

PENINSULA COVENANT CHURCH



CONGREGATIONAL MEETING PACKET

2026-2027

Proposed Budget & Slate of Candidates





PENINSULA COVENANT CHURCH

CONGREGATIONAL MEETING

Sunday, May 17, 2026

12:15pm

In Person and Online

Register for Zoom Info

wearepcc.com/meetingzoom

Dear PCC Family,

Each year, we set aside time to gather as a church—not only to affirm leaders and approve a budget, but to recognize and celebrate what God is doing among us. I invite you to join us for our Congregational Meeting on Sunday, May 17 at 12:15pm in the Worship Center.

This year carries added significance. As we close our fiscal year, we also step into the celebration of PCC's 75th anniversary—an important milestone that calls us to both reflection and anticipation. We look back with gratitude for God's faithfulness in lives transformed and leaders raised, and we look ahead with renewed purpose for the years to come.

Included in this year's report is a snapshot of where we have seen God at work this past year, as well as the priorities shaping the year ahead. What you will see is not a new direction, but a renewed commitment to the mission God has entrusted to our church for 75 years—now carried forward with fresh clarity for the future.

As we enter this next season, we also believe God is inviting us to take meaningful steps that will position PCC for the next generation of ministry. I look forward to sharing a bit more about that path ahead at our meeting.

If you are unable to attend in person, you may join us via Zoom—please [register here](#) to receive the link (wearepcc.com/meetingzoom).

I hope you will be part of this important moment in the life of our church.

Grace and peace,

Pastor Mark

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

wearepcc.com/meetingzoom

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 Community Center. PCC is very special in this regard. Very few churches have missional outreach efforts like these.

○ **Why is a COLA (Cost-of-Living-Adjustment) increase included in this year's budget?**

- ◆ PCC has not consistently adjusted employee wages to keep pace with the rising cost of living in the Bay Area. Over the past seven years, cost of living has increased approximately 26% nationwide, and Redwood City's minimum wage has risen by 38%, while PCC salaries have increased by only 17.5% during that same period. Incorporating a COLA adjustment is a necessary step toward aligning compensation with market realities. It supports both staff sustainability and the long-term health of our ministries.

2026-27 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. Along the way, the Administration & Finance (A&F) Committee gives input and guidance, especially on the giving goal for the congregation. A&F then recommends the finalized budget to the Leadership Team who voted to present this budget to the congregation for approval.

