



Piedmont
Community Church

2023 - 2024

ANNUAL REPORT



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Annual Congregational Meeting

Piedmont Community Church
June 23, 2024, 11am

Call to Order & Declaration of a Quorum

Ann Lin, President of the Board of Trustees

Invocation

Steve Schibsted, Senior Pastor

President's Remarks

Ann Lin

Treasurer's Report and Proposed 2024-25 Budget

Tom Parry, Treasurer and Ann Lin

Stewardship Report

Steven Thorne, Chair

Buildings & Grounds Report

Vicki Kendrick, Chair

Personnel Report

Pat Leicher

NextGen Report

Kerry Persichitte, Director, NextGen Ministry and Community Engagement

Board of Deacons Report

Will Adams, Chair

Mission Board Report

Mike Bandrowski, Chair

Votes by the Congregation

FY 24.25 Budget
Election of New Board and Committee Members

Recognition of Retiring Board Members

Ann Lin, Steve Schibsted

Prayer for Leadership and of Thanksgiving

Senior Pastor's Remarks

Steve Schibsted

Benediction

Steve Schibsted

Adjournment



STEVE
SCHIBSTED

In last year's Annual Report, I used the metaphor of a home's foundation to summarize the majority of the work which was done in my first 2 ½ years at Piedmont Church. The foundations of a church can also be called the structures, or organization of a church and they are things that may not be easily seen but are essential for a church to run well and be healthy. Foundational work

are things like writing job descriptions, improving personnel policies, creating a new benefit structure, setting priorities, reimagining ministries, analyzing budgets, evaluating the way things are done and creating more efficient systems. They may not be the most fun things to work on but once they are operating well, ministries can flourish.

As I look back on this last year, I am seeing the fruit of some of the hard work that was done in the previous years. Let me share some of the things I am most excited about:

NextGen Ministries

The number one priority of the Mission Study (foundational work) was to reimagine and revitalize our ministries to children, youth and their families. A little over a year ago, Kerry Persichitte was hired to lead these new ministries, dubbed NextGen Ministries. Last June, we began the renovation of our Christian Education Building to bring it up to today's standards. All summer long, Kerry, Leslie and Scott led a team of volunteers to prepare this space for the launch of NextGen in August. Miraculously, the work was done and this exciting new ministry began with a bang with a great team of volunteers.

A couple of weeks ago, NextGen celebrated kids moving up from one grade to another. 'Move Up Day' was a joyous event and a picture of the vision of NextGen becoming a reality. Forty-one kids received certificates and were celebrated.



Click the image above to watch the video.

The next day Scuba began, the first Vacation Bible School that our church has had in at least 20 years. It was a fantastic week of learning and fun.

Much work is left to do to fully embed NextGen into the life of the church. We will have to be creative and welcoming to integrate these new families. But, we are grateful for the amazing start NextGen has had this past year.

Life Groups

This ministry was one of the first new ministries started when we regathered after the pandemic. About 40-50 people meet on Thursday nights (during 5 terms of 6 weeks) for dinner and then break up into small groups of 8-12 people to discuss the previous Sunday's sermon and the biblical passage which it was based upon. In the midst of these discussions, life is shared, community is formed and spiritual growth occurs. Some of the groups have now been together for going on 3 years. It has been encouraging to see people grow in their relationship with God through their participation in these groups.

Mission Partners

One of the recommendations of the Mission Task Force (foundational work) was to partner with three local organizations that are reaching out to our community. It was decided that limiting the partnerships to just three would allow our church and the organizations to develop close, supportive relationships. The three organizations which were chosen are Harbor House, CityTeam and Children Rising. I am excited about partnering with these organizations because of the very good work they are doing to reach sometimes vulnerable and forgotten populations. I look forward to deepening our commitment and partnership with these organizations in the future.

Of course, there are so many good things going on in our church that it was difficult to highlight just three. Our music ministry continues to flourish, our weekly worship is exciting, the ministry of the deacons is reaching out to members of our congregation and visitors with love and care. Our new grief ministry is coming alongside those who have experienced loss, our spiritual formation ministry has sponsored some great events this past year. Signs of new life can be seen everywhere one looks. For all this and more, I give thanks.

With gratitude in being your pastor,
Steve Schibsted
Senior Pastor

Here are our church-wide goals for 2024-25

- 1) Create a team to reimagine our Congregational Care Ministries and complete a plan by February 2025
- 2) Increase engagement in all our major ministries by 15% from July 1, 2024 to June 30, 2025
- 3) Complete all deferred maintenance goals funded by the \$1M gift and NextGen Campaign (total \$1,275,000) to be completed by June 30, 2025.
- 4) Develop a plan for a second service to be presented to the Board of Trustees by December, 2024
- 5) Schedule all major ministry events (for August to June ministry year) by July 15, 2024
- 6) Develop a plan to develop the online congregation by March, 2025
- 7) Develop 2030 Vision plan to be presented to Board of Trustees and Congregation by January 2025
- 8) Recruit and hire a new Director of Student Ministries by March 2025.
- 9) Continue to prioritize NextGen Ministry and embed into the life of the church. Grow NextGen Ministries by 40% by June 2025.



TOP: Senior Pastor Steve Schibsted prays with Kerry Perschitte (center) and NextGen volunteers on the morning of the program launch.

ABOVE: On Sunday, July 23, Vincent (Vinny) Carmichael was baptized by Steve and Vinny's grandfather, Rev. Paul Harkness (left).

LEFT: Steve shares a humorous story with retiring church staffer Jean Leahy and her husband, David, during a retirement celebration held in the church Courtyard on Sunday, August 27.



