

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

***INFORMATION REPORT to the 2006 GENERAL BOARD***

*[for the period of April 1, 2005 to May 31, 2006]*

**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 East 300th Avenue, 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 -- two days per month)*		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, inc. 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 Comm.)		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
Barry Parnell (Resident Caretaker)	M/C	04/06

**Christian Church (Disciples of Christ) Mission Partners**

General Ministries: Higher Education and Leadership Ministries  
 Global Missions: Bruce & Linda Hanson (Honduras)  
 Christian Church Foundation Zone Vice President: Deborah Wray

**Number of Full-Standing Congregations: 160 and Congregations-in-Formation Status: 7**

**Reported Membership:** Total = 40,127; Participating = 22,461 (56%); Avg Worship Attd. = 11,564 (29%)  
Total Membership Additions = 1,016 (2.5%); by Baptism = 461 (45%)  
[Figures reported in the *2006 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 2005:** \$ 1,376,304 (-1.8%)  
Disciples Mission Fund = \$ 913,237 which is a 12.4% increase over 2004.  
The four Special Day Disciples Mission Priority Offerings = \$195,476 (-11.3%)  
Week of Compassion = \$286,001 (+160%) Reconciliation = \$ 26,346 (-21.6%)

In the 2005 *Yearbook*, of the thirty-three regions, CCIW was listed numerically as the 7<sup>th</sup> largest in terms of participating membership, 8<sup>th</sup> in terms of number of congregations, and 6<sup>th</sup> in terms of giving to Total Disciples Outreach. Somewhat surprisingly, one of our strongest places of generosity is with the Special Day Offerings, where we rank third highest overall, and individually Easter (4<sup>th</sup>), Pentecost (3<sup>rd</sup>), Thanksgiving (2<sup>nd</sup>), and Christmas (3<sup>rd</sup>). Our CWF women also rank 3<sup>rd</sup> highest in the Church and provide 14% of all Disciples Mission Fund giving in the Region. We celebrate this generous stewardship!

## **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 of equipping, encouraging, and empowering congregational leaders for healthy, vital ministry – (1) Relationships and Resources; (2) Innovative and Effective Congregations; (3) Renewing, Revitalizing, and Redeveloping Congregations; and (4) Congregational Multiplication. All our leader development and congregational transformation efforts are focused on helping that vision come to fruition. We have been especially blessed by the generosity of a lay couple in the region who have given us \$25,000 each of the last two years to stimulate such initiatives and generate “leadership health” and “ministerial excitement about the churches they serve.” Their vision and stewardship have helped us significantly move forward. Many of our efforts have been pioneering and are also viewed with interest by others across the church. We have gladly shared our learning and resources – one good example being retired CCIW Associate Regional Minister Norma Roberts who headed the Task Force planning the January 2006 denominational Summit on Congregational Redevelopment held in Arlington, TX.

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

***.... in becoming anti-racist/pro-reconciliation:*** Our current team of twelve persons have 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. 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). Within our recently approved AR/PR Strategic Plan the training program has now expanded beyond the Regional Board and the team has also done half-

day training events with the New Church Establishment and the Ministry Committees as well as all Summer Camp Directors. Plans are underway for all-day training events in each of our four Areas for clergy and church leaders in March 2007 and a three-day core training event for forty key leaders from the region in 2008. Our November 2006 Regional Assembly is focusing its theme and all-day Saturday on what it means to be God's people and invite persons into a healing journey. Keynoters will be Rev. Timothy James and Dr. Daisy Machado.

.... *in establishing 1,000 new congregations:* to date eight congregations (three Korean, one Hispanic, one Native American, one African American, and two "pre-Christian, postmodern generationally focused") have received funding and seven have been granted Congregation-in-Formation status.

