2014 Annual Report

Growing
All living things grow. New abilities are added. New ground is covered. Old cells are replaced by new ones. Each organism grows at its own rate. Some even go through periods of hibernation for a time. But at some point, growth needs to occur for the organism to continue. For when something stops growing, it dies.

The same is true for God’s church. It needs to be in a constant state of growth if it is to fulfill God’s plans for it. It grows in its influence, its abilities, its maturity. New growth is added to what has grown before.

SCFBC is growing. It continues to build upon its rich heritage, the contributions of present members, the additions of new members. Its growth is an answer to many prayers, not the least of which is Peter’s prayer for the church in 2 Peter 3:18 (NIV)

But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen.

The pages of this 2014 Annual Report chronicle some of the growth that occurred in our SCFBC family this past year. The order of pages is based on our Ministry Principles as outlined in our Bylaws. These Principles give us our marching orders—what we are to focus on as a church committed to the advancement of Christ’s Kingdom. They are:

- We are a Sharing Church
- We are a Growing Church
- We are a Serving Church

We rejoice in the Lord to see the Gospel spread, lives changed, and needs addressed. These accomplishments confirm His presence among us and His ability to work through our efforts. But we are not finished. There is more to be done. There is more growing to do. And God’s promise carries us forward, “The best is yet to come.”

Our 2014 SCFBC Goals

- Baptize a minimum of 15 new adult & youth conversions
- See a minimum of 45 people being instrumental in helping someone come to faith
- Increase Sunday morning worship attendance by a minimum of 10%
- Average a minimum of 100 people per week during a Life Group trimester
- Increase congregational giving by 10% over 2013
- Bring in 25 new members in 2014
- Involve a minimum of 65% of the people in some on-going form of ministry or mission
- Initiate a system for Leader Development
A Word from the Chair

See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland. Isaiah 43:19

Do you believe God is doing a new thing at Santa Clara First Baptist Church? Barbara Chicks ended her Chairman’s report last year with ‘This is new territory to be explored.’ She was right, 2014 was a year of new things for our church.

It was the first year for:

- The new Bylaws
- The Guiding Principles
- The new Board structure
- Four brand new Board members (two returning from 2013)
- Creating measurable Church-level goals
- Performing a Pastoral evaluation based on Church-level goals
- Performing a Pastoral search in over 20 years.

It would be nice to be able to say that everything went smoothly, but anytime you try something new—things don’t always go as planned. That is not say that the past year was a failure. We accomplished many good things last year. We saw an increase in giving and Sunday morning worship attendance. Our Life Groups are going strong and our church has a desire to serve God’s Kingdom through ministries provided at our church. A Pastoral Search Team was assembled to discover God’s will for our new Pastor. The Board is working on a plan for training current members and future members, and how to best share with the congregation what the Board is working on, while figuring the most efficient way to perform Board work under the new structure.

A way is being made in the wilderness and our church is moving in the right direct. That is a testament to the leadership of Pastor Richard and his staff. The Board has been privileged to be able to partner with them to see God’s work done.

With 2014 in our rearview mirrors, the Board is looking forward to 2015 and all the great things God has prepared for us.

Joel Robinson
Board Chairperson
We are a sharing church. Our church’s highest priority is sharing the gospel and bringing unbelieving people into a relationship with Jesus. Therefore we will seek to influence others to accept Christ’s claim upon their lives and be baptized as a witness to others of their decision.

OUTREACH TO OUR COMMUNITY

The Great Commission is the engine that drives the church of Jesus Christ. When God’s people commit themselves to hearing and obeying Christ’s command to “go and make disciples of all nations” His church is aligned with the heart of God and will find Him wanting to bless their efforts.

This desire to reach our community resulted in the following special outreach opportunities:

**Scott Lane Art Explosion**

**Journey to the Cross on Good Friday**

**Worship in the Park**
Lego Booth at Art & Wine Festival

Trunk or Treat on Halloween

Bethlehem

Christmas Eve Service
We are a growing church. We will seek to grow in numbers and in our understanding and practice of the Christian faith. We will reach people in the community, welcome them into the body of Christ, and provide environments and opportunities which promote Christian growth and a personal relationship with Jesus Christ.

