

Appendices

BHC Meeting Notes

Financial and Statistical Data

Local Church Outreach: Cover Letter, Interview Format

Big House Committee

Meeting Notes

10/27/23

Participants: Rick Bald, Scott Blondell, Susan Frost, Debbie McCrossen, Steve Mitchell Sue Rowe

Susan opened the meeting with prayer at 1:05 PM. She then led the group through a discussion of the items on an agenda she had prepared for the meeting. Key points in this review/discussion included:

- The “why” of this team – we considered the statement on the formation of this committee (“We have a house that is under-utilized and costing too much money) and the charge by the Session (To find options for this congregation to make it to 2038 (15 years).
- A reminder that PPC is not a civil organization; it is the body of Jesus Christ (Christian) encompassing a reformed presence/PCUSA here in Newark, NY. In this regard, we reviewed the church’s purpose, mission, and vision statements.
- A reminder that the group’s mission is to provide options, not to make decisions. Decision making responsibility lies with the Session and congregation.
- A consideration of three tools that were used in a recent Presbytery workshop that may be useful in the group’s deliberations: “What if” questions, Cone of Possibilities, and the Bridge.
- Susan noted the group’s discussions should be considered confidential.
- A discussion on the administrative aspects of the committee. As a result of this discussion, Rick Bald was selected as committee chair and Steve Mitchell as secretary. The group agreed to schedule its meetings for one hour, recognizing that sometimes additional time may be required. The group agreed to meet every three weeks, with the next meeting scheduled for Friday, Nov. 17th at 1 PM.

The group then engaged in a discussion on its next steps. Key points that emerged in this discussion included:

- We will want to meet with the pastors of other local churches to determine the uniqueness of PPC’s situation and the opportunity for collaboration between congregations.
- It would be beneficial to have financial projections for the 15-year period under the committee’s preview. There was significant discussion of the difficulty of obtaining accurate financial data. The group agreed to start by getting the last three years of annual reports from the Finance Committee.
- There was agreement that the social trends that have led to PPC’s current situation are affecting other churches as well. While much of the discussion about the future has focused on how to obtain new members, Susan said that one consideration raised in the recent Presbytery workshop was whether a better focus would be on how to best use the resources we have to do God’s work now. Sue asked if each committee member could brainstorm a list of options for review at the next meeting.

Next steps:

- Susan will develop a list of local churches, pastors, and their contact information.
- Susan will ask Dale for the last three years of annual reports.
- Rick will compile data on the social trends affecting churches.
- Each committee member will brainstorm a list of options for review at the next meeting.

The meeting closed with prayer at 2:15 PM.

Big House Committee

Meeting Notes

11/17/23

Participants: Rick Bald, Scott Blondell, Susan Frost, Debbie McCrossen, Steve Mitchell, Sue Rowe

Susan opened the meeting with prayer at 1:00 PM.

Rick distributed an agenda for the meeting. The first item on the agenda was to review the action items from the first meeting. Points raised during the discussion of each item included:

- Susan will develop a list of local churches, pastors, and their contact information.

Prior to reviewing the list, Rick noted that all the churches are drawing from the same community, while Susan noted that in looking at any of the churches on the list with the possibility of sharing a pastor, it would be important to consider differences in philosophy (e.g., PPC would not be sharing a pastor with Light House Baptist). The group then considered several questions about the churches on the list, including: what is the history of collaboration, what groups use the space in the other churches, what issues are they facing, what is the geographic boundary, and do they have full or part-time pastors?

The group agreed it would be good to try to answer these questions and to have a conversation with each of these churches. Susan said she will see what answers she can get at the next meeting of TIC. Steve agreed to draft a cover letter and survey/interview questions to guide discussions with the other churches. The emphasis here will be on anticipating the future considering PPC's 200th anniversary.

Susan left the meeting at 1:40 PM.

- Rick will compile data on the social trends affecting churches.

Rick briefly reviewed the demographic data he had distributed to the committee. He noted that the pool of people that fit the demographics of the PCUSA is decreasing, and that we cannot grow the church by trying to appeal to demographic groups that are not interested in attending church. Steve said that there are groups that are successfully appealing to these groups with new types of services/connection, but it was noted that such appeals may not work in a small village like Newark. Scott felt that recent retirees that are looking for a renewed sense of purpose may be one group to which we could appeal. The discussion concluded with the knowledge that we will have to do outreach to increase membership, but any outreach must be focused on achievable targets.

- Susan will ask Dale for the last three years of annual reports.

