

SAN CLEMENTE PRESBYTERIAN FINAL REPORT

Craig Williams, DMIN, MDiv

Erin Zillner, MA, DMIN Candidate

Current
State

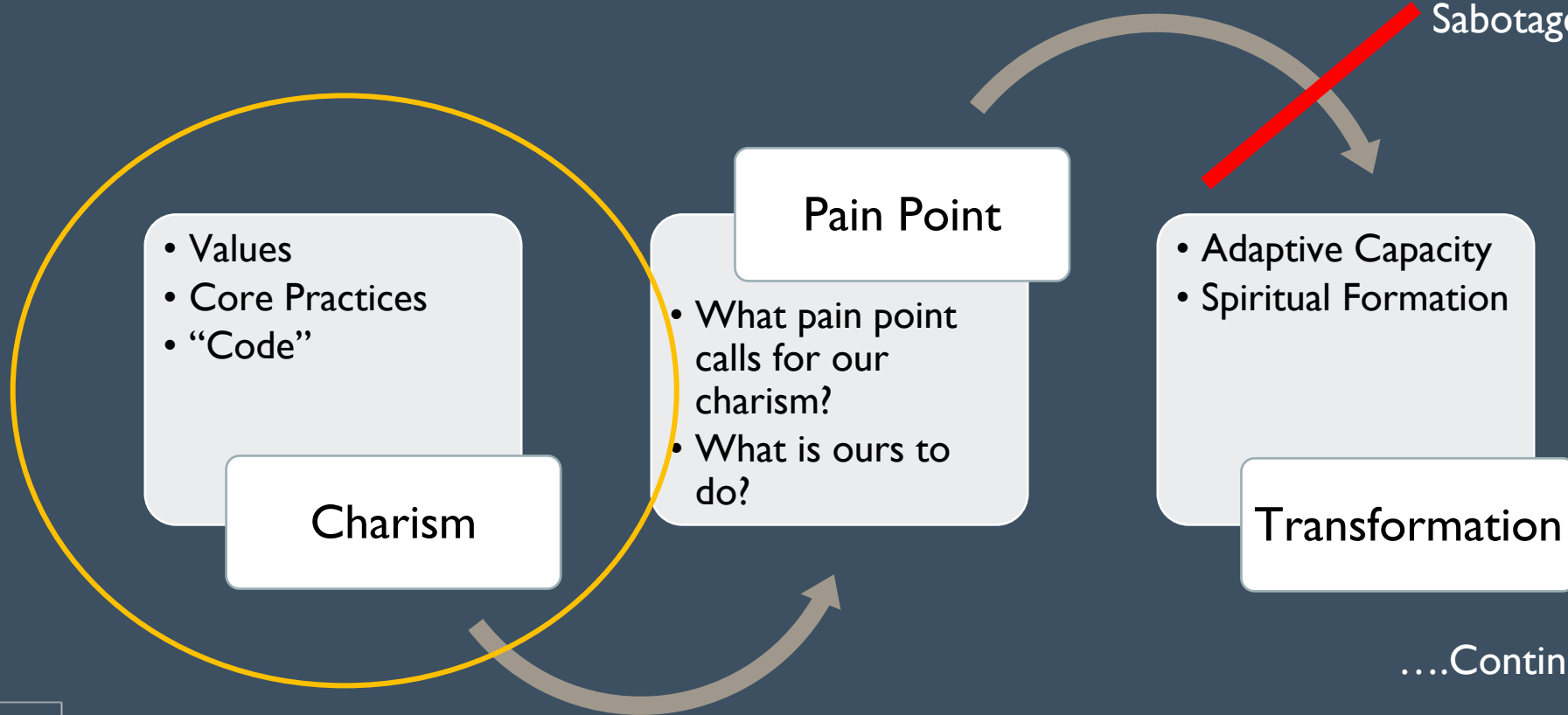
AN ANXIOUS DESIRE FOR STABLE LEADERSHIP AND A NEED FOR CLARITY OF MISSION

- **Welcoming and Inclusive**
- **Caring and Generous Congregation**
- **Strong preschool and family ministries**
- **Resilient core of congregants who have been faithful through changes**
- **Strong Worship services**
- **Concerns about our debt and our finances**
- **Concerns about lack of community outreach**
- **Concerns about the lack of a clear mission**
- **Concerns about staff burnout**
- **Concerns in trust between church leaders (staff and session) and congregation**
- **Concerns about stable leadership**
- **Concerns about the leadership needed to make necessary changes**

ADAPTIVE CHANGE PROCESS

How might that inspire us to faithfully change and grow?

Resistance/
Sabotage



How might the charism of our church address the pain points of our community as an expression of God's mission in the world?

- Values
- Core Practices
- “Code”

Charism

TELL ME A STORY THEMES

1. **Sense of Community the congregation with Multi-Generational Engagement:** There is a history of strong Church Community that connects people of different ages
2. **Welcoming and Nurturing Atmosphere:** Focus on creating a supportive environment where everyone feels cared for and encouraged (in Christ).
3. **Outreach and Service:** Committed to serving our congregation, presenting opportunities for our congregation to serve and minister to our local community and international mission partners.

CHARISM

- Values
- Core Practices
- “Code”

Charism

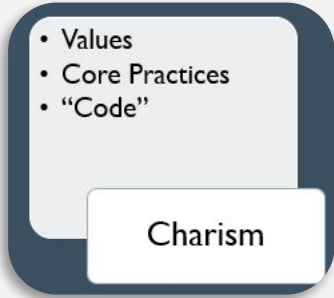
HOW WOULD YOU ARTICULATE THE THREE CORE VALUES FROM THE STORIES INTO A SENTENCE CHARISM STATEMENT?

TELL ME A STORY THEMES

1. **Sense of Community the congregation with Multi-Generational Engagement:** There is a history of strong Church Community that connects people of different ages
2. **Welcoming and Nurturing Atmosphere:** Focus on creating a supportive environment where everyone feels cared for and encouraged (in Christ).
3. **Outreach and Service:** Committed to serving our congregation, presenting opportunities for our congregation to serve and minister to our local community and international mission partners.

Charism:

In Jesus Christ, we are connected across generations, dedicated to caring for our congregation and impacting our world; locally and abroad.



ARTICULATING OUR CHARISM

Receiving and Sharing God’s Love: Central to our charism is our commitment to sharing God’s love both within our congregation and in the local community, providing support through love, encouragement, and care.

