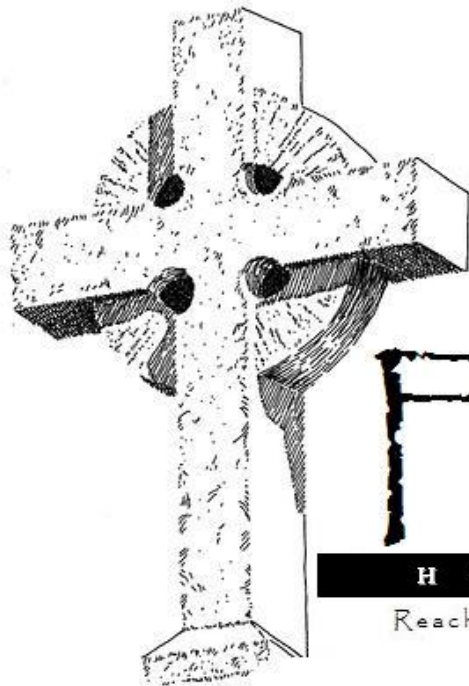


# Mission Study



FPC

HOLLISTER

Reaching, Equipping, and Loving  
...all in the name of Christ





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# BACKGROUND

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July of 2009 the First Presbyterian Church of Hollister (FPCH) established a mission study team to develop this Mission Study Report which sets forth a new mission and vision for our congregation. The report's objective is twofold: to provide information necessary for the search of a new Senior Pastor; and to give new direction and focus to our ministry and mission.

This Mission Study is influenced by a ministry evaluation and review that was begun in the fall of 2007. Our Senior Pastor at the time, David Rodriguez, was deployed to Iraq as a Navy chaplain. At the request of Rev. Rodriguez, the Associate Pastors and lay leader team led a review of our ministry and began a vision/planning process for the Senior Pastor's return. Rev. Rodriguez had a difficult transition when he returned from Iraq, which compelled him to accept a call to another church. The Mission Study Team was reconstituted in July 2009 under our interim pastor, Dr. Stephen Brewer, to fulfill the Committee on Ministry's requirement of reevaluating the church's mission in preparation of calling a new installed pastor.

## **OUR PROCESS**

Our Study Team began its work by reviewing the evaluation and visioning process begun in 2007. We polled the congregation in August to get a confirming snapshot of our congregation with 160 responses about their age, education, income and church participation.

In order to engage the congregation in the mission study process, vision workshops and focus groups were utilized. The Session was the first group to provide input through a vision workshop led by the Mission Study Team. In all we offered six vision workshops over an eight week period, with over 80 members participating in the workshops. We developed several pieces of material to support the vision workshops. The vision workshop presentations included information about the search process, our history, the present makeup of the congregation, demographics of our community and how results from the workshops would be used. Those involved in the workshops suggested 170 ideas of ministries they felt were foundational to the church's mission.

The Mission Study Team consolidated the diverse ideas into five areas of focus – or “ministry plans”. These were presented to the Session for review and approval. The Session reviewed and approved the five ministries proposed and added a sixth.

Through focus groups, the Mission Study Team sought additional input from the congregation on the six ministry plans. Participants assisted in suggesting physical resources, team workers and financial resources to support these ministry plans. About 30 people participated in these gatherings, which were held in late January.

Input from the focus groups led the Mission Study Team to consolidate the four ministry plans related to youth into one ministry plan with three subheadings. The re-organized result is a mission focus existing of three ministry plans instead of six.

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# SAN BENITO COUNTY DEMOGRAPHICS

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In 2007 the Mission Study Team retained the Percept Group to create a “Ministry Area Profile” whose Study Area Definition was San Benito County.

Data was primarily based on the 2000 census and uses US Census Bureau classifications and definitions. Further data was drawn from the San Benito county Board of Realtors’ database. The salient facts about our mission field can be reduced to a few key bullets:

## **TOTAL POPULATION**

The population of San Benito County was 50,000+

## **ETHNICITY**

Hispanic: 49%

Caucasian: 44%

Other: 7%

## **AGE**

less than 20 years old: 34%

20 to 50 years old: 39%

More than 50 years old: 27%

## **FAMILY TAXONOMY (PROMINENT)**

Middle American Families: 45%

Affluent Families: 34%

(The Census Bureau defines “Middle American Families” as families with incomes between \$50 – 75,000, typically white, high school to junior college educated, often both parents work and having approximately 2.3 children. “Affluent Families” are families with incomes in excess of \$150,000 per year, college educated, professional, typically white, home owners, average less than 2 children, both parents work.)

## **RELIGION**

Based on the family types designated by the Census Bureau, San Benito County should have approximately 2,200 Presbyterians

Forty-seven percent of San Benito County's population are not involved in their faith – this is well below the national average of about 60%

Anecdotal evidence based on discussions between pastors within the county suggests that less than 8,000 San Benito County residents are in worship on any given Sunday

## **LIFESTYLE**

50% commute 30 minutes each way daily for work

## **TOP THREE CONCERNS OF THE PEOPLE**

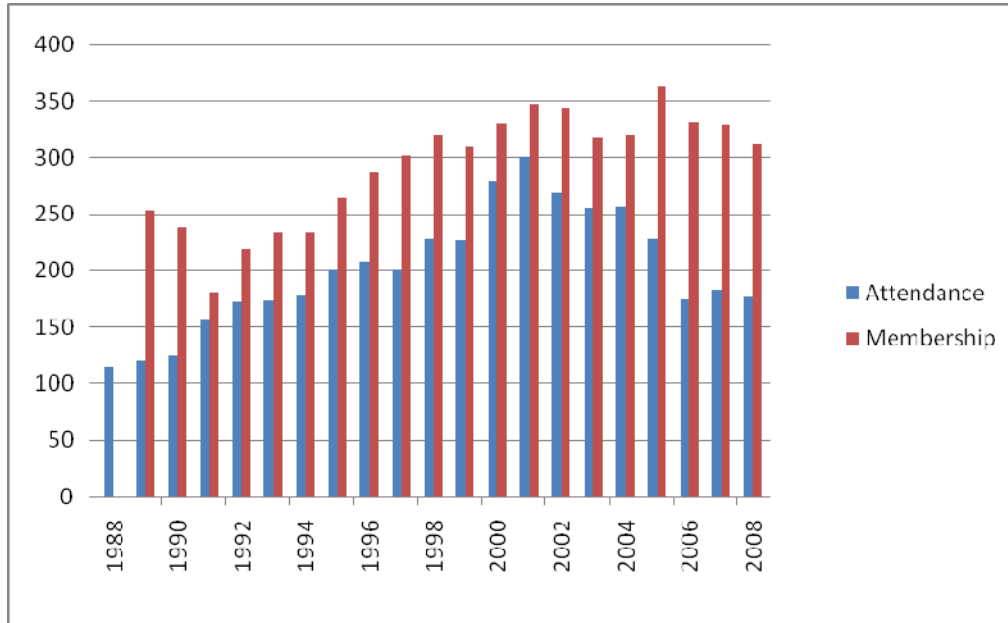
- Child care
- Crime/gangs
- Quality of schools

