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February 1, 2010

Thank you for your interest in Peninsula Covenant Church & Community Center. As we enter a new phase in ministry, we are excited to be conducting a search for a Director of our Community Center ministry. This important, full-time staff position, includes the opportunity to change the Redwood City community and the world!

The Community Center Search Team has put together some materials that will introduce you to our Church, Community Center, and scope of ministry. If God so leads you, please apply via the instructions listed in this prospectus.

Our church family has been praying for this search process, and we will be praying for you as we get acquainted through the responses you send.

Sincerely,

A handwritten signature in black ink, appearing to read "Gary L. Gaddini".

Gary L. Gaddini
Lead Pastor

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Peninsula Covenant Church Overview

Vision

At PCC, we believe that Christ's Great Commandment (Mark 12:29-31) should be at the heart of everything we do and that obedience to that commandment leads us to fulfill His Great Commission (Matthew 28:18-20) and give the whole world the opportunity to know Christ. We believe that four priorities will bring us from the Great Commandment to the Great Commission. We are centering our lives and ministries around these four priorities: Pray, Grow, Serve and Celebrate.



PRAY

Prayer is our response to God's revealing Himself to us, through His Son, His word, His Spirit and His creation. It is both a communication of words, thoughts and feelings, as well as listening to God. Prayer talks actively and waits silently (Philippians 4:6; Psalms 27:14; 130:5,6). Effective prayer (James 5:7) surrenders our will to the Father and prays to enact His kingdom purposes on earth (Matthew 6:10; 26:42). We believe that a person filled with a love for God and others will be a person of prayer, asking God for greater intimacy with Him, as well as for strength and needs we encounter as we interact and minister to others. The task of bringing Christ to the world is so enormous it drives us to prayer.

GROW

The goal of a growing individual is to become Christ-like in our character and actions (Ephesians 4:11-13). These character traits are the fruit of the Spirit: "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control..." (Gal. 5:22-23). Our goal is to become people of tremendous love, for this is the nature of Christ within us (Romans 8:29; Psalms 17:15). We have the supernatural resources of God's Spirit, the guidance of His word, and the giftedness of the body of Christ living in community to enable us to become "New Commandment" Christians who become perfected in love (Matthew 5:43-45, 48; 1 John 4:18) and learn to love as Jesus did (John 13:34). We don't take growth for granted; we expect it!





SERVE

The call to walk with Christ is a call to serve. (John 13:14) The greatest service we can ever provide for individuals is to share the Gospel with them and invite them to follow Christ. Because we live in an age where talk is cheap, we are convinced that Good Works creating Good Will is the best way to share the Good News. Therefore, following Christ's example of coming, not to be served but to serve, (Matthew 20:28), we will willingly and eagerly put a servant's towel over our arms and look for ways to serve each other and our community. Acts of mercy, compassion, justice and advocacy are more than a means for evangelism. As stewards of the kingdom of God, we look at our Peninsula holistically and reach out with words and deeds to impact as many people as we can.

CELEBRATE

Jesus stated boldly that He came to provide for us a full and abundant life! (John 10:10) When we come together as followers of Jesus, our gatherings will be a celebration of God's faithfulness. Our celebrating communities will vary in size, (large congregations and small groups), age, (seniors to children) and intention (weekly worship gatherings to memorial services), but they will be marked by an underlying joy. We believe that as we gather in community to worship, Christ is in our midst (Matthew 18:20) and the result of our gathering to celebrate will be the transformation of our lives and perspective to look more like Christ's (Romans 12:2, 2 Corinthians 3:18). Celebration is not something we conjure up or fabricate – it is a Holy Spirit inspired function for which we were created.



What We Believe

Our Statement of Faith contains the foundational truths upon which we base all our other beliefs.

The Triune God

We believe in the Triune God: Father, Son and Holy Spirit.

The Bible

We believe in the Bible as the inspired Word of God and the final authority for Christian life and faith.

Jesus Christ

We believe that Jesus was a real person, fully God and fully human. He lived a perfect life, then died on a cross, paying the penalty for our sins. On the third day Jesus rose from the grave, conquering death.

