

# JOHN MCMILLAN PRESBYTERIAN CHURCH

## MISSION STUDY



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JULY  
2025



JOHN MCMILLAN PRESBYTERIAN CHURCH

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# Introduction



In October 2025, the Session of John McMillan Presbyterian Church learned of Rev. Jeff Tindall's plan to retire in January 2025. On the advice of Rev. Tindall and Rev. Ralph Lowe from Pittsburgh Presbytery a Mission Study Team, Rick Brow, Cheryl Davies, Jim Willison, was formed and approved by Session to conduct the church survey, demographic report, and to assess whether our existing mission statement was appropriate for our church at this time.

# The Process

## 1

We began our Mission Study process with Holy Cow Consulting, constructing a Church Assessment Tool survey to be completed by members of the congregation. The Survey was launched in February 2025 with an ending date in March.

## 2

The Church Officer Nominating Committee (CONC) began recruiting and vetting Pastor Nominating Committee members in December 2024. Volunteers and other recruited members of the congregation submitted a written statement as to why they wanted to serve on this committee. The CONC considered gender, age group distribution, and the gifts of each applicant. Nine members for the PNC were selected and approved by Session. Congregation approval was obtained at a Congregational Meeting on February 23, 2025.

PNC Members: Grace Bogden, Mary Cullison, Jim Ellis, Betsy Gilbert, Doug Mickey, Megan Sherry, Joe Smith, Laura Waterstram, and Ella Willison

## 3

An Interim Pastor Nominating Committee consisting of members of JMPC Session and Personnel, composed a job description for the Interim Pastor. After Session approval, the job was posted to the Pittsburgh Presbytery website. Candidates were screened and interviews held. The Rev. Emily Miller became our Interim Pastor with a starting date of March 1, 2025.

## 4

Information for this Mission Study was gathered from four sources: MissionInsite, Church Assessment Tool, the 2024 Annual Report, and two listening sessions conducted by Interim Pastor Rev. Emily Miller. Demographic information was provided by MissionInsite, a church demographics specialist. The communities of Bethel Park, South Park, Venetia, and Peters Township were included in the summaries.

# The Process

## 5

The Church Assessment Tool, designed by Holy Cow Consulting, was used to conduct a congregational survey. We distributed the survey to 195 households and individuals with 118 responses. Rev. Ralph Lowe, Associate Minister at Pittsburgh Presbytery, interpreted the survey for the congregation on April 6, 2025.

The Transition Team used the JMPC 2013 Mission Study as a guide. Our Mission Statement remained unchanged as the Team felt it still captured who we are as a church and our mission to the community and world. This Mission Study was compiled to aid our PNC in developing the Ministry Discernment Profile to match with prospective pastors and assist in understanding who we are as a congregation.

JMPC Session will use the document to set goals for creating worship and fellowship opportunities that will strengthen the congregation. Feedback from the Church Assessment survey will help the church understand what makes it welcoming and inclusive, and how to make it even more so for members and visitors.



# Mission

## → Mission

Our mission at JMPC is to provide a way for the community to Know, Glorify, and Serve God.

# Our Approach

JMPC is led by our Session and utilizes a 'Pillar' organizational structure to manage the work and business of the church.

The Board of Deacons reports to Session and provides care and comfort for the JMPC community with calls, cards, meals and celebration of life luncheons.

JMPC is a Matthew 25 congregation dedicated to building congregational vitality, dismantling structural racism, and eradicating systemic poverty.

## SESSION

### Outreach Pillar



- Partnerships
- Ministries & Missions
- PCUSA Special Offerings Support

### Spiritual Development Pillar



- Fellowship
- Education
- Worship
  - Music

### Resources Pillar



- Stewardship
- Budget
- Buildings & Grounds

### Deacons Board

- Care
- Comfort



# What We Do

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## → Outreach Pillar

Following the mission of John McMillan Presbyterian Church to Know, to Glorify, and to Serve God, the Outreach Pillar is focused outward with our involvement in mission projects at the local, national, and international level. JMPC is a Matthew 25 congregation dedicated to building congregational vitality, dismantling structural racism, and eradicating systemic poverty.

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### Partnerships:

- **International Partnership in Malawi and South Sudan** - We have a sister church in Malawi, Africa, Chigumula CCAP. Through the years many families have hosted visitors from congregations involved in the Partnership between Blantyre Synod and Pittsburgh Presbytery. Missionaries from JMPC have traveled to Malawi on bi-yearly visits. This partnership is one that needs attention to be strengthened.



# What We Do

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## → Outreach Pillar

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### Partnerships (continued):

- **First Presbyterian Church of Duquesne -**

This partnership grew out of the International Partnership. For over 25 years, we have met together with the First Presbyterian Church of Duquesne for special worship experiences and dinners. We are also involved in ministry to the Duquesne community and refugees that have settled there in association with Rev. Judi Slater, the pastor at Duquesne.

- A hallmark of the Partnership is our Kids Club program run jointly by members of First Duquesne and JMPC. Members of JMPC travel to Duquesne to help with gatherings that include Bible Study, stories, crafts, recreation, and a meal provided by JMPC members.
- We routinely collect items for The Shared Blessings Store, the mission store at the First Duquesne. This has allowed us to help over 400 refugees as well as the Duquesne community. Each Christmas our Angel Tree Collection of new coats, hats, gloves, and warm children's clothing for the Christmas Market held at First Pres. Duquesne.



# What We Do

## → Outreach Pillar

### Ministries & Missions:

- **Short-Term Mission Trips** - Many of our members have traveled to other areas of the world on short-term mission trips working jointly with local people and Presbyterian Mission Agencies. Groups have been to Honduras, Nicaragua, Chiapas, Mexico, as well as domestic sites to work on disaster restoration or building projects.
- **South Hills Interfaith Movement** - SHIM is a human services organization dedicated to providing the resources necessary for struggling families and individuals to achieve self-sufficiency. SHIM provides Direct Access to food, clothing, and utility assistance as well as Family Support Programs (financial literacy, early childhood programs, summer day camp, and a family support center. JMPC supports SHIM through direct contributions, food drives, and donations.
- **SHIM Garden & Orchard** - JMPC's SHIM Garden and Orchard provide an average of 1000 lbs. of food each year to the SHIM Food Pantry. Volunteers work to plant, nurture, and harvest throughout the growing season.



