

Revised October 21, 2018

# **Goleta Presbyterian Church 2018 Mission Study**



**We are a community of faith  
Seeking to know and serve Jesus Christ  
And to do His work in the world  
With committed hearts, open minds  
And willing hands**

# MISSION STUDY

Goleta Presbyterian Church

October 2018

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# **MISSION STUDY**

## **Goleta Presbyterian Church September 2018**

### **Introduction**

Goleta Presbyterian Church (GPC) is enthusiastically engaged in the process of calling a new Pastor. As part of that process, the session and Pastor Nominating Committee have undertaken this study to consider the needs of this congregation and today's church and society.

In crafting this Mission Study, which describes the particular strengths, aspirations and challenges of this congregation, we have carefully considered the input from the congregation, compiled from two questionnaires, one full congregation discussion, and multiple small group discussions. The Study describes who we are as a church and recommends forward-looking strategies for our ongoing mission, growth, and service to our community for the future. It also describes the demographics of the area in GPC's immediate proximity and of the broader Goleta/Santa Barbara region.

We anticipate that the report will have three uses:

1. To guide the Pastor Nominating Committee (PNC) in the writing of GPC's Ministry Information Form.
2. To assist the Session and other church leadership in the immediate future by articulating GPC's current and near-term ministry priorities.
3. To serve as a resource both for church leadership and the entire congregation as GPC makes specific decisions about ways to implement its vision and mission over the next several years. This includes strategies for allocation of resources, staffing, etc.

We thank and praise our God for bringing us to this time and place. We are grateful for the 59 years we have ministered in this community and we are ready for our next chapter. "I will go, Lord, if you lead me. I will hold your people in my heart."

## The Goleta Presbyterian Church Vision and Mission Statement

*We are a community of faith seeking to know and serve Jesus Christ and to do his work in the world with committed hearts, open minds and willing hands.*

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Within the context of this vision, we affirm the following goals and objectives:

- To **create worship services** that change lives by bringing the truth and power of God into everyday life through word, music, and prayer
- To **touch children's lives** with the love and teachings of Christ through nursery care, Christian education, and the opportunity to participate in worshipful music, arts and service
- To **offer Junior and Senior High youth joyful, engaging, and meaningful experiences** that give them a life-long Christian foundation
- To **help people of the Congregation identify and use the gifts God has given them**
- To **inform, educate, and challenge the Congregation** through classes and learning opportunities
- To **care for each other especially** in times of need and to **celebrate with one another** in times of joy
- To **enrich our Christian identity** by participating in dialog, community service and educational activities with members of other faiths and communities
- To **be a Christian witness to our local community** by participating in programs to provide food, labor, hospitality, and social services
- To **share our faith** with others through example and respectful evangelism, and to welcome them warmly to our church family
- To **support mission causes around the world** dedicated to peace, justice, healing, and social wellness

## **A Brief History**

Goleta Presbyterian Church was formed in 1959 in response to major growth in the area. The first services were held in the Lions Club building with classes held in a beauty parlor, a lawyer's office and doctor's office. The land that the church buildings are on was given to them in the early 1960s. The congregation later welcomed the first building that housed the sanctuary/fellowship hall, a church office and Sunday school rooms.

The congregation grew in the 1970's due in part to Delco and Raytheon moving engineers from the Midwest to Goleta for the development of the national space program. In the mid 1970's more classrooms were added and an additional building that housed several offices (pastor and Presbytery staff), a kitchen and meeting room. In the late 90's the congregation wholeheartedly embraced the possibility of building a sanctuary. A part of the original building plans necessitated redirecting the flow of the creek which was adjacent to the property and to provide drought resistant and sustainable vegetation. Rather than seeing the issue as a problem the congregation saw it as a prodigious means to honoring creation and becoming strong stewards of our land. They proceeded to design their new church with input from the whole congregation. When confronted with a need to finance the major construction, a capital campaign was embarked upon and the funds needed to begin construction were raised by the congregation. The church also sold a portion of the property below market value to the United Cerebral Palsy Foundation for a housing project. Since then many of these residents have joined the church and attend regularly. When it came time to refinance the mortgage, twenty of the families met the challenge and funded it themselves. The mortgage was paid off in September 2018!

