



**CHRIST
COMMUNITY
CHURCH**

opportunity profile

SENIOR PASTOR





Situated near the world epicenter of tech influence, Christ Community Church of Milpitas seeks a personable and collaborative leader who is eager to creatively implement a session-discerned vision for this diverse community. Nestled in the Silicon Valley area of California, CCCM is committed to discipleship, fellowship, equipping for ministry, caring for children and their neighboring communities and teaching the Word of God.

Serving as the next Senior Pastor at CCCM means leading the largest protestant church in Milpitas into a new season of growth and continued diversity in ministry. With a capable leadership team and enthusiasm for the future of the church, CCCM is ready to welcome its next leader.



THE CHURCH

MISSION STATEMENT

we are
disciple-makers
reaching out to the
community for Christ



VISION

A church...

consumed, guided and
changed by prayer.

experiencing and
sharing Christ-centered
transformation.

raising and empowering
leadership across generations.

reflecting our diverse and
multi-ethnic community.

equipping families to be
difference makers in their
world.

CORE VALUES

CHRIST

*We are a Christ-centered, Biblically
based, Spirit-led congregation*

COMMUNITY

*All people matter to God and are
welcomed into our
life-changing community*

CHILDREN

*We unapologetically put kids first,
equipping them as ministry partners.*

MISSION

*Our worship of God is lived out in
joyful service to our community
and the world.*

CHRIST COMMUNITY CHURCH

Milpitas, California

Founded more than 50 years ago, the church has grown and changed over the decades and has become a hub of community activity over the years. The current sanctuary building was completed in 1994 and seats 940. In 2009, a ministry center was constructed to house a social hall, kitchen, coffee shop and church offices. An additional three buildings are used daily by Milpitas Christian Preschool, Western Seminary, and other church and community ministry activities.

Located on 4.6 acres of land in Milpitas, California, CCCM has built a reputation as a welcoming meeting place for many different community-focused events. Weekdays and evenings there are tutoring clubs, Bible studies, youth group, and groups of friends meeting for coffee or games. There are free musical performances, including programs for youth and children.

Shared campus space and individual volunteers support numerous local ministries: Alcoholics Anonymous, Al-Anon, Boy Scouts, Grief Counseling, Financial Peace University, Men's Bible Study Fellowship, Heritage Home, Kids Club, Real Options, and Milpitas Food Pantry.

The ministries of the church can be seen throughout the week in programs for different age groups. Women's Ministry offers daytime and evening Bible studies, CreativiTea, Crafters for Christ, Cancer Support, GetAway, Coffee and Conversation, and Wise Ones. Men's Ministry offers a yearly mountain retreat and Saturday morning Bible study. Congregational "life together" is experienced primarily through life groups that meet during the week in congregants' homes or at CCCM. Nearly 50 life groups meet on a regular basis to study the Word of God, support each other in prayer and live life together.

BY THE NUMBERS

Sunday Worship	600
Kid's Sunday School	135
Youth Worship	75
2020 Operating Budget	\$2.6M



**CHRIST
COMMUNITY
CHURCH**

Christ Community Church of Milpitas is ready to call an experienced leader with a passion for teaching God's Word through illuminating and transformative preaching. For over 50 years CCCM has been committed to discipleship, fellowship, equipping for ministry, love and care for their children and community, prayer and proclaiming the Word of God. They seek a shepherd who recognizes the incredible potential of this Silicon Valley church and who will take hold of their vision and values and lead them into a fruitful future.