# What We Do

## → Outreach Pillar

### Ministries & Missions (continued):

- **JMPC Preschool** - Our preschool is for ages two through five. Our goal is to facilitate growth in all aspects of the children's development in an environment based on God's love. We want children to find joy in learning, exploring, and discovering the wonderful world that God has created for them. Special programs for music and science add another dimension to their learning. Special Chapel times with our staff enrich the faith learning of our students.
- **The Christmas Affair** - The Christmas Affair is our biggest fundraiser, and the community event of the year, held on the first Saturday of November. The church transforms into a Christmas market with local crafters, a cafe, a bakery and candy shop, and a chance auction. Members of the congregation plan, set-up and clean-up, decorate, make candy, bake, make the food for the cafe, and work throughout the day of the event. For the past three years we have been able to donate \$11,000 to mission organizations. Our show has a reputation for being the "best in the South Hills" and brings together church members of all ages.



# What We Do

## → Outreach Pillar

### Ministries & Missions (continued):

- **Souper Bowl of Caring** - On Super Bowl Sunday, we show love for our neighbors through the Souper Bowl of Caring. Church members donate money and non-perishable items for our friends at South Hills Interfaith Ministries.
- **Bread Box Mission** - Money collected in the Narthex coin box supports various ministries. Recently, it was used for The Shared Blessings Store at Duquesne and will be used to purchase supplies for our Blessing Bag Ministry. These bags will be available for members to distribute to the homeless population in the Pittsburgh area.
- **World Vision** - Two to three times a year, 10-18 members travel to the local World Vision warehouse to sort, organize, and pack donated items to prepare them for shipping nationally and internationally. A time of fellowship over lunch usually follows.
- **6K World Vision Walk for Water** - In May members participate in a 6K walk in a nearby park. All proceeds from this walk support programs that bring fresh water to those whose access is limited throughout the world. Participants can join in the walk that day, or walk on their own, inside or outside.



# What We Do

## → Outreach Pillar

### Ministries & Missions (continued):

- **Heifer International/ Living Market** - Our Kids Club raises funds at a special dinner to purchase an animal through Heifer International. These animals allow native people to become self-sufficient and encourage the pass-it-on strategy where one of the offspring of the animal received is passed on to another family.
- **World Vision Child Support** - Kids Club also supports a child in Malawi, Africa with a monthly donation.

### PCUSA Special Offerings Support:

- **One Great Hour of Sharing** - Collections from this offering are used to benefit the Presbyterian Hunger Program and Presbyterian Disaster Relief and Development of People.
- **Pentecost** - Sixty percent of this special offering is given to the PCUSA, and forty percent is given to a mission that is selected by the Outreach Pillar. Recent donations have been given to SHIM and First Presbyterian Church of Duquesne.



ONE GREAT HOUR OF SHARING  
SPECIAL OFFERINGS  
HUNGER • DISASTER • DEVELOPMENT

# What We Do

## → Outreach Pillar

PCUSA Special Offerings Support  
(Continued):

- **Christmas Joy** - Donations to this offering are distributed between the Board of Pensions and the Racial Ethnic Education Program.



CHRISTMAS JOY  
SPECIAL OFFERINGS

LEADERSHIP: PAST, PRESENT, AND FUTURE

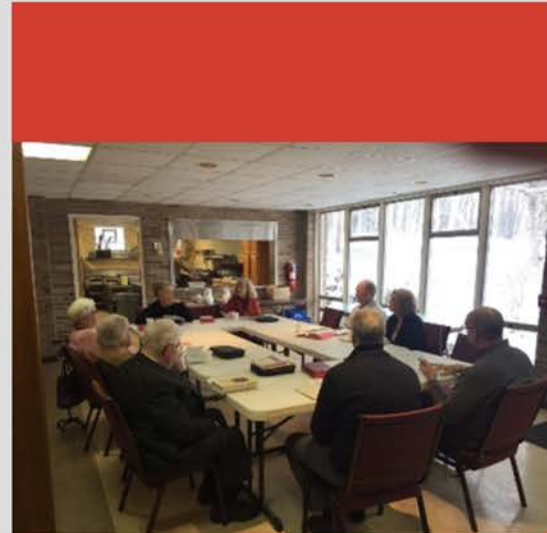


# What We Do

## → Spiritual Development Pillar

### Fellowship:

- **Mens' & Women's Breakfasts** - Once a month a breakfast gathering is held at a local restaurant. These breakfasts provide a way to connect with one another, support those living through trying times, and share our faith.
- **Chili & Hot Dog Luncheons** - A trademark of JMPC, these after worship luncheons bring the congregation together for an easy meal and time of sharing.
- **Coffee Hour** - This time before and after worship encourages meaningful conversations with our members and guests while enjoying coffee, cookies and other treats.
- **Coordination of Weddings** - When weddings are held at JMPC the Spiritual Development Pillar coordinates the event.
- **Special Events Luncheons & Dinners** - Special dinners are held recognizing special events, after certain worship services, or to celebrate a milestone in JMPC history. In addition events including plays, ball games, bowling, and picnics are facilitated by this pillar.





# What We Do

## Spiritual Development Pillar

### Education:

- **Vacation Bible School** - Every year, JMPC invites children from the community to come learn about Jesus and have a fabulous time doing it. The children attend lessons, watch skits, make crafts, sing songs, and play outside, all made possible by volunteers and contributions from members of our church.
- **Church School** - Church school is available up to 3<sup>rd</sup> grade. JMPC provides a nursery for younger children. Our goal is to restore an adult class and add additional classes for older children.
- **Bible/Book Studies** - Brown Bag Bible study happens every other Wednesday at noon. This pastor lead time over lunch allows members to catch up with each other, offer prayer requests, and study a book of the Bible designated by the Pastor. During other times special book studies are offered to promote discussion and to build upon our faith.



# What We Do

## → Spiritual Development Pillar

### Education (Continued) :

- **Kids Club and Youth Group** - Kids Club for youth 3<sup>rd</sup> to 8<sup>th</sup> grade and Youth Group high school age meet on Wednesday evenings for a meal together, recreation, and a lesson. Youth are encouraged to invite their friends within JMPC and outside our congregation.

