

**The Christian Church (Disciples of Christ)
in Illinois and Wisconsin
[Founded 1850]**

INFORMATION REPORT to the 2005 GENERAL BOARD

[for the period of April 1, 2004 to March 31, 2005]

Regional Property Locations:

Regional Office [RO] – 1011 North Main Street, Bloomington, IL 61701-1753
 Phone 309-828-6293 ~ FAX 309-829-4612 ~ Web Site: www.cciwdisciples.org
Note: All deployed Associates essentially “work out of their home and the trunk of their car”
 Walter Scott Camp [WSC] – 15290 E. 300th Ave, Dietrich, IL 62424-9355
 Phone 217-739-2332 ~ FAX 217-739-2298 ~ E-mail: < campcciw@yahoo.com >

Regional Staff:

<u>Clergy Staff (and Program Portfolios)</u>	<u>Position (*Part-Time)</u>	<u>Gender/Race</u>	<u>Tenure</u>
Herb Knudsen, Regional Minister and President (Reg Bd and Exec, Ecum Witness, Finance, Long Range Planning, Ministry, & Personnel Committees. Ldr Dpvt. Innovative Ministries)		M/C	05/98
Beth Dobyns, Associate Regional Minister (West Area Minister. Women’s Ministries. Discipleship Ministries)		F/C	11/03
Kathy Frus, Part-Time Contract Associate (Congregational Redevelopment Initiative staff in the East Area)*		F/C	02/04
Burley Herrin, Associate Regional Minister (South Area Minister. Men’s Council and Camp Management Committee. Cong Redevelopment Initiative Team)		M/C	01/96
Christal Williams, Associate Regional Minister (Urban/Metro Area Minister. Youth and Young Adult Ministries, includes Camps and Campus Ministries. Anti-Racism Team)		F/AA	06/99
Scott Woolridge, Associate Regional Minister (Associate for Cong & Funding Multiplication. Transitional East Area Min. Technology. New Church Estab. & Mission Committees)		M/C	03/92

Notes: Each ARM now spends approximately 50% of their time with their assigned Area congregations (avg. 40 churches) in Congregational Relationships and Resources, including Redevelopment and Renewal groups, and 30% with their assigned programming portfolios. The balance of their time is for administrative meetings and personal growth. In 2004, all ARM’s became deployed staff and now live centrally in their respective Areas to reduce travel time and increase ministry time. They have also assumed responsibility for Search and Call services with the local congregations as part of the “Relationships & Resources” ministry.

Administrative Support Staff

Fay Bailiff (Regional Administrator. Office Mgmt, Assembly/Mtgs Planning, Ministry Comm.)	F/C	06/04
Marilee Beach (Part-time Office Assistant and Print Shop)*	F/C	01/04
Neil Sallee (Bookkeeping Volunteer and Accountant Liaison)*	M/C	01/01
Dana Worrell (Registrar, MOPS, Percept, Men & Youth Ministries)	F/C	11/99
Beth Zumwalt (Communications Editor, Women’s Ministries, Search & Call)	F/C	10/97

Walter Scott Camp Staff

Becky Lewis (Camp Manager)	F/C	07/02
Nicholas Ballard (Resident Caretaker)	M/C	11/03

Christian Church (Disciples of Christ) Mission Partners

General Ministries: Higher Education and Leadership Ministries
 Global Missions: Bruce & Linda Hanson (Honduras)

Number of Full-Standing Congregations: 160 and Congregations-in-Formation Status: 3+

[In 2004 the Irving Park CC congregation in Chicago (<10 mbrs) sold its property to a Hispanic Pentecostal congregation, established a Multi-Mission Endowment Fund with CCF, and closed. And, the Orchard Street CC in Blue Island (33 mbrs) closed and distributed its cash assets to various church agencies and deeded its property to CCIW for use with a potential ethnic new church start in the area.

