

Profile of Chilson Hills Church



Chilson Hills Church: American Baptist

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<http://chilsonhills.org>

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Summary

“...The greatest among you should be like the youngest, and the one who rules like the one who serves.” Luke 22:26

For many of us, discovering Chilson Hills Church was like finding a pair of favorite comfy shoes. Wear old jeans or Sunday Best. Sing a hymn or hear something new. Trust tradition or question everything. Clap and stand tall in your seat! Come as you are! We simply want to learn from Christ and are happy both members and visitors worship with us.

Chilson Hills Church, a small congregation with a big heart, is looking for a Shepherd to guide us. We seek a Pastor with energy and humor that speaks God’s word and inspires us through teachings and actions. Although we will miss DJ, our current Pastor, we also look forward to the opportunity to work with another Godly person to build our community, to inspire people to share God’s good news and to serve those in and outside our fellowship as God calls us.

We want to grow our community, expand our youth program, and continue our creative casual worship style while expanding our expression of music. From early in the pandemic, our staff and talented members have done an amazing job converting to virtual worship and fellowship times. Early in the pandemic, our worship team developed creative videos bringing cameos of members into our living rooms in response to the isolation we felt. Currently we have resumed in-person worship inside the building and, as weather permits, we move to God’s great outdoors and worship in the garden area.

We are highly respected by the other churches in our area. We have a great well-maintained facility located on 10 acres with beautiful trees and a stream that runs along our garden gathering space. Despite the pandemic, we have strong financials and a committed, generous membership. Our building is located between Brighton, Howell, and Pickney and in an area with easy access to education, medical, leisure and other services. Livingston County is the fastest growing County in Michigan with opportunity for growth at Chilson Hills.

Each church is a unique gathering of God’s people and Chilson Hills is no exception. Some of the values we consider precious are God’s unconditional love, healing, and forgiveness. We are constantly searching for new ways to reach and experience these vital aspects of God’s presence in our world. People find spiritual healing in our Church and people find challenges to grow spiritually beyond their comfort zones.

With all these things in our favor we continue to struggle with growing our church. Our membership has been in decline for several years. As a result, our youth and music programs have suffered to the point where it is difficult to compete with the other churches in our area. In 2019, The Maintenance Report was completed with the assistance of Unstuck, a church consulting service. The findings found Chilson Hills in “Maintenance Phase” which is characterized by an inward focus, leader controlled, protected traditions, slower growth, and staff driven with reduced volunteer empowerment. We had just starting to address some of the feedback from the Unstuck report when priorities shifted to meeting the needs of members locked out by the pandemic. Though we do not know exactly how to reverse the trend, what we do know is that God has called us to serve, we have a wealth of spirit filled, loving people, and we are optimistic about our future with the person God brings to guide us.

As a congregation we seek an ordained pastor who has a clear vision on how to grow our church. While, change is hard, we will journey through with our best effort of support. We look forward to welcoming into our family the pastor God brings to us and will with our best effort fully support them as we start the next chapter in the life of our church. We are uncertain of what our community will look like as Covid heals. Change is difficult, often necessary, and can be either positive or detrimental. We look for our next pastor to lead us gracefully through our changes, find stability and we will learn to change with excitement and patience and grace. Please review our Profile, Appendix, www.ChilsonHills.org, YouTube: Chilson Hill Church and Facebook: Connect to Chilson Hills Church.

Are you looking for a small congregation, located in a beautiful part of Michigan, to help us grow our spiritual journey?



Welcome! The family of Chilson Hills Church thanks you for reading our profile and considering our Church's Pastor position. Our Church family is searching for a Pastor to help us grow in our Christian spirit and our understanding of Jesus's teachings across all age groups; a Pastor who can support and be mindful of our responsibility to nurture each other and all God's people through continued outreach and mission.

**We seek a Full Time Ordained Pastor who will:
Inspire and lead Spiritual growth for all.**

Show us the way to grow our church membership, Music programs and Youth programs.

As a team member, shepherd us with grace and humor while fostering our spiritual maturity.

Take the time to understand us individually, our history, our strengths and needs, then use this understanding to help build and implement a plan to reach out.

Create energy and excitement, learning how Chilson functions through honest interest in the people and program participation.

Allow for mistakes and room to grow with patience.

Instill a strong commitment for excellence in all things.

Help us joyfully embrace the continual changes called life with God's love; while prayerfully discerning and resolving conflict.

We recognize that we are not perfect, and we make mistakes. Sometimes we clash and may even take sides. But foremost, we are a family. Family looks out for one another. We help each other and we try to hold ourselves and each other accountable.

Our Pastoral Search Team (PST) began with congregant encouragement to share their perspectives on areas of importance for leadership and future directions for Chilson Hills.

Chilson Hills Church is a diverse community of theological frameworks, history of previous church denominations and personal backgrounds. We strive for greater cultural diversity within our membership. It is of great importance that our Church staff, lay leaders and members work together setting the spirit of welcome to all who come. Members found us by invitation and returned because they felt they found a spiritual place to call home. Though our congregation is small, our size benefits our members by finding friends, meaningful relationships, and opportunities for active participation and leadership opportunities in our Church life. We grow spiritually and find the relevance of God from biblically based education and mission.

Worship and Music

“It is in the process of being worshipped that God communicates His presence to men.” C.S. Lewis



” We believe our faith grows best in community. Worship at Chilson Hills Church focuses on our need to honor, hear, and follow God. With reverence and warmth, we listen for God’s leadership and give thanks for God’s care. If you seek a place where your mind,

heart, and soul can be fed, we invite you to join us for worship.”

During the Pandemic, Sunday morning attendance averages 40 in person with additional virtual viewing. We begin Sunday mornings with welcome and conversation in our lobby’s coffee café. Believing: All should come as you are. Dress varies from blue jeans to Sunday best.