Therefore we will seek to increase the number of people engaged in Sunday worship, connect more people into the various aspects of our church’s life and ministry, expand the number of those involved in our Life Groups and encourage a fuller stewardship of one’s time, talent, and treasure.

WELCOME TO THE FAMILY

New Members

To achieve our 2014 goal for new members we shifted our approach and began providing a Sunday morning first hour “Meet and Greet” experience in Pastor Rich’s office. This approach offered a time when both children and youth of a prospective new member had a wonderful place to go while the parents met with the Pastor. In addition we also began holding “Intro to SCFBC” classes during the same hour on Sunday morning. These changes helped immensely in providing opportunities for newcomers to get to know us and other newcomers to the SCFBC family.

All told, 13 new members were added to the SCFBC family in 2014.

These new members are:

Eileen Flores, Susan Goldsbury, Jun Lagmay, Margarite Lee, Raissa Mbassa, Kevin Prather, Mark Reiley, Alex Shen, Caron Thor, Sofia Vega, Alex and Nicole Wiesen and Debbie Zimmerman.

All of these have connected with the life of the church by joining various ministries such as the Worship Team, Children’s Ministry, Life Groups, Audio-Visual Team, and mission outreaches – Welcome!
Growing Continued…

SUNDAY GRILL

From June through the end of September, Santa Clara First Baptist tried a whole new approach to connect people together, and it became the Sunday Grill. Every Sunday we fired up the BBQ, set up a group of picnic table with umbrellas, and offered an inexpensive lunch after the worship service. The playground area was a great place to do this as there was equipment for the kids to play on, music playing, and grass and trees to sit under. And for $3 you could have hamburgers, hot dogs, chips, water, and a soda.

The idea started out as a huge success with close to 100 people every week coming to hang out in the sunny weather and enjoy some food with friends. It was interesting to see people sitting with others that they did not know and striking up conversations. We saw new relationships form that started out as simple conversations and then turned into discovering that common interests were had. It was such a huge success that the Grill was extended all the way through September without a drop in attendance.

A big thank you to Trudy Kroll for organizing the volunteers and supplies, and to the over 60 volunteers that helped serve to make it happen.
Growing Continued...

WORSHIP MINISTRIES

God has brought much life and growth into the worship services in 2014. Worship services are both an entry point for people coming into the life of the church as well as an outgrowth of God moving in all other areas of the church. In 2014 we saw an increase in attendance of 7% over 2013.

In the spring we celebrated the Easter season with an all-church Lenten emphasis, Good Friday Journey to the Cross prayer walk, and an Easter service full of worship and celebration of the risen Savior.

In August we held our 12th annual Worship in the Park outdoor worship service where we lifted the name of Jesus in the middle of the city in Central Park. More than 300 guests came for a wonderful BBQ lunch, games, activities for children and worship. The season of Advent culminated in a powerful Christmas Eve service with an environmental audio visual presentation, Christmas carols, a powerful message and 309 people singing Silent Night by candlelight.

There has been so much growth this year, however, this growth is not just in numbers, but in participation in the worship services. As God moves in our hearts He begins to change us to be more outwardly focused and we can see the evidence of God’s hand and blessing in our church. This leads to more passion and gratefulness in our hearts as we gather together to worship our amazing God.

Praise the Lord! Sing to the LORD a new song.

Sing His praises in the assembly of the faithful. Psalm 149:1
Growing Continued...

LIFE GROUPS

At the beginning of 2014, the goal for Life Groups was to involve an average of 100 individual participants per trimester. While we ended up averaging 88 individuals in a given trimester, we decided that a much more meaningful question to consider would be how many people participate in at least one Life Group in the course of a year. This information better gauges the benefit of Life Groups for the people of SCFBC. So in 2014, we had a total of 25 different Life Groups (both trimester-based and ongoing), with 132 different people participating in at least 1 Life Group.

Growing

Life Groups are uniquely equipped to help people to grow in their faith and become an active follower of Jesus Christ, whatever their level of spiritual maturity may be. Life Groups offer everything from in-depth Bible study to fellowship and simple devotion and prayer. Much of the spiritual growth flows from the relationships with other people. Participants aren’t the only ones to benefit from Life Groups—leaders and co-leaders receive a special opportunity to grow as they uncover and exercise their spiritual gifts through leadership. Another important purpose of Life Groups is to encourage and develop leaders, not just for the benefit of the church body, but for the growth and wellbeing of the individual.

