

**Annual Ministry
Reports
2011**

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Growing Healthy Churches

2420 Camino Ramon Ste 140 * San Ramon, CA 94583 * (925) 277-3980 * (925) 277-3985 fax

Rev. Jim Kennon, GHC Board President

“God hasn’t told us to go away and do some work for him, He has told us that he is already at work trying to bring a lost world to Himself. If we will adjust our lives to him in a love relationship, he will show us where he is at work. That revelation is his invitation to us to get involved in his work. Then, when we join him, he completes his work through us.”

- Experiencing God by Henry Blackaby

These words by author Henry Blackaby capture why I have chosen to be a part of Growing Healthy Churches. I see God at work in GHC, changing lives by bringing people to Himself. That’s why I’m excited and privileged to serve GHC as both a pastor of a local church and as President of the Board.

The board successfully fulfilled its purpose this year by providing counsel to our Executive Minister and holding him accountable to the goals that we agreed upon as a board. I thank Dr. Borden for another year of exceptional leadership. His enthusiasm, commitment, and vision for fulfilling the Great Commission moves us forward as a board and as a network of churches.

I give thanks for the exceptional leadership provided by the GHC Staff. Whether increasing our financial health, planting churches, training pastors, or equipping the saints, our GHC Staff is integral to what God is doing in our midst.

I also thank the GHC Board Members. I truly enjoy our board meetings. The board is comprised of a diverse group of people with impressive talent, abundant wisdom, and an inspiring commitment to helping GHC fulfill our God-given purpose.

As we move from being a region to becoming a network of churches, we’re witnessing God move in ways different from the past. By his grace, GHC is now able to bring the gospel to people across our nation and around the world. With God, it’s always a new day. He’s in the business of making all things new. We are blessed and privileged to be invited by the Creator of the Universe to join him in changing the world.

To God Be The Glory,
Jim Kennon,
Fowler Baptist Church

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Dr. Paul Borden, Executive Minister

I am delighted to report that God's good hand of blessing continues to be upon GHC. Our goal of moving from behaving like a denominational region to and acting more like a Kingdom Network continues to evolve. This is not to say that we are moving away from our denominational roots. It is to say that we are trying to behave in ways that honor and promote the Kingdom of God in all we do, so that God's Kingdom is more advanced than any particular denomination including our own.

We continue to focus on the three major strategies of, transformation, reproduction and church movements. Transformation is a continuing process since every congregation that seeks to be healthy and obedient to the mission of our Lord, must constantly be changing. In healthy congregations intentional transformation is a necessity. The same is true with reproduction. Our Lord expects His Church to multiply. Congregations that grow add to the Kingdom and multiply Kingdom influence. God has given us the responsibility of working with many different denominations and this is making a difference for God's Kingdom throughout the world.

Though some churches chose to participate in more than one ministry area, throughout the year we were able to minister to over 300 congregations. Consulting, coaching, mentoring, envisioning, financial counseling and many other ministries enabled pastors, lay leaders and congregations to continue to transform in order to serve the mission of our Lord in making more disciples. Our staff is committed to serving our congregations as they continue to take our Lord's mission sincerely.

We were also blessed by God who enabled us to plant more than ten new congregations. Five more new church plants are hoping to partner with us as we continue to try to raise funding for them. We want to utilize the mission dollars, given by congregations, not only for our own needs, but also to help new congregations come into existence.

Finally we continue to work with congregations in other denominations in our nation and abroad. Perhaps the most exciting is that which God is doing in the nation of Cuba. We are delighted to see many new disciples coming into the Kingdom of God through a growing *house church* movement.

Our God is blessing the GHC Kingdom Network in wonderful ways. Thank you for your prayers, your giving and most of all your commitment to growing healthy congregations around the world.

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Dr. Bill Hoyt, Regional Consultant

Partnering with You in God's Work

Looking Back

God is clearly at work in, among and through the churches of GHC. What a delight to sit in our monthly GHC staff meetings and hear the stories of God at work. JD Pearring reports on the growing church planting movement taking place under the GHC Network banner. Most of all it's exciting to hear of the new believers being baptized in our church plants. But not all the action is taking place in our church plants. Sometimes it's Pam Breen, other times it's David Bennett, often it's Tim Brown and at times it's my privilege to recount breakthroughs, growth and baptisms in churches all across the Region.

