



EXECUTIVE PASTOR

POSITION OVERVIEW AND PERSONAL PROFILE	
TITLE	Executive Pastor
CLASSIFICATION	FT, Salaried, 40–50 Hrs/Wk (Average)
MAIN OBJECTIVE	Bring Vision into Reality
REPORTS TO	Lead Pastor
RELATES TO	Elders, Staff Members, Key Ministry Leaders/Directors

POSITION SUMMARY

The Executive Pastor partners with the Lead Pastor and Elders to bring our vision into reality. He does this by overseeing the day to day functionality as well as the overall direction of the church.

KEY RESPONSIBILITIES

- **“Chief of Staff”**
 - Provide pastoral leadership and leadership coaching to staff team and high-level leaders to maximize their God-given abilities
 - Intentional staff development, mentorship and oversight
 - Provide day to day cohesive alignment, encouragement, and accountability for staff team
 - Holds staff accountable for deadlines, projects, tasks, etc
 - Competent in performing quarterly reviews, providing gracious actionable feedback, etc
 - Ability to effectively run staff meetings without or in collaboration with Lead Pastor
- **“Chief of Operations”**
 - Creating, improving, and running church systems that are reproducible, scalable, and aligned with our vision of being a multiplying church.
 - Responsible for “running the church” in terms of the day to day responsibilities
 - Oversight of administrative responsibilities
- **Churchwide and Ministry Oversight**
 - Ensures various ministries are maturing and aligning with Churchwide vision and culture
 - Ability to project future staff needs, build and execute staffing plans
 - Competent in HR management, hiring and firing, insurance, benefits, etc.
- **Project Manager And Strategic Execution**
 - Expert in OKRs or another form of strategic planning and goals. Effective in annual and quarterly planning in partnership with lead Pastor and other key leaders.



- Competent in successfully managing a building project, renovation and capital campaign
- Ability to create teams to execute projects
- **Finances**
 - Oversees financial status of the church
 - Helps to set financial goals in collaboration with the Elder Team
 - Provides any necessary counsel on financial decisions
 - Creates Churchwide budget and able to help ministry leads create budgets in their areas
- **Overseeing Leadership Development, and Formation**
 - Ability to build/run effective leadership development systems for new and existing leaders
 - Be an equipper and multiplier
 - Effectively establish and administrate a “new Christian to new church” pipeline

ADDITIONAL NOTES

- **Executive Pastor is not a successor** or senior-pastor-in-training, instead he finds fulfillment leading from the “2nd chair”

PERSONAL PROFILE

- Robust love of Gospel Doctrine and Gospel Culture
- Enthusiastic agreement around Acts 29’s Five Distinctives.
- Deeply committed to the mission, vision, strategy and culture of Redeemer Church
- Be a high level leader who is able to get things done, catalyze and develop new leaders, and inspire others to get things done
- Extremely Strong operationally
- Relationally “Warm”
- Demonstrated competency in the areas of communication, interpersonal relationships, ministry-related conversations, mobilizing volunteers, team-player attitude, innovative, efficient, effective
- Flexible, driven, teachable, gracious
- Ability to architect and implement processes, strategies, tactics and procedures across a wide variety of ministry and operational categories
- Love of serving and desire to do whatever is needed to advance the mission of the church