Ministry Portfolio

The second pastor will carry a stable set of core responsibilities. The detailed ministry mix will be finalized with the candidate and coordinated with the gifts and capacity of the wider staff.

Core Responsibilities

- Serve as the Lead Pastor's close ministry partner and a broad second leader for staff and congregational ministry.
- Shepherd and develop assigned staff.
- Lead or coordinate outreach, assimilation, and pathways into belonging, participation, service, and leadership.
- Develop volunteer and lay leaders so ministries gain capable ownership and healthy teams.
- Share in preaching, teaching, discipleship, pastoral care, Session work, and ordinary pastoral ministry according to gifts and form of call.

Portfolio menu

The final portfolio may draw more heavily from some of the following areas as the detailed ministry mix is finalized:

- Mission and outreach: community relationships, outreach strategy, Serve Santa Barbara, evangelistic initiatives, and ministry partnerships.
- Assimilation and engagement: the movement from pre-evangelism through membership into meaningful, responsible service and a growing sense of identification with and belonging to the church community.
- Volunteer and lay leader development: recruitment, coaching, team formation, delegation, and leadership pipelines.
- Staff leadership and implementation: cultivate a culture of trust and shared ministry through staff coaching, team health, goals, healthy accountability, ownership of the integrated ministry calendar, cross-ministry coordination, and sustained execution.
- Youth ministry oversight
- Adult discipleship and pastoral ministry: teaching, small-group development, counseling, visitation, youth and family pastoral support, and congregational care.
- Strategic leadership: selected events, communications, special initiatives, organizational planning, or strategic finance.