Worship to God is planned weekly by staff. Through their energetic creativity: Our worship includes prayer, scripture reading, biblically based sermons which inspire soul searching and relevance for today’s world.

We praise God’s blessings and seek forgiveness. Members are invited to contribute by reading scripture and prayer.

Communion is a special moment in our service when we remember the love Jesus exemplified by his death on the cross. We invite everyone – regardless of age or church affiliation – to participate in The Lord’s Supper.

A mixture of contemporary and traditional music lends itself to the excitement for celebrating the Lord’s Day. Music varies from Gospel to traditional and contemporary paired with instruments from Keyboard to Bells. Expressions through drama and humor bring us closer to God in unique ways.

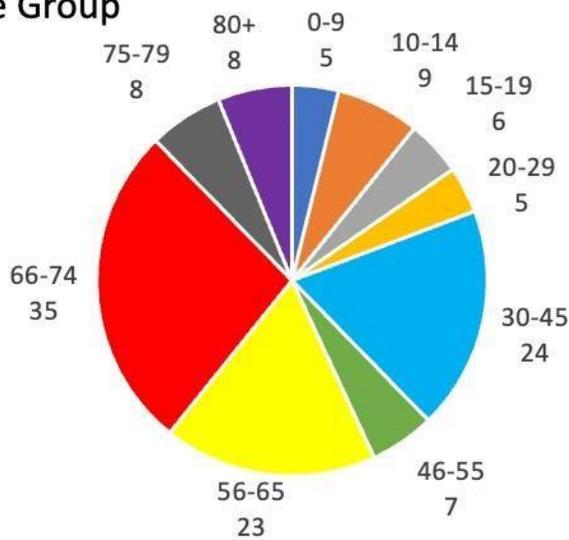
Children’s time is a joy for all.



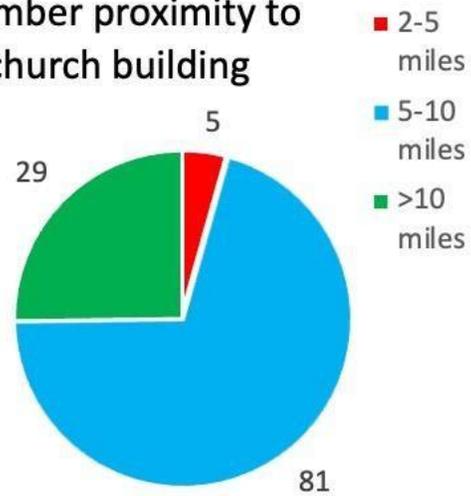
Demographics - Chilson Hills Church

The following charts represent Chilson Hills as of 2020. It is difficult to know how these same charts will appear as Covid heals and our lives find the new normal.

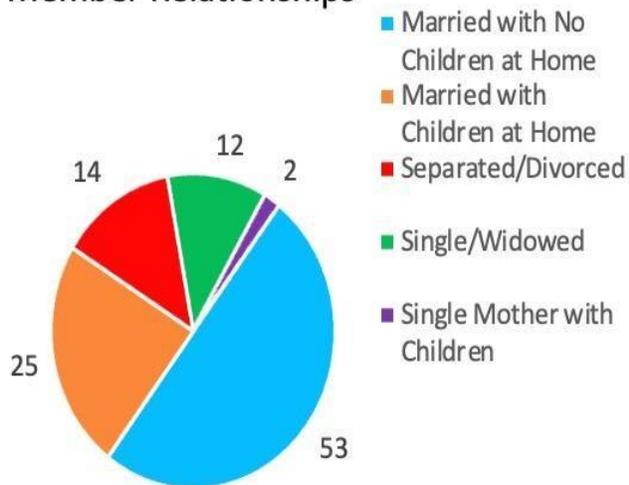
Members by Age Group



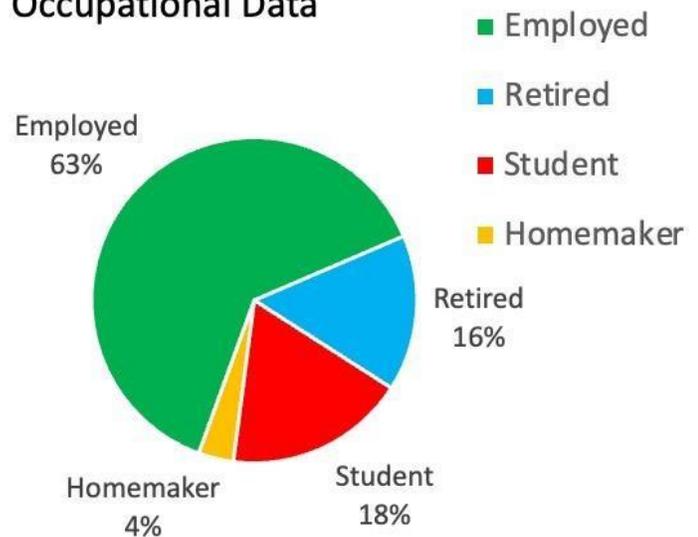
Member proximity to church building



Member Relationships



Occupational Data



Community Life



Chilson Hills Church welcomes Christians and those who seek to understand Christianity. Our focus is to connect with and encourage others to join us in our life enhancing, Christian journey.

