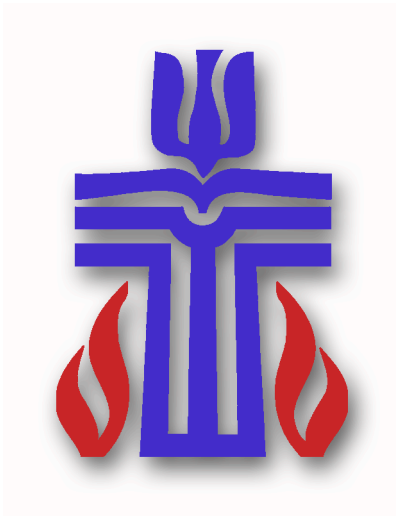


Vision Team First Presbyterian Church Final Report

December 2007

*“For I know the plans I have for you,” says the Lord, “plans for your welfare and not for harm, to give you a future with hope.”
Jer. 29:11*



Vision Team Report

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First Presbyterian Church

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Introduction

The Vision Team's purpose is to develop a vision for the future ministry and mission for First Presbyterian Church, Shelbyville. This report spells out that vision and also summarizes many thoughts, beliefs and ideas we share about our future together. Our intent is to offer direction for moving toward our vision. We trust the leadership of the Holy Spirit working through our Session, church leaders, staff, members and friends to guide us in the steps necessary to fulfill the vision.

We began with one guiding principle: to seek God's will for our church. We sought God's will through scripture study. We also listened for God's calling as we listened to input from the congregation and listened to each other. We sought God's call in listening to voices outside our church through books, articles and experiences shared. Throughout all we have prayed continuously for our church and for God's will to be revealed to us.

We believe that we have sensed God's will through these efforts. We believe our vision calls First Presbyterian into an exciting future, founded on our seeking God's will, worshiping God together, and living God's love as disciples of Jesus Christ. God calls us to a future filled with faith, hope and love.

The members of the Vision Team thank all those who have shared their ideas, prayed for and supported us in our efforts. We love our church and are willing to discuss and share our thoughts and ideas with you. The members of the team are:

Casey Browder	Joanne Bubar	Emily Campbell
Steve Cox	Becky Hedrick	Stephen Krautheim
Cheryl Miller	Will Mitchell	Jon Orem
Bill Restall	Jean Teal	Mike Whitfield

Please see Appendix B for a detailed discussion of the work performed by the team.

They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe. Acts 2:42

First Presbyterian Church of Shelbyville

Vision Statement

As followers of Jesus Christ, we . . .

- *Seek God's will at all times and in all things, in both our congregational life and our individual spiritual journeys,*
- *Come together in praise and celebration of the awesome and gracious God whose love restores and renews us,*
- *Live God's love joyfully in the fellowship of believers when we welcome the stranger, reach out in mission to our neighbors near and far, and encourage and nurture one another.*

Motto/Tag Line – Below is an abbreviated version that could be used on letterhead, web page, etc.

First Presbyterian Church of Shelbyville

Where we,

- Seek God's will at all times
- Worship God together in praise and celebration
- Live and share God's love near and far

The Next 5 Years

Ministry & Mission – In order to realize our Vision We recommend our church focus on the following areas

1. Worship of God
 - Central to all that we do
 - Dynamic, vital and energetic
 - Preaching: inspiring and thought provoking
 - Music: inspiring and inclusive
 - Role of Scripture & Prayer
 - Liturgy, content & style
 - Spiritual power
 - Fellowship
2. Hospitality
 - Welcoming the stranger, openness
 - Outreach (mission) to our neighbors, near and far
 - Ministry to each other
 - Young adult ministries
3. Seeking God's Will (Discernment)
 - Listening (to God, each other, other Christian voices)
 - Spiritual formation (education, small groups, spiritual practices, etc.)
 - Discipleship (Life practices, including stewardship)
4. Church Development (Growth)
 - Communications strategy
 - Membership development
 - Leadership development
 - Staff development
5. Evaluation
 - Try new things and measure their effectiveness
 - Develop useful measurements for how we are doing
 - Outcome-based decision making

Ministry & Mission Plan for the Next Year

The Vision Team feels strongly that we have made a good start on some of the following areas, particularly with worship, congregational care and mission programs. These areas need to continue to be nurtured and supported.

