



ANNUAL



REPORT



2025
2026





As I reflect on this past year, I'm filled with overwhelming gratitude. From the way our campuses have become vibrant centers of community to the countless stories of life-change through our Sunday gatherings, digital platforms, and neighborhood outreaches, it is evident that God is moving to bring hope to so many people in the communities we serve as God's people grow together at Menlo. The idea that hope is for everyone is taking root in ways that go far beyond what we could have imagined, strengthening our witness across the Bay Area and beyond.

As we look ahead, we are entering a season of focused intentionality. Our vision for 2026-2027 is centered on a simple yet transformative pursuit: **Reclaiming the Way of Jesus.**

We are inviting every one of us to move deeper into the rhythms of His life; to be an unhurried friend, an undivided follower, a sacrificial developer, and a thoughtful witness. This coming year, we are committed to helping clarify the path ahead in an increasingly divided world and to how we reclaim community, hospitality, worship, and so much more as we seek to walk closer with Jesus, together.

Thank you for your faithfulness. Thank you for believing in the future God has for us, even when it's still unfolding. We are not just maintaining a church; we are joining a movement of people who reflect the grace and compassion of our Savior. The best is truly yet to come.

Grace and peace,

A handwritten signature in black ink, reading "Phil EuBank".

Phil EuBank
Lead Pastor

OUR MISSION

**BRINGING
HOPE  TO
EVERYONE
 BY LIVING
OUT OUR 
IDENTITY IN
CHRIST 
EVERY DAY**

KINGDOM QUALITIES



UNHURRIED FRIEND

Creating space to be present with God and others.

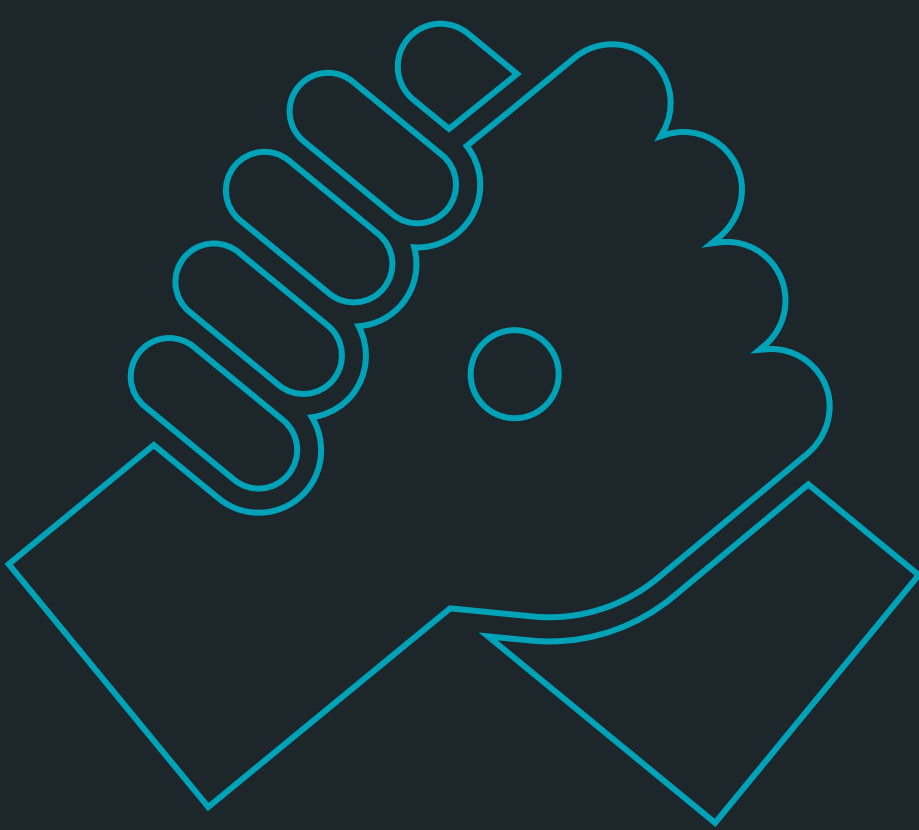
Am I making room to listen, rest, and connect with Jesus?



UNDIVIDED FOLLOWER

Living every part of life through the lens of following Jesus

Where is God inviting me to trust Him more deeply?



SACRIFICIAL DEVELOPER

Helping others grow while finding my identity in Jesus.

Who am I discipling, and how can I empower them?

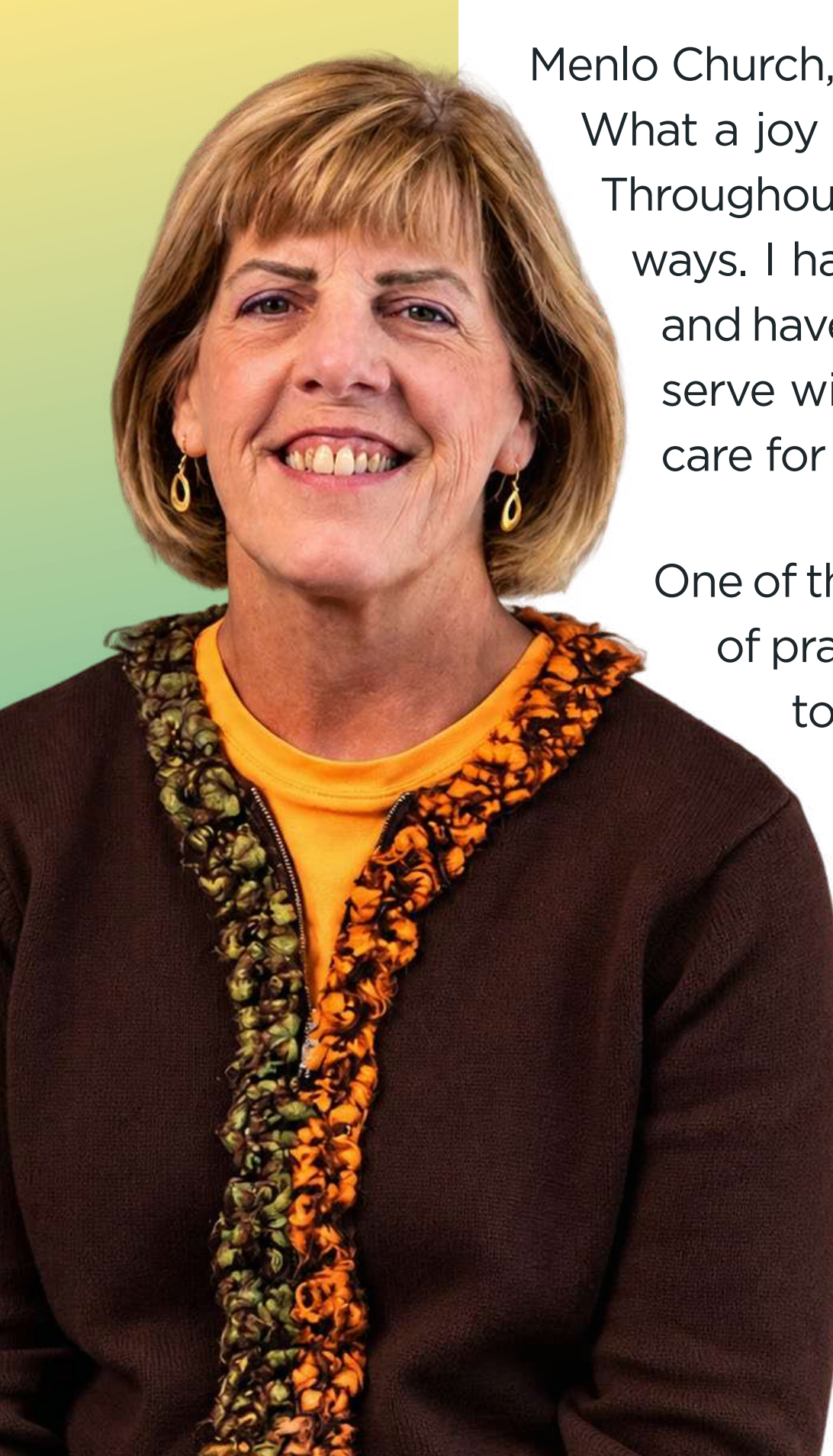


THOUGHTFUL WITNESS

Reflecting the gospel with compassion and conviction.

