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PENINSULA COVENANT CHURCH

STAKEHOLDER REPORT

2022-2023

Proposed Budget & Slate of Candidates



PENINSULA COVENANT CHURCH

STAKEHOLDER SUMMIT

Sunday, May 22, 2022

11:45am

In Person and Online

Zoom Information

[https://us02web.zoom.us/j/81054441015?
pwd=L3FBMEhZaGNkVllXMmx1cEpuUU12Zz09](https://us02web.zoom.us/j/81054441015?pwd=L3FBMEhZaGNkVllXMmx1cEpuUU12Zz09)

Meeting ID: 810 5444 1015

Passcode: 578025

Dear PCC Family:

It has been an honor and such a great experience to lead PCC through this transition season since June 2021. What a ministry year it has been! In case you forgot, our year-long theme has been: **Together We Are PCC**, based on Hebrews 10:22-25 ... *let us go right into the presence of God... hold tightly to hope... encourage one another... not neglect meeting together*. And I believe we have done our best to live into it.

Along the way, what we have discovered is that with God's help, we are **making it through together**! As we have held strong to this theme on Sundays and during the week over the last year, I found us to be a persevering people who made it through the continued passing and moving of those we loved, a COVID winter resurgence, extreme staff departures, a Russian/Ukraine senseless war, massive but needed budget cuts, gathering structure shifts and ongoing endless changes. And even with all the obstacles and loss of expectations hoped for, I realized time and time again that **we are making it through together**! For in the end, God will work through the faithful to sustain His church.

While I have many highlights of the year, one of my favorites was our Thank Campaign in May. During this month, we spent each day giving thanks on our various social media, weekly emails, and our website for the faithful who have been a key part of **making it through together**. What gratitude I have for all those who live into their call during this season. And if you weren't thanked, don't think we forgot about you. We just ran out of days in May.

As you review this packet, note that it is designed to give you the information you need to vote on the 2022-23 ministry budget and the slate of candidates for the Nominations Committee and the Leadership Team. It gives me great hope and excitement to know that we will have a reachable budget and godly, dedicated leadership.

As you hear more about what we're doing at PCC, let me challenge you to find your place regularly to gather, grow, give and go. If we continue to do this together, we will live more and more into our mission of empowering the generations to passionately follow Jesus Christ, one person at a time. And this will change the world!

Grateful for the PCC community—

Brian H. Rhen

Transition Lead Pastor





PENINSULA COVENANT CHURCH

PROPOSED BUDGET

2022 - 2023

We are pleased to submit the PCC budget for the next fiscal year beginning June 1, 2022 and ending May 31, 2023.

As with last year, the proposed budget is an integrated general fund budget, rather than four standalone budgets from each of our ministry centers (Church, Center, School Age Child Care, and Preschool). This reflects our one 501(c)3 organizational structure, with the intent to assist and equip the leadership, governance, and stewardship of the entire entity. This budget depicts General Fund activity only and excludes Designated Funds that can only be used for specific purposes (such as PE+, Community Care, God's Heart for the World, etc.)

Like many other undertakings at PCC this year, the budget process was a challenging one in light of many changes, transitions, and unknowns in the year ahead. PCC's leadership started the budgeting process in January, facing decreases in giving and attendance, and thus aware of the need to lower our General Fund giving expectations and find commensurate savings to bridge this budget gap. In addition, PCC's fee-based ministries were coming out of almost two years of head-spinning and ever-changing COVID closures, restrictions, and guidelines which made planning a future budget all the more challenging.

Despite the challenge, the Lead Team (Brian Rhen, Jane Johnson, Tara Rankin, Dione Mason, Jacquie Ronan, and Meredith McLean) worked tirelessly through several iterations to propose a balanced budget for the year ahead. The process was extremely collaborative, with every department working hard, compromising and contributing significantly in order to meet PCC's collective goals.

The Administration and Finance Committee (A&F) affirmed and recommended this budget to the Leadership Team (LST) who approved the budget on April 27, 2022. The A&F Committee consists of Anna Schreff, Scott Armienti, Doug Morton, Aditya Kaddu, Tom Johnson, Jane Johnson and Tara Rankin. The Leadership Team is comprised of John Dearborn, Maureen Becker, Sue Fabbro, Anna Schreff, David Cowan, Dawn Leiro, Cathy James, Lisa La Rock, Mike Prosper, and Brian Rhen.

The following are key highlights to note:

- The budget assumes General Fund donations of \$3 million. This reflects a decrease of \$838.6k or 21.8% from the 2021-22 fiscal year budget and aligns with current giving trends.
- Salaries & Benefits expense reflects a partial cost of living increase (5.5%) for eligible staff.
- The budget includes an expense of \$50k toward a Capital Reserve Fund (another \$200k will also be transferred to this fund from cash reserves for a total Capital Fund budget of \$250k).
- PCC's Preschool will be scaled back to serve just the Pre-K age group next year, which allows it to operate without a dedicated Preschool Director and Salaries & Benefits were reduced accordingly. Additionally, the classrooms vacated by the Preschool will allow SACC (which often has a waiting list) to expand their program, generating additional revenue.
- The Community Development Director position was eliminated (and Dione Mason will move back to his role as SACC Director).
- The hiring of a new Worship Pastor will be delayed until early 2023, allowing the hire to occur under the direction of a new Lead Pastor.
- After natural attrition in PCC's staff in this transitional season, several vacated positions were not backfilled. As such, this proposed budget reflects a decrease of 11 full-time equivalents for the Church and Central Services Ministries since early 2020.
- The budget for Salaries & Benefits includes the addition of an Operations Director (within Central Services) to help with oversight and strategy for our fee-for-service ministries.

These changes, along with many others, have allowed PCC's leadership to stack hands on a right-sized budget that we believe represents God's vision and mission for PCC for the coming year.

Tara Rankin
Controller

Anna Schreff
Leadership Team Treasurer



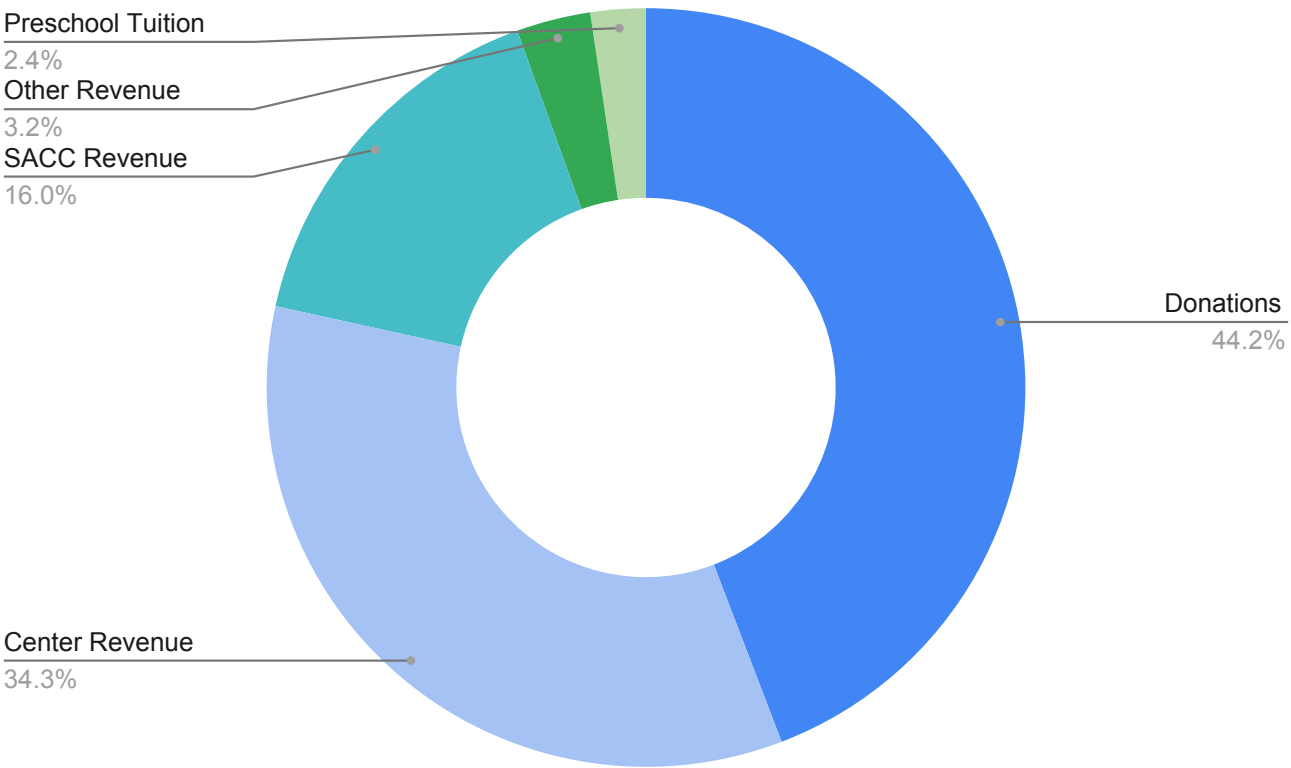
2022-2023 PROPOSED BUDGET INCOME & EXPENSES

