



**Wake Forest
Presbyterian Church**

Annual Meeting

February 16, 2020

TABLE OF CONTENTS

Agenda	3
Staff Reports	4
Congregational Care Report	7
Discipleship Report	8
Finance Report	10
Generosity Report	11
IT and Communications Report	12
Membership, Evangelism and Growth Report	13
Mission and Outreach Report	14
Personnel Report	15
Worship Report	16
Safe Sanctuary Task Force Recommendations	17

AGENDA

Declaration of a Quorum

Opening Prayer

Ordination/Installation of Trish Floyd

Ministry Staff Reports

Pastor Rebekah Maul

Pastor John Fawcett

Katherine Peiper with Janet Briley and Amy Cebrick

Kim Glasscock

Officer Nominating Team Report

Robin Roper

Proposed slate:

Sandy Christos (class of 2021)

Jane Evans (class of 2022)

Kevin Herman (class of 2020)

Dick Richards (class of 2022)

Andy Voelker (class of 2022)

Personnel Ministry Report

Gayle Akerman and Michael Williamson

Generosity and Finance Reports

Ed Pulliam & Marty Wakefield

Facilities Ministry Report

Jim Wills

Special Task Force Reports

Safe Sanctuary

Jon Gutekunst and Jim Wills

Foundation for the Future

Wayne Moore

Closing Prayer and Blessing

Please see inside for written reports from Congregational Care, Mission and Outreach, Discipleship, Worship and Music, IT and Communications, Worship, and Membership, Evangelism and Growth. If you have questions or would like to participate in any of the various ministries, please speak to the elders listed on those reports.

STAFF REPORTS

Rebekah Maul, Senior Pastor

Two thousand nineteen was amazing. As your pastor, I try hard to keep a pulse on how I think things are going. We had three opportunities this year, as a church, to examine our health and our future. A couple of highlights that linger in my brain are:

1) In early 2019 a Task Force was formed to address “**safe sanctuary.**” They assessed our current facilities and recommended a number of items that we can do to provide a safer environment to work and learn and worship together.... Things like:

- Lighting – We are already addressing this illuminating challenge in both the interior and exterior of our building
- Security of entrances: This is the bane of many churches. Keys are distributed and not returned or lost. Someone with a key will come in and not lock the door behind them, or literally camp out in the church. Copies of keys have fallen into the wrong hands. It is a safety concern for all of us. Soooo... in response to the recommendation of the Safe Sanctuary Task Force, the Session has approved installing a system that will do away with keys altogether; doors can be programmed to be unlocked according to who is scheduled to meet, and they will lock after a certain time. Stay tuned. It’s going to be cool.

2) Then, under John Fawcett’s initiative, the church ventured into a **Holy Cow Survey** and assessment of how we are doing overall as a congregation, as we move into where we believe God is leading us. Measuring our size by worship attendance (averaging around 350 each Sunday), 241 persons responded. In the world of survey experts, this is very good.

- Overall, approximately 77% of our members are clearly satisfied with how things are going; 19% are on the fence; 4% are not satisfied.
- In terms of our energy level, 69% believe that we are a very high energy congregation; 26% are on the fence; 6% believe that there isn’t much excitement among our members (we’re “just going through the motions”).
- Compared with 3 years ago 56% of members felt that they attend worship the same; 17% feel that they attend less; 27% feel they attend more.
- Regarding participation in non-worship activities of the church being meaningful, 72% clearly agree; 25% are on the fence; 3% clearly disagree. We have options which include growth, expansion, replication and external impact (out into the community and world).

The results overall were very positive with the top four goals being:

- Enlarge or improve the physical facilities of the church to expand or enhance our ministries.
- Develop the spiritual generosity of the people to financially support the ministry of the church.
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Develop ministries that work toward healing those broken by life circumstances.

The overall results indicate that we are a High Energy *and* High Satisfaction church. Holy Cow calls this the “*Transformational*” level...full of sources of new meaning and purpose for our church moving forward... which means positive change and direction.

