



*Indianapolis  
Center for  
Congregations, Inc.*

# 2005 Annual Report



## Strengthening Through Long-Term Relationships

Among the important lessons that the Center for Congregations has learned in its nine-year history is this: Meaningful work takes time to accomplish. This is especially true for congregations in transition—those faith communities that are settling into new locations, responding to shifts in demographics, creating programs and recreating facilities to meet the needs of the people they serve.

This year's annual report focuses on three congregations that fit that description. We know them well because they've invited us to walk alongside them at pivotal points in their ministries. The result of these long-term relationships is that all participants have emerged stronger. The congregations have chosen from the range of resources that we offer, applied them in their unique settings, and then given us feedback on their value. If the resources have had the desired effect, the congregations often return and ask for further help. These requests prompt us to find fresher and deeper ways of serving. As an example, this year we responded to requests and designed two new workshops—one on coping with conflict and another on communicating a congregation's story—and brought in senior consultants from the Alban Institute to lead them.

Like all of our relationships with congregations, the long-term variety is based on what we call a "reversal of initiative." Translation: At the Center we never take the initiative to contact a congregation and prescribe resources that we think it needs. Instead, we wait until a congregation contacts us, tells us what it needs, and asks us for our assistance. In 2005, a record number of Indianapolis-area congregations did just that. Not only did the volume of calls to the Center increase, but also attendance at our educational events. In fact, an evaluation of our services, conducted by a national consulting company, revealed that we've worked with 52 percent of the congregations in our service area. The consultants call this "saturation"; we call it gratifying.

One of our major undertakings this year that attracted more than 200 participants was a two-day conference dealing with the complex issue of matching facilities to mission. The event capped our Sacred Space Grants Initiative (SSGI), a program that invited congregations to apply for matching funds to improve their buildings and grounds. Although SSGI has concluded, its impact continues. We've produced a DVD and study guide package that we are sharing with congregations. A book, summarizing what we learned from the program, is in the works and should be available next year.

A second major project has been to implement our plan to expand our services to the northeast region of the state. By the end of 2005 we had opened a satellite office in Allen County and were in the process of building a staff. This effort was made possible by a Lilly Endowment, Inc. grant. We anticipate selecting a site for another satellite office sometime next year.

As we begin to establish a presence in other parts of Indiana, we look forward to building the same kind of long-term relationships as we enjoy in Indianapolis. We believe the Center, as well as the communities it serves, will be strengthened by an ever-widening circle of colleagues.

Timothy Shapiro  
President



# Ministry by design

Resources strengthen congregations on the rise

A mural depicting sweeping scenes from the Bible decorates the education wing of Broadway United Methodist Church on East 29th Street in Indianapolis. The art was created by members of Broadway's congregation and offers proof of their talents and clues to their ministry. Near the Sea of Galilee and close to Noah's Ark, a caption urges onlookers to "Rock the boat." Members are determined to do just that.

"The church went through a tough time about 10 years ago," explains Mike Mather, senior pastor since July 2003. Its membership, which had peaked at 3,000 in the late 1950s, had dwindled to under 100, and its finances were in disarray. The church with roots winding back more than a century faced the difficult choice of closing its doors or redirecting its ministry.



Mike Mather,  
Senior Pastor

"The members made a commitment to do whatever was necessary to stay," says Mather. The congregation reversed its inward focus and vowed to set its sights on the community beyond its stately walls. "If you ask people what they are doing here today, a staggering percentage will talk about neighborhood ministry."

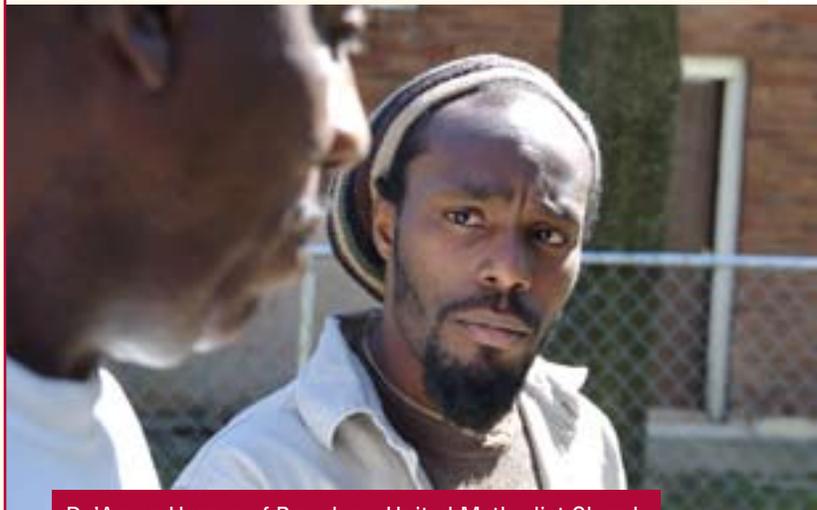
An early and ongoing partner in the turn-around effort has been the Indianapolis Center for Congregations (ICC). Before and after Mather's return to Broadway—he had served 10 years earlier as its associate pastor—church leaders tapped ICC resources to prepare for the

