



*first* PRESBYTERIAN  
CHURCH BURLINGTON

# Mission Study

First Presbyterian Church | Burlington, NC | October 16, 2022

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## 2 FOREWORD FROM STEWART RAWSON, TRANSITIONAL PASTOR

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The transition period during the search for a new Senior Pastor provides an opportunity for a congregation to evaluate where they have been and where they are going. The transition period allows for an intentional time of self-reflection and an opportunity to look at the tenure of the previous pastor and to make an accounting of all of the important and faithful milestones that have taken place with God's help and guidance. It is also an opportunity to reflect on what has been working and what has not been working.

Since early 2020 our nation and our world have been crippled by a pandemic that globally has taken many lives. The challenges posed by the pandemic have revealed strengths in our culture but it has also exposed many of our shortcomings. The pandemic has altered the rhythms of church life, forcing every congregation to stop gathering in person, challenging First Presbyterian to find new ways of being the church, the body of Christ in the world.

Through all of this, the congregation of First Presbyterian Church of Burlington, continues to seek to be a faithful witness to God's love and grace in this community and indeed throughout the world. And so, as the church embraces the transition from the faithful pastoral service of a pastor who served for 20 years to the next chapter in our lives together, we acknowledge that our nation and our world are also in transition. This reality presents the church with challenges and opportunities. These challenges and opportunities will shape the period in our history that we are now faithfully moving into.

First Presbyterian Church of Burlington is a downtown church that is profoundly committed to this community. A testimony to this commitment is a freestanding building on a campus that houses three unique community ministries: Alamance County Meals on Wheels, the Women's Resource Center in Alamance County and the Furniture Ministry of First Presbyterian Church. This building and the ministries that operate out of this building serve more than a thousand families a year. These outreach efforts represent our congregation's commitment to shining brightly the light of Christ's love to those in our community in need.

With God's guidance, First Presbyterian Church of Burlington has sought to faithfully navigate the conflicts over cultural issues that have divided many churches. The congregation has committed ourselves to open and honest dialogue, seeking to shape consensus rooted in our theological and scriptural traditions. It has not always been easy, but the church believes that they are stronger in our witness to the love, compassion and mercy of God by facing these challenges directly and committing to finding a way forward together.

The center of church life together as a congregation is weekly worship. The hallmark of Worship at First Presbyterian is faithful and strong preaching that is grounded in the Reformed tradition. There has always been a commitment to musical excellence that joyfully expresses a core belief in a gracious and loving God.

Like most churches today, there is a struggle to engage members of the younger generations. The church must acknowledge that it lives in a society and in a world that is full of other messages and formats for delivery of those messages that consume every hour of every day. The life of the church and fellowship within it is one choice among many.

The journey through the creation of this Mission Study has emphasized the need to be open to new ways of ministering and new ways of seeing how faithfulness is manifested in our world today. In my work at the church, I see that they profoundly believe that God has a plan for the congregation and that God has a plan for this world, and that plan is built on grace, empowered by hope, and committed to ministry and mission.

With an appreciation for the church's history as a unique congregation molded by history and rooted in a specific faith tradition, First Presbyterian acknowledges that we have work to do and that God is not finished. This awareness and this transparency guides us on the continuing journey to discern who God is calling to lead the church forward.

### 3 A BRIEF CHURCH HISTORY

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When Alamance County was chartered in 1879, Graham became the center of growing activity. The Rev. Anderson G. Hughes, pastor of Hawfields Church held services for area Presbyterians. Orange Presbytery appointed Rev. Hughes and John A. Gretter to organize a church in Graham, and this was completed in 1850. Rev. Hughes supplied the church for six years.

In 1854, the North Carolina Railroad Company bought 623 acres of land from individuals in our area for the purpose of building maintenance and repair shops for the railroad. The first construction was the Railroad Commissary, a two-story brick building with two purposes. The first floor contained a general store, railway station and village post office. The second floor, called "The Masonic Hall" served as a meeting hall and a place of worship. More shops and buildings were built, and the little village, composed mostly of employees of the shops, became known as "Company Shops", and covered an area of one and one half square miles. In 1857, Rev. Archibald Currie, pastor of Graham Presbyterian Church, held the first religious service in Company Shops. Later services were held in an open shed on Sunday afternoons, and then in a small private school building. The Masonic Lodge Hall was later used for twice-monthly gatherings on Sunday nights. Services were also held in the dining room and parlor of the Railroad Hotel until the Union Church building was built in 1869. Union Church was used as a school on weekdays and for church services on Sundays. People of all denominations shared their services and their ministers. Since there were few permanent residents in the village, and there was no land for sale, it was not deemed wise to organize a church at that point. Presbyterians kept meeting there, and by 1879, the Presbyterian group was organized by a commission from Orange Presbytery, and Company Shops Presbyterian Church was organized with twenty-one charter members.

The Company Shops Presbyterian Church grew steadily over the years. In 1886, the headquarters for the maintenance shops was closed and moved from Company Shops. The Railroad Company began selling off property to individuals, and for the first time, streets were named. The town of Burlington was born on February 1, 1887. Company Shops Presbyterian Church became known as First Presbyterian Church of Burlington, with a membership of fifty-seven.

