



First Presbyterian Church of Altadena

Mission Study Report
December 2021

This Mission Study began in March 2021 as the first step in the process of calling a new Senior Pastor at First Presbyterian Church, Altadena. The Session appointed a 10-person Mission Study Team which was led by Interim Pastor Ann Oglesby-Edwards. The Mission Study Team, together with the congregation, sought to convey and share the story of our church – our past, our gifts and callings, and our challenges. We also focused on our aspirations and needs as a congregation to continue growing in Christ.

Our congregation was energetically involved in shaping a mission and vision statement to serve as a framework for the Pastor Nominating Committee as it searches for a new pastor to lead, teach, and walk with us. The mission statement also serves as an important touchstone for Session as it exercises leadership and decision-making concerning our growth in the future.

As a congregation, we have taken this transitional time between pastors to prayerfully reflect on how to move forward together. We have considered our commitments to each other as a body of Christ and engaged in thoughtful discussions with each other about the story of God's work in and through this community of faith, and where we believe God is calling us as a church. We are filled with a heightened sense of expectation that God is with us, and His love continues to work in and among us in our church.

The insights we have gleaned from our study are compiled in this report. Our goal in the following pages is to paint a clear picture of where we have been, where we are today, and where God is leading us into the future. It is our hope that the Mission Study Report will help us gain clarity about our core values; recognize its context for ministry and how it affects current and future possibilities for growth and identify hopes and dreams for the future that the Session and a new installed pastor can develop into a unified vision for ministry.

We deeply appreciate the conversations with the congregation, in small and large groups, and individually. We are grateful to the leadership and experience that Pastor Ann has brought to this 10-months process of study and discernment. We give thanks for the past, for those who planted and watered so our dreams could come true. And we give thanks for tomorrow, full of surprises, knowing that whatever our future brings, we live in God's love.

Grace to You All,

The Mission Study Team

Virginia Gin
Dona Gonzales
Katherine Hashimoto
Kevin Hayashi
Larry Jung

Dorothy Kirkland
Kathy Matsumoto
Pete Morris
Veronica Ota
Bob Uchida

Rev. Ann Oglesby-Edwards, Moderator

WHO WE ARE

First Presbyterian Church, Altadena (FPCA) is an Asian American church with faithful conviction in the mercy and love of Jesus Christ that is committed to serving our community. Over the span of our 108-year history, we have witnessed God's grace through multiple generations of our church family, from our Japanese immigrant founding members who were supported by local Pasadena churches, to our Japanese American families who faced discrimination and survived the injustices of WWII and the post-war era, to our diverse, multiethnic, and multigenerational congregation today. Here at FPCA, we serve God and share Christ's love by providing a welcoming and comfortable family worship experience.

FPCA has 120 active members and remains vital to our local Asian American community through our involvement in hosting and participating in community events (prior to the pandemic) and by publishing the Clarion, our weekly newsletter. For over 73 years, the Clarion has provided spiritual support, as well as cultural outreach, to our church friends and families. It remains an accessible voice for our culture and continues to be an important link for Asian American awareness in the Pasadena/ San Gabriel Valley area.

DEMOGRAPHICS

FPCA Demographic Information

FPCA has ministered to the Japanese American community for over 90 years. There was once a concentration of Japanese Americans living in the immediate vicinity of the church, and many of the older members still live relatively close. Many offspring of Japanese American church members have since dispersed to other parts of Altadena, Pasadena, the San Gabriel Valley, and beyond. Over the last twenty years, newcomers to the church have included people who are bicultural, biracial, culturally blended, or from other cultures. Some of these have come from the neighborhood surrounding the church. Others are extended family members of those already active at the church. Many share varying degrees of Asian ancestry, not necessarily Japanese.

The demographics of Church membership as shown in the 2020 Annual Report are as follows: 82% Asian/Blended; 8% Caucasian; 5% African American; 2% Hispanic; and 2.5% not identified by category.

The demographics of our active members as stated in the 2008 Mission Assessment Report were as follows: 86% Asian, 9% Caucasian, 3% African American, 2% Hispanic.

Local Community

FPCA is located on the west end of Altadena, an unincorporated area of Los Angeles that hugs the foothills of the San Gabriel Mountains immediately north of Pasadena. The 2019 Church Directory indicates that about 55% of the Church's members live in Altadena or Pasadena. The balance of the Church membership lives in more than 30 different communities.

The following information is taken from the US Census Bureau's 2019 ACS (American Community Survey) 5-year Estimate Data Profiles ("2019 ACS"); the US Census Bureau's "Quick Facts" for Altadena and Pasadena as of July 1, 2019; the Census Reporter; and 2020 Census information.

The 2020 Census recorded Altadena's population as 42,846 and Pasadena's population as 138,699.

The 2010 Census and 2019 ACS provide the following demographic information with respect to **Altadena**:

	<u>2010 Census</u>	<u>2019 ACS</u>
White	52.76 %	54.29%
White alone, not Latino	---	39.7%
Latino	26.89%	27.70%
Black	23.69%	22.17%
Asian	5.39%	6.44%
Two or more races	5.94%	4.90%
Other	11.34%	11.21%
American Indian/Alaska Native	0.70%	0.83%
Native Hawaiian/Pacific Islander	0.17%	0.13%
Persons under 18	22.22%	19.6%
Persons 65 and over	14.18%	18.4%

The Census Bureau QuickFacts states that, in 2019, 7.51% of Altadena residents were persons in poverty. During 2015-2019 the per capita income was \$48,179 and the median household income was \$98,693. During 2015-2019, the median gross rent was \$1,692. The median value of owner-occupied housing units was \$742,800.

The Census Bureau's QuickFacts for Altadena states that, during 2015-2019, 31.4% of Altadena residents over the age of 5 lived in a household in which a language other than English was spoken.

The 2010 Census and 2019 QuickFacts provide the following information with respect to **Pasadena**:

	<u>2010 Census</u>	<u>2019 QuickFacts</u>
White	55.83%	50.8%
White alone, not Latino	---	35.9%
Latino	33.67%	34.9%
Asian	14.29%	17.9%
Black	10.68%	8.8%
Two or more races	4.88%	4.9%
Other	13.62%	---
American Indian/Alaska native	0.6%	0.3%
Native Hawaiian/Pacific Islander	0.1%	0.2%
Persons under 18:	19.30%	18.2%
Persons 65 and over:	13.54%	16.0%

ACS 2019 data provided in the Census Reporter states that 30.1% of Pasadena's population is "foreign born." Of those who are "foreign born," 43% were born in Asia, 45% in Latin America, and 7% in Europe. During 2015-2019, 44.9% of Pasadena residents over the age of 5 lived in a household in which a language other than English was spoken.

The 2019 ACS states that 14.5% of Pasadena residents are persons in poverty. During 2015-2019 the per capita income was \$47,863 and the median household income was \$83,068. During 2015-2019, the median gross rent was \$1,710. The median value of owner-occupied housing units was \$785,700.

