

Give Generously

Seek Justice

Share Jesus



CHURCH PROFILE

PENINSULA COVENANT CHURCH

Living life and growing together in Christ
as we serve our larger community with
the courageous kindness of Jesus.

wearepcc.com
peninsulacovenantpreschool.com
pccsacc.com
peninsulacommunitycenter.com



@wearepcc





OUR MISSION

Empowering generations to passionately follow Jesus, one person at a time.

OUR VALUES

- Live the Word
- Follow the Spirit
- Relate Well
- Give Generously
- Seek Justice
- Share Jesus

OUR PRIORITIES

Do Justice, Love Mercy

Reflecting God's diversity in imago Dei (image of God)

Family Table

Honoring and bringing generations together

Mobilization

Discovering one's passion to serve

OUR STRATEGY

GATHER

to remember and celebrate God

GROW

together in Christ-likeness

GIVE

of our abilities and resources

GO

into all the world



THE CHURCH



BRIEF HISTORY & OVERVIEW

Peninsula Covenant Church (PCC) is a local church with a rich and intriguing history. PCC is emerging from the effects of the pandemic and looking to the future. Today, PCC celebrates almost seven decades of ministry serving the Silicon Valley in the greater San Francisco Bay Area. Our deep roots in the Redwood City area are evidenced by the multi-generational families who make up this body of devoted believers. PCC is affiliated with the [Evangelical Covenant Church](#) (ECC) denomination, and is part of the [Pacific Southwest Conference](#). Being in the ECC remains a valuable connection point that connects PCC to its deeper story.



WORSHIP APPROACH

PCC currently has one in-person worship gathering each week that integrates elements of traditional and contemporary styles. This is a recent change that allows PCC the greatest opportunity to be an intergenerational church and makes the best use of staff and volunteer time/resources. We are poised to add a second, same-style gathering at the appropriate time.

PCC's Sunday gatherings are primarily focused on discipling believers through musical worship and preaching. PCC simultaneously strives to create a welcoming culture for all who attend, clear pathways for all who want to further engage and connect to the PCC community, and teaching that is seeker-sensible.

PCC is committed to having worship leaders on the platform who reflect the current generational and ethnic/racial diversity of our congregation, as we strive to embrace the diversity of our larger community.

PCC also has a robust online presence which allows for those online to engage through a live-stream.





ATTENDANCE

Although the state of the pandemic has caused PCC to be in a time of transition and ever-changing attendance, the most recent data shows that approximately 300+ people attend in-person and an additional 150+ people attend online. On Easter Sunday 2022, 873 people attended our two worship gatherings in person. Approximately 40% are involved in Life Groups, and approximately 5-10% have been a Christian for 5 years or less.

DEMOGRAPHICS

We are proud of our heritage of four generations of families worshiping, serving, and growing together. PCC's ethnic diversity is: 77% White, 12% Asian American & Pacific Islander, 10% Latinx/Hispanic, and 1% African American. In addition, our community includes every age and life stage. We value the ethnic and cultural mosaic that is reflected in Revelations 7:9 and strive to uphold this in the ways we approach ministry within and outside of the church.



CAMPUS

God has generously blessed PCC with a gorgeous 14.8-acre park-like campus in the foothills overlooking the Silicon Valley. The campus has been built out slowly and strategically over the decades, including an original mid-century designed classroom space, offices, and a remarkable wood and glass sanctuary that has state-of-the-art sound system and video streaming capabilities. The views throughout the campus are stunning. Redwood trees, California oaks, and a beautiful creek and canyon provide backdrops to multiple buildings, along with an expansive 55' high footbridge connecting the Center campus with the Church campus over the canyon and creek. We have four residences on our campus and four residences off-campus that are managed by our Aslan Housing Foundation and provide affordable housing to a portion of our church staff.





CHURCH MINISTRIES

PCC adults grow in their walk with Jesus through participating in Life Groups, adult Bible studies on Sunday mornings, Growth Groups (short-term studies), Church events, and spiritual growth opportunities/resources. Other ministry opportunities include Stephen Ministry, Rooted discipleship classes, Men's Ministry, Women's Ministry, and Do Justice, Love Mercy Ministry.