	CHURCH Worship, Adult, Family, Missions	CENTRAL SERVICES	CENTER	SACC	PRESCHOOL	TOTAL	% OF TOTAL
INCOME							
Donations	3,000,000	-	-	-	-	3,000,000	44.2%
Revenues	-	214,300	2,326,598	1,089,500	160,000	3,790,398	55.8%
Total Income	\$3,000,000	\$214,300	\$2,326,598	\$1,089,500	\$160,000	\$6,790,398	100.0%
EXPENSES							
Salaries & Benefits	1,487,301	886,821	1,410,134	560,603	146,150	4,491,009	66.1%
Program Expense	252,500	180,050	290,460	101,529	5,704	830,243	12.2%
Overhead Expense	23,939	894,001	245,000	74,385	7,973	1,245,298	18.3%
Missions Partners	223,848	-	-	-	-	223,848	3.3%
Total Expenses	\$1,987,588	\$1,960,872	\$1,945,594	\$736,517	\$159,827	\$6,790,398	100.0%

PROPOSED BUDGET

INCOME

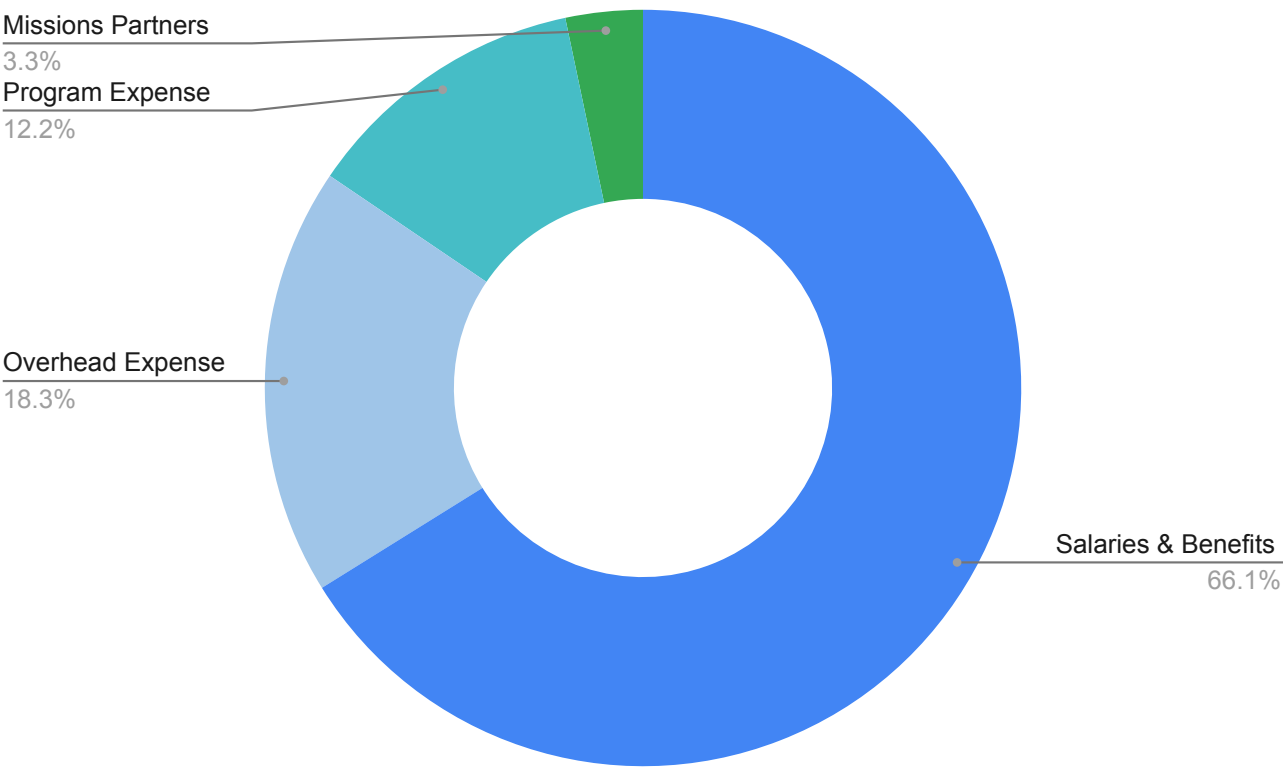
Donations	3,000,000
Center Revenue	2,326,598
SACC Revenue	1,089,500
Other Revenue	214,300
Preschool Tuition	160,000



PROPOSED BUDGET

EXPENSES

Salaries & Benefits	4,491,009
Overhead Expense	1,245,298
Program Expense	830,243
Missions Partners	223,848





PENINSULA COVENANT CHURCH

NOMINATING SLATE & RECOMMENDATIONS

NOMINATING SLATE & RECOMMENDATIONS

— Congregational Meeting – May 22, 2022

The nominating team recommends the following candidates for the positions listed. Each candidate meets the nomination requirements, has provided their ministry questionnaire, and has interviewed with a member of the Nominating Committee.

Nominating Committee: Karen Bowman (chair), Christina Lazzarini (secretary), John Becker, Brian DuBois, Curtis Elia, Stephanie Couch, Josh Levinson, Jeff Sampson.

RECOMMENDED SLATE

For the Nominating Committee:

Peggy Mahlstedt
Charisma Simmons
Michelle Vitus

For the Leadership Team:

Adults - Dave Cowan
Chair - Jon Pedley
Missions - Jonathan Kaech
Students & Families - Cathy James
Worship - Michelle Chabra

NOMINATING SLATE & RECOMMENDATIONS

— Congregational Meeting – May 22, 2022



Peggy Mahlstedt



Jon Pedley



Charisma Simmons



Jonathan Kaech



Michelle Vitus



Cathy James



Dave Cowan



Michelle Chabra

JOB DESCRIPTION

NOMINATING COMMITTEE

QUALIFICATIONS

Members of the Leadership Team shall be members of the Church as described in Section 1, I, A, 1 and Section 2, I, B of the Bylaws. Those Bylaws require that members have the gifts of the Spirit consistent with that necessary to fulfill the purpose and responsibilities of the Leadership Team as referenced in 1 Timothy 3:1-13. They further require that a member be active in the support of the total ministry of the Church in attendance, prayer, service and giving.

RESPONSIBILITIES

The responsibilities of the Committee shall include the following:

- Work with current Leadership Team members and staff to update job descriptions as vacancies occur.
- Determine the candidate's qualifications for office and confirm the candidate's willingness, giftedness, and passion to serve.
- Prepare a ballot for the May or December meeting of the congregation listing one qualified candidate for each office to be filled. These shall include the Church Officers, Chairpersons of the various Leadership Team committees and the nominees for the Nominating Committee.
- Present a complete ballot to the congregation at the May or December meeting. This will constitute completion of the Committee's assignment, unless given specific responsibilities at said meeting.

GENERAL EXPECTATIONS

- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Maintain confidentiality.

TERM OF SERVICE

Pursuant to Section 3, II of the Church Bylaws, Nominating Committee members shall be elected to serve a three-year term.

RESIGNATION

In grace, Nominating Committee members shall resign if they are unable to maintain the service expectations of their job. Consult with the Lead Pastor in this regard.

GENERAL COMMENTS

The Nominating Committee is responsible for presentation of nominees for leadership positions in the church. This process includes significant time in prayer and solicitation of suggested candidates from the congregation, the Church staff and current Leadership Team members. The candidates are screened by the church staff to determine their suitability as qualified candidates under the Bylaws for leadership of the Church.

The proposed candidates are then evaluated and prioritized by the Nominating Committee. The Committee then contacts those candidates under consideration to determine their willingness to serve. Further discussions will be held with the candidate to ascertain their sense of calling and to be confident that God is leading them to this service in our Church.

The Nominating Committee may also be requested to review and recommend people for other positions of church leadership on an ad hoc basis.

