

Valley Church of Cupertino, California Position Description for Lead Pastor

Valley Church has thrived in Cupertino, California, for over 65 years. We have evolved alongside the vibrant landscape of Silicon Valley, where people gravitate to the technology sector, top schools, and convenient airport access. Our diverse congregation reflects the Bay Area's tapestry. Learn more about [Our Story, our ministries, and our team](#).

We seek a passionate Lead Pastor to join our team and guide us into the next chapter. Silicon Valley presents unique challenges, as explored in the Gospel Coalition article "[The Cost of Staying in Silicon Valley](#)." Pluralism and secular narratives pose challenges to faithfully following Christ, and yet these very factors can also create a yearning for meaning, purpose, and community. In these times of disruption, people are more open to spiritual exploration, connection, hope and peace found in the gospel. This is a diverse and unique mission field. Join us to share the gospel, strengthen the church, and foster a faith community of hope and support. If you're a visionary leader with a servant's heart, we encourage you to explore this exciting opportunity.

Who We Are:

Our Mission: Bible-centered and missional, we are passionate about making disciples who know God, who are becoming like Christ and who are working to make Him known in Silicon Valley and beyond.

Our Culture: We're a multi-generational church, warmly welcoming all. We are a congregation of 400+ on a given Sunday. We believe in a strong community, offering varied connection and growth opportunities through worship services, small groups, children's ministry, sports ministry, and others. Passionate about missions, we actively support local and global initiatives.

Our Collaborative Leadership: We believe in collaboration, empowering our Elder Board and Pastoral Leadership Team to work together in service of our mission.

Our Beliefs: See Valley Church's [Statement of Faith](#).

What You Will Do: Essential Duties & Responsibilities:

- You lead and give oversight to the Leadership Team, staff, elders, and others in developing and implementing our shared vision, calendar administration, budget preparation, staff hiring, evaluation, and oversight of ministries.
- You lead the process of change needed to support the implementation of the vision. You mentor and coach all staff directly or indirectly in leadership, shepherding, and professional growth.
- In partnership with the Chairman of the Elders, you help lead the Elder board in developing meeting agenda, seasonal retreats, and annual meetings.
- You preach and teach in a team-teaching model between 50-75% of weekend services (percentage based on your preference and current needs).
- You oversee the sermon series, schedule, and direction of the Valley Church preaching and teaching ministry.
- Develop and maintain a consistent preaching and teaching schedule that is rooted in Scripture and dependent on the Holy Spirit.

- Provide coaching, evaluation and mentoring to other teachers as needed to ensure consistent, biblically sound, Spirit-led instruction to the church body.

General Pastor/Elder Duties

- You serve as a member of the board of elders and report directly to the elder board.
- As a member of the pastoral staff, you are actively involved in shepherding the flock of God at Valley Church through discipleship, counseling, training, and teaching. You are available for hospital visitation, weddings, and funerals, as needed.

Who You Are: Competencies, Abilities, and Character Qualities

Experience and Qualifications

- You have at least seven years of pastoral experience in a multi-staff church with a minimum of two years of experience as lead pastor, senior pastor, or other similar ministry experience.
- You possess a college-level education or sufficient training acquired through personal mentorship and ministry leadership experience.
- You have the embodied qualities of an elder in 1 Timothy and Titus.
- You have a proven track record of successfully leading other leaders.
- You have a proven track record in preaching sermons that are true to the Word.
- You have multicultural ministry experience, embracing cultural diversity.

Skills and abilities:

- You are a deeply committed follower of Jesus Christ.
- You have a sound Bible knowledge and theology.
- You are led in prayer by the Holy Spirit.
- You are passionate for missions globally as well as locally.
- Leadership skills and abilities:
 - You enthusiastically support and embrace a shared leadership and shared preaching philosophy of ministry.
 - You have the ability to provide oversight for the leadership team of pastors.
 - You have organizational, leadership, delegation, and conflict resolution skills.
 - You have the ability to see potential in others to serve Christ and his body.
 - You are community-minded with a heart to reach out to non-churched people.
 - You have a teachable spirit and are humble yet are confident in your abilities to lead others.
 - You are capable of energetically casting vision to church leadership.
 - You evaluate existing ministries and improve them, when possible.
 - You are a strategic thinker.
 - You are willing to mentor other leaders or potential leaders within the church body.

To Apply: Submit a cover letter, your resume, and application directly to our pastoral search team through our [online form](#).

Compensation: Salary range of \$140,000+ (negotiable depending on experience). Eligible for Valley Church benefits package for full-time employees, including medical, dental, and PTO.