new era of ministry. Educational workshops gave them ideas; a strategic plan provided a blueprint; an audit led to new accounting practices; and participation in the Computers in Ministry Grants Initiatives ensured better communications. This year an ICC grant will help resurface a parking lot that the church makes available for activities that range from block parties to pick-up ballgames. More than a place to accommodate vehicles during Sunday worship, the area serves as an oversized asphalt welcome mat 24 hours a day, seven days a week.

"Some people think about putting up fences and protecting their property," says Mather. "What we're doing here is investing in our space and using it to be good neighbors."

Perhaps the most innovative program that church members have designed to reach out to neighbors involves communication in its simplest form: listening. With support from an ICC grant, Broadway has hired De'Amon Harges to serve as a "roving listener." The unusual title describes Harges's unusual job. His duties include going door to door, engaging neighbors in conversation, hearing their needs, taking stock of their skills, connecting neighbor to neighbor and reporting all findings to the church.

"I've talked with 145 people so far," says Harges, himself a resident of the neighborhood and a trained community organizer. "The key is to keep the conversations going." As an example: "We're planning a lunch at the church where we'll break into interest groups—people with a passion for healthcare, youth issues, literacy and the arts—and share ideas on what we can make happen."



De'Amon Harges of Broadway United Methodist Church

Mike Green, a consultant affiliated with the Asset Based Community Development Institute in Chicago, offers guidance to Mather and Harges during frequent telephone conversations and occasional visits. "Broadway Church is on a path of discovery," says Green, whose services are covered by the ICC grant. "This church is much more than a building where people attend events as consumers. It's really a faith community, and the members are on a journey together."

But where is the journey leading? Mather and Harges admit the final destination is a mystery. From his perspective, Green offers two predictions. First, he sees the church becoming a model "of how an urban church can be in partnership with its community and not resort to the old, failed approach of offering charity to unfortunate people." He also believes that the church will evolve from a learning community into a teaching community, playing host to other organizations anxious to duplicate Broadway's success in bringing diverse people into meaningful relationships.

As for Harges: "I'm not worried about what might happen." He continues to end most workdays at a neighborhood coffee shop, compiling notes about the people he's met and how they might fit into the community he's helping to strengthen. "The story is still unfolding," he says. "We don't have the ending yet."

## Putting education first

A different kind of story, involving an equally historic congregation, is unfolding several miles north, at the very visible intersection of North Kessler Boulevard, East 38th Street and Indiana 65.

When Second Baptist Church, the oldest black Baptist church in Indiana, bought the 12-acre tract of land, members prepared for a two-phase building project. But which phase should take priority? They decided to delay breaking ground for a \$5 million sanctuary in favor of constructing an education complex. They were willing to worship in an all-purpose fellowship hall for a few years if it meant they could move forward with the computer lab, library, playground and classrooms that would accommodate their proposed kindergarten, preschool and daycare programs.

"I'm a big proponent of education," explains David Greene Sr., pastor of the 1,000-member church. "I tell people, 'we cannot do what we do not know.' We've always got to be learning and improving." Parishioners know that Greene practices during the week what he preaches on Sunday. Enrolled as a graduate student at the Anderson University School of Theology, he commutes daily to campus with daughter Ashley, a sophomore majoring in computer science. He hopes to time the completion of his master's degree to coincide with Ashley's graduation so they can celebrate as a family.

"I try to motivate church members to go back to school if they didn't finish," he says. "I tell them, 'knock out that diploma; don't leave it hanging.'" With an eye to the future, he and his congregation are helping to prepare the

next generation for what it will encounter in an academic setting. Their preschool classrooms are "busting at the seams," according to Dianne Archey, who works in the church office and has three grandchildren enrolled. "We have to begin with the little ones," says Greene. "Twenty years from now I don't want to see the same problems that I see today. If children are behind when they start first grade, the odds are great that they'll never catch up."