## **EXPECTED POPULATION GROWTH**

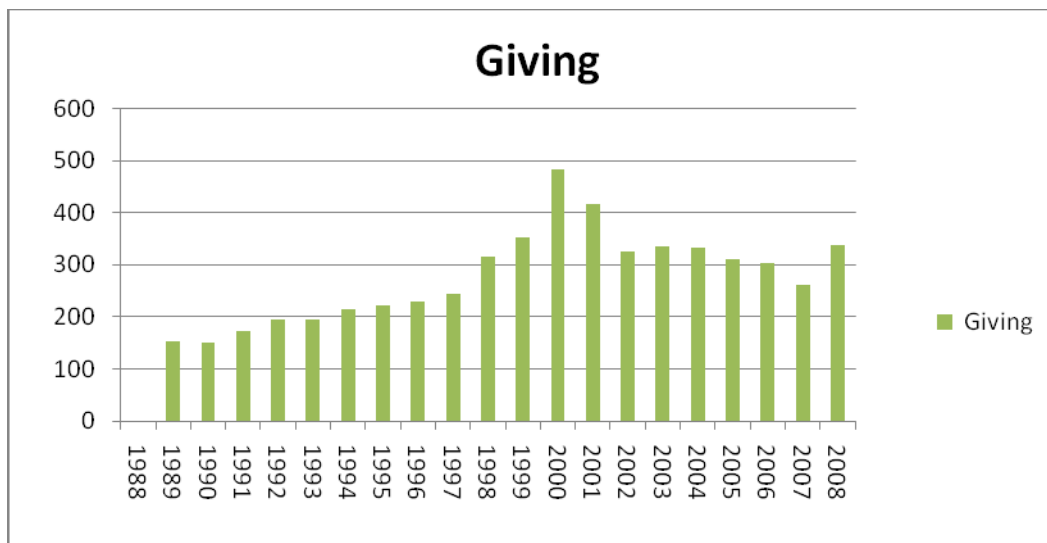
The county will add approximately 4,000 new residents by 2013. In 2000 San Benito was the fastest growing county in California.

These primary research data were validated with two church surveys, the most recent performed early in 2009.

# CHURCH STATISTICS



As indicated in the chart above, PFCH experienced increasing growth from 1990 to 2001. We believe the discrepancy between church membership and attendance was influenced by the turmoil associated with staff changes between 2004 and 2008. During that time the membership roll was not cleansed. With the cleansing of the rolls in 2009 our membership stands at 289.

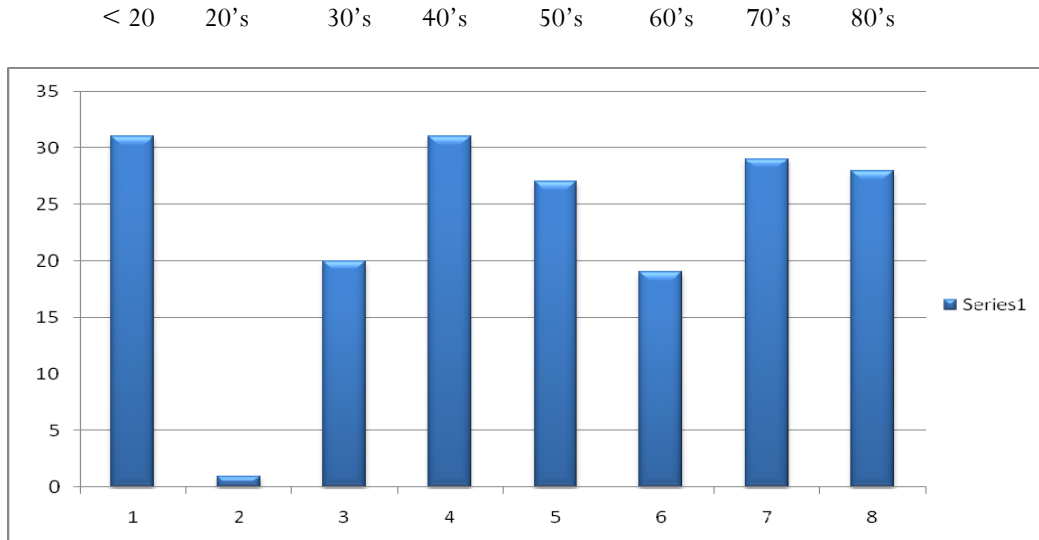


Even with declining income we have met each of our budgets over the last five years.

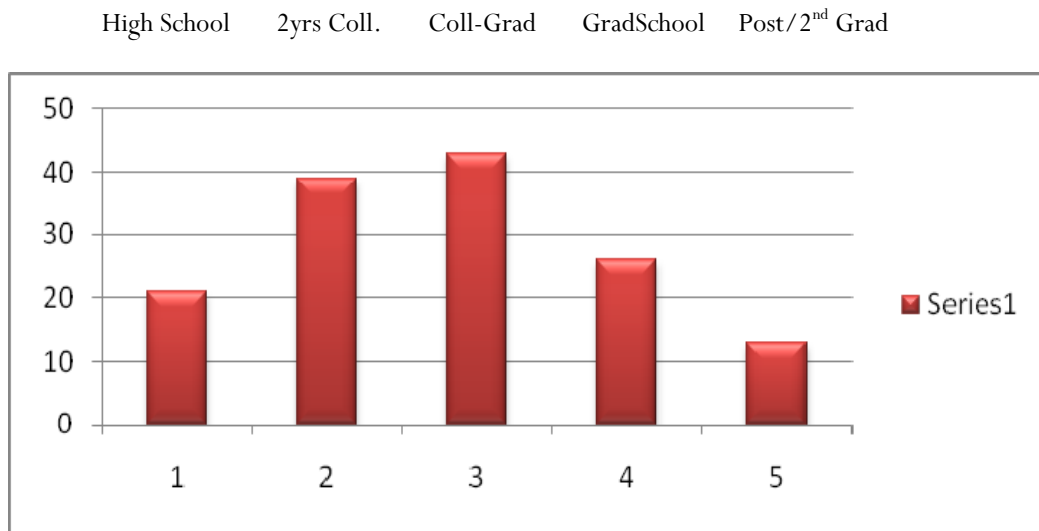
## CHURCH SURVEY RESULTS

In August of 2009 we conducted a survey of the congregation to augment and validate our demographic data. Seventeen callers received a total of 186 survey responses from members. Not every member answered every question but the following graphs fairly represent the results of our survey.

### AGE SURVEY RESULTS



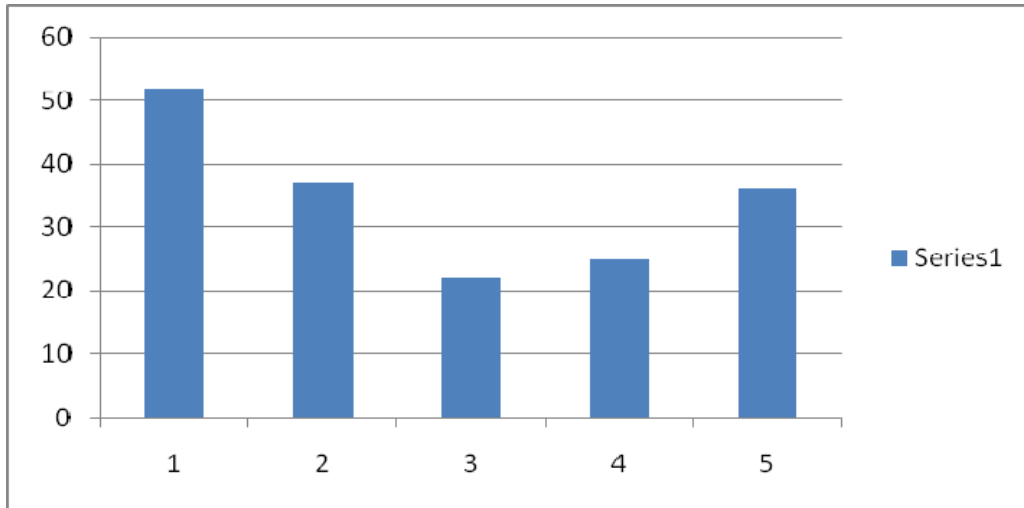
### Education Levels



Our congregation's education level is above both the San Benito County average and the national average.