Rick distributed a summary of property budgets based on the full budget documents Susan had obtained from Dale. He noted that one of the expressed fears is that the building costs too much, but a review of the property budgets shows that the ongoing property costs are consistent from year to year (not including capital costs), with personnel, worship and mission being the more significant costs for the church. In short, we are not pulling from the endowment for the building, but to obtain and retain quality staff.

The group asked how much a part-time pastor might save the church? Steve noted that Susan's reports to the Session include a breakdown of how her time is spent, and that reducing the pastor's time would mean that either someone else would need to complete some tasks (possibly by increasing the secretary's hours) or the tasks would not get done. Rick volunteered to investigate the potential cost savings of a part-time pastor.

- Each committee member will brainstorm a list of options for review at the next meeting.

The group engaged in an open discussion, but did not explicitly review the items on anyone's brainstorming list.

Key points or questions raised during the discussion included:

- ✓ If we consider the space in the church as an asset, how can we make better use of this asset for the community?
- ✓ Today's youth are engaged in other activities on Sundays, to what other groups can we appeal?
- ✓ Boy Scouts are already active in the church. How can we take advantage of this connection?
- ✓ Camp Hauser is an asset and may become more valuable in the future given the closure of other camps. How can we make better use of this asset (e.g., retreat programs at the camp site)?
- ✓ The church building would benefit from a handicapped accessible bathroom. Where might this be placed and what would it cost?
- ✓ The chapel is an unused space that with renovations (e.g., replace pews with movable chairs, install carpet) could be a flexible worship space for alternative services. This should be a consideration for the new pastor.

Action Items:

- Steve will distribute the meeting note to the Session.
- Susan will see what additional information she can get on each of the churches at the next meeting of TIC.
- Steve will draft a cover letter and survey/interview questions to use in contacting other churches.
- Rick will investigate the potential cost savings with a part-time pastor.

The next meeting will be on December 8th at 1 PM.

The meeting closed at 2:40 PM.

- Steve will send a copy of the revised cover letter to committee members and work with Samantha to get the letters mailed to the local churches.
- Sue will investigate the county program that seeks to coordinate community programs.
- Scott will investigate the details of how the quakers are renting space in a Rochester Church after selling their building to see if there are lessons for PPC.
- Rick will begin work on a draft report.

The next meeting will be on March 15th at 1 PM.

Susan offered a closing prayer and the meeting adjourned at 2:15 PM.

Big House Committee

Meeting Notes

12/8/23

Participants: Rick Bald, Scott Blondell, Susan Frost, Debbie McCrossen, Steve Mitchell, Sue Rowe

Susan opened the meeting with prayer at 1:05 PM.

Rick distributed an agenda and supporting documents for the meeting.

The minutes from the prior meeting were approved. Points raised during the following discussion of each item on the agenda included:

- Review of cover letter and survey/interview questions to use in contacting other churches: Recommended revisions to the draft letter were:
 - Mention of the Big House and its charge, e.g., how to continue to be an inviting, God-serving organization in 15 years? Need to enhance our community involvement.
 - A discussion of the benefit of the research for PPC and the other participating churches, e.g., want to work together to solve community problems, assume a common shrinking base of volunteers. Know what we did 20 years ago, we can't do that now, but we may be able to do it in collaboration with churches. Collectively we used to work more effectively together, we want to get back to that. Next 20 years will be better if we can pool resources, learn from each other, and collaborate. Welcome more specific conversations on how to work together, interview/survey is a start to that.
 - Titles must be individualized, e.g., pastor, father, rector.
 - Flipping the data collection choices so that an interview is preferred and the survey optional

Recommended revisions to the survey/interview form were:

- Adding an open-ended question to obtain their comments
- Mention Big House charge in introduction

Susan noted that her further conversations with members of the TIC revealed that: the Methodist preacher has reached out to every family, and the church occasionally work with Emmanuel; Episcopal church is getting younger families (committee members noted that this may be a result of their day care service); and the Catholic church is strong, but older.

- Impact of pastor time and property on budget: The group spent some time reviewing the budget figures Rick put together. Points raised during the review included:
 - There is a 10% reduction in the pastor budget for each ¼ time reduction in pastor time (e.g., a half-time pastor would bring a 20% budget reduction in costs for the pastor.)
 - We might be able to obtain an additional 10% reduction from other cuts (e.g., no choir), but it is not clear what cuts the congregation would accept.

- Our total annual electrical costs are the same as the cost of our copier.
- The Church Secretary is budgeted at 20 hours per week, while Sam is currently working 9 hours per week. If we went to a part-time pastor, however, the additional hours might be needed to provide necessary administrative coverage.
- Conclusion: we are managing our property costs well. A new building would not save a huge amount (e.g., \$15-20K).
- Issue: If we went to a part-time pastor, there are tasks Susan is doing now that would still need to be done, the question is by who (e.g., membership is typically the Clerk's responsibility, but Susan is doing it). What are the individual styles of the pastor and how do they impact this question?