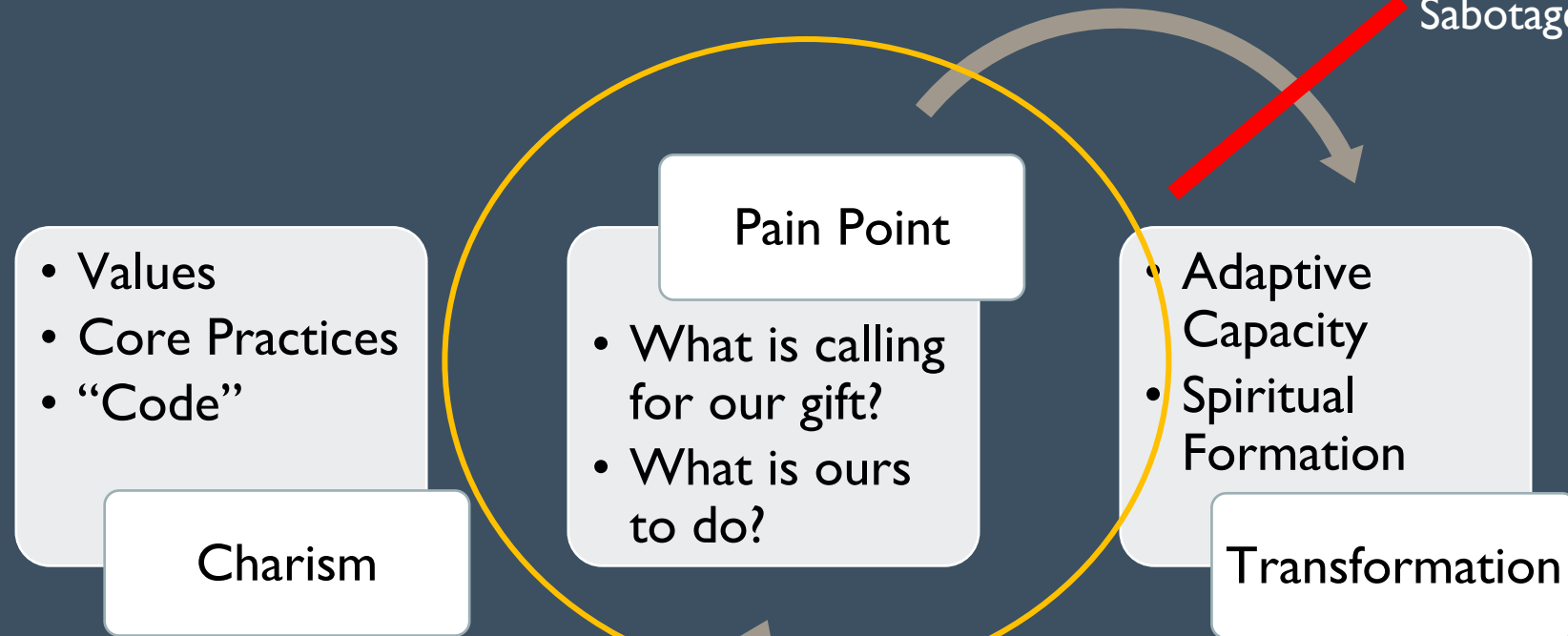
Multi-generational Engagement: We are a welcoming multigenerational congregation dedicated to serving and creating lasting bonds through our many opportunities to grow and learn in our faith and to serve our community. We have love and civility toward one another.

Committed to Community Service and Outreach: We are our best when we are focused outwardly. We have a dedication to meeting the needs of our church members and the broader community, with a focus on service and generosity locally and abroad.

ADAPTIVE CHANGE PROCESS

How might that inspire us to faithfully change and grow?

Resistance/
Sabotage



....Continued.

How might the charism of our church address the pain points of our community as an expression of God’s mission in the world?

Pain Point

- What is calling for our gift?
- What is ours to do?

WHAT'S GOOD ABOUT LIVING HERE?

BEACHSIDE COMMUNITY WITH A RELAXED LIFESTYLE AND STRONG SENSE OF NEIGHBORLINESS

1. **Beach and Ocean Proximity:** This theme is repeatedly mentioned, emphasizing the community's close connection to the beach and the ocean. Descriptions like "beach vibe," "living near the beach," "beautiful beaches," and "beach oriented atmosphere" highlight the significance of the beach in the daily lives of the residents.
2. **Sense of Community and Friendly People:** Many responses emphasize the strong sense of community and the friendliness of the people. Phrases like "sense of community & connection to our history," "long-term neighbors," "community and town ownership," and "friendly neighbors" suggest that residents value the close-knit, supportive community atmosphere.
3. **Relaxed Lifestyle and Pleasant Climate:** The laid-back lifestyle and favorable weather conditions are frequently mentioned. Descriptions such as "laid back community," "small town slower pace of life," "not a typical urban setting," and "good weather" indicate that residents appreciate the relaxed pace of life and the comfortable climate the community offers.

Pain Point

- What is calling for our gift?
- What is ours to do?

WHAT MAKES IT HARD TO LIVE HERE?: *HIGH COSTS, SOCIOPOLITICAL EXCLUSION, CULTURAL SHIFTS*

1. **Affordability and Cost of Living:** Many responses highlight the high cost of living, including expensive housing and the general expense of activities and services in the area. This includes specific mentions of housing not being affordable, the cost of real estate being too high, and the overall expense of living in the community.
2. **Sociopolitical Issues and Lack of Diversity:** There are significant concerns about increasing conservatism, polarization, and lack of diversity. This includes references to the community becoming more unwelcoming to certain groups like immigrants, homeless residents, and minorities, as well as a shift towards more conservative and less inclusive values.
3. **Cultural and Social Changes:** The data reflects a perceived change in the community's culture, moving away from a small-town, laid-back vibe to a more materialistic and status-oriented atmosphere. This theme encompasses the loss of the original small-town feel, the increase in close-mindedness, and challenges in integrating new residents into the community.

Pain Point

- What is calling for our gift?
- What is ours to do?

IF GOOD PEOPLE CAME TOGETHER...

