



2011

Annual

Report

1550 Pacific Avenue, Santa Rosa, CA 95404-3508
Phone: 707-542-0205; Fax: 707-571-8115; www.fpcsantarosa.org

First Presbyterian Church of Santa Rosa

OUR MISSION STATEMENT

Submitting ourselves to the claims of Jesus Christ, together we seek to honor Him, embody His presence and proclaim His gospel with authenticity, humility and love.

OUR CORE VALUES

Based on Mark 12:30: “You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.”

<i>Communion of the SOUL</i>	WORSHIP which honors and glorifies God
	PRAYER which opens our hearts and aligns our wills to God
<i>Study of the MIND</i>	BIBLE STUDY which leads to the formation of Christian character
	THEOLOGY which challenges and matures our understanding of faith
<i>Priority of the HEART</i>	FELLOWSHIP which allows all individuals to know and be known
	LIFESTYLE which reflects our trust in and commitment to God
<i>Mission with STRENGTH</i>	EVANGELISM which tells the gospel message
	SERVICE which communicates the love of Christ

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CALL TO THE CONGREGATION

The Congregational Meeting of First Presbyterian Church of Santa Rosa, California, will be held in Ingram Hall on Sunday, February 12th, 2012, from 5:00 to 6:30 pm for the presentation of committee reports, review of pastors' terms of call, and highlights of the coming year.

CLERK'S REPORT

By Eileen Haynes

Members as of December 31, 2010 630

2011 Additions

By Profession/Reaffirmation of Faith 19
 By Letter of Transfer 6
 By Re-instatement 2

2011 Losses

By Death 17
 By Letter of Transfer 4
 By Removal or placed on inactive rolls 40

Total Active Membership as of December 31, 2011 596

Baptisms

Infants 2
 Adults (including youth) 5

Deaths in 2011 (members or church friends)

Date of Death

Shirley Fitterer February 20th
 Emily Troster February 21st
 Roy Bursch February 28th
 Myrtle Robotham March 9th
 Bob Gilliom March 12th
 Arthur Moser March 22nd
 Pauline Umland April 6th
 Bill Slyker April 12th
 Iris Sabelman May 12th
 John Hanson May 18th
 Betty Lou McAllister May 20th
 Norma Voss May 28th
 Fred Jackson May 29th
 Dolores Powell June 3rd
 LaRue Hanson June 10th
 Evelyn Lawson July 18th
 John Brown September 14th
 Stacy Babbini October 21st
 Carl Lawson October 26th
 Dorothea Rankin November 7th
 Florence Slyker November 13th
 Betty White November 21st
 Joann Berger December 13th

Births in 2011

Date of Birth

Quinn Hall May 13th
 Lucas Breiling June 24th
 Marlo Gorman September 4th
 Olivia Cretin-Ellis October 27th
 Elisha Johnson December 29th

Church Officers by Class

ELDERS

CLASS OF 2011

Betty Benson
Ron Larson
Bob Shoulders
Anna Van Dordrecht
Wayne Yamagishi

CLASS OF 2012

Sarah Held
Jaci Rienecker
Laura Thiel
Carl Vanden Heuvel
Steve Vonk

CLASS OF 2013

Robin Berry
Steve Frary
Dave Harden
Ann Murray
Chuck Stark

Leadership Roles

Dale Flowers, Pastor & Moderator
Mike Griffin, Pastor
Eileen Haynes, Clerk Pro-tem &
Docket Coordinator

DEACONS

CLASS OF 2011

Suzanne Blue
Amy Bowen
Jeff deRecat
Judy Dick
Lucy Foster
Gerald & Germain Hauprich
Kim Nelson
Kelley Wood
Helen Vick

CLASS OF 2012

Betty Barber
Paul & Jane Bartholow
Alma Evans
Martha Köhn
Pat & Steve McCarty
Essy Piran Nejad
Joan Shoop
Brooke & Dan Steneck

CLASS OF 2013

Bennye Gatteys-Bail & Richard Bail
Charlie Batzel
Jan Grove
Carolyn Hinton
Carol Keiner
Robin Kyse
Barbara & Jamie Mitchel
David & Mary Rodgers
Jan & Theo Thomas

Leadership Roles

Jamie Mitchel, Moderator
Judy Dick, Parish Coordinator
Mike Griffin, Pastor
Wendy Taylor, Caring Ministries Director

Pastor's Report

By Dale Flowers

Preaching/Teaching: Winter/Lent: *Characteristics of a Gospel Church* (1 & 2 Thessalonians); Pre-Fall: *Celebrate Community*; Fall: *Longing for a Place Called Home* (Exodus); Advent: *God's Covenant Promises*.

