



THE GIFT OF *Grace*

Mission Study 2018-2019
Grace Presbyterian Church
2100 Tice Valley Blvd.
Walnut Creek, CA 94595





*For by Grace you have
been saved through faith;
and this is not your own
doing, it is the **gift of God**
- not because of works,
lest any man should boast.*

Ephesians 2: 8-9

In 1958, when our church was founded, the common practice in the area was to give churches geographic names. Our new congregation, in a new developing neighborhood, was formed with members from Walnut Creek Presbyterian Church. We might have been called Tice Valley Presbyterian Church. But the steering committee wanted to state something more Biblical, more theological, perhaps more powerful. So they named us **GRACE...**

***Grace is our name,
Grace is our calling,
Grace is our attitude.***

**Sixty years later, here is the story of our grace-filled,
giving, gracious, but challenged, church.**

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Process

Our Mission Study Team of seven volunteers was

appointed in October 2018. Over the next six months we

- researched
- interviewed
- analyzed
- communicated our progress
- brainstormed with the congregation
- envisioned the future, and
- prayed for grace



Mission Study Team (left to right): Meg Keeley, Reta Wilcox (Chair), Stan Dorst, Geraldine Rentz (Secretary), El Nungesser, Carol King, Rosalyn Cannelora (not pictured)

Please note on the last page our thanks to others who helped.

We worked hard and got along well. We are now pleased to share what we've learned with our Session, Presbytery, the congregation, and the Pastor Nominating Committee.

April 2019



Who WE ARE

Mission

History

Membership

Demographics

Mission

As we begin this study we are operating under these guiding principles:

MISSION STATEMENT (2007)

*Guided by the Holy Spirit, with open minds and hearts,
we celebrate and share the love of Jesus Christ,
and are instruments of God's grace, justice, and peace.*

VISION STATEMENT (2007)

TOGETHER WE:

- Deepen our faith in Jesus Christ through worship, study, fellowship, and mission.
- Exemplify and offer the good news of Jesus to our neighbors.
- Offer hospitality, nurture, and empowerment.
- Provide a comprehensive ministry with/by seniors, which respects and addresses the various stages and issues of growing older in Christ.
- Welcome younger adults, teenagers, and children in a ministry that enlivens their Christian Discipleship.
- Are in close collaboration with other faith and secular organizations to address social needs within our local community and throughout the world.
- Pursue excellence in all that we do as we glorify God through faithful stewardship seen in sharing our time, talents, and treasures.

Throughout this report
we will measure our journey
against these hopes and the
current 2008-2019 goals and
strategies on the following pages.

The Mission Study will then be
useful as the basis for a new plan.



CORE VALUES (2008)

1. Growing and Sharing the Faith
2. Outreach to the Community and Beyond
3. Developing an Extended Family

OUR ASPIRATION (2008)

Grace Church makes a significant positive impact on the lives of its members and friends, and on the life of its community.

Grace Church is a thriving congregation, showing a growing membership, increasing community recognition, and financial stability.

Goals 2008 — 2019

The overall goal of our ministry, established by our Session, is “to effectively share the love of Jesus Christ and invite others into deepening discipleship and active participation in the life of our community of faith.” Each Department, and the Board of Deacons, has specific goals and strategies to fulfill this overall goal.

INSPIRES members and friends to deepen their faith in Jesus Christ through worship and study.

Worship & Education

ENCOURAGES members and friends to contribute time, talent, and treasure, as well as to articulate the love of God and extend invitations to others to participate in our community of faith.

Discipleship

SEEKS, welcomes, and integrates visitors and members, and enhances their lives through a variety of group experiences.

Discipleship

RESPONDS to social justice issues locally, nationally and globally with compassion and support.

Witness & Ministry

MANAGES its finances and property with integrity to attract and benefit members, friends, donors, and community partners.

Business

MINISTERS to those who are in need, to the sick, to the friendless and to any who may be in distress.

Deacons

COMMUNICATES with the congregation and the community to encourage dialogue and enhancement of our ministry. **Session**

Strategies 2008 — 2019

1. **Create a vision** of ministry and mission which is intentionally interpreted to the members and friends of Grace Church.
2. **Enhance worship** experiences and opportunities to attract, inspire, and further the spiritual growth of people.
3. **Offer and advertise** a variety of adult education opportunities which will nourish our membership and be attractive to non-members.
4. **Upgrade the facilities** to improve our profile and safety; and develop a Capital Improvement Plan.
5. **Implement a marketing plan** to attract visitors and maintain membership.
6. **Provide small groups** and larger celebrations to communicate and advance our values and ministry.
7. **Practice faithful stewardship** with property and finances and provide innovative stewardship appeals with an integrated calendar to support our annual budget, mission support, and facility upgrades.
8. **Interpret national and global mission** and work with local organizations to invite greater active participation of our members and friends.
9. **Enhance recognition of members** to acknowledge faithful volunteerism and invite other contributions.
10. **Continue caring ministry** to support and encourage our members and friends.

History

Walnut Creek, located 25 miles east of San Francisco, was once known for its walnut orchards and winding creeks. The orchards have since disappeared, making way for homes, schools, offices, and retail stores.

In 1958 Grace Presbyterian Church was established as part of San Francisco Presbytery's new church expansion in the East Bay Area suburbs. Though Walnut Creek Presbyterian Church lies just 3.5 miles north of the Grace property, it was determined that south Walnut Creek and unincorporated Saranap were under-served. Also Walnut Creek Presbyterian Church was overflowing at that time. Therefore, seven plus acres were purchased from Stanley Dollar, a well-known shipping magnet and owner of Dollar Ranch, located adjacent to the Grace property.

Rev. Robert E. Williams was called to serve Grace with 200



Orchards along Tice Valley Blvd.



Architect's plan for Sanctuary.



Bob Williams on the future site of the new Grace Church.

charter members. A manse was purchased by the church for Pastor Williams and his family. The first worship services were held at the Highland building on Boulevard Circle in Walnut Creek.

Groundbreaking for the Sanctuary and two Education buildings took place in 1959. One year later the buildings were ready for worship and education. Also that year, Presbyterian Women held the first Advent Tea as a gift to the local community. This tradition continues today.

In 1963 Stanley Dollar sold his Dollar Ranch to Rossmoor Leisure World for development of a senior-housing community, causing church leadership to expand its focus from young families to include seniors. Today 9,200 people call Rossmoor home.

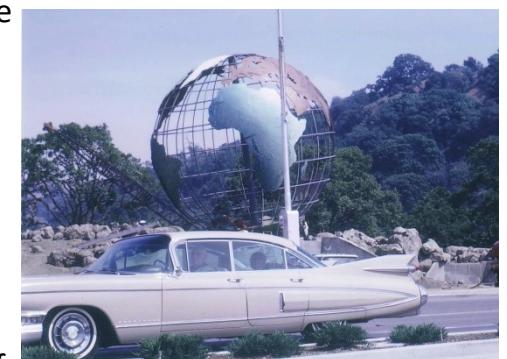
The San Francisco Theological Seminary and Grace shared a cosponsoring relationship from the beginning. Many seminarians interned at Grace for their third year of training by helping with the youth program.



Betsy Williams and the construction of the cross.



The Library wing under construction showing the rural character of the area 60 years ago.



New Rossmoor Leisure World opens.

After ordination, Kathy Runyon served as Stated Clerk of the San Francisco Presbytery and Roger Reaber served as Grace's Pastor for many years. Our current Associate Pastor, Karen Hastings-Flegel also interned here.

In 1969 Charles Kothe was installed as the first Associate Pastor. Over the years, Hal Foster and Diana Barkley were named Parish Associates; Diana continues her service at Grace.

Grace began a tradition of hosting musical events in the 1970s, bringing in many visitors for free or low-cost concerts. This tradition continues.

As a major outreach endeavor, the Cooperative Preschool was founded in 1971. Charlie Reid was named Director/Lead Teacher. The preschool currently serves 34 children representing 31 young families. Also in 1971 an outreach respite program for seniors with disabilities was created. The Tice



Grace families plant the redwood grove along Tice Valley Blvd.



Charlie Reid is the first Preschool Director.



Active youth group decorates car in early 1970's.

Valley Center met on Friday at Grace for years.

In 1974 Charlie Reid joined the church staff in Christian Education part-time. Four years later she was ordained as a Minister of the Word and Sacraments and called as Assistant Pastor. In 1979 she was installed as Associate Pastor.

A Saville organ was installed in the sanctuary in 1976.

Two acres of church property were sold for development of Tice Oaks, an affordable elder housing complex adjoining the church parking lot. Proceeds from this 1977 sale supported the building fund, allowing expansion of the Fireside Room and building of the Oak Room.



Tice Oaks Apartments are constructed at the far end of the parking lot.

The Amoy-Taiwanese Congregation (ATC) began its affiliation with Grace Church in 1980, after searching for a suitable partnership which would allow them space for weekly worship. ATC chartered its own congregation in 2000. The name was changed to All Together Congregation of Grace Presbyterian Church, and continues to worship in the Mandarin Language at Grace Church. On World Communion Sunday, the two congregations sometimes present a joint service, including a combined choir. The current Pastor is Rev. Kok Thai Lim.

Through its dedicated members, Grace has helped establish many community organizations over the years. Some include: Youth Homes, Suicide Crisis Center, Casa Montego and Tice Oaks Residencies for Elderly and Handicapped, Chaplaincies at local hospitals, Interfaith Housing, the Food Bank of Solano and Contra Costa, Interfaith Council, and Rossmoor Religious Council.

Building continued on the church campus. The Oak Room was constructed for a multi-purpose room, including a kitchen and a stage in 1981. Also that year, Grace Memorial Garden was created for interment of ashes of members and friends. The narthex and church office were completed in 1987. A sports court was constructed adjacent to the pre-school in 1996.

The Diablo Respite Center provided support for those in the early stages of dementia, as well as their families from 1983 to 2013. This outreach program was offered three days a week on the Grace campus, and included field trips for those able to enjoy being out in the community.

In the mid-80s church membership rose to 515 (including Grace and ATC members). Two services were offered to accommodate the influx. Currently membership is 153 (Grace members only), reflecting the national downward trend in church memberships and attendance.

The Concert Bronze Bell and Vocal Choir, ATC clergy, and chaperones traveled to Taiwan, Hong Kong, and the Philippines



Ground breaking for the Oak Room.



The Office Wing is constructed.

on a mission trip in 1989, a collaborative effort of the ATC congregation and Grace Church. (At that time, we were one congregation, technically, with two worshipping fellowships.) Also that year, Pastor Williams exchanged home and pulpit with Denzil Brown of New Zealand.

Pastor Williams retired in 1990; three years later, he was named Pastor Emeritus. Rev. John Eisel served as Interim Pastor for two years. In 1992 Rev. Roger Reaber was called and installed as Pastor. In 1994 the manse was sold, and Grace entered into a shared equity agreement with Pastor Reaber, allowing him to purchase a Walnut Creek home.

Marlene Hall was hired as Preschool Director/Lead Teacher in 1991.

From 1992 to 1996 Associate Pastor Reid worked part-time on a master's degree in Gerontology and was granted a half time, six-month sabbatical in 1995 to complete an Administrator-in-Training internship at Guardian of Rossmoor skilled nursing facility. That year Session approved a sabbatical policy for pastoral staff.

Family Camp was established at Westminster Woods in nearby Sonoma County in 1997. Now preschool families participate one week in the spring, and all church members are welcome.



Rev. Bob Williams



Roger Reaber and Charie Reid.

Grace hosted the FERST Rotating Homeless Shelter in 1998, with the assistance of 135 volunteers. Today Grace continues supporting the homeless through active involvement in the Contra Costa Interfaith Coalition and Contra Costa Interfaith Housing, and supports Trinity Center in Walnut Creek.

In 2004 Grace joined other Contra Costa Interfaith Housing congregations in opening the Garden Park Apartments in Pleasant Hill for homeless families. This agency continues to do a stellar job of providing permanent, supportive housing for families and chronically homeless individuals. Each August Grace members contribute to the Back to School Drive, providing new back packs and school supplies for young people. (Pastor Reid joined their board in 2002.)

The Contra Costa Interfaith Coalition, an all-volunteer, non-profit organization of churches, coordinates a service network. Working closely with social services in Contra Costa County, CCIC provides food, shelter, and clothing to the needy. Grace joined CCIC in 2005 and continues to be active today.



Grace supported the first of several transitional housing apartments for formerly homeless families.



Charlie Reid.



Family Camp.

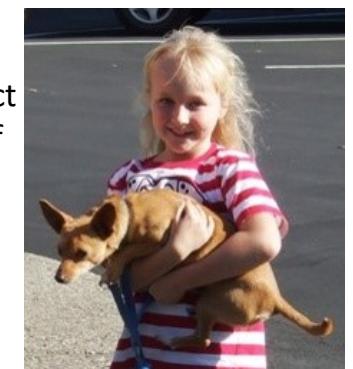
In 2005 a Transformation Committee was formed with the goal of revitalizing our outreach and ministries. This gave birth to a variety of efforts such as: a Holiday Faire for young families, contemporary worship, fellowship and games, painting church buildings so they were modernized and visible, blessing of animals, and more.

In 2007 Pastor Reaber was granted a four-month sabbatical, which included travel to Scotland, England, and Alaska where he and his family worked on a project with Habitat for Humanity. (This was one of three sabbaticals throughout his ministry.) Also that year, Associate Pastor Reid traveled to Israel/Palestine with a group from the First Presbyterian Church of Livermore in support of Archbishop Chacour's Mar Elias Education Institution.

Over the years, many programs were offered at Grace to enlighten our congregation and the community. These include: a rotating interdenominational C.E. program PANORAMA (1975); Vacation Church School (1982-2012); Kerygma Bible Study (1987); Aging with Grace (1994); Active Parenting (1998); LOGOS Christian Education (1990-2010); Covenant Families (2001-2011); Worship for All ages (2005).



