

First Presbyterian Church of Woodstock, IL

Mission Study Team Report – June 2020



Celebrating and Sharing God's Love

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Letter from the Interim Pastor

Dear Faithful Servants of our Lord Jesus Christ,

I am grateful for the opportunity to express my gratitude and personally acknowledge the dedication shown to Christ's church over the past many months. Since January of 2019, you have said grateful good-byes to several staff and warmly welcomed others, including me. It has been a lot of change, and you have weathered it with patience and with a spirit of cooperation.

When COVID-19 caused us to discontinue all in-person activities, you understood this was necessary for the good of the whole and were patient as we struggled together to figure out a new way to minister in this time. In fact, you were supportive, creative, and energetic — unearthing new strategies and gifts to serve each other and Christ.

In this extraordinary time to transition, your elders and deacons have truly fulfilled their calls with energy, intelligence, imagination and love. The staff have adjusted and grown. They have been patient and dedicated to enabling the best ministry possible under difficult circumstances. So many of you have stepped up where asked, shown great compassion for each other, and been an encouraging force behind all that has been accomplished. For all of this, I am profoundly grateful.

Over the past nine months, this congregation has also been taking a long look in the mirror. Gatherings large and small, individual conversations, a timeline, community leader interviews, a whole-church survey, and a review of numerous church documents have helped us to ask the questions: 'Who have we been?' 'Who is our neighbor?' and "What is God calling us to be and do in the future?"

The Mission Study Team has led this examination and discernment with amazing endurance. Each member has devoted untold hours gathering, organizing, and analyzing information; asking and listening and praying; rejoicing and regretting; hoping and dreaming. The honesty and openness of the following presentation reflects that of those who so generously shared their ideas, experiences, and dreams. The conclusions may not always be easy to hear, but they are offered in a spirit of hope for the church and confidence in the Christ to whom she belongs. The recommendations, if accepted, will not always be easy to implement — sometimes they will be difficult and painful — but they have been considered carefully and are offered prayerfully with great love for each brother and sister Christ has called to serve at this time and in this place.

It is my great privilege to serve Christ with you. I await the next leg of our journey together with great hope and excitement. May God bless all the plans we make and all the ministries we undertake.

With gratitude to Christ and his Church,
Pastor Cindy

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Introduction

The Presbyterian Church (USA) has specific steps a local church is required to complete leading up to calling a new pastor. The first is completing a self-assessment — mission study. In October 2019 the session of First Presbyterian Church (FPC) appointed five members of the congregation — Mark Bundick, chair; Susan Ayers Krause, John Moorhouse, Angela Thuma and Cheryl Wormley — as the Mission Study Team (MST), with the Rev. Cindy Carlisle as ex-officio member.

With grateful hearts for God's help, the MST presents the following vision and mission statements, analyses and conclusions, and recommended goals and action steps.

As the Mission Study Team began its work, we realized the existing church vision and mission statements were written more than 20 years ago. The team felt called to develop new vision and mission statements. After reviewing the research materials and listening to congregational input, the core elements of the new statements were identified and the following proposed vision and mission statements were created.

Proposed Vision Statement

First Presbyterian Church is a fellowship of people in all stages of life who gather together, praising and worshipping God with gratitude for our many blessings, accepting and caring for all God's children, and serving the community and the world with love and joy.

Proposed Mission Statement

Celebrating and Sharing God's Love

What is God calling us to do?

- Build a shared leadership structure
- Commit to joyful intergenerational ministry
- Enhance worship through diversity of liturgy, music and delivery style
- Expand mission opportunities
- Develop and implement financial plans to stabilize finances

Background and Study Approach

The Mission Study Team has:

- Prayed collectively and individually, and asked others to pray for us;
- Met 22 times since its formation in September 2019;
- Reported to Session regularly and used the church newsletter to keep the congregation informed of progress and findings;
- Engaged Holy Cow! Consulting of Columbus, OH, to conduct an extensive congregation-wide survey and present survey results to the congregation;
- Collected demographic information from published sources and websites;
- Conducted face-to-face and telephone interviews with eight community leaders;
- Led two congregational meetings (prior to the COVID-19 pandemic) to review survey results and discuss the church's future;
- Interviewed FPC children and youth (by age groups), met with the Board of Deacons, Mission Commission and Saturday Morning Men's group, and had numerous conversations with individual members and families; and
- Reviewed survey results, examined FPC's historical timeline for key trends, extensively discussed historical congregational conflicts, continually referenced information we had gathered, and with God's help, sought to make recommendations for living out FPC's call in the world.

Analysis, Conclusions and Goals

The following is a summary of MST's analysis and conclusions, plus goals and action steps.

Goal Statement: Build a shared leadership structure

Analysis

Our recent history of "permission giving" ministry, where members and friends could develop new programming was good for idea generation and experimentation, but inadvertently weakened our governance structure and communication systems. When ministries were not connected with commissions or session, they were often conducted without any support, review, or reporting structure back to session. There was also a lack of coordination between commissions and permission-given ministries. Various projects were begun without mechanisms for measuring the success of the projects by Session. If a project or idea stuttered or fell, commissions may have lacked the resources and support of session to move in a new direction. Examples include:

- In the words of worship commission members, contemporary worship was approved by session and services started by two volunteers, with plans to hire a worship leader. When the original contemporary team left after 10 weeks and no contemporary leader was hired, Worship Commission was left to continue this initiative without session support or guidance.
- The N.O.W. dinner team operated independently, including management of their finances; the Hospitality Team organized several events including "Touch-A-Truck" and African Children's Choir. The only session involvement was approval of McCullough funds.
- Knowledge of administrative and facility information has been shouldered by a few individuals with limited oversight, assistance and information sharing.

For those taking on a new ministry, without session oversight, the volunteers sometimes felt like they were obligated to continue their ministries with no way to pass responsibilities along when they got tired or could no longer do the necessary work. When they stopped participating, the programs often were discontinued.

A review of commission membership between 2006 and 2020 showed instances of long commission tenures. This may have generated the impression that newcomers to the church or to commission participation were not welcome to join or needed for the governance of our church. As long-standing members left commissions, there often was a lack of "bench strength".

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In some cases, commissions lacked a session representative (e.g. Youth and Education). While commission members attempted to continue their ministry, there was neither direction nor oversight by session for those commissions.

Since the 1993, the session had delegated responsibilities through commissions instead of committees. A commission is empowered to consider and conclude matters referred to it by a governing body within a specific scope of power, simply reporting back to the governing body. Committees, on the other hand, study and recommend appropriate action or carry out directions or decisions already made by the governing body. (PC (USA) Book of Order G-9.0502)

The permission-giving structure represented by commissions surely had advantages. However, commissions operating more autonomously led to a lack of coordination and shared decision-making with the session. This combined with the limited rotation of commission members led at least to the impression that a small group of people were making many of the decisions in the church – one of the Holy Cow! Survey findings.

Conclusions

The MST recommends all FPC ministries be under the purview of the session, shifting from a commission to a committee structure, applying “term limits” to committee membership, and intentionally, actively and personally recruiting new persons to committees.

Goal

FPC will create a broader, shared leadership structure that reaches into the depths of the congregation’s gifts and helps bring those amazing rich gifts to full flower. Structural leadership changes will encourage and support the congregation, and provide session oversight for all ministries.

Action Steps

- Move session delegation structure from commissions to committees
- Require all committees be chaired by a session member
- Ensure committee / deacon responsibility for all aspects of church life
- Develop intentional and rotating classes on committees for leadership in ministry areas. Committee slate to be approved by session
- Integrate new members into ministry areas, gradually allowing longer-term members to rotate to new responsibilities
- Create teams to accomplish specific tasks as determined by committees
- Be intentional about involving the congregation, including youth, in accomplishing the assigned ministry

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Goal Statement: Commit to joyful intergenerational ministry.

Analysis

In the not too distant past, there was a dedicated group of volunteers who provided consistent programming for children and youth. Many stepped away as their children aged-out of programming; others out of frustration and exhaustion. Volunteers to work with children have been difficult to recruit. An attempt to fill voids with paid staff has left the programming largely disconnected from much of the congregation.

Preferred ministries would allow families, who are apart much of the week, to be together and learn from each other. Ministries that do not segregate by age encourage cross-generational relationships. It can be difficult to recruit volunteer supervisors. Parents often step up as well as some other members. This is, of course, wonderful but also limits the number of adult members getting to know the young people in the congregation.

The Holy Cow! Survey identified the priorities the congregation places on building relationships. Top among the priorities were “Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.” and “Deepen our sense of connection to God and one another through stronger worship services” and “Create more opportunities for people to form meaningful relationships.” FPC wishes to incorporate new people of all ages, including children, into the life of the church. Being intentional about building programming, which incorporates and connects children and youth will move us forward on these goals.

Currently, there are approximately 60 children, birth through high school, who are baptized members of the church and/or participating at FPC. Roughly half of these young people are not involved in youth programs and some only rarely attend worship. Children and youth were invited to share what the church should start doing. In addition to several worship related suggestions, they expressed a desire for playtime, modern active toys, older-child outdoor play equipment and a Talent Show. They enjoyed youth specific activities such as Stronghold retreats and past youth mission trips, but also multi-generational mission activities. N.O.W. dinners are among the things they want to keep doing, and they want to do more things with adults. These responses point to a desire to be together in joyful activities. (By the way, they also want to keep getting snacks in Sunday school and a stronger Internet signal. ☺)

The difficulty in finding Sunday school teachers and leaders, together with limited attendance, are signs that our current format for teaching children needs attention. During this pandemic period, virtual ways to teach and build relationships were instituted. While spiritual formation solely over the internet is clearly not acceptable, there may be ways to utilize this tool for study and fellowship.

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Conclusions

The MST recommends intentionally developing intergenerational ministries in all aspects of our life together — worship, music, education, mission and fellowship — to build joy and cross-generational relationships. By engaging people of all ages in planning and implementing programming, ministries will be strengthened, friendships will be built and FPC will better meet the wide variety of spiritual needs and desires within and across all ages.

Goal

FPC will commit to developing a joyful intergenerational ministry. Intergenerational programming must be at the core of all we do; worship, education, service and fellowship. Young and old alike can demonstrate God's love in all that we proclaim and do.

Action Steps

- Explore ways to ensure worship services are spiritually fulfilling for all ages
 - Create child- and youth-friendly spaces in worship
 - Work toward messages that are relatable for children and youth
 - Involve children in all worship related ministries
 - Do not overlap educational programs and worship
- Provide spiritual development that spans ages
 - Enhance in each member the sense that they are a child of God and member of this community of Christ
 - Develop a variety of educational and nurturing techniques that speak to the range of age and theological outlooks represented in the congregation
 - Ensure development of programs that are relational and joyful
 - Utilize a broad spectrum of learning modalities: kinetic, visual, auditory, artistic, verbal, logical, intrapersonal, interpersonal
 - Develop intergenerational fellowship activities

Goal Statement: Enhance worship through diversity of liturgy, music, and delivery

Analysis

Worship at FPC is warm and welcoming. Dedicated acolytes, liturgists, A/V operators, ushers and musicians participate in leadership week in and week out. Care is taken and quality worship elements are delivered.

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Our congregation is wonderfully diverse in theological outlook and desired sermon style. There are a variety of worship and music-style preferences. The congregation has demonstrated a willingness to try new things—some of which have been adopted as part of the repertoire.

The congregation clearly enjoys having the children and youth involved in worship leadership. Their musical offerings are dearly loved, and recent inclusion of older children and youth in the liturgist rotation has been met with enthusiasm.

However, a review of conflicts in the congregation found multiple cases of disagreement over worship: style, music, number of services, and service times. The most recent issues centered on the timing of worship and Sunday school. When worship and Sunday school overlapped, Sunday school volunteers had to choose between teaching and worshipping. When worship and education were at different times, parents had to wait for Sunday school to finish. Conflicts over musical styles were also evident. MST noted that these conflicts, while repeated, were largely unintentional and did not result in blaming behavior.

In the Holy Cow! Survey a large percentage responded “on the fence” or negatively when asked about music (40%) and worship (83%). “Change or improve the music of the church to deepen our worship experience” was ranked among the top priorities for where respondents wanted energy placed.

The Holy Cow! Survey results show that the congregation holds both worship and the involvement of families with children and youth as high priorities for placing energy. “Make necessary changes to attract families with children and youth to our church” was ranked the top priority. Ranked fifth (and “very high” compared to other churches surveyed) was committing energy toward “Deepening our sense of connection to God and one another through stronger worship services.” Several other priorities would support greater involvement of all ages in worship and worship leadership.

The number of responses about worship from the children and youth who were interviewed is very informative. Among the things they mentioned as things to “start doing” specifically involved worship (more contemporary music, change up services (loved Jazz Service), involve youth more in services, create multi-media services, and dramatic scripture readings. They would “keep doing” more things with adults, the children’s message (which made them feel included), reading scripture and being acolytes. To be fair, the middle schoolers thought their age group should be released from the worship service. Perhaps if the other suggestions were implemented, this response would change. (The middle schoolers also felt their age group should not have Sunday school.)

Conclusions

Worship enhancement will support the congregations’ diverse worship preferences and make worship more meaningful and uplifting for all ages. These enhancements will bring energy, meaning and joy to the worship experience.

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Goal

FPC will enhance worship through diversity of liturgy, music and delivery style.

Action Steps

- Develop a worship-leader role responsible with the pastor for building, inclusive, intergenerational, innovative worship that inspires spiritual growth and closeness to God
- Build on the variety and balance of musical styles as well as instrumentalists and vocalists
- Identify congregational talent and interest and support the development of skills in a variety of musical, dramatic, visual, and poetic arts
- Actively recruit children and youth in all areas and in all services

Goal Statement: Expand mission opportunities

Analysis

The summary of Holy Cow! responses shows as a church we do an exceptional job of caring for one another, but we seem to have lost our sense of call to our community and beyond.

As is described in the History, FPC has followed calls in mission – serving and being served by others – with great energy at times. For a 15- to 20-year period beginning in the mid 1990s, FPC served through intergenerational, youth, and/or adult mission trips annually. Some years there were multiple trips – to other states and nearby large metropolitan areas, and for disaster recovery. To facilitate the FPC “fix-it” mission and ministry, a trailer was purchased and equipped in 2014. (Described in History)

Youth mission trips faded away as the youth program ebbed. The intergenerational and adult mission trips and the trailer ministry ceased when the dedicated men and women who led them aged out or could no longer physically take charge.

The mention of mission trips and time spent helping others always brings smiles and expressions of joy and gratitude and often hope there will come a time when they will again be part of FPC life.

