

Lafayette-Orinda Presbyterian Church

ANNUAL REPORT 2022



CONTENTS

Care	2
Children's Ministry.....	3
Communications.....	4
Seedlings.....	4
Fellowship	5
Finance	7
Foundation.....	8
Generosity Team	9
Membership/Connecting.....	9
Mission in Service	10
Operations	11
Seniors	11
CNC.....	11
Personnel	12
Spiritual Formation.....	13
Worship & Music.....	13
Youth.....	14

pastor's message

“ **Through many dangers, toils and snares
I have already come:
'tis grace has brought me safe thus far,
and grace will lead me home.** ”
-from Amazing Grace

by Peter Whitelock, Pastor - Head of Staff

You may recognize this phrase as the third verse from a beloved hymn, “Amazing Grace.” It speaks to a conviction that as we look back on life, we can see how God’s rich provision has shepherded us through all manner of challenges. “Grace” is the name we put to the unmerited giving of guidance, resources and protection which come our way from God’s hand.

Looking back on the ups and downs of the past year, through every success and failure, what comfort there is in being a grace-centered community!



I hope that as you read the pages of this annual report, your confidence and faith in God will be strengthened. Our congregation has a truly global impact which is the result of many hearts and hands joining together in offering time, talent and treasure in service to others. We are also truly a community church which seeks to draw in and support people of all ages and stations who live in our area. It is an honor to extend my sincere thanks and gratitude to all those who make this ministry of love and care possible, and such a beacon of grace that we can call home.

Yours,

A handwritten signature in black ink, appearing to read 'Peter Whitelock'.

care

Submitted by Leslie Finertie, Cheryl Miller, and Jaime Polson



Touch of Love visitors with LOPC Member Don Reichert

In 2022, the Care Team focused their continuing care for our community with both in-person and online programs. January through April, the team continued offering online classes - a weekly exercise class on Tuesday mornings and a monthly Faith 'N Fun on Fridays class that focused on interesting topics and presentations, including two author series and one re-imagining of the Psalms events. Classes stopped after April as the congregation returned to their pre-pandemic activities.

The Care Team partnered with Senior Ministries to deliver Touch of Love bags to LOPC seniors who are not able to leave their homes often. These bags containing special seasonal gifts and handwritten notes, was a wonderful opportunity to let the recipients know they are cared for. The

75 Easter Touch of Love bags were thoughtfully assembled and delivered by Deacons, Stephen Ministers, families, and the choir. 70 Christmas succulent arrangements with personal notes were delivered in December. The seniors appreciated not only the bags but the visits when the bags were delivered. The Care Team also hosted a craft and note card table with Senior Ministries at the October Fall Fest that was very much enjoyed by the children of the congregation.

The Care Team hosted Soul Shop, a faith-based suicide prevention program, in October. Sessions were offered to local community members and those working with children and teens in faith-based settings. Also in October, LOPC hosted another suicide prevention presentation in partnership with the Acalanes Union High School

District. It was attended by over 400 parents, school administrators, and teachers from Lamorinda schools.

The Deacons met each month in 2022, primarily in person as the year progressed. The Deacons served at 23 memorial receptions and the Deacon Community Fund approved financial requests totaling \$23,594. They began preparing the elements for in-person communion and also continued to deliver home communion kits.

The Prayer Team continued to pray for the requests from the congregation and also for all teachers and health care personnel.

Stephen Ministry welcomed two new Stephen Leaders who helped teach the 50-hour course to four new Stephen Ministers, along with seven other trainees from four partner churches.

children's ministry

Submitted by Peter Shumaker and Susan Wentworth

As Covid concerns continued to subside in 2022, the Children's Ministry team had a great time welcoming so many old families back to the LOPC campus and enjoyed getting to know new families in Children's Ministry.

From January through March, Children's Ministry had 20 children and eight volunteers participate in two sessions of Kids Rock which focused on Mercy and Justice. The 4th graders continued the tradition of doing a capstone video project as they graduated from the Kids Rock program.

In June they hosted 72 children and 45 volunteers for Vacation Bible Camp. The theme was "A Passport to Peace" and the children went around the world

and discussed many opportunities for service, and how to be advocates for peace in the world they live in today.

In July LOPC said goodbye to Director of Children's Ministry, Lori Robinson, as she answered a call to become a Children's and Youth minister in Oakland. Susan Wentworth, who leads the Preschool and Special Needs programs, stepped in to serve as the interim Director of Children's Ministry. Emily Austin joined LOPC staff in September as a part-time Children's Ministry Program Coordinator to help in all areas of Children's Ministry. Emily also works with LOPC Campus Operations (calendar/facilities).

