

Fourth Presbyterian Church Long-Range Planning Task Force

Town Hall Report

October 15 and 22, 2023



Objectives

To inform you...

on what we've learned

To prepare you...

to participate in the future listening sessions

Background

LRP Task Force appointed by Shannon Kershner and launched January 2023

Lay Leaders		Pastor Support	Staff Support
Janet Love	Diane Meister	Nancy Benson-Nicol	Jana Blazek
Theresa Mintle	Anne Voshel	Lucy Forster-Smith	
Eric Wu, Co-chair	Allison Youngblood,		
Betsy Zeiger	Co-chair		

OUR CHARGE:

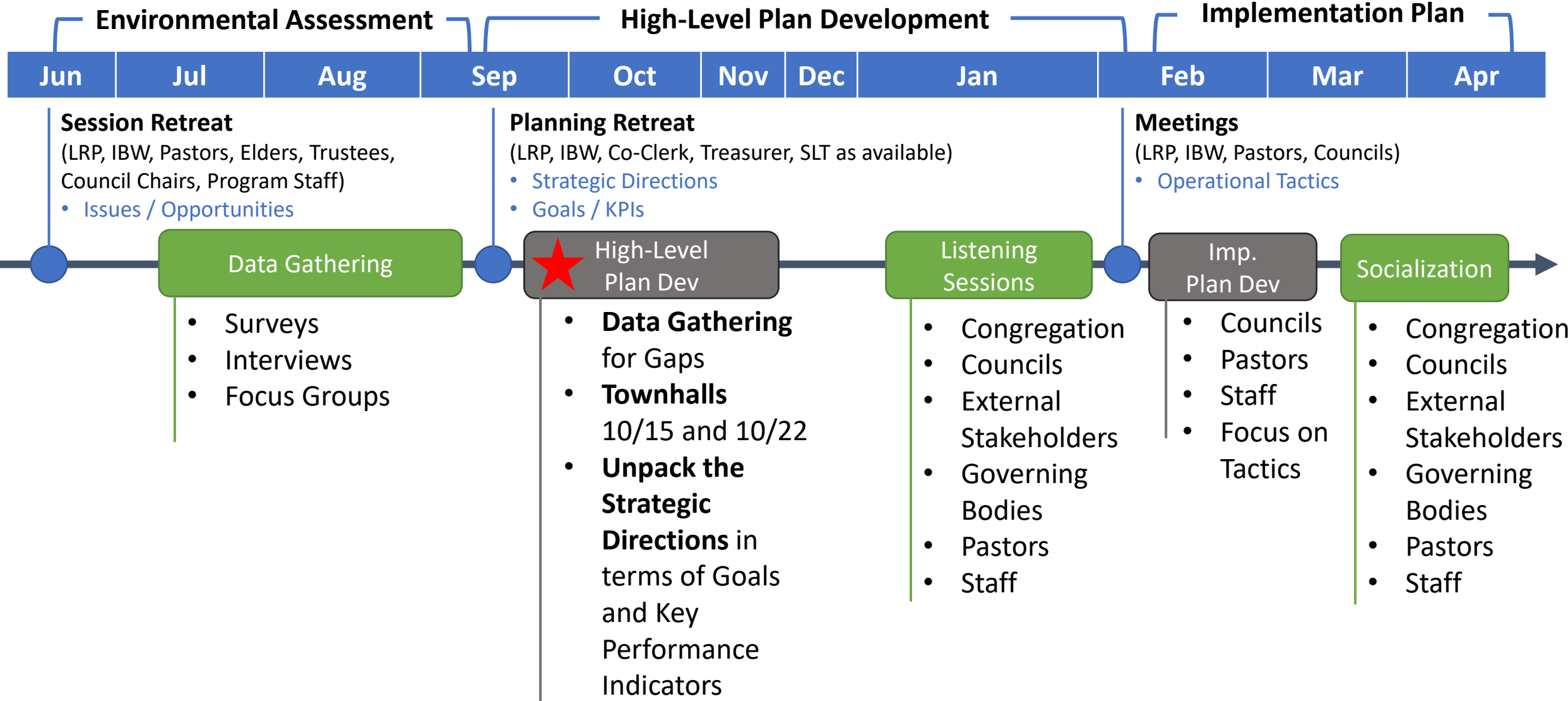
Identify what God is calling us to do and to be in this transition by...

