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he Alban Institute’s offices are located in the greater metropolitan area of Washington, DC. More than a building or a place on a map, the Alban Institute exists as a special ensemble of people with a shared vision and set of values. Alban provides a rich mix of resources for America’s congregations and a place for making connections and crossing boundaries.

People find Alban in a variety of ways: by reading an article or book we have published, participating in one of our seminars or public forums, or working with our consultants. As I reflect on this past year, I am especially aware of Alban's crucial role in creating learning communities and new learning pathways.

As more people explore the Congregational Resource Guide (CRG) Web site on a regular basis, subscribe to our Alban Weekly electronic newsletter, and visit the Alban Web site to purchase books or register for seminars, patterns of learning take root. Alban facilitates, supports, and strengthens those patterns.

Our Transition into Ministry project stresses how important it is for clergy to have longer patterns of interaction and peer communities that endure over time and distance. Our independent position allows us to lift up best practices wherever they emerge.

At times, Alban promotes learning simply by creating the right setting—by providing the meeting room and assembling people with diverse knowledge and experience. In 2006, our Faith and Everyday Leadership panel discussion brought together leaders from congregations and the greater metropolitan Washington, DC community to talk about the intersection of faith and everyday life and leadership. Earlier in the year, we hosted another discussion that opened up a dialogue among evangelical and mainline Christians about our differences and our common values. At these events, fruitful dialogue took place.

Alban helps develop strong congregational leaders—through our consultations and education events—by allowing people to interact in different ways to perhaps understand one another better, be more hospitable, and enrich one another.

Alban's research agenda and publishing program are making important contributions to a body of knowledge for today's congregations in all their variety. The Indianapolis Center for Congregations, the CRG, and our own Web site are distinct commitments we have made to provide congregations with the resources they need to meet their greatest challenges and grasp their opportunities.

Like an orchestra, Alban combines a mix of instruments. So do congregations. Different instruments can combine to create melodies that change the listener, who, in turn, can change the world. In this way, Alban's work has a multiplying effect on congregational leaders and the ministries they support.

Reverend Dr. James P. Wind
President
Mission

The Alban Institute builds up congregations and their leaders to be agents of grace and transformation to shape and heal the world.

Vision

The Alban Institute is an independent center of learning and innovation that connects congregational leaders with the most creative people, ideas, and resources to fulfill their high callings.

We will build a robust network of congregational leaders, generate new knowledge, produce excellent resources, create powerful and inspiring learning environments, and equip congregations and their leaders to engage in public conversations about the most pressing issues of the day.

Values

We believe that God works through congregations of believers to shape and heal the world.

We create safe places where people from diverse backgrounds can learn together.

We are committed to creative and practical learning that crosses cultural, religious, professional, and disciplinary boundaries.
The Great Silk Road stretched across remote and exotic lands from Constantinople to China. Along its vast route, people of different cultures and religions met in trading towns to exchange goods as well as ideas, attitudes, traditions, beliefs, and knowledge. In places where cultures come together and learn from one another, today as then, a spirit of discovery pervades. Respect and diversity reigns. Innovation emerges. The traveler returns home with wonders.

Like one of those way stations on the Silk Road, the Alban Institute bridges many cultures—the seminary and parish ministry, the Protestant mainline and evangelicalism, religion and the secular world, different faith traditions, different disciplines, and more. Alban is ideally suited for such boundary crossings. We are an independent center of learning and leadership development with a focus on congregations. In the ecology of American religion, we are not officially connected with any one group, yet we are in conversation with many.

This is an age of information overload. Like the chaos of a trading bazaar, the choices can be overwhelming. Alban provides safe spaces for learning, growing, and making new connections across cultures. At Alban, we sort through the ever-changing marketplace of ideas. We synthesize and interpret discoveries, create new knowledge, and share the fruits of our work as practical resources. Our statement of mission, vision, and values guides our efforts. In 2006, Alban’s leadership team and board of trustees further distilled our mission statement to communicate, as clearly as possible, what Alban is called to be and to do.
Alban's Ongoing Evolution

Over the years, the Alban Institute has continuously broadened its reach, delved deeper into focus areas, and adapted its approaches to build up congregations and their leaders. We want congregations to thrive as institutions. We also challenge them to look beyond their own walls.