Members of FPC continue leadership in and support of two of the community programs that FPC played a role in establishing – Woodstock Area Community Ministries (WACM) and the Woodstock Food Pantry. Many FPC members support WACM fundraisers and give food to the pantry. They also look forward to the annual Angel Tree to buy

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Christmas gifts for food pantry families. But for most, it is involvement without connectivity.

When community leaders were interviewed, they pointed out areas of need, including;

- health care
- child care
- immigration
- income inequality
- homelessness

The community leaders spoke of passionate support of social service nonprofits by FPC members, but said they were not aware of the church as a whole being known for its service to others.

Conclusions

The FPC mission flame is waiting to be fueled. The Mission Committee has an awesome opportunity to evaluate what is being done, to assess mission interest within the congregation, to explore mission opportunities, to set priorities, and to lead the congregation in taking action.

Possibilities identified by the MST included intergenerational mission trips, partnering with House of Blessing as well as other churches in the community, becoming one of the denomination's Matthew 25 churches, and being open to the Spirit's direction.

Goal

FPC will expand mission opportunities, reigniting a long, rich history of local, regional and national service. Opportunities abound locally in health care, child care, immigration, income inequality and homelessness.

Action Steps

- Engage congregation in exploration of ministry possibilities in the community
- Create trailer team to coordinate and enhance this ministry
- Develop relationships with the Latino population in Woodstock through education and collaboration
- Explore possible day care opportunities
- Consider opportunities through Presbyterian Disaster Assistance (PDA)
- Explore deeper involvement in overseas Presbyterian mission

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Goal Statement: Develop and implement financial plans to stabilize finances

Analysis

In the mid 2000s through 2013, the church operated with a large mortgage on the Route 47 campus and struggled to balance operating budgets. Staffing grew, putting additional pressure on the budget. (Responsibilities formerly done by volunteers were converted to paid part-time positions.) In 2013, the church received a \$2.8 million bequest from the estate of member Donne McCullough. The entire \$1.9 million mortgage was paid off. Of the remaining \$870,000, \$70,000 was set aside as a capital and emergency fund, and \$800,000 was invested with the Presbyterian Foundation as the McCullough Endowment Fund. An endowment policy was established providing for a 4-percent annual distribution from the endowment fund to be used as “over-and-above” funding for ministries outside the operating budget. At the time the endowment was established, the Finance Commission noted that while the bequest solved the financial problem of our mortgage, it should not be considered a solution to operating budget imbalance.

Paying off the mortgage was obviously a huge relief, but the existence of the \$800,000 endowment lessened the sense of financial urgency for the operating budget. Stewardship has steadily declined. Over time, session approved use of all of the \$70,000 capital and emergency funds to balance operating budgets.

Conclusions

Given the vision and mission statements and the outlined goals, the budget must be rebuilt, including staffing in alignment with church needs and priorities and expanding support of mission opportunities. New, creative fundraising options should be explored. Focusing on ministries that increase involvement and energize the congregation will build generosity and stewardship among members and friends.

Goal

FPC will develop and implement plans to stabilize finances by aligning our vision and mission to expenditures, expanding revenue sources and encouraging faithful stewardship. Tapping into the congregation’s gifts will energize our generosity and ministry.

Action Steps

- Review and adjust staffing to match goals and available resources
- Invite congregation members to use gifts for ministry where possible
- Continue to encourage stewardship for operating and capital expenses
- Develop and implement fundraising strategies

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Goal Alignment to Success Factors

The Holy Cow! Survey results pointed to eight (8) factors which, if improved, might have the biggest impact on how members are feeling about the church overall. The following table demonstrates how the proposed goals are aligned to the key success factors identified in the congregational survey (see page 35).

Goals:	1. Leadership Structure	2. Inter - generational Ministry	3. Enhance Worship	4. Expand Mission	5. Financial Plans
Urgent Success Factors					
Education for every age and stage of life	X	X	X	X	
Relevant clergy preaching		X	X		
Excellent worship experience	X	X	X		
Programs for life style (accessibility/alternate forms)	X	X	X	X	
Important Success Factors					
Leadership articulates vision	X	X	X	X	X
Spirit of involvement	X			X	X
Clergy brings out best of members	X	X	X	X	X
Clergy makes things happen	X	X	X	X	

Leadership Competencies Needed To Achieve Goals

The MST proposes that FPC, including our next pastor, needs certain leadership competencies in order to meet the MST's recommended goals. The MST realizes it is the responsibility of the Pastor Nominating Committee (PNC) to determine the skills and qualities needed by our next pastor and to create the Ministry Information Form (MIF) to be used in seeking that pastor. The MST hopes the following list of potential leadership competencies will be useful to the PNC as it begins its work in searching for a new pastor and useful to FPC as it searches for the God-given gifts of its members and friends.

Leadership competencies include:

- Effective in leading worship, teaching and preaching bringing energy and vitality into our worship experience. Willing to enhance our worship by collaboratively bringing new elements of liturgy, music and delivery into our services;
- Experienced in developing a joyful intergenerational ministry, engaging members and friends of all ages and stages of life into every aspect of the ministry and life of FPC;
- Strengthening the leadership and governance structure of our congregation, enabling people to recognize and use their God-given gifts;
- Seeing and meeting the needs of our community, country, and the world and working to expand our mission effectiveness;
- Implement and further refining our mission and vision with creativity and energy, with skill and care, clearly and consistently communicating with the session, committees, and the congregation. Allowing the congregation to articulate and live out our vision with energy and joy;
- Challenging and leading to expand the use of our talents and treasures to increase mission activities and projects and to enhance plans for intergenerational ministries;
- Working with session to inspire a sense of abundance by growing the congregation in gratitude, generosity and ingenuity; and
- Joyfully celebrating being together in ministry and fellowship.

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Current Governance

The First Presbyterian Church of Woodstock follows a standard Presbyterian process of church governance as laid out by the Book of Order. God has blessed FPC with an abundance of wise, skilled and dedicated leaders.

The session, consisting of nine (9) ordained ruling elders, is the council of the congregation and as such has “responsibility for governing the congregation and guiding in witness to the sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love and witness” (G3.0201). The session is also governed by and responsible to Blackhawk Presbytery. The session and session commissions typically meet monthly to plan implement and review the various ministries of the church. When the COVID-19 pandemic hit, session, commissions, and other teams began meeting via teleconference. Gradually, meetings moved to ZOOM, and all agree that it is nice to see each other’s faces! We recognize that this approach may be adopted for many future governance meetings as it definitely increases access to governance service for members of the congregation who might not otherwise be able to participate.

The session members are currently assigned to commissions to perform the detailed ministry activities of our church.

- Building and Grounds
- Finance
- Mission
- Outreach (including the Hospitality Team and the N.O.W. Team)
- Personnel
- Worship
- Youth and Education

The MST recommends that session undertake a review of the commission structure, with an eye toward reorganizing to involve more members and friends in governance, encourage improved communication, accomplish the goals adopted, and generate new perspectives on our ministry. The proposed structure below should be thought of as a “starting point” for further review and discussion by session.

MST Proposed Committee Structure (5 committees total):

Committees act under direction of session and are chaired by a session member. Within the committee, teams are formed for specific activities assigned to that committee. On a nine-member session, five get committee assignments (two as co-chairs of Ministry Support) and one serves as Clerk of Session

- Ministry Support Committee
 - Building and Grounds Team
 - Finance Team

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- Staff Management Team
- Stewardship Team

Ministry Support would combine Building and Grounds, Finance, and Personnel. The addition of a stewardship function would make it a year-round activity, encompassing both operating and capital funds needs.

- Congregational Life Committee
 - N.O.W. Team
 - Hospitality / New Member Team
 - Fellowship Team

Congregational Life would manage existing N.O.W. and Hospitality teams and add Fellowship. Fellowship would be responsible for doing all the “fun stuff”, which could include events like Touch-A-Truck, African Children’s Choir, etc. and new events like line dancing in the parking lot and concerts on the lawn. (All Church Scavenger Hunt, anyone?) The Hospitality/New Member Team would help welcome and guide visitors, friends and others seeking a relationship with FPC.

- Education and Spiritual Growth Committee
 - Intergenerational
 - Child
 - Youth
 - Adult

This committee would be tasked with providing opportunities for building scriptural knowledge and understanding of Christian theology in settings that build relationships and connect individual gifts with call to service in the church and world.

- Compassion, Justice and Peace Committee
 - Awareness Team (offerings, presentations, information regarding active missions)
 - Service Team (trailer, mission trips, fundraising, community connections)
- Worship, Music and Arts Committee
 - Music and Arts Team (work with pastor to integrate worship theme by presenting scripture, choosing music, preparing visuals, etc.)
 - A/V Equipment and Operation Team (including live streaming)
 - Worship Leadership Team (acolytes, ushers, communion servers, liturgists)

Deacons

Our Board of Deacons consists of nine (9) ordained deacons. The Book of Order calls ordained deacons to a ministry of “compassion, witness, and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress” (G-

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2.0201). Members and friends of the congregation are included in a flock. Each deacon shepherds their flock and the congregation as a whole. Deacon responsibilities include:

- Shepherding
- Serving coffee fellowship
- Hosting church events (Deacon Brunch/Fall Corn & Brats)
- Providing assistance and coordination at funerals
- Serving communion to shut-ins
- Assisting with communion during worship services
- Meeting monthly

The deacons had begun updating and reviving their shepherding ministry before COVID-19 struck. Once self-isolation was recommended, the revival of this ministry began in earnest. Each deacon reached out to everyone in their flock. Cards, calls and emails continued throughout the church closure, especially to the most isolated. In addition, the deacons worked with the interim pastor to update FPC's member and friends directory and distributed it, so everyone would have contact information to call and write each other.

The Board of Deacons met via Google Meets weekly from March 17 through May 12 to update each other on needs and concerns and to plan additional ministry. Hearing that the Woodstock Food Pantry was short on volunteers, two deacons committed one day a week until regular volunteers could return.

Session established a special fund for deacon use during the pandemic. The funds were used to send bagels to show appreciation to the local police, fire and public works departments; purchase flowers and gifts for members who were sick, injured or grieving; and assist a family that had extraordinary expenses due to a member contracting COVID-19.

Current Ministries

Worship

At the heart of all our ministries is our corporate worship of the Triune God. We currently have one service at 9:30 AM on Sunday morning. The order of service is traditional, but we strive to offer a range of spiritual experiences. Our current hymnal, *Glory to God*, continues to help us explore music, which is newer and more global. There is a desire to expand the use of drama, visual arts, poetic readings, and dance to enhance the worship experience.

Music is an important component for those who offer these gifts and for those who simply enjoy them. Our choral choir, *Voices of Faith*, creates a beautiful meditative worship space most weeks. JIM-JAM (Joy in Music - Jesus and Me), our children's choir, brings talent and joy to worship. These two choirs frequently combine their voices in special music. Throughout the year, we enjoy the ringing of chimes (children) and bells (youth and adults).

The congregation has been blessed over the years with skilled musical leadership. Melinda Davis, the music director, leads all the current musical groups, oversees the musical offerings, and assists the pastor in hymn selection. Bob Diss serves as organist and accompanist and provides quality leadership of congregational singing and liturgical music. He is instrumental in creating special music programs.

Several times throughout the year a special music program is provided. A Christmas cantata helps us celebrate Advent. Special guests join us in a well-loved jazz service. A contemplative Tenebrae helps us prepare on Good Friday. On Easter, horns accompany our singing, and, throughout the summer, special musical guests are invited to help us in a prayerful experience.

Children and youth are included in worship leadership, serving as acolytes and sharing their musical gifts individually and collectively. A Children's Time is offered during the service and is enthusiastically received by the young and not so young. Older children and youth serve admirably as liturgists.

The Lord's Supper is shared on the first Sunday of every month and during the Maundy Thursday service, most often by intinction. Communion services end with the congregation gathering in a circle around the sanctuary, joining hands, and singing *Seek Ye First*. (Sopranos add a lovely descant to the second round.)

The sanctuary is equipped with three screens and projection. During worship, the hymns lyrics and melody, prayers and readings are projected. Bibles are available, but projecting the scripture allows the preacher flexibility in choice of translation. An aging sound system is still operational. Research into upgrading the soundboard is in process. In

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addition, each service is live streamed to Facebook, making the service available to people who cannot attend in person.

During the stay-at-home order in Illinois, virtual worship is being offered each week on Facebook and YouTube. A daily on-line worship experience was offered during Holy Week. Our social media specialist Christy Johanson masterfully combines contributions of many musicians and liturgists in the congregation to produce short and rich services. Our music director and organist help with music for taped services as do other members of the congregation.

All of this is unearthing talents and encouraging creative thinking about worship and what we might want to leave behind, create or enhance when we are able to gather together again. For a time, we will need to abandon paper bulletins, hymnals, singing, offering collection, and passing of the peace. It could be that some of these will not be missed. Sadly, we will have to put a pause on our beloved after-worship fellowship time. There is no doubt we will be anxious to resume that activity.

Mission

This congregation desires to be active in effective mission beyond the walls of the church building.

This year, the mission commission is planning a special Christmas bazaar of items handcrafted by members of the congregation to raise funds for mission. Members and friends look forward to giving gifts of love to all members of several local families through the Christmas Angel Tree. The families are referred by the local food pantries.

FPC helps community members in need by supporting local charitable organizations with labor, items and funds. The church is represented on the Woodstock Area Christian Ministries (WACM) Board, and several members volunteer time in their ministries. WACM provides assistance to people experiencing financial crisis. The congregation generously supports the Woodstock Food Pantry through gifts of food and other necessities placed in our "red wagon" and volunteering at the pantry. Both WACM and the Woodstock Food Pantry are supported by an impressive rummage sale hosted annually by the church.

In the spring and fall, members and friends gather and walk a stretch of Highway 47 to pick up trash as part of state "adopt a highway" program.

Other projects supported with the congregation's time, talents, and treasures include Coins for Kenya, Girls for Ghana, and various Presbyterian Disaster Assistance projects.

FPC participates in four PC(USA) Special Offerings and generously supports Church

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World Service projects, Presbyterian Disaster Assistance and Blackhawk Presbytery's Mission Grant Fund and Kenya Imenti partnership. At Easter and Thanksgiving, special collections are taken for mission work beyond our walls. The following is a listing of the congregation's mission giving for the past five years.