listening to voices of Fourth Presbyterian Church members, non-member attendees, Pastors, and Staff
to understand our current environment and
to plan a path forward for the next 3 – 5 years

Strategic Planning: Structure & Focus



Long-Range Planning Task Force Timeline



Environmental Assessment: Sources / Voices



Session Retreat

Congregation Interviews

27 voices

- Representative Voices [6]
- Donors: [6]
- Opted Out/Low(er) Engagement [9]
- Focus Group: Representative Voices [6]

Staff Interviews

22 voices

- Church Staff (Programs, Admin/Operations) [14]
- Program Managers/ Directors (Center for Life & Learning, Day School, Replogle Center, Chicago Lights) [8]

Pastor Interviews

6 voices

- 4th Pres Interviews [6]

External Interviews

3 voices

- Peer/Innovative Churches: [3]

Congregation Survey

649 responses analyzed

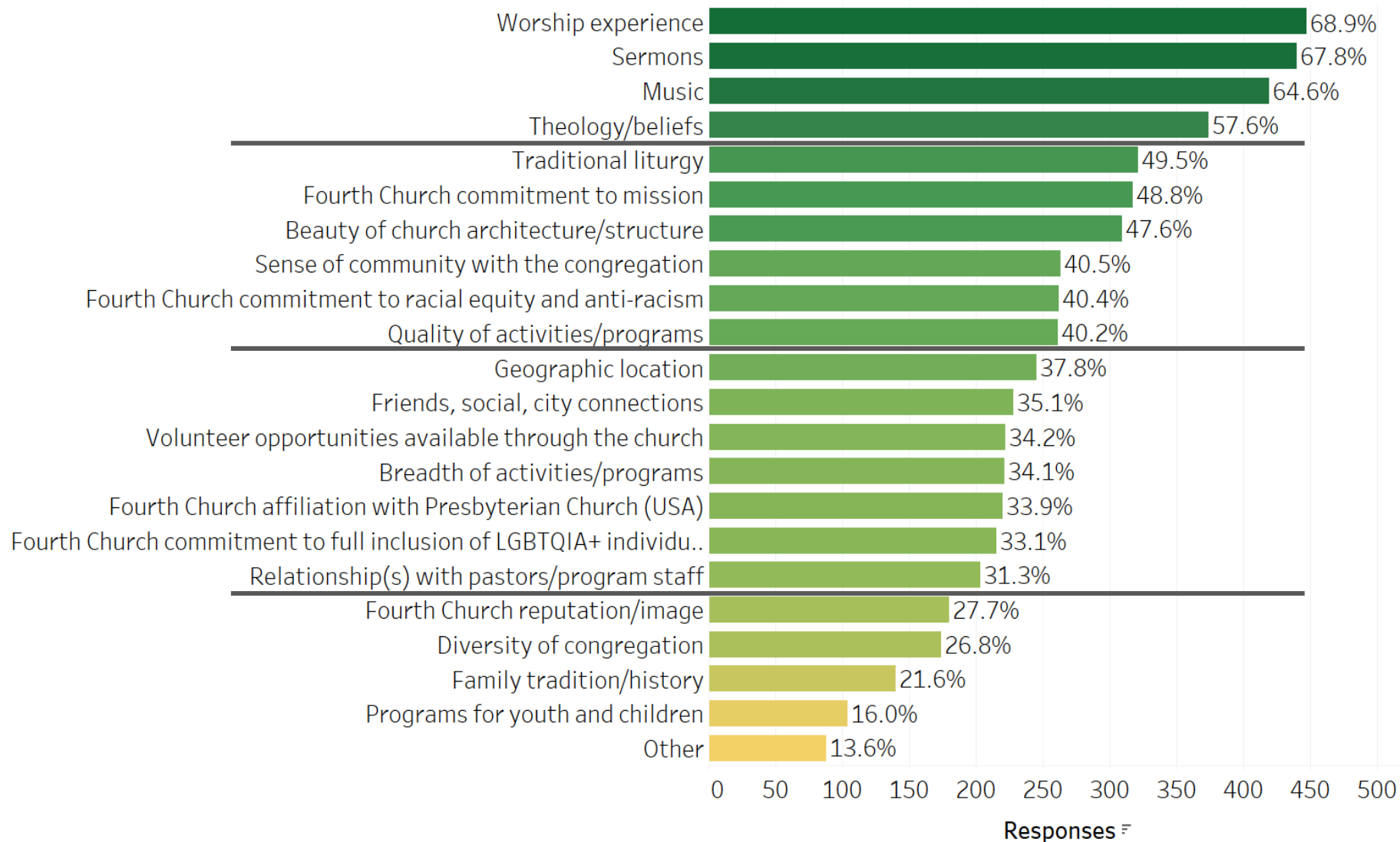
- 569 completed the entire survey
 - 22 completed 45% to 99% of survey
 - 58 completed 1% to 44% of survey
- 137 open-ended comments shared

