

CHAPEL IN THE PINES PRESBYTERIAN CHURCH (CITP)
Interim Process

MISSION STUDY COMMITTEE – March 2017

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The work of the Transition Team is to evaluate and update the mission and vision of the church. The Team has done this, seeking broad input from the congregation and church leaders on CITP's historical foundations and the vision of how the church should move forward. The team has used this input to develop this Mission Study which will, in turn, provide the framework for the Pastor Nominating Committee (PNC) as it searches for a new pastor to provide leadership as we journey together as a church.

Mission Statement:



We **welcome** all people
into our community of faith.

We **worship** God with gratitude
for the grace given to all people
through Jesus Christ.

We **witness** the love of Christ
through our gifts of time, talents, and resources
as we grow together in faith.



Core Values: We are first a house of worship that God built, and we are to provide a wonderful space, place, and message for our community and those around us and very importantly, our worship charges us to go into the community and make a difference.

BRIEF HISTORY

University Presbyterian Church (UPC) and a task force began meeting in the fall of 2002 and continued through 2004 to explore the possibility of a new church development in northern Chatham County. In 2005, the group developed a mission statement, wrote a grant proposal, and developed a ministry plan for the new church. Three Task Force members (Bill Browder, Mary Donna Pond, and Rickie Howard) and Mindy Douglas, Associate Pastor of UPC, presented a financial plan and met with local Presbyterian churches to enlist support and greater focus for their ideas. The group sent target letters to UPC members in the general geographic area of the new church and made follow-up phone calls.

The first public meeting for those interested in the new church in Chatham County met at UPC in April 2005 and they continued to gather through the summer. Vesper services were started in October 2005 at Talking Trees pavilion and later moved to Summit Governors Village Community Room. Reverend Mindy Douglas became the Organizing Pastor in February 2006. In March 2006 the first morning worship was held at Captain John's Dockside Restaurant. During this initial phase, services were held on the first, third and fifth Sundays and on the second and fourth Sundays the congregation visited other area churches together.

On June 4, 2006, the first members were received, on June 11th the members from University Presbyterian Church were commissioned at UPC. Regular Sunday worship began September 2006, including a children's Sunday school. The official launch for Chapel in the Pines was Sunday October 1, 2006; it was attended by more than 100 people. 100% of the members made pledges for the 2007 budget. In early 2007, the church moved Sunday services to North Chatham School.

On May 4, 2008 Chapel in the Pines Presbyterian Church, USA was chartered; first elders and deacons were ordained/installed; and The Reverend Mindy Douglas was installed as the first pastor. By August 2008, the 100th member was received. In January 2009, the church purchased 12 acres of land on Great Ridge Parkway, adjacent to the Briar Chapel development. The land was sold to the church by Bob and Shirley Lindley, members of Pittsboro Presbyterian Church.

CITP successfully completed a campaign to raise building funds in June 2010. The ceremonial groundbreaking was held in February 2011. The first worship service in the new building was on December 11, 2011; it was attended by more than 200 people. Two subsequent capital campaigns have been held to pay down the debt and build a new fellowship hall which is currently under construction.

Mindy Douglas accepted a call to be Pastor of First Presbyterian Church in Durham, NC, leaving in April 2016. She had served for 10 years as Founding Pastor at CITP. A task force was formed by session to select an Interim Pastor. In July 2016, The Reverend Dr. B. Lynn Stall began serving in that capacity. Since her arrival, 17 new members have been received. At the end of 2016, the membership was 183.



Outside structure



Sanctuary



New Fellowship Hall

MISSION STUDY REPORT February 2017

Lynn Stall began the work of an interim, getting to know the congregation and its leadership and forming a Transition Team (TT) in the fall of 2016 to develop this Mission Study, examining the church's history, its programming, its strengths and weakness, its mission and vision and the path forward. Broad input was sought through one-on-one meetings, a congregational luncheon, and a survey circulated to all members and friends.

The TT gathered several times in late 2016 and collected information from the ruling elders, deacons, staff, and other CIP leaders. Some members of the Transition Team met with parents of young children and also young adults in an informal setting to determine their needs. The TT developed a series of questions to be discussed by the congregation at table group discussions during a church luncheon. A timeline of the church's history was placed on large sheets of paper on the back wall of the sanctuary, and congregants were asked to add events and important times in the life of Chapel in the Pines.

