

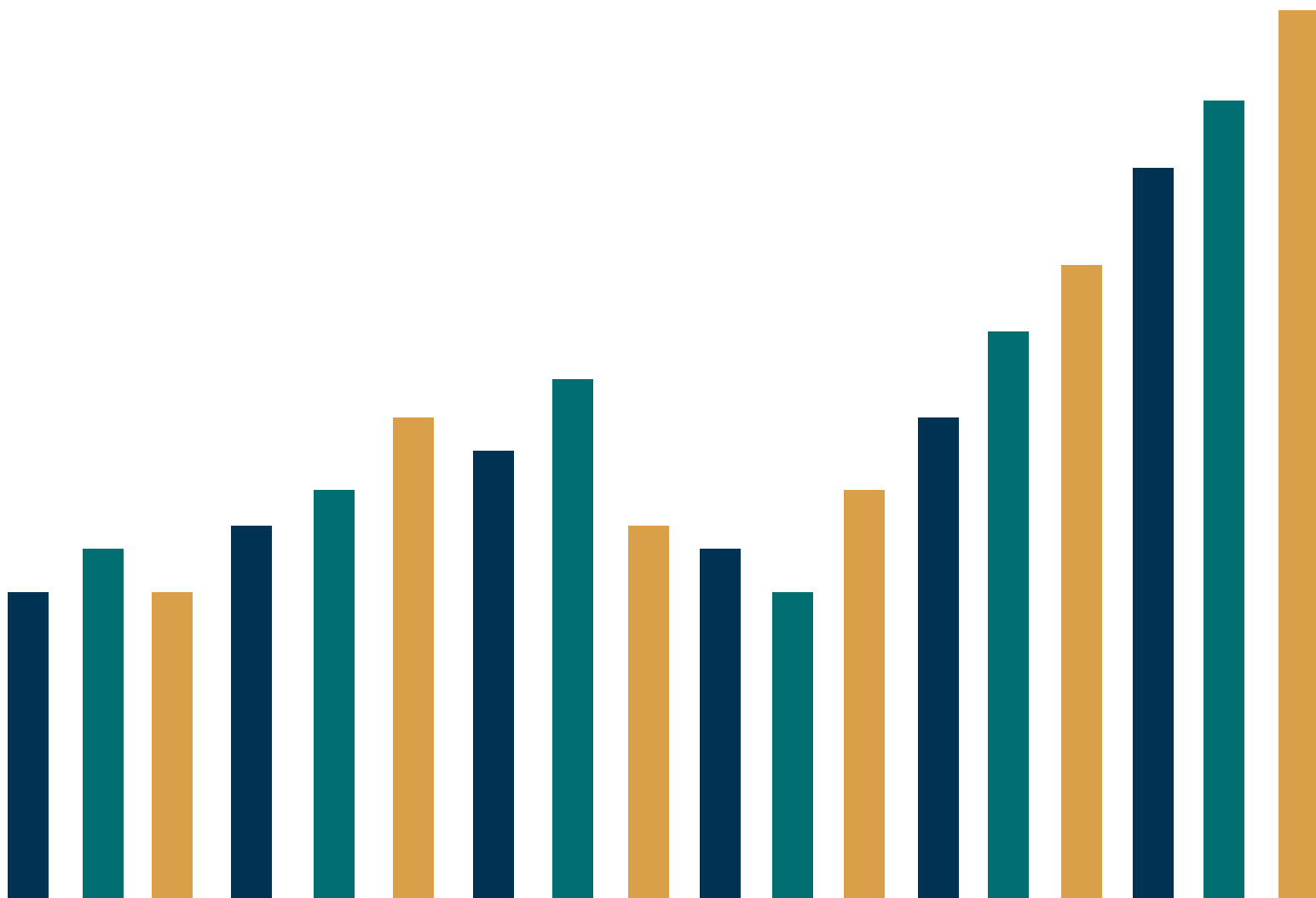


peninsula covenant church



DOING MINISTRY TOGETHER

HIGHLIGHTS OF MINISTRY YEAR JUNE 2022 - MAY 2023

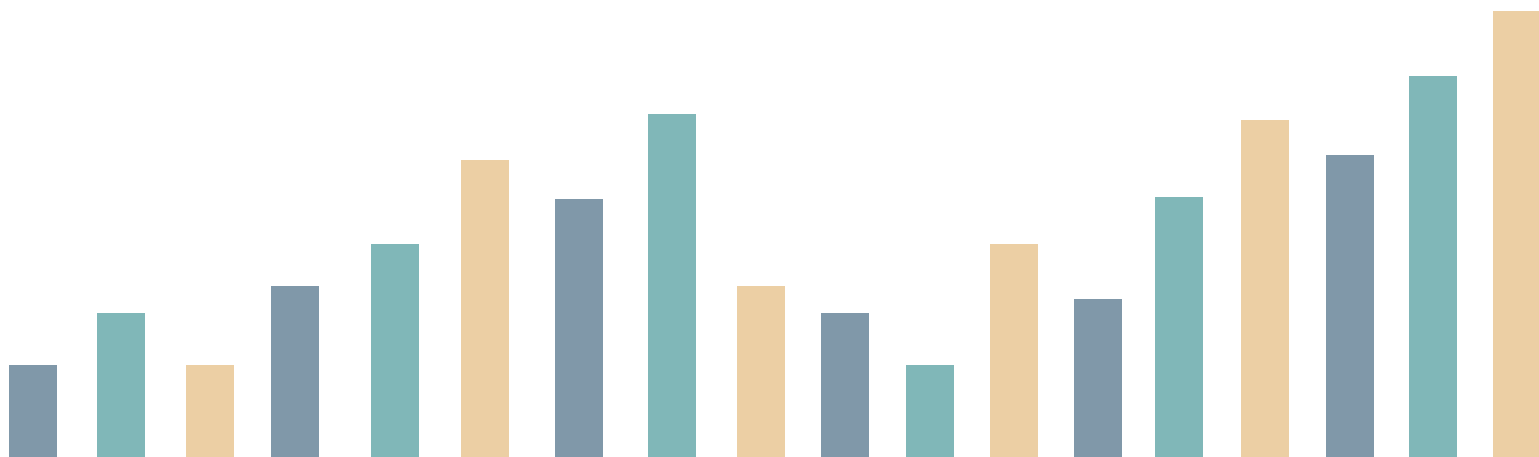




The 2022-23 ministry year was one of growth. Events saw reunions of old friends and new faces. We gained families, meaning more kids and students.

The year saw significant staff changes. Brian Rhen announced he was taking a Lead Pastor position at Arvada Covenant, Colorado. His last day at PCC was Sunday, March 19, 2023. The Leadership Team contracted with Randy Young to be our Interim Lead Pastor, starting on Palm Sunday, March 26 through the end of 2023. In addition, Todd Gumbrecht left in May and has since moved to a ministry in Florida for police chaplains.

And although we now know the result of the Lead Pastor search, in this ministry year the Search Committee was only halfway through the time it ultimately took to find Mark Tumney. In June 2022, the Search Committee was working through the Covenant to find applicants. After disappointing results, the Search Committee recommended to the Leadership Team that we hire Vanderbloemen search firm. That resulted in creating a welcome video, reworking our search profile so that the opportunity would go live in April. The first slate of applicants was expected in July 2023.





FAMILY MINISTRY

In the transformative journey of the 2022-2023 term, our Family Ministry emerged as a beacon of hope and connection, dedicating itself to serving families, parents, students, and children on the road to recovery. Through a series of impactful outreach events, intentional curriculum enhancements, and meaningful milestones in our Kids and Student Ministries, we witnessed a flourishing community spirit and growth. This report unveils the remarkable achievements and statistics that define our collective efforts in fostering a thriving and nurturing environment for all those under the umbrella of our Family Ministry.