The challenge is whether or not WFPC will grab this opportunity and run with it in creative ways that will inspire ownership and generosity.

3) And... of course, we have the **Foundation for the Future (FFF)** who began working together last March, giving opportunity for as many people as possible to be part of the gathering of ideas and challenges... leaders; ministry team members; youth; Sunday School classes... all who contributed their ideas and hopes and dreams. Now the FFF is putting all this information from your input and from Holy Cow’s assessment into a plan for how we will move forward.

We aren’t a huge church... but we aren’t small either, and when we use the many amazing gifts God has given to each of us, we remember that, indeed, “*we can do all things through Christ who strengthens us.*” It really is all about “Jesus, Jesus, Jesus.” I am so blessed to be your pastor. Our crazy world is calling us to be the Light we are called to be through Jesus our Lord. Who knows what 2020 will hold? But we know who’s directing our path.

STAFF REPORTS

John Fawcett Associate Pastor, Discipleship and Mission

I continue to be filled with hope and joy as I see the ways Wake Forest Presbyterian continues to evolve and respond to the Spirit at work in our church and community. We respond to the new directions God calls us in many ways: All-Church Retreats, the Community Garden, 19 various adult discipleship offerings for faith formation, tremendous youth and children's ministries, and a campus that is nearly full-up with room usage and is poised for more growth! God is doing great things in and among us as disciples, and we are growing and open to the ways this manifests in the present and the ways it will develop in the future. It is a great journey to be with you all on as your Associate Pastor!

Katherine Peiper Director of Children, Family & Youth Ministries

"The future depends on what we do in the present." - Mahatma Ghandi

Look around on Sunday, or Wednesday, or any other day on our bustling campus, and you see the future... the children and youth that enter our doors, filled with the hope and love and promise that the church is a place they can truly belong, **JUST AS THEY ARE**; they are the future of the Kingdom, and the future looks good! Our ministries that serve our children, families and youth are by no means perfect, and our constant hope is to always be aware of needs and find new and meaningful ways to engage in life-giving ministry. But rather than focusing solely on future wishes and dreams, let's take a quick look at the present- the hopeful faces of our littles that march their way up to sing with our Alleluia Choir, our youth room that is bursting at the seams Sunday evenings, our prep for worship class that is hard at work learning what it is we do around here and why we do it, our Wednesday night activities, our very full confirmation class, and on and on and on. There is no shortage of hope in the here and now; we just have to make sure we are looking around to **SEE** it! It's a beautiful sight indeed...

STAFF REPORTS (CONT'D)

Janet Briley Director of Youth Ministries

There are so many wonderful things happening in Youth Ministries at WFPC. Jay Joyner, our elder for Youth, did a fabulous job pulling it all together in his report! I have noticed changes happening in the last few years, but especially over the last year. The youth of WFPC feel loved and safe in this place. They want to be here, and they enjoy their time with each other. More and more youth are showing up to many of our ministry opportunities, but they aren't just here...they are really present. WFPC is creating a strong foundation for our youth. When they leave our space, they will want to find that same love, support, and connections wherever they go! That is beautiful to witness. I am blessed to have the opportunity to walk alongside these incredible young people and witness a tiny part of their faith journeys.

Kim Glasscock Director of Music Ministries

The music ministry at WFPC is filled with loving, dedicated and talented servants whose purpose is to share God's love through music. Our music ministry is comprised of adult, youth, children and hand bell choirs who care for the spiritual and emotional needs of our congregation through the vehicle of music.

This past year has been encouraging as our children's music ministry has grown to 20 children. We are blessed to have three strong leaders in this ministry. Our Chancel Choir has also welcomed six new members this year. Our Handbell choir welcomed one new addition to their group. Another addition complementing the music ministry is the addition of an Audio/Visual Staff Person along with new team members in A/V ministry. This will enhance the worship experience greatly.

