



GROWING DEEPER IN FAITH
REACHING WIDER IN LOVE
FIRST PRESBYTERIAN CHURCH OF SNOHOMISH

First Presbyterian Church of Snohomish – Mission Study 2026

Faithful Through the Years

Introduction: Our Journey Together

First Presbyterian Church of Snohomish (FPCS) stands at an important moment in its 150-year story. This Mission Study is both a reflection and a roadmap. A chance to look back with gratitude, look around with honesty, and look forward with faith and hope.

The Mission Study process has been a **prayerful journey of reflection and discernment**. Through this process, we have sought to understand FPCS from many perspectives. Who we are today, how our community is changing, and where God may be calling us next.

To guide this work, the Mission Study Team gathered insights from across the congregation and community through surveys, demographic studies, and shared reflections of faith and experience.

As we prepare to call our next pastor, we offer this story to potential candidates and to our own congregation — an invitation to join us in the ongoing work of renewal, relationship building, and faith in action.

Our Mission, Vision, and Inclusion Statement

Mission

Growing Deeper in Faith. Reaching Wider in Love.

“Happy are those... whose delight is in the law of the Lord, and on his law they meditate day and night. They are like trees planted by streams of water, which yield their fruit in its season, and their leaves do not wither. In all that they do, they flourish.” — *Psalms 1:1–3*

At FPCS, our mission is to grow deeper in faith and reach wider in love. We seek to be rooted in Christ, nourished by Scripture, and fruitful in service — living as a people grounded in God’s Word and flourishing through God’s Spirit.

Vision

We envision a vibrant **community of believers** where faith is contagious — drawing others to love Jesus more deeply because they **feel the embrace of Christ’s love** and witness the power of God to transform lives.

We are ordinary people.

What we do is not complicated.

What Christ can do through us is profound.

Statement of Inclusion

“For in Christ Jesus you are **all children of God** through faith. As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Gentile, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.” — Galatians 3:26–28

The congregation of First Presbyterian Church of Snohomish affirms the **worth and dignity of all people**. We commit to providing a safe place for all to explore Christian faith. We embrace diversity in all its forms and celebrate unity as the body of Christ.

We believe we are **all created in God's image** and, through faith, embrace our shared identity as children of God. Jesus **welcomed everyone** into his fellowship, fully including who had been marginalized — and we follow that example of radical hospitality.

At FPCS, all are welcome in worship, communion, marriage, and full participation in the life and ministries of the church. We invite all who profess faith in Jesus Christ into membership, baptism, and leadership, including ordination.

Living out our Christian calling “to do justice, love mercy, and walk humbly with God” (Micah 6:8), we welcome the presence, gifts, and companionship of all on the journey of faith.

Our Congregation Today

We celebrate the faithfulness that has brought us this far and the love that continues to sustain us.

Strengths and Blessings

Our strengths remind us who we are. A congregation deeply rooted in faith, compassion, and service.

Rooted in Relationships: A Family of Faith for All Generations

Our congregation reflects deep roots and enduring faithfulness. Many of our members have been part of FPCS for decades, while others have joined more recently, drawn by our sense of welcome and community. We are a **multigenerational church**, generations strong, bound by shared worship and mutual care. Members consistently describe our church as *friendly, warm, welcoming, family, and loving* (TCI Appendix – Strengths/One-Word).

“From as far back as I can remember, I have had the blessing of being raised by the church family. Early on, I was bestowed with the gift of musicianship, one which I use daily. I grew up among many families of the time, nearly all of whom I still keep in touch with as an adult. Now, I find myself revisiting long-tenured friendships with mentors of my youth who remain pillars of my adulthood; infallible in their dedication and ability to conjure up answers to questions I’ve not yet asked.”
— Christopher Harkness, member since age 9

“My Mission - Attending worship with my grandchildren and sharing my faith, through this church, allows me to feel Christ’s love for them and through them. To learn together of God’s beloved Son and His sacrifice for us is such a joy and privilege.”
— Shellie Starr, FPCS member for 35 years and part of a three-generation FPCS family

That **sense of belonging** is one of our greatest strengths and a gift we hope to share with those not yet here. In local demographic studies, “*warm and friendly encounters*” ranked as the #1 community preference in their ministry priority rankings (MinistryInsitePriorities p. 5).