How am I living and sharing the hope of Jesus in everyday life?

HOPE FOR *everyone*



Menlo Church,

What a joy and privilege it has been to serve alongside you over the past four years. Throughout my time on Session, I have witnessed God's faithfulness to Menlo in countless ways. I have had the privilege of getting to know our staff across all our campuses and have been continually inspired by their faithful leadership and stewardship. They serve with dedication, using the gifts and resources God has entrusted to them to care for our congregation, reach our communities, and advance Menlo's mission.

One of the greatest blessings of serving on Session has been experiencing the power of prayer. Through our study of Lead with Prayer and our regular times of praying together for our staff, congregation, community, and world, we have seen God answer in remarkable ways—from witnessing His healing touch in the life of one of our congregants to seeing Him faithfully provide through the Hope for Everyone campaign and its impact on our ministries.

As I look ahead, I am filled with hope and anticipation for what God will continue to do through Menlo Church as we seek to be Christ's hands and feet in our communities.

Dawn Hogh
Session Chair

OUR MISSION IN MOTION: STRATEGY & IMPACT



As God continues to move through the mission of Menlo Church, we are excited to share what's on the horizon. In this strategy update, Lead Pastor Phil EuBank breaks down key initiatives, including our discipleship pathways, campus improvements like LED screen installs, campaign milestones, and our primary focus for the year ahead. Catch the vision and see how you can be a part of what God is doing!

HOPE FOR THE BAY

To reach the next 3% of our region with the hope of Jesus, we know we cannot do it alone.

We are proud to deepen our partnership with **Transforming the Bay with Christ (TBC)**, standing alongside 800 churches across the Bay Area. Unified in purpose and ministry, this collective network allows us to extend our reach far beyond what any single church could accomplish on its own.

Transforming the Bay with Christ (TBC)



SCAN TO SEE MOBILE APP

We continue to invest in TBC financially and stand alongside the 800 churches this network represents to multiply our Kingdom impact. As part of this collaboration, TBC launched an innovative app that maps out networks and connections across the Bay Area. By providing a clear visual representation of where God is moving, this tool helps shift our perspective from local ministry to a broader Kingdom mindset while accelerating real-time communication among network leaders.



PENINSULA CHURCH NETWORK

Initiated by Menlo Church, the **Peninsula Church Network** is a Bay Area coalition designed to unite local congregations, support regional church planting, and deliver vital resources—including a vetted mental health provider network. Today, the coalition has grown to include more than 120 partner churches across our region.



SCAN TO FIND
A CHURCH

telos

Menlo co-hosted the Telos Conference, gathering ministry leaders, DeepMind researchers, and BioLogos theologians to explore how the church can lead wisely in the age of AI. Following its initial success, the conference will return next year with an expanded network of pastors and leaders from across the Bay Area and the country.



PROJECT 1232

Equipping Pastors for the AI Age



Partnering with Faith, Work, and Tech, we hosted the filming of Project 1232—a six-episode pastoral curriculum produced at our Menlo Park Campus.

Project 1232 equips pastors to understand what AI actually does, think through what it means for ministry, and lead from conviction.

