

MISSION STUDY

For



Tucson, Arizona
Summer 2025

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MISSION STUDY PROCESS

In March 2025, seven members of the congregation representing both long-time and newer members were recruited and approved by Session to serve on the Mission Study Team (MST), with our Interim Pastor, Rev. Bart Smith, acting as an advisor. In its initial meetings, the MST concluded



that the heart of its work would be close conversations with as many members of the congregation as possible with emphasis on learning what it is about Immanuel that they most care about; hearing from them what they view as challenges; and seeking specifics regarding

priorities in attracting new leadership. The MST approached this responsibility in two steps:

- 1) Inviting initial feedback from the Congregation through a series of weekly questions posed in the Sunday bulletins, asking what they like best about Immanuel, where they are hungry for change, and who we are as a church.
- 2) Convening two Town Hall meetings where MST members facilitated table conversations, drawing upon members of the congregation to share their thoughts on areas that excite them about our church, three wishes for the church, and areas of growth for the church.

These meetings were held on May 4 and May 7 and resulted in rich and thoughtful discussions and helped guide the MST's development of this project.

Following the Town Hall meetings, the MST met regularly to discuss, interpret, and organize what we learned. The consensual themes that emerged were connectivity, mission, outreach, growth in numbers, ways to enhance our faith community, and support of our Youth in the congregation. Areas of strength identified included Immanuel's music ministry, impactful worship, and deeply rooted, treasured ways in which the congregation interacts, learns, grows, and serves together outside of worship. Like any faith community that has faced challenges and changes, a clear town hall message was that we value opportunities to connect with and support one another. Yet another strongly expressed view was the need to increase the size of Immanuel's Congregation through intentional outreach to the community, especially through mission endeavors. The information gathered is summarized in this report. Also included is information on church history

and demographics, church financial data, and descriptions of Immanuel’s organizational framework and activities.

This Mission Study Report was completed and shared with the Congregation in July 2025. It was then submitted to Session for approval at its August meeting.

Mission Study Team

George Davis	Joey Samoy
Laura Fennema	Sean Shifflette (Chair)
Kathy Parker	Kelly Wood
Paula Rich	Interim Pastor Bart Smith (Ex-Officio)

WHO ARE WE?

Our Community



Immanuel Presbyterian Church resides in Tucson, Arizona, just a one-hour drive north of the border with Sonora, Mexico. The Greater Tucson area holds a population of just over one million people and is surrounded by beautiful mountain ranges, colorful and lush Sonoran Desert landscape, and big blue

sky, affording Tucson a very special environment. This distinctive setting creates outdoor opportunities for people of all ages and interests. For those who move to this particular Sonoran Desert setting from outside of the Southwest, there is a commonly felt palpable energy driven by the newness of it all that tends to last. Those who move to this part of the Sonoran Desert setting are taken by surprise when they experience so many distinctive, even world-class, offerings. With a variety of shopping and dining options, diverse arts and cultural experiences, historic sites, family fun, world-renowned attractions and abundant recreational activities, Tucson offers all the amenities of a big city while still retaining some of the charm of a small town.

Tucson features unique experiences that draw visitors from far and wide, such as the world’s largest Gem Show and the world’s longest non-mechanized parade and rodeo (La Fiesta de los Vaqueros), which celebrated its centennial this year. For outdoor enthusiasts or just to get a break from the heat of summer, Mt. Lemmon is a short drive into the pines at an elevation of 9,100

feet, offering hiking, camping, fishing and even skiing at the southernmost downhill ski destination in the United States. Hiking enthusiasts can enjoy Saguaro National Park, Tucson Mountain Park, and Sabino Canyon. Tucson is a bicycle-friendly community with The Loop, 131 miles of car-free biking around and through the city.



For those who enjoy the arts, Museums such as Arizona State Museum, Sonoran Desert Museum (a living museum), Center for Creative Photography, and the Tucson Museum of Art are not to be missed, and the performing arts community offers everything from music, dance, theater, and comedy with the Tucson Symphony Orchestra, True Concord, Broadway in Tucson, Tucson Opera, Arizona Theatre Company, Invisible Theatre, Gaslight Theatre, and the University of Arizona.

The Flandreau Planetarium, the Biosphere, Kitt Peak National Observatory, the Mirror Casting facility, and the University of Arizona College of Science lecture series are public science programs that provide great opportunities for learning and exploration.

Complemented by K-12 public educational systems as well as many private and charter school choices, this well-developed education infrastructure serves the needs of individuals and families. At the level of higher education, Tucson is home to Pima Community College and the world-renowned University of Arizona (U of A), a highly ranked research facility and home to the Arizona Wildcats football and basketball teams.

In addition to the broad array of U of A team sports, Tucson hosts several athletic events including the Conquistadores Cologuard Classic Golf Championship and the internationally acclaimed “El Tour de Tucson” bicycle race.

Tucson is a friendly and eclectic city with enough activities to keep everyone busy but keep it on the edge of being laid back.¹

¹www.tucsonchamber.org

Our Neighborhood

Immanuel is located on the southeast side of Tucson, a short drive to many of the key amenities Tucson has to offer: Tucson International Airport is 20 minutes away, U of A is 20 minutes away, and the cool pines of Mt. Lemmon is an hour drive from the church. Also nearby are Saguaro National Park, Davis-Monthan Air Force base, Colossal Cave Mountain Park, and the Pima Air and Space Museum. Our immediate neighborhood is situated between three of Tucson's school districts, Tucson Unified School District, Tanque Verde Unified School District, and Vail School District. Outreach includes the immediately surrounding neighborhood but reaches beyond the greater Tucson community where our interconnected neighborhoods make us the biggest small town in the world.



