



**RANCHO BERNARDO COMMUNITY
PRESBYTERIAN CHURCH**

2025 ANNUAL REPORT



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2025 ANNUAL REPORT

This year at Rancho Bernardo Community Presbyterian Church, we continued to expand our offerings of worship, classes, after-school activities, and outreach while fulfilling God's mission of proclaiming the good news of His love for all creation. We follow the Book of Order, the Constitution of PCUSA, which says "Christ alone rules, calls, teaches, and uses the Church as he wills."

This past year Transitional Pastor Geoff Kohler continued to guide us with growth of relationships, facility changes, new Elder responsibilities, and preparing for a new Senior Pastor. Geoff helped us be calm and learn more about how God was guiding us. Geoff Kohler retired at the end of July 2025.

One of the congregation's greatest joys this year was to approve the call of a new Senior Pastor. Pastor Jason Ko is most recently from the Community Presbyterian Church of La Mirada. Pastor Jason was unanimously approved by our congregation, and he will begin his new position in September 2025. We feel blessed, and we praise God for Pastor Jason, who we feel will be an energetic, insightful new Senior Pastor and Head of Staff.

We are happy to report we have continued to make progress in our financing, staffing, attendance, and Preschool. We completed 1 New Members class; many others have committed to a New Members class to be led by Pastor Jason. The Arabic Ministry continues to grow, and Pastor Mofid continues his deep and loving involvement throughout worship and in the entire congregation. The ruling Elders, who make up Session, as well as the Deacons, continue to work closely with church staff and volunteers to discuss and make decisions in committees that both guide and support the church and congregation.

We pray we will continue to be a community of faith, hope, love, and witness in the coming year. We pray the congregation will continue to find increased fulfillment in their Christian journey, to become closer to Jesus, and to feel the loving embrace of God, our cherished friend.

Your Session

"Christ in you brings hope of all the great things to come." Colossians 1:27

NOTE FROM GEOFF KOHLER, TRANSITIONAL PASTOR

As you read this, you will be expecting the arrival of your new pastor, and the point of my work will be accomplished. It has been a great gift, as you've heard me say, for me and Beckie to be part of this community. We have grown and we have thrived here, and it has been delightful, exciting, challenging and rewarding to participate in the growth here. We anticipate the church thriving as you move into your future.

The last four years have included a lot of change and growth. You have become a different church in some ways. You're the ones who can say best how you might see that. For me, I know that the growth of the staff, the repair work on the campus, the responsibilities of the Elders, the spiritual growth of individuals and my own growth in relation to this community has all contributed to that feeling.

You have grown out of a tumultuous season as a community of faith, one that lasted too long. But you have grown out of it. You're on a different heading now, one that expresses the importance of your participation, each person's, as you move ahead. You're a community that gathers and chats with each other, that in itself cannot be overestimated. You're moving back into regular experiences of study and eating, that can't be overestimated. You've done the work to find, to call and to welcome a new Pastor and his family. That is a celebration of God's good work in this faith community because it states that you're ready for the future.

Your grounds and buildings are sound. Your staff people are prepared to do the work and are doing the planning to make the fall come to life. You have multiple community groups that are looking to hold their meetings here. Your Presbytery will meet the day after your new pastor arrives and starts his first week. You will have new visitors and people wondering if they'll be welcome. This coming season will take on a buoyancy as you make yourselves available.

Imagine every time you volunteer to help with something that you are investing in the future, that you're expecting a return, because you'll see it. God enjoys you and God enjoys this church. You're going to be well, do well and create wellness in others.

Blessings,

Geoff Kohler

Transitional Pastor



NOTE FROM MOFID WASEF, ASSOCIATE PASTOR

Dear beloved people of God,

The prophet Amos delivered God's message to Israel during a time of moral decay and social injustice. While most of his prophecy warned of coming judgment, the final section (Amos 9:11–15) shifts to a promise of hope and restoration:

“In that day I will raise up the booth of David that is fallen and repair its breaches, and raise up its ruins and rebuild it as in the days of old” (Amos 9:11).



Amos uses the word booth (Hebrew sukkah)—a temporary shelter or tent—to picture the fallen dynasty of David. Once glorious under David and Solomon, it had been broken by sin, idolatry, and exile. Yet, God promises to restore it—repairing what is broken and rebuilding what lies in ruins. This points forward to the Messiah, the Son and Lord of David.

In the fullness of time, Christ came. After His crucifixion, resurrection, and ascension, He sent the Holy Spirit to continue His work of restoring His Kingdom—first among the Jews (Acts 2), then among the Gentiles (Acts 10). In Acts 15:16–17, Apostle James quotes this prophecy from Amos, showing that it is fulfilled in Jesus, who gathers both Jews and Gentiles into His restored Kingdom.

As we at RB Community look back on this past year, we give thanks to the Lord for His blessings. We praise Him for bringing us into His Kingdom and for allowing us to share in His work of restoration. We serve for and in His Kingdom. We serve as His fellow workers (1 Corinthians 3:9), laboring for His Kingdom as children of the King, living, serving, and ministering under His rule.

This past year has brought both challenges and blessings, yet God's faithfulness has never failed. He has guided, sustained, and grown His church. This report reflects what the Lord has done through His people here at RB Community—for His glory.

We thank God for every member, attendee, volunteer, and staff member. Your prayers, service, and generosity testify to the work of Christ in our community, and worldwide.

“Now to him who is able to do far more abundantly than all that we ask or think... to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen” (Ephesians 3:20–21).

In Christ,
Pastor Mofid Wasef

ELECTED LEADERSHIP

CALENDAR YEAR 2025

ELDERS

Class of 2027

Robert Homer
Tom Insley
Terry Norwood
Ginger Stauffer
Frank Wesley

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)

DEACONS

Class of 2027

Thair Albanaa
Betty Childs
Mary Lou Flesh
Jeannette Haley
Kevin Hirst
Kathryn Homer
Wanda Insley
Jill James
Jennifer Kennedy
Mike Munger
Gayle Murken
Carol States

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

CORPORATE OFFICERS

President: Elder Frank Wesley, 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: Jeannette Haley, Deacon, Treasurer

STATISTICS

(MEMBERSHIP, NEW MEMBERS, BAPTISMS, MEMORIALS)



Ministries

SPIRITUAL FORMATION

Rev. Dr. Mofid Wasef, Associate Pastor

The past year has brought continued adult education offerings within RB Community. We have provided a variety of opportunities for growing and sharing our faith, ranging from our newer interest focused groups to ongoing LifeGroups, periodic Connection events, and more structured in-depth Bible study classes. We have 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. The Connection ministry events tend to grow as we focus on topics of interest and strive to build community. There are programs with speakers quarterly and group follow-up options that meet monthly to encourage connection within our RB Community family.

Members of our team also work with Hospitality in the planning of Women's Tea, Men's Breakfasts and Women's Brunch and other ministry events throughout the year.

In the fall, "COME AND SEE" was again an opportunity for members of the congregation and friends to gather on Wednesday evenings for food, fellowship and spiritual nurturing as we viewed the remaining four episodes of Season 4 of The Chosen. The viewing of the video was followed by discussion and a teaching time by Pastor Mofid. With Season 5 not available until fall of 2025, a series entitled Drive Thru History – The Gospels was used beginning in January following the same format.