Worship of God - *We come together in praise and celebration of the awesome and gracious God whose love restores and renews us.*

- Develop an active and enthusiastic worship team to work with our Pastor and Director of Music
- Consider new ideas, order, music, arts, drama, etc. to make worship inspiring for all generations of worshipers
- Have our Pastor teach (through preaching) the congregation about the elements of worship and Presbyterian Tradition regarding worship
- Emphasis on learning to seek God's will for us individually & as a congregation
- Evaluate effectiveness of changes (see below)
- Consider ways to keep everyone in worship through the entire service – including older children, ABC Deacons, etc. Options may include a different time for Sunday School or perhaps a family night every Wednesday that includes a meal, educational and small group activities for everyone.
- Make every Sunday more like Easter Sunday in spirit, energy and enthusiasm

Hospitality - *We live God's love joyfully in the fellowship of believers when we welcome the stranger, reach out in mission to our neighbors near and far, and encourage and nurture one another.*

- Create a team to focus on making our church more welcoming, perhaps using ideas learned at the Magnetic Church Seminar
- Continue to develop the Congregational Care Teams
- Continue to stress visitation, both by the pastor and members; continue shut-in communion
- Find ways to get more people involved, build enthusiasm for our outreach (mission) programs, both financially and through hands-on efforts.
- Outreach to our local community – focus our ministry on key areas, such as Sanctuary of Shelbyville, food collection and Shelby Community Health Center.
- Outreach to our worldwide community – disaster relief, hunger, etc.
- Consider a team to focus on communications – both internal and external with special emphasis on electronic and Internet technology

Evaluation - *Seek God's will at all times and in all things, in both our congregational life and our individual spiritual journeys*

- Session to consider ways to evaluate what is successful, what isn't and when to change course – for example, worship changes, mission projects, church programs
- Consider participation in church wellness program as a resource for years 2 & 3 of our plan (see www.churchwellness.com)

Please refer to the outline at the end of Appendix A that lists the key concepts of the Church Wellness Program. We think it could be an especially valuable resource for us over the next five years.

Mission and Ministry

John 21

¹⁵...Jesus said to Simon Peter, "Simon son of John, do you love me more than these?" He said to him, "Yes, Lord; you know that I love you." Jesus said to him, "**Feed my lambs.**" ¹⁶A second time he said to him, "Simon son of John, do you love me?" He said to him, "Yes, Lord; you know that I love you." Jesus said to him, "**Tend my sheep.**" ¹⁷He said to him the third time, "Simon son of John, do you love me?" Peter felt hurt because he said to him the third time, "Do you love me?" And he said to him, "Lord, you know everything; you know that I love you." Jesus said to him, "**Feed my sheep.**"

Mission – Strategy and Ideas

The Vision Team discussed and studied so many interesting ideas and approaches to mission that we felt it imperative to share some of our conclusions and ideas we really liked.

We think it is critical to seek God's will for us to serve others and generously use the gifts we have been given. Strategically, we think it is important that we pick several sustainable mission projects that our congregation can be excited about and support both financially and with our labor over a number of years. By focusing on a few projects over a long period of time we feel we can have the most impact and also encourage hands-on participation by more of our congregation.

Locally, we believe we should increase our support of several local projects in which we are already involved. Those include collecting food for Human Services ("**feed my sheep**") and supporting the Sanctuary of Shelbyville. We think the church should strongly consider two other projects in which we have a significant number of members already participating: Shelby Free Clinic and Senior Services.

The Shelby Community Health Center could use both our financial and volunteer support as they seek to relocate and expand their operation. There is no other church involved in their support like ours is, so this could be something where we could really have impact on the community's needs while increasing the visibility of our church in the community. Meeting the health needs of the community's most needy is a good way to follow Christ's command to "**tend my sheep**".

Shelby Senior Services also has the participation of several of our members already. They, too, are relocating and expanding their service offerings. We feel this would be another good project for our church. For example, their biggest fundraiser is the annual Strawberry Festival, which is a huge project for them where they really need help. We think it would be a fun project for our whole church to get behind and support, especially with volunteers. In addition, we could support other aspects of their programs through volunteers and financially.

Another area we think has exciting potential for our church is to get involved in helping youth through after-school programs and/or tutoring. We have a highly educated membership and feel that if we can help some of the most needy children improve their literacy and inspire their desire for learning we can have a real impact in their lives. (“**Feed my lambs**”)

Our community also needs to support young adults with parenting, divorce recovery, single parenting, career and vocational assistance, counseling and child care services. We think these are worthwhile areas for our church to explore when we have adequate resources to be effective.

The Vision Team strongly feels that we should try to work with existing agencies and cooperate with other local groups as much as possible to have the greatest impact. While some churches like to control their own food pantry, for example, we think there is more value in working with existing organizations that already have the infrastructure to serve in place. We think God calls us to use our resources most effectively to help others, not attract attention to ourselves.

On a wider scale, we also want our church to continue to be involved in national and international mission projects. We believe we should support, both financially and through our labors, established, well-regarded relief agencies such as Presbyterian Disaster Assistance, Church World Service, etc. These agencies have a variety of hands-on projects we can do as a congregation, especially in response to disasters.

We also think our church and our youth should continue to look for opportunities to do mission trips. Trips not only help others, but also help our members grow spiritually as a Christian community. Our church may want to consider working with our Presbytery, which has a mission partnership with the Presbytery of Quintana Roo in Mexico. Many of the churches in our Presbytery participate in a variety of projects and mission trips to help support the growth of the Presbyterian churches in that province.

