

2026

BMPC MISSION STUDY

Honoring Our Past.
Embracing Our Future.
Following God's Call.



Bryn Mawr
Presbyterian Church





A Portrait of Bryn Mawr Presbyterian Church

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Worship Staff

John Willingham, Interim Senior Pastor

Andy Greenhow, Associate Pastor for Youth & Their Families

Melanie Hardison, Associate Pastor for Congregational Care

Rebecca Kirkpatrick, Associate Pastor for Adult Education & Mission

Rachel Pedersen, Associate Pastor for Children & Family Ministry

James Kealey, Director of Music & Fine Arts

Mitchell Miller, Assistant Director of Music & Fine Arts

Daniel Carroll, Organ Scholar

Introduction

In November 2025, Bryn Mawr Presbyterian Church (BMPC) entered a time of pastoral transition following the retirement of our Senior Pastor, The Reverend Dr. Agnes Norfleet. Dr. Norfleet concluded a distinguished ministry that began in February 2013 as Bryn Mawr's first female Senior Pastor and Head of Staff. As a result of Dr. Norfleet's retirement, an Interim Pastor Search Committee announced The Reverend Dr. John M. Willingham as our Interim Senior Pastor.

In preparation for the search for BMPC's next senior pastor, the Session appointed a team in March 2026 to conduct a Mission Study, a presbytery requirement before the pastoral search could continue. Its members include Elliot Dee, Ariel Gonzalez, Peggy Gregg, Paul Gunther, Katie Hirt, and Tom Willcox (Moderator). The team, known as the Mission Study Task Force (MSTF), promptly set out to gather information for this Mission Study.

At the outset, the MSTF surveyed the church community (members and participants) to confirm and update insights from our 150th Anniversary Vision Study (2021–2023). The following Mission Study includes a summary of BMPC's history, our current ministries, and data on our demographics and finances, and the survey findings, which are presented in both graphical and narrative form. Our conclusion aims to convey the impressions from our spiritual discernment, including:

- Our core values and strengths to carry forward
- Where God is leading us next
- A profile of senior pastoral leadership needed for the next season of BMPC's ministry

Respectfully,

The Bryn Mawr Presbyterian Church Mission Study Task Force

A History of BMPC

Bryn Mawr Presbyterian Church (BMPC) was organized by 13 women and three men in 1873 after land adjacent to the Bryn Mawr Hotel (now The Baldwin School) was purchased from the Pennsylvania Railroad. A modest green-stone chapel was erected on the site of today's Sanctuary, followed in 1886 by a larger brownstone church on the site of the present Chapel, seating 500 worshippers.

The congregation's vision for the future was evident in 1927 when the present Sanctuary was built to accommodate 1,400 people—double the size of the congregation at the time. According to the New Church Building Committee, the Sanctuary was designed to “conform to the Gothic tradition, suited to the academic atmosphere of Bryn Mawr.” In 1940, the brownstone church was incorporated into the present Chapel, where its foundation, three original walls, and three treasured Tiffany windows continue to connect worshippers with the church's earliest generations.

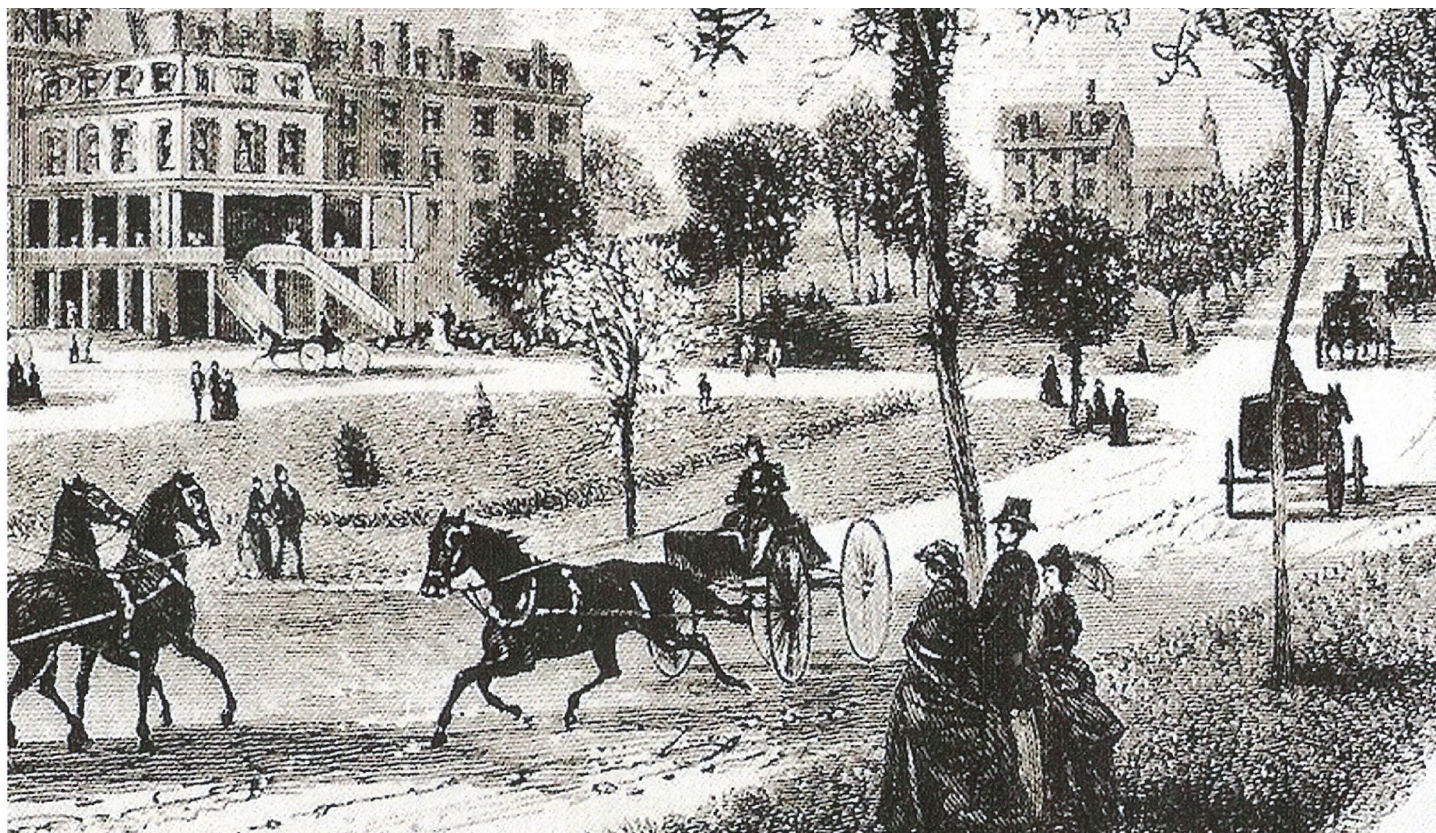
As the congregation expanded, so did its commitment to Christian formation. Built in 1931 and significantly renovated in 2023, the Education Building on the east side of the campus provides space for hundreds

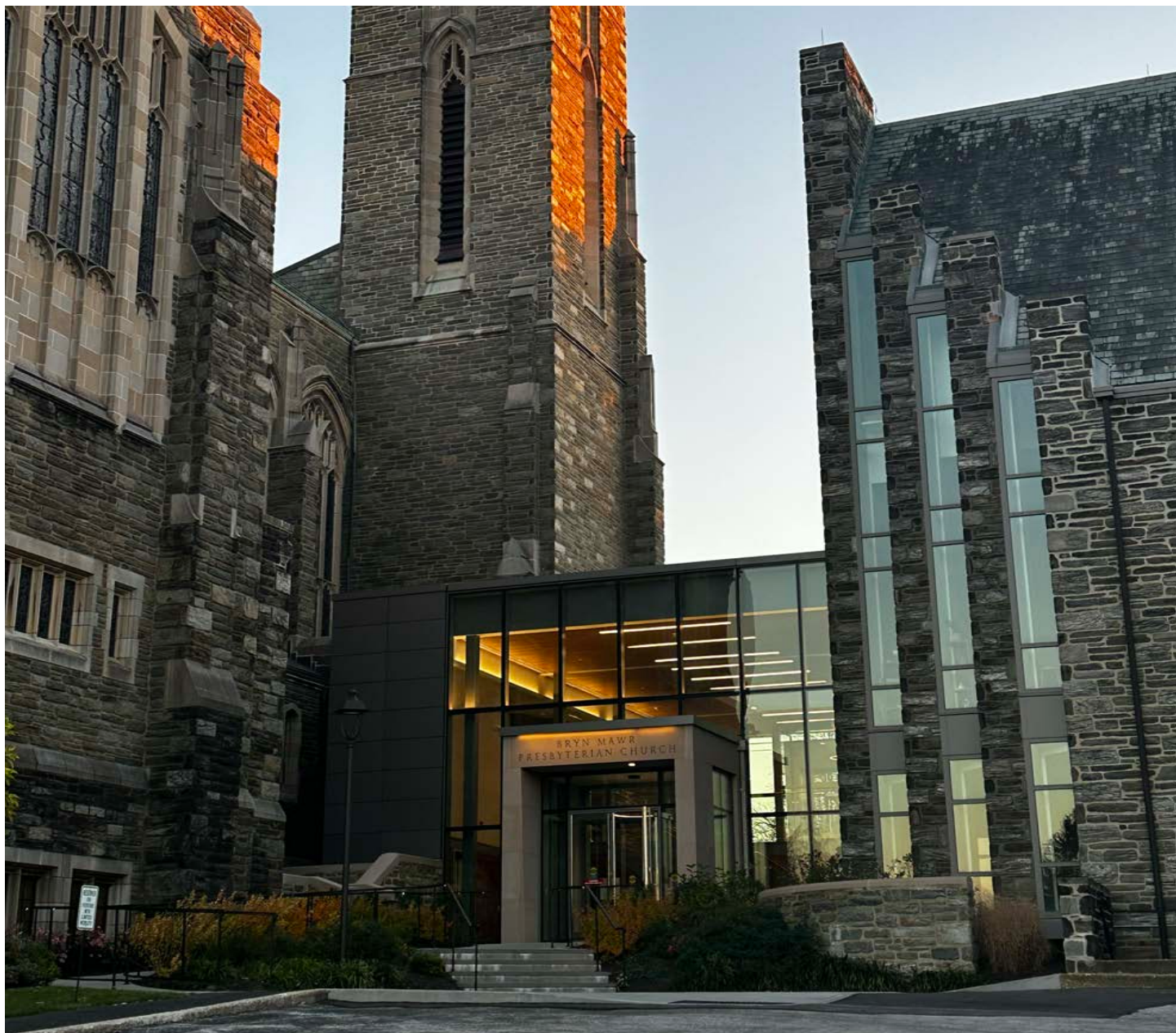
of children each Sunday and is home to both the Weekday School Preschool and our tutoring program.