Demographically, the areas immediately north and south of Immanuel feature 14-38% of households with families, and 34-52% of residents in these areas have at least a bachelor's degree. These are predominantly middle-class white-collar workers identifying as white (non-Hispanic). In addition, 16-32% of homes in the area were built in the last 25 years, making Immanuel's east side neighborhood one of the more recently developed parts of the city.²

IMMANUEL'S HISTORY

The Beginning Years

On September 1, 1964, the Rev. Richard Ohden began ringing doorbells of prospective members, as he set out to organize a new church which became named "Immanuel United Presbyterian Church of Tucson, Arizona." Reverend Ohden was appointed as the organizing pastor by the Board of National Missions and the Presbytery of Southern Arizona. He led the first worship service at Marshall Elementary School on October 18, 1964. The first Sunday school was established there on January 1, 1965. One year later, on October 31, 1965, Immanuel was officially organized, and Rev. Richard Ohden was elected and installed as pastor. The inaugural congregation consisted of 82 members.

The Session of a developing young Immanuel examined several properties in East Tucson. These were identified in a survey dating back to 1957. On January 10, 1967, the Session selected and purchased the available lot at the corner of East 22nd Street and Brown Avenue. The purchase price was \$35,000. The floor plan for a single building included a series of rooms on the east side

² US Census Bureau

to house the pastor's office, the church office, a kitchen, and several classrooms. The sanctuary occupied the west side of the building. A vestige of our origin, the multiple entrance doors on the east side of our current sanctuary reflect a time when our sanctuary was a single multipurpose building with multiple rooms and niches.

On Christmas Eve 1968 the building had walls, but little else. Consequently, the congregation gathered under the stars.

On March 2, 1969, Immanuel held its first full worship service and celebrated Holy Communion in its new sanctuary at 9252 E. 22nd Street, this time with a roof in place, lacking heat, but benefitting from the warm spirit of the congregation. On the fourth anniversary of the church (October 26, 1969), a special afternoon Service of Dedication was held, and Rev. Glen McGee was called to preach.

The 1980s

By 1982, Immanuel had outgrown a single building, and a new Administration Building was added and dedicated on October 31, 1982, the church's 17th anniversary. Shortly afterwards, (January 1984) the Rev. Ohden retired, and Immanuel began its first search for a new pastor. During that year, interim pastor Dr. Glen McGee led worship services with a winsome humor and style. The pastoral search was successful and on October 14, 1984, the Rev. Fred Wood was installed as pastor. Pastor Wood's tenure lasted 21 years, retiring in June 2005.

Pastor Wood and Immanuel's Session soon became aware that the pressing space needs were not being satisfied for the growing congregation. Thus in 1986, there was a planning process that addressed this challenge, recommending remodeling the sanctuary and constructing a new Christian Education building, including a kitchen. During this same planning effort, there were program-related objectives as well: namely, strengthening mission to the elderly, improving training of deacons and elders, drawing upon time and talents of more people to take on church responsibilities, continuing to train its church school teachers, achieving more effective outreach to high school young adults, and improving youth programs.

In 1987, the church office and the pastor's study were moved to what became known as the Administration Building. That same year, the sanctuary was remodeled, walls and partitions were removed, new paint, new carpeting, new pulpit, communion table, and baptismal font were installed. Today this sanctuary can seat 250 people comfortably.



In 1989, the present Christian Education Building, called Towner Hall, was completed. The hall was named after the Rev. Margaret Towner, the first Presbyterian woman to be ordained in the United States. Towner Hall houses a nursery, seven classrooms, a small kitchen, restrooms, and a shower for the church's ministry with homeless persons and visiting groups. The 1989 construction project also included

landscaping the church grounds and establishing and paving a new parking lot. Also in 1989, Immanuel created a Memorial Garden to the west of the sanctuary.

The 1990s and beyond

Yet another Immanuel planning effort, carried out in 1996, resulted in significant programmatic and space expansions. Pastor Wood and the Session charged a planning committee to look ahead to needs and objectives for the rapidly approaching beginning of the new millennium. Accordingly, the name of the effort became *IPC2001*. The mission-vision statements emerging from the 1996 planning were as follows:

Worshipping God is at the center of Immanuel's mission opportunities and responsibilities, with worship in keeping with our tradition as a church. Moreover, Worship, Christian Education, Fellowship & Membercare, and Mission Outreach are intertwined, with WORSHIP at the center.

This mission-vision was expressed in a way that reminds us that our opportunities and responsibilities are both as individuals and as a congregation. Thus, we saw both the opportunity and responsibility of deepening our spiritual growth as individuals and as a congregation through worship, acquiring knowledge, engaging mission outreach, and celebrating fellowship. We endeavored to strengthen member care through praying, learning, working, and caring for one another together. We also saw the need to enhance our efforts in evangelism through witnessing and inviting and welcoming newcomers. Finally, we sought to affect an enlarged Christian presence in the world that crosses generations, towns, nations, and cultures.

