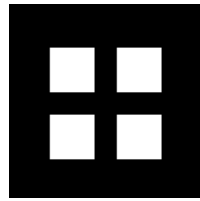
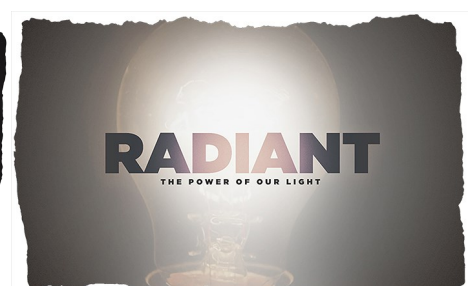


PENINSULA COVENANT CHURCH



IMPACT REPORT

June 1, 2020 — May 31, 2021





OUR MISSION

Empower generations to
passionately follow Jesus

one person at a time

OUR VALUES

Living the Word of God

Seeking Social Justice

Following the Holy Spirit

Sharing Jesus Christ

Practicing Healthy Relationships

Giving Generously

OUR PRIORITIES

Diversity & Equity

reflecting the kingdom more
in race and gender

Family Table

honoring and bringing
generations together

Mobilization

discovering one's passion
to serve

OUR STRATEGY

Gather

to remember and celebrate God.

Grow

together in Christ-likeness.

Give

of our abilities and resources.

Go

into all the world.



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The Year of COVID-19

In June 2020, we found ourselves 3 months into the COVID-19 pandemic that had shut PCC's building doors on Sunday on March 15.

All campus activities were closed including the Preschool, SACC, and the Community Center. It became essential to protect those vulnerable to COVID-19 and the health system that would need to care for them. Within weeks, the local hospitals were full and loved ones were prohibited from visiting those afflicted.

PCC created alternative ways to continue being part of the household of God *and* to re-imagine what "church" is and how we were to connect as a community.

- ✦ Online worship was made accessible by household
- ✦ Small groups began to meet online
- ✦ Community Center pivoted to offer online classes
- ✦ Preschool offered online "reading time" to preschoolers
- ✦ House Churches were formed to worship by neighborhood
- ✦ Ministry leaders touched base with congregation through emails and phone calls
- ✦ Children's Ministry created online story time
- ✦ Children's Ministry created at-home resources for kids and family
- ✦ Student Ministry created weekly Zoom and socially-distant connections for students
- ✦ Worship returned as Live on the Lawn Sunday, March 28, 2021
- ✦ Our first indoor worship gathering back was Sunday, May 23, 2021

As a result of this pandemic "...we have a window of opportunity to rebuild the foundation of all real love and care—a circle of people, related to one another as brother and sister, who know and are known, love and are loved, and who move out in service to the world" to meet and care for each other in new ways.

-Andy Crouch, [Love in the Time of Coronavirus](#), [Praxis Journal](#)



Gatherings are suspended until further notice. Join us for Sunday Online. wearepcc.com

LORD I AM GRATEFUL

JUNE 2020



House Churches

The church building may have been closed, but that didn't stop our PCC Family! One response was to spring up House Churches!

- + 13 House Churches
- + 212 participants



These House Churches were organized by neighborhood, where PCCers could meet outdoors to worship in community.

House Churches created a great introduction to our PCC community. Jonathan & Heather Kaech's house church met in their front yard, inviting their neighbors to join in. This created incredible community and worship experience. Today, they continue to sit together, worshipping on the lawn at PCC.



Kaech Family

Weekend Gatherings

- + First online gathering: March 15, 2020
- + First live on the lawn: March 28, 2021
- + Easter Sunday participation: 1,051 (online + in person)
- + Weekly Average Attendance: 582

Kristy & Joe Johnson were seeking a new church during the Pandemic. Finding PCC online, they became weekly attenders. Today, they are actively worshipping at PCC and volunteering—Kristy with Children's Ministry and Joe will soon be working with Sunday worship production.

Johnson Family





PCC Initiatives

FAMILY TABLE INITIATIVE

Honoring and bringing generations together.

Family Table...to engage kids and teens in intentional, intergenerational faith-based relationships for sustained faith

For many years, PCC has been concerned about why young people leave the faith and how to keep them connected to both Jesus and the faith community.

At stake is the future of the church where 1 million church millennials are leaving the North American church yearly.

It is our conviction that the Family Table initiative is a way PCC can continue to embrace the identity, belonging, and purpose of kids and teens in the Bay Area.

