



Piedmont
Community Church 2022 - 2023
ANNUAL REPORT



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ANNUAL CONGREGATIONAL MEETING
PIEDMONT COMMUNITY CHURCH
JUNE 11, 2023
11:00 AM

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

INVOCATION
STEVE SCHIBSTED, SENIOR PASTOR

PRESIDENT'S REMARKS
PAT LEICHER

STEWARDSHIP REPORT
DANI MONTAGUE

BUILDINGS & GROUNDS REPORT
VICKI KENDRICK

PERSONNEL REPORT
PAT LEICHER

TREASURER'S REPORT; PROPOSED 23/24 BUDGET
KATHY KELLEHER, TOM PARRY

CHRISTIAN EDUCATION; NEXTGEN VISION
KERRY PERSICHTTE

BOARD OF DEACONS REPORT
DAVID BIRNBAUM

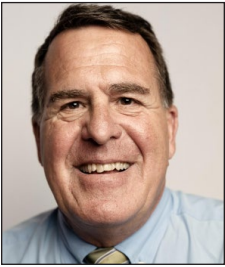
RECOGNITION OF RETIRING BOARD MEMBERS
PAT LEICHER

VOTES BY THE CONGREGATION:
ELECTION OF NEW BOARD/COMMITTEE MEMBERS
APPROVAL OF CHANGES TO THE BY-LAWS
APPROVAL OF OBTAINING A HELOC ON THE MANSE
PAT LEICHER

SENIOR PASTOR'S REMARKS
STEVE SCHIBSTEAD

BENEDICTION
DON ASHBURN, ASSOCIATE PASTOR

ADJOURNMENT



STEVE
SCHIBSTED

Shortly after graduating University, I had a job with a construction crew building homes in Santa Barbara. It was a great experience learning about construction, building and remodeling beautiful high-end homes in one of the nicest places on earth.

One job which was especially interesting was the work we did on a beachfront house in Montecito. People walking by the stunning home on the beach would never have guessed that the home was in critical condition. It looked like nothing was wrong! But it had a big problem—the foundation was crumbling and if it wasn't fixed the entire home would soon crumble, too. So myself and one other guy (the two most recently hired workers) had to get under the house with picks and shovels and slowly dig around the foundation in order to remove it and put in a new one. As you can guess, it was pretty cramped quarters under that house and the work was hard, the days were long. I often say that it was after a few days working under that house that I heard God calling me to ministry!

I learned something about homes during that job - foundations are very important. If the foundation on a house isn't good, the entire house will be bad.

Jesus said this same thing in one of his most famous parables. In the parable, Jesus said two men, a wise man and a foolish man, went out to build homes. What made one builder wise was he built his house on the rock. On the other hand, the foolish builder built his house on sand. The rains came, the wind blew and the house built on the rock stood firm. Predictably, the house built on the sand was destroyed.

The parable is about our lives and what we build our lives upon. At the end of the parable, Jesus makes a bold claim. He makes it clear that he is the rock and building our lives upon him and his teaching will help us withstand the storms of life.

The parable also applies to a church. For a church to be healthy and thriving, it must have a solid foundation. In Ephesians Paul spoke of apostles and prophets as the foundation of the church with "Jesus Christ himself being the chief cornerstone."

But there are other aspects to a healthy church. A healthy church must have inspirational worship, good teaching and preaching. The people must have a deep

love for each and demonstrate that love in tangible ways. There must be opportunities for people to share their faith with each other, venues where they can feel safe to ask questions and share struggles. There must be leadership which is empowering, freeing and encouraging the congregation to serve and use their own God-given gifts. A healthy church is outward looking, making a difference in the community surrounding them.

An effective, healthy church must also have good structures, or systems which work together to help a congregation to fulfill its intended purpose. A church must have clear priorities, a united vision, policies that can "grease" the wheels of ministry. It must be clear who is doing what and know why what they are doing is most important. It must have good fiscal practices.

In the past 2 ½ years, we have been working hard on developing these effective structures. Like the foundation on that Montecito beach house, these structures are sometimes hard to see but they are an important part of the foundation. To be honest, doing this kind of work is not the reason why I went into pastoral ministry. Writing job descriptions, analyzing budgets, cleaning up personnel policies, creating a new benefits structure, reorganizing ministries, leading task forces and all the other structural work we have done over the last couple of years are not what I am passionate about when it comes to pastoring a church. Fortunately, we have some people in our church who are good at these sorts of thing. But I have learned over the years that doing such work is foundational work and is integral to a thriving church.

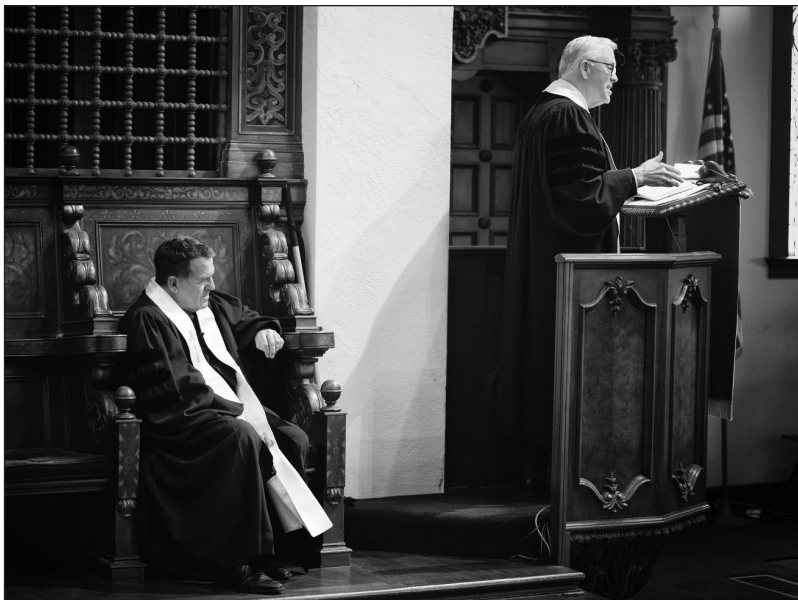
One of the things I enjoyed about my construction job was seeing the beautiful homes we built. You don't necessarily see the foundation but you do see a beautiful home. In the next couple of years, we will see the results of all this foundational work. I can't wait to see our church full of noisy kids running around. I am eagerly anticipating the great new families who will become part of Piedmont Church. I am excited about new mission opportunities and serving the communities around us. I look forward to a new, second worship service designed to reach out to people who are not yet in our church.

Much of the building of effective structures has been done. Now, the fun begins!

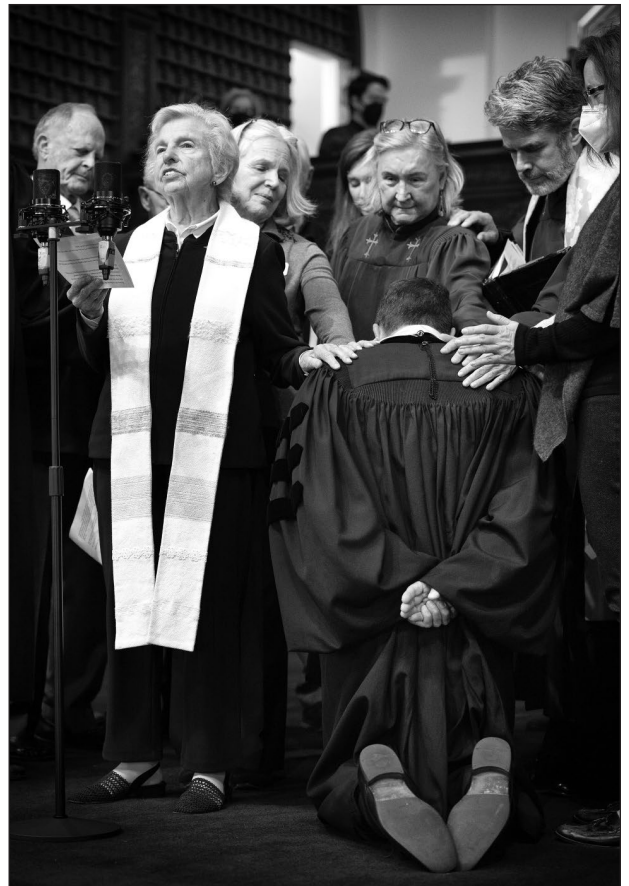
With gratitude in being your Pastor,
Steve Schibsted
Senior Pastor



During the Installation Service held Sunday, January 8, Senior Pastor Steve Schibsted hugs Eric Behrens who, along with church member Zookie Todd, led the Pastor Nominating Committee that recommended Steve.