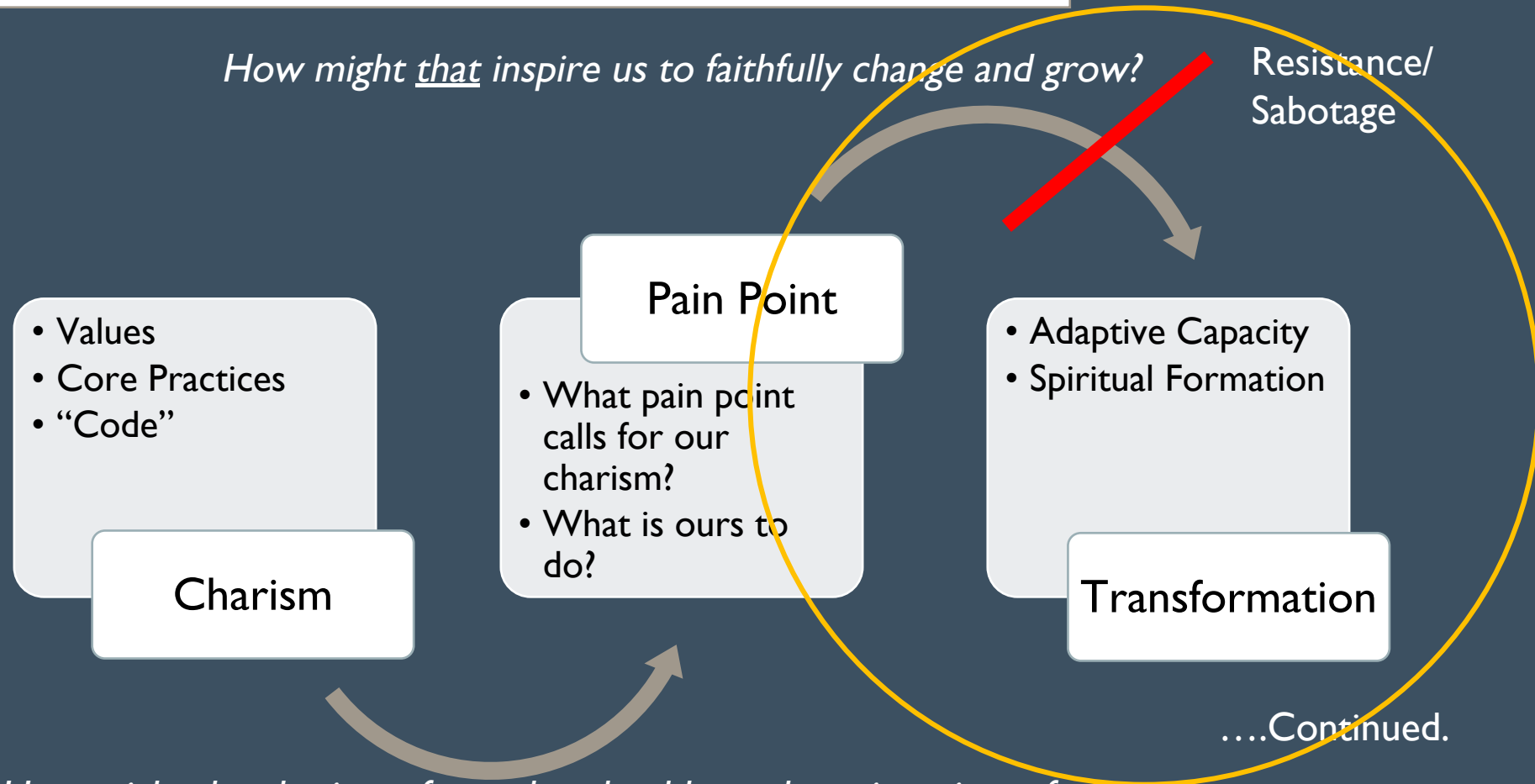
COMPREHENSIVE COMMUNITY WELL-BEING

1. **Homelessness and Affordable Housing:** This theme emphasizes the urgent need to address homelessness and the scarcity of affordable housing, with suggestions ranging from building more affordable units to implementing long-term solutions for homelessness.
2. **Community Engagement and Social Justice:** It focuses on enhancing community solidarity and advocating for social justice, with proposals including improving public spaces, fostering tolerance and respect, and engaging more actively in community issues.
3. **Youth and Family Outreach:** This theme highlights the importance of supporting youth and families through community and church initiatives, suggesting activities like family days and enhanced youth engagement to strengthen community bonds and guide young people.

CALLING

ADAPTIVE CHANGE PROCESS

How might that inspire us to faithfully change and grow?



How might the charism of our church address the pain points of our community as an expression of God’s mission in the world?

HOW MIGHT WE NEED TO FAITHFULLY CHANGE AND GROW?

1. We need to acknowledge that the past few years have led us to become insular, turning inward and losing touch with our true essence which is deeply rooted in community engagement.
2. We need to actively create more opportunities that inspire commitment and personal transformation, fostering a deeper connection with our faith and, therefore, community.
3. We need to recover our passion for radical welcome and inclusion, moving away from pining for the past and being open to new, God-led ways of doing things.
4. We need to recognize and celebrate our church's unique diversity of thought, using it as a foundation for safe and civil conversations while also maintaining and nurturing our beliefs, values, and practices.

WHAT ARE THE CHARACTERISTICS OF THE PASTOR WE ARE LOOKING FOR?

1. **Community-Focused Leader:** The pastor should have a passion and a history of strong commitment toward equipping the church to engage and serve the outward community. This includes embracing the community and having a vision focused on service.
2. **Strong Pastoral Leader and Administrator:** Strong preacher and administrator who is also interpersonal. Being approachable and relatable, with an understanding of both small-town and growing city dynamics.
3. **Multi-Generational Relevance and Relatability:** It is essential for the pastor to be able to connect with people from all generations within the church. This requires understanding the unique dynamics of a multi-generational congregation and being able to address the diverse needs and perspectives present.
4. **Discipleship and Empowerment Skills:** Developing, encouraging, and empowering lay leaders is important. The pastor should inspire engagement, seek relationships and connections, and be a mentor who fosters discipleship, growth, and development in both staff and congregants.
5. **Strong Gifts of Welcoming and Hospitality for the Unchurched:** The pastor should demonstrate open-mindedness and a radical welcome.

WHAT ARE THE CHARACTERISTICS OF A PASTOR THAT WOULD NOT FIT HERE?

1. **Closed-Minded / Polarizing:** Resistant to different perspectives and inflexible. It wouldn't be best if they were strongly on either end of the spectrum.
2. **Too internally focused:** Not interested in encouraging the church, and modeling, the investment in the outward San Clemente community.
3. **Excessive Autonomy:** Struggles with teamwork and shared decision-making.
4. **Poor Communication:** Ineffective in conveying messages and listening. Fails to connect personally and emotionally with the congregation.
5. **Low Emotional Intelligence/Narcissistic:** Lacks empathy and humility and has a track record of stirring up strife for own perseverance.

RESOURCE SLIDES FOR THE PNC

ARTICULATING OUR CHARISM

Charism:

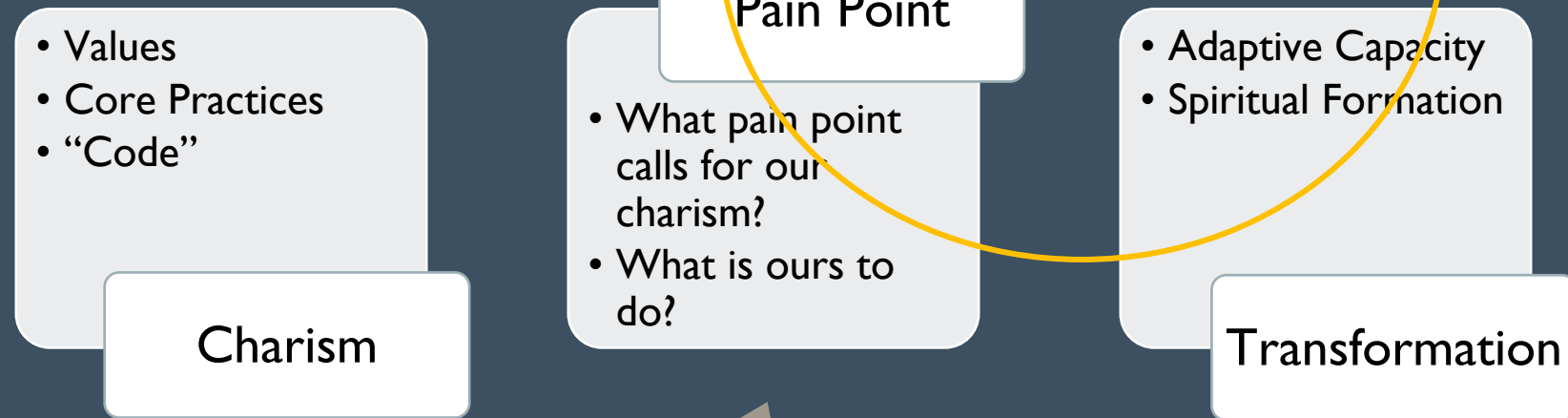
Jesus Christ, we are connected across generations, dedicated to caring for our congregation and impacting our world; locally and abroad.

