

Education Committee Minutes May 1, 2011

Members present: Lois Shuman, Nancy Schaljo, Lyn Renner, Pastor Renner, Shelly Wheeler

Vacation Bible School

- Because there will be 10 Sundays in which the children may attend church school, it was decided that we would not have VBS this summer.
- Summer of the Savior – Lessons centered around the life and teachings of Jesus
- Shelly and Nancy will make an announcement at church and put information in newsletter.
- Lutheran Church has invited us to their VBS on June 12-16, 6:00-8:00.

Walk Thru the Bible

- It was decided to table this until next spring.
- Shelly will contact them to see if they have an informational DVD. This will allow the congregation to get a glimpse of what the day would entail.
- Possibly look into combining the day with another church.

Small Groups

- We looked at the survey information from the tear off slips.
- Plan to have sign-ups for small groups in place for August.
- Types of groups discussed: mission, infinity, book/bible study, prayer, and music.

Wednesday Evenings

- Items to be discussed in greater detail at the next meeting: age range, structure, curriculum, teachers

Miscellaneous

- Shelly will look into cost of 3 white boards to be put in the classrooms. Check with trustees for installation permission.
- Lois will use money (approximately \$200/year) from the Ed. Ministries budget to maintain the library.

Nurture Committee

The Nurture Committee assists the congregation in becoming 'spirit-gifted' servants who meet specific-needs by helping to build community within the church by creating opportunities for members of our church family to become better acquainted with one another and by helping them to care for one another.

The Nurture committee has reworked the prayer chain. Over fifty members receive the email prayer chain and nineteen names are on the phone tree.

Cards of encouragement for the end of the semester and a McDonald's gift card were sent to thirteen members of our church family who are currently attending college.

Cards of appreciation will be sent to members of our church family who are currently serving in the military in mid-June. Boxes of goodies will be sent to those serving overseas.

The Nurture Committee also sent postcards to members of our church family who have not been attending for a while. We will revisit this matter at our June meeting.

The Nurture Committee has plans for the church ice cream social on Sunday, August 7 to be held at the church. This will be a joint venture with the Outreach Committee, as a praise chorus from the Mt. Vernon Methodist Church will perform.

Worship Committee

We have selected Mother's and Father's Day gifts.

Plants were selected for the ladies of the church for Mother's Day Sunday. The committee met the Sat. before Mother's Day and prepared the plants for handing out to all the ladies.

The Father's Day gifts have been ordered and they are ready to be distributed to the men of the church on Father's Day Sunday.

Currently we are working on acquiring greeters and ushers for May through August of this year. The congregation has responded very well to the greeters sign-up board but currently we only have a few individuals willing to be ushers. Announcements are being placed in the bulletin to remind everyone to sign up.

Our next meeting will be June 14 at 6:30.

Demographic Synopsis

(Population & Household Trends)

Population:

The estimated 2010 population for 61951 is 8,013. The 2015 projection would see the area grow by 364 to a total population of 8,377. The population with zip code 61951 is growing about .9% than the statewide growth rate.

Households:

The households within 61951 are growing faster than the population, thus the average population per household in 2000 was 2.64 but by 2015 it is projected to be 2.62 – which is .08 less persons per household statewide.

(Age Trends)

Summary of Average Age Findings:

The average age of 61951 is stable and relatively unchanging. It is projected to remain relatively the over the next five years. Our average age is estimated to be 41.4 and projected to be 41.8 in 2015. This is higher than the state's average age of 37.8 in 2010 and 38.8 in 2015.

(Phase Of Life)

Summary of Phase of Life:

In 61951, children 17 years of age and younger are declining as a percentage of the total population. Considering the other end of the phase of life, adults 55 years of age and older are increasing as a percentage of the total population. In short, it may be that the community is aging as children are raised and leave but parents remain.

Phase of Life	2000	2010	2015
Before Formal Schooling Ages 0 to 4	462	455	492
Require Formal Schooling Ages 5 to 19	1,332	1,284	1,272
College/Career Starts Ages 20 to 24	567	757	762
Singles & Young Families Age 25 to 34	806	959	1,126
Families & Empty Nesters Ages 35 to 54	2,092	1,985	1,844
Enrichment Years Ages 55 to 64	681	992	1,170
Retirement Opportunities Age 65 and over	1,515	1,581	1,712

(School Aged Children Trends)

Summary of School Aged Children Findings:

As a percentage of children between the ages of 5 and 18 the following is happening:

Early Elementary (ages 5 to 9) are projected to increase by 7.6%.