Chilson Hills strives to create an environment where all are welcome no matter their race, background, or color. Ours is considered a unique church. We are genuine real people with a desire to live as Jesus taught us. We are eager to help visitors or new members feel at home. We love the

community where we live and we love to share the blessings of our building and grounds in hospitality for: Vacation Bible School, weddings and funerals, hot dog roasts, chili cook-offs, and spaghetti dinners

Children's Programs: We hope to grow Chilson Hills Church children and youth programs creating a place where they can explore God's world, ask questions, express their faith, and feel loved. It is our hope that they will develop lasting friendships with adults and children that will help them establish a relationship with Jesus that will last a lifetime. Through Sunday school, choirs, missions and service projects, and worship experiences, our children can see God's love in action. Our children also enjoy many family-centered special events throughout the year, which connect them with our community of faith. It is our hope, The Children's Ministry should work to support our families and partner with parents along the journey.



Youth Programs: Our youth ministry has returned and provides a welcoming community for students where they can develop in their relationship with God and with each other. Our youth, meet in small groups and may grow lasting relationships with peers and with Jesus through acts of service, relationships with adult mentors, Bible study, healthy peer relationships, and worship.

Bible Study and Life Groups: Studying the scriptures is central to growing in our relationship with God. By spending time reading, discussing, and pondering the Bible, we can better understand the character of God and God's plan for our lives. We offer Bible studies and other classes throughout the year on topics such as Grace and Spiritual Gifts. Members can also join small groups that gather regularly to study the Bible, pray, and support one another. This may be an area that should be considered for growth.





Mission and Ministry: Chilson Hills has many Mission and Ministry Teams. Our Mission Teams reach out to our local community. We believe that mission involvement is the natural result of a growing faith. When our hearts are filled by God, we naturally want to share God’s love with others. We believe that every person has a mission and a place to serve. Finding our calling for service and becoming the presence of Christ to others is the first step in building the kind of relationship that will take Christ’s love to the world.

Following Christ’s command to serve therefore and make disciples, In the past and currently Chilson Hills supports missions through our praying, our serving, our coming, and our giving. Through summer mission trips, family mission projects, and local mission organizations, our congregation works to serve and share with people and communities in need. We join in being the hands and feet of Christ to a world in need by working with organizations

such as: Camp Lael attended by our youth,



Ecumenical Theological Seminary, Advocacy for people with developmental disabilities Arc of Livingston, Crop Walk, Gleaners Community Food Bank, Compassion International. In the colder seasons, we house the Severe Weather Center in our building which shelters the homeless.



Brighton Preschool Co-op and Adult Survivors of Child Abuse (ASCA) also meet at Chilson. Blood Drives, Trunk or Treat. Other community service opportunities Love INC to help people in need. We currently partner with Livingston County Health Dept. to provide space for a COVID vaccination clinic.



Growing church leadership: We currently have one person, Angela Miller in seminary. Several members have taken seminary classes. These special people often become Deacons and assist the Pastor with visitations, classes, weddings, funerals, and sermons. Three of our past Deacons - Scott Runyon, Randy Pouliot, and Terri Jobe, have become Pastors to their own churches.

Sometimes we just like to have fun



History- Chilson Hills Church

Chilson Hills Church began in 1972 when a small group of people felt led to bring an American Baptist Church to Livingston County. Judy and Rick Kontz hosted the first gathering in their home and a group of people began to meet for Bible study. Out of the bonds developed during the study meetings, the Church held its first public worship service on February 16, 1975, with approximately 50 adults and children attending, including guests from several other churches. On June 1, 1975, Chilson Hills Baptist Church was officially organized with 32 original charter members and on November 19 of that year the

American Baptist Churches, U.S.A. granted the Church a charter.

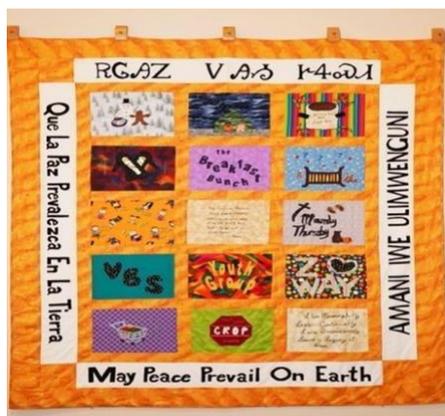
Over the last 10 years Chilson Hills Church has seen a decline in membership. In 2017 Chilson's Executive Management Team felt the church had plateaued. They received a grant which enabled us to participate in Unstuck, a consulting program which assesses church strengths and needs for the purpose of revitalization. Outcomes included: a strategy for welcoming guests, improving communication, creative changes to our worship services and

additions to our spiritual journey programs. We saw an increase in visitors but no appreciable increase in memberships. We became identified as a "Big Tent" church giving individual souls freedom of discernment.

Church Life during the COVID-19 Pandemic: 2020 will forever be known as the Covid year. COVID-19 has brought challenges over the past year to our congregation members. Amazing expression of creativity in response was experienced using Covid as an opportunity to explore virtual presence while continuing worship both indoors and outdoors in the garden as Covid or the weather permitted. Through hard work and many creative minds, videos were developed

reaching out to members in their homes. Members are shown having fun in that chaotic time or sending care messages. The videos brought joy to many when Covid times were dark. We used our parking lot for parades. We worshipped together in the garden or inside when possible, and always virtually. Inspirations like

"Thursday Blues" a unique retelling of the final hours of Jesus' life set to blues music and Two Minute Devotions were shared virtually. In March we returned to our building with respect for personal choice and comfort.



Facilities

Chilson Hills rests on 10 acres with a tree-lined stream and dozens of trees. Our family is blessed by God with an amazing infrastructure of approximately 20,000 sq. ft. Our building is handicapped accessible bathrooms and an elevator. Realizing that we have a gift, we maintain our building planning for upcoming maintenance and repairs.

