

# **COMMUNITY PRESBYTERIAN CHURCH**

## **Mission Study**



**February 18, 2025**

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## *MISSION STUDY COMMITTEE*

*Rev. Dr. Kevin Buchanan  
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# CHURCH HISTORY

Community Presbyterian Church has an interesting history that has intertwined with the Congregational Church and goes back to December 17, 1882. That is when a Congregational Church was founded in Nortonville, one of several small mining towns that sprang up around the region's coal mines a little south of present day Pittsburg. Over the years the church underwent numerous name changes and was moved, building and all, to several different locations as the mines closed and the town, called New York Landing, was developing north toward the river. In 1959 the church officially changed its name to Pittsburg Congregational Community Church. At that time the congregation desired to move the church toward the south of town, which was seeing rapid development. That area had formerly been the Army's Camp Stoneman, a processing and debarkation point for thousands of soldiers going into action during World War II and the Korean War. The army had closed the camp in 1954 and was selling the land and buildings. In 1962 Pittsburg Congregational Community Church purchased the Camp Stoneman Garrison Chapel with its classroom wing and surrounding acreage and in 1963 moved for the last time.

Meanwhile, in 1952 the Presbyterians in Pittsburg, encouraged by a chaplain (a Presbyterian minister) stationed at Camp Stoneman began organizing a church. A group attended a Presbytery meeting. Their request to form a new church was granted and on Easter Sunday 1953 the first service was held with about 100 in attendance. The First Presbyterian Church of Pittsburg grew in strength and size, and moved from location to location in town.

On August 16, 1971 the Pittsburg Congregational Community Church and the First Presbyterian Church of Pittsburg merged. The purpose was to unite two congregations with similar doctrine into one larger, stronger and more viable church. The Presbyterians moved into the Congregational church building, the new congregation became Community United Presbyterian Church, adopted Presbyterian polity and many Congregationalists became Presbyterians. Since that time we have had a covenant agreement with the United Church of Christ that includes mission giving, signage and property. The name was changed once again in 1983 when the denominations called the United Presbyterian Church in the USA and the Presbyterian Church in the US merged after their historic split in 1861. "United" was dropped from our name and we are now Community Presbyterian Church (CPC). We continue to honor the long history of both parent churches.

In March 1984 a husband-wife co-pastor team was called and thus began what some still refer to as our “glory days”. Under their dynamic leadership the church grew, many new families joined, children’s programs thrived, outreach to the community increased, fellowship groups and sports teams emerged. With this spurt of new life and energy we were quickly outgrowing our facilities, and the bold step was taken to build a new social hall. The building was completed in 1987 and was paid off in 2000. Through the years the social hall has provided space for us to gather, host community events, host the Winter Nights program (a rotating winter shelter for unhoused families in Contra Costa County) as well as a parking lot program to provide a safe place for those living in their cars. It also became a significant source of revenue as it was rented out for various social functions and space has been leased for other worshipping communities. The downside was increased wear and tear on the building, damage, maintenance headaches, and neighbors unhappy with the additional noise, traffic and litter.

The co-pastors divorced in 1989 which caused considerable turmoil in the congregation. The husband resigned and left the area, the wife continued as co-pastor with Rev. Tom Umholtz as interim co-pastor until February 1991 when she resigned her position. There was a gradual decline in growth, attendance and programs which was attributed to disillusionment and uncertainty of the congregation about the future of pastoral leadership and the direction of the church.

Rev. Umholtz continued as our interim pastor, the congregation began to renew itself, a mission study was completed and a pastor nominating committee was formed. A new solo pastor, Rev. Kevin Buchanan, was called in May 1993. Programs began to stabilize, but we still felt the loss from the past three years. There were committees functioning, sports teams and the youth group was active and strong. There were fun fellowship events and engaging fundraising for outreach projects. We began the 2 Cents a Meal offering which continues to this day, we were providing a monthly meal for the Concord homeless shelter, regular work crews and lunches for Habitat for Humanity projects, as well as a team serving at Loaves and Fishes Dining Room. Although the operating budget bank balance at times was alarmingly low the congregation responded generously to special offerings and fundraising for outreach projects. These programs continued through the decade but as we entered the new millennium energy was lagging and there was concern that we were not attracting new, young families. By the end of 2002 we were no longer able to provide the necessary volunteers and ended our nearly 20-year involvement with Loaves and Fishes Dining Room. Our active participation in the other local outreach projects was also on the decline. In May 2002 Rev. Buchanan resigned to get married and moved out of the area. The church employed Rev. Umholtz, who had served in the same role ten years earlier, as the interim pastor and the search began to find new pastoral leadership.

A Pastor Nominating Committee began the search, and a high priority was to hire someone with a young family who would “grow the church”. A call was extended to Will McGarvey, a recent San Francisco Theological Seminary graduate who did have two young children. He was installed in July 2004 as a full-time solo pastor and served until January 2024. Because of his wife’s employment the family lived in Benicia during his pastorate. Rev. McGarvey had a strong interest in social justice issues and began bringing this new focus and emphasis to the church. By around 2007 it was apparent that this energized some in the congregation but turned others away. We lost long-time members and worship attendance steadily declined but we also gained people who were attracted by this new direction. In 2007 we were fortunate to have Karen Hastings-Flegel, a pastoral intern with strong musical talents. She became ordained and served at other churches but was always part of our music program. Rev. Dr. Karen has returned to us and often provides instrumental music and directs the seasonal hand bell choir. In 2009 we hired Michael Miller as a part-time music director to form an alternative New Way music program and although New Way didn’t continue, he is still with us and directs the music program.

In 2009 we began a conversation with First Congregational Church Antioch (FCCA), a long established UCC congregation with dwindling membership and the need to sell their church campus. In 2010 we had alternate monthly worship services with FCCA. In December 2010 FCCA sold their church and they moved in with us and we began a shared ministry which is unofficially known as East County Shared Ministry. As expected, we all needed to adjust to this new situation. Some of the FCCA contingent grieved the loss of their church home, CPC folks had to give up ownership of the way things would be done. Soon we all realized this coming together was a blessing to all of us. FCCA was able to extend the life of their congregation for another eleven years, and they brought new people and energy to CPC. CPC and FCCA each paid for their own pastor, and FCCA shared the expense of the music and office staff, committee and other expenses and also contributed a monthly amount. The financial support was invaluable, and the gifted musicians greatly enhanced our music program. Their pastor, Rev. Christy Parks-Ramage, and Rev. McGarvey shared in leading worship services and alternated preaching duties. In September 2011 session affirmed our commitment to being an open, welcoming, affirming and inclusive congregation by affiliating with More Light Presbyterians, Covenant Network, and That All May Freely Serve. Rev. McGarvey’s Terms of Call was changed to 7/8 time in 2011. (In 2013 his employment was changed to 3/4 time, and to 1/2 time in 2014). This shared ministry continued until FCCA had expended its financial resources and dissolved December 31, 2021. Some of the FCCA members did not continue with us, one became a member of CPC and there are currently four remaining very active and connected folks from FCCA in our congregation. Rev. Christy received a new call and left us in July 2021. As Rev. Will was our half-time pastor; he recruited a wide range of very interesting people and we began having guests fill the pulpit on alternate Sundays.

