

FIRST PRESBYTERIAN CHURCH

Annual Report

January 2015



Congregational Meeting
Date: Sunday, January 25, 2015

Table of Contents

A Framework For Our Future	4
Clerk's Report	6
2014 Ministry Budget Review	7
Connections and Changes	8
Deacons' Report	9
Christian Education	10
Community Growth	13
Facility and Grounds	15
Mission	16
Outreach	17
Personnel	19
Worship	19

A Framework For Our Future



When I consider all that God has done among us in 2014, I am overwhelmed. I believe it has been an incredibly important year for our church. In last year's report I declared that 2013 was a year to build on. As I consider 2014, I believe that building is exactly what occurred. Let me give you some examples.

In May we finalized our Purpose Statement and Core Values. This was the culmination of more than a year's worth of work, and it was an important building block for our church. The Session created these statements after hours of studying Scripture, dialoguing together about FPC Fresno, and listening to your feedback provided at last year's annual meeting. Our Core Values are transformational relationship, partnership, and leadership. These Core Values should be present in everything we do as a church. We always want to be deepening healthy intergenerational relationships with each other and with our neighbors, co-workers, and friends. We always want to be finding ways to partner with each other and other organizations for the advancement of the Gospel in our city and world. We always want to be developing leaders to serve God's Kingdom wherever He places them. Articulating these Core Values helps us live into our particular and God-given identity as First Presbyterian Church of Fresno.

The Purpose Statement guides all our actions; it is our reason for being. Do you know it?

**OUR PURPOSE IS TO ENGAGE TOGETHER IN CHRIST'S WORK
OF MAKING DISCIPLES FOR THE REDEEMING TRANSFORMATION
OF OUR CITY AND WORLD.**

I absolutely love this purpose statement because it frames our activity as participation in the work of God for a result that is outside of ourselves. We want everything we do to be about His Kingdom and not our own. The finalization of Core Values and Purpose Statements was an important milestone for First Presbyterian Church, Fresno. They build on the long history and heritage of First Pres, but they also point us to the future.

One of the most important outcomes of this work was the launch of Community Groups. During the summer we had Community Groups meet on campus each Sunday to build a base of relationship that could be expressed outwardly in neighborhoods all around our cities.

Then, at the end of the summer, each group made the imperative step of meeting in the context of their own region. Now, Community Groups are meeting on the second Sunday of each month. They exist for the purpose of building Christian community, making new disciples, and living out the Gospel in our neighborhoods. We still have a long way to go in developing Community Groups into all that they can be, but I love that we were willing to try this new initiative. When I consider the possibilities of how God could use the Community Group infrastructure to help us carry out our church's Purpose Statement, I get very excited.

From my view, I believe the launch of Community Groups and the finalization of our Core Values and Purpose Statement were the most important organizational changes we made in 2014. However, there were many other important initiatives and ministries that were launched this year. Have you heard of TwelveTen@FPC? TwelveTen is a weekly lunchtime Bible study held on our campus. Our dream is to engage the 40,000 people who work downtown with the message of the Gospel, and the good news it brings about work. We've also launched the Third Thursday Men's Bible Study to connect our men in discipleship. We started the Sunday morning Link Crew to increase the hospitality factor on our campus. A new college ministry was started this fall. The new Care Coordinator ministry is helping to link all our resources for individuals and families in need or crisis. We added intermittent First Pres Forums to the Education Hour to enhance our communication as a congregation. We're taking our participation with Art Hop to the streets by literally bringing food, music, and a warm welcome to M street on the first Thursday night of each month. We took on new mission partners to see God's Kingdom come in places from San Francisco to Siberia. All these and still more that are listed in the pages of this report. It is written by many hands from various perspectives, but the theme is constant. God has been at work among us. I hope that you will take the time to read this document with an attitude of thanksgiving.

Meanwhile, the Vaccaros are thriving in Fresno. This year, Diane and I feel like we experienced the final stages of transition to our post here at FPC Fresno. Our family is settled and doing well. I am deeply grateful for the faithful prayers that have been offered for us. God is at work among us too.

Finally, please know that I consider it an incredible privilege to be the Senior Pastor of this wonderful church. I love it! I love being part of the story that God is writing among us – a story of reconciliation, healing, redeeming transformation, and mission. To Him be all glory, honor, and praise.

