

Give Generously

Seek Justice

Share Jesus



PENINSULA COVENANT CHURCH

STAKEHOLDER REPORT

2023-2024

Proposed Budget & Slate of Candidates



PENINSULA COVENANT CHURCH

STAKEHOLDER MEETING

Sunday, May 21, 2023

11:45am

In Person and Online

Zoom Information

<https://us02web.zoom.us/join/91234567890?pwd=Zlplpdu6rrDMqE9NU4iTKJqkcXuTSEfAqSecm>

Passcode: 397634

Dear PCC Family:

The last few years at PCC have disrupted our lives and caused change that we weren't anticipating. In the time of transition with Brian Rhen at the lead, we used the themes of **TOGETHER: We Are PCC** and **Making It Through Together** to signify the importance of doing this in community and for the community.

Although we are still in transition, I feel we can safely say we are **Moving Forward Together**. PCC has a strong foundation of history and reliance on Jesus. We will continue to refine who we are as PCC with the leading of the Holy Spirit.

I hope you catch the common thread there – **TOGETHER**. It is because we are united in purpose and mission and belief in our Savior that we can do this **together**. And I am so grateful that we can celebrate the rich heritage of ministry that's being done through PCC.

As a representative of the PCC Leadership Team, I am pleased that we were able to hire Randy Young who is now giving us the benefit of his many years of ministry experience. Randy will help us continue to look at what we do and why in order to establish a foundation for moving into the future.

As you review this packet, note that it is designed to give you the information you need to vote on the 2023-'24 ministry budget and the slate of candidates for the Nominations Committee and the Leadership Team. We will also discuss the launch and process to revise our Constitution and Bylaws.

Our Stakeholder meeting is on **Sunday, May 21 at 11:45am in the Worship Center**. (If you cannot attend in person, it will be available on zoom. [Register here to get the zoom information.](#))

We'll celebrate what God has done through PCC and then look to where God is calling us next. 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. Let's embrace **Moving Forward Together!**

Jon Pedley
PCC Chair

A long time ago in another life, I learned a few things about steering a raft through white water from my son Cameron who worked as a rafting guide for many years. Before we went down Tunnel Chute (class IV) on the Middle Fork of the American River, he positioned us to go down the rapids at the right angle and place. If we didn't hit the mark, it was going to be a rough and terrifying experience. If we hit the mark properly, then it was going to be a good and exciting ride.

I think that PCC is now in the middle of Tunnel Chute. I managed to jump on the PCC raft after entering the rapids. Like Nehemiah, I'm now learning the condition of the wall (PCC). Now that I understand things a little better, here are a few things I want the people of PCC to understand as we face the future **together**.

PCC is God's church. God created PCC. God has sustained PCC. And God will continue to lead PCC. God already knows the outcome. And if we will allow God to lead us, if we are willing to be faithful followers, we will come out the other end successfully.

We are going to go through these rapids **together**. We are going to learn more about God, our church and each other. We are going to discover new things, try new ways to worship and serve our God who loves us so much. And at the end of my journey with you, we are going to be better, stronger, and spiritually healthy people.

Like the Department of Weights and Measures who regularly calibrates scales to make sure that scales are measuring correctly, one way I can help PCC is to do a calibration of what we have in common – our theology, spirituality, values, and ways of living our faith **together**.

I look forward to our Sunday mornings **together** to be in the presence of God, to listen for His small still voice, to hear important lessons we need to learn, to recognize and affirm what we have in common theologically and spiritually.

As I said in my message on April 30, it is my hope and prayer that we will see the truth of the Gospel of Jesus Christ, add beauty to PCC, and bring joy to one another.

Randy Young

Interim Lead Pastor



PENINSULA COVENANT CHURCH

PROPOSED BUDGET

2023 - 2024

To our Stakeholder Family:

On behalf of the PCC staff and LST, we submit for your review and approval the PCC budget for the 2023-2024 fiscal year (June 1, 2023 through May 31, 2024).

The proposed budget is an integrated general fund budget which 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.)

The following are key highlights to note:

- The budget assumes General Fund donations of \$3.1 million. This reflects an increase of \$100,000 or 3.3% from the 2022-2023 fiscal year.
- Total revenues are expected to increase \$31,717, or 0.8%, across all revenue streams. While relatively flat year over year in the aggregate, this is comprised of several significant changes in individual revenue streams, including:
 - ◆ *decrease* in SACC tuition revenue of \$194,648
 - ◆ *increase* in Preschool tuition revenue of \$93,650
 - ◆ *increase* of interest/dividend income of \$75,000
 - ◆ *increase* in PE+ Program administration fees of \$69,798, and
 - ◆ *decrease* in cell tower revenue of \$33,600.
- Salaries & Benefits expense reflects a cost of living increase of 5% for eligible staff. It also includes the reduction of .5 FTE in Adults Ministries, and the addition of hours to one part-time Worship administrative position and the addition of one .5 FTE Student Ministry position beginning September 1.
- The budget accounts for the hiring of two full-time pastors as of October 1, 2023, as well as the continued salary for an interim lead pastor through the same date. This provides flexibility in the lead pastor search to accommodate either a co-pastor model or a lead pastor and administration pastor model.
- The budget includes an addition of \$20,000 to the Capital Reserve Fund.
- Contributions to the Pacific Southwest Conference of the ECC are increasing from \$9,004 to \$100,000 year over year.
- Power and gas utilities are expected to increase approximately \$100,000 year over year and have been budgeted accordingly across relevant departments.
- PCC's cash balance as of March 31, 2023 was \$3.6 million. As previously mentioned, the budget includes \$75,000 in expected revenue from investment income on non-operating cash.