ADAPTIVE CHANGE PROCESS

How might that inspire us to faithfully change and grow?

Our pastor needs to leads us in this transformation.

Resistance/
Sabotage



....Continued.

How might the charism of our church address the pain points of our community as an expression of God’s mission in the world?

HOW MIGHT WE NEED TO FAITHFULLY CHANGE AND GROW?

1. We need to acknowledge that the past few years have led us to become insular, turning inward and losing touch with our true essence, which is deeply rooted in community engagement.
2. We need to actively create more opportunities that inspire commitment and personal transformation, fostering a deeper connection with our faith and, therefore, community.
3. We need to recover our passion for radical welcome and inclusion, moving away from pining for the past and being open to new, God-led ways of doing things.
4. We need to recognize and celebrate our church's unique diversity of thought, using it as a foundation for safe and civil conversations while also maintaining and nurturing our beliefs, values, and practices.

WHAT ARE THE CHARACTERISTICS OF THE PASTOR WE ARE LOOKING FOR?

- 1. Community-Focused Leader:** The pastor should have a passion and a history of strong commitment toward equipping the church to engage and serve the outward community. This includes embracing the community and having a vision focused on service.
- 2. Strong Pastoral Leader and Administrator:** Strong preacher and administrator who is also interpersonal. Being approachable and relatable, with an understanding of both small-town and growing city dynamics.
- 3. Multi-Generational Relevance and Relatability:** It is essential for the pastor to be able to connect with people from all generations within the church. This requires understanding the unique dynamics of a multi-generational congregation and being able to address the diverse needs and perspectives present.
- 4. Discipleship and Empowerment Skills:** Developing, encouraging, and empowering lay leaders is important. The pastor should inspire engagement, seek relationships and connections, and be a mentor who fosters discipleship, growth, and development in both staff and congregants.
- 5. Strong Gifts of Welcoming and Hospitality for the Unchurched:** The pastor should demonstrate open-mindedness and a radical welcome.

MSC Storytellings Takeaways

After the storytelling evening MSC met to review all the charts. After discussing themes represented in each chart we asked everyone to think of their overall themes. We are all circling around the same idea but wanted to share how each of us described our thoughts

1. We are a people who love sharing God's love with the community near and far, and influence each other by care and encouragement
2. SCPC is an inclusive and welcoming multigenerational community that loves to serve and positively impact people
3. People remember the people who welcomed them, cared for them, encouraged them, invested in them
4. We are proud of our service to the community through preschool, FAM, Marines, I-5 trafficking, donating offerings to Rancho Sordo Mudo, ESL, Malawi, etc.
5. We step up! Generously meeting the needs of the church and the people in it. But also, when the need is clear, for the community outside of the church and abroad.
6. We are a welcoming community to all who come.
7. We are at our best when we are externally focused, generously serving our community near and far.
8. We are a multi-generational church that strives to show up for each other with genuine care, warmth, and openness.
9. Community and Multi-Generational
10. Encouraging, welcoming, dedicated
11. Outreach, service to church and community

San Clemente Focus Group Themes

Strengths of SCPC:

1. **Strong Sense of Community and Connection:**
 - Members of the congregation feel connected, with a large emphasis on building and maintaining community ties.
 - The church provides a place for members to connect and find support, and there's an overarching sentiment of belonging and care.
 - The sense of community surpasses other local alternatives for many members.
 - “Stick-to-it-ness” and perseverance
 - Many members express the sentiment that the core of the church is resilient, committed, and focuses on the right things, especially on the teachings of Jesus.
 - The leadership is proactive, innovative, and always looking to adapt and improve.
2. **Multi-generational**
 - Many **multi-generational** families have attended church for decades, indicating loyalty and long-term commitment.
 - Diverse age groups ranging from babies to the elderly attend the church, which suggests an inclusive and broad appeal
3. **Prime geographic location:**
 - Not just geography but member participation
4. **Active and Engaging Programs:**
 - The youth program is particularly effective in attracting and retaining young members, even during challenging times like the COVID-19 pandemic.
 - The church offers a plethora of volunteering opportunities, making it easier for members to find areas where they can make a meaningful impact.
 - Special programs like the Vacation Bible School (VBS) are extremely popular, showcasing their ability to execute successful events.
 - The preschool program appears to be another major strength, attracting families and providing value to the community.
5. **Commitment to Mission:**
 - Leadership is highlighted as strong, with specific leaders like Jesse, Ryan, and Briann mentioned as being instrumental in steering the church, especially during transitions and challenging periods.
 - The church has a solid preaching history, suggesting that its sermons resonate with its congregation.

These strengths, combined with other attributes like a history of care and support, and a commitment to inclusivity (e.g., having female pastors), make the church a central and valued institution in its community.

Concerns or wonderings about SCPC:

1. **Church Finances and Debt:** There is a noticeable concern among the congregation about the church's finances, specifically the church's debt and mortgage. Many are worried about the financial sustainability of the church, and some feel that there is a lack of transparency or communication about the financial situation. They want more updates on the financial status, and some feel that educating the congregation about the needs could inspire more donations.
2. **Leadership & Transition Concerns:** Many responses indicated concerns about the church's leadership, such as the hiring of a new pastor, the changes in staff after Covid, the numerous transitions, and the effectiveness of the current leadership. Members are wondering about the direction of the church, who will guide them next, and if the church's transition will be sustainable. Questions around the length of time it takes to hire a new pastor, the roles of interim pastors, and the ability to relate to and align with new leadership also stand out.
3. **Youth Engagement & Church Attendance:** Many comments pointed to a decline in church attendance, especially among young people and families. There's a perception that young people are not finding a church home a necessary part of their lives and that programs tailored for younger demographics, such as youth ministries, are lacking. Additionally, there's a fear that the church will slowly fade away without engaging youth and younger families. Some members also expressed concerns about the lack of programs and activities that used to exist and brought vibrancy to the church community.

While these are the three primary concerns distilled from the data, it's worth noting that there are also secondary concerns about the church's physical condition, theological alignment, and the general direction and vision for the church's future.

Most Hopeful about SCPC:

1. **Youth and Next Generation Engagement**
 - A strong emphasis is placed on the young generation, specifically the group of kids from preschool through 5th grade. The presence of these kids and their enthusiasm gives hope for the future.
 - The hope that as these children grow, they'll bring their friends, resulting in a thriving youth congregation in the near future.
 - The youth groups are seen as places of belonging, with young members feeling welcomed and loved, which instills hope in the older members.
 - The success and potential of the Vacation Bible School and the preschool program is highlighted multiple times.
2. **New Leadership and New Direction**
 - Many are hopeful about what new leadership will bring to SCPC.
 - We are grateful for the current staff (mention of specific leaders such as Jesse, Kasey Myers, and Ryan) for partnering with the new staff and leadership needed to guide the church forward.