Rev. Jeremy Vaccaro, Senior Pastor

Clerk's Report

This has been a year of sowing new seeds and starting new ventures for First Pres. As we take stock of where we have come over the past year, it is clear that much has been accomplished. For 2015, we are praying that these seeds will bear an increasing amount of fruit.

The attendance this year was down from last year, but was about even with the 2011 and 2012. See the attendance chart for details. On a positive note, our Christmas Eve services had an increase of over 100 people from the prior year.

Annual Sunday Worship Attendance

Year	Attendance
2010	26,877
2011	24,328
2012	24,709
Note: 2012 figure is an estimate	
2013	24,937
2014	24,380

The congregation responded wonderfully to Pastor Jeremy's December letter regarding our financial needs. Year-end giving was up considerably. We did not receive as much as budgeted, but we did receive more than our expenses.

All of the ministry teams were careful and diligent about expenses this year. The Facility and Grounds and Personnel teams were able to take advantage of temporary decreases in needs which saved a lot of money for the church.

Next year's budget is exactly the same total amount as this year's: \$1,260,000. Some of the line items have been changed to adjust to our changing needs.

Clerk's Report continues on page 7

2014 Ministry Budget Review

Ministry	2014 Budget	2014 Actual Spending	2015 Budget
Administration	84,673	77,745	73,203
Community Growth	19,200	12,648	19,000
Deacons	1,500	1,724	1,500
Facility and Grounds	176,900	161,017	172,430
Worship	31,295	32,206	31,730
Christian Education	35,430	27,433	34,700
Outreach	15,800	9,971	14,600
Mission	132,000	131,059	132,000
Personnel	760,202	707,389	780,837
Total	1,260,000	1,161,192	1,260,000
2014 Giving and Other Income: 1,236,758			

We are trusting God for an increase in giving this next year to meet the full budget, as we don't anticipate as much room for cutbacks in next year's budget.

Stuart Conrad, Clerk of Session

Membership	Previous Membership	Additions	Deletions	Inactive Membership	Current Membership
As Of 12/31/14	610	0	0	161	610
Inactive Membership	161	0	0	0	161

Connections and Changes



Reviewing my 2014 calendar has been a good way to refresh my memory about the past year – a lot of things happen in 365 days! I know that numbers don't tell the whole story, but I want to give a few stats to get started. In 2014, I served communion ten times, preached eight sermons, baptized five children, walked with families and friends through three memorial services, and officiated at two weddings. I met and talked individually with fifty people for connections, counseling, and encouragement, and many others for monthly and specially-called meetings relating to ministry teams, deacons, and session. One very special pastoral visit I made was to Delma and Freddie Rodriguez just before Delma passed away; we had a sweet time of prayer and anointing together, and I'm so grateful that I had the privilege of being with them. There's much more I could say, and this is all normal "pastor stuff", but I hope it helps you know a little more about what my days look like.

Twenty-fourteen has been an exciting, growing time for our Deacons and Care ministries. It's been a year of team-building, visioning, changes in internal structure, and added capacity for ministry to our congregation. In 2014, we shifted our focus toward "leading the church in its ministries of care and compassion", and we're in the process of revamping our Deacons Ministry Handbook to bring it up to date. That means our Deacons will be inviting many additional people to participate in ministry and service opportunities in the coming years. We want to spread the joy of serving Christ and his church!

Two significant changes in the structure of our Deacons are the addition of our Care-Coordinators ministry, and bringing all of FPC's Prayer ministries together under the umbrella of Deacons. We'll continue to work out and refine all that those changes mean, but we're definitely well on our way. Our chaplains, Rosemary Avery and Susan Glover, along with Pastor Paul Armstrong, continue to minister faithfully and well to those who are ill, homebound, or in crisis. What wonderful servants all our chaplains and deacons are!

The Community Growth ministry team is the other area where I have involvement on Sunday mornings and evenings. Between two membership classes, Gospel in Life, and our summer Community Groups initiative, I have been involved much of the year with adult education between services. I am looking forward to teaching four weeks in

February on a topic that's still being firmed up. I'm also currently leading, and looking forward to building, the leadership team for the Fresno/Central/Edison Community Group in 2015.

