

December 2024



SENIOR PASTOR

Opportunity Profile

Cayucos Community Church | Cayucos, CA

Overview

Cayucos Community Church (CCC) is a healthy and transformational church located on the central coast of California. They are entering a new season of ministry after the recent retirement of their Senior Pastor. They believe their mission is as wide and beautiful as the view of the Pacific Ocean from the parking lot of their facilities. This is an opportunity bursting with potential for the right pastor.

The church grew under the compassionate guidance of Pastor Dale James and his wife, Bonnie, from 2008 until their retirement in September 2024. The 16 years they served at CCC had a deep impact upon the organization and the people. Pastor Dale's dynamic leadership style and genuine character touched countless lives. His biblical teachings fostered spiritual growth, developed strong leaders and strengthened the church's community presence. While Pastor Dale and Bonnie prepare for their move to southern California to reunite with family and old friends, CCC faces this transition with both sadness and anticipation – sad to bid farewell to their cherished leader, yet hopeful about God's plans for their next chapter. People believe God is going to use them, and the next pastor, for even greater community impact in the years ahead.

Quick Facts

- Cayucos Community Church is a proud member of the [Evangelical Free Church of America](#).
- Worship: Contemporary and a moving experience for the 145 regular attenders.
- Staff: Currently two - worship leader and office administrator.
- Governance: Board of four to eight elected Elders assist the pastor in practical, spiritual and temporal matters. Additionally, they aid staff in business, financial and facilities management.
- Annual budget: \$400,000; zero debt
- Facilities: Building is on the main street of the community. The auditorium seats about 160.
- Parsonage: The 4-bedroom/3-bathroom parsonage is approximately 2,000 square feet and is located within walking distance of the church. The church will remodel it before the arrival of the pastor and allow the new pastor to choose paint schemes and add other touches as necessary.

The Location

Located by the Pacific Ocean, CCC provides an ideal setting for ministry. With a town population of about 2,500, the area's appeal draws thousands of tourists each year, many of whom are welcomed into CCC's worship services. The congregation views this influx as part of their mission, sharing the message of Jesus so visitors might carry it home with them. Known for its community-mindedness, CCC is located in a politically conservative area with great weather year-round, enhancing the quality of life for families. The town is also home to highly-rated schools, making it an attractive place for those seeking a welcoming, family-oriented environment. The community is also an active outdoor community including great bicycling, surfing, hiking, golf, boating, fishing, pickleball, sailing, and motorcycle riding.

The Opportunity

Cayucos Community Evangelical Free Church (CCC) was founded in Cayucos, CA in 1948. Over the years, the church has labored faithfully to make an impact in the region and reach those who do not yet know Christ. A warm and friendly church atmosphere abounds, and God's Word, which is held in high esteem, is faithfully preached as the final authority in life and faith. Currently, CCC averages around 145 regular Sunday morning attenders, and is a partnering church in good standing with the Evangelical Free Church of America, a movement of churches that exists to glorify God by multiplying transformational churches among all people.

CCC is unified in holding a high view of Scripture with very low internal diversity of theological perspective. Many attenders have been drawn to the church by Pastor Dale's expository teaching in conjunction with the church's decidedly conservative theological perspective. Pastor Dale skillfully handled the Word of God, not shying away from the tough passages and consistently demonstrated a skillful approach to textual interpretation. An effective communicator, he found ways to illustrate messages to connect the scriptures to everyday life. People appreciated the way he remained focused in the Bible, teaching the Scripture with a gracious orthodoxy and sincere belief in the power of God's Word to transform lives.

CCC serves as a regional church for the surrounding area, welcoming worshippers from various neighboring communities. This region is characterized by small towns and modest-sized cities, where residents routinely drive 10-30 miles for dining, shopping and leisure activities. This widespread geographic reach presents a unique opportunity: CCC can equip members as local missionaries who, after joining in worship at Cayucos, can share the gospel when they return to their respective communities.

CCC exists to glorify God through their four-fold mission of making, maturing, mobilizing and multiplying devoted followers of Jesus Christ. Their vision focuses on enriching the spiritual journey of believers along California's central coast – whether residents or visitors – by providing refreshment, renewal and revitalization, while equipping them to thrive throughout all life stages. As one of only two churches in the community (alongside a Catholic parish), CCC embraces its distinctive role through active community engagement. The congregation demonstrates its commitment to service through various outreach initiatives, operating a food bank for community members in need, participating in community celebrations like the annual Christmas festivities, the Fourth of July parade and providing support to local schools.

The CCC congregation has expressed a deep desire for spiritual growth through enhanced Christian education and discipleship opportunities. Despite being a predominantly senior congregation (with 95% of members over age 55), there is a strong hunger for deeper biblical understanding and spiritual maturity. Members have specifically voiced their desire to be better equipped for community outreach and local church ministry. Additionally, there is growing interest among congregants in discovering and effectively using their spiritual gifts to advance God's kingdom work.

Sunday mornings at CCC start with an adult Bible study at 8:45 a.m., which is open to all. This is followed by a worship service in the main auditorium, featuring contemporary music with piano, keyboard, guitar, bass and drums, along with a selection of hymns in a light contemporary style. Offerings are collected and communion is observed on the first Sunday of the month. The 30–40-minute sermon is engaging and rooted in scripture. The friendly congregation warmly welcomes newcomers, modeling Christian love. The service lasts about an hour and fifteen minutes and although not livestreamed, sermons are recorded and posted online.