During Lent one of our LifeGroup leaders facilitated a power point series by Bill Creasy. This presentation provided information including Biblical narrative, cultural practices and history to tell the Easter story.

Pastor Mofid continued offering his weekly Seekers class with consistent attendance. Members of the congregation have shared in the teaching classes on Sundays after church for those that like to take advantage of being together at that time. Pastor Geoff's periodic presentations from his library of movies led to interesting conversation and insights.

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: Pastor Mofid Wasef, Elder George Samaan, Irene Dunny, Tom Haley, Nancy Hirst, Kathryn Homer, Dee Punttenney, Amy Wazny, Kathy Wesley

MEN'S MINISTRIES

Andy Watt, Leader

The Men's Ministry of RBCommunity continues to be a vibrant and welcoming community, actively seeking to connect and involve men in various capacities. Our regular Thursday morning virtual meetings from 6:30 AM to 7:30 AM provide a consistent space for fellowship, study, and discussion, utilizing diverse content from online video series by Christian authors and pastors, in-depth biblical studies, and explorations of men's responsibilities as Christians. These virtual gatherings are periodically complemented by in-person breakfast fellowships at Denny's, fostering deeper connections. Additionally, throughout the year, the ministry hosts larger, all-men's breakfasts on campus, bringing men together for fellowship, hearty meals, and engaging discussions featuring relevant topics and guest speakers. We remain committed to creating opportunities for men to grow in their faith and build meaningful relationships within our church family.



FAMILY & STUDENT MINISTRIES

Timothy Wazny, Director

This year marked a significant step forward in the life of our church with the formation of the Family Ministry Committee and the creation of its official charter. Approved by Session, this committee exists to provide spiritual oversight, strategic direction, and practical support to all areas of our ministry with children, students, young adults, and families.

Grounded in Scripture and shaped by the needs of our congregation, the committee's purpose is to create a nurturing environment where students are deeply known, Jesus is clearly made known, and families are cared for and connected. The Family Ministry Committee is committed to building a consistent and spiritually formative experience from childhood through young adulthood, helping each individual uncover their unique God-given gifts in a supportive and Christ-centered community.

This committee, chaired by a ruling elder and composed of Family Ministry staff and dedicated members of our congregation, and parents, meets throughout the year to pray, offer counsel, review programs, and collaborate on ministry efforts. They also serve as a vital link between the Family Ministry and Session, ensuring communication, alignment, and shared vision across our church's leadership.

We are excited about the impact this team will have as they work alongside staff and volunteers to support meaningful, lasting discipleship in the lives of the next generation.

CHILDREN'S MINISTRY

Steven Karras, Director of Children's Ministries

The Children's Ministry of RB Community continues to be a vibrant and growing ministry, supported by dedicated staff, volunteers, and families who share a heart for nurturing the spiritual lives of the youngest members of our congregation. Over the past year, we have experienced remarkable growth and celebrated key milestones that reflect God's faithfulness in our midst.

One of the most exciting updates is the



expansion of our Fun Friday program. Originally designed for children from Pre-K through 5th Grade, this monthly event has now grown to include a dedicated infant and toddler program, meeting the needs of even more families. Each month, we are welcoming around 60 children, with a consistent waitlist as families eagerly look forward to participating. Fun Friday continues to serve as both a meaningful discipleship opportunity and a vital outreach to families from our surrounding community and the RBCPC Preschool.

In October, we once again welcomed hundreds of people to our annual Trunk-or-Treat event—a joyful evening of costumes, community, and fun. This event remains a beloved tradition, offering a safe and welcoming space for our church and local families to gather together.

Our Vacation Bible School (VBS) was another highlight of the year. We celebrated an incredible week with over 150 students and approximately 80 volunteers, who worked tirelessly to create an exciting and spiritually enriching experience. Generous donations of time, finances, and food from our church family allowed us to serve daily lunches to our volunteers and end the week with a festive carnival celebration.

Additionally, our Arabic Ministry Sunday School continues to expand, welcoming new families into our community and deepening the relationships within that ministry.

Above all, we celebrate the ways in which God has worked in and through this ministry over the past year. He has provided more abundantly than we could have imagined, and for that, we give Him all the glory. We look ahead with gratitude and eager anticipation for all that the Lord will continue to do in 2026.

"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

This year, we were thrilled to celebrate the graduation of a large group of 8th grade students. This group is especially significant as they are the first to complete their entire middle school journey since our programs reopened on campus after COVID. We are incredibly proud of them and excited to see how they will serve as a strong foundation for continued growth in our high school



ministry. Their presence and leadership will be a blessing to the students and leaders they join.

A major focus of this year has been teaching our middle school students small group skills. We dedicated a season to equipping students to share, listen, encourage one another, and build authentic community rooted in faith. Moving forward, small groups will remain a central part of our ministry, as we seek to foster deeper relationships and spiritual growth within our students.

Family Camp was also a wonderful success this year, held at Dos Picos in Ramona. Everyone gathered together for a weekend of camping and fellowship, building memories and relationships that continue to strengthen our community.



Throughout the school year, we had a consistent group of students participating in our midweek programs on Wednesday nights, building community and growing in their faith together. During the summer, we take a break from meeting on campus and instead host pool parties at private homes. These pool parties have been a huge success, blending fun with faith as students gather for food, worship, and discussions that deepen their spiritual understanding in a relaxed setting.

Vacation Bible School (VBS) was another key event this year. VBS relies heavily on student volunteers to run smoothly, and our middle and high school students made a lasting impact by mentoring and guiding younger children with dedication and enthusiasm.

Looking ahead, we are excited about the continued remodel of our middle school room. The project is coming along well and will be completed this year, providing students with an updated, welcoming space to learn, gather, and grow.

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 remain committed to nurturing the spiritual growth of our students, providing them with a safe and supportive environment to explore their faith, build lasting friendships, and grow together in small group community. We are excited about what lies ahead and eager to see how these efforts will continue to shape and inspire our students' lives.

HIGH SCHOOL MINISTRY - THE HIGHWAY

Timothy Wazny, Director

With the summer break in full swing, we are taking a big breath as we excitedly anticipate the rise of the Class of 2029 into our High School programs. As mentioned, these are the first students to complete the full breadth of their middle school years post COVID, and the first "regular" class of students to rise into the Highway from programs below. This return to a normal cycle of students marks a major milestone in our programs post-COVID.

With the completion of several major projects in the Highway Room, we have begun a new monthly Worship Night in the High School Room, and welcome all of our families and our congregation into Student space to worship as a community. These events continue to grow and be a highlight for many of our students and families.



We continue to focus on adapting to the needs of our families and community, and have seen several favorite events shift to accommodate our current cadre of families. We still eagerly share in events like Trunk or Treat, and have enjoyed some additional parent support and input. We shifted our "All-Nighter" to be a "Late Nighter" to support a demographic of younger students. The desire to serve remains strong, and we are proud of the many students this year who have volunteered over multiple weeks of camps for both our Children's and Theater' Ministries.



As in previous years, the most memorable moments of our ministry continue to take place at Summer Camp and Winter Camp. These “mountaintop experiences”—both literally and spiritually—serve as catalysts for significant growth in our students’ faith journeys. Each year, as we head up to Thousand Pines Christian Camp for a week or weekend retreat, we look forward to stepping away from the busyness of everyday life to focus on deepening our faith and sharing in fellowship. We often say that a week at camp brings about a year’s worth of spiritual growth, and this year was no different as we watched many of our students take big steps out of their comfort zones and step further into their faith journey.

