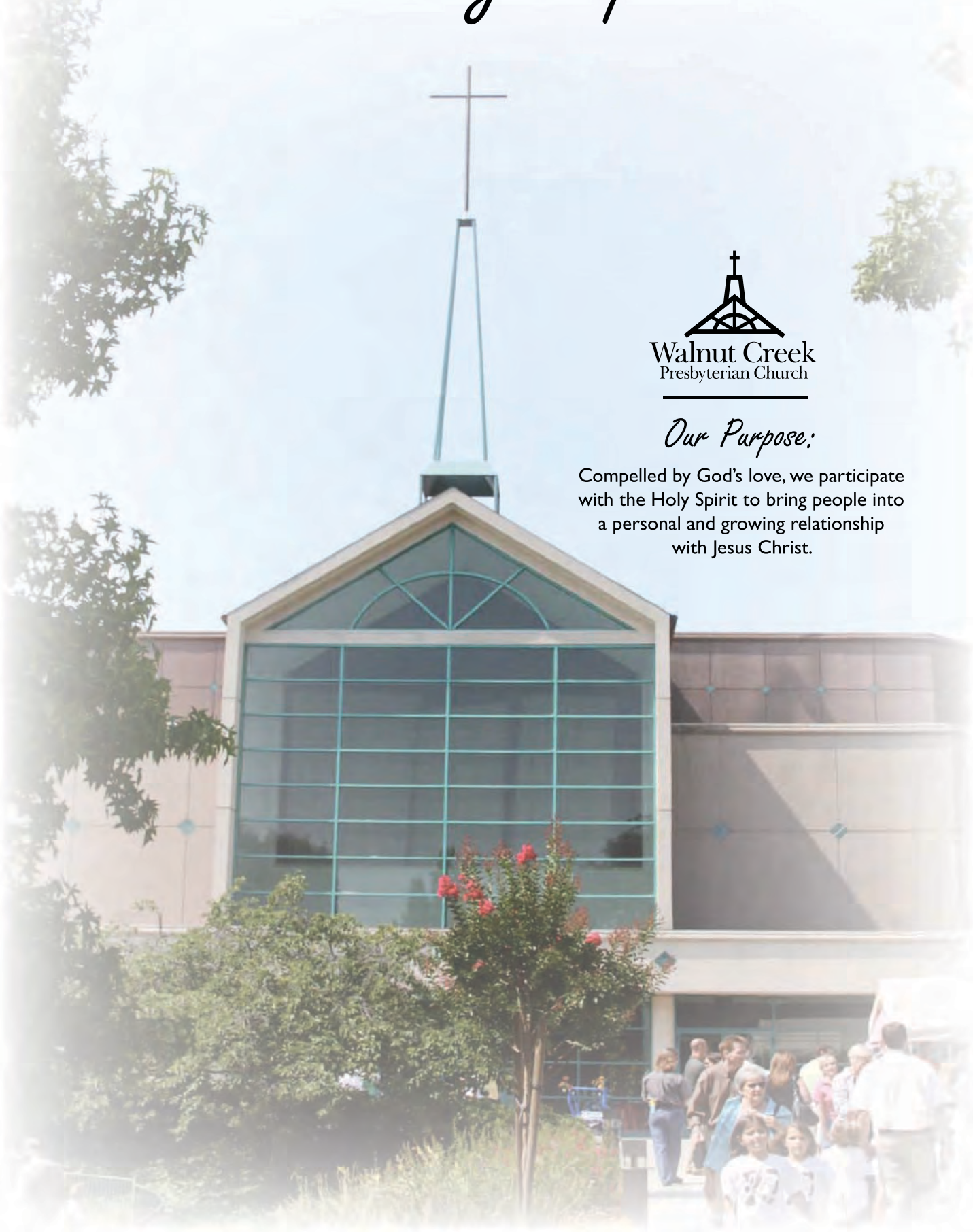


# Annual Ministry Report 2009



## *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.



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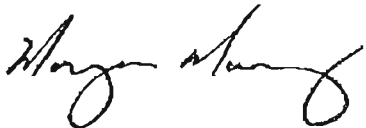
## From the Senior Pastor

Dear Friends,

2009 was a challenging but productive year for us all. In my first full year as your pastor, your Session and I got to roll up our sleeves and tackle some big projects. We dubbed 2009 "The Year of the Team" because we needed to build the staff team that would help lead us in the next chapter of life and ministry. We now have new staff, and new energy, in virtually every ministry of our church! I want to take this opportunity to express gratitude to those who worked tirelessly on the search committees, and to the Ministry Leaders who filled the gaps during this transition process. I also want to acknowledge the work of the Associate Pastor Nominating Committee. The call they are seeking to fill is crucial to the vitality and growth we yearn to experience. Finding just any Associate Pastor will not do. They have been on a roller coaster of emotions in 2009, and I have been witness to their courage, patience and incredibly hard work. Please keep praying for them.

Perhaps one of the most important steps your leadership has taken this year is to formulate a set of Guiding Principles (see page 1) that are intended to be our compass. By succinctly describing the best of what WCPC has been for the last 132 years, these principles are intended to be the "true north" that guides us into the next 132 years! This is a "living" document in the sense that we want it to be part of our living and working together. I'd love to know what you think of them too!

Yours in Christ,

A handwritten signature in cursive script, appearing to read "Morgan Morgan".

Pastor Morgan

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## WCPC Guiding Principles

### Core Values. WCPC leadership will promote:

- Maturity in Christ: We facilitate spiritual growth so believers may know the scriptures and exhibit the *radiant* love of Christ.
- Stewardship of Gifts: We promote a shift from being church consumers to being ministry *investors*.
- Inward Strength, Outward Focus: Christ's love among us will be *contagious*, such that our resources can be directed toward our community, no-strings-attached.