Reported Membership: Total = 43,269; Participating = 24,726 (57%); Avg Worship Attd. = 12,017 (28%)

Total Membership Additions = 1,041 (2.4%); by Baptism = 413 (40%)

[Figures reported in the *2004 Christian Church Yearbook & Directory*]

States included in Region: Illinois (except the 6 St. Louis metro area congregations) and Wisconsin

Total CCIW Disciples-Related Outreach Offerings to CCFC in 2004: \$ 1,376,304 (+13.9%)

Disciples Mission Fund = \$ 812,349 *which is a 4.71% decrease over 2003.* [of which CCIW received = 39.52%]

The four Special Day Disciples Mission Priority Offerings = \$220,489 (-8.1%)

Week of Compassion = \$109,986 (+8.44%) Reconciliation = \$ 33,600 (-7.3%)

The Region's Capital Funds Campaign "*Gifts to All Generations*" has ended, but did receive a total of \$78,359 in 2004 (not included above) and was distributed among General Ministry partners and CCIW regional mission capital priorities.

In Response to the Questions in the General Board Report Guidelines

1. How has CCIW contributed to the transformation of the Christian Church (Disciples of Christ), called for by the Vision?

Through a significant process of listening conferences, prayers, study, and discernment, CCIW believes God is calling us as a Region (middle judicatory) to "*Grow Disciples congregations for healthy, vital ministry*" as our mission. In seeking to implement that mission, our staff's work now focuses on four primary areas in equipping, encouraging, and empowering congregational leaders for healthy, vital ministry: Relationships and Resources; Innovative and Effective Congregations; Renewing, Revitalizing, and Redeveloping Congregations; and Congregational Multiplication. Many of our leader development and congregational transformation efforts are also leading other such efforts across the church and our partnerships are helping them come to fruition. We are also something of a "laboratory" in testing out new and innovative approaches for middle judicatory ministry and modeling an openness to change.

2. How has CCIW been involved in implementing the 2020 Vision?

.... in becoming anti-racist/pro-reconciliation: Our current Team of twelve persons has all completed advanced phases of training and all CCIW staff but our newest member have completed the basic training. Thirty percent of every Regional Board meeting (twice per year) is devoted to AR/PR training. The Team has been invited into several congregations for training workshops as well as now helping the Illinois Conference of Churches in its efforts to begin such a training/discernment process. A multi-cultural student Summer Camp titled "Bridge Builders" has been added to our programming repertoire and focuses on AR/PR issues. The Ministry Committee is also negotiating a training event for itself as our variety of ethnic candidates has been radically increasing. The AR/PR Team's Vision Statement has been approved by the Regional Board and its Strategic Plan is being updated. The November Regional Assembly had a major workshop as well as presentations at each of Sunday's four Area Prayer Breakfasts. Co-chair Martha Herrin from our Team is one of the four persons that has been trained as National Trainers for the Christian Church (Disciples of Christ).

.... **in establishing 1,000 new congregations:** to date three congregations (two Korean and one “pre-Christian, postmodern generationally focused”) have received funding and been granted Congregation-in-Formation status. Five additional pastors were sent to “Boot Camp” this past year. One of our Pastor Developers has been licensed for starting Native American congregations in the region, one of which is near the recognition stage. A Hispanic congregation in Milwaukee is also in conversation with the NCE Committee. ARM Scott Woolridge continues to give primary attention to our Multiplication Ministry, though he cannot full-time as he is helping out as the Transitional East Area Minister as well. An Oreon Scott grant also helped his sabbatical leave focus at a deeper level on this work. Significant demographic work via Percept has also been done not only to identify “hot spots” for church plants, but also to train congregational leaders about their surrounding communities and missional/ministry needs.