Building on this input from the congregation, the TT formulated additional questions that were circulated electronically and by hard copy to all members and friends. The results of this input gathering was used to develop a profile of the congregation and the congregation's vision for the church and the church's role in the community. Concurrently, the TT reviewed community demographics and anticipated growth. The team studied the church's current needs and vision for future growth to determine church priorities, how to continue to enhance the personal spiritual growth for its members and friends and the needs of the congregation as the church moves out of the interim period.

CONGREGATION SURVEY RESULTS

1. What does church mean to you?

It is more than a building; it is a community, a fellowship. Noted one respondent: "It provides compassion, support, and outreach," it is that and much, much more. One member said it this way, "There are two places in my life where I feel safest, freest, and most comfortable - my home and CITP." Another said, "it is where I go for guidance, theological discussion, parsing, to hear God's words, to be with my faith community." Another said, "it is not a building but a feeling."

2. What drew you to church? Why did you stay?

Many referred to CITP's frequently-shared statement of universal welcome as what attracted them, and kept them coming, feeling the church lives up to that welcome daily. Others were drawn to the church because of its size and beauty both of which provide an atmosphere that engages worship participation. Many others were drawn to and stayed for the church's emphasis on social justice and serving the community.

3. When did you feel God's presence most clearly here?

The traditional and contemporary mixture of the service combined with the excellent sermons and the music provides a sense of God's presence for many. Others find Holy Communion, meals, and fellowship times are very meaningful. The special worship services during the seasons of Lent, Easter, Advent, Christmas, and Pentecost clearly are important in the spiritual life of many who attend. Strobilus, a music and arts series, was important to many.

4. When we are at our best, what are we doing?

Greeting people and embracing them is where the church shines. Others feel Chapel in the Pines is at its best when challenging sermons come from the pulpit charging the congregation to take Jesus' message outside the walls of the church and to make a difference in the world. This church's many programmatic activities and special projects that address the real issues of the day are important to many. The church's outreach locally and globally, providing for the *least of these*, is when the church is at its best. Some are drawn to the meals and fellowship events as they provide the chance to feel the support of their faith community and a look at who the church really is.

DEMOGRAPHIC STUDY

Chatham County North Carolina is located on the western edge of the second largest metropolitan area in North Carolina. The county is also home to Jordan Lake, with more than 46,000 acres and one of the state’s top recreation areas.

Our study area is Northern Chatham and Southern Orange County. There are a number of communities in Chapel in the Pines ministry area:

- Briar Chapel has over 1,000 families
- Southern Village has 1,175 individual dwelling places
- Governor’s Club has 1,182 residents
- Fearington Village has 2,339 residents
- Carolina Meadows has 700 residents

The four North Chatham townships that are the closest to CITP are Baldwin, Center, Hadley and Williams with Chapel Hill Township (Orange County) bordering on Northern Chatham County. There are several members who live in the Durham and Chapel Hill area.

Baldwin, Center, Hadley and Williams Townships have a total population of 31,418.

