



**RANCHO BERNARDO COMMUNITY
PRESBYTERIAN CHURCH**

2024 ANNUAL REPORT



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Note from Geoff Kohler, Transitional Pastor	4
Note from Mofid Wasef, Associate Pastor	5
Elected Leadership	6
Statistics	7
Ministries	8
Spiritual Formation	8
Family & Student Ministries	10
Worship, Music and the Arts	15
Arabic Speaking Ministry	19
Congregational Care	21
Deacons	25
Hospitality	27
Stewardship	28
Missions & Outreach	29
Preschool	31
Departments/Committees	34
Officer Nominating Committee	34
Human Resources	35
Administration & Finance	36
Facilities	37
Communications & Technology	39
Financial Reports	41
Executive Financial Overview	41
Statement of financial position July 2023 — June 2024	42
Operational Funds	43
Designated Funds	44

2024 ANNUAL REPORT

This year we celebrated our 60th anniversary of serving the community of north San Diego neighborhoods as a joyous resource for life and growth. As Presbyterians we recognize that we have a great system of governing a church, but as Christians we find an even stronger call to serve, to celebrate, to encourage, and to grow in our Christianity. Welcome to our report of RB Community Presbyterian Church's synopsis of the year June 2023 – August 2024.

This has continued to be a year of worship, fellowship and “rebuilding” following COVID and other events of the last three years. We are happy to report that we have made much progress in our financing, staffing, attendance numbers and adding new programs. The subsequent sections in this report highlight all of the significant improvements that we have experienced over the last 12 months.

Additionally, the Pastor Nominating Committee (PNC) has been quite active over the past few months, contacting references, watching sermons online, and discussing their impressions of candidates. We are confident that God will reveal His plan for us in His good time and the PNC asks for your continued prayers as we search for our next pastor.

RB Community's church “Session” is the council for the congregation and is composed of ruling elders, elected by the congregation to active service, as well as all installed pastors and associate pastors. Through dialogue and working together on important and often difficult decisions, Session can help the whole church understand more fully what it means for us to be a community of faith, hope, love and witness. Session discusses and decides on all business matters of the church and has responsibility for the budget, mission giving, and property of the church. Our Session works closely with several standing committees that coordinate and oversee ministry areas for our church. Many of these committees include ministry teams and task forces. Congregation members are encouraged to seek out opportunities to serve on any of these, or to be a regular or occasional volunteer for committee events.

The Session meets regularly to review committee reports, receive new members into the church, to make provisions for congregational worship and the sharing of the sacraments (communion and baptism), and to provide for the educational and spiritual growth of its members.

Your Session

NOTE FROM GEOFF KOHLER, TRANSITIONAL PASTOR

It is kind of hard to believe that this is my fourth annual report to our community at Rancho Bernardo Community Presbyterian Church. The first one came out only weeks after I arrived and there hadn't been an Annual Report before that one for a while. The second one reflected on how we walked into a season of healing, building clear communication lines and taking our time. It also looked at how we added some 8-10 new staff people and new responsibilities to our Elders. The third reflected on how things had progressed to a point where health and well-being were felt, where strengths were identified through the "Appreciative Inquiry Summit," and how growth in aspects of church life were evident. At this point, we are in the midst of the search for the new settled pastor and to see the future unfold.



One of my primary objectives in this time has been to clear out the work that a new pastor should not have to face as they come to a new place of ministry. A lot of "final" work in that direction has been going on and you'll read about that as you review this report. You're going to hear how repairs have gone on throughout our facilities. You'll hear about growth of relationships and connections. You'll hear about progress in programming, changes, additions and plans.

All of that is expressing that my time is wrapping up here. This isn't a "good-bye" letter, but that fact is part of my annual report. There was a moment in the ministry of John the Baptist, when his friends questioned his "losing" ministry to Jesus' growing movement. John said, "Ah... he must increase and I must decrease." And that's the season we're in right now. We're looking toward the one on the horizon. Frankly, that's pretty cool and I hope you join me in that sentiment.

So, how do we consider this past year? Over these months I've spoken with you on Forgiveness, and Why We Are Christians, and Longing for God. As we entered the new calendar year, we considered Creating a Rule of Life, and how spiritual growth can be like a plant growing on a Trellis. As we moved through the season of Lent, we focused on Jesus as our Teacher, Lord, Friend, Savior, and Hope. We looked at how to continue to Celebrate the Resurrection, and then moved into our series on Sharing Life, focusing on how to offer this life we have in Jesus to others as well as how to cultivate it within ourselves and this community.

My hope is that through the variety of emphases, your heart has been encouraged, your spirit enlightened and your hope secured. I pray that Jesus has been honored and that God has been glorified. Some few weeks back, I gave an invitation for anyone who was in the congregation who wanted to know Jesus personally to come forward either right then or after the service. No one came when I made the offer, but immediately after the service one of our teenage guys came forward to do just that. He gave his life to Christ.

That's what we're all about, isn't it?

Blessings,
Geoff

NOTE FROM MOFID WASEF, ASSOCIATE PASTOR

Dear God's faithful children,

One of the great metaphors in the Bible is what God showed us through the Prophet Isaiah. "How beautiful upon the mountains are the feet of him who brings good news, who publishes peace, who brings good news of happiness, who publishes salvation, who says to Zion, 'Your God reigns'" (Is. 52:7). This image reflected what wars were like in ancient time. The victorious army would send a messenger home with the good news of their victory. The messenger would run over the hills and mountains to bring the good news. At the city's gates, a watchman would lookout and wait on his tower for the good news. When the messenger arrived, his feet would be bloody and dirty from the long trip. Even though the messenger's feet were dirty and bloody, because of the good news on his lips, people saw them as so beautiful.



Isaiah was talking about the return of God's people home from the Exile. God reigns and frees His people to come home. But Isaiah also was prophesying about the good news of the Gospel of Jesus Christ. The good news is that Jesus defeated Satan and death. He freed us from the bondage of sin and now He reigns forever. War is now over on the cross, once and for all. The followers of Jesus preach this good news throughout all generations. The beautiful good news of peace comes running to greet the sinners, the oppressed, the needy, the sick, the sorrowful, etc.

As we look back at the last year, we praise the Lord for using us as heralds of the Good News about our Savior. Many ministries, staff, and volunteers among us served the Lord and His people. God used us all to declare that He reigns as we spread the Gospel in many ways. Our journey has not been without its hurdles, but through it all, we have seen the hand of God guiding us. The resilience and dedication of each congregation member has been nothing short of inspiring. Whether in person or online, we have remained connected, united by our shared faith and commitment to the mission God has given us. Yes, sometimes, we had challenges like hills, but the Lord used us all to honor Him in the community and overseas.

As we look back on the past year, our hearts are filled with gratitude for all that God has done in and through our church. In these times of both challenge and opportunity, let us hold fast to the truth that God is always with us to strengthen us, bless us, and make us a blessing to others.

May the Lord bless us as we continue our ministry together and be heralds of the Good News until our King returns.

In Christ,
Pastor Mofid Wasef, Ph.D.

ELECTED LEADERSHIP

CALENDAR YEAR 2024

ELDERS

Class of 2026

Irene Dunny
Warren Johnson
Larry Martin
Mel Neville
George Samaan
Barbara Weeks (alt)

Class of 2025

Bill Bokesch
Leah Brown
Nikki Butera
Brad Kutzner
Andy Watt
Shirley Dahlberg (alt)

Class of 2024

Chuck Deckert
Mike Hughes
Nancy Hylbert
Karissa McKenna
Deb Sather
Ginger Stauffer (alt)

DEACONS

Class of 2026

Gwen Long
Joyce Floyd
Carol Asbury
Marianne Bohley
Ellen Fowler
Diana Hall
Kris Martin
Elleen Neville
Mary Ellen Robinson
Judy Wilson
Paul Zimmerman

Class of 2025

Linda Collins
Terry Elrod
Jeanette Frabotta
Gene Gobeli
Cathy Gross
Karla Hays
Sharon Maruo
Kay Pickett
Cynthia Pyle
Claire Robertson
David Park

Class of 2024

Kathy Brubaker
Lesley Bunnell
Shannon Fitzmaurice
Susan Griffin
Jeannette Haley
Carol Kasser
Jennifer Kennedy
Mike Munger
Carol States
Nancy Wood

CORPORATE OFFICERS

President: Elder Bill Bokesch, Chair, Administration and Finance (A&F) Committee
Vice President: Elder Nikki Butera, Vice Chair, A&F Committee
Secretary: Elder Mel Neville, Member, A&F Committee
Treasurer: Tony Cook, Member-at-large

STATISTICS

(MEMBERSHIP, NEW MEMBERS, BAPTISMS, MEMORIALS)



786
MEMBERS



25
NEW MEMBERS



2
BAPTISMS



23
MEMORIALS



Ministries

SPIRITUAL FORMATION

Rev. Dr. Mofid Wasef, Associate Pastor

Following several years of transition for our church family, the past year has brought a continued renewal for adult education offerings within RB Community Church. We have returned to a variety of opportunities for growing and sharing our faith, ranging from our ongoing, more relaxed LifeGroups and periodic Connection events to more structured, in-depth Bible study classes. Throughout the venue, an emphasis on Spiritual Formation has been evident. We are focused more intentionally on becoming the people of God, reaching out to our community and world with compassion and Good News.