Should you have additional questions regarding the budget, we invite you to attend one of two sessions where we will be available for discussion and Q&A. The first will be held on **Wednesday, May 17 at 7pm on Zoom** and the second will be in person on **Sunday, May 21 at 9am in Room 22A**, Fellowship Center.

We praise God for your faithfulness to PCC, and your investment of time, talent, and treasure for His Kingdom.

Tara Rankin
Controller

Anna Schreff
Leadership Team Treasurer

YTD P&LS INCOME & EXPENSE AS OF MARCH 31, 2023

	Community Center	SACC	Preschool	Traditional Church Ministries	Other Activities [1]	Total General Fund
Income						
Donations	-	1,837	-	2,527,792	-	2,529,629
Revenue	1,747,265	544,802	101,695	1,290	430,600	2,825,652
Total Income	1,747,265	546,639	101,695	2,529,082	430,600	5,355,281
Direct Expenses						
Salaries & Benefits	1,077,843	463,419	106,682	1,131,106	-	2,779,050
Program Expenses						
Community Outreach	-	-	-	160	-	160
Honorariums/Stipends	-	-	-	62,200	-	62,200
Other	13,261	570	-	33,423	319	47,573
Professional Services	3,050	-	-	4,775	12,590	20,415
Staff Training and Support	1,205	3,300	-	19,454	180	24,139
Supplies and Equipment	103,448	43,050	2,404	36,912	1,313	187,127
Systems and Software	12,713	6,035	256	15,790	-	34,794
Total Program Expenses	133,677	52,955	2,660	172,714	14,402	376,408
Overhead Expenses						
Building and Land Improvements	-	-	-	-	-	-
Facilities and Maintenance	113,553	631	496	932	16,892	132,504
Interest Expense	-	-	-	-	-	-
Loan Payments	-	-	-	-	-	-
Other	12,210	10,064	570	5,070	50,000	77,914
Supplies and Equipment	4,913	1,856	279	2,745	(258)	9,535
Systems and Software	50,317	12,501	1,583	-	-	64,401
Taxes & Insurance	2,474	10,288	724	-	(3,610)	9,876
Utilities	83,362	1,084	741	7,745	(3,132)	89,800
Total Overhead Expenses	266,829	36,424	4,393	16,492	59,892	384,030
Missions Partner Support	-	-	-	208,916	71,144	280,060
ECC and PSWC Support	-	-	-	11,553	-	11,553
Total Direct Expenses	1,478,349	552,798	113,735	1,540,781	145,438	3,831,101
Income Less Direct Expenses	268,916	(6,159)	(12,040)	988,301	285,161	1,524,180
Shared Expenses						
Shared Administrative & Facilities Personnel	189,507	175,016	25,002	85,034	100,540	575,098
Shared Administrative Support	5,512	2,761	414	12,473	763	21,923
Shared Facilities and Maintenance	68,537	40,399	4,894	18,723	2,439	134,991
Shared Supplies and Equipment	15,778	13,641	1,995	13,453	1,746	46,613
Shared Systems and Software	20,458	9,807	1,400	41,847	9,804	83,317
Shared Utilities	162,025	58,928	6,850	26,977	7,209	261,988
Insurance	32,337	15,506	2,212	7,531	15,194	72,781
Total Shared Expenses	494,154	316,058	42,767	206,038	137,694	1,196,711
Income Less Direct & Shared Expenses	(225,238)	(322,217)	(54,807)	782,263	147,467	327,468
PCC Overhead Expenses						
Administrative Overhead	263	110	20	182	138	712
Bank and Financing	225	7,552	2,843	38,389	122	49,131
Facilities and Maintenance	19,317	24,047	3,982	13,192	1,492	62,030
Internet and Website	8,804	4,221	603	2,051	496	16,175
Supplies and Equipment	-	786	116	387	-	1,289
Taxes and Insurance	3,043	421	18	160	113	3,754
Total PCC Overhead Expenses	31,652	37,137	7,582	54,360	2,360	133,091
Total Change in Net Assets	(256,890)	(359,354)	(62,389)	727,903	145,107	194,377

[1] Includes activity related to PCC owned housing, rental of PCC facilities, cell tower, and PE+ program administration.