The stained-glass windows were designed by a then member of the congregation and another member created them in his garage. The communion table was crafted in simplicity of unharvested wood by another faithful congregant. The sanctuary was dedicated in December of 2001.

More recently, we have supported a nested church, Ministerios Betel, built a playground and significantly enhanced our grounds with drought tolerant landscaping.

Goleta Presbyterian Church strength comes from within as it continues to embrace our mission statement.

## **Who We Are at the Heart**

Goleta Presbyterian Church is a warm and welcoming Christian church characterized by an open-minded embracing of questions about faith and tradition, acceptance of human diversity, a strong emphasis on social justice and care for the poor and the oppressed, and environmental stewardship of the earth.

One of the most-cited, most highly valued characteristics of the GPC congregation is the warmth and sense of welcoming hospitality that members share with one another and toward visitors. Authenticity of community is often cited by congregants who appreciate the support they have experienced from others during times of psychological, physical, and emotional challenges, such as illness, hospitalization, and bereavement, and also during times of joy and celebration, such as baptisms and weddings.

GPC has long prided itself on being a mission-oriented church with many active missions within the church, the local community and the world.

## Church Leadership and Programs

Goleta Presbyterian Church currently has 1 full-time pastor and 7 part-time staff members, 11 Elders on Session, and 11 Deacons. These leaders oversee many programs, events, and missions.

### *Staff*

#### **Pastor**

Prepares and delivers Sunday sermon. Officiates at weddings, funerals, and other special activities. Oversees and directs work of staff. Provides pastoral counseling. Prepares and delivers a weekly Bible study program.

#### **Commissioned Ruling Elder (Lay Pastor) - Unpaid**

Serves under an ordained Pastor. Prepares and delivers sermon in absence of Pastor, performs baptisms and marriages. Assists in worship services and communion.

#### **Office Administrator - 16 hours per week**

Prepares church correspondence and bulletins, maintains files and supplies, compiles reports and agenda for Session and Elders. Supports staff and congregants as requested.

#### **Director of Children's Ministry - 10 hours per week**

Prepares lesson plans for Sunday School, assures availability of Sunday School teachers, arranges coverage for infants/toddlers in the nursery during church services, plans special children's programs including Villa Week, Christmas pageant, "Over 80" tea, fall festival, Isla Vista Youth Project Christmas Bags and other children's activities.

#### **Director of Youth Ministries – 20 hours per week**

Prepares lessons for High School and Middle School students to enhance their understanding of the Bible and Christ's teachings. Plans and oversees an annual auction to fundraise for activities. Plans and supervises mission trips and summer camps. Provides spiritual guidance to the LOG program.

#### **Music Director - 20 hours per week**

Plans and directs music program for the year. Rehearses and leads the choir each Sunday, and arranges for special music during Sunday services and other church programs as needed.

#### **Praise Band Director - 10 hours per week**

Plans and directs praise band music for Sunday services.

#### **Treasurer - 4 hours per week**

Prepares checks for staff and reimbursements to church members for their costs for church functions. Maintains church bookkeeping record and submits a monthly report to the Session Financial committee.

### *Session*

A group of 11 Elders responsible for oversight of church functions. GPC anticipates the reorganization of session committees with the help of the pastor. In the past, committees have included:

1. Building and Grounds: Maintain safety and appearance of the grounds, arrange for repairs as needed, obtain quotes for required work, interface with nested church to accommodate events.
2. Congregational Life: Plan programs for congregational interaction, support church meetings as requested, maintain supplies.
3. Outreach: Plan and execute activities to attract members of the community to our church.
4. Finance: Present monthly financial reports to Session, prepare budgets for next fiscal year, plan financing for occasional special needs, tracks budgets v actuals and adjust accounts as needed. Prepare year-end financial reports
5. Youth: Supports the activities of the Youth Director and oversees the high school and middle school programs.
6. Mission and Peace: Responsible for the disbursement of scholarship and endowment moneys.
7. Personnel: Responsible for overseeing the staff and maintaining proper paperwork.
8. Nominating Committee: Responsible for nominating new elders and deacons as well as filling special and standing committees.
9. Spiritual Formation: Responsible for weekly Bible study, maintenance of church library, small group discussions, prayer chain, coloring club and crossroads.
10. Worship: Responsible for organizing weekly worship service, including the liturgy, bulletin, greeters, ushers, and communion.
11. Christian Education: Responsible for the Christian education of children ages 0-5<sup>th</sup> grade.