Sharing

While many of the Life Groups focus on Bible study, some are activity groups—Life Groups that center on a shared special interest, whether it is a sport, hobby, recreation, or other common interest. These activity Life Groups provide key opportunities for inviting friends and family who aren’t a part of a church family. By rubbing shoulders with Christ followers in a fun and non-threatening setting, people begin to feel more comfortable with the church community. Activity Life Groups in 2014 included: The Daniel Plan; A Time to Dance; Genealogy 101; Women, Food, and God; SPLASH!; Food, Fellowship, Fun, Friends on Fridays; Happy Trails; and Model Citizen.

Serving

All Life Groups try to fulfill at least one service project during the course of a trimester. The purpose of this requirement is to help the group to bond and build friendships, and this experience also does great good for our community.
Growing Continued…

GENEROSITY/STEWARDSHIP

This past year our Stewardship emphasis was called “The Money Plant.” What do you see when you observe the picture on the left? Is the money choking out the plant or resourcing it? It depends. So it is with the relationship between money and our souls. We can choose to harness money for Kingdom purposes or allow it to feed our avaricious desires for more and more.

The SCFBC family chose to give generously of its financial resources for Kingdom work and thus honored God. All told in 2014 we had received $526,541 in giving to our General Fund, General Missions and the four Special Offerings. This is a 6.9% increase ($34,117) over 2013 giving ($492,424). Such giving led to an amazing surplus in our General Fund account. This surplus will be used to give additional financial resources to various mission agencies and individuals as well as support much-needed property improvements.

PROPERTY

The campus at Santa Clara First Baptist Church holds a special role in the life of the church. Most of the time it is the first thing that a visitor will see or interact with during a visit and first impressions, whether it is a friendly greeting, powerful sermon, or a clean lobby are powerful and lasting. Sometimes a facility that is worn, ragged, and uncared for sends a signal that maybe if this church doesn’t care about its facilities that maybe they do not care about those who attend either. The complete opposite could occur if the facilities are lavish giving an impression that this church only cares about the material items. It is a delicate balance and Santa Clara First Baptist Church feels that clean, well maintained, and creatively designed facilities can help say that our church is relevant, caring, and a place to belong before a greeting ever occurs.

In March of 2014, Pastor Richard Reaves brought on Jerry Cintas to join the staff of SCFBC as the Facilities and Technology Director. Jerry’s vast amount of experience in directing large teams, construction background, managing finances, technical skills, and creative designs fit perfectly into the Pastor’s goals of continually making sure that Santa Clara First Baptist is current and relevant to the changing landscape of the City of Santa Clara.

In 2014 we accomplished a lot of campus improvements. A large part of the year was taken with completely remodeling the children restrooms. Everything was completely removed down to studs and concrete and the transformation took a good 6 months of volunteers time to put back together. The greatest part of the project was the attention to detail on the theming and design. We brought in Larry Trigg to draw a restroom design based on cats and dogs. The design called for making little houses out of the partition stalls, water bowls for the sinks, and custom mirrors with cat and dog faces. Particular thought was put into making some of the sinks really low for the pre-school children. They were very well received by the kids and parents.
PROPERTY

We also spent a lot of energy on rethinking campus room usage. We decided that the rooms along the sanctuary parking lot are best for Life Groups and meeting areas. As part of that thinking we moved the Giving Room from Room 30 into the back of the sanctuary and remodeled Room 30 to be a new Life Group room with a nice couch and wall decor. Also the Quilt Room that was in Room 19/20 was moved into the Choir Room and, combined with the ABW cabinets, we created a large multi-purpose Craft Room. We were also able to squeeze in a small remodel on the pastor’s office with new LED lighting, paint, and furniture. In 2015, we will be moving the Library from Room 31/32 into Room 19/20 and the old library Rooms 31/32 will be converted into meeting rooms with tables, counter space for coffee and snacks, and projectors in both rooms.

Outside of our buildings, Jim Powell and Craig Johnson have been doing a great job of maintaining our landscaping. Multiple times a week they are down here taking care of weeds, trimming, and mowing the lawns. The landscaping of our campus went through some big changes in 2013 and Jim and Craig are doing a great job at keeping it looking new. In 2014, we finished the landscaping along the fellowship hall front, restriped the both parking lots, added benches in front of the children’s classrooms, installed new doors signs, added a multipurpose gazebo near the office, and landscaped some of the sanctuary flower strips. Things are looking great and Randy Ratliff our Church Custodian is doing a great job of keeping our inside looking as good as the outside.