Vacation Church School.



Jenna Camenson at the first Animal Blessing.



Pastor Roger Reaber plants trees in Palestine.

In the past decade several membership building initiatives were launched, including Rossmoor Friends of Grace and Grace Partners. Program and membership efforts are described in the “What We Do” section of this report.

Grace celebrated its 50th Anniversary in 2008. Following the “Season of Renewal” exploration in 2007, a new strategic plan was published, focusing on attracting new members and growing Grace Church for the next 50 years. The sanctuary was renovated with new lighting, carpets, chairs, and organ in 2010.

In 2013 Associate Pastor Charlie Reid retired and was named Pastor Emeritus. In 2016 Rev. Dr. Karen Hastings-Flegel was called as Designated Associate Pastor of Pastoral Care and Minister of Music. After serving Grace Church for 26 years, Pastor Reaber retired on June 30, 2018. Rev. Dr. Tom Waddell began his duties as Interim Pastor the next month.



Former pastors, Roger Reaber, Bob Williams and Charlie Reid.



Associate Pastor of Music and Pastoral Care, Karen Hastings-Flegel.

Membership

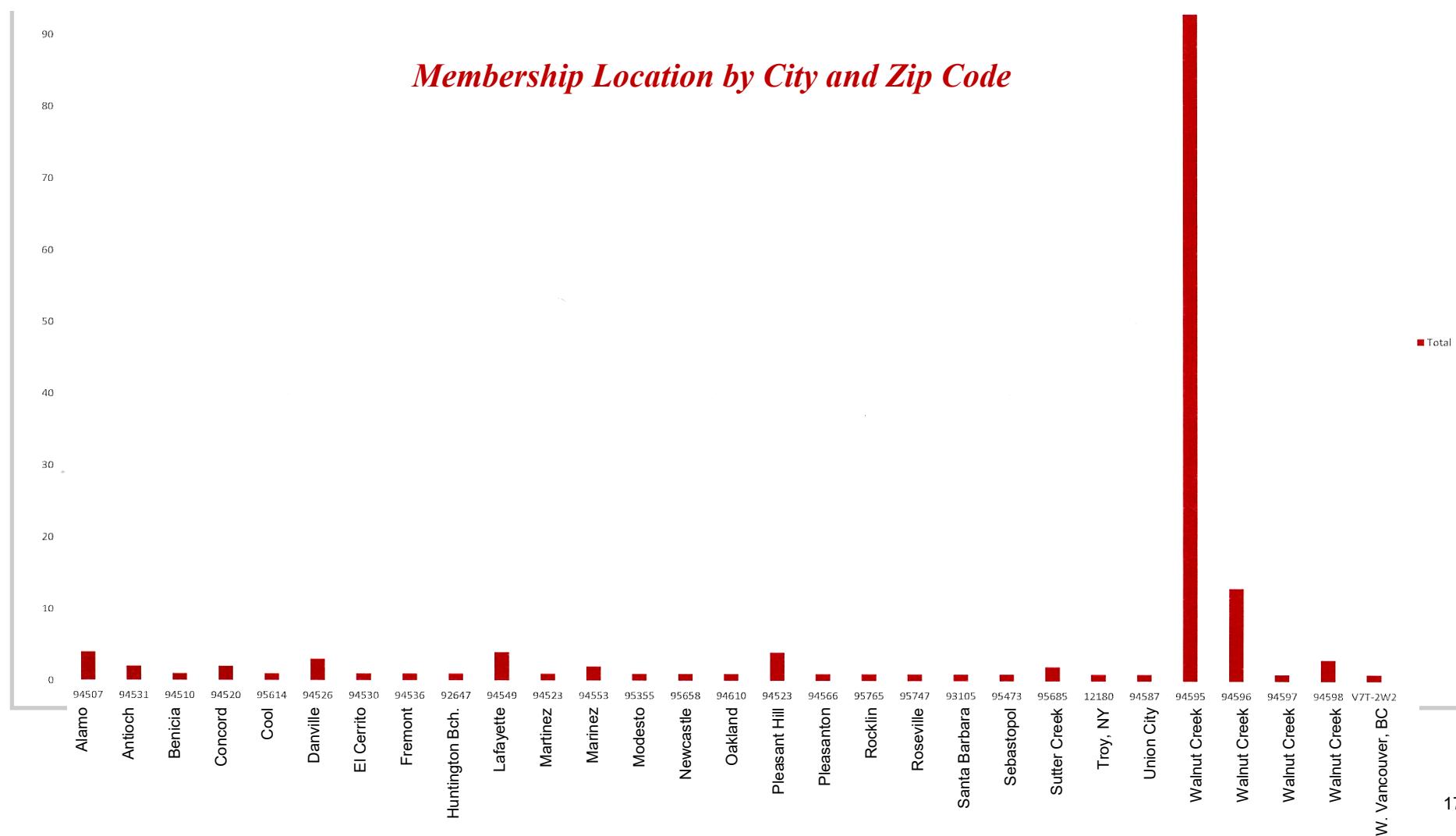
Grace Church is a neighborhood church that has changed and aged as our neighborhood has changed and aged.

Today we are a small but mighty congregation, nearly all senior citizens, many energetic and resilient, but old and getting older. We have 153 members, 47 of whom are considered inactive, generally because they are homebound or have moved

from the area. We are also sustained by 63 active non-members. This gives us a core group of over 150 active, committed people. Sunday worship attendance averages 95.

We are nearly all white, with a handful of Asians and a few African Americans.

This chart by zip code shows our **very local** membership. 62% of our congregants live in the Rossmoor retirement community.



Demographics

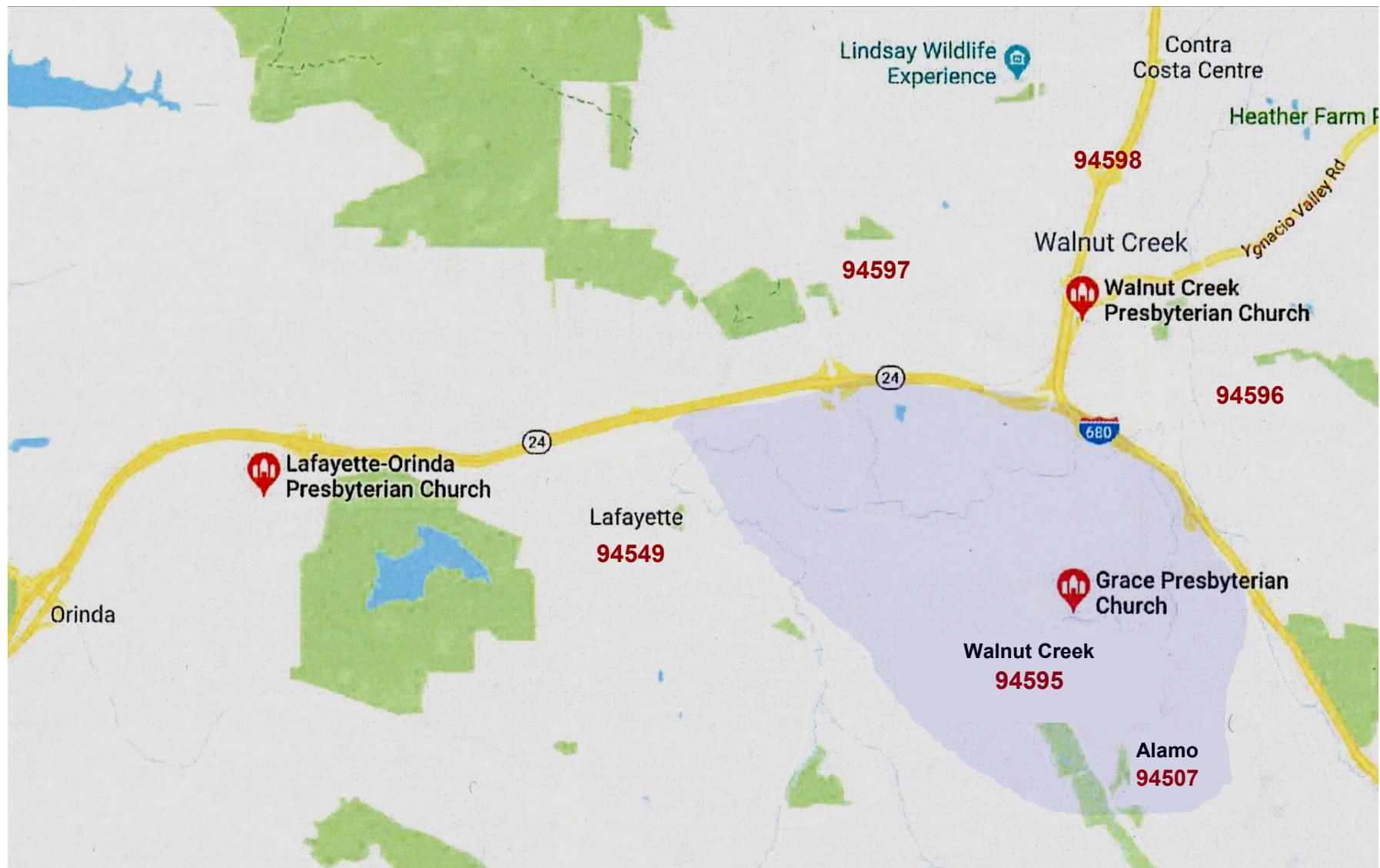
Our congregation reflects the area demographics.

As church history indicates, Tice Valley was once the site of new homes filled with young families, anticipating the construction of more new homes for more young families. Instead the retirement community of Rossmoor was built in several segments between 1963-2005. As the population of people over 55 grew, the young families grew older. Grace Church moved from children's programs to teen programs, to welcoming its young people home from college and careers, to losing them to independent resettlement. The nearby elementary school closed, then the nearest high school closed. The new buildings came to be convalescent hospitals, care homes, and other congregate living facilities.

The two communities nearest to Grace Presbyterian Church are the Rossmoor retirement community, which is in the city of Walnut Creek, and Saranap, which is an unincorporated area in Walnut Creek. Now half of Tice Valley and Saranap residents are empty nesters or retirees. Experts in the field of services to the aging tell us that local residents are "aging in place" and not moving from the area. Realizing that the baby boomers are aging, these providers remark, "The silver tsunami is coming."

You have to be 55 or older to move into Rossmoor, so with the exception of a few younger spouses or disabled adult children, Rossmorians are all senior citizens, aged 55 to 105; the 2010 census gives the average age as 79. Of the 9,200 residents 78% are white, less than 1% are African-American, 12.35% are Asian and 11% are Hispanic. Rossmoor is composed of various styles of cooperative and condominium housing with units ranging in cost from about \$300,000 to well over a million dollars. The award winning gated community offers a fitness center, three pools, a golf course, a restaurant, a movie theater, sports courts, art and craft studios and a number of community center buildings which host the meetings of 200 clubs. A multi-purpose shopping center is located just outside the Rossmoor gate, making the community a nearly self sufficient village. 62% of our congregants live in Rossmoor.

The community of Saranap borders Olympic Blvd. and Tice Valley Blvd. As of the 2010 census, Saranap had a population of 5,202 people. 99.5% of the residents lived in individual residences, mainly small single family homes. The age makeup then was 22.9% under 18, 5.4% ages 18-24, 26.3% ages 25-44, 32.4% ages 45-64, and 13% ages 65 and over. These figures are from nine years ago, and the sense of the residents is that the community has aged. The median home value is \$632,000 in the 94595 zip code.



QUICK FACTS

For ZIP CODE 94595

Year 2016

By CDX Technologies

Median Age

That means

66.9

$\frac{1}{2}$ are older, $\frac{1}{2}$ are younger.

Persons per household

1.7

Many live alone

Bachelor's degree:

63.5%

Graduate degree:

28.1%

Significantly above state average.

