

Church Information Form

The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the pastor and the congregation, this is an opportunity for self-study and evaluation of current ministry and goals. This calls for honesty, effort, and open communication.

This Church Information Form (CIF) presents the local congregation’s history, challenges, and goals. It is our hope that this will help facilitate the search process by assisting both the church in focusing on future directions and applicants in gaining some sense of the nature and uniqueness of this congregation.

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epc.org/mso. For more information or to send your posting, email info@epc.org.

Guidance for church-based human resources questions such as background checks, personnel policy manuals, and more is available at the Office of the General Assembly by contacting Marti Ratcliff at marti.ratcliff@epc.org or 407-930-4263.

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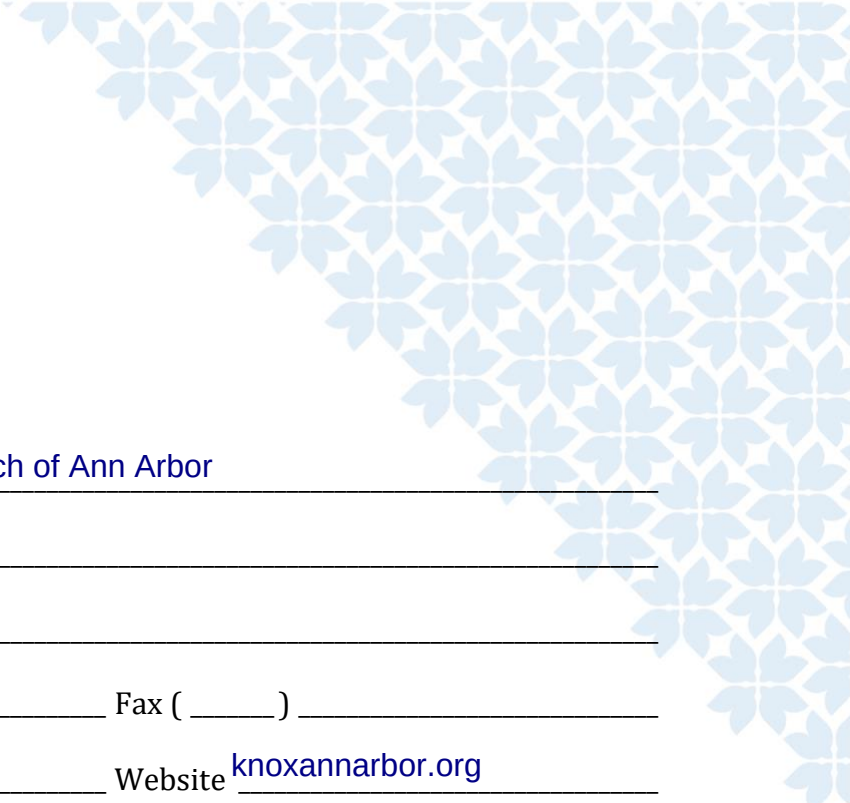
Part 1: Church Information	Part 4: Leadership Expectations
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Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK 5850
T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org





1. Church Name Knox Presbyterian Church of Ann Arbor

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Address 2065 S. Wagner Rd.

Ann Arbor, MI 48103

Telephone (734) 761-5669

E-mail knox@knoxannarbor.org

Website knoxannarbor.org

2. Presbytery Midwest

Presbytery Ministerial Committee Liaison Tim Kanzelmeyer

3. Search Committee Chairman Jim Hughes

Address 2065 S Wagner Rd, Ann Arbor, MI 48103

E-mail jamesihughes89@gmail.com

Telephone (734) 972-2462

4. List all paid staff positions (use additional sheet if necessary)

(see following table)

☐ Full time ☐ Part time☐ Full time ☐ Part time☐ Full time ☐ Part time☐ Full time ☐ Part time☐ Full time ☐ Part time☐ Full time ☐ Part time