DON
ASHBURN

The past year has been full in so many ways. And it continues to be a blessing to share in ministry with you.

Of course, it has also been a difficult year for my family and for our world. Last June, my wife Margaret suffered a serious health emergency. The Piedmont Fire Department and the staff at Summit Hospital saved her life. Then, over the next few months she developed complications. But, a year later, she is doing much better, and for that we are so grateful.

Such an experience puts life in perspective in many ways – as does paying attention to the news of suffering all over the world, from the East Bay to the Middle East. Yet, hope abides in hard times. For our God reaches out in healing and love and mercy, and uses us as instruments of grace too. For that chance to be caught up in the ministry and mission of Christ to a hurting world, I am grateful too. Here are some highlights of our shared ministry this past year:

- Life Groups continue to flourish at Piedmont Church. The number of people involved has grown to nearly 50 on a weekly basis. It's been especially gratifying to participate with folks in preparing meals we share together. Thanks to Virginia Watkins, Leslie Quantz, Steve Senter, Suzanne Latham and Steve Schibsted for facilitating Life Groups.

- The Board of Mission got its start this year, led by Mike Bandrowski. We've learned how to function as a new board on the fly; organizing service projects, making grants to mission agencies, and establishing relationships with our partners Children Rising, CityTeam and Harbor House. It's also been a pleasure serving with you on our various service projects.

- The Spiritual Formation ministry at our church has been going well too. Last fall, we held a second Enneagram Workshop and I taught a 5 week class on "How to Read the Bible." Then, in winter, we had another excellent series of classes led by Dr. Kate Rankin (she'll be back next fall too). We also had a well-attended and impactful Women's Retreat. Next fall, we'll have a Men's Retreat, along with a Women's Retreat after Christmas and a Couple's Retreat in spring. There will be more classes coming too.

- A group of folks dedicated to helping those in grief met this winter. And, out of that came a Grief Support Group, led by Alison Fletcher. This fall, we'll establish a team to reassess our overall ministry of congregational care too. I look forward to that bearing much fruit.

- It has been a joy to welcome 14 new members to Piedmont Church. And, with Steve Schibsted, we'll soon be taking a fresh look at what membership means heading into the future.

- I continue to work closely with the Board of Deacons, the Board of Trustees, the Altar Guild, and the newly established Board of Mission and many other groups in the church.

- A joy of ministry is to compose liturgies, lead worship, and preach regularly. I'm especially excited about exploring new ways for us to be together in worship as a church.

There has been a lot going on at Piedmont Church this past year to be sure. And, I'd have to say I haven't felt such a spirit of positivity and excitement for the future of our congregation in quite a while. It's refreshing, especially with all the hardships so many have had to bear recently. May God continue to bless us, and use us to bless others, as we share our life together.

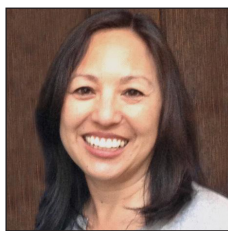
Respectfully submitted,
Don Ashburn
Associate Pastor



ABOVE: Associate Pastor Don Ashburn holds up a sparkly 'magic wand' used by retiring office manager Jean Leahy, left, during a special event in her honor. She jokingly used the wand to help church issues disappear. Jean was honored after worship on Sunday, August 27 after 31 years of service. Jean's husband, David, enjoys the fun.

RIGHT: Don chats with the Putrenkova family during an Oktoberfest event held in the church Courtyard October 21.





ANN
LIN

It's been a big church year at Piedmont Community Church - with much to celebrate and more to do as we continue our revitalization. At the end of our last fiscal year, we hired Kerry Persichitte and our NextGen program launched August 2023. This step forward directly addressed our 2022

Mission Study's top priority: to revise, expand, and emphasize our ministries to children, youth and their families. To fully support the NextGen program, we undertook a much-needed C.E. Building refresh, enabled by a one-month NextGen Capital Campaign in September that exceeded its \$250,000 goal.

Today, the C.E. Building looks transformed with deferred maintenance completed and a brightly painted and inviting interior installed. Shortly after the NextGen campaign launch, we received an anonymous gift of \$1M for capital improvements. This gift will go a long way, although not completely, to fix all that is needed in our beautiful but aging campus.

This year also saw continued growth in the number of fellowship activities, opportunities for service, and meeting groups for Piedmont Church members and the wider community. The Thursday Life Groups are a core fellowship activity with a steady 40 attendees. We hosted a Snow Day for anyone living locally to enjoy 20 tons of snow, bringing 1,500 children and adults in one day to our campus. We opened our Glow in the Dark Easter Egg Hunt to the public and 152 children and parents found 3000 glowing treat-filled plastic eggs and enjoyed glow in the dark food and drink.

The Mission Action Team became the Mission Board and initiated Mission partnerships with three local organizations: Children Rising, CityTeam, and Harbor House. The Mission Board also creates regular volunteer activities for church members of all ages. Finally, a new bi-weekly grief support group recently started for individuals experiencing loss.

The Stewardship Committee set an ambitious stretch goal to acknowledge years of underfunding and recognition that annual revenue should meet annual expenses for our congregational commitments.

We have much to celebrate by raising nearly \$1M in a year during which we also ran a successful \$270,000 NextGen Capital Campaign. While the total number of Annual Campaign commitments decreased, the average commitment increased 31% to \$5,614.