- 1976 - First building constructed and dedicated
- 1983 – Educational/Administrative wing built and dedicated
- 1991 – New Building Committee formed
- 1995 – Community Ministry Center designed, Phase I begins (upgrades to nursery, bathrooms, and a new entrance)
- 1996 – Congregation votes to approve Phase II (Multi-purpose building)
- 1998 – Groundbreaking for Phase II
- 2000 – Completion and dedication of the multi-purpose building (multipurpose room/worship space (capacity 350), theater lighting, a customizable stage, multimedia screens, complete sound system, administration, classrooms, and kitchens).
- 2012 - Renovation of Lower Level (Kontz Fellowship Hall, classroom space, youth room restroom with shower)
- 2017 - Renovation of 3 kitchens
- 2018 - Replace roof
- 2019 – Paint and redecorate the main lobby
- 2020 - Update Memorial Garden and worship center sound systems. Update acoustic paneling for noise containment and speakers

Chilson Hills outdoor worship space, The Memorial Garden and Columbarium, styled after a rustic campground chapel, was built in 1983 and expanded in 2007-8 with the help of members



of the congregation. The Columbarium provides a place on Church property for the permanent preservation of cremation ashes. A memorial stone in the Garden has become a place of remembrance for persons buried elsewhere.

The Memorial Garden hosts worship services, funerals, weddings, graduations, and outdoor concerts. Throughout the COVID pandemic, the memorial garden has provided a place for congregants to continue worshiping together, serving as a visible sign of members' resilience during challenging times.

Demographics – Livingston County



Chilson Hills Church, in a semi-rural area is located between Brighton, Howell, and Pinckney in Livingston County, Michigan. With a population of 193,605 in 2021 and a growth rate of 6.1%, Livingston County is the fastest growing county in Michigan and has the highest median household income (\$80,897 in 2018). The county, located in Michigan's south-central region, is accessible to five major metropolitan centers including



Detroit, Lansing, Ann Arbor, Pontiac, and Flint. Residents from Livingston County commute to all these regions easily via three major expressways (I-96, US 23, and M-59) that pass through the county. There are two cities in Livingston County, Howell, and Brighton. The rest of the county's population areas are towns, villages, and townships with the remainder of the county rural farmland. Howell is the largest city and county seat of Livingston County.

There are five public school systems as well as four charter schools, 2 private and 9 Religious schools, and 5 libraries throughout the county. Due to the sustained growth of Livingston County and its proximity to major highways, there are opportunities for higher education including The University of Michigan, Michigan State University and Cleary University. Course offerings are available from three community colleges. Another



benefit of the sustained growth and multiple highway access is available health care. St. Joseph Mercy Hospital is in Howell, both the University of Michigan and St. Joseph's have large specialty centers in Brighton, and other health care systems have expanded their services throughout Livingston County. Leisure takes many forms in Livingston County from theater to sports to dining. Many small theater companies perform throughout the year. Larger performances are available in Detroit and Lansing. Art Museums and craft fairs are found throughout the state. Mount Brighton Ski Area opens for winter fun. There is a wide variety of easily accessible shopping and dining experiences.

Conclusion

We are excited for our next Pastor to show us how to grow our current membership and invigorate its programs and ministries, beginning with youth and young families. If Chilson Hills sounds like the place for you, we welcome your interest and ask that you contact our Pastoral Search Team: Jennifer Coates at momstr@aol.com

Appendix A – Chilson Staff

Senior Pastor: DJ has been involved in church ministry for more than 25 years. DJ came to Chilson Hills in November of 2010 after serving on the staff of two churches in the Dallas area (TX). DJ earned a Master of Divinity degree from Fuller Theological Seminary in Pasadena, California, and a Bachelor of Arts degree in English from Messiah University in Pennsylvania. DJ is married to Heather, who is a teacher's aide, a sewing instructor, and a seamstress. They have two sons, Danny, and Lincoln.

Associate Pastor: Angela Miller, who has been a member of Chilson Hills since 2003, has served in many different ministries throughout the years, including Worship Design and Music and most recently, as a Deacon. She has previously served as our Director of Worship and has used her creative gifts to lead worship, a theater troop (C.H.A.T), choirs, and make regular comedic appearances in our Vacation Bible School skits.

Director of Music: Amber Wist, who grew up at Chilson Hills, leads our adult, children, and bell choirs and helps coordinate our Sunday morning services.

Accompanist: Elena Menshchikova is an accomplished piano teacher and instructor.

Director of Operations: Greg Kidd manages the facilities and finances. He has also served on the Executive Ministry Team, the Property Management Team, and as our Youth Ministry leader. He has been a faithful member of our choir. Greg has also completed training as a Deacon.

Children's Ministry Team Leader: Melissa Scherdt, who is a Special Education Teacher in the Brighton School District, coordinates all our Sunday morning programming as well as our special events for kids throughout the year.

Pastor Anniversary / Ordination: We have had at least three persons ordained to the ministry that were either raised in or joined our church as laypeople. Our 40th Anniversary was a big achievement which brought many past members together including Senior Pastor, Dr. David Swink, now from Florida. We look forward to 2025 and 50 years strong.

Appendix B – Pastoral Search Team

Jennifer L. Coates



She has attended Chilson Hills in the summer months since the garden service began. Since retiring in Michigan, she and Larry have more time to attend and volunteer with Chilson Hills, which has a special place in Jennifer's heart. Her parents served on a committee to establish Chilson Hills in Howell. Jennifer has served on the church's Unstuck Team. Having previously served on two pastoral search committees at other churches, she is excited to serve on the Chilson Hills Church Pastoral Search Team.

Donald Kelley



My name is Donald Kelley. I am 38 years old and have been married for 12 years to Andrea. We have two sons Sean who is 10 and Grant who is 6. I work at Michigan Rod Products in Howell as an accountant. We live in Pinckney and have been at Chilson Hills for a little over 3 years. In addition to reading scripture and Prayer on Sundays, I recently helped in getting a youth bible study going. Hopefully it will be the start of more youth bible studies in the future.