☐ Full time ☐ Part time

☐ Full time ☐ Part time

☐ Full time ☐ Part time☐ Full time ☐ Part time

4. List all paid staff positions

Rev. Michael Payne	Transitional Pastor	Full Time
Rev. David Brown	Community Groups & Connections	Part Time
Holly Brochue	Pastoral Admin	Full time
Gale Burrow	Early Childhood Coordinator	Part Time
Betty Clark	Accountant	Full time
Rebekah Cline	Children's Ministry Admin	Full time
Carl Combs	Facilities Manager	Part Time
Nick Cuevas	Youth Director	Full time
Verna Hinman	Operations Director	Full time
Allie Milot	Communications Coordinator	Part Time
Carlos Mejia	Building Maintenance	Part Time
Mark Morgan	Special Music Director	Part Time
Dean Robinson	Organist	Part Time
Justin TenCate	Worship Director	Full time
Emily Wingfield	Children's Ministry Director	Part Time

5. List all key volunteer positions

Children's Ministry
Chinese Community
Deacons
Elders
Finance Committee
Men's Ministry
Missions Committee
Newcomers / Welcome Ministry
Nominating Committee
Prayer Ministry
Women's Ministry
Worship Ministry
Youth Ministry

6. List all vacant positions

Position Available Senior Pastor Date of Vacancy 1/22/2024

Position Available _____ Date of Vacancy _____

Position Available _____ Date of Vacancy _____

7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	<u>509</u>	<u>388</u>
B. Number of family units	<u>329</u>	<u>214</u>
C. Worship attendance	<u>531</u>	<u>321</u>

8. Community Growth ☐ Increasing ☐ Static ☒ Declining

9. Profile of church members

A. Age:

18 % 0-11 11 % 12-18 9 % 19-24 9 % 25-34
11 % 35-49 17 % 50-64 22 % 65+

B. Occupation:

10 % Business 65 % Professional 3 % Trades
3 % Agriculture 7 % Stay-at-Home Parent 22 % Retired
 _____ % Other (Please Specify) _____

C. Educational level of adults

0 % some high school 10 % high school 35 % college 55 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 3 %

5 years or less 18 %

6-10 years 11 %

10 years or more 67 %

10. Racial/Ethnic composition of:

A. **Congregation**

<1 % African-American 11 % Asian 86 % Caucasian <1 % Hispanic
2 % Other (Specify) mixed

B. **Community** (within 5-mile radius of church)

11 % African-American 9 % Asian 70 % Caucasian 5 % Hispanic
4 % Other (Specify) (Washtenaw county figures)

11. Community Setting (check as many as apply):

Location

☐ Rural ☐ Small Town ☐ Metropolitan ☒ Suburban ☐ Inner City

Function

☐ Industrial ☐ Agricultural ☐ Recreational ☐ Military ☒ College/University

Approximate population of community: 372,000 (US Census, Washtenaw County)

14. Organizational Structure

List major boards, committees, and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.)

Name	Purpose of Group	Number of members	Frequency of meetings	Leadership Role*
Deacon Board	Provide congregational care in the areas of financial assistance & general crisis guidance	12	monthly	3
Children's Ministry	Oversee children's programs, activities & events; interns	variable	as needed	4
Finance Committee	Oversee church finances	9	monthly	3
Missions Committee	Support local & overseas missions	7	monthly	3
Mom's Together	Minister to mothers of young children	15	quarterly	3
Nominating Committee	Prepare slate of candidates for officers and next year's Nominating Committee	15	weekly, seasonal	3
Safety Committee	Oversee building & grounds safety & security	11	bi - monthly	3
Session	Shepherd the church	13	monthly	2
Youth Ministry	Oversee youth programs, activities & events; interns	variable	as needed	4
Women's Ministry	Organize women's Bible studies & events	4	as needed	3
Worship	Oversee music, Communion, tech team	variable	as needed	1

*Indicate leadership role expected by using the number below:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.
4. A staff person takes primary initiative and responsibility.

Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 1,850,000 Last year's annual budget: \$1,930,000 (Attach a copy of current budget)

2. Percentage of income received toward budget: 99% in 2024 %

Finance Report

2025 Budget Proposal

REVENUE

	2024 Proposed Budget	2024 Actual	2025 Proposed Budget
General Fund	1,915,000	1,844,405	1,835,000
Money Market/Investment Earnings	5,000	52,656	5,000
Building Rentals	2,500	1,735	2,500
Other Income	7,500	15,218	7,500
Total Revenue	1,930,000	1,914,014	1,850,000

EXPENSES

	2024 Proposed Budget	2024 Actual	2025 Proposed Budget
Administration	132,000	107,160	138,500
Children's Ministry	23,800	21,372	33,300
Moms Together	11,100	10,246	11,100
Youth	20,000	20,000	20,000
Knox Life	43,200	90,609	41,400
Denomination	31,000	30,634	30,200
Missions	308,800	308,800	300,000
Personnel	969,200	898,495	891,610
Properties	264,000	268,680	265,190
Worship	16,400	16,248	18,700
Save for CRM* (budget only)	110,500	-	100,000
Total Expense	1,930,000	1,772,244	1,850,000

*Capital Replacement and Maintenance

Operating Net Results 141,770

Give to Knox: knoxannarbor.org/give

3. Amount contributed for year (most recent complete reporting year)

- | | |
|--|-------------------|
| A. EPC Percentage of Income | \$ <u>18,445</u> |
| B. EPC World Outreach Global Workers | \$ <u>4,500</u> |
| C. EPC Special Projects | \$ _____ |
| D. Presbytery Per Member Asking/Percentage of Income | \$ <u>5,304</u> |
| E. Other Missions/Missionaries | \$ <u>248,260</u> |

4. Property owned by church

- A. Describe buildings and property (other than manse), including condition.

Knox is situated on 46 acres, on southeast corner of Wagner and Scio Church roads. Our Worship Center seats 800. Our building is also equipped with an adjoining multipurpose room (Knox Hall), chapel, Early Childhood rooms, children/youth/adult Christian Education classrooms and offices.

- B. Are your buildings adequate for your present program? ☒ Yes ☐ No
If no, please explain:

- C. Is a building program or capital project projected? ☐ Yes ☒ No
If yes, describe what, when, and projected cost

- D. Does the church own a manse? ☐ Yes ☒ No

Condition: ☐ Good ☐ Fair ☐ Poor # of Bedrooms

Pastor's Office/Study: ☒ In Church ☐ In Manse ☐ Not Provided

☐ Other _____

5. Compensation:

A. The salary range we are prepared to offer:

Position: Senior Pastor \$ TBD: experience/qualifications
 Position: _____ \$ _____
 Position: _____ \$ _____

B. The average annual increase over the past three years is:

Position: Senior Pastor \$ COLA or _____ %
 Position: _____ \$ _____ or _____ %
 Position: _____ \$ _____ or _____ %
 Position: _____ \$ _____ or _____ %

C. Housing

- ☒ Housing Allowance
☐ Manse Only
☐ Either of the Above

D. Benefits and expenses

10% Retirement Plan (minimum 10% gross effective salary)
Yes Medical insurance (EPC medical coverage required for full-time TEs)
Yes Life insurance
Yes Social Security
IRS allow Travel/mileage
3000 Book allowance
2 wks Study leave allowance (minimum 2 weeks)
4 wks Annual vacation days (minimum 4 weeks)
N/A Number of worship services per year for which pastor is provided relief
 (in addition to vacation and study leave)
x Sabbatical frequency and length 4 yrs = 10 weeks; 7 yrs = 20 weeks
 _____ Other (Specify: _____)

- E. The church participates in the EPC's medical benefits plan ☒ Yes ☐ No
 F. The church participates in the EPC's retirement plan ☒ Yes ☐ No

Part 3: Church Characteristics

Check the box that most closely describes the current characteristics of the congregation.

Our congregation...

	Agree		Disagree	
1. Is spiritually vibrant	☐ 1	☒ 2	☐ 3	☐ 4
2. Demonstrates love for the pastor and his/her family	☐ 1	☒ 2	☐ 3	☐ 4
3. Readily shares their gifts with the rest of the congregation	☐ 1	☒ 2	☐ 3	☐ 4
4. Places a high priority on sound biblical preaching	☒ 1	☐ 2	☐ 3	☐ 4
5. Effectively integrates newcomers	☐ 1	☐ 2	☒ 3	☐ 4
6. Is engaged in evangelism	☐ 1	☐ 2	☒ 3	☐ 4
7. Is often found living their faith in their communities	☐ 1	☒ 2	☐ 3	☐ 4
8. Has a spirit of unity	☐ 1	☐ 2	☒ 3	☐ 4
9. Cares about each other	☐ 1	☒ 2	☐ 3	☐ 4
10. Is supportive of the Session and pastoral leadership	☐ 1	☒ 2	☐ 3	☐ 4
11. Ministers well to members that are hurting	☐ 1	☒ 2	☐ 3	☐ 4
12. Uses members' gifts in worship	☐ 1	☒ 2	☐ 3	☐ 4
13. Contains people willing and able to lead the congregation	☒ 1	☐ 2	☐ 3	☐ 4
14. Is capable of change when and where appropriate	☐ 1	☒ 2	☐ 3	☐ 4
15. Is connected to and prayerful about what God is doing in the global church	☐ 1	☒ 2	☐ 3	☐ 4