We made notable changes to how we present our church financials. Tom Parry made it his mission as Treasurer to bring more clarity by highlighting how our budgets relate expenses to programming. The new budget breakdown has separate components for Operations vs. Special Projects vs. Mexico Mission Trip. The general fund budget will isolate our operating expenses making it easier to see how much money it takes to run the church. The new budget reorganization spotlights the large revenue-to-expense gap in both our 2023-2024 and 2024-25 operating budgets. To address this shortfall, the Finance Committee created the Cash Reserve Fund by reallocating undesignated funds to this effort.

Because of limits on what we can draw from our endowment and the need to align our expenses with revenue, we formed a five-year plan task force, Vision 2030, with a goal to create a long-term plan for sustainability and a blueprint for our operating budget not to exceed annual revenue within five years. Once achieved, endowment spending will be limited to special projects or strategic program investments outside of regular operating needs. We will complete the plan and bring it to the congregation in early 2025.

I want to thank outgoing Trustees Kara Baysinger, Christy Guidici, Tom Parry and Steven Thorne for their dedication in this challenging year. I also want to thank our hard-working staff who introduced many new programs and activities.

And lastly, I want to thank the countless volunteers throughout the church whose contributions and enthusiasm shape the community that we are today. It has been a rewarding year for me.

Respectfully submitted,
Ann Lin
Church President



Family Picnic

ABOVE: John Quantz and Lonnie Simonson chat during the Family Picnic held at Piedmont Park after worship Sunday, August 20. More than 150 people from the church and the community gathered to enjoy free food, games and live music. The event was hosted by the Christian Education Board.

TOP RIGHT: Always the snappy dresser, Gino Roth strikes a pose before heading home.

BOTTOM LEFT: Lee Hambrick loads up his hot dog with condiments.

BELOW: James Haverkamp, singer and guitarist for the band Garden Variety, entertains the crowd .





KERRY
PERSICHITTE

Last year, the church leadership launched the NextGen ministry to provide a more holistic approach to serving children, students, and families.

The NextGen team created engaging programs and events for all age groups, including Nursery (ages 0-3), aPre-K/K (ages 4-6), Elementary (Grades 1-5), Middle School (Grades 6-8) and High School (Grades 9-12).

The ministry also introduced the Large Group/Small Group model where children and students participate in Bible activities in a large group setting and then gather in small groups for discussion and application.

To support this initiative, a dedicated group of 34 volunteers was recruited, trained, and scheduled to serve every Sunday, resulting in an overwhelming response from the congregation.

The church saw an increase in attendance due to new families and more frequent attendance by existing families. The success of the NextGen ministry is reflected in the lives meaningfully impacted, not just in the numbers. From engaging lessons that bring the Bible to life in creative and relevant ways to exciting events fostering curiosity and connection, the

dedicated staff and volunteers have cultivated an environment where children and students feel connected, valued and excited to explore their faith. The congregation expressed gratitude to the volunteers, parents, children, students and everyone involved in the ministry's success.

Of particular note was the 2024 Mexico Mission trip, which continued to significantly impact the lives of students, volunteers and home recipients despite necessary changes and rising costs. This year, 151 students and 43 volunteers went to Mexico in April and built 12 homes, providing a lifechanging experience for the recipients.

Without the generous financial investment of many who supported the desire to revitalize the children's and youth ministries, none of this would have been possible. The church is forever grateful to the Buildings and Grounds team, led by Vicki Kendrick, who provided a wealth of wisdom and insight necessary for the renovation of the C.E. Building last summer.

Respectfully submitted,
Kerry Persichitte
*Director of NextGen
& Community Engagement*



From left, volunteers Julie Wu, Christy Guidici, Gen Hiller, (NextGen Director) Kerry Persichitte and Carolyn Chun pose for a photo before opening doors on August 20.



NextGen Begins

ABOVE: A young elementary student takes a short break from learning.

TOP LEFT: Students wear name tags that identify them with the program to which they are assigned.

BOTTOM LEFT: Kids Ministry Director Leslie Quantz chats with a volunteer early Sunday morning.

BELOW: Volunteer Megan Palsa enjoys time with a young girl in the nursery.





MICHAEL
BARBER

I'm honored 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.

MEDIA MINISTRY

When I think back over the past 12 months at Piedmont Community Church, I'm overwhelmed by the very good work contributed by our Media Ministry volunteers. They are Gino Roth, Neil Benson, Steve Wuebbens, Gary Hurd and Ron Heckmann. These men offer a consistency and dedication to the Sunday morning livestream broadcast that is unprecedented. They are fine ambassadors of unconditional support of their church family and bring their good nature to our growing team.

While we know little about each of our 125 weekly viewers due to online privacy protections, I can state with confidence that 50 of these 125 people are dedicated viewers, watching while we are live between 10-11am each Sunday. The remainder watch throughout the day at various times through 11pm. Some are longtime parishioners who can no longer attend worship in person due to distance, lack of available transportation or other personal challenges. Others tell us they have watched online before attending in person and even joining as members. And finally, we're often joined by our members who are travelling, but still wish to honor their Sunday worship routine.

Our YouTube Channel has grown to 467 subscribers, up 54 subscribers in the past 12 months. The channel also logged 14,266 views playing 3,000 hours of content. While the bulk of our views consists of Sunday morning activity, we also see a significant interest in other videos produced in celebration of church life. Special videos I produced include:

- **Rise Above** - Children Rising Christmas offering in support of raising \$32,000
- **Snow Day** event drawing hundreds to a snow-covered parking lot and Courtyard
- **Scott Kail** 20th Anniversary Celebration
- **Advent Fair** held in Guild Hall
- **NextGen** Capital Fundraiser - in support of \$275,000 fundraiser
- **Pizza Night** fellowship in the Courtyard
- **Dove of Peace** float building for July 4th parade

- **NextGen Move-Up Day** graduation event
- **Work Day** volunteer effort

In addition to videos, I've been pleased to make still photographs during events at the church, many images making their way to the *Piedmont Post*, and some into this Annual Report:

- **Jean Leahy** retirement
- **Oktoberfest** fellowship in the Courtyard
- **Family Picnic** in Piedmont Park
- **Birthday celebrations** for centenarians
Eveyln Edens and John Becker
- **NextGen** launch event

WEEKLY MESSENGER

I'm pleased to report that *The Messenger* continues to find eager readers with an average open rate of 72%. This represents an increase of 7% over our 2022 report where 65% of our 720 subscribers opened *The Messenger* regularly. The average open rate for religious organizations in the U.S. remains 28%.