It is exciting to see and feel the momentum of growth and enthusiasm in the church and in our ministry of music. We are fortunate to minister each week for two Sunday services and special services throughout the year. If you have a heart for worship and music, our ministry is the place for you to bring your gifts, to tune in and deepen the worship of your heart, in a community of believers.

CONGREGATIONAL CARE

Overseeing many of the key ministries within the church, our group of talented individuals elected by the congregation touch all aspects of God's hands within Wake Forest Presbyterian Church.

Listed below are the talented members of the Diaconate, the engine of our amazing church.

Joy Blanton Encouragement and Care Ministry

Ann Cobb Encouragement and Care Ministry

Lisa Dolfi Fellowship and Events Ministry

George Dudley Welcome and Hospitality Ministry

Robin Hendricks Welcome and Hospitality Ministry

Liz Herman Branch Ministry

Jane Hydeman Encouragement and Care Ministry

Vickie Panel Branch Ministry

Athy Robinson Fellowship and Events Ministry

Dan Root Encouragement and Care Ministry

Diane Terrell Fellowship and Events Ministry

Dana Willis Fellowship and Events Ministry

Michael Williamson Elder for Congregational Care and Moderator of the Diaconate

Together we have touched each person that calls Wake Forest Presbyterian Church home throughout the year. We are also actively supporting those potential members (visitors) of our church as they seek to find a church home. Communication has been a key aspect of getting members engaged and touching base with each other. This ministry fosters that communication through branches of our church. (Branch= Member families each supported by a Diaconate member responsible for sending communications about the activities of the church).

The Greeting Ministry provides the friendly face we have come to recognize when attending church events. This group welcomes members and visitors alike during our services.

Annually we honor our ladies with a Ladies' Spring Tea in May. The men will join together and serve our ladies of the church a tea and light lunch, an event always fun and exciting to participate in and witness.

Throughout the year we see several congregational supporting ministries come forward in times of need. Our Deacons are the soldiers that march to the rescue through our many channels to offer this support. We provided GriefShare, Knit and Crochet Ministry, New Baby Care, and Nurture Freezer, and also developed a Transportation Ministry that supports members that otherwise can't get to our services without transportation.

The Diaconate continues to support community within our church through programs like Sunday Morning Fellowship and Holy Grounds, and we feed our bodies and souls on Wednesday Night dinners, not to mention 10 Summer Sundays running through the summer months offering exciting new approaches to spreading Jesus's love.

Michael Williamson, Elder for Congregational Care (2019)

DISCIPLESHIP

The gospels of Mark and Luke record Jesus as telling his disciples to love God with all their heart, soul, mind and strength; in Matthew, the word “strength” is omitted, but the commandment remains the same otherwise. The Discipleship ministry at WFPC strives to help members fulfill this commandment primarily by offering educational opportunities designed to give congregants of all ages the knowledge and understanding they need to serve as thoughtful disciples of Christ. But recognizing that faith development is not merely an intellectual exercise, the ministries in this area also seek to integrate the engagement of members’ hearts, minds and strength.

The discipleship team has three components: Children, Youth, and Adults; however, the team also recognizes the importance of intergenerational faith development and has organized activities such as the Advent Festival and All-Church Retreat that allow members of all ages to come together as they grow in their understanding and practice of their life as Christians.

Children

Children’s Discipleship answers the call of Jesus “to follow me” in ways that enable children to learn and to lead. Our young ones regularly experience learning, leading, and helping others as participants in Sunday School, Club 4-5, SHinE, and Alleluia Choir. Many seasonal and occasional events such as Advent festivals, church retreats, children’s musicals, VBS, liturgists, and Children’s Sunday School provide a wide variety of opportunities to be the face of Jesus in our midst.

Our VBS involves an amazingly wide swath of our congregation. For five nights we are able open our campus and our hearts to the community due to an amazing number of volunteers who plan, teach, and shepherd groups through five evenings of learning. This is a gift to our community.