- There's a strong desire for pastoral stability and consistency.
- The potential for a new pastor to draw in young families and be open-minded is highlighted as a major hope.
- The transparent leadership style of some members is appreciated and provides hope for the future.

3. Community and Fellowship

- There's a repeated emphasis on the importance of the church community. The multi-generational nature of the congregation and the connection among its members give hope. The foundation is there to build and grow.
- The significance of social time, like the one at Cafe Clemente, and other community-building events is recognized.
- The church's location and its potential to connect with the wider community is seen as promising.
- The hope for more community-focused activities and services, including serving the homeless and other demographics in need, is highlighted.
- The sense of belonging and welcoming new members into the fold stands out, indicating that inclusivity is a major hope for the future.

While these are the top three areas, the data also touches on other aspects such as the resilience of the church staff, the value of traditions, the desire for more church events, and the importance of trust and transparency in leadership.

Top things SCPC want church leadership to hear:

1. Appreciation

- Good work in these challenging times. Multiple references to that!

2. Community Engagement & Visibility:

- There's a significant emphasis on the need for the church to increase its visibility and engagement in the wider San Clemente community.
- The church needs to become more relatable to different age groups and life stages. There's also a sense that the church must plug in new members more effectively and encourage active participation.
- There's a call for regular childcare at events to enable more families to participate in church events.

3. Transparency, Communication, and Trust:

- Members seek better communication within the congregation and the broader community. They want more straightforward financial communication, with calls for quarterly finance updates and guidance on interpreting the annual report.
- There's a need for transparency in decision-making, with calls for honesty, quick acknowledgment of mistakes, and rectification. The idea of trust in leadership decisions, particularly in selecting new pastoral figures and the church's alignment with different presbyteries, was frequently mentioned.
- People expressed a desire to be more involved, with many feeling they're waiting to be asked to help or serve. They want the church to facilitate more opportunities for engagement and service

4. **Blending Tradition and Innovation:**

- There's a strong desire to blend both traditional and contemporary elements in the services. While some members appreciate and value tradition, others appreciate modern approaches. Therefore, it's essential to strike a balance, especially during holidays and other key services, by offering both styles to cater to diverse preferences.
- Lean in to who we are and double-down on it.
-

It's also worth noting that while there are areas of concern, there's a strong sentiment of appreciation for what the leadership is currently doing, and many members recognize the challenges faced.

What is most desired in a future pastor:

“I want someone that isn't fresh out of college but also not going to keel over and die. I want a knowledgeable pastor. Someone not afraid to get his hands dirty. Someone who will go to Mexico mission trips and high school camps. Someone with energy and someone here for the long haul. Most important, we don't need one person that has it all. Someone who compliments that staff that is here, someone who complements Briann and Jesse and adds to their skills, not someone that needs to have to all. We need someone to help join what we already have. I want them to recognize they aren't perfect and are just a person, important to understand that they can show when they messed up, important for them to be a real person who makes mistakes and maybe even preaches about them. Someone kind and willing to help you out. Someone not deceiving” -16-20-year-old group comment

1. **Authenticity and Relatability:**

- *Sub-points:* Someone genuine, transparent, and authentic; has life experiences to draw upon for relatable storytelling; humility and willingness to admit mistakes and learn from them; can preach about real-life experiences and challenges; able to connect with a diverse audience; accepts uncertainty and ambiguity; able to explain complex theological concepts in relatable ways; recognizes they aren't perfect and are just human.

2. **Collaboration and Compatibility with Existing Staff and Community:**

- *Sub-points:* Someone who complements the existing staff and adds to their skills; can work well with people like Jesse and Briann; is a team builder; someone who can work with the youth and is invested in the community; able to work alongside leadership to help them grow spiritually; understands the local culture and community; is collaborative and able to accept accountability and criticism.

3. **Strong Leadership with a Focus on Teaching and Outreach:**

- *Sub-points:* Passionate about preaching and the mission; knowledgeable about the Bible and able to teach it well; can provide powerful and passionate sermons; a teaching pastor, not a lecturing one; can guide the community through divisive issues; able to help through conversations about controversial issues; someone filled with the Holy Spirit and grounded in their faith; has a clear vision and can

make decisive choices; challenges beliefs and leaves room for doubt; able to balance theological concepts with their practical applications in real life.

Other frequently mentioned attributes include a strong work ethic, approachability, willingness to get involved in community and mission trips, and a sense of fiscal responsibility.

"What do you want the PNC not to do?":

- 1. Thoroughness in Search and Budget Allocation:** It's essential that the search committee is well-funded and does not solely focus on a candidate's ability to lead worship. The PNC should be willing to invest in professional consultants to aid the search process. Moreover, the committee should ensure they visit the candidates in their current churches to get a genuine feel for their abilities and fit. Budgeting appropriately for this process is vital.
- 2. Avoid Rushing and Maintain Open-mindedness:** The PNC should not make decisions under pressure, compare new candidates to past pastors, or rush the selection process. Instead, they should approach each candidate with an open mind and evaluate them based on their merits.
- 3. Avoid Shifting Too Liberal in Policies:** There's concern about the church becoming too liberal in its policies and practices. Past decisions, like supporting gay marriage or allowing alcohol at the church, led some members to leave. It's important that the church remains Christ-centered and ensures that scriptures support its policies.

