

## Executive Council Candidate Application 2.0

I wrestled with God about whether to apply again, or not. Ultimately, I heard God's clear voice saying 'Yes', now is the time. God has been very faithful as He has used the last 2 years to mold me in very different ways, Praise God!

**My Salvation Decision & Personal Background:** I grew up going to evangelical Christian churches with my parents and my older sister, ever since I was born. I accepted Christ when I was in 7<sup>th</sup> grade (1994) while attending Kalihi Union Church in Honolulu, HI. I was baptized that year, and continued attending church throughout high school. My parents divorced when I was in 8<sup>th</sup> grade, my mom is a very faithful believer and has been remarried for 20+ years to a strong Christian man. My dad stopped following God and is someone that I have witnessed to over the years, despite my strained relationship with him. During my freshman year of college, God really got ahold of my life, and became my Lord and not just my Savior. I recommitted my life to Christ during my freshman year of college as God unveiled how real He was and how he had been carrying me through all the difficult times in my life. By God's grace, I was very involved with Asian American Christian Fellowship throughout my 5 years at UC San Diego. I had the wonderful experience of serving on the leadership team at AACF including 1 year as the Core Coordinator (Co-Leader) of the student-led ministry. At UCSD, I met my wife, Stacey Lo Spickard (daughter of George & Helen Lo). Stacey and I got engaged in Jan 2007 and married in Mar 2008. While we were engaged, I started attending FCBC nearly every week, as I was working/living out of town, but would fly/drive back to LA to attend FCBC on the weekends. Stacey originally wanted to explore other churches after we got married, but as we prayed about it, God showed me that FCBC was a great church, mostly because we enjoyed Wes Wong's bible-based Sunday School teaching, Pastor Chris' preaching, and the multi-generational community at FCBC. My mom is 2<sup>nd</sup> Generation Chinese American, and she instilled a strong sense of Chinese culture in our family, so attending a Chinese church feels like home. While my formative high school and college years were predominantly surrounded by Asian culture, some of my childhood years were spent in Ohio, and I was teased for being Chinese. In contrast, when I moved to Hawaii, I was teased throughout Elementary and Middle school for being white. God has used those experiences to give me a heart for who is being overlooked and excluded, in my neighborhood, at work, and at church, and to love all people as God does.

**History/Attendance, Service Areas, and motivation for FCBC-LA Church Membership:** I transferred my church membership to FCBC in 2010 and went through all the steps involved with that, including sharing my testimony and making the membership pledge in front of the congregation. In Sept 2008, under Pastor Chris' guidance, I helped reestablish the Crossroads Young Adult Ministry along with Greg Lue and Jeremy Yuan. I was not expecting to assume the role of leader of the group, but God used my experience and leadership skills to help lead of the group. I enjoyed working with other talented young adults who had similar vision of serving significantly at their High School and College fellowships and then wanted to continue to serve after graduation. Shortly after my first daughter was born in 2015, I took a step back from serving with the Young Adult Ministry. I was still actively involved in Sunday School and Small Groups, but I knew that I had to prioritize my family life as it was a big adjustment over the first few years. In 2020, as life with kids became more manageable, Stacey felt led to start up The Well (ministry for young Moms) and we decided that I would not take on any significant ministry roles so I could support her. I've still been able to serve as a Life Group leader in the JOY Ministry throughout the last seven years. I've sampled a lot of different ministries while at FCBC; I have attended Young Adult camps, Family camps, led the initiative for Big Sunday events, been a camp counselor for High School Camp, led workshops and small groups about leadership, success at work, and financial planning. Most recently, God has opened the door for me to help lead/facilitate a Sunday School for dads of school-age children, as we have gone through Rooted Series, and continued through Rooted 2 Series. God has filled my heart with a love for the people of FCBC, especially multi-generational families, just as a father yearns for his children to grow closer to God.