Central to the vision of *IPC2001* was an emphasis on intergenerational inclusion and participation. As more and more members of the congregation participated in accordance with their gifts, abilities, and capacities, and as members of different generations interacted more meaningfully and more frequently with one another, a deeper sense of inclusiveness of members in the life of the church, and thus in the body of Christ would be developed.

Practical programmatic emphases were many and ambitious: strengthening worship, supporting the pastors, improving the ushers program, improving the music program, improving our

welcoming of visitors, creating a website, strengthening Christian Education, achieving 100% participation in Christian Education, providing more teacher support, expanding Vacation Bible School, strengthening fellowship and member care, reviewing the role of the Deacons, expanding older adult ministry, attracting and training fellowship leaders, strengthening mission outreach, increasing member participation in mission outreach, developing a strategic plan for international mission, increasing mission giving, creating an inter-generational emphasis in all we do, and stimulating full participation in the life of the church.

In addition, the 1996 planning focused importantly on space needs. Recommendations included building a Narthex, creating a Communion preparation room, upgrading the sound system, building new classroom space, upgrading and covering the playground area, creating a youth and fellowship lounge, and remodeling the kitchen. Some major tangibles followed: on Pentecost Sunday 2003, the church broke ground for two new buildings, Witherspoon Hall and Knox Hall. They were completed in December 2004. Knox Hall contains a senior high youth room with a small kitchen area, and a choir room. Witherspoon Hall contains five classrooms and a full-size kitchen.



A beautiful courtyard was designed in the space between the new and older buildings. In 2000, the church purchased two acres just east of the parking lot. Presently this land hosts a labyrinth and a desert trail, where within a larger outdoor space we have occasionally hosted our Easter Sunrise Service. This space serves as a desert sanctuary for prayer, meditation, or simply quiet moments surrounded by Sonoran Desert beauty.

Continuing with Immanuel's Pastoral Leadership Legacy

Well before Pastor Wood retired, the Rev. Valerie Moore became Immanuel's first Associate Pastor in 1995, serving until June 2004. The Rev. Lisa Hickman served as Youth Minister from 2001 to 2004. Beginning in 1998 and continuing for six years, the church enjoyed the expertise and service of two Parish Associates, Revs. Bob and Betty May Seel. After Rev. Fred Wood's retirement in June 2005, the Revs. Richard and Kathryn Pyke served as interim pastors for 30 months while the church conducted a mission study and searched for a new pastor. The Rev. John C. Tittle was joyfully installed in February 2008. During Rev. Tittle's tenure, Larry Biehl served as Commissioned Lay Pastor and Rev. Bob Seel was once again asked to serve as Parish Associate, continuing until 2018. After 16 years of faithful and dedicated service at Immanuel, Pastor Tittle followed a call to another church in March 2024. Rev. Diane Christopher served as gap pastor in early summer 2024 until the Rev. Tina Salvaneschi became Immanuel's initial Interim Pastor in August 2024. Following her resignation in December 2024, Rev. Bart Smith was called as Interim Pastor, beginning in January 2025.³

³ www.immanuelpc.org

IMMANUEL TODAY

What We Hold Dear

We believe that Christ is at the center of our mission and purpose. We feel that the Christian life involves not only proclaiming Christ in word and deed but also discovering how Christ is working in the church and in the world. Buildings are essential, but the church is not just a building, instead it is a foundation for what we do together, both collectively and individually as the body of Christ. Beyond the church, we move out into the world with the Good News of Christ. This tenet, which we hold dear, is exemplified by signs stating “You are entering the mission field” as you exit our main grounds,

Christ is at the heart of all we do:

- We make room to belong, explore, ask questions, and hold a variety of Christian convictions.
- We creatively engage the culture without being political, polarizing, or judgmental.
- Our perspective is holistic by ministering to the body, mind, and spirit.
- We exist for, and have a purpose beyond, ourselves in mission, evangelism, and justice.
- We strive to be generous and wise stewards of everything entrusted to our care.
- We are open to change, innovation, and growth as the Spirit leads us.
- We are shaped by the Triune God, Scripture, prayer, and Reformed faith.
- We embrace the collective wisdom of the church and culture over the ages.
- We seek to equip, empower, and encourage one another in the work of Christ.
- We are a people in process and transformation into the likeness of Christ.