GOVERNING BIBLE VERSES FOR PCC LEADERSHIP TEAM MEMBERS

1 Timothy 3:1-7 (NIV) — Qualifications for Overseers and Deacons

1 Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. 2 Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3 not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. 5 (If anyone does not know how to manage his own family, how can he take care of God's church?) 6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Titus 1:5-9 (NIV) — Appointing Elders Who Love What Is Good

5 The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you. 6 An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. 7 Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. 8 Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. 9 He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Romans 12:3-8 (NIV) — Humble Service in the Body of Christ

3 For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. 4 For just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we, though many, form one body, and each member belongs to all the others. 6 We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; 7 if it is serving, then serve; if it is teaching, then teach; 8 if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

CHURCH LEADERSHIP CANDIDATE PROFILE

Peggy Mahlstedt

Candidate for Nominating Committee

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

My personal connection with the Lord began in September of 1993 as I was jogging one morning. I noticed that there was no effort to my jogging and I felt like I was looking down on myself from above. Immediately, I responded "Lord, I know that I have kept you at arm's length my whole life and I now want you to live inside me." Tears flowing, the effort of my jogging immediately returned and the Lord has been my center ever since. My growth has been through contemplative practice. Daily centering prayer and meditative readings (biblically based), leading groups at PCC, attending services and working as Brian Rhen's ministry partner for five years have stretched me to really examine/question and grow in my Lord. My relationship with Jesus is one of dependence, love and support, especially as I face a potential diagnosis of very early Parkinson's Disease. I claim the verse "I Am with you always" and live that out each day.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

My husband Henry and I have been attending PCC since 1993. Early on, I felt called to teach Centering Prayer and other Contemplative Practices to those interested at PCC. I did this weekly for a few years, with a faithful but small following. I served on the Nominating Committee for one term, had a brief break and then was Brian's ministry partner for People Development on the Leadership Team for 5 years. Brian and I share a mutual draw toward contemplative practice. I have been a teacher with Rooted since it began (perhaps 5 separate groups of women) and recently was a small group leader under the guidance of Fuller Seminary's Brian Wallace, leading a Fuller Formation group of PCC staff members for 9 months with a focus on spiritual practices to sustain purpose or calling. I am a Spiritual Director (graduated in 2006) and volunteer once weekly at Peninsula Hospital in the Chaplaincy service since my retirement from medicine in December 2020.

3. What is your motivation for serving in this position?

I am motivated to serve in any way I can to help discern and guide PCC through some very challenging times. Because I love the Lord and ultimately desire to serve Him in every aspect of my life, I am easily motivated to serve in the Nominating Committee position. Because I care about PCC and what happens to us as a community, I am motivated to be a part of the solution. After 29 years of membership, I have gotten to know many PCC attendees from many age groups and I care about them and realize how important it is to be part of a healthy, thriving church community. I also feel strongly that God is urging us all into the new. To have the opportunity to be a part of the leadership, seeking and promoting where God wants to take us, motivates me to be willing to step into unknown territory.

4. What do you consider to be your gifts and abilities?

My biggest gift is my passion for the Lord. He instilled that in me. Because of my contemplative approach, listening prayer and centering prayer (meditative prayer) have been ever-growing blessings in my life and I use them for insight and a peaceful demeanor. I am warm and affirming and welcoming, with an intuitive sense about others. These abilities served me well

through 40 years of providing medical care as a Physician's Assistant (PA). I have always been a leader and from a young age was the "conflict resolver" in my family of origin. This skill helped me throughout my career and in my own nuclear family. I am honest and don't play games, getting to the point quickly but without offending. "Speaking the truth in love" is one of my mottos.

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

I believe that with a strong team approach and an emphasis on hearing from and following the Holy Spirit, I can fulfill the job duties of both positions for which I am being considered.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I understand and agree with the Declaration of Faith that PCC follows.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

My own statement of faith is unique in that I acknowledge that our Lord is and will always remain a great Mystery until the day we join Him for all eternity.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes I will.

6. What skills or training do you have that will help you in keeping complete confidentiality?

I worked for 40 years as a PA and kept utmost confidentiality through thousands of patient encounters, even when family members of my patient would pursue me for information they desired. I also feel very committed in all my personal relationships to confidentiality. This trust builder is essential to the health of any relationship.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

I don't have any concerns that I am aware of at this time.

7. When have you been led by the Holy Spirit and how did you validate that leading?

I have been led by the Holy Spirit during my conversion experience described in question #1 above. That leading was validated immediately by a significant change in my relationship with the Lord. Following that experience, I began to read through the Bible, getting a much better understanding of Who God is and how He relates to me. During the Ignatian Exercises that I participated in at Mercy Center, I learned to "place myself into the Bible setting as one of the characters" and had some amazing experiences of God. Whenever I have felt a "call" to pursue something (like pastoral search committee or church leadership positions), I believe these calls are of the Holy Spirit and I talk with and pray with Godly people who are close to me, getting a sense of validation (or not).

CHURCH LEADERSHIP CANDIDATE PROFILE

Charisma Simmons

Candidate for Nominating Committee

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

I was born and raised Catholic in the Philippines. I was not actively practicing my Catholic faith when I came here in the US. When I met my husband, I took interest in the church he was attending and serving and so I started going with him. In a way he led me to Christ in that regard. I have come to know about God's grace and love that I was born again shortly after we were married. I come to the Lord for anything and everything, in good and in bad. I have an ever growing prayer life and I surrender everything to Him.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

My heart is in Family Ministry. I currently serve as a small group leader with our Midweek 3-4 leading in large group games, large group story and activity and when we break down in the girls' small group, be able to have a deeper relationship with the girls and hopefully bring them closer to God. I am also a part of the Family Table Ministry headed by former Pastor Danny Bowers. The group focuses on making PCC move towards being an intergenerational church. I serve in the Children's Ministry Sunday School when needed for elementary-aged kids, 1st grade to 4th. My daughters serve in the Kid's Choir and would also sometimes sing in the Traditional service. I served as a small group leader for a few meetings for the Be the Bridge small groups. I also have attended all and was one of the speakers along with my husband James during one of the Lunch Conversations on Race and Faith hosted by the CORE team. Outside of PCC, I served as president of the Parent Teacher Fellowship (similar to PTA) for two years at Hillside Christian Academy. While president, we helped fund some of the school activities and set up a bake sale. During my term, we put together an anti-bullying presentation for parents where I invited people in the community like a police officer, LMFT (Licensed Marriage and Family Therapist) and parents from school to discuss bullying and what the Bible teaches us about it.

3. What is your motivation for serving in this position?

My inspiration and motivation for everything is my family. To be called to serve and represent my biracial family is an honor and a blessing. I hope in turn, my seat at the table could also represent and impact other biracial families in our congregation. I am motivated by the thought that if you do anything for the service and glory of God's kingdom, God will do the work with you and through you.

4. What do you consider to be your gifts and abilities?

Once I commit to something I am all in and dedicated. I am open minded and always willing to have a conversation. I am considerate and respectful and careful in my words and actions. I am always ready to pray for/with anyone. I have a keen attention to detail and I am very organized. I am a multi-tasker.

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

I believe I can fulfill the duties of the position I am being considered for to the best of my abilities.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I believe in the Bible; it teaches us how to live our life in a kingdom way. I believe that Jesus is perfect and God and that He died for my sins. I believe in His resurrection and that He is coming back. I believe that God created all of us differently and with so much love and we all have a unique gift and talent for what God has called us to do. I believe the Church should be God's hands and feet here on Earth. I believe that the Church should do God's work and show God's love to the world.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

I think my personal statement of faith is in line and parallel to PCC's statement of faith. I personally believe everything the Declaration of Faith stands for. I am all for love and showing God's love to all people.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes, I will support PCC's Declaration of Faith, Constitution and Bylaws, the Mission, our beliefs and values and however I can support our ministries.

6. What skills or training do you have that will help you in keeping complete confidentiality?

I have 11 years management experience in retail banking. The confidentiality of our clients is an integral part of my job. Protecting our client's personal and financial information is important in keeping their business with our bank. We have trainings and annual certifications that we have to fulfill as part of my job. In the same way, as a manager, I have to protect the confidentiality of matters discussed with me by the employees I supervise.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

I do not have any concerns about my ability to serve.

7. When have you been led by the Holy Spirit and how did you validate that leading?

I was definitely led by the Holy Spirit when I spoke at the Conversations on Race and Faith Luncheon with my husband James. It involved a lot of prayers from me and my friends before deciding to do it. To conquer my fear of public speaking and to talk about such a delicate topic, it was all God.