Mission has been central to BMPC's identity since the late 1800s, when the congregation became the first Presbyterian church in the U.S. to support its own foreign missionaries. Among them was Dr. William Wanless, who founded a hospital in Miraj, India, that continues to serve the community today.

In 1998, as the church celebrated its 125th anniversary, BMPC strengthened its longstanding commitment to outreach by establishing an Urban-Suburban Partnership with churches in Philadelphia. Today, that spirit of service continues through ministries that support communities locally, nationally, and around the world.

A tradition of excellence in worship music has long been a hallmark of BMPC. In the 1970s, the congregation hired its first full-time Director of Music and Fine Arts, expanding an already strong music program while adding opportunities in visual arts and drama. That tradition continues today through vibrant music ministries and rotating art exhibits that enrich both the congregation and the broader community.





As ministry opportunities expanded, so did the church campus. Converse House was built in 1911 and served as the senior pastor's residence until 1958, and later housed the church offices. When the Ministries Center was completed in 1990, administrative offices moved there, and the new facility incorporated the gymnasium and Activities Building constructed in the 1960s. Today it serves as a hub of congregational life seven days a week, providing space for worship preparation, education, fellowship, service, and outreach. Today, Converse House is home to the Fine Arts, Parish Nurse, and Parish Social Worker offices, the Parlor, and The Middleton Center for Pastoral Care and Counseling.

Throughout its history, BMPC has sought to be a place where people encounter God, grow in faith, build meaningful relationships, and respond to Christ's call through lives of compassion, justice, and service. Today, with carefully renovated buildings, an atrium connecting the Sanctuary and the Ministries Center, a magnificent organ, a carillon, and a church spire, we continue to build on the vision of those who founded this congregation more than 150 years ago, looking to the future with hope, faith, and purpose.

Our Ministries

Across generations and throughout the community, BMPC's ministries invite people to worship, learn, serve, care for one another, and build meaningful relationships.

Senior Adults

The Senior Adults Ministry, under the leadership of Melanie Hardison, Associate Pastor for Congregational Care, celebrates the wisdom, gifts, and needs of older adults in our congregation and the wider community. Through a wide range of social, educational, and mission-focused opportunities, the ministry fosters spiritual growth, fellowship, and meaningful connection. It also seeks to identify and respond to the evolving needs of older adults while strengthening community through intergenerational engagement.

Throughout the year, the ministry offers a variety of programs, including the monthly Presbyterian Women's Horizons Bible Study, international affairs discussions based on the Great Decisions briefing book, and a biweekly Men's Study Group exploring works by leading religious authors.

The ministry also hosts a variety of special events that encourage both fellowship and lifelong learning. Highlights in 2025–2026 included a three-week series on bone health led by health experts, a presentation on the art and influence of the Wyeth family, and day trips to the Michener and Mercer Museums and the John James Audubon Center at Mill Grove.

Mission remains central to the ministry's identity. The Senior Adult Council directs financial support to several organizations serving older adults and communities in need. It also continues its meaningful greeting card ministry, sending Christmas, Easter, and birthday cards to more than 300 members age 80 and older as tangible reminders of God's love and the care of their church family.

To expand opportunities and encourage participation in programs that enrich the lives of local seniors, The Senior Adult Council works closely with Surrey Services for Seniors, located in the Foerderer House on BMPC's campus.

Caring Ministries

The mission of Caring Ministries, led by Melanie Hardison, Associate Pastor for Congregational Care, is to care for our church family and their loved ones by providing support so that lives may be lived more abundantly. Our caregiving focuses on guidance during critical life transitions when health, aging, or other challenges arise. We offer pastoral care, professional support, visitation, prayer, and spiritual nurture.

Along with regular phone calls and check-ins, the Care Team, which includes our Parish Nurse and Parish Social Worker, makes many in-home and hospital visits throughout the year, often taking flowers, soup, and prayer shawls. All five BMPC pastors share in caregiving for the congregation, and our Board of Deacons delivers flowers at Christmas, Easter, and on most Sundays. Deacons also serve Communion, serve as liturgists during the 8:00 a.m. Chapel services, coordinate Meal Trains, and assist as Helping Hands on Sunday mornings. In response to the death of a member, we mail *Journeying through Grief* booklets and other support materials to close family members. We also lend medical equipment—such as wheelchairs, walkers, and canes—to those in need, including the broader community.

The Middleton Counseling Center, with 14 counselors and two spiritual directors, conducts more than 2,000 counseling and spiritual direction sessions, mostly in person, each year. A scholarship fund makes therapy accessible to many, including those in our neighboring community. Our bereavement group, *Searching for Still Waters*, meets twice monthly, alongside book groups, contemplative prayer gatherings, and labyrinth ministry offerings. The Middleton Center also partners with two peer-led support groups, *Hearing Voices* and *Alternatives to Suicide*.

Special events and programs include an annual Caring Ministries symposium on a topic relevant to our community, blood drives, community fitness classes for mothers with babies, yoga, tai chi, *Dance for Parkinson's Disease*, and a Parkinson's support group.

Adult Education

Under the leadership of Rebecca Kirkpatrick, Associate Pastor for Adult Education and Mission, Adult Education is a vibrant ministry where faith, learning, and community come together. Through opportunities for study, conversation, and reflection, members and friends of the congregation explore scripture, theology, contemporary issues, and the life of faith in today's world. Opportunities include weekly classes following worship and Wednesday night dinners, and year-round groups including the Sunday Morning Discussion Group, *Filling the Well* Women's Group, *Digging Deeper* Bible Study, *Coffee Cup* Bible Study, and Men's Discussion Group.

Adult Education also offers a Theologian-in-Residence program, and special opportunities for reflection and renewal during Advent and Lent. Converse Library further supports lifelong learning with an excellent collection of spiritual and theological resources, including books, class texts, Bibles, hymnals, and children's books.

These programs are made possible by the gifts of many leaders, including clergy, scholars, artists, and members of the congregation who share their knowledge, experience, and faith.





Youth and Their Families

Under the leadership of the Rev. Andy Greenhow, Associate Pastor for Youth and Their Families, Youth Ministry at BMPC is a welcoming and inclusive community for middle and high school students, grades 6–12. Through worship, learning, fellowship, and service, we seek to connect, engage, and equip young people to live out the gospel of Jesus Christ in their everyday lives.

Youth Gathering, held every Sunday morning, gives teens the opportunity to build community through shared prayer, games, and conversation. Grade-level small groups encourage deeper engagement with Scripture and foster spiritual growth in a supportive and welcoming environment.

Confirmation classes take place over nine months, giving eighth graders the opportunity to explore God, the church, and their own vocations more deeply. The journey culminates in the opportunity to become formal members of the church. Each student takes part in service opportunities that help them grow together as a class while exploring what it means to follow Jesus Christ. Students are paired with mentors who walk alongside them throughout the process.

Youth in Worship Sundays provide opportunities for young people to connect with the broader congregation. On Youth Sunday and at the Good Friday noon service, students oversee all aspects of worship—leading the service and sharing sermons and liturgy they have prepared. Student Serve is a midweek program that offers another opportunity to grow in faith through study, prayer, the sharing of joys and concerns, and fellowship. Past topics have included liberation theology, environmental justice, and the age-old question, “Why do bad things happen to good people?”

Throughout the year, special events, service projects, and weekend retreats further strengthen our ministry and deepen relationships. Summer highlights include a trip to Hershey Park, volunteering at Vacation Bible Camp, a mission trip, and participation in the Montreat Conference Center Youth Conference.

Children and Family Ministry

Under the leadership of Rachel Pederson, Associate Pastor for Children and Family Ministry, core ministries such as Sunday School, Sunday Morning Fellowship, and Vacation Bible Camp focus on building relationships and equipping children and their families from birth through 4th grade to love God and neighbor. In Sunday School, students learn about God’s story and our own, with more than 120 children participating throughout the year, including new families in every age group. Vacation Bible Camp welcomes more than 150 students and over 75 volunteers each summer.

Our six-year-old Prayer Partner Ministry ensures that every child in the congregation is prayed for by name while fostering meaningful intergenerational relationships. 65 prayer partners faithfully support more than 500 children and youth.

Special events such as Little Easter, Advent Workshop and Live Nativity, and Backpack Blessing invite families to explore faith together. These informal gatherings help children experience the story of God’s love in developmentally appropriate ways.

Family worship services throughout the year are written and led by children. They deepen their understanding of and comfort with worship, and they invite the congregation to experience fresh ways of praying, worshiping, and being together.

Made possible by a new BMPC Foundation fund, we have welcomed local specialists in neurodiversity and inclusion to train volunteers and staff in best practices for inclusive classrooms and adaptive teaching strategies. In addition, new classroom resources have made both the education building and the sanctuary more welcoming and accessible to all. Together, this training and these resources help us faithfully fulfill our baptismal vows to “love and nurture” every child in our care.

Weekday School

Founded in 1963, the Bryn Mawr Presbyterian Church Weekday School has provided excellence in preschool education for more than 60 years. Our play-based, child-centered curriculum fosters a joy of learning while helping each child develop strong social and emotional skills, independence, and confidence. A staff of thirteen dedicated and experienced teachers knows every student personally and creates opportunities for children to grow academically, socially, emotionally, physically, and spiritually.