.... **in transforming 1,000 existing congregations:** In the mission discernment process leading up to “growing Disciples congregations for healthy, vital ministry” and as to how we are seeking to close the gap between our current reality and our sense of God’s vision for us in the 21st century, it was determined our strategy would need to be much more proactive than reactive, more deployed than centralized, more relational and resourcing. The staff now have four primary work foci, all related to congregational transformation: Relationships and Resources; Innovation and Effectiveness; Renewal, Redevelopment and Revitalization; and Multiplication. The intent is the latter three will grow into being more Region-wide and corporately-owned “movements” and not just staff work. The steps taken and initiatives begun included:

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The Region has been divided into four Areas (each around 40 congregations) and a staff member deployed to the center for less travel and more ministry time. The Urban Metro, the West, and the South areas are staffed and the deployed

ARM living near the mid-point. The East Area awaits funding and is being staffed transitionally and partially on contract. 50% of an Associate’s time is now spent in accountable “**Relationships and Resources**” work, including significant preventative and health-oriented types of initiatives with pastors and congregations (eg. “Health Check-Ups”). All staff have been trained and are now certified consultants in the use of *Natural Church Development* (NCD) surveys and materials as well as facilitators for *Healthy Congregations* (HC) [Peter Steinke]. About 10% of CCIW congregations have used the NCD materials and about 20% of the congregations’s pastors have completed HC training. Search and Call functions are now handled by the ARM’s and the better relational ratios have meant much better service for our congregations and efficiency in process.

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Through a variety of surveys and measures, the most innovative congregations in CCIW were identified and invited into an intentional program to grow their capacity for “**Innovation and Effectiveness.**” Twenty-nine pastors are active in

this initiative and have self-determined what will help them most. The program now involves quarterly events: an all-day Case Conference (with two case studies presented by the pastors), an all-day Key Book Study [just did Ron Heifetz’s *Leadership without Easy Answers*]; a two-day “Plunge” event where they immerse themselves in the life and dynamics of a key innovative congregation; and a three-day retreat with a leading trainer/thinker in innovative ministries [this year Gil Rendle from the Alban Institute led discussions around the issues of leading change]. Theory tells us, as innovation diffuses, it not only grows the local congregation but also pulls the whole church (regionally and globally) forward. These will become our major teaching congregations as we grow this transformational work.

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The issue of readiness is a key factor whether or not a pastor, much less a congregation, will take any step toward **“Renewal, Redevelopment, and Revitalization.”** Therefore, CCIW is providing intentional efforts at encouraging, equipping, and empowering leaders in this area and such decisions. A written “Philosophy Paper” and a “Strategic Plan” have been developed plus a new planning team to help direct this initiative. Forty congregations to date have taken advantage of an intentional “Visioning and Planning” retreat and process offered by the Region toward clarifying next steps. Points of transition are another key time for stimulating interest in our strategy; so, Interim Ministers are provided five day-long occasions per year (plus an annual retreat) to meet with the Regional Minister for support, networking, and skills development (20 + interims regularly attend); and an annual “Transformation 101” retreat has been designed to introduce new pastors in congregations primed for renewal about theory and regional resources. Last summer was our fourth three-day retreat with Mike Simpson for training in “congregations as emotional systems” theory and the use of the *Lazarus Project* program materials. Follow-up groups of these pastors meet five additional times per year with an Area ARM for worship, peer support, and sleuthing cases and theory. Thirty-five congregations and pastors are now actively involved in these groups. As part of this initiative, all CCIW staff have had extensive training in systems theory, leading turnaround churches, and congregational transformation. A further extension of our equipping efforts involved providing a three-day *Healthy Congregations Facilitators Training* event led by Peter Steinke -- 18 pastors joined 5 other CCIW pastors already trained and the six staff on how to use these excellent materials for training in local congregations and then to expand its use into other congregations. Two CCIW staff are also enrolled in the “Training of Facilitators” training to further enlarge our equipping capabilities. Sixty pastors were at our March Ministers Institute, a three-day event focusing on “Healthy Leader – Healthy Church” issues and involved extensive training on pastoral spirituality, health, and self-care and its influence on congregational emotional systems. A major two-day event in October is being planned for pastors and church leaders and will feature George Bullard on Congregational Redevelopment issues.