The Vision Team also likes the idea of the Care Groups each taking on their own small mission projects. For example, one group is working on reorganizing and improving the Library. Maybe other groups could take on landscaping & flowerbeds or redecorating a classroom or organizing CE materials, etc.

We believe that working side by side; we can not only change the world but also change ourselves.

Ministry – Strategy and Ideas

Worship

The Vision Team believes that the corporate worship of God is the center of our life as a congregation. While not everyone participates in every church program or activity, worship is the one element that unites us all. Therefore, it is critical that worship be alive, dynamic and vital.

Bob Anderson, our Interim Executive Presbyter, suggests that churches need to make every Sunday Easter Sunday. We agree that every Sunday morning worship needs to be prepared for and executed with the same thoughtfulness, care and attention we give to Easter Sunday worship. That is why we have given worship top priority in our suggested “to do” list.

Developing a very active and committed Worship Team is the top priority. This team will work with the Pastor, Director of music and rest of the church staff to plan and organize all worship services. The team’s goal will be to have worship services that no one wants to miss.

We also think this is the key criterion in calling a new pastor: one who has a passion for worship and will provide dynamic leadership of worship. We recognize that the sermon is a key element of worship for most people and our new pastor needs to be gifted in preaching. But it is equally important that he/she be a good communicator and work with the Worship Team in all aspects of worship.

We do not need to wait for our new Pastor to address worship. Indeed, we are now forming a new Worship Team and have already begun making some changes. The Vision Team believes the remainder of our interim time with Pastor Jerry can be used to continue to develop our worship services into what we envision. In fact, continuing to build our worship experience is what is most likely to hold us together through this interim period.

Hospitality

Our understanding of the Christian practice of hospitality is more than just being a welcoming congregation. In the Judeo-Christian historical sense, hospitality is reaching out to anyone in need; the wounded, the helpless, the injured, the forgotten. That is why we include mission projects under heading of hospitality.

But clearly, hospitality does include all the things we need to do to become a truly welcoming church. We need to and can work on this now, during the interim period. Indeed, several of our church leaders attended a workshop, “The Magnetic Church”, on this subject. We think this important area needs a team to teach us all what it means to be a welcoming congregation, to evaluate everything we do now and develop new practices that will accomplish our vision of a welcoming church.

We also encourage some sermons on the Christian practice of hospitality. We need to hear what Jesus says about it, learn what others do and have done and how to make Christian hospitality part of our daily lives. This might also be a good area of focus for some of our Christian Education activities in the coming year.

Church Organization

The Vision Statement focuses on our vision for the ministry and mission of our church. But we recognize that we need organization to effectively implement that vision. The vision team received a variety of input regarding church organization. We recognize especially the need for good communication, leadership, stewardship of our resources and planning for the future.

The place where we found the best ideas that fit our vision was at churchwellness.com. This is an organization led by Rev. Tom Ehrich that seeks to help churches address its organization so that they may carry out their vision more effectively. They believe that doing certain things well not only makes the church more effective, but leads to growth.

We strongly recommend that the Session consider participation in the Church Wellness program as a means of addressing our organizational needs to support our vision. We recommend our plan for years 2 and 3 specifically address the Church Wellness concept.

Buildings

We received a variety of input about our buildings. Bottom line, the Vision Team believes that needs for our programs is what drives the need for building, not vice versa. We clearly need to be good stewards of what we have inherited, but future building needs to stem from the needs of our programs. We envision a future where our programs will pressure the limitations of our buildings, but we have faith that God will provide what we need when that time comes.

Guidance to the Pastoral Nominating Committee

The Vision Team members strongly believe that our church belongs to God, that we members are stewards who should seek God's will and do the planning and labor to fulfill God's mission for us. So ultimately, it is the congregation and its lay leaders who are most responsible for our church's success.

It is also clear that having a skilled and gifted pastor enhances and multiplies the effectiveness of its members. We believe the pastor needs to be an effective leader, serving as our spiritual guide, teacher and counselor as we carry out our mission. Our pastor should help inspire, encourage and equip us to carry out God's mission. Both the leaders and members of the congregation must always be careful not to shift our responsibilities to our pastor, but to allow the pastor the freedom to stay focused spiritually.

After reviewing all of the suggestions and ideas from our congregation and listening for God's voice through that, here are key skills and attributes we believe are important for our new pastor.

Key Pastoral Skills

Preaching – Our congregation desires sermons that emphasize scripture, challenge us to grow and affirm God's love and grace. We prefer a style of delivery that is more informal and relaxed, but engaging and stimulating.

Worship Leader – Our pastor needs to be the leader for worship. He/she should be skilled in working with a worship team to create dynamic, inspiring worship services. While our membership values our traditions, we are also mostly open to new ideas and approaches to worship. We recognize worship as the central force that binds us as a congregation.

Spiritual Guide/Teacher/Counselor – Our pastor should guide us in our spiritual growth, giving instruction and counsel in our work together.

