household Income	(1999) \$74,846 (2008) \$113,649	35,506

The racial makeup of the village was Caucasian 89.5%, Asian 4.7%, Hispanic 4.7%, and African American 2.1% in 2000. The median age was 37.

The U.S. Bureau of Labor Statistics reported an unemployment rate in DuPage County of 8.9% in July 2010; Glen Ellyn's unemployment was 7.5%. In 2007, Glen Ellyn's unemployment rate was just 3.3% and 4.4% in 2008. In 2009, 6.5% of DuPage County residents lived in households with income below the poverty level.

Where We Are

Our Local Community's Needs

Christ calls us to live in love, loving our neighbor as ourselves. In December, 2009, through March, 2010, members of the Mission Study Group interviewed community leaders to gather information about the needs and concerns of the Glen Ellyn/Wheaton area. Our findings:

Needs	Community Response	First Pres Response	Additional Effort Needed
Youth/Youth Programming	Young Life, Victory Sports, Glen Ellyn Park District, Outreach Community Ministries, Boy and Girl Scouts, schools provide youth programming	Outreach of our youth programs beyond member families, gym space used to host other youth organizations. Members support of community organizations	More involvement from congregation in First Pres youth ministries
Poverty, and subsequent need for affordable housing, food, clothing	D41 Community Outreach supplies clothing, school supplies; Outreach Community Ministries provides assistance; Bridge Communities provide counseling, transitional housing; Glen Ellyn Food Pantry	Members support Outreach and Bridge Communities; October food drive; PADS host site	More member support of existing agencies; additional help for affordable housing?
Economic downturn, unemployment	Assistance through above agencies	Barnabas Fund provides short-term financial assistance; With other GE churches, supports the Walk-In ministry, which provides rent and gas money; Employment board	Need to match church members who are involved in hiring with those looking for work
Youth sports scheduled on Sunday mornings		Unsuccessful in coordinating efforts with other churches	Better Saturday and weekday opportunities for both worship and education

The most-cited community needs and concerns include youth programming, poverty and the resultant need for clothing and affordable housing, and the economic downturn. First Pres is involved in, and even leading, community efforts to meet many of those needs, but the needs are still great.

Where We Are

Ecumenical Climate

There are more than a half dozen churches within walking distance of First Pres. However, we have relatively little contact with them through joint programs or events. Additionally, we have a synagogue and two mosques within 5 miles of First Pres, but there seems to be no interaction among us as organized congregations. The Imam from the Ahmadiyya Mosque attends the ministerium in Glen Ellyn, and has been warmly welcomed. There has been a common worship experience around National Prayer Day in the past, but it is not held at this time. The local mainline denomination church leaders have been active in the ministerium, with the degree of activity up-and-down over the years. Even when it is active, the ministerium is generally less than successful in attracting leaders from non-denominational congregations having found little common ground in goals and methods.

Our youth programs, and even our confirmation classes, attract children from other denominations, or no denomination. Certainly Vacation Bible School and SPARK attract children from all over the neighborhood from all different backgrounds. However, less interaction takes place among adults from different congregations.

We have partnered with First Congregational Church in the area of creation care. Our Earthlings environmental group shares ideas and information with our counterparts at First Congregational. Members of our adult choir have participated in a Thanksgiving Messiah concert for the past several years put on by several area churches. We also participated in a progressive organ concert several years ago whereby music marking several holidays was presented in several different church sanctuaries one after another. Faith Builders and various Bible studies have attracted nearby residents that may be members of other area churches not offering such programs. We support some missions and missionaries that, while Christian based, are not Presbyterian based.

We have the advantage of being in close proximity to Wheaton College, and can take advantage of seminars presented there. For example, the college offered a study of Islam shortly after September 11, 2001, which was advertised in our church communications. The College also attracts nationally renowned speakers on creation care, which has given us an opportunity to interact with people from varied religious backgrounds. In addition, this closeness has blessed us with Adult Education instructors, contemporary worship leaders, and youth group volunteers.

First Pres has not emphasized education on different religions, or even differences in denominations, for many years. While we are perceived by our neighbors as a welcoming congregation, we seem to be somewhat isolated in the breadth of our interacting with those coming at God and Christ from different directions.

What We Do

The following pages summarize our programs in several areas. Our programs include:

- **Worship** – Sanctuary Choir, Praise Team, Handbells, Chapel Worship, Traditional Service, Contemporary Service, Ash Wednesday service, Maundy Thursday, Good Friday open chapel, Ushers, Communion, Orchestra and Brass Ensembles, Christmas Eve services
- **Member Care (includes fellowship and prayer)** – Service Team, College Care, Transportation, Fellowship (Sunday morning and special events), Visitation, Extended Communion, Deacon cards and flowers, Men's Prayer Group, Women's Prayer Chain, New Baby gifts, Grief Support Group, Spiritual Direction, Lunch Bunch, Barnabas Committee, Deacons Small Groups (disciplers, welcomers), People in Transition, Community Events, High School Pizza Van, High School Starbucks Office Hours, Pictorial Directory, Baskets of Church Members names for prayer
- **Education (includes youth programs)** – Faith Builders, Women's Retreats, Sunday School, Vacation Bible School, SPARK, Faith in Sports, Faith in Art, Saturday Night aLive, Victory Camps, Westminster Preschool, High School Survival School, LIVE, High School Youth Retreats, Junior High Sunday School, TNT, Confirmation Class, Adult Education at Mid-Time, Men's Bible Studies, Women's Bible Studies, small groups, Christian Parenting education, Junior High School Retreats
- **Mission/Service** – All-congregation food pantry drives, Sleep Out Saturday, 30-Hour Famine, Youth Mission Trips, support of mission partners, Celebration of Missions, 53rd Sunday, Short-Term Mission Trips (Ghana, Honduras, Montana, Uganda-PIM, Uganda-Juna Amagara), Holiday Offerings
- **Evangelism** – New Member Classes, Welcome Bags/Bread to visitors, Visitor Station, Visitor database, Living Crèche, 4th of July Parade, Followup to VBS Families and Pre-School Parents, TnT, LIVE, SPARK
- **Stewardship** – Time, Talent, Treasure
- **Properties (includes maintenance of buildings and grounds, long-range development plans)**
- **Leadership and Administration (includes preparation and support of leaders, including lay leaders)** – Investment Ministry, Church Officers retreat
- **Small Groups** - Covenant groups, welcomers groups, prayer groups, Grief Support group, disciplers groups, short-term groups (like 40 Days of Community groups), women's circles, Bible study groups



What We Do

Worship

We are called to enjoy God. First Pres worships God in contemporary and traditional worship services on Sunday mornings. The traditional service includes a choir, hand bells, an organ, and sometimes orchestra instruments, with the ministers wearing the traditional black robe (except in the summer) and members reciting unison liturgy and prayers. The contemporary service is less formal in its liturgical ritual. The ministers do not wear robes, and the music is led by a praise ensemble from the front of the sanctuary, accompanied by guitars, piano, other string instruments, and drums.

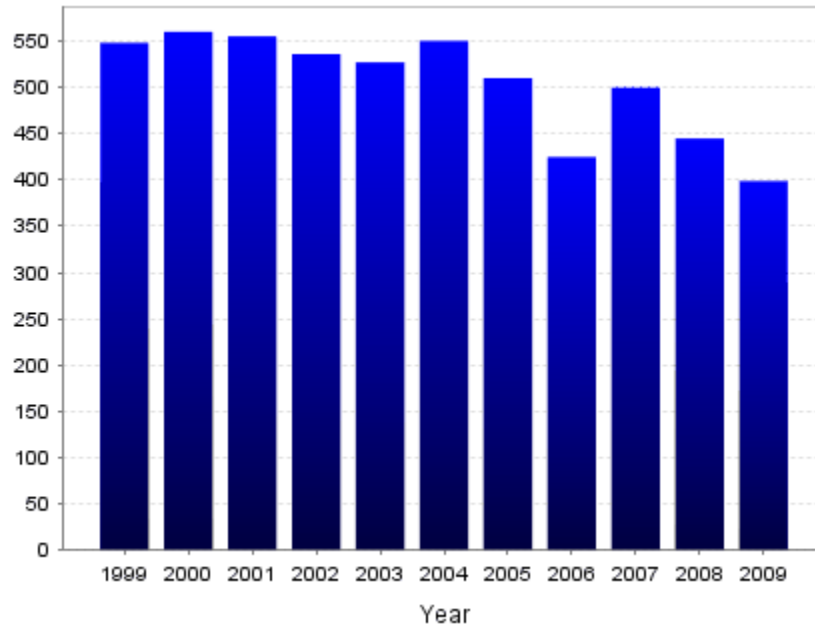
Over the past ten years (at least), we have adjusted the number of services, the locations, and the starting times. These changes have been made due to growth, construction, a desire for an "all ages" education hour, simultaneous worship/Sunday School services as an easier point of entry for families with young children, and a need for more fellowship between contemporary and traditional worshippers. Each schedule had its advantages and disadvantages.

