

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

General Board Business Item GB-02-1745 (Insert at Page B-235)
INFORMATION REPORT TO 2002 GENERAL BOARD
[for the period of May 1, 2001 to April 30, 2002]

Regional Property Locations:

Corporate Office [CO] – 1011 North Main Street, Bloomington, IL 61701-1753
 Phone 309-828-6293 ~ FAX 309-829-4612 ~ E-mail: < cciwrmp@aol.com >
 Walter Scott Camp [WSC] – 15290 E. 300th Ave, Dietrich, IL 62424-9355
 Phone 217-739-2332 ~ FAX 217-739-2298 ~ E-mail: < campcciw@juno.com >

Regional Staff:

<u>Clergy Staff (and Program Portfolios)</u>	<u>Position</u>	<u>Office Locale</u>	<u>Gender/Race</u>	<u>Tenure</u>
Herb Knudsen, Regional Minister and President (Search and Call, Regional Board, Ecumenical Witness, Finance, Long Range Planning, Ministry, Personnel)		CO	M/C	05/98
Burley Herrin, Associate Regional Minister (Outdoors Ministries. Camp and Regional Facilities Management)		WSC	M/C	01/96
Norma Roberts, Associate Regional Minister (CWF, Discipleship Ministries, Leadership Development)		CO	F/C	01/89
DongGook Roh, Associate Regional Minister# (Evangelism, Social Concerns, and Chicago Urban Ministries)		NO	M/PAA	09/99
Glen Rosborough, Associate Regional Minister# (New Church Establishment, Men's Ministries)	WSC	M/C	02/00	
Crystal Williams, Associate Regional Minister* (Children, Youth, Young Adult, and Family Life Ministries. Campus Ministries. Anti-Racism Team)	CO	F/AA	06/99	
Scott Woolridge, Associate Regional Minister (Full-Time Capital Campaign. Computer Technologies. No Cluster assignments)		CO	M/C	03/92

Notes: Each ARM spends about 40% of their time with the assigned programming portfolios and about 40% as a pastoral resource to an assigned cluster of congregations, averaging approximately 40 congregations each. The balance of their time is for administration and personal growth. The * indicates "Contract Staff," a non-search and call, limited term-of-office position during the capital campaign and transitions; # indicates Part-time employment; ** indicates positions eliminated in October layoffs and the closing of the North Office (NO) and South Office (SO).]

Administrative Support Staff

**Virginia Harper (Events Registration, Reconciliation)#	NO	F/C	09/81
**Becky Lewis (Camp and Youth Registrations, Food Program)	WSC	F/C	08/97
**Pam Miller (Financial Bookkeeping, Search and Call Services)	CO	F/C	06/89
Cindy Wagoner (Reception, Administration, Ministry Committee)	CO	F/C	08/98
Dana Worrell (MOPS, Percept, Men's & Youth Ministries, Capital Campaign)	CO	F/C	11/99
Beth Zumwalt (Communications Editor, Women's Ministries)	CO	F/C	10/97
Neil Sallee (2002 Regional Assembly Coordinator*) #	CO	M/C	01/01

Walter Scott Camp Staff

Becky Lewis (Camp Manager – beginning 07/02)	WSC	F/C	07/02
Bob Broeker (Resident Caretaker -- beginning 07/02)	WSC	M/C	01/99
**Jeanetta Klay (Head Cook)#	WSC	F/C	03/01
** Seven other kitchen staff positions # related to Golden Circle Food program eliminated			

Christian Church Mission Partners

General Missions: *Currently none.* Global Missions: Bill & Veronica Kyle (Jamaica)

Number of Congregations: 163

This past year we have had a net loss of six congregations: one congregation voted to suspend operations – Harvel (<20 participating members) and five have voted to withdraw primarily over theological differences as reflected in the 2001 General Assembly decisions (essentially, CUIC and the Mission Fund's pro-decision on Healthcare Coverage for Same-Sex Domestic Partners) – Allendale (c. 50 mbrs), Allenville (c. 30 mbrs), Decatur First (735 part. mbrs), Foley (28 part mbrs), and Waggoner (39 part mbrs). The impact on BMF outreach giving in these six congregations for 2001 totaled \$ 3,836; of which, 36% is the net congregation. Three other congregations (Albion, New Bedford, and Palestine) have provided formal notice of their unwillingness to be considered participants in the Churches Uniting in Christ movement.

Reported Membership: Total = 45,649 Participating = 26,017 (57%) Additions = 1,009 (2.2%)

Average Attendance: Worship = 11,420 (25%) Church School = 4,656 (10.2%)

Figures reported in the 2001 Christian Church Yearbook & Directory and does include those withdrawals mentioned above

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

Total CCIW Disciples-Related Outreach Offerings to CFC in 2001: \$ 1,340,276

BMF = \$ 1,191,812 (88.93%) *represents a 5.42% decrease over 2000.* [CCIW's allocation thereof = 34.1%]

Week of Compassion = \$ 111,837 (8.3%) Reconciliation = \$ 36,627 (2.8%)

Of the BMF Total, \$130,188 (10.9%) was raised by the women in our congregations' CWF programs!

