



2017 Annual Report

Mission

Love God, Love People...Serve

Vision

As a community hub, connect with the needs of people, joyfully sharing Jesus and serving where God calls.

Values

- Guided by Scripture and prayer, we are a welcoming place where people, service, and God's love meet.
- Focused on hospitality, inclusiveness, and spiritual gifts, we worship God with delight.
- Unified in Christ, we are led by the Holy Spirit to invite, engage, and share God's Truth with each other, our community and the world.





PASTOR'S REPORT

It is easy to look around and see the hand of God at work. Briefly, I will highlight what I see God doing:

- ⌘ We have institutionalized a couple of practices that evaluate everything. For example, after each worship service a small group evaluates “what worked, what didn’t and what can we do better?” Another practice we have is to experiment with ways to make the service more inspiring. These two practices bear positive results. For example, the average Presbyterian Church has about a third of their members in worship on Sunday mornings. However, Concord First Presbyterian Church has 65% of its members who regularly attend. You are a solid, stable, highly committed membership who worships.
- ⌘ Greatest choir in Concord... and certainly the largest. Each week with Andrew Cardiasmenos’ leadership, they get my feet a-tapping. We have been experimenting with different elements in the hopes of making it an inspiring experience.
- ⌘ One thing we need is a serious upgrade to our sound system. The one we have has limped along but just cannot deliver what we need. Almost every week you hear it squeal, pop, scream and hiss. Some lay leaders can hardly be heard. For those with hearing aids, we finally got the T-coil working. Our next step is to have the sound system upgraded for a better worship experience for everyone — which we hope to have completed by Easter!
- ⌘ Small groups are hotbeds of spiritual formation and development. Rebecca Chase and her leadership group continue to make our small groups a place where discipleship happens.
- ⌘ Our debt is zero. However, 18 months ago we were looking at a serious shortfall of \$160,000 of donations. The Elders made difficult decisions that reduced expenses and the Lord prompted our people to step up with a spirit of generosity. At the end of 2017 we ended the year in the black plus we added to our reserves. On average our members give nearly twice the national average. Then, generous people remembered the church in their estates that made more ministry possible. One reason people are so generous is because they have great trust in Lisa Gonzalez, our Administrative Coordinator.
- ⌘ The Spirit is leading the Pastor Nominating Committee to find the very best pastor to lead us into the future. Please pray for them every Monday evening at 7pm.
- ⌘ This church is living out its vision and purpose: "Love God, love people ... serve!" The Elders are committed to make this church a Hub of community activity. We are well on our way with six churches using our campus as their worship centers. Today, you will witness some of their choirs and pastors who will be involved in the Commissioning of Ann Keirns as our second Lay Pastor this evening (February 25) at 4:00 PM.

- ✦ Rebecca Chase has made application to go through the training to become a third Commissioned Lay Pastor.
- ✦ Humanity Way has been a quiet ministry that intends to help people find jobs. CBS has over 400 adults and youth on our campus every Wednesday morning. The Senior Center has met in our Social Hall for over 40 years. Numerous AA-type groups meet during the week. We continue to receive inquiries from community organizations seeking to use FPCC as a hub for their activities.
- ✦ You will read in this report how our Missions Team is active, supporting vital missions that are local and worldwide. Elder Susan Koester reports that we currently support 25 vital missions around the world.
- ✦ The Prayer Team has quietly administered the loving power of God to heal the sick.
- ✦ Judy and I have been the grateful recipients of your genuine love and support. Your prayers have made me a better preacher and your encouragement has empowered me to be a better leader.

What else is there to do? Plenty!

- ✦ We need to ask the right questions. For example, the basic question the Elders and I are regularly asking is this - What is God doing? As we discern what God is doing then we can cooperate and strengthen those ministries.
- ✦ What are our deeply held, non-negotiable values as a church? "Love God, love people ... serve!"

God is able!

Pastor Toby Nelson

Membership Changes in 2017

Active members as of 1/1/2017		201
Additions during the year		
Letter of transfer	2	
Profession/Reaffirmation of faith	7	+9
Losses during the year		
Letter of Transfer	12	
Deaths	14	
Other	14	<u>-40</u>
Active members as of 12/31/2017		170

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WORSHIP AND MUSIC COMMITTEE 2017 ANNUAL REPORT **Elder Ron Potts**

Worship and Music Director:

Paul Ferris – January to September 10
Andrew Cardiasmenos Sept. 21 to Present



Team Members: Jonathan Aanestad, Gary Beck (Usher Liaison), Beth Byrne (Deacon Liaison), Charmaine Ferrera, Ann Keirns (Elder & Staff Liaison), Maren Stanczak (Mission Liaison)

This was a year that saw several new changes to the Sanctuary. In January we purchased two 65" TV screens and two smaller ones that Paul installed in early spring. As the year rolled along we found that they are a great way to make announcements, follow our Lay Leaders as they read, display the words to hymns, lifting heads and voices up and out of the hymnals, and give our Pastor the tools he needs to enhance his message on Sunday mornings. We thank Ann Keirns and Ashley McCollum for running the PowerPoint® presentations, including creating these presentations. It has been a learning experience for all us and seems to be working out well.

Other changes included the removal of two pews in the middle of the church to make more room for those who have walkers and wheelchairs. In addition a pew was removed in the back to provide additional room for families with small children. Thanks to Paul and Jonathan for making this happen and the fellows who helped them with the labor to move those heavy pews.

On March 1, Ash Wednesday, a beautiful service was held in the Chapel with music provided by the choir under Paul's leadership, and we held a Maundy Thursday Service, April 13, in the sanctuary. For our Easter worship, Paul enhanced our time together with additional brass musicians.