CHURCH LEADERSHIP CANDIDATE PROFILE

Michelle Vitus

Candidate for Nominating Committee

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

Throughout my life, I have been a committed Christian. I grew up in a Christian family and chose to be baptized when I was 9 years old as a public profession of my faith in Christ. Fun side note—I was baptized in a local pond by Christian recording artist Jason Gray back when he was a youth pastor. During middle school and high school, I was part of the Evangelical Covenant Church in Mankato, Minnesota where I really grew in my faith—striving to pray without ceasing (1 Thessalonians 5:17), going deeper in Bible study, and actively serving. I experienced rich fellowship in the middle school and high school youth group and was blessed by several adult leaders who poured into my life. As a young adult, I had lots of changes in my life—moving to California, changing jobs, going to grad school, and building relationships. In that season, I especially leaned on Philippians 4:6-7, “Do not be anxious about anything, but in everything, by prayer and petition, present your requests before God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.” In my 30s, I lost my mom to a fast-moving cancer and my dad to a sudden stroke. I saw the brevity and uncertainty of life up close and grasped the importance of living with an eternal perspective. “Do not store up for yourselves treasures on earth...but store up for yourselves treasures in heaven” (Matthew 6:19-20). Today, I nurture my faith through prayer, worship, scripture, fellowship, and service. And I am committed to training up my children, two boys ages 3 and 5, in the way they should go (Proverbs 22:6). As I reflect on my journey of faith, Josh Baldwin’s ‘Evidence’ song resonates, “All throughout my history, your faithfulness has walked beside me. The winter storms made way for spring. In every season, from where I’m standing, I see the evidence of Your goodness all over my life, all over my life. I see Your promises in fulfillment all over my life, all over my life.”

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

At PCC, I have served as a teacher in the 3’s class and have participated in several small groups. Beyond PCC, I have served on the Welcome Committee at my prior church, led financial literacy training for girls aging out of the foster care system, and have completed a robust international business missions equipping program through Rep (repurposing.biz).

3. What is your motivation for serving in this position?

As part of the Body of Christ, I am called to use my gifts in humble service (Romans 12:3-8), and the Nominating Committee is a great fit with my gifts and availability. Further, I believe that getting willing, gifted, and passionate people into the right roles is a critical part of church flourishing, and I want to contribute to that.

4. What do you consider to be your gifts and abilities?

My spiritual gifts are Administration, Leadership, and Hospitality. Professionally, I hold a MBA from Stanford and have experience in management, people ops and finance.

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

Yes; my professional experience with the hiring process shares similar elements of crafting job descriptions, reviewing applications, interviewing, and presenting candidates for decision. In my work, I pray over candidates and seek God's wisdom in candidate decisions.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I understand and agree with the Declaration of Faith. I believe the Bible is the inspired Word of God. I believe in the Holy Trinity. I believe that Jesus died to atone for the sins of those who trust in Him alone. I believe in the resurrection. And I believe the Holy Spirit dwells inside believers to give us strength and wisdom to follow Christ and live our purpose.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

The PCC statement of faith declares that the "belief in Jesus Christ as Savior and Lord is the only way to salvation," which I agree with, and my own statement of faith amplifies "grace" and the "gift of God." Ephesians 2:8-9 tells us, "For it is by grace you have been saved, through faith—and this not from yourselves, it is the gift of God—not by works, so that no one can boast."

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes.

6. What skills or training do you have that will help you in keeping complete confidentiality?

I have gone through confidentiality compliance training in my work and have been legally held to confidentiality in my professional experience, including commercial banking and corporate coaching.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

None.

7. When have you been led by the Holy Spirit and how did you validate that leading?

In the past week, I felt led by the Holy Spirit to minister specifically to a new neighbor. I checked my intentions and prayed some more. I felt confirmation that I am called to prayer and listening right now (vs. a specific action) and also felt led to reach out to another PCCer to join me in prayer. I stand ready for the next nudge, whatever that may be. "Here am I. Send me!" (Isaiah 6:8)

JOB DESCRIPTION

ADULTS

PURPOSE

"The purpose of the Leadership Team shall be to monitor and oversee the spiritual health of Peninsula Covenant Church (PCC), to ensure PCC's continued biblical alignment with the direction God is calling PCC, to enable and support PCC, and provide essential operations, administration and implementation of the Mission, Beliefs, and Values of PCC." (Bylaws Sect. 1)

ADULTS

Partner with Adult Ministries Pastor in determining and implementing discipleship strategy for PCC.

- Build a trusting partnership and common goal setting approach with the Adult Ministries team.
- Provide communication between the Adults Team and the Leadership Team, (e.g. prepare and present proposals to the LST for advice or action).
- Serve on the Search Committee for new Adult Ministries staff positions.
- Prepare for and attend monthly Leadership Team meetings, as well as special meetings as determined by the LST Chair.
- Visit and participate in Adult Ministries experiences.

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Steward the department for which one is the lay leader, including: regular meetings with one's corresponding Direct Report, periodic attendance at departmental functions, building of relationships with departmental staff and key volunteers
- Prepare for Leadership Team meetings by reading packets and praying in advance
- Regularly attend Leadership Team meetings and functions such as retreats or orientations.
- Maintain confidentiality.
- Develop a working knowledge of PCC governance, including: Constitution, Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports.
- Get the big picture, manage loosely, encourage others.
- Service on PCC's Leadership Team is without remuneration.

TERM OF SERVICE

Pursuant to Article IV, Section 2b of the Church Bylaws, Leadership Team members shall be elected to a three-year term. Members may serve only two (2) consecutive terms. Fulfillment of a partial term shall not count against this consecutive term limit.

RESIGNATION

In grace, Leadership Team members shall resign if they are unable to maintain the service expectations of their job. Consult with the Lead Pastor in this regard.

GOVERNING BIBLE VERSES FOR PCC LEADERSHIP TEAM MEMBERS

1 Timothy 3:1-7 (NIV) — Qualifications for Overseers and Deacons

1 Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. 2 Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3 not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. 5 (If anyone does not know how to manage his own family, how can he take care of God's church?) 6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Titus 1:5-9 (NIV) — Appointing Elders Who Love What Is Good

5 The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you. 6 An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. 7 Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. 8 Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. 9 He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Romans 12:3-8 (NIV) — Humble Service in the Body of Christ

3 For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. 4 For just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we, though many, form one body, and each member belongs to all the others. 6 We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; 7 if it is serving, then serve; if it is teaching, then teach; 8 if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

CHURCH LEADERSHIP CANDIDATE PROFILE

Dave Cowan

Candidate for Adults

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

These last three years of being a member on the LST and leading the Men's Ministry with a core team of men has been a soul-filling journey as I have been growing in my faith and have a deeper relationship with Jesus. I have become more and more intentional in living a faith-centered life and working towards becoming the best version of myself.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

I am a Leadership Team member currently. Also, leading the Men's Ministry along with an amazing core team of men. I am also part of the Greeting team along with my boys. My wife and I led a House Church during COVID. I helped with food delivery to Redwood City families through Generations United during COVID.

3. What is your motivation for serving in this position?

I love our PCC family and it is an honor for me to be part of a team that is empowered to represent our congregation.

4. What do you consider to be your gifts and abilities?

Empathy, helper, leader, encourager, and dependable

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

Yes

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I understand and agree with the Declaration of Faith (Article III) of the constitution.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

PCC's statement of faith is the foundation of my beliefs and the way I live this out in my life is through my rule of life, daily rhythms and practices.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes

6. What skills or training do you have that will help you in keeping complete confidentiality?

Confidentiality was a regular practice during my 33 years working for the fire department and it has been a regular practice for me during the last three years on the LST.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

I do not have any concerns.

7. When have you been led by the Holy Spirit and how did you validate that leading?

I felt led by the Holy Spirit to be part of the LST when nominated in 2019, and growing in my faith and having a closer relationship with Jesus throughout the last three years of being part of the LST has validated my leading.

JOB DESCRIPTION

CHAIR

PURPOSE

"The purpose of the Leadership Team shall be to monitor and oversee the spiritual health of Peninsula Covenant Church (PCC), to ensure PCC's continued biblical alignment with the direction God is calling PCC, to enable and support PCC, and provide essential operations, administration and implementation of the Mission, Beliefs, and Values of PCC." (Bylaws Sect. 1)

QUALIFICATIONS

Members of the Leadership Team shall be members of the Church in good standing as described in Article IV, Section 1 of the Bylaws. Those Bylaws require that a Leadership Team member be a member of the church for not less than one year and be active in the support of the total ministry of the Church, financially and otherwise. They shall demonstrate the Christian maturity and leadership called for in 1 Timothy 3:1-7, Titus 1:5-9, and Romans 12:3-8 (see attached).

CHAIR

The primary focus is to ensure that the Leadership Team fulfills its mandate as the duly elected (or appointed) leadership body of the Church by providing Christ-centered, humble, effective leadership to the PCC body and its mission according to the church's governing Bylaws. Specific duties:

- Grow and protect his/her heart for Jesus.
- Connect regularly with the Lead Pastor for prayer and encouragement.
- Meet regularly with Officers and Lead Pastoral Team to guide the strategy of the mission of PCC.
- Evaluate the needs of the congregation and facilitate the ministry of the congregation.
- Delegate work assignments to the appropriate congregational ministries and committees.