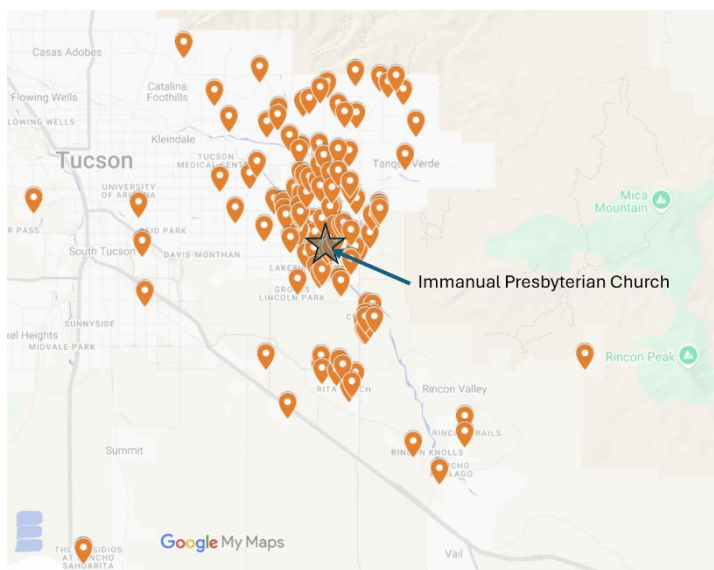
Who We Are as a Congregation

Immanuel’s congregation identifies strongly with its warm, family-like atmosphere built on fellowship, hospitality, and mutual support, where personal connections are highly valued. Members find spiritual vitality and excitement in vibrant worship experiences, particularly through diverse music programs and engaging, relevant sermons in our cherished sanctuary. Rooted in a Christ-centered faith with Presbyterian and reformed theological foundations, Immanuel is deeply committed to mission, outreach, and making a tangible difference by caring for others and fostering an inclusive environment of respect and grace.



While cherishing these existing strengths and our beautiful church environment, the congregation aspires to grow and revitalize, especially by attracting younger adults and families. We seek strong, relational, and biblically rooted pastoral leadership to help us enhance community engagement. So much is going right, but we will benefit from deepening our spiritual knowledge, faith, and beliefs, and expanding service to others. We hope to achieve this through robust adult education; building even greater trust and engagement through broad-ranging communication and transparency; deriving even more from worship services through improved technology and sound systems; building back our choir to the pre-COVID days; daring to talk even more openly about a world and a country on edge; building relationships across age demographics through ratcheting up mission even further; enjoying more church-based social engagements, specifically fellowship time after services and Wednesday dinners.

While we have initial thoughts about how to reach our community and grow as a congregation, we enthusiastically anticipate new ideas, leadership, and passion folded into our church family by our new pastor. Interim Pastor Smith has been a transitional force in this respect. We recognize that certain challenges await the wisdom and leadership of the new Pastor, but we believe that the challenges are modest. For example, we have been a two-service congregation, except in the summer. The congregation is divided and the pros and cons of one versus two services are well known and well debated. Each model has different ramifications and benefits for the congregation as a whole, and for each person within the congregation. This is a vivid topic that needs even more open dialogue, and each option cannot be discussed without full attention to the other programmatic pieces in our church that ensure we are one Body.

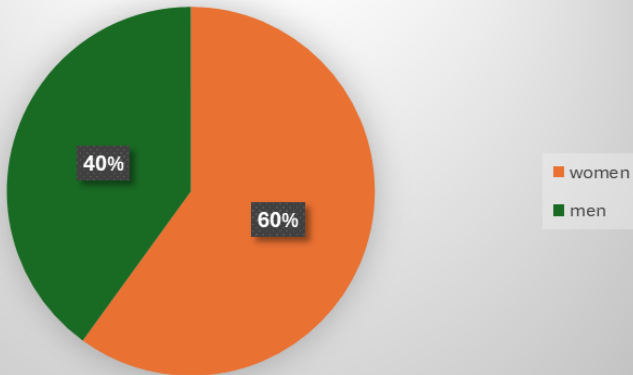


We also think about the reach of Immanuel in terms of membership and local mission. While much of the church membership live in close proximity to the church, households of Immanuel members and friends are spread throughout the Tucson metro area and surrounding communities.

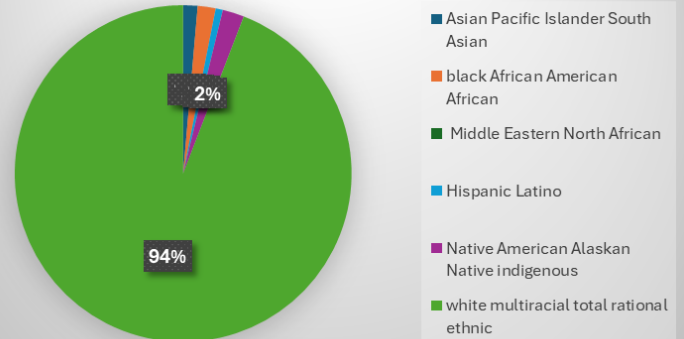
The majority of our members are over the age of 56, identify as white, multiracial, and over half are women. However, with the introduction of our Christian Education Director, Kris Goorsky, in 2020, our youth

program continues to grow. Most of the children of the church are elementary school age, painting the picture for a bright and vibrant youth ministry program for many years to come.