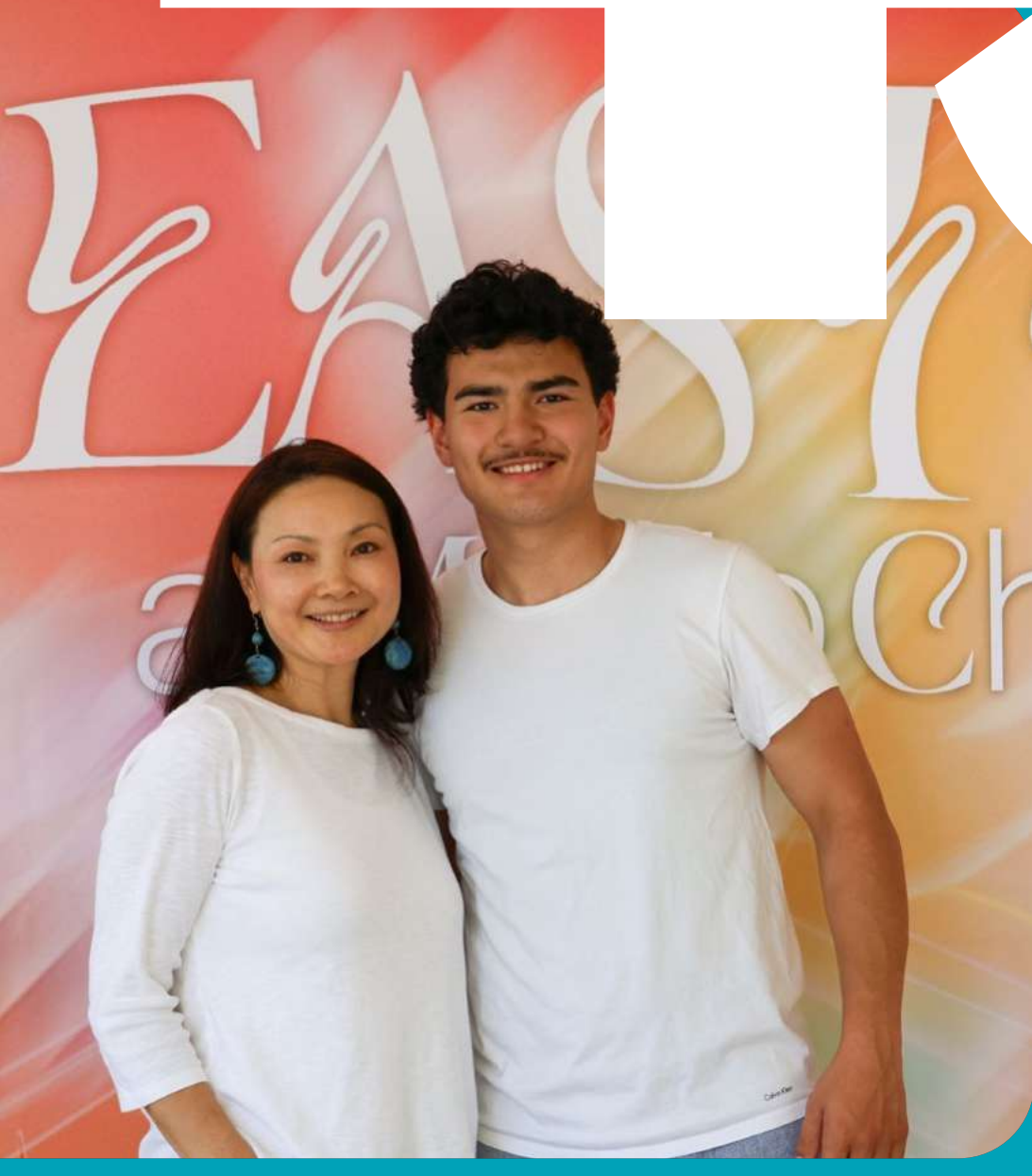
3068

Weekly
Attendance



4987

Easter
Attendance



5388

Christmas
Attendance



1134

Night
of Carols
Attendance



57

Adult + Student
Baptisms



Baby
Baptisms

18



CAMPUSES

DISCOVER MENLO



347

PEOPLE IN 2026

194

PEOPLE IN 2025

78.9%

▲ INCREASE

CAMPUSES

MENLO NEXT▶▶



160

PEOPLE IN 2026

133

PEOPLE IN 2025

20.3%

▲ INCREASE

CAMPUS PASTOR ADDITIONS



Brett Koerten



Tommy Lum

We are celebrating a clear answer to prayer as we officially installed two new Campus Pastors: **Brett Koerten** at Mountain View and **Tommy Lum** at San Mateo. Both Brett and Tommy have served as long-time staff members at Menlo, consistently demonstrating deep pastoral hearts and dedicated leadership.

We praise God for bringing these leaders into these roles and firmly believe our Mountain View and San Mateo campuses are positioned for newfound strength and impact in the days ahead.

A CHURCH FOR OUR CITY

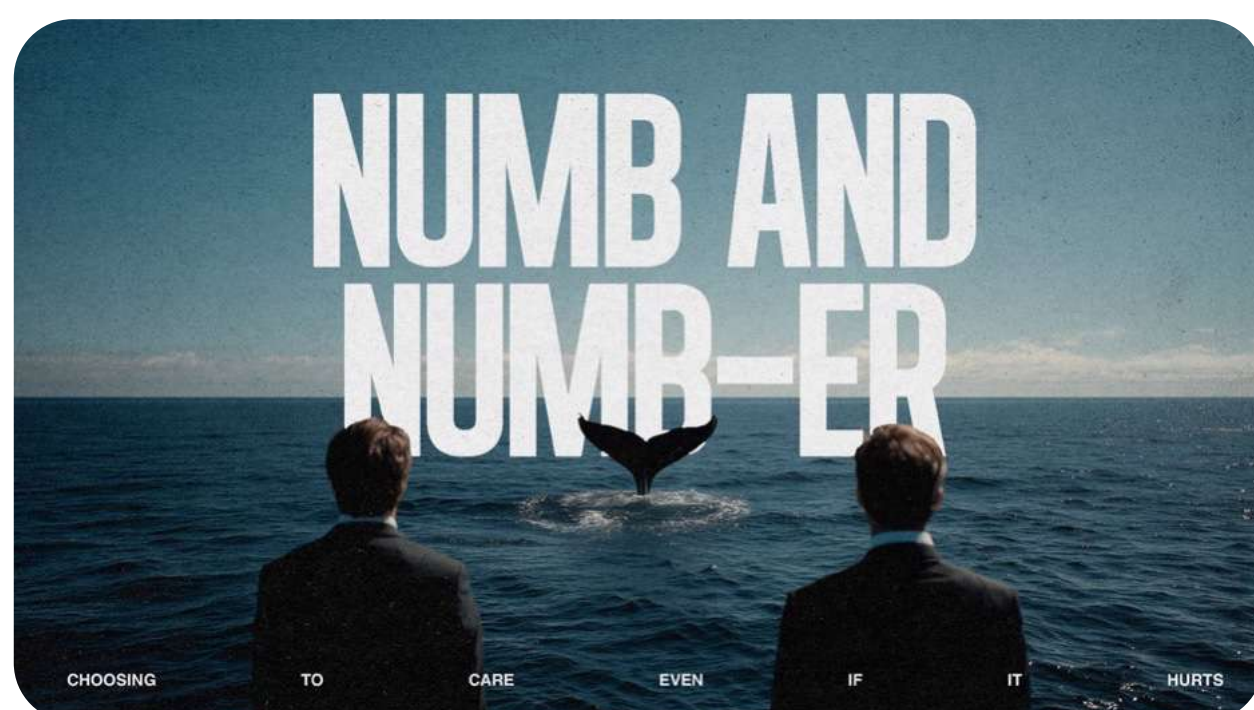
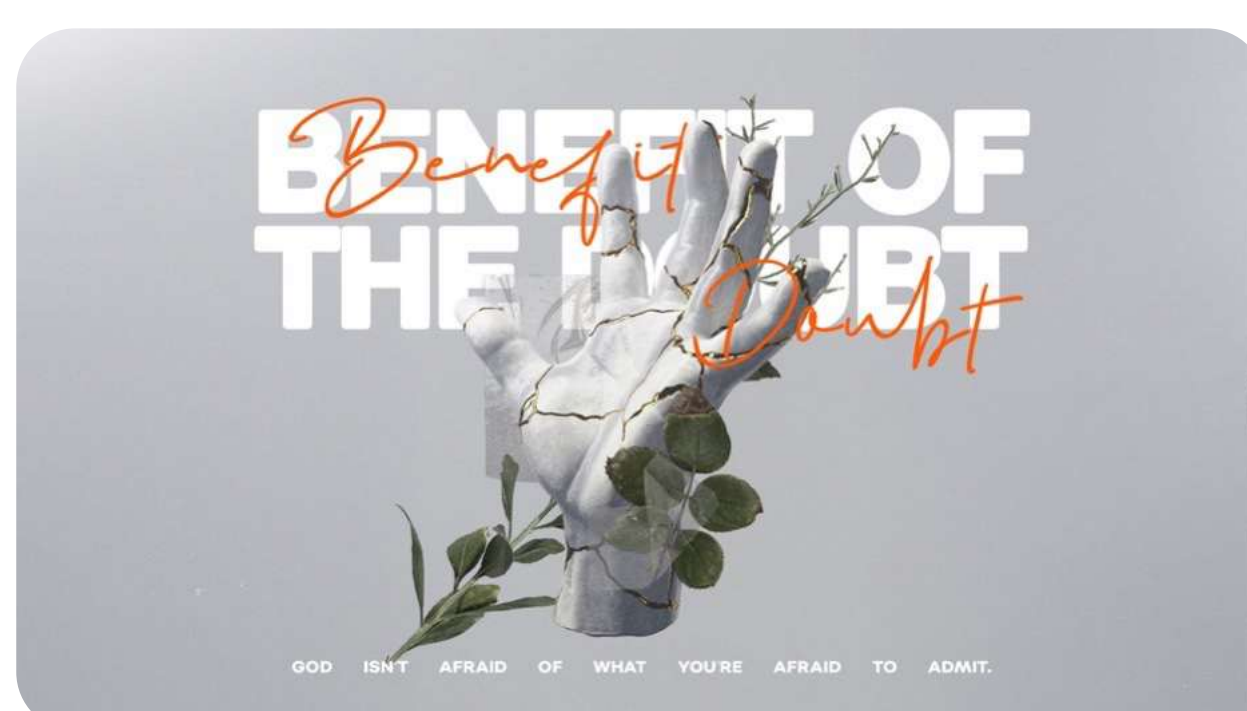
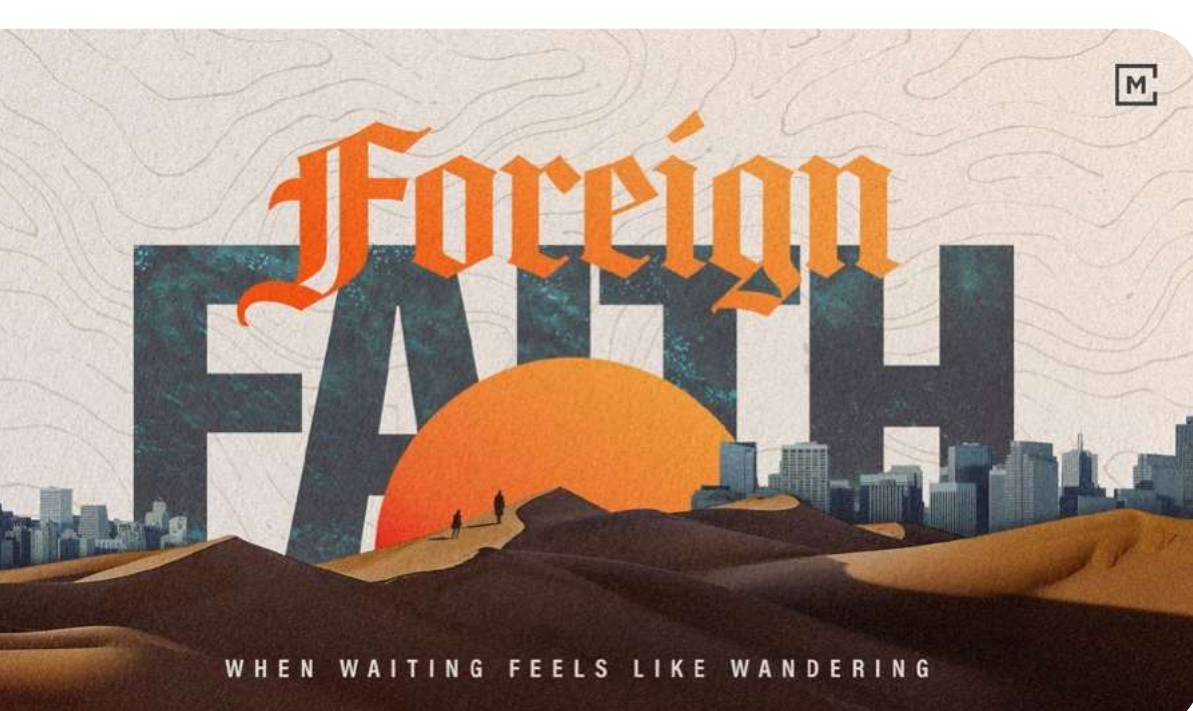
MENLO PARK + THE CITY RELATIONSHIP HIGHLIGHTS