Leadership Roles: With Leigh Rodriguez (as project manager) and Jared White (of Siteshine web design), we created a new church website. Mandy Bankson, Charles Eid, Gordon Walker, and I teamed up to launch *The Gallery at First* which helps inspire creative worship and imaginative service through the display of visual arts in our Narthex and main hallway. I began a presbytery sponsored program "*Leading Through Discontinuous Change*" which includes a 9-month cohort of study, professional development, and peer encouragement. I completed my third and final term with Westminster Woods Board of Directors and engaged in another year of community service with 4th-6th grade students at Kid Street Learning Center.

Study Leave: *March* ~ Jim & Mandy Bankson, Ginger Theisen, and I participated in the International Arts Movement conference in New York City which brings together artists and creative catalysts who wrestle with deep questions of art, faith, and humanity in an effort to engage culture with an image of what the world ought to be. *May* ~ Mike, Wendy, and I attended the West Coast Presbyterian Pastors Conference at Mount Hermon for rest and renewal. *October* ~ I traveled to Pawley's Island, South Carolina for a *Circle of Trust* retreat--*Taking Your Inner Work into the Outer World: Reconnecting Soul and Role*--sponsored by the Center for Courage and Renewal. Through practices of silence, reflection, poetry, journaling, art, and prayer, I deepened my awareness of God's call and gifting for ministry.

Family Highlights: In July, I joined the Men's Backpacking trip to the Trinity Alps followed by Catie and my vacationing in Graeagle. Our son, Mark moved to Sonoma County and accepted a corporate job in the wine industry. Our daughter, Carrie, completed her studies at SRJC and transferred to UC Santa Cruz to pursue a degree in cultural anthropology and continue her part-time job with Whole Foods.

Associate Pastor's Report

By Mike Griffin

2011 saw the completion of my 12th year of ordained ministry, and my 8th year of service as Associate Pastor of FCSR.

Here are some of the highlights:

Preaching and Teaching God's Word: I enjoyed preaching a three-part series on Partnership In the Gospel from the book of Philippians. I helped the congregation explore the consistency of God's character through the covenantal themes in the Old Testament. Teaching Adult Education classes on the Book of Acts, and the Epic of Eden helped people to explore their place in the mission of God's Kingdom and their call as part of the people of God.

Leadership Development: I continue to train and equip Small Group Leaders and help new groups and leaders get started. I trained new Elders and Deacons to prepare them for ministry & met monthly with Program Staff leaders for a time of sharing, encouragement, and prayer.

Worship Planning: became a larger focus of my time in this past year. With the transition of Contemporary Worship Team Leaders that was experienced in having Don Parish, Philip Harrell, and Chris Studer all fill that role for part of the year, I played a larger role in planning contemporary worship and recruiting volunteers to serve on worship teams.

Pastoral Care: remains a regular part of my ministry. Whether it is through visiting the sick, serving Communion to home bound members, or officiating at a memorial service, I seek to reflect the love and compassion of Christ to all I come in contact with.

Personal Highlights:

- ◆ C.S. Lewis Class in Oxford bookended with time in London & Paris
- ◆ Witnessing my son, Joshua's participation in baseball, soccer, & his Pre-K program at San Miguel
- ◆ All-Church Retreat was a wonderful time of fellowship & spiritual growth w/ 260 people

Adult Discipleship

By Mike Griffin

Small Groups: At last count, there are 37 small groups meeting in the life of our church with 330 people participating. New groups launched include a group for young families, a group for retired women, and one that explored the essentials of discipleship.

Mentoring: This past year saw the formation of roughly 11 mentoring partnerships. Many of these relationships that were developed with the purpose of mutual support and growth in Christian faith have served new believers in their initial spiritual formation.

