



Christian Community at Work

2025 Community Impact Report

Corporate Overview

- **Mission:** Christian Community at Work, Inc. is a Christian-based nonprofit corporation organized to connect and encourage Christians to confidently live out their faith in the workplace
- Formally incorporated in Texas on June 10th, 2022
 - Obtained IRS Recognition as a 501(c)(3) charity
- Maintains financial stewardship of Christian Community at ExxonMobil and the Alpha Program at ExxonMobil

2025 CCW Board of Directors



President
John Dillon



Vice President
Samuel Ortiz



Secretary
Garrett Shaw



Treasurer
Edgar Diaz



Voting Member
Janet Shaw

2025 Key Highlights

- Increased clarity about CCEM/CCW
 - Intentionally highlighted Mission, Vision, Values at all events and on website
- Provided support to local team in Budapest & Brazil to launch a CCEM chapters at those locations
- Conducted formal discipleship program at ExxonMobil
- Held *High Impact Life* groups on campus to focus on a stewardship approach to leadership
- Growing Christian Young Professionals (CYP) Programs and Offerings
- Consulted for Christian Community at ConocoPhillips and Abbvie
- Building a more intentional culture of prayer, integrating with quarterly events
- Updated Christian Community at ExxonMobil Logo and Branding
- CCEM membership exceeded 1,300 members

2025 Community Impacts

- Support of 11 ongoing Bible Studies/Prayer Groups at ExxonMobil across Houston Campus, Baytown, and Corpus Christi
- Monthly newsletter publication to >1300 unique email addresses to encourage and promote connection events
- CCEM Quarterly Lunches
 - Held quarterly lunches with CCEM community members with guest speakers to provide community encouragement and fellowship (~65-100 attendees/quarter)
- Christian Young Professionals group held several in-person events inside and outside of the office
 - Weekly Friday Coffee Chats
 - Out of office Dinners/Happy Hours
 - Partnership with ONE for community service at Kids Meals Inc.
- Christian Discipleship Program run for second time at ExxonMobil
 - 24 New Hires across multiple sites (including US, South America, Europe, Africa and Asia) paired with slightly more experienced Christians for 6 months
 - Provided initiating discussion topics and support for groups



Worship @ Lunch



Community Lunch



CYP Events

CYP
CHRISTIAN YOUNG PROFESSIONALS



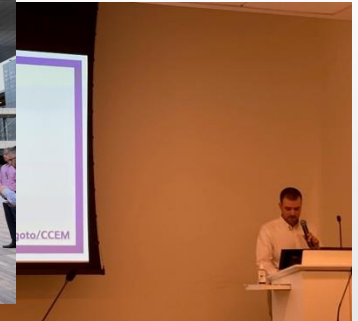
**Christian Community
at Work**

2025 Community Impacts Cont.

- Alpha 2025
- National Day of Prayer 2025
- See You at the Pole 2025
 - Gathered ~40 Christians on the front of campus for prayer
- Global Day of Prayer
 - ~300+ attendees gathered in rooms and on Zoom across ~30 sites globally
- CCEM Christmas Party
 - ~100 community members gathered for lunch to celebrate Jesus' birth
- Supported community members in Brazil and Budapest in the development of their local CCEM Chapters
- Updated CCEM logo and Branding



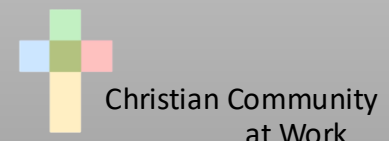
See You at the Pole



National Day of Prayer



Global Day of Prayer



2025 Partnerships

- Worked with various organizations with similar missions and purposes
 - ExxonMobil **ONE** ERG (for service projects)
 - **Faith & Work Movement** - Cross company ERG Leadership mentoring

