

Annual Ministry Report 2008



**Walnut Creek
Presbyterian Church**



Club 56 Retreat



Pastor Morgan Murray

Our Purpose:

Compelled by God's love, we participate with the Holy Spirit to bring people into a personal and growing relationship with Jesus Christ.



Costa Rica Mission Team



Vacation Bible School

From the Senior Pastor

Dear Friends,

I feel so honored to address you as your Senior Pastor! In the few short months that I have been here, my family and I have felt deeply loved and warmly received. We have experienced your generosity in so many ways. This seems like a good place to say thank you!

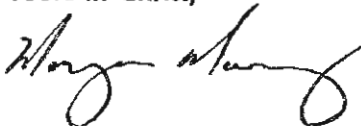
As I write this, the Session has just completed a day-long retreat. At that retreat we agreed that our chief goal for 2009 is to finalize formation of a cohesive leadership team. This team will be charged with guiding the church around its three main objectives: Facilitating Christian maturity, equipping us for effective stewardship of our gifts, and focusing our attention on the needs of the larger Walnut Creek community.

The work of forming a cohesive leadership team has been ongoing for some time. Two major facets of the reorganization process - reducing the number of Session members and creating Ministry Leader roles - have already been accomplished. 2009 will be a shared learning process as we "live into" the possibilities that these changes provide. Now that a Senior Pastor has been called, aligning our staffing with our objectives is the top priority. We aim to have many open questions around our staffing to be settled by the end of the year, especially with respect to administrative support, Worship & Arts leadership and our pastoral positions. This is a significant undertaking, but if a down economy is the crisis, then the opportunity within that crisis is clarifying our essential mission and aligning everything we do with that!

If reorganization efforts, staff reviews, and budget processes can be seen as pruning activities, then it is important to remember why we prune: To see fruit! We want to see fruit in the form of mature Christians, radiant with the light of Christ's love. We want to see the fruit of effective stewardship, in which each of us is investing our time, talents and treasure courageously in the work of the Kingdom. We want to see fruit in our community, where people's lives are transformed by our contagious ministry - even if they never step foot on our campus.

Let us continue to work and pray that God would usher in the new season of fruitfulness we are yearning for!

Yours in Christ,



Pastor Morgan

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The Vision of Walnut Creek Presbyterian Church

Our Vision is to be a growing church where:

- Members consider themselves as ministers whose top priorities are to love the Lord and each other, and to find ways to bring people into a personal relationship with Jesus Christ.
- Christ-centered worship services are relevant to the people of our community, members are committed to weekly worship and enthusiastic about inviting their unchurched friends to join them.
- Children and youth will be led into a personal and growing relationship with Jesus Christ.
- Members are all involved in small groups dedicated to sharing their lives, Bible study, and prayer.
- Members are grateful for their God-given gifts and out of gratitude are committed to both personal involvement in ministry and tithing of their financial resources.
- We lovingly reach out to meet the spiritual and physical needs of people in our community and the rest of the world.

The Session

Elders Serving in 2008

Adult Ministries: Eric Parnell, John Ritchey
Buildings & Grounds: Joe Abdy, Roger Thornton
Children's Ministries: Sabra Johnston, Claudia Nardi
Congregational Care: Cindy Tilton, Norma Schnurr
Finance: Suzanne Garrett, Roy Fredrickson
Long Range Planning: Dan Capener, Craig Schumann
Personnel: Harriette Heibel, Gail Dutcher
Student Ministries: Marsi Girardi, Bill Andrews
World Missions: Maurice Nelson, Kirsten Mundy
Worship & Arts: Gene Ho, Carolyn Depolo
Chair, Nominating Committee: Dan Wade

Elders for 2009

Bill Andrews
Dan Capener
Carolyn Depolo
Barbara Frick
Harriette Heibel
Joan Johnson
Rita McIntosh - Chair, Nominating Comm.
Kirsten Mundy
Maurice Nelson
Eric Parnell
Chris Poland
Craig Schumann

adultministries

The purpose of the Adult Ministries Department is to:

- Nurture spiritual growth and discipleship by providing forums where adults can gain a personal and growing relationship with Jesus Christ.
- Build Christ-like, loving connections between individuals through fellowship activities where relationships are begun and strengthened.
- Participate with the Holy Spirit in outreach and evangelism with a large spirit of hospitality to our community, sharing the good news of Jesus Christ with those around us.

HIGHLIGHTS:

1. The Adult Ministries department sponsored several great events this year including our annual Men's and Women's Retreat and Family Conference. These events provide an excellent opportunity for our congregation to get away from their daily routine and grow in their walk with the Lord.
2. We held several classes to provide our church family with solid Bible teaching. Eric Larson taught *How to Read the Bible for all its Worth, The Gospel of John, and Acts*. We are grateful for Eric's commitment to grow people in their knowledge of the Bible.
3. Under the leadership of Steve Nelson, we have embarked on a renewed vision for Men's Ministries. "A brotherhood of men fully committed to Christ." Several men's breakfasts and service events were held in 2008 with more planned for 2009. A key emphasis will be small groups to help men get connected and foster spiritual growth.
4. We held a workshop discussing the Biblical view of money and how to practically manage personal finances to avoid excessive debt and prepare for the future.
5. We have invested much effort in the planning for the new Session and Church reorganization which begins in 2009. We are excited that the new organization will better enable us to achieve our mission of bringing people into a closer relationship with the Lord.

KEY LEARNINGS:

We continue to learn and focus on what activities drive spiritual growth in our congregation. Our goal is to only plan and execute those events that have maximum spiritual impact on our church family. Our experience indicates that people grow in their love of the Lord in a variety of ways including Bible study, retreats, classes, small groups, conferences, and service opportunities. We will strive to provide a healthy mix of these and other experiences that will bring all of us closer in our relationship to each other and the Lord.