Richard Brock and I have seen God's hand clearly guiding numerous GHC churches in transition. The search process is hard work and time consuming, but when churches let us coach them, train their search teams and assist them in finding outstanding pastoral candidates to prayerfully consider, God seems pleased and leads them to wonderful, Godly leaders.

During the past year I have had the privilege of coaching nine pastors and four lay leaders from GHC churches. I have thoroughly enjoyed being the Congregational Coach for LifePoint in Minden NV, Cold Springs in Placerville, CA and First Baptist in Fresno, CA. In addition, I've been given the opportunity to do general consulting with four GHC churches, plus being the Transitional Coach for three more congregations. I've also led a church assessment for First Baptist Church of Fresno.

More than 30 pastors or pastoral couples have allowed me to walk along side them at some point during the year as they navigated various passages in ministry or their personal lives. The joy gained by this aspect of my work in GHC sustains and renews me.

In the spirit of generosity that has permeated GHC over the past decade or so, Dr. Borden has allowed me to work with our sister Region, ABC of the Northwest for three days per month this past year. When the Executive Minister, Dr. Charles Revis, was severely injured in a skiing accident last December he was faced with an extended recovery period that kept him from many of his duties. The gift of my time which has allowed me to do training for their Mentor pastors and three church assessments in addition to numerous other assignments has been deeply appreciated by both Dr. Revis and the entire Region.

Looking Ahead

In the next three or four months, I will have the privilege of working with pastors Tim Brown and David Cooke in evaluating the current offerings and strategies that make up the Church Health and Transformation portion of GHC. We are already getting input from others and will be including even more in the process as time goes on. Our goal is to improve the resourcing of pastors and churches provided by GHC. It will be exciting to see how God leads in that process and the shape things will take in the future.

As a GHC staff member I, like my peers, fully understand that God's work is being done by the churches under the leadership of you, the pastors and lay leaders of those churches. It is humbling indeed to be given the opportunity to serve you as you serve our wonderful Savior and Lord, Jesus Christ.

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Rev. JD Pearring, Director of GHC Network

The GHC Network supports church planters and high level leaders and each year we gather at the annual Celebration to reflect on what we've seen God do over the past twelve months. Let me share with you the people and ministries that give me a reason to celebrate this year.

Expanding Systems and Increasing Network Contributors

It truly is a privilege to support so many leaders in what God is calling them to do. One of the most successful strategies we've adopted was going from expecting every planter to become a coach to looking for every leader to become a network contributor. This year there have been a number of opportunities! As the number of leaders and churches in the network grows, we're expanding and refining our systems for supporting them. The 10 systems of support are: Spiritual Vitality, Funding, Inviting, Assessing, Vision Alignment, Training, Coaching, Caring, Creativity and Partnering. This year we've trained and included new leaders in the areas of Funding, Inviting, Assessing, Training, Vision Alignment, and Coaching. We're excited to see that many of the key roles in our systems are now multiple people deep and spread out geographically. This means that we have additional coaches for planters to connect with, more experienced planters involved in training, knowledgeable advisors on the Vision Alignment team, and dedicated staff coordinating clusters and the Discovery Center. In addition, a team of leaders from within the network began working as fund raisers to develop additional resources for starting new churches.

More New Leaders and Churches

In the last year we've helped 40 candidate couples and individuals determine if church planting or campus pastoring was their next step in ministry. Four planters and campus pastors went through the assessment process, received feedback from our Vision Alignment team and have launched or are preparing to launch new churches in four states. It's exciting to be part of these new churches spreading the Gospel in Washington, Arizona, Indiana and Pennsylvania! A number of others are preparing to launch in the next year.

We continue to celebrate being able to resource and partner with other networks and groups that share a Kingdom-minded goal to support church planters and high level leaders. The GHC Network has an impact beyond our own churches and I look forward to celebrating all that God is going to do in 2012!

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Pam Breen, Administrator

It is a real privilege to be able to serve in a role where we have the opportunity to see God at work on a daily basis. I am very grateful for another year here at Growing Healthy Churches.