Ongoing projects continue in the Cafe space, but are all nearing completion. We now have a large diner booth, and additional technical additions like a Nintendo Switch to build towards alternative activities for students. 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.

YOUNG ADULTS PROGRAM LAUNCH (POST HIGH SCHOOL)

This year marked the exciting launch of our Young Adults Group, a weekly gathering that meets year-round on Wednesday nights. With a mix of in-person and Zoom attendance—especially accommodating students away at college—this group has provided a consistent and meaningful place for young adults to stay connected. Over the summer, they've continued to meet both on campus and occasionally at the RB Swim & Tennis Club pool.

Led by a team of dedicated volunteers with a deep heart for discipleship, this ministry is meeting a very real need. Many of these students might have drifted away from church if not for this group's ongoing care and outreach. While the volunteers often arrive with pizza, their commitment runs far deeper—offering presence, encouragement, and genuine community for young adults navigating life after high school.

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

WORSHIP, MUSIC AND THE ARTS

Elizabeth Virkler, Director

In fiscal year 2025, we continued with one English-speaking, blended worship service in the Sanctuary at 9:30 a.m. on Sundays, followed by the Arabic-speaking service in the same location at 11:30 a.m. 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 choir tour, Christmas concert, and spring concert in worship. Grace Notes (an auditioned treble 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."

Our 2024 Christmas Concert featured John Rutter's "Gloria" for mixed choir, brass ensemble, percussion and organ. We also hosted special guests, the Turgeon Piano Duo.

The church hosted three Christmas Eve Services on December 24, 2024. The family service at 1 p.m., geared to young children, featured our youth music and drama ministry. The 4 p.m. contemporary service was led

by our staff band, a string quartet, and volunteer mic singers. The 7 p.m. traditional service featured the Chancel Choir, Sanctuary Orchestra, Grace Notes, and our organ.

The church also hosted a myriad of special services during Lent, including Ash Wednesday, daily “Mornings with the Master” at 8 a.m. during Holy Week, a 7 p.m. Maundy Thursday communion service, and a noon Good Friday service. We continued the Saturday 10 a.m. family service tradition, followed by an egg hunt. We offered two services on Resurrection Sunday; sunrise service in the courtyard at 6 a.m. and a sanctuary service at 9:30 a.m. 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 6 was Youth Sunday. The theme of the service was “I was you once.” Senior Corinne Milling delivered the message. The volunteer worship night band, including Scott Wood and Neil James, led music along with the youth choir, Senior Blake Bundshuh played the prelude and postlude on organ.



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: LP and the Vinyl, Jaebon Hwang (organ and silent movie), our ministry’s Christmas Concert, Left Coast Quintet., Jessica Fichot, our ministry’s concert in worship (Rosephanye Powell’s Gospel Trinity), and Courtly Noyse.

Curated by the Arts Forum, our church art gallery showcased a congregational show on thankfulness, Pastor Mofid’s ties, artwork by the RBCPC Preschool students, a show celebrating the church’s 60th anniversary, and “Blessings of Nature” from the North Country Art Society.

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.

The Worship, Music and the Arts Committee met the first Wednesday of the month.

THEATER ARTS

Olivia Donald, Director

Theater Arts at RB Community has been busy. This year, we completed four musical productions, one stage play, and several worship drama presentations. We worked with 282 students, 121 volunteers, held 69 weekly rehearsals, and sang over 175 songs.

Our Tuesday Theater Classes remain the foundation of our program.

- MusicalKIDS (Grades 1–5) performed Aristocats KIDS in the fall and Annie KIDS in the spring. Students sang, acted, and danced in full mini-musicals each session.
- Theater Explorers (Ages 3–Kindergarten) joined the fall show for a fun number and performed in spring with a hand-motion song and a Boomwhacker piece. Explorers learn basic theater terms, directions, and develop confidence through creative play.

Youth Choir and Theater (6th – 12th grades) – Youth participants met weekly for choir, drama technique classes, and musical theater dance (designed for non-dancers).

- In the fall, our youth produced Conundrum Aboard the Cracker Jack Cruise!, an interactive dinner theater fundraiser. Community and Congregation audience members generously funded mirrors, flooring, cubbies, and storage for our newly renovated rehearsal space.
- In the spring, our youth starred in Freaky Friday: A New Musical, a heartwarming and hilarious production which was performed in three shows in early April. The cast and crew showed exceptional talent and teamwork.

Summer Theater Camps – Due to high demand, we expanded to two full sessions of camp and added two half-day Explorer camps.

- Campers (Grades 2–5) painted sets, learned drama skills, and staged a full production.



- Theater Explorers (ages 3 – Kindergarten) painted crafts, sang, danced, had a blast with age- appropriate drama games. Explorers even worked to present a short Nemo play for their Parent Showcase.
- Theater Explorers also joined the final performance, opening the show and participating in three numbers with the big kids.
- Camps were completely full: 45 Nemo campers and 20 Theater Explorers in each session

Worship & Outreach – Youth Theater continues to support worship services including Christmas Eve, Easter Family Services, and Youth Sundays.

Next year brings exciting additions:

- A year-round children’s choir meeting weekly on Sundays after church.
- A fall production of The Lion, the Witch and the Wardrobe featuring performers of all ages (10 – 99).

We are deeply grateful for the support of our church family and volunteers. Praise God for another incredible year glorifying Him in Theater Arts!

Committee Members: Robert Homer, Le’ Kubow, Scott Wood, Nikki Butera, Deborah Kelly and staff Liz Virkler, Olivia Donald, Pastor Geoff Kohler, and Joy Cook.

ARABIC SPEAKING MINISTRY

Rev. Dr. Mofid Wasef, Associate Pastor

Arabic Services – Services are held weekly at 11:30 am in the sanctuary and live streamed to the church YouTube channel, which reaches our viewers abroad in the Middle East. Worship during the service is led by the choir and worship team, followed by the weekly sermon teaching by Pastor Mofid. On the first Sunday of each month we host a potluck for a time of fellowship. While we had live English translation of the services in the past, our translator moved out of state and we are now searching for a replacement. We have the equipment for translation and are eager to rebuild this part of the ministry.



Twice monthly an Arabic youth meeting is held simultaneously with the service. It is conducted entirely in English, tailored toward young adults from 16–30 years of age. It is focused on the current topic of Science and Christianity, namely the truth of Christianity in connection to science. The meeting is led by Dr. El-Guindy, an expert scientist with over two dozen publications and editorial positions in scientific journals. He is a former professor at Yale University School of Medicine, and received his Ph.D. and M.Ph. in Molecular Biophysics and Biochemistry from Yale University. The meeting includes both in-person attendees and some attendees from universities as far as Stanford.

Sunday School – The Children’s Ministry Director, Steven Karras, runs our Sunday School concurrently with our Arabic service, and provides a nurturing environment in which our children can grow in their faith. The Sunday School has grown to include some new families in the community. The children also participate in events throughout the year such as VBS and Fun Friday.