2009 KEY DATES:

1. Focus on Marriage Simulcast: 2/28
1. Men's Conference: 3/6 to 3/8
2. New Members Class: 3/13 to 3/14
3. Women's Retreat: 5/29 to 5/31
4. Fall Family Conference 9/18 to 9/20

Submitted by,

Eric Parnell and John Ritchey, Elders

WOMEN'S MINISTRIES REPORT

HIGHLIGHTS OF 2008 :

- Creative Arts Retreat: Great Outreach to many un-churched women. 3-day event held at the Concord Hilton (expands to 4 days in 2009).
- Coffee Talks: 200 women from many churches came to hear author/speaker Nancy Ortberg in February, and later another great turnout with author/speaker Debbie Alsdorf (Director of Women's Ministries, Cornerstone Church, Livermore).
- Thrive Conference: The Women's Ministries team spent three days at this wonderful conference at Bayside Church. This is a yearly highlight for us with opportunity for spiritual growth and encouragement.
- WCPC Annual Women's Retreat, May 30-June 1, 2008 was a weekend of fun, fellowship, friendship and renewal with speaker Sherry Rose Shepherd.
- Living Proof Simulcast, August 1-2, 2008: Coordinated by Laura Primus. Over 125 ladies joined us for this 2-day event.
- Morning Light and Night Light Bible Studies: We started the year with a new Beth Moore Study, "The Psalms of Ascent". Morning Light was assigned to a larger room (MPR) to accommodate over 100 women. These studies have been a huge success and include women from other churches besides WCPC. We very much encourage an open door policy. Our numbers indicate that women want to be in the Word, experience true fellowship and are willing to be accountable and an encouragement to each other. This has been a personal highlight for me this year. We have strong leadership in both Morning Light and Night Light and these women are a joy to me and each other.

adult ministries

WOMEN'S MINISTRIES REPORT (Cont'd.)

● Annual Christmas Brunch: "The Wonder of Christmas" was this year's theme. The brunch was enjoyed by 170 women and 21 (one more table than last year) wonderful table hostesses provided us with a setting that was truly spectacular. We enjoyed a catered brunch, two fabulous speakers and the music and worship of The Singing Hands Choir from Golden Hills Church, Brentwood. The men of the Red Apron Brigade graciously helped table hostesses and served our meal. Our brunch guests brought over 85 new games to be donated to our Deacon's Care Cottage Christmas Room. This was a wonderful celebration and outreach to many.

ONGOING MINISTRIES:

- Weekly Bible studies led by Linda Ellman and Carolyn Depolo
- Cookie ministry to first-time visitors
- Let's Get Cooking meals ministry
- Presbyterian Women
- Sew Busy
- Time Out retreats

God continues to bless us, the women of WCPC, with wonderful ministries, devoted volunteers and courageous and compassionate leaders. The Women's Ministries team which consists of Lisa Vande Wege, Kendra Brown, Diane Thomas, Julie Andrews, Karen Hickanson and Laura Primus, are honored to serve the amazing women of this church family. We are blessed to know each one of you and look forward to serving you in the new year.

Submitted by,
Lisa Vande Wege, Director, Women's Ministries

buildings&grounds

The Buildings & Grounds Department provides a support function for the other departments. This includes:

- Services necessary to make the facilities available to users on a daily basis.
- Maintenance and repair services needed to maintain the facilities in good condition.
- Improvements that support the Church mission. For common use assets, such as grounds, parking, building exteriors, utilities, etc, B & G is the driver. For mission specific improvements, the specific mission department is the driver with B & G in the supporting.

GROUPS/ACTIVITIES SUPPORTED: We provide the facilities for most of the Church events, and for many events for outside non-profit groups including True North, A/A, G/A, Spectra, Fuller classes and youth sports teams. Activities include Sunday services, concerts, plays, lunches, large and small group meetings and the WCPC Preschool.

FACILITIES: Our facilities cover over 80,000 square feet; and include the Sanctuary, prayer chapels, multi-purpose room, parlor, Fellowship Hall/Gym, and many meeting rooms, classrooms, hallways, restrooms, as well as office for the staff. The grounds cover over five acres and have parking lots, walkways, play areas, patio, and many landscaped areas.

ORGANIZATION/STAFF: We are fortunate to have a very dedicated staff. Frank Burroughs, the Business Manger, supervises operations. Ron Crocker schedules the facilities and Noel Cruz provides the maintenance support and improvement project efforts.

This past year we constructed the media booth in the Sanctuary, re-stripped the parking lot, repaired the duct work under the gym floor, erected the Ministry Tent, repaired the retaining walls at the upper and lower playgrounds by the pre-school; repaired the patio and updated and refurbished our map signage.

FUTURE PROJECTS include:

- Construct two new bathrooms for the pre-school.
- Re-do the patio area to make it level.
- Resurface the parking lots as needed.

APARTMENTS: The two WCPC apartment buildings on Lacassie Avenue have a total of 19 rental units, rented out at market rate. A majority of the units are rented to members of the "Intentional Community". This is our fourth consecutive year with an operating surplus.

Being able to serve God and our Congregation as Elders and Staff has been a rewarding opportunity to learn teamwork and a spirit of accomplishment.

Elder Joe Abdy will complete his term this year and Elder Roger Thornton will serve as the Buildings & Grounds Lay Ministry Leader starting in 2009.

Submitted by,
Joe Abdy and Roger Thornton, Elders

children&familyministries

In Children & Family Ministries, our priority is to open the hearts and minds of children to the transforming love of Jesus Christ. We work toward this vision by building community in a safe and secure environment. We believe that learning should be fun! Bible lessons are creative, age appropriate, interactive and relevant to today's children. Between Mom's Morning Out (MMO), Preschool, MOPS and our Sunday morning programs for birth-4th grade, our church campus is alive six days a week, ministering to children and their families. The goal of MMO is to provide a safe, clean, loving environment for the children in our care. We hope that each child will begin to associate this love with that of our Lord Jesus Christ. We desire to meet the needs of the parents in our church and community by giving them a little time to themselves while knowing their children are being well cared for.

At WCPC Preschool, we believe that every child is God's unique creation with his or her own talents and interests. Our curriculum is flexible to accommodate individual differences. We present learning experiences that stimulate social, emotional, spiritual, physical and intellectual development. We provide first-hand worship experiences through songs, Bible stories, prayer and age-appropriate monthly chapel. We maintain a safe environment for the freedom of discovery, creation, exploration and surprise. We promote the development of responsibility and a positive self concept. We work with staff, local agencies and special needs advocates to ensure each child has the best possible care.

MOPS stands for Mothers of Preschoolers. MOPS International exists to meet the needs of every mom - urban, suburban and rural moms, stay-at-home and working moms, teen, single and married moms - moms with different lifestyles who share a similar desire to be the very best moms they can be! MOPS recognizes that the years from infancy through kindergarten are foundational in a mother-child relationship and are filled with unique needs.