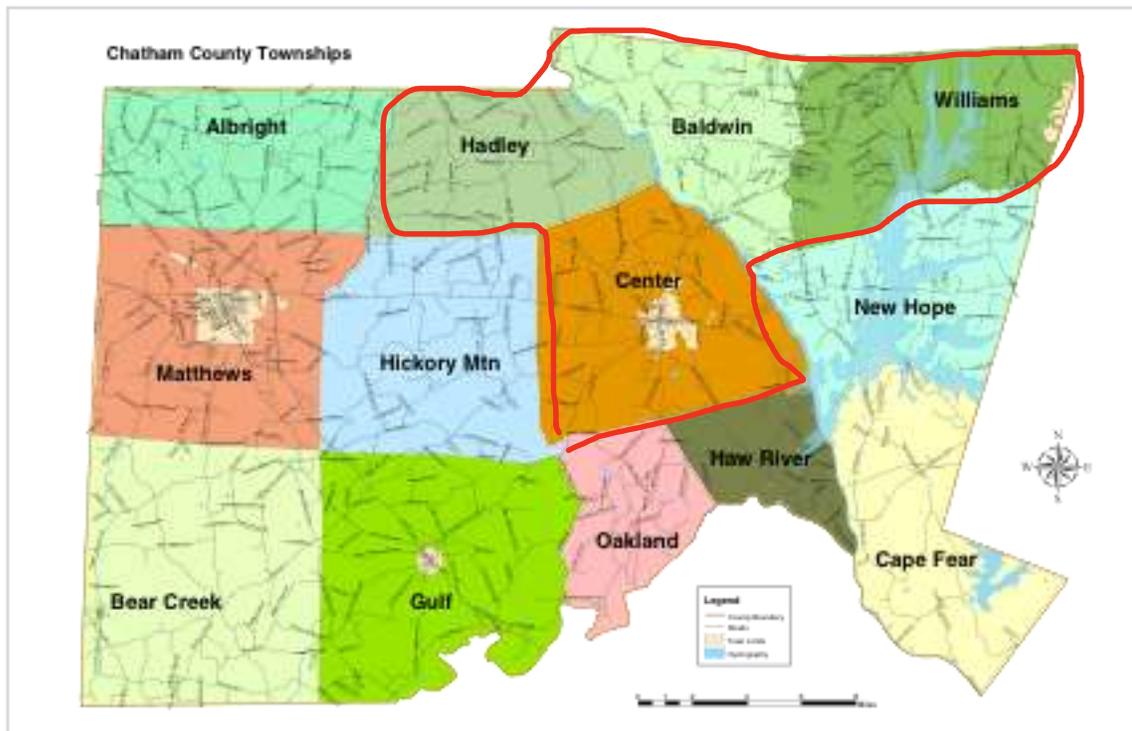
- The white population is 23,319 which is 74% of the total.
- African American population is 3,191 which makes up 10% of the townships.
- Those who are Hispanic number 1083 which is 3.5%.
- There are 461 Asians which is 1.5%.
- The final category is other, comprising 3,364 and 11%.

The educational makeup of these four townships is:

TOWNSHIP	COLLEGE and beyond	HIGH SCHOOL	BELOW HIGH SCHOOL
Baldwin	56%-3081	38%-2077	6%-327
Center	61%-4339	24%-1707	15%-1056
Hadley	49%-1458	45%-1339	6%-179
Williams	85%-11,790	11%-1526	4%-555

Chapel in the Pines Age/Race Distribution

AGE DISTRIBUTION	RACIAL/ETHIC BREAKDOWN
25 & under= 11	White=178
26-45= 27	Asian=2
46-55=20	Hispanic=1
56-65= 36	African American = 2
Over 65 = 89	



There is strong economic vitality and growth in areas surrounding Chatham County, specifically Chapel Hill, Durham, Raleigh, and the Research Triangle Park. In turn, this has contributed to the economic development in the County. There are several retirement centers located in the county which have drawn people from many parts of the country, employed many residents, and increased the level of wealth in the County.

Briar Chapel is adding a 55-plus community in the near future. Chatham Park, located just south east of Pittsboro, is zoned for 22,000 new residences. Chatham County's location makes it a prime place for continued growth.

CHAPEL IN THE PINES 2017 MISSION STUDY SURVEY

A survey of Chapel in the Pines conducted during March 2017 showed that 52% of the respondents have attended the church for 1-5 years, while over 48% have attended for 6-10 years.

Church involvement is high with 7.3% of those responding attended church on average up to twice a month with 85.3% attended 3-4 times a month.

The amount of time spent during an average month in activities at the church other than worship is also high, with 18% spending 1-5 hours per month, 51% participating in 6-10 hours, and 16% spending 10 + hours per month.

The main reasons why people have come to CIP were:

- A sense of community and fellowship
- Building
- Genuineness
- Inclusiveness
- Mission and service opportunities
- Music
- Sermon
- Spiritual growth
- Welcoming
- Worship

The survey revealed that the congregation was very satisfied with the worship, adult education, charity and service to others, supporting global missions, ministry to those in need, a place for spiritual growth and fellowship opportunities. Many respondents felt more emphasis should be placed on Christian education for children and youth, sharing the Gospel with the unchurched, and helping members discover their own gifts.