CONGREGATIONAL SURVEY THEMES

WE DON'T MAKE STRATEGIC PLANS WE LEARN
TO THINK AND ACT ADAPTIVELY ABOUT ALL OF
OUR STRATEGY AND PLANS

PHASE I PROCESS

Mission Study Group

Leadership Group



Survey



Workshop



Focus Groups



Story Telling



Community Interviews



Discernment

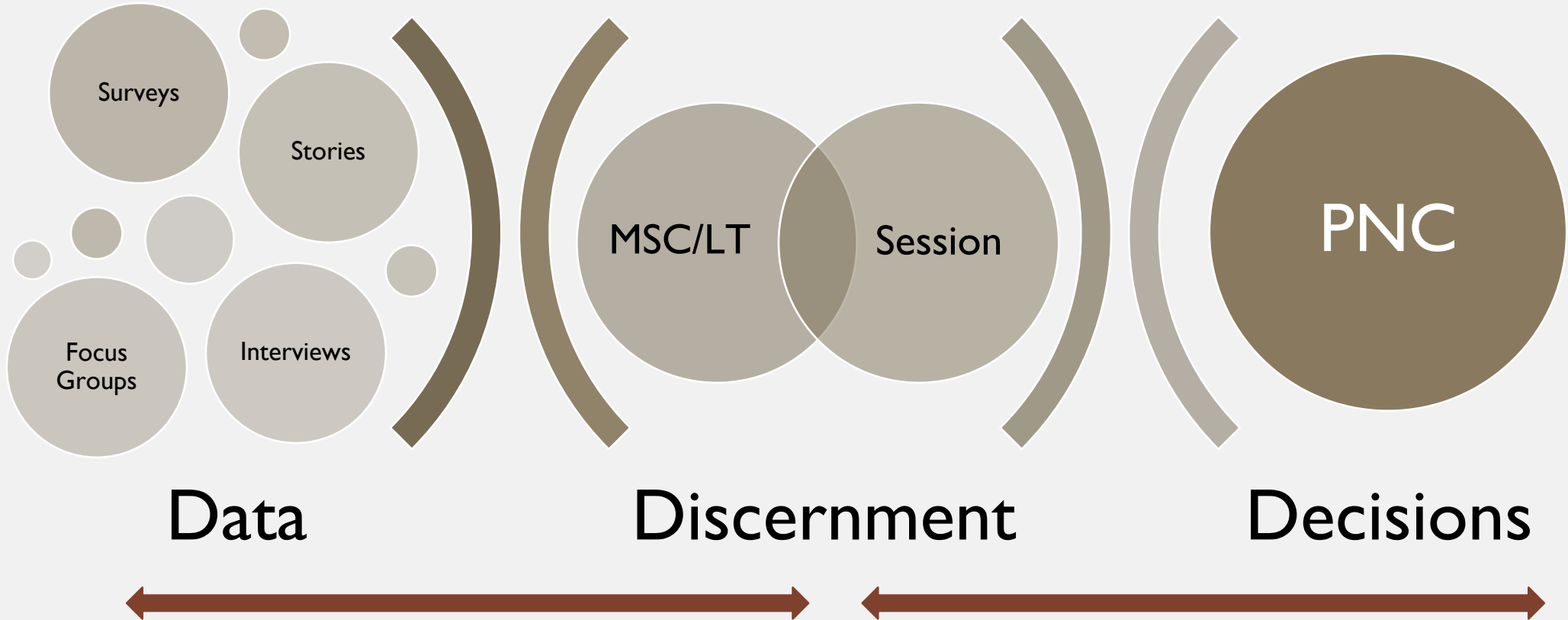


Prepare Report



Workshop 2

The data helps us see reality, but
The Spirit is not in the data, but
in the discernment and the
decisions!



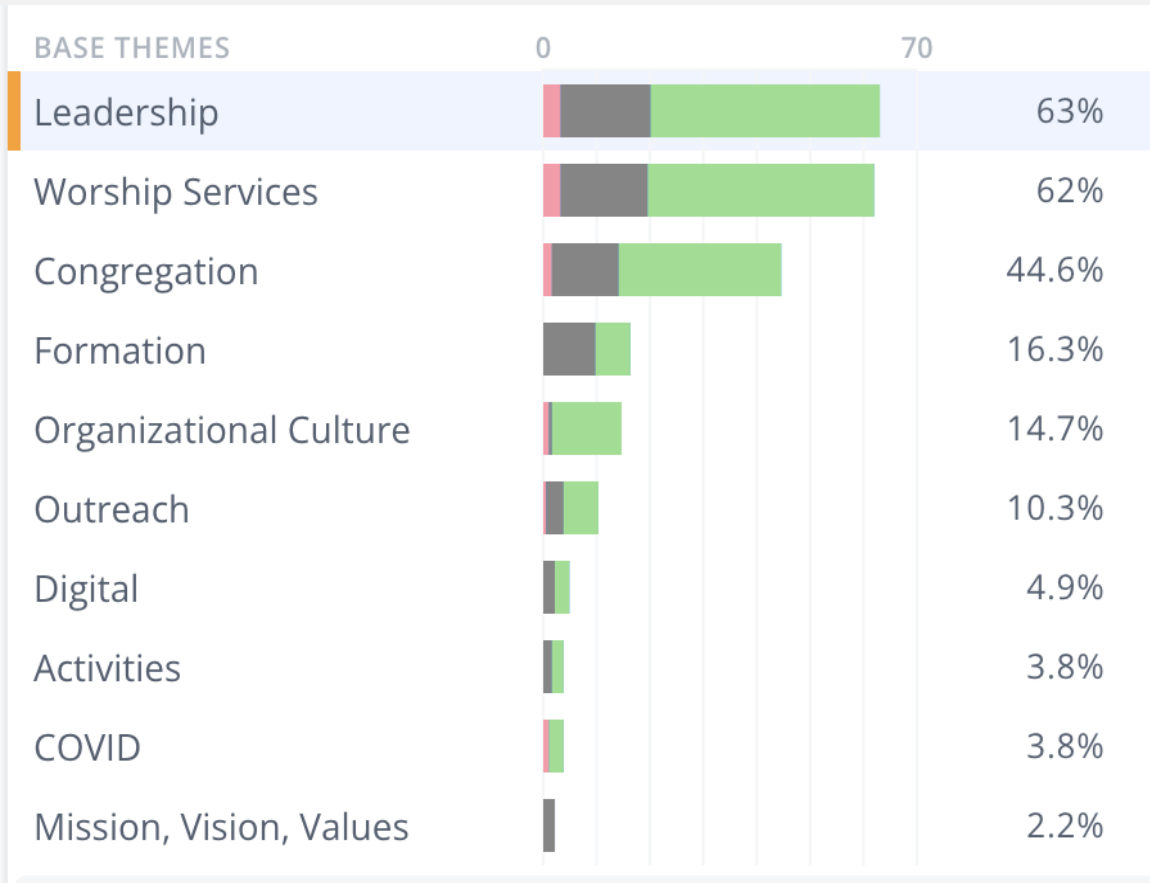
KEY THEMES THAT EMERGED FROM THE SURVEY

1. **Leadership:** AN ANXIOUS DESIRE FOR STABLE LEADERSHIP AND A NEED FOR A CLEAR MISSION
2. **Congregation:** NEED TO RESTORE TRUST AND RE-ENGAGE IN MINISTRY
3. **Worship Services:** SOLID BUT COULD BE EVEN STRONGER

