



# Mission Study

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Grace Covenant Presbyterian Church

11100 College Blvd., Overland Park, Kansas 66210

6/20/2011

# GRACE COVENANT PRESBYTERIAN CHURCH

*A Stephen Ministry Congregation*

11100 College Boulevard, Overland Park, Kansas 66210

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gpc.org



June 14, 2011

We want to give a special “thank you” to Lisa Pecaro who was a big help printing and inserting surveys into the bulletins, linking Survey Monkey to congregants, and helping send the Survey Monkey to congregants without email addresses. A thank you to Johnnie Baker, Ky Weekley and Kimby Young for getting information to the committee that was needed for the Mission Study. And last, but not least, our sincere thanks and appreciation to all the members of GCPC who responded to our many surveys and town hall meetings. Without your input the Mission Study would have no relevance. The results found within this report are a reflection of who GCPC is and where we faithfully want to go in the years to come.

We thank you for allowing us to serve you in this capacity and look forward to the next phase in the search for a new pastor.

Respectfully Submitted,

Mission Study Committee

Rick Randolph

Pat Collins

Linda Bridges

Keith Graham

Gerald Lillian

Katie Johnson

Amy Lafferty

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# **Grace Covenant Presbyterian Church Mission Study 2011 Final Report**

## **Mission Study Group**

Through the mission study process, the congregation of Grace Covenant Presbyterian Church (GCPC) has been able to assess its role in God's Kingdom. The resulting information will allow future prospective pastors to assess the compatibility of their callings with our congregation. This compatibility is needed because, in the winter of 2009, Jay McKell, the founding Pastor of Grace Covenant Presbyterian Church, stated his intention to retire as

Pastor. He served the congregation until June 2010 when his official retirement from the pastorate at GCPC was celebrated. We, as a congregation, now look to the future.

The Mission Study Committee was constituted with two serving members of Session and five other members of the congregation in order to ascertain the congregation's beliefs in what God was calling us to be.

Members of the Mission Study Group are: Linda Bridges, Pat Collins, Keith Graham, Katie Johnson Amy Lafferty, Gerald Lillian, and Richard Randolph

## **Methodology**

For the last year, the people of GCPC have been engaged in asking ourselves these questions: who are we as a people of God, why are we here in this place at this time and what is God calling us to be and to do? While its is important in any Presbyterian pastoral transition, it was even more important for GCPC due to Pastor McKell's twenty-five-year pastorate. Because his tenure was so lengthy, the need to discern the direction for the church was great.

This Mission Study process is the culmination of many opportunities the congregation and its leaders have created to reflect on what we are called to be. Over the last year we, as a congregation, began to engage ourselves in conversations, in smaller and larger groups, informally and formally, about our identity and our direction. The dialogues we held and the information we gained have guided and informed this Mission Study.

The Mission Study Committee's goal was to create a "snapshot" of the beliefs and aspirations of the people of GCPC and to provide a base of information to inform and assist the Pastor Nominating Committee in their search for a new called Pastor. The Mission Study Committee developed a strategy to collect the needed information from the congregants and about our community.

It was determined to use three methods of data collection to capture the beliefs of the congregation. A "pen and ink" survey was distributed at Sunday services on two different Sundays. One additional "pen and ink" was mailed to the congregation for those who didn't attend either of those two services. Two different web-based surveys, using the "Survey Monkey" program, were sent out to the congregation as a whole through email links. Three "town hall" meetings were conducted by Mission Study Committee members to obtain

open-ended input. Deacons surveyed their Covenant Groups and provided input as well. Based on the information gathered in these sessions, a third web-based survey was sent to the congregation to address additional questions that were raised.

The surveys addressed attitudes and beliefs of the members of the congregation in six main areas: theology, worship style, programs, involvement, impact on living and future. The surveys collected data in both quantifiable and open-ended manners. The quantifiable data was analyzed and the open-ended responses were used to amplify quantitative data and to provide concrete examples for illustration.

Throughout this process, the Mission Study Committee has strived to represent the feelings, beliefs and aspirations of Grace Covenant Presbyterian Church as completely and honestly as we knew how. It has been a privilege to further refine what we already knew about this congregation: that it is a community of believers always eager to discern, and act on, God's call to us.

### **Mission Statement**

Grace Covenant Presbyterian Church is a congregation where the emphasis is on God's all-inclusive love and on God's expectation that in response to being loved, we engage in countless acts of love that enables the world around us to see God's presence up-close and personal. This is a congregation that loves to worship and sing, serve and share. We are not afraid of taking ancient texts and figuring out how they apply to contemporary times, even though this curiosity and quest challenges long-held traditions. Following the teaching pattern of Jesus, we recognize that God has blessed us with good minds and a caring community of believers. Put those two together, add some prayer time and some risk-taking, and great adventures often open before us.

### **Grace Covenant Presbyterian Church History**

Grace Covenant Presbyterian Church, Overland Park, was founded as a new church development of Heartland Presbytery. Grace Covenant Presbyterian Church is a member of Heartland Presbytery, which is composed of Presbyterian (USA) churches in Kansas and Missouri. Heartland Presbytery is a member of the Synod of Mid-America and the General Assembly of the Presbyterian Church of the United States of America (PCUSA).

As the Greater Kansas City area experienced southward growth, Heartland Presbytery recognized the need for a new church in southern Johnson County, Kansas. Its organizing pastor, Jay McKell, was called from Louisiana to lead in forming this new church. In February of 1985, 50 people made a commitment to start a new church. Worship began in the cafeteria of Indian Valley Elementary School on Palm Sunday in 1985 and Grace Covenant Presbyterian Church chartered on June 22, 1985, with 123 charter members.

In 1986, February's cold wintry Sundays averaged more than 200 in attendance. Spring brought 273 people to celebrate Easter and "I'm Growing with Grace Covenant" T-shirts were the fashion rage. GCPC had over 400 participating in worship on Easter in 1987. From the very beginning, this was a seven-day-a-week

congregation with weekday meetings often held in members' homes. The congregation largely was composed of young families and quickly outgrew the school facilities. Spirits soared that summer at the groundbreaking ceremony for the first building. Doors to the new church home opened for worship on August 14, 1988. More than twice the numbers expected arrived, and two services had to be put in place to accommodate everyone and around this time an Associate Pastor was hired. Several years later, and in recognition of the diversity of meaningful worship experiences, a Contemporary third service was added to the schedule. With the growing membership, a second Associate Pastor was added in 2003.

A capital campaign for the construction of the second phase of the building, the education wing, was completed in 1992. Another capital campaign ran from 2003 through 2006 with primary emphasis on building debt reduction and HVAC replacement. The congregation generously contributed receipts over \$920,000 and significant strides were made. There were also some needed repairs to a 20-year-old building. The next campaign entitled "Building Dreams" was launched in 2008 and is about to conclude. To date, it has resulted in new roofing, a new sound system, a new parking lot, renovated restrooms and building debt reduction.

In 2000, the congregation convened a "Transition Team" to engage an outside consultant to take an objective look at programs, governance and organization. They came away with three main takeaways (1) hire a second Associate Pastor and defined the two Associate Pastor positions into Operational and Congregational areas; (2) formulate GCPC's Vision, Mission and Marks of Discipleship statements; and (3) create an organizational chart. While some of this has changed, our Vision has remained a strong part of who we are today: "**Gather** all people in a caring Christian community, **Equip** people to develop a faith that works in real life and **Send** people to serve Christ in the world."

GCPC has been at the forefront of inclusion issues. In November 1997, Session voted to send an overture to presbytery regarding G-6.0106b of the Book of Order. In May 2000 a "Call to Covenant Community" was approved and signed by Session, which was a Covenant Network statement of principles. Session sent an overture to presbytery again in November of 2000 to amend G-6.0106b of the Book of Order. In the spring of 2004, Session held town hall meetings, which were attended by many of the congregation, regarding the issue of GLBT ordination. The Senior Pastor addressed the issue with a series of sermons. During this time, GCPC upheld its commitment to the "Call to Covenant Community." A fellow PCUSA church in Heartland Presbytery initiated a "Remedial Complaint" in October 2004. GCPC then filed a motion to "Dismiss and Answer" the next month. After several years of jurisdictional determinations, a successful mediation was held in March 2007. Two more votes from Session to send overtures to presbytery have been sent addressing the issues of G-6.0106b.

Currently, GCPC is home to over 650 members and operates a "Kid's Day Out" childcare program that serves about sixty-five children three days a week during the school year. GCPC's facilities also provide a home for Pioneer Preschool, which serves about 230 children weekly. The Arabic Presbyterian Fellowship began using our facility for its worship services and youth group meetings in 2009. Prior to that, a now-defunct Jewish congregation utilized our building. A wide variety of community groups use the building for meetings and activities. Hardly a day passes when the building is not bustling with activity.

GCPC has wonderful choral, handbell and orchestral music programs for all ages. The programs include some fourteen different ensembles and choirs, and participation by over a third of the congregation. The youth program includes a full-time director and summer intern, and offers wonderful opportunities for fellowship as well as for teaching the importance of giving back to the community locally and through mission trips. Our educational offerings for children, youths and adults are varied, inspiring and constantly reviewed to be Christ-centered.

Outreach has been a very important part of GCPC's identity and continues to guide our membership. GCPC reaches out to fellow neighbors in Johnson County, across our country and around the world. Over the years, the church has developed a reputation for being an advocate for the homeless, the excluded, and the overlooked. GCPC qualified to become an Earth Care Congregation in 2011, which pledges to care for God's earth in four categories: worship, education, facilities, and outreach.

