

JOSEPH TEPE
EXECUTIVE PASTOR CANDIDATE
Fair Oaks Ranch TX 78015
(650) 492-0072 - joetepe@gmail.com

PERSONAL

- **Intro Video**
 - [Get to Know Joe](#)
- **Sermon Examples**
 - ["Begin with the End in Mind"](#)
 - ["Shema to Shalom", 2 Tim](#)
 - ["Do Justice, Love Mercy, Walk Humbly. Micah 6:1-8"](#)



EDUCATION

- Master of Divinity*, Western Seminary - July 2013
- BA Psychology with Honors*, Honors College at University of Oregon - June '08
 - Longitudinal Thesis on Collegiate Religious Co-Operative Living

MINISTRY EXPERIENCE

Executive Pastor of Leadership and Ministry Development

Cibolo Creek Community Church - Fair Oaks Ranch, TX

12/21-present

- Led the process of clarifying and revising Cibolo's Mission, Vision, Values, Profile of a Disciple, Strategy, roles, responsibilities, and resources to foster a unified and missional church culture.
- Cast vision for and aligned to a unified Church Engagement Framework to increase church involvement from 645 to 1200 within one year and increased baptisms by 80% in two years.
- Optimized staff efficiency and alignment through a strategic reorganization for a team of 21, ensuring optimal collaboration and productivity.
- Successfully conducted five strategic hiring searches.
- Implemented a Church Wide Leadership Pipeline developing core competencies at every level to equip 250 existing leaders and launch an additional 160 new leaders.
- Collaborated with Staff teams to clarify, benchmark, and pursue Church Health.
- Created and leveraged in-depth demographic and data analysis of surrounding communities, providing frameworks and plans for generosity and stewardship initiatives.
- Successfully launched a second service, accommodating growth and outreach.
- Personally launched a Life Group with 30 regular attendees, multiplied 4 times, and baptized 10.

Leadership Pipeline Consultant

Multiply Group

11/22-present

- Certified Leadership Pipeline Coach
- Implemented Leadership Pipeline in four churches

Christian Ministry Adjunct Professor

Bushnell University - Eugene, OR

09/16-present

- Christian Ministry 360: Developing Your Philosophy of Ministry for Youth Ministry
- Developed, deployed, and coached 50+ Pastors in establishing a Youth Ministry

Adult Ministries Pastor

Northwest Christian Church - Newberg, OR

02/20-02/21

- Oversaw 14 Adult Ministries
- Led an Adult Ministry Team of 8 paid staff and managed a \$65,000 budget
- Designed, Developed, and Implemented a Leadership Pipeline with 88 leaders
- Increased Life Group Involvement from 194 to 414 Households in 8 months
- Personally led 2 Life Groups, Coached 4 Head Coaches, and provided congregational care
- Developed and implemented a direct engagement strategy by recruiting 180 volunteers to deliver 1,000+ weekly care packages to every Church Family Household
- Created effective PCO databases to achieve and sustain 90% Congregant engagement
- Facilitated several community response initiatives including an Emergency Wildfire Evacuation Site, Pandemic Food Distribution, and low-income food distribution
- Utilized primary, secondary, and tertiary big data to facilitate effective ministry initiatives such as launching Financial Peace University with 90+ people

College and Residential Ministry Pastor

First Baptist Church - Eugene, OR

06/12-06/19

- Recruited, Discipled, Equipped and Shepherd 70+ staff and 450+ student leaders
- Mobilized college congregation to annually share the gospel with 700-1000 students and give 800-1200 hours of community service
- Oversaw 130+ College LifeGroups
- Taught 35-40 Biblical messages yearly for CCF, FBC, Camp and other venues.
- Led the Alpha Omega House and Trinity House's Oversight Committee
- Managed 3 facilities, \$3 million in assets and 600+ contracts
- Developed, planned and managed an annual budget of ~\$500,000
- Served as the Religious Director President at the University of Oregon with 45+ groups
- Served as a 19st Board Member (Eugene Chinese Church, City Salt Foursquare Church, Emerald Community Fellowship and First Baptist Church)

College Ministry Staff Member

First Baptist Church - Eugene, OR

07/09-06/12

- Recruited, discipled, trained, shepherd 40+ student leaders and 4 male staff
- Recruited, developed and shepherded 13 small groups which had 150+ members
- Preached/Taught at CCF and at FBC
- Oversaw 3 retreats including teaching at Fall Leadership Getaway
- Taught class on Hermeneutics for 40 students
- Successfully initiated a Men's Ministry with 40+ College Aged Men actively participating
- Coordinated and Directed Sunday Night Worship Services
- Responsible for building and maintaining ministry ties with Landlord Emerald Baptist Church
- Recruited and Lead 6 Sunday Night Teams including: Set Up- Clean Up Team, Greeters, Information Team, Kitchen Team, Coffee Cart and Tech Team.
- Identified and Discipled a small group of future leaders
- Taught a New Believers Class

Early Elementary Children's Ministry Coordinator

First Baptist Church - Eugene, OR

07/09-06/10

- Recruited 15+ year long volunteers
- Led Worship Team and Developed Drama Team
- Planned and Taught Teaching Series

Missions Work

International Missionary and Volunteer

06/08-12/08

- Chiang Kham, Thailand- Taught Bible and English at the Home of Blessing
- Hoi An, Vietnam- Served disabled children affected by Agent Orange at the Kianh Foundation
- Guangxi, China- Taught English for a local government tutoring agency
- Lhasa, Tibet, China- Served in a local orphanage
- Campinas & Victoria, Brazil- Taught English, Computers, established a store for Hope Unlimited
- Pucallpa, Peru- Taught English and constructed buildings at the Refuge of Hope School
- Managua, Nicaragua- Assisted in the construction of a new community basketball gym
- Addis Ababa, Ethiopia- Taught English and Math to 50+ 3rd-grade students, Led street evangelism seeing over 300 accept Christ
- Mexicali, Mexico- English Teaching and construction