We continue to serve GHC churches and help them in a variety of areas. Some of the areas we continue to provide help for are:

- ❖ helping churches get their mission dollars where they want them to go. This is crucial in this day and age as churches work to be good stewards of the funds they have.
- ❖ helping churches with payroll and accounting questions. This year payroll issues are a hot topic because many churches have had employees mis-classified in the past and now issuing a 1099 triggers questions with the state employment offices as well as with IRS.
- ❖ providing resources and helping track down good material for churches as the need comes up.
- ❖ doing our best to respond to those questions a church has that only comes up periodically.
- ❖ help with the process of having ordinations recognized by GHC and ABC-USA.

This year the Resource Center has also been focusing in some new areas such as:

- ❖ streamlining our databases, registration process and software to be more effective and have them in sync with each other. We are in the process of making this happen.
- ❖ providing better communications so GHC churches know what is happening in our network of churches.
- ❖ staying on top of the issues that are the focus of IRS and individual states. They are real up front with stating they are working to collect fees and penalties by enforcing existing policies. Our intent is to GHC churches from needing to deal with this by making sure we are on top of the issues ahead of time.
- ❖ we have started providing regular webinars that allow our churches to get training without having to take a lot of time away from the church and to save the churches money.

We remain very grateful to have an incredible staff in the Resource Center. They are: Heather Bassard, Maureen Douwes, Judy Lane, Susan Pickett, Michele Prater and Larry Rice. We have also had some great summer assistance from Ariana Breen and Caitlin Magario who have worked on major projects for us. We realize that we are very fortunate to have a staff that enjoys helping the churches and seeks to find ways to make things happen easier for them as well as within this office.

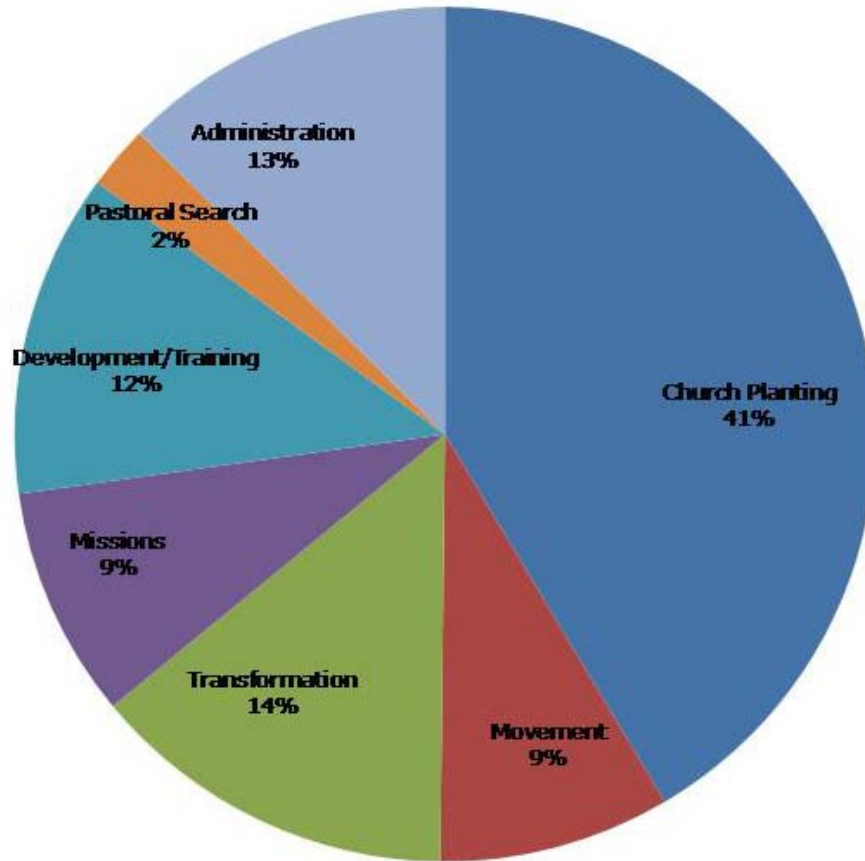
Thank you for allowing us to minister with you and be of assistance throughout the year. We thank God for this opportunity.