Late Elementary to Middle School (ages 10 to 14) are declining by -0.7%.

High School (ages 15 to 18) are declining by -7.0%

Overall, kids are aging through but there is some evidence of a resurgence of children in the younger years.

School Aged Children	2010	2015
Early Elementary Ages 5 to 9	488	463
Late Elementary-Middle School Ages 10 to 14	484	370
High School Ages 15 to 18	419	251

(Average Household Income and Per Capita Income)

In 61951, the estimated current year average household income is \$61,144. The average household income is projected to grow by 8.6% to \$66,404 by 2015. The estimated per capita income for the current year is \$23,198. The per capita income is projected to grow by 9.1% by 2015.

Family Household Income Trends	2010	2015
Less than \$10,000	66	73
\$10,000 to \$14,999	26	23
\$15,000 to \$24,999	152	131
\$25,000 to \$34,999	203	163
\$35,000 to \$49,999	429	423
\$50,000 to \$74,999	620	634
\$75,000 to \$99,999	350	354
\$100,000 to \$149,999	267	381
\$150,000 to \$199,999	59	73
\$200,000 or more	31	60

(Households and Children Trends)

Households with Children under 18	2000	2010	2015
Married Couple	725	769	790
Single Parent	204	193	197

Zip Code 61951 has a lower percentage of single parents homes than the state average.

(Marital Status Trends)

Population by Marital Status 15+	2000	2010	2015
Never Married	1,026	1,137	1,191
Married	3,497	3,939	4,143
Divorced	517	546	567
Separated	369	442	474
Widowed	573	607	634

In 61951, women are about as likely as men to be divorced. More men are likely to be single, never married than women. Women are more likely to be widowed than men.

(Adult Educational Attainment & State Comparison)

Population by Educational Attainment: 25+	2010%	IL 2010%
Less than 9 th Grade	10.5%	7.5%
Some H.S., No Diploma	11.8%	10.9%
High School Grad (or GED)	34.8%	27.6%
Some College, No Degree	17.9%	21.6%
Associate Degree	7.5%	6.1%
Bachelor's Degree	12.7%	16.7%
Graduate/Prof. School Degree	4.8%	9.6%

(Charitable Giving Practices)

Charitable Contributions Last Yr: \$200 or More	Households	% of Households	Interpretation
Religious	732	23.9%	About average for the state
Other	153	5.0%	About average for the state
Private Foundation	83	2.7%	Somewhat below state ave.
Social Services/Welfare	111	3.6%	Well below state average
Education	51	1.7%	Well below state average
Health	45	1.5%	Well below state average
Environmental	6	.2%	Well below state average
Political Organization	3	.1%	Well below state average
Public Television	2	.1%	Well below state average
Public Radio	1	0.0%	Well below state average

(Religious Practices)

Adult Religious Practices	Population	% of Population	Interpretation
Conservative Evangelical Christian	2,114	33.7%	Somewhat below state average
Consider Myself A Spiritual Person	2,655	42.3%	Somewhat below state average
Enjoy Watching Religious TV Programs	1,043	16.6%	Somewhat below state average
My Faith Is Really Important To Me	898	14.3%	Somewhat below state average
Important To Attend Religious Services	954	15.2%	Somewhat below state average

(Mosaic Household Types)

Mosaic is a geo-demographic segmentation system developed by and for marketers. Instead of looking at individual demographic variables, a segmentation system clusters households into groups with multiple common characteristics. Demographic variables that generally cluster together would include income, educational levels, presence of children and occupations among others. This database is developed by Experian. Below you will find the top 4 Mosaic types in our zip code and a brief description.

Family Convenience (26.9%):

Demographics:

Family Convenience is a collection of sprawling families living in remote towns and military bases primarily in the Midwest and Northern Plains. Most of the households contain dual-income couples working at skilled blue-collar jobs in manufacturing and construction as well as in the military. Service families are six times as likely to live here than the general population. Despite moderate educations, the adults in this segment earn upper-middle-class incomes and have a high rate of home ownership. The vast majority own new singlefamily homes and have SUVs and pickup trucks in the driveway. With an above-average length of residence, many have achieved a secure lifestyle with room for the kids to grow.

Lifestyles:

Life today in Family Convenience looks a lot like it did a half-century ago. Residents enjoy spending their leisure time swimming, fishing, hunting and camping. They are active in their community and belong to civic clubs and parent/teacher associations. To feed their big families, they spend their grocery money on easy-to-prepare foods like toaster pastries, lunch kits, frozen pizza and refrigerated biscuits. Discount department stores like Wal-Mart, Sam's Club and Big Lots are frequent destinations for clothing and housewares. When they take a vacation, parents are content to pile the kids into their domestic SUVs and head to a theme park or campground near a lake or beach. Financially risk-averse, they make a stronger market for insurance rather than investment products.