Our fully licensed program serves children ages 2 through pre-kindergarten. Newly renovated space includes six thoughtfully designed classrooms with a variety of learning and play centers, a covered porch, an outdoor classroom and garden, and a large, well-equipped playground. The school is led by Director Liz Gulloti.

Central to the Weekday School’s identity is its close relationship with BMPC. Rachel Pedersen works closely with the school, providing leadership and sharing weekly Bible lessons that introduce children to Scripture and the Christian faith. Church members also serve on the school’s advisory board.

Congregational Life

BMPC’s Congregational Life Ministry fosters hospitality, fellowship, and belonging by welcoming newcomers and encouraging participation in the life of our church. This ministry sponsors a variety of intergenerational events that bring people together to create opportunities for connection and to help bridge gaps for those seeking a place to belong.

Popular activities include Rally Day festivities to kick off the beginning of the Sunday school year, Wednesday Night Dinners, the Blessing of the Animals, the fall Congregational Potluck -affectionately described as the love language of the church - and Sundae Sunday in June.

Connection Groups, BMPC’s small-group ministry, offer opportunities to build relationships and deepen faith through fellowship, conversation, and shared experiences.

Music and Fine Arts

The Music and Fine Arts Ministry brings the beauty and joy of music and visual art to life as expressions of faith, worship, and community. With a vibrant legacy spanning more than 60 years, it is central to the spiritual and cultural life of our congregation—from active participation in one of our many ensembles to engaging programming that invites all in our surrounding community to enjoy the arts.

At the heart of this ministry is our seventy-member Sanctuary Choir, led by Director of Music and Fine Arts, James Kealey. Accompanied by the Rieger pipe organ (2004), the choir's music plays a key role in worship each Sunday from September through June, in addition to offering musical leadership for special services and events across the church year.

Our Choristers program for children and youth also plays an important role in worship and musical formation for all ages. Singing for Life brings together adults ages 55+ to learn healthy vocal technique and share the joy of singing, while the Bells of Bryn Mawr, under the direction of Tori Fisher, regularly enrich worship through the ringing of handbells.

The ministry also presents an annual concert series featuring BMPC ensembles, organists, and guest artists, with proceeds supporting the church's ministries and missions. Rotating exhibitions in our unique art gallery showcase artists from our local community and beyond.

Mission

Mission at BMPC is grounded in relationships of trust, humility, and mutual respect and is led by Rebecca Kirkpatrick, Associate Pastor for Adult Education and Mission. We seek to recognize and build upon the gifts, assets, and strengths already present within the communities with whom we partner. Annual stewardship giving, special gifts, and funds within the BMPC Foundation support mission committees that provide grants, volunteer opportunities, educational programs, and advocacy efforts in support of human needs, justice, environmental stewardship, and community well-being.

Our mission efforts seek a balance among three complementary dimensions: Compassion, offering immediate relief and support to those experiencing crisis; Justice, addressing the root causes of suffering through advocacy and education; and Transformation, investing in long-term community development that fosters lasting change.

Our **Worldwide Ministries Committee** connects BMPC with mission partners around the globe. We seek partnerships that strengthen local leadership, build community capacity, and engage those who have the most direct impact.

Through visits from mission partners, educational programs, and opportunities for travel and study, we build relationships that deepen our understanding of global issues and strengthen our shared commitment to Christian service.

Through our **Outreach Committee**, BMPC supports local ministries through grants and volunteer service. Members share their time and talents with partner organizations and participate in hands-on ministries such as our tutoring program, which has paired volunteers with children from a North Philadelphia elementary school for reading and writing support for more than 50 years.

Our **Hunger Committee** responds to food insecurity in the Philadelphia region and beyond. The committee leads collections for nonperishable food throughout the year, supports local distribution centers and soup kitchens, and hosts popular Saturday casserole blitzes, where volunteers of all ages prepare approximately 1,600 casseroles each year.

Our **Peacemaking Committee** educates and mobilizes our congregation in support of peace and justice, both locally and globally. Through educational programs, advocacy efforts, and opportunities for direct action, the committee addresses issues such as interfaith understanding, peace and justice in Israel and Palestine, and the prevention of gun violence in our communities.

The **Environmental Justice Committee** promotes environmental stewardship and care for God's creation within both BMPC and the wider community. Grounded in faith, the committee offers educational opportunities for children, youth, and adults; collaborates with other ministries to raise environmental awareness; and works to make our church campus more sustainable. BMPC is a certified Earth Care Congregation with the PC (USA).

Refugee Support Ministries respond to the global refugee crisis by welcoming and assisting individuals and families as they build new lives in our community. Working alongside local resettlement agencies, volunteers help promote self-sufficiency through support with housing, furnishings, food, transportation, medical care, employment, education, and friendship. Guided by Jesus' words in Matthew 25, "I was a stranger and you welcomed me," we seek to offer hospitality, compassion, and hope to those beginning again in a new land.

The **Equity and Racial Justice Committee** engages the congregation and broader community in conversations about racism, bias, history and repair, and building a beloved community. Through book discussions, guest speakers, community partnerships, and educational opportunities, the committee seeks to foster greater understanding, belonging, and inclusion.

Recent conversations about mission have inspired the Mission Council to commit and engage more deeply within our own Lower Merion community. This commitment includes expanded volunteer opportunities with neighboring non-profits such as the Ardmore Food Pantry and leadership in a newly launched, township-wide, Code Blue program, which partners with local congregations to provide shelter and support during periods of extreme winter weather.



Our 2025 Financial Summary

Bryn Mawr Presbyterian Church is in a strong overall financial position, with total assets of approximately \$54.3 million at the end of 2025 and very modest liabilities relative to its equity base. Cash and investments increased slightly during the year, while fixed assets held steady, reflecting a stable physical plant and sound liquidity.

Operating revenues were approximately \$4.35 million, slightly above both 2024 and the operating budget, driven by steady pledges, increased congregational giving and plate offerings, and a consistent foundation income allocation. Operating expenditures were about \$4.29 million, also close to budget, with personnel remaining the largest cost, higher property expenses tied to maintenance and utilities, and sustained commitment to Mission and Councils. Core operations generated a small surplus before planned internal transfers to reserves and special projects.

The BMPC Foundation, with fund balances of approximately \$57.4 million, continues to provide critical, diversified support for worship, mission, education, building preservation, fine arts, and legacy ministries. In addition to regular endowment distributions, the church and Foundation received significant special gifts in 2025 of more than \$655,000 to church ministries and approximately \$1.2 million to the Foundation—demonstrating deep and ongoing generosity from members, friends, and philanthropic partners. Taken together, these resources position the congregation well to sustain and expand its mission in the coming years.



Church Balance Sheet

	December 31, 2024	December 31, 2025
ASSETS		
Cash and Equivalents	1,279,832	1,374,111
Fixed Assets	46,531,950	46,531,950
Investments	1,786,472	1,873,335
K Hoyler Beneficial Interest	4,188,705	4,517,311
Notes Receivable	30,520	51,819
TOTAL ASSETS	53,817,480	54,348,526
LIABILITIES & EQUITY		
Current Liabilities		
Accrued Expenses	7,008	8,840
Capital Campaign Reserve	894,828	916,636
Due to Foundation	3,917	147,805
Net Assets with Donor Restrictions	976,162	1,005,394
Net Assets without Donor Restrictions	747,457	802,760
Weekday School Reserves	104,870	170,826
Total Liabilities	2,734,243	3,052,261
Equity		
Plant	45,099,850	45,099,850
K Hoyler Perpetual Trust/Permanently Restricted	4,188,705	4,517,311
Unrestricted Net Assets/Undesignated	1,744,136	1,794,681
Net Income	50,545	(115,577)
Total Equity	51,083,236	51,296,265
TOTAL LIABILITIES & EQUITY	53,817,480	54,348,526

Church Income Statement

	2024 Actual	2025 Actual	2025 Budget
REVENUES			
PLEDGES AND CONTRIBUTIONS			
Congregational Giving & Plate Cash	331,763	449,558	410,000
Current Year Pledges	2,108,746	2,065,284	2,097,000
Prior Year Pledges	7,265	3,000	10,000
Total PLEDGES & CONTRIBUTIONS	2,447,774	2,517,842	2,517,000
SPECIAL INCOME			
Special Donations and Grants	59,870	42,554	45,000
Charitable Trust Donation	250,000	250,000	250,000
Foundation Income Allocation	1,494,635	1,496,771	1,496,770
Total SPECIAL INCOME	1,804,505	1,789,325	1,791,770
OTHER INCOME	40,490	39,830	34,000
Total REVENUES	4,292,769	4,346,997	4,342,770
EXPENDITURES			
PERSONNEL	2,387,149	2,449,972	2,580,000
ADMINISTRATIVE & OFFICE EXPENSE			
Computers, Equipment & Office Expense	156,158	156,295	160,600
Audit & other Administrative Expenses	49,497	52,922	47,400
TOTAL ADMINISTRATIVE EXPENSE	205,655	209,217	208,000
PROPERTY EXPENSE			
Maintenance, Telecommunications & Projects	459,580	507,251	478,300
Insurance & Utilities	225,598	283,211	220,000
Total PROPERTY EXPENSE	685,178	790,462	698,300
MISSION			
Presbytery Allocation	70,144	80,438	71,500
Anti-Racism	4,991	8,061	10,000
Church School Mission Giving	1,379	438	500
Environmental Justice	7,324	7,574	7,500
Outreach Council	230,000	230,000	230,000
Peacemaking	10,000	10,000	10,000
Refugee Support	0	9,999	10,000
Senior Adult Benevolence	32,500	32,500	32,500
Tutoring Program	15,960	14,882	18,500
Worldwide Ministries	118,351	118,250	118,300
Total MISSION	490,9648	512,142	508,800
COUNCILS			
Adult Education	8,757	11,266	15,000
Children & Family Ministries	33,111	34,329	38,000
Childcare Personnel	27,144	36,183	38,000
College Ministry	1,095	485	2,300
Communications	24,670	20,231	25,000
Congregational Life & Membership	46,227	40,765	40,000
Deacons - Congregational Care	3,484	3,560	9,500
Fine Arts Program	137,923	137,361	138,000
Mission Council	1,200	1,718	2,000
Senior Adult Council	4,753	4,999	5,000
Session	7,483	7,361	7,500
Stewardship	2,496	1,718	5,000
Worship Committee	3,927	2,682	5,000
Young Adult Ministry	1,036	0	5,000
Youth Ministry	36,562	27,297	37,000
Total COUNCILS	339,869	329,955	372,300
Total EXPENDITURES	4,108,499	4,291,749	4,367,400
Operating Income	184,270	55,248	(24,630)
Distributions to Deferred Maintenance Fund	125,000	125,000	125,000
Use of Previous Year's Surplus*	8,725	45,825	0
NET CASH from Operating Budget	50,545	(115,577)	(149,630)