An active weekly church email is reflective of the vibrant life of our church, with many engaging at all levels of participation – from fellowship and worship, to volunteer and community service.

WEBSITE STATS

While *The Messenger* remains our number one source of updated information, our church website is often the first impression one gets while researching local churches, or simply seeking out more information about our theology and services. Our website logged 62,000 views in 12 months, an increase of a staggering 17,000 page views vs the previous year. These pages were viewed by 13,000 users, giving us an average views per user just short of 5.

Our Top 10 Website pages for the past 12 months are:

- About Our Staff
- Sunday Livestream (Media)
- Mexico Trip information
- Church Calendar
- Christmas Concert
- Weddings
- Our History
- Archived Worship Recordings (Media)
- Our Vision
- Our Worship Services

Respectfully submitted,
Michael Barber
Director of Communications



Oktoberfest in the Courtyard

ABOVE: Dressed for the occasion, Christina Miller holds one end of a string tied to a pretzel while Suzie Skugstad attempts to take a bite. Jan Ghirardelli cheers them on at left. The game was played during an Oktoberfest celebration held in the church Courtyard on Saturday, October 21.

RIGHT: Patti Heilbron makes a comment about Sara Hirsch's hair style during the festival.

RIGHT BOTTOM: John Ringer enjoys conversation and a frosty beverage.

BELOW: Fully in the moment, Judy Wright lifts a beer stein.





Mitch Polzak, Mads Tolling and Stephen Main perform the prelude during Americana Sunday on May 12.



**STEPHEN
MAIN**

2023-2024 has been a great year for the music program of Piedmont Community Church. Our Chancel Choir continued to provide regular high-quality offerings, including some exciting new choral literature.

As always, a major highlight for me personally was when our Chancel Choir and soloists gathered to present the annual Christmas

Concert with full orchestra. The instrumental ensemble and choir were at their very best, and, as always, the concert was rounded off with the audience singing carols with 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 always think the entire experience represents Piedmont Church at its finest.

Other musical highlights included 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. These included our first Jazz Sunday – including full drums!, but also performances with solo ‘cello, three clarinets, double harps and a remarkable performance in the fall of French Trompes de chasses – historical French hunting horns, to usher in the fall season and Thanksgiving.

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, usually with guest instruments, and high levels of enthusiasm!

Finally, preparations are well underway at this writing for the upcoming Spring Choir Sunday, where the Chancel Choir will perform Gabriel Fauré’s exquisitely beautiful Requiem, for choir, soloists, and chamber orchestra.

At that worship service I’ll also present a shorter piece or two of my own for choir and orchestra. These special services always remind me how lucky I am to lead music in a church that values music so highly.

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

It's been quite a year for Buildings and Grounds (B&G). We began the year with a major remodel of the C.E. Building to accommodate the new NextGen curriculum and the state mandated safety protocols. The entire interior was repainted and new carpet installed. The remodel allowed us to also correct some systems issues such as the electrical and lighting. The new LED lighting has really improved the feeling of the entire building. The new entry area reflects the state requirements for safety – check in and out, electronic locks and oversight. B&G would like to thank Bill Ghiradelli for his tireless work in completing the project, Jim Kellogg for his help in acquiring permits from the City of Piedmont and Bill Branagh for filling in when Bill Ghiradelli was unavailable. We could not have completed the fast tracked schedule without all the help.

At the same time the work in the C.E. Building was being completed, we were able to complete the water intrusion repairs to Don Ashburn's house. The work has been successful and no new water has been observed.

As most are aware, the church received a generous \$1M gift to make capital improvements throughout the plant. The gift is substantial, however, given the high cost of construction in the Bay Area, more funds will be needed to complete projects identified in our Facility Assessment report.

- The first project to be undertaken was to repave the parking lot and driveway which was completed this month.
- We are also replacing all of the old wood windows in the Cottage. This work will be completed in the next month utilizing composite material windows that should last a very long time.

- Next will be the painting of the entire exterior of the building. Scaffolding installation is set to begin on June 10, and the work is expected to be completed by the beginning of August.

- We have contracted with a lighting designer to review the lighting throughout the site. There are many areas that are dangerously dark at night. He has completed his preliminary design and we will review and finalize the design in the next few weeks. The work is intended to be completed by fall when clocks change and darkness comes earlier.

- Windows at the C.E. Building are being evaluated for repair of operation and reglazing. The west and south elevations will be reglazed with insulated glass to reduce heat gain.

- Some roofs need to be replaced in the C.E. Building and flashing and penetrations updated in the Sanctuary, all of which are being pursued and hopefully completed before the rainy season.

- Many other projects are being identified as well including replacement of some doors as well as a sound system upgrade in the Sanctuary.

We would like to thank all of the people who assisted the work of this committee – especially Toni Fischer and Jay Foreman.