Media:

The members of Family Convenience have traditional media tastes. They like to watch classic sitcoms on TV Land, family-friendly fare on the Disney Channel and cartoons on Nickelodeon. Many listen to radio every day, tuning in country, classic rock and adult contemporary stations. They prefer magazines that cater to their interests in the home, hunting, motor sports and entertainment. When they go online, they seek out websites that follow their leisure interests frequenting sites such as NASCAR.com, Disney.com and eBay.com all at high rates. Although their small towns may have few movie theaters, residents are avid movie goers with their favorite genre being family movies which is not surprising for this Mosaic.

Small-City Endeavors (24.7%):**Demographics:**

Small-city Endeavors has a split personality, reflecting the cluster's mix of young and old, singles, families and single parent households. In these diverse working-class communities concentrated primarily in the Midwest, newcomers share blocks with longtime residents, drawn to the affordable housing and short commutes to work. Many of the adults never went beyond high school, and the employment base largely consists of low-wage blue-collar jobs in manufacturing, retail and health services. Most households live in older homes and small apartments valued at less than half the national average. One in twenty lives in a nursing home or assisted living facility.

Lifestyles:

Given its mix of ages and family types, the Small-city Endeavors cluster is characterized by diverse lifestyles. In these small towns, pastimes like basketball and go-carting coexist with antiquing and board games. Most households enjoy outdoor activities like camping, boating and fishing. With their low incomes, there's not a lot of discretionary spending on travel or cultural activities, and consumers limit their shopping trips to discount stores like Wal-Mart, Payless Shoes and Fashion Bug. They are frequent shoppers at toy, hobby and sporting goods stores. Many are late adopters of technology and typically seek the advice of others when buying electronic products. Financially, they are likely to take out personal and payday loans and they carry a variety of low-value car, life and homeowner's insurance products.

Media:

Small-city Endeavors represents a solid audience for a number of media. They're big TV fans—both network and cable—and watch daytime soaps, game shows, evening newscasts and reality programs all at high rates. Their favorite cable channels run the gamut—from CNN and Discovery to the Sci-Fi Channel and ABC Family. The cluster's broad age range is seen in the popularity of magazine titles such as Rolling Stone, Seventeen, Woman's Day and Soap Opera Digest. Folks here love their country music stars, whether they're on radio or television. Internet usage rates are low. However, when they are online, they use the Internet to check

sports and likely to explore new and interesting sites that they've never been to before as they search the vast online world.

Working Rural Communities (23.9%):

Demographics:

There's a grittiness to life in Working Rural Communities. In these older, industrial towns, aging residents hold skilled blue-collar jobs in manufacturing and construction. Most households are filled with empty-nesting couples, middle-aged families and single seniors. They reside in 40-year-old homes valued at below-average prices. Their inexpensive housing allows their middle-class incomes to go far in these predominantly Midwestern towns. Many residents drive traditional, American-made cars and trucks, though their typical 10-minute commute to work is one of the shortest in the nation.

Lifestyles:

The empty-nesting couples who dominate Working Rural Communities lead serene leisure lives. Many spend their free time enjoying home-based hobbies such as gardening, woodworking and needlework. Their plans for a big night is dining at a local restaurant, going to an antique show or playing bingo. They score low for most outdoor sports other than fishing, hunting or bird-watching. These middle-of-the-road consumers are not big shoppers, tending to make a lot of their purchases—clothes for themselves, toys for their grandchildren—at discount department stores like Wal-Mart and K-Mart. They're financially conservative, investing in government and corporate bonds as well as owning health, life and property insurance. With low rates for traveling long distance, these longtime residents are content to work and play in their hometowns. Many are active in their community as members of civic clubs.

Media:

Working Rural Communities is filled with media traditionalists. They read magazines that have been around for decades—among them, Reader's Digest, Ladies' Home Journal and Good Housekeeping. When they turn on the radio, it's often to listen to golden oldies or traditional country music. These households are avid television viewers especially when it comes to nostalgic programming such as old movies and sitcom re-runs on AMC and TV Land as well as the History Channel and the Hallmark Channel. They also enjoy programs such as "Wheel of Fortune," "Antiques Roadshow" and the "CBS Sunday Movie." To get the day's news, they rely on newspapers and have yet to discover the Internet.