Susan commented on one church that set hard budget figures and then eliminated activities and services that did not fit the budget. What activities are critical to Pastor Nominating Committee and the congregation?

The Big House Committee's option may be to point out the hard questions/issues, not provide answers.

Deb asked for clarification on the committee's charge: is it to cut costs, build membership, other? The answer affirmed by the group was our task is to develop options for addressing issues identified by the committee critical to PPC's continuing as a congregation through 2038. Rick stated that the start was a belief expressed by some members that the building is too big, and we shouldn't be here. Our discussions to date have led to the conclusion that size is not an issue, i.e., the building is not the driver of the use of the endowment. The issue is of use, which makes the next step how to better use the building. Two illustrations were discussed as part of better use of the building:

- Getting more people into the building: We need to identify opportunities to get additional groups into our facility. Once they are in the building, then we can address the issue of transfer/membership. Common Threads, which is supported by PPC but currently based in another church, was one example of a group that may have interest in being housed at PPC. Based on discussions at prior meetings, social activities for older adults were identified as another possibility. There are several groups that already make use of PPC; the group asked how we can reach out to these groups. The committee also considered the possibility of renting/providing space to non-profits but noted the potential legal and liability issues in that strategy.
- Alternative use for building space: It was acknowledged that a bathroom for the disabled would be a benefit and positive addition to our space. Two alternative places for a disabled bathroom were considered: the chapel and the front right side (office side) of the lounge. One of the endowment funds is targeted for improved handicapped access, so that could be used to fund this renovation.

The members agreed that it would be best to present our conclusions and findings to the Session as they are developed as opposed to waiting to prepare a final report.

Action Items:

- Steve will revise the cover letter and survey/interview form.
- Sue will speak to Sara about the status of Common Threads.
- Rick will prepare a summary of the Big House Committee discussion and conclusions to date for presentation to the Session.

The next meeting will be on January 12th at 1 PM.

Steve offered a closing prayer and the meeting adjourned at 3:00 PM.

Big House Committee

Meeting Notes

1/12/24

Participants: Rick Bald, Scott Blondell, Susan Frost, Debbie McCrossen, Steve Mitchell, Sue Rowe

Susan opened the meeting with prayer at 1:05 PM.

Rick distributed an agenda and supporting documents for the meeting.

The minutes from the prior meeting were approved.

Points raised during the follow-up of action items included:

- Sue talked to Sara about the possibility of Common Threads relocating to PPC. Sara will think about it, but there are several issues within the program (e.g., loss of a partner) that need to be considered first.
- Rick prepared a summary of the Big House Committee's activity that will be included in the annual report to the congregation.
- The committee had no comments on the revised letter to other churches.

Points raised during the discussion of the three items on the agenda (how to consider financial options, what to provide to the PNC, and when and how to develop and present our options) included:

- Fifteen years is not a realistic planning horizon; we need to work in increments. To do this, we need a financial baseline, i.e., a 5- and 10-year financial plan. The baseline will enable us to more accurately assess the impact of any options the committee develops. We should recommend to Session that Finance develop these plans, with due consideration of what this will require.
- Our discussions to date have focused on two primary areas: the cost and the use of the building, with the latter indirectly linked to the size of the congregation. Two options emerging from the discussion on the cost of the building are: (1) Sell the building and move; or (2) Remain in the building. Our analysis to date indicates there would be limited savings if we were to move and that we would risk losing members. Zoning, renovation needs, and uncertainties involving the role of the presbytery in any sale (e.g., what happens to endowment if close? Can presbytery veto sale/use?) make selling the building problematic. Our recommendation is to remain in the building, spending down the endowment as necessary, and reexamine the status in five years.
- The question was raised on how to account for the aging of the congregation in developing our options (e.g., loss of contributions when a member dies). What is the critical mass necessary for the church to remain viable in this space? Can we identify a red flag point? [After note: Life expectancy in Wayne County is 78.7 years. Over 60% of our congregation is over 70.]
- The committee members agree that PPC should try to increase the use of our space. Recognizing that the same zoning and renovation needs that impact the potential sale of the building also constrain building utilization (e.g., we cannot rent office space to a for-profit entity), our discussions have centered on groups or segments of the community population whose needs could be met by making use of the building. Once in the building, some of these may transition to membership, others will not. For example, based on demographics, we might appeal to 50- to 60-year-olds who have left the church, but now feel a need for a community connection that could be met through involvement in service activities. Other groups, such as AA

and others currently in our building, may simply benefit from the meeting space.