Jennifer Provencal



My grandparents were charter members of Chilson Hills. I have attended since 1997. My husband Todd and our two daughters Kilee 12 and Emma 11 are active members of the church. I work as a Surgery Scheduling Coordinator at The University of Michigan. One of my favorite things about Chilson is that we are a family, who is always willing to others in need.

Amber Wist



I have been attending Chilson Hills since I was three years old. Chilson has been more than just a church to me, it has been a home, a safe place, the people at Chilson are family. Now I am raising my two girls Rebecca (11) and Annabelle (8) here and they feel the same. I became a deacon at Chilson in 2009 and I have been the worship director since 2017. I love Chilson Hills and want to help find the right person to keep Chilson's message alive.

Appendix B – Pastoral Search Team

Melissa Scherdt



My husband Brian and I have been married 19 years. We have three 14- year-old triplet sons named Will, Evan and Ben. I am a special education teacher for Brighton Area Schools. This year I teach 5th, 6th, 10th, and 12th grades at Maltby and the high school. I began coming to Chilson Hills with my grandparents, aunt, and uncle when I was young. Brian and I were invited to join the Click Life group and became active as a family. I am currently the Director of Children’s Ministry. I love that our church is open to all. Chilson has always been a place where people are accepted and welcomed. I love the “come as you are” attitude of the church. I also love that our church is small and allows you to feel connected

Mark Mora



My Christian life started in 1981 while working at a summer in Buffalo. Since then, I have attended Churches of Christ in Buffalo, Pittsburgh, Grand Blanc, and Auburn Hills. While at each church I have taught or lead Bible classes for teenagers or adults and feel this is one of my talents. My wife, Lea, and I moved to Brighton in 2014 and began worshipping with Chilson Hills shortly after. The church was welcoming and has become our new family in Christ, a real blessing. Together Lea and I have 6 children living in various parts of the country with our daughter Rebecca and her husband, Marc, living here in Brighton and worshipping at Chilson

Hills. My daily job is as a Safety and Crashworthiness engineer for General Motors. I pray that I can be a valuable ear and voice in us search for a faithful pastor to minister to our church and community

Richard Marshall



My wife Sally and I have two beautiful daughters Wendy and Kelly with special needs. I am a retired Manufacturing Manager. My family has been at Chilson Hills for 20 years. At Chilson I served on Executive Ministry Team. I currently am involved on the Property and Building Maintenance Team and Usher. I find the congregation willing to accept and embrace everyone who attends our church, regardless of their limitations, ideals, and beliefs. This is a very non-judgmental congregation. I am committed to helping Chilson Hills Church through a smooth pastoral transition.

Appendix C-Mission and Core Values



Mission Statement

"Connecting together in Christ to serve ALL God's people."

Vision Statement

Chilson Hills Church aspires to be a community of love, learning and support for all who enter our doors. We get excited about helping people progress on their spiritual journey as they explore and grow, becoming more Christ-centered. Our environment is dynamic, constantly being shaped to meet the needs of our community as together we explore new opportunities to broaden our understanding of "God and the world around us.

God's children of all ages are invited to attend worship in our joy-filled gatherings. We offer and enthusiastically participate in programs for children and adults throughout the week where we seek to grow in our relationship with Jesus. Small group settings are designed to promote fellowship, service, and mission. Our Chilson community offers opportunities where people can discover who they are and who God has created them to be.

Chilson recognizes that we are a small part of something greater. Therefore, we partner with other churches and organizations to better serve our community and extend the ministry reach of our church.

Our Core Values

To Live Meaningfully... involves the creative care of God's beautiful planet and people and sharing of the gifts and resources given by God.

To Learn Continually... involves the willingness of the individual and the community to become lifelong learners as Christ teaches us to grow intellectually, physically, emotionally, and spiritually.

To Love Unconditionally... is to accept God's "no strings attached" love for us and be willing to love others in the same way.

To Leave a Legacy of Hope... as our gift to the future, we live for God, for each other, and for the children of the world.

Appendix D – Unstuck Vital Signs Report

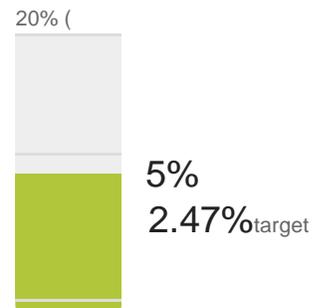


Chilson Hills Church Vital Signs Report

Jun 17th, 2019

Total attendance change

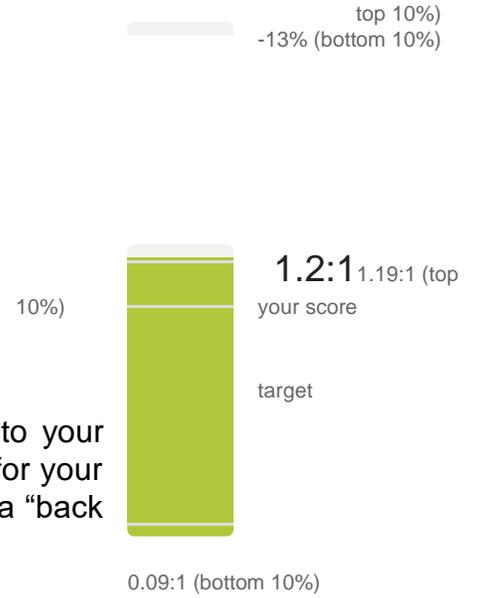
Your attendance growth appears to be on par with the average church. your score



Overall

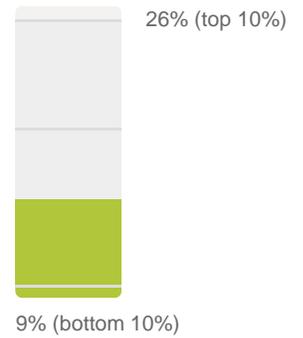
Guests to attendance 1:1

This reflects your annual number of first-time guests in proportion to your average attendance. You are drawing a very high number of guests for your church's size. However, if your church is not growing, you may have a "back door" problem.