- Set the pace and aid in creating the ethos for the Leadership Team thus ensuring effective project management, strategic planning, and forward thinking takes place in order to manage the workload of the Leadership Team.
- Chair all congregational meetings, giving guidance and direction to the discerning, decision-making, and administration of the body at such meetings.
- Be willing to serve as a representative of PCC in official matters.
- To serve, when needed, as a liaison between the Leadership Team and various individuals or groups within the Church or community.

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Prepare for Leadership Team meetings by reading packets and praying in advance.
- Regularly attend Leadership Team meetings and Leadership Team functions such as retreats or orientations.
- Maintain confidentiality.
- Develop a working knowledge of PCC governance, including: Constitution, Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports.
- Get the big picture, manage loosely, encourage others.

TERM OF SERVICE

Pursuant to Article IV, Section 2b of the Church Bylaws, Leadership Team members shall be elected to a three-year term. Members may serve only two (2) consecutive terms. Fulfillment of a partial term shall not count against this consecutive term limit.

RESIGNATION

In grace, Leadership Team members shall resign if they are unable to maintain the service expectations of their job. Consult with the Lead Pastor in this regard.

GOVERNING BIBLE VERSES FOR PCC LEADERSHIP TEAM MEMBERS

1 Timothy 3:1-7 (NIV) — Qualifications for Overseers and Deacons

1 Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. 2 Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3 not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. 5 (If anyone does not know how to manage his own family, how can he take care of God's church?) 6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Titus 1:5-9 (NIV) — Appointing Elders Who Love What Is Good

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CHURCH LEADERSHIP CANDIDATE PROFILE

Jon Pedley

Candidate for Chair

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

I came to Christ in 1993 after, at the behest of my girlfriend (now wife, Daniela), I started attending her church (St Michaels, Chester Square in London) and attending an amazing seekers group for business people, run by a pair of American missionaries. My head signed up after reading Mere Christianity by CS Lewis and my heart, body, and soul made the commitment during worship (we were singing the Battle Hymn of the Republic, believe it or not). When we came to California in 1996, we searched for a long time for the right church home (not knowing the denominations) and were eventually invited to come to a service at PCC by a classmate from graduate school. We met Anthony Mejia on that first visit. When we came back a few weeks later, Anthony remembered our names, welcomed us back and we knew we'd found home. My faith grew more mature through Homebuilders, both through participating and being given the chance to teach and lead by Anthony, and through participation in BSF (I went through the whole cycle once) and through participation in what was then the Council (see more below). The recent season of COVID, with church participation going to zoom and the divisions in the Church broadly and in PCC more narrowly caused by masking, vaccines, and racial justice (to name a few) have been a bit of a desert season for me personally, but my participation in my men's group, whether in person or virtually, with Gary Gaddini and with a wonderful group of faithful men has been a rock and a source of comfort and accountability.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

At PCC, I have never felt more involved than when I have been able to help and serve, with my involvement including:

- Participation in kids ministry from babies through 2nd/3rd grade (roughly tracking the arc of our kids through the program)
- 9 years on the Council (as it was then), including representation for properties, the Vice-Chair Position and Church Chair
- Food team on the Mexico mission trip for the two years (my third outing was canceled by COVID in 2020)

Outside PCC, I served as a referee on the local AYSO for many years (rising to advanced referee) and since 2007 have been either a member or the chair of what's called the 'Bear Creek Planning Committee' (the architectural review committee of the valley in which our second home is located). I have also been a member of the HOA our home is in for the last two years.

3. What is your motivation for serving in this position?

On the positive side, there has been so much change at PCC in terms of staffing, finances and membership that there is clearly an enormous need. I always respond to need by wanting to help. Secondly, my twelve years running product management at my company is coming to an end at the end of March and I expect for at least a while that I will have more time to devote to service. On the hesitant side, what made serving as the chair so compelling before was the close relationship with Gary and the time spent one on one working, eating, sharing and praying for

each other, our families and the church. The chemistry of that connection and the spiritual energy it awoke in me was so valuable. For there not to be a permanent Lead Pastor in place who can be involved in selecting me and that I can know if there is a fit with is a source of uncertainty, though it looks like the process is being very well run and I have faith that someone great is going to be called. I hope that the process of discussion with the Nominating Committee and the existing leadership, plus ongoing prayer, discussion with my spiritual mentors and friends and family will help to make clear that this is the right time for me and for PCC and that my mix of skills and gifts and experience are right for this season.

4. What do you consider to be your gifts and abilities?

I am experienced, both in leadership at PCC (having served on the PCC Council for 9 years, including in the role of chair) and in the world of business and technology (roles of growing responsibility over 30+ years, an MBA). I am a humble, servant-hearted leader who regards the function of leadership to be to serve a sounding board and an encourager, not a dictator or a micromanager. I don't need the spotlight or praise and am happy when those I work with succeed. I understand organizations, finances and budgets, marketing and technology in addition to a solid base of biblical knowledge and lean on them all in discerning direction. I am regarded as wise and stable in the roles I have held professionally and at PCC and as a peacemaker. I am direct and believe in transparency and feel that tackling the challenges that face the church should be done in that spirit - I can be relied upon to speak up if something needs to be discussed and on occasion to challenge the status quo, but can equally be relied on to commit to a decision once made, even if it went in a direction I didn't initially support. I have a strong sense of humor and like to bring lightness into meetings.

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

I certainly can, though I should disclose when it comes to 'Worship consistently on Sundays' that my wife and I have a second home in the Lake Tahoe area and what with that and travel, I think our record is about 50% attendance. Of course we would shape travel plans etc around congregational meetings, LST meetings and the like as much as possible.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I fully understand it and agree entirely with its substance, though perhaps I would quibble with 'Three days later, Jesus rose from the grave...' as it was I believe 'on the third day' which is in fact two days later. This type of observation admittedly shows a streak of pedantry which is a characteristic my family will tell you is on the list of my least attractive.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

I would say that I might vary in terms of emphasis. 'We believe that repentance from sin and belief in Jesus Christ as Savior and Lord is the only way to salvation' seems to put repentance first, while I personally would emphasize belief in Jesus Christ first - conviction of sin and then repentance comes from that belief and emerges as the fruit of a loving relationship with Christ. The Church broadly (not PCC specifically) has been too quick to judge and demand repentance, rather than lead with the person of Christ. I also think that I see loving and serving my neighbor (defined very broadly) as part of my purpose and I would add that to the final sentence for myself alongside worship, personal growth and evangelism.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes

6. What skills or training do you have that will help you in keeping complete confidentiality?

Years of prior service on the council/LST and in professional leadership roles.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

None

7. When have you been led by the Holy Spirit and how did you validate that leading?

The times when I have felt most clearly led is when I have clear conviction, emerging from a period of prayer, that a particular decision is the right one. There are various examples in my personal and professional lives as well as from my time in PCC lay leadership. But a clear sense of conviction is not enough - you have to know whether it is Spirit-led or just the conviction of your imperfect flesh; so both validating for consistency with the Word is critical, as is testing it in Christian community (in widening concentric circles as appropriate given any need for confidentiality from wife/family, to close friends and mentors/my men's group, to broader discussion in the body).

JOB DESCRIPTION

MISSIONS

PURPOSE

"The purpose of the Leadership Team shall be to monitor and oversee the spiritual health of Peninsula Covenant Church (PCC), to ensure PCC's continued biblical alignment with the direction God is calling PCC, to enable and support PCC, and provide essential operations, administration and implementation of the Mission, Beliefs, and Values of PCC." (Bylaws Sect. 1)

MISSIONS

- Prepare for and attend all Leadership Team meetings. Present proposals for action and give reports of what God is doing through global and local mission.
- Support and promote the vision, goal and function of the Glocal Mission Board.
 - Vision: Mobilize the body of Peninsula Covenant Church to own the responsibility and privilege of the Great Commission, equipping the PCC constituency to receive the joy of using time, talent and treasures to glorify God in missional service.
 - Goal: Make disciples, from the Peninsula to the world, building sustainable partnerships that holistically transform communities.
 - Function: Through understanding needs of local communities as well as existing global churches and ministries, address the concerns of the disenfranchised while presenting the Good News of Jesus Christ. Isaiah 58:6-8
- Chair the Glocal Mission Board.
- Meet at least once a month with the mission pastor to discuss issues pertinent to the PCC Body and the Leadership Team.

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Prepare for Leadership Team meetings by reading packets and praying in advance.
- Regularly attend Leadership Team meetings and functions such as retreats or orientations.
- Maintain confidentiality.
- Develop a working knowledge of PCC governance, including, but not limited to: Constitution and Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports
- Get the big picture, manage loosely, encourage others.
- Service on PCC's Leadership Team is without remuneration.

GENERAL COMMENTS

This person should be committed to studying and growing in understanding ideas of biblical mission in order to develop within the congregation an appreciation for the importance of local and global mission that extends God's love to the community and the world. This person should be a team player, able to work with others and open to God's calling in his/her life.