.... in forming and re-forming leadership for these ministries: Much of our directed formation effort has been detailed in the above discussion around the Innovation and the Redevelopment initiatives. More will be detailed in the next question around deepening the spirituality of leaders. This area has also been identified by the Long Range Planning/Visioning Committee as our next primary initiative for strategic attention and effort. We have also been the recipient of a \$25,000 gift to help stimulate “pastoral excitement and leadership skills.” This generosity has enabled us to plan further some key initiatives.

Further, CCIW has been blessed since 1971 in having a very important and vital clergy association active in the Region and centered around: collegiality and peer support, raising standards for ministry, and improving working conditions in the church. The “Communion of Christian Church Clergy [CCCC]” is composed of peer groups (“Chapters”) formed around the old Clusters configuration, and while they vary in quality based on clergy participation, fill an important function of care, support, and fellowship as well as study and accountability. They usually meet monthly and include a CCIW staff person present. The Chapter Presidents (“Deans”) and the Executive Officers form the governing body (“Senate”) which meets twice per year for study and planning events like the Ministers Institute, the Pastors Academy, the Regional Assembly Celebration of Ministry dinner, and deepening chapter life and clergy relationships.

The Ministry Committee remains one of our strongest working groups and vital in this work. In

this past year, over its three multiple-day meetings, the Committee met with 38 persons (10 under care; 2 seeking transfer of ordination; 24 annual licenses, including 9 first visits; and the five-years visit for 2 extended licensees). In addition, the Committee hosts an annual dinner with the pre-ministry students (15 of them) at Eureka College and held a dinner and discussion with DDH Ministry Students, Divinity School instructors, and church leaders about congregational discernment committees/care processes, most particularly around the book *Listening Hearts*.

In addition, the Ministry Committee contracted for five clergy training events in 2004 across the Region around "Establishing Healthy Boundaries in Ministry Relationships." This was the first time we have offered such seminars and 170 clergy participated. With our new policy, Regional staff can no longer write a reference (including Search and Call) for any clergy person who has not attended a Boundaries Seminar within the last three years. We shall no longer recommend persons to the church who have not had such training. Also in compliance with our new Clergy Ethics Policy, we began a cycle of having a weekend training event for the Committee on Ministerial Ethics as well as fourteen new persons recruited to serve in a pool of people for Investigative Response Teams whenever a misconduct allegation is received. The CME did receive three such clergy ethical misconduct allegations during this past year [one resulted in a loss of standing and removal from ministry (as well as a lawsuit against the region) and the other two are currently in the investigative phase and scheduled for a hearing the end of March].

The Ministry Committee also provides a biennial intensive week-long "Christian Church History and Polity" seminar for licensed ministers, students under-care, ordained ministers seeking transfer, and UCC Ordained Ministerial Partners needing to complete this requirement. Twenty-three enrolled in this year's seminar, held July 19-23 at Eureka College, with Rev. Amy Artman (a Ph.D. candidate in Church History at the University of Chicago Divinity School) as the Instructor.

Programmatically, strong leadership events abound for women in our region and included the five Spring Gatherings (with some 350 in attendance) and a Women's Writing Retreat (25 registrants). This year we are adding a Clergywomen's Retreat, a Mentors Training event for women with younger girls, and a Young Female Adult program at Eureka College. Our summer camping program is also vital in youth ministries and leader development. The sixteen camps involve some 850 youth plus the directors and counselors. We are now having our biennial Youth Summit in November of odd-numbered years to be off cycle of Regional Assemblies. Some 900-1000 youth will gather for this inspirational weekend.

