

PCC Worship Transition Frequently Asked Questions

March 4, 2018

1. How can I pray for PCC during this season of transition?

Pray as you are led by the Holy Spirit for staff (transitioning staff, current, and future), and for our congregation, for unity, vision, and wisdom for the future. Pray that PCC grow as a Christ centered worshipping community. Pray as well for the Selection Team, for wisdom as they seek who God is calling to be the next Worship Pastor and Department Lead.

2. What in the vision highlighted the need for reorganizing the worship team?

In 2017, every team at PCC was asked to evaluate their structure in light of our Vision 2025. We are looking at all our experiences in light of the desire to share hope with more people through catalytic gatherings in multiple locations around our city. Leadership came to the conclusion that, to move forward, we need a stronger musical worship experience.

3. Who was involved in the decision-making process about this transition?

The Leadership Team and Lead Team, along with counsel from HR advisors.

4. Who decided the actual wording in the announcement letter?

The Leadership Team, Lead Team, HR consultants, legal counsel, and specific staff involved gave input to the letter.

5. What will the new Worship Pastor and Department Lead position entail?

The new Worship Pastor's primary responsibilities will be to:

- Live a healthy balanced lifestyle that honors God, family and others
- Provide leadership to overall Worship Arts Ministry volunteers in a manner that is both Spirit-led and strategically focused in alignment with larger church vision and values
- Contribute to the design and implementation of worship services and special events in a team-oriented and collaborative environment
- Create musical and artistic environments that reflect the values and culture of PCC
- Lead as a competent singer and player of guitar and/or keyboard (modern pop sound)
- Facilitate creativity by providing an ideas-oriented environment where risk is mitigated through wisdom and experience
- A general understanding of audio and lighting tools and technology.
- Lead team at a realistic pace allowing for one another's personal best; attentive to "process"
- Function as primary worship leader for the 9:05 and 11:00 am gatherings providing a Spirit-led approach in the context of strategically focused planning
- Recruit, build and maintain a healthy, effective Worship Arts Team within designated campus(s)
- Shepherd the staff and volunteer teams with loving care
- Communicate with key people with clarity and in a timely manner
- Build a worship culture that is continually attracting new artists and raising up new talent, resulting in an ever-growing worship ministry

6. Who can I ask if have further questions about this transition or next steps?

If you have questions about the transition announcement, you can contact VK Jones (Leadership Team Representative for Worship), Dain Jepson (Organizational Development Pastor), or Gary Gaddini (Lead Pastor.) If you have questions about the selection process for the next Worship Department lead, send an email to worshipselectionteam@wearepcc.com.

7. How can I hear updates on what is happening with the worship selection team?

Updates on the selection process will be regularly posted on our website at wearepcc.com/resources/worship-pastor-selection. The selection team hopes to have a candidate ready to start June 1, 2018. However, PCC is committed to a full process to find the person God wants for this role, so the selection could take more or less time.

8. Who will be leading the worship team during this transition?

Gary Gaddini and Dain Jepson are providing interim leadership for the department during this transition and until the new Worship Department lead is hired.

9. How is PCC supporting staff who are in transition?

We are committed to helping the transitioning staff into their new career roles outside of PCC. We have a generous support plan for them, which comes in the form of financial assistance, professional coaching, and career placement resources.

10. How can I support staff who are in transition?

We covet your prayers for transitioning staff, as they finish their staff roles at PCC and step into the next places that God leads them. We will share dates and information about opportunities to say farewell and thank you to transitioning staff as those times are scheduled in the coming months.

11. What should I do with my emotions and concerns about this transition?

As a staff, we are encouraging one another in the following steps. We offer these to you as well:

- Identify your emotions and transition stage.
- Let God in: release your emotions to Him (find your Psalm 32, 34, 42,46, 55, 56, 88), give Him what you cannot control, then invite Him to reveal to you what is truth and personal learning.
- Avoid gossip by talking through concerns, questions, and emotions with Lead Team, the greater Leadership Team, or outside support.
- Give staff & leadership the benefit of doubt.
- Work through unresolved conflict towards awareness, forgiveness and unity.