You may remember that for the last year I've been part of the EPC's Women in Ministry national committee. I am excited to let you know that in June of 2015 I will become the chair of this committee, that encompasses all aspects of women's ministries in the EPC. This is a time of enormous challenge, as the nature of the committee and even the structure of the EPC at the national level is in transition. This is a time of great opportunity to be part of something that's newly emerging. I'm committed through June of 2017, and will very much appreciate your prayers not only for me, but for the process and direction of the committee, as well as our denomination and presbyteries.

I am grateful to God, and to you all, for the privilege of ministering at First Pres, and I'm excited to continue growing as a leader and pastor in 2015. The Lord bless and keep you.

Rev. Lana Roberts, Associate Pastor

.....

Deacons' Report

"LEADING CONGREGATIONAL MINISTRIES OF CARE and COMPASSION"

The Board of Deacons is a group of 18 dedicated volunteers serving the congregation's needs for care, love, food and prayer, and serving the community at large.

Following in the footsteps of the Apostle Paul (Acts 6), we are committed to providing assistance to those in need via the Food Closet, Love INC, and to our congregation through Meal Support ministries.

We provide prayers, love, spiritual and emotional support via our In-Touch, Prayer, Communication, Care-Coordinators and Transportation ministries.

In addition, the Deacons support our congregation through providing monthly Communion, administering the Benevolence Fund and providing receptions for Memorial Services.

In 2014, the Deacons ministry was impacted significantly by two things: our first retreat, and the beginning of our Care-Coordinators ministry. Our retreat helped build us into a team as we shared, laughed, imagined ministry, and prayed together. Our Care-Coordinators ministry

started in response to the need for a system for gathering information and deploying resources to help congregants as needed, especially in times of illness or crisis.

We are an ACTIVE, DYNAMIC and LOVING team. The needs of our church and our community are great. Please pray for our ministries of care and consider JOINING US!

Ted Miller, Deacons Board Moderator

Saints Gone Home In 2014



Dick Griffin
January 1

Anna Predmore
January 5

Sylvia Douty
January 14

Don Scrivner
June 5

Bobbye Temple
June 18

Thomas Harabedian
July 30

Eddie Evans
August 18

.....

Christian Education

What a privilege it is for our church family to minister to so many kids who are part of the ministries here on Sunday mornings and beyond. Psalm 78:4 says,

We will not hide these truths from our children, but will tell the next generation about the glorious deeds of the Lord.

We want to tell you how we go about sharing God's Word with our kids in partnership with our parents.



NURSERY

Of course, it begins in the Nursery... where we seek to create an environment where God's love is communicated through the loving care of our volunteers. This

year we were blessed to have Michele Cooper and Danielle Hill coordinate the care for our littlest ones. We say a big thank you to these women as they ministered also to our young families so well. We recently formed a nursery committee that continues the care and love of the children by equipping the volunteers who love to serve here. We are thankful.

CHILDREN

Preschool

The Preschool Team ministers to kids 2-5 years old. We want the kids to know that God made them, God loves them and Jesus wants to be their friend through Bible lessons, songs and playtime. We are so thankful that our kids are loved and well cared for by the volunteer teachers. Lori Meadors, who directed this ministry, organized our teaching teams and also provided great support for these growing children and their families. We are thankful for Lori and this wonderful team of teachers who have planted seeds of God's love in these little hearts.

Elementary

Our Elementary program is for kids in kindergarten through 6th grade. We are thankful for the love that Trish Armstrong brought to the position of Children's Director. Trish, along with the awesome teaching teams, transformed the Sunday school program to be more

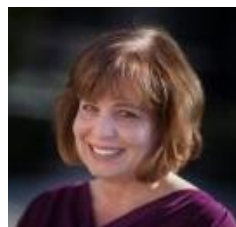
relational and application-oriented by sharing God's Truth through teaching, worship, and skits in small group settings through gospel-centered, Jesus-focused, Scripturally-based lessons that are lots of fun for our kids. We are so thankful for our teachers who connect with our kids and create bridges for kids to move Biblical knowledge to real understanding and application.

AWANA

We are taking steps in our mid-week Awana program to the small group time make more relational, with Biblical application activities that are meaningful and fun for the kids.



WE ARE THANKFUL FOR ALL OF THE VOLUNTEERS SERVING OUR KIDS AS THEY ARE INVOLVED IN THESE PROGRAMS AND SUMMER BUBBLE STUDIES, WINTER AND SUMMER CAMPS.