Mission Giving History	2015	2016	2017	2018	2019
Special Offerings					
One Great Hour of Sharing	\$ 1,100	\$ 1,016	\$ 1,366	\$ 1,557	\$ 470
Peacemaking	\$ 794	\$ 590	\$ 360	\$ 438	\$ 458
Christmas Joy	\$ 1,456	\$ 1,172	\$ 1,510	\$ 1,148	\$ 1,087
Easter	\$ 491	\$ 635	\$ 605	\$ 321	\$ 405
Pentecost		\$ 745	\$ 255	\$ 655	\$ -
Thanksgiving	\$ 175	\$ 168	\$ 140	\$ 110	\$ -
Presbytery Giving					
Per Capita	\$ 7,727	\$ 8,059	\$ 7,871	\$ 7,050	\$ 6,968
Disaster Relief		\$ 277	\$ 620	\$ 570	\$ 272
Blackhawk Mission Grant Fund	\$ 1,500	\$ 10,000	\$ 10,000	\$ -	\$ 10,000
Kenya - Imenti Presbytery				\$ 170	\$ 79
Other Local/Global Mission Support					
Operation Christmas Child	\$ 13,761	\$ 11,239	\$ 11,645	\$ 1,055	\$ 179
CWS School Kits (2018)	\$ 222	\$ 387	\$ 990	\$ 948	\$ 250
Child Advocacy Center					\$ 254
Food Pantry	\$ 1,969	\$ 1,900	\$ 1,600	\$ 2,129	\$ 2,133
WACM	\$ 1,967	\$ 2,800	\$ 1,000	\$ 2,109	\$ 2,028
Ben Thuma Eagle Scout Project					\$ 50
African Children's Choir			\$ 1,078		\$ 500
Touch-a-Truck					\$ 632
Turning Point		\$ 168		\$ 438	\$ -
Heifer International				\$ 250	\$ -
Misc Special Mission Projects	\$ 400	\$ 1,300	\$ 433		\$ -
Total Mission Giving	\$ 31,562	\$ 40,455	\$ 39,472	\$ 18,947	\$ 25,764

Education

FPC has an active educational ministry for adults and children. We abide by a Safe Child policy. A background check is conducted on all paid staff, and all are required to complete the Guide One Safe Church child-abuse training. We are currently working on completing background checks on volunteers working with children and youth.

A nursery is available for families with children younger than age 2. The worship service is streamed into the nursery.

Our Sunday school program involves 12 children with an average attendance of 7. One-room Sunday school is provided for children 3 years through the 5th grade. If more than 10 children attend on a given Sunday, the class is split - kindergarten through second grade and third grade through fifth. Everyone is involved in the first portion of the worship service. Children are invited to leave after the Children's Time to participate in Sunday

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school. (Children are always welcome to stay in worship as their parents wish.) We are currently using the *Growing in Grace and Gratitude* curriculum. The classes are taught by rotating sets of member volunteers or the youth coordinator.

The middle-school youth meet Sunday evenings for study, mission and fun. This is planned and supervised by the youth coordinator together with parent volunteers. We are blessed to be joined by youth from House of Blessing. Twelve youth are involved with an average of six. This year we also began a three-year confirmation process with study beginning in 6th grade and 8th-graders invited to become members.

During the coronavirus pandemic, video lessons for the children were posted on the church's Facebook Youth Ministry Page. In addition, we have weekly faith in action challenges and activities for the kids. Videos with lessons for youth have been provided over Facebook, and a mission project involving writing cards to isolated adults was encouraged. Additionally, several church members recorded book readings, which were posted on the Youth Ministry Facebook page. Seeing an opportunity for outreach to our young people sheltered at home, the church purchased age-level appropriate Bible storybooks or Bibles for each child involved with our congregational programming.

Adults have on-going and periodic study groups. On Wednesday mornings, a group of about 10 people gather with the pastor at Isabel's Restaurant in Woodstock to study the upcoming Sunday's scriptures. Study leadership rotates between participants. During the time of social distancing the group has been meeting via Zoom.

A men's group meets at church on Saturday mornings for fellowship and Bible study. The group is lay led and has been using the *PC(USA) Men of the Church* series as curriculum. The size of the group varies from two to three on a snowy day to eight. During the time of social distancing the group has been meeting via Zoom. This allows participation by men who moved away to Wisconsin and Tennessee.

Throughout the year, adult groups meet for various studies or book discussions. Most recently, three discussion groups with a total of 20 people met weekly via Zoom to discuss the book *Searching for Sunday* by Rachel Held Evans. The session just completed reading and discussing *Canoeing the Mountains* by Tod Bolinger.

Outreach (Fellowship and Hospitality)

Members of the Hospitality Team feel called to witness by warmly greeting newcomers and helping them to feel welcome and a part of our congregation. This group recruits and equips greeters to serve on Sunday mornings and for other events. They are attentive to the ways we can make people feel comfortable and valued when they visit.

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A highlight of our life together is the weekly N.O.W. (Nurture on Wednesdays) program. Members, friends and visitors are invited to join in Wednesday night fellowship and dinner. N.O.W. runs from Labor Day to Thanksgiving and from January to spring break, and there is a desire to begin monthly summer dinners. The N.O.W. team and/or volunteers prepare the food, and we eat together around tables in small groups.

The congregation has been intentional about forming a variety of small groups. Members and friends are encouraged to become involved in at least one. We believe that building strong relationships builds a strong church. Serving on commissions and teams and participating in ministries such as the choir builds friendships. The following groups also have formed:

The Fishing Mission recruits fisher folks (or people who would like to be) and plans opportunities to boat, fish and build friendships.

The No Name Knitters meet twice a month to share projects and conversation as they knit and crochet prayer shawls, baby items, and other clothing items.

T.L.C. (Tender Loving Care) is a women's group that meets once a month for fellowship and support. They usually have a short presentation on a topic of interest before enjoying a luncheon outing. TLC also raises money for needs inside and outside the church.

Our worship services have been live-streamed on Facebook since July 2018, allowing members who cannot get to the church building the opportunity to be with us virtually.

The church's website and Facebook page are valuable outreach resources. There is a main Facebook page as well as a youth ministry page. In addition to email, Constant Contact is used to communicate with members, friends and small groups.

Church History

Looking back in 2020

First Presbyterian Church Woodstock is the oldest continuously worshipping congregation in Woodstock. Twenty-one members of what is now Ridgefield-Crystal Lake Presbyterian Church felt called to organize a sister church in Woodstock, and FPC was officially chartered Feb. 23, 1846. The assembled met in the courthouse until 1848 when they began worshipping in the wooden frame church they built on Church Street.

What we see today as our church's strengths – worship, education, fellowship, and music – took root under the leadership of the Rev. Richard Kimball Todd, the first pastor, who served from 1847 to 1865. His wife, Martha, “active and resourceful” led on several fronts as well.

Rev. Todd was an educator. He started Todd School in 1848, serving boys and girls. Later, it became a prestigious boys school. Mrs. Todd brought her grand piano from New England. She provided the musical accompaniment for services and led the children's Sunday afternoon meetings. During their tenure, the Sunday school, Women's Missionary Society (which continued into the 1940s) and the Ladies Aide Society were organized.

Fellowship

Women seemed to come together in groups more than the men through the years. In 1901, a group of young women started the Sorosis Society, a blending of fun with work for the church. It continued into the 1980s. In 1921, the Westminster Guild – later called the Ruth Service Guild – was organized, and in 1940, an energetic group of young women formed the Young Women Under Guild – later called the Adelphete. From 1951 to 1960, there also was a Martha Society.

The women's groups merged into United Presbyterian Women in 1960. There were 90 charter members in three circles. UPW continued into the 1980s. In the more recent past and today, Women's Bible studies, TLC (Tender Loving Care), and No Name Knitters (who make prayer shawls and hats for newborns) have been bringing women together for fellowship, study, prayer, and service.

The Men's Club, 1921 into the 1980s, met once a month for dinner and a program. It was noted that the women of the church served the dinner, except once a year when the men served the women. Today's Saturday Morning Men's Bible Study gathers to study scripture and assists with FPC, Church World Service and Blackhawk Presbytery projects.

Little was recorded about the work and activities of the Junior and Senior Christian Endeavor groups, except for raising money for the purchase of a hand-pump organ, the church's first, in 1896. Youth fellowship groups seemed to ebb and flow through the years with the number of youth in church families and available and committed leadership. One

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reference noted the youth asked in the 1930s if they could dance and play cards at the church. They were emphatically told “NO.” They asked again in 1945 and were told “OK” but only impromptu – no advertising. Under the leadership of the Rev. Hal LeMert and volunteers there was a significant uptick in youth program beginning in the 1980s. The youth met weekly and participated in nearly annual go-and-serve trips from the late 1980s into the 2000s.

Couples clubs were popular in the 1940s, and adult fellowship dinners in members’ homes in the recent past are joyfully remembered.

N.O.W. (Nurture on Wednesdays) dinners began in the late 1990s and continue today. Volunteers prepare the meal, which is enjoyed by all – toddlers to senior citizens. Choirs practice and committees and fellowship groups meet before and after the meal.

Worship and Music

It is evident that worship has been central to the long life of FPC, though little was mentioned in previous histories of the church. Since 2010, several approaches to providing contemporary music and worship were piloted but were not sustainable. Some would describe our current worship as blended. We have been worshipping in our fourth church home at 2018 N. Route 47 since Easter Sunday 2007

The purchase of new organs seems an indication of FPC’s commitment to making a joyful song. The 1896 pump organ was replaced in 1948 with a Lyon & Healy electronic organ, a gift of members Phillip and Eleanor Masslich. In 1974, members Carolyn and Ron Huber gifted the church with a new Allen organ. Most recently, through the generosity of church members and memorial gifts, another new Allen organ was purchased in 2018.

Previously written histories of the church note a choir was formed in 1901 and laud the wonderful musicians, organists, and choir directors who shared their talents with the church. The same is true today.

For more than a decade, FPC has been blessed with several choirs and musical groups – Voices of Faith (adult choir,) JIM JAM (Joy in Music Jesus and Me children’s choir), children’s chimes group, and an adult bell choir. Musically talented youth and adults in the church provide special music, and the annual Christmas cantata and jazz services are celebrated. A *Hootenanny*, held a few years ago, creatively combined the abilities and talents of children, youth and adults in a delightful and memorable celebration.

During COVID-19, music provided as part of virtual worship services was creatively recorded and gratefully received.

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Mission, service and outreach

If “a church is measured by what it does for others,” as is stated in the 1980 “Brief History of First Presbyterian Church,” then FPC has measured up well. The 1946 Centennial program states, “In the past years, men and women have gone out from this church into active missionary work in this country and across the seas.” In the early years, the women’s groups seemed to lead the way in mission and service. During the UPW years, “second-mile giving” was directed to missions nationally and internationally.

FPC women also were instrumental in establishing the Woodstock Food Pantry and the Clothing Closet, which was in member Bertha Tammeus’ home until 1991. FPC took actions in 1988 that helped establish Public Action to Deliver Shelter (PADS) in Woodstock/McHenry County. While FPC was on Calhoun Street, homeless persons were our guests every Thursday for lunch and to hunker down during the day. FPC also helped start WACM (Woodstock Area Community Ministries) to help people in financial crisis. Our support of the Food Pantry continues through donations and staffing, and members serve on the WACM board and as volunteers.

Beginning in the 1990s and continuing for about 15 years, multigenerational groups from the church repaired houses and apartments for Rockford Urban Ministries. Mission service trips also were made to Kentucky and Chicago. The desire to serve others resulted in multiple trips by church members and families to the Gulf Coast, D’Iberville, Mississippi, and Houston to aid hurricane victims and to towns in Illinois hit by tornadoes.

In 2014, FPC purchased a trailer and equipped it with tools needed for the “fix it” ministries. It is ready to go again when God calls new leadership.

The middle-school youth group started packing Operation Christmas Child boxes in 1999. OCC grew into a much-anticipated all-church and community effort that continued through 2019. Tens of thousands of items and gifts were purchased and packed into 13,334 OCC boxes for children in other parts of the world. In years past, an Alternative Gift Fair was hosted in December at which fair trade items, acquired in partnership with the Just Goods store in Rockford, could be purchased. Heifer International gifting was also available.

Outreach and service to the people of Woodstock the last several years have been offered through hosting Touch-A-Trucks (1,000 and 2,000 visitors the last two years), African Children’s Choir, movie nights, a magic show, and a Financial University series.

In mid 2018, a friendship developed between FPC and House of Blessing (Casa de Bendicion), a local worshipping community. House of Blessing meets at 2018 N. Route 47 Sunday afternoons, and our two congregations have joined together for Christmas and Easter worship, for World Communion Sunday, N.O.W. dinners, youth group activities, VBS, and some of the communitywide events mentioned above.

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Education

Sunday school, confirmation, and vacation Bible school have been hallmarks for the children.

Sunday school staffing seems to have been a challenge even in the early 1980s. In a 1980 talk, eighth-grader Greg Bradshaw said, "One thing that bothers me ... is, every year, the church almost has to beg teachers to teach in the Sunday school program. When the kids hear this, they don't feel it's really important to go to Sunday school, if they can't find teachers." He went on to say that Sunday school taught him to pray and read the Bible and gave him the opportunity to sing and discuss problems. Volunteers creatively led the children's Sunday school through 2018. Then, a part-time youth coordinator position was created. Adult education has taken many forms: Bible and book studies, women's retreats, spiritual-gifts and other seminars, and small-group discussions.

Heritage

The history of a church should include a bit of heritage. Three current families can date their ancestors' FPC membership back more than a century. Vicki Thuma's great-parents and Jane Dahm's grandparents, Josephine and John Zimpelmann joined the church in 1895. Vicki, her husband, children, grandchildren and niece are members today. Jane, her children, grandchildren, and great-grandchildren also are members. Joyce Rigby's family traces its roots back to the early years of the church through her paternal grandmother, Mrs. M.G. Eckert Sr. Joyce and one of her sons and family are members today.

Having members who choose to be ministers is a blessing. Melinda Gallant was ordained in 1999 and has served as a hospital chaplain. Greg Bradshaw, who was baptized and confirmed at FPC, is the campus pastor of Harvest Bible Chapel in Crystal Lake.

Bill Tammeus, retired religion editor for the Kansas City Star and religious writer who grew up in our church, is an author and currently contributes to Presbyterian Outlook and other religious publications. Debra Bendis, who was a member for more than 20 years, wrote for Christian Century.

We are Presbyterians

We are Presbyterians in more than just name. Pastors and elders from FPC have served Blackhawk Presbytery as moderators and committee members through the years. In the 1960s and '70s, Bertha Tammeus served at all four judicatory levels: FPC elder, Presbytery committee member, member-at-large on the first Synod of Lincoln Trails Council, and member of UPW's national Committee of 500.

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More recently, two of our pastors served as moderators of Blackhawk Presbytery: The Rev. Steve Plank 1991-92 and the Rev. Paul Nelson, 2007-08. Beth Elbersen was a lay delegate to the General Assembly in 2000, and she served on the Presbytery's Personnel Committee for six years. Other members also have served on Presbytery committees.

