



Piedmont
Community Church 2021 - 2022
ANNUAL REPORT



<u>ANNUAL MEETING AGENDA</u>	3
<u>SENIOR PASTOR</u>	4
<u>ASSOCIATE PASTOR</u>	5
<u>BOARD OF TRUSTEES</u>	6
<u>BUILDINGS & GROUNDS</u>	8
<u>BOARD OF CHRISTIAN EDUCATION</u>	9
<u>STUDENT MINISTRIES</u>	10
<u>CHILDREN'S MINISTRIES</u>	11
<u>COMMUNICATIONS</u>	13
<u>STEWARDSHIP & ENDOWMENT</u>	14
<u>ALTAR GUILD</u>	15
<u>MUSIC MINISTRY</u>	16
<u>MISSION STUDY</u>	18
<u>PASTOR NOMINATING COMMITTEE</u>	19
<u>BOARD OF DEACONS</u>	20
<u>MISSION ACTION TEAM</u>	21
<u>IN MEMORIAM</u>	22
<u>CONFIRMANDS & NEW MEMBERS</u>	22
<u>CHURCH CLERK</u>	22
<u>CHURCH BOARDS & GUILDS</u>	23
<u>CHURCH FINANCIALS</u>	24-28
<u>CHURCH HISTORY</u>	29

ANNUAL CONGREGATIONAL MEETING
PIEDMONT COMMUNITY CHURCH
JUNE 12, 2022
11:00 AM

CALL TO ORDER & DECLARATION OF A QUORUM
PAT LEICHER, PRESIDENT OF THE TRUSTEES

INVOCATION
STEVE SCHIBSTED, SENIOR PASTOR

PRESIDENT'S REMARKS
PAT LEICHER

TREASURER'S REPORT & BUDGET REVIEW
KATHY KELLEHER

BOARD OF DEACONS REPORT
BOB WRIGHT

BUILDINGS & GROUNDS REPORT
STEVE SENTER

CHRISTIAN EDUCATION BOARD REPORT
LYLE JOHNSON

STEWARDSHIP REPORT
DANI MONTAGUE

PERSONNEL REPORT
KARA BAYSINGER

RECOGNITION OF RETIRING BOARD MEMBERS

ELECTION OF NEW BOARD MEMBERS
PAT LEICHER

IN MEMORIAM
STEVE SCHIBSTED

MINISTER'S REMARKS
STEVE SCHIBSTED

BENEDICTION
DON ASHBURN, ASSOCIATE PASTOR

ADJOURNMENT



STEVE
SCHIBSTED

Most of the summer days of my high school years were spent on the beautiful beaches of Southern California. My friends and I would spend the entire day body surfing, boogie boarding, tossing the Frisbee, eating junk food and basking in the sun. Those were good days. Deciding to attend

UC Santa Barbara was definitely influenced by those days at the beach!

Whether body surfing, boogie boarding or surfing, the most important factor for a good day at the beach are good waves. Without waves, there is not much you can do. We were powerless when it came to creating good waves; we could only learn how to ride them.

I once heard a pastor whose church is in Orange County liken church ministry to surfing. I love the metaphor and have remembered it for years. For a church to thrive and grow and become healthy, God must create a wave. Only God can breathe new life into a dying church. Only God's Spirit can work in the lives of the people of the church to desire a deeper faith. Only God can create growth. Only God can create love and warmth in a church body.

What we can do as church leaders and members is pray for God to send a wave and then catch it! We must recognize when God is doing something new in the church and master the skills that it takes ride the waves, especially avoiding a wipe out. This is not

always easy! Surfing is a difficult sport and church building is a difficult undertaking.

I sense God sending a wave to Piedmont Community Church. There is a new spirit in the church; you can sense it on Sunday morning, see it in the energy that people are putting in their ministries, you can hear it in the hope and optimism expressed by many voices, it is demonstrated by the generosity of the church in our recent stewardship campaign.

We are in the process of rebuilding our church. The pandemic has been difficult for churches all across our country. At our core we are a gathering people and gathering has been difficult for over 2 years. Many of our ministries and programs need to be reimagined and reinvigorated.

Things became a little tattered over the last few years and need to re-organized. Many people in our church are working hard to help rebuild the church. We are learning how to surf!

I want to encourage you to pray for our church. Pray that God would send us wave after of wave of new life, growth and health. And, pray that would be able to ride the waves that God sends. Grab a board and surf the wave with us!

With gratitude in being your pastor,
Dr. Steve Schibsted
Senior Pastor



Senior Pastor Steve Schibsted has fun making a video welcoming everyone back to the Sanctuary for worship.

The promotional video, *Get Back In There*, aired February 18, 2022 after a two-month Sanctuary shutdown to prevent the spread of COVID-19.



DON
ASHBURN

It has been a busy and a blessed year at Piedmont Church. It's a time of transition – from an established, pre-COVID way of “being church” to another. Through it all, it has been a privilege for me to work, and serve, and grow with you.

With God's guidance, we have accomplished a whole lot in these past 12 months. We've renewed some of our strengths as a congregation, and we've discovered some new ways of being a community of faith together. I can't wait to see what's up ahead on our faith journey. This past year, some of the highlights in my areas of ministry have been:

~ Welcoming Steve Schibsted as our Transitional, and now our Installed, Senior Pastor. It's been a joy working with Steve, who brings a great deal of passion, compassion and a track record of success to his role as a minister and a leader. I look forward to continuing in our sense of partnership and shared purpose at Piedmont Church.

~ Given the challenges of the pandemic, I have worked with the Reopening Task Force, led by Joan Chow. As a group, we have tried our best to be responsible, thoughtful and faithful in recommending policies and procedures for our church based on the guidance of public health professionals. And, I'm proud of the work we've done, and will continue to do.

~ In the fall, Steve and I started the Life Group small group program. It has been a great success so far. Approximately 50 people have gathered at church for dinner and group discussion on a regular basis since October. My thanks go to Bob Wright and his crew of dedicated cooks, and to all those who have stepped up to serve as hosts for the group discussions. I look forward to Life Groups remaining a vital part of our ministry of adult spiritual formation in years ahead.

~ Using the Zoom platform this year, I've continued to lead a weekly Bible Study. I'm planning on holding

more such studies – online and in person – in future.