The Flock continued to be integrated into Sunday services adding a contemporary feel to the service, while we still maintain the rich tradition of our wonderful choir. Music continues to be a huge part of worshipping God at FPCC.

In the Fall Paul informed us that he would be moving from California to Michigan to follow a life-long dream of reconnecting to his hometown. We were blessed to have him with us for a year and he will be missed for his incredible musicianship and the creativity he brought to FPCC.

On September 21, Andrew Cardiasmenos joined FPCC as our new Worship and Music Director. Andrew brings with him a rich background directing both Orthodox and Protestant choirs. He stepped right up to the job by attending the Choir retreat held in Bodega Bay from October 13 to 15. The retreat dates coincided with the terrible fires in Santa Rosa and it was a very emotional experience for our choir members as they had a chance to meet



several fire survivors and listened to their personal stories.

In October, the choir's incredible accompanist, Susan Soehner, went on leave due to a shoulder injury. We continue to pray for Susan's complete recovery and eagerly await her return soon.

Andrew recruited Toni DiCapua, who stepped in for Susan for several worship services and the Christmas concert. Lee Borden assisted for a number of weeks after Toni fell and was sidelined by her injuries, until Lee went in for his own shoulder surgery. We thank Beth Byrne from the bottom of our hearts for providing accompaniment for choir practices and our worship services as we move into the new year.

Andrew conducted a wonderful Christmas Concert. Funds from the free will offering during the concert added to the Dawn Chiappino dedicated fund. This dedicated account helps cover expenses for special musical events. Dawn played the pipe organ at FPCC for 54 years.

On November 14, FPCC hosted the San Francisco Presbytery for their meeting. Our many volunteers helped make the day a success. I want to personally thank Gary Beck for putting together a team of ushers for the worship service held that evening.

And finally, we would like to thank Linda Fribley and Kimi Dowell for continuing to create beautiful flower arrangements that enhance the Sanctuary and honor loved ones or celebrate milestones in the lives of our congregation and their families.

We look forward to another great year of worship and music and thank all those who are part of or support our Worship Team.



missions

our backyard and beyond

Mission Team

Susan Koester

Susan Koester, Chair; Rev. Toby Nelson, Pastor; Team Members: David Dowell, Ann Johnson, Jerry Katt (until April), Susan Lawson, and Maren Stanczak

The Missions Department Goal for 2017 was to continue to encourage involvement of church members in mission through:

- ✦ Developing easy access for the congregation to know about all our supported mission partners and agencies, and
- ✦ Increasing the number of members involved in Mission opportunities.

Missionaries and Agencies Supported: Funding of \$38,460 was provided from Congregational giving to 25 budgeted missionaries or agencies, both local and global.

The following supported missionaries or missionary agencies visited the church in 2017:

- ✦ Sunday School Mission speakers: Pat Noonan, El Puente; Bill and Nona Baker, GlobalGrace Fellowship; Tim and Kirsten Jenkins, Avant; Christy Reinters, In His Steps; and Tara Chase, Frontier Fellowship. In addition, Robin Stearns and Esther Chin of Raise the Roof Academy in Uganda mission trip also gave a presentation to the congregation.

Fund Raising: In addition to budgeted support, the following special funds were raised:

- ✦ Presbyterians Disaster Assistance works with churches in areas affected by disasters to get help where it will do the most good. Congregational members gave towards three hurricanes: \$1,342 went towards people impacted by Hurricane Harvey in Texas and \$50 went to Hurricane Maria in Puerto Rico.

Other Activities:

- ✦ Church members and friends continued to prepare and serve a home-cooked meal at the Concord Homeless Shelter on each fifth Saturday of the month. Meals were served on April 29, July 29, September 30 and December 30.
- ✦ FPCC initiated three SHARE Food collections in 2017. Our cans and dry food items helped SHARE to provide food for hungry families throughout the year.
- ✦ Last year's new activity, prayer walking around the church, was enjoyed by volunteers on 3/18 and 6/17 before going to be on the third Saturday of each month.

- ✦ The congregation had the opportunity to pray for one of our missionary/mission agency during the worship service three times this year.

Several new activities were done this year –

- ✦ Baskets of Blessings were created with dry goods/spices, along with a turkey and delivered to three Concord families.
- ✦ Service Worship Day is on Sunday right after a shortened Worship Service. Two hours are dedicated to service followed with a lunch and a time to share stories. Both indoor activities and outside physical labor activities are available. Good time was had by all on 2/26 and 8/6.
- ✦ Members and friends of FPCC pitched in to provide and serve 5 weeknight dinners for the families living at the Mountain View Shelter in Martinez the week after Thanksgiving. FPCC also co-hosted the Winter Nights family shelter during their stay at St Andrews Presbyterian in Pleasant Hill. Jason Stanczak from The Flock played music on Saturday, April 30, Volunteers were there on site overnight and during the day, and we prepared and served 5 meals over the weekend.
- ✦ The congregation prayed for our Muslim-focused missionaries and mission agencies during Ramadan.
- ✦ Robin Stearns and Esther Chin taught VBS each day to over 1000 children at Raise the Roof Academy, Uganda, early last July. Other non-FPCC team members also helped with the RTRA VBS, built 80 picnic-style tables & 160 benches and provided community medical clinic's services. In addition, congregational members assisted in creating "Gift-a-Gallon" hygiene care and fun item bags. In total, Robin and Esther brought over 100 "Gift-a-Gallon" kits with them to Uganda. This ensured that no child be left out from receiving this gift.
- ✦ Three new children were sponsored from Raise the Roof Academy by our congregation.
- ✦ Church members donated Christmas gifts for three families consisting of seven adults and twelve children from Interfaith Housing.
- ✦ A barrel was provided by Bay Area Rescue Mission to collect toys from the community, as well as from church members.
- ✦ Mission Sewing Workshop, led by Lorus Mosher for the first half of the year, followed by Valerie Gardner starting in September, produced 12 quilts for Bay Area Rescue Mission. They have four main members on this team with an occasional drop-in helper. All supplies are donated to us. It is amazing how we are able to keep on going. God is good and able.