The year 2010 was a significant one in the history of the church as it celebrated its 25th anniversary as a community of faith on June 20 and also the retirement of its founding pastor, Jay McKell. In Jay's words –"It seems like only yesterday that Grace Covenant Presbyterian Church was nothing more than a dream. The idea of a new church, a different church, a vital and energetic church where all would be welcomed, where questions were encouraged, where mission to those in need mattered, and where Easter was every day, was so appealing that soon these dreams and ideas began to become reality." Grace Covenant Presbyterian Church continues its ongoing commitment to "Grow by God's Grace."

Johnson County has continued to grow even further south, so Grace Covenant is no longer the most southern Presbyterian church in Johnson County. Times have changed since the 1980s and so has the church. Worship attendance at the three services had been getting smaller and with the retirement of the Senior Pastor, Grace Covenant has transitioned back to two services keeping a Contemporary and Traditional service. At the same time we transitioned to a two pastor congregation, an Interim Pastor and an Associate Pastor. Grace Covenant has a staff of seven full-time and eleven part-time staff to help support the membership in its many ministries.

In 2010, GCPC called Ky Weekley as its Interim Pastor. In looking for the attributes for a suitable fit for the position, the Session of GCPC found that candidate in its own Associate Pastor for Operational Ministries, who has been employed by the church since 2000. He has embraced this role and is guiding Grace Covenant through this interim process.

With the calling of a new Senior Pastor, we anticipate a wonderful new chapter in the life of Grace Covenant.

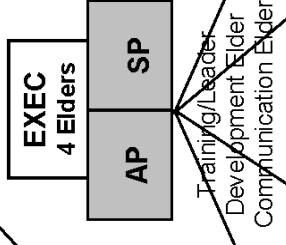
## **Leadership and Organization**

The Organizational Chart of Grace Covenant Presbyterian Church (shown on page 7) shows the formal relationships between and among the staff and volunteers, officers and leaders. This is a snapshot of how the church works; a guideline for when it seems we have strayed too far and are losing our focus.

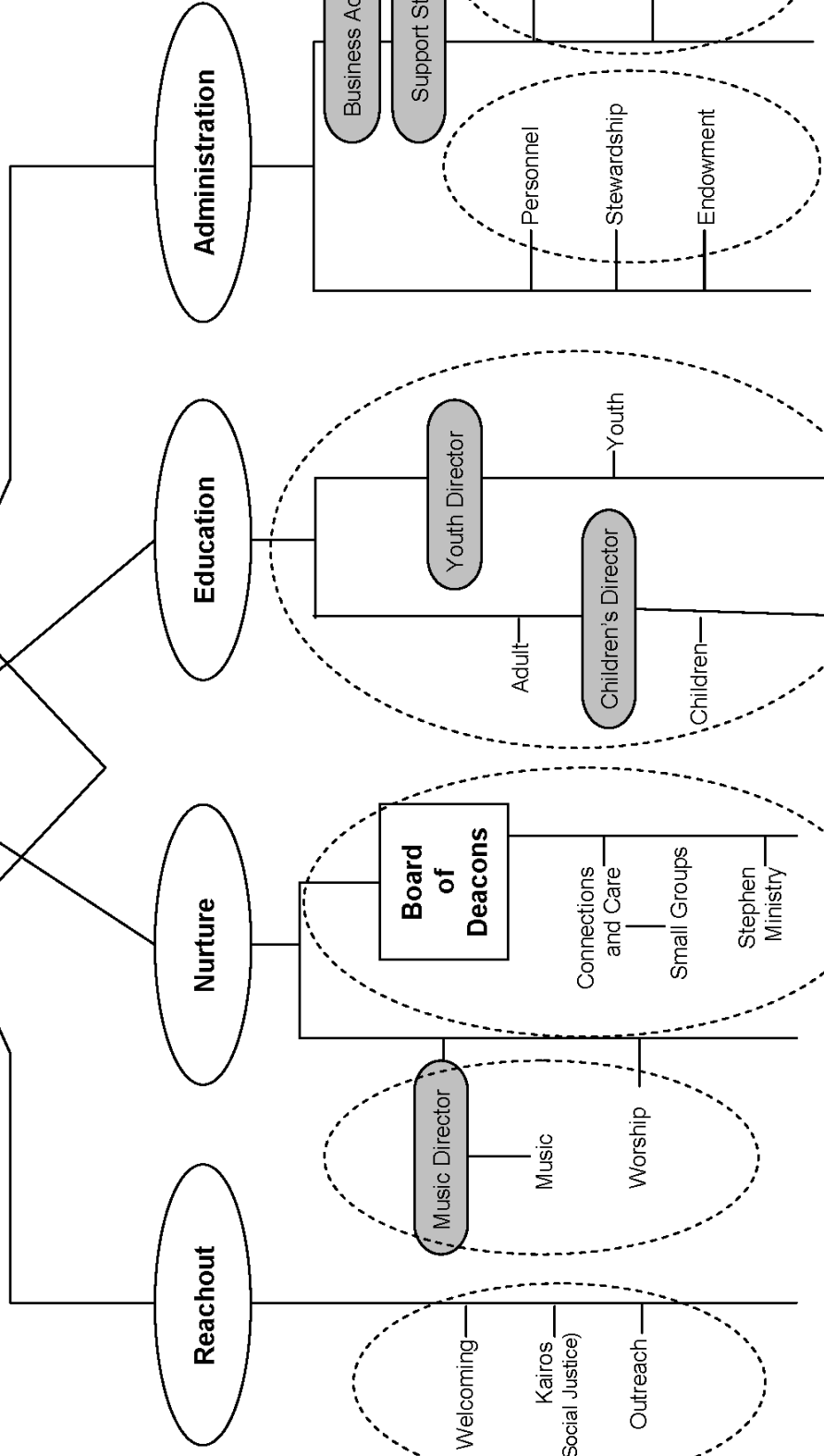
**Appendix A Organizational Chart**

**Grace Covenant Presbyterian Church  
Organization Chart**

**SESSION**



- SP - Senior Pastor
- AP - Associate Pastor
- Exec - Executive Committee (includes Clerk of Session)
- - Program Area (not a person)
- - Paid Staff Member(s)
- - Elder Liaison



GCPC is truly a work in progress; *reformed and always reforming* in an effort to take advantage of the gifts that God provides and in the time that the gifts are given. The “Welcome” found in our Personnel Manual speaks to the philosophy of the work of the church and how individuals and groups are accepted.

*Congratulations and welcome! We’re pleased that you have chosen to join the staff at Grace Covenant Presbyterian Church (GCPC)! We wish you every success in your employment with us and promise you that we will do our part to assist you in meeting your personal goals and the Mission of our Church.*

*You join our staff of professionals, who are committed to excellence in serving the Lord and our congregation. Your future and ours is determined by the manner in which we satisfy every member and potential member each day. You are important in helping us meet our Mission. We appreciate the gifts and talents that you bring to your position and want you to enjoy your work with us. At times you may be asked to do a task that is not in your job description to better serve our church. We appreciate your understanding of this need.*

*This manual will be a valuable reference throughout your career with GCPC. Additionally, the policies contained in this manual are guidelines and boundaries intended to ensure consistent management and fair treatment of all employees. The church staff plays a very important role in the success of the church. Our work for the Lord hinges upon staff harmony and cooperation. Staff members should do their best to help each other in promoting good staff relations and to follow the biblical principles for dealing with conflict. The success of GCPC is dependent upon how well we operate as a unified team.*

***Our commitment to you:*** *We shall treat you fairly with regard to your job security, salary, benefit program, and job advancement opportunities. We are proud to have you associate your good name with ours!*

*Go forth and do God’s work!*

While this is specifically directed to employment in the church, it speaks to the volunteer positions held in leadership of the church as well. All are welcome here. All gifts are welcome here. “At times you may be asked to do a task that is not in your job description to better serve our church.” That is how we grow. Tell us how you can join us as we work together toward a common spiritual goal.

**Session** is composed of fourteen Elders, two are youth Elders, Interim Pastor, Associate Pastor and Clerk. The responsibilities are to keep the mission of GCPC and to create and implement programs and policies that enhance the church’s ministry. Each adult Elder is assigned to two teams based on their preferences. The youth Elders are assigned to one team each. The teams are mostly composed of volunteers who work together in successfully promoting the mission of GCPC.

**Executive Committee (EC)** is a standing committee of Session. It consists of two elders from each of the 2<sup>nd</sup> and 3<sup>rd</sup> year of classes on Session, plus the clerk (if the clerk is not currently a serving elder) and the pastors. The Executive Committee meets the Tuesday before Session meetings, for the purpose of preparing the Session agenda, confirming all paper work and motions for Session meetings, and anticipating any needs prior to Session meetings. The Executive Committee is also charged with annual pastoral staff evaluations. The EC serves as a group for brainstorming and long-range planning, to anticipate issues and vision that Session might need to address in coming months, and to make initial suggestions for Session consideration.