Specific renovations would enhance the use of our building by outside groups. The committee believes that a handicapped accessible bathroom should be a renovation priority.

Two items emerged from the conversation on appealing to segments of the community whose needs may be met through PPC. First, since we see community involvement as a critical component of our mission and vision, identifying the opportunities for such involvement is important. Can PPC play a role in coordinating involvement in community service activities? Will this be informed by our proposed research on other Newark churches? Second, outreach to groups or segments of the community that may benefit from involvement with PPC requires effective communication and marketing. For example, what do we know about the individuals who are watching our streaming service on YouTube? What can we offer them? The committee wondered if it would be worthwhile to hire a marketing/social media intern to assist in this activity.

- What are expectations for pastor and program? The congregation's expectations must be handled carefully. The Community Mission Statement developed by Session will provide the PNC with a good understanding of the current state of PPC. Any options we present to the Session regarding the building, building utilization, and community involvement will inform the development of role expectations for use in the search for the new pastor. Financially, our analysis indicates that each ¼ time=\$20K. The committee's recommendation to the PNC is to search for a full-time pastor on up to a five-year contract.

Action Items:

- Rick will recommend to the session that Finance be asked to prepare a five- and ten-year financial plan.
- Steve will present the revised cover letter to the Session for comment.
- Sue will investigate the county program that seeks to coordinate community programs.
- Scott will investigate the details of how the quakers are renting space in a Rochester Church after selling their building to see if there are lessons for PPC.
- All members will brainstorm the pros and cons of the various options the committee has discussed.

The next meeting will be on February 9th at 1 PM.

Susan offered a closing prayer and the meeting adjourned at 2:30 PM.

Big House Committee

Meeting Notes

2/16/24

Participants: Rick Bald, Scott Blondell, Susan Frost, Debbie McCrossen, Steve Mitchell, Sue Rowe

Susan opened the meeting with prayer at 1:05 PM.

Rick distributed an agenda and supporting documents for the meeting.

Points raised during the review of the meeting and follow-up of action items included:

- Steve needs to revise the survey letter to other churches in lieu of comments from the Session.
- The development of a long-term plan by Finance was delayed due to Kay Groover's service.
- Sue did not get a chance to investigate the county program that seeks to coordinate community programs.
- Scott had to reschedule his meeting with the Rochester church.
- Steve pointed out the life expectancy statistics for Wayne County he had cited in the meeting notes and wondered about the impact of expected deaths on contributions to the church, particularly if a few aging members provided significant funds. Committee members agreed this should be cited as a concern in our report. In view of the aging congregation, the possibility of offering estate planning to congregation members was raised.

The remainder of the meeting was spent reviewing the proposed outline for the committee report that Rick had prepared and distributed. Points raised during the review and discussion included:

- The section on whether PPC is unique should be moved until later in the report, perhaps before the discussion of options.
- The section on social trends should focus on social trends, demographics, and community economics. For example, the aging of the congregation should be noted along with declining attendance.
- The potential impact of an aging congregation on giving needs to be discussed in the section on finance.
- The section labeled Building discussing assets and shortcomings should include the congregation (e.g., Building and Congregation)
- Community collaboration and engagement should be highlighted as a goal rather than simply increased membership. The role of communication and marketing is a critical part of this.
- Our analysis indicates that PPC could maintain itself as is for 10 years by spending down its endowment. The committee does not recommend this. Considering the building and the pastor, our recommendation is that for the next 3-5 years, we maintain the building, hire a full-time Pastor, and try to increase community use of the facility and increase collaboration with other churches. After that period, the Session should review the church's finances with consideration of moving to a part-time pastor sharing administrative duties (e.g., increasing secretarial time, contracting out some responsibilities, using talents in the congregation, or community volunteers). It was noted that we are not providing a 3-5 year contract and that one of the significant challenges is changing the congregation's view of the structure of the church (e.g., full-time pastor, part-time pastor, or even no pastor).
- Our proposed timeline is to submit a report to Session at its May meeting.

Action Items:

- Steve will send a copy of the revised cover letter to committee members and work with Samantha to get the letters mailed to the local churches.
- Sue will investigate the county program that seeks to coordinate community programs.
- Scott will investigate the details of how the quakers are renting space in a Rochester Church after selling their building to see if there are lessons for PPC.
- Rick will begin work on a draft report.

The next meeting will be on March 15th at 1 PM.

Susan offered a closing prayer and the meeting adjourned at 2:15 PM.