### ***Deacons***

A group of 11 Deacons are responsible for distribution of monies from funds designated for specific programs, preparing communion, providing weekly meals to Transition House and planning and executing periodic activities with our neighbors, home communion, visitation to ill and shut in congregants, Community Kitchen and food collection.

### ***Programs***

Please see Addendum A and B for a list of GPC sponsored programs.

## **Finances**

The finances of the church have been consistent and are guided by a committee of members who have worked together for nearly 20 years. GPC has been able to maintain our current budget through pledges and rent paid by our nested church, Ministerios Betel. We receive nominal fees for use of our facilities by various community organizations. (See Attachment C for additional budget information.)

Our relationship with Ministerios Betel has been close and supportive with their volunteer labor for nearly every project, a significant financial factor. Over the past 2 years we have faced and met significant challenges. These efforts reflect many of GPC's affirmed vision statements:

- We built a new playground for our children. It was paid for by the generous contributions of the congregation and much of it was built by volunteers from Ministerios Betel and GPC.
- Volunteers turned a dried up front lawn into a lovely succulent and wildflower garden.
- We installed a security camera system of 11 cameras that we hope will serve as enough of a deterrent that it will never be needed.
- We funded significant roof repairs brought on by a heavy storm.

Managing the finances and maintaining a multi-building property is a challenge, but we are up to the task. Our sound financial management can best be reflected in the fact the Sanctuary mortgage, which was held by 20 members of the congregation was completely paid off on September 1, 2018.

## **Concerns and Themes from Input Submitted by the Congregation**

The Mission Survey Committee sent and delivered two congregational surveys and received 115 responses in 2017 and 81 responses in 2016.

The surveys show we are a warm and welcoming church and continue to be a service/mission focused church. We feel nurtured by the grace of Christ and worship is important to us. We want to create oneness with the Holy Spirit and see the light of Christ in one another, as we strive to be a welcoming beacon for the community. We also want more children, youth and multigenerational programs and to build on the programs or activities already offered.

General Facts from the Mission Survey:

- The average congregant has lived in this community 20 years or longer.
- We are predominantly white and welcome diversity.
- We have a senior population with more than 60% of respondents over the age of 65 and 57% retired.

In questionnaire responses members of the GPC family identified a variety of concerns, hopes and appreciations. The themes discussed in this section do not represent an exhaustive list of themes identified in the congregational study questionnaires and meetings, but they are themes that have generated a significant level of discussion and as a result merited consideration by Session in identifying the church goals and objectives.

### **Authenticity of Community**

One of the most-cited, most highly valued characteristics of the GPC congregation is the warmth and sense of welcoming hospitality that members share with one another and toward visitors. For many it is a reason they continue to feel committed to the church. There was wide agreement that this is a characteristic that the congregation wants to retain and nurture as we go forward.

### **Service to Others, Within the Community and in the World**

GPC has long prided itself on being a mission-oriented church. We are actively involved with Transition House, Community Kitchen, Isla Vista Youth Projects and many other charitable community endeavors. Our outreach includes a Community Pancake Breakfast and a Blessing of the Animals, along with support for other community organizations.

When we built our sanctuary in 2002, we sold a portion of our property at a below-market price to the United Cerebral Palsy Foundation. Thirteen permanent housing units were built and are now occupied by people who have cerebral palsy. Several of these residents are members, attend our church regularly, and participate on committees or served as Deacons.

GPC supports an extensive outreach program. Resources are available from our congregation, and a portion from our endowment fund is disbursed by our deacons.

\*See Addendum A

We have also established a relationship with a Presbyterian church in Patriensa, Ghana. In the past, donations from GPC helped build a bakery which serves not only the local community but also the surrounding communities. Members of the Patriensa church have visited with us and members of GPC have visited in Ghana.