Negotiations were made with the North Carolina Railroad Company, to buy a tract of land that measured 103.9 feet by 150.5 feet at the corner of Front and Church Streets ( where the Burlington Fire Department is now located) and was purchased for \$25 on August 8, 1889. Rev. J.L. Currie helped support the establishment of a separate church building, and was the church's minister when the new church was completed, debt free, and opened in June 1891. The first manse was bought in 1894 for \$1,500. During the following years, the membership grew enough that by 1909, the church needed enlarging. A new sanctuary, several classrooms, a new tower and a steeple were added. A new manse was built on the property, and used until it was needed for classroom space in the 1930s.

Dr. John Rupert McGregor began his ministry in 1934. During his pastorate, he initiated plans for the construction of a new church building, with a building campaign starting in 1941. Dr. Chester Alexander followed Dr. McGregor, and led the congregation into building the church structure that we know today. The W.H. May home place on West Davis Street

was chosen and purchased in April 1945. The cornerstone for the new sanctuary was laid on March 2, 1952. Dedication for our new church was held on Sunday, December 28, 1958.

Dr. Tom B. Anderson followed Dr. Alexander as our Senior Minister, beginning his pastorate on April 1, 1961. He was involved in two building projects. The first was the completion of the Church School and Fellowship facility as originally envisioned. The Church School (Education Building), was dedicated on October 31, 1965. The second building project was the construction of the Activity Building which is the home of our Boy Scout program, and was completed in 1973. Dr. Anderson retired in 1979 after a dedicated 17 years of service.

In 1980, Dr. Charles Williams became our Senior Minister, and served a very full and dedicated pastorate for twenty-one years, retiring in 2001. During his time with us, the church completed a \$2M Capital Campaign, that updated much of the building infrastructure. Including in those improvements were the addition two elevators, and the porte cochere near the Black and White Hallway of the Education Building and the addition to the Morehead Street side of the church.

Following the retirement of Dr. Williams in April 2001, the work of the Pastor Nominating Committee brought us Dr. Ronald L. Shive, who was installed on September 29, 2002. During Dr. Shive's pastorate with us, he oversaw the renewal and needed modernization of much of our church's mechanical equipment, the heating and cooling systems, the renewing of the paint and lighting in the Sanctuary, and its entire air handling system, as well as careful maintenance of the church's exterior. A major addition to the campus completed during this time was the new building constructed on Fifth Street to house Meals on Wheels, the Women's Resource Center, and the Furniture Ministry. The church also developed a partnership with a African-American church in an attempt to improve race relations in the church and surrounding area. His legacy as a faith leader in our church will be long remembered. His love and care of this congregation was deep and sincere, and the announcement for his retirement was strongly felt throughout the church family. His twenty year pastorate at First Presbyterian came to a close in June 2022 with much celebration for the next steps in Ron's life, but also with a sense of loss for the congregation. However, the church is prepared to move forward into a new era with someone that God has in mind for us.

Dr. Stewart Rawson has now joined us as our Interim Senior Minister and is helping the church properly prepare for the next stage in the life of First Presbyterian.

## 4 A VISION FOR FIRST PRESBYTERIAN CHURCH

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First Presbyterian Church recognizes that God is on the move, and our church, inspired by God's Holy Spirit, will continue to grow in God's love and the example of Jesus Christ as we minister to each other, the community, and the world. Guided by God's calling for our church and each of us as individuals, we will advance God's mission more fully by:

- Cultivating a nurturing community,
- Discovering new expressions of faith through worship while preserving holy traditions,
- Regularly assessing how we need to change in order to sustain our partnership with God's mission for years to come, and
- Engaging in the spiritual, physical, and emotional work of God's mission.

### **Nurturing Community**

We believe that a nurturing community is vital for the development of relational connections and the accomplishment of our mission in partnership with God. Sacred partnering is a cornerstone of how believers at First Presbyterian Church minister to each other, the community, and the world. A strong commitment to faith formation in fellowship with others leads to Christian maturity and deepening faith. In turn, we are in closer connection with the Holy Spirit and God's will not only for our own lives, but also for the church as a whole body. As the family of faith strengthens, a sense of belonging and engagement will develop. Our ministry is thus strengthened as we engage in God's plan for us.

### **Worship and Music**

We believe that the expressions of faith life through worship and music at First Presbyterian Church are extraordinary. We also believe that cultivating and sharing holy traditions in worship and music represent a sacred covenant and should be preserved. As our society changes and our church continues to meet the challenge of remaining relevant in uncertain times, a serious commitment to the development of new expressions of faith life is also needed. New and unique ways of incorporating both music and worship as part of the faith life will not threaten the continuation of traditional practices, but rather promote the growth and inclusiveness of the church. A recognition of accessibility, balance, and a variety of worship styles promotes the church as a family of faith, open to all. It also allows for the development and recognition of talent and ability across the church family.

### **Sustainability**

We believe that adapting to a changing social context in order to remain culturally relevant will require prayerful consideration, listening for God's direction, and remaining faithful to God's mission for the church. Organic growth can best be achieved through the communication and demonstration of a compelling purpose that others wish to connect with in order to live by the example of Jesus Christ. A strong family of faith, as demonstrated through worship, giving, service, sacrifice, joy, gratitude, and faithfulness, regularly



communicates this purpose both individually and collectively by word and deed as we engage with the world beyond the church. The church family must prayerfully and purposefully provide for the financial resources needed to support the mission of the church, differentiate to meet the needs of the community and church family, take care of the capital resources of the church, and adapt its practices as the mission of the church evolves.