Children are gifts to be treated with care, respect, and enthusiasm. Because they are a valued part of our congregation, children’s discipleship deliberately and consistently plants seeds to instill the understanding of being a beloved child of God, holy and forgiven. In a variety of settings and with a beautiful host of teachers, children learn the stories of our faith. Many voices, many hearts, and many opportunities are weaving together children’s faith formation at WFPC.

Youth

WFPC Youth ministry encourages young people to become who God created them to be as individuals. Young people are invited to participate with all their neighbors in a strong community of love, nurture and kindness. Sunday School, Confirmation, Sunday youth group, Youth Sunday, Wednesday night small group, high school youth leadership team, fundraisers, retreats and mission trips were a few of the faith formation opportunities for the youth in 2019. Thankfully, WFPC youth regularly participate in worship and share their gifts within and beyond the WFPC campus.

Today’s culture tells our youth to try to fit in, to appear as if they are not missing out, and to put themselves above others. Recent “discipleship year” youth themes such as "Stronger" (2018/19) and "Living A Life Uncommon" (2019/20) encourage and challenge WFPC youth to reject these pressures and grow in their faith. A team of adult volunteers and WFPC staff walk alongside the youth in exploring a life with Christ.

DISCIPLESHIP (CONT'D)

Janet Briley sends weekly updates with important events and reminders to the youth, their families, and the advisors. These emails always include a word of encouragement, Bible verse, Fred Rogers' gem, inspirations from a devotional, or song lyrics to assure the youth they are all beautiful and loved creatures of God. Janet's steady message of God's unconditional love, acceptance and grace has taken root within all the areas of WFPC youth group. There are too many of Janet's personal messages from her heart to include in this narrative, so here is one example. "Thank you for loving and supporting one another. Continue to live, as you do inside our church walls, out in the community and world. You DO make a difference, you CAN make a difference, and you ARE making a difference!!! Be kind to everyone you come in contact with. Show God's love through your words and actions."

Adults

With at least one class or small group meeting almost daily, adults at WFPC are deeply involved in growing as disciples. It has been a blessing to see the combination of stability and fluidity in this ministry area. Some groups have existed for years and continue to evolve to meet members' needs, while other groups arise to address particular issues or to draw in those who are seeking a new direction. It is also a blessing to see groups move beyond the classroom as they perform mission work, whether by assembling hygiene kits for Church World Service or serving a meal to the food-insecure in Raleigh. Perhaps one of the greatest challenges in discipleship is selecting curricula and resources from the vast array of available offerings. To help class and group leaders with curriculum selection, John Fawcett is providing tools for evaluating materials, and we will continue to meet periodically in the coming year to assist leaders in this area.

Jay Joyner (Youth), Sharon Lineberry (Adults), and Carolyn Joy Wiles (Children)
Elders for Discipleship (2019)

FINANCE

The purpose of this ministry is managing contributions made to the church. Manage means proposing budgets and financial strategies to Session, and when approved, properly accounting for contributions, investing money when necessary, and auditing financial transactions for accuracy. And, perhaps the biggest part of this ministry, as part of the Generosity Team, is to encourage contributions, of both money and volunteer time so that WFPC can fulfill its mission work.

How this ministry area enriches WFPC by an event is difficult to define as it provides the resources for the many ministries to accomplish their work. While we do not think about this much, having the lights on, having heating and cooling, paying the staff and having a comfortable environment enable members to devote their energies to helping our community.

The greatest joy from having worked in finance and with the generosity team is being involved with committed Christians led by their belief in loving others. WFPC folks are a joy to be with as they are civil, cooperative, enthusiastic, desiring to learn and willing to be evangelists in our community.

The biggest blessing for me has been listening to others and learning from them what it means to be a Christian. I believe my calling is to be an evangelist—spreading the good news. I have struggled with how to do this, other than love Jesus and treat others as I want to be treated. While this makes sense to me it never seemed like enough. After participating in Session meetings where Rebekah asks several of us to answer questions such as, where did we see God and how can we be thankful, I am looking at life in a different way. Taking time to consider these questions as I drive to work, interact with friends and get to know strangers, makes life more positive, and I have more faith.