Salvation

We believe that repentance from sin and belief in Jesus Christ as Savior and Lord is the only way to salvation.

The Afterlife

We believe in the resurrection of both the saved and the lost: the saved will be raised to life, and the lost to judgment. (Hebrews 9:27)

Baptism / Lord's Supper

We believe in the Biblical teachings of water baptism and the regular celebration of The Lord's Supper.

Spiritual Gifts

We believe God has supernaturally endowed every believer with spiritual gifts and a unique purpose, and that the Holy Spirit empowers us to live out that purpose through the church.

The Church

We believe that the Church is the living Body of Christ on earth. As members of His Body we exist to celebrate the living God, cultivate personal growth in Christ, and communicate Christ's love to the world.

Who We Are

- We are on an exciting journey, missionally touching over 2,500 persons each week on our campus through the ministries of our Church, Community Center, School Age Childcare and Preschool.
(www.peninsulacovenant.com)
- PCC is a congregation of the Evangelical Covenant Church (**(www.covchurch.org)**), a denomination that numbers over 2,300 local churches worldwide.
- Our congregation includes 600 adult members and approximately 1,200 regular attendees. We have an average attendance of over 800 each Sunday in three gatherings (Traditions, Contemporary, Sunday Night.)
- The Peninsula Community Center ministry of the Church serves over 1,100 memberships (over 5,000 total people), the majority of whom are families, through our extensive swim, fitness, and tennis activities. Our facility includes a pool, tennis courts, and fitness facilities. Over 90% of our members are not actively involved in a church, thus providing opportunities for outreach.
(www.peninsulacommunitycenter.com)
- Located on a wooded hillside in Redwood City, (**(www.redwoodcity.org)**) our fourteen-acre campus is in the middle of the beautiful San Francisco Peninsula. We are 30 minutes south of San Francisco and 15 minutes north of Stanford University.
- We have significant adult ministries, which range from college-age to seniors. Uniquely no adult life stage makes up more than 20% of the overall population at PCC.
- Student Ministry at PCC includes middle and high school students. 100+ students, 25 unpaid staff and 6 paid staff are active in midweek and Sunday programs. This also includes a skateboard ministry.
- Children and Families Ministry includes birth to fifth grade. 180 children, 50 unpaid staff and 4 paid staff are active in midweek and Sunday programs. This is our fastest growing demographic with 140 families and 260 children on the roster.
- Our accredited Preschool and licensed School Age Child Care programs serve over 100 children daily. Over 80% are not church members.