Caring – making calls – The pastor needs to personally connect with members individually and be available in times of need. But the pastor must not try to do it all by him/herself. The congregation needs to follow the pastor's lead in loving, caring and doing for one another.

Inspires others to action – Through preaching, worship, caring and spiritual guidance, the pastor should inspire members to grow in their commitment to and participation in the ministry and mission of the church. The pastor should help church leaders grow as they lead and inspire others.

Other Attributes

Good communicator/collaborator – pastor should work in collaboration with other staff and lay leaders to effectively realize our goals. The pastor should know when and how to delegate responsibility and encourage others to share the load. The congregation desires to improve communication throughout the organization and the pastor will need to help in accomplishing and maintaining this objective.

More relaxed/casual approach – our congregation prefers a less formal, more relaxed style of leadership.

Connects with all generations – we would like every member of our congregation regardless of age, status or position to feel comfortable approaching our pastor. But we also recognize the need we have to reach young adults and grow their participation. We would like a pastor who can connect well with that age group.

Active, involved and visible in the community – we believe our pastor should live and be involved in the life of our community as well as our congregation. We encourage our pastor to be involved in community activities beyond our church. We believe the pastor's ministry and mission extend beyond the church walls (as does the members').

Leads by example – We desire a pastor whose personal life reflects what he/she professes. We believe what one does is more important than what one says. We don't expect perfection, but one who is worthy of emulation in his/her effort.

Friendly, likes people and has a sense of humor – we want a pastor who is friendly and comfortable with people, who can connect easily with others.

Enthusiastic – We seek a pastor who loves his/her work and is enthusiastic and energetic in pursuing God's call in his/her work.

We encourage the PNC to study and refer to the Congregational Survey regarding leadership preferences. (See Appendix A)

Reality

All this said, we recognize that pastors are fully human and don't walk on water! We will trust God to provide the right pastor for us and graciously embrace the pastor God provides.

Our Present Story

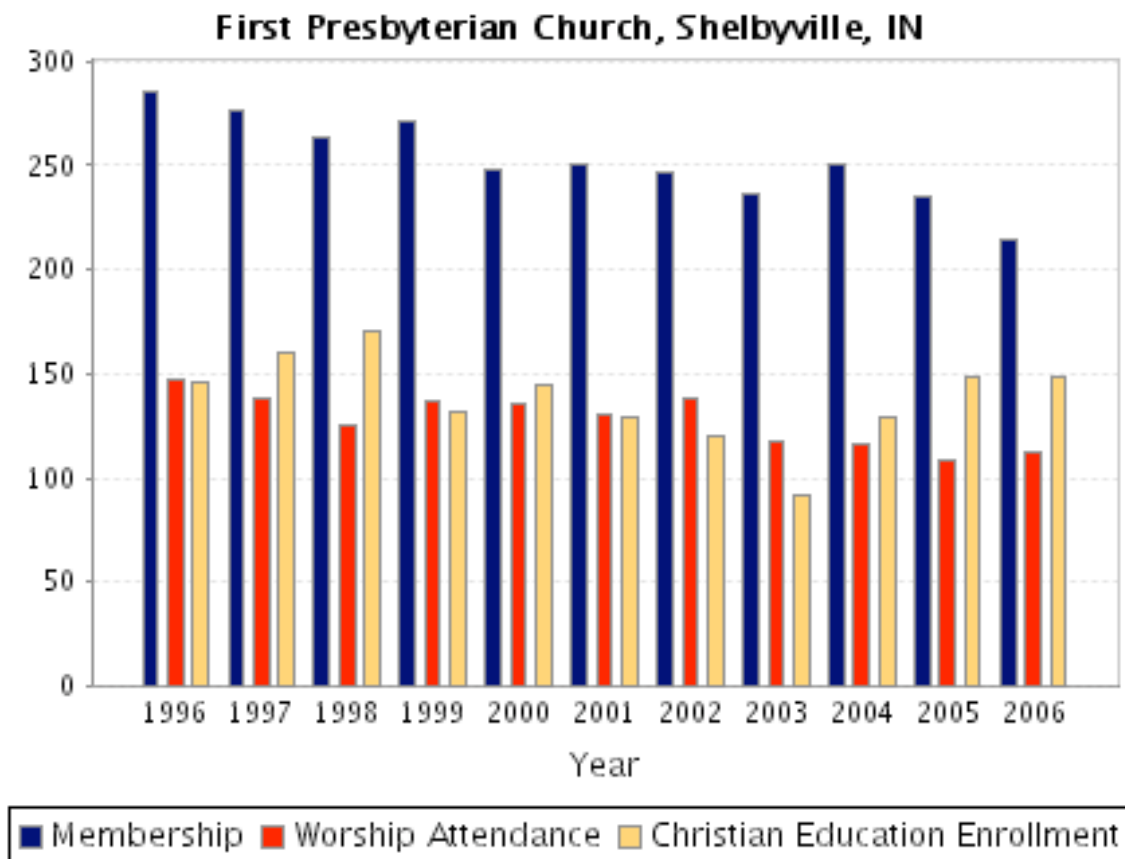
Introduction

To develop a vision, we start by looking at ‘what is’ in our community and our congregation. The following story reflects what we have discovered about our community and what you have revealed through the Congregational Survey about our congregation as a whole. As you read, ask yourself what might God be challenging our church to do with this information in regard to the future of First Presbyterian Church? Where do *you* feel God calling us?