~ I have met with several people who have, or will, become members of the church. I look forward to helping new members get connected to the life and ministry of the church.

~ I continue to work with the Board of Deacons, the Board of Trustees, the Altar Guild, the Mission Action Team and many other groups in the church.

~ I lead the monthly gathering of our Prayer Circle, which prays continually for those whose needs have been brought to our attention through our Prayer Boxes and other means.

~ I've been engaged in pastoral care, by phone, online and finally again, in person. This included organizing a series of phone canvases of church members, to check in on the welfare of our people during a difficult time, as well as to offer support, care and prayer.

~ I continue to work closely with our Communications Director, Michael Barber, to produce impactful and high quality online worship services.

~ I continue to write the liturgies and lead worship on Sunday mornings, and preach once per month.

It has been quite a year – full of challenges and opportunities. I am convinced that we are more than ready to grow together as God's people in this little corner of our planet and beyond. I treasure my calling to serve with you in ministry, and share in the life of our community.

Respectfully submitted,
Dr. Don Ashburn
Associate Pastor



PAT
LEICHER

What an incredibly busy and productive year this has been! The most important development for Piedmont Community Church was calling Steve Schibsted to be our Senior Pastor. We had fifteen months to get acquainted and work with Steve, so we knew he was a great choice. There was true joy among the congregation when the nomination was announced. The Pastoral Nominating Committee evaluated the landscape and the pros and cons of doing a national search. Then, they evaluated Steve against the guidelines the Mission Study Report outlined for what we were seeking.

The conclusion was that Steve is a wonderful fit for what this church wants and needs right now. He transitioned easily into his new role. We didn't lose any of the momentum that had been created on so many fronts.

The Mission Study Report also outlined the strengths and opportunities for Piedmont Church. Those opportunities formed the basis for the church's goals which parallel Steve's personal goals for the year. Some of those goals, such as budgeting and stewardship, fall to the staff, the boards and existing committees to fulfill. Some of them require new task forces composed of members of the congregation to address.

A communications task force is already at work designing a comprehensive plan that should be completed by early fall. New task forces are currently being formed to work on missions, children/youth/family ministry, and spiritual formation, which includes fellowship. All of these task forces are expected to complete the assessment and plan development work by the end of the year.

Some people have commented that the budget and staff are too large for a church our size, and both should be cut. That is one path we could follow, but it would inevitably lead to a slow death for Piedmont Community Church. The other path which has been embraced by our new Senior Pastor, the whole staff, and the Boards of Trustees, Deacons and Christian

Education is to reimagine and revitalize the church. To become a church that is well-suited for the twenty-first century. This will require openness to change from the ways things have always been done. But, with a lot of hard work and faith in God to show us the way, we believe that we can become a vital, vibrant church, which welcomes and nurtures the people of our neighboring communities.

This is a two-year transition.

This first year has been a year of evaluating and planning. We have already altered many historical patterns. The Board of Trustees is reporting to the congregation monthly in *The Messenger* and during the Sunday service about its meetings and decisions, quarterly about the financial position of the church and annually about the budget and minister compensation.

The staff has been very cooperative in moving to setting S.M.A.R.T. goals, participating in zero-based budgeting and following new guidelines for expense and time-off reporting. Financial procedures and controls have been tightened. Personnel policies and job descriptions are updated. Our stewardship campaign exceeded its goal, with many increasing their pledges and some adding transitional gifts. This demonstrates congregational support for the direction we are heading.

As we move into the second year of our transition, the congregation will shape our future through the task forces. We have hired a consultant with experience working with churches of our size, larger and smaller to evaluate our operations. She will make recommendation for how we can be both more effective and more efficient. We also plan to hire a consultant with experience in growing children's ministries to give us some guidance in what is likely to work best here. We are going to expand our programming over the next year with special focus on fellowship and local mission.

We are charting an exciting new future, and we hope you will enthusiastically join us. Please understand that it can't all be accomplished in a few months; this will take another year or so. Now is the time for us to invest in this future. To engage our current members

and attract new ones we need to offer programs that appeal to them. To do this we are increasing our budget over the last couple of years. About 90% of this '22/'23 budget is covered by existing sources of revenue. The balance will be covered by funds left to the church by a family who, like all of us, wants the church to flourish. They are pleased to have the funds used to fund near-term growth.

Before I close, I want to thank every member of the Board of Trustees. This Board has worked so hard all year and accomplished so much.

I am delighted that all of them are staying on either as a trustee or a member of a board committee. Having this continuity at such a critical time helps ensure that this transition will be successful.

With gratitude for your support,
Patricia W. Leicher
Church President



The 2021 Christmas offering of more than \$20,000 was donated to the Presbyterian Hispanic Church of Oakland for their feeding program. The money donated will fund their entire operation for 2022.

1. Repairs and upgrades to the Church Manse (Don Ashburn's house) have been an important focus for the Buildings and Grounds Committee (B&G) this year.

- Cleared flood damage in the kitchen and half bath and in the lower level
- Repaired flood damage and did some minor upgrades
- Several appliances at the Manse needed repair or replacement

2. At the same time that the ceilings of the lower level of the Manse were open, we were able to tie in the back outside deck to the interior structure. This enabled repairs to the deck of the Manse to proceed. GA Kelly Design Contracting did the repairs and structural modifications that the City of Piedmont and Clausen Engineering required. The deck is now sound, freshly painted and safe for Don and his family and guests to use. The City of Piedmont signed off on the final inspection.

3. A massive "atmospheric river" storm arrived in the Bay Area on October 24, 2021. Our church buildings developed several leaks, one over the Narthex and one over the Youth Room in the CE Building, and a minor leak in the Kettlewell room ceiling. Geraldo Lara Roofing repaired the roofs over the Narthex and the Youth Room. However, Lara could not guarantee that the roof over the Narthex would not leak again, due to the decay and rot of the tower structure above. (See #10, "upcoming repairs") A handyman repaired the water damage to the Youth Room and Kettlewell ceilings.

4. January brought a fierce wind storm to the East Bay, causing some minor damage to our landscaping. Fortunately, we had already done large-scale pruning of 13 of the biggest trees on campus, so we were able to avoid having whole trees or many large branches fall. Nevertheless, a major clean up was necessary. In addition, the two large redwoods at the Highland Way/Mountain Ave main entrance, which had not yet been pruned, did have several large limbs torn off. Shortly thereafter, we had significant pruning done on those redwoods as well. Our campus looks much better now, more open and better-maintained, with hazards much reduced or eliminated.