Missions and Ministries: Faith in Action

FPCS’s long-standing passion for serving others, both locally and globally, aligns deeply with our community’s moral and social values. *ReligiousInsitePriorities* reports strong agreement within our community that “America has a moral responsibility to be a force for good in the world” (*ReligiousInsitePriorities* p. 4–5). This sense of shared purpose positions FPCS to serve as both a **spiritual presence** and a **practical partner**, connecting faith with the real concerns of people near and far.

At FPCS, the words *mission* and *ministry* naturally intertwine. Whether across the world or across the street, our call is the same: *to love, to serve, and to reflect Christ’s compassion in tangible ways*. We are **generous people**, both in spirit and in service, reaching into our community and the wider world to care for others.

Our **global mission** partnerships reflect FPCS’s longstanding commitment to reach wider in love, supporting compassionate and transformative work from Peru to Cambodia, Afghanistan to Cameroon and throughout the Middle East. These partnerships promote literacy, develop local leadership, expand access to medical care, and mobilize emerging leaders for service both within and beyond their home communities.

In Cambodia, FPCS helps support literacy initiatives that open doors to **education** and strengthen local communities. In Afghanistan, we partner with organizations that **train**

doctors to serve in their own regions, increasing medical access where it is urgently needed. In Peru, our support **equips emerging Christian leaders** and mobilizes them for service both within their churches and as missionaries beyond them.

FPCS also maintains meaningful and longstanding ties with mission partners across the Middle East. Our congregation supports educational, reconciliation, and community-building ministries serving **Palestinian communities**, including the Mar Elias Schools in Israel, as well as the Tent of Nations and the Wi'am Palestinian Conflict Transformation Center in the West Bank. We also extend care to medical and healing programs in Gaza through support for Ahli Arab Hospital and HEAL Palestine. FPCS also invests in preparing the next generation of church leaders throughout the region.

Together, these partnerships extend FPCS's caring presence far beyond Snohomish. They remind us that the reach of **faith, expressed through compassion, service, reconciliation**, and hope is never limited by geography. More than 10% of the FPCS annual budget is dedicated to both local and global mission support, a level of generosity that does not include individual giving.

Our **local ministries** live out the same calling here at home. The *Assistance for Refugees Team (ART)*, *Community Kitchen*, and *Prayers and Squares* ministries all embody faith in action. *ART* offers practical help and **welcome to newcomers and refugees** adjusting to life in Snohomish County — love without expectation. The *Community Kitchen* offers dinner to anyone who needs a **free meal or fellowship** — feeding both body and spirit. *Prayers and Squares* creates personalized **quilts for those facing illness, grief, or hardship**, within or beyond the congregation — wrapping each recipient in comfort and prayer.

Alongside these outreach ministries, FPCS also **nurtures community within the congregation**. The *Women's Ministry Team* nurtures **fellowship, spiritual growth, and intergenerational connection** through retreats, seasonal teas, summer farmers markets that fund retreat scholarships, and recurring Bunco gatherings that invite women of all ages into community.

The community around us mirrors many of the struggles these ministries address. *MinistryInsitePriorities* identifies our community's top five life concerns as the impact of COVID-19, social and political discord, racism, retirement security, and health crises (*MinistryInsitePriorities* p. 2). These realities reveal a longing for stability, compassion, and moral clarity. These are areas where the church's presence and partnership can bring healing and hope.

These expressions of love remind us that **faith is best lived through action**. By building on our global awareness and expanding local engagement, FPCS can serve both its mission and its neighbors with humility and grace. In doing so, we strengthen not only outreach and relevance but also the visible witness of Christ's love in a divided and weary world.



Prayers & Squares Ministry Team

The Significance of Music in the Life of FPCS

Music has shaped the identity, worship, and spiritual life of First Presbyterian Church of Snohomish for generations. Across the History & Hope gatherings, participants consistently named music as one of the **defining strengths of our church**. They recalled decades of choir leadership, meaningful anthems, intergenerational participation, and the role that music has played in uniting the congregation in worship. Music is not simply an accompaniment to worship at FPCS — it is part of our theological expression, congregational memory, and shared joy.

FPCS offers a rich blend of musical traditions, reflecting both our heritage and our adaptability. The **choir** leads **traditional hymns**, anchoring worship in the deep rhythms of Presbyterian liturgy, while **ACCLAIM**, our **contemporary worship ensemble**, brings a vibrant musical expression that resonates with a wider range of worshippers. In addition, our **bell choir** offers a distinctive musical presence, uniting participants from elementary-age children to adults in their eighties and embodying the intergenerational character of FPCS.