Comparing Our Congregation and Our Community

The population of the Shelbyville area (within a 12-mile radius of our church) numbers approximately 58,916 reflecting a 6.6% increase since 1990. Projected growth between 2007 and 2012 is predicted to be less than 1%. The current membership of First Presbyterian Church is 214, which represents a decline of 25% over the previous 11 years.

The chart below shows our number of members, worship attendance, and Christian education enrollment for the most recent 10 years.



While we demographically represent our community in relation to lifestyle and family make up, there are some significant differences between First Presbyterian Church and the community. The chart below shows comparisons between the church and community regarding age, education level, faith involvement, and preferred style for church worship, and music.

Community and Congregation Comparisons

Category	Community	Congregation
Average age	37.4 (actual)	57 (of respondents) 43 (estimate, including children)
Education level (college graduate & above)	12.6%	56.2%
Faith involvement level (somewhat or strongly involved)	67%	95%
Church style (worship)	20.7% Traditional 26.4% Contemporary 28% Both styles 24.8% No Answer	33.3% Traditional 25.3% Contemporary 33.3% Both styles 8% No Answer
Church style (music)	23.6% Traditional 20.8% Contemporary 32.8% Both styles 22.8% No Answer	32% Traditional 21% Contemporary 41.3% Both styles 5.3% No Answer

The following additional areas were deemed significant and worth highlighting in the story of the church:

- *The financial support potential at First Presbyterian is very high compared to the community's willingness to financially support religion.*
- *The congregation values cultural activities, such as music, arts, drama and social events more so than the community as a whole.*
- *The community expresses high concern about social services such as food pantry, clothing resources, church-sponsored day care, day school, marriage enrichment, parenting training, personal or family counseling, divorce recovery, personal health, wellness and safety, and care for the terminally ill. Our members express an extremely high level of interest in mission that addresses unmet local needs.*
- *Both our congregation and our neighbors value programs for retirees.*
- *Our members express a strong desire to grow spiritually through education and action.*
- *While this study focuses on our local community, our members value and contribute to mission throughout the world.*

Programs at First Presbyterian Church

The Congregational Survey asked us to rate the effectiveness of our church's programs. The ones that were rated the highest were:

- *Vacation bible school*
- *Canned food ministry*
- *Music ministry*
- *Building availability to community organizations*
- *Special mission projects*
- *After worship fellowship time*
- *Youth group activities*

The survey suggests some respondents feel that more attention could be paid the following programs:

- *Pastoral counseling*
- *Adult Christian education*
- *Stewardship*
- *Congregational care*

Our Future Story

Our future story is tied to our present story of who we are and what we have to offer our community in Christ's name. The church Vision Team and Session believe that God isn't finished with us yet. The insights from the Survey Report are both affirming and challenging. We like who we are and feel good about our church. In many ways our membership reflects our community, but in other ways we are considerably different. We do, however, have a strong sense of social justice and many of the needs expressed by our community are consistent with our values even if we aren't currently offering those programs. We have a rich history of stepping up to the plate when we learn of a real need. How can we build on what we do well? Are we being called to new mission that we've never considered before? These are the questions before us. The Vision Team sees this as a "wakeup" call. We are called to wake up to the ministry needs around us, to learn more about why some of our programs aren't satisfying, and wake up to God's new day in the life of this congregation. How can we best use the many gifts we have to better serve God's kingdom and the community in which we live?

The Percept Congregational Survey & Future Visioning

The Vision Team used information compiled from the Congregational Survey conducted in July 2007. The Context Report of the data is quite comprehensive and compares our congregation to our surrounding community and the nation. It also includes information about our congregation's views on worship, programs and desirable attributes for a pastor.

The members of the Vision Team feel there is still a wealth of information to be mined from the Context Report and we encourage frequent use of this report by the Session and other church leaders. This would be especially helpful when a new project, mission program or ministry is being considered. There are multiple copies of the Context Report available in the church office, as well as a complete PDF copy on the church website, www.fpcshelbyville.org.

We also encourage the church to repeat the congregational survey no later than two years into the ministry of our new pastor. It is important to always consider our relationship to our community along with the needs and desires of our members.

We believe that the congregation should engage in a vision study about every 5 years to help us know the needs of our membership and the world around us. Our vision for the future needs to be ever evolving and constantly seeking God's will.

Appendix A – Additional Information

Congregational Input

The Vision Team thought it important that we document the exact comments that were contributed by the congregation regarding their vision for the future of our church. Many of these ideas are reflected in our suggested plans, but those that are not are still worthy of future consideration. We hope this record will be a resource for future planning.