Discovery Classes: Offering the *Alpha Course* in a host home was a huge success. One participant came to faith in Christ, a number of others experienced significant spiritual renewal, and one participant had an experience of physical healing. Steve and Linda Hinkle were the gracious hosts. A *Discover Spiritual Growth -Half-Day Retreat* was held at FPCSR in October. Two *Discover Your Place In Ministry-Spiritual Gifts Workshops* were also offered.

Adult Education: The winter series was *Parables for Kingdom People*. During Lent, we looked at some of the idols that can impede our spiritual growth in a series called *Unveiling Our Idols*. May through August the class took an adventure through the Book of Acts, and September through December we explored *The Truth Project*. ~Steve Vonk

Enlighten-Up: Summer 2011 featured six seminars on topics ranging from: veterinary medicine, HIV-aids epidemic in Africa, and ethics in the workplace. We continue to be amazed at the way God leads us to lively, interesting, and thoughtful speakers. ~Jack Swearingen

Presbyterian Women: Presbyterian Women met Tuesdays from 10-11:30 am. We enjoyed Bible studies the first and third Tuesdays, an informative meeting with a speaker the 2nd Tuesdays and 'Together in Service' (a sewing ministry for The Living Room and other community organizations) the fourth Tuesdays or each month. ~Leona Smith.

Library: The Library committee hosted three successful Book Marts. The money donated allowed us to buy more books. We continue in our mission to reach out and support the teaching ministry of the church through resources in our library. ~Gordon & Jean Duffy, Librarians

Family Ministries

By Allie Shoulders, Congregational Life Coordinator

Family Ministries strives to connect families with young children, offer parenting and family education that is Biblically based, and serve the community together. In 2011 Family Ministries was involved in the following:

Family Nights – Our annual parenting class and family potluck met 5 weeks in the winter months and discussed *Parenting with Love and Logic*.

Walk Thru Holy – On Psalm Sunday different rooms of the building were decorated and adults in character represented the events that occurred between Palm Sunday and the Empty Tomb.

Family Fellowship Potlucks and Ice Cream Social – Angel Maszy, Kelly Murphy, and Lucy Gierhart, eager to welcome and connect other young families, organized several potlucks and an ice cream social and game night.

Parents Night Out – In October, children were invited to join us for pizza, games and crafts while parents enjoyed a few hours of “adult time.”

Moms 4 Moms – Popie Stafford and Nancy Glazier offered a once monthly gathering during the regular meeting time of a *Mothers of Younger Children* Small Group. Each month a different mother shares her perspective on an issue facing young families.

Family Service Projects – Families operated and organized a game booth at Redwood Gospel Missions' City Kids Festival in August and also prepared crafts and staffed a crafts booth at the Redwood Gospel Missions' Christmas Banquet in December.

Advent Wreath Making Festival – 78 wreaths were made at the 8th annual festival held on the first Sunday of Advent.

The Living Nativity – Patrice Frary and Maureen Milligan organized this Christmas Eve event, Judi Webb was costumer and Paul Palmatier was the stable animal manager.

MINISTRY & PROGRAM REPORTS

By Wendy Taylor, Director

Caring Ministries

Caring Ministries continues to nurture a strong culture of care within our congregation that extends into our community. More than 75% of our congregation receives some form of support, encouragement or care every year as well as many in our community. Nearly 60% of our congregation is actively volunteering to provide that support, encouragement or care in some capacity. People volunteer in a wide variety of ways on a one time or weekly basis. It is a joy to see the generous and creative ways that our congregation participates in the movement of the Holy Spirit among and through us.

One new ministry that has developed this year is the “Spirit Prayer Team” led by Sharon Clement and Karen Grandall, who, along with volunteers, go into homes and hospital rooms to lay hands on and pray with those seeking a direct ministry of prayer. What a blessing to add to and enhance our existing prayer ministries!

DivorceCare continues to grow and connect participants to Stephen Ministry, Adult discipleship, prayer ministries, the Singing Christmas Tree and worship.

Caring Ministries faithfully seeks to serve and minister to individuals while at the same time connecting people to other ministries and encouraging them to become active in the whole life of our congregation. What a joy to have a thriving Caring Ministry in which people experience both being cared for and an open invitation for all to serve. As such, our sense of unity and connectedness to each other is enhanced and our life as a worshipping and serving community grows and bears fruit.