## **Program Teams**

**Worship Team** - assists the pastors in offering ways to glorify God

## **Christian Education Teams**

### **Adult Education**

1. Christian-based topic class
2. Christian parenting class
3. Midweek studies

### **Youth Education**

1. 6<sup>th</sup> - 7<sup>th</sup> grade – alternate each year studying Old & New Testaments
2. 8<sup>th</sup> grade – cover topics related to the basics of our faith, concurrent with their Confirmation year
3. 9<sup>th</sup> - 12<sup>th</sup> grade – study a variety of topics & issues through the eyes of a Christian
4. Youth Group (6<sup>th</sup> - 12<sup>th</sup> grade) – meets every Sunday from 6 - 8 p.m. Activities are balanced between fun, fellowship, service opportunities, worship, and discipleship
5. Confirmation Class (8<sup>th</sup> grade) – meets every other week, does extra projects for mission and study, attends two retreats, and writes faith statements

### **Children's Education**

1. SAIL (Sunday Adventures in Learning) – Preschool - 5<sup>th</sup> grade
2. Awakening to Worship (4-year-olds to 2<sup>nd</sup> grade during regular worship service) – a worship service designed to teach elements of adult worship with prayer ritual, song, Bible Story, sharing of food & hands-on activities
3. Preschool Activities – Older toddlers participate in a class that focuses on Bible studies and song
4. Covenant Clubhouse – a loving and caring place for infants and toddlers with toys and equipment appropriate for their ages and abilities
5. Vacation Bible School (one week every June from 9 a.m. - noon) – is open to members and guests. A new theme each year provides a new, exciting Christian experience for everyone involved
6. Keeping the Promise Events – grade specific annual programs include Communion Awareness, Bible Workshop, Acolyte and Worship Leadership

## **Music Team**

### **Children's Music**

Littlest Music Makers (3-years-old by 9/1 - Pre-K) – sing in worship and a Christmas program

Chapel Choir (K - 4<sup>th</sup> grade) – sings in worship, a Christmas program, and a spring musical

Chapel Chimes (2<sup>nd</sup> - 4<sup>th</sup> grade) – ring in worship, a Christmas program, and a spring program

### **Youth Music**

New Spirit Singers (5<sup>th</sup> - 8<sup>th</sup> grade fall semester) – present a fall musical; 5<sup>th</sup>-7<sup>th</sup> grade winter semester

New Spirit Ringers (same age groupings) – ring in worship, a Christmas program, and a spring program

### **Senior High Music**

Exaltation! Ringers (9<sup>th</sup>-12<sup>th</sup> grade fall semester) – music in worship services, Christmas Program;

(8<sup>th</sup>-12<sup>th</sup> grade winter semester) – Maundy Thursday, spring program, and on summer Mission & Music (M&M) Trip

Exaltation! Singers – same age groupings; music in worship services, Christmas program, Christmas Eve worship, Maundy Thursday, and M&M Trip.

### **Adult Music (College & Adults)**

Praise Team – provides vocal and instrumental music at the Contemporary worship service on Sunday mornings

Chancel Choir – provides weekly musical leadership at the 2<sup>nd</sup> worship service on Sunday mornings; they also lead in Christmas Eve worship and present major works with orchestra during Advent and Holy Week

Jubilation Ringers – an intermediate handbell choir that rings in worship and in a spring program

Charter Ringers – an advanced handbell choir that rings in worship and in a spring program

### **Orchestral Instruments**

Symphony Orchestra (8<sup>th</sup> grade - adults) – accompanies congregational singing & plays solo pieces

Chancel Brass & Dixieland Band – ensembles of advanced players

**Welcoming Team** – finds creative approaches to attract new visitors and ensure they feel comfortable and welcome.

**Outreach Team** – reaches out to our neighbors near and far in answer to Christ’s injunction to care for the hungry, homeless, the poor and the lost.

**Outreach Programs**

- AIDS Walk – 1995-1997, 2000-2001
- Argentine Baby Closet – Recycling Project – 1990-1996
- Barnes & Noble Gift Wrapping Fund-Raiser – 2009, 2010
- BBQ Contest Fund-Raiser – 2008-2011
- Blood Drive – 1986-2011
- Children’s Nutrition Program, Haiti – 2010, 2011
- Christmas International – 2007-2010
- Christmas Red Bag – 1999-Present
- Crop Walk – 1986-2010
- Grace in Action Volunteer Days – 2008-Present
- Grace United Church Food Pantry/Clothing Closet/Serving Meals – 1986-Present
- Habitat Aid Initiative – Kenya Well - 2009
- Habitat for Humanity – 1986, 1995-2006
- Interfaith Hospitality Network (IHN) – 2004-Present
- Intergenerational International Trip – 1995, 1996, 2010
- Johnson County Christmas Bureau – 1987, 2003-Present
- Katrina Relief – 2005, 2006
- Kid’s Day Out Program – 1989-Present
- Mother Daughter Tea Fund-Raiser – 2009, 2010
- MS Walk – 2007-2010
- Project Peanut Butter Fund-Raiser – 2008
- ReSale (Rummage Sale) – 2002, 2003, 2008, 2010
- Trivia Night Fund-Raiser – 2008-2010
- Tsunami Relief – 2005
- KCK Hot Lunch (formerly St. Mary’s Hot Lunch) – 1988-Present
- Uplift – 1995-Present
- Westport Sack Lunch – 2003-Present
- Youth Service Trip – 1989-1992
- M & M Trips – 2006-Present

**Generosity Team** (formerly known as Stewardship) – supports and strengthens the congregation’s faithful efforts with our annual pledging and support of our operational ministry as a church

**Endowment Team** – continues and expands important missions of GCPC through monetary gifts and bequests

**Facility Team** – supports the physical structure of GCPC & the Building Dreams Capital Campaign Funds

**Finance Team** – manages and oversees the church’s financial affairs; it does not make financial decisions.

**Personnel Team** – monitors staff and teams for ongoing smooth GCPC operations

**Kairos Team** (Justice, Peace & Environment Group) – meets once a month to discuss issues and strategies for advocacy

**Connections & Care Team** – focuses on energizing members and potential members through small groups and provides a means for ministering to members in the hospital and those who are homebound.

## Small Groups

**Bible Study** – Monday mornings

**Thursday Morning Bible Study** – meets once a week September - May

**Intercessory Prayer Group** – meets weekly at the church for half hour of prayer

**Prayer Chain** – people who commit to pray regularly for church member concerns

**Faith-Based Yoga Classes** – offered on Monday and Wednesday mornings

**Support Our Troops** – support for military personnel & families

**Presbyterian Women** – associated with the PCUSA PW - five circles meet once a month for Christian study, prayer and fellowship

**Men of Grace** – meets once a month for fellowship, study and service projects

**Men's Symposium** – meets once a month in homes for fun, fellowship and discussion

**Young Adults** – 20-somethings meet for fellowship, study and service projects

**Dinner for Seven or Eight** – informal dinner groups meet four times within four months; groups reshuffle twice a year

**Bridge Groups** – an evening and a day group meet once a month

**Bunco** – meets once a month for fun, food & fellowship

**Movie Group** – meets in homes to discuss faith issues in film

**Crafters** – meets twice a month to work on individual crafts and share fellowship

**Page Turners** – meets once a month in members' homes to discuss a variety of books

**Ladies Lunch Bunch** – meets for lunch at local restaurants

**Bicycling** – a group that rides together as weather permits

**Men's Basketball** – meets October to March on Sunday afternoons

**Magdalens** – social networking group for single women; will meet once a month with a community outreach for women and/or children.

**Stephen Ministry** – provides one-on-one Christian care to individuals in our congregation and community who are experiencing a life challenge or crisis.

**Deacons** – there are twenty-one Deacons who oversee twenty Covenant Groups composed of twenty to thirty Grace Covenant members. The groups are a hub for communication and caring within the congregation. They provide support to outreach and mission programs of GCPC. They are the backbone of our church.

## Grace Covenant Presbyterian Church Financial Information

**Commentary:** Statements as indicated in i - vi below are included for reference. Notable items include GCPC's atypically high percentage of actual receipts as compared to funds pledged. Hovering near 97% for the past 5 years, it is indicative of member commitment to budgeted pledges, a particularly high number given the recession. Difficult but prudent decisions were made in May 2010, to reduce the original budget. Most of this reduction came from per capita, mission pledge and personnel categories, but each of these were fulfilled by December, with a \$22,000 balance in the budget at year end. GCPC has also been able to remain committed to an ongoing successful Capital Campaign, and was able to pay down \$215,000 of debt and complete numerous facility projects.