Year	Saturday Evening Worship Schedule	Sunday Morning Worship Schedule	Sunday School Schedule
2001-02	5:00 - Svc. (Chapel)	8:30 - Contemporary Svc. (Sanctuary) 11:00 - Traditional Svc. (Sanctuary) 8:30/11:00 - Jr. Worship for grades K-2	9:45 - Education for All Ages
2002-03	5:00 - Svc. (Chapel)	8:20 - Contemporary Svc. (Sanctuary) 10:50 - Traditional Svc. (Sanctuary) 11:00 - Contemporary Svc. (Chapel) 8:20/10:50 - Jr. Worship for grades K-2	9:30 - Education for All Ages
2003-04	5:00 - Svc. (Chapel)	8:00 - Blended Svc. (Chapel) 9:00 - Blended Svc. (Sanctuary) 11:00 - Blended Svc. (Sanctuary) 9:00/11:00 - Jr. Worship for grades K-2	10:00 - Education for All Ages
2004-05 2005-06 2006-07 2007-08	5:00 - Svc. (Chapel)	8:30 - Contemporary Svc. (Sanctuary) (Blended Svc. in 04-05) 9:45 - Contemporary Svc. (Celebration Hall) 11:00 - Traditional Svc. (Sanctuary) 8:30/11:00 - Jr. Worship for grades K-2	9:45 - Education for All Ages (concurrent with 9:45 worship service)
2008-09	5:00 - Svc. (Chapel)	9:15 - Contemporary Svc. (Sanctuary) 11:00 - Traditional Svc. (Sanctuary) 11:00 - Jr. Worship for grades K-2	9:30 - Education for children (concurrent with 9:15 service), 1 or 2 adult classes 10:30 - Education for Youth, 1 or 2 adult classes
2009-10	5:00 - Svc. (Chapel) - discontinued Spring, 2010	9:00 - Contemporary Svc. (Sanctuary) 11:15 - Traditional Svc. (Sanctuary) 9:15 - Sports or crafts for grades K-2 11:30 - Jr. Worship for grades K-2	10:15 - Education for All Ages
2010-11		9:00 - Contemporary Service (Sanctuary) 11:15 - Traditional Service (Sanctuary) 9:15 - Jr. Worship for grades K-2	10:15 - Education for All Ages

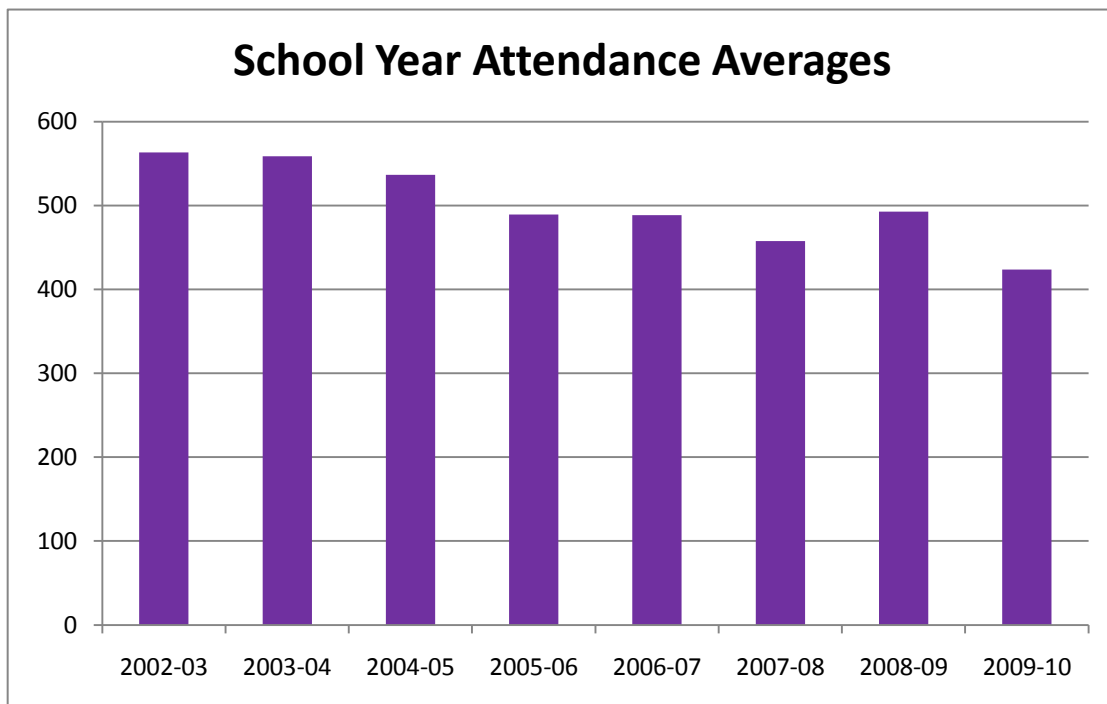
Summer worship schedules have also varied, but generally have included an early contemporary service followed by a later traditional service, with fellowship or education time between.

Worship - Attendance

Average worship attendance over the last 10 years has varied from a high of 560 in 2000 (555 in 2004) to a low of 399 last year, 2009. These figures, which come from our church database system, ACS, are based on the number of people signing into the guest books that are found in each pew.



To understand the relationship between the worship schedule and attendance, we compiled the usher counts, which are head counts taken by the church ushers and noted on sheets in the ushers' closet. These numbers include weekend worship only, not Christmas Eve or Thanksgiving Eve services. Since the variability in schedule affected the school year worship schedules more, we focused on those counts.



What We Do

Worship - Attendance (cont'd)

Service/School Year	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Total Avg. Attendance	563	559	537	489	489	458	493	424
5:00 Saturday Chapel	50	49	46	37	32	30	39	*36
8:00 Blended Chapel		45						
8:20/8:30 Contemporary Sanctuary	270			181	148	115		
8:30 Blended Sanctuary			169					
9:00 Blended Sanctuary		307						
9:00 Contemporary Sanctuary								251
9:15 Contemporary Sanctuary**							**296	
9:45 Contemporary** Celebration Hall			**205	**129	**158	**164		
10:50 Sanctuary	167							
11:00 Blended Sanctuary		160						
11:00 Contemporary Chapel	81							
11:00 Traditional Sanctuary			125	161	158	166	159	
11:15 Traditional Sanctuary								157

*Service discontinued in early 2010. Average does not include weeks the service was not held.

**Service met simultaneous to Grades 5 and under Sunday School; so these counts do not include children.

As the Sunday morning schedule has changed, the average Sunday School attendance has changed, too.

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Average Sunday School Attendance - age 2 - Grade 5	109	110	117	120	126	50

Note: Sunday School met simultaneously with a worship service in every year except 2009-10.

Our analysis of these numbers shows the following:

- In the last five years, 60-70% of our Sunday morning attendance has been at a contemporary, early worship service. It is not clear if this is due to worship style or to schedule.
- Except for 2004-05 when we had an early blended service, traditional worship service attendance has stayed fairly consistent, averaging 157-166. However, contemporary worship attendance has varied from a weekly average of 310 in 2005-06 to 251 in 2009-10. *Our overall attendance grows or declines as the contemporary service attendance changes.*
- In recent years, Sunday School attendance was highest when it was concurrent with a worship service.

