

**Apply Here:** <https://www.vanderbloemen.com/job/revive-wesleyan-church-executive-pastor>

**Denomination:** Wesleyan

**Weekly Attendance:** 1500

**Location:** Hamburg, New York

**The Role:** Executive Pastor

### **About the Executive Pastor:**

The ideal candidate for the position of Executive Pastor will work diligently to support the vision and mission of Revive Wesleyan church. They will lead with a servant's heart and possess a strong work ethic. In collaboration with the Lead Pastor, the Executive Pastor will demonstrate effective ministry and operational leadership in day-to-day activities, strategic initiatives, and staff development. The candidate will be a leader of leaders, ensuring that the staff is operating in their gifts and strengths, and is empowered to lead their respective ministry. Organizational savvy and experience are critical. The Executive Pastor will work collaboratively with the Lead Pastor, staff, and church leadership to create strategic ministry objectives and measurable goals across all campuses and venues. This includes an intense focus on mobilizing the congregation - Take it Outside – as stated by Lead Pastor Paul Gartley. Though this is a maxim for most churches, it is imperative for the successful candidate and the church. The Executive Pastor Responsibilities Include: Support the Lead Pastor in accomplishing the overall vision and mission of the church through effective evaluation, discernment, decision making, and planning. Develop, empower, and maximize people, creating systems of training, healthy accountability, and evaluation that are reproducible and scalable. Lead, evaluate and mentor existing church staff in their respective areas of ministry. Increase the effectiveness of the lead team collectively and in their respective ministries. Create, implement, and evaluate key performance measures (KPMs) that provide the lead team and church staff with ongoing snapshots of specific goals and objectives for all ministry departments. Strengthen communication by working closely with communication staff so messaging and responsiveness are clear and consistent. Assist the lead team and church staff in goal setting, planning, prioritizing, and implementation. In collaboration with the Lead Pastor, responsible for all strategic planning and church staff coordination in the execution of the church's vision. Exhibit strong business leadership and financial acumen in support of ministries. Able to effectively balance and manage resources (financial, facilities, and people) regarding the church vision and mission. Understand the complexity of working in a multi-site church and understand, support, and demonstrate directional leadership.

## **What You Bring:**

### *Education & Experience*

A Bachelor's Degree is required and a Master's Degree is preferred. 7+ years of relevant ministry and strategic operations experience, with staff oversight in a multi-site church, and, or a medium – large-sized organization.

### *Personal Characteristics & Qualifications*

Mature faith, wisdom, and integrity that has been tested and proven through experience and intimacy with Jesus. Gifted leader of leaders that instills confidence in others and thrives when mentoring, mobilizing, and leading the team. Coach and mentor young leaders; guide others out of a depth of life and ministry experience. A servant-hearted leader who deeply cares for others and seeks to build emotionally and spiritually healthy teams. High emotional intelligence and listens well to others. Ensures time and processes for meaningful input and feedback before offering specific insight or making decisions. Understands the value of collaboration and can unify and empower others around ideas, ministries, and resources. Articulate and diplomatic in communication. Handles hard conversations with grace. Capable of boldly communicating thoughts and ideas. Takes initiative and gets things done, especially when decisions need to be made. Resourceful and creative. Can find a way to overcome obstacles and lead strong when the going gets tough.