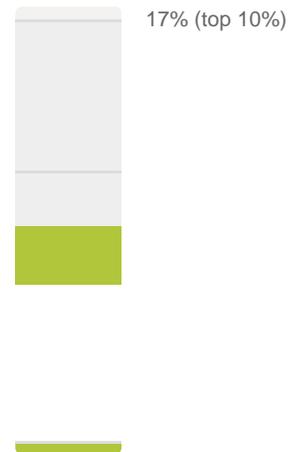
Percentage of kids

This reflects the degree to which you are reaching young 19% families. There is room for improvement in this area. You may average also want to compare your percentage of kids in the church 14.46% to the demographic data from your community. your score



Percentage of students

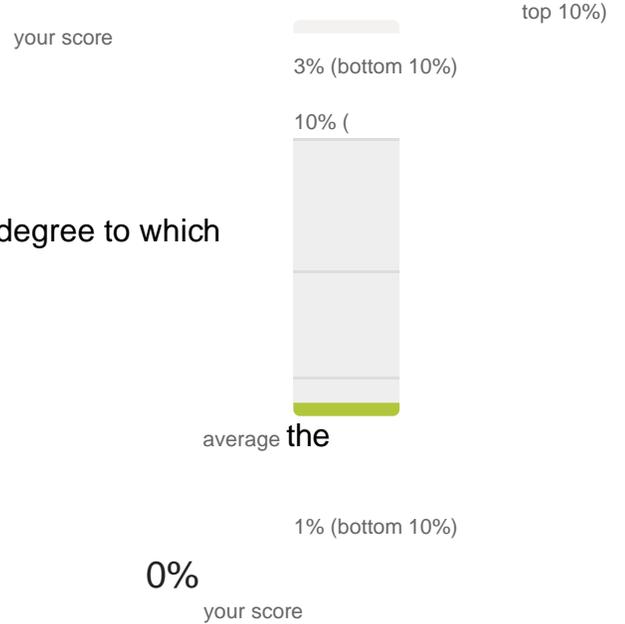
This reflects the degree to which you are reaching the next generation. There is room for improvement in this area. Again, 9% you may also want to compare your percentage of students average in the church to the demographic data from your community. 6.02%



Overall

Percentage of baptisms This typically reflects the degree to which you are reaching 5%

unchurched. There is room for improvement in this area.



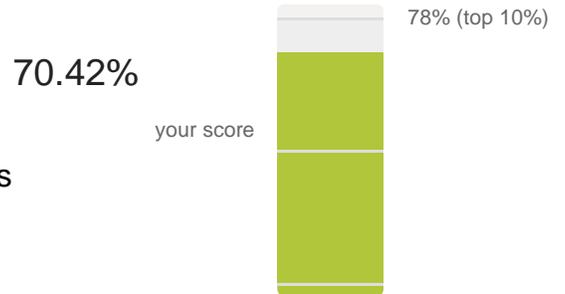
Attendance to staff

We encourage churches to aim for 100 to 1. You appear to be overstaffed for your church's size. Heavy reliance on staff often reduces opportunities for volunteers to use their gifts in average 57:1 ministry.



Percentage of adults & students serving

This reflects how well you engage people to utilize their gifts



Overall

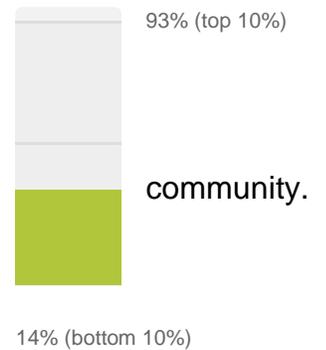
You are performing at an above average level in **48%** in ministry. average this area.



Percentage of adults & students in groups

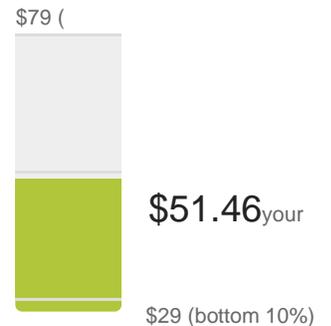
This reflects how well you are helping people engage in **57%** average %
There is room for improvement here. **42.25%**

your score



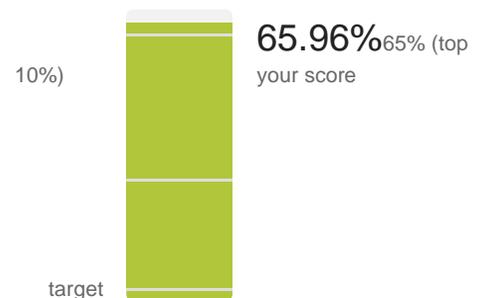
Adults & students per capita giving

This can reflect vision buy-in along with spiritual maturity. Your
giving levels appear to be above the average of churches your
score **\$53** average size.



Percentage of budget spent on staff

You are spending a very significant portion of your budget on
staff. **50%**



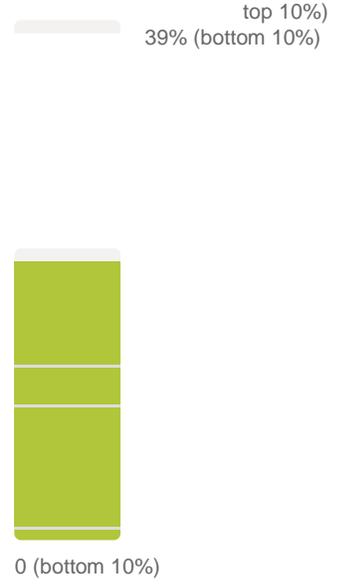
Overall

Number of weeks in cash reserves⁸ (top 10%)

Your cash reserves are at a strong level.