Caring Ministries is active in our congregation and surrounding community through these ministries:

- Deacons
- Stephen Ministry
- Prayer Ministries
- Pastoral Care
- One to One Caring Connections
- Spirit Singers
- Grief Support
- Cancer Support
- DivorceCare
- Military Ministry
- Blood Drive
- Summerfield Convalescent Home Ministry
- Educational Seminars
- Together in Service (Presbyterian Women)
- Sixth Grade Annual Tea for Seniors
- Evie’s Card Ministry

Networking & Fellowship

By Mike Griffin, Assoc. Pastor

New Members Classes

We welcomed 27 New Members into the life of our church in 2011. 25 of those came through our New Members classes where they received an overview of the History of the Presbyterian Church, Reformed Theology, our Church’s Mission Statement and Core Values, Leadership Structure, and opportunities to connect and serve within our congregation.

Hospitality: Greeters and Coffee Servers

Volunteers in these two important areas of ministry are among the first people visitors to our church meet. For those already attending our church, Greeters and Coffee Servers provide a welcome contact and enhance our experience of community before and after worship services.

All Church Retreat 2011

In September, 260 people gathered at Westminster Woods for our biannual All-Church Retreat. Through the theme of “Stepping Out In Faith,” we explored how a number of characters in the Old Testament were called to serve God in a unique context. Worship was led by Don Parish and Philip Harrell along with the rest of the worship team. A skit team led by Andy Kiehl and Anna Van Dordrecht did a great job bringing the messages to life with a Glee squad theme. The steering team of Mary Rodgers, Pat Cuneo, Allie Shoulders, and myself was well supported by staff who served as the point person for their area of ministry or secured a qualified person to serve in that role. With the growing financial challenges that come with putting on a retreat of this nature, it is also important to note that we ended up much closer to meeting our budget than in previous retreats.

Children's Ministries

By Peggy Dyslin, Director

"He tends His flock like a shepherd; He gathers the lambs in his arms and carries them close to His heart." Psalm 40:11

This is the image we hope each child will carry in their heart whether they are being cared for in our nursery or graduating from our 6th grade class. Jesus is our Shepherd, we are His precious lambs. We can trust Him, because He loves us and gave His life for us.

That's the heartbeat of our ministry.... Now, here are the stats:

Five babies were born into our church family in 2011

160+ children participated in Sunday School; 25-30 in CLUB Paradise (Wed nights, 4th-6th graders), and 300 in Vacation Bible School!

65 adults volunteered in our Sunday School program, 7 teens volunteer in CLUB Paradise, and 52 teens and over 100 adults volunteered in Vacation Bible School.

Our year was filled with children growing in their generosity toward others and love for Jesus and His world. Our emphasis has been connecting our children with people, stories and challenges facing those living in other parts of the world:

~CLUB Paradise kids made blankets for our teens to deliver to Mexico when they were building homes. We met as a group, spread out the blankets and prayed for the families receiving them.

~Vacation Bible School focused on our friends in Las Carretas, Mexico and the challenges they face. Kids raised money for a water system that our church will build in 2012. Kids did bake sales and choose to go without things they were saving money for in order to give \$3,384. One child even donated his bunk bed which was delivered to a family in Las Carretas in July.

Youth Ministries

By Cory Myers, Director

Youth Ministries has sought to reach students on behalf of Christ through consistent and authentic discipleship in the form of bi-weekly youth group meetings, special events, and intentional one-on-one connections. Youth regularly participate in Bible study, fellowship evenings, fun group activities and meaningful service projects. January through May's Sunday morning discussion focus was "Seek Truth." In all things, our purpose is to seek God together as we walk with each other as a faith community. The *Seek Truth* emphasis culminated with Youth-Led worship in May, during which three students preached sermons and middle school and high school students led the various elements of worship. Since September, leader discussion and small group emphasis has been on "Choices that Shape our Lives"—a very current and engaging topic that has drawn and challenged students.