## **Mission**

We believe that God's mission, to heal the world through reconciliation and restoration, is the foundation for the work of all believers. The spiritual, physical, and emotional work within the ministry of Christ's people contributes to the accomplishment of the purpose of the church. First Presbyterian Church will continue to be engaged in both internal and external mission work. The support for social justice, inclusiveness, and making a difference in the community are FPC initiatives that will provide opportunities for the congregation to actively participate in God's mission.



## 5 METHODOLOGY FOR MISSION STUDY

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A Mission Study Team was created by the Session to provide a review of the church in preparation for a Head of Staff. The members of the Team are Katharine Frazier, Bob Hill, Scott Moffitt, Nan Perkins, and Hal Vincent. The Team developed a strategy and methodology to gain insight from the congregation and staff of the church with the purpose of better understanding the current state of the church, hopes for the future of the church and qualities desired in a new pastor.

The Mission Study Team created a survey tool to ask questions about the state of the church. The responses generally followed the breakdown of the church from the Statistical Survey. Unfortunately, those under 25 and 26-40 were somewhat underrepresented. However, the 41-55 age group was over represented and 56-70 was slightly overrepresented. Over 70, which is our largest number of members, were slightly underrepresented. Despite these issues, we believe the survey, overall, is a fair representative sample of the congregation especially considering that only a little over 17% of the congregation responded.

While we would have like to have seen more participation in all aspects of this process, we surmise that many people are satisfied with the direction of the church and chose not to respond because they had few burning issues. The survey itself would support that conclusion as well since a large majority of respondents indicated their satisfaction with the church, its programs and direction.

The survey was followed up by a series of Cottage Meetings with targeted groups as well as general meetings for the congregation. Targeted groups included our two major locations serving the older population in the area (Twin Lakes and Brookwood), the Enrichment Sunday School Class, the Session, and the church staff. The prompts for the Cottage Meetings included the following questions:

- What is your favorite attribute of First Presbyterian?
- What are the challenges facing our church?
- What opportunities do you see for the church moving forward?
- What attributes, skillsets, and qualities would you like to see in our next pastor?

Attendees were also asked to share any other information they thought would be helpful to the team.

The number of people that attended these events whether in-person or on-line was far less than we anticipated and would have liked, but we, again, think this is a result of overall satisfaction with the direction of the church. Those that did attend were enthusiastic participants and gave us really good feedback. The theme of general satisfaction was reinforced through the Cottage Meeting process. The groups highlighted traditional worship, the quality of the music program, the strong focus on missions (especially local missions), and the strength of our youth programs. The participants also suggested a number of new ideas for the Session to consider as we move forward.

The greatest concern was that our congregation is growing older and that we need to look for ways to grow the number of young adults and young families in our congregation. The congregation at large is probably not aware that 43.3% of our congregation are 55 and under

which is healthy as compared to similar congregations. The participants do have a valid concern moving forward because we have a major challenge getting the younger population more involved in the activities of the church.

Those attending the meeting gave significant input into the characteristics of our next pastor. We have used the results of the most common responses to provide a suggested list of 10 of the 33 Leadership Competencies used in the Mission Information Form. Those are included in another section of the report. This information will be available as input to the Pastor Nominating Committee when the way is clear to elect that group.

## 6 KEY RESULTS FROM SURVEY

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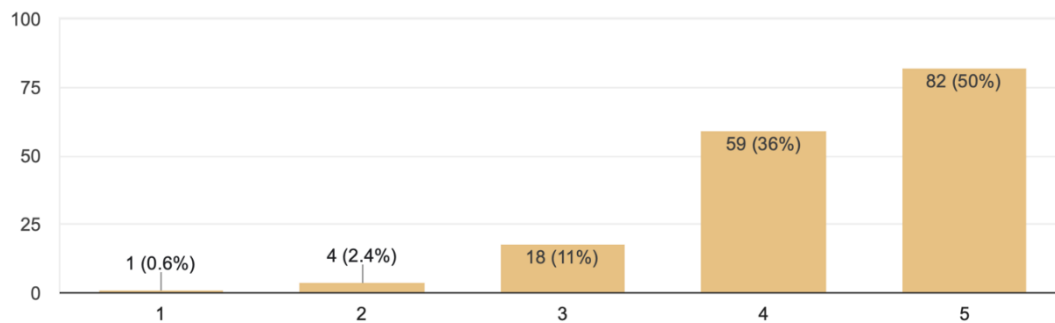
The Mission Study Team created and executed a survey for the congregation to gain feedback from church members on the current state of First Presbyterian. The feedback was very positive on the direction the church is taking with regard to worship and mission. The graphs below are a sample of the questions asked and represent the key issues.