In fact, *"God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work."* 2 Corinthians 9:8 As servants, FPCC is to minister to all. *"For we are God's masterpiece. He has created us anew in Christ Jesus, so that we can do the good things he planned for us long ago."* Ephesians 2:10

The Mission Team wishes to thank all those who have donated money, food, time, talent and prayers to the various activities listed above. There is not space to recognize everyone by name, but please know that your efforts are appreciated; we couldn't do nearly as much for our mission partners and agencies without your support.

CHILDREN AND YOUTH

Proverbs 22:6: “Train a child in the way he should go and when he is old, he will not turn from it.”

We want to lead children to discover a personal relationship with Jesus, to equip them to exalt God, to love one another, and to experience the joy of service.

Marilyn Wollenweber, Chair; Rebecca Chase, Staff;

Committee Members: Lynn Justice, Nanci Powers, Carrie Smith, Robin Stearns

Children’s Worship: Nanci Powers and Carrie Smith leaders, Beth Byrnes, Ann Johnson, Ashley McCollum, Marilyn Wollenweber, assistants, and Diane Nickerson, substitute.

We, the Children’s and Youth ministry, express our sincere gratitude for the volunteers and members of the congregation who lovingly support our children. Our volunteers are providing valuable experiences and modeling love and service to our young attendees. Thank you, thank you, thank you!

We continue to focus on discipleship and mission. At Easter time, we invited the older children to come, eat, discuss what God’s love is and how He is working in their lives. They stuffed and hid plastic Easter eggs around the quad, then went on a scavenger hunt while the younger children made their baskets and looked for the hidden eggs. There were games and songs and the younger children had their snacks after the older children left. We had about 10 children who came. It was a time of sharing and caring.

Instead of VBS this summer, we presented “The Well” and invited families from the six churches that use our facilities to attend. We had four who joined us. People were invited to come to “The Well” to refresh, renew, and reconnect with God and one another. It was held on Thursday evening, Friday evening, and Saturday morning of the last week of August. We shared food, devotions, projects for local





and international missions, and good old fashion hymn singing. The adults had their time, the children had arts and crafts, and families participated in the mission projects together. Average attendance was 60-65 attendees each day. The atmosphere was filled with cheerful fellowship, and it was so nice to get to know some of the other congregations. Three children from the Tongan church sang one of their hymns for the gathering in their native language and in English.

At Christmas, we put on a progressive story about Christ's birth and invited the children from the preschool and from the other churches on our campus to come. We told the story in stages with a tree ornament and a fruit or a candy given at each station as a reminder of the story. Games and pizza added to the fun. There was a treasure hunt to find each member of the nativity scene which was recreated with each find. We had 15 children who attended ranging in age from 18 months to 12 years old.



Lynn Justice worked with the toddlers in the nursery telling Bible stories and crafts. She has created a loving place for the little one to come. She cares for children aged 2- 3 years of age. Lynn is always looking for volunteers to help care for our wee ones.

We have two representatives who hope to work with Manny Ramos of Iglesias Bautista Pueblo de Dios church to create a program for all of the youth from the various congregations that meet in our facilities. There is a rumor that something will occur in the spring, so keep your eyes and ears peeled!

Rebecca provided an appreciation meal for all of our volunteers in March. It was delicious and some good ideas were generated to encourage families to come.

Please show your support and love for our families. Many of our children attend our preschool, so let's reach out to those parents as well. Let's join together to be models to teach our children and youth to "Love God, Love People, Serve."

~ Elder Marilyn Wollenweber



BEGINNINGS & BEYOND MONTESSORI CHRISTIAN PRESCHOOL & KINDERGARTEN **Robin Stearns, Director**

Preschool Staff:

Robin Stearns	Director/Head Preprimary Teacher	Full time
Cristina Mario	Head Toddler Teacher	Full time
Ronda Deplazes	Assistant Toddler Teacher (Spring)	Part time
Dawn Feegrado	Assistant Preprimary Teacher (Spring)	Part time
Carol Mapalo	Preprimary Intern (Fall)	Part time
Melissa Abalos	Preprimary Intern (Fall)	Part time
Hilda Rodriguez	Assistant Toddler Teacher (Fall)	Part time
Yesenia Lopez	Substitute (Summer)	Part Time

Preschool Board: Preschool Director, Robin Stearns; President, Gary Chin; Treasurer, Kim Gilmore; Secretary, Gary Chin (interim); Web site coordinator, Jerry Johnson; Session liaison, Marilyn Wollenweber; Members, Beth Byrne & Bill Gilmore.

The 2017 calendar year encompassed: the last half of the 2016–2017 school year, and the first half of the 2017–2018 school year, which will be our *sixth full year* of operation.

Enrollment Numbers:	Number of different students	Number of students enrolled at the end of	Number of students receiving scholarships
2012–2013 school year (full year data)	9	8	6
2013–2014 school year (full year data)	14	11	5
2014–2015 school year (full year data)	18	15	1
2015–2016 school year (full year data)	16	20	1
2016–2017 school year (full year data)	27	22	1
2017–2018 school year (Aug–Dec)	31	28	0

Please pray with us for additional students; our classrooms have room for us to grow to 48.

Due to current staffing we have limited enrollment this current school year (2017–2018) to 36.

Staffing Notes:

As staff education is important, the board authorized paying the conference fees for our two full-time staff to attend the American Montessori Society 2017 Annual Conference in March 2017. We lost two of our part time employees at the end of the 2016–2017 school year due to family needs, and desire for more hours.