5. "Cafe" lighting was installed temporarily in our Courtyard to promote a more pleasant outdoor gathering space, especially when the days are short. B&G is working on a plan for a more permanent installation.

6. At long last, the dry-rot damaged ornamental trim on all the courtyard columns has been replaced. Dry-rot damage to several column structures was repaired as well. The repaired sections have been repainted and the Courtyard is much improved.

7. The Doorkeeper's cottage interior has been repainted.

8. On 5/13/2022, B&G met with representatives from T-Mobile. We highlighted what we saw as serious deficiencies in their plans for installing more cell antennas in the steeple on the CE Building. T-Mobile wants to get the new lease, which includes the additional antennas, negotiated and signed first. Then they will produce complete plans and engineering and secure permits for the actual modifications necessary to accommodate additional antennas. The church will still have the opportunity to comment and revise. We were assured that T-Mobile is committed to creating safe and durable modifications to the steeple, with no changes to exterior appearance.

9. The church has also been approached by AT&T to install cell antennas atop the CE building, on the roof over the gymnasium. A review by B&G determined that the AT&T proposal was unacceptable, both in terms of scope and appearance.

10. Upcoming repairs and projects include repairing the dry-rot damage to the tower above the Narthex. B&G is soliciting bids. When the tower has been repaired, the unsightly ceiling of the Narthex will be repainted. Also, B&G is in the very early planning stages for a partial remodel of the interior of the Doorkeeper's Cottage.

11. The over-riding theme for B&G for 2021/22 has been emergency interventions on problems which arose due to long-deferred or neglected maintenance. Accordingly B&G has proposed, and the Board of Trustees is encouraging B&G, to hire a Property Condition Assessment company to produce a detailed condition report on the whole 40,000 sq. ft. campus. This will include systems reports on electrical, HVAC and plumbing. Also, we will have the church "envelope" evaluated for structural integrity and dry rot. The report will also include a report on the condition of all roofs.

B&G would like to have this report in hand by the fall of 2022. The report can provide priorities for repairs, as well as cost estimates. The goal of this initiative

is to produce a comprehensive plan for bringing our whole campus back to “well maintained” status. It has been over fifteen years since our last major campus-wide renovation and our beautiful church is once again showing its age.

Respectfully submitted,
Steve Senter
Chair, Buildings & Grounds

Many thanks to Toni Fischer and Jay Foreman for all their help navigating a challenging year!

BOARD OF CHRISTIAN EDUCATION

I am excited for the future of the children’s and youth programs as we saw them ramp back up quickly this past year.

have thankfully dedicated their time to organize and participate in events.

Leslie Quantz started the year leading many Sunday school learnings and holiday events/projects online and has begun many programs back in person.

I truly appreciate the commitment of many members on the CE Board to an additional year of service to help support and reimagine the children’s and youth programs for a better next year.

Scott Kail kicked off the school year with youth programs in small groups at first and has successfully started building back all the youth programs. After a 2 year hiatus, Scott led an incredibly successful Mexico Mission trip for the high schoolers, which we believe will revitalize the program for the future.

Many thanks to Kelly Bailey, Alison Clayshulte, Jeff Dorman, Jeff Hiller, Blaire Jahn, Lindy Lowe, Kristi Marcelle, Amy McKenzie, John Meyjes, and Zookie Todd.

The children’s and youth programs have also been supported by the volunteers on the CE Board which

Respectfully submitted,
Lyle Johnson
Christian Education Board Chair



James Haverkamp and the Lodestar Band provided musical entertainment for the 2021 Homecoming Picnic in September, held at Piedmont Park. The event was the first significant gathering held since the 2020 pandemic began, and drew members of the congregation and families from throughout the local community.



SCOTT
KAIL

As the Ministry year ends, it is good to sit and ponder the people, relationships, meetings, ministry, events and all that is the Student Ministries of Piedmont Church.

I love and continue to be so excited about the opportunity to serve Christ and those in Piedmont.

I believe the ministry and those involved have grown significantly and continues to be an important part of our Piedmont community. We continue to remind ourselves that we have not arrived, but we are well on our way in a very exciting journey. It is by God's grace and leading that we conduct the ministry and by His grace that we are on the road we now travel. No one could have predicted how things would change during a pandemic but as we end our program year it has challenged us, but ministry has continued. With that said allow me to cover some specifics of the ministry over the past year.

INTERN STAFFING

We have been grateful to Katherine Vieriamendes for her third year serving as intern. She will be starting medical school in the fall. We are committed to an active search for two new interns to start in the fall.

ROCK AND LIVEWIRE are functioning well and continue to be the backbone of the youth program. We started our program year on Zoom because of the pandemic, but quickly were able to start meeting in person. Both the students and volunteers saw this a welcome change. It is here that we establish and maintain the vital relationships that our ministry is dependant upon. Over the past year the focus has been specific and fruitful.

We continue to have as our priority that of building relationships with students that are involved in the ministry. This is a growing number and consists of church members as well as many students whose families are of different faiths and or no faith association. We count this a huge privilege to have access and active ministry to so many. A team of volunteer leaders also assists with the weekly leadership and direction of the ministry. As a leadership team, we focused on four main areas:

- Building an atmosphere of community.
- Building an atmosphere of Worship.
- Creating a Proper understanding of Jesus Christ and the roll He desires to play in our lives.
- Reaching as many students as possible in Piedmont accepting them where they are and exposing them to Christ and our ministry

Although this will continue to be a process, I feel we are achieving these goals in fine fashion. The number of students attending and involved on a regular basis continues to grow and the "pool" of students is well over 70 for ROCK and 30+ for LIVEWIRE.

During this last year, we determined that Sunday mornings are a struggle for attendance of middle and high school students. We will continue to encourage them to attend the main services and we evaluate the Sunday morning option going forward. I will continue to be a main part of the worship services and focus our time and efforts on other ministry offerings.

CONFIRMATION occurred in the fall of this year and was offered to 8th-grade students. It was very successful as we were able to meet in person CDC safety guidelines in place. Eight students were confirmed on November 15.