The LifeGroups continue to form strong personal bonds between the participants, putting the Bible's teachings into practice, as we learn and serve together. Groups at several of our retirement communities continue to be vital in keeping members connected and not feeling isolated. A new venue this year has been a Connection ministry focusing on building community around common interests. Each event is an opportunity to meet people and learn some new information. There are programs with speakers quarterly and group follow-up options meeting regularly to build connection within our RB Community family.

The Spiritual Formation team also works with Hospitality in the planning of Women's and Men's Ministry events throughout the year.

In the fall, "COME AND SEE" continued as an opportunity for the congregation to gather on Wednesday evenings for food, fellowship and spiritual nurturing as we viewed the 8 episodes of Season 3 of The Chosen. The viewing of the video was followed by discussion and teaching time by Pastor Mofid. With the first 4 episodes of Season 4 available, the spring season began with those. The remaining 4 episodes will be shown in the fall of 2024.

A variety of Bible and topical studies were provided for our church family, including classes led by our pastors. Offerings were spread throughout the week, covering a variety of age groups, needs, and interests. The Marriage and Family Enrichment Team offered a well received 3-week class dealing with relationships between parents and adult children.

Throughout the ministry, a renewed focus on spiritual maturity is bringing individual and community growth. We're intent on using God's power and guidance to "reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ" (Ephesians 4:13, NIV).

Committee Members: Elder George Samaan, Amy Wazny, Dee Puntenney, Irene Dunny, Karen Kritzer, Kathryn Homer, Kathy Wesley, Shirley Dahlberg, Tom Haley, Pastor Mofid Wasef

FAMILY & STUDENT MINISTRIES

Timothy Wazny, Director

LOOKING TO THE FUTURE

Family Ministries remains a pillar of our community at RB Community Church, supported by four dedicated staff members who specialize in guiding our youth ministry. We focus on guiding our family ministries, catering to the spiritual needs of children and teenagers from pre-K through high school & young adults, and their families.



Notably, our team is unique in that the majority are a product of the RB Community programs, carrying forward their own experiences to inspire the next generation.

Our programs focus on creating an environment of belonging, joy and fellowship, integrating games, worship, music, theater and Bible studies. Active on Sundays, offering mid-week programs on Wednesdays and Fridays, and other monthly events, our ministries offer a schedule filled with activities beyond the church walls. Family Ministries engage in “Mountain Top Experiences” as well, engaging in service missions both locally and internationally, and seasonal summer and winter camps for all ages.

A new focus this past year has been the addition of “alternative” worship experiences, including “Surf Church”, Summer Dives, the recent “Camp Church”, and a Christmas Worship Night. The intent in these events is to provide opportunities to combine ministries, families, and communities in new worship spaces beyond our campus.

Our programs continue to follow the goals and themes laid out in the Appreciative Inquiry Summit by staff, elders, and congregational members. We aim to provide mentorship and education while remaining integrated with the broader congregation. In this ministry, we foster an environment where youth feel a sense of belonging and find their needs met.

Themes suggested to bring our vision to life, reflecting the principles by which Jesus lived, include:

Storytelling: We aspire to intertwine the narratives of our church community and our youth. As mentors we actively partake in each other's lives.

Hospitality: Encouraging service and care between youth and adults, we envision a community that serves one another – sharing meals and fellowship both within our church and to the broader community.

Welcoming: We strive to be a sanctuary for youth seeking guidance. Our church aims to be a place where they feel safe and understood, a place they turn to first.

Committee Members: Elder Andy Watt (chair) and staff Timothy Wazny, Richard Klusmeier, Steven Karras

CHILDREN'S MINISTRY

Steven Karras, Director of Children's Ministries

The Children's Ministry of RB Community is blessed with staff, volunteers, and families who are dedicated to the spiritual and compassionate care of the youngest members of our congregation. Over the past year we celebrated several significant milestones, including the welcoming of Celeste Furuta, who now serves with the Family Ministries team as the Children's Ministry Program Assistant.



Last October, we welcomed several hundred people to a fun evening of costumes, community, and laughter at RB Community for our annual "Trunk-or-Treat" event. Our congregation, families from the community, and RBCPC Preschool participated in trick-or-treating on our campus in a safe and enjoyable environment.

Another wonderful celebration was the launch of our monthly "Fun Friday" program. The Fun Friday program has been designed for children from Pre-K through 5th Grade, offering them a night of fun activities while parents enjoy a relaxing evening. At Fun Friday, children engage in a variety of activities intended to nurture their physical, social, and spiritual growth. From exciting games to a special Bible teaching time and a fun, age-appropriate movie, every aspect of Fun Friday has been crafted to ensure that children have a memorable and meaningful experience. Fun Friday has also served as a unique outreach

program that gathers families from our surrounding community, in addition to families that attend the RBCPC Preschool.

Other significant developments include the expansion of the Arabic Ministry Sunday School to include several new families joining us in our ministry. We have been blessed with continued growth in the quality of relationships and quantity of volunteers, and have witnessed tangible spiritual growth in our students. Further, we welcomed nearly 170 students and over 100 volunteers participating in Vacation Bible School this year. We received generous donations from our church family in time, finances, and food. We provided lunch for all our volunteers each day of VBS and celebrated with a “carnival” together on the final day.

Above all, we celebrate and recognize that the Lord graciously met each of our needs more abundantly than we could have asked for. We gratefully give Him the glory, and look forward to another blessed year to come. “Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen” (Eph. 3:20–21).

MIDDLE SCHOOL MINISTRY - MSM

Richard Klusmeier, Leader

We are thrilled to share the significant progress and exciting developments within our middle school program over the past year. This year, we have been dedicated to creating a new space for our middle school students, a vibrant and welcoming room designed to meet their unique needs and foster a strong sense of community.



Although the project was delayed due to necessary roof work on the educational building, we are now back on track, and the new space, complete with comfortable seating, interactive learning tools, and a dedicated area for group activities, is set to open this fall.

One of the most exciting aspects of this new room is its proximity to both our high school and children’s rooms. This strategic location fosters a seamless sense of community across all age groups, allowing for easier transitions as students grow and move through our programs. Being near both the younger children and the older high school students will help our middle schoolers feel more connected to the larger church family, reinforcing the idea that they are an integral part of our community.

Over the past year, our students have engaged with several impactful themes through our sermon series. We explored Moses' Journey to Leadership, focusing on Moses' transition from feeling inadequate to embracing his leadership role. In Moses Passes the Torch, we examined the themes of legacy and leadership as illustrated in Deuteronomy and Joshua. During the Easter season, our series on Resurrection encouraged reflection on the practical implications of 1 Corinthians 15:12-19 in our daily lives. We also addressed grief through a special series, offering a supportive space for reflection and healing. Additionally, our comfort food series provided a warm and inviting atmosphere for fellowship and deeper connections with guest teachers from leadership positions throughout our church.



Our year was enriched by a variety of meaningful events. The Mexico housebuilding trip was a significant highlight, where our students had the opportunity to serve others, strengthening their sense of community and deepening their understanding of service and compassion. The trip not only provided practical experience in helping those in need but also instilled a sense of empathy and responsibility in our students, making it a truly transformative experience.

Vacation Bible School (VBS) was another key event, providing a crucial volunteer opportunity for our middle and high school students. We are immensely blessed that 25 percent of all VBS volunteers were students, who made a lasting impact by mentoring and guiding younger children. Their dedication and enthusiasm were truly inspiring, and we look forward to their continued involvement in our programs.

Additionally, our summer pool parties were a huge success, blending fun with faith as students gathered for food, worship, and discussions that deepened their spiritual understanding in a relaxed setting.

As we reflect on the past year, it is clear that our middle school program continues to thrive, becoming a vibrant and essential part of our church community. We are excited about what lies ahead and remain committed to nurturing the spiritual growth of our students, providing them with a safe and supportive environment to explore their faith and build lasting friendships. As we move forward, we are eager to see how these efforts will continue to shape and inspire our students' lives.