The scale used for the Survey was:

- 1= Strongly Disagree
- 2= Disagree
- 3= Neither Agree nor Disagree
- 4= Agree
- 5= Strongly Agree

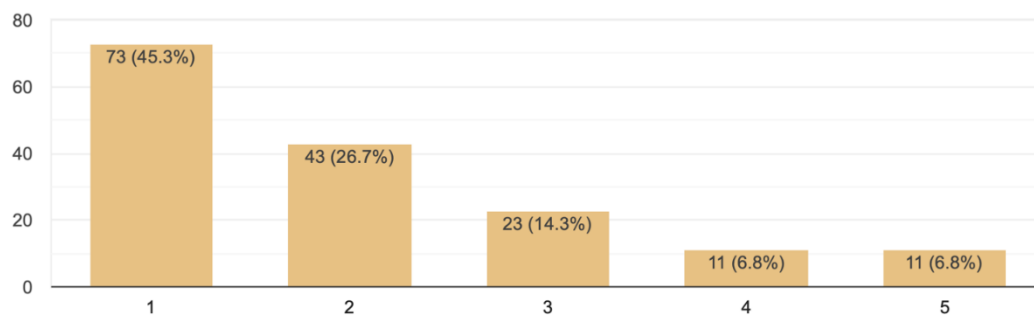
**The church has the right priorities with regard to the church's overall mission.**

164 responses



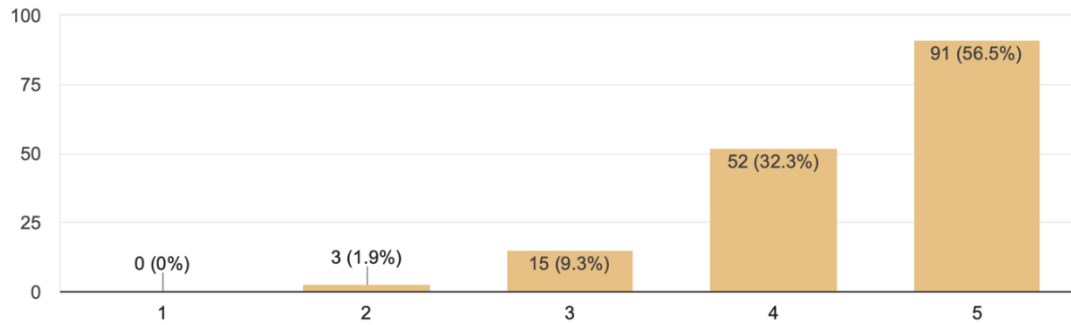
**The church needs to change its priorities.**

161 responses



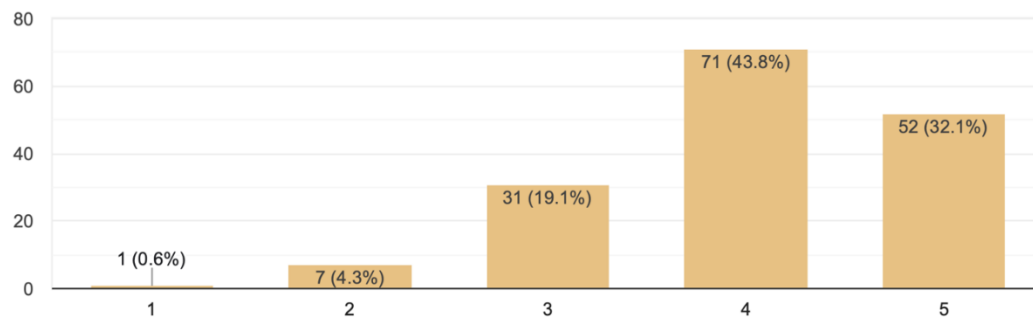
**Our church is open to all.**

161 responses



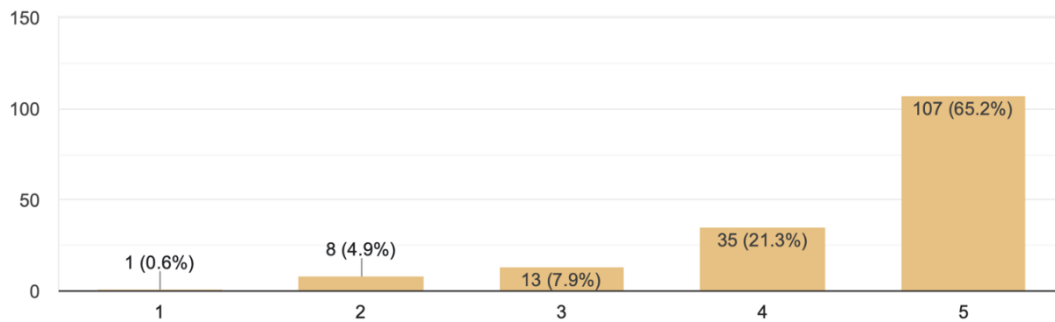
**Our church members make everyone feel welcome.**

162 responses



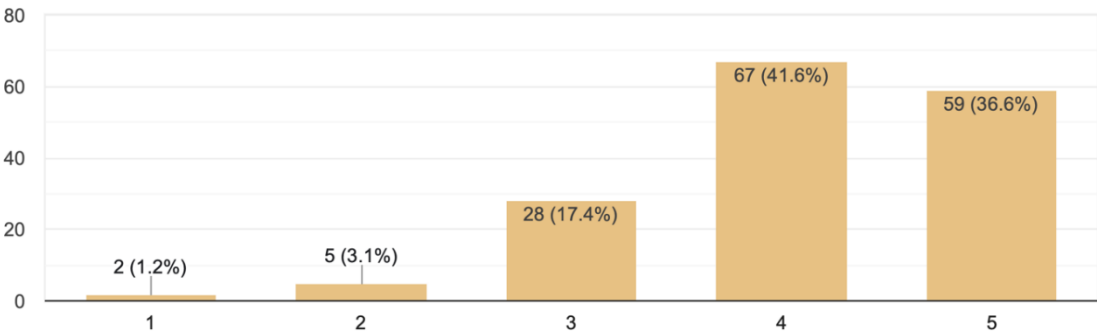
**A traditional service is important to me.**

164 responses



The church addresses the big issues we face in the world.