PCC was part of a Fuller Youth Institute pilot to see 10 million young people impacted by the gospel over the next 10 years.

That's why we are putting Family Table at the forefront of our ministry focus.



DIVERSITY-EQUITY

Reflecting the Kingdom more in race and gender.

- ✦ Be The Bridge sermon series
- ✦ Be The Bridge groups: 7 groups, 120 participants
- ✦ Online Conversations on Race, Faith, & Justice
- ✦ Formation of the Committee on Racial Reconciliation & Equity (CORE)

CORE Launch Team:

Grace Wang, Sharon Seeberger, Paul Richards, Gary Robinson, Patricia Ortiz, James Simmons, Gary Gaddini, Virginia Huffman, Monika Boudreau





Family Ministry

With the COVID-season demands, Family Ministry has continually pivoted to provide program and discipleship opportunities for kids and teens.

Children's Ministry

- ✦ Serving 150 Children weekly
- ✦ 50 kid bundles delivered to homes weekly
- ✦ 38 kids per week participated in MidWeek 3rd/4th grade program

Epic Middle School

- ✦ 95 students served in weekly Sunday night program and small groups
- ✦ 4 new small groups launched

House High School

- ✦ 90 students served weekly
- ✦ 25 students went to a summer camp
- ✦ 5 small groups launched
- ✦ 51 students in small groups

Volunteer Leaders

EPIC: Jeff Smith, Tim Yuen, Aby Santana, Maddy Avilla, Alexia Barajas, Carolyn Molina, Jonathan de Schmidt, Jeaneth Alvarado

HOUSE: Jenn Wong, Chantelle Ellis, Lexi Wellings, Carina Gleason, Austin Hochstetler

CHILDREN: Kim Yuen, Josephine Dalke, Jonathan & Heather Kaech, Shayla & Alex Diaz, Katherine & Luke Raymond, Russ Graymer, Jessica Dantas, Laurie DeMartini, Steve Sawyer, Corey Braddock, Ryan Worthington, Janna Sampson, Walt Andrade, Amy Chan, Ivi Clark



PCC Groups

With the impact of COVID, PCC Adult Ministry transitioned to offering various online growth group experiences.

- ✦ Online Growth Groups: 200 participants
- ✦ Life Groups: 25
- ✦ Women's Mentoring: 52 women participated
- ✦ Stephen Ministers: 18
- ✦ Men's Purity: 15 regular participants
- ✦ Men's Hikes & Other Events: 75 participants
- ✦ Noon Zoom Prayer: 14 participants
- ✦ The Network: 30 young adults





Global & Local Mission

Mission: To mobilize the body to own the great commission, making disciples who make disciples in sustainable ways, intentionally seeking the orphan, immigrant, impoverished, and least-reached.

Global Partners: 20

Local Partners: 6 collaborative ministries

PCCers serving in mission: 125

Worldwide Gospel connections: nearly 2.5 million

GLOCAL MISSION BOARD

Dawn Leiro (Chair), Sami Johnson, Holly Stewart, Tasha Keirns, Ben Seeberger, John Becker, Yovani Alvarado, Angie Ibarra, Keith Miller, Doug Morton, Carol Lee, Clara Sharpless

FOOD DISTRIBUTION WITH GENERATIONS UNITED

145 food boxes served weekly, in partnership with 75 PCCers. Distribution included Thanksgiving and Christmas meals.

FOLLOW





God's Heart For The World

ONE KINGDOM. INDIVISIBLE.

Our December 2020 offering of \$51,000 went to:

1. Kennedy and Henry Ford Christmas Stores.
2. Expanded food distribution for COVID-impacted families.
3. Discipleship housing for young people aging out of the foster care system.
4. Capital for a new North African oil business for women coming out of slavery that has resulted in a growing church planted in a Muslim community.

Fire Relief

California Fire Relief:

Partnership with Twin Lakes Church, Aptos

Amount Given: \$18,026



PCC Housing

Housing Committee: Nicole Bergeron (Chair), Scott Armienti, Jaymie Debois

COACHING:

Free, confidential 1:1 coaching to all employees of PCC on how to afford housing and save for the future.

DISCIPLING STAKEHOLDERS:

- ✦ Over 100 donors gave \$545,000 in Fiscal Year 2020-2021
- ✦ Free Estate Planning Workshop
- ✦ Monthly staff prayer calendar

HOUSING PATHWAYS:

- ✦ 22 people reside in off-campus Aslan homes
- ✦ Aslan owns 3, manages 5, and has 8 total leases
- ✦ Aslan bought the only single-family-home, adjacent to PCC's campus and is adding an ADU and JADU to the parcel.