Big House Committee

Meeting Notes

3/22/24

Participants: Scott Blondell, Susan Frost, Debbie McCrossen, Steve Mitchell, Sue Rowe
Rick Bald (excused)

Susan opened the meeting with prayer at 1:00 PM.

Steve noted that Rick was recovering from oral surgery and would not be present but had sent a suggested agenda.

Points raised during the review of the meeting and follow-up of action items included:

- Sue did not get a chance to investigate the county program that seeks to coordinate community programs.
- Scott has not had a chance to reschedule his meeting with the Rochester church.

The next part of the meeting was spent reviewing the two action items that were a part of Rick's suggested agenda. Points raised during the review and discussion included:

- The letters to the local churches have been sent and need to be followed up on. Steve said that making all the necessary phone calls was out of his comfort zone and asked for assistance with the calls. Scott and Sue volunteered to assist with the calls, while Deb agreed to participate in and set up an interview with Josh on East Palmyra Presbyterian Church. Steve, Scott, and Sue divided the remaining churches and will make the follow-up calls next week. We will try to schedule the interviews in the two weeks following Easter.
- Rick has begun work on a draft report but is concerned about its length. He asked for the team's guidance. The group suggested:
 - Get the information down first and worry about editing and potentially shortening the document later.
 - Break the report into sections
 - Put data in an appendix.
 - Use formatting to make the report easier to read and digest (e.g., provide summary notes at the start of each section and then a narrative)
- Rick had also expressed concern with having to work from documents that used different formatting. The group recommended that we ask the Session to consider developing standardized formatting to be used on documents that are to be shared with the Session.

When Steve asked if there were any other items for discussion, the group wondered whether we were adequately addressing the issues raised in the charge to the committee. There was some concern that we were punting, leaving the core issues to be addressed by someone else in the future. That concern expressed, the group was glad we had shortened the timeline from 15 to 3-5 years, and were recommending a continual review. To aid in the timing and content of such a review, it was suggested that the report try to identify key indicators for the Session to track, with target that would prompt a new review.

Action Items:

- Steve, Sue and Scott will make follow-up calls to the local churches and try to schedule interviews in the two

- weeks after Easter. Deb will schedule and participate in an interview with Josh.
- Steve will prepare an interview schedule and an online survey.
 - Sue will investigate the county program that seeks to coordinate community programs.
 - Scott will investigate the details of how the quakers are renting space in a Rochester Church after selling their building to see if there are lessons for PPC.

The next meeting will be on April 12th at 1 PM.

Steve offered a closing prayer and the meeting adjourned at 1:35 PM.

PPC Budget Projection		2023 Budget	2024 Budget	3/4 Time	Half Time
			Full Time		
Administration					
Admin and Office		\$21,840.23	\$21,840.23	\$21,840.23	\$21,840.23
Pastor		\$60,632.15	\$82,095.00	\$61,946.00	\$41,798.00
Session		\$90.72	\$90.72	\$90.72	\$90.72
Christian Education		\$101.16	\$101.16	\$101.16	\$101.16
Church Life		\$662.40	\$662.40	\$662.40	\$662.40
Finance		\$3,079.90	\$3,079.90	\$3,079.90	\$3,079.90
Membership		\$132.94	\$132.94	\$132.94	\$132.94
Mission Local		\$1,031.47	\$1,031.47	\$1,031.47	\$1,031.47
Mission Denomination		\$14,343.45	\$14,343.45	\$14,343.45	\$14,343.45
Personnel		\$9,645.09	\$9,645.09	\$9,645.09	\$9,645.09
Property		\$47,929.72	\$47,929.72	\$47,929.72	\$47,929.72
Worship and Music		\$27,636.12	\$27,636.12	\$27,636.12	\$27,636.12
Total		\$187,125.35	\$208,588.20	\$188,439.20	\$168,291.20

PPC Utility Cost							
2022 Bills							
Date	Elec - O	ELEC	AMBIT	Gas			
22-Nov	18.85	\$302.47	\$0.00	\$529.06			
24-Oct	18.71	\$249.23	\$0.00	\$191.07			
26-Sep	18.17	\$271.18	\$0.00	\$141.63			
Aug	18	\$269.06		\$59.67	328.73		
26-Jul	17.64	\$179.66	\$99.66	\$61.95		341.27	0.181528
23-Jun	19.58	\$249.30	\$330.10	\$303.90			
25-May	17.45	\$113.77	\$146.71	\$270.12			
26-Apr	16.82	\$129.38	\$80.67	\$656.84			
26-Mar	16.8	\$136.72	\$153.71	\$803.88			
23-Feb	16.78	\$122.34	\$133.72	\$1,344.19			
26-Jan	16.61	\$131.64	\$138.79	\$894.15			
28-Dec	16.59	\$133.86	\$115.81	\$757.98			
	212	2288.606	1199.17	6014.444			
			\$3,699.78	\$6,014.44	\$9,714.22	\$809.52	
						Avg monthly gas and elec	
Toshiba							
15-Dec	226.19						
12-Nov	226.19						
15-Oct	255.12						
15-Sep	222.68						
18-Aug	222.68						
15-Jul	421.81						
15-Jun	222.68						
15-May	222.68						
15-Apr	535.58						
15-Mar	222.68						
15-Feb	222.68						
15-Jan	558.9						
	3559.87						

