Candidate Profile

CPC seeks a pastor who shares our theological and ministry convictions, complements our Lead Pastor and leadership team, and embraces the missionary opportunity of Santa Barbara. He will bring the character, calling, and leadership capacity needed to help the church flourish in its next season.

Fit with CPC's theological and ministry culture

- Is at home in a Reformed and Presbyterian church that gladly belongs to the PCA and understands itself within the Great Tradition of historic Christianity—a posture of Reformed catholicity.
- Shares our conviction that gathered worship is central to Christian formation. Our worship is historically rooted, liturgical, and richly sacramental; attentive to the Christian calendar; and contextually intelligible in Santa Barbara.
- Believes the gospel changes individuals, creates a new community, and sends the church into God's mission.
- Promotes a church culture that welcomes convinced and unconvinced people alike and engages questions with intelligence, clarity, and respect.
- Receives creation as God's good gift and sees work, culture, the arts, hospitality, justice, mercy, and the life of the city as arenas for faithful presence, creativity, service, and renewal.
- Values the ministry of the whole body, develops and entrusts meaningful responsibility to lay leaders, and welcomes the essential co-laboring of women alongside CPC's ordained leadership.

Fit with the Lead Pastor and leadership team

- Shares the Lead Pastor's theological and strategic vision for CPC and helps the staff understand how their work serves it through clear communication and personal support.
- Turns broad direction into priorities, plans, ownership, timelines, and follow-through by listening well and building shared ownership.
- Brings confidence and intellectual independence to theological and strategic conversation.
- Offers clear feedback, addresses missed expectations with honesty and care, and sustains trust through candor.
- Embraces a collaborative role alongside the church's principal preacher and theological vision-caster.

Fit with Santa Barbara

- Initiates relationships and enjoys people whose spiritual questions may emerge slowly.
- Builds trust patiently among highly educated, skeptical, or post-Christian neighbors.
- Approaches life in Santa Barbara as a missionary calling, including its housing and economic realities.
- Finds energy in a city where building community requires initiation and consistency.

- Energized by building new relationships and has a Kingdom mindset about welcoming and sending, recognizing that there is a steady stream of newcomers to the city as well as members regularly moving on geographically.

Competency

The right candidate has a demonstrated ability to strengthen ministries. He recognizes the gifts and needs of people, gathers and develops them around a shared purpose, and builds practices that help relationships and ministry flourish over time.

- Relational leadership: notices people, engages with warmth, makes connections, gathers teams, and creates shared ownership.
- People development: sees the God-given gifts and unrealized potential in others, coaches staff and volunteers, entrusts meaningful responsibility, and delights in people and helping them flourish. Approaches people and their gifts with an abundance rather than a scarcity mindset.
- Self-starter: notices what needs attention, establishes a path, and moves the work forward.
- Executive capacity: holds multiple priorities together, clarifies ownership, anticipates obstacles, and follows through.
- Implementation: converts ministry priorities into repeatable practices, useful tools, and clear accountability.

Character and calling

- Loves Christ, his church, and people across generations and stages of faith.
- Demonstrates humility, courage, poise, perseverance, teachability, and a life of prayer. Meets the biblical qualifications for pastoral office and is ordained or ordainable in the PCA.
- Shows endurance for patient institutional change and long-term relationships.