

Executive Pastor Job Description

Position Reports To: Lead Pastor

Time Commitment: Full-Time

Pay: Commensurate with experience

TGC's Mission: Inviting all people to follow Jesus in all of life.

Position Overview: To support the Lead Pastor in all aspects of the ministry of The Grove Church. The primary focus and responsibility is to bring godly, discipling and organizational leadership to all areas where we gather for discipleship outside of our Sunday Gatherings.

Position Summary:

The Executive Pastor will excel in both shepherding and systems, people and numbers, heart and head and will be responsible for all areas of discipleship and formation outside of the Sunday Gathering. More specifically, he will oversee the following:

Leading Leaders

- Oversee (recruit, train, and release) part-time staff and volunteers who serve and shepherd various smaller groups (i.e., Men, Women, Students, Kids, etc.).
- Develop and implement an annual review process of all areas of ministry, as well as effectiveness of discipleship and mission processes.
- Equip and empower organizational leaders in curriculum, culture, and care of specified areas.

Systems of Care & Strategy

- Help carry the pastoral and organizational load of our growing church, especially as we transition into a permanent facility.
- Build out teams and systems as appropriate to help all who are journeying to/with Jesus to be able to make, mature, and multiply disciples.
- Lead church planting efforts to recruit, train, and send qualified planters into Fort Bend County.

Preaching & Pastoring

- Preach as a regular part of our preaching team (8-10 times/year), while also giving room for others to develop their preaching gifts.
- Develop a pipeline of leaders to fill appropriate areas of leadership throughout the organization.
- Shepherd the flock in keeping with the ethos of TGC with equal measures of firmness and fairness.

Qualities for Success:

The Executive Pastor will play a key role in helping shape the direction of our church, helping lead leaders, make disciples, and serve as an elder. This pastor will have spiritual influence, organizational responsibility, and opportunities to thrive. As such, the following characteristics are primary among those we are searching for in this role:

Character

- Lead your family in an exemplary way so that every member in your home is loved and valued.
- Speaks with a Spirit-led mixture of love, truth, and timeliness.
- Exhibit a life which holds the character, calling, competency, and capacity of a pastor.
- Lives a life of humble repentance and resilient faith in the gospel.

Leadership

- Be a life-long self-leader and have personal accountability and vitality with the Lord.
- Thrives in an environment with little supervision and is flexible to meet needs as they arise.
- Has experience being a leader of leaders and a multiplier of systems and groups.
- Is comfortable with the process of reverse-engineering problems to find solutions.

Philosophy

- Affirm and invest in the vision, mission, DNA, and devotions of The Grove.
- Leads as a priest first, a prophet second, and without neglecting the administration of a king.
- Lives a missional lifestyle, seeing every circle of influence as an opportunity to share the gospel.
- Ministers as a leader of leaders, but isn't afraid to get his hands dirty.

Shepherding and Service

- Leads and shepherds others by listening first, asking questions second, and speaking third.
- Exhibits a humble and teachable spirit and is open to correction and personal development.
- Proven track record of making, maturing, and multiplying disciples.
- Prayerful and watchful for the flock which has been entrusted to him.

Theology:

The Executive Pastor will be responsible for shaping the practical, spiritual, and biblical theology of the church for all ages. Therefore, it is important there is unity in essentials, liberty in non-essentials, and love in all things. More specifically, the successful candidate will align, affirm, and endorse The Grove Church Convictions and Devotions, and align with the distinctives of our network, Acts 29.

What Success Looks Like:

- Part-time staff and volunteer leaders of ministries are equipped, encouraged, and empowered to lead confidently while bearing fruit that will last.
- Smaller environments of learning are safe and meaningful where people enjoy learning about Jesus and parents/leaders are equipped to lead well and are valued in their service.
- Staff and elder body have good chemistry, with compassion for differences and encouragement in strengths.
- The people of The Grove are encouraged and built up in their faith to live gospel-centered lives, while living on mission in their neighborhoods, networks, and the nations.
- Leaders have clarity on how to do what they have been entrusted to do as they lead groups.
- The Vision of The Grove is grasped by the leaders and partners are on mission, "inviting all people to follow Jesus in all of life."
- A system of discipleship is developed and implemented from new believer to church planter.

Educational/Professional Requirements:

- Master's Degree from an accredited, reputable seminary.
- Three to five years of comparable ministry experience.

To Inquire:

- Send a resume and a summary of your philosophy of ministry to info@thegrovechurch.net.