- i. 12/31/2009 Statement of Financial Position – Balance Sheet
- ii. 12/31/2009 Statement of Financial Activities – P&L
- iii. 12/31/2010 Statement of Financial Position – Balance Sheet
- iv. 12/31/2010 Statement of Financial Activities – P&L
- v. 2011 Budget with 2010 Comparison
- vi. 05/31/2011 Capital Campaign Summary

**Grace Covenant Presbyterian Church**  
**Summary Statement of Financial Position**  
12/31/2010

**Assets**

**Current Assets:**

**Unrestricted Funds**

Operating Fund - Commerce Bank	\$ 87,466.03	
Petty Cash	100.00	
CDC Money Market Acct	26,338.55	
TD Ameritrade - MMA	18,722.00	
TD Ameritrade - Mutual Funds	3,293.37	
New Covenant Funds	90,926.06	
<b>Total Unrestricted Funds</b>	<b>\$ 226,846.01</b>	

**Restricted Funds**

Capital Campaign - Commerce Bank	4,060.99	
Capital Campaign - Commerce Bank MMA	109,594.10	
CDC - Scholarship Fund MM	12,621.94	
CDC KDO Money Mkt Acct	511.42	
Servant Christian Community Fund	3,742.73	
Behold What God Blds-Endw	111,680.05	
<b>Total Restricted Funds</b>	<b>242,211.23</b>	

**Total Current Assets** 469,057.24

**Fixed Assets:**

Land	158,090.00	
Buildings	3,363,540.00	
Other Equipment	347,587.11	
<b>Total Fixed Assets:</b>	<b>3,869,217.11</b>	

**Other Assets:**

Misc Accounts Receivable	0.00	
Prepaid Expenses	911.00	
<b>Total Other Assets:</b>	<b>911.00</b>	

**Total Assets** **\$ 4,339,185.35**

**Liabilities & Net Assets**

**Current Liabilities:**

Prepaid Pledges	\$ 39,586.06	
Special Reserve Accounts	50,827.23	
Misc Current Liabilities	57,929.81	
<b>Total Current Liabilities</b>	<b>\$ 148,343.10</b>	

**Total Capital Campaign Funds** 116,397.54

**Long Term Liabilities:**

Commerce Bank Loan 2743700	463,611.13	
<b>Total Long Term Liabilities</b>	<b>463,611.13</b>	

**Total Liabilities** 728,351.77

**Net Assets:**

Endowment Fund Balance	111,680.05	
General Fund Balance	3,476,725.73	
Current General Fund	22,427.80	
<b>Total Fund Balance</b>	<b>3,610,833.58</b>	

**Total Liabilities & Net Assets** **\$ 4,339,185.35**

**Grace Covenant Presbyterian Church**  
**Statement of Activities - Executive Summary**  
For the Period Ended 12/31/2010

	<u>Year to Date</u>	<u>Budget to Date</u>	<u>Revised Budget</u>	<u>Variance</u>	<u>% Variance</u>	<u>Previous Budget</u>
<b>Receipts</b>						
Pledged Offering & Prior Year Pledge	\$ 757,402.97	\$ 755,031.00	\$ 755,031.00	\$ 2,371.97	0.31%	\$ 811,305.00
Non-Pledged	50,125.35	32,000.00	32,000.00	18,125.35	56.64%	32,000.00
Loose Offering	7,964.16	14,000.00	14,000.00	(6,035.84)	-43.11%	14,000.00
Interest & Dividends	8,338.61	0.00	0.00	8,338.61	0.00%	0.00
Interest-KDO Money Market	5.82	0.00	0.00	5.82	0.00%	0.00
CDC Stewardship Acct	590.57	0.00	0.00	590.57	0.00%	0.00
American Funds Group	289.81	0.00	0.00	289.81	0.00%	0.00
KDO Donations	51,069.50	50,000.00	50,000.00	1,069.50	2.14%	50,000.00
Pioneer Pre-school Donat	25,926.00	22,000.00	22,000.00	3,926.00	17.85%	22,000.00
Misc Facilities	14,734.85	7,500.00	7,500.00	7,234.85	96.46%	7,500.00
Other Income	0.00	0.00	0.00	0.00	0.00%	0.00
<b>Total Receipts</b>	<b>916,447.64</b>	<b>880,531.00</b>	<b>880,531.00</b>	<b>35,916.64</b>	<b>4.08%</b>	<b>936,805.00</b>
<b>Disbursements</b>						
<b>Education Ministry Unit</b>						
Total Children's Ministry Team	6,677.69	9,000.00	9,000.00	(2,322.31)	-25.80%	9,000.00
Total Youth Ministry Team	7,965.70	8,300.00	8,300.00	(334.30)	-4.03%	9,500.00
Total Adult Ministry Team	2,027.33	3,000.00	3,000.00	(972.67)	-32.42%	4,000.00
<b>Total Education Ministry</b>	<b>16,670.72</b>	<b>20,300.00</b>	<b>20,300.00</b>	<b>(3,629.28)</b>	<b>-17.88%</b>	<b>22,500.00</b>
<b>Reachout Ministry Unit</b>						
Total Outreach Team	35,978.45	20,977.00	20,977.00	15,001.45	71.51%	45,174.00
Total Welcoming Team	9,000.40	9,000.00	9,000.00	0.40	0.00%	9,500.00
<b>Total Reachout Ministry Unit</b>	<b>44,978.85</b>	<b>29,977.00</b>	<b>29,977.00</b>	<b>15,001.85</b>	<b>50.04%</b>	<b>54,674.00</b>
<b>Congregational Nurture Unit</b>						
Total Music Team	9,533.17	9,500.00	9,500.00	33.17	0.35%	11,330.00
Total Worship Team	2,783.23	2,000.00	2,000.00	783.23	39.16%	3,000.00
Total Stewardship Team	1,614.43	1,500.00	1,500.00	114.43	7.63%	1,500.00
Total Connection and Care Team	3,475.27	3,500.00	3,500.00	(24.73)	-0.71%	6,000.00
<b>Total Congregational Nurture Unit</b>	<b>17,406.10</b>	<b>16,500.00</b>	<b>16,500.00</b>	<b>906.10</b>	<b>5.49%</b>	<b>21,830.00</b>
<b>Support Ministry Unit</b>						
Total Office Expense	44,543.90	46,000.00	46,000.00	(1,456.10)	-3.17%	46,000.00
Total Facilities Team	121,135.69	116,000.00	116,000.00	5,135.69	4.43%	116,000.00
Total Finance Team	77,810.13	78,469.00	78,469.00	(658.87)	-0.84%	78,469.00
Total Personnel Team	542,324.33	549,857.00	549,857.00	(7,532.67)	-1.37%	561,026.00
Total Administrative Expenses	26,984.92	23,922.00	23,922.00	3,062.92	12.80%	36,800.00
<b>Total Support Ministry Unit</b>	<b>812,798.97</b>	<b>814,248.00</b>	<b>814,248.00</b>	<b>(1,449.03)</b>	<b>-0.18%</b>	<b>838,295.00</b>
<b>Total KDO Expenses</b>	<b>2,165.20</b>	<b>3,000.00</b>	<b>3,000.00</b>	<b>(834.80)</b>	<b>-27.83%</b>	<b>3,000.00</b>
<b>Total Disbursements</b>	<b>894,019.84</b>	<b>884,025.00</b>	<b>884,025.00</b>	<b>9,994.84</b>	<b>1.13%</b>	<b>940,299.00</b>
<b>Net Balance</b>	<b>\$ 22,427.80</b>	<b>\$ (3,494.00)</b>	<b>\$ (3,494.00)</b>	<b>\$ 25,921.80</b>	<b>N/A</b>	<b>\$ (3,494.00)</b>



**Grace Covenant Presbyterian Church**  
**Summary Statement of Financial Position**  
12/31/2009

**Assets**

**Current Assets:**

**Unrestricted Funds**

Operating Fund - Metcalf State Bank	\$ 501.86	
Operating Fund - Commerce Bank	73,938.33	
Petty Cash	100.00	
CDC - Scholarship Fund MM	12,477.96	
CDC Money Market Acct	25,747.98	
TD Ameritrade - MMA	5,340.01	
TD Ameritrade - Mutual Funds	3,003.56	
New Covenant Funds	<u>82,630.07</u>	
<b>Total Unrestricted Funds</b>		<b>\$ 203,739.77</b>

**Restricted Funds**

Capital Campaign - Metcalf State Bank	0.00	
Capital Campaign - Commerce Bank	215,056.21	
CDC KDO Money Mkt Acct	505.60	
Servant Christian Community Fund	3,742.73	
Behold What God Bls-Endw	<u>102,629.80</u>	
<b>Total Restricted Funds</b>		<b><u>321,934.34</u></b>

**Total Current Assets** 525,674.11

**Fixed Assets:**

Land	158,090.00	
Buildings	3,363,540.00	
Other Equipment	<u>347,587.11</u>	
<b>Total Fixed Assets:</b>		<b>3,869,217.11</b>

**Other Assets:**

Misc Accounts Receivable	0.00	
Prepaid Expenses	<u>1,118.20</u>	
<b>Total Other Assets:</b>		<b><u>1,118.20</u></b>

**Total Assets** **\$ 4,396,009.42**

**Liabilities & Net Assets**

**Current Liabilities:**

Prepaid Pledges	\$ 31,010.00	
Special Reserve Accounts	59,509.56	
Misc Current Liabilities	<u>47,874.80</u>	
<b>Total Current Liabilities</b>		<b>\$ 138,394.36</b>

**Total Capital Campaign Funds** 214,748.40

**Long Term Liabilities:**

Commerce Bank Loan 2743700	<u>598,944.45</u>	
<b>Total Long Term Liabilities</b>		<b><u>598,944.45</u></b>

**Total Liabilities** 952,087.21

**Net Assets:**

Endowment Fund Balance	102,629.80	
General Fund Balance	3,304,476.90	
Current General Fund	<u>36,815.51</u>	
<b>Total Fund Balance</b>		<b><u>3,443,922.21</u></b>

**Total Liabilities & Net Assets** **\$ 4,396,009.42**

**Grace Covenant Presbyterian Church**  
**Statement of Activities - Executive Summary**  
For the Period Ended 12/31/2009