Our world changed in March 2020. A new virus, known as Covid-19, arrived on the scene. It was so sudden and none of us could know how it would change our lives in such a short time. We had our last in person worship service March 8 before the lockdown was announced, the following Sunday Rev. Will and the worship team streamed the service on You Tube, and the Sunday after that he had us up and running on Zoom. We weren't able to gather but we were connected and continued with Sunday services on our computers, laptops and phones. Some people weren't comfortable with this new technology, but others who were homebound or lived out of the area were able to join in. Zoom has become a part of our lives, and we still use it to transmit Sunday services as well as for Session, Care Team and many committee meetings. During the lockdown our facilities suffered major damage. The social hall was frequently broken into, at one point, for 14 days in a row. Windows were broken, signs vandalized, tool shed broken into and everything taken, a fire under the handicap ramp was so destructive it had to be torn down. Our buildings still have not recovered from all the damage. We also lost rental and lease income, including from the Hispanic congregation who had been leasing space for their Sunday afternoon service for twenty years. We currently have a Filipino congregation that began leasing the social hall for their Sunday afternoon service in July 2021. We committed to becoming a Matthew 25 congregation in May 2021.

In December 2023 Rev. McGarvey announced he would be resigning January 15, 2024, to accept a new position. He had served as our pastor for 19 ½ years through changing and challenging times. Session appointed a group of four to search for an interim pastor and we soon learned that Rev. Dr. Kevin Buchanan, who had served as pastor in this church from 1993-2002 and who had since gained extensive interim pastor experience serving other PC(USA) churches was available. After interviewing another candidate and Rev. Buchanan for the position the group recommended to session that he be hired to serve as our Interim Pastor. Session concurred and Rev. Kevin began on a half-time basis in April 2024. In July 2024 Session appointed a five member Mission Study Team tasked with gathering information about where Community Presbyterian Church has been, where we are now, and recommending the direction for the future of the congregation



# CHURCH MEMBERSHIP, ATTENDANCE AND AGE

Looking back over the past 20 years, the following data confirms something we already know, which is that our membership and attendance have steadily declined. There are many reasons for that decline, some specific to CPC/ECSM and some that are nationwide trends.

## MEMBERSHIP

- ~ 2004 ended with 170 members, 2014 with 63 members, and 2024 with 52 members.
- ~ Between 2004 and 2024, 63 individuals joined CPC, however, the losses over the years were greater than the gains.
- ~ Of our current 52 members, 30 joined prior to 2004 and have held multiple leadership positions over the years.

## ATTENDANCE

Attendance records were available beginning in 2011 with an average of 70 attendees (82% of membership). Although the number of members and attendance has declined over the years it is notable that attendance increased from 32 to 40 in 2020 during the COVID shutdown. This was largely due to our access to Zoom during that time making it possible for homebound individuals and out-of-state friends and members to join in the worship services. Since 2020, our average attendance has held steady at 32 (approximately 60% of membership).

## WHY THE DECLINE

- The large 2006 membership drop was due primarily to “Session Action” meaning that inactive members were removed from the membership list. Why those members became inactive is not known. Most recently “Session Action” was taken at the end of 2024 when two names were removed. Approximately half of our 52 listed members attend regularly and are actively involved, some are connected but do not attend worship services, and a few do not appear to be connected at all yet choose to remain on the membership list..
- Reasons for declining CPC/ECSM membership and the small number of new members that were noted in various annual reports are:
  - Poor visibility of the buildings
  - Pastoral change
  - Members moving out of the area
  - Youth going away to college
  - Death of members / illness / moving to care facilities

- National trends:
  - It is not uncommon for even long-time members to leave a church when a new pastor arrives. We become accustomed to “the way it was” and may not feel like the new pastor is a good fit.
  - According to the Pew Research Center, common reasons for leaving or not joining a church include:
    - They practice their faith in other ways (spiritual but not religious).
    - Too busy or simply disinterested.
    - Being in poor health.
    - Lack of belief (secularization of America).
    - The church is too judgmental – lack of acceptance.
    - Age: Seven-in-ten non-attenders are below the age of 30.
- Marketing activities during the past 20 years:
  - Letters and postcards to welcome new area homeowners with invitation to participate in worship and activities / first visit = post card, second visit = letter from the pastor / third visit = fresh loaf of bread / banners posted on Leland / participation with banners in local parades / CPC brochures at health fairs and in rummage sale bags / information table at Rainbow Community Pride / press releases / tee shirts / eblasts / posts to online media / welcome packets for visitors.
  - Erection of Ruth Custer Memorial Cross to enhance visibility.
  - Erection of the FCCA three crosses to enhance visibility.

## **AGE OF MEMBERS**

**In 2004 there were 170 members.** The age breakdown is not available.

**In 2010 there were 95 members.**

Age 55 and younger: 52 members

Age 56 and older: 43 members (23 of those members were 65 and older)

**In 2014 there were 63 members.**

Age 55 and younger: 19 members

Age 56 and older: 44 members (34 of those members were 65 and older)

**In 2024 there were 52 members.**

Age 55 and younger: 7 members (5 are inactive adult children of members)

Age 56 and older: 45 members (28 of those members are 71 and older) **\*Note change in**

**recording from the age of 65+ to 71+.** Several of our members will soon be in the 71+ category.

Of our 32 regular attendees/active participants, 21 are 71 or older; 5 are between 56 and 70; one is between 41 and 55, and one is 40. In addition to these ECSM-CPC members, there are 4 very active and involved FCCA (Legacy) members who are an essential part of our life together.



# PROGRAMS AND ACTIVITIES OVER THE YEARS

| Program                       | 2004/2005                                                                                                                                                                         | 2009/2010                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Christian Ed</b>           | Adult and youth Sunday school steadily growing.<br>Active program for middle and high school youth.                                                                               | SS continues most Sundays.<br>Youth group met once/month and hosted a 30-hour fast which had Muslim and Methodist visitors fasting to battle global hunger.<br>Six-week adult ed class covering racism, abortion, gay marriage, and ordination of LGBT individuals. Church and Society LGBTQ film series / Interfaith Thanksgiving dinner     |
| <b>Music/Worship</b>          | Active chancel choir – 40 Sundays                                                                                                                                                 | Fourth Sunday alternative worship began with Michael Miller's leadership. Chancel choir singing fewer Sundays. Elaine Palmer was welcomed to the piano. Conversations with FCCA regarding shared ministry began in 2010. 9/27/11 Session approved affiliating with Covenant Network, That All May Freely Serve, and More Light Presbyterians. |
| <b>Fellowship</b>             | 91 attended dinner/talent show with Mecca food / 95 attended 57 <sup>th</sup> Advent Dinner / 30 different families hosted weekly Coffee Hour / celebrated Pastor Will's arrival. | No report during 2009/2010.                                                                                                                                                                                                                                                                                                                   |
| <b>Outreach</b>               | Fund raisers and lunches for Habitat and Humanity workers, Hunger Walk, assisted other churches with Winter Nights, assembled health kits for CWS, Souper Bowl Sunday for PICES.  | Donations to PICES, Heifer International, Church World Service, Meals on Wheels, Bay Area Crisis Nursery, Habitat for Humanity, etc. / Session approved creation of "Safe Place Queer Youth Group"                                                                                                                                            |
| <b>Building &amp; Grounds</b> | 2005 Annual Report: <i>The building is old, and the grounds are worn out. Not a whole lot more to say.</i>                                                                        | Lots of repairs and updates / volunteers painting, cleaning, and doing yard work.                                                                                                                                                                                                                                                             |