Respectfully submitted,
Vicki Kendrick
Chair, Buildings & Grounds



Photo courtesy Jay Foreman

Scaffolding went up the week of June 9 in preparation for a month-long exterior painting project.



Our 2024 Giving Campaign materials included a colorful and insightful brochure, highlighting the church's accomplishments and ongoing financial needs.

This year's 2023-2024 stewardship campaign has been blessed again with both your tremendous generosity and the hardworking dedication of my fellow committee members.

Geoff Colton, Roger Eliassen, Lisa Fuller, Sara Smith Hirsch, Pat Leicher, Ann Lin, Bill Molmen, Dani Montague, Steve Schibsted, Paul Schroeder, Michael Barber and I are each incredibly grateful for your gifts and your renewed commitment to our church. Thank you so very much!

This year's campaign theme *Nurturing, Belonging, Committing* truly reflects how our church is growing and evolving from a state of transition to one of revitalization. Thanks to you, we received gift commitments totaling \$956,283 or 80% of our \$1.2M target goal. This represents an 8% increase over the prior campaign year's \$883,447 (not including transitional gifts). The average gift size increased by 20%. Among this year's top 10 largest donors, five joined the church within the past 12-18 months.

With this strong campaign news is a reminder that we have more to do. While the five-year vision team is defining how Piedmont Church can achieve financial sustainability by 2030, Stewardship will continue to remind members of our two important giving objectives - increasing the average gift size and striving for 100% member giving participation. Remember, no gift is too small.

Our February Commitment Sunday was the highlight of this year's campaign with individuals and families coming together, bringing their financial gifts forward, demonstrating our combined support for this church. For me, it was a very emotional moment witnessing our collective gratitude and love for the church. I hope it was for you, too. It is wonderful to see our growing online community also participate in this new faith tradition.

Each of you live and demonstrate our theme of *Nurturing, Belonging, Committing*. You accomplish this through your actions of faith, service, and generosity. On behalf of the Board of Trustees and the Stewardship Committee, I extend our sincere appreciation for your extraordinary financial support and faithfulness to Piedmont Community Church.

Respectfully submitted,
Steven Thorne
Chair, Stewardship Committee

NEW MISSION BOARD APPROVED

In 2023, the Board of Trustees, based on the recommendations of the Mission Task Force, proposed that a new Mission Board be created and on November 26, 2023 the Church Congregation voted to approve the new Mission Board and its nine members. The main goals of the Mission Board are: 1) to fund and work with Mission Partners and 2) to organize and track Piedmont Church service projects. The Board will increase to 12 members in the spring of 2024.

MISSION PARTNERS

Based on the recommendation of the Mission Task Force to focus on a few local partners, the Mission Board chose three local Mission Partners in 2024 and signed Visioning Agreements with Harbor House, Children Rising and CityTeam. Each partner was awarded \$8,000 in funding and we have coordinated with each of them to conduct various service projects and have each partner do a Moment for Mission.

MISSION GRANTS

The Mission Board received \$40,000 in funds to distribute to Mission partners, with \$32,000 of the funding used to provide \$8,000 to each of our three Mission Partners, Harbor House, Children Rising and CityTeam. The remaining \$16,000 was used to start a program where organizations could apply for grants of up to \$5,000. Recently, the Mission Board approved grants of \$5,000 each to George Mark Children's Home and to Grateful Gatherings. Additional grant applications are currently being reviewed.

SERVICE PROJECTS

The Mission Board is organizing a variety of service projects that appeal to different ages and interests. Service projects have included cooking and serving food for CityTeam, working at Project Peace events to help our partners, doing an Earth Day cleanup event, working at the Alameda County Community Food Bank and volunteering to tutor students through Children Rising and Harbor House. Piedmont Church members also worked with a local Hispanic Church (PIPH) to transition our annual Treasure Sale to their location.

TRACKING SERVICE HOURS WORKED

One of the tasks of the Mission Board is to track the number of service hours Piedmont Church members spend in supporting our local Mission partners. While we are in the beginning stage of this effort, the first six service projects of 2024 have resulted in 91 people doing service for a total of 292 hours.

REFUGEE TASK FORCE (RTF)

First, we continue to ensure that families we have helped historically are stable and prospering by keeping connected and engaged in their journey. In the last year this includes the Putrenkov's, Fazli's and Yosufzai's. Second, we are evaluating local charities that have refugee operations to identify families that have needs. This could involve new-to-America families, or those here for longer term that need support to reach the next rung of their journey.

ALTERNATIVE GIFT MARKET (AGM)

The AGM was held online again this year, while AGM partners were also represented at a market in Guild Hall. AGM was a great success and raised over \$23,000 that all went directly to our Mission partners, with \$9,365 to local agencies and \$14,152 to global organizations. AGM raised \$95 on cards designed by Will Adams and Nick Baz.

CHRISTMAS OFFERING

Our Mission partner, Children Rising, was chosen for the Christmas offering this year and their program was highlighted with a video created by Michael Barber. The Christmas offering was a great success and resulted in over \$32,000 raised for Children Rising, who will use the funding to start an after-school homework program.

The Mission Board had a very meaningful year of sharing God's love in service to our community.

Respectfully submitted,
Mike Bandrowski
Chair, Mission Board

At our annual retreat last summer, the Board of Deacons refocused on our traditional core mission, which is to ensure that everyone in the church feels welcome, included and cared for. We participate in many ministries of the church and invite (and need) church members who are interested to join and help us in our various activities.

A new tradition was introduced this year: a different Deacon starts each of our monthly meetings with a prayer of their choice. The feeling is that if our hearts are on the right spiritual track, program implementation will naturally fall into place. We have heard some very sincere and touching prayers in this special moment that have influenced and benefitted us all.