ABOVE: Steve listens as Mark Labberton delivers the sermon during the Installation Service. More than 260 people attended the service in person, with more than 100 watching online. Steve was called by the congregation in March of 2022.



RIGHT: Members of church boards lay hands on Steve as a prayer is read by Visitation Pastor Dottie Hutch.



DON
ASHBURN

This past year has been full in many ways. It's been full of promise as we have taken exciting new paths in ministry. It's been full of positivity, with a renewed sense of our shared call, along with the chance to take a fresh look at the challenges we face after COVID and given the cultural context all churches face these days. It's been full of productivity too as, working together, we've accomplished so many of our goals and look forward to what we can do next, with God's help. This year also marked 20 years I've been serving as a pastor here. And, I continue to be blessed to worship, serve, care for, and welcome others in the name of Jesus to this congregation. Here are some of the highlights of this past year in ministry with you:

- Helping with the Installation of Dr. Schibsted as Senior Pastor. It continues to be a joy to serve with him. We are good partners in leadership, and are privileged to serve with you as we grow in our relationships with each other, with God and with our neighbors.
- Working with a dedicated group of lay people and Dr. Schibsted, I chaired two Task Forces commissioned by the Trustees to assess and make recommendations for the future in the areas of Spiritual Formation and Mission. I thank the members of the Task Forces for their insight, commitment and care. The Spiritual Formation Team met regularly for a period of 5 months, consisting of Kristin Johnson, Nancy Walters, Virginia Watkins, Ron Heckmann, Suzie Skugstad and Eric Behrens. The Mission Task Force met for 7 months with Mike Bandrowski, Bob Wright, Judy Wright, Kristi Marcelle, Lindy Lowe, Swee Ling Chen and Mary Fielder. Their work is already bearing much good fruit.
- Participating in several offsite service projects with church members and friends, and staying in regular contact with our various mission partners.
- Continuing our Life Group small group program. It's been a joy to welcome quite a few new participants, which have met weekly for 8 months. I thank Bob Wright and the Loaves and Fishes crew for preparing food prior to many of our group meetings.
- Organizing adult education series led by Piedmont Church Staff and outside facilitators; including Gifts and Call, Stages of Faith, an Introduction to the Enneagram, and the Incarnation of Christ. I also continue to lead a weekly online Bible Study with 12 regular participants.

- Meeting with and welcoming 25 new members of Piedmont Church with Dr. Schibsted.
- Working regularly with the Board of Deacons, the Board of Trustees, the Altar Guild, the Mission Action Team, and many other groups in the church.
- Serving with Tom Parry and members of the Communications Task Force to develop a long-term communications plan.
- Caring for, and meeting with, church members and others in homes, hospitals and other places. This has been a blessing after the isolation brought about by the pandemic.
- Continuing to compose liturgies and lead worship weekly, and preach regularly.

It has been a full year to say the least. And it remains a blessing to be in community with all of you and with our great, and growing, staff. I look forward to what the Spirit has in store for us next as the people of God on this corner in Piedmont and beyond!

Respectfully submitted,
Don Ashburn
Associate Pastor



On Sunday, April 2 (Palm Sunday), Piedmont Community Church celebrated Associate Pastor Don Ashburn's 20th year with a gathering in the Courtyard after worship. Don expresses gratitude toward Steve Schibsted as he delivers remarks.



Don has a little fun with Jan Wolfe while responding to her accolades.



ABOVE: Steven Thorne provides his sincere thanks to Don for his service.



RIGHT: Don poses for a family photo with wife Margaret Ovenden, son Griffin and daughter Madeline.



PAT
LEICHER

What an amazing year for Piedmont Church is concluding June 30th! This was the second year of our transition to a revitalized and reimagined church that is relevant for the 2020's and beyond. We made significant progress on so many fronts, and the transition continues. Many people who have not been attending since the pandemic are now coming back.

More than 70 new people are becoming actively engaged. There are more children in Sunday school. Our combined in person and online attendance is on average 30% ahead of 2019 when we had two in-person services. Joyously we were able to have our wonderful Christmas concert in person. And, once again, the Mexico housebuilding mission trip was sold out.

This was the first full year for Steve Schibsted as our Senior Pastor. We had a formal installation service and celebration for him in January 2023. His positive influence is seen and felt in every aspect of church activities and operations, confirming that we made an excellent decision in calling him.

A year ago, we announced that we were forming four task forces which would include members of the congregation to help shape our future. The task forces are Communications, Spiritual Formation, Children/ Youth/Family Ministries and Mission. All four task forces have now concluded their work and submitted their reports to the Board of Trustees. Many of the recommendations of these task forces have already been implemented. Others are in process or scheduled. Here is a brief summary:

COMMUNICATIONS

The Communications report outlined three main priorities: Build an Invite Culture; Expand local events and Enhance Communications. This includes establishing a Hospitality Team, sending direct mailers to the community at Easter and Christmas, developing four community events annually, building a new website and letting the community know what we are doing. In addition to making our online services a reality, Michael Barber has been very effective at getting articles with photos about our activities in the *Piedmont Post* and on social media. These included the Homecoming Picnic, the 4th of July Parade Float, Steve's installation, the Shabbat Dinner, the Mexico housebuilding trip, Steve Main's music program and more. The Board of Trustees has been diligent about reporting on monthly Board meetings in

The Messenger and providing quarterly updates during Sunday services. The community events and website rebuild are projects for the upcoming year.

SPIRITUAL FORMATION

Under Don Ashburn's and Steve Schibsted's guidance this task force identified numerous opportunities for spiritual growth that can be sorted into seven general categories: Worship, Education, Small Groups, Fellowship, Retreats, Service/Mission Projects and Financial Giving. Some of these offerings have long histories at Piedmont Church such as Men's Bible Study, Choir/Bell Choir and Needles and Hooks. The new small groups have been wildly successful and a great vehicle for visitors to become active members of the congregation. There have been classes on Gifts and Call, Stages of Faith, The Incarnation and Discovering the Enneagram. We want to encourage people to grow by serving on church boards, ushering, joining Loaves and Fishes, teaching Sunday school, mentoring youth, etc.

CHILDREN, YOUTH & FAMILY MINISTRIES:

Respondents to the Mission Study Report identified this area as Piedmont Church's number one priority. With the guidance of consultant Kerry Persichitte, the overarching recommendation of this task force was to break down the silos between children and youth ministries and replace that structure with a fully integrated program called NextGen. Our children will be shepherded from birth until high school graduation through a cohesive plan for their development, working closely with parents. The task force advocated hiring a Director of NextGen Ministry to work with Scott and Leslie to design and implement this new approach. As Kerry came to know the task force members, our staff, our amazing facility and our potential, she raised her hand to lead this effort and joined our staff as Director of NextGen and Community Engagement in late April. You will see changes by the fall and a reinvigorated program throughout the upcoming year.

MISSION

The Mission Task Force submitted 10 recommendations. These include (1) moving the Mission Action Team from under the Deacons to the Trustees with ex officio representation on the Board akin to the Deacons and Christian Education; (2) choosing four mission partners with whom we develop close relationships; (3) providing and communicating service activities for both adults and families and more. There is also a focus on viewing volunteer hours as mission giving. Our church members do literally hundreds of hours of community service every year.