Discipleship

- a. Always do more on missions
- b. Address needs of community that aren't currently met by other churches or expand more of what we already do as needed
- c. Evangelize more including young adults and letting people know how caring it is here

Discernment

- a. Christian Education – the basics (what it means to not only be a Christian but a Presbyterian)
- b. Work on adult Christian Education

Hospitality

General

- a. Passing of the Peace is good; continue
- b. Hospitality
- c. Nametags
- d. Latino population – growth
- e. Increase camaraderie (internally increase friendship and getting to know each other better—invite new people to fellowship hour and go with them and introduce to others)
- f. Name tags
- g. Are we “hospitable” to community?

Outreach

- a. Make advertising available for counseling services – Jerry doing a good job of mentioning visits/talks with members during surgery etc.
- b. Always do more on missions
- c. How to attract people/members in 20-40 age groups
- d. Address needs of community that aren't currently met by other churches or expand more of what we already do as needed
- e. Be more seen by outsiders – for those who don't know us to learn who we are . . . (e.g., we're not elitists.)

- f. Christian Education – the basics (what it means to not only be a Christian but a Presbyterian)
- g. Offer something to community like First Presbyterian of Greenfield does Strawberry Festival
- h. Articles in newspaper
- i. Evangelize more including young adults and letting people know how caring it is here
- j. Latino population – growth
- k. Child care/day school
- l. Music programs presented for the community (variety; geared toward various age groups)
- m. Explore ministries

Internal

- a. Make advertising available for counseling services – Jerry doing a good job of mentioning visits/talks with members during surgery etc.
- b. Improving communication and awareness
- c. Contact those who have left (find out why)
- d. Addressing “fragmentation” (of programs) (communication for projects throughout congregation—possibly leadership training to incorporate delegation to avoid burnout)
- e. Care groups/dinners and activities
- f. Christian day care center

Worship

- a. Look at combination of contemporary and traditional worship and music – more stimulating
- b. Worship important now because of changes; keep it “jumpin’” and vital
- c. Choir should not always perform; involve congregation more
- d. A way to bring in contemporary would be to have pre-service, anthem, postlude, prelude, etc. from contemporary sources
- e. Choir and Director be sensitive to needs of the congregation as a whole and not just what choir likes
- f. How to incorporate both traditional and contemporary styles of worship and meet all needs
- g. Christian Education – the basics (what it means to not only be a Christian but a Presbyterian)
- h. Develop music ministry for young people (have kids singing more—solos/groups in church)
- i. Improving communication and awareness
- j. Mix contemporary and traditional styles within same service

Facilities

- a. Facilities/gym (would be a more contemporary environment—“cafegyntorium” concept like in some schools)

b. Christian day care center

Pastor Qualities For Fulfilling our Vision

(Brainstormed at retreat Nov. 11, 2007)

1. Teacher (but not a “slap the hand” discipline type of lecturer)
2. Visitation to the ill and shut-ins
3. Distribute communion to shut-ins
4. Spiritual leadership to congregation and programs (lead by example)
5. Sensitive to needs of youth and their spiritual education
6. Collaboration among the various programs
7. Caring person
8. Visible in community and in various church organization and programs
9. Lead us in faith but leave building responsibilities to session and committees
10. Dynamic speaker – motivating, engaging
11. Flexible
12. Training consistent with Presbyterian (PC USA) beliefs (or in tune to it)
13. Sense of humor
14. Cooperative
15. Able to pull together worship team for collaboration
16. Focus on theological grace and mission
17. In touch with all generations and approachable for all ages
18. Not “winding down” in career but still energized

Able to pull from a variety of resources—not dependent on one source for developing theme/message (e.g., liturgical calendar)

Church Wellness Concept - See www.churchwellness.com

Key Factors:

Membership development

- Basic concepts
- Retain current members
- Recruit new members
- Serve members through small groups

Leadership development

- Basic concepts of church leadership
- Developing a leadership track
- Recruiting leaders
- Training leaders
- Supporting leaders

Communications strategy

- Basic concepts in church communications
- Changes in communications environment
- Effective and affordable technologies
- Web sites
- “Permission Marketing”
- Community-building

Spiritual development

- Basic concepts of spiritual development
- Focus on classical spiritual disciplines
- Seeking a balanced spiritual life

Young adult ministries

- Who are they?
- Focus on five critical areas
- Staff roles
- Engage young adults in identifying obstacles

Listening church

- Principles of being a ‘listening church’
- Organization structure to support listening
- Worship to reflect listening
- Acting on questions

Metrics

- Basic principle: test and measure
- Developing useful measurements
- Outcome-based decision making



Coordinates: 39:31.38 85:46.79
Date: 8/24/2007

Prepared For:
First Presbyterian Church
124 W. Broadway St.
Shelbyville, IN 46176