STAFF: Sue Funkhouser, Sr. Director of Children & Family; Nona Garlick, Weekday Preschool Director; Erin Johnson, Administrative Assistant; Sylvia Menegus, Ministry Assistant; John Nakanishi, 10:45am grades volunteer; Phyllis Nelson, Director of Nursery & Childcare; Jill Neuffer, Director of Early Childhood & Grades; Jan Powers, Director of Mom's Morning Out; Karen Schumann, Outreach volunteer

ELDER: Sabra Johnston

HIGHLIGHTS:

- Baptism and Discipleship classes were introduced this year to our grades children in response to children who are making professions of faith and seeking to be baptized as believers or to reaffirm their infant baptism and confess their own personal faith.
- At VBS we had over 100 children from our church and the community learn about the Fruit of the Spirit at SonHarvest County Fair! Nearly 100 volunteers helped make this special week possible from craft teams to group counselors. Our week at the farm culminated in an all-church celebration service, BBQ and county fair!
- Families are being connected to our church through mid-week programs such as MOPS, MMO and Preschool.
- The Advent Wreath Party brought generations and families together as they created wreaths and decorated cookies.

KEY LEARNINGS:

- Ministry to families is a necessary component to programming. Increased communication between the church and families, events, seminars and family resources provide valuable spiritual support.
- Intergenerational ministry is highly valued in our faith community. Events such as VBS and the Advent Wreath Party bring children, students and adults together for significant faith experiences.

UPCOMING 2009 DATES:

- January 16: Pirate Party for Grades 1-4 (Showing Veggie Tales "The Pirates Who Don't Do Anything" & fun pirate activities!)
- January 29: Preschool Open House
- February 4: Preschool Parent Conferences for 4's & Pre-K
- March 8, 15 & 22: Grades 1-4 Discipleship/Confirmation Classes
- March 19: Infant Baptism Meeting (Infant baptisms are held March 22)
- April 5: Children's Baptisms & Confessions of Faith
- April 25: Preschool Dad's Day
- May 6 & 7: Preschool Mom's Days
- June 3: Preschool End of the Year Program & Picnic
- June 14: Transition Sunday (Current grades 1-4 transition to the next grade)
- June 22-26: Vacation Bible School (VBS)
- June 28: VBS Celebration Sunday

Submitted by,
Sue Funkhouser, Director, Children & Family Ministries

congregationalcare

The Congregational Care Department provides support to people during the many stages of life (from the youngest to the most senior) and offers people opportunities to serve and care for each other. As Jesus instructed His disciples to love one another, it is our aim to share the love of Christ in the WCPC community and beyond through the ministries of prayer, presence, benevolence and devotion to Christ and to one another. We desire to share the love of Christ in very tangible ways through a diverse multitude of ministries, including:

Stephen Ministry (a ministry of ongoing care for those in crisis). Leadership team: Paul Chastain, Erik Onishi, Lynn Binsacca & Leslie Finertie
Hospital and home visits by lay chaplains and pastoral staff

Deacon Care Cottage (clothes, food, toys and household items for those in need)

Contra Costa Interfaith Housing (low-income housing for 27 families and support)

Contra Costa Interfaith Coalition

Habitat for Humanity

Good News Jail and Prison Ministry

Hospitality Ministry

Senior Visitation/Friends-at-Home. 30-35 "friends" were visited, sent cards, and called regularly throughout 2007.

D2 Ministry (developmentally disabled ministry)

Community Homeless Ministry

Prayer Ministry

Memorial Receptions

James Ministry (home repairs)

Benevolence Ministry (financial assistance and counseling) In 2008 we provided financial assistance to those in need totaling \$48,000.

STAFF: Reverend Karen Greschel, Interim Associate Pastor and Gwenn Boero, Coordinator

ELDERS: Cindy Tilton and Norma Schnurr

BOARD OF DEACONS: Lyn Abdy, Moderator; Howard Jarrell, Co-Moderator; Verna Peterson, Secretary; Bob Hike, Treasurer
(Deacon ministries are facilitated by 42 members of the Board of Deacons and many other volunteers from our congregation.)

HIGHLIGHTS:

- "For I was hungry, and you gave me something to eat, I was thirsty and you gave me something to drink..." Over 2,210 individuals and families received meals through our Homeless Meals Ministry and 361 boxes of groceries provided by the Deacon's Cottage and other provision for food through the ministries of Congregational Care and the generosity of WCPC. The Deacon's Cottage "Christmas Room" collected and disbursed new and gently used games and toys providing the children of many needy families with a joyous Christmas.
- "...I was a stranger and you invited me in, I needed clothes and you clothed me..." 1,825 individuals and families received clothing and provision for housing, including furniture and other household items through Deacon ministries. As a member of the Contra Costa Interfaith Coalition WCPC partnered with 21 other churches in food, furniture and infant/toddler clothing programs. The key highlights of this partnership include on-going service to the Concord Homeless Shelter (meals prepared in WCPC's kitchen, delivered and served to the shelter); the collection, trucking and delivering of furniture to families and individuals in need (working in particular with Beverly Williams, Chairman of the Resource Committee, Interfaith Coalition. The Coalition has no regular source of income or grant money and relies on individuals and church donations.
- "...I was sick and you looked after me, I was in prison and you came to visit me" (Matthew 25:35,36). Hundreds of those sick, bereaved, lonely, in crisis and in prison received comfort and care through prayer, visitation, memorials and counseling.

KEY LEARNINGS:

- The community of faith at WCPC is generous and kind to those in need!
- Our volunteers give sacrificially of their time, talents and treasure, and love those they minister to with the extravagant love of Christ.

Submitted by,

Norma Schnurr and Cindy Tilton, Elders

finance&administration

The Finance and Administration Department is responsible for maintaining an accurate account of WCPC's finances, ensuring that expenses and income are properly recorded, that checks, including payroll checks, are issued accurately and carefully tracked. The department also makes certain that bank deposits are made in a timely fashion.

STAFF:

The staff consists of a Business Manager, a Bookkeeper, a Finance Assistant, a Receptionist, and the Media Arts Coordinator. The department has two active Elders who are also Trustees and officers of the corporation. There are numerous volunteers that complete important duties each week.

FINANCE HIGHLIGHTS:

- For the year ended June 30, 2008, the General Fund of the church had revenues totaling \$2,093,000.00, expenses of \$2,239,000.00 (including depreciation), for deficit of about \$146,000.00. The cash position decreased by approximately \$10,000.00.
- In comparison to the prior year, 2007-08 General Fund revenue declined by \$170,000.00.
- Loans receivable was eliminated when the Church received proceeds from its percentage ownership of the Palmbush home which sold in late 2007.

ADMINISTRATION HIGHLIGHT:

- During Calendar Year 2008, WCPC formed a website committee. The committee includes three experienced volunteers, the Media Arts Coordinator, and the Business Manager.