- **100** kids and parents with Trunk or Treat Halloween outreach
- **200** teens and parents with Help for the Hurting (2 events) educational outreach
- **Over 100** kids and parents participated in the Jingle Jam Christmas outreach
- **163** kids and parents with Easter Egg Hunt outreach
- **A total of 463 kids**, students, and parents were reached with our outreach special events
- **Staff:** 3 full-time and 1 part-time



The theme for the year was addressing nationwide mental health issues that we also are experiencing here. Local and national speakers gave presentations and follow-up parent meetings were held to give tools and resources to parents.



A report from a parent to Jacquie Ronan, Family Ministry Pastor:

How often do you sit through a presentation and get a ROI of time the following morning? I participated in Dr. Chinwe and Pastor Hutcherson's Seen workshop as a parent of 3 to further understand how their brains and hearts were experiencing the early teen and preteen chapter and they taught me what that means and how to execute these skills. In the next interaction with my daughter, she presented a reoccurring, anxiety-inducing social predicament that reared its head again. My knee-jerk would have been to ask her how she put herself in the line of fire yet again, but the moment needed only empathy, a sounding board, and encouragement. Instead of being criticized while vulnerable, she felt supported and seen, her emotions were diffused, and she was ready to be her best self.



KIDS MINISTRY

- **Dedications:** Jack Schreff (parents Jared & Anna Schreff), Seychelle Alberts (parents Ginny & Ian Alberts), Isaac Kaddu (parents Aditya & Kelly Kaddu)
- **An average of 41** kids attended Sunday's Kids Ministry (from a roster of 100 kids)
- **An average of 15** kids attended MidWeek (Grades 3 & 4) on Wednesday nights (from a roster of 20 kids)
- **An average of 15** adult volunteers served on Sundays & MidWeek (from a pool of 46 volunteers)
- Introduced new curriculum to MidWeek classes
- **Graduated 15** preschoolers to 1st Grade
- **Graduated 15** elementary kids to EPIC Middle School Students



Wednesday night MidWeek (for 3rd & 4th graders) continued to bring in new kids and families. One family started attending just on Wednesdays and found their way into worship on Sundays with us.

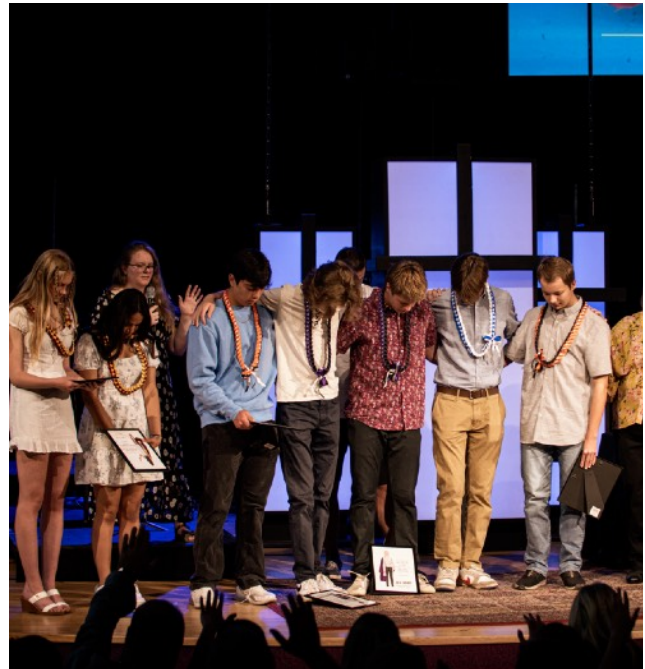


EPIC

YTH

STUDENT MINISTRY

- **Baptisms:** Cole Palmer, Lena Palmer, Dylan Coffey, Goyo Alvarez
- **Started the ministry year with 6** students and ended with **26** students in EPIC (middle school)
- **Average of 22** students attended High School in Small Groups
- Introduced New Curriculum
- Fall Camps: **12** high schoolers attended and **15** middle schoolers attended
- **Graduated 8** 8th graders to High School Ministry
- **Graduated 11** 12th graders with Senior Send-Off



Jesse is a freshman now, but Jeremiah Campos (Student Ministry Director) met him last year as an 8th grader. They hung out and played basketball while Jeremiah answered questions that Jesse would throw at him. After a while, Jeremiah could see changes in Jesse's life. He started coming to church consistently and brought friends to EPIC. At the EPIC summer camp, Jesse started showing leadership to other younger students. Recently, Jeremiah asked Jesse if he noticed his change and why that was the case. Jesse said he started looking in the Bible to see what Jesus would say, and how He lived. God is clearly working in his life and expectant for all that is to come for Jesse.