THE FINANCE COMMITTEE, working with Toni Fischer, has been very productive this year. We have taken a new approach with the budget for the upcoming year. We asked every staff member, committee and board to look forward, anticipate and forecast expenses that will or may be incurred in the upcoming year. In the past budgeting has been mostly a backwards looking exercise. As a result we have been surprised with unbudgeted expenses which we have had to fund from reserves. We have also completed a thorough review, with the help of legal counsel, of our various reserve accounts so that we understand which have restrictions and what those are, as well as those accounts that are unrestricted. One thing which has come to light is that our Endowment is now fully funded. The original goal was \$1 million, and the account now totals nearly \$1.4 million. This money is very restricted. While Endowment gifts will always be gratefully received, we want to steer future gifts to our Special Projects Fund. This fund was used recently to cover the cost of the building assessment that was done on the entire plant. In the upcoming year Special Projects funds will be used to complete an entire rework of our website. The Investment Committee is going to take a more active role with our investment manager, making sure that cash is invested properly and funds not needed in the next three to five years are invested for higher returns.

THE PERSONNEL COMMITTEE has also been very active this year. New medical and dental plans have been chosen which provide excellent coverage for staff but at a lower cost to the church. We are adopting a new 403(b) plan for staff beginning July 1 with limited matching for those not otherwise covered by a retirement agreement. Consultant Julie Sept has worked with us on evaluating church operations. She has made valuable observations and recommendations about how the staff should be organized, the hiring of new staff, personnel policies and more. Steve Schibsted has been meeting with each staff member quarterly to evaluate progress against goals.

BUILDINGS AND GROUNDS has the important responsibility to maintain our 100-year-old campus which requires constant attention, as well as the manse where Don Ashburn and his family live. B&G's biggest project this year was obtaining a full assessment of the entire church facility and all its systems. Now the committee is parsing the report into a working timetable – what is essential in year one, year two, year three and beyond. It is clear that we will need a capital campaign within the next five years. Jay Foreman has been promoted to Assistant Property Manager and is taking on much of the responsibility

for soliciting bids and working with sub-contractors. He is stepping into this new role very effectively.

OUR STEWARDSHIP COMMITTEE did an outstanding job crafting and leading our 2023 fundraising campaign. The materials and presentations were excellent. We exceeded our goal by a little, had 42 new commitments and 66 commitments which increased over the previous year. In addition there were 11 transitional gifts. Commitment Sunday was heartwarming for those who participated. This committee is fortunate to have several non-Trustee members, some of whom have been on the Stewardship committee for years.

I want to say a very special thank you to all the Trustees and especially those who are retiring from the Board: Sara Hirsch, Kathy Kelleher, Bill Molmen, Dani Montague, Rich Thompson and Jan Wolfe. Their contributions and commitment have been truly exceptional and helped the church move forward in many ways. I also want to express my thanks to the congregation for your support over these last two years when I have been President of the Board. We have made so much progress, and the future is bright indeed. It is an honor beyond words to serve Piedmont Community Church.

Respectfully submitted,
Pat Leicher
Church President

In March of 2022, the Board of Trustees approved 8 church goals presented by Senior Pastor Steve Schibsted intended to provide direction as we came out of the pandemic and worked to rebuild our church. The goals were well received by staff and lay leadership and have largely been accomplished.

GOAL 1

To oversee and ensure that the new Budgeting/Planning/ Evaluation process (BPE) is moved along in a timely manner by hitting key dates and successfully completing by May, 2022, BOT meeting, presenting a balanced budget (expenses equal income) to congregation at annual meeting. *Completed*

GOAL 2

In order to maintain financial health of Piedmont Church and provide funds for necessary mission and ministry, work with the Stewardship Committee and raise \$950,000 through annual stewardship campaign which is to be completed by May 15, 2022. *Completed*

GOAL 3

Reconnect and regather congregation so in-person worship attendance reaches or exceeds pre-COVID numbers (180 per Sunday average) by Easter, 2023. *Note, our average in-person attendance in 2022 was 150. However, our combined in-person and online attendance average was 225, besting our 2019 attendance for two in-person services by 25-30%.*

GOAL 4

Working with a newly formed task force, develop and implement new vision and strategy by May, 2023 to reach out to younger generations, especially children, youth and their families. A key component of this new vision must be an action plan including the best and most effective ways to reach out to the younger generations in our surrounding communities. *Completed*

GOAL 5

Working with the Mission Action Team (MAT), review and reimagine how mission is carried out through Piedmont Church. Develop plan to increase local service opportunities for members of our congregation as well as community members with special attention given to involving families by June 2023. *Completed*

GOAL 6

Working with Don Ashburn and newly developed Adult Spiritual Formation and Discipleship Team, create a strategy and action plan for Adult Spiritual Formation and Discipleship Ministry to begin, January, 2023. *Completed*

GOAL 7

Develop strategy and action plan for reaching out and developing online community to be implemented by September, 2022. *Ongoing.*

GOAL 8

Working with Tom Parry and a Communication and Outreach Team, develop a new marketing plan to ensure awareness in our surrounding community of Piedmont Church and its many ministries, mission opportunities and programs. Completion date for this plan is August, 2022. *Completed*



In March of 2023, the Board approved 7 new goals for the coming year presented by Senior Pastor Steve Schibsted. These goals represent the framework for everything the church wants to accomplish in the coming year.

GOAL 1

Create, Launch and Grow NextGen Ministries to Children, Youth and Families

- Complete Implementation of Safety Protocols by September 1, 2023
- Hire NextGen Director by July 1, 2023
- Finish renovation of NextGen building by August 20, 2023

GOAL 2

Grow Engagement of Congregation Across All Primary Ministries

- Hire Manager of Program Development and Coordination by June 15
- Identify Key Metrics by September 1, 2023, grow in the key metrics by 15% by June 30, 2024
- Complete cleaning of rolls project by August 1, 2023
- Develop and implement system of maintaining accurate rolls by December, 2023
- Grow engagement in NextGen Ministries, Choirs, Spiritual Formation, Worship and Mission by 15%
- Empower team to explore possibility of 2nd worship service designed to attract younger generation and produce report regarding service which includes:
 - Style of music
 - Time and location
 - AV needs
 - Staff needs
 - Financial costs
 - Report to be submitted to BOT by November, 2023
- Develop a new members class format by September, 2024 which stresses engagement, offering new members a clear pathway toward growth and service in the church.

GOAL 3

Increase Efficiency and Effectiveness

- Completion of implementation of Planning Center software by August 1, 2023
- Assess computer needs and develop plan to address the needs by January 2024
- Procure recommendations and develop timeline for sound improvements in Sanctuary by July 15, 2023
- Evaluate AV needs for designated meeting/teaching rooms, make recommendations to address those needs, purchase equipment by July 15, 2023

GOAL 4

Continue to Promote and Implement Recommendations of 4 Task Forces

- Check progress of Task Force Recommendations at first Tuesday of the month staff meetings.
- Utilize Task Force reports at regular meetings of MAT, Spiritual Formation Team, Communications Team and Christian Ed Board

GOAL 5

Develop short/intermediate/long term financial plan for Piedmont Church

- Empower Finance Committee to develop financial plan by February, 2024 which addresses following needs:
 - The need for annual budget to not be dependent on receiving monies from “special funds”, including timeline to reach that independence
 - The need for other additional methods of increasing revenue
 - The need for provide housing for future staff
 - The need to address capital needs

GOAL 6

Raise up the next generation of leaders at Piedmont Church

- Develop a plan by October, 2023 to identify and recruit 20 potential leaders under the age of 50
- Develop a new volunteer data base by March, 2024
- Create a leadership development process by May, 2024

GOAL 7

Ensure that Piedmont Church is a welcoming church

- Solidify new Hospitality Team by August, 2023
- Establish new visitor follow up process by August, 2023
- Develop vision for meal ministry by March, 2024
- Develop new website by July 1, 2023

I'm pleased to report that the CE Board had a successful year of events as the Church emerged from the last days of the pandemic into a new phase of growth and fellowship.