2025 Financial Stewardship - CCEM

2025 Christian Community at Work Planned Budget						
No	Activity/Item	2025 Estimated Budget	Basis	Spend to Date	Current Balance	Percent Remaining
1	Technology	\$400.00		\$0.00	\$400.00	100%
1.A	Domain Name CCEM	\$20.00	Historical Costs			
1.B	Domain Name CCaW	\$20.00	Historical Costs			
1.C	Worpress Site	\$100.00	Historical Costs			
1.D	Vimeo	\$60.00	Historical Costs			
1.E	Squarespace	\$200.00	Historical Costs			
2	Events	\$5,700.00		(\$4,014.77)	\$1,685.23	30%
2.A	1Q25 Community Event	\$1,200.00	Assuming ~75 people @ 15/person	(\$1,264.29)		
2.B	2Q25 Community Event	\$1,200.00	Assuming ~75 people @ 15/person			
2.C	3Q25 Community Event	\$1,200.00	Assuming ~75 people @ 15/person	(\$1,314.98)		
2.D	CCEM Christmas Party	\$2,000.00	Assuming ~110 people @ 18/person	(\$1,435.50)		
2.E	NDOP	\$0.00	Historical Costs			
2.F	GDOP	\$100.00	Historical Costs			
2.G	SYATP	\$0.00	Historical Costs			
3	CCEM Merchandise	\$1,000.00		(\$1,673.47)	(\$673.47)	-67%
3.B	Logo Design & Sticker Purchases	\$500.00	Budget Roll Over	(\$1,205.78)		
3.C	Shirt Purchase	\$500.00	Budget Roll Over	(\$467.69)		
4	CYP Events	\$800.00		(\$961.36)	(\$161.36)	-20%
4.A	Lunches	\$400.00		(\$666.80)		
4.B	Other Events (Pickeball, Discipleship books, PDS Pa	\$400.00		(\$294.56)		
5	Outreach Events	\$400.00		\$0.00	\$400.00	100%
5.A	Outreach Events	\$400.00				
6	Study Leads Lunch	\$800.00		(\$161.77)	\$638.23	80%
6.A	1H25 Study Leads Lunch	\$400.00	Historical Costs			
6.B	2H25 Study Leads Lunch	\$400.00	Historical Costs	(\$161.77)		
6.C	Study Leads Lunch (X2)					
7	CLPM Dinners	\$2,400.00		(\$104.48)	\$2,295.52	96%
7.A	1Q25 CLPM Dinner	\$600.00				
7.B	2Q25 CLPM Dinner	\$600.00				
7.C	3Q25 CLPM Dinner	\$600.00		(\$104.48)		
7.D	4Q25 CLPM Dinner	\$600.00				
8	Contingency	\$1,150.00		\$0.00	\$1,150.00	100%
8.A		\$1,150.00				
9	Alpha Program	\$1,650.00		(\$1,101.08)	\$548.92	33%
9.A	February Alpha F2F Meeting	\$300.00	Based on 2024 Spend	(\$234.74)		
9.B	March Alpha F2F Meeting	\$300.00	Based on 2024 Spend	(\$282.69)		
9.C	April Alpha F2F Meeting	\$300.00	Based on 2024 Spend	(\$194.93)		
9.D	May Alpha F2F Meeting	\$300.00	Based on 2024 Spend			
9.E	Alpha Closing Celebration Lunch	\$300.00	Based on 2024 Spend	(\$388.72)		
9.G	Contingency	\$150.00				
10	Other Events	\$3,000.00		(\$421.80)	\$2,578.20	86%
	High Impact Life Bundles X2	\$3,000.00	Based on 2024 Spend	(\$421.80)		
	Total CCW Budget	\$17,300.00		(\$8,438.73)	\$8,861.27	51%

CCW 2025 Cash Flow (01/01/2025 - YTD)		
Description	Amount	Comments
Starting Balance	\$12,363.56	Roll over cash from 2024 earmarked for CCEM
Alpha Cash Rollover	\$1,384.44	Roll over cash from 2024 earmarked for Alpha
Expenses	(\$8,438.73)	
Donations	\$5,183.26	
Total Cash Flow	\$10,492.53	CCW available cash as of 12/29/2025