Submitted by,

Suzanne Garrett and Roy Fredrickson, Elders

finance & administration

Comparative Income Statement for Year Ending June 30, 2008

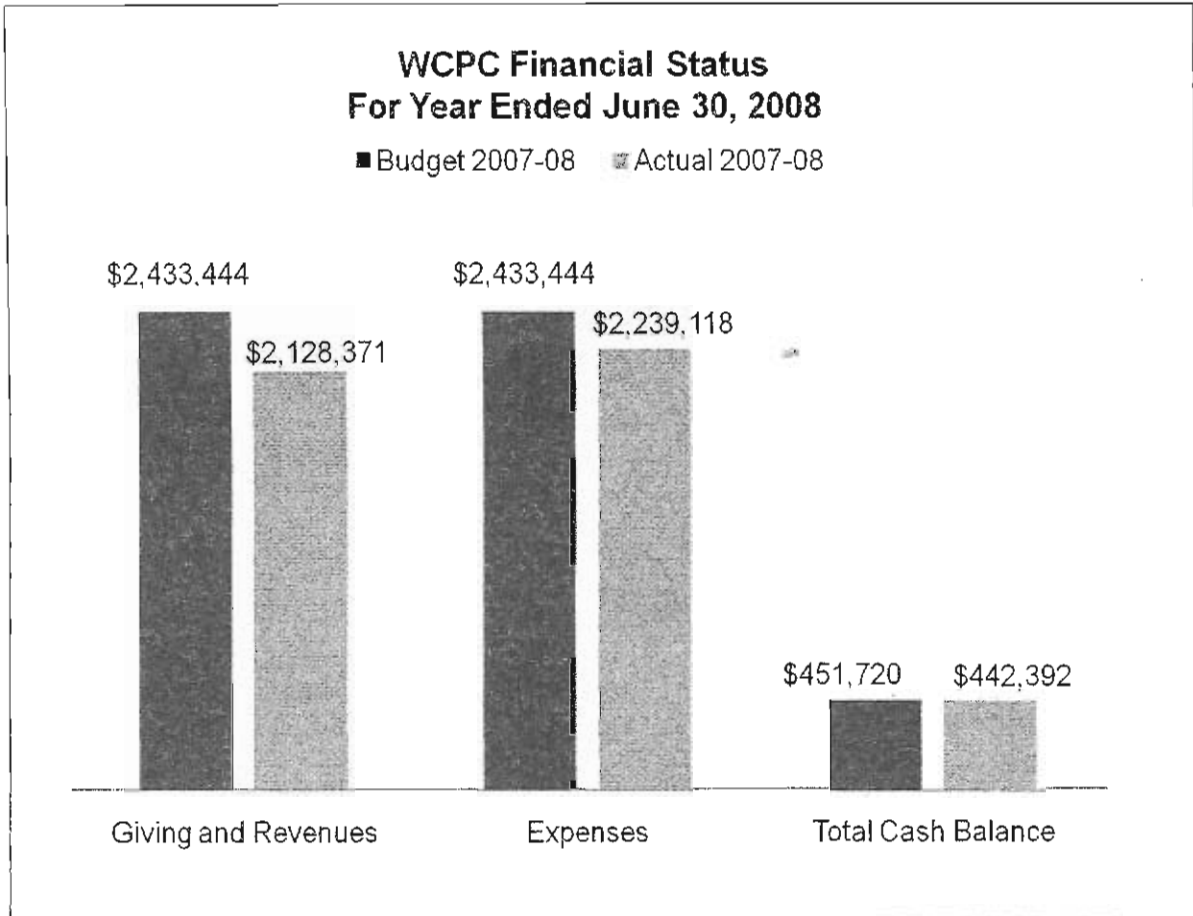
| | YEAR ENDED JUNE 30 | |
|------------------------------|----------------------------|---------------------------|
| | 2008 | 2007 |
| REVENUES: | | |
| General Fund | \$2,093,040.00 | \$2,263,415.00 |
| Open Door (net) | 14,094.58 | 23,329.00 |
| Apartments (net) | 21,236.36 | 31,114.00 |
| Preschool/MMO (net) | 0.00 | (539.00) |
| | <hr/> | <hr/> |
| Net Revenue | \$2,128,371.00 | \$2,317,319.00 |
| EXPENSES: | | |
| Adult Ministries | 129,070.14 | 173,874.00 |
| Children & Family Ministries | 212,737.59 | 229,422.00 |
| Congregational Care | 164,885.48 | 148,215.00 |
| Student Ministries | 278,235.70 | 323,348.00 |
| Worship & Arts | 97,007.76 | 174,798.00 |
| World Missions | 278,620.09 | 272,550.00 |
| Buildings & Grounds | 412,367.49 | 414,747.00 |
| Finance & Administration | 558,757.03 | 608,847.00 |
| Long Range Planning | 7,463.53 | 7,236.00 |
| Personnel | 99,973.30 | 20,812.00 |
| | <hr/> | <hr/> |
| Total Expenses | \$2,239,118.11 | \$2,373,849.00 |
| TOTAL DEFICIT | \$ (110,747.02) | \$ (56,530.00) |

finance & administration

Statement of Financial Position for the Year Ending June 30, 2008

| | YEAR ENDED JUNE 30 | |
|---|-------------------------------|-------------------------------|
| | 2008 | 2007 |
| ASSETS: | | |
| Cash & cash equivalents | \$442,392.00 | \$452,970.00 |
| Loans receivable | 1,100.00 | 163,800.00 |
| Stock investment | .00 | .00 |
| Loan fees | .00 | 2,224.00 |
| Property & equipment | 13,038,336.00 | 13,069,955.00 |
| Total Assets | <u>\$13,481,828.00</u> | <u>\$13,688,949.00</u> |
| LIABILITIES: | | |
| Accounts payable & accrued liabilities | 25,390.00 | 7,423.00 |
| Deferred revenue | .00 | 28,000.00 |
| Current portion of long-term debt | 22,038.00 | 34,969.00 |
| Tithing payable | .00 | 686.00 |
| Security deposits | 22,811.00 | 23,066.00 |
| Long-term debt, less current portion | 932,335.00 | 1,106,055.00 |
| Total Liabilities | <u>\$1,002,574.00</u> | <u>\$1,200,199.00</u> |
| NET ASSETS: | | |
| Investment in property & equipment | 12,083,963.00 | 12,073,425.00 |
| Activity accounts | 81,910.00 | 65,943.00 |
| Undesignated | 70,372.00 | 102,908.00 |
| Temporarily restricted | 243,010.00 | 246,474.00 |
| Total Net Assets | <u>\$12,479,254.00</u> | <u>\$12,488,750.00</u> |
| TOTAL LIABILITIES & NET ASSETS | <u><u>\$13,481,828.00</u></u> | <u><u>\$13,688,949.00</u></u> |

finance & administration



long range planning

Long Range Planning assists Session with vision casting, the formulation of core values, the evaluation of ministry effectiveness, and the establishment of goals/objectives to help us meet our God-inspired calling.