We were thrilled in 2022 to offer the **MEXICO MISSION TRIP** for the first time in two years. There was enthusiastic interest from over 160 students, and we successfully completed the trip with 12 teams and 12 houses built. I continue be excited about the future and will move forward in planning a trip for 2023 and am anticipating more growth and interest from the students. Michael Barber created a 20-minute film that chronicled our trip entitled *Sanctuary Waym* It has been seen by over 1,200 people in the last month and is available on the church website. I have a firm belief in service mission's opportunities for the students of the church and greater Piedmont.

We were able to restart Rock Pizza Lunch last fall. We continue to meet on Tuesdays during the PHS lunch and have a steady crowd attending. This is a valuable time to stay connected with the students. Livewire Movie Night is weekly on Friday and has

had a steady drawing, many of which do not addend church at all (yet!). The continuation of LiveWire Movie Nights monthly on Friday nights has been huge outreach to Middle Schoolers during the “shelter in place” using online platforms. This will continue during the summer.

I am excited to breathe new life into the Middle and High School Parents fellowship that will meet monthly starting in August. We are also beefing up our presence on social media and will continue regular weekly postings. We are still on the road to build and

strengthen the four areas mentioned earlier.

We Praise God for His guidance and blessings and we pray for the year ahead.

Respectfully submitted,
Rev. Scott Kail
Youth Pastor

CHILDREN'S MINISTRIES



LESLIE
QUANTZ

The children's program includes the nursery and Sunday school for the pre-kindergarten through 6th grade. Seventh-and-eighth graders can choose to continue to attend Sunday school along with the earlier grades.

This year was very challenging given the ups and downs during the Covid-19 pandemic. When allowed, the Nursery was open and lessons were given in person. I continue to email weekly lessons out to parents and post them on our website. We continue to use Group Publishing's *Dig In* program for our curriculum. This year, we have been Digging into the Life of Jesus. Families are slowly coming back and we are seeing many new families. While most adults are vaccinated, children 5-11 were only able to receive the vaccine starting October 29, 2021 and there is still not a vaccine for children under 5. Because of this, parents have been very cautious about returning.

Our sponsored child from Compassion International, Ines Burga Ulcuango from Ecuador, graduated from the program in November. We sponsored and corresponded with her for over ten years. We are now sponsoring Yurimi, an eleven year old girl from Calpaqui, Ibarra Ecuador. She is living with her father, mother, sister, aunt, uncle, grandmother and

grandfather. We look forward to getting to know her through correspondence.

In October we filled shoeboxes for the Operation Christmas Child program. We were able to deliver over 40 shoeboxes to the collection spot. Our shoeboxes were sent to El Salvador. In December, we had a Zoom Christmas pageant for Sunday school children. I sent out packages to children with crowns, stickers of sheep, stars, and wooden angels and encouraged the children to dress up. Alison Clayshulte read the Christmas story from the book of Luke while Amy McKenzie led the group in singing Christmas songs. On May 22, we presented Bibles to our third graders.

CURRICULUM

We have been very happy with Group Publishing's *Dig In* curriculum. This year, we are digging into the Life of Jesus. When possible, the lessons have been given in person and they have also sent out weekly to all families so those who are unable to attend in person can read them at home. These lessons have included: Jesus, the Light of the World, is Born (Luke 2:1-20), John Baptizes Jesus (Matthew 3; Luke 3:21-22), Jesus Calms the Storm (Mark 4:35-41; Matthew 8:23-27; Luke 8:22-25), Parable of the Good Samaritan (Luke 10:25-37) and other Bible stories from the New Testament. Each lesson has included family activity pages and crafts and games for those attending in person.

'CHILDREN'S MINISTRIES', *Continued from Previous Page*

NURSERY

The nursery was open every Sunday when the Worship service was in person. Megan Hiller, Genevieve Hiller, and Allison Quantz staffed the nursery along with a few substitutes. I am grateful for their support.

FELLOWSHIP

Kidz Club is a group for kids in fourth, fifth and sixth graders which meets monthly. This year we only were able to meet a few times. I am planning to restart this program in the fall when everyone feels more comfortable meeting in person. Family Fellowship will resume in the Fall.

SUNDAY SCHOOL TEACHERS

We started off with a few volunteer teachers, but I have found that many are not ready to come back and teach. When we reopened in February, I started

teaching the class in the room attached to the main hallway in the Christian Education Building. This has worked out well, but I am looking forward to mid-August when we will be back to starting in the Chapel. Please consider teaching Sunday School.

The program is very easy to teach and there is very little preparation required. All is ready for you when you arrive to teach. Teaching Sunday school is very rewarding and is a special gift to the church and our children.

Thanks to the CE Board for their guidance and to the staff at Piedmont Community Church.

Respectfully submitted,
Leslie Quantz
Director of Children's Ministries



Sanctuary Way, a film by Michael Barber, documents the return of the Mexico Missions trip where 300 Piedmont students and adult leaders built for 12 families in need in Tijuana, Mexico. The film was shown to 370 in worship Sunday, April 24. It was also shown during Amor Ministry's 40th Anniversary celebration in May, bringing the total in-person and online viewership to 1,500.



MICHAEL
BARBER

Twelve months ago, I reported on the significant pivoting in media and communications necessary to accommodate a painful pandemic. This year, we've converted the pivot to our new normal - embracing the many ways people near and far interact with Piedmont Church and participate in our worship experiences.

OUR YOUTUBE CHANNEL

It's no secret that our online presence kept Piedmont Church in the hearts and minds of all of us while dealing with the early stages of the pandemic. Due to the Board's consistent support of our online efforts, we were completely prepared to 'go LIVE' in early 2020 when the doors of the Sanctuary were closed. Fast forward to the end of May of 2022 and we realize that the church was closed 69 weeks out of 113 weeks, or 61% of the time.

The critical nature of maintaining and growing an online presence has gone from a luxury to a necessity in very short time. Even as in-person attendance continues to grow, our online audience represent half of our regular 'attendees.'

In 12 months, our channel has racked up 20,977 views playing 3,094 hours of content (or an average of 8.5 hours per day). We currently have 347 subscribers with 30% of our viewers finding us from outside the State.