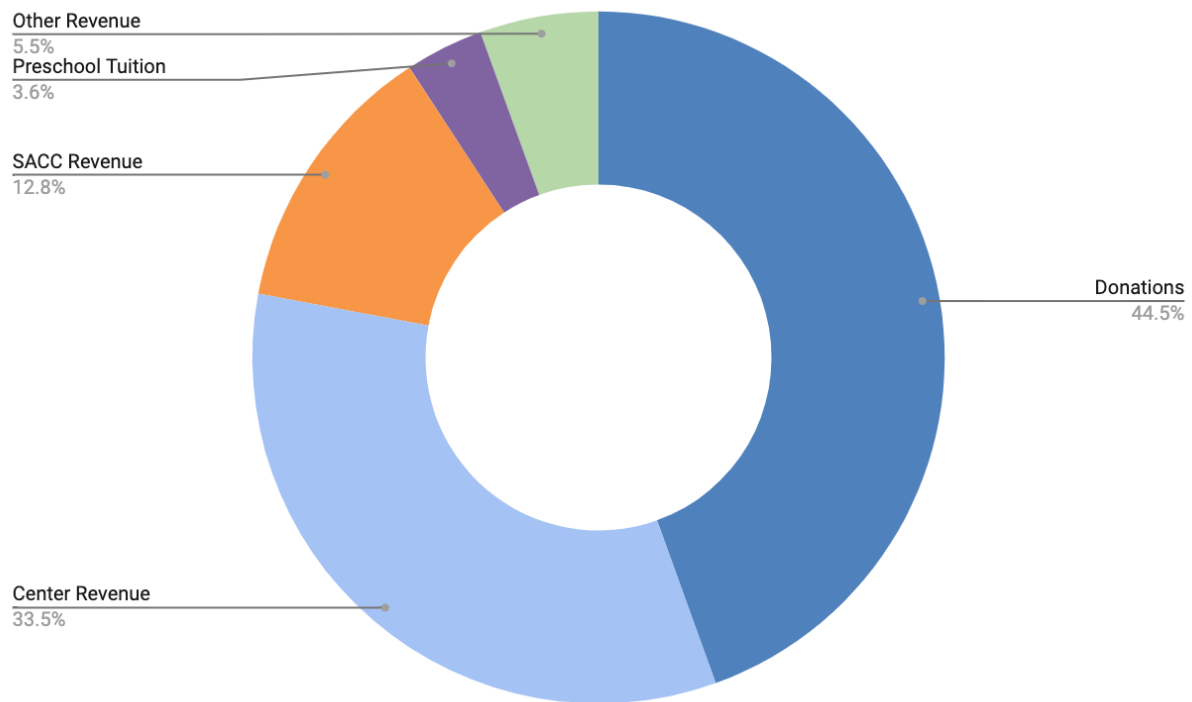
PROPOSED BUDGET FOR 2023-24 FISCAL YEAR

	Community Center	SACC	Preschool	Traditional Church Ministries	Other Activities [1]	Total General Fund
Income						
Donations	-	-	-	3,100,000	-	3,100,000
Revenue	2,330,215	894,852	253,650	-	386,520	3,865,237
Total Income	2,330,215	894,852	253,650	3,100,000	386,520	6,965,237
Direct Expenses						
Salaries & Benefits	1,425,586	471,616	231,350	1,580,957	-	3,709,509
Program Expenses						
Community Outreach	-	-	-	-	-	-
Honorariums/Stipends	-	-	-	25,220	-	25,220
Other	50,604	-	250	77,723	-	128,577
Professional Services	36,000	500	-	13,600	-	50,100
Staff Training and Support	7,597	1,000	1,300	36,815	-	46,712
Supplies and Equipment	182,485	73,250	6,480	74,656	5,000	341,871
Systems and Software	25,103	3,999	820	29,464	-	59,386
Total Program Expenses	301,789	78,749	8,850	257,478	5,000	651,866
Overhead Expenses						
Building and Land Improvements	8,004	-	-	-	30,000	38,004
Facilities and Maintenance	84,040	-	1,000	-	22,000	107,040
Interest Expense	-	-	-	-	-	-
Loan Payments	-	-	-	-	-	-
Other	28,685	22,300	2,300	39,390	19,547	112,222
Supplies and Equipment	6,380	300	700	5,050	-	12,430
Systems and Software	68,120	2,004	2,000	-	-	72,124
Taxes & Insurance	4,200	18,600	900	-	1,200	24,900
Utilities	78,100	-	600	11,100	1,500	91,300
Total Overhead Expenses	277,529	43,204	7,500	55,540	74,247	458,020
Missions Partner Support	-	-	-	208,444	-	208,444
ECC and PSWC Support	-	-	-	109,604	-	109,604
Total Direct Expenses	2,004,905	593,569	247,700	2,212,023	79,247	5,137,444
Income Less Direct Expenses	325,310	301,283	5,950	887,977	307,273	1,827,793
Shared Expenses[2]						
Shared Admin & Facilities Personnel	254,874	235,385	33,626	114,365	135,222	773,473
Shared Administrative Support	10,115	5,067	761	3,326	1,400	20,670
Shared Facilities and Maintenance	89,992	53,046	6,426	24,584	3,202	177,250
Shared Supplies and Equipment	22,904	19,716	2,896	19,529	2,535	67,580
Shared Systems and Software	30,056	14,407	2,057	61,477	14,403	122,400
Shared Utilities	205,348	74,684	8,681	34,190	9,137	332,040
Insurance	48,874	23,436	3,343	11,383	22,964	110,000
Total Shared Expenses	662,163	425,741	57,790	268,855	188,863	1,603,413
Income Less Direct & Shared Expenses	(336,853)	(124,458)	(51,840)	619,122	118,410	224,380
PCC Overhead Expenses[2]						
Administrative Overhead	-	-	-	1,000	-	1,000
Bank and Financing	283	9,481	3,569	48,194	153	61,680
Facilities and Maintenance	26,719	33,262	5,507	18,248	2,064	85,800
Internet and Website	11,104	5,324	760	2,587	625	20,400
Land and Building Improvements	13,995	17,460	2,880	9,585	1,080	45,000
Supplies and Equipment	-	3,965	585	1,950	-	6,500
Taxes and Insurance	3,242	449	19	170	120	4,000
Total PCC Overhead Expenses	55,343	69,941	13,321	81,734	4,042	224,380
Total Change in Net Assets	(392,196)	(194,399)	(65,161)	537,388	114,368	0