	<u>Year to Date</u>	<u>Budget to Date</u>	<u>Variance</u>	<u>% Variance</u>	<u>Annual Budget</u>
<b>Receipts</b>					
Pledged Offering & Prior Year Pledge	\$824,559.80	\$ 811,305.00	\$ 13,254.80	1.63%	\$ 811,305.00
Non-Pledged	30,470.00	32,000.00	(1,530.00)	-4.78%	32,000.00
Loose Offering	9,119.95	14,000.00	(4,880.05)	-34.86%	14,000.00
Interest & Dividends	13,687.82	0.00	13,687.82	0.00%	0.00
Interest-KDO Money Market	4.32	0.00	4.32	0.00%	0.00
CDC Stewardship Acct	435.70	0.00	435.70	0.00%	0.00
American Funds Group	810.12	0.00	810.12	0.00%	0.00
KDO Donations	44,735.00	50,000.00	(5,265.00)	-10.53%	50,000.00
Pioneer Pre-school Donat	24,001.00	22,000.00	2,001.00	9.10%	22,000.00
Misc Facilities	11,565.00	7,500.00	4,065.00	54.20%	7,500.00
Other Income	0.00	0.00	0.00	0.00%	0.00
<b>Total Receipts</b>	<b>959,388.71</b>	<b>936,805.00</b>	<b>22,583.71</b>	<b>2.41%</b>	<b>936,805.00</b>
<b>Disbursements</b>					
<b>Education Ministry Unit</b>					
Total Children's Ministry Team	5,866.38	9,000.00	(3,133.62)	-34.82%	9,000.00
Total Youth Ministry Team	7,673.91	8,000.00	(326.09)	-4.08%	8,000.00
Total Adult Ministry Team	2,676.38	2,800.00	(123.62)	-4.42%	2,800.00
<b>Total Education Ministry</b>	<b>16,216.67</b>	<b>19,800.00</b>	<b>(3,583.33)</b>	<b>-18.10%</b>	<b>19,800.00</b>
<b>Reachout Ministry Unit</b>					
Total Outreach Team	34,999.78	35,000.00	(0.22)	0.00%	35,000.00
Total Welcoming Team	7,585.15	8,500.00	(914.85)	-10.76%	8,500.00
<b>Total Reachout Ministry Unit</b>	<b>42,584.93</b>	<b>43,500.00</b>	<b>(915.07)</b>	<b>-2.10%</b>	<b>43,500.00</b>
<b>Congregational Nurture Unit</b>					
Total Music Team	8,112.92	8,600.00	(487.08)	-5.66%	8,600.00
Total Worship Team	817.39	1,000.00	(182.61)	-18.26%	1,000.00
Total Stewardship Team	1,908.59	1,000.00	908.59	90.86%	1,000.00
Total Connection and Care Team	1,016.65	1,250.00	(233.35)	-18.67%	1,250.00
<b>Total Congregational Nurture Unit</b>	<b>11,855.55</b>	<b>11,850.00</b>	<b>5.55</b>	<b>0.05%</b>	<b>11,850.00</b>
<b>Support Ministry Unit</b>					
Total Office Expense	39,732.60	40,000.00	(267.40)	-0.67%	40,000.00
Total Facilities Team	117,178.06	113,500.00	3,678.06	3.24%	113,500.00
Total Finance Team	78,583.05	73,780.00	4,803.05	6.51%	73,780.00
Total Personnel Team	578,429.87	588,147.00	(9,717.13)	-1.65%	588,147.00
Total Administrative Expenses	35,496.49	36,596.00	(1,099.51)	-3.00%	36,596.00
<b>Total Support Ministry Unit</b>	<b>849,420.07</b>	<b>852,023.00</b>	<b>(2,602.93)</b>	<b>-0.31%</b>	<b>852,023.00</b>
<b>Total KDO Expenses</b>	<b>2,495.98</b>	<b>3,000.00</b>	<b>(504.02)</b>	<b>-16.80%</b>	<b>3,000.00</b>
<b>Total Disbursements</b>	<b>922,573.20</b>	<b>930,173.00</b>	<b>(7,599.80)</b>	<b>-0.82%</b>	<b>930,173.00</b>
<b>Net Balance</b>	<b>\$ 36,815.51</b>	<b>\$ 6,632.00</b>	<b>\$ 30,183.51</b>	<b>N/A</b>	<b>\$ 6,632.00</b>

**GRACE COVENANT PRESBYTERIAN CHURCH  
2011 BUDGET**

	Original <b>2010</b>	Revised <b>2010</b>	<b>2011</b>
<b>Pledged Income</b>	<b>811,305</b>	<b>755,031</b>	<b>800,000</b>
<b>All non-pledged Income</b>	<b>125,500</b>	<b>125,500</b>	<b>125,500</b>
<b>TOTAL</b>	<b>936,805</b>	<b>880,531</b>	<b>925,500</b>
<b>Education Ministry Unit</b>			
Children's Ministry Team	9,000	9,000	9,000
Youth Ministry Team	9,500	8,300	9,500
Adult Ministry Team	4,000	3,000	4,000
<b>Total Education Unit</b>	<b>22,500</b>	<b>20,300</b>	<b>22,500</b>
<b>Reachout Ministry Unit</b>			
Outreach Team	45,174	20,977	45,174
Welcoming Team	9,500	9,000	9,500
<b>Total Reachout Unit</b>	<b>54,674</b>	<b>29,977</b>	<b>54,674</b>
<b>Congregational Nurture Unit</b>			
Music Team	11,330	9,500	11,330
Worship Team	3,000	2,000	3,000
Stewardship Team	1,500	1,500	1,500
Connection & Care Team	6,000	3,500	6,000
<b>Total Congregational Nurture</b>	<b>21,830</b>	<b>16,500</b>	<b>21,830</b>
<b>Support Ministry Unit</b>			
Office Expenses	46,000	46,000	46,000
Facilities Team	116,000	116,000	116,000
Finance Team	78,470	78,469	72,662
Personnel Team	561,026	549,857	546,423
Administrative Expenses	36,800	23,922	37,270
<b>Total Support Unit</b>	<b>838,296</b>	<b>814,248</b>	<b>818,355</b>
KDO Expenses	3,000	3,000	3,000
<b>TOTAL</b>	<b>940,300</b>	<b>884,025</b>	<b>920,359</b>
<b>NET</b>	<b>(3,495)</b>	<b>(3,494)</b>	<b>5,141</b>

**Grace Covenant Presbyterian Church**  
**Capital Campaign Summary**  
 For the Period Ended 5/31/2011

**2011 Capital Campaign Summary**

	Beginning Balance	Activity	Ending Balance
<b>Income</b>			
2576 Clearing Acct Reg to Cap Amp	\$ 890.00	\$ 60.00	\$ 950.00
2577 Capital Campaign Interest	5,582.80	27.06	5,609.86
2578 Capital Campaign Receipts	880,569.27	20,427.50	900,996.77
<b>Total Income</b>	<b>887,042.07</b>	<b>20,514.56</b>	<b>907,556.63</b>
<b>Expenses</b>			
2581 Mailings	3,437.25	-	3,437.25
2582 Consultant	40,000.00	-	40,000.00
2583 Meals, Advertising, etc.	1,307.94	-	1,307.94
2584 Acknowledgements	183.00	-	183.00
2585 Entrance Doors	22,855.60	-	22,855.60
2586 Restroom Renovations	0.00	22,298.88	22,298.88
2588 Office Renovations	8,090.65	-	8,090.65
2589 Parking Lot Repairs	170,146.21	-	170,146.21
2590 Sound System	118,817.23	-	118,817.23
2593 Roof Repair	213,842.22	-	213,842.22
2594 Principal Reduction	200,000.00	15,000.00	215,000.00
2595 Lighting Project	18,901.22	-	18,901.22
2596 Playground Project	27,870.92	-	27,870.92
<b>Total Expenses</b>	<b>825,452.24</b>	<b>37,298.88</b>	<b>862,751.12</b>
<b>Net Balance</b>	<b>\$ 61,589.83</b>	<b>\$ (16,784.32)</b>	<b>\$ 44,805.51</b>

**Campaign Priorities**

	1	2	3	4	5	6	Sub-Total	Outreach	Total
<b>Expenses</b>									
\$ 40,000	\$ 257,000	\$ 166,350	\$ 121,500	\$ 550,000	\$ 38,000	\$ 75,100	\$ 1,247,950	\$ -	\$ -
Estimated Costs									
Designated Pledges	14,005	9,655	11,755	49,337		68,037	152,789	8,300	161,089
Non-Designated	242,995	156,695	109,745	308,482			817,917		817,917
Total Pledged	257,000	166,350	121,500	357,819	-	68,037	970,706	8,300	979,006
Designated Receipts	12,300	8,770	10,860	42,912		68,771	143,613	4,263	147,876
Non-Designated	244,700	161,376	110,640	196,405			753,121		753,121
Total Receipts	257,000	170,146	121,500	239,317	-	68,771	896,734	4,263	900,997
Expenses to date	44,928	213,842	118,817	215,000	-	53,245	815,978	4,125	820,103
Under/(Over) Allowance	(4,928)	43,158	2,683	-	-	21,855	-	-	-
<b>Funds Available:</b>	<b>\$ (4,928)</b>	<b>\$ 43,158</b>	<b>\$ 2,683</b>	<b>\$ 24,317</b>	<b>\$ -</b>	<b>\$ 15,526</b>	<b>\$ 80,756</b>		
Sanctuary Lighting		18,885					\$ 18,885		
Playground Renovations		24,273	2,683			915	27,871		
<b>Reallocated Funds Available</b>	<b>\$ (4,928)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 24,317</b>	<b>\$ -</b>	<b>\$ 14,611</b>	<b>\$ 34,000</b>		

**Total Capital Campaign Pledge Summary: 242 = \$ 979,006**

**Total Capital Campaign Funds Available: \$ 50,871**



## Grace Covenant Presbyterian Church Area Demographics

**Commentary:** While these reports are now roughly two years old, they are still valid and representative of the current situation. The recession has had measurable impact on the area, particularly with development pullbacks and a shift to multi-family housing in construction and occupancy. The 2010 Census noted substantial growth in Johnson County, with largest growth coming from Hispanic ethnicity. However, this trend was already established at the time of the 2009 report. General demographics, attitudes and philosophies have not seen a significant shift since the report was compiled.