Staff / Pastor Survey

54 respondents

- Fourth Church manager/supervisor=18
- Fourth Church program, administrative, operational staff=23
- Pastoral Staff=4
- Chicago Lights manager/supervisor, staff=9

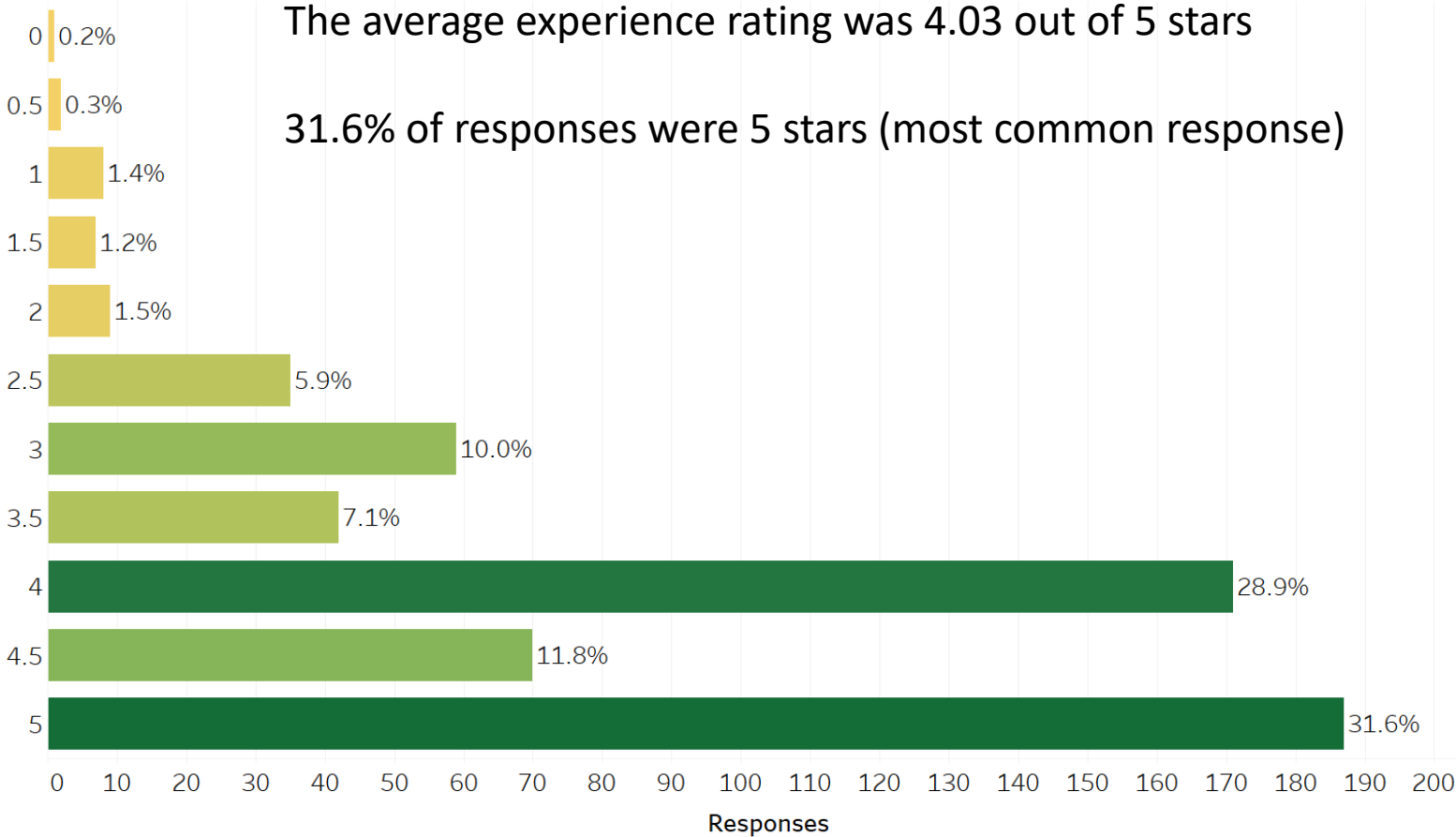
Why do you choose to connect with Fourth Church?