SACC

(SCHOOL AGE CHILD CARE)

- **82** kids served in our After School Care Program during the school year (3-4 hours each day)
- **100** kids served in summer Swim & Gym 2023 (full day program)
- **School year staff:**
2 full-time, 8 part-time
- **Summer Swim & Gym staff:**
2 full-time, 28 part-time



After hearing about the Bible story David and Goliath in SACC's Bible Time, a young girl had the courage to talk to her counselor and parents about how she had been bullied in school. Together they were able to make a plan to help her feel safe at school.



PRESCHOOL

- The Preschool is looking to grow to better serve the community – offering the same mission and values while meeting the needs of the community with expanded hours.
- **16** kids and families served
- **Staff:** 5 part-time

PCC Preschool has been such a blessing for my family. My son wakes up every morning and asks...“Is it a preschool day?!?” He also has loved Lunch Bunch and I feel that speaks volumes about the warm and loving environment that PCC Preschool encompasses. As a parent, to be able to drop my son off and know that he is learning not only the basic academics but about Jesus – it feels as though PCC Preschool is an extension of home and what we value as a family. We are looking forward to sending our younger two children to PCC so they can have the same fond memories of this amazing program.

— Mia Ryan, November 2022





ADULTS

- **Baptisms:** Mia Dawson, Greg Coffey, Matt D'Amico, John Helman
- **24 Life Groups:** 179 people participated in one of the 24 life groups offered
- **9** people completed ROOTED
- **Total of 225 women** served through events (such as Ice Cream Social, Unwrap Your Christmas Joy, Spring Mix) with 51 women serving behind the scenes to make these events happen
- **Average of 40 men** participating at each He Grills, Men's Hike, and Men's retreat
- The Network started the ministry year with **5-7** young adults meeting weekly, with growth to averaging **7-12**
- **Average of 50** participants in Adult Sunday School (Sojourners and Encouragers)
- **Average of 21** participants in Lamplighters (Thursday mornings)
- **Staff:** 2 full-time, 3 part-time



Men's Ministry has offered a place (through hikes, He Grills, retreats) for men to come together and make connections. The community that's formed has created a place to be known and valued. Osama is an example of a man who was deep in challenges when he found Men's Ministry and has felt pursued by men in the group. He openly shares his struggles with other men and feels like the godly transformations taking place are fueled by the men in the group.

This ministry year has been one of rebuilding and reconnecting for PCC Women. Events centered around bringing women together after the disruption of the pandemic. Throughout the year, relationships were formed in the many women who served to create these events. There was an intentionality in personally inviting women to participate as well.





CARE

- **17** active Stephen Ministers
- **25 congregants** offered one-to-one support through Stephen Ministry
- **426 prayer requests** were forwarded to **146 prayer warriors**
- Community Care distributed **\$33,3289** helping **22 families**
- **41 volunteers** (under Adults Ministry department)



The Community Care Fund was able to help so many families in a significant way. One participant in particular was able to get out of a domestic violence situation, and thanks to the fund we were able to help with housing before transitioning to a permanent living situation. The funds also helped buy groceries for widows, pay utility bills, and cover the expense of one month's rent for some families who were laid off. These funds allowed many families to escape some financial hardships. All were eternally grateful that PCC was able to do that for them.

Although there are many such stories, here is one of Stephen Minister's care to a woman in crisis. After this care receiver became pregnant then married, she realized her husband was abusive. When the Stephen Minister met with her, it was the last day of an abortion was a possibility. Based on her interaction with the Stephen Minister, she decided to keep the baby. They continued to meet throughout her pregnancy and the stress of the relationship with the baby's father. Fast forward: She has an adorable 3-year-old son, got her MBA, and received a promotion in her work. She moved in with her parents and has been supporting them as well.