Finally, the staff provides a series of Leadership Equipping Workshops each year and then posts its significant resource book to the regional web site. Five now exist: The Role of Elders in the Church; Healthy Pastor and Parish Relationships; Creating Functional Governance Structures; Healthy Moderators/Chairs of CCIW Congregational Board; and Welcoming and Assimilating New Members. These workshops generally involve seven-ten locations across the Region on two Sunday afternoons from 2:30-5:30 pm. On average about half the CCIW congregations and some 300 + persons participate. In Spring 2005 our focus will be on "Congregations on a Journey: Charting Your Directions toward Health."

3. *What is God calling CCIW to do differently?*

We start with ourselves -- the CCIW staff. Ten percent of the clergy staff's accountable time is devoted to Personal and Spiritual Growth. At staff monthly meetings, clergy spend an hour of each morning devoted to a discipline of study (read and discussed eight books together this past year) and the whole staff is involved in a time of devotion, prayer lists review, and prayer card ministry plus our current joint devotional study of Wayne Mueller's book *Sabbath*. Further, we have launched a major effort at tracking, managing, and accounting for our congregational and clergy contacts. Our office database systems will now be run by ACT! software, in which we've

all been trained. We truly believe it is important we must model what we preach.

Next our focus is on CCIW clergy. The Discipleship Ministries team in partnership with the CCCC clergy association designed and provides a model for clergy Sabbath Retreats (24 hours in length). In both the “Innovative and Effective” and the “Renewal, Redevelopment, and Revitalization” initiatives discussed above, as well as all-clergy events, significant time is set aside at each meeting for quality worship and prayer. We are seeking to make this a priority whenever we gather and to help strengthen the spiritual stamina of our clergy leaders.

Finally, in this coming year our efforts will be at enlarging the circle of influence out further in the congregations by seeking to provide events and training for “people of passion” in the congregations to get connected with congregational health and vitality efforts. We are also making significant plans for congregations to get deeply involved in hands-on mission work with a two-site, region-wide Miracle Day in October (one with an inner-city congregation in Chicago and the other with a campus ministry center in southern Illinois) and one or two mission trips to Honduras in the summer of 2006 to visit our regional Global Mission Partners.

4. Other information to report that is of unique importance for CCIW:

Illinois was the birthplace, early childhood home and church, and location of his cherished *alma mater* Eureka College for former U.S. President Ronald Reagan. A lovely, nationally televised memorial service was held on June 10 at his First Christian Church in Dixon, IL, and featured General Minister and President Chris Hobgood delivering the eulogy and a host of Illinois politicians remembering Mr. Reagan. An additional service was held at Eureka College on June 12 near the Reagan Memorial Peace Garden and the Reagan Museum. This widely regarded world leader always remembered and cherished his Illinois and Christian Church roots.

This past year has been a “season of sabbaticals” for the CCIW Regional staff. The Regional Minister Herb Knudsen was gone June 15-Sept 15; ARM Scott Woolridge Oct 1-Jan 8; and now ARM Christal Williams Feb 6 - May 6. Prior to recent policy revisions, clergy staff received a three-month paid sabbatical leave after every six years of service, henceforth it is every five years. These have proven to be immensely fruitful, renewing sabbaths and occasions of learning.

As a result of the NBA bankruptcy, CCIW has lost both of its recognized units. The Barton W. Stone Christian Home was one of the first NBA homes and now sadly among the facilities sold. The Spoon River Towers in Lewistown was a HUD-managed facility that withdrew from its NBA management contract. Both losses have been painful experiences across the region. 2004 marks the 150th anniversary of the founding of Eureka College which has planned a series of celebrations marking this milestone and it’s also the 75th anniversary for Disciples Divinity House in Chicago of the completion of its Chapel of the Holy Grail. A celebration of the arts weekend in October will commemorate this anniversary.

