**FPC Napa Mission Study Report, 1/2021**

**The Mission Study Committee (MSC), 6/2020-12/2020, included Julie Worthington, JoAnna Chocooj, Arlene Hoffman, Jim Jones, Jay Gardner, and Eve Howard. The MSC’s goals were to: listen to the congregation, understand the surrounding community, and revitalize the church and membership. We accomplished the following:**

* **Reviewed the financial health of the church**
* **Secured demographic reports on the community of Napa and our congregation**
* **Surveyed the congregation, (~180), with a Spiritual Vitality Survey thereby creating a Spiritual Vitality of our Congregation report – summarized in a letter and hand-out for the congregation**
* **Consulted with Presbyterian USA on the key demographic items, the take-aways from the survey report, and obtained input on small group questions**
* **Conducted Small Group Meetings with ~80 congregants and noted the discussions and input, distributed to the congregation and leaders. The Small Group Meeting questions built upon the preceding steps to give us a view of where we stand as a church family, our vision for the church and the next pastor’s focus and leadership.**
* **The Mission Study Report, an outcome of all the preceding work listed above, (this report) was approved by Session, 1/19/2021**
* **The PNC will create a Ministry Information Form for the installed pastor search informed by this work.**

**Summary of the Small Group Meetings Discussions**

**The congregation wants to *serve and revitalize our engagement*, use of the downtown campus and service to God, Jesus, each other, the community**.

BY:

1. Active Deacons for our aging and isolated congregation, consistently but particularly at holidays and during the pandemic. Dave Crawford is leader of the Deacons 2021-4.
2. Robust and constant small groups/classes for our congregation to appeal throughout the adult lifespan. Aron Quinlan leads Adult Ministry.
3. A Wednesday Evening event every week – e.g. dinner and bible study, to have a consistent mid-week church family (and community?) prayerful/worship/fun event. Jay Gardner has stepped up to lead this when the pandemic ends.

Coordinate with Christian Life (who might create other fun, church family events).

1. Focus on Youth activities and bringing Families with young Children to the church. Mason Gizard and Youth Committee, as well as Jane Roscoe this effort w/focused support.
2. Appeal and be thoughtful to engage and serve Napa community and the Hispanic community. This includes a recommitment to evangelism through modeling love and service. We do not have a leader here. The activity is spread out over several committees and leaders.
3. Retain the beauty and poignancy of our traditional worship service, sermons, music, and sanctuary. Worship Committee and the Pastor lead. And, Improve our contemporary / experiential / change-it-up! worship options.
4. A coordinated Spiritual Gifts program (maybe w/a focus on helping w/#2, 3, 4, 5 above) administered by either a new “Spiritual Gifts” program lead by Church Life/Connection Committee – Paul Gray, Bruce McCall and Julie Worthington, for the congregation and new members ongoing and robustly-see below for more detail. We would like this to be the door for a clear path of discipleship and engagement for congregation members.

 **What does stewardship mean to you, beyond financial? Spiritual Gifts.**

Find out gifts and talents of members and have list for Fransine so that if someone calls and wants, for example, health info, she can refer them to a nurse member, finance help referral to a finance member, .etc. Have members participate in identifying their spiritual gifts, as well as regular talents & abilities.  Then, encourage involvement!

Establish/publish a clear, ongoing list the needs of the church in terms of time and talent.  Highlight current volunteers & volunteer opportunities, i.e. “Opportunities to Serve” - website, eblast, etc. to get members excited about participating, & make members feel like their contributions are valued & appreciated

**Activating ideas in the major areas mentioned above that appeal for the near-term (e.g. quick/easy/impactful ideas that would be good to do) And for the long-term…**

YOUTH. Young FAMILIES w/CHILDREN.: DEC:. Mason and Pastor Joanne signed a Boys and Girls Club agreement for Jan-June study use of the gym. A larger focus is discussed below.

Discussed with Jane and Mason, that a growth plan for children, youth and young families needs to be a coordinated church focus to be greatly successful.  We agree this plan can be developed without alienating the senior members and a campus physical redo related to the sanctuary/library/historical legacy.  The steps are 1) present to MSC to approve as a major focus of the MS outcome and write-up. APPROVED 2) if APPROVED, Jane, Mason, Jennifer, and \_\_\_? create a blueprint/outline/2-3 pg. plan that would shape the effort of growth to share w/the MSC and finally Session for approval by Jan Session mtg.