Demographics of the Newark Community and Park Church

Summary

The population of the Village of Newark peaked in 1961 with an estimated population of 12868. 1961 was also the peak of the membership of Park Church with 936 members. The Village lost 25% of the population between the years 1960 to 2000. During this period Park saw a 33% membership decline. Park's membership dropped approximately 75% between the years of 2000 and 2020. This loss of membership is greater than the loss the denomination suffered in the same period when the denomination lost 51% of membership. Park's membership loss can be attributed to the same factors that have affected churches nationwide. Decline in regular attendance, increase in Weekend family activities, and an increase in the percent of population not belonging to a religious institution. Local factors have also influenced the membership loss. The retirement of a 30 year pastor, reactions to intern and installed pastors were sometimes not favorable and resistance to changes in institutional norms have added to the local membership loss.

In the past 20 years the Newark Central School District has seen a loss of 31% of the students. When compared to the Village population loss during the same period of 8%, this points to a decrease in the Village of families with children and possibly an increase in no child families or retirement age households.

The Village of Newark 2020 Census statistics indicate the median age is 42.8 with 42% of the population aged 50 and above. The median income for the Village is under \$45,000. When compared to the Pew Research Center Study of the PCUSA, there is a significant statistical variation between members of PCUSA over age 50, 68% and the percent of members with incomes over \$50,000 being 61%. The local population distribution and economic status of Newark does not compare favorably with the typical PCUSA membership. These factors may have resulted in Park Church's difficulty in attracting new members.

Miscellaneous facts:

In 2022 PCUSA membership has dropped 55% since 2000

66.4% Of PCUSA churches have less than 100 members.

Women account for 61.48% of PCUSA members, Men; 38.67%

89.08% of PCUSA members are white, 4.5% black and 1.47% Latino.

25.75% of PCUSA members are between 55 and 70 years old, 32.45% are over 71 years old.

PPC had reported 664 members in 2000. The Village of Newark had a population of 9682 in 2000.

In 2022 PPC had reported 141 members, and the population of the Village was 9049.

Newark NY Census Data			
	2020	2010	2000
Median Age	42.8		
Population	8914	9145	9712
0-9	13.00%		
10-19	12.00%		
20-29	12.00%		
30-39	11.00%		
40-49	11.00%		
50-59	14.00%		
60-69	15.00%		
70-79	8.00%		
Over 80	5.00%	42.00%	
Median Income	44949		
Education			
No degree	15.00%		
HS	31.00%		
Some College	36.00%		
Bach	11.00%		
Post Grad	7.00%	54.00%	

Data Source: US Census Bureau

Village of Newark Population 2022 - 9049

Village of Newark Ethnicity

White 77%
 Black 3%
 Native 0%
 Asian 1%
 Multi 5%
 Hispanic 12%

Source: censusreporter.org

Newark CSD Data 2021-2022			
Enrollment	1849		
Ethnicity		Number	Percent
Black or African American		150	8%
Hispanic or Latino		311	17%
Asian Hawaiian or PI		6	0%
White		1262	68%
Multi Racial		117	6%
American Indian		3	0%

Data Source: NYSED Report

PCUSA		
Age distribution by members 2022		
		%
17 and under	38165	4.1
18-25	69433	7.46
26-40	126944	13.65%
41-55	154346	16.59%
56-70	239589	25.75%
71 over	301846	32.45%
Race Composition 2022		
White	89.08%	
Black	4.50%	
Latino	1.47%	
Women	557968	61.48%
Men	348231	38.67%
Non binary etc.	1317	0.15%

Data Source: PCUSA Statistics Report 2022

Percent Population belonging to a Church, Synagogue or Mosq			
1950 to 1985	71-73%		
1985 to 2000	68-70%		
2000 to 2010	70-61%		
2010 to 2015	61-55%		
2015 to 2020	55-47%		
Percent Population with no religious preference			
1998-2000	8.00%		
2008-2010	13.00%		
2019-2021	21.00%		
Church Memberships			
Baby Boomers		58.00%	1946-1964
Generation X		50.00%	1965-1980
Millennial		36.00%	1981-1996
Generation Z		Sim to Millen	After 1996