Curriculum and programs:

We are a Montessori Christian School. Through the Montessori philosophy we guide each

child's independent thinking, and give him/her many opportunities for experimentation and problem solving. Montessori educational materials include practical life and sensory exercises, math, language, geography, science, and art. The teachers lead the children in ways that build good self-esteem and encourage optimum learning. A Christian emphasis is woven into the curriculum – table grace, morning prayers, songs of praise and faith, and weekly Bible lessons are seamlessly a part of the classroom routine.

Socially, our Preprimary Curriculum is designed to help children, three to six years old, learn to live together by sharing and cooperating. Older children are encouraged to befriend the younger ones. Conflict resolution exercises are taught and followed.

In our Toddler room we focus on the areas of gross motor development, socialization, and independence. These skills create the foundation for future learning.

Some of the students and their families joined in for worship on Graduation Sunday June 28, in which the students assisted in leading worship by singing.

The school hosted programs for the end-of-the-school-year and Christmas. Both programs included Christian songs sung by the students, and a time of visiting among the families, preschool staff, preschool board, and church staff. The programs delighted all who came.

Facilities:

No major work was done this year to the facilities. The preschool is configured such that Room 103 is the Toddler Room, and Room 104/105 is the Preprimary (3-6 year old) Room. Beginnings and Beyond has capacity to grow into full enrollment of 48 students.

Finances:

This year our income has lagged our expenses, hence we experienced a deficit. However, the reserves were sufficient to offset the deficit. Even with the current deficit rate, the reserves are sufficient to see the school through the 2017-2018 school year. Our current focus is to maximize attracting and enrolling new families. The board monitors our income, expenses and reserves, then balances these to provide for a sound financial plan for Beginnings and Beyond.

Advertising:

January – Diablo Valley Directors Preschool Fair
Ongoing – Google and EastBayPreschool.com

Looking ahead:

The board will continue to see its primary role as supporting the staff. Hiring and nurture of staff is critical to the mission of Beginnings and Beyond.

The Toddler Room is serving as the entry for many new families at Beginnings and Beyond. Having a room and program specifically for toddlers is unique to Beginnings and Beyond among local Montessori schools.

Due to increased enrollment this year we are anticipation next year to come close to our capacity of 48 students.

Updating our website is planned for this year, as we realize this is very often the first impression that a family may have of Beginnings and Beyond.

Please continue to pray for our preschool staff and board as we seek to serve families in the name of and for the glory of Jesus.

NOMINATING COMMITTEE / LEADERSHIP DEVELOPMENT Elder David Dowell

Chair, Elder David Dowell; CNC Members: Deacon Representative, Carrie Smith; At-Large: Jim King, Nancy Sansom, Carol Worsdell, and Pastor Toby Nelson (ex officio)

NOMINATING COMMITTEE

The Nominating Committee was comprised of 3 at-large members elected by the Congregation, and a Deacon representative appointed by the Board of Deacons. This year there was not a second Elder representative.

The Nominating Committee was charged with the responsibility of identifying candidates to serve as church officers. This year the Committee was charged with finding candidates for the Pastor Nominating Committee in addition to finding candidates for Elder, Deacon and Trustee positions. Finally, the Committee is responsible for finding candidates for the 2018 Nominating Committee.

The following 7 members were nominated and elected to serve on the Pastor Nominating Committee:

Eric Harvey	Susan Koester	Jim Whitfield	Robin Stearns
Darryl McCollum	Ann Johnson	Maren Stanczak	

The Committee was also charged with finding nominees for the 3 regular Elder vacancies plus nominees for three additional Elders to fill vacancies. It was also charged with finding candidates for 8 Deacon positions and 1 Trustee position. The Committee was able to fill all of the Session positions and 5 of the 8 open Deacon positions. The nominees that were duly elected are as follows:

Elders

Matt Chapman (Class of 2020)
David Stearns (Class of 2020)
Ann Johnson (Class of 2018) *
Ron Potts (Class of 2018) *
Ann Keirns (Class of 2018) **

Deacons

Bev McHale – Class of 2020
Diana Stearns – class of 2018
Beth Byrne – Class of 2020 *
Kaffy Cecil – Class of 2020 *
Wayne Matzen – Class of 2020 *

Trustee

Bill Selb – Class of 2020

Nominating Committee for 2018

(To be nominated at a future
Congregational Meeting)

*=Extension of current term

**=To fill one year of a vacancy created by a
resignation

LEADERSHIP DEVELOPMENT

The Leadership Development responsibilities of the Nominating Committee/Leadership Chair consist of assisting the Pastor in maintaining and developing leadership skills of Elders, and Deacons. The major leadership development event is the leadership retreat held at the beginning of each year. The purpose of the Leadership Retreat is to celebrate the past year and prepare the church leadership team for the upcoming year. It is also a time where the Deacons and Elders come together for spiritual renewal and spiritual growth. The Chair is responsible for the Retreat

administratively and assists the Pastor in planning and directing this retreat. For the past several years the Retreat has been held at San Damiano Retreat Center, a hilltop retreat center in the hills above Danville. The Retreat for 2017 was held on January 13-15, 2017. It was attended by 9 Elders and 7 Deacons. Pastor Toby conducted an excellent series of classes on leadership training and spiritual growth topics. The worship service on Sunday included a Communion service on Sunday conducted by the Deacons.

In March, 2017, the Nominating Committee/Leadership Chair was asked by Session to recommend church members to serve on a Mission Study Team that would prepare a Mission Study, a PC(USA) requirement before appointment of a Pastor Nominating Committee. The following members were recommended to Session and were approved: David Stearns, Jon Myers, Darryl McCollum, Susan Koester and David Dowell. David Dowell chaired the Team. The Mission Study was adopted by Session on May 10, 2017 and was approved by the Presbytery's Committee on Ministry the very next day, May 11th. No revisions required!