We consistently attend Presbytery meetings and are frequently involved in Presbytery mission activities.

At the present time, two retired Presbyterian pastors worship and participate in the life of FPC. We also are blessed to have a retired Methodist pastor active in our congregation.

We are honored to have called two women to clergy positions in our church, which led to their ordination, The Rev. Melinda Hinners (1987) and The Rev. Janet Potter (2012).

Our most recent pastor, the Rev. Dr. Paul Nelson, led our congregation for 17 years, beginning with a prayer service the day following 9/11. He guided the congregation through the building of its new church on North Route 47 and leaving the historical church building on West Calhoun Street. He fostered a spirit of involvement, service, and programming, and he fulfilled his calling to preach and teach.

Pastor Paul resigned in January 2019, because he had been diagnosed with pancreatic cancer. He died January 20, 2020. FPC was honored to host his memorial service. The congregation called the Rev. Cindy Carlisle in September 2019 to serve as interim pastor.

Information Sources:

- "A Brief History of First Presbyterian Church 1846-1980, published May 1980
 - The First Presbyterian Church Woodstock, published in 1999 or 2000
- Interviews of current members

Acknowledgements

The Mission Study Team (MST) would like to thank God and the following persons and groups who contributed so greatly to this report:

- The members and friends of the First Presbyterian Church of Woodstock, who contributed their time, energy, vision and faith in numerous working sessions and conversations;
- The staff of Holy Cow! Consulting, who provided a survey tool, which allowed us to see deeply into ourselves and who masterfully presented the survey results to the church leadership and congregation; and
- Community leaders who provided their insights into the world outside our doors:
 - Woodstock Mayor Brian Sager
 - Woodstock Police Chief John Lieb
 - Woodstock School District 200 Superintendent Mike Moan
 - United Way of McHenry County Executive Director Carol Peters
 - Illinois Migrant Council CEO Maggie Rivera
 - Family Health Partnership Clinic Executive Director and McHenry County College Board Member Suzanne Hoban
 - St. Anne's Episcopal Church priest the Rev. Scott Zaucha
 - Woodstock Early Learning Center Executive Director Melissa Norman

Appendices

Holy Cow! Survey Key Findings

Background

After Session approval, the Mission Study Team engaged Holy Cow! Consulting (<https://holycowconsulting.com>) to conduct a comprehensive assessment of our congregation. The firm attempts to “help every organization better serve our communities by using an evidence-based discernment process to become vital, healthy organizations.” Holy Cow maintains an extensive historical database of the congregations previously surveyed to compare a specific congregation’s responses to historical averages. This historical data permits them to provide comparisons to similar churches and offer direction to a congregation about where energy needs to be applied.

Holy Cow provided an online survey of 108 questions, and paper copies were made available for members who usually don’t operate online. The survey collects organizational intelligence (OI) that can help to spotlight strengths, weaknesses, issues, and possible solutions. A total of 106 responses were received and tabulated. Holy Cow reviewed results with Elders, Deacons and the Mission Study Committee on December 7, 2019, and with the congregation on January 19, 2020. Numerical results are included in the Appendix.

Key Findings

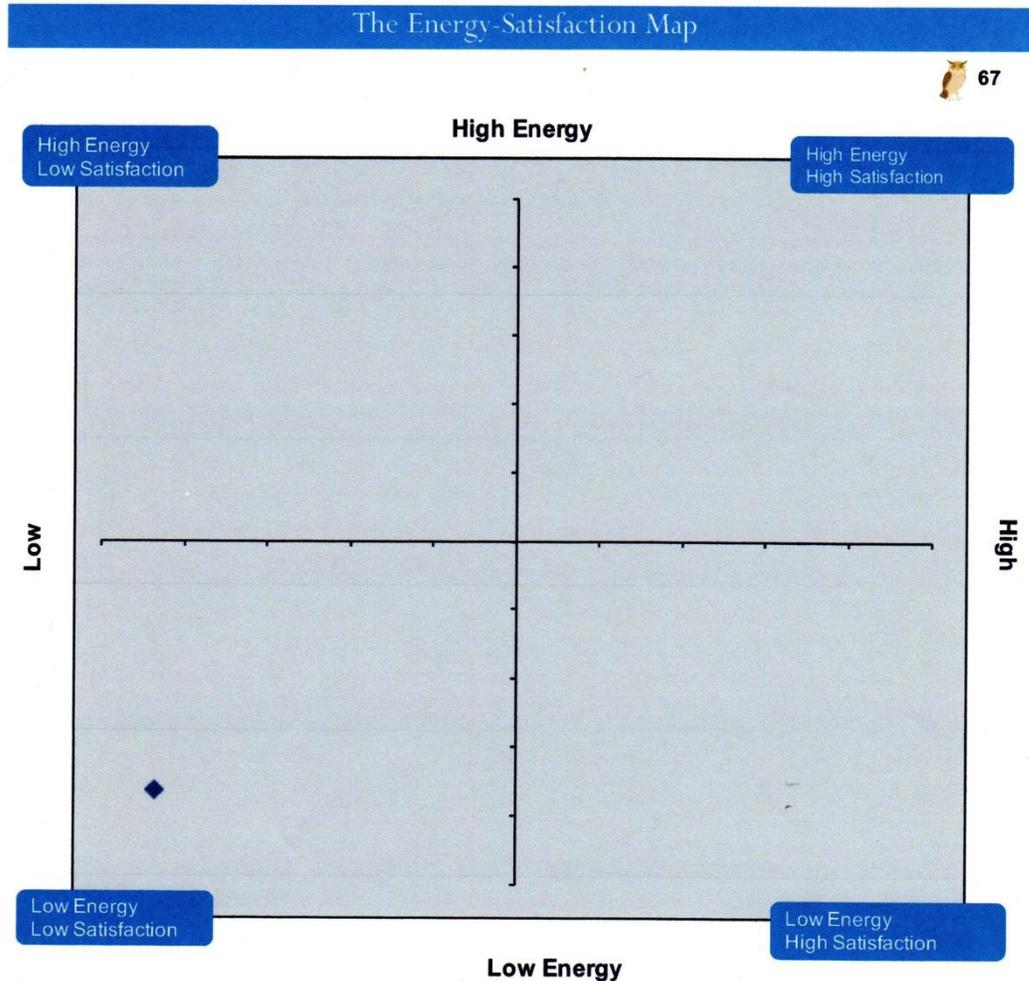
Our survey results identified five “**Drivers of Satisfaction,**” or things that are important to and the focus of our members:

Drivers of Satisfaction	Focus
Quality education that is appropriate to every age and stage of life	Moderate
Preaching that enriched members’ lives in the world	Moderate
Worship experiences that are exceptional in quality and spiritual content	Moderate
Opportunities to participate in church life that are accessible	Moderate
Clear vision for the church held up before the people.	Moderate

“**Drivers of Energy**” are those things that excite members.

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One such driver was identified as **Energy-Satisfaction Map**.



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a church. There are four quadrants on this map.

The **high energy-low satisfaction** quadrant is the chaos quadrant. Churches in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The **low energy-low satisfaction** quadrant is the recovery quadrant. Churches in this quadrant require major changes in order to regain a significant level of vitality and health.

The **low energy-high satisfaction** quadrant is the static quadrant. Churches in this quadrant have normalized a low level of vitality in the church which enables them to be relatively satisfied.

The **high energy-high satisfaction** quadrant is the transformation quadrant. Churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.

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Levels of **satisfaction** and **energy** have been found to be reliable indicators of the health and vitality of a church. In this map, there are four quadrants. First Presbyterian falls into the Low Energy-Low Satisfaction, or RECOVERY QUADRANT. This means that major changes are needed to leadership immediately to regain a significant level of vitality and health. The goal is to gradually (2-3 years) move the church to the High Energy-High Satisfaction or TRANSFORMATION QUADRANT.

Critical Success Factors for Improving Satisfaction

Our survey identified eight Critical Success Factors, four of which are **Urgent** and four of which are **Important**. Holy Cow! Consulting advises that the items identified as **URGENT** need to be addressed by leadership immediately.

URGENT:

1. Education for every age and stage of life
2. Relevant clergy preaching
3. Excellent worship experience
4. Programs for life style (accessibility/alternate forms)

Important:

1. Leadership articulates vision
2. Spirit of involvement
3. Clergy brings out best of members
4. Clergy makes things happen

Priorities: In this section of the survey, respondents were asked where they want additional energy placed. There were a total of 17 priorities identified. Compared to hundreds of other churches, most of these items had an “average” rating, i.e., most other churches share the prioritization. Standout items for FPC included the following:

Item	Priority
Deepen our sense of connection to God and one another through stronger worship services	Very High
Develop ministries that work toward healing those broken by life circumstances.	Low
Develop the spiritual generosity of the people to financially support the ministry of the church.	Very Low

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The complete list of priorities by rank is included below:

Priorities			
Overall Priorities			85
When members were asked where they wanted additional energy placed, this is how they ranked the seventeen options on the survey:			
Rank	Question #	Priority	Mean
First Average	Question #57	Make necessary changes to attract families with children and youth to our church.	4.12
Second Average	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.	3.78
Third Average	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.	3.42
Fourth Average	Question #54	Strengthen the process by which members are called and equipped for ministry and leadership.	3.17
Fifth Very high	Question #50	Deepen our sense of connection to God and one another through stronger worship services.	3.14
Sixth Average	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners.	3.11
Seventh Low	Question #65	Develop ministries that work toward healing those broken by life circumstances.	2.98
Eighth Average	Question #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).	2.97
Ninth Average	Question #63	Strengthen the management and support of persons in various ministries.	2.92
Tenth Average	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.	2.81
Eleventh Very low	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.	2.81
Twelfth Average	Question #55	Strengthen the pastoral response of the church in serving people with special needs.	2.77
Thirteenth Average	Question #62	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	2.74
Fourteenth Average	Question #61	Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life.	2.54
Fifteenth Average	Question #56	Change or improve the music of the church to deepen our worship experience.	2.40
Sixteenth Average	Question #60	Expand the international mission of the church with both financial resources and personal involvement.	2.17
Seventeenth Average	Question #53	Enlarge or improve the physical facilities of the church to expand or enhance our ministries.	2.00

Note: Items can be at the bottom of this list for one of two reasons. An item can be at the bottom of the list because it is *less important to respondents*. Alternatively, it can be at the bottom of the list because it is very important to respondents, but *already being performed at such a high level* that additional energy is not required. The rating beneath the priority rank (*very low, low, average, high, very high*) indicates its strength compared to other churches.

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Theological Perspective Index

This is a good news section for FPC. We are theologically diverse, and, yet, we stay together and play and work together. This bodes well for being able to engage newcomers of diverse theological perspectives.

Flexibility Style Index

This shows the degree to which a church is willing to make adjustments in the way it goes about its ministry. While demonstrating some flexibility, for the most part, our church is fairly settled in style and needs to move from “settled” to “adaptable” to better meet the needs of the congregation and the community.

Hospitality – We tend to think of ourselves as friendly and welcoming, but in fact, compared to other churches, this section shows:

1. We have little diversity by persons from many walks of life.
2. Being a part of this church does not give meaning to the lives of respondents.
3. A friendly atmosphere does not prevail among members.
4. Members do not feel genuine care and concern from other members during times of personal need. Members do feel that we do a good job welcoming visitors.

(#2 scored Very Very Low compared to other churches and thus perhaps an area for immediate concern and effort.)

Morale – This is defined as the positive, passionate, and persuasive engagement of members in the mission of the church. It is passionate in that people find energy in their church experiences and persuasive in that people sense the need to bring others into the experience. Developing high Morale is long term. It requires clear direction, the ability to set goals and meet them, and the development of a sense that the work of the church makes a difference. Morale in our church at the time of the survey was Very Low.

Conflict Management – At the time of the survey, the congregation expressed a very high level of anxiety. The survey also shows that our church can be quite divided at times with a small group often opposing what the majority wants to do. This is indicative of unresolved conflicts within the church. We must bravely unearth these and address them and seek healing. Outside consultation for this may be advisable.

Governance – Overall, this section reveals that our church needs to broaden active participation in leadership of the church and share decision-making. Church boards and commissions tend to be made up of the same people, and decision-making is not shared or communicated well. In recognition of this, Interim Pastor Cindy Carlisle is working with the Nominating Committee and Session to expand and rotate governance membership and to find ways to improve communication and congregational involvement. If you have always thought you would like to be more involved, this is your chance!

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Spiritual Vitality Index – Another good news section, this part of the survey shows that spirituality is VERY important to respondents and that it carries over into all aspects of life, including financial giving to the church. That said, compared to other, healthier churches, we are overall in a quite low grouping (less than 10% of all churches)

Readiness for Ministry – This measures the degree to which the church has helped members to understand that all members are called to ministry and has equipped members for ministry. The survey shows that members feel that we do a good job of helping members discern their spiritual gifts and in involving laity in planning and leading worship. We are less effective, compared to other churches, in engaging or supporting members in various ministries.

Educational Engagement – Christian Education is defined as a lifelong process that enriches a person's spiritual life and better prepares him or her for service in the world. Only 4% of respondents feel that FPC does this well. We need to look at ourselves and ask "what do we do well in this arena and how can we increase that, as well as what is missing and how can we do this better?"

Worship and Music – Generally, there is agreement among respondents that the quality of music and worship at FPC is excellent and appropriate to the congregation. There is slightly less agreement that both quality and spiritual content of worship are exceptional. On both issues, FPC ranks in the lower percentile of satisfaction compared to other, healthier churches. (25% and 5% respectively compared to other churches.)

Other Questions:

Other questions generated detailed information for leadership and a called pastor about how to more effectively engage and involve and empower members in the church for the work of the church in the world.