OUR WEBSITE

While most of our content is now consumed via YouTube, our website continues to offer access to information, archived media, calendaring and online payment platforms. In the past 12 months, we delivered 44,793 pages to 12,765 users. These stats represent a decline of 9% compared to years 2019 and 2020 but an increase of 9% over 2017 and 2018. In spite of the fact that more people accessing our content via YouTube, visitors to our website have increased 9% compared to 4 years ago.

THE MESSENGER WEEKLY NEWSLETTER

Messenger continues to be our #1 source for getting the word out. We ceased publication of a paper newsletter in March 2020. We realize there are a small, but significant, number of people who in our congregation who are unable to access online content. We are noodling ideas for paper mailings to fill this void for those folks.

Last year, we celebrated our open rate of 41%, which was above the national average of 28% for religious emails. This year, I'm happy to announce a significant increase in readership as we currently have an average open rate of 66%.

THE MEXICO FILM

By far, the most rewarding project I worked on this year was making the film *Sanctuary Way*, documenting the Mexico house building mission trip. Even after a two-year hiatus, the trip initially felt like a repeat of my previous films. However, the first day of filming proved that literally everything about the experience was unique, providing the perfect canvas for a film dedicated to the 200+ trip participants and the people of Tijuana they went to serve. All houses were built in small section of Tijuana, allowing for camaraderie between teams and shared experiences that are rare to a mission of this size. The smaller group size made for easier storytelling and the overall film just feels good.

NETWORK WIRING PROJECT UPDATE

It seems every project involving our 100-year-old church infrastructure takes about that long to complete. The challenges that faced our network installers were many, and the new installation of a fiber connection that now provides hi-speed wired and wireless internet access to the entire plant took twice as long to implement as estimated. All things come to those who wait (and wait) and we are now flying high on network speeds 10 times faster than the crippling access we had previously. This allows for new IP phones, efficient internet access for staff and visitors alike and higher quality LIVE stream services on Sunday.

ON WE GO!

The future of communications and media at the church has never been more exciting. As we work toward embracing and better understanding of our online worship environment, many of whom we will never meet in person, we also strive to find new ways to reintroduce Piedmont Church to those within shouting distance. Challenging times we faced as a community of faith the past 5 years have taken their toll. With innovative and consistent communications strategies, we will reignite the message of Piedmont's unique message of God's unconditional love and grace for all.

This reintroduction is part of my personal 2022 S.M.A.R.T. Goals portfolio, which includes working with a newly formed Communications Task Force to remind those who may have drifted away that the church is still available to them and relevant; to communicate what is new about Piedmont Church; to reach those who have no idea the church exists; and to help instill an invite culture with current membership to help grow our community.

Respectfully submitted,
Michael Barber
Director of Communications



The Stewardship Committee, led by Chair Dani Montague, held a special presentation in the Sanctuary and online on March 6 to launch the *Will We Grow?* giving campaign. Steve Schibsted was elected to serve as Senior Pastor that same day.

STEWARDSHIP

Piedmont Community Church was blessed with tremendous generosity from you, our church family, during our Stewardship Campaign this year. My fellow Stewardship Committee members, Don Ashburn, Roger Eliassen, Lisa Fuller, Patti Heilbron, Sara Smith Hirsch, Bill Molmen, Steve Schibsted, Paul Schroeder, Steven Thorne, Jan Wolfe and I are extraordinarily grateful for your dedication to our church and deeply appreciate your financial support. Thank you so very much!

2022 Campaign Results

I'm extremely pleased to report that the answer to our theme – *Will We Grow?* – is a resounding YES! The Stewardship Campaign goal was \$950,000. To date, we've received 176 gift commitments totaling \$976,000. This amount includes \$144,000 in Transitional Gifts. Twenty percent of our gift commitments (35) came from new donors – meaning donors who did not participate last year. While overall revenue and our number of new donors increased, the total number of our gift commitments is down compared to last year when we received 195 commitments. Our 2020 gift commitments totaled \$746,000 and therefore our year-over-year growth was significant at 31%. On Commitment Sunday, we received 63 gift commitments totaling \$281,000.

Rethinking Annual Giving

Faced with continued transition and change, along with the pandemic and new economic challenges, the Stewardship Committee felt it was time to rethink how we run our annual giving campaign.

After deciding to move the campaign launch from its traditional October time slot, the *Will We Grow?* campaign was launched on Sunday, March 6, with a Stewardship Kickoff meeting. We felt the meeting would provide you with all the relevant information you would need to carefully and prayerfully consider your 2022 financial commitments to the church. Mission Study feedback, church vision and goals and church financials were discussed along with Stewardship Campaign giving trends, goals, and ways to give.

March 6 was also the day Steve Schibsted was elected to serve as our Senior Pastor. To celebrate Steve's election and the kickoff of our Stewardship Campaign, we organized a taco luncheon in the Courtyard to enjoy some much appreciated in-person fellowship

Several new and different campaign elements were introduced to you. A brochure was created to provide more in-depth information on giving. Sermons during

the month of March were focused on generosity and the spiritual discipline of giving. We also offered a new Transitional Gift opportunity where donors could make a special gift over and above their general financial commitments during this unprecedented time of change.

A highlight of the campaign was another new endeavor – Commitment Sunday. We celebrated Commitment Sunday on March 27 when individuals and families brought their gift commitments forward during the worship service. Those watching online were also able to participate. The service was extremely moving as our church family came together to make their financial commitments to God. After the service, the Stewardship Committee hosted a celebration luncheon for the congregation.

Your generosity this year has been exceptional. It reflects your tremendous dedication to Piedmont Church and an excitement for our future.

2022 Endowment Campaign

With our church in continued transition, raising operating funds through the Stewardship Campaign has been our giving priority. For this reason, the 2022 Endowment Campaign was postponed. However, you can make gifts to the Endowment Fund at any time which are always greatly appreciated.

On behalf of the Board of Trustees and the Stewardship Committee, I extend our heartfelt thanks for your most generous gifts to Piedmont Community Church.

Respectfully submitted,
Dani Montague
Chair, Stewardship Committee

ALTAR GUILD

To coin the theme of our 2022 Mexico Mission Trip, the Altar Guild Is Back!

Over the past year we have done our best to keep up with the changing decorative and communion needs in the Sanctuary, as we moved from Zoom to in person services. It has kept our small Altar Guild on their toes!