Margie Nunez is our new Children's Ministry Director, a restructured full-time position that oversees all ministries to children from birth through sixth grade. Margie joined the CE team this November. Please introduce yourself to Margie and her husband, Al. We are thankful for

her love for the Lord and families. Welcome, Margie!



JUNIOR HIGH

Our Junior High ministry staff and advisors come alongside junior high students and their families during this special, ever-changing time of life. These years are a journey and adventure as we watch and wonder with students while their faith journey of following Jesus becomes their own. Meagan Bergem, Junior High Director, and the team of advisors walk with the students through their joys and sorrows. We are thankful for this team as they live out God's love and hope. In Meagan's words, "God has been faithful in providing healing and growth in the lives of our Junior High students."



We thank God for each one of these precious junior highers and the team as they meet, laugh, cry, study, serve and go to camps together. We are praying for, and seeking, more advisors to walk with these students. Would it be you that the Lord might be calling?

Would you please pray and contact Meagan?

SENIOR HIGH

The High School ministry seeks to engage students by helping them enter into a relationship with Jesus, grow as Christ followers and send them out as Godly men and women of integrity who will seek to transform their homes, schools, teams, churches, workplaces, and their worlds for Christ. Craig Blodgett, High School Director, team of loving advisors and two summer interns,



Rachel Hamlin and Zak Knepper gather with our students in places where they can bring their friends, have a lot of fun and laughter, spend time worshipping and hearing about Jesus and about the relationship He desires to have with each of us. They meet Sunday mornings, in mid-week small groups, pray, go to camps, and serve together.

They are looking forward to a cross-generational short term mission trip to the Dominican Republic in the summer of 2015. We're thankful for Craig, each advisor, and every high school student who is a part of this ministry.

END GOALS

Thinking about the 18 years that we have to build into our children, First Pres. desires these end goals for each of our children and youth:

- ♦ Each person knows who they are in Christ, deeply loved by God through His grace.
- ♦ Each person knows the value of belonging to the Body of Christ, in which he/she experiences intentional and authentic connectedness.
- ♦ Each person is personally growing in loving and trusting Jesus and asking His help to apply God's true Word in his/her life.
- ♦ Each person is becoming more like Jesus, and growing in being others-focused and finding joy in loving the world.

How Does This Happen?

Through the Holy Spirit's call upon lives, relationships with Jesus and people who know and love Jesus, helping kids understand and apply God's Holy Word, God's people praying, the Holy Spirit's transformation in us, and allowing Jesus to love the world through us. We are using these end goals as our filter as we look at each ministry for kids and youth. Will you please join with us in continuing to pray for transformation for each one in the next generation?

Thank You, First Pres, for your prayer and involvement in our kids' lives as we continue to partner with parents in sharing the love of Christ with our kids as part of this covenant community.

Remembering... It was difficult for our children, youth, and families to say goodbye to Anna Predmore and Thomas Harabedian. We remember these precious children of God, and pray that God's peace and comfort will continue to rest upon these beloved families.

*- Elders Shelley Haught,
Barbara Knepper and Ron Dull*

Community Growth

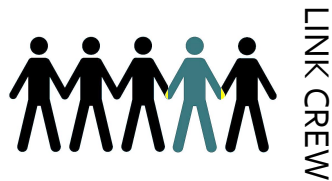
The Community Growth Ministry team is the result of a friendly merger of the Adult Nurture and Equipping Ministry teams. After months of prayer and discussion, the two teams' similar vision for ministry and service led us to the conclusion that joining our ministry teams would streamline areas where our ministries overlapped, thus freeing the whole group for renewed and emerging ministry opportunities. We want to include everyone who comes to our campus, and everyone we meet in our neighborhoods, in the mission of God.

**PRAISE FOR NEW MINISTRIES
IN 2014**



COMMUNITY GROUPS came from a vision that the mission of God involves all of God's followers where they live and work. What started as weekly meetings on our campus has now taken hold in neighborhoods all over Fresno and Clovis, with church members inviting neighborhood friends to monthly gatherings and service projects. Community Groups provide opportunities for fellowship, service, leadership development, and most importantly bringing people to Christ. We look forward to Christ's leading in each of FPC's Community Groups in 2015.