### Essentials Skills. Leaders will:

- Build Teams: Leaders equip/empower church members for ministry. Leaders pour into team members so they can pour into others, and so on.
- Develop Talent: It is a tradition at WCPC to recruit, empower, and ultimately release gifted people for long-term ministry.
- Take Chances: As ministries align with our core values, leaders will be encouraged to take risks to accomplish goals.

### Defining Qualities. We will be a community of Jesus followers who are:

- Thoughtful Evangelicals: We will express and model our faith with quiet confidence, humble conviction, and loving curiosity toward alternative views.
- Relationally-Oriented: We will promote a healthy church through our behavior and our communication.
- Ambitious for the Kingdom: We are restless to see more lives transformed in deeper, more significant ways by the power of Jesus Christ.

### Session Elders

#### Serving in 2009

#### CLASS OF 2009

Dan Capener  
Harriette Heibel  
Rita McIntosh  
Maurice Nelson  
Eric Parnell  
Craig Schumann

#### CLASS OF 2010

Bill Andrews  
Carolyn Depolo  
Kirsten Mundy

#### CLASS OF 2011

Barbara Frick  
Joan Johnson  
Chris Poland

### Ministry Leaders

#### Serving in 2009

Lyn Abdy - *Fellowship & Hospitality*

Gail Dutcher - *Personnel*

Roy Fredrickson - *Finance*

Jan Gordon - *Local Missions*

Howard Jarrell - *Deacon Ministries*

Jon Lee - *Global Missions*

Jacque McLaughlin - *Worship & Arts*

Steve Nelson - *Ministry2Men*

Kim Pelz - *Student Ministries*

Roger Thornton - *Buildings & Grounds*

Cindy Tilton - *Community Outreach*

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## **Buildings & Grounds**

**The Buildings & Grounds Ministry provides a support function for other ministries which include:**

- Services necessary to make the facilities available to members and the community 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, building exteriors, parking, utilities, and the like.
- For mission specific improvements, the specific mission departments are the project drivers with Buildings & Grounds in a supporting role.

**In 2009 highlights include:**

- Installed two new bathrooms for children in the Preschool.
- Brought the Preschool up to Contra Costa County fire codes, which included lighted exit signs, adding a panic exit gate, new electrical wiring, and installing a fire alarm system.
- Painted several meeting rooms, hallways, parlor (all through volunteers).
- Installed carpet and safety linoleum stairs in the hallway of Building "C".

The Buildings & Grounds Committee is made up of former Buildings & Grounds elders, which makes for excellent input and faster decisions.

**Projects for 2010:**

- Repair leaking roof areas in the administrative buildings where HVAC equipment is installed and replace galvanized ducting.
- Five HVAC units which were installed in 1988 will more than likely require replacement.
- Install two-foot wood retaining wall behind Sanctuary.
- Re-do patio area to make level and repair drain pipe under concrete to eliminate ponding during heaving storms.
- Paint wood trim to improve exterior appearance and reduce weather damage.

Submitted by

Roger Thornton, Buildings & Grounds Ministry Leader

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## **Children's Ministries**

Children's Ministries is committed to being (and becoming) the transformational love of Jesus Christ to children in Walnut Creek and in our world.

We believe this ministry exists to:

**Shine** with the radiant love of Jesus (Worship)

**Team** children with leaders (Fellowship) who are committed to

**Advance** with them on their spiritual journey (Discipleship) help them

**Realize** their spiritual gifts through service (Ministry) and

**Share** the love of Christ in our surrounding community and the world. (Evangelism)

Our mission is to be **S.T.A.R.S.** in His Kingdom!

Children's Ministries is made up of six distinctive ministries – Nursery/Childcare, Mom's Morning Out (MMO), Weekday Preschool, Mothers of Preschoolers (MOPS), Kingdom Kids Early Childhood & Grades (Sunday School), and Day Camp (VBS). Each ministry is made up of many teams. This year we equipped 210 leaders to minister to: 623 kids.

### **Highlights:**

- **Day Camp (VBS):** Together we grew in our understanding of the Lord's Prayer. We sent an offering of \$951.00 to "Children of Grace" with the intent to share the compassionate and merciful love of Christ with children orphaned by the AIDS epidemic in Uganda.
- **Staff Changes:** In August we celebrated the ministries of Sue Funkhouser & Nona Garlick. Sue served as the Director of Children's Ministries at WCPC from 6/2006-8/2009; and Nona was the Preschool Director from 8/2004-8/2009. We were blessed by their ministries and touched by their friendships. They are missed. Their departure brought two Interim Directors to the WCPC family: Jill Neuffer, previously serving as the Associate Director of Early Childhood and Grades and Terri Day Brown, previously serving as the Preschool Director at Fremont Presbyterian Church in Sacramento.
- **Facilities:** In order to best equip our staff to serve children, we added two new bathrooms to rooms 1 and 2. This addition highlighted the need to bring our facilities up to current fire and licensing standards. This was no small task. We praise God for dealing with the unseen and the impossible, and we thank the tenacious team who worked with tireless resolve to get it done. You know who you are!
- **My Bible:** A way to team with parents in gifting our third graders with Bibles.
- **Mission Statement:** A clear expression of our ministry and why we exist.
- **Children's Ministry Team Focus:** A way we are choosing to minister with intention to our leaders.

### **Key Learnings:**

- Our leaders and our kids respond with compassion and enthusiasm to meet real needs in our community and around the world.
- Adults and children who are hungry to grow in their faith in Christ are innovative and inspiring.
- Leaders guided by love for Christ care for and build up their team and the children they are shepherding.

### **Key 2010 dates or events:**

- June 21-25: Day Camp (VBS)

Submitted by,

Jill Neuffer, Interim Director Children's Ministries

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## **Community Outreach**

### **Mission Purpose:**

To prepare and equip WCPC members to demonstrate Jesus' love to our community and in so doing, pray that they too will experience the love of Jesus.