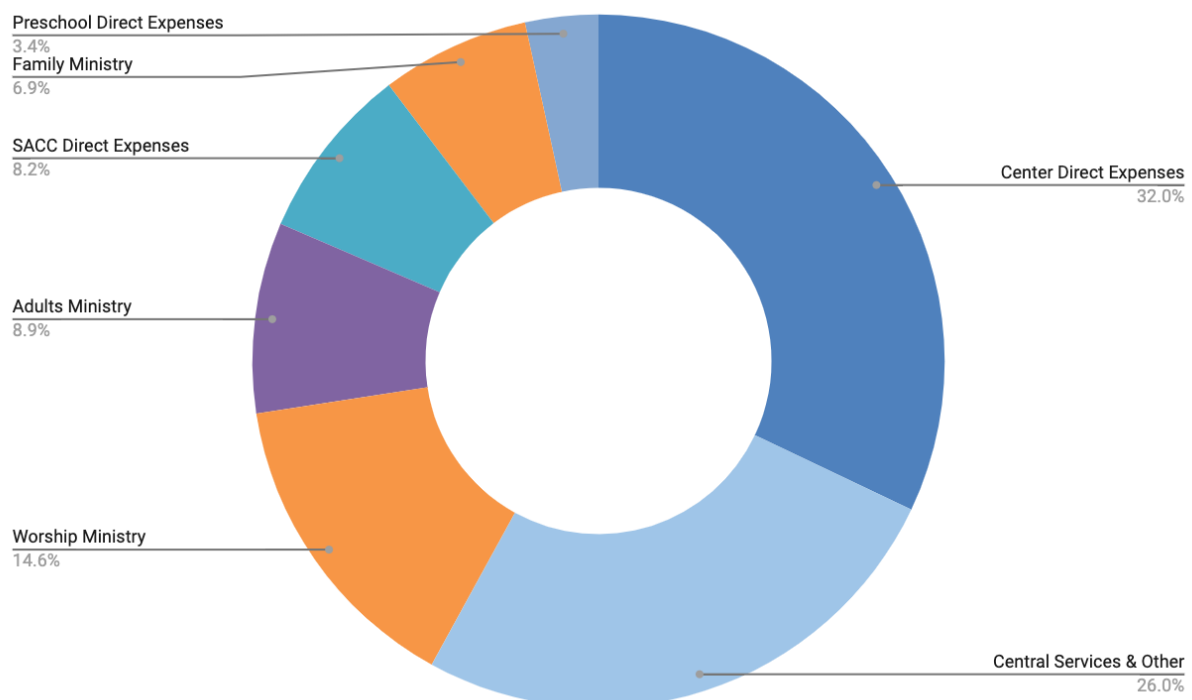
[1] Includes activity related to PCC owned housing, rental of PCC facilities, cell tower, and PE+ program administration.

[2] Shared Expenses and PCC Overhead Expenses are allocated from the Central Services department and are projected for the 2023-24 fiscal year based on prior year actual allocations.

PROPOSED BUDGET INCOME



PROPOSED BUDGET EXPENSE



COMMUNITY CENTER

	2023-24 PROPOSED BUDGET	2022-23 BUDGET	INCREASE (DECREASE)
Income	2,330,215	2,326,598	3,617
Direct Expenses			
Salaries & Benefits	1,425,587	1,410,134	15,453
Program Expenses	301,789	290,460	11,329
Overhead Expenses	277,529	245,000	32,529
Total Direct Expenses	2,004,905	1,945,594	59,311
Income less Direct Expenses	325,310	381,004	(55,694)

SACC

	2023-24 PROPOSED BUDGET	2022-23 BUDGET	INCREASE (DECREASE)
Income	894,852	1,089,500	(194,648)
Direct Expenses			
Salaries & Benefits	471,616	560,603	(88,987)
Program Expenses	78,749	101,529	(22,780)
Overhead Expenses	43,204	74,385	(31,181)
Total Direct Expenses	593,569	736,517	(142,948)
Income less Direct Expenses	301,283	352,983	(51,700)

PRESCHOOL

	2023-24 PROPOSED BUDGET	2022-23 BUDGET	INCREASE (DECREASE)
Income	253,650	160,000	93,650
Direct Expenses			
Salaries & Benefits	231,350	146,150	85,200
Program Expenses	8,850	5,704	3,146
Overhead Expenses	7,500	7,973	(473)
Total Direct Expenses	247,700	159,827	87,873
Income less Direct Expenses	5,950	173	5,777

CENTRAL SERVICES AND OTHER ACTIVITIES [1]