Women’s Bible Study – Our Women’s Bible Study meets online weekly on Tuesdays from 11:30 am to 1:00 pm. The meeting is a welcoming and spirit-filled time where women engage and lead prayer, worship, and devotionals together. Pastor Mofid provides the weekly teaching in the meeting. This meeting is a vital space for spiritual growth and connection. The virtual format allows women from across the state, and even some outside California but still connected to the church, to participate.

Spiritual Days and Conferences – We hosted several spiritual retreats throughout the year, offering spiritual growth and fellowship in addition to the traditional Sunday services. These retreats feature guest

worship leaders and speakers and are open to everyone, helping us connect with those beyond our regular congregation. Guests this year included speakers and worship leaders traveling from the Middle East, particularly Egypt and Iraq. These spiritual days provide a form of outreach and fellowship building for the church and nearby Arabic communities.

We also hosted our annual New Year's Eve service, which begins around 9pm and ends around 2am. The program was filled with worship, devotions from congregants, games, and food. About 10 minutes before midnight we began praying, and prayed in the New Year.

Broader PCUSA Engagement - The Arabic ministry has become more engaged with national leadership with the PC(USA). Pastor Mofid and Mirna Wasef were featured in the PC(USA) podcast for the national church called 'Along the Road' with Mirna, in the February episode. You can find more details on it here under the Presbyterian News Service (<https://pcusa.org/news-storytelling/news/2025/2/7/along-the-road-podcast-explores-global-family>). The episode discusses Presbyterianism as a global family and the importance of knowing our identity as Christians and Presbyterians. Pastor Mofid shared his experience of faith growing up in Egypt, pastoring churches, and leading ministries overseas and in the states. Mirna shared her experience growing up between both the US and Egypt. Mirna also serves on the Special Committee for the Writing of a New Confession, appointed by the Co-Moderators of the 225th General Assembly of the PCUSA. It includes 16 individuals to serve on a special committee to consider a new confession to affirm our faith and is composed of ruling and teaching elders from across our national PCUSA church body.

The National Middle Eastern Presbyterian Caucus (NMEPC) is within the Presbyterian Church (USA) and serves to advocate for and support Middle Eastern Presbyterian worshipping communities across the US. Many include immigrants, refugees, and first- or second-generation members maintaining their Middle Eastern cultural, spiritual, and linguistic heritage. This year, two RBCPC Arabic ministry members were elected to the Executive Committee and one member was elected to the Nominating Committee Board. The NMEPC annual conference was held in Pasadena at the end of May. Our church sent an Arabic delegation of 8 members.

Missions - Our three main missions make a significant impact: Agabus, Agabus PK, and Matt 25:40. All are entirely volunteer-driven. Agabus supports Christian pastors and their families in Egypt, Agabus PK aids 33 pastors' children with education expenses, and Matt 25:40 provides healthcare, food, and support through projects such as an orphanage, care for girls who have experienced abuse, and school supplies for children in poverty.

Financial - During the year contributions reached almost \$20,000. Our financial health is strong.

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), Pastor Mofid Wasef, Iman Karras, Mirna Wasef, George Samaan, and Ayman Elguindy.

CONGREGATIONAL CARE

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

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

We generally mail 50–60 birthday cards per month to church members and friends, signed by 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 5 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

We had 22 memorials. Memorials were held in the sanctuary and chapel. We also had 15 interments. Interments are in our memorial garden and occasionally at a cemetery.

We held fellowship time/receptions following the memorials. The receptions are in the fellowship hall and occasionally in the gallery. We provided the drinks and the family makes arrangements for the food.



We have volunteers to assist the day of the service. They help before, during and after the service and reception. We need a team to provide this ministry for the families when they arrive the day of the service.

As we make this connection during the planning and then doing the memorial we become family. There are follow-up emails, texts, phone calls and in person conversations.

As the memorial coordinator, I'm blessed by the many connections I have made through this ministry.

PARISH NURSES

Marilyn Glover, RB Parish Nurse Coordinator

Promoting health and well-being within our church through education, service and personal contacts continues to be the focus of our Parish Nurse Ministry. We strive to integrate faith and health for the mind, body and soul of our congregants and the community as a whole.

Our First Aid Team provides assistance when necessary during Worship Services and Vacation Bible School.

A Philips Heartstart AED (Automated External Defibrillator) is in the Gallery AED cabinet ready for emergency use.

Emergency Information Kits (similar to former Vial of Life) are available for congregants. Individuals are encouraged to take these home and fill them out with their personal medical information. The kit can be helpful when traveling, visiting medical facilities or in an emergency.

Blood pressure screenings are held on the second Sunday of each month in the Courtyard. Health information on a variety of topics is available at this time.

The Visitation Volunteer ministry is a friendship ministry in which a congregant visits a homebound individual a couple of times a month. Devotionals and prayer are included during each visit.

In October fifteen congregants attended a class to improve visitation skills which they can use in a variety of ministry services.



The parish nurse contacts people facing health challenges with support, encouragement, prayer and resources. Receiving this support can be meaningful in uncertain times. Health information on a variety of topics is available in the Welcome Center – senior wall.

Several times a year, the names of individuals who recently died are printed in the Newsletter under the heading “With The Lord.” This gives each member of our congregation an opportunity to pray for the loved ones who mourn.

This year it’s been our blessing and honor to CONNECT with God and share His love with our church.

Parish Nurse Volunteers: Leah Brown, RN, Jeanette Frabotta, RN, Carolyn Graham, RN, Cathy Gross, 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.



As of the end of January 2025, the ministry has now completed close to two hundred requests since starting in late 2022. 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. These volunteers are not licensed contractors and as such, they do not do service projects which require permits.

There is never a charge for our services. If it is necessary to replace a part, we charge the client the exact amount of the part purchase, but do not charge for labor. Some recipients of our ministry prefer to make donations, which are then used to support various church ministries, or to help provide needed repairs for the less fortunate among our church family. Our volunteers all undergo background checks and are well vetted.

Our current team volunteers are Adrian Melnyk, Bearry Schuster, Brian Albright, Keith Sherwood, Larry Martin, and Robert Homer. These six volunteers have ample skill sets to provide the needed assistance to support this ministry.

As important as these "fixes" are for the congregants, we are finding the Lord is also blessing this ministry by reconnecting many of our homebound congregants with the church family once again and are being reminded that they are not forgotten—and more importantly, they are not forgotten by the Lord. Many long-term friendships are being nurtured through this Helping Hands Ministry.

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." (1 Peter 4:10)

DEACONS

Rev. Dr. Mofid Wasefi; Carol States, Moderator

The Deacons continue to fulfill their ministry as spiritual leaders utilizing their gift of compassionate concern. We serve the church and surrounding community with His love and heartfelt needed ministries. Through our Deacon Committees and the generous monetary support of our church congregants, we are able to reach out and meet many of these needs as outlined below:

The **Calls and Caring Committee** makes about 20 – 25 visits per month to the ill and home bound often delivering flower mugs created by our **Flower Mug Committee** along with devotional booklets and church newsletters. They often include prayer shawls, quilts or prayer squares 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 and provide cards for all church members.

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. The **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 monthly food collections and church-wide special collections.