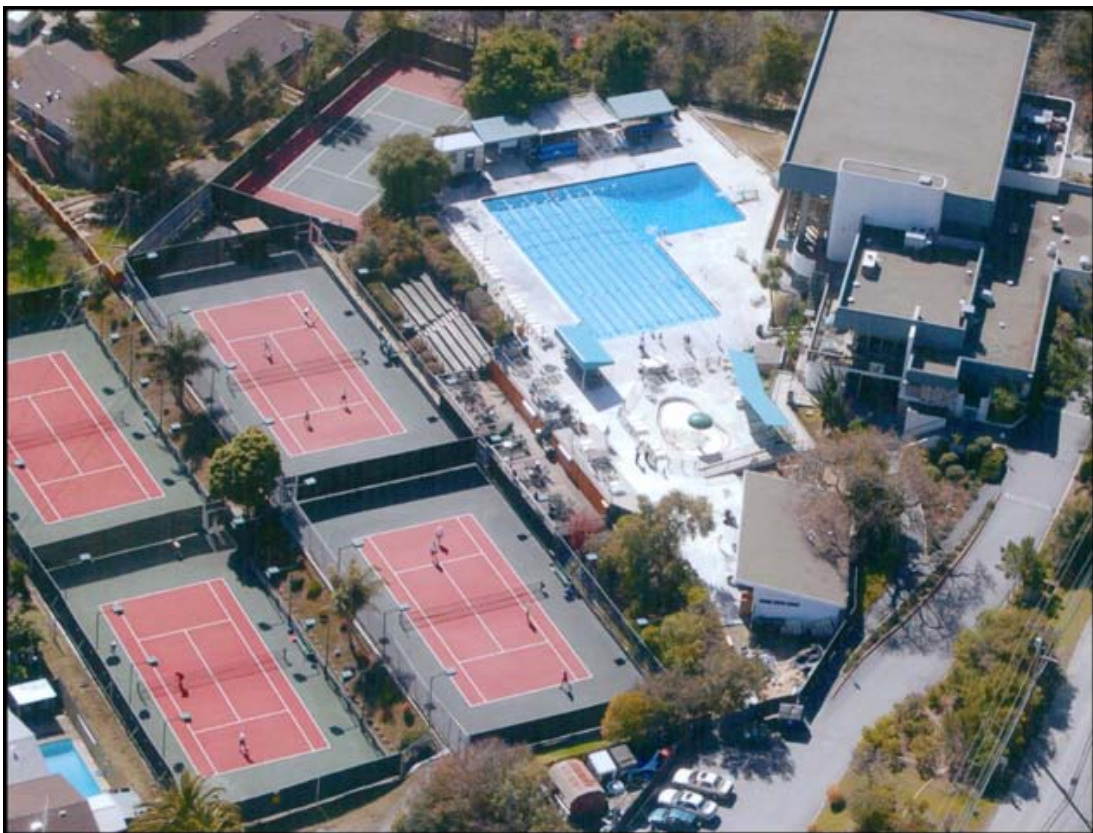
What Our Staff Values

1. Each staff member will lead a spiritually vibrant and surrendered life, striving to maintain their First Love.
(Romans 12:1-2, Proverbs 4:23, Revelation 2:1-8)
2. Each staff member will model a whole life commitment to PCC's goals, strategy, bedrock beliefs, vision and values. They will serve as champions for the above.
3. Each staff member will maintain an infectious, optimistic, can do attitude!
(Phil 4:13)
4. Each staff member will engage co-workers with honest communication, speaking the truth in love. We will strive for unity and Biblical models of forgiveness and reconciliation.
(Matt 5:23-24, John 17:20-23, Eph 4:15, Col 3:13)
5. Each staff member will approach their work with integrity.
(Col 3:23, 1 Cor 15:57-58, Romans 12:3)
6. Each staff member will honor and value their volunteers.
7. Each staff member will strive to function in the fullness of the Holy Spirit.
(Eph 5:18-21, Gal 5:16-26)
8. Each staff member will maintain the priority of seeking and saving the lost. (Luke 19:10, John 17:18, Mt 28:18-20)

The 6 C's of Our Thriving Staff

- ◆ Character
- ◆ Chemistry
- ◆ Competence
- ◆ Calling
- ◆ Commitment
- ◆ Community

Campus Map



Community Center Overview

Current Ministry Environment

Currently the Community Center ministry serves over 1,100 memberships (over 5,000 people); over 70% of the memberships being families of 4+ people. Our focus is to serve the wellness (spirit, mind, & body) of our members through the various Christ-centered ministry aspects of the Community Center. The primary ministries areas include:

Tennis

- 4 fully-lit tennis courts & 1 full-size unlit practice court
- Professionally-staffed individual and group programs for children through adults
- Weekly day camps throughout the summer (and other school holidays)
- Recreational and competitive playing opportunities

Swim

- 25m x 25yd “L-shaped” pool with a 10’ diving end and a toddler wading pool
- Hot tub
- Recreational, family-focused swimming opportunities and open lap swimming
- Coached, adult swim workouts (US Masters)
- Swim lessons for all ages in Summer with Spring and Fall private lessons available
- Competitive youth swim team (PCA Dolphins) with over 300 children participating

Fitness

- Complete weight room facilities including free weights and machines
- Cardio and spinning room
- Men/women lockers with shower/sauna/steam and separate boys/girls family locker room facilities
- Individualized training sessions available through certified staff
- More than 50 group fitness classes per week including senior and Aqua fitness programs
- Junior fitness programs
- Upward Youth Basketball program with over 275 participants

Family / Community

- Childcare facilities for members while using facilities
- Holiday and special family events throughout the year
- Participation and partnership in community activities



peninsula community center

www.peninsulacommunitycenter.com

Job Profile: Director of the Community Center

PRIMARY OBJECTIVE:

The Peninsula Covenant Community Center is seeking a dynamic spiritual leader to the Center staff, membership, and the greater community. The Director must bring a passion for wellness (spirit, mind, & body) and will serve as an active member of the Church senior leadership team to ensure alignment of the Community Center with the ministry vision of the Church. In collaboration with the Lead Pastor, the Director of the Community Center oversees all aspects of the Community Center Ministry, in alignment with the Mission, Vision, and Beliefs of Peninsula Covenant Church.