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Congregational Assessment Tool (CAT) Survey Numerical Results

Key Findings (as compared to other churches in Holy Cow's data)

Key Indicators	Clearly Agree	On the Fence	Clearly Disagree	Rating
Overall Satisfaction: On the whole, I am satisfied with how things are in our church.	18%	6%	22%	Very Low
Overall Energy: It seems to me that we are just going through the motions of church activity. There isn't much excitement among our members.	27%	56%	17%	Low
Activity Value Beyond Worship: On the whole, participation in church activities is very meaningful to me.	44%	49%	7%	Very Low

Key Indicators	Less	Same	More
Attendance Trend: Compared to 3 years ago, I attend Worship	33%	53%	14%

Views and Beliefs	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree	Don't Know
My spiritual experiences often impact the way I look at life.	2%	1%	6%	24%	28%	38%	2%
There is a disturbing amount of conflict in our congregation.	7%	21%	27%	14%	5%	5%	22%
Our members understand that they have a spiritual responsibility for life-long learning and formation.	%	4%	14%	37%	27%	4%	14%
My spirituality is really the basis of my whole approach to life.	4%	4%	7%	32%	29%	2%	5%
It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.	2%	14%	23%	3%	17%	9%	5%
Problems between groups in this church are usually resolved through mutual effort.	1%	1%	13%	31%	24%	2%	29%
Our members welcome changes in worship.	3%	9%	29%	25%	1%	4%	19%
I experience the presence of God in my life.	1%	1%	4%	26%	33%	3%	5%
The whole spirit in our congregation makes people want to get as involved as possible.	3%	15%	33%	31%	8%	1%	9%
Our church welcomes and is enriched by persons from many different walks of life.	2%	6%	14%	36%	34%	6%	3%

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Views and Beliefs	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree	Don't Know
The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.	1%	2%	17%	38%	25%	8%	9%
Among most of our members there is a healthy tolerance of differing opinions and beliefs.	1%	2%	11%	49%	25%	2%	11%
Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.	5%	12%	21%	38%	15%	5%	5%
Our church tends to stay very close to established ways of doing things.	1%	4%	15%	4%	18%	16%	5%
Our church does a good job helping each member understand that he or she is called to ministry.	1%	1%	29%	31%	13%	1%	15%
Being part of this church community has given new meaning to my life.	1%	7%	22%	33%	17%	9%	12%
Our church provides high quality education that is appropriate to every age and stage of life.	12%	19%	27%	23%	6%	1%	11%
Our church prepares our members for ministry by helping them discern their gifts.	3%	7%	12%	36%	21%	6%	14%
The same small group of people seem to make most of the important decisions in our church.	%	1%	7%	3%	29%	25%	7%
Converting persons to Christ must be the first step in creating a better society.	9%	12%	17%	29%	15%	1%	7%
A friendly atmosphere prevails among the members of our church.	1%	%	5%	26%	38%	28%	1%
We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.	7%	7%	18%	35%	13%	2%	17%
Our congregation is committed to abide by the unchanging, historic faith as handed down through the centuries.	1%	5%	19%	4%	1%	3%	21%
Scripture is the literal Word of God without error, not only in matters of faith, but also in historical, geographical, and other secular matters.	21%	16%	2%	19%	9%	6%	9%
Our church changes its program from time to time to meet the changing needs of its members.	2%	4%	11%	42%	22%	6%	13%
I sense an atmosphere of genuine care and concern among our members in time of personal need.	%	%	3%	29%	34%	3%	4%

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Views and Beliefs	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree	Don't Know
In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.	1%	8%	9%	42%	17%	4%	19%
There is frequently a small group of members that opposes what the majority want to do.	2%	13%	2%	13%	1%	2%	4%
I work to connect my faith to all the other aspects of my life.	%	1%	7%	3%	36%	22%	4%
Members in our church have been prepared to personally welcome guests in worship services.	%	1%	13%	23%	4%	2%	3%
The music at our church is outstanding in quality and appropriate in style to our congregation.	3%	5%	7%	24%	27%	3%	4%
On the whole, I am satisfied with how things are in our church.	6%	15%	3%	28%	13%	4%	4%
Persons who serve as leaders in our church are representative of the membership.	%	4%	7%	47%	26%	4%	12%
Our church provides opportunities for members to engage in active ministry within the church and to the world.	%	2%	4%	42%	32%	1%	1%
Although my faith is important to me, I feel there are other things more pressing in my life right now.	8%	25%	25%	24%	1%	5%	3%
The main purpose of Christian education is to help people know what is in the Bible.	1%	19%	31%	28%	13%	4%	4%
The worship services at our church are exceptional in both quality and spiritual content.	2%	9%	23%	44%	14%	2%	6%
Our church does a good job supporting persons in ministry by reminding them that they are making a difference.	%	5%	19%	28%	19%	4%	24%
Communication							
The entire communication system of the church (website, emails, print materials) is very effective in helping me know how I can personally contribute to fulfilling the church's mission.	3%	6%	10%	42%	29%	7%	3%
The entire communication system of the church (website, emails, print materials) is very effective in helping me live out my faith in the world.	4%	10%	19%	33%	15%	4%	15%
Worship Experience							
Our worship services prepare me to live a Christian life that makes a difference in the world.	1%	7%	13%	55%	18%	2%	5%
I often leave worship energized and inspired.	6%	4%	35%	30%	18%	4%	2%

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Views and Beliefs	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree	Don't Know
Our worship services help me examine my faith and how to effectively apply that faith in my day to day life.	0%	7%	22%	44%	20%	3%	3%
I find the service that I primarily attend to be child and family friendly.	1%	4%	7%	40%	35%	11%	1%
I believe that prayer is a central element of vital worship.	1%	1%	6%	29%	35%	26%	2%
Supplemental Question							
I often feel like I have something to give the church, but don't know how to give it.	9%	22%	34%	20%	5%	1%	9%
Our members spend time listening to the needs of people in our community so that they can respond to those needs as a Christian witness.	2%	2%	22%	47%	8%	1%	17%

How much additional energy should be applied to:	None	Little	Moderate	Substantial	High	Don't Know
Deepen our sense of connection to God and one another through stronger worship services.	5%	25%	26%	28%	1%	6%
Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).	8%	27%	31%	2%	1%	3%
Develop the spiritual generosity of the people to financially support the ministry of the church.	6%	23%	37%	9%	5%	2%
Enlarge or improve the physical facilities of the church to expand or enhance our ministries.	35%	31%	15%	8%	1%	9%
Strengthen the process by which members are called and equipped for ministry and leadership.	3%	16%	35%	23%	7%	15%
Strengthen the pastoral response of the church in serving people with special needs.	3%	29%	29%	14%	2%	23%
Change or improve the music of the church to deepen our worship experience.	26%	26%	24%	13%	4%	7%
Make necessary changes to attract families with children and youth to our church.	1%	7%	15%	27%	44%	5%
Provide more opportunities for Christian education and spiritual formation at every age and stage of life.	4%	21%	21%	26%	21%	8%
Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.	%	1%	24%	37%	24%	5%

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How much additional energy should be applied to:	None	Little	Moderate	Substantial	High	Don't Know
Expand the international mission of the church with both financial resources and personal involvement.	21%	38%	27%	3%	1%	1%
Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life. (i.e. online education, early morning classes, lunch discussions)	11%	36%	26%	1%	4%	12%
Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	12%	26%	29%	14%	6%	13%
Strengthen the management and support of persons in various ministries so that they are able to do what they do best in work that is meaningful and celebrated.	7%	2%	41%	19%	4%	9%
Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.	4%	13%	41%	16%	7%	18%
Develop ministries that work toward healing those broken by life circumstances.	2%	25%	37%	21%	3%	12%
Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)	8%	23%	38%	16%	3%	11%

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Church Participation	None	About 1 to 4 times	About once a month	About twice a month	About 3 times a month	All but 4 weeks a year	Every week	Don't Know
On the average, about how many times did you attend regularly scheduled church worship during the past 12 months?	2%	7%	13%	13%	32%	22%	11%	3%
	About a third as much	About half as much	Somewhat less	About the same	Somewhat more	About twice as often now	Three times as often now or more	Don't Know
Whether in this church or a former one, how does your present attendance in the preceding item compare with three years ago?	15%	5%	12%	53%	10%	2%	2%	2%

	I do not attend any of these activities	I attended about one time every other month	I attended about once a month	I attended about 2 or 3 times a month	I attended about once a week	I attended about twice a week	I attended more than 2 times a week	Don't know
Please indicate the degree of your participation during the past year in church activities other than worship such as choir, education, study group, committee or Board, service or recreation group, etc. Count the total of all such activities.	21%	7%	24%	14%	16%	11%	8%	2%
	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree	Don't Know	
In relation to the activities of the preceding question, please indicate your agreement/disagreement with the statement, "On the whole, participation in church activities is very meaningful to me."	2%	4%	8%	39%	23%	20%	4%	
	Almost never	About every other month	About once a month	About twice a month	About once a week	About every other day	Regularly each day	Don't know
How often do you find time for your own individual spiritual growth?	19%	3%	10%	9%	20%	19%	21%	18%

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	Less than one year	1 to 2 years	3 to 4 years	5 to 10 years	11 to 15 years	16 to 20 years	Over 20 years	Don't know
How long have you been attending this church?	1%	3%	4%	13%	9%	12%	58%	2%
	Under \$104 (less than \$2 per week)	\$104 to \$208 (\$2 to \$4 per week)	\$209 to \$520 (\$4 to \$10 per week)	\$521 to \$1040 (\$10 to \$20 per week)	\$1041 to \$2600 (\$20 to \$50 per week)	\$2601 to \$3900 (\$50 to \$75 per week)	\$3901 to \$10400 (\$75 to \$200 per week)	\$10401 + (more than \$200 per week)
Approximately how much do you contribute INDIVIDUALLY to your church per year? If you are married and you and your spouse contribute jointly, use the number beside one-half of that annual contribution.	4%	4%	15%	19%	36%	13%	9%	5%
	Male	Female	No Response					
Which gender identity do you most identify with?	30%	56%	14%					
	Black or African-American	White	American Indian or Alaskan Native	Hispanic, Latino or Spanish Origin	Asian	Other	No response	
I identify my ethnicity as:	0%	96%	0%	0%	0%	0%	4%	
	Below 19	19 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 or older	No response
What is your age range?	0%	0%	0%	15%	9%	14%	62%	9%
	Less than high school	Some high school	High school graduate	Some college or vocational training	College graduate	Some post graduate work	Graduate degree	No response
What is your highest level of education?	0%	0%	4%	17%	33%	8%	38%	7%
	4 blocks or less	5 to 8 blocks	1 to 2 miles	3 to 4 miles	5 to 9 miles	10 to 15 miles	Over 15 miles	Don't know
About how far is your residence from the church building?	2%	1%	11%	31%	37%	12%	4%	7%
	1	2	3	4	5	6+	No Response	Other Respondant
How many persons are in your household?	20%	46%	16%	5%	8%	3%	3%	15%

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How many people in age range	0	1	2	3	4	5	6+	No Response
0 - 5	95%	4%	1%	0%	0%	0%	0%	3%
6-12	83%	9%	5%	3%	0%	0%	0%	3%
13 - 18	92%	5%	1%	0%	1%	0%	0%	3%
19 - 24	95%	5%	0%	0%	0%	0%	0%	4%
25 or older	19%	19%	59%	4%	0%	0%	0%	4%

	<\$20K	\$20K-\$34K	\$35K-\$49K	\$50K-\$69K	\$70K-\$99K	\$100K-\$149K	\$150K-\$299K	\$300K+	No Response
What is your household annual income range?	1%	1%	5%	9%	17%	17%	13%	1%	35%

	Gen Z, iGen, or Centennials: Born 1996 and later	Millennials or Gen Y: Born 1977 to 1995	Generation X: Born 1965 to 1976	Baby Boomers: Born 1946 to 1964	Traditionalists or Silent Generation: Born 1945 and before
Which generation are you a part of?	0%	11%	15%	41%	33%

In the PAST 30 DAYS, how many times have you used a church communication (website, email, print material) for the following purposes:	Never	Once a month	Once a week	Twice a week	Nearly every day
Decide whether to attend a particular worship service.	63%	26%	10%	1%	0%
Decide whether to participate in a specific ministry/program/event beyond worship	44%	39%	14%	1%	2%
Decide whether to become involved in a mission/service to the community,region or world	58%	36%	6%	0%	0%
Discover the date, time, or location of a meeting, program, or event.	25%	53%	17%	2%	2%
Obtain guidance for dealing with a specific problem or question you were trying to address	85%	14%	1%	0%	0%
Keep informed about what is happening at the church, including decisions made by leadership	28%	47%	19%	3%	2%

What are the most effective ways for you to receive information about the ministries of the church?	Least effective	5 th	4 th	3 rd	2 nd	Most effective
▪ Direct mail to your home	18%	14%	20%	15%	20%	14%
▪ Email	5%	6%	8%	13%	15%	53%
▪ Church website	15%	26%	26%	20%	8%	5%
▪ Social Media	39%	15%	5%	12%	20%	10%
▪ Phone	23%	34%	19%	15%	9%	1%
▪ Weekly bulletin	5%	6%	17%	20%	31%	21%

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What kinds of information would help you live out your faith in the world?	Not helpful	Somewhat helpful	Moderately helpful	Very helpful
▪ Devotional material	25%	33%	23%	18%
▪ Calendar of events	6%	25%	37%	33%
▪ Educational or faith formation material	15%	36%	36%	14%
▪ Community concerns	11%	33%	43%	13%
▪ Conversations about hard questions or life matters	23%	34%	26%	17%
▪ Messages from leaders about church's mission and vision	11%	32%	39%	18%

	Inactive	Attend worship	One activity beyond worship	Church board	Paid staff	None of these
Which category below BEST describes your role in the church?	7%	17%	51%	20%	3%	1%

A sermon that speaks to me and helps in my Christian walk is (check all that apply):	Percentage
▪ Expository: brings out or exposes the truth that may be hidden beneath the words in a section of scripture.	55%
▪ Biographical: a biography that explores the faith story of an individual's life.	43%
▪ Analytical: relates to the detailed analyzing of a subject in order to extract the greatest amount of truth from it.	39%
▪ Analogical: communicates a truth contained in an analogy for clarification purposes.	47%
▪ Topical: short scripture or biblical stories applied through analysis to a topic that has direct life applications.	84%

Please rank from most important to least important the things about your regular worship service that are important to you:	Least important	6 th	5 th	4 th	3 rd	2 nd	Most important
Hymnal Music	11%	16%	14%	10%	15%	19%	15%
Choral Music	8%	10%	16%	11%	10%	25%	20%
The engagement of the children in the service	9%	8%	13%	15%	26%	10%	19%
Time of the service	9%	8%	16%	20%	15%	20%	11%
Day of the service	4%	13%	11%	12%	12%	16%	30%
Location of the service	23%	18%	13%	9%	14%	11%	11%
Length of the service	25%	14%	10%	17%	13%	13%	9%

If I could add one thing to our worship, it would be:

- A dynamic sermon that stays with me through the week that I can reflect on through day-to-day activity.
- Singing more old hymns and talking (preaching) without iPads or reading sermons (smiley face drawing).
- More modern music
- A clear and consistent statement that we believe in Jesus and are working to fulfill his Kingdom here on earth.
- Lessons applicable to life
- I don't have a good answer for this question.
- More engaging sermons
- Inspiring sermons that hold the attention of the congregation and have a clearly understandable message that speaks to a person's heart.
- More racial and age diversity representing our Woodstock community.
- The Holy Spirit being present at each service.