LOPC hosted Fun Friday Nights, a respite night for families who

have children with special needs. This program is open to the local community, not just LOPC members. 20 children and 20 volunteers are welcomed to the LOPC campus the first Friday of every month for an evening of social, recreational, and craft activities.

The Sunday morning "Garden" program welcomed children every Sunday, and the curriculum centered around PC(USA)'s Follow Me program. This program teaches the same concepts simultaneously with LOPC's youth program with the hope that this makes it easy for families to have conversations about Sunday morning lessons with their children of all ages.



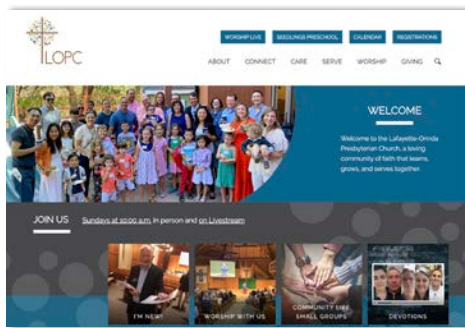
LOPC Children's Choir

communications

Submitted by Jim Davis

In 2022, the Communications Team achieved a major milestone with the roll-out of the new website during the summer months. Throughout the year, the Communications Team continued its tradition of operational excellence.

The new website successfully went live on the afternoon of Wednesday, August 17. The conversion to the new website went as anticipated thanks to the many hours of preparation by the Communications Team and in coordination with the contracted website developer. There have been



no critical issues of note and the web site is functioning as expected. Many thanks to the LOPC staff for a long endeavor which has finally come to fruition, and which has created such an outstanding result. There are about 3,500 visits to our website each month.

The cornerstone of communications to members and the broader community is the weekly *Staying Connected* email which is sent to approximately 2,200 subscribers each Monday.



In addition, the twice weekly devotional videos that are emailed to approximately 250 subscribers have a 70% open rate and a 20% click rate.

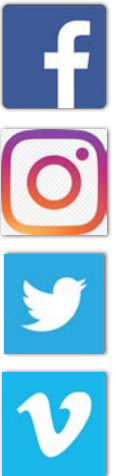
LOPC's monthly magazine, *Focus*, underwent a redesign led by Communications Associate, Jon Corry. The new modern look has been well received. *Focus* is the signature communications vehicle to reach members and friends of LOPC. Digital copies may be found on the LOPC website and printed copies are mailed to



approximately 1,000 households via USPS. *Focus* continues to provide much needed information about the importantly ministry happening at LOPC. For many people who may not have the opportunity to leave their homes often, receiving the printed copy of *Focus* in the mail each month helps to continue the important connection to the church.

The weekly newsletter, *Connections*, is available in printed form at Sunday worship services as well as on the LOPC website. *Connections* is the weekly communications vehicle which describes the happenings in the coming weeks for all ministry areas as well as useful finance and operational updates.

There are approximately 750 followers on the LOPC Facebook page which provides event announcements and links to the devotional videos. Instagram is used by Youth Ministry for the same purposes and has about 200 followers. There are approximately 70 Twitter followers.



seedlings

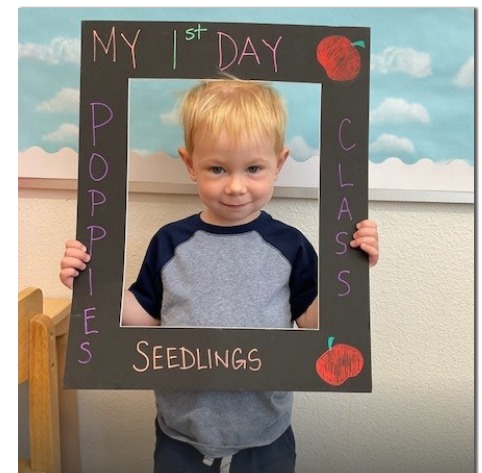
Submitted by Liz Voelker

Seedlings continued to remain a premiere preschool in the Lamorinda area with a healthy waiting list in place, especially coming out of the pandemic where Seedlings successfully navigated the ever-changing COVID guidelines and remained fully operational. In 2022 Seedlings welcomed 34 new families to the program, continuing the "front porch" ministry by bringing families to the LOPC campus. The Summer at Seedlings program was a huge success, and in the Fall season,

Seedlings brought back some of the popular on and off campus social events to further foster community for Seedlings families.