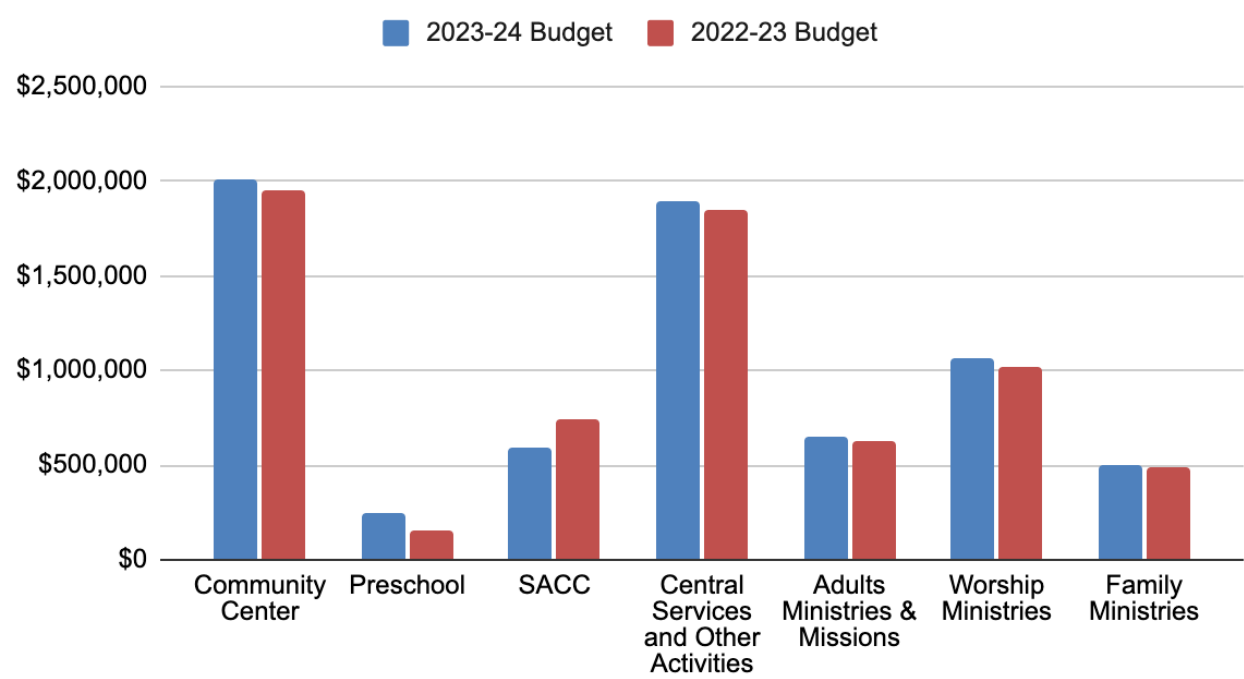
	2023-24 PROPOSED BUDGET	2022-23 BUDGET	INCREASE (DECREASE)
Income	386,520	257,422	129,098
Direct Expenses			
Salaries & Benefits	719,473	733,846	(14,373)
Program Expenses	110,370	181,250	(70,880)
Overhead Expenses	1,057,650	935,923	121,727
Total Direct Expenses	1,887,493	1,851,019	36,474
Income less Direct Expenses	(1,500,973)	(1,593,597)	92,624

[1] Includes activity related to PCC owned housing, rental of PCC facilities, cell tower, and PE+ program administration.

TRADITIONAL CHURCH MINISTRIES

	2023-24 PROPOSED BUDGET	2022-23 BUDGET	INCREASE (DECREASE)
Traditional Church Ministries Direct Expenses	3,100,000	3,000,000	100,000
Adults & Missions Direct Expenses			
Salaries & Benefits	380,790	366,373	14,417
Program Expenses	55,220	51,550	3,670
Missions Partner Support	208,444	208,444	-
Overhead Expenses	3,640	2,440	1,200
Total Adults & Missions Direct Expenses	648,094	628,807	19,287
Worship Dept Direct Expenses			
Salaries & Benefits	801,080	890,720	(89,640)
Program Expenses	98,942	94,675	4,267
ECC and PSWC Support	109,604	15,404	94,200
Overhead Expenses	49,200	17,700	31,500
Total Worship Dept Direct Expenses	1,058,826	1,018,499	40,327
Family Ministries Direct Expenses			
Salaries & Benefits	399,087	383,183	15,904
Program Expenses	103,316	106,275	(2,959)
Overhead Expenses	2,700	3,799	(1,099)
Total Family Ministries Direct Expenses	505,103	493,257	11,846
Total Traditional Church Ministries Direct Expenses	2,212,023	2,140,563	71,460
GF Donations less Total Traditional Church Min Direct Expenses	887,977	859,437	28,540

YoY BUDGET COMPARISON





PENINSULA COVENANT CHURCH

NOMINATING SLATE & RECOMMENDATIONS

NOMINATING SLATE & RECOMMENDATIONS

— Congregational Meeting – May 21, 2023

On behalf of the Nominating Committee, we present the Final Slate of candidates for the positions listed. We unanimously believe the Holy Spirit revealed these individuals through their passion, heart, and willingness to serve PCC. Each candidate meets the nomination requirements, has provided their ministry questionnaire, and has been interviewed by a member of the Nominating Committee.

Nominating Committee: Karen Bowman (chair), Michelle Vitus (secretary), John Becker, Curtis Elia, Stephanie Couch, Josh Levinson, Peggy Mahlstedt, Charisma Simmons.

RECOMMENDED SLATE

For the Nominating Committee:

Patricia Ortiz

For the Leadership Team:

Center — Mike Prosper

Vice Chair — Maureen Becker

Preschool & SACC — We will not be filling this position



Patricia Ortiz



Mike Prosper



Maureen Becker

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

Patricia Ortiz

Candidate for Nominating Committee

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

My journey of faith, growth and where I am today can be summarized alongside our PCC benediction:

"May you jump into the arms of Jesus" — I grew up in a Christian home and received Jesus into my life as a young girl.

"May He push you out into the world" — My relationship with Jesus matured as I grew up and experienced hardship, health issues, tragedy and pain.

