



UNION CHURCH  
OF MANILA

**UCM COUNCIL  
& NOMINATIONS COMMITTEE  
2026 SLATE**

**ANNUAL MEMBERS' MEETING**



**March 1, 2026  
1:30 PM | UCM Fellowship Hall**

# UCM COUNCIL & NOMINATIONS COMMITTEE

## 2026 SLATE

At the Annual Members' Meeting on March 1, 2026, voting will be held to approve the slate of nominees as presented to the church body by the Council and the Nominations Committee which includes all the new Council members as well as the individuals being recommended to fill the seats that are vacated in the Nominations Committee.

The Nominations Committee, being tasked with recommending to Council new members who would replace the outgoing Council members, had sent bulletins via email blast to the members, had made announcements in the Worship Services, and posted the Nominations invite video on the UCM website and other digital platforms for the past year, to solicit from the congregation names of people who they would feel would serve well in leadership in UCM.

Those who were willing for their names to be considered for nominations have been pre-qualified to match their church service experience, work background, and spiritual maturity with that of the position that will be vacant. They have undergone the proper nominations process and have been prayerfully considered. Thus, nominations are no longer accepted from the floor of the UCM Annual Members' Meeting.

The nominations procedures and election/selection/affirmation of nominees are all based on the UCM By-Laws Article IX. The guiding verses for the nominations process are found in *1 Timothy 3:13-31*, *Titus 1:6-8*, and *Matthew 20:25-28*. The election/affirmation of nominees is by the simple majority of votes.

- The Nominations Committee

If you have any questions regarding the 2026 slate, please contact  
Mark Quebral (Nominations Chair): [nominations@unionchurch.ph](mailto:nominations@unionchurch.ph)



## 2026 Council Slate for Congregational Approval



### **William Alcantara** (Property)

Now on the 2nd year of his term on Council, William is an energy efficiency professional/ entrepreneur and is the Managing Director of Vega Energy Services. He earned a Master's degree in Energy Efficiency and Climate Change from the Universidad Complutense de Madrid. William and his wife, Thania, have been members of UCM since 2015 and have both been involved in various ministries

within UCM. At one season of his life, William was a Youth Pastor, a Missions Team Leader, and the National Director for Ministry Partnership Development at Victory Church, BGC. He has been a member of the UCM Property Committee for the past 3 years.



### **Ephraim "Ep" T. Brion** (Discipleship)

Now on the 3rd year of his term on Council, Ep is a Filipino-American who has over 45 years of experience in various ministries and has been a church planter, denominational national youth minister, seminary professor, pastor of several churches, a pastor care minister, an equipper, and a ministry coach. In 2002, Ep was called to the United States where he became the lead pastor of San Diego Christian Fellowship, a multi-congregation, multi-cultural

church in San Diego, California. After 8 years of service, Ep was led back to the Philippines to strengthen and equip fellow believers through various discipleship programs, leading him and wife, Lulu to establish GraceNet Philippines. Ep was first connected to UCM in 2018 and has served as a Senior Advisor and Equipper/Coach under the Discipleship Committee. Outside of UCM, Ep and Lulu continue to coach 14 pastor couples and disciple individual believers.



### **Rafael "Raffy" Crucillo, Jr.** (Age & Stage)

Now on the 2nd year of his term on Council, Raffy's professional background is in business management. He is a Bank Executive with Rizal Commercial Banking Corporation (RCBC). His family have been regular attendees at UCM since the early 2000's and he and his wife, Cecilia, became UCM members in May 2021. Raffy has been active with the Children's Ministry for 16 years as a Sunday school teacher. He also serves as an usher during the first service.

## 2026 Council Slate for Congregational Approval

(\*New Candidate)



### **Julie Anne "J-Anne" De Leon** (Fellowship & Membership)

Now on the 2nd year of her term on Council, J-Anne is a business owner and financial advisor, as well as a Business Leadership, Sales & Marketing and Strategy Consultant. She and her husband, Rochee, have been regular UCM attenders since 2013 and became members in 2020. J-Anne has been active with the Fellowship and Membership ministry since 2020 and at one time was also member of the UCM Chancel Choir. She has been serving with BSF as a women's group leader for the past 6 years. J-Anne is also an Officer of NS11 Haggai South Metro for Biblical Leadership Training.