161 responses



## 7 DEMOGRAPHICS

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The congregation and the Session of First Presbyterian recognizes that our church is a church with wide diversity of thought, but does not represent wide diversity in race and ethnicity. There are a number of ways in which we have reached out to other segments of our community through our extensive local Mission work and a partnership with a predominately African-American church in town. However, we recognize that there is much more work to be done in this area.

The following graphs represent the current state of First Presbyterian Church, the demographics of Alamance County as well as graphs from the Mission Insite Study of our church provided through the General Assembly. It points out many opportunities in our area and the ways in which we can do more to reach out in the community.

## 7.1 ANNUAL STATISTICAL REPORT

### First Presbyterian Church

### Burlington, NC



Church First PIN 21296

Presbytery Salem

Phone 336-228-1703 Fax 336-228-1705

Email [rshive@fpcburlington.org](mailto:rshive@fpcburlington.org)

Web Site [www.fpcburlington.org](http://www.fpcburlington.org)

Address 508 W Davis St, Burlington, NC 27215

Membership

Prior Active Members	954	Adjusted membership	954
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Gains		Losses	
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Certificate	9	Certificate	2
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Youth Professions	6	Deaths	21
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Professions & Reaffirmations	2	Deleted for any Other Reason	
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Total Gains	17	Total Losses	23
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Total Ending Active Members	948
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Baptisms		Average Weekly Worship Attendance	212
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Presented by Others	11	Female Members	515
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At Confirmation		Friends of the Congregation	20
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All Other		Ruling Elders on Session	32
		Do you have Deacons?	Yes

Age Distribution of Active Members	106	People with Disabilities	24
25 & Under	175	Hearing impairment	5
26 - 40	129	Sight impairment	51
41 - 55	229	Mobility impairment	18
56 - 70	309	Other impairment	
Over 70	948		



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Total Age Distribution

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Christian Education

Birth - 3	19	Grade 7	11
Age 4	6	Grade 8	6
Kindergarten	2	Grade 9	13
Grade 1	5	Grade 10	7
Grade 2	6	Grade 11	7
Grade 3	4	Grade 12	10
Grade 4	8	Young Adults	60
Grade 5	10	Over 25	241
Grade 6	4	Teachers/Officers	14
		Total Christian Education	433

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Racial Ethnic

Asian/Pacific Islander/South Asian	3	Native American/Alaska Native/Indigenous	
	1		
Black/African American/African	9	White	932
Middle Eastern/North African	1	Multiracial	
Hispanic/Latino-a1			
		Total Racial Ethnic	948

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**Financial Data**

Annual Income **1,623,390**

Annual Expenses **1,412,086**

Financial Data

Annual Income

Annual Expenses

Mission Expenses

Personnel Expenses

**98,324**

**765,141**

Mission Expenses **98,324**

Personnel Expenses

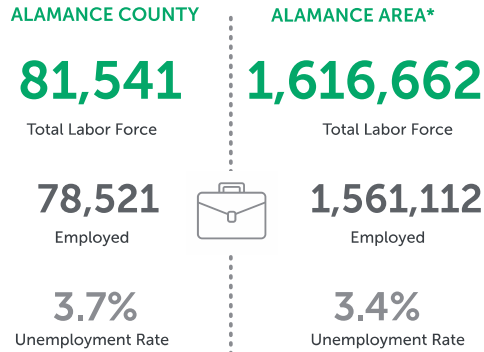
**765,141**

Facilities Expenses

**308,114**

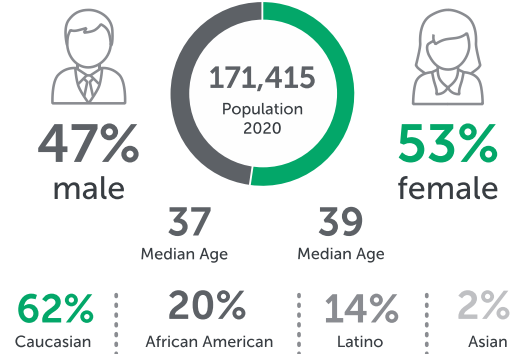
## 7.2 ALAMANCE COUNTY, NC DEMOGRAPHICS

### LABOR FORCE



Source: Local Area Unemployment Statistics, NC Commerce LEAD, Jan 2022

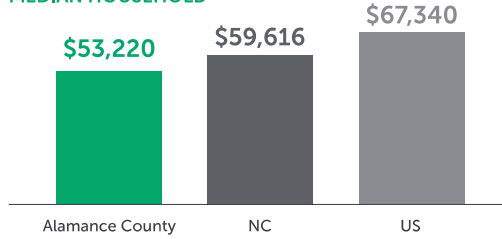
### DEMOGRAPHICS – ALAMANCE COUNTY



Source: US Census Bureau, 2020 Census, 2020  
Self-identified race, Latino or Hispanic is of any race