.... *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 21<sup>st</sup> 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:

- ▶ 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 in such resources as Percept, Faithful Planning, facilitators for *Healthy Congregations* (HC) [by Peter Steinke], and all are certified consultants in the use of *Natural Church Development* (NCD) surveys and materials. Two staff in the Region are also certified as Trainers of Facilitators for the HC materials and some 35 clergy from the across the region have now completed the three-day training seminar. An annual "Reunion" is sponsored for the CCIW facilitators to network and refresh skills.
  
- ▶ 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 pastors are currently 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 [this year read *The Seeds of Innovation* by Elaine Dundon]; 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 Anita Bradshaw from the Church Innovations Institute led discussions around the issues of conflict from leading missional 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 soon become our major teaching congregations as we grow this transformational work. We've already seen some of that as these leaders have decided to seek solutions to mission funding shortfalls the region and beyond are experiencing.

- ▶ 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. Twenty persons from CCIW were present at the denominational Summit on Congregational Transformation. From that, additional persons joined the Planning Team and several new learnings are being implemented in our programming. Three Redevelopment groups meet regularly across the region. These pastors meet five 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 three-day event by George Bullard was also provided to 100 pastors and lay teams from 21 congregations to introduce his “*Strategic Spiritual Journey*” concepts.

In our strategy, points of transition are another key time for stimulating interest; so, Interim Ministers are greatly valued and provided significant training opportunities. These include 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). The 2005 annual retreat featured Dr. Joretta Marshall from Eden Seminary on the topic of “*Forgiveness in Congregational Life and Transitions.*”

In addition to our two New Minister Orientations each year, we have added an annual “Transformation 101” retreat, which is designed to introduce new pastors in congregations primed for renewal about theory, resources, and regional programming. Thirteen participants attended this year’s retreat.

The Communion of CCIW Clergy hosts a biennial “Pastors Academy” held in February 2006. The theme was “*Called to Lead: Methods, Models, Disciplines.*” Keynoters included Bob Farquhar (from Bradley University Leadership Center), Marty Steussy (CTS Professor), and Gene Wood (a California pastor and trainer on Redevelopment Ministry). It was a thoughtful and challenging three-days for some seventy-five pastors.

***.... 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.

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 Region’s old Clusters configuration, and while they vary in quality based on clergy participation, each fills 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 41 persons (10 under

care; 1 seeking transfer of ordination; 27 annual licenses, including 10 first visits; and the five-years visit for 3 extended licensees). In addition, the Committee hosts an annual dinner with the pre-ministry students (15 of them) enrolled in the “Living Stones” program at Eureka College. We officiated at the ordination services for following five CCIW ministers: Cari Frus (Eureka), Tim Akers (Robinson), Dennis Voth (Ursa), Si Haing Cho (Evanston), and Byeong Kwan Chae (Chicago); and one Transfer of Ordination service: Chang Nak Gong (Springfield).

In 2004, upon recommendation of the Ministry Committee, the Region established a new policy regarding expectations for training our ministers around issues of Clergy Ethics. With our new policy, the Region will no longer recommend persons to the Church who have not attended an Ethics Seminar within the last three years; and thus, Regional staff will no longer write a reference (including Search and Call) on their behalf. Our intent is to provide a three-year cycle of high quality courses with the first year focusing on “Establishing Healthy Boundaries in Ministry Relationships” and was taught by Dr. Joretta Marshall; the second seminar (in 2006) will be on “Legal Issues Clergy Face” taught by Carla Fletcher, Esq.; and the third (2007) will be the Pension Fund teaching on “Clergy Wellness and Self-Care.” Our start-up phase provided seven opportunities to enroll over two calendar years -- to date 211 of our 317 clergy have.

Also in compliance with our new Clergy Ethics Policy, we have begun a cycle of having a weekend training event for the Committee on Ministerial Ethics as well as the fourteen persons serving as Investigative Response Teams for whenever a misconduct allegation is received. Our second training event was held in February and led by Dr. Tom Neal on investigative techniques.

