

2019 ANNUAL REPORT



HEALDSBURG
COMMUNITY
CHURCH

We are seeking to live like Jesus
so others can experience God's
love.

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LETTER FROM THE PASTORS

Dear Church,

The following pages reflect an annual snapshot of our church. They also reflect the closing of a decade of ministry and the opening of another. In the past ten years Healdsburg Community Church has both welcomed and said goodbye to new pastors, congregants, missionaries, community partners, etc. as we seek to live like Jesus so others can experience God's love (a new mission statement!). A year, let alone a decade, can be filled with change. God's Spirit changes and arranges the parts and pieces of Christ's body continually as the Spirit sees fit. Yet in the midst of it all, we are encouraged by the constant and abiding presence of God who leads us on in mission and ministry.

The church is a people centered in and sent out by Christ. Our comings and goings as we seek after Jesus have brought us to where we are today. Which ultimately means that *God* has brought us to where we are today.

As we look forward into a new decade we prayerfully wonder what God might do in and through our fellowship and we wonder how we, collectively and individually, may change because of God's activity.

Where do you see yourself in 10 years? That's a question we ask ourselves as individuals and we can ask ourselves that question as a church.

Where will God take us in 10 years? Who will be here? Who won't? What will happen with our vacant land? This new outdoor youth ministry? What will we do with the large bequests we received this past year? How will we reach out to our changing communities?

There are a lot of questions. They're big ones. Truth is that we have no idea where we'll be in 10 years. We may have some idea. But more than we know what the future holds we know who holds the future. These pages testify to God's great faithfulness to HCC and we trust that as we seek God's guidance, that faithfulness will continue to all generations.

May God lead us on as we continue to seek to follow Jesus so others can experience God's love.

Peace,

Pastors Andrea and Dean Kladder

AGENDA

Annual Meeting of the Congregation

Healdsburg Community Church

Sunday, January 26, 2020

1. Call to Order and Opening Prayer
 - In memoriam: Billie Harrison, Maggie Maitland
2. Report of the Church Nominating Committee
 - Election of Members for the Nominating Committee
 - a. Nominee: Paul Smith
 - b. Election of Elders for the Council
 - a. Nominees:
 - i. Bob Fouts
 - ii. Laura Geisthardt (Second Term)
 - b. Installation of Elders
3. Receiving the Annual Report for 2019
5. Review of the 2020 Budget
 - a. Pastors' Terms of Call
6. Adjournment and Concluding Prayer

NOMINATING COMMITTEE

Thanks to outgoing Nominating Committee member Terry Rochioli.

2020: Kelly Meier **2021:** Mary Jane Campbell **2021:** Paul Smith

*HCC Bylaws call for the Council to appoint the other two members (chair and vice-chair)
from within the Council.

Chair: Billie Ruonavaara Vice Chair: to be appointed at February Council meeting

OUTGOING COUNCIL MEMBERS

Our thanks to these elders who have served faithfully for the last three years:

Wanda Scalone, Kay Schultz and Dave Walkup

CURRENT COUNCIL MEMBERS

2020		2021	
Ed Killian	Rosie Monson	Ken Blair	Nicole Evans
Gary Sumner	Chris Welty	Billie Ruonavaara	

COUNCIL NOMINATIONS

2022

Bob Fouts Laura Geisthardt (Second Term)

CORPORATE OFFICERS

Under the church Bylaws, the Council members serve as Trustees. They will elect officers at their first meeting.

HEALDSBURG COMMUNITY CHURCH
ANNUAL MEETING MINUTES
SUNDAY, JANUARY 20, 2019

The meeting was called to order at 10:40 am by Pastor Andrea Kladder, who served as Moderator. A quorum was present.

In her opening prayer, the congregation was asked to reflect and remember those we lost in 2018: Bob Rose, Mae Howe, Sharon Hernandez

The 2019 Congregational Meeting date was published in the bulletins, the e-newsletter, and announced over the proceeding 2 weeks during services. The 2018 Annual Report had previously been posted to the HCC website and hard copies were made available before the meeting.

Report of the Church Nominating Committee: Elder Dave Gilbertson (Vice Chair) announced the name of those nominated for the Nominating Committee.

Election of Members for the Nominating Committee: This year's nominee is Mary Jane Campbell for Class of 2021. As there were no nominations from the floor, a unanimous vote was cast for her. M/S/C. HCC Bylaws call for the Council to appoint the other two members (chair and vice-chair) from within the council. Chair: Per HCC bylaw, the Vice Chair will be appointed by the Council.

Election of Elders to Council: The nominees for the Class of 2021, are Billie Ruonavaara, Nicole Evans, and Ken Blair. As there were no nominations from the floor, a unanimous vote was cast for them. M/S/C. The Nominating Committee chose to leave the fourth spot open but will reconvene to fill it if the Council so directs. One of the newly elected members could not be present in worship today, so the new Council members will be ordained during worship January, 27th, 2019.

Annual Report: The 2018 Annual Report was received by the Congregation. M/S/C.

Review of Budget for 2019: Dave Walkup, Treasurer, thanked the congregation for their generosity. HCC finished 2018 more than \$10,000 ahead of our planned expenses. The surplus goes into the church's Reserve Fund which the Council uses for unbudgeted items that come up during the year.

Pastors' Terms of Call: Kay Schultz, chair of the Personnel Team, shared the Pastors' terms of call from the 2019 budget. Kay pointed out that this year's budget includes a 4% salary increase for cost of living increase. The Pastors decided to do the salary increase in cash and to leave their housing allowance the same. Kay asked the congregation to approve the terms. The congregation approved unanimously M/S/C to approve the Pastors' terms of call.

There being no further discussion, Pastor Andrea closed the meeting in prayer and then asked for a motion to adjourn the meeting at 11:00. M/S/C

Respectfully submitted,

Laura Geisthardt
Clerk of Council

Rev. Andrea Kladder
Moderator

FINANCE REPORT

The church's financial situation in 2019 continued to be stable thanks to the great generosity of the people of HCC. After significantly trailing the budget for most of the year, giving ultimately ended only 1.5% behind budget. Expenses were carefully managed. Once final mission giving is complete expenses will be even with budget. Since giving was slightly behind budget, this does mean we ended the year behind \$5669. Fortunately, five years of ending with budget surpluses means that we have more than sufficient reserves for this shortfall.

