

PENINSULA COVENANT CHURCH



CONGREGATIONAL MEETING PACKET

2025-2026

Proposed Budget & Slate of Candidates



PENINSULA COVENANT CHURCH

CONGREGATIONAL MEETING

Sunday, June 1, 2025

11:45am

In Person and Online

Register for Zoom Info

<https://wearepcc.churchcenter.com/people/forms/970703>

Dear PCC Family,

Each year, we set aside a special time to gather as a church—not just to vote on a budget or affirm new leaders, but to celebrate what God is doing in and through our community. I'd love for you to join us for our **Congregational Meeting on Sunday, June 1 at 11:45am in the Worship Center.**

Over the past few weeks, we've shared powerful stories of God at work—from seekers exploring faith in Alpha, to students being mentored, to preschoolers learning to pray. These stories are just the tip of the iceberg.

Here's just a glimpse:

- Over 20 people engaged in our first Alpha outreach—some searching, some guiding, all growing.
- Middle and high school students being shaped by intentional discipleship and vibrant community.
- Our Preschool is thriving with fresh vision and deep care, blending cherished traditions with new spiritual rhythms.
- Ministries like Wyldlife (our partnership with Young Life), small groups, YTH, and He Grills are reaching across generations to build faith and family.

If you've missed any of these, you can catch the stories at wearepcc.com/yearend.

Again, at our meeting we will affirm new leaders, and vote on next year's budget. But more than that, it's a moment to be reminded of why we do what we do: because God is moving, and we get to be a part of it.

Can't make it in person? Join us via Zoom—[register here](https://wearepcc.churchcenter.com/people/forms/970703) to receive the link.
(<https://wearepcc.churchcenter.com/people/forms/970703>)

Hope to see you there,
Pastor Mark

****If you cannot attend in person, it will be available on zoom. Register at the link below.****

<https://wearepcc.churchcenter.com/people/forms/970703>

PROPOSED BUDGET

FAQs

○ **What does OnePCC mean?**

- ◆ It's important to realize that PCC is a part of the Evangelical Covenant Church who holds the 501(c)3 we operate under. PCC is made up of multiple ministries, guided by one mission and one collaborated, coordinated budget. That's why we use the term OnePCC, to indicate that each part of PCC works together to bring people to Jesus.

○ **What is Central Services?**

- ◆ Central Services is the way PCC refers to its shared expenses for accounting services, HR services, repairs, maintenance, facility costs, utilities, insurance, custodial services, and landscaping. It also includes expenses for our partnering ministries, we call Good Neighbors, such as Street Life, Cristiana Familiar Comunidad, Bible Study Fellowship as well as other occasional use partners. This gives us a centralized and efficient way to control costs and to function as OnePCC.

○ **Are we giving at least 10% to missions?**

- ◆ Yes! More than 10% of our giving goes to missional opportunities. But this does not take into account that we are a mission organization – particularly our Preschool, School Age Child Care, and our Center. PCC is very special in this regard. Very few churches have missional outreach efforts like these.

○ **Why is a COLA increase included in this year's budget?**

- ◆ PCC has not consistently increased employees' wages to keep up with the cost of living in the Bay Area. In order to retain current employees and attract new ones, we need to ensure that we are providing a living wage in the very expensive area in which we live. COLA has increased nationwide at 23.2% in the past 6 years, while PCC salaries have only increased by 14.5% during the same period. In fact, the Senior Staff felt so strongly about this, in order to chip away at the deficit, decided to only award a 1% COLA increase to themselves and a 3% COLA (2.5% COLA 2025 and .5% COLA catch-up) increase to other qualified staff.

○ **Why do we want to hire a Spiritual Formation pastor?**

- ◆ When we lost our Adults pastor June 2024, we decided not to replace him right away. Instead, we decided to restructure our organization and hire a Spiritual Formation pastor who would oversee the spiritual growth of our congregation from the youngest to the oldest of our people. This would bring kids, students, and adults all under one discipleship plan.

2025-26 PROPOSED BUDGET

The budget process starts with staff creating a budget by department that lines up with each of their ministry goals. It is then reviewed with Pastor Mark to make sure all the ministry goals align. Following that, the Senior Staff reviews the overall budget numbers and makes necessary adjustments. And of course, along the way, the Leadership Team gave input and guidance.

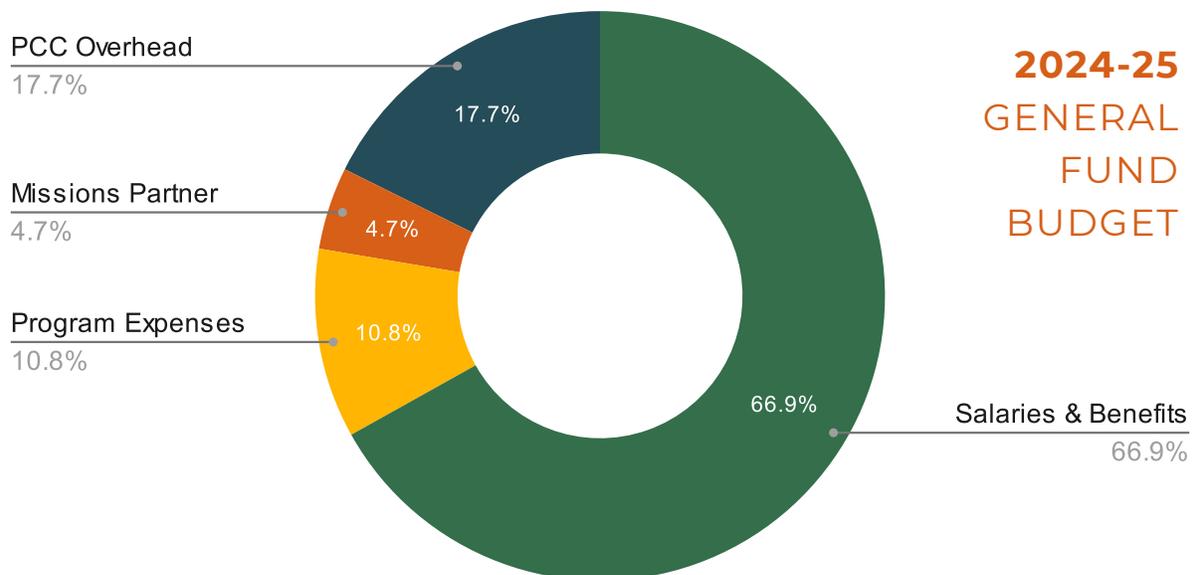
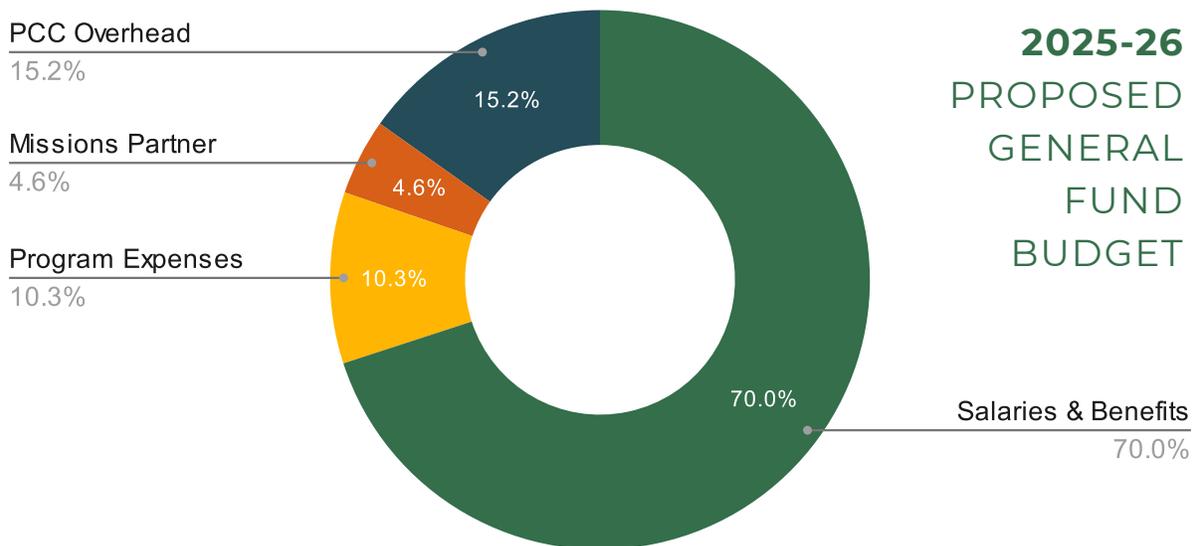
In the end, we believe this is a budget that supports our ministry goals. A few highlights:

- We felt it was again important to give a COLA increase: 3% to eligible staff and 1% increase to Senior Staff.
- While some costs are decreasing, benefits, utilities, and building improvements will cost more.
- There will be some restructuring of our church ministries and an additional hire of a Spiritual Formation pastor.
- Our overall budget increased by \$263K, but because of expected revenue increases in some programs, we were able to hold our giving goal to the same amount as last year (\$3.4M).

	Community Center	SACC	Preschool	Traditional Church Ministries	Central Services	Total General Fund
Income						
Donations	\$0	\$0	\$0	\$3,400,000	\$0	\$3,400,000
Revenue	2,615,356	555,401	575,600	0	380,400	4,126,756
Total Income	2,615,356	555,401	575,600	3,400,000	380,400	7,526,756
Expenses						
Salaries & Benefits	1,807,029	342,743	395,437	1,741,380	980,846	5,267,434
Program Expenses						
Community Outreach	0	0	0	2,200	0	2,200
Contract Services	30,000	0	0	23,535	25,800	79,335
Other Program Expenses	33,954	0	200	2,220	200	36,574
Special Events and Retreats	4,900	0	150	43,656	0	48,706
Supplies and Equipment	219,223	25,304	7,015	100,989	33,200	385,731
Systems and Software	27,911	8,500	2,380	27,471	57,600	123,862
Training and Support	13,720	4,232	1,175	52,808	24,400	96,334
Total Program Expenses	329,709	38,036	10,920	252,878	141,200	772,743
Missions Partner Support	0	0	0	128,200	0	128,200
ECC and PSWC Support	0	0	0	216,683	0	216,683
Overhead Expenses						
Administrative Overhead	4,307	2,928	600	5,800	650	14,285
Building and Land Improvements	45,000	0	0	0	75,000	120,000
Facilities and Maintenance	85,104	0	0	0	298,544	383,648
Loan and Interest Payments	0	0	0	0	0	0
Marketing and Fundraising	6,260	3,000	500	4,982	0	14,742
O/H Supplies and Equipment	81,826	13,528	5,510	3,710	158,150	262,724
PE+ Admin Fee (Offset to O/H)	(25,000)	0	0	0	(207,895)	(232,895)
Taxes and Insurance	6,420	14,869	0	0	109,420	130,709
Utilities	55,122	900	600	9,600	382,260	448,482
Total Overhead Expenses	259,039	35,225	7,210	24,092	816,129	1,141,695
Total Expenses	2,395,777	416,004	413,567	2,363,233	1,938,175	7,526,756
Budgeted Change in Net Assets	\$219,579	\$139,397	\$162,033	\$1,036,767	(\$1,557,775)	\$0

TOTAL GENERAL FUND BUDGET

	2025-26 PROPOSED BUDGET	2024-25 BUDGET	INCREASE (DECREASE)
Income	\$7,526,756	\$7,263,085	\$263,671
Expense			
Salaries & Benefits	5,267,434	4,858,206	409,228
Program Expenses	772,743	781,868	(9,125)
Missions Partner Support	344,884	340,025	4,859
PCC Overhead	1,141,695	1,282,986	(141,291)
Total Expense	7,526,756	7,263,085	263,671
Budgeted Change in Net Equity	\$0	\$0	\$0



COMMUNITY CENTER

	2025-26 PROPOSED BUDGET	2024-25 BUDGET	INCREASE (DECREASE)
Income	\$2,615,356	\$2,402,314	\$213,042
Direct Expenses			
Salaries & Benefits	1,807,029	1,523,899	283,130
Program Expenses	329,709	309,581	20,128
Direct & Unshared Overhead	259,039	282,478	(23,439)
Total Direct Expenses	2,395,777	2,115,958	279,819
Income less Direct Expenses	\$219,579	\$286,356	(\$66,777)

SCHOOL AGED CHILD CARE

	2025-26 PROPOSED BUDGET	2024-25 BUDGET	INCREASE (DECREASE)
Income	\$555,401	\$740,370	(\$184,969)
Direct Expenses			
Salaries & Benefits	342,743	450,611	(107,868)
Program Expenses	38,036	67,676	(29,640)
Direct & Unshared Overhead	35,225	48,760	(13,535)
Total Direct Expenses	416,004	567,047	(151,043)
Income less Direct Expenses	\$139,397	\$173,323	(\$33,926)