Study Area Definition:
12.0 Mile Radius

Description ▲ Indicates the congregation is more than 1.2 times the community average ↓ Indicates the congregation is less than 0.8 times the community average	Congregational Respondents		Community Study Area Average NA = Not Applicable or Not Available	Community Comparative Index (100=Average)
	Number	Percent		
Total Congregational Respondents / Community Population	108	100.0%	58,916	
Est. Respondent Households (HH) / Community Households	75	100.0%	22,639	
SURVEY SECTION SEVEN: CHURCH LEADERSHIP				
1a. Minister of the Word/Teacher of Congregation	102	94.4%	NA	
A. Very Unessential	3	2.9%	NA	
B. Unessential	2	2.0%	NA	
C. Neutral/Neither	3	2.9%	NA	
D. Essential	55	53.9%	NA	
E. Very Essential	39	38.2%	NA	
1b. Church Administrator	101	93.5%	NA	
A. Very Unessential	2	2.0%	NA	
B. Unessential	3	3.0%	NA	
C. Neutral/Neither	9	8.9%	NA	
D. Essential	61	60.4%	NA	
E. Very Essential	26	25.7%	NA	
1c. Social Activities/Concerns/Involvement	99	91.7%	NA	
A. Very Unessential	2	2.0%	NA	
B. Unessential	4	4.0%	NA	
C. Neutral/Neither	30	30.3%	NA	
D. Essential	43	43.4%	NA	
E. Very Essential	20	20.2%	NA	
1d. Enabler/Facilitator (small groups)	95	88.0%	NA	
A. Very Unessential	1	1.1%	NA	
B. Unessential	1	1.1%	NA	
C. Neutral/Neither	26	27.4%	NA	
D. Essential	43	45.3%	NA	
E. Very Essential	24	25.3%	NA	
1e. Celebrant/Liturgist	99	91.7%	NA	
A. Very Unessential	1	1.0%	NA	
B. Unessential	2	2.0%	NA	
C. Neutral/Neither	18	18.2%	NA	
D. Essential	51	51.5%	NA	
E. Very Essential	27	27.3%	NA	
1f. Spiritual Guide	99	91.7%	NA	
A. Very Unessential	2	2.0%	NA	
B. Unessential	0	0.0%	NA	
C. Neutral/Neither	12	12.1%	NA	
D. Essential	36	36.4%	NA	
E. Very Essential	49	49.5%	NA	



Coordinates: 39:31.38 85:46.79
Date: 8/24/2007

Prepared For:
First Presbyterian Church
124 W. Broadway St.
Shelbyville, IN 46176

Study Area Definition:
12.0 Mile Radius

Description <small>▲ Indicates the congregation is more than 1.2 times the community average ↓ Indicates the congregation is less than 0.8 times the community average</small>	Congregational Respondents		Community Study Area Average <small>NA = Not Applicable or Not Available</small>	Community Comparative Index <small>(100=Average)</small>
	Number	Percent		
Total Congregational Respondents / Community Population	108	100.0%	58,916	
Est. Respondent Households (HH) / Community Households	75	100.0%	22,639	
SURVEY SECTION SEVEN: CHURCH LEADERSHIP (CONTINUED)				
1g. Witness/Evangelist	98	90.7%	NA	
A. Very Unessential	1	1.0%	NA	
B. Unessential	4	4.1%	NA	
C. Neutral/Neither	24	24.5%	NA	
D. Essential	44	44.9%	NA	
E. Very Essential	25	25.5%	NA	
1h. Counselor/Healer	102	94.4%	NA	
A. Very Unessential	3	2.9%	NA	
B. Unessential	0	0.0%	NA	
C. Neutral/Neither	15	14.7%	NA	
D. Essential	53	52.0%	NA	
E. Very Essential	31	30.4%	NA	
1i. Community Chaplain	99	91.7%	NA	
A. Very Unessential	1	1.0%	NA	
B. Unessential	9	9.1%	NA	
C. Neutral/Neither	33	33.3%	NA	
D. Essential	41	41.4%	NA	
E. Very Essential	15	15.2%	NA	
2a. Biblical Theological Expertise, OR	97	89.8%	NA	
A. Strongly Prefer	18	18.6%	NA	
B. Slightly Prefer	20	20.6%	NA	
C. Neutral	24	24.7%	NA	
D. Slightly Prefer	19	19.6%	NA	
E. Strongly Prefer	16	16.5%	NA	
<i>High Degree of Spirituality</i>				
2b. Provoking and Challenging, OR	97	89.8%	NA	
A. Strongly Prefer	15	15.5%	NA	
B. Slightly Prefer	20	20.6%	NA	
C. Neutral	23	23.7%	NA	
D. Slightly Prefer	29	29.9%	NA	
E. Strongly Prefer	12	12.4%	NA	
<i>Comforting and Assuring</i>				