16. How are elders and deacons initially trained and equipped for ministry?

Over the last few years, a Leadership Development Track (LDT) was designed to prepare elders, deacons, and other leaders for service in the church. The program lasts for 3 semesters and considers the Westminster Confession as well as personal and spiritual qualifications for ministry. Mentorship is also part of the program.

Participants are asked to join the LDT by the Nominating Committee or by a pastor. Those who have completed LDT are eligible for nomination as elders and deacons, while other members who show promise for leadership are referred by the Nominating Committee to sign up for the next training class.

17. What is the Session's current practice regarding the ongoing discipleship of elders and deacons?

The discipleship of Elders typically includes a time of study and formation before each Session meeting. The content and format varies. Most recently, Session has been reading and discussing Paul Miller's book, "Love Walked Among Us".

18. In what ways does your church participate in ecumenical activities?

We partner with Christian ministries in the community that deliver direct services to the economically poor, disadvantaged and vulnerable. Two such ministries are: Hope Clinic, which provides medical and dental care for those without healthcare, and Family Life serves, which cares for pregnant women and their children. At the University of Michigan, our partnerships include: the Veritas Form, which organizes lectures and public events on engaging topics related to Christian faith, and the recently founded Michigan Christian Study Center, whose mission is to be a gathering place across churches and campus groups for students of all walks of life to encounter Jesus and grow in relationship with him. Our own Moms Together ministry has been faithfully ministering to women for 30+ years, drawing women beyond Knox from other churches and from within the community. Community Bible Study has hosted their bible study for women at Knox for decades, as well.

19. Describe the strengths of your congregation.

Among the strengths present at Knox are these key elements:
Commitment to the Scriptures – Knox values strong Biblical teaching and Reformed Theology. The people of Knox take seriously the intersection of faith, life, and vocation and desire to have every aspect of their lives shaped by the Gospel.

Strong lay leadership – Leadership and organizational gifts used outside the church are generously offered within Knox and have played a vital role in the sustaining and flourishing of Knox over the years, by God's grace.

Genuine love and care for each other – The people of Knox know how to show up for each other in the joys and sorrows of life. and seek lasting change in places of brokenness.

20. List specific problems with which your congregation struggles.

[See attachments](#)

21. List major goals that the congregation has set for itself.

In Summer 2024, the Knox Vision Team surveyed the broader congregation on its concerns, priorities, and hopes for Knox Church. The responses strongly informed the development of the Knox Vision and were also carefully reviewed by Session. In line with that statement, here are some goals:

1. Consistently seek the Lord as we emerge from recent challenges, growing in the fruits of the Spirit.
2. Restore and deepen trust across all levels of Knox: staff, Session and congregation.
3. Engage the surrounding culture thoughtfully and winsomely, faithfully declaring the goodness of the Gospel for this present age.
4. Engage each other thoughtfully and winsomely in our varied perspectives of complex social and theological issues.
5. Strengthen relationships and deepen fellowship across the congregation, specifically within community groups, with college students and young adults, and with families and singles.
6. Welcome newcomers, given the transient nature of our community.

22. Has there ever been disciplinary action taken against a pastor of your congregation?

☒ Yes ☐ No

23. Has there ever been any disciplinary action against an elder or deacon of your congregation?

☒ Yes ☐ No

If you answered “Yes” to either 22 or 23, please explain.

Q 22. In April 2001, the pastor announced his intent to resign after serving 3 1/2 years. His ordination was suspended after a confession of marital infidelity.