Grass-Roots Living (12.0%):

Demographics:

Located in rural villages and aging industrial towns throughout the Midwest and South, Grass-roots Living consists of a racially diverse mix of couples, families and divorced men and women living in lower-middleclass circumstances. Educational levels are low, and nearly a quarter of households did not finish high school. Those still in the workforce tend to have low-paying jobs in manufacturing, construction or agriculture. Most

residents live in older houses or mobile homes that are worth less than half the general population.

Lifestyles:

The members of Grass-roots Living are known for their heartland lifestyles. They like to spend their leisure time out of doors, fishing, hunting and swimming. When they come inside, they enjoy cooking, playing cards and watching TV. In these isolated communities, the closest Wal-Mart often serves as the unofficial town square as well as a primary shopping destination. Traditional in their marketplace preferences, they look for favorite brands and products made in the USA including the pickup trucks and mid-sized sedans they drive. Although these folks tend to be late adopters of technology, they outfit their new vehicles with satellite radio for the improved audio reception and greater station selection.

Media:

The middle-aged members of Grass-roots Living have traditional media tastes. They like to sit on their couches watching network TV shows including daytime soaps, reality shows and news programs as well as cable channels like USA, A&E, Country Music Television and The Weather Channel. Many households read traditional magazines such as Ladies' Home Journal, Field & Stream and National Enquirer. In their cars, they typically keep their radios tuned to country, gospel and rhythm and blues stations. They are avid racing and NASCAR fans and will watch a race on TV or in the speedway stands. Even though residents display very low rates for accessing the Internet, those who do go online typically visit network TV and auto racing websites like ABC.com and NASCAR.com.

These 4 'Mosaic Types' are descriptive 87.5% of the people living in the 61951 zip code.

Pastor's Report

I have had the privilege of journeying with the Sullivan congregation for almost two years. Over the two years, I have done (and continue to do) a great deal of listening. I have also sought to understand the history and ethos of the congregation. Below you will find a chart detailing Sullivan First UMC's yearly worship attendance, # of professions of faith, # of baptisms, and # of deaths from 1994 (Rev. Haworth's last full year) to 2010 (my first full year):

Calendar Yr.	Worship Ave	P.O.F.	Baptisms	Deaths
1994	160	3	5	8
1995 <i>(Glen S. came 3-15-95)</i>	177	6	6	8
1996	186	8	8	6
1997	185	15	12	7
1998	171	4	4	11
1999	177	6	8	4
2000	167	4	4	13
2001	158	6	10	11
2002 <i>(Glenn S. retired 4-30-02) (Garry G. came 7-1-02)</i>	164	3	5	6
2003	182	1	5	14
2004	184	8	8	9
2005	177	12	9	15
2006	175	4	5	7
2007	168	6	3	8
2008	150	8	4	13
2009 <i>(Garry G. moved 6-30-09) (C.R. came 7-1-09)</i>	159	5	10	7
2010	158	2	7	11

For the first 19 weeks of 2011, we are averaging 179 in worship; and looking back over a seven year span – the first 19 week average has only been significantly higher than that year's average once. Typically the 19 week average is basically identical or lower than the average for that year. So, with everything being equal, we are most likely looking at an increase of 13% in worship attendance this year.

To me, the chart above shows a congregation that is most comfortable at around 160. Homeostasis diminishes greatly by mid-180s, and the congregation has been unwilling to make necessary systemic changes; so within a few years it

returns to its comfort level. I wish I had the statistical data available, because I am assuming that the following pattern would be seen multiple times over the years. Within the first 2/3 years of a pastor's tenure, the worship average tops out in the mid-180s and by the time an appointment change occurs, the average is in the 150- 160 range. I'd like to see this pattern change and I believe you all would as well. So we've been working on some of the things that will hopefully change this pattern.

First, change in staffing. I'm pleased to report to the group that due to the work of the Pastor/Staff Parish Committee, the position of Choir Director has been expanded and beginning in July Nancy Craig will go from 1/4 time to 3/4 time and her title will be Worship Director. Initially, Nancy will be working on increasing special music, recruiting & coordinating a praise team, solidifying a children's choir, and our use of multi-media in the sanctuary. Eventually, we are hoping for a bell/chime choir and an active drama group.

Next, I am looking for the Pastor/Staff Parish to work on hiring a Director of Family Ministries – who would be responsible for leading the Jr. & Sr. High groups, coordinating ministries with young families, and coordinating 1-2 outings each year with/for the senior adults.