HIGH SCHOOL MINISTRY - THE HIGHWAY

Timothy Wazny, Director

This has been a big year of projects for us as we work to renew and give some well earned TLC to our ministry spaces. We began major projects in January of this year, including a fresh coat of paint, constructing a new stage and new tech booth, and adding a projector and a projector screen in the main

High School space, and new paint and refinishing our cabinets in the Cafe space. Projects continue into this fall as we plan to refinish countertops, build a 12 seat diner booth, and create alternative social activities in the Cafe.

The importance of these alternative social spaces can not be overstated. We intend our programs to be engaging for students of all sorts, and aim to provide both high energy and low energy activities, as well as spaces for extroverted and introverted students to be plugged into our programs.

In the Cafe space that means areas to sit and chat, play games, read, study, eat, and listen to music. In the High School space that means space for active games, high energy activities, group worship, and a louder volume. Flexibility has also been planned into our spaces, and seating intentionally placed to allow three small groups to meet simultaneously in the High School space, with an additional group able to meet in the Cafe.

Fun Fact - The new projector and screen are now the largest screen surface campus wide!

As with many years, the highlights of our ministry are found at Summer Camp and Winter Camp. These literal and figurative “mountain top experiences” lead to leaps and bounds in student growth. As with past years, we journey up to Thousand Pines Christian Camp for a week or weekend away from the busy-ness of our regular lives, and dive into a time of focused faith and fellowship. We are fond of saying that we see a year's worth of growth in a week, and this year's camps have been no exception. Several students accepted Jesus into their hearts for the first time at camp this year, and many more have jumped deeper into their faith and personal commitment to Church life.

Along with our regular weekly programs and Sunday morning activities, the Highway shared in monthly events focused on fellowship, outreach, and service. We continue to share in the Mega-Overnighter as an opportunity for fellowship and outreach to friends and peers. Each year we head out all night for a gauntlet of awesome and exhausting activities including laser tag, trampoline parks, and In-N-Out! Another ministry favorite is Trunk or Treat, and this year like last year we are gearing up to hand out more than 10,000 pieces of candy to members of our community, and compete with our students for who can come up with the best group costume.

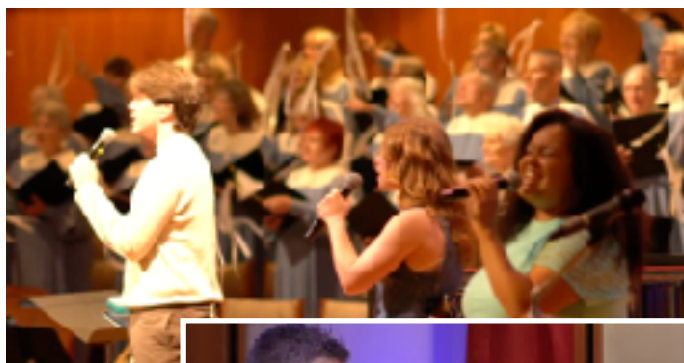
Missions will be taking on a new form in our High School and other Family Ministries programs. As we adapt to new comfort levels within our families, and draw new families into the missions world, we are working to shift old events to fit the needs of our Ministries, and bring in new opportunities that align with our families' demographics. This year we are hoping to add new events to the local missions field of San Diego, California, and reimagine our international service opportunities with organizations like Amor Ministries in Tijuana, and Door of Faith Orphanage in La Mision.



WORSHIP, MUSIC AND THE ARTS

Elizabeth Virkler, Director

We continued with one English-speaking, blended worship service in the Sanctuary at 9:30am on Sundays, followed by the Arabic-speaking service in the same location at 11:30am. The choirs, orchestra, band, praise team, and organist worked together to enhance the worship experience and offer a variety of musical styles. Most importantly, the congregation continued to sing the songs of God's people in great hymns of the faith and contemporary words of praise.



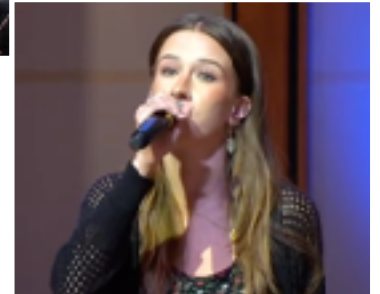
The Chancel Choir, led by director Elizabeth Virkler and accompanied by Ronél Wishnuff, remains the bedrock of the music ministry. We welcomed three new members, and other singers joined us for our Christmas and Spring concerts. Grace Notes (an auditioned women's ensemble), our volunteer Sanctuary Orchestra, three professional section leaders (Kevin Adams, bass, Rachael Groeneweg, soprano, and Hiroko Yoshinaga, alto), volunteer contemporary mic singers and professional band (Joey Carano, Peter Harrison, Nathan Hubbard) round out the musical elements of the ministry. Administrative assistant Joy Cook kept everything running smoothly.



One of this year's highlights was the choir tour to France with members and friends of the Chancel Choir. The group sang in Tours for Sunday mass at Notre Dame de Riche, at the top of Mont Saint Michel for a mid-week mass, for a wreath laying ceremony at the American Cemetery at Omaha Beach, and finally, in a combined choir festival at La Madeleine in Paris. The repertoire for the Paris Choral Festival was some of the most challenging learned by our choir: Fauré's "Cantique de Jean Racine," Duruflé's "Requiem," and Wilberg's "Let Peace then Still the Strife."

In preparation for the trip, the Chancel Choir performed the Paris concert repertoire for our spring concert on June 2, 2024. Ronél Wishnuff expertly played the organ accompaniment for the Duruflé, one of the more difficult pieces in organ literature. Our 2023 Christmas Concert also featured French music, including a Charpentier "Magnificat," "Un Flambeau," sung in the original French, and beautiful solos by our three section leaders. The choir was joined by a professional string chamber orchestra.

The church hosted three Christmas Eve Services on December 24, 2023. The family service at noon, geared to young children, featured our youth music and drama ministry. The 4pm contemporary service was led by our staff band, a string quartet, and volunteer mic singers. The 8pm traditional service featured the Chancel Choir, Sanctuary Orchestra, Grace Notes, and our organ. Elizabeth Virkler premiered an original work for voice, piano and string quartet titled, "Longing," composed to coordinate with Pastor Geoff Kohler's sermon series.



The church also hosted a myriad of special services during Lent, including three chapel services on Ash Wednesday, daily "Mornings with the Master" at 7am during Holy Week, a 7pm Maundy Thursday communion service, and a noon Good Friday service. We continued the Saturday 10am family service tradition, followed by an egg hunt. We offered two english speaking services on Resurrection Sunday; sunrise service in the courtyard at 6am and a sanctuary service at 9:30am. The sanctuary was packed and we celebrated together with the chancel choir, orchestra, band, and contemporary mic singers.

The middle-school and high-schoolers joined us in the sanctuary for worship the first Sunday of every month. Members of the youth choir served on the worship team those weekends, leading congregational singing and presenting anthems. June 9th was Youth Sunday. Senior Ryan Thomas delivered the message on the topic of "Hospitality and Welcoming the Stranger," and classmate Jessi Byrne served as liturgist, including composing the prayers used in worship. Junior Blake Bundshuh played the prelude and postlude on organ, Junior Corinne Milling and 6th grader Sophia Martin led singing on mic, and the youth choir presented two special pieces.

In addition to the music presented in worship, the ministry supports efforts to reach into the community through the arts. The RB Community Concert Series hosted seven free concerts: Peter Sprague Jazz Quartet, Pacific Sound Brass Quintet, our ministry's Christmas Concert, Martin Luther King Jr. Community Gospel Choir, Cabrillo Chamber Orchestra, organist Emma Whitten, and our ministry's Spring Concert.

Our church art gallery showcased the North County Art Society's exhibit titled "Living Waters," congregation member Cynthia Mahlberg's paintings, a congregation participation show titled "He's Got the Whole World in His Hands," the quilts of congregation member Carol Yuiska, props/costumes/sets of our youth musical theater ministry, artwork by the RBCPC Preschool students, ocean themed pieces by

congregation members Judi Ottavianni and Debi Buffington, and the congregational participation show, “Pets We Love.”

The Worship, Music and the Arts Committee met the second Monday of the month. The committee continued to monitor the need for adding an additional worship service. One Sunday morning service in the fall was dedicated to worship education. Staff and lay leaders explained the purpose of worship traditions throughout the service.

The Pew Angels continue to prepare the sanctuary for Sunday services on Friday mornings. The team prays for all worshippers who attend as they clean and organize the sanctuary.

THEATER ARTS

Olivia Donald, Coordinator

Theater Arts at RB Community continues to grow leaps and bounds with their year round theater program. This year we have completed 4 musical shows, 1 stage production, and several drama presentations in worship. We’ve worked with 203 students, 80 volunteers, held 54 weekly rehearsals and sang over 94 songs.