In answer to many prayers and much concern on the part of the congregation, a new **COLLEGE MINISTRY** was formed under the leadership of Koby and Stacy Johns, and Ronnie and Kelli Samuelian. We are excited about the ways they will lead this vital ministry to our in-town college students, as well as those who return from studying elsewhere.



The members of the **LINK CREW** are the smiling people in the blue vests on our campus during Sunday services. They are connecting with and welcoming people arriving on our campus, newcomers and long-timers alike. Link Crew will answer questions and provide directions or resources, but just as important, they provide the human touch of caring and respect in the name of Christ.

TwelveTen @ FPC

TWELVETEN is a Friday noon-time Bible study that came together as a joint vision of Community Growth and Outreach. We want to provide a spiritual growth opportunity during the work day, especially for those people working in the downtown area.

ONGOING MINISTRIES

MEN'S MINISTRY in 2014 had an excellent Men's conference and is looking forward to Men's Conference 2015 with a plan for a two-day meeting. Troy Wilson, from The Table church in San Francisco, will be our speaker. In 2014, we initiated Third Thursday, a monthly men's Bible study that is off to a great start with attendance, relationships, and teachers.

WOMEN'S MINISTRY continues to offer regular Bible studies on campus Thursday mornings, and off campus on Tuesday mornings. For 2015, rather than offering another DVD series on Monday evenings, our teachers will be live and in-person. Come for this 11 weeks study of Matthew with Rachel York and Diane Vaccaro, beginning January 19th.

Our 2014 Women's Conference was held the first weekend in October and was attended by approximately 70 women. For the 2015 conference, we decided to make some changes because we want even more of our women to be able to attend. Our plan is for a two-day retreat to be held right here in town. There is much interest in expanding the leadership of women's ministry to help plan future events.

ADULT SUNDAY EDUCATION has enjoyed Jeremy and others leading RAP classes based on the sermon scripture of the day. "Grief Share" started in 2014 with a one-day "Surviving the Holidays" program, and will resume a regular 13-week class that begins January 4. Pastor Lana facilitated our spring and fall membership classes, as well as Tim Keller's Gospel in Life series. New in 2014 is Partner Spotlight, a joint effort of Missions and Community Growth. We wanted to allow time during the education hour to hear from, pray for and visit with our many mission partners as they share

what God is doing where they serve.

The Community Growth Ministry Team looks forward to 2015 knowing we serve a sovereign God. Our desire is to be sensitive to where God leads us in ministry, and to equip and encourage the congregation of First Presbyterian Church to live into God's mission.

- *Elders Keith Walsh, Joel Wilson,
Laura Magnee and John Slaughter*

Facility and Grounds

The major expense in 2014 was on regular service and maintenance. No particular large changes were made, which is a good thing. We don't often get through a year without at least one major replacement or repair.

Our lighting in the Sanctuary is always a challenge as lifts have to be rented to do the work. Jim Dice and Dean Lloyd have been our faithful "high wire" men that tackle the tallest lights.

Allan Knepper has been our "go to" person for our computer upgrades and technician needs. This year we upgraded some computers, the server, enhanced our Wi-Fi capability and set up live video broadcasting in the Cry Room and The Hub. Allan probably did many more things that I just don't understand. He is a real blessing to our staff and you enjoy the fruit of his labor, even though you may not have known of the enhancements.

2015 brings a new financial challenge as we plan to tackle replacement of our heating and AC in the Sanctuary. We are entering a new relationship with Patton Industrial Contractors for the Sanctuary work and our maintenance needs.

We continue to be blessed by the grounds that are beautifully maintained by SteeleScapes.

My thanks to all the Elders and volunteers that have helped care for our facilities and grounds through the last 26 years.

My prayer is that more people will step forward to use their gifts in maintenance, in gratitude for the ministry that continues to happen on our campus.

- Elders Jim Dice and Tarry Rollf

Mission

In 2014 our congregation cared for and supported missionaries, grew in mission awareness, and were personally engaged in mission service in some amazing ways.

These are, in fact, the goals of our mission ministry team whose members are elders Terry Glaspey and Ralph York, with Adrienne Kimball, Louise Armstrong, Marty Martin, Karon Chambers, and Cindy Sterling. We'd love to add new members to our team in 2015. We generally meet the 4th Tuesday of every month. Interested? Contact Mission/Outreach Director Terry Jaurena.