The year includes some other major events for the Finance Team.

Midyear, Elder Dave Walkup discerned that it was time for his tenure as Treasurer to end and Rickie Pina stepped forward to assume the role. Thank you to Dave for his service! Rickie brings decades of accounting experience and has been quickly coming up to speed and helping further refine the church's procedures.

At the Council's direction, the Finance Team engaged Goranson and Associates to complete a financial review, the first outside review in memory for the Finance team. Dave's work on our chart of accounts, Rickie's experience, and the outside eyes of the Goranson team means that our financial records are increasingly precise and transparent.

In December we had another surprise when we received an additional \$200,000 from the estate of Walter Murray. This brings Walter's total gift to HCC to \$500,000. This money is in the church's investment accounts awaiting further direction from the Council. This money does not impact our operation fund or the church's ongoing expenses. A first gift of \$40,000 from this fund was made to Jason & Emily Atkins, missionaries in Guinea-Bissau, West Africa, to set up a new welding shop.

In addition to the changes in Treasurer, 2019 also brought some changes in the team as a whole. At the beginning of 2019 we said goodbye to Carl Finwall and at the end of 2019 Bob Gemmer ended his service on the team. Both Carl and Bob served on the Finance team for decades and have been steady, capable leaders for the church's finances. The team is very grateful for their work and their willingness to continue lending institutional memory as needed.

Rev. Andrea Kladder, on behalf of the Finance Team

Ed Killian, Russell Geisthardt, Roger Dormire, Bob Schultz, and Rickie Pina, Treasurer

Statement Activities (Operating) - Annual 2019

Date Range: Jan 1st 2020 - Dec 31st 2020 | *Inactive Account | Includes Open Transactions | Filtered by: Core Account

Accounts	Actual 2019	Budget 2019	Annual Budget 2020
Revenues			
Operating Revenue			
001-060000 General Fund Offerings	2,101.56	388,000.00	377,000.00
001-062100 Interest	0.86	7.00	0.00
001-062200 Loose Offering/Misc Donatio	7,720.99	6,800.00	7,000.00
001-062300 Facilities Use	3,735.00	5,000.00	5,000.00
Total Operating Revenue	3,558.41	399,807.00	389,000.00
Total Revenues	\$ 393,558.41	\$ 399,807.00	\$ 389,000.00
Expenses			
Operating Expense			
Pastor Salary Expense			
001-070010 Salary - (A)	23,447.28	38,718.00	22,186.00
001-070012 Salary - (D)	53,988.72	38,718.00	69,373.00
001-070060 Housing Allowance - (A)	30,000.00	30,000.00	25,000.00
001-070062 Housing Allowance - (D)	30,000.00	30,000.00	25,000.00
Total Pastor Salary Expense	137,436.00	137,436.00	141,559.00
Pastor Care			
001-070070 Professional Expenses - (A)	1,718.17	3,300.00	3,300.00
001-070071 Professional Expenses - (D)	2,029.50	3,300.00	3,300.00
001-070080 Pension - (A)	5,879.20	7,559.00	5,190.00
001-070082 Pension - (D)	10,433.75	7,559.00	10,381.00
001-070085 Medical - (A)	13,361.88	17,180.00	11,797.00
001-070087 Disability - (A)	534.52	687.00	472.00
001-070088 Disability - (D)	734.83	681.00	757.00
001-070090 Study Leave - (A)	977.71	1,200.00	1,200.00
001-070092 Study Leave - (D)	1,184.76	1,200.00	1,200.00
Total Pastor Care	36,854.32	42,666.00	37,597.00
Staff and Benefits			
001-071010 Administrative Assistant	33,754.30	33,110.00	34,103.00
001-071011 Staff Medical	4,941.72	4,942.00	5,115.00
001-071020 Choir Director	4,725.12	4,725.00	5,000.00
001-071050 Youth/Children Director	45,851.19	45,760.00	49,920.00
001-071055 Prof. Expense Youth/Children Director	631.04	1,500.00	1,500.00
001-071060 Accompanist	4,800.00	4,800.00	4,800.00
001-071070 Nursery Staff	0.00	0.00	2,400.00
001-071090 Employer Payroll Tax Expense	6,826.75	7,500.00	7,993.00
001-071100 Worker's Comp	2,377.50	2,600.00	2,775.00
001-071130 Facilities Mgr	7,372.50	9,460.00	8,060.00
001-075060 Bonuses	1,000.00	1,000.00	1,000.00
Total Staff and Benefits	112,280.12	115,397.00	122,666.00
Office Expenses			
001-071030 Legal Expenses/taxes/fees	3,106.26	1,500.00	1,700.00
001-072020 Office Supplies	873.19	800.00	800.00
001-072022 Postage	400.00	500.00	500.00
001-072025 Computer Expenses/ACS	1,075.99	1,100.00	1,010.00
001-072030 Office Machine Rental	1,725.62	1,600.00	1,750.00
001-072040 Telephone/Internet Charges	2,810.43	2,200.00	2,600.00