* 2024 Use of Surplus - Website
* 2025 Use of Surplus - Website, Sanctuary Organ repair

BMPC Foundation Balance Sheet

FUND BALANCES

1. Unrestricted Church Operations

Unrestricted Endowment	9,856,411 *
Permanent Endowment	1,923,734 *
J. Mahlon Buck Jr. and Elia D. Buck Fund	5,949,885 *

2. Christian Education and Congregational Life

Catherine C. Miller	12,117 *
Lola M. Tryon Memorial	42,063 *
Suzanne, Joseph and Ethel VanderVeer	66,734 *
Middleton Church School Fund	105,058 *
Care of the Congregation	290,124 *
Whiteman Peacemaking	18,230 *
Miller Memorial	507,447
David & Ruth Watermulder Theologian-in-Residence	103,685
Community Forums	306,270
Athena Wellness and Fellowship Fund	277,398 *
Molly Storb Hartzell Fund	75,311 *

3. Mission

Christian Mission Outreach	185,493 *
Elsie and Blair Daniels	429,987 *
Eugene C. Bay Fund	3,506,909
Richard Shaul Fund	1,954,460
Skip Hollingshead Fund	46,168 *
Catastrophic Relief Fund	22,011 *
Ruth Anchors Estate	559,097 *
Otto Haas Charitable Trust	333,192 *
Tutoring Fund	203,420 *
Debbie Craig	232,557 *
Camp Scholarship Fund	47,290 *
Judith Ehrman Fund	436,714 *
Youth Mission Fund	784,769
Sherrerd-Bogle Fund	646,517

4. Building

Ada Howard Donaghy	2,821,377 *
Building Endowment	463,742 *
Building Preservation	1,157,699 *
Building Preservation-Board Designated	1,448,735 *
Shepherd & Sheep Statuary Repair & Maintenance	7,909 *

5. Fine Arts

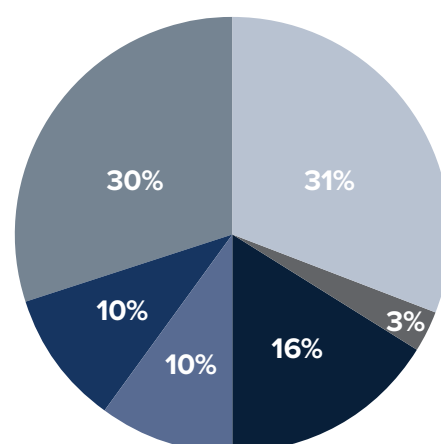
Chapel Organ Fund	62,014
Sherrerd/Fine Arts for Children	49,366 *
Richard W. Ledwith	181,753 *
McFarland Music	674,818 *
Phoebe Haas Organ Fund	123,752
Silver Anniversary Fund	256,470
William Dick Music	1,209,728 *
Fine Arts for Children and Youth	427,096
Haas Charitable Trust for Senior Choir	2,669,646 *

6. Legacy Gifts

Middleton Pastoral Care & Counseling	3,327,069
Foerderer Memorial	12,492,096 *
Harris Care Management Fund	1,080,997 *

TOTAL	57,377,316
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FUND BALANCE DISTRIBUTION



31%	1. Unrestricted Church Operations - \$17,730,030
3%	2. Christian Education & Congregational Life - \$1,804,436
16%	3. Mission - \$9,388,584
10%	4. Building - \$5,899,461
10%	5. Fine Arts - \$5,654,642
30%	6. Legacy Gifts - \$16,900,163

ASSETS (Market Value)

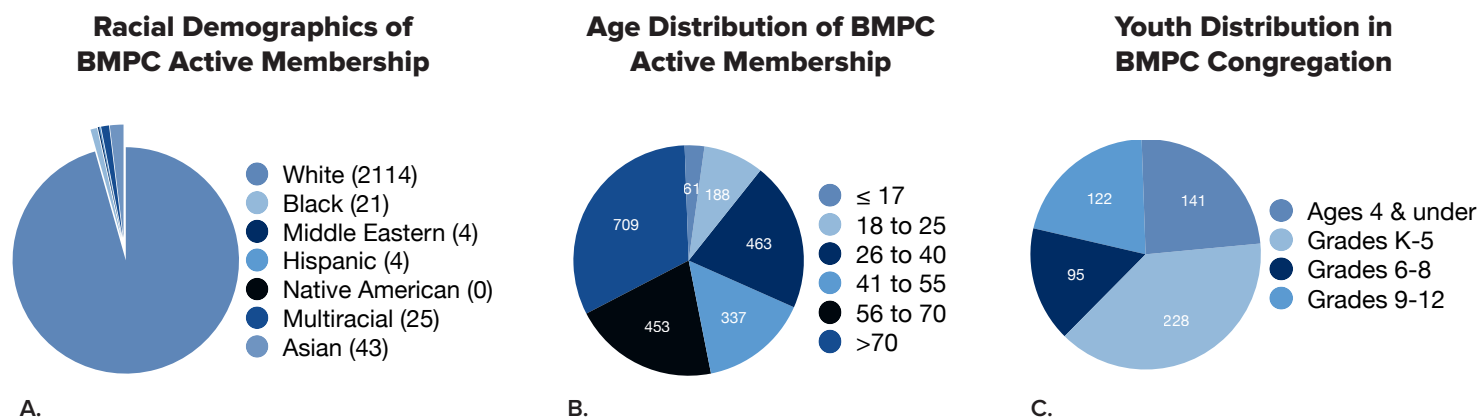
Equities	
Domestic	23,584,259
International	15,916,110
Total Equities	39,500,369
Fixed Income	
Domestic	11,770,774
International	5,030,593
Mission Investments	955,867
Total Fixed Income	17,757,233
Alternative Investments	
Real Estate Fund	119,713
Total Alt. Investments	119,713

TOTAL ASSETS	57,377,315
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On Budget Funds*	46,017,373
Off Budget Funds	11,359,942
	57,377,316

Our Demographic Profile

Bryn Mawr Presbyterian Church begins the search for our next senior pastor as a large, established congregation with significant institutional capacity, a financially sophisticated membership base, and ministry expectations shaped by tradition, excellence, and measurable impact. The data indicate that BMPC’s congregation is older, predominantly White, affluent, highly educated, and accustomed to strong professional leadership, high-quality worship, thoughtful hospitality, and mission work that is strategically planned and results-oriented. Though approximately 53% of BMPC’s active membership are ages 56 or older, the congregation nevertheless reflects an eclectic, multi-generational community ranging from Boomers to Zoomers. Furthermore, BMPC has thoughtful, engaging and robust Youth and Children’s Ministries which provide enrichment opportunities for the 586 youth (ages 2 to 18) who call BMPC home [Fig. 1]. Note that only those youth who have delivered a formal profession of faith—whether via confirmation, reaffirmation or restoration—are factored into the active membership rolls described below.



In 2025, BMPC’s membership total rose by 1.2% from 2,184 to 2,211 congregants after accounting for membership gains due to incoming transfers, professions & reaffirmations of faith as well as losses due to outgoing transfers, deaths and routine attrition. Of the 2,211 members who worship at BMPC, approximately 85% live within a 25-mile radius of the church campus, accounting for 939 households [Fig. 2]. For context, the total population falling within said 25-mile radius of BMPC—which includes Philadelphia, Montgomery, Delaware and Chester counties and is referred to as the “Greater Philadelphia area”—is 2,522,807 people constituting 1,016,733 households.

Distribution of BMPC Active Membership by Commute

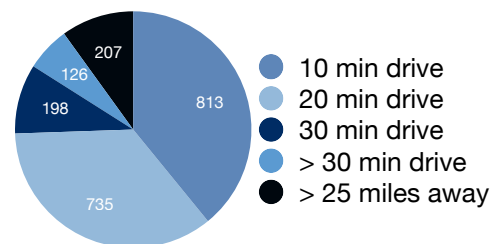


Figure 2. Member Commute Time

Although its reputation extends well beyond the boundaries of Lower Merion township where it resides, BMPC is still very much a local church in that approximately 70% of its congregants live within a 20-minute drive of campus. Members come from across the Greater Philadelphia region, most notably, Montgomery County, to worship in our sanctuary and participate in the church’s various activities and offerings. 94% of members have an address on file with the church, of which 36.7% live within a 10-minute drive of campus followed by another 33.2% who reside within a 20-minute commute.

A sizable number of BMPC’s members live in the Philadelphia Main Line suburbs—an affluent enclave located about 10 miles northwest of Center City. As a result, the data underscore how BMPC’s demographics closely mirror those of Lower Merion township (i.e., within a 10-minute drive of BMPC). The following analyses were made possible via MissionInsite, a cloud-based technology platform that collates U.S. Census data with Experian credit scores to compare BMPC’s demographics with those of the surrounding township and the broader metropolitan area to help the church better understand its donors, membership and community. Due to the software’s limitations, the maximum sampling radius for data analyses is 25 miles from the BMPC campus, thereby excluding demographic information of those active members who either: (a) live greater than 25 miles from the church campus (9.4%); or (b) do not have a current address on file with BMPC (6.0%). Nevertheless, MissionInsite has proven invaluable at helping BMPC better understand its neighbors so that it may more effectively steward its members’ time, talent and treasure to serve the needs of both Lower Merion township and the Greater Philadelphia region.