### **Key accomplishments over the past year:**

- Partnering with Local Missions Ministry Leader, Jan Gordon, to join forces in building opportunities for our congregation to plug in and do outreach in the community.
- The "Get out of the Boat" fall series was a nine week Sunday school class. The focus was to help members discover their S.H.A.P.E. and find where they can get involved in their community. We had 32 attendees and 13 presentations from local community organizations.

**Spiritual gifts**

**Heart**

**Abilities**

**Personality**

**Experiences**

### **Plans for next year:**

- A "Spring – Serve the Community" event on a Saturday. The focus will be working with three local organizations and doing service with the people who live in the community. We want to interact with the people and serve them with loving hearts. The date and locations will be announce in Spring 2010.
- We will offer the "Get out of the Boat" Sunday school class again next fall.
- Building an Outreach Team.

Submitted by

Cindy Tilton, Ministry Leader

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## **Deacon Ministries**

### **Memorial Service Receptions (4 Deacons and volunteer cookie-bakers):**

This ministry provides support to family and friends at a time of loss. Special linens, silver serving pieces, crystal and flowers grace the tables at the reception, creating a warm and welcoming gathering time.

### **Lay Chaplains (Coordinated by 2 Deacons and 15 volunteers):**

These dedicated volunteers visit members of the church community in the local hospitals. In the course of a month, volunteers visit an average of 4-5 people at John Muir, in Walnut Creek and Concord; Walnut Creek Kaiser; and the Contra Costa Regional Hospital in Martinez. Pastoral Associate, Adam Hamalian, provides on-going training at our bi-monthly meetings.

### **Benevolence Committee (4 Deacons serving on-call, on a rotating 2-week basis):**

During that time they will answer calls and interview individuals who come to the church in times of financial need. They interview individuals, review each case, consider, and then make a decision on each request. In 2009, \$24,241.11 was given to help individuals and families (including seven WCPC families).

### **James/Hammer Ministry (4 Deacons and additional volunteers):**

These handy folks worked on approximately 20 projects during the year, ranging from fixing a sliding glass door, repairing a yard sprinkler system, installing a kitchen faucet, to hooking up a television converter box. The service is offered to those who are elderly, handicapped, or unable to pay for these services.

### **Care Cottage (4 Deacons and a multitude of very dedicated volunteers):**

The Care Cottage serves a HUGE community of individuals who have food and clothing needs. Through October of 2009, 1,400 individuals were served. November and December were very busy with distributions of food, clothing, and gifts from the the Children's Toy Room. The Toy Room offers an opportunity for parents to "shop" for gifts for their children who otherwise might not receive anything. This ministry serves our community in the true spirit of giving time, energy, and love.

### **Prayer Chain (2 Deacons and 15 veteran "prayer warriors", with 2 new members in 2009):**

Members of the congregation can contact by phone or e-mail to request prayer. E-mail requests increased this year.

### **Senior Visitation (2 Deacons and 10 volunteers):**

The visitation team members remind those who are physically unable to attend church that they are still valuable members of the congregation. Visitation may consist of an actual visit to a home or convalescent facility, a phone call, or note. No matter what form of communication best fits the circumstance, those visited know that they are loved and valued by our congregation.

### **V.I.P.'s Monthly Luncheon & Program (4 Deacons and many cheerful volunteers):**

This ministry provides a monthly luncheon and program held at WCPC for our seniors. The program includes a great time of fellowship, devotion, a wonderful meal along with a guest speaker, musical guest, or other type of entertainment. VIPs works out transportation to and from the program for those who are unable to drive. For 2009, there were 10 events with an average attendance of 85.

### **Deacons' Fund Recap:**

#### Expenditures:

Benevolence	24,241
Homeless Meals	1,328
Care Cottage	10,350
Memorials	136
Counseling	1,760
Senior Visitation	107
James Ministry	28
Misc.	192

#### Donations to:

Contra Costa Interfaith Coalition	2,000
Contra Costa Interfaith Housing	2,500
Bay Area Chaplains	2,000
Sew Busy	300
Contra Costa Food Bank	2,000

Total Expenditures: 46,942

Total Receipts: 54,927

Submitted by,

Howard Jarrell, Chairperson, Board of Deacons/Ministry Leader

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## **Finance Ministry**

The Finance Committee is responsible for maintaining an accurate account of the Church's finances, ensuring that expenses and income are properly recorded, that checks, including payroll checks, are issued accurately and carefully tracked. The Ministry also makes certain that deposits are made in a timely manner.

The financial statements as of June 30, 2009, were reviewed by an independent certified public accountant. Their report is included with this Annual Report as the blue supplement and is also available through the church office.

### **Highlights:**

- The expenses for the year exceeded revenue by \$166,062. However, the General Fund expenses included depreciation expense totaling \$224,265. Since the depreciation did not require revenue cash the Church ended the fiscal year in good financial condition. The offerings (not revenue) for the current fiscal year totaled \$2,110,424 which was an increase of about \$55,000 over the previous year. The cash balance as of June 30, 2009 was \$426,270, of which \$296,399 was restricted.
- As of January 1, 2009, the Church reorganized the structure from 10 departments to 14 ministries. This was half way through the Church's fiscal year and that resulted in minor reporting problems in the accounting general ledger. The Statement of Activities for the year has been prepared as recommended by "2009 Not-for-Profit GAAP" which combines the different activities in the caption "Ministry". The Operating Budget for the year ending June 30, 2010 has been prepared showing the budget for the 14 ministries.
- For the year ended June 30, 2009, adjustments were made to prior periods to reflect depreciation expense and vacation expense not previously recorded by the church. The adjustment increased accumulated depreciation by \$3,912,024 and beginning vacation payable by \$54,816. The net effect of these adjustments reduced beginning net assets on July 1, 2008 by \$3,966,840.