Cost of living index

142.2

Very high (US average is 100)

Income per household

\$66,638

Also high

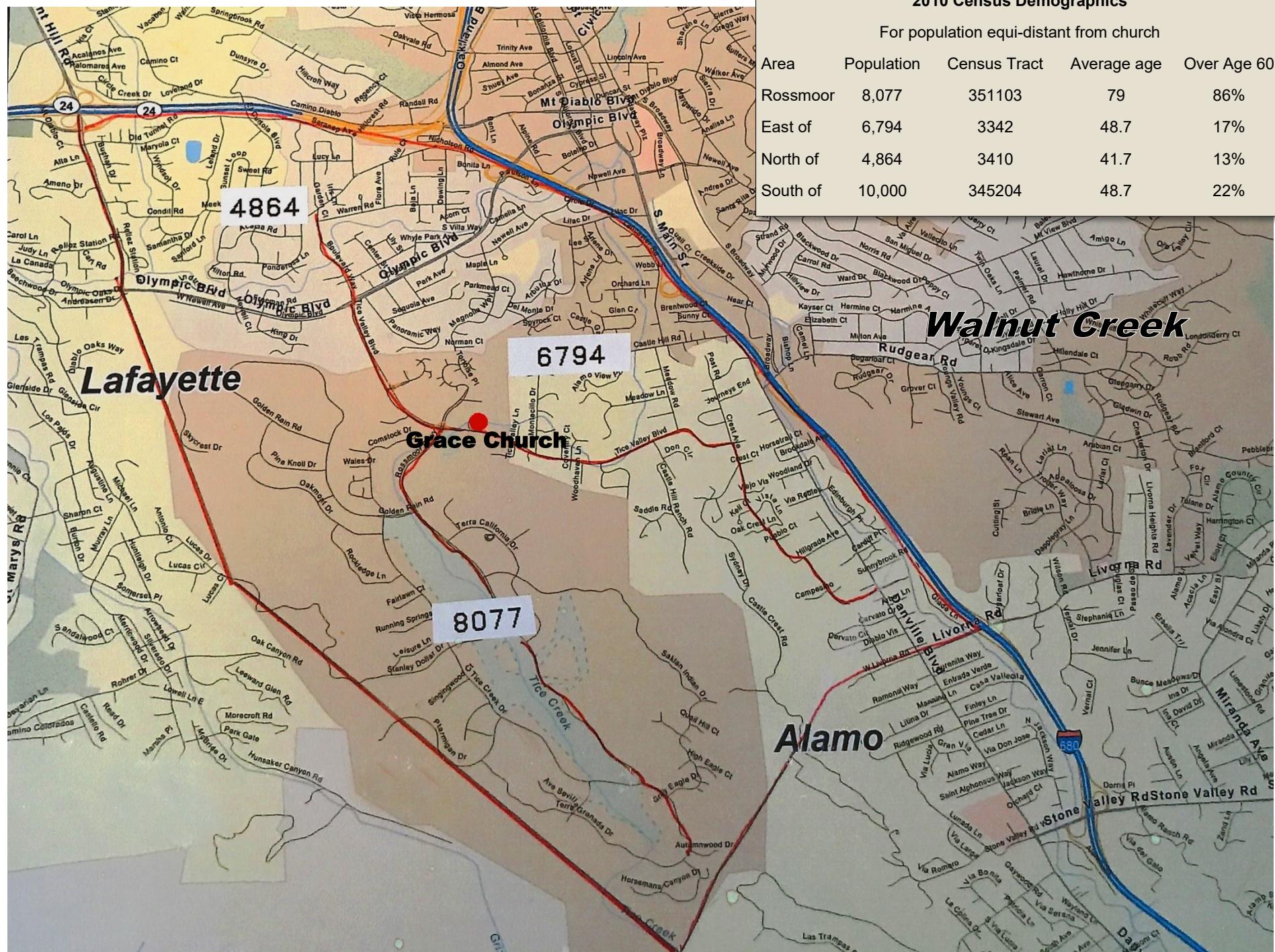
0 (ZERO) growth projected

If we draw our “neighborhood” circle wider and include parts of Lafayette and Alamo, the 2010 census still shows **mature communities** with an average age of 48.7. This census was nine years ago, and residents of the area feel the 2020 census will skew older. With prices ranging from the \$600,000s to well over a million dollars, the high prices the homes now command do not favor young families.

The portion of the city of Walnut Creek nearest us is the downtown business and retail section, not residential homes.

New home building throughout our area is primarily apartments and condominiums, as space is limited and building costs high. The target market for these dwellings is empty nesters and/or two-career couples, not families. However, we are excited about new condominiums under construction directly across the street from the church, and plan to reach out to those new neighbors.

Our church serves 250 to 300 families and 200 middle aged people through groups renting meeting space at our campus. Occasional efforts have been made to reach them with invitations to attend our services. Most have responded by saying they have their own faith or other community affiliations.





Membership Challenges

- Even to **maintain** our current senior membership we need to intensify our efforts in Rossmoor and other senior living facilities. Grace Church takes in fewer new members each year than the number it loses to death or moves. A focus on being the best possible senior church is not amiss.
- To **grow** we'd need to target new areas and groups in our neighborhood. These might include the new condominium homes "across the street" and like-minded groups or clubs in Rossmoor, and a stronger effort in nearby Alamo and Lafayette.
- To **recruit young families** we'd need to reach well beyond our neighborhood with an exceptional program that would be worth the travel. We would be reaching into the territory of other Presbyterian churches.
- There is strong **competition** from other churches everywhere. Meeting within Rossmoor, there are three other protestant congregations, and Lafayette/Orinda Presbyterian Church has 100 members living within Rossmoor, with a staff member actively recruiting there. Within a 10-mile radius are churches of every denomination, including nine Presbyterian churches, and although some of these have recently left PC(USA), this has not had much impact on member or public perception.
- Regarding **effort**, Grace's current structure does not have a large, active committee focused only on building membership, or a recent specific membership outreach plan.
- **Attracting younger adults is the one part of our vision that has failed to materialize. Membership decline is our most pressing issue.** Grace Church members and friends are praying for inspiration and energy and brainstorming for ideas and solutions, to begin immediately.

**While it is the deep desire of
members to make Grace a
multi-generational church this
is our most difficult challenge.**



God loves you!

And there's nothing you can do about it!

Our Sunday Greeting

What WE DO

Welcome

Worship

Education

Music

Activities

Congregational Care

Welcome Statement

We welcome and celebrate all who join with us—

the young and the old, the rich and the poor,

the gay and the straight, the strong and the weak,

the meek and the brave—and though we are different,

one from another, we are united in loving and

praising God and in loving each other.



Worship

Grace Church offers a theology of love and inclusion within a framework of traditional Presbyterian worship.

We hold one worship service at 10:00 a.m. on Sunday. Scripture, responsive readings, prayers, singing and a sermon are part of every service. We generally follow the lectionary for the seasons of the Christian year, but sometimes enjoy a sermon series on a study of interest. A lay reader serves as liturgist to assist the pastor. Services usually include a Moment for Ministry where a mission or stewardship project is featured. Often a church volunteer is honored. Time with children is included in every service, after which children may depart for Sunday school; children are not always present. We celebrate Holy Communion on the first Sunday of every month, with elders and deacons as communion servers.

We try to make every Sunday service meaningful and memorable, and make extra effort on holidays. The sanctuary is decorated with banners and flowers. Lenten services are scheduled for Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday and Easter. “Flowering the Cross” on Easter Sunday is a Grace Church tradition. Worshippers bring fresh flowers from home gardens (extras are provided in the narthex) and use them to decorate a cross at the foot of the pulpit. Congregants display photographs of their parents on Mother’s Day and Father’s Day. Special attention is given to Earth Day, when children from the pre-school participate. World Communion Sunday is often celebrated with our friends from the Amoy Taiwanese Church that shares our campus. Veterans’ Day is commemorated with a concert. On the Sundays of Advent families light candles, and Christmas Eve is celebrated with a Chrismon tree, poinsettias donated in honor and memory of loved ones, and special music.

Music

The music program is mostly traditional, with some contemporary hymns, anthems, and solos blended in. Our hymnal is Glory to God: The Presbyterian Hymnal (2013). The congregation sings a wide variety of hymns, including old favorites, ecumenical standards (e.g., "O Come, O Come, Emmanuel," "Holy God, We Praise Your Name," "O for a Thousand Tongues to Sing,"), Taizé and Iona songs, praise and worship music, and global songs. We have an annual community Hymn Sing and Ice Cream Social.

The Chancel Choir sings most Sundays and for special events (with a summer break). It is composed of 14 members (mostly volunteers, sometimes joined by a paid bass/baritone section leader). The choir sings repertoire from medieval to contemporary music (most often 18th through 21st century). We have some excellent soloists.

The organ is heard every Sunday, with music ranging from the 16th to 21st centuries (mostly 18th through 20th century).

We are blessed to have two volunteer pianists who take turns playing lovely music before the service. One of them is also a skilled organist and plays when the Associate Pastor/Organist is away or preaching.

The Handbell Choir has from 8 to 12 members and plays about every six weeks.



Grace Church Bell Choir.

- **Organ:**

Exceptionally versatile, 2010 Allen Quadrum (electronic) organ; three manuals, full pedalboard; with MIDI, transposer, Cymbelstern, choices for “room acoustics,” 16 memory levels. Different “sound libraries” enable the organ to resemble a German Baroque, French Romantic, American Neo-Baroque, orchestral, or English cathedral organ.

- **Pianos:**

Baldwin 7-foot, Model SF10 grand piano is used in worship

(owned by Contra Costa Performing Arts Society).

Steinway 9-foot, Model D grand piano Model SF10 grand piano is used in worship (owned by Contra Costa Performing Arts Society)

Mason and Hamlin grand piano in the Oak Room

Baby grand Aeolin piano in the Fireside Room

- **Handbells and Handchimes:**

Malmark handbells, 4-1/2 octaves (G3 to C8)

Malmark handchimes, 3 octaves (C4 to C7)



Rev. Dr. Karen Hastings-Flegel, Associate Pastor.

Education

Classes are regularly offered and quite well attended. Adult study takes place following worship on Sunday mornings. Bible study, a separate gathering, has been held weekly on Wednesday mornings. The Women's Circles and Men's Club also offer studies. Sunday school for children is offered each Sunday, although we don't always have children in attendance. Day Retreats are offered to members and advertised to the public two or three times a year.

Adult Studies often consist of a several week series featuring a video presentation each Sunday, supported by a study guide on a particular topic. Right now a six-week Lenten class is meeting to study "Entering the Passion of Jesus: A Beginner's Guide to Holy Week," developed by author, professor and biblical scholar Amy-Jill Levine. The classes are sometimes led by one of the pastors, sometimes by one of our skilled member/teachers. In the past year popular topics were: "The Way: Walking in the Footsteps of Jesus," Caring for God's Creation", and a study honoring the 500th anniversary of the Reformation.

Bible Study has been used to delve into the scriptures supporting the Sunday sermon, and has been more recently organized to be subject specific, such as classes on the book of Revelation, and a study of 1st Corinthians.

Day Retreats are held on Saturdays to welcome the surrounding community and to offer meaningful spiritual growth. Popular topics have been Gratitude, Finding Peace in Chaos, and Abundant and Joyful Living.



Elder Bob Flegel leads a recent Lenten Bible Study on Sunday morning.

Spiritual Health

Our spiritual health is evident in everything we do.

This is a congregation seasoned by life's joys and sorrows. We are grateful to have ended up here, together, by the grace of God. At Grace Church we are united in loving and praising God and in loving each other, as we say in our welcome statement. We care deeply about one another and our church friends are there for us in times of need. Many consider the church an extended family; we offer companionship and community. Our activities and mission opportunities foster good relationships. We are proud of our community identity as "that friendly church."

Some of us are lifelong Presbyterians but we have many members who were previously nurtured in other Protestant denominations, and a number of former Roman Catholics. We feel free to interpret scripture in ways meaningful to ourselves, to share different opinions and insights, and to respect one another's faith journeys. There are lively discussions in our classes, but there is little discord in our church.

We are senior citizens still seeking growth: attentive to new sermon topics, in search of interesting studies, eagerly inviting guest speakers and experiences such as "Meet Your Muslim Neighbors." Recently we reflected on a study and sermon series on "What Does the Lord Require of You?" with deep consideration of justice, kindness and humility.

We offer a personal prayer circle after every Sunday worship service.

One Mission Study team member says: "You can see the Holy Spirit in the faces of the congregation. You see serenity and joy."

Our spiritual health is strong, faith abounds.

It is from that reservoir of faith that our "friendliness" springs.

Activities



*But grow in the grace
and knowledge of our
Lord and Savior Jesus Christ.*

*To him be the glory
both now and forever.*

2 Peter 3:18

Grace Church hosts so many activities we've listed them on four charts.

- Worship and Education
- Membership Building
- Back Door Welcome
- Community

Facility users find a home on our church campus for various activities that meet the church's criteria for community service and mission. Their presence as part of our church community benefits both parties. The organization pays rental fees that are below market value and Grace Church receives some income to support our operating budget.

Worship and Education—Faith Formation

PROGRAM	PURPOSE	Number of Years
Children's Church School	Welcome children in a ministry that enlivens and exemplifies Christian roots.	60 years
Adult Study Classes	Opportunity to explore in depth spiritual part of life, sometimes to explore and discuss the Sunday service.	60 years
Presbyterian Women Currently consists of two circles and one Needlers group	Provides creative, educational, philanthropy opportunities, and social time. Circle membership doesn't require church membership. Organizes annual Advent Tea and Luncheons with Programs during the year.	60 years
Men's Club	Fellowship for men of Grace and greater community. Provides awareness of local and global news events, as well as spiritual side of life.	4 years for current group. Off and on for years.
Chancel Choir	Enhances worship service through music.	60 years
Hand Bell Choir	A means of further musical enhancement to Sunday worship service.	Off and on for 40+ years.
Readers' Theatre and No Fuss, No Stress Christmas Pageant.	Provides opportunity for all ages to participate in theatrical story telling during the worship service. Offered in lieu of sermon.	2 years, 3 per year

Targeted Membership Building Initiatives

PROGRAM	PURPOSE	NUMBER OF YEARS
Rossmoor Friends of Grace (RFOG). Two to three events within Rossmoor per year. Plus Memorial Day program at church.	Raise profile of Grace Church within the Rossmoor Community. Gentle “Get to Know You” opportunity. Personal recruitment (invite a friend) is successful.	9 years and ongoing.
Covenant Families	Alternative worship service for families including kids’ activity, dinner, music and worship service.	2001-2011. Ended.
Bonding with Boomers (Boomers Forever is a popular Rossmoor club.)	Former Pastor Roger Reaber and wife Leslee attended Boomer social events, hoping to connect within this large crowd of younger retirees. No interest.	1 year, 2009 – 2010. No new members, ceased attending.
Sunday Suppers at Grace	A 4:00 p.m. potluck and informal worship gathering. Contemporary music by youth band Targeted to younger neighbors. Did not attract.	1 year, 2011-2012. Ended.
Day Retreats at Church	Retreats are offered to church members and the public with the goal of attracting new comers and providing spiritual and emotional renewals. A different topic is chosen for each day-long event.	4 years, beginning in 2015 and ongoing. Offered 3 times per year.
Grace Partners	PC(USA) initiative for new worshipping communities. Hired part-time Pastor, who resigned almost immediately because he received another call. Roger Reaber and member Margo Riach organized the group. The target was younger age group, 40 to 60 years. Potlucks, concerts of contemporary music, print and online advertising, restaurant meet-ups all had very limited results.	1 year, 2015. Unsuccessful, no new members. Ended.