About 50% of the survey respondents were very involved in nonprofit and community organizations outside of Chapel in the Pines.

The most important skills a new pastor might bring to CIP are:

- Worship, leadership and planning
- Challenging sermons
- Supporting religious education for all ages
- Outreach to new members

- Commitment to social justice issues
- Spiritual development of members
- Counseling members

Other skills that were not quite as primary as the list above include:

- Administrative leadership
- Participate in communities and working with other churches
- Visiting the sick, home bound and bereaved

FINANCIAL INFORMATION OF CHAPEL IN THE PINES

- In 2016, Chapel in the Pines had revenues of \$281,432 and expenses of \$279,335 resulting in a slight surplus for the year.
- The budget for 2017 is \$283,390. Budgeted expenses will slightly exceed budgeted revenues.
- Personnel expenses will be 74% of the total expense budget which is the same as last year's actual personnel expenses.
- Other major expense categories are Administrative at 9.6% of expenses and Mission and Service (outreach) at 10.3% of the total expenses.
- We will begin to incorporate some of our mortgage payment for the new church into the budget in the second half of 2017. The plan is to incorporate an increasing amount of our total mortgage payment into the operating budget over the next four or five years.
- We have had three capital campaigns since building our new church starting in 2010. Our capital campaign last year received around \$850,000 in pledges.
- The major portion of these pledges (approximately \$420,000) will go to build a Fellowship Hall which is expected to be completed in July of this year.
- The remainder of the pledges will be to pave the parking lot (\$50,000) with the rest establishing a mortgage reserve (approximately \$350,000) to help pay for the mortgage over the next four or five years while the mortgage payments are gradually incorporated into the operating budget.
- We have had two loans from the Presbyterian Investment and Loan Program. The first was for \$92,000 and was paid in 2013 with some of the receipts from the second capital campaign that same year. The second loan was to build the Sanctuary and Office/Classrooms for \$964,000. It was converted from a construction loan to a mortgage loan in February 2012.
- The second loan is a twenty-year mortgage with a current interest rate of 4.013%. We are in the fifth year of this loan with a remaining principle balance of \$773,790. All mortgage payments so far have been from funds raised in capital campaigns.
- Our major fixed assets are as follows: 1) approximately 12 acres of land of which the current campus occupies 2 acres; the remaining 10 acres are woodland 2) current church, office, and classroom buildings including furnishing with a total cost of \$1,864,000 3) fellowship hall including furnishing with a cost of around \$450,000 when completed.
- As of January 31, 2017, we had \$581,523 in cash; the majority of which will go to pay for constructing the fellowship hall currently being built. We also have a little over \$64,000 in operating reserves from prior years.

STRENGTHS

The Chapel in the Pines congregation sees the church's strengths as

- Being open and welcoming to all people
- Providing a place to freely worship
- Reaching out in service and friendship to the community
- Being willing to have hard conversations and discussion about the intersection of the Bible and the world; and then turning that conversation into meaningful actions

Many elaborated on these strengths.

Welcome

Romans 15:7 – Therefore welcome one another as Christ has welcomed you, for the glory of God.

The caring commitment to openly welcome everyone has provided a space where the community can find friendly members who make them feel like family. People feel CIP is a caring and compassionate congregation, embracing new members and encouraging their participation in leadership. Placing a high value on diversity.

When visitors enter CIP, they find greeters at the door to welcome them, answer questions and make them a name tag. These tags are worn by everyone so that visitors, old and new members alike can greet each other by name. When a visitor returns the next Sunday, there is a printed name tag has been made for them to wear.

Members have a chance to talk with visitors after the service during the fellowship time that includes coffee and refreshments. Follow-up letters or cards are sent to new visitors, and regular visitors are invited to meet with the minister or a member for coffee or lunch. Classes for those interested in membership or learning more about the Presbyterian Church are offered several times during the year. Specific follow-up is conducted in several local neighborhoods, e.g. Briar Chapel and Fearington, for anyone moving into those communities.