The following are some of the projects that we have helped to support within our church in this fiscal year:

- Thanksgiving Dinner Bags which support the military STEP (Supporting the Enlisted Project) program, Poway Unified School District and New Day UrbanMinistries



- Angel Tree in support of military families with children's clothing, games, books and toys for Christmas
- Gas cards and text books for women enrolled in Point Loma Nazarene University's "Beauty for Ashes" program
- Backpacks and school supplies for local students.
- Clothing, shoes and socks for Outreach organizations.
- Gift cards to graduating seniors in the Poway "Youth in Transition" program
- Outerwear for local distribution.
- Financial support for Preschool scholarships

In our budget, we also provide support to many of the church's ministries, such as Congregational Care, Youth, Preschool, Tied in Prayer, Flowers, 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

The Hospitality Committee seeks to make all who visit RB Community feel welcomed, valued, and comfortable in the community of Christ. Anything that extends warmth, kindness and generosity encompasses what Hospitality means and does to create that environment at RB Community.

The Mission of the Hospitality Committee is to welcome all to join us in worship, community and fellowship. From someone's first visit when the Hospitality team provides a welcome bag to the greeting each Sunday are all designed to say "we are happy that you are here."

Some highlights from the past year include: a car show; Wednesday night dinners with videos, movies, and discussion; Ladies' Tea; Men's breakfast; memorial celebrations; Christmas decorations; Breakfast in Bethlehem; snacks on our courtyard on Sunday, receptions following concerts and theatre productions... serving when and where we can and doing it with a smile.



A major part of our ministry is food, enjoyed at many of our events. RB Community's kitchen is run by all volunteers with our team trained in kitchen manager responsibilities and food handler training that meets all county requirements. We are blessed to have Jenny Graff as our only staff employee who works alongside our volunteers at all events with us sharing her 20+ years of experience in the kitchen.

In the coming year, we will continue to encourage our members and visitors to grow in our relationship with God and with each other as we serve together.

WELCOME CENTER

The Welcome Center is staffed by an all-volunteer team, collectively known as the Director of First Impressions. We greet all who come through our front doors, answer the phone, sort mail, accept package deliveries and give (or search out) explanations for all kinds of interesting inquiries. We help prepare all-church mailings, stuff "goody" bags for the family Easter and Christmas worship services, bundle silverware and napkins for meal-time events on campus, and assist with other "assembly" tasks as requested. We enjoy getting to know members, visitors and staff and keeping on top of the many activities that are a part of RB Community.

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

STEWARDSHIP

The Stewardship Committee strives to help individuals understand their role as stewards of God's gifts, to promote stewardship-related education and conversation within the church community, and to encourage active involvement in the church's ministries and programs. Our Scripture basis is 1 Peter 4:10 which tells us, "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."

The Stewardship Committee has been working to establish a culture of generosity by making the congregation aware of the opportunities to share their resources (time, talent and treasure) in the life of our church. We have continued to promote stewardship related education and conversation within the church community and to encourage active involvement in the church's ministries and programs by highlighting the various ministries our church has to offer, the ways to celebrate those ministries, pray for them, support them and help them grow. This is all under the framework of year-round stewardship, recognizing that stewardship is not just a once-a-year focus, but an ongoing process that involves active participation by all.

In an effort to increase transparency regarding the church's finances and needs, the Stewardship Committee worked with the Administration and Finance Committee to report actual financial results compared to budgeted for the nine months ended March 31, 2025, and to also report the number and dollar amount of pledges received compared to the previous year. These reports will be part of an ongoing program to educate the congregation about our available resources and how those resources are used to further God's work in our church and in our community. We will also address how additional giving can help us increase the good works we can do.

Committee Members: Tom Insley (Chair), Bill Bokesch, Deborah Kelly, Chuck Deckert

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 28:19–20; 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, and we include in our budget support of local Outreach Ministry in San Diego. We also support missions and missionaries who reach communities beyond our own. In the 2025 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 the following missions and missionaries reaching those beyond our community:



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

- 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
- Linley Krahel—reaching, serving, and saving victims of human trafficking 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 North Latitude window, and most recently with your support in Zambia, Iraq, and Brazil

In addition, we came together as a congregation to bless those in our region with funds, 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.

You made this possible:

- 3300 packed sack lunches for clients at Interfaith Community Services
- 20 SUV loads of groceries distributed to New Day Urban Ministries, 4 Community Care food pantry, Salvation Army, and Interfaith Community Services, plus \$920 in cash/checks
- 3820 grocery items and \$615 collected on Souper Bowl weekend for Interfaith and New Day Urban Ministries
- 188 backpacks and 28 bags of school supplies distribute to Poway Unified School District (PUSD) Youth in Transition, Salvation Army, Los Peñasquitos and Pomerado Elementary schools, and Twin Peaks Middle School. Also, \$150 donated to PUSD Youth in Transition.
- 129 pair of new school shoes and 9 bags of socks for children served through Solutions for Change, Interfaith, PUSD Youth in Transition, and San Diego Rescue Mission
- 149 sets of pajamas for San Diego Rescue Mission, Voices for Children, Solutions for Change, and PUSD Youth in Transition, and \$100 to Voices for Children
- 255 Shoeboxes collected for Samaritans Purse from RBCPC. We collected 1,942 shoeboxes at our church during National Collection Week from other churches, families, and community groups
- 348 knit scarves, hats, washcloths, and baby blankets made by Heartstrings and distributed to various non-profits
- 150 Santa Sacks sewn by the sewing group for Youth in Transition Holiday party
- 3 carloads of toys, games, and diapers for military families during our Angel Tree collection
- 134 blankets and sleeping bags collected for local agencies serving unsheltered and those living in residential centers
- 400+ jackets, jeans, and sweatshirts for men, women, and children delivered to Support the Enlisted Project (STEP), Interfaith, New Day Urban Ministries, ALPHA Project, Solutions for Change, and 50+ Union Rescue Missions in Covina for families displaced by the fires
- Pickup truck load of toys, games, and children's books to San Marino Presbyterian Church for children in shelters or motels who have been displaced by the fires
- 30,000 meals for Baja Presbyterian Missions to distribute to families experiencing food insecurity and refugees at the border (1st quarter RBCPC in the Community event)
- Dozens of home-baked cookies for KAIROS to give to prisoners at the Donovan Correctional Facility during their "Jesus Loves You" seminar weekends
- 4 SUV loads of infant and toddler items delivered to STEP, San Diego Rescue Mission, New Day Urban Ministries, and Interfaith Community Services
- 28 congregants helped with sorting and driving groceries from the Rancho Peñasquitos Post Office to the 4 Community Care food pantry during the Stamp Out Hunger event. 16 truckloads, or an estimated 5000 pounds of groceries were collected. (2nd quarter RBCPC in the Community event)
- 100 individual toiletry kits packed on the courtyard and distributed to Interfaith and New Day Urban Ministries

- 26 graduation and gift cards for seniors at PUSD Youth in Transition provided by Deacons
- 90 family-sized toiletry kits plus \$100 for Solutions for Change. Toiletry bags delivered to PUSD Youth in Transition, Solutions for Change, Interfaith, and SD Rescue Mission

We are living out the Great Commission and touching the world with Christ's redeeming love. We look forward to see what God guides us to do next year. Please continue to:

GIVE to the designated RB Community Missions fund

ACT by getting involved in our local Outreach Ministry

PRAY for all of the missions and missionaries we are privileged to serve, alongside Christ.