THE BIG ISSUES

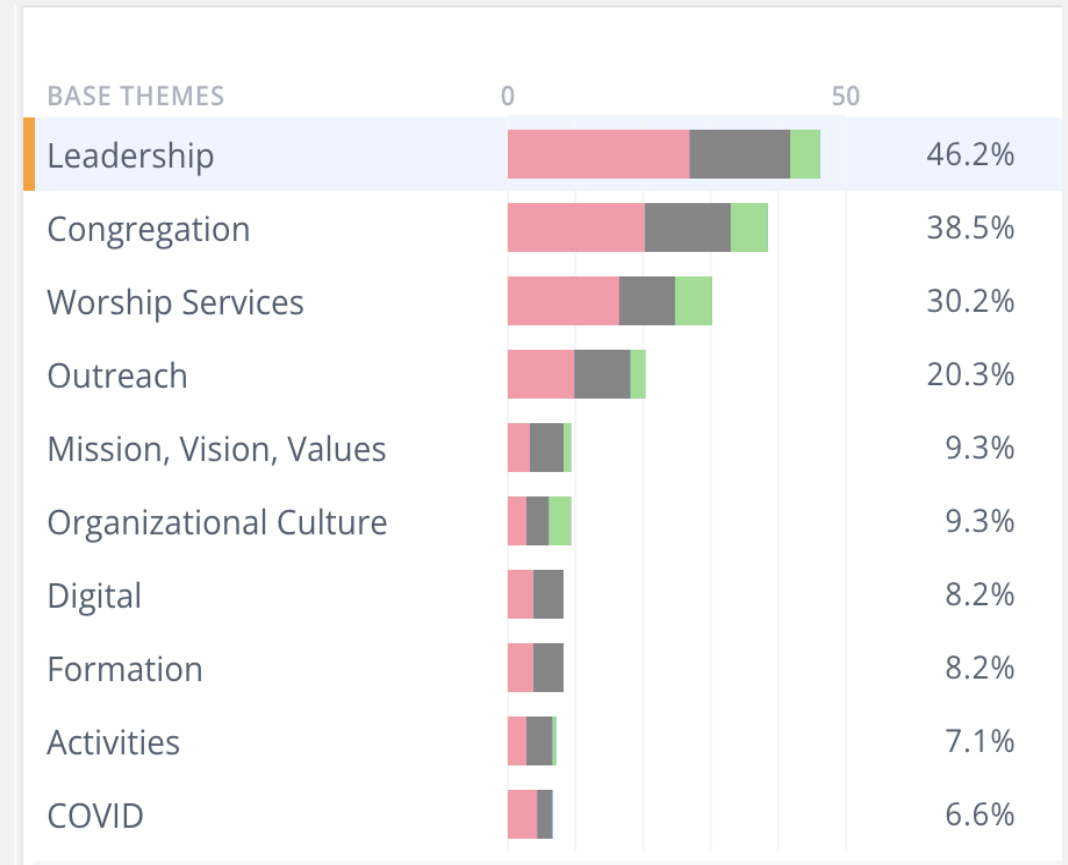
1. Have we already found our pastor? (The desire for stable long-term leadership)
1. What is our church really all about right now? (The need for a clear mission/vision and staffing that is aligned)
2. The need to restore trust and reinvigorate engagement of the congregation. (Deep concerns about a lack of communication, the lack of community engagement, and a diminished youth ministry)

WHAT'S WORKING...



What else...?

WHAT'S NOT WORKING...



What else...?

LEADERSHIP: AN ANXIOUS DESIRE FOR STABLE LEADERSHIP AND A NEED FOR CLARITY OF MISSION

The feedback emphasizes that there is a need for strong and stable leadership in the church, after years of disruption and instability.

There is a divide between longing for the interim pastor to stay on as the senior pastor AND for there to be new leadership that will bring a fresh start to the church. There are concerns about the lack of opportunities for feedback and input from the congregation.

The congregation would like to be in the position to hire more staff and reinvigorate outreach endeavors and missions, but overall the congregation feels cared for by the leadership (when they are not too busy or overwhelmed) .

LEADERSHIP: WHAT'S WORKING

The feedback indicates that the interim pastor is well-liked and there is an appreciation for the focus on building the congregation through family ministry activities and community connections. Many feel the worship services are well-organized with excellent music and sermons, and there is a sense of care and generosity within the congregation.

- *“I appreciate the gifts of Pastor Jesse and His leadership in sharing the Knowledge of the word and salvation for our souls. “*
- *“Of the 3 congregation leaders (Jesse, Breanne, and Ryan) I think they all compliment each other well. I don't think that Ryan or Jesse could function as well without all 3 as a team. “*
- *“The leadership team is to be commended for enduring and meeting the challenges presented in the past”*

LEADERSHIP: WHAT'S NOT WORKING

This feedback highlights the need for new leadership to a compelling vision/mission, bring a fresh feel to the church and to grow the trust between the Leadership and the Congregation. There is concern over the smaller staff and the potential for burnout and the lack of effective programs at the same time. The congregation would benefit from either finding a way to increase the number of staff or prioritize and focus programming around a clear mission. There is also the desire for more formalized outreach endeavors and missional experiences.

- Lack of trust between church leaders and congregation
 - Past decisions still linger
 - Lack of information shared
 - Can't reach staff during the week
 - Lack of overall communication
- Tired of the change: “revolving door of pastors”
- Lack of youth ministry: people leaving because youth is stronger elsewhere
- Staff seems overworked / need more staff or to reduce the number of programs
- Ambivalence and confusion about Pastor Dale's effectiveness
- Facility maintenance: Custodian/janitorial services have slipped. (Brought up many times)

CONGREGATION SUMMARY: NEED TO RESTORE TRUST AND RE-ENGAGE IN MINISTRY

The feedback includes concerns about financial transparency, stable leadership, the lack of programs that draw in all ages, as well as anxiety over a perceived lack of consistent leadership and care for the congregation. The congregation is known for being welcoming and inclusive, with a warm and friendly environment but there are concerns about the lack of opportunities for deeper engagement. The feedback suggests that the congregation needs to focus more on community outreach and being a welcoming church for new visitors and prospective members.

There is a need to improve the youth and senior citizen ministries.

CONGREGATION: WHAT IS WORKING

The congregation is known for being welcoming and inclusive, with a warm and friendly environment. There is an appreciated focus on young family programs, with a historic passion for serving the community and engaging with newcomers. The current interim pastor is highly regarded for his ability to bring calm and stability to the church.

- Congregation is welcoming
- Core of committed congregants who withstood the changes
- Family Ministry (K-5) strong
- Strong Preschool

“There’s a welcoming feeling and that wasn’t always the case.”

“Our preschool is growing and well received by the community.”

“I appreciate the welcoming efforts of Jesse, Briann and many of the congregations’ members on the patio.”

CONGREGATION: WHAT IS NOT WORKING

The feedback suggests that the congregation needs to focus more on community outreach and being a welcoming church for new visitors and prospective members. There is a need to improve the youth and senior citizen ministries, as well as addressing issues such as lack of consistent leadership and care for the congregation. Additionally, there are concerns about the church's stance on LGBTQ+ issues and the need for more opportunities for deeper engagement.

- There is a deep desire for outreach and engagement opportunities (but everyone knows that they don't have the staff support to do so.)
- (6-12): Youth program is diminishing
- Not a clear on-ramp for visitors/new members (which has led to the lack of new members.)

“The congregation does not seem to go out of its way to welcome someone new.”

“We have had to temporarily leave SCPC because my high school age children want to be part of another church because the youth ministries are bigger and more popular.”