Worship

Psalms 29:2b- Worship the Lord in the splendor of holiness.

The church's worship provides a sanctuary for learning and spiritual growth. The welcoming music ministry is an inspiration to many and was often cited as a reason for coming to CIP. Challenging sermons and the mixture of traditional and progressive liturgy is an uplifting experience for the congregation.

Worshippers participate through the choir, hand bells, and numerous sung responses throughout the service. Ushers and lay readers assist in the service as well. Holy Communion is served by elders who speak to everyone by name as they receive the sacrament through intinction.

A rotating group of volunteers leads the time with children, at the conclusion of which children can leave for children's church. Activity bags are provided for those children who prefer to remain in worship.

The church is wheelchair accessible and the sanctuary is hearing loop equipped. Members unable to travel receive Holy Communion in their homes.

Witness

Isaiah 6:8 Then I heard the voice of the Lord saying, "Whom shall I send, and who will go for us?" And I said, "Here am I; send me!"

1 Peter 4:10 Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.

CITP has had a commitment to the community since its first days. The church emphasizes social justice and a variety of outreach opportunities to the local community as well as global involvement.

CITP community outreach includes a partnership with Habitat for Humanity to provide funds and volunteers to build affordable housing in Chatham County. Members help run the Take and Eat food pantry and distribute children's books to local families through the CITP sponsored Take and Read program.

Members are active at the Farm at Penny Lane, a community mental health facility for disabled adults. The church helped provide funds for the Farm's mobile medical van. For the last two years, volunteers have partnered with an African American church to tutor local school children. Recently, members have helped bring the Racial Equity Institute workshop to Chatham County and other volunteers spend two Sunday afternoons every month working with young women at a youth correctional facility.

CITP hosts the Strobilus performance series at the church. A wide variety of musical, dance and dramatic performances are offered to the community free of charge with a small suggested donation.

Individual members are also active in a wide array of activities with local nonprofit and community organizations. This is a church that is committed to taking the gospel into the community.

FOCUS FOR THE FUTURE

Several areas have been identified as areas of needed focus:

- Building use and debt
- Children and Youth Ministry
- Visibility and Growth of membership

Building Use and Debt

Although the church is new and the addition of the fellowship building provide us with a wonderful space, there are certain challenges to overcome. The church needs to intentionally use the facilities as a space for the community. From its beginning, CITP planned to invite the community to use the beautiful facilities, not only because this fits the church's mission, but also because it increases visibility.

Many have mentioned the size of the debt in general and several mentioned it in relation to the number of folks available to pay the debt off. There is concern about developing budgeting that incorporates debt repayment into the operating budget.

Children and Youth Ministry

The congregation believes we need to reach out more consistently to the community with a special emphasis on focusing on younger families and children and youth, including ways other than the traditional Sunday school model. The church needs new ministry ideas that challenge the congregation to fully understand and implement the most appealing children and youth programs.

Visibility and Growth of Membership

The church is not as visible as many would like. There is a need to let people know the church is here. Alternate kinds of messaging using social media should be examined. It is hoped that CITP can accomplish this through the use of alternative means of social media, paving the church parking lot, reaching out in more one-on-one ways to visitors and neighbors, and using better street signage. The church has begun focusing on close neighborhoods with personal outreach. People would like to see more signage.

Now is the time for all of the people of Chapel in the Pines to remember that they are God's stewards, that worship is only as strong as they are, that they are the outreach, embody the welcome, and drive the mission and success of God's church in the world.

We want to be a place of hospitality, always welcoming all people to our church and faith community. We dream about being partners with other churches and other agencies in Chatham County by modeling God's love to care for others in our community in the church and outside of the church.

OUR HOPE FOR OUR FUTURE PASTOR

Our church was blessed with a strong organizing pastor whose vision helped establish CITP, attracting and nurturing a talented and committed membership. Now we seek our new pastor who values diversity and will help us continue to be a place of hospitality, always welcoming all people to our church community, even as we maintain our rich Reformed tradition of faith and worship. We seek a passionate shepherd to lead us, encourage us to use our gifts, and grow in faith and service within our congregation and beyond our doors.