Committee members: Elder Terry Norwood (2025 co-chair), Ginger Stauffer (2025 co-chair), Jerry Carleton, Barbara Angius, Frank Wesley, Dennis Lutz, Karissa McKenna (2024 chair), and volunteer staff Elaine Johnson

PRESCHOOL

Kim Vandergrift, Director

I'm happy to share with 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 a great ministry of teaching young children with love and care in our community. What a great way to share God's love.

Our enrollment for the 2024-25 school year was 171 preschool students and 61 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.

We were grateful to be able to offer scholarships to families in need. Thanks to the church for supporting us and the deacons for sharing funds for scholarships. This is a beautiful way for the church to minister to the families and our community.

Our teaching team gives so much. We're very thankful for new teachers that will be joining us, and continue to pray for a few more loving, qualified people. 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. We have a wonderful group of women who collaborate and share ideas with each other. We value all of our staff and especially treasure our long-time staff members.

One of our long time, beloved staff members, Lisa Genovese, retired in early June. Lisa started as a teacher at RBCPC Preschool over 20 years ago. She came to work in the office when I became director in the summer of 2019. Lisa was beyond valuable as our office administrator and finance person, great support for the teachers, and a wonderful and trusted work partner for me. We will miss her greatly, but we're happy she has this time to enjoy her family and retirement. We are excited to share that we hired another wonderful person as Office Administrator and Finance. Aurora Ethridge is a former RBCPC Preschool parent and a hard worker. We're looking forward to a great year.



We continue to welcome children with special needs. This does take extra time and dedication. We partner with parents and supporting agencies, and learn new strategies and teaching styles. This work takes a lot of heart and follows our belief that each child is a precious and unique gift from God. We want to show that all children are valued.

Chapel was a special time for the children to be with Pastor Geoff and enjoy the sanctuary. Pastor Geoff shared Bible lessons and joined us in singing and celebrating birthdays. We will miss having him join us twice a month but look forward to Pastor Ko's involvement with our preschool chapel times.

We had fun, traditional 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 Teas in May. The children also like to get involved in our special days, like 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 had a great Summer Camp in June, serving families with fun outdoor activities for 2 weeks. Many of our preschool families participate regularly in Fun Friday and were often disappointed that spaces fill so quickly. Vacation Bible School is also very popular with our families each summer.

New turf was installed on our playground over Easter Break. The parents and staff had all positive comments on how nice it looks. The children showed their appreciation with much excitement, happy comments, and making "snow angels" on the new turf.

We continued a couple 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 for infants and toddlers (0-3 yrs), and their families, 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.



Our annual Craft Fair fundraiser was held in October. With dedicated parents and volunteers, we were able to have another successful event. We are happy to host returning and new vendors. The Craft Fair continues to serve our community after 37 years.

School districts continue to lower the age requirements for their Transitional Kindergarten classes. The plan for them is to work toward a universal preschool in the public schools. At this time, these plans have affected our enrollment for our 4-year-old classes. We are grateful and honored to continue to have multiple 4-year-old classes. With the support of the church, we expanded our space last summer and used 2 rooms downstairs as preschool classrooms during the week. This is a great benefit. We will continue to use those rooms for 4-year-old classes this year. This fall we are also adding a T/Th 2-year-old class and a MWF Extended Day class for 3-year-olds. We are grateful for God's provisions for our school.

Thanks to our elders, Larry Martin and Barbara Weeks, for their great support of our ministry, their listening ears and support for me, and especially working 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 ONC is to identify potential candidates for leadership roles as Elders and Deacons, to evaluate their qualifications, to discern the authenticity of their calling, and to forward nominations to the congregation for its approval. The committee is also responsible for soliciting nominations for and vetting of two congregation representatives for membership on the following year's ONC, presenting them to the congregation for approval.

Elder and Deacon nominations for the class of 2028 ran from mid-May to mid-July. Periodic articles encouraging nominations were included in the e-newsletters. The articles included a link to a nomination form; printed copies were also available in the Welcome Center and at the ONC table each Sunday. Applicants were 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 were sent to all nominees who did not decline the nomination. All members who submitted an application will be interviewed and voted on by the committee. This process takes place during the late summer months. The slate of potential candidates for Elders and Deacons is presented at the congregational church meeting in October. All present members are eligible to vote to approve the candidates. Elders and Deacons who are voted in at the October 2025 congregational meeting will be in the class of 2028, and will serve from January 2026 through December 2028.

Committee Members: Elders Larry Martin (Chair), Leah Brown (Vice Chair), Deacons Terry Elrod, Jill James, and Congregational Members-at-large Amy Wazny and Sandor Bakki

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.

HR reviews existing policies and outside requirements to ensure compliance with all applicable regulations. HR is also responsible for ensuring each employee receives an annual performance evaluation, and at least one HR member reviews each of these evaluations. We use these to prepare a compensation package for the church budget and to advocate strongly that each employee is compensated fairly.

Out of this year's process we all agreed on a couple of improvements for ourselves and staff, including preparing a little-easier-to-use form for goals and accomplishments plus the need to do better training on our expectations. HR will be looking at ways to make ourselves more available to our employees.

To close this year, we also must acknowledge Pastor Geoff and what a valuable addition he has been to our HR Committee for the four years he served as a member with us. From day one he was present for and participated in almost every one of our meetings, lending support and guidance. For this we are most appreciative.

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

ADMINISTRATION & FINANCE

The Administration and Finance Committee (A&F) oversees the finances and administration of our congregation and church. The committee creates the annual budget and works to provide effective support of people along with systems, finances, facilities, and equipment in order to be good stewards of all assets and ministries of the church.

Specific accomplishments for this year included again developing a robust budget. We continue to spend on facility repairs that had been deferred for many years, such as leaking roofs and upgraded HVAC. Financial oversight of these projects falls to A&F. Working with Facilities, we have prioritized work and managed funding of the capital expenditures.

We have continued our investment into our children's and youth ministry programs, including the youth drama program.

Session continues to believe that we must invest in both our ministries and our physical facilities in order to faithfully serve in our community. As a result, Session has authorized a deficit budget since fiscal year 2023, including upcoming fiscal year 2026.

The A&F Committee also provides oversight of the church's endowment funds. In the fiscal year 2025, these funds have been held in the New Covenant Trust Company, a subsidiary of the Presbyterian Foundation. The Committee has the opportunity for more frequent consultations with investment advisors, and the opportunity for a more widely diversified portfolio.

More information about the finances were communicated to the congregation this year. Pastor Geoff provided an update after the third quarter during the Life of the Church, and A&F members Tom Insley and Jeannette Haley were available afterwards to answer any questions the congregation members might have. This helps the congregation understand the needs for donations and the budget status.

The church has a new Treasurer, Jeannette Haley, to replace the previous Treasurer, Tony Cook, now Moderator of the San Diego Presbytery.

Other Committee Members include: Elder Frank Wesley (Chair), Elder Nikki Butera (Vice Chair), Clerk of Session Le' Kubow, Elder Mel Neville, Elder Tom Insley, and Deborah Kelly, with Ex officio members: Geoff Kohler, Lesa Haugh, and Kathy Marshall Lund.