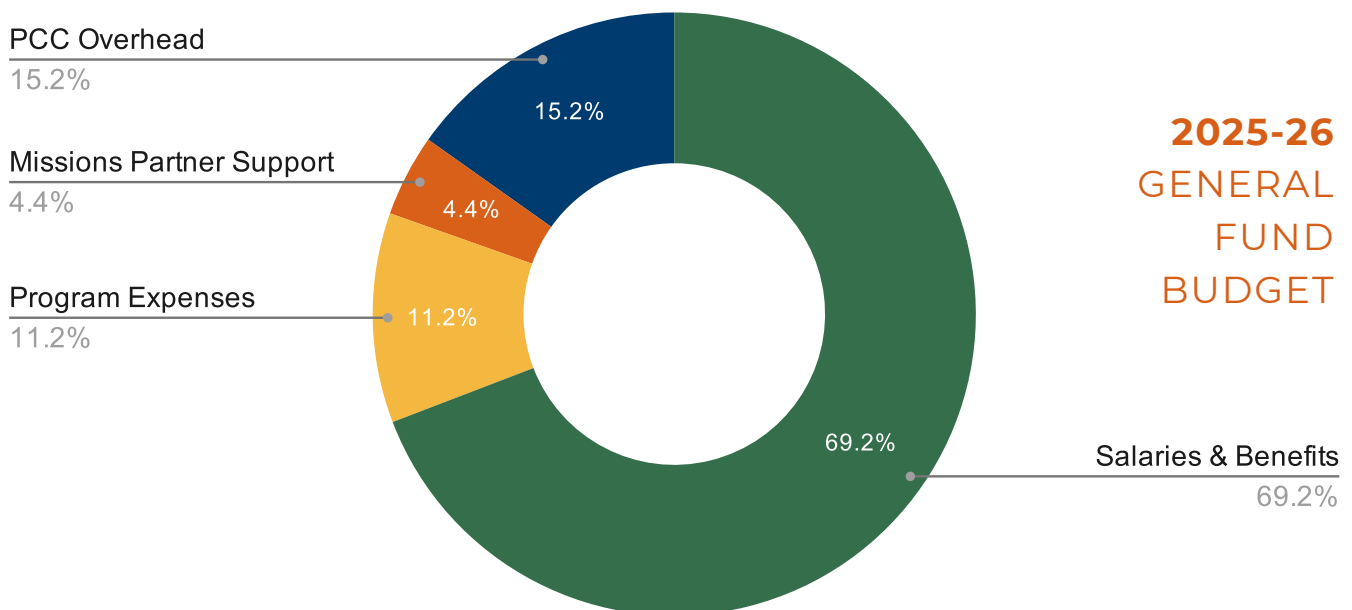
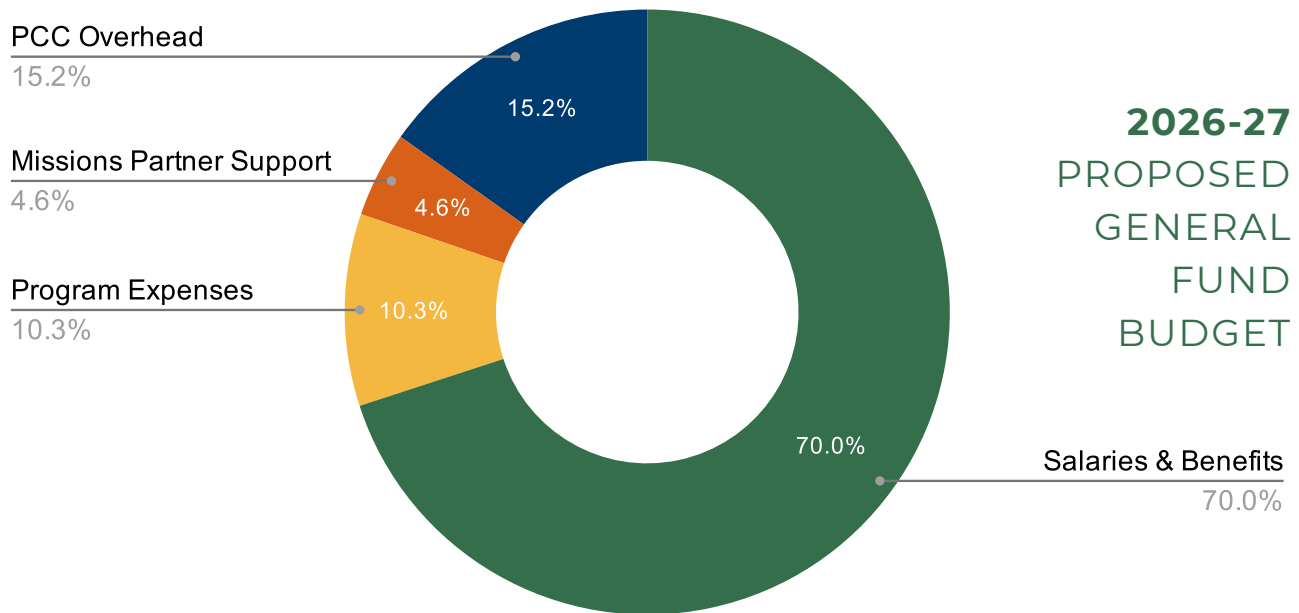
In the end, we believe this is a budget that supports our ministry goals. A few highlights:

