



Nominating Slate & Recommendations Stakeholder Meeting - May 19, 2024

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 members of the Nominating Committee.

Nominating Committee: Curtis Elia (chair), Michelle Vitus (secretary), John Becker, Josh Levinson, Peggy Mahlstedt, Charisma Simmons, and Patricia Ortiz.

RECOMMENDED SLATE

For the Nominating Committee:

Scott Chong

For the Leadership Team:

Secretary – Sue Fabbro

Students and Families – Cathy James

Treasurer – Jim Breen

Preschool & SACC – This position could not be filled

PCC 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

Scott Chong

Candidate for Nominating Committee

1. Describe your journey of faith and how you are actively growing in your relationship with Jesus.

I grew up in the Community Church of Honolulu. It was a family-oriented congregation where everyone was an Auntie, Uncle, or cousin. We went every Sunday and made many lifelong friends. I also attended a Baptist middle school that forged a stronger understanding of the Bible. I have many fond memories of my youth and Church and consider them my extended family.

Going to college, I drifted away from the Church exploring how to reconcile my faith with the world. The Word of God is simple, but life was more complex: homelessness, starvation, human trafficking, mental illness, and the intersection of man's indifference or thirst for power was troubling.

After college, I entered the workforce and eventually moved to the Bay Area. Only 6 months after my move, my father had a massive heart attack. I was on a business trip and headed straight home. He did not regain consciousness and I was crushed. However, I noticed how people from my father's church showed up at the hospital to pray for him and our family. When we celebrated his life, over 500 people showed up, this left a lasting impression on me. He touched many people with his generosity and vitality, but it was his recently renewed faith in Christ that beckoned to me and others around him.

I renewed my faith in Christ at New Community Baptist Church in Mountain View, where I immersed myself in the Word and volunteered in the Church. My wife and I began attending PCC about 10 years ago after we moved to Belmont. We were introduced because she was volunteering with Street Life Ministries. It was also around that time that we were having difficulties having children. Through many prayers and the community at PCC, we were blessed with 2 wonderful children. These gifts required us to reapply His Word in shepherding a family. We now have an enormously newfound respect for all parents, especially single parents. My wife and I have always been prayerful and meditated upon His Word. We are entering a season of being able to focus less on the basic needs of the kids and being able to be God's work in the world. Self-specific, I feel called to utilize the gifts he's given me to support others and glorify Him.

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

It's an honor to be nominated to apply for this role. My motivation is a combination of my calling, my gifts, and timing. It is my passion to help others and organizations succeed. I have over 20 years of Talent Leadership, Organizational Strategy, Change Leadership, and Systems Design in the Tech industry. Core to this experience is understanding God's strategy in each situation and gathering the right perspective so everyone is clear on the destination. I've seen many organizations thrive, die, or sputter because of the wrong people in the wrong role at the wrong time. I also have a Master's in Management & Leadership with an emphasis on leadership & change in today's environment.

3. Provide an example of when you have been led by the Holy Spirit and how you validated that leading.

The Holy Spirit is always leading, the ability to hear and obey through the noise in life is the challenge. Early in my career, I chased a career that I was good at but didn't have the heart for. There were many failures and with each successive company, the failures were quicker. The final straw led me to an emotional breakdown. Looking back, it was the Holy Spirit 'kicking' me out of those situations and forcing me to stop and hear/see what the Holy Spirit was trying to lead me. The HS was taking me out of those unfruitful situations and helping me gain the right perspective and refocus on my gifts, what brings me joy, and how I can use them to glorify God. The gifts were discernment, hospitality, strategy, and supporting others. I see it validated in my work in the marketplace and the feedback from others that I work with.

4. Do you have any concerns supporting the PCC Declaration of Faith (Article III), Constitution and Bylaws, mission, beliefs, values, and ministries?

None at all.

5. In what areas or ministries have you served within or outside of PCC?

Prior to PCC, I served in the food & children's ministry at New Community Baptist and the Jobs ministry at Abundant Life. I have not served at PCC, but have been supporting my wife's service at PCC by ministering to our family. I consider my ministry to be marketplace-focused, but have kept close to the church through the Men's ministry.