One of the most recognizable changes to the outside of our property was the addition of the new sign and landscaping at the entrance of the sanctuary parking lot. Late in 2013 the once flat area that had ice plant and poles for banners was mounded up with grass, rocks, plants, lighting and two fruitless olive trees, and in 2014 a large rock faced wall was added with the church name. It looks welcoming and sets the tone for visitors to expect a church that is modern and current. We also finally added the church name back onto the fellowship hall after being gone for 15 years. With both of these new signs we were finally able to remove the outdated metal sign that has been on the front lawn since the 80s.

But what’s to come? In our project queue for 2015 and beyond is to completely remodel the children’s playground into a beautiful courtyard with tables and seating for the Sunday Grill, new playground equipment, outdoor meeting area, BBQ, and new fencing and gates. This will dramatically change our curb appeal and give us a new space for all ages to use. The Nursery is currently being completely redesigned with larger lobby, new decor, new counters, fixtures, and more. Nursery construction starts in March of 2015. There are also plans for remodeling the fireside room, fellowship hall lobby, preschool and kindergarten rooms, youth room, and fellowship hall restrooms.

Projects already in progress are new windows and air/heating units for the children classrooms and a new refrigerator for the kitchen. Room 21 is being converted from children’s storage into Event Storage and the current Room 4 children’s storage has been completely remodeled for better use by the Children’s Ministry staff. Also acoustic panels were recently installed in the fellowship hall to reduce the noise when large groups are using the room.

Our campus is an important extension to our message and goals of reaching out to our immediate neighbors in Santa Clara with the Good News of Jesus Christ.
2014 was a year of many changes. Pastor Jenny started the year well but had to take a leave of absence when her physical condition prevented her from ministering. She continued to write lessons for the kids and her husband, Jon, assumed responsibility of children’s ministries for the last half of the year.

Still, the kids had some amazing series during the year—“What’s Bugging You?” when they were able to learn what God has to say about their personal concerns; “Pirate Adventures” during the summer when the children sought treasure and learned that Jesus is the greatest Treasure of all; and “Super Heroes of the Bible” when they learned about people in the Bible who, being strengthened by God, did great things for Him. The year ended with the Advent series remembering the birth of Jesus and what that event in history gave us.

During the year, there were 17 children who prayed to have Jesus be their personal Savior! We hope to see some of those children follow Him in baptism in 2015. As the year ended, both Jenny and Jon Hammar determined that they needed to step down from their 14 year ministry with our SCFBC children to more fully focus on Jenny’s health concerns. Susi Reaves answered God’s call to be the new Interim Director of SPEEDway Children’s Ministry effective January 1, 2015, and we look forward to what God does in our midst in the upcoming year.
2014 was another fun filled year for the youth staff and students. The groups had an action packed year full of fellowship, learning more about God, and community.

In February 2014, we decided to combine the Jr. High and High School groups, meeting on Wednesday nights. Andrew Wong continued as the volunteer Youth Director, and Mark and Kirsten McGaffee started as the volunteer Youth Sunday School teachers. The youth staff included Mary Wong, Danijela Tomic, Kimberly Stephens, Matt Stephens, Mark McGaffee and Kirsten McGaffee. With all of his other responsibilities (including Property Administrator), Jerry Cintas stepped away from helping out week to week, though he continued helping at the big events.

Our youth worship band continues to change, but still faithfully lead worship every Wednesday. The worship band is student led by Kevin Prather on guitar, Sadiye Yuksel on keyboard and Donya Bishop on drums. Matt Stephens and Jerry Cintas have been guiding the band. It is awesome to see the students using their musical abilities to glorify God, especially leading the entire congregation in worship as both groups did on Youth Sunday in July.

We have had many fun times together as we participated in winter camp at Camp Sugar Pine, summer retreat in Santa Barbara, Planet Wisdom, corn maze, laser tag, Trunk or Treat, and many more fun events.