Leslie Quantz and Scott Kail welcomed many new board members and set out a plan for a year of full return-to-worship with a mindset on growth and the future.

On September 11, we kicked off the new church year with a Homecoming Picnic in Piedmont Park following our worship service. The community-wide event was open to all and featured live music with James Haverkamp's band, food and games. The weather was great, and the hot grilled burgers and other food was enjoyed by 100's of participants.

On December 4, we hosted the Spirit of Christmas Advent Fair after worship in the Guild Hall. The event featured crafts to make, including wreath making, a photo booth, games to play and a craft and bake sale with proceeds going to Children Rising.

On December 11, the children from the youth programs joined the congregation for a number of traditional Christmas songs that put smiles on the congregation's faces.

In April, Scott led another successful youth trip to Mexico, where 15 teams and 195 kids/ 50 adults built

15 houses for the families of Tijuana. The careful preparation and coordination of this trip each year cannot be overstated and how well the program has successfully bounced back after the pandemic is quite an achievement by Scott, his team and for the church.

The children's and youth programs continue to be supported by the volunteers on the CE Board, who have thankfully dedicated their time to teach, organize and participate in events. Leslie has been pleased to report each week that overall attendance in the nursery and in youth programs continues to be strong and looks well positioned for the upcoming programs later this year.

Many thanks to the members of the CE board, including Blaire Jahn, Zookie Todd, Kelly Bailey, Jeff Dorman, Erin Gore, Wendy Lelke-Wallway, Lindy Lowe, Kristi Marcelle, Amy McKenzie, John Meyjes and Stacey Readal.

With the recommendations of the NextGen Task force now in place, I am excited for the future of the children's and youth programs as we move on to the next phase of Christian Education at Piedmont Community Church.

Respectfully submitted,
Jeff Hiller
Chair, Christian Education Board



Church members Rich Thompson, left, and Randy Littenecker chat during the 2022 Homecoming Picnic in Piedmont Park. The annual event marks the beginning of the new program year at the church.



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 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 and the last three years but ministry has continued. With that said, allow me to cover some specifics of the ministry over the past year.

ROCK AND LIVEWIRE are functioning well and continue to be the backbone of the youth program. It is here that we establish and maintain the vital relationships that our ministry is dependent 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.

CONFIRMATION occurred in the fall of this year and was offered to 8th-grade students. It was very successful the students showed substantial growth in their faith. Eleven students were confirmed on November 15.

MEXICO MISSION TRIP

We were thrilled in 2023 to offer the trip for the second time following missing two years. There was enthusiastic interest from over 200 students, and we successfully completed the trip with 15 teams and 15 houses built. I continue to be excited about the future and will move forward in planning a trip for 2024 and am anticipating more growth and interest from the students. Michael Barber created a beautiful collection of pictures that tell the story of our trip and all those deeply affected on both sides of the border by the experience.

The pictures were also made into a book and well over 110 have sold. I have a firm belief in service mission's opportunities for the students of Piedmont Church and greater Piedmont.

THE TREASURES SALE earned over \$25,000 for the Mexico trip, with more than 50 volunteers dedicating a week or more to the effort. I am very grateful for their time and for the funds raised.

ROCK PIZZA LUNCH

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 WINTER RETREAT

This was the first retreat in many years and the students that attended had a wonderful time and the conversations started on the retreat have continued all spring. It was a huge success and we plan on having retreats for both middle and high school this next year.

PARENTS MINISTRY

I am excited to say that the middle and high school parents fellowship that meets monthly started again last fall and we have enjoyed meeting together.

THE FUTURE

We are looking ahead to this coming fall with a new look and purpose to our Children's and Student Ministry. We are officially re-naming these ministries 'NextGen' and will officially launch the ministry in August with new looks, excitement and passion. We welcome Kerry Persichitte to the NextGen team.

OUR MISSION

Everything we do helps build up the next generation and partner with parents to remind them of God's great love for them.

OUR VALUES

- Anchored in truth, Bible based and held in prayer
- Culturally relevant
- Parent supported
- Relational
- Age appropriate
- Safe – physically, emotionally and spiritually
- Stay creative and fun

Respectfully submitted,
Scott Kail
Pastor to Students



LESLIE
QUANTZ

The children's program includes 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 a transitional year as we move forward to NextGen Ministries. Attendance has been pretty steady with about 15 children coming every week. This number may seem low, but many churches have been seeing lower numbers after COVID since families have been slow to return to church. I look forward to working with Kerry and Scott to help build up the NextGen program. The nursery is open every Sunday and I am happy to report that we have two fulltime nursery employees - Irma Ramirez and Maryna Putrenkova. We continue to use Group Publishing's *Dig In* program for

our curriculum. This year we have been *Digging into the Bible in One Year*. Lessons have included both Old and New Testament stories.

We continue to sponsor a child from Compassion International. Yurimi, is a twelve-year-old girl from Calpaqui, Ibarra Ecuador. She is living with her father, mother, sister, aunt, uncle, grandmother, and grandfather. We are learning about her through her correspondence.

In December, we sponsored an Advent Fair which included participation from all the church. We had games, crafts, food, wreath making and a craft and bake sale to raise money for Children's Rising. I want to thank everyone who participated, especially Zookie Todd and the CE Board.

In December the children sang Christmas songs in worship service and the congregation joined in. In



On Sunday, December 4, Piedmont Church hosted an Advent Fair in Guild Hall. More than 100 people attended, including guests from the wider Piedmont community.

CLOCKWISE FROM LEFT: Manuel Martinez dons a joker hat in front of a photo booth. Don Ashburn wears inflatable antlers to help children play a reindeer game. Amy McKenzie plays Christmas tunes on the piano. Leslie Quantz and Scott Kail pose for holiday selfies.



February we passed out Valentines in the courtyard and we passed out tissue paper flowers for Mother's Day.

CURRICULUM

We have been very happy with Group Publishing's Dig In curriculum. This year, we are digging into the Bible in One Year. The main lessons are given in the Children's Chapel. These lessons have included: Genesis: God Tells Noah to Build an Ark (Genesis 6:9-9:17), Exodus: God Sends Miriam to Protect Moses (Exodus 2:1-10), Ruth: God Gives Ruth and Naomi a Good Friendship (Ruth 1-2), John: Jesus Is Coming, and John the Baptist Prepares the Way (John 1:19-34) and many others from both the Old and New Testaments. After the lesson, children move into a classroom for a craft related to the story. We also have games related to the story as time allows.

NURSERY

The nursery was open every Sunday when the Worship service was in person. Irma Ramirez started working in the Nursery on October 30 and Maryna Putrenkova started November 6. I am grateful for their support.

FELLOWSHIP

Families participated in the picnic in the fall, the Advent Fair and several events after church including a bagel brunch and a pizza lunch.

SUNDAY SCHOOL TEACHERS

We had a few volunteer teachers. I want to thank Kate Smalzel for teaching almost every Sunday during the

year. Other teachers include Lisa Ashton, Kelly Bailey, Catherine Haggerty, Blaire Jahn, Kate Jumper, Lindy Lowe and Stephanie Wong. As you can see, we had a very small group of volunteers but we were able to staff all the planned program Sundays. We will need many more volunteers for us to follow our NextGen vision. Please consider volunteering in our NextGen program, which will be starting in August.

I am really excited to be moving forward with NextGen Ministries and look forward to working with Kerry and Scott.

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

ALTAR GUILD

Over this past year, the Altar Guild has continued to follow the church's transition back to a new normal.

With church decorations, and serving of Communion as its main functions, our small group of members worked very diligently to meet the needs of Piedmont Church.

This year we accomplished one item which had been on the our 'To Do' list for more than two years, creating a Banner set for Pentecost. We would like to thank Suzie Skugstad for her wonderfully artistic work to meet our goal.

I would like to thank Kate Smalzel, Judy Wright, Kathy Hurd, Carol Leslie and newcomers Julie McDonald and Dottie Hutch for their tremendous efforts.