- We felt it was again important to give a COLA increase: 2.8% to eligible staff.
- While we were able to reduce some departmental budgets, benefits, utilities, and building maintenance and improvements costs continue to rise.
- Our overall budget increased by \$530K, 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	2,753,310	730,248	737,896	121,570	313,804	4,656,828
Total Income	2,753,310	730,248	737,896	3,521,570	313,804	8,056,828
Expenses						
Salaries & Benefits	1,818,331	506,217	498,080	1,715,039	1,035,259	5,572,926
Program Expenses						
Community Outreach	0	0	0	4,200	0	4,200
Contract Services	30,100	0	0	66,689	27,500	124,339
Other Program Expenses	32,352	0	150	3,269	200	35,971
Special Events and Retreats	9,250	600	400	52,917	0	63,167
Supplies and Equipment	269,138	24,000	12,550	109,826	38,100	453,614
Systems and Software	36,613	7,500	2,150	20,437	62,520	129,220
Training and Support	18,750	2,400	1,000	49,378	24,350	95,878
Total Program Expenses	396,203	34,500	16,250	306,716	152,720	906,389
Missions Partner Support	0	0	0	225,953	0	225,953
ECC and PSWC Support	0	0	0	128,200	0	128,200
Overhead Expenses						
Administrative Overhead	3,800	6,600	1,000	10,830	500	22,730
Building and Land Improvements	45,000	0	0	0	65,000	110,000
Facilities and Maintenance	101,380	0	0	0	304,600	405,980
Loan and Interest Payments	0	0	0	0	0	0
Marketing and Fundraising	6,700	2,004	500	6,960	0	16,164
O/H Supplies and Equipment	93,792	19,492	3,350	5,785	158,200	280,619
PE+ Admin Fee (Offset to O/H)	0	0	0	0	(172,895)	(222,895)
Taxes and Insurance	7,800	11,900	2,184	0	134,552	156,436
Utilities	54,420	900	600	10,050	338,356	404,326
Total Overhead Expenses	312,892	40,896	7,634	33,625	828,313	1,223,360
Total Expenses	2,527,426	581,613	521,964	2,409,533	2,016,292	8,056,828
Budgeted Change in Net Assets	\$225,884	\$148,635	\$215,932	\$1,112,037	(\$1,702,488)	\$0

TOTAL GENERAL FUND BUDGET

	2026-27 PROPOSED BUDGET	2025-26 BUDGET	INCREASE (DECREASE)
Income	\$8,056,828	\$7,526,756	\$530,072
Expense			
Salaries & Benefits	5,572,927	5,267,434	305,493
Program Expenses	906,388	772,743	133,645
Missions Partner Support	354,153	344,884	9,269
PCC Overhead	1,223,360	1,141,695	81,665
Total Expense	8,056,828	7,526,756	530,072
Budgeted Change in Net Equity	\$0	\$0	\$0



COMMUNITY CENTER

	2026-27 PROPOSED BUDGET	2025-26 BUDGET	INCREASE (DECREASE)
Income	\$2,753,310	\$2,615,356	\$137,954
Direct Expenses			
Salaries & Benefits	1,818,332	1,807,029	11,303
Program Expenses	396,203	329,709	66,494
Direct & Unshared Overhead	312,892	259,039	53,853
Total Direct Expenses	2,527,427	2,395,777	131,650
Income less Direct Expenses	\$225,883	\$219,579	\$6,304

SCHOOL AGE CHILD CARE

	2026-27 PROPOSED BUDGET	2025-26 BUDGET	INCREASE (DECREASE)
Income	\$730,248	\$555,401	\$174,847
Direct Expenses			
Salaries & Benefits	506,217	342,743	163,474
Program Expenses	34,500	38,036	(3,536)
Direct & Unshared Overhead	40,896	35,225	5,671
Total Direct Expenses	581,613	416,004	165,609
Income less Direct Expenses	\$148,635	\$139,397	\$9,238

PRESCHOOL

	2026-27 PROPOSED BUDGET	2025-26 BUDGET	INCREASE (DECREASE)
Income	\$737,896	\$575,600	\$162,296
Direct Expenses			
Salaries & Benefits	498,080	395,437	102,643
Program Expenses	16,250	10,920	5,330
Direct & Unshared Overhead	7,634	7,210	424
Total Direct Expenses	521,964	413,567	108,397
Income less Direct Expenses	\$215,932	\$162,033	\$53,899