2011 Highlights:

January: Fellowship ski trips in Tahoe for both high school and middle school groups

March: Mexico Mission Dinner & Auction ~ Mexico Mission Trip – serving a rural community by building homes during spring break

April/May: Middle School Olympics ~ Youth-Led Worship ~ Senior Dessert

June: Vacation Bible School volunteer involvement—over 50 teens participated ~ Granite Discovery Kingdom & Water World Trip ~ Decade Magic Mountain Trip

July/August: Weekly Decade *Fray* prayer experiences ~ Weekly G-group gatherings for Granite ~ Decade Lake Shasta Trip ~ Westminster Woods summer camp ~ ROTS (Reach Out and Touch Someone) service projects in partnership with Kids Street School ~ End of Summer Beach trips for Granite and Decade

September: "Back to Granite" and "Back to Decade" parent meetings

October: Fright Fest @ Discovery Kingdom ~ Picture Scavenger Hunt

November: 30 Hour Famine included fasting while serving our community's hungry ~ Novemberbash

December: Church overnights ~ Decemberfest ~ Combined Granite/Decade Christmas caroling

Year Round: Monthly Decade Drive-In for high school students; Weekly "D-Groups" (small groups for high school students) and "G-Groups" (small groups for middle school students)

Community Service

By Bernt Hoppert, Elder

Our church continues to support five Community Service organizations: The Living Room, A Special Place Preschool, Kid Street Learning Center, The Wellness and Advocacy Center, and Los Guilicos Juvenile Hall. About 40 members of First Presbyterian Church have a continuing and personal commitment to serve these groups. The people of our community that find help from these service organizations are among the most vulnerable and come from all walks of life, ranging in age from infancy to 70+ years. The personal contact they have with our volunteers is a stabilizing part of their life.

Here are some of the highlights from this work that we do on behalf of our Lord:

Artists from the Wellness Center and the Living Room were invited to display their artwork in a showing for *The Gallery at First*. The ability to feature their artwork, knowing that someone will look at it, is a very uplifting experience for these artists.

FPC volunteers organized a Christmas Party at Snoopy's Home Ice for all the students, teachers, and staff of Kid Street Learning Center. It was a great success. The kids enjoyed the bus ride, ice skating, party snacks, and opening the presents they received via our Deacon Angel Tree. The management of the ice arena was wonderfully hospitable and generous with discounted skate rentals and food items. Ice rink manager, Kevin McCool, was so impressed with the event and behavior of the kids that he invited us back next year.

The Living Room provides warm lunches on a daily basis to homeless women many of them with very young children and many others over 60. Reflecting on the economic times, the number of clients has increased from about 30 a few years ago to as many as 70 today. Our volunteers serving the Living Room provide meal ingredients, prep food, and serve clients on Wednesdays and Thursdays. We continually seek new volunteers to help meet this ever growing need.

Missions

By Steve Frary, Elder

Mission Partners

- Lee & Diane CRETIN, SIM, assignment pending
- Chumley & Connie ECKERLE, Wycliffe, Thailand
- Dave & Daphne FISHER, CAI, Portugal
- Ignacio BENITEZ, John Stott Ministries, Fuller Seminary/Argentina
- Perry & Karen SHAW, MECO, Lebanon
- Kurt & Laura THIEL, IVCF & IFES

Mission Associates

- Bethany BRIGHAM, IVCF, SSU
- Philip HARRELL, IVCF, SRJC
- Brian & Megan MEYERS, World Venture, Mozambique
- Rob & Jen MOORE, World Impact, San Francisco
- Don & Elizabeth SENDEK, LAM, Colombia

We welcomed and hosted visits with: Brian & Megan Meyers (Feb.); Will & Coli (Aug.— Sept.); Perry & Karen Shaw (Aug.); Ignacio & Larisa Benitez (Sept.).

Short-Term Mission Trips

- Medellín, Colombia—Steve & Patrice Frary
- SF Family Service Plunge led by Mike Griffin
- Youth Mexico Mission Trip led by Cory Myers
- Mendenhall, MS ~ Reconstruction led by Doug Webb
- Tijuana, Mexico ~Las Carretas led by Peggy Dyslin
- Ecuador ~ Water Project led by Bob Swift
- China—Heather Thiel

Missions Giving in 2011

- Total missions giving in 2011 was \$186,358 of which \$119,190 was allocated by Session as 11.1 % of the operating budget and \$67,168 was additional congregational giving to missions.
- Easter Offering was designated for Japan disaster relief (via World Vision) and Egyptian Christian support (via Egypt Coptic Evangelical Organization for Social Services); Fall Offering supported the Redwood Gospel Mission and The Living Room; Christmas Offering helped fund the dirt project for Grace International School in Chiang Mai, Thailand.