"May you be healed as you participate in the healing of others" — By the grace of God and a strong community of faith, I received healing and bore witness to the miracles of God.

"Not because you must, but because you may" — My life has been a series of grace-filled events.

"This is why you were born!" — Although my 'why' is ever-growing, one thing that will always remain is the promise that Jesus saves, heals and redeems in FULL!

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

I have been involved in Student Ministries, SACC, Worship Team, Creative Directing, Mexico Missions, Aslan Housing Board, CORE team to name a few.

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

With the various years I have served at PCC and the communities that I have been a part of — I feel as though my voice can have an impact on decisions that are made within the Church. My heart is for God's people and seeing His body represented well.

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

Prayer, empathy, encouragement, discernment, prophecy, leadership, worship.

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 said job duties within this position.

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

It is to my understanding that Jesus lived and walked on this earth and was fully human and fully God and we have access to Him through the Holy Spirit. Our way of connecting and growing in faith is through our service to the Church and our commitment to living out His God-breathed Word, the Bible, in our everyday lives.

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

I believe that Jesus Christ bore the weight of sin on His shoulders and died for me so that I can have everlasting life with Him. That His sacrifice is the most beautiful and powerful love story there is and I am a living vessel for His Kingdom's cause.

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 continue to support the PCC Declaration of Faith, Constitution and Bylaws, the Mission, the Beliefs and Values and all of the ministries within PCC.

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

With my managerial background and integrity of character, I will not share any private or sensitive information. I understand that professionalism and trust is vital in a position such as this.

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.)?

Some concerns that I may have for this position are the inevitable circumstances that life tends to present forward. I do not fully know what these next three years will look like. That being said, I am committed to the Nominating Committee and will communicate any changes as needed.

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

I love when the Holy Spirit speaks and when I am able to participate with Him. This past Sunday, my friend was lifting her hands in church and the Holy Spirit told me to pray for her. So I prayed for healing over her back. I did not know that she had pain in her back. Soon after she said she was able to move her back freely. It was a reminder to me that God is a God of promises and He wants us to partner with Him even if He does not need us to do so. What a display of Christ's love and faithfulness to His people!

JOB DESCRIPTION

CENTER

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).

CENTER

In addition to the leadership and experience qualifications noted below, this position specifically requires someone who demonstrates the following:

- Participates continually in fitness.
- Uses sports to build communities that love God and love others.
- Aligns with the mission, vision, and values of the Center.
- Sees the Center as an integral PCC ministry and mission field.
- A ministry partner to Center Executive Director; serving as a trusted advisor to the Center Executive Director as he/she develops and implements PCC's vision, mission and strategic plan to the Center staff and the community served.
- Encourages and supports Center Board, staff, and members.
- Maintains good standing as PCC Church and Center member.

- Represents the Center's needs and interests to the PCC Leadership Team and congregation.
- Able to embrace/understand/relate to families with young children (under 5th grade).

Other specific responsibilities include:

- Grow and protect his/her heart for Jesus.
- 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 Center Executive Director.
- Partner with the Center Executive Director, and other Leadership Team members to ensure that board resolutions are carried out.
- Serve on committees &/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 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

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

Mike Prosper

Candidate for Center

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

My earliest recollections of being taught about God come from being forced to attend a Catholic Church by my mother. She was on her own journey to find God and brought three reluctant kids with her. Eventually God led her to a Pentecostal Church in southern California--my sisters and I followed. I sleepwalked through church for a few years, seeking to please my mother more than anything else. I went through all the motions of a Christian teenager: attended youth groups, went to camps, and served on missions trips. However, at some point during my middle school years, I began to realize that I was no longer going through all the motions. I had given my life to Christ and was growing in relationship with Him despite not knowing the exact moment when I made the decision. Looking back I can see how God led my mother through some very tough years, brought our family to a biblically sound fellowship, and surrounded me with powerful spiritual mentors through my high school and college journey. Post-college, my wife Julie and I served as part-time college ministers at UC Riverside, until eventually God led us to the Bay Area for work opportunities. Julie and I searched for a new community for several years until we found PCC in 2005. We had finally found a spiritual family that would support us through our marriage and the arrival of our two daughters, Maddie and Sophie. At present, I set aside some portion of each day for reading Scripture (usually with a cup of coffee). Prayer usually comes with my Scripture reading time. In addition to regular, personal spiritual disciplines, I believe that fellowship with other believers is key in developing my character and relationship with Christ. I do this through regular church attendance, meeting in small groups with other Christ-following men, and participating in service to the community.

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

In previous years I have been on the Finance Committee, the Technology committee, and helped out in various ways with Children's Ministry. My family has served at seasonal events like Beautiful Day and Kennedy Christmas Store. On the Center side, my involvement started with Upward, having coached a team for several seasons. Since July 2018 I have served on the Advisory Board for the Center. As a family we also periodically participate in volunteer events in the community not associated with PCC.

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

I believe the Center is a powerful and unique way for PCC to reach our local community while at the same time providing a valuable place needed for physical, mental, and spiritual healing.