Additional operating highlights for the year include:

- Added one new classroom: Tiger Lilies (toddler age)
- Returned an old classroom: Sweet Peas (infant age)
- Hired seven new staff members



fellowship

Submitted by Jerry Hook and Brianne Riley



All-Church Events

- Palm Sunday Egg Hunt (April 10) - Over 300 people attended this event, including many families who do not typically attend LOPC.
- Outdoor Movie Night (July 15) - More than 150 “kids” of all ages gathered to enjoy treats from an ice cream truck, popcorn, and watching the movie *Sing 2*.
- Fall Fest (October 16) - The second annual iteration of this event was extremely popular, with over 350 attendees and many fun activities for all ages, including lunch from Abel's Taco Truck, kindly sponsored by the LOPC Foundation.
- Advent Festival (December 4) - The Young Families Connect fellowship group played an active role in this event led by the Children's Ministry team. The church community gathered for cookie decorating, wreath making, and creating caring cards for seniors, among other activities.



Fellowship Groups Review

- Community Life Groups - These groups continued to grow. Thanks to Jonathon Nolen (Men's Group), Sharon Bartlett and Heather Logan (Women's Group), Tom Scoval (Intergenerational Group) and Rev. Jaime Polson (Mom's Group) for their volunteerism and leadership.
- Young Families Connect - The church's young families (typically those with children of elementary age and younger) continued to gather for fellowship and breakfast treats on a monthly basis. A big thanks to everyone who contributed food and leadership to this program!
- Fourth Monday and Fourth Friday Book Groups - These groups met regularly to discuss and review





LOPC Men's Group



Palm Sunday Egg Hunt



LOPCided Quilters



Floral Design with Lassie Colbourn

popular books. Thank you to leaders Jean Fisk and Catherine Coleman for their efforts.

- LOPCided Quilters & Chicks with Sticks (Knitters and Crocheters) - These groups have continued to work tirelessly to collect and create items for a number of community programs that serve people in need, including the Layette Program at Hillcrest Congregational Church and Winter Nights Family Shelter. Thank you to Louise Tanno (LOPCided) and Dianne Schneider (Chicks

with Sticks) for their dedicated leadership of these groups.

- Freebirds - This group continued to meet socially and provide service to others in ways ranging from deep cleaning a soup kitchen to collecting socks for Trinity Center. They have scheduled activities through Spring 2023. Thank you, Sue Nagle, for your leadership!
- Voyager Ships - The seven "ships" (small groups) in this program continued to meet as each was able and felt comfortable. They are

in the process of evaluating their goals and determining how the wider church community can best support them. Thanks to Admiral Richard Miles for his leadership.

- Presbyterian Women - This group's ability to meet in person was greatly affected by the pandemic, but it remains active in its book study and fellowship. In May, there was a dedication of memorial plaques for pivotal group members Diane Steuber and Vickie Hipkiss. The plaques are located in the plaza in front of the Sanctuary.

finance

Submitted by Jim Nagle

We are truly fortunate and thankful for everyone that has given of their time, talent, and treasure to LOPC in 2022. LOPC is blessed to be in a strong position financially, after another interesting year. Overall, total contributions came in strong for the year, and exceeded expenses by \$64,584.

LOPC received \$95,790 in higher Pledging. Congregational Giving was \$2,767,811, or \$7,689, slightly less than planned. Because of an additional Seedlings contribution of \$30,181, higher User Fees of \$19,587, and lower ministry spending, LOPC did not use

the Session Emerging Needs funds, of which \$132,694, was originally budgeted to supplement giving shortfalls and \$39,000, which was approved in May for staff bonuses. Our congregation generously contributed \$133,600 for the Faith Component in December. LOPC deployed \$415,463 in Mission, Special Gifts & Offerings, which was a \$266,365 increase, relative to budget, including gifts to Ukraine and Hope Solutions. Total Giving was \$3,763,569 and exceeded budget by \$176,021.

Year-to-date Ministry Expense of \$3,283,522 was \$154,927 lower than

planned. Personnel expenses were lower than budgeted and Worship spending was higher, due to several staff transitions in 2022. Other ministry areas were below budget, related to post-pandemic programming changes. The staff at LOPC has done an incredible job being nimble and responsive by reallocating our resources, to meet the needs of the congregation and our mission partners.

LOPC finished 2022 in a very solid position to start 2023, which will allow us to do more, in all areas of our ministry. Thank you for your ongoing support!

