

CENTRAL PACIFIC DISTRICT ANNUAL STAFF REPORT

Shanon Lee, Assistant to the District Superintendent

Staff Member: Shanon Lee | Ministry Area: Administration / Accounting & Finance / Church Support / LOCC (upto Nov 2025)/ Church Advance |

Reporting Period: Jan – December 2025 Ministry Year

*“Awake thou that sleepest, and arise from the dead, and Christ shall give thee light.” —
Ephesians 5:14 (KJV)*

This has been a year of awakening in the most literal sense of this year's E27k — Arise theme: sleeping relationships have become active partnerships, a two-year investment in seminarians has risen into three new workers, and a church plant that began as a handful of prayer meetings in Elk Grove now has a name and is preparing to launch public worship. None of the growth below happened by our own effort alone — it is the Spirit awakening dormant potential in leaders, churches, and neighbors across the Central Pacific District, and building Christ's Kingdom through Resourcing, Equipping, Multiplying, and Sending.

RESOURCING — Tools, Support & Prayer Provided to Believers, Leaders & Churches

- **Church visits & pulpit ministry:** Visited or spoke at more than 16 churches across the district this year (several more than once), including San Jose Christian Alliance Church, Christian Family Tabernacle, San Francisco Chinese Alliance Church, New Day Alliance Church, Stockton Christian Alliance Church, One Church, Grace of God Alliance Church, Hillside Alliance Church, Silicon Valley Alliance Church, Grace Chinese Alliance Church, Paradise Alliance Church, Eternal Life Church, Risen Hope Church, etc.
- **Representing the District Superintendent:** Represented the District Superintendent at ordinations, installations, and milestone anniversaries — including the 50th anniversary retreat of San Jose Christian Alliance Church, the installation service of lead pastor of Silicon Valley Alliance church, the 190th anniversary of Kaneohe Congregational Church, and Board of Trustees meetings of Alliance Redwoods Conference Grounds.
- **Crisis & compliance support:** Provided hands-on, in-the-trenches support to churches navigating difficult situations: several licensed-worker discipline cases, pastoral turnovers, AB 506 compliance, and improper tax filings.
- **DOJ audit & polity training:** Partnered with Greg Prow to deliver California DOJ Applicant Agency Application training for Hispanic churches (35 participants) and California DOJ Audit

training at two regional locations (105 combined participants). Also provided DOJ Audit and Alliance Polity training for the Vietnamese District (60+ combined participants) and Alliance Polity training within the Central Pacific District.

- **Peacemaking training:** Grew personally while equipping others in conflict care — co-led Peacemaking Level 1 (with Rob, Aug 2025), and advanced through Level 2 (October 2025).
- **Alliance Redwoods partnership:** Partnered with the District Superintendent to revise the bylaws of Alliance Redwoods Conference Grounds with camp leadership.

EQUIPPING — How Churches & Leaders Were Prepared for Ministry

- **Ordination mentor training:** Conducted several Ordination Mentor Training sessions to equip experienced pastors to effectively guide ordinands through the credentialing and ordination process.
- **Ordination preparation:** Partnered with Bruce Guckelberg and Greg Prow to deliver two ordination seminars, The Church: Christ Body and Completing Christ's Mission. These seminars helped ordinands strengthen their preparation for ordination.
- **Church planter finance training:** Partnered with Greg Prow to deliver Church Planter Finance training to current and prospective church planters (40+ participants), covering budgeting, financial controls, reporting requirements, and sustainable financial planning for new church works. The training helped planters develop sound financial practices that support healthy church multiplication and effective stewardship from the earliest stages of ministry development.
- **Pastoral search support:** Walked alongside the pastoral search committees of a few churches throughout extended vacancies.
- **Accreditation seminar:** Designed and led "Becoming an Alliance Accredited Church," equipping 40+ leaders across three prospective churches to move from Developing to Accredited status.
- **PEAK Coaching:** Ran PEAK Coaching to full completion at two churches, from launch in November 2025 through completion in June 2026.

MULTIPLYING — Leaders, Disciples & Churches Multiplied; Prayer & Planting

Leaders

- **Credentialing pipeline:** Conducted First Connections interviews and mentor training; assisted numerous applicants and ordinands throughout the year; participated in LOCC accreditation and ordination interviews in 2025.
- **Ordinations:** Represented the District Superintendent to ordain a couple of provisional official workers.