His determination to offer church members a range of education opportunities caused him to seek support from the Center for Congregations four years ago. "I started going to several seminars that the Center offers and really got tied into the resources," recalls Greene. The partnership grew as the congregation prepared in 2002 to move from its former home on West Washington Street to its current location. Early grants helped equip the computer lab with hardware and software. A delegation of members used ICC funds to attend a conference dealing with money management and stewardship. Based on what they learned, participants created a series of classes geared to

the interests and needs of the congregation at large. Other grant awards have provided for leadership training and have supported seminars for singles, youth and married couples.

Now, as the church anticipates the second phase of its building project, ICC funds will help make possible a key component of the proposed sanctuary: a baptismal pool. Selected to participate in the Sacred Space Grants Initiative, the church assembled a strategic planning team that attended workshops, consulted with an architect and drew up plans for a Family Worship Center. An ICC grant for \$30,000 will go toward a permanent baptismal pool located behind the pulpit in the new facility.



Service at Second Baptist Church

"This will replace the portable pool we're using now," says Greene. "It's been a real challenge to have to roll out the portable equipment once a month, fill it with water, then drain the water and roll it back into place."

Whereas the pool will serve as a tangible reminder of the collaboration between Second Baptist Church and the ICC, Greene is quick to point out less-visible benefits of the relationship. "The Center has given us opportunities to meet with different people from different environments," he says. "We come together and listen to what's working in other places. I can borrow ideas and, at the same time, I can share information about what we're doing. Not everything we hear is going to apply to us; some things are going to work here and some things aren't. As my mother would say, we can 'take the meat and spit out the bones.'"

### "Warming" a Warehouse

The networking potential of ICC programs earns equally high marks from Darryn Scheske, senior pastor at Heartland Church, a thriving evangelical congregation in suburban Fishers. Unlike Broadway United Methodist Church and Second Baptist Church, Heartland isn't steeped in tradition—it dates back only four years—and isn't affiliated with a mainline denomination. Scheske describes his church as "interdenominational" rather than "nondenominational" because the latter "suggests

that we're against denominations." He clarifies: "Interdenominational means we don't check your denomination at the door."

As different as Heartland, Broadway and Second Baptist are, the congregations share three similarities. Their numbers are rising, they're tailoring programs to meet the needs of their members, and they're using a variety of ICC resources to strengthen their growing ministries. The Center has provided Heartland with two grants but "by far the most powerful thing has been my involvement with the Transformational Leadership program," says Scheske, echoing Greene's endorsement of opportunities to interact. "I'm connected with a group of other pastors, all from mainline churches, all who have become my friends."

Heartland's current home is a former computer warehouse that has undergone massive change and emerged as an efficient church and childcare complex. An ICC grant of \$15,000 provided architectural and design services that Scheske says "got us going" on the children's wing. Although the cavernous building will never resemble a conventional house of worship, the congregation and its leaders have worked hard to "warm" the environment. Parking places closest to the building are reserved for first-time visitors; doors open automatically for moms and dads with kids in their arms, and the dress code is strictly casual. "We're trying to knock down all the barriers," says Scheske, who favors Hawaiian shirts, slacks and sandals. "We never want to put up a 'no vacancy' sign."



Heartland Church

Because the congregation is young—about a third are under the age of nine—technology plays an important part in all aspects of Heartland's ministry. Ceiling-mounted cameras in the daycare center allow parents to log onto their computers at work, type in their passwords and watch their children at play. Prior to the church's annual meeting, members can visit the Heartland website, read background information on key proposals and then cast their votes electronically.

"We're used to coming together and hugging each other, but at an annual meeting we have to gather to do business," explains Scheske. "This way, about 59 percent of the members have already voted when they arrive, which means we can spend most of the evening talking about changed lives."

Youth at Heartland Church



A second ICC grant has transformed Heartland's previous website from a standard listing of staff names and worship times into an interactive environment with photos that fade in and out, video clips, music and sermon excerpts. Plans are in the works to include a "virtual tour" so persons considering a visit to the church can go online and experience what it might be like. "We'll show someone walking in the front door, taking a child to the nursery and then going into the worship area."

Because the warehouse-turned-church is a leased facility and because the lease expires in two years, the Heartland congregation is weighing its options. An area farmer has a 70-acre tract he'd like to sell, which would enable church leaders to design a facility exactly suited to their needs. "As great as our current place is, it doesn't 'feel' like church," admits Scheske. "And 'feel' is very important to people in Indiana."

A more traditional building is unlikely to affect the style of worship that obviously connects with the growing number of people who call Heartland their church home. From a core group of three families meeting in Scheske's living room in 2001, the church now serves 500 to 600 worshippers each Sunday. Not all visitors embrace the contemporary music and conversational sermons, though, and Scheske is willing to accept that fact.