# PROGRAMS AND ACTIVITIES OVER THE YEARS

| Program                       | 2015/2016                                                                                                                                                                                                                                                                      |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Christian Ed</b>           | Inconsistent SS attendance and challenges finding leadership put a halt to the program toward the end of 2015, restarted in 2016 with 5 regular attendees / Youth group smaller as youth graduated.                                                                            |
| <b>Music/Worship</b>          | The Chancel choir discontinued in 2016 / New Way, ensembles, and seasonal choirs blessed the congregation with their music. Sixth year of sharing ministry with FCCA.<br><br>Pastor Christy and Pastor Will alternate preaching Sundays.                                       |
| <b>Fellowship</b>             | Weekly coffee hour / monthly themed coffee hour and potlucks / Meals with Friends / wine tasting outings / Captain Morgan Delta Cruise / Stone Soup using turkey carcasses / Advent Party / cookie exchange / Deacon's barbeque / Mother's Day potluck / Father's Day hotdogs. |
| <b>Outreach</b>               | Three new ministries: Winter Nights/Oasis Laundry, Pittsburg Family Market "Feed the Kids", Bountiful Table, Winter Nights housed in the Social Hall.                                                                                                                          |
| <b>Building &amp; Grounds</b> | 2016 Annual Report: <i>Not a great year for B&amp;G</i> - many repairs needed.                                                                                                                                                                                                 |

# PROGRAMS AND ACTIVITIES OVER THE YEARS

| Program                       | 2019                                                                                                                                                                                                                                                                                                             | 2020 – Covid shutdown                                                                                                                                                                              |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Christian Ed</b>           | Weekly Sacred Conversations focusing on theology and world affairs.                                                                                                                                                                                                                                              | Sacred Conversations continue via Zoom.                                                                                                                                                            |
| <b>Music/Worship</b>          | Michael continues to lead seasonal choir and directs the New Way Team. Impromptu ensemble each Sunday. Continued shared ministry with FCCA. Pastor Christy and Pastor Will continue preaching alternate Sundays.                                                                                                 | Zoom worship / virtual choir / 10 <sup>th</sup> anniversary of ECSM                                                                                                                                |
| <b>Fellowship</b>             | Sunday coffee hour, potlucks, and monthly fellowship luncheons at various restaurants.                                                                                                                                                                                                                           | Began weekly Social Hour via Zoom.                                                                                                                                                                 |
| <b>Outreach</b>               | Bountiful Table, Winter Nights, Oasis Laundry Program, Parking Lot Program, food donations to LMC food program, Interfaith Thanksgiving Dinner. Continued financial donations.                                                                                                                                   | Bountiful Table shut down / Winter Nights through February / Parking Lot Program through May / Interfaith Thanksgiving cancelled.                                                                  |
| <b>Care Team</b>              | First full year as Care Team – <i>CPC Board of Deacons</i> and <i>FCCA Called to Care Team</i> . Nurture groups / card ministry / visitation and communion for homebound friends and members / assistance with funerals and memorials / Annual Barbeque / Advent Party, gift and bus cards / Angel Tree project. | Met via Zoom / discontinued distribution of gift cards and bus passes / cancelled Annual BBQ / Advent Party via Zoom / Angel Tree project / donations to Loaves & Fishes, and St. Vincent De Paul. |
| <b>Building &amp; Grounds</b> | Many building repairs / window repair & replacement / work parties / three crosses from FCCA installed. Ongoing vandalism.                                                                                                                                                                                       | Increased vandalism and break ins.                                                                                                                                                                 |
| <b>Future Church</b>          |                                                                                                                                                                                                                                                                                                                  | FCCA is likely to deplete resources by the end of 2021. Approached by Stoneman to lease or purchase a portion of our property to build 70-80 housing units.                                        |

# PROGRAMS AND ACTIVITIES OVER THE YEARS

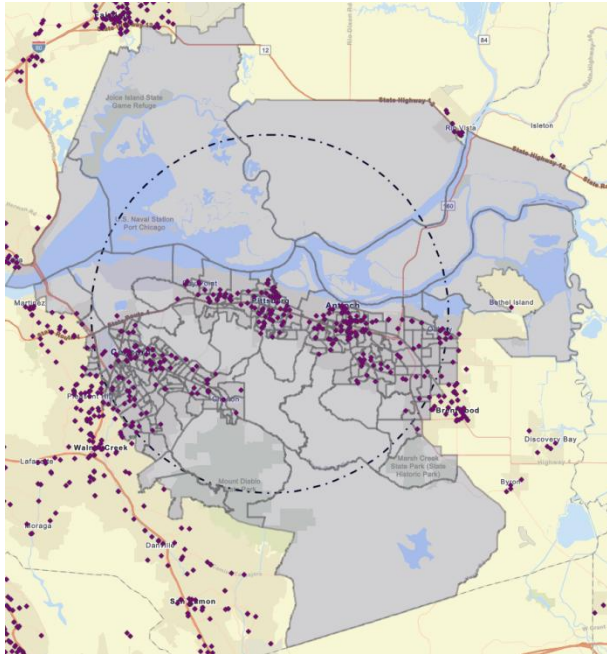
| Program                       | 2021                                                                                                                                                                                                                                                                                                                                                                              | 2022/2024                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Christian Ed</b>           | Sacred Conversations continued via Zoom.                                                                                                                                                                                                                                                                                                                                          | Sacred Conversations continued via Zoom.                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Music/Worship</b>          | Returned to in-person worship in June / began hybrid worship. Rev. Christy Ramage accepted a position in Berkeley. FCCA closed as a corporation. Will McGarvey solo pastor with many guest speakers from various faith traditions. Began 5 <sup>th</sup> Sunday series to share faith journeys. On May 18, 2021, session unanimously approved becoming a Matthew 25 congregation. | ECSM ensemble provided music and leadership during worship / hybrid worship continued / handbell choir with Karen Hastings-Flegel.<br>December 2023 Pastor Will announced he would be leaving in mid-January 2024 to take a position at Solano Pride Center. Weekly pulpit supply / Rev. Mark Smith served as moderator / Rev. Kevin Buchanan began as Interim Pastor in April / Began Mission Study in July. |
| <b>Fellowship</b>             | Continued weekly Social Hour via Zoom.                                                                                                                                                                                                                                                                                                                                            | Modified fellowship hour/ continued weekly Social Hour via Zoom / monthly fellowship luncheons resumed.                                                                                                                                                                                                                                                                                                       |
| <b>Outreach</b>               | Bountiful Table did not reopen – additional contributions to food programs were made                                                                                                                                                                                                                                                                                              | Helped other churches with Winter Nights meals / Did not re-open Winter Nights in our social hall / Monument Crisis Center began distributing food from our north parking lot twice each month.                                                                                                                                                                                                               |
| <b>Care Team</b>              | Began meeting face-to-face in September 2021 along with hybrid option. Contributions to Food Bank / Presbyterian Disaster Assistance / Angel Tree Project / UCC Disaster Relief Fund / cancelled Annual BBQ.                                                                                                                                                                      | Reinstated modified distribution of gift cards and bus passes.<br>672 greeting cards sent in 2023 / maintaining contact with nurture groups but limited due to health challenges of Care Team members / nacho bar fund raiser / Angel Tree project.                                                                                                                                                           |
| <b>Building &amp; Grounds</b> | More broken windows and vandalism / handicap ramp burned / painted plywood boards covering windows to look like stained glass.                                                                                                                                                                                                                                                    | Installed new handicap ramp and sidewalk.                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Future Church</b>          | Started conversations with Stoneman.                                                                                                                                                                                                                                                                                                                                              | Continued conversations with Stoneman. 2023 explored other options for best use of our property to provide mission to the community and generate income.                                                                                                                                                                                                                                                      |