Also, we have had wonderful support from our flower arranger team: Susan Hill, Lonnie Simonson, Sue Coffin and Kara Baysinger.

We have continued asking the congregation to help with the greening of the church for the Christmas holidays, which is so thoughtfully coordinated by Marion Schmidt.

Respectfully submitted,
Paul Schroeder
Chair, Altar Guild



MICHAEL
BARBER

I'm pleased to work for a church that values awareness, allowing me to produce content that is easily accessible to everyone - regardless of background, lifestyle or economic status.

ONLINE WORSHIP

The pandemic not only opened new doors for us, it blew them off. We no longer look at worship as a one-hour Sunday event hosting 150-200 people seated in pews. While our goal has always been – and will continue to be – to invite people to participate in worship in person, we are aware that much of our audience 1) lives nowhere near Piedmont, 2) are as dedicated to worship as those we see in person, 3) watch between 12 noon and 10pm each Sunday and 3) make up nearly 50% of our total Sunday attendance. A significant finding in our meetings with the Communications Task Force this year brought to light the need for us to build on our current online platforms and to nurture our online audience. If you have attended services in person or online in the past 12 months, you have likely noticed a weekly greeting from the pulpit to those watching online. “You are very much a part of our church,” Steve Schibsted says, “and we want to get to know you.”

MEDIA VOLUNTEERS

A goal of mine for 2022 was to build a Media team to allow for a more robust online production. In 2018, I began recording worship for Facebook. I did this on my own and with minimal equipment. Today, I'm so blessed to have the support of three great men - Tom Walter, Steve Wuebbens and Gino Roth – using far more sophisticated gear. Not only do these men show up weekly with open minds and a willingness to learn, they love the work and each other. What you may not know is that I'm able to give them direction during worship services and that direction is sometimes critical. “Tom, focus!” “Wuebbens, move left – no, you're OTHER left!” “Gino, give me faces!” In spite of my barking at them through tiny earpieces, they return again and again knowing how much they are valued – not just by me, but by the 100-130 people who are watching.

THE MESSENGER

I'm pleased to report that *The Messenger* continues to find willing readers with an average open rate of 65% of our 710 subscribers in 2022. The average open rate for religious organizations in the U.S. remains 28%. Not resting on laurels, we have made minor changes in hopes of appealing to a wider audience with a

feature called *Top 5 Things...and then some*. *Top 5* brings something of interest to everyone, from families with young children to empty nesters and seniors. *Top 5* addresses a complaint we've heard a few times that *Messenger* is too long and requires too much scrolling. Now, any reader can get our most critical news with minimal effort.

SUNDAY MESSENGER

Sunday announcements are always tricky because they represent a balancing act between getting the news out and boring everyone ahead of the Prelude. We will always choose a few items to announce from the pulpit each week, but we now rely heavily on a small handout called *Sunday Messenger* to give more detail. The most critical information makes the front page while a weekly calendar of upcoming church events populates the back. Initial feedback is good, with more than a few people telling us they pin *Sunday Messenger* to their refrigerator each week – a most honorable display. Some recycle along with the weekly bulletin. Regardless, all the news that's fit to print is in-hand weekly, if only for an hour.

WEBSITE

Throughout this Annual Report, you may have read that a new website is in our future. Custom websites are an investment. Considering the last website build for Piedmont Church happened in 2016, most would agree this engine needs an overhaul. Still, our current website did a great job of delivering 45,400 pages of content to 14,201 users last year, up from 12,000 users the previous year.

MEXICO PHOTO COVERAGE

On the heels of our most-watched Mexico video, *Sanctuary Way*, which was viewed by an estimated 2,300 people in 2022, I had a strong desire to cover the event differently. With great support from Scott Kail, we chose to photograph the week-long event and create a softcover coffee table book. We pre-sold 108 copies and expect to sell another 30-40 after worship with proceeds going toward future Mexico trips. Photographing a story big enough to fill a book has been a life-long dream, but I was concerned about negative feedback from teenagers in 2023 – especially working almost exclusively in black and white. I'm happy to report that the students loved the images and asked lots of questions about my 'antique' Leica cameras. Additionally, the *Piedmont Post* offered several pages in their paper, including the front page, to tell our story. On a very sad note, some of the images made from



Geronimo, the father of the Cisneros family that received a house during our recent mission trip to Mexico, suffered a tragic death in his new home. He is memorialized in this photograph, hugging Piedmont student Riley Stratman during the family's 'key ceremony.'

one of our featured families just happened to be of a father who was murdered in his new home just four weeks after we left Mexico. One of those images (seen on this page) graces the book cover, while others were framed and displayed during a memorial hosted by Scott Kail in our Sanctuary.

EVENT PHOTO COVERAGE

In addition to photographing in Mexico, I made a number of picture stories, many of them also published in the *Piedmont Post*, throughout the year. This included our Homecoming Picnic and workday in September, Harvest Dinner in October, Advent fair in December, Steve Schibsted's installation service and a Shabbat in January, the Treasures Sale and another workday in April, along with Don's 20th anniversary celebration.

COMMUNICATIONS TASK FORCE

Last but absolutely not least, I want to thank Tom Parry for heading up the Communications Task Force this year. The discussions and plan that followed were a necessary challenge and I'm very

grateful. Thanks also to Heather Shepard, Tom Walter, Sara Hirsch, Mary Jo Cook, Steve Schibsted and Don Ashburn for their valuable insight.

Respectfully submitted,
Michael Barber
Director of Communications

1. As we are all aware, the weather has been quite a ride this year due to the occurrence of multiple 'atmospheric rivers.' Predictably, the church buildings developed a few new leaks that have been repaired and some that require more extensive repairs such as the replacement of windows and excavating down some foundation walls.

2. Unpredictably, however, the church manse (Don Ashburn's house) developed a river of its own that flowed through the entire basement area. This required moving all furniture and equipment out of the space and into the garage, and removing all finishes from the floors and 2ft. up the walls. B&G solicited bids from two contractors to affect repairs to the drainage around the foundations and in the basement. These repairs will be performed during the summer before the next rainy season. The finishes have been repaired and replaced so that Don's office and storage area are once again occupiable.

3. The committee received the Facility Condition Assessment from Partner Engineering and Science in February of 2023. This is a comprehensive report detailing the current condition of the entire campus with recommendations for immediate and long-term repairs. The most immediate issues which are concerned with Life Safety and Code compliance will be dealt with in the coming months. The longer-term repairs such as roof replacement, exterior restoration and window replacement will need to be addressed through a future Capital Campaign(s) to raise the required funds.

- B&G has solicited the assistance of other church members who have expertise in either systems or general construction to help interpret and consolidate the information in the Facility Condition Assessment. The report will then be submitted to the Board of Trustees for review.

- Another benefit of the building report is the beginning of a Maintenance Schedule. Partner has recommended some issues that should be addressed periodically for optimum longevity of the structures such as window washing and power washing. B&G intends to expand on the items listed in order to create a master list and schedule for all maintenance items in the future.

4. The church bus and van were brought back to working order and donated to Harbor House for their use with their programs. They will be well used and appreciated.

5. There have been two very successful workdays which have greatly improved the appearance of the campus. Many thanks to Jay Foreman for organizing these events as well as preparing lunch for the volunteers.

6. Upcoming projects include upgrading and brightening the CE Building interiors to create a welcoming atmosphere for the launch of the new NextGen program. This work will also include some remodeling that is required in order to comply with the State's safety and security protocols for schools. All walkways from the CE Building entrance to the courtyard will be professionally power washed to remove stains and dirt in the upcoming weeks. Many thanks to all those who helped out in the past year including Toni Fischer and Jay Foreman for their constant vigilance over our beautiful church.

Respectfully submitted,
Vicki Kendrick
Chair, Buildings and Grounds



Bob Wright power washes the church walkways during one of two church workdays held this year.