The average age of BMPC heads of household is 54, which is 8% higher than that of Lower Merion Township and the Greater Philadelphia area, both of which report an average age of 50. Furthermore, BMPC has approximately 60% fewer households led by adults between the ages of 25 to 35 than the Greater Philadelphia area. In contrast, the proportion of BMPC heads of households led by adults between the ages of 51 to 65 is 37% greater than heads of households in the broader metropolitan area [Fig. 3A]. Though the proportion of households consisting of a married couple with children is comparable across BMPC, Lower Merion and Greater Philadelphia, the proportion of married BMPC households without children is 76% greater than those households in the broader metropolitan area. It should also be noted that the proportion of single-parent households without children is over 4-fold greater in the broader metropolitan area than among BMPC's active membership [Fig. 3B]. Lastly, of those households with children, the proportion of BMPC households with teenagers (11.5%) is slightly greater than that of Philadelphia area households (9.7%); however, the inverse is true for children under the age of 3, where the proportion of Greater Philadelphia households with toddlers (9.8%) is 3-fold greater than that of BMPC households (2.9%) [Fig. 3C].

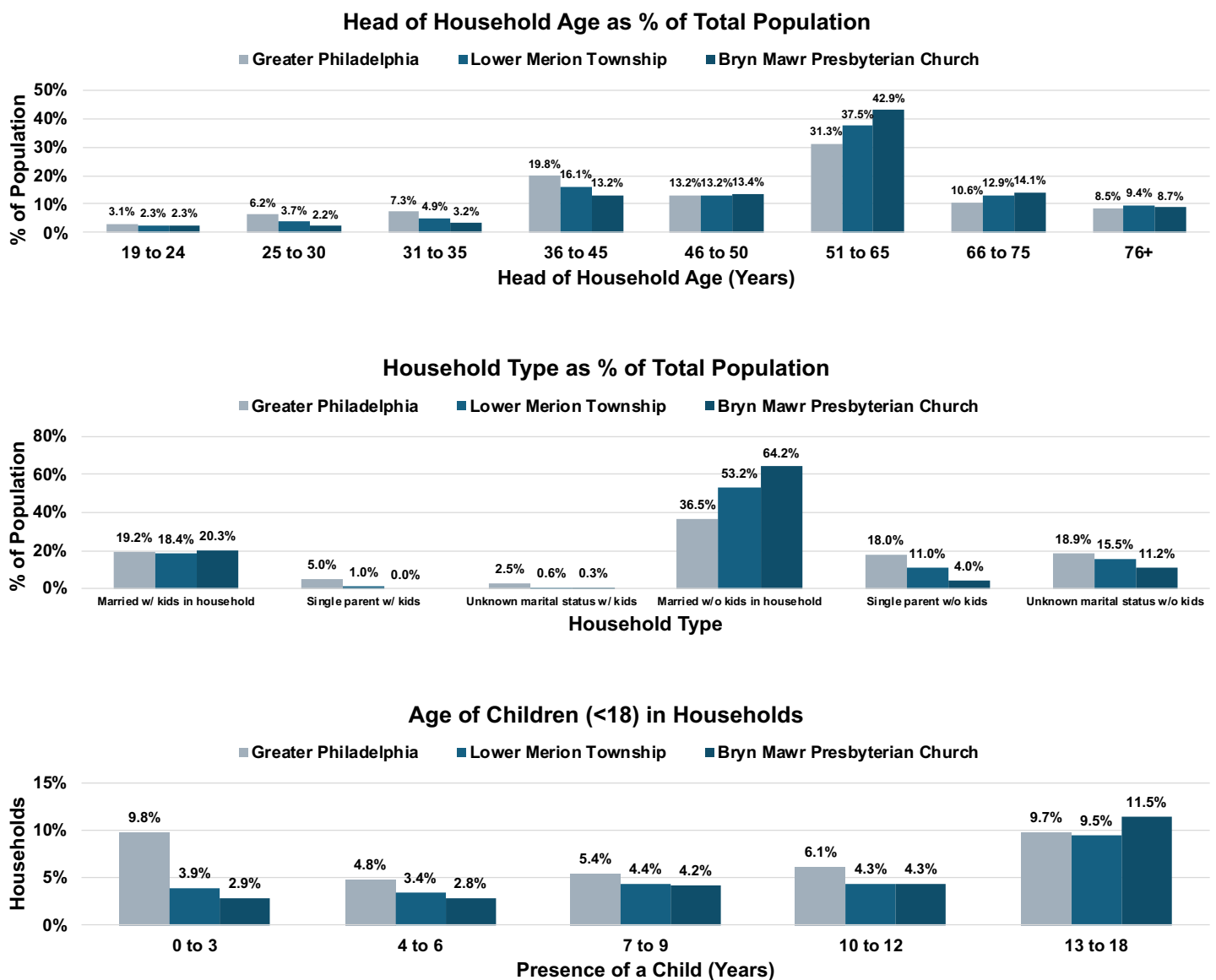


Figure 3. Comparison of Greater Philadelphia, Lower Merion Township, and BMPC Households Demographics: Head of Household Age, Household Type, and Age of Children in Household

Given the Philadelphia Main Line’s affluence, a disproportionate number of BMPC households have incomes exceeding those of the surrounding region. Of the 939 BMPC households included in this study, over 70% have incomes exceeding \$125,000, of which over half (36.9% of total BMPC households) have incomes greater than \$250,000, resulting in average and median household incomes of \$313,785 and \$192,794, respectively. Therefore, the average and median BMPC household income is approximately 2.5 times greater than that of the broader metropolitan area. These elevated incomes are a result of the educational attainment level and occupations of BMPC’s membership, in which over 90% of heads of household have some level of post-secondary education, of which 86%—representing 77.4% of all BMPC heads of households—have at least a bachelor’s degree. Given the educational attainment of BMPC’s membership, it should come as little surprise that the majority of BMPC’s heads of households (59.9%) work in professional or technical roles, followed by sales or service-oriented roles at 16.0%, with another 18.2% being retired. Though the proportion of retirees in the Greater Philadelphia area (16.6%) is closely aligned with that of BMPC households, the broader region has a far more balanced mix of occupations represented with 37.9%, 27.9%, and 12.6% of all breadwinners working in professional/technical, sales/service and blue-collar roles, respectively [Fig. 4].

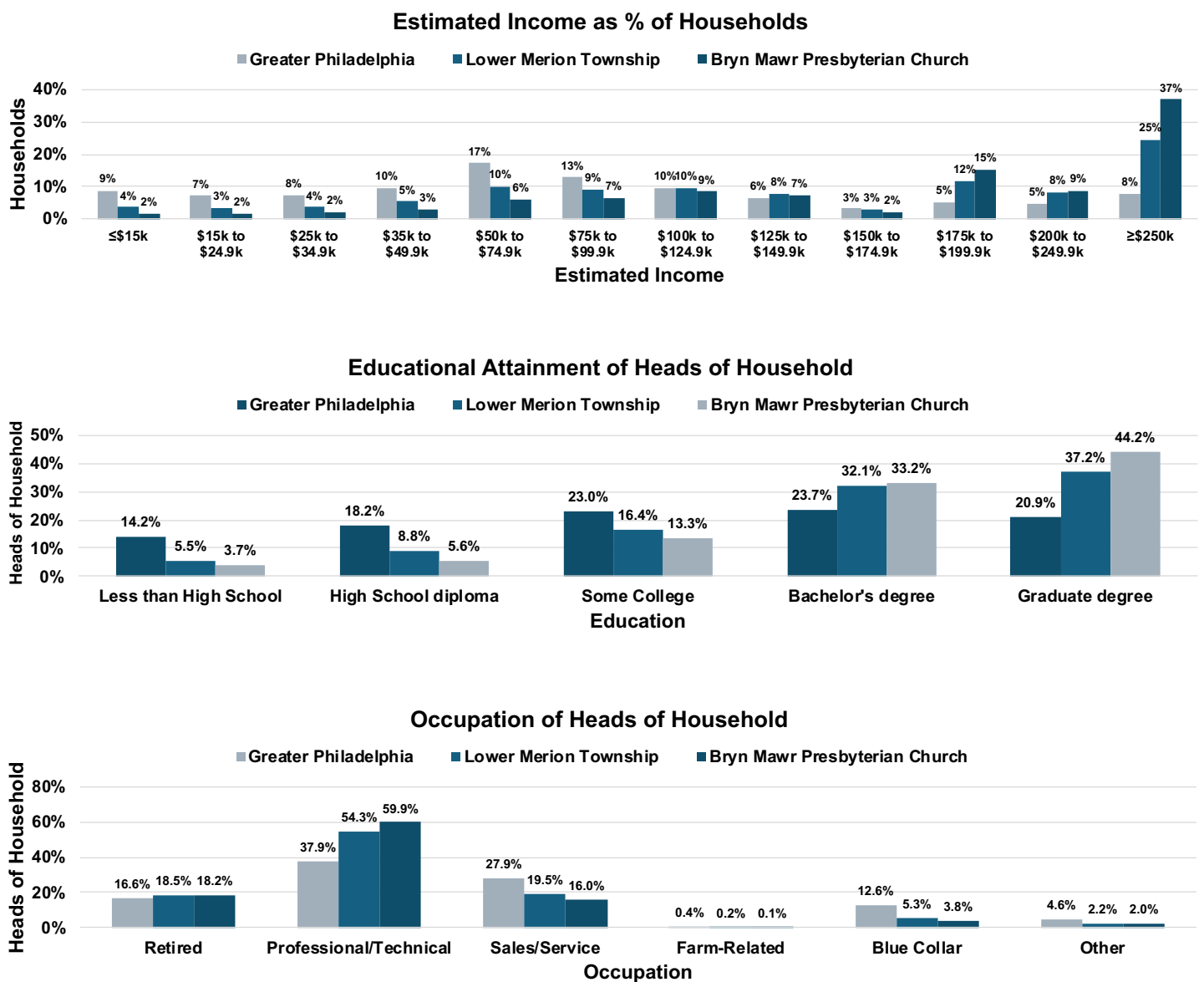


Figure 4. Comparison of Greater Philadelphia, Lower Merion Township, and BMPC Households Demographics: Income, Educational Attainment, and Occupation

The Current Perspective of Our Congregation

As part of the 150th anniversary of Bryn Mawr Presbyterian Church in 2023, the Session engaged the church in discerning where God is calling our church in ministry and mission. This exploration was extensive and included three public forums followed by 15 focus groups and culminated in a congregational survey, all conducted between 2021 and 2023. This process revealed the core strengths and values of our church: 1) meaningful worship and music; 2) a deep commitment to local outreach and global mission; 3) engagement of contemporary issues with our faith; 4) Christian education for all ages; 5) warm hospitality and welcome; 6) a strong sense of discipleship; and 7) faithful stewardship of time, talents, and treasure. In December 2023, the Session endorsed the following areas of ministry as a faithful response to these findings: 1) Loving God in the gathered place; 2) Welcoming God in friend and stranger; and 3) Partnering with God and neighbor in service. Detailed results from the 150th Vision Study, including responses to the 2023 survey, can be found in the 150th Vision Committee Report, a companion to this Mission Study Report, available at www.bmpc.org/publications.