## MISSION STATEMENT

*In following the teachings of Jesus Christ,  
the Community Presbyterian Church of  
Pittsburg manifests being part of the  
body of Christ in the world by:  
Expressing God's love as an open,  
inviting and accepting community of  
faith; Providing opportunities for  
worship, fellowship, and spiritual growth;  
Working toward a more just society by  
sharing generously our time, talents and  
resources with each other, our  
community, and the world.*

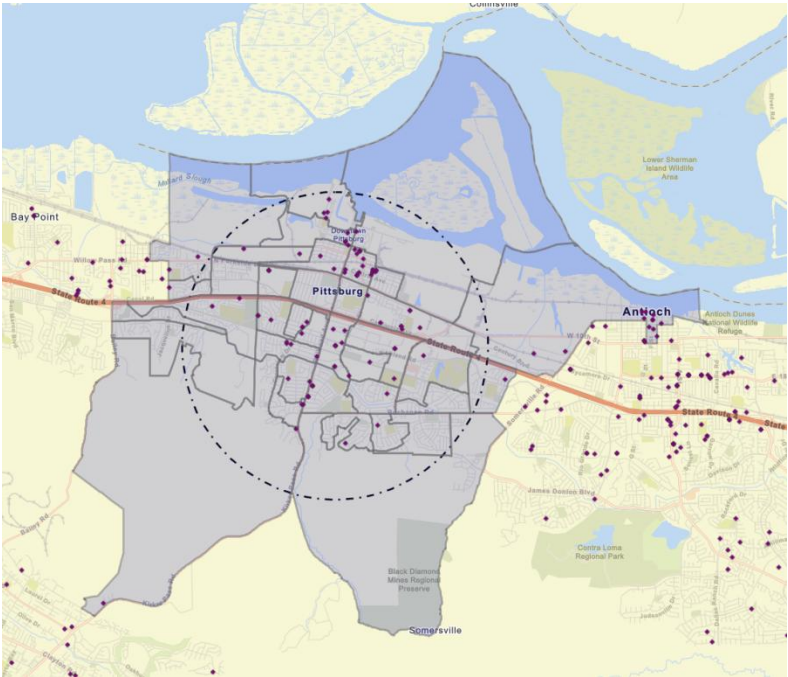
# DEMOGRAPHICS/COMMUNITY PROFILE

Community Presbyterian Church is a suburban church surrounded by residential housing, apartments and senior low income living, interspersed with small businesses, offices and strip malls. Congregants are dispersed throughout Contra Costa and Solano Counties and as far away as Alameda County. For purposes of this Mission Study Report data will be focused on a 2- and 10-mile radius of the church with special concentration on Pittsburg-Antioch. (Unless otherwise noted, demographic data comes from The Association of Religion Data Archives [<https://www.thearda.com/>], 2022.)

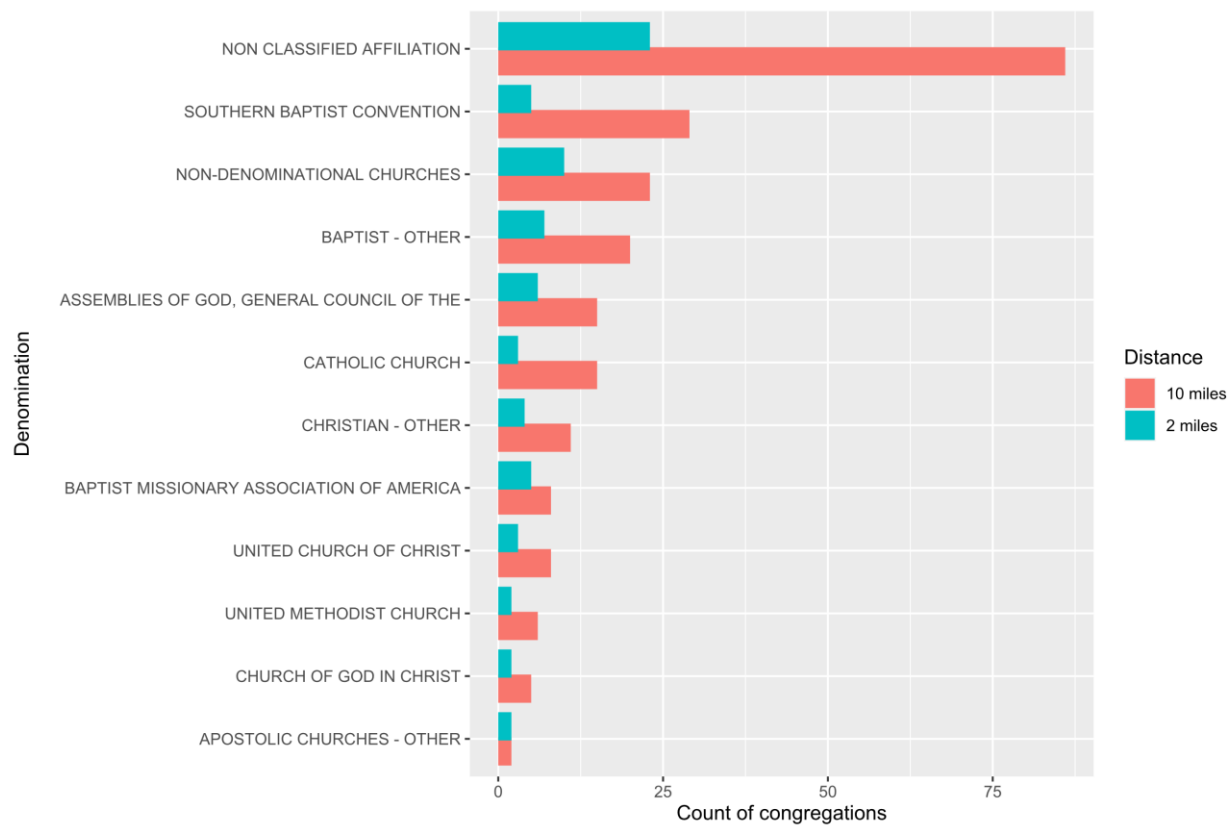


CHURCHES  
(within 10 mile radius)

CHURCHES  
(within 2 mile radius)



# Nearby congregation types



The largest congregation types in both 2-mile and 10-mile radii are non-denominational and various Baptist groups. This may impact choice of partnerships in the nearby fraternal faith communities.