I would like to thank Kathy Hurd and her husband, Gary, for being so involved. And, Judy and Bob Wright for stepping into their roles, as well as newcomer's Suzanne Latham and Vicki Kendrick for their efforts. As with every Advent season, the special guidance of Marion Schmidt in the decorating of the church with our lovely Christmas decorations is wonderfully acknowledged. Thanks all the members of the church for stepping in to help at Easter and Christmas.

We would like to thank our gracious flower donors for their contributions over the year, and of course, this is really our biggest need, members to donate flowers for

those special occasions in their lives.

We once again plan on having our flower sign-up table Sundays out in Courtyard and hope to see sign-ups increase as we all return to the new normal.

Please consider joining the Altar Guild. In days past, we had 12+ folks and over the past three years this has decreased to just 5-6. The efforts of the Guild are seen weekly in the Sanctuary, and over the year at the special Advent and Easter Season dramatically all around the church grounds and appreciated by all our members. Plus, it is fun! Please let the church office know of your interest.

We look forward to seeing all our church members in the coming months.

Respectfully submitted,
Paul Schroeder
Altar Guild Chair



STEPHEN MAIN

2021 was a year of challenges but also significant progress for the music of Piedmont Community Church. While we were still officially in the middle of the pandemic, the initial “reactive” mode of 2020 (when no one quite knew what was coming next) had given way to a time when we could thankfully begin to plan a bit more long-term, and even rehearse in person (if distanced and with masking).

Through the spring, the musicians of Piedmont Church delivered multiple video projects, continuing the trend begun the year before. Because of the superficial similarity to a Zoom call, it’s perhaps easy for non-music folks to assume that these video performances were simple to put together. But these are not Zoom calls! Each chorister was required to first record and then film him or herself at home, using click-tracks, earbuds, and multiple rehearsal videos to submit their separate part. Each part was then painstakingly synched and assembled into a grid for the final project. Throughout the choral world, and over the course of the pandemic, there were many choirs that released perhaps one or two of these, only to abandon the effort because of the work involved. But the musicians of Piedmont Church persevered and ultimately produced over a dozen. I think you’ll agree that the results were well worth it.

Starting in the fall, the choir was back to live rehearsal, masked and in the Sanctuary for distance. These rehearsals were conducted in a “hybrid” fashion, both in-person as well as virtually, with a large screen set up in the Sanctuary so that members both present and at home could get a sense of being part of the ensemble, ask questions, etc. The culmination of this process was the annual Christmas Concert, where our unmasked, vaccinated

and fully tested choir sang my cantata *Wonder Tidings* with live instrumental ensemble, multiple mics and camera angles (and a fog machine!), all of which was created into a stunning video performance by our resident filmmaker Michael Barber. While nothing replaces the energy and fun of a live audience and traditional reception afterwards, it was huge step toward feeling like we were “back in business” again.

Of course, the choir is not the only source of music in the church! Our Handbell Ensemble physically took their bells home and rehearsed virtually; you can see three of their videos online as well. Finally, our wonderful soloists appeared in a variety of configurations, including duets and trios, often accompanied by other instruments. These online offerings were presented in addition to the music of live Sunday worship broadcasts which continue to this day. I am grateful indeed to work with each of these outstanding musicians who have contributed so much to the life of this church.

Looking forward over the summer and into the fall, we anticipate a continued return to regular choral performances. But there are new ideas too: the past two years have been a marvelous demonstration of the diverse musical resources the church can draw upon. In addition to your choir, soloists and handbells, there are also plans for at least one Americana-bluegrass performance, as well as a full return to the in-person Christmas Concert with full orchestra in December. At this writing, the choir is busily preparing for a June 5 presentation of *Triptych*, by the contemporary Irish composer Tarik O’Regan, a probing, powerful work for choir and full string orchestra.

Finally, an exciting development will be the formation of a new Youth Choir this fall. Drawing on the technical know-how we were all forced to develop over the past two years, my idea is that this new ensemble will deliberately focus its efforts on high-quality (and high-energy!) media and online performances.

Here’s the part I always say in these reports (and I never forget to say it either): none of this comes cheaply! Musicians, music programs, pipe organ maintenance, sound systems, orchestras, audio-visual

equipment and all the rest are only possible because of the generous giving and dedicated time of our members. The direct result can be heard in our most important goal – a worship experience (whether online or in person) that is vivid, direct, and meaningful.

If ever I forget how crucial this goal is, I need only visit another church where it isn't so; I always return to Piedmont Church feeling very fortunate.

I feel blessed to be part of a congregation that truly values and supports the music we make here. As always it's my continued hope that what we do in this place will continue to inspire you and honor God.

Respectfully submitted,
Stephen T. Main
Minister of Music



TOP: Stephen Main and the Piedmont Community Church Handbell Choir, along with bassist Pat Klobas, perform *Heart Song* - based on the old hymn *Fairest Lord Jesus*.

LEFT: Musician Ian Cochran teams up with Stephen Main to deliver a spectacular production of *The Beauty of the Earth*, filmed in the Courtyard.

MISSION STUDY

The Mission Study is an integral part of the Pastor search process. It is a defined and intentional time for our congregation to gain a better sense of how our history has shaped us, who we are now as a community of faith and service, and what we discern as God's plan for the future of Piedmont Community Church.

The Study was led by the Mission Study Team, which was charged with gathering data, information and input from individuals affiliated with the church and in the broader community; prayerfully discerning the vision and mission of the church on the basis of their findings; and creating The Mission Study Report. The Report serves two important functions: it aids the Pastor Search Committee in their search for and recruitment of a new Senior Pastor to lead the church and it guides the current and future leaders of the church in shaping the future direction of the church.

THE TEAM

The Mission Study Team (MST) was formed in the summer of 2021 when MC Taylor and Cathy Nancarrow were appointed by the Board of Trustees as Co-Chairs. The aim to form a diverse team that represented all genders and generations, had varying years of membership and had a range of skills and gifts was achieved when Aaron Albrecht, Margaret Hiller, Bob Cheatham, Katherine Campbell, Ryan McCorvie and Steve Schibsted agreed to serve on the team. The Team was commissioned by the congregation in September, 2021.

The first task for the Team was to research the congregational and spiritual health of the church by garnering the feedback, ideas, expertise and vision of all members of our congregation and our wider communities. To ensure that all voices were heard, the team chose four avenues: town hall discussions, a comprehensive survey, direct outreach, and an interactive webpage on the church's website.