This dual commitment to both traditional and contemporary expressions is strongly supported by the broader community data.

- **ExecutiveInsite (p. 15)** shows that both *traditional* and *contemporary* worship formats score **above national averages**, reflecting a community with **appreciation for diverse musical styles**.
- **MinistryInsitePriorities (p. 5)** ranks “**Traditional worship experiences**” **#3 overall** in program preferences, with “**Contemporary worship experiences**” also appearing in the **top 15**.
- **TCI Appendix (Strengths, p. 2)** lists “**music program**” as a strength named by congregants.

FPCS's musical identity is therefore both a **historic strength** and a **future opportunity**. As the congregation looks ahead, music remains a powerful and unifying force. One that draws people into worship, creates cross-generational connection, and keeps the church rooted in the joy and beauty of praising God together. Any future pastoral leadership will need to appreciate the significance of music in the spiritual and cultural life of this congregation.

Growth Areas

Each challenge is an invitation to renewal — an opportunity to live our faith more fully and creatively.

Sustaining Ministry in a Season of Change

Over the past decade, FPCS has experienced meaningful shifts in both membership and financial patterns that mirror trends across many long-established congregations. While FPCS remains debt-free and continues to steward its resources faithfully, the congregation has seen a **steady decline in active membership**—from **270 in 2015 to 223 in 2024**. This change reflects natural transitions: aging members, deaths, relocations, and evolving life circumstances. These demographic shifts directly influence annual giving and volunteer capacity.

At the same time, FPCS has made significant investments in long-needed facility updates. Since 2018, the church has completed an estimated **\$650,000 in capital improvements**, including electrical upgrades, HVAC, flooring, plumbing repairs, new windows, and safety-related infrastructure work. These improvements were essential to maintain a safe and functional space for ministry, yet they occurred during a period when giving levels were decreasing.

This combination—**declining membership, rising facility needs, and shifting volunteer capacity**—presents both a **challenge and an invitation**. The **challenge** is clear: **sustaining ministry, staffing, programming, and facilities with fewer people** contributing time and resources. Yet the **opportunity** is equally clear: to **engage the congregation in fresh conversations about generosity, stewardship, participation, and shared responsibility**.

FPCS's aging membership is an important part of this story. Older adults are among our most generous and faithful members, but generational turnover requires intentional

planning. Strengthening pathways for newer and younger members to engage, serve, lead, and give will be essential for long-term sustainability.

Attending to financial and membership trends is not simply a practical necessity; it is an opportunity to grow in faith — an invitation to deepen generosity and share responsibility across generations. This work is part of our spiritual discernment. By understanding where we are today, we are better able to imagine faithfully where God is calling us next: toward renewed stewardship, shared leadership across generations, and a sustainable future for ministry in Snohomish.

A detailed summary of building expenditures, membership trends, and budget history is provided in the Appendix for reference.

Strengthening Family Ministry: Living Our Family Values Outward

FPCS’s deep sense of family and belonging remains one of its defining strengths, shaping how we worship, serve, and grow together. This strong relational foundation offers both identity and direction for the next chapter of ministry.

Our *Transforming Church Insight (TCI)* assessment and member feedback reveal that **family ministry is the area of greatest opportunity for growth**. The TCI shows “Families” as the lowest-rated category (15%) among all dimensions (TCI p. 5), and the *Appendix* includes multiple comments about the “lack of young families and children in the church” (Appendix p. 4–5).

This is not a weakness of spirit, but a signal of readiness. The family culture that already defines FPCS provides a **strong foundation for renewing ministry** with, and for, families in the years ahead. FPCS can intentionally **extend our caring “family feel” into dedicated programs for children, youth, and parents** and connect generations through mentoring, service, and worship. FPCS can embody the next chapter of its mission: to be a **family of faith for the whole community**.

To support this growth, FPCS continues to **invest in spaces where faith and community life come together**. Recent improvements have strengthened our family ministries through a **redesigned youth room** and a **freshly repainted nursery**. Beyond these ministry-focused updates, the church has completed a series of **essential facility upgrades**. These include new sanctuary flooring, electrical and plumbing repairs, HVAC, and the installation of new windows. These upgrades ensure our building remains safe, welcoming, and functional. Together, these efforts reflect our ongoing commitment to stewardship and to creating a beautiful environment for worship and connection. Building

on recent infrastructure improvements, FPCS has approved and initiated a sanctuary refresh project. This project reflects our ongoing commitment to stewardship and to creating welcoming, functional worship spaces for the congregation and the wider community.