PCC LEADERSHIP TEAM JOB DESCRIPTION: SECRETARY

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:

Secretary (serving in Executive Commission and as an Officer of the Church)

The Secretary shall carry out all duties of the Secretary in the Bylaws, including but not limited to, keeping and preserving the minutes of all the congregational meetings of the Church, and all meetings of the Leadership Team, as well as ensure the preservation of all meetings of the Leadership Team, as shall be delegated to the Secretary. The Secretary shall also be responsible for the official seal and documents of the Church.

Other responsibilities and duties include:

- Record and maintain Minutes and any other reports requested by the Chair.
- Sign off on any contracts or other legal documents as needed by the Church. The corporate seal used for these legal transactions is kept in the church office.
- Minutes of Leadership Team and Congregational Meetings should be prepared as soon as possible and distributed to the Leadership Team and staff. If requested, the Secretary would prepare the Leadership Team agenda under the Chair's guidance.
- This person should determine various tasks that need to be done, i.e., thank you notes for outside facilitators, correspondence with others, etc.
- Actively participate in the Executive Commission with the Lead Pastor and other officers, and participate in Leadership Team decision making.
- Participate with the Executive Commission in annual performance reviews.
- Attend a Leadership Team orientation weekend retreat, which is usually scheduled for mid-January.

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 Center Executive Director and 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

Sue Fabbro

Candidate for Secretary

1. Describe your journey of faith and how you are actively growing in your relationship with Jesus.

I submitted my life to the lordship of Jesus as my personal savior many years ago as a young teen. I had the blessing and privilege of being raised by parents who modeled their personal relationships with the Lord as well as their committed and active participation in the Body of Christ. I recall my early teen years as a time of God stirring my thoughts and inclining my heart toward Him. My confirmation was a truly significant spiritual event for me when I affirmed my baptism, professed my personal faith in Jesus Christ and began my journey of discovering my spiritual gifts as well as exploring where and how I would serve the Lord in my daily life. My faith has continued to grow and mature since that time.

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

I believe God has called me to use and manage all the resources and abilities He has given me for His glory and in service to others, including for the Body of Christ. Being a good steward by offering to God my time, talents and treasures has been, and continues to be, a lifelong commitment. I have served as Secretary on PCC's Leadership Team since 2021. After praying about it, I do not feel God is calling me out from that role but sense the Holy Spirit affirming my continuing for another term. As we live into another season of transition at PCC with new leadership in Mark Tumney as Lead Pastor, I also believe I can be helpful in providing consistency in this role and on the Leadership Team.

3. Provide an example of when you have been led by the Holy Spirit and how you validated that leading.

The most recent example of being led by the Holy Spirit was in serving as Chair of PCC's Lead Pastor Search Committee. The 2 year journey as the Search Committee Chair was a challenging, but blessed, time of depending on the Holy Spirit's guidance and leading for each step in the committee's process. In myriad ways over the course of those 2 years, the Holy Spirit affirmed and confirmed that we, as a committee of 9 diverse individuals, were unified and aligned with His leading and timing. I know that could only have been the Holy Spirit! I believe the Holy Spirit empowered and enabled me, in that role, to do things that were definitely outside of my comfort zone and experience, yet He used my actions for His purposes. The entire Search Committee is so grateful to God for His faithfulness to us and to PCC in bringing Mark as our Lead Pastor.

4. Do you have any concerns supporting the PCC Declaration of Faith (Article III), Constitution and Bylaws, mission, beliefs, values, and ministries?

None.

5. In what areas or ministries have you served within or outside of PCC?

I have been a committed and active at PCC for many years and have served in both staff and lay capacities. I was a teacher in PCC Preschool for over 10 years and served as Director of Children's Ministries for 5 of those 10 years, facilitating a positive connection between Preschool families and PCC. I served as a staff Marriage and Family Therapist with Covenant Psychological Services, a former ministry of PCC. As a volunteer, I have taught Sunday School, parenting education classes through PCC Preschool, served on PCC's Spiritual Guidance Commission and various other committees, as well as most recently serving as Secretary on PCC Leadership Team and Chair of PCC Lead Pastor Search Committee. I also served our Evangelical Covenant denomination both in our Pacific Southwest Conference and nationally. For over 5 years I served on the Board of Ordered Ministry of ECC which has responsibility for the credentialing, care and discipline of ordained and commissioned Covenant pastors and consecrated missionaries. Currently I facilitate a care group that has been meeting together for over 8 years. Finally, I view my vocation as a licensed Marriage and Family Therapist as a ministry that gives me the opportunity to be an ambassador of Christ as I participate in the healing and discipleship of others.