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

I consider wisdom to be one of my gifts. Strong's Concordance describes wisdom as, "something said (including the thought): by implication a topic (subject of discourse), also reasoning (the mental faculty) or motive." In both my own experience and the feedback I have received from others, I feel that God regularly endows me with provision of divine wisdom or a right application of knowledge. In practical terms, this often manifests as additional insight into situations and conversations to help me and others navigate difficult situations with God's perspective. On a more everyday level, one of my main gifts is the ability to work well with diverse groups of

people. I use this skill daily in my professional life. I lead, motivate, encourage, teach, correct, and mentor on a regular basis. In the midst of confusing, chaotic situations I can bring order through decisive action. In general, I am well organized and can define and adhere to processes that drive an effective organization. I would not call myself "detail-oriented," but I am hyper-focused, driven, and can direct all my energies to accomplish a specific goal.

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.

Yes. I am in full agreement with all the statements in the Declaration of Faith. It not only states the fundamental truths of our faith, but challenges us to live out our faith in a way that changes the world.

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

PCC's statement of faith and my own are aligned. Differences creep in when examining the Resolutions of the larger ECC denomination.

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?

No specific skills or training, but I don't speak unless necessary.

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.)?

No concerns.

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 into my service with the Community Center. I validated that through prayer, through wise counsel with brothers and sisters in Christ, and patiently waiting as the process played out.

JOB DESCRIPTION

VICE 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).

VICE CHAIR (SERVING IN EXECUTIVE COMMISSION AND AS AN OFFICER OF THE CHURCH):

The Vice Chairperson shall carry out all duties of the Vice Chair in the Bylaws, including but not limited to, assisting the Chairman and; during the Chair's absence, assume that office and its duties. The Executive Commission shall be chaired by the Vice Chairperson and made up of the Officers of the church and the Lead Pastor, or designate of the Lead Pastor (per Bylaws, section E 1: a., b., & c.).

Other specific responsibilities and duties include:

- Grow and protect his/her heart for Jesus.
- Serving as a trusted advisor to the Lead Pastor (along with Chair and

others), as s/he develops and implements PCC's vision, mission and strategic plan.

- Chair the Executive Commission (per the Bylaws, section E. 1; a., b. & c.).
- 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 and PCC Lead Team; being informed of, and meeting all, legal and fiduciary responsibilities.
- Contribute to an annual performance evaluation of the Lead Pastor.
- Assist the Lead Pastor, Chair, and Nominating Committee in identifying and recruiting other Officers and lay Leadership Team Members.
- Partner with the Lead Pastor, Chair, and other Leadership Team Members to ensure that board resolutions are carried out.
- 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.
- Ensure PCC's commitment to a diverse lay leadership team and staff that reflects the communities PCC serves.

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 Council 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 and 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.

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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

Maureen Becker

Candidate for Vice Chair

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

I was raised in a home with parents who valued their faith background, encouraged regular church attendance, and religious education. I grew up with a high view of both God and the Church, eager to serve, and dutifully fulfilling the tenants of my faith. I do not believe I had a saving relationship with Jesus until I was 17, though. At that time, I was invited by friends to attend a high school youth group and went on a weekend retreat. Through a simple and clear Gospel message given by the youth pastor, the Holy Spirit revealed to me that I was trying to draw near to God by striving, obedience, and works. It was clear to me that I had not understood that God had already reached down to me in the person of Jesus and that all had been made right between the Lord and me on the cross. With great relief, I repented and believed. I remember feeling totally complete in my faith and so very grateful. I will never stop praising God for His great grace. He is my treasure. My faith continues to grow through the discipleship of others, staying connected to my church community and fellowship, and the study of His Word. Any growth I've seen in my life is because of His grace and through the power of the Holy Spirit. I trust that He will continue to grow and sustain me until His great return!

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

I'm currently the Vice Chair of the LST. In the past ten years, I have served on various committees/work groups (search committees, housing, Mothers Together) and served in areas of hospitality, and helped lead small groups. I have also served as a preschool Sunday School teacher at our Hudson site. Such a blessing! Beyond PCC, I am currently a Substitute Teaching Leader with Bible Study Fellowship. I have been a missionary with Africa Inland Mission since 1994 and was sent out by PCC. My primary role has been as a church planter, or to support other church planters, among unreached people groups.

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

My motivation is to serve God by serving His church. I believe that His people, united in faith and purpose and empowered by His spirit can transform communities and the world and therefore a worthy place to invest my time, treasure, and talent.

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

I feel that I have spiritual gifts of hospitality, teaching, and discernment. I think I also have abilities in administration and mentoring. I am a trained mediator and have done this work off and on for over 25 years.

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

I certainly have a clearer view of what this role entails after having served one term. I can say "yes" to this question but only with the guidance of the Holy Spirit. In my own strength, I cannot (and should not).

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

I believe this declaration is a firm foundation that I can endorse without reservation.

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

I can fully embrace the statement of faith of PCC. One way that my "statement of faith" might be different is that I believe that the church also exists to glorify God which is not included in PCC's.

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?

I will!

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

My training in mediation included maintaining confidentiality as well as my training with Bible Study Fellowship. I would say that confidentiality is a conviction more than a skill and I trust the Holy Spirit's work in me to give me the wisdom to hold to that conviction.

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 see no serious constraints at this time that warrant further discussion.

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

I hope to be led by the Holy Spirit all day every day! :) One most recent leading has been was regarding a specific decision that needed to be made on the LST. I knew it was from the Holy Spirit when this decision was firmly on my mind and would not leave me. This situation drew me to His word and then to prayer. I spoke to another LST member for confirmation before I shared my conviction regarding this with a broader group.



