

# Supporting Our Staff



We have a wonderful staff at FPC Fresno. The Personnel Committee works in a small way as part of the HR team. We are deeply grateful to Torsten Grunberg and Ataloo Woodin who are crucial in our ability to do this.

We met once a month with Pastor Jeremy. One of our responsibilities was to keep up with ever-changing employment and tax laws. This year, we updated our staff hiring policies as well as training and emergency policies. We've been involved in job descriptions, hiring decisions, etc.

This year, we reviewed salaries against a database of similar-sized churches to make sure we were paying fairly. We reviewed and made changes to benefits packages. We proposed (to Session) a salary raise of 50 cents per hour for each employee for next year to reflect minimum wage increases. We felt this way of raising salaries was fairer for all employees, instead of raising by a percentage which increases higher paid employees much more than those who are paid less.

The Personnel Committee checks in once a year with each staff member to see how they are doing and to find out if they have any concerns. We remember our staff on their birthdays and Christmas. We've been supporting soon-to-be Dr. Jeremy in his Ph.D. process. Jeremy has made changes this year in staff meetings to build deep relationships, joy in service, and a common vision for the staff.

**Laura Spongberg**

*Personnel Elder*



# Heart Of Worship

Last year in our report, the worship Elders reminded us all that “the heart of the Worship Team is to help all of us in the congregation to enter into reflective worship so that we can go out into our week refreshed and ready to serve as the hands and feet of Jesus in our homes, our work places, our school campuses, our neighborhoods, our city, and the world.” This year is no different. We long for you, for each of us, to connect with Jesus in a meaningful way every day.

There are many people who come on Sunday mornings and throughout the week to make our time of corporate worship do just that. Greeters welcome you into the sanctuary, ushers hand you the bulletin and sometimes help you find a seat, worship team members, choir members, and instrumentalists have prepared diligently to bring you music that will (hopefully) prepare you to hear the Word of God. Pastors and guest speakers prepare themselves prayerfully to bring you that Word. And prayer warriors gather to bid the Holy Spirit to work that Word in our lives.

We are grateful for our decorations team, our screen techs and sound techs, our choir members, our instrumentalists, worship band, music directors, our ushers, our greeters, other volunteers and our recently added “supply stocker”, Kate Hancock. We are grateful for the folks who step in seasonally to make Christmas Eve service, the annual Messiah Sing-a-long (and soup dinner), Easter, Ash Wednesday, Maundy Thursday, and the occasional worship night happen. We thank God for the children and adults who bring us the childrens’ musical programs and other special music. All of these folks have played a special part in our walk with the Lord, whether we realize it or not.

We look forward to this coming year as we add more people to our worship committee and seek God’s direction for what wonderful things He would have happen in corporate worship in 2018.



**Shiela Skibbie**  
*Worship Elder*



11am Worship Service



Combined Service with  
Bethany Inner City Church,  
Hope Now Bible Church & FPC