PCC children, students, and families have historically been a strength and priority for us. We are in transition with family and student ministry leadership due to recent staff departures. Our programs include Sunday School for children, Midweek for 3rd & 4th graders, Middle School (5th-8th), High School, and Young Adults.

PCC is known for its love for and service to the Redwood City community and beyond. We have a history of having an entrepreneurial approach to ministry which has allowed us to create many innovative programs.

PCC also partners with local non-profit organizations in a variety of areas; feeding the unhoused, children's literacy, supporting refugees, PE+ which provides PE instruction in the local schools, and organizing school beautification projects. We use our campus facilities for a variety of para-church and community ministries such as Bible Study Fellowship, Street Life Ministries, and Generations United. We also share our campus with a Spanish-speaking Covenant congregation, Comunidad Familiar Cristiana.

PCC supports over 30 different national and international ministries including organizations and individual missionaries serving in Africa, Asia, Europe, and Latin America.



MINISTRIES: FEE-BASED

PCC operates three fee-based ministries that serve the greater community: Preschool, Community Center, and School Age Child Care (SACC). In the 1960s, PCC saw the need and started PCC Preschool that still serves the local community. In the 1970s, an adjacent swim, tennis, and fitness facility, now called Peninsula Community Center was acquired and expanded. The Center provides a robust sports ministry, fitness and aquatics program, as well as space for Sunday morning and mid-week gatherings. Currently, membership at the Center is approximately 850 families (2100 people total). In the 1990s, PCC responded to the need for after school care in the Redwood City community and started the School Age Childcare program at PCC, now known as PCC SACC, which also offers Summer Camps. The families these ministries serve are largely unchurched but are embraced as part of the larger PCC Community.





GOVERNANCE

PCC is a congregational-led, pastor/staff-driven church. The Leadership Team (Council), elected by our 400+ stakeholders, is composed of four officers (Chair, Vice Chair, Secretary, and Treasurer), representatives of our six principal ministries (Adult Ministries, Community Center, Missions, Preschool and School Aged Child Care, Students and Families, and Worship) and the Lead Pastor. The Leadership Team is responsible for the high-level oversight of the spiritual, administrative, and fiscal matters of the Church in close collaboration with staff and ministry leaders.

The Lead Pastor reports to The Leadership Team. Details of the Staff and Ministry Leadership operating structure can be found on the PCC website at:

- [PCC Leadership](#)
- [PCC Staff](#)



FINANCIALS

PCC's proposed total budget of \$6.8M for the June 2022 - May 2023 fiscal year is funded through church expected giving of \$3M and fee-based ministries revenues (Community Center, Preschool, and School Aged Child Care) totaling \$3.8M. Apart from PCC's fee-based ministries, Family Ministries (infants through young adults), Worship, Adult Ministries and Missions will receive the most funding resources in the next fiscal year.





REDWOOD CITY AND THE PENINSULA

The city of Redwood City is a San Francisco Bay Area community located in the heart of Silicon Valley, the technology-rich region extending from the San Francisco Peninsula to the foothills of the Santa Cruz Mountains. Peninsula Covenant Church is located 25 minutes from both San Francisco and San Jose, and is a beautiful 10-minute drive from the Stanford University campus, and a 25-minute drive to the Pacific Ocean.

Redwood City is the third largest city in the County of San Mateo, with 84,292 residents. The city enjoys an average of 255 sunny days a year, which it boasts via the city slogan: "Climate Best by Government Test." Redwood City has become known as a start-up hub for technology and other industries. The vibrant downtown area is an entertainment destination of the San Francisco Peninsula offering residents, visitors, and businesses a unique retail, entertainment, and restaurant experience.

Redwood City is a multi-generational and multi-racial community, with a majority of its residents from non-white backgrounds. It is also an area of socio-economic diversity. To learn more about this vibrant, diverse city, visit: [Redwood City](#).

The price of an average mid-tier home in Redwood City is \$2M. The high cost of living is a challenge that PCC is addressing proactively. [Aslan Housing Foundation](#), mentioned previously, was created by lay leaders at PCC in an effort to provide affordable housing for staff and actively seeks to provide housing solutions. PCC and Aslan have affordable homes under active management, and have a clear criterion and a system of awarding pastoral housing at PCC.