Accounts	Actual (Last Year to Date)	Budget (Last Year to Date)	Annual Budget (This Year)
Total Office Expenses	9,991.49	7,700.00	8,360.00
Christian Education			
001-072090 Library	22.80	100.00	150.00
001-075010 Childrens. Materials/Expenses	866.57	900.00	900.00
001-075020 Jr high Materials/Expenses	1,011.56	800.00	600.00
001-075030 Adult Materials/Expenses	310.24	500.00	500.00
001-075031 Teacher Appreciation	0.00	300.00	300.00
001-075035 High School Materials/Expenses	1,822.01	1,200.00	1,000.00
001-075036 Nursery Expenses	239.67	500.00	500.00
001-075045 Vacation Bible School	4,079.40	3,000.00	4,000.00
001-075046 Safety & Security	514.00	300.00	300.00
Total Christian Education	8,866.25	7,600.00	8,250.00
Facilities Expense			
001-073010 Maintenance & Repair	7,754.03	6,000.00	4,550.00
001-073015 Waste Collection	0.00	0.00	1,120.00
001-073016 Alarm Monitoring	0.00	0.00	324.00
001-073020 Janitorial Supplies	33.09	1,000.00	300.00
001-073025 Janitorial Services	11,743.94	8,400.00	10,425.00
001-073030 Utilities	13,200.85	13,000.00	13,000.00
001-073035 Kitchen Supplies	2,552.56	3,380.00	3,300.00
001-073040 Insurance	5,276.00	5,000.00	5,400.00
001-074030 Tuning Service	300.00	300.00	300.00
Total Facilities Expense	40,860.47	37,080.00	38,719.00
Worship Expense			
001-074010 Music & Supplies	897.76	950.00	950.00
001-074011 Copyright Lic/Song Access	420.00	400.00	420.00
001-074012 Presentation Software	0.00	0.00	340.00
001-074015 Worship Supplies	425.17	800.00	800.00
001-074040 Pulpit Guest	250.00	500.00	500.00
001-074045 Guest Artists	0.00	200.00	0.00
001-074070 AV Equipment	126.49	600.00	500.00
Total Worship Expense	2,119.42	3,450.00	3,510.00
Outreach and Membership			
001-072010 Outreach Advertising	0.00	250.00	100.00
001-076015 New Members Class	0.00	100.00	100.00
001-076040 Operating/Miscellaneous	3,058.41	200.00	100.00
001-076050 Stephen Ministry	0.00	300.00	0.00
Total Outreach and Membership	3,058.41	850.00	300.00
Denominational Support			
001-077010 Methodist Apportionment	2,000.00	2,000.00	2,000.00
001-077020 Presbyterian Per Capita	3,551.60	3,600.00	3,600.00
Total Denominational Support	5,551.60	5,600.00	5,600.00
Events			
001-078020 Large Church Events	2,554.02	1,500.00	1,300.00
Total Events	2,554.02	1,500.00	1,300.00
Council Expense			
001-079010 Council Expense	92.44	300.00	250.00
Total Council Expense	92.44	300.00	250.00
Total Operating Expense	359,664.54	359,579.00	368,111.00
Mission			
Mission Partners			
001-075104 WAVS	1,875.00	2,500.00	0.00

Accounts	Actual (Last Year to Date)	Budget (Last Year to Date)	Annual Budget (This Year)
001-075105 Healdsburg Shared Ministry	1,500.00	1,500.00	1,500.00
001-075116 Intersarsity/Sonoma Co.	1,200.00	1,200.00	1,200.00
001-075160 Care Corp/Witty	2,100.00	2,100.00	2,100.00
001-075165 LArcada General Fund	1,125.00	1,500.00	0.00
001-075170 Charizomai/Jordan-Irwin	1,500.00	1,500.00	1,500.00
001-075171 Atkins, Jason/Emily	4,500.00	4,500.00	4,500.00
001-075180 Wycliffe/Gilmans	2,400.00	2,400.00	2,400.00
001-075190 Global Outreach/Franks	1,800.00	2,400.00	2,400.00
001-075260 Redwood Gospel Mission	2,500.00	2,500.00	2,500.00
001-075290 Overseas Mission Fllwshp/Stephens	2,300.00	2,300.00	2,300.00
001-075310 Healing Lamplight Pathway/Hernandez	2,100.00	2,100.00	2,100.00
001-075315 Servant Partners	2,500.00	2,500.00	2,500.00
001-075325 Redemption Church of Bristol	1,800.00	1,800.00	1,800.00
001-076000 Undesignated Mission Gift	1,342.91	6,081.00	10,992.00
Total Mission Partners	30,542.91	36,881.00	37,792.00
Methodist Partners			
001-075331 Cambodia/Parker	1,200.00	1,200.00	1,200.00
Total Methodist Partners	1,200.00	1,200.00	1,200.00
Presbyterian Partners			
001-075220 Westminster Woods	1,500.00	1,500.00	1,500.00
Total Presbyterian Partners	1,500.00	1,500.00	1,500.00
Total Mission	33,242.91	39,581.00	40,492.00
Total Expenses	\$ 392,907.45	\$ 399,160.00	\$ 408,603.00
Net Total	\$ 650.96	\$ 647.00	(\$ 19,603.00)

2019 Actuals do not yet reflect final mission giving. The Mission Team will complete our final gifts in the coming month, resulting in total expenses of \$399,227.45 and a net total of (\$5669.04).

CHURCH INVESTMENT ACCOUNTS
REPORT DATE 12/31/2019

**CHARLES SCHWAB ACCOUNT,
SYNOD INVESTMENT ACCOUNT**

**THESE TWO ACCOUNTS ARE COMBINED FOR
THE FOLLOWING DISTRIBUTION**

Pastor's Housing Fund.....	\$ 982.91
New Sanctuary Fund.....	\$ 392,169.74
Reserve Fund (Emergency Use).....	\$ 37,789.75
Durst Camp Scholarship Fund.....	\$ 13,366.52
Church Endowment Fund.....	\$ 18,631.37
Walter Murray Fund.....	\$ 488,162.28
Investment Fund Total.....	\$ 951,102.57

MEMBERSHIP REPORT FOR 2019

GAINS	Methodist	Presbyterian	HCC Totals
Profession of Faith / Reaffirmation	4	6	10
By Certificate of Transfer	0	0	0
Inactive to Active	0	0	0
TOTAL GAINS 2019	4	6	10
LOSSES			
To Other Congregations	0	0	0
Inactive	0	2	2
Deceased	1	1	2
TOTAL LOSSES	1	3	4
TOTALS 2019			
Membership 12/31/18	53	118	171
Received 2019	4	6	10
Lost 2019	1	3	4
TOTALS 12/31/2019	56	121	177

BAPTISMS

Infant/Children Baptisms	0
Adult Baptisms	0
Adult Renewal of Baptismal Vows	1

SUNDAY WORSHIP ATTENDANCE

Average Weekly Attendance in Sunday Worship (Jan. 1- Dec. 31)

<u>Year</u>	<u>Total</u>
2014	158
2015	152
2016	153
2017	152
2018	154
2019	151

ADULT EDUCATION/SMALL GROUPS

HCC continued to support adults growing in their love of God through a variety of avenues.