Worship - How our People See It

We designed questions for the September 2010 Mission Study Group Survey to address First Pres worship, and this is what we learned:

1. Service of worship usually attended – Of the survey respondents, 58% usually attend contemporary worship and 42% attend traditional worship. 80% of the respondents under the age of 50 attend contemporary worship, however.
2. Worship venues – 70% of those who usually worship at the contemporary service prefer to worship in the Sanctuary and 30% prefer to worship in Celebration Hall.
3. Evaluation of worship music included. –
 - a. 40% of contemporary worshipers are "content" with the music. An additional 17% are "very content." The remaining 43% of contemporary worshipers are "not content" with the music. (95 respondents included explanatory comments)
 - b. 51% of traditional worshipers are "content" with the music. An additional 30% are "very content". The remaining 20% are "not content". (62 respondents included explanatory comments.)
4. Respondents were also asked an open-ended question: "As we anticipate a new pastor, what suggestions would you like to make regarding our worship services and schedule?"
 - a. 54 respondents stated that the schedule was OK and/or should not change. Some specifically stated that they did not want Sunday School concurrent with worship. Others requested that we stop moving the schedule around.
 - b. 92 respondents requested a worship schedule change
 - i. 32 respondents requested the traditional service be moved back to 11:00am. A few pointed out that an 11:15 start time made it difficult for members to return for 12:00 lunch at the retirement communities.
 - ii. 21 respondents requested the Saturday service be reinstated.
 - iii. 23 respondents expressed a desire for a worship service concurrent with children's Sunday School.

Worship is a primary focus of our church life. Members feel very strongly about the schedule, content and format of worship, which has led to conflict.

Our Rituals and Traditions

Sacraments

- Communion: Our church faithfully celebrates communion each month at both services, and we often celebrate communion at special services, for example at the Tenebrae service on Maundy Thursday. Although the method of serving the elements has changed over time, the dedication to the sacrament remains firm. During most of the church's history, we have served the elements while the congregation remains seated, passing the elements up and down the pews. This procedure is steeped in tradition and theology, as Christ served the first communion to his disciples, and signifies the church body as a family. For the last few years, we have moved to all communion being served by intinction. Going forward publicly as individuals shows an expression of dedication and faith. While the symbols are different, the dedication remains the same.
- Baptism: During the baptism ritual, not only do the parents pledge to raise the child in a Christian home, but the members of the congregation pledge to help raise and educate the child about Christ. First Pres takes to heart its commitment to the children that are baptized in our church. With our active Sunday School and children's programs, we provide every opportunity to nurture and guide these babes in their Christian education and faith journeys.

Other Services: Several special services have been conducted for so long at our church that they are considered part of our yearly worship ritual. Three Christmas Eve candlelight services are scheduled: one for families with young children, and two later in the evening with traditional Christmas music and liturgy. Our Tenebrae service on Maundy Thursday is well attended and important and meaningful to many church members. Our Thanksgiving Eve service features a time of sharing of God's blessings by members and ends with pie in the parlor.

Other Activities: There are occasions that are so near to the hearts of our church members that they have become traditions for our church.

- We always present the Living Crèche on the Friday after Thanksgiving as part of the downtown Glen Ellyn celebration starting off the Christmas season. While the live animals may be the draw, our church's witness to Christ's birth is shown to all who visit the Crèche.
- Our community outreach continues in the summer, providing snacks and drinks for the annual Glen Ellyn 4th of July parade. This yearly activity continues to grow, having started with just some folks walking in the parade and providing water to those sitting on the church lawn to serving food and drinks with the church open and music playing for parade goers.
- For at least 15 years, First Pres families have gathered at the Saugatuck Presbyterian Camps for a Labor Day weekend Family Camp.

Small Groups: Small groups have been a part of First Pres church life for at least 20 years; some groups have even been meeting that long! Some small groups meet for fellowship, others for Bible study, and others for service. Of the REVEAL respondents, half were in small groups and rated them very highly. ***We should continue to emphasize small groups as a means for spiritual growth.***

What We Do

Member Care

Christ calls us to live in love and to build community. The First Pres Member Care programs seek to provide support to members in need, of all ages, whether the need is physical, financial, social, emotional, or spiritual.

- Physical - meals, transportation, assistance with household chores, and college care packages
- Financial - short-term loans, grants, or gifts from the Barnabas Committee
- Social - monthly luncheons, all-church fellowship events, small groups, family camp, and weekly summer barbecues
- Emotional - home and hospital visits and calls by pastors and deacons, pastoral counseling and referral, greeting cards and flowers from the deacons, grief support groups, small groups, and new baby gifts
- Spiritual - small groups, spiritual direction, funeral assistance, extended communion, session calls at funeral homes, pastoral counseling, pre-baptism meetings with parents, prayer chains and groups, and one-on-one prayer

Programs are designed for high school and college students, new parents, older adults, and anyone in need. The programs are led by a full-time staff member, the deacons, laypeople, and Associate Pastor John Curphey. Pastoral care is focused on hospital visitation, counseling and referral, matching up members with similar needs and experiences, and equipping the deacons and laity to care for others. In 2009, a focused effort was made on building strong marriages. The deacons are divided into groups focusing on service, visitation, fellowship, extended communion, small groups, and community events. Most of the programs led by the laity emphasize fellowship.

The challenges of the member care programs are: identifying members who have needs, convincing members to accept help, and motivating already busy people to make time to help others.

The September 2010 survey addressed member care specifically with these questions:

Question: Since joining this congregation, have you experienced a serious need for support or assistance?

Answer: 46% responded yes, 54% responded no.

Question: If you answered "yes", who did you make aware of your situation? (Select all that apply.)

Answer: 80% responded "Pastor"; 50% responded "Church Staff"; 14% responded "Church Deacons or Elders"; 31% responded "Other."

Question: Was the response to your need helpful?

Answer: 57% strongly agreed; 31% agreed; 3% were neutral; 6% disagreed; and 3% strongly disagreed.

These survey results show that, when in need, congregants have contacted the pastors or church staff most often. Over half (57%) strongly agreed that the church's response was helpful, while another 31% agreed that the response was helpful. While we need to continue to reach out to those in need (12% were neutral or thought the response was not helpful), we are doing an effective job in this area.

What We Do

Education - Adults

Christ calls us to teach the faith. Education is a priority at First Presbyterian, with many hours of time and energy invested on education from birth through adult. Adult education is offered on Sunday mornings and at several times during the week.

Mid-Time Adult Education

For many years we have offered adult education classes on Sunday mornings. The schedule has varied with our Sunday morning schedule. As a direct result of congregational input from the Listeners Forums, adult education returned to a dedicated hour in 2009-10 with the hopes of increasing attendance, which it did. Attendance averaged 130, with classes as small as 15 students and as large as 75. Leaders for the classes are Wheaton College faculty, InterVarsity staff, counseling professionals, First Pres staff and other members. To meet the needs and interests of the congregation, the classes offered fall into three broad categories: Bible/Theology, Marriage/Parenting and Current Events/Spiritual Formation in order.

In the last 5 years, along with the change in Adult Education scheduling, there has been an unusual turnover in Elders. The current members of the Adult Education Ministry Team are exploring the option of changing mid-time classes to on-going Sunday School classes called Affinity Groups. These groups would be made up of adults in similar life stages which would meet on an on-going basis. They would decide together what curriculum to follow, bring in speakers or perhaps take advantage of one of the First Pres class offerings. A class offered in 2009-10 on Christian parenting was a step in this direction.

Faith Builders

Faith Builders is a women's program offering sound Christian education, fellowship, and relationship building. Two sections meet weekly--one on Wednesday evenings and the other on Thursday mornings, with a combined attendance of about 65 during 2009-10, a decline from previous years. The program format consists of small group discussions, large group fellowship time, a video lecture, and a workbook for participants' homework. Study materials have included the Beth Moore series of DVDs and workbooks.

Men's/Women's Bible Studies

Many small groups of men and or/women led by laypersons meet weekly to study the Bible together. Some meet at church; some at homes. Some focus entirely on the Bible; some study other spiritual books, too.

Women's Retreats

Women's retreats are held annually, alternating between on-campus and off-campus locations. Generally attended by 70-76 women, the retreats focus on spiritual growth through worship, a speaker, small group discussions, and fellowship. They have been a wonderful opportunity for women to invite their un-churched friends and to make connections with other First Pres women.

New Members Classes

Prospective new members learn the centrality of Christ, baptism and communion in the reformed tradition, and the different ministries of First Pres.

What We Do

Education - Junior High Ministries

Youth Ministries include Junior High School and High School Sunday School, our midweek programs for junior high and high school students, and confirmation classes.