Mason’s and Jane's list of 5-10 ideas gleaned from the small group discussions:

Here are our suggestions:
1. Rent out space to community partners that serve youth and families. Like our connection to the boys and girls club.
2. Executive large events serving the community such as 10,000 egg hunt, trunk or treat, family Christmas outreach.
3. Improve signage around building showing life in the church.
4. Become more  tech friendly. Encouraging the use of bible apps, check in on social media, and event registrations online or on iPads in person. Electronic kids check in (already a tool in servant keepers).
5. Continue to strive for the balance of traditional and contemporary elements
6. Launch kid/family friendly bible studies with childcare.
7. Recruit younger voices in leadership/session
8. Find ways to de-stress a family’s visit, like children’s church drop off in the welcome area, or creating a family entrance with clear signage of where to go.
9. Highlight children’s and youth ministries whenever possible.
10. Create a clear path for discipleship and assimilation. Always pointing them to what’s next. This helps create a sense of belonging.

SENIORS: Holiday Idea: make calls to many in our congregation before Christmas, with a focus on the senior isolated members, as well as those who are not joining church on-line.  Dave a moderator in 2021 will continue to build a robust Deacon engagement and keep us posted.

SERVING NAPA (NEEDY, YOUNG FAMILIES/YOUTH) Mission will send us the list of their focus for local mission work (that is not being lead by another group).

Pastor Joanne is focusing on proposals from outside groups how to FEED THE HUNGRY (TO COME first quarter of 2021). The focus will be weekends due to the children on campus Monday – Friday till June 2021.

Jim Jones, as Elder, will head up new partnerships research for opportunities and bring to Session.

* + Partner with Cope-offer space for meetings
	+ Partner with Mentis-offer space for meetings
	+ Look for local and global partners
	+ Meals on Wheels
	+ CanV
	+ Food Bank
	+ Abode Services
	+ Wedding planners
	+ Other churches and join them in their established projects (eg. Adopt a block with TFH)
	+ Work with Voices
	+ Homeless Shelter – Put church information brochure there
	+ Pamphlets at Senior Center and Hotels
	+ One-minute video in Napa Welcome Center
	+ Closed circuit TV in hotels
	+ Reach out to foster children turning 18

SERVING NAPA (HISPANIC) Pastor Joanne has already reached out to the religious community in Napa, e.g. the Catholic churches . JoAnna – Mission Committee is discussing plan as well. Arlene is going to follow up with Kevin Sutter in the spring. This effort would need a cross-team approach with Mission/Christian Life and Worship.

SESSION COMMITTEES Input on the Major Areas:

* + Aron Quinlan-ADULT MINISTRY (+ Christian LIFE?) input (need a list of activities by quarter w/links to church calendar for SMALL GROUPS/CLASSES).

Three things we want to get done:

o   Start Financial Peace University. The demographic study showed us that finances are an important concern for people.

o   Get ALPHA going.  Aron will talk to the Crawford’s about this.

o   Joanne to start a mid-day Bible study.

         Fransine explained to us that some fellowship groups are closed, such as Phoenix. Others have church members but aren’t church activities. We let some of those groups use the church Zoom account.  What we should do is identify leaders and then equip them with some of the study materials that others have used. For example, the group that meets on Thursday night has used the Bible Project videos, some Andy Stanley studies, and some Zack Zender materials. Others could borrow those to help their own groups.

         We talked about potential groups:

o   Quilting … when they need a room, we can make one available.

o   Basketball … after a vaccine is available.

* + Jan and Eve-WORSHIP COMMITTEE input to Pastor Joanne 12/2020
		- We assume the senior congregation stick with us - online or live, but we feel many will stay online
		- We agree that we need diversification in the service.  We'd like to prioritize two different approaches: "educational w/themes throughout the bible" and "experiential - we are working ideas for this approach"
		- We prefer the "regular" service follows the liturgical calendar fairly closely and have a message, if we have a strong message the blended service could be strong, particularly with strong music (both hymns and faster beats)
		- We do think an exercise to "get to know each other" is a good idea
		- Warm greetings, warm goodbyes, follow up on visitors - a must
		- Julie-Music, Joined the WORSHIP COMMITTEE, w/a Focus on MUSIC\*\* for blended service
	+ JoAnna Chocooj-MISSION COMMITTEE + serving community (Local and Global) will give us their priorities soon for SERVING NAPA, including new and existing partnerships and the Hispanic community
	+ Spiritual Gifts program-CHURCH LIFE COMMITTEE

**We have asked all Session members to pick ONE thing they see in the report that they want to do/drive/own - a quick win – submitted 12/2020**

1) Pastor Joanne has already reached out to the religious community in Napa, e.g. the Catholic churches  to partner. DONE

2) Eve gained Session approval to do "Session Meeting Notes" and send to Fransine monthly.  DONE AND ONGOING

3) JoAnna will work on Deacon connect with congregation now-till end of year DONE.

4) Jay Gardner as Deacon/Leader volunteered to make Wednesday gathering with food happen starting next week. Unclear theme/driver, etc. APRIL?

5) Jan will advance PW to all women (invite and announcement), bible study, by Zoom, Harrell leads. DONE.

