

Executive Pastor

Location: Overland Park Community Church (OPCC), Overland Park, KS

Reports to: Lead Pastor

At Overland Park Community Church, we are committed to cultivating deep relationships, fostering discipleship, and living out God's Word in every aspect of our ministry. The Executive Pastor plays a vital role in turning this vision into reality by leading our staff, overseeing church operations, and advancing our mission with a relational and Gospel-centered approach.

This position focuses on leadership, organizational oversight, and equipping others for ministry. We're looking for a driven, humble leader who thrives in:

- **Building teams**
 - **Casting vision**
 - **Creating systems that support ministry growth**
 - **Staying rooted in God's Word**
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What You'll Do:

Leadership and Vision Casting

- Collaborate with the Senior Pastor to shape and implement the church's mission, vision, and strategy.
- Lead and inspire staff and ministry leaders, ensuring they thrive in their roles and align with OPCC's mission.
- Facilitate staff meetings and team-building efforts, promoting unity and clarity across ministries.
- Oversee the volunteer recruitment pipeline, ensuring a steady flow of people stepping into service roles.
- Work with ministry leaders to identify volunteer needs, create recruitment strategies, and develop training programs.
- Act as a culture carrier within the church, embodying relational leadership and discipleship values.

Operational Oversight

- Provide strategic oversight for church operations, including HR, facilities, finances, and security.

- Manage and support all legal matters within the church and the OPCC Preschool, ensuring compliance with local, state, and federal regulations.
- Offer leadership to the Preschool Ministry Director, ensuring alignment with the church's vision and effective ministry execution.
- Oversee the OPCC Security Team, collaborating with team leaders to handle training, logistics, and compliance.
- In a nutshell: ensure the "business of the church" is executed well to facilitate and support ministry.

Staff Development and Team Building

- Supervise and support direct reports, ensuring clear expectations and opportunities for growth.
- Proactively address challenges within teams and ministries, providing guidance to ensure alignment and effectiveness.
- Identify, recruit, and develop high-capacity staff and volunteers who fit OPCC's culture and mission.

Relational and Pastoral Leadership

- Be a visible and accessible presence on Sundays, building connections with the congregation and staff.
- Assist with preaching and teaching as needed, sharing God's Word in a way that encourages spiritual growth.
- Offer pastoral care and counseling to staff, volunteers, and congregation members as needed.
- Lead OPCC's membership class, welcoming new members and helping them integrate into the church.
- Lead or co-lead specific ministry initiatives, leadership training, and special events.

Strategic Planning and Problem-Solving

- Partner with the Senior Pastor and leadership team to plan for the church's future needs and opportunities.
- Regularly assess ministry structures and programs, making recommendations to improve effectiveness.
- Create and provide projections for church growth, developing actionable plans to prepare for future ministry needs.
- Facilitate conversations around vision, mission, and strategy with advisory board members and other key leaders.

Who You Are

- **Relational and Gospel-Centered:** Passionate about discipleship and building strong, Christ-centered relationships.
- **Humble Leader:** Leads with authenticity, humility, and a genuine love for God's people.
- **Strategic Thinker:** Excels in creating and executing plans that support organizational health and ministry effectiveness.
- **Team Developer:** Proven ability to lead, empower, and grow high-capacity staff and volunteers.
- **Organized and Proactive:** Thrives in managing resources, navigating challenges, and ensuring systems run smoothly.
- **Biblically Grounded:** Life and leadership reflect a deep commitment to Scripture and its authority.

Qualifications

- A vibrant, growing relationship with Jesus Christ.
- Bachelor's degree in Theology, Ministry, Leadership, or a related field (**Master's preferred**).
- Minimum of **5 years of leadership experience** in a mid-to-large church setting.
- Strong understanding of church operations, staff development, and financial stewardship.
- Proven ability to manage legal matters and oversee compliance in ministry and operational settings.
- Excellent communication and interpersonal skills.
- Meets biblical qualifications for eldership (**1 Timothy 3:1-7, Titus 1:6-9**).

Details

- **Compensation:** Commensurate with experience.
- **Work Environment:** A collaborative, relational culture focused on growth and Gospel-centered ministry.

How to Apply

If this sounds like your next calling, we'd love to connect with you. Please send your resume, cover letter, and references to apply@overlandpark.cc.

We're excited to find a leader who will grow with us, serve faithfully, and help advance God's work in and through Overland Park Community Church!