Junior High Sunday School

Sixth and 7th graders meet on Sunday mornings. They start with fellowship time in the Youth Lounge, which includes breakfast, then break for their lesson, which is designed to help students form an overarching view of the Biblical story, alternating years teaching the narrative of the Old/New Testaments. Average attendance for Junior High Sunday School:

2006-07	2007-08	2008-09	2009-10	2010-11
21	21	15	11	17 (Sept. 2010)

TnT

TnT is our mid-week cornerstone program for 6th-8th graders, which features dinner, games/worship, large-group teaching and small group discussion. Its purpose is to tell them about Christ, encourage growth in faith by applying it to their lives, provide the tools to become fully devoted followers of Christ and create a positive impression of faith and church in non-believing students. Attendance in 2009-10 ranged from 62-136 students, with an average of 86. Only 30% of attendees are from First Pres families. TnT is one of First Pres's strongest evangelism programs. Students hear the clear message of the Gospel and are challenged to follow Jesus, a message they hear clearly, as borne out by the end-of-year surveys. TnT's main need is for more adults to serve as leaders. It can also tend to be clique-ish, as is typical of this age group.

Junior High Events and Retreats

The junior high program sponsors several special events. Sleep Out Saturday and 30-Hour Famine are annual service events where usually 30-35 students raise money and awareness of homelessness and hunger. The Spring and Winter retreats are off-site and feature fellowship, worship, activities, and Bible-based teaching. The winter retreat is the most successful event and usually draws 75 students, while the Spring retreat draws 35. In addition, junior high students participate in Six Flags field trips, water wars, scavenger hunts, talent shows, etc. As with TnT, about 30% of the attendees for all the special events are First Pres youth.

Jocelyn Smolik has been our Junior High Youth Director for four years. Beginning in the 2010-11 school year, she is serving as both Junior High and High School Youth Director. Intern Karissa Schmoe is working part-time with Jocelyn this year.



What We Do

Education - High School Ministries

HSSS (High School Survivor School)

HSSS is our Sunday morning education for high school students. It begins with fellowship and food, then the students are led in a Bible-based study, which emphasizes application of spiritual truths and transformation of character into greater Christ likeness. In 2009-10, attendance ranged from 7 to 15 students. In the beginning weeks of 2010-11, attendance is up, with over 30 students attending.

LIVE

LIVE is our mid-week cornerstone program for 9th-12th graders. It meets on Thursday evenings and features fellowship and snacks, worship, games, welcoming, "open mic" (students share God's work in their lives), teaching time, and small groups (Bible study and conversation about that night's topic). LIVE's purposes are:

- to provide authentic discussion and exploration of faith as it intersects with life
- to create meaningful, intentional teaching and discussion about the Bible and the call of Jesus
- to be welcoming to all, wherever they are in their faith journey
- to create community/fellowship

In 2009-10, attendance ranged from 21-75 students, with an average of 35. The 2010-11 school year will be critical for LIVE, since this will be the first year without our long-time youth director, Jamie Thompson, who resigned in May, 2010. Our assistant youth leader, Jocelyn Smolik, has taken on the role of director with the assistance of Travis Koutsoubos, an intern who has served as a volunteer in the program. Together, they will provide much-needed stability during this transitional time. So far, LIVE attendance for 2010-11 has remained at the same level as it was last year.

HS Youth Retreats and Special Events

The high school group sponsors several retreats and special events:

- **Fall Retreat** - Dickson Valley, study a different gospel each year so a student will have studied all four by graduation
- **Winter Retreat** - Camp TimberLee: a multiple church environment
- **Spring Retreat** - camping at Devil's Lake: emphasis on spiritual disciplines and individual time with God
- **Senior Retreat** for all graduating seniors focusing on the challenges of college
- **30 Hr. Famine**
- **Annual Spring Break Mission Mystery Road Trip**
- **Semi-annual Mexico Mission Trip to Xpujil, Mexico**



In 2009-10, about 40 students attended the fall and winter retreats, with 25 at the spring retreat, and 5-10 at the senior retreat.

What We Do

Education - Confirmation

Since the 2007-08 school year, confirmation has consisted of three stages, with students choosing at the end of each stage whether to continue. The stages are:

- **Stage 1 - Know the Faith:** Sunday morning education that focuses on the foundations of the faith by studying the Lord's Prayer, the Ten Commandments, and the Apostles Creed. This class, generally attended by 8th graders, features a lecture, a workbook, and small group discussions. In 2009-10, 44 students participated in Stage 1.
- **Stage 2 - Practice the Faith** - This summer program focuses on four components of faith practice: prayer, Scripture, community, and service. In this stage, which occurs the summer between a student's 8th grade and freshman school years, the student meets in a small group 5 times: two times to practice and discuss prayer, once to discuss the book of James, once to discuss the book of John, and once to discuss Christian service. In preparation for the discussions of James and John, the students are asked to read the books and are given a study guide to work through in preparation for the discussion. To prepare for the service discussion, students must complete a service project on their own. In addition during Stage 2, the students participate in a ropes course and a large group service project with the rest of the confirmation students. During the summer of 2010, 30 students participated in Stage 2.
- **Stage 3 - Commit to the Faith** - In this 4-6 week small group experience, students meet with the youth director to talk about church membership, write faith statements, and be interviewed by the elders.

Year	Number of Confirmands
2005	24
2006	0 (transition to new process)
2007	8 (transition to new process)
2008	37
2009	17

What We Do

Education - Children

We have a new director of Children's ministry, Mickie O'Donnell, who is taking our Sunday School program in a more contemporary direction.

Saturday Night aLive

This monthly program includes a meal, an intergenerational activity and hands-on projects for families to do together to help grow spiritually. With 35-50 people attending each month, this program is intended to give families activities to do at home to strengthen family devotions and worship.

Vacation Bible School

This half day program for preschool through 5th graders is held each year the week after Father's Day. Its purpose is to help children learn about God's love and the Bible. A very popular program, attendance in 2010 was 230+, with only 40% of the children being from First Pres families.

Sunday School

This children's education program serves 2 year olds through 5th graders, using a packaged curriculum that has a set scope and sequence to teach the sense of the Bible stories. In the 2009-10 school year, Sunday School attendance averaged 50 children, although 145 were registered. To take advantage of the gifts of more adults and to build a more experiential learning experience, in the 2010-11 school year, Sunday School is moving to a rotational model of education. Instead of having grade-level classrooms, mixed-age groups of children rotate to different rooms (or theme-based learning environments), where they sample a variety of learning experiences to explore the Bible story. They focus on the Bible story for the entire hour, using one main learning medium. The entire groups spends four or five weeks on a single Bible story, allowing the Bible truth to sink in and take root in the children's minds and hearts. Possible learning experiences could be drama, art, computer, storytelling, movies, science, cooking, or maps.

SPARK

SPARK is our mid-week cornerstone program for 1st-5th graders. It features large group praise and Bible learning, small groups, and electives. Each grade has a different focus:

- 1st Grade: Armor of God/Ten Commandments
- 2nd Grade: Fruit of the Spirit
- 3rd Grade: the Bible
- 4th Grade: What is Worship
- 5th Grade: the Bible as History through stories

Attendance averages over 130 with 60% of the children being from First Pres families. SPARK has an excellent reputation in the community as a dynamic program for grade-school children. It becomes more and more important as our culture moves further away from the traditional Sunday morning education format.

Victory Sports

We partner with Victory Sports (Sports Ministries, Inc.) on several programs. Each week during SPARK, 50-70 children go to elective by Victory in our gym. Victory Sports also offers a basketball camp in our gym each summer, and our children attend their other camps, including one where our students reach out to refugee children in the Glen Ellyn area.

What We Do

Education - Westminster Preschool

For over 50 years, Westminster Preschool has provided early childhood education in a loving, caring, Christian environment that aids all children in their social, physical, emotional and intellectual development. It features age-appropriate learning with a balance of "free-play" and interactive structural learning time that is responsive to individual needs and facilitates children's knowledge of the world around them, while building a strong foundation for reading and math skills. Westminster creates a Christian environment for its students by teaching Christian songs, praying, and sharing Bible stories. A Thanksgiving worship service, Christmas program, and Easter observance are on the calendar every year. The hatching of the baby chicks each Spring teaches the children about God's creation and new birth.

Due to many factors, including hard economic times, Westminster Preschool has been operating at about 85% capacity over the last few years:

2009-10 Enrollment (actual enrollment/capacity)	
½ day 2's	12/14
2 day 3's	68/80
3 day 3's	16/16
3 day 4's	65/80
4 day 4's	16/16
Kindergarten enrichment	<u>18/32</u>
	195/238



Westminster is an effective tool for getting children ready for kindergarten with their "Learn through play" philosophy. The program has also responded to the increased community need of Kindergarten Enrichment programs with the addition of 32 dedicated spots for this program in 09-10. As an evangelical tool, WM is a good outreach to the community: 20% are First Pres children, 80% are non-First Pres children, with 50% of those children being Catholic.