Q 23. Ecclesiastical judicial process was initiated against an elder and his wife but was cut short by their resignation from Knox. This was more than 15 years ago.

24. Have you completed a mission statement, vision statement, and/or a strategic plan for your congregation?

☒ Yes ☐ No

If yes, Date completed December 2024

If yes, enter each statement or strategic plan (or attach copies if space below is limited).

[See attachments](#)

Part 4: Leadership Expectations

1. What are some key character strengths a person should bring to this position?

A personal, growing relationship with Jesus, evidenced by humility, integrity, and maturity in speech and conduct, according to 1 Timothy 3:1-7 and Titus 1.

A life commitment to grow in faith and repentance and cultivating a teachable, approachable, humble spirit.

A mature, gospel-centered marriage and family life, if married, that reflects a redemptive and missional posture.

A genuine love for the whole church body, both nurtured and expressed, and an active commitment to promote her unity, purity and peace.

2. What are five key gifts/skills/abilities a person should bring to this position?

1. Profound love for and commitment to the Scriptures as the inspired, infallible Word of God, with an orthodox understanding of the Bible that accords with Reformed theology.

2. Extensive record of preaching and expositing God's Word wholeheartedly, deeply, and skillfully, with a grace-oriented, gospel rich focus.

3. Strong capacity to discern, effectively communicate, and implement God's vision for Knox Church.

4. Proficiency in team building and leadership, with demonstrated ability to encourage and collaborate with pastoral and program staff and lay leaders.

5. History of winsome, godly engagement with universities and/or postmodern, pluralistic culture.

3. What are the primary pastoral duties for the position? (Attach a position description)

Overall leadership in the preaching of the Word and administration of the sacraments, as well as directing and giving shape to the worshiping life of the church

Overall leadership in discerning, effectively communicating, and implementing God's vision for Knox Church

Organizational leadership through the supervision and development of Session, staff members, and ministry leaders

Pastoral care and shepherding to the members of the congregation, including the process for assimilating newcomers into the membership and ministry of the church

Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?

[See attachments](#)

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

[See attachments](#)

Part 6: Other Information

1. List the last three individuals who held this position

Name	Dates of Service	
<u>Bryan Gregory</u>	<u>9/2018</u>	to <u>2/2024</u>
<u>Chuck Jacob</u>	<u>1/2004</u>	to <u>5/2015</u>
<u>Paul Rettew</u>	<u>11/1997</u>	to <u>5/2001</u>

2. Describe any significant factors about the church not covered in previous questions.

Statement of Acknowledgment

The EPC believes that honesty and a commitment to open communication are critical to building the body of Christ. In that spirit, please confirm your agreement to the following statements by your signatures below.

1. We attest that the information contained in this Church Information Form is true and complete to the best of our knowledge.
2. We authorize applicants for the position(s) listed herein to make inquiries regarding all statements contained in this Church Information Form.
3. We authorize the Office of the Stated Clerk to circulate, distribute, and otherwise share this Church Information Form with potential candidates for the position(s) listed herein.
4. We acknowledge the Medical Plan and Retirement Plan services offered by the EPC's Benefit Resources, Inc., exist to serve EPC churches and their staff members. We also acknowledge the EPC's Book of Order requirement that EPC churches provide medical insurance to ordained staff members through BRI as mandated by the following Acts of the General Assembly:
 - 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. (*Minutes of the 1st General Assembly, 1-32*)
 - 81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. (*Minutes of the 1st General Assembly, 1-36*)
 - 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
 1. Missionaries laboring in cooperative agreements with mission agencies;
 2. Ministers laboring in institutional agencies providing their own group insurance plan;
 3. Ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
 4. Ministers without call, and ministers laboring less than 20 hours in a place of ministry. (*Minutes of the 8th General Assembly, 8-24*)

For information about EPC benefits through BRI, see www.epc.org/benefits, email benefits@epc.org, or call 407-930-4267.

Clerk of Session Dick Hile Date 10/28/2025

Search Committee Chair Jim Hughes Date 10/28/2025

Knox Presbyterian Church 2025 CIF

Attachments

Church characteristics

Q20 – List specific problems with which your congregation struggles.