Over the course of the fall, three all-comers town halls were held as were focused discussions with the Board of Trustees and the church staff; the survey was launched; and the website went live.

The team also reached into the surrounding community, inviting Mexico Mission trip participants and others who might be interested but with limited success. In all, approximately 250 people, including church staff, contributed to our collected information that formed our essential database.

THE REPORT

In December 2021 and January 2022, the team analyzed the data; read all comments and feedback provided; and began, with prayer, thought, and in-depth discussion, to compile the *Mission Study Report*. Key sections of this report include our church history; all active programs including worship, mission, education, and fellowship; and our church governance so to paint a picture of the church as it now stands.

To guide the leadership of our church and the new Senior Pastor as they set the direction for the church, the team included a section that highlights the church's primary strengths and opportunities.

Finally, the team created a profile of the Senior Pastor that would take the church forward toward a healthy and vibrant future. Steve Schibsted recused himself in the team's discussions and the creation of the Senior Pastor profile.

The *Mission Study Report* was submitted to and approved by the Board of Trustees in January 2022 and then published in February of 2022. The Report is available on the church website and in print form on request through the church office.

Respectfully submitted,

Cathy Nancarrow
MC Taylor
Co-Chairs, Mission Study Team

The Pastor Nominating Committee (PNC) was formed in late summer of 2021 with the mission from the Board of Trustees to recommend a candidate for the next Senior Pastor of Piedmont Community Church.

Our first few meetings established our dynamic as a committee and commenced research while the Mission Study Team (MST) was collecting data and preparing their reports which would drive our criteria for recruiting senior pastor candidates. The PNC's research and deliberations were steered by three primary considerations: the direction provided by the *Mission Study Report* outlining what the congregation seeks in a Senior Pastor; the current conditions of the church, which need to be addressed for Piedmont Community Church to become a thriving, nurturing church for the years ahead and the experience required to lead that change; and the national landscape for recruiting senior pastors of the highest quality.

As the committee began its research, we uncovered information that revealed this process would have to be quite different from the last time Piedmont Church looked for a senior pastor. The internal environment of our church, the external environment of churches in the United States, and COVID's aggravation of these and other factors forced us to reexamine how we might conduct the search. Among the challenges the PNC faced were that the pool of qualified, experienced and available Senior Pastor candidates has recently contracted significantly, church attendance at our church and elsewhere has decreased, and our church's financial shortfalls have now spanned several years - all of which necessitated a timely, successful senior pastor search and an innovative process appropriate to these circumstances.

Church bylaws do not dictate a specific process for the PNC to follow, so we brought the committee back together to discuss how to proceed. In this meeting, Adam Thacher outlined many reasons for the PNC to consider the advantages Dr. Steve Schibsted's candidacy presented. Among those were that church members and its staff have had the unique opportunity for 13 months to observe Steve in the role we were recruiting for, he owned a home in the area, if he were to be hired it would avoid a long period of uncertainty for the church and its staff, and changes in the way

Piedmont Church operates could be implemented now rather than being delayed by a lengthy search.

The discussion then turned to how the PNC could evaluate how well Dr. Schibsted's qualifications, observed in what was in effect a yearlong, multi-dimensional "interview process" of him, met the criteria set out in the two parts of the *Mission Study Report*. We decided that each member would fill out a survey evaluating Dr. Schibsted against each of the qualities and capabilities identified by the report. When we gathered again and discussed the results of the survey, the answer was clear. Dr. Schibsted excelled in each area where Piedmont Church was seeking a bold, compassionate, and energetic leader.

The PNC unanimously voted to recommend Dr. Schibsted to the Board of Trustees as the nominee for Senior Pastor.

The PNC sought, and believes it received, God's guidance in its entire process, from assembling the committee to bringing Dr. Schibsted's nomination before the Board of Trustees and presenting it to the congregation. We felt even more convicted of this after both the Board of Trustees unanimously nominated, and staff unanimously endorsed, Dr. Schibsted to be Piedmont Church's next Senior Pastor.

Dr. Schibsted's nomination was approved with a near unanimous congregational vote on March 6, 2022.

With such overwhelming support at all levels of review of our new Senior Pastor, Piedmont Church's future under his leadership is bright.

Our deepest gratitude to Aaron Aubrecht, Ann Lin, Erin Peterson, MC Taylor, Adam Thacher and Steven Thorne for their prayers, dedication, input and hard work as members of this committee.

Respectfully submitted,
Eric Behrens
Zookie Todd
Co-Chairs, Pastor Nominating Committee

The Board of Deacons has continued to adapt to the challenges of the pandemic this year, working to best serve as we alternated between opportunities to meet online and in person. This year's members of the Board of Deacons responded with flexibility, creativity and diligence and we are grateful for their service.

THE MISSION COMMITTEE

Deacon members of the broader Mission Action Team (MAT) were involved in helping provide opportunities for church members and the larger community to serve others, locally and globally. Examples include building renovations at CityTeam; Oakland cleanup events with Abundant Aid; tutoring through Children Rising and Harbor House; conducting the Alternative Gift Market (which raised over \$30,000): a Christmas offering in support of the Hispanic Presbyterian Church's food program in Oakland; and sponsorship of refugee families. In addition, the Deacons approved MAT's recommendations for funding in support of local service organizations (Children Rising; CityTeam; the Destiny Arts Center; George Mark House; Grateful Gatherings, and Harbor House); \$25,000 in total. We thank MAT for making these service opportunities an integral part of our identity as a church.

CONGREGATIONAL LIFE COMMITTEE

We are excited that many of the Congregational Life committee's tasks (liaison on welcoming events, assist with new member classes, maintain informational kiosk, etc.) have now become possible again. Life Groups are in their second session now, and are becoming an integral part of church life. As we strive for continued spiritual connection, the Congregational Life committee will be placing an emphasis on various upcoming outreach events (like the 4th of July parade) as a mean of involving both current and new members.

THE OUTREACH COMMITTEE

This year, our team spearheaded two major projects. The first project was to help with the Adopt-A-Child program where we provided Christmas gifts to underprivileged children in concert with CityTeam. We are grateful to the many church members who provided 76 gifts to brighten children's Christmases.