### Worship

Worship is also the responsibility of the Spiritual Development Pillar along with the Pastor, Music Director, and other staff:

- **Special Worship Services** - Special worship services are held on Ash Wednesday, Maundy Thursday, Good Friday, and Christmas Eve. Communion is held on the first Sunday of the month except for July, as well as on Maundy Thursday. The Pastor, Music Director, Organist, Choir, and volunteer Liturgists lead our worship.
- **Music** - JMPC has an excellent music program. The Chancel Choir, Celebration Ringers, and JMPC Band are led by our Music Director and accompanied by our Organist. Special soloists, pianists, and instrumentalists accompany the choir and perform individually. The Christmas Concert held during Advent showcases the talents of our members of all ages.



# What We Do

## → Resources Pillar

- **Stewardship** - Each year the Resources Pillar organizes a stewardship drive to support the church. The goal is not only to support the budget of JMPC, but also to encourage stewardship of time and talents.
- **Budget** - Resources develops a budget based on our estimates of giving and historical unpledged amounts. These, along with our investments, sustain the ministry of JMPC. The annual Budget for JMPC is in the range of \$400,000.00
- **Building & Grounds** - This pillar is responsible for the entire building and grounds of the church. They, along with talented volunteers, make important decisions on maintenance and any needed replacements or service to existing church property.



### 2024 Annual Report

Click on the links below:

JMPC Officers (Elders & Deacon's)

Corporate Officers

2024 Statistical Report

Outreach Pillar

Resource Pillar  
Financials

Spiritual Development Pillar  
Director of Music

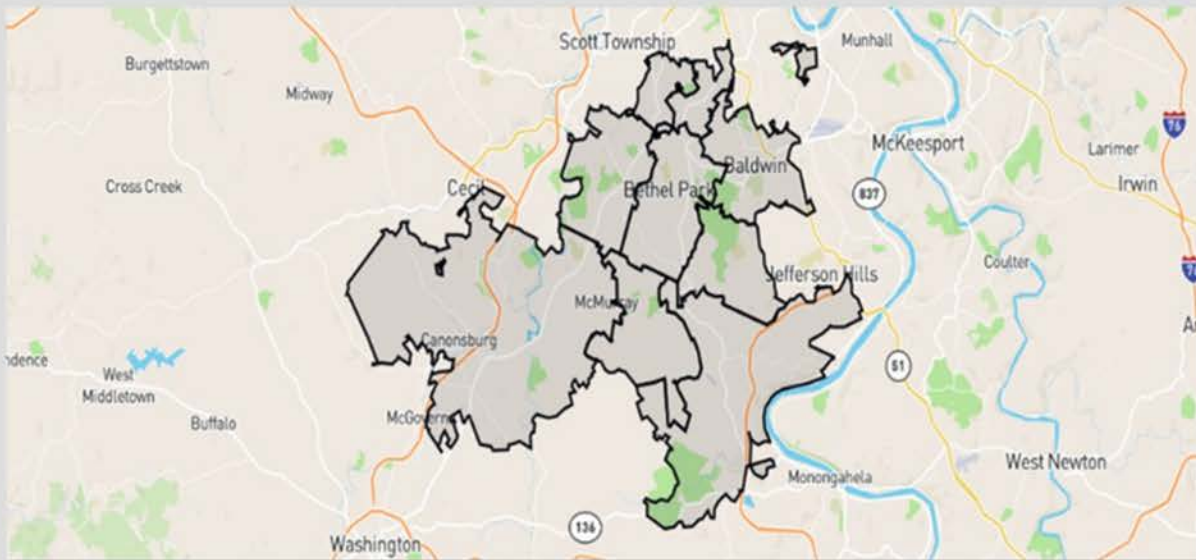
Board of Deacons

Preschool

Columbarium Report



# Demographics



**John McMillan Presbyterian Church (JMPC)** is located in Bethel Park, PA with a current congregation of 314 members. Bethel Park is a borough with home rule status in Allegheny County, Pennsylvania, United States. It is in the South Hills area within the Pittsburgh metropolitan area, located approximately 7 miles (11 km) south of Pittsburgh south of the Monongahela and Ohio Rivers. The South Hills combines historic homes, vibrant town centers, and close-knit neighborhoods. The “T” light rail system connects several southern suburbs to the city of Pittsburgh, avoiding the trouble of driving.

A notable feature of the South Hills are its older homes, rolling hills, unique architectural charm, and many neighborhoods designed for walking. Areas like Mt. Lebanon and Upper St. Clair offer tree-lined streets, cozy communities, and a sense of history. Bethel Park and neighboring areas in Washington County provide a middle ground with traditional homes and newer homes, apartments and condos, so there's something for every preference and budget.

South Park is one of the largest parks in Allegheny County spanning more than 2,013 acres of land across Bethel Park and South Park Township. It is a favorite spot for South Hills residents who love the outdoors. There's a wave pool, an ice-skating rink, a golf course, and plenty of open space for walking or enjoying the scenery. You'll also find smaller neighborhood parks, each offering its mix of playgrounds and trails—great for a quick stroll or a family picnic.

# Demographics

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Large retail centers and more minor, locally owned stores and restaurants are located throughout the South Hills. South Hills Village Mall provides a one-stop shop South Hills Village Mall showcases a collection of more than 130 specialty stores in a relaxing indoor shopping experience. The mall is anchored by Von Maur, Macy's, Target, Barnes & Noble and Dick's Sporting Goods. At the same time, Mt. Lebanon's Washington Road offers a more boutique feel, with shops and eateries that are uniquely Pittsburgh. Dining in the South Hills runs the gamut from family-run restaurants to upscale experiences, adding depth to the local culinary scene.

The South Hills also has top-rated schools. Mt. Lebanon and Upper St. Clair frequently appear in lists of Pennsylvania's best districts, with excellent academic, arts, and sports programs. Bethel Park and Peters Township also have high-performing schools.

The population of Bethel Park was 33,577 as of the 2020 census. The Borough has a total area of 11.7 square miles.

While JMPC pulls the majority of members from the Bethel Park Community, members also come from the surrounding communities of South Park, Peters Township, Castle Shannon, Upper St. Clair, Mt. Lebanon, Dormont, Baldwin, North Strabane, and Finleyville. The total population of Bethel Park and the surrounding communities is approximately 198,680\*.