“Back-Door” Welcome Activities

PROGRAM	PURPOSE	NUMBER OF YEARS
Exercise Class	Interest-based outreach group. Exercise designed to strengthen joints, muscles and improve balance. Good for all ages, especially geared for aging population.	5+ years. Ended in 2012.
Beginning Bridge Class	Class for beginning Bridge players.	11 years. Started as 4-5 tables, now down to 1 table, ongoing.
Animal Blessing	Outdoor worship service where participants bring their pets for a blessing.	6 years. Not scheduled in 2018.
Harvest Dinner	Dinner and entertainment celebration for church members and friends as a “thank you” for their donations of time, talent and treasure.	13 years and ongoing.
Christmas Day Brunch	Provides Christmas Day meal and companionship to those without loved-ones in the area.	4 years.
Successful Aging	Timely topical presentations by guest speakers on the topic of aging successfully. Started out to be monthly meeting and evolved into several per year.	3 years. Disbanded in 2018 when leadership ended.
Grief Support Group	Provides weekly support in the form of a group to those dealing with grief issues. Started and led by Pastor Karen.	2 years and ongoing.

Community Activities on Campus

PROGRAM	PURPOSE	NUMBER OF YEARS
Grace Cooperative Preschool Mornings only	Church sponsorship of early childhood and parent education. Outreach to young families. Church earns income through under market value rental fees.	48 years and ongoing.
All Together Church (ATC) Formerly Amoy Taiwanese Church	Supports growth and development of Mandarin speaking congregation and enhances diversity. Church earns income through under market value rental fees.	25+ years and ongoing. Current Pastor: Kok Thai Lim Weekly attendance-35.
Parkinson's Network	Community support of those with Parkinson's disease. Church earns income through under market value rental fees.	15+ years and ongoing. Monthly attendance 110-150
Scouts BSA Formerly Boy Scouts of America	Church sponsorship of positive youth activity.	55+ years and ongoing. Charter member Dick Pierce was first Scoutmaster.
Standing Ovations Theater for Young People	Positive youth activity. Church earns income through under market value rental fees.	6 years and ongoing.
Meet Your Muslim Neighbors, Author's Presentations, Concerts, and other special events	Support for diversity, education, entertainment and community outreach.	11+ years. Most of these are one-time events. Some concerts have been annual events.
Performing Arts Society (PAS)	Collaborative relationship with PAS and church. They store their pianos in our sanctuary which we are able to use regularly. Church earns income through under market value rental fees.	30+ years. Organization was started by Rosamund Davies, a Grace Church member.
Diablo Respite Center	To provide stimulating activities to those in the early stages of Alzheimer's and other dementia disorders, and to give respite to caregivers.	30 years. Disbanded in 2013 due to declining enrollment, funding and competing programs.

Congregational Care

Our congregation of aging people has more than the usual need for support for those who are ill, grieving, lonely or in other distress.

Associate Pastor Karen Hastings-Flegel is charged with providing and supervising pastoral care, but both pastors make hospital visits and take Home Communion to shut-ins, usually accompanied by an elder.

Karen also leads a grief support group (listed in activities) and works with the Deacons. Both pastors offer counseling.

In the late 80's, Pastor Reid and Parish Associate Diana Barkley took the Stephen Ministry training and returned to train eight members of Grace and two from neighboring St. Andrew's Presbyterian Church.

When Pastor Bob Williams retired in 1990 and the new Pastor Roger Reaber was called, the decision was made to put all of the church's energies into the new LOGOS children's program. Pastoral care would be extended through Caring Callers, a committee of pastors and lay leaders. Caring Callers, part of the Deacons, cared for shut-ins who were part of the church congregation and in the greater community through visitations in person and by phone until 2016 when it disbanded. Currently, there is an informal group that makes occasional phone calls to shut-ins within the congregation.



Grace church members have a more than usual need for pastoral care.

“Do-ing” Challenges

We need to **fold “membership building” into every activity.**

We need to **increase the number of people trained** and available to **provide visitation** and care to our members to reduce the time burden on our pastors.

We need to expand the ways of keeping in touch and **think in terms of “congregational care” as well as “pastoral care”**. There are some now who would urge we revisit Stephen Ministry. At the least we should revitalize and train Caring Callers.



When WE' RE ACTIVE...
day and night, seven days a week!

Our many activities
require support from:

Facilities

Staffing

Lay Leadership

Volunteer Help

Facilities

The Grace Church campus, home to our many activities, consists of a complex of facilities, as shown on the accompanying map, and in photos. Construction began in 1959, so the buildings are “mid-century modern” in design, but reasonably well maintained. Recent improvements have included new roofs and solar panels, which generate electric power to the campus. Fencing, flooring, carpeting, plumbing and landscaping are regularly upgraded.

The sanctuary is rated to hold 391, but 225 is a more comfortable figure for seating. Acoustics are excellent. The sound system has been recently updated. Seats (comfortable chairs) are moveable so they can be used in various configurations. The sanctuary is approached through a narthex. The office complex is next to the narthex.

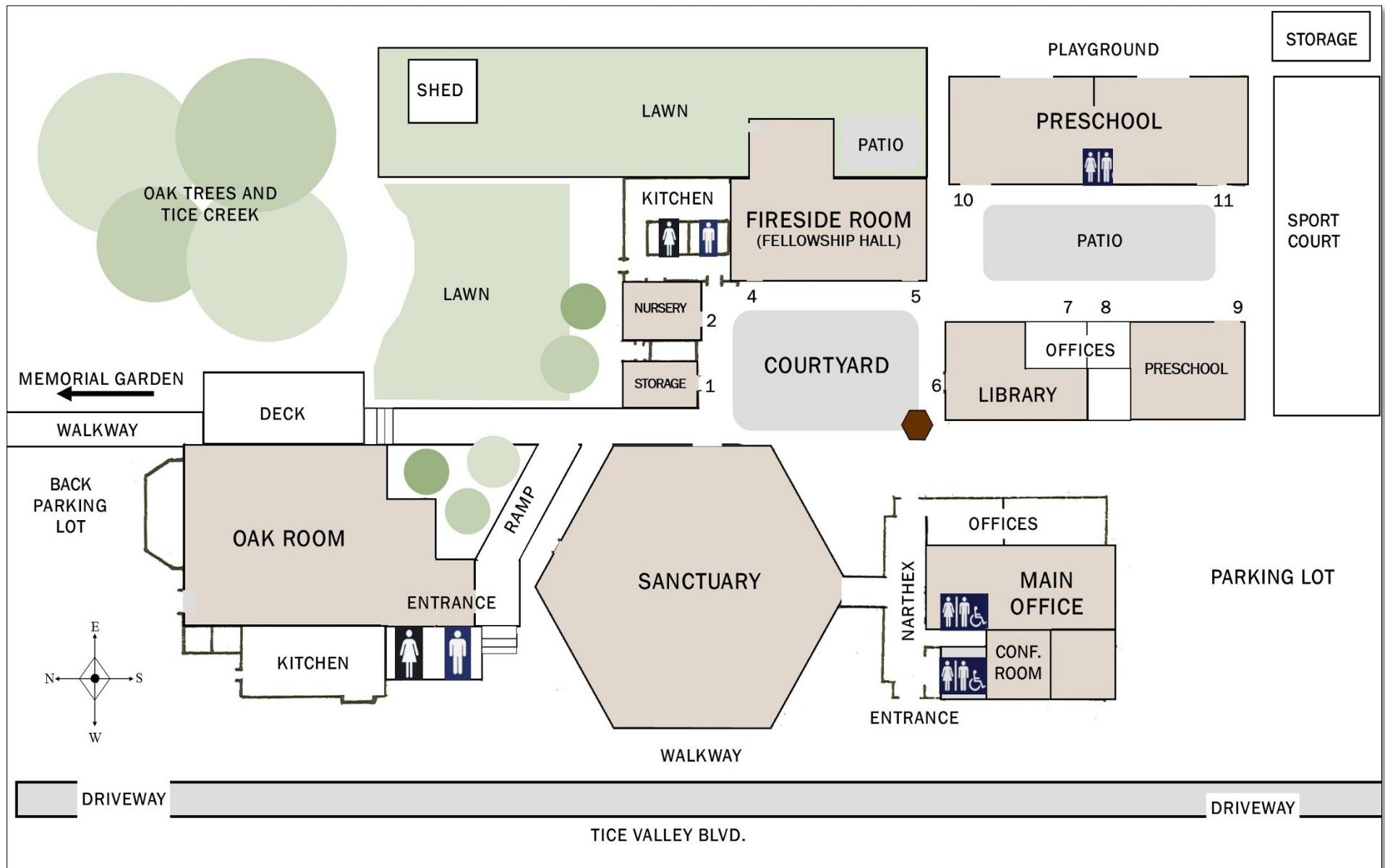
The Oak Room is a Fellowship/Lecture Hall. 150 can be accommodated for table seating at round tables for 8. 253 can be seated for lectures or performances. A small stage with a lectern and a screen for projection is located at one end of the room. A large kitchen is adjacent and is equipped with restaurant type cooking equipment.

The Fireside Room is also a fellowship hall. It has its own kitchen, a fireplace with a living room style seating area for small groups, and is equipped with moveable small tables and chairs that can be set in different patterns for different gatherings. The library is also used as a meeting room/classroom. The Pre-school is fully equipped for children.

The parking lots have 120 spaces with additional street parking in front of the church.

The Memorial Garden is fenced and landscaped with low-water fragrant shrubs, flagstones and permanent benches next to a creek bed with large native trees. Members and friends of Grace church may have ashes interred. No specific marker is accepted other than a brass name plate which is supplied by the church and placed on a redwood kiosk.

Campus Map of Grace Presbyterian Church



Staffing

For the last few years Grace Church has been staffed by two pastors, a full-time head of staff Pastor, and a $\frac{3}{4}$ time Designated Associate Pastor, a contract position.

While we search for a new Pastor, Interim Pastor Rev. Dr. Thomas Waddell is filling the head of staff position, by contract.

The Associate Pastor is Rev. Dr. Karen Hastings-Flegel. Her dual talents and training enable her to fulfill two areas of service – Pastoral Care and Music.

The church also employs a full time Office Manager, Judy Williams, who undertakes a variety of administrative tasks, and coordinates facility use, rentals and maintenance, as well as design and production of an array of printed and online materials.

The Grace staff is augmented by a number of volunteers and service providers including the Treasurer, Linda Neyer, Assistant Treasurer, Geri Rentz, Financial Secretary, Jennifer Wallace, and Custodian, Lupkowski Cleaning Service.

Grace Church is fortunate to have two Pastors Emeriti, Rev. Charlie Reid and Rev. Robert Williams. They occasionally assist with a special service or project by invitation.

Lay Leadership

Session

Twelve ruling elders are the voting members of the Session of Grace Presbyterian Church. The officers of the Session are the Moderator (currently the interim pastor) and the Clerk of Session (who is not a voting member). The current Session consists of eight women and four men.

The elders are divided into three classes. Each year, one of these classes retires and the congregation elects a new class to a three-year term. It has been customary for our Nominating Committee to invite elders who have completed one term on Session to serve a second three-year term. It is also our custom to designate a department of ministry on nomination.

The elders are divided into four departments with three members each: Business (these are also the trustees) responsible for finance and buildings and grounds, Discipleship, responsible for membership outreach, hospitality, and stewardship, Witness and Ministry, responsible for mission, and Worship and Education, responsible for regular and special worship services, music, and classes.

The Session operates under the Book of Order and the By-laws of Grace Presbyterian Church. The Session size and make-up have changed over the years based on the needs of the church.

Currently departments meet monthly. The elder chairing the department (generally the most senior in years of Session service; the member serving the third year of his/her term) meets with the other department chairs, pastor and clerk monthly (we call this Session Executive committee) to determine the Session agenda for the month. The Session meets regularly once a month, currently on the fourth Wednesday of the month, sometimes excluding one summer month and/or December. Special Session meetings may be called.

A Personnel Committee handles staffing issues for the Session.

An Endowment, Bequests and Investment Committee manages the Endowment Fund, using guidelines prepared and approved by the Session, and professional investment counsel.



Deacons visit with a shut-in.

Board of Deacons

The purpose of the deacons is to **give care and comfort to our church family**. They express their goal as "To minister to those who are in need, to the sick, to the friendless, and to any who may be in distress." Each of the twelve deacons is assigned individual members of the congregation to nurture through regular contact. The Board of Deacons is under the Session's supervision and authority. The deacons and elders meet together once a year for training and planning purposes, and a deacon representative attends each Session meeting to report on the activities of the deacons.

The deacons are divided into three classes. Each year one class retires and a new class is elected for three-year terms. The deacons meet together every other month. The current deacons are all women.

Their annual budget, part of the Mission budget, funds donations for food cards to support county services, the Food Bank, Meals on Wheels and Loaves and Fishes.

Responsibilities of the deacons include:

- Caring Caller program
- Communion preparation and visitation
- Memorial receptions and gift acknowledgement
- Note cards sent to shut-ins, the hospitalized, those in need
- Needs of the Food Bank are kept before the congregation as well as opportunities to bring food for the Food Barrel and to sort food at the Food Bank. Food cards made available monthly to the Contra Costa Interfaith Coalition for the Fourth Week Food Program
- Red Cross feeding station in times of emergency
- Arranging for elders and deacons to accompany pastors on home communion visitation

Nominating Committee

Yearly nominations for Elders and Deacons are determined by a Nominating Committee. The pastor selects a couple of current elders who recruit others to serve on the committee.

The Nominating Committee is then appointed by the Session. There are seven members on the committee. Two to three are elders, one is a deacon and the rest are members at large from the congregation. One member of the committee is appointed chair. The committee serves for one year.