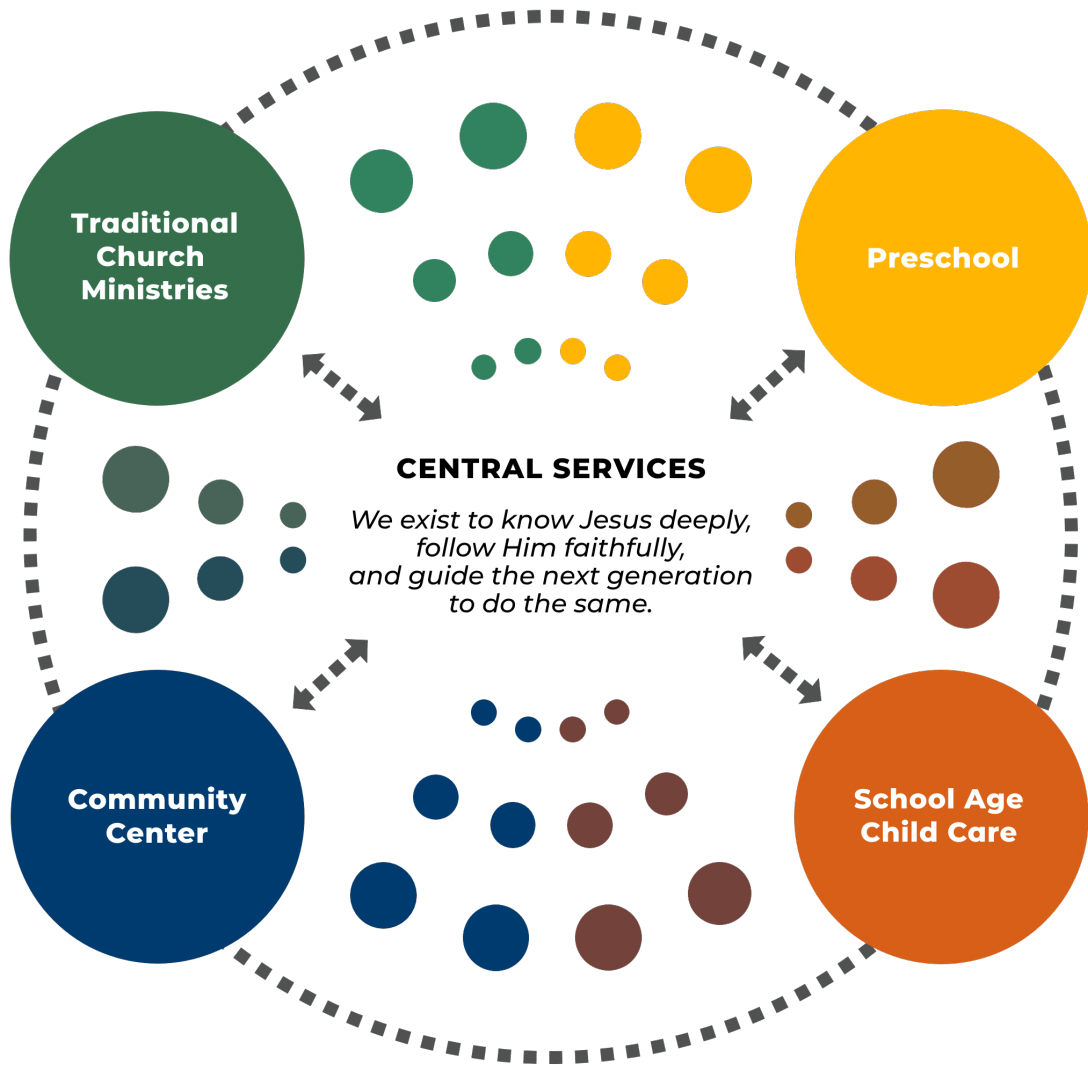
TRADITIONAL CHURCH MINISTRIES

	2026-27 PROPOSED BUDGET	2025-26 BUDGET	INCREASE (DECREASE)
Traditional Church Ministries			
General Fund Donations	\$3,400,000	\$3,400,000	\$0
Direct Expenses			
Spiritual Formation Direct Expenses			
Salaries & Benefits	699,450	775,897	(76,447)
Program Expenses	119,059	132,628	(13,569)
Direct & Unshared Overhead	6,960	6,400	560
Total Spiritual Formation Direct Expenses:	825,469	914,925	(89,456)
Creative Arts Ministries Direct Expenses			
Salaries & Benefits	882,933	825,639	57,294
Program Expenses	128,006	92,690	35,316
ECC & PSWC Support	128,200	128,200	0
Direct & Unshared Overhead	22,490	15,712	6,778
Total Creative Arts Ministries Direct Expenses	1,161,629	1,062,241	99,388
Missional Ministries Direct Expenses			
Camp Revenue	(121,570)	0	(121,570)
Salaries & Benefits	132,657	139,845	(7,188)
Program Expenses	59,650	27,561	32,089
Missions Partner Support	225,953	216,683	9,270
Direct & Unshared Overhead	4,175	1,980	2,195
Total Missional Ministries Direct Expenses	300,865	386,069	(85,204)
Total Traditional Church Ministries Direct Expenses	2,287,963	2,363,235	(75,272)
GF Donations less Total Traditional Church Ministries Direct Expenses	\$1,112,037	\$1,036,765	\$75,272