The Mission and Peace Committee at GPC distributed GPC Endowment moneys to many other organizations.

\*See Addendum B.

### **Need to Attract Young Families**

A large proportion of our congregation, and well over half of the people who responded to the questionnaire, are over 55 years of age. A significant number of people expressed the need to attract new members to the church, including young families with children.

On Sunday, children attend nursery and church school for preschool through 5<sup>th</sup> grade children. We average 1 in the nursery and 3 in the church school. The High School group meets during the week with an average attendance of 4. The Middle School group meets bimonthly with an average attendance of 2. Children and youth continue to be nurtured in their Christian education by the whole Congregation. We pray for renewed growth in our children and youth participation.

One of the bright spots in our youth ministry and outreach has been the “LOG” (Love of God) program offering intensive peer-led weekend retreats, twice per year, for high-school students. The program has been supported by GPC for the past 30 years. The retreats attract young people from our own church and, notably, young people who belong to other churches or who do not attend any church. LOG can be a life-changing experience for many of the participants, as evidenced by the deeply moving stories they share with the congregation at large during periodic Sunday worship services that focus on their testimony. This work is remarkably effective in deepening the spiritual lives of its participants. LOG retreat averages 35 to 50 teenage participants.

### **Sermons and Teaching**

In preparing to call a new pastor the PNC needs to consider the pastoral characteristics and practices that the congregational input identified as important. These include teaching the historical and geographical context of Bible stories, and using multiple teaching techniques and tools to show how Biblical themes and teachings are directly and deeply relevant to our own modern lives.

We are blessed to have members of the congregation share their testimonies from time to time. We want the participation of our youth in leading worship several times a year. One of the most beloved portions of our weekly service is The Time With Children.

### **Need to Grow the Church**

In the past few years GPC has experienced no growth in membership and participation. We recognize the need for more energetic and imaginative outreach and evangelism. Our membership currently stands at 159 members.

### **Children’s Ministries**

GPC’s Children’s Ministry extends beyond Church school. In addition to an annual Christmas Pageant GPC runs a week-long music and art program in the summer called Villa Week. Each event

involves 12 to 20 children per event and as many as 10 adults. Intergenerational activities include Pumpkin Carving and Valentine Card/Cookie Decorating, which are delivered to those who are unable to worship at church. More recently, a Senior Spring Tea has been added where seniors over 80 years of age are served by the children. We recently completed and dedicated a new children's playground that was designed by the children and their parents and funded by the generosity of the church.

### **Care for One Another in Times of Need**

This widely cited theme is closely related to "authenticity of community," but was also raised separately by a number of respondents. Congregants appreciate the support they have experienced from others during times of psychological, physical, and emotional challenges, such as, illness, hospitalization, emotional challenges, bereavement – and also times of joy and celebration such as baptisms and weddings. We have a parish nurse on-staff, who is available on a weekly basis or by appointment. We have a very active "prayer chain" of an average 25 individuals who reach out well beyond the congregation to the whole community. Several "Angels" of our congregation regularly visit those in the hospital or "shut-ins." We regularly serve communion to those unable to come to church.

### **Opportunities for Involvement in Small Groups and Retreats**

A significant number of congregants reported that they value and appreciate small-group opportunities including Bible Study, personal-sharing, discussions, and social activities. A weekly Bible Study is regularly attended by 12 to 18 members in a local restaurant. These programs are an important part of helping congregants to develop their faith and bond with one another and with the church. GPC has stated over the years that the ministry and leadership of our church involve the entire congregation, not only the elected/appointed leaders and staff.

Small Group studies, such as Questers (a woman's bible study) offer an opportunity for deeper spiritual growth. Periodically GPC offers a retreat program for adults similar to the youth-oriented LOG program, called "CrossRoads." Respondents identify it as a strong resource for deepening one's personal spiritual journey, as well as creating close relationships with other people in the congregation.

### **Fellowship Opportunities**

GPC offers a variety of fellowship opportunities, most which are also open to the community. These include are Coloring Group, Sunday Coffee Time, Potluck Meals, and the Women's Book Group. Occasionally, adult educational opportunities are provided through speakers on a variety of topics following worship.