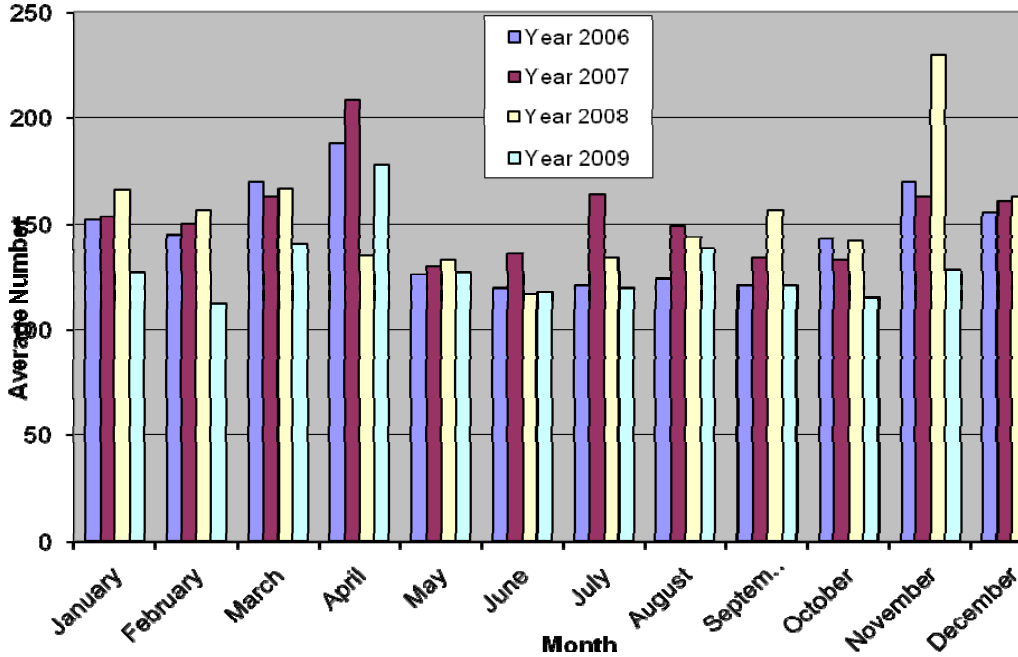
## INVOLVEMENT GRAPH/ SELF EVALUATION

Every Sun      3of4      2of4      1of4      Less than 1per Month



172 members responded to this question. With 289 members that represent about 60% of the membership. 65% of the responders told us that they were involved at least two Sundays per month.

### Average Weekly Attendance - Adults



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## WHO WE ARE

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Hollister First Presbyterian Church has a long and rich tradition of supporting mission projects both within the community and beyond. Many members became involved in the life of our church because of personal relationships or programs they found here. Some members think of FPCH as a community church first and Presbyterian church second.

One of our ministry successes has been our Cooperative Pre-School, which has been in operation for the past fifty years. Although we are presently an older church in terms of our age distribution, we have a deep love of children. The 140 children in the pre-school and the forty young people in the primary school and Junior High ministries are treasured by our congregation. We have had a very successful High School ministry in years past. The visioning workshops revealed a strong sense of call to mission and ministries involving youth.

Our mission field has been significantly impacted by the recession. Based on the 2000 census our community has seen a decline of what the census designates as “Middle American” families and an increase in “Lower-income Hispanic families.” (See page 6).

San Benito County has undertaken projects which we believe will contribute to significant growth, once the economy revives.

Our church has consistently been warm and welcoming to newcomers. Even though some visitors may feel that our style of worship is not for them or that they need some program we don't have, they almost always express how welcome they felt and how warmly they were received. Those in need are cared for and encouraged by a tireless team of deacons and other caregivers in our fellowship.

The church has experienced five years of changing leadership, due to two deployments of our Senior Pastor to Iraq. During his last deployment in 2007 with the understanding that the Rev. Rodriguez would return as Senior Pastor, then Associate Pastor Jonathan Hughes assumed many Senior Pastor responsibilities. Upon Rev. Rodriguez' return from his second deployment issues arose around assignment of pastoral duties and style of leadership. Both pastors decided it was best for the church if they sought calls elsewhere. Conflict is a natural part of church growth, but it is also painful and challenging for a congregation. Without

permanent pastoral leadership, the past eighteen months have been a time of uncertainty but also a time of healing and spiritual growth.

## WHAT WE BELIEVE

### STATEMENT OF FAITH

Revised March 2008

#### We believe...

- in the God the Father, the maker of Heaven and Earth.
- that Jesus is the Christ, the unique Son of God who is both our Lord and Savior.
- that all Scripture (both Old and New Testaments) are the inspired Word of God. Scripture is authoritative for all of life and practice.
- that Jesus ministered in the Holy Land. He struggled, suffered, was crucified, died, was buried and was bodily resurrected. Jesus' death was a substitutionary death; he died for each one of us.
- that the Holy Spirit dwells in the heart of every believer. He convicts us of sin, comforts us, protects us, leads us in the way of salvation and gives us boldness to witness.
- in the Church universal, made up of all who believe and are willing to confess Jesus as Lord and Savior. We believe the Church should be salt and light in the world through acts of love, justice and reconciliation.
- in the ultimate mercy and justice of our Lord Jesus Christ. He will judge this world, the living and the dead. Jesus will physically return to the Earth for this Judgment and gather His Church to Himself.

## OUR HISTORY

In 1989, Hollister First Presbyterian Church, led by Pastor Will Eisenhower in his seventh year of service to the church, averaged a worship attendance of 120. Pastor Ken Gardner was hired in the summer of 1989 to develop youth ministries. Rick Pennington, an ordained pastor new to the community was recruited by the Elders to lead a co-ed Bible study. In the fall of 1989, Pastor Will abruptly resigned his position. Pastor Ken and Pastor Rick shared the pastoral duties for eight months until an interim pastor was placed.

In March 1991, sixteen months after the Pastor Will's departure, Pastor David Rodriguez was called to head the congregation. Pastor David brought dynamic leadership that resulted in the doubling of worship attendance and giving in the first six years of his ministry. Newly hired, his first assignment was to lead the congregation to build a new sanctuary. Plans that had begun in 1957 when the church moved to its present site from downtown came to fruition in the spring of 1993 with the dedication of the newly completed sanctuary.

The decade of the nineties saw growth and prosperity in the community and in the church. The Hollister First Presbyterian Church was ready to welcome that growth with family friendly worship, follow-up, youth programs, inspirational pastors and strong leadership. The congregation grew as the new families chose First Presbyterian as their church home.

Shortly after the completion of the sanctuary, Pastor Ken accepted the call to lead a church in Newman, California. Pastor Jim Edwards was hired and added his talents to the ministry team until he accepted the call to become a military chaplain. The church recommitted to youth by the call of Pastor Shari Grover. The youth groups flourished under her ministry.