FPCS continues to care for its campus as a place of worship, connection, and belonging. These physical improvements mirror the congregation's spiritual renewal: preparing both people and place for the next generation of ministry.

Balancing Tradition and Renewal

We cherish our 150-year history, yet we recognize that our mission requires embracing new ministry models and ways of connecting. As one member noted, **“We keep hanging on to the past and how we used to do things”** (Appendix p. 4–5). The TCI results show **lower satisfaction among members ages 41–69** compared to both younger adults and seniors, suggesting a **need for deeper listening and inclusion as we navigate change**. (TCI p. 8)

Strengthen Volunteer Engagement and Leadership Development

Volunteer responsibilities at FPCS often rest on a small group of faithful members *Appendix (Challenges p. 4–5): “Same people doing everything.”* While their dedication is a great strength, it also signals an opportunity to **broaden participation and build sustainability**. Many newer attendees express a desire to serve but may not see clear or accessible entry points.

By **restructuring how we invite and support volunteers**, FPCS can make service more approachable and life-giving. Possible approaches could be intentional mentoring, clearly defined pathways, and flexible opportunities such as short-term projects or team-based leadership. These approaches could help new voices join established ministries without overwhelming existing leaders.

Ultimately, by **redefining volunteering as shared ministry rather than obligation**, FPCS can reduce burnout, encourage collaboration, and cultivate the next generation of leaders. These efforts can ensure that service remains both **joyful and sustainable** for years to come.

Our Neighborhood and Community

Understanding our community helps us discern where God is already at work and where we are called to join in.

Community Context

The city of Snohomish combines historic charm with steady growth. Once a rural farming and mill town, it has become a blend of longtime residents, young families, and retirees drawn by its small-town character and proximity to urban centers.

Over the past decade, both **population and average household income have grown** steadily, reflecting the area's increasing prosperity but also highlighting widening gaps in affordability and opportunity. As growth reshapes the community, many residents express **concern about preserving connection, belonging, and shared values — the very qualities that define FPCS.**

Growing a Community Family of Faith

Demographic data show that our community's **population will continue to grow overall** between 2025 and 2035, but the rate of growth **varies by age group** (*QuickInsite* p. 6). The most significant increase will occur among residents age 65 and older, while younger households—particularly those under 55 are projected to make up a smaller share of the total population, even as their absolute numbers rise modestly.

Younger families and working adults are facing the growing challenges related to **financial strain, education pressures, and limited time for rest and connection** (*MinistryInsitePriorities* p. 2). These realities reveal a deeper longing for **stability, belonging, and community support.**

FPCS holds a unique opportunity and calling. Our congregation's strength lies in its deep roots and the relationships that span generations. Drawing on this foundation of wisdom, care, and stability, we can offer what many in our community are seeking: a **family of faith** that welcomes, mentors, and supports people through life's transitions.

FPCS's **older members bring faith, perspective, and mentoring experience**, while **younger individuals and families contribute energy and new insight.** Together, they can

shape a future that honors the past while carrying the church's story forward for the next generation.

Our **family-centered spirit** reflected in how **members describe us as friendly, warm, welcoming, and loving** can extend beyond our walls, inviting the wider community into connection, care, and belonging.

In this way, FPCS can serve as a **community anchor**, a place where generations meet, relationships flourish, and faith becomes the thread that ties people together across age, experience, and circumstance.

Our Vision: A Path Forward

*Our vision grows from faith — a call to honor our past,
embrace change, and shape the future with hope.*

We believe God is already at work among us, calling us to renewal. We envision a church that honors its 150-year history while embracing new expressions of ministry. A congregation that connects across generations and extends hospitality in every form, both in person and online.

Embracing Technology and Hybrid Connection

Technology is more than a **communication method**; it is a **ministry of connection**. It **expands** opportunities for **worship, fellowship, and also for leadership**. It allows members to serve on teams, participate in decision-making, and use their gifts regardless of location or life circumstance.