MISSIONS



TOTAL MISSIONS GIVING: \$313,000

■ Least Access	23%	72,000
■ Global/Local Poor	19%	61,000
■ Orphan	10%	29,000
■ Immigrant	5%	18,000
■ All other missions	43%	133,000



- **57% of PCC mission giving** goes to the world's and community's most vulnerable, economically and spiritually. This includes **2.5 billion people** with little or no access to the gospel. **150 million immigrants and refugees** have been displaced. **105 million children** are orphaned by loss of one or both parents. In San Mateo County alone, **1808 people** (daily average) live on the streets for lack of housing.
- **PCCers served regularly in over 200** ways amongst these groups, praying, teaching, serving, coaching, and loving.
- **1 part-time staff** (under Adults Ministry department)



Through your generous donations to support Afghan refugees, incredible stories of hope and transformation have emerged. One of our mission partners relays the story of Zaki (not her real name) who is a courageous young woman who escaped persecution by the Taliban, and eventually, with the assistance of PCC and other donors, found refuge as a Christian college student in the United States.

Zaki's journey is nothing short of inspiring. She excels academically and actively shares her faith. She mentors Afghan teenagers, participates in music and sports, and reaches out to Muslims. Her faith knows no bounds as she leads others online to study Scripture. She embodies God's love and is immensely grateful for your contributions, which have granted her the freedom to openly follow her faith. Through Zaki, the good news of the gospel is reaching hearts that might never have known Jesus.

WORSHIP



- Average attendance, including online views
 - ◆ **Total:** 438
 - ◆ **In Person:** 336
 - ◆ **Online:** 101
- **13 volunteers** needed per Sunday: 6 for production and 7 for stage
- **Attendance:** 17,914 people attended in person, 13,778 screens viewed gatherings online
- **Christmas Attendance 2022:** 631 in person, 296 screens online
- **Easter attendance 2023:** 880 in person, 300 screens online
- **Staff:** 1 full-time, 4 part-time



Worship Ministry is no exception to the impact felt from many of the changes PCC has seen this year. "One Gathering," in every sense of the term, has felt like just that...one gathering and one opportunity in the week to be a culmination of both loss and growth, mourning and joy, change and acceptance, conviction and exaltation. Through this juxtaposition has come a beautifully inevitable trust in God's desire for our church – having a bit more hope for what He has in store than what we could ever have the resource or ability to plan for.

This year we've leaned into a heavier reliance on volunteer culture through discipleship. A couple prime examples of volunteers who stepped up in becoming an instrumental part of our gatherings are Leighann Thompson and Gabby Mihajlovich. Leighann has gone from not being comfortable playing guitar and singing simultaneously to fully directing and leading worship for a Sunday Gathering. This hunger and willingness to serve in the Worship Ministry didn't waver even at 9 months pregnant! And shortly postpartum, we've seen her back in the mix as she and her husband, Matt, continue to raise their three children, Hannah, Everly, and Elliott at PCC.

When Gabby started serving on background vocals on the Worship Team, she had a lot of apprehension based on past experiences on the platform at other churches. Over the past few months we've seen that concern turn to consistency and reliability. She has not only been willing to fill in at the last minute, but has become involved in various other ministries at PCC from The Network to Sojourners.



CENTER

- **2550 Center members** were served throughout the year as members
- **500+ guests** attended swim lessons, swim team youth/adult fitness classes, family events at the Center
- **100 kids** were served in our Summer WBSL Swim Team season at the Center and at Sequoia HS
- **90 kids** were served in water safety training and/or swim lessons
- Offered a variety of health/wellness programs, classes in Aquatics, Fitness and Tennis disciplines including Free Pop-ups, clinics, workshops and demos to educate our community.
- Summer Leadership Development series for our young adult/adult staff - served over **65 staff members** including devotional time, leadership development, and mentorship programs.
- **Staff:** 10 full-time, 88 part-time