**Strengths/Skills to Benefit the EC's Mission (to govern, oversee and manage the Church):** In my experience as a Commercial General Contractor, I have had the opportunity to lead project teams of 20+ members, building projects worth over \$200M, that reach a daily manpower of 500+ workers on site each day. In 2019, our company's President asked if I would consider switching from Construction Operations into Pre-Construction & Estimating in order to revitalize that Department. I agreed because I was excited for the chance to focus primarily on people development, organization structure, roles and responsibilities, Goals, Action Plans, Mentoring, Vision Casting, and Strategic Planning. I have served

on the Senior Leadership Team of my company for the last 11 years, and was recently promoted Vice President to oversee the Estimating Department in our six California offices. Our Senior Leadership Team has had to define the company Culture including creating a clear Vision, Mission Statement, and Values. Each year we focus on Strategic Planning and the necessary Strategies and Action Plans to reach our Annual Goals. I have been promoted 7 times in 19 years, and each step has brought on increased responsibilities of leading people, bringing about improvements, as well as a greater dependence on God as the challenges that I have faced grow larger and have a greater impact. I can clearly see God's hand in leading me to a career in Construction, and have been blessed to be at a great company like W.E. O'Neil. It has been my continuous prayer that God would use my experiences and leadership skills to further His Kingdom, which has eternal value, and not only at my workplace that focuses often on earthly treasure.

I recall being one of the few "young people" (aka under age 50) that were interviewed by TJ during his assessment of FCBC. Truth be told, I am supportive of a lot of his findings, and yet, I am saddened that many of the honest truths that he presented anonymously on behalf of Ministry Team leaders, were thoroughly rejected, because of "how the findings were conducted and presented". In my 19 years working for W.E. O'Neil Construction, I have seen first-hand how much a company (which is simply a group of people, united by a shared cause) can undergo a revitalization (aka Revival) when they courageously come together and have honest and open conversations, and truly build a culture that wants to move forward, united, rather than avoid confrontation and sweep things under the rug. I promise to be tactful as I pose thoughtful questions, to create healthy discussion and healthy conflict, and to push for consensus among all parties so that we can move forward, united, instead of just hanging onto the status quo (or hanging onto years/decades in the past) because we are unable (or unwilling) to move forward and embrace the current times we are in. God has prepared us and called us for a time like this. I pray that we will be like Joshua and Caleb who choose to enter the Promised Land, instead of the 10 spies that rejected God's promise and chose instead to wander around in the wilderness for 40 years.

If I am not the right person for the Executive Council, I totally understand and will continue to support FCBC. In all honesty, when the TJ report was issued, and nothing really came from it, Stacey and I prayed about whether God wanted us to stay at FCBC or not. It was the first time in 17 years that I had any doubt about staying at FCBC. We are close friends with 6 young families that have left FCBC LA in the last 7 years, and a handful of other families that have left FCBC LA to attend other churches in LA. Many of these are friends that I've been in Life Groups with over the last 8 years. I understand their perspectives and acknowledge their reasons for leaving, however, we feel that God has called Stacey and I to stay and help be part of the solution. The grass isn't greener "somewhere else", the grass is greenest where you choose to water it, care for it. I am inspired by this calling to "be the change you wish to see in the world." -Ghandi

And if God's will is for me to *not* be part of the Executive Council, I truly understand. If any of you are familiar with the Working Genius ([www.workinggenius.com](http://www.workinggenius.com)), my biggest strengths are Inventing and Galvanizing. Both of those are categorized as "disruptive" skills. My hope is that God will use these skills He has given me, to exhort us to honestly wrestle with "Why do we do things this way", and "Is there another way we can do this, that will help our people more?"

I bring this up because I am truly passionate for Organizational Development and Leadership Development. Most of the problems that we encounter in any ministry are not technical problems. They're usually Process problems or People problems. Both of which ultimately come down to how well and how effectively, our Ministry Teams are at leading our ministries. I've always wanted to see our Church place more emphasis on strengthening the leadership abilities of our Ministry Teams, so that they are better able to serve the rest of the Body, leading to much higher levels of engagement in our people. I feel deeply the pain of seeing my fellow brothers and sisters remain lukewarm in their faith, despite God's warning in Revelation 3. This drives me every day to focus on personal spiritual discipline, and serving my wife, family, and fellow brothers at FCBC. I know that God has more in store for us at FCBC, as we leave the Wilderness behind us.

We have AMAZING faithful, dedicated brothers and sisters at FCBC. I can only imagine what is possible with a passionate united Vision, with a clear roadmap ahead, that stirs our people into purposeful action. When we are a truly Healthy church body, from head to toe, we will bring about the Revival that we all long for. To God be all Glory.

Prayerfully and Respectfully,  
Daniel Spickard