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SURVEY SECTION SEVEN: CHURCH LEADERSHIP (CONTINUED)				
<i>2c. Preaching Emphasizes the Bible, OR</i>	97	89.8%	NA	
A. Strongly Prefer	18	18.6%	NA	
B. Slightly Prefer	20	20.6%	NA	
C. Neutral	28	28.9%	NA	
D. Slightly Prefer	19	19.6%	NA	
E. Strongly Prefer	12	12.4%	NA	
<i>Emphasizes Contemporary Issues</i>				
<i>2d. Welcomes New Ideas and Approaches, OR</i>	98	90.7%	NA	
A. Strongly Prefer	13	13.3%	NA	
B. Slightly Prefer	34	34.7%	NA	
C. Neutral	23	23.5%	NA	
D. Slightly Prefer	16	16.3%	NA	
E. Strongly Prefer	12	12.2%	NA	
<i>Deep Commitment to Tradition</i>				
<i>2e. Strong Decisive Force in Decisions, OR</i>	97	89.8%	NA	
A. Strongly Prefer	3	3.1%	NA	
B. Slightly Prefer	19	19.6%	NA	
C. Neutral	30	30.9%	NA	
D. Slightly Prefer	33	34.0%	NA	
E. Strongly Prefer	12	12.4%	NA	
<i>Encourages Decisions by Other Leaders</i>				
<i>2f. Has Formal Style, OR</i>	99	91.7%	NA	
A. Strongly Prefer	2	2.0%	NA	
B. Slightly Prefer	18	18.2%	NA	
C. Neutral	31	31.3%	NA	
D. Slightly Prefer	28	28.3%	NA	
E. Strongly Prefer	20	20.2%	NA	
<i>Has Relaxed Style</i>				

Appendix B – Vision Team Scope of Work

For the record, we wanted to include a summary of the steps we took as a team in determining this Vision Statement. We also hope this record will be helpful to others who will engage in further vision studies in our congregation, and perhaps other congregations.

- May 24, 2007 – Organized the Vision Team. Focused on Discernment – what does it mean to seek the will of God? How do we listen for God’s word in Scripture, Prayer, spiritual reading and the voices of others?
- June 2007 - Studied the guide from the Committee on Ministry for Mission Studies, then outlined the steps and set a timetable for completion
- Selected a study book, *From Nomads to Pilgrims*, by Diana Butler Bass. This book helped us discover ways other congregations successfully deal with issues like our own. This was one of the other voices to which we listened for God’s voice.
- Studied a variety of scripture passages, listening for God’s message to us in our work.
- Prayed at least once, often twice at each meeting. We prayed not only for God’s guidance, but specific prayers for our church, its leaders, its members and particularly those in need at that time.
- July 2007 - We met with two members of the Compass Team and reviewed much of their work and their reports, which were valuable to us in understanding our church’s history and desires for mission and ministry.
- We reviewed other surveys, such as the Pony Express Survey from several years ago and the survey done by the Music Director Search Team. These were also valuable to us in determining the concerns, desires and dreams of our members.
- We organized and completed the Percept Congregational Survey July 22-31, 2007.
- August 2007 – we continued to study scripture and learned about church history. We also studied the Context Guide, a publication written by Jill Hudson that would serve as our guide for most of the rest of our work.
- We spent a number of weeks reviewing the Context Report, the detailed data analysis form the Congregational Survey. We worked to narrow the focus to those areas we thought were most crucial to the life of our congregation at this point in time.
- September 2007 - We then wrote the Core Story, which we named “Our Current Story”, which summarized where are church is at this point in time, including our strengths and weaknesses and compared that to the needs of our community. The Core Story was distributed to the congregation on October 7, 2007 for review.
- We conducted 3 Congregational Sessions between October 14-20, 2007 to review “Our Current Story” and to get members’ ideas on their vision for the future of our church. Those ideas were recorded, discussed and categorized into areas to focus our ministry and mission.

- October 28 to November 4 - The Vision Statement was crafted, reviewed and finalized over several weeks.
- November 10 - A one-day retreat was held with the Vision Team, Session and other church leaders to review the Vision Statement and the ideas from the congregation and begin organizing them into plans. While we discussed all aspects of our church life, we focused in more detail on worship and hospitality as critical areas of opportunity.
- November 11 – began summarizing and analyzing the information from the retreat. Finalized Vision statement
- November 18 – 25 summarized and began writing parts of final report
- December 3-10 – finished writing final report of the Vision Team. Prepared to report to the Session and the Pastoral Nominating Committee.

Note that we thought, when we started, that we would be able to complete the Mission Study process in 3 to 4 months. We think some churches probably could do that. But we found that we needed more time due to time required to schedule events such as the congregational survey, the congregation feedback sessions, the Session Retreat, etc. We also found the amount of information and data we had available from past church studies and the Percept data to be almost overwhelming. We took our time in analyzing all of this information and prayerfully listened for God’s calling throughout the 6 plus months we worked.

We all feel that we have learned a great deal and grown personally through our work on this mission study team. We are pleased to present this report and believe it can be a great tool for our church leaders in planning for our future, and for our Pastoral Nominating Committee in calling our new pastor.