In the last few years we have weathered many financial storms: from HVAC systems not working, to WIFI issues, to leaks in the CLC, and on and on. And, each year we have paid down debt, kept our church investment growing and increased our community activities. I am excited because the coming year will be full of surprises, successes and continued growth.

Ray Evans, Elder for Finance (2019)

GENEROSITY

The purpose of our Generosity Ministry is to encourage the congregation to express their generosity to the various mission opportunities we have through giving of their time, and using their talents as well as providing financial support to WFPC to continue outreach to the community.

The current Mission Plan commitment campaign and the idea of working to get an endowment to provide a source of funding in the future have been very impactful. After my initial message to the congregation on the current Mission Plan commitment campaign, I received several comments telling me that it was a positive message. I also received some questions which illustrated that sometimes key details I might take for granted may need to be addressed on a broader basis. The positives are great but understanding how you can improve on a message is every bit as valuable.

Generosity is not just about finances, money or a budget (although an important aspect to be sure); the time and talent components can't be overlooked. Getting people involved (the time portion) and using their existing talents or maybe getting someone out of their comfort zone to discover new talents is where I get a lot of satisfaction.

Your Generosity Team is excited about getting the financial side of things in order, continuing the mission work and offering people some new opportunities to showcase their talents!

Marty Wakefield, Elder for Generosity (2019)

IT AND COMMUNICATIONS

The IT/Communications team is responsible for maintaining the technology infrastructure for the Church, including office computers, servers and WiFi network as well as the email system, website and other software used to communicate with members and visitors. The team is also responsible for maintaining AV equipment throughout the church.

We know technology is working when nobody is aware of it. With the loss of our sound technician this summer, it was painfully obvious that we needed additional assistance in this area, so we were able to hire a staff member to take on this role, and he is already working to make improvements and replace equipment that should have been replaced long ago. It also became clear that there are certain functions that are just not easily served by volunteers. As a result we decided to begin working with TLC to provide day-to-day IT support. This allows 24-7 access to monitoring and support of our systems without relying on volunteers to be available at all times.

The whole process of hiring a new Sound Technician was the highlight of my year. From working with Personnel and Finance to talking with Worship team members, I was able to see us move from disorganization and a touch of panic to something much more positive and hopeful.

Anita Mummert, Elder for IT/Communications (2019)

MEMBERSHIP, EVANGELISM AND GROWTH (MEG)

The purposes of MEG are:

- To provide information about WFPC to visitors so they learn enough about us want to return a second and third time.
- To promote WFPC in the community as a welcoming place of worship.
- To guide those seeking membership at WFPC through the process of joining and integrating into ministries of interest.
- To hold regular “Tell Me More” classes so that those who are contemplating joining WFPC as active members can become familiar the history of WFPC and its ministries, learn more about the reformed faith and discover how they can connect to ministries that fulfill their longing to serve God
- To coordinate a gift like no other, “Walk Through Bethlehem – Search for the King,” to the Wake Forest community so that adults and children learn of the birth of Jesus through this interactive live nativity and focus on this for their Advent season.

Walk Through Bethlehem is a very important ministry at our church. More members of the WFPC family come together around WTB than any other single event or activity offered by and at the church.

Working in MEG has allowed me to meet people who are searching for a church that will meet their spiritual needs and to become a part of their spiritual journey. It’s been a blessing to watch new members engage with the ministries and become a part of the WFPC family in ways that enhance their faith journeys toward the one true God.

In 2020, I am excited for the energy I feel around the ministries of WFPC.

Robin Roper, Elder for MEG (2019)

MISSION AND OUTREACH

The purpose of Mission and Outreach is to provide opportunities for our congregation to live Christ's commandment to love one another by reaching out to our neighbors both in our own community and those around the world who face hunger, poverty, homelessness, and despair. We foster relationships with many whom we serve as well as with one another while we grow in our faith.