The four main Deacon committees have been evolving this last year to accommodate the post-pandemic restart, co-ordination with staff and NextGen, and the implementation of the various online applications designed to make all of our participation in the church easier, more effective and connected.

WORSHIP

Coordinating with clergy, stocking and tidying the Sanctuary, accommodating service variables (such as baptisms or music adjustments) securing ushers and communion servers, providing doughnut holes after service and keeping black cats out of the Sanctuary are on the “to do” list of the rotating two-Deacon teams in charge on typical Sundays - as well as during special services.

CONGREGATIONAL LIFE

New this year has been the enhanced welcoming program. Rotating teams of Deacons and volunteers greet church goers, providing information and name tags as well as manual and electronic event sign-up assistance. We also are assisting clergy with new member classes and in the development of a more comprehensive congregational care program that includes grief and suffering support.

FELLOWSHIP

In partnership with the church’s wonderful cooking group Loaves and Fishes, the four seasonal Deacon-sponsored church-wide dinners this year were Oktoberfest, Christmas Gathering, Ash Wednesday and Maundy Thursday (with Agape Meal Liturgy for the first time). There was good attendance at two Pizza Nights and two separate Game Nights (which will continue into the summer). A special celebration was also held in November for our (then) two 100-year-old members John Becker and Evelyn Edens.

SERVICE

Our traditional work with outreach and mission has been modified this year with the creation of the new Mission Board. We will continue our service project contributions, but under the new board’s leadership and church-wide coordination. These activities include the Deacons’ Christmas boxes, CityTeam Adopt-a- Family (30 families this year), school supplies, Easter baskets, assisting with the Alternative Gift Market (AGM) and assistance with the Hispanic Presbyterian Church Christmas party.

MISCELLANEOUS

Ongoing discussions and implementation of the greening of the church; prayer gatherings; Little Free Library; support for Altar Guild reorganization.

Many thanks to all the Deacons for their imagination, hard work and organizing efforts including Sue Coffin, Linda Rice, Elizabeth Becker, Swee Ling Chen, Gary Montague, Carolyn Chun, Suzie Skugstad, Jan Ghiradelli, Kathy Hurd, David Haecker and Randy Litteneker - who has been connecting us to the Board of Trustees.

Special thanks to Don Ashburn who guides us with advice and prayer throughout the year.

Respectfully submitted,
Will Adams
Chair, Board of Deacons

The Personnel Committee would like to thank the entire staff of Piedmont Community Church for the hard work, dedication and enthusiasm that each staff member has demonstrated over the past year, and historically. We are so fortunate to have a terrific team here and their commitment to our goals and mission is a blessing.

This past year, in addition to the ongoing oversight of personnel matters that the Personnel Committee engages in, we have been focused on reviewing and revising the benefits we provide to our staff – in terms of health and medical benefits and retirement benefits, and launched the medical portion late last fiscal year, and the 403(b) plan for retirement savings for staff in this year. We are working to offer benefits to our employees that help care for them and their families, and we are pleased at these enhancements to our benefits program.

Personnel has also been supporting Steve Schibsted in his continued alignment of job responsibilities for staff and measurable goal setting for and evaluation of staff. We have seen dramatic change in the effectiveness of many of our initiatives and efforts and have been able to realign a number of job descriptions in order to best utilize our talented team to deliver on the church's initiatives and objectives.

As we've reported in years past, the Personnel Committee annually reviews staff job descriptions, reporting structures and compensation. We use data from a salary survey (of similarly situated churches) that provides insight into how other organizations structure and compensate their staff, and we then evaluate this data in light of our specific church needs and team. This exercise allows us to ensure that we are taking a realistic look at our personnel structure, roles and compensation on a regular basis. This work feeds into our budgeting and planning processes.

Joining us this past year was Marianna Navarette, our Operations Coordinator, who provides critical support to the church on many of our programs and initiatives and brings a strong technology background. We're delighted to have her on the team.

Scott Kail, Pastor to Students, has retired from our church. We are grateful for his many years of service to our church, and wish him and his family all the best in years to come.

Respectfully submitted,
Kara Baysinger
Chair, Personnel Committee

ALTAR GUILD

The Altar Guild had a quite year, with processing flower arrangement requests, decorating the church for the various seasons and bringing Communion to the congregation as our monthly tasks.

The Christmas holiday greening is certainly the highlight of the year it appears to me, with numerous members of the congregation jumping in to help the Altar Guild, and in doing so, exploring the various nooks and crannies of the Piedmont Community Church's campus.

As has been the case for many years, Marion Schmidt keeps us coordinated in our greening efforts, thank you so much.

This coming year we have Marion working on creating new silk flower arrangements for those weeks we do not have fresh flower donations, a huge

task, and something I believe all of us will appreciate through the year as they are revealed.

We have a small group of dedicated members: Julie McDonald, Judy Wright, Dottie Hutch, Kate Smalzel and Carol Leslie, and hope members of the church will volunteer in the coming year.

And, we have a wonderful group of flower arrangers helping us to keep the Sanctuary looking smart. Thank you to Susan Hill, Lonnie Simonson, Sue Cofin and Kara Baysinger.

Respectfully submitted,
Paul Schroeder
Chair, Altar Guild

Bob Wright
Evelyn Edens
Elizabeth Bechtel
Lois Reed
Richard 'Dick' Deutsche
Cheryl Knickerbocker
Cal Knickerbocker
Shelagh Udovch

Tom Lister
Ray Plock
Penelope Robb
Carl Anderson
Don Parachini
Susan Stanley
Marilynn Hodgson
Nick Baz



Among those we lost in 2023-24 were longtime Piedmont Church member Bob Wright (above), who approached all of his volunteer work at the church with great joy. And we bid farewell to Tom Lister who prepared hundreds of meals through Loaves and Fishes.