Mission Highlight ~ Mission Fair

The Missions Committee hosted a Mission Fair in August to celebrate the variety of international, national, and local mission/outreach activities that members of our congregation support financially, personally, and through prayer. The 175 attendees were given a Mission booklet summarizing our church's mission endeavors and introduced to local outreach activities with which they may not have been familiar.

Worship & Music

By Colleen Soldate, Elder

Worship Team: A Worship Team made up of singers, instrumentalists, sound and visual technicians prepare and lead worship faithfully throughout the year. We appreciate their talents, dedication, and service to our Lord and our congregation Sunday after Sunday throughout the year. We also thank all those who have participated in our worship services as worship hosts/ushers, worship leaders, members of the prayer team, Scripture readers, and Communion servers.

The Worship Arts Team continues to use their artistic talents to create beautiful and inspiring settings for featured times and seasons of worship throughout the year.

Choirs & Music: The Chancel Choir, Chancel Handbell Choir, Choral Ensemble, Gloria Deo, Psalm Singers, Sunshine Singers, Celebration Ringers, and Sine Nomine Ringers served to lead us in worship throughout the year. Our appreciation goes to volunteer Choral Directors: Ruth Batzel, Sandy Gilliom, Penny Vanderwolk, and Margi Vonk; and to accompanists: Norma Doyle, Peter Duranceau, Steve Hinkle, Jan Thomas, and Margi Vonk. Dedicated musicians consistently prepare and present their skills for worship preludes, offertories, and postludes; including: Julianna Basile, Norma Doyle, Peter Duranceau, Hannah Dyslin, Paul Hadley, Steve Hinkle, Mary Kemnec, and Bob Shoulders. Included in our Music Ministry is the Spirit Live Choir comprised of developmentally disabled older teens and adults, who perform in three scheduled concerts annually.

2011 Highlights:

Worship ~ Guest preachers: Christopher and Paul Gullixson, Rev. Jeff Johnson, Mike Dietrich, Rev. Kurt Thiel, Jeanne Bankson, Lesley Cuneo, Jordan Holly, Lesley Van Dordrecht, Cory Myers, Perry Shaw, and the Rev. Nancy Schell. **Profiles of Faith** were given by: Audrey Schell, Palma Heckler, George Schwind, Sharon Clement, Carole Keiner, Judy Cumbo, and Leif Gjestland.

Music ~ Psalm Singers attended the Choristers Guild festival; Ring and Sing November Concert; Spirit Live May and December Concerts; Choral Ensemble sang at Broadmoor Presbyterian Church in San Francisco; Peter Duranceau presented an organ recital; and the 28th Singing Christmas Tree concert.

The Gallery at First

By Mandy Bankson, Chair

The Gallery at First has been launched! What was formulated years ago came into existence under the leadership of Gordon Walker, Charles Eid, Mandy Bankson and Dale Flowers. Gallery lighting was installed by Admin. & Finance and an organizing team was formed to plan the process and procedures for hosting art showings. A series of exhibits and receptions to honor the artists and their guests was scheduled for 2011.

Our first exhibit, *And God said, "It is good"* ~ May—July, featured the fine art of church members and friends who were asked to respond in some way to the beauty of the created universe.

Our second exhibit, *Community Connections: True Art Connects to the Human Story* ~ August—October, featured artists from The Living Room and The Wellness Center—both places where our church members provide volunteer service and connected to our August celebration of Community Service.

Our third exhibit, *"Look What I Made for You"* ~ November—February 2012, was a children's art exhibit. Kylee Yamagishi Ortiz taught an art class for over fifty 5 to 13 year olds and did a magnificent job! The paintings the children made in the class were then displayed.

For me the highlight of the year was the opening of the *Community Connections* exhibit. As I watched our congregation embrace people from The Wellness Center and The Living Room I saw art providing the bridge between our communities. When we honor the gifts God gives us, He provides us with new avenues of community and deeper ways of experiencing His grace. I am very grateful to Dale and the Patrons of the Arts group who have supported this new effort with hard work, creativity, and heart.

Personnel

By Jaci Rienecker, Elder

Committee Members: Jim Batchelder, Stephanie Ferguson, Jere Jacobs, Jaci Rienecker, Joan Perry Ryan, Kelly Wood, and staff members Dale Flowers and Eileen Haynes.