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-one persons (8 from 6 other regions) are currently enrolled in this year’s seminar, being held July 24-28 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 include the five Spring Gatherings (with 248 participants from 68 congregations), the annual Southern Illinois Women’s Retreat (nearly 100 participants) at the Camp on “*I am a Gift*” keyed by Rev. Stephanie Curran, and a popular three-day Women’s Writing Retreat (12 registrants, significantly lower this year). Noteworthy is the fact a book was recently published highlighting creative writings from this annual event. This year we also added a Clergywomen’s Retreat on “*Women’s Voices: Speaking Our Language of Leadership*” featuring Dr. Lisa Davison and Dr. Kris Culp as keynoters and registering 22 clergywomen. Recent research showed CCIW now has 78 ordained and 15 licensed clergywomen, of whom 60% are serving churches, 20% are serving in other ministry settings, and 20% are retired. We are proud of their significant gifts and contributions to the life of CCIW and the whole church.

This has been a significant year for our youth ministries programming. Over 600 youth attended our biennial Youth Summit. The theme was “*One People, One Voice, One Praise*” and was keyed by Rev. Virzola Law. In my 35 years serving in this region, I’ve seen several significant events, but this one rose to a new level of spiritually challenging and thrilling our youth; and then especially being an occasion for a high level of response and commitments by them. The altar call for making faith commitments to Christ and vocational commitments to ministry were humbling and inspirational. It was one of this year’s true highlights. Our summer camping program is also vital in youth ministries and leader development. The sixteen camps involved 716 youth plus the directors and counselors. At Camp Walter Scott we are particularly excited about the completion of our new Retreat Center with four bedrooms sleeping 16-20 radiating off the common area plus a separate apartment for the keynoter/leader. It is the nicest

facility on site now and greatly expands our ability to offer multiple and varied participant events. It was built almost completely by volunteers.

Finally, the staff provides a series of Leadership Equipping Workshops each year and then posts its significant resource book to the regional web site. Six 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; Welcoming and Assimilating New Members; and now this past year's focus -- *Congregations on a Journey: Charting Your Directions toward Health.* These workshops involved seven locations across the Region on two Sunday afternoons from 2:30-5:30 pm. We had 119 registrants forming teams from 22 congregations. Our next focus will be *"The Power of Spiritual Gifts in the Life of the Church."*

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

One compelling word/task has been meaningfully in front of our congregations all year ....

**MISSION!** It manifested in four particular events: a two-weekend, two-site Miracle Day; five Disaster Response Training Events for congregational mission trips preparing for responses to the Gulf Coast devastations; two meaningful, extended furlough visits with congregations in the Region by Global Ministries missionaries; and a Work Trip to visit our Global Mission Partners in Honduras.

The two Miracle Days were truly that – miracles! Over 625 volunteers from 71 congregations participated and almost \$48,000 in cash was donated and an unbelievable amount of in-kind contributions of carpeting, paint, supplies, and discounted professional trade skills. The first weekend of October we were at the Jackson Blvd Christian Church, an inner city congregation and one of our oldest facilities and congregations in the city, in an area that is regentrifying and a congregation energized by a new pastor. Site "miracle" highlights included a new roof, repaired plaster walls and broken windows, all interior surfaces cleaned and painted, all three floors with new carpet, five bathrooms refurbished, significant electrical and plumbing repair, the yard cleaned and flowers planted, and a basement fellowship hall completely cleaned out and painted – many members thought it a key miracle as they didn't even know what they had there! It is a new place primed for new ministry. Many neighbors stopped by to ask what we were doing and then if we'd come back the next weekend and do a miracle at their home.

