

Timeline of Mission and Ministry Milestones, Staff Transitions and Visioning 2011-2016

As of 12/31/2016

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20/20 Vision History Summary

- August 29, 2011 – Patti Deems announces plans to retire on February 29, 2012
 - Patti served as Church Administrator for 23 years
 - Encouraged SPRC to review the needs and update the job description
- September 19, 2011 - Becky Moore announces resignation
 - Becky served as Director of the middle school youth choir *Instruments of Praise* for 6 yrs.
- September 28, 2011 – Ron Harrison announces resignation as of October 17, 2011
 - Ron served as FUMC’s Youth Director for 2 years
- October 30, 2011 – Trudy Jones announces plans to retire on April 30, 2012
 - Trudy served as FUMC’s Christian Education Director for 11 years
- November 1, 2011 – Church Board voted unanimously to hire Strategist Hugh Ballou
 - Signed contract with Hugh for \$15,000 from Dec. 2011 – Dec. 2012 to assist with:
 - Strategic Planning and Goal Setting
 - Review and Update Staff positions in transition
 - Staff Hiring and Integration Process to fill 5 newly defined positions:
 - Director of Administration and Finance (full time)
 - Director of Youth Ministries (full time)
 - Director of Spiritual Formation (full time)
 - Director of Communications (full time)
 - Director of Leadership Development (part time)
 - Church Board voted unanimously to hire Sam Purses as Interim Church Administrator
- December 9-10, 2011 – “Forming Faith; Building up the Body” Workshop 1 with Hugh Ballou
 - Identified Strengths and listed Core Values
 - Set short and long term (5-year) goals – Included:
 - Hire staff for redesigned positions
 - Establish a Worship Arts Study to vision greater worship vitality
 - Empower and utilize more gifts from congregation in worship
 - Establish an Artist-in-Residence program
 - Pay off debt
 - Create 10-15 year Trustees Projects List
 - Start passing a Balanced Budget
 - Develop Communications Excellence with:
 - Website
 - Social Media
 - Print and graphics
 - News letter
 - Signs in and out of building
 - Develop an action plan
 - 69 People attended
- January – June, 2012
 - 4 Task groups were formed to study office and programmatic staff positions, revise job descriptions, advertise for openings and conduct a thorough interview process that involved several church members, background checks, references, compensation research and SPRC approval
- June 8, 2012 – 5 New Positions launched, 3 New Staff Persons Hired
 - Director of Administration and Finance (full time) – Sharyl Syler
 - Director of Youth Ministries (full time) – Matt Hart
 - Director of Spiritual Formation (full time) – Kathy Schmucker
 - Director of Communications (full time) – Carmie Johnson

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- Director of Leadership Development (part time) – Lauralee Stiffler
- June – September, 2012 – Assimilation of new staff
 - Staff Retreat
 - Adjusting to new staff configuration
- October, 2012 – Expanded Communications
 - Launched newly designed website using more images and updates
 - Launched Faith UMC Facebook
 - Created 2012 Living Faith – delivered in December
- December, 2012 – Worship Arts Study Group Formed
 - Consisted of 12 diverse members representing all three services
 - Rev. Jim Skinner served as Group Convener
 - Purpose: Study and Recommend path to greater worship vitality
 - Process: Pray, Read, Study, Visit other churches, review staff positions and descriptions, engage congregation in series of dialogs
- January – September, 2013 – Worship Arts Study Group meets regularly
 - After thorough study, research and prayer, they reached consensus on a proposal
- January, 2013 – George Owen’s Bequest of \$140,000 Received – in smaller amounts over 2 years
- June, 2013 – Carolyn Krueger and Shirley Hite retire as childcare providers
- October 8, 2013 – Church Board Approves Worship Arts Study Group Proposal
 - 40-Page Proposal presented that included:
 - Background
 - Process
 - New Music/Worship Staff Job Descriptions
 - Timeline for implementation
 - Proposal’s Recommendations for greater worship Vitality:
 - Update all Music/Worship Staff Positions around three Pillars:
 - Collaboration
 - Lay Empowerment
 - Spiritual Formation (deepening discipleship, extending care)
 - Create a new Full-Time “Worship Arts Coordinator” (WAC) position
 - Separate Organist/Chancel Choir Director position into two positions
- December 17, 2013 – Finance Team Approves Plan for Funding Worship Arts Coordinator
 - Dedicated \$60,000 of George Owen’s bequest to pay for first 18 months of WAC position
 - Agreed with need to develop a plan for making the position sustainable for long term
 - Discerned need to raise funds not only for WAC, but for all the goals identified by each ministry team.
 - Reached consensus that church would be best served by putting all the church’s goals and needs under one overarching vision and to estimate the total cost to accomplish the vision and communicate this vision and its total cost to the whole congregation instead of a “piecemeal” approach.
 - Recommended and supported the concept of establishing at 20/20 Vision Team to:
 - Identify all the church goals and needs for next 5-15 years
 - Estimate total cost of all goals
 - How much would it cost to do everything the church needs to best fulfill its mission through 2020 and beyond?
 - Recommend a plan for raising funds and sustaining goals annually long term
- December, 2013 – February, 2014 – Office Staff Changes
 - Lauralee Stiffler resigned from Coordinator of Congregational Development position
 - To help with grandson care
 - January 13, 2014 – Sue Capestrain hired as Membership Secretary/Admin. Assistant