In the fall we continued with our Theater Tuesday classes. The MusicalKIDS performed 101 Dalmatians, while the Theater Explorers joined us on stage for a fun number. For spring the MusicalKIDS performed Pirates Past Noon The Magic Tree House musical. The explorers for the spring sang the opening set with their very own Pirate Luke on guitar! The Theater Explorers class is designed for children age 3 thru Kindergarten. In class, children are exposed to all aspects of theater, learning theater words, simple stage directions and exploring creativity thru play. The Explorers prepare at least one memorized line and a song to sing for the final show. The MusicalKIDS class is for elementary age children grades 1-5. MusicalKIDS prepare a mini-musical complete with singing, memorizing lines and choreography to perform at the end of each session.



While the children were busy working on their theater skills every Tuesday, the youth were also busy with choir rehearsals and drama techniques classes. In the fall, the youth prepared a drama that was a little different. Instead of the usual dinner theater, they presented a delightful one-act production of “Parents Just Don’t Understand”. It was a perfect setting for the young cast we had in youth drama class.

The spring musical, “Seussical the Musical” was another smashing success with four shows in April. The cast, crew and artistic team demonstrated a level of creativity, dedication and talents that went above and beyond expectations.

Our season ended with one of the largest summer theater camps to date. We maxed out our stage and group sizes with 60 campers. During camp, 2nd – 5th grade students help paint sets, learn valuable drama skills on and off the stage, sing, dance and produce a fabulous show at the end. Summer theater also provides valuable learning opportunities for our youth in behind-the-scenes production techniques. This summer, our lighting, sound and stage hands were all high school students building, creating and executing with minimal adult input. The Youth Theater ministry continues to support worship services for families, youth Sundays, Christmas Eve, and Easter Saturday. Our outreach programs are growing as we continue to serve our church family, who support us and volunteer to help make our programs possible.

Next year will be an amazing year with a new repurposed theater rehearsal space, two theater-explorers classes, two summer theater sessions (to eliminate having 30 students on a waitlist like we had for Willy Wonka), and two new staff members who will offer us their creativity and love of theater.

Committee Members: Elder Le’ Kubow (chair), Elder Nancy Hylbert (chair), Scott Wood, Miral Wasef, Elder Nikki Butera and staff Liz Virkler, Olivia Donald, Geoff Kohler, Mofid Wasef



ARABIC SPEAKING MINISTRY

Rev. Dr. Mofid Wasef, Associate Pastor

Arabian Night – On May 18, our ministry hosted a vibrant Arabian Night event, drawing an impressive crowd of around 300 attendees, with half being from our Arabic Ministry. The event showcased the talents of our Arabic youth through performances and behind-the-scenes volunteering, creating a rich atmosphere of fellowship. Pastor Mofid's mission presentation and Elder Karissa's talk highlighted our commitment to Middle East missions, with all funds raised supporting these initiatives. The event was a resounding success, bringing together our diverse church community in a spirit of unity, fun, and mission support.

Arabic Services – Our Arabic Ministry has been blessed with a translation system, generously donated by a church member, allowing live translation of Arabic services into English. This initiative fosters joint worship opportunities and strengthens church unity by making our services more accessible. Our weekly Sunday worship at 11:30 am, entirely in Arabic, continues to be a cornerstone of our ministry, with our choir and worship team leading, followed by Pastor Mofid's teaching. Our services, including occasional potlucks, are live-streamed, reaching viewers as far as the Middle East, and we plan to grow both our in-person and online gatherings.

Sunday School – Our Sunday School, led by Children's Ministry Director Steven, runs concurrently with our Arabic service, providing a nurturing environment for our children to grow in their faith.

Women's Bible Study – Our Women's Bible Study meets weekly on Tuesdays from 11:30 am to 1:00 pm. This group engages in prayer, worship, devotionals, and teachings from Pastor Mofid. While this meeting shifted to a virtual format after COVID, it remains a vital space for spiritual growth and connection.

Spiritual Days and Conferences – Throughout the year, we hosted several spiritual retreats, offering fellowship and spiritual growth outside traditional Sunday services. These retreats feature guest worship leaders and speakers and are open to all, helping us connect with those beyond our regular congregation.



Additionally, we had the unique opportunity to organize a successful conference on a cruise, which was a blessing for everyone involved.

National Middle Eastern Presbyterian Caucus (NMEPC) – Our church proudly hosted the annual NMEPC conference from June 2-5, a gathering that connects leaders from Middle Eastern churches across the PCUSA. Mirna Wasef, one of our elders, served as the moderator of the Caucus, and Iman Karras, our Arabic Ministry Coordinator, continues to be an active member.



Missions – Our Middle East missions have thrived this year, driven entirely by volunteers, ensuring all funds directly support those in need. Our three main missions—Agabus, Agabus PK, and Matt 25:40—continue to make a significant impact. Agabus supports 132 Christian pastors and their families in Egypt, while Agabus PK aids 33 pastors' children with education expenses. Matt 25:40 addresses the immediate needs of those suffering in the Middle East, providing healthcare, food, and support through various projects, including the Dar Al-Susana Charity for abused girls and a new ministry for homeless children in Egypt.



We were blessed to lead another mission trip to Egypt in October 2023, where we hosted a conference for 160 pastors and church leaders, conducted a Spiritual Day for 350 children, and visited several mission sites. These efforts brought hope, education, and essential supplies to those in need.

Financial Highlights – Our ministry's financial health is strong, with funds raised exceeding expenses by approximately \$10,000, reflecting the generosity and unity of our church community in supporting our mission work.

Thanks be to God for His continued blessings and guidance as we serve our brothers and sisters both locally and in the Middle East.

Committee Members: Nikki Butera (chair) and staff Pastor Mofid Wasef, Iman Karras, Mirna Wasef, George Samaan and Ayman Elguindy

CONGREGATIONAL CARE

Rev. Dr. Mofid Wasef; Carol Kasser, Barbara Weeks

Congregational Care Coordinators, Carol Kasser and Barbara Weeks, have completed almost two years of supporting our congregation.

We generally mail 50–60 birthday cards to church members and friends every month that have been signed by the church staff. This allows us to let them know the church is thinking about them. It is an outreach to people who may not have thought about us in a while and also a means to update Shelby. We try again to contact people whose envelopes were returned. As appropriate, we propose eliminating these names from our database to save the church unnecessary expense.

We make phone calls and send emails and letters to people to assess if they are still interested in hearing from our church. We mail cards of encouragement to individuals who have had a major health event, or to families of people who have gone to be with the Lord.

We are part of the assessment team for people in need who approach our church for financial help. We look to give out not only gas and food gift cards, but also sack lunches of nonperishable foods and lists of area food banks or other supportive services. We update the Gallery and Military Prayer cards on a monthly basis, and make sure they are in the Welcome Center and the Gallery. We maintain the Congregational Care booklet and place it around the church to inform members and visitors of the current supportive services the church provides.

We plan for our Congregational Care Ministry Fair, next scheduled for October 6 on the patio. Every Congregational Care Ministry is invited to have a display table and discuss their areas of support. The gift basket give-away is a fun highlight of the Fair; our food-themed basket is always popular.

Blue Christmas is our December event. Christmas can be a difficult time of year for those who have experienced the death of a loved one, either recent or longer ago. We provide a safe space for expression of grief even as we celebrate the birth of Christ.

We work as a team with the Parish Nurse and other Congregational Care ministries to help support the congregation in many ways, and we are open to new ideas to shine the light of Jesus.

MEMORIALS

Sue Melnyk, Coordinator

The Memorial Ministry held 15 memorials in the chapel and sanctuary. There were 17 interments. The interments were in our memorial garden as well as several cemeteries.



We also had receptions/fellowships after the memorials taking place in our Fellowship Hall and occasionally in the Gallery. The church provides the drinks for the receptions. The family makes arrangements for the food.

There is a team of volunteers that assist with the memorials and the receptions. Our team has increased by several volunteers since the previous report.

Families often comment on how this ministry has helped them during a difficult time. One person said they will never forget how this church has helped their family.

Memorial team volunteers: Jeanette Frabotta, Nancy Harasciuk, Cheri Hunter, Marianne Bohley, Carolyn Buckner, Karen Kritzer, Linda Johnson, Betty Childs, Cathy Gross, Mary Lou Flesh

PARISH NURSE

Marilyn Glover, RB Parish Nurse Coordinator

The Parish Nurse Ministry features many of our routine services – in new ways. Our focus continues to be on sharing God's love with others through education, service and personal contacts.



