



## **PResPRes**

**July/August 2021**

**Presbyterian Church of Novato, 710 Wilson Ave., P.O. Box 631, Novato, CA 94948**

### **God Encounters at Disney World**

Those of you who know my family and me well know that we don't really do vacations. Well, I should probably amend that and say that just about all of our vacation time has been used to visit family. As we've always lived away from family this has just become our natural pattern. Family time is so precious, after all, a gift from God.

But on the coattails of this pandemic, Sarah and I decided to bite the bullet, spend an exorbitant amount of money (sigh), and plan a trip to Disney World and Universal Studios to do something fun just for our family.

I could go into details about all the fun stuff we did, the huge amount of food we ate, the crazy Florida humidity that you really have to swim through to get anywhere, our 'geeking out' at Galaxy's Edge (Star Wars) and Harry Potter World, and the virus we all caught somewhere along the way, but I want to talk about something else, something a bit more 'behind the scenes.' I want to tell you about God encounters.

You've heard me say this before and I've said it many times, every moment is a moment to encounter and to serve God. And that is no less true on vacation. I've noticed in my own life, that as I get wrapped up in my 'to do' list, I tend to focus on just that, the stuff that I HAVE to get done. And while that seems like something we all might do, I've found that it often insulates me from the goings on outside of that list. The normal routine of my life becomes the typical 'hum drum' of everyday life that, while not bad, becomes insular.

As I got out of that insular bubble this last week, it was like a weight was lifted off my shoulders for a short while. I was amazed at how much easier it became to be and live in the moment and to interact with other people I didn't know. From the conversations with seatmates on the airplane, to those with my neighbors waiting in the long lines, I had an opportunity to share kindness and to receive it; to share stories and to listen to new ones; to share smiles and laughs; to break down walls of separation and create commonality.

I shared a line with one man who, once the ice was broken, didn't stop talking to me the duration of our wait. I couldn't even understand half of what he said because he talked so quietly, but a grandfather sharing about his grandkids with a smile as large as the moon is never a waste of time.

I did a little 'geeking' out with other Star Wars fans waiting in line to look at light sabers. Sure, we didn't talk about Jesus, but there is something holy about intertwining stories and sharing moments together.

There was one ride I had never done before. I was paired with another rider who had already done the ride a number of times and she graciously let me take the 'coolest' spot to have that experience.

Just the simple act of kindness was so heartwarming (a favor I returned to another rider later on our trip).

I guess the point here is that even a trip to Disney World can reveal the presence of God in our interactions, conversations, and the way we choose to be and live in the moment.

Perhaps the greatest gift from my trip was God reminding me to pull away from the busyness of my life, the 'to do' list, to be in the moment with my family, with those around me, with the encounters that come my way. And also that the Church is not a mechanical machine, but an organic body built upon the foundation of relationship with God and each other...a 'give and take' that is more than a prescribed way of being; more than its orderliness. It requires a great deal of listening, negotiation, and adaptation: 'rolling with the punches' as they say.

Perhaps that's something of which we can all do more: we can be in the moment treating each encounter with those around us as holy encounters, as moments where God's image intertwines and, through the Holy Spirit, moments where we indwell in one another. If there is any real strategy to evangelism, to sharing the gospel, it is being in the moment with and for one another, even those we don't know, filled with grace and love that pours from our every word and action.

Perhaps in this new season that we are entering as a church, a season of gospel-sharing in all of its forms, it is this strategy that we implement; not a top-down strategy, but a mutual indwelling by each individual. Such is the beginning of authentic relationship and building up the Body of Christ.

With Joy & Peace,  
Adam



Wyatt Kinney  
Credo High School  
Going to UC Merced, majoring in biology  
Was on the golf and tennis teams, senior project was to learn German and will be visiting Munich this summer



Claire Love  
Williams High School  
Going to the Johnston Program at the University of Redlands  
Enjoyed drama and dance

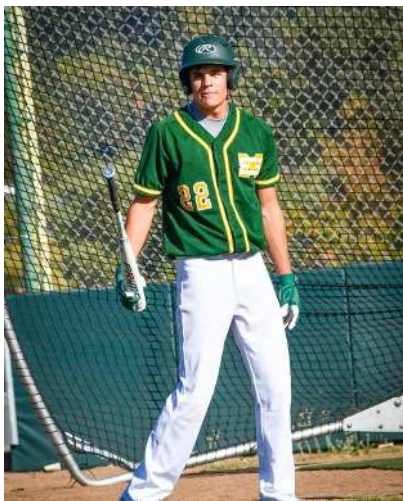


Caris Nebb  
San Marin High School  
Going to Washington State, majoring in biophysics and biochemistry  
Enjoys horseback riding