Multiple small groups met throughout the year. The long-standing women's groups on Monday and Wednesday mornings, and the Saturday morning men's group, all met faithfully through the year. The family small groups expanded from two groups to three and met regularly during the school year.

There were several all-church opportunities: a Lenten study on the Prodigal God, by Tim Keller, and a fall study called Eternity is Now in Session, by John Ortberg. In early 2019 there was also a three-week series on Death & Dying that included speakers and conversation about different end-of-life issues.

In 2020 several needs are apparent. After the disbanding of some groups there is no small group Bible study available on a week night or Sunday morning for those who are working during the week. This is an area that needs attention. There also are several topics of interest that were not discussed during the initial Death & Dying series that could be considered for further adult discipleship opportunities in 2020.

CONGREGATIONAL CARE COMMITTEE

Congregational Care Committee's main focus:

1. Shut-Ins: To pray for our shut-ins and those facing difficulties in our congregation. Includes writing to them.
2. The ill or needy in our congregation: Praying and writing to them.
3. New Visitors: To write to new visitors welcoming them to our church. To introduce ourselves to new members and visitors, encouraging them to participate within our congregation.
4. College students: Receive special home baked goodies and a note from us every February and October.
5. Stephen Ministry: We will report to them any needs we find in the congregation.
6. Picture board and directory: This needs updating. Future discussion is anticipated.
7. Name Tags: We will be ordering them quarterly. On Sundays, our pastors will remind all at the service to sign up.
8. New Members: Preparing lunch for the new member's group.
9. Facilitating the following programs:

Harvest Gathering:

The Harvest Gathering was not held this year due to evacuations during a threatening fire. In November we were able to have the Chili Cook-Off and Pot Luck after the worship service. We had 11 participants with a wide variety of chili represented. Everyone was asked to taste the chili and vote for their favorite one. Andrea Kladder was the winner of this year's Chili Cook-Off. Everyone enjoyed tasting and voting for their favorite chili. It was a great hit and it has been suggested that we do this again next year.

Prayer Quilts:

The Congregational Care Committee Prayer Quilt committee continued this year. We made 3 more quilts and then decided to stop until more quilts are needed. We have 6 quilts that are completed and ready for use when needed. Billie Jane Blankinship, Sheila Edmonds and Janice Wadsworth, along with several other members of our church, have made quilts.

New Member Classes:

There was one new member class held this year and the Congregational Care Committee provided lunch for those participating.

Members: Billie Jane Blankinship, Jean Killian, Sheila Edmonds, Barbara Posilippo, Wanda Scalione, Janice McKee and Linda Dieterle. Dean Kladder is our pastoral advisor.

Respectfully submitted,
Billie Jane Blankinship, Chairperson

STEPHEN MINISTRY

Stephen Ministry is a missional, healing ministry, in which congregation members are specially equipped to provide distinctively Christian care for persons in a variety of stress producing circumstances. The Christ-centered training of the Stephen Ministry program can have a transforming effect on the individual Stephen Ministers, enhancing their faith and their skill in providing Christ's healing care to hurting individuals within the congregation, in the larger community, and in the circle of family and friends close to each Stephen Minister. Training of Stephen Ministers and oversight of the program is provided by a Stephen Leadership Team, and all activities are coordinated with the pastoral leadership to ensure the best quality of care. This year the Stephen Leader Team included Sally Lobb, Richard and Carla Kagel, Nicole Evans, and Pastor Dean Kladder.

Stephen Ministry at HCC continued to provide Christ-centered care to members of our congregation and our community in 2019. Our team of Stephen Ministers this year included Billie Ruonavaara, Michelle Scarboro, Gary Sumner, Kristi Van Grouw, Nancy Napolitan and Archie Julian. Over the course of this year, the Stephen Ministry team provided many hours of confidential care and support to congregation and community members, and continued in regular meetings to support one another, refine caring skills, and to pray and study together. We continue to see God at work through this ministry, as care receivers move from times of crisis into more stable and fruitful seasons of their life and experience the healing power of Christ's love.

In 2019, regular Stephen Ministry meetings were held until early October, but meetings were suspended as members were impacted by the wildfires and community evacuations. There were relatively few new requests for care in 2019, and several Stephen Ministers are available. We have continued to provide informal care to family and community members during this time of shared traumatic experience, but have not resumed regular meetings. It seems to be a quiet season for Stephen Ministry as we recover from the events of the past year and consider how we might move forward into the next season.

The main prayer concern for 2020 is to understand how best to utilize the Stephen Ministry resource in the current life of the church. Specific needs include increasing awareness of the benefits of receiving care, recruiting additional Stephen Leaders and preparing to train the next class of Stephen Ministers. A significant effort goes into the training of Stephen Leaders and Stephen Ministers, who provide a caring resource for church members and the community. It is important to consider how best to utilize this resource in the current life of the church. This quiet ministry is just one way that we seek to live like Jesus, so that others can experience God's love.

Carla Kagel, Stephen Leader

PRAYER CHAIN

The E-mail Prayer Chain receives requests for prayers and then distributes them to members of the congregation who have joined the E-mail Prayer Chain.

Members of the congregation may send prayer requests to the Prayer Chain by e-mailing the Prayer Chain at hccprayerchain@yahoo.com, through the office e-mail (office@healdsburgcommunitychurch.org) or by calling the church office at 433-8886.

If you would like to join the Prayer Chain, please contact Susan in the church office.

Susan Nelson, Administrative Assistant

HOUSE AND GROUNDS COMMITTEE

House and Grounds Committee Mission Statement: We are a committee dedicated to serving Jesus Christ by our stewardship in the care and repair of His church and grounds, seeking God's grace and guidance as we administer the use of His facility for our congregation and local community.