During this time, lay leader Kathy Ritter contributed her remarkable spiritual gifts of outreach and follow-up. Taking an early retirement to fully dedicate herself to the congregation, Kathy touched the lives of dozens of new members in making them welcome and involved.

The next decade, however, brought change - change in the community and in the church that began a decade long downward trend with vision, execution, attendance and giving within the church. Economic recession claimed 3,000 jobs and \$100,000,000 per year in lost income in our small community. A building moratorium was levied due to inadequate wastewater treatment facilities that halted growth within the city of Hollister. As many as twenty-five church families, many of them leaders, moved from our area because of the

economy. Kathy Ritter became gravely ill. Pastor Shari went part time and Pastor Hannah Peterson was hired to share her pastoral gifts in the area of family ministry.

Programs such as “Church Happens on Wednesdays” (CHOW) and “Alpha” were launched under Pastor Hannah’s guidance. They had some success but CHOW in particular was not sustainable because of the large team required. Pastor Shari resigned to raise her family. Pastor David, a reserve navy chaplain, was called to active duty and deployed. His year long absence was covered primarily by relief pastors. The departure of Pastor Hannah led to the call of Pastor Jonathan Hughes. Together with his wife Vanessa, they brought a contemporary energy particularly strong in families and youth through drama and music. The unforeseen second military deployment resulted in conflict within the ministry team. Returning from a second deployment Pastor David resigned after seventeen years of service. Concurrently, Pastor Jonathan pursued other avenues for his family and he left shortly after Pastor David.

The year 2009 began with Pastor Rick providing pastoral leadership for the church as he had done in 1989. An interim pastor, Dr Stephen Brewer was chosen by the Session in April, 2009 to lead the congregation as we began the process of visioning what God is calling us to do and to become. Pastor Stephen and Dave Busch led the Mission Study Team through a seven month Mission Study process culminating in our Mission Study and the Electing of a Pastor Nominating Committee in February 2010.

## CONGREGATIONAL STRENGTHS AND CHALLENGES

### CONGREGATIONAL STRENGTHS:

#### **Location**

The campus of First Presbyterian Church is located on one of the main north/south corridors in Hollister, and within a block of one of the main east/west corridors. The location is easy to find, easy to describe, and enjoys a fair amount of drive-by traffic. The main high school in our mission area is about 500 yards from the church.

#### **Physical Plant**

The sanctuary, which seats 220, was completed in 1993. The chancel area is spacious, and is set high enough to allow excellent visibility by all in the congregation. The Multi-

Purpose Building, a structure designed for recreation as well as fellowship gatherings, was completed in 2003. At 5,000 square feet, it is adequate for full court basketball and other indoor sports activities. A kitchen adjoins the hall. Restrooms include showers. There is a large upstairs storage area (1,250 square feet) over the kitchen and restrooms.

What had been the church manse was converted into office space, which includes a Fireside Room, a full kitchen, a room which houses desks for the Church Secretary and the Church Treasurer, and two Pastors' offices. The adjoining two-car garage was converted into two rooms which are suitable either for additional offices or small meeting rooms. There are two restrooms: one off the main hall, and one in the Senior Pastor's office. Both have showers.

Before the sanctuary was built, worship was held in the Fellowship Hall, which has been recently refurbished with a new floor. This building contains the church nursery, a small kitchen, the hall itself, and the office of the Director of the Presbyterian Coop Preschool. Adjoining the Fellowship Hall is the Patio Room – so named because it used to be a patio prior to being enclosed. It is a medium-sized room suitable for classroom space or youth fellowship gatherings. Next to the Patio Room there is an outdoor barbeque.

Across the courtyard from the Sanctuary the Preschool has its own wing, consisting of four classrooms with an adjoining playground.

There are three separate parking areas; one on the south side of the Sanctuary, one on the north side of the Sanctuary, and one on the west side of the campus, behind the Preschool classrooms. In all, there are 152 spaces for parking, including 7 spaces for handicapped parking and 2 spaces for visitors.

There is an attractive, large, grassy courtyard in the midst of the Sanctuary, the Multi-purpose Building, the Fellowship Hall and the Preschool classrooms. This is a great space for outdoor activities for children and youth. The grounds are well-kept, and include a rose garden, many hedges, a grassy area in front of the sanctuary building, many flower beds and walkways.

### **Program & Fellowship**

FPCH has many Bible study opportunities. For adult fellowship, we have a strong Mariner's group and a men's covenant group called David's Men. Our Junior High Fellowship is about 15 strong, with an experienced and committed couple providing leadership.

## **Staff**

Excellent, loyal and competent administrative leadership, with long-term experience. Eager, hard-working music staff – both paid and volunteer. Strong non-invasive support from Associate Pastor.

## **Mission**

FPCH maintains a commitment of 10% of our income to Presbytery-sponsored mission. Beyond this we support a number of local mission projects, as well as overseas mission projects including financial support for several fraternal workers. In recent years our high school youth have taken annual mission trips to Mexicali, Mexico.

## **Finance**

The mortgage on the sanctuary was paid off in 2009, leaving the \$250,835.88 mortgage on the Multi-Purpose Building as the church's only debt. Our congregation is comprised of 185 families (or giving units). In 2010 we received \$187,896 in pledged income. The actual number of pledges received was 72. The average pledge amount in 2010 is \$2,609.67 per year.

## **Evangelism/Church Growth**

The First Presbyterian Church of Hollister is the only Presbyterian or Reformed church in San Benito County. With a population of over 50,000 demographics suggest that more than two thousand residents normally would relate best to a Presbyterian congregation. This provides a rich and fertile potential for evangelism and church growth.

## **Vision**

The Mission Study Team was pleased to have the input of more than 80 church members in the initial visioning process, which included six "visioning workshops." More than 170 concepts of vision for the church's future resulted from these six workshops. Though the ideas were varied, strong themes emerged, including:

1. spiritual growth and leadership training
2. programmatic and worship outreach to youth, particularly in the senior high age group
3. increased community visibility through redevelopment of the church's website
4. development of fellowship opportunities for adults and families

## **Spiritual Growth**

The high interest and participation in Bible study groups is an indicator that spiritual growth is a priority. The identification of spiritual growth and leadership training as an important part of the church's vision for the future reinforces this indicator.

## **Congregational Personality**

Every congregation likes to think of itself as “friendly,” and FPCH is no exception. However, input from a number of recent visitors – and folks who have recently joined the congregation – indicates that there is a sense of warmth and welcome at Hollister Presbyterian that sets us apart from many churches. FPCH enjoys a healthy diversity of theological perspective, tending toward conservative. There is a refreshing openness to and willingness to work with those of differing theological perspectives.

## **CONGREGATIONAL CHALLENGES:**

### **Location**

While the campus of our church is easy to find, it is nearly two miles from central downtown.

### **Physical Plant**

Challenges include a deteriorating sound system in the Sanctuary, inadequate for current and future needs; and failure of the roof over the Patio Room, resulting in considerable damage.

### **Program & Fellowship**

Creating new “side door” opportunities for welcoming new folks into the faith community is very important. This could take the form of small groups of many kinds, including sports teams, shared-interest groups, support groups, educational opportunities or community service ministries. Older adult fellowship is needed, as well as new leadership for senior high age ministries.

### **Staff**

Funding for a Youth Director had to be cut from the 2010 budget, due to a budget shortfall. The church continues to fund creative, enthusiastic musicians who contribute positively to worship. The church could benefit from better coordinated leadership in our music program.