Churches

- **Elk Grove Alliance Church:** The Elk Grove Chinese church plant progressed from early relationship-building (January 2025) to a named congregation, Elk Grove Alliance Church, developing consistent weekly outreach activities that fostered community connections, expanded ministry visibility, and laid a strong foundation for its future development.
- **Funding:** Raised over \$27,000 from outside sources in 2025 for the plant, exceeding the original goal of \$25,000.
- **Community outreach:** Sustained two weekly Conversational English outreach groups serving seven high school students, participated in a community street fair, and hosted multiple festival celebration gatherings, creating opportunities to build relationships with local families and engage the community.
- **Future planting:** Joined a prayer walk in Reno, seeking God's direction for future church planting in the area.

SENDING — Extending Beyond Us: Missions, Global & Regional Impact

None reported this year.

WINS & PEOPLE TO CELEBRATE

Thank you to the leaders, coaches, and congregations whose faithfulness made this year's fruit possible:

- Rick Mann and Alan Lee — for coaching two churches through a full PEAK Coaching cycle.
- Greg Prow — for partnering on DOJ audit training, Church Planter Finance training, and the ordination seminar.
- Bruce Guckelberg — for partnering on the ordination seminar.
- Sam Kes — ordained in 2025.
- Leading the way in church health and development, Shiloh Community Church and Almaden Neighborhood Church are the District's early adopters of the full PEAK Coaching process.
- The Elk Grove core team and volunteers and Edgar Castro, for constant partnership across every ministry representation this year.

KEY NUMBERS / DATA

- 16+ churches visited or spoken at during the ministry year, several more than once.

- Over \$27,000 raised from outside sources for the Elk Grove plant in 2025, exceeding the original \$25,000 goal.
- 40+ leaders across 3 churches equipped through the Accreditation seminar.
- 2 churches — Shiloh Community Church and Almaden Neighborhood Church — started a full PEAK Coaching cycle.
- 7 weekly participants across 2 Conversational English / ESL groups.
- ~20 volunteers mobilized at the Elk Grove Street Fair.

PROGRESS ON GOALS

- **Raise \$25,000 for the Elk Grove plant in 2025:** Exceeded — over \$27,000 raised in 2025 against a \$25,000 goal.
- **Enhance the effectiveness/sustainability of PEAK Coaching (set Nov 2025):** Achieved — both churches completed the full coaching cycle in Jun 2026; focus now shifts to implementation.
- **Smooth transition of LOCC coaching duties to a new coach (set Nov 2025):** Bruce Guckelberg has successfully picked up the responsibilities and duties of LOCC in the first quarter 2026.
- **Encourage CPD Chinese churches to partner with the Elk Grove plant (Nov 2025):** Partial — outreach and funding grew, but broader church partnership through joint prayer walk will be implemented in the third quarter 2026.
- **Reach the Elk Grove nonbelieving community through outreach (ongoing):** On track — sustained outreach every quarter: festival, outreach event, Street Fair, Park Event, ESL groups.

GOALS FOR THE COMING YEAR

- Launch the public worship services for Elk Grove Alliance Church in the fourth quarter of 2026 with an average worship attendance of 20 by the end of the first quarter 2027.
- Support Shiloh Community Church and Almaden Neighborhood Church in implementing the specific action plans produced through PEAK Coaching.
- Host the Growing Healthy Churches Series with at least 8 participating churches from July 2026 through December 2026, a six-month initiative designed to help churches become healthier and more effective in ministry.

- Assist member churches that offer children's and youth ministries in achieving 100% CalVECHS compliance by the end of 2026 through group training, consultation, and hands-on implementation support.
- Deliver ESL training in Sacramento in August 2026 and evaluate whether the Elk Grove ESL/tutoring model can be replicated in another CPD community.

CHALLENGE + ACTION STEP

This year brought a steady stream of complex personnel, leadership, and compliance matters, including licensed-worker discipline cases, pastoral transitions, tax-filing errors, and AB 506 compliance concerns. Combined with several extended pastoral vacancies across the district, these demands required significant time and attention, increasing the need for proactive leadership development, church health initiatives, and preventive training.

Action: Equip churches to become healthier through the Growing Healthy Churches Series by providing training, assessment tools, coaching, and follow-up implementation support, with each participating church developing a written action plan for improved ministry effectiveness.

KEY DATES & NEXT STEPS

- August 2026 — ESL training in Sacramento.
- Fourth quarter 2026 / First quarter 2027 — launch an ESL program in Sacramento.
- Ongoing — launch the Growing Healthy Churches Series; assist two churches' advisory boards continuing toward accreditation; invite churches and leaders to join the Sacramento prayer walk in the third quarter 2026.

I want to thank the delegates of the Central Pacific District for the privilege of serving in the district.

Respectfully submitted,

Shanon Lee