From delivering backpacks to local students to creating space for our city teams and downtown businesses to gather, we're finding new ways to serve and partner with our community. We continue to support all of the City's events in Fremont Park—including the Summer Concert Series, Halloween Hoopla, and Light Up the Season—and this year, we're partnering with the Downtown Menlo Fund to help launch **Fourth Fridays**, a new monthly celebration bringing live music and energy to downtown Menlo Park.

These opportunities are more than individual events, they're a reflection of the kind of church we want to be: present, generous, engaged, and committed to the flourishing of our city. We're grateful for the opportunity to partner with local leaders and organizations as we work together to make Menlo Park a place where everyone can thrive.

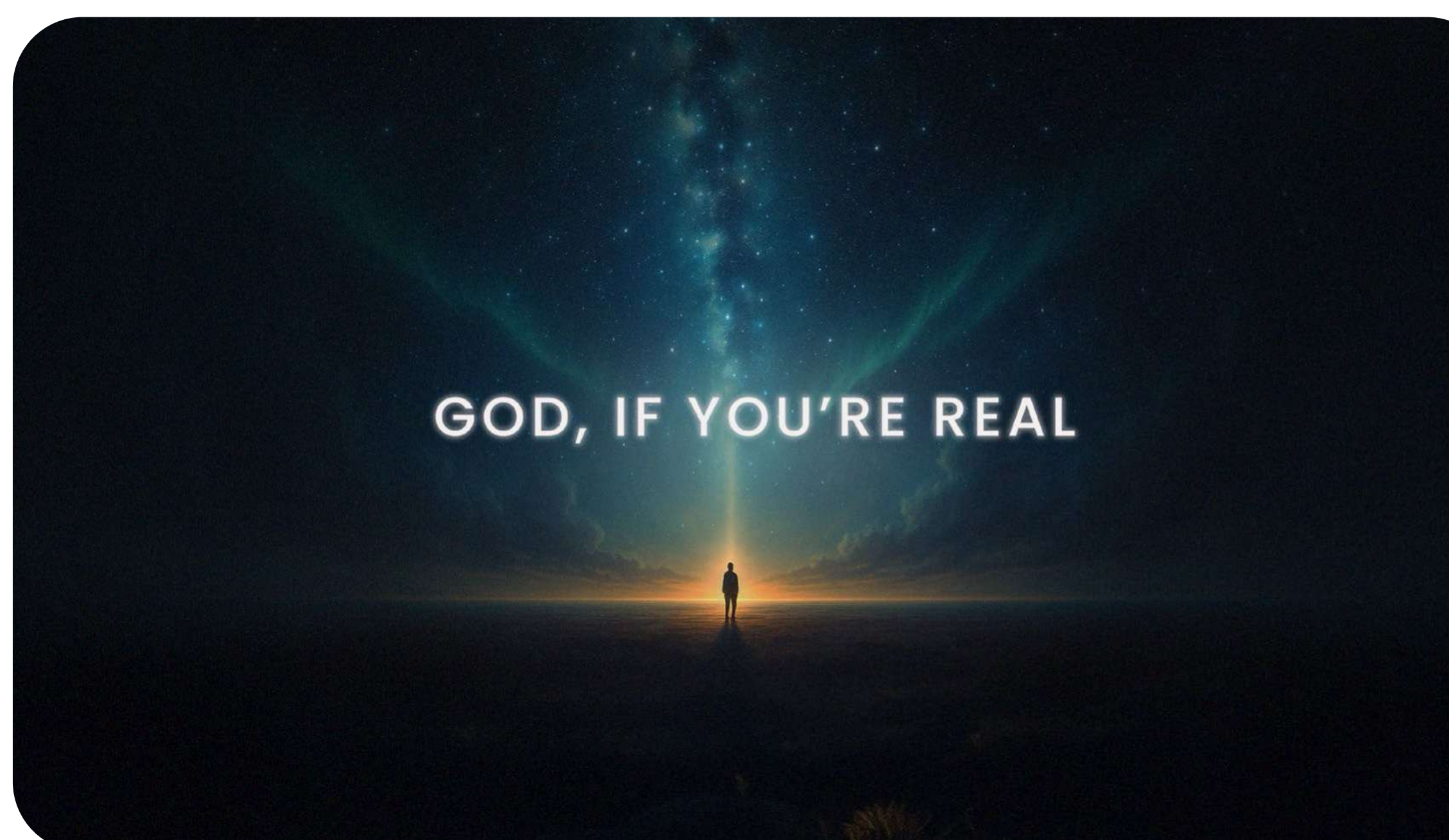


SERMON SERIES



Glitch sparked meaningful engagement and honest conversations around mental health, anxiety, and the pressure to constantly optimize our lives. Together, we explored a different way of seeing our struggles not simply as problems to fix, but as places where God may be inviting us to slow down, pay attention, and reconnect with Him.