Year at-a-Glance

- Met with and conducted Pastors annual performance reviews.
- Nine program and pastoral staff participated in a six-hour “Healthy Boundaries” workshop sponsored by our presbytery to develop awareness and differentiation of what makes for appropriate and inappropriate relational boundaries in order to lead effectively.
- Staffing Changes: *Organist* Karen Haslag resigned in February (returning to her former job in San Francisco). Peter Duranceau served as a fill in and then was hired as Organist Intern in September. *Youth Interns:* Sarah Musumeci started in May and Jeanne Bankson in August. *Contemporary Worship Team Leader,* Don Parish, reduced his hours from 20 to 10 per week when he accepted a full-time job in the East Bay. Don and Philip Harrell were able to job-share in the summer, then a search to fill the 20 hour position began in the Fall. In December, we welcomed Chris Studer into this role.
- Monthly recognition celebrations were held for employee anniversaries and birthdays and the following milestone anniversaries were honored this year:
 - 5 years: Nancy Glazier, Jeanette Larson, and Ann Hall
 - 10 years: Helen Deal
 - 25 years: associated staff members Popie Stafford and Patty Quigley
- Employees enjoyed a wonderful Christmas luncheon hosted by Jan & Martin Grove at their home and were presented with a Christmas gift from personnel.

Building & Grounds

By Jeanette Larson, B & G Staff Liason

Currently serving on the committee is elder Carl Vanden Huevel, Dave Burson, Kenny Grandall and Dave Rodgers who oversee the maintenance of and improvements to our facility. First Presbyterian Church consists of the sanctuary, multipurpose hall, commercial kitchen, 38 rooms/offices and 10 restrooms on a city block with lots of grass and trees. The building operates from 7:30 am to 9:30 pm nearly every day of the week with the exception of Saturdays. In addition to our daily operations the building is also home to Presbyterian Preschool and serves as a meeting site for many non-profit groups.

Maintenance and upkeep of our facility is done by our 2 full-time custodians who work a combined total of 80 hours per week. Upkeep of the grounds, maintenance repairs, and improvement projects are done by a dedicated and generous group of volunteers or contracted as necessary.

The B & G committee has assisted in coordinating or participating in the following larger projects:

- Replaced a section of fence on the preschool play yard that fell during a storm.
- Sanctuary chandelier glass replaced with clear glass to provide better lighting.
- Replaced a burned out roof mounted motor for the exhaust fan over the kitchen stove.
- Installed special lighting in the narthex & hallway for the Art Gallery.
- Replaced carpet in preschool room #124.
- Purged and organized both attics—2nd floor attic and table room attic.
- Repaired on-going electrical, plumbing, and maintenance needs throughout the year.
- Revised & updated the Application for Facility Use.
- 4 Park benches were installed on the edges of the lawn area. Thank you to George Schwind, Dave Burson and Carlos for all your hard work with the installation.
- Our 50 year old boiler which provides heat to the sanctuary died during a very cold November. A little over a week later it was replaced with a new, energy efficient boiler.
- The first floor main hallway, room 114, and the doors of room 113 were professionally painted.

*After many years of volunteer service, Clyde DuBois stepped away from the church lawn maintenance. We value and appreciate his many years of dedication. Thank you Clyde!

Admin. & Finance

By Ann Murray, Elder

Committee Members: David Benson, Robin Berry, Alan Beyer, Gary McLeod, Ann Murray, Tim Slayton, and staff members Dale Flowers and Eileen Haynes.

Year at-a-Glance

- After 10 years of serving as Chair of Admin. & Finance, Gary McLeod stepped down from this role at the end of the Summer to encourage new leadership and direction for this committee. Our thanks to Gary for providing competent leadership and continuity over the financial management and administrative demands of our church operations.
- Elder and Church Treasurer, Ann Murray, assumed the role of committee chairperson and David Benson and Alan Beyer accepted invitations to join the committee.
- Jeff Gospe of Salomon Smith Barney, who serves as our financial account manager, visited with our committee to review financial practices and procedures, internal controls, and risk exposure in light of recent non-profit embezzlement cases. The review was primarily positive with a few recommendations for additional security measures which have been implemented.