What We Do

Evangelism

Christ calls us to announce forgiveness. First Pres knows the importance of evangelism and spreading the gospel. These were consistently mentioned as areas of importance in all of our recent input from the congregation (Listening forums, REVEAL, Input cards from January congregational meeting). Members who took WillowCreek's REVEAL survey said they were generally not comfortable sharing their faith with others and don't regularly invite others to worship. Yet, when new members were surveyed, a top response of why new members come to our church is that someone has invited them. We desire to be a church that shares the news of Christ with those who have never heard it. We desire to be a church that assimilates our new members and helps them grow spiritually. We also want to grow together spiritually as a church.

The Membership Ministry Team has four elders, each responsible for an area in the membership process: Inviting, Welcoming, Assimilation, and Retaining. Each area has specific programs in place:

Inviting: Since 1988, members have presented the outdoor Living Crèche the evening after Thanksgiving during Glen Ellyn's Christmas Walk; most visitors are not affiliated with First Pres. We also serve food and beverage hospitality on our church campus during the annual Glen Ellyn 4th of July Parade, which passes in front of the church on Main Street. The most significant outreach event was in 2008, when First Pres hosted for a week the Step Into Africa Experience. (The World Vision Experience of an interactive, walk-through exhibit that transports you into the heart of Africa and the life of a child affected by the AIDS crisis.) The deacons are also planning a Health Fair in November which will serve the community.

Welcoming: Welcome Center staffed with Ambassadors, letters from pastors after first visit in worship, tracking of visitors in church database, Welcome Bags/Bread personally delivered to visitors' homes within week of first visit, follow-up to VBS and pre-school families.

Assimilation: Visitors are invited to attend a New Member class held several times throughout the year. New members fill out Ministry Interest forms. Staff members and Elders are then responsible for following up with new members.

Retaining: Members whose attendance pattern has changed are contacted by pastoral staff. New members are also contacted frequently during their first year to ensure assimilation. We also do a fantastic job of evangelizing to children and youth through various programs like SPARK, Vacation Bible School, TnT, and LIVE.

Effectiveness

In the years 2005-09, we baptized 20 adults, and 120 adults joined on profession of faith. While "side-door" programs geared towards adults and the community are fairly effective at community outreach, they draw people to our church, but then we aren't teaching them the gospel or assimilating them into our congregation. This is definitely an area where we need to be more intentional. We also recognize that we are missing the 20-something age group.

However, the mid-week programs aimed at children/youth are extremely effective in reaching out to the children and youth of the community and spreading the word of Christ. Children enthusiastically invite their friends to our programming; we work with 130+ junior high youth on Wednesday evenings, 140+ grade school children on Wednesday afternoons and 230+ children each year in Vacation Bible School. All these programs have a Bible-based teaching component, where children are taught that God loves them and that he sent his Son to die for them so that they might have everlasting life. Many un-churched children find a home at First Pres, and some bring their parents, too. We need to find a way to encourage more of these parents to come to First Pres.

What We Do

Missions

Christ calls us to transform the World. Missions programs have always enjoyed strong support at First Pres. Currently, we support 18 international missions' ministries and 17 domestic ministries (many of them local). In addition, our congregation has given generously to countless Christian ministries through our 53rd Sunday program. We take seriously the commandment of our Lord to "go and make disciples of all nations."



Given the depth and severity of the economic downturn, 2009 was a particularly difficult year for First Pres missions and our ministry partners. The missions' ministry budget was reduced by \$78,500, or 34%, (from \$230,000 in 2008 to \$151,500 in 2009), and many of our missions' partners suffered additional losses as their support from many sources dwindled. Some of our partners were brought to the brink of ceasing operations, yet we gained strength from them, as they remained joyful and steadfast in their calling.

In light of the reduced financial resources, the Missions Ministries team focused on publicizing our missions' partners in ways that did not involve a financial appeal. In March 2009, we held a 4-day Celebration of Missions program that included four missionary leaders interacting with our congregation through teaching, fellowship, meals, worship, and visits in congregants' homes. We even used Skype to conduct interactive video conferences with missionary partners overseas.

53rd Sunday is a 30-year First Pres tradition where our congregation commits an additional Sunday's worth of giving to support mission organizations close to our heart. Historically, these funds have been matched from the Missions Ministries budget at 100% for home-grown ministries and 50% for supported partners. In 2009, \$69,000 was given to 43 ministries. While our budget cut kept us from meeting our traditional matching level, we were able to match 27% of funds. In addition to giving through the Missions Ministry, missions' giving is supplemented by several small groups in the church, especially to more local missions.

We continue to support short-term missions trips taken by our members. In 2009 and 2010, we supported missions to Ghana, Honduras, Montana, and Uganda.

The Missions Ministry team follows a process to recruit volunteers to serve on the ministry team who represent the diverse points of view of the congregation with regard to missions.

A process has been implemented to conduct a triennial review annually of one-third of the missions supported by First Pres. A subcommittee of the Missions Ministry team including one or both ministry elders and a pastor, along with three team members representing our diverse congregation, conducts the review, reporting back to the full Missions Ministry team.

The Missions Ministry team continues to seek and review additional ways to communicate with the congregation throughout the year, to keep the new and long-term supported missions in the minds and hearts of the congregation, encouraging the support and participation of congregants.

What We Do

Service

God calls us to seek justice. To that end, First Pres congregants are involved in serving others in our community. In the REVEAL study, survey participants rated "Provides chance to serve those in need" as one of the activities First Pres does best, and 63% "strongly agreed" or "very strongly agreed" with the statement "God calls me to be involved in the lives of the poor and suffering."

The Deacons and laity lead the service activities which include:

- DuPage PADS (homeless shelter) meets in our church every Thursday night, with First Pres members staffing one Thursday every month. This involves over 50 volunteers setting up the beds, cooking dinner and breakfast, packing lunches, serving, and supervising.
- October is our Food Pantry month, when members fill bags of non-perishable items to stock the shelves of the Glen Ellyn Food Pantry.
- Every week the First Pres service team brings meals to members who are ill or recovering from surgery or childbirth.
- The youth groups raise money for charity through Sleep Out Saturday and 30-Hour Famine.
- Our confirmation class has a service component. The students do one service project as a group (pack meals at Feed My Starving Children) and one as an individual.
- Vacation Bible School always has a service project, e.g., blankets for the Ecumenical Support Services for the Elderly center.
- Sunday School classes are involved in service, e.g., making get well cards for shut-ins.
- SPARK children can select a service elective which completes group service projects.
- Every Christmas, First Pres members and SPARK children donate gifts for the Outreach Community Center's Christmas shopping day.
- Many members tutor in the Outreach Community Center's tutoring program.
- Music ensembles sing at convalescent centers and carol at the homes of shut-ins.
- Our sewing circle creates items to sell, with the proceeds going to the food pantry, Walk-In Ministry, PADS, Partners in Mission, Jubilee Village, and Harvesting in Spanish.

What We Do Stewardship

First Pres has had a pattern of generous giving for several years. In 2007-2008, we averaged giving of \$1,399 per member and ranked second of the fifteen largest churches in the Chicago Presbytery.

Economic conditions and membership levels impact annual giving. In 2005, pledges declined to a low of 278 pledges and \$895,000 pledged. A new Stewardship Ministry team and a new theme "Grace, Gratitude and Giving" brought new levels of pledging and giving as follows:

Year	Nbr of Pledges	Amount Pledged	Total Received
2005	278	\$895,000	\$1,313,689
2006	311	1,091,183	1,359,964
2007	337	1,212,668	1,419,050
2008	312	1,352,449	1,598,670

The recession arrived and our Stewardship theme was changed to "Stewardship As A Way Of Life" bringing a stronger focus to the time and talent gifts of members along with monetary gifts. This change was warmly received by the congregation, but the impact of the loss of employment and reduction of income for many families brought about a reduced number of pledges and dollars pledged in 2009 and 2010. However, through the economic downturn, giving has continued at a good level.

Year	Nbr of Pledges	Amount Pledged	Total Received
2009	261	\$1,129,958	\$1,500,153
2010	243	\$1,067,075	

In addition, some \$4,000,000 was given to the two Capital Campaigns during 2003-07. The REVEAL Survey, conducted in 2009 with 294 participants, provided some encouraging results, showing 26% of the respondents tithing and another 28% working toward tithing.

While we have endeavored to have Stewardship as a year-round topic of sermons, witnesses, adult education, etc., we need to renew these reminders to members rather than depend totally upon an annual campaign to encourage giving by our members. There may also be a need to highlight "Tithing" in the 2011 Stewardship season.