Comments:

- Spend under ran plan ~50%
 - Delayed Technology Cost Reimbursements (Accrued to 26)
 - Conducted 3 of 4 Quarterly Lunches
 - Conducted 1 of 2 Study Leads lunch at reduced spend rate
 - CLPM Dinners were offset by attendees
 - No contingency utilization
 - Outreach event partnered with ONE (company covered)
 - Less HIL Bundles Required in 2025
 - Tight resources reduced actionable events
 - Increased CYP spend and brand outreach

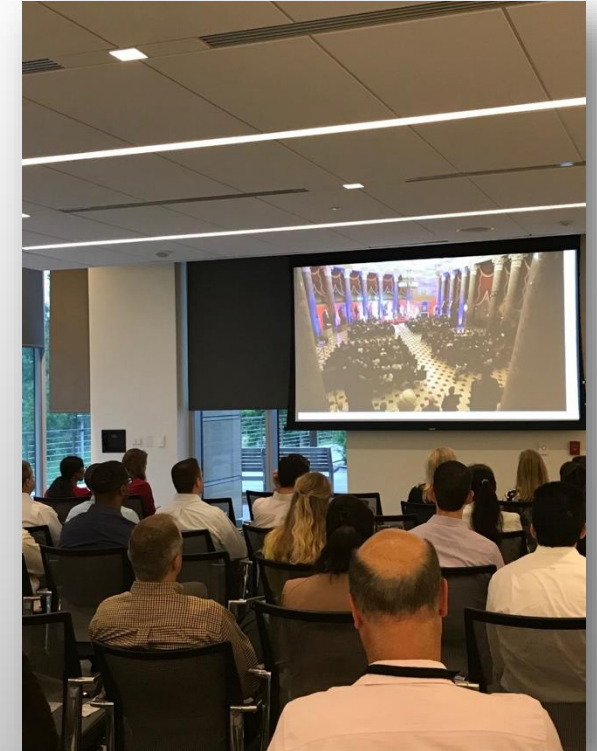
2026 Community Impact Plans

- Continuing support of ~11 Bible Study/Prayer Groups on campus
- Continue intentionality of communications
- Continue to develop and increase internal/external partnerships
 - Additional campus ERGs
 - Additional CCEM/CCW chapters (inside and outside of ExxonMobil)
 - CYP/CLPM group
- Continue success of large community gatherings
 - Quarterly community lunches
 - Continued support of staple events (GDOP/NDOP, SYATP, Christmas Party, etc.)
- Focused intentionally on prayer and dependence on God
- Focus development of Christian leaders
 - Discipleship programs, CYP, Intentional invitations to lead events
 - Continue intentional Christian senior leaders' development
 - Take care of current leaders through appreciation and training



2026 How You Can Partner?

- Attend a Bible Study, Prayer Group or Community Event
- Start your own Bible Study, Prayer Group, or lead a community event
- Start your own CCW chapter (inside of ExxonMobil or outside of ExxonMobil)
- Tell others (inside of ExxonMobil and outside of ExxonMobil) about CCW and what our organization can offer (visit www.ChristianCommunityatWork.org to learn more)
- Pray for God to move in workplaces across the globe
 - Prayer for leadership to have wisdom to lead the organization well
 - Prayer for new leaders to be identified and to feel called to engage
- Consider financially supporting our mission



Ways to Give*

Visit: www.ChristianCommunityatWork.org/take-action

***Note:** You are **never** required to give in order to be a part of, or to attend events organized by, CCW, CCEM, Alpha or any other program through CCW. Giving is a personal choice if you should feel called to do so.