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- That the sermon is meaningful and the speaker is vibrant and cohesive. I want to get something out of it not blank out for 15 minutes.
- A motivating Pastor
- More Professional musicians versed in bells, strings, percussion, vocals, winds, sound engineering, adult leadership, knowledgeable technicians
- A praise band.
- Get a pastor who can deliver a meaningful sermon and stay on task
- To come away from the service having been able to reflect on one's own life with what was said.
- Laughter
- Tailoring messages/sermons to apply to the congregant
- Dynamic and uplifting music
- Inspirational sermons
- Deeper prayer
- Sharing our love
- Guided prayer time
- More hymns
- More direct Bible sermons. Less pastor personal items.
- Nothing comes to mind
- More praise.
- More engaging music
- More examples of faith in action in individual lives or the community and world around us
- More ways to directly apply our faith in Woodstock and outwards
- Improved, exciting, inspirational sermon/messages - but we need to continue improving the sound issues especially the echo/reverberation issues with the "spoken" word so that those in attendance as well as those listening via other media can understand the words.
- More children, more members
- A more modern feel with an inspiring message that is motivating and uplifting.
- Fine the way it is. Need more younger people. I think the age average is about 65 based on weekly attendance
- Contemporary music laying on of hands with prayer
- More personal connections. Church leaders taking time to follow up with members who don't attend.
- Real Joy, Excellence, Warmth
- More variety of music - not just hymns, classic anthems, and praise music.
- Come Holy Spirit!
- More people in the choir
- More/Enhanced contemporary elements
- Dramatics, skits, humor
- Fix this church!
- I would make it appeal more to younger people—just not sure how to actually do that.
- Thought provoking and energizing sermons
- Contemporary worship
- Energy
- Participation of middle-school and high-school youth

	No change	Some change	Moderate change	Substantial change	Change nearly everything	Don't know
How much change is required to realize your vision for the church?	3%	19%	36%	33%	0%	8%

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Church Youth Surveys

In executing our Congregational Assessment Tool (CAT) survey, Holy Cow! Consulting recommended not including anyone less than 18 years of age. The Mission Study Team agreed with this recommendation, thinking that youth would not spend the time needed to complete the 102 survey questions. However, the team agreed we needed some way to engage youth in the Mission Study and obtain their feedback about where God is calling First Presbyterian Church.

We elected to divide youth into appropriate age groups and ask them three questions:

- What should we, the church, stop doing?
- What should we keep doing?
- What should we start doing?

Age Group	Start Doing This:
College / Senior High	Add more contemporary music in worship
9 th and 10 th Graders	
6 th thru 8 th Graders	Change up services; loved jazz Sunday Involve youth more in worship leadership Create multi-media services Release 6-8th from worship services
3 rd thru 5 th Graders	Better Internet More play time in Sunday school Need more modern, active toys Playground for older kids – the one we have is for babies Outdoor activity area and equipment for older kids Fix gaga pit and make it more accessible Talent show Dramatic scripture readings (acted out)

Age Group	Keep Doing This:
College / Senior High	Youth trips to Stronghold Youth trips similar to the trip to San Antonio Sr Hi Sunday School Multi-generational experience such as Operation Christmas Child
9 th and 10 th Graders	
6 th thru 8 th Graders	Do more things with adults (Multi-generational activities) Youth group. Service opportunities: Bernie's books OCC Christmas Clearing House Feed My Starving Children Soup kitchen

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Age Group	Keep Doing This:
3 rd thru 5 th Graders	Children’s message. (It makes them feel included.) Snacks in Sunday school Read scripture for services Acolyte Children’s music NOW dinners

Age Group	Stop Doing This:
College / Senior High	
9 th and 10 th Graders	
6 th thru 8 th Graders	Sunday School for middle school; youth group/confirmation is enough.
3 rd thru 5 th Graders	Nothing mentioned, and we ran out of time. Their favorites are food, play and being with friends.

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Community Leader Perspectives

Members of the Mission Study Group interviewed eight community leaders:

- Woodstock Mayor Brian Sager
- Woodstock Police Chief John Lieb
- Woodstock School District 200 Superintendent Mike Moan
- United Way of McHenry County Executive Director Carol Peters
- Illinois Migrant Council CEO Maggie Rivera
- Family Health Partnership Clinic Executive Director and McHenry County College Board Member Suzanne Hoban
- St. Ann's Episcopal Church Priest the Rev. Scott Zaucha
- Woodstock Early Learning Center Executive Director Melissa Norman

The following questions were used:

- What impressions, if any, do you have of our congregation?
- What trends and challenges are you seeing in our community today?
- What unmet needs do you see in our community?

What follows is a summary of the information collected during the interviews.

What impressions, if any, do you have of our congregation?

Most of the leaders knew of our church primarily through the community involvement of individual members of the church. One praised the church and said members were “engaged and dedicated servants.” Another said, “I have not experienced the church as leading the pack with regard to social service.”

What challenges are you seeing in our community today?

1. Immigration:
 - Hispanics fear deportation or loss of dreamer or other legal status.
 - Evident in fewer signing up for Free or Reduced Lunches at school, accessing the WIC program, seeking medical attention at Family Health Partnership Clinic, using food pantries, etc.
2. Homeless:
 - The countywide effort has been located in Woodstock for the past several years. A new 70-bed facility is being constructed in McHenry. Impact is unknown.
 - Alcohol and drug addiction and mental illness are major contributing factors.
3. Healthcare:
 - Especially access to specialty care.
4. Childcare:
 - Woodstock has only two full-service day care centers.
 - District 200 offers a preschool program.
 - Space and teacher shortage.

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5. Underemployment:
 - Low-income people living paycheck to paycheck with no emergency funds were hit especially hard by COVID-19.
 - The United Way launched an Asset Limited Income and Employed (A.L.I.C.E) study in March to identify where vulnerable people are living.
 - People are caught in low-paying jobs.
6. Connecting people with needs to resources available:
 - People who need help often do not want to ask for help.
 - There is a felt need for greater coordination of resources.
7. Transportation:
 - Very, very limited public transportation within Woodstock and McHenry County

What trends are you seeing in our community today?

1. Housing within the Woodstock city limits is more than 40 percent rentals
2. Increasing diversity
3. City of Woodstock's focus is economic growth/development
4. Aging population

What unmet needs do you see in the community? Need to:

1. Help people move up employment skill levels
2. Uplift avenues of success before young people
3. Improve/increase support systems and safety nets
4. Coordinate resources for meeting needs
5. Provide childcare for 0 to 3, "wraparound" (before and after school) care, and summer care for school-age

Other Comments:

1. The 2020 census will be very important
 - Legislative representation
 - Federal funding
 - Woodstock's home rule status
2. So much could be accomplished if agencies, groups, faith groups all worked together addressing issues and needs.
3. Ongoing need for volunteers, board members for nonprofits, executive leadership mentoring
4. Woodstock is a very generous community. Whenever schools ask for donations, parents and community respond.

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Where We Live Geographically

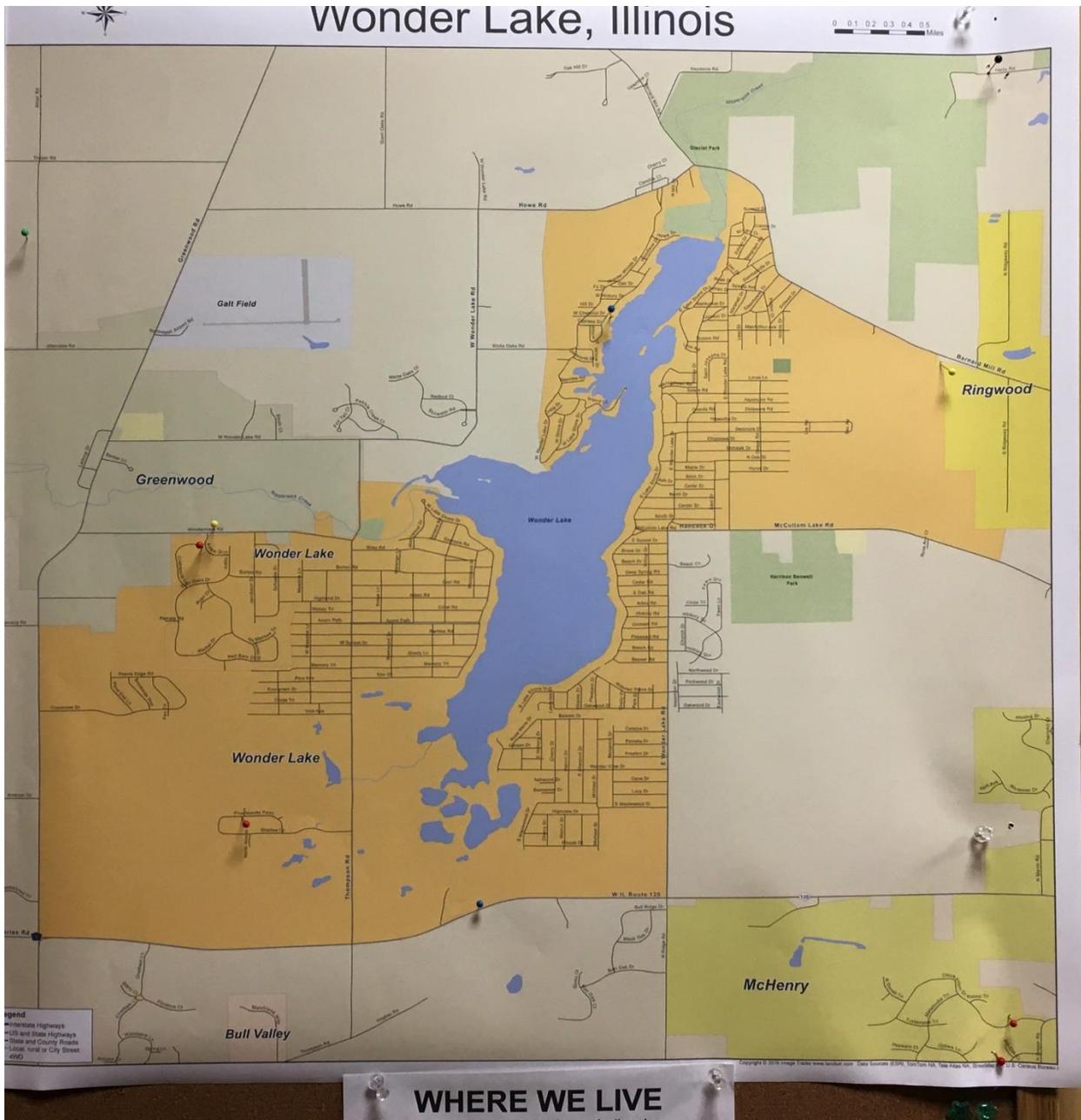
At the start of the Mission Study, our team set up three maps, one for the City of Woodstock, one for the Village of Wonder Lake and one for McHenry County. Over the space of 4 weeks, the congregation was invited to stick a pin in one or more of the maps to show where they currently live. Maps were photographed before being removed. Additionally, an automated mapping process on Google was used to show the distribution of all households in the current member directory, which includes both members and “friends” of the church.” The results are presented below.