CENTRAL SERVICES

	2026-27 PROPOSED BUDGET	2025-26 BUDGET	INCREASE (DECREASE)
Income	\$313,804	\$380,400	(\$66,596)
Direct Expenses			
Salaries & Benefits	1,035,259	980,846	54,413
Program Expenses	152,720	141,200	11,520
Direct & Unshared Overhead	828,313	816,129	12,184
Total Direct Expenses	2,016,292	1,938,175	78,117
Income less Direct Expenses	(\$1,702,488)	(\$1,557,775)	(\$144,713)

ONEPCC



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

Around the PCC hub of Central Services are our Community Ministries and Traditional Church Ministries, which have their own revenue stream. Every ministry also 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 of the diagram), 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 Traditional 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 Formation Department Group consists of:
 - ◆ Spiritual Formation
 - ◆ Children's
 - ◆ Middle School
 - ◆ High School
 - ◆ Young Adults
 - ◆ Encore

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

- The Missional Department Group consists of:
 - ◆ Outreach, both local and global
 - ◆ PCC Camps

NOMINATING SLATE & RECOMMENDATIONS

————— Congregational Meeting –May 17, 2026

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:

Scott Chong (chair), Joseph Chen, Clio DeVitis (secretary), Patricia Ortiz, Maureen Becker (LST member), and Pastor Mark Tumney (pastoral member).

RECOMMENDED SLATE

For the Nominating Committee:

Marlene Johnson

For the Leadership Team:

Jaymie DuBois

PCC JOB DESCRIPTION

NOMINATING COMMITTEE

PURPOSE

"The Nominating Committee shall be responsible to prayerfully seek, review and nominate congregational members to fill the offices of Leadership Team, the at-large members of the Nominating Committee, the at-large members of any Pastoral Search Committee when required, and any other positions assigned to it by the Leadership Team." (Bylaws Article V, Section 4c)

QUALIFICATIONS

Members of the Nominating Committee must be members of the Church in good standing as described in Article V Section 2 — "Committee members shall typically be drawn from those members of the Congregation who have been members for not less than one year and who exhibit a vibrant connection to PCC and a commitment to fellowship with other members, as determined by the LST in consultation with the Pastors. These may be demonstrated, among other ways, by physical attendance at church services, regular giving to PCC and other PCC meetings and events."

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 Article V, Section 4b of the Bylaws, Nominating Committee members shall be elected to serve a three-year term with an option to serve a second term of three years. Members may serve only two consecutive terms. Fulfillment of a partial term shall not count against this consecutive term limit.

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

Marlene Johnson

Candidate for Nominating Committee

1. Please briefly describe your journey of faith.

Raised in a Catholic household, I grew up taking part in Mass weekly, attending a Catholic school, and participating in catechism through high school. Continuing attendance in college, I met people who introduced me to the concept of a personal relationship with Christ, but I did not respond. After a school transfer, I tracked onto a path without any spiritual input or guidance.

Moving to California in 1988, I was seeking to re-attend church and was invited by co-workers to various Bay Area services, one being Peninsula Covenant Church. Simultaneously, a long-time friend had grown into a relationship with Christ; she encouraged me with gifts and letters describing her new life. Strengthened by PCC friends, I became a follower of Christ in 1989.

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

Daily devotionals with prayer, weekly worship, Bible Study Fellowship, and small group participation

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

I've been on a specific journey with God, exploring a service role within the body of PCC. With prayer, time in God's word, seeking counsel from trusted Christ followers, and support from the current committee members, I've become assured of God's encouragement to serve on the Nominating Committee. 1 Peter 2:5 "Now God is building you, as living stones, into his spiritual temple." This verse speaks to how God will grow me as I serve, but also as a member of the church, pouring into the body of PCC.

As part of the process, in a brief review of spiritual gifts, five areas were assessed to be attributed to me. Among others, the gift of Exhortation was brought forth: the ability to strengthen, comfort, or urge others to action through the written or spoken word and biblical truth. When Jesus summarizes the law for the teachers, He tells them to love God and love others. Encouragement, spoken of in Hebrews and Ephesians, is one of the basic and essential building blocks of loving God and loving others.

The gift of Faith: the divine strength or ability to believe in God for unseen supernatural results in every arena of life. Regarding this area, I am frequently drawn to Deuteronomy 29:29. "The secret things belong to the Lord our God, but the things revealed to us belong to our children and us forever, that we may follow all the words of this law." This verse often reminds me to trust in God and His goodness, to faithfully accept my circumstances, and to faithfully accept His word, even among the mysteries and in things we cannot comprehend or understand.