### **Key 2010 Date:**

- When the Session prepared and approved the budget for 2009/10 they projected an increase of almost 6% in the amount of General Fund offerings for the year over the prior year. This was a real leap of faith during these difficult financial times. We will know in July 2010 if their leap of faith was justified.

Submitted by,  
Roy Fredrickson, Ministry Leader

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WALNUT CREEK PRESBYTERIAN CHURCH  
GENERAL FUND OPERATING BUDGET  
Year Ending June 30, 2010

REVENUE AND SUPPORT:

Offerings	\$2,234,098
Interest income	3,600
Facilities use income	24,000
Miscellaneous income	<u>0</u>

TOTAL REVENUE AND SUPPORT \$2,261,698

EXPENSES:

Spiritual development	62,178
Women's ministry	25,364
Men's ministry	2,000
Children's ministry	225,433
Hospitality & fellowship	30,022
Outreach ministry	1,000
Student ministry	219,932
Worship & arts	169,210
Global missions	221,500
Local missions	42,000
Buildings & grounds (Note 1)	352,710
Finance	574,564
Communications	1,000
Personnel	<u>334,785</u>

TOTAL EXPENSES 2,261,698

CHANGE IN GEN. FUND NET ASSETS (Note 2) \$ 0

Note 1: Depreciation expense of approximately \$225,000 has not been included in the General Fund Operating Budget.

Note 2: The operations of Open Door, Apartments and Preschool/MMO are all projected to break even for the year.

WALNUT CREEK PRESBYTERIAN CHURCH  
STATEMENT OF ACTIVITIES  
Year Ended June 30, 2009

	<u>UNRESTRICTED</u>	<u>TEMPORARILY RESTRICTED</u>	<u>TOTAL</u>
<b>REVENUE AND SUPPORT:</b>			
Offerings	\$2,110,424	\$493,560	\$2,603,984
Interest income	3,956		3,956
Facilities use income	28,244		28,244
Miscellaneous income	<u>27,898</u>		<u>27,898</u>
	<u>2,170,522</u>	<u>493,560</u>	<u>2,664,082</u>
Net assets released from restriction	<u>15,883</u>	<u>(15,883)</u>	<u>- 0 -</u>
<b>TOTAL REVENUE AND SUPPORT</b>	<u><b>2,186,405</b></u>	<u><b>477,677</b></u>	<u><b>2,664,082</b></u>
<b>EXPENSES:</b>			
Program services:			
Missions	229,500	122,305	351,805
Ministry	<u>1,025,075</u>	<u>347,050</u>	<u>1,372,125</u>
	1,254,575	469,355	1,723,930
Management	<u>1,159,715</u>	<u>36,808</u>	<u>1,196,523</u>
Total expenses	<u>2,414,290</u>	<u>506,163</u>	<u>2,920,453</u>
<b>CHANGE IN GEN. FUND NET ASSETS</b>	<u><b>(227,885)</b></u>	<u><b>(28,486)</b></u>	<u><b>(256,371)</b></u>
<b>OTHER REVENUE AND EXPENSES:</b>			
Open Door			
Revenue	94,041		94,041
Expenses	<u>76,584</u>		<u>76,584</u>
	<u>17,457</u>		<u>17,457</u>
Apartments			
Revenue	244,485		244,485
Expenses	<u>200,119</u>		<u>200,119</u>
	<u>44,366</u>		<u>44,366</u>
Preschool/MMO			
Revenue	302,149		302,149
Expenses	<u>302,149</u>		<u>302,149</u>
	<u>- 0 -</u>		<u>- 0 -</u>
<b>CHANGE IN NET ASSETS</b>	<u><b>\$( 166,062)</b></u>	<u><b>\$( 28,486)</b></u>	<u><b>\$( 194,548)</b></u>

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## Global Missions

Global Missions strives to be in obedience to the Great Commission which directs us to engage in cross-cultural outreach. Our purpose is to glorify God, by serving others unlike us, in places beyond the Bay Area to the ends of the world. Some have questioned why we should go halfway around the world when there are so many unmet needs locally. We believe it is not either/or, but both/and, done well, which is why Missions was split into both Global & Local to emphasize both outreaches.

It is our goal to facilitate opportunities for all members to GO, SEND, & SUPPORT God's heart for reaching all the nations.

### Highlights for 2009:

- GO: Members served on mission teams to share the love of Christ at the Roblealto Bible Home in Costa Rica and at the Native American Outreach Ministries foster home and Black Rock church in Arizona. A team was set to go to China but was held back by H1N1 concerns. All of these teams are planning to return in 2010. Staff members from Student Ministries stepped out to serve in China and Uganda by bringing love and hope to children. Our elder liaison built a home in Thailand with Habitat for Humanity.
- SEND: We all rejoiced in sending our former worship leader and family to be immersed in the Muslim world. Our high school associate was called to serve AIDS orphans at Children of Grace in Uganda.
- SUPPORT: This congregation provided generously by supporting 42 missionaries in 27 countries. There are seven prayer support groups that meet monthly to pray for, host, and encourage these missionaries. Both prayer and financial support by the congregation for the short-term mission teams have been incredible and a blessing for the teams and the people they serve.
- "Celebrating Missions at WCPC" was the theme for the Global Missions weekend in October. In addition to hearing and sharing with our eight visiting missionaries, there was a "Global village" which connected many of those involved in GOING, SENDING, & SUPPORTING in a unified effort. Together we look forward to what God will do through us in advancing His Kingdom in the future.