13
your score

target **6**



Debt to annual giving

We would caution you not to increase your current debt load.

2.71:1
your score

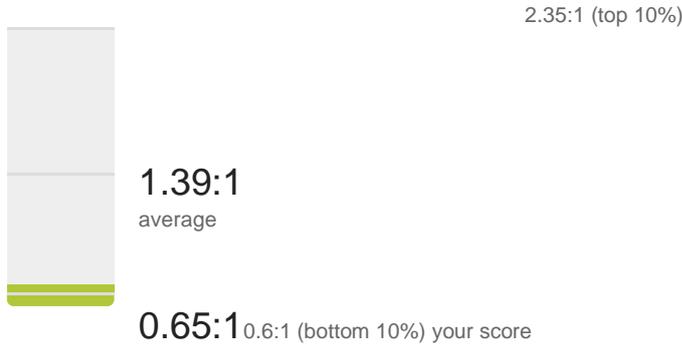
caution **2:1**



Overall

Worship center attendance to seats

You have plenty of room for growth in your current facility.



Max. attendance given current parking lot size

Your current parking lot size should allow for the full utilization of your auditorium.

300

Actual # of seats = 110

73

Actual # of spots = 200

Parking spaces needed to maximize seating

Your current parking lot size is sufficient for your current auditorium size.

Max. total attendance in three services

Assuming the potential for 3 services in your auditorium and parking lot, you have plenty of room for growth.

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Next Steps

The purpose of this assessment is simple: to give you a current snapshot of your ministry's health. But metrics are just a starting point. Let's turn the knowledge to action.

Learn how The Unstuck Group can support your church with a Ministry Health Assessment, Strategic Planning, and Staffing & Structure Review at www.TheUnstuckGroup.com.

Appendix E - Summary Financial information - CY2020

Chilson Hills Church - Summary Cash Inflows CY2020

| | |
|----------------------------|-----------|
| General Fund Offering | \$192,116 |
| Misc. Rental Revenues | \$15,208 |
| Donations to Mortgage Fund | \$56,575 |
| Unrestricted gifts | \$263,899 |
| Designated Gifts | \$167,153 |
| Total Inflows | \$431,052 |

Chilson Hills Church - Summary Expenses CY2020

| | |
|--|-----------|
| Admin & Connections ministry Team | \$13,787 |
| Chilson Ministry Team Payroll/Benefits | \$109,494 |
| Building Expenses | \$52,975 |
| Building Mortgage | \$56,400 |
| Missions | \$9,621 |
| Services | \$2,889 |
| Total 2020 Expenses | \$245,166 |

Chilson Hills Church - Summary Building Liability

| | |
|---|-----------|
| Total Mortgage - Jan 2021 (fixed 4.67%) | \$375,737 |
|---|-----------|

Appendix F - Affirmations/References

Rev. Charles C. Adams, Pastor of Hartford Memorial Baptist Church, Detroit, MI

Greetings in the name of our Lord and Savior! I have personally been associated with the ministry of Chilson Hills Baptist Church for over 20 years. My predecessor, Rev. Dr. Charles C. Adams, also had a long-standing relationship with their former pastor, Dr. David Swink, both in his role as president of Ecumenical Theological Seminary of Detroit and his tenure as lead servant of Chilson Hills. Personally, I have worked with both Dr. Swink and their current pastor Rev. DJ Reed.

In my experience with Chilson Hills, I have found that as a church they are committed to supporting, maintaining, and revitalizing a healthy community in the city of Brighton, Michigan. Their religious programming cuts across all age groups and social location. They are dedicated to the arts, the differently abled, senior citizens, youth, and young adults. It is a ministry that is very progressive in its theological interpretation and application, as I have never seen anyone ostracized or denied membership.

Hartford Memorial Baptist Church has worked consistently with Chilson Hills over many decades. Under the last two pastorates of both churches, we have engaged in an annual pulpit exchange over the years. We have also engaged in programs that have unified Brighton and Detroit Michigan along social and racial lines. Chilson Hills Baptist Church has a strong commitment to, while maintaining their unique identity, opening their arms wide to a diverse metropolitan area, state, and region. They help everyone they can live their best life.

The opportunity before Chilson Hills is continued spiritual growth and development as the Brighton community continues to be one of the fastest growing cities in southeastern Michigan. They have an opportunity to develop their ministry of arts, as they have a strong history of that kind of ministry. Secondly, I think that their next biggest area of potential growth would be of youth and young adult ministry, as they are like many mainstream churches rising to the challenge of reaching out to a generation that is more and more secularized. Lastly, as people are living longer Chilson Hills will have new opportunities to envision and implement ministries that support our senior citizens. There are opportunities for growth in programming related to their cognitive, emotional, physical, creative and spiritual wellbeing. I am sure that Chilson Hills will see each of these new opportunities and more as achievable and potential areas for growth and strength within their community.

Overall, Chilson Hills is a loving, welcoming, and forward-thinking religious institution within the Brighton area and beyond. Strong leadership will only move them on into the future, securing their place as a continued beacon of light within their beautiful community.