While the 150th Report provides extensive insights, the Mission Task Force believed it critical to take a more current pulse of our congregation to guide our spiritual discernment and inform our Mission Study. We conducted a congregational survey in April 2026 with the goal to validate and update key findings from the 150th anniversary survey church wide exploration, including: 1) assess whether the core strengths and values identified in the 150th Vision Study continue to resonate with the congregation; 2) assess how well we live into these perceived strengths and values; 3) inquire about member participation in the life of the church; and 4) gauge how important certain skills are in our next senior pastor. We also gave the congregation an opportunity to share their views about the church through open-ended questions. 494 individuals completed the survey, with a response rate of 22% of members. This compares favorably with the 20% response rate for the 150th Vision Study survey. The demographics of the respondents were very similar for both surveys, with members over the age of 50 who have been active in the church for many years and attend worship services regularly overrepresented compared to members under the age of 50 who are less active.

The 2026 survey affirmed the church’s core strengths and values that members identified in the 150th Vision Study. A striking 97% of respondents rated Meaningful Worship and Music as either Extremely Important or Very Important. Warm Hospitality and Welcome (90%) and Christian Education for All Ages (87%) also ranked among the congregation’s top priorities. Large majorities judged all seven strengths and values as either Extremely Important or Very Important [Fig. 5].

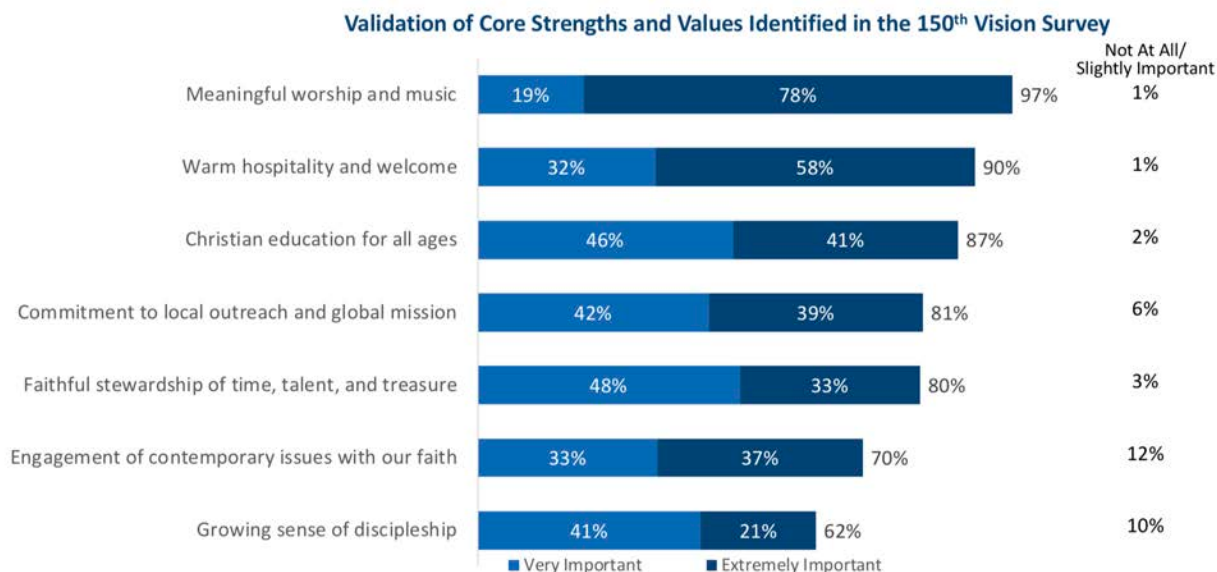


Figure 5. Core Strengths and Values

Survey respondents generally rated BMPC highly on how well it is living into its core strengths and values, although the ratings varied across the seven areas [Fig. 6]. Meaningful Worship and Music again topped the list, with 88% indicating that BMPC lives into this strength Extremely Well or Very Well. More than 80% gave similarly high ratings to Christian Education for All Ages and Commitment to Local Outreach and Global Mission. Engagement of Contemporary Issues with Our Faith, Growing Sense of Discipleship, and Faithful Stewardship received lower performance ratings.

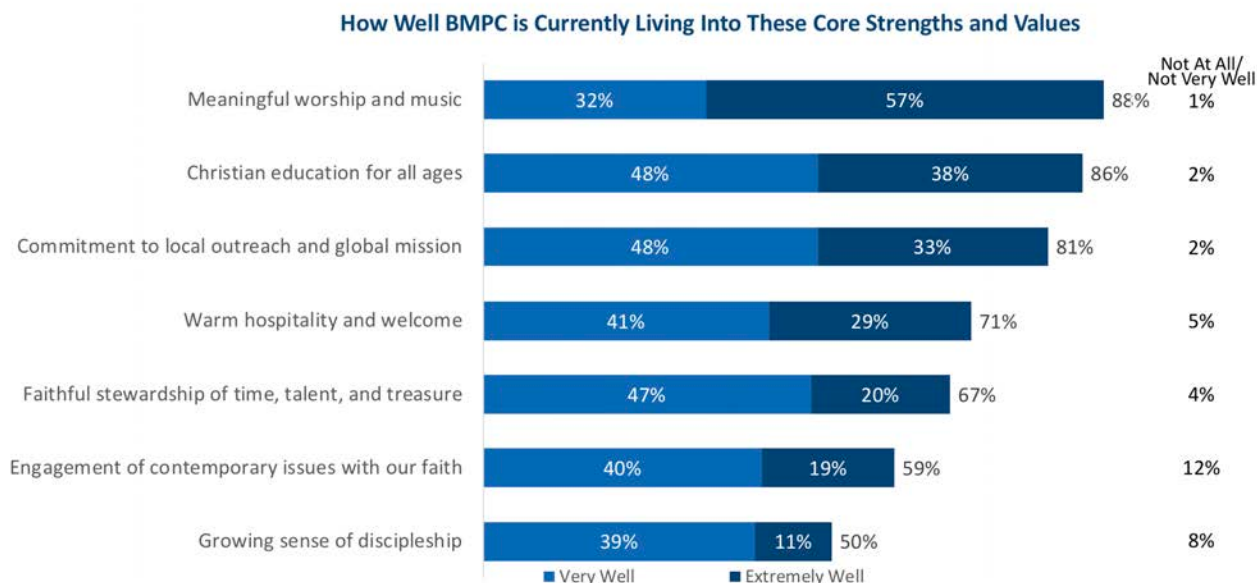


Figure 6. Currently Living into these Core Strengths and Values

Figure 7, a four-quadrant analysis, shows importance versus performance – what areas respondents consider important versus how well BMPC is fulfilling them. It shows that Worship and Music is a standout – it is deemed both Extremely Important and performed Extremely Well. Christian Education for All Ages and Commitment to Local Outreach and Global Mission also appear in the upper right quadrant. Of note, Warm Hospitality and Welcome performed as a high priority but did not perform at a high level. This indicates that it is a value that needs improvement. Contemporary issues is on the cusp of being an unmet higher priority, rating almost as high as Mission and Education in importance, but rating considerably lower in performance. Faithful Stewardship of Time, Talent, and Treasure and Growing Sense of Discipleship are both in the lower left quadrant. They are seen by the congregation as lower priorities and lower performers.