Statement of Giving & Expense

January 1 to December 31, 2022	2022 YTD Actual	2022 YTD Budget	Fav (unfav)
Congregational Giving			
Pledge Income	\$ 2,305,790	\$ 2,210,000	\$ 95,790
Non-Pledge, Loose Offerings, Other Giving	328,421	365,500	(37,079)
Faith Component	133,600	200,000	(66,400)
Congregational Giving w/o Special Gifts	2,767,811	2,775,500	(7,689)
Giving: Mission & Special Gifts & Offerings	415,464	149,098	266,366
Total Congregational Giving	3,183,275	2,924,598	258,676
Session Emerging Needs Fund	–	132,694	(132,694)
Seedlings	160,181	130,000	30,181
User Fees	24,857	5,000	19,857
	395,256	395,255	1
Total Income	3,763,568	3,587,547	176,021
Expense: Ministry Teams	3,283,522	3,438,449	(154,927)
Spending: Mission & Special Gifts & Offerings	415,463	149,098	266,365
Contributions in excess of Expense:	\$ 64,583	\$ –	\$ 64,583

foundation

Submitted by Jim Beckemeyer

Established in 1993, the LOPC Foundation strives to be a permanent, reliable source of significant funding for LOPC's ministries. The Foundation grants funds to LOPC to support ongoing and new ministries, expand mission outreach, and maintain LOPC facilities. For the 2022 fiscal year ended September 30, the Foundation appropriated:

- \$395,000 for LOPC's ministries;
- \$146,500 for facilities-related projects.

Grants for LOPC's 2022 operating budget included \$163,000 in general ministry expenditures relating to: church staff salary support, mission partners, deacons, spiritual formation, family ministry, children, and youth.

The Foundation closed its 2022 fiscal

year with \$10.0 million of invested net assets, including: \$3.0 million related to general ministry, \$5.8 million of restricted facilities funds, and \$1.2 million of other restricted funds (deacons, youth, leadership, fellowship, mission, and music). The Foundation has a policy of annually distributing 4% of a 12-quarter average of invested net assets for each of its funds.

In fiscal year 2022, the Foundation welcomed \$229,550 in both immediate and legacy gifts. We are tremendously grateful for, and enriched by, the generosity of those who have contributed in support of the many ministries and missions at LOPC.

In November, the Foundation organized an 11:11 event titled Caring for Aging Parents: Love & Listening on Life's Journey. Maggie Harmon of the Presbyterian Foundation and

our own Linda Fodrini-Johnson shared tools and resources to help us respect our family members' values in conversations that might encourage honest discussion about health concerns and hope. For the second consecutive year, we sponsored a taco truck at LOPC's Fall Fest in October, providing meals for 266 adults and 77 children.

If you have included the Foundation in your estate planning, please let us know so we can thank you and include you as a "Friend of the Foundation". If you would like to make an immediate gift or arrange a future legacy gift and join other Friends of the Foundation, please contact any of the 2023 Trustees: Jim Beckemeyer, Doug Bontemps, Lois Boyd, Jen Crocker, Linda Fodrini-Johnson, Staci Johnston, Linda Rosenthal, Mike Ross, and Dara Youngdale.



generosity team

Submitted by Mark Weaver

Notwithstanding the continued headwinds from the pandemic, our congregation has responded to our two most recent pledge campaigns with strong estimates of giving. This is incredibly important as it allows LOPC to prepare a budget for the upcoming year, which gives us and our mission partners some degree of certainty as we plan ahead. We thank our members and our long-time visitors for their generosity.

At the beginning of 2022, we completed our pledge campaign, What Matters Most. A total of \$2,262,381 was pledged by 467 households. Even though there was a small drop in the number of pledge cards that we received, the overall amount pledged was a nearly 5% increase from the prior year.



We Gather
TOGETHER
2023 Stewardship Campaign

Last fall, we launched our current pledge campaign, We Gather Together. The printed materials and three videos that were produced highlighted the good work of the church and the increased costs as a result of inflation. Through the end of December, we have received pledges totaling \$1,867,436 from 311 households; this amount is nearly the same as was pledged at this point last year. As we still have work to do to reach our goal of \$2,450,000, we ask that those who have not yet pledged to prayerfully consider the amount that they can give in 2023.

In addition, our team worked with LOPC's Treasurer Staci Johnston to enable those in the pews to give online via a QR code. This was particularly important as, until recently, the plate was not being passed on Sundays. We are also surveying other churches in order to develop additional ways to make it easier to give.

Finally, our team has authored articles for Focus that have spotlighted ways in which our members have given their time, talent and treasure. We are committed to producing more Generosity Corner articles in 2023 and are hopeful that they will continue to have a positive impact.

membership & connecting

Submitted by Patrick Chen, Patrick Morrissey, and Chris Baldwin

The Membership Team hosted one membership class on Zoom in March followed by a return to in-person classes in July and October in the Oak Room. Chris Baldwin redesigned the class curriculum over the summer helping to make the class more accessible and manageable regarding people's time and availability.

The Membership Ministry welcomed 24 new active members which is an increase from 2021 (19 members). The Youth Ministry hosted a Confirmation class in January which welcomed two youth as members into the community, as well. The reception of new members from the Membership Class

& Confirmation classes brings a total of 26 new members received into the community.