If planting doesn't make you smile, you're not doing it right. Gage Herman, left and Toni Robison plant the new boxes in the main entrance.



CLOCKWISE FROM LEFT: Susan and David Elliott work the front area of the church grounds to clean debris from underneath a large tree. Suzie Skugstad washes windows outside the Clara Barton Room. Wayne Guidici stains a bench that sits just outside the Kettlewell Room. Senior Pastor Steve Schibsted, left, and David Haecker get a workout while carrying potting soil.





Stephen Main prepares to conduct the 2022 Christmas Concert, featuring Chancel Choir and orchestra.

This has been a great year for the music program of Piedmont Community Church.

As our post-pandemic world gradually inched its way back toward something resembling normalcy, our Chancel Choir was able to resume its regular high-quality offerings, including some exciting new choral literature. A major highlight for me personally was when our Chancel Choir and soloists gathered to present the annual Christmas Concert, this time with full orchestra as in the pre-Covid days. The instrumental ensemble and choir were at their very best, and, as always, the concert was rounded off with the entire audience singing carols with full orchestra, after which we all repaired to the Guild Hall for a marvelous reception. This annual event continues to build on its reputation in the Bay Area, as we draw wider audiences. I truly think the entire experience represents Piedmont Church at its finest.

Other musical highlights include the birth and founding of our Chrysalis Youth Choir, the first time we've had a choral ensemble for young people in many years. Though small in numbers for now, it's large in spirit and enthusiasm, and there are encouraging indicators that it will grow more next year. Chrysalis offered 4 performances during the program year, including on Christmas Eve, and I know that for many members of the church, seeing a young persons' choir in the chancel again for the first time in several years represents a major milestone. As we build forward into our new emphasis on NextGen

ministries, I intend for our Youth Choir to become a thriving, vibrant youth group at the heart of our musical life in Piedmont.

There were also a number of opportunities to hear small instrumental ensembles in worship throughout the year, which many of you always tell me is a special treat. Our first post-pandemic Americana service, with bluegrass influences, occurred in April and was a wild success.

Membership in our choirs is strong, with four new

members this year. Our section leaders continue to lead with a great variety of ideas and influences. We are lucky to have them! Our other ensembles continue to contribute as well, with the Handbell Ensemble tackling new and challenging literature, and with very good membership – and high levels of enthusiasm.

Our annual Spring Choir Sunday was a special occasion this year, in which the Chancel Choir performed *The Image*, a newly commissioned work I wrote especially for our choir, soloists and chamber orchestra. A fitting way to end a fine year of music in our church!

Here comes 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 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 – worship services that are 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

Our Stewardship Campaign was blessed with tremendous generosity from our Piedmont Community Church family once again this year. My fellow Stewardship Committee members, Michael Barber, Geoff Colton, Roger Eliassen, Lisa Fuller, Patti Heilbron, Sara Smith Hirsch, Ann Lin, Bill Molmen, Steve Schibsted, Paul Schroeder, Steven Thorne, and I are incredibly grateful for your gifts and your commitment to our church.

Thanks to you, we received gift commitments totaling \$1,127,000 to date, which exceeds our target of \$1,100,000 and is a 14% increase over prior year.

There were three key strategies for the campaign: 1) grow the total number of gifts, 2) increase year-over-year gifts, and 3) offer the transitional gift opportunity once again. Because of your generosity, we were able to successfully deliver on all three of these strategies.

Our total number of gift commitments was 201 compared to 176 last year. Sixty-six donors increased their year-over-year gift commitments by \$70,000 and this group committed a total of \$329,000. Transitional gift commitments were \$230,000 which increased by \$86,000 over prior year. In addition, 21% of our gift commitments (42) came from new donors – meaning donors who did not participate last year. On Commitment Sunday alone we received 82 gift commitments for \$573,000.

Our campaign theme *Growing Together* was chosen to continue to build upon the path of growth our church began last year. The campaign began on Sunday, January 15 with Steve Schibsted giving a “State of the Church” talk acknowledging and celebrating the progress and renewal Piedmont Church experienced during 2022. Following the service, we held a campaign kickoff meeting and reception. Church financials and the importance of investing for church growth were discussed along with stewardship campaign giving trends, goals and ways to give.

For the next three Sundays, Steve Schibsted delivered thought-provoking sermons on the importance of giving to God. He encouraged us to contemplate how God was leading us to give. He explained that as we make giving money to the church

our giving priority, our hearts will follow, and we will be blessed as we become closer to God. During January, we also heard touching stewardship messages from Rick Coffin, Blaire Jahn and Steven Thorne who shared their personal stories about why giving to the church is important to them.

Commitment Sunday on February 5 was the highlight of our campaign when individuals and families brought their gift commitments forward during the worship service. Those watching online were also able to participate. It was a moving, spiritual experience to gather as a church family and make our financial commitments together. After the service, the Stewardship Committee hosted a Celebration Luncheon for the congregation.

Keeping you informed was a Stewardship Committee priority through emails, letters, and an in-depth brochure. The Campaign brochure covered investments that our contributions will fund, plans for growth in faith and service, milestones that have contributed to excitement around church renewal and faith stories from several of our congregants. Church financial information and details on how to give were also presented.

You have truly brought our theme of *Growing Together* to life through your actions of faith, service, and generosity. On behalf of the Board of Trustees and the Stewardship Committee, I extend our heartfelt thanks for your extraordinary financial support and faithfulness to Piedmont Community Church.

Respectfully submitted,
Dani Montague
Chair, Stewardship Committee

PARTNER SUPPORT ACTIVITIES

We continued to support several mission partners over the year, including City Team with fixing up their Turning Point Women's Shelter and serving food at the Men's facility, Harbor House with Christmas Gifts and Easter baskets, Abundant Aid with Oakland cleanup events, and food support at the Alameda County Food Bank. We also sponsored a Ministry Fair in September to introduce our mission partners to Piedmont Church members.

TUTORING

Piedmont Church members volunteered to tutor students through Children Rising and Harbor House.

REFUGEE TASK FORCE (RTF)

Our focus is the Putrenkov family and establishing them locally. Throughout the year 8 different homes / ADU's were donated for their use rent free. A job for Alex has him working as a mechanical engineer in a Silicon Valley manufacturer. Marynia is working at Wildwood School as a teacher's assistant. Vlad is attending Wildwood. With a family income we are supportive of them leasing an apartment, paying rent, and establishing themselves as an independent family unit.

ALTERNATIVE GIFT MARKET (AGM)

We held the AGM again this year online but also had 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 \$34,000 with \$18,995 for local agencies and \$15,385 for global, as well as \$310 on cards.

CHRISTMAS OFFERING

The Christmas offering program this year was highlighted with a video prepared on our sponsored organization, Harbor House Ministries. The video, prepared by Michael Barber, was well received, and the Christmas offering resulted in \$10,941 raised for Harbor House, which will use the funding toward upgrading their play area for children.

DEACON ACCRUAL AND OTHER FUNDS

The annual unrestricted deacon accrual funds of \$25,000 were renewed and approved for distribution to CityTeam, Destiny Arts, Children Rising, George Mark House, Grateful Gatherings and Harbor House. In addition, separate funding of \$1,314 was provided through the Advent Fair to Children Rising, and individual donations amounting to \$8,201 were made to our various mission partners.

MISSION TASK FORCE

A task force was created to look at how mission activities are organized and conducted at Piedmont Church. The task force included a number of members of the Mission Action Team. The Task Force completed its report and presented it to the Board of Trustees for their review and approval.

Piedmont Church had a very meaningful year of sharing God's love in service.

Respectfully submitted,
Mike Bandrowski
Chair, Mission Action Team



Harbor House was the beneficiary of the 2022 Christmas offering, raising nearly \$11,000 for upgrades to the facility's playground area.