Respectfully Submitted,
David Dowell,

ADULT SPIRITUAL GROWTH

Small Groups, Sunday School, etc.

The year 2017 started off with a study called *Experiencing God*, based on the book by Henry and Richard Blackaby. It was a powerful eight weeks, helping us look deeper into what God wants us to do, individually and corporately. This study included reading the book, video presentations and class discussions. Building a strong and lasting relationship with God was the focus. Close to 40 people signed up to join the small groups that followed these Sunday School classes each week.

The Mission Team organized a Service Worship for Sunday February 26th. Community service is an integral part of Small Groups and Adult Spiritual Growth in that it reminds us in a very real way about our neighbors' and neighborhood's needs. Another time of putting our faith into practice happened on August 6th as we held another Service Worship Sunday where we worshiped God and loved our neighbors with our hands and feet.

Waking Up White was a 3-week class on Sunday mornings in March that opened our eyes to the concept of white privilege, how it happened and what can we do to alleviate its effects on the world around us.

Missionary visits throughout the year included Sunday School Mission speakers: Pat Noonan, El Puente; Bill and Nona Baker, GlobalGrace Fellowship; Tim and Kirsten Jenkins, Avant; Christy Reinters, In His Steps; and Tara Chase, Frontier Fellowship. In addition, Robin Stearns and Esther Chin of Raise the Roof Academy in Uganda mission trip also gave a presentation to the congregation during the Sunday School hour. These visits enlighten our church family about our help beyond our national borders.

During four weeks of April and May, the Sunday education hour was led by Kristin Harvey doing a study of The Sermon on the Mount. What an amazing opportunity this was to go into further depth on the greatest sermon ever!

Following Kristin's wonderful class, we were blessed to have our Preschool Director, Robin Stearns, teach a class based on the book by Mark Batterson: *The Circle Maker: Praying Circles Around Your Biggest Dreams and Greatest Fears*. The class utilized video presentations to supplement

the book reading. This class carried us from Memorial Day weekend through the month of June.

In July, Bob Litchfield came down from Grass Valley for a one session class on the subject of money, giving, stewardship and estate planning.

Ann Keirns began a class mid-July that met Monday nights using the book by Rev. Jim Wallis, *America's Original Sin: Racism, White Privilege and the Bridge to a New America*. Advertising this class on Facebook brought attendees from Richmond, Oakland, Clayton Valley Presbyterian Church and members of our own congregation. Hearts and minds were educated and changed on a number of wide-ranging social justice issues.

Our Autumn time was spent with Darryl McCollum as he led discussions around his own book, *In All Things Grace: A Layman's Take on Church Unity*. We took several weeks to delve into the subject how God wants us to be united, not divided.

Small Groups have been an integral and major part of Adult Spiritual Growth. After Rebecca returned from the small group training in San Diego, she has been on fire to ignite the growth of small groups in our congregation.

We showcased our many different kinds of groups during the fall. This church has at least sixteen groups gathering, on both a weekly and monthly basis: Bible studies, outreach ministry, fellowship, and interest areas. Eight of them include a meal! At least six groups have been gathering regularly for decades.

Living into our calling to follow Jesus by gathering into small groups to love, pray, and care for each other, disciple each other on our spiritual journeys, and serve our community together. ~ FPCC Mission Study

If new members or attenders are looking for a way to get closer to others, or strengthen and deepen their walk with Jesus, then connect them to a Small Group.

Rebecca Chase, Director of Community Care & Ann Catherine Keirns, Elder for Adult Education



2017 PERSONNEL ANNUAL REPORT

Elder Jon Myers

Jon Myers, chair; Pastor Toby Nelson, Head of Staff; Committee Members: Dennis Horgan and Gary Rowe

The Personnel Team develops and implements the staffing plan for First Presbyterian Church of Concord. The team works with the Head of Staff and all church departments and areas of ministry to review staffing needs, and conduct recruitment and hiring. The team also oversees employee compensation, benefits, and compliance with state and federal employment regulations.

Ministry Highlights

January

Rebecca Chase took on new responsibilities as she became our Director of Community Care; leading the small groups ministry, building community with Heritage/Tower residents, serving as staff liaison to the Deacons, developing a prayer and healing ministry, and resourcing the children's and youth programs. Rebecca attended Sierra Ministries' *Authority to Heal* Seminar in Grass Valley, January 20-21.

February

Ken Gardner, our Custodian for the past five years, was released in February, to reduce Personnel costs.

April

Ann Keirns, Assistant to the Pastor and Elders, attended the 2017 Presbyterian Mission Agency *Compassion, Peace, and Justice Training Day* and *Ecumenical Advocacy Days* conference, in Washington, DC, April 20-25.

May

Presbytery approved a 6-month extension of the Interim Pastor contract between the Rev. Dr. Toby Nelson and First Presbyterian Church of Concord. This extended Pastor Toby's ministry with FPCC from May to November 2017.

Paul Ferris took the staff team out for a run around the San Francisco bay on his sailboat. The best staff meeting and team building exercise ever!

June

Personnel researched pastor salaries for churches of comparable size within the Presbytery of San Francisco for use by the Pastor Nominating Committee in its search for a new FPCC Pastor.

July

Pastor Toby served as Pastor-in-Residence at the Presbyterian Zephyr Point Conference Center from July 7-14. Rebecca attended *Accelerate! A Small Group Strategy Workshop*, July 10-12, in San Juan Capistrano.