Data Source: Pew Research Center Report 2020

Pew Research Center			
Members PCUSA			
		Income Dist	
18-29	8.00%	Less \$30K	24.00%
30-49	24.00%	30 – 50K	15.00%
50-64	30.00%	50-100K	29.00%
65 and up	38.00%	100K or more	32.00%
Generational		Educational	
Millennial	13.00%	HS or less	27.00%
Generation X	21.00%	Some College	25.00%
Baby Boomer	38.00%	College	24.00%
Silent	25.00%	Post Grad	23.00%
Greatest	5.00%		

Data Source: Pew Research Center Report 2020

PCUSA		
Year	Churches	Membership
2000	11178	2525330
2001	11141	2493781
2002	11097	2451969
2003	11064	2405311
2004	11019	2362136
2005	10959	2313662
2006	10903	2267118
2007	10820	2209546
2008	10751	2140165
2009	10657	2077138
2010	10560	2016091
2011	10466	1952287
2012	10262	1849496
2013	10138	1760200
2014	9829	1667767
2015	9642	1572660
2016	9451	1482767
2017	9304	1415053
2018	9161	1352678
2019	9041	1302043
2020	8925	1245354
2021	8813	1193770
2022	8704	1140665

PCUSA		
Church By Size 2022		
	Members	% Total
0-25	1836	21.10
26-50	1916	22.00
51-100	2024	23.30
101-150	992	11.40
151-300	1128	13.00
301-800	639	7.30
801-1600	129	1.50
1601 or more	41	0.05
	8705	99.65

Data Source: PCUSA Statistics Report 2022

NCSD Data

Newark CSD Statistics			professionals	para professionals	Enrollment	teachers
2000	2793	221	50	63	2000	2020 2020 % of 2000
2001	2873	243	37	80	2793	1923
2002	2666	234	35	73	9712	8914
2003	2618	223	34	51	28.76%	21.57%
2004	2558	202	30	57	Student as	
2005	2461	204	26	46	A % of pop.	
2006	2367	202	28	62	Newark CSD Data 2021-2022	
2007	2308	212	22	61	Enrollment	1849
2008	2249	211	20	67	Ethnicity	Number
2009	2205	213	29	76	Percent	
2010	2147	208	25	78	Black or African American	150
2011	2061	197	25	76	Hispanic or Latino	311
2012	2055	189	28	76	Asian Hawaiian or PI	6
2013	1923	193	26	63	White	1262
2014	2029	192	26	98	Multi Racial	117
2015	2056	198	25	86	American Indian	3
2016	2050	191	27	76		
2017	2050					
2018	2043					
2019	1983					
2020	1923				68.85%	31% drop
2021						

DECEMBER 23, 2021

How Religious Are Americans?

BY JEFFREY M. JONES, GALLUP

WASHINGTON, D.C. -- The vast majority of Americans have a religious preference -- predominantly a Christian one -- though that percentage is declining. At the same time, much smaller proportions of Americans say that religion is "very important" to them, that they belong to a church or that they regularly attend religious services.

Most Americans Identify With a Religion

According to an average of all 2021 Gallup polling, about three in four Americans said they identify with a specific religious faith. By far the largest proportion, 69%, identify with a Christian religion, including 35% who are Protestant, 22% Catholic and 12% who identify with another Christian religion or simply as a "Christian." Seven percent identify with a non-Christian religion, including 2% who are Jewish, 1% Muslim and 1% Buddhist, among others. Twenty-one percent of Americans said they have no religious preference, and 3% did not answer the question.

Fifty years ago, in 1971, 90% of U.S. adults identified with a Christian religion, 6% were non-Christian or another religion, and 4% did not have a religious preference. Thus, much of the change in the U.S. has been a shift away from Christian religions to no religion at all.

Religion 'Very Important' to About Half of Americans

Forty-nine percent of Americans say religion is "very important" in their life, with another 27% saying it is "fairly important" and 25% saying it's "not very important." When Gallup first asked this question in 1965, 70% said religion was very important. That fell to 52% in a 1978 survey -- though the percentage ticked up to near 60% between 1990 and 2005, before declining in the past 15 years.

Church Attendance Is Declining

Even though most Americans have a religious preference and say religion is at least fairly important to them, much smaller proportions regularly attend religious services. Asked whether they personally had attended church, synagogue, mosque or temple in the past seven days, an average of 29% of U.S. adults in 2021 reported they had done so, either in person or virtually. In 2000, 44% had gone to church in the past seven days, and in 1958, 49% had.