### **Ralph Alan Kwee** (Stewardship)

Now on the 2nd year of his term on Council, Ralph is a business executive in grocery retail with a large local corporation. He is of Dutch citizenship and Indonesian heritage but has spent a significant part of his life in the Philippines. He has been a regular attendee at UCM since 2017 and became a UCM member in 2024. Ralph has been very active in attending UCMs discipleship backbone series such as Personal Evangelism Workshop, Catalytic Discipleship Lessons, and The Good and Beautiful God series. He is also an active member of Kingdom Men.



### **\*Fitriya "Fit" Hartono Lozano** (Member-at-Large)

Fit is an Indonesian who is married to Ramon Lozano, a Filipino. She is a homemaker and a mother to 14-year-old son, Garfield. They have been attending Union Church of Manila since 2014. Previously, Fit had served in the Nominations Committee as a member from 2019-2021 before joining the Council as chair of Nominations Committee from 2021 to 2024. Currently, Fit is serving as a member of the Fellowship and Membership committee and the International Engagement team with the goal to draw both internationals and locals to UCM and connect them to the life of the church.

Fit has a Master on Ministry from the Asia-Pacific Institute of International Studies (APIIS). She is also serving as a Teaching Leader in the Bible Study Fellowship, BSF - Makati Evening Women's class leading in-depth bible study for women and children through weekly in person and online classes.

## 2026 Council Slate for Congregational Approval

(\*New Candidate)



### \***Jeannette Nocon** (Worship)

Jeannette is the Director for Communications of the Jade Group, Inc., a real estate development company. She and husband, Raymond, have attended UCM for the past 25 years and became members in 2005. They have two daughters, Catherine and Elizabeth.

Jeannette, over the years, has been active in the Chancel Choir, the Ushering Committee, Discipleship Committee, and Kingdom Women. She was also a UCM Philippines Foundation, Inc. (UCMPFI) working committee member. She is currently a member of a UCM Life Group and used to be an SDG leader for 8 years until 2024. In her previous church, she used to be a choir leader and a music ministry head.



### **Leslie Pineda** (Care Ministries)

Now on the 2nd year of her term on Council, Leslie is currently the Managing Director of CRV Group of Companies, which operates a number of multi-brand quick serve restaurants. She committed herself to Christ when she was at Grace Christian High School. In search of a Bible study group, she was led to UCM where she has grown in spiritual maturity. Leslie became a member in early 2025 but has been a regular attendee of UCM since 2022, being actively involved in the Care Committee.



### **Mark Quebral** (Nominations)

Now on the 3rd year of his term on Council, Mark has been a member of UCM since 1996. An economist by profession, Mark retired from Chevron Philippines after 30 years but after a short break has returned to corporate life as the General Manager of Southern Cross Distribution Inc. Within UCM, he has served one full term on Council, initially as the Corporate Secretary and then the last 2 years as Chair of the HR Committee. He is currently the

Council President. Mark continues to be a member of the HR Committee. He has also served as a Nominations Committee member from 2017 to 2019, a former Sunday school teacher, a prayer liturgist, and a former SDG leader.

## 2026 Council Slate for Congregational Approval

(\*New Candidate)



### **\*Sebastian "Baste" Quinones, Jr. (Treasurer)**

Baste is a management professional with broad experience in the corporate sector. In his 45 years of service, he has been in multiple executive and board positions in both corporate and non-profit organizations. He and his spouse Amor (also a UCM volunteer worker) have been regular attendees since 1995 and became members of UCM in June 2000. He currently serves as an Usher and Finance Committee member. He has served twice in Council; 2009-2012 and 2017-2019, in the positions of Corporate Secretary, Outreach and Evangelism Chair, Stewardship Chair, and twice as Council Chairman. He served twice in the Nominations Committee. He was an SDG leader and assists the Pastors on an *ad hoc* basis. Amor is in the Ushering ministry and also serves the congregation through her Cooqui ministry. Victor, their son, serves in the UCM Property Committee. Their grandchild, Belle, is UCM-raised (and assists in handing out cookies), guided by her mom, Emz, her dad, Victor, and of course her grandparents, who she calls, "Wowo and Wowa".



### **Kazue "Kaz" Yamada Salud (Human Resources)**

Now on the 2nd year of her term on Council, Kaz is a Japanese HR professional and the Chairman and CEO of Elite Jinzai Marketing Service, an employment agency catering to the electronics and appliance industry. She is also President of JVC (Philippines) Inc. Kaz and her husband, Jack, have been regular attendees at UCM since 2022 and became members in 2023. She is active in Kingdom Women and GriefShare. She also recently became a member of the HR Committee. She is a regular attendee of BSF and in her previous church led Bible study groups.