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- January 31, 2014 – Carmie Johnson resigned as Communications Director
 - To allow time for starting a family through foster/adopt program
- February 10, 2014 – Marc Biss hired as Communications Director
- January, 2014 - 20/20 Vision Group established, led by Frank Meister:
 - Group of 10-12 people representing different ministries began to meet regularly
 - Guided the congregation and its ministry teams through a time of discernment and goal setting that would reflect God's vision for Faith UMC over the next 5 years and beyond.
- January-July, 2014 – Worship Arts Staff Search and Hire Teams Lead Hiring/Transition process
 - Met with existing Music staff to explain new staff culture, job descriptions and expectations
 - All existing staff guaranteed an interview if they felt called to new staff model
 - Teams advertised and conducted interviews for:
 1. Full-time Worship Arts Coordinator
 2. Part-time Chancel Choir Director
 3. Part-time Organist
 4. Part-time Modern Worship Leader
 5. Part-time Keyboardist
 6. Part-time Joy Unlimited (youth) Choir Director
 7. Part-time Cherub Choir Director
 8. Part-time Carol Choir Director
 9. Part-time Handbell Choir Director
- June, 2014
 - Bill Kaiser retires as organist after 39 years of service
 - Steve Moore resigns as Joy Unlimited Choir Director after 11 years of service
 - David Wallace resigns as Praise Team Leader after 10 years of service
 - Joanne Fox agrees to serve one more year as Carol Choir Director – through June, 2015
- July 1, 2014 – New Worship Arts Staff Begin
 - Dan Parsley – Worship Arts Coordinator – new staff person
 - Dan Parsley – Chancel Choir Director
 - Guest Musicians - Organist – utilized guest organists through October, 2014
 - Russell Aldridge - Modern Worship Leader – new staff person
 - Sandy Wallace - Keyboardist
 - Mike Wiley - Joy Unlimited Youth Choir Director – new staff person
 - Sandy Wallace - Cherub Choir Director
 - Jody Lindower - Handbell Choir Director
- February – October, 2014 – 20/20 Goals Discernment and Collection
 - Teams discern 20/20 vision goals and submit them to the 20/20 Vision Group
 - Congregation as a whole invited to write and turn in goals to which they feel God is calling Faith UMC
- October, 2014 – Staff Transitions
 - 10/10 – Alina Dorto resigns as Faith Friends Preschool Director after 5 years on staff
 - 10/15 – Heather Cooper hired as organist
 - Jessica Dent is hired as new Faith Friends Preschool Director
- October 18, 2014 – 20/20 Vision Retreat
 - Goals that had come from the congregation and the Ministry Teams since February were printed in a 25-page booklet and presented.
 - 20/20 Vision Goals booklet is available upon request
- January 31, 2015 – Completed Faith for Tomorrow Campaign - Paid off Mortgage
 - Total raised from Faith for Tomorrow Campaign = \$629,251
 - \$34,301 (5.8%) raised above the \$594,950 pledged over 3 years (2012-2014)
 - \$546,000 paid off mortgage debt