In December, the team completed the annual membership rolls maintenance project with a focus on caring contacts to members who moved away. Along with the maintenance project, 46 members were removed from the rolls and registers (17 requested to be removed/letter of transfer out & 29 deceased members). Total active membership at LOPC is 1,711 members (previously 1,731 members).

As a new creative ministry development, Patrick Chen,

Connecting Ministry Elder, and Chris Baldwin launched the new "Next Steps" program inviting new members to consider taking their next step of faith at LOPC by further exploring what it means to be a member at LOPC – Attend, Connect, Serve, Give. The first class was offered on November 20 and the second class was December 11. Lastly, refreshed Friendship Pads have returned to the pews of the sanctuary for worship services in December. These pads will help our teams connect with new visitors while assisting others who are looking for opportunities to plug into the church.

mission in service

Submitted by Stephanie Bontemps, Rick Burris, and Robin Freeberg

The mission team continued to focus on supporting LOPC mission partners locally and internationally. MIS broadened its focus beyond financial support and service and created a sub-team that is exploring what justice looks like for each of LOPC's current mission partners and how LOPC can better support them in this work. So far, the team has visited the Monument Crisis Center and Food Bank of Contra Costa/Solano, Hope Solutions, and the Multi-faith Action Coalition, resulting in some great discussions and ideas on how to move toward. There are two other sub teams that were formed in 2022. One team is working on increasing volunteer engagement with mission and the other is working on learning more about Global Hunger and its effect on LOPC's mission partners and the world.

Special Offerings • 2022

LOPC had four special offerings last year which resulted in the following: \$15,479 for the Food Bank of Contra Costa/ Solano counties, \$28,624 to support the pre-development of Tiny Homes with Hope Solutions, \$21,885 to purchase porridge for preschool age children in Zimbabwe through JF Kapnek and a Christmas offering supporting Hunger in our community with the benefactors being the Food Bank of Contra Costa/ Solano counties, the Alameda Food Bank and Monument Crisis Center resulting in \$\$\$ not known yet.

In addition to these special offerings, LOPC had two unexpected Disaster offerings. One benefited the International Rescue Committee (IRC) supporting displaced families with critical aid (water, food, shelter and medical) in the Ukraine which resulted in \$112,598. A collection to help those impacted by Hurricane Ian resulted in \$\$\$ for Presbyterian Disaster Assistance.

In addition to special offerings, LOPC was able to help several organizations meet special needs that they would otherwise not be able to meet without extra assistance from those that already support them. \$15k was given to Trinity Center to purchase a much-needed van to transport its clients and White Pony Express received 9k to be used to purchase a new refrigerated van to transport the unwanted food that they pick-up and disburse to the community.

love does

love protects, love hopes, love never fails

LOPC's service model, *love does* continues to grow in name recognition and participation with the congregation. LOPC's annual *love does* in February was a smaller modified version of the large one day event of the past. The smaller hybrid version included various at home opportunities for making breakfast kits, hygiene kits and polar fleece blankets as well as on-site service opportunities at two of LOPC's mission partners; White Pony Express and the Food Bank of Contra Costa/Solano counties. In addition, a drive to collect warm clothing for both men and woman resulted in over bags of clothing being delivered to the Trinity Center for distribution among homeless in our community. Additionally, LOPC Youth took the lead sorting and packaging baby clothes for low-income mothers. Participation was strong in spite of the hybrid version. *love does* resulted in 300 people serving in the following ways; 59 Boxes of Baby Clothing for Loved Twice, 300 Pediatric Hygiene kits to benefit JF Kapnek, 328 Breakfast Bags split between Trinity Center & Operation Dignity, 300 Hygiene Kits split between Trinity Center and Operation Dignity, 79 Polar Fleece Blankets for Calico, 64 bags of Used clothing for Trinity Center and 40 people working off-site at the Food Bank and White Pony Express.

Other Service Projects in 2022

In addition to the month of *love does* in February, LOPC offered other various opportunities to serve throughout the remainder of the year. LOPC members volunteered to help with three Build Days at Habitat for Humanity's Esperanza Place in Walnut Creek. The congregation responded well to the Monument Crisis Center Backpack Drive in July with 130 donations and participation in four Food Bank opportunities throughout the year. The Freebirds as a group served at Loaves and Fishes deep cleaning the kitchen and dining room located in Martinez that serves 175 people daily. In addition, LOPC offered three collections of toys for Harbor House and White Pony Express and food boxes for the Monument Crisis Center.