In various ways over the past decade, there has been much time and attention given to clarifying Knox's vision for bearing witness to the Gospel in this community and strengthening the ways that staff, Session and the congregation work together to live this out. While these efforts have borne good fruit in some areas, we have also experienced repeated leadership challenges which have degraded a sense of trust. Most recently, the confluence of polarizing national issues together with significant differences within our congregation have created strain for our leaders and congregants alike. This strain exposed underlying harmful dynamics of interaction among previous staff members, and between staff and Session. These dynamics are presently being addressed but will require ongoing attention to fully grow beyond. Clarifying leadership roles and authority for decision-making have been an important part of this work. Care to continue strengthening trust with the congregation is also an ongoing priority.

In addition, since its founding, Knox has welcomed the initiative of its laity to identify and lead ministry within our community. Yet this encouragement of entrepreneurial ministry often lives in tension with maintaining a cohesive vision. As a result, we have at times struggled with what to say "yes" to and what to say "no" to, and why. Sharpening our sense of who we are and what God is calling us to is part of the important work Session and staff are already attending to but also will require ongoing attention. As one vital step in this direction, in Spring 2024, Session charged a Knox Vision Team with developing a vision, which was approved in December 2024 and shared with the congregation in January 2025. Our interim pastor and staff are now relying on this vision as a foundation for ministry planning.

Finally, while one of the core commitments at Knox has been living with differences – personal, theological, political, etc. – with Scriptural fidelity, the challenge to do so well has intensified in recent years. This trend, together with the leadership challenges already mentioned, has resulted in the departure of many longtime members of Knox and a decline in attendance numbers at our Sunday services since Covid. Nonetheless, God is faithful to continue to bring new people eager to engage and learn with us. We also look to the Lord to heal what's been hurt in breakdowns of communication in the last several years. Some newer members may be largely unaware of the turmoil, but many faithful Knox members have been significantly disoriented and disheartened. Many of these have also felt called to stay at Knox out of love for this church body and in hopes that this season of pruning will in time bear godly fruit.

Knox Vision Statement

Our Vision: What We Hope to Do

Rooted in God's grace, we seek to advance the flourishing of the world by reaching, nurturing, equipping, and mobilizing people with the truth and love of Jesus.

1. *Reaching:* We go into our local communities and the world to invite people to taste and see God's goodness. We create a welcoming environment, encourage our neighbors to come as they are, and build loving relationships with them so they can experience new life in Jesus. (1 Corinthians 9:19-23, Colossians 4:5-6)
2. *Nurturing:* We meet the spiritual and practical needs of the Body of Christ, nourishing one another through biblical truth, prayer, friendship, and reflective conversations to promote growth and maturity. We offer particular care for those on the margins, both within and beyond the church. (1 Corinthians 12:12-26)
3. *Equipping:* We provide learning opportunities so that people of all ages can gain the character, knowledge, and skills to serve God with their hearts, minds, and hands. We rely on God's Word to challenge and renew us, serving as our compass for navigating the most complex questions in life. (Ephesians 4:16-17, Colossians 1:28-29, 2 Timothy 3:16)
4. *Mobilizing:* We affirm that every believer is called to share the good news of salvation in Christ, in both word and deed. We send individuals and teams into the ministries God calls them to, locally and globally. (Matthew 9:36-38)

Our Commitments: Who We Hope to Be

1. *Spiritual depth*
We believe the Bible to be the inerrant Word of God that transcends time and culture, and we commit to examine it together as the ultimate, deepest source of truth in a changing world. In study and prayer, we yield to His transformation of our individual lives and life together. (Jeremiah 33:3, 2 Timothy 3:16-17)
2. *God-centered worship*
Since God created all humanity in his image for his glory, we can only rightly understand our proper place in this world by finding our joy in him. Through vibrant, heartfelt worship, we celebrate God's worth, beauty, and holiness, and we submit to His kingdom. (Psalm 66:1-4, Psalm 95:1-7)
3. *Generous hearts and lives*
In response to God's mercy shown to us, we pour our time, talents, and resources into one another's lives, while also knowing how to prioritize rest and quietness with God. We enter into what is broken with practical expressions of justice, mercy, and love. (Matthew 23:23, Zechariah 7:9)

4. *Mentoring across generations*

We promote cross-generational fellowship and discipleship, honoring young and old. We come alongside families to raise their children to trust Jesus, and we focus on discipling younger generations into enduring faith. (Psalm 145:4, Titus 2:1-8, 1 Timothy 4:12)

5. *Building beloved community*

In our fractured time, we make every effort to pursue unity in Christ across political and cultural divides. We seek to be peacemakers, intentionally bringing together people with differences to reflect the beauty of God's character and creation and to use their gifts for His glory. (Ephesians 2:14-16, Ephesians 4:1-6)

Church History

Q1 - What do you consider to be the three most important events in the history of your church?