2008 HIGHLIGHTS:

- Continued work on the Session reorganization effort. Reorganization team members include: Dan Capener, Carolyn Depolo, Harriette Heibel, Gail Jones, Dan Menegus, Craig Schumann, and Guy Wallrath
- Initiated on-going communication strategy to keep all stakeholders informed:
 - ✓ 1/08 - Congregational meeting
 - ✓ 6/08 - College of Elders meeting
 - ✓ 7/08 - Congregational meeting
 - ✓ 10/08 - College of Elders meeting
- Received congregational approval to:
 - ✓ Reduce the size of Session to 12 Elders.
 - ✓ To elect Elders "at large" rather than being assigned to a specific ministry.
- Created a "Ministry Leader" position to provide additional ministry leadership.
 - ✓ 10-12 Ministry Leader positions targeted for 2009.
- Recommended implementing a few specialized ministries in order to increase the level of focus.
 - ✓ Spiritual Development Ministry
 - ✓ Outreach Ministry
 - ✓ Communication Ministry
 - ✓ WPC Community Ministry: Welcoming and fellowship (providing opportunities to connect)
- Encouraged the Board of Deacons to consider pursuing a reorganization which will compliment the Session reorganization.

2008 KEY LEARNING POINTS:

- The importance of communicating often and with the various stakeholder groups.
- The importance of utilizing the College of Elders as a resource for thoughtful feedback.
- The importance of developing clarity with regard to the organizational structure, in order to build trust and to establish accountability.
 - ✓ Clarity of individual/ministry team roles and responsibilities.

In 2009 we hope to further define the optimum organization/leadership structure and to continue the implementation process so that we can increase our missional focus to the congregation, local community, and global community.

Submitted by,

Dan Capener and Craig Schuman, Elders

opendoor

KEY HIGHLIGHTS OF 2008:

- New people are becoming exposed to Jesus and His Kingdom and are responding with a "Yes!" to Him.
- Transition from Sanctuary to Gym to MPR. A transition from passive/attractional to engaged/conversational.
- Open Door's first two international trips: India in January, resulting in one person from Open Door sitting on Children of Faith's Board, and Mexico in August.
- Emergence and development of key leaders resulting in creative, influential, solution-based ministry.
 - a. Open Door Engagement Initiative - a monthly experience that takes us all over the Bay Area to roll up our sleeves where God already at work.
 - b. Bradatouville - a monthly experience designed to connect people around food and to give them tools for hosting others.
- The launch of "Just Hearts." Two women from Open Door beginning a non-profit fair-trade organization that is serving as micro-finance for women in Nicaragua and Thailand.

KEY LEARNINGS:

- Attractional/seeker-sensitive church is not speaking the language of our culture. Our culture, being post-church but high spiritual, is not interested in the attractional/seeker-sensitive model of the church. Our culture, who would place Jesus in the top three greatest people to have ever lived, is interested in an engaged, conversational expression of the church that looks like Jesus.
- Simplicity is best. After four years, we have found that clarity around who we are and what we are about is resulting in kaleidoscopic, wonderfully creative expressions of the Kingdom that are making a difference in the Bay Area.
- Re-imagining Church is quite a ride! Open Door works because its members are committed to discovering who God is and how He made them to live in His unfolding story.

KEY QUESTIONS:

- What is Open Door in relation to WCPC?
- How can Open Door and WCPC be more intentional about cross-pollination with Walnut Creek in its sights?
- Is meeting on the WCPC campus best for the community we are trying to reach?

KEY STAFF:

Engagement Initiative: Hannah Pascucci, Erin Kolstad, Nick Zarcone
Men's Ministry: Jesse Ingram, Kerry O'Brien
Bradatouville: Brad Zeller
Creative: Ali Knox, Lin Preiss, Jaci Swigart
Teaching: Becki Porter Parr
Convener: Aaron Pascucci, Brian Jones
Justice: Karen Grutzmacher, Ben Preiss
Trips and Retreats: Jen Davis
Infrastructure: Katie Samson
Media: Pat Carpenter, Andy Clower, David Farrar, Martha McKnelly, Bob Mitchell

Submitted by,
Jeremy Swigart, Director, Open Door

personnel

OVERVIEW:

The Personnel Committee reviews, analyzes and prepares recommendations to Session regarding personnel and personnel policies. In addition, the Personnel Committee oversees the salary and benefits program, coordinates the annual performance evaluation process, maintains and updates job descriptions, and assists staff on issues related to hiring and releasing of employees. The Personnel Committee also acts as a liaison between the congregation and staff on personnel-related matters as well as acting as a sounding board for relationship issues that may occur from time to time within the staff.

STAFF:

Members who served on the Personnel Committee in 2008 included the two Personnel elders, Gail Lynam Dutcher and Harriette Heibel; non-ruling elders Tom Bickley, Craig Cadwallader and Steve Nelson; former deacon Vi Hassink; and Business Manager Frank Burroughs. In September, Sr. Pastor Morgan Murray joined the Personnel Committee.