Also, for Easter, we provided 42 Easter baskets to children at Harbor House's after school program, grades K-4, due to the generosity of church members. Thank you for the dedication of the committee members and the church membership at large.

THE FELLOWSHIP COMMITTEE

Finding opportunities to gather safely for fellowship was a challenge during a pandemic. In December, lights were strung in the courtyard for an outdoor gathering with hot drinks and homemade gingerbread cookies. After three years, with the help of Loaves and Fishes, we were able to host a church dinner in the Guild Hall before the Maundy Thursday service. Another outdoor gathering in the courtyard was held on May 21.

As co-chairs of the Board of Deacons, we would like to thank all of the Deacons and other board members who contribute so much to the life of the church. During this unprecedented pandemic time, church members have shown resilience and caring for others while we coped with the challenges. We appreciate and are honored to have served on this board with such caring and committed people.

Respectfully submitted,
 Bob Wright
 Suzanne Latham
Co-Chairs, Board of Deacons

The Mission Action Team (MAT) reports to the Board of Deacons and provides oversight and guidance regarding many church mission activities. The goal of MAT is to make mission an integral part of our identity as Christians and as a church. MAT works to schedule monthly local mission opportunities and provides the Deacons with recommendations on how to allocate the annual Deacon Accrual Funding.

MAT members are invited to participate and are approved by the Deacons. Membership is limited to 12 voting members. Dr. Don Ashburn serves as staff liaison. Mike Bandrowski is currently the Chair. New members are welcome and if individuals are interested in joining MAT, they should contact Mike Bandrowski.

Current members include Deacons: Caroline Benson, Will Adams, and David Birnbaum; Members-at-Large: Mike Bandrowski, Bob Cheatham, Selma Chin, Jeff McClain, Swee ling Chen and Judy Wright.

2020-2021 Mission Activities

PARTNER SUPPORT ACTIVITIES

We supported several partners over the year, including City Team with building renovation, Harbor House with 42 Easter baskets, and Abundant Aid with Oakland cleanup events.

TUTORING

With Covid restrictions lessening, tutoring changed again this last year to both on-line and in person tutoring. Piedmont Church members volunteered to tutor students through Children Rising and Harbor House.

REFUGEE TASK FORCE

We continue to be in contact with the families we have sponsored as refugees over the past few years, including the Fazli and the Yousufzai families. The Refugee Task Force met several times to decide on the next steps and decided to help a Ukrainian family relocate to Piedmont due to the ongoing conflict in the Ukraine. The Putrenkov family arrived in Piedmont on April 13 and is being supported by church members.

ALTERNATIVE GIFT MARKET (AGM)

We held the AGM again this year online but did have the AGM partners represented at an outdoor market in the courtyard. We also included cards designed by Nick Baz and Will Adams. AGM was a great success and raised over \$30,000 with \$15,840 for local agencies and \$14,885 for global, as well as \$640 on cards.

CHRISTMAS OFFERING

The Christmas offering program this year was highlighted with a video prepared on our sponsored organization, Primera Iglesia Presbiteriana Hispana (PIPH). The video, prepared by Michael Barber, was well received, and the Christmas offering resulted in \$19,500 raised for PIPH, which will pay for a year of their program to feed families in Oakland.

DEACON ACCRUAL FUNDS

These annual unrestricted funds of \$25,000 were renewed and approved for distribution to CityTeam, Destiny Arts, Children Rising, George Mark House, Grateful Gatherings and Harbor House.

Despite a challenging time to provide direct mission care with COVID-19, Piedmont Church still had a very meaningful year of sharing God's love in service.

Respectfully submitted,
Mike Bandrowski
Chair, Mission Action Team



Piedmont Church members gather in community to support a Harbor House cleanup effort last fall.

IN MEMORIAM

Henry Kistler
 Perenna Fleming
 Bonnie Stehr
 John Weaver
 Jim Soper
 Juergen Kasprk

Lynn Olander
 Gordon H. (Skip) Huber
 Joan Metcalf
 Walter Ruxton
 Suzanne Evans

CONFIRMANDS

Bill Ashton
 Albert Bellingrath
 Lily Colbert
 Kate Jumper

Mara Kemp
 Adelina Mbise
 Jack Meyjes
 Sydney Olsen

CHURCH CLERK

MEMBERSHIP

Total Membership, May 25, 2020 - 1,369

Members Received:

Confession of Faith, Letter of Transfer
 or Reaffirmation, 0
 Confirmands, 8

Total Members Received, 8

Members Removed:

Deaths, 11
 Letters of Transfer & Requests, 10

Total Members Removed, 21

Total Membership, May 25, 2021 - 1,356

PASTORAL SERVICES, OFFICIATING

Baptisms, 3

Marriages, 3

Funerals/Memorials, 3

Total Pastoral Services, 9

BOARD OF TRUSTEES

Class of 2023

Pat Leicher, Finance, President
Jan Wolfe, Past President
Dani Montague, Stewardship
Rich Thompson, VP, Personnel
Kathy Kelleher, Treasurer

Class of 2024

Tom Parry, Finance
Christy Guidici, Personnel
Vicki Kendrick, Bldgs & Grounds
Kara Baysinger, Personnel
Sarah Hirsch, Stewardship
Bill Molmen, Stewardship

Class of 2025

Bob Wright, B&G
Maureen Recker, Finance
Ann Lin, Stewardship
James Havercamp, B&G
Kurt Peterson, Personnel

BOARD OF DEACONS

Class of 2023

David Birnbaum
Kristin Johnson
Gary Hurd
Jane Anderson

Class of 2024

Will Adams
Caroline Benson
Sue Coffin
Bruce Wolfe

Class of 2025

Bob Livsey
Liz Becker
Sweel ling Chen
Jack Lewis

BOARD OF CHRISTIAN EDUCATION

Class of 2023

Lindy Lowe
John Meyjes
Jeffrey Hiller
Zookie Todd
Jeff Dorman
Amy McKenzie

Class of 2024

Blaire Jahn
Kristi Marcelle
Kelly Bailey

Class of 2025

Wendi Lelke Wallway
Erin Gore
Stacy Readal

NOMINATING COMMITTEE, AT-LARGE MEMBERS

Ron Heckmann, Judy Wright, Lyle Johnson