We had to decline as the next weekend we were in southern Illinois at the Inter-Faith Campus Ministry Center of Southern Illinois University for our second site Miracle Day. Here a very tired, run-down, and well-used facility was completely repainted inside and out, a creative new roof cupola built, a new handicap bathroom installed, new roof gutter supports around the whole building built, a new weather transitional entry vestibule constructed, and a kitchen remodel begun. Extensive clean-up was also done in the yard as well as some interior painting at the nearby Christian Church. We were like a busy, joyful "ant colony" at each site – tired at day's end, but sensing more synergistic satisfaction at work done and cooperative mission shared than ever before in the region.

CCIW is fortunate to have Rev. Mike Naylor currently serving an interim ministry in the Region. He is a Church World Service trained Disaster Response Coordinator and was more than willing to share his expertise with congregational leaders wanting to plan mission trips to Florida and the Gulf Coast for hurricane relief efforts. Fifty-six leaders from twenty-one congregations are much better prepared now for meaningful work for what we are sure will be a significant mission focus for years to come.

A team of seventeen youth and adults from the Region journeyed the end of June to Honduras to learn more about the work of Global Ministries partners Bruce and Linda Hanson as well as work on some construction projects there. We were also blessed with four-month furlough visits by two

of our own ministers from Illinois now serving on the global mission field – Larry Colvin in South Africa and Pablo Pitcher in Guatemala. They were well-received in our Disciples and UCC congregations across the Region/Conference and their witness was especially informative and inspiring. Significant and appreciative relationships were established – we truly affirm this initiative by Global Ministries.

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

Among our ministry partnerships in the Region are higher education institutions Eureka College and Disciples Divinity House at the University of Chicago. Eureka had a significant year celebrating its Sesquicentennial and also beginning a new leadership tenure with the installation of its new President Dr. J. David Arnold. For DDH, it was the 75<sup>th</sup> anniversary of the completion of its beautiful Chapel of the Holy Grail. A wonderful “Celebration of the Arts” weekend in October commemorated 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:

	<u>2005</u>	<u>2004</u>	<u>2003</u>
Total Income	\$ 819,497	799,802	815,531
Total Expenses	<u>968,441</u>	<u>974,542</u>	<u>894,260</u>
Surplus (Deficit)*	(148,444)	( 173,719)	( 78,728)

*\* The deficit figures are not exact subtractions because audit transfers are not shown.*

D. At year end 2005, CCIW had \$ 2,502,429 in its **Permanent Funds**. About 75% of this amount is an Endowment Fund from which the Region does a 5% Annual Draw of endowment earning income for use in supporting the Operations and Programming Budget. The Annual Draw amount is calculated on the basis of a Twelve Quarter Balance Average. We also cover any budget deficits from this account, but our ability to continue this as a transitional practice has come to an end. The other 25% of the Permanent Funds relate to scholarship funds and New Church Establishment accounts.

**E. 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 five of the last seven years; all publications were reduced from 11/year to quarterly; all regional vehicle amortization 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.

**F. *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 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. CCIW’s mission plan is currently understaffed one full-time Associate to be serving in the East Area. We are asking other staff transitionally to carry an extra burden and divide up that work. The staff has also been asked to bear most of the financial short-falls because of no 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, strengthen relational ties, and re-grow mission giving. As you can see above, for a variety of reasons, the last two years have been our worst deficit years ever. The Regional Board in February 2005 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 (and only the regional pool because of its inability in a timely and fair manner to implement its distribution criteria), 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 back to the regional pool. The Finance Committee also held a Stewardship Focus Group session with pastors of key giving congregations to understand their concerns and giving trends. The decline in our outreach giving (some \$300,000 in the last ten years) has more to do with reduced resources locally and their increased insurance and utility costs. But, now with the new proposals from the Mission Funding Task Force essentially to redistribute more dollars back to the General Ministries, it is apparent CCIW will have to made radical changes and further reductions in its clergy staff. Our mission plan calls for six full-time clergy, we currently have five, and by the end of 2006 we only have three. Much of the significant progress and programming reported above will soon see severe reductions in the years to come. We have run out time and money and will have to seek further transformation in ways yet unknown and understood.