In 1998, First Pres created an Endowment Team and developed the "First Fund" to endow 1st Pres missions and ministries. Sara Robertson chaired the effort and it was very successful for several years. The focus on First Fund diminished to the point of being inactive. *It would serve the interest of our church to re-activate and re-energize the First Fund Program and seek renewed endowment giving by our members.*

From our Mission Study survey of 296 members, conducted in September, 2010, we note the following trends. During this past year of difficult economic conditions 31% of respondents increased their giving over the prior year, 25% gave less than prior year, while 44% remained at the same level of giving for 2010. Members describe their giving as:

Tithing (10% or more)	22%
Fixed amount giving	47%
Proportionate giving (percentage)	13%
Sacrificial giving (giving to greatest extent possible against what we know we have)	10%
Faith giving (amount we pre-commit to give if God provides the resources)	8%

What We Do
Finances

Operating Income

Operating Income	2006	2007	2008	2009	2010 Budget
Member Offering	\$ 1,286,885	\$ 1,354,750	\$ 1,506,871	\$ 1,439,874	\$ 1,454,000
Visitor	\$ 51,414	\$ 45,752	\$ 31,302	\$ 31,284	\$ 35,000
Misc Income	\$ 9,391	\$ 9,152	\$ 8,074	\$ 10,462	\$ 9,000
Operating Interest Income	\$ 10,043	\$ 9,396	\$ 2,283	\$ 18,533	\$ 2,000
Presch. Contrib	\$ 6,000				
Loan Income			\$ 50,140		
Building Fund Transfer			\$ 64,000		
Total	\$ 1,363,733	\$ 1,419,050	\$ 1,662,670	\$ 1,500,153	\$ 1,500,000

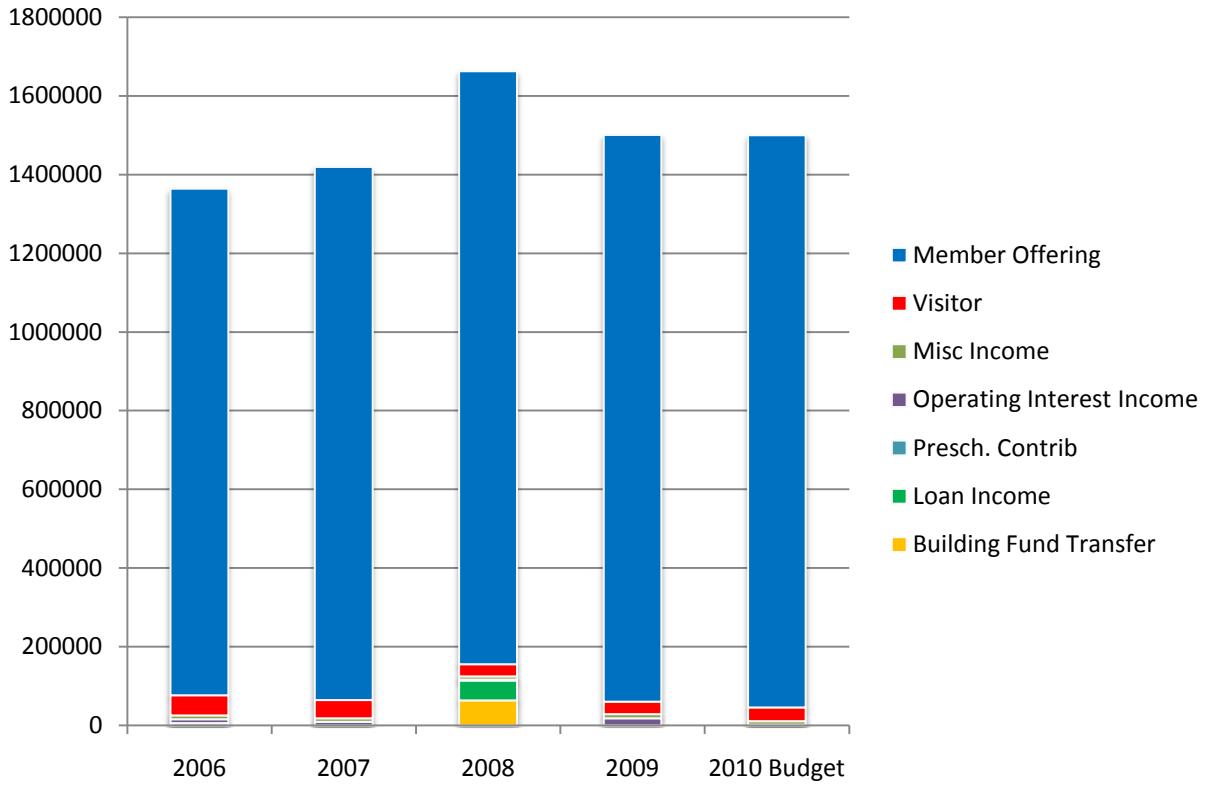
Operating Expenses

	2006	2007	2008	2009	2010 Budget
Missions	\$ 168,692	\$ 210,832	\$ 227,290	\$ 177,849	\$ 110,528
Personnel	\$ 675,028	\$ 743,170	\$ 791,662	\$ 693,549	\$ 706,127
Property	\$ 251,619	\$ 274,836	\$ 273,648	\$ 275,063	\$ 286,990
Administration	\$ 84,084	\$ 95,643	\$ 96,907	\$ 100,398	\$ 100,700
Programs	\$ 62,779	\$ 81,300	\$ 79,174	\$ 58,748	\$ 72,455
Mortgage	Paid from Faithful Fund	Paid from Faithful Fund	Partially paid from Faithful Fund \$ 155,682	\$ 207,077	\$ 223,200
Investment Loss			\$ 30,695	\$ 0	\$ 0
Total	\$ 1,242,202	\$ 1,405,781	\$ 1,655,058	\$ 1,512,684	\$ 1,500,000

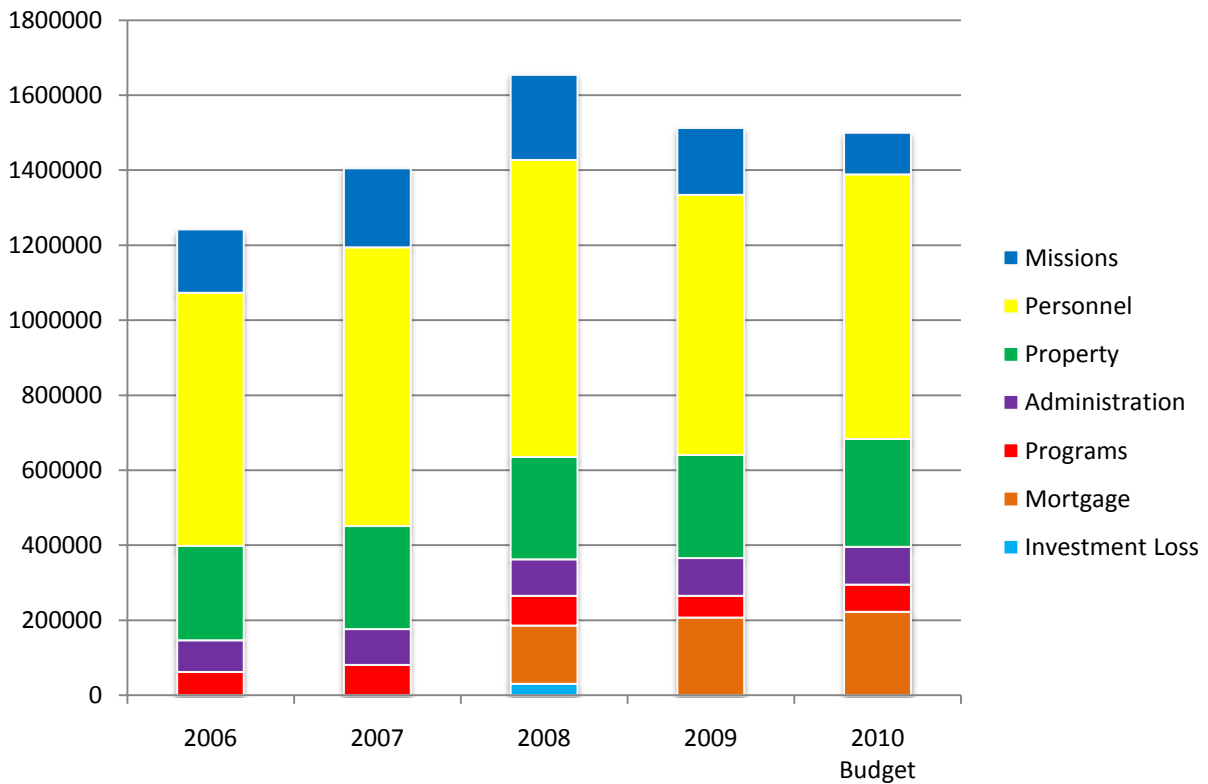
Note: The Faithful Fund was our building campaign fund. In 2008, the mortgage payment was transferred from the building campaign fund to the operating fund.