The group compiles a list of potential candidates and letters are sent to them to explore their intent and areas of interest. Potential officer candidates are educated as to the job responsibilities and interviewed in advance. New elders and deacons agree to serve in advance, so a single slate can be presented and elected at a congregational meeting. The nominating committee also fills slots that open through resignation mid-year.

Volunteer Help

Given limited staffing and busy boards, Grace Church also relies on other volunteers for many tasks.

Sunday worship is supported by greeters, ushers, lay readers, spokespersons for Moments for Ministry, a volunteer coordinating donations of flowers, a team that decorates for special Sundays and seasons, and the choirs and drama group.

The Fellowship Hour, after worship, is provided by hospitality teams that bring food, set up, and clean up. The Fellowship Hour is well attended and much appreciated.

There are teams of money-counters who meet to count and record the offering. They alternate months to perform these responsibilities.

There are office volunteers who help with telephoning, copying, mailing, data entry, production tasks and displays.

There are specialized teams of volunteers such as the database group who have helped redesign the church database program to make it more complete, modern and multifunctional.

Volunteers run the Bridge group and help with the Grief Support group. Two large committees support Rossmoor Friends of Grace social events and our day retreats. Volunteers at large support our many special events throughout the year.

Many church members and friends multitask, serving as elder or deacon and also taking on other volunteer jobs.



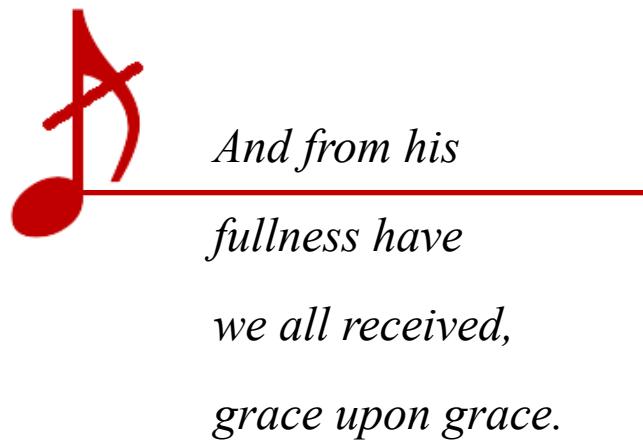
Marsha and Bob Stark volunteer on Sundays as Greeters to welcome worshippers.

Day and Night Challenges

Continuing to maintain and upgrade an **aging property**.

Recruiting, training and **energizing a volunteer work force** to keep staff responsibilities manageable.

Having **reached wide** to include the community, we might consider **reaching deep to encourage stronger discipleship**, by offering to our members training in evangelism, visitor follow-up, sponsorship, stewardship, and faith formation.



*And from his
fullness have
we all received,
grace upon grace.*

John 1:16

Where WE'RE COMMITTED

Mission

Social Justice

Community Involvement

Presbytery

Mission

Grounded in a commitment to mission, social justice, and making God's love evident in the community, it has been the tradition of Grace Presbyterian Church, since its beginning, to seek ways to provide caring services and outreach to members of the church and to the wider community. In this spirit, Grace contributes caring services and financial support to ecumenical and community organizations serving the Walnut Creek area, the Bay Area, and the world. Over the years, as the demographics of the church membership changed, Grace adjusted its forms of outreach to accommodate a reduced and aging membership and changing budgetary realities.

At one time 33% of the budget went to mission. Later this was reduced to 25%. Currently 12% is dedicated to mission, more than a tithe. However, the commitment to mission, social justice, and community outreach remains strong.

In addition to encouraging hands on and budgetary support from the church, the pastors of Grace have served as an example to the church and wider community as they have served on committees and boards of the Presbytery, ecumenical organizations, and community based organizations. Examples include serving on the boards of Contra Costa and Rossmoor Interfaith Councils, and Contra Costa Interfaith Housing; serving on Presbytery's Committee on Preparation for Ministry, the Permanent Judicial Commission, Committee on Ministry, and Mission-Vision-and-Leadership, to name a few.



Charlie Reid took a personal mission trip to Nicaragua in 2015 and brought water purification vessels to rural people. Grace assisted her with some financial aid.

Grace Church manages its mission giving through the Witness and Ministry Department of the Session. The Witness and Ministry Department goal as stated in annual reports for the past 10 years: Respond to social issues locally, nationally, and globally and to do so with compassion and support.

Primarily under the guidance of Associate Pastor Charie Reid during her 35+ years of service at Grace, and now under other pastoral and member leadership, the strategy of this Department has been to inform the congregation of church-wide mission programs supported by its mission budget. The Witness and Ministry Department continues to extend the reach of Grace's generosity and to establish a thoughtful balance of giving.

Witness and Ministry, along with the Board of Deacons and the Presbyterian Women's Group, not only listens to and communicates the needs of the community to church membership; it has been the means of extending caring outreach from individual members to the community by:

- Collaborating with Deacons and other faith and secular organizations to address social needs
- Interpreting and publicizing mission programs and giving at Grace Church
- Informing the congregation of community and world needs through presentations and guest speakers
- Sponsoring high profile hands-on mission experiences to promote involvement and inspiration
- Reviewing and interpreting the mix of giving to local, national, and global missions
- Raising money to support mission through a variety of events as well as encouraging and supplementing budgeted giving (Crab Feed, concerts, Souper Bowl, etc.)
- Providing education on and developing earth care programs/initiatives to gain certification as an Earth Care Congregation

Results of this focus have throughout Grace's history to consistently include:

- Helped feed at the Warm Winter Night's Shelter at St Paul's Episcopal Church.
- Collected and delivered school supplies to Friends Outside and Monument Crisis Center.
- Highlighted Children's Sabbath in worship with representative speakers from Interfaith Housing's Garden Park Apartments and Bay Area Crisis Nursery.
- Sponsored the "Giving Tree" with collection of food gift cards for Friends Outside, Contra Costa Interfaith Coalition (CCIC), Interfaith Housing, and Monument Crisis Center .
- Adopted a family for Christmas.
- Partnered with other churches to sponsor refugee families.
- Special donations received for Haitian and Pakistani relief.
- Special donations for Contra Costa Juvenile Hall.
- Food boxes for Antioch Child Protective Services.
- Picked up and delivered donations of furniture and furnishings for Contra Costa Interfaith Coalition.

Other activities over the years included:

- Interpreted, in mailings and minutes for mission the three major PC (USA) special offerings: One Great Hour of Sharing, Peace Offering, and Christmas/Joy.
- Supported work of interfaith councils of Contra Costa County and Rossmoor.
- Supported efforts of Diablo Respite Center to be more visible as a mission of the Church, through *Grace in the World* and being listed in the budget.
- Invited interpretation of the work of Pilgrims of Ibillin in the Middle East including a monetary pledge to these schools.
- Created fund-raising opportunities for church members and the community with the purpose of meeting mission support challenges and special donations for community needs.
- Special donations for: Victory Over Violence Fund, Monument Crisis Center.
- Co-sponsored with Presbytery of San Francisco a workshop on immigration.

Budgeted Giving has included:

- Bay Area Crisis Nursery
- Contra Costa Interfaith Coalition
- Contra Costa Interfaith Housing
- Interfaith Council of Contra Costa
- Contra Costa County Crisis Center
- Interfaith Council of Rossmoor
- Westminster Woods (camperships)
- SF Network Ministries (Glenda Hope, Safe House)

Local Mission with Deacons

- Caring Hands
- Contra Costa Food Bank
- Emergency Needs (Grace Office)
- Loaves and Fishes
- Meals on Wheels
- Pittsburg Pantry
- SF Presbytery Deacon's Fund
- Shelter, Inc.
- Special Events Local Mission Support

Special Missions

- One Great Hour of Sharing, Peacemaking, and Christmas Joy
- Haiti Relief, Diablo Respite Center, Children's Home Society, Garden Park Apts., Juvenile Hall Chaplain, Pakistan Relief, Local food distribution
- Theological Education Fund
- Pilgrims of Ibillin

General Missions

- SF Presbytery Mission Programs
- Synod of the Pacific Mission Programs
- General Assembly Mission

Additional Mission Giving

- Endowments, Bequests and Investment Mission Funds
- Monthly 4th Week Food Program
- Food Boxes (5/month)
- Let's Feed the Kids
- Preschool Pancake Breakfast
- In-kind giving



Volunteers Liz Bradner, Earnie Cunningham and Barbara Odell package food for the "Let's Feed the Kids" Program.

Other Programs:

Presbyterian Women's Groups

The Women's Circles of Grace, in keeping with the church community's witness to mission, have over the years provided opportunities for learning and for outreach to the community. Special programs have invited representatives from the community to present information on their programs, services and special needs. The women's groups in turn have provided monetary support and volunteer services. The sewing group at Grace has made and provided scarves, lap blankets, and other items to a wide range of organizations including veterans, homeless families, and children.



Members Joy Maynes and Sharon Lyons enjoy refreshments at the annual Advent Tea, a gift to the community by the Presbyterian Women.

Diablo Respite Center

The Diablo Respite Center was instituted to provide respite to Caregivers and memory stimulation and nurture to those with Alzheimer's disease or related disorders under the responsibility of the Witness and Ministry Department. This was a joint effort led by church members, and funded by the Kiwanis and Lions Clubs of Rossmoor, CHEERS, and the community of Walnut Creek. Over the years, lowered numbers of participants due to competitive programs and reduced budget resulted in reduction of services and eventual closure of this program.

Preschool

Grace Cooperative Preschool was established in 1971 to provide education and nurture for preschool children and their families in the community. In the past 10 years enrollment has been in the mid-30's. Along with director and staff, church members have provided leadership and voluntary services in the program and have supported fund raising and educational events. Each year, a pancake breakfast earns money for scholarships, general budget, and the music program. In addition, the school children provide music at a special Sunday service, which is followed by displays and information booths organized by the parents of the preschoolers that present earth care strategies and information on community resources on recycling and energy-efficient programs.

Presbytery

Grace Church has always maintained a solid, congenial, and supportive relationship with the San Francisco Presbytery and PC(USA). Former pastors and members have served on committees. Former Pastor Roger Reaber served as Moderator and on various committees, along with Pastors Reid and Williams. Representatives from Grace regularly attend Presbytery meetings.



Teachers Joy Martin and Meg Fiset and children from Grace Cooperative Preschool sing at the Earth Day worship service.

Mission Challenges

We need a strong Grace Church representative on the **Rossmoor Interfaith Council.**

Our current mission contributions are many, but not very high profile. We might **focus on a few initiatives that would encourage interest in the community and invite greater participation.**



The musical score consists of three staves of music in G major (indicated by a sharp sign) and common time (indicated by a 'C'). The first staff uses a soprano clef, the second staff an alto clef, and the third staff a bass clef. The music features various notes including quarter notes, eighth notes, and sixteenth notes, with several grace notes indicated by small 'eighth note' heads. Measure lines divide the music into measures, and a repeat sign with a circled '8' is present in the bass staff.

*There's a sweet, sweet Spirit in this place,
and I know that it's the Spirit of the Lord.
There are sweet expressions on each face,
and I know they feel the presence of the Lord.*

Hymn 408
Glory to God
The Presbyterian Hymnal

Why

WE APPRECIATE OUR CHURCH

We were led...

We were engaged...

We value...

We hope...

We want to tell you...

Appreciative Inquiry Interviews

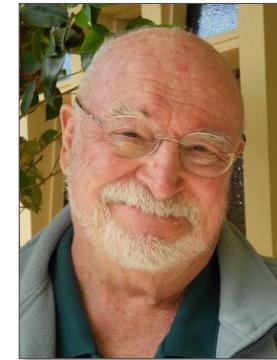
For this Mission Study our team interviewed 81 individual members and friends of Grace Church. We used the Appreciative Inquiry method where a series of open-ended questions were asked to elicit sharing of positive experiences.

The purpose was to capture our best practices, so they can be replicated, continued and/or enhanced in the future. We got positive responses to our questions and were able to note commonalities and trends. **We also heard an outpouring of affection and appreciation for our church “family.”** Here are the findings.

“

We project
Grace in all
we do.

Roger Schultz



”

Folks are friendly and easy to talk with

We found our home at Grace

The colorful windows uplift me

**When asked “*what led you to Grace?*”
the most common responses were**

- 1) the **location** and
- 2) **referrals** from family or friends. Some attended activities first and then were drawn to worship, some sought to fill family needs and achieved that.

**What impressed our people and kept
them at Grace were**

- 1) **felt welcomed**,
- 2) **enjoyed sermons** and services,
- 3) then got involved in **activities**,
- 4) appreciated the focus on **mission/ outreach** to the community,
- 5) made **friendships**,
- 6) received **pastoral care**.

“

After hearing a Bible based sermon which comes through as clear and convincing, I feel invigorated.

Juanita Thomas



”

Loved the welcome statement

Policy of acceptance

Small church was appealing

The retreats

When did you feel most engaged and why?

Focus of responses:

- 1) being **invited to use gifts** in service to the church,
- 2) **friendliness** of membership/feeling **welcomed**,
- 3) worship service and **content of sermons**, and
- 4) enjoyment in **participating** in activities.

**Generally the more active and involved the people were,
the more engaged they felt.**

“

This is a place where
I can be of service
here and in the
community. I make
a difference.

Lynn Lyons



”

Making use of my talents

A recipient of genuine caring

Singing in the choir

Loved being a deacon

What do you value most?

Focus of responses:

- 1)** provides a **sense of a community** with wide range of opportunities to work and play with others,
- 2)** open and **inclusive** - a feeling that everyone is welcome,
- 3)** opportunities to **serve both the church and wider community**, and
- 4)** **pastoral support** and opportunities to worship and grow spiritually.

“

God is present here with sermons, music program, and warm people.

Connie Bills



”

The generosity of your hearts Good sermon messages Music Pastoral visits Pulling together

What are some of your hopes for the future?