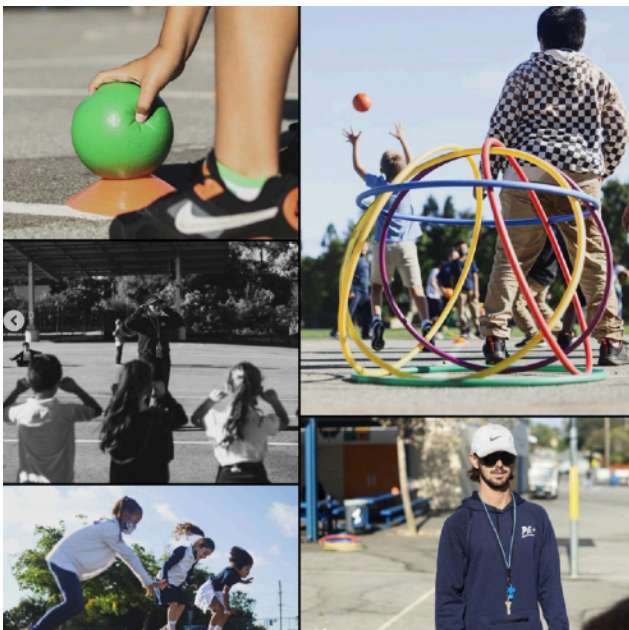
Through personal stories, accounts and letters to our leadership team, the Center Ministry's leadership development program for our young adults has impacted several of our young leaders as they continue to develop into better versions of themselves while participating in servant leadership practices through our programs at the Center. We know this to be the case as they have shared personal and spiritual growth stories, sharing how they have been poured into as young staff members, and have continued in our program as they grew into leading their teams with humility and compassion. Two of these leaders recently launched to college this fall, sharing that being a part of the Center ministry helped them build the confidence and courage to lean in, be vulnerable, trust, and have faith in their next steps knowing that they have a safe space to land when they return to lead the following summer season.





PE+

- **Served over 4,000 elementary (TK - 5th grade) students** in 8 RCSD schools with physical education instruction and lunch and recess support during the school year
- **Served 150 students** in Summer School programs in partnership with Reach, RCSD and Boys and Girls Club.
- Served at local events, providing PE+ engagement, support, connection and instruction to the community (Health Fair on the Square, School's Jog-a-thons and Sports events)
- Leadership Development / Mentor Training events for staff throughout the course of the school year in partnership with RCSD and SHD for our young adult staff.
- **Staff:** 2 full-time, 31 part-time





CENTRAL SERVICES

- **Provided in-person collaborative support services 345 days during the year** serving 440 Adult Ministry activities, 180 Family Ministry activities and numerous other PCC and partnering ministry needs.
- **Property improvement included a "facelift" and critical maintenance repairs to the aging Fellowship Center**, repaving a section of the driveway, and replacement of aging IT equipment.
- **Managed and repaired significant property damage during the winter rain storms.**
 - ◆ Flooding through the electrical panels of the Worship Center
 - ◆ Erosion of the hills above PCC homes causing damage to the roads and potential flooding to the homes
 - ◆ Multiple downed trees
 - ◆ Roof leakage to Fellowship Center
 - ◆ Flooding in the Center basement requiring a replacement boiler and drainage mitigation
 - ◆ Drainage issues causing movement to the lower property tennis court area
- **Collaborated with ASLAN** to provide significant benefits to staff through housing and educational opportunities.
- Served as a good neighbor to host partnering ministries which provide
 - ◆ **26,000 meals a year** to the homeless through Street Life
 - ◆ Weekly baking classes for special needs adults
 - ◆ Worship services two times a week for Comunidad Familiar Cristiana (CFC) with **6,760** visits to our campus annually
 - ◆ **5,850 touch points** to our community for women through Bible Study Fellowship
 - ◆ Meeting locations for organizations such as Kainos and Transforming the Bay with Christ (TBC) to gather.