Scott Phillips, Senior Pastor of First Presbyterian Church of Brighton, MI

This past year has been difficult on many churches, but I know this church to be active and connected to the community. This summer during the racial tensions I know the church helped sponsor dialog and conversation. In the past, we have also been able to do some shared ministry and worship services. I see this as a great gift of the church, being able to work ecumenically with other churches in the community. This church has been a leader in the outreach to those in our area experiencing homelessness. They are a front runner with the Severe Weather Network. I have also enjoyed working with the pastor on the Baccalaureate service in the past.

I think this church can continue to be a leader in the community with their local mission outreach. They have been willing to allow their building to be a wonderful tool for ministry. I would love to see this ministry grow. I could also see this congregation grow in its ecumenical work to bring change for many.

I know that there is a need for financial growth, and yet I think this is common among many churches today. I could see this church becoming the home for a homeless shelter and perhaps finding ways to center much of its worship and outreach in this area of ministry.

Chad Gibbons, Pastor of Centerpointe Church, Howell, MI

I've served alongside Chilson Hills Church with the Severe Weather Center and have watched them serve the community with other compassionate ministry endeavors. There seems to be a strong core congregation with a personal sense of ownership and responsibility that Jesus is lived out through each person individually as a group.

I have been impressed that Chilson Hills appears to have the social consciousness of a larger mainline church, combined with the flexibility and faithfulness of a smaller non-denominational church. This combination is unique and could possibly be helpful in focusing on outreach & service ministries, as long as it didn't get stretched too thin by doing too many things.

Chilson Hills has the heart and the willingness to step out on faith and tackle projects as a unique group within the community.

If Chilson Hills can keep the passion for ministry, while avoiding the temptation for individuals to take control of the ministries, I can easily see others desiring to serve alongside and help grow the church and its influence. Chilson Hills' combination of grace and mercy toward others, along with a firm commitment to biblical principles is something to be celebrated and leaned on as a strength.

Stephen C Johnson, Brighton Cooperative Preschool, Brighton, MI

Brighton Cooperative Preschool has been a tenant of Chilson Hills Church since 2013. They have been very supportive of our mission and we consider them a partner in our success. They are easy to deal with, communicate openly, and work cooperatively with us

Diane Duncan, Severe Weather Center Livingston County, MI

The Severe Weather Network Livingston County has been partnering with Chilson Hills Baptist Church for 7 years to serve homeless men and women in Livingston County. Livingston County has never had a permanent homeless shelter. In years past, a limited number of emergency shelter nights were available through HUD funding distributed to local service agencies. Unfortunately, this funding was often depleted by early fall allowing for no access to funding for emergency sheltering during the cold winter months. The Chilson Hills Baptist Church family has been an integral part of the mission and ministry opening up their doors to provide a warm safe refuge during the cold winter months. Revered DJ Reed saw the great need to help his brothers and sisters in Christ and was instrumental in the coordination and collaboration among churches, area service agencies and community members to ensure our community's adult homeless were cared for. Prior to the creation of the Severe Weather Network, Chilson Hills was a regular host to The Salvation Army's rotating homeless shelter known as The Reach Program. Prior to my work with the Severe Weather Network, our church family, The First Presbyterian Church of Brighton, partnered with Chilson Hills in providing meals and transportation for guests of the program.

Currently, Chilson Hills Baptist Church continues to partner with the Severe Weather Network through the leasing of the fellowship hall space from December through April. This partnership has allowed for the homeless of our community to access emergency sheltering, nourishment, rest, showering facilities and fellowship. Chilson Hills has been recognized by the community as a caring, compassionate and empathetic family engaging in God's work and doing what He has commanded, to help the least of their brethren.

Marsha Nottingham, Adult Survivors of Child Abuse (ASCA), Howell, MI

We ASCA members see the church as a safe and welcoming place. After our childhoods, most of us carry a heavy burden of fear into adulthood, so we really deeply appreciate the chance to meet at a location where we feel safe. None of the church members have ever pitied us or belittled us, even though the issues we struggle with make most people very uncomfortable. We are extremely grateful for the cheerful, matter-of-fact support provided by the church members we've encountered.

- We see several ministries that are active at Chilson Hills Church. The church provides daycare service, houses homeless people during the cold winter months, sponsors a vigorous Vacation Bible School, and provides pastoral guidance and regular church services to its members. Most important to us, the Adult Survivors of Child Abuse (ASCA) group, the church also supports us with a safe meeting place during non-Covid times.
- Once the pandemic is over, possible new opportunities of ministry for the church might involve allowing 12-step groups to meet at the church. Groups such as Alcoholics Anonymous, Narcotics Anonymous, Al-Anon (families of alcoholics/addicts), Alateen (group for teens from alcoholic families) or Adult Children of Alcoholics might appreciate the chance for a safe meeting place.
- Potential areas for growth for the church might involve the outdoor services that were developed during the pandemic. Although we all hope and pray the pandemic will be over soon, it seemed the outdoor services were much appreciated during the summer months simply for the beautiful setting and pleasant weather.

Alex Pickens, Reliant

We perceive present ministries of Chilson Hills to include outdoor worship, fireside chats and innovative media. We have experienced Chilson's creative use of the outdoor amphitheater. Sermons, community discussions and worship experiences have been meaningful. Gathering against a backdrop of trees intensifies the voice of the Holy Spirit.

Fireside chats, including the prayer walk path along the wetlands, have expanded our prayer life. The smell of wood burning the crackle of the fire and the feel of the path winding under foot remind of the importance of all senses in worship. Scriptures posted along the path provide opportunities for study after warmth and a walk. Returning to the path, having studied, deepens the godliness of the experience.

Innovative media use has challenged and inspired us. Pivots during COVID in live streaming and set design seemed seamless. A recent visit, however, revealed the careful attention to detail of each aspect of the services. A burning candle, throw rug and stool heights that match the table, synergized with Facebook and downloadable lyrics. We emailed a video and within 72 hours it was posted on the Chilson website.