Focus of responses:

- 1)** concerns that we need to **increase outreach** in order to stay vital as a church - to grow programs that will attract young families,
- 2)** hopes for search/**new pastor** who will meet needs of the church,
- 3)** that we not lose our **sense of mission to elders** or commitment of service to the community, and
- 4)** that the future of Grace be **planned with discernment.**

“

I have felt challenged to be a person of action, not just comforted.

Marlene Hall



”

Continue to be inclusive and progressive

Be open to new ideas

Never lose sight of the aged and lonely

Is there anything else you'd like to tell us?

Focus of responses:

- 1) ideas for what to search for in a new pastor,
- 2) the **need for outreach/ideas**, (Are we representing our strengths to the community?)
- 3) **appreciation of programs** and ideas for future programs, and
- 4) **appreciation of pastoral care.**

“

Grace Church is a caring church providing social events that lift the spirit of all, and that includes we seniors.



Annie Toy

”

You Are Doing a Wonderful Job!

I am thankful for all who have helped me.

Grow, grow, grow!!!



How WE WILL SUSTAIN

Financial History

Data Charts

5 Year Forecast

Financial History

Grace Presbyterian Church (GPC) has a 60-year history of local, national and international support.

While our membership has declined, our dedicated community have made it possible to meet our financial commitments. Pledge dollars in 2009 were \$289,326 or an average donation of \$1,130 per person. In 2018, dollars contributed were \$253,654 or an average donation of \$1,616 per person. This represents a 43% increase in per member pledge over that timeframe. However, our membership has declined from 256 in 2009 to 157 in 2018. Our members may decrease in number but the generosity of the community continues to meet Grace Presbyterian Church's needs.

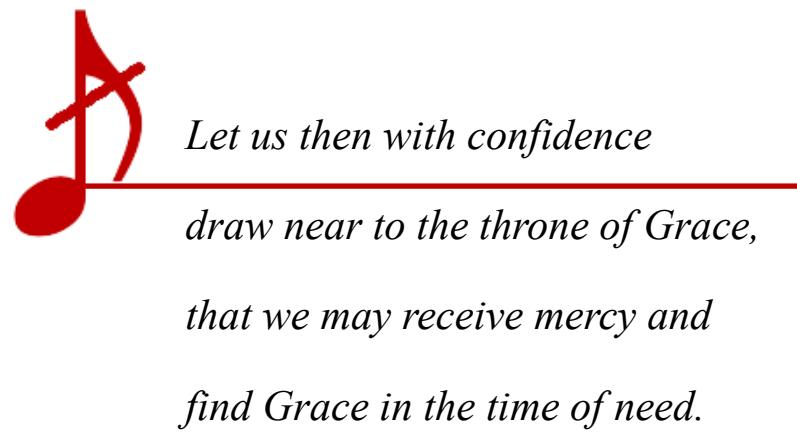
As you can see from our Revenue Chart, income from Use of Facilities and Investments represents a critical portion of our income. Use of Facilities increased from \$43,715 in 2009 to \$64,181 in 2018 and currently constitutes 15% of our annual income. Investment income has grown to close to 15% of our annual income in the past five years. Once again, our dedicated community have been generous with their legacy giving and we have approximately \$1.4 million in invested Endowments Bequests and Investments Committee funds. Management of investments has been relatively conservative in nature, and we have taken a recommended 2-4% of investment income each year. However, we have begun using (in the past five years) additional invested funds to meet our needs.

Congregation donations from Special Offerings during the year average 6% of annual income or an average annual amount of \$20,300 per year. The remainder of our \$50,000 Annual Mission giving is derived from our pledges and other income sources. It is an indication of the dedication of GPC members to give generously.

Maintaining the campus and grounds at GPC has averaged 18% of our annual budget. We have managed improvements to our facilities via campaigns and gifts. Through the generosity of our members we have avoided borrowing monies for improvements. The largest portion of our Budget Dollars are related to salaries and benefits. The Member/Staff Ratio chart is indicative of the rising expenses related to our Pastors and staff.

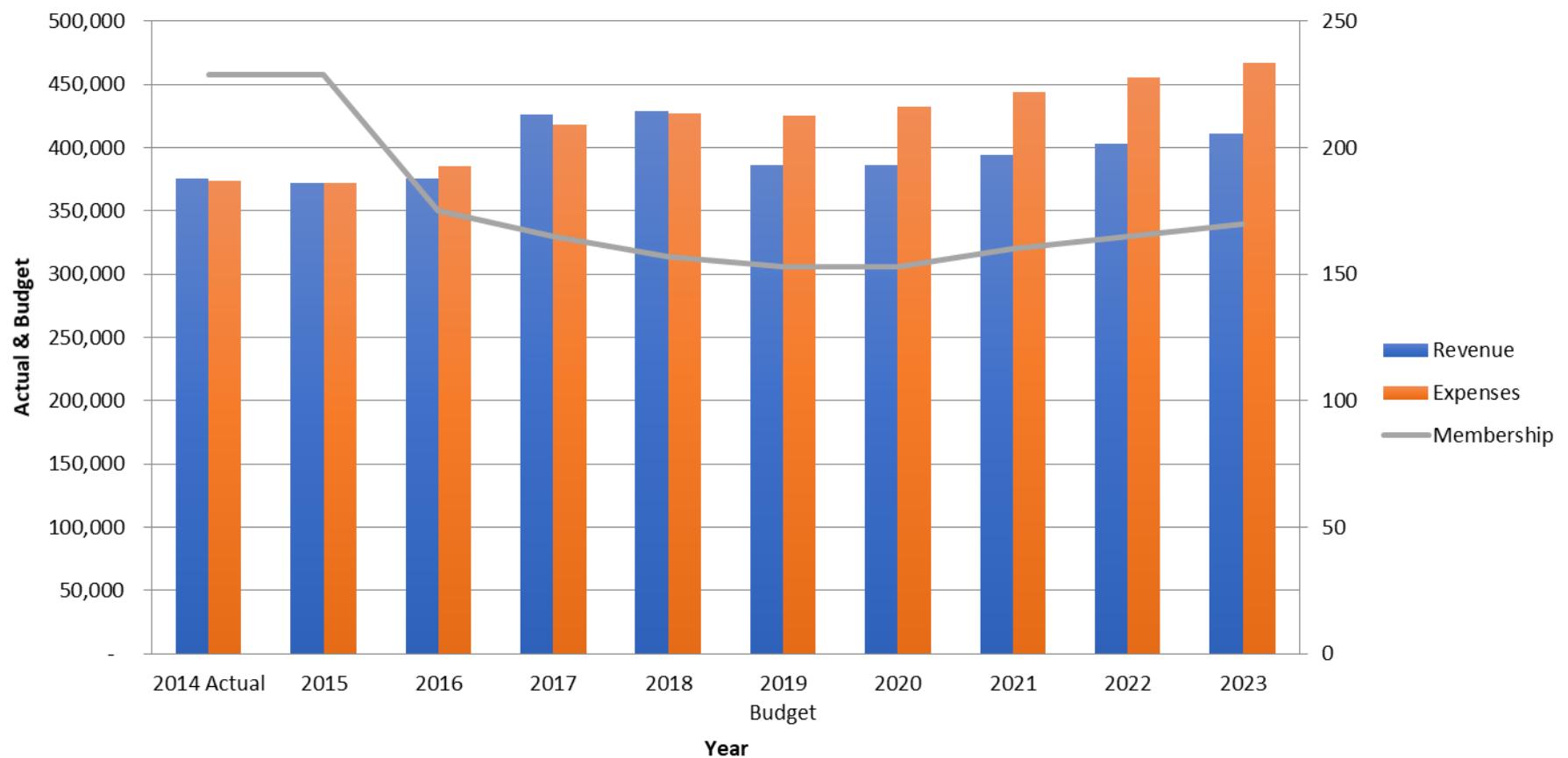
Our membership has declined but the pledge dollars (see Pledges vs Members) indicate members continue to give generously to support Grace Presbyterian Church. Our 5 Year Forecast Chart shows 2019 and 2020 with a flat budget. Once the new Pastor is installed we are optimistic in our forecast for the next three years.

Together, with our new pastor, Session will continue strategies to increase membership. Our Church will continue to grow as we recognize our strengths and draw in members who reflect the philosophy of community and welcome all in Christ's Name.