San Gabriel Valley Region

A 2018 report by Asian Americans Advancing Justice/LA (advancingjustice-la.org) entitled “A Community of Contrasts: Asian Americans, Native Hawaiians and Pacific Islanders in the San Gabriel Valley” provides the information in this section. This report states that over half a million Asian-Americans and 7000 Native Hawaiians and Pacific Islanders (NHPI) live in the San Gabriel Valley. It notes that between 2000 and 2010, the SGV’s Asian-American population grew by 22%. Among SGV cities with more than 10,000 Asian Americans, the report identifies Pasadena as a city with one of the fastest rates of growth.

The report states that Japanese Americans are the only Asian-American ethnic group in the SGV that is majority native born. It states that 21% of Japanese Americans in the SGV are foreign born and there are 9,401 Japanese speakers in the SGV. During the 2000-2010 period, the SGV Japanese-American population declined by 4%.

The report states that over 67% of the SGV’s Asian-Americans and 28% of NHPI are immigrants, with South Asian immigrant groups showing some of the largest rates of increase in population. From 2000-2010 period, the Fijian population increased by 65%; Pakistani by 51%; Korean by 28%; Vietnamese by 29% and Chinese (not from Taiwan) by 25%. The report states that 46% of Asian-Americans in the San Gabriel Valley, or 242,000, have limited English proficiency.

HISTORY

Our church story begins in the early 1900’s when immigrants from Japan began arriving in America. One Caucasian church in Pasadena and later several other churches formed the Federated Missions Board to provide a night school, dormitory facilities, and a Christian church to serve the Japanese in the Pasadena area. In 1913, when there were about 150 Japanese men and 10 women in Pasadena, the **Pasadena Japanese Union Church** was established with 23 charter members, all Japanese men and mainly in their 20’s. The Missions Board saw us as a ripe harvest field for evangelism and thus provided leadership, ministry and financial support to our church for the next 35 years.

In the first 15 years or so, our church was a fledgling but faithful church. Our membership fluctuated during the early years as men came and left for other places. But gradually, the Issei (first generation) sent for their families in Japan to join them; most of them sought wives, and brides from Japan came, and families began to grow. And as growth began, the Missions Board began to minister to the Issei women, providing sewing and cooking classes American-style, and Bible and English classes, as well as childcare. And in 1920, the Missions Board helped us to buy property to build a sanctuary, with a social hall and educational facilities in a basement below. Later in 1930, despite the Great Depression, we raised enough money to buy the lot next door and moved another house onto the property to serve as both the manse and additional classrooms. The Japanese Union Church on Kensington Place was our home for the next 45 years, until 1968.

Our Growing Years

As the Japanese population in the Pasadena area grew, our church grew also, and became more than a church. It was also the social center for the Japanese in the community. Many were not Christians, but they came anyway to be a part of the Japanese community, and they also enthusiastically participated and supported church activities. Church activities included not only Sunday school and worship, but also the establishment of the Women’s Association (now called

Presbyterian Women), the establishment of the Young People's Society, the publication of the Clarion newsletter which continues today as a weekly newsletter. Also, their annual bazaars continue today, called the Fall Festival, as well as Vacation Bible School, and the fundraising efforts. As we became more active and larger, we purchased new property and constructed a sanctuary, social hall, and Sunday School classrooms. The house where they previously worshipped became the manse for the pastor and served also as a place to hold meetings. We grew in the 1920s and 1930s as evidenced by a Sunday School enrollment of 200 children, and 100 young people in their late teens and twenties attending the meetings of the Young People's Society. The women's organization grew in number and service. The church became more self-sufficient and relied less on its financial dependence on the Missions Board.

The Internment and Return from Exile

Then World War II broke out in 1941. The Japanese were uprooted from their homes, exiled to concentration camps, and our church was closed for the duration of the war. The Missions Board secured the church property. The church facilities were used to store possessions and goods of the displaced Japanese who were interned in camps. When the war ended in 1945, many Japanese-Pasadenans returned to resettle here. Many other Japanese also came to settle in the Pasadena area, largely because of the favorable reputation that Pasadena had earned as a good place to live. The population of Japanese in the Pasadena area doubled post-war, and our church continued to grow and prosper.

Becoming Presbyterian

And then in 1948, we called the **Rev. Donald Toriumi** who served for the next 31 years, through 1979. When Rev. Toriumi was called, he was a Presbyterian minister, and a condition of his call was that the church also must become Presbyterian. So we did, and we became the **Pasadena Union Presbyterian Church** and have since been guided by the theology of this denomination. Under Rev. Toriumi, we became self-supporting, and the Federated Mission Board dissolved itself in 1948, after 40 years of dedicated service to the Japanese in Pasadena.

In 1962, our church in Pasadena made way for the 210 freeway, and we had to move. We purchased new property and moved to our present location in Altadena. We built a new sanctuary, an education building, and a social hall. We also bought a manse for the pastor and family, and the old manse eventually became a rental. During the 1960s, our membership had grown to around 600, with a Sunday School enrollment of over 300, so we welcomed our new location and built the church facilities three times the size of our previous church. In 1963 we also changed the name of the church to **First Presbyterian Church, Altadena**.

The Multigenerational Church – Isseis / Niseis / Sanseis

When our membership was at its height (600+) our congregation was fully involved in the worship and community life of the church. In addition to Sunday worship, Sunday School, Bible studies and prayer meetings, there also were many other activities that were essential to managing a church involving worship, hospitality, and service. Worshiping together and working together helped build a relationship of trust. Fundraising events like the Fall Festival, PW rummage sale, Crop Walk, holiday events, potlucks, youth programs, missional support and other practical endeavors brought us closer together in ways that were spiritual and relational. However, as we ourselves evolved over time into a more multifaceted group, various forces and priorities pulled us apart. There have been times of significant misunderstanding, stress, and loss of unity. Resulting wounds have affected relationships, leadership, and the atmosphere of

the congregation. These are by no means fatal wounds, but as a congregation, we must learn how to better address and resolve the conflicts among us.

Hospitality to the Stranger – 2000 to Present

For several reasons, our membership took a steep dive during the first two decades of the 21st century. Much of the loss was due to the passing of the Issei and Nisei (first and second generation), and from the mobility of their children, the third and fourth generation of Sansei and Yonsei. They were not restricted by housing covenants as were their parents, and they settled in cities and towns to which they moved after college and marriage. Many also moved to other churches, relocated, or were not regularly involved in church life. Those who have joined other churches cited a variety of reasons – styles of worship and spirituality, differences in theology, stable pastoral leadership for youth and young families, and generational differences in leadership. The membership count in 2000 was 261. In 2010 it was 229, and in 2021 it is 122.