Other Notable Events

- ◆ Gordon Walker, Charles Eid, Georgia and Herb Hogle, created the **Heritage Room**, located at the entry of Ingram Hall, which tells the story of FPCSR's 156 year history in pictures, historical timeline, and featured annotations.
- ◆ In September, FPCSR hosted the fall meeting of **Presbytery of the Redwoods**. In 2011 our presbytery comprised of 52 congregations, 6,819 congregational members, and 164 minister members (most of whom are retired or specialized clergy serving roles other than pastors of congregations). With a membership of 625, FPCSR is the largest congregation in the Presbytery and The Cove, chartered in 2010 is it's newest. Geographical boundaries stretch along the northern California coast from the Golden Gate Bridge to the Oregon border, including Marin, Sonoma, Napa, Solano, Lake, Mendocino, and Humboldt counties.
- ◆ In September we introduced a **new website** prepared by Jared White, Leigh Rodriguez, and Dale Flowers. Jared, of Siteshine, prepared its design; Leigh acted as the project manager, formulating its layout and content flow; and Dale helped with organization and content input. Its flexible and durable format allows for updates, necessary changes and new features. The objective was to provide a fresh and creative format that is user-friendly for visitor and active participant alike. A conscious effort was made to use less words and more visuals creating a feeling of openness, so that a visitor to our site might see him or herself here and learn more through participation rather than merely reading information.
- ◆ A committee has been formed to begin planning for the **Presbyterian Preschool 50th Anniversary Celebration**. A date has been set for June 2nd, 2012 .

FINANCIAL STATEMENTS

Balance Sheet Summary

Submitted by Eileen Haynes, Finance Coordinator

As of December 31, 2011

Assets

Current Assets

Unrestricted Cash	111,408	
Session Restricted Cash	148,985	
Donor Restricted Cash	99,613	
Total Current Assets		<u>360,005</u>

Long Term Assets

Pastor Loans Receivable	104,545	
Total Long Term Assets		<u>104,545</u>

Total Assets

464,550

Liabilities and Fund Balances

Current Liabilities

Accounts Payable	0	
Payroll Taxes Payable	0	
Accrued Expenses	46,933	
Total Current Liabilities		<u>46,933</u>

Restricted Funds

Personnel	5,257	
Children's Ministries	6,177	
Youth Ministries	4,432	
Adult Ministries	13,667	
Worship & Music	3,090	
Missions	33,593	
Building & Grounds	73,766	
Admin & Finance	166,227	
Capital Funds	0	
Total FPC Restricted Funds		<u>306,210</u>

Retained Income

Retained Income Prior Years	61,672	
Retained Income Prior Years - Trans.	0	
Current Net Activity	49,735	

Current Retained Income Balance 111,408

Total Liabilities and Fund Balances

464,550

FINANCIAL STATEMENTS

Budget Comparison

Submitted by Eileen Haynes, Finance Coordinator

As of December 31, 2011

	2011 Budget	2011 Actual	2012 Budget	% of Budget
Revenue				
Donations to Operating Budget	\$ 1,022,000	\$ 1,009,664	\$ 1,041,500	95.6%
Loose Offerings	31,000	29,791	31,000	2.8%
Children's Offerings	-	173	-	0.0%
Other Offerings to Op. Budget	10,500	26,016	11,000	1.0%
Total Giving	1,063,500	1,065,644	1,083,500	99.4%
 Miscellaneous Income				
Interest Earnings	1,500	2,537	1,500	0.1%
Facility Use	5,000	5,164	5,000	0.5%
Transfers to budget from Cove	-	1,799	-	-
Total Miscellaneous	6,500	9,500	6,500	0.6%
 Total Revenue	 1,070,000	 1,075,144	 1,090,000	
 Expenses				
Personnel	704,523	672,404	718,323	65.9%
Children's Ministry	11,270	8,576	11,770	1.1%
Youth	13,000	13,037	13,200	1.2%
Adult	13,072	12,311	14,822	1.4%
Worship & Music	17,650	15,520	17,650	1.6%
Missions	119,190	119,190	121,060	11.1%
Building & Grounds	81,675	81,675	81,675	7.5%
Admin & Finance	109,620	102,696	111,500	10.2%
 Total Expenses	 1,070,000	 1,025,409	 1,090,000	
 Retained Income (Expense)		 \$ 49,735		