5. Financial Information, Concerns, and Reports of the Region:

- A. What type of accounting method is used: ___Cash ___? Accrual
- B. Is a professional audit done annually on your books? ___? Yes ___ No
- C. For the last three years, with regard to our OPERATIONS BUDGET:

	2004*	2003	2002
Total Income	\$ 744,506	815,531	827,549
Total Expenses	978,095	894,260	853,395
Surplus (Deficit)	(233,589)	(78,728)	(25,846)

** Represent pre-Year End Closing figures. There will some minor adjustments.*

- D. At year end 2004, CCIW had \$ 2,007,624 in its Permanent Funds account (the balance of which is pre-Year End market valuation adjustments and draws to cover deficits). It is the account from which the Region does an 6% Annual Draw of endowment earning income for use in supporting the Operations and Programming Budget. The Annual Draw percentage is calculated on the basis of a Twelve Quarter Balance Average.
- D. ***The CCIW Regional Board and Finance Committee have sought to balance its budgets and reduce deficit funding through*** several measures in the last six years: in October 2002 a major reduction in personnel costs of \$100,000 involved closing two satellite offices and five support staff positions (two full-time, three part-time); eight staff were also released at the Camp when the Tri-County Meals-on-Wheels food program contract and income were lost; staff have received no raises in salary or benefit costs in four of the last six years; all publications were reduced from 11/year to quarterly; all regional vehicle amortizations were extended an additional year (25%); the 800 number was eliminated; all program registration fees were raised sufficiently to cover full event costs plus a 10% profit contribution to income and all program subsidies eliminated; several indigenous promotional initiatives were done around mission funding and the Christmas Offerings; six Wills and Bequests Workshops were held across the region for congregational trustees and pastors promoting stewardship of accumulated resources to support mission; a 1999 Ministers Institute focused on “The Pastor as Stewardship Leader in Church Life;” a capital funds campaign was held in the Region for mission projects; a CC Foundation Stewardship Consultation was held with Regional leaders in 2003; and an ARM portfolio has been designated for Mission Funding Multiplication, the work of which has resulted in at least three significant bequest designations in wills, which certainly has longer term implications.
- D. ***What are the key financial issues and concerns currently facing your region's life and vitality?*** Not much different than those of our other mission partners, the only problem being it seems like we have been at “bare bones” longer and making cuts ahead of others. Over the years, CCIW has been one of the “golden goose” regions that has been both generous in the dollars raised, yet also asked to be overly sacrificial in the mission dollars it receives back [*in 2004, it was only 39.5%*] from what it raises. There has not been an equity in that level of sacrifice, particularly among the similar-sized regions. Over the years this burden and inequity have been having detrimental effects on CCIW’s vitality. It is also part of why we have worked so hard for changing the Christian Church distribution system for its mission dollar. And, even now that CCIW is one of two regions that has fully met the regional pool mission criteria, our partners are asking us to be patient and live with an implementation schedule that will take until 2011 for full equity. The system seems unable to change quickly or easily. CCIW is currently understaffed one full-time Associate for its mission plan. The staff has been asked to bear much of the financial short-falls not only with extra work, but also without pay raises during a time of escalating costs, especially in healthcare. We have been doing deficit financing trying to wait out the changes in the system. 2004 was our worst deficit year ever, for a variety of reasons, but we can no longer wait. The Regional Board in February gave very serious prayer, discussion, and discernment to a spectrum of nine options toward solving our mission funding crisis....ranging from totally spending down our reserves to merger with another region. Unanimously, the Board decided, effective the close of April 2005 books, to withdraw from the cooperative regional pool, accept the full percentage of the regional

portion of the DMF dollars, and then make its own decisions on what to retain and what to remit to the regional pool. Further, the decisions with regard to options considered included high priority to continue deficit financing from the Permanent Funds (but without hiring the needed ARM, yet providing for modest staff raises in 2005), and to initiate efforts toward having additional streams of income for CCIW (such as beginning an Annual Fund). Invitations have also been extended to nearby regions to consider joining us in proactive discernment conversations about the feasibility of operational mergers and what that bold step might mean for our mutual effectiveness in mission.

Come visit us at our web site: < www.cciwdisciples.org >