A Philips Heartstart AED (Automated External Defibrillator) now sits in the Gallery AED cabinet ready for emergency use. Since it was put into place in August 2022, there have been three in-service classes in which 44 staff and volunteers were trained. The American College of Surgeon's – Stop the Bleed Course was held on campus and attended by 19 staff and volunteers. With the assistance of a generous donation, ten Stop the

Bleed kits were purchased and are in place if a tragic incident occurs on campus. First aid assistance is provided if needed during Worship Services and VBS. Blood pressure screenings are offered the second Sunday of each month.

Emergency Information Kits (similar to former Vial of Life) have been created for congregants. Individuals take these home and fill them out with personal medical information. A kit is helpful when a person is traveling, visiting medical facilities or in an emergency.

The Visitation Volunteer ministry is restarting. This is a friendship ministry in which a volunteer visits a homebound individual a couple of times a month. Devotionals and prayer are included during each visit. Two orientation classes were held and we now have a total of ten volunteers.

The parish nurse also contacts people facing health challenges with encouragement, prayer and resources. Receiving a text message is appreciated and meaningful in uncertain times.

Every few months, the names of individuals who recently died are printed in the Newsletter under the heading “With The Lord.” This gives each of us an opportunity to pray for their loved ones who mourn.

Parish Nurse Volunteers: Cathy Gross, RN, Leah Brown, RN, Jeanette Frabotta, RN, Karla Hays, RN, Penny Johnson, RN, Judy Venn-Watson, RN

HELPING HANDS

Carol States

RB Community Helping Hands ministry has been in existence since 1995. Like other ministries, Helping Hands was disbanded when the Covid pandemic raged throughout our area. In late 2022, as restrictions were lifted, efforts began to restart this popular and much needed ministry within our church. Deacons were receiving requests from our congregants for information on when the ministry would once again be available. Most of the previous volunteers were no longer available and a new team was formed in October of 2022.

This past year this ministry has served 29 requests from our congregation. Since restarting the ministry in 2022, the ministry has now completed 84 requests. In addition, we have helped with various church projects on campus as well as repairs for our preschool.

Helping Hands provides minor household repairs in plumbing, electrical, electronic and some carpentry repairs. The ministry also assists with smaller projects such as changing a hard-to-reach light bulb, turning a mattress, changing batteries in smoke alarms and garage door openers. There is never a charge for our services unless a part is needed for the repair. Some recipients of our ministry prefer to make donations, which are used to support various church ministries, or to help provide needed repairs for the less fortunate in our church family. Our volunteers all undergo background checks and are well vetted.

Our current team volunteers are Adrian Melnyk, Bearry Schuster, Keith Sherwood, Larry Martin, and Robert Homer.

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.” I Peter 4:10 (NIV)

DEACONS

Rev. Dr. Mofid Wasef; Carol Kasser, Moderator

The Deacons continue to fulfill their ministry as the “Heart and Hands” of the church. Our primary mission is to serve our own congregation first, and then reach out to the local community. Through our Deacon Committees and the generous monetary support of our congregation, we are able to meet many of the needs as outlined below.

The Calls and Caring Committee makes about 20-25 visits per month to the ill and homebound often delivering flower mugs created by our Flower Mug Committee as well as devotionals and church newsletters. They often include prayer shawls or quilts as special offers of support. Additionally, they make phone calls to those we cannot visit, but who need the love and contact that we can provide.

The Sunshine Committee sends out 30+ get well, sympathy, encouragement, or cheer cards each month. They also send special birthday cards to our members who have reached 90+ years.

Deacons serve on many other committees that provide special service to our church. The Information Station Committee staffs the Information Station each Sunday to help direct visitors and provide information about church activities. The New Baby Committee creates bags of gifts for new parents in our congregation or preschool. Family Assistance Committee approves requests for financial help from members of our congregation or those affiliated with the church. The Communion Committee prepares the elements for Communion each month and cleans up after the service.

The Deacon Outreach Committee works with the Church Mission/Outreach Committee to support the monthly food collections and church-wide special collections. Following are some of the purchases that we have made:

- Bicycles for the Military Outreach Mission
- “Undies” for “Undies Sunday”
- Backpacks and school supplies for local students
- Clothing and socks for Outreach organizations
- Gas cards and books for women enrolled in Point Loma University’s “Beauty for Ashes” program
- Gift cards to graduating seniors in the Poway “Youth in Transition” program
- Outerwear for local distribution

Following are some of the projects that we have helped to fund within our church in this fiscal year:

- Delivered Christmas and Easter plants to home bound members
- Purchased material for a newly established GriefShare group at Casa
- Purchased a mixer, oven mitts, toaster and plastic containers for the kitchen
- Volunteered at VBS
- Provided funds to provide lunch for VBS volunteers
- Provided monetary support for members seeking counseling and financial assistance
- Gave additional money to the Preschool to support scholarships
- Provided funding to purchase equipment for the Youth Theater Ministry

In our budget, we also provide support to many of the church ministries, such as, Congregational Care, Youth, Preschool, Tied in Prayer, Flowers, and Devotionals among others.

This is a sampling of the projects the Deacons have undertaken in the past several months and not an exhaustive list. We pray that, through our Lord, the Deacons have been a blessing this year and can continue to be so in the year ahead. We feel blessed to represent Christ in our ministry.

HOSPITALITY

Joyce Schroeder, Coordinator

What does Hospitality really mean? It means focusing on others and making others feel welcome, comfortable, and valued, extending warmth, kindness and generosity toward guests, visitors and strangers...hoping to foster an environment that fosters connection. True hospitality extends in all directions here at our church.

The Mission of the Hospitality Committee and Team is to be an integral part of the welcome to any and all persons who are members of the church and those who are attending for the first time or third time. Welcome starts with that first step on campus on any given day of the week.

As a Team we provide welcome bags that include information about all of our programs, a note from Pastor Geoff and a prayer square...all to say we are happy that you are here.

Over the past year the Team has been involved with activities that have reached our church families and those within the community: car show, Wednesday night dinners, Ladies Tea, memorial celebrations, Christmas decorations, Breakfast in Bethlehem, providing snacks on our courtyard on Sunday, receptions following concerts and theatre productions...serving when and where we can and doing it with a smile.

It seems a major part of our volunteering is food, enjoyed so much at many of our events...the kitchen is run by all volunteers with our team having taken managerial training and food handler testing and training for others...adhering to county requirements, maintaining inventory, ordering, cleanliness, and maintenance of equipment. We are blessed to have Jenny Graff as our only staff employee who works along side at any and all events with us sharing her 20+ years of experience in the kitchen.

In the coming year, nothing will change except to extend our outreach to make everyone feel welcomed and included....we want to encourage growing relationships with God and with each other as we work together.

Committee Members: Leah Brown (chair and Elder member), Kathy Wesley, Diana Hall, Lisa Lutz, Cheri Hunter, Randy Hill, Joyce Schroeder and Jeanette Frabotta



STEWARDSHIP

There is much evidence of God's promise and calling at RB Community, where we are "blessed to be a blessing" in our community. Across the many growing ministries of our church family, we see first-hand the difference he is making through our loving work. Reading through the pages of this report highlights so many positive outcomes of the generous outpouring of our time, abilities, and financial resources.

An important note for us, in the midst of this growth is that there are more opportunities and needs than what we are able to fulfill with our current resources. Now is the time to invest even more to further the growth of our ministries.

Continuing the plans from 2023, the Stewardship Committee has begun implementing the opportunity of "year-round stewardship" by highlighting the growth of our ministries. Each month we hear great news coming out of our youth and family ministries, our Preschool, our worship and arts programs, our small groups and Bible studies, and more. We hear also, of the opportunities to "double-down" on how we can actively participate, pray for, and financially support the work of our church.

Stewardship is God's calling to be the body of Christ. Please prayerfully consider increasing your response so that we can continue to be a blessing to our community and world.

Committee Members: Chuck Deckert (chair), Tom Insley, Deborah Kelly, Elders Leah Brown and Linda Souerbry

MISSIONS & OUTREACH

The RB Community Missions Committee is chartered to help our church fulfill the Great Commission: to preach the Good News of Jesus Christ to every person and to make disciples of all the nations (Matthew 28:19-10; Mark 16:15; 2 Corinthians 5:17-21; Matthew 18:10-14). We are a standing committee of the congregation which works to reach, serve and save God's people beyond our church family. We manage a Missions fund supported solely through direct gifts, including the budget to support local Outreach Ministry in San Diego as well as to support missions and missionaries who reach communities beyond our own.

In the 2024 fiscal year, through your prayers, direct donations to missions, and generous bequests, we were able to invest \$110,000 to accelerate Christ's impact on the world. These funds allowed us to support missions and missionaries reaching those beyond our community as well as to fund countless hours of local service, transportation, meal packing, and other efforts that enable our total contributions to have a far greater impact than the monetary contributions alone.



