

Executive Pastor – Central Ministries

Job Title: Executive Pastor – Central Ministries

Teams: Executive Leadership Team, Strategy Team, Pastoral Team

Reports To: Senior Pastor

Direct Reports: Associate Pastor - Adult Ministries, Assistant Pastor – Student Ministries, Executive Director – Children’s Ministries, Director - Worship Ministries, Executive Pastor – Outreach & Care

Status: 40 hours per week (Full time, Exempt), includes weekend and evening hours.

Position Overview

Connect the world with God and one another by empowering the central team to execute the mission and vision of Alliance Church.

Individual Responsibilities:

Senior Pastor Office Pastoral Care Support

- Point of Contact for HR with high priority/sensitive issues in the church or staff.
- Assist Senior Pastor in pastoral care or theological issues facing congregants or staff
- Serve as the primary consultant for all ministries in curriculum and speaker review

Develop leaders and team culture

- Cultivate and maintain a healthy culture that allows staff to flourish in both life and leadership
- Facilitate healthy interpersonal relationships across staff teams
- In consultation with the Senior Pastor and Human Resources, make staffing decisions of Direct Reports and ministry areas.

Remove barriers

- Consistently evaluate and assess the effectiveness of ministry strategy and give clear metrics
- Problem-solve any issues with the team
- Take on projects or issues that keep the team from leading their ministries effectively
- Assist in ministry oversight or coordination when staffing shortages exist
- Be the driving visionary champion around Ministries at Alliance
- Provide pastoral support for Sunday services and activities at locations each week

Enforce alignment

- Ensure key ministry projects happen aligned with the church’s vision.
- Enforce institutional disciplines on key ministry systems, meetings, comms, audits, strategic planning, and schedules
- Align systems where possible for efficiency and effectiveness
- Strategically aligning resources to the vision of the church through Central Ministries

Facilitate ministry innovation and growth deep and wide

- Carry the vision and provide directional leadership for the Central Ministries of Alliance Church to achieve desired goals
- Speak into budgets of each ministry area to steward our resources wisely



- Ensure input of data related to ministry activities that will help guide future decisions
- Build networks and relationships across the organization
- Develop and improve current framework and strategy for ministry in alignment with our VT/O and Strategy Team

Strategy Team Responsibilities:

- Strategic Planning: Participate in strategic planning process and meetings
- Strategic Efforts/Projects: Lead or assist in implementing strategic projects or efforts

Pastoral Team Responsibilities:

- Pastoral Counseling: Provide pastoral care/counseling (up to three sessions) as needed
- MLOC: Serve on regular rotation of Ministry Leader on Call schedule
- Ceremonies: Perform ceremonies (Weddings, Funerals, Baby Dedication, Baptisms, James 5)
- Teaching and Service Hosting: Support as needed in various services or classes

Impact/outcomes you produce:

- Attracting, developing, empowering, and retaining high-capacity visionary leaders for Central Ministries
- Maintaining alignment to the broader vision of the church
- Enhancing the effectiveness of the Alliance locations through Central Ministries support
- Effectively contributing to the outcomes of the broader vision of the church
- Improving and building exceptional staff integrity, culture, and team unity
- Facilitating a healthy and vibrant relationship between ministry staff and the Senior Pastor

Goals you contribute to:

- Multiplying intentionally unique congregations intensely united around the vision
- Fostering a vibrant, engaged, and healthy staff culture

Core competencies you need:

- Understanding of the Alliance vision and VT/O
- Strong organizational, administrative, assimilation and team building skills
- Strong verbal and written communication skills
- Gifted leader, manager, and team player
- Bachelor's Degree in Pastoral Ministry or the equivalent. (Masters preferred)
- Minimum five years work experience in a large context church ministry, preferably multi-site

What you need to be successful:

- Staff who generally feel well shepherded and cared for
- Staff who trust you
- Staff who have clarity on vision
- Staff teams that have a rich culture
- Staff and congregation "fires" are put out promptly and compassionately
- Team feels connected to Senior Pastor relationally without depending on him for daily ops

How do you know if you're not being successful:

- Team is struggling to align with vision
- Staff is not getting healthier or growing in their love for the church and Christ

- Positions go unfilled for extended time
- Average tenure of staff goes down
- Lack of alignment and clarity around vision
- There is a perceived relational barrier to the Senior Pastor by staff
- There is a failure to convey honest critical feedback on staff issues to Senior Pastor
- The Senior Pastor is consistently being pulled into day-to-day decisions or operations

A description of the organization:

Founded in 1932, Alliance Church is a Fox Cities-based church and member of the Christian and Missionary Alliance denomination. They have physical locations in Appleton and Hortonville, as well an online streaming experience for Appleton's Sunday services. Alliance Church exists to connect the world with God and one another. Committed to loving the local community, Alliance Church started a free-and-charitable health clinic and is grateful to partner with the many effective non-profits and churches that serve the Fox Cities. The church is made up of many different people from all generations and backgrounds, but united around God's love for the entire world. For more information, visit alliancechurch.org.