Pam Breen, Administrator
 Report Continued...

2010 Income: \$ 2,351,089

Our income comes from the generosity of churches and individuals.

2010 Expenses: \$ 2,370,019



41.46%	Church Planting	\$ 982,652
8.74%	Missions	\$ 207,198
13.86%	Church Transformation	\$ 328,351
12.26%	Development & Training	\$ 290,659
8.71%	Movement-Denominational Change	\$ 206,534
2.40%	Pastoral Search & Recruit	\$ 56,905
12.57%	Administration	\$ 297,810

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Rev. David Bennett, Director of Mission & Development

GHC's purpose is to network, resource and encourage church leaders and congregations in the areas of growth, health, transformation and church planting. For Mission and Development it is to help grow healthy church finances by helping churches make wise decisions about their finances so that they can accomplish the mission/vision God has given them. We work with churches to increase their weekly offering, maintain a healthy level of expenses, fund short and long-term goals, budgeting, minimize their risk, solve tax issues, evaluate benefits packages, set goals, develop leaders and help them achieve their goals/mission/vision.

To do this, we help pastors and leaders uncover their tangible goals which need money and planning to achieve. Then we provide a written, step-by-step plan of action so that they know the path for achieving their goals. After that, we provide two 30-minute, monthly coaching calls to make sure the church is successfully implementing their plan and is making progress to achieving their goals. Churches that have joined in this process have increased their income between 10% and 120% in a 12 month period even through economically challenging times. At this point, 26 churches have participated in this process and another 42 churches have engaged in "spot coaching" when they have questions in fundraising and other financial issues. We help these churches work through our 44 point checklist for getting a church's financial house in order and keeping it there.

We are also coaching churches through capital campaigns. Since our last Annual Celebration, we have worked with 11 churches at different phases of the stewardship process. These churches (including our new churches) are raising funds for buildings, new staff and future ministry possibilities. We have found that campaigns are especially helpful for newer churches because the new believers they reach understand giving to specific projects more than they understand tithing. We also coach our new churches for raising support.

Throughout 2012, we will continue serving churches, committed stewards and more people who know Christ as their Savior. We will train additional staff so that we can expand our capabilities and the number of churches we can serve. We will also promote GHC ministry throughout our constituency asking for support of time, talents and treasure.

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Rev. Richard Brock, Pastoral Search Consultant

It is a pleasure to work with the staff of Growing Healthy Churches helping to resource our member churches during pastoral transition. The core of our assistance, include an **Assessment**. When a church finds itself without a pastor, the staff of GHC offers a complete assessment of the churches ministries and an oral and written report is presented to the congregation. After the church gets a clear picture of where they are, an **Envisioning** process enables the church to capture God's vision for a great future which usually involves identifying the church's core beliefs and core values. Then the leadership must make a firm commitment that the mission of the church is based on a clear Biblical understanding of Christ's mission of making disciples and that the vision reflects what the church would look like in the future if they were successful in fulfilling their mission. At this point the church is ready for the **Search**. GHC provides training and assistance to the search committee to establish a process that will lead them to potential candidates to interview that match up with the skills, gifts and experiences needed to accomplish their mission and move the church toward their vision. When the one candidate is chosen, it is time for the congregational **Call**. We assist the search team in the appropriate ways to present the candidate to the congregation that follow the rules set down in the church's by-laws that will assure a legal and proper vote, and then the congregation extends the call. GHC staff then promotes a **Mentoring** relationship for the new pastor within a small group of peers that will include training, support and accountability.

We have a several Interim Ministers that are ready to serve churches. Some serve as pulpit supply, others a more traditional interim role and then some who have experience in transformational and turnaround ministries. At this time we have several trained interim pastors working in our churches; David Tomatis at Hughson FBC, Fred Delano at Fresno FBC, Larry Rice at San Pablo McArthur Community and Ralph and Jean Wilson at Nevada City FBC. Other churches that are in pastoral transition are Chowchilla Life Change, and Pacific Grove FBC. In addition, Jim Higgs just concluded an interim role at Daly City. I thank all our trained interims, those currently serving and those who await their next assignment.