God, If You're Real
created space for people to wrestle honestly with questions about faith, doubt, God, and what it means to believe.



Mother's Day: No One Ever Told Me
we explored what wisdom really is and where it comes. We learned it isn't just about knowing more, it's about knowing how to live and love well.

It was a meaningful day at Menlo as we celebrated the voices who have shaped us and pointed us toward wisdom.



MENLO **PODCAST** & DIGITAL PLATFORMS

DIGITAL IMPACT

 **YouTube**

235,216
VIEWS

26,098
HOURS WATCHED

+657
NET SUBSCRIBERS

1.59M
IMPRESSIONS
GENERATED

6,686
SUBSCRIBERS REACHED
BY MENLO'S YOUTUBE
COMMUNITY

PODCAST

72,300
DOWNLOADS

44,300
LISTENERS

10.4%
MORE DOWNLOADS

3.7%
MORE LISTENERS

NEXTGEN + kids

MIDWEEK MIX



120-140

Weekly Attendance

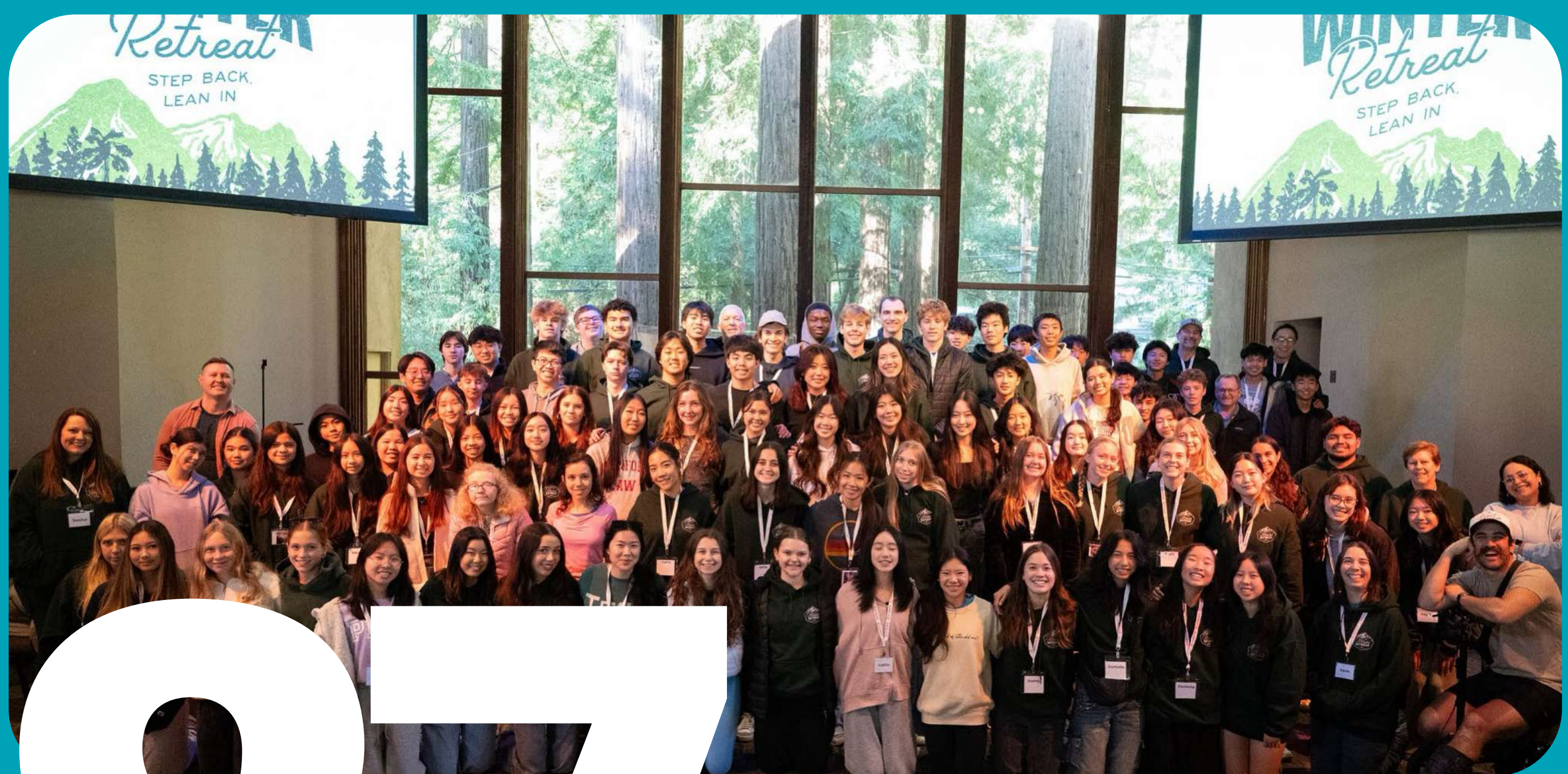
KIDS SUMMER CAMP



741

Kids

WINTER RETREAT



87

Students

GUATEMALA MISSION TRIP



22

High School
Students

MENLO STORIES

“ Growing up attending church, I became discouraged and eventually walked away from faith altogether. After experiencing difficult circumstances early in life, I no longer believed in God and found myself feeling lost and at a very low point.

A friend encouraged me to come to church with her, promising that if I didn't like it, she would never ask me to come again. That was about three years ago, and I can honestly say I have never felt more at home than I do at Menlo Church.

Coming to Menlo opened my eyes again to God's love. I now see and feel His presence all around me, and I am so grateful that I took that first step through the doors.

Menlo has become a place where my family and I feel loved, welcomed, and at home. I am especially grateful for the people who serve our church and pour their energy and love into creating a place where people can encounter God.

Recently, my son, Jax, told me that he wants to work at Menlo Church when he grows up—and also become a librarian! This is the same kid who didn't want to go to camp on Sunday, but woke me up and rushed me out the door on Monday because he was so excited to go back. After meeting friends and being part of the community, he even looked forward to arriving early each morning.

It was an incredible week for our family. We may have been glad when it was over, but our hearts were full of joy because we had the opportunity to be part of something so special.