6) Mike- I am going to begin the process of working with Mason and Dave Crawford to make the youth spaces more useful for the future, and I’d like to see the church, once reopened, have periodically scheduled docents in the sanctuary for community tours. The docents would have to be scheduled, volunteer only, and shared on social media platforms to make folks aware of availability. Once a week, or twice a month to see if it’s feasible. JAN-JUNE?

7) Julie, I am willing to join the Worship Committee with a special interest in the our Music program. ONGOING.

8) Joanne/Mason coordinate a new ministry to our community through the boys and girls club for 100 plus students using our gym from 7:30-6:00 pm beginning JANUARY-JUNE.

9) George, As I am involved in all types of stewardship, including financial stewardship, I agree to serve as the point person for those individuals, who are interested in helping the church with some form of a financial gift, be it appreciated securities, or from a charitable trust, donor advised fund, IRA, retirement plan or life insurance policy. ONGOING

10) Jeannie: I'm meeting with Mason this Thursday to share my contacts with community organizations. I know these organizations would be open to meet him, and they have a desire to work with faith communities. I have a list of agencies, key staff and contact information to share, along with a synopsis of the work they do. My hope is that Mason stays connected with youth serving agencies in the beginning, to advertise our youth activities, and in the long term, might form a partnership to serve Napa youth in healthy social, emotional and spiritual ways. DONE FOR JEANNIE.

**KEY OUTCOMES and Milestones with Dates Chart 2021-2022**

# 2021

 **Jan-March**

**Deacons/Senior congregation –** list of activities the Deacons are prioritizing. Eve/Dave Crawford

**Small Groups/Classes –** list of activities and calendar for 2021 by quarter. Aron

**Youth – Mason/Mike** update on reach-outs, impacts, partnerships, programs; plan for coordinated effort (see earlier mention pg. 1)

**Young families – Jane/PDS Elder** update on reach-outs, impacts, partnerships, programs; plan for coordinated effort (see earlier mention pg. 1)

**Serving Napa – Jim** update on touch base with possible partners and resulting possible opportunities

**Feed the Hungry** – Pastor Joanne to solicit and report on proposals to use our kitchen and dining facility. Pastor reports to Session. Session approval of partners and initiatives

**Spiritual Gifts Program –** Need leader and discussion to plan approach

**Worship –** Eve/Jan (or Julie) or Pastor Joanne-metrics, tech platforms, new, changes, etc.

**Wednesday Evening –** nothing unless pandemic ended and we can start planning

**PNC-**approval by Session slate of names**,** formed, started, report, MIF draft, request for budget

**April-June**

**Deacons/Senior congregation–** Any update or requests by Dave Crawford, Easter reach-out? New Deacons search?

**Small Groups/Classes-**extension and revision of calendar by Aron, survey of contributors to lead classes? Survey of suggested classes and leaders?

**Youth-** update on reach-outs, impacts, partnerships, programs; plan for coordinated effort (see earlier mention pg. 1)

**Young families-update by Elder or by Jane** update on reach-outs, impacts, partnerships, programs; plan for coordinated effort (see earlier mention pg. 1)

**Serving Napa-**Jim to seek plan and approval to launch prioritized partnerships (1-3 new partnerships). All Session committees engage to create plan.

**Feed the Hungry –** begin initiatives approved by Session. (Pandemic and NonPandemic)

**Spiritual Gifts Program - TBD**

**Worship** – shift to being open if possible, keeping the winner solutions of being online – a blend of offerings; encourage new/change it up services and family friendly services and outreach.

**Wednesday Evening –** Plan and launch by Jay/Paul

**PNC-**update on Search

**July-Sept (to be filled in first quarter of 2021)**

**Deacons/Senior congregation**

**Small Groups/Classes**

**Youth**

**Young families**

**Serving Napa** Jim to seek plan and approval to launch prioritized partnerships (1-3 new partnerships). All Session committees engage to create plan.

**Feed the Hungry**

**Spiritual Gifts Program**

**Worship**

**Wednesday Evening**

**PNC-**update on Search, final candidates, decision factors and timing

**Oct-Dec (to be filled in 2nd quarter of 2021).**

**Deacons/Senior congregation**

**Small Groups/Classes**

**Youth**

**Young families**

**Serving Napa** Jim to seek plan and approval to launch prioritized partnerships (1-3 new partnerships). All Session committees engage to create plan.

**Feed the Hungry**

**Spiritual Gifts Program**

**Worship**

**Wednesday Evening**

**PNC-**asks for approval to hire (candidate, budget), Installed Pastor starts

# 2022

**Jan-June**

**Deacons/Senior congregation**

**Small Groups/Classes**

**Youth**

**Young families**

**Serving Napa**

**Feed the Hungry**

**Spiritual Gifts Program**

**Worship**

**Wednesday Evening**

**July-Dec**

**Deacons/Senior congregation**

**Small Groups/Classes**

**Youth**

**Young families**

**Serving Napa**

**Feed the Hungry**

**Spiritual Gifts Program**

**Worship**

**Wednesday Evening**