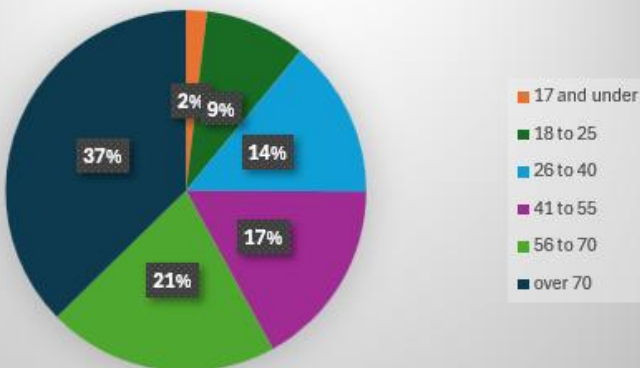
Gender Distribution



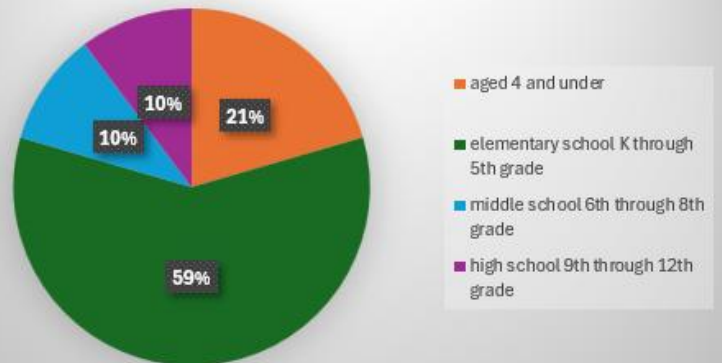
Racial Ethnicity



Age Distribution



Youth in the Congregation



Our Leadership Team

One of the most attractive things that Immanuel can offer to the incoming Pastor is a truly amazing leadership team with which to work. God has blessed Immanuel with a talented, creative, compassionate, and nurturing group of Christ-followers on its staff. Their passion and dedication to worship God and serve others is evident every day. They put their hearts, souls, and enormous talents into their work. They inspire the congregation, genuinely care for each other and the congregation, and do it all with grace, efficiency, and humor. They represent a significant asset to a new pastor.



Kris Goorsky serves as Director of Christian Formation. She grew up the youngest of three, in Hoffman Estates, Illinois, a suburb of Chicago. After going to college in Iowa, she served in Youth & Family ministries for 30 years in South Dakota, Illinois, and Tucson. She was ordained as an elder in 2024 and began the process of becoming a Commissioned Lay Pastor, adding preaching and worship leadership to her already extensive skill set. We are thankful that God brought Kris into our Immanuel family. Her imagination is amazing, and her prayerfulness is deeply meaningful. We continue to be blessed by her gifts, whether is it engaging our high schoolers in Mission Work, fostering helpfulness within our Middle and Elementary aged kids as they assist in the Nursery or with Time Together, amazing us with her energy during Children's Sermons, highlighting new and interesting Adult Education topics, creating opportunities for inter-generational connection and building our community. Kris has demonstrated her skill for God-centered leadership during our pastoral transitions both for our other staff members and the Immanuel congregation.



Clay Whittington serves as the Director of Music Ministries, directing Adoración, the Alternative Worship Band, the Handbell Choir, and the Sanctuary Choir. Outside of his work at Immanuel, Clay maintains an active performance calendar with the Gaslight Theatre and serves as assistant conductor for the Tucson Summer Chorus. Clay received his Bachelor of Music with a concentration in Sacred Music (Vocal/Choral) from East Carolina University, and in May 2025 he completed his Master of Music Degree in Choral Conducting at the University of Arizona. Clay has served as the principal musician for churches in the United Methodist and Episcopal traditions for much of the last two decades. Clay is also an active member of the American Guild of Organists, the National Association of Teachers of Singing, the Hymn Society, and the Presbyterian Association of Musicians. As a musician, vocalist and leader, Clay's gifts are never-ending. He has close connections with the University of Arizona musicians, and we are blessed to have them join us for worship. His talent is deeply rooted in knowledge and doctrine and he is skilled in connecting messages with music.



Kate Kelly, our Office Manager, joined the Immanuel staff in July 2017. Originally from Central Pennsylvania, she and her husband came to Tucson in 1994. They have three adult children, son Will in New York City, and daughters Grace and Claire here in Tucson. Kate has over 17 years' experience in ministry administration and finance. With Kate, things just get done, she has demonstrated extraordinary skill with both people and technology.



Allison Nelson cares for our youngest members as our Nursery Attendant. She was born in Tucson, graduated from Pima Community College in 2025, and is pursuing a degree in Sustainably Built Environments at the University of Arizona. Allison and her family have attended Immanuel since she was six. Allison's love of God shines through her joy in working with kids. You can find her playing outside with our tiniest members when the weather is cool, assisting with leading VBS groups, and mentoring our older youth in caring for our babies and toddlers. We are fortunate to have Allison as part of our team.



Brian Rudigier, our Facilities Manager, loves being of service. He came to Tucson from Bethesda, Maryland and graduated from Palo Verde High School. He began attending Immanuel with his parents in 2017. Whether making coffee for fellowship, setting up tables for events, or ushering for worship, Brian is always ready to lend a helping hand. Brian's faith is palpable; his personal welcoming presence to others is extraordinary.

Worship

At Immanuel, we believe that worship is at the very heart of what we do as a congregation. Weekly worship empowers us to carry the Holy Spirit into the world in which we live and work. Dedication, confession, forgiveness, praise, prayer, and proclamation of the Word are integral to worship at Immanuel. Our worship is Christ-centered and reflects the heritage of our faith that is both Reformed and ever-being reformed by the Holy Spirit. We offer two services, both equally well attended, and both of which are live-streamed.



Our Alternative Worship Service is designed to be a vibrant and dynamic approach to spirituality. These services engage all your senses through experiential worship and a diverse array of musical genres. This includes immersive, hands-on prayer practices that invite personal reflection and collective connection. Our musical offerings span from contemporary songs to traditional hymns, jazz, and folk, creating a rich tapestry of sound that resonates with the depth of our shared faith. Whether to enhance quiet contemplation or spirited celebration, the alternative service provides a unique space for authentic expression and communal growth.