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- \$83,251 used for Trustees Contingency Fund – large part went to pay for sanctuary stained glass refurbishment for structural integrity, safety, energy efficiency and beauty
 - Church is debt-free first time in over 15 years
- January – March, 2015 -- 20/20 Team researches and interviews several consultants to determine the best way to raise funds for all the 20/20 Vision goals, share the vision with all parishioners, shift the culture of stewardship, and achieve sustainability
- February, 2015 – Michaela Finefrock hired as a childcare provider
- March, 2015 – Emily Jacobs hired as a childcare provider
- Sunday, April 5, 2015 – Easter Sunday – Russell Aldridge last day as Modern Worship Leader
 - Resigned to accept a job offer at a hospital in Cincinnati
- April 7, 2015 – Church Board Approves Readiness Study by James D. Klote & Associates (JDK)
 - 20/20 Vision Team recommended JDK because it is the only firm that includes visiting every household in the church and it showed the highest rating for successful campaigns based on more than 25 years of experience working with churches.
 - A readiness study is designed to determine if the congregation is ready to support an every member visit vision sharing and fund raising initiative
- April, 2015 – 20/20 Team prepares for JDK Readiness Study
 - Goals reviewed and organized into 6 focus areas
 - Giving a Tithe (10%) of all 20/20 pledges to local and international missions outside FUMC's existing Service in Mission Team goals (estimated \$300,000)
 - Worship Arts Coordinator position – reducing scaled support each year to achieve sustainability by year 2020 (estimated \$162,000)
 - Worship Space Renovations (estimated \$350,000)
 - Programmatic Goals (estimated \$400,000)
 - Facility Upgrades (estimated \$450,000)
 - Facility Maintenance (estimated 1,300,000)
 - Project Fees and Contingencies (estimated \$155,000)
 - Estimate of total cost to achieve all goals determined to be \$3,117,000
 - *Please review the 20/20 Acting on Faith color brochure for full report and details – hard copies available in the church office, electronic copies are available on the church website: <http://www.faithumchurch.org/2020-vision.html>
- May, 2015 – JDK Readiness Study conducted
 - 26 Readiness Assessment Focus Group Meetings conducted in May.
 - Approximately 295 individuals attended a focus group meeting representing 163 families.
 - Turnout represented 46.5% of 2014 pledging and non-pledging giving families and 34.3% of all families in the church database.
 - A typical assessment needs 20-25% participation rate to produce a reliable sense of the congregation's commitment to the initiative.
 - Results of the Readiness Assessment indicated high probability of a success
 - Complete JDK Readiness Assessment Report is available upon request
- May, 2015 – Matt Lautenan hired as new Modern Worship Leader
- June, 2015 – Joanne Fox retires from Carol Choir Director position after 24 years on staff
- June 2, 2015 – Church Board Approves 20/20 Acting on Faith Initiative with JDK
 - Goal established to visit all 480 families/households from Faith UMC
 - Share the 20/20 Vision with everyone using a color brochure
 - Communicate the estimated total cost of all the 20/20 Vision goals combined (\$3,117,000)

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- Invite everyone to prayerfully consider increasing their annual giving to the ministries of the church and to then consider making a commitment of “second mile” giving to the 20/20 Vision goals.
- June, 2015 – July, 2016 – 20/20 Acting on Faith Steering Committee leads initiative and makes visits
 - 20/20 Acting on Faith Steering Committee formed with 16 members and Jan Baker and Tom Fiala as Co-Leaders
 - Visits begin
- Sunday, July 26, 2015 – 20/20 Acting on Faith Kickoff Event
 - Combined worship at 10:30 followed by a catered barbeque lunch and fun activities
 - Kickoff event paid for by anonymous donor
 - Announced \$542,700 raised in pledges already since June 1.
- August, 2015 – March, 2016 – 20/20 Acting on Faith Steering Committee conducts visits
- August 13, 2015 – Marc Biss resigns as Communications Director
 - To accept a position teaching media at a high school
- September, 2015 – Debbie Garren hired as Interim Carol Choir Director
- January, 2016 – Director of Joy Unlimited Youth Choir – position terminated
 - Due to lack of participants in youth choir
 - Adopted plan to provide special youth singing events periodically and eventually build up a youth choir again.
- January, 2016 – Alyssa Penick hired as childcare provider
- February 15, 2016 – Jennie Parsh-Schrader is hired as new Communications Director and Digital Arts Specialist.
- March 31, 2016 – 20/20 Acting on Faith Initiative Completed
 - The Steering Committee was successful in visiting 58% (281 out of 484 families) in the congregation and contacting 100% providing the opportunity for a visit. 90 families (19%) declined a visit and the remaining families did not respond to invitations.
 - 166 families turned in a pledge card resulting in a total \$1,179,632 in pledges over 4 years
- June, 2016 – Debbie Garren completes her time as Interim Carol Choir Director
- September, 2016 – Dan Parsley hired as interim Carol Choir Director
 - After advertising for the position with too few applicants
- October, 2016 – Matt Hart resigns as Director of Youth Ministries after 4.3 years on staff
 - To accept a position as a pastor of a Nazarene Church
- December 18, 2016 – Celebration of Faith UMC’s 60th anniversary
 - Congregational photo taken after combined service
- December 31, 2016 – Total giving for the year sets new record high
 - Annual mission and ministry budget giving plus 20/20 giving = \$1,141,240
- December 31, 2016 – Faith Friends Learning Center (FFLC) achieves record high
 - Every room is being used
 - Essentially at capacity
 - Net proceeds reaches high \$133,217