GCPC Ministry Area Demographics Profile – 2009 Summary (shown on following pages)

**Grace Covenant Presbyterian Church**  
**Ministry Area Profile – 2009**  
**Percept Group**

**Compass Report Summary**

by: Kevin Johnson

**Major Profile Demographic Indicators:**

- I. Growth: 1990-2009 66.3% Residents Growth Rate  
Projected Growth 2009-2014 10% (32,464 new residents)
- II. Highly Diverse culturally with 36 of 50 possible U.S. Lifestyles segments represented.
- III. However:
  - Anglo population is 27% above U.S. avg
  - African American is 64% below U.S. avg
  - Hispanic & Latino is 61% below U.S. avg
  - NOTE: both Hispanic/Latino & African American percentages will increase while the Anglo percentage decreases – All will continue to grow through 2014
- IV. Primary Culture Groups: (Affluent Families: 293% above average U.S. Popl.  
60% as compared to 15% U.S. avg)
  - Traditional Affluent Families 20%
  - Prosperous Diversity 10%
  - Mid-Life Prosperity 9%
  - Rising Mid-Life Families 9%
  - Suburban Mid-Life Families 8%
  - Professional Affluent Families 8%
  - Educated Mid-Life Families 7%
- V. Highly Educated:
  - College Graduates are 117% above U.S. avg
  - Post Graduates are 92% above U.S. avg
- VI. Of 101,605 households; 3,163 are below the poverty line
- VII. Religious Preference
  - 28% Catholic
  - 19% Lutheran
  - 11% Methodist
  - 9% Not Interested/No Preference
  - 7% Baptist
  - 6% Non-Denominational/Independent
  - 5% Presbyterian
- VIII. Leadership Preference: Prefers a leader who...
  - 79% Works with them on deciding what to do and helps them do it
  - 12% Lets them do what they want and is supportive
  - 5% Lets them do what they want and stays out of the way
  - 4% Tells them what to do

**Grace Covenant Presbyterian Church  
Ministry Area Profile – 2009  
Percept Group**

**Compass Report Summary  
PAGE 2**

**ETHOS “the distinctive spirit of a culture “:**

**Primary Concerns:**

1. Concerns which are Higher than U.S. avg:
  - Maintaining Personal Health
  - Dealing with Social Injustice
  - Achieving Long-term Financial Security
  - Finding Time for Recreation/Leisure
  - Finding a Satisfying Job/Career
  - Finding Retirement Opportunities
  - Achieving a Fulfilling Marriage
  - Developing Parenting Skills

**Worship Style**

2. Households Likely to Prefer Church **Worship** which is:

PART I

- Emotionally Uplifting           25%
- Intellectually Challenging       14%

PART II

- Traditional                         28%
- Contemporary                    24%

3. Households Likely to Prefer Church **Music** which is:

PART I

- Traditional                         28%
- Contemporary                    24%

PART II

- Performed by Others           21%
- Participatory                     27%

**Mission Emphasis**

1. Households Likely to Prefer Church Mission Emphasis On:
  - Community                       27%
  - Personal Spiritual Development   14%

**Grace Covenant Presbyterian Church  
Ministry Area Profile – 2009  
Percept Group**

**Compass Report Summary  
PAGE 3**

**Building Architecture**

**PART I**

- Traditional 29%
- Contemporary 19%

**PART II**

- Light and Airy 40%
- Somber / Serious 9%

**Church Contact Methods:**

**PART I (Rated GOOD )**

- Sending Information by Mail 52%
- Local Radio Announcements or Ads 30%
- Calling and Offering to Send by Mail 28%
- Putting Ad in Local Newspaper 27%

**PART II (Rated POOR )**

- Going Door-to-door 68%
- Calling and Discussion on the Phone 62%
- Calling and Offering to Visit 51%
- Local Cable Channels 38%
- Calling and Offering to Send by Mail 35%
- Putting Ad in Local Newspaper 27%
- Local Radio Announcements or Ads 24%

## Survey Highlights Illuminated

Member responses to five different surveys and three town hall discussions have revealed a wide range of data and information about GCPC and its members. The information gleaned has been divided into six categories: Theology, Worship, Programs, Involvement, Impact on Life, and Future. Detailed responses from questions in each category are illustrated below.

However, there are also several broad views to be discerned from the surveys. Responses indicated that GCPC members are, in the majority, moderate to liberal and hold basically liberal theological views. Most members agree that GCPC is a diverse and inclusive congregation. This is reflected in the general, but not universal support of the ordination of GLBT people into positions of congregational leadership.

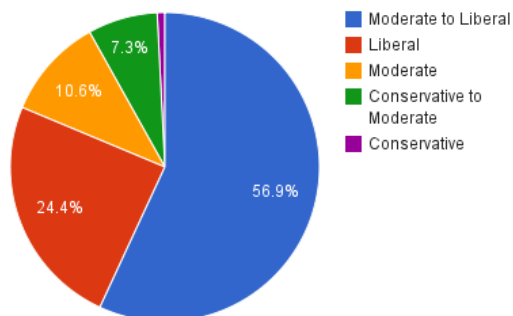
Worship, pastoral care and outreach are the three programs most valued by members. The music program is the most popular offered at GCPC, and the youth and education programs are also highly favored. One third of respondents have a strong and growing sense of belonging to GCPC and another half have a strong sense of belonging. They attend worship services regularly and find services to be compelling and spiritually enriching. Nearly all respondents believe that worship services and activities at GCPC have helped their everyday living. GCPC members are excited about the future. They would like to see the congregation grow, particularly with young families. They want their senior pastor to concentrate on preaching, spiritual development and communication, and don't expect him/her to actively manage all church activities.

### The Six Categories

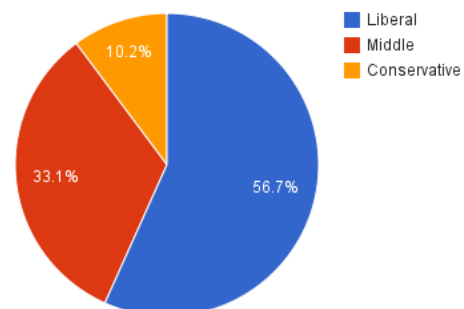
#### THEOLOGY

Two survey questions asked for responses that best described the members' current stances on theological issues and that rated GCPC on theological matters. As expected, results were similar: most members stated their stand to be liberal (56.7%) or right in the middle (33.1%). Conservative stands made up the other 10.2%. GCPC as a church is rated as moderate to liberal by 56.9%, liberal by 24.4%, moderate by 10.6%, conservative to moderate by 7.3% and conservative by 0.8% of members responding to the November worship service survey.

GCPC as viewed by respondents



Member Self-Designation

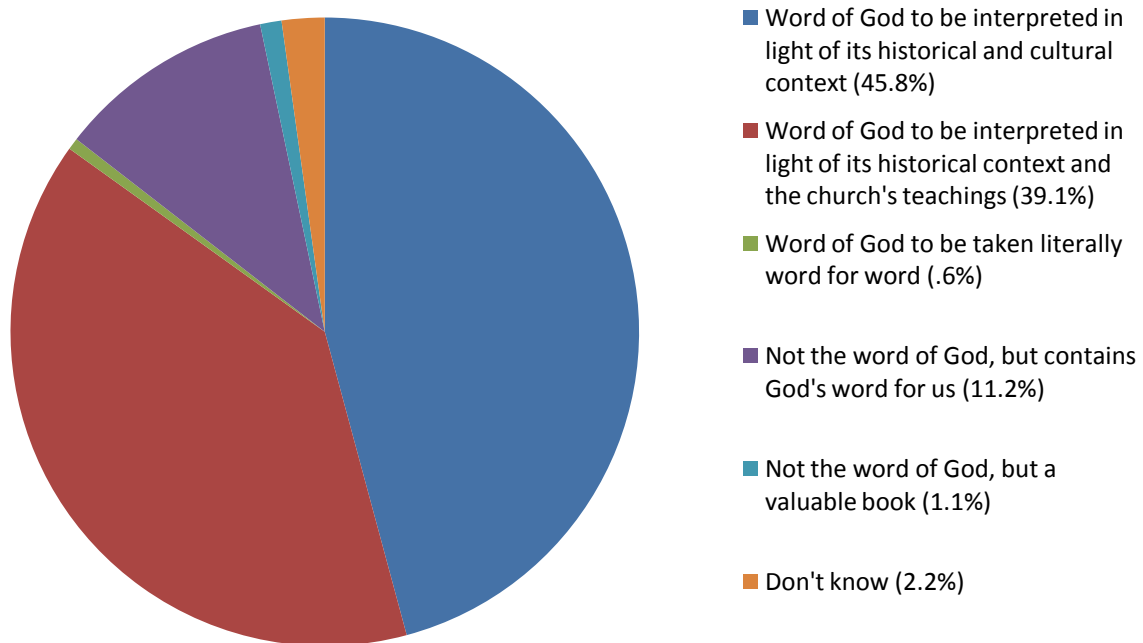


Each survey allowed respondents to elaborate on questions from throughout the surveys. Some people chose to elaborate on this diversity of view in several different ways. A few, recognizing the progressive/liberal view held by most members compared to the conservative affluence found in our community, asked how we can maintain our sense of self in relation to God and still welcome those who may not approach that relationship in the same way. They were concerned with whether GCPC would move to reflect the dominant conservative culture of Johnson County to facilitate growth or if GCPC would maintain our historic liberal orientation.