PASTOR JOB DESCRIPTION

LEAD PASTOR • FULL TIME

POSITION SUMMARY

The Lead Pastor is the leader of Peninsula Covenant Church to whom the congregation, Leadership Team, ministry teams, and staff members look for both spiritual and professional direction, guidance, and vision. The Lead Pastor is our preacher and teacher, spiritual leader, vision-caster, congregational shepherd, and guide for all ministries of PCC.

RESPONSIBILITIES

- Lead the staff and congregation and cast a vision for PCC that is consistent with our mission and values. The Lead Pastor should effectively communicate and inspire so that the staff and congregation are motivated and energized to embrace and live into the vision.
- Shepherd staff and congregation toward a growing personal relationship with Jesus so that they seek to authentically model PCC's mission and values in daily life.
- Develop and lead staff teams that reflect spiritual maturity and exhibit high quality ministry outcomes across both church and fee-based ministries.
- Prepare and deliver compelling, exegetical sermons that are relevant, true to God's Word and aligned with PCC's mission and values.
- Work with our worship team to develop and deliver weekly and seasonal worship services that focus on communal worship of God, and that are formative, motivating, challenging, engaging, and culturally relevant.
- Nurture a culture that prioritizes strong community and deep interpersonal relationships among the people of PCC.
- Foster an outreach culture that seeks to share the love of Jesus and serve both our local and international communities.



- Commit to God-honoring professionalism, personal spiritual growth, and a healthy lifestyle.
- Establish and model the standards of godly church leadership including worship attendance, small group participation, and a generous lifestyle that includes serving that is aligned with calling and giftedness.
- Embrace whole-heartedly the unique gift of PCC that is “living life and growing together in Christ as we serve our larger community with the courageous kindness of Jesus.”

DESCRIPTION OF THE IDEAL CANDIDATE

- A **mature and spiritually discerning pastoral leader** who is attentive to the Holy Spirit, has a rich, well-grounded spiritual life and the gift of wisdom that will edify the body of Christ.
- A **gifted biblical communicator** who is an enthusiastic student and teacher of the Scriptures.
- A **discipling pastor** who loves people and has a demonstrated commitment to and track-record for developing staff, leaders, and disciples (who then, in turn develop leaders and disciples).
- A **collaborative leader** who has a track record of building and leading a multi-layered and diverse organization; who is bold but gentle, courageously kind, an empathic listener, and a risk-taker who can lead through healthy conflict.
- A **visionary pastor** who understands that ministry extends beyond the worship services and the church campus within a culturally diverse community, and can creatively embrace and maximize PCC’s uniqueness, providing strategic leadership to PCC’s ministries, both church and fee-based.



QUALIFICATIONS AND EXPERIENCE

- A growing, vibrant, personal relationship with Jesus Christ, an active prayer life, a sensitivity to the leading of the Holy Spirit, evidence of the fruit of the Spirit, positive relationships, generosity, a heart for justice, and sharing Jesus with others.
- Passionate commitment and experience in proclaiming the Good News of Jesus Christ in Word and deed.
- Ordained, or eligible to be ordained, in the Evangelical Covenant Church (ECC). A commitment to the ECC, its fellowship and doctrine and to support PCC's participation in the Pacific Southwest Conference.
- A minimum of 8 years experience in a pastor/teaching role, and 10+ years of successful management and leadership experience, including staff oversight, with observable growth in effectiveness and outcome.

DESIRED

- Experience with and love for a culturally diverse population and congregation.
- Experience successfully managing a multi-staff church/ministry, including fee-based ministries.
- Demonstrated history of creating and leading innovative, high-impact ministries effective in sharing the Gospel of Jesus and discipling spiritual growth.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.



HOW TO APPLY

SUBMIT A COMPLETE APPLICATION PACKET TO:

search@wearepcc.com

APPLICATION PACKET:

- o CovConnect profile and/or resume
- o 2-3 min introductory video
- o Videos of 3 sermons (include both expository/textual and topical)