Aslan Board:

Doug Morton (Chair), Daniela Pedley, Scott Armienti, Scott Tyndall, Andy Chang, Shayla Diaz, Janet Chuang, Diane Elia, Patricia Ortiz, and Nicole Bergeron





Peninsula Community Center

The PCC Community Center pivoted to meet the ever-changing San Mateo County Health Department and fitness industry requirements.

COVID restrictions demanded a shutdown. Reopening involved launching online and new outdoor classes, which became very popular!

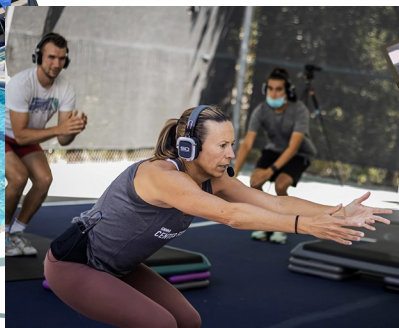
PE+ Ministries, in partnership with Sequoia Healthcare District Foundation and the Redwood City School District, pivoted from an onsite program at 8 school sites to an online program—delivering to over 4,000 homes, serving kindergarten through 5th grade students.

Continued partnership grants:

- ✦ Redwood City School District: \$141,638
- ✦ Sequoia Healthcare District grant: \$365,908
- ✦ PE+ Coaches: 3 coaches, 2 directors

Center Advisory Board members:

Mike Prosper (Chair), Stan Johnson, Buck Ellis, Tom Johnson, Sarah Conneely, Julie Anderson, Anthony Mejia





School Age Child Care

San Mateo County approached SACC to provide childcare for essential workers, as they struggled to find needed support, and provided a grant of \$64,000 for this needed service.

SACC remained open throughout the 2020/2021 year by adapting both our summer program and school-year program to best serve families. For Swim & Gym, daily health checks were required for sign in, hourly sanitation protocol, and documentation of all cleaning procedures. 10 "pods" were created for 113 campers.

Distance-learning support was added to our afterschool program, 4 classes of 10 students each. We had 80 campers enrolled for After School Camp.



Preschool

The Preschool was closed on March 13, 2020. Within a week we pivoted to:

- ✦ daily 20-minute Pre-K (4's and young 5's) Circle Time on Zoom
- ✦ twice weekly for Preschool (3's), along with daily downloadable activities

They closed the year at the end of May with a drive-through PCC parking lot goodbye. Face-masked staff made posters and brought balloons, as families drove through the parking lot to wave and receive an end-of-year gift.

For the 2020-2021 school year, State and County guidelines required the Preschool to enroll no more than 12 children in a cohort.

God kept all the children and staff safe. The Preschool was open everyday and had no COVID exposure that required closing down!





Finances 2020-2021

Note: Financial statements are presented on a modified cash basis and include modifications to include the capitalization of fixed assets and long-term liabilities.

STATEMENT OF ACTIVITIES	
FOR FISCAL YEAR ENDED MAY 31, 2021	
CATEGORY	ADJUSTED 2020-2021 ACTUALS
Donations & Revenues	
Donations	
General Fund Donations	3,727,109
Community Care Donations	83,457
Designated Missions Donations—Local	165,377
Designated Missions Donations—Other	54,711
Designated Donations—Other	12,740
Total Donations	4,043,394
Revenues	
Fitness Membership & Dues Revenue	1,293,324
Tuition Revenue	967,891
PE+ Grant School Funding	596,492
SACC Grant	64,000
Gain on PPP Loan Forgiveness ¹	937,966
Other Revenue ²	233,972
Total Revenues	4,093,645
TOTAL DONATIONS & REVENUES	\$ 8,137,038
Expenses	
Salaries & Benefits	5,214,156
Program Expense	
Center Ministry	256,289
SACC Ministry	107,730
Preschool Ministry	15,629
Church Ministries ³	474,353
Total Program Expenses	854,000
Outreach	
Missions Partner Support	298,911
Community Care Support	96,318
God's Heart for the World	82,000
Fire relief	18,026
Other Missions-Designated Fund Expenditures	69,519
Total Outreach	564,774
Overhead	
Center Ministry	689,744
SACC Ministry	234,973
Preschool Ministry	57,908
Church Ministries	235,879
Total Overhead	1,218,505
TOTAL EXPENSES	7,851,435
CHANGE (\$) IN NET ASSETS	\$ 285,604