## Age Groups

| Demographic              | 2-mile radius  | 10-mile radius |
|--------------------------|----------------|----------------|
| <b>Age Groups (2022)</b> |                |                |
| 4 and Under              | 4,333 (6.2%)   | 28,655 (6.3%)  |
| 5 to 9                   | 4,092 (5.9%)   | 27,198 (6.0%)  |
| 10 to 14                 | 4,421 (6.4%)   | 29,081 (6.4%)  |
| 15 to 17                 | 2,693 (3.9%)   | 18,251 (4.0%)  |
| 18 to 20                 | 2,855 (4.1%)   | 16,829 (3.7%)  |
| 21 to 24                 | 4,881 (7.0%)   | 23,672 (5.2%)  |
| 25 to 34                 | 11,080 (16.0%) | 64,554 (14.2%) |
| 35 to 44                 | 9,042 (13.0%)  | 62,707 (13.7%) |
| 45 to 54                 | 8,492 (12.2%)  | 57,740 (12.7%) |
| 55 to 64                 | 8,194 (11.8%)  | 61,224 (13.4%) |
| 65 to 74                 | 5,759 (8.3%)   | 41,524 (9.1%)  |
| 75 and Up                | 3,489 (5.0%)   | 24,719 (5.4%)  |

Nearby the church (within 2 miles) only around 25.1% of the population is 55 years or older; nearly 75% are in a younger cohort. The number grows to nearly 30% at 10 miles, but in general the community population pyramid skews younger. ***This suggests that activities and services for infants, children, youth and young adults have the potential of meeting a larger group of needs than services for older adults***

## Race/Ethnicity

| Demographic                     | 2-mile radius  | 10-mile radius  |
|---------------------------------|----------------|-----------------|
| <b>Race/Ethnicity</b>           |                |                 |
| Asian (non-Hispanic)            | 8,425 (12.2%)  | 63,972 (14.0%)  |
| Black (non-Hispanic)            | 9,781 (14.1%)  | 46,753 (10.2%)  |
| Hispanic                        | 33,257 (48.0%) | 150,380 (33.0%) |
| Native American (non-Hispanic)  | 83 (0.1%)      | 1,009 (0.2%)    |
| Pacific Islander (non-Hispanic) | 344 (0.5%)     | 2,736 (0.6%)    |
| White (non-Hispanic)            | 14,603 (21.1%) | 164,084 (36.0%) |
| Multi-racial (non-Hispanic)     | 2,454 (3.5%)   | 24,353 (5.3%)   |
| Other (non-Hispanic)            | 384 (0.6%)     | 2,867 (0.6%)    |



Within 2 miles of the church, 79% of the population is non-white, and that number moves to 63.9% at 10 miles. The church resides in a racially diverse area. At 48% representation (compared to 33% at 10 mile radius), the Hispanic race identification is the greatest number by a significant amount. Data also shows that 34% of households are Spanish speaking. ***This suggests that services targeting more than English-only language might be welcome.***

## Family Structure

| Demographic                   | 2-mile radius | 10-mile radius |
|-------------------------------|---------------|----------------|
| <b>Family Structure</b>       |               |                |
| Married Couples with Children | 4,546 (21.5%) | 33,927 (22.3%) |
| Married Couples No Children   | 6,267 (29.6%) | 46,427 (30.6%) |
| Single Parents                | 2,213 (10.5%) | 13,663 (9.0%)  |
| Other Families                | 3,077 (14.5%) | 16,689 (11.0%) |
| Non-Families                  | 5,072 (24.0%) | 41,210 (27.1%) |

More than 10% of neighborhood families are single-parent and another 14%+ are “other families” of some multi-generational mix for a total of nearly 25%. ***This suggests there may be a need to serve non-traditional nuclear households.***

## Educational Attainment and Occupational Categories

| Demographic                                           | 2-mile radius  | 10-mile radius  |
|-------------------------------------------------------|----------------|-----------------|
| <b>Educational Attainment of Adults, 25 and Older</b> |                |                 |
| No High School Diploma                                | 10,436 (22.7%) | 41,254 (13.2%)  |
| High School Diploma                                   | 12,320 (26.8%) | 71,732 (23.0%)  |
| Some College/Associate's Degree                       | 14,497 (31.5%) | 100,404 (32.1%) |
| At Least a Bachelor's Degree                          | 8,803 (19.1%)  | 99,078 (31.7%)  |
| <b>Occupation Categories</b>                          |                |                 |
| White Collar                                          | 15,956 (47.6%) | 131,913 (58.8%) |
| Blue Collar                                           | 9,124 (27.2%)  | 46,619 (20.8%)  |
| Services                                              | 8,683 (25.9%)  | 46,520 (20.7%)  |

Neighborhoods somewhat farther from the church (10 miles) have >63% of residents with some college educational attainment. Within 2 miles, that number shrinks to just over 50%, suggesting that working class representation is higher nearby. This is echoed by “blue collar” and “services” Occupations representing a combined 52.2% of employees nearby. **This suggests that services targeting lower-income households would accommodate a larger group than services for higher-income ones.**

## Household Income

| Demographic             | 2-mile radius | 10-mile radius |
|-------------------------|---------------|----------------|
| <b>Household Income</b> |               |                |
| Less than \$25,000      | 2,662 (12.6%) | 15,196 (10.0%) |
| \$25,000-\$44,999       | 1,776 (8.4%)  | 14,600 (9.6%)  |
| \$45,000-\$74,999       | 4,199 (19.8%) | 23,194 (15.3%) |
| \$75,000-\$124,999      | 5,295 (25.0%) | 35,641 (23.5%) |
| \$125,000 or more       | 7,243 (34.2%) | 63,285 (41.7%) |

21% of the population in the 2-mile radius makes less than \$45,000 a year. And 26% of the population is in the “services” category. ***This may lead to the need for assistance in rent, utilities or food.*** In addition, Contra Costa County affordability surveys show considerable challenges:



*Little Free Library*

# CONTRA COSTA COUNTY 2023 Affordable Housing Needs Report



## KEY FINDINGS

- Renters in Contra Costa County need to earn \$42.69 per hour - **2.6 times** the City of Richmond's minimum wage - to afford the average monthly asking rent of \$2,220.
- **34,065** low-income renter households in Contra Costa County do not have access to an affordable home.
- State and federal funding for housing production and preservation in Contra Costa County is \$368 million, a **188% increase** from the year prior.
- **74%** of extremely low-income households in Contra Costa County are paying more than half of their income on housing costs compared to 0% of moderate-income households.
- In 2022 in Contra Costa County, there were only **1,136 beds** available in the interim and permanent housing supply for persons experiencing homelessness.