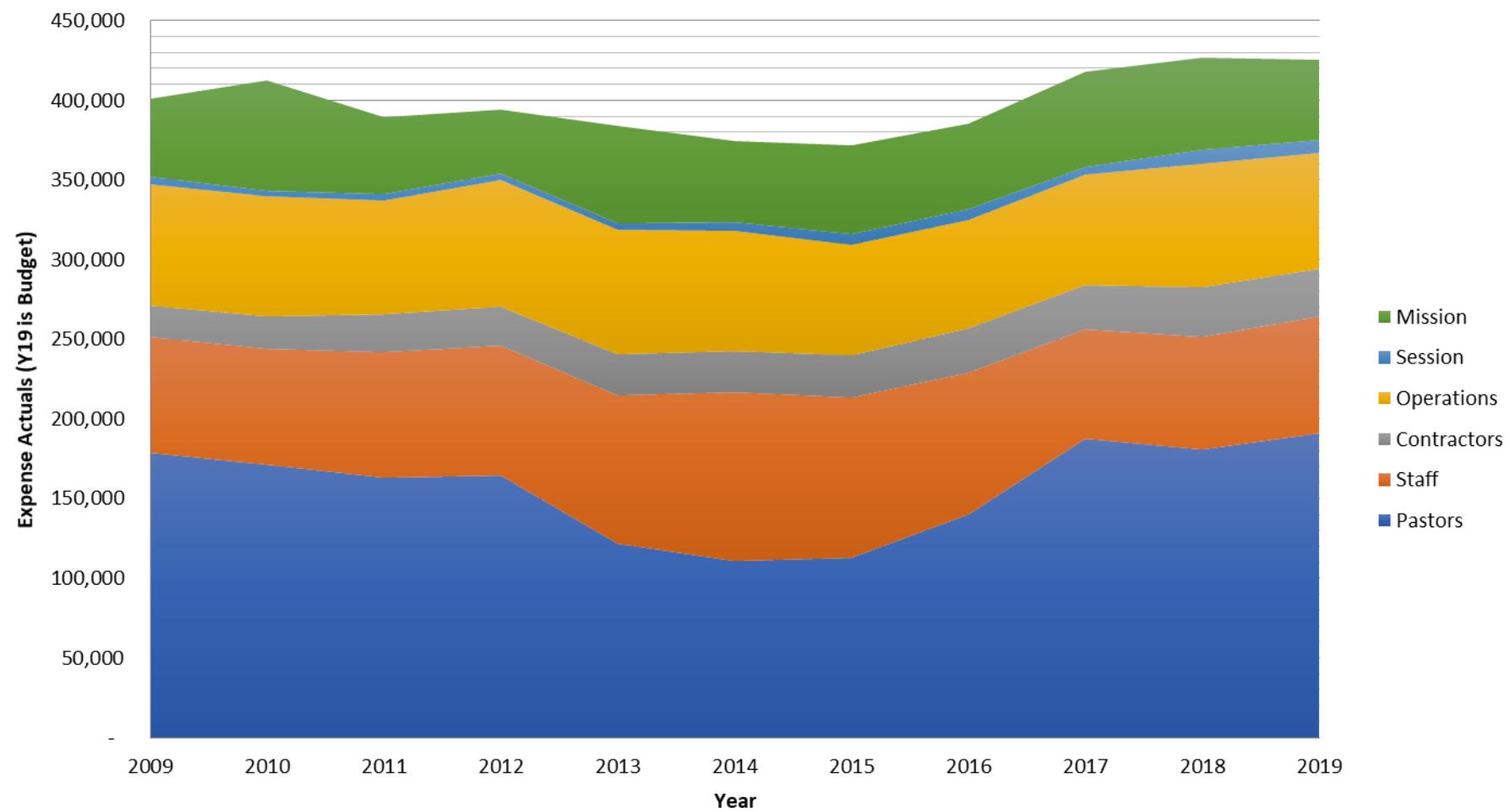


Hebrews 4:16

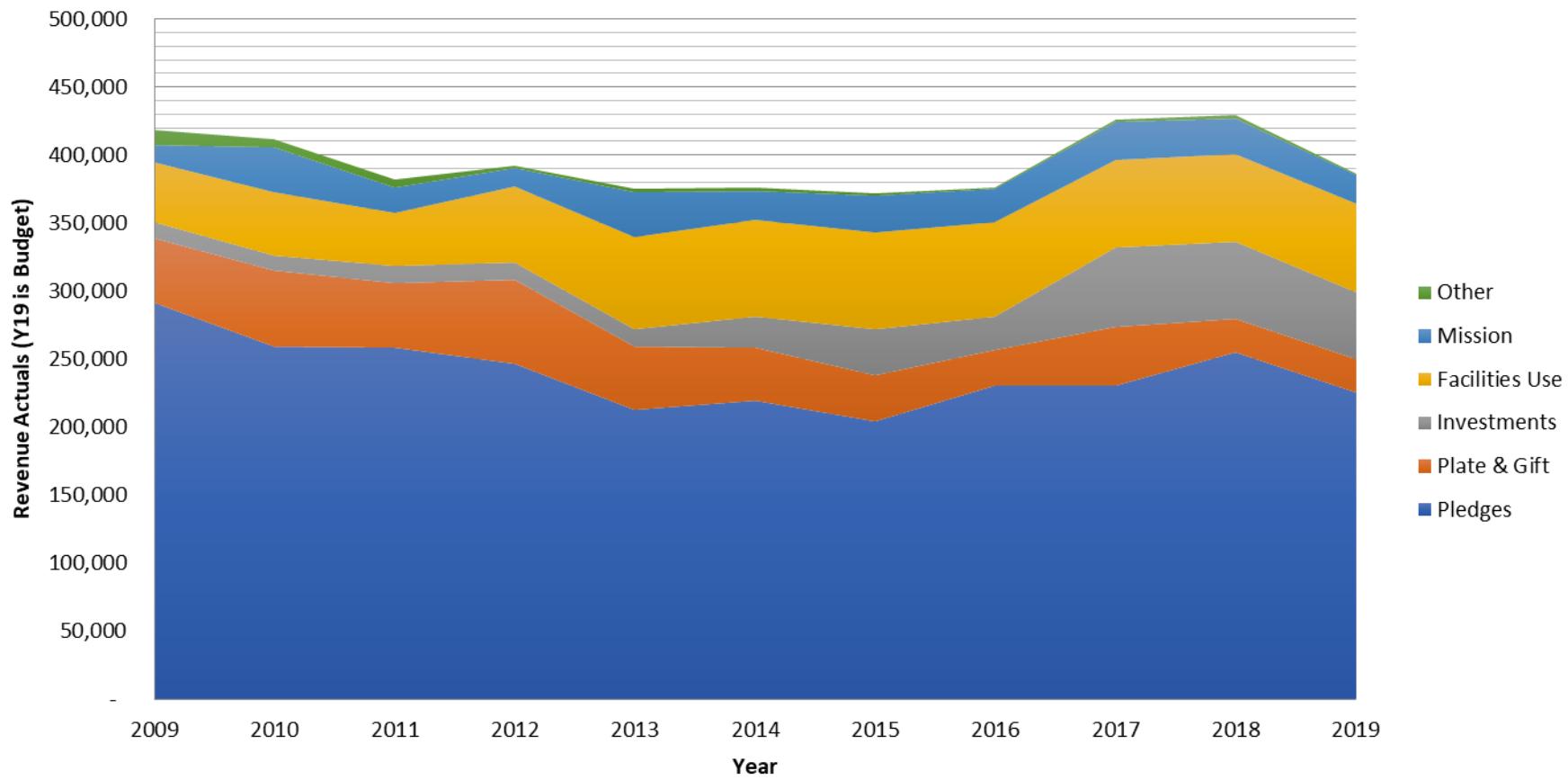
5 Year Forecast



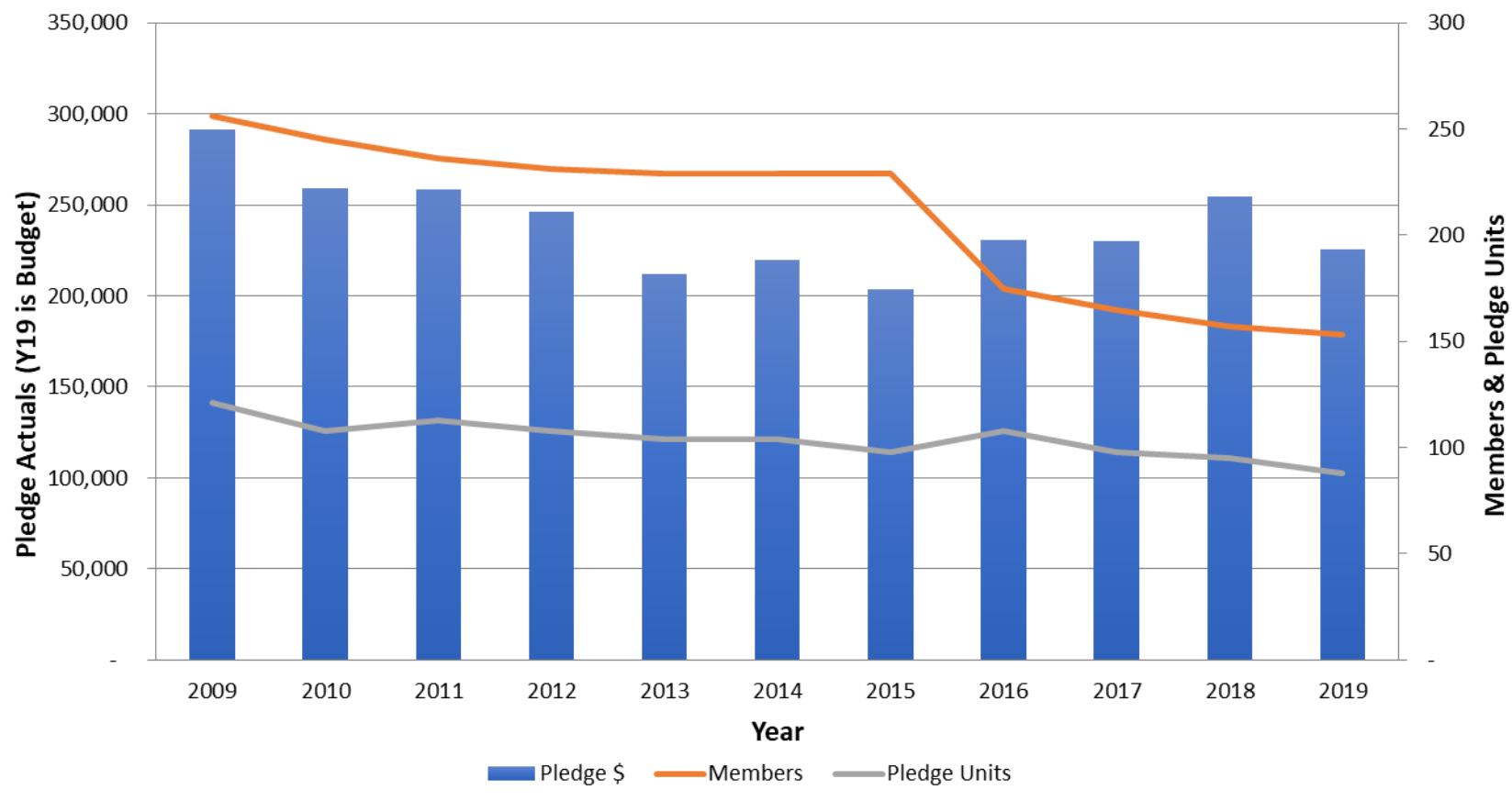
Expense Sources



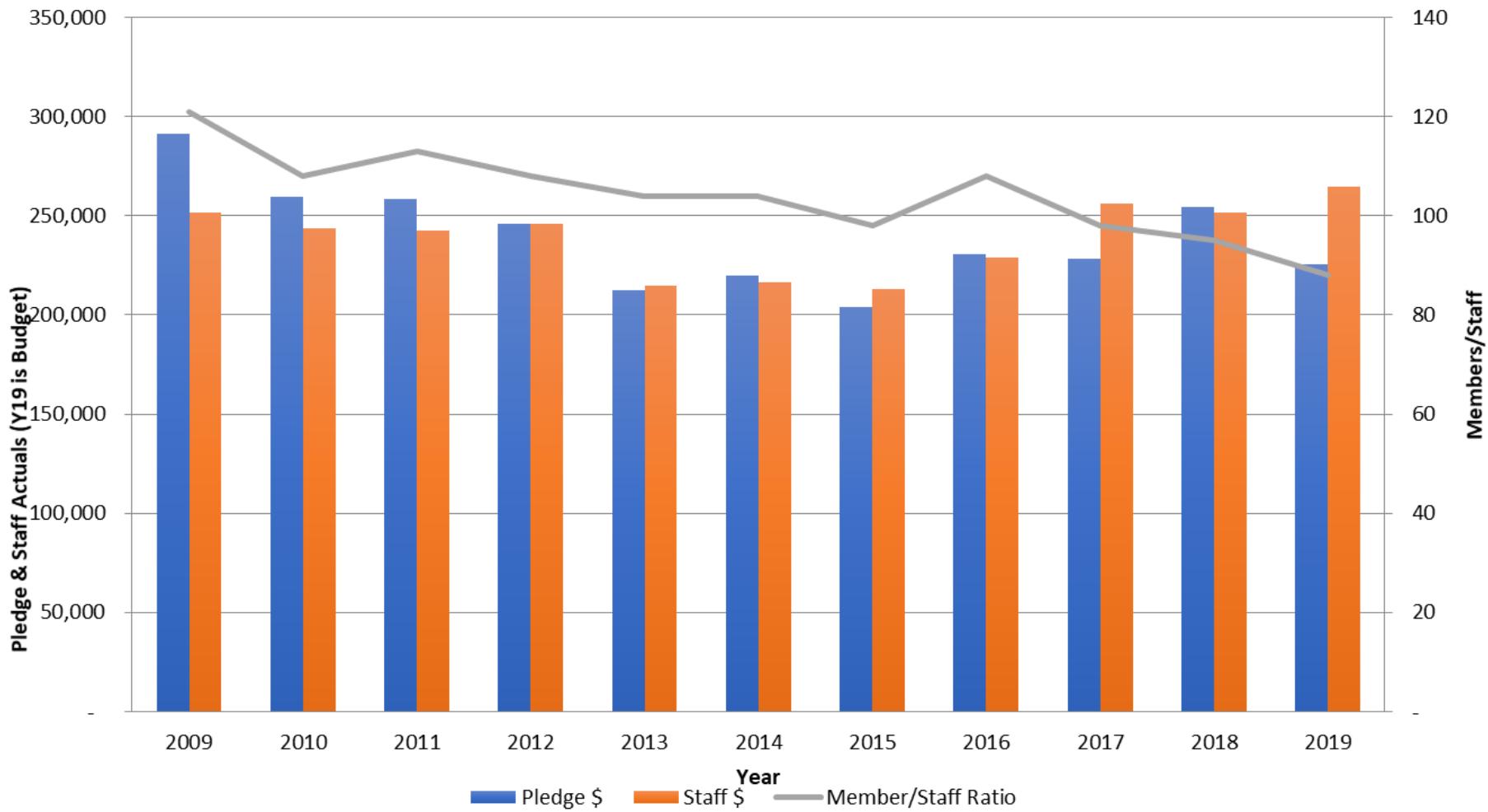
Revenue Sources



Pledge \$ vs Members & Pledge Units



Member/Staff Ratio vs Pledge & Staff \$



Grace Presbyterian Church Mission Study Data

	Budget 2019	Inc %	Budget 2020	Inc %	Budget 2021	Inc %	Budget 2022	Inc %	Budget 2023	Inc %
			1.00		1.03		1.03		1.03	
Sources of Income										
Pledges	225,665	58%	225,665	58%	232,435	59%	239,408	59%	246,590	60%
Prior Year Pledge		0%		0%	-	0%	-	0%	-	0%
Plate	12,000	3%	12,000	3%	12,360	3%	12,731	3%	13,113	3%
Gifts	12,000	3%	12,000	3%	12,360	3%	12,731	3%	13,113	3%
Investments	49,500	13%	49,500	13%	49,500	13%	49,500	12%	49,500	12%
Facilities Use	65,200	17%	65,200	17%	65,200	17%	65,200	16%	65,200	16%
Mission	21,000	5%	21,000	5%	21,360	5%	22,279	6%	22,947	6%
Other	800	0%	800	0%	824	0%	849	0%	874	0%
Total Income	386,165	100%	386,165	100%	394,039	100%	402,698	100%	411,337	100%
Y/Y Growth %	-10.0%		0.0%		2.1%		2.1%		2.1%	
Growth % from 2009	-7.7%		-7.7%		-5.7%		-3.7%		-1.7%	
			1.03		1.03		1.03		1.03	
Expenses										
Pastors	191,288	50%	195,287	51%	199,405	51%	203,647	51%	208,017	51%
Staff	73,328	19%	75,528	20%	77,794	20%	80,127	20%	82,531	20%
Contractors	29,849	8%	30,744	8%	31,667	8%	32,617	8%	33,595	8%
Total Staffing Related	294,465	76%	301,559	78%	308,866	78%	316,391	79%	324,143	79%
Operations	72,755	19%	72,755	19%	74,938	19%	77,186	19%	79,501	19%
Session	8,100	2%	8,100	2%	8,343	2%	8,593	2%	8,851	2%
Mission	50,000	13%	50,000	13%	51,500	13%	53,045	13%	54,636	13%
Total Other Expenses	130,855	34%	130,855	34%	134,781	34%	138,824	34%	142,988	35%
Total Expenses	425,320	110%	432,414	112%	443,647	113%	455,215	113%	467,131	114%
Y/YGrowth %	-0.4%		1.7%		2.6%		2.6%		2.6%	
Growth % from 2009	6.1%		7.9%		10.7%		13.6%		16.6%	
Increase/(Decrease) in Program Funds	(39,155)		(46,249)		(49,337)		(52,517)		(55,794)	
Membership & Pledges										
Active Membership Entering the Year	153		153		160		165		170	
Pledge Units	88		88							
Pledged Amount	227,769		227,769							
Given Over/(Under) Pledge										
Per Member Giving	1,475		1,475							