Alban continues to grow and evolve as an organization with integrated parts. In the past year, we released fourteen books intended to provide practical ways to help faith communities and their leaders discern and pursue their callings. Our consulting practice faced the challenge of strong demand for its services. Our educational events offered hands-on learning, intimacy, and sharing of experiences across denominations and demographics. Our research on the transition from seminary into parish ministry produced a special issue of Congregations magazine; the generous support of Lilly Endowment Inc. allowed us to distribute it to 5,000 seminarians and another 15,000 to congregations across the country for free. Other outcomes of this research, including a special report, will appear in the coming year.

In 2006, the Indianapolis Center for Congregations (www.centerforcongregations.org), Alban's affiliated organization, increased its reach beyond Indianapolis into other areas of Indiana. The number of people using the Congregational Resource Guide Web site (www.congregationalresources.org) for resource recommendations increased 65 percent. Visits to the Alban Web site and subscriptions to the Alban Weekly electronic newsletter also climbed. Alban hosted two public conversations to encourage dialogue on important topics. We also launched our Faith and Everyday Leadership initiative to better understand how faith connects with people's everyday lives and leadership.

A common thread through all of these endeavors is the support we receive from our donors, grant supporters, members, clients, customers, and thought partners, and the commitment we return. Alban does not exist apart from the larger network of people and organizations that share a belief in the power of congregations to shape and heal the world.
The Importance of Relationships

Relationships shared in community help draw us closer into relationship with God. These relationships include the relationship between the congregation’s leaders and the people in the congregation as well as relationships within the congregation. This theme of the importance of relationships is evident across Alban’s 2006 publishing list.

In Congregational Leadership in Anxious Times, Peter Steinke expands on his understanding of congregations as emotional systems by exploring the relationship between a leader and the congregation and their mutual influence. A Generous Presence by Rochelle Melander shows how deepening personal and professional relationships will make leaders more effective.

The book Lending Your Leadership by Nelson Granade addresses the unique gifts that pastors and congregations bring to the wider community to accomplish things that would otherwise be beyond their grasp. Dean Lueking’s The Grace of It All similarly emphasizes the link between building up congregations and building up the community. In This House We Build, Rabbi Terry Bookman and William Kahn show the power of positive relationships in creating and supporting healthy faith communities.

Alban has long published books and articles that help equip people to know and fulfill their own callings. We honor the distinctiveness of every congregation and reject one-size-fits-all approaches. Our authors draw from many sources—personal experiences, research studies, and the spheres of business, psychology, science, and theology—yet they share their learning in ways that are relevant in the congregational setting and easy to understand.

Conversations across Experiences

The Alban Institute is rooted in mainline Protestant Christianity and has experience with many denominations and faith traditions. Our staff, members, authors, and educators include Catholics, Episcopalians, Jews, Lutherans, Methodists, Presbyterians, Unitarian Universalists and others. Alban is a meeting ground for conversations about our differences and shared perspectives.
Instead of writing to a generic standard, Alban publications honor the particularities that come out of an author’s faith tradition. For example, we recently published *This House We Build*, a book about congregational health in synagogues. Yet the book is also relevant to congregations across many faiths. If a Methodist can get ideas from the Lutheran, the Christian reader may be inspired by lessons from Judaism. Alban’s role, then, is to facilitate these cross-denominational conversations, encourage innovation, and lift up models of vitality wherever we find them.

One of the advantages of participating in an Alban event, such as a public forum or an education seminar, is being in a safe environment for learning and dialogue—beyond the boundaries of one’s own congregational or denominational system. In 2006, Alban seminar participants from around the country represented congregations of all sizes and circumstances.