* All gifts to Christian Community at Work, Inc. are tax deductible

Credit/Debit/PayPal



Venmo



Christian Community at Wor...
@ChristianCommunityatWork



venmo

Check

Made out to: Christian Community at Work, Inc.

[Contact Us](#) for best delivery method
(giving@christiancommunityatwork.org)

Donating Stock to CCAW

***Note:** You are **never** required to give in order to be a part of, or to attend events organized by, CCW, CCEM, Alpha or any other program through CCW. Giving is a personal choice if you should feel called to do so.

* All gifts to Christian Community at Work, Inc. are tax deductible

HOW IT WORKS

Donating stocks is a great way for donors like you to contribute to a nonprofit organization without having to write a check.

Simply visit our website at Visit: ChristianCommunityatWork.org/take-action, click the "**Donate Stock via Stock Donator**" button, and follow the prompts.

Stock Donator provides a secure, fast, and simple web-enabled service for you to donate stock directly to Christian Community at Work Inc., a 501(c)3 nonprofit charitable organization.

Thank you for your support!



2026 Planned Budget

2026 Christian Community at Work Planned Budget			
No	Activity/Item	2026 Estimated Budget	Basis
1	Technology	\$400.00	
1.A	Domain Name CCEM	\$20.00	Historical Costs
1.B	Domain Name CCaW	\$20.00	Historical Costs
1.C	Worpress Site	\$100.00	Historical Costs
1.D	Vimeo	\$60.00	Historical Costs
1.E	Squarespace	\$200.00	Historical Costs
2	Events	\$6,100.00	
2.A	1Q25 Community Event	\$1,400.00	Historical Costs
2.B	2Q25 Community Event	\$1,400.00	Historical Costs
2.C	3Q25 Community Event	\$1,400.00	Historical Costs
2.D	CCEM Christmas Party	\$1,800.00	Historical Costs
2.E	NDOP	\$0.00	Historical Costs
2.F	GDOP	\$100.00	Historical Costs
2.G	SYATP	\$0.00	Historical Costs
3	CCEM Merchandise	\$1,000.00	
3.A	Stand up Banner	\$0.00	
3.B	Logo Design & Sticker Purchases	\$500.00	
3.C	Shirt Purchase	\$500.00	
4	CYP Events	\$1,200.00	
4.A	Lunches	\$600.00	
4.B	Other Events (Pickeball, Discipleship books, PDS Pannel)	\$600.00	
5	Outreach Events	\$400.00	
5.A	Outreach Events	\$400.00	
6	Study Leads Lunch	\$400.00	
6.A	1H25 Study Leads Lunch	\$200.00	Historical Costs
6.B	2H25 Study Leads Lunch	\$200.00	Historical Costs
7	CLPM Dinners	\$1,000.00	
7.A	1Q25 CLPM Dinner	\$250.00	
7.B	2Q25 CLPM Dinner	\$250.00	
7.C	3Q25 CLPM Dinner	\$250.00	
7.D	4Q25 CLPM Dinner	\$250.00	
8	Contingency	\$1,050.00	
8.A		\$1,050.00	
9	Alpha Program	\$1,650.00	
9.A	February Alpha F2F Meeting	\$300.00	Based on 2025 Spend
9.B	March Alpha F2F Meeting	\$300.00	Based on 2025 Spend
9.C	April Alpha F2F Meeting	\$300.00	Based on 2025 Spend
9.D	May Alpha F2F Meeting	\$300.00	Based on 2025 Spend
9.E	Alpha Closing Celebration Lunch	\$300.00	Based on 2025 Spend
9.F	Estimate		
9.G	Contingency	\$150.00	
10	Other Events	\$500.00	
	High Impact Life Bundles X2	\$500.00	Based on 2025 Spend
Total CCW Budget		\$13,700.00	
2026 Starting Balance		\$10,492.53	
Total 2026 CCW Need/Surplus		(\$3,207.47)	





Thank you

Thank you for your support connecting and encouraging Christians to confidently live out their faith in the workplace