### **Self-Identification**

Almost all of the respondents made it clear that we will continue the long-standing GPC tradition of mutual respect for and by people all across the spectrum with mutual respect for diversity, and for meeting one another "where we each are, on our faith journeys" and seeking together to grow in Christ. "We should be an example of what it means to be a loving Christian community." In group discussions GPC members highlighted a tradition of interfaith openness and a desire to return to hosting such events.

## **Music**

Music was singled out as a major emphasis: a large number of respondents indicated they greatly appreciate the variety of music offered during GPC worship services. Some people indicated that music is why they began attending GPC in the first place. Some members feel most “at home” and in touch with their religious lives when they hear (or sing) the traditional hymns of the church. The GPC Choir is made up of 14 to 17 members who sing an anthem during every service. The Praise Band, a group of 7 musicians play twice a month providing the majority of music during the service. Music is recognized as an avenue to enhance our church experience. We are grateful to the individuals, including children, who share their talents by occasionally providing “special music”.

## **Building Improvements and Grounds**

We proactively take care of our buildings and grounds. Recently, we have finished installing a security system with 11 cameras, designed and installed a new playground, planted an inviting succulent garden, and repaired and painted the exterior of our church buildings. GPC also offers a community garden, a meditation area, and a wooded area with space for walking and benches for prayer.

## Goleta Community Profile

### ***Geographical Profile and Background***

1. The Goleta Valley occupies the western half of the broader South Coast region of Santa Barbara County.
2. The Goleta Valley is the location of the principal industrial section of Santa Barbara County. High technology manufacturing including diversified electronics, telecommunications, and medical device manufacturing industries are the primary wealth producing sectors of the local economy.
3. The boundaries of the GPC parish have been established as a two and one-half mile radius from the church. St. Andrews Presbyterian Church is 3.1 miles to the East. First Presbyterian Church of Santa Barbara is 7 miles to the East. To the west of the parish is undeveloped agricultural land, with the closest Presbyterian (PCUSA) Church in Lompoc, approximately 45 miles west.
4. The 101 freeway is a barrier (mostly psychological) for people living on its South side but is an advantage for people living any distance east or west of the church.

### ***Community and Church Population Profile***

1. The population of the city of Goleta is estimated as 31,116 (2017). The population growth was slowed down greatly both due to the present economy and the price of housing.
2. Goleta represents a large residential community characterized by single family housing, a highly educated workforce, and low crime rates. Eight public elementary schools and two high schools serve the area. The median rental cost is \$1,708. The medium price for a single-family home in 2017 was \$650,000.
3. Census figures for 2017 show that the total population of Goleta was 31,116, of which 69.1% were white alone - not Hispanic, Hispanic 38.6%, Black 1.8%, American Indian 0.8%, and Asian 8.7%.
4. Goleta Presbyterian Church population is predominantly white. There are three Hispanics, one Asian, and two African-American members.
5. The following presents the percentage of the population falling within each age category.

	GOLETA	GPC
0 - 17 years	23.6%	7.2%
19 - 24 years	9.9%	2.7%
25 - 34 years	13.6%	3.6%
35 - 44 years	12.0%	0.9%
45 - 54 years	13.1%	10.8%
55 - 64 years	5.4%	14.4%
Great than 65 Years	15.17%	60.4%

## ***Economics***

1. The median household income, as reported in the 2017 census, was \$81,398, while the California median household income was \$63,783. The per capita income was \$31,458.

*U.S. Bureau of the Census reports that for 2017 the poverty threshold for a three-person household was \$20,420. For a single-person the threshold is \$12,060.*

2. The principal employers in Santa Barbara County are located in the Goleta Valley. UCSB is the largest employer with over 11,000 full and part-time faculty, staff and student employees.
3. Firms and organizations located in the Goleta area employ 16,341 workers.

## ***Educational Profile***

1. The following table present the educational profile for the GPC Congregation

High School	15%
Associates Degree	9.4%
Bachelor's Degree	45.8%
Master's Degree	25.2%
Doctor's Degree	4.7%

## ***Community Challenges***

The city of Goleta is comprised of 31,116 people living in an area west of Santa Barbara. 300,000 people live in the greater metropolitan area, and 448,150 people live in Santa Barbara County. Much of the city area is dedicated to residences, commercial and industrial uses. There is very little “non-agricultural” land which can be built on.