BOARD OF DEACONS

The Board of Deacons has continued to adapt to the challenges of coming out of the pandemic, 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; tutoring through Children Rising and Harbor House; conducting the Alternative Gift Market (which raised over \$34,000): a Christmas offering in support of the Harbor House; 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.) are possible once again. Life Groups are in session and have become an integral part of church life. The newly formed Hospitality Committee will place a greater emphasis on welcoming and orienting visitors, new members and the congregation.

THE OUTREACH COMMITTEE

In the past year, the Board of Deacons organized and ran two outreach programs for our congregation's

participation. Adopt-a-Family, with partner CityTeam, was held during the Christmas season. Over 25 families received gifts and gift cards donated by our congregation and the Piedmont Police Department adopted a family and purchased, wrapped and delivered the gifts to the church. CityTeam picked up our donations for distribution at their facility. Harbor House partnered with us for Easter baskets for their children. A work session was held after church prior to Easter for families, couples and singles to fill the 48 baskets which we delivered to Harbor House. Thank you for the dedication of the committee members and the church membership at large.

THE FELLOWSHIP COMMITTEE

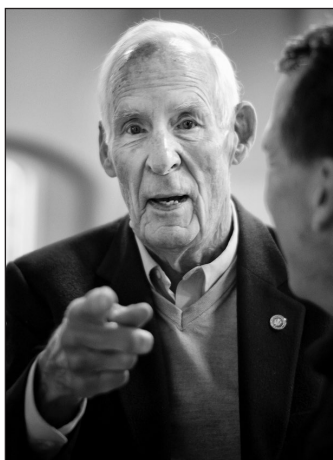
There was renewed enthusiasm to gather this year now that the pandemic is seemingly behind us. A Piedmont Church tradition was renewed when we participated in the Piedmont 4th of July Parade (thank you Brian and Kathy Kelleher). The Harvest, Ash Wednesday, and Maundy Thursday dinners were well attended. There was a bit of a learning curve as the Deacons hit their stride in putting on these dinners after the COVID hiatus. But, thanks to Loaves and Fishes for delicious meals, each was a spirited and enjoyable event. The fellowship committee coordinated a small reception to honor Don's 20th anniversary with Piedmont Church which was held in the Courtyard after the Sunday service on April 2. We got lucky with the weather and the speeches, toasts, flowers and refreshments made for a joyous celebration. Our final fellowship event of the year was dinner and bocce ball at the Richmond Galileo Club. Thanks to Wayne Guidici for hosting and coordinating a very fun evening.

Respectfully submitted,
 David Birnbaum
 Gary Hurd
Co-Chairs, Board of Deacons

The Harvest Dinner, held in Guild Hall, is one of several dinners hosted by the Fellowship Committee.

RIGHT: Dick Deutsche has fun with the photographer.

FAR RIGHT: Sara Hirsch helps prepare a meal in the church kitchen.



The Personnel Committee is pleased to share this annual report with the congregation.

First, and most importantly, the Personnel Committee would like to thank the staff of Piedmont Church for its dedication and hard work this past year, and in years prior. This past year has been a year of great change and it required team work, innovation and creativity. We are honored and blessed to have such a great team, accomplishing so much.

Two of our ministers are celebrating 20 years of service to Piedmont Church this year – Scott Kail and Don Ashburn. We proudly celebrated Don a few weeks ago, and we will be hosting a reception to celebrate Scott’s anniversary in the fall.

In this past year, the Personnel Committee has been focused on a few primary work streams, in addition to the ordinary course oversight of personnel issues.

First, the committee worked to take the good work of the Mission Study Team and the NextGen Task Force and evaluate how those group’s work translates into near and long term staffing and personnel priorities. We have and are rewriting job descriptions for staff to evolve the functions and priorities of staff to align with church objectives and needs.

We added the position of Director of NextGen and Community Engagement and hired Kerry Persichitte into this role, with the objective of spearheading the evolution of our family ministries for children to students to an integrated NextGen ministry, leveraging the strengths of our current team and ministries and growing upon them. We have also undertaken implementation of Children and Youth Safety and Security protocols, in order to comply with state law and best practices for facilities and children and youth ministry.

Second, it had become clear to the Personnel Committee that we needed to review and reconsider the benefits we provide to Piedmont Church staff – from the health insurance program to retirement savings programs. We formed a subgroup to review our current insurance benefit offering for staff and assess options in the market to both provide appropriate coverages and manage expenses, and we made a change of health and dental plans and carriers that accomplish both objectives. We will be implementing 403(b) retirement savings plan for staff in coming weeks as well.

Third, we were focused on supporting our Senior Pastor Steve Schibsted as Head of Staff in evolving

our goalsetting (SMART goals), evaluation and review process, aligning the staff efforts with the priorities of the church. This process has borne fruit and staff has been focusing on setting, and achieving, measurable goals that advance Piedmont Church on its objectives.

The Personnel Committee annually reviews staff job descriptions, as described above, as well as the reporting structures and salaries for Piedmont Church staff. We use data from a salary survey to inform our review. This survey compares our jobs, staffing models, salaries and benefits with those of other similar churches in the area. While not dispositive, the information therein is helpful in understanding the local market for these roles and the scope and structure of church staffing and roles in other organizations that work with similar issues and tasks as do our staff.

Respectfully submitted,
Kara Baysinger
Chair, Personnel Committee



In January, an interfaith Shabbat honoring International Holocaust Remembrance Day was attended by more than 75 participants, consisting of approximately equal numbers of people of Jewish and Christian faith.

TOP LEFT: Dressed in a princess costume, four-year-old Olivia Castro waits for the event to begin with mom, Sharon Petrowsky.

TOP: Amy Kelly, representing the Jewish Affinity Group of Piedmont, chats with Piedmont Church members.

ABOVE: Ilana Bennett reads a reflection of the Holocaust written by her son, Aaron.

LEFT: Aaron Bennett, 13, chants a prayer in Hebrew before Shabbat.

IN MEMORIAM

John Igo
 Herman Trutner
 Harlan (Mike) Richter
 Josephine Shuman
 Tim Abel
 Louise Abel
 Karl Nygren
 Cedric (Ric) Brady*

Louise Linford
 Lois Westmont
 Bruce Wolfe
 Helen Steers
 Fredrika Thorne*
 Viki Cebers
 Clive Chandler

*not a church member

CONFIRMANDS

Claire Aubrecht
 Ed Balasingham
 Lucian Fang-Ring
 Evangeline Hicks
 Margarite Laub

Beach Lorin
 Jordan Palsa
 Stella Sucato
 Elsa Wallway

NEW MEMBERS

Rebekah Aldrich
 Bill Branagh
 Nancy Branagh
 Ruth Brousseau
 Dora Chin
 Nancy Choi
 Catherine Davis
 Jan Ghirardelli
 Bill Ghirardelli
 Jo Giessler
 David Haecker
 Catherine Hagerty
 Alex Kaitz

Georgia Kuchen
 Richard Kuchen
 Colleen Lamarre
 Megan Palsa
 Tim Robison
 Toni Robison
 Heather Shepard
 Marilyn Siden
 Suzie Skugstad
 Susan Smegal
 Cal Walters
 Nancy Walters

CHURCH CLERK

PASTORAL SERVICES, OFFICIATING

Baptisms, 4
 Marriages, 3 (with 3 additional weddings using outside officiants)
 Funerals/Memorials, 14

Total Pastoral Services, 21

BOARD OF TRUSTEES

Class of 2024

Tom Parry, Treasurer
Christy Guidici, VP, Personnel
Kara Baysinger, Personnel
Vicki Kendrick, Bldgs & Grounds
Steven Thorne, Stewardship

Class of 2025

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

Class of 2026

Matt Webster, Finance
David Birnbaum, Personnel
Geoff Colton, Stewardship

BOARD OF DEACONS

Class of 2024

Sue Coffin
Will Adams
Linda Rice
Randy Litteneker

Class of 2025

Elizabeth Becker
Swee Ling Chen
Gary Montague
Carolyn Chun

Class of 2026

Suzie Skugstad
Jan Ghiradelli
Kathy Hurd
David Haecker

NOMINATING COMMITTEE

Katrina Bergen, Kathy Kelleher, Jeff McClain



Church member and volunteer Bob Wright oversees the electronics section of the 2023 Treasures Sale held in Guild Hall in March. We welcomed more than 500 buyers from The Bay Area, contributing more than \$25,000 to the Mexico housebuilding mission trip.