### **Mission**

While FPCH supports a number of local and overseas mission, we could be challenged to become more “hands on,” especially with regard to local mission projects we support. Connecting with one or two of our overseas mission projects through an annual adult mission trip could bolster support for these ministries, and generate greater interest. With the rebuilding of our senior high program, the youth mission trip should be returned as an annual event.

## **Finance**

Like many churches and organizations FPCH has suffered from the economic downturn. In 2010 we had to make severe budget cuts due to reduced pledges and expected income.

## **Evangelism/Church Growth**

FPCH indicates great interest in outreach ministries, yet for the past year or two we have not had an active program of outreach, evangelism or church growth. In 2010 we have reinstated this committee of Session. Developing a strong ministry structure here is a priority for the coming years.

## **Vision**

Our vision is strong and well articulated. The challenge for the church in fulfilling our vision will be funding and personnel. Inspiring, training and equipping of laypersons for leadership will be a significant task.

## **Spiritual Growth**

Our core lay leaders in the congregation tend to be overworked. Some are feeling that they have done their part, and are feeling the need to step back from responsibilities of church leadership. Development of additional core lay leadership is an important challenge, in order to revitalize the congregation.

## **Congregational Personality**

A high percentage of our members are in the 60+ age category. There is a tendency among some (but not all!) older members to feel they have “done their part.” Strong pastoral leadership in the recent past may account for some resistance among members for a shift to more focused lay leadership.

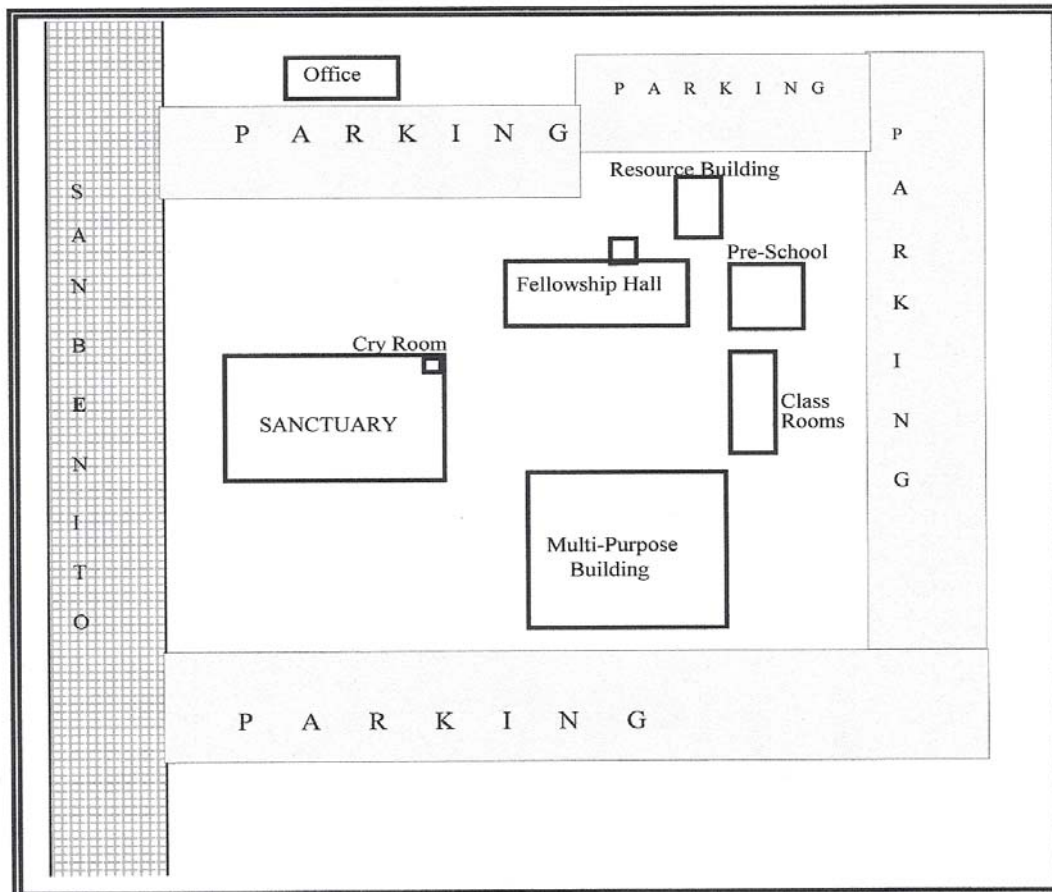
# CHURCH INFRASTRUCTURE

Google maps Address

To see all the details that are visible on the screen, use the "Print" link next to the map.



## Church Facilities Map





The Fellowship Hall was recently improved with new paint and flooring. This building was constructed in 1963 and used as the Sanctuary for thirty years until 1993. It has had minor modifications to accommodate a new office and resource room for the Pre-School. The other end of the building was modified to add a large nursery and infant room. The old kitchen is still functional and the church has plans to use the Fellowship Hall to serve smaller gatherings and activities.



Sanctuary from South East on San Benito Street



Inside the Sanctuary



Tiffany Windows

The present Church Office that was the original manse. The present church site was acquired in 1957. The manse was completed the next year. The building was used as a Pastor's residence until 1985 when the Pastor purchased a home in town. The building is now configured into four offices and two meeting rooms. The original kitchen and two baths are still present.



Sanctuary from the Church Quadrangle

We built a beautiful sanctuary in 1993. The fellowship began to save for a new sanctuary in the late 60's with a large gift for that reason. The sanctuary can seat about 220 with its present seating layout. It has stunning vaulted ceilings and spectacular stained glass windows. Some of these windows were donated from an old church in So. California. They are Tiffany glass, appraised at over \$100,000. The building was designed

to add two wings, one on each side to create a cross and seat another 100 congregants.



Multi-Purpose Building from South East



We completed the last major building, the Multi-Purpose building, in our master plan for the property in 2003. It was designed to let us host indoor recreational activities such as basketball or volleyball with the floors lined for such sports. It also sports tables and chairs for seating about 140 for meals, receptions and special events like dinner theater. It has shower facilities in the good sized baths, a large, modern kitchen and attic storage above the bath, kitchen area. This building has been under utilized until now but we have plans to start a new recreation/sports program in 2010.



The two buildings on the left were constructed to provide facilities for the large pre-school that was founded by a pastor's wife and a college in the sixties. For almost fifty years the Presbyterian Cooperative Preschool has been serving the community achieving a reputation for the best preschool program for young children in San Benito County. At present we serve 140 children and over 120 families. The two buildings provide three to five classrooms for the preschool, and Sunday school rooms for the church on Sunday morning.

With our present facilities, our church could easily grow to an average attendance of 450 to 500 in the Sanctuary and Multi-Purpose building. Our greatest limitation for numerical growth is our parking that can accommodate about 150 cars. We could accommodate up to fifty children in Sunday school with 225 adults in the Sanctuary.



# WHAT OUR CHURCH IS DOING

## **Program, Ministry, Mission and Fellowship**

This section reviews the inventory of programs and ministries for the First Presbyterian Church of Hollister. Included is: 1) a brief analysis of growth/decline within each area of ministry; 2) A summary of current program, ministry and Mission at FPCH; 3) a synopsis of how our mission study addresses these areas for future program and ministry; and 4) Historical data: a listing of programs, ministry and mission for the years 2002 through 2008, which is found in Appendix A.