In November, Alban hosted an event that brought together Randall Balmer, author of *Thy Kingdom Come: How the Religious Right Distorts the Faith and Threatens America: An Evangelical’s Lament*, and Richard Cizik, vice president of the National Association of Evangelicals. Bob Abernethy, executive editor and host of *Religion & Ethics News Weekly* on PBS, moderated the discussion. This well-attended event provided a forum for dialogue on evangelicism as a social and political force in the United States. The panelists and audience voiced disagreements and raised challenges. They also found common ground. Not surprisingly, Cizik and Balmer agreed that congregations play an important role in helping individuals live as people of faith in today’s world; and Cizik pointed to an emerging opportunity for evangelicals and mainline Christians to work together on issues of social justice and the environment.

The work of Alban senior consultant Susan Nienaber underscores Alban’s emphasis on the power of dialogue as a way to transform conflict. Nienaber contributed two articles to the summer issue of *Congregations* and led a new education seminar about the use of dialogue in congregations. She and the other Alban consultants are helping congregations talk about their differences by using dialogue techniques such as storytelling, mediation, consensus forums, and small- and large-group interactions.
Faith and Everyday Leadership

From the start, Alban has been deeply interested in the intersection of faith and daily life and leadership. In 2006, we began an initiative—Faith and Everyday Leadership—to examine the role that congregations can play in helping people live out their faith in the work they do.

Increasingly, people want to pursue the work they feel called to do, without waiting on designated leaders to show them the way. With complexity and specialization on the rise in so many of life’s arenas, the need for leadership has never been greater. How then do congregations support leadership in its many forms? And how are leaders in the everyday world influenced by their faith? We began to explore these questions in an Alban Institute Report on Faith and Everyday Leadership, available on our Web site (www.alban.org).

On November 15, 2006, at the Metropolitan Club in Washington, DC, Alban hosted a panel discussion to share the Faith and Everyday Leadership report and foster dialogue about this important topic. Moderated by Alban’s incoming board chairman, James W. Jones, the panel of speakers included Marie Johns, former chief executive of Verizon Washington, DC; Mike Daniels, chairman of telecommunications powerhouse Mobile 365 and former chairman of Network Solutions; and Dr. Michael Maccoby, best-selling business author, consultant, and leadership coach. The discussion centered on the breakdown in civility and the greater polarization of society, and how people of faith and the congregations that nurture them might lend their leadership for positive change.

Transition into Ministry

Moving from the seminary into the culture of a congregation is a big adjustment for most new clergy. Congregations are complex social networks that sometimes can be like extended families. A new pastor joins a web of relationships and inherits a set of shared expectations. The learning curve is steep from the classroom to the first sermon, funeral, or church board meeting. Any number of real-life situations call for the ability to adapt, improve, and learn while leading. New pastors must shape their own sense of pastoral identity as they live into the reality of their role. Many feel alone in this task.

In our early years, the Alban Institute recognized the critical importance of the transition into parish ministry, those first five years that set the habits and inclinations that last a lifetime. In 2006, Alban had the chance to examine current transition programs as well as programs from the past four decades. This summer, we will publish our findings in a report for Lilly Endowment Inc.’s seven-year Transition into Ministry initiative. This report will provide an overview and review of a variety of transition programs—including internships, post-seminary education, clinical pastoral education programs in hospitals, and denominational programs. Participants have benefited
In the coming year, Alban will continue our *Faith and Everyday Leadership* and *Transition into Ministry* projects as we also evaluate the power of story for leadership within congregations. We expect to publish more books than we did last year. We will expand our education offerings both in terms of subject matter and delivery method. We will redesign the Alban Web site to make it easier to navigate and richer in content and interactivity.

At Alban, mission and business are intertwined. By continually striving to improve the quality of our research projects, publications, education program, consulting practice, membership program, and fund-raising efforts, we are also advancing our mission. By remaining a vital meeting place for learning across cultural boundaries, Alban will help shape the strong congregational leaders of the future who are so vital in helping people live lives of faith.