10 missions and missionaries supported financially and spiritually help us reach the world for Christ, as well as the Agabus and Matthew 25:40 missions of RB Community

We came together as a congregation to bless those in our region and beyond. You packed 45,000 meals for our sister churches throughout Baja to distribute to those in need. Through the Local Outreach Ministry, we have also been blessed to nurture our San Diego community. You have served the homeless and those in need by donating 24 SUV's of groceries, 3500 sack lunches, and 13 SUV's of clothing, bedding and essentials alongside another \$2565 in direct donations. You have provided 305 backpacks with school supplies & 151 pairs of new school shoes for children in our community. Your donations of blood will benefit 63 people. At the holidays you packed 284 shoeboxes and acted as a local collection site to receive and organize a total of 912 shoeboxes for Samaritan's Purse. You provided over 195 Thanksgiving Dinner Bags for local residents. The church sewing circle and knitting group have provided many handmade items as well. We have coordinated distribution of these donations through local partners including 4 Community Care (serving Poway Unified School District), New Day Urban Ministries (through the Presbytery, serving San Diego downtown), Salvation Army, Interfaith Community Services (Escondido), Solutions for Change, Alpha Project, STEP, Ronald McDonald House, Alabaster Jar, Generate Hope, PUSD Youth In Transition and Speak Up Now serving homeless, foster children, victims of human trafficking, enlisted military families, and even animals in need through SD Humane Society. And with each donation of time, talent or treasure, you have prayed for those we serve that our gifts may be a blessing to them and that they will know Christ's love.

During this same time period, through your designated giving to missions, we were able to financially and spiritually support the following Missions and Missionaries in serving and saving in the name of Christ. We ask you to continue to keep each in your prayers:

- Baja Presbyterian Missions - building new churches and nurturing new sister congregations in Baja California; serving Baja with food, clothing, funeral assistance, and Bibles for refugees
- Mongolia Centurions Military Ministry and New Life Teachers Ministry - reaching and serving new Christians in Mongolia
- Walindwa - providing a nurturing Christ centered home and education for children most in need in Kenya's Rift Valley
- Escuela Cristiana de Camiri - providing Christ centered, high quality education in Bolivia
- Grace Children's Center and Gatyana Bible College - serving homeless and abandoned children, and bringing the Good News to the Transkei region of South Africa
- MOTE (Missions On The Edge) - sharing Christ's redemptive love in the prisons of Latin America and beyond
- Linley Krahel - reaching, serving and saving victims of human trafficking and prostitution in Knoxville TN and globally through Raising a Voice.
- Ana and Beshoy Metry - preaching the Gospel to the growing populations of unreached people in the 10/40 window, and most recently with your support in Zambia, Iraq, and Brazil.



	45,000 meals
	24 SUV's groceries
	3,500 lunches
	13 SUV's essentials
	305 backpacks
	284 shoeboxes packed; 912 coordinated & sent
	195 Thanksgiving bags

Together, we are living out the Great Commission and touching the world with Christ's redeeming love. Please continue to GIVE to the designated RB Community Missions fund, ACT by getting involved in our local Outreach Ministry, and PRAY for all of the missions and missionaries we are privileged to serve Christ alongside.

Committee members: Elder Karissa McKenna (chair), Jerry Carleton, Barbara Angius, Frank Wesley, Dennis Lutz, Ginger Stauffer, and volunteer staff Elaine Johnson

PRESCHOOL

Kim Vandergrift, Director

I'm happy to report to the church leadership and church members about another great year at RBCPC Preschool. It would not have been possible without our outstanding teaching staff, the support of the church, the church staff, and wonderful preschool parents and their amazing children. What an exciting ministry of teaching young children with love and care in our community, and a great way to share God's love.

Our enrollment for 2023-24 was about 160 preschool students and 83 families in our Parent Education (Parent/Child) classes. Preschool children include kids age 2-5 years. Our Parent Ed. classes host children 12-36 mos. along with a caregiver. Enrollment for our Parent/Child classes continues to grow, with waitlists to participate.



We were grateful to be able to offer scholarships to families in need. Thanks to the church for their support of scholarship funds. This is a beautiful way for the church to minister to the families and our community.

Our teaching team gives from the heart. We gratefully welcomed the four new teachers who joined us this summer. Our staff works to meet the needs of each child in their care. Our teachers partner with parents to provide the best care and preschool experience as well as offering supports when needed. This past year, we walked alongside a few families who tragically lost their unborn babies and (in one case) a 1-week-old baby. Though the situations are tragic, families bond together in support of each other. We work to make our preschool community feel like family.

Chapel was a highlight for many children. Pastor Geoff led our chapel times, leading the children in Bible stories and joining us in singing and celebrating birthdays.

We had fun events, like our 4-year-old costume parade in October and Christmas Fellowships in December. We enjoyed engaging with parents in our Dad's Night in March and our Mother's Day Tea in May. The children also like to get involved in our special Hat Day, Sports Day, and Crazy Hair Day. On the last day of school, we celebrate with a Pizza Lunch. Families gather on the courtyard after their child's class, to eat pizza and share special memories and moments with the teachers and other families.

We continued a couple of long-time partnerships. The HOPE Infant Program from the SD County Department of Education has been involved with our preschool for a number of years. HOPE is a program that offers support to families of infants and toddlers (0-3-yrs) who have special needs. Our partnership with this program is very important to us as we work to welcome children of all abilities. We also continued our partnership with Abraxas and their adult students who gain work experience while sharing care and time with our preschoolers and staff.



We held another successful Craft Fair fundraiser in October with help from dedicated parents and a former preschool parent. We are happy to host returning and new vendors. The annual Craft Fair continues to serve our community after 36 years.

School districts continue to lower the age requirements for their Transitional Kindergarten (TK) classes. The TK plan to work toward a universal preschool in the public schools has affected our enrollment for our 4-yr-old-classes. So this year we sent out information explaining the differences between our program and the public school's TK classes. The result was a surprise increase of enrollment for our program. This fall we have an extra class of 4- and 5-yr-olds.



With a desire to honor the families who chose to entrust their children with us, and in outreach to the community, we looked into increasing classroom space. Uncertain if this will be a continuing growth, or just a single year, we didn't want to make structural changes and incur major costs. Working with the church leadership and facilities team, we found a "home" for these classes in the Toddler Rooms, near the nursery. We transformed the Toddler Rooms into preschool classrooms by ordering new furniture, moving furniture we had in storage, using extra supplies and purchasing what we still needed. We had the rooms licensed with Community Care Licensing (State of California). We'll begin classes in those rooms along with the rest of the campus on Monday, August 26th.

Thanks to our elders Larry Martin and Barbara Weeks for their great support of our ministry, as they worked to make the new preschool rooms a benefit for the church as well as the school.

RBCPC Preschool remains committed to offering a loving, safe, nurturing, learning environment for children, serving our area as a ministry of RB Community Church. We are glad to help the children learn about God and the world around them each day. It's exciting to see God working through the church and the Preschool Ministry.

Committee Members: Elders Larry Martin, Barbara Weeks and staff Kim Vandergrift

Departments/Committees

OFFICER NOMINATING COMMITTEE

The purpose of the Officer Nominating Committee (ONC) is to identify potential candidates for leadership as elders and deacons, to evaluate their qualifications, to discern the authenticity of their calling, and to bring forward nominations to the congregation for its approval. The committee is also responsible for soliciting nominations for and vetting two congregational representatives for membership on the following year's ONC, presenting them to the congregation for approval. This past year the committee was also called upon to bring nominations forward to the congregation for a Pastor Nominating Committee (PNC).

Deacon/Elder nominations for the classes of 2026 ran from mid-March to July 1. Periodic articles encouraging nominations were included in the e-news. These articles included a link to a nomination form; printed copies were also available in the front office and at the ONC table manned by committee members each Sunday. Applicants either self-nominated or were nominated by another member. The practice of not asking permission to nominate a candidate was continued as they could decline without applying. Application forms, along with a cover letter from Pastor Geoff, were sent to all nominees who did not decline. All members who submitted an application form were interviewed. ONC's recommendations for deacon and elder classes of 2026 (serving 2024-2026) were:

Deacons: Carol Asbury, Marianne Bohley, Joyce Floyd, Ellen Fowler, Diana Hall, Gwendolyn Long, Kristine Martin, Eileen Neville, MaryEllen Robinson, Judy Wilson and Paul Zimmerman.

Elders: Irene Dunny, Warren Johnson, Larry Martin, Mel Neville, George Samaan and Barbara Weeks (alternate).

