



Stakeholder Meeting Synopsis

Sunday, May 21, 2023

The PCC church family gathered for a semi-annual stakeholder meeting on Sunday, May 21, 2023.

The meeting was called to order by Chair Jon Pedley. Interim Lead Pastor Randy Young opened in prayer. Both Jon and Randy focused on Ephesians 4:1-16 and asked participants to reflect on Ephesians 4:2-3 (NIV) – “Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace.”

Search Update: Sue Fabbro, Chair of the Lead Pastor Search Committee, gave an update on the search for PCC Lead Pastor. In February, the search committee discerned that the time had come for a change in search strategy and recommended to LST that PCC retain the Vanderbloemen search firm. LST unanimously approved. Shortly after Easter, PCC's profile went live on the Vanderbloemen website (<https://www.vanderbloemen.com/job/peninsula-covenant-church-senior-pastor>.) To date, there have been over 1000 unique views of PCC's posting and profile. Almost 30 candidates have applied. Our consultants are currently screening and interviewing those applicants with the goal of narrowing the pool to the 5-6 most qualified. The search committee will receive a formal presentation of the most qualified applicants in late June and will then move forward with interviews.

Nominating Committee Update: Karen Bowman, Chair of PCC Nominating Committee, explained the nominating process for PCC open leadership positions, which formally begins in December each year. Nominees are personally guided through a discernment, application and vetting process. Karen formally presented and introduced the nominees unanimously recommended by the Nominating committee: Patricia Ortiz for Nominating Committee; Maureen Becker, LST Vice Chair and Mike Prosper, LST Center representative for second 3-year terms on LST. The LST position for Preschool/SACC remains open since the nominee ultimately discerned she was not called to serve. Finally, Karen invited all to participate in the nominating process by submitting nominations in November and December of PCC stakeholders who would be godly leaders. A motion, with second, was made to accept the nominations of the Nominating Committee. Ballots were distributed, votes collected and tallied. Patricia, Maureen and Mike were elected to serve.

Financial Update/Proposed Budget: Anna Schreff, Treasurer, gave a general financial overview (to date) on the fiscal year which formally ends on May 31. She explained that the most detailed information is in the Stakeholder packet (<https://wearepcc.com/wp-content/uploads/2023/05/PCC-Stakeholder-Report-2023-2024.pdf>). She reported on the General Fund budget, current cash (both restricted and unrestricted), and showed a graph of PCC revenue sources as well as a snapshot of ministry expenses. General Fund budget giving is \$3.1M, up from \$3M the previous year. As of the meeting date, giving was \$2.75M with 1-2 weeks remaining in the fiscal year.

The proposed budget for fiscal year 2023-'24 was presented. Anna highlighted revenue/expense changes with respect to SACC, Preschool, investments, PE+, cost of living increases, staff changes, and contributions to PSWC. The new budget is very detailed with new reporting intended to give more clarity and transparency with financial data, especially with direct expenses and how they are allocated. Anna walked through a specific example of the expense allocation process for direct and shared expenses.

Mike Prosper, LST representative for the Center, confirmed that every budget is a story told with numbers – where we have been and where we are going. He summarized the following conclusions: 1) PCC is in an overall healthy financial position; 2) PCC fee-based ministries are works in progress, especially over the past 3 years of transition post-Covid; 3) Financial reporting has changed to provide more availability and transparency and is also a work in progress; and 4) LST will be evaluating the fee-based ministries to ensure they are operating as effectively as possible and are aligned with the mission and values of PCC and will report back to stakeholders regularly.

After a time of Q & A and discussion, a motion was made and seconded to approve the budget as presented. An additional motion was made and seconded to amend the original motion to approve a six-month version of the budget and requiring LST to come back with a 2nd 6 month budget. After consultation with the parliamentarian, Chair Jon Pedley ruled that the motion to amend was not valid since amending the budget is contrary to PCC Bylaws. Ballots were distributed, votes collected and tallied. The motion to approve the budget as presented carried.

Introduction to updating PCC Constitution and Bylaws: Chair Jon Pedley announced the upcoming process to review and update PCC Constitution and Bylaws. The goal is to do a major update and overhaul which would include shifting from a Council model (specific ministry representatives) of governance to Leadership Team (at large leaders). Jon gave general information about the process and asked for participation and feedback from PCC stakeholders. The process will include formal feedback from legal counsel and ECC. Over the course of the summer, a series of town hall meetings to explain and discuss the Bylaws will be scheduled. A committee will be established to review in detail. The plan is to formally present the Proposed Constitution and Bylaws to PCC stakeholders in September, vote on the Bylaws at the Winter Stakeholder meeting and hold a final vote on the Constitution at the following meeting.

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