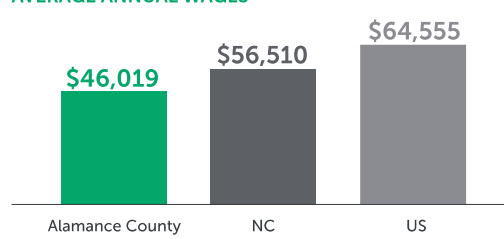
### MEDIAN HOUSEHOLD INCOME AND WAGES

#### MEDIAN HOUSEHOLD



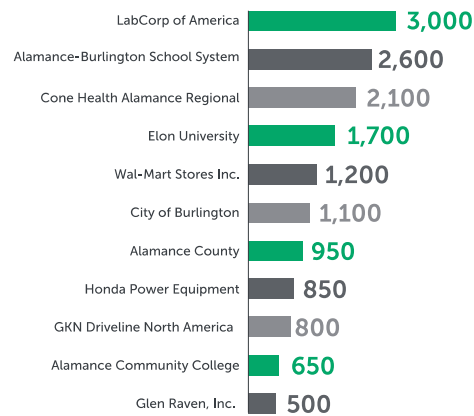
Source: Small Area Income and Poverty Estimates, US Census Bureau, 2020

#### AVERAGE ANNUAL WAGES



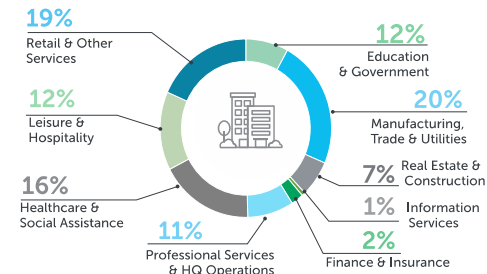
Source: JobsEQ, 2021 (4-Qtr Average ending Q3 2021)

### MAJOR EMPLOYERS



Estimated Employment, figures rounded  
Sources: Employer Information, Triad Business Journal

### EMPLOYMENT BY INDUSTRY



Source: JobsEQ, 2021 3rd Quarter (rounded figures may not equal 100)

### TALENT PIPELINE

Enrolled College & University Students 2020



Sources: National Center for Educational Statistics, 2020

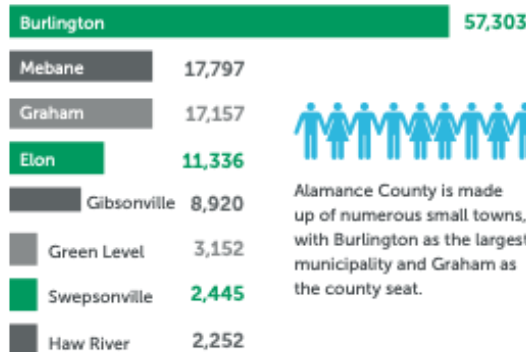
alamancechamber.com

# Alamance at a Glance

**ALAMANCE COUNTY** is centrally located in North Carolina, linking the Research Triangle and the Piedmont Triad metro regions. This location, combined with excellent transportation infrastructure and a business-friendly atmosphere, creates exceptional opportunities for expanding and relocating companies.



## MUNICIPAL POPULATIONS



Alamance County is made up of numerous small towns, with Burlington as the largest municipality and Graham as the county seat.

Source: US Census Bureau, 2020 Census, 100% Count.  
A portion of some of these cities cross into a neighboring county; population figures shown are for the entire city/town.

## COUNTY AND REGION POPULATIONS

### ALAMANCE COUNTY



### ALAMANCE AREA\*

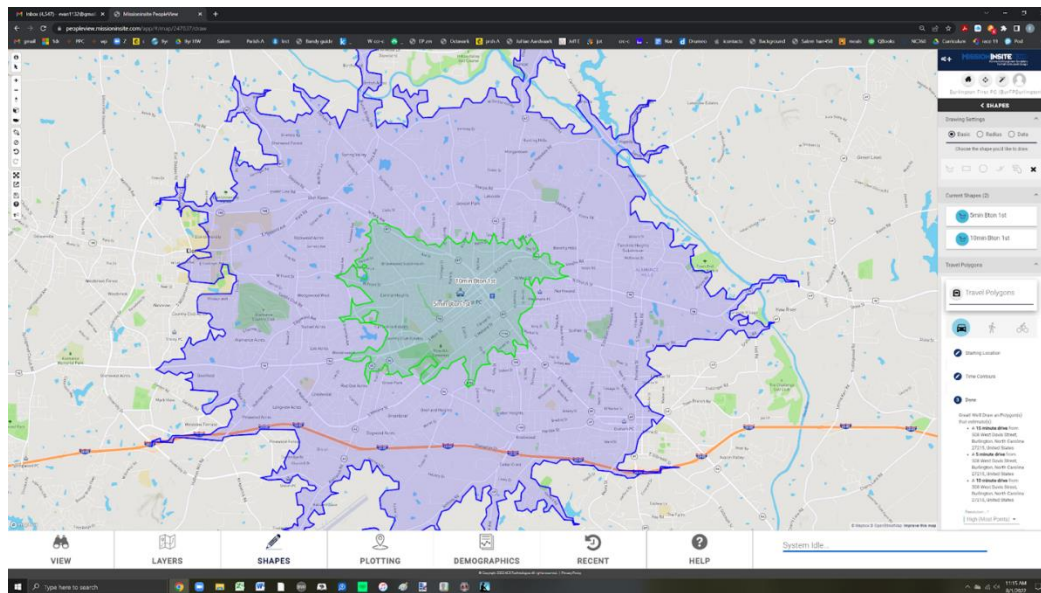


Source: Population Estimates, US Census Bureau, 2021.  
\*Alamance Area consists of Alamance, Caswell, Chatham, Davidson, Durham, Forsyth, Guilford, Orange, Person, Randolph, Rockingham & Wake counties.