The committee oversees the maintenance of the church buildings and grounds, which are now 30 years old, and the Christian Growth Center, which is 15 years old. The large expenses this year were resurfacing and striping the parking lot.

The committee reviews applications for use and ensures that only appropriate users are approved. Suggested contributions for using the buildings are reviewed annually. Groups which have used our facilities this past year are: four 12-Step Recovery programs, Healdsburg Jr. High School, Healdsburg Chorus, Healdsburg Community Band and the New Horizons Band. The CGC building continues to be used as a voting precinct. Another activity of service to the community is the 4th of July Fireworks viewing. HCC provides parking, space to sit, pie, ice cream and coffee. All of these groups have expressed deep gratitude for the use of our facilities and we look forward to being of service to our community in the months to come.

Security and safety of the buildings and grounds are other areas of care. A member of the committee (on a rotating basis) locks up after the Sunday Service. Committees using the facilities before or after office hours are responsible for securing the buildings.

This committee meets on the first Wednesday of each month at 6:00pm. Members in 2019 were George Espinosa, Mel Harold, Archie Julian, Randy Masselink, Doug Pile, Terry Rochioli and Ed Killian.

We welcome new members. If interested, please talk to a member of the committee. We rely on the members of the congregation to provide expertise when working on projects, so let us know if you have special knowledge that might be helpful in maintaining our campus. From time to time the general congregation may be asked to volunteer for “do-it-our-self” projects.

In 2020 we are devising a new plan for recyclables, with new receptacles for easy use, to help maintain a “green” consciousness.

Respectfully,

Rena Harold, Chairperson

LAND USE TASK FORCE

In 2018 members of the church decided to discuss utilizing our vacant land. A survey was sent out to church members. 114 surveys were filled out. The top votes were for church pastor/staff housing, housing for other populations, and a multi-use outdoor space. Housing for other populations were for (1) seniors (2) teachers/civil servants (3) supportive housing. The #1 concern regarding any project was volunteer commitment and #2 was finances. In general people are concerned about finances, permitting, neighbor buy-in and volunteer commitment. 79% of respondents said YES we should develop the land.

Attempts have been made to develop or sell the property in the past. There were also plans drawn up for a new sanctuary in the front lot. Both lots have now been vacant for over 30 years.

After the survey smaller “Listening Sessions” were held as well as a town hall meeting. The result of this decision needs to be an ongoing benefit to the community and in line with our mission to seek to live like Jesus so others can experience God’s love. There was strong agreement that 3.6 acres is a huge asset in an environment where land resources are scarce and that our current facilities are a great asset as well. We need to factor our existing campus into whatever we may do realizing how it serves our congregation and community.

The listening sessions, survey, and town hall meeting led to the creation of the Land Use Team of Ken Blair, Misty Eland, Dean Kladder, Rosie Monson & Bob Schultz.

This team researched housing needs in Sonoma County and found countless statistics on the sharp increase in housing costs after the 2017 fires, the increase in homelessness, families, seniors, and local workers unable to afford housing in Healdsburg, and the thousands of affordable housing units that are currently needed to address overcrowding. A family of 4 with an annual income less than \$108K qualifies for affordable housing.

Given the housing statistics, we looked into what it would take to develop the land. We met with Eden Housing, Burbank Housing, and Habitat for Humanity. Eden Housing and Burbank Housing required a minimum of 40 units and focus on the rental market vs. home ownership. The Land Use Task Force was impressed with Habitat for Humanity and began pursuing a partnership. The church council was in agreement that Habitat for Humanity was an excellent option and the Land Use Task Force should get plans drawn up to share with the congregation. Habitat focuses on homes instead of apartments and home ownership, which would be valuable in our community. During these talks the Sonoma County branch of Habitat for Humanity suspended its home building and laid off staff due to aggressive growth and a drop in donations.

The Land Use Task force still feels called to pursue affordable housing that would finance pastor/staff housing and also update our current facility and landscaping. The team will focus on other organizations and developers in 2020, including the Housing Land Trust of Sonoma County. The congregation will be kept up to date on developments as research continues.

Respectfully submitted,
Rosie Monson

MISSIONS COMMITTEE

2019 was a challenging year for many of us and in a variety of ways yet we managed to carry on. One of the ways we are able to move forward in spite of threatening fires and difficult news cycles is through the strength we gain from others, especially through Christian fellowship. The care we receive from others, the Holy Spirit working in them, provides strength for us and we can then pass that on to those in our lives needing to hear a kind word or to have their struggles listened to, to be heard, to be known. Our mission partners are a great example of how this works. Putting themselves out there, giving of themselves for Christ to others, often in very difficult living situations both inspires us and they, in turn, rely on us, through our prayers and our financial support, to encourage them. HCC's mission committee is dedicated to collaborating with our mission partners and then connecting them and the work that God has called them to do with each person in our congregation. This is an important part of what is called "being missional".

The Missions Committee has its primary focus in three main areas: supporting our Global Missions and Missionaries, supporting our Local Missions and Missionaries and supporting the many ways these efforts intersect with our congregation, equipping us in our calling to be a Missional Church. During 2019, our mission committee team included Carol Beattie (Secretary), Roger Dormire, Rich Kagel (Chair), Pastor Dean Kladder, Nancy Napolitan, Yvonne Rose and Jill Williams. The committee helps oversee and to communicate to Council regarding our church's intention to serve our local and world communities and be a voice of hope to all. The missions we support represent, by far, the largest portion of our discretionary spending and in turn demand our full attention.

Each member of our mission team is committed to praying for our many missionaries and for the people they serve. We continue to invite all to join us in this important calling. This year we also look forward to the possibility of new committee members being called to join in this important work. Each month the committee meets to review the needs of our missionaries and mission partners including the financial aspects of their work in relationship to the available resources.

The committee also works with the goal of increasing our own understanding of God's calling through our devotionals, prayers and continuing education efforts. As we are led, this is shared with the congregation through monthly updates in the church bulletin, coordinating with church leadership and by helping to arrange visits by missionaries.