Regional Capital Funds received, include early phases of CCIW's Gifts to All Generations, total \$277, 314

In Response to the Mission Imperatives of the Church

1. ***CCIW is contributing to the transformation of the Christian Church (Disciples of Christ), called for by the Vision, through:***

..... Continuing a discernment process around defining and organizing its calling as a regional manifestation and specifically in its vision toward being a faithful, growing mission center of *"healthy Disciples congregations filled with fully devoted followers of Christ engaged in vital ministries by their doorsteps to the ends of the earth."* This movement is toward a much more intentional and proactive stance for mission and ministry. BHAG's [Big, Hairy Audacious Goals] have been organized around Passionate Spirituality, Anti-Racism, Funding, Congregational Health and Vitality, and Youth Ministries:

..... Developing a Discipleship Ministries Initiative aimed as deepening the spiritual life of our pastoral and congregational leaders. This Team has created, tested, and now regularly uses a Spiritual Life Retreat model for Clergy groups and Congregational Leaders. In partnership with the College of Ministers, retreats are now being held in local clergy chapters/clusters. In addition, an effort at intentional and systematic congregational revitalization has begun with the use of The Lazarus Project model developed by Mike Simpson. An initial three-day invitational, training retreat was held in August 2001 followed up by two sets of bi-monthly support and follow-up meetings for participants from the 25 enrolled congregations.

..... Serving as one of the pilot regions in the Christian Church Discernment Initiative on Anti-Racism/Pro-Reconciliation. This Team continues to evolve and enlarge its base of persons trained by Crossroads and meets monthly for study and planning. To date, they presented extended training workshops at Regional Board, a cluster assembly, three regional events, an inter-regional CWF event, and two congregations. Materials for an ART Day in CCIW were created for the September 2001 Reconciliation Sunday. A "Bridge Builders" Camp has been designed for youth grades 8-12 to be held in July 2002. Martha Herrin from our Task Force is now being trained as a Core Trainer for the Christian Church.

..... Focusing on enlarging the vision of Christian stewardship and its multiple streams for funding the mission of the whole Church. The Regional Minister has served as a member of the national Task Force studying BMF. In a valued partnership with the Christian Church Foundation, a three-day Ministers Institute was held in November to train clergy around issues of responsible promoting, asking, and managing the stewardship of accumulated resources. This has been followed-up with six one-day Planned Giving Institutes for congregational Trustees and other key financial leaders to enlarge their vision and understanding. Finally, a Council of Allied Professionals from the congregations is being developed and a significant one-day professional continuing education event is planned for October 2002. In addition, the Region is in the midst of a partnership capital campaign seeking to raise \$10 million in funds for local church ministries as well as \$2.25 million in funds for the whole church mission work around new church establishment; congregational new life and redevelopment; ministries with the

young, old, and disabled; and higher education. The campaign is completing the major gifts phase and is readying to move into the congregational phase. To date commitments for \$600,000 toward the Regional campaign and \$1.6 million in local church needs have been received. In addition, this work has resulted in a significant Visioning and Planning process of retreats and work being done in the local churches.

..... growing congregations for healthy, vital ministry has been aided by two significant resourcing efforts – Percept and Natural Church Development training and materials. Our office has written a user-manual for congregational use with Percept demographic studies and the < Link2Lead > website and staff have conducted 10 two-hour leadership training seminars across the Region. To date 62 congregations and 121 people have been enrolled and trained. In addition, the Regional Board has affirmed the choice of NCD as our “primary assessment tool” with regard to congregational health and has approved a significant investment in training the staff as NCD consultants and underwriting three day-long congregational leader training events held across CCIW. The staff has also planned, developed significant resource packets for, and held two sets of “Equipping Workshops” on “The Role of Elders in a Healthy Congregation” and “Serving as the Congregation’s Moderator/Chair.” These were held simultaneously at six different sites around the Region on a Sunday afternoon from 3:00-5:30 pm. The new format was widely-affirmed and well-attended.