Around 2009 to 2020, during the Call of Rev. Mark Buchanan, we began a strong outreach to people near and among us or from afar. The purpose was not necessarily to attract them to join our church, but to reach out to those who might benefit from a helping hand. It was an outreach of hospitality and Christian nurture, remarkably similar to that which our own Issei immigrants received from the Federated Missions Board in the early 1900s. Examples of this hospitality are as follows:

- We began weekly basketball pickup games in our parking lot, with some devotional time, targeting youth in the neighborhood.
- A weekly after-school music program was established for children in the neighborhood and a near-by elementary school.
- A one-week summer Peace Camp for neighborhood and church children ran for three consecutive summers.
- We initiated and managed an annual community-wide basketball tournament as a scholarship fundraiser for high school graduates enrolled in college.
- We supported a ministry in Japan who helped Japanese women collect broken glass left from the wake of the 2011 devastating tsunami to begin a business of making jewelry for sale. We partnered with the missionary couple to display the jewelry locally, to help support the business. Our church continues to provide financial support to the missionaries each month.
- We partnered with an organization which offered university students from Japan an opportunity to learn business and leadership skills in an American cultural setting, and we hosted them for their various events and training for 3-4 years. The students engaged in our Bible study lessons and incorporated the Gospel teachings into their activities. And they joined us in Sunday worship.
- We began an extensive outreach to approximately 60 members and friends of the church who were once active, but were no longer because of different circumstances (illness, injury, no longer drives, age, grief, etc.). This was a conscious attempt to re-establish relationships with these individuals who had been away for so long that they were like strangers.

The examples above were programs designed to provide an outreach of support and service to those we did not know or know well, and in doing so, provide hospitality to strangers living in a complex and difficult world. We are growing in ways to spread the Good News and to seek and build relationships beyond our church walls. The COVID pandemic has impacted our ability to gather as a congregation and community. As many of our functions are related to food and social activities, we have not been able to continue many of our normal activities. However, we have continued to reach out to those in need and provide worship services via on-line and in person safely.

STRENGTHS / CHALLENGES / HOPES

This next section reflects the insights of church friends and members as compiled by the Mission Study Team via a survey (n = 51) and congregational meetings (n=38). As previously outlined, the survey (see Appendix 1) was sent on-line and via hard copy to approximately 120 people with a response rate of 42%. After review of the survey results, the Mission Study Team held congregational meetings (in-person and via Zoom) on October 31 and November 14, 2021, respectively, to gain additional insight from participants regarding survey results, as well as input as the Mission Study Team worked to establish the mission of FPCA moving forward.

FPCA Strengths

In a written survey to the congregation, the responders overwhelmingly stated that the greatest strength of this church are the people themselves.

Comments point to the close family atmosphere prevailing at the church as many families have worshipped here for 3-4 generations. We recognize the strengths and commitment of those who came before us which has been passed on to the next generations. Responders note the harmony, good will and camaraderie among people when they volunteer to work together on church projects and events. We have tremendous support from members and friends in their unselfish giving of time, talents, and offerings to fiscally support the church. While we are a close-knit family of believers, we also demonstrate our hospitality and welcome to anyone else who comes.

Our unity as a church family also reveals our strength as a body of Christ, a community of faith. We love God and look for new opportunities to learn more about the teachings of the scripture, and to enhance our own spiritual development through Bible study and prayer and worship. Being a close congregation, it is not difficult to fulfill Jesus' commandment "to love one another" and to "do unto others." We show our special love and care for our seniors and to those who are in vulnerable situations. We support outside ministries and community organizations and give generously where there is need. We believe that as Jesus showed his love for us through his death on the cross, we, the church, must also show and share our love for others.

Our worship service was shared as another important strength, led by effective and capable leadership in a particularly difficult pandemic environment. The sermons are understandable, practical, and appreciated. Our music is inspiring. The worship volunteers and paid staff work diligently to provide both in-person and on-line streaming services in a safe manner, learning the new technology necessary to deliver worship to the people. Other survey comments acknowledge strong leadership in other areas, such as with officers and chairs of church boards and committees. The leadership has been instrumental in keeping our church safe during the pandemic and church closure, while developing new and varied ways to keep the congregation together and with God.

Prior to the pandemic, the activities and events at FPCA were varied and abundant. We placed a high value on fellowship and building relations. The annual Fall Festival, a community event, is a time of carnival games, taiko drums, Hawaiian worship hula, and delicious ethnic dishes that feature the Japanese heritage. We love to gather around celebratory meals during the holidays and for potlucks and coffee hours after worship. The Presbyterian Women, Deacons and other church members are instrumental in providing support to the congregational life of the church. Our Caring Cooks team prepares and delivers a delicious Japanese cuisine to our friends who are homebound. Our Otomodachi (respected friend) Outreach has made connections with those who have become inactive in church life for a variety of personal reasons. We try to connect with each of them to bring them back to the church and to the company of their old friends to mitigate the effects of social isolation.

FPCA has also been active in outreach to our neighborhood youth. In years past, we provided basketball fun and fellowship with the teens in our area, as well as opportunities to take music classes, such as guitar and the recorder after school hours. Our current summer program is called Peace Camp and provides fun and activities for our congregation and neighboring youth. We annually award the Jeri Yuki Tanaka Scholarship to college-bound students who are active in the church. Other funds have been used to support a youth mission trip and other youth activities. All these outreach opportunities were made possible by our loyal and devoted members who truly reflect the teachings of Jesus Christ our Lord, sharing love and compassion for one another.

Our bond with the world, nation and community can be seen through our relationships and commitments. We participate in the Hunger Walk and give our support to missionaries abroad, special denominational offerings, Memorial Day gifts, and local ministries and service organizations in the area (such as Friends in Deed, Union Station, CARES, etc.) In past years, we have also given to Presbyterian Disaster Assistance. Likewise, we have been blessed by generous contributions from the congregation and community.

The information gathered by all survey participants showed a strong love and affinity for the church and its members.

Challenges Facing FPCA

FPCA has many strengths which will serve us well in the future. But, like all congregations, there are also areas that present a challenge. The most significant challenge is sustainability with a declining and aging membership. While declining membership is not unusual in this post-Christian era, it is nonetheless a challenge that will need to be addressed intentionally in the next five years, as long-time members become less active. We have not always been able to successfully recruit new members, nor retain visitors and participants in outreach programs to become active in the life of our congregation. Along with a declining and aging membership, the shrinking working pool of available volunteer leadership and development of future leaders were shared as concerns. It should be noted that the decline in membership also results in a decrease in the amount of church pledges and monetary giving. The corresponding area of challenge noted in the surveys was reaching out to new people, younger families, and youth. Capturing the younger generations' interest in social justice and hands-on ministries, including developing their faith, is a challenge for the church that should be elevated in priorities. We need to seriously look at what we have to offer the younger generations in our congregation.

Sense of Mission is a critical element for a healthy and growing congregation. Not knowing if a congregation has a sense of mission can keep a congregation from moving forward and

becoming adrift. When asked if respondents felt FPCA has a clear sense of identity and mission, a strong majority were unsure, with a few others disagreeing or strongly disagreeing. With our historical background of beginning as a Japanese American congregation, several respondents noted that they wanted to make sure that there remains an appreciation of our history. As FPCA addresses the issue of clarifying our mission, we will need to tackle this with honesty and intentionality to reverse this trend of declining membership. Helping the congregation to revitalize and move forward will take commitment, education, research, and transparent conversations and actions.

Further, there was a wide range of challenges cited by different individuals. Working through difficulties with honest and transparent discussion was one of the areas that most in the congregation felt “neutral” or “disagreed” to “strongly disagreed.” Through anecdotal conversations with members, the interim pastor noted that members have shared previous areas of conflict that have not been addressed and remain unresolved. For a church to move forward in the future, it will be important for the leadership to provide some opportunities for healing, as well as receive training to work through areas of disagreement in healthy ways.