CHPC.NET/HOUSINGNEEDS | MAY 2023

## Poverty Status and Food Insecurity

Contra Costa County (2023) has an 8.7% poverty rate. Antioch's is 12.1% of a population of 114,131 and Pittsburg's is 9.9% of a population of 75,605. Furthermore, Antioch is grappling with homelessness (further discussed in the next section), a crumbling economy, and racial tension. Pockets of severe homelessness and poverty exist alongside more affluent areas. 31.1% of low-income households in Contra Costa County were food insecure compared to the national average of 12.3%. And 54.1% of people have low access to healthy food. ***Services geared toward relieving food insecurity would have an impact on a sizeable population of nearby neighborhoods.***

## Homelessness (Unhoused Persons)

Contra Costa County conducts regular counts of unhoused and unsheltered people across the county. Homelessness increased by 471 in the Point in Time Count. There were a total of 2,843 people experiencing homelessness on a given night in 2024 versus 2,373 in the 2023 count. The biggest increases were in Antioch, Pittsburg and Oakley (East County). Below is the infographic summary from 2024 counts

(<https://www.cchealth.org/home/showpublisheddocument/30271/638536124336200000>):

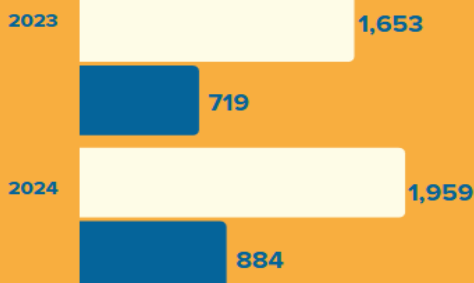
CONTRA COSTA COUNTY

# 2024 HOMELESS POINT-IN-TIME COUNT

The 2024 Point-in-Time (PIT) Count identified 471 more people experiencing homelessness on a given night since 2023.

## IN SHELTER BEDS & UNSHELTERED INDIVIDUALS

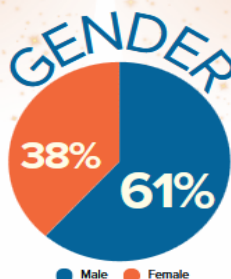
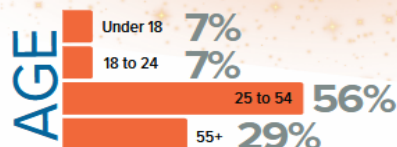
● Unsheltered ● Sheltered



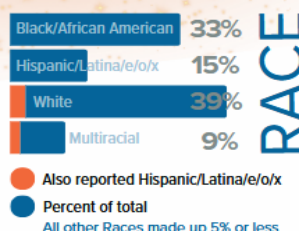
## POPULATION IN SHELTER BEDS -VS- UNSHELTERED



**2,843**  
people experiencing  
homelessness on a  
given night in  
Contra Costa County



Transgender/Non-Binary made up 0.6%



## 2024 UNSHELTERED OBSERVATIONS

### WEST COUNTY 24% decrease from 2023

|              | 2023       | 2024       |
|--------------|------------|------------|
| Crockett     | 21         | 21         |
| El Cerrito   | 7          | 11         |
| El Sobrante  | 5          | 0          |
| Hercules     | 20         | 2          |
| N. Richmond  | 31         | 5          |
| Pinole       | 8          | 7          |
| Richmond     | 487        | 388        |
| Rodeo        | 36         | 29         |
| San Pablo    | 48         | 35         |
| <b>TOTAL</b> | <b>663</b> | <b>502</b> |

WEST  
31%

### CENTRAL COUNTY 2% decrease from 2023

|               | 2023       | 2024       |
|---------------|------------|------------|
| Clayton       | 10         | 0          |
| Concord       | 241        | 173        |
| Danville      | 7          | 1          |
| Martinez      | 140        | 158        |
| Pacheco       | 20         | 28         |
| Pleasant Hill | 31         | 42         |
| San Ramon     | N/A        | 10         |
| Walnut Creek  | 40         | 64         |
| <b>TOTAL</b>  | <b>496</b> | <b>485</b> |

CENTRAL  
30%

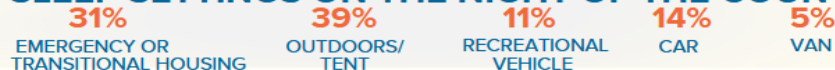
### EAST COUNTY 31% increase from 2023

|               | 2023       | 2024       |
|---------------|------------|------------|
| Antioch       | 334        | 413        |
| Bay Point     | 50         | 51         |
| Bethel Island | 6          | 4          |
| Brentwood     | 37         | 30         |
| Oakley        | 9          | 35         |
| Pittsburg     | 58         | 110        |
| <b>TOTAL</b>  | <b>494</b> | <b>646</b> |

EAST  
39%

Cities with fewer than 5 observed unsheltered individuals are not included in this table.

## SLEEP SETTINGS ON THE NIGHT OF THE COUNT



# **COMMUNITY PRESBYTERIAN CHURCH (CPC)**

## **FINANCIAL NARRATIVE SINCE 2014**

First Congregational Church of Antioch (FCCA) sold their church building in December 2010 and started joint services with CPC that same month. Each congregation was responsible for financing their own minister. The 2 ministers rotated every other week for the sermon. FCCA/CPC split the costs for the music program and office manager. FCCA also paid CPC for office rent. From 2014 to 2020 FCCA contributed between 19%-25% of CPC total income. In 2021 (when FCCA closed) the percentage of FCCA income to CPC increased to 41% due to a large one-time gift from FCCA.

From 2014 to 2018 CPC lost 24% of its income mostly due to members leaving CPC. Due to cost controls during this time, we were able to maintain a profit. Starting in 2019 our pledge amounts started to rise.

Then in March of 2020 everything changed with COVID. Our in-church services changed to ZOOM. All rentals from the social hall disappeared. Winter Nights parking lot program shut down. The church renting our sanctuary closed. Our office manager resigned, and we closed the church office. These rental losses were offset by grants from the Presbytery and SBA loans. With the church building not being used CPC had reduced utility and building & grounds costs.

During 2021, we rented out the social hall to another start-up church. FCCA closed as a corporation. In 2022 we hired a new Office Coordinator. From 2021 to 2023, pledge income increased by 57% due to new members joining the church and FCCA members contributing to CPC.

In mid-January 2024, Will McGarvey, our minister for 19 ½ years, resigned. Three months later we hired Rev. Dr. Kevin Buchanan as our interim pastor. We had a surplus for 2024 due to lower payroll costs and higher pledge income.