Many JMPC members live within 4 miles of the church building. However, some travel much further and pass other Presbyterian USA churches to attend JMPC.

Within the surrounding community demographic, there are approximately 82,515 Households with approximately 16,766 Family Households with children under age 18. There is an average of 2.35 persons per household. The forecast over the next 10 years shows little change in the population with a moderate decline in school age children.

# Demographics

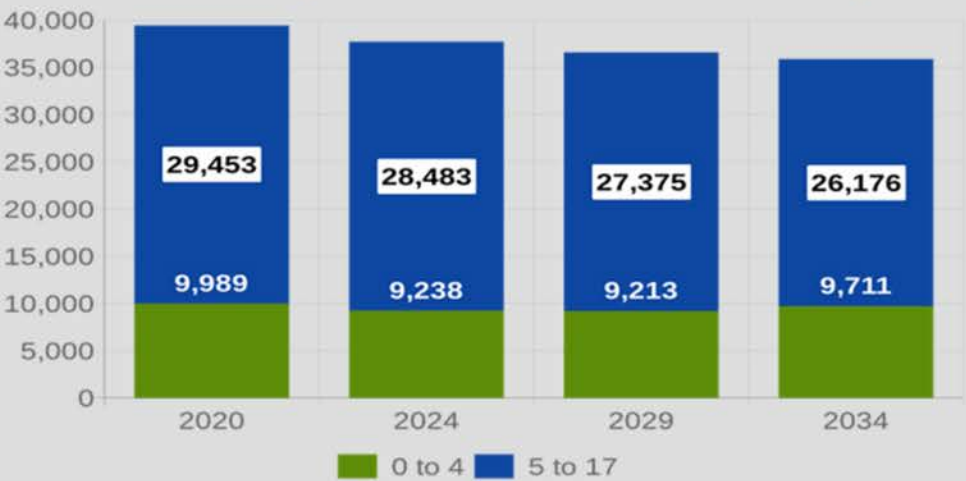
## Households with Children (Under 18)

Percentage of Family Households by Year

| Living Arrangement |  | 2020   | 2024   | 2029(F) | % Change |
|--------------------|--|--------|--------|---------|----------|
|                    |  |        |        |         |          |
| Married-couple     |  | 84.26% | 81.42% | 80.11%  | -4.15%   |
|                    |  |        |        |         |          |
| Single Mother      |  | 11.37% | 12.43% | 13.21   | 1.84%    |
|                    |  |        |        |         |          |
| Single Father      |  | 4.37%  | 6.15%  | 6.69%   | 2.32%    |

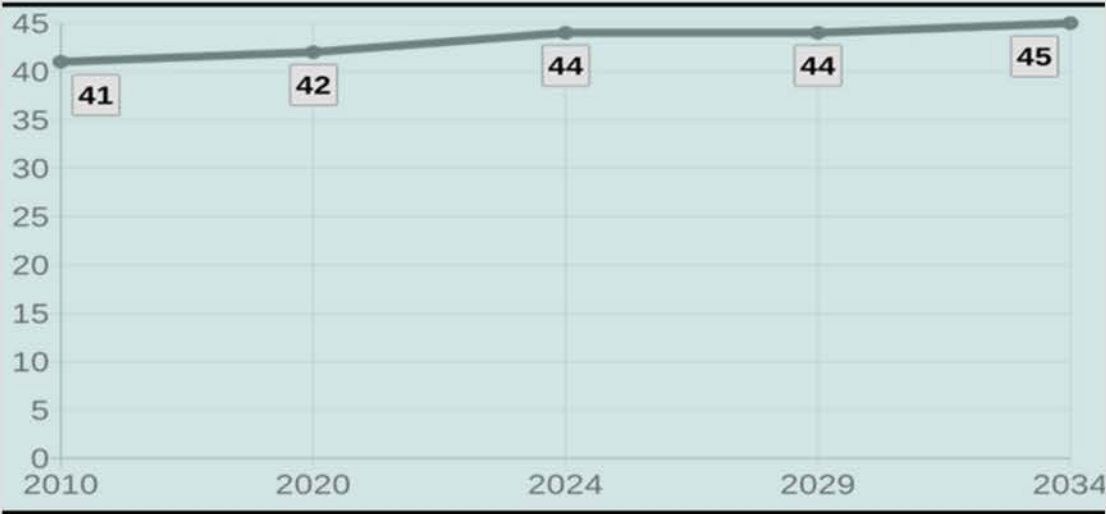
The makeup of the Family Household is evolving in the JMPC demographic. It is forecasted that traditional Married-couple Households will decrease by 4.15% by the year 2029 with increase in Single Mother and Single Father Households.

## 10 Year Projection: Children 0 to 17 Years of Age



# Demographics

Average Population Age: History and Trend



The age and number of children in the JMPC demographic are holding steady through 2034. While the average age of the population in the area will see a slight increase from Age 44 in 2024 to Age 45 in 2034. The racial mix varies by township and municipality, but the overall racial mix of the communities in the JMPC target area are:

- White – 88.5%
- Black – 2.6%
- Native American – 0.1%
- Asian – 4.3%
- Hispanic – 1.2%

Although the education levels varies throughout the demographic area it exceeds the national average.

| Level of Education          | JMPC Demographic Average | US. National Average |
|-----------------------------|--------------------------|----------------------|
| High School or Higher       | 95.8%                    | 89.4%                |
| Bachelor's degree or Higher | 48%                      | 34%                  |