HIGHLIGHTS:

2008 was an exceptionally busy time for the Personnel Committee as it undertook the following:

- Supporting the PNC on the hiring of the new Sr. Pastor, Morgan Murray: Personnel Committee worked closely with the Pastor Nominating Committee as they brought Pastor Murray on board, and ensured that salary and benefits were in line with the Church Information Form.
- Revising the Employee Handbooks for WCPC Staff: Frank Burroughs and Mig Willis worked with Personnel Elders Gail Lynam Dutcher and Harriette Heibel on taking a wide-angle look at the staff handbook and making changes that reflected how "business" is actually being conducted. Training on the new handbooks was provided to all staff by Gail Lynam Dutcher and Harriette Heibel in April. Revamping the Employee Handbook for Preschool Staff: Personnel Elder Harriette Heibel worked with Children's Director Sue Funkhouser and Preschool Director Nona Garlick on doing a complete rewrite of the preschool handbook. Training on the new handbook was provided in September.
- Conducting Preschool Communication Training: Harriette Heibel provided communication training, including use of the Myers-Briggs Type Indicator, to all Preschool instructors.
- Completing WCPC's Policies & Procedures: In anticipation of the new Sr. Pastor coming on board, the Personnel Committee coordinated the compilation and revision of WCPC's policies and procedures that relate primarily to staff functions. Steve Nelson took a lead role in helping to shape and streamline those policies and procedures. The Personnel Committee and members of the staff, under the guidance of Business Manager Frank Burroughs, reviewed the general policies and procedures and updated and expanded the "Nuts and Bolts" into a General Policies and Procedures Handbook which can be used by staff, Elders, Ministry Leaders and Volunteers. Lynn Menegus provided valuable admin support on this project, which was completed in December.
- Completing a Revision of all Job Descriptions: To ensure that all job descriptions follow a similar format and align with WCPC's expectations, Gail Lynam Dutcher took a lead in working with staff to update and reformat their existing job descriptions. Lynn Menegus provided valuable admin support on this project, which was completed in December.

UPCOMING KEY EVENTS FOR 2009:

- Support the search process for one or two associate pastors, depending on Session direction.
- Complete the Salary Survey process and make recommendations to Session on how WCPC can be more competitive in the marketplace, ensure internal pay equity, and create an appropriate salary structure
- Provide administrative support in implementing a more streamlined performance management program, including revision of the existing performance evaluation forms
- Provide training to staff in the performance management process, values development, Policies & Procedures related to staff functions, and supervisory basics
- Continue supporting the Session and staff reorganization efforts
- Encourage and come alongside pastoral and director staff by having members of Personnel Committee meet regularly with designated staff

Respectfully submitted,
Harriette Heibel and Gail Lynam Dutcher, Elders

studentministries

REPORT FOR CLUB 56, THE MINISTRY TO 5TH/6TH GRADE STUDENTS & FAMILIES:

Club 56 exists to help bring students into a personal and growing relationship with Jesus Christ. 5th and 6th graders are at a significant crossroads from elementary to middle school; from childhood to adolescence. This time of life comes with significant ability to grow spiritually and in their individual identities as well as a deep need for belonging. The Club 56 motto is "Be Known, Belong, Believe, Be a Servant." How does the Club 56 community of students and leaders live this out? Students are warmly welcomed to a fun environment. Our adult and high school student leaders know them by name. They make friendships with peers and caring leaders. Students learn God's word and how it relates to their own lives. They are challenged to think for themselves and apply the Bible to life, following Jesus because they choose to. Wednesday Night Live is designed to be especially welcoming to kids from outside of the church as we explore the essentials of life with Jesus. Our Sunday mornings have a special emphasis on worship and small group discipleship. 2008 was another fantastic year in Club 56 as a creative and seasoned leadership team of staff and volunteers continued to see student involvement and enthusiasm grow.

STAFF: Liz Marsh, Associate Director for Club 56; Scott Parr, Director of Middle School Ministries

HIGHLIGHTS:

- Annual Compassion Pancake Breakfast, Boot Camp and Jr. Getaway all had strong student participation and attendance of over 40 students at each.
- Club 56 students led the way in the Water for Life recycling fundraiser both in bringing in bags full of recyclables and serving with joy in the sorting process.
- Communion Sunday: Students led a Club 56 family worship service where some shared communion for the first time and all were led in a meaningful family worship time.
- Students showed an increase in peer outreach by bringing friends and new people to weekly programs.

KEY 2008 LEARNINGS:

- Passionate volunteers are the lifeblood of a healthy and growing ministry
- An increase in numbers requires that we remain ready to adapt and change accordingly to best meet each student's needs.
- While 5th & 6th graders love relationships and fun, they rise to the challenge of learning about God's word and applying it to their lives.

KEY 2009 DATES:

- Jr. Getaway: Mar. 20th-22nd
- Campout on Mt. Diablo: May 8th-9th
- Boot Camp: June 15th-18th, 6-9pm

ANNUAL REPORT FOR REVOLUTION, THE MINISTRY TO 7TH/8TH GRADE STUDENTS & FAMILIES:

Revolution ministers to students who are at possibly the most challenging, exciting, formative, heartbreaking, awkward, and/or fun time in their lives. The key? Meaningful relationships. With Jesus, with caring leaders, with quality friends. *Revolution seeks to help bring students into a personal and growing relationship with Jesus Christ.* And of course, we love to have lots of fun in the process, from marshmallow wars to capture the flag to holiday parties. Growing maturity and independence means that Revolution students get to take their first mission trip. "Velcro" on Wednesday nights combines zany fun and friends with meaningful small group Bible study and life sharing. On Sunday mornings our community-building discussions lead into worship, relevant teaching from God's word, and prayer for each other.

STAFF: Scott Parr, Director of Middle School Ministries; From 1/08-6/08 Liz Marsh served as Student Ministry Associate for 7th/8th. Lin Preiss has been serving as Admin Assistant to Middle School Ministries since 8/08.

HIGHLIGHTS:

- Velcro, our Wednesday night program, has been growing, both in numbers and in quality. We have had as many as 45 students, and they are all plugged into small groups with caring leaders where they are sharing life and studying the Gospel of Luke.
- 30 Hour Famine: 18 students learned, served, worshiped, and played together while fasting for 30 hours to raise money for starving people.
- Disciples of Jesus: in an experiment of considering doing a future Confirmation class, 7 students joined Scott to go extra deep into discipleship on Sunday afternoons as they read *My Faith* and discussed big questions of Faith
- For all of Student Ministries: the formation of the new Student Ministry Committee under the reorg - we now have the added blessing of 10 enthusiastic church members to help guide and support student ministries

studentministries

KEY 2008 LEARNINGS:

- A good number of students are ready and willing to commit to deeper discipleship if given the opportunity.
- Many students were invigorated by the 30 Hour Famine: young people will rise to a great challenge of fasting for 30 hours. Such a challenge grows heart for God and the world.