Several cited the importance of growing spiritually by moving away from “programs” to a more relational ministry by having more people share their faith during worship and in small groups. Other areas identified were of ethnic sensitivity, rapidly changing demographics, rebounding from the COVID pandemic (which included not having our largest annual community event - Fall Festival) and maintaining the church facility.

Like all congregations who face challenges, there are no quick and easy “fixes.” Addressing a declining and aging membership, bringing more people into our “fold,” and finding the way into the future will take time, re-education of our leadership and congregation, as well as intentionality, courage, and persistence. It will also require us to tackle these challenges in a loving, caring, and supportive way with compassion, respect, and grace.

Challenges Identified by Respondents Under the Age of 44

While addressing the decline in membership, it seemed important to intentionally note the challenges listed by the younger members (under 44) and recognize their hopes for our future. While this younger group of members or friends expressed appreciation for the history, family warmth and community of FPCA, they also see several key areas that may hinder the church from growing. The need for open, transparent communication among leadership and working through difficult situations in a healthy way was cited by several in this age category. Another important area expressed by several persons, is the idea that it is difficult for the congregation to embrace change. Several of them marked “disagree” that their new ideas would be welcomed by the congregation and/or leadership. Some of this comes based on previous experience. Noted also was the decreased interest in religion from the younger generation which has been proven true with several recent research studies.

Several young respondents (as well as all age groups) indicated that they felt that the church had a strong sense of identity, but that it did not understand its mission. Related to this, they felt that finding ways to engage the congregation in more significant community events or programs in areas of social justice was important. Those who submitted surveys were most concerned about the church’s future and expressed their own lack of energy and commitment to it.

Those in this age category also had different ideas about what they hoped for in the future for the congregation (noted in the “Hopes” section). As we look to the future with new leadership, it

is important that we define these challenges and all the other areas of concern, as well as acknowledge other ways this group would like to change the church.

Hopes for the Future

The hopes for the future of a congregation lie in the passion and energy of the people. The survey identifies several areas that we hope can be undertaken for the congregation. Some of these hopes would mean a paradigm shift from current practices that would need to be thoroughly and realistically examined, while other hopes were measurable and were stated as practical steps that could be taken now. The three primary areas identified were growth in membership, spiritual growth and reaching out to serve the community. It will be up to the leadership of the church to clarify which of these hopes will fulfill the mission of FPCA as well as to outline some practical steps to begin the process of change.

Hoping that the congregation would grow by reaching out to younger generations was stated the most times by respondents. This includes children, youth, young adults and young families' ministry and outreach. Investing in this area is seen as providing renewal for FPCA. It would involve providing consistent programs (internal) for this demographic but also to reach out to younger adults and young families in the neighboring community (external). Some stated that they want to see FPCA continue to be a place for families to worship and participate in the life of the church. This would take intentional refocusing of resources including staffing, money, time, and energy that would bring revitalization to the congregation.

Included for some was the hope for the congregation to grow deeper spiritually and in faith. Learning what it means to be a congregation united in Christ were the hopes of a few. Included in this was equipping and providing spiritual nurture through Bible study and small groups. A few mentioned the importance of the pastor as a leader who could lead in this area.

Other hopes shared by many respondents was continuing to care for the senior members of the congregation. Suggestions ranged from honoring them with a legacy wall or garden, to making sure that their needs were served. A few focused on ensuring that the growth specifically targeted the Japanese American community or maintaining the Japanese American culture. The next area that received the most shared hopes was the importance of being in the community by serving the community. This included areas that the church has already served such as Friends in Deed and Union Station, but there were also some who wanted to see the congregation be stronger in addressing social justice issues in the community.

Several focused their hopes on wanting to make sure that the church will survive, to be thoughtful in having a strategic plan for the next five years and making sure that the church would be financially sustainable. Seeking other outside resources to help support our church, such as the San Gabriel Presbytery, grants and partnerships should be incorporated into our strategic plan.

Given the current size of the congregation, leadership, with the input of the Congregation, will need to determine key areas that should be addressed.

POTENTIAL MISSION STATEMENTS

God's people serving the world with love and faith in action.

We are the Light on the Hill, Serving with Gospel Love.

A multicultural church seeking to be God's people by putting our faith into action.

Seeking to be Christ's Light, Serving with Gospel Love.

WHO WE WANT TO LEAD

FPCA remains steadfast in our desire to be a community of God's people. Showing faith through actions, we stand ready to step into our future, while remembering our 108-year history. The goals seem much the same then as now, we want to grow in numbers and grow spiritually in faith. We want to spread the word of Christ to all people of all cultures while still retaining our Asian identity.

We seek an approachable pastor and leader who can walk with us on this journey with compassion and cultural sensitivity. Providing strong mature leadership with rapport, able to communicate well, has patience and is open-minded were some of the top characteristics that were shared in our survey. Understanding church development and being skilled in leading groups were other important skills that the congregation desired.

We seek someone with a strong Christian faith who will preach the Good News and help us be the Good News as we develop spiritually, reminding us always of the love God holds for us. Preaching sermons that are biblically faithful, but also with messages relevant to daily lives is important to us. We look for a person who can be a pastor to all regardless of where they are on their spiritual journey.

This pandemic has challenged the traditional ways of doing ministries. While we have adapted in certain ways - like meeting by Zoom, etc. - we are looking for a leader who can respect our current traditions, yet challenge us to find new and different ways to change and deepen our ministries, especially in the area of reaching younger generations.

We pray the mission study has fulfilled its purpose, to reveal our hearts here at FPCA, and show that we know ourselves well, and are ready and eager to find a new pastor who will lead us with wisdom, to fulfill God's plan for us.

Appendix 1: Mission Study Survey Sent to FPCA Members and Friends

Mission Study Survey - Please return by **August 1**

First Presbyterian Church, Altadena

Thanks for taking the time to provide insights that will be invaluable as we discern where God is leading the First Presbyterian Church of Altadena (FPCA). In preparation to call our next pastor, it is important to know who we are as a community of faith, to reaffirm our vision for the future, and to identify the gifts we think should be embodied in our next pastor. The Mission Study Task Force has created this congregational survey and asks for your prayerful consideration of your vision of God's will for FPCA.

Individual responses to this survey will be kept confidential. Please complete one survey per person. If you need more room to complete your narrative responses, please use an additional page for this and attach it to the survey. Please send an e-mail to fpcamissionstudy@gmail.com or contact a mission study committee member if you have any questions re: the survey.