Mentioned by > 50% of respondents

- Worship experience,
- sermons,
- music, and
- theology/beliefs

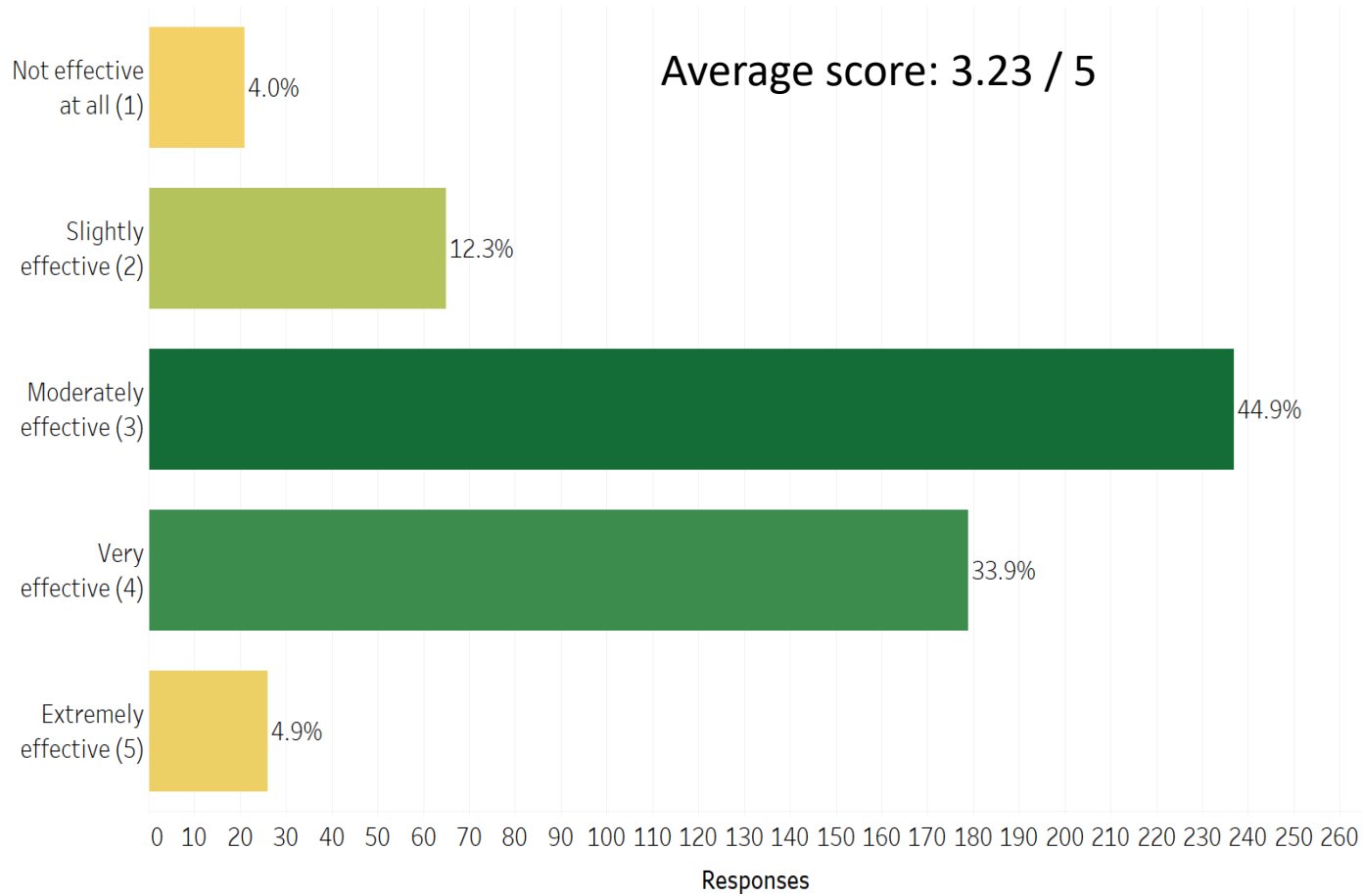
How would you describe your **experience** with Fourth Church?