PCC LEADERSHIP TEAM JOB DESCRIPTION: STUDENTS AND FAMILIES

Purpose:

The purpose of the Leadership Team (formerly known as Council) shall be to monitor and oversee the spiritual health of Peninsula Covenant 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; along with demonstrable qualities of a servant-leader (see below/attached).

Student & Families:

More than specific qualifications or a background in children's or student ministry, we seek a candidate:

- with depth and commitment to the fundamentals of leadership at PCC (below), and
- who is a parent of a child or student currently in PCC's Student & 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 Student & 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 Student & Families.
- 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 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 (all of which are available in an e-binder)
- 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 Pastor of Student & Families & the Lead Pastor in this regard.

GOVERNING BIBLE VERSES & SERVANT-LEADER ATTRIBUTES for PCC LEADERSHIP TEAM MEMBERS (formerly Council)**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.

Demonstrable attributes of servant-leadership; including but not limited to:

- The empowerment and the development of others
- Expressing humility
- Authenticity
- Interpersonal effectiveness & acceptance
- Stewardship
- Values diverse opinions
- Cultivates a culture of trust
- Develops other leaders
- Encourages
- Thinks you, not me

CHURCH LEADERSHIP CANDIDATE PROFILE

Cathy James

Candidate for Students and Families

1. Describe your journey of faith and how you are actively growing in your relationship with Jesus.

My faith journey began when I was very young. I was fortunate to have Christian parents who faithfully took us to church and modeled their faith in tangible ways. I remember accepting Jesus into my heart as a kindergartner when my Sunday School teacher invited us to come pray with her after one of the lessons. I continued to get to know Jesus and grow in faith as I participated in a robust youth group and served with local and short term missions work. I feel like God had a plan for me as he surrounded me with great teachers and mentors throughout my life. As an adult, I have found that my faith is shored up when I pursue learning about God's will as part of a community- both my larger church community and my small groups. I have been part of a women's small group for nearly thirty years and in a couple's Bible study with close friends for almost as long. God uses these people in my life to challenge me and to hold me accountable. In Matthew 18:20, Jesus tells us that, "For where two or three gather in my name, there am I with them." Every time I come together with my faith community, I have an opportunity to commune with my savior and grow to know him better.

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

I feel called to serve as the Family Ministry representative on the LST because I have experienced first hand the value of a thriving church family that puts value and effort into ministering to children and youth, both in our church and in the surrounding community. It is an important charge to the church that we raise up our children to know Jesus, to understand his love for them and to recognize the sound of his voice in their lives. God has validated this call as I have prayed to discern where he wants me to serve and give of my time and gifts.

3. Provide an example of when you have been led by the Holy Spirit and how you validated that leading.

A few years ago my husband and I were feeling a strong prompting by the Holy Spirit to take our family on a missions trip overseas. As we began to talk about our vague sense of this calling, God put the pieces together for us in a way that made clear what we were meant to do. Another family in the church organized a trip for families to visit and serve at Malawi Children's Mission in Africa. As we prayed to discern whether this was the right thing for our family to do, we encountered The Holy Spirit in encouraging ways- including a chance meeting at a hotel hot tub with a woman who had been on numerous African mission trips. Ultimately, the Holy Spirit's leading was validated when we followed in faith. The trip was incredibly impactful for our family, but for me personally it led to an ongoing relationship with the school where I have been able to use my knowledge as a technology trainer for teachers here in Redwood City to remotely support the technology teacher at MCM, on the other side of the world. I find it so exciting how God invites and equips us to be part of his grand story throughout the world.

4. Do you have any concerns supporting the PCC Declaration of Faith (Article III), Constitution and Bylaws, mission, beliefs, values, and ministries?