### ANALYSIS:

Six areas of ministry and mission were examined

1. Adult Education
2. Children's Education and Fellowship
3. Adult Fellowship
4. Mission
5. Worship
6. Youth Education and Fellowship

#### **Adult Education**

The strongest area of adult education throughout the eight years reviewed is Bible Study. Despite decline in membership the number of Bible studies has grown in recent years. In 2009 the number of such studies was 9. "Application of Christian Values" as a category of adult education has been present but inconsistent, with the largest showing in the earlier years of the decade. There is little evidence of adult education in the area of "Social Ministry." "Spiritual Growth," as a category of adult education has been present from time to time, including the most recent year reviewed, 2009.

#### **Children's Education and Fellowship**

This area has remained strong throughout the eight years reviewed, with the cooperative preschool, midweek fellowship for elementary-age children and Vacation Bible School maintaining a consistent presence. There have been few if any new programs in this area over the years, however.

#### **Adult Fellowship**

This area was relatively strong in the middle 2000s, with Mariners, Presbyterian Women and the development of a mid-week family night program, a drama ministry and a "table of eight" program. All programs but Presbyterian Women, David's Men (a covenant group) and Mariners

waned; however in recent years interest in developing stronger small group ministries has been present.

### **Mission**

Mission – both local and overseas – has been consistently strong throughout the reviewed time period. Under the leadership of Pastor David Rodriguez a new local mission, Emmaus House, was created. Emmaus House is a domestic violence shelter. This ministry was developed in cooperation with other local churches. FPCH has continued an ecumenical outreach locally and regionally, with such mission programs as the San Jose Presbytery Refugee Ministry, Watsonville Hispanic Ministry, Hunger Action Network, SHARE Food Coop and a program for providing meals to the homeless. Several overseas mission projects are supported faithfully, including missions in India, Sierra Leone, and financial support for 6 overseas missionaries.

### **Worship**

Opportunities for corporate worship have declined over the past eight years at FPCH. In 2002 there were two Sunday morning worship services, but this was reduced to one service in 2006. For at least one year early in the decade there was a Saturday evening contemporary worship service, and for a time there was a communion healing service. Participation in cooperative ecumenical special services for Maundy Thursday, Ash Wednesday and Thanksgiving Eve has fallen off in recent years – notably after the departure of Rev. Rodriguez. One children's choir was in existence from at least 2003, expanding to two children's choirs in 2005 – both choirs were discontinued at the close of 2008. A chancel (adult) choir has been continuous throughout the years reviewed. A bell choir, tone chime choir and praise band continue as an important part of this ministry. A flag ministry was added in 2008.

### **Youth Education and Fellowship**

Throughout most of the reviewed years FPCH has had a strong youth fellowship program, with annual mission trips to Mexicali, Mexico (these trips are currently in hiatus), an annual snow retreat and both Junior High and Senior High weekly fellowships. However, at the close of 2008, with the departure of both Pastors Rodriguez and Hughes, there was a severe decline in youth fellowship. Currently, the Junior High fellowship remains strong due to the leadership of two young couples, but in the absence of a leadership team the Senior High fellowship has all but ceased to exist. Sunday morning, which used to offer Sunday School for both Senior High and Junior High now offers only Junior High Sunday School. A girls' mid-week Bible study continues off campus, however a parallel boys' study has been discontinued. Youth interns, supported from 2002 through 2008, have been dropped.

# A SUMMARY OF CURRENT PROGRAM, MINISTRY, MISSION & FELLOWSHIP

**2009**

## **Adult Education**

Mom's Day Out

Parables of Jesus class

Ongoing Bible studies:

- Berean Bible Study (Wednesdays 9:30 – 11 am)
- Monday night Women's Bible Study
- Mom's Daytime Bible Study (Wednesdays 9 – 10:30 am)
- Fruit of the Spirit Women's Bible Study (Wednesdays 10:30 – noon)
- Men's Bible Study (Sundays 8:45 – 10 am)
- Girls' Bible Study (every other Sunday 7:30 – 8:45 pm)
- Co-ed Bible Study (Wednesdays 7 pm)

## **Children**

Sunday School

Kid's Klub

Cooperative Preschool

Vacation Bible School

## **Fellowship**

Mariners

Presbyterian Women

David's Men

## **Mission**

Compassion Pregnancy Services

Emmaus House

Financial support for 6 overseas

missionaries

Heifer Project

Hunger Action Network

SJ Presbytery Refugee Ministry

India Mission

Leonenet Street Children Project in Sierra Leone, Africa

Youth with a Mission

The Walk for Life

Watsonville Hispanic Ministry

## **Worship**

1 Sunday morning worship service

Chancel Choir

Flag Ministry

Hand bell choir

Tone Chime choir

Praise Band

## **Youth**

Middle School Youth Fellowship

Senior High Youth Fellowship

Sunday School

Snow Retreat

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# OUR VISION FOR OUR CHURCH

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## MISSION STATEMENT

The mission of the First Presbyterian Church of Hollister is to be a church: Reaching, Equipping and Loving; all in the name of Christ.

## VISION STATEMENT

The vision of the First Presbyterian Church of Hollister promotes love in action through: 1) **Reaching** out to our community in service, meeting people where they are in life. 2) **Equipping** one another as disciples through small groups with strong leadership grounded in prayer, Scripture, and *koinonia* fellowship. 3) **Loving** God through worship, and by **loving** our community through gift-oriented ministry. This creates the acronym “REAL”: Reaching, Equipping and Loving.

## CORE VALUES

We believe the Lord has set before us certain Core Values to which we must hold in order to achieve and accomplish our Vision and Mission. These values apply to us both individually as disciples and corporately as the Body of Christ.

### Individual Values

Prayer Centered Living  
Scripturally Grounded  
Gift-based Service

### Corporate Values

Incarnational  
Gift-Oriented  
Kingdom Building  
Community Centered

- Core Values for each of us as disciples: 1) “Pray-centric” Lives—we must “pray our way through the day” to be effective for Christ; 2) Scripturally Grounded—We must be able to “give a good answer for our faith” and we must spend time in the Word daily; 3) Gift Oriented—We must discern and apply the Holy Spirit’s gifts to each of us in Missional Service.
- Core Values for us Corporately: 1) Incarnational—God became flesh and dwelt among us. We are called to go to those we are trying to reach; 2) Gift Based—The Holy Spirit equips us for every good work and for the tasks God wants us to accomplish; 3) Kingdom Building—Jesus is bringing God’s Kingdom to all the World; 4) Community Centered – Jesus is drawing together the people of God.

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# FUTURE DEVELOPMENT OF FPCH

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## PROGRAM AND MINISTRY: A SYNOPSIS

### **Adult Education**

*Equipping laity for ministry* is one of this church's core values. Appropriately, one of the Ministry Plans that came from congregational input through our six Visioning Workshops and two Focus Groups is the development of an extensive ***Spiritual Growth and Development curriculum***. Behind this Ministry Plan is the importance of developing strong lay leadership as FPCH grows from a "pastor-led" church to a "program-led" church. As we broaden our scope of ministry, increasing the number of "core leaders" in the congregation will be essential, since it is neither practical nor desirable to depend entirely on leadership from paid staff to carry out FPCH's ministry. Consistent with another core value of taking the Good News out into the community, developing our members' spiritual maturity will help equip our membership for this mission. A second Ministry Plan – ***developing our website*** – will provide many opportunities for adult education, as well. Bible Study will continue to be a strong emphasis in our future.

### **Children's Education and Fellowship**

The Hollister Presbyterian Coop Preschool is one of our landmark local ministries. We are committed to this ministry and will continue it in the future.