Our partnerships in the Lowell community continue to help us engage meaningfully with neighbors near our church building. We entered into a new agreement with Reading and Beyond to continue Tuesday Morning gatherings at FPC that help strengthen families. The program is facilitated by Deiglis Delgado of Bethany Inner City Church.

More of you stepped in to help in significant ways for our monthly Neighbors aRe Us dinners and for December's Pantry Food Box distribution.

Many of you are connecting in new ways with Oscar and Julie Rodriguez as they

engage with kids and families from their home on Glenn, continuing the Halloween Carnival tradition and starting a Happy Birthday Jesus Party event this year. We look forward to the fruit God will bring from these partnerships in 2015.

This year the Martin family members were commissioned for several short term mission projects: Marty to Cambodia, Joanie to Albania and Marty and Josh to the Dominican Republic. Marcie York went on her first ever short term trip joining the team her daughter Rachel lead to serve in India this summer.





Morgan McGuire, Zach Oaks and Mark Jen were participants in the Alongside Discovery experience lead by Donald and Hannah Norman which included Jamie and Mindy Franklin.

In 2015, Marty Martin will return to Cambodia in January. Joining him on that Global Health Outreach team is John Verwey. In February, Erin Matlak will head to Nicaragua on a Students International Team. We're excited about the two team trips we're organizing for the summer of 2015. The Vaccaro family will be a part of the team going to Erseke, Albania late June – July. The Blodgett family and another 25 or so High School students, family members, or youth advisors will be serving with Students International in the Dominican Republic mid-July.



Marty, Joanie and Josh Martin plan to serve with GHO in the DR this summer as well. In addition, we'll be inviting college students to consider attending InterVarsity's

URBANA mission conference in December.

We launched the Partner Spotlight as a regular, twice a month offering during the Education Hour this fall to provide a regular time to hear from or about mission partners transforming our city and world as well as those we've sent out from our congregation for short term service. This works on both our caring for missionaries and increased congregational awareness goals at the same time.

We celebrated the 40 years of ministry in Japan of long time partners Steve and Martie Tarter, marking their transition to their next chapter of life and ministry in Portland. We undergirded Linda Osborne's transition from 8 months to year-round service in Erseke, Albania. In 2015 we hope to see the Francolinos return to Romania, serving with EPC's World Outreach. We look forward to other ways we can strengthen our missional connections with other EPC churches and projects in the coming year.

- Elders Terry Glaspey and Ralph York

Outreach

The mission of the Outreach Ministry Team is to provide opportunities for the congregation to effectively reach out to our downtown Fresno neighborhood, our own spheres of influence

(personal neighborhoods and workplaces), as well as to the greater Fresno community, and to equip church members to easily “tell their story” when the opportunity arises.

In collaboration with the Community Growth team, we launched TwelveTen@FPC in February of 2014. It’s a weekly Bible Study for the downtown workplace community that happens Fridays at, you guessed it, 12:10pm. The heartbeat of TwelveTen is that it would expand the church’s role as a spiritual resource for this workplace community.

We organized a Saturday of Service after Easter this year to



engage us in some new ways to serve in our spheres of influences. We knew that Community Groups were coming, so prior to their launching, we asked some folks to plan service projects in their neighborhoods. We had great activities and great participation from folks of all ages. And then when Community Groups went off campus this summer, many of them did something much like our Saturday of Service.



Another major emphasis for our

team was to re-engage with Art Hop, the monthly Arts Council event that happens the 1st Thursday of the month in the Downtown and Tower area. The Community Growth team launched our participation on a quarterly basis as an Art Hop Venue a few years ago. We re-engaged starting in October, increasing to monthly participation as a venue, developing a team that is seeking to enhance our visibility during Art Hop (with food and music in the parking lot when weather permits) and scheduling artists.

We organized a small but effective team of folks to Welcome Walk the expanding condo and apartment dwellings near our church. We greeted folks with fruit from our Farmer’s Market and invitation cards to our Christmas Eve Services on a beautiful December Saturday morning. We will definitely plan more of this in 2015. There are two more Granville Urban projects in the works quite near us. Will you join us in praying that God would give us creative and effective ways to engage with these new neighbors in 2015?