During 2019, the missions committee continued its evaluation of how we select the mission partners to support; there is no shortage of excellent and worthy missions out there to choose from. Through this learning process it has become clear that our support

typically stems from personal relationships between our mission partners and members of our congregation. We also better understand that our relationships are with individual missionaries much more than they are with their sending organizations. Two examples from this year's committee work help demonstrate this.

The mission we have supported the longest was established by Dave and Debbie Frank in the form of the Christian Camp in Northeastern Spain called L'Arcada. Over the years we

have seen this 800 acre camp grow in its facilities and the number of Spanish youth that are being reached for Christ. We were surprised at the news that the Franks, including their son Jeremy who had joined them in this ministry, left their sending organization, Greater European Missions (GEM) based on what became an increasing mismatch between the vision of the Franks and that of GEM. Over the years, our financial support had been directed to both GEM and through a separate account to our missionaries Dave and Debbie. With the departure of the Franks from GEM, the mission committee, through discussions and prayer, decided to continue our support for our missionaries, the Franks, but to sunset our support for GEM and hence L'Arcada. This decision was not reached easily but we are excited to see how God will use the Franks as they focus on helping the many other Christian camps that have been established in Spain build on the model and success of L'Arcada.

We have seen a similar situation arise between our missionaries Jason and Emily Atkins and their sending organization West African Vocational Schools (WAVS). The Atkins have been working in the mostly forgotten country of Guinea-Bissau for the past 13 years. During these years, their focus has been on helping the local people and foreign missionaries working in the villages by providing vocational training and by helping to build churches, schools and homes for those who are spreading the Gospel there. For the past several years, the Atkins have been headquartered in the village of Canchungo where they have been supporting the WAVS school there. This past year, the focus of WAVS has shifted toward the establishment of a "Flagship Campus" in the capital city of Bissau and away from working in the villages, including their school in Canchungo. This mismatch between the work the Atkins have been called to and the new vision of the WAVS organization resulted in the Atkins leaving WAVS.

Much like the Franks and GEM, HCC has been supporting the organization, WAVS, and the missionaries, the Atkins. With the Atkins leaving WAVS, the mission committee began discussions of how we are being called by God in this situation. With much prayer and discussion the answer became increasingly clear as God began to open up the path we as a church are being called to follow. At the same time, a vision and an opportunity opened up for the Atkins in the village of Canchungo. An ideal property for establishing a new headquarters for the Atkins and their work became available. This property has an established "hotel" with a number of small bungalows and restaurant which looks like a perfect base of operations for the Atkins. Interestingly, this is the same property where our mission team to Guinea-Bissau, which included Pastor Dean, Roger Dormire, Rich Kagel, Maurice Quiroz and Sasha Quiroz, stayed while visiting Canchungo. The Atkins hope is to build a new home for their machine shop and to continue to mentor local people in the areas of welding and machining and to use this facility to continue helping missionaries and villages to establish new churches, schools and housing. HCC has decided to support this project with our prayers and with our finances and to end our support for WAVS. Once again, this decision did not come easily but with God's help our path became clear. We are excited to see how God works through the Atkins in this new year and how we will be able to join God in this.

Our support for the people and our sister church in Guinea-Bissau has continued this year through our partnership with the Central Evangelical Church of Guinea-Bissau, the church's Non-Profit organization called "Central Social," and our missionaries, Jason and

Emily Atkins. In February, Rich Kagel was able to make another trip to Guinea-Bissau, his eleventh so far, to meet with our partners there and with Jason's help, perform bacteriological testing to determine the effectiveness of the filters that are being made. The results of this testing were extremely encouraging, proving that the filters are highly effective at removing dangerous bacteria from contaminated drinking water sources. Based on these results, the filter factory project has now moved into "Phase Two" where we will focus on increasing production, establishing marketing and distribution channels and begin to see more and more filters in the churches, schools and homes of the people who desperately need this life-saving technology.

Our congregation provided the financial resources this year to support our mission partners including Care Corp/Jim Witty (training local pastors dealing with children who have been traumatized by war), Debbie and David Frank (spreading the Good News in Spain through youth and family camping), Charizomai/Becca Jordan-Irwin (ministry to women in prison and working with Care Corp), the Atkins Family (missionaries to Guinea-Bissau), Wycliffe/Gilmans (leading Bible translation efforts for unreached peoples groups), Redwood Gospel Mission (serving the homeless and recovering communities in Santa Rosa/Sonoma County), OMF/Stephens (missionaries in Mongolia), United Mission to Nepal/Katherine Parker, Healing Lamplight Pathway/Hernandez Family (missionaries to the Middle East, Northern and Eastern Europe) and Servant Partners (sharing the good news while serving the people of "Promistan").

This year we were also able to take on a new mission partner, Pastor Gary Alloway. Gary has created a unique ministry called "Redemption Church" serving the poor and working class in Bristol, Pennsylvania. Just as is the case with most of our missionaries, there is a personal connection between Pastor Gary and one of our members, in this case, Pastor Dean; they attended seminary together! The approach that Gary has taken may very well provide ideas for us right here in Healdsburg. Even though our communities are very different, they are in some ways the same. Gary has helped establish a number of opportunities to help spread the Gospel through innovative approaches. Philostea is a weekly discussion group that takes place in the local tea shop. The Mill Open Sanctuary is a chapel space just off main street that offers classes, events and open time of prayer aimed at those who are seeking God but not ready for Sundays. Donuts and Devotions is a weekly Bible study that happens at the local bakery for "beginners" looking to enter in, and Spark Storytelling Nights is an open mic storytelling opportunity with only three rules: the story must be true, it must be yours and it must be 5 minutes or less. These are just a few of the many creations that have come out of Redemption Church. We hope to have Gary visit us at HCC this year to share some of what he has learned and give us the chance to envision how these "experiments" might function here.

