



Status of Congregational Proposals which arose out of the Lombard Process

Area	Accomplishments To Date/Next Steps
<p>Mission//Identity/Theology</p> <ul style="list-style-type: none"> • Communicate and implement a Mission Study. • Develop an up-to-date mission or identity statement. (TASK COMPLETED) • Document and benchmark key successes of the past to determine what is relevant in our community today(TASK COMPLETED AS PART OF MISSION STUDY) 	<ul style="list-style-type: none"> • Have collected congregational input needed for the mission study as well as local demographic information. • Mission Study was approved by Session and Presbytery • Provided an overview of the Mission Study to the Congregation at a Town Hall on Oct. 22. • Have provided copies of Mission Study with emphasis on core values to Congregation and contact information on Team members; further educated new members through Deacons orientation. • Have interviewed long-time members to preserve memories of FPCA past; History Team is being formed to review and compile significant events at FPCA.
<p>Worship/Education/Spiritual Formation</p> <ul style="list-style-type: none"> • Weekly two distinct services/two distinct styles with the hour between dedicated to spiritual formation(TASK COMPLETED) • Investigate feasibility of one monthly service with a mixture worship styles(TASK COMPLETED) 	<ul style="list-style-type: none"> • Implemented weekly two distinct services with two distinct styles and a faith formation hour in between, has recommended no change in English language service times during the summer. • Worship Team has endorsed holding four to six combined(Contemporary, Traditional, Arabic, and Chin-Burmese) worship services per year, usually when Faith Formation activities are not held. • Worship Team has discussed communion procedures, including safety protocols, staffing and recruitment, approval of Special offerings, and online calendar for worship services planning. • Purchase of audio equipment to allow Fellowship Hall to be fully usable for worship and other church gatherings has been approved by Session.

	<ul style="list-style-type: none"> • Vendor has been hired to have the video and lighting systems functional in the Fellowship Hall • Have returned regular greeters to weekly worship services and have implemented an ongoing team-based structure and staffing of greeter teams to include procedures in the event of an emergency. • Endorsed plan to better welcome children and their families into the Worship services by working with the Faith Formation Team to place “Worshiping with Children” cards in the pews at the Traditional Service and in Fellowship Hall at the Contemporary Service.
<p>Children/Youth/Families</p> <ul style="list-style-type: none"> • Provide nursery care during worship services(TASK COMPLETED) 	<ul style="list-style-type: none"> • Have hired two nursery workers(nursery care is now available at both Worship services) • Have updated the Childcare Policy and Procedures Manual for the Nursery • Has created worshipping with children cards to enhance children and parents worship experience.
<p>Diversity/Friendliness/Welcoming</p> <ul style="list-style-type: none"> • Members encouraged to participate in fellowship opportunities(TASK COMPLETED) 	<ul style="list-style-type: none"> • Session created a Fellowship Team several years ago. Over the past 12 months, they have held a variety of fellowship-oriented activities.
<p>Transition/Leadership/Communication</p> <ul style="list-style-type: none"> • Develop and implement a communication plan (TASK COMPLETED) • Increase the congregation’s understanding of the PNC process. (TASK COMPLETED) • Monthly listening sessions or Town Halls (TASK COMPLETED—TOWN HALLS ARE BEING HELD PERIODICALLY). 	<ul style="list-style-type: none"> • The Communications process for FPCA was recently reemphasized to the Congregation in an E-Blast identifying the staff point person. • Because of the implementation of new technology, the Communication Team has deferred their Congregational survey. • Session meeting highlights are made available to the congregation after each Session meeting. • An overview of the PNC process was presented to the Congregation at the Oct. 22 Town Hall and through FPCA publicity. • Town Halls will be scheduled as needed, but not necessarily on a monthly basis. Several have been held during the past year.

<p>Conflict/Change/Disruption/Discomfort/COVID</p> <ul style="list-style-type: none"> • Adopt a process to constructively address disagreements • Work with the congregation to ensure understanding of acceptable and how unacceptable behavior can impact our church staff, congregation, and particularly the pastors, past, present, and future as part of our Lombard process.(TASK PARTIALLY COMPLETED AS TO ADOPTION OF BEHAVIORAL COVENANT) • Revisit Conflict Management training (if necessary, reengage with Lombard). 	<ul style="list-style-type: none"> • In April, 2023 Session approved a Behavioral Covenant for the congregation. The Covenant will be read at the Annual Meeting and church groups have been encouraged to periodically read it out-loud as part of their meeting to remind participants of what is acceptable behavior in a meeting. • Lombard has provided additional resources and options for further training, including the training of Congregational mediators.
<p>Membership/Belonging/Community/Stewardship</p> <ul style="list-style-type: none"> • Conduct a member census to determine: membership status and number, how each member is engaged, and interests for future engagement. (TASK COMPLETED) • Develop a congregational stewardship education program on the spiritual discipline and fiscal responsibility of stewardship 	<ul style="list-style-type: none"> • Member census has been completed. • Working with Pastors on procedures for bringing census results to Session for decisions • Developing a letter and package for the Fall pledge campaign. • Talking to some members involved in various ministries to acknowledge their work and collect their stories to be used in the future. • Work is underway to determine how to collect and record individual member interests and skills for possible future engagement in volunteer opportunities.
<p>Campus/Physical Plant and Associated Finances</p> <ul style="list-style-type: none"> • Develop a vision of choices regarding possible modifications to the Sanctuary to be used as both a worship space and a venue for a variety of other uses. • Explore ways to repurpose the church facility to generate income, facilitate the church's mission, and ensure ongoing viability for future generations. • Recommend ways to address improvements, major repairs and mission projects such as Capital Campaign or Special Project funding. 	<ul style="list-style-type: none"> • a special task force has been formed to explore ways to repurpose the church facility to generate income and facilitate the church's mission • the Buildings and Grounds Team will develop recommendations on improvements and major repairs. • The Worship Media Task Force may eventually make recommendations on possible modifications to the Sanctuary but this is not a priority at this time.
<p>Staffing/Volunteers</p> <ul style="list-style-type: none"> • Support efforts to hire new staff. (TASK COMPLETED) • Leadership needs to ensure good respectful utilization of resources and volunteers. 	<ul style="list-style-type: none"> • All open staff positions have been filled, including an Interim Associate Pastor for Pastoral Care, while Session determines (based on the actions it takes with regard to the census results and budgetary constraints) the number of pastors we need to support our congregation. • Once we have a database of individual members interests and talents we should be

	<p>able to better utilize our available volunteers where their interests and skills can be matched with our volunteer opportunities.</p> <ul style="list-style-type: none"> • Program Summit will be held In January to coordinate and plan programs for the calendar year.
<p>History/Reputation</p> <ul style="list-style-type: none"> • Create a Committee to Compose a Living History of the Congregation 	<ul style="list-style-type: none"> • History Team has been formed to review the historical materials at FPCA to determine how these documents can be stored and maintained