## 2026 Council Slate for Congregational Approval

(\*New Candidate)



### \***Justin Sucgang** (Corporate Secretary)

Justin is an Associate Professor of the De La Salle University Tañada-Diockno School of Law and the Vice-President of the Law Professors' Association of the Philippines. He recently completed his Doctor of Juridical Sciences at Fordham University School of Law, and earned his Master of Laws from the University of Michigan Law School on a Fulbright scholarship. Before joining the legal academy full-time, Justin worked under the Office of the

President of the Philippines across two administrations. There he rose through the ranks, having started as Technical Assistant until he became a Director. One of the youngest presidential appointees, Justin served as Commissioner to the Legal Education Board prior to his stint in OP.

Justin and wife, Gertrude, were regular attendees of Redeemer Presbyterian Downtown Church in New York City and active members of its Sunday Service (Ushering) Team. The Spirit led them back to the Philippines and, after prayerfully asking for a spiritual home where they could mature as Christians, to UCM. They have been UCM regulars immediately upon their return. After a year and a half, they finally decided to become official UCM members. Justin also serves the faith community through the Philippine Council of Evangelical Churches Legal Advisory and Public Policy Review Commission.



### \***Shiju Varghese** (Outreach & Evangelism)

Shiju Varghese is the President and Country Head of Tata Consultancy Services in the Philippines, a position he has held since 2019. He is married to Swapna, and they have two sons, Evan and Ethan. Shiju first arrived in Manila in 2010 with Swapna and Evan. They resided in China from 2015 to 2018, and Ethan was born in the Philippines. Previously, Shiju was actively involved with the MarThoma Church, an ancient Christian church in India based on

the teachings of St. Thomas. He was actively involved in the youth ministry while being a church member in India.

Shiju and Swapna are new members but have been regular attendees at UCM since 2010. He has been active with Kingdom Men and the Outreach and Evangelism Committee. He has also been active attending UCM's discipleship backbone series, completing the Personal Evangelism Workshop (PEW) and Catalytic Discipleship Lessons (CDL), among others. He is a regular in a UCM Life Group

## 2026 Council Slate for Congregational Approval

(\*New Candidate)



### \*Melissa Antonette "Mayette" Yara (Missions & Benevolence)

Mayette is a Diplomate and Fellow in Ophthalmology with clinics at Healthway Multispecialty Center in Mandaluyong and Provision Eye Care Pasig City. Mayette and her husband, Jonathan Paul, have been regular attendees for the past 18 years and became UCM members in 2022. She has been involved in the UCM Prayer Ministry and a UCM mission team sent to Japan in 2019 and another mission trip to Malaysia in 2023. Currently she is part of

the Ushering Ministry and an active member of the Missions and Benevolence Committee.

Outside of UCM, Mayette is a member of a Burning Hearts Bible Study Group and also attends the Bible Study Fellowship (BSF) Women's classes in Ortigas. She is a member of various medical societies, including the Bataan Medical Society, where she is from. Mayette was also a volunteer for Resources for the Blind, Inc.

# REPLACEMENT NOMINEE FOR 2026 COUNCIL

*Amended By-Laws of UCMI (ratified 17 Feb 2013):*

## **ARTICLE III COUNCIL**

**SECTION 3.5 Vacancy.** *In case of a vacancy in the Council by reason of a candidate not receiving a majority of votes cast during an election, death, resignation, disqualification or other causes, the remaining members of Council, if still constituting a quorum, shall select a replacement from the nominees recommended by the Nominations Committee (composed of former Council members who have served faithfully). Said replacement nominees, who have agreed to be available to serve on Council for the upcoming Council term year, shall be listed on the bottom of the ballot for Council, for the information of the voting membership. Otherwise, a special members' meeting shall be called by the remaining members of Council to fill the vacancy. A person chosen to fill the vacancy shall serve only for the unexpired portion of the term. However, he or she shall be eligible for re-election to the same office in succeeding elections for not more than three (3) full consecutive terms. (as amended by the Board of Trustees on 17 January 2013 and ratified by the Members on 17 February 2013)*

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### **Grace Shangkuan Koo**

Grace is a retired Full Professor of Educational Psychology at the University of the Philippines (UP) where she taught for 25 years at the College of Education. She is a holder of four academic degrees, namely: Bachelor of Music, Master of Christian Studies, Master of Education in Educational Psychology, and Ph.D. in Educational Psychology. In 2003, she also took further post-doctoral studies in Mind, Brain and Education at Harvard University in Boston, USA.