August

Ann Keirns attended the 2017 Presbyterian Mission Agency's *1001 New Worshipping Communities Annual Conference* in St. Pete Beach, FL, accompanying Ruth Mejia from the Casa de Dios Roca de Jacob church, the new worshipping community that FPCC is sponsoring into existence.

September

Paul Ferris, our part-time Director of Music & Worship, resigned effective September 10, to return to his roots in northern Michigan, where he had been offered a job. Andrew

Cardiasmenos started as our part-time Director of Music & Worship on September 21. Also in September, Rebecca began a 10-week long on-line course from Group Publishing's Equipping Institute, entitled *Building & Equipping the Church*.

October

Ashley McCollum started working Sundays as one of our audio-visual booth technicians. She creates and runs the PowerPoint presentations to accompany our worship service.

November

Darryl McCollum was approved as a Commissioned Ruling Elder (Commissioned Lay Pastor) by Presbytery at its November 14, 2017 meeting, held at FPCC. Darryl's ordination and commissioning were held at FPCC on Saturday, November 18, 2017. Presbytery approved a second 6-month extension of the Interim Pastor contract between the Rev. Dr. Toby Nelson and First Presbyterian Church of Concord. This extended Pastor Toby's ministry with FPCC from November 2017 to May 2018.

December

After completing the Presbytery's required course work, Ann Keirns began the examination process to become a Commissioned Ruling Elder (Commissioned Lay Pastor). As her final step she completed her oral examination with flying colors in January 2018.



CONNECTIONS TEAM

Elder Ann Johnson

Connections team had a busy year after a slow start. Defining connection team duties has been one function of the committee, since it includes some new and different responsibilities that it didn't have in the past.

Connections team now includes responsibilities from congregational care, some outreach duties, also some things associated with deacons, mariners, meals for Come & See classes, overseeing small groups and prayer walks. We provide volunteers and assistance for fellowship events and outside greeters before worship services.

Fellowship events sponsored by the Connections Team this year:

April — Maundy Thursday soup supper: a simple meal to provide an ambience of fellowship before the celebration the Last Supper at our church.

— Special Easter treats for fellowship hour after Easter service.

May—Deacon luncheon: We planned and provided a salad luncheon so that deacons could host their parish people.

September – FPCC potluck lunch: a simple get together of our church to kick off the fall season with a time of fellowship

October – World Communion Sunday potluck: this wonderful event was a shared time of fellowship with other churches who worship on our property. We had a shared potluck, experiencing the yummy cuisine of other cultures.

November – Dinner for the San Francisco Presbytery Meeting on our campus: Our committee planned and provided snacks and dinner and other hosting responsibilities for over 100 commissioners and visitors to our campus for the November meeting. Wow!

December – After Christmas Concert reception: A simple reception provided for all who attended our wonderful Christmas concert.

Other responsibilities of Connections team:

Outside greeters—We now have an official contingent of greeters to greet people coming to worship before they enter the church on Sunday. Smiles, directions and welcome offered to all, including newcomers and infrequent visitors every Sunday morning.

Prayer walks – continue on a monthly basis. All who wish to participate, pray for our nearby community, our church and other churches meeting on our property. We have had some well-attended walks, including members from other churches praying with us. It can be a time of good spiritual connection with others as well as connecting with our God.

Small groups – Small groups is a shared ministry by spiritual growth and connections team. Since small groups involve fellowship and learning we keep ourselves informed of activities and ways to encourage this endeavor.

The connections team is also to support Deacons as needed. We receive deacon report every meeting. We also support Mariner's groups.

Respectfully submitted,
Elder Ann Johnson

BOARD OF TRUSTEES

by Trustee Gary Rowe

The Board consisted of the following individuals: Gary Rowe, President; Frank Fribley, Vice President; Allen Nickerson, secretary; and Vern Hance as Liaison to Finance.

The goal of the Trustees is to be faithful stewards of the Church's real property. The Trustees are also responsible for managing property acquisitions, sales, leases, contracts and other legal documents relative to property, on behalf of the congregation.

During 2017, which was a somewhat quiet year, the Trustees continued to:

- ✦ make themselves aware of the City of Concord's plans for Todos Santos Plaza;
- ✦ make themselves aware of the City of Concord's plans for the Concord Naval Weapons Station and its political activities concerning that piece of property. This included attending several Town Hall meetings. It appears that the road they are taking may decrease our opportunity for some low cost senior housing.
- ✦ The trustees, as property managers, continue to review the leases of the organizations that use our facilities to make sure the rents are fair, realistic, and both parties can live with the costs.
- ✦ Solar panels for the church are off the table again this year as we as a Church do not qualify for any of the rebates, which makes it very expensive and our current cash flow is not adequate to handle the payments.

Gary Rowe, is stepping down as Trustee President and Frank Fribley will be moving up to the President slot, while Vern moves into the VP spot and liaison to Finance. Allen Nickerson, our Secretary, will remain in that position for the year 2018. The newly Session nominated trustee is Bill Selb, but he will not be official until the Congregational meeting in February 2018. He will become a Trustee at Large.

PROPERTY MANAGEMENT Elder David Stearns

David Stearns: Chair; Pastor Toby Nelson; Harold Lund, Staff; Committee Members: Jonathan Aanestad, John Hartwick, Gary Rowe, Jerry Johnson, Jim King, Jerry Katt (through the first quarter of 2017).

The Property Management goal for 2017 was to oversee and maintain the facilities and grounds of our beautiful campus, including the PCC, for the use of FPCC members and guests, as well as the many churches and other tenants making use of church facilities.

In February 2017, Ken Gardner was released as our full-time custodian in order to reduce personnel costs, and Harold Lund was brought in on a part-time basis to do routine cleaning, stocking of supplies and furniture set-up. The loss of a full-time custodian has meant a greater reliance on volunteers to keep the church running smoothly and increased responsibility by some tenants to do their own set-up and our staff jumping in to fill in the uncovered and unforeseen many times.