Together as a congregation and with our many mission partners, our desire is that “We are seeking to live like Jesus so others can experience God’s love.” But we have been asking, “How is this possible?” Our desires and our efforts clearly fall so short of this goal. But God has answered us through His Holy Spirit which can come and live within our hearts. For when we trust in His steadfast Love and rejoice in His Salvation, the Lord will establish our steps!

Richard Kagel, Chair

MUSIC MINISTRIES

CHOIR

The practice of music in worship started during Old Testament times.

The love of God and the joy of singing are the first two requirements to sing in our church choir.

The choir is part of the worship leadership team. We sing a variety of styles of Christian music.

Our choir provides music for worship from mid-September through mid-May.

Each Advent season we prepare a Cantata with narration. Our Cantata supports the season of Advent. Our regular choir has 22 members. We have several guests who help us with the Cantata each year. Our narrators this past year were Tricia Lay and Billie Ruonavaara.

We have been blessed for many years to have Susan Nelson as our accompanist. She makes us a better sounding choir. Thank you, Susan.

Each week choir members meet, not only to learn vocal skills and prepare music for worship, but to bond as a group and have fellowship.

We are always looking for more singers. We rehearse each Thursday from 6:00pm to 7:15pm.

Darlene Sumner, Choir Director
Susan Nelson, Choir Accompanist

PRAISE TEAM

Some call it “the band,” some call it “praise team,” and some want a new catchy name altogether. Whatever you call it, the pianists, guitarists, and vocalists that help to lead worship on a weekly basis consider themselves “lead worshippers.” Not leading on behalf of the congregation, or as concert members for the congregation, but as worshippers who lead and direct our collective voice. A few new songs were introduced this year, but focus was spent on making many new songs introduced over the past few years more familiar. The musicians continue to improve as they play together and lead together. Every practice starts with a word of prayer and the ability to lead worship through song is seen as an immense privilege.

PERSONNEL COMMITTEE

God has blessed Healdsburg Community Church in 2019. As the Personnel Ministry Team (PMT) we have worked closely together to accomplish the 2019 goals that were established. We grew in faith as we relied on God's leading our decisions made and the recommendations brought forth to the Council.

The major accomplishments for 2019:

- With the birth of Dean and Andrea's third child in July 2019, the pastors' work schedule was revised to accommodate the care of Bram and adapting to a family of five. In February the pastors presented a change to their schedule, time and ministry responsibilities. They proposed a change to their Terms of Call beginning the first of May where Dean would work full time, 5 days per week and Andrea half time, 2 ½ days per week. The Personnel Team approved the change and the proposal went forward to the Council where it was approved. The church members approved the change of Terms of Call at a church meeting held in April 2019.
- This year two new members joined the Personnel Ministry Team. Stephanie Blair and Alex Monson have brought management experience and legal expertise which has enhanced our team.
- All Staff reviews were completed. As a team we modified the format for pastors' evaluations. The consensus was that the process worked very well and discussed using this structure biennial.
- PMT took on the responsibility for Workman's Compensation. Duties include reviewing our current policy and handling the claims process should one be filed.
- The team developed the 2020 personnel budget which reflects the following changes:
 - Increase Staff Compensation
 - Hire Child Care Worker on Sundays
 - Continue Volunteer Worker's Compensation line item

The proposed 2020 budget was approved and forwarded to the Council.

- Lyric Floria served as a summer intern from Calvin College.
- 2019 was an active year for the PMT. Our undertakings kept us busy as we sought God's will throughout. Members of the PMT are Bob Gemmer, Kristi Van Grouw, Ken Scarboro, Stephanie Blair, Alex Monson, Kay Schultz and Pastors Dean and Andrea Kladder, Ex-Officio.

Respectfully submitted,
Kay Schultz, Chair

STEWARDSHIP MINISTRY TEAM

The 2019 Stewardship season followed up on a successful pattern started in 2017 with the advent of a “Narrative” budget. This year Dean sent out a more condensed version in pamphlet form that clearly showed our top priorities and contained some interesting “fast facts” about how our stewardship works.

This year our stewardship committee was a subset of the finance team, which makes some sense, since the outcomes from stewardship efforts directly affect our financial decisions.

Our stewardship season runs from late October to about Dec 1st.

Stewardship Communications:

1. On Oct. 24th, Pastor Dean sent out a letter reminding us of the upcoming pledge season and how pledging helps the finance team build a budget. Enclosed was the “Narrative budget” brochure highlighting the proposed use of funds for 2020. Those were:
 - Increase funding of local and global mission partners.
 - New outdoor ministry for Jr and Sr high students.
 - Meet minimum labor law salary for our youth director.
 - Add a childcare worker for the nursery.
 - Resources for a growing Vacation Bible school.
 - Update the old irrigation system to save on water.
 - Cost of living adjustments for church staff.
 - Keep pace with inflationary cost of running church operations.
2. On Nov 10th, Ricki Pina updated the congregation on our progress against the 2019 budget, which showed that we were behind expectations at that time. She conveyed that typically giving increases during Nov-Dec, so the finance committee was hopeful of a balanced outcome.
3. In early November, the Finance Committee sent out a follow up letter asking the congregation to start praying about the upcoming giving season and enclosed the pledge cards.
4. On Nov 17th, Ed Killian presented an overview of our 2020 budget needs and conveyed that the 2020 budget was quite reasonable with only an anticipated increase of 2% over 2019. There was also a request for people to think about pledging as a way to help finance create a prudent budget.
5. Dedication Sunday was Nov 24th, at which pledge cards were received, followed by a Chili cookoff.
6. Thank you letters from our pastors were sent to all who turned in pledge cards.

Summary

Following a fairly aggressive budget for 2019, the finance committee presented a 2020 budget with a 2% increase over last year. As of early November, our giving was running

significantly behind expenses, which were tracking according to budget. As we had hoped for, giving caught up in December and 2019 ended just slightly behind. Thank you all for your God-given generosity!

This year, the estimates of giving (which include pledges, historical non-pledged giving, loose offerings and facilities use fees), is about 4.7% short of the proposed budget. This budget is largely based on increases in non-discretionary items, so the council has elected to proceed with this budget as stands based on faith in a generous congregation, uncertainty factors in the estimates, and ability to draw on some reserves if necessary.