PRESCHOOL

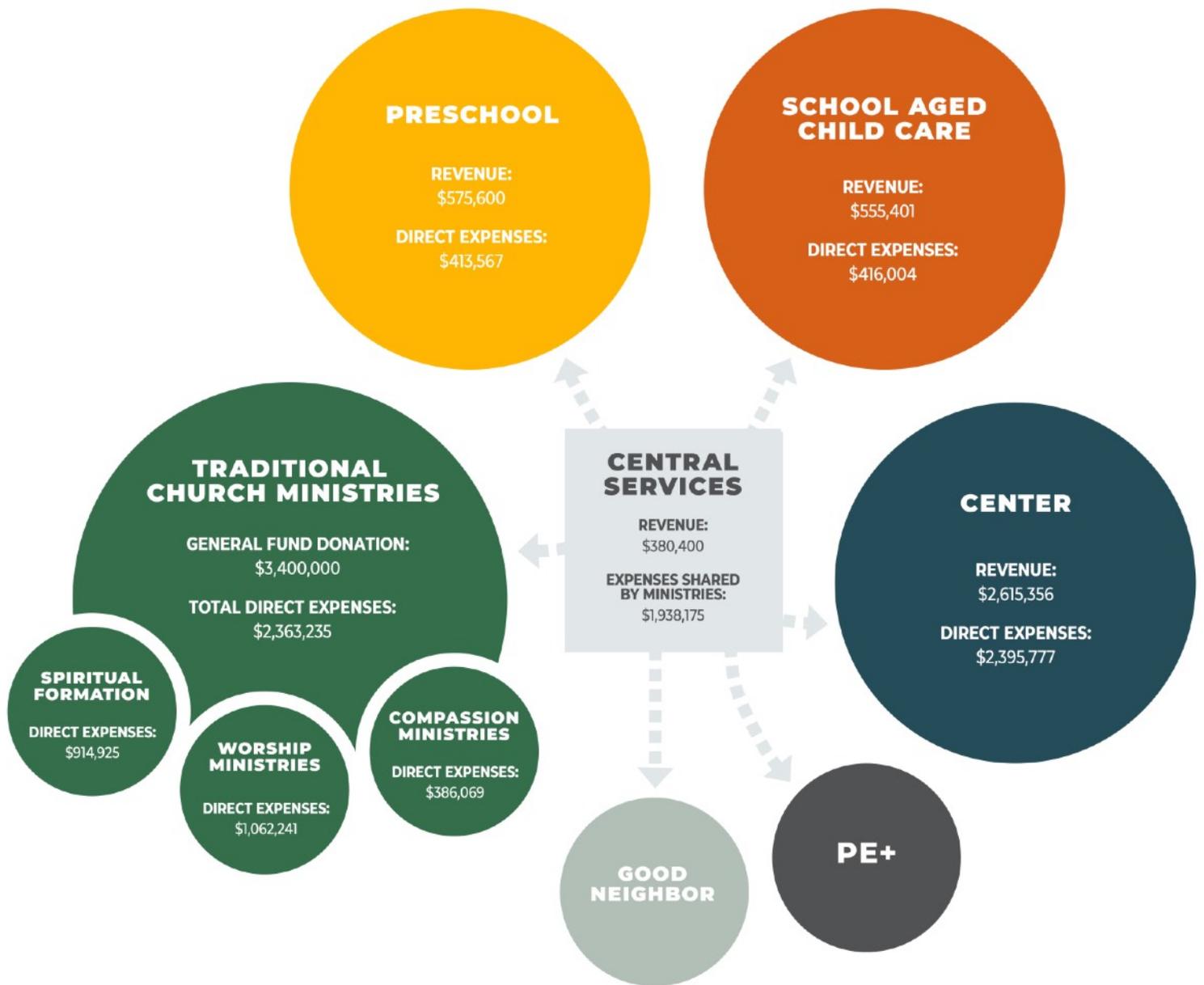
	2025-26 PROPOSED BUDGET	2024-25 BUDGET	INCREASE (DECREASE)
Income	\$575,600	\$417,825	\$157,775
Direct Expenses			
Salaries & Benefits	395,437	301,919	93,518
Program Expenses	10,920	10,909	11
Direct & Unshared Overhead	7,210	6,026	1,184
Total Direct Expenses	413,567	318,854	94,713
Income less Direct Expenses	\$162,033	\$98,971	\$63,062

TRADITIONAL CHURCH MINISTRIES

	2025-26 PROPOSED BUDGET	2024-25 BUDGET	INCREASE (DECREASE)
Traditional Church Ministries General Fund Donations	\$3,400,000	\$3,400,000	\$0
Direct Expenses			
Spiritual Formation Direct Expenses			
Salaries & Benefits	775,897	746,829	29,068
Program Expenses	132,628	159,803	(27,175)
Direct & Unshared Overhead	6,400	6,650	(250)
Total Spiritual Formation Direct Expenses	914,925	913,282	1,643
Worship Ministries Direct Expenses			
Salaries & Benefits	825,639	966,400	(140,761)
Program Expenses	92,690	94,239	(1,549)
ECC & PSWC Support	128,200	128,000	200
Direct & Unshared Overhead	15,712	19,221	(3,509)
Total Worship Ministries Direct Expenses	1,062,241	1,207,860	(145,619)
Compassion Ministries Direct Expenses			
Salaries & Benefits	139,845	147,396	(7,551)
Program Expenses	27,561	15,660	11,901
Missions Partner Support	216,683	212,024	4,659
Direct & Unshared Overhead	1,980	560	1,420
Total Compassion Ministries Direct Expenses	386,069	375,640	10,429
Total Traditional Ministries Direct Expenses	2,363,235	2,496,782	(133,547)
GF Donations less Total Traditional Church Ministries Direct Expenses	\$1,036,765	\$903,218	\$133,547

CENTRAL SERVICES

	2025-26 PROPOSED BUDGET	2024-25 BUDGET	INCREASE (DECREASE)
Income	\$380,400	\$302,576	\$77,824
Direct Expenses			
Salaries & Benefits	980,846	721,152	259,694
Program Expenses	141,200	124,000	17,200
Direct & Unshared Overhead	816,129	919,291	(103,162)
Total Direct Expenses	1,938,175	1,764,443	173,732
Income less Direct Expenses	(\$1,557,775)	(\$1,461,867)	(\$95,908)



This diagram is a way of representing the flow of funding within OnePCC.

Around the PCC hub of Central Services or “Shared ministries” are our “Community ministries,” which have their own revenue stream and every ministry has direct expenses, such as supplies for a children’s activity, bus rentals for a field trip, books for a class, microphones for worship, or towels for Center members. Those expenses are controlled by each ministry and are not shared with other ministries.