PENINSULA COVENANT CHURCH

PROCESS TO REVISE CONSTITUTION & BYLAWS

OVERVIEW

DRAFT CONSTITUTION & BYLAWS

 [LINK HERE](#)

Introduction. In 2017, Carlos DeVitis, in collaboration with other staff members and the Council at the time began a process to thoroughly overhaul PCC's Constitution and Bylaws. These had not been significantly revised since 2005 (a modest addition made in 2015). Church leadership was strongly led to move away from our historic 'Council' model to the more modern 'Leadership Team' model of governance, but couldn't do so in more than name without making revisions to our governing documents. Carlos has since left and the church has changed a great deal, but the need still remains. This document sets out to explain the reasons for change, to introduce the source material used by the current 'Leadership Team' (we are still strictly a Council) and to present the key differences between the current and proposed models.

Council model. Under the Council model of governance, the lay leadership of the church is made up of a group of 4 officers (Chair, Vice Chair, Treasurer, Secretary) and representatives of key ministry teams (in PCC's case, we currently have Worship, Children and Families, Missions, Preschool/SACC, Community Center, Adults). Representatives are chosen both for their strong connection and interest in leadership of the specific ministry, plus their willingness to participate in whole-church leadership.

Leadership Team (LST) model. Under a Leadership Team model, leaders are no longer chosen specifically to represent a specific ministry team, but from the entire congregation 'at large' for their calling, skills, and experience to participate in the leadership of the whole church. We anticipate that under this model we would also end the practice of a two-tier system of governance where some issues are brought to the smaller Officer group and then brought to the whole Council for affirmation later (a key frustration common for those serving in PCC leadership historically).

Why now? The Council model has a number of specific flaws that are not optimal. Firstly, each leader must be drawn only from the smaller group of people closely involved with any specific ministry. This smaller pool may not include individuals who want to serve in whole-church leadership (for example, as of April 2023, there is no candidate to serve Preschool and SACC). Secondly, picking from the group associated with a particular ministry naturally limits the size of the pool of potential leaders. While many very talented people do serve and have served PCC while representing specific ministries, many other individuals with specific talents, calling, and experience more suited to serving the whole church may have been precluded from involvement. While there is no specific time sensitivity to making this change, given the work that has gone into this over the last 6 years, it is time to make a change. Most larger churches in the ECC already use an LST model.

What sources did you use in developing the new documents? The vast bulk of both the proposed Constitution and the Proposed Bylaws come from three sources:

- The existing Constitution and Bylaws of PCC
- The Evangelical Covenant Church's (ECC's) 'Model Constitution and Bylaws - Leadership Team Form'
- The proposed version of the Bylaws developed by Carlos DeVitis for presentation to the Congregation in 2020 (which itself was largely based on the ECC document.) Note that Carlos chose to collapse the Constitution and Bylaws together in his document for convenience, but we chose to go back to a two-tier Constitution and Bylaws to make it easier to follow what was changing and to compare to the ECC original.

Certain elements of the document are unique, written specifically for PCC (first draft in each case by Jonathan Pedley, the current PCC Chair, with consultation and feedback from others):

- The definition of a Housing Committee (an existing committee created under the LST's powers to establish temporary committees as necessary).
- The definition of a Finance Committee (expanding on the duties and definition of the Finance Commission set forth in our current Bylaws).
- The definition of a Human Resources Committee (a new committee proposed to be responsible for the most sensitive duties of the Leadership Team such as knowledge and review of individual staff salaries).

In addition, certain areas of the document depart from the ECC language and our old documents to an extent worth drawing the reader's attention to:

- The duties of the LST (Section 11 of Article II) merges material from the ECC with a couple of additions by DeVitis and additional wording and clauses carrying over responsibilities from our old documents.
- Article IV (Pastoral and Ministry Staff) adds additional types of Staff beyond those considered by the ECC to reflect the complexity of the organization, especially the presence of ministries primarily supported by user fees (Community Center, Preschool, SACC) and the presence of a number of staff and leadership positions not requiring pastoral qualifications/credentials.
- This document (in common with the ECC document) does away with a specific Spiritual Guidance Commission (SGC) and an Executive Commission. An SGC has not operated at PCC for many years and its duties with regard to spiritual discipline are held, in this document, by the LST. Elimination of the Executive Commission removes the two-tier system of leadership we have lived with until now.
- Article VI (Congregational meetings) has been expanded to allow for remote participation and voting - ECC documents only envision in-person meetings.

What is the process to finalize these documents? According to our existing Constitution and Bylaws, the Constitution may not be amended without being presented to the Congregation one year before they are voted in and the Bylaws may not be amended without 6 months notice. In order to adhere to our governing documents as well as to ensure an appropriate amount of time for congregational review and feedback, the following timeline is proposed:

- **May 2023** - Annual Meeting. Launch a period of Bylaws feedback and formation of a Bylaws committee to own feedback from the Congregation and from PSWC/legal review and finalize a version to formally present to the Congregation. **Interested in participating in the committee?** Please email Jon Pedley at chair@wearepcc.com.
- **Summer 2023** - Hold a series of Town Hall meetings to explain the documents and collect feedback. Seek PSWC and expert legal review. Process to be announced.
- **Fall 2023** - Formal presentation of proposed Constitution and Bylaws to the Congregation.
- **Winter 2024** - Congregational meeting. Vote on the proposed Bylaws (must be at least 30 days after presentation per current Bylaws).
- **May 2024** - Annual meeting. Vote on the proposed Constitution (must be 6 months after presentation per current Bylaws).