Aside from UP, Grace has taught at De La Salle University, Asian Theological Seminary (ATS), Biblical Seminary of the Philippines (BSOP), International Graduate School of Leadership (IGSL), Asian Graduate School of Theology (AGST), and Philippine Association of Christian Education (PACE). A published author of 14 books, her latest in 2025 is titled, "Aging with Grace and Courage".

In her earlier years, she served as youth pastor, choir conductor, and Adult Sunday School teacher at United Evangelical Church of the Philippines. Later, she and her husband, Caleb, became UCM members in 2002. At UCM, Grace served as an elder and Chairperson of the Worship Committee in 2007-2009. She has also served as guest speaker, liturgist, Communion server, women's retreat speaker, Chancel Choir retreat speaker, Centennial Anniversary Committee member, instructor in Adult Christian Education courses, and participant in Chancel Choir special music events. She is also the co-founder of the Hymn and Oratorio Society of the Philippines (HYMNO).



## 2026 Nominations Committee New Candidate

The congregation must approve members from the congregation to replace the Nominations Committee seats that are vacated at the end of each year. The candidate below has been interviewed by the Nominations Committee and is being recommended to the congregation for approval.



### WeeChee Santos

WeeChee is originally from Malaysia and has been worshipping in UCM for 30 years. She became a UCM member in 1996 and has actively participated in its numerous programs/events of the church. WeeChee has served in the Women's, Discipleship, Missions and Benevolence Ministries, and the Nominations Committee. She was in Council as Chair of Discipleship Ministry from 2005-2007.

She holds a Master of Divinity (M.Div.) and taught Christian Living to High School students in a Montessori School. She also volunteered as a Prayer Counsellor with the CBN/700 Club Asia. Presently, WeeChee is in a UCM Life Group/SDG established almost 20 years ago - a place to deepen and strengthen her faith, true to her guiding life principle: "To grow in the grace and knowledge of our Lord and Savior, Jesus Christ." (2 Peter 3:18)

# REPLACEMENT NOMINEE FOR NOMINATIONS COMMITTEE

*Amended By-Laws of UCMI (ratified 17 Feb 2013):*

## **ARTICLE IX NOMINATIONS COMMITTEE**

**SECTION 9.5 Vacancy.** In case of a vacancy in the Nominations Committee by reason of a candidate not receiving a majority of votes cast during an election, death, resignation, disqualification or other causes, the Nominations Committee shall select a replacement from the list of members who have served in the Nominations Committee (as per Section 9.3 above). Said replacement nominees, who have agreed to be available to serve on the Nominations Committee for the upcoming year, shall be listed on the bottom of the ballot for Nominations Committee, for the information of the voting membership. A person chosen to fill the vacancy shall serve only for the unexpired portion of the term. However, he or she shall be eligible for re-election to the same office in succeeding elections for not more than one term of three (3) years. (as amended by the Board of Trustees on 17 January 2013 and ratified by the Members on 17 February 2013)

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### **Jeri Gunderson**

Jeri is a mother of 6 and grandmother of 10. She is the Founder/Director of Shiphrah Birthing Home, President of HELP International Ministries, Inc. and serves as Adjunct Faculty in Community Development at Asia Pacific Nazarene Theological Seminary (APNTS). Prior to working at APNTS, after receiving an MA in Community Development at the Alliance Seminary in Manila in 2002, she directed and taught in the Community Development

program at AGS (Alliance Graduate School, formerly Alliance Biblical Seminary).

She and her family moved from Montana, USA to Manila in 1987 to join with another family to strengthen remote churches in their efforts to share the gospel. Prior to this, her family has served with a gospel team in Afghanistan, Pakistan, and India from 1978-1980. Since becoming a member in 1990, Jeri has served on Council twice, one as Chair of what was then the Adult Education Committee and again as Chair of Nominations Committee. She also served as Chair of the Board of Elders when that was the form of church governance in the mid 1990's. Currently, Jeri is a member of the core team of Kingdom Women and an occasional Sunday speaker when asked. She also heads the Restoration and Discipline sub-committee of the church.



UNION CHURCH  
OF MANILA

## OUR MISSION

Union Church of Manila  
is a church of many nations  
committed to making disciples  
who are transformed  
by the gospel of **Jesus Christ**.

### SUNDAY SERVICES

- 8:30 AM • 10:30 AM • 5:30 PM

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Union Church of Manila

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