Peter Nebb  
San Marin High School  
Going to University of Nevada Reno, majoring in Kinesiology  
Enjoyed his time on the baseball team





Jackson Roberts

San Marin High School

Going to Oregon State, majoring in Business Administration

Played football, baseball and golf in high school; enjoys skiing, worked at Indian Valley Golf Course



**PEDAL FOR PROTEIN 2021!**  
**A WONDERFUL OPPERTUNITY TO SERVE**  
**OUR PRESBYTERY AND FIGHT FOOD SCARCITY**

Pedal for Protein began seven years ago in the Redwoods Presbytery and has earned close to \$250,000 toward 'beefing up' the protein offerings in food banks presbytery-wide. This year, for the first time, the seven-day bicycle ride will stop overnight in Novato.

PCN is the host church, and we need your help. From the afternoon of September 20<sup>th</sup> to the morning of the 21<sup>st</sup>, we need afternoon greeters, pot-luck dinner providers and hosts, overnight hosts (individual riders or couples), and breakfast set-up and provisions.

Please call Carolyn Gerrans at 415-897-1504 or email [grace624@comcast.net](mailto:grace624@comcast.net) to volunteer or with any questions. It's an important way we can work for good and stay connected to the whole!

If you would like to join in for part of the ride itself, please register at [www.pedalforprotein.com](http://www.pedalforprotein.com). Ride registration went live on June 1<sup>st</sup>. For further details about the ride, please call Bill Morgan at 707-694-9660.





*Where your treasure is, there your heart will lie also. ~Matthew 6:21*

*Below you will find evidence of the many places where your hearts, time and money are making a difference, both locally and abroad.*

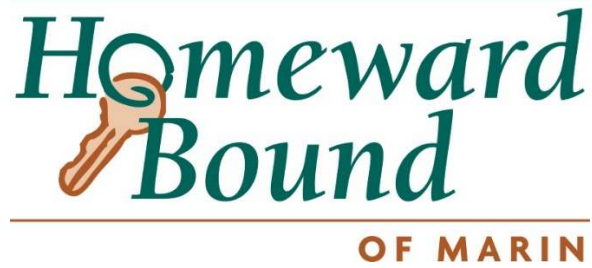
**Center for Domestic Peace** Center 4 Domestic Peace has asked PCN for 21 bags full of non-perishable groceries, specifically rice, pasta, pasta sauce, cans of beans, sugar, flour, sweets, chocolate and juice. To pledge one or more bags of groceries for July 6 and 7, contact Barbara Gildea at [BJGildea9@aol.com](mailto:BJGildea9@aol.com) or Carolyn Gerrans at [Grace624@comcast.net](mailto:Grace624@comcast.net).

Pledged groceries (double bagged, please) are to be dropped at the church office July 6-7 and then will be delivered by Barbara Gildea to the Center 4 Domestic Peace location. For August, the dates to drop off C4DP groceries at the church office will be August 2 and 3.

"Thank you" cannot be said enough to everyone donating groceries to C4DP.

Every month will be the same list of non-perishable items. Again, thank you for your generosity!





### Homeward Bound in Need of Volunteers!

Homeward Bound is a partner of the Great Plates Meal Program, a state program created during the pandemic, to make and deliver meals to seniors. The program allows restaurants and caterers to stay in business, their staff to remain employed and our local seniors to be well-fed during a time of uncertainty.

Our current delivery schedule is Monday through Friday from 2:30 until about 3:30 to 4 p.m., depending on how many deliveries each driver/volunteer has on their route. You can choose to deliver only one day a week or as many as you'd like!

Each volunteer will arrive at The Key Room at Homeward Bound around 2:30 p.m. on your designated day(s) to collect the pre-made bags with breakfast and dinner along with a detailed delivery route for the day. When you arrive at the recipient's house, you will ring the bell or knock, then hand out the meal at the door. There will be no entry inside the homes and, more often than not, you'll have a contactless delivery and leave the meal right at the door. Each driver will have approximately 12 stops which can be easily completed within 60-90 minutes. The routes are in Novato with an occasional stop in San Rafael.