Second, change in the leadership's understanding of Preference-Driven vs. Purpose-Centered. The Ad Council's work with the Mission Statement and Mike Craig's leadership in providing a tool for committees to use in making decisions have been important parts of this shift.

Our mission statement is: *Sullivan First UMC exists to produce fully-devoted followers of Jesus the Christ.* To accomplish this, our congregation will need to expand in a couple of ways:

1) Care & Support and 2) Faith-sharing & Outreach.

While I appreciate the work and effort of the respective chairs and committees, it is vital that each of the groups within the church understand that their mission is to assist the congregation as a whole in fulfilling our mission. Hopefully the following will be helpful:

Group	Purpose	Goal(s)
Ad Council	Oversight with respect to fulfilling the mission	<i>Set 2-3 goals for the committees to accomplish this year & work toward a vision</i>
Finance	Figure out how to fund accomplishing the mission	<i>Increase those moving toward a tithe by 10%</i>
Trustees	Maintain & Up-Date facilities for the purpose of accomplishing the mission	<i>Multi-Media in Sanctuary Church Sign Heating/Cooling in Sanctuary Organ repair/replace</i>
Pastor/Staff Parish	Determine staff needed to accomplish the	<i>Review Staffing & Salaries</i>

	mission . . . Hire & hold accountable	<i>Hire Dir. Of Family Ministries</i>
Outreach	Help congregants learn to share their faith stories & provide opportunities to reach out	<i>Provide 1 Outreach Opportunity Help 20% of congregation(36 folks) discover how to share faith story</i>
Nurture	Provide formal structures to help congregants to provide & receive care	<i>Have 30% of worshipping congregation (54 folks) involved in an on-going small group</i>
Education	Assist the other committees with their training needs & organize age appropriate Bible classes	<i>Coordinate at least 1 Bible Class/ learning opportunity for every age group (25% participation – 45 folks) & assist with training needs</i>
Worship	Assist the congregation to experience God’s presence & power corporately & privately	<i>Work with Worship Director Have 50% (90 folks) doing private devotions & increase worship attendance by 5% (188) Secure Usher & Greeter ministries</i>

Third and finally, I want to remind the Ad Council of a parable that I have found invaluable:

The day before little Johnny started 5th grade his mother told him that he was old enough for the responsibility of making his own bed. So Johnny set his alarm and got up bright and early that first day. He made his bed and went to brush his teeth. From the bathroom he heard a noise. He walked down the hall to discover his mother remaking his bed. So the next morning Johnny got up 10 minutes earlier and made his bed – being sure to smooth out all the wrinkles. But while brushing his teeth he heard a noise; and again he discovered his mom remaking his bed. The next morning Johnny got up 5 minutes earlier, smoothed out the wrinkles and tucked every side extra tight. And from the bathroom he once again heard his mother remaking his bed. So by the fourth day, Johnny got up 10 minutes late, flung the covers back and headed to the bathroom knowing that his mother was going to make the bed anyway.

This happens in churches all the time. And typically, the question discussed by an Ad Council is, “Who isn’t making their bed?” But that is the wrong question . . . the better question is, “Who is making beds that aren’t theirs?”

I have been in multiple meetings recently with various groups of people and have heard some variation of, “Pastor, it shouldn’t be your responsibility to _____.” And yet, no one steps up and takes the responsibility.

I have a confession to make . . . I have been making beds which are not mine. And in so doing, I have denied folks an opportunity to serve. I have

made the mistake that the apostles avoided in Acts 6: 1-4. There are tasks that I should and must do and there are tasks that others should be doing. I want to thank Shelly Wheeler for finding a replacement for me with the Wednesday Evening program. It allowed me to offer a New Member Class! We are in need of another.

Beyond preaching, funerals, baptisms, administration, and some visiting, my primary task is "leadership development." I need to be training and teaching. I also understand my pastoral role to be working with chairs and staff to stay on task and follow through. I will soon be meeting with the chairs and not actually attending all of the respective meetings.

And lastly, I firmly believe that a pastor needs to lead by example. So, I will be branching out in ways that will allow me to be potentially in contact with more unchurched folks.

For our structure to work at its best, the committees also have to make sure that they are not 'making beds' that are someone else's. Nurture, Outreach, Worship, Education, and even Trustees are charged with the responsibility to accomplish certain things – but the committee members shouldn't be the ones doing all the work. Empowering the congregation is a vitally important part of our structure!

Our congregation has a strong heritage and reputation. There is much we do well! And yet, to be faithful is going to require more changes. Our path as leaders will get more difficult not easier in the days ahead, but I can promise that the benefit to our congregation will greatly out way the struggle.