..... expanding opportunities for the youth and young adults in the Region for mission and service and empowering local church programs to grow our young people as servants and leaders called by God. In the afterglow of the Spring 2001 biennial Summit event attended by some 900 youth and adult sponsors, the invigorated Regional Youth Council began planning for 2003. Twelve mission centers were blessed by the work of our youth via this event. Fifty youth from this Region went together on a bus to the General Assembly in Kansas City and participated in its multiple activities. Two other mission trips of significance were to the Christian Church homeland mission site at the Yakima Indian Reservation in Washington and a Cross-Cultural Mission Trip to Atlanta, GA. Spring 2002 had two weekends of “Mission Possible” Chi Rho Youth Lock-Ins and providing assistance to eight various mission agencies. The 2001 summer camping program had a total of 760 participants, ranging in ages from Second Grade through Young Adults, in fourteen different sessions meeting at four different facilities. A new program was successfully begun entitled “My Grandparents and Me” for First - Sixth Graders and one or more of their grandparents. The ADDaM Camp (Arts, Drama, and Music) held its fourth and largest season and took an original drama production on the road for three performances. The 2002 camp is even larger and its drama will be featured on Saturday night at the Regional Assembly.

2. *What CCIW, in addition to the above, is currently doing related to the Vision.....*

In leadership recruitment, through our Ministry Committee, we celebrated the addition of nine candidates to the Ordained Office in the Order of Ministry within CCIW. We appreciated our partnership with the Kentucky (2), Indiana (1), and Northern California/Nevada (1) for the nurture and certification process they provided four of these CCIW candidates during their seminary training. In addition, we met with candidates and granted ten new Initial Licenses, thirteen License Renewals, two Ordained Ministerial Partner standings for UCC pastors, and seventeen candidates are under-care working toward ordination. In addition we are exploring ways to partner with and support the Chaplaincy program at Eureka College which currently has eleven students who have declared ministry as their vocational choice.

In new congregation starts, through our New Church Establishment Committee, two new starts have been blessed and one now officially has status as a Congregation-in-Formation. The Evergreen Christian Church is a Korean/American Asian new start in the Chicago northern suburbs and Rev. John DongGook Roh is the pastor developer. The other is titled “Faith Alive” and is targeted for the Peoria area. The Rev. Randy Williams will be the pastor developer.

3. *We discern God is calling CCIW to be doing differently, the following.....*

CCIW has identified as its mission “*growing Disciples congregations for healthy, vital ministry.*” As we seek to implement this, the Region’s Long Range Planning Committee and Regional Board are proposing the staff’s primary ministry foci in the 21st century will be fourfold and around which we shall organize our work priorities. They are: enhancing congregational relationships and resources; beginning a congregational redevelopment and

revitalization movement for our “stuck” and/or declining congregations; coming along side our most effective congregations and growing their capacity for innovation; and finally, initiating a congregational multiplication movement.

To this end, a series of 27 Focus Groups were held across the Region during May and June to discern congregational leader support and input for these new priorities and initiatives. Some 302 clergy and church leaders participated, representing 93 (57%) of our congregations. When asked the question, “*Is this initiative leading CCIW in the right direction for the 21st century?*” the results were, respectively, 93.11%, 94.14%, 87.02%, and 89.27% “Yes, this is the right direction!” and an average weighted score (on a scale of -5 to +5) of +3.79, +3.84, +3.53, and +3.64, respectively. The details of these proposals will now go the Regional Board in September for final approval and then implementation.

In addition, the two Funding Initiatives the General Board will be considering were also presented and responses from these key CCIW leaders about “right direction” were solicited as well. For the “shifting of the mission dollar allocation to 45/45/10 in 2003 and toward 50/40/10” proposal, the response of 88.11% (252 votes) that this is the right direction, with only 1 negative reaction and 33 undecided. The weighted average was +3.8. For the “change in Special Day Offering Foci from generic BMF to the 2020 Vision Mission Imperatives” the response was 88.03% as it being the right direction (250 yes, 6 no, 28 undecided) for an average of 3.81.

3. *Special Concerns of the Region.....*

Inadequate Funding: CCIW numerically is the eighth largest of the thirty-five regions and in 2001 was the fourth largest remitter of funds to Disciples outreach causes. And, we are a Region where congregations remit all their outreach giving directly to the Christian Church Finance Council for distribution by the Commission on Mission Funding. Because 34.1% is not enough to fund this Region’s staffing and program needs, we have appealed for different considerations and a more equitable distribution of the mission dollar. Those efforts have been unsuccessful in generating any change. Plus, many of our more significantly generous outreach congregations have been experiencing local financial pressures; and thus, cutting their outreach giving. That trend plus the decreasing market return on permanent funds necessitated the Finance Committee in August 2001 to say “we can no longer do any deficit funding” and proposed net budget cuts of \$70,000. These decisions were made all prior to the profound impact the tragedies of 9/11 have further had on congregational budgets and the stock market. What’s additionally frustrating are the required escrow covenants in order to have a capital campaign; and so, because our over-all BMF giving was down 5.4% from the three-year average, the entire 7% escrow had to be given to BMF, even though these particular sources of funds had absolutely nothing to do with nor were any impact on any regular congregational outreach giving. Those funds are now lost from the capital needs. It feels like the “*robbing Peter to pay Paul*” conundrum.