Other gifts the Holy Spirit fills in me are giving, hospitality, mercy, and serving. Just before Paul talks to the Romans about spiritual gifts in chapter 12, he reminds us to be living sacrifices as a spiritual act of worship. I continue to pray for myself to be used by God as the nomination process moves forward.

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

I do not currently serve in any PCC role. We prayerfully tithe to PCC and other missional endeavors both in the local community and globally; we take part in the 24/7 prayer team.

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

Bible Study Fellowship, small group participation

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

We stewarded our kids to believe in Jesus and brought them through the ministries offered at PCC, and by the grace of God, all have a measure of faith in their lives and seek after the heart of Christ.

I consider my work as a nurse my ministry. I often pray for and with patients; my specific assignment may be to ask patients about religious preferences as related to health care; this opens doors for dialogues about faith and affiliations with faith-based institutions. The more challenging part of that role is with co-workers, where relationships are more precarious and enduring. I pray for integrative relationships there as groundwork for Christ-centered discussions.

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

No. I have never described myself as a leader, and often prefer the "tell-me-what-to-do" role. My lifetime of employment has always been service-related jobs.

PCC JOB DESCRIPTION

LEADERSHIP TEAM (LST)

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 Article II, Section 1)

QUALIFICATIONS

Members of the Leadership Team shall be members of the Church in good standing as described in Article I, Section 3 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: theologically, missionally, 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).

GENERAL EXPECTATIONS

- Be in **agreement with and support the Statement of Faith of PCC** and the Evangelical Covenant Church
- **Provide spiritual and organizational leadership** to PCC across all ministries.
- **Maintain a meaningful presence at PCC gatherings**, including worship services, ministry events, and congregational meetings.
- **Worship regularly with the PCC community on Sundays** (in person or online as needed).
- **Demonstrate faithful stewardship** by giving financially to God's work at PCC.
- **Pray consistently and intentionally** for PCC's people, ministries, and mission.
- **Prepare thoroughly for Leadership Team** responsibilities by reading materials in advance and praying over upcoming decisions.
- **Attend Leadership Team meetings** and related functions (such as retreats, trainings, and orientations) with consistency and punctuality.

- **Uphold strict confidentiality** regarding all sensitive or personal information entrusted to the Leadership Team.
- **Model and promote unity** within PCC by speaking with one voice once decisions are made.
- **Disclose and manage any potential conflicts of interest** in accordance with PCC policy.
- **Develop and maintain a working knowledge of PCC's governance framework**, including:
 - Constitution & Bylaws
 - LST policies and governance commitments (Carver's Policy Governance model)
 - Employee Handbook
 - Mission, Values & Ends
 - Annual ministry calendar
 - Organizational chart
 - Strategic plan
 - Budget and financial reports
 - Denominational basics (ECC)
 - Access to past Leadership Team minutes and recent annual reports
- **Serve on committees, task forces, or special assignments** at the request of the Leadership Team or Lead Pastor.
- **Serve without remuneration**, offering time, wisdom, and leadership as an act of volunteer service.

TERM OF SERVICE

Pursuant to Article II, Section 6 of the Church Bylaws, Leadership Team members shall be elected to a three-year term. Members may serve only two 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

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.



LEADERSHIP TEAM CANDIDATE PROFILE

Jaymie DuBois

Candidate for Leadership Team Member

1. Please briefly describe your journey of faith.

I grew up in a Christian home and accepted Jesus as my Lord and Savior when I was about five years old, so church, Christianity, and serving the Lord were very familiar to me from an early age. As I got older, however, my family life deteriorated; my parents divorced when I was 14, and by fifth and sixth grade I had already seen things children should never see. In my late teens and throughout my twenties, I essentially “put God on the shelf.” I would describe myself then as what we now know as “a fan,” not a follower. I understood the saving grace of the gospel and had accepted Jesus, but I was not living as a disciple or walking in obedience.

Thirty-two years ago, just before my 30th birthday, I experienced a conviction of the Holy Spirit and a crisis of faith that made it clear I was not living aligned with God’s will for my life. I was on the verge of making yet another tragic relational mistake, marrying someone who did not know the Lord. At that point, I decided out of obedience and trust that I knew I could not carry out in my own strength.

At that time, I was living in Cincinnati, Ohio, attending a new church that gathered in the middle school in my neighborhood. There, God surrounded me with godly women, leadership opportunities, and a community he used to pull me out of a duplicitous life. I began to learn what obedience looks like and what it means to live as someone who truly believes Christ is Lord and Savior. We had a lot of “deprogramming and reprogramming” to do, me and God. Repeatedly, the Lord provided, grew, and matured me, even through very difficult seasons.