"A neighbor of mine came to church one Sunday but chose not to return," he recalls. "He told me that it wasn't for him...that he was looking for something a little quieter. At first I thought: I want this to be the church for everybody! Then I realized that it can't be that way. The incident served as a reminder that there should be no competition among churches. God has wired us differently, with different personalities and different styles. As churches, we can't make people like the same thing. God loves variety, and so should we." ☺

# Annual Report Stats

## RESOURCE CONSULTING

- 4,927 Conversations in
- 817 cases of which
- 375 were New Cases with
- 869 People representing
- 465 Congregations
- 44% were clergy
- 56% were laity

## THE 10 TEN ISSUES

Building Issues  
Capital Campaigns  
Congregational Finance  
Congregational Vitality  
Faith Formation

Information Technology  
Leadership Development Outreach  
Public Ministry  
Strategic Planning  
Youth Ministry

## GRANTS

- \$1,345,391
- 88 Grants of which
- 26 were Sacred Space Grants Initiative totaling \$758,968
- 62 were Resource Grants totaling \$586,423

## RESOURCE GRANT RECIPIENTS

All Souls Unitarian  
Bethel United Methodist Church  
BridgeWay Community Church  
Broadway United Methodist Church  
Calvary United Methodist Church  
Chapel Rock Christian Church  
Chinese Community Church of Indianapolis  
Christ the Savior Lutheran Church  
Cityview Christian Center  
Community Church of Southport  
Community of Christ  
Congregation Shaarey Tefilla  
First Baptist Church  
First Baptist Church of North Indianapolis  
First Congregational Church  
First United Methodist Church

Garfield Park United Church of Christ  
Good Shepherd United Methodist Church  
Hamilton Hills Baptist Church  
Harvest Lutheran Church  
Hazelwood Christian Church  
Holy Trinity Greek Orthodox Church  
Indianapolis Hebrew Congregation  
John Knox Presbyterian Church  
Judah Ministries, Inc  
King of Glory Lutheran Church  
Lebanon First Baptist Church  
Light & Life Free Methodist Church  
Living Word Baptist Church  
Lord of Life Lutheran Church  
Mooresville Friends Church  
Mt. Nebo Missionary Baptist Church  
New Beginnings Ministries  
North Salem Christian Church  
Northeast Community Church  
Oasis of Hope Baptist Church  
Old Bethel United Methodist Church  
Our Lady of Grace Catholic Church  
Parc-Way Assembly of God Church  
Plainfield United Methodist Church  
Redeemer Presbyterian Church

Roberts Park United Methodist Church  
Scott United Methodist Church  
Southminster Presbyterian Church  
Southwest Church of the Nazarene  
Speedway United Methodist Church  
SS. Francis and Clare of Assisi  
SS. Peter & Paul Cathedral  
St. Andrew Presbyterian Church  
St. Andrew the Apostle Catholic Church  
St. Christopher's Episcopal Church  
St. Gabriel Catholic Church  
St. John the Forerunner Orthodox Church  
St. Mark Catholic Church  
St. Paul's Episcopal Church  
St. Thomas More Catholic Church  
Trinity Park United Methodist Church  
Union Chapel UMC  
University Heights United Methodist Church  
Walk in the Light Christian Church  
Zion Evangelical United Church of Christ  
Zionsville Presbyterian Church

## EDUCATIONAL EVENTS

- 103 Educational Events
- including 8 held in NE Region and 1 Conference
- 1,314 people representing
- 478 Congregations from
- 38 Faith Groups or Denominations

40 Days and 40 Bytes  
American Baptist Churches Indiana/Kentucky  
Assessing Change Readiness  
ATLAS Clergy Focus Group  
Between Two Worlds: The Inner Life of Children of Divorce  
Bi-Vocational Pastor in the 21st Century  
Building Partnerships to Reach the Urban Community  
Central Christian Church - Retreat  
Community Prayer and Praise  
Creating a Culture of Generosity  
Cumberland Baptist Church  
Eagle Church Retreat  
Emerging Shifts in Youth Ministry

Faith Community Church Retreat  
Faith Money and Giving  
Finding your Niche  
First Free Methodist Church Meeting  
GoodWords  
Holy Silence: The Gift of Quaker Spirituality  
Hoosier Pastoral Clergy Writing Seminar  
Huntington University Luncheon  
Interfaith Clergy Luncheon  
International Muslim Clerics Luncheon  
Irvington Presbyterian Church  
Jewish Community Relations Council  
Lake Family Institute on Faith and Giving  
Lakeview Christian Center  
Not Another Church Fight: New Approaches to Congregational Conflict and Transformation  
Park Chapel Christian Church  
Practicing What We Preach