¹ Includes gain from PPP Loan forgiveness in the amount of \$937,966, which was formally confirmed on 6/15/21

² Includes Counseling Revenue, Pastor/Staff Rent Revenue, Building Usage Fee Revenue, Cell Tower Revenue, and Interest Income

³ Includes Family, Adult, and Worship Ministries



Finances 2020-2021

STATEMENT OF FINANCIAL POSITION	
Assets	
Cash & Cash Equivalents—Unrestricted	2,487,582
Cash & Cash Equivalents—Restricted	683,810
Property & Equipment	8,852,732
Total Assets	12,024,124
Liabilities	
Accrued Paid-Time-Off	430,512
National Covenant Loan	584,019
Other Liabilities	194
Total Liabilities ¹	1,014,725
Net Assets	11,009,399
Total Liabilities & Net Assets	\$ 12,024,124

¹Total Liabilities exclude the PPP Loan amount of \$937,966, which was present as of 5/31/21, but subsequently forgiven on 6/15/21



Finances 2020-2021

STATEMENT OF CASH FLOWS FOR FISCAL YEAR ENDED MAY 31, 2021	
Cash Flows from Operating	
Cash Received from Services	2,541,558
Cash Received from	4,034,394
Cash Received from Grants	429,908
Cash Received from Investments	231
Miscellaneous Receipts	192,982
Cash Paid to Employees &	7,756,873
Total Cash Flows from Operating	(557,800)
Cash Flows from Investing Activities	
Capital Expenditure	(61,779)
Net Cash Used from Investing	(61,779)
Cash Flows from Financing	
Debt Proceeds	(32,425)
Net Cash Used by Financing	(32,425)
Total Increase (Decrease)	\$ (652,004)



Finances 2020-2021

2020-2021 Results — Actuals versus Budget

CHURCH MINISTRIES				
CATEGORY	2020-2021 Actuals	2020-2021 Approved Budget	Under (Over) Budget	% of Budget
Salaries & Benefits				
Base Salaries	2,148,958	2,280,681	131,723	
Payroll Tax/Pensions	248,586	339,820	91,234	
Other Staff Development & Benefits	275,883	314,996	39,113	
Total Salaries & Benefits	2,673,427	2,935,497	262,070	91.07%
Total Operations & Overhead	142,292	408,500	266,208	34.83%
Total Program	450,385	553,395	103,010	81.39%
Total Mission Partners	284,311	296,844	12,533	95.78%
TOTALS (\$)	3,550,415	4,194,236	643,821	84.65%



Finances 2020-2021

2020-2021 Results — Actuals versus Budget

SCHOOL AGE CHILD CARE (SACC)				
CATEGORY	2020-2021 Actuals	2020-2021 Approved Budget	Under (Over) Budget	% of Budget
Salaries & Benefits				
Base Salaries	618,979	504,206	(114,773)	
Payroll Tax/Pensions	54,988	49,670	(5,318)	
Other Staff Development & Benefits	32,430	23,027	(9,403)	
Total Salaries & Benefits	706,397	576,903	(129,494)	122.45%
Total Operations & Overhead	234,973	269,798	34,825	87.09%
Program				
Supplies	82,753	77,141	(5,612)	
Teacher Training & Education	11,964	38,500	26,536	
Curriculum	6,142	11,870	5,728	
Technology	6,871	17,100	10,229	
Total Program	107,730	144,611	36,881	74.50%
TOTALS (\$)	1,049,100	991,312	(57,788)	105.83%



Finances 2020-2021

2020-2021 Results — Actuals versus Budget

PRESCHOOL				
CATEGORY	2020-2021 Actuals	2020-2021 Approved Budget	Under (Over) Budget	% of Budget
Salaries & Benefits				
Base Salaries	160,733	223,083	62,350	
Payroll Tax/Pensions	18,449	21,733	3,284	
Other Staff Development & Benefits	5,936	8,895	2,959	
Total Salaries & Benefits	185,119	253,711	68,592	72.96%
Total Operations & Overhead	57,908	108,669	50,761	53.29%
Program				
Supplies	10,581	6,900	(3,681)	
Teacher Training & Education	1,930	2,400	470	
Curriculum	609	500	(109)	
Technology	2,509	1,200	(1,309)	
Total Program	15,629	11,000	(4,629)	142.08%
TOTALS (\$)	258,656	373,380	114,724	69.27%