Pin Map of Woodstock



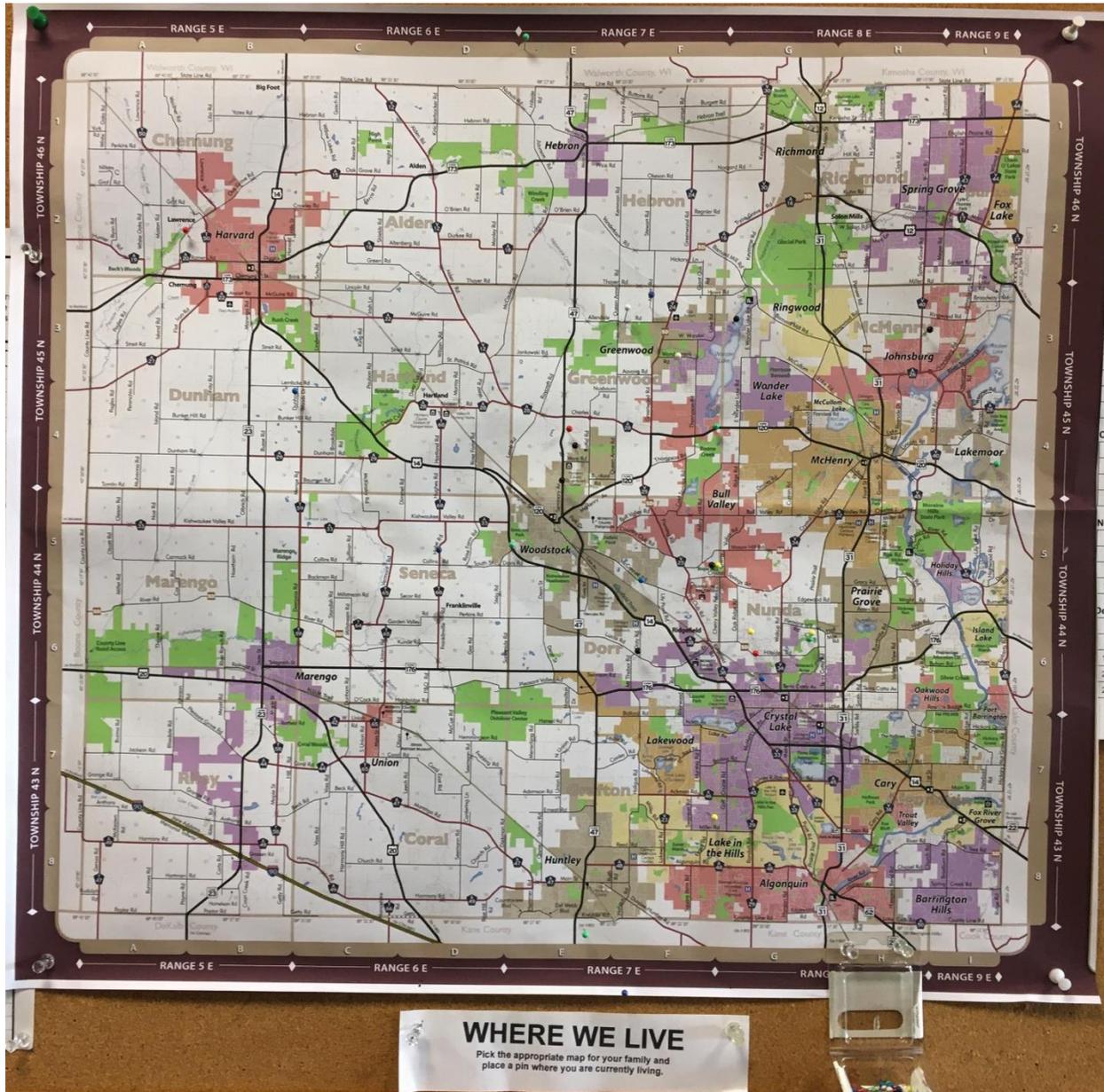
Pin Map of Wonder Lake

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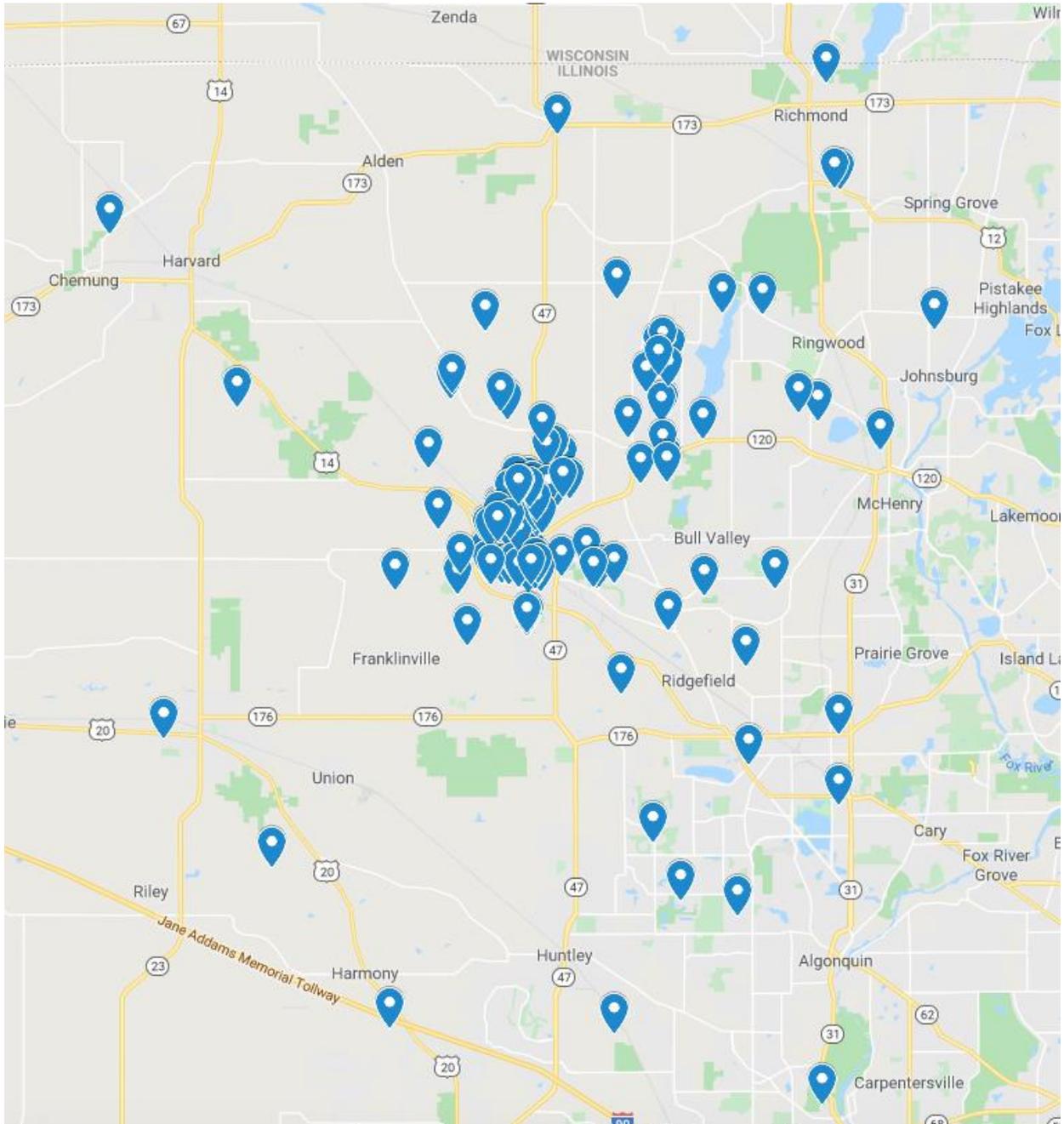
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Pin Map of McHenry County



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Google Generated Map using PowerChurch address data.



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Current Finances

Income and Expense History

Five Year Profit / Loss History - Income	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Projection	2020 Budget
Income						
Contributions - Misc	1,250	1,300	0	0	0	0
Loose Offerings	2,497	2,367	2,431	3,152	3,664	2,300
Per Capita	2,778	2,605	2,344	2,215	2,840	2,300
Pledges - Next Years Giving	260	560	7,120	985	4,757	250
Pledges - Prior Year Giving	400	1,150	1,535	12,475	715	250
Pledges - Regular Giving	223,521	219,842	210,081	183,749	193,123	178,324
Total Income Regular	230,707	227,824	223,512	202,576	205,098	183,424
Other Income	35,638	30,424	30,576	21,514	16,140	21,856
Total Income	266,344	258,248	254,087	224,090	221,239	205,280

Five Year Profit / Loss History - Expense	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Projection	2020 Budget
Education Commission	4,899	12,005	3,436	1,357	1,100	3,085
Finance - Administration	22,624	24,050	25,919	25,773	25,612	27,785
Building & Ground Ops	22,875	28,814	21,118	22,200	24,891	29,840
Leadership Training & Develop.	314	420	1,264	668	915	1,670
Mission Commission	23,718	32,396	31,601	12,147	17,619	22,150
Outreach Commission	1,451	2,596	4,149	5,283	3,306	6,115
Personnel Ministry	116,881	120,190	122,639	122,697	63,096	92,758
Personnel Operations	83,284	101,274	98,547	101,656	74,732	82,242
Total Personnel	200,164	221,464	221,187	224,353	137,828	175,000
Worship Commission	4,904	4,257	5,807	4,531	4,040	7,776
Total Expense	281,973	326,002	314,481	296,312	215,309	273,421
Net Ordinary Income	(15,629)	(67,754)	(60,394)	(72,222)	5,929	(68,141)

Five Year Profit / Loss History - Other	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Projection	2020 Budget
Education & Outreach Fund *	35,000	70,000	35,000	35,000	0	
McCullough Bequest - Designated **			40,000	41,000	0	65,000
Total Extraordinary Income	35,000	70,000	75,000	76,000	0	65,000
Net Income/Extraordinary Income	19,371	2,246	14,606	3,778	5,929	(3,141)

* - Directed donation received from anonymous donor.

** - \$81,000 set aside as contingency fund at the creation of the McCullough Endowment.

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Balance Sheet

As of April 30, 2020

ASSETS		
Checking/Savings	Capital Funds - Designated	\$26,551
	McCullough Distribution - Designated	\$55,000
	McCullough Distribution - Undesignated	\$50,015
	Memorial Funds	\$43,934
	Advia Ultimate Savings - Other	\$323
	Total Advia Ultimate Savings	\$175,823
Checking	Capital NOW DDA	\$6,341
	General Operating Savings	\$17,503
	Memorial MMDA-Advia	\$22,783
	N.O.W. Fellowship & Outreach - Designated	\$3,056
	Operating NOW DDA	\$66,454
	Special Funds NOW DDA	\$12,931
	Youth Account - Designated	\$2,515
Total Checking/Savings		\$307,406
Other Current Assets	McCullough Endowment Funds	\$783,292
	N.O.W. Petty Cash Box	\$30
	Petty Cash	\$250
Total Other Current Assets		\$783,572
Total Current Assets		\$1,090,978
Fixed Assets	Church Building-2018 N. Rte. 47 (at cost)	\$3,504,278
TOTAL ASSETS		\$4,595,256
LIABILITIES & EQUITY		
Total Current Liabilities	Total Liabilities	\$293
Equity	Opening Balance Equity	\$444,497
	Net Income	\$27,359
	Retained Earnings	\$4,123,106
Total Equity		\$4,594,963
TOTAL LIABILITIES & EQUITY		\$4,595,256

Notes:

- Designated funds must be used in accordance with the directives given at the time the funds were received.
- Undesignated funds may be spent as directed by session.
- Advia is our local credit union where we bank.
- Over the four years in which McCullough Distribution funds were available and publicized to support member project ideas, only two ideas were raised up and only \$8,789 was spent. McCullough Distribution fund balance grew to a total of \$147,437.

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Pledge Income	2017	2018	2019	2020*
Pledges to date: (12/10/2019)	52	45	49	37
Total Pledged:	\$174,760	\$162,904	\$163,903	\$143,225
Average:	\$3,361	\$3,620	\$3,345	\$3,871
Median:	\$2,090	\$2,160	\$2,100	\$2,340

* - estimated as of 12/10/19

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Who is our Neighbor?

Woodstock, Wonder Lake and McHenry County Demographics

[McHenry County](#) is the sixth-most populous county in Illinois. The county was formed in 1836 out of Cook and LaSalle counties and named for Major William McHenry, a member of the Illinois Militia, House of Representatives and Senate. Long known as a center of agriculture and recreation, it has more recently experienced rapid rates of suburbanization, exurbanization and urbanization, but the northern and western portions of the county remain primarily agricultural and rural.

[Wonder Lake](#) is a rapidly growing village in McHenry County, Illinois, United States. The population was 1,345 at the 2000 census, but by the 2010 census, the population had grown to 4,026. The Village was incorporated in 1974 as the Village of Sunrise Ridge. The name was later changed to the Village of Wonder Lake. The Village provides parks, public works, police and fire protection and related services.

[Woodstock](#) is the county seat of McHenry County, located 51 miles northwest of Chicago (with Metra service to Chicago). The city's downtown includes a historic, turn-of-the-century town square, which is anchored by the landmark Woodstock Opera House and the Old (McHenry County) Courthouse. The Square offers many shops and retail establishments in a unique and nostalgic atmosphere. From May through October, the Woodstock Farmers Market takes over the Square on Tuesdays and Saturdays. The market was voted the #1 farmers market in the state of Illinois in 2012 in the American Farmland Trust annual contest and also placed fifth in America for medium-sized markets.

Rich with arts and culture, Woodstock also has an independent streak brimming with creativity and entrepreneurship. Artists and locally owned businesses are embraced. Our school system is a leader in dual-language education. And music, whether rock, folk, jazz, country or classical, fills the air indoors and out most every night.

Throughout the year, Woodstock is host to many events, festivals, and fairs, from Fair Diddley art and craft fair, to summer band concerts and award-winning farmers market to HarvestFest, and Groundhog Days -- celebrating Woodstock's starring role as Punxsutawney, PA, in the 1992 Bill Murray classic movie "Groundhog Day." Our beautiful Gothic style Opera House serves as the cultural entertainment center of Woodstock, featuring plays, concerts, and performances throughout the year, including the Midwest Mozart Festival each summer. Not to be missed is Woodstock's Victorian Christmas celebration that begins each Thanksgiving weekend. The Square glows with thousands of miniature lights illuminating the buildings and trees for the annual Festival of Lights. Carolers stroll the streets and visitors can take horse-drawn carriage rides around the Square.

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A review of detailed demographics for Woodstock, Wonder Lake and McHenry County produced these observations:

- FPC has a higher percentage of women members than the county (59% vs. 50%).
- FPC has a higher percentage of members over 65 than the county (51% vs. 12%)
- Woodstock has more Spanish speakers than the rest of McHenry County (19% vs. 13%).
- Woodstock has substantially more rental housing than McHenry County (39% vs. 21%)
- Woodstock's median household income is substantially below that of McHenry County (\$56,811 vs. \$82,230)
- Woodstock has a poverty rate twice that of McHenry County (15.5% vs. 7.15%).
- Woodstock Internet connectivity slightly lags that of McHenry County (83.6% vs. 88.9%).
- Woodstock and Wonder Lake crime is significantly below the national average, as measured by the City-Data Crime Index (94.4 vs. 274.0).

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Woodstock, Wonder Lake and McHenry County Demographic Data

Sex	Woodstock	Wonder Lake	County	FPC
Male	50%	52%	50%	41%
Female	50%	48%	50%	59%

Race	Woodstock	Wonder Lake	County	FPC
White	71%	94%	81%	97%
Hispanic or Latino	22%	6%	13%	1%
Black or African American	3%	%	2%	1%
Asian	2%	1%	3%	1%

Ages	County	FPC
Under 25	34%	15%
26 to 45	24%	1%
46 to 55	17%	1%
55 to 65	13%	14%
Over 65	12%	51%

Marital Status	Woodstock		Wonder Lake		FPC	
	Men	Women	Men	Women	Men	Women
Never Married	37%	28%	3%	25%	28%	25%
Married	49%	48%	51%	58%	59%	57%
Separated / Divorced	13%	17%	12%	11%	9%	12%
Widowed	3%	9%	8%	6%	5%	7%

Bilingual	Woodstock	Wonder Lake	County
Speak English	76%	82%	82%
Speak Spanish	19%	13%	13%

Woodstock has more Spanish speakers than the rest of McHenry County.

Housing	Woodstock	Wonder Lake	County
Median Value, Owner Occupied	\$165,700	\$174,100	\$212,600
Median Rent Asked	\$983	\$1,165	\$1,146
Owner Occupied Housing	61%	88%	79%
Renter Occupied Housing	39%	12%	21%
Average Household, Owner Occupied	2.7	2.6	2.8
Average Household, Renter Occupied	2.5	2.6	2.6
March 2019 Cost of Living Index (US=100)	101.0	106.6	100.9
Median Value, Owner Occupied	\$165,700	\$174,100	\$212,600

First Presbyterian Church of Woodstock Mission Study Report - June 2020

Woodstock has substantially more rental housing than McHenry County.

Household Income	Woodstock	Wonder Lake	County
0-\$10,000	9%	3%	3%
\$10,000-\$25,000	12%	8%	9%
\$25,000-\$40,000	11%	1%	1%
\$40,000-\$60,000	19%	21%	15%
\$60,000-\$100,000	25%	25%	26%
\$100,000-\$150,000	13%	24%	2%
\$150,000-\$200,000	8%	17%	9%
\$200,000+	5%	1%	7%
Median Household Income	\$56,811	\$64,647	\$82,230

Woodstock income is substantially below that of McHenry County.

Poverty Percentages	Woodstock	Wonder Lake	County
All Races	15.5%	5.7%	7.1%
White, non-Hispanic	11.2%	5.4%	6.7%
Black	65.9%	0%	22.4%
Hispanic or Latino	22%	4.1%	15.3%
Other Race	38.6%	2.5%	20.5%
Two or More Races	50.7%	0%	15.5%

Woodstock has a poverty rate twice that of McHenry County.

Technology	Woodstock	Wonder Lake	County
Home with A Computer	90.8%	n.a.	93.1%
Homes with an Internet Connection	83.6%	n.a.	88.9%

Woodstock internet connectivity slightly lags that of McHenry County.