Mission Events

LOPC Mission continued to offer opportunities for the congregation to learn about the most current mission topics. Mission hosted several speakers in 2022 including Dr. Jane Pak, the Co-Executive Director of Refugees & Immigrant Transitions (RIT) who spoke on the complexities of gaining refugees status. In May, Hope Solutions visited the LOPC campus to share their vision of building 50 new housing units (tiny homes) on Faith Institution land and even brought a real model to campus. In September Rosie Thandu visited LOPC and gave an update on Children of Faith and all the children.



operations

Submitted by Dave Engelbrekton

A new Operations/Facilities team was formed and included LOPC members Diane Voellering, Jeff Budke (2023 elder), Rich Lewis, Don Couch, along with staff Jaime Polson and Dave Engelbrekton. This team met throughout 2023. The Operation team welcomed a new part-time Campus Operations Program Coordinator (campus scheduling/facilities), Emily Austin, in September. Emily also works closely with the Children's Ministry Team.

As in a typical year, numerous repairs and inspections were required, some of which included:

- Repairing chair lift in Chapel/Lower Youth room
- Control board on our main fire panel was replaced and re-programmed
- Replaced circulating pump in CLC which resulted in a significant savings in PG&E (gas)
- Parking lot lighting was repaired, and all pole fixtures converted to LED
- Repaired our utility golf cart
- Title 19, 5-year fire sprinkler inspection completed
- Load testing of both chair lifts

Our Thursday Work Crew volunteers, for whom we are very grateful, repaired:

- Two large irrigation water leaks on the hillside
- Assessed and repaired the wood chairs in the Chapel
- Replaced broken and chipped tiles in Fellowship Hall
- Replaced several light fixtures with LED fixtures (Ladies Restroom in Fellowship Hall; janitor's closet in the CLC; and stair lights to the Sanctuary sound loft)
- Installed a new convex mirror at the exit to our parking lot
- Installed two new plaques for Presbyterian Women which honor Vickie Hipkiss and Diane Steuber

Routine maintenance was performed in the form of painting and staining:

- Front facing bay of the Sanctuary
- Entire south side of CLC
- Five offices in the Ministry Center; and the Small Conference room
- Select areas of the Chancel Annex
- Several utility doors such as the garbage enclosure and electrical doors

Other maintenance included:

- Removal of dead trees (3 pines and 6 redwood), and considerable tree trimming on back hillside for fire prevention
- Sanctuary rain gutters cleaned and unplugged
- Honeybee removal from soffit on backside of the Chapel

The artificial turf on the Seedlings playground was replaced at the end of October.

Many of the larger maintenance and replacement projects were funded by the Foundation, for which we are very grateful for their support.

For the office, a new postal machine was installed, and several staff computers were replaced.

We also worked with the Kurth Board to help launch an expansion of Kurth Garden.

In October, a CPR training class was given for custodians, staff, ushers, and Thursday Fellowship volunteers.

AT&T completed a cell tower upgrade of new antennas and equipment.

seniors

Submitted by Catherine Coleman

Touch of Love gift bags, which were delivered to LOPC seniors, included multi page greetings, encouragement, faith related trivia and puzzles, were a joint project with the Congregational Care Team and enthusiastic volunteers. Younger families often delivered the bags, resulting in delightful interactions between seniors and youngsters.

First Friday Forum pivoted quite successfully to online programs for its 20th January-June season. The

planning team successfully managed pandemic and staffing challenges, plus issues related to hosting speakers not present physically to offer the usual wide ranging presentations.

Thursday Fellowship rose to pandemic challenges as soon as in-person gatherings were appropriate. By anticipating every aspect of safety so that guests could return confidently. More careful planning led to very high quality events with several new guests and volunteers.

cnc

Submitted by Jeff Patton

The Church Nominating Committee (CNC) worked diligently to fill all open Deacon, Elder, Foundation, and CNC positions. This included 10 (adult) Deacons, 2 Youth Deacons, 10 Elders, 1 new Foundation Trustee, 2 renewed Foundation Trustees and 1 open CNC position. A special "thank you" to the entire CNC team for the fantastic job they did working to bring on such caring and talented members who will serve the church well.

personnel

Submitted by Bill DeWolf

We are blessed to have such a gifted and dedicated staff that helps carry out the important ministry we plan at LOPC. Our clergy, program and administrative staff, and teachers are such a vital part of what makes LOPC such a warm and welcoming community of faith.

As the challenges of the pandemic leveled off in 2022, we entered a new place of re-imagining the various ministry areas and how best to meet the needs of our members. The staff rose to the challenge and demonstrated the ability to think creatively while caring for LOPC members and those in the broader community.

This past year brought changes in our staffing configuration. LOPC is

so grateful for the gifts shared by those who transitioned in 2022. They are Brett Strader Director of Worship & Music, Lawrence Bryant (Technical Operations Manager), Lori Robinson (Children's Ministry Director), Colleen Whitelock (Campus Operations Coordinator), and Gerald Chinen (Pastor).