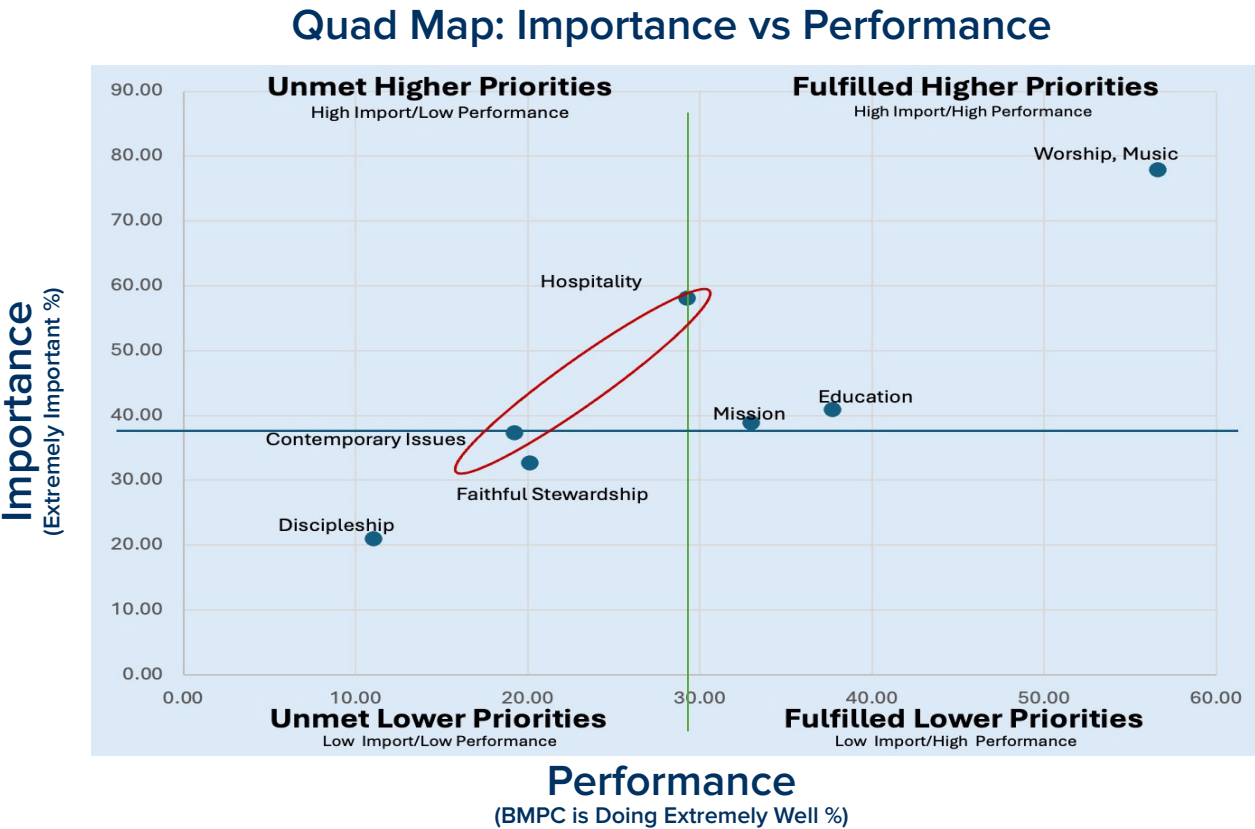


Figure 7. Quad Map

Regarding participation in church life, 94% reported attending worship in the past year. Many respondents also participated in music and fine arts programs (49%), education programs (42%), fellowship events (40%), and small groups (37%). These numbers correlate well with the responses to the survey question: What aspects of the church make you feel spiritually nourished? Worship was selected by 94% of respondents, Music and Fine Arts by 59% and Congregational Life by 45% [Fig. 8 and Fig. 9].

Participation in Church Life Over the Past Year

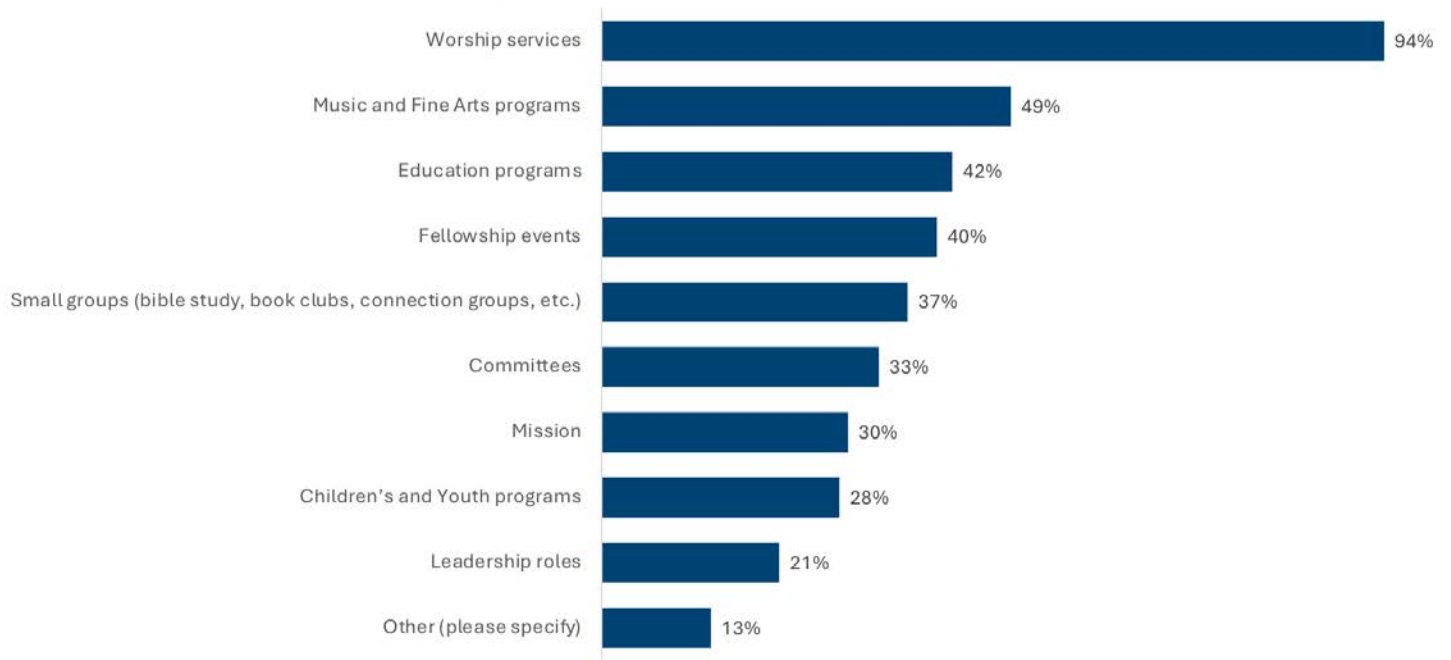


Figure 8. Participation over the Past Year

Aspects of the Church That Help You Feel Spiritually Nourished

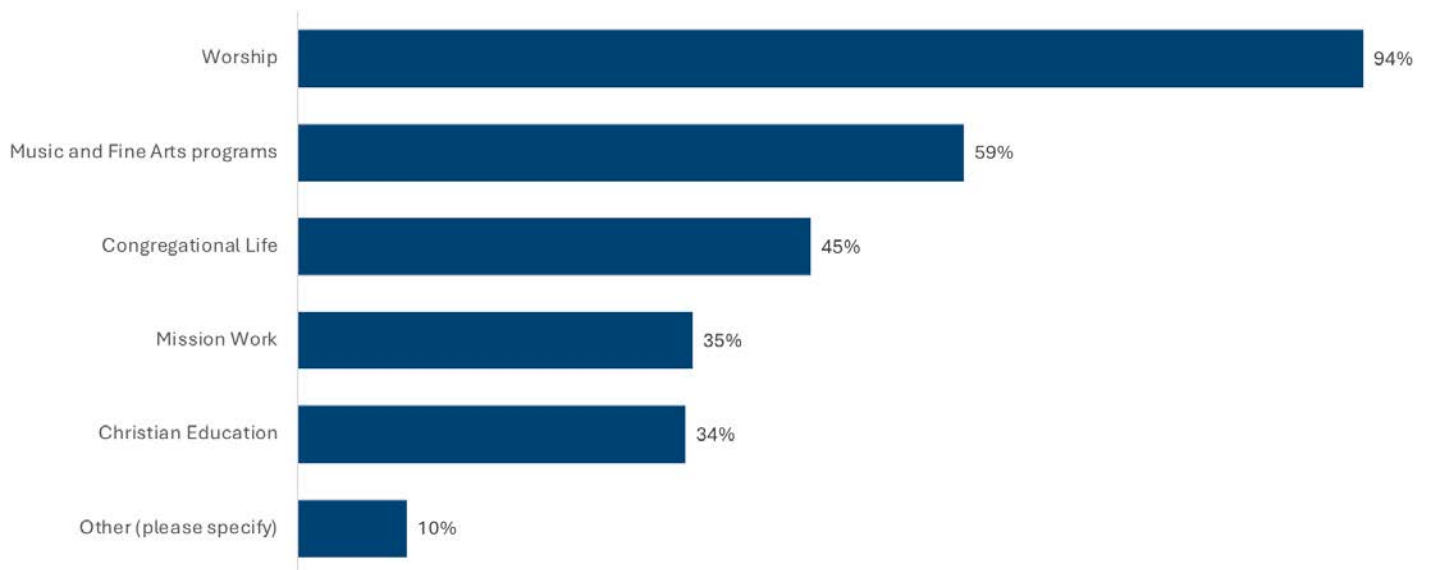


Figure 9. Spiritually Nourished



One of the survey questions asked the congregation to indicate their preferred level of engagement with contemporary issues and their faith in different ways [Fig. 10]. A large majority (76%) indicated a preference for a Very High or High level of engagement during the Worship Service (sermons, prayers, Ministry Moments) and 48% indicated a Very High preference. Most respondents indicated a Very High or High preference through Educational Programs and Financial Support of Mission Organizations. Roughly one-third of respondents expressed a Very High or High preference for Partnerships and Joint Programs with Local Organizations and Other Houses of Worship, or for Advocacy and Public Witness Events.