Our Traditional Worship Service offers a reverent and enriching experience framed in the long-lived liturgical approaches to Presbyterian theology. This service includes the timeless sounds of the organ with choir and solo music. Through liturgical practices and traditional hymns, we honor our heritage while engaging deeply with the core tenets of our faith. Each element of the service—from the opening call to worship to the closing benediction—reflects a commitment to our Presbyterian roots and a dedication to thoughtful, contemplative worship. The result is a sense of community and spiritual connection that comes from gathering in this cherished tradition.



Music Ministry

The Sanctuary Choir leads the congregation in the singing of hymns, Psalms, and spiritual songs at our traditional worship services. This ensemble offers a variety of sacred choral works, including motets, anthems, chorales, and spirituals.

The Handbell Choir enhances the music in our traditional worship services with instrumental selections and aids in the accompaniment of choral and congregational singing. Ringers



occasionally offer handbell solos, duets, and selections for smaller bell ensembles. IPC proudly boasts a five-octave set of Malmark American Handbells and four octaves of Choirchimes™.

Adoración is the praise band for our weekly Alternative Worship Services and leads the

congregation in the singing of hymns, Psalms, spiritual songs, and contemporary worship songs. This ensemble offers a variety of genres, both sacred and secular. The ensemble includes a rather unique blend of voices, piano, guitar, percussion, cello, flute, and harmonica.

Christian Education

Sunday School for adults and kids of all ages is held on Sunday mornings during the school year. Activities encourage learning through fun lessons that highlight the theme's Bible verse and story by way of art, games, science, stories, and music.



Each Sunday all year during the second half of the worship service (after the children's message), kids ages 3-5 years old are invited to Time Together, activities led by an adult teacher and helper. Activities include Bible stories, coloring, singing, crafts, and dancing. Special events are held throughout the year such as Vacation Bible School, Trunk or Treat, Spring Carnival, Breakfast with Santa and the Children's Christmas Pageant.

Kids in grades 6-12 are invited to join us for Youth Ministry on Sunday nights where we play, worship, serve, and do life together! We aim to walk in Jesus' footsteps, which means we welcome you no matter where you're coming from or what you believe. Special events such as rock climbing, mini golf, pool parties, scavenger hunts and overnight retreats, and mission trips are also a meaningful way to grow in their faith. Youth are encouraged to participate in any or all of the activities of the church including Youth led Worship Services, Confirmation, Vacation Bible School volunteers, Trunk or Treat, mission projects, Montlure Summer Camp, and any other projects they develop for service to the church and community. Opportunities for youth to serve include participation in several church-wide mission projects that serve the community, such as making sandwiches for Casa Maria Ministry, making blankets for Gospel Rescue Mission, participating in Crop Walk to End Hunger, and making soup jars for Interfaith Community Services.



Opportunities for Engagement and Fellowship

Fellowship deepens and strengthens our relationships at Immanuel. Whether it be hanging out, studying the Bible, playing cards and games, praying for each other, or enjoying meals together, our fellowship groups at Immanuel are a great way to connect the other six days of the week.

Men's Bible Group - Men of Immanuel, friends, and guests gather every Monday at 10:00am in Witherspoon Hall for fellowship and coffee. New friends are made in the context of storytelling conversation. Prayer is a key component, as are reflections on the substance of sermons.



Women's Circles (Agape Circle and Lydia Circle) -

Both circles employ the Presbyterian Women's Horizon Bible Study. One group meets during the day and the other in the evening so participants can choose the group that best meets their

needs. From local concerns to national engagement, Presbyterian Women (PW), guided by the Holy Spirit, are at work, ever mindful of PW's purpose of strengthening the Presbyterian Church (U.S.A.) and witnessing to the promise of God's kingdom.



Our two Women's Circles meet locally once a month for fellowship, study, and prayer; twice a year with women from Presbytery de Cristo; annually at the statewide gathering at the Synod of the Southwest; and every three years participate in the Triennium at the National level. This year we are sending three representatives from our local chapter.

Crafters Group – Meeting weekly, this group works on projects that include making High School Senior quilts, prayer shawls, and blankets and quilts for local refugees and charities.

Desert Sages – Meeting every Tuesday morning to play games (Hand & Foot, Rummikub, Bridge, Mexican Train, and Poker), share stories and laugh. Participants take turns providing refreshments with a luncheon every six weeks.

Covenant Groups – Diverse groups commit to meeting together on a regular basis for fellowship, food, prayer, friend support, sharing thoughts about the Bible, or participating in outreach together. These Immanuel small groups have the effect of deepening friendships, expanding your connections to the church, growing in faith, and blessing others.



Mission and Outreach

Under Pastor Wood's leadership the church was called to expand its mission work, seeking to help the homeless and hungry in the community and beyond. The church hosted homeless men during operation deep freeze providing a warm meal, cot, showers, and even laundry facilities. The geographic reach of youth and mission trips was remarkable: [examples, Mexico, Navajo Reservation, downtown LA, Alaska fishing village]. Other mission work included projects such as Eastside Advocates for Resettlement, refugee family resettlement, Presbyterian Campus Ministry (PCM), Christmas International House, College and Military Care Packages, Casa Maria lunches, Habitat for Humanity, the Ulster Project, and Compañeros en Misión, a border ministry for establishing Presbyterian churches in northern Mexico.