Regulars and Refugees: A Concert with Carrie Newcomer  
Sacred Circles  
Sacred Space Grant Initiative  
Sacred Spaces Conference  
Second Presbyterian Church Office Retreat  
St. Barnabas Catholic Church - Retreat  
Stories that Take Us Somewhere  
The Art & Science of Assimilating New Members  
The Disciple Making Church  
The Externally Focused Church  
The Real Life of Congregations  
The Third Place  
The Unfinished Congregation  
The Welcoming Congregation  
Transformational Leadership Journey  
United Methodists in Ministry  
Walk in the Light Christian Church  
Westlake Community Church of God  
Writing from the Center with Carrie Newcomer  
Youth Leader Gathering

## Statements of Financial Position and Activities

The following is summary of the statement of the financial position and the statement of activities of the Center as of December 31, 2005 and for the year then ended.

This financial information was extracted from the audited financial statements of the Indianapolis Center for Congregations, Inc. It does not, however, include all disclosures normally associated with financial statements prepared in conformity with generally accepted accounting principles. The complete financial statements, including footnotes and the report of our accountants, BKD, LLP, are available for review upon request.

### Summary Statement of Financial Position

Assets	2005	2004
Cash and cash equivalents	969,021	5,988,711
Prepaid expenses	30,903	18,358
Interest Receivable	6,508	6,543
Investments	11,248,886	1,470,000
Property and equipment	101,358	95,733
<b>Total assets</b>	<b>12,356,676</b>	<b>7,579,345</b>

Liabilities	2005	2004
Accounts payable – trade	35,226	4,915
Accounts payable – related party	71,456	18,031
Accrued vacation	22,026	23,261
<b>Total liabilities</b>	<b>128,708</b>	<b>46,207</b>

Net Assets	2005	2004
Unrestricted	37,388	56,729
Temporarily Restricted	12,190,580	7,476,409
<b>Total net assets</b>	<b>12,227,968</b>	<b>7,533,138</b>
<b>Total liabilities and net assets</b>	<b>12,356,676</b>	<b>7,579,345</b>

### Summary Statement of Activities

	2005			2004		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
<b>Revenues and Other Support</b>						
Contribution	--	8,171,433	8,171,433	--	4,629,570	4,629,570
Workshops and invitational gatherings	30,601	--	30,601	16,358	--	16,358
Interest Income	176,607	--	176,607	49,899	--	49,899
Other	889	--	889	170	--	170
	208,097	8,171,433	8,379,530	66,427	4,629,570	4,695,997
<b>Net assets released from restrictions</b>	<b>3,457,262</b>	<b>(3,457,262)</b>	<b>--</b>	<b>2,234,000</b>	<b>(2,234,000)</b>	<b>--</b>
<b>Total Revenues and other support</b>	<b>3,665,359</b>	<b>4,714,171</b>	<b>8,379,530</b>	<b>2,300,427</b>	<b>2,395,570</b>	<b>4,695,997</b>

Expenses	2005	2004
Resource Consulting	375,898	274,940
Resource Discovery and Dissemination	214,917	170,046
Education	547,589	270,289
Resource Grants	710,745	482,859
Major Grant Initiative	1,205,751	662,963
<b>Total program services</b>	<b>3,054,900</b>	<b>1,861,097</b>
Management and general	629,031	461,820
<b>Total expenses</b>	<b>3,683,931</b>	<b>2,322,917</b>
Loss on disposal of equipment	769	2,544
<b>Total expenses and losses</b>	<b>3,684,700</b>	<b>2,325,461</b>

<b>Change in Net Assets</b>	<b>(19,341)</b>	<b>4,714,171</b>	<b>4,694,830</b>	<b>(25,034)</b>	<b>2,395,570</b>	<b>2,370,536</b>
<b>Net Assets, Beginning of Year</b>	<b>56,729</b>	<b>7,476,409</b>	<b>7,533,138</b>	<b>81,763</b>	<b>5,080,839</b>	<b>5,162,602</b>
<b>Net Assets, End of Year</b>	<b>37,388</b>	<b>12,190,580</b>	<b>12,227,968</b>	<b>56,729</b>	<b>7,476,409</b>	<b>7,533,138</b>

Notes to Financial Statements – The Center's net assets are derived from an operating grant for years 2003-2008, a supplemental grant for year 2005, and a satellite operations grant for years 2005-2007 from the Lilly Endowment, Inc. These assets are recorded as temporarily restricted net assets as their use by the Center has been limited by the grantor for the period 2003-2008. Net assets are released from grantor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by grantors during the years 2003-2008.



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### *Acknowledgements*

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