FPCS can begin to build its technology **strategy on the wisdom already present** within the congregation — particularly those who **sustained online worship and fellowship** during **COVID-19** in our church and elsewhere. Their experience offers a **faithful blueprint** for extending **connection beyond Sunday worship** into ongoing community life (Appendix p. 6).

By cultivating this expertise, FPCS can strengthen hybrid fellowship, expand accessibility, and invite engagement from those who may not yet walk through our doors but are seeking spiritual belonging.

*This **vision is already taking shape at FPCS** through the many hybrid ministries and digital practices that help our congregation stay connected, informed, and engaged.*

Current Hybrid Ministries and Digital Engagement at FPCS

FPCS already has a strong foundation for hybrid ministry, supported by consistent use of technology across worship, education, communication, and governance. Current practices include:

- **Online worship through Facebook and YouTube**

- FPCS transitioned from Zoom to YouTube in August and averages *16 weekly livestream viewers*.

- Facebook continues to host the livestream, though specific analytics are not available.

- **Six weekly Bible studies meeting online or in hybrid format**

- These studies ensure participation for those who work, travel, have mobility limitations, or prefer remote engagement.

- **Eight ministry teams meeting via Zoom or in hybrid form**

- Allowing members to serve without being physically present expands volunteer access and reduces barriers for participation.

- **Hybrid congregational meetings with full participation**

- Members can vote, raise hands, and contribute in discussions through chat and interactive features.

- **Use of Church Community Builder (CCB)**

- Provides digital infrastructure for scheduling, calendaring, group communication, and ministry coordination.

These practices demonstrate that FPCS is already operating as a hybrid congregation — not in theory, but in lived reality. With intentional development, this foundation can become a defining strength for ministry, outreach, accessibility, and connection.

Stewarding Our Facilities for Mission and Family

Our physical campus can be more than a place of worship; it can become a **center for connection, care, and collaboration**. Over the past few years, FPCS has made substantial investments in its facilities. Including **sanctuary flooring, electrical and plumbing repairs, HVAC, and infrastructure upgrades**. All these investments ensure the church remains safe, functional, and welcoming for generations to come. These

improvements reflect both gratitude for what has been entrusted to us and a long-standing commitment to faithful stewardship. (*Appendix p. 4–5*)

Having laid this groundwork, **FPCS can now reimagine its building** not as a maintenance challenge but as a **living expression of its mission**. A space that serves both the congregation and the wider community.

Community data show high interest in **education and life-skills programs, health and wellness, and family services** that churches can help host or facilitate (*ExecutiveInsite p. 15*). That same report highlights opportunities for **shared resource use and collaboration among organizations** to meet community needs (*ExecutiveInsite p. 15*).

By cultivating partnerships and using our space creatively, FPCS can transform what was once viewed as a financial or generational burden into a **source of joyful connection and ministry**. This approach can also support **financial sustainability**. Through mission-aligned partnerships, community events, and shared-space initiatives, the church can **offset facility expenses** while extending its impact. Such stewardship reflects both **practical wisdom and faithful generosity**, ensuring the building remains a blessing, not a burden, for future generations.

In this next season, our building and our people together can become a tangible sign of God’s family at work. A welcoming home for faith formation, shared meals, mentorship, and service. A place where stewardship becomes invitation, and faith takes visible form.



Gathering together on the church grounds — a place where worship, fellowship, and community life come together.

Culture of Candor, Gratitude, Respect, and Curiosity

While FPCS demonstrates high relational strength and mutual care (TCI p. 5), comments in surveys and discussions reveal a longing for greater transparency and two-way communication. Deeper listening and curiosity-based engagement are needed to translate relationships into shared understanding.

Values like candor, gratitude, respect, and curiosity cannot be mandated, they must be modeled, practiced, and nurtured. *3Practice Circles* offer an avenue to cultivate these skills. They teach effective listening, respectful curiosity, and constructive dialogue. Leadership can model these practices in Session meetings, ministry teams, and congregational gatherings.

As member **MaryBeth Kurtenbach**, a 28-year member and 3Practice referee, notes:

“Putting in place the 3Practice Circles as part of our church culture will support us to become better communicators with each other and those in our community. 3Practice Circles teach us to grow wider in Christlike love as we learn to ask curious questions; to stay in the room with challenging conversations; to not compare my best with others’ worst; and to learn from each other in compassion and love.”