### Key 2010 Dates:

- Costa Rica Mission trip - March 6-13
- NAOMI Mission trip - June 19-26
- China Mission trip - July 9-24

Submitted by,

Jon Lee, Global Missions Ministry Leader

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## **Hospitality & Fellowship**

This vital ministry area of the Church was reorganized this year. The NEW Hospitality and Fellowship Ministry encompasses many of the ministries once represented under Congregational Care. As a Campus ministry, Hospitality and Fellowship 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 diverse ministries which include:**

- Hospitality Ministry: Parking, greeters, ushers, Welcome Tent.
- Team Caffeine/Chefs with Heart Leadership team: Paul VanNoord, and Deacons Wendy Buckley, Diane Henry, Dave Heck, Javier Callieux, and Bob Finertie.
- D2 Ministry (developmentally disabled ministry) Leadership team: Harriett and Norm Heibel.
- Stephen Ministry (a ministry of ongoing care for those in crises) Leadership team: Paul Chastain, Erik Onishi, Lynn Binsacca, and Leslie Finertie.
- VIP's (Senior Fellowship Group). Technically listed under H&F, VIP's remain part of Deacon's. VIP's Leadership team: Sue Heck, Carol Mushro, and Sabra Johnston.

**Highlights:**

- H&F catered the annual Presbytery Meeting & Dinner hosted by WCPC, provided and served breakfasts at the College of Elder gatherings, hosted the Retired Presbyterian Pastors Luncheon, as well as served the Annual Congregational Dinner and various receptions throughout the year.
- Revamped the Sunday morning donut program, making it financially self-sufficient and offering a more sanitary venue for the distribution of donuts and other snacks.

**Key Learnings:**

- The community of faith at WCPC is generous and kind to those in need.
- We have 105 volunteers per month who provide Sunday Hospitality and Fellowship as greeters, ushers, parking, and Team Caffeine. Additional team volunteers are needed and welcomed to help us serve the growing needs of our Church family and community.
- Since Stephen Ministry began at WCPC, about fifty men and women have been trained to use their gift of mercy and spirit of compassion to give Christian care to those in and around our church who are going through a difficult time. Presently, 14 active Stephen Ministers offer listening ears and compassionate hearts in the flesh, following the command of Jesus to "bear one another's burdens and so fulfill the law of Christ." Stephen Ministry is a confidential ministry - the identity of those receiving care and what takes place in each caring relationship remains private.

Respectfully submitted,

Lyn Abdy, Ministry Leader  
Kirsten Mundy, Elder Liaison

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## **Local Missions**

Local Missions provides support to local missions organizations by offering outreach opportunities to our congregation.

### **2009 Highlights:**

- Local Missions Fair in February: Over 20 local organizations participated. Our congregation was introduced to many new volunteer ministry opportunities.
- Various Dates: Throughout the year our congregation was informed of many opportunities to serve via information in the church bulletin.
- Summer: Organized and identified people connected to local ministries and planned with Community Outreach Ministry.
- Fall: Launched the "Get Out of the Boat" class with Cindy Tilton and Steve Nelson. Over 25 participated and local missionaries were invited to speak.
- October: Participated in the Global Village event.

### **Upcoming Events for 2010:**

- Currently planning Local Missions Fair 2010 for February.

Submitted by,  
Jan Gordon, Ministry Leader

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# Ministry2Men

**Vision:**

To be a community of men who are fully committed followers of Christ.

**Vision Key Verse:**

"Let us hold unwaveringly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds." (Hebrews 10: 23-24)

**What a Community of Men looks like:**

Men who are:

- Mature in Christ (Romans 12:1-2; Ephesians 4:20-24)
- Stewards of gifts (Romans 12:4-8; Ephesians 4:7-16)
- Outwardly focused (Matthew 25:31-40; 1 Peter 4:7-11)

**Mission:**

Helping men to center themselves on Christ and invest their lives into helping others to do the same.

**Mission Key Verse:**

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. (2 Timothy 2:2)

**Core Values:**

- The Bible is our foundation.
- Prayer is vital in staying connected to God.
- Staying centered on Christ is the key to living life successfully.
- Relationships are central to the Christian life.
- All men need deep relationships with other men.
- Every person matters to God and so also to us.
- We are all sinners; its okay to admit our struggles.
- Men are called to be servant leaders in our family, our workplace, our community.

**Purpose Driven Ministry:**

- Community/Relationship Building – Getting to know one another and fostering connections.
- Discipleship/Mentoring – Encouraging and supporting faith relationship .
- Leadership Development – Helping men to make an impact in the world; To learn, understand and develop God-given gifts .
- Serving Others – Serving one another and our community.
- Outreach – Sharing the hope we have with others.

**2009 Highlights:**

- Men's Retreat in March at Mount Hermon (70 attendees).
- Seven Men's Breakfasts (average attendance: 30).
- Provided various project support to other ministries.

**Key Learnings:**

- There is a need to explore various options to the traditional Men's Retreat weekend at Mount Hermon (e.g., single-nights away, lower costs, different accommodations, different location).
- In general, men continue to find it difficult to pro-actively commit to fellowship opportunities due to time constraints, higher priorities, and the lack of effective ministry processes.
- Need a greater set of opportunities for men to fellowship and to serve; more consistent planning and communications by ministry and coordination with WCPC at-large.

**Key 2010 Dates:**

- Planned one-night retreats (one in March and one in June).
- Monthly Men's Breakfasts (first or second Saturday of every month – 12 total).
- Service event in Walnut Creek.