Many of the expenses at PCC are shared – meaning multiple ministries benefit from the services or products purchased. Examples of these expenses are accounting services, repairs and maintenance, facility costs, HR services, utilities, insurance, custodial services, and landscaping. These expenses are managed in our Central Services Departments (in the center box), and allow us a cost-effective, centralized approach in serving all of PCC’s ministries. These costs are analyzed and attributed to our ministries based on objective metrics.

Tracking shared expenses ensures that we understand PCC’s full investment into each

ministry. To determine the percentage of the shared expenses attributable to each of the ministries, an allocation model is used. Allocations split each shared expense based on metrics such as the number of employees, or square footage percentages. In other words, under this allocation model, the Center's percentage of the total shared cost is higher than the Preschool's percentage due to a greater number of employees, and a higher proportion of square footage used at the Center.

A percentage of shared expenses is allocated to each affected ministry in an attempt to mirror the proportional benefit each ministry receives of each expense.

It's also important to note that our "Church ministries" have been regrouped. Historically we had the Adult Ministries, Worship Ministries and Family Ministries Groups. The departments groups are now as follows:

- The Spiritual Formations Department Group consists of:
 - ◆ Spiritual Formations
 - ◆ Children's
 - ◆ Middle School
 - ◆ High School
 - ◆ Young Adults

- The Worship Department Group consists of:
 - ◆ Worship
 - ◆ Lead
 - ◆ Communications

- The Compassion Department Group consists of:
 - ◆ Outreach, both local and global
 - ◆ Care

NOMINATING SLATE & RECOMMENDATIONS

————— Congregational Meeting – June 1, 2025

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: Michelle Vitus (chair), Scott Chong (secretary), Peggy Mahlstedt, Patricia Ortiz, and Pastor Mark Turney (pastoral member).

RECOMMENDED SLATE

For the Nominating Committee:

Joseph Chen
Clio DeVitis

For the Leadership Team:

Chair – Jonathan Pedley
Adults – Jeffrey Sang
Missions – Michael Harrison
Preschool & SACC - Karen Bowman
Worship – Jennifer Wong

JOB DESCRIPTION

NOMINATING COMMITTEE

PURPOSE

"The purpose of the Nominating Committee is to prayerfully and thoroughly review and recommend people to serve as godly leaders of PCC." (Bylaws Section 3)

QUALIFICATIONS

Members of the Nominating Committee must be members of the Church in good standing as described in Section 2 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 a leadership position 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

- Invite the congregation, church staff, and current Leadership Team members to nominate candidates for church leadership positions, including but not limited to roles within the Leadership Team and Nominating Committee.
- Prayerfully review a candidate's qualifications, and explore the candidate's willingness, giftedness, and passion to serve.
- For each position to be filled, reach a unanimous recommendation of one candidate for the Congregation to approve by vote.
- Review and recommend people for other positions of church leadership on an ad hoc basis, as requested by the Leadership Team.

GENERAL EXPECTATIONS

- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Participate in approximately one Nominating Committee meeting per month.
- Maintain confidentiality.
- Develop a working knowledge of PCC governance, particularly the Bylaws.

TERM OF SERVICE

Pursuant to Section 3, II of the 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.

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

Joseph Chen — Candidate for Nominating Committee

1. Please briefly describe your journey of faith.

I grew up going to church with my parents, and this practice shaped my values and remains significant to who I am today. As an only child, this mostly entailed going to Sunday School, listening to sermons and memorizing Bible verses. As I grew older, I faced more existential questions as I grappled with a sense of purpose and meaning in life that appeared misaligned with simply studying hard and obeying my parents.

Attending university away from home, I attended a college fellowship, drawn by the free food and thought-provoking skits and messages. I came to realize that being a follower of Christ is not just head knowledge, but real, lived-out application of His Word, uncomfortable though it might be. I also confronted and acknowledged my sinfulness in a way I hadn't before -- knowing only Christ's death on the cross could save me eternally.

I settled in the Bay Area after graduation and was part of a church for 15 years before the pandemic. After much discussion (and initial aversion for my part), my wife and I decided to seek out a new church community – one where we could lay down roots together with our young children and eventually find fellowship with other families. We encountered PCC -- which had house churches at the time for smaller groups to assemble outdoors in a socially-distanced manner, and we never looked back. Four years later, we have been blessed by all the friendships cultivated here.

2. How are you actively seeking to grow in your relationship with Jesus?

I seek to grow in my relationship with Jesus through: Serving - whether in children's ministry, as a small group leader, or other capacity, serving brings me in closer alignment to God's will and helps me focus less on myself and more on others. Relationships with others -- as a family, we thrive off unhurried, quality time spent with other families (although being the only introvert in my family, I may need recovery time afterwards). Rubbing lives with others enables us to share our burdens and multiply our collective blessings. Time with Jesus -- prayer, reading God's Word, and regularly attending on Sunday are part of abiding in Christ. As a working parent, I acknowledge spending regular time with Jesus outside of Sundays can be challenging.

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

This role enables me to serve PCC in a different capacity -- one that may utilize skills gleaned from my vocation. Having attended PCC for four years, I was intrigued to hear about the committee structure of this church composed of laity members. It's a different organizational structure than most churches I've been a part of in the past, which have had decision-making driven primarily from leadership / staff.

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

Our family is blessed to be here in the Bay Area, and we don't take that for granted particularly knowing the high costs of living. Financially, tithing and contributing to other causes has been a regular practice. As a family, we dedicate regular time to serving in children's ministry as well as cultivating relationships with other families that God has placed in our lives.

5. How are you connecting and growing with others in community?

In addition to spending time with other families in regular fellowship, we have also participated in several small group gatherings -- most recently, this past fall's Growth Groups. For a couple of years, we also hosted and facilitated a PCC small group. Lastly, I have attended various men's gatherings affiliated with PCC as well.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

At work, I try to build relationships at work such that I get to know my colleagues beyond what they work on, and therefore I can also share more about myself and what occupies me outside of work. On occasion, those conversations have opened the door to topics on faith and beliefs. In my current life stage, I find myself relating to and fellowshiping with other families with young children. I try to provide encouragement and a listening ear, knowing the challenges with balancing work and raising a young family here in the Bay Area.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

As a Certified Public Accountant, I have worked over 15 years in a variety of public corporations, navigating different personalities, priorities and perspectives. Particularly being a policy-setter, my role is by nature cross-functional, collaborative and strategic. I believe this experience will be beneficial to serving on PCC's Nominating Committee.