- **Non-members: slightly higher** experience rating (4.12) than members (4.02)
- **Regular worship attendees: nearly 1 full point higher** than those who don't attend worship services
- **Those who participate and volunteer: rate their experiences higher**
- **Length of engagement: similar** except
 - 1 year or less (higher ratings)
 - 2 to 5 years (lower ratings)
- **People of Color: High experience ratings** (4.20 / 5)
- **LGBTQIA+: Much higher experience ratings** (4.44/5)












How effective do you believe Fourth Church is in creating a **sense of belonging** within the congregation?



Most common response: Moderately effective (44.9%)

- **Non-members: 5.2% higher** than members (3.38 v. 3.21)
- **Regular worship attendees: 7.3% higher** than occasional attendees
- **Those who participate and volunteer: limited variance**
- **Length of engagement: limited variance**
- **People of Color: Similar across groups** but slightly lower for those who did not want to specify their racial/ethnic group
- **LGBTQIA+: 7.4% higher** than non-LGBTQIA+ scores

Environmental Assessment: Findings

-  Serving the congregation of today; creating the congregation of the future
-  Building a sense of belonging/engagement
-  Putting “church” into the plan
-  Racial equity, anti-racism, LGBTQIA inclusion
-  Programs and Outreach
-  External communications
-  Fourth Church voice / presence locally, nationally
-  Financial stability
-  Organizational structure

DRAFT Strategic Directions



Building Connections/Sense of Belonging in the Congregation

Concepts: Culture of invitation; efforts aligned/interconnected across ministries/programs; personal invitation/radical hospitality; racial equity, anti-racism, LGBTQIA+ inclusion; communications



Support/Strengthen Faith/Christian Formation

Concepts: Supporting faith/spiritual journeys of people who belong to/attend Fourth Church; integrated explicitly as foundation of all church programs/efforts; honoring and enriching the worship experience; communications



Mission Outreach, Community Engagement, & Partnerships

Concepts: Mission/Social Justice outreach, Mission focused, clear intentions, defined KPIs, grounded in understanding of community needs, advocacy, volunteer experience, communications



Church Sustainability

Concepts: Developing and supporting the peoples, systems and structures to ensure financial and operational excellence/success; security and building access; communications

Next Steps

Long-Range Planning Task Force

Report Out and Feedback

Plan Development

- High-level Plan Development: identify Goals and KPI's (using feedback from leadership and Townhalls)
- Listening Sessions with internal and external stakeholders
- Prepare draft plan with tactics

Plan Implementation

- Finalization and socialization

What can you do?

**Join a
Listening Session
in January**

Q&A