# Demographics

JMPC Demographic Area  
US Census Data Information Yr 2020

| Zip Code | United States               | Population     | Under 5 | Under 18 | Over 65 | Female % | White  | Black | American Indian/Alaska Native | Asian | Hispanic | Households  | Households w/ children under 18* | Persons / Household | Education - High School or Higher | Bachelors Degree or Higher | Median Household Income |
|----------|-----------------------------|----------------|---------|----------|---------|----------|--------|-------|-------------------------------|-------|----------|-------------|----------------------------------|---------------------|-----------------------------------|----------------------------|-------------------------|
| TOTAL    |                             | 340,110,988.00 | 5.5%    | 21.7%    | 17.7%   | 50.5%    | 75.3%  | 13.7% | 1.3%                          | 6.4%  | 18.5%    | 127,482,865 |                                  | 2.54                | 89.4%                             | 35%                        | \$78,538                |
| 15102    | Berthel Park                | 32,388         | 4.8%    | 35.2%    | 24.6%   | 50.6%    | 88%    | 1.4%  | 0.2%                          | 2.2%  | 1.00%    | 14,877      | 2,540                            | 2.2                 | 97.2%                             | 51.6%                      | \$104,129               |
| 15234    | Coastal Shannon             | 8,249          | 3.5%    | 35.9%    | 19.8%   | 52.2%    | 85.7%  | 4.7%  | 0.0%                          | 6.0%  | 3.30%    | 3,755       | 1,158                            | 2.19                | 93.7%                             | 36.4%                      | \$62,426                |
| 15234    | Wyn Mhuill                  | 15,054         | 7.1%    | 38.3%    | 23.7%   | 49.4%    | 85%    | 4.2%  | 0.3%                          | 12.2% | 1.20%    | 6,720       | -                                | 2.17                | 93.7%                             | 41.5%                      | \$85,000                |
| 15228    | Upper St. Clair             | 21,560         | 6.0%    | 25.8%    | 19.1%   | 51.1%    | 87%    | 1.5%  | 0.0%                          | 3.6%  | 1.30%    | 7,618       | 1,859                            | 2.74                | 97.9%                             | 72.0%                      | \$151,963               |
| 15241    | Mt. Lebanon                 | 34,075         | 4.1%    | 26.9%    | 21.3%   | 51.5%    | 88%    | 1.1%  | 0.1%                          | 3.9%  | 2.20%    | 13,666      | 2,058                            | 2.42                | 98.0%                             | 68.1%                      | \$120,980               |
| 15228    | Duquesne                    | 7,920          | 5.0%    | 37.4%    | 15.4%   | 50.4%    | 87.3%  | 5.9%  | 0.1%                          | 0.7%  | 0.00     | 3,996       | -                                | 2.03                | 96.3%                             | 48.8%                      | \$77,226                |
| 15206    | Baldwin                     | 20,708         | 4.0%    | 20.0%    | 21.3%   | 50.6%    | 80.8%  | 4.1%  | 0.0%                          | 8.6%  | 0.02%    | 8,935       | 2,577                            | 2.34                | 92.8%                             | 32.8%                      | \$77,882                |
| 15367    | Peters Township             | 23,264         | 5.7%    | 26.3%    | 19.0%   | 48.0%    | 93.7%  | 0.9%  | 0.3%                          | 1.6%  | 0.03%    | 8,272       | 973                              | 2.75                | 98.3%                             | 61.3%                      | \$140,361               |
| 15317    | North Strabane Township     | 16,719         | 6.3%    | 20.8%    | 21.3%   | 52.2%    | 91.0%  | 1.8%  | 0.0%                          | 2.5%  | 2.30%    | 6,455       | 4,056                            | 2.43                | 97.4%                             | 49.9%                      | \$102,454               |
| 15332    | South Park Township         | 13,727         | 5.5%    | 20.6%    | 20.6%   | 50.9%    | 89.3%  | 2.0%  | 0.0%                          | 5.5%  | 0.00%    | 5,637       | 991                              | 2.41                | 96.2%                             | 40.5%                      | \$95,685                |
| 15129    | Union Township (Perryville) | 5,387          | 4.5%    | 35.5%    | 28.1%   | 52.0%    | 96.10% | 0.5%  | 0.0%                          | 0.3%  | 1.5%     | 2,534       | 914                              | 2.13                | 92.8%                             | 25.5%                      | \$62,407                |
|          | TOTALS                      | 886,681        | 5.1%    | 26.4%    | 21.3%   | 50.8%    | 88.5%  | 2.6%  | 0.1%                          | 4.3%  | 1.2%     | 82,515      | 16,786                           | 2.35                | 96.8%                             | 48.0%                      | \$88,152                |

\*2020 US Census of 5 minute

# Congregational Assessment

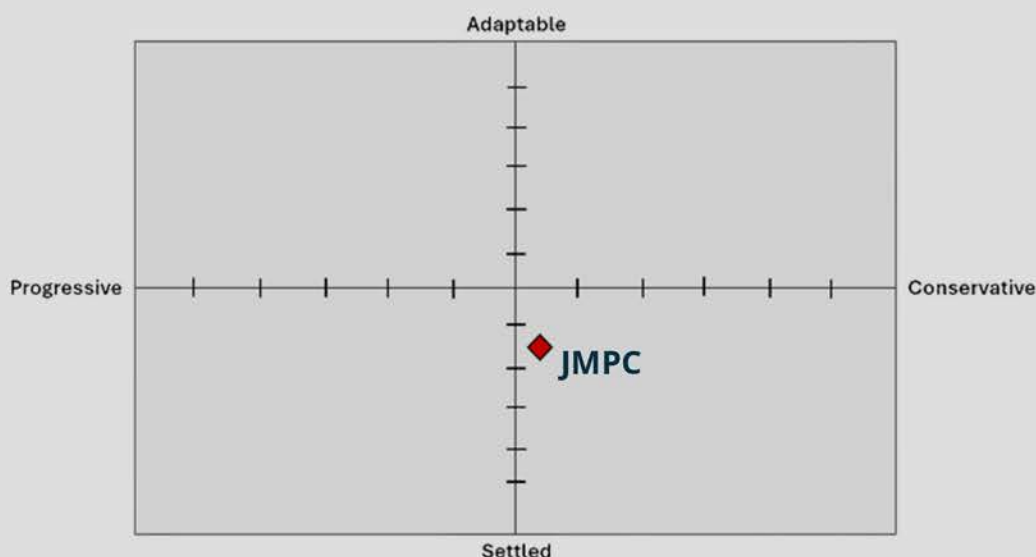
The JMPC congregation used the Holy Cow! Consulting Survey to obtain key information from members on the current satisfaction and future direction of the church. Overall, approximately 44% of the members, or 185 persons responded to the survey.

The Holy Cow! survey benchmarks the JMPC data, to look at deeper trends when compared to other congregations. There are over 6,000 congregations in the Holy Cow! Consulting data base used for this purpose.