TERM OF SERVICE

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RESIGNATION

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GOVERNING BIBLE VERSES FOR PCC LEADERSHIP TEAM MEMBERS

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Romans 12:3-8 (NIV) — Humble Service in the Body of Christ

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CHURCH LEADERSHIP CANDIDATE PROFILE

Jonathan Kaech

Candidate for Missions

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

I was fortunate to grow up in a household where both my parents were believers and were very involved in our church. My earliest memories are attending church services as a young child and seeing the church building being constructed. I accepted Jesus when I was 5 years of age. I asked my mom on a Wednesday night before bedtime how I can become a Christian. She led me in a prayer where I confessed I am a sinner, I need to be forgiven and washed clean by the blood of Jesus. Right after accepting Jesus into my heart, I immediately shared my salvation with my second oldest brother.

After experiencing family trauma from the age of 11 to 13 and leaning into God as I never had to before, I committed my life to Jesus and was baptized. That is how my walk with Jesus as my personal Savior began. Over my 46 years I can look back and see God's hand through the battles and blessings of life. Through each of those experiences, I have seen my faith grow and be strengthened by God's love and forgiveness for me.

As I face new battles and blessings, I can look back to my past experiences and trust that God is still with me and has a perfect plan for my life. This has been evident through the trauma I faced in my pre to early teen years and the heart for forgiveness that only He could make possible through the forgiveness He has extended to me through Jesus' death and resurrection. God has seen me through the battles and blessings of career decisions, marriage, infertility, that led to the adoption of our beautiful daughter Sofia, and through the destructive impact of COVID on our family's livelihood as the company I work for was almost completely wiped out.

Despite the stresses of life and the uncertainty that comes, I have the solid rock of my faith to stand on and know that God is in control and has a perfect plan for me and my family. "And we know that in all things God works for the good of those who love Him, who have been called according to His purpose." - Romans 8:28 About 12 years ago, I joined Bible Study Fellowship (BSF) and have been faithfully in God's word. Through BSF I have seen how God has grown me in my faith by spending consistent time in His word. In addition to BSF, I started listening to the Bible In One Year App every day and it has been an amazing blessing to me and has grown in me a love for God's word like never before. Over the past year, I have made memorizing God's word a priority and have seen the impact having His word written on my heart has made. I am excited to see what God has next for me and my family and how He will grow me through life's next battles and blessings. I am excited to see how Jesus will use me in the LST role and how He will use it to grow me further in my walk with Him.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

Ministry at PCC:

* Kennedy Christmas - Our family volunteered 2 years to help with Kennedy Christmas where we had the opportunity to play games and spend time with the children of the families shopping for Christmas gifts.

- * 9:05 set up team - 1x a month our family would help with setting up the Gym on a Saturday evening, before service, and would help break down everything after service.
- * Street Life Ministries (SLM) - Through Rooted, our small group was privileged to have the opportunity to serve the SLM community by washing their feet. I have also taken my neighbor to a SLM service where we had the opportunity to serve food to the SLM community. Lastly, through the company I work for, I was able to connect and partner with Pastor Shearin. We worked out a program where PurpleTie donates, 1x a month, any unclaimed garments to SLM so that they can be given to the SLM community. We also worked out a program where individuals who were faithfully attending and serving SLM, Pastor Shearin would send them to PurpleTie for a job and opportunity at a 2nd chance. Through that program PurpleTie was able to hire 5 SLM community members and gave them an opportunity for consistent employment.
- * House Church Host - During the height of the pandemic, our family hosted a PCC house church in our front yard. My wife, Heather, oversaw the children's program where she prepared and taught Sunday school. I set up our front yard to host 15 to 20 people so we can watch the service together and be in community.
- * Together Event Coordinator - I would coordinate the volunteers to help with the setup, the serving and the clean up after the event.
- * Children's Ministry Volunteer - My wife and I volunteer as back ups to help in Sunday School with the 1st - 4th graders. Campus workday - My family volunteered to help with the past PCC workday

Ministry Beyond PCC:

- * PurpleTie - My workplace has been a ministry place where God has used me to share the love of Jesus with the owners. I have been working at PurpleTie for almost 18 years and from Day 1 God has opened the door for me to have conversations with the owners about God's love and salvation plan through the death and resurrection of His Son Jesus.
- * Neighborhood - In the summer of 2019 God put on my family's heart to set out a table and chairs on our front lawn and let our neighbors know that we will be eating out front. We sent a message to all our neighbors that we would love anyone and everyone to join us whenever they would like. From the 1st night we had multiple neighbors join us and we started sharing life together. They learned that if they are eating dinner with us that we are going to thank God for our food first. It led to us being able to pray for neighbors who had sick family members and opportunities to share our faith with them. In addition to our neighbors we were able to meet a homeless man, Tim, who would ride his bike down our street every night. We invited Tim to join us and all the neighbors welcomed him into our neighborhood and helped him whenever Tim would allow us. After a few months of our neighborhood dinners, the neighbors were worried that we would have to stop when it was cold. This led to us buying a cheap 10x20 party tent that we placed on our driveway along with heaters and electric blankets so we could all brave the cold together. It has been amazing to see how God was using the outside dinners to prepare us for what was right around the corner, COVID. Though the pandemic kept us from sitting in a tent together or even sitting close together, our neighborhood had become a community where everyone was watching out for each other. We hosted two PCC online services in our front yard, 1 was for Easter. When PCC announced that they were looking for house church hosts, it made sense for our family to host one of the house churches in our front yard. Neighbors were already used to us being in front, so now they could join us for church if they would like. This led to several neighbors joining us most Sundays and one family came every week and brought their 3 children that Heather was able to serve in the children's program. It has been amazing to see how God has used the simple idea of a table and chairs to bring the light of Jesus to our neighborhood.
- * Bible Study Fellowship Leadership - In 2013 I joined BSF leadership where I served as a Children's Leader. Since 2013, I have served 1 year as a substitute Group Leader and a Group Leader for 5 years.

3. What is your motivation for serving in this position?

As I mentioned at the end of question 1, I am excited to see how Jesus will use me in the LST role to glorify Him and how He will use it to grow me further in my walk with Him. I do not have any global missions experience, but with the local missions work, I have been blessed to be part of, I have seen that when you meet the needs of your community, God uses that connection to open the door to share His love with the lost. I am excited to share my experiences with PCC and be used by God however He sees fit to help lead PCC with our local and global outreach.

4. What do you consider to be your gifts and abilities?

* Faith * Serving * Encouraging * Giving * Team Leadership * Operational Oversight * Strategic Planning * Organizational Skills

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

Yes, I am able to fulfill the job duties of the position as LST for Missions.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I understand and completely agree with the Declaration of Faith of the Constitution. I believe that the Bible is God's holy word and is His written authority over me. "All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness." - 2 Timothy 3:16 "If you remain in my word, then are you truly my disciples. Then you will know the truth and the truth will set you free." - John 8:31-31 I believe that I am a sinner and that without the forgiveness of sin through the blood shed on the cross by Jesus, God's only son, that I would be destined for an eternity outside of God's presence. I believe that Jesus is fully God and fully human and that He wrapped himself in flesh to live a perfect life as an example for me. I believe that Jesus sacrificed His life on the cross and rose from the dead 3 days later defeating death and sin forever for those who believe. I believe that through Jesus' death I have been saved from the penalty of sin, the power of sin and in the future when I go to heaven I will be saved from the presence of sin. "For the wages of sin is death, but the gift of God is eternal life through Jesus Christ our Lord " - Roman 6:23 "For God so loved the world that He gave His only begotten Son, that whosoever believeth in Him shall not perish but have everlasting life." - John 3:16 I believe the Biblical teaching of water baptism as a sign of obedience and an outward sign of my faith. I also believe in the regular celebration of The Lord's Supper as a reminder of the price Jesus paid on the cross for my sins. The bread is His body that was broken for me and the wine is His blood that was spilled for me. I believe in the Triune God, God the Father, God the Son and God the Holy Spirit; Three distinct parts but all 3 are perfectly God. I believe that when I accepted Jesus as my personal Lord and Savior and that He is God's son and died and rose from the dead for my sins, I received God's Holy Spirit. It is through the Holy Spirit that God directs me and fills me with His purpose. "And as the Spirit of God works within us, we become more and more like Him, reflecting His glory even more." - II Corinthians 3:18b

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

I hope I answered that above in question 5a. My own statement of faith is in line with PCC's and hopefully my understanding and agreement with Article III makes that clear.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes.