1. Please check the appropriate age range for your age below:

- | | | |
|-----------------------------------|--------------------------------|--------------------------------------|
| <input type="checkbox"/> Under 18 | <input type="checkbox"/> 35-44 | <input type="checkbox"/> 65-74 |
| <input type="checkbox"/> 18 - 24 | <input type="checkbox"/> 45-54 | <input type="checkbox"/> 75-84 |
| <input type="checkbox"/> 25-34 | <input type="checkbox"/> 55-64 | <input type="checkbox"/> 85-94 |
| | | <input type="checkbox"/> 95 and over |

2. What is your ethnic background?

- | | |
|---|--|
| <input type="checkbox"/> White | <input type="checkbox"/> Japanese |
| <input type="checkbox"/> African American | <input type="checkbox"/> Asian (non-Japanese) |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> 2 or more races (please list below) |
| | <input type="checkbox"/> Other: _____ |

3. Please describe your connection with FPCA?

- | | |
|---------------------------------|--|
| <input type="checkbox"/> Member | <input type="checkbox"/> Associate of Family Member/Friend |
| <input type="checkbox"/> Friend | <input type="checkbox"/> Other: _____ |

4. Approximately how long have you attended FPCA?

- | | |
|------------------------------------|---|
| <input type="checkbox"/> 50+ years | <input type="checkbox"/> 20+ years |
| <input type="checkbox"/> 40+ years | <input type="checkbox"/> 10+ years |
| <input type="checkbox"/> 30+ years | <input type="checkbox"/> Less than 10 years |

5. Approximately how many miles do you live from FPCA?

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> 0-5 miles | <input type="checkbox"/> 11-15 miles |
| <input type="checkbox"/> 6-10 miles | <input type="checkbox"/> More than 15 miles |

6. On average, about how many times have you attended church worship during the past year (pre-COVID)?

- | | |
|---|---|
| <input type="checkbox"/> Almost every week | <input type="checkbox"/> 3-4 times a year |
| <input type="checkbox"/> About 2 or 3 times a month | <input type="checkbox"/> Holidays or special events |
| <input type="checkbox"/> About once a month | |

7. What event, activity, or outreach program have you participated in at FPCA? Please check all that apply.

	Have Participated in	Would like to participate in
Bible Study	<input type="checkbox"/>	<input type="checkbox"/>
Caring Cooks	<input type="checkbox"/>	<input type="checkbox"/>
Choir or Music Team	<input type="checkbox"/>	<input type="checkbox"/>
Christmas events	<input type="checkbox"/>	<input type="checkbox"/>
Church Beach or Park Day	<input type="checkbox"/>	<input type="checkbox"/>
Church Hike	<input type="checkbox"/>	<input type="checkbox"/>
Coffee Hour	<input type="checkbox"/>	<input type="checkbox"/>
Craft Group	<input type="checkbox"/>	<input type="checkbox"/>
CROP Hunger Walk	<input type="checkbox"/>	<input type="checkbox"/>
Easter events	<input type="checkbox"/>	<input type="checkbox"/>
Fall Festival	<input type="checkbox"/>	<input type="checkbox"/>
Flu Shot Clinic	<input type="checkbox"/>	<input type="checkbox"/>
Friendship Taco Sunday	<input type="checkbox"/>	<input type="checkbox"/>
Memorial Day Candlelighting Service	<input type="checkbox"/>	<input type="checkbox"/>
National Day of Prayer	<input type="checkbox"/>	<input type="checkbox"/>
Neighborhood Outreach events	<input type="checkbox"/>	<input type="checkbox"/>
Otomodachi Outreach or Senior Programs	<input type="checkbox"/>	<input type="checkbox"/>
Peace Camp	<input type="checkbox"/>	<input type="checkbox"/>
Potlucks	<input type="checkbox"/>	<input type="checkbox"/>
Prayer Group	<input type="checkbox"/>	<input type="checkbox"/>
Rummage Sale	<input type="checkbox"/>	<input type="checkbox"/>
Sunday School / Godly Play	<input type="checkbox"/>	<input type="checkbox"/>
Thanksgiving events	<input type="checkbox"/>	<input type="checkbox"/>
Union Station Homeless Dinner	<input type="checkbox"/>	<input type="checkbox"/>
Work Days	<input type="checkbox"/>	<input type="checkbox"/>
Worship Service	<input type="checkbox"/>	<input type="checkbox"/>

Other: _____

8. From the list above, list the 3-5 most important activities/events/outreach programs to you:

9. What first brought you to FPCA?

10. What makes you remain at FPCA?

11. What do you like best about FPCA?

12. Please share an experience at FPCA that brought you joy or satisfaction.

13. Over the past couple years (pre-COVID), has your participation at FPCA (mark one):

- ☐ Increased
- ☐ Decreased
- ☐ Stayed the Same

14. If your participation has INCREASED or DECREASED, please check all reasons that apply:

- ☐ Time available
- ☐ Because of children
- ☐ Because of work responsibilities
- ☐ New location / moved
- ☐ Church office or responsibilities
- ☐ Health issues or concerns
- ☐ Faith journey
- ☐ Attitude toward FPCA
- ☐ Other: _____

15. In your view, what are the 3 most significant strengths of FPCA?

16. In your view, what are the 3 most significant challenges for FPCA?

17. Would you recommend FPCA to others? Why or why not?

18. What community or new-member outreach, if any, would you like to see FPCA undertake?

19. If you could change one thing at FPCA, what would that be?

20. If the budget were balanced and there was an excess of funds realized to designate to another purpose or cause, where would you like these monies to be allocated?

21. What do you think God is calling FPCA to do and to be?

22. How can the church help you on your faith journey (check all that apply)?

- | | |
|---|---|
| <input type="checkbox"/> Worship Services | <input type="checkbox"/> Pastoral care |
| <input type="checkbox"/> Bible Study groups | <input type="checkbox"/> Outreach Service / Community Service |
| <input type="checkbox"/> Prayer groups | <input type="checkbox"/> Fellowship |
| <input type="checkbox"/> Small groups | <input type="checkbox"/> Other: _____ |

23. With the recent church closure for 15 months due to the pandemic, how did this closure impact your spiritual life? Please explain. Also, what actions did the church take during this time that were most helpful to you?

24. Check the top **three** skills that you believe are most important in pastoral leadership.

- | | |
|---|--|
| <input type="checkbox"/> Preaching | <input type="checkbox"/> Theological Knowledge |
| <input type="checkbox"/> Teaching | <input type="checkbox"/> Group Leadership |
| <input type="checkbox"/> Worship Leadership | <input type="checkbox"/> Bridge Building |
| <input type="checkbox"/> Pastoral Care | <input type="checkbox"/> Cultural Sensitivity |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Spiritual Development |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Church |
| <input type="checkbox"/> Administration and Finance | <input type="checkbox"/> Collaborator Risk-Taker |
| | <input type="checkbox"/> Other: _____ |

25. Check the top **three** personality or character traits that you believe are most important in pastoral leadership.

- ☐ Good Listener
- ☐ Open Minded
- ☐ Spiritually Mature
- ☐ Approachable
- ☐ Sense of Humor
- ☐ Honesty
- ☐ Wisdom
- ☐ Insight
- ☐ Good Perspective
- ☐ Compassionate
- ☐ Other: _____

26. FPCA has a clear sense of its identity and mission. To what extent do you agree or disagree with this statement?

	1	2	3	4	5	
Strongly Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagree

Please tell us more about your above opinion.

27. Please indicate to what extent you agree or disagree with each statement. A “don’t know” response is provided, but please use it only when absolutely necessary.