FACILITIES

Gabriela Martin, Manager

The Facilities Department has gone through another year of learning opportunities while resolving the different challenges that we faced. We take pride in the improvements made this past year. The campus and its buildings are in even better shape and are in compliance with state and local codes and regulations.

The following report has been prepared by your staff with inputs from both assigned Elders, Brad Kutzner and Warren Johnson.

Highlights of our activities this past year:

- Technical and custodian staff: Facilities Technician Adam Martin has continued his good work, and custodians Efren Contreras, Monica Maciel, and Cristina Contreras have each completed their fourth year with us. The quality of their work and the attitude they each bring to their jobs is admirable. Allan Griengo joined us in November as a full-time custodian for the Preschool. And recently our very own Elliott Donald has joined the custodial team.

- **Management Certification:** Gabriela completed the study regimen to become certified with the International Facility Manager Association as a “Facility Manager Professional (FMP)”. This certification required satisfactory completion of 11 classes in “The Essentials of Facility Management”, as well as four in-depth courses in “Project Management”, “Finance and Business”, “Leadership and Strategy”, and “Operations and Maintenance”.
- **HVAC Control System:** We integrated the Educational Building’s HVAC system into the software for the HVAC master control system. This allows us to reduce costs by enabling remote troubleshooting and maintenance scheduling.
- **Plumbing:** A Teflon liner was installed inside the Educational Building main sewer line to extend the lifetime of and improve the flow within the 50-year-old cast-iron pipe.
- **Sanctuary Roof:** This roof was leaking and needed repair. We installed new roofing material on the flat portions of the roof, and replaced a number of broken clay tiles throughout the roof, including the main cupula. The small cupula over the Narthex also had significant problems and was repaired.
- **All-Church Assessment:** We hired a consulting firm to assess the condition of the entire campus, including all operational systems (HVAC, safety, mechanical, and electrical), buildings and roofs, grounds, kitchen equipment, etc. The contractor’s report included a worksheet rating the quality of each component, with recommendations about the extent and timing of needed repairs and/or replacements. These estimates and projections will allow the church to be better prepared to address significant future maintenance costs.
- **Pastor Geoff’s Office:** In April the Pastor’s office was severely damaged by water from a bad leak in one of the High-School restrooms above it. Lesa Haugh provided major assistance in coordinating the cleanup and repairs with our insurance company. Our team of contractors and staff, along with volunteer Tom Haley, worked well together to install new flooring and get the office back into good shape.
- **Memorial Garden:** This area has undergone significant improvements to enhance its appearance. Our contractor, EL Plantio Nursery, has installed new plants and a new irrigation system. They will also continue to maintain this area on a weekly basis.



Other significant projects:

- We sealed and striped the upper parking lot. This process will give the church several years until we need to resurface it with fiber-reinforced asphalt.
- Boy Scout members from Troop 680 completed two Eagle-Scout projects. They installed a lending-library box near the lower parking lot. They also rebuilt and added wood shelves to the High-School storage closet.
- We revised several maintenance contracts to be more cost-effective and to stay in compliance with state and local codes and regulations. We replaced two contractors with vendors that we expect will perform better.
- We changed our HVAC maintenance arrangement so that only one contractor, Ontario Refrigeration, is now performing the system maintenance for the entire campus. We expect this will reduce costs as well as allow our management to be more effective.
- The pump and motor of the elevator in the Administration Building failed. This was repaired under the terms of the maintenance contract for no additional cost.
- We responded to a nighttime “light-pollution” problem being experienced by one of our neighbors whose house borders the north side of our upper parking lot. We solved the problem by installing lightweight aluminum panels to block the light from 23 of the fluorescent light fixtures on the north side of our elevated solar-panel structure.
- We continue to make it a priority to provide support to our community by welcoming nine outside groups to have regular meetings on campus. We also hosted an Annual AA meeting and an Annual Community Piano Recital.



Other work in progress:

- Extensive water damage and termite decay to the wood support structure was discovered at the junction between the Sanctuary Building and the Educational Building (the “Breezeway” near the Pineview Room). Our contractor, Orange Restoration, has been making the necessary repairs. The work has been delayed by several complications, but we are now nearing the completion of this project.
- A number of annual Inspections were performed, with repairs being made as necessary to be in compliance with the following: State Elevator Inspection, Fire Marshall (campus-wide inspection), Fire

Extinguisher certification, Fire Sprinkler System certification, Water Back Flow certification, Kitchen Hood, and Termite inspections.

- The members of the Carpenters Fellowship and Helping Hands continue to provide support with the day-to-day small repairs on the campus. Their assistance is greatly appreciated.
- Also, the members of the Guardians security ministry have continued to faithfully work year-round to provide security at large events. They diligently monitor the security of the campus and provide feedback on how we can maintain safe activities at our church.

Committee Members: Brad Kutzner (Chair), Warren Johnson (Advisor), Tim Tweeten (Coach for IFMA training), Paul Marx and Craig Riddle (Guardians), Robert Homer (Carpenters), Carol States (Helping Hands). Staff Facility Manager: Gabriela Martin.

COMMUNICATIONS & TECHNOLOGY

Luke Graham, Director

We are a church where things are always happening. The goal of the Communications and Technology committee is to address the needs of the congregation and the community, and to get the word out about God's work here in a variety of methods.

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

The Committee, led by Session members Irene Dunny, Mike Hughes, and Barbara Weeks, has worked together to continue the long-term goal of the committee. The implementation is in the hands of committee members, and also staff under the leadership of Luke Graham, our Director of Communications and Technology.

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

- Twice-weekly eNewsletters
- Website updates

- Direct mail for Christmas to the neighboring community
- Social media
- Event information in local newspapers
- Publicity in local media
- Printed updates on church events and educational offerings
- New and timely banners facing Pomerado Road
- Solidifying the team of lighting operators
- Providing Audio/Video support to campus events
- Ongoing Audio/Video equipment maintenance and upgrades
- Campus-wide IT support

We feel the more that people are aware of the variety of programs supported by our church, the more engagement we will have with our congregation, our immediate neighbors, and the area of Rancho Bernardo and surrounding communities.

Committee members: Elder Barbara Weeks (Chair), Irene Dunny, Mike Hughes, Deborah Kelly and staff, Luke Graham.

PASTOR NOMINATING COMMITTEE

Elaine Johnson, Chair

The Pastor Nominating Committee was installed on November 26, 2023, and have been meeting regularly for the past 18 months. As part of the process of formally searching for a Senior Pastor/Head of Staff we have reviewed the Mission Study Report, wrote a vision statement, developed the job description, and completed the Ministry Discernment Profile for the Church Leadership Connection.

In March 2024, we began meeting weekly and over the next few months reviewed over 100 pastor Personal Information Forms (PIF). We invited qualified candidates to apply, conducted zoom interviews with some, listened to sermons online for many, and held formal interviews with several. It wasn't until, December 2024 that we received the Personal Information Form for Reverend Jason Ko. We met with him initially in January 2025, set up a formal interview and met his wife, Cathy in April.

Candidate Sunday was held on June 29, 2025, at which time Pastor Jason was introduced to the congregation, preached his candidate sermon, and received a unanimous vote at the Congregational

Meeting affirming him as our next Senior Pastor/Head of Staff. The congregation enthusiastically embraced Reverend Ko and are looking forward to his arrival in September.