6. What skills or training do you have that will help you in keeping complete confidentiality?

When I served in BSF leadership it was important that the men in my group knew that everything shared within our group stayed in there and was not shared outside of our group. I want the men to know they can share as much as they are feeling led to share without threat of the information being shared. In my role with PurpleTie I work closely with many of the top companies in the Bay Area and have access to privileged information that I have to keep confidential.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

I do not have any concerns related with my ability or fitness to serve. I do acknowledge that I do not have prior missions experience, but I am confident that if I am called into this role, God will equip me with what is needed.

7. When have you been led by the Holy Spirit and how did you validate that leading?

I seek the Holy Spirit's leading daily. I pray for His direction, His wisdom and His confirmation throughout the day when making decisions. The Holy Spirit opens my eyes and convicts me when I am not living a life that God has called me to live and He validates His leading through time in the Word, time in prayer and surrounding myself with godly brothers. There have been several times throughout my life when faced with big decisions or challenges, that I can point back to and see how the Holy Spirit was leading me through those times. I experienced the Holy Spirit's direction when deciding if Heather and I were to get married. Heather was obviously an amazing Godly woman and I am blessed to be her husband. God made it clear through the guidance of the Holy Spirit in my life. Brothers in the Lord came around me and confirmed in me that Heather was the right woman for me and I have been blessed beyond measure to have her in my life. When Heather and I were looking to buy our first house in 2006/2007, we looked, we put in offers and offers were rejected. We finally found a home that we could afford but it wasn't in the area we wanted, but we were getting ready to settle. I remember calling Heather and letting her know that we were going to be able to get the house and her response was, "I don't think that is the house; I think God has a better house for us." She went on to share with me a house in a neighborhood that we never thought we could afford. Following Heather's leading by the Holy Spirit that God had something bigger and better for us, we told our realtor the house we wanted to pursue and within a few days the house was ours. While Heather and I were going through infertility treatments and trying to start our family, we came to a time where we had to choose between continuing with more intrusive infertility treatments or adoption. It was a tough time in our marriage as we desperately wanted to start a family, but we were not sure how far we should go to have biological children. We spent a lot of time in prayer seeking God's direction and His wisdom on how to continue, or if to continue at all. We were both blessed to be in BSF groups and surrounded by brothers and sisters in the Lord who were praying for us. It was through our friends' prayers and our own prayers that we made the decision to stop infertility treatment and look into adoption. One morning during the process, I woke up repeating over and over again, "In all your ways acknowledge Me and I will direct your paths." Through the ups and downs of infertility and the adoption process, we gave everything to the Lord and sought His direction through the power of the Holy Spirit and in 2014, through adoption, God blessed us with Sofia Faith (Wise Faith). On all 3 occasions, and many more, the leading of the Holy Spirit was validated through time in His Word, time in prayer and surrounding ourselves with godly brothers and sisters. When I was notified that I had been nominated for this position, I remained in His word listening to how the Holy Spirit was moving, started praying for God's wisdom and reached out to Godly brothers for their counsel and for their prayers. The Holy Spirit has validated to me that I am to pursue the LST for Missions position for as long as He keeps moving me in that direction.

JOB DESCRIPTION

STUDENTS & FAMILIES

PURPOSE

"The purpose of the Leadership Team shall be to monitor and oversee the spiritual health of Peninsula Covenant Church (PCC), to ensure PCC's continued biblical alignment with the direction God is calling PCC, to enable and support PCC, and provide essential operations, administration and implementation of the Mission, Beliefs, and Values of PCC." (Bylaws Sect. 1)

QUALIFICATIONS

Members of the Leadership Team shall be members of the Church in good standing as described in Article IV, Section 1 of the Bylaws. Those Bylaws require that a Leadership Team member be a member of the church for not less than one year and be active in the support of the total ministry of the Church, financially and otherwise. They shall demonstrate the Christian maturity and leadership called for in 1 Timothy 3:1-7, Titus 1:5-9, and Romans 12:3-8 (see attached).

STUDENTS & FAMILIES

More than specific qualifications or a background in children's or student ministry, we seek a candidate who is a parent of a child or student currently in PCC's Students & Families Ministry, and who is actively discipling his/her child(ren). Other responsibilities and duties include:

- Grow and protect his/her heart for Jesus.
- Serving as a trusted advisor to the Pastor of Students & Families (along with Chair & others), as he/she develops and implements PCC's vision, mission & strategic plan.
- Review outcomes and metrics created by PCC for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to Leadership Team and sub-committee meetings.
- Participate in the development and approval of PCC's annual budget, audit reports, and material business decisions, in collaboration with

broader leadership team & PCC lead team; being informed of, and meeting all, legal and fiduciary responsibilities.

- Contribute to an annual performance evaluation of the Pastor of Students & Families.
- Serve on committees and/or task forces and taking on special assignments as needed.
- Represent PCC to key stakeholders; acting as an ambassador for the ministry of PCC.

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Prepare for Leadership team meetings by reading packets and praying in advance
- Regularly attend Leadership Team meetings and functions such as retreats or orientations.
- Maintain confidentiality.
- Develop a working knowledge of PCC governance, including, but not limited to: Constitution, Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports.
- Get the big picture, manage loosely, encourage others.
- Service on PCC's Leadership Team is without remuneration.

TERM OF SERVICE

Pursuant to Article IV, Section 2b of the Church Bylaws, Leadership Team members shall be elected to a three-year term. Members may serve only two (2) consecutive terms. Fulfillment of a partial term shall not count against this consecutive term limit.

RESIGNATION

In grace, Leadership Team members shall resign if they are unable to maintain the service expectations of their job. Consult with the Lead Pastor in this regard.

GOVERNING BIBLE VERSES FOR PCC LEADERSHIP TEAM MEMBERS

1 Timothy 3:1-7 (NIV) — Qualifications for Overseers and Deacons

1 Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. 2 Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3 not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. 5 (If anyone does not know how to manage his own family, how can he take care of God's church?) 6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Titus 1:5-9 (NIV) — Appointing Elders Who Love What Is Good

5 The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you. 6 An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. 7 Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. 8 Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. 9 He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Romans 12:3-8 (NIV) — Humble Service in the Body of Christ

3 For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. 4 For just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we, though many, form one body, and each member belongs to all the others. 6 We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; 7 if it is serving, then serve; if it is teaching, then teach; 8 if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

CHURCH LEADERSHIP CANDIDATE PROFILE

Cathy James

Candidate for Students & Families

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

I was born into a Christian family and raised attending church and youth group. I accepted Jesus as my personal savior when I was in kindergarten or first grade and my Sunday school teacher helped me to pray. Later as a teenager, I recommitted that relationship with greater understanding and intentionality. My parents were very service oriented and involved us in working at our church's weekly soup kitchen for the homeless and walking 250 miles to raise money for orphanages in Mexico. As a high school student I spent a summer with a missions team in Alaska. In college I served for a summer with Harambee, an educational center for low-income students in Pasadena. These experiences and others were formative in shaping my faith and teaching me the joy that comes from following Christ and helping to serve "the least of these." As my own children grew up and learned about Jesus and the Bible, my husband and I prioritized attending church. We served as Sunday small group and large group leaders for eight years. In recent years our family has joined a family mission trip to Malawi to work with the Malawi Children's Mission. I have since joined their Board of Directors where I feel God uniquely gifted me to serve. In addition to service, I believe it is important to be connected to Christian community. I have been fortunate to be in a women's small group that has met together for close to 30 years and a couple's Bible Study with our husbands that has been meeting for 23 years. This community provides a place for me to study and discuss God's word as we sharpen each other's faith and help one another to discern God's will for our lives, our marriages and our families.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

At PCC I served for one year (2017-2018) as a co-leader of the Mothers Together group. Our family participated in a PCC missions trip to Malawi and we have continued to support the Malawi Children's Mission and PCC's partnership with the work there. Prior to attending PCC I served as a Sunday children's leader at Menlo Church for eight years. At Menlo, I also served as a teaching leader for Mothers Together for 2-3 years. Currently, I am serving as the interim LST representative for the Family Ministries department.

3. What is your motivation for serving in this position?

I was asked to step into the role when the previous representative decided her schedule was too busy. The timing lined up to a prompting that I was feeling to get more involved with church. I had recently mentioned to Brian that I wanted to find a way to serve. When I spoke to Brian about the role, I realized that a lot of my work experience, as a staff development coach for the Redwood City School District, matched well with the needs of Family Ministry and the church. One other motivation was that I wanted to develop deeper connections to others in the church. I know from past experience that serving with other people is a great way to foster deeper community.

4. What do you consider to be your gifts and abilities?

I think I am a gifted teacher and facilitator. I taught high school for ten years and have worked for several years in the RCSD staff development department. My job involves serving on or

running district-wide committees, as well as leading workshops and meeting with teachers for one on one support. In the past, I also served as a regular speaker/teacher for Mothers Together In Menlo Park. I am also a good listener. I have an MA in counseling and have learned to use my listening skills in a variety of work situations where I needed to understand people's challenges and help to guide them towards solutions.