The economic downturn, which began in December 2007, and worsening unemployment have affected our offerings. This was evident in the comments of our respondents in the Mission Study Group Survey.

First Pres Operating Income



First Pres Operating Expenses



What We Do

Properties Ministry

First Pres is blessed to have a dedicated and extremely competent group of people making up the properties ministry team. Their goal is twofold: (1) keeping the physical plant running; and (2) providing for the space needs of the congregation. This ministry supports all other ministries and is, in reality, where each ministry starts – with a place to meet.

The First Pres campus comprises approximately 60,000 square feet. The Properties Team oversees the repairs needed to maintain the facility, the furniture and fixtures required to serve the congregation and the requirements to meet government regulation and periodic inspections. Although the size of the Properties budget is second only to personnel, it is on the lower side of average for a church our size. Eighty percent of the budget is fixed costs.

At this time, repairs are approximately 5% of the Properties budget. However, it is expected that maintenance needs will continue to increase as the campus ages. The church has a detailed maintenance schedule that goes out several years. One of the most expensive and pressing needs is to repair/replace the roof on two wings of the building. The cost of the roof will reach \$100,000. However, the cost of NOT replacing the roof will be the cost of damaged ceilings, floors, and walls due to leaks, while the need to replace the roof will remain. Also, despite installing state of the art battery backup sump pumps after major basement flooding approximately 4 years ago, the church has been plagued with water intrusion in the chapel basement and lower levels of the main building after exceedingly heavy rains in summer 2010. The aged Village of Glen Ellyn sewer system overwhelmed our five main sump pumps and four battery backups after an extraordinary rain event. **Even in times of budgetary challenge, we recommend that First Pres make every effort to maintain the scheduled maintenance expenditures and budgeted reserves so that we are not in a position of facing major repairs (like portions of the roof) without the reserves to take care of them.**

The Properties Team receives instruction, suggestions, and requests from staff, session, other ministries, and the congregation. Our church administrator works closely and daily with the Team. She also generally filters requests from other ministry teams and groups and facilitates the response and plan. The team has to balance the sometimes competing needs of these “clients” while always keeping financial and code constraints in mind. For maintenance needs, they determine the best option relying on their expertise in the construction trades, and present that option to Session for approval. There are many compromises made, generally as to cost vs. aesthetics but not as to safety or code compliance. If at all possible, the Team strives to address projects with Team and other congregational members. As the Team includes carpenter, licensed electrician, and general contractor, they are able to supply highest quality work without the highest cost, albeit sometimes at the expense of quickness as volunteer time is not limitless.

One of their challenges is to help Session better communicate to the congregation why some things pertaining to the building and grounds are as they are. Those members of the congregation who have joined after the last renovation/expansion in particular may not have as clear an understanding of some of the more peculiar or interesting aspects of a physical plant that has been created in parts over the past 50 years. The ultimate goal can be summed up as “if it’s put on or taken off a wall, Properties needs to be aware and beware of it” because of how any change can affect the operation of the facility and create code problems.

Our Processes

Staff and Lay Leadership

The church's staffing pattern is conventional. The current staff is as follows:

- Senior Pastor (Head of Staff) - Dave Bianchin (interim)
- Associate Pastor - John Curphey
- Director of Childrens' and Family Ministries - Mickie O'Donnell
- Director of Congregational Care - Cinda Siligmuller
- Director of Music and Worship - Megan Marshall
- Associate Director of Music for Contemporary Worship (part-time) - currently vacant
- Handbell Director (part-time) - Kerri Andersen
- Organist (part-time) - Mary Smith
- Director of Student Ministries - Jocelyn Smolik
- Senior High Youth Ministries Intern (part-time) - Travis Koutsoubos
- Junior High Youth Ministries Intern (part-time) - Karissa Schmoie
- Director of Westminster Preschool - Sue Clary
- Church Administrator - Suzi Benes
- Associate Communications Director (part-time) - Beth Cipriano
- Front Desk Administrative Assistants - Judy Andersen and Cathy Colten
- Custodial Staff - Mario Nieves

In the past 2 years, we have experienced much change in our staff:

- The departure of full-time Coordinator of Communications Dawn Koyzis and the arrival of part-time Associate Director of Communications Beth Cipriano
- The arrival of new Director of Children and Family Ministries Mickie O'Donnell
- The resignation of full-time Contemporary Music Director Stephen Smith and the arrival of part-time Associate Director of Music for Contemporary Worship Scott Liebenow
- The resignation of Senior Pastor Jerry Andrews and the arrival of Interim Senior Pastor Dave Bianchin
- The resignation of Associate Pastor Joan MacKenzie; her position was subsequently dissolved
- The resignation of full-time Senior High Youth Ministries Director Jamie Thompson and the consolidation of the Senior High and Junior High Youth Director positions into one Director of Student Ministries (Jocelyn Smolik), with two part-time interns
- The resignation of Associate Director of Music for Contemporary Worship Scott Liebenow

While we are saddened by our losses, we are grateful for our additions and pray that God will bring stability and a new Senior Pastor to lead us.

Our lay leadership consists of Session and the Board of Deacons. We currently have 25 elders in Session, organized by ministry team: Spiritual Formation, Personnel, Junior High, Membership, Personnel, Family, Missions, Stewardship, Worship, Children's, Property, Adult Education, Investment, and Senior High. We also have a Clerk of Session. The Session is moderated by Senior Pastor Dave Bianchin, and elders serve a 3-year term. On October 3, 2010, the congregation voted to reduce the number of elders on Session from 25 to 18, effective January 1, 2011. Eventually, we expect to reduce the number of elders to 15.

We have 30 deacons, moderated by Associate Pastor John Curphey. Deacons are responsible for small groups, member care, service, fellowship, visitation, and extended communion. They serve a 3-year term.

With the decrease in staff comes the need to focus our efforts with a new mission statement and recruit and train a diverse group of volunteers.

Leadership Selection

First Presbyterian Church follows typical Book of Order mandated policies for selecting its ordained leaders. Selection of leadership for ministry teams is more haphazard, depending upon the style of the point leader. While this is pretty consistent with most churches, we would benefit from a greater all-church push for more folks serving on Ministry Teams.

At the 2010 Annual Meeting there was some conflict over whether or not the proposed Nominating Committee was truly representative of the congregation. This remains a sensitive issue that will hopefully be resolved over the course of the next few elections. If the proposed nominees are perceived as being fully representative of the congregation, the issue should work its way out. If not, then this will continue to be a "hot spot" in the life of the church.

Decision Making

The Session serves as the primary decision-making body at First Pres.

There appears to be some uncertainty between Elders and Staff as to who is supposed to be the initiator in planning and decision-making. The development of a closer working relationship between Staff and their respective Ministry Teams is essential to improved decision-making.

Session/Ministries -- there are times that the Session, as a whole, does a good job trusting the intentions and practices of a particular Ministry Team, and there are times this does not work. An effort to rebuild participative leadership in the Session should bring the desired improvement.

Clear vision for the future -- it is difficult to make comprehensive decisions, when the vision is not clear. A clearer vision should result in better decision making.

From our 2010 Mission Study survey of 296 members, 50% understand how decisions are made in the Presbyterian Church, 38.5% somewhat understand, and 11.5% felt it is not important.

The question "How important is it to you to have a voice in the decision making of the church?" -- there were 40% of respondents felt it is important, 51% somewhat important, and only 9% felt it is not important.

We conclude that decision making at First Pres and communicating the decisions to congregants in a timely manner are important to our members.

Conflict

Christ has called us to live in love and build community. Like any large group of people, the church is not immune to conflict. First Pres has experienced significant conflict in recent years. These conflicts, in particular, have resulted from differences in opinion about worship, staffing, and the spending of diminishing financial resources.