# COMPARATIVE FINANCIAL DATA

## CPC 10 Year Financials

| P&L                         | Inc+5%<br>Pled<br>Drop25%/<br>Exp+5%<br>2027 | Inc+5%/<br>Exp+5%<br>2027 | Inc+5%/<br>Exp+5%<br>2026 | 2025           | 2024           | 2023           | 2022           | 2021           |
|-----------------------------|----------------------------------------------|---------------------------|---------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>INCOME</b>               |                                              |                           |                           |                |                |                |                |                |
| Pledge income               | 83,477                                       | 116,867                   | 111,302                   | 106,002        | 121,120        | 111,493        | 90,889         | 70,798         |
| Rental income               | 12,679                                       | 12,679                    | 12,075                    | 11,500         | 12,400         | 11,450         | 11,775         | 5,200          |
| Miscellaneous income        | 2,591                                        | 2,591                     | 2,468                     | 2,350          | 2,350          | 2,814          | 4,232          | 3,410          |
| FCCA income                 | -                                            | -                         |                           |                | -              | -              | -              | 64,195         |
| Grants/SBA for Covid-19     | -                                            | -                         |                           |                | -              | -              | -              | 12,325         |
| Interest income             | 4,410                                        | 4,410                     | 4,200                     | 4,000          | 4,708          | 3,751          | 929            | 193            |
| <b>TOTAL INCOME</b>         | <b>103,156</b>                               | <b>136,547</b>            | <b>130,045</b>            | <b>123,852</b> | <b>140,861</b> | <b>129,508</b> | <b>107,825</b> | <b>156,121</b> |
| <b>EXPENSES</b>             |                                              |                           |                           |                |                |                |                |                |
| Insurance/Property/Capita   | 15,245                                       | 15,245                    | 14,519                    | 13,828         | 12,757         | 13,282         | 12,147         | 11,417         |
| Building and Grounds        | 5,893                                        | 5,893                     | 5,612                     | 5,345          | 3,740          | 8,367          | 4,649          | 3,968          |
| Outreach and Mission        | 2,001                                        | 2,001                     | 1,906                     | 1,815          | 1,185          | 1,000          | 1,108          | 1,000          |
| Miscellaneous               | 832                                          | 832                       | 793                       | 755            | 122            | 58             | 159            | 174            |
| Worship                     | 2,448                                        | 2,448                     | 2,331                     | 2,220          | 2,076          | 2,072          | 1,747          | 2,040          |
| Office expenses             | 6,174                                        | 6,174                     | 5,880                     | 5,600          | 4,943          | 7,583          | 4,823          | 4,498          |
| Payroll & Benefits          | 108,962                                      | 108,962                   | 103,774                   | 98,832         | 82,261         | 80,733         | 71,828         | 63,578         |
| Utilities                   | 11,135                                       | 11,135                    | 10,605                    | 10,100         | 9,566          | 8,405          | 7,059          | 7,783          |
| <b>TOTAL EXPENSES</b>       | <b>152,691</b>                               | <b>152,691</b>            | <b>145,420</b>            | <b>138,495</b> | <b>116,500</b> | <b>121,500</b> | <b>103,520</b> | <b>94,458</b>  |
| Net income/(Loss)           | -49,535                                      | -16,144                   | -15,375                   | -14,643        | 24,211         | 8,008          | 4,305          | 61,663         |
| <b>Balance Sheet/Assets</b> |                                              |                           |                           |                |                |                |                |                |
| Cash Accounts               | 119,136                                      | 152,537                   | 168,671                   | 184,046        | 198,689        | 171,636        | 172,348        | 196,828        |
| Liabilities & Reserves      | 27,022                                       | 27,022                    | 27,022                    | 27,022         | 27,022         | 24,181         | 32,900         | 91,685         |
| Equity                      | 75,970                                       | 125,505                   | 141,649                   | 157,024        | 171,667        | 147,455        | 139,448        | 135,143        |
| Total Liabilities & Equity  | 102,992                                      | 152,527                   | 168,971                   | 184,046        | 198,689        | 171,636        | 172,348        | 196,828        |

# COMPARATIVE FINANCIAL DATA

## CPC 10 Year Financials

| P&L                         | 2020           | 2019           | 2018           | 2017           | 2016           | 2015           | 2014           |
|-----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>INCOME</b>               |                |                |                |                |                |                |                |
| Pledge income               | 62,527         | 65,473         | 55,102         | 56,053         | 59,614         | 74,508         | 85,671         |
| Rental income               | 12,610         | 29,764         | 26,180         | 31,710         | 32,291         | 32,020         | 26,046         |
| Miscellaneous income        | 2,005          | 4,391          | 3,890          | 4,075          | 5,048          | 5,892          | 9,138          |
| FCCA income                 | 25,070         | 26,833         | 28,483         | 28,310         | 28,562         | 30,474         | 28,075         |
| Grants/SBA for Covid-19     | 15,000         | 2,500          |                |                |                |                |                |
| Interest income             | 313            | 513            | 80             | 71             | 78             | 87             | 86             |
| <b>TOTAL INCOME</b>         | <b>117,525</b> | <b>129,474</b> | <b>113,735</b> | <b>120,219</b> | <b>125,593</b> | <b>142,981</b> | <b>149,016</b> |
| <b>EXPENSES</b>             |                |                |                |                |                |                |                |
| Insurance/Property/Capita   | 10,377         | 9,304          | 9,513          | 10,074         | 9,662          | 13,537         | 12,767         |
| Building and Grounds        | 5,512          | 9,770          | 11,393         | 12,245         | 11,675         | 12,937         | 14,202         |
| Outreach and Mission        | 2,697          | 1,650          | 2,000          | 1,702          | 1,880          | 2,019          | 1,598          |
| Miscellaneous               | 584            | 409            | 726            | 849            | 890            | 1,085          | 1,015          |
| Worship                     | 1,001          | 1,106          | 1,266          | 970            | 980            | 568            | 1,754          |
| Office expenses             | 7,922          | 6,560          | 6,414          | 5,855          | 7,026          | 8,394          | 7,970          |
| Payroll & Benefits          | 60,229         | 70,629         | 74,484         | 73,277         | 71,819         | 72,836         | 78,352         |
| Utilities                   | 9,839          | 15,487         | 13,614         | 14,016         | 13,942         | 13,778         | 13,897         |
| <b>TOTAL EXPENSES</b>       | <b>98,161</b>  | <b>114,915</b> | <b>119,410</b> | <b>118,988</b> | <b>117,874</b> | <b>125,154</b> | <b>131,555</b> |
| Net income/(Loss)           | 19,364         | 14,559         | -5,675         | 1,231          | 7,719          | 17,827         | 17,461         |
| <b>Balance Sheet/Assets</b> |                |                |                |                |                |                |                |
| Cash Accounts               | 104,927        | 76,337         | 62,742         | 72,742         | 71,600         | 69,004         | 52,612         |
| Liabilities & Reserves      | 32,159         | 22,935         | 23,898         | 28,224         | 28,313         | 33,437         | 34,872         |
| Equity                      | 72,768         | 53,402         | 38,844         | 44,518         | 43,287         | 35,567         | 17,740         |
| Total Liabilities & Equity  | 104,927        | 76,337         | 62,724         | 72,742         | 71,600         | 69,004         | 52,612         |

# FORECAST

The 2025 proposed budget has a deficit of \$14.6K. This is mainly due to lower pledge/non-pledge income (2024 had some 1-time non-pledge income not expected in 2025) and higher payroll costs due to interim minister for the full year. Hopefully we can save on expenses and increase our revenue (rent out more space) as the year goes on. Forecasting for 2026 & 2027, based on the 2025 budget and using a 5% increase in revenues and expenses would create a deficit of \$15K in 2026 and \$16K in 2027. Using these same 5% increases CPC would have reserves to cover our operating losses for 10 more years.

Pledges make up a large part of our income. If for example, we would lose 25% of our pledges in 2027 and expenses increased by 5% over 2026 we would have a deficit of \$50K. Using the same estimates of 5% increase in income and expense from 2027 going forward we would run out of reserves in 5 years.

Both of these forecasts show a need to increase income over the next 3 years to stabilize our finances.

Included are a pledge narrative and the financial details.



*Church Chapel*



# PLEDGE NARRATIVE

The number of pledges from 2017 to 2021 was pretty static at 21-23; in 2022 the number increased to 25, in 2023 it was 31, and then dropped to 28 in 2024. The increase can be attributed to two factors: when FCCA closed some members began pledging and contributing to CPC and some folks who had been regularly giving decided to pledge. The decrease in 2024 was due to deaths and moving to long-term care facilities. If we continue as we are, this downward trend in number of pledging units will continue.