Churches that have completed their search process since our last annual report are; Las Vegas Warm Springs, San Francisco FBC, Sacramento FBC, Vallejo Friendship BC, Daly City Westlake, Fort Bragg FBC and Visalia GateWay.

In recommending a pastor to serve one of our churches as a pastor or interim or a pastor that is seeking a position please submit their material to Michele Prater at the GHC Office or to me at RichBro38@aol.com. You can find the forms needed at www.growinghealthychurches.org under Resources / Pastor Resources / Pastoral Search.

American Baptist Women of the West

Mrs. Audrey Fong, President

Highlights and Accomplishments in 2010-11

- Board retreat for 2-1/2 days at Asilomar and all day meeting at Pacific Grove First.
- Picnic Reunion in October at Santa Clara First.
- “Mission Possible!” national challenge to raise \$30,000. in 2-1/2 months by Feb. 14 for Health Education and Cholera Prevention in Haiti. We raised a total of **\$35,868**.
- Spring Meeting at Selma First focusing on Missions, national, regional and local. Missionary Nora Kalkman on home assignment from Prague, Czech Republic, was our Speaker.
- Annual Conference at Mission Springs Center with the AB GIRLS meeting in the same area and giving us an outstanding presentation. Bible Study Leader, Elder Jamilla Calhoun, workshops by Rev. Carole Moore, Rev. Wanda Williams, Rev. Charlotte Myers, Melody Hill and region officers. Diane Irvin spoke on her recent mission encounter trip to South Africa and DRC with AB Women. ABCUSA International Ministries Consultant, Chris Marziale escorted and planned this tour. Pam Breen gave a report from GHC and presented Love Gift certificates of recognition to churches who gave over \$500. We closed our Mission Crafts merchandise. These were purchased overseas and are no longer available due to high fees for customs and other taxes.
- At least eight women attended the National Women’s Conference at Green Lake.
- National recognition to Selma ABWM for their exceptional mission work.
- Continued the Break the Chains project with “Break the Chains and Stop the Pain”.
- Annual support to help cover operating costs to the AB Women’s Ministries national organization running the programs with women and girls.
- Our mission work goes to Congo, India, Philippines, Alaska and United Christian Center in West Sacramento. We support Special Interest Missionaries overseas and in USA.
- We gave \$6,000 in scholarships to seminary students and college in USA and oversea.
- Region Special Project was Oakland’s Samaritan Neighborhood Center. We donated over \$11,000 the past 2 years.
- We support “Christmas at Sea”, the project of Seafarers Ministry of the Golden Gate with knitted watch caps and other items.
- Local ABWM groups support many more projects in their area or region.



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2011 Annual Report

**“Commit to the Lord whatever you do, and your plans will succeed.” (Proverbs 16:3)
“Reflecting Christ Through Serving Others” (Redwood Glen Vision Statement)**

This past year has been an exceptional year at Redwood Glen! God has truly watched over this ministry, and He has shown us considerable favor! What we have accomplished and continue to accomplish we have done so by committing it first to the glory of God. Always wanting to look for the positive impact in any circumstance, the best thing about how the recession hit Redwood Glen is that we have had an opportunity to reprioritize and focus our ministry efforts. We have had to make difficult decisions about what the most important aspects of our ministry are and then focus on them. We strove to grow and develop those things that are the basis of our core ministry and let go of those things that are peripheral and, especially, anything that would distract us from our vision, mission, goals and God-given purposes. Redwood Glen has become a “lean, mean ministry machine”. We have put our house in order.

Redwood Glen has an incredible staff. Everyday, we look at whatever project we are working on and every project we would like to do and determine if that project or potential move forward will bring us closer to our overall mission of working with local churches as an extension of the local church to challenge our campers and guests to a new and / or renewed relationship with Jesus Christ.

