

PBCC Worship Ministries Pastor

40 Hours, Exempt

Preferred Start Date: Summer 2026

Peninsula Bible Church Cupertino (PBCC)

Peninsula Bible Church Cupertino is an elder-led, non-denominational church located in Silicon Valley. As our name suggests, we are deeply committed to the study and teaching of the Bible “...to equip the saints for the work of ministry” (Eph. 4:12)—believing this is essential to making disciples of Jesus and drawing others to faith in Him. Our church family reflects the rich ethnic diversity of the South Bay, and we seek to be a Christ-centered community where people of all ages and backgrounds can belong, grow, and serve together. “And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers.” (Acts 2:42 ESV)

Please visit our webpage to find out more about us:

- [What We Believe](#)
- Family Values: [Knowing Jesus and Making Him Known](#)
- Family Values: [Sermon Archive](#)

Role: Worship Ministries Pastor

Scope

This role has three primary dimensions. First, this role provides leadership for corporate worship at PBCC, shaping and leading weekly worship gatherings that are grounded in Scripture and responsive to the movement of the Holy Spirit. This includes thoughtful planning and execution of services that engage the congregation in meaningful, Christ-centered worship.

Second, this role oversees the worship ministry as a whole, including the recruitment, development, and discipleship of volunteer teams serving in music, production, and service support. The Worship Ministries Pastor will cultivate a culture of spiritual growth, relational investment, and excellence among those serving in worship.

Third, as part of the broader leadership team, this role contributes to the overall vision and life of the church, working closely with pastors and elders in a spirit of co-laboring. This includes participation in service planning, collaboration across ministries, and alignment with PBCC's commitment to being a church centered on the Word of God.

In all aspects of this role, the Worship Ministries Pastor must function well within PBCC's team-based, elder-led structure, demonstrating servant leadership, humility, flexibility, and a commitment to unity and shared ministry.

Responsibilities

Worship Leadership & Service Design

- Lead corporate worship in weekly Sunday services and special services
- Plan and design weekly worship services in collaboration with the preaching pastor and service planning team
- Select music that is biblically grounded, theologically sound, and appropriate for the congregation
- Incorporate multi-sensory elements (music, media, readings, etc.) to support meaningful engagement in worship
- Lead or coordinate worship for special services such as Holy Week and Christmas Eve

Worship Ministry Leadership & Discipleship

- Recruit, develop, and disciple volunteers serving in worship ministry
- Build and lead teams across music, vocalists, and instrumentalists
- Foster a culture of spiritual growth, humility, and service within the worship ministry
- Provide ongoing coaching, feedback, and encouragement to team members
- Create pathways for new volunteers to get involved and grow

Production & Service Operations

- Oversee all operational aspects of Sunday worship services, including:
 - Slides and presentation tools (e.g., ProPresenter)
 - Sound, video, and livestream teams
 - Announcements and communication elements
- Coordinate weekly setup and teardown teams
- Ensure services are executed with clarity, excellence, and minimal distraction

Leadership & Church Integration

- Participate as a member of the Leadership Team of pastors and elders, contributing to the direction and vision of the church
- Collaborate with pastors and staff in weekly planning and communication
- Support broader church initiatives and events as needed
- Communicate effectively with volunteers and the congregation regarding worship ministry

Qualifications, Skills and Requirements

Personal Character & Ministry Approach

- A growing and vibrant personal relationship with Jesus Christ
- A servant-hearted, humble, and teachable spirit
- Strong relational and communication skills
- Ability to work collaboratively in a team-based leadership environment
- Openness to feedback and accountability within an elder-led structure

Spiritual & Theological Qualifications

- A commitment to worship that is rooted in Scripture and centered on Christ
- A desire to disciple others and foster spiritual growth through worship ministry
- Sensitivity to the leading of the Holy Spirit in planning and leading worship
- Agreement with PBCC's doctrinal statement

Church & Community Engagement

- Active participation in the life of the church
- Alignment with PBCC's vision, values, and leadership structure (elder-led and pastoral team approach)
- Ability to relate well across a multi-generational and multi-cultural congregation
- Support and operate within PBCC's policies, procedures, leadership structures, and ministry practices.

Administrative & Practical Skills

- Strong organizational and planning abilities
- Ability to manage multiple teams and responsibilities effectively
- Familiarity with worship and production tools (e.g., ProPresenter, sound systems, livestream platforms)
- Ability to coordinate schedules, teams, and service elements
- Regular evening commitments for rehearsals and meetings

Education & Experience

- At least 2 years of experience leading worship in a ministry context
- Proficiency in singing and playing piano or guitar
- Formal training in music or ministry (preferred but not required)
- Willingness to continue developing in worship leadership and ministry

Compensation and Benefits

- This is a full-time, 40 hour/week position with full benefits and is eligible for the clergy housing allowance.
- Salary will be commensurate with experience and qualifications in the range of \$70,000-\$120,000.
- Benefits including Health Insurance, Dental / Vision, Retirement / 403B, Vacation