	Strongly Agree	Agree	Neither Agree, nor Disagree	Disagree	Strongly Disagree	Don't Know
a. I receive regular information regarding activities of the church to keep me well informed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The activities taking place in the church are inviting and welcoming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel I would receive support and encouragement if I try something new in the Church.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am encouraged to discover my particular gifts for ministry and service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The church is helping me to grow spiritually.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Hospitality and welcome are noteworthy important qualities of FPCA.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The church makes me aware of concerns in the nation and world from a Gospel perspective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Important decisions about the life of the church involve open discussions with church leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Disagreements and conflicts are not avoided, but dealt with in a timely, sensitive and healthy manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. It is easy to summarize for visitors and non-members why FPCA is a good church to attend.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. When I need support and encouragement, I can rely upon church leadership, members and friends to assist when asked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Cooperative programs with churches of other denominations are highly valued in our church.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. I feel a sense of excitement and commitment among members about shaping our church's future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. FPCA is a neighborhood church that serves its local Pasadena/Altadena community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. FPCA is rooted in its Japanese American heritage and continues the legacy of Japanese and Asian American worship in Pasadena/Altadena.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide additional comments re: any of the statements from question 27.

28. In your judgment, how high or low a priority would you like each of the following to be for the way the congregation could become involved with community and social issues?

	High Priority	Moderate Priority	Low Priority	No Priority
Providing or supporting social services for persons in need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraging the pastor to use a portion of his/her time working with community and social action groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Calling attention to social, community, and world issues from the pulpit and in study groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Linking interested lay members to denominational, ecumenical, or non-church social service or advocacy programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving money to denominational programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serving our local Pasadena/Altadena community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support the Japanese American community and related cultural events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serve senior members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Please take a few minutes to share your hopes for the church's future over the next five years.

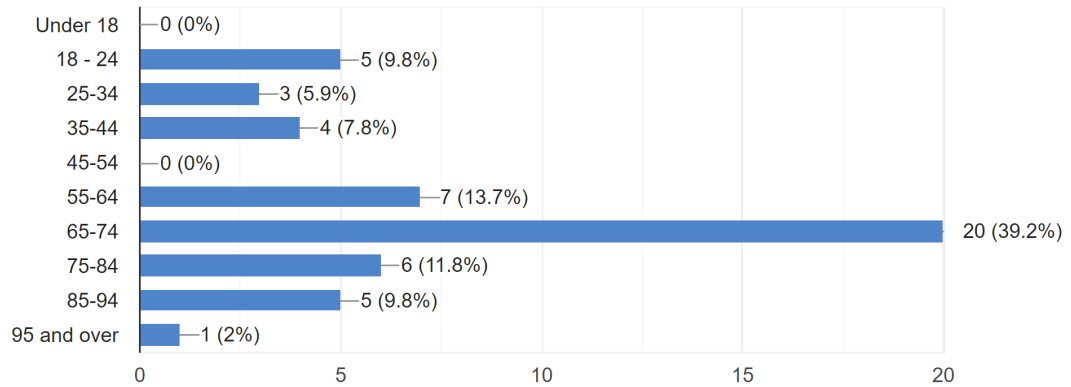
Name: _____

Please return by Sunday, August 1 to Mission Study Team, FPCA, 2775 Lincoln Ave., Altadena, CA 91001, ATTN: Survey

Appendix 2: Mission Study Survey Results

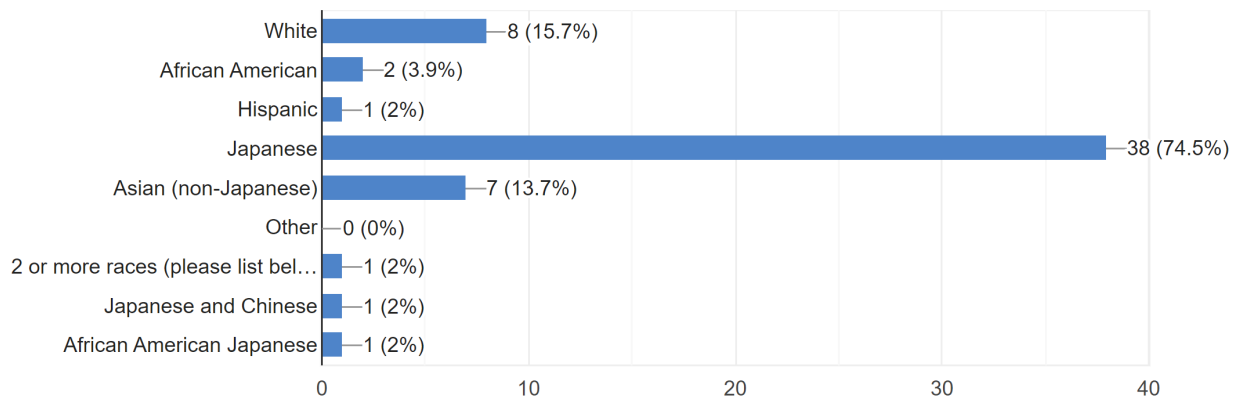
1. Please check the appropriate age range for your age below:

51 responses



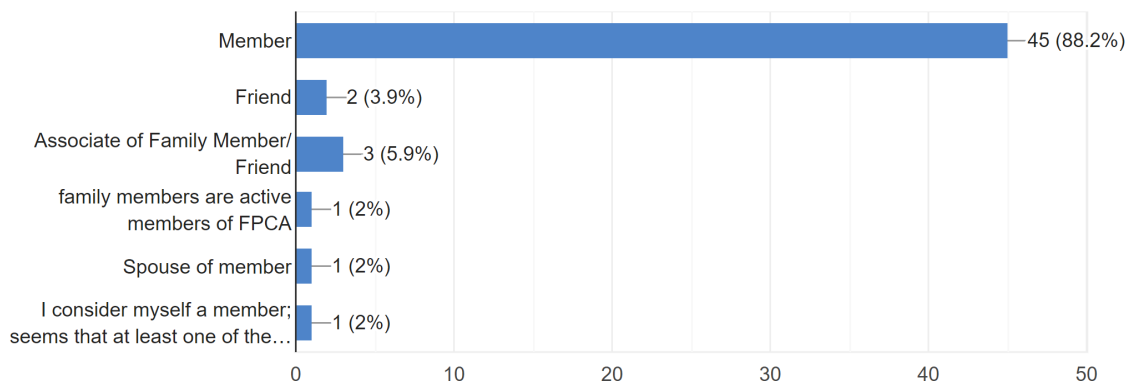
2. What is your ethnic background?

51 responses



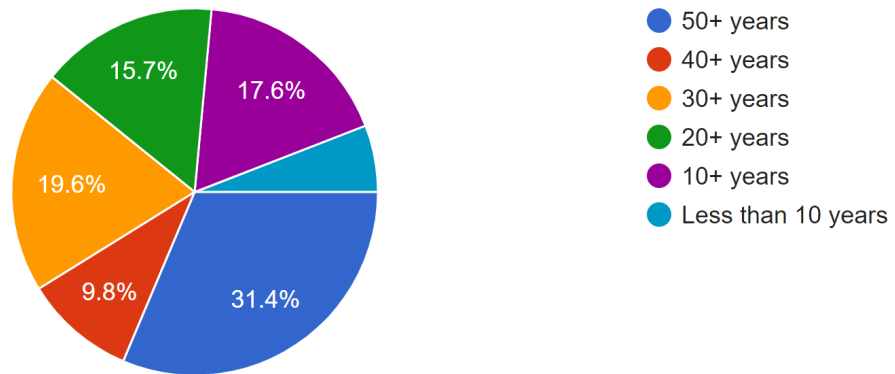
3. Regarding your connection with FPCA, are you a member, a friend, or do you relate with this church because you have a family member or friend who attends FPCA?