Most respondents (80%) stated that GCPC is meeting their spiritual needs. In fact, 90% believe that GCPC is committed to Christ and call GCPC their spiritual home, their church home, and their family. Many continue to participate at GCPC because they believe that the worship services and education programs emphasize spiritual growth. Suggestions were made to express not only what we believe but why we believe and to instill "walking the walk," not just "talking the talk."

When asked about knowledge of the Bible, two-thirds stated that they saw GCPC as knowledgeable, answering with a 1 or 2 on a five-point rating scale ranging between (1)=knowledgeable to (5)=confused. More specifically, 46% view the Bible as the word of God, to be interpreted in light of its historical and cultural context. Another 39% would add "church's teachings" to the first group's interpretation of the Bible. While less than 1% believe the Bible should be taken literally word for word, some 12% do not consider it to be the word of God, but do think it contains God's word for us or to be a valuable book.

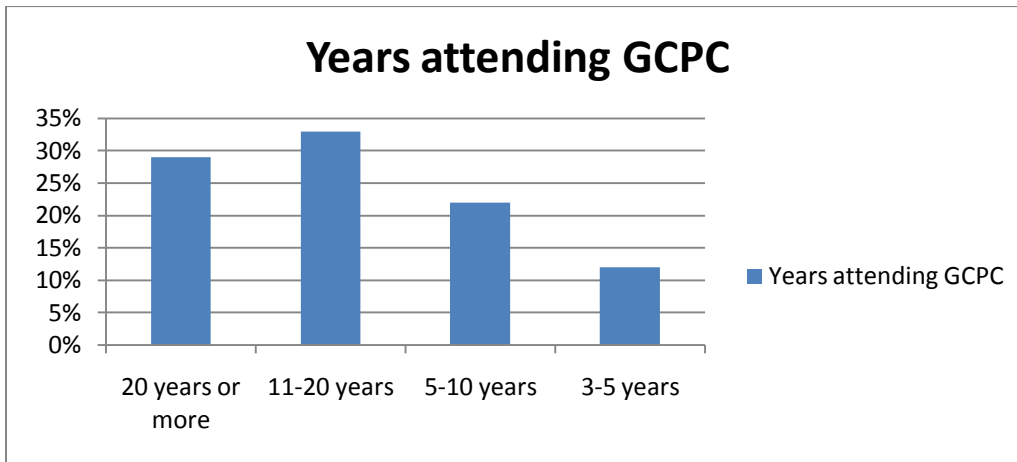
### Respondents View the Bible as:



Most members (63%) generally agree that different religions provide equally good ways to find ultimate truths and are neutral or disagree that only followers of Jesus can be saved (84.1%). Respondents were split almost equally on the issues of God being directly involved in worldly affairs and whether God is angered by human sin, with about 35% agreeing, about 30% disagreeing, and the remaining about 35% neutral or unsure.

## WORSHIP

Worship at GCPC is considered alive and compelling by over three-fourths of the survey respondents. Most have been attending for many years, as shown on the chart below:

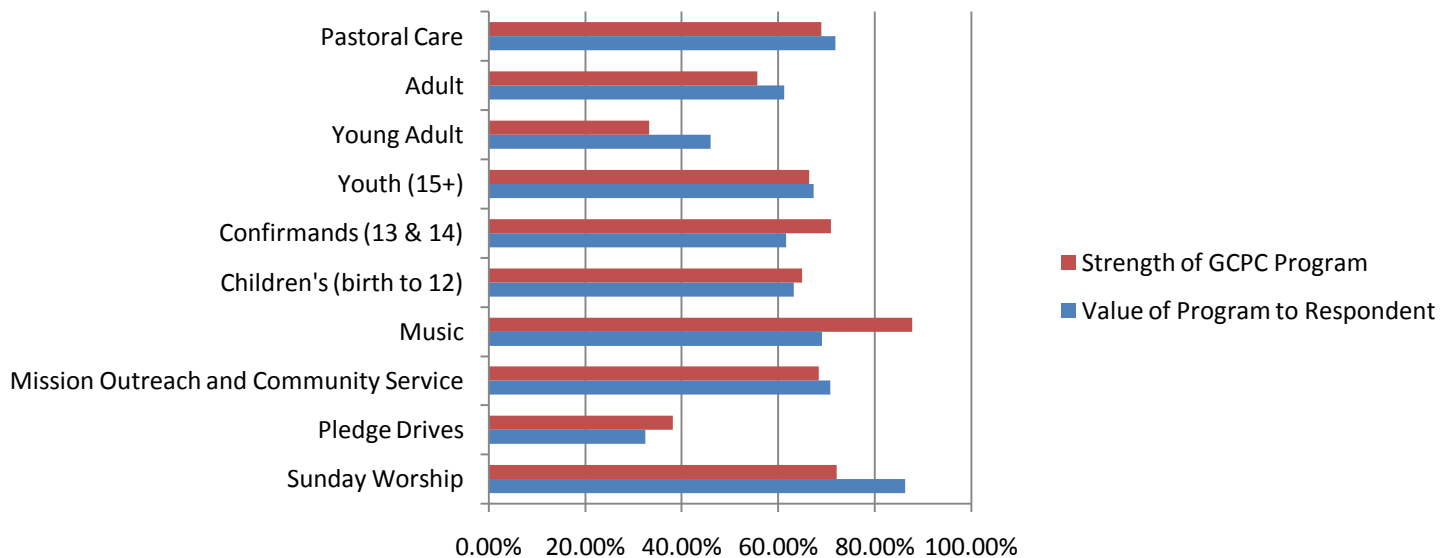


75% of respondents say they usually attend every week. All believe that the worship services honor God and nearly all survey respondents stated that the services enrich them spiritually, encourage their faith and generate an atmosphere of hope. About the sermons, 42% of respondents prefer sermons to be intellectually stimulating but others (29%) like emotionally stimulating sermons. Some respondents elaborated by expressing concern over the ability of the services to attract young families and some would like to see a more contemporary expression to the Contemporary Service.

## PROGRAMS

The November 21, 2010 worship service survey invited members to assess GCPC's life and work. The three strongest activities were: emphasis on youth needs, commitment to Christ, and service to community. While there were scattered negative responses to some activities by a few people, there were no negative answers by newer members (belonging five years or less) to any of the 10 listed activities.

GCPC members were also invited to compare their personal values of various programs with how well GCPC provided them. A seven-point spectrum was used to measure responses. Values could be identified in a range between (1)="not valuable to me" and (7)="very valuable to me." To rate the strength of GCPC programs, responses could range between (1)="weakness" and (7)="strength." Tabled below is a comparison (in percentages) of the respondent's value with the church's strength.



As can be seen, worship, pastoral care, and outreach are programs of value to over 70% of survey respondents. GCPC's music program is the strongest program, followed by worship and confirmation programs. As an indication of worship program's effectiveness, two thirds of respondents indicated that they never attend worship at another local church, while another fourth stated that they attended other local churches less than six times last year.

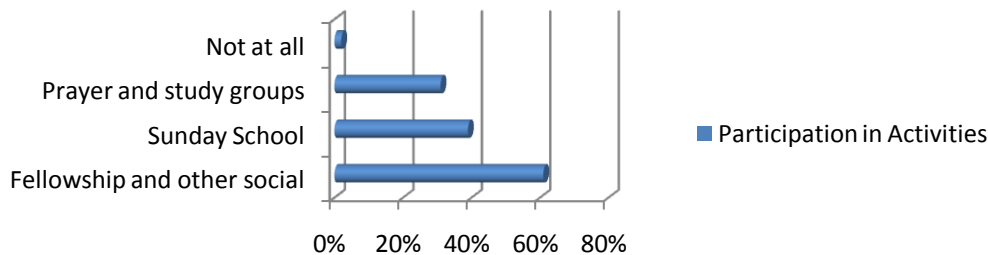
GCPC members described their feelings about education and youth programs provided at GCPC, believing the church's emphasis on education to be effective and innovative, having a rating of 3.82 on a scale between (1)="ineffective and dull" and (5)="effective and innovative." Interest on youth needs has a rating of 4.39 on a similar five-point scale between (1)="unconcerned" and (5)="interested."

Respondents valued direct outreach and financial support of local organizations. Some members elaborated by calling for more support for local outreach. National mission trips are valued by 61% of members and considered a strength of GCPC by 60%. International mission trips and financial support of national and international outreach are valued under 45% and treated likewise as GCPC programs.

## INVOLVEMENT

"Do you have a strong sense of belonging to this congregation?" This question, asked at worship services November 14, 2010, was answered "Yes" by over 87% of the respondents: a strong sense about the same as last year by 53%, a strong and growing response by another 35%. This involvement is shown below:

### Participation in Activities



When asked to compare participation in GCPC activities with two years ago, they said about the same (53%), more involved (22%), and less involved (22%).

Many respondents to the Internet survey said they were involved in activities of GCPC reaching out to the wider community; evangelism or outreach activities (34%), and in community service, social justice, or advocacy activities (47%). One third admitted to not being regularly involved.