## Descriptive Indices

- **Theological Perspective Index** determined by The Holy Cow! Survey charted JMPC to be in the middle between Progressive and Conservative in Theological diversity.
- The **Flexibility Style Index** measures the degree in which a church is willing to make adjustments in the way it goes about ministry. JMPC had mixed responses in this area, however, 66% of respondents agreed with the statement – *“We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.”*
- **The Descriptive Map** indicates the particular style of a church using the characteristics of Theological Style and Flexibility. The map for JMPC indicates a slightly conservative and Settled style often referred to as ‘Hearth & Home’.

### DESCRIPTIVE MAP



# Congregational Assessment

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## Performance Indices :

- **The Spiritual Vitality Index** - measures the degree to which members believe that their faith is at the core of their lives rather than at the periphery. JMPC ranked lower than the comparison to other churches in the 4<sup>th</sup> percentile overall. This was strongly influenced by the survey question that asked – “Although my faith is important to me, I feel there are other things more pressing in my life right now.” In this negatively worded question JMPC ranked in the 76<sup>th</sup> Percentile. Without this question, JMPC ranked above average, 55<sup>th</sup> percentile compared to other churches.
- **The Readiness for Ministry Index** measures the degree to which the church has helped members identify their individual gifts and prepare members for ministries suitable to their gifts. In comparison to other churches JMPC ranked about average, in the 50<sup>th</sup> percentile.
- JMPC ranked in the 25<sup>th</sup> percentile in the **Educational Engagement Index**. This index measures how members understand that Christian education is a life-long process and how well the church provides appropriate life-long education for all.
- **The Worship and Music Index** captures how members feel about the quality of the worship experience. Here JMPC ranked high in the 70<sup>th</sup> percentile in comparison to other churches.
- **Financial Information** - According to Holy Cow Consulting, JMPC ranked in the 53<sup>rd</sup> percentile in financial giving. JMPC members contribute an average of 2.45% of their income. This is better than the 1.9% of income given by other churches.

# Congregational Assessment

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## Key Indicators

The Holy Cow! Survey attempts to examine two things – *Satisfaction* and *Energy*. The survey determined the drivers of JMPC member Satisfaction are:

- The worship services at our church are exceptional in both quality and spiritual content.
- Our former Pastor articulated a clear vision for our church and kept it before the people in a compelling way.
- Our former Pastor made things happen
- Our former pastor helped us accomplish our mission by bringing out the best in everyone.
- Our church provides high quality education that is appropriate to every age and stage of life.

## Overall Satisfaction

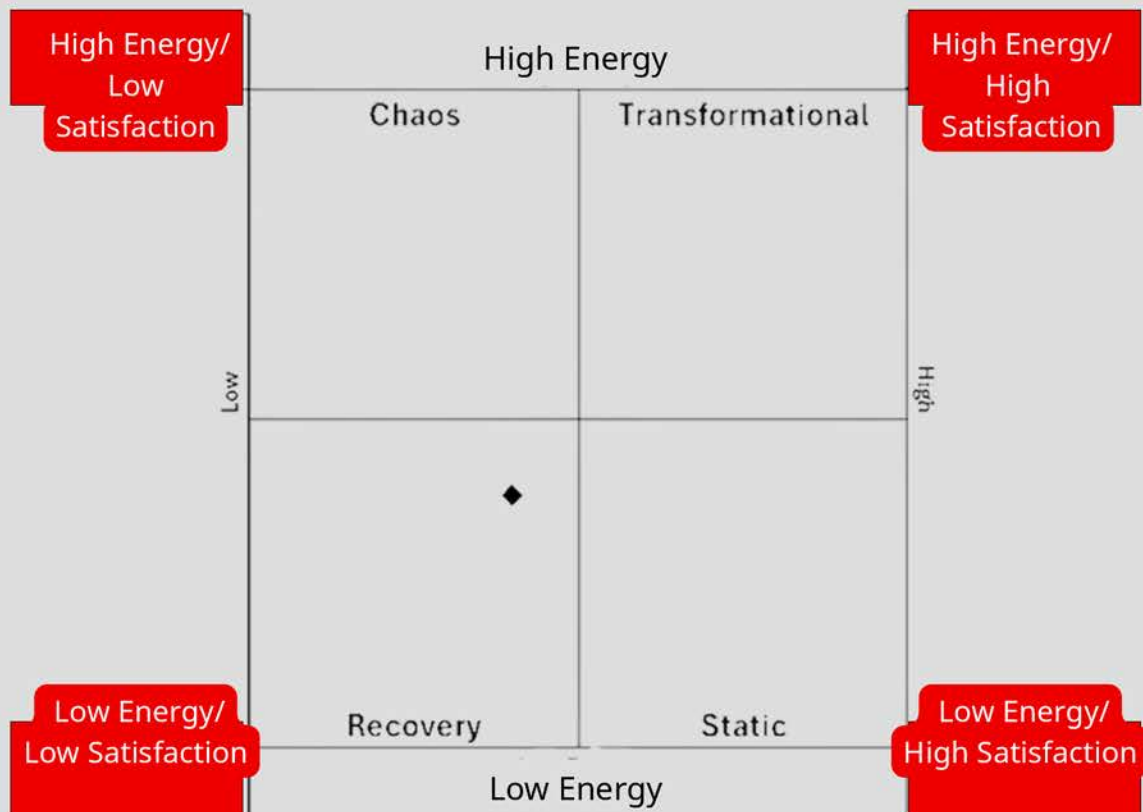
The Holy Cow! Consultants' survey indicated that the JMPC congregation ranked Average in terms of overall Satisfaction with the church, when compared with other churches.

The survey determined the JMPC drivers of Energy are:

- Our church provides high quality education that is appropriate to every age and stage of life.
- Our former Pastor articulated a clear vision for our church and kept it before the people in a compelling way.

The Survey indicated that the JMPC congregation ranked Average in terms of overall Energy with the church, when compared with other churches.

# Congregational Assessment



Holy Cow! Consulting provided an 'Energy-Satisfaction Map' which places JMPC in the Low Energy-Low Satisfaction quadrant. This quadrant is known as the Recovery quadrant and indicates JMPC is ripe for change that will help regain a significant level of vitality and health.