During this period several urgent maintenance issues were addressed, as well as normal maintenance activities:

- ✦ The office basement had a leaking water heater and later a leaking main valve, both of which resulted in flooding in the basement, made worse by a failed basement sump pump. These issues were corrected, and the basement is now dry.
- ✦ To comply with fire codes, we had office basement fire sprinkler system inspected, we replaced 50-year-old sprinkler heads, and we had the hood above the oven/grills and the fixed fire suppression system inspected. We also obtained approval from the Fire Marshall to remove all fire hoses, which we plan to do in 2018.
- ✦ The PCC HVAC system was not working, resulting in the main space at Vineyard going without cooling all summer long. We replaced the cooling tower water pump and installed new water treatment equipment for the cooling and boiler systems so this next summer will be more bearable in the whole building.
- ✦ We had a summer work party to prune back overgrown bushes in the courtyard and the parking lot and did minor touch-up of painting and wood finishes. Unfortunately the courtyard bushes didn't take too kindly to the pruning, but they are now growing back and we hope to have them looking good by the coming summer.
- ✦ We cleaned out the Youth office (Room 204) in order to lease this as a permanent office for Humanity Way.
- ✦ We replaced bad halogen bulbs in the Sanctuary spotlights, with the help of Paul Ferris, who climbed the tall ladder, and volunteers who held it steady.
- ✦ We did several clean-up projects in preparation for the Presbytery meeting in November,

including removing the ivy along the office wall and re-painting the wall (thanks to a volunteer from the CDRJ church). We also had all windows cleaned, and cleaned all carpets.

- ✦ We removed three Sanctuary pews to allow for a walk-through aisle near the center and an infant/toddler area at the back.
- ✦ We now have beautifully refinished front Sanctuary doors.
- ✦ With our first heavy rains in November we had a significant leak in the PCC roof caused by a plugged roof downspout. We cleaned out what we could from the downspout and are waiting for another major rain to find out if it is still leaking. The PCC interior ceiling and wall will need to be repaired once we are sure there is no longer a leak.
- ✦ There were several minor repair projects, including replacement of the kitchen refrigerator compressor, repair of various door and gate locks, replacement of thermostats in the Chapel and Fellowship Hall with new programmable ones, painting of Sanctuary window glazing, and minor plumbing repairs.

Thank you to the Property Management team as well as several other volunteers who continue to donate their time and talent to make possible the ongoing maintenance of our facilities. We couldn't do it without you. If you are looking for ways to give back to God and don't mind getting your hands dirty, or maybe you add your advice on how to get things done, please contact David Stearns or one of our team members.

August Service Worship Day — some of our campus clean-up team:



FINANCE TEAM REPORT**by Elder Vern Hance**

Vern Hance, Chair; Lisa Gonzalez, Staff; Team Members: Toby Nelson, Pastor; David Stearns, Treasurer; Susan Koester; Jerry Katt (January – April only)

2017 Financial Results

We thank God for our members and their faithful giving, and Session for their stewardship in controlling expenditures. 2017 has been a rewarding year financially for FPCC in spite of the loss of members. As a result, we ended 2017 with a deficit of \$4,767 (expenses in excess of income) rather than the anticipated deficit of \$32,519. Total income was 102.7% of what we budgeted at the beginning of the year, and total expenditures were 97.4% of budget.

Offerings came in at 99% of budget. We received a very generous bequest from the Midge Rider estate, which is being held in a dedicated account for possible investment to provide real estate equity for a new pastor. We were also blessed with income of about \$8,500, from several car donations to the Clayton Rotary.

Stewardship Program

We again held a Stewardship awareness program during October and November, emphasizing the spiritual practice of giving to the Lord. This culminated in Consecration Sunday service on November 19th, at which all member and regular attenders were invited to submit an Estimate of Giving for 2018. The total of the estimates nearly matched last year, in spite of the loss of members, but we were especially encouraged by an increase in the number of new people submitting estimates and the many who increased their giving from their last year's estimate.

Investments

Investment earnings helped to bolster an increase in the General Fund Equity (reserves), leaving a reserve balance at the end of 2017 of \$274,456. We were blessed by the sale of our non-traded REIT resulting in a \$35,894 capital gain over 7 years of ownership. All other investments provided \$15,668 in realized income. As of December 31, 2017, we have total investments of \$726K, including the Used Car Lot Fund, Endowment and Trust funds, and General Fund investments.

Financial Statements

The 2016 financial records of the church were reviewed by a CPA firm, not affiliated with the church. This external Financial verifies that the church conforms to Generally Accepted Accounting Principles. The Review showed no significant issues.

2018 Budget

Our 2018 budget expenses are higher than in 2017 primarily due to Pastor seeking expenses and increasing maintenance costs for our physical plant, thus we anticipate a deficit of about \$60K. Additional measures will be considered by Session in the coming months to increase income and/or reduce expenditures.

Information About FPCC's Real Estates Assets

We own the following property:

- 1 Main Campus, including the Sanctuary, Office Building, Fellowship Hall and Christian Education /Preschool Building;
- 2 Parking Lot across Colfax from the Sanctuary;
- 3 The Presbyterian Community Center (PCC), directly behind the Fellowship Hall, facing Grant Street. This building is currently leased to Hills Vineyard Community Church according to a 5-year plus5-year renewable lease.

Capital Expenditures

For the Twelve Months Ended December 31, 2017

Capital Project - November 2017:

Major repairs to PCC Heating, Ventilation, Air Conditioning and Cooling Water Treatment System.