Submitted by,  
Steve Nelson, Ministry Leader

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## Open Door

Open Door is a community learning to walk in the Way of Jesus for the good of the world. We exist to inhabit the many diverse sub-cultures of the San Francisco Bay Area with the hope of Jesus. We seek to center ourselves around the person of Jesus and to live by three rhythms:

**Storytell:** We are a part of God's unfolding Story. Thus, we learn the Story, live the Story, and tell the stories.

**Engage:** We actively participate (internally and externally) with God in what He is doing.

**ReCreate:** We eat, we rest, we play. We enjoy God, creation, and each other.

### Key Highlights:

- Open Door discerned that the pandemic that breaks our collective heart is HIV/AIDS and the reality that 33.2 million people live with HIV/AIDS today. To address this, we are connecting our heart break to both the local and global HIV/AIDS impacted communities.
  - a. Local: National AIDS Memorial Grove Partnership, resulting in real friendships and an invitation to help host World AIDS Day on December 1st.
  - b. Global: Our global partnership continues to grow with Just Hearts, Open Door's own non-profit fair-trade organization that exists to eradicate poverty in specific communities in Nicaragua, Thailand, and Uganda. Further, we are currently exploring a more formal relationship with Children of Grace in Uganda.
- Formalized Leadership Team whose purpose is to listen, develop, facilitate, and evaluate the key initiatives that move Open Door into the future.
- Creation of Discernment Team whose purpose is to discern the relationship between Open Door and WCPC.
- Worship leader and singer/songwriter Elizabeth Hunnicutt was hired in October on a part-time basis to develop the creative worship fabric of Open Door.

### Key Learnings:

- The emergence of distinct cultural realities in Walnut Creek and the Bay Area calls for intentional discipleship that results in creative/incarnational living. We are watching as Jesus floods into the lives of the unique sub-cultures of the Bay Area as we simply position ourselves within them and develop real friendships.
- Local engagement and global engagement must be linked and must pour out of the way God is breaking the heart of the community.
- Focused identity, mission, and values clarify decisions.

### Key Questions:

- What is in the future for Open Door and WCPC?
- What must Open Door become to engage the new cultural reality that is emerging within Walnut Creek?
- What is mission-critical for Open Door?

Submitted by,  
Jeremy Swigart, Director, Open Door

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# 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 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 2009 included sitting elders Harriette Heibel and Carolyn Depolo, resting elders Craig Cadwallader, and Gail Flander Jones, Ministry Leader and resting elder Gail Lynam Dutcher, Vi Hassink, Business Manager Frank Burroughs, and Senior Pastor Morgan Murray. We welcomed resting elder Richard Osicka to the committee in October, and welcomed Executive Director of Administration, Marji McWee, to the Committee in November. We are grateful for the contributions that Vi Hassink made to this Committee until she went to be with the Lord this year. We also thank Frank Burroughs for his many years of service on this Committee.

## Highlights:

- 2009 was an exceptionally busy time for the Personnel Committee as we partnered with staff in the hiring of many new WCPC staff members: Don Nieman, Marji McWee, Terry Brown, Denise Fogle, Kristen Kessler, Greg Sasser, and Elizabeth Hunnicutt, as well as the promotion of Jill Neuffer.
- We also said good bye to staff and thanked them for their service to WCPC: Karen Greschel, Frank Burroughs, Sue Funkhouser, Nona Garlick, Gordon Addison, Daniel Jorge, Stan Hasegawa, Risa Cranmer, Lin Preiss, Judy Scheer, and Gwenn Boero.
- Under the leadership of Harriette Heibel, we supported a staff audit and reorganization process to align staff structure more effectively with current administrative needs; this included the revision of all staff job descriptions.
- Under the leadership of Gail Flander Jones, we are engaged in the implementation of a new performance evaluation process for Session, Ministry Leaders, and staff.

## Upcoming Key Events for 2010:

- Support the search process for the Associate Pastor of Discipleship.
- 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.
- Revise the Employee Personnel and Compensation booklet to include policy changes and clarifications approved in 2009.
- Provide training in the performance evaluation process.
- Encourage and work with staff by coming alongside pastoral and director staff.

Submitted by,  
Gail Lynam Dutcher, Personnel Ministry Leader

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## **Student Ministries**

**WCPC Student Ministries** exists to bring students into a personal and growing relationship with Jesus Christ. The foundational tools we use toward meeting this goal are the Bible, relationships, incarnational leadership, small groups, community, family, and fun.

**Middle School** ministries runs two mid-week programs: Club 56 for 5th and 6th graders and Wednesday Night Live for 7th and 8th graders with about 70 students attending per week. The focus is fun and biblical teaching. A number of students who come are not yet a part of a church. Sunday mornings are oriented more toward students who already attend church.

**High School** Ministries has mid-week small groups for each grade and gender. Fifty students regularly participate in these discipleship/study groups. Sunday morning includes student-led worship and teaching from the Bible. Many of the high school students serve as leaders within Middle School ministries.

### **Highlights of 2009:**

We had good success in recruiting quality leaders and staff and providing effective training. The biggest change this year was the development of a committed team of parents/volunteers who meet monthly to advocate, advise, support, plan, and communicate with other congregation members about Student Ministries. Another improvement was strengthening and adding more discipleship opportunities for students wanting to go deeper. Switching the annual Mexico mission trip to Thanksgiving time to enable students from all school districts to go as one group and enable more adults to go along was a wonderful highlight of this year.

### **Key Learnings:**

Having an advisory team proved very valuable in decision-making. When a decision had to be made about whether it was safe to take students to Mexico in the spring, it was not left to staff alone to navigate the difficult decision.

Having only two summer interns rather than four did not work well to augment relational aspects of the summer program offerings nor did the interns did not get the full benefit of the training and working together.

### **Plans for 2010:**

We are very excited to offer a 10-week confirmation class starting in January 2010. Students will learn essentials of their faith and have an opportunity to be baptized and/or to join the church. We hope to shift the major responsibility for the annual missions auction from staff to volunteers to enable staff to give more time to student relationships. We plan to add some more casual student get-togethers to enable students to bring friends and welcome newcomers.

Submitted by,  
Kim Pelz, Ministry Leader

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## Women's Ministries

Women's Ministries provides a safe and inviting place for women to gather and grow. There are opportunities for women of all ages and stages to know the Lord, love the Lord, and serve the Lord, while getting to know each other and serve together in His name.