The Local and County Government are concerned both by high cost of housing and loss of Research and Development Companies but have a little or no growth philosophy. This will be an ongoing problem for many years which will do little to bring affordable housing and employment to the Goleta Valley. It has been estimated that as many as 40,000 people commute to the Santa Barbara area each day to work due to housing cost.

## Conclusion and Recommendations

Following the conclusion of the mission study, the GPC Session and Mission Study Committee has identified the following recommendations for Goleta Presbyterian Church over the next 2-5 years. The recommendations will help GPC live out our mission statement and vision.

- 1) Hire a pastor who will help identify key areas for ministry and growth that will help GPC survive and thrive for years to come.
- 2) Focus ministry on our current congregation by allocating funds and supporting programs that allow GPC to provide for our primarily senior congregation.
- 3) Restructure our leadership and committees to more efficiently make use of existing resources, balance our budget for long-term financial health, and allow GPC to better live out our mission and values.
- 4) Commit to revisiting our mission and goals regularly (at least on an annual basis) during the next 2-5 years as GPC transitions into new Pastoral and church leadership.

Approved by the Session: 10/21/2018

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## **ADDENDUM A**

### **Outreach for the Deacons**

- Community Kitchen
- Catholic Charities
- Food From The Heart
- Foodbank of Santa Barbara
- I.V. Youth Projects And Christmas Gifts
- Presbyterian Disaster Assistance
- Sarah House
- Storyteller Children's Center
- Transition House
- U.C.P. Work, Inc.
- Willbridge of Santa Barbara
- Parish Nurse
- People Aiding the Homeless
- Aid to Backdoor Neighbor and other individuals
- Poinsettias and Easter lilies are delivered to those who are unable to worship with us
- Serve communion to homebound members.

## **ADDENDUM B**

### **Mission and Peace Committee**

- Rwanda Prenatal Care and Education Outreach
- Philippine Solar Light Project
- Empower Congo Women
- Unite to Light
- Dress a Girl
- International Justice Mission
- MEPO/House of Flowers
- Patriensa Educational Foundation, Ghana
- Power of Love

## ADDENDUM C

The following chart presents GPC's financial data for the past three years plus the current 2018 Budget.

<b>Goleta Presbyterian Church Operating Budget Vs. Actual</b>							
	Actual 2015	Budget 2015	Actual 2016	Budget 2016	Actual 2017	Budget 2017	Budget 2018
<b>000 - Income</b>	\$351,384	\$335,335	\$351,386	\$355,084	\$355,910	\$375,377	\$352,841
<b>100 - Benevolence</b>	\$24,856	\$24,856	\$25,895	\$25,892	\$25,980	\$26,144	\$27,055
<b>200 - Ministry</b>	\$130,196	\$128,016	\$122,410	\$131,673	\$126,363	\$142,551	\$123,323
<b>300 - Worship</b>	\$32,987	\$37,062	\$29,107	\$29,131	\$27,502	\$30,360	\$36,380
<b>400 - Christian Education</b>	\$33,407	\$34,085	\$31,773	\$35,831	\$37,149	\$36,822	\$36,308
<b>500 - Operations</b>	\$40,414	\$38,813	\$41,203	\$45,306	\$48,571	\$43,739	\$47,125
<b>600 - Buildings &amp; Grounds</b>	\$58,989	\$57,100	\$64,467	\$65,650	\$64,323	\$69,500	\$64,819
<b>700 - Debt</b>	\$21,600	\$21,600	\$21,600	\$21,600	\$21,600	\$21,600	\$16,200
<b>Total Expense</b>	\$342,449	\$341,532	\$336,456	\$355,083	\$351,487	\$370,716	\$351,211
<b>Total Income</b>	\$351,384	\$335,335	\$351,386	\$355,084	\$355,910	\$375,377	\$352,841
<b>Net Income</b>	\$8,935	-\$6,197	\$14,930	\$1	\$4,422	\$4,661	\$1,630