At-Large Congregational Members of ONC: Andy Fichthorn and Mirna Wasef and PNC Members: Nikki Butera, Tony Cook, Jeannette Haley, Mike Hughes, Elaine Johnson, Warren Johnson and Linda Souerbry were also recommended to the congregation.

All of the slates were voted on and approved at the Congregational Meeting on October 29, 2023.

The 2024 ONC members began meeting in March to discuss lessons learned from the previous year and review the current ONC Charter for any applicable changes. One suggestion, approved by Session vote, was to expand eligible nominations to include active participants, individuals who have regularly attended

and been involved in church activities, but were not “official” members. Any active participants recommended for deacon or elder would need to officially join the church prior to ordination and installation. A timeline for deacon/elder selections for the class of 2027 was determined and members were each assigned a duty.

Nominations for the classes of 2027 opened in April and closed June 30. The committee used the e-news, pulpit announcements, church website articles, video presentations by a current deacon and current elder during the “Life of the Church” portion of the service, flyers and weekly manning of an ONC table to encourage nominations.

Committee Members: Session members Elders Deb Sather (Chair) and Larry Martin (Vice Chair), Deacons Terry Elrod and Gene Gobeli, and Congregational Members-at-large Andy Fichthorn and Mirna Wasef

HUMAN RESOURCES

Our Human Resource Committee (HR) exists to ensure policies, procedures and processes are current to support our employees and volunteers, as well as keeping everyone safe while on campus. We also strive to foster a positive work environment free of any reprisals and to assure that employees have someone in HR to whom they can go confidentially to voice an opinion or concern.

Annually HR is also responsible for ensuring each employee gets a performance evaluation and for preparing a compensation package for the church budget. In short, HR makes sure any new, needed policies are prepared, our existing policies, procedures and processes are current, and strongly advocating that our employees be fairly compensated.

One of HR’s major accomplishments this year has been from our employees, mainly the supervisors and their direct reports. HR introduced the need to overhaul our system for evaluating employee performance. This included updating job descriptions for each employee and providing supervisors with a new annual review form, which includes both past year performance and goals for the coming year. HR is pleased that all of these tasks were completed in a timely, outstanding fashion. Currently HR is in process of making their final recommendations to supervisors how a modest increase, retroactive to July 1, will be administrated. Factors such as job descriptions, performance reviews, current pay and longevity of service will be used.

The need to keep everything current is ongoing as federal, state and local laws are constantly changing, and this resulted in some key achievements this year. As the state increased minimum wage, HR had to evaluate each employee's compensation, and this required a few increases. Our Employee Manual was updated three times during the last year to meet requirements for new state laws. Starting July 1, 2024, California requires that we have a written workplace violence prevention plan (WVPP). HR is actively working this to have an approved plan and complete training on the WVPP for all employees by end of September, 2024.

Committee Members: Mel Neville (chair), Anita LaMotte, Elaine Johnson, Lesa Haugh, Shirley Dahlberg, Matt Brooks and Geoff Kohler.

ADMINISTRATION & FINANCE

The Administration and Finance Committee oversees the finances and administration of our congregation and church. The committee works to provide effective support of systems, finances, facilities, equipment, and people in order to be good stewards of all assets and ministries of the church.

Specific accomplishments for this year included prioritizing the facility repair and improvement needs. Our Facilities Committee has been working diligently to accomplish the deferred maintenance and other major repairs and projects. Financial oversight of these projects falls to A&F. Working with Facilities, we have prioritized work and managed funding of the capital expenditures. Also, insurance for our property was changed to increase coverage and reduce premium expense.

We initiated a new activity to gain greater insight into the various Session committees and ministries. They were invited, and came, to A&F meetings to describe their activities, goals, and needs.

The A&F Committee also provides oversight of the church's endowment funds. These funds have been held in the New Covenant Funds (NCF) subsidiary of the Presbyterian Foundation. After careful study and meetings with representatives, the Committee recommended to Session that the funds be moved from NCF to another company related to the Foundation, the New Covenant Trust Company. This will give the Committee the opportunity for more frequent consultations with investment advisors, and the opportunity for a more widely diversified portfolio.

Committee members: Elder Bill Bokesch (Chair), Elder Nikki Butera (Vice Chair), Treasurer Tony Cook, Jeannette Haley, Le' Kubow, Elder Mel Neville, Tom Insley, with Ex officio members: Lesa Haugh, Geoff Kohler, and Kathy Marshall Lund.

FACILITIES

Gabriela Martin, Manager

The Facilities Department experienced a year filled with achievements and was diligent in successfully restoring and maintaining our beautiful church campus; all while supporting the mission and vision of RB Community ministries. We continue making improvements to provide a safe and secure place of worship and to be in compliance with the State and Local Government safety policies. The following report has been prepared by your staff and the input of Elders Brad Kutzner and Warren Johnson. These gentlemen take pride in their role of being my professional mentors.

Highlights of our department:

- Our custodial staff: Adam Martin, Efren Contreras, Monica Maciel and Cristina Contreras continue their employment with us, completing their third year. The quality of their work and the attitude they each carry is to be admired. This year we hired a new custodian, Sam Carrillo.
- Hosting Community Groups: We continue to make it a priority to provide support to our community by welcoming eight outside groups on a regular basis and being a shelter to missionary groups heading to Mexico.
- HVAC: We at RB Community are dealing with a complex HVAC system. This year we received training on, and operated the controls system of a modern platform which allows us to efficiently monitor and operate, thereby saving thousands of dollars.

Significant tasks:

- We completed the installation of a new roof on the Educational Building, including the repair of some major structural elements that had been heavily damaged by termites.
- We resurfaced the lower parking lot with fiber reinforced asphalt and provided new striping of the handicap stalls to bring them into ADA compliance.
- During our roof work, Hurricane Hillary dropped a significant amount of water on our uncompleted roof and caused significant interior damage of Preschool Classroom #252, which was successfully repaired.

- Boy Scout Troop #680 completed the Eagle project of repairing the roof and interior damage of the storage shed.
- The Guardians have partnered with a local security company that assists us during major events.
- Replaced EXIT signs and emergency lights throughout the campus.
- Performed major repairs to the Fire Sprinkler System.
- Fire Marshall inspection resulted in an extensive list of items to be restored in order to be in compliance. They were all accomplished.
- Provided support to our Preschool as they expanded into two new classrooms located at the lower level of the Worship Building.
- Gabby successfully completed the 11 courses for “Essentials of Facility Management”. She is now continuing education into the next level of (Facility Management Professional), a 4 course virtual classes. She is now a member of IFMA San Diego Chapter.

Work in progress:

- We identified water damage at the breezeway between Pineview and the Educational Building. We have been working with contractors to identify the severity of the damage.
- A sewer line issue arose at the Educational Building and will be addressed shortly.

Annual Inspections were performed and repairs were made to be in compliance: State Elevator Inspection; Fire Marshall Inspection including the Fire Extinguisher, Fire Sprinkler System, Water Back Flow, and Kitchen Hood; Termite inspection.

The Carpenters and Helping Hands group members continue to provide support in the day-to-day small repairs on the campus. Their support is greatly appreciated.

The Guardians security ministry has faithfully operated year-round, providing security at small and large events as deemed appropriate.

Operations and Maintenance: Every maintenance contract was reviewed in detail and adjustments were made to guarantee proper coverage.

Committee Members: Elders: Brad Kutzner (chair), Warren Johnson (Advisor), Tim Tweeten (coach for IFMA credentials), Scott Zimmer (Guardians), Scott Fisher (Carpenters), Staff Gabby Martin (Facility Manager)

COMMUNICATIONS & TECHNOLOGY

Luke Graham, Director

This has been a year of expanding the activities on campus, many of which sought communication and audio/visual support. From events like Sunday worship, theater performances and Arabian Night to reaching out to the community to increase awareness of what we are doing, our Communications & Technology Department, and our Communication & Technology Committee, have worked together to streamline and improve what we are doing.

The Committee, led by Session Members Allana Meyers, Mike Hughes and Irene Dunny has worked to develop a plan for how we reach our long-term goals and what needs to be implemented on a regular basis to put that plan into action. The implementation of the plan is in the hands of the staff under the leadership of Luke Graham, our Director of Communications and Technology.

In the past year, this department has covered such issues as:

- eNewsletters
- Website changes
- Creating an internal website for leaders
- Managing installation of a campus-wide Emergency Notification System
- Direct mail for Christmas to the surrounding community
- Social media
- Ads in local papers
- Publicity in local media
- Printed updates on church events
- Continually changing banners on Pomerado Road
- Creating a team of lighting operators

- Coordinating slide operators
- Providing Audio/Visual support to campus events
- Audio/Visual equipment maintenance
- Campus IT support

The goal of Communications and Technology is to address the needs of the congregation and community. We are a church where things are always happening and the more that people understand the complexity of the programs that are part of this organization the more engagement we will have with Rancho Bernardo and the surrounding communities.