Under Pastor John’s leadership the church actively supported Alternative Gift Market, Booth-Fickett Magnet Elementary School, Borderland Young Adult Volunteers (YAVs), Café Justo, Compañeros en Misión, Haven Totes Food Pantry, Frontera de Cristo, Ishkashita fruit harvesting and gleaning, Middle Eastern Presbyterian Fellowship, Montlure Presbyterian Camp, and Youth on Their Own (YOTO).



Mission and Evangelism continue to be high priorities for the church, though there is a compelling belief that we can do more, including well beyond the geographic boundaries of our local community. As followers of Christ, we are called to make the world a better, more caring place and called to do so with our time, talents, and treasures. Earnings from our Endowment Fund serve as a reservoir of funds for new and expanded mission projects.

Church Financials

God calls us to “use whatever gift (we) have received to serve others, as faithful stewards of God’s grace in its various forms” (1 Peter 4:10). At Immanuel, we strive to answer this call through intentional and meaningful allocation of our resources.

		2020		2021		2022	
		Actual	Budget	Actual	Budget	Actual	Budget
Income		461,204	456,581	444,899	430,000	402,432	442,175
Expenses							
	Salaries	197,710	201,254	197,283	198,595	222,054	225,646
	Benefits/Taxes	48,991	47,068	47,056	48,416	47,146	48,537
	Other Personnel Costs	21,541	31,600	33,411	31,570	45,317	44,836
	<i>Subtotal</i>	268,242	279,922	277,750	278,581	314,517	319,019
	Operations/Ministries/Mission	117,103	139,644	116,774	151,419	126,543	117,819
Total Expenses		385,345	419,566	394,525	430,000	441,060	436,838
NET INCOME		75,859	37,015	50,375	0	(38,628)	5,337
Assets/Holdings Dec 31:		\$ 794,616		\$ 885,590		\$ 841,819	

		2023		2024		2025	
		Actual	Budget	Actual	Budget	Actual	Budget
Income		436,298	386,478	492,269	451,355	304,026	460,000
Expenses							
	Salaries	228,553	235,665	271,846	292,297		
	Benefits/Taxes	43,790	37,968				
	Other Personnel Costs	28,008	27,263	22,682	18,800		
	<i>Subtotal</i>	300,351	300,895	294,527	311,097	171,250	280,460
	Operations/Ministries/Mission	119,271	116,309	205,092	166,710	107,885	176,260
Total Expenses		419,621	417,205	499,619	477,807	279,135	456,720
NET INCOME		16,676	(30,727)	(7,350)	(26,452)	24,891	3,280
Assets/Holdings Dec 31:		\$ 941,870		\$ 919,681		\$ 939,088	

NOTE: 2025 Budget is for the entire year while actuals are year to date through July 2025.

Pledge Data 2021 - 2025

		GENERAL FUND PLEDGES				
YEAR	Membership	Units	Pledged	Actuals	%	Avg Pledge
2019	309	94	\$ 301,700	\$ 245,303	81%	\$ 3,210
2020	309	85	\$ 309,117	\$ 280,930	91%	\$ 3,637
2021	302	83	\$ 313,319	\$ 330,702	106%	\$ 3,775
2022	297	62	\$ 256,516	\$ 236,111	92%	\$ 4,137
2023	299	69	\$ 318,298	\$ 287,405	90%	\$ 4,613
2024	290	61	\$ 281,494	\$ 258,038	92%	\$ 4,615
2025 (as of June 10)	290	57	\$ 267,440	\$ 99,694	37%	\$ 4,692

Pledge Data 2021 - 2025

YEAR	Membership	B/G FUND PLEDGES				
		Units	Pledged	Actuals	%	Avg Pledge
2019	309	36	\$ 34,636	\$ 24,240	70%	\$ 962
2020	309	35	\$ 38,380	\$ 27,985	73%	\$ 1,097
2021	302	34	\$ 24,215	\$ 23,900	99%	\$ 712
2022	297	25	\$ 15,850	\$ 11,050	70%	\$ 634
2023	299	0	\$ -	\$ -	-	
2024	290	28	\$ 24,530	\$ 21,303	87%	\$ 876
2025 (as of June 10)	290	19	\$ 20,356	\$ 6,870	34%	\$ 1,071

Attendance Summary

Attendance Archives 2019 - Present

* (# of services)	2019			2020 (5)				2021 (40)		2022 (35)			
	8:30am	11:00am	Online	8:30am	10:00am	11:00am	Online	10:00am	Online	8:30am	10:00am	11:00am	Online
Jan	238	535	n/a	267	x	450	n/a	x	1134	x	286	x	261
Feb	250	463	n/a	322	x	500	n/a	x	969	x	317	x	197
Mar	359	587	n/a	186	x	373	*	110	392	x	319	x	203
Apr	600	589	n/a	x	x	x	1305	357	344	x	573	x	330
May	268	417	n/a	x	x	x	1274	406	346	x	356	x	260
Jun	259	387	n/a	x	x	x	776	321	212	x	357	x	150
Jul	238	336	n/a	x	x	x	581	278	260	x	368	x	163
Aug	260	359	n/a	x	x	x	705	413	298	x	357	x	166
Sep	343	486	n/a	x	x	x	516	290	206	198	101	208	234
Oct	296	441	n/a	x	145	x	583	442	243	276	x	298	302
Nov	289	465	n/a	x	48	x	1118	303	155	226	x	261	233
Dec	686	583	n/a	x	x	x	1183	465	374	176	x	518	539
TOTAL	4086	5648		775	193	1323	8041	3385	4933	876	3034	1285	3038
Avg Weekly:	79	109		60	39	102	206	85	95	52	87	76	58
Year Totals In Person		9734			2291			3385			5195		