God-Driven Origins: When a small group of families undertook to plant a church in Ann Arbor in the early 1990's, none could have anticipated that EPC patriarch Dr. Bartlett Hess would seek to become our first pastor at age 83. This quickly transformed Knox from a fledgling church plant to a new church of interest for many in the region, and we had an unexpectedly fast start. There were 40 families forming the core group, but early attendance settled at 225-250 for worship, with a large majority also participating in a Christian education hour for all ages. Soon after, we were able to recruit a third pastor and offer a comprehensive youth ministry for teens. The Lord allowed for considerable growth in membership and the capacity to quickly become a particular church in 1995. The generous giving of the congregation provided the financial ability to construct a 37,000 square foot facility on a campus of 50 acres, which became our permanent home in 2000.

Steady Growth and Financial Freedom: During the first years of being in the building, God brought steady growth in the number of those choosing to fellowship with us. Attendance at Sunday services were in the 900's, many participated in the excellent adult Christian Education classes regularly being offered, children/youth programs were thriving, and community groups were a significant place of support and spiritual growth for many. In 2016, a capital campaign was undertaken to retire the mortgage on the building and by God's grace we were able to do so within a year, despite the stagnation of our attendance around this time.

Endurance through Challenges: During the first 25+ years of growth, God granted Knox significant stability in the pastors, staff, elders and lay leaders who served us. 2015 began a period of greater transitions than had been experienced to date: the beginning of a three-year search process for a senior pastor, culminating with the hiring of Pastor Bryan Gregory (2018), the Covid Pandemic (2020), the retirement of three of four of our longtime associate pastors (2021) and finally the resignation of our senior pastor and one associate pastor at the same time (January 2024) with the third to follow a few months later (March 2024). Yet through it all, God has been faithful to sustain us. We trust this season of transition has been a time of pruning and preparation for the new fruit God intends to bear in us, by his grace and for his glory.

Q2 – What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

In addition to the events noted above, other shaping influences in the last three years have been:

1. In October 2019, a group of approximately 25 Chinese Christian believers and seekers, who had been worshipping together at a local Chinese church, joined Knox and established the Chinese Fellowship Group. The group's mission has been to make the spiritual discipleship and resources at Knox accessible to Chinese-speaking members. This has included translating sermons into Chinese and offering English Bible study classes with live, in-person translation. Outreach to the broader Chinese-speaking community in Ann Arbor, many of whom are unbelievers, has also been a key focus. The presence of this group has been a great blessing to the wider Knox family, enriching our shared life with a deep passion for the Gospel and warm hospitality. The Chinese Fellowship has hosted several churchwide events, including a Chinese New Year celebration that welcomed over 200 attendees this past year. To date, 28 individuals from this fellowship have become members of Knox, further strengthening our unity in Christ and expanding our vision for cross-cultural ministry.
2. The additions of Emily Wingfield (2022), Children's Ministry Director, and Nick Cuevas (September 2024), Youth Ministry Director, has brought needed stability to these critical areas of ministry after the disruption to programs during Covid and leadership transitions. Although these positions were previously held by permanent staff who served for 10+ years at a time, more recently transitional staff or volunteers led these ministries while permanent staff could be secured. The faithful commitment of other volunteers who serve in each of these ministries has continued to be a significant stabilizing force.
3. In August 2023, Session secured engagement with [Knot Navigators](#) to provide counsel in addressing structural concerns and vision clarity. A study of the church was conducted and the Knot Report, summarizing findings and recommendations, was presented to the congregation (November 2023). This past year, Session has been working to implement its five key recommendations. [Knot Report can be made available, upon request.]