For the ninth year, Reflect went on their Mexico Outreach Mission Trip. Six youth (Ciena Bringuel, Camille Cintas, Carmen Cintas, Laura Gregg, Emily Ramer, and Louis Vanneste) challenged themselves by traveling to Ensenada, Mexico to host a Vacation Bible School (VBS) with a small church in Colonia Libertad. These students, along with the high school mentors and other adults, had an experience of a lifetime, running a VBS completely in Spanish. Most importantly, we continued to build our relationship with the local church and their pastor, Pastor Ramon.

The students continue to help others by participating in World Vision’s “Childhood Lost”. As part of that event we simulated child labor issues and learned about human trafficking and poverty issues. Many youth spent their fall Saturdays building Bethlehem and participating in this huge outreach event.

Our youth group, which meets on Wednesday nights, has an average attendance of 20. We’d like to see this number increase next year and would like to see even more students be baptized into life long ministry. We praise God often for this opportunity entrusted to us. It is sheer joy to be here and a privilege to work with the youth and their friends.
Serving

We are a serving church. We will equip and send out each believer for service by helping them discover and use their God-given gifts, talents, experiences and abilities in the ministries of our church family, and in caring for the needs of those in our wider community.

Therefore we will seek to involve more individuals in our ministries, mission endeavors, and leadership opportunities.

AMERICAN BAPTIST WOMEN

White Cross Work Day
We met on the 1st Wednesday of each month, tearing sheets and rolling bandages. We shipped three boxes of 270 five yard x three inch bandages to the East Coast and on to the Congo, spending a total of $73.35 for the shipment.

Ditty bags for Seafarers were made, too. These we fill due to the generosity of our congregation with socks, hats, small games, men’s toiletries, etc. We traveled to Oakland in October to deliver our bags plus others from Grace Baptist Church in San Jose and Crosswalk Church in Sunnyvale. There we fellowshipped with other ladies from Oakland and helped fill more ditty bags.

Overseas Requests
We sent $262.50 to the China Bashan Christian Council for the Centre Born Again Gardens for rehabilitation.

Overland Request
A $200 Walmart gift card was sent to the Kodiak Baptist Mission. We have two women’s circles that support three missionaries with money, prayers and cards.

Shares Income
ABW Women’s Ministries sent the West Special Project $250.00 to help restore sight to Haitian Children who develop cataracts.
Serving Continued…

CONNECTING – LOVE ONE ANOTHER

Jesus called His followers to “love one another.” Here are some of the ways we live out that command.

**Fellowship Fund:** Your generous gifts to the Fellowship Fund have allowed eight households to receive a total of nearly $3,100 in financial assistance for unexpected expenses, or other emergency funds for a variety of reasons. Your contributions continue to resupply this vital source for those in need and they gratefully say “Thank you very much.”

**Prayer Chain:** The Prayer Chain gives each member of our congregation immediate access to prayer and support of the nearly 100 members of this chain. If you would like to join the list of other SCFBC prayer warriors or have a prayer request, there are four ways to do it: 1) send a request to Trudy at Krollgirls@sbcglobal.net or 2) www.scfbc.org, under the Resource tab, select Prayer Requests and submit your request or ask to be added to the list online; 3) on Sunday, write the request (specify Prayer Chain) on the back of the Connections Card; or 4) call the office during regular business hours.

**Food Pantry:** SCFBC was blessed to be able to provide 250 bags of non-perishable food for people in the surrounding community and in the church family. This is a huge increase from previous years. Recipients are so grateful to receive a few extra meals a month to be able to stretch their food budget a little further. “Thank you” for non-perishable food donations and monetary donations designated for the “Food Pantry” in your giving envelope.

**Good Samaritans:** Maxine Darknell and Doris Smith coordinate the Good Samaritans who help others by giving rides, assisting with unexpected home projects, and providing meals for families of those going through medical emergencies or treatments or bereavement. Call the office if you have a request.

**Manna:** Adam Burdick has once again graciously led the dedicated Manna crew providing a variety of delicious fellowship meals during the year from Easter breakfast to the annual November business meeting. Of course, they also prepared and served a finger licking meal to the community at the annual August Worship in the Park. They were even out there during Trunk or Treat handing out hot dogs, nachos and popcorn! Thank you all for your gift of serving.
Serving Continued…

GENEROSITY WITHOUT BORDERS

As in past years we desired to increase our giving to Missions. Our giving to General Missions projects in 2014 increased by $5,345 (14%) over 2013 giving. Giving to our four Special Offerings declined slightly because of the abundant giving to the One Great Hour of Sharing offering in 2014. As in past years, these figures don’t include giving for Childhood Lost, Scott Lane events, cold weather clothing, Seafarers ditty bags, Trunk or Treat or Bethlehem. Thanks for being generous with your time and money. We continue to serve our community and world through our financial giving. Good work, church!