Over 90% of respondents believed that GCPC has an organizational system (Session, Deacons, and Teams) capable of motivating and equipping members for involvement, and providing opportunities for faith development and growth in discipleship. A slightly lesser number (86%) state that they have been given the opportunity to impact decision making.

Survey respondents offered their beliefs on several matters as follows:

In terms of communication with/among itself:	open and clear.....	75%
In terms of unity:	cooperative and trusting.....	71%
In terms of financial giving and spending:	generous and self-sacrificing.....	76%
In terms of adhering strictly to its annual budget:	agreed.....	58%
	neutral.....	21%
	disagreed.....	21%
In terms of committing funds appropriately in the faith that the funds will be available:	agreed.....	52%
	neutral.....	19%
	disagreed.....	29%
In terms of rating friendliness:	very friendly.....	50%
	friendly.....	43%
	polite but distant.....	7%
In terms of having close friends in the congregation:		70%

Many offered their reasons for continued participation at GCPC, along the lines of feeling called to GCPC and finding it welcoming and comfortable, of finding like-minded people, friends, fellowship, social connections, sense of community, and being affirmed. There were concerns expressed that being new was not easy; that we needed to be more willing to meet needs of potential members, that we should work to get beyond the idea that a small circle of lay leaders "run" the church, and that cliques exist. Members like GCPC's mission and outreach, commitment to serve, diversity and openness. They felt that it reached out to them in time of need, and that it plays a vital role and seeks social justice.

**IMPACT ON LIVING**

Almost all respondents believe that GCPC provides an atmosphere of faith, hope, and love capable of promoting spiritual growth. Tabled below are their answers to questions about how this atmosphere impacted their lives:

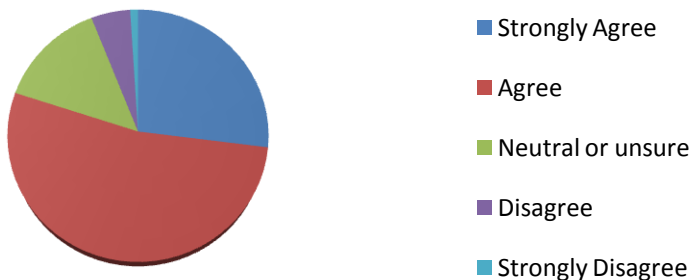
<b>ACTIVITY IMPACTING LIVES</b>	<b>PARTICIPATION</b>
GCPC worship services and activities:	to a great extent.....44%
	to some extent.....45%
	to a limited extent.....9%
	to no extent.....2%
Growth in faith mainly through this congregation:	significant .....18%
	some.....54%
	little.....9%
	none.....19%
Having conversion experience or moment or decisive faith commitment:	yes.....35%
	no.....41%
	not sure.....24%

Most believe that GCPC involves members in sharing the good news of the gospel and inviting others to attend church. Over half indicated that they follow through with private devotions and participate in community or advocacy efforts not connected to GCPC, which is another indication of the church’s impact on their lives.

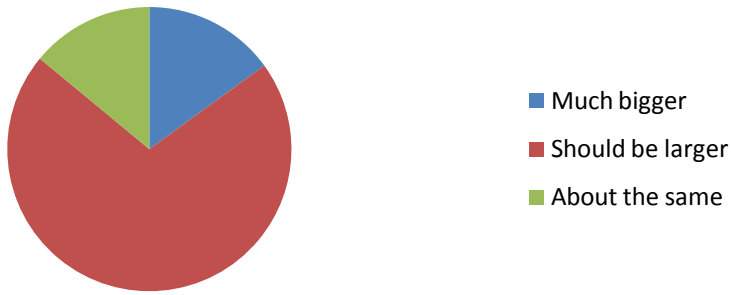
**FUTURE**

How do GCPC survey respondents look and see their future?

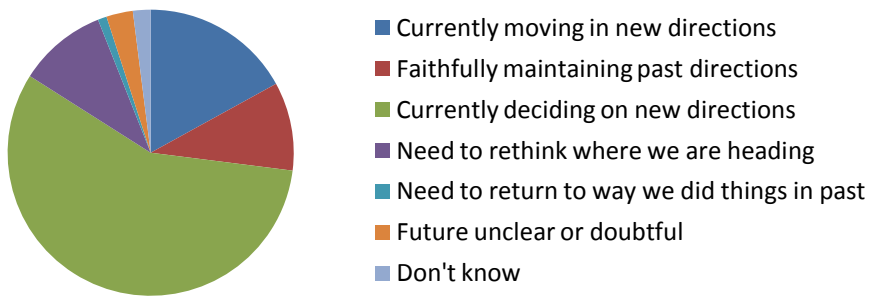
**Sense of Excitement for Future?**



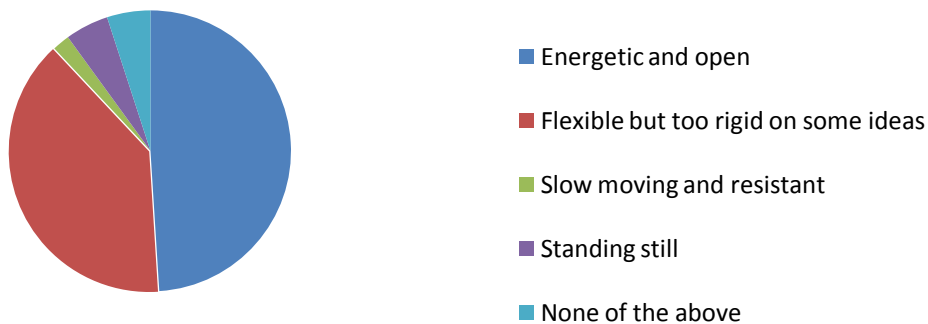
## Congregation Size for Future?



## Direction for Future?



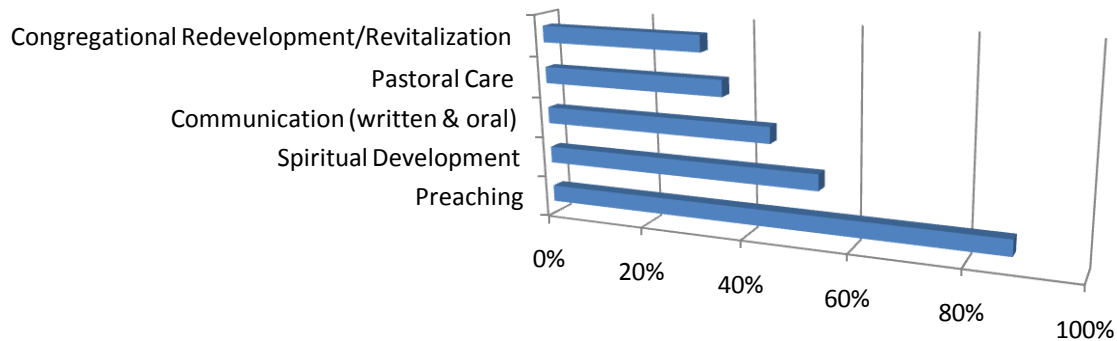
## Ideas and Change for Future?



There is an awareness that the church needs to attract and to appeal to younger families; two-thirds of those members who responded to surveys were 50 years of age or older. Elaborations of some respondents indicate asking if the church is going to be a "boomer" church or going to foster and nurture children and youth, with the feeling that we did both in the past. Suggestions for future change include efforts to increase member involvement, more small groups, and adjusting and expanding Covenant Groups. One thought that we seek a young, dynamic pastor to attract young families. Another respondent stressed that we keep our progressiveness and seek a pastor to continue this belief.

The biggest concern for our future is senior pastor selection. Because the Pastor Nominating Committee must select a small number of desired traits from a long list for the new called pastor, GCPC members were asked to select five traits of importance to them from a list of 34. The five most important to the 131 members responding were:

### Top 5 Traits for Pastor



Nearly 80% agreed that it is important for an incoming pastor to honor existing commitments made by GCPC, such as Earth Care Congregation, IHN, Covenant Network, etc. While 62% don't want the senior pastor to actively manage all church activities, they (86%) would like staff members to manage appropriate church activities.

### Summary

GCPC is a church in transition. It was founded a little over 25 years ago with a core of congregants in the 30- to 40-year-old range, many with small children. It was a typical “boomer” church. While flourishing over the intervening years, we have aged as a congregation with the departure of children to their own adult lives. We have struggled to attract younger members, as have similar congregations. This has resulted in a strong desire for a vigorous program to attract younger members and expand the church in this demographic.

GCPC generally is a theologically liberal congregation. It has a stable population with the majority of the congregants being members for ten years or more. Over 80% of the members are involved in congregational activities including fellowship activities, prayer and study groups and educational programs. Members of GCPC are quite satisfied with their current situation although they would like to grow the church a little larger in size to be able to expand and improve existing programs.

GCPC has also evolved as a congregation, putting even greater emphasis on outreach and social justice. This has caused conflict within the congregation and within the presbytery as GCPC has assumed a more progressive stance on inclusion of LGBT members into congregational leadership. In 2004, GCPC ordained an LGBT elder which precipitated a decline in congregational membership and conflicts with other congregations within the presbytery. In overcoming these conflicts, GCPC has grown in membership over the last six years and has demonstrated their level of commitment by their monetary generosity and participation in church programs.

GCPC, like many other congregations, is a church in the midst of transition. After being guided for twenty-five years by its founding pastor, it seeks new leadership to lead a successful program to even greater expressions of God’s love. God’s peace be with you.