## Goals:

Based on this Holy Cow! Consulting survey, the top future JMPC goals are:

- Make necessary changes to attract families with children and youth to our church.
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.

# Congregational Assessment

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## Goals (Continued) :

- Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
- Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.).

## Other Priorities:

In comparison to other churches, a few other priorities were shown to be important to members -

- Strengthen the pastoral response of the church in serving people in times of need (emotional, mental, physical, spiritual, etc.).
- Develop the spiritual generosity of the people to financially support the ministry of the church.
- Deepen our sense of connection to God and one another through stronger worship services.

## Top Priorities by Age Group:

### **Persons Under 35 Years of Age -**

- Make necessary changes to attract families with children and youth to our church
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).

# Congregational Assessment

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## Top Priorities by Age Group (Continued) :

### **Persons 35 Years to 64 Years of Age -**

- Make necessary changes to attract families with children and youth to our church
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).

### **Persons 65+ Years of Age -**

- Make necessary changes to attract families with children and youth to our church.
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

# Congregational Assessment

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## Critical Abilities for the next JMPC Pastor:

According to The Holy Cow! Survey the following critical abilities must be apparent in our new pastor -

- **Preaching** - Capacity to inspire and connect people to God's word
- **Strategic leadership** - Capacity to cast a vision and lead the church toward realization of the vision
- **Pastoral care** - Capacity to engage people empathetically and care for persons in times of need
- **Teaching/Training** - Capacity to deepen understanding, form character, and equip members with new skills
- **Change management** - Capacity to lead a church through a significant and necessary period of change
- **Administration** - Capacity to manage a church operationally including facilities, finances, and staff
- **Negotiate/resolve conflict** - Capacity to help a church deal with conflict through training, negotiation, and mediation
- **Community catalyst** - Capacity to function on a larger stage beyond the church and to rally a variety of individuals and groups to address critical issues

# Congregational Assessment

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## Online Experience & Technology :

JMPC broadcasts services weekly online via Facebook and Youtube. Services are also recorded each week and available anytime on the same social media platforms and the JMPC website. Approximately 50.5% of the congregation worships online at least a few times a year. Less than 3% worship online every week and 9.9% worship online twice a month.

The main reasons members worship online are scheduling conflicts and physical and medical needs.

Approximately 62% of the congregation either Strongly Agree, Agree or Tend to Agree that the technology we use creates a quality online worship experience.

## Listening Sessions

Two Listening Sessions for JMPC members were held a few weeks after the COW Assessment results were presented to the congregation. These sessions were conducted by our interim pastor, Rev. Emily Miller. During the first informal session, participants were asked the following questions:

- When did you join JMPC?
- When was JMPC the best version of itself?
- What secular event affected JMPC?
- When was JMPC the least version of itself?

Answers were collected on Post-it Notes and displayed in front of the group for discussion. Twenty-seven members attended the first session. The following is a summary of the question answers.

# Congregational Assessment

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## Listening Session 1 :

- **When did you join JMPC?**
  - 1965 – 1979 15%
  - 1980 – 1990 37%
  - 1991 – 2000 7.4%
  - 2001 – 2010 18.5%
  - 2011 – 2020 15%
  - 2021 – 2025 7.4%
- **When was JMPC the best version of itself?**
  - 14 responses mentioned Dan Merry or 1990's
  - 2 responses - 1995 Completion of new Sanctuary
  - 2 responses for when we had 2 pastors – Charlie & Louise or Matt & Jeff
  - Other responses included –
    - Christmas Affair
    - When we had many families and kids in church
    - Youth 7 Family groups and activities
    - Mission Trips to Malawi
- **What secular event affected JMPC?**
  - 17 responses stated Covid
  - 2 responses – kids sporting events on Sundays
  - 2 responses – political differences
  - Other response included -
    - More families with both parents working
    - Highly scheduled youth & families
    - Cultural change/people lost jobs
    - Moving services outside
    - Matt leaving

# Congregational Assessment

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## Listening Session 2 :

The second Listening Session started with an ice breaker question - Who were the original members of the band Fleetwood Mac?

The questions in this Listening Session were -

- In 20 words or less, what is the mission of our church? (Not the mission statement or vision statement)
- Thinking about the whole Bible, what Bible passage, story, parable best describes the mission of our church?
- If JMPC ceased to exist, would anyone outside of the church notice and why?

The following are the responses to the questions of the second Listening Session -

- **In 20 words or less, what is the mission of our church? (Not the mission statement or vision statement)**
  - Outreach, spread the Gospel, find and satisfy the needs of the Church and Community.
  - To share God's love as witnessed by Christ. To be a welcoming, safe, worshipping community for all.
  - Profess that Jesus is our Lord and savior, share the Word, make disciples of others, reach out to those in our community, country, and world, learn and grow in Christ, and serve others.

# Congregational Assessment

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## Listening Session 2 (Continued):

- **Thinking about the whole Bible, what Bible passage, story, parable best describes the mission of our church?**
  - Micah 6:8 What does the Lord require of us but these things: to act justly, to love mercy, and to walk humbly with your God
  - Luke 10:27 You shall love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind, and your neighbor as yourself.
  - Matthew 22: 37-39 Jesus said unto him, Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, Thou shalt love thy neighbour as thyself.
  - Psalm 23:1 The Lord is my shepherd, I shall not want.
  - Acts 2: 43-47 And fear came upon every soul: and many wonders and signs were done by the apostles. And all that believed were together, and had all things common; And sold their possessions and goods, and parted them to all men, as every man had need. And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.

# Congregational Assessment

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## Listening Session 2 (Continued):

- **If JMPC ceased to exist, would anyone outside of the church notice and why?**
  - The Duquesne Community would not have our partnership and fellowship.
  - SHIM families would not receive our fresh produce.
  - Preschool children and families would have to find another school.
  - VBS families would miss our summer week of fun and learning.
  - The polling station would not be available for the municipality.
  - People who attend the Christmas Affair and other events would not be able to.
  - Recipients of our outreach dollars would not have the support.
  - Groups that use the facility for activities would need to find another venue.
  - The Columbarium would need to be moved.
  - Kids Klub members who are not church members would have to find another activity.