Emerging Ministries That Reflect Our Evolving Mission

As FPCS looks toward the future, several emerging ministries reflect our congregation’s creativity, care, and commitment to serving others. These emerging initiatives reflect our congregation’s desire to **deepen community, expand service**, and cultivate meaningful **intergenerational connections**.

• Victory Garden Ministry — Growing Food, Growing Community

Beginning in 2026, FPCS will launch a large congregational garden designed to **grow fresh produce for the local food bank**. The Victory Garden Ministry will combine hands-on service, environmental stewardship, and community collaboration. It offers opportunities for **all ages to serve together** and strengthens our connection to the **broader Snohomish community** through a ministry of nourishment, generosity, and shared labor.

• Wonder-Full Worship — Where Kids Experience the Awe and Wonder of God.

FPCS is revitalizing its children’s ministry with a new name and a fresh vision:

This updated approach builds on the strengths of Godly Play while expanding into a more flexible, Scripture-centered model. It allows **more volunteers to participate**, introduces

children to **foundational stories of the Bible**, and **strengthens their sense of belonging in worship and congregational life**. Wonder-Full Worship will help children grow in faith through creativity, storytelling, and joyful exploration rooted in God’s Word and the supportive relationships of our church family.

- **Carols & Cookies — Extending Hospitality and Community Connection at Christmas**

Cookies & Carols is a new **intergenerational Christmas Eve initiative** designed to welcome both the **congregation and the wider community** into a spirit of joy, hospitality, and belonging. The event precedes the 5:00 p.m. family-focused Christmas Eve service and creates a warm and accessible entry point into the life of FPCS.

The gathering includes a live nativity along the hallway leading to Lakeview Hall, where families and guests experience cookies, cocoa, coffee, and Christmas carols. Invitations are being extended to VBS families and the wider community through mailers, flyers, personal invitations, and social media.

More than a festive pre-service event, Cookies & Carols reflects FPCS’s commitment to **building relationships, creating welcoming spaces for young families, and strengthening connections with the broader Snohomish community**.

- **Visitation & Care Ministry Team — Renewing Our Commitment to Presence, Listening, and Spiritual Care**

The Visitation & Care Ministry Team represents a revitalization of a long-standing ministry, redesigned to meet the growing needs of our aging congregation. What began as quarterly gift-bag deliveries revealed a deeper need for presence, conversation, prayer, and spiritual support.

This renewed ministry shifts the focus from “delivery” to **relationship-centered care**. Team members **visit homebound or isolated individuals**, **listen** to their stories, offer **companionship**, and ensure they remain **connected** to the life of the church. The ministry also provides **spiritual support** through prayer, **pastoral referrals**, and coordinating access to **communion and online worship**.

Our Next Pastor

We seek a pastor who will walk with us in faith, guiding us into the next chapter of our shared ministry.

A Collaborative and Transformational Leader

We are prayerfully seeking a **proven transformational leader** who will join us on this journey of faith and renewal. We desire a pastor who **honors our history** yet leads us confidently into **new possibilities**. One who **communicates** with grace, **listens** deeply, and inspires **trust**. This leader will foster **collaboration**, **empower others** to serve, and **encourage** both seasoned and emerging **members to share their gifts in ministry**.

It is equally vital that this pastor bring **youthful energy and fresh perspective**, helping the church bridge generations and cultivate a leadership culture that ensures both continuity and forward vision. By blending respect for tradition with openness to new ideas, this pastor will help FPCS continue its faithful renewal and growth.

Equipping and Empowering Leadership for the Future

As FPCS moves into its next chapter, the need for **intentional training and development of leaders and volunteers** is clear. The *TCI* assessment highlights strong implementation capacity (70%) but lower innovation (34%) in the “Change” facets (TCI p. 5). This suggests that FPCS excels in commitment and follow-through but benefits from support in ideation, experimentation, and creative problem-solving.

We seek a pastor who not only leads but **equips others to lead**. One who **fosters confidence in trying new approaches, developing ministry skills, and nurturing a culture of collaboration and shared ownership**. With intentional guidance and training, FPCS can continue to strengthen its ministry teams and programs, ensuring vitality, innovation, and sustainability for the future.

Our Story: A Legacy of Faith and Community

*Our story is not just our past — it is the foundation for the faithful future
God is building among us.*

Founded in 1875, FPCS has been a steady presence through wars, depressions, revivals, and countless local changes. Generations have gathered in our sanctuary to worship, celebrate, mourn, and serve. For 150 years, FPCS has been a cornerstone in Snohomish. It is rooted in faith and shaped by a spirit of perseverance.