LOPC personnel policies and procedures are regularly reviewed, updated, and approved annually by Session. The Personnel Team recognizes that staff compensation needs to be sufficient to attract the high quality and dedicated team that



is currently in place. The team has established a process for annually reviewing all staff with adjustments in compensation based on established criteria.

As the Personnel Team looks to the future, they are grateful that the LOPC staff is prepared to continue to support church programs as they have historically done. The staff will be required to adapt to continually changing ways of reaching out to the LOPC and broader community through both digital formats and other means. The Personnel Team is confident that the wonderful LOPC staff is up to the task.



Pastor Gerald's Aloha Celebration

spiritual formation

Submitted by Terry Clark, Pat Stevens, and Chris Baldwin

The year opened with Pat Stevens joining the Spiritual Formation ministry as an Elder. The Spiritual Formation Team began the year by evaluating the survey responses from the Anti-Racism Retreat, presenting the Lenten Series on Lent in Plain Sight, and considering the critical role of the post-pandemic church and pastoral needs to be addressed from the Leadership Retreat.

By Spring, the SF Elders entered a series of meetings with Pastors Peter Whitelock, Lauren Gully and Chris Baldwin to consider all that might be involved in the unexpected transition and change of SF clergy from Lauren to Chris. Peter met with

the SF sub-ministry leaders to explain the journey to develop LOPC's post-pandemic church model and the coming transitions and reallocations of clergy resources. There were feelings of sadness and loss from Lauren moving on, but also hope for the new opportunities with Chris to expand our serving the LOPC community by partnering with Chris' Community Life groups.

After a gathering with Lauren to celebrate her eight years of leading our ministry, we started the transition with "sharing and listening sessions" on Chris' ministry and our programs. With input from all the SF team leaders on our future direction, we

then focused on primary Goal setting, visioning how LOPC's SF ministry might evolve, and defining the unique contributions that Spiritual Formation can bring to the LOPC community.

This transition process also developed a long-sought definition of Spiritual Formation that is all-encompassing enough to include the many SF approaches and practices, and we have updated and enhanced our ministry's presence on LOPC's website with new content resulting from many months of visioning. As Terry Clark rotates off this ministry to become Clerk of Session, Jeff Eyet will become the new Elder; and SF has a strong foundation for 2023.

worship & music

Submitted by Brian O'Shea and Bettie Graves

In 2022, the Worship & music Team saw many changes. Our year began with the sad passing of the Senior Music and Worship Elder Judy Clark in the Spring of 2022. Many staff changes also occurred. The congregation said farewell to Brett Strader as head of the Worship and Music Planning Team. Brett is missed as a multi-talented staff member. The choir returned as Sunday worship leaders under the Interim Direction of Michell Covington and with the help of Brianna Stutzman as our new Worship and Music Associate. These changes have helped the Music and Worship Team to grow and to take on larger and in some cases more complex roles.

Despite the losses, the ministry continues to flourish and has been blessed with many people called forward to work together. So many people share their talents with

worship planning, music, art, and beautiful floral arrangements, and they, the ushers, created a warm hospitable environment to welcome all.

The Welcome Center was opened for Sundays, with a volunteer team. The Sanctuary Guild has also returned and LOPC is fortunate to have such a dedicated team who put such lovely order throughout the church each week. Also, there is the incredible opportunity, presented by the Pastors, for the LOPC community to grow in faith each Sunday morning as they come together, in person or on Livestream, to worship God. We celebrate being



together and look forward to the time when our in-person numbers grow to the point that a second worship service is needed on Sunday morning.

We continue to celebrate a lively following on Livestream

both on Sunday morning and during the week with people who live locally or who are out of area.

We give thanks to God for each person who serves with us on the Worship and Music Team and for you our Congregants. You are each appreciated and are a Blessing. To God be the Glory!