\$11,691

Source of Funds

Property Sale Gain Reserves

\$11,691

Financial Facts about FPCC Leases

As of December 31, 2017

Hills Vineyard Lease Information:

Monthly Lease Income: \$7,319.00

Total 2017 Vineyard Lease Income **\$87,288.00**

5 months @\$7211 and 7 months @\$7319

Shiloh Church Lease Information

Monthly Lease Income \$1,113.00

Total 2017 Shiloh Lease Income **\$13,224.00**

6 months @\$1091 and 6 months @\$1113

Free Wesleyan Tonga Church Lease Information

Monthly Lease Income \$477.00

Total 2017 Wesleyan Tonga Church Income **\$6,152.00**

Occasional extra room use included

Indonesian Church Lease Information

Monthly Lease Income \$260.00

Total 2017 Indonesian Church Income **\$780.00**

3 months @\$260

Iglesia Bautista Pueblo de Dios

Monthly Lease Income \$200.00

Total 2017 Iglesia Bautista Church Income **\$1,300.00**

5 months @\$200 and 1 month @\$300

Concord City Blessings Church Lease Information

Monthly Lease Income \$500.00

Total 2017 City Blessings Church Income **\$6,000.00**

Casa de Dios Roca de Jacob

Monthly Lease Income \$200.00

Total 2017 Casa de Dios Roca de Jacob Income **\$1,400.00**

Humanity Way

Monthly Rental Income \$200.00

Total Humanity Way Income **\$800.00**

Other Facility Use Income

January - December **\$9,147.00**

Total Income from Leases and Facility Use

\$126,091.00

Statement of Activities

Comparison of 2017 vs 2018

	2017 Budget		2017 Actual		2018 Budget	
	\$	%	\$	%	\$	%
INCOME:						
Offerings	384,600	76%	380,330	73%	366,100	74%
Other Misc. Income	2,700	1%	11,114	2%	2,100	0%
Property Rental & Facility Use	116,556	23%	126,091	24%	126,871	26%
Total Income	503,856	100%	517,535	100%	495,071	100%
EXPENSE:						
People:						
Total Personnel Expenses	381,516	71%	367,796	70%	371,460	67%
Session:						
Total Session Expenses	5,000	1%	1,090	0%	20,000	4%
Property:						
Total Property	40,900	8%	47,046	9%	51,500	9%
General Administration*	49,620	9%	48,808	9%	52,650	9%
Programs/Ministries:						
Connections	3,830		1,837		3,700	
Communications	3,300		4,170		5,195	
Leadership Development	1,300		1,812		1,700	
Discipleship						
Adult	2,050		1,440		3,550	
Youth	-		-		-	
Children	-		522		-	
Worship & Music	10,400		9,321		9,650	
Total Programs/Ministries	20,880	4%	19,101	4%	23,795	4%
Mission Program	38,460	7%	38,460	7%	36,610	7%
Total Expense	536,376	100%	522,302	100%	556,015	100%
Net Income / (Loss)	(32,520)		(4,767)		(60,944)	
Percent of Total Income	-6.45%		-0.9%		-12.31%	

Note: Amounts may not add due to rounding.

*Includes office equipment lease and maintenance, printing, postage, telephone, office supplies, CPA review, computer hardware and software, etc.

Statement of Financial Position at Year End

	<u>2016</u>	<u>2017</u>
Assets:	\$	\$
Cash	61,228	71,420
Investments	497,507	726,101
Property, Equipment and Improvements	1,253,007	1,188,135
Total Assets	1,811,742	1,985,656
Liabilities:		
Accounts Payable and Deferred Income	1,910	3,605
Notes Payable	-	-
Dedicated Funds Payable	166,451	354,780
Total Liabilities	168,361	358,385
Net Assets:		
General Fund Equity	65,862	274,456 ⁽¹⁾
Unrealized Gains/Losses on Investments	6,822	26,731
Invested in Plant	1,253,007	1,188,135
Property Sale Gain Reserve	266,301	94,610
Property Management Reserves	4,758	3,108
Beginnings & Beyond Reserves	46,631	40,230
Total Net Assets	1,643,381	1,627,271
Total Liabilities and Net Assets	1,811,742	1,985,656

Note: Amounts may not add due to rounding.

⁽¹⁾ **Increase to General Fund Equity as follows:**

Beginning Balance at 1/1/17	65,862
- 2017 Operating Loss from Church Activities	(4,767)
- 2017 Realized investment income (not included in Operations)	50,291
2017 Accounts Payable adjustment	2,365
- 2017 Adjustment for unused Children's staff study leave	705
- 2017 Presbytery approved transfer from Property Sale Gain Reserve	160,000
Ending Balance at 12/31/17	274,456

Psalm 23

The LORD is my shepherd; I shall not want.

² He maketh me to lie down in green pastures: he leadeth me beside the still waters.

³ He restoreth my soul: he leadeth me in the paths of righteousness for his name's sake.

⁴ Yea, though I walk through the valley of the shadow of death, I will fear no evil: for thou art with me; thy rod and thy staff they comfort me.

⁵ Thou preparest a table before me in the presence of mine enemies: thou anointest my head with oil; my cup runneth over.

⁶ Surely goodness and mercy shall follow me all the days of my life: and I will dwell in the house of the LORD for ever.

In Memoriam

Roghieh (Roya) Alihemati	February 16
James Doud	February 27
Don Hadaway	March 1
LeRoy Shipley	March 15
Mildred (Millie) Smith	May 19
Midge Rider	May 22
Lorus Mosher	July 5
Marion Boston	July 7
George Evans	July 25
Margie Wiseman	August 6
James (Jim) McQuay	September 27
Norm Firkins	October 26
David (Dave) Graser	December 7
Mary Ehmke	December 13