Please contact Darby Tarantino at 707-318-0988 or [dtarantino@hbofm.org](mailto:dtarantino@hbofm.org) if you have any questions or wish to volunteer for the Great Plates Delivered program.

As long-time meal providers for Mill Street we also look forward to the day when your wonderful, supportive team can resume that activity at the new, improved Mill Street 2.0.

Thank you for all you have done and continue to do. Without your support we could not do the work we do.

All the best,  
Patricia Earnhardt, Homeward Bound

## An Update from Becca Lee

Hello supporters, friends, and family! I cannot believe how fast the time has flown by since the beginning of 2021. I know it's been a while since my last update and a lot has happened that has been so good. I am so excited to share with y'all today!



### **MISSIONAL PARTNERSHIP**

Some of the most exciting news I have to share with y'all today pertains to the update in my last newsletter! Not only do we have worship meeting space, activity space, and an office at Asbury UMC, we also are formally entering into a missional partnership with them.

What this means is simply doing what God calls us to do alongside of their congregation, like possible joint services, and serving the community together, fellowship together. Neither of our congregations felt called to simply co-habitate in the same space together, but to seek God's kingdom together, which has by far been the most exciting thing we have seen happen in the last year! Our church is getting ready to meet in-person, so once that happens I am sure so many more updates will come!

To make this even better, there is a third congregation that will also be joining in on this! The congregation, La Semilla, a Spanish-speaking church serving the Latinx community, is also a part of the shared space at Asbury! We are equally excited to be partnering with them and have seen so many fruits already. Especially as our heart at Six:Eight is to live out a multi-ethnic community, we love all three of these congregations coming together who are all so different!

### **VACCINATION CLINIC**

A few weeks ago, La Semilla invited us to volunteer with them at a vaccination clinic they were hosting for the Spanish-speaking community. It first had me in awe of this amazing group of people for doing this not only once, but twice, because of the dual dosages! It was amazing to see the community come together: our church, theirs, the Latinx community, and volunteer medical practitioners to administer the vaccines. It was truly a special night to take part in (see photo below).





### **EXCITED :)**

I hope it's evident how excited I am for this new season of life, ministry, and being here in North Carolina. Although I don't believe things are completely back to "normal" as there is still more to fight through with this pandemic, there is definitely hope and hope does not fail us, especially a hope rooted in Christ. Even being here at Asbury and being able to work at this space feels like a fresh breath of air on a chilly, sunny morning, with light illuminating through crisp, green leaves. I feel excited about who my community is; for our once a month Zoom ladies group where laughter is evident, for my small group of twenty-somethings trying to figure out life, for the Briscoe family (home away from home), for seeking justice in Durham by writing the chief of police to change policies for mental health calls, and so much more! I feel like my mind is reeling all the time from the possibilities of what we can do and who we can be, virtually or in-person. Lastly, my greatest thanks to all you who have supported me on this, who have seen me through good and hard.

### **PRAYER & PRAISE**

- Prayer for continued health challenges, that I will be able to find answers and healing.
- Prayer for open hearts and minds, to seek collaboration and loving relationship through this new partnership and church space.
- Prayer for my roommate and I to find a new home that will be better suited for what we need. We are specifically trying to rent a house in a specific area and are just trusting in God to provide that place.
- Praise for our community of people that we continue to get to do life with, for new and old friends.
- Praise for a new office space I get to work from! Major praises for that to not be at home.

## KUDOS TO PCN MEMBERS FOR THEIR WORK IN THE MISSION FIELD

Our deep thanks go out to Pat Innes for knitting 126(!!) hats for mission to give out to people in need this coming winter. Also, thanks to Barbara Gildea for sorting them and Mike Robinson for storing them.



And our thanks, also, to Becky Erba who sewed 99 (!!) children's masks for Jeff Pinar to hand out in Juarez and at local orphanages. BLESSINGS TO YOU ALL!