And then coupled with all that was the news in late August, the Camp’s twenty-five year relationship with a tri-county senior citizen “Meals on Wheels” food program was coming to an end because a local restaurant significantly underbid us. There were clearly conflicts of interest present because of family relationships between the restaurant owner and the director of the tri-county program. While the loss of the program meant fewer headaches and a net loss of some \$30,000 for camp improvements, it also meant the loss of a permanent cook staff at the Camp, eight jobs for the cooks and drivers ended, and sadly, the feedback we get, a significant quality reduction in the meals for local seniors.

Therefore, the Regional Board and its committees had to make some significant and painful reductions in staff (net \$60,000), frequency of regional communications (\$2,000), and ecumenical support for campus ministries and church councils (\$8,000). Since the current staff salary levels were already sub-standard and have had salary freezes three of the last four years, it was determined a \$100,000 gross reduction in staff could generate the \$60,000 toward the overall budget cut plus leave funds for some raises and hiring the new accounting service. Therefore, the CCIW regular payroll was reduced from 24 persons to 11 – eight at the Camp in the aforementioned food program, the part-time contract Associate and the Administrative Assistant in Chicago and

closing the North satellite office, the full-time Administrative Assistant at the Camp and closing the South satellite office, a second part-time contract Associate, and the full-time Bookkeeper in the central office. Unfortunately, the work expectations and loads are not yet in balance with the reduction in available staff hours. Understandably, the stress has been immense and levels intense.

We were further saddened later in the year with the death of Virginia Harper to a very aggressive cancer. She was our longest tenured staff member and the former AA in the Chicago office.

Regional Camping programs, Camp Walter Scott and the Longer-term Issues: The loss of the income from the Food program is but one issue. Renting three other facilities at other geographical sites for summer camps is another increasingly problematic issue, especially since some of those facilities are “closer” and “nicer” than ours we are told, and offer amenities like heated swimming pools and motel quality sleeping space for retreats that CWS does not. First, our needs at those sites are greater than they can generally accommodate which then limits our programming. Meeting congregational camping needs and not at Region-owned spaces also reduces CCIW’s ability to underwrite its own Camp’s budgets. Thus, at WSC, outside the summer camps over 1,600 people from 56 different ecumenical and human service groups used our camp for their retreats and events. Our budgets are increasingly dependent upon such outside groups, especially now with the loss of the food program. That income previously was used to keep summer camper fees lower (about 25% below market). Fortunately, four years ago we began to reduce that dependency and now camp fees are tied directly to actual costs. The higher fees have met some concern and considerable resistance. We’ll soon know the impact this increase will have on registrations. We are also in the midst of a management transition. No longer will an Associate Regional Minister live at the Camp and have a portfolio for camp management. Beginning July 1, former AA Rebecca Lewis will become the Camp Manager and enlarge her responsibilities to include marketing WSC for increased outside use as well as increase the annual fund donations from supporters of the camp. Robert Broeker will become the resident host and caretaker of the facility. Being able to build the new Retreat Center, as a result of the current capital campaign, should help significantly in expanding camp programming and usage.

Search and Call pressures continue to mount: In the last twelve months 58 CCIW congregations (36% of our congregations!) have been in the Search and Call process seeking a new pastor. Twenty-four were successful in extending a call and thirty-four are currently in various stages of the process. To date, the Regional Minister has handled this load alone – and it is too much for one person to do it well and adequately. Therefore, among the proposals for strengthening congregational relationships and resources are (1) to create four Areas and deploy the Associate Regional Ministers to live in the middle of those Areas, whereby all CCIW congregations but two will be less than two hours drive from an Associate and (2) make the Search and Call services an Area responsibility of the Associates. This will not answer the problems of supply, demand, and salary disparities but it will significantly help in assisting congregations do a more proactive and adequate job work in discerning quality calls and fits.

Mounting Congregation Withdrawals: Six for CCIW since the Kansas City Assembly, all over theological differences with and about programmatic decisions primarily generated by the General Church and fueled by incomplete, scare-tactic information in Disciple Renewal publications and presentations. The Region and the whole Church will to need make some significant decisions about clergy standing and organizational relationships with DR/DHF once its “home church” and primary financial supporter’s [First Christian Church in Decatur] Board takes its final steps to disassociate with the Christian Church (Disciples of Christ). Their Elders developed a proposal (which included involvement of DR leadership) and then received affirmation from the congregation to disassociate before the end of 2002.

Our challenges and opportunities continue to be immense. But God is good, and there is great joy in glorifying God, serving Christ, and building up the Church. We feel blessed to be in this journey with all of you -- our friends and co-workers throughout the whole Church and this Region.

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