Eva Mari Johnston (*daughter of Andy and Diana Johnston*)

Dora Chin

Vincent Scott Carmichael (*son of Paige and Scott Carmichael*)

Beau William Cardon (*son of Brad and Marissa Cardon*)

Finley Campbell Woolard (*daughter of Heather and John Woolard*)

Julian Fang-Ring

Fritz Laub

NEW MEMBERS

Marissa Cardon
Brad Cardon
James Stehr
John Mittan
Shaun Clopton
Shelley Clopton
Nancy McHugh

Linda Brown
Bob Simon
Susan Brady
JD Donaldson
Beth Black
Al Lee
Sarah Pae



Photo courtesy Don Ashburn

New members gather for a photograph prior to Sunday worship. From Left: (Don Ashburn) JD Donaldson, Beth Black, Jim Stehr, Nancy McHugh, Bob Simon, Marissa Cardon, Al Lee, Sarah Pae, Shelley Clopton, Shaun Clopton and John Mittan (Steve Schibsted).

NOMINATING SLATE

BOARD OF TRUSTEES

Class of 2025	Class of 2026	Class of 2027
James Haverkamp, B&G Vicki Kendrick, Chair, B&G Ann Lin, Stewardship Kurt Peterson, Personnel Maureen Recker, VP, Finance	David Birnbaum, Personnel Geoff Colton, Secretary, Stewardship Paul Schroeder, President, B&G Matt Webster, Finance	Bill Branagh, B&G Jo Giessler, Stewardship Erin Gore, Finance Zookie Todd, Personnel

BOARD OF DEACONS

Class of 2025	Class of 2026	Class of 2027
Swee Ling Chen Carolyn Chun, Chair Gary Montague	Jan Ghiradelli David Haecker Kathy Hurd Suzie Skugstad	Ruth Brousseau Nancy Kent Audrey Sung

MISSION BOARD

Class of 2025	Class of 2026	Class of 2027
Mike Bandrowski, Chair Katrina Bergen Mary Fielder Judy Wright	Suzanne Latham Ryan McCorvie Shannon Pelequin Janet Peterson	John White Blair Jahn Megan Palsa

NOMINATING COMMITTEE

Eric Behrens, Julie McDonald, Linda McClain

Statement of Financial Position

	Balance 4/30/24	Balance 4/30/23
ASSETS		
Cash & Cash Equivalents	206,317	317,528
Accounts Receivable	-	59,470
Investments*	4,712,056	3,894,850
Real Estate A/R	470,352	434,124
Prepaid Expenses	2,836	3,408
Property and Equipment	5,245,256	5,379,959
TOTAL ASSETS	10,636,818	10,089,339
LIABILITIES & NET ASSETS		
LIABILITIES		
Accounts Payable		
Payroll	31,564	24,752
Mission	-	33,333
Donor Restricted Youth	-	89,200
Other	62,556	60,781
TOTAL LIABILITIES	94,120	208,066
NET ASSETS		
Retained Earnings	(140,192)	(103,909)
Board Designated	3,112,125	2,357,642
Endowment	1,413,869	1,379,539
Donor Restricted	898,934	868,041
Fixed Assets	5,257,963	5,379,959
TOTAL NET ASSETS	10,542,698	9,881,273
TOTAL LIABILITIES & NET ASSETS	\$ 10,636,818	\$ 10,089,339

*Investment Detail:	Balance 04-30-24	Balance 04-30-23
Endowment Fund	1,413,869	1,379,539
Davies Fund	367,411	344,745
Deferred Maintenance Fund	228,516	208,160
Shared Equity Investment	337,320	477,465
Special Projects and Programs Fund	629,706	618,661
Cash Reserve Fund	220,312	242,865
Capital Improvement Funds	887,370	-
Asquith Restricted Endowment	524,215	513,395
Asquith Music Restricted Endowment	103,339	110,019
Total	4,712,058	3,894,850

Statement of Activities

	FY 23.24 YTD as of April 30, 2024	FY 23.24 Annual Budget
INCOME		
General Fund Contributions	936,612	1,475,500
Other Contributions	494,453	-
Mexico Trip	407,096	410,800
Facilities	94,048	129,300
Special Fund Transfer In:		
Endowment	48,126	57,750
Restricted	38,240	35,000
Designated	140,956	511,058
Other	152,495	124,550
TOTAL INCOME	2,312,026	2,743,958
EXPENSE		
Compensation	850,168	1,011,855
Benefits	257,661	331,484
NextGen & Adult	83,509	128,450
Mexico Trip	266,553	396,222
Missions	80,265	109,810
Music	90,949	89,385
General Operations	208,114	251,950
Property & Equipment	607,337	424,802
TOTAL EXPENSE	2,444,556	2,743,958
NET Income as of April 30, 2024	\$ (132,531)	\$ (0)

Please note: The budget for FY 24.25 will be presented at the Annual Meeting on Sunday, June 23 and there will be a detailed handout at that time. The budget for next year has been reformatted to reflect a different approach of how we think about our finances. Please read President Ann Lin's letter in the Annual Report for more context.

General Fund Budget

PIEDMONT COMMUNITY CHURCH FY 24.25 PROPOSED BUDGET APPROVALS

This year's budget is split into three parts which are detailed below. Descriptions are under each heading.