No, I share in the Declaration that Jesus is Lord, that we are one church, baptized by faith, and guided by the Holy Spirit. I believe that to grow in right relationship to our Lord, we need to look to His word and prayerfully pursue His will for our lives and for the greater church family.

5. In what areas or ministries have you served within or outside of PCC?

When I was a member at Menlo church I served for eight years in their Children's Ministry program and I was a regular teacher and speaker for the Mother's Together group there. Here at PCC, I served for a year as a leader for the former Mother's Together ministry and I have served for one term on the Leadership Team as the Family Ministry representative.

PCC LEADERSHIP TEAM JOB DESCRIPTION: TREASURER

Purpose:

The purpose of the Leadership Team (formerly known as Council) shall be to monitor and oversee the spiritual health of Peninsula Covenant 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; along with demonstrable qualities of a servant-leader (see below/attached).

Treasurer (serving in Executive Commission and as an Officer of the Church)

The Treasurer shall carry out all duties of the Treasurer included in the Bylaws. The Treasurer will also serve on the Executive Commission and Finance Commission as outlined in Section 1 of the Bylaws.

Other responsibilities and duties include:

- Ensuring all funds contributed to the church are properly received, recorded, deposited and distributed, as authorized by the PCC Leadership Team or congregation, and that accurate financial record keeping practices are maintained.
- Collaborate with Church Staff and Leadership Team leadership to create and implement strategies to develop mature disciples at PCC who understand and live out Biblical, “whole-life” stewardship as an ongoing act of worship.
- Actively participate in the process to establish the church budget for each fiscal year.
- Present reports as requested at meetings of the Church Leadership Team and Congregation.
- In collaboration with the Church Staff, advocate that standard acceptable business and financial practices are utilized throughout the church and all of its various ministries.
- Actively participate in the Executive Commission with the Senior Pastor and other officers; and participate in Leadership Team decision making.
- Participate with the Executive Commission in annual performance reviews.
- Participate in denominational training specific to Church Treasurers when offered and as needed.

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 (all of which are available in an e-binder)

- 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 & SERVANT-LEADER ATTRIBUTES for PCC LEADERSHIP TEAM MEMBERS (formerly Council)

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.

Demonstrable attributes of servant-leadership; including but not limited to:

- The empowerment and the development of others
- Expressing humility
- Authenticity
- Interpersonal effectiveness & acceptance
- Stewardship
- Values diverse opinions
- Cultivates a culture of trust
- Develops other leaders
- Encourages
- Thinks you, not me

CHURCH LEADERSHIP CANDIDATE PROFILE

Jim Breen

Candidate for Treasurer

1. Describe your journey of faith and how you are actively growing in your relationship with Jesus.

I was fortunate to grow up in a Christian household. My parents led our family through a Christ centered morals and beliefs. I realized at a young age the freedom and joy that living with Jesus brought to my life and would bring to others. Fast forward through many many youth groups, camps, missions, retreats, small groups, etc. (most of which were involved with PCC in one way or another), I am still pursuing Jesus through my marriage, in married small groups, prayer, in my business, and now as a father of 3 beautiful girls.

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

The Lord promoted me to think about leadership through my father. He asked me if I was serving on leadership yet, which I wasn't of course, but also far from pursuing it. Now, I am motivated by not just what I may be able to provide to PCC, but what the Lord has for me through learning and leading in this position.

3. Provide an example of when you have been led by the Holy Spirit and how you validated that leading.

My children are 7, 5, and 3. I believe that the Holy Spirit leads me in my parenting. Abigail, my oldest, has had a difficult time in 1st grade. Allergies and anxiety don't help! I was prompted to pray with her and invite Jesus into the situation. This is a prayer that I did not receive as a child myself, which is why it was a challenge for me to lead this way. We prayed through her fears and stress and Jesus replaced those things with peace and love.

4. Do you have any concerns supporting the PCC Declaration of Faith (Article III), Constitution and Bylaws, mission, beliefs, values, and ministries?

No concerns.

5. In what areas or ministries have you served within or outside of PCC?

I have served as a high school leader in the last, in the 2's and 3's childcare, on the short term Mexico mission trips, and in high school even worked maintenance!