Our Journey Through the Years

First Presbyterian Church of Snohomish

Founding: Beginning of FPCS

- 1876** In 1877, Rev. John R. Thompson traveled by canoe from Olympia to establish the Union Presbyterian Church of Snohomish City. The first service was held June 11 at the Blue Eagle Dance Hall.
- 1904** Renamed "First Presbyterian Church of Snohomish."
- 1905** New building erected & dedicated. Original building now a barn, at 27 Pine St.
- 1965** New building near Blackmans Lake to support expanding worship, education, music & community ministry
- 1980** Began addition for larger fellowship and kitchen space
- 2017** Creation of large multi-purpose space



Future: Recent Provisions for Generations to Come

Engineering Study	New playground
Parking lot repaved	HVAC
Electrical panel replacement	Plumbing Ed wing-In progress
Asbestos abatement	Sanctuary Refresh-In Progress



FPCS Today

Fostering: Recent Program & Ministry Highlights



Tea with St. Michaels



Tall Timber Ranch
Snohomish Cabin

- 1970 - Present** Preschool Services
- 1980 - Present** Counseling Services
- 1990 - Present** Community Kitchen
- 1992 - 2014** LOGOS Mid Week
- 2000** Endowment Foundation established
- 2006** Peru Mission Trip
- 2009 - Present** Prayers and Squares
- 2012 - 2022** Kaleidoscope Academy
- 2013 & 2017** Guatemala Mission Trips
- 2015** Missionaries in Residence from Cameroon
- 2019** "Acclaim!" contemporary music formed
- Session & Team Ministry Restructuring
- 2020** Governance Committee created
- Hosted St. John's Episcopal Church (during 2 year remodel)
- 2022** Tall Timber Ranch Snohomish Cabin financed & reconstructed
- Palestine Mission Trip
- 2025** Celebrate 25 year Ministries of Pastors Ann & Charlie Lewis
- Celebrate 10 yrs Music Ministry with Hanna Cho
- Celebrate and close 34 years of Stephen Ministry



Artist rendering of Sanctuary Refresh

"Because of the Lord's great love we are not consumed, for his compassions never fail. They are new every morning; great is your faithfulness." (Lamentations 3:22-23)

Looking Ahead with Hope

*We trust that the same God who has sustained us through the past
will guide us faithfully into the future.*

First Presbyterian Church of Snohomish stands on holy ground, not just because of its history, but because of its people. We have seen God’s faithfulness through every generation and trust that same faith will guide us forward. Our journey continues, rooted in gratitude and guided by hope.

We look to the future not as a challenge to endure but as a calling to embrace, confident that God will equip us for every step ahead.

“Now it is required that those who have been given a trust must prove faithful.” — 1
Corinthians 4:2

Appendix A: Data Sources and Citations

The findings, insights, and recommendations in this Mission Study are grounded in multiple data sources that reflect both internal and community perspectives.

Assessment and Survey Tools

- [Transforming Church Insight \(TCI\) Report 2025](#)
Includes the main congregational survey results and the detailed [TCI Appendix](#).
Provides insight into congregational health, satisfaction by age group, ministry engagement, and community relationships.

Community and Demographic Studies

All demographic data references are drawn from the **Snohomish Polygon Study Area (2025)** developed through the MissionInsite platform, using the following reports:

- [QuickInsite](#) – Population trends, age distribution, and household composition projections.
- [ReligiousInsite Priorities](#) – Religious participation patterns and denominational preferences in the study area.
- [ExecutiveInsite](#) – Economic, educational, and community service indicators; opportunities for partnerships.
- [MinistryInsite Priorities](#) – Community concerns, values, and preferred church ministry areas.

These reports were compiled using a custom geographic polygon based on FPCS member addresses to accurately represent the congregation’s true community context.