Some members chose to address the issues informally and indirectly, discussing matters in the parking lot, coffee shop, or on the telephone. Many people took sides, causing "interest groups" to form. These interest groups tend to see the church life through their particular preferred programs rather than through a concept of the church as a whole. At times, they don't appear open to hearing the other side of the issue or to looking for solutions that may work for all parties involved. These groups don't trust each other, or sometimes don't respect each other. This has grown from years of issues being overlooked or going unaddressed. Frustration that the pastor or session wouldn't openly address some of the conflict has built over the past few years. The fact that some of the individuals who are perceived to have not done their part to help solve these issues are now gone does not erase the feelings that still exist.

Due to ongoing conflict among different interest groups, others in the church often find themselves unsure of what is going on. They may not have all of the facts, but sense an unease or unrest and ask "around" to see what is happening. This creates a feeling that the church itself is keeping things from the congregation, when the intent is probably to keep this individual conflict from overflowing to the mainstream.

The Staff and Session over the past few years have been divided and sub-groups have been operating in "silos". Currently, progress is being made in the direction of making decisions together, sharing tasks, and working as a team. This will be an ongoing process and will need to become the new standard in which the church handles issues that arise. They will need to learn to share tasks and to work collaboratively.

Programmatically, we are trying to learn how to deal with conflict through our 40 Days of Community program begun in September, 2010. Structurally, under Interim Pastor Dave Bianchin's leadership, we are restructuring the Session, making it a smaller, executive board-type group, which is not divided into ministry areas, but is responsible for seeing the entire church as a whole.

Overall, we are becoming better as a church in learning to resolve our conflicts. Open communication will be helpful in rebuilding trust among the congregation. Although there may still be some problems that are unresolved, we are moving in a direction of healing and peace.

Communications

Communication at First Pres is as complicated as it is in our society at large today, with how we communicate affected by generations, personal choices, and the ever changing social media. We have three printed publications: *Tidings*, a monthly newsletter, weekly *News & Events*, and *Seasons*, a new quarterly publication. All three publications are received by members via e-mail, hard copies that are available at the church, and by mail in some instances. At this time, these three publications all are combinations of events notices, articles on church activities, witnesses, and faith journeys. Currently, we send our electronic *Tidings* to 675 email addresses (812 people) and the electronic *News & Events* to 899 email addresses (1024 people).

First Pres employs one part-time staffer who designs and coordinates these publications. The content is provided by various ministries, church staff, and individuals. The authors generally determine in which publication their article will appear. The challenges for these publications are (1) receiving content from more sources. Some ministries submit many articles and event notices, others few or none at all; (2) clarifying the purposes of each publication and working with the authors to place submissions into the publication most applicable; and (3) increasing actual readership.

Beyond this core of traditional publication, First Pres maintains an elaborate web site. It has increased its use of e-mail over the past several years. Although not without cost, e-mail is a much more cost effective method of communication than regular mail. The challenge with e-mail communications are twofold (1) encouraging recipients to actually open and read e-mail, and (2) reaching those members who do not use e-mail.

Staff and ministries also communicate with their constituencies outside these standard church communication vehicles. Some groups have Facebook pages. Several others have e-mail lists for quickly communicating schedules and prayer concerns and joys. They are very effective for their constituency. However, the challenge here is to be careful that messages through these informal and "unofficial" channels are in keeping with the church goals.

In the Mission Study Group Survey, participants were asked how they get most of their information about the decisions and activities in the church. (They could select more than one vehicle.) The results:

- *News and Events* (weekly email and Sunday morning hand-out) - 76%
- *Tidings* (monthly newsletter) - 75%
- Pulpit Announcements - 63%
- Word of Mouth - 58%
- Church Web Site - 20%

When the results are broken out by age of respondent, *Tidings* is preferred by our older members, *News and Events* by our 30-49 year olds, and "Word of Mouth" by our 29 and under group.

Despite the large volume of communication aimed at our members, some important information goes un-communicated, and some communicated information goes un-read. This contributes to misunderstandings and lack of awareness of decisions and activities. To deal with this issue, Session has chartered a communications task force to investigate church communications as a whole and make recommendations.

Who We Want to Be

Congregational Meeting Survey

As part of our Mission Study efforts, we gather information from the congregation on where they want us to be as a church. Index cards with "What are your hopes and prayers for the future of our church?" were available at the lunch tables during the Annual Congregational Meeting on January 31, 2010. We collected responses on 104 cards. Jan Chindlund coded the comments and then affinity-grouped them by concept. Since some cards contained more than one idea, the total concepts coded totals more than 104. The following represents a summary of the content of the cards:

Conceptual Affinity Group	Count
Unity, Reconciliation	58
Spiritual Foundation (prayer, love, gifts, discernment, etc.)	54
Ministries or Concerns by Demographic (teens, men, etc.)	45
Outreach to Surrounding Community and Beyond	28
Worship (sermons, music, communion, Taize, etc.)	16
Communication and transparency	11
New Pastor to be Called	9
Presbyterian Traditions	7
Facilities	5
Stewardship	2

These responses display:

- A cry for unity and reconciliation.
- Desire for our congregation to practice loving one another, immersing ourselves in prayer, being humble, respecting the diverse gifts among us.
- Need for intergenerational activities. Learn from each other.
- Desire to build and/or sustain programs for children, youth, families, and young adults.
- Desire to share the Gospel locally and internationally.
- Call for clear and transparent communication.

The cover of this Mission Study illustrates these hopes and prayers.

The Mission Study Group Recommendations

1. We need a new mission statement. Our current mission statement is too broad and does not help us to focus our efforts or prioritize our resources.
2. One of our strengths is bringing families to the church through our children and youth ministries and making them feel comfortable. We need to reach those parents who are here because of their children's participation, but may be "seekers" in their own faith. We recommend they be encouraged with compelling worship, leadership that challenges them to grow, and instruction on how to grow in Christ.
3. We must better educate our people on what it means to be Presbyterian, including the reformed theology of the Presbyterian Church.
4. We should continue to emphasize small groups to encourage spiritual growth and to deepen relationships with others.
5. We recommend improving our outreach to members and non-members in the 20-35 age group.
6. We recommend that First Pres form a diverse team, including a pastor, ruling elder, and members of the congregation to re-evaluate the weekend schedule, in particular:
 - o moving the time of the last service from 11:15am to 11:00am
 - o providing a strong children's Sunday School program concurrent with the contemporary service, in addition to a mid-time Sunday School program
 - o possibly reinstating a Saturday worship service, with perhaps a different format
7. Communications is an issue in such a large congregation. All groups, including ministry teams, should pay special attention to informing the congregation of their activities and needs, using the current forms of available communication. It is the responsibility of the congregation to read these publications.
8. The website should be redesigned with dedicated resources to provide more timely information and be more user friendly.
9. We need a strong plan for recruiting teams of volunteers who represent the diverse points of view of the congregation.
10. We have had a large staff for several years. With our current smaller staff, we will need to change our perspective, recruiting lay leaders and giving them the tools to take on new responsibilities.
11. We recommend reactivating the First Fund endowment fund.

Acknowledgments

We, the Mission Study Group, would like to thank the following individuals who helped us with this work:

- the First Pres staff, who cheerfully answered all our questions and dug up the data we needed
- the First Pres Session and Deacons, who provided valuable insight into what we do and how we do it
- Jamie Thompson, who hosted the youth focus groups with Bill Glenn
- Jocelyn Smolik, who explained the REVEAL results to us
- Nathan Chaney, who gathered feedback from our 20-35 year olds
- Charlie Alcorn, Sandy Alcorn, Susan Buck, Sharon Kenworthy, and Dayna Moorhead, who helped with our survey
- Jan Chindlund, who analyzed our survey results
- Bob Goldsborough, who proofread our final document
- our fellow First Pres members, who responded to our surveys, contributed to the time line, encouraged us, and prayed for us
- our Committee on Ministry advisor Nick Shargo, who encouraged us and asked just the right questions
- Interim Pastor Dave Bianchin and Associate Pastor John Curphey, who helped us over the rough spots and expressed their appreciation constantly
- our family members and friends, who listened to our endless musings and put up with our lack of time for them

But most of all, we would like to thank God for bringing our diverse experiences and talents together, guiding us, and sustaining us.

We have been overwhelmed by the immensity and importance of this task. We have given our best, but we realize that our offerings are like "five loaves and two small fishes." We ask that, like that offering, Christ will take this gift, bless it, and multiply it thousands of times over to feed His people.

Gail Mirkus
Kew Blake
Audrie A. Daniels
Marjorie
Kirsten Schiff
Joe E. Wark
Bill Glenn
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