Committee members: Elder Mike Hughes (Chair), Irene Dunny, Vickie Bakki and staff, Luke Graham.

Financial Reports

EXECUTIVE FINANCIAL OVERVIEW

RB Community's ministries are supported by the faithful giving of friends and members. Giving for fiscal year 2024 (July 1, 2022 – June 30, 2023) decreased from fiscal 2023. Fortunately, with the exception of some needed facility repairs, overall expenses were below budget. Through the planned use of designated funds for particular ministries and undesignated reserves, the shortfall for the year was \$185,000. This shortfall will be covered by Equity Funds.

This past year has been one of growth, new starts and maintenance. Session decided to authorize deficit budgets for fiscal years 2023, 2024, and 2025 in order to boost children's and youth ministry programs and to complete facility maintenance which had been deferred for several years. Session believes we must invest in our ministries to build giving, and we pray that we will see the results in the near future.

We celebrate God's goodness to us. RB Community's balance sheet (endowment fund and cash reserves) remains healthy. This allows us to strengthen ministry to our congregation and outreach to the community. Praise the Lord.

STATEMENT OF FINANCIAL POSITION JULY 2023 — JUNE 2024

Note: Numbers shown here for the previous year are slightly different from those reported in last year's Report as the Annual Report is published before the final audit.

	As of June 30, 2023	As of June 30, 2024
Assets		
Cash & Cash Equivalents	\$1,783,112	\$1,367,912
Investments	\$5,379,237	\$5,717,927
Other Current Assets	\$1,225,375	\$892,019
Fixed Assets	\$5,521,887	\$5,648,692
Total Assets	\$13,909,611	\$13,626,550
Liabilities & Equity		
Liabilities		
Current Liabilities	\$285,945	\$107,833
Long Term Liabilities	\$725,134	\$686,907
Total Liabilities	\$1,011,079	\$794,740
Equity		
Ministry Budget Equity	\$854,386	\$711,154
Designated Fund Equity	\$2,733,316	\$2,314,198
Fixed Assets Equity	\$4,819,407	\$4,929,543
Endowment Funds	\$4,491,423	\$4,876,915
Total Equity	\$12,898,532	\$12,831,810
Total Liabilities & Equity	\$13,909,611	\$13,626,550

OPERATIONAL FUNDS

The following table includes Actual amounts for last year, Fiscal Year 2023 (July 2022 – June 2023), this year just completed, Fiscal Year 2024 (July 2023 – June 2024) and the Session approved budget for Fiscal Year 2025 (July 2024 – June 2025). As always, staff and volunteers worked hard and creatively to stay within budget while providing innovative, meaningful ministries to our church family and to our communities here and in the world.

	Actual 22-23	Actual 23-24	Budget 24-25
Revenues			
Contributions	\$1,660,690	\$1,564,049	\$1,629,000
Other-Dividend, Interest	\$53,391	\$96,730	\$91,000
Total Revenues	\$1,714,081	\$1,660,779	\$1,720,000
Department Expenses			
Administration	\$280,363	\$250,632	\$255,834
Pastors' Wages/Staff Benefits	\$417,472	\$432,130	\$449,204
Congregational Care	\$68,013	\$40,203	\$44,625
Worship & Arts	\$158,949	\$165,672	\$194,100
Children, Youth	\$137,354	\$153,005	\$184,404
Adult Ministries	\$22,764	\$28,147	\$29,038
Congregational Life	\$40,797	\$35,425	\$28,100
Technical Services/Communications	\$108,926	\$117,850	\$112,725
ASM Expenses	\$15,130	\$12,666	\$17,500
Facilities	\$510,782	\$517,818	\$543,700
Office Operations	\$82,980	\$91,740	\$98,175
Total Expenses	\$1,843,530	\$1,845,287	\$1,957,405
Subtotal Net Revenue/Expense	-\$129,448	-\$184,508	-\$237,405
Missions			
Transfer/Mission Des Fds	\$110,000	\$139,214	\$110,000
Missions/Total Expenses	-\$110,000	-\$139,214	-\$110,000
Total Missions Net	\$0	\$0	\$0
Preschool			
Total Revenue	\$596,837	\$677,695	\$914,344
Total Expenses	-\$594,546	-\$646,349	-\$914,344
Total Preschool Net	\$2,291	\$31,346	\$0
Capital Expenditures			
Transfers from contingency	\$234,074	\$479,667	\$200,000
Capital Expenses	-\$234,074	-\$479,667	-\$265,000
Total Capital Net	\$0	\$0	-\$65,000
Total Net Revenue/Expense	-\$127,157	-\$153,162	-\$302,405

DESIGNATED FUNDS

Designated Funds includes money given for specific use. These funds roll over to the following year. Some of these funds are replenished by added contributions, so their ending balance is the net of new contributions and expenditures during the year. With the Wood and Treat estate gifts we were able to use a portion for missions, children, and youth programs. These “Special Purpose/Estate Gifts” are specified for particular ministries by the Session, after honoring instructions of the donors.

Note the “Contingency Funds”. Capital expenditures (to keep facilities operating) are funded from this account. In fiscal year 2024, the major capital expenditures included roofing, parking lot pavement, and continued improvements in heating, ventilating, and air conditioning equipment. Such expenditures amounted to \$479,667 for the year. A portion of the earnings on endowment funds are used to replenish the Contingency Funds.

	Beginning Balance	Ending Balance
Administration & Finance	\$1,406,129	\$1,037,256
Contingency Fund	\$298,162	\$21,195
Karen Carey Memorial Fund	\$2,816	\$835
Memorial Garden	\$43,623	\$41,113
Extended Ministries Fund	\$744,156	\$638,432
Special Purpose/Estate Gifts	\$0	\$169,362
Weddings	\$2,950	\$2,950
Univ. of Colorado Remainder Interest Fund	\$314,422	\$163,369
Worship Music & Arts	\$67,530	\$44,880
Traditional Music	\$25,199	\$7,215
Childrens/Youth Music Fund	\$21,435	\$16,288
Choir Fellowship	\$123	\$694
Concert Series	\$20,773	\$20,682
Family Ministries	\$32,695	\$20,533
Childrens Ministries Reserve	\$15,064	\$3,404
Mothers of Preschoolers (MOPS)	\$8,026	\$8,026
Mom's Connect	\$1,731	\$1,731
Tied in Prayer	\$13	\$13
Mens Ministries Reserve	\$502	\$0
Womens Ministries Reserve	\$7,359	\$7,359
Early Childhood Center	\$169,597	\$183,229
ECC Sharing Lives	\$19,445	\$19,595
ECC Reserve	\$150,152	\$163,635
Student/Young Adult Ministries	\$83,307	\$41,831
HS Mission Trips	\$11,257	\$11,257
Ahrens Camperships	\$4,950	\$3,354
Cherrstrom Memorial Youth Fund	\$15,641	\$18,657
Thomas Hunt Memorial Fund	\$662	\$729
Middle School Ministries Reserve	\$29,198	\$7,626
High School Ministries Reserve	\$21,391	\$0
Young Adult Ministries Reserve	\$208	\$208

	Beginning Balance	Ending Balance
Congregational Care	\$166,451	\$150,394
Cancer Support Group	\$930	\$0
Stephen Ministries	\$13,418	\$13,418
Healing Ministries	\$1,831	\$0
Prime Time	\$1,433	\$1,433
Windjammers	\$1,000	\$1,000
Congregational Care Reserve	\$600	\$0
Deacons Operational Fund	\$142,913	\$130,408
Marriage Enrichment Ministries	\$4,327	\$4,135
Scholarships	\$3,673	\$4,152
Lee College Scholarship Fund	\$2,788	\$2,788
Presbyterian Scholarship Fund	\$885	\$1,364
Connecting/Outreach	\$70,602	\$46,121
Fireside Fellowship	\$1,009	\$0
Library Fund	\$1,476	\$1,121
Outreach Ministries	\$68,117	\$45,000
Mission Committee	\$733,333	\$802,547
All Church Mission Trip	\$56,784	\$49,038
Arabic Ministries	\$6,426	\$6,000
Agabus	\$208,220	\$253,057
Arabic Asylum Fund	\$8,558	\$7,258
Carpenter's Fellowship	\$4,624	\$3,212
Helping Hands	\$13,657	\$16,611
Missions-Restricted Donations	\$147,028	\$212,508
Mission-Unrestricted Donations	\$288,035	\$254,862
Total Designated Fund Equity	\$2,733,316	\$2,330,943

Thank you for making all of this possible.

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The Stewardship Committee of RB Community



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