The amount pledged and received per year is as follows:

|      | Pledged | Received |
|------|---------|----------|
| 2017 | 43,940  | 44,945   |
| 2018 | 45,940  | 45,152   |
| 2019 | 46,610  | 50,388   |
| 2020 | 45,260  | 45,962   |
| 2021 | 52,580  | 52,570   |
| 2022 | 61,070  | 66,274   |
| 2023 | 93,612  | 103,366  |
| 2024 | 100,972 | 104,403  |

It is notable that during the “pandemic years” (2020 on) our congregation not only fulfilled their pledges, but both pledges and pledge income increased substantially. Also in most years actual pledge income exceeded the amount pledged. Several gave more than they had pledged.

Of concern, a small number of those pledging are providing a high percentage of our pledge income.

|      | % of pledges | % of pledge income |
|------|--------------|--------------------|
| 2017 | 14%          | 34%                |
| 2018 | 18%          | 41%                |
| 2019 | 24%          | 48%                |
| 2020 | 23%          | 48%                |
| 2021 | 22%          | 42%                |
| 2022 | 20%          | 38%                |
| 2023 | 13%          | 38%                |
| 2024 | 11%          | 43%                |

As our congregation ages it is inevitable that we will experience more deaths and incapacitation which will result in a decrease of those able to pledge and financially support the church.

# INPUT FROM THE CONGREGATION

## World Cafés

The first World Café was held on October 20, 2024 after the worship service with a luncheon and a focus on three questions:

- What are our common core values?
- What are the assets that we have (both tangible and intangible)?
- How could we use those assets to promote the core values that we have identified?

Responses:

- Our Shared Values:  
*Theologically progressive, ecumenical values such as open and affirming, inclusivity welcoming, and diversity. Taking care of each other, caring for our community, honoring our heritage, staying together, being a worshipping and faith community, being scripture based.*
- Our Assets:  
*Property and buildings to use for mission, being a historical site, faithful and generous in giving, compassionate people, committed leaders, abundance of love, meaningful rituals, musical gifts, a host of talented and resourceful people, access to diverse messages from guest speakers, educated pastor, diverse educational opportunities, having a Care Team who bridge the church family, worship, and outreach to the community.*
- How Could We Use Our Assets to Promote Our Core Values:  
*Use parking lot/buildings for Tiny Homes, Monument Crisis Center, homeless vets or Winter Nights. Promote the use of our buildings for income and visibility, participate in Pride in the Park, participate in Hunger Walks.*

The second World Café was held on January 12, 2025 after the worship service with a pizza and salad luncheon. Mission Study team members shared their research related to Church History, Membership, Attendance and Age, Programs, Community Demographics and Finance. Small groups discussed and prioritized the following options for the future of CPC/ECSM. Each group discussed advantages and disadvantages of each option, which options should come off the table, and what other options are possible. The options are listed in no particular order of importance.

- \* Attempt to merge with another church
- \* Hire a Commissioned Ruling Elder (CRE)
- \* Call and install a pastor
- \* Yoke with another congregaton and share a pastor/CRE
- \* Invite other congregations to rent space
- \* Dissolve the congregation
- \* Become a hospice congregation, close with intention and grace over time.
- \* Sell the property and rent space in another location for worship and administration.
- \* Sell or lease property to other mission partners (e.g. Tiny Homes, Monument Crisis Center, etc.) while maintaining a presence on the property
- \* Redevelopment: explore whether Pittsburg has a “market” for the kind of congregation we are and what changes the congregations would have to make to appeal to that “market”.
- \* Others?

Participants strongly agreed that they did not want to dissolve the congregation or sell the property and rent space in another location for worship and administration. There was also strong agreement to seek pastoral leadership (calling an installed pastor, hiring a Commissioned Ruling Elder, or exploring the option to yoke with another congregation), as well as to sell or lease property to other mission partners while maintaining a presence on the property.

## 20 Years of Memories

Following our first World Café, questionnaires were passed out and 18 were returned. Some of those would have been a couple so we may have had about 25 people responding. The results are as follows. (The numbers after the topics are the number of responses that also listed that item.)

- \* Church services became too long (1 ½ hours)
- \* Liked the new hymnals
- \* Liked many new friends (3 people)

- \* Great talent came to our service from FCCA
- \* No other growth in those years
- \* Expanded worship with 2 ministers (3 people)
- \* Learned to work together with both congregations (3 people)
- \* Bountiful Table
- \* Made aware of Mission Work of two demonations
- \* Really appreciate the UCC members who stayed when Christy left
- \* We make first timers welcome and with open arms and hearts ( 2 people)
- \* Sad that some members were so against the merger based on bad previous experiences
- \* Winter Nights participation
- \* Talent Show
- \* Pastoral leadership had an emphasis on social justice (3 people)
- \* Didn't like socializing in the early part of the service
- \* Honoring each others heritage
- \* Dinner with friends was very helpful
- \* Loved first service as ECSM – the procession into the church

## COVID 19 AND ITS SHUTDOWN

- \* We were able to continue worship via Zoom (10 people)
- \* It was sad not to be together/we had to give up fellowship time (6 people)
- \* Division in humanity in the world
- \* Monetary giving stayed stable and actually rose
- \* People are more mindful of cleanliness, safety and to stay healthy
- \* Less traffic
- \* Zoom Happy Hour was essential
- \* Communion at home was encouraged



# Mission Study Recommendations

After carefully considering the research and data collected, as well as input from two congregational World Cafés, the Mission Study Team makes the following recommendations:

## Accept Our Reality

Considering the age of most of our congregants and our financial forecast, we acknowledge that if we continue to do what we are doing we are a “hospice” congregation. We recommend that we accept this reality. We realize we may have a limited time to do ministry and mission, but we do not have a timeline. We can consider new possibilities and new ways to be a presence in our community. We will have the freedom to explore and to pursue mission and ministry with grace and enthusiasm and hope. We can dare to do things that we haven’t tried before.

## Seek Pastoral Leadership

Recognizing the need for continuing pastoral leadership and care, we recommend beginning a search for an individual to serve part time as pastor. After considering various options we realize that it may be difficult to find someone qualified and willing to assume this role for our congregation. Therefore, we recommend first investigating the possibility of a yoked relationship, sharing a pastor with a neighboring congregation. If this is not fruitful after a reasonable period of time, we recommend a search for a part time installed pastor or Commissioned Ruling Elder.

## Seek a Mission Partner

Acknowledging that our entire property is an asset that we no longer need or can effectively maintain, and that we are called to make our assets available to meet the needs of our vulnerable community, we recommend actively pursuing a relationship with a mission partner who can use our facilities to serve our neighbors and also provide revenue for the church through either a lease or sale. After considering selling a portion of our property to Stoneman Village for affordable senior housing, the possibility of leasing the north side of our property to build tiny homes, or leasing space to Monument Crisis Center (MCC) so they can extend their much-needed services to East Contra Costa County, we further recommend continuing the conversation with Monument Crisis Center. MCC is a well-established, community-based non-profit family resource center located in Concord. They currently distribute food from our parking lot twice a month and are very interested in leasing the Social Hall to expand the food distribution program and provide resources and referrals to low-income individuals and families in order to help them become stable and secure in our community. (See [www.monumentcrisiscenter.org](http://www.monumentcrisiscenter.org) for more information). Such an arrangement would allow us to retain the property and an on-site presence and may lead to opportunities for further outreach to Monument Crisis Center clients.