PERSONAL CHARACTERISTICS

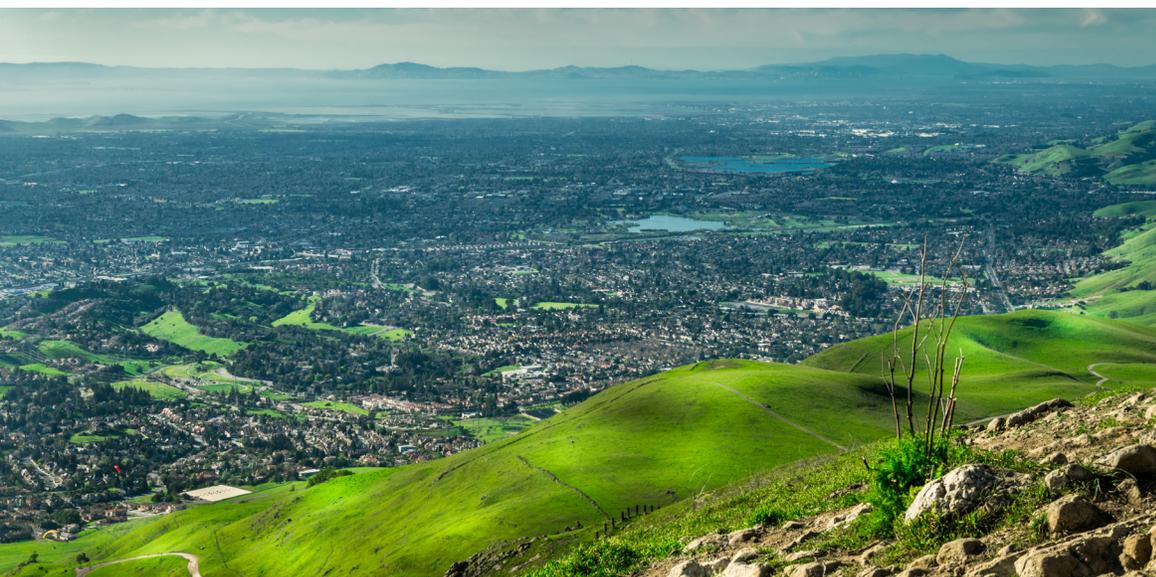
- Preacher of God's Word – as informed by the Reformed tradition and empowered by the Holy Spirit – who can express God's love, grace and mercy in Jesus Christ
- Natural ability to build relationships within the staff and congregation
- Passion for people not currently attending any church and ability to connect with them
- Inspires others to pursue holiness and obedience to Scripture
- Experienced leader who leads by example, delegates authority and empowers staff
- High emotional awareness (EQ) and gifted in healthy conflict resolution

REQUIREMENTS

- Adheres to the ECO essential tenets (read them [here](#))
- Master of Divinity or greater
- Five years leadership experience at a medium to large church
- Five years head-of-staff experience leading and mentoring in a multi-staff environment
- Evidence of a relational approach to leading session, staff and congregation

DESIRABLE

- Experience leading a multi-ethnic church
- Successful experience in community outreach
- ECO Ordained
- Experience with Policy Governance as applied to church governance



SILICON VALLEY CALI FORNIA

MILPITAS, CALIFORNIA

Christ Community Church of Milpitas is located in Santa Clara County in Northern California. Milpitas, located 46 miles south of San Francisco, is a thriving community nestled between the nation's tenth largest city of San Jose and the city of Fremont. The population of Milpitas is 78,106 and is the fastest growing city in the Silicon Valley according to a recent study by the City of Milpitas Economic Development.

Milpitas is a very diverse population with 62% Asian, 20% Caucasian, 16% Hispanic and 2% African American. Moderate population growth is expected in the next decade.

The Asian population is projected to continue to grow. The Asian Indian and Vietnamese ethnic groups are growing at the greatest rate.

The average age of the area population is 34 and is projected to be age 40 by 2028. While 53% of the area's population are married, 34% have never married, and 8% are divorced.

The population in and around Milpitas is well-educated, 71% "white collar" and 29% "blue collar."

In terms of religion, Milpitas and the served communities have a lower level of personal active faith involvement when compared to the national averages. Faith and religious involvement has decreased by 4.5% since 2012. The percentage of those likely to become involved has decreased slightly.



AGORA Search Group is a Colorado Springs search firm providing executive search and selection services to churches, and faith-based non-profits throughout the world.

Ryan Church and Rob Lauer are leading the Christ Community Church of Milpitas search. Ryan is a seasoned consultant that brings nearly 20 years of experience in working with churches and non-profit organizations. Most of his career has been spent in pastoral ministry. Ryan is passionate about the local church and desires to help communities change at the right speed to meet the needs of the community as they unceasingly serve God.

Rob founded AGORA in 2000 and provides nearly 30 years of executive search, church consulting, and pastoral ministry experience for our clients. Rob has a passion to serve organizations with an emphasis on building relationships throughout the executive search process versus the typical transactional approach. He is adamant, believing not every great leader or pastor...is a great fit...for a great organization or church. As a result, he and his team invest significant time matching exceptional leaders with outstanding organizations.

For further details regarding this role, please contact:

Ryan Church
206.579.8465
Ryan@agorasearchgroup.com