We hope in this new year that we can more effectively empower and encourage you as you seek to share Christ’s love, hope and invitation to new life in your spheres of influence. We also hope that together we can find ways to intersect and engage with those

who live and work so close to us who do not yet know Christ or need encouragement in their walk with him.

- Elders Kim Lee and Skip Lynn

Personnel

Personnel had a year filled with opportunities to see God at work providing for all our staff needs.

We have completed the process of updating the policies and procedures for our FPC Staff Handbook insuring our alignment with EPC guidelines. In addition, we have focused on standardizing personnel forms and hiring procedures, which has simplified daily office protocol.

Staff changes are always a challenge as well as an opportunity to watch God provide. This past year was no exception. We began a hiring process for an Administrative Assistant to our pastors and watched God lead us to Ataloo Woodin.

She is a total blessing and it truly seems as if she's always been a part of our staff.



As Trish Armstrong and Lori Meadors felt God's leading to step down from their positions in Children's Ministries, the Lord led us to Margie Nunez who accepted a full-time position as Children's Ministry Director over Nursery

through 6th grade. Her love for Jesus and children is truly infectious!

We sadly said good-bye with heavy hearts and much gratitude to Susan Glover as she retired from her position as Business Administrator for the past 26 years. She is very hard to replace, but Torsten Grunberg, our very competent Director of Facilities and Finances, is assuming most of Susan's duties.

It is such a privilege to work closely with Pastor Jeremy and to be blessed by his strong leadership and organizational skills. His attention to our mission statement always keeps us focused and provides the direction we need as we make plans and decisions for our staff.

As 2015 begins, we thank God for our staff who love Jesus. They are committed to working as a team to help First Pres honor our Lord and show His love to our church, community, and world. Whether it's through our Community Group Initiative, or one of many other ways, we are confident that God will use our staff for His glory in this next year.

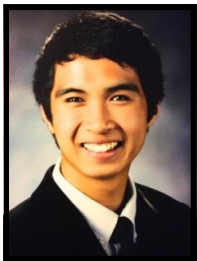
- Elders Melanie Franz and Pauline Kliewer

Worship

2014 was a positive year in Worship! Over the summer we

moved to a single service format, integrating the styles of both worship services. On occasion we served communion in the pews in addition to the more usual intinction method. We also continued offering 3 services on Christmas Eve. We worshipped the Lord in 95 services this year including Sunday morning, Christmas Eve, Easter and Holy Week for a grand total of 27,066 worshippers.

We welcomed a new area within Worship - our Worship Interns, Joel Mariano and



Emily Styles. Their involvement is an

investment both in them as future leaders and in the worship ministry of our church. They serve with the Choir and Worship Bands and learn how the services are created and coordinated.

Another big item this past year was seeing two very solid Worship Bands develop at the Contemporary service and see them get into a regular groove. There was some growth in those teams with new additions. The Chancel Choir offered shorter “choir sessions” to allow busy people the opportunity to commit to shorter choir singing commitments. It seems to work quite well and the choir has had

several new additions ranging in age from 14 on up!

Our children’s choirs blessed us and offered a musical in May. The Bell Choir and Brass Ensemble also welcomed new players, and

Keith Pepper as the new brass director, as both groups led us in worship through their music. Our ensembles



joyfully lead in worship as we celebrate both classical and contemporary styles of worship.

We added decorations in our sanctuary with the battery-operated candles (in both white and red) that look so real people have thought the flags would catch fire! They were a wonderful complement to worship times.

We fully implemented Media Shout for our screen presentations, allowing for more creativity and flow in the presentations. Two new sound techs were added as well as some new screen operators. Our church has been greatly blessed by the many volunteers in music, ushers/greeters, sound, screens, decorations, wedding coordinators and so forth.

Many people became involved in the Worship Ministry Team as we strove to honor and glorify the Lord in worship. As we look to the new year, we envision a continued emphasis on building up the

Worship Teams and developing our leaders and musicians. We continue our Worship Intern program and seek to strengthen the ministry of the Chancel Choir, Children's Choirs, and Bells and Brass Ensembles. We seek to find musicians in our congregation with gifts to glorify God in special music. We also continue to seek the Lord in how we may more fully worship Him and glorify Him through our worship services and all of the details that go into each one.

***Soli Deo Gloria
To God Be The Glory!***

*- Elders Rod Kellenberger and Sco
Mozier*