I was born and raised in Southern California, moved to Cincinnati in 1991, and then to Scottsdale, Arizona in 1998, where I became very involved in a local church. I married Brian while in Scottsdale in 1999. We relocated to Chicago for a short time, then moved to the Bay Area in October 2000 for our careers. PCC was the second church we visited and never went anywhere else. A special guy, Anthony Mejia, invited us into Home Builders, a young-married group we never expected to be part of, as we had planned not to have children and were quite content with our lives as they were. Through that environment, and this community, God directed us in a new way. He reshaped our vision for marriage and family. We have two young adults now, 24 and 22, and PCC became and remains our church home and community.

Over the past two decades, PCC has been the context for significant spiritual growth and

maturity. God worked deeply in our marriage, correcting our views of what makes a godly marriage in His eyes versus ours. In April 2022, Brian was in a catastrophic biking accident, thrown off his bike by a wild turkey. In less than ten seconds, he became a quadriplegic from a severe traumatic brain injury. Over the next 8½ months, which included three hospitals and every setback imaginable, we experienced biblical community in action as PCC surrounded us, carried us, fervently prayed with us and for us. The Lord called Brian home 13 months after the

accident. Those months were some of the hardest and darkest of my life yet, but even then, God had treasures that are difficult to articulate. We saw what it means for a church body to truly live as a biblical community. That experience further deepened my faith. I was never angry at God, and I never asked, "Why me?" or "Why not someone else?" The peace and steady endurance were entirely His grace, His provision, and the power of the Holy Spirit covering every waking moment, along with the army of intercessors praying and caring for our family.

For several years I was not actively serving at PCC due to COVID and then Brian's accident and subsequent passing. Recently, I began easing back into serving through the welcome table, which is a manageable commitment right now. My journey with Jesus spans 32 years of consciously following Him. Today, my desire remains... to keep centering every decision—personal, professional, and relational—on Him and His will.

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

I actively pursue growth in my relationship with Jesus through consistent time in God's Word and ongoing participation in Bible study. For the past 32 years, I have been part of Bible studies in one form or another—sometimes leading and, in more recent years, primarily participating. I am currently involved in a women's Bible study, and over the decades that has included couples' groups, women's groups, BSF, and Moms in Prayer (which I led at our kids' school from kindergarten through fifth grade).

I see being in Scripture as non-negotiable for intimacy with God; I cannot live in union with the Lord if I am not in His word. Daily surrender and obedience remain central themes in my walk. I try to live in conscious dependence on Him in every area of life, recognizing that my own strength, wisdom, and discipline are not sufficient. I would love to say I "nail it" every day, but I don't. Instead, it is a daily journey—an ongoing process of surrendering, being corrected, and being drawn back to Him.

I also know from experience that isolation is easy but spiritually dangerous and contrary to God's design. So I am intentional about staying in community—through PCC, women's Bible study, and relationships with other believers—rather than withdrawing. Over the years, I've also noticed that issues I thought I had "dealt with" can return in more subtle, sophisticated ways, requiring fresh dependence and growth. At 62, in what I call the "back third" of my life this side of eternity, I am very aware I still have a long way to go and am committed to continuing to grow in intimacy, trust, and obedience to Jesus.

3. Why do you feel called to serve in this role (member of the LST)? How might you use your gifting in this role?

I would describe my sense of call to this role as an openness rather than a fully formed conviction at this stage. Someone made the nomination, and I see that as something to take seriously before the Lord. I have served in this capacity before: from 2009 to 2014, I was an officer on the LST during the transition from "Council" to "Leadership Team," a time of significant change and growth. I stepped down a year early because life at home became particularly demanding and I needed to prioritize my family over formal leadership at PCC.

From 2015 to 2020, I remained involved in women's groups and Bible studies, particularly with WBS (Women's Bible Study, connected to CPC), while PCC remained my church home. I understand that the LST has evolved since my prior service. I am open to this new expression of LST service and desire to keep discerning with the Lord whether this is where He is calling me in this season. My gifts in leadership, hospitality, HR, and organizational development, along with my long history at PCC and deep love for this church, could be used to support the LST's strategic and spiritual oversight. At the same time, I want to approach this humbly, continuing to pray and seek clarity rather than assume I must or must not serve. For now, my posture is: PCC is my home, the door is open, and I do not want to shut it prematurely if the Lord is inviting me into this role.