51 responses



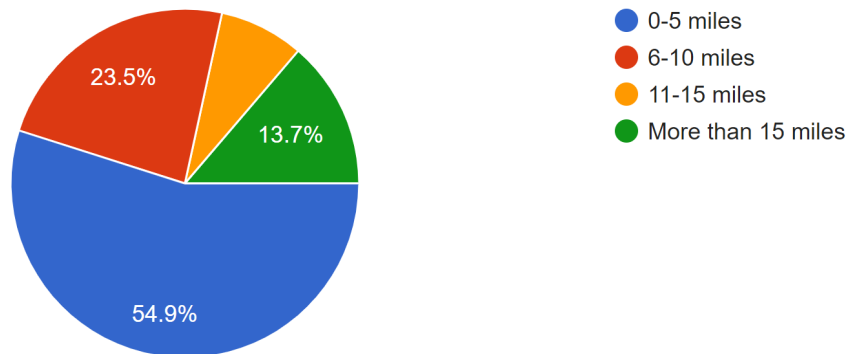
4. Approximately how long have you attended FPCA?

51 responses



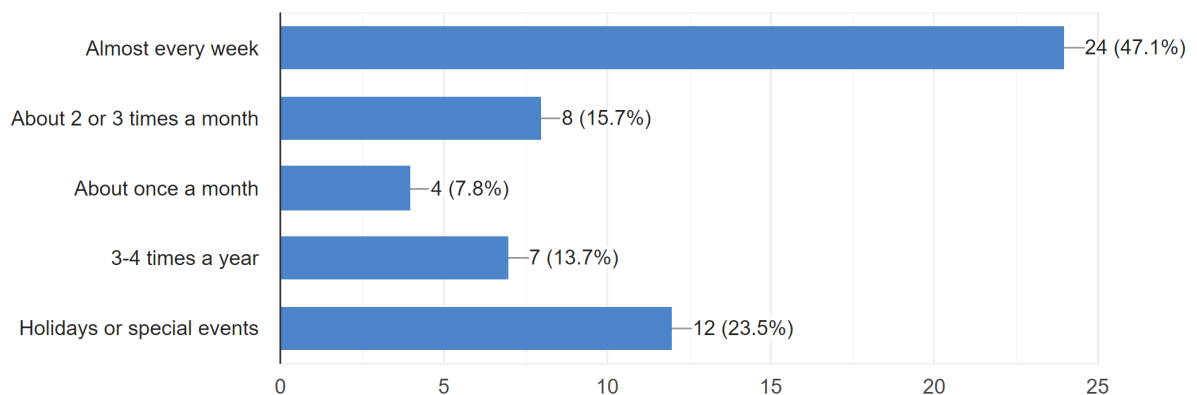
5. Approximately how many miles do you live from FPCA?

51 responses



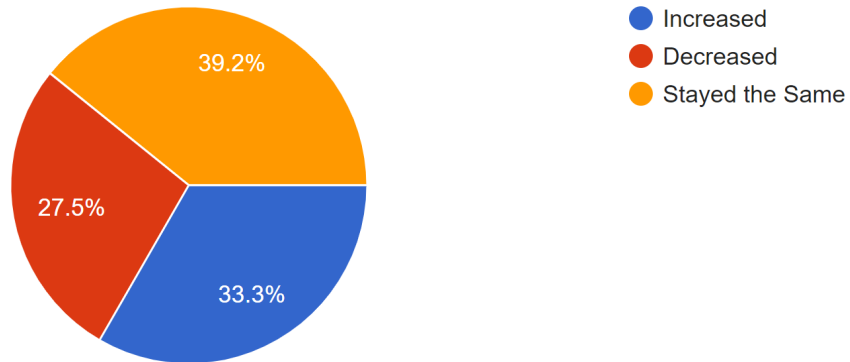
6. On average, about how many times have you attended church worship during the past year (pre-COVID)?

51 responses



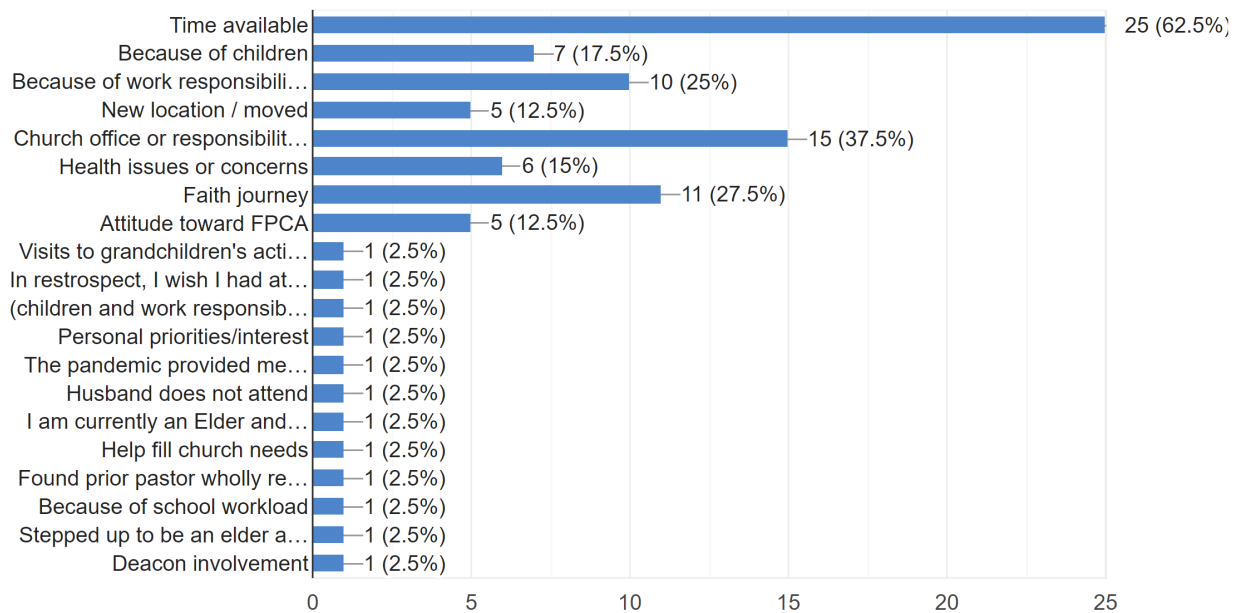
13. Over the past couple years (pre-COVID), has your participation at FPCA:

51 responses



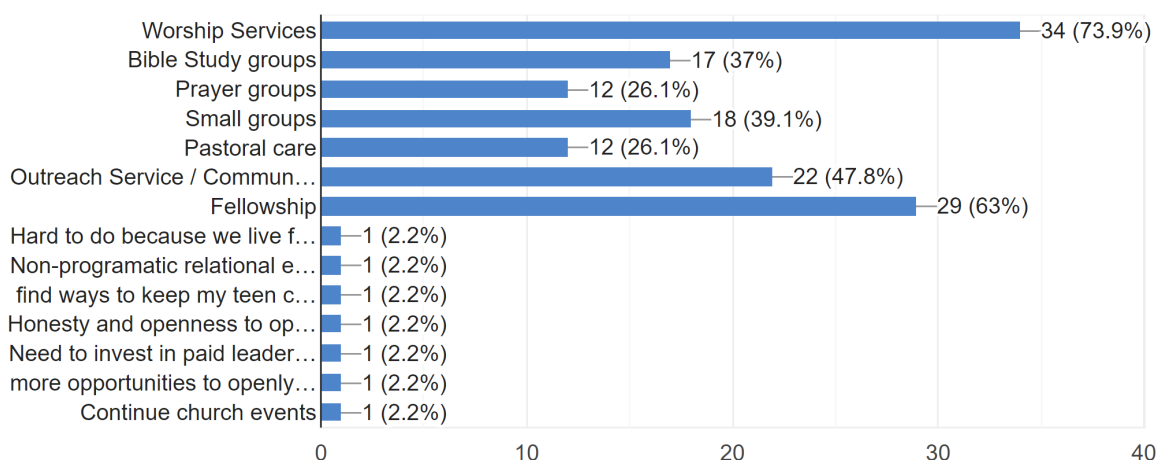
14. If your participation has INCREASED or DECREASED please check all reasons that apply:

40 responses



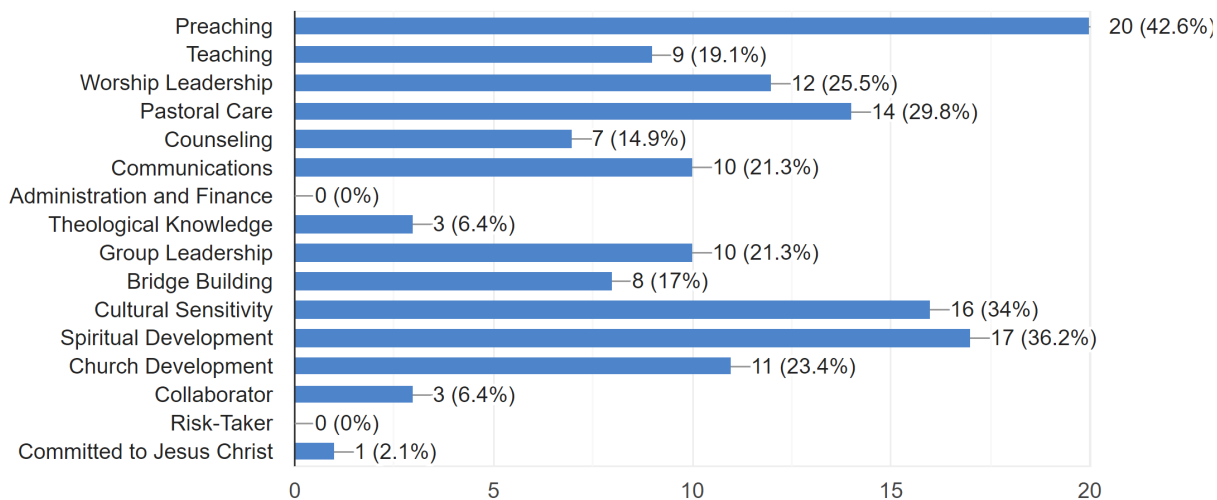
22. How can the church help you on your faith journey?

46 responses



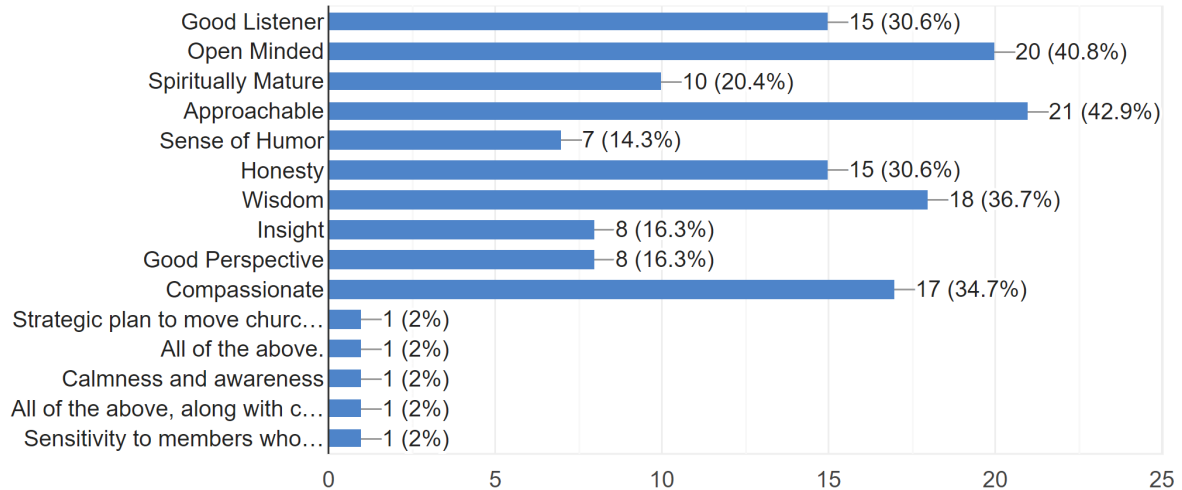
24. Check the top three skills that you believe are most important in pastoral leadership.

47 responses



25. Check the top three personality or character traits that you believe are most important in pastoral leadership.

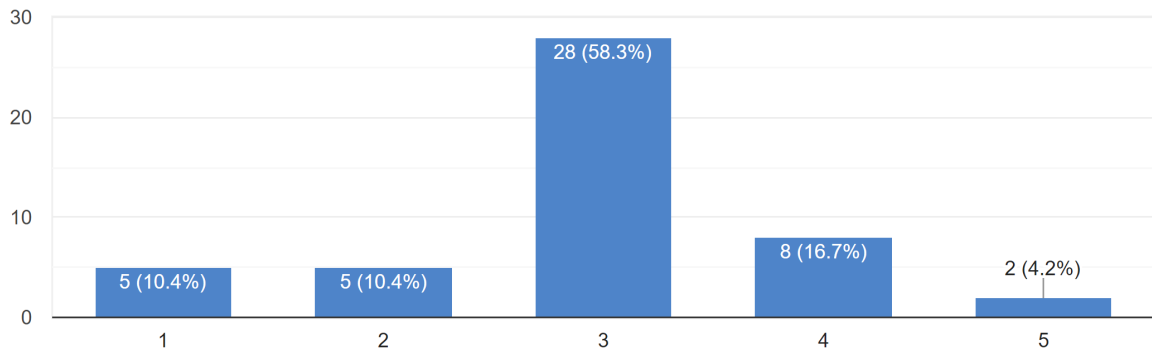
49 responses



26. FPCA has a clear sense of its identity and mission. To what extent do you agree or disagree with this statement?



48 responses



Responses to open-ended questions are available in the attached document.



MS Study Survey
Final Responses (no n