youth

Submitted by Nancy Grabow and Lee O'Haver

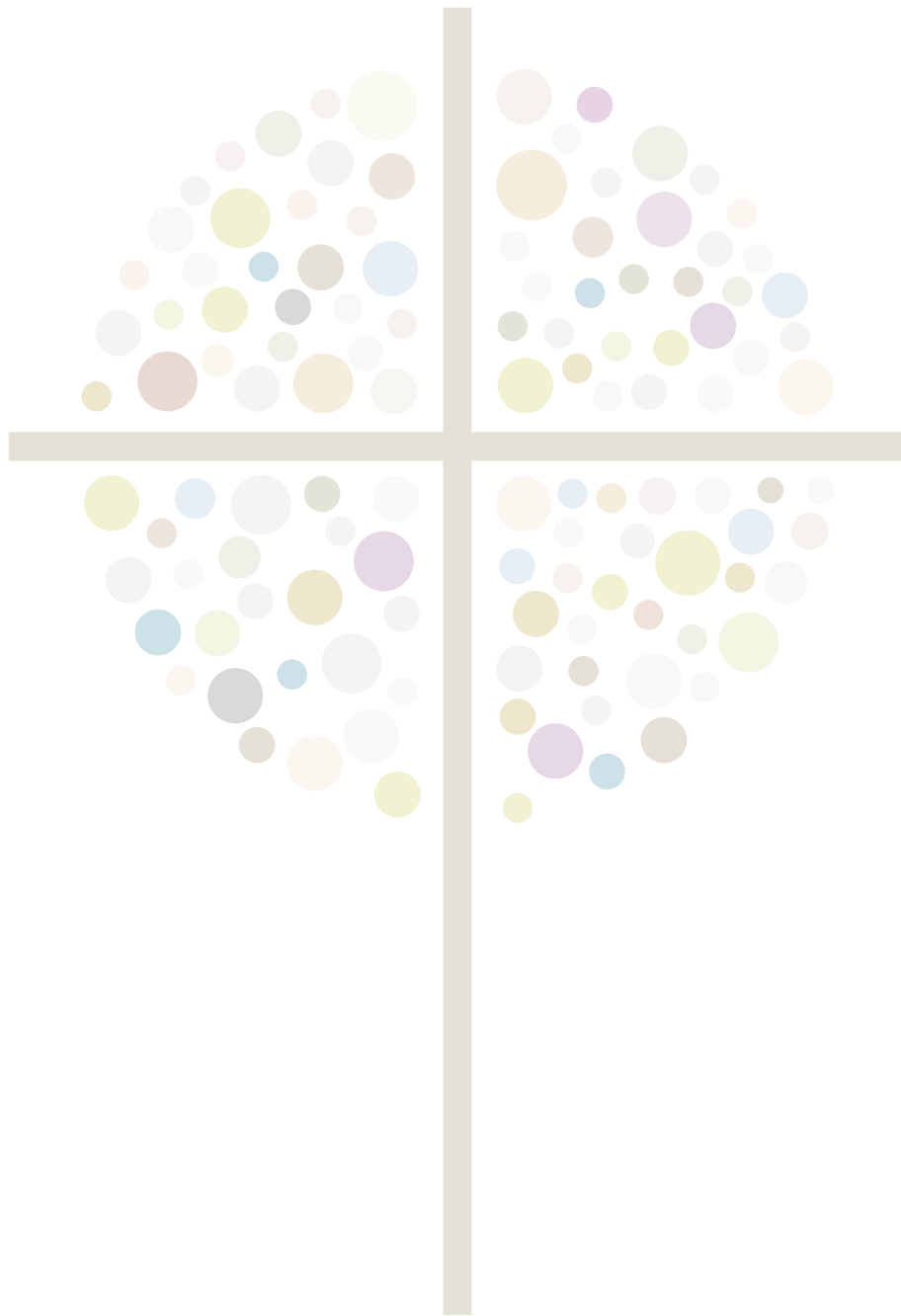
The Youth Ministry team, led by Keris Dahlkamp and Allison Kunz, had a wonderful year of programming. Early in the year, the YOW (Youth on Wednesday) middle school and BTW (By the Way) high school programs combined due to the continuing constraints of the pandemic. Confirmation Sunday took place in February, along with service projects for Loved Twice and easter baskets for Hope Solutions. In April, the Lighthouse program (Hope Solutions) occurred and there was a service-learning day trip to Salinas. The month of June saw the return of summer service-learning opportunities

– Service Squad (5th and 6th grades) and the Wapato Mission Trip to the Yakama Reservation (7th-12th grades). The team hosted several family service days during the summer including a backpack drive and a bag lunches event for Trinity Center, as well as a fun day at Scandia. In August, the youth led the service on Youth Sunday. The fall season and start of a new program year brought lots of new youth ministry volunteers as well as a consistent group of youth attendees – YOW back on Wednesday nights and BTW on Sunday evenings. There was a wonderful and restful fall retreat at Westminster Woods. New youth

Deacons were welcomed at a dinner in October, and the SPLASH student leadership team formed again. A large group of youth served at the Winter Nights shelter in November. December brought the annual traditions of the mediocre talent show at YOW, progressive brinner (breakfast for dinner) at BTW, alumni dinner, and Christmas Eve family services. The team is preparing for the 2023 summer service-learning events. A special thanks to the faithful advisors whose love for Christ is manifested in their service to our youth.



2022 Wapato Mission Trip



Lafayette-Orinda Presbyterian Church

2022 Annual Report

49 Knox Drive • Lafayette, CA 94549

925-283-8722

lopc.org