One of our PCC employees was a victim of a hate crime. I referred the employee to Nicole Bergeron at ASLAN to discuss housing relocation and other options. The employee not only received guided assistance, Nicole provided a vehicle to ensure the employee had a way to get to work.
—Jane Johnson



FINANCIAL HIGHLIGHTS



2022-23 INCOME BY TYPE:

General Fund Donations	2,851,418
Designated Fund Donations	97,303
Program Revenue	2,999,646
PE+ Grant & School Funding	1,058,087
Dividend & Interest Revenue	30,577
Other Revenue*	301,564
TOTAL	\$7,338,595

**Cell tower revenue, Pastor/Staff rent, Counseling revenue,
Sale of Jefferson parcel (proceeds donated to Aslan)*

2022-23 EXPENSE SUMMARY:

Salaries and Benefits	4,721,581
Program Expenses	693,230
Global and Local Missions	422,667
Direct and Shared Overhead	1,442,810
TOTAL	\$7,280,288

2022-23 ONE-TIME EMPLOYEE RETENTION CREDIT RECEIVED: \$1,427,820

PCC's cash position remained strong largely due to holding expenses substantially under budget and to the generous Employee Retention Credits received from the federal government.

While we didn't hit our targeted giving number by May 31, 2023, we were able to hold expenses commensurately to arrive at a balanced budget.

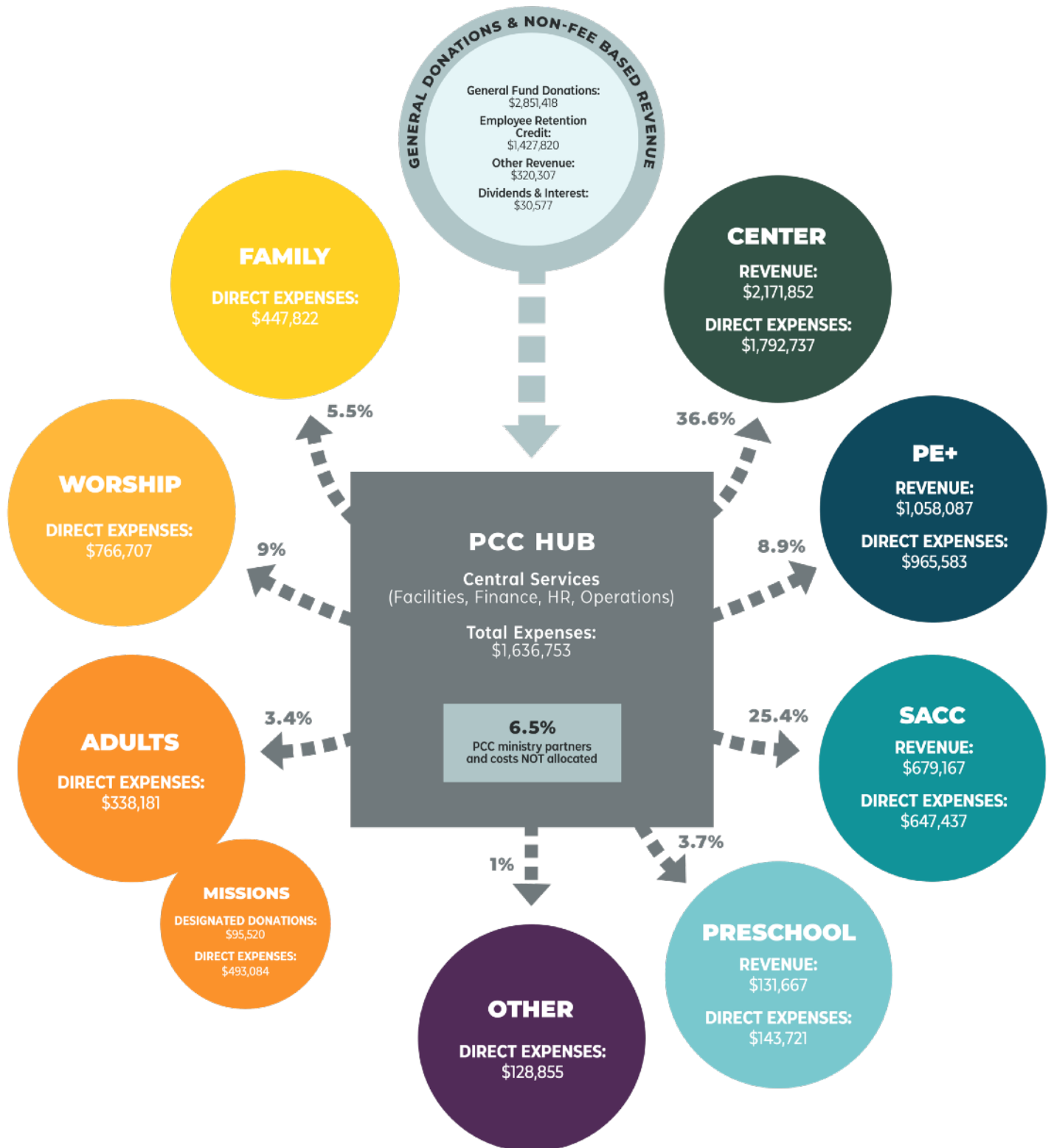
Detailed financial statements will be available on January 22 in advance of the January 28 Stakeholder meeting.