### Total Mission Giving 2014

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<th>Name</th>
<th>Annual Goal</th>
<th>Percentage</th>
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| America For Christ                  | $2,200      |            | $2,108.00    |
| One Great Hour of Sharing           | $3,000      |            | $1,814.00    |
| World Mission Offering              | $3,400      |            | $1,835.00    |
| Retired Ministers & Missionaries    | $1,000      |            | $1,981.00    |
| Asociacion/New Hope Baptist Church  |             |            | $650.00      |
| **TOTAL**                           | **$9,600**  |            | **$8,388.00**|

**GRAND TOTAL**  $ 54,600  $51,901.02
SCFBC is a church with a servant’s heart. This year we had multiple opportunities to reach out and bless our community. Service opportunities ranged from tying prayer quilts for loved ones in need, from serving dinner at JW House to handing out warm jackets to the homeless in San Francisco. All ages were encouraged to roll their sleeves up and be the hands of Christ to our neighbors.

2014 Service Opportunities included:

- JW House
- July 4th Community Outreach
- CityTeam Chapel & Turkey Drive
- SF Homeless Outreach
- Prayer Quilts
- Rancho El Refugio
- Sunnyvale Community Services
- Seafarers Ministry

Thank you to all who gave their time, talents, donations and love so that more people would understand the reality of God’s love.
Many thanks to our Library Team for the countless hours they invested last year in improving the quality and quantity of the resource materials we have. The members of the team in 2014 were:

Jerri Cooper, Jenny Gregg, Helena Evora, and Peggy Shalloe

The SCFBC Library provides over 4,000 varied resources (books, CDs, DVDs, and audio tapes) staffed by friendly and helpful volunteers. From the latest releases to beloved classics, the Library provides materials that encourage, edify, and equip all ages of people in all seasons of life.

The library is open from 9am - 4pm Monday-Friday. In the coming months, the library will be moving to the playground side of the sanctuary building providing a warm, inviting space for individuals and families to enjoy the collection.

Users can browse the library catalog online at http://www.scfbc.org/library.htm or directly from an Apple or Android device by downloading the FREE LibraryWorld Search app from the Apple or Android AppStore.

Once downloaded, users can enter “SCFBC” in the Library Name field (no Password needed) and browse the collection for an inspiring book, movie or music.
SCFBC must never be content to “rest on its laurels.” How could we? The needs of our city, community, country and world are crying out for a Savior. We have the answer to the problems and hurts of those around us. We must continue to press forward towards God’s upward call to share the gospel, and help others become disciples of Jesus.

The following goals reflect this upward call. Some speak to the call to reach out. Some speak to the need to make disciples. Some reflect the importance of financially undergirding our work here and abroad.

How do you fit in? What will you do in 2015 to help SCFBC achieve these goals and accomplish its ministry and mission?

Pray about your participation in this most important work in the world. You have an important part to play!

**SHARING**

**Goal #1**  Baptize a minimum of 15 new “adult” conversions.

**Goal #2**  See a minimum of 60 people being instrumental in helping someone come to faith.

**GROWING**

**Goal #3**  Increase Sunday Morning Worship attendance by a minimum of 10%

(Since we averaged 150 people in worship in 2014 – a 10% increase would lead to an average of 165 people in 2015.)

**Goal #4**  See a minimum of 150 unique individuals participate in Life Groups during 2015.

(This past year we saw 134 different people participate in one of our Life Groups.)

**Goal #5**  Increase congregational giving by 10% over last year’s amount.

(2014 Contribution Income: $526,541

This includes giving to General Fund as well as General Missions giving and Specific Missions giving.)

**Goal #6**  Bring in 25 new members in 2015.

**SERVING**

**Goal #7**  Involve a minimum of 90% of our people in two or more forms of ministry, mission or outreach during 2015

**Goal #8**  Initiate a System for Leader Development