Statement of Financial Position

	Operating Balance April-2023	Capital Balance April-2023	Combined Balance April-2023	Combined Balance April-2022
ASSETS				
Cash & Cash Equivalents	\$ 317,528	\$ -	\$ 317,528	\$ 402,430
Accounts Receivable - Amor Refund	3,637	-	3,637	-
Account Receivable - ERTC Dec 2020	-	-	-	59,807
Accounts Receivable - Endow & Spec Prj 5%	55,833	-	55,833	54,167
Investments	242,865	3,651,984	3,894,850	4,055,934
Notes Rec/Equity Investment		434,124	434,124	434,124
Prepaid Expenses	3,408	-	3,408	3,489
Prepaid Mexico Trip Expenses	-	-	-	11,602
Property and Equipment	-	5,379,959	5,379,959	5,456,279
TOTAL ASSETS	623,271	9,466,068	10,089,338	10,477,832
LIABILITIES				
Payroll Accounts	24,752	-	24,752	32,964
Mission Accruals	33,333	-	33,333	20,833
Deferred Revenue - Youth	89,200	-	89,200	86,758
Accruals	60,781	-	60,781	11,428
.				
TOTAL LIABILITIES	208,067	-	208,067	151,983
NET ASSETS				
Unrestricted				
General/Capital Funds	(175,723)	71,814	(103,909)	103,348
Board Designated	322,675	3,414,505	3,737,181	3,928,775
Fixed Assets	-	5,379,959	5,379,959	5,456,279
Donor Restricted	268,252	-	268,252	239,402
Permanently Restricted	-	599,789	599,789	598,045
TOTAL NET ASSETS	415,204	9,466,068	9,881,272	10,325,849
TOTAL LIABILITIES & NET ASSETS	\$ 623,271	\$ 9,466,068	\$ 10,089,339	\$ 10,477,832

Total investment assets of the church as of April 30, 2023 were \$3,993,194.

Equity 64.4%

Fixed Income 23.7%

Statement of Activities and Next Year's Budget

	2022-2023		2022-2023		2023-2024	
	YTD as of		Budget		Proposed	
INCOME	April 30, 2023		July 2022-June 2023		Budget	
Contributions	\$	965,337	\$	1,193,000	\$	1,475,500
Mexico Trip		423,739		358,195		410,800
Facilities		99,356		118,890		129,300
Grants		56,574		77,000		-
Fund Transfers						
Investment		56,574		67,000		119,608
Maintenance		-		-		95,000
Program		45,861		311,772		389,200
Other Income		125,607		106,750		124,550
TOTAL INCOME		1,773,048		2,232,607		2,743,958
EXPENSE						
Compensation		675,573		792,545		1,011,855
Benefits		235,648		297,260		331,484
Christian Education / Youth		35,175		115,100		128,450
Mexico Trip		309,984		336,931		396,222
Mission		97,627		122,660		109,810
Music		66,674		91,520		89,385
General Operations		141,990		238,650		251,950
Property & Equipment		243,294		237,941		424,802
TOTAL EXPENSE		1,805,965		2,232,607		2,743,958
<i>Deficit as of April 30, 2023</i>	\$	(32,917)	\$	-	\$	-

Fund Definitions

Reserve Funds

Fund DesignationAs of 04-30-23Restricted Funds

Endowment Fund	\$1,379,539	Subject to the Uniform Prudent Management of Institutional Funds Act. We can use no more than 7% of the average Full Market Value (FMV) of the endowment over the previous 3 years.
Davies Fund	\$344,745	Currently restricted, but may be able to be moved to the Special Projects Fund. We can currently use 7% of the FMV average without donor permission.
Asquith Restricted Endowment	\$513,395	Restricted. We can use no more than 7% of the average FMV of the endowment over the previous 3 years.
Asquith Music Restricted Endowment	\$110,019	Restricted. We can use no more than 7% of the average FMV of the endowment over the previous 3 years. This is to be used for Music ministry.
Subtotal	\$2,347,698	

Unrestricted Funds

Deferred Maintenance Fund	\$208,160	This is money from our 2004 Capital Campaign and is limited to deferred church maintenance.
Shared Equity Proceeds	\$477,465	Net proceeds from the sale of Bill McNabb's house.
Special Projects and Programs Fund	\$618,661	Can be used for special projects, but not for ongoing church operations. Five percent of the FMV average can be used for general operating. Requires two-thirds majority vote of the Board of Trustees to spend additional money on special projects.
Non Restricted Memorials	\$242,865	No restrictions.
Subtotal	\$1,547,152	

Grand Total \$3,894,850

NOTES



The life of “The Church in Piedmont,” as it was originally known, began as the twentieth century dawned. The drive to former church homes in Oakland had proved arduous, so several attempts to provide Sunday School for residents’ children were made between 1900 and 1905.

Then in 1905, a permanent Sunday School program was organized under the leadership of Rev. Henry Mowbray, Assistant Minister of First Congregational Church, Oakland. Until the 1906 earthquake, the Sunday School met in the old Blair Mansion on Highland Avenue, then moved to the carriage house of the Mirriam home on Hillside Avenue.

The Piedmont Sunday School Association was founded and raised the funds and built Mowbray Hall in 1909, a permanent home for the Piedmont Sunday School, which stood till late in the century on Vista Avenue across from Piedmont City Hall. Mowbray Hall was soon in demand for adult services.

In Fall of 1909, Dr. John Stuchell was encouraged by the Presbytery of Oakland to investigate the possibility of establishing the first church on the hill. Dr. Stuchell began conducting worship services in Mowbray Hall, and in his Easter Sunday sermon in 1910 described his vision of what would become Piedmont Community Church:

“The opportunity is given of building up a church that will be the pride of the community in future years; we have the chance of showing what a church conducted on the broad lines of basic Christianity can do: if we let it slip, if we allow our enthusiasm to be chilled by the old partisan cries, if we insist that the work must be Congregational or Episcopalian or Presbyterian to be acceptable to the Almighty and helpful to mankind...then we prove that we are not as far beyond

“We have the chance of showing what a church conducted on the broad lines of basic Christianity can do.”

- Dr. John Stuchell, 1910

the Middle Ages as we had fondly imagined. But we do not take this dismal view.”

This vision of an “umbrella” like ecumenical community church, while revolutionary in its day, found a willing and energetic following in this new community of Piedmont. After that Easter service, 56 charter members formally established The Church in Piedmont, which, in the spring of 1912, joined with the Piedmont Sunday School Association as one body.

Piedmont Community Church has been served by 10 Senior Ministers:

Dr. John E. Stuchell, Presbyterian, 1910-1916
 Rev. Charles D. Milliken, Congregational, 1916-1927
 Rev. Ernest F. W. Swann, Methodist, 1927-1934
 Rev. Richard E. Shields, Presbyterian, 1935-1939
 Dr. Holland F. Burr, Congregational, 1941-1959
 Dr. Paul W. Yinger, Congregational, 1960-1971
 Rev. Samuel J. Lindamood, Jr., Presbyterian, 1972-1994
 Dr. Jim Davis, Presbyterian, 1994-1999
 Dr. William H. McNabb, Presbyterian, 2001- 2020
 Dr. Steve Schibsted, Presbyterian, 2022 - Present

The church has been served by 7 different Interim Senior Ministers: Rev. Francis Van Horn, 1934-35; Rev. James Muilenberg and Rev. Arthur Basham, 1939-1941; Dr. Harold Eymann, 1959-1960; Dr. Kenneth Johnson, 1971-1972; and Rev. David Sandberg, who served us in 1999-2001 and previously in 1994-1995. Dr. Steve Schibsted served January 2021 to March 2022.