KEY 2009 DATES:

- 30 Hour Famine: April 24-25
- Mission Trip to Urban San Diego: July 19-24
- Santa Cruz Beach Retreat: August 10-12

Submitted by,
Scott Parr, Director, Middle School Ministries (5th-8th grade)

REPORT FOR 209 HIGH SCHOOL MINISTRY TO 9th-12th GRADE STUDENTS AND FAMILIES:

The high school ministry exists to help bring students into a personal and growing relationship with Jesus Christ. This is accomplished through large group meetings on Sunday mornings utilizing worship and teaching. The students also meet in small groups on Thursday evenings in order to strengthen community and develop discipleship skills. This past year students served in a variety of ways: They spent a week serving in Mexico, as well as a week over spring break serving in the city of Los Angeles. Recently, several of our students sang Christmas carols at a local Alzheimer's care facility. We used broomball to invite our friends to church and during the summer surprised the students with a trip to Lake Sonoma. Through our valuable volunteer leaders and the support of parents, the students of 209 have had the opportunity to develop their faith and learn what it means to each of them to follow Christ as He has called them uniquely.

STAFF: Brendan Cheney, Director; Risa Cranmer, Associate

HIGHLIGHTS:

- Increased intentionality in events and trips.
- Increased volunteer ownership.
- Growing relationship with other local youth ministries.
- Development of Parent Support Team.

KEY 2008 LEARNINGS:

- We've restructured the content of small groups and the new style has proven very valuable.
- Students are hungry for things that are real, and don't expect church to function as entertainment.
- Students are hungrier than ever for people to model for them what a mature faith looks like.

UPCOMING KEY DATES:

- Silent Auction: March 15, 2009
- Spring Break Mission Trips: Inner City Los Angeles, March 29 - April 3, 2009
- Uganda Mission Trip: August 2009

Submitted by,
Brendan Cheney, Director, High School Ministries

worldmissions

MISSION STATEMENT: Missions advocates for missions locally and world-wide in obedience to the Great Commission. WCPC is a growing 'Missional Church' where all members are encouraged to become 'senders', 'goers' and 'supporters' - taking the gospel beyond our four walls into the community and cross-culturally to unbelievers where ever they are.

STAFF: World Missions has no paid staff. Volunteers Marjorie Bickley and Lori Billeter diligently process volumes of correspondence from around the world and help manage our office.

HIGHLIGHTS:

- Many members were connected with ministries and missionaries through the Local Missions Fair and the World Missions Sunday.
- WCPC's members are actively becoming 'missional' through Short Term Trips.

KEY LEARNINGS:

- Education and communication are key; an effort that will continue in 2009 with our new Ministry Leaders!
- We learned new ways to spread the Gospel and share enthusiasm about missions.

DATES FOR 2009:

- Feb 1 Local Missions Fair
- Nov 1 Global Missions Sunday
- Various dates for Local and Short Term Mission Trips

NEEDS FOR 2009:

- Volunteers to support open positions in our new ministries of Local Missions and Global Missions.
- Missions Director to increase our 'missional' effectiveness and connection with staff on and off campus.

CHALLENGE: *Are you ready for new experiences, for adventure, for grass stains?* Start by spending a few hours with one of our Local Missions. If you're ready for a bigger adventure join one of our Short Term Mission Teams. You can make a change in the world and you may find that the adventure changes you.

2008 WORLD MISSIONS ACTIVITIES REPORT

This was an exciting year for the World Missions Dept. with many events including laying groundwork for reorganization in 2009. Throughout the year, visiting missionaries were introduced during Sunday services and shared about their ministries between services.

We started the year with a Local Ministry Fair. This well-organized event was an upbeat affair with music, banners, and refreshments. The visiting ministries expressed appreciation for the chance to share with our congregation. About 20 members were connected with new opportunities to serve in the community.

In addition to supporting missionaries in distant places, we send teams near and far to put their feet on the ground where needs are great.

JANUARY: Mary Lee led a team to India in conjunction with Jer and a team from Open Door. They visited Anand and Rosie at Children of Faith for 2 weeks, taking clothing and love to the children of the orphanage and surrounding villages.

MARCH: Mark and Cindy Tilton led a large team back to Roblealto in Costa Rica. They worked with the children and families, as well as feeding those in city slums. Many of the team members, on their first trip, reported huge changes in their lives.

JUNE: The NAOMI team, led this year by Peter and Jordana Young, returned to Jackrabbit, Arizona where they painted, laid tile, and played with all the kids. The NAOMI children were visiting here during the Chili Cook-Off challenge that preceded the trip.

JULY: Phil Chan and team returned to China, with Partners International, where they taught English to high school students while holding their own Summer Olympics. They provided eyeglasses to students, shared the Good News and several students became believers.

AUGUST: Jer and Open Door led a team to Rancho Agua Viva, Mexico, along with Dean and Diane Thomas. This family trip, including children, is one of our goals for mission trips. VBS was conducted and the medical and construction teams provided their services.

OCTOBER: Debbie Mastroianni made an exploratory trip with Ministry of Hope to Malawi, Africa. She returned excited by her experiences with children in AIDS camps. She saw a variety of medical and feeding events in villages and wants to return with a team in 2009.

Do you see a theme here? Our church is deeply invested in the lives of children all around the globe.

We ended the year with International Missions Sunday, a huge celebration with the Lemans and Sloans, the Prayer Support Groups and Short-Term Teams. Lunch for 120 was prepared by Javier and Jon. Our missionary panel answered questions about their work, hobbies, least favorite food, and recommendations for those who are interested in serving overseas.

PRAISE GOD for all He accomplished this year.

Maurice Nelson and Kirsten Mundy, Elders

worship&arts

For Worship and Arts, 2008 represented a year of relying on the power of the Holy Spirit to lead us. God orchestrated a group of leaders and volunteers to run the ministry without a Director for over a year. There was an incredible spirit of togetherness, a unity that reminds us of what we read in 1 Peter 2:9. *"But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God, that you may declare the praises of Him who called you out of darkness into his wonderful light."* In the text, we are taught that the church is a priesthood, a collective group; that together, we are the "light of the world", all of us "make up the temple". We, as a body, working today for something great! That something for the Worship and Arts team was a common and unifying goal **"to create a meaningful worship experience to lead others into the presence of the Holy Spirit."**

Each and every week, so much goes on behind the scenes to prepare for our Sunday services. From decorating the sanctuary, rehearsing the choirs and worship teams, preparing the order of service, setting up sound, video and media, to preparing the elements for communion. We could not do it without each other, but together we were able to declare His praises.

HIGHLIGHTS OF 2008:

So without question one key highlight for the past year was the "priesthood" of W&A staff and volunteers. Its been such a blessing to witness Daniel Jorge's ever expanding role as contemporary worship leader as he leads us with inspiring praise and prayer, Gordon Addison and Nathaniel Shockey providing us powerful choral anthems each week, and Doug Brown devoted hundreds of hours preparing the flow of each Sunday's service. Other very important behind-the-scene volunteers include Jim Payne, managing everything related to sound, Kathy Way and Lori Bonilla decorating our sanctuary, Jacque McLaughlin leading our contemporary choir, David Meharg on video and recording, and Darryl Parcher managing the CD ministry.