<http://www.hollisterpresbyterianpreschool.com/>

### **Adult Fellowship**

One Ministry Plan is directed primarily at developing opportunities for Adult Fellowship. Small group activities, fellowship groups, sports teams, covenant groups, "tables of eight," and other shared-interest groups are among the ways we see increasing opportunities for welcoming new people into our faith community. There has been discussion of reviving a mid-week congregational activity that enjoyed considerable success a few years ago.

### **Mission**

Traditionally, FPCH dedicates 12 to 13% of our income to mission outside our congregation. We plan to continue this commitment in the future.

## **Worship**

Among the general categories that received the most comments and suggestions in our Visioning Workshops was worship. And while the suggestions were varied and diverse, it was clear that the congregation felt exploring new ways of worshipping God is important for the future of FPCH. One Ministry Plan reflects this need. We plan to develop a youth-led worship experience, which would support one of the proposed youth ministries, youth music. Other experiences of worshipping in creative, new ways might be explored through this service, as well.

## **Youth Education and Fellowship**

The focus of one of our Ministry Plans includes program development to enhance our ministry to youth, including such elements as: a music ministry with choir, praise band and musical instruction; website development which could include youth chat rooms, podcasts, blogs, educational resources, Christian music and a myriad of opportunities for communication; an after-school recreation ministry focused initially on the senior high age group, which will make use of our Multi-Purpose Building for basketball and other recreational activities; finally, the possibility of a new experience of worship at a time other than Sunday morning could provide ministry opportunities for youth-led worship; a youth praise band or a youth choir.

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# TARGETED MINISTRIES

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➤ **YOUTH-RELATED MINISTRIES:**

- **Music Ministry:** an after school ministry that encourages youth to develop musical talents and express musical passions – could be voice, instrumental or sound systems – fills an unmet need as schools cut music programs
- **Recreational Ministry:** an after school ministry that encourages youth to develop physical/athletic capabilities – fills an unmet need as schools cut sports and physical education programs .
- **Website development and operation:** young people increasingly interact via electronic means such as blogs, chat rooms, text-messaging, twitter, document/music downloads, etc. A church-sponsored website would provide a safe and secure environment for young people to interact safely as well as to gain knowledge of the Lord through a medium with which they are comfortable.
- **Alternative Worship Service:** The purpose of this ministry is to develop a more “contemporary” service that attracts and retains young adults and young families.

➤ **SPIRITUAL GROWTH & TRAINING:** In order to serve Christ more fully and grow as faithful disciples, the spiritual growth and maturity of the congregation is paramount. A well-organized and many-faceted program of instruction in all areas of faith is a top priority, to help the congregation grow spiritually and equip us for ministry.

➤ **FAMILY ACTIVITY/OUTREACH MINISTRIES:** The purpose of this ministry is to create a curriculum of activities to engage and enrich families, while providing alternatives to the entertainment provided by the world. Ideas include family movie nights, congregational camping outings and games nights.

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# ATTRIBUTES WE WANT IN OUR NEW PASTOR

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Our new Pastor:

- has strong gifts for Bible-centered preaching and worship leadership
- has a natural confidence about outreach and witness as part of his or her gifts and ministry
- has an understanding of worship, liturgy and music – both traditional and contemporary – and a willingness to experiment with new forms of worship
- has strong gifts and experience in teaching, training and equipping lay leaders
- will be a teacher of leaders to undertake the welcoming of visitors and the visitation ministry to the sick and needy
- will be able to counsel leaders of the youth ministries
- is comfortable interacting and engaging with other churches and community organizations for meeting of community needs and witness to our town
- will make time for personal enrichment and rest
- prioritizes family over church, thus strengthening the foundation of the pastor's Christian life and happiness
- chooses to live in San Benito County

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## CONCLUSION

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God is good, and the First Presbyterian Church of Hollister has proven to be resilient. Since the spring of 2009 our church has been looking forward rather than backward. The Mission study process has encouraged and invigorated many of our members. We have developed a vision for several areas of ministry that has captured the imagination and energy of many church members. As a result, we are beginning to implement some of these ministry plans already; even before the arrival of our new Senior Pastor. There is a new sense of purpose in our fellowship. With our new vision, our reviving local economy and excellent church facilities for the needs our community we are positioned to grow and thrive in the years ahead with a new pastor training leaders for the mission of our church.

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# APPENDIX A: Program & Ministry Data

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## 2002

### Adult Education

Thursday afternoon Bible Study  
Adult Bible Study at Rev. Pennington's home

### Children

Kid's Klub (elementary age children)  
Preschool — 144 enrolled  
VBS

### Fellowship

Mariners  
Presbyterian Women

### Mission

SHARE food coop  
India mission  
"Relay for Life" (American Cancer Society) supported  
Emmaus House — shelter for women  
Worship  
2 Sunday morning worship services  
Saturday evening contemporary worship service

### Youth

Youth Mission Trip to Mexicali, Mexico — 55 on team, representing 6 churches  
Youth snow retreat — 39 students attended  
Youth Interns supported — 2  
Senior High Youth program  
Middle School Youth program  
Girls' Bible Study

## 2003

### Adult Education

Alpha Bible Study — 65 attendees  
Berean Bible Study  
Thursday Afternoon Bible study  
Parenting Class — 6 families

## Children

Preschool  
VBS — 135 attendees, 70 volunteers

### Fellowship

Covenant Players (drama)  
Mariners  
Presbyterian Women

### Mission

Emmaus House  
India Mission

### Worship

2 Sunday morning worship services  
Ash Wednesday ecumenical service  
1 Children's choir ("Joyful Noise" and "Shepherd's Kids" combined) Chancel Choir  
Communion healing service — 50 in attendance  
Contemporary worship service  
Hand bell Choir  
Praise Band  
Thanksgiving Eve worship service  
Tone Chime Choir

### Youth

Boys' Bible Study  
Girls' Bible Study  
Mexicali, Mexico Mission Trip  
Middle School Youth program  
Senior High Youth program  
Youth Sunday School class

## 2004

### Adult Education

Alpha Bible Study  
Berean Bible Study — 15  
Christian Life & Witness course  
Mom's Bible Study — 20  
Thursday Afternoon Bible study  
Wednesday night at FPC Hollister —

family night --100

### **Children**

Kid's Klub

Preschool — 165

VBS — 100+ attendees

### **Fellowship**

CHOW —family night program

Covenant Players (drama)?