I am truly thankful that I stepped into Menlo that day. It has changed my life and has become a place where my family and I have found hope, belonging, and a renewed faith in God. - **Erika**

SPIRITUAL FORMATION

ALPHA



259

People
Attended
Alpha
Meetings

COHORTS AND LIFE GROUPS



160

Active Groups

11

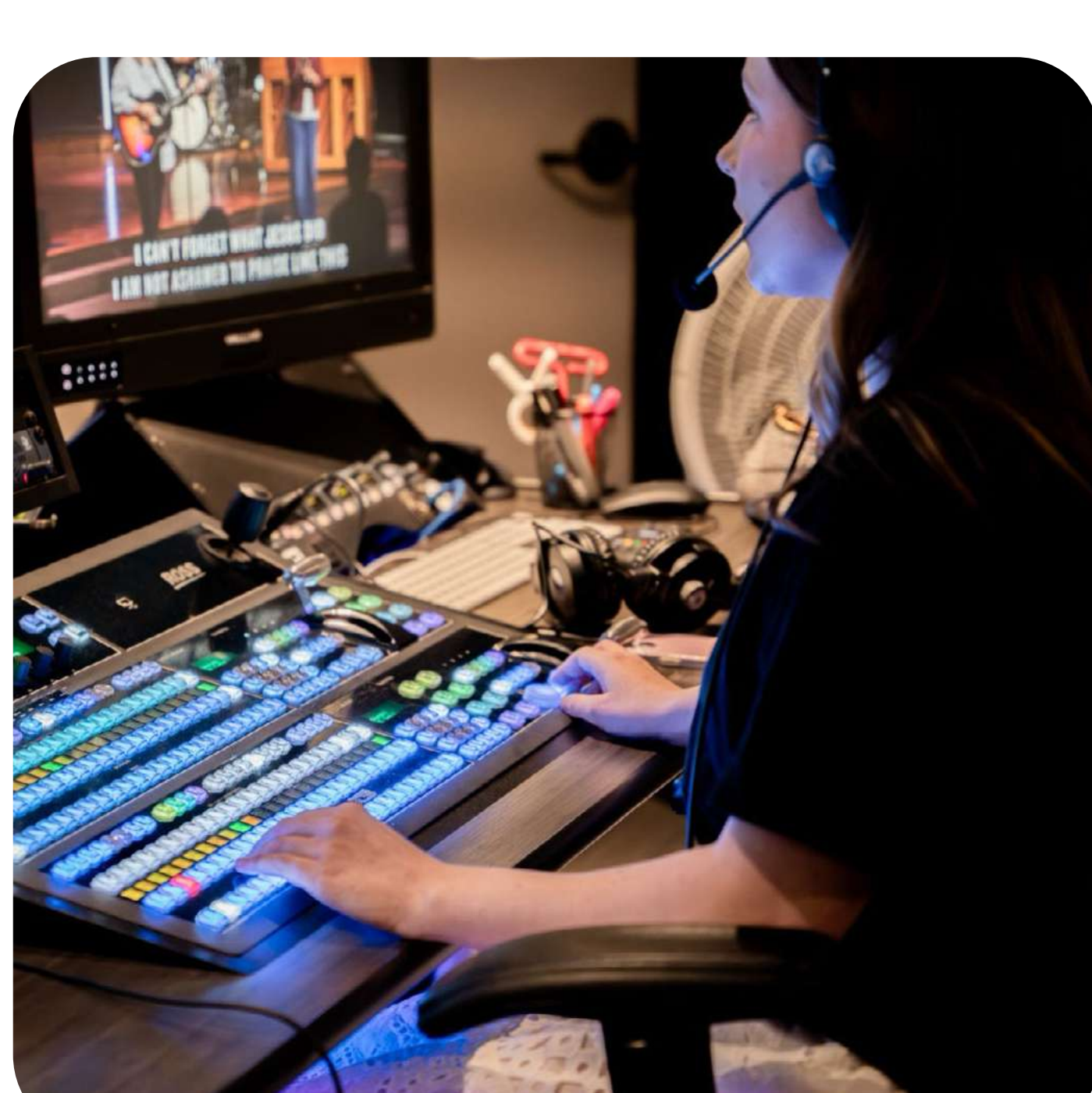
Cohorts

77

Participants



VOLUNTEER CELEBRATION + SERVE TEAMS



942

Active
Volunteers

129

New
Volunteers

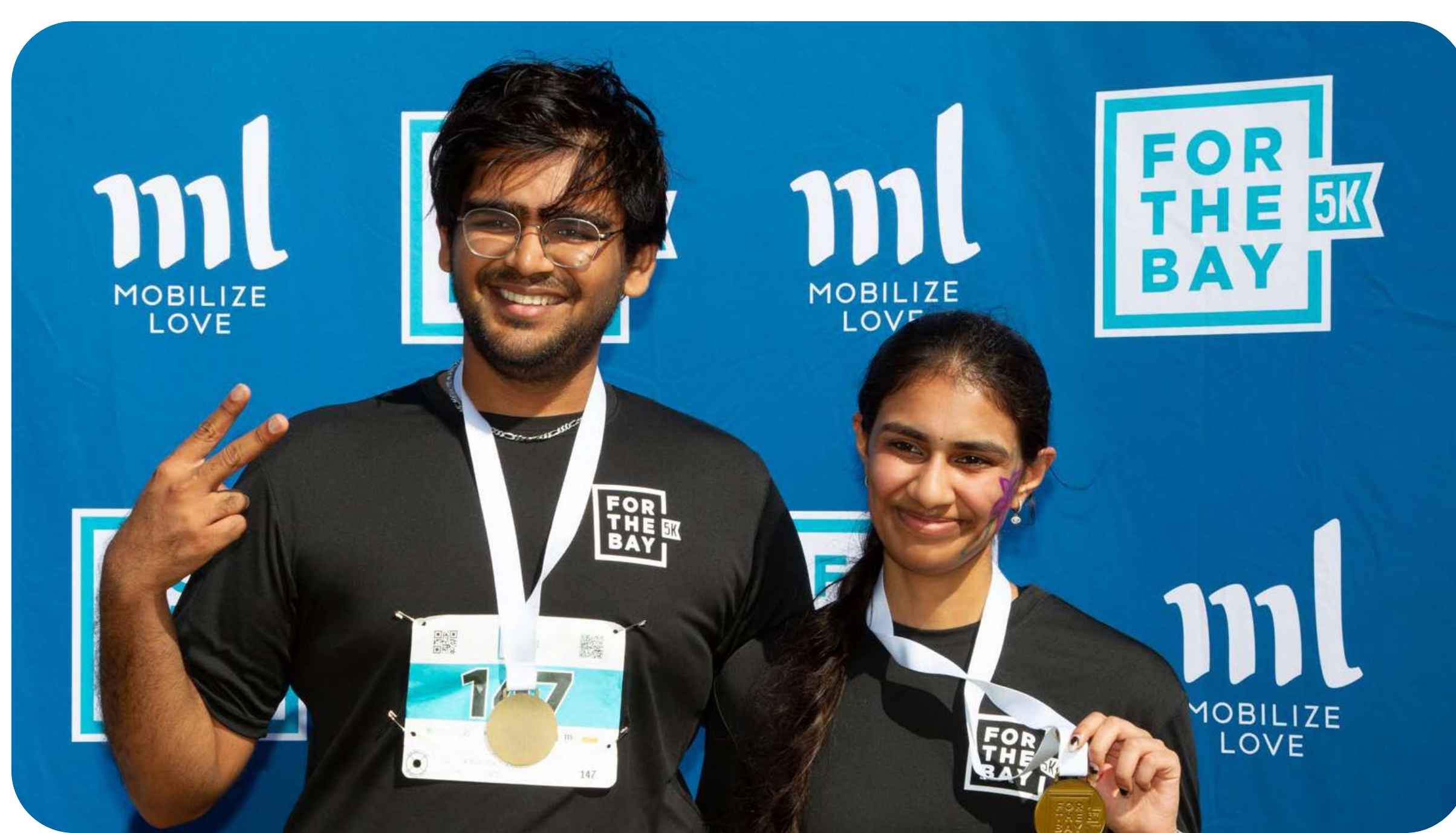
FOR THE BAY & BEYOND

FOR THE BAY 5K

517 73

Participants

Volunteers



MISSION PARTNERS + GIVING

OUR PARTNER PORTFOLIO:

21

Local/
Domestic
Partners

18

Global
Partners

11

Members
in Mission

Of the **\$2.5M given**, a total of **\$500,000** was allocated for key opportunities including local outreach projects, disaster relief initiatives, and growing church plants in the Bay Area.