Finances 2020-2021

2020-2021 Results — Actuals versus Budget

COMMUNITY CENTER				
CATEGORY	2020-2021 Actuals	2020-2021 Approved Budget	Under (Over) Budget	% of Budget
Salaries & Benefits				
Base Salaries	1,123,190	1,511,168	387,978	
Payroll Tax/Pensions	112,244	130,570	18,326	
Other Staff Development & Benefits	114,921	105,575	(9,346)	
Total Salaries & Benefits	1,350,355	1,747,313	396,958	77.28%
Total Operations & Overhead	556,455	880,561	324,106	63.19%
Total Program	205,778	342,837	137,059	60.02%
TOTALS (\$)	2,112,589	2,970,711	858,122	71.11%



PCC Leadership & Staff

OFFICERS:

John Dearborn — Chair (2022)
 Maureen Becker — Vice Chair (2023)
 Sue Fabbro — Secretary (2024)
 Anna Schreff — Treasurer (2024)

TRANSITION LEAD PASTOR:

Brian Rhen

STAFF LEAD TEAM (LT):

Meritt Lohr Sawyer — Chair, Exec. Pastor
 Anthony Mejia — Community Center
 Danny Bowers — Families
 Ian Pitter — Worship
 Jane Johnson — HR & Facilities
 Tara Rankin — Finance
 Dione Mason — SACC & Preschool

STAFF

Gina Affrunti	Ricardo Franco	Rebecca Madigan	Hector Santana
Javier Aguirre	Jack Ganjei	Melody Mai	Randy Santos
Martina Alarcon	Wendy Gapastione	Diana Mariucci	Molly Saxelby
Heather Allen	Jonathan Garcia	Christine Martin	Sharon Seeberger
Divina Aramburo Lopez	Elaheh Ghadimi	Meredith Mclean	Daisy Segal
Madeline Avilla	Carina Gleason	Jaime Melendez	Juliana Silk
Colby Bacon	Luis Gonzalez	Gabrielle Mihajlovich	Jay Similai
Ashley Bartlett	Michael Green	Jonathan Montejano	Allison Smith
Monika Boudreau	Jaymie Guillena	Mackenzie Montejano	Craig Smith
Deborah Bravo	Todd Gumbrecht	Christine Morales	Hilary Somers
Sergio Bravo	Shana Hackworth	Eric Myers	Marcus Sosa
Ayanna Brewer	Kyra Harris	Thomas Neuhold-Huber	Veronica Spencer
William Bryant	Erica Hayes	Hannah Nielsen	Deborah Stimmler
April Burket	Vanessa Hernandez	Andrew Obrien	Laura Tebbe
Megan Carrion	Yulin Hespelt	Robert Orlovic	Jeffrey Thomas
Ken Carter	Ryan Huo	Steven Orozco	Lorraine Tondino
Claire Cosentino	Jared Ilog	Elizabeth Padilla	William Torres Benitez
Clare Curtin	Christopher James	Carin Pasion	Chelsea Totah
Lori Dachauer	Benjamin Jimenez	Michele Perez	Lisa Tyndall
Kaitlyn Delfs	Samantha Johnson	Kelly Philpott	Noah Vauclair
Karin Delfs	Sandra Johnson	Peter Pignati	Oscar Vazquez
Jordan Dupuy	Scott Kirksey	Julie Pintarelli	Isaac Vazquez-Juarez
Elise Eisenman	Manuel Landa	Alvaro Poblete	Jonah Walker
Kirsten Eliason	Stephen Langi	James Pongi	Elizabeth Warren
Denise Elliott	Martine Larson	Kaitlyn Prestia	Donovan Washington
Tanner Ellis	Ruth Lax	Julie Prosper	Martha Williams
Oscar Espinoza	Mark Ledbetter	Jarred Quilter	James Wilson
Tatiana Espinoza	Benjamin Lewis	Arthur Ricks-Flagg Jr	Laurie Wilson
Isabel Esquivel	Anja Linkwitz	Victor Rodrigo	Ivanna Zelaya-Clark
Emeline Falepapalangi	Danielle Linkwitz	Dawn Rollandi	Lori Zimmerman
Colleen Falls	Susan Linkwitz	Matthew Rollandi	Raquel Zygarowicz
Caren Fior	Samuel Liotti	Liam Russell	
Julia Fior	Jose Llamas Jr.	Sarah Sabato	



Farewell to our Lead Pastor

PASTOR GARY GADDINI



"Let the Word of God do the work of God."

"Circles are better than rows."