## EASY ACCESSIBILITY



## 7.3 MISSION INSITE STUDY GRAPHS



### 3 Shapes

#### **LARGE Shape**

845 / 81,000 HH\*

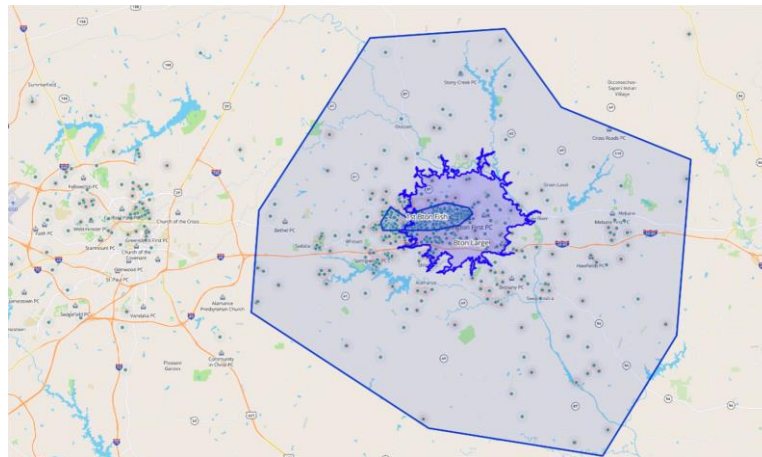
\*Includes 845 cong  
households (HH) in  
study area of 81k HH

#### **10min Travel Shape**

523 / 24,790 HH

#### **Fish Shape**

502 / 6,417 HH



## 8 WORSHIP AND MUSIC AT FIRST PRESBYTERIAN

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We believe that worship and music are foundational for our congregation. Our Sunday services are traditional and proudly so. Our survey results support that view of worship as the way in which we prefer to worship our God. Our music program very effectively supports our worship style through appropriate hymns and anthems that support the message and Bible readings for the day. However, the church is also aware that there are other ways to meet the needs of the congregation, and we have worked to support other forms of worship. Our Taize services are used as a supplement to our regular worship for those seeking a more contemplative worship experience. The church also has a tradition of having services for Healing and Hope.

From time to time, the church has looked at the possibility of a more contemporary service in addition to our normal service. Often this has been considered as a way to encourage more members to be involved and reach a new audience outside the church. Research has indicated that this is not a particularly effective strategy. Our conclusion has been each time to recognize that this is not a core strength of the church and that members of the congregation, as a whole, are not interested in a more casual worship experience.

The staff and Session of the church are deeply committed to keeping our collective “ear to the ground” to listen for what the direction the congregation wants in order to encounter God in the worship space and are willing to consider new ways of worship. However, at this point, the congregation seems very comfortable with our worship style and offerings

## 9 CHURCH EDUCATION AND FAITH FORMATION

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At First Presbyterian Church, we believe Christian education and faith formation comprise a lifelong journey. Therefore, we offer opportunities for learning starting with infants and continuing to our eldest members. We are also beginning to be intentional about incorporating intergenerational gatherings into our educational ministry. Curriculum is chosen to reflect our reformed theological understanding as Presbyterians. In addition to group study, we encourage self-study and contemplation.

Though our Christian education still takes place on Sunday morning we have embraced other models of education by offering mid-week, short-term, and online classes. Some of the most well-attended classes we offer are mid-week Bible studies led by the head of staff at 6:45 a.m. on Tuesdays for men, 6:45 a.m. on Thursdays for women, and 10:00 a.m. on Wednesdays for all.

Like many other congregations, we have adapted to new ways of online learning. The Enrichment Class began meeting online on Wednesday nights during the Pandemic and has decided to continue that format. Other short-term online classes hosted by both the Contemplative Ministry and the Racial Justice Task Force have been well received. Two weekly morning meditation groups offer online participation.

The annual Pritchett Symposium is an occasion for inspiration and challenge to our congregation and the community. The endowed symposium brings in a notable preacher/speaker who preaches at both Sunday morning services, teaches during the Sunday school hour, and speaks again in the evening, allowing a chance for members of Presbytery to attend. Other guest teachers on Sunday mornings have included PCUSA Mission co-workers serving in Peru, Taiwan, and Zambia; local advocates for social justice; and religious studies professors from nearby universities.

The church has an excellent library offering a wide-ranging selection of titles for all ages and interests. The collection ranges from the local school system Battle of the Books selections to commentaries and reference books to aid in Bible study.

First Presbyterian is committed to finding new and different ways to create

opportunities for learning as we seek to be a source for our members who wish to learn more about our church, our denomination, and the texts we revere as Christians and to grow in wisdom and faith.



## 10 MISSIONS AND OUTREACH

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We are a Matthew 25 church, recognizing Christ's urgent call to be a church of action, where God's love, justice, and mercy shine forth. FPC members are encouraged to commit through their pledge and their engagement to support one, two, or more of the church's numerous sponsored mission outreach opportunities.

Our volunteer-run Furniture Ministry distributes donated beds and household furnishing to 150-200 Alamance County families each year. We partner with Andrews Elementary school to provide monthly food bags and teacher and student support. We also run a Food Closet that supports the efforts of The Salvation Army to feed the hungry in our area. In all, our church provides volunteers, leadership, and monetary support to 15 local agencies. Through the activities sponsored by our Racial Justice Task Force and our partnership with First Baptist Church, Apple Street, a predominantly Black church, we seek to address racial injustice.