### 2009 Highlights

- **Creative Arts Retreat at the Concord Hilton:** Our ladies enjoyed crafting and spending time together.
- **Coffee Talk with Veronica:** Many of our ladies came out for a fun morning to welcome and meet Veronica Murray.
- **Focus on Marriage Conference Simulcast:** Laura Primus coordinated this outreach to married couples in our church and community. It featured Gary Smalley, Beth Moore and others.
- **Thrive Conference for Leadership Training:** Our team always learns so much at this conference. Our spirits are encouraged and friendships deepened.
- **Annual Women's Retreat at Mt. Hermon:** Our Interim Associate Pastor, Karen Greschel, was our speaker this year. Karen encouraged us to "Refresh" and we did just that! Worship was led by "No Man's Band". We were pleased with so many first-time attendees.
- **S.P.L.A.S.H:** That's Sit, Poolside, Laugh and Share! After reading Suzanne Fischer Woods book, *For the Love of Dogs* we invited the author to join us poolside for dessert and to share about her book.
- **Morning Light/Night Light Bible Studies:** Our studies this year were: Beth Moore's *Believing God* (Jan-May), Beth Moore's "Esther...It's Tough Being a Woman" (Sep-Dec). We continue to grow in both attendance and understanding of the scriptures with over 100 attending Morning Light and 25 at Night Light. We love our time together, small groups and growing friendships. Both Morning Light and Night Light ended the fall series with Esther's Feast of Purim. Rooms were filled with gold crowns, colored beads, decorated tables and lots of cheering and laughter as our small group leaders shared in the reading of *The Megillah* (book of Esther). **Thank you to Morning Light Leadership:** Kim Asher, Leslie Finertie, Laura Primus, Betty Kirkpatrick, Kathie Woodman, Nancy Boomer, Mary Bieler, Glenda Brown, Julie Andrews, and Amy Lynch (small group leaders); Janet Proud, Jackie Truelson, Doris Smith, Donna Stevens, and Marian Peters (hospitality); Jordana Young (sound); Mary Furman, Jodi Repstad, and Julie Southern (snack/supplies). **Thank you to Night Light Leadership:** Sharon Hoffman, Ramie Hinckley, Joyce Blom, Charan Van Noord (small group leaders), and Lynn Menegus (Admin.); May Yao and Melinda McClure (hospitality).
- **The Joy of Giving Annual Christmas Brunch:** Over 200 ladies shared a wonderful Saturday morning together as the men of the Red Apron Brigade served our brunch, catered by Michele Miller and the crew of Hillside Covenant Church. Jer Swigart was our speaker and Wendy Nieman filled the room with Christmas music and her sweet voice. All who joined us participated in the brown bag service project. Their generosity filled over 30 Christmas food boxes for hungry families in our community. Each family also received a special invitation to attend Christmas Eve services.

### We would also like to recognize those women who are part of our ...

- Weekly Bible studies, facilitated by Linda Eelman and Carolyn Depolo.
- Cookie Ministry to first-time visitors.
- Presbyterian Women Circle groups.
- Sew Busy ministry.
- Quiet Time retreats at the home of Carolyn Depolo.
- Sunday morning prayer team.

### Upcoming Events for 2010:

- Gals Night Out - Bunco (January 9)
- Creative Arts Retreat (January 28-31)
- Shaped by Him - Movement and fitness classes (Jan-Feb)
- Coffee Talk - early spring (date to be announced in bulletin)
- Annual Women's Retreat at Mt. Hermon (May 21-23)
- S.P.L.A.S.H - Summer book club and dessert (date to be announced in bulletin)
- Morning Light/Night Light fall kick-off - Early September

Thank you to my wonderful team: Diane Thomas, Kendra Brown, Julie Andrews, Laura Primus, and Kim Chan for your time, dedication, prayers, support, and efforts in working side-by-side in ministry. We're learning, being challenged to grow, change, and learn from one another. In the process, God is molding and shaping us and loving us! Thank you for joining me in the journey!

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

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## Worship & Arts

### Ministry Overview:

Worship and Arts Ministry (WA) is responsible for developing worship services, setting an environment to encounter the living God. We worship following Jesus' example and we are blessed with many gifted individuals and groups leading us in our corporate expressions of worship through art, song, prayer, and the reading of God's Word. In addition, with the Spirit's cheer and guidance, we seek to inspire, challenge, and equip God's people for faithful and courageous ministry. WA Ministry supports various teams that support worship and use of the sanctuary. Ministry groups include: Sanctuary Choir, Worship Team (vocalists and musicians), Creative/Visual Arts (sanctuary visuals/theatre arts, flowers), Sound/Media (sound system, Media Shout projection, video, CD duplication), Communion preparation, other choirs/ensembles (ie, Gospel, Soli Deo Gloria), weddings, and other sanctuary based activity as needed.

### Highlights:

2009 had much in the way of success in the face of significant challenge and transition. Without a permanent Executive Director of Worship and Arts for much of 2009, WCPC was blessed to experience an abundance of very gifted, passionate and committed musicians and creative team members, to lead us with inspired worship and diverse celebration in our weekly services and other worship events. Facing significant challenge and change, these faithful team members stepped into leadership and worked tirelessly to maintain worship services that supported sermon themes through an approach that celebrated our diverse membership.

- Team members stepped up to the plate during the summer months without a designated worship coordinator and during the transition to our new Executive Director
- Lenten and Advent seasons culminating in inspired choral concerts
- Sanctuary sound improvement plans were implemented that included new speakers and a sound wall in the balcony.
- Growing incorporation of youth (middle and high school students) into the 'big church' worship service
- The appointment of Nathaniel Shockey as our Director of Choral Music
- The appointment of Wendy Nieman as our worship/choral accompanist.
- The launch of the new Soli Deo Gloria Singers
- The revitalization of our Children's Choir
- The appointment of Don Nieman, Executive Director of Worship and Arts, hired in September 2009

### Key Learnings:

As we further discover the growing diversity of our congregation and the overall mission of the church, we are reminded of the need for 'tradition / contemporary' balance, reflective of our congregational make-up and vision for being outwardly focused.