CHURCH LEADERSHIP CANDIDATE PROFILE

Clio DeVitis — Candidate for Nominating Committee

1. Please briefly describe your journey of faith.

From a young age I attended Catholic mass and Sunday school, and only when I was in middle school was I invited to a non-denominational church, youth group, and summer camp. A friend's bold invitation to her church and to Hume Lake led to a deeper understanding of the Holy Spirit I had accepted, but only scraped the surface of understanding. From there, a string of beautiful moments -- Bible studies in high school, mentorships by women in church, four years at Azusa Pacific University, a mission trip to Hungary/Czech Republic, and every day mundane miracles -- led me to marrying Gabe DeVitis. With our unified desire to be in good community and serve in the process, we felt called to move to the Bay Area after living in Los Angeles, coming back to the church that helped raise him. We are now plugged into the young adults group, The Network, serving with youth, and growing both individually and together in faith.

2. How are you actively seeking to grow in your relationship with Jesus?

Over the past several months, the Lord has been meeting me in the simplest ways that are quite profound with some intentional thought. Whether it is a silent commute to work in the car, so that I can chat with God, or praying over the desks of my students before a day of teaching, He continues to make His presence known in every space I occupy. In order to walk through my day with purpose, I gravitate towards worship music being played, I reach for books that are devotionals, commentaries, or stories of encouragement written by Christian authors, and I fellowship with friends who can sharpen me like iron.

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

When Gabe and I first made the jump, and moved to the Redwood City area, we knew we wanted to pour ourselves into PCC; it's largely the reason we're here in the first place. As dear friends floated the idea of this position, and I eventually was informed I was nominated for it, I felt a gratitude for the opportunity, as well as an urgency to step in if that was a possibility. It is clear that leadership is essential in a church setting, as well as accountability, intentionality, and diverse minds. This committee seems like the perfect mosaic of such attributes. As a person who is detail-oriented, thoughtfully observant, and a listener before words are easily spoken, I believe I can use my natural giftings to support the decisions being made on behalf of our church body.

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

In recent years I have found a deep desire and talent for women's ministry, fellowshiping with them, hosting, and having conversations with ladies in the church. This has led to being a participant of wonderful groups and sects of PCC, as well as other avenues I could serve. Hosting some Sundays has helped me gauge the PCC population, and remember who I am there to be a part of. Helping out with infants/toddlers some mornings, as well as being a MidWeek leader for 4th/5th graders has brought emphasis on my teacher skillset and ability to connect with youth. Lastly, being a part of The Network, tithing, and being intentional with other places I can step in to lend a helping hand has spurred a desire for generous living.

5. How are you connecting and growing with others in community?

Since my baptism senior year of high school, I have had the Great Commission placed heavily on my heart. The truth that being a disciple looks like reaching those across the globe just as much as those across the street is transformative in my thinking. I find myself asking the Spirit to highlight people, opportunities, words I could say, and decisions I could make in order to live a life that spurs up wins for the Kingdom. This could be as simple as reaching out to a friend or having a burst of boldness in complimenting a stranger, but as long as I ask the Lord to provide opportunities to share my testimony or call out a miracle in someone else's life, I believe He will.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

First I try to obey His commands to change, to put off old ways and take on the new life of Christ, individually and in relationships. Through this I have found the most meaningful ministry to take place. If an opportunity presents itself to share some truth, I hope that I am ready and look to take a shot at it.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

Getting to lead a Growth Group with Gabe this past fall was a lovely experience, as it helped me open up both my home and mind. There was the element of seeing those in the group for who they are, as well as keeping us all accountable in the way we met honestly and without judgement. For my everyday career as a middle school teacher, I am incessantly overseeing the productivity, behavior, and relationships of 8th graders. This has helped me become a better communicator, more patient, and flexible as the unimaginable takes shape, and I must step in to redirect back on topic. This learned lesson manifests in the ability to have a compass pointed towards purpose, and the motivation to reroute and get on the path that leads me and others in that direction.

JOB DESCRIPTION

CHAIR

PURPOSE

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

QUALIFICATIONS

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

CHAIR

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

- Grow and protect his/her heart for Jesus.
- Connect regularly with the Lead Pastor for prayer and encouragement.
- Meet regularly with Officers and Lead Pastoral Team to guide the strategy of the mission of PCC.
- Evaluate the needs of the congregation and facilitate the ministry of the congregation.
- Delegate work assignments to the appropriate congregational ministries and committees.
- Set the pace and aid in creating the ethos for the Leadership Team thus ensuring effective project management, strategic planning, and forward thinking takes place in order to manage the workload of the Leadership Team.
- Chair all congregational meetings, giving guidance and direction to the discerning, decision-making, and administration of the body at such meetings.
- Be willing to serve as a representative of PCC in official matters.
- To serve, when needed, as a liaison between the Leadership Team and various individuals or groups within the Church or community.

GENERAL EXPECTATIONS

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

TERM OF SERVICE

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

RESIGNATION

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

GOVERNING BIBLE VERSES FOR PCC LEADERSHIP TEAM MEMBERS

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

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

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

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

Jonathan Pedley — Candidate for Chair

1. Please briefly describe your journey of faith.

I came to Christ in 1993 after, at the behest of my girlfriend (now wife, Daniela), I started attending her church (St. Michaels, Chester Square in London) and attending an amazing seekers group for business people, run by a pair of American missionaries. My head signed up after reading Mere Christianity by CS Lewis and my heart, body and soul made the commitment during worship (we were singing the Battle Hymn of the Republic, believe it or not).

When we came to California in 1996, we searched for a long time for the right church home (not knowing the denominations) and were eventually invited to come to a service at PCC by a classmate from graduate school. We met Anthony Mejia on that first visit. When we came back a few weeks later, Anthony remembered our names, welcomed us back and we knew we'd found home.

My faith grew more mature through Homebuilders, both through participating and being given the chance to teach and lead by Anthony, and through participation in BSF (I went through the whole cycle once) and through participation in what was then the Council (see more below). The season of Covid, with church participation going to zoom and the divisions in the Church broadly and in PCC more narrowly caused by masking, vaccines, and racial justice (to name a few) were a bit of a desert season for me personally, but my participation in my men's group, whether in person or virtually, with Gary Gaddini and with a wonderful group of faithful men has been a rock and a source of comfort and accountability that endures.

2. How are you actively seeking to grow in your relationship with Jesus?

Regular attendance at men's group with weekly readings. Prayer time with my wife. Personal and corporate prayer (at church, at LST).

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

After a tiring first term with three lead pastors in three years, it is time to put in place the foundations for the future with Mark and the other members of the LST. My long membership of the church, my prior service on the LST/Council and my time of immersion in the Bylaws, etc. leaves me uniquely placed to serve.

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

Chair of LST for the last three years, and regular planned giving to PCC.