WORSHIP SERVICES SUMMARY: SOLID BUT COULD BE EVEN STRONGER

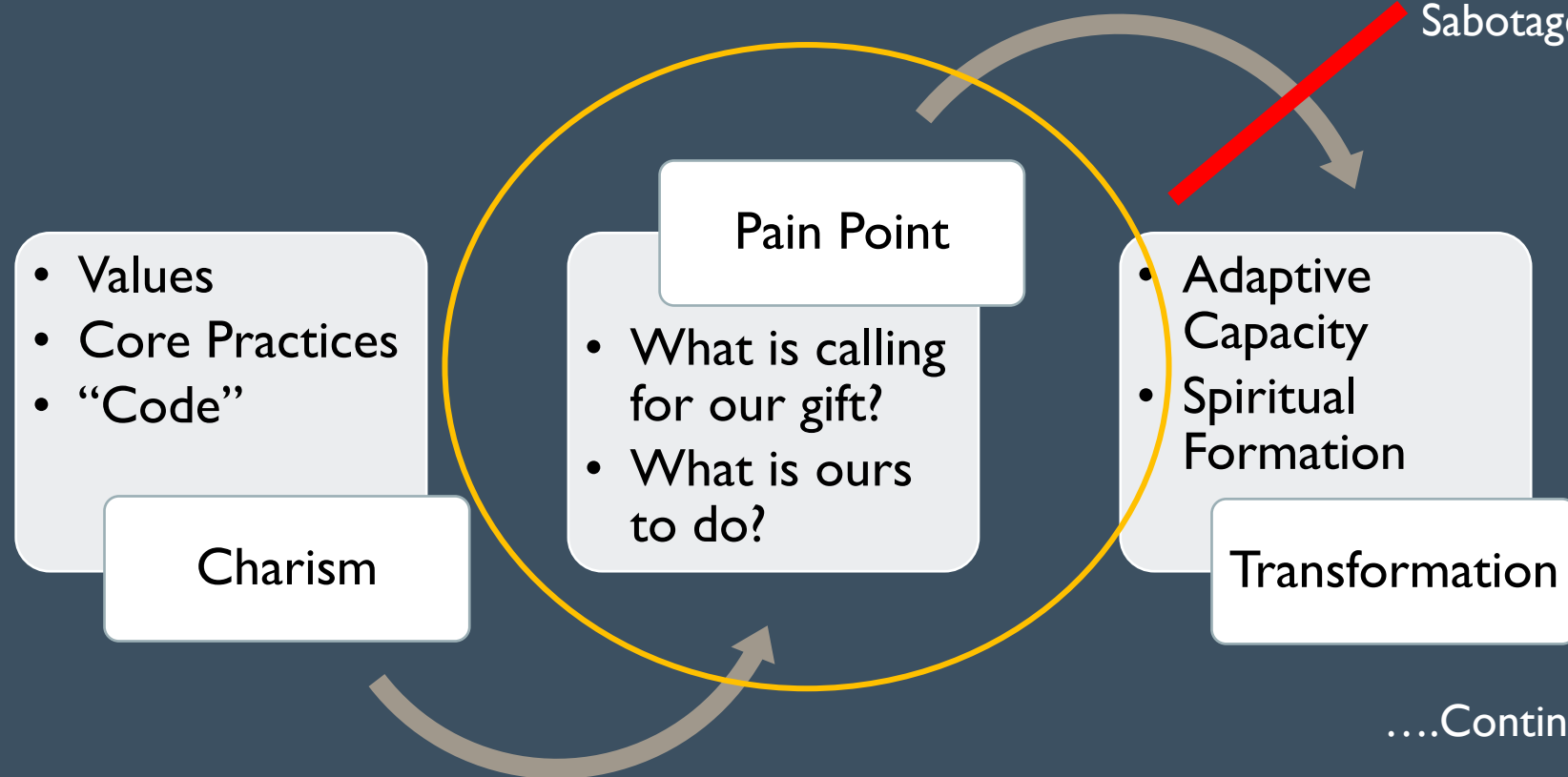
The feedback regarding Worship Services includes appreciation for consistency and bible-based preaching. However, there were many statements provided that expressed the lack of willingness from leadership to listen to feedback about worship services. Many attendees expressed concerns about the noise level and distractions during the service, and a need for better coordination between the music team and the preacher. Overall, there is appreciation for worship with potential for improvement and better coordination from the worship team.

COMMUNITY INTERVIEW THEMES

ADAPTIVE CHANGE PROCESS

How might that inspire us to faithfully change and grow?

Resistance/
Sabotage



How might the charism of our church address the pain points of our community as an expression of God’s mission in the world?

Pain Point

- What is calling for our gift?
- What is ours to do?

WHAT'S GOOD ABOUT LIVING HERE?

BEACHSIDE COMMUNITY WITH A RELAXED LIFESTYLE AND STRONG SENSE OF NEIGHBORLINESS

- 1. Beach and Ocean Proximity:** This theme is repeatedly mentioned, emphasizing the community's close connection to the beach and the ocean. Descriptions like "beach vibe," "living near the beach," "beautiful beaches," and "beach oriented atmosphere" highlight the significance of the beach in the daily lives of the residents.
- 2. Sense of Community and Friendly People:** Many responses emphasize the strong sense of community and the friendliness of the people. Phrases like "sense of community & connection to our history," "long-term neighbors," "community and town ownership," and "friendly neighbors" suggest that residents value the close-knit, supportive community atmosphere.
- 3. Relaxed Lifestyle and Pleasant Climate:** The laid-back lifestyle and favorable weather conditions are frequently mentioned. Descriptions such as "laid back community," "small town slower pace of life," "not a typical urban setting," and "good weather" indicate that residents appreciate the relaxed pace of life and the comfortable climate the community offers.

Pain Point

- What is calling for our gift?
- What is ours to do?

WHAT MAKES IT HARD TO LIVE HERE?: *HIGH COSTS, SOCIOPOLITICAL EXCLUSION, CULTURAL SHIFTS*

- 1. Affordability and Cost of Living:** Many responses highlight the high cost of living, including expensive housing and the general expense of activities and services in the area. This includes specific mentions of housing not being affordable, the cost of real estate being too high, and the overall expense of living in the community.
- 2. Sociopolitical Issues and Lack of Diversity:** There are significant concerns about increasing conservatism, polarization, and lack of diversity. This includes references to the community becoming more unwelcoming to certain groups like immigrants, homeless residents, and minorities, as well as a shift towards more conservative and less inclusive values.
- 3. Cultural and Social Changes:** The data reflects a perceived change in the community's culture, moving away from a small-town, laid-back vibe to a more materialistic and status-oriented atmosphere. This theme encompasses the loss of the original small-town feel, the increase in close-mindedness, and challenges in integrating new residents into the community.

Pain Point

- What is calling for our gift?
- What is ours to do?

IF GOOD PEOPLE CAME TOGETHER... *COMPREHENSIVE COMMUNITY WELL-BEING*

- 1. Homelessness and Affordable Housing:** This theme emphasizes the urgent need to address homelessness and the scarcity of affordable housing, with suggestions ranging from building more affordable units to implementing long-term solutions for homelessness.
- 2. Community Engagement and Social Justice:** It focuses on enhancing community solidarity and advocating for social justice, with proposals including improving public spaces, fostering tolerance and respect, and engaging more actively in community issues.
- 3. Youth and Family Outreach:** This theme highlights the importance of supporting youth and families through community and church initiatives, suggesting activities like family days and enhanced youth engagement to strengthen community bonds and guide young people.