If you have questions or need more details, contact Tara Rankin, Controller at tarar@wearepcc.com.

ONEPCC



FINANCIAL OVERVIEW BY MINISTRY



This diagram is a way of representing the flow of funding within OnePCC. At the top, all donations and non fee-based revenues come into the greater organization, PCC. Around the PCC hub (Central Services), the fee-based ministries have their own revenue stream and every



ministry has direct expenses, such as supplies for a children's activity, bus rentals for a field trip, books for a class, microphones for worship, or towels for Center members. Those expenses are controlled by each ministry and are not shared with other ministries.

Many of the expenses at PCC are shared – meaning multiple ministries benefit from the services or products purchased. Examples of these expenses are accounting services, repairs and maintenance, facility costs, HR services, utilities, insurance, custodial services, and landscaping. These expenses, managed in our Central Services Department (in the center box), allow us a centralized approach and objectively distribute the cost of doing ministry.

Tracking shared expenses ensures that we understand PCC's full investment into each ministry. To determine the percentage of the shared expenses attributable to each of the ministries, an allocation model is used. Allocations split each shared expense based on metrics such as the number of employees, or square footage percentages. In other words, under this allocation model, the Center's percentage of the total shared cost is higher than the Preschool's percentage due to a greater number of employees, and a higher proportion of square footage used at the Center.

The percentage numbers flowing out of the Central Services hub indicate what percentage of all shared expenses are allocated to that ministry in an attempt to mirror the proportional benefit each ministry receives of each expense.

It's also important to note that Mission is now contained within the Adult Ministry department. "Other" Ministries includes PCC Homes and the Counseling Ministry.



LEADERSHIP TEAM

Jon Pedley, Chair
Maureen Becker, Vice Chair
Sue Fabbro, Secretary
Anna Schreff, Treasurer
Dave Cowan, Adults
Mike Prosper, Center
Cathy James, Families
Jonathan Kaech, Missions
Lisa La Rock, SACC & Preschool
Michelle Chabra, Worship

SENIOR STAFF

Brian Rhen, Transition Lead Pastor
(May 22 - March 23)
Randy Young, Interim Lead Pastor
(March 23 - December 23)
Scott Kirksey, Adults Pastor
Jacquie Ronan, Family Ministry Pastor
Dione Mason, SACC & Preschool Director
Jane Johnson, Operations/HR
Meredith McLean, Interim Center Director
Tara Rankin, Controller

REMEMBRANCES

Russ Blagg (6/10/22)
Jim Pollock (7/5/22)
Marion Robbins (8/29/22)
Guy Montoro (9/11/22)
Jim Slear (9/11/22)
June Learned (1/12/23)

Bob Gillikin (1/17/22)
Mary Lou Grunigen (2/7/23)
Alice Clark (2/9/23)
Millie Johanson (4/2/23)
Brian DuBois (5/9/23)
Jane Floodeen (date unknown)



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