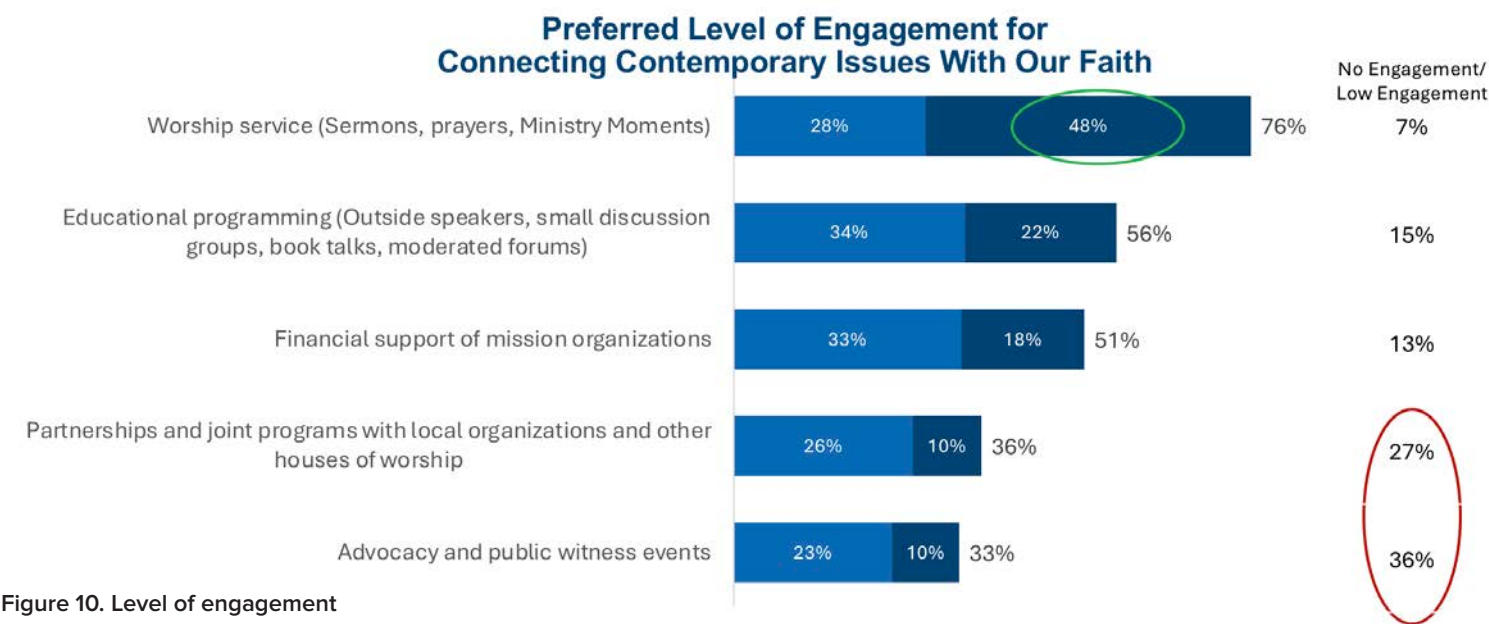


Figure 10. Level of engagement

The survey results show that 99% of respondents believe that it is Extremely Important or Very Important for our next senior pastor to offer skills in Preaching and Worship Leadership [Fig. 11]. These skills were deemed the most important by 89%. Staff leadership was rated as Extremely Important or Very Important by 93%, and Vision Development and Interpersonal Engagement were judged to be Extremely Important or Very Important by 82%. Of the 12 skills that were included in the survey, 11 were determined to be Extremely Important or Very Important by at least 64% of respondents. The outlier was Evangelism, which was seen as Extremely or Very Important by only 33%.

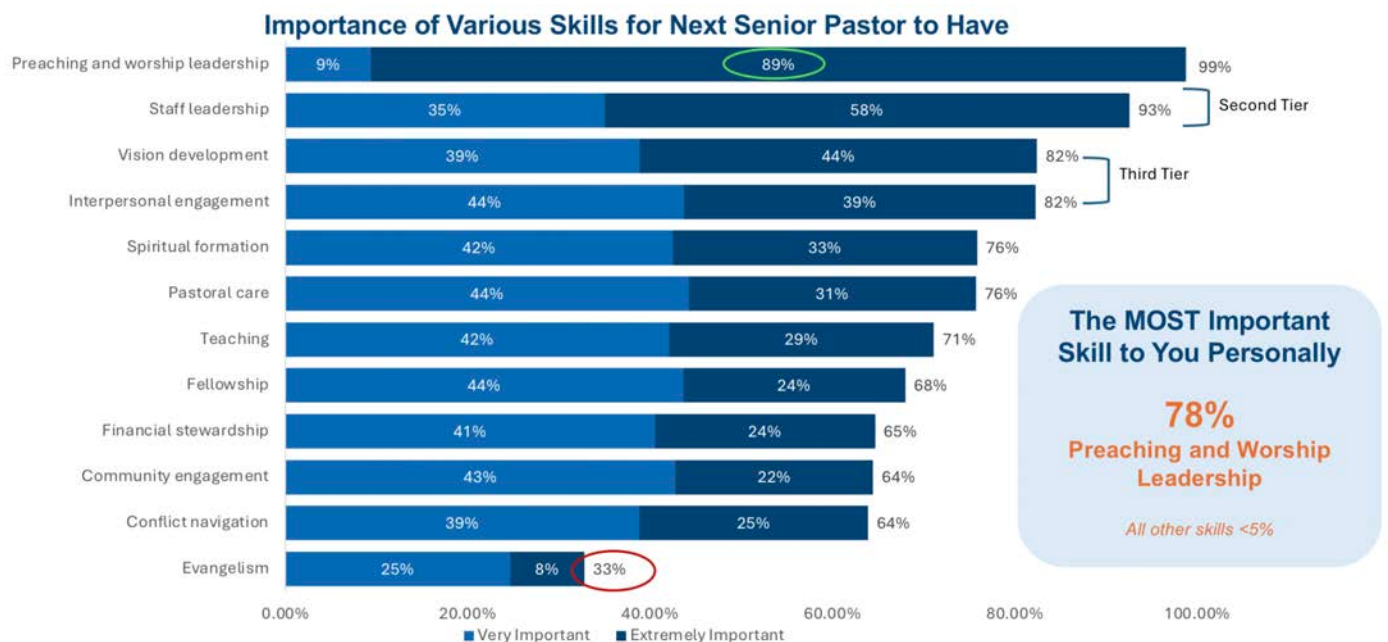


Figure 11. Importance of Various Skills for next pastor

Question 5 on the survey asked members of the congregation to describe their experience at BMPC in 1-3 words. A wide range of words were used, and the most common words included: fulfilling, excellent, home, meaningful and uplifting. The next most mentioned group of words were community, supportive, positive, nourishing, rewarding and inspiring. The responses to this question were overwhelmingly positive, with only a few exceptions.

The final open-ended question invited respondents to share additional thoughts about BMPC and its future. Of the 288 responses, 44 explicitly expressed a desire to avoid political rhetoric from the pulpit, with several emphasizing the importance of biblically grounded preaching. One respondent wrote, "I am looking for a Senior Pastor who can give powerful and thought-provoking sermons that are biblically based. I am not interested in hearing political rhetoric from the pulpit. We are saturated with politics outside of the church." Coupled with the findings from the question on engaging with contemporary issues, there is some tension within the congregation over how to address contemporary issues and politics in worship.

Conclusion

Mission Study Summary

Our Mission Study shows that despite Bryn Mawr Presbyterian Church's mature age (153-years-old), the church has a vigorous congregation with youthful exuberance, strong pastoral leadership, and robust core ministries and programs, including Mission, Adult Education, Caring Ministries, Congregational Life, Music and Fine Arts, Youth Ministry, Children and Family Ministry, and Senior Adult Ministry.

BMPC is a large, established, predominantly White, affluent, highly educated congregation whose age profile skews older, with about one-third aged 70 or above, but with substantial representation of adults ages 26–70. Financially, the congregation operates a complex budget, with significant support from regular giving, investment income, bequests, and the BMPC Foundation, which holds substantial assets dedicated to worship, mission, education, facilities, and legacy ministries. The 2025 financial summary describes BMPC as in a strong overall position, positioning the church to sustain and expand its mission.

A 150th Vision Study (2021-2023) identified core strengths: meaningful worship and music; strong local and global mission; engagement with contemporary issues; Christian education for all ages; warm hospitality; a sense of discipleship; and faithful stewardship. The Session framed these around loving

God in worship, welcoming God in friend and stranger, and partnering with God and neighbor in service. The 2026 Mission Study survey reaffirmed these strengths, with particular emphasis on Worship and Music, Warm Hospitality and Welcome, and Education, while also highlighting areas needing improvement, such as engagement of contemporary issues with our faith, warm hospitality and welcome, stewardship, and discipleship.

The 2026 Mission Study shows that members value worship characterized by strong preaching, theological depth, and excellent music, while also expecting warm hospitality and welcome, education, small groups, and mission to be well-organized, high-quality, and impact-driven. Members are highly engaged in worship and in addition, many participate across music, education, fellowship, and small groups. Overall, the Mission Study portrays BMPC as a mature, resource-rich congregation with strong traditions in worship, music, education, mission, and care.

The Mission Study also points to God leading BMPC to deepen its existing strengths while addressing specific growth areas within a changing cultural and congregational context. God is calling the church to continue centering its life around rich worship, Christian education, and robust mission.



Recommendations for Selecting the Next Senior Pastor

In response to the Mission Study Survey, respondents strongly prioritize preaching and worship leadership, followed by high expectations for staff leadership, vision development, and interpersonal engagement. BMPC should seek a next senior pastor who is a preacher-theologian, executive leader and caring pastor. This pastor should offer strong preaching and classic Reformed worship leadership, demonstrate sound executive and financial judgment, and work collaboratively with effective staff and lay leaders. In addition, the next senior pastor should demonstrate the skill to align BMPC's substantial resources with a strategic, mission-focused ministry and to strengthen warm hospitality and welcome, discipleship, stewardship, and multigenerational engagement.

Because BMPC is a multigenerational church with a significantly older adult population and substantial numbers of working-age adults and families, the next pastor should be able to lead with special attention to older adults while also increasing the engagement potential of younger adults and families through flexible programming and strong digital access.

While survey respondents expressed the strongest preference for engaging with contemporary issues within worship services, many open-ended comments also emphasized a desire to avoid politics from the

pulpit. These findings should not necessarily be understood as contradictory. Rather, they suggest that many in our congregation value preaching and worship that thoughtfully connects biblical faith to the challenges of contemporary life, while also desiring that such engagement remain rooted in Scripture rather than partisan politics or political advocacy. We recommend this tension should be further explored.

The Mission Study further suggests that BMPC needs a senior pastor who can guide the congregation in a thoughtful approach to engaging contemporary issues and life through faith—issues of justice, peace, and public life in ways that are theologically deep and pastorally wise, without alienating members or collapsing the gospel into partisan ideology. This requires a senior pastor who can speak clearly and courageously about theology, ethics, justice, and public life in sermons and prayers, while avoiding partisanship and maintaining unity in a thoughtful, diverse congregation.

These conclusions and recommendations are offered to guide the Pastor Nomination Committee as it discerns and calls BMPC's next senior pastor.



WITH GRATITUDE

Looking Back with Gratitude. Looking Forward with Hope.

This Mission Study brings together the history, ministries, resources, demographics, congregational perspectives, and discernment that will help guide Bryn Mawr Presbyterian Church into its next season of ministry.

Bryn Mawr Presbyterian Church
Mission Study Task Force • 2026

Acknowledgements

A special thank you to everyone who made this report possible. We are grateful to Carolyn Gerrish for her expertise and assistance with our congregational survey; to Rebecca Kirkpatrick for her help interpreting the demographic data and navigating the MissionInsite platform; and to Lisa Buscaglia and Matt Rowe for their work in editing, proofreading, layout, and design.

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