Although the congregation feels a deep sense of loss as Pastor Dale retires and moves to southern California, they are faithfully trusting in God's plan for their future. Their unwavering commitment to Jesus Christ continues to guide and sustain them through this season of transition. They are hopeful the next pastor will build upon this strong foundation and lead the church forward into God's next chapter for their community. Their steadfast faith during this time of change has brought the congregation even closer together, strengthening their bonds as a church family.

The Candidate

A successful Senior Pastor at Cayucos Community Church leads from a deep, authentic relationship with Jesus. He prioritizes personal spiritual growth, regularly nourishing his soul through Scripture and prayer, viewing these practices as essential foundations for life and ministry. This example will inspire staff and the congregation, motivating others to pursue a more passionate walk with Jesus. His leadership will reflect a humble confidence that naturally fosters trust, and his words and actions will consistently demonstrate integrity, character and wisdom—even when no one is watching.

Although Pastor Dale led well, many congregants feel his successor will inevitably face comparisons, with many members noting that he will have “big shoes to fill.” Even so, the congregation is eager to welcome the new leader God is preparing for them. The ideal pastor will have a grounded sense of self, leading with trust in God’s guidance and connecting authentically with others. He’ll be ready to leave his own mark on CCC in the coming years, building on the strong foundation already in place. Confident in the congregation’s love and support, he will lead with authenticity and a commitment to godly principles, fostering a shared vision for the future.

The church’s elders, volunteer leaders and staff would greatly benefit from focused leadership development and training to strengthen their roles and effectiveness. With a strong desire for growth and a deep well of experience, the congregation—despite its higher-than-average age demographic—has much to offer back to the church and community. This presents an excellent opportunity for the incoming pastor to establish clear pathways for developing current and future leaders, equipping lay leaders for impactful service, and refining the onboarding process for new volunteers to enhance the church’s ministry and reach.

The new pastor will enthusiastically embrace the vibrant tourist scene at CCC and understand this dynamic significantly shapes both church and community life. However, the charming shops, restaurants and coastal businesses downtown create an energetic atmosphere that draws visitors year-round which offers special opportunities and considerations for ministry—whether it’s connecting with vacationers seeking spiritual rest or serving the stable local community within the ebb and flow of tourism. Embracing this dynamic aspect of Cayucos will be essential, as tourism influences the congregation’s rhythms, and creativity will be key in finding effective ways to minister within this lively coastal context.

Trust grows through relationships, so the right pastor for CCC will be a warm, approachable presence who genuinely cares for the congregation’s spiritual and pastoral needs. In addition to supporting staff, studying and preparing for Sunday services, he will take joy in connecting with people, listening to their stories, asking thoughtful questions and demonstrating through these interactions that each person is welcomed and valued. On Sunday mornings, he will be visible and accessible—greeting people before and after services, sharing laughs, and offering prayer to those in need.

With 95% of CCC’s congregation aged 55 and older, the new pastor will need to prioritize outreach and fellowship efforts aimed at young families, many of whom may be seeking support and a deeper connection with Jesus. Strategies to draw in younger members and create meaningful community will be crucial, and creativity and relevance will be essential. A pastor with school-age children may notice the lack of an active youth ministry, but the church is committed to addressing this gap and is ready to support initiatives to engage and support families with children, providing them with a strong, welcoming foundation in faith.

The new pastor will find CCC is in a strong financial position. It’s per household giving is above the national average—members contribute 3.5% annually versus 2.3% nationally. The church holds valuable assets, including property worth over \$6 million and an investment portfolio of around \$1.5 million, and operates with an annual budget nearing \$400,000. In this next season, key strategic decisions lie ahead regarding facilities and ministry direction. Collaboration between the new pastor and church elders will be essential to effectively steward these resources and navigate future challenges.

The incoming pastor will preach sermons richly embedded in the biblical text. The sermons will be expository, inspirational and relevant to life. Humor and storytelling are valued features of the weekly sermon. He will not use the pulpit to advance personal political agendas but will also be courageous to speak truth to culture situations as appropriate.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Clear alignment with the Cayucos [vision, mission, and values](#) as noted on the website.
- Theological master's degree and Master of Divinity preferred, not required.
- A minimum of 10 years of vocational minimum, including multiple years of staff leadership and oversight.
- A genuine, mature, intimate and loving relationship with Jesus. A passion to see people come to know Jesus, a passion to share the Gospel and a deep love and knowledge of Scripture.
- A prayerful, humble Spirit-empowered faith journey.
- Exceptional Bible-based expository preaching, teaching and communication skills.
- Empowering, developmental and collaborating leader who is skilled in elevating the individuals and staff team.
- Maintains a balanced work/life perspective and personal work ethic that exemplifies integrity, high moral character and personal accountability.
- High emotional and organizational IQ.

Inquiry Process

If after reading this description you have interest in the Senior Pastor position at CCC, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your resume **in Word format**.
2. The results of any personal assessments you have completed (CliftonStrengths; DiSC; Meyers- Briggs, etc.) in the last three years.
3. Five references (one supervisor, two peer, one subordinate and one of your choice). These references will be contacted later in the process with your prior approval.
4. Written responses to the following five questions (prepared and attached **in a Word document**).
 1. Describe your faith in Jesus Christ. Tell us how you came to personal faith as well as your journey into full-time ministry.
 2. What is it about the opportunity at Cayucos Community Church that attracts you to this position and what, in your experience, has best prepared you for this job?
 3. What are two or three of your core strengths, and how have you used your core strengths to positively shape or advance the church or organization you served?
 4. It has been said the best leaders lead with a limp. How have you been personally shaped by brokenness or failure?
 5. Describe previous experiences in life that you feel most qualify you to minister in the unique setting at Cayucos Community Church.

Please submit your information to:

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