Following are some historical giving numbers as well as our current estimates:

2009	2010	2011	2012	2013	2014
\$305,159	\$338,898	\$328,200	\$331,300	\$309,336	\$329,215
2015	2016	2017	2018	2019	
\$328,642	\$349,700	\$344,064	\$369,410	\$393,558	

2019 Giving Cards Returned: 75

2020 Giving Cards returned: 65

2019 Estimate of total revenue: \$399,800.

2020 Estimate of total revenue: \$389,000.

YOUTH AND CHILDREN'S MINISTRY

We had another eventful and fruitful year for the youth and children's ministries of Healdsburg Community Church. In 2019, in addition to meeting many new students and families, we also had more opportunities to deepen relationships with children and students that have been attending HCC youth and children's programs. This provided us with chances to help our youth and children take continued strides in developing their faith, unpacking scripture, and growing in their relationship with Christ.

Nursery

It was another great year in our nursery space, as we were introduced to many new families, children, and volunteers. As many of our infants and toddlers entered into preschool, we closed our infant/toddler room since the preschool room offered enough space for our children. This allowed us to move from 4 adult volunteers down to 2 so leaders could anticipate more time between service opportunities.

A typical morning in the preschool room had each pair of volunteers engaged in play time, story time, and the facilitation of an activity related to the day's scripture reading. Since implementing this routine, we have witnessed increased growth in the children's understanding and retelling of common stories in Scripture.

Changes will need to be made in 2020, however, with the coming of 3 infants that will have met our requirement of being 6 months in age before entering the nursery spaces. This will call for a greater number of consistent volunteers devoted to the spiritual growth of this particular age group. HCC has also begun to search for a part-time staff member to consistently be in the infant/toddler OR preschool room on a week-to-week basis. This paid worker will not only be equipped to serve, but will also ensure that both rooms were adequately stocked and closed up after Sunday Service.

Children

Our children's Sunday school classes have been operating throughout the school year. Each month, two volunteers serve as small group leaders. During this time, the children engage in a reading of the scripture story for the day, small group discussion, and activities/games that help them learn the day's lesson and how it can be applied to everyday living. On special occasions, the children have met as one large group at the beginning of Sunday School to practice for Children's Choir performances.

Sunday school looked a bit different in the summer as new volunteers outside of the usual rotation served on a weekly basis. Due to the lower number of children present in the summer, we focused on doing a different activity related to the same Bible story for each week of the month. This greater focus on a smaller number of stories presented stronger exposure to the stories, and allowed the children to partake in different activities where they could grow in their understanding.

We also enjoyed another amazing week of VBS this past summer. This year's theme was "Roar." Kyle, Andrea, and a record-breaking number of adult and youth volunteers coordinated and facilitated a very fun, jam-packed week of African savannah-themed activities, games, and Bible lessons that taught children from our community that despite life being very wild, God remains good.

Also, for the second time, we were able to offer VBS programming for Preschoolers. However, rather than having the preschool aged children go to the same stations as the elementary crews, the entire CGC was transformed to provide preschool specific activities, stories, crafts and games. This provided us with a great opportunity to get to know many new children and families in the community, as well as a greater chance to share God's love.

Youth

Our youth program underwent some changes this past year. In order to make sure that both middle and high school students were learning and having discussions about Scripture that were age appropriate, youth group was split over the course of two separate nights during the week. High school students would meet at the Woods' family home on Tuesday nights, from 7-9pm. Here, students would enjoy cooking and eating a meal together, followed by a small game and small group discussion. Curriculum was chosen by topic, which ranged from dating relationships to stress management and bullying. For each lesson, students would have an opportunity to discuss what each topic looked like in their current context, and determine how Scripture spoke into each issue.

Middle school students met on Wednesday nights in the CGC, from 7-8:30pm. While many of the general topics covered during middle school youth group were similar to that of the High School group, there was often more teaching time, with shorter group discussion planned to help maintain the attention and involvement of the students.

With students coming from different backgrounds, schools, and churches, youth group continued to function via community effort amongst leaders and parents from St. John's, Grace Community Church, and HCC. Each week different families took responsibility for providing the meal for the high school group, so that our volunteer leaders could have a greater focus on getting to know the kids, leading the lesson, and facilitating small group discussion time. Different parents would also serve as leaders during youth events, which often occurred once a month.

One notable event that occurred this year was a visit to Princeton Theological Seminary by our "Log College" Team. Throughout the year, this group of individuals engaged in conversation around what innovation in youth ministry could look like for the Healdsburg community. During this week-long visit to Princeton, the team got to meet a number of other churches across the country that were also involved in the program, and hear from innovation coaches from other ministries about programs developed to serve the needs of their students. Here the team refined new ideas for our youth group, and developed a plan for an outdoor ministry we will be calling "Outbound." Outbound will involve an outdoor youth event each month where 6th-12th graders will learn to connect passages from

Scripture to their physical surroundings. We hope this program will help students to come to know God in a much deeper way, while at the same time allowing them to grow in relationship to one another.

Another noteworthy event that occurred this last summer included a week-long mission trip to San Diego. Our group partnered with the youth mission organization called Youthworks, and volunteered their services in local food banks, daycares, homeless outreach centers, farms, and rehab facilities. In addition, our youth gained greater perspective on homelessness, immigration, and came out of our experience with a greater understanding of the ways in which the power of Christ can transform the hearts and lives of his people, and what it looks like to love others as he does.

Fun activities were planned throughout the year during the weekends. Such events included hikes, whitewater rafting, boating/tubing, trips to movie theaters, meeting at high school football games, or going out for ice cream.

Looking ahead to 2020, we are excited to continue fostering Christian education and strong relationships between our young people and the larger congregation through an increased volunteer presence in our Nursery and Sunday school programs, family outings and events, continued youth retreats/mission trips, and increased opportunities for our youth to participate in community services.

Kyle Price,
Youth & Children's Ministry Director