Role Framework

Position

- Full-time pastoral role reporting to the Lead Pastor and serving within CPC's Presbyterian polity.
- Our goal is for this role ultimately to be held by an associate pastor. We expect to begin with a call as assistant pastor and, depending on the candidate's experience and readiness, hope to extend a call as associate pastor within 18 months. .
- Regular participation in Session and broader church leadership as appropriate to the form of call.
- Preaching, teaching, pastoral care, discipleship, sacraments, and liturgical responsibilities assigned according to gifts and experience.

Experience and evidence

CPC will give particular weight to demonstrated pastoral maturity and a track record of implementing ministry systems. Strong candidates will be able to describe ministries they have built or strengthened, the people they developed, the obstacles they addressed, and the practices that endured in some of the following areas:

- Pastoral ministry in a local church.
- Staff leadership, supervision, or team development.
- Volunteer recruitment, coaching, and delegation.
- Outreach or evangelism in a secular context.
- Newcomer engagement, assimilation, or congregational connection.
- Organizational growth, transition, or implementation.
- Preaching, teaching, discipleship, and pastoral care.

Shaping the final call

CPC's leadership will work with the selected candidate to finalize the title, portfolio, relationships, and measures of success.

A closing invitation

This role suits a pastor who wants to know and love a congregation, reach people beyond it, help newcomers become genuinely connected, bring vision to life, and develop staff and lay leaders. If you are energized by the opportunity to help lead a healthy church into its next stage of ministry, we invite you to apply.

We expect to begin our formal search process early in 2027, but interested candidates are encouraged to reach out to Kyle Wells (Kyle@cpcsb.org), CPC's Lead Pastor, with any questions or for a preliminary conversation.