5. How are you connecting and growing with others in community?

Weekly men's group led by Gary Gaddini, regular attendance at church, frequent social contact with PCC members outside church.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

I am a person of peace who seeks to model the impact of my Savior on my life every day. When people engage on the topic of faith I am happy to share. I need to improve my comfort with proactively sharing my faith.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

Yes (Current chair, former LST/Council member for eight years, chair of HOA planning committee for years (currently term limited), leader of multiple teams and organizations in various business settings.

JOB DESCRIPTION

ADULTS

PURPOSE

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PEOPLE DEVELOPMENT

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

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

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Steward the department for which one is the lay leader, including: regular meetings with one's corresponding Direct Report, periodic attendance at departmental functions, building of relationships with departmental staff and key volunteers
- Prepare for Leadership Team meetings by reading packets and praying in advance
- Regularly attend Leadership Team meetings and functions such as retreats or orientations.
- Maintain confidentiality.

- Develop a working knowledge of PCC governance, including: Constitution, Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports.
- Get the big picture, manage loosely, encourage others.
- Service on PCC's Leadership Team is without remuneration.

TERM OF SERVICE

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

RESIGNATION

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

GOVERNING BIBLE VERSES & 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.

CHURCH LEADERSHIP CANDIDATE PROFILE

Jeffrey Sang — Candidate for Adults

1. Please briefly describe your journey of faith.

I was raised in the church and was a “traditional” Christian. I knew the Bible stories, went to Sunday School, believed in the God of the Bible, and generally was a “good” person. What I did not have, however, was a personal relationship with God. Somehow, I missed this fundamental teaching and did not hear and respond to it until the summer before I went into high school. It was at this point, in the midst of a mini-revival of young people in our hometown, that I had that conversation with God and started my personal walk with Him.

Since that time, my knowledge and faith in God has grown with the typical highs and lows, some leaps, some stumbles, but always growing closer to Him, trusting and depending on Him more, and seeking His ways and plan for my life and my family as He fashions and molds me to be more Christ-like.

2. How are you actively seeking to grow in your relationship with Jesus?

I seek to grow in my relationship with Jesus by prayer and worship, being in His word, being among His people, and actively seeking and listening to what the Spirit is telling me to focus on at any given time, while trying to subjugate my independent spirit, my pride, and my plans. I approach reading His word, prayer, and input from other believers with expectancy that He will guide me to that area of my life that needs to change, or that direction that He wants me to go, or where and how best to serve Him and His body of believers. I try to be sensitive and receptive to His leading, and responsive to His guidance and prompts.

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

My wife and I have been discussing and praying about how we can be more involved in the church. Concurrently, for the first time in around 15 years, due to happenstance and not a plan, I do not have responsibility to lead my own BSF group, but instead, I’m serving as a substitute group leader. While this still requires the same amount of preparation for leading a group, it does free up some time for me. With that as a backdrop, this nomination arrived in my inbox. It could be just coincidence, but my experience in walking with our sovereign God tells me He acts through and orchestrates coincidences. That may not mean that this role is my particular calling, but it does tell me He is active in these circumstances and that I should be faithful in following and responding.

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

Of the time, gifts, and resources, I have been most consistent in the giving of resources by tithing regularly, and otherwise giving beyond that as prompted by the Spirit. Time has been the most challenging, as my job can sometimes demand a lot from me in terms of time and focus. However, I have carved out time over the last 15 years to serve as a BSF group leader with the BSF class that meets at Menlo Church (many PCC members are a part of that class,

with a couple of groups that meet on the PCC campus on Wednesdays). I firmly believe that if God is calling, He will also equip.

While I believe I have other gifts that are stronger, in the past I have used my gifts by playing drums with the worship band.

5. How are you connecting and growing with others in community?

Being a part of PCC as it is currently being transformed by God is a wonderful experience. While I am not integrally and deeply involved in the PCC community presently, it is something that my wife and I are actively discussing and committing to prayer.

In the meantime, I have been involved in the men's BSF leadership for around 15 years. Part of that leadership responsibility is attending a Saturday morning leadership meeting. That group of dedicated men of God, humbly seeking His will, His word, and His mission to grow and disciple other men has been my primary spiritual community for all those years. These are the men I would want at my side to fight spiritual battles and to be with me as I face life's trials and tribulations.

Years ago, we were part of a "Homebuilders" group at PCC that was quite close and supportive of each other. As time went on, and our lives became more complicated, the group dispersed. Now, with most of us as empty-nesters, we are starting to look at trying to bring that group back together in some form to serve again as that sub-community and support group at PCC.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

Generally, at least twice a week through the men's BSF leadership group and by leading BSF groups I have the opportunity to share the hope of Jesus and obey God's command to make disciples. Granted, most of the men in the groups are already believers, but they are men who are seeking to take that next step in their walk to be more disciplined and deliberate in their spiritual life. They can be anywhere from seekers, to brand-new believers, to seasoned followers of Jesus. This forum allows me to encourage the men in my groups, spur them on, commiserate with them, comfort them, pray for them, get them to delve deeper into God's word and apply it, and keep them on track with God's purposes for their lives. It is a weekly iron-sharpens-iron experience.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

I do not have this experience within PCC, but somewhat through leadership in BSF.

Most of this type of experience I've gained in my work life as an in-house attorney. Over the years I've led several cross-functional teams (including some that included the CEO and other executive management) for company-specific goals (major, primary, strategic contracts; mergers and acquisitions), and I've led small legal teams for two different companies. My current role includes responsibilities for corporate governance.

JOB DESCRIPTION

MISSIONS

PURPOSE

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MISSIONS

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

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.
- Prepare for Leadership Team meetings by reading packets and praying in advance.
- Regularly attend Leadership Team meetings and functions such as retreats or orientations.
- Maintain confidentiality.

- Develop a working knowledge of PCC governance, including, but not limited to: Constitution and Bylaws, ITAFFER, Staff Manual, Mission & Values, Playbook, calendar, org chart, strategic plan, budget, financials, denomination basics, Foundation documents, Center documents, access to past Minutes and recent annual reports
- Get the big picture, manage loosely, encourage others.
- Service on PCC's Leadership Team is without remuneration.

GENERAL COMMENTS

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

TERM OF SERVICE

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RESIGNATION

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)

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

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CHURCH LEADERSHIP CANDIDATE PROFILE

Michael Harrison — Candidate for Missions

1. Please briefly describe your journey of faith.

Growing up in a Christian home, I was exposed to faith from a young age. Being the child of a pastor, I ignored it. The balance of these forces left me with a general feeling that there was a God but no relationship with that God. Without a relationship with God, I didn't feel like I needed to follow His rules and over time I decided to live more and more like my school friends.