WE ARE SEEKING A PERSON WHO

- ◆ is called by God into full-time vocational ministry;
- ◆ exhibits a Christ-like, Biblical character in every aspect of life;
- ◆ understands and brings personal experience in ministry through a community center (sports) context;
- ◆ aligns with and understands the missional ministry context;
- ◆ aligns with the vision of Peninsula Covenant Church and is willing to participate as a member of the Church;
- ◆ develops people and works well in teams;
- ◆ demonstrates a shepherd's heart; and
- ◆ communicates effectively, both in writing and verbally.

PRINCIPAL WORKING RELATIONSHIPS

- ◆ Serves on the senior leadership team of the Church under the leadership of the Lead Pastor.
- ◆ Supervises Community Center senior leadership team.
- ◆ Serves in partnership with other PCC Ministry Leaders, Council representative (Chair of the Community Center Board), Community Center Board, Pacific Southwest Conference, Evangelical Covenant Church, community, and other local ministry leaders.

EDUCATION

- ◆ A minimum of a bachelor's degree or equivalent.
- ◆ A willingness to participate in the Evangelical Covenant Church licensure and commissioning or ordination process.

SUMMARY OF RESPONSIBILITIES

- ◆ Serve as the spiritual leader for the Community Center staff, members, and greater community through the Community Center.
- ◆ Provide visionary leadership for all aspects of the Community Center ministry.
- ◆ Work in collaboration with the principal working relationships to establish the vision of the Community Center.
- ◆ Ensure all operational (e.g. finance, facilities, marketing, etc.) and programmatic (e.g. swim, fitness, tennis, etc.) aspects of the Community Center Ministry are operating in alignment with the vision of the Center and are aligned with the vision of the Church; forecasting future courses of action to ensure continued alignment.
- ◆ Develop paid and unpaid staff.
- ◆ Strive to live out the 6C's (Calling, Character, Chemistry, Competence, Commitment, and Community) as a PCC staff member.
- ◆ Develop effective collaboration and partnership with other ministries and Kingdom opportunities beyond the Community Center.

Process Information

1. PLEASE COMPLETE/SUBMIT THE FOLLOWING:

- a) CURRENT RESUME
- b) WRITTEN RESPONSES TO KEY QUESTIONS (see below).

NOTE: All information will be kept in confidence with our Search Team

2. PLEASE SUBMIT ALL INFORMATION & QUESTIONS TO:

John Seybert, Director of Operations
Peninsula Covenant Church
3560 Farm Hill Blvd
Redwood City, CA 94061
(650) 365-8094 ext. 243
johns@peninsulacovenant.com

Key Questions

1. Please describe your sense of **calling** to vocational ministry and specifically to the Community Center ministry.
2. Please describe your journey to faith in Jesus Christ and how you continue to cultivate a **character** that is Christ-like.
3. How do your core **competencies** (strengths, gifts, abilities, and previous experiences) prepare you for this position? How do you see your core competencies being utilized in this role?
4. Explain, with examples, your management/leadership style and relationship skills that make up the **chemistry** you bring to a ministry team.
5. Please describe how you balance your life and what you see as important elements of your **commitment** to a ministry position like this.
6. Tell us about your personal and/or professional experiences establishing ministry relationships with pre-believers and ministering in a **community**-focused context.
7. Based on your individual understanding of the Community Center ministry, describe your vision, thoughts, & ideas for the ministry of the Center in the future.
8. Describe your family life. How do you cultivate spiritual growth and vitality in your family?
9. What books, other than the Bible have influenced you? What are you currently reading?
10. What impact would relocation have on you and your family? (including both spouse and children, if any)