Members of the Pastor Nominating Committee will continue to serve as liaisons for the congregation to Pastor Jason during his first year at RB Community. The PNC will be disbanded at Reverend Ko's installation service later this year.

Financial Reports

EXECUTIVE FINANCIAL OVERVIEW

RB Community's ministries are supported by the faithful giving of members, regular worshipers, and friends. Giving for the fiscal year 2025 (June 1, 2024—June 30, 2025) was consistent with the giving for fiscal year 2024. Also consistent with the prior year, with the exception of needed facilities repairs, overall expenses were below budget. However, below budget expenses were not able to offset the below budget income received, resulting in a shortfall for the year greater than anticipated in our budget. We continue to use the designated funds of particular ministries and undesignated reserves to meet the shortfall, which was \$292,556 for the year. The shortfall will be covered by Equity Funds.

In the past year, we have continued to invest in our children's and youth ministry programs, including the youth drama program. We continue to spend on facility repairs that had been deferred for many years, as mentioned in other areas this report. Session continues to support this investment in both our physical facility and in our ministries in order to faithfully serve our church family and our community. As a result, Session has authorized a deficit budget since fiscal year 2023, including upcoming fiscal year 2026.

We celebrate God's goodness to us as RB Community's overall financial status remains healthy. We have been blessed with several generous bequests, including in this fiscal year, that have enabled us to continue to grow programs and maintain our facility in order to support our congregation and or community. We give all thanks and glory to our great and gracious God.

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, 2024	As of June 30, 2025
Assets		
Cash & Cash Equivalents	\$1,406,790	\$1,529,638
Investments	\$5,712,848	\$6,379,951
Other Current Assets	\$1,163,808	\$899,344
Fixed Assets	\$5,629,462	\$5,494,683
Total Assets	\$13,912,908	\$14,303,616
Liabilities & Equity		
Liabilities		
Current Liabilities	\$432,146	\$205,951
Long Term Liabilities	\$680,703	\$631,928
Total Liabilities	\$1,112,849	\$837,880
Equity		
Ministry Budget Equity	\$662,765	\$372,552
Designated Fund Equity	\$2,330,943	\$3,115,580
Fixed Assets Equity	\$4,929,436	\$4,757,644
Endowment Funds	\$4,876,915	\$5,219,960
Total Equity	\$12,800,059	\$13,465,736
Total Liabilities & Equity	\$13,912,908	\$14,303,616

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 23-24	Actual 24-25	Budget 25-26
Revenues			
Contributions	\$1,564,716	\$1,525,029	\$1,614,500
Other-Dividend, Interest	\$96,730	\$99,493	\$90,000
Total Revenues	\$1,661,446	\$1,624,522	\$1,704,500
Department Expenses			
Administration	\$250,632	\$233,421	\$271,152
Pastors' Wages/Staff Benefits	\$432,130	\$412,335	\$472,150
Facilities	\$528,887	\$566,410	\$505,800
Congregational Life	\$35,425	\$35,699	\$56,501
Office Operations	\$91,740	\$98,175	\$101,250
Technical Services/Communications	\$117,850	\$106,961	\$113,015
Congregational Care	\$40,203	\$44,374	\$46,315
Worship & Arts	\$165,672	\$194,018	\$199,275
Youth, Family Ministries	\$153,005	\$184,406	\$121,055
Adult Ministries	\$28,147	\$26,913	\$28,550
Arabic Speaking Ministry Expenses	\$12,666	\$14,366	\$18,245
Total Expenses	\$1,856,356	\$1,917,078	\$1,933,308
Subtotal Net Revenue/Expense	-\$194,910	-\$292,556	-\$228,808
Missions			
Transfer/Mission Des Fds	\$139,214	\$108,320	\$110,000
Missions/Total Expenses	-\$139,214	(\$108,320)	-\$110,000
Total Missions Net	\$0	\$0	\$0
Preschool			
Total Revenue	\$677,695	\$828,463	\$827,050
Total Expenses	-\$646,349	-\$826,119	-\$827,050
Total Preschool Net	\$31,346	\$2,344	\$0
Capital Expenditures			
Transfers from contingency	0	0	\$137,000
Capital Expenses	0	0	-\$137,000
Total Capital Net	0	0	\$0
Total Net Revenue/Expense	-\$163,564	-\$290,213	-\$228,808

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	\$1,037,256	\$1,731,747
Contingency Fund	\$21,195	\$0
Karen Carey Memorial Fund	\$835	\$1,903
Memorial Garden	\$41,113	\$34,755
Special Purpose/Estate Gifts	\$638,432	\$1,372,568
Treat Family Fund	\$169,362	\$139,362
Weddings	\$2,950	\$2,950
Univ. of Colorado Remainder Interest Fund	\$163,369	\$180,208
Worship Music & Arts	\$44,879	\$27,307
Traditional Music	\$7,215	\$5,006
Childrens/Youth Music Fund	\$16,288	\$4,276
Choir Fellowship	\$694	\$979
Concert Series	\$20,682	\$17,046
Family Ministries	\$20,533	\$9,136
Childrens Ministries Reserve	\$3,404	\$1,639
Mothers of Preschoolers (MOPS)	\$8,026	\$0
Mom's Connect	\$1,731	\$0
Tied in Prayer	\$13	\$138
Womens Ministries Reserve	\$7,359	\$7,359
Early Childhood Center	\$183,229	\$262,191
ECC Sharing Lives	\$19,595	\$20,836
ECC Reserve	\$163,635	\$241,355
Student/Young Adult Ministries	\$41,831	\$22,962
HS Mission Trips	\$11,257	\$11,257
Ahrens Camperships	\$3,354	\$1,334
Cherrstrom Memorial Youth Fund	\$18,657	\$9,314
Thomas Hunt Memorial Fund	\$729	\$799
Middle School Ministries Reserve	\$7,626	\$26
High School Ministries Reserve	\$0	\$25
Young Adult Ministries Reserve	\$208	\$208

	Beginning Balance	Ending Balance
Congregational Care	\$150,394	\$125,262
Stephen Ministries	\$13,418	\$11,673
Prime Time	\$1,433	\$0
Windjammers	\$1,000	\$0
Deacons Operational Fund	\$130,408	\$113,589
Marriage Enrichment Ministries	\$4,135	\$0
Scholarships	\$4,152	\$4,647
Lee College Scholarship Fund	\$2,788	\$2,788
Presbyterian Scholarship Fund	\$1,364	\$1,859
Connecting/Outreach	\$46,121	\$1,141
Library Fund	\$1,121	\$1,141
Outreach Ministries	\$45,000	\$0
Mission Committee	\$802,547	\$931,187
All Church Mission Trip	\$49,038	\$49,738
Arabic Ministries	\$6,000	\$6,000
Agabus	\$253,057	\$294,735
Arabic Asylum Fund	\$7,258	\$7,258
Carpenter's Fellowship	\$3,212	\$2,975
Helping Hands	\$16,611	\$16,229
Missions-Restricted Donations	\$212,508	\$281,325
Mission-Unrestricted Donations	\$254,862	\$272,926
Total Designated Fund Equity	\$2,330,943	\$3,115,580

Thank you for making all of this possible.

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The Session and Staff of RB Community



RANCHO BERNARDO COMMUNITY PRESBYTERIAN CHURCH

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