Grace Presbyterian Church Mission Study Data

	Actual 2009	Inc %	Actual 2010	Inc %	Actual 2011	Inc %	Actual 2012	Inc %	Actual 2013	Inc %	Actual 2014	Inc %	Actual 2015	Inc %
Sources of Income														
Pledges	289,326	69%	256,912	62%	256,555	67%	244,692	62%	211,058	56%	213,314	57%	200,468	54%
Prior Year Pledge	1,790	0%	2,402	1%	1,792	0%	1,387	0%	1,199	0%	6,335	2%	3,435	1%
Plate	21,899	5%	22,812	6%	27,793	7%	26,070	7%	20,591	5%	17,379	5%	19,973	5%
Gifts	25,725	6%	33,162	8%	19,595	5%	36,465	9%	26,041	7%	21,206	6%	13,895	4%
Investments	12,247	3%	10,460	3%	12,883	3%	12,515	3%	13,161	4%	23,217	6%	34,427	9%
Facilities Use	43,715	10%	47,169	11%	38,572	10%	55,584	14%	67,671	18%	70,930	19%	71,132	19%
Mission	12,408	3%	32,509	8%	18,606	5%	13,538	3%	32,873	9%	21,416	6%	27,154	7%
Other	11,165	3%	6,117	1%	6,349	2%	2,010	1%	2,764	1%	2,136	1%	1,336	0%
Total Income	418,275	100%	411,544	100%	382,145	100%	392,261	100%	375,359	100%	375,934	100%	371,820	100%
Y/Y Growth %			-1.6%		-7.1%		2.6%		-4.3%		0.2%		-1.1%	
Growth % from 2009			-1.6%		-8.6%		-6.2%		-10.3%		-10.1%		-11.1%	
Expenses														
Pastors	178,944	43%	171,537	42%	162,790	43%	164,219	42%	121,892	32%	110,989	30%	113,034	30%
Staff	72,598	17%	72,321	18%	79,452	21%	81,836	21%	92,602	25%	105,608	28%	100,186	27%
Contractors	19,880	5%	20,211	5%	23,389	6%	24,312	6%	26,338	7%	26,221	7%	26,566	7%
Total Staffing Related	271,422	65%	264,069	64%	265,631	70%	270,366	69%	240,832	64%	242,819	65%	239,786	64%
Operations	76,088	18%	75,605	18%	71,515	19%	79,309	20%	77,749	21%	75,161	20%	69,286	19%
Session	4,194	1%	3,767	1%	3,959	1%	4,525	1%	4,201	1%	5,372	1%	6,595	2%
Mission	49,053	12%	68,929	17%	48,145	13%	40,220	10%	61,298	16%	50,818	14%	56,294	15%
Total Other Expenses	129,336	31%	148,300	36%	123,619	32%	124,054	32%	143,248	38%	131,350	35%	132,175	36%
Total Expenses	400,758	96%	412,369	100%	389,250	102%	394,420	101%	384,080	102%	374,169	100%	371,962	100%
Y/YGrowth %			2.9%		-5.6%		1.3%		-2.6%		-2.6%		-6.0%	
Growth % from 2009			2.9%		-2.9%		-1.6%		-4.2%		-6.6%		-7.2%	
Increase/(Decrease) in Program Funds	17,517		(825)		(7,105)		(2,159)		(8,722)		1,765		(141)	
Membership & Pledges														
Active Membership Entering the Year	256		245		236		231		229		229		229	
Pledge Units	121		108		113		108		104		104		98	
Pledged Amount	290,845		254,424		257,472		245,052		217,109		213,144		212,012	
Given Over/(Under) Pledge	(1,519)		2,488		(917)		(360)		(6,051)		170		(11,544)	
Per Member Giving	1,130		1,049		1,087		1,059		922		932		875	
EBIC Income Summary														
UPC Income											7,182		11,396	
UPC Capital Gains											14,760		26,932	
TWAG Withdrawals											36,000		42,418	
Lass											1,081		1,018	
Total											59,023		81,764	
EBIC Income Totals (Check figure)	23,880		19,254		25,294		29,172		28,124		59,003		81,764	
Other Sources of Income														
TWAG Principle												78,582		
TWAG Policy 5.4.9.a														
EBIC Undesignated (accumulated over years)														
Brewen Funds 2009														
Total EBIC Funds Used	23,880		19,254		173,000		198,294		29,172		13,000		25,000	
Staffing														
Number of Pastors	2		1.75		1.75		1.75		1.25		1		1	
Number of Staff	2		2		2		2		3		3		3	
Number of Contractors	1		1		2		2		2		2		2	

Grace Presbyterian Church Mission Study Data

	Actual 2016	Inc %	Actual 2017	Inc %	Actual 2018	Inc %	Budget 2019	Inc %	Forecast 2020	Inc %	Forecast 2021	Inc %	Forecast 2022	Inc %	Forecast 2023	Inc %
									1.00		1.03			1.03		1.03
Sources of Income																
Pledges	226,951	60%	228,554	54%	253,654	59%	225,665	58%	225,665	58%	232,435	59%	239,408	59%	246,590	60%
Prior Year Pledge	3,736	1%	1,540	0%	1,006	0%	0%	0%	-	0%	-	0%	-	0%	-	0%
Plate	20,583	5%	21,610	5%	13,194	3%	12,000	3%	12,000	3%	12,360	3%	12,731	3%	13,113	3%
Gifts	5,400	1%	21,781	5%	12,000	3%	12,000	3%	12,000	3%	12,360	3%	12,731	3%	13,113	3%
Investments	24,547	7%	58,834	14%	56,723	13%	49,500	13%	49,500	13%	49,500	13%	49,500	12%	49,500	12%
Facilities Use	69,707	19%	64,398	15%	64,181	15%	65,200	17%	65,200	17%	65,200	17%	65,200	16%	65,200	16%
Mission	24,224	6%	27,866	7%	26,164	6%	21,000	5%	21,000	5%	21,360	5%	22,279	6%	22,947	6%
Other	862	0%	1,770	0%	2,297	1%	800	0%	800	0%	824	0%	849	0%	874	0%
Total Income	376,010	100%	426,353	100%	429,218	100%	386,165	100%	386,165	100%	394,039	100%	402,698	100%	411,337	100%
Y/Y Growth %	1.1%		13.4%		0.7%		-10.0%		0.0%		2.1%		2.1%		2.1%	
Growth % from 2009	-10.1%		1.9%		2.6%		-7.7%		-7.7%		-5.7%		-3.7%		-1.7%	
									1.03		1.03		1.03		1.03	
Expenses																
Pastors	140,042	37%	187,353	44%	180,518	42%	191,288	50%	195,287	51%	199,405	51%	203,647	51%	208,017	51%
Staff	89,137	24%	68,912	16%	71,065	17%	73,328	19%	75,528	20%	77,794	20%	80,127	20%	82,531	20%
Contractors	27,459	7%	28,076	7%	31,026	7%	29,849	8%	30,744	8%	31,667	8%	32,617	8%	33,595	8%
Total Staffing Related	256,639	68%	284,341	67%	282,609	66%	294,465	76%	301,559	78%	308,866	78%	316,391	79%	324,143	79%
Operations	68,044	18%	69,346	16%	77,772	18%	72,755	19%	72,755	19%	74,938	19%	77,186	19%	79,501	19%
Session	6,625	2%	4,324	1%	8,805	2%	8,100	2%	8,100	2%	8,343	2%	8,593	2%	8,851	2%
Mission	53,826	14%	59,772	14%	57,839	13%	50,000	13%	50,000	13%	51,500	13%	53,045	13%	54,636	13%
Total Other Expenses	128,496	34%	133,443	31%	144,415	34%	130,855	34%	130,855	34%	134,781	34%	138,824	34%	142,988	35%
Total Expenses	385,134	102%	417,784	98%	427,024	99%	425,320	110%	432,414	112%	443,647	113%	455,215	113%	467,131	114%
Y/YGrowth %	3.5%		8.5%		2.2%		-0.4%		1.7%		2.6%		2.6%		2.6%	
Growth % from 2009	-3.9%		4.2%		6.6%		6.1%		7.9%		10.7%		13.6%		16.6%	
Increase/(Decrease) in Program Funds	(9,124)		8,569		2,194		(39,155)		(46,249)		(49,337)		(52,517)		(55,794)	
Membership & Pledges																
Active Membership Entering the Year	175		165		157		153		153		160		165		170	
Pledge Units	108		98		95		88		88							
Pledged Amount	228,732		230,848		220,250		227,769		227,769							
Given Over/(Under) Pledge	(1,781)		(2,294)		33,404											
Per Member Giving	1,297		1,385		1,616		1,489		1,489							
EBIC Income Summary																
UPC Income	8,889		6,277		8,675											
UPC Capital Gains	6,674		3,730		17,985											
TWAG Withdrawals	32,000		33,000		35,000											
Lass	1,029		1,053		1,048											
Total	48,593		44,060		62,708											
EBIC Income Totals (Check figure)	48,593		44,060		62,708											
Other Sources of Income							25,000		25,000							
TWAG Principle																
TWAG Policy 5.4.9.a	34,135															
EBIC Undesignated (accumulated over years)							30,000									
Bearrs (accumulated over years)																
Brewen Funds 2009																
Total EBIC Funds Used	82,728		74,060		87,708		25,000									
Staffing																
Number of Pastors	1.5		1.75		1.75		1.75		1.75							
Number of Staff	1.75		1		1		1		1							
Number of Contractors	2		2		2		2		2							



Now I am revealing new things to you

Things hidden and unknown to you

Created just now, this very moment.

Of these things you have heard nothing

until now. So that you cannot say,

Oh yes, I knew this.

Isaiah 48:6-7



OUR
Vision

Mission Statement

Ideas for the future

What we need in a Pastor

Mission Statement

The mission, vision, core values and aspiration statements crafted in 2007 and 2008 and the welcome statement written in 2011 represent Grace Church well, and still seem valid. The vision is being achieved with the exception of “welcoming younger adults, teenagers, and children...” and we do not have a “congregation showing a growing membership,” although our congregation is strong in other ways.

The mission study team felt it would be immediately beneficial to the church to focus on the three most critical issues noted in this study:

- *Membership outreach*
- *Visibility*
- *Sharing congregational care*

and recommend to the Session they undertake revising the strategic plan utilizing feedback from the congregation, and **prioritizing** these issues.

Ideas for the Future

So we convened a gathering where members of the congregation could consider forward-looking ways of work. 50-60 congregants stayed after Sunday worship to participate. The attendance and enthusiasm were delightful!

We divided into three brainstorming groups of 15-20 people. Each group focused on one of the three topics. Here are the impressive results.

The Membership Outreach Group generated 27 different suggestions. One theme was the need for training in evangelism. One practical voice suggested we could immediately step up our response to visitors, and kindly survey our active non-members to see why they'd not yet officially joined. A burst of ideas related to creating new events, refreshing current programs and increasing publicity. These suggestions will be brought to the Session immediately with the expectation that a "Membership Outreach" task force of strong volunteers will be created, perhaps as a committee under the Discipleship Department, and that group will plan and act right away.

The Visibility Group offered 31 ideas. Several involved community contacts, community partnerships, and appearances at community sites. Others mentioned refreshing and more broadly advertising church-based events and service/mission opportunities. The "hot" topic was technology, including the need to update and upgrade our website and social media presence, and the desire to record and disseminate Sunday sermons. This group also hoped to form a committee to address these suggestions. That appeal will be referred to the Session, perhaps to form a "Visibility" task force as a committee under the Witness and Ministry Department.

The Congregational Care Group expressed 25 thoughts about sharing the responsibilities of interacting with those in need, and expanding the idea of pastoral care to include other caregivers. One thrust was "re-charging" and "re-training" the deacons, helping deacons to make more one-on-one contacts with those truly in need. Another was to train and equip elders to make home communion calls without needing a pastor to go along. Two members of the group, a retired physician and a social worker, offered their skilled assistance to Pastor Karen. Exploring the possibility of establishing a Stephen Ministry program was suggested. Other ideas involved better communication about "Who's in need?" within the church, and arranging teams of care visitors who can encourage one another to keep on top of duties, using anointing rituals, and providing "holding crosses." Again these reflections will be provided to the Session and Board of Deacons for implementation.

The "Ideas for the Future" experience clearly indicated that the congregation is learning from the Mission Study, and our members are willing to be actively engaged in a new vision. While we will eagerly search for a talented pastor to lead us in the future, and work with us in shaping a new strategic plan, we are starting our plan for growth now.



What We Need in Our New Pastor

Primary qualities...

A BUILDER

Who will attract newcomers, and inspire, energize and focus our current members into productive teamwork that leads to growth.

A PROMOTER

Who can make connections in the community, foster partnerships, tell our story, and represent our missions with vitality and enthusiasm.

A PREACHER

Who gives us hope, strength, comfort and assurance of God's love as we face life's demands.

*Secondary qualities...**

A LISTENER

Who respects the wisdom and experience of our senior members, and offers compassion and care when needed, yet is also attuned to younger people.

A TEACHER

Who helps us grow in faith and knowledge and shapes our curriculum to stimulate and intrigue us.

* *The qualities are secondary because we have an Associate Pastor responsible for pastoral care, and several accomplished teachers and class leaders.*



"In the spiritual life there are two great principles which should never be forgotten:

*Without grace we can do nothing;
with it we can do all things.*

*Sometimes it anticipates our desires;
ordinarily, God waits till we ask for it.*

This is a general law thus expressed by Our Lord:

'Ask, and it shall be given to you.'

Prayer is, therefore, not only a precept, it is a necessity. God places the treasure of His graces at our disposal, and its key is prayer.

*You desire more faith, more hope, more love;
'ask, and it shall be given to you.'*

*Your good resolutions remain sterile,
resulting always in the same failures:
'ask, and it shall be given to you'.*

*Precepts are numerous, virtue painful, temptation seductive, the enemy ruthless, the will weak:
'ask, and it shall be given to you.'"*



WE ARE ASKING FOR THE GIFT OF

Grace

Thanks to

Sara Allen, who maintains the church database and provided the statistics on the congregation.

Rev. Dr. Karen Hastings-Flegel, Associate Pastor, who wrote the music section.

Linda Neyer, Treasurer, who assembled the financial statistics and projections.

Rev. Charie Reid, Pastor Emeritus, who helped with the history and the “Ideas for the Future” gathering, and led the group that “prayed for Grace.”

Rev. Dr. Tom Waddell, Interim Pastor, who encouraged us throughout the process.

Rev. Robert Williams, Pastor Emeritus, who helped with the history.

Judy Williams, Office Manager, who contributed her graphic design expertise and patiently prepared the report.

The congregation, who spoke during the interviews, then listened when we reported, took our findings to heart, and brainstormed for future success.



Nature photos were taken on the campus of Grace Presbyterian Church at various times of the year.

Prepared by the Mission Study Team in March 2019.