Crime	Woodstock	Wonder Lake	County
Murder	0	0	8
Rape	10	1	101
Robberies	2	2	32
Assaults	12	2	166
Burglaries	27	4	329
Thefts	266	24	2,370
Auto Thefts	5	2	60
Arson	0	0	12
City-Data Crime Index (US = 274.0)	94.4	81.8	n.a.

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Woodstock and Wonder Lake crime are significantly below the national average.

Demographics from Church Assessment Tool (CAT) Survey

Age	Below 19	19-24	25-34	35-44	45-54	55-64	+65
	0%	0%	0%	15%	9%	14%	62%
Tenure	<1 Yr.	1-2 Yr.	3-4 Yr.	5-10 Yr.	11-15 Yr.	16-20 Yr.	+20 Yr.
	1%	3%	4%	13%	9%	12%	58%
Distance (mi.)	<4 blks	5-8 blks	1-2	3-4	5-9	10-15	+15
	2%	1%	11%	31%	37%	12%	4%
Attendance	None	1-4 X	1/ Mth.	2/ Mth.	13/ Mth.	All but 4	Every Week
	2%	7%	13%	13%	32%	22%	11%
Attendance Trend	1/3 as much	½ as much	Somewhat Less	Same	Somewhat more	2X as much	3x as much
	15%	5%	12%	53%	10%	2%	2%
Education	< HS	Some HS	HS Grad	Some College	College Grad	Some Post Grad	Graduate Degree
	0%	0%	4%	17%	33%	8%	38%

First Presbyterian Church of Woodstock Mission Study Report - June 2020

Historical Timeline

1846: Woodstock Presbyterian Church formed from 21 members of the Ridgefield Presbyterian Church then known as the “Virginia Presbyterian Church”.

1848: Wooden frame church was erected at the corner of Church and Jefferson Streets with 200 seats. Rev. Richard Todd of Rowley, MA, and founder of Todd School was the first minister.

1856: A new brick church erected on the site of the wooden church. The old church was sold to a German Presbyterian congregation and moved board by board to the Herdklotz property on Charles Road. The German Presbyterians continued to use it until 1881 when they constructed a new church on Washington Street. They sold the Washington Street church to Grace Lutheran in 1908 and joined the Woodstock Presbyterians.

1865: Rev. Todd retired and Rev. John Blood filled the pulpit.

1866: Rev. John Thomas was the pastor.

1869: Rev. R. Carter Kerkwood was the minister.

1870: The beloved Rev. Samuel Cox Hay became pastor.

1874: Rev. J. Emery Fisher was pastor.

1877: Rev. John D. McLean was minister.

1882: Rev. Samuel Cox Hay returned as pastor until his death in 1911. Because of train noise, the congregation purchased property from Timothy J. Dacy, grandfather of John Dacy, on the corner of Calhoun and Tryon streets and had Simon Brink, builder of the Opera House, built a new church for \$5,282.85.

1884: The building was declared debt free.

1900: Sunday school addition built along with a kitchen and dining room.

1901: Sorosis Society and church choir organized.

1912: Rev. Lafayette D. Beck was called after Rev. Hay.

1917: Rev. R.B. Gutherie was installed until 1924.

1921: Westminster Guild, later named Ruth Service Guild (for Rev. Gutherie’s wife), was organized. Men’s Club organized – Met once a month for dinner. (Wonder who did the cooking?)

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1922: Remodeling of kitchen, combined social hall, Sunday school rooms, and bathroom – cost: \$3,232

1924: Rev. McDowell with Professor Crawford ministered.

1925: Rev. E.K. Hershey was pastor until 1930.

1928: Completion of replacing windows with stained glass memorial windows by Ruth Service Guild.

1931: Congregation voted to explore the possibility of a merger with Baptist and Congregational churches because of the depression. On December 20, the Presbyterians backed out of any merger.

1933: Rev. Austin Heuver was pastor until 1937.

1937: Rev. Bruce Gillis led the congregation until 1945.

1945: Old pipe organ sold to McCormick Seminary and a memorial stained-glass window was inserted in its place. Members Phil and Eleanor Masslich gave a new electronic organ.

1946: Rev. Cecil C. Urch installed and served until 1965

1948: Platform and seats for choir were purchased and completed.

1952: Pews were installed and opera seats sold for \$1 each. Member Art Galt spearheaded the effort.

1955: Rev. Clarence Kerr retired from the Baptist church and became assistant pastor in charge of youth.

1956: Large addition built, consisting of social hall-gym, offices and Sunday school rooms at cost of \$45,000.

1958: Front of sanctuary and old social hall divided and paneled. Galt Memorial room was furnished. Member George Dahm was organizer and carpenter.

1960: Board of Deacons was formed with Lil and Elmer Eckert, Eleanor and Phil Masslich, Val Ayers, Robert Goins, Warner Miller and Art McCullough as members until 1966.

1965: Rev. Alfred W. Murschel was called.

1970: William Youngblood, a seminary student, served as youth director until 1971.

1971: Feb 27-28, 125th anniversary celebration.

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1974: Carolyn Huber and other church members donated a new Allen organ.

1978: Our "Peanuts" fan, Rev. Murschel, retired.

1979: Rev. Robert Davis, from Rockford, served as pulpit supply.

1980: May 4, Rev. Hal LeMert started as pastor.

1987: A foyer, 3 offices, an atrium, bathroom, and reception hall were added at the cost of \$195,648. Rev. Melinda Hinners started as assistant minister.

1988: Rev. LeMert left for Kansas.

1988: Ruth Service Guild room furnished and dedicated. Rev. Mike Spangler was supply minister.

1989: Rev. Kurt Kremlick was minister for a year.

1990: Various ministers served as pulpit supply. Board of Trustees was dissolved, and Deacons reinstated.

1991: Rev. Steve Plank was called to lead the congregation.

1993: The Elders organized commissions.

1995: Congregation purchased Calhoun Street property next to the church.

1998: Congregation purchased property on Route 47, north of Woodstock.

1999: Rev. Plank left and Rev. Marry Harris served as interim minister.

2001: Rev. Paul Nelson was called to lead the congregation.

2007: On Easter Sunday, the congregation moved from Calhoun Street to our new building located at 2018 N. Rt. 47. Two stained glass windows from the downtown building were incorporated into the design and style of the new building.

2011: Janet Potter hired as Outreach / Youth Coordinator

2013: The church receives a \$2,800,000 bequest from the estate of Donne McCullough.

2014: Using proceeds from the McCullough estate, we paid off our mortgage. In celebration, we held a special dinner where the mortgage was ceremoniously burned. Rev. Janet Potter leaves for a called position in Idaho.

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2015: Jay Justice hired as youth and outreach coordinator.

2016: Rev. Nelson receives his Doctor of Ministry Degree from Dubuque Seminary.

2018: House of Blessing begins worshiping in our building.

2019: Rev. Nelson retired due to illness. Rev. Marry Harris appointed gap minister. In September, Rev. Cindy Carlisle was called as interim minister.

Congregational Gathering – March 1, 2020

WHOLE GROUP

<p style="text-align: center;">Question 1: What have we been passionate about? *</p>	<p style="text-align: center;">Questions 2: Thinking about our congregation, what are we passionate about? What are we constantly talking about, praying about, involved in and concerned about?</p>	<p style="text-align: center;">Question 3: What three words best describe our congregation?</p>	<p style="text-align: center;">Question 4: What gifts has God given this congregation for ministry?</p>
<ul style="list-style-type: none"> • Music – children and adults • Mortgage paid – celebration • Youth Education / support • OCC • Support each other – funerals • Shared study (“Purpose Driven Life”) • Youth support • Helping other churches • Hootenanny • Fellowship dinners • Intergenerational • Warm welcome • “Seek Ye” goosebumps • Pastors – inspiring • ROP group • Working through discord together • Welcoming -when immediately invited into ministry • Nursing home outreach • Fellowship with purpose (mission) – multiple examples • Personal growth 	<ul style="list-style-type: none"> • Care/concerns for members • Growing congregation/retaining members • Helping others – mission • Peace • Children • Education of our kids • Music ministry • Peoples’ health • Pastor search • Define purpose for our church • Hospitality • Outreach to members and others • Technology and music • Education/spiritual growth • Intergenerational • Support for youth 	<ul style="list-style-type: none"> • Friendly • Caring • Sincere (in faith) • Faithful • Mature • History • Rut, static, directionless • Declining/shrinking • Giving (generous) • White, but diverse • “safe” • Family 	<ul style="list-style-type: none"> • Great interim X • Facility XX • Close/collaborative group • Room for growth • \$ XX • Talent X • HOB Partner • Administration XX • Hope • Music • Love of the Lord • Teaching • Hospitality • New direction • Compassion • Staff • Able to tell truth in love • Honest/open • Devoted financial volunteers • ~70 children in the wings

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Individual Tables

Table	Question 1: What have we been passionate about? *	Question 2: Thinking about our congregation, what are we passionate about? What are we constantly talking about, praying about, involved in and concerned about?	Question 3: What three words best describe our congregation?	Question 4: What gifts has God given this congregation for ministry?
1: Dave Johanson	<ul style="list-style-type: none"> • <i>Purpose Driven Life</i> Group Book Study • Youth Mission Trips • Outreach to Joy Presb • Hootenanny w/B Diss • Diverse /economic group • Adult fellowship 	<ul style="list-style-type: none"> • “Health” • Find a minister “inspired” “youth” <p>Meaningful, inspired service & sermon</p>	<ul style="list-style-type: none"> • Declining, lack of leadership, rut • Warm, sincere, welcoming • Dying, shrinking, old • Caring, consistent, safe 	<ul style="list-style-type: none"> • Close congregation that can work together • Musical talent • Financial resources • Space/room for growth • House of Blessing
2. Candee McMahan	<ul style="list-style-type: none"> • Music (Easter) Choir 26+ people • Book Study <i>Purpose Driven Life</i> • First joined • Fellowship w/ Bible study • Social Gatherings • Team fellowship • Planning new building and come about • We were committed to OCC – so many involved. 	<ul style="list-style-type: none"> • The way we treat one another here and not systems. • Current events • Welfare of people 	<ul style="list-style-type: none"> • Friendly, Faithful, Caring <p>Welcome, thoughtful, family, friendly, singing, open-minded, faithful, lazy, caring, supportive, searching, treading water, hoping,</p>	<ul style="list-style-type: none"> • Giving • Share: study together; pray together; worship together • History • Music • Hospitality • Compassion • Respect of others • (Bob, Melinda, Taylor) • Facility • Multiple gifts/talents • Hope

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<p>3.</p>	<ul style="list-style-type: none"> • Youth Mission Trips • Hal & Jon pastors (outreach) • Transition teenage to adult • Music (contemporary music) 	<ul style="list-style-type: none"> • Hospitality XX • Music XXX • Don't know • Youth • Mission (community?) • Building 	<ul style="list-style-type: none"> • Friendly X • Caring X • Children • Homogenous • *Aging • Family • Insular • Searching • Welcoming • Non-judgment 	<ul style="list-style-type: none"> • For Pres • Lee • Heart of servant • *Music • *Lay leaders • Children's energy & joy • Compassion; genuine care for others • *Financial security • *Cindy Leadership • Bible Study leaders • Volunteers • Giving spirit
<p>4. Dave Davis</p>	<ul style="list-style-type: none"> • Celebrating "life" at funeral services at our church • Children going through Confirmation - involvement • Large musical events - all sharing in common theme • Activities with diversity - all ages • Special musical events - brings people together • Being on Session - seeing passion of Elders 	<ul style="list-style-type: none"> • Children-Youth, educ • Issues of other member, health, concerns, caring • Mission - questions about what our goals are. • Music - ministry 	<ul style="list-style-type: none"> • Aging, Hoping, Loving • Seeking Direction, priority • White, friendly/loving • Friendly, unfocused • Diverse (economics) decisions checks & balances • Static, familiar, partner less • "giving" 	<ul style="list-style-type: none"> • Generosity \$ • Administration • Music • Compassion • Love of the Lord - Godly, from the heart • Building & grounds - facilities

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<p>4. Sue Krause</p>	<ul style="list-style-type: none"> • Easter • Christmas • Baptism remembrance, forgiveness • Small groups • People of church – warm, welcome, became “family”. Full church, meaningful worship • Youth program – confirmation. establish lifelong friendships. • Music – better than most – even in transition. • 1962 – “roped into service immediately - Family - reception <p>What made that fulfilling: Health of congregation and families Peace for the world Help for others</p>		<ul style="list-style-type: none"> • Friendly x, caring • Sincere word • Mature x 	<ul style="list-style-type: none"> • Land/building • Educated members/ teachers • Generous members – time & talents • Community outreach • Music • Steady, dependable • <u>Love</u> children – want more! • Cares & concerns for members • Growing congregation; retaining members • Helping others – missions • Peace for the world
<p>5. Chris Nejd</p>	<ul style="list-style-type: none"> • Including children in all aspects of music • Support of congregation for music programs • Music – the time spent preparing special music • Music speaks to people • Note was burned & dinner • Story of Don’s donation • Capital campaign efforts • Nursing home ministry with music, message and therapy dog 	<ul style="list-style-type: none"> • Education & spiritual growth • Ron and Deb Bendis education groups 10-20 adults • Dave Davis Sunday school/Senior high classes • Women’s Groups on Wed. night 	<ul style="list-style-type: none"> • Family • Spread love joy encouragement • Elderly/aging • Wealthy • Friendly • History • Grateful • Caring • Giving • Compassion • Musical • Hospitality 	<ul style="list-style-type: none"> • Staff – pastoral and non • Relief from debt • Heart for people • Wonderful music – Bob • Skilled musicians • New direction • Our building • Leaders • Session/Deacons • Sue Krause, Cindy & Chris • Teaching • Administration • Hospitality • Gift of Gab

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6. Jean Chase	<ul style="list-style-type: none"> • When welcomed – few knew me and accepted me 	<ul style="list-style-type: none"> • Praying about getting more <u>members</u>/younger generation • Talking – volunteering • Peace/equality • Respect – discipline • Loss leadership • Youth/declining • Keep growing youth 	<ul style="list-style-type: none"> • Open • Loving • Giving • Friendly • Helpful • Caring • Compassionate • *Stagnate – static, rut • Praying • Welcoming • Aging/declining 	<ul style="list-style-type: none"> • Great interim minister • Pretty open caring members • Flexible space • Music • Passion/progress
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* a)Thinking about your entire experience in this church, can you recall a time when you felt most alive, most proud and committed, most enthused about our ministry? b. What made this a fulfilling experience? c. Tell the story of what made this such a fulfilling experience. What was it about you and others that made it so?