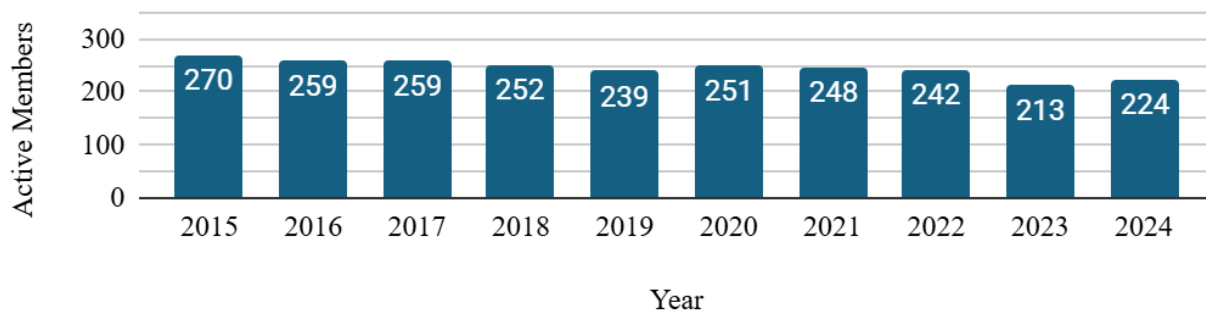
Appendix B: Membership, Budget, and Facility Investment Overview (2015–2024)

(For Contextual Understanding Only — Not for Distribution Outside the Mission Study)

1. Active Membership Trends (2015–2024)

Over the past decade, FPCS has experienced a gradual decline in active membership. This pattern reflects a combination of life-stage transitions, aging, relocations, and broader trends affecting many mainline Protestant congregations. The data below provides context for understanding who we are today as we look toward the future.

FPCS Active Membership



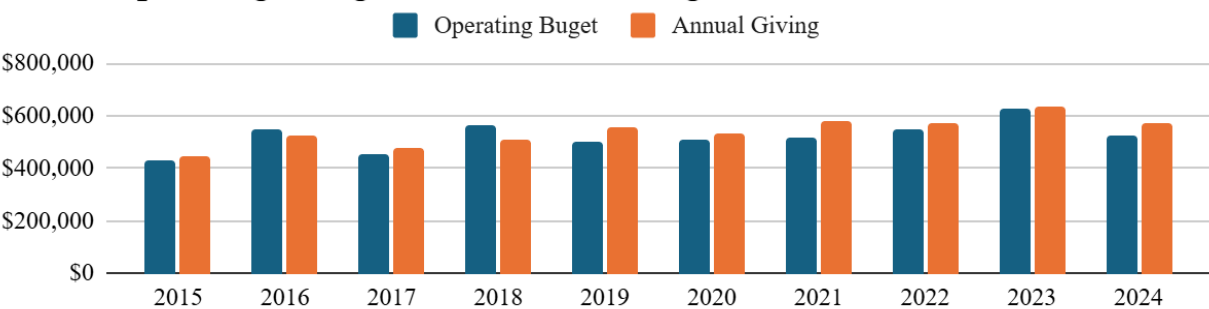
Interpretation:

- Active membership has shifted from **270 (2015)** to **224 (2024)**, reflecting gradual change over time.
- The **increase between 2023 (213) and 2024 (224)** may suggest renewed engagement following the most disruptive pandemic years and a season of leadership transition.
- Over time, these patterns invite continued reflection on connection, participation, and how the congregation supports shared ministry across generations

2. Budget and Giving Overview (2015–2024)

While giving has fluctuated year to year, the church has remained financially stable. However, the recent decline in membership, combined with largely fixed operational costs and significant facility investment in recent years, has shaped a more constrained financial context.

FPCS Operating Budget vs Annual Giving



Year | Operating Budget | Total Annual Giving | Notes

2015	\$432,000	\$445,000	
2016	\$545,000	\$521,000	
2017	\$453,000	\$480,000	
2018	\$564,000	\$507,000	
2019	\$504,000	\$560,000	
2020	\$506,000	\$531,000	
2021	\$520,000	\$583,000	
2022	\$551,000	\$571,000	
2023	\$629,000	\$638,000	
2024	\$523,000	\$569,000	

3. Facility Investment Summary (2015–2025)

From 2015–2024, First Presbyterian Church of Snohomish invested an estimated **\$356,000** in critical capital projects to maintain the safety, functionality, and long-term viability of its facilities.

In **2025**, the church committed an additional **\$294,000** toward essential infrastructure upgrades, including:

- Exterior narthex **windows**
- **Electrical panel** replacement
- **HVAC** and furnace systems
- **Plumbing** upgrades in the education wing

These investments reflect a sustained effort to address long-deferred maintenance and ensure the building remains a safe, usable, and mission-supporting space for both the congregation and the wider community.