Unfortunately, parties were not satisfying and in fact led me to undermine important relationships in my life. A depression fell over me as I felt guilt for my behavior. Fortunately, Jesus had not forgotten me. At the depths of my guilt and depression, I called out to Him. Then, I felt the desire to talk to my dad who shared the gospel with me and the life giving forgiveness Jesus has to offer.

Weeks later, I started college and Jesus saw me again. I met missionaries from Cru who offered to disciple me and show me how to live like Jesus. As I matured, I joined Cru as a missionary having the privilege of innovating our approaches to evangelism, introducing millions to Jesus through technology. Through this time, I deepened my relationship with Jesus through part-time Bible college and personal ministry.

After almost 10 years, I left Cru and moved to Silicon Valley where I have learned a new style of ministry; slow deep relationships over years, which led to deep connections and gradually growing closer to Jesus. This variety of experiences, combined with staying faithful through some hard years of health issues, has led to a depth of faith I didn't imagine possible when I started this journey.

2. How are you actively seeking to grow in your relationship with Jesus?

Seeking opportunities to volunteer at church. Engaging Bible studies, devotionals, regular prayer. Sharing my faith.

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

Having volunteered with the missions board, others thought I would be a good fit. At the same time, I had been praying and looking for an opportunity to use my nine years of missionary experience, biblical training, skills in leadership, future thinking, and strategic problem solving. At the surface, the role seemed like a clear answer to prayer, giving me an opportunity to grow in my faith by engaging these skills. But to be sure, I engaged in a process of discernment, including seeking the input of godly believers who encouraged me, prayer, listening to the Holy Spirit's promptings, and logically thinking through my ability to contribute effectively in this role. Everything so far has confirmed this calling, adding to the confidence that this is an answer to prayer.

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

As a family, we are consistent givers, always making sure that giving of our time and finances is the top priority. Additionally, we regularly check in to see if our hearts are in the right place. If our giving (financial or otherwise) isn't resulting in hearts that are oriented toward Jesus, we discuss giving more, in an ad hoc way, ensuring our giving bears fruit in our hearts as well as in our communities. The decision to be nominated for LST came from assessing that I had more time and giving some of it to Jesus would help myself and my community grow in our faith.

5. How are you connecting and growing with others in community?

I am intentional about where I live, work, and volunteer, looking for places I can get to know those around me. My wife and I connect with colleagues, people from our kids' schools, our personal training and our neighbors. In each area, we get to know people, praying for them, knowing that, in time, the Lord will let us show His love and share our faith with those in our lives. We enjoy our friends, meet needs, and where appropriate, engage them about what they believe.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

Our family takes a very relational approach, starting with getting to know people. When there is trust and opportunities to ask deep questions, we take those opportunities. We follow the threads our friends are pulling on and explore the ways Jesus intersects with their lives. The gospel is so layered, there is always something that can be shared which meets our friends where they are today.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

As a missionary, I was in leadership of the local teams I was a part of and helped to define the policies for those teams. For a year, I was the Director of Cru's digital research and development department, defining the direction and overseeing the health of that unit. In the last two years working at Meta, I have been at a level that requires me to partner with managers to define the direction of a team or teams. We also work together on the career growth of team members and the general health of the team.

JOB DESCRIPTION

— PRESCHOOL & SCHOOL AGE CHILD CARE

PURPOSE

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PRESCHOOL & SCHOOL AGE CHILD CARE

Partner with Preschool and School Age Child Care Director in determining and implementing discipleship strategy for PCC.

Responsibilities include:

- Build a working relationship with the director of the Preschool and School Age Child Care. This is for proper understanding of the programs, their needs and concerns and to adequately represent them before the Leadership Team.
- Help the director of the Preschool and School Age Child Care set up a governing committee for each ministry which will advise the director concerning policies and procedures and serve as a participating member of each committee.
- Meet with the director(s) every other month or as needed in order to communicate and determine needs of the ministries.
- Attend all Leadership Team meetings as the ministries' representative and make all proposals to the Leadership Team on action items of these ministries.
- Report to the Preschool committee and the School Age Childcare committee decisions, etc. from the Leadership Team.
- Communicate with the church to help them understand what is happening in these programs and their ministry outreach.
- Regularly pray for the effectiveness of these ministries.

GENERAL EXPECTATIONS

- Provide global leadership of PCC across all ministries.
- Maintain a presence at PCC events.
- Worship consistently on Sundays.
- Contribute financially to God's work at PCC.
- Pray diligently for PCC.

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

GENERAL COMMENTS

In order to fully represent these ministries it is important for the Leadership Team representative to be in agreement with the philosophies and action plans of the ministries.

TERM OF SERVICE

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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)

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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

Karen Bowman — Candidate for Preschool and School Age Child Care

1. Please briefly describe your journey of faith.

I was born into a Christian family. I have attended church since I was small. At the age of seven, after listening to my dad speak one Sunday morning and pointing out that his whole family believed in Jesus Christ except his daughter, I was confused. I had gone to church, learned Bible verses, and learned how to pray, but I had never asked Jesus into my heart. That night, the lead elder at the church I went to at the time, came over and walked me through how to ask Jesus into my heart. A few years later, I followed up with being baptized in the church, letting everyone know that my heart was and will always be for Jesus. I have been following Him ever since.

2. How are you actively seeking to grow in your relationship with Jesus?

I actively seek to grow my relationship with Jesus by studying His word (the Bible). I have taken on different studies for quiet times to learn more about who He is and what it means to be a follower of Christ. I listen carefully when He speaks and either go or do where He leads me. Each year, I attend a Christian conference in which I hear from 2 speakers who talk about the Bible, and I listen to their perspective on what God is saying in His word and apply it to my life. I attend church each week to listen to the pastors and hear what God is speaking through them, and I apply what they say to my life. I also try reading some biblical books from Christian authors, learning more about who God is and how to grow closer to Him.

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

I have always had a heart for children. I see the school as a place where God has given me the opportunity to love others like Jesus—right where they are. Growing up, I always dreamed of becoming an elementary teacher. I loved school, but I struggled academically and was picked on by some girls. God used that pain to plant a desire in me: to become a teacher who could help students develop a love for learning and know they are valued. I understand what it's like to struggle, and I wanted to be an encouraging presence for students who feel the same.

In college, I worked on staff at Mount Hermon in the preschool child care program during family camps, and my love for teaching grew—especially the joy of helping children grow in their love for the Lord. I've also served in the school-age programs at PCC and spent a summer on staff caring for infants through 5-year-olds while someone was on maternity leave. Each of these experiences deepened both my desire to teach and my understanding of how God could use me to serve Him through children's ministry.