### 2010 Goals:

- Plan and facilitate transformative worship that nurtures our growth to become a more faithful worshipping community that, following the example of Jesus and with the inspiration of the Spirit, gives ourselves completely to God and his call in our lives.
- Plan and facilitate Experiential Worship that is singularly focused on the Triune God to elicit our heartfelt expression of love, praise, and gratitude in response to his loving and saving actions in our lives.
- Create new opportunities for more and more people to use their gifts in WA Ministries
- Work to encourage and inspire our WA Ministry Teams to grow in their faith walk and strengthen and equip our WA Ministry Teams to grow in their giftedness to minister to each other, our church, and our community.
- Revitalize a Bell Choir for worship
- Have consistent, high quality sound and other media in the sanctuary.

### Key Dates:

- The choir will perform Rutter's Requiem on Palm Sunday, March 28, 2010.

### Significant Note:

Please join the entire WA department in expressing our deepest gratitude and sincerest appreciation for the Leadership of Ministry Leader Jacque McLaughlin and Elder Chris Poland. Both have served faithfully and passionately, with the sole purpose of bringing glory to God. Both will be completing their term with the close of 2009. In addition, with the passing of 2009, we will miss another steady hand 'at the helm': Jim Payne has for many years been a key leader for our Technical Dept. He has served graciously, fully giving of his giftedness - talent, expertise and passion. His no.1 concern has always been to acquire and utilize to the fullest the technical gear necessary to bring a clear and distraction free presentation in support of our Worship services and events. Thank you Jacque, Jim and Chris! Your leadership has been both tremendous and inspirational to all of us.

Don Nieman, Executive Director of Worship & Arts

Jacque McLaughlin, Ministry Leader

Chris Poland, Elder Liaison

## Membership & Baptisms

Church Membership	2004	2005	2006	2007	2008	2009
<i>Gains</i>						
Profession of Faith	49	14	32	9	9	8
Certificate of Transfer	15	6	22	6	27	3
Other	28	6	5	11	4	19
<b>Total</b>	<b>92</b>	<b>26</b>	<b>59</b>	<b>26</b>	<b>40</b>	<b>30</b>
<i>Losses</i>						
Certificate of Transfer	7	13	12	11	7	10
Deaths	20	20	15	20	16	18
Other *	38	42	296	31	219	66
<b>Total</b>	<b>65</b>	<b>75</b>	<b>323</b>	<b>62</b>	<b>242</b>	<b>94</b>
<i>Net Gain (Loss)</i>	27	(49)	(264)	(36)	(202)	(64)
<b>Total Active Membership</b>						
as of December 31	1,603	1,554	1,290	1,254	1,052	988
<i>Baptisms:</i>						
Infants	32	9	26	11	12	9
Adults	16	6	14	1	7	0
<i>Meeting of Record:</i>						
Session	13	14	15	13	12	12
Congregation/Corporation	3	4	3	5	4	3

## In Memory Of ...

**Audrey Kratina**  
January 30, 2009 (approx.)

**Mattie Pike**  
February 5, 2009

**Ann Parker**  
March 10, 2009

**Marvin Mantooth**  
April 21, 2009

**Ian Morrison**  
May 21, 2009

**Ruth Maul**  
June 25, 2009

**Penn Abbott**  
July, 2009

**Wanda Morris**  
July 31, 2009

**Tom Green**  
August 9, 2009

**Evelyn Edelen**  
August 17, 2009

**Gloria Hunsinger**  
August 17, 2009

**Vi Hassink**  
August 17, 2009

**Russ Chaney**  
October 26, 2009

**Claire Havens**  
November 2, 2009

**Kevin Hubbard**  
November 5, 2006  
(learned of his passing this year)

**Dorothy Horton**  
December 1, 2009

**Sara Hudgens**  
December 9, 2009

**Marjorie Webster**  
December 31, 2009

# WCPC Staff

Morgan Murray ..... Senior Pastor  
Adam Hamalian ..... Pastoral Associate

## Administration

Marji McWee ..... Executive Director  
Mig Willis ..... Bookkeeper  
Heidi Rosas ..... Finance Assistant  
Robert Mitchell ..... Communications Specialist  
Michele Haddon ..... Senior Administrative Assistant  
Lynn Menegus ..... Receptionist/Office Assistant  
Ron Crocker ..... Facilities/Scheduling  
Noel Cruz ..... Maintenance  
Oscar Legaria ..... Custodian

## Children's Ministries

Jill Neuffer ..... Interim Executive Director  
Terry Brown ..... Interim Director, WCPC Preschool  
Erin Johnson ..... Administrative Assistant  
Jan Powers ..... Moms Morning Out  
Phyllis Nelson ..... Childcare/Nursery  
Denise Fogle ..... Early Childhood/Grades 1-4  
Sylvia Menegus ..... Preschool Administrative Assistant

## Open Door Community

Jeremy Swigart ..... Director  
Elizabeth Hunnicutt ..... Open Door Associate

## Student Ministries

Brendan Cheney ..... Director, High School Ministries (Grades 9-12)  
Scott Parr ..... Director, Middle School Ministries (Grades 5-8)  
Kristen Kessler ..... High School Associate (Grades 9-12)  
Liz Marsh ..... Associate Director (Grades 5 & 6)  
Greg Sasser ..... Middle School Administrative Assistant

## Women's Ministries

Lisa Vande Wege ..... Director

## Worship & Arts

Don Nieman ..... Executive Director  
Nathaniel Shockey ..... Choral Director  
Wendy Nieman ..... Accompanist