We also actively support international mission partners. FPC has a longstanding and active exchange program with partners in Peru; our clergy and members of the congregation have made numerous mission trips there and hosted representatives here. We also support partners in Taiwan and Zambia, where we have made one trip. Prior to Covid, we frequently sponsored mission trips to distressed areas in the US for adults as well as youth.

## 11 FIVE YEAR FINANCIALS

The following is a review of the finances of First Presbyterian Church. The Year-to-date numbers for 2022 are somewhat skewed due to some significant Buildings and Grounds maintenance early in the year and a history in our church of pledges being fulfilled in the last quarter of the year. Our expectation is that we will end the fiscal year of 2022 without a deficit.

	2018 - Actual	2019 - Actual	2020 - Actual	2021 - Actual	2022 - YTD
<b>Total Revenue</b>	<b>1,218,698</b>	<b>1,285,728</b>	<b>1,342,743</b>	<b>1,370,921</b>	<b>1,003,964</b>
Expenses					
Missions	82,324	85,209	90,954	84,986	65,354
Personnel	734,650	698,910	744,600	765,141	610,497
Christian Education	40,934	49,523	13,936	36,670	38,487
Worship	21,618	24,363	15,937	15,247	14,655
Office and Building	370,662	340,717	372,091	362,273	358,996
<b>Total Expenses</b>	<b>1,250,188</b>	<b>1,198,721</b>	<b>1,237,518</b>	<b>1,264,317</b>	<b>1,087,989</b>
<b>(Deficit)/Surplus</b>	<b>(31,490)</b>	<b>87,006</b>	<b>105,225</b>	<b>106,604</b>	<b>(84,025)</b>

	2022 - YTD	2022 - Budget	2023 - Proposed Budget
<b>Total Revenue</b>	<b>1,003,964</b>	<b>1,407,772</b>	<b>1,453,564</b>
Expenses			
Missions	65,354	93,560	110,232
Personnel	610,497	817,562	816,512
Christian Education	38,487	66,150	64,550
Worship	14,655	22,900	23,100
Office and Building	358,996	395,500	439,170
<b>Total Expenses</b>	<b>1,087,989</b>	<b>1,395,672</b>	<b>1,453,564</b>
<b>(Deficit)/Surplus</b>	<b>(84,025)</b>	<b>12,100</b>	<b>-</b>

## 12 LEADERSHIP COMPETENCIES

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### Based on Congregational Feedback

The Mission Study Team reviewed the 33 Leadership Competencies provided by the Church Leadership Connection (Presbyterian Church Matching tool for churches with openings and pastors seeking a new call). The tool only allows 10 of the 33 competencies for entry into the matching tool. The 10 listed below reflect the feedback from participants in the Cottage Meetings and the qualities they felt were important in a new pastor.

First Presbyterian Church has a very diverse congregation for a social and political perspective and some of these choices below do not reflect an ongoing conflict within the church, but rather, emphasize the need for the new pastor to fully understand the dichotomy and the work needed to keep the congregation under the “big tent”.

**Compassionate** – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.

**Preaching and Worship Leadership:** Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence

**Teacher** – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.

**Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.

**Communicator** - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.

**Contextualization** – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.

**Willingness to Engage Conflict:** Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.

**Collaboration:** Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.

**Interpersonal Engagement** - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.

**Bridge Builder** – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.

## 13 SUMMARY

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First Presbyterian is a complex, well-run organization, with multiple arms of ministry, worship, and outreach, and a high-functioning staff working well together as a team. Our church has had a long history as a significant institution in downtown Burlington. Typically, First Presbyterian church retains its heads of staff for around 20 years so it was important that we get the pulse of the congregation before beginning the search for a new pastor. Ably assisted by our Transitional Pastor, Stewart Rawson, the Mission Study Team has attempted to get a read on that pulse in a number of ways. Our congregational survey was designed to gauge the congregation's views in a number of areas particularly with regard to overall satisfaction with the church and the worship experience First Presbyterian. This was followed up by Cottage Meetings to get a more in-depth view of the congregation's areas of concerns, ideas for the future, and the characteristics they would like to see in a new pastor.

Our findings reflect a strong preference for continuing our present direction, but with a recognition that as the world continues to change, we need to be adaptable to meet people's needs. One of the ways the church is trying to make a difference is in our mission work where we are providing furniture, food, and educational support for those most in need in our community, and the congregation shared with the team that this is a source of pride. The congregation also values the pastoral leadership it has received over the years. While the church is not very diverse racially or ethically, the members have a wide spectrum in points of view on issues that face us every day. During our meetings the participants shared that the church needs someone with skills to unite all the membership around the central theme that our church exists to worship God, to proclaim the saving grace of Jesus Christ, and to do our part to live into the hope that we can make our world a better world and more like the world that our God envisions.

First Presbyterian Church has a long legacy of being a leader in our denomination, a force for good in the community, and a congregation that watches over its members. The church is excited to find that next person to lead our congregation into the future with respect for our traditions, but open enough to see how we need to adjust and adapt to a world that continues to change and challenge us. Pastors seeking a church with a solid foundation, a financially stable environment, an open and welcoming congregation, and an opportunity to grow, will find First Presbyterian Church a unique opportunity to grow along with the church as we seek God's call to us to be His agents for change in the world He has given us.