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

Yes, I am happy to meet regularly with the Family Ministry director/team and to serve as their advocate and liaison at the LST monthly meetings.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I agree with the statement of faith. I believe that God is "three in one" The Father, Son and Holy Spirit. I believe that Jesus was a real person who was fully God and died for our salvation. I am saved from my sin, which separates me from God, through my belief and acceptance of Christ's atonement on the cross and resurrection from the dead. The church is God's body and we are all equipped to do the work that he calls us to.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

I believe the things stated in PCC's statement of faith are the foundational tenets behind Christianity. A piece of my own faith understanding that is not as clearly articulated in the articles of faith is that I believe God desires us to help lift up others who are suffering, oppressed or facing injustice. I believe this is part of showing God's love to the world. One of my favorite verses is Micah 6:8 "This is what's required of you, to act justly, love mercy and walk humbly with your God." This sums up my personal faith aspiration.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes

6. What skills or training do you have that will help you in keeping complete confidentiality?

I have a MA degree in counseling. Understanding and practicing confidentiality were part of my training. I also have many conversations about students and teachers at work that are confidential in nature.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

I have some concerns about time constraints given that I work full time and I serve as a Board member for MCMA. I feel like it is manageable. I gave my schedule careful consideration before saying, "yes."

7. When have you been led by the Holy Spirit and how did you validate that leading?

I felt led by the Holy Spirit to take my family to Malawi in 2019. I prayed about the internal nudges that I felt. I discussed my feelings with my husband and listened for the similar threads in what we were feeling led to do. I also felt the validation in the process of being on the trip and seeing how God used my skills to support the work he was doing at the school. I felt specifically matched to the needs at the school, which was further validation that I was in the place that the Spirit led me. I felt like I was being allowed to be part of God's kingdom work here on earth.

JOB DESCRIPTION

WORSHIP

PURPOSE

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WORSHIP

- Along with the Worship Pastor, regularly review the goals of the team and help evaluate effectiveness while looking for creative ways to become more effective.
- Partner with the Worship Pastor to recruit and encourage members or regular attendees to become involved in worship-related ministries. Observe people to discover giftedness and find ways for individuals to use their talents to serve God.
- Partner with the Worship Pastor to evaluate needs and propose new budget every year.
- Act as a sounding board to the Worship Pastor for new ideas.
- Develop methods to evaluate effectiveness of ministry and provide feedback to meet the needs of a changing congregation.
- Serve as the liaison to the Leadership Team representing all areas of worship-related ministries.

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Prepare for Leadership team meetings by reading packets and praying in advance
- Regularly attend Leadership Team meetings and functions such as retreats or orientations.
- Maintain confidentiality.
- Develop a working knowledge of PCC governance, including, but not limited to: Constitution, Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports.
- Get the big picture, manage loosely, encourage others.

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CHURCH LEADERSHIP CANDIDATE PROFILE

Michelle Chabra

Candidate for Worship

1. Describe your journey of faith, your growth, and where you are today with your relationship with Jesus.

I was raised in the Presbyterian church and baptized as a baby, but came to my own faith in high school. I received rich discipleship and grew a great deal in my knowledge of scripture and experience of God's work in my life as a member, then a student leader in InterVarsity Christian Fellowship during college. After college I moved to San Francisco, living in the Mission District in community with other young believers, seeking to understand God's heart for the city and ways we could be part of growing His Kingdom there. I was a member of what was originally Calvary Chapel, then became New Life Vineyard, then later Mid-Peninsula Vineyard. Though I had been baptized as a baby and had been following Jesus for many years, I felt called to be baptized as an adult at the Vineyard as a public profession of my faith. I continued to grow in my experience of God and knowledge of scripture there through personal Bible study and prayer, regular church attendance, small groups, conferences, and most of all by participating in ministry that God called me into, which required me to rely on the Holy Spirit. My husband and I felt that God was calling us out of the Vineyard at the end of 2012, and spent several years seeking a new church home, which we eventually found at PCC in 2016. We participated in the Hudson site community and during COVID we participated in the Beckers' house church. My primary ministry calling in the last 10 years has been in my work with children and families with dyslexia, helping them to recover both academically, but more importantly emotionally and spiritually, from the damage that dyslexia often does to a child's self image and hope. Throughout these experiences, and in many difficult challenges we have faced as a family, I have seen God's faithfulness and provision for me over and over again, and by His grace have grown in faith and trust in Him, especially in the darkest times. I know I am deeply loved by Jesus and in gratitude want to share that love with those He puts in my path. I want to be part of growing God's Kingdom in the here and now and seek to follow the direction of the Holy Spirit to the best of my ability by His grace.

2. Please describe your area(s) of service or ministry to PCC and/or beyond PCC.

1984-1988 InterVarsity Christian Fellowship Served on worship team. Led dorm Bible studies. Participated in various short term ministry opportunities. Summer of 1987 Mexico City missions trip with Spearhead of LAM. Led worship for my team, teaching and leading Bible studies, children's and youth ministry, evangelism 1988-2012 Calvary Chapel/New Life Vineyard/Mid-Peninsula Vineyard Served in the nursery, children's ministry, and youth ministry in various capacities, including overseeing. Served on the worship team and as a worship leader. Led various small groups and family groups. Assisted and led a parenting class. Participated in prayer ministry. Participated in two short-term mission trips to Costa Rica, led worship team for worship conference, and various churches/outreaches. Last three years served as part of the Pastoral Team that led the church during transition, primarily overseeing worship and children's/youth ministry. 2013-2022 Served students with dyslexia and their families, providing free consultations. Supported InterVarsity Christian Fellowship by hosting student gatherings and visiting staff, occasional prayer ministry at area conferences, praying for staff, and financially. 2016-2022 Served with the Children's Ministry at Hudson. Helped with various events/outreaches at Hudson and main campus.

3. What is your motivation for serving in this position?

I asked God to open up the doors if He wanted me to be using my experience/gifts to serve the church in a particular way during this season of transition at PCC and two days later got the call asking if I would consider this position. I am excited to see how God will move in this season at PCC and want to give my time and talents to support what He is doing. Worship has been so instrumental to my relationship with God and I believe God can move powerfully through worship to touch the hearts of believers and newcomers, so I would love to give whatever gifts I have to facilitate and support this ministry.

4. What do you consider to be your gifts and abilities?

Hearing from God, hearing people's needs and passions and encouraging them, developing and articulating vision and calling people to join in, generating ideas and solutions, and setting up specific steps for growth and desired change Interpersonal communication and resolving conflict in healthy ways, teaching and discipling, worship leading, showing mercy, hospitality, flexibility and the ability to work with diverse thinking styles and cultures. I am the Queen of Boggle and my New Year's Day Chicken Posole is legendary.

5. Can you fulfill the job duties of the position for which you are being considered? (see the provided job description)

I believe I can.

5a. Please comment specifically on your understanding and agreement with the Declaration of Faith (Article III) of the Constitution.

I understand and agree with the Declaration of Faith without reservation.

5b. In what ways is your own statement of faith unique compared to PCC's statement of faith?

While my experience of God is personal and unique to my life and circumstances, I can't think of any way my statement of faith would be different.

5c. Will you support the PCC Declaration of Faith (Article III), Constitution and Bylaws, the Mission, the Beliefs and Values, as well as the ministries of PCC?

Yes

6. What skills or training do you have that will help you in keeping complete confidentiality?

In my roles as a teacher, currently as a tutor, and during my time as a leader and especially on the Pastoral Team at the Mid-Peninsula Vineyard Church, I was and am required to maintain confidentiality about students, clients, and church members, employees and participants. I have at times been put under pressure, but have been diligent in maintaining confidentiality.

6a. What, if any potential concerns do you have about your ability or fitness to serve that you would like to discuss with the committee? (time constraints, life stage, experience, etc.)?

Beyond my personal family and tutoring business budgets, I don't have much experience with larger organization budgets, so might need orienting in terms of any budget responsibilities.

7. When have you been led by the Holy Spirit and how did you validate that leading?

It is my desire to be led by the Holy Spirit in all of my personal and ministry decisions, as well as in ministry experiences such as worship leading and prayer ministry where a constant attention to the Holy Spirit's direction is necessary. I validate that leading through prayer, my knowledge of scripture, as well as searching the Word for guidance in specific situations or topics, checking in with mature, trusted believers who know me well, and by evaluating the fruit of the decision as it is walked out. As a specific example, I felt led to participate in the Hudson site during prayer, though I had not been personally inclined to do so. In this case, I prayed more to check my hearing and discussed it with my husband and faithful friends, then went and saw God do many good things through being there.