On staff since 1997. Lead Pastor since 2003.



"We can surrender our political ideologies to our biblical convictions."



"I have loved being your pastor."





Letter from PCC Leadership

Dear PCC Family,

It is with great thankfulness to God that we present the PCC Annual Report for the 2020-21 fiscal year. We are committed to serving you with this financial information. Thank you for your incredible support and generosity to PCC. Thanks to you, our overall financial situation is strong.

During the year, we had total income through donations and revenue of \$8.1 million (this includes both designated and undesignated giving). Our expenses totaled \$7.9 million, for a total net income of \$285,604. This includes the \$937,966 gain recognized on the forgiveness of the PPP loan, for which we are grateful, acknowledging its significant impact on our overall outcome in such a challenging year.

Church: Total income was **under** budget by \$167,802, but total expenses were also **under** budget by \$643,821, resulting in a *net cumulative positive budget impact of \$476,019*.

School Age Child Care: Total income was **under** budget by \$205,735, due to stops and starts, mandated closures, and capacity limitations due to COVID-19. Total SACC expenses were **over** budget by \$57,788, because of the need to maintain required staffing levels and for additional cleaning and sanitizing protocols. Thus instead of ending the year at a \$116,635 net income (as SACC had budgeted), they came in *\$263,523 below that*, ending with a net loss of \$146,888.

Preschool: Total income was **under** budget by \$127,234, due to COVID-19's impact, but Preschool was able to hold total expenses **under** budget by \$114,724 to offset the drop in tuition revenue. This allowed Preschool to end the year just *moderately over budget* by \$12,510.

Center: Total income was significantly **under** budget by \$1,094,862, due to COVID-19's impact, but total expenses were held **under** budget by \$858,122 to offset some of the loss of revenue. The Center budgeted for a net loss of \$577,337, but ended the year with a loss of \$814,077, which was a *\$236,740 net negative budget impact*.

Note: Budgeted amounts above do not include giving and expenses in designated funds, which are separate from budgeted giving.

The length of the COVID-19 shutdowns and restrictions affected all of our ministries. And yet, we are stronger financially than we could have ever imagined, in part due to the PPP loan forgiveness. We give thanks to God, who is faithfully shepherding PCC through this. And we give thanks to you for your faithfulness to PCC. We are committed to stewarding these resources wisely.

Please do not hesitate to contact one of us with any questions you may have.

To God be the Glory!



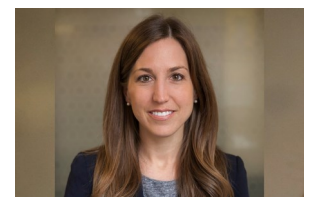
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Transition Lead Pastor



Meritt Lohr Sawyer
Executive Pastor

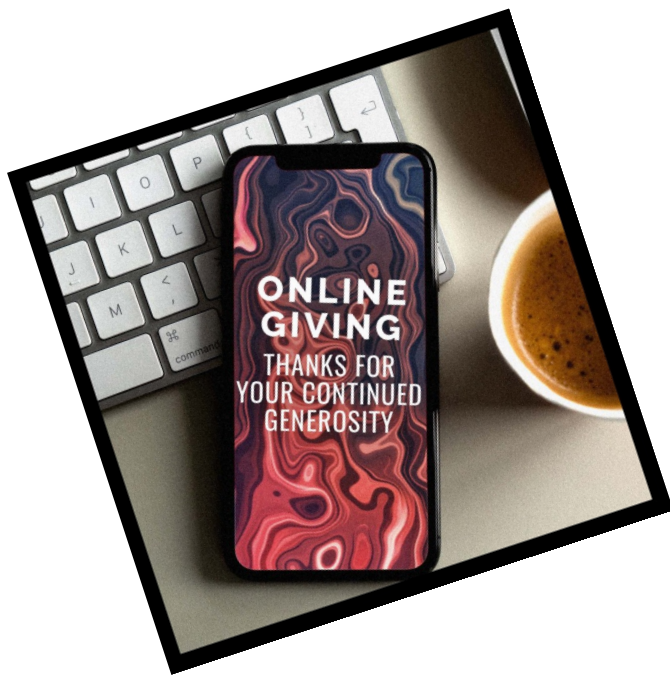


John Dearborn
Leadership Team Chair



Anna Schreff
Leadership Team Treasurer

Together We Are PCC!



Peninsula Covenant Church
3560 Farm Hill Boulevard
Redwood City, CA 94061