Mariners

Presbyterian Women

### **Mission**

Emmaus House

India Mission

### **Worship**

2 Sunday morning worship services (1 during summer) Ash Wednesday ecumenical service

Children's choir— Blue Angels ("Joyful Noise" and "Shepherd's Kids" combined)

Easter Sunrise worship

Hand bell choir

Maundy Thursday worship

Praise Band

Thanksgiving Eve worship service

### **Youth**

High School Retreat Mt. Hermon — 17

Mexicali, Mexico Mission Trip — 25

Hoopa Indian Reservation Mission Trip

Senior High Youth program — new format for fellowship: discipleship time, separate boys/girls Bible studies, followed by dinner, then "faith in action" groups

Snow trip

Middle School Youth program

Girls' Bible Study? 3 Youth interns

### **2005**

#### **Adult Education**

Berean Bible Study — 15

Mom's Day Out

Thursday Afternoon Bible study

Wednesday night at FPC Hollister — family night 80

#### **Children**

Kid's Klub

Preschool — 131 VBS —

### **Fellowship**

Mariners

Presbyterian Women

### **Mission**

Emmaus House India Mission Worship

2 Sunday morning worship services (1 during summer)

Ash Wednesday ecumenical service

Maundy Thursday worship

Chancel Choir

Children's choirs "Joyful Noise" and "Shepherd's Kids"

Hand bell choir Praise Band

Thanksgiving Eve worship service

### **Youth**

Mexicali, Mexico Mission (no trip this year)

Monday night carpentry group

Senior High Youth program (new format —JAM "Jesus and Me") 30

Middle School Youth program

Middle School Retreat — 21

Youth intern

### **2006**

#### **Adult Education**

Berean Bible Study

CHOW (Wednesday night at FPC

Hollister) — family night -- 54

Mom's Day Out

Mother's Daytime Bible Study

#### **Children**

Kid's Klub

Preschool — 156

VBS —

#### **Fellowship**

Mariners

Presbyterian Women Mission

Emmaus House

Financial support for 6 overseas missionaries

Heifer Project

Hunger Action Network  
SJ Presbytery Refugee Ministry  
India Mission  
Leonenet Street Children Project in Sierra Leone, Africa  
Youth with a Mission Watsonville Hispanic Ministry

### **Worship**

1 Sunday morning worship service  
Maundy Thursday worship  
Chancel Choir  
Children's choirs "Joyful Noise" and "Shepherd's Kids"  
Contemporary worship service  
Hand bell choir Praise Band  
Thanksgiving Eve worship service

### **Youth**

Mexicali, Mexico Mission Trip (no trip in 2006)  
Monday night carpentry group  
Senior High Youth program (new format —JAM "Jesus and Me") -- 30  
Snow retreat -- 23  
Middle School Youth program  
Youth intern

### **2007**

#### **Adult Education**

Mom's Daytime Bible study  
Wednesday night at FPC Hollister — family night --

#### **Children**

Kid's Klub  
Preschool — 133 VBS— 50

#### **Fellowship**

Mariners  
Mother's Day Out  
Presbyterian Women

#### **Mission**

Emmaus House  
Financial support for 6 overseas missionaries  
Heifer Project  
Hunger Action Network

SJ Presbytery Refugee Ministry  
India Mission  
Leonenet Street Children Project in Sierra Leone, Africa  
Youth with a Mission  
The Walk for Life  
Watsonville Hispanic Ministry

### **Worship**

1 Sunday morning worship services  
Maundy Thursday worship  
Chancel Choir  
Children's choirs "Joyful Noise" and "Shepherd's Kids"  
Contemporary worship service  
Hand bell choir Praise Band  
Thanksgiving Eve worship service

### **Youth**

Mexicali, Mexico Mission Trip — 17  
Monday night carpentry group?  
Senior High Youth program (new format — JAM "Jesus and Me") -- 20  
Thursday evening Bible study for senior highs at Starbuck's  
Middle School Youth program  
Youth intern

### **2008**

#### **Adult Education**

Alpha Bible Study  
Come and See Class  
Mom's Day Out  
Wednesday night at FPC Hollister — family night --

#### **Children**

Kid's Klub — 20  
Preschool — 125  
VBS —130

#### **Fellowship**

Mariners  
Presbyterian Women  
Table of Eight

#### **Mission**

Compassion Pregnancy Services  
Emmaus House

Financial support for 6 overseas missionaries  
Heifer Project  
Hunger Action Network  
SJ Presbytery Refugee Ministry  
India Mission  
Leonet Street Children Project in Sierra Leone, Africa  
Youth with a Mission  
The Walk for Life  
Watsonville Hispanic Ministry

### **Worship**

1 Sunday morning worship service  
Maundy Thursday worship  
Chancel Choir  
Children's choirs "Joyful Noise" and "Shepherd's Kids"

Contemporary worship service  
Drama group  
Flag Ministry  
Gospel Choir concert  
Hand bell choir  
Praise Band  
Thanksgiving Eve worship service

### **Youth**

Mexicali, Mexico Mission Trip — 17  
Monday night carpentry group  
Senior High Youth program (new format —JAM "Jesus and Me") -- 20  
Thursday evening Bible study for senior highs at Starbuck's  
Middle School Youth program -- 20 Youth intern

# APPENDIX B: Church Survey Raw Data

## AGE DISTRIBUTION

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Under 20	14					2	1			7			2			5		31
20's					1													1
30>		1	3		2		2	3	1	2		1			2	3		20
40>	5	1	2	2	1			2	1	4	2	1	5	3	2			31
50>	6	3	1	3	1	2				5			2	1	1	2		27
60>		2		3		5		1	1		2		3	1	1			19
70>			1	1	4	4	8	1		4	2		2		1	1		29
80>	1	2	1		2	3	1	3	4	2	1		7		1			28
	26	9	8	9	9	18	12	10	12	19	7	2	21	5	9	11		186

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### ATTENDANCE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
Every Sun	2	4		6	2	3		3	6	3	6	5	7	1	1	3	52	52
3out of 4		2	5	1	6	2	2	2	1	6		2	3	2	1	2	37	28 (V8*3)/4
2out of 4	3		3			4	4	2	2	1			1	1	1		22	11
1out of 4	1	2		2		3	2	4	3	5				1	1	1	25	6.3
less < 1/Month	7	1			1	6	4			4	1	1	6		5		36	3

**EDUCATION**

	1	2	3	4	5	6	7	8	9	10	11	13	14	15	16	
HighSchool			1	1	4	2	3	3		1		2	2	1	1	21
Jr. College	4	5	2		1	6	4	2	5	2	1	3	2	1	1	39
4Yr College	5	3	4	4	1	6	1	3	2	3	2	4	2	1	2	43
Post Grad	2	1	1	3	2	3		2	5	2	2	1		1	1	26
Other				1						1	2	3	1	4	1	13

**TOTAL 142**

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## APPENDIX C: Visioning Workshops Summary

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The visioning workshops yielded 171 concepts of a vision for FPCH:

- Outreach – 84 ideas
- Growth – 41 ideas
- Worship – 31 ideas
- Other – 15 ideas

In the area of Outreach the top categories were:

- After school ministry – 22
- Young families' ministry – 8
- Expanded pre-school ministry – 6
- Neighbors calling on neighbors ministry – 5
- Expanded men's ministry – 5

In the area of Growth the top categories were:

- Fellowship/small group ministries – 8
- Youth training – 6
- Spiritual growth emphasis – 5

In the area of Worship the top category was:

- A new approach to worship – 25

In the "Other" area the top category was:

- Website development – 9

### Other notable trends across all categories

- Ideas that directly mention or impact children and youth – 73
- The top three categories by actual number of "votes:"
  1. A new approach to worship – 25
  2. After school ministry – 22
  3. Website development – 9

The Mission Study Team suggests we keep these trends in mind as we begin to narrow our focus and develop a more specific vision for ministry. The MST would like to meet with the Session this Sunday after worship, from 11:30 – 12:45 to help build consensus prior to the Focus Groups, which will begin meeting after Thanksgiving.

### An example of possible ministries based on the above trends:

- A music ministry for youth, including such elements as choir, praise band and musical instruction
- An after-school recreational ministry for Senior High youth in cooperation with the YMCA, using the Multi-purpose Room

- Website development that includes podcasts, a youth chat room, blogs and online worship, as well as a link to the San Benito County church search engine
- A mid-week worship service using current music, with a youth band; co-led by youth
- A two-year extensive spiritual growth and development curriculum for leadership development and training