In the words of Judy Ide, the leader of Adult Mission, "Each Adult Work trip we schedule brings more new volunteers into a ministry that has a solid core of experienced workers. The work week is long and hard and exhausting, yet the response is one of grace and joy at the fellowship generated by working side by side to rebuild the home of someone whose home has been destroyed by a natural disaster."

Literally every age group in our church takes advantage of opportunities to experience the joy of selfless giving and serving others. We are blessed to have such a compassionate and generous congregation. Our hope is renewed each time we see our youngest disciples helping others through packing meals and making gifts to share with Giving Tree or Backpack Buddies children. Joy comes through working with every age group on a day of harvest and thanksgiving in the garden. Peace comes from knowing that we reach God's children through care packages, meals, fresh produce, life-sustaining blood, shelter, rebuilding lives, fun and fellowship.

One of the greatest blessings of working in Mission and Outreach is to have witnessed our Community Garden grow from the seeds of a vision to the production of over 3500 pounds of produce which over this last year reached approximately 2000 people through local food pantries and other forms of distribution. Even more, our Community Garden has become a place where all ages gather to work with their hands and hearts, build friendships, find solace, and be close to God. As winter harvest has begun, plans are now underway to plant apple trees and blueberry bushes, prepare an area for compost, build a ramp and landscape around the shed, and begin planning for the spring.

With an influx of new members who are seeking to become active in the life of WFPC, we have a great opportunity to provide new volunteers and leaders to our missions. We have the opportunity to relieve what may feel like burnout to several who are busy in multiple areas and do so much of the volunteering. This has already begun in 2019 and is expected to continue into 2020. Inviting members of all age groups with meaningful and intentional engagement to support missions will help us to be energized, inspired, and open to new possibilities. We have room to increase the number of people volunteering and finding ways to work more efficiently to focus energies where they serve best. There is always unlimited potential when we work together to fulfill God's mission. What could possibly be more exciting than that?

Sabrina Patton & Millie Seiler, Elders for Mission and Outreach (2019)

PERSONNEL

Personnel had a busy year. Although we started on the Policy and Procedure Manual, we did not get very far. We would like to set up a personnel committee in 2020 to help us through this task. We received the resignation of Mandy Duguid, Food Ministry Director, in August. While in search of a replacement through Indeed and the New Hope Presbytery website, we utilized church members Dana Wills and Loretta Highfield to lead the Wednesday Night Dinner Volunteers. Other food ministry events were handled by the ministry that utilized it. During interviews with potential candidates, Dana Wills expressed interest and after discussion with Dana and Rebekah Maul, Pastor, we offered the position to Dana and she accepted beginning early October under a 10-month contract. Session approved the creation of an Audio / Visual position after the departure of JC Clements, church volunteer. Again, we used Indeed and the Presbytery website. We hired Kais Fornoni mid-October for the A/V position under a 1 year contract format. Kais Fornoni resigned in December but suggested a replacement, Jim Mather, who assisted for Christmas Services and has been offered the position.

Staff Reviews were completed in the Fall of 2019. Session approved a 5% merit increase for full time non-ordained staff, and part-time non-ordained staff. Session approved a change in health benefits. Full time staff will continue to receive 100% paid health care. Spouses and dependents are eligible to participate with costs paid by the employee. This will allow us to have better control of health care expenses now and going forward as we expand our full time staff. Session also approved a \$5,000 adjustment to the full time salaries of the non-ordained full time staff as compensation for the termination of (75% Church paid) spouse and dependent paid health coverage. This adjustment was added to the salary after the 5% merit increase was calculated and determined the employee new salary effective 2020.

Tony Whitley finished his elder term in December 2019 and Michael Williamson joins Gayle Akerman in Personnel as an Elder in 2020.