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

PCC is my church home, and I support it financially as an expression of stewardship and trust, everything I have ultimately belongs to God. I view the house I get to live in, my job, health, and all resources as His. My ability to work in my profession, and the health that allows me to do so, are God-given gifts and provisions that could change in an instant, so I seek to hold them loosely and I aim to use them for His purposes.

Vocationally, I have worked in human resources for 30 years, despite once insisting I would never work in HR. When I served as LST secretary, I also picked up part-time HR responsibilities for PCC because there was no HR function at the time, which eventually became a part-time job.

Looking forward, I see this final third of my life as more significant in terms of Kingdom impact than any career advancement in corporate America. I currently serve as Head of HR for an emerging biopharma company in the U.S. Recently, I informed my employer that within a year it will be time for me to transition out. We are in the process of looking for my replacement. My ongoing prayer is whether I am better used by the Lord staying in my role for now or stepping into other forms of service, including ministry work. Wherever He leads, I want to prioritize Kingdom impact over corporate success.

Practically, I am also stepping back into Sunday serving at PCC through the First Impressions Team, which is a natural fit given that hospitality was a key part of how we were first drawn into the community here. Beyond that, I try to live generously by being

available and responsive to the needs God places in front of me—at church, in my neighborhood, and in my workplace—seeing all my time, gifts, and resources as His to direct.

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

I am currently part of a women's Bible study, which has been a consistent core in my life for 32 years, whether through PCC groups, BSF, or other local church communities. PCC itself is my primary spiritual and relational community. Brian and I were initially drawn into the church through a warm welcome—being greeted by Anthony Mejia and invited into Home Builders—and that experience of intentional welcome and hospitality has shaped how I think about connecting others to this community.

When moving back to two services, I committed to serving at the welcome table or as a greeter, which feels like a natural extension of how God first connected us here. Over the years, PCC has become “home” in the fullest sense: relationally, spiritually, and practically. I remain committed to being involved at PCC—formally and informally—as we continue to grow as a community and live out the Gospel together. I expect to keep growing with others here through small groups, serving, accountability, and relationships that have been formed over more than two decades.

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

I try to share the hope of Jesus less through arguments and more through how I respond to life—my outlook, work pressures, grief, loss, and everyday challenges. I believe God uses our responses, our decisions, and our willingness to testify to His goodness in hardship (and in good times), to draw others to Himself. I want to live in such a way that my life points to Him and opens doors for conversations about faith, hope, and the Gospel.

In recent years, the most powerful way God has allowed me to share the hope of Jesus has been through our family's journey with Brian's accident and subsequent passing. Many people—mostly colleagues, neighbors, and others outside this church body—asked how I could be “okay” with what happened or why I wasn't angry with God or questioning him. We have the peace that transcends our human understanding, and supernatural strength because HE provides it. Those same people observed in the written journal the power of Jesus Christ, answered prayers, and what a biblical community looks like.

Brian's accident was extraordinarily unusual—he was thrown from his bike by a wild turkey that flew into him, something even Stanford's trauma ICU had never seen before. There are no easy explanations for that kind of suffering (or the many evil sufferings we see around the world or in our communities). Yet throughout those 13 months and beyond, we saw God bring treasures out of darkness, including deepening my trust in Him and giving me opportunities to point others to the hope we have in Christ.

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 extensive experience in both church and corporate settings. In the church context, I have led in women's ministries and small-group Bible studies on a weekly basis, including women's Bible studies at PCC and other churches, Moms in Prayer for six consecutive years at our children's school, and BSF. At PCC specifically, I served on the LST from 2009-2014 as secretary and officer. Prior to that, I was involved in the Mission, Vision, and Values process in 2001-2002.

In the secular, corporate arena, I currently lead HR for an emerging biopharma company in the United States and have been in HR for 30 years. For 28 of those years, I have managed teams ranging in size from 6 to 72 people. Leadership and organizational oversight were not originally my career goal; I once viewed people management as more time-consuming than I wanted. Yet God has consistently placed me in those roles and prepared me along the way. Each time I have stepped into a new leadership responsibility, I was unqualified and had to rely on God to equip me and shape me into the leader He wants me to be.

Through these experiences, I have developed a strong background in alignment around mission and values, governance, accountability, and caring for people while making necessary, and oftentimes difficult decisions. I see those skills as transferable and relevant to serving on the LST.