Alban's independence gives us a vantage point to examine the unique strengths and special challenges of various transition programs. Our goal is to identify best practices and transfer learning. We hope to strengthen what works and build bridges among congregations, seminaries, and denominations to support pastoral formation in all congregations. Finding cost-effective ways to support pastors in their first call is certainly a major challenge for congregations.

Depending on what happens in the first years of ministry, a pastor can develop a healthy self-image and the skills needed to lead a congregation. A new pastor can also fall short of his or her potential, lose the passion for parish ministry, and even leave it altogether. A successful transition from being a student in a seminary to being the principal leader of a congregation takes a variety of practical skills and competencies as well as knowledge. It takes many different spiritual and emotional resources. It also takes time. The central question of this initiative is: How can we create the best environment for beginning clergy so they might develop a dynamic and powerful pastoral identity and rich pastoral imagination to benefit the people they serve?
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The Henry Luce Foundation
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Reverend Vern and Doris Ann Campbell
Floyd A. Chambers
Janet Chandler
Virstan Choy
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S. Mark Clark
Helen and Don Cohen
Rabbi Paul F. Cohen
Terry Colburn
Rabbi Karen Companez
Congregation Beth El, Fairfield, CT
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Peggy Cross
Mike Daniels
Richard P. Deitzler
Susan L. Depenau
in honor of Daughters of the King
John F. De Vries
The Reverend Joseph A. DiRaddo
Luke Ditewig
Reverend Dr. Bruce Dobyns
Reverend James K. Donnell
Reverend Genevieve M. Dox
Karen Nichols Dungan
Ann L. Dyke
Betty Eddy
Bert T. Edwards in honor of Timothy Coughlin
Don L. Edwards
Helen Eisenhart
William and Edie Enright in honor of James P. Wind
Karen L. Epps
Reverend Alice W. Erickson
Dr. James H. Erickson
Dr. Warren M. Eshbach
Gordon Q. Evison
Ian S. Evison
Pastor Suzan Farley
Bill Ferguson
Jane B. Field
First Congregational Church, Glen Ely, IL
First Lutheran Church, Greensboro, NC
Rabbi Michelle Fisher
Alden B. Flanders
Wayne Whiston Floyd
Reverend Dr. Christine Fontaine
Nancy Fowler
Carol D. Freund
Reverend Susan C. Gaffney
Lewis F. Galloway
The following is a summary of the statement of financial position of the Alban Institute as of December 31, 2006, and the statement for the year then ended.*

This financial information was extracted from the audited financial statements of the Alban Institute, Inc. It does not, however, include all disclosures normally associated with financial statements prepared in conformity with generally accepted accounting principles. The complete financial statements, including footnotes and the report of our accountants, Squire, Lemkin & O’Brien, LLP, are available for review upon request by contacting the Alban Institute.

* This is a consolidated statement reflecting the assets and liabilities of both the Alban Institute proper and its subsidiary, the Indianapolis Center for Congregations.
## Financial Position Summary

### December 31, 2006

**Assets**

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<tr>
<th>Item</th>
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<td>Current Assets</td>
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<td>Property &amp; Equipment</td>
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<td>Other Assets</td>
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<td><strong>Total Assets</strong></td>
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**Liabilities & Net Assets**

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**Total Liabilities & Net Assets**

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<td><strong>Total Liabilities &amp; Net Assets</strong></td>
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## Unrestricted Activities Summary

### December 31, 2006

**Revenue & Support**

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<td>Membership Dues</td>
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<td>Grants &amp; Contributions</td>
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<td>Dividends &amp; Interest</td>
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<td>Other Income</td>
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<td><strong>Total Revenue &amp; Support</strong></td>
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**Expenses**

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<td>Member Services</td>
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**Total Expenses**

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<tr>
<td>Results of Operations</td>
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<td>Realized &amp; Unrealized Gain (Loss)</td>
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