Gayle Akerman and Tony Whitley, Elders for Personnel (2019)

WORSHIP

Presbyterian worship is a collective effort. Even the simplest Sunday service at our church requires scores of team members: multiple pastors, administrators, professional nursery staff, greeters, ushers, liturgists, musicians, vocalists, duty officers, decorators, audio visual specialists, baristas and so on. If we are celebrating the Lord's Supper, add another dozen servers. During Advent or Easter, add a handful of parking volunteers. We now have a special volunteer stationed at the front door, purposefully there to welcome first time visitors to our Church.

Our team joyfully labors to coordinate the efforts of all these faithful disciples to bring orderly worship that is first acceptable to the Lord and secondly enriching to our members and guests. We also strive to coordinate new and challenging ideas. These might include drama, guest speakers, alternative music, flowers, dance and art. These might include special services for healing or Ash Wednesday. Our recent "Summer Sundays" program has afforded us the chance to experiment with new expressions of faith and to step out of our routine. Our intention is to encourage all new ideas.

On Easter Sunday we welcome many hundreds of worshipers as we celebrate the risen Lord. We are gratified to see such large numbers on holidays. Equally important are the smaller healing services that bring comfort to a few dozen in need of revival. In any case, special services call for special ambiance. Dedicated members often dedicate their Saturdays to decorating the Sanctuary and CLC with the spirit of the holiday.

Our committee is indeed thankful for all the steadfast volunteers who dutifully step up to make our worship time together uplifting.

Mary Beichner and Dick Richards, Elders for Worship (2019)

SAFE SANCTUARY TASK FORCE RECOMMENDATIONS

Summary of Major Recommendations

Many area churches, in response to the growing threat to the security and safety of our congregations, have begun to implement security teams to mitigate any risks, whether they be weather/fire/medical related or a physical attack. While the makeup and functionality of these teams vary, their intent is to provide a safe place to worship and to build and maintain policies and procedures that ensure the church and congregation are prepared. Currently, WFPC is in more of a reactionary state and, as such, has a higher risk of an incident occurring. Therefore, the task force recommends that our church create a Safety Team to, again, help mitigate these risks. It is important to recognize that the creation of a team would not be to solely mitigate the risk of a physical attack such as an active shooter. While the safety will help to reduce that threat, the odds of an incident of that nature are very slim. Instead, the safety team will address many other safety related concerns within our church, to include medical emergencies, weather related incidents and overall security of the facility.

There will be several other recommendations that fall outside of the safety team's consideration. However, having a group within our church to intentionally monitor how we as a church provide a safe and welcoming home for our congregation and visitors will help take us from a reactionary congregation to a prepared one.

Safety Team

- Ideally, the safety team is led by a direct report to the Facilities Elder
- Made up of 4-5 smaller teams that rotate Sundays and large events
- All team members have communication device (ear piece/walkie talkie)
- Two team members serve as greeters (extended into the parking lot)
- Two team members sit in the rear of sanctuary space (sanctuary or CLC)
- During service, outside team members walk the facility
- Team members receive yearly training in CPR and first aid
- Team members are trained and serve as contact during any emergency event
- Identify members of the congregation who are trained in emergency response
- Responsible for notifying fire, police prior to major events at WFPC, when applicable

Congregation Training

We have a large congregation, and it is unreasonable to expect them to be trained to handle emergencies. However, our research has proven that even the slightest bit of training can help reduce chaos in the event of an emergency. We recommend training the congregation in the following ways:

- Fire drills twice a year
- Tornado or foul weather awareness
- CPR (Wed night dinners) & first aid
- Narcon training for youth advisors (for opioid)
- First aid kit and defibrillator location and training

Facility Recommendations

- Security Cameras near all major entrances and in admin hall
- Increase exterior lighting in dark areas
- Upgrade first aid kits and make them visible (preferably next to defibrillators).
- Inspect defibrillators (Premise Keepers)
- Upgrade room emergency exit maps and cards (fire, weather, etc.)
- Add CO2 detectors to Family Promise rooms
- Upgrade main entrance doors to key fob
- Reevaluate policy on locking doors
- Limit the number of access points on Sunday Service
- Lock all doors when not in use