*March 15, 2020 - Last Sunday before Covid shutdown

Outdoor service at 10:00am ran from Oct 4, 2020 - Nov 1, 2021, and March 28 - April 25, 2022

Returned to 2 services Sept 11, 2022

Online - Total views at one month mark, not unique views

John Tittle last Sunday - March 3, 2024

Tina Salvaneschi - Aug 5 - Dec 24, 2024

Bart Smith began Jan, 2025

* (# of services)	2023 (16)				2024 (17)				2025			
	8:30am	10:00am	11:00am	Online	8:30am	10:00am	11:00am	Online	8:30am	10:00am	11:00am	Online
Jan	295	x	259	349	259	x	218	267	153	90	203	215
Feb	283	x	271	272	309	x	285	311	237	x	277	187
Mar	315	x	294	243	340	95	425	417	347	x	343	208
Apr	398	x	469	317	259	x	216	117	303	x	356	108
May	178	144	227	232	187	94	206	284	193	84	192	?
Jun	x	468	x	204		485		130				
Jul	x	491	x	240		356		172				
Aug	x	502	x	216	125	245	113	204				
Sep	176	94	190	221	262		265	275				
Oct	309	x	362	270	207		209	196				
Nov	238	x	249	221	168	109	151	159				
Dec	388	86	414	510	373	74	422	318				
TOTAL	2580	1785	2735	3295	2489	1458	2510	2850	1233	174	1371	718
Avg Weekly:	72	112	76	63	59	86	60	55	59	87	65	
Year Totals In Person		7100				6457						

* March 15, 2020 - Last Sunday before Covid shutdown

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LOOKING AHEAD

Over the past two decades—following Pastor Fred Wood’s retirement and during Pastor John’s tenure—Immanuel has remained a solid church home for a devoted and faithful congregation. Our core community in Tucson has stayed active, with seasonal fluctuations as members escape the summer heat or seek refuge from colder climates elsewhere. Throughout this time, we have maintained a strong tradition of calling capable and dedicated Elders and Deacons who engage meaningfully in their leadership roles.

Like many Presbyterian congregations nationwide, we have experienced a gradual decline in membership and attendance. However, we have never felt at risk. This study reaffirms our desire and commitment to growth, recognizing the spiritual, relational, and practical value that a vibrant and growing congregation brings—especially in worship, education, and mission.

Naturally, there have been seasons of interim leadership between long-term pastors. These times of transition often invite self-reflection, and recent years, particularly during and after COVID, have shown us just how much leadership changes have shaped us, often in ways we didn’t

immediately recognize. We have come to better understand how individual members connect differently with various pastoral styles, whether from full-time pastors, lay leaders, or interim ministers.

Looking back, several key insights have emerged:

1. **Two-way communication and transparency** between leadership and congregation are essential.
2. We need **more members actively participating and volunteering** in the programs and life of the church to foster trusting relationships, grow in Christ, and build resilience as a faith community.
3. We must be willing to **take faithful risks**—whether in worship, mission, or addressing congregational concerns—rather than avoiding difficult conversations or opportunities for growth.

As a congregation, we are committed to doing our part to support pastoral leadership and to actively participate in the vibrant, mutual exchange that makes a church thrive.

Our Wishes as a Congregation

When asked about our hopes for Immanuel, the congregation offered many heartfelt responses. The Mission Study Team distilled these into the following key themes:

- **Congregational Growth:** Expanding opportunities for involvement through sustaining and enhancing Christian education, music ministries, and outreach.
- **Communication:** Fostering a church culture where communication is clear, transparent, and keeps everyone connected and informed.
- **Spiritual Focus:** Deepening our Christ-centered discipleship in a rapidly changing world.
- **Mission:** Engaging in meaningful, visible global mission work and financial support that reflects our faith in action and impacts our local community and the world.

What We, As a Congregation, Are Looking for in a Pastor

Immanuel seeks a warm, relational pastor who can help create an environment of connection, growth, and spiritual depth. We are looking for someone who is:

- Kind, intelligent, empathetic, and biblically rooted.
- Approachable and engaged, able to connect personally through visits and informal interactions.
- Relational across generations and open-minded, with a healthy sense of humor.

- A leader who understands the cultural and political complexities of our time and who fosters healthy conflict resolution.
- Respects the unique perspectives and values the leadership potential of all members.
- Grounded in Reformed Theology but responsive to current events, leading us to live faithfully in today's world.
- A gentle guide who honors where we've been and can help us move forward with thoughtful, incremental change.

Where We Believe God Is Leading Us

From our east-side neighborhood, we feel called to minister not only to one another but also to the broader Tucson community. We envision building a stronger, more connected faith community—one that supports and honors each other and extends blessing to others through worship, prayer, outreach, and mission.