There was a time when fear held me back from pursuing teaching because of the big tests required for certification. But after a lesson at BSF, God helped me confront that fear and trust

Him fully. I returned to school and, by His grace, passed not just one but three certification exams—and even went on to earn a Master's in Curriculum Development.

Now, after 17 years of teaching in public elementary schools, I can clearly see how God has opened doors for me to bring His love into the classroom. My school has become a mission field—from leading fundraisers for the Malawi Children's Mission center, to organizing school-wide assemblies on character traits like honesty and perseverance, to directing the school chorus with songs that inspire students to think about deeper truths and God's goodness.

With God's help, I'm ready to step into this new opportunity to serve in the Preschool and School-Aged Childcare ministry. I'm up for the challenge and excited about the possibility of being part of what God is doing through this ministry. I'm trusting Him to guide and equip me, and I look forward to seeing how He works in and through this opportunity. "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." – 1 Peter 4:10

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

I am passionate about serving others with a heart for meeting needs and building relationships. I have participated in many outreach programs at PCC, including the global mission fair for the last several years, representing the MCM center. I have served as a Sunday School teacher. I have been the chair of the Nominating Committee and also had a unique role in the Pastoral search for the Nominating Committee. I am on the care portal team. In my community, I actively seek ways to support and uplift communities through hands-on service and relationship-building. I have done this through my school by having fundraisers where students learn ways to help support needs in Africa. I have also shown my class this year how to do simple acts of kindness and learn ways of helping others locally. This year, they have written notes of encouragement and decorated a bag to help put food in for homeless people, delivered flowers to a senior center, and made thank you cards to service workers. I have also connected Streetlife Ministries to my school so they can get fruit and meals to the homeless.

5. How are you connecting and growing with others in community?

I am connecting and growing with others in PCC by being in a small group study and leading a small group to Malawi, Africa, on a mission trip this summer. Sitting in the same area each week at church and getting to know others around me in the pews is a way to connect and grow together. In my community, I am connecting and growing by going to professional development to learn more and become a better teacher. I take on extracurricular activities, and I am a leader at school. I am the character trait assembly coordinator and help students each month learn more about having traits of good character.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

Sharing the hope of Jesus with others can be done in many ways, both through words and actions. I do this by being genuine and letting my life reflect the hope, joy, and peace of Jesus.

Serving others selflessly so that those around me see that I care. I show my students and colleagues unconditional love and kindness each day, and I hope they see the reflection of Jesus in me. I am an example of Christ daily at work and hope they see a difference. I pray for my co-workers and students that each day, I will reflect on Jesus and that they will be drawn closer to Him through my actions and words. I hope to plant a seed of God's love in those I meet daily.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

Yes, I have experience contributing to and developing teams and organizations. I was involved in BSF (Bible Study Fellowship) for 10 years, during which I was an admin and oversaw the organization of the study each week. I was the admin for PCC on the Nominating Committee for 2 out of the 3 years I was on the committee. I was also the admin for the Pastoral search team for the Nominating Committee when we had to organize to put a search team together. I have been a team player and leader in leading 2 groups on a short-term mission trip to Malawi, Africa. I was the director at PCC for VBS one summer and had to develop the curriculum and oversee the project. Outside of the church, I have organized fundraisers for the MCM center through my school and for the hospital in Malawi. I have put teams together at my school to work on different projects. I have been on my school district team for planning curriculum. I have also been in leadership at school. I have organized the monthly school for character trait assemblies.

JOB DESCRIPTION

WORSHIP

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).

WORSHIP

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

GENERAL EXPECTATIONS

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

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

Jennifer Wong — Candidate for Worship

1. Please briefly describe your journey of faith.

I was introduced to Jesus at a young age through my mom who had a newly-flourishing faith. I grew up in a Lutheran church and my entire family was very involved with church life and committed to deepening their faith in God. I held a very active faith from the time I was young, and I also went through a time of doubt during my college years where I was challenged to better understand my own beliefs outside of my family of origin. Post-college, I had an encounter with God that prompted me to recommit my life to Jesus and to seek to know Him on a deeper level.

2. How are you actively seeking to grow in your relationship with Jesus?

I am strongly encouraged and strive to model the words of Eugene Peterson in my relationship with Jesus as 'A Long Obedience in the Same Direction.' While Sundays are a time to gather, they are not the place where I am most actively fed in my relationship with Jesus. I find a lot of comfort in etymology and the studying of metaphor in Scripture. I have been part of small groups to deepen my faith and understanding.

3. Why do you feel called to serve in this role, and how might you use your gifting in the role?

I feel peace (and confirmation after prayer) about stepping into this role. I believe my strongest gifts are discernment, intuition, and empathy. I have the perspective of someone who has been at PCC for a long time, but is also keenly aware of the world and the broader church. I believe I am not afraid to say hard things with compassion.

4. How do you live generously, using your time, gifts, and resources to serve the church and community?

As a member of PCC, I have given time to several ministries. When I first joined in 1996, I served with our college age ministry as a small group leader. I was a high school leader for 6 years and led a weekly small group for the same group of students during this time. My family and I helped lead multiple trips to Mexico with our high school student ministry. I served in leadership for Mothers Together and Women's Ministry over the course of many years, and have spoken at events. I am open to needs in our community and helping where I can. I am involved in youth sports programs and am an active participant in the ministry of Generations United. I have a deep love for the Latino community in Redwood City and support the needs of underserved populations.

5. How are you connecting and growing with others in community?

I take my role as being a light to people I am in community with -- my neighbors, parents on my son's basketball team, school families, and anyone else who is in my immediate sphere. Within PCC, I am participating in small group study, such as the G4 Groups. I also am connected to many mentors and friends who have been instrumental in my life and encourage me in my faith.

6. How do you share the hope of Jesus in your circle and obey God's command to make disciples?

The strongest example of the hope of Jesus in my life is displayed through loving the people God places in my life. While I do not think I have the gift of evangelism, I am brave to express my faith and share the reason I find peace. I am obedient to not shy away from relationships outside of a 'church bubble' and to be an example of Jesus to others.

7. Do you have experience developing or contributing to the oversight, accountability, and alignment of teams or organizations (inside or outside of the church)?

I have served in a management role throughout my professional career in marketing, leading teams, directing outside agencies, and managing large budgets. I have had to face very complicated work relationships and the challenges that come as a manager of people. I have participated in team building and numerous mergers to bring teams together and unite toward a common goal. Outside of my professional life, I have also led ministry teams, specifically as a site leader for our Mexico mission team for 6 years.