Our sanctuary was once again filled with diverse sounds of glorious music and special performances such as Handel's Messiah and Bluegrass/Jazz/Latino Sundays. On various occasions it was a thrill to watch the youth from our church share their gifts from rock to concert-level piano and cello presentations. Many Sundays included brass and string accompanists made up entirely from our membership. We had skits, children sermons and even a drama presentation of the gospel of John. Open Door continued its partnership with Unity Music with this year's Jamie Davis jazz concert proceeds benefiting Ygnacio Valley High School's music program.

KEY LEARNINGS:

- Worship team members have been working on "living community" with the belief that God and His attributes will be experienced and then seen by others. We don't want to settle for nice program, nice place, nice people, but want us to be a group of people who really lived out Jesus Christ to the congregation and the Walnut Creek community. Anchoring this has been a weekly prayer needs database managed by Lee Pfautch. Team members host each other for dinners, and are taking on more than just their "stage" responsibilities. This has not only got us more connected but be more purposeful with each other's spiritual lives.
- Everyone in the Body has gifts and if those aren't exercised it's a deficiency for the rest of the Body. So we are looking for willing and able bodies to share their gifts within the Worship and Arts Department. We don't want to just get people more busy with religious activity. Our desire is that people participate in activities joyfully, connected with others that love the arts and music, and that together they be a bright and shining light to the world.

KEY NEEDS:

- Our immediate need is to pray for a Ministry Leader to help the department transition and adapt to the organizational changes currently underway. In time, we are also seeking a new director. Meanwhile, we could use about anyone who wants to be a part of Worship & Arts, from musicians, vocalists, sound and computer geeks, artists and photographers, to administrators, decorators and communion preparers. To find out more, please contact Gene Ho or Carolyn Depolo.

Submitted by,
Gene Ho and Carolyn Depolo, Elders

membership & baptisms

| Church Membership | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
|--------------------------------|------------|-----------|-----------|------------|-----------|------------|
| Profession of Faith | 100 | 49 | 14 | 32 | 9 | 9 |
| Certificate of Transfer | 6 | 15 | 6 | 22 | 6 | 27 |
| Other | 22 | 28 | 6 | 5 | 11 | 4 |
| Total | 128 | 92 | 26 | 59 | 26 | 40 |
| <i>Losses</i> | | | | | | |
| Certificate of Transfer | 7 | 7 | 13 | 12 | 11 | 7 |
| Deaths | 24 | 20 | 20 | 15 | 20 | 16 |
| Other * | 56 | 38 | 42 | 296 | 31 | 219 |
| Total | 87 | 65 | 75 | 323 | 62 | 242 |
| <i>Net Gain (Loss)</i> | | | | | | |
| | 41 | 27 | (49) | (264) | (36) | (202) |
| <i>Total Active Membership</i> | | | | | | |
| as of December 31 | 1,576 | 1,603 | 1,554 | 1,290 | 1,254 | 1,052 |
| <i>Baptisms:</i> | | | | | | |
| Infants | 38 | 32 | 9 | 26 | 11 | 12 |
| Adults | 14 | 16 | 6 | 14 | 1 | 7 |
| <i>Meeting of Record:</i> | | | | | | |
| Session | 15 | 13 | 14 | 15 | 13 | 12 |
| Congregation/Corporation | 5 | 3 | 4 | 3 | 5 | 4 |

The Inactive Roll is maintained in accordance with the Book of Order. Inactive members retain all privileges except the right to vote and hold church office. Those attending worship less than two times per year are declared inactive. (This does not apply to shut-ins, missionaries, students, or military personnel who are out-of-town.) Those who have moved away during the year and were active until moving, but have not yet transferred to other churches are declared inactive.

There is a continuing effort to contact and to encourage inactive members into involvement within the church family. It is the intent of the Congregational Care Department to use this Inactive Roll in a positive way as a source of emphasis for restoring and encouraging members toward a renewed life within the Body of Christ.

* These figures include members placed on the Inactive Roll.

In Memory of ...

Paul Graham
January 12, 2008

Robert Hoye
February 19, 2008

Alma Booth
March 14, 2008

Elvera Wallace
March 24, 2008

Margaret Baigent
April 4, 2008

Betty Krome
April 6, 2008

Tom Holmes
April 22, 2008

Jo Ann Watchers
April 28, 2008

Vera Bush
July 5, 2008

June Queen
July 12, 2008

Ann Montgomery
August 3, 2008

Bob Rydberg
July 28, 2008

Velma L. Haium
September 13, 2008

Robert A. Heaston Sr.
September 18, 2008

Robert C. Hike
November 13, 2008

Stan Pieratt
December 20, 2008



WCPCstaff

Pastor Morgan Murray *Senior Pastor*
Michele Haddon *Administrative Assistant*

ADULT MINISTRIES

Adam Hamalian *Pastoral Associate*
Lisa Vande Wege *Director of Women's Ministries*
Judy Scheer *Coordinator*

BUSINESS OFFICE

Frank Burroughs *Business Manager*
Mig Willis *Bookkeeper*
Heidi Rosas *Finance Assistant*
Ron Crocker *Facilities/Scheduling*
Noel Cruz *Maintenance*
Bob Mitchell *Media Arts Coordinator*

CHILDREN AND FAMILY MINISTRIES

Sue Funkhouser *Senior Director, Children & Family Ministries*
Nona Garlick *Director, WCPC Preschool*
Jan Powers *Director, Moms Morning Out*
Phyllis Nelson *Childcare/Nursery*
Jill Neuffer *Early Childhood/Grades 1-4*
Erin Johnson *Administrative Assistant*

CONGREGATIONAL CARE

Pastor Karen Greschel *Interim Associate Pastor*
Gwenn Boero *Coordinator*

OPEN DOOR COMMUNITY

Jeremy Swigart *Director*

STUDENT MINISTRIES

Brendan Cheney *Director, Senior High Ministries*
Scott Parr *Director, Middle School Ministries*
Risa Cranmer *High School Ministry Associate*
Liz Marsh *Middle School Ministry Associate*
Lin Preiss *Middle School Administrative Assistant*

WORSHIP & ARTS

Daniel Jorge *Contemporary Worship Coordinator*
Gordon Addison *Interim Choir Director*
Stan Hasegawa *Sound Engineer*