# History

## → 1965 – 1969

**1965:** In July, the Rev. Richard A. Davis began working for the Pittsburgh Presbytery as organizing pastor for a new church in the South Hills. Rev. Davis led an initial worship service in September 1965 in the William Penn Elementary School, Bethel Park with 118 in attendance.

**Late 1965:** John McMillan United Presbyterian Church was organized, and construction of a building soon began on the Presbytery's newly acquired land on Clifton Road. The church was named for the Rev. Dr. John McMillan, an outstanding pioneer minister and educator of the Revolutionary War era, whose pastoral care is part of the history of the southwestern Pennsylvania area.

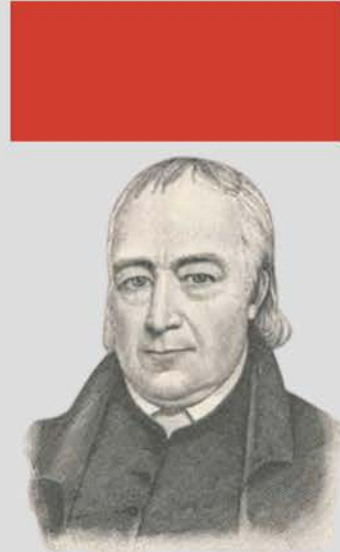
**1966:** The Rev. Richard A. Davis was called as the founding pastor, twelve elders were ordained and installed, and Junior and Senior High youth programs began.

**1967:** Celebrations of Worship and Church School were held in the new building.

A Women's Association was organized. Initial attendance was 160 in worship and 125 in Church School.

**1968:** Rev. Davis left in 1968 and the Rev. William Barker and the Rev. Max Conley served as interim pastors.

**1969:** In April the congregation called the Rev. Arthur D. Webster, Jr. to serve as pastor.



Rev. John McMillan



# History

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## → 1970's

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**1970:** Membership had grown to 375 and a second building phase was underway.

**1971:** JMPC Preschool was began to extend community outreach.

**1973:** Christian education and fellowship facilities were dedicated in January 1973.

**1974:** In the summer, Rev. Webster moved on, and the Rev. Frank Penick became interim pastor.

**1975:** In July, The Rev. James D. Eby was called to serve as pastor and served for ten years.

## → 1980's & 1990's

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**1985:** The Rev. Carolyn Jones served as interim pastor for two years.

**1987:** In March, the congregation called the Rev. Dr. Daniel B. Merry to begin his ministry at JMPC. Rev. Merry was a young family man with a vision for the future of the church. Worship attendance increased by 40% and Church School attendance increased by 30% his first year.

**1988:** The church offering many fellowship and mission events that drew young families of the community. Special focus was on children and youth programs. A Long - Range Planning Task Force expressed the need to expand both facilities and personnel and to examine our ministry as a growing church.



ORIGINAL JMPC  
CHURCH BUILDING

# History

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## → 1980's & 1990's

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**1989-95:** JMPC supported Deborah Lee Evanovich in her preparation for ministry, and she served the church as seminary intern and pastoral assistant before being called as Associate Pastor. The Rev. Evanovich became pastoral assistant and was ordained in 1995. In March, JMPC called Rev. Deborah Evanovich to be our Associate Pastor. Her energy and enthusiasm enriched congregational life and Christian Education as well as small group ministry.

**1995:** Under the leadership of Rev. Merry, our new sanctuary and offices were dedicated, and by 1997 worship attendance had grown to an average of 316.

**1999:** A Board of Deacons was ordained and installed.

### JMPC PROPERTY



# History

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## → 2000 – 2010

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**2000:** In October, Rev. Merry accepted a call to Associate Pastor to Pittsburgh Presbytery. Rev. Evanovich acted as head of staff until an interim pastor was found.

**2001:** In April, the Rev. John C. Free became interim pastor. Following Rev. Free, the Rev. Beverly James became our interim pastor and served until 2003.

**2003:** In the spring of 2003, the church called the Rev. Charles Berthoud as pastor. With his young family, Rev. Berthoud brought a renewed focus on the youth of the church and a wealth of different experiences as a volunteer and missionary. While at John McMillan, he led mission trips to Central America and encouraged interfaith communication among local church leaders. He conducted several Bible and topical studies for subgroups within the church, varying times and locations to appeal to as many members as possible. Many of these meetings explored autobiographies of public figures and examinations of their faiths.

Louise Rogers became our Church Education Director. After her graduation and ordination in January of 2007, Rev. Rogers was called as our Associate Pastor. Her commitment to Christian Education and Fellowship was a strength of her ministry.

**2006:** In April of 2006 Carolyn Brow was selected to direct the JMPC Chancel Choir, Bell Choir and Praise Band.

**2013:** In the spring, Rev. Berthoud accepted a call as Pastor of a Presbyterian Church in Madison, Wisconsin. Rev. Rogers faithfully led the congregation prior to the appointment of Rev. Dr. Doug Marshall as the interim pastor.

# History

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## → 2010's – Present

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**2014:** In August, Reverend Marshall Jefferson Tindall accepted a call to be the next pastor. Rev. Tindall had grown children and had come to the ministry after a career as an attorney. He brought with him a focus on Christian history, putting the Bible in the context of the traditions and customs of the time, and continuing our church's focus on mission work.

**2015:** The Rev. Matthew Fricker became the JMPC Christian Education Director. Rev. Fricker finished seminary and was ordained as an Associate Pastor while continuing to focus his considerable energy on youth programs and ministry. His passion for mission led groups on National Mission Trips and in many local projects.

**2020:** Rev Tindall and Rev Fricker led the church through the pandemic, developing creative and safe ways to hold worship services including online and outside in the parking lot. As with many churches, this was a difficult period and resulted in a drop in attendance and membership.

**2021:** In October, Rev. Fricker accepted a call as the head pastor of Mt. Vernon Presbyterian Church in Elizabeth, PA, John McMillan hired member Emily Shubilla as Christian Education Director and Rev. Samantha Coggins as Associate Pastor in the spring of 2022. Samantha served until February of 2024 and Emily until November of 2024.

**2025:** In January, Rev. Tindall retired. The Rev. Emily Miller became our interim pastor. We recently hired a new office manager and are actively seeking a Covenant Pastor with a focus on Youth and Family Ministries.

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