#1 GENERAL FUND BUDGET

The General Fund budget includes the regular operating costs of the church. All other expenses are captured in the Special Fund or Mission Trip Budgets.

GF Budget Assumptions:

FY 23.24 budget shown below was reconfigured to match FY 24.25 new format

Approach was to refine the budget to support revitalization efforts and to categorize expenses into ministry/programs that reflect current PCC priorities/values

Assumes any open staff positions are filled by July 1, 2024

Income that is generated for church events is located in the appropriate ministry line-item

INCOME PROJECTIONS:

	FY 24.25 Estimate	FY 23.24 Budget	\$ Change	Notes for FY 24.25
Estimated General Fund Giving	1,150,000	1,475,000	(325,000)	Pledged, Unpledged, and Large Gifts
Facility Income	139,285	129,300	9,985	Two preschools and other rentals, utility rental, weddings, and other miscellaneous
Other Income	15,000	7,800	7,200	Interest and unbudgeted income
PCC Endowment	78,059	64,227	13,832	7% of balance per formula
Planned Special Funds Allocation	116,099	96,381	19,718	Special Project Fund 5% , 20% of Next Gen Fund (\$40K), and Asquiths \$6K + 35K
TOTAL GF INCOME	1,498,443	1,772,708	(274,265)	

EXPENSE PROJECTIONS:

Ministries	FY 24.25	FY 23.24	\$ Change	% Change	% Budget	Explanatory Notes
NextGen	56,500	63,250	(6,750)	-10.7%	2.8%	Programming for Children and Youth Birth - High School
Adults	13,500	14,200	(700)	-4.9%	0.7%	Adult Education, Retreats, Classes
Community Life	15,190	14,460	730	5.0%	0.7%	Congregational events, gatherings, hospitality, deacons
Mission	52,000	52,800	(800)	-1.5%	2.5%	Mission service, giving, partnerships, benevolences
Outreach	44,153	30,000	14,153	47.2%	2.2%	Public-facing invitational events and advertising
Worship	94,085	77,035	17,050	22.1%	4.6%	Worship supplies, personnel, music line items
Building and Grounds	301,757	288,802	12,955	4.5%	14.7%	Maintenance for the physical plant, insurance, prop tax
Operations	111,359	126,200	(14,841)	-11.8%	5.4%	Regular operations of office, comms, IT, prof. services
Personnel	1,361,809	1,362,739	(930)	-0.1%	66.4%	Staffing costs, salaries, and benefits, appreciation
TOTAL GF EXPENSE	2,050,353	2,029,486	20,867		100.0%	
NET INCOME AND EXPENSE	(551,910)	(256,778)				
Cash Reserve Fund Transfer	550,000	250,000	This number adjusts to bring overall income and expense near to -0- (actual will depends on actual need)			
NET AFTER TRANSFER	(1,910)	(6,778)				

Special Funds and Mission Trip Budget

PIEDMONT COMMUNITY CHURCH
FY 24.25 PROPOSED BUDGET APPROVALS, page two

#2 FY 24.25 SPECIAL FUNDS BUDGET

This is the expense budget for Board Designated and Donor Restricted Funds

EXPENSES - payment made from the following accounts:

Name	FY 24.25	Kind	Description
Special Project Fund	30,400	Designated	Website and consultant
Asquith, R&A	25,000	Restricted	This is amount of set aside for Personnel Committee in lieu of COLA increase for FY 24.25
Capital Projects (B&G)	983,400	Designated	Projected costs are based on estimates. may or may not be completed in the FY24. 25 timeframe
Total	1,038,800		

TRANSFERS - transfers made in support of the General Fund:

Name	FY 24.25	Kind	Description
Special Project Fund Transfer	35,099	Designated	This is 5% of balance - planned support
PCC Endowment Transfer	78,059	Restricted	This is 7% of balance - planned support
Next Gen Fund Transfer	40,000	Restricted	This is 20% of balance over 5 years - planned support
Asquith, A - Music Transfer	6,000	Restricted	This is interest earned on T-note - planned support
Asquith, R&A Transfer	35,000	Restricted	This is 7% of balance - planned support
Sub-total Scheduled Transfers	194,158		
Cash Reserve Fund Transfer	550,000	Designated	Estimate needed to support a General Fund deficit
Total possible draw on Reserves	744,158		

FOR INFORMATION ONLY - after the consolidation work of Special Funds was completed.

BOARD DESIGNATED FUNDS (unrestricted) - as of end of May 2024

Cash Reserve Fund Balance	780,058	In the short term, the CRF will cover GF shortfalls by transfer during the fiscal year until the General Fund budget becomes self-supporting.
Special Project Fund Balance	1,030,120	5% used to support the GF budget and special projects (which are defined as extrabudgetary, capital or non-capital items and are approved by the Board.)
Capital Project Fund Balance	1,013,156	This fund is for one-time improvements to the physical plant and/or infrastructure projects
NextGen Fund	198,206	The NextGen Fund supports the increased programming for children and youth (birth - high school) and assists in the revitalization efforts of the church. This fund will be depleted by consistent transfers over five years.
TOTAL	3,021,540	

DONOR RESTRICTED FUNDS - as of end of May 2024

PCC Endowment	1,260,107	The church endowment, 7% may be used to support the operations of the church.
Asquith, R. & A. Fund	543,177	Principal is not touched. Earnings are used to support the ministry of the church.
Asquith, A. Music Fund	103,339	Principal is not touched. Earnings are used to support the music ministry of the church.
TOTAL	1,906,623	

#3 FY 24.25 MISSION TRIP BUDGET

Any mission trip budget (Adult or Youth) will automatically net to -0- and does not require General Fund monies for support



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.