The long-term decline in church attendance is linked to a drop in religious identification in general -- particularly for Protestant religions -- but also to decreasing weekly attendance among U.S. Catholics. When describing their behavior more generally, 22% of Americans report

they attend religious services "every week," with another 9% saying they do so "almost every week" and 11% saying they attend about once a month. That leaves the majority saying they "seldom" (25%) or "never" (31%) attend religious services. Gallup trends on this measure of church attendance date back only to 1992, at which time 34% of U.S. adults said they attended church every week.

Steep Decline in U.S. Church Membership

Additionally, less than half of Americans, 47%, belong to a formal house of worship. Church membership has been below the majority level each of the past two years. When Gallup first asked the question in 1937, 73% were members of a church, and as recently as 1999, 70% were.

The decline in formal church membership has largely been driven by younger generations of Americans. About one in three U.S. young adults have no religious affiliation. Further, many young adults who do identify with a religion nevertheless do not belong to a church. But even older adults who have a religious preference are less likely to belong to a church today than in the past.

RELEASE DATE: December 23, 2021 SOURCE: Gallup

<https://news.gallup.com/poll/358364/religious-americans.aspx> CONTACT: Gallup World Headquarters, 901 F Street, Washington, D.C., 20001, U.S.

Month Day, Year

Dear Pastor/Father X,

Park Presbyterian Church (PPC) will celebrate its 200th anniversary in 2025. At the same time, Park is starting the search for a new pastor. In preparation for these milestones, PPC recently completed a Community Mission Study that examined our past and formed a "Big House Committee" whose charge is to determine how PPC can continue to be an inviting, God-serving organization over the next 15 years. PPC's self-examination revealed an aging congregation experiencing declining membership and the financial challenge posed by maintenance of an underused facility. One initial finding from the Big House Committee is the recognition that now we cannot do the work we accomplished in the community 20 years ago, but we may be able to do it in collaboration with other churches. To this end, we seek to identify common challenges and opportunities for collaboration among local churches to share Christ's message through action within the Newark community. We are hoping that you will assist our efforts by answering a few questions about your church. Your participation will involve either an in-person interview or completing a brief survey (hard copy or online), whichever is your preference.

PPC wants to work with other churches to solve community problems. We believe that the next 15 years will be better if we can pool resources, learn from each other, and collaborate in community action. The interview or survey is a start to that. Your answers to our questions will enable you to tell the story of your church and help identify ways to support our common goal to share Christ's message with the community. We would also welcome more specific conversations on how to work together. We plan to host a luncheon to share any findings with all who participate.

Thank you for your consideration of this request. I or another member of the Big House Committee will contact you soon to identify your desired mode of participation.

With blessings in Christ,

Stephen M. Mitchell, PhD

Member, PPC Session and Big House Committee

**Park Presbyterian Church
Newark Church Interview**

Church Name: _____

Name and position of person interviewed: _____

Introduction:

Thank you for agreeing to meet with us. As noted in our contact letter, Park Presbyterian Church (PPC) is facing two milestones: its 200th anniversary in 2025 and the search for a new pastor. In preparation for these milestones, Park completed a Community Mission Study that examined our past and formed a "Big House Committee" charged with identifying options that will enable Park to remain vibrant over the next 15 years. Common findings in both initiatives include an aging congregation, declining membership, financial challenges, and the recognition that as a result, we cannot now do the same work we accomplished in the community 20 years ago. We believe however that we can continue to address community needs if we can work with other churches to pool resources, learn from each other, and collaborate in community action. This interview is a start to that. Your answers to our questions will enable you to tell the story of your church and help identify common challenges and opportunities for collaboration. Any findings will be shared with all participants.

CONGREGATION

How many members are there in your congregation?

Over the last three years, has your membership increased, decreased, or stayed the same?

What is your average worship attendance?

What is the racial composition of your congregation?

From which municipalities do you draw most of your members?

CHURCH PROGRAMS/SERVICES

What worship services does your church offer?

What Christian education programs do you offer?

What mission programs does your church offer or support?

What programs or activities do you offer to create a sense of community among your congregation?

What community groups use your church facilities on a regular basis?

What programs or services do/have you collaborated on with other local churches?

CHURCH STAFF AND FINANCES

What staff does your church employ?

Which of these are full-time staff?

Do you contract for any administrative or operational services? If yes, what services?

How would you describe your church's financial situation?

GENERAL

What do you see as your congregation's major assets?

What do you see as your congregation's major challenges?

What opportunities do you see for collaboration with other local churches?

END

Thank you for your participation. Your participation will strengthen our common goal to share Christ's message with the community. Do you have any questions for us?