For our 2011 summer program, Redwood Glen *slashed* its summer camp rates to \$175.00 and \$199.00 and dramatically we saw an 18% increase in campers over 2010. For our summer program, we focused on new recreation initiatives, including hoola-hoop golf, a balance beam for the swimming pool and a pool “cube”, among other things like new group games for our campers. On the guest group side of our ministry focus, we invested in new outdoor-quality foosball and ping pong tables. We also invested in landscaping the grounds, especially in the center of the facility. We instituted a new summer department called the **Levite Team**. Our **Levite Team** was a group of staff cross trained in several departments, which afforded us the ability to heavily staff in areas as ministry needs ebbed and flowed throughout the summer. Redwood Glen also hosted our annual Pastors’ Sabbath, allowing pastors and their families a week-long getaway for only \$50 per room in our Siden Conference Center. All meals are included, but not mandatory, and each family has opportunity to give a donation toward the meals they participated in at the end of the week.

We truly appreciate the support of individuals and churches for making 2011 an spectacular year!. Your prayers, participation, encouragement, contributions and volunteer efforts have helped to further our shared, kingdom ministry. To keep in touch with all that is happening at Redwood Glen, go to www.redwoodglen.com and visit our “**Reflections**” newsletter page. To seek a variety of ways to support this vital ministry, go to www.redwoodglen.com and click “**About Us**” then “**Contributions**”. If you want to share your experience at Redwood Glen, view pictures of our 2011 summer season or find a date for your retreat, go to www.redwoodglen.com .

In His Service,

Marshall Coleman

Marshall Coleman
Associate Director
Redwood Glen



A Christian Retreat Center

Sierra Pines would like to thank Growing Healthy Churches for their support this year. We have had many challenges and some great strides this past year.

This last winter Sierra Pines was hit hard by the record-breaking snowstorms that swept through the northern Sierras. Where our normal snowfall is around 40 feet, this year we were closer to 70, and with nearly twice the average snowfall came some unique challenges. Between constant shoveling and damages to the facilities there were times when we wondered if we would be prepared for an incoming group. Even if we were prepared, we often found ourselves at the mercy of road conditions.

When the snows started to recede in June we realized the true severity of the damage to our structures. The decks on Pinecroft Lodge and Bear Lodge were torn away from the buildings and the walkway under the main lodge had caved in.

In the midst of all this, the board decided to take on the challenge of completely gutting 22 of our cabins and rebuilding the interiors. The construction crews dug down into the cabins the first of March (the snows at the time were mid-roof level) and began this huge undertaking. In July our cabin area reopened with 22 newly renovated cabins! All the new cabins have a toilet and sink. 14 cabins sleep six and have a shower and one queen sized bunk; the additional 8 cabins do not have a shower but they sleep eight and have one full sized bunk. In addition to youth camping, we can now accommodate families and couples retreats. After the reconstruction, we can now house up to 200 campers.

Two weeks after the completion of the cabins we hosted our largest group ever—175! A family camp brought people from all over the United States and Korea. There was much prayer preparing for the camp because we did not know if everything would work in the new cabins—it went flawlessly!

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Cabin Area Remodel



We have 22 beautiful newly renovated cabins the were completed in July of this year.

Other challenges that we faced this year are the loss of our director and the impact of the slowing economy. Financially we were challenged due to the storm damage and the need for continued renovation. Projects that need completion in the next year are: put new roofs on our renovated cabins, install new fencing around our pool area, and rebuild the walkway under Judson Lodge. We would also ask for your prayers as the board considers their options for finding new leadership for the camp.



Silica Bible Chapel Family Camp—July 2011
The largest group to use our newly remodeled cabin area

We thank our supporters for their prayers and financial support. We could not continue to function without our faithful “Partners.” Our “Partners” through their prayer, service and support enable our mission to create an atmosphere where campers can retreat, develop their personal relationship with Christ, and grow in relationship to each other a reality. We have had several campers tell us in the last year that in all their years of retreats their experience at Sierra Pines has been their best. As a couple of university students put it last weekend, “I have felt loved and nurtured during my stay” and “the staff has seemed to anticipate our every need.”

If you are ever in the area, we would love to have you stop by to see the changes that are taking place here at Sierra Pines and to see the impact that you are having on this ministry!! To see pictures of our new facilities and to get more information on our retreats and programs visit our website at www.sierrapines.org and our Sierra Pines Fan Page on Facebook.



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