## THE 'SHADOW CHURCH' FROM BOB & KRISTI RICE'S MISSION IN SOUTH SUDAN

Dear friends,

Last year I taught an online course called African Church History for my students in Juba. It was a wonderful learning experience. During our time exploring the history of mission and the church in South Africa, we learned about the establishment of Lovedale College in 1841, an institution which trained catechists and evangelists. As a matter of practice during this course, after listening to lecture clips which I sent to students via WhatsApp, students would then respond in the chat box with comments and questions. Lem Dier Abiel, one of my students, from the lecture and the lecture notes wrote this message in the chat box, *"In page 4 number 11 Lovedale college black and white people were not rooming together; why?"* Lem's honest and incisive question stopped us in our tracks. Why did the school choose to separate students? Why were the Black South African students and the white students not rooming together? Why were these students not permitted to do *all of life* together?

Lem's question and the realities in South Africa behind his question betray an important theme from the African Church History course, the theme of racism in the history of Christian missions in Africa. While we are good at celebrating the positive and glamorous stories of mission, we often leave the shadow side unspoken. We default to the "epistemology of forgetting." We convince ourselves that the good stories are the whole story. Yet how can we be made whole if we do not tell the bad stories, allow these stories to inform us, and reform us? Leaning into and not neglecting the discomfort of the shadow side of mission, our shared stories can lead us into the deeper landscape of who we are and who we need to become, issuing possibilities towards repentance, healing, reconciliation, and personal and communal wholeness. Samuel Ajayi Crowther is described by one historian as "one of the greatest and most lovable personalities in nineteenth-century African church history." Crowther became Sierra Leone's first African Anglican priest and later became Africa's first Anglican bishop. Empowered by the famous missionary statesman Henry Venn, Crowther served as the head of the Niger Mission. He was appointed to supervise an impossibly large region that today comprises modern-day Nigeria. Crowther was a capable leader, finding creative ways to support this extensive mission.

Tragically, Crowther's efforts were undermined by young, ambitious missionaries from England. These European missionaries of the 19th century believed themselves superior to their African counterparts. They, along with European traders who pursued "ruthless capitalism" in their business ventures, found ways to circumvent and delegitimize the leadership of Crowther. Thus, Bishop Crowther was divested of his administrative power and influence.

John Ohdong, one of my students, affirmed Crowther for not retaliating, for suffering as Christ suffered. Yet, the injustice perpetrated against our African brother remains troubling. While the church would later vindicate Bishop Crowther, this situation and subsequent events elucidate racist beliefs held by missionaries of the 19th century in Africa. Missionaries, in almost every situation, did not support or entrust leadership to their African brothers and sisters. I am grateful for students like Lem

and John who have been willing to engage me regarding the distressing legacy of racism in the history of Christian mission.

Recently, Kristi and I have joined colleagues across the Presbyterian Mission Agency in learning more about diversity, equity, and inclusion. Alongside colleagues serving in Africa and other parts of the world, including those living and serving here in the United States, we have heard startling truths and realities which we might choose to turn away from. Investigating the shadow side of our church, our mission history, and our continued mission engagement is unpleasant. As we look at the legacy of colonialism in Africa and the complex relationship between colonialism and Christian mission, it is not difficult to see the harm brought to the peoples of Africa. One colleague described it as the “colonial wound.” Our facilitator in our equity training described the legacy of colonialism as “peanut butter residue.” While we want to forget about this negative colonial history and our complicity with it, thus distancing ourselves from it, as with peanut butter in an empty jar, the smell and feel of it remains whether we like it or not. The sins of yesterday become part of our shared story today.

As the Presbyterian Mission Agency, we are currently taking a hard look in the mirror. As we have sat and listened to one another, racism in its pernicious and unexamined expressions continues to impact how we relate to one another, and it continues to compromise our witness in the world. Collectively, we have a lot of work to do in naming and acknowledging racism and discovering how to live out our faith in ways that clearly reflect the justice and mercy of God. We aim to build a future together, to be and to become the Beloved Community to which Christ has called us, demonstrating Gospel values of equity, mutuality, humility, sacrifice, justice, and love. Please pray with us in this process as we address and repent from the “peanut butter residue” of colonialism, white supremacy, and racism.

Thank you for standing with us as we stand with partners and friends in South Sudan. Please pray with us for our return to South Sudan, hopefully in the not-too-distant future.

Love,

Bob and Kristi



## **BACK BY POPULAR DEMAND!**

PCN is set to send a team and partner with Missions Ministries to Colonia de Esperanza, Juarez, Mexico. The dates for our mission trip are October 19 - October 24, 2021. If you have a heart for mission work and love to work with your hands, this is a great opportunity for you. Our purpose is to build a new home for a family in the church community of Colonia de Esperanza.

All interested parties, family, friends and neighbors, youth and adults, please contact Becky Praun/Team Coordinator for more information: 415-472-1733 or [beckypraun@yahoo.com](mailto:beckypraun@yahoo.com).

***"We are co-workers in God's service" (1 Corinthians 3:9)***

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## **GUN SAFETY COLLABORATIVE**

PCN is a community partner in the newly formed Marin County Gun Safety Collaborative. Below is a link to their Facebook page where you can learn more about gun safety and information on upcoming community Zoom presentations. The collaborative is chaired by District Attorney Lori Frugoli.

Please contact [kathy.takemoto@outlook.com](mailto:kathy.takemoto@outlook.com) if you have further questions.

<https://www.facebook.com/MarinCountyDistrictAttorney>





## Session Highlights June 2020

On June 10, 2021 Session held a Special Session Meeting for the purpose of reviewing and discussing the work and recommendations of the PCN Discernment Team and vote on the following motions made by the Discernment Team:

1. Motion for Session to review, discuss, amend as needed, and accept the report.
2. Motion for Session to adopt and take action on the committee's recommendations within 90 days, setting priorities, timelines, and goals.
3. Motion to dissolve the Discernment Team, with gratitude and thanks.

All three motions were passed.

Discernment Team members are Audrey Boland, Walt Campbell, Tonya Church, David Harmon, Diane Kaljian Combs, Becky and Brad Praun, Patty Reed, and Rev. Dr. Adam Smith.

Session will not meet in July. In August, Session will meet for a combined stated meeting and work retreat to begin prioritizing recommendations from the Discernment Team report.

Kathy Takemoto, Clerk of Session



The Thursday morning women's Bible study group is currently taking a summer break. We will return to our study of 2 Samuel, beginning with Chapter 4, on Thursday, September 9, 2021. If you would like to join us this fall, please contact Carol Dacquisto or Melodie Baird.



On Sunday mornings at 8 a.m. the adult Bible study class meets on Zoom. We send out an agenda, and it will have the Zoom link on it.

We have a **lively Bible study discussion. That's what happens here.** As adults study the Bible and discuss what they found during the week in the lesson, they gain a growing understanding of how to move forward on their discipleship journey.

In the class, we read the Scripture and then focus on the passage. Easy week we're challenged to prepare for the next week's lesson. The preparation isn't long or difficult, but it does encourage participation. When adults have invested something of themselves in the lesson, they get more out of it.

The biggest part of the lesson doesn't happen in class. It happens on Monday and Tuesday – and through the week – when instead of following their own desires or the crowd, they dare to say, "No, I will follow Jesus."

For more information about the Sunday adult class, contact anyone of the study leaders listed below.

**We will look forward to seeing you on Sundays – come and join us!**

Study Leaders,  
Carol Dacquisto (415) 892-2070, Larry Dacquisto (415) 577-2115, Karen Rogers (415) 892-9608, and  
Jim Baird (415) 897-7512



Mark your calendars! The Deacons will be sponsoring another blood drive October 10. Keep an eye out in the update for more information as it becomes available. Contact Janalee Holmes at (415) 898-8418 for more information.



**JIGSAW PUZZLE SWAP** Our next puzzle swap will be Saturday, July 17 from 10 a.m. to 1 p.m. If you want to drop off some puzzles, the donation box is in the office.



**LITTER BEE CLEAN-UP in Novato!** Join us for our next clean-up day on Saturday, July 3 from 9 to 10 a.m. Meet us at the PCN parking lot and wear your mask and bring gloves and tongs. Garbage bags provided.



### **WOMEN'S PRAYER GROUP**

Spend time praising God for His many blessings through prayer and receive His assurance for you. Together we seek His intimate presence, led by the Holy Spirit and fed by scripture. Meetings are the first Thursday of each month at 6:30 p.m. The Zoom link is a series that runs through 2020; the same link can be accessed each month. Contact Janis West at [Janisw99@gmail.com](mailto:Janisw99@gmail.com) with questions. <https://us02web.zoom.us/j/81107446679?pwd=Yy9ub1pReGdMTHVhbDJpRzhHVVdHQT09>  
Meeting ID: 811 0744 6679 Passcode: pcnovato



## MEN'S BIBLE STUDY

Come join us for study and fellowship. We meet every **Wednesday at 7:30 a.m.** via Zoom. We have started a new study called "Abiding in Christ." All men are welcome. To be added to the Zoom contact list, contact Phil Dougherty at (415) 328-6674 or email [phild@dhis.com](mailto:phild@dhis.com) for more information.



Here's an important number to jot down: (415) 472-0911. This is the **non-injury** lift assist phone number from the Novato Fire Department. If you or someone you know has fallen and you can't lift him/her, the fire department will come help!



If, during this unprecedented time, you find yourself in need of someone to talk to, the Stephen Ministers are here to listen, and all conversations are confidential. Please contact Jane Sime at (415) 497-5158 or Gail Penfield at (415) 897-7929 for more information.



## Community Outreach for PCN

We would like your help in spreading the word about PCN's online activities during this time of sheltering in place. Please share PCN info on your social media accounts (Facebook, Instagram, NextDoor, etc.). Share links to the music videos, worship services, children's sermons, etc. This will help broaden our outreach. With everyone having to shelter in place, it's a good time to get the word out about our congregation and what God is up to through us!

## Return to In-Person Services!

It's so wonderful seeing people back in the sanctuary! In addition to the in-person services, we will be live-streaming for those who prefer to stay home.

After 15 months this is very exciting news! What does it mean for PCN? Fully vaccinated individuals are no longer required to wear masks indoors. Capacity limits have been lifted – there is no need to reserve your spot. Taking visitors' temperatures is not required. We no longer need to socially distance – so goodbye pool noodles! On July 4 coffee will be served on the patio again!

Unvaccinated individuals must continue to wear masks indoors; this includes unvaccinated children. Please adhere to this rule to protect those unable to receive the vaccine. Some vaccinated individuals may choose to continue wearing masks and keeping socially distanced. Please do what makes you feel safe. See you in church!







## Job Postings

*We have been receiving a number of emails about job opportunities. We have received quite a few recently, so they have been compiled below. As I receive these listings before I'm able to publish them, please note that they may already be filled.*

Westminster Woods is looking forward to having in-person camp programs for kids this July, but to make camp possible, they are in need of volunteer nurses! Nurses are needed for the weeks of July 8-14, July 15-21 and July 22-28. For more information about their needs, or if you or someone in your congregation might be able to help, please contact Chris Rhodes, Westminster Woods Executive Director, at [chrisr@westminsterwoods.org](mailto:chrisr@westminsterwoods.org) or 707-874-2426, ext. 632.

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### After School Arts & Sports Program Director

Help create a fun and nurturing place for families in need of after-school childcare in the general Mark West area north of Santa Rosa, CA. The **After School Arts & Sports Program** is a community outreach from The Cove. The director position is a full-time job that requires energy, love for kids and families, supervisory, communication and administrative skills. If this could be you...contact us at The Cove, 707-526-7711.

### Worship Leader for The Cove

If you love Jesus, have a passion for worship and the musical skills and experience to lead musicians and a congregation...let's talk! The Cove is a warm faith community on the north edge of Santa Rosa, CA, with roots in the Presbyterian denomination and evangelical theological leaning. Worship is led by our leader and volunteer musicians, with a variety of music genres and an informal style. This job is designed for 8-12 hours per week, with room to talk about specific possibilities. If you are interested, a full job description is on our website at [covefellowship.org](http://covefellowship.org), and/or contact Pastor Dan Baumgartner at [dbaumgartner@covefellowship.org](mailto:dbaumgartner@covefellowship.org).

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Program Director  
Westminster Woods Job Posting

*Posting Date: June 14, 2021*

*Applications accepted until filled*

*Status: Exempt*

*Dates of Employment: Fulltime, beginning August 2021 (date negotiable)*

*Location: Occidental, California*

*To Apply: email resume and cover letter to: [chrisr@westminsterwoods.org](mailto:chrisr@westminsterwoods.org) (put Program Director in subject line)*

Westminster Woods Camp and Conference Center is celebrating its 75<sup>th</sup> year as a camp in 2021. Westminster Woods is located on 200 acres of redwood forest in the coastal hills of Western Sonoma County, California. During the summer we offer five weeks of faith-based summer camp for children ages 8-18. During the school year, we offer 30 weeks of multiday environmental and science education in addition to character development (challenge course) programming for students primarily in grades 5 through 8. In addition to these programs, Westminster Woods hosts guest retreats, and ministry programs throughout the year.

Job Title:

Program Director

Job Organization Level:

Director Level

Job Authorities and Acknowledgments:

The Program Director oversees all of the programs that Westminster Woods offers.

Direct Supervisor:

The Program Director reports directly to the Executive Director

Direct Subordinates:

- School Programs Manager
- Ministries Manager
- Challenge Course Manager
- Guest Services Manager

Eligibility:

Education and Licensure.

Bachelor's degree

Master's degree preferred

Certifications or Verified Skills.

1<sup>st</sup> Aid Certification

CA driver's license or equivalent to allow for travel as required

## Experience.

Experience in a mission-driven organization  
Experience in camping and outdoor education industry  
Experience in managing a staff of greater than 10 (staff and/or volunteers)  
Experience in developing and implementation of budgets over \$500,000  
Experience in hiring, training, evaluation, and release of staff and volunteers  
Experience in developing guest focused programming and services  
Experience as an emotionally supportive professional  
Experience as a public figure representing an organization  
Understanding of formal church governments and operations

## Position Tasks:

- Oversee all aspects of the School Programs, Ministries, Guest Services and Challenge Course
- Provide direct leadership, guidance and supervision to the managers of the School Programs, Ministries, Guest Services and Challenge Course departments
- Lead department managers in coordinating use of grounds, resources and staff in providing for programmatic needs
- Develop, implement and evaluate performance of a marketing for strategy for Westminster Woods and specific program departments
- Prepare and direct a business strategy for all Westminster Woods programs
- Develop and implement a fundraising strategy with aspects pertaining to Westminster Woods as a whole and program specific fundraising activities
- Coordinate with department managers to support their staff through effective use of regular staff training and professional development
- Work with the department managers to plan and execute risk management protocols.
- Complete and prepare regular performance evaluations, of department managers, and oversee the completion of evaluations required of department managers for their subordinates
- Assist managers in preparing and developing relevant and cutting edge programming
- Conduct the hiring, training, scheduling, and supervising of department managers
- Assist department managers in budget development and implementation
- Verifying and approving department manager timecards
- Possesses excellent verbal and written communication skills, proficient in MS Office Suite and Google tools

## Position Expectations

- Professed Christian faith
- Promote the camp mission positively throughout the larger community.
- Serve as a public face and point of connection for the larger Westminster Woods community and stakeholders, alongside program department managers
- Demonstrate leadership and vision in managing major projects and initiatives
- Collaborate with all directors and their department managers to fulfill the larger mission of Westminster Woods
- Promote, empowered leadership, competent staff, professional conduct amongst staff
- Foster meaningful community amongst staff and guests
- Promote inclusiveness and diversity
- Encourage high professional ethical standards through personal actions and examples
- Demonstrate the ability to challenge and debate issues of importance to the organization while maintaining collegiality and creating consensus
- Demonstrate the ability to look at situations from several points of view

- Demonstrate the ability to delegate responsibilities effectively and encourage personal and professional growth
- Excel at operating in a fast-paced community environment
- Encourage respect and collaboration amongst all Westminster Woods employees
- Serve as a pastoral presence for all Westminster Woods staff
- Ensure integrity with the mission statement of Westminster Woods in all of its programming
- Ability to communicate articulately and compassionately in English
- Ability to type at a computer, speak publicly and by phone/on video chat, and walk on uneven terrain with or without accommodation

#### Time Commitment:

This is a full time year round position that typically requires 40 hours a week to complete. Normal work weeks are Monday through Friday. Some weekend work during the year is required.

#### Salary, Hourly, Contract:

This is a salaried position.

#### Benefits Provided:

Sick time is accrued at 4 hours per month, (6 days a year). Sick time can be accrued up to 160 hours. Vacation is accrued at 13.33 hours a month, (20 days a year). Vacation can be accrued up to 160 hours. 12 paid holiday per year. Medical, Dental, and Vision benefits are included. The employee pays 25% of the cost of the insurance.

#### Salary Range:

\$60,000 to \$70,000 on-site housing is available.

*Westminster Woods values diversity, equity, and inclusion. We welcome all backgrounds, abilities, cultures, orientations, identities, and communities.*



"My plans for the Fourth aren't finalized yet, but I'm either cowering under the bed or digging a hole through the tub ... And you?"