COUNTRIES REPRESENTED:

PERU

BRAZIL

CAMBODIA

PHILIPPINES

ETHIOPIA

KENYA

UGANDA

UKRAINE

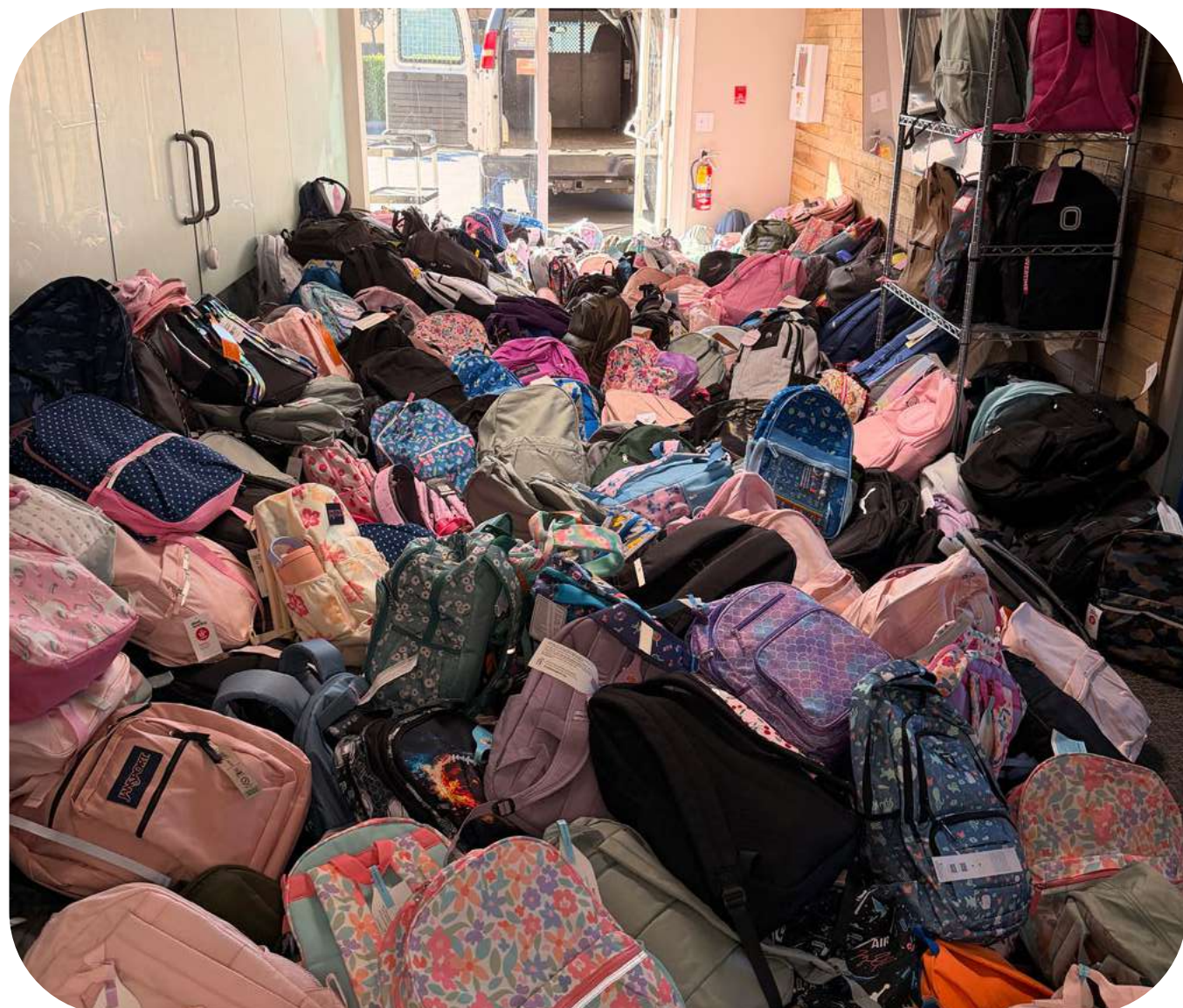
CZECH REPUBLIC

BOSNIA AND

HERZEGOVINA

FOR THE BAY & BEYOND

BACKPACK DRIVE



887
Backpacks
Collected

RISE AGAINST HUNGER

318,816

Meal Kits Packed by Menlo Church



LOCALLY, WE GAVE A GIFT OF 100K

to Mission California. With those funds they will be able to help kickstart the Beyond Campaign at Our City Center Church. A growing congregation in Berkeley who are reaching the lost for Jesus in dynamic and context-specific ways.

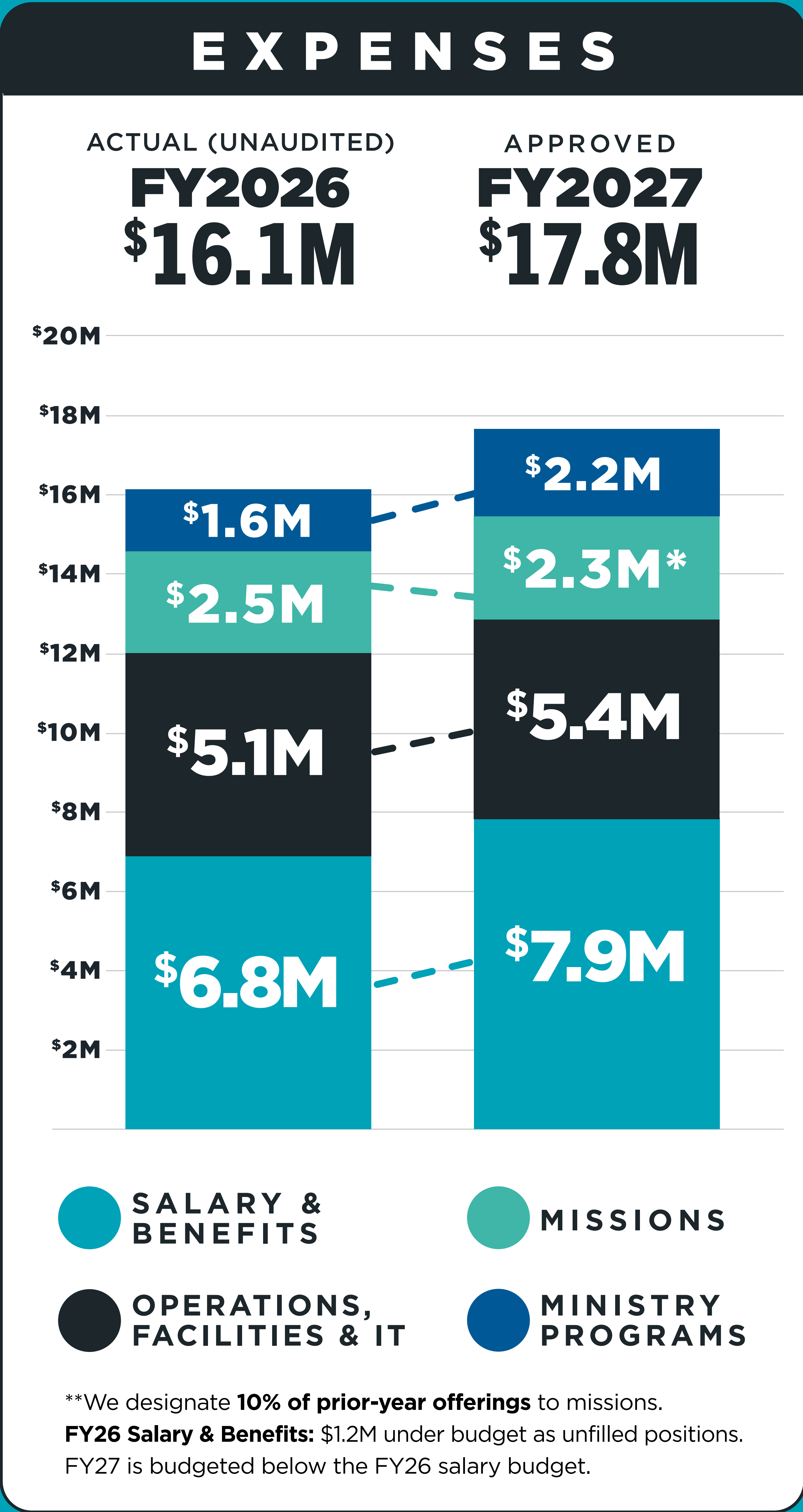
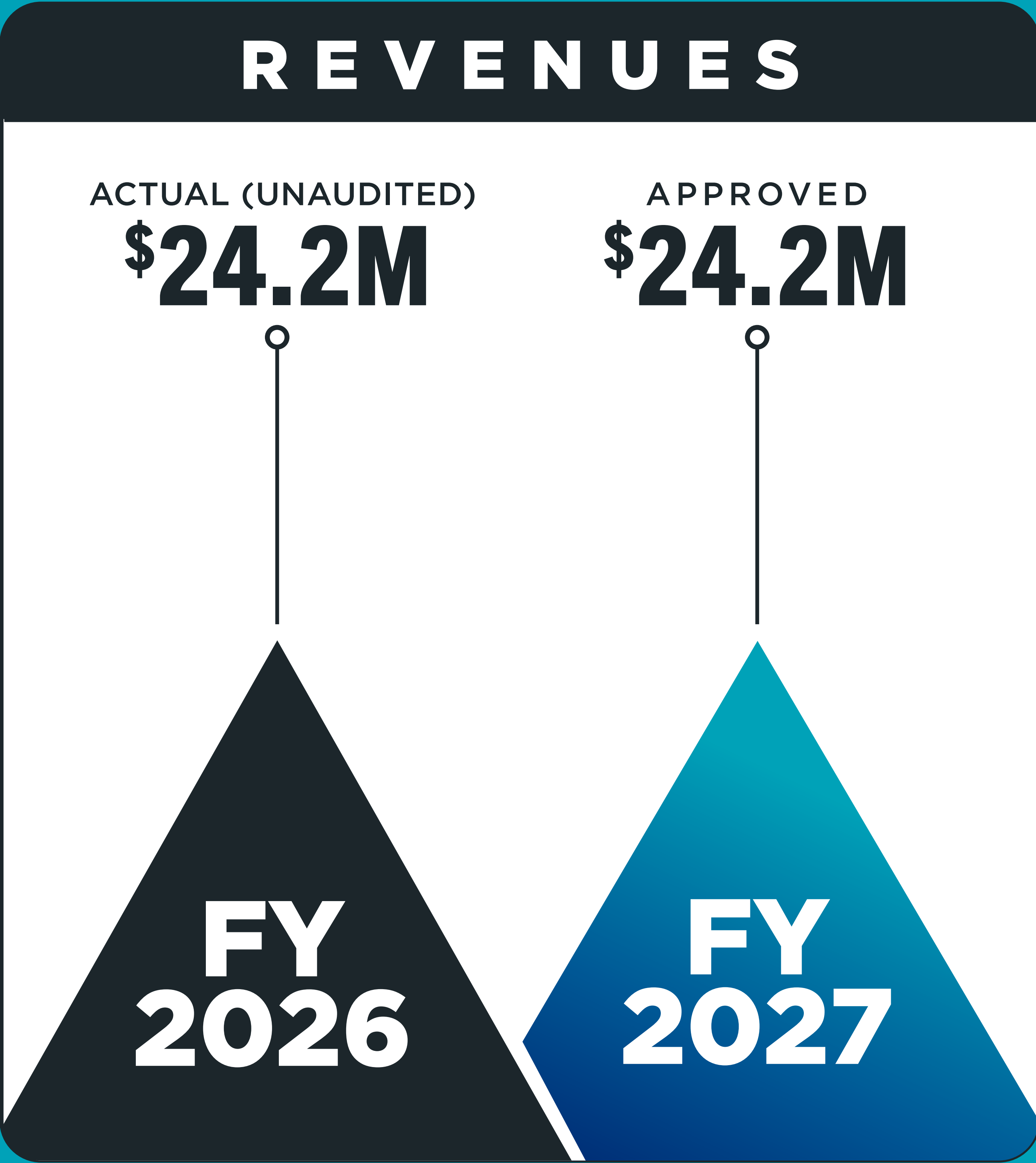
DOMESTICALLY, A GIFT OF \$25,000

was given to the Knox Presbyterian Neighborhood Fund. They're a fellow ECO church on the ground in South Minneapolis. The gift supported a congregation of El Salvadoran families who were locked down due to increased ICE activity.

GLOBALLY, WE SENT \$50,000

in the wake of Hurricane Melissa to Convoy of Hope to help disaster relief efforts.

FINANCIALS



IRRESISTIBLE CHURCH



Staff attended the bi-annual ICN Conference in Atlanta to learn from a thriving multi-site church and explore best practices in ministry, leadership, and operations.

Through leadership sessions, campus visits, and collaboration with peers, the team gained valuable insights into effective ministry strategy, organizational alignment, staff development, communications, and multi-campus operations.



BEST CHRISTIAN WORKPLACES



As a result of our continued commitment to building a healthy, thriving workplace culture, Menlo Church was recognized as a ***Best Christian Workplace*** for the second consecutive year. This recognition affirms the progress we've made, reinforces our commitment to investing in our staff, and encourages us to continue pursuing excellence as we seek to have an even greater impact in the years ahead.



People here value authenticity and fresh perspectives, it's part of what makes this culture great.

- Menlo Staff Member



I've